



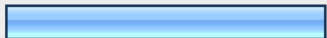






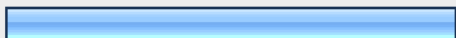
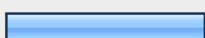



Classified Staff Climate Survey
Division of Accountability & Research
May 2007



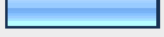
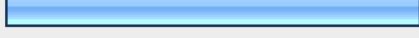
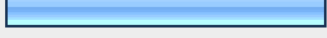

I am familiar with the VISTA 2010 Plan.			Response Percent	Response Count
Strongly Disagree			1.5%	9
Disagree			6.6%	40
Neutral			19.6%	120
Agree			55.3%	338
Strongly Agree			16.4%	100
Not Applicable			0.7%	4
			<i>answered question</i>	611
			<i>skipped question</i>	0

APS has set a clear direction for improving student achievement.			Response Percent	Response Count
Strongly Disagree			1.8%	11
Disagree			7.7%	47
Neutral			27.5%	168
Agree			44.8%	274
Strongly Agree			17.7%	108
Not Applicable			0.5%	3
			<i>answered question</i>	611
			<i>skipped question</i>	0





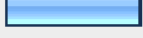

I understand my role and responsibilities as an employee of APS.			Response Percent	Response Count
Strongly Disagree			1.3%	8
Disagree			3.8%	23
Neutral			6.9%	42
Agree			53.0%	324
Strongly Agree			34.9%	213
Not Applicable			0.2%	1
			<i>answered question</i>	611
			<i>skipped question</i>	0

I know how my work relates to the district's goals and priorities as stated in the VISTA 2010 Plan.			Response Percent	Response Count
Strongly Disagree			1.5%	9
Disagree			8.8%	54
Neutral			18.8%	115
Agree			48.3%	295
Strongly Agree			21.9%	134
Not Applicable			0.7%	4
			<i>answered question</i>	611
			<i>skipped question</i>	0





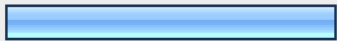

My work is important and contributes to the success of the VISTA 2010 Plan.

		Response Percent	Response Count
Strongly Disagree		0.8%	5
Disagree		3.1%	19
Neutral		16.0%	98
Agree		44.4%	271
Strongly Agree		34.7%	212
Not Applicable		1.0%	6
		answered question	611
		skipped question	0

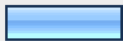
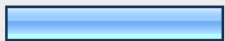
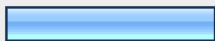
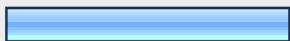
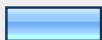

The district sets high and realistic expectations for students.

		Response Percent	Response Count
Strongly Disagree		3.3%	20
Disagree		15.4%	94
Neutral		24.1 %	147
Agree		42.7%	261
Strongly Agree		14.1%	86
Not Applicable		0.5%	3
		answered question	611
		skipped question	0



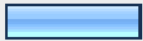
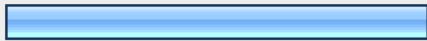
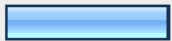

Everyone in the school community is accountable for the academic success of students.

		Response Percent	Response Count
Strongly Disagree		4.1%	25
Disagree		7.5%	46
Neutral		10.0%	61
Agree		42.4%	259
Strongly Agree		35.7%	218
Not Applicable		0.3%	2
		answered question	611
		skipped question	0

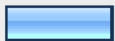
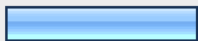
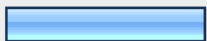
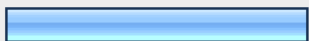


Administrators/supervisors share information regularly with employees.

		Response Percent	Response Count
Strongly Disagree		12.9%	79
Disagree		23.2%	142
Neutral		22.6%	138
Agree		30.6%	187
Strongly Agree		10.5%	64
Not Applicable		0.2%	1
		answered question	611
		skipped question	0


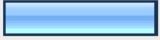




Clear goals and objectives have been defined for my job.

		Response Percent	Response Count
Strongly Disagree		4.4%	27
Disagree		16.9%	103
Neutral		14.9%	91
Agree		45.7%	279
Strongly Agree		17.7%	108
Not Applicable		0.5%	3
		answered question	611
		skipped question	0

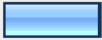
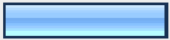

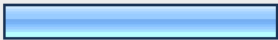


I am encouraged to provide suggestions on ways to improve programs or services.

		Response Percent	Response Count
Strongly Disagree		12.0%	73
Disagree		20.8%	127
Neutral		21.9%	134
Agree		32.7%	200
Strongly Agree		11.8%	72
Not Applicable		0.8%	5
		answered question	611
		skipped question	0



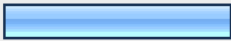

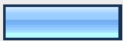

Decisions made in APS are based on communicated data and information.

		Response Percent	Response Count
Strongly Disagree		7.2%	44
Disagree		16.7%	102
Neutral		36.2%	221
Agree		32.4%	198
Strongly Agree		6.4%	39
Not Applicable		1.2%	7
		answered question	611
		skipped question	0

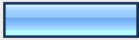
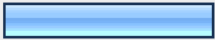

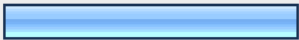
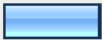

I trust the people who make decisions that affect me in the *district*.

