



Division of Accountability & Research

Administrative & Professional Technical Staff Climate Survey Executive Summary February 2012

Research has shown that the professional climate of an organization influences its outcomes. Climate can be defined as behaviors within a workplace or learning environment that can influence whether an individual feels personally safe, listened to, valued, treated fairly, and with respect. In order to evaluate the professional climate in the Aurora Public Schools as perceived by employees, the fourth annual Administrative & Professional-Technical staff survey was administered in January of 2012.

Survey Development

The Administrative & Professional-Technical staff survey was first administered during the spring of 2008. The items were developed with input from the School Executives Association (SEA), staff focus groups, district leadership, and the Division of Accountability and Research. The items were designed to reflect attitudes related to clarity of vision, communication, morale, program support, trust, and work conditions. The only item revisions made in 2012 were the rewording of the question stem for items 6 and 7 from “I am comfortable” to “I feel safe” and the addition of the following question:

- *Staff at my site respect people from different backgrounds and cultures.*

Survey Participants

The Administrative & Professional-Technical staff climate survey was provided to all staff via the use of an on-line survey tool in January 2012. A total of 244 surveys were completed which represented 96% of the 255 administrative & professional -technical staff in the district. The total percentage of staff responding to the survey since its inception in 2008 can be found in table 1.

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

Job Classification	Total	2008	2009	2010	2011	2012	5-Yr Ch.
Overall	244	97%	100%	100%	100%	96%	-1.0%

Note. Total reflects number of survey responses in 2012.

The number of staff responding to the survey this year decreased slightly from the three previous years but still reflect the highest response rate of any of the district’s staff surveys. The majority of the respondents (47.5%) selected “Professional/Technical” as their job classification and 22% selected “Principal”. There were 21 participants who did

not select a specific job classification. Most respondents reported that they had been employed by the district from 7 to 10 years (see table 2).

Table 2. Length of Service within APS

Length of Service	Percent	Count
First Year	7.9%	18
2-3 Years	11.4%	26
4-6 Years	16.6%	38
7-10 Years	23.1%	53
11-20 Years	22.7%	52
20+ Years	18.3%	42

Note. 15 participants failed to identify the number of years they had been employed by the district.

Survey Results: Overall

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

Table 3. Overall Survey Agreement Rates

% Disagree/Strongly Disagree			Neutral %		% Agree/Strongly Agree		
2011	2012	Change	2011	2012	2011	2012	Change
15.6%	19.5%	+3.9%	18.3%	17.5%	66.1%	63.0%	-3.1%

The table above indicates that overall district agreement rates declined between the 2011 and 2012(-3.1%). This change is not considered significant using a 5% change criteria (i.e. $\geq 5\%$ is meaningful) and is an improvement over last year's decrease which was considered significant at -5.2%.

Survey Results: Individual Items

Overall, 24 of 34 items (71%) exceeded a 60% agreement rate which was a slight improvement over the previous year percentage of 68%. Of the seven items with agreement rates less than 50%, three of the items were grouped into the trust category and two items were grouped into the communication category. The two remaining items with less than 50% agreement were in the categories of morale and program support. The highest agreement rates were associated with items concerning the long term vision of APS and knowing how work relates to VISTA 2015. Staff also rated their work conditions fairly high with agreement rates greater than 70% in four of five items in this category. High agreement rates in both these categories indicate that most staff understand the vision and direction of APS and believe they work in safe, professional, and cooperative work-sites. All agreement and change rates by item and category for the 2012 survey are presented in Table 4.

Conclusions

- The Administrative & Professional-Technical Staff survey has the highest response rate of all three staff surveys (approximately 96%). Most of the respondents have been employed within APS for more than seven years.
- Although there was a decrease in the overall aggregate agreement rates, the current year agreement rate of 63% indicates a relatively high level of satisfaction concerning staff climate.
- More than 70% of the survey items earned agreement rates exceeding 60% indicating high Admin/PT staff satisfaction.
- Areas of strength are related to clarity of vision and work conditions while areas of concern are related to trust and communication.

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

Item	Ag./SA	1-Yr Change	4-Yr Change
<u>Clarity of Vision</u>			
1. I understand the long-term vision of APS.	83.90%	-5.50%	-7.60%
2. I know how my work relates to the districts goals/priorities as stated in VISTA 2015.	82.60%	-4.50%	-5.40%
3. I believe APS has set a clear direction for improving student achievement.	64.20%	-8.00%	-13.80%
<u>Communication</u>			
4. Administrators/supervisors share the information I need to perform my job.	67.10%	-8.90%	-4.70%
5. I am encouraged to provide suggestions on ways to improve programs*	61.80%	-6.50%	-5.70%
6. I feel safe in stating my opinions about APS programs*	49.40%	0.40%	-7.40%
7. I feel safe in stating my opinions about issues facing APS*	46.90%	-1.40%	-13.00%
<u>Trust</u>			
8. I trust the people who make district decisions that affect me.	51.10%	-3.90%	-1.10%
9. I am given the opportunities to influence the decisions made by the district.	47.50%	-3.30%	----
10. I am able to influence the decisions that are made by the district.	34.70%	1.90%	-2.80%
11. There is an atmosphere of trust and mutual respect within APS	42.30%	-0.80%	-4.80%
<u>Morale</u>			
12. District professional development has provided me with strategies for my work*	43.90%	-10.80%	-13.80%
13. I believe decisions made in APS are based on adequate student data*	62.30%	-1.50%	-2.90%
14. I would encourage someone to work for APS	63.80%	-10.40%	-13.20%
15. There is a positive relationship between my association and the district*	60.90%	-5.70%	19.50%
16. I understand the roles and responsibilities of the APS Board of Education	78.00%	-4.30%	----
17. I feel empowered to help solve problems.	61.20%	-1.00%	-3.80%
21. I feel appreciated for the work that I do.	64.80%	-3.40%	-1.40%
37. There is an atmosphere of trust and mutual respect between principals in APS*	70.00%	-1.40%	----
<u>Work Conditions</u>			
18. My principal/supervisor has a clear understanding of the challenges I face.	63.40%	-12.70%	-14.30%
19. Staff work in a site environment that is safe.	85.50%	-2.20%	1.60%
22. There is a spirit of teamwork and cooperation at my site.	70.80%	-5.90%	-3.50%
23. There is a professional atmosphere for staff working at my site.	75.60%	-9.30%	-5.60%
24. My performance evaluations are fair	76.00%	-7.10%	-7.70%

Item	Ag./SA	1-Yr Change	4-Yr Change
Program Support			
26. The DLT has an adequate awareness of issues at the building level	44.50%	-4.60%	-6.60%
27. The DLT effectively supports building administrators*	61.10%	2.50%	2.20%
28. Division of Instruction effectively supports building administrators*	61.80%	-5.20%	----
29. Division of Accountability/Research effectively supports building administrators *	74.30%	1.60%	----
30. Division of Support Services effectively supports building administrators*	71.00%	2.30%	----
31. Division of Finance effectively supports building administrators*	70.30%	-0.70%	----
32. Division of Human Resources effectively supports building administrators*	60.90%	-0.40%	----
33. Division of Equity & Engagement effectively supports building administrators*	50.00%	-1.80%	----
34. Division of the Superintendent effectively supports building administrators*	59.70%	-2.30%	----

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. *: question abbreviated for report. 2008 n=212. 2011: n=257. 2012: n=244.