

Aurora Public Schools
Division of Accountability and Research



Professional/Technical and Administrative Staff Climate Survey

2009-2010



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (2009-2010)
Overall Results

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1 I understand the long-term vision of APS.	1.1%	4.5%	6.7%	39.0%	48.7%	5.6%	87.6%	267
2 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	1.9%	4.5%	7.9%	34.1%	51.7%	6.4%	85.8%	267
3 I believe APS has set a clear direction for improving student achievement	2.3%	8.3%	8.6%	46.6%	34.2%	10.5%	80.8%	266
4 Administrators/supervisors share the information I need to perform my job	4.9%	8.6%	8.6%	39.8%	38.0%	13.5%	77.8%	266
5 I am encouraged to provide suggestions on ways to improve programs or services	6.4%	6.8%	13.6%	37.5%	35.6%	13.3%	73.1%	264
6 I am comfortable in stating my opinions about APS programs*	10.2%	18.6%	19.7%	33.0%	18.6%	28.8%	51.5%	264
7 I am comfortable in stating my opinions about issues facing APS*	10.3%	17.9%	19.0%	35.7%	17.1%	28.1%	52.9%	263
8 I trust the people who make district decisions that affect me	8.4%	14.1%	21.0%	34.0%	22.5%	22.5%	56.5%	262
9 I am given the opportunities to influence the decisions made by the district	8.4%	15.6%	18.3%	38.8%	19.0%	24.0%	57.8%	263
10 I am able to influence the decisions that are made by the district	9.2%	22.1%	23.7%	34.0%	11.1%	31.3%	45.0%	262
11 There is an atmosphere of trust and mutual respect within APS	9.5%	15.5%	21.6%	41.3%	12.1%	25.0%	53.4%	264
12 District professional development has provided me with strategies for my work*	7.4%	13.2%	15.6%	40.1%	23.7%	20.6%	63.8%	257
13 I believe decisions made in APS are based on adequate student data and info.*	5.4%	12.3%	10.7%	45.6%	26.1%	17.6%	71.6%	261
14 I would encourage someone to work for APS	3.4%	4.5%	16.3%	37.1%	38.6%	8.0%	75.8%	264
15 There's a positive relationship between my association and the district*	3.1%	5.5%	23.5%	45.9%	22.0%	8.6%	67.8%	255
16 I understand the roles and responsibilities of the APS Board of Education	3.0%	6.8%	16.9%	46.6%	26.7%	9.8%	73.3%	266
17 Employees are empowered to help solve problems	5.8%	9.1%	19.8%	49.6%	15.7%	14.9%	65.3%	242
18 My principal/supervisor has a clear understanding of the challenges I face	5.1%	8.1%	6.4%	38.1%	42.4%	13.1%	80.5%	236
19 Staff work in a site environment that is safe	0.8%	2.5%	6.2%	40.9%	49.6%	3.3%	90.5%	242
20 I feel appreciated for the work I do	5.4%	12.0%	9.9%	40.1%	32.6%	17.4%	72.7%	242
21 There is a spirit of teamwork and cooperation at my site	4.6%	8.3%	7.5%	32.4%	47.3%	12.9%	79.7%	241
22 There is a professional atmosphere for staff working at my site	2.5%	5.8%	7.1%	41.7%	42.9%	8.3%	84.6%	240
23 My performance evaluations are fair	1.3%	5.3%	11.5%	39.6%	42.3%	6.6%	81.9%	227
24 I believe the mentoring program was beneficial for my mentee	0.9%	2.7%	26.8%	45.5%	24.1%	3.6%	69.6%	112
25 The DLT has an adequate awareness of issues at the building level	8.8%	17.1%	10.7%	50.7%	12.7%	25.9%	63.4%	205
26 The DLT effectively supports bldg. administrators as they work to implement VISTA 2010	6.0%	6.0%	18.6%	54.8%	14.6%	12.1%	69.3%	199
27 The Division of Instruction effectively supports building administrators*	5.3%	4.7%	18.9%	46.3%	24.7%	10.0%	71.1%	190
28 The Division of Accountability and Research effectively supports building administrators*	1.7%	2.2%	12.8%	45.6%	37.8%	3.9%	83.3%	180
29 The Division of Support Services effectively supports building administrators*	3.3%	5.5%	12.6%	50.0%	28.6%	8.8%	78.6%	182
30 The Division of Finance effectively supports building administrators*	1.1%	1.7%	12.1%	48.3%	36.8%	2.9%	85.1%	174
31 The Division of Human Resources effectively supports building administrators*	4.8%	4.8%	18.3%	45.2%	26.9%	9.7%	72.0%	186
32 The Division of School Services effectively supports building administrators*	8.1%	4.6%	15.6%	45.7%	26.0%	12.7%	71.7%	173
33 The Division of Superintendent effectively supports building administrators*	5.3%	7.0%	15.0%	50.8%	21.9%	12.3%	72.7%	187
36 There is an atmosphere of trust and mutual respect between principals in APS.	2.4%	12.0%	18.1%	42.2%	25.3%	14.5%	67.5%	83

