

**Aurora Public Schools**  
**Division of Accountability and Research**



**Professional/Technical and Administrative Staff Climate Survey**

**2010-2011**



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Professional/Technical and Administrative Staff Climate Survey (2010-2011)**

**Overall Results**

<u>Question</u>	<u>Str.</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 Aurora Public Schools	1.6%	2.4%	6.7%	43.5%	45.9%	<b>3.9%</b>	<b>89.4%</b>	255
2 I know how my work relates to the district's goals and priorities as stated in the VISTA	2.0%	3.1%	7.8%	45.7%	41.4%	<b>5.1%</b>	<b>87.1%</b>	256
3 I believe APS has set a clear direction for improving student achievement	2.0%	11.4%	14.5%	43.5%	28.6%	<b>13.3%</b>	<b>72.2%</b>	255
4 Administrators/supervisors share the information I need to perform my job	2.8%	8.7%	12.6%	45.3%	30.7%	<b>11.4%</b>	<b>76.0%</b>	254
5 I am encouraged to provide suggestions on ways to improve programs or services	3.9%	12.1%	15.6%	39.5%	28.9%	<b>16.0%</b>	<b>68.4%</b>	256
6 I am comfortable in stating my opinions about APS programs even if I disagree with an	9.1%	16.2%	25.7%	37.9%	11.1%	<b>25.3%</b>	<b>49.0%</b>	253
7 I am comfortable in stating my opinions about issues facing APS even if I disagree	8.6%	21.2%	22.0%	36.9%	11.4%	<b>29.8%</b>	<b>48.2%</b>	255
8 I trust the people who make district decisions that affect me	6.7%	15.0%	23.3%	42.3%	12.6%	<b>21.7%</b>	<b>54.9%</b>	253
9 I am given opportunities to influence the decisions made by the district	7.5%	21.4%	20.2%	39.3%	11.5%	<b>29.0%</b>	<b>50.8%</b>	252
10 I am able to influence the decisions made by the district	10.3%	29.6%	27.3%	26.1%	6.7%	<b>39.9%</b>	<b>32.8%</b>	253
11 There is an atmosphere of trust and mutual respect within APS	9.5%	22.1%	25.3%	35.6%	7.5%	<b>31.6%</b>	<b>43.1%</b>	253
12 District professional development has provided me with strategies that I have	12.2%	14.3%	18.8%	39.2%	15.5%	<b>26.5%</b>	<b>54.7%</b>	245
13 I believe decisions made in APS are based on adequate student data and	6.0%	11.6%	18.7%	43.8%	19.9%	<b>17.5%</b>	<b>63.7%</b>	251
14 I would encourage someone to work for Aurora Public Schools	2.0%	4.3%	19.6%	46.3%	27.8%	<b>6.3%</b>	<b>74.1%</b>	255
15 Based on my experience there's a positive relationship between School Executives	2.0%	6.0%	25.4%	46.4%	20.2%	<b>8.1%</b>	<b>66.5%</b>	248
