

Aurora Public Schools
Division of Accountability and Research



Classified Staff Climate Survey

2009-2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2008-2009)
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 APS has set a clear direction for improving student achievement	1.6%	6.6%	18.2%	51.2%	22.4%	8.2%	73.5%	1130
2 I understand my roles and responsibilities as an employee of APS	1.5%	2.5%	4.6%	45.9%	45.5%	3.9%	91.4%	1169
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	1.6%	4.6%	16.8%	52.3%	24.7%	6.2%	77.0%	1142
4 My work is important and contributes to the success of the VISTA 2010 plan	1.3%	3.1%	14.4%	46.9%	34.3%	4.4%	81.2%	1140
5 The district sets high and realistic expectations for students	2.9%	12.4%	19.2%	46.4%	19.2%	15.3%	65.6%	1133
6 Everyone in the school community is accountable for the academic success of students	1.8%	6.0%	12.0%	46.3%	33.9%	7.8%	80.2%	1151
7 Administrators/supervisors share information regularly with employees	8.8%	18.9%	16.5%	40.5%	15.3%	27.7%	55.8%	1156
8 Clear goals and objectives have been defined for my job	3.3%	9.4%	14.3%	48.0%	25.0%	12.7%	73.0%	1156
9 I am encouraged to provide suggestions on ways to improve programs or services*	8.0%	15.8%	16.8%	39.3%	20.2%	23.8%	59.4%	1146
10 Decisions made in APS are based on communicated data and information	5.9%	12.2%	32.5%	38.9%	10.5%	18.1%	49.3%	1137
11 I trust the people who make decisions that affect me in the district	8.6%	16.8%	30.7%	34.3%	9.6%	25.3%	43.9%	1145
12 I trust the people who make decisions that affect me in my school/department	8.8%	14.5%	21.9%	37.8%	17.1%	23.3%	54.9%	1148
13 There is a spirit of teamwork and cooperation	9.1%	14.1%	17.9%	36.3%	22.6%	23.2%	58.9%	1154
14 I feel free to express my professional opinions at work	9.1%	14.8%	17.8%	39.4%	18.9%	23.9%	58.3%	1156
15 I feel valued as an employee of APS	7.7%	12.3%	20.9%	40.8%	18.3%	20.0%	59.1%	1150
16 There is a professional atmosphere for staff working in APS	5.4%	10.9%	21.0%	45.9%	16.7%	16.3%	62.6%	1156
17 I am treated with respect	5.6%	10.7%	17.1%	45.6%	21.1%	16.3%	66.6%	1154
18 My ideas and suggestions are respected	6.0%	12.3%	25.1%	40.5%	16.1%	18.3%	56.6%	1152
19 I receive the necessary training to do high quality work	4.7%	10.9%	19.1%	45.8%	19.5%	15.6%	65.3%	1159
20 My supervisor supports and encourages my desire to participate in district committees*	5.8%	9.0%	30.8%	38.4%	15.9%	14.8%	54.4%	1080
21 I have the necessary tools I need to do high quality work efficiently	5.3%	9.6%	17.9%	48.6%	18.6%	14.9%	67.2%	1155
22 My principal/supervisor has a clear understanding of my skills and abilities	6.2%	10.4%	13.7%	43.9%	25.9%	16.5%	69.8%	1149
23 My performance evaluations are fair	3.2%	4.8%	16.2%	49.8%	26.1%	8.0%	75.8%	1101
24 Employees are treated fairly and consistently at my site	10.3%	15.9%	18.5%	36.7%	18.6%	26.2%	55.4%	1154
25 I feel safe in the workplace	2.8%	5.2%	10.4%	51.7%	29.9%	7.9%	81.6%	1159
26 I like the kind of work I do	0.7%	1.1%	4.9%	35.1%	58.2%	1.8%	93.3%	1160
27 My job is important	0.5%	1.1%	4.1%	30.5%	63.8%	1.6%	94.3%	1156
28 I am proud of the work I do	0.3%	0.4%	1.7%	29.9%	67.6%	0.7%	97.6%	1153
29 I feel appreciated for the work I do	6.2%	10.7%	15.9%	39.0%	28.2%	17.0%	67.2%	1154
30 I am satisfied with my job	1.7%	4.8%	13.4%	44.0%	36.1%	6.5%	80.1%	1152
31 I am satisfied with the professional development opportunities provided to me by the district	9.6%	12.5%	23.7%	40.1%	14.2%	22.1%	54.3%	1120
32 Based on my experiences, there's a positive relationship between the CEC and the district*	3.5%	6.9%	42.8%	37.3%	9.6%	10.3%	46.9%	1064
33 I am familiar with the functions of the Classified Employees Council	5.8%	15.9%	32.5%	38.1%	7.7%	21.7%	45.8%	1092

Note. Total respondents = 1174. All responses of "not applicable" are omitted from this analysis. *question abbreviated for report. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



