

Admin/Pt Survey 2016-17: Overall

■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

		2015-16		2016-17	
Clarity of Vision	1	I understand the vision and mission of the Aurora Public Schools.	Total	282	271 (3% Agreement Change)
			%	3% 9% 11% 50% 27%	4% 6% 9% 52% 28%
	2	I believe APS has set a clear direction for improving student achievement.	Total	280	271 (-4% Agreement Change)
			%	9% 19% 28% 35% 10%	11% 26% 24% 31% 8%
	3	I feel my work is aligned to the work of the district's goals within the strategic plan APS 2020: Shaping the Future.	Total	279	268 (0% Agreement Change)
			%	4% 11% 19% 49% 17%	3% 12% 18% 47% 19%
Communication	4	Administrators/supervisors share the information I need to perform my job.	Total	282	270 (4% Agreement Change)
			%	10% 18% 12% 42% 17%	7% 17% 13% 49% 14%
	5	I am encouraged to provide suggestions on ways to improve programs or services.	Total	279	267 (3% Agreement Change)
			%	10% 18% 16% 38% 18%	8% 18% 14% 41% 19%
	6	I feel have an avenue for providing suggestions on ways to improve programs or services.	Total	277	267 (-1% Agreement Change)
			%	9% 22% 18% 36% 14%	8% 24% 18% 36% 13%
	7	I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	Total	281	270 (0% Agreement Change)
%			14% 27% 19% 31% 9%	14% 27% 17% 34% 7%	
Morale	12	District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	Total	258	239 (1% Agreement Change)
			%	11% 19% 27% 36% 7%	10% 19% 26% 35% 9%
	13	I believe decisions made in APS are based on student data and information.	Total	283	267 (-9% Agreement Change)
			%	5% 16% 24% 45% 10%	9% 20% 25% 39% 6%
	14	I would encourage someone to work for Aurora Public Schools.	Total	280	269 (-9% Agreement Change)
			%	6% 9% 29% 41% 15%	7% 15% 31% 37% 10%
15	Based on my experience there's a positive relationship between School Executives of Aurora and the district.	Total	262	252 (-11% Agreement Change)	
		%	8% 10% 33% 39% 10%	7% 18% 37% 30% 8%	
16	I understand the roles and responsibilities of the APS Board of Education.	Total	282	269 (3% Agreement Change)	

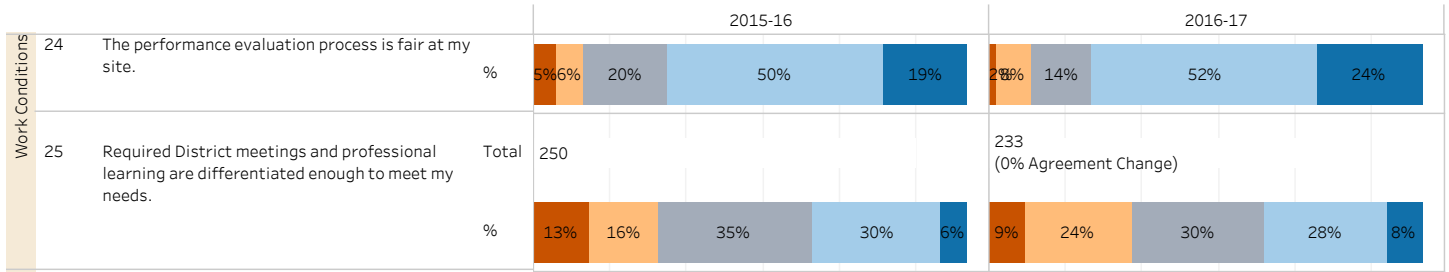
Admin/Pt Survey 2016-17:
Overall

		2015-16		2016-17	
Morale	16 I understand the roles and responsibilities of the APS Board of Education.	%	3% 9% 24% 52% 12%	%	4% 11% 17% 54% 14%
	17 I feel empowered to help solve problems.	Total	258	Total	251 (4% Agreement Change)
		%	8% 14% 18% 38% 22%	%	6% 18% 12% 47% 18%
	21 I feel appreciated for the work I do.	Total	260	Total	250 (5% Agreement Change)
	%	12% 12% 17% 37% 22%	%	7% 12% 17% 42% 22%	
36 There is an atmosphere of trust and mutual respect between principals in APS.	Total	79	Total	98 (1% Agreement Change)	
	%	4% 5% 23% 56% 13%	%	5% 23% 47% 22%	
Program Support	26 The District Leadership Team has an adequate awareness of issues at my site.	Total	244	Total	238 (-8% Agreement Change)
		%	14% 28% 21% 32% 5%	%	18% 34% 20% 24% 5%
	27 The District Leadership Team effectively supports building administrators as they work to implement the strategic plan.	Total	226	Total	222 (-11% Agreement Change)
		%	8% 19% 31% 35% 7%	%	14% 24% 32% 25% 5%
	28 The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	Total	222	Total	219 (-8% Agreement Change)
		%	13% 18% 29% 34% 6%	%	15% 22% 31% 27% 5%
	29 The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	Total	225	Total	220 (1% Agreement Change)
		%	4% 9% 33% 43% 12%	%	4% 10% 30% 46% 10%
30 The Division of Finance effectively supports administrators as they work to implement the strategic plan.	Total	212	Total	209 (-10% Agreement Change)	
	%	3% 8% 40% 39% 9%	%	11% 15% 36% 32% 5%	
31 The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	Total	226	Total	221 (5% Agreement Change)	
	%	9% 16% 32% 33% 10%	%	11% 13% 28% 40% 8%	
32 The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan.	Total	213	Total	216 (-8% Agreement Change)	
	%	8% 12% 38% 33% 9%	%	14% 20% 31% 30% 5%	
Safety	33a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	252	Total	249 (5% Agreement Change)
		%	4% 4% 44% 44%	%	2% 45% 49%