16 I understand the roles and responsibilities of the APS Board of Education	2.0%	5.1%	10.6%	56.1%	26.3%	<b>7.1%</b>	<b>82.4%</b>	255
17 Employees are empowered to help solve problems	5.8%	14.5%	17.4%	49.0%	13.3%	<b>20.3%</b>	<b>62.2%</b>	241
18 My principal/supervisor has a clear understanding of the challenges I face.	3.3%	12.8%	7.9%	39.7%	36.4%	<b>16.1%</b>	<b>76.0%</b>	242
19 Staff work in a site environment that is safe.	0.8%	3.3%	7.8%	51.0%	37.0%	<b>4.1%</b>	<b>88.1%</b>	243
20 I feel appreciated for the work I do	4.9%	13.5%	13.5%	41.2%	26.9%	<b>18.4%</b>	<b>68.2%</b>	245
21 There is a spirit of teamwork and cooperation at my site	2.9%	9.0%	11.4%	41.6%	35.1%	<b>11.8%</b>	<b>76.7%</b>	245
22 There is a professional atmosphere for staff working at my site	1.6%	5.3%	8.2%	48.2%	36.7%	<b>6.9%</b>	<b>84.9%</b>	245
23 My performance evaluations are fair	2.2%	3.0%	11.7%	44.2%	39.0%	<b>5.2%</b>	<b>83.1%</b>	231
24 I believe the student mentoring program was beneficial for my mentee	1.8%	1.8%	39.1%	30.9%	26.4%	<b>3.6%</b>	<b>57.3%</b>	110
25 The District Leadership Team has an adequate awareness of issues at the building	10.6%	15.1%	25.2%	38.1%	11.0%	<b>25.7%</b>	<b>49.1%</b>	218
26 The District Leadership Team effectively supports building administrators*	7.8%	10.2%	23.4%	44.4%	14.1%	<b>18.0%</b>	<b>58.5%</b>	205
27 The Division of Instruction effectively supports building administrators*	7.2%	3.1%	22.7%	49.0%	18.0%	<b>10.3%</b>	<b>67.0%</b>	194
28 The Division of Accountability and Research effectively supports building administrators*	4.1%	2.1%	21.1%	41.8%	30.9%	<b>6.2%</b>	<b>72.7%</b>	194
29 The Division of Support Services effectively supports building administrators*	4.5%	3.5%	23.4%	48.8%	19.9%	<b>8.0%</b>	<b>68.7%</b>	201
30 The Division of Finance effectively supports building administrators*	2.6%	1.6%	24.7%	47.9%	23.2%	<b>4.2%</b>	<b>71.1%</b>	190
31 The Division of Human Resources effectively supports building administrators*	6.7%	10.3%	21.6%	42.3%	19.1%	<b>17.0%</b>	<b>61.3%</b>	194
32 The Division of Equity and Engagement effectively supports building administrators*	7.8%	13.0%	27.5%	34.2%	17.6%	<b>20.7%</b>	<b>51.8%</b>	193
33 The Division of the Superintendent effectively supports building administrators*	6.5%	7.0%	24.5%	44.0%	18.0%	<b>13.5%</b>	<b>62.0%</b>	200
36 There is an atmosphere of trust and mutual respect between principals in APS	7.1%	10.0%	11.4%	47.1%	24.3%	<b>17.1%</b>	<b>71.4%</b>	70