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

<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 APS has set a clear direction for improving student achievement	3.3%	4.3%	18.0%	47.4%	27.0%	7.6%	74.4%	211
2 I understand my roles and responsibilities as an employee of APS	1.4%	2.3%	4.6%	46.3%	45.4%	3.7%	91.7%	216
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	2.4%	2.4%	12.8%	53.6%	28.9%	4.7%	82.5%	211
4 My work is important and contributes to the success of the VISTA 2010 plan	2.4%	2.4%	13.9%	44.7%	36.5%	4.8%	81.3%	208
5 The district sets high and realistic expectations for students	4.3%	8.1%	12.9%	50.5%	24.3%	12.4%	74.8%	210
6 Everyone in the school community is accountable for the academic success of students	1.4%	6.6%	11.8%	42.9%	37.3%	8.0%	80.2%	212
7 Administrators/supervisors share information regularly with employees	6.1%	19.7%	17.8%	39.4%	16.9%	25.8%	56.3%	213
8 Clear goals and objectives have been defined for my job	3.3%	8.9%	17.4%	42.3%	28.2%	12.2%	70.4%	213
9 I am encouraged to provide suggestions on ways to improve programs or services*	5.3%	13.9%	17.7%	37.8%	25.4%	19.1%	63.2%	209
10 Decisions made in APS are based on communicated data and information	6.6%	14.7%	29.9%	36.0%	12.8%	21.3%	48.8%	211
11 I trust the people who make decisions that affect me in the district	10.0%	19.0%	30.8%	29.9%	10.4%	28.9%	40.3%	211
12 I trust the people who make decisions that affect me in my school/department	7.1%	9.9%	17.5%	40.6%	25.0%	17.0%	65.6%	212
13 There is a spirit of teamwork and cooperation	6.6%	12.7%	16.4%	34.3%	30.0%	19.2%	64.3%	213
14 I feel free to express my professional opinions at work	5.7%	12.3%	15.6%	41.0%	25.5%	17.9%	66.5%	212
15 I feel valued as an employee of APS	5.1%	10.3%	22.9%	38.8%	22.9%	15.4%	61.7%	214
16 There is a professional atmosphere for staff working in APS	3.8%	8.5%	24.5%	42.0%	21.2%	12.3%	63.2%	212
17 I am treated with respect	4.2%	8.9%	14.5%	45.3%	27.1%	13.1%	72.4%	214
18 My ideas and suggestions are respected	3.3%	8.9%	25.2%	40.7%	22.0%	12.1%	62.6%	214
19 I receive the necessary training to do high quality work	4.7%	15.5%	20.7%	42.3%	16.9%	20.2%	59.2%	213
20 My supervisor supports and encourages my desire to participate in district committees*	5.0%	10.0%	25.5%	35.5%	24.0%	15.0%	59.5%	200
21 I have the necessary tools I need to do high quality work efficiently	4.7%	7.5%	16.8%	46.3%	24.8%	12.1%	71.0%	214
22 My principal/supervisor has a clear understanding of my skills and abilities	4.2%	8.5%	11.8%	43.4%	32.1%	12.7%	75.5%	212
23 My performance evaluations are fair	3.4%	2.5%	11.3%	47.8%	35.0%	5.9%	82.8%	203
24 Employees are treated fairly and consistently at my site	6.7%	17.1%	16.7%	29.5%	30.0%	23.8%	59.5%	210
25 I feel safe in the workplace	2.3%	4.7%	8.5%	45.1%	39.4%	7.0%	84.5%	213
26 I like the kind of work I do	0.5%	0.9%	5.1%	36.4%	57.0%	1.4%	93.5%	214
27 My job is important	0.5%	0.5%	4.7%	33.0%	61.3%	0.9%	94.3%	212
28 I am proud of the work I do	0.0%	0.0%	1.9%	29.2%	68.9%	0.0%	98.1%	212
29 I feel appreciated for the work I do	3.3%	10.5%	10.5%	40.5%	35.2%	13.8%	75.7%	210
30 I am satisfied with my job	1.4%	3.3%	15.0%	41.6%	38.8%	4.7%	80.4%	214
31 I am satisfied with the professional development opportunities provided to me by the district	13.2%	16.6%	25.9%	33.7%	10.7%	29.8%	44.4%	205
32 Based on my experiences, there's a positive relationship between the CEC and the district*	2.0%	8.5%	44.7%	31.2%	13.6%	10.6%	44.7%	199
33 I am familiar with the functions of the Classified Employees Council	5.3%	12.6%	25.7%	41.7%	14.6%	18.0%	56.3%	206

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Budget/Finance/Information Technology

<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 APS has set a clear direction for improving student achievement	5.4%	2.7%	16.2%	51.4%	24.3%	8.1%	75.7%	37
2 I understand my roles and responsibilities as an employee of APS	2.6%	2.6%	10.5%	34.2%	50.0%	5.3%	84.2%	38
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	5.3%	2.6%	13.2%	47.4%	31.6%	7.9%	78.9%	38
4 My work is important and contributes to the success of the VISTA 2010 plan	5.3%	2.6%	7.9%	47.4%	36.8%	7.9%	84.2%	38
5 The district sets high and realistic expectations for students	2.7%	5.4%	40.5%	43.2%	8.1%	8.1%	51.4%	37
6 Everyone in the school community is accountable for the academic success of students	2.6%	2.6%	18.4%	44.7%	31.6%	5.3%	76.3%	38
7 Administrators/supervisors share information regularly with employees	10.5%	21.1%	18.4%	34.2%	15.8%	31.6%	50.0%	38
8 Clear goals and objectives have been defined for my job	7.9%	10.5%	10.5%	42.1%	28.9%	18.4%	71.1%	38
9 I am encouraged to provide suggestions on ways to improve programs or services*	10.5%	7.9%	5.3%	47.4%	28.9%	18.4%	76.3%	38
10 Decisions made in APS are based on communicated data and information	7.9%	28.9%	21.1%	26.3%	15.8%	36.8%	42.1%	38
11 I trust the people who make decisions that affect me in the district	21.1%	13.2%	28.9%	26.3%	10.5%	34.2%	36.8%	38
12 I trust the people who make decisions that affect me in my school/department	13.2%	15.8%	13.2%	34.2%	23.7%	28.9%	57.9%	38
13 There is a spirit of teamwork and cooperation	5.3%	18.4%	18.4%	31.6%	26.3%	23.7%	57.9%	38
14 I feel free to express my professional opinions at work	7.9%	10.5%	10.5%	44.7%	26.3%	18.4%	71.1%	38
15 I feel valued as an employee of APS	10.8%	10.8%	16.2%	35.1%	27.0%	21.6%	62.2%	37
16 There is a professional atmosphere for staff working in APS	7.9%	10.5%	18.4%	39.5%	23.7%	18.4%	63.2%	38
17 I am treated with respect	10.5%	5.3%	21.1%	36.8%	26.3%	15.8%	63.2%	38
18 My ideas and suggestions are respected	8.1%	8.1%	27.0%	35.1%	21.6%	16.2%	56.8%	37
19 I receive the necessary training to do high quality work	13.2%	18.4%	2.6%	44.7%	21.1%	31.6%	65.8%	38
20 My supervisor supports and encourages my desire to participate in district committees*	0.0%	2.9%	25.7%	48.6%	22.9%	2.9%	71.4%	35
21 I have the necessary tools I need to do high quality work efficiently	10.5%	7.9%	10.5%	47.4%	23.7%	18.4%	71.1%	38
22 My principal/supervisor has a clear understanding of my skills and abilities	2.6%	7.9%	5.3%	44.7%	39.5%	10.5%	84.2%	38
23 My performance evaluations are fair	0.0%	0.0%	16.2%	35.1%	48.6%	0.0%	83.8%	37
24 Employees are treated fairly and consistently at my site	21.1%	15.8%	10.5%	28.9%	23.7%	36.8%	52.6%	38
25 I feel safe in the workplace	5.3%	5.3%	5.3%	39.5%	44.7%	10.5%	84.2%	38
26 I like the kind of work I do	2.7%	0.0%	0.0%	32.4%	64.9%	2.7%	97.3%	37
27 My job is important	2.8%	0.0%	2.8%	25.0%	69.4%	2.8%	94.4%	36
28 I am proud of the work I do	2.6%	0.0%	0.0%	23.7%	73.7%	2.6%	97.4%	38
29 I feel appreciated for the work I do	7.9%	13.2%	10.5%	31.6%	36.8%	21.1%	68.4%	38
30 I am satisfied with my job	2.6%	10.5%	2.6%	44.7%	39.5%	13.2%	84.2%	38
31 I am satisfied with the professional development opportunities provided to me by the district	15.8%	15.8%	18.4%	34.2%	15.8%	31.6%	50.0%	38
32 Based on my experiences, there's a positive relationship between the CEC and the district*	5.7%	2.9%	28.6%	45.7%	17.1%	8.6%	62.9%	35
33 I am familiar with the functions of the Classified Employees Council	2.6%	0.0%	34.2%	55.3%	7.9%	2.6%	63.2%	38

