

Aurora Public Schools
Division of Accountability and Research



Classified Staff Climate Survey

2010-2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011)
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	2.2%	5.7%	17.4%	53.2%	21.6%	7.9%	74.8%	964
2 I understand my role and responsibilities as an employee of APS	2.6%	3.0%	4.5%	43.9%	45.9%	5.7%	89.8%	990
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	2.9%	6.2%	19.0%	47.2%	24.8%	9.0%	72.0%	975
4 My work is important and contributes to the success of the VISTA 2015 Plan.	1.8%	3.7%	18.2%	41.7%	34.7%	5.5%	76.4%	969
5 The district sets high and realistic expectations for students	4.3%	10.0%	19.9%	45.7%	20.1%	14.3%	65.8%	956
6 Everyone in the school community is accountable for the academic success of students.	3.3%	6.7%	10.3%	43.7%	36.1%	9.9%	79.8%	975
7 Department administrators/supervisors share information regularly with employees.	7.2%	16.8%	18.4%	40.5%	17.1%	24.0%	57.6%	983
8 Clear goals and objectives have been defined for my job.	3.6%	10.8%	14.0%	45.7%	26.0%	14.4%	71.7%	982
9 My supervisor encourages me to provide suggestions on ways to improve programs*	6.1%	12.4%	16.8%	37.9%	26.9%	18.5%	64.8%	985
10 Decisions made in APS are based on communicated data and information.	7.3%	11.3%	30.0%	40.1%	11.3%	18.6%	51.4%	967
11 I trust the people who make decisions that affect me in the district.	10.0%	14.2%	32.8%	34.1%	9.0%	24.2%	43.0%	960
12 I trust the people who make decisions that affect me in my school/department.	8.1%	11.2%	21.8%	42.6%	16.3%	19.3%	58.9%	978
13 There is a spirit of teamwork and cooperation at my worksite.	8.9%	13.0%	16.0%	37.2%	24.9%	21.9%	62.1%	981
14 I feel free to express my professional opinions at work.	9.3%	13.3%	16.9%	38.4%	22.1%	22.6%	60.5%	959
15 I feel valued as an employee of APS	8.2%	11.9%	21.9%	38.7%	19.3%	20.1%	58.0%	964
16 There is a professional atmosphere for staff working in APS.	5.5%	9.1%	21.5%	47.1%	16.8%	14.6%	63.9%	966
17 I am treated with respect by my supervisor.	4.7%	6.3%	11.8%	37.2%	40.0%	10.9%	77.3%	959
18 I am treated with respect by my co-workers.	2.4%	5.2%	12.3%	47.6%	32.5%	7.6%	80.1%	966
19 My ideas and suggestions are respected by my supervisor.	4.7%	7.2%	20.5%	38.7%	28.9%	11.9%	67.5%	949
20 My ideas and suggestions are respected by my co-workers.	2.3%	5.1%	18.0%	48.9%	25.8%	7.4%	74.7%	963
21 I receive the necessary training to do high quality work.	5.6%	10.1%	17.6%	43.3%	23.5%	15.6%	66.8%	954
22 My supervisor supports and encourages my desire to participate in district committees*	4.7%	8.7%	33.4%	36.7%	16.4%	13.4%	53.1%	894
23 I have the necessary tools I need to do high quality work efficiently.	4.4%	10.3%	17.7%	46.5%	21.2%	14.6%	67.6%	964
24 My principal/supervisor has a clear understanding of my skills and abilities.	5.1%	8.8%	15.4%	42.1%	28.6%	13.8%	70.8%	968
25 My performance evaluations are fair.	3.6%	5.2%	16.4%	45.1%	29.6%	8.8%	74.7%	918
26 Employees are treated fairly and consistently at my site.	8.3%	14.8%	18.6%	36.7%	21.7%	23.0%	58.4%	968
27 I feel safe in the workplace.	2.1%	5.9%	12.2%	49.7%	30.1%	8.0%	79.8%	967
28 I like the kind of work I do.	1.7%	1.7%	6.1%	30.2%	60.4%	3.3%	90.6%	966
29 My job is important.	1.6%	1.0%	3.7%	29.4%	64.3%	2.7%	93.6%	971
30 I am proud of the work I do.	1.7%	0.4%	2.0%	26.4%	69.6%	2.1%	96.0%	963
31 I feel appreciated for the work I do	6.3%	8.4%	14.9%	38.2%	32.3%	14.7%	70.4%	988
32 I am satisfied with my job	3.4%	4.6%	14.0%	42.4%	35.7%	7.9%	78.1%	982
33 I am satisfied with the professional development opportunities*	9.5%	13.8%	23.6%	38.6%	14.5%	23.3%	53.1%	958
34 Based on my experience there's a positive relationship between the Classified Employee*	5.5%	5.6%	41.9%	37.8%	9.1%	11.2%	46.9%	904
35 I am familiar with the functions of the Classified Employees Council.	5.5%	14.1%	30.8%	41.4%	8.2%	19.6%	49.6%	935

Note. Total respondents = 997. All responses of "not applicable" are omitted from this analysis. *question abbreviated for report. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) 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	2.2%	3.3%	15.9%	54.9%	23.6%	5.5%	78.6%	182
2 I understand my role and responsibilities as an employee of APS	2.7%	3.2%	4.9%	40.0%	49.2%	5.9%	89.2%	185
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	4.3%	4.8%	16.7%	44.6%	29.6%	9.1%	74.2%	186
4 My work is important and contributes to the success of the VISTA 2015 Plan.	2.7%	2.7%	21.4%	37.9%	35.2%	5.5%	73.1%	182
5 The district sets high and realistic expectations for students	5.0%	8.3%	16.7%	51.1%	18.9%	13.3%	70.0%	180
6 Everyone in the school community is accountable for the academic success of students.	2.8%	3.9%	8.9%	42.2%	42.2%	6.7%	84.4%	180
7 Department administrators/supervisors share information regularly with employees.	7.6%	17.3%	13.0%	40.5%	21.6%	24.9%	62.2%	185
8 Clear goals and objectives have been defined for my job.	3.8%	11.8%	10.2%	46.8%	27.4%	15.6%	74.2%	186
9 My supervisor encourages me to provide suggestions on ways to improve programs*	4.9%	9.7%	15.1%	38.9%	31.4%	14.6%	70.3%	185
10 Decisions made in APS are based on communicated data and information.	8.2%	13.7%	26.9%	37.9%	13.2%	22.0%	51.1%	182
11 I trust the people who make decisions that affect me in the district.	8.3%	17.1%	30.9%	34.8%	8.8%	25.4%	43.6%	181
12 I trust the people who make decisions that affect me in my school/department.	7.0%	9.2%	17.8%	45.4%	20.5%	16.2%	65.9%	185
13 There is a spirit of teamwork and cooperation at my worksite.	4.9%	8.7%	14.1%	42.9%	29.3%	13.6%	72.3%	184
14 I feel free to express my professional opinions at work.	5.6%	12.2%	14.4%	37.2%	30.6%	17.8%	67.8%	180
15 I feel valued as an employee of APS	8.7%	8.7%	22.4%	39.9%	20.2%	17.5%	60.1%	183
16 There is a professional atmosphere for staff working in APS.	7.2%	7.8%	22.2%	47.8%	15.0%	15.0%	62.8%	180
17 I am treated with respect by my supervisor.	3.3%	5.6%	9.4%	37.2%	44.4%	8.9%	81.7%	180
18 I am treated with respect by my co-workers.	2.2%	4.4%	8.8%	40.1%	44.5%	6.6%	84.6%	182
19 My ideas and suggestions are respected by my supervisor.	3.4%	4.5%	14.0%	42.7%	35.4%	7.9%	78.1%	178
20 My ideas and suggestions are respected by my co-workers.	1.6%	6.0%	9.9%	48.9%	33.5%	7.7%	82.4%	182
21 I receive the necessary training to do high quality work.	8.8%	14.8%	21.4%	33.5%	21.4%	23.6%	54.9%	182
22 My supervisor supports and encourages my desire to participate in district committees*	5.8%	8.1%	27.7%	37.0%	21.4%	13.9%	58.4%	173
23 I have the necessary tools I need to do high quality work efficiently.	3.3%	7.1%	16.5%	46.2%	26.9%	10.4%	73.1%	182
24 My principal/supervisor has a clear understanding of my skills and abilities.	6.0%	6.0%	12.0%	38.3%	37.7%	12.0%	76.0%	183
25 My performance evaluations are fair.	3.4%	3.4%	16.7%	39.1%	37.4%	6.9%	76.4%	174
26 Employees are treated fairly and consistently at my site.	7.7%	13.7%	14.3%	35.7%	28.6%	21.4%	64.3%	182
27 I feel safe in the workplace.	3.3%	4.9%	11.5%	49.7%	30.6%	8.2%	80.3%	183
28 I like the kind of work I do.	2.2%	1.1%	4.9%	28.3%	63.6%	3.3%	91.8%	184
29 My job is important.	1.6%	1.1%	3.3%	31.5%	62.5%	2.7%	94.0%	184
30 I am proud of the work I do.	1.6%	0.0%	0.5%	29.5%	68.3%	1.6%	97.8%	183
31 I feel appreciated for the work I do	5.9%	5.9%	10.8%	41.6%	35.7%	11.9%	77.3%	185
32 I am satisfied with my job	2.7%	3.3%	12.1%	46.7%	35.2%	6.0%	81.9%	182
33 I am satisfied with the professional development opportunities*	12.0%	18.5%	21.7%	38.0%	9.8%	30.4%	47.8%	184
34 Based on my experience there's a positive relationship between the Classified Employee*	6.8%	6.8%	40.1%	35.6%	10.7%	13.6%	46.3%	177
35 I am familiar with the functions of the Classified Employees Council.	4.5%	13.5%	28.7%	37.6%	15.7%	18.0%	53.4%	178