Note. Total respondents = 257. All responses of "not applicable" are omitted from this analysis. DLT: district leadership team.  
 \*: question abbreviated for report. Item 36 reflects responses from Principals and Assistant Principals only.

January 28, 2011



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Professional/Technical and Administrative Staff Climate Survey (2010-2011) 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 Aurora Public Schools	0.0%	2.5%	5.0%	25.0%	67.5%	<b>2.5%</b>	<b>92.5%</b>	40
2 I know how my work relates to the district's goals and priorities as stated in the VISTA	0.0%	5.0%	2.5%	32.5%	60.0%	<b>5.0%</b>	<b>92.5%</b>	40
3 I believe APS has set a clear direction for improving student achievement	2.5%	10.0%	15.0%	37.5%	35.0%	<b>12.5%</b>	<b>72.5%</b>	40
4 Administrators/supervisors share the information I need to perform my job	0.0%	0.0%	10.0%	52.5%	37.5%	<b>0.0%</b>	<b>90.0%</b>	40
5 I am encouraged to provide suggestions on ways to improve programs or services	0.0%	7.5%	15.0%	32.5%	45.0%	<b>7.5%</b>	<b>77.5%</b>	40
6 I am comfortable in stating my opinions about APS programs even if I disagree with an	10.0%	17.5%	22.5%	40.0%	10.0%	<b>27.5%</b>	<b>50.0%</b>	40
7 I am comfortable in stating my opinions about issues facing APS even if I disagree	5.0%	22.5%	27.5%	32.5%	12.5%	<b>27.5%</b>	<b>45.0%</b>	40
8 I trust the people who make district decisions that affect me	2.5%	12.5%	25.0%	37.5%	22.5%	<b>15.0%</b>	<b>60.0%</b>	40
9 I am given opportunities to influence the decisions made by the district	2.5%	22.5%	15.0%	37.5%	22.5%	<b>25.0%</b>	<b>60.0%</b>	40
10 I am able to influence the decisions made by the district	2.5%	22.5%	27.5%	32.5%	15.0%	<b>25.0%</b>	<b>47.5%</b>	40
11 There is an atmosphere of trust and mutual respect within APS	2.5%	25.0%	27.5%	32.5%	12.5%	<b>27.5%</b>	<b>45.0%</b>	40
12 District professional development has provided me with strategies that I have	13.5%	18.9%	16.2%	32.4%	18.9%	<b>32.4%</b>	<b>51.4%</b>	37
13 I believe decisions made in APS are based on adequate student data and	5.1%	7.7%	15.4%	51.3%	20.5%	<b>12.8%</b>	<b>71.8%</b>	39
14 I would encourage someone to work for Aurora Public Schools	0.0%	5.0%	12.5%	52.5%	30.0%	<b>5.0%</b>	<b>82.5%</b>	40
15 Based on my experience there's a positive relationship between School Executives	0.0%	2.5%	17.5%	57.5%	22.5%	<b>2.5%</b>	<b>80.0%</b>	40