Admin/Pt Survey 2016-17:
Overall

		2015-16		2016-17	
Safety	33b I feel prepared to deal with each of the following emergency situations: tornado	Total	252	247	(2% Agreement Change)
	%	4%	5%	42%	46%
	33c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	250	245	(3% Agreement Change)
	%	3%	40%	53%	42%
Trust	8 I trust the people who make district decisions that affect me.	Total	278	270	(-9% Agreement Change)
	%	13%	22%	27%	30%
	9 I am given opportunities to influence the decisions made by the district.	Total	280	266	(3% Agreement Change)
	%	13%	28%	24%	28%
	10 I am able to influence the decisions made by the district.	Total	281	264	(-3% Agreement Change)
	%	14%	33%	25%	22%
Work Conditions	11 There is an atmosphere of trust and mutual respect within APS.	Total	281	269	(-9% Agreement Change)
	%	16%	23%	24%	31%
	18 My principal/supervisor has a clear understanding of the challenges I face.	Total	257	251	(11% Agreement Change)
	%	12%	12%	12%	35%
	19 Staff work in a site environment that is safe.	Total	260	249	(5% Agreement Change)
	%	3%	10%	50%	32%
	20 Staff at my site respect people from different backgrounds and cultures	Total	260	251	(5% Agreement Change)
	%	3%	12%	45%	36%
	22 There is a spirit of teamwork and cooperation at my site.	Total	257	248	(8% Agreement Change)
	%	9%	10%	14%	42%
	23 There is a professional atmosphere for staff working at my site.	Total	258	249	(9% Agreement Change)
	%	7%	8%	15%	50%
	24 The performance evaluation process is fair at my site.	Total	256	247	(7% Agreement Change)
	%	7%	8%	15%	50%

Admin/Pt Survey 2016-17:
Overall



Admin/Pt Survey 2016-17:
Administrator(Not Principal)

		2015-16		2016-17	
Clarity of Vision	1 I understand the vision and mission of the Aurora Public Schools.	Total	39	37 (0% Agreement Change)	
	%	3%	10%	62%	21%
		5%	14%	49%	32%
Clarity of Vision	2 I believe APS has set a clear direction for improving student achievement.	Total	39	37 (5% Agreement Change)	
	%	10%	21%	18%	46%
		5%	11%	27%	46%
Clarity of Vision	3 I feel my work is aligned to the work of the district's goals within the strategic plan APS 2020: Shaping the Future.	Total	39	36 (2% Agreement Change)	
	%	5%	15%	13%	56%
		6%	25%	56%	14%
Communication	4 Administrators/supervisors share the information I need to perform my job.	Total	39	36 (2% Agreement Change)	
	%	8%	13%	15%	38%
		8%	14%	11%	56%
	5 I am encouraged to provide suggestions on ways to improve programs or services.	Total	38	36 (0% Agreement Change)	
	%	13%	8%	18%	39%
		8%	22%	14%	36%
	6 I feel have an avenue for providing suggestions on ways to improve programs or services.	Total	39	37 (-2% Agreement Change)	
%	8%	21%	15%	33%	
	5%	19%	22%	35%	
Communication	7 I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	Total	39	37 (7% Agreement Change)	
	%	3%	31%	23%	38%
		14%	19%	16%	43%
	12 District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	Total	32	31 (11% Agreement Change)	
	%	13%	22%	22%	38%
		10%	13%	23%	45%
	13 I believe decisions made in APS are based on student data and information.	Total	39	36 (-5% Agreement Change)	
%	10%	10%	18%	62%	
	6%	8%	31%	47%	
Morale	14 I would encourage someone to work for Aurora Public Schools.	Total	39	37 (-1% Agreement Change)	
	%	5%	5%	26%	54%
		11%	27%	51%	11%
	15 Based on my experience there's a positive relationship between School Executives of Aurora and the district.	Total	37	34 (-4% Agreement Change)	
	%	14%	35%	46%	5%
		6%	18%	29%	38%
Morale	16 I understand the roles and responsibilities of the APS Board of Education.	Total	39	37 (-1% Agreement Change)	

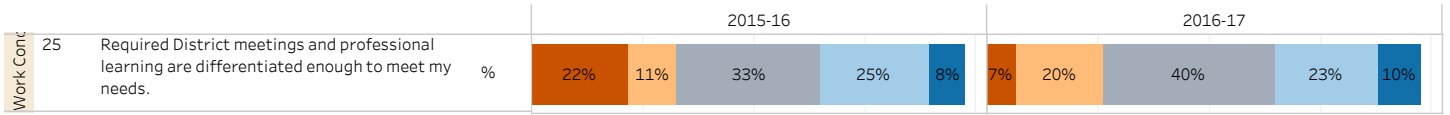
Admin/Pt Survey 2016-17:
Administrator(Not Principal)

