

Aurora Public Schools
Division of Accountability and Research



Admin/PT Staff Climate Survey
2014-15 Overall and by Position Results



Aurora Public Schools
Division of Accountability and Research
Admin/PT Staff Climate Survey (2014-15)

Overall

<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. I understand the long-term vision of Aurora Public Schools.	1.9%	12.0%	12.5%	57.9%	15.7%	13.9%	73.6%	216
2. I know how my work relates to the district's goals and priorities.	2.3%	8.8%	10.2%	53.2%	25.5%	11.1%	78.7%	216
3. I believe APS has set a clear direction for improving student achievement.	7.0%	14.0%	23.3%	41.9%	14.0%	20.9%	55.8%	215
4. Administrators/supervisors share the information I need to perform my job.	6.5%	16.7%	19.1%	38.1%	19.5%	23.3%	57.7%	215
5. I am encouraged to provide suggestions on ways to improve programs or services.	7.0%	22.4%	11.7%	38.8%	20.1%	29.4%	58.9%	214
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	10.5%	26.7%	17.6%	34.3%	11.0%	37.1%	45.2%	210
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	9.0%	25.0%	22.6%	30.7%	12.7%	34.0%	43.4%	212
8. I trust the people who make district decisions that affect me.	8.9%	23.8%	29.4%	28.0%	9.8%	32.7%	37.9%	214
9. I am given opportunities to influence the decisions made by the district.	8.7%	25.0%	23.1%	34.6%	8.7%	33.7%	43.3%	208
10. I am able to influence the decisions made by the district.	10.5%	29.0%	29.5%	24.3%	6.7%	39.5%	31.0%	210
11. There is an atmosphere of trust and mutual respect within APS.	10.0%	25.6%	20.9%	38.4%	5.2%	35.5%	43.6%	211
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	8.0%	20.5%	20.0%	38.0%	13.5%	28.5%	51.5%	200
13. I believe decisions made in APS are based on student data and information.	3.8%	12.3%	25.5%	48.1%	10.4%	16.0%	58.5%	212
14. I would encourage someone to work for Aurora Public Schools.	5.6%	8.8%	25.6%	41.4%	18.6%	14.4%	60.0%	215
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	2.4%	10.7%	37.1%	38.0%	11.7%	13.2%	49.8%	205
16. I understand the roles and responsibilities of the APS Board of Education.	2.8%	7.4%	20.4%	52.3%	17.1%	10.2%	69.4%	216
17. I feel empowered to help solve problems.	6.3%	15.8%	16.8%	40.5%	20.5%	22.1%	61.1%	190
