

### Background

The purpose of the Austin Independent School District (AISD) Central Office Climate Survey (COCS) is to ask Central Office (CO) employees for their perceptions and experiences of various aspects of their work environment. Employees report on how they are treated, general climate, communication between leadership and staff members, facilities and resources available to them, and frequency of bullying. The survey is administered through email every two years to all CO employees who are at least half-time, or those who report to CO. Survey data are used to assess and monitor working conditions for each area/department and subdivision and for the overall district.

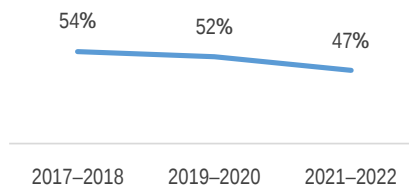
Prior to this year's survey, the last COCS was administered in spring of school year 2019-2020. Data for the current 2021-2022 COCS was collected between April 5th and June 1st, 2022. The structure of this COCS differed slightly from previous years in that AISD has undergone significant organizational changes. For example, respondents first self-selected one of the following twelve major or chief areas: Academics Office, Chief of Schools Office, District Communication & Community Engagement Office, District Police, Human Capital, Information Systems Office, Intergovernmental Relations Office, Legal Services, Office of

Within their self-selected major area, respondents were then able to select a department or work group. Respondents were asked about climate and leadership at the district level, their major area, and lastly, their specific department or work group.

### Response Rate

Out of the targeted 2,544 employees, 1,186 responded, resulting in a 47% response rate. However, not all of those responded to every item in the survey. Distribution also differed from previous COCS. In 2019-2020, classified employees (i.e. bus drivers, food service, warehouse employees) did not receive the survey since they do not report to CO.

Figure 1.  
The 2021-2022 COCS response rate was slightly lower than prior years, but it included all non-campus staff (N= 2,544).



Source. 2017-2022 AISD Central Office Climate Survey data.

The 2021-2022 survey, though, was distributed to all non-campus employees, in order to provide an opportunity for each employee to respond with their thoughts and perceptions about the many changes and challenges experienced the last two years. This decision, as well as the decision to translate the survey into Spanish, was made in the interest of equity. The previous COCS in 2019-2020 was not translated. Distribution of the 2019-2020 COCS targeted 1,571 employees and 816 responded, resulting in a response rate of 52%. Response rates for the last three COCS are displayed in Figure 1.