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) by Position
Administrative/Secretarial Support (Human Resources only)

Question	Str. Dis.	Dis.	Neutral	Agree	Str. Agr.	%Dis/SD	%Ag/SA	Total
1 APS has set a clear direction for improving student achievement	0.0%	0.0%	5.6%	33.3%	61.1%	0.0%	94.4%	18
2 I understand my role and responsibilities as an employee of APS	0.0%	0.0%	0.0%	38.9%	61.1%	0.0%	100.0%	18
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	0.0%	0.0%	11.1%	50.0%	38.9%	0.0%	88.9%	18
4 My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	0.0%	11.8%	41.2%	47.1%	0.0%	88.2%	17
5 The district sets high and realistic expectations for students	0.0%	6.7%	6.7%	53.3%	33.3%	6.7%	86.7%	15
6 Everyone in the school community is accountable for the academic success of students.	0.0%	11.1%	5.6%	38.9%	44.4%	11.1%	83.3%	18
7 Department administrators/supervisors share information regularly with employees.	0.0%	0.0%	22.2%	61.1%	16.7%	0.0%	77.8%	18
8 Clear goals and objectives have been defined for my job.	0.0%	16.7%	5.6%	44.4%	33.3%	16.7%	77.8%	18
9 My supervisor encourages me to provide suggestions on ways to improve programs*	0.0%	0.0%	16.7%	50.0%	33.3%	0.0%	83.3%	18
10 Decisions made in APS are based on communicated data and information.	5.6%	5.6%	11.1%	55.6%	22.2%	11.1%	77.8%	18
11 I trust the people who make decisions that affect me in the district.	0.0%	12.5%	18.8%	50.0%	18.8%	12.5%	68.8%	16
12 I trust the people who make decisions that affect me in my school/department.	0.0%	5.6%	22.2%	38.9%	33.3%	5.6%	72.2%	18
13 There is a spirit of teamwork and cooperation at my worksite.	0.0%	11.1%	16.7%	38.9%	33.3%	11.1%	72.2%	18
14 I feel free to express my professional opinions at work.	0.0%	16.7%	16.7%	50.0%	16.7%	16.7%	66.7%	18
15 I feel valued as an employee of APS	0.0%	0.0%	22.2%	50.0%	27.8%	0.0%	77.8%	18
16 There is a professional atmosphere for staff working in APS.	0.0%	0.0%	22.2%	44.4%	33.3%	0.0%	77.8%	18
17 I am treated with respect by my supervisor.	0.0%	0.0%	11.1%	27.8%	61.1%	0.0%	88.9%	18
18 I am treated with respect by my co-workers.	0.0%	5.6%	11.1%	50.0%	33.3%	5.6%	83.3%	18
19 My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	27.8%	27.8%	44.4%	0.0%	72.2%	18
20 My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	16.7%	61.1%	22.2%	0.0%	83.3%	18
21 I receive the necessary training to do high quality work.	0.0%	0.0%	27.8%	50.0%	22.2%	0.0%	72.2%	18
22 My supervisor supports and encourages my desire to participate in district committees*	0.0%	0.0%	35.3%	29.4%	35.3%	0.0%	64.7%	17
23 I have the necessary tools I need to do high quality work efficiently.	0.0%	11.1%	11.1%	55.6%	22.2%	11.1%	77.8%	18
24 My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	0.0%	22.2%	38.9%	38.9%	0.0%	77.8%	18
25 My performance evaluations are fair.	0.0%	0.0%	11.8%	47.1%	41.2%	0.0%	88.2%	17
26 Employees are treated fairly and consistently at my site.	0.0%	5.9%	17.6%	41.2%	35.3%	5.9%	76.5%	17
27 I feel safe in the workplace.	0.0%	11.1%	0.0%	55.6%	33.3%	11.1%	88.9%	18
28 I like the kind of work I do.	0.0%	0.0%	11.1%	16.7%	72.2%	0.0%	88.9%	18
29 My job is important.	0.0%	0.0%	0.0%	38.9%	61.1%	0.0%	100.0%	18
30 I am proud of the work I do.	0.0%	0.0%	0.0%	29.4%	70.6%	0.0%	100.0%	17
31 I feel appreciated for the work I do	0.0%	0.0%	5.6%	44.4%	50.0%	0.0%	94.4%	18
32 I am satisfied with my job	0.0%	5.6%	11.1%	27.8%	55.6%	5.6%	83.3%	18
33 I am satisfied with the professional development opportunities*	5.6%	27.8%	5.6%	55.6%	5.6%	33.3%	61.1%	18
34 Based on my experience there's a positive relationship between the Classified Employee*	0.0%	0.0%	33.3%	55.6%	11.1%	0.0%	66.7%	18
35 I am familiar with the functions of the Classified Employees Council.	0.0%	0.0%	11.1%	72.2%	16.7%	0.0%	88.9%	18

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) by Position
Budget/Finance

