

**Aurora Public Schools**  
**Division of Accountability and Research**



**Classified Staff Climate Survey**  
**Historical Results (Overall)**  
**2015-16**



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**

**Division of Accountability and Research**

**Overall**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	7.8%	10.8%	3.0%	25.2%	26.2%	1.1%	67.0%	63.0%	-4.0%	-0.08	854
2. I understand my role and responsibilities as an employee of APS.	4.2%	4.3%	0.1%	4.5%	4.3%	-0.2%	91.3%	91.4%	0.1%	0.00	883
3. I know how my work relates to the district's goals and priorities.	4.5%	6.0%	1.5%	13.1%	11.0%	-2.1%	82.4%	83.0%	0.5%	0.01	880
4. My work is important and contributes to the success of the district.	2.4%	1.5%	-1.0%	6.6%	7.1%	0.5%	90.9%	91.4%	0.5%	0.02	883
5. The district sets high and realistic expectations for students.	13.3%	16.6%	3.3%	24.7%	27.1%	2.5%	62.0%	56.3%	-5.7%	-0.12	855
6. Everyone in the school community is accountable for the academic success of students.	9.4%	9.8%	0.4%	14.2%	15.5%	1.3%	76.4%	74.7%	-1.8%	-0.04	864
7. Department administrators/supervisors share information regularly with employees.	30.1%	22.0%	-8.1%	18.6%	22.8%	4.2%	51.3%	55.1%	3.9%	0.08	876
8. Clear goals and objectives have been defined for my job.	11.9%	11.4%	-0.5%	17.0%	13.9%	-3.2%	71.1%	74.7%	3.7%	0.08	879
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	21.5%	17.6%	-3.9%	17.1%	15.5%	-1.7%	61.3%	66.9%	5.6%	0.12	867
10. Decisions made in APS are based on communicated data and information.	14.5%	15.5%	1.1%	33.1%	35.7%	2.6%	52.4%	48.8%	-3.7%	-0.07	851
11. I trust the people who make decisions that affect me in the district.	20.9%	19.9%	-1.0%	33.5%	36.4%	2.9%	45.5%	43.7%	-1.9%	-0.04	863
12. I trust the people who make decisions that affect me in my school/department.	21.6%	19.9%	-1.7%	24.2%	23.5%	-0.7%	54.3%	56.6%	2.4%	0.05	874
13. There is a spirit of teamwork and cooperation at my work site.	25.1%	19.2%	-6.0%	16.6%	15.9%	-0.8%	58.2%	65.0%	6.7%	0.14	876
14. I feel free to express my professional opinions at work.	24.6%	20.3%	-4.3%	18.5%	16.8%	-1.6%	56.9%	62.8%	5.9%	0.12	880
15. I feel valued as an employee of APS.	19.6%	18.0%	-1.6%	23.7%	21.3%	-2.5%	56.7%	60.8%	4.1%	0.08	880
16. There is a professional atmosphere for staff working in APS.	16.1%	13.7%	-2.4%	23.5%	23.4%	0.0%	60.5%	62.9%	2.5%	0.05	879