		2015-16				2016-17						
Morale	16	I understand the roles and responsibilities of the APS Board of Education.	%	35%	28%	56%	8%	16%	22%	46%	16%	
	17	I feel empowered to help solve problems.	Total	39				35	(-20% Agreement Change)			
		%	5%	13%	13%	51%	18%	3%	17%	31%	34%	14%
	21	I feel appreciated for the work I do.	Total	39				35	(-17% Agreement Change)			
		%	5%	10%	15%	46%	23%	11%	17%	20%	34%	17%
	26	The District Leadership Team has an adequate awareness of issues at my site.	Total	36				34	(-14% Agreement Change)			
	%	11%	25%	17%	39%	8%	15%	26%	26%	29%	3%	
	27	The District Leadership Team effectively supports building administrators as they work to implement the strategic plan.	Total	35				30	(-23% Agreement Change)			
		%	6%	20%	17%	51%	6%	10%	20%	37%	30%	3%
	28	The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	Total	36				32	(-6% Agreement Change)			
	%	17%	19%	14%	47%	3%	13%	16%	28%	38%	6%	
Program Support	29	The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	Total	35				31	(-10% Agreement Change)			
		%	3%	6%	23%	54%	14%	3%	16%	23%	48%	10%
	30	The Division of Finance effectively supports administrators as they work to implement the strategic plan.	Total	33				32	(-10% Agreement Change)			
	%	6%	9%	33%	36%	15%	16%	16%	28%	31%	9%	
	31	The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	Total	36				33	(7% Agreement Change)			
		%	14%	14%	25%	39%	8%	9%	15%	21%	45%	9%
	32	The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan.	Total	34				33	(-1% Agreement Change)			
	%	9%	21%	24%	35%	12%	18%	12%	24%	42%	3%	
Safety	33a	I feel prepared to deal with each of the following emergency situations: Lockdown	Total	35				36	(3% Agreement Change)			
		%	3%	3%	51%	37%	6%	3%	47%	44%		
	33b	I feel prepared to deal with each of the following emergency situations: tornado	Total	35				35	(2% Agreement Change)			
	%	2%	6%	49%	40%	3%	3%	51%	40%			

Admin/Pt Survey 2016-17:
Administrator(Not Principal)

		2015-16		2016-17			
Safety	33c	I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	35	35 (2% Agreement Change)		
		%	3%	37%	57%		
			3%	49%	49%		
Trust	8	I trust the people who make district decisions that affect me.	Total	38	37 (-14% Agreement Change)		
		%	16%	24%	13%	42%	5%
			11%	24%	32%	30%	3%
	9	I am given opportunities to influence the decisions made by the district.	Total	39	36 (-4% Agreement Change)		
		%	13%	28%	10%	41%	8%
		8%	19%	28%	36%	8%	
	10	I am able to influence the decisions made by the district.	Total	39	37 (-8% Agreement Change)		
	%	15%	31%	15%	36%	3%	
		8%	24%	38%	24%	5%	
	11	There is an atmosphere of trust and mutual respect within APS.	Total	38	37 (-12% Agreement Change)		
	%	21%	18%	21%	39%		
		11%	24%	38%	24%	3%	
Work Conditions	18	My principal/supervisor has a clear understanding of the challenges I face.	Total	39	35 (-21% Agreement Change)		
		%	8%	3%	5%	51%	33%
			26%	11%	31%	31%	
	19	Staff work in a site environment that is safe.	Total	39	34 (-4% Agreement Change)		
		%	5%	8%	44%	44%	
			3%	12%	44%	38%	
	20	Staff at my site respect people from different backgrounds and cultures	Total	39	35 (9% Agreement Change)		
	%	3%	5%	13%	49%	31%	
		6%	3%	43%	46%		
	22	There is a spirit of teamwork and cooperation at my site.	Total	38	34 (7% Agreement Change)		
	%	13%	8%	16%	50%	13%	
		6%	6%	18%	50%	21%	
	23	There is a professional atmosphere for staff working at my site.	Total	38	35 (-4% Agreement Change)		
	%	5%	5%	13%	58%	18%	
		9%	20%	49%	23%		
	24	The performance evaluation process is fair at my site.	Total	37	33 (-14% Agreement Change)		
	%	5%	5%	8%	62%	19%	
		6%	6%	21%	45%	21%	
	25	Required District meetings and professional learning are differentiated enough to meet my needs.	Total	36	30 (0% Agreement Change)		

Admin/Pt Survey 2016-17:
Administrator(Not Principal)



**Admin/PT Survey 2016-17:
Assistant Principals**

		2015-16				2016-17							
Clarity of Vision	1	I understand the vision and mission of the Aurora Total Public Schools.	Total	27					45 (14% Agreement Change)				
		%		11%	7%	7%	41%	33%	29%	69%	20%		
Clarity of Vision	2	I believe APS has set a clear direction for improving student achievement.	Total	26					45 (-17% Agreement Change)				
		%		12%	8%	19%	50%	12%	4%	22%	29%	40%	4%
Clarity of Vision	3	I feel my work is aligned to the work of the district's goals within the strategic plan APS 2020: Shaping the Future.	Total	26					45 (-2% Agreement Change)				
		%		4%	8%	19%	50%	19%	4%	13%	16%	51%	16%
Communication	4	Administrators/supervisors share the information I need to perform my job.	Total	27					45 (-9% Agreement Change)				
		%		4%	11%	11%	52%	22%	20%	16%	42%	22%	
Communication	5	I am encouraged to provide suggestions on ways to improve programs or services.	Total	26					44 (-10% Agreement Change)				
		%		8%	8%	15%	50%	19%	2%	25%	14%	39%	20%
Communication	6	I feel have an avenue for providing suggestions on ways to to improve programs or services.	Total	27					45 (-17% Agreement Change)				
		%		7%	7%	19%	48%	19%	2%	40%	9%	38%	11%
Communication	7	I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	Total	27					45 (-20% Agreement Change)				
		%		11%	26%	7%	48%	7%	4%	42%	18%	29%	7%
Morale	12	District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	Total	26					45 (-23% Agreement Change)				
		%		19%	15%	54%	12%	4%	31%	22%	33%	9%	
Morale	13	I believe decisions made in APS are based on student data and information.	Total	27					45 (-31% Agreement Change)				
		%		4%	7%	11%	59%	19%	4%	22%	27%	42%	4%
Morale	14	I would encourage someone to work for Aurora Public Schools.	Total	27					44 (-26% Agreement Change)				
		%		4%	4%	19%	52%	22%	5%	7%	41%	41%	7%
Morale	15	Based on my experience there's a positive relationship between School Executives of Aurora and the district.	Total	27					45 (-38% Agreement Change)				
		%		7%	19%	56%	19%	2%	11%	51%	31%	4%	
Morale	16	I understand the roles and responsibilities of the APS Board of Education.	Total	27					45 (-3% Agreement Change)				
		%											