<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%	13.8%	51.7%	34.5%	0.0%	86.2%	29
2 I understand my role and responsibilities as an employee of APS	3.3%	0.0%	6.7%	43.3%	46.7%	3.3%	90.0%	30
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	0.0%	3.3%	20.0%	46.7%	30.0%	3.3%	76.7%	30
4 My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	0.0%	13.3%	50.0%	36.7%	0.0%	86.7%	30
5 The district sets high and realistic expectations for students	0.0%	3.4%	24.1%	48.3%	24.1%	3.4%	72.4%	29
6 Everyone in the school community is accountable for the academic success of students.	0.0%	6.7%	10.0%	56.7%	26.7%	6.7%	83.3%	30
7 Department administrators/supervisors share information regularly with employees.	3.4%	0.0%	24.1%	48.3%	24.1%	3.4%	72.4%	29
8 Clear goals and objectives have been defined for my job.	0.0%	3.3%	16.7%	46.7%	33.3%	3.3%	80.0%	30
9 My supervisor encourages me to provide suggestions on ways to improve programs*	0.0%	6.7%	0.0%	56.7%	36.7%	6.7%	93.3%	30
10 Decisions made in APS are based on communicated data and information.	0.0%	10.0%	30.0%	50.0%	10.0%	10.0%	60.0%	30
11 I trust the people who make decisions that affect me in the district.	3.4%	13.8%	24.1%	51.7%	6.9%	17.2%	58.6%	29
12 I trust the people who make decisions that affect me in my school/department.	3.3%	6.7%	13.3%	53.3%	23.3%	10.0%	76.7%	30
13 There is a spirit of teamwork and cooperation at my worksite.	6.7%	3.3%	13.3%	50.0%	26.7%	10.0%	76.7%	30
14 I feel free to express my professional opinions at work.	3.3%	3.3%	16.7%	50.0%	26.7%	6.7%	76.7%	30
15 I feel valued as an employee of APS	0.0%	10.0%	10.0%	56.7%	23.3%	10.0%	80.0%	30
16 There is a professional atmosphere for staff working in APS.	6.7%	0.0%	6.7%	70.0%	16.7%	6.7%	86.7%	30
17 I am treated with respect by my supervisor.	0.0%	6.9%	0.0%	37.9%	55.2%	6.9%	93.1%	29
18 I am treated with respect by my co-workers.	0.0%	10.0%	10.0%	36.7%	43.3%	10.0%	80.0%	30
19 My ideas and suggestions are respected by my supervisor.	0.0%	3.3%	3.3%	56.7%	36.7%	3.3%	93.3%	30
20 My ideas and suggestions are respected by my co-workers.	0.0%	3.3%	20.0%	43.3%	33.3%	3.3%	76.7%	30
21 I receive the necessary training to do high quality work.	0.0%	3.3%	6.7%	56.7%	33.3%	3.3%	90.0%	30
22 My supervisor supports and encourages my desire to participate in district committees*	3.6%	0.0%	10.7%	64.3%	21.4%	3.6%	85.7%	28
23 I have the necessary tools I need to do high quality work efficiently.	3.3%	3.3%	10.0%	46.7%	36.7%	6.7%	83.3%	30
24 My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	3.3%	6.7%	53.3%	36.7%	3.3%	90.0%	30
25 My performance evaluations are fair.	0.0%	0.0%	14.8%	48.1%	37.0%	0.0%	85.2%	27
26 Employees are treated fairly and consistently at my site.	10.0%	3.3%	13.3%	43.3%	30.0%	13.3%	73.3%	30
27 I feel safe in the workplace.	0.0%	0.0%	6.7%	43.3%	50.0%	0.0%	93.3%	30
28 I like the kind of work I do.	0.0%	0.0%	3.3%	36.7%	60.0%	0.0%	96.7%	30
29 My job is important.	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	100.0%	30
30 I am proud of the work I do.	0.0%	0.0%	0.0%	30.0%	70.0%	0.0%	100.0%	30
31 I feel appreciated for the work I do	0.0%	10.0%	10.0%	40.0%	40.0%	10.0%	80.0%	30
32 I am satisfied with my job	0.0%	3.3%	16.7%	43.3%	36.7%	3.3%	80.0%	30
33 I am satisfied with the professional development opportunities*	3.3%	16.7%	26.7%	36.7%	16.7%	20.0%	53.3%	30
34 Based on my experience there's a positive relationship between the Classified Employee*	3.4%	3.4%	27.6%	62.1%	3.4%	6.9%	65.5%	29
35 I am familiar with the functions of the Classified Employees Council.	3.4%	6.9%	10.3%	75.9%	3.4%	10.3%	79.3%	29

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) 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	2.4%	0.0%	19.0%	47.6%	31.0%	2.4%	78.6%	42
2 I understand my role and responsibilities as an employee of APS	2.3%	0.0%	2.3%	43.2%	52.3%	2.3%	95.5%	44
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	4.7%	0.0%	14.0%	51.2%	30.2%	4.7%	81.4%	43
4 My work is important and contributes to the success of the VISTA 2015 Plan.	2.3%	0.0%	16.3%	46.5%	34.9%	2.3%	81.4%	43
5 The district sets high and realistic expectations for students	4.5%	4.5%	18.2%	47.7%	25.0%	9.1%	72.7%	44
6 Everyone in the school community is accountable for the academic success of students.	2.3%	2.3%	14.0%	51.2%	30.2%	4.7%	81.4%	43
7 Department administrators/supervisors share information regularly with employees.	9.1%	11.4%	22.7%	36.4%	20.5%	20.5%	56.8%	44
8 Clear goals and objectives have been defined for my job.	2.3%	2.3%	13.6%	47.7%	34.1%	4.5%	81.8%	44
9 My supervisor encourages me to provide suggestions on ways to improve programs*	13.6%	13.6%	22.7%	29.5%	20.5%	27.3%	50.0%	44
10 Decisions made in APS are based on communicated data and information.	4.5%	6.8%	27.3%	43.2%	18.2%	11.4%	61.4%	44
11 I trust the people who make decisions that affect me in the district.	9.1%	4.5%	36.4%	34.1%	15.9%	13.6%	50.0%	44
12 I trust the people who make decisions that affect me in my school/department.	11.4%	4.5%	22.7%	47.7%	13.6%	15.9%	61.4%	44
13 There is a spirit of teamwork and cooperation at my worksite.	9.3%	16.3%	9.3%	44.2%	20.9%	25.6%	65.1%	43
14 I feel free to express my professional opinions at work.	11.6%	9.3%	14.0%	41.9%	23.3%	20.9%	65.1%	43
15 I feel valued as an employee of APS	4.5%	9.1%	18.2%	34.1%	34.1%	13.6%	68.2%	44
16 There is a professional atmosphere for staff working in APS.	2.3%	9.1%	25.0%	40.9%	22.7%	11.4%	63.6%	44
17 I am treated with respect by my supervisor.	7.0%	2.3%	16.3%	44.2%	30.2%	9.3%	74.4%	43
18 I am treated with respect by my co-workers.	2.3%	4.5%	9.1%	65.9%	18.2%	6.8%	84.1%	44
19 My ideas and suggestions are respected by my supervisor.	9.1%	11.4%	27.3%	36.4%	15.9%	20.5%	52.3%	44
20 My ideas and suggestions are respected by my co-workers.	6.8%	2.3%	11.4%	63.6%	15.9%	9.1%	79.5%	44
21 I receive the necessary training to do high quality work.	7.0%	4.7%	25.6%	41.9%	20.9%	11.6%	62.8%	43
22 My supervisor supports and encourages my desire to participate in district committees*	5.0%	7.5%	45.0%	32.5%	10.0%	12.5%	42.5%	40
23 I have the necessary tools I need to do high quality work efficiently.	9.3%	11.6%	23.3%	39.5%	16.3%	20.9%	55.8%	43
24 My principal/supervisor has a clear understanding of my skills and abilities.	2.3%	4.7%	20.9%	48.8%	23.3%	7.0%	72.1%	43
25 My performance evaluations are fair.	4.8%	11.9%	21.4%	47.6%	14.3%	16.7%	61.9%	42
26 Employees are treated fairly and consistently at my site.	4.5%	9.1%	18.2%	50.0%	18.2%	13.6%	68.2%	44
27 I feel safe in the workplace.	2.3%	0.0%	15.9%	56.8%	25.0%	2.3%	81.8%	44
28 I like the kind of work I do.	2.3%	0.0%	6.8%	61.4%	29.5%	2.3%	90.9%	44
29 My job is important.	2.3%	0.0%	2.3%	43.2%	52.3%	2.3%	95.5%	44
30 I am proud of the work I do.	2.3%	0.0%	2.3%	40.9%	54.5%	2.3%	95.5%	44
31 I feel appreciated for the work I do	6.8%	4.5%	11.4%	50.0%	27.3%	11.4%	77.3%	44
32 I am satisfied with my job	2.4%	2.4%	9.5%	57.1%	28.6%	4.8%	85.7%	42
33 I am satisfied with the professional development opportunities*	2.4%	7.3%	34.1%	39.0%	17.1%	9.8%	56.1%	41
34 Based on my experience there's a positive relationship between the Classified Employee*	4.9%	0.0%	43.9%	36.6%	14.6%	4.9%	51.2%	41
35 I am familiar with the functions of the Classified Employees Council.	2.4%	9.8%	34.1%	41.5%	12.2%	12.2%	53.7%	41