17. I am treated with respect by my supervisor.	12.8%	10.6%	-2.1%	13.0%	12.6%	-0.4%	74.2%	76.8%	2.6%	0.06	875
18. I am treated with respect by my co-workers.	6.3%	7.7%	1.5%	16.7%	14.6%	-2.1%	77.1%	77.7%	0.7%	0.02	879
19. My ideas and suggestions are respected by my supervisor.	14.8%	12.8%	-1.9%	19.8%	19.6%	-0.2%	65.5%	67.6%	2.1%	0.04	864
20. My ideas and suggestions are respected by my co-workers.	6.5%	6.9%	0.4%	20.6%	21.6%	1.0%	72.9%	71.5%	-1.4%	-0.03	869
21. I receive the necessary training to do high quality work.	18.3%	13.4%	-4.9%	18.6%	20.5%	1.9%	63.1%	66.1%	3.0%	0.06	873
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	16.9%	17.5%	0.6%	33.1%	30.0%	-3.1%	50.0%	52.5%	2.5%	0.05	800
23. I have the necessary tools I need to do high quality work efficiently.	16.0%	13.5%	-2.4%	17.5%	17.5%	0.0%	66.5%	69.0%	2.4%	0.05	873
24. I am given opportunities to influence decisions at my school/department.	22.9%	21.4%	-1.5%	27.5%	25.0%	-2.5%	49.5%	53.6%	4.0%	0.08	844
25. I am given opportunities to influence decisions at the district.	27.9%	33.7%	5.8%	41.5%	37.0%	-4.5%	30.6%	29.3%	-1.3%	-0.03	808
26. My principal/supervisor has a clear understanding of my skills and abilities.	18.3%	13.5%	-4.8%	14.6%	17.0%	2.4%	67.1%	69.5%	2.4%	0.05	871
27. My performance evaluations are fair.	9.1%	8.5%	-0.6%	21.4%	15.9%	-5.5%	69.4%	75.5%	6.1%	0.14	822
28. The process for performance evaluations is clear.	12.4%	13.4%	1.0%	20.9%	18.3%	-2.6%	66.7%	68.3%	1.6%	0.03	851
29. The process for performance evaluations is being followed.	9.8%	9.1%	-0.6%	25.9%	24.8%	-1.0%	64.4%	66.0%	1.7%	0.03	833
30. Employees are treated fairly and consistently at my site.	27.6%	24.2%	-3.4%	18.0%	20.1%	2.1%	54.3%	55.7%	1.3%	0.03	875
31. Staff at my site respect people from different backgrounds and cultures.	6.1%	8.2%	2.1%	13.2%	12.2%	-0.9%	80.7%	79.5%	-1.2%	-0.03	875
32. I feel safe in the workplace.	10.0%	9.9%	-0.1%	13.1%	12.5%	-0.5%	77.0%	77.6%	0.6%	0.01	878
33. I like the kind of work I do.	2.2%	2.0%	-0.1%	6.7%	5.3%	-1.3%	91.1%	92.6%	1.5%	0.05	881
34. My job is important.	1.4%	1.3%	-0.2%	3.9%	2.6%	-1.2%	94.7%	96.1%	1.4%	0.07	875
35. I am proud of the work I do.	0.6%	1.7%	1.1%	2.4%	2.4%	-0.1%	96.9%	95.9%	-1.0%	-0.05	878