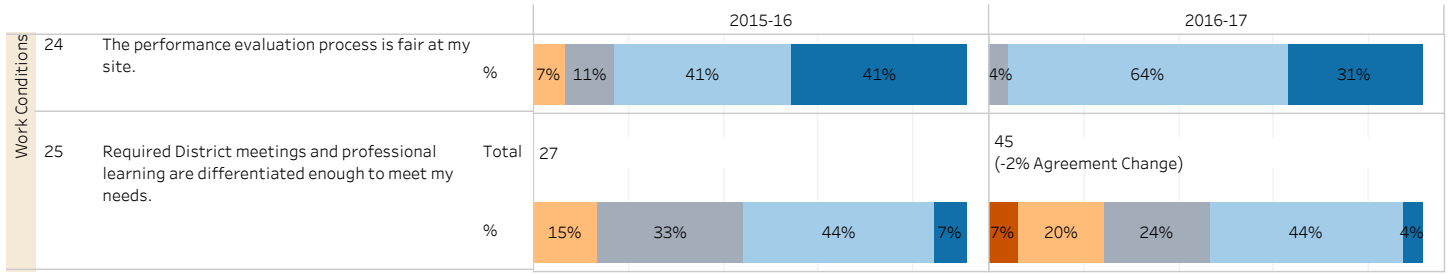
**Admin/PT Survey 2016-17:
Assistant Principals**

		2015-16				2016-17							
Morale	16	I understand the roles and responsibilities of the APS Board of Education.	%	15%	15%	56%	15%	2%	13%	18%	60%	7%	
	17	I feel empowered to help solve problems.	Total	27				45	(-15% Agreement Change)				
			%	7%	4%	44%	44%	4%	16%	7%	47%	27%	
	21	I feel appreciated for the work I do.	Total	27				45	(0% Agreement Change)				
		%	7%	7%	48%	37%	7%	9%	49%	36%			
36	There is an atmosphere of trust and mutual respect between principals in APS.	Total	27				44	(-7% Agreement Change)					
		%		22%	59%	19%	2%	27%	41%	30%			
Program Support	26	The District Leadership Team has an adequate awareness of issues at my site.	Total	26				43	(-23% Agreement Change)				
			%	12%	4%	31%	46%	8%	12%	35%	23%	26%	5%
	27	The District Leadership Team effectively supports building administrators as they work to implement the strategic plan.	Total	26				42	(-32% Agreement Change)				
			%	4%	4%	27%	54%	12%	12%	21%	33%	31%	2%
	28	The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	Total	27				43	(-38% Agreement Change)				
			%	4%	4%	26%	52%	15%	7%	23%	42%	28%	
	29	The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	Total	26				42	(-24% Agreement Change)				
			%	4%	8%	23%	50%	15%	17%	43%	40%		
30	The Division of Finance effectively supports administrators as they work to implement the strategic plan.	Total	23				40	(-45% Agreement Change)					
		%	4%	4%	13%	65%	13%	5%	20%	43%	33%		
31	The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	Total	26				43	(-13% Agreement Change)					
		%	15%	15%	38%	31%	2%	12%	30%	44%	12%		
32	The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan.	Total	25				40	(-36% Agreement Change)					
		%	8%	4%	24%	52%	12%	10%	25%	38%	28%		
Safety	33a	I feel prepared to deal with each of the following emergency situations: Lockdown	Total	27				45	(7% Agreement Change)				
			%	7%	26%	67%	33%	67%					