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
 Division of Accountability and Research
 Classified Staff Climate Survey (2010-2011) by Position
 Campus Monitor

Question	Str. Dis.	Dis.	Neutral	Agree	Str. Agr.	%Dis/SD	%Ag/SA	Total
1 APS has set a clear direction for improving student achievement	0.0%	21.4%	21.4%	42.9%	14.3%	21.4%	57.1%	14
2 I understand my role and responsibilities as an employee of APS	0.0%	0.0%	0.0%	35.7%	64.3%	0.0%	100.0%	14
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	0.0%	7.1%	21.4%	50.0%	21.4%	7.1%	71.4%	14
4 My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	14.3%	21.4%	35.7%	28.6%	14.3%	64.3%	14
5 The district sets high and realistic expectations for students	0.0%	42.9%	28.6%	14.3%	14.3%	42.9%	28.6%	14
6 Everyone in the school community is accountable for the academic success of students.	14.3%	14.3%	14.3%	21.4%	35.7%	28.6%	57.1%	14
7 Department administrators/supervisors share information regularly with employees.	21.4%	50.0%	7.1%	21.4%	0.0%	71.4%	21.4%	14
8 Clear goals and objectives have been defined for my job.	14.3%	14.3%	35.7%	28.6%	7.1%	28.6%	35.7%	14
9 My supervisor encourages me to provide suggestions on ways to improve programs*	7.1%	28.6%	14.3%	50.0%	0.0%	35.7%	50.0%	14
10 Decisions made in APS are based on communicated data and information.	14.3%	28.6%	28.6%	28.6%	0.0%	42.9%	28.6%	14
11 I trust the people who make decisions that affect me in the district.	30.8%	23.1%	30.8%	7.7%	7.7%	53.8%	15.4%	13
12 I trust the people who make decisions that affect me in my school/department.	35.7%	21.4%	14.3%	21.4%	7.1%	57.1%	28.6%	14
13 There is a spirit of teamwork and cooperation at my worksite.	7.1%	35.7%	21.4%	21.4%	14.3%	42.9%	35.7%	14
14 I feel free to express my professional opinions at work.	15.4%	46.2%	23.1%	15.4%	0.0%	61.5%	15.4%	13
15 I feel valued as an employee of APS	7.1%	35.7%	35.7%	14.3%	7.1%	42.9%	21.4%	14
16 There is a professional atmosphere for staff working in APS.	0.0%	7.1%	57.1%	35.7%	0.0%	7.1%	35.7%	14
17 I am treated with respect by my supervisor.	7.1%	7.1%	21.4%	57.1%	7.1%	14.3%	64.3%	14
18 I am treated with respect by my co-workers.	0.0%	7.1%	35.7%	50.0%	7.1%	7.1%	57.1%	14
19 My ideas and suggestions are respected by my supervisor.	7.1%	14.3%	21.4%	50.0%	7.1%	21.4%	57.1%	14
20 My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	50.0%	42.9%	7.1%	0.0%	50.0%	14
21 I receive the necessary training to do high quality work.	15.4%	7.7%	15.4%	53.8%	7.7%	23.1%	61.5%	13
22 My supervisor supports and encourages my desire to participate in district committees*	8.3%	16.7%	41.7%	25.0%	8.3%	25.0%	33.3%	12
23 I have the necessary tools I need to do high quality work efficiently.	14.3%	21.4%	14.3%	42.9%	7.1%	35.7%	50.0%	14
24 My principal/supervisor has a clear understanding of my skills and abilities.	14.3%	21.4%	14.3%	35.7%	14.3%	35.7%	50.0%	14
25 My performance evaluations are fair.	14.3%	0.0%	28.6%	42.9%	14.3%	14.3%	57.1%	14
26 Employees are treated fairly and consistently at my site.	30.8%	7.7%	30.8%	30.8%	0.0%	38.5%	30.8%	13
27 I feel safe in the workplace.	0.0%	7.1%	21.4%	50.0%	21.4%	7.1%	71.4%	14
28 I like the kind of work I do.	7.1%	0.0%	0.0%	35.7%	57.1%	7.1%	92.9%	14
29 My job is important.	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	100.0%	14
30 I am proud of the work I do.	0.0%	0.0%	7.1%	28.6%	64.3%	0.0%	92.9%	14
31 I feel appreciated for the work I do	14.3%	14.3%	35.7%	21.4%	14.3%	28.6%	35.7%	14
32 I am satisfied with my job	7.1%	14.3%	28.6%	28.6%	21.4%	21.4%	50.0%	14
33 I am satisfied with the professional development opportunities*	21.4%	28.6%	7.1%	35.7%	7.1%	50.0%	42.9%	14
34 Based on my experience there's a positive relationship between the Classified Employee*	7.7%	7.7%	53.8%	23.1%	7.7%	15.4%	30.8%	13
35 I am familiar with the functions of the Classified Employees Council.	7.1%	7.1%	50.0%	35.7%	0.0%	14.3%	35.7%	14

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) 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%	2.7%	9.6%	67.1%	20.5%	2.7%	87.7%	73
2 I understand my role and responsibilities as an employee of APS	1.4%	2.7%	2.7%	47.9%	45.2%	4.1%	93.2%	73
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	0.0%	5.6%	11.1%	55.6%	27.8%	5.6%	83.3%	72
4 My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	2.7%	2.7%	49.3%	45.2%	2.7%	94.5%	73
5 The district sets high and realistic expectations for students	0.0%	7.0%	15.5%	59.2%	18.3%	7.0%	77.5%	71
6 Everyone in the school community is accountable for the academic success of students.	1.4%	2.7%	9.6%	46.6%	39.7%	4.1%	86.3%	73
7 Department administrators/supervisors share information regularly with employees.	4.1%	17.8%	20.5%	39.7%	17.8%	21.9%	57.5%	73
8 Clear goals and objectives have been defined for my job.	2.7%	9.6%	8.2%	50.7%	28.8%	12.3%	79.5%	73
9 My supervisor encourages me to provide suggestions on ways to improve programs*	4.2%	9.7%	18.1%	48.6%	19.4%	13.9%	68.1%	72
10 Decisions made in APS are based on communicated data and information.	2.8%	4.2%	39.4%	40.8%	12.7%	7.0%	53.5%	71
11 I trust the people who make decisions that affect me in the district.	2.8%	8.3%	40.3%	36.1%	12.5%	11.1%	48.6%	72
12 I trust the people who make decisions that affect me in my school/department.	4.1%	9.6%	27.4%	49.3%	9.6%	13.7%	58.9%	73
13 There is a spirit of teamwork and cooperation at my worksite.	2.8%	9.7%	18.1%	41.7%	27.8%	12.5%	69.4%	72
14 I feel free to express my professional opinions at work.	2.8%	15.5%	15.5%	49.3%	16.9%	18.3%	66.2%	71
15 I feel valued as an employee of APS	2.8%	16.7%	22.2%	51.4%	6.9%	19.4%	58.3%	72
16 There is a professional atmosphere for staff working in APS.	1.4%	9.7%	15.3%	58.3%	15.3%	11.1%	73.6%	72
17 I am treated with respect by my supervisor.	7.0%	5.6%	11.3%	40.8%	35.2%	12.7%	76.1%	71
18 I am treated with respect by my co-workers.	0.0%	7.0%	9.9%	47.9%	35.2%	7.0%	83.1%	71
19 My ideas and suggestions are respected by my supervisor.	4.3%	7.1%	22.9%	45.7%	20.0%	11.4%	65.7%	70
20 My ideas and suggestions are respected by my co-workers.	1.4%	0.0%	14.1%	57.7%	26.8%	1.4%	84.5%	71
21 I receive the necessary training to do high quality work.	1.4%	7.1%	11.4%	50.0%	30.0%	8.6%	80.0%	70
22 My supervisor supports and encourages my desire to participate in district committees*	3.2%	14.3%	31.7%	34.9%	15.9%	17.5%	50.8%	63
23 I have the necessary tools I need to do high quality work efficiently.	1.4%	11.4%	18.6%	50.0%	18.6%	12.9%	68.6%	70
24 My principal/supervisor has a clear understanding of my skills and abilities.	5.6%	13.9%	18.1%	41.7%	20.8%	19.4%	62.5%	72
25 My performance evaluations are fair.	0.0%	5.6%	20.8%	54.2%	19.4%	5.6%	73.6%	72
26 Employees are treated fairly and consistently at my site.	2.8%	15.3%	20.8%	38.9%	22.2%	18.1%	61.1%	72
27 I feel safe in the workplace.	0.0%	1.4%	9.7%	56.9%	31.9%	1.4%	88.9%	72
28 I like the kind of work I do.	0.0%	1.4%	1.4%	30.6%	66.7%	1.4%	97.2%	72
29 My job is important.	0.0%	0.0%	1.4%	23.6%	75.0%	0.0%	98.6%	72
30 I am proud of the work I do.	0.0%	0.0%	1.4%	18.1%	80.6%	0.0%	98.6%	72
31 I feel appreciated for the work I do	2.7%	12.3%	16.4%	41.1%	27.4%	15.1%	68.5%	73
32 I am satisfied with my job	0.0%	2.7%	16.4%	46.6%	34.2%	2.7%	80.8%	73
33 I am satisfied with the professional development opportunities*	2.8%	5.6%	19.7%	46.5%	25.4%	8.5%	71.8%	71
34 Based on my experience there's a positive relationship between the Classified Employee*	0.0%	6.5%	37.1%	50.0%	6.5%	6.5%	56.5%	62
35 I am familiar with the functions of the Classified Employees Council.	5.9%	17.6%	29.4%	47.1%	0.0%	23.5%	47.1%	68