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Building Custodian

<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 APS has set a clear direction for improving student achievement	0.0%	0.0%	16.3%	63.3%	20.4%	0.0%	83.7%	49
2 I understand my roles and responsibilities as an employee of APS	0.0%	1.9%	0.0%	51.9%	46.2%	1.9%	98.1%	52
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	0.0%	4.3%	17.0%	57.4%	21.3%	4.3%	78.7%	47
4 My work is important and contributes to the success of the VISTA 2010 plan	0.0%	4.3%	12.8%	59.6%	23.4%	4.3%	83.0%	47
5 The district sets high and realistic expectations for students	0.0%	14.9%	10.6%	53.2%	21.3%	14.9%	74.5%	47
6 Everyone in the school community is accountable for the academic success of students	0.0%	5.8%	9.6%	53.8%	30.8%	5.8%	84.6%	52
7 Administrators/supervisors share information regularly with employees	5.8%	13.5%	21.2%	44.2%	15.4%	19.2%	59.6%	52
8 Clear goals and objectives have been defined for my job	2.0%	5.9%	11.8%	52.9%	27.5%	7.8%	80.4%	51
9 I am encouraged to provide suggestions on ways to improve programs or services*	6.1%	16.3%	20.4%	44.9%	12.2%	22.4%	57.1%	49
10 Decisions made in APS are based on communicated data and information	3.8%	7.7%	28.8%	48.1%	11.5%	11.5%	59.6%	52
11 I trust the people who make decisions that affect me in the district	6.1%	18.4%	28.6%	36.7%	10.2%	24.5%	46.9%	49
12 I trust the people who make decisions that affect me in my school/department	4.2%	14.6%	20.8%	47.9%	12.5%	18.8%	60.4%	48
13 There is a spirit of teamwork and cooperation	3.8%	13.5%	17.3%	51.9%	13.5%	17.3%	65.4%	52
14 I feel free to express my professional opinions at work	10.0%	12.0%	20.0%	38.0%	20.0%	22.0%	58.0%	50
15 I feel valued as an employee of APS	2.0%	12.0%	14.0%	52.0%	20.0%	14.0%	72.0%	50
16 There is a professional atmosphere for staff working in APS	0.0%	7.7%	15.4%	61.5%	15.4%	7.7%	76.9%	52
17 I am treated with respect	0.0%	11.8%	15.7%	51.0%	21.6%	11.8%	72.5%	51
18 My ideas and suggestions are respected	1.9%	9.6%	36.5%	38.5%	13.5%	11.5%	51.9%	52
19 I receive the necessary training to do high quality work	1.9%	7.7%	26.9%	46.2%	17.3%	9.6%	63.5%	52
20 My supervisor supports and encourages my desire to participate in district committees*	10.9%	6.5%	26.1%	47.8%	8.7%	17.4%	56.5%	46
21 I have the necessary tools I need to do high quality work efficiently	7.8%	13.7%	23.5%	47.1%	7.8%	21.6%	54.9%	51
22 My principal/supervisor has a clear understanding of my skills and abilities	0.0%	5.9%	19.6%	54.9%	19.6%	5.9%	74.5%	51
23 My performance evaluations are fair	2.0%	5.9%	19.6%	56.9%	15.7%	7.8%	72.5%	51
24 Employees are treated fairly and consistently at my site	2.0%	11.8%	17.6%	51.0%	17.6%	13.7%	68.6%	51
25 I feel safe in the workplace	0.0%	5.8%	9.6%	63.5%	21.2%	5.8%	84.6%	52
26 I like the kind of work I do	0.0%	0.0%	13.7%	54.9%	31.4%	0.0%	86.3%	51
27 My job is important	0.0%	2.0%	4.0%	44.0%	50.0%	2.0%	94.0%	50
28 I am proud of the work I do	0.0%	0.0%	1.9%	51.9%	46.2%	0.0%	98.1%	52
29 I feel appreciated for the work I do	3.8%	9.6%	17.3%	48.1%	21.2%	13.5%	69.2%	52
30 I am satisfied with my job	2.0%	3.9%	13.7%	52.9%	27.5%	5.9%	80.4%	51
31 I am satisfied with the professional development opportunities provided to me by the district	2.1%	12.5%	16.7%	60.4%	8.3%	14.6%	68.8%	48
32 Based on my experiences, there's a positive relationship between the CEC and the district*	0.0%	8.7%	41.3%	43.5%	6.5%	8.7%	50.0%	46
33 I am familiar with the functions of the Classified Employees Council	2.2%	13.3%	35.6%	44.4%	4.4%	15.6%	48.9%	45