Admin/PT Survey 2016-17:
Assistant Principals

		2015-16		2016-17							
Safety	33b I feel prepared to deal with each of the following emergency situations: tornado	Total	27	45 (2% Agreement Change)							
	%	7%	26%	67%	4% 38% 58%						
	33c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	27	45 (7% Agreement Change)							
	%	7%	15%	78%	24% 76%						
Trust	8 I trust the people who make district decisions that affect me.	Total	27	45 (-40% Agreement Change)							
	%	11%	26%	48%	15%	11% 42% 24% 22%					
	9 I am given opportunities to influence the decisions made by the district.	Total	27	45 (-11% Agreement Change)							
	%	4%	15%	37%	37%	7%	4% 42% 20% 31% 2%				
	10 I am able to influence the decisions made by the district.	Total	27	45 (-7% Agreement Change)							
	%	4%	26%	41%	22%	7%	9% 38% 31% 18% 4%				
Work Conditions	11 There is an atmosphere of trust and mutual respect within APS.	Total	27	45 (-34% Agreement Change)							
	%	7%	11%	22%	52%	7%	16% 31% 29% 20% 4%				
	18 My principal/supervisor has a clear understanding of the challenges I face.	Total	27	45 (8% Agreement Change)							
	%	7%	7%	33%	52%		2%	4% 36% 58%			
	19 Staff work in a site environment that is safe.	Total	27	45 (0% Agreement Change)							
	%	4%		52%	44%		4%	47% 49%			
	20 Staff at my site respect people from different backgrounds and cultures	Total	27	45 (0% Agreement Change)							
	%	11%		59%	30%		2%	4%	53%	36%	
	22 There is a spirit of teamwork and cooperation at my site.	Total	27	43 (-3% Agreement Change)							
	%	4%	11%	41%	44%		2%	8%	12%	49%	33%
	23 There is a professional atmosphere for staff working at my site.	Total	27	45 (5% Agreement Change)							
%	7%	11%	48%	33%		4%	9%	62%	24%		
	24 The performance evaluation process is fair at my site.	Total	27	45 (14% Agreement Change)							

**Admin/PT Survey 2016-17:
Assistant Principals**



Admin/Pt Survey 2016-17:
Principals

		2015-16				2016-17							
Clarity of Vision	1	I understand the vision and mission of the Aurora Total Public Schools.	Total	42					43 (12% Agreement Change)				
		%		19%	10%	45%	26%		5%	7%	5%	53%	30%
Clarity of Vision	2	I believe APS has set a clear direction for improving student achievement.	Total	42					43 (-2% Agreement Change)				
		%		12%	36%	26%	24%	2%	23%	44%	9%	19%	5%
Clarity of Vision	3	I feel my work is aligned to the work of the district's goals within the strategic plan APS 2020: Shaping the Future.	Total	41					43 (2% Agreement Change)				
		%		2%	15%	27%	44%	12%	2%	30%	9%	42%	16%
Communication	4	Administrators/supervisors share the information I need to perform my job.	Total	41					43 (9% Agreement Change)				
		%		12%	29%	10%	41%	7%	14%	16%	12%	51%	7%
Communication	5	I am encouraged to provide suggestions on ways to improve programs or services.	Total	42					42 (2% Agreement Change)				
		%		12%	24%	19%	38%	7%	7%	21%	24%	36%	12%
Communication	6	I feel have an avenue for providing suggestions on ways to to improve programs or services.	Total	42					42 (0% Agreement Change)				
		%		12%	29%	19%	33%	7%	10%	36%	14%	36%	5%
Communication	7	I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	Total	42					43 (-10% Agreement Change)				
		%		19%	26%	17%	31%	7%	21%	37%	14%	26%	2%
Morale	12	District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	Total	42					42 (2% Agreement Change)				
		%		26%	26%	19%	29%		24%	21%	24%	31%	
Morale	13	I believe decisions made in APS are based on student data and information.	Total	42					43 (-7% Agreement Change)				
		%		5%	26%	29%	38%	2%	19%	37%	12%	30%	2%
Morale	14	I would encourage someone to work for Aurora Public Schools.	Total	42					43 (-7% Agreement Change)				
		%		17%	40%	33%	10%		7%	30%	28%	28%	7%
Morale	15	Based on my experience there's a positive relationship between School Executives of Aurora and the district.	Total	41					42 (-1% Agreement Change)				
		%		7%	17%	24%	41%	10%	10%	21%	19%	43%	7%
Morale	16	I understand the roles and responsibilities of the APS Board of Education.	Total	42					43 (10% Agreement Change)				
		%											