Note. Total respondents = 267. All responses of "not applicable" are omitted from this analysis. DLT: district leadership team.
 *: question abbreviated for report.

February 3, 2010



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (2009-2010) by Position
Administrator (not principal)

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/S</u>	<u>%Ag/S</u>	<u>Total</u>
1 I understand the long-term vision of APS.	0.0%	2.4%	2.4%	36.6%	58.5%	2.4%	95.1%	41
2 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	0.0%	0.0%	4.9%	31.7%	63.4%	0.0%	95.1%	41
3 I believe APS has set a clear direction for improving student achievement	0.0%	2.4%	7.3%	46.3%	43.9%	2.4%	90.2%	41
4 Administrators/supervisors share the information I need to perform my job	2.4%	2.4%	12.2%	39.0%	43.9%	4.9%	82.9%	41
5 I am encouraged to provide suggestions on ways to improve programs or services	2.5%	2.5%	5.0%	30.0%	60.0%	5.0%	90.0%	40
6 I am comfortable in stating my opinions about APS programs*	7.3%	9.8%	12.2%	31.7%	39.0%	17.1%	70.7%	41
7 I am comfortable in stating my opinions about issues facing APS*	7.3%	9.8%	9.8%	39.0%	34.1%	17.1%	73.2%	41
8 I trust the people who make district decisions that affect me	2.6%	5.1%	15.4%	38.5%	38.5%	7.7%	76.9%	39
9 I am given the opportunities to influence the decisions made by the district	2.4%	7.3%	12.2%	43.9%	34.1%	9.8%	78.0%	41
10 I am able to influence the decisions that are made by the district	5.0%	10.0%	20.0%	47.5%	17.5%	15.0%	65.0%	40
11 There is an atmosphere of trust and mutual respect within APS	5.0%	15.0%	22.5%	37.5%	20.0%	20.0%	57.5%	40
12 District professional development has provided me with strategies for my work*	2.6%	17.9%	17.9%	38.5%	23.1%	20.5%	61.5%	39
13 I believe decisions made in APS are based on adequate student data and info.*	0.0%	14.6%	7.3%	41.5%	36.6%	14.6%	78.0%	41
14 I would encourage someone to work for APS	2.4%	2.4%	7.3%	34.1%	53.7%	4.9%	87.8%	41
15 There's a positive relationship between my association and the district*	0.0%	2.5%	17.5%	45.0%	35.0%	2.5%	80.0%	40
16 I understand the roles and responsibilities of the APS Board of Education	0.0%	2.4%	12.2%	46.3%	39.0%	2.4%	85.4%	41
17 Employees are empowered to help solve problems	0.0%	12.2%	19.5%	41.5%	26.8%	12.2%	68.3%	41
18 My principal/supervisor has a clear understanding of the challenges I face	2.6%	7.7%	2.6%	30.8%	56.4%	10.3%	87.2%	39
19 Staff work in a site environment that is safe	0.0%	2.4%	2.4%	34.1%	61.0%	2.4%	95.1%	41
20 I feel appreciated for the work I do	4.9%	9.8%	9.8%	36.6%	39.0%	14.6%	75.6%	41
21 There is a spirit of teamwork and cooperation at my site	5.0%	7.5%	2.5%	22.5%	62.5%	12.5%	85.0%	40
22 There is a professional atmosphere for staff working at my site	0.0%	9.8%	7.3%	19.5%	63.4%	9.8%	82.9%	41
23 My performance evaluations are fair	0.0%	5.4%	2.7%	35.1%	56.8%	5.4%	91.9%	37
24 I believe the mentoring program was beneficial for my mentee	0.0%	6.7%	26.7%	33.3%	33.3%	6.7%	66.7%	15
25 The DLT has an adequate awareness of issues at the building level	2.9%	2.9%	8.6%	60.0%	25.7%	5.7%	85.7%	35
26 The DLT effectively supports bldg. administrators as they work to implement VISTA 2010	0.0%	0.0%	12.1%	57.6%	30.3%	0.0%	87.9%	33
27 The Division of Instruction effectively supports building administrators*	0.0%	3.2%	16.1%	38.7%	41.9%	3.2%	80.6%	31
28 The Division of Accountability and Research effectively supports building administrator	0.0%	0.0%	10.3%	41.4%	48.3%	0.0%	89.7%	29
29 The Division of Support Services effectively supports building administrators*	0.0%	3.2%	6.5%	35.5%	54.8%	3.2%	90.3%	31
30 The Division of Finance effectively supports building administrators*	3.3%	0.0%	6.7%	46.7%	43.3%	3.3%	90.0%	30
31 The Division of Human Resources effectively supports building administrators*	3.1%	0.0%	18.8%	50.0%	28.1%	3.1%	78.1%	32
32 The Division of School Services effectively supports building administrators*	10.0%	10.0%	6.7%	40.0%	33.3%	20.0%	73.3%	30
33 The Division of Superintendent effectively supports building administrators*	0.0%	0.0%	10.0%	53.3%	36.7%	0.0%	90.0%	30
36 There is an atmosphere of trust and mutual respect between principals in APS.	#Error	#Error	#Error	#Error	#Error	#Error	#Error	0