18. My principal/supervisor has a clear understanding of the challenges I face.	10.1%	13.2%	12.7%	32.3%	31.7%	23.3%	64.0%	189
19. Staff work in a site environment that is safe.	1.6%	1.6%	10.1%	51.3%	35.4%	3.2%	86.8%	189
20. Staff at my site respect people from different backgrounds and cultures	2.6%	4.8%	9.0%	50.3%	33.3%	7.4%	83.6%	189
21. I feel appreciated for the work I do.	9.5%	11.6%	16.8%	35.8%	26.3%	21.1%	62.1%	190
22. There is a spirit of teamwork and cooperation at my site.	4.2%	11.0%	8.9%	44.5%	31.4%	15.2%	75.9%	191
23. There is a professional atmosphere for staff working at my site.	5.3%	5.8%	10.6%	50.3%	28.0%	11.1%	78.3%	189
24. The performance evaluation process is fair at my site.	3.8%	5.4%	20.4%	46.8%	23.7%	9.1%	70.4%	186
26. The District Leadership Team has an adequate awareness of issues at my site.	13.3%	21.8%	23.6%	31.5%	9.7%	35.2%	41.2%	165
27. The District Leadership Team effectively supports building administrators as they work to implement the strategic plan.	8.6%	18.4%	25.0%	40.1%	7.9%	27.0%	48.0%	152
28. The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	10.3%	15.8%	26.0%	39.7%	8.2%	26.0%	47.9%	146
29. The Division of Accountability and Research effectively supports administrators as they work to implement the strategic plan.	4.2%	11.1%	18.8%	45.1%	20.8%	15.3%	66.0%	144
30. The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	4.1%	8.8%	21.1%	53.7%	12.2%	12.9%	66.0%	147
31. The Division of Finance effectively supports administrators as they work to implement the strategic plan.	2.1%	5.0%	32.1%	46.4%	14.3%	7.1%	60.7%	140
32. The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	8.7%	14.8%	26.8%	38.9%	10.7%	23.5%	49.7%	149
33. The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan.	7.4%	12.8%	30.2%	36.2%	13.4%	20.1%	49.7%	149
34a. I feel prepared to deal with each of the following emergency situations: Lockdown	1.1%	1.1%	5.0%	54.1%	38.7%	2.2%	92.8%	181
34b. I feel prepared to deal with each of the following emergency situations: tornado	2.2%	5.1%	5.1%	48.9%	38.8%	7.3%	87.6%	178
34c. I feel prepared to deal with each of the following emergency situations: Fire Drill	1.1%	1.1%	4.0%	49.7%	44.1%	2.3%	93.8%	177
37. There is an atmosphere of trust and mutual respect between principals in APS.	2.0%	2.0%	14.0%	58.0%	24.0%	4.0%	82.0%	50