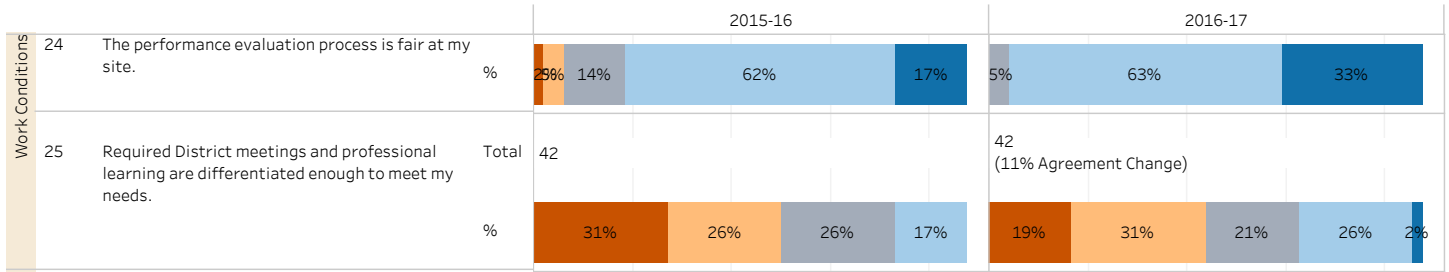
Admin/Pt Survey 2016-17:
Principals

		2015-16					2016-17						
Morale	16	I understand the roles and responsibilities of the APS Board of Education.	%	10%	21%	62%	7%	2%	12%	63%	16%		
	17	I feel empowered to help solve problems.	Total	42				42	(9% Agreement Change)				
			%	12%	21%	21%	36%	10%	2%	33%	10%	48%	7%
	21	I feel appreciated for the work I do.	Total	42				42	(4% Agreement Change)				
		%	17%	19%	26%	26%	12%	7%	24%	26%	38%	5%	
36	There is an atmosphere of trust and mutual respect between principals in APS.	Total	42				43	(0% Agreement Change)					
		%	2%	19%	62%	12%	2%	16%	56%	19%			
Program Support	26	The District Leadership Team has an adequate awareness of issues at my site.	Total	41				41	(-12% Agreement Change)				
			%	24%	27%	20%	29%	32%	39%	12%	12%	5%	
	27	The District Leadership Team effectively supports building administrators as they work to implement the strategic plan.	Total	40				43	(-11% Agreement Change)				
			%	23%	20%	30%	25%	3%	23%	37%	23%	12%	5%
	28	The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	Total	40				41	(-3% Agreement Change)				
			%	33%	20%	20%	28%	24%	32%	20%	20%	5%	
	29	The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	Total	41				43	(2% Agreement Change)				
			%	7%	10%	32%	46%	5%	9%	12%	26%	42%	12%
	30	The Division of Finance effectively supports administrators as they work to implement the strategic plan.	Total	41				42	(-17% Agreement Change)				
			%	5%	49%	37%	10%	14%	17%	40%	24%	5%	
31	The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	Total	41				43	(9% Agreement Change)					
		%	12%	17%	29%	34%	7%	21%	12%	16%	42%	9%	
32	The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan.	Total	39				42	(-24% Agreement Change)					
		%	10%	23%	26%	36%	5%	21%	33%	29%	12%	5%	
Safety	33a	I feel prepared to deal with each of the following emergency situations: Lockdown	Total	41				43	(4% Agreement Change)				
			%	2%	46%	46%	2%	40%	58%				

Admin/Pt Survey 2016-17:
Principals

		2015-16		2016-17	
Safety	33b I feel prepared to deal with each of the following emergency situations: tornado	Total	41	43 (7% Agreement Change)	
	%	5% 2% 39% 51%	2% 35% 63%		
	33c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	41	41 (2% Agreement Change)	
	%	2% 44% 54%	29% 71%		
Trust	8 I trust the people who make district decisions that affect me.	Total	42	43 (-14% Agreement Change)	
	%	24% 14% 29% 31% 2%	33% 30% 19% 16% 2%		
	9 I am given opportunities to influence the decisions made by the district.	Total	41	43 (15% Agreement Change)	
	%	20% 27% 27% 22% 5%	16% 37% 5% 40% 2%		
	10 I am able to influence the decisions made by the district.	Total	42	43 (-9% Agreement Change)	
	%	17% 29% 33% 19% 2%	21% 40% 28% 9% 2%		
11 There is an atmosphere of trust and mutual respect within APS.	Total	42	43 (-17% Agreement Change)		
%	24% 21% 21% 31% 2%	33% 26% 26% 16%			
Work Conditions	18 My principal/supervisor has a clear understanding of the challenges I face.	Total	40	42 (25% Agreement Change)	
	%	13% 18% 15% 35% 20%	21% 10% 7% 55% 26%		
	19 Staff work in a site environment that is safe.	Total	42	42 (4% Agreement Change)	
	%	5% 10% 57% 29%	2% 52% 38%		
	20 Staff at my site respect people from different backgrounds and cultures	Total	42	43 (2% Agreement Change)	
%	5% 10% 50% 36%	5% 7% 49% 40%			
22 There is a spirit of teamwork and cooperation at my site.	Total	41	43 (12% Agreement Change)		
%	2% 10% 51% 29%	7% 49% 44%			
23 There is a professional atmosphere for staff working at my site.	Total	42	43 (19% Agreement Change)		
%	2% 12% 57% 21%	2% 56% 42%			
24 The performance evaluation process is fair at my site.	Total	42	43 (16% Agreement Change)		
%					

Admin/Pt Survey 2016-17:
Principals



Admin/PT Survey 2016-17:
Professional/Technical

		2015-16					2016-17								
Clarity of Vision	1	I understand the vision and mission of the Aurora Public Schools.	Total	137						119 (0% Agreement Change)					
		%	1%	8%	12%	49%	29%			6%	5%	11%	47%	31%	
Clarity of Vision	2	I believe APS has set a clear direction for improving student achievement.	Total	137						119 (-9% Agreement Change)					
		%	7%	15%	32%	34%	12%			11%	27%	26%	26%	10%	
Clarity of Vision	3	I feel my work is aligned to the work of the district's goals within the strategic plan APS 2020: Shaping the Future.	Total	136						118 (-2% Agreement Change)					
		%	4%	8%	17%	49%	22%			5%	6%	20%	43%	25%	
Communication	4	Administrators/supervisors share the information I need to perform my job.	Total	138						119 (4% Agreement Change)					
		%	9%	18%	14%	43%	16%			8%	18%	12%	50%	13%	
	5	I am encouraged to provide suggestions on ways to improve programs or services.	Total	137						119 (4% Agreement Change)					
		%	7%	18%	16%	39%	20%			11%	15%	9%	45%	20%	
	6	I feel have an avenue for providing suggestions on ways to improve programs or services.	Total	134						118 (1% Agreement Change)					
	%	6%	22%	21%	37%	14%			10%	18%	19%	38%	15%		
Communication	7	I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	Total	136						119 (1% Agreement Change)					
		%	13%	26%	18%	31%	12%			15%	23%	18%	36%	8%	
	12	District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	Total	122						98 (-1% Agreement Change)					
		%	7%	15%	34%	34%	11%			9%	16%	31%	31%	13%	
	13	I believe decisions made in APS are based on student data and information.	Total	138						118 (-9% Agreement Change)					
	%	4%	16%	28%	39%	14%			11%	15%	31%	36%	8%		
Morale	14	I would encourage someone to work for Aurora Public Schools.	Total	135						119 (-13% Agreement Change)					
		%	6%	7%	29%	40%	19%			8%	16%	32%	34%	11%	
	15	Based on my experience there's a positive relationship between School Executives of Aurora and the district.	Total	123						109 (-13% Agreement Change)					
		%	5%	12%	41%	31%	11%			6%	21%	45%	20%	7%	
Morale	16	I understand the roles and responsibilities of the APS Board of Education.	Total	137						119 (1% Agreement Change)					
		%													