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Campus Monitor

<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 APS has set a clear direction for improving student achievement	0.0%	21.1%	15.8%	57.9%	5.3%	21.1%	63.2%	19
2 I understand my roles and responsibilities as an employee of APS	0.0%	0.0%	15.0%	50.0%	35.0%	0.0%	85.0%	20
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	0.0%	0.0%	20.0%	70.0%	10.0%	0.0%	80.0%	20
4 My work is important and contributes to the success of the VISTA 2010 plan	0.0%	5.3%	21.1%	52.6%	21.1%	5.3%	73.7%	19
5 The district sets high and realistic expectations for students	5.3%	15.8%	36.8%	31.6%	10.5%	21.1%	42.1%	19
6 Everyone in the school community is accountable for the academic success of students	0.0%	5.3%	21.1%	57.9%	15.8%	5.3%	73.7%	19
7 Administrators/supervisors share information regularly with employees	5.0%	30.0%	40.0%	20.0%	5.0%	35.0%	25.0%	20
8 Clear goals and objectives have been defined for my job	0.0%	21.1%	26.3%	42.1%	10.5%	21.1%	52.6%	19
9 I am encouraged to provide suggestions on ways to improve programs or services*	10.0%	30.0%	25.0%	35.0%	0.0%	40.0%	35.0%	20
10 Decisions made in APS are based on communicated data and information	0.0%	26.3%	52.6%	21.1%	0.0%	26.3%	21.1%	19
11 I trust the people who make decisions that affect me in the district	10.0%	30.0%	40.0%	20.0%	0.0%	40.0%	20.0%	20
12 I trust the people who make decisions that affect me in my school/department	5.3%	26.3%	31.6%	36.8%	0.0%	31.6%	36.8%	19
13 There is a spirit of teamwork and cooperation	10.0%	20.0%	20.0%	50.0%	0.0%	30.0%	50.0%	20
14 I feel free to express my professional opinions at work	20.0%	10.0%	30.0%	30.0%	10.0%	30.0%	40.0%	20
15 I feel valued as an employee of APS	15.0%	30.0%	30.0%	20.0%	5.0%	45.0%	25.0%	20
16 There is a professional atmosphere for staff working in APS	5.0%	35.0%	20.0%	40.0%	0.0%	40.0%	40.0%	20
17 I am treated with respect	10.0%	25.0%	30.0%	30.0%	5.0%	35.0%	35.0%	20
18 My ideas and suggestions are respected	10.0%	20.0%	45.0%	25.0%	0.0%	30.0%	25.0%	20
19 I receive the necessary training to do high quality work	0.0%	5.0%	60.0%	30.0%	5.0%	5.0%	35.0%	20
20 My supervisor supports and encourages my desire to participate in district committees*	10.0%	5.0%	60.0%	25.0%	0.0%	15.0%	25.0%	20
21 I have the necessary tools I need to do high quality work efficiently	5.0%	5.0%	45.0%	40.0%	5.0%	10.0%	45.0%	20
22 My principal/supervisor has a clear understanding of my skills and abilities	15.8%	21.1%	31.6%	21.1%	10.5%	36.8%	31.6%	19
23 My performance evaluations are fair	10.0%	10.0%	20.0%	35.0%	25.0%	20.0%	60.0%	20
24 Employees are treated fairly and consistently at my site	30.0%	20.0%	20.0%	30.0%	0.0%	50.0%	30.0%	20
25 I feel safe in the workplace	5.3%	5.3%	21.1%	52.6%	15.8%	10.5%	68.4%	19
26 I like the kind of work I do	0.0%	0.0%	20.0%	35.0%	45.0%	0.0%	80.0%	20
27 My job is important	0.0%	0.0%	10.5%	31.6%	57.9%	0.0%	89.5%	19
28 I am proud of the work I do	0.0%	0.0%	10.0%	20.0%	70.0%	0.0%	90.0%	20
29 I feel appreciated for the work I do	10.0%	15.0%	40.0%	25.0%	10.0%	25.0%	35.0%	20
30 I am satisfied with my job	0.0%	5.6%	44.4%	16.7%	33.3%	5.6%	50.0%	18
31 I am satisfied with the professional development opportunities provided to me by the district	10.0%	15.0%	40.0%	30.0%	5.0%	25.0%	35.0%	20
32 Based on my experiences, there's a positive relationship between the CEC and the district*	10.0%	5.0%	60.0%	25.0%	0.0%	15.0%	25.0%	20
33 I am familiar with the functions of the Classified Employees Council	10.0%	5.0%	35.0%	50.0%	0.0%	15.0%	50.0%	20

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Early Childhood Education

<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 APS has set a clear direction for improving student achievement	0.0%	7.1%	2.4%	51.8%	38.8%	7.1%	90.6%	85
2 I understand my roles and responsibilities as an employee of APS	0.0%	1.2%	1.2%	46.5%	51.2%	1.2%	97.7%	86
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	0.0%	2.3%	7.0%	52.3%	38.4%	2.3%	90.7%	86
4 My work is important and contributes to the success of the VISTA 2010 plan	0.0%	1.2%	2.3%	41.9%	54.7%	1.2%	96.5%	86
5 The district sets high and realistic expectations for students	3.5%	5.8%	14.0%	46.5%	30.2%	9.3%	76.7%	86
6 Everyone in the school community is accountable for the academic success of students	0.0%	3.5%	7.0%	40.7%	48.8%	3.5%	89.5%	86
7 Administrators/supervisors share information regularly with employees	4.7%	7.0%	12.8%	53.5%	22.1%	11.6%	75.6%	86
8 Clear goals and objectives have been defined for my job	1.2%	9.4%	9.4%	44.7%	35.3%	10.6%	80.0%	85
9 I am encouraged to provide suggestions on ways to improve programs or services*	4.7%	14.1%	23.5%	32.9%	24.7%	18.8%	57.6%	85
10 Decisions made in APS are based on communicated data and information	2.4%	7.1%	21.4%	46.4%	22.6%	9.5%	69.0%	84
11 I trust the people who make decisions that affect me in the district	3.6%	10.8%	19.3%	50.6%	15.7%	14.5%	66.3%	83
12 I trust the people who make decisions that affect me in my school/department	5.9%	11.8%	24.7%	38.8%	18.8%	17.6%	57.6%	85
13 There is a spirit of teamwork and cooperation	3.5%	12.8%	17.4%	34.9%	31.4%	16.3%	66.3%	86
14 I feel free to express my professional opinions at work	5.8%	11.6%	24.4%	41.9%	16.3%	17.4%	58.1%	86
15 I feel valued as an employee of APS	7.0%	8.1%	23.3%	46.5%	15.1%	15.1%	61.6%	86
16 There is a professional atmosphere for staff working in APS	3.5%	2.3%	12.8%	65.1%	16.3%	5.8%	81.4%	86
17 I am treated with respect	7.1%	8.2%	11.8%	55.3%	17.6%	15.3%	72.9%	85
18 My ideas and suggestions are respected	8.2%	3.5%	22.4%	50.6%	15.3%	11.8%	65.9%	85
19 I receive the necessary training to do high quality work	2.4%	7.1%	10.6%	48.2%	31.8%	9.4%	80.0%	85
20 My supervisor supports and encourages my desire to participate in district committees*	2.6%	6.5%	32.5%	39.0%	19.5%	9.1%	58.4%	77
21 I have the necessary tools I need to do high quality work efficiently	3.5%	5.8%	18.6%	46.5%	25.6%	9.3%	72.1%	86
22 My principal/supervisor has a clear understanding of my skills and abilities	7.0%	12.8%	11.6%	46.5%	22.1%	19.8%	68.6%	86
23 My performance evaluations are fair	1.2%	7.3%	13.4%	51.2%	26.8%	8.5%	78.0%	82
24 Employees are treated fairly and consistently at my site	5.8%	10.5%	12.8%	47.7%	23.3%	16.3%	70.9%	86
25 I feel safe in the workplace	0.0%	3.6%	8.3%	48.8%	39.3%	3.6%	88.1%	84
26 I like the kind of work I do	0.0%	0.0%	3.5%	25.6%	70.9%	0.0%	96.5%	86
27 My job is important	0.0%	0.0%	1.2%	20.0%	78.8%	0.0%	98.8%	85
28 I am proud of the work I do	0.0%	0.0%	0.0%	17.9%	82.1%	0.0%	100.0%	84
29 I feel appreciated for the work I do	5.9%	9.4%	22.4%	29.4%	32.9%	15.3%	62.4%	85
30 I am satisfied with my job	1.2%	4.7%	9.4%	45.9%	38.8%	5.9%	84.7%	85
31 I am satisfied with the professional development opportunities provided to me by the district	3.5%	5.9%	10.6%	40.0%	40.0%	9.4%	80.0%	85
32 Based on my experiences, there's a positive relationship between the CEC and the district*	2.6%	6.5%	37.7%	31.2%	22.1%	9.1%	53.2%	77
33 I am familiar with the functions of the Classified Employees Council	7.4%	22.2%	25.9%	30.9%	13.6%	29.6%	44.4%	81