Note. Total respondents = 267. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

February 3, 2010



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (2009-2010) by Position
Assistant Principal

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/S</u>	<u>%Ag/S</u>	<u>Total</u>
1 I understand the long-term vision of APS.	2.9%	2.9%	0.0%	40.0%	54.3%	5.7%	94.3%	35
2 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	2.9%	2.9%	0.0%	37.1%	57.1%	5.7%	94.3%	35
3 I believe APS has set a clear direction for improving student achievement	2.9%	11.4%	0.0%	37.1%	48.6%	14.3%	85.7%	35
4 Administrators/supervisors share the information I need to perform my job	2.9%	17.6%	5.9%	26.5%	47.1%	20.6%	73.5%	34
5 I am encouraged to provide suggestions on ways to improve programs or services	8.8%	8.8%	5.9%	32.4%	44.1%	17.6%	76.5%	34
6 I am comfortable in stating my opinions about APS programs*	11.4%	8.6%	17.1%	40.0%	22.9%	20.0%	62.9%	35
7 I am comfortable in stating my opinions about issues facing APS*	11.4%	8.6%	25.7%	37.1%	17.1%	20.0%	54.3%	35
8 I trust the people who make district decisions that affect me	8.6%	8.6%	11.4%	48.6%	22.9%	17.1%	71.4%	35
9 I am given the opportunities to influence the decisions made by the district	8.6%	11.4%	14.3%	42.9%	22.9%	20.0%	65.7%	35
10 I am able to influence the decisions that are made by the district	8.6%	17.1%	25.7%	40.0%	8.6%	25.7%	48.6%	35
11 There is an atmosphere of trust and mutual respect within APS	5.7%	8.6%	8.6%	65.7%	11.4%	14.3%	77.1%	35
12 District professional development has provided me with strategies for my work*	0.0%	20.0%	14.3%	48.6%	17.1%	20.0%	65.7%	35
13 I believe decisions made in APS are based on adequate student data and info.*	0.0%	17.6%	0.0%	61.8%	20.6%	17.6%	82.4%	34
14 I would encourage someone to work for APS	0.0%	2.9%	17.1%	28.6%	51.4%	2.9%	80.0%	35
15 There's a positive relationship between my association and the district*	0.0%	5.9%	11.8%	52.9%	29.4%	5.9%	82.4%	34
16 I understand the roles and responsibilities of the APS Board of Education	2.9%	0.0%	2.9%	60.0%	34.3%	2.9%	94.3%	35
17 Employees are empowered to help solve problems	2.9%	11.4%	8.6%	60.0%	17.1%	14.3%	77.1%	35