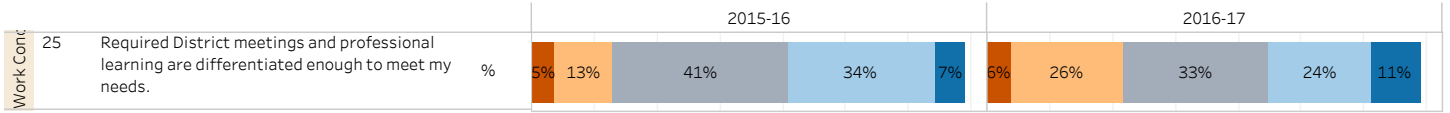
Admin/PT Survey 2016-17:
Professional/Technical

		2015-16					2016-17						
Morale	16	I understand the roles and responsibilities of the APS Board of Education.	%	3%	8%	24%	51%	14%	4%	10%	19%	53%	13%
	17	I feel empowered to help solve problems.	Total	134						118	(9% Agreement Change)		
		%	9%	10%	21%	36%	24%	7%	15%	8%	50%	19%	
	21	I feel appreciated for the work I do.	Total	137						117	(7% Agreement Change)		
		%	12%	12%	16%	36%	23%	9%	9%	15%	44%	23%	
	26	The District Leadership Team has an adequate awareness of issues at my site.	Total	127						109	(-3% Agreement Change)		
	%	10%	32%	22%	29%	6%	17%	34%	17%	26%	6%		
	27	The District Leadership Team effectively supports building administrators as they work to implement the strategic plan.	Total	115						97	(-5% Agreement Change)		
		%	4%	20%	37%	30%	9%	11%	22%	34%	26%	7%	
	28	The Division of Equity in Learning effectively supports administrators as they work to implement the strategic plan.	Total	109						92	(-4% Agreement Change)		
	%	7%	18%	39%	28%	8%	15%	22%	32%	25%	7%		
Program Support	29	The Division of Support Services effectively supports administrators as they work to implement the strategic plan.	Total	112						93	(11% Agreement Change)		
		%	3%	6%	38%	38%	13%	3%	6%	28%	48%	14%	
	30	The Division of Finance effectively supports administrators as they work to implement the strategic plan.	Total	103						85	(1% Agreement Change)		
	%	3%	11%	46%	35%	6%	11%	12%	35%	35%	7%		
	31	The Division of Human Resources effectively supports administrators as they work to implement the strategic plan.	Total	112						92	(3% Agreement Change)		
		%	8%	16%	39%	30%	6%	11%	15%	34%	35%	5%	
	32	The Division of the Superintendent effectively supports administrators as they work to implement the strategic plan.	Total	105						91	(2% Agreement Change)		
	%	7%	5%	49%	30%	10%	11%	15%	31%	35%	8%		
Safety	33a	I feel prepared to deal with each of the following emergency situations: Lockdown	Total	134						114	(4% Agreement Change)		
		%	3%	6%	46%	41%	2%	3%	52%	39%			
	33b	I feel prepared to deal with each of the following emergency situations: tornado	Total	134						113	(1% Agreement Change)		
	%	4%	6%	45%	42%	2%	3%	7%	51%	37%			

Admin/PT Survey 2016-17:
Professional/Technical

		2015-16		2016-17	
Safety	33c	I feel prepared to deal with each of the following emergency situations: Fire Drill	Total 132	113 (1% Agreement Change)	
	%	2% 5% 44% 47%	2% 5% 52% 40%		
Trust	8	I trust the people who make district decisions that affect me.	Total 134	119 (-5% Agreement Change)	
	%	10% 25% 31% 26% 8%	19% 24% 28% 22% 7%		
	9	I am given opportunities to influence the decisions made by the district.	Total 136	117 (3% Agreement Change)	
	%	10% 29% 25% 26% 9%	11% 23% 27% 31% 8%		
	10	I am able to influence the decisions made by the district.	Total 136	116 (-1% Agreement Change)	
%	12% 35% 24% 22% 7%	16% 30% 28% 21% 6%			
	11	There is an atmosphere of trust and mutual respect within APS.	Total 137	118 (-6% Agreement Change)	
%	11% 27% 27% 28% 7%	19% 29% 24% 24% 5%			
	18	My principal/supervisor has a clear understanding of the challenges I face.	Total 136	118 (15% Agreement Change)	
%	15% 15% 15% 31% 24%	12% 10% 8% 42% 29%			
	19	Staff work in a site environment that is safe.	Total 137	117 (5% Agreement Change)	
%	4% 7% 12% 51% 26%	2% 12% 60% 23%			
	20	Staff at my site respect people from different backgrounds and cultures	Total 137	117 (6% Agreement Change)	
%	3% 12% 41% 39%	2% 11% 47% 39%			
Work Conditions	22	There is a spirit of teamwork and cooperation at my site.	Total 136	117 (5% Agreement Change)	
	%	11% 13% 15% 39% 22%	5% 14% 15% 42% 25%		
	23	There is a professional atmosphere for staff working at my site.	Total 136	115 (9% Agreement Change)	
	%	9% 8% 16% 48% 19%	4% 9% 10% 51% 25%		
	24	The performance evaluation process is fair at my site.	Total 136	116 (3% Agreement Change)	
%	7% 5% 26% 46% 17%	2% 15% 18% 47% 19%			
	25	Required District meetings and professional learning are differentiated enough to meet my needs.	Total 130	105 (-5% Agreement Change)	