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Maintenance Operations/Planning Construction

<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 APS has set a clear direction for improving student achievement	1.1%	2.3%	27.3%	52.3%	17.0%	3.4%	69.3%	88
2 I understand my roles and responsibilities as an employee of APS	3.3%	4.3%	3.3%	52.2%	37.0%	7.6%	89.1%	92
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	3.3%	6.5%	21.7%	48.9%	19.6%	9.8%	68.5%	92
4 My work is important and contributes to the success of the VISTA 2010 plan	1.1%	6.7%	24.7%	40.4%	27.0%	7.9%	67.4%	89
5 The district sets high and realistic expectations for students	1.2%	11.6%	27.9%	46.5%	12.8%	12.8%	59.3%	86
6 Everyone in the school community is accountable for the academic success of students	2.2%	4.5%	22.5%	47.2%	23.6%	6.7%	70.8%	89
7 Administrators/supervisors share information regularly with employees	15.6%	15.6%	10.0%	45.6%	13.3%	31.1%	58.9%	90
8 Clear goals and objectives have been defined for my job	5.5%	7.7%	16.5%	48.4%	22.0%	13.2%	70.3%	91
9 I am encouraged to provide suggestions on ways to improve programs or services*	9.9%	25.3%	11.0%	38.5%	15.4%	35.2%	53.8%	91
10 Decisions made in APS are based on communicated data and information	16.5%	14.3%	28.6%	33.0%	7.7%	30.8%	40.7%	91
11 I trust the people who make decisions that affect me in the district	16.5%	25.3%	25.3%	30.8%	2.2%	41.8%	33.0%	91
12 I trust the people who make decisions that affect me in my school/department	14.3%	24.2%	14.3%	40.7%	6.6%	38.5%	47.3%	91
13 There is a spirit of teamwork and cooperation	14.4%	14.4%	16.7%	33.3%	21.1%	28.9%	54.4%	90
14 I feel free to express my professional opinions at work	17.6%	18.7%	7.7%	36.3%	19.8%	36.3%	56.0%	91
15 I feel valued as an employee of APS	11.1%	13.3%	13.3%	47.8%	14.4%	24.4%	62.2%	90
16 There is a professional atmosphere for staff working in APS	13.2%	11.0%	16.5%	44.0%	15.4%	24.2%	59.3%	91
17 I am treated with respect	10.0%	11.1%	11.1%	48.9%	18.9%	21.1%	67.8%	90
18 My ideas and suggestions are respected	16.5%	14.3%	17.6%	38.5%	13.2%	30.8%	51.6%	91
19 I receive the necessary training to do high quality work	7.6%	16.3%	19.6%	38.0%	18.5%	23.9%	56.5%	92
20 My supervisor supports and encourages my desire to participate in district committees*	9.1%	10.2%	33.0%	37.5%	10.2%	19.3%	47.7%	88
21 I have the necessary tools I need to do high quality work efficiently	5.5%	14.3%	16.5%	47.3%	16.5%	19.8%	63.7%	91
22 My principal/supervisor has a clear understanding of my skills and abilities	5.4%	9.8%	9.8%	48.9%	26.1%	15.2%	75.0%	92
23 My performance evaluations are fair	3.5%	3.5%	16.3%	57.0%	19.8%	7.0%	76.7%	86
24 Employees are treated fairly and consistently at my site	16.5%	17.6%	13.2%	40.7%	12.1%	34.1%	52.7%	91
25 I feel safe in the workplace	0.0%	3.3%	14.3%	63.7%	18.7%	3.3%	82.4%	91
26 I like the kind of work I do	0.0%	2.2%	7.6%	44.6%	45.7%	2.2%	90.2%	92
27 My job is important	0.0%	2.2%	8.7%	37.0%	52.2%	2.2%	89.1%	92
28 I am proud of the work I do	0.0%	0.0%	1.1%	41.8%	57.1%	0.0%	98.9%	91
29 I feel appreciated for the work I do	9.8%	7.6%	15.2%	42.4%	25.0%	17.4%	67.4%	92
30 I am satisfied with my job	3.4%	2.2%	18.0%	42.7%	33.7%	5.6%	76.4%	89
31 I am satisfied with the professional development opportunities provided to me by the district	13.8%	14.9%	24.1%	35.6%	11.5%	28.7%	47.1%	87
32 Based on my experiences, there's a positive relationship between the CEC and the district*	8.0%	9.2%	44.8%	32.2%	5.7%	17.2%	37.9%	87
33 I am familiar with the functions of the Classified Employees Council	2.3%	14.0%	41.9%	38.4%	3.5%	16.3%	41.9%	86