18 My principal/supervisor has a clear understanding of the challenges I face	2.9%	8.6%	2.9%	42.9%	42.9%	11.4%	85.7%	35
19 Staff work in a site environment that is safe	0.0%	5.7%	2.9%	31.4%	60.0%	5.7%	91.4%	35
20 I feel appreciated for the work I do	2.9%	11.8%	2.9%	29.4%	52.9%	14.7%	82.4%	34
21 There is a spirit of teamwork and cooperation at my site	0.0%	8.6%	5.7%	25.7%	60.0%	8.6%	85.7%	35
22 There is a professional atmosphere for staff working at my site	0.0%	2.9%	2.9%	45.7%	48.6%	2.9%	94.3%	35
23 My performance evaluations are fair	0.0%	0.0%	15.2%	36.4%	48.5%	0.0%	84.8%	33
24 I believe the mentoring program was beneficial for my mentee	4.0%	0.0%	12.0%	56.0%	28.0%	4.0%	84.0%	25
25 The DLT has an adequate awareness of issues at the building level	11.8%	8.8%	8.8%	61.8%	8.8%	20.6%	70.6%	34
26 The DLT effectively supports bldg. administrators as they work to implement VISTA 2010	11.8%	2.9%	11.8%	55.9%	17.6%	14.7%	73.5%	34
27 The Division of Instruction effectively supports building administrators*	11.8%	2.9%	5.9%	61.8%	17.6%	14.7%	79.4%	34
28 The Division of Accountability and Research effectively supports building administrator	0.0%	3.2%	3.2%	64.5%	29.0%	3.2%	93.5%	31
29 The Division of Support Services effectively supports building administrators*	6.1%	6.1%	6.1%	63.6%	18.2%	12.1%	81.8%	33
30 The Division of Finance effectively supports building administrators*	0.0%	6.5%	6.5%	58.1%	29.0%	6.5%	87.1%	31
31 The Division of Human Resources effectively supports building administrators*	12.5%	3.1%	9.4%	43.8%	31.3%	15.6%	75.0%	32
32 The Division of School Services effectively supports building administrators*	12.9%	0.0%	3.2%	64.5%	19.4%	12.9%	83.9%	31
33 The Division of Superintendent effectively supports building administrators*	6.1%	6.1%	9.1%	57.6%	21.2%	12.1%	78.8%	33
36 There is an atmosphere of trust and mutual respect between principals in APS.	2.9%	5.9%	23.5%	52.9%	14.7%	8.8%	67.6%	34

Note. Total respondents = 267. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

February 3, 2010



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (2009-2010) by Position
Principal