16 I understand the roles and responsibilities of the APS Board of Education	0.0%	5.0%	7.5%	50.0%	37.5%	<b>5.0%</b>	<b>87.5%</b>	40
17 Employees are empowered to help solve problems	7.7%	7.7%	17.9%	51.3%	15.4%	<b>15.4%</b>	<b>66.7%</b>	39
18 My principal/supervisor has a clear understanding of the challenges I face.	2.5%	7.5%	5.0%	52.5%	32.5%	<b>10.0%</b>	<b>85.0%</b>	40
19 Staff work in a site environment that is safe.	0.0%	0.0%	7.5%	50.0%	42.5%	<b>0.0%</b>	<b>92.5%</b>	40
20 I feel appreciated for the work I do	0.0%	15.0%	20.0%	40.0%	25.0%	<b>15.0%</b>	<b>65.0%</b>	40
21 There is a spirit of teamwork and cooperation at my site	0.0%	2.5%	15.0%	35.0%	47.5%	<b>2.5%</b>	<b>82.5%</b>	40
22 There is a professional atmosphere for staff working at my site	0.0%	0.0%	10.0%	40.0%	50.0%	<b>0.0%</b>	<b>90.0%</b>	40
23 My performance evaluations are fair	2.8%	0.0%	11.1%	55.6%	30.6%	<b>2.8%</b>	<b>86.1%</b>	36
24 I believe the student mentoring program was beneficial for my mentee	5.6%	0.0%	38.9%	27.8%	27.8%	<b>5.6%</b>	<b>55.6%</b>	18
25 The District Leadership Team has an adequate awareness of issues at the building	2.7%	18.9%	24.3%	35.1%	18.9%	<b>21.6%</b>	<b>54.1%</b>	37
26 The District Leadership Team effectively supports building administrators*	2.7%	13.5%	18.9%	43.2%	21.6%	<b>16.2%</b>	<b>64.9%</b>	37
27 The Division of Instruction effectively supports building administrators*	5.7%	5.7%	22.9%	40.0%	25.7%	<b>11.4%</b>	<b>65.7%</b>	35
28 The Division of Accountability and Research effectively supports building administrator:	2.8%	2.8%	25.0%	38.9%	30.6%	<b>5.6%</b>	<b>69.4%</b>	36
29 The Division of Support Services effectively supports building administrators*	0.0%	5.6%	19.4%	41.7%	33.3%	<b>5.6%</b>	<b>75.0%</b>	36
30 The Division of Finance effectively supports building administrators*	0.0%	0.0%	16.7%	50.0%	33.3%	<b>0.0%</b>	<b>83.3%</b>	36
31 The Division of Human Resources effectively supports building administrators*	5.6%	11.1%	19.4%	44.4%	19.4%	<b>16.7%</b>	<b>63.9%</b>	36
32 The Division of Equity and Engagement effectively supports building administrators*	2.7%	10.8%	27.0%	29.7%	29.7%	<b>13.5%</b>	<b>59.5%</b>	37
33 The Division of the Superintendent effectively supports building administrators*	2.7%	8.1%	13.5%	45.9%	29.7%	<b>10.8%</b>	<b>75.7%</b>	37