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**

Overall

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	16.3%	16.2%	-0.2%	17.4%	14.7%	-2.7%	66.3%	69.2%	2.8%	0.06	879
37. I am satisfied with my job.	7.9%	7.2%	-0.7%	14.5%	13.5%	-1.0%	77.5%	79.3%	1.8%	0.04	874
38. I am satisfied with the professional development opportunities provided to me by the district.	25.1%	23.3%	-1.8%	25.0%	24.1%	-0.9%	49.9%	52.7%	2.7%	0.05	847
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	6.2%	7.4%	1.2%	7.2%	4.8%	-2.4%	86.6%	87.8%	1.2%	0.04	880
39b. I feel prepared to deal with each of the following emergency situations: Tornado	6.3%	7.7%	1.4%	8.6%	6.1%	-2.5%	85.1%	86.2%	1.1%	0.03	870
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	4.1%	4.5%	0.4%	5.5%	3.8%	-1.7%	90.4%	91.7%	1.3%	0.04	867
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	11.0%	10.4%	-0.5%	44.9%	48.6%	3.6%	44.1%	41.0%	-3.1%	-0.06	766
41. I am familiar with the functions of the Classified Employees Council.	22.5%	25.1%	2.6%	36.3%	37.6%	1.3%	41.2%	37.3%	-3.8%	-0.08	822

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Administrative/Secretarial Support