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/S</u>	<u>%Ag/S</u>	<u>Total</u>
1 I understand the long-term vision of APS.	2.1%	2.1%	0.0%	27.7%	68.1%	4.3%	95.7%	47
2 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	2.1%	4.3%	4.3%	21.3%	68.1%	6.4%	89.4%	47
3 I believe APS has set a clear direction for improving student achievement	2.1%	6.4%	4.3%	38.3%	48.9%	8.5%	87.2%	47
4 Administrators/supervisors share the information I need to perform my job	2.1%	8.5%	6.4%	44.7%	38.3%	10.6%	83.0%	47
5 I am encouraged to provide suggestions on ways to improve programs or services	8.5%	8.5%	14.9%	44.7%	23.4%	17.0%	68.1%	47
6 I am comfortable in stating my opinions about APS programs*	12.8%	31.9%	12.8%	29.8%	12.8%	44.7%	42.6%	47
7 I am comfortable in stating my opinions about issues facing APS*	11.1%	31.1%	15.6%	28.9%	13.3%	42.2%	42.2%	45
8 I trust the people who make district decisions that affect me	2.2%	17.4%	21.7%	34.8%	23.9%	19.6%	58.7%	46
9 I am given the opportunities to influence the decisions made by the district	4.3%	21.3%	17.0%	40.4%	17.0%	25.5%	57.4%	47
10 I am able to influence the decisions that are made by the district	4.3%	25.5%	27.7%	23.4%	19.1%	29.8%	42.6%	47
11 There is an atmosphere of trust and mutual respect within APS	6.5%	21.7%	21.7%	34.8%	15.2%	28.3%	50.0%	46
12 District professional development has provided me with strategies for my work*	6.4%	4.3%	12.8%	42.6%	34.0%	10.6%	76.6%	47
13 I believe decisions made in APS are based on adequate student data and info.*	2.1%	14.9%	2.1%	38.3%	42.6%	17.0%	80.9%	47
14 I would encourage someone to work for APS	2.2%	6.5%	13.0%	32.6%	45.7%	8.7%	78.3%	46
15 There's a positive relationship between my association and the district*	2.2%	4.3%	23.9%	41.3%	28.3%	6.5%	69.6%	46
16 I understand the roles and responsibilities of the APS Board of Education	4.3%	0.0%	6.4%	51.1%	38.3%	4.3%	89.4%	47
17 Employees are empowered to help solve problems	4.3%	8.5%	23.4%	44.7%	19.1%	12.8%	63.8%	47
18 My principal/supervisor has a clear understanding of the challenges I face	6.5%	10.9%	2.2%	34.8%	45.7%	17.4%	80.4%	46
19 Staff work in a site environment that is safe	2.1%	4.3%	0.0%	40.4%	53.2%	6.4%	93.6%	47
20 I feel appreciated for the work I do	6.4%	17.0%	6.4%	42.6%	27.7%	23.4%	70.2%	47
21 There is a spirit of teamwork and cooperation at my site	2.1%	2.1%	0.0%	48.9%	46.8%	4.3%	95.7%	47
22 There is a professional atmosphere for staff working at my site	2.1%	2.1%	0.0%	51.1%	44.7%	4.3%	95.7%	47
23 My performance evaluations are fair	4.4%	13.3%	8.9%	37.8%	35.6%	17.8%	73.3%	45
24 I believe the mentoring program was beneficial for my mentee	0.0%	0.0%	22.2%	55.6%	22.2%	0.0%	77.8%	27
25 The DLT has an adequate awareness of issues at the building level	6.4%	27.7%	8.5%	36.2%	21.3%	34.0%	57.4%	47
26 The DLT effectively supports bldg. administrators as they work to implement VISTA 20	6.4%	14.9%	12.8%	46.8%	19.1%	21.3%	66.0%	47
27 The Division of Instruction effectively supports building administrators*	2.1%	8.5%	21.3%	38.3%	29.8%	10.6%	68.1%	47
28 The Division of Accountability and Research effectively supports building administrator	2.2%	2.2%	8.7%	37.0%	50.0%	4.3%	87.0%	46
29 The Division of Support Services effectively supports building administrators*	2.1%	10.6%	8.5%	42.6%	36.2%	12.8%	78.7%	47
30 The Division of Finance effectively supports building administrators*	0.0%	2.2%	6.7%	42.2%	48.9%	2.2%	91.1%	45
31 The Division of Human Resources effectively supports building administrators*	6.4%	10.6%	6.4%	36.2%	40.4%	17.0%	76.6%	47
32 The Division of School Services effectively supports building administrators*	4.3%	6.4%	8.5%	42.6%	38.3%	10.6%	80.9%	47
33 The Division of Superintendent effectively supports building administrators*	6.4%	12.8%	8.5%	44.7%	27.7%	19.1%	72.3%	47
36 There is an atmosphere of trust and mutual respect between principals in APS.	2.1%	17.0%	12.8%	34.0%	34.0%	19.1%	68.1%	47

Note. Total respondents = 267. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

February 3, 2010



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (2009-2010) by Position
Professional/Technical