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Nutrition Services

<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 APS has set a clear direction for improving student achievement	3.4%	8.0%	12.5%	56.8%	19.3%	11.4%	76.1%	88
2 I understand my roles and responsibilities as an employee of APS	1.0%	1.0%	1.0%	51.5%	45.5%	2.0%	97.0%	99
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	0.0%	4.5%	23.6%	52.8%	19.1%	4.5%	71.9%	89
4 My work is important and contributes to the success of the VISTA 2010 plan	1.1%	1.1%	10.6%	58.5%	28.7%	2.1%	87.2%	94
5 The district sets high and realistic expectations for students	3.3%	8.8%	8.8%	62.6%	16.5%	12.1%	79.1%	91
6 Everyone in the school community is accountable for the academic success of students	1.1%	6.3%	12.6%	57.9%	22.1%	7.4%	80.0%	95
7 Administrators/supervisors share information regularly with employees	4.0%	25.3%	12.1%	50.5%	8.1%	29.3%	58.6%	99
8 Clear goals and objectives have been defined for my job	0.0%	5.1%	9.2%	63.3%	22.4%	5.1%	85.7%	98
9 I am encouraged to provide suggestions on ways to improve programs or services*	7.3%	11.5%	14.6%	53.1%	13.5%	18.8%	66.7%	96
10 Decisions made in APS are based on communicated data and information	3.3%	3.3%	30.8%	53.8%	8.8%	6.6%	62.6%	91
11 I trust the people who make decisions that affect me in the district	5.2%	10.3%	30.9%	43.3%	10.3%	15.5%	53.6%	97
12 I trust the people who make decisions that affect me in my school/department	6.1%	13.3%	23.5%	42.9%	14.3%	19.4%	57.1%	98
13 There is a spirit of teamwork and cooperation	9.1%	11.1%	17.2%	46.5%	16.2%	20.2%	62.6%	99
14 I feel free to express my professional opinions at work	4.2%	15.6%	16.7%	51.0%	12.5%	19.8%	63.5%	96
15 I feel valued as an employee of APS	5.2%	14.6%	27.1%	35.4%	17.7%	19.8%	53.1%	96
16 There is a professional atmosphere for staff working in APS	4.3%	16.0%	23.4%	42.6%	13.8%	20.2%	56.4%	94
17 I am treated with respect	6.3%	14.7%	23.2%	44.2%	11.6%	21.1%	55.8%	95
18 My ideas and suggestions are respected	4.3%	16.3%	31.5%	35.9%	12.0%	20.7%	47.8%	92
19 I receive the necessary training to do high quality work	0.0%	8.3%	12.5%	52.1%	27.1%	8.3%	79.2%	96
20 My supervisor supports and encourages my desire to participate in district committees*	4.8%	8.3%	28.6%	44.0%	14.3%	13.1%	58.3%	84
21 I have the necessary tools I need to do high quality work efficiently	3.2%	9.6%	10.6%	59.6%	17.0%	12.8%	76.6%	94
22 My principal/supervisor has a clear understanding of my skills and abilities	11.0%	7.7%	15.4%	46.2%	19.8%	18.7%	65.9%	91
23 My performance evaluations are fair	1.1%	6.4%	18.1%	61.7%	12.8%	7.4%	74.5%	94
24 Employees are treated fairly and consistently at my site	11.6%	14.7%	17.9%	41.1%	14.7%	26.3%	55.8%	95
25 I feel safe in the workplace	6.3%	3.1%	13.5%	55.2%	21.9%	9.4%	77.1%	96
26 I like the kind of work I do	0.0%	1.1%	4.2%	53.7%	41.1%	1.1%	94.7%	95
27 My job is important	0.0%	2.1%	5.2%	41.7%	51.0%	2.1%	92.7%	96
28 I am proud of the work I do	1.0%	1.0%	6.3%	40.6%	51.0%	2.1%	91.7%	96
29 I feel appreciated for the work I do	8.4%	7.4%	15.8%	51.6%	16.8%	15.8%	68.4%	95
30 I am satisfied with my job	1.0%	3.1%	16.7%	50.0%	29.2%	4.2%	79.2%	96
31 I am satisfied with the professional development opportunities provided to me by the district	2.2%	13.2%	27.5%	46.2%	11.0%	15.4%	57.1%	91
32 Based on my experiences, there's a positive relationship between the CEC and the district*	2.4%	4.7%	41.2%	47.1%	4.7%	7.1%	51.8%	85
33 I am familiar with the functions of the Classified Employees Council	8.3%	15.5%	33.3%	39.3%	3.6%	23.8%	42.9%	84

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Paraeducators/Educational Assistant/Related Positions

<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 APS has set a clear direction for improving student achievement	0.7%	7.4%	20.4%	50.6%	20.9%	8.1%	71.5%	431
2 I understand my roles and responsibilities as an employee of APS	1.4%	3.0%	5.5%	43.9%	46.2%	4.4%	90.1%	435
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	1.4%	6.5%	17.4%	51.3%	23.4%	7.9%	74.7%	431
4 My work is important and contributes to the success of the VISTA 2010 plan	0.7%	3.0%	14.9%	45.5%	35.9%	3.7%	81.4%	429
5 The district sets high and realistic expectations for students	2.5%	15.9%	19.6%	41.9%	20.0%	18.4%	62.0%	434
6 Everyone in the school community is accountable for the academic success of students	1.6%	6.0%	7.2%	45.7%	39.5%	7.6%	85.2%	433
7 Administrators/supervisors share information regularly with employees	8.6%	17.0%	16.6%	39.2%	18.6%	25.6%	57.8%	429
8 Clear goals and objectives have been defined for my job	3.7%	10.4%	13.4%	48.7%	23.8%	14.1%	72.5%	433
9 I am encouraged to provide suggestions on ways to improve programs or services*	8.9%	14.5%	16.3%	38.9%	21.4%	23.3%	60.4%	429
10 Decisions made in APS are based on communicated data and information	3.8%	9.2%	35.2%	41.1%	10.6%	13.0%	51.8%	423
11 I trust the people who make decisions that affect me in the district	6.8%	13.8%	31.7%	37.1%	10.6%	20.7%	47.7%	426
12 I trust the people who make decisions that affect me in my school/department	9.1%	12.3%	23.0%	37.0%	18.6%	21.4%	55.6%	430
13 There is a spirit of teamwork and cooperation	8.9%	13.4%	16.4%	37.3%	23.9%	22.3%	61.3%	426
14 I feel free to express my professional opinions at work	10.0%	13.7%	18.8%	38.5%	19.0%	23.7%	57.5%	431
15 I feel valued as an employee of APS	8.0%	11.5%	19.0%	42.4%	19.2%	19.4%	61.6%	427
16 There is a professional atmosphere for staff working in APS	3.7%	10.9%	19.6%	48.5%	17.3%	14.5%	65.8%	433
17 I am treated with respect	4.9%	9.3%	16.3%	45.9%	23.5%	14.2%	69.5%	429
18 My ideas and suggestions are respected	4.9%	11.6%	22.3%	43.3%	17.9%	16.5%	61.2%	430
19 I receive the necessary training to do high quality work	5.8%	9.0%	19.9%	46.5%	18.8%	14.8%	65.3%	432
20 My supervisor supports and encourages my desire to participate in district committees*	6.4%	7.6%	30.9%	40.0%	15.2%	14.0%	55.1%	408
21 I have the necessary tools I need to do high quality work efficiently	5.6%	10.0%	18.4%	48.1%	17.9%	15.6%	66.0%	430
22 My principal/supervisor has a clear understanding of my skills and abilities	6.7%	11.4%	14.0%	41.6%	26.3%	18.1%	67.9%	430
23 My performance evaluations are fair	4.2%	5.0%	16.6%	47.4%	26.8%	9.2%	74.2%	403
24 Employees are treated fairly and consistently at my site	9.7%	13.6%	19.9%	39.3%	17.6%	23.3%	56.8%	433
25 I feel safe in the workplace	3.0%	5.5%	7.6%	52.3%	31.6%	8.5%	83.9%	434
26 I like the kind of work I do	0.9%	1.4%	3.2%	28.4%	66.1%	2.3%	94.5%	433
27 My job is important	0.5%	1.2%	3.0%	25.6%	69.8%	1.6%	95.4%	434
28 I am proud of the work I do	0.0%	0.7%	0.9%	25.2%	73.2%	0.7%	98.4%	429
29 I feel appreciated for the work I do	6.3%	9.7%	13.9%	39.7%	30.4%	16.0%	70.1%	431
30 I am satisfied with my job	1.9%	5.8%	10.7%	42.5%	39.2%	7.7%	81.7%	431
31 I am satisfied with the professional development opportunities provided to me by the district	10.1%	10.1%	22.4%	41.9%	15.5%	20.2%	57.4%	425
32 Based on my experiences, there's a positive relationship between the CEC and the district*	2.8%	5.8%	42.6%	39.8%	9.1%	8.6%	48.9%	397
33 I am familiar with the functions of the Classified Employees Council	6.5%	19.1%	33.9%	34.4%	6.1%	25.7%	40.4%	413