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	7.9%	13.1%	5.1%	26.5%	24.8%	-1.7%	65.6%	62.1%	-3.5%	-0.07	153
2. I understand my role and responsibilities as an employee of APS.	5.1%	7.8%	2.7%	3.8%	4.6%	0.7%	91.0%	87.6%	-3.4%	-0.11	153
3. I know how my work relates to the district's goals and priorities.	5.8%	7.1%	1.3%	9.6%	9.6%	0.0%	84.6%	83.3%	-1.3%	-0.03	156
4. My work is important and contributes to the success of the district.	2.5%	2.6%	0.0%	5.1%	5.8%	0.7%	92.4%	91.6%	-0.7%	-0.03	155
5. The district sets high and realistic expectations for students.	18.2%	19.7%	1.6%	24.0%	28.3%	4.3%	57.8%	52.0%	-5.8%	-0.12	152
6. Everyone in the school community is accountable for the academic success of students.	11.5%	14.2%	2.7%	12.7%	12.3%	-0.5%	75.8%	73.5%	-2.2%	-0.05	155
7. Department administrators/supervisors share information regularly with employees.	36.3%	26.8%	-9.5%	17.2%	21.6%	4.4%	46.5%	51.6%	5.1%	0.10	153
8. Clear goals and objectives have been defined for my job.	19.9%	15.0%	-4.8%	16.0%	14.4%	-1.6%	64.1%	70.6%	6.5%	0.14	153
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	22.4%	19.1%	-3.3%	14.5%	9.2%	-5.3%	63.2%	71.7%	8.6%	0.18	152
10. Decisions made in APS are based on communicated data and information.	19.1%	24.3%	5.2%	28.9%	32.4%	3.5%	52.0%	43.2%	-8.7%	-0.18	148
11. I trust the people who make decisions that affect me in the district.	23.7%	25.7%	2.0%	34.9%	37.5%	2.6%	41.4%	36.8%	-4.6%	-0.09	152
12. I trust the people who make decisions that affect me in my school/department.	26.5%	24.5%	-1.9%	16.1%	19.4%	3.2%	57.4%	56.1%	-1.3%	-0.03	155
13. There is a spirit of teamwork and cooperation at my work site.	30.1%	20.5%	-9.6%	16.0%	14.7%	-1.3%	53.8%	64.7%	10.9%	0.22	156
14. I feel free to express my professional opinions at work.	29.9%	21.8%	-8.1%	16.2%	12.2%	-4.1%	53.9%	66.0%	12.1%	0.25	156
15. I feel valued as an employee of APS.	25.2%	21.3%	-3.9%	23.2%	22.6%	-0.6%	51.6%	56.1%	4.5%	0.09	155
16. There is a professional atmosphere for staff working in APS.	17.8%	15.5%	-2.4%	28.0%	25.2%	-2.9%	54.1%	59.4%	5.2%	0.11	155
17. I am treated with respect by my supervisor.	15.3%	10.3%	-5.0%	14.0%	14.2%	0.2%	70.7%	75.5%	4.8%	0.11	155
18. I am treated with respect by my co-workers.	7.1%	5.8%	-1.3%	21.3%	13.5%	-7.8%	71.6%	80.8%	9.2%	0.22	156
19. My ideas and suggestions are respected by my supervisor.	15.4%	13.7%	-1.7%	20.1%	15.7%	-4.4%	64.4%	70.6%	6.2%	0.13	153
20. My ideas and suggestions are respected by my co-workers.	10.5%	7.1%	-3.4%	21.6%	21.9%	0.4%	68.0%	71.0%	3.0%	0.07	155
21. I receive the necessary training to do high quality work.	30.3%	17.3%	-13.0%	12.3%	21.2%	8.9%	57.4%	61.5%	4.1%	0.08	156
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	16.4%	17.0%	0.6%	29.3%	24.8%	-4.5%	54.3%	58.2%	3.9%	0.08	141
23. I have the necessary tools I need to do high quality work efficiently.	16.1%	11.1%	-5.0%	18.1%	11.8%	-6.3%	65.8%	77.1%	11.3%	0.25	153
24. I am given opportunities to influence decisions at my school/department.	24.0%	23.7%	-0.3%	25.3%	22.4%	-3.0%	50.6%	53.9%	3.3%	0.07	152
25. I am given opportunities to influence decisions at the district.	29.4%	38.5%	9.0%	41.2%	37.1%	-4.1%	29.4%	24.5%	-4.9%	-0.11	143
26. My principal/supervisor has a clear understanding of my skills and abilities.	25.0%	17.5%	-7.5%	10.3%	11.7%	1.4%	64.7%	70.8%	6.0%	0.13	154
27. My performance evaluations are fair.	11.0%	9.7%	-1.4%	17.9%	11.7%	-6.2%	71.0%	78.6%	7.6%	0.18	145
28. The process for performance evaluations is clear.	18.0%	16.6%	-1.4%	18.7%	17.9%	-0.8%	63.3%	65.6%	2.2%	0.05	151
29. The process for performance evaluations is being followed.	12.8%	11.8%	-1.0%	21.6%	20.8%	-0.8%	65.5%	67.4%	1.8%	0.04	144
30. Employees are treated fairly and consistently at my site.	35.9%	29.7%	-6.2%	13.5%	16.8%	3.3%	50.6%	53.5%	2.9%	0.06	155
31. Staff at my site respect people from different backgrounds and cultures.	5.8%	5.2%	-0.5%	9.6%	6.5%	-3.1%	84.6%	88.2%	3.6%	0.11	153
32. I feel safe in the workplace.	14.7%	15.5%	0.7%	12.2%	9.0%	-3.1%	73.1%	75.5%	2.4%	0.06	155
33. I like the kind of work I do.	1.3%	2.6%	1.3%	7.1%	3.2%	-3.8%	91.7%	94.2%	2.5%	0.10	155
34. My job is important.	0.6%	1.3%	0.6%	3.2%	2.6%	-0.6%	96.1%	96.1%	0.0%	0.00	155
35. I am proud of the work I do.	0.0%	1.3%	1.3%	1.9%	0.0%	-1.9%	98.1%	98.7%	0.6%	0.05	155