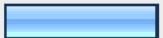



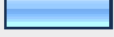

		Response Percent	Response Count
Strongly Disagree		11.0%	67
Disagree		17.5%	107
Neutral		35.8%	219
Agree		29.1%	178
Strongly Agree		6.2%	38
Not Applicable		0.3%	2
		answered question	611
		skipped question	0


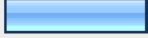

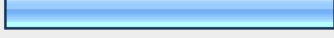
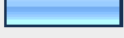

I trust the people who make decisions that affect me in my *school/department*.



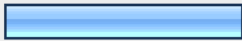
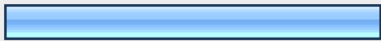
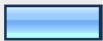

		Response Percent	Response Count
Strongly Disagree		12.6%	77
Disagree		16.2%	99
Neutral		24.6%	150
Agree		33.2%	203
Strongly Agree		12.6%	77
Not Applicable		0.8%	5
		<i>answered question</i>	611
		<i>skipped question</i>	0


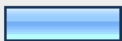
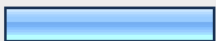
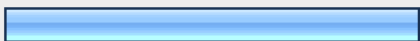
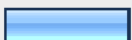

There is a spirit of teamwork and cooperation.



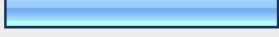
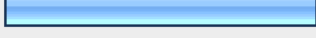


		Response Percent	Response Count
Strongly Disagree		14.1%	86
Disagree		22.6%	138
Neutral		21.8%	133
Agree		31.1%	190
Strongly Agree		10.3%	63
Not Applicable		0.2%	1
		<i>answered question</i>	611
		<i>skipped question</i>	0

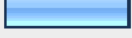
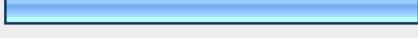
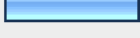

I feel free to express my professional opinions at work.			Response Percent	Response Count
Strongly Disagree			16.0%	98
Disagree			20.0%	122
Neutral			21.3%	130
Agree			30.8%	188
Strongly Agree			11.6%	71
Not Applicable			0.3%	2
			<i>answered question</i>	611
			<i>skipped question</i>	0

I feel valued as an employee of APS.			Response Percent	Response Count
Strongly Disagree			11.3%	69
Disagree			15.7%	96
Neutral			24.9%	152
Agree			35.8%	219
Strongly Agree			12.1%	74
Not Applicable			0.2%	1
			<i>answered question</i>	611
			<i>skipped question</i>	0



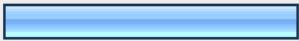
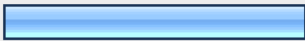
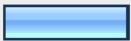

There is a professional atmosphere for staff working in APS.			Response Percent	Response Count
Strongly Disagree			8.2%	50
Disagree			14.9%	91
Neutral			25.2%	154
Agree			40.9%	250
Strongly Agree			10.5%	64
Not Applicable			0.3%	2
			answered question	611
			skipped question	0

I am treated with respect.			Response Percent	Response Count
Strongly Disagree			7.0%	43
Disagree			12.1%	74
Neutral			22.6%	138
Agree			44.0%	269
Strongly Agree			13.9%	85
Not Applicable			0.3%	2
			answered question	611
			skipped question	0


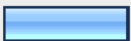
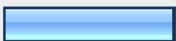
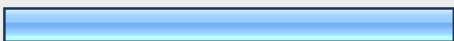


My ideas and suggestions are respected.			Response Percent	Response Count
Strongly Disagree			8.7%	53
Disagree			18.3%	112
Neutral			29.6%	181
Agree			33.1%	202
Strongly Agree			9.8%	60
Not Applicable			0.5%	3
			<i>answered question</i>	611
			<i>skipped question</i>	0



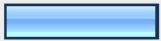

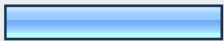

I receive the necessary training to do high quality work.			Response Percent	Response Count
Strongly Disagree			6.6%	40
Disagree			13.8%	84
Neutral			21.1%	129
Agree			44.0%	269
Strongly Agree			14.2%	87
Not Applicable			0.3%	2
			<i>answered question</i>	611
			<i>skipped question</i>	0



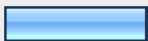
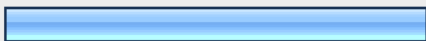


My supervisor supports and encourages my desire to participate in district committees including VISTA 2010 planning.




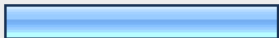
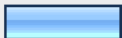

		Response Percent	Response Count
Strongly Disagree		5.9%	36
Disagree		10.3%	63
Neutral		31.4%	192
Agree		32.6%	199
Strongly Agree		13.3%	81
Not Applicable		6.6%	40
		<i>answered question</i>	611
		<i>skipped question</i>	0





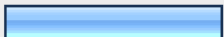

I have the necessary tools I need to do high quality work efficiently.