Note. Total respondents = 216. All responses of "not applicable" are omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale.



Aurora Public Schools
Division of Accountability and Research
Admin/PT Staff Climate Survey (2014-15)
Administrator (not principal)

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. I understand the long-term vision of Aurora Public Schools.	0.0%	10.3%	10.3%	62.1%	17.2%	10.3%	79.3%	29
2. I know how my work relates to the district's goals and priorities.	0.0%	13.8%	10.3%	44.8%	31.0%	13.8%	75.9%	29
3. I believe APS has set a clear direction for improving student achievement.	3.4%	17.2%	31.0%	31.0%	17.2%	20.7%	48.3%	29
4. Administrators/supervisors share the information I need to perform my job.	0.0%	13.8%	20.7%	34.5%	31.0%	13.8%	65.5%	29
5. I am encouraged to provide suggestions on ways to improve programs or services.	0.0%	17.2%	6.9%	44.8%	31.0%	17.2%	75.9%	29
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	3.7%	14.8%	25.9%	40.7%	14.8%	18.5%	55.6%	27
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	3.4%	17.2%	34.5%	31.0%	13.8%	20.7%	44.8%	29
8. I trust the people who make district decisions that affect me.	10.3%	20.7%	34.5%	20.7%	13.8%	31.0%	34.5%	29
9. I am given opportunities to influence the decisions made by the district.	3.7%	22.2%	11.1%	40.7%	22.2%	25.9%	63.0%	27
10. I am able to influence the decisions made by the district.	10.3%	24.1%	24.1%	20.7%	20.7%	34.5%	41.4%	29
11. There is an atmosphere of trust and mutual respect within APS.	10.3%	31.0%	24.1%	24.1%	10.3%	41.4%	34.5%	29
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my	16.7%	16.7%	16.7%	41.7%	8.3%	33.3%	50.0%	24
13. I believe decisions made in APS are based on student data and information.	7.1%	10.7%	32.1%	32.1%	17.9%	17.9%	50.0%	28
14. I would encourage someone to work for Aurora Public Schools.	3.4%	6.9%	34.5%	37.9%	17.2%	10.3%	55.2%	29
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	3.4%	13.8%	27.6%	37.9%	17.2%	17.2%	55.2%	29
16. I understand the roles and responsibilities of the APS Board of Education.	3.4%	6.9%	6.9%	69.0%	13.8%	10.3%	82.8%	29
17. I feel empowered to help solve problems.	6.9%	17.2%	20.7%	37.9%	17.2%	24.1%	55.2%	29
18. My principal/supervisor has a clear understanding of the challenges I face.	3.6%	14.3%	17.9%	32.1%	32.1%	17.9%	64.3%	28
19. Staff work in a site environment that is safe.	0.0%	0.0%	14.3%	50.0%	35.7%	0.0%	85.7%	28
20. Staff at my site respect people from different backgrounds and cultures	0.0%	0.0%	10.7%	50.0%	39.3%	0.0%	89.3%	28
21. I feel appreciated for the work I do.	6.9%	3.4%	20.7%	37.9%	31.0%	10.3%	69.0%	29
22. There is a spirit of teamwork and cooperation at my site.	3.4%	3.4%	6.9%	44.8%	41.4%	6.9%	86.2%	29
23. There is a professional atmosphere for staff working at my site.	3.6%	0.0%	7.1%	50.0%	39.3%	3.6%	89.3%	28
24. The performance evaluation process is fair at my site.	0.0%	3.6%	14.3%	57.1%	25.0%	3.6%	82.1%	28
26. The District Leadership Team has an adequate awareness of issues at my site.	7.4%	22.2%	18.5%	40.7%	11.1%	29.6%	51.9%	27
27. The District Leadership Team effectively supports building administrators as they work to implement the strategic p	12.0%	8.0%	28.0%	44.0%	8.0%	20.0%	52.0%	25
28. The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	8.0%	20.0%	20.0%	48.0%	4.0%	28.0%	52.0%	25
29. The Division of Accountability and Research effectively supports administrators as they work to implement the stra	8.0%	12.0%	12.0%	56.0%	12.0%	20.0%	68.0%	25
30. The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	4.3%	13.0%	17.4%	56.5%	8.7%	17.4%	65.2%	23
31. The Division of Finance effectively supports administrators as they work to implement the strategic plan.	4.3%	4.3%	43.5%	34.8%	13.0%	8.7%	47.8%	23
32. The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	12.5%	20.8%	20.8%	33.3%	12.5%	33.3%	45.8%	24
33. The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan	8.0%	16.0%	28.0%	32.0%	16.0%	24.0%	48.0%	25
34a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	11.1%	48.1%	40.7%	0.0%	88.9%	27
34b. I feel prepared to deal with each of the following emergency situations: tornado	3.7%	7.4%	7.4%	40.7%	40.7%	11.1%	81.5%	27
34c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	3.7%	51.9%	44.4%	0.0%	96.3%	27