Note. Total respondents = 257. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. \*: question abbreviated for report.

January 28, 2011



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Professional/Technical and Administrative Staff Climate Survey (2010-2011) 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 Aurora Public Schools	0.0%	0.0%	0.0%	45.8%	54.2%	<b>0.0%</b>	<b>100.0%</b>	24
2 I know how my work relates to the district's goals and priorities as stated in the VISTA	0.0%	0.0%	4.2%	50.0%	45.8%	<b>0.0%</b>	<b>95.8%</b>	24
3 I believe APS has set a clear direction for improving student achievement	0.0%	4.2%	12.5%	50.0%	33.3%	<b>4.2%</b>	<b>83.3%</b>	24
4 Administrators/supervisors share the information I need to perform my job	4.2%	0.0%	8.3%	54.2%	33.3%	<b>4.2%</b>	<b>87.5%</b>	24
5 I am encouraged to provide suggestions on ways to improve programs or services	0.0%	16.7%	8.3%	41.7%	33.3%	<b>16.7%</b>	<b>75.0%</b>	24
6 I am comfortable in stating my opinions about APS programs even if I disagree with an	4.3%	8.7%	43.5%	26.1%	17.4%	<b>13.0%</b>	<b>43.5%</b>	23
7 I am comfortable in stating my opinions about issues facing APS even if I disagree	4.2%	8.3%	33.3%	41.7%	12.5%	<b>12.5%</b>	<b>54.2%</b>	24
8 I trust the people who make district decisions that affect me	4.3%	0.0%	17.4%	56.5%	21.7%	<b>4.3%</b>	<b>78.3%</b>	23
9 I am given opportunities to influence the decisions made by the district	12.5%	12.5%	20.8%	41.7%	12.5%	<b>25.0%</b>	<b>54.2%</b>	24
10 I am able to influence the decisions made by the district	8.7%	26.1%	34.8%	21.7%	8.7%	<b>34.8%</b>	<b>30.4%</b>	23
11 There is an atmosphere of trust and mutual respect within APS	0.0%	16.7%	29.2%	41.7%	12.5%	<b>16.7%</b>	<b>54.2%</b>	24
12 District professional development has provided me with strategies that I have	8.3%	8.3%	12.5%	50.0%	20.8%	<b>16.7%</b>	<b>70.8%</b>	24
13 I believe decisions made in APS are based on adequate student data and	0.0%	8.3%	16.7%	45.8%	29.2%	<b>8.3%</b>	<b>75.0%</b>	24
14 I would encourage someone to work for Aurora Public Schools	0.0%	0.0%	0.0%	62.5%	37.5%	<b>0.0%</b>	<b>100.0%</b>	24
15 Based on my experience there's a positive relationship between School Executives	0.0%	4.2%	4.2%	58.3%	33.3%	<b>4.2%</b>	<b>91.7%</b>	24
16 I understand the roles and responsibilities of the APS Board of Education	0.0%	0.0%	0.0%	66.7%	33.3%	<b>0.0%</b>	<b>100.0%</b>	24
