

Supervisor Report

1 of 1

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Filters

Division: All

Department: AAC - Data Science & Analytics

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Office of Academics
Pulse Survey

Scorecard				
Name	Responses	Average	Distribution	
▼ Direct Supervisor		4.62	<div><div></div>94%</div>	
The communications I receive from my supervisor are timely and informative.	5	4.60	<div><div></div>100%</div>	
Training is made available to me so that I can do my job better.	5	3.80	<div><div></div>80%</div>	
I receive coaching and feedback from my current supervisor that helps me do my job better.	6	4.50	<div><div></div>83%</div>	
My current supervisor translates our department's vision into actionable plans.	6	4.83	<div><div></div>100%</div>	
My current supervisor provides me with a clear understanding of my work responsibilities.	6	5.00	<div><div></div>100%</div>	
My current supervisor recognizes outstanding work.	6	4.83	<div><div></div>100%</div>	
▼ Department/Team		4.54	<div><div></div>94%</div>	
My department or team regularly uses performance data to improve the quality of our work.	5	4.60	<div><div></div>100%</div>	
In my department or team, my opinion and ideas count.	5	4.80	<div><div></div>100%</div>	
In my department or team, there is a real feeling of teamwork.	5	3.80	<div><div></div>80%</div>	
The people I work with treat each other with respect.	5	4.80	<div><div></div>100%</div>	
The people I work with care about my personal well-being.	5	4.60	<div><div></div>100%</div>	
The atmosphere on my team is safe and inclusive.	5	4.60	<div><div></div>100%</div>	
The atmosphere on my team encourages open and honest communication.	5	4.60	<div><div></div>80%</div>	

Department Net Promoter Score 6

50

Net Promoter Score

Explanation of Net Promoter Score (NPS)

An NPS measures employee loyalty by asking one question – how likely are you to recommend [Company Name] as a place to work to a friend or colleague? NPS range from -100 to +100, where a higher score is desirable.

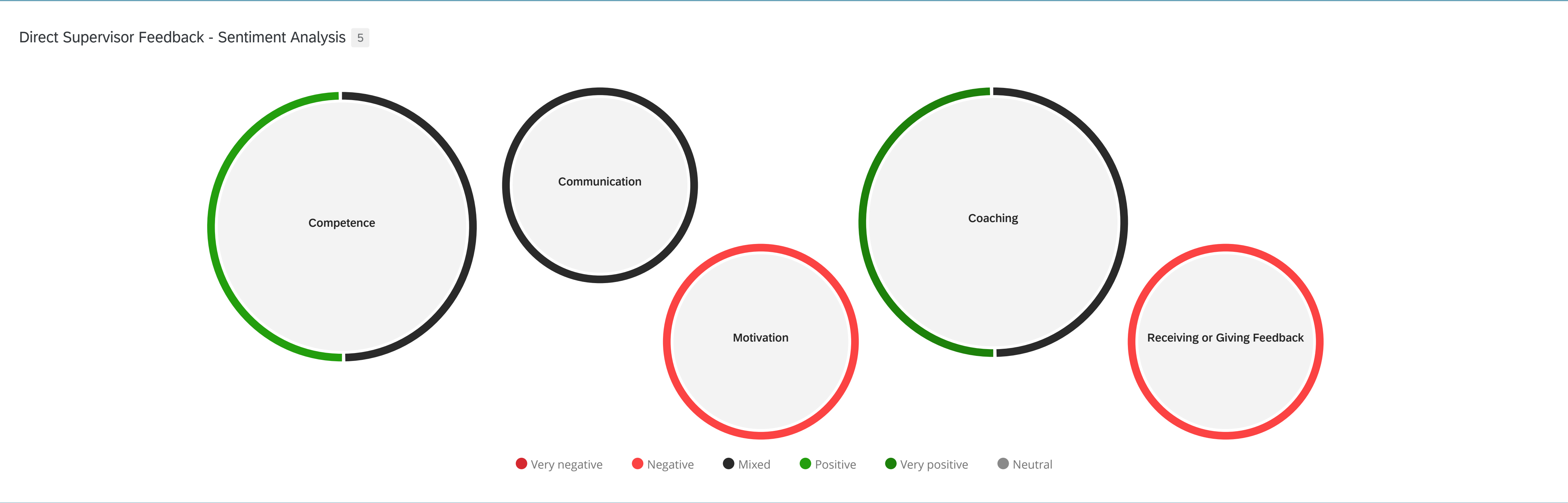
What's a good score?

Bain & Company (who originally developed the NPS) suggest the following scoring framework:

- Above 0 is good,
- Above 20 is favorable,
- Above 50 is excellent, and
- Above 80 is world-class.

Respondents provide a rating to the loyalty question between 0 (not at all likely) to 10 (extremely likely). Depending on their answer, respondents fall into one of three categories: Promoters (score 9 or 10), Passives (7 or 8), or Detractors (score 0-6).

NPS is calculated by subtracting the percentage of Detractors from the percentage of Promoters in the data set. So, if 70% were Promoters, 20% were Passives, and 10% were Detractors, the NPS would be 60 (70-10).



Do you have any feedback you'd like to share about your supervisor? 5

I have not seen a single positive thing come out of this survey so I just stopped caring.

I believe [REDACTED] has been doing a great job so far in her interim position as ED of AAC. I appreciate how she respects our individual departmental visions. She trusts our expertise in these spaces which I think is a hallmark of a great leader. My only piece of feedback so far is to provide a little more context to conversations. I fear I may make an assumption on what is being asked and miss the mark.
Note: I redacted the name for my supervisor, which for some reason appeared on my supervisor report.

Jorge has consistently proven to be a true and kind leader. He pushes me as an individual to learn further skills applicable to my work and the team. He strives for growth and trusts that I will always get the work done. I appreciate his view of what a "workplace" should be and how he carries us as a team. I look forward to continue working with Jorge and the team of Data Science and Analytics!

I really really love working with Jorge. HISD is lucky to have him. He has demonstrated remarkable poise and consistency in his first six months, especially considering that the leadership team he was hired into has changed entirely. I do think that some leaders across OOA may not appropriately value his levelheaded default style, which is to listen carefully to understand and gather info, and THEN to act/react thoughtfully. He has been professionally 'dinged' for what boils down to not being sufficiently panicky for the stakeholder, when a rational "let's fix it right now" approach is perfectly appropriate. That said, I think his default video/headset setting on Teams could contribute to an impression that he is emotionally removed from the work. It is undoubtedly a pain to wear headphones or to put your face super close to a camera, but literally putting his face closer to the camera could remedy that subconscious message that he does not feel "sufficiently invested" in the work at hand.

Offers plenty of opportunities to improve skills and do our best work. Knowledgeable about technical skills and serves as a great resource for those learning said skills. Frustrations are due to the parameters and constraints set by upper management and external requestors.