Note. Total respondents = 216. All responses of "not applicable" are omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale. 2/18/2015



Aurora Public Schools
Division of Accountability and Research
Admin/PT Staff Climate Survey (2014-15)
Assistant Principal

Question	Str. Dis.	Dis.	Neutral	Agree	Str. Agr.	%Dis/SD	%Ag/SA	Total
1. I understand the long-term vision of Aurora Public Schools.	0.0%	11.1%	0.0%	66.7%	22.2%	11.1%	88.9%	9
2. I know how my work relates to the district's goals and priorities.	0.0%	11.1%	0.0%	55.6%	33.3%	11.1%	88.9%	9
3. I believe APS has set a clear direction for improving student achievement.	0.0%	11.1%	0.0%	66.7%	22.2%	11.1%	88.9%	9
4. Administrators/supervisors share the information I need to perform my job.	0.0%	0.0%	22.2%	55.6%	22.2%	0.0%	77.8%	9
5. I am encouraged to provide suggestions on ways to improve programs or services.	0.0%	22.2%	11.1%	55.6%	11.1%	22.2%	66.7%	9
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	0.0%	33.3%	11.1%	55.6%	0.0%	33.3%	55.6%	9
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	0.0%	33.3%	11.1%	44.4%	11.1%	33.3%	55.6%	9
8. I trust the people who make district decisions that affect me.	0.0%	22.2%	33.3%	22.2%	22.2%	22.2%	44.4%	9
9. I am given opportunities to influence the decisions made by the district.	0.0%	37.5%	0.0%	50.0%	12.5%	37.5%	62.5%	8
10. I am able to influence the decisions made by the district.	0.0%	55.6%	11.1%	22.2%	11.1%	55.6%	33.3%	9
11. There is an atmosphere of trust and mutual respect within APS.	0.0%	22.2%	22.2%	44.4%	11.1%	22.2%	55.6%	9
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my	0.0%	22.2%	11.1%	55.6%	11.1%	22.2%	66.7%	9
13. I believe decisions made in APS are based on student data and information.	0.0%	12.5%	0.0%	75.0%	12.5%	12.5%	87.5%	8
14. I would encourage someone to work for Aurora Public Schools.	11.1%	0.0%	0.0%	44.4%	44.4%	11.1%	88.9%	9
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	11.1%	0.0%	33.3%	33.3%	22.2%	11.1%	55.6%	9
16. I understand the roles and responsibilities of the APS Board of Education.	0.0%	11.1%	22.2%	44.4%	22.2%	11.1%	66.7%	9
17. I feel empowered to help solve problems.	0.0%	12.5%	12.5%	37.5%	37.5%	12.5%	75.0%	8
18. My principal/supervisor has a clear understanding of the challenges I face.	0.0%	0.0%	0.0%	55.6%	44.4%	0.0%	100.0%	9
19. Staff work in a site environment that is safe.	0.0%	0.0%	0.0%	55.6%	44.4%	0.0%	100.0%	9
20. Staff at my site respect people from different backgrounds and cultures	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	100.0%	9
21. I feel appreciated for the work I do.	0.0%	11.1%	0.0%	44.4%	44.4%	11.1%	88.9%	9
22. There is a spirit of teamwork and cooperation at my site.	0.0%	0.0%	0.0%	77.8%	22.2%	0.0%	100.0%	9
23. There is a professional atmosphere for staff working at my site.	0.0%	0.0%	0.0%	88.9%	11.1%	0.0%	100.0%	9
24. The performance evaluation process is fair at my site.	0.0%	0.0%	0.0%	77.8%	22.2%	0.0%	100.0%	9
26. The District Leadership Team has an adequate awareness of issues at my site.	0.0%	22.2%	22.2%	44.4%	11.1%	22.2%	55.6%	9
27. The District Leadership Team effectively supports building administrators as they work to implement the strategic p	0.0%	22.2%	22.2%	44.4%	11.1%	22.2%	55.6%	9
28. The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	0.0%	22.2%	33.3%	44.4%	0.0%	22.2%	44.4%	9
29. The Division of Accountability and Research effectively supports administrators as they work to implement the stra	0.0%	22.2%	0.0%	66.7%	11.1%	22.2%	77.8%	9
30. The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	0.0%	37.5%	25.0%	37.5%	0.0%	37.5%	37.5%	8
31. The Division of Finance effectively supports administrators as they work to implement the strategic plan.	0.0%	22.2%	33.3%	44.4%	0.0%	22.2%	44.4%	9
32. The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	0.0%	11.1%	22.2%	55.6%	11.1%	11.1%	66.7%	9
33. The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan	0.0%	25.0%	12.5%	62.5%	0.0%	25.0%	62.5%	8
34a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	0.0%	55.6%	44.4%	0.0%	100.0%	9
34b. I feel prepared to deal with each of the following emergency situations: tornado	0.0%	0.0%	0.0%	55.6%	44.4%	0.0%	100.0%	9
34c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	100.0%	9
37. There is an atmosphere of trust and mutual respect between principals in APS.	0.0%	0.0%	0.0%	87.5%	12.5%	0.0%	100.0%	8

Note. Total respondents = 216. All responses of "not applicable" are omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale. 2/18/2015



Aurora Public Schools
Division of Accountability and Research
Admin/PT Staff Climate Survey (2014-15)
Principal