Admin/PT Survey 2016-17:
Professional/Technical





Historical Comparison: APS Admin/PT Survey

			Agr/St..	1-Yr D..	5-Yr Di..	1-Yr E..	5-Yr E..
Clarity of Vis..	1	I understand the vision and mission of the Aurora Public Schools.	80.8%	3.5%	-3.1%	0.09	-0.08
	2	I believe APS has set a clear direction for improving student achievement.	39.5%	-4.8%	-24.7%	-0.10	-0.50
	3	I feel my work is aligned to the work of the district's goals within the strategic plan APS 2020: Shaping the Fut..	66.4%	0.1%	--	0.00	--
Communication	4	Administrators/supervisors share the information I need to perform my job.	63.0%	4.1%	-4.1%	0.08	-0.09
	5	I am encouraged to provide suggestions on ways to improve programs or services.	59.9%	3.3%	-1.9%	0.07	-0.04
	6	I feel have an avenue for providing suggestions on ways to to improve programs or services.	49.1%	-1.1%	--	-0.02	--
	7	I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	41.1%	0.9%	-5.8%	0.02	-0.12
Morale	12	District professional learning I have participated in has provided me with strategies that I have incorporated i..	44.4%	1.3%	0.4%	0.03	0.01
	13	I believe decisions made in APS are based on student data and information.	45.3%	-9.1%	-17.0%	-0.18	-0.34
	14	I would encourage someone to work for APS.	46.8%	-9.2%	-16.9%	-0.18	-0.34
	15	Based on my experience there's a positive relationship between School Executives of Aurora and the district.	37.3%	-11.6%	-23.5%	-0.23	-0.48
	16	I understand the roles and responsibilities of the APS Board of Education.	68.0%	3.8%	-10.0%	0.08	-0.23
	17	I feel empowered to help solve problems.	64.1%	4.5%	2.9%	0.09	0.06
	21	I feel appreciated for the work I do.	64.0%	5.2%	-0.8%	0.11	-0.02
36	There is an atmosphere of trust and mutual respect between principals in APS.	69.4%	1.0%	-0.6%	0.02	-0.01	
Program Support	26	The District Leadership Team has an adequate awareness of issues at my site.	28.6%	-8.3%	-15.9%	-0.18	-0.33
	27	The District Leadership Team effectively supports building administrators as they work to implement the stra..	30.2%	-11.4%	-30.9%	-0.24	-0.63
	28	The Division of Equity in Learning effectively supports administrators as they work to implement the strategi..	31.5%	-8.6%	-30.3%	-0.18	-0.62
	29	The Division of Support Services effectively supports administrators as they work to implement the strategic ..	56.4%	1.7%	-14.6%	0.03	-0.31
	30	The Division of Finance effectively supports administrators as they work to implement the strategic plan.	37.3%	-10.8%	-33.0%	-0.22	-0.68
	31	The Division of Human Resources effectively supports administrators as they work to implement the strategic..	48.0%	5.0%	-13.0%	0.10	-0.26
32	The Division of the Superintendent effectively supports administrators as they work to implement the strateg..	34.3%	-8.5%	-25.4%	-0.17	-0.52	
Safety	33a	I feel prepared to deal with each of the following emergency situations: Lockdown	94.0%	5.5%	--	0.20	--
	33b	I feel prepared to deal with each of the following emergency situations: tornado	90.7%	3.0%	--	0.10	--
	33c	I feel prepared to deal with each of the following emergency situations: Fire Drill	95.5%	3.1%	--	0.13	--
Trust	8	I trust the people who make district decisions that affect me.	27.8%	-9.6%	-23.3%	-0.21	-0.48
	9	I am given opportunities to influence the decisions made by the district.	38.3%	3.7%	-9.1%	0.08	-0.18
	10	I am able to influence the decisions made by the district.	24.2%	-3.2%	-10.5%	-0.07	-0.23
	11	There is an atmosphere of trust and mutual respect within APS.	26.8%	-9.9%	-15.5%	-0.21	-0.33
Work Conditions	18	My principal/supervisor has a clear understanding of the challenges I face.	74.9%	11.9%	11.5%	0.26	0.25
	19	Staff work in a site environment that is safe.	86.3%	5.2%	0.5%	0.14	0.01
	20	Staff at my site respect people from different backgrounds and cultures	86.9%	5.7%	2.3%	0.16	0.07
	22	There is a spirit of teamwork and cooperation at my site.	74.2%	8.0%	3.4%	0.18	0.08
	23	There is a professional atmosphere for staff working at my site.	80.3%	9.8%	4.7%	0.23	0.11
	24	The performance evaluation process is fair at my site.	76.5%	7.4%	0.5%	0.17	0.01
25	Required District meetings and professional learning are differentiated enough to meet my needs.	36.5%	0.5%	--	0.01	--	

Note: All responses of "don't know" and "not applicable" were omitted from this analysis.

N Survey Respondents for 2016-17=271; N for 2015-16=284; N for 2011-12=244.

*ES=Effect size-a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Blue (+) or Orange(-) text.