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/S</u>	<u>%Ag/S</u>	<u>Total</u>
1 I understand the long-term vision of APS.	0.9%	6.0%	12.0%	45.3%	35.9%	6.8%	81.2%	117
2 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	2.6%	5.1%	10.3%	41.9%	40.2%	7.7%	82.1%	117
3 I believe APS has set a clear direction for improving student achievement	2.6%	9.5%	11.2%	53.4%	23.3%	12.1%	76.7%	116
4 Administrators/supervisors share the information I need to perform my job	6.8%	8.5%	10.3%	39.3%	35.0%	15.4%	74.4%	117
5 I am encouraged to provide suggestions on ways to improve programs or services	5.2%	6.0%	20.7%	37.1%	31.0%	11.2%	68.1%	116
6 I am comfortable in stating my opinions about APS programs*	9.6%	20.0%	24.3%	33.0%	13.0%	29.6%	46.1%	115
7 I am comfortable in stating my opinions about issues facing APS*	10.3%	19.0%	20.7%	37.9%	12.1%	29.3%	50.0%	116
8 I trust the people who make district decisions that affect me	12.9%	17.2%	23.3%	28.4%	18.1%	30.2%	46.6%	116
9 I am given the opportunities to influence the decisions made by the district	12.3%	15.8%	23.7%	34.2%	14.0%	28.1%	48.2%	114
10 I am able to influence the decisions that are made by the district	12.3%	24.6%	22.8%	33.3%	7.0%	36.8%	40.4%	114
11 There is an atmosphere of trust and mutual respect within APS	10.3%	16.4%	25.0%	39.7%	8.6%	26.7%	48.3%	116
12 District professional development has provided me with strategies for my work*	9.1%	15.5%	16.4%	39.1%	20.0%	24.5%	59.1%	110
13 I believe decisions made in APS are based on adequate student data and info.*	8.8%	8.8%	17.7%	45.1%	19.5%	17.7%	64.6%	113
14 I would encourage someone to work for APS	4.3%	4.3%	19.0%	44.0%	28.4%	8.6%	72.4%	116
15 There's a positive relationship between my association and the district*	3.6%	4.5%	29.7%	47.7%	14.4%	8.1%	62.2%	111
16 I understand the roles and responsibilities of the APS Board of Education	2.6%	9.5%	26.7%	45.7%	15.5%	12.1%	61.2%	116
17 Employees are empowered to help solve problems	9.5%	6.9%	21.6%	51.7%	10.3%	16.4%	62.1%	116
18 My principal/supervisor has a clear understanding of the challenges I face	6.2%	6.2%	10.6%	39.8%	37.2%	12.4%	77.0%	113
19 Staff work in a site environment that is safe	0.9%	0.9%	11.2%	44.8%	42.2%	1.7%	87.1%	116
20 I feel appreciated for the work I do	6.0%	11.1%	12.8%	42.7%	27.4%	17.1%	70.1%	117
21 There is a spirit of teamwork and cooperation at my site	6.9%	11.2%	12.1%	30.2%	39.7%	18.1%	69.8%	116
22 There is a professional atmosphere for staff working at my site	4.4%	7.0%	10.5%	43.9%	34.2%	11.4%	78.1%	114
23 My performance evaluations are fair	0.9%	3.7%	13.8%	42.2%	39.4%	4.6%	81.7%	109
24 I believe the mentoring program was beneficial for my mentee	0.0%	4.7%	39.5%	34.9%	20.9%	4.7%	55.8%	43
25 The DLT has an adequate awareness of issues at the building level	11.5%	19.5%	12.6%	51.7%	4.6%	31.0%	56.3%	87
26 The DLT effectively supports bldg. administrators as they work to implement VISTA 2010	6.0%	4.8%	25.3%	59.0%	4.8%	10.8%	63.9%	83
27 The Division of Instruction effectively supports building administrators*	6.6%	3.9%	22.4%	48.7%	18.4%	10.5%	67.1%	76
28 The Division of Accountability and Research effectively supports building administrator	2.8%	2.8%	18.1%	45.8%	30.6%	5.6%	76.4%	72
29 The Division of Support Services effectively supports building administrators*	4.3%	2.9%	18.8%	56.5%	17.4%	7.2%	73.9%	69
30 The Division of Finance effectively supports building administrators*	1.5%	0.0%	18.2%	50.0%	30.3%	1.5%	80.3%	66
31 The Division of Human Resources effectively supports building administrators*	1.4%	4.1%	27.4%	50.7%	16.4%	5.5%	67.1%	73
32 The Division of School Services effectively supports building administrators*	7.9%	3.2%	28.6%	42.9%	17.5%	11.1%	60.3%	63
33 The Division of Superintendent effectively supports building administrators*	6.7%	6.7%	21.3%	52.0%	13.3%	13.3%	65.3%	75
36 There is an atmosphere of trust and mutual respect between principals in APS.	#Error	#Error	#Error	#Error	#Error	#Error	#Error	0

Note. Total respondents = 267. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

February 3, 2010