		Response Percent	Response Count
Strongly Disagree		4.9%	30
Disagree		13.9%	85
Neutral		18.5%	113
Agree		48.9%	299
Strongly Agree		13.4%	82
Not Applicable		0.3%	2
		<i>answered question</i>	611
		<i>skipped question</i>	0




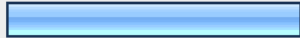


My principal/supervisor has a clear understanding of my skills and abilities.			Response Percent	Response Count
Strongly Disagree			8.8%	54
Disagree			12.4%	76
Neutral			16.0%	98
Agree			39.1%	239
Strongly Agree			23.1%	141
Not Applicable			0.5%	3
			<i>answered question</i>	611
			<i>skipped question</i>	0

My performance evaluations are fair.			Response Percent	Response Count
Strongly Disagree			5.1%	31
Disagree			4.4%	27
Neutral			15.9%	97
Agree			45.7%	279
Strongly Agree			23.1%	141
Not Applicable			5.9%	36
			<i>answered question</i>	611
			<i>skipped question</i>	0

Employees are treated fairly and consistently at my site.			Response Percent	Response Count
Strongly Disagree			14.7%	90
Disagree			23.4%	143
Neutral			19.6%	120
Agree			29.1%	178
Strongly Agree			12.6%	77
Not Applicable			0.5%	3
			<i>answered question</i>	611
			<i>skipped question</i>	0




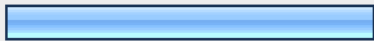
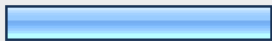

I feel safe in the workplace.			Response Percent	Response Count
Strongly Disagree			4.1%	25
Disagree			6.6%	40
Neutral			14.2%	87
Agree			51.2%	313
Strongly Agree			23.6%	144
Not Applicable			0.3%	2
			<i>answered question</i>	611
			<i>skipped question</i>	0

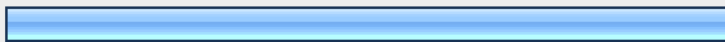
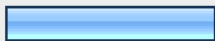
I like the kind of work I do.			Response Percent	Response Count
Strongly Disagree			0.7%	4
Disagree			1.2%	7
Neutral			4.1%	25
Agree			34.4%	210
Strongly Agree			59.6%	364
Not Applicable			0.2%	1
			<i>answered question</i>	611
			<i>skipped question</i>	0




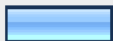

My job is important.			Response Percent	Response Count
Strongly Disagree			0.8%	5
Disagree			1.0%	6
Neutral			2.8%	17
Agree			31.6%	193
Strongly Agree			63.7%	389
Not Applicable			0.2%	1
			<i>answered question</i>	611
			<i>skipped question</i>	0

I am proud of the work I do.			Response Percent	Response Count
Strongly Disagree			0.3%	2
Disagree			0.5%	3
Neutral			2.1%	13
Agree			27.7%	169
Strongly Agree			69.2%	423
Not Applicable			0.2%	1
			<i>answered question</i>	611
			<i>skipped question</i>	0

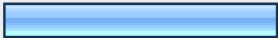




I feel appreciated for the work I do.			Response Percent	Response Count
Strongly Disagree			8.4%	51
Disagree			15.1%	92
Neutral			21.6%	132
Agree			32.9%	201
Strongly Agree			21.8%	133
Not Applicable			0.3%	2
			<i>answered question</i>	611
			<i>skipped question</i>	0

I am satisfied with my job.			Response Percent	Response Count
Strongly Disagree			2.8%	17
Disagree			9.0%	55
Neutral			19.3%	118
Agree			39.8%	243
Strongly Agree			28.6%	175
Not Applicable			0.5%	3
			answered question	611
			skipped question	0



Please indicate your gender:			Response Percent	Response Count
Female			77.4%	473
Male			22.6%	138
			answered question	611
			skipped question	0

Please indicate your ethnicity: (Check all that apply)			Response Percent	Response Count
American Indian/Alaska Native			2.5%	15
Asian or Pacific Islander			2.5%	15
African American			9.0%	55
Hispanic			11.1%	68
White			79.1%	483
			answered question	611
			skipped question	0





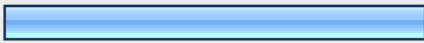


Please indicate your years of service in APS:

		Response Percent	Response Count
1-3 years		29.8%	182
4-6 years		19.0%	116
7-10 years		15.6%	95
11-20 years		21.8%	133
20+ year		13.9%	85
		answered question	611
		skipped question	0

Please indicate your site:

		Response Percent	Response Count
School		73.7%	450
District (support)		26.4%	161
		answered question	611
		skipped question	0

Please indicate your position:

		Response Percent	Response Count
Administrative/Secretarial Support		30.6%	187
Budget/Finance/Information Technology		4.6%	28
Transportation		5.6%	34
Nutrition Services		2.6%	16
Paraprofessional/TH Pickens/Related Positions		45.0%	275
Print Services		0.0%	0
Risk Management/Security		1.8%	11
Maintenance Operations/Planning Construction		9.8%	60
		<i>answered question</i>	611
		<i>skipped question</i>	0