Question	Str. Dis.	Dis.	Neutral	Agree	Str. Agr.	%Dis/SD	%Ag/SA	Total
1. I understand the long-term vision of Aurora Public Schools.	6.9%	13.8%	10.3%	58.6%	10.3%	20.7%	69.0%	29
2. I know how my work relates to the district's goals and priorities.	6.9%	6.9%	13.8%	55.2%	17.2%	13.8%	72.4%	29
3. I believe APS has set a clear direction for improving student achievement.	10.7%	25.0%	21.4%	28.6%	14.3%	35.7%	42.9%	28
4. Administrators/supervisors share the information I need to perform my job.	13.8%	13.8%	20.7%	31.0%	20.7%	27.6%	51.7%	29
5. I am encouraged to provide suggestions on ways to improve programs or services.	13.8%	13.8%	6.9%	44.8%	20.7%	27.6%	65.5%	29
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	14.3%	21.4%	0.0%	42.9%	21.4%	35.7%	64.3%	28
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	10.7%	28.6%	7.1%	28.6%	25.0%	39.3%	53.6%	28
8. I trust the people who make district decisions that affect me.	10.7%	21.4%	25.0%	32.1%	10.7%	32.1%	42.9%	28
9. I am given opportunities to influence the decisions made by the district.	10.7%	14.3%	25.0%	42.9%	7.1%	25.0%	50.0%	28
10. I am able to influence the decisions made by the district.	10.3%	27.6%	24.1%	31.0%	6.9%	37.9%	37.9%	29
11. There is an atmosphere of trust and mutual respect within APS.	14.3%	25.0%	10.7%	46.4%	3.6%	39.3%	50.0%	28
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my	3.4%	41.4%	6.9%	41.4%	6.9%	44.8%	48.3%	29
13. I believe decisions made in APS are based on student data and information.	7.1%	7.1%	21.4%	50.0%	14.3%	14.3%	64.3%	28
14. I would encourage someone to work for Aurora Public Schools.	10.3%	10.3%	24.1%	37.9%	17.2%	20.7%	55.2%	29
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	3.6%	7.1%	21.4%	35.7%	32.1%	10.7%	67.9%	28
16. I understand the roles and responsibilities of the APS Board of Education.	6.9%	6.9%	17.2%	41.4%	27.6%	13.8%	69.0%	29
17. I feel empowered to help solve problems.	6.9%	20.7%	10.3%	44.8%	17.2%	27.6%	62.1%	29
18. My principal/supervisor has a clear understanding of the challenges I face.	10.7%	7.1%	3.6%	35.7%	42.9%	17.9%	78.6%	28
19. Staff work in a site environment that is safe.	3.4%	0.0%	3.4%	58.6%	34.5%	3.4%	93.1%	29
20. Staff at my site respect people from different backgrounds and cultures	0.0%	3.4%	3.4%	62.1%	31.0%	3.4%	93.1%	29
21. I feel appreciated for the work I do.	6.9%	17.2%	17.2%	27.6%	31.0%	24.1%	58.6%	29
22. There is a spirit of teamwork and cooperation at my site.	0.0%	3.4%	3.4%	51.7%	41.4%	3.4%	93.1%	29
23. There is a professional atmosphere for staff working at my site.	0.0%	0.0%	0.0%	58.6%	41.4%	0.0%	100.0%	29
24. The performance evaluation process is fair at my site.	0.0%	7.1%	14.3%	53.6%	25.0%	7.1%	78.6%	28
26. The District Leadership Team has an adequate awareness of issues at my site.	13.8%	24.1%	27.6%	20.7%	13.8%	37.9%	34.5%	29
27. The District Leadership Team effectively supports building administrators as they work to implement the strategic p	13.8%	27.6%	10.3%	34.5%	13.8%	41.4%	48.3%	29
28. The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	13.8%	27.6%	13.8%	27.6%	17.2%	41.4%	44.8%	29
29. The Division of Accountability and Research effectively supports administrators as they work to implement the stra	3.4%	13.8%	10.3%	31.0%	41.4%	17.2%	72.4%	29
30. The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	6.9%	20.7%	3.4%	51.7%	17.2%	27.6%	69.0%	29
31. The Division of Finance effectively supports administrators as they work to implement the strategic plan.	3.6%	7.1%	14.3%	50.0%	25.0%	10.7%	75.0%	28
32. The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	13.8%	17.2%	6.9%	44.8%	17.2%	31.0%	62.1%	29
33. The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan	10.7%	14.3%	17.9%	42.9%	14.3%	25.0%	57.1%	28
34a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	0.0%	41.4%	58.6%	0.0%	100.0%	29
34b. I feel prepared to deal with each of the following emergency situations: tornado	0.0%	3.4%	3.4%	34.5%	58.6%	3.4%	93.1%	29
34c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	34.5%	65.5%	0.0%	100.0%	29
37. There is an atmosphere of trust and mutual respect between principals in APS.	0.0%	3.4%	13.8%	51.7%	31.0%	3.4%	82.8%	29



Aurora Public Schools
Division of Accountability and Research
Admin/PT Staff Climate Survey (2014-15)
Professional/Technical