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Pickens Technical College

<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 APS has set a clear direction for improving student achievement	0.0%	16.7%	20.8%	37.5%	25.0%	16.7%	62.5%	24
2 I understand my roles and responsibilities as an employee of APS	0.0%	4.2%	8.3%	41.7%	45.8%	4.2%	87.5%	24
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	0.0%	4.2%	29.2%	50.0%	16.7%	4.2%	66.7%	24
4 My work is important and contributes to the success of the VISTA 2010 plan	0.0%	4.2%	29.2%	50.0%	16.7%	4.2%	66.7%	24
5 The district sets high and realistic expectations for students	4.2%	29.2%	12.5%	41.7%	12.5%	33.3%	54.2%	24
6 Everyone in the school community is accountable for the academic success of students	0.0%	16.7%	16.7%	33.3%	33.3%	16.7%	66.7%	24
7 Administrators/supervisors share information regularly with employees	20.8%	37.5%	0.0%	33.3%	8.3%	58.3%	41.7%	24
8 Clear goals and objectives have been defined for my job	4.3%	21.7%	8.7%	47.8%	17.4%	26.1%	65.2%	23
9 I am encouraged to provide suggestions on ways to improve programs or services*	12.5%	20.8%	16.7%	25.0%	25.0%	33.3%	50.0%	24
10 Decisions made in APS are based on communicated data and information	12.5%	29.2%	25.0%	29.2%	4.2%	41.7%	33.3%	24
11 I trust the people who make decisions that affect me in the district	12.5%	29.2%	29.2%	16.7%	12.5%	41.7%	29.2%	24
12 I trust the people who make decisions that affect me in my school/department	16.7%	20.8%	29.2%	20.8%	12.5%	37.5%	33.3%	24
13 There is a spirit of teamwork and cooperation	21.7%	26.1%	13.0%	21.7%	17.4%	47.8%	39.1%	23
14 I feel free to express my professional opinions at work	16.7%	16.7%	25.0%	25.0%	16.7%	33.3%	41.7%	24
15 I feel valued as an employee of APS	16.7%	16.7%	29.2%	25.0%	12.5%	33.3%	37.5%	24
16 There is a professional atmosphere for staff working in APS	8.3%	12.5%	33.3%	37.5%	8.3%	20.8%	45.8%	24
17 I am treated with respect	8.3%	16.7%	16.7%	41.7%	16.7%	25.0%	58.3%	24
18 My ideas and suggestions are respected	8.3%	25.0%	20.8%	33.3%	12.5%	33.3%	45.8%	24
19 I receive the necessary training to do high quality work	8.3%	12.5%	29.2%	37.5%	12.5%	20.8%	50.0%	24
20 My supervisor supports and encourages my desire to participate in district committees*	4.2%	8.3%	45.8%	37.5%	4.2%	12.5%	41.7%	24
21 I have the necessary tools I need to do high quality work efficiently	0.0%	12.5%	16.7%	50.0%	20.8%	12.5%	70.8%	24
22 My principal/supervisor has a clear understanding of my skills and abilities	21.7%	17.4%	13.0%	39.1%	8.7%	39.1%	47.8%	23
23 My performance evaluations are fair	0.0%	13.0%	17.4%	52.2%	17.4%	13.0%	69.6%	23
24 Employees are treated fairly and consistently at my site	4.2%	29.2%	37.5%	25.0%	4.2%	33.3%	29.2%	24
25 I feel safe in the workplace	0.0%	0.0%	20.8%	58.3%	20.8%	0.0%	79.2%	24
26 I like the kind of work I do	0.0%	8.3%	0.0%	37.5%	54.2%	8.3%	91.7%	24
27 My job is important	0.0%	8.3%	8.3%	25.0%	58.3%	8.3%	83.3%	24
28 I am proud of the work I do	0.0%	0.0%	0.0%	37.5%	62.5%	0.0%	100.0%	24
29 I feel appreciated for the work I do	8.7%	30.4%	13.0%	21.7%	26.1%	39.1%	47.8%	23
30 I am satisfied with my job	0.0%	12.5%	16.7%	41.7%	29.2%	12.5%	70.8%	24
31 I am satisfied with the professional development opportunities provided to me by the district	13.0%	17.4%	13.0%	52.2%	4.3%	30.4%	56.5%	23
32 Based on my experiences, there's a positive relationship between the CEC and the district*	0.0%	10.0%	35.0%	50.0%	5.0%	10.0%	55.0%	20
33 I am familiar with the functions of the Classified Employees Council	0.0%	13.6%	22.7%	63.6%	0.0%	13.6%	63.6%	22