17 Employees are empowered to help solve problems	4.2%	4.2%	20.8%	50.0%	20.8%	<b>8.3%</b>	<b>70.8%</b>	24
18 My principal/supervisor has a clear understanding of the challenges I face.	0.0%	8.7%	8.7%	43.5%	39.1%	<b>8.7%</b>	<b>82.6%</b>	23
19 Staff work in a site environment that is safe.	0.0%	4.2%	0.0%	33.3%	62.5%	<b>4.2%</b>	<b>95.8%</b>	24
20 I feel appreciated for the work I do	4.2%	12.5%	8.3%	37.5%	37.5%	<b>16.7%</b>	<b>75.0%</b>	24
21 There is a spirit of teamwork and cooperation at my site	0.0%	12.5%	8.3%	50.0%	29.2%	<b>12.5%</b>	<b>79.2%</b>	24
22 There is a professional atmosphere for staff working at my site	0.0%	8.3%	0.0%	58.3%	33.3%	<b>8.3%</b>	<b>91.7%</b>	24
23 My performance evaluations are fair	0.0%	4.3%	13.0%	34.8%	47.8%	<b>4.3%</b>	<b>82.6%</b>	23
24 I believe the student mentoring program was beneficial for my mentee	0.0%	6.3%	25.0%	25.0%	43.8%	<b>6.3%</b>	<b>68.8%</b>	16
25 The District Leadership Team has an adequate awareness of issues at the building	4.2%	16.7%	20.8%	45.8%	12.5%	<b>20.8%</b>	<b>58.3%</b>	24
26 The District Leadership Team effectively supports building administrators*	8.3%	12.5%	16.7%	45.8%	16.7%	<b>20.8%</b>	<b>62.5%</b>	24
27 The Division of Instruction effectively supports building administrators*	8.3%	8.3%	16.7%	50.0%	16.7%	<b>16.7%</b>	<b>66.7%</b>	24
28 The Division of Accountability and Research effectively supports building administrator:	4.2%	0.0%	16.7%	41.7%	37.5%	<b>4.2%</b>	<b>79.2%</b>	24
29 The Division of Support Services effectively supports building administrators*	4.2%	0.0%	8.3%	50.0%	37.5%	<b>4.2%</b>	<b>87.5%</b>	24
30 The Division of Finance effectively supports building administrators*	0.0%	0.0%	33.3%	41.7%	25.0%	<b>0.0%</b>	<b>66.7%</b>	24
31 The Division of Human Resources effectively supports building administrators*	8.7%	8.7%	13.0%	34.8%	34.8%	<b>17.4%</b>	<b>69.6%</b>	23
32 The Division of Equity and Engagement effectively supports building administrators*	4.2%	16.7%	8.3%	45.8%	25.0%	<b>20.8%</b>	<b>70.8%</b>	24
33 The Division of the Superintendent effectively supports building administrators*	4.2%	8.3%	25.0%	37.5%	25.0%	<b>12.5%</b>	<b>62.5%</b>	24
36 There is an atmosphere of trust and mutual respect between principals in APS	4.5%	9.1%	9.1%	50.0%	27.3%	<b>13.6%</b>	<b>77.3%</b>	22

Note. Total respondents = 257. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. \*: question abbreviated for report.

