



Division of Accountability & Research

Administrative & Professional Technical Staff Climate Survey Executive Summary (2010-2011)

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, treated fairly, and with respect. In order to evaluate the professional climate in the Aurora Public Schools as perceived by employees, the fourth annual Administrative & Professional-Technical staff survey was administered in January of 2011.

Survey Development

The Administrative & Professional-Technical staff survey was first administered during the spring of 2008. The items were developed with input from the School Executives Association (SEA), staff focus groups, district leadership, and the Division of Accountability and Research. The items were designed to reflect attitudes related to clarity of vision, communication, morale, program support, trust, and work conditions. There were no item revisions in 2011 (except for changing the wording of VISTA 2010 to VISTA 2015 where appropriate).

Survey Participants

The Administrative & Professional-Technical staff climate survey was provided to all staff via the use of an on-line survey tool in January 2011. A total of 257 surveys were completed. The percentage of staff responses was 100%. There were 23 participants who failed to select a specific job classification. The survey is anonymous so we are unable to parse out duplicate or misidentified responses. The total percentage of staff responding to the survey since its inception in 2008 can be found in table 1.

Table 1. Admin-PT Survey: Historical Percent Response Rates

Job Classification	Total	2008	2009	2010	2011	4-Yr Ch.
Overall	257	97%	100%	100%	100%	+3.0%

Note. Total reflects number of survey responses in 2011.

The number of staff responding to the survey has approximated 100% the past three years and was at 97% during 2008. The percentages reflect the highest response rate of any of our staff surveys. In 2011, most respondents reported that they had been employed by the district from 4 to 6 years (see table 2).

Table 2. Length of Service within APS

Length of Service	Percent	Count
First Year	8.3%	20
2-3 Years	10.0%	24
4-6 Years	24.4%	49
7-10 Years	22.5%	54
11-20 Years	20.4%	49
20+ Years	18.3%	44

Note. 17 participants failed to identify the number of years they had been employed by the district.

Survey Results: Overall

The survey items have been examined based on overall and item specific responses. The items have remained relatively consistent between years allowing us to perform a simple longitudinal examination of overall results. All items are aligned, so agreement indicates favorable outcomes. Table 3 illustrates the overall agreement rates for the past two-years.

Table 3. Overall Survey Agreement Rates

% Disagree/Strongly Disagree			Neutral %		% Agree/Strongly Agree		
2010	2011	Change	2010	2011	2010	2011	Change
14.3%	15.6%	+1.3%	14.4%	18.3%	71.3%	66.1%	-5.2%

The data indicate that overall district agreement rates declined between the 2010 and 2011(-5.2%). This change is considered significant using a 5% change criteria (i.e. $\geq 5\%$ is meaningful). Also, there was an increase in the number of neutral responses between 2010 and 2011 (+3.9%).

Survey Results: Individual Items

In total, 23 of 34 items (68%) exceeded 60% agreement rate. Four of the items with rates below 60% composed the trust category with an additional four items in the program support category. Two additional items were in a subset of the communication category with the remaining item in the morale category. Table four presents agreement and change rates by item and category. The highest agreement rates were associated with items concerning long term vision of APS and knowing how work relates to VISTA 2015 as well as items related to work conditions ($\geq 80\%$ agreement) which indicates that most staff understand the vision and direction of APS and believe they work in safe, professional, and cooperative work-sites. Additional analysis indicates that of the 28 items with a decrease in agreement 10 items showed an increase ($\geq 5\%$) in the neutral response category.

Conclusions

- The Administrative & Professional-Technical Staff survey has the highest response rate of all three staff surveys (approximately 100%). The majority of participants have been employed within APS for more than four years.
- Although there was a decrease in the overall aggregate agreement rates, the current year agreement rate of 66% indicates a relatively high level of satisfaction concerning staff climate.
- Most survey items continue to show high agreement rates (exceeding 60%) indicating high Admin/PT staff satisfaction.
- Areas of strength are related to clarity of vision and work conditions while areas of concern are related to trust, communication, and program support.

Table 4. Item Agreement Rates with Between-Year Change by Category

Item	Ag./SA	Change
Clarity of Vision		
1. I understand the long-term vision of APS.	89.4%	1.8%
2. I know how my work relates to the districts goals/priorities as stated in VISTA 2015.	87.1%	1.3%
3. I believe APS has set a clear direction for improving student achievement.	72.2%	-8.6%
Communication		
4. Administrators/supervisors share the information I need to perform my job.	76.0%	-1.8%
5. I am encouraged to provide suggestions on ways to improve programs*	68.4%	-4.7%
6. I am comfortable in stating my opinions about APS programs*	49.0%	-2.5%
7. I am comfortable in stating my opinions about issues facing APS*	48.2%	-4.7%
Trust		
8. I trust the people who make district decisions that affect me.	54.9%	-1.6%
9. I am given the opportunities to influence the decisions made by the district.	50.8%	-7.0%
10. I am able to influence the decisions that are made by the district.	32.8%	-12.2%
11. There is an atmosphere of trust and mutual respect within APS	43.1%	-10.3%
Morale		
12. District professional development has provided me with strategies for my work*	54.7%	-9.1%
13. I believe decisions made in APS are based on adequate student data*	63.7%	-7.9%
14. I would encourage someone to work for APS	74.1%	-1.7%
15. There is a positive relationship between my association and the district*	66.5%	-1.3%
16. I understand the roles and responsibilities of the APS Board of Education	82.4%	9.1%
17. Employees are empowered to help solve problems.	62.2%	-3.1%
20. I feel appreciated for the work that I do.	68.2%	-4.5%
36. There is an atmosphere of trust and mutual respect between principals in APS*	71.4%	3.5%
Work Conditions		
18. My principal/supervisor has a clear understanding of the challenges I face.	76.0%	-4.5%
19. Staff work in a site environment that is safe.	88.1%	-2.4%
21. There is a spirit of teamwork and cooperation at my site.	76.7%	-3.0%
22. There is a professional atmosphere for staff working at my site.	84.9%	0.3%
23. My performance evaluations are fair	83.1%	1.2%
Program Support		
24. I believe the mentoring program was beneficial for my mentee.	57.3%	-12.3%
25. The DLT has an adequate awareness of issues at the building level	49.1%	-14.3%
26. The DLT effectively supports building administrators*	58.5%	-10.8%
27. Division of Instruction effectively supports building administrators*	67.0%	-4.1%
28. Division of Accountability/Research effectively supports building administrators *	72.7%	-10.6%
29. Division of Support Services effectively supports building administrators*	68.7%	-9.9%
30. Division of Finance effectively supports building administrators*	71.1%	-14.0%
31. Division of Human Resources effectively supports building administrators*	61.3%	-10.7%
32. Division of School Services effectively supports building administrators*	51.8%	-19.4%
33. Division of the Superintendent effectively supports building administrators*	62.0%	-10.7%

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. *: question abbreviated for report. 2010: n=267. 2011: n=257.