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Administrative/Secretarial Support**

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	19.1%	17.9%	-1.2%	15.3%	13.5%	-1.8%	65.6%	68.6%	3.0%	0.06	156
37. I am satisfied with my job.	11.0%	9.8%	-1.2%	12.3%	13.1%	0.7%	76.6%	77.1%	0.5%	0.01	153
38. I am satisfied with the professional development opportunities provided to me by the district.	32.3%	27.8%	-4.4%	20.0%	27.2%	7.2%	47.7%	45.0%	-2.7%	-0.05	151
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	10.3%	13.1%	2.8%	5.8%	2.6%	-3.2%	84.0%	84.3%	0.3%	0.01	153
39b. I feel prepared to deal with each of the following emergency situations: Tornado	11.0%	7.8%	-3.1%	6.5%	3.9%	-2.5%	82.6%	88.2%	5.7%	0.16	153
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	7.8%	6.6%	-1.2%	3.2%	3.3%	0.0%	89.0%	90.1%	1.2%	0.04	152
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	13.3%	9.6%	-3.7%	42.7%	49.3%	6.6%	44.1%	41.2%	-2.9%	-0.06	136
41. I am familiar with the functions of the Classified Employees Council.	25.0%	23.5%	-1.5%	32.9%	30.9%	-2.0%	42.1%	45.6%	3.5%	0.07	149

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Administrative/Secretarial Support (Human Resources only)