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) by Position
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	21.7%	13.0%	17.4%	34.8%	13.0%	34.8%	47.8%	23
2 I understand my role and responsibilities as an employee of APS	17.4%	0.0%	4.3%	47.8%	30.4%	17.4%	78.3%	23
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	17.4%	4.3%	13.0%	34.8%	30.4%	21.7%	65.2%	23
4 My work is important and contributes to the success of the VISTA 2015 Plan.	8.7%	4.3%	17.4%	17.4%	52.2%	13.0%	69.6%	23
5 The district sets high and realistic expectations for students	17.4%	17.4%	26.1%	26.1%	13.0%	34.8%	39.1%	23
6 Everyone in the school community is accountable for the academic success of students.	17.4%	4.3%	13.0%	26.1%	39.1%	21.7%	65.2%	23
7 Department administrators/supervisors share information regularly with employees.	13.0%	26.1%	13.0%	26.1%	21.7%	39.1%	47.8%	23
8 Clear goals and objectives have been defined for my job.	9.1%	18.2%	18.2%	27.3%	27.3%	27.3%	54.5%	22
9 My supervisor encourages me to provide suggestions on ways to improve programs*	0.0%	21.7%	21.7%	21.7%	34.8%	21.7%	56.5%	23
10 Decisions made in APS are based on communicated data and information.	34.8%	17.4%	8.7%	30.4%	8.7%	52.2%	39.1%	23
11 I trust the people who make decisions that affect me in the district.	47.8%	17.4%	13.0%	13.0%	8.7%	65.2%	21.7%	23
12 I trust the people who make decisions that affect me in my school/department.	13.0%	17.4%	8.7%	30.4%	30.4%	30.4%	60.9%	23
13 There is a spirit of teamwork and cooperation at my worksite.	17.4%	0.0%	26.1%	30.4%	26.1%	17.4%	56.5%	23
14 I feel free to express my professional opinions at work.	13.0%	8.7%	13.0%	34.8%	30.4%	21.7%	65.2%	23
15 I feel valued as an employee of APS	31.8%	18.2%	4.5%	31.8%	13.6%	50.0%	45.5%	22
16 There is a professional atmosphere for staff working in APS.	17.4%	8.7%	13.0%	43.5%	17.4%	26.1%	60.9%	23
17 I am treated with respect by my supervisor.	0.0%	0.0%	13.0%	39.1%	47.8%	0.0%	87.0%	23
18 I am treated with respect by my co-workers.	8.7%	4.3%	4.3%	52.2%	30.4%	13.0%	82.6%	23
19 My ideas and suggestions are respected by my supervisor.	4.3%	0.0%	21.7%	39.1%	34.8%	4.3%	73.9%	23
20 My ideas and suggestions are respected by my co-workers.	8.7%	8.7%	21.7%	34.8%	26.1%	17.4%	60.9%	23
21 I receive the necessary training to do high quality work.	45.5%	9.1%	18.2%	18.2%	9.1%	54.5%	27.3%	22
22 My supervisor supports and encourages my desire to participate in district committees*	10.5%	5.3%	42.1%	21.1%	21.1%	15.8%	42.1%	19
23 I have the necessary tools I need to do high quality work efficiently.	26.1%	13.0%	13.0%	26.1%	21.7%	39.1%	47.8%	23
24 My principal/supervisor has a clear understanding of my skills and abilities.	4.5%	0.0%	22.7%	36.4%	36.4%	4.5%	72.7%	22
25 My performance evaluations are fair.	0.0%	0.0%	33.3%	28.6%	38.1%	0.0%	66.7%	21
26 Employees are treated fairly and consistently at my site.	0.0%	17.4%	21.7%	30.4%	30.4%	17.4%	60.9%	23
27 I feel safe in the workplace.	8.7%	17.4%	8.7%	30.4%	34.8%	26.1%	65.2%	23
28 I like the kind of work I do.	8.7%	4.3%	17.4%	13.0%	56.5%	13.0%	69.6%	23
29 My job is important.	8.7%	0.0%	4.3%	17.4%	69.6%	8.7%	87.0%	23
30 I am proud of the work I do.	8.7%	0.0%	8.7%	17.4%	65.2%	8.7%	82.6%	23
31 I feel appreciated for the work I do	21.7%	17.4%	13.0%	4.3%	43.5%	39.1%	47.8%	23
32 I am satisfied with my job	13.0%	8.7%	17.4%	34.8%	26.1%	21.7%	60.9%	23
33 I am satisfied with the professional development opportunities*	45.5%	13.6%	4.5%	22.7%	13.6%	59.1%	36.4%	22
34 Based on my experience there's a positive relationship between the Classified Employee*	30.0%	10.0%	40.0%	15.0%	5.0%	40.0%	20.0%	20
35 I am familiar with the functions of the Classified Employees Council.	13.0%	21.7%	17.4%	47.8%	0.0%	34.8%	47.8%	23

