



**Department  
of Assessment  
and Research**

15751 E. First Ave.  
Aurora, CO 80011

Phone  
303-340-0861

FAX  
303-326-1901

[www.aps.k12.co.us](http://www.aps.k12.co.us)

## **Classified Staff Climate Survey Executive Summary 2006-07**

Research has shown that the professional climate of an organization influences its outcomes. Climate can be defined as behaviors within a workplace or learning environment that can influence whether an individual feels personally safe, listened to, valued and treated fairly and with respect. In order to help evaluate the professional climate in the Aurora Public Schools as perceived by employees, a survey was administered to classified staff in May of 2007.

### Methodology

A 31 item climate survey was presented to all APS classified staff May of 2007. The survey questions were developed by a volunteer group of classified personnel in conjunction with the Classified Employees Council. At the time of the survey, 1585 classified staff were employed by APS. A total of 611 staff completed the survey for a completion rate of 39%.

### Summary of Results

Results of the survey are grouped into five areas:

- Clarity of Purpose
- Communication
- Relationships
- Work Environment
- Morale

Responses were analyzed at the district level only.

**Clarity of Purpose.** For clarity of purpose of work, staff responded that they were familiar with the VISTA 2010 Plan (72% agreed) and that they understood their role and responsibilities as an employee of APS (85% agreed). Staff also agreed that their work is important and contributes to the success of the VISTA 2010 Plan (79% agreed) along with the perception that everyone in the school community is accountable for the academic success of students (78% agreed). Staff was less positive about knowing *how* their work relates to the districts goals and priorities (60% agreed) and that they support the educational direction of APS (64% agreed).

**Communication.** Internal communication in APS as measured by the survey was seen as a general area of challenge as staff frequently disagreed with the statements, "I am encouraged to provide suggestions on ways to improve programs or services" (33% disagreed/45% agreed) and "Administrators and supervisors share the information I need to perform my job" (36% disagreed/41% agreed). Staff most often agreed with the perception that clear goals and objectives have been defined for their jobs (63% agreed) but a significant number of staff responded 'neutral' to the statement "Decisions made in APS are based on communicated data and information (36% neutral).

**Trust and Respect.** Regarding an overall atmosphere of trust and mutual respect, 41% agreed and 37% disagreed with the statement, “There is spirit of teamwork and cooperation within APS” with a greater percent of staff agreeing that there is a professional atmosphere for staff working in APS (51% agreed/23% disagreed). Staff gave mixed responses when asked if they are able to influence decisions that are made by the district (35% agreed/29% disagreed) or their site (46% agreed/29% disagreed) and when asked if they feel free to express their professional opinions at work (42% agreed/36% disagreed).

**Work Environment.** The majority of staff responded that they have the necessary tools to do high quality work efficiently (62% agreed) and that their work environment is safe (75% agreed). Other relative strengths in the area of overall work environment were noted for receiving the necessary training to do high quality work (58% agreed), being treated with respect (58% agreed) and receiving fair performance evaluations (69% agreed).

Statements regarding work environment that were given mixed responses included “My ideas and suggestions are respected” (43% agreed/27% disagreed) and “Employees are treated fairly and consistently at my site” (42% agreed/ 37% disagreed).

**Morale.** The majority of staff agreed with the statements intended to reflect moral in APS. Staff indicated they like the work that they do (94% agreed) and that their job is important (95% agreed). Staff also indicated that they are proud of the work they do (97% agreed) and they are generally satisfied with their job (68% agreed). Although staff reported high moral, they do not always feel appreciated for the work they do (55% agreed/24% disagreed).

### Conclusions

The perceptions held by all stakeholders can influence school outcomes. It is generally accepted that the opinions and perceptions held by staff have the greatest impact on professional climate. The results presented in this report should be viewed with caution as perceptions typically are developed over time and can require a significant period of time to change.

Several positive aspects of professional climate in APS were reported by staff. These aspects included understanding and supporting of the APS vision, understanding how their work is important and contributes to the success of the VISTA 2010 Plan, and having the necessary tools to do high quality work efficiently. In addition, staff indicated they like their work, they think their job is important and they are generally satisfied with their job.

While positive aspects of professional climate were reported, there are specific areas of professional climate that need to be monitored and followed-up on. These include but are not limited to: Being encouraged to provide suggestions on ways to improve programs or services; receiving information to do their job; feeling free to express their professional opinions; and feeling that all employees are treated fairly and consistently.