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	0.0%	9.1%	9.1%	37.5%	45.5%	8.0%	62.5%	45.5%	-17.0%	-0.34	11
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	0.0%	5.9%	0.0%	-5.9%	94.1%	100.0%	5.9%	0.49	11
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	0.0%	11.8%	27.3%	15.5%	88.2%	72.7%	-15.5%	-0.40	11
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	11.8%	9.1%	-2.7%	88.2%	90.9%	2.7%	0.09	11
5. The district sets high and realistic expectations for students.	0.0%	0.0%	0.0%	18.8%	63.6%	44.9%	81.3%	36.4%	-44.9%	-0.95	11
6. Everyone in the school community is accountable for the academic success of students.	0.0%	0.0%	0.0%	12.5%	27.3%	14.8%	87.5%	72.7%	-14.8%	-0.38	11
7. Department administrators/supervisors share information regularly with employees.	41.2%	27.3%	-13.9%	5.9%	36.4%	30.5%	52.9%	36.4%	-16.6%	-0.34	11
8. Clear goals and objectives have been defined for my job.	11.8%	0.0%	-11.8%	11.8%	27.3%	15.5%	76.5%	72.7%	-3.7%	-0.09	11
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	5.9%	9.1%	3.2%	23.5%	27.3%	3.7%	70.6%	63.6%	-7.0%	-0.15	11
10. Decisions made in APS are based on communicated data and information.	28.6%	18.2%	-10.4%	28.6%	45.5%	16.9%	42.9%	36.4%	-6.5%	-0.13	11
13. There is a spirit of teamwork and cooperation at my work site.	13.3%	9.1%	-4.2%	20.0%	45.5%	25.5%	66.7%	45.5%	-21.2%	-0.43	11
14. I feel free to express my professional opinions at work.	17.6%	36.4%	18.7%	23.5%	27.3%	3.7%	58.8%	36.4%	-22.5%	-0.45	11
15. I feel valued as an employee of APS.	31.3%	18.2%	-13.1%	18.8%	45.5%	26.7%	50.0%	36.4%	-13.6%	-0.28	11
16. There is a professional atmosphere for staff working in APS.	11.8%	18.2%	6.4%	29.4%	18.2%	-11.2%	58.8%	63.6%	4.8%	0.10	11
17. I am treated with respect by my supervisor.	5.9%	9.1%	3.2%	0.0%	9.1%	9.1%	94.1%	81.8%	-12.3%	-0.39	11
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	5.9%	18.2%	12.3%	94.1%	81.8%	-12.3%	-0.39	11
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	0.0%	20.0%	36.4%	16.4%	80.0%	63.6%	-16.4%	-0.37	11
21. I receive the necessary training to do high quality work.	6.3%	27.3%	21.0%	37.5%	27.3%	-10.2%	56.3%	45.5%	-10.8%	-0.22	11
23. I have the necessary tools I need to do high quality work efficiently.	11.8%	18.2%	6.4%	17.6%	18.2%	0.5%	70.6%	63.6%	-7.0%	-0.15	11
24. I am given opportunities to influence decisions at my school/department.	18.8%	27.3%	8.5%	31.3%	36.4%	5.1%	50.0%	36.4%	-13.6%	-0.28	11
25. I am given opportunities to influence decisions at the district.	25.0%	18.2%	-6.8%	50.0%	72.7%	22.7%	25.0%	9.1%	-15.9%	-0.43	11
26. My principal/supervisor has a clear understanding of my skills and abilities.	5.9%	0.0%	-5.9%	23.5%	27.3%	3.7%	70.6%	72.7%	2.1%	0.05	11
30. Employees are treated fairly and consistently at my site.	31.3%	45.5%	14.2%	25.0%	27.3%	2.3%	43.8%	27.3%	-16.5%	-0.35	11
31. Staff at my site respect people from different backgrounds and cultures.	12.5%	27.3%	14.8%	0.0%	9.1%	9.1%	87.5%	63.6%	-23.9%	-0.57	11
32. I feel safe in the workplace.	0.0%	9.1%	9.1%	0.0%	18.2%	18.2%	100.0%	72.7%	-27.3%	-1.10	11
33. I like the kind of work I do.	0.0%	0.0%	0.0%	0.0%	9.1%	9.1%	100.0%	90.9%	-9.1%	-0.61	11
35. I am proud of the work I do.	0.0%	9.1%	9.1%	5.9%	0.0%	-5.9%	94.1%	90.9%	-3.2%	-0.12	11
36. I feel appreciated for the work I do.	23.5%	18.2%	-5.3%	11.8%	18.2%	6.4%	64.7%	63.6%	-1.1%	-0.02	11
37. I am satisfied with my job.	0.0%	18.2%	18.2%	29.4%	0.0%	-29.4%	70.6%	81.8%	11.2%	0.27	11
38. I am satisfied with the professional development opportunities provided to me by the district.	43.8%	36.4%	-7.4%	25.0%	18.2%	-6.8%	31.3%	45.5%	14.2%	0.29	11
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	5.9%	0.0%	-5.9%	0.0%	0.0%	0.0%	94.1%	100.0%	5.9%	0.49	11
39b. I feel prepared to deal with each of the following emergency situations: Tornado	5.9%	0.0%	-5.9%	0.0%	0.0%	0.0%	94.1%	100.0%	5.9%	0.49	11
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	5.9%	0.0%	-5.9%	0.0%	18.2%	18.2%	94.1%	81.8%	-12.3%	-0.39	11
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	7.1%	9.1%	1.9%	35.7%	36.4%	0.6%	57.1%	54.5%	-2.6%	-0.05	11
41. I am familiar with the functions of the Classified Employees Council.	13.3%	0.0%	-13.3%	26.7%	27.3%	0.6%	60.0%	72.7%	12.7%	0.27	11