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) 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	1.9%	11.1%	16.7%	51.9%	18.5%	13.0%	70.4%	54
2 I understand my role and responsibilities as an employee of APS	0.0%	6.6%	3.3%	54.1%	36.1%	6.6%	90.2%	61
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	3.3%	6.7%	21.7%	46.7%	21.7%	10.0%	68.3%	60
4 My work is important and contributes to the success of the VISTA 2015 Plan.	1.7%	6.7%	20.0%	46.7%	25.0%	8.3%	71.7%	60
5 The district sets high and realistic expectations for students	3.6%	7.1%	28.6%	42.9%	17.9%	10.7%	60.7%	56
6 Everyone in the school community is accountable for the academic success of students.	4.9%	11.5%	19.7%	45.9%	18.0%	16.4%	63.9%	61
7 Department administrators/supervisors share information regularly with employees.	13.1%	21.3%	11.5%	47.5%	6.6%	34.4%	54.1%	61
8 Clear goals and objectives have been defined for my job.	1.6%	18.0%	8.2%	54.1%	18.0%	19.7%	72.1%	61
9 My supervisor encourages me to provide suggestions on ways to improve programs*	4.9%	14.8%	13.1%	47.5%	19.7%	19.7%	67.2%	61
10 Decisions made in APS are based on communicated data and information.	16.4%	24.6%	27.9%	26.2%	4.9%	41.0%	31.1%	61
11 I trust the people who make decisions that affect me in the district.	15.3%	22.0%	30.5%	30.5%	1.7%	37.3%	32.2%	59
12 I trust the people who make decisions that affect me in my school/department.	13.3%	8.3%	28.3%	40.0%	10.0%	21.7%	50.0%	60
13 There is a spirit of teamwork and cooperation at my worksite.	14.8%	18.0%	9.8%	36.1%	21.3%	32.8%	57.4%	61
14 I feel free to express my professional opinions at work.	13.1%	16.4%	14.8%	41.0%	14.8%	29.5%	55.7%	61
15 I feel valued as an employee of APS	9.8%	11.5%	21.3%	34.4%	23.0%	21.3%	57.4%	61
16 There is a professional atmosphere for staff working in APS.	8.2%	13.1%	21.3%	39.3%	18.0%	21.3%	57.4%	61
17 I am treated with respect by my supervisor.	3.4%	10.3%	6.9%	44.8%	34.5%	13.8%	79.3%	58
18 I am treated with respect by my co-workers.	1.7%	11.7%	10.0%	53.3%	23.3%	13.3%	76.7%	60
19 My ideas and suggestions are respected by my supervisor.	3.3%	10.0%	23.3%	41.7%	21.7%	13.3%	63.3%	60
20 My ideas and suggestions are respected by my co-workers.	1.7%	16.7%	11.7%	46.7%	23.3%	18.3%	70.0%	60
21 I receive the necessary training to do high quality work.	4.9%	11.5%	21.3%	44.3%	18.0%	16.4%	62.3%	61
22 My supervisor supports and encourages my desire to participate in district committees*	3.5%	14.0%	29.8%	35.1%	17.5%	17.5%	52.6%	57
23 I have the necessary tools I need to do high quality work efficiently.	3.3%	11.5%	14.8%	47.5%	23.0%	14.8%	70.5%	61
24 My principal/supervisor has a clear understanding of my skills and abilities.	3.3%	4.9%	13.1%	44.3%	34.4%	8.2%	78.7%	61
25 My performance evaluations are fair.	0.0%	5.1%	16.9%	52.5%	25.4%	5.1%	78.0%	59
26 Employees are treated fairly and consistently at my site.	8.3%	28.3%	8.3%	38.3%	16.7%	36.7%	55.0%	60
27 I feel safe in the workplace.	1.6%	4.9%	14.8%	47.5%	31.1%	6.6%	78.7%	61
28 I like the kind of work I do.	0.0%	3.3%	6.6%	36.1%	54.1%	3.3%	90.2%	61
29 My job is important.	1.6%	1.6%	6.6%	37.7%	52.5%	3.3%	90.2%	61
30 I am proud of the work I do.	1.6%	0.0%	0.0%	32.8%	65.6%	1.6%	98.4%	61
31 I feel appreciated for the work I do	3.3%	9.8%	16.4%	41.0%	29.5%	13.1%	70.5%	61
32 I am satisfied with my job	8.2%	1.6%	13.1%	41.0%	36.1%	9.8%	77.0%	61
33 I am satisfied with the professional development opportunities*	10.2%	15.3%	23.7%	30.5%	20.3%	25.4%	50.8%	59
34 Based on my experience there's a positive relationship between the Classified Employee*	10.7%	16.1%	30.4%	37.5%	5.4%	26.8%	42.9%	56
35 I am familiar with the functions of the Classified Employees Council.	5.3%	8.8%	21.1%	52.6%	12.3%	14.0%	64.9%	57

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) 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	0.0%	3.3%	27.9%	57.4%	11.5%	3.3%	68.9%	61
2 I understand my role and responsibilities as an employee of APS	1.6%	1.6%	3.1%	50.0%	43.8%	3.1%	93.8%	64
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	0.0%	5.4%	23.2%	58.9%	12.5%	5.4%	71.4%	56
4 My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	5.4%	25.0%	44.6%	25.0%	5.4%	69.6%	56
5 The district sets high and realistic expectations for students	0.0%	7.3%	27.3%	45.5%	20.0%	7.3%	65.5%	55
6 Everyone in the school community is accountable for the academic success of students.	3.3%	6.6%	9.8%	50.8%	29.5%	9.8%	80.3%	61
7 Department administrators/supervisors share information regularly with employees.	4.8%	14.5%	27.4%	45.2%	8.1%	19.4%	53.2%	62
8 Clear goals and objectives have been defined for my job.	0.0%	4.7%	15.6%	56.3%	23.4%	4.7%	79.7%	64
9 My supervisor encourages me to provide suggestions on ways to improve programs*	3.1%	14.1%	20.3%	43.8%	18.8%	17.2%	62.5%	64
10 Decisions made in APS are based on communicated data and information.	1.7%	6.9%	37.9%	44.8%	8.6%	8.6%	53.4%	58
11 I trust the people who make decisions that affect me in the district.	6.9%	12.1%	46.6%	27.6%	6.9%	19.0%	34.5%	58
12 I trust the people who make decisions that affect me in my school/department.	6.6%	8.2%	37.7%	41.0%	6.6%	14.8%	47.5%	61
13 There is a spirit of teamwork and cooperation at my worksite.	4.8%	9.7%	19.4%	40.3%	25.8%	14.5%	66.1%	62
14 I feel free to express my professional opinions at work.	8.5%	13.6%	23.7%	37.3%	16.9%	22.0%	54.2%	59
15 I feel valued as an employee of APS	5.1%	11.9%	30.5%	37.3%	15.3%	16.9%	52.5%	59
16 There is a professional atmosphere for staff working in APS.	1.7%	6.9%	31.0%	44.8%	15.5%	8.6%	60.3%	58
17 I am treated with respect by my supervisor.	3.4%	8.6%	17.2%	39.7%	31.0%	12.1%	70.7%	58
18 I am treated with respect by my co-workers.	0.0%	5.1%	18.6%	52.5%	23.7%	5.1%	76.3%	59
19 My ideas and suggestions are respected by my supervisor.	3.4%	8.6%	29.3%	34.5%	24.1%	12.1%	58.6%	58
20 My ideas and suggestions are respected by my co-workers.	1.7%	3.4%	31.0%	51.7%	12.1%	5.2%	63.8%	58
21 I receive the necessary training to do high quality work.	0.0%	3.4%	6.9%	55.2%	34.5%	3.4%	89.7%	58
22 My supervisor supports and encourages my desire to participate in district committees*	1.9%	3.8%	39.6%	39.6%	15.1%	5.7%	54.7%	53
23 I have the necessary tools I need to do high quality work efficiently.	0.0%	22.8%	12.3%	56.1%	8.8%	22.8%	64.9%	57
24 My principal/supervisor has a clear understanding of my skills and abilities.	5.2%	5.2%	25.9%	44.8%	19.0%	10.3%	63.8%	58
25 My performance evaluations are fair.	0.0%	7.1%	12.5%	55.4%	25.0%	7.1%	80.4%	56
26 Employees are treated fairly and consistently at my site.	3.4%	6.8%	23.7%	47.5%	18.6%	10.2%	66.1%	59
27 I feel safe in the workplace.	1.7%	1.7%	15.3%	54.2%	27.1%	3.4%	81.4%	59
28 I like the kind of work I do.	1.7%	0.0%	8.6%	43.1%	46.6%	1.7%	89.7%	58
29 My job is important.	1.7%	0.0%	1.7%	42.4%	54.2%	1.7%	96.6%	59
30 I am proud of the work I do.	1.7%	0.0%	1.7%	39.0%	57.6%	1.7%	96.6%	59
31 I feel appreciated for the work I do	3.2%	12.7%	22.2%	34.9%	27.0%	15.9%	61.9%	63
32 I am satisfied with my job	1.6%	0.0%	22.2%	44.4%	31.7%	1.6%	76.2%	63
33 I am satisfied with the professional development opportunities*	1.7%	3.4%	29.3%	56.9%	8.6%	5.2%	65.5%	58
34 Based on my experience there's a positive relationship between the Classified Employee*	3.6%	3.6%	42.9%	37.5%	12.5%	7.1%	50.0%	56
35 I am familiar with the functions of the Classified Employees Council.	3.6%	12.5%	42.9%	33.9%	7.1%	16.1%	41.1%	56