January 28, 2011



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Professional/Technical and Administrative Staff Climate Survey (2010-2011) 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 Aurora Public Schools	2.1%	2.1%	4.2%	27.1%	64.6%	<b>4.2%</b>	<b>91.7%</b>	48
2 I know how my work relates to the district's goals and priorities as stated in the VISTA	4.2%	2.1%	6.3%	35.4%	52.1%	<b>6.3%</b>	<b>87.5%</b>	48
3 I believe APS has set a clear direction for improving student achievement	2.1%	12.8%	6.4%	36.2%	42.6%	<b>14.9%</b>	<b>78.7%</b>	47
4 Administrators/supervisors share the information I need to perform my job	2.1%	6.4%	2.1%	53.2%	36.2%	<b>8.5%</b>	<b>89.4%</b>	47
5 I am encouraged to provide suggestions on ways to improve programs or services	4.2%	12.5%	12.5%	54.2%	16.7%	<b>16.7%</b>	<b>70.8%</b>	48
6 I am comfortable in stating my opinions about APS programs even if I disagree with an	6.4%	17.0%	17.0%	51.1%	8.5%	<b>23.4%</b>	<b>59.6%</b>	47
7 I am comfortable in stating my opinions about issues facing APS even if I disagree	8.3%	25.0%	12.5%	43.8%	10.4%	<b>33.3%</b>	<b>54.2%</b>	48
8 I trust the people who make district decisions that affect me	6.4%	14.9%	12.8%	44.7%	21.3%	<b>21.3%</b>	<b>66.0%</b>	47
9 I am given opportunities to influence the decisions made by the district	4.3%	17.0%	17.0%	51.1%	10.6%	<b>21.3%</b>	<b>61.7%</b>	47
10 I am able to influence the decisions made by the district	6.3%	22.9%	29.2%	33.3%	8.3%	<b>29.2%</b>	<b>41.7%</b>	48
11 There is an atmosphere of trust and mutual respect within APS	6.3%	12.5%	16.7%	58.3%	6.3%	<b>18.8%</b>	<b>64.6%</b>	48
12 District professional development has provided me with strategies that I have	10.4%	4.2%	20.8%	43.8%	20.8%	<b>14.6%</b>	<b>64.6%</b>	48
13 I believe decisions made in APS are based on adequate student data and	4.2%	12.5%	12.5%	35.4%	35.4%	<b>16.7%</b>	<b>70.8%</b>	48
14 I would encourage someone to work for Aurora Public Schools	4.2%	6.3%	12.5%	35.4%	41.7%	<b>10.4%</b>	<b>77.1%</b>	48
15 Based on my experience there's a positive relationship between School Executives	2.1%	4.2%	14.6%	45.8%	33.3%	<b>6.3%</b>	<b>79.2%</b>	48
16 I understand the roles and responsibilities of the APS Board of Education	0.0%	6.4%	2.1%	53.2%	38.3%	<b>6.4%</b>	<b>91.5%</b>	47
17 Employees are empowered to help solve problems	4.2%	10.4%	10.4%	58.3%	16.7%	<b>14.6%</b>	<b>75.0%</b>	48
18 My principal/supervisor has a clear understanding of the challenges I face.	4.2%	14.6%	2.1%	29.2%	50.0%	<b>18.8%</b>	<b>79.2%</b>	48
19 Staff work in a site environment that is safe.	0.0%	4.3%	2.1%	55.3%	38.3%	<b>4.3%</b>	<b>93.6%</b>	47
20 I feel appreciated for the work I do	6.3%	10.4%	8.3%	54.2%	20.8%	<b>16.7%</b>	<b>75.0%</b>	48
21 There is a spirit of teamwork and cooperation at my site	0.0%	0.0%	6.3%	58.3%	35.4%	<b>0.0%</b>	<b>93.8%</b>	48
22 There is a professional atmosphere for staff working at my site	0.0%	0.0%	4.2%	56.3%	39.6%	<b>0.0%</b>	<b>95.8%</b>	48
23 My performance evaluations are fair	4.3%	4.3%	6.4%	44.7%	40.4%	<b>8.5%</b>	<b>85.1%</b>	47
24 I believe the student mentoring program was beneficial for my mentee	0.0%	4.3%	30.4%	39.1%	26.1%	<b>4.3%</b>	<b>65.2%</b>	23
25 The District Leadership Team has an adequate awareness of issues at the building	14.6%	16.7%	12.5%	41.7%	14.6%	<b>31.3%</b>	<b>56.3%</b>	48
26 The District Leadership Team effectively supports building administrators*	10.4%	8.3%	16.7%	47.9%	16.7%	<b>18.8%</b>	<b>64.6%</b>	48
27 The Division of Instruction effectively supports building administrators*	6.4%	0.0%	12.8%	55.3%	25.5%	<b>6.4%</b>	<b>80.9%</b>	47
28 The Division of Accountability and Research effectively supports building administrator:	0.0%	6.3%	10.4%	47.9%	35.4%	<b>6.3%</b>	<b>83.3%</b>	48
29 The Division of Support Services effectively supports building administrators*	2.1%	4.3%	19.1%	57.4%	17.0%	<b>6.4%</b>	<b>74.5%</b>	47
30 The Division of Finance effectively supports building administrators*	0.0%	0.0%	12.8%	61.7%	25.5%	<b>0.0%</b>	<b>87.2%</b>	47
31 The Division of Human Resources effectively supports building administrators*	4.3%	6.4%	19.1%	42.6%	27.7%	<b>10.6%</b>	<b>70.2%</b>	47
32 The Division of Equity and Engagement effectively supports building administrators*	8.5%	19.1%	21.3%	36.2%	14.9%	<b>27.7%</b>	<b>51.1%</b>	47
33 The Division of the Superintendent effectively supports building administrators*	8.3%	6.3%	16.7%	47.9%	20.8%	<b>14.6%</b>	<b>68.8%</b>	48
36 There is an atmosphere of trust and mutual respect between principals in APS	8.3%	10.4%	12.5%	45.8%	22.9%	<b>18.8%</b>	<b>68.8%</b>	48