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Budget/Finance

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	16.7%	7.7%	-9.0%	16.7%	30.8%	14.1%	66.7%	61.5%	-5.1%	-0.11	26
2. I understand my role and responsibilities as an employee of APS.	11.5%	0.0%	-11.5%	7.7%	7.4%	-0.3%	80.8%	92.6%	11.8%	0.36	27
3. I know how my work relates to the district's goals and priorities.	3.8%	7.4%	3.6%	15.4%	7.4%	-8.0%	80.8%	85.2%	4.4%	0.12	27
4. My work is important and contributes to the success of the district.	3.8%	3.7%	-0.1%	11.5%	0.0%	-11.5%	84.6%	96.3%	11.7%	0.42	27
5. The district sets high and realistic expectations for students.	12.5%	26.9%	14.4%	37.5%	19.2%	-18.3%	50.0%	53.8%	3.8%	0.08	26
6. Everyone in the school community is accountable for the academic success of students.	11.5%	11.1%	-0.4%	3.8%	11.1%	7.3%	84.6%	77.8%	-6.8%	-0.18	27
7. Department administrators/supervisors share information regularly with employees.	30.8%	33.3%	2.6%	15.4%	11.1%	-4.3%	53.8%	55.6%	1.7%	0.03	27
8. Clear goals and objectives have been defined for my job.	19.2%	18.5%	-0.7%	7.7%	11.1%	3.4%	73.1%	70.4%	-2.7%	-0.06	27
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	20.0%	23.1%	3.1%	12.0%	7.7%	-4.3%	68.0%	69.2%	1.2%	0.03	26
10. Decisions made in APS are based on communicated data and information.	20.0%	33.3%	13.3%	24.0%	16.7%	-7.3%	56.0%	50.0%	-6.0%	-0.12	24
11. I trust the people who make decisions that affect me in the district.	33.3%	37.0%	3.7%	20.8%	18.5%	-2.3%	45.8%	44.4%	-1.4%	-0.03	27
12. I trust the people who make decisions that affect me in my school/department.	28.0%	37.0%	9.0%	16.0%	7.4%	-8.6%	56.0%	55.6%	-0.4%	-0.01	27
13. There is a spirit of teamwork and cooperation at my work site.	28.0%	40.7%	12.7%	8.0%	14.8%	6.8%	64.0%	44.4%	-19.6%	-0.40	27
14. I feel free to express my professional opinions at work.	15.4%	22.2%	6.8%	23.1%	7.4%	-15.7%	61.5%	70.4%	8.8%	0.19	27
15. I feel valued as an employee of APS.	20.8%	29.6%	8.8%	8.3%	11.1%	2.8%	70.8%	59.3%	-11.6%	-0.24	27
16. There is a professional atmosphere for staff working in APS.	23.1%	30.8%	7.7%	15.4%	15.4%	0.0%	61.5%	53.8%	-7.7%	-0.16	26
17. I am treated with respect by my supervisor.	12.0%	15.4%	3.4%	4.0%	3.8%	-0.2%	84.0%	80.8%	-3.2%	-0.08	26
18. I am treated with respect by my co-workers.	11.5%	14.8%	3.3%	19.2%	11.1%	-8.1%	69.2%	74.1%	4.8%	0.11	27
19. My ideas and suggestions are respected by my supervisor.	12.5%	15.4%	2.9%	4.2%	19.2%	15.1%	83.3%	65.4%	-17.9%	-0.42	26
20. My ideas and suggestions are respected by my co-workers.	12.0%	11.1%	-0.9%	20.0%	18.5%	-1.5%	68.0%	70.4%	2.4%	0.05	27
21. I receive the necessary training to do high quality work.	23.1%	18.5%	-4.6%	11.5%	14.8%	3.3%	65.4%	66.7%	1.3%	0.03	27
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	4.3%	13.0%	8.7%	21.7%	13.0%	-8.7%	73.9%	73.9%	0.0%	0.00	23
23. I have the necessary tools I need to do high quality work efficiently.	4.2%	14.8%	10.6%	20.8%	11.1%	-9.7%	75.0%	74.1%	-0.9%	-0.02	27
24. I am given opportunities to influence decisions at my school/department.	20.8%	22.2%	1.4%	25.0%	25.9%	0.9%	54.2%	51.9%	-2.3%	-0.05	27
25. I am given opportunities to influence decisions at the district.	25.0%	33.3%	8.3%	41.7%	29.2%	-12.5%	33.3%	37.5%	4.2%	0.09	24
26. My principal/supervisor has a clear understanding of my skills and abilities.	19.2%	14.8%	-4.4%	7.7%	7.4%	-0.3%	73.1%	77.8%	4.7%	0.11	27
27. My performance evaluations are fair.	9.1%	4.0%	-5.1%	4.5%	20.0%	15.5%	86.4%	76.0%	-10.4%	-0.27	25
28. The process for performance evaluations is clear.	17.4%	12.0%	-5.4%	8.7%	12.0%	3.3%	73.9%	76.0%	2.1%	0.05	25
29. The process for performance evaluations is being followed.	13.0%	4.0%	-9.0%	17.4%	20.0%	2.6%	69.6%	76.0%	6.4%	0.14	25
30. Employees are treated fairly and consistently at my site.	33.3%	33.3%	0.0%	12.5%	22.2%	9.7%	54.2%	44.4%	-9.7%	-0.19	27
31. Staff at my site respect people from different backgrounds and cultures.	15.4%	0.0%	-15.4%	11.5%	11.1%	-0.4%	73.1%	88.9%	15.8%	0.41	27
32. I feel safe in the workplace.	7.7%	3.7%	-4.0%	15.4%	7.4%	-8.0%	76.9%	88.9%	12.0%	0.32	27
33. I like the kind of work I do.	7.7%	3.7%	-4.0%	7.7%	11.1%	3.4%	84.6%	85.2%	0.6%	0.02	27
34. My job is important.	7.7%	3.7%	-4.0%	7.7%	0.0%	-7.7%	84.6%	96.3%	11.7%	0.42	27
35. I am proud of the work I do.	8.0%	3.8%	-4.2%	0.0%	0.0%	0.0%	92.0%	96.2%	4.2%	0.18	26