Question	Str. Dis.	Dis.	Neutral	Agree	Str. Agr.	%Dis/SD	%Ag/SA	Total
1. I understand the long-term vision of Aurora Public Schools.	1.8%	12.8%	11.9%	54.1%	19.3%	14.7%	73.4%	109
2. I know how my work relates to the district's goals and priorities.	1.8%	9.2%	10.1%	48.6%	30.3%	11.0%	78.9%	109
3. I believe APS has set a clear direction for improving student achievement.	7.3%	12.8%	22.9%	41.3%	15.6%	20.2%	56.9%	109
4. Administrators/supervisors share the information I need to perform my job.	8.3%	13.0%	18.5%	39.8%	20.4%	21.3%	60.2%	108
5. I am encouraged to provide suggestions on ways to improve programs or services.	8.3%	18.5%	13.9%	38.0%	21.3%	26.9%	59.3%	108
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	13.1%	25.2%	16.8%	33.6%	11.2%	38.3%	44.9%	107
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	11.2%	21.5%	19.6%	34.6%	13.1%	32.7%	47.7%	107
8. I trust the people who make district decisions that affect me.	10.2%	22.2%	26.9%	30.6%	10.2%	32.4%	40.7%	108
9. I am given opportunities to influence the decisions made by the district.	11.3%	22.6%	25.5%	33.0%	7.5%	34.0%	40.6%	106
10. I am able to influence the decisions made by the district.	12.8%	28.4%	32.1%	22.0%	4.6%	41.3%	26.6%	109
11. There is an atmosphere of trust and mutual respect within APS.	11.3%	25.5%	17.0%	40.6%	5.7%	36.8%	46.2%	106
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my	9.0%	19.0%	19.0%	32.0%	21.0%	28.0%	53.0%	100
13. I believe decisions made in APS are based on student data and information.	2.8%	14.8%	25.0%	47.2%	10.2%	17.6%	57.4%	108
14. I would encourage someone to work for Aurora Public Schools.	4.6%	13.0%	22.2%	37.0%	23.1%	17.6%	60.2%	108
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	2.0%	11.1%	43.4%	35.4%	8.1%	13.1%	43.4%	99
16. I understand the roles and responsibilities of the APS Board of Education.	2.8%	9.2%	18.3%	50.5%	19.3%	11.9%	69.7%	109
17. I feel empowered to help solve problems.	6.4%	14.7%	15.6%	41.3%	22.0%	21.1%	63.3%	109
18. My principal/supervisor has a clear understanding of the challenges I face.	12.8%	14.7%	14.7%	27.5%	30.3%	27.5%	57.8%	109
19. Staff work in a site environment that is safe.	1.9%	2.8%	10.2%	49.1%	36.1%	4.6%	85.2%	108
20. Staff at my site respect people from different backgrounds and cultures	4.6%	7.4%	10.2%	45.4%	32.4%	12.0%	77.8%	108
21. I feel appreciated for the work I do.	9.3%	13.9%	16.7%	37.0%	23.1%	23.1%	60.2%	108
22. There is a spirit of teamwork and cooperation at my site.	6.4%	15.6%	11.0%	41.3%	25.7%	22.0%	67.0%	109
23. There is a professional atmosphere for staff working at my site.	8.3%	9.3%	14.8%	45.4%	22.2%	17.6%	67.6%	108
24. The performance evaluation process is fair at my site.	6.5%	6.5%	21.5%	41.1%	24.3%	13.1%	65.4%	107
26. The District Leadership Team has an adequate awareness of issues at my site.	14.6%	22.5%	22.5%	31.5%	9.0%	37.1%	40.4%	89
27. The District Leadership Team effectively supports building administrators as they work to implement the strategic p	3.8%	19.2%	28.2%	42.3%	6.4%	23.1%	48.7%	78
28. The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	8.3%	9.7%	31.9%	41.7%	8.3%	18.1%	50.0%	72
29. The Division of Accountability and Research effectively supports administrators as they work to implement the stra	2.9%	8.6%	25.7%	45.7%	17.1%	11.4%	62.9%	70
30. The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	1.3%	1.3%	28.9%	53.9%	14.5%	2.6%	68.4%	76
31. The Division of Finance effectively supports administrators as they work to implement the strategic plan.	1.4%	2.9%	37.1%	45.7%	12.9%	4.3%	58.6%	70
32. The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	5.3%	11.8%	36.8%	36.8%	9.2%	17.1%	46.1%	76
33. The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan	5.2%	10.4%	37.7%	32.5%	14.3%	15.6%	46.8%	77
34a. I feel prepared to deal with each of the following emergency situations: Lockdown	1.9%	1.9%	3.9%	58.3%	34.0%	3.9%	92.2%	103
34b. I feel prepared to deal with each of the following emergency situations: tornado	2.9%	5.9%	3.9%	53.9%	33.3%	8.8%	87.3%	102
34c. I feel prepared to deal with each of the following emergency situations: Fire Drill	2.0%	2.0%	4.0%	55.4%	36.6%	4.0%	92.1%	101

Note. Total respondents = 216. All responses of "not applicable" are omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale. 2/18/2015