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) 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	1.3%	7.3%	15.4%	54.0%	21.9%	8.6%	76.0%	383
2 I understand my role and responsibilities as an employee of APS	2.1%	2.6%	5.4%	42.9%	47.0%	4.7%	89.9%	387
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	2.1%	7.8%	20.7%	46.0%	23.5%	9.8%	69.5%	387
4 My work is important and contributes to the success of the VISTA 2015 Plan.	1.3%	3.6%	17.9%	41.2%	36.0%	4.9%	77.2%	386
5 The district sets high and realistic expectations for students	3.9%	10.7%	18.0%	45.4%	21.9%	14.6%	67.4%	383
6 Everyone in the school community is accountable for the academic success of students.	1.8%	6.8%	8.3%	42.1%	41.0%	8.6%	83.1%	385
7 Department administrators/supervisors share information regularly with employees.	4.9%	13.2%	19.5%	43.4%	19.0%	18.2%	62.3%	385
8 Clear goals and objectives have been defined for my job.	3.2%	9.0%	16.6%	45.4%	25.9%	12.1%	71.2%	379
9 My supervisor encourages me to provide suggestions on ways to improve programs*	6.3%	11.2%	17.0%	35.5%	30.0%	17.5%	65.5%	383
10 Decisions made in APS are based on communicated data and information.	4.7%	7.9%	31.2%	44.4%	11.8%	12.6%	56.2%	381
11 I trust the people who make decisions that affect me in the district.	7.3%	12.9%	33.6%	37.0%	9.2%	20.2%	46.2%	381
12 I trust the people who make decisions that affect me in my school/department.	5.5%	11.5%	20.8%	44.5%	17.7%	16.9%	62.2%	384
13 There is a spirit of teamwork and cooperation at my worksite.	8.9%	12.2%	16.9%	36.5%	25.5%	21.1%	62.0%	384
14 I feel free to express my professional opinions at work.	9.1%	11.5%	17.7%	39.1%	22.5%	20.6%	61.7%	373
15 I feel valued as an employee of APS	7.5%	11.3%	22.0%	38.2%	21.0%	18.8%	59.1%	372
16 There is a professional atmosphere for staff working in APS.	4.8%	6.9%	19.4%	50.0%	18.9%	11.7%	68.9%	376
17 I am treated with respect by my supervisor.	4.5%	5.0%	12.5%	34.7%	43.2%	9.5%	78.0%	377
18 I am treated with respect by my co-workers.	3.5%	3.7%	12.8%	47.2%	32.8%	7.2%	80.0%	375
19 My ideas and suggestions are respected by my supervisor.	4.6%	6.5%	20.6%	36.6%	31.7%	11.1%	68.3%	369
20 My ideas and suggestions are respected by my co-workers.	2.9%	4.8%	17.1%	48.1%	27.0%	7.8%	75.1%	374
21 I receive the necessary training to do high quality work.	3.5%	10.2%	16.7%	46.0%	23.7%	13.7%	69.6%	372
22 My supervisor supports and encourages my desire to participate in district committees*	4.8%	8.5%	34.0%	38.5%	14.2%	13.3%	52.7%	353
23 I have the necessary tools I need to do high quality work efficiently.	4.0%	7.4%	19.9%	47.3%	21.3%	11.4%	68.6%	376
24 My principal/supervisor has a clear understanding of my skills and abilities.	4.0%	10.3%	14.2%	43.8%	27.7%	14.2%	71.5%	379
25 My performance evaluations are fair.	4.0%	6.5%	12.5%	45.7%	31.3%	10.5%	77.0%	352
26 Employees are treated fairly and consistently at my site.	7.7%	14.0%	20.4%	36.8%	21.2%	21.7%	57.9%	378
27 I feel safe in the workplace.	1.1%	7.2%	10.4%	50.7%	30.7%	8.3%	81.3%	375
28 I like the kind of work I do.	1.3%	1.9%	5.9%	25.9%	65.1%	3.2%	90.9%	375
29 My job is important.	1.6%	1.6%	4.0%	24.9%	68.0%	3.2%	92.9%	378
30 I am proud of the work I do.	1.6%	0.5%	2.4%	22.7%	72.7%	2.2%	95.4%	370
31 I feel appreciated for the work I do	6.5%	4.9%	16.1%	37.8%	34.7%	11.4%	72.5%	386
32 I am satisfied with my job	3.4%	4.2%	13.5%	39.0%	40.0%	7.5%	79.0%	385
33 I am satisfied with the professional development opportunities*	8.0%	13.6%	22.4%	39.7%	16.3%	21.6%	56.0%	375
34 Based on my experience there's a positive relationship between the Classified Employee*	3.2%	4.3%	45.3%	38.1%	9.2%	7.4%	47.3%	349
35 I am familiar with the functions of the Classified Employees Council.	5.5%	16.8%	33.8%	37.4%	6.6%	22.3%	44.0%	364