Note. Total respondents = 257. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. \*: question abbreviated for report.

January 28, 2011



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Professional/Technical and Administrative Staff Climate Survey (2010-2011) 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 Aurora Public Schools	2.5%	1.7%	10.7%	50.4%	34.7%	<b>4.1%</b>	<b>85.1%</b>	121
2 I know how my work relates to the district's goals and priorities as stated in the VISTA	2.5%	3.3%	10.7%	47.5%	36.1%	<b>5.7%</b>	<b>83.6%</b>	122
3 I believe APS has set a clear direction for improving student achievement	2.5%	11.5%	13.9%	48.4%	23.8%	<b>13.9%</b>	<b>72.1%</b>	122
4 Administrators/supervisors share the information I need to perform my job	4.1%	11.6%	17.4%	38.0%	28.9%	<b>15.7%</b>	<b>66.9%</b>	121
5 I am encouraged to provide suggestions on ways to improve programs or services	6.6%	11.5%	16.4%	35.2%	30.3%	<b>18.0%</b>	<b>65.6%</b>	122
6 I am comfortable in stating my opinions about APS programs even if I disagree with an	9.9%	15.7%	28.1%	33.1%	13.2%	<b>25.6%</b>	<b>46.3%</b>	121
7 I am comfortable in stating my opinions about issues facing APS even if I disagree	10.7%	19.8%	24.0%	32.2%	13.2%	<b>30.6%</b>	<b>45.5%</b>	121
8 I trust the people who make district decisions that affect me	9.8%	18.0%	26.2%	39.3%	6.6%	<b>27.9%</b>	<b>45.9%</b>	122
9 I am given opportunities to influence the decisions made by the district	9.2%	22.7%	22.7%	35.3%	10.1%	<b>31.9%</b>	<b>45.4%</b>	119
10 I am able to influence the decisions made by the district	14.2%	33.3%	25.8%	22.5%	4.2%	<b>47.5%</b>	<b>26.7%</b>	120
11 There is an atmosphere of trust and mutual respect within APS	14.2%	25.8%	26.7%	26.7%	6.7%	<b>40.0%</b>	<b>33.3%</b>	120
12 District professional development has provided me with strategies that I have	15.8%	16.7%	20.2%	37.7%	9.6%	<b>32.5%</b>	<b>47.4%</b>	114
13 I believe decisions made in APS are based on adequate student data and	7.6%	11.0%	21.2%	46.6%	13.6%	<b>18.6%</b>	<b>60.2%</b>	118
14 I would encourage someone to work for Aurora Public Schools	2.5%	5.0%	24.8%	46.3%	21.5%	<b>7.4%</b>	<b>67.8%</b>	121
15 Based on my experience there's a positive relationship between School Executives	3.5%	7.0%	34.8%	40.9%	13.9%	<b>10.4%</b>	<b>54.8%</b>	115
16 I understand the roles and responsibilities of the APS Board of Education	3.3%	5.7%	13.9%	56.6%	20.5%	<b>9.0%</b>	<b>77.0%</b>	122
17 Employees are empowered to help solve problems	5.9%	18.5%	17.6%	47.1%	10.9%	<b>24.4%</b>	<b>58.0%</b>	119
18 My principal/supervisor has a clear understanding of the challenges I face.	4.2%	15.0%	9.2%	38.3%	33.3%	<b>19.2%</b>	<b>71.7%</b>	120
19 Staff work in a site environment that is safe.	1.7%	4.1%	10.7%	52.1%	31.4%	<b>5.8%</b>	<b>83.5%</b>	121
20 I feel appreciated for the work I do	6.6%	14.8%	13.9%	35.2%	29.5%	<b>21.3%</b>	<b>64.8%</b>	122
21 There is a spirit of teamwork and cooperation at my site	5.7%	13.9%	13.1%	33.6%	33.6%	<b>19.7%</b>	<b>67.2%</b>	122
22 There is a professional atmosphere for staff working at my site	3.3%	8.2%	10.7%	44.3%	33.6%	<b>11.5%</b>	<b>77.9%</b>	122
23 My performance evaluations are fair	1.8%	3.5%	11.4%	41.2%	42.1%	<b>5.3%</b>	<b>83.3%</b>	114
24 I believe the student mentoring program was beneficial for my mentee	0.0%	0.0%	47.7%	27.3%	25.0%	<b>0.0%</b>	<b>52.3%</b>	44
25 The District Leadership Team has an adequate awareness of issues at the building	11.9%	12.9%	31.7%	36.6%	6.9%	<b>24.8%</b>	<b>43.6%</b>	101
26 The District Leadership Team effectively supports building administrators*	6.8%	9.1%	29.5%	44.3%	10.2%	<b>15.9%</b>	<b>54.5%</b>	88
27 The Division of Instruction effectively supports building administrators*	6.3%	1.3%	27.5%	52.5%	12.5%	<b>7.5%</b>	<b>65.0%</b>	80
28 The Division of Accountability and Research effectively supports building administrator:	6.4%	0.0%	26.9%	37.2%	29.5%	<b>6.4%</b>	<b>66.7%</b>	78
29 The Division of Support Services effectively supports building administrators*	7.0%	1.2%	30.2%	48.8%	12.8%	<b>8.1%</b>	<b>61.6%</b>	86
30 The Division of Finance effectively supports building administrators*	5.3%	1.3%	30.7%	44.0%	18.7%	<b>6.7%</b>	<b>62.7%</b>	75
31 The Division of Human Resources effectively supports building administrators*	7.5%	12.5%	23.8%	45.0%	11.3%	<b>20.0%</b>	<b>56.3%</b>	80
32 The Division of Equity and Engagement effectively supports building administrators*	10.4%	6.5%	36.4%	33.8%	13.0%	<b>16.9%</b>	<b>46.8%</b>	77
33 The Division of the Superintendent effectively supports building administrators*	7.2%	4.8%	31.3%	45.8%	10.8%	<b>12.0%</b>	<b>56.6%</b>	83

Note. Total respondents = 257. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. \*: question abbreviated for report.

January 28, 2011