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Transportation

<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 APS has set a clear direction for improving student achievement	0.0%	7.6%	22.7%	56.1%	13.6%	7.6%	69.7%	66
2 I understand my roles and responsibilities as an employee of APS	2.8%	1.4%	5.6%	45.1%	45.1%	4.2%	90.1%	71
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	1.5%	1.5%	23.5%	45.6%	27.9%	2.9%	73.5%	68
4 My work is important and contributes to the success of the VISTA 2010 plan	2.9%	1.4%	21.7%	42.0%	31.9%	4.3%	73.9%	69
5 The district sets high and realistic expectations for students	1.5%	7.6%	34.8%	45.5%	10.6%	9.1%	56.1%	66
6 Everyone in the school community is accountable for the academic success of students	7.4%	4.4%	23.5%	48.5%	16.2%	11.8%	64.7%	68
7 Administrators/supervisors share information regularly with employees	18.8%	31.9%	20.3%	26.1%	2.9%	50.7%	29.0%	69
8 Clear goals and objectives have been defined for my job	2.9%	11.6%	24.6%	39.1%	21.7%	14.5%	60.9%	69
9 I am encouraged to provide suggestions on ways to improve programs or services*	11.6%	21.7%	24.6%	29.0%	13.0%	33.3%	42.0%	69
10 Decisions made in APS are based on communicated data and information	7.2%	21.7%	43.5%	27.5%	0.0%	29.0%	27.5%	69
11 I trust the people who make decisions that affect me in the district	5.8%	24.6%	40.6%	21.7%	7.2%	30.4%	29.0%	69
12 I trust the people who make decisions that affect me in my school/department	12.1%	25.8%	30.3%	21.2%	10.6%	37.9%	31.8%	66
13 There is a spirit of teamwork and cooperation	15.7%	21.4%	31.4%	21.4%	10.0%	37.1%	31.4%	70
14 I feel free to express my professional opinions at work	8.5%	28.2%	22.5%	31.0%	9.9%	36.6%	40.8%	71
15 I feel valued as an employee of APS	5.7%	17.1%	27.1%	34.3%	15.7%	22.9%	50.0%	70
16 There is a professional atmosphere for staff working in APS	12.9%	15.7%	27.1%	30.0%	14.3%	28.6%	44.3%	70
17 I am treated with respect	4.2%	15.5%	21.1%	40.8%	18.3%	19.7%	59.2%	71
18 My ideas and suggestions are respected	7.1%	20.0%	32.9%	30.0%	10.0%	27.1%	40.0%	70
19 I receive the necessary training to do high quality work	0.0%	10.0%	17.1%	54.3%	18.6%	10.0%	72.9%	70
20 My supervisor supports and encourages my desire to participate in district committees*	5.9%	19.1%	36.8%	27.9%	10.3%	25.0%	38.2%	68
21 I have the necessary tools I need to do high quality work efficiently	2.9%	10.0%	27.1%	47.1%	12.9%	12.9%	60.0%	70
22 My principal/supervisor has a clear understanding of my skills and abilities	4.3%	10.0%	20.0%	41.4%	24.3%	14.3%	65.7%	70
23 My performance evaluations are fair	3.0%	4.5%	25.8%	43.9%	22.7%	7.6%	66.7%	66
24 Employees are treated fairly and consistently at my site	11.6%	27.5%	30.4%	20.3%	10.1%	39.1%	30.4%	69
25 I feel safe in the workplace	1.4%	9.9%	18.3%	49.3%	21.1%	11.3%	70.4%	71
26 I like the kind of work I do	1.4%	0.0%	7.0%	33.8%	57.7%	1.4%	91.5%	71
27 My job is important	0.0%	0.0%	2.8%	35.2%	62.0%	0.0%	97.2%	71
28 I am proud of the work I do	0.0%	0.0%	2.9%	35.7%	61.4%	0.0%	97.1%	70
29 I feel appreciated for the work I do	5.6%	16.9%	25.4%	31.0%	21.1%	22.5%	52.1%	71
30 I am satisfied with my job	0.0%	4.3%	15.7%	50.0%	30.0%	4.3%	80.0%	70
31 I am satisfied with the professional development opportunities provided to me by the district	4.6%	12.3%	44.6%	30.8%	7.7%	16.9%	38.5%	65
32 Based on my experiences, there's a positive relationship between the CEC and the district*	4.6%	9.2%	52.3%	29.2%	4.6%	13.8%	33.8%	65
33 I am familiar with the functions of the Classified Employees Council	6.2%	18.5%	43.1%	26.2%	6.2%	24.6%	32.3%	65

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2009-2010) by Position
Warehouse

<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 APS has set a clear direction for improving student achievement	6.3%	12.5%	12.5%	43.8%	25.0%	18.8%	68.8%	16
2 I understand my roles and responsibilities as an employee of APS	6.3%	6.3%	0.0%	18.8%	68.8%	12.5%	87.5%	16
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010*	6.3%	6.3%	6.3%	56.3%	25.0%	12.5%	81.3%	16
4 My work is important and contributes to the success of the VISTA 2010 plan	6.3%	12.5%	0.0%	56.3%	25.0%	18.8%	81.3%	16
5 The district sets high and realistic expectations for students	6.3%	12.5%	25.0%	43.8%	12.5%	18.8%	56.3%	16
6 Everyone in the school community is accountable for the academic success of students	0.0%	6.3%	25.0%	50.0%	18.8%	6.3%	68.8%	16
7 Administrators/supervisors share information regularly with employees	6.3%	12.5%	18.8%	43.8%	18.8%	18.8%	62.5%	16
8 Clear goals and objectives have been defined for my job	12.5%	6.3%	6.3%	56.3%	18.8%	18.8%	75.0%	16
9 I am encouraged to provide suggestions on ways to improve programs or services*	13.3%	20.0%	6.7%	46.7%	13.3%	33.3%	60.0%	15
10 Decisions made in APS are based on communicated data and information	0.0%	6.3%	37.5%	56.3%	0.0%	6.3%	56.3%	16
11 I trust the people who make decisions that affect me in the district	0.0%	25.0%	37.5%	31.3%	6.3%	25.0%	37.5%	16
12 I trust the people who make decisions that affect me in my school/department	0.0%	18.8%	31.3%	50.0%	0.0%	18.8%	50.0%	16
13 There is a spirit of teamwork and cooperation	12.5%	12.5%	25.0%	37.5%	12.5%	25.0%	50.0%	16
14 I feel free to express my professional opinions at work	18.8%	12.5%	18.8%	37.5%	12.5%	31.3%	50.0%	16
15 I feel valued as an employee of APS	6.3%	18.8%	18.8%	56.3%	0.0%	25.0%	56.3%	16
16 There is a professional atmosphere for staff working in APS	12.5%	18.8%	18.8%	37.5%	12.5%	31.3%	50.0%	16
17 I am treated with respect	6.3%	12.5%	43.8%	37.5%	0.0%	18.8%	37.5%	16
18 My ideas and suggestions are respected	6.3%	12.5%	31.3%	50.0%	0.0%	18.8%	50.0%	16
19 I receive the necessary training to do high quality work	12.5%	0.0%	31.3%	43.8%	12.5%	12.5%	56.3%	16
20 My supervisor supports and encourages my desire to participate in district committees*	6.7%	20.0%	26.7%	20.0%	26.7%	26.7%	46.7%	15
21 I have the necessary tools I need to do high quality work efficiently	12.5%	6.3%	18.8%	50.0%	12.5%	18.8%	62.5%	16
22 My principal/supervisor has a clear understanding of my skills and abilities	0.0%	12.5%	12.5%	43.8%	31.3%	12.5%	75.0%	16
23 My performance evaluations are fair	6.7%	6.7%	6.7%	60.0%	20.0%	13.3%	80.0%	15
24 Employees are treated fairly and consistently at my site	18.8%	12.5%	25.0%	25.0%	18.8%	31.3%	43.8%	16
25 I feel safe in the workplace	12.5%	12.5%	12.5%	50.0%	12.5%	25.0%	62.5%	16
26 I like the kind of work I do	6.3%	0.0%	6.3%	43.8%	43.8%	6.3%	87.5%	16
27 My job is important	6.3%	0.0%	0.0%	31.3%	62.5%	6.3%	93.8%	16
28 I am proud of the work I do	6.3%	6.3%	0.0%	31.3%	56.3%	12.5%	87.5%	16
29 I feel appreciated for the work I do	6.3%	6.3%	25.0%	56.3%	6.3%	12.5%	62.5%	16
30 I am satisfied with my job	6.3%	0.0%	6.3%	43.8%	43.8%	6.3%	87.5%	16
31 I am satisfied with the professional development opportunities provided to me by the district	13.3%	6.7%	26.7%	53.3%	0.0%	20.0%	53.3%	15
32 Based on my experiences, there's a positive relationship between the CEC and the district*	6.7%	6.7%	13.3%	73.3%	0.0%	13.3%	73.3%	15
33 I am familiar with the functions of the Classified Employees Council	6.3%	12.5%	12.5%	56.3%	12.5%	18.8%	68.8%	16

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 29, 2010