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) 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	8.3%	8.3%	29.2%	50.0%	4.2%	16.7%	54.2%	24
2 I understand my role and responsibilities as an employee of APS	0.0%	8.0%	4.0%	44.0%	44.0%	8.0%	88.0%	25
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	0.0%	8.3%	33.3%	41.7%	16.7%	8.3%	58.3%	24
4 My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	4.3%	26.1%	52.2%	17.4%	4.3%	69.6%	23
5 The district sets high and realistic expectations for students	12.0%	28.0%	16.0%	32.0%	12.0%	40.0%	44.0%	25
6 Everyone in the school community is accountable for the academic success of students.	0.0%	25.0%	16.7%	33.3%	25.0%	25.0%	58.3%	24
7 Department administrators/supervisors share information regularly with employees.	16.7%	33.3%	16.7%	25.0%	8.3%	50.0%	33.3%	24
8 Clear goals and objectives have been defined for my job.	4.0%	24.0%	16.0%	32.0%	24.0%	28.0%	56.0%	25
9 My supervisor encourages me to provide suggestions on ways to improve programs*	8.0%	20.0%	24.0%	20.0%	28.0%	28.0%	48.0%	25
10 Decisions made in APS are based on communicated data and information.	16.7%	25.0%	29.2%	25.0%	4.2%	41.7%	29.2%	24
11 I trust the people who make decisions that affect me in the district.	29.2%	20.8%	20.8%	29.2%	0.0%	50.0%	29.2%	24
12 I trust the people who make decisions that affect me in my school/department.	16.0%	32.0%	16.0%	20.0%	16.0%	48.0%	36.0%	25
13 There is a spirit of teamwork and cooperation at my worksite.	20.0%	36.0%	8.0%	20.0%	16.0%	56.0%	36.0%	25
14 I feel free to express my professional opinions at work.	20.0%	28.0%	16.0%	16.0%	20.0%	48.0%	36.0%	25
15 I feel valued as an employee of APS	25.0%	12.5%	29.2%	20.8%	12.5%	37.5%	33.3%	24
16 There is a professional atmosphere for staff working in APS.	8.0%	32.0%	24.0%	32.0%	4.0%	40.0%	36.0%	25
17 I am treated with respect by my supervisor.	0.0%	29.2%	16.7%	29.2%	25.0%	29.2%	54.2%	24
18 I am treated with respect by my co-workers.	0.0%	8.0%	20.0%	52.0%	20.0%	8.0%	72.0%	25
19 My ideas and suggestions are respected by my supervisor.	4.0%	20.0%	24.0%	28.0%	24.0%	24.0%	52.0%	25
20 My ideas and suggestions are respected by my co-workers.	0.0%	8.0%	32.0%	36.0%	24.0%	8.0%	60.0%	25
21 I receive the necessary training to do high quality work.	4.5%	13.6%	36.4%	36.4%	9.1%	18.2%	45.5%	22
22 My supervisor supports and encourages my desire to participate in district committees*	0.0%	14.3%	42.9%	28.6%	14.3%	14.3%	42.9%	21
23 I have the necessary tools I need to do high quality work efficiently.	4.0%	16.0%	20.0%	48.0%	12.0%	20.0%	60.0%	25
24 My principal/supervisor has a clear understanding of my skills and abilities.	16.0%	20.0%	8.0%	36.0%	20.0%	36.0%	56.0%	25
25 My performance evaluations are fair.	9.5%	4.8%	28.6%	38.1%	19.0%	14.3%	57.1%	21
26 Employees are treated fairly and consistently at my site.	24.0%	16.0%	24.0%	28.0%	8.0%	40.0%	36.0%	25
27 I feel safe in the workplace.	0.0%	12.0%	16.0%	44.0%	28.0%	12.0%	72.0%	25
28 I like the kind of work I do.	0.0%	8.3%	16.7%	25.0%	50.0%	8.3%	75.0%	24
29 My job is important.	4.2%	0.0%	16.7%	33.3%	45.8%	4.2%	79.2%	24
30 I am proud of the work I do.	0.0%	4.0%	4.0%	36.0%	56.0%	4.0%	92.0%	25
31 I feel appreciated for the work I do	8.0%	28.0%	4.0%	36.0%	24.0%	36.0%	60.0%	25
32 I am satisfied with my job	4.0%	12.0%	12.0%	40.0%	32.0%	16.0%	72.0%	25
33 I am satisfied with the professional development opportunities*	21.7%	17.4%	34.8%	26.1%	0.0%	39.1%	26.1%	23
34 Based on my experience there's a positive relationship between the Classified Employee*	13.0%	13.0%	39.1%	34.8%	0.0%	26.1%	34.8%	23
35 I am familiar with the functions of the Classified Employees Council.	12.0%	16.0%	16.0%	52.0%	4.0%	28.0%	56.0%	25

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011



Aurora Public Schools
Division of Accountability and Research
Classified Staff Climate Survey (2010-2011) by Position
Transportation

Question	Str. Dis.	Dis.	Neutral	Agree	Str. Agr.	%Dis/SD	%Ag/SA	Total
1 APS has set a clear direction for improving student achievement	8.1%	8.1%	32.4%	43.2%	8.1%	16.2%	51.4%	37
2 I understand my role and responsibilities as an employee of APS	12.5%	7.5%	5.0%	45.0%	30.0%	20.0%	75.0%	40
3 I know how my work relates to the district's goals and priorities as stated in the VISTA*	10.3%	5.1%	25.6%	51.3%	7.7%	15.4%	59.0%	39
4 My work is important and contributes to the success of the VISTA 2015 Plan.	7.7%	7.7%	23.1%	41.0%	20.5%	15.4%	61.5%	39
5 The district sets high and realistic expectations for students	11.1%	8.3%	33.3%	36.1%	11.1%	19.4%	47.2%	36
6 Everyone in the school community is accountable for the academic success of students.	13.2%	10.5%	10.5%	50.0%	15.8%	23.7%	65.8%	38
7 Department administrators/supervisors share information regularly with employees.	22.5%	27.5%	27.5%	15.0%	7.5%	50.0%	22.5%	40
8 Clear goals and objectives have been defined for my job.	17.5%	10.0%	17.5%	42.5%	12.5%	27.5%	55.0%	40
9 My supervisor encourages me to provide suggestions on ways to improve programs*	25.0%	17.5%	22.5%	25.0%	10.0%	42.5%	35.0%	40
10 Decisions made in APS are based on communicated data and information.	15.8%	21.1%	31.6%	26.3%	5.3%	36.8%	31.6%	38
11 I trust the people who make decisions that affect me in the district.	27.0%	18.9%	27.0%	21.6%	5.4%	45.9%	27.0%	37
12 I trust the people who make decisions that affect me in my school/department.	28.2%	20.5%	23.1%	23.1%	5.1%	48.7%	28.2%	39
13 There is a spirit of teamwork and cooperation at my worksite.	28.2%	28.2%	25.6%	15.4%	2.6%	56.4%	17.9%	39
14 I feel free to express my professional opinions at work.	29.7%	16.2%	24.3%	24.3%	5.4%	45.9%	29.7%	37
15 I feel valued as an employee of APS	17.9%	15.4%	23.1%	35.9%	7.7%	33.3%	43.6%	39
16 There is a professional atmosphere for staff working in APS.	15.4%	23.1%	33.3%	20.5%	7.7%	38.5%	28.2%	39
17 I am treated with respect by my supervisor.	20.5%	10.3%	12.8%	30.8%	25.6%	30.8%	56.4%	39
18 I am treated with respect by my co-workers.	2.6%	7.7%	15.4%	66.7%	7.7%	10.3%	74.4%	39
19 My ideas and suggestions are respected by my supervisor.	20.0%	8.6%	34.3%	25.7%	11.4%	28.6%	37.1%	35
20 My ideas and suggestions are respected by my co-workers.	0.0%	2.6%	48.7%	46.2%	2.6%	2.6%	48.7%	39
21 I receive the necessary training to do high quality work.	5.3%	13.2%	21.1%	42.1%	18.4%	18.4%	60.5%	38
22 My supervisor supports and encourages my desire to participate in district committees*	11.4%	11.4%	51.4%	17.1%	8.6%	22.9%	25.7%	35
23 I have the necessary tools I need to do high quality work efficiently.	10.3%	17.9%	20.5%	43.6%	7.7%	28.2%	51.3%	39
24 My principal/supervisor has a clear understanding of my skills and abilities.	13.2%	13.2%	23.7%	34.2%	15.8%	26.3%	50.0%	38
25 My performance evaluations are fair.	15.8%	2.6%	28.9%	39.5%	13.2%	18.4%	52.6%	38
26 Employees are treated fairly and consistently at my site.	33.3%	23.1%	23.1%	12.8%	7.7%	56.4%	20.5%	39
27 I feel safe in the workplace.	13.2%	5.3%	21.1%	42.1%	18.4%	18.4%	60.5%	38
28 I like the kind of work I do.	5.1%	0.0%	5.1%	38.5%	51.3%	5.1%	89.7%	39
29 My job is important.	2.6%	0.0%	5.1%	38.5%	53.8%	2.6%	92.3%	39
30 I am proud of the work I do.	5.1%	2.6%	2.6%	23.1%	66.7%	7.7%	89.7%	39
31 I feel appreciated for the work I do	17.5%	17.5%	17.5%	32.5%	15.0%	35.0%	47.5%	40
32 I am satisfied with my job	7.5%	15.0%	7.5%	52.5%	17.5%	22.5%	70.0%	40
33 I am satisfied with the professional development opportunities*	20.5%	10.3%	46.2%	12.8%	10.3%	30.8%	23.1%	39
34 Based on my experience there's a positive relationship between the Classified Employee*	12.8%	5.1%	61.5%	15.4%	5.1%	17.9%	20.5%	39
35 I am familiar with the functions of the Classified Employees Council.	10.5%	10.5%	47.4%	28.9%	2.6%	21.1%	31.6%	38

Note. *question abbreviated for report. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

January 31, 2011