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Budget/Finance

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	15.4%	22.2%	<b>6.8%</b>	15.4%	11.1%	-4.3%	69.2%	66.7%	<b>-2.6%</b>	-0.05	27
37. I am satisfied with my job.	19.2%	14.8%	<b>-4.4%</b>	11.5%	25.9%	14.4%	69.2%	59.3%	<b>-10.0%</b>	-0.21	27
38. I am satisfied with the professional development opportunities provided to me by the district.	24.0%	30.8%	<b>6.8%</b>	28.0%	11.5%	-16.5%	48.0%	57.7%	<b>9.7%</b>	0.19	26
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	16.0%	7.4%	<b>-8.6%</b>	20.0%	3.7%	-16.3%	64.0%	88.9%	<b>24.9%</b>	<b>0.61</b>	27
39b. I feel prepared to deal with each of the following emergency situations: Tornado	12.5%	7.4%	<b>-5.1%</b>	16.7%	0.0%	-16.7%	70.8%	92.6%	<b>21.8%</b>	<b>0.59</b>	27
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	12.5%	3.7%	<b>-8.8%</b>	20.8%	0.0%	-20.8%	66.7%	96.3%	<b>29.6%</b>	<b>0.84</b>	27
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	7.7%	12.5%	<b>4.8%</b>	42.3%	41.7%	-0.6%	50.0%	45.8%	<b>-4.2%</b>	-0.08	24
41. I am familiar with the functions of the Classified Employees Council.	19.2%	28.0%	<b>8.8%</b>	23.1%	24.0%	0.9%	57.7%	48.0%	<b>-9.7%</b>	-0.19	25

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016





**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Building Custodian**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	3.8%	6.3%	2.4%	21.2%	17.2%	-4.0%	75.0%	76.6%	1.6%	0.04	64
2. I understand my role and responsibilities as an employee of APS.	1.8%	1.5%	-0.2%	7.0%	1.5%	-5.5%	91.2%	96.9%	5.7%	0.25	65
3. I know how my work relates to the district's goals and priorities.	7.0%	1.5%	-5.5%	8.8%	6.2%	-2.6%	84.2%	92.3%	8.1%	0.26	65
4. My work is important and contributes to the success of the district.	1.8%	0.0%	-1.8%	8.8%	10.8%	2.0%	89.5%	89.2%	-0.2%	-0.01	65
5. The district sets high and realistic expectations for students.	3.8%	8.2%	4.4%	26.9%	19.7%	-7.3%	69.2%	72.1%	2.9%	0.06	61
6. Everyone in the school community is accountable for the academic success of students.	3.6%	6.6%	3.0%	10.7%	6.6%	-4.2%	85.7%	86.9%	1.2%	0.03	61
7. Department administrators/supervisors share information regularly with employees.	15.8%	17.2%	1.4%	29.8%	29.7%	-0.1%	54.4%	53.1%	-1.3%	-0.03	64
8. Clear goals and objectives have been defined for my job.	12.3%	4.6%	-7.7%	7.0%	10.8%	3.8%	80.7%	84.6%	3.9%	0.10	65
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	14.0%	9.7%	-4.4%	17.5%	12.9%	-4.6%	68.4%	77.4%	9.0%	0.20	62
10. Decisions made in APS are based on communicated data and information.	5.7%	8.1%	2.4%	22.6%	29.0%	6.4%	71.7%	62.9%	-8.8%	-0.19	62
11. I trust the people who make decisions that affect me in the district.	16.4%	13.8%	-2.5%	21.8%	23.1%	1.3%	61.8%	63.1%	1.3%	0.03	65
12. I trust the people who make decisions that affect me in my school/department.	14.0%	13.8%	-0.2%	21.1%	23.1%	2.0%	64.9%	63.1%	-1.8%	-0.04	65
13. There is a spirit of teamwork and cooperation at my work site.	16.1%	7.9%	-8.1%	17.9%	7.9%	-9.9%	66.1%	84.1%	18.1%	0.42	63
14. I feel free to express my professional opinions at work.	17.5%	9.2%	-8.3%	14.0%	23.1%	9.0%	68.4%	67.7%	-0.7%	-0.02	65
15. I feel valued as an employee of APS.	10.7%	9.2%	-1.5%	17.9%	9.2%	-8.6%	71.4%	81.5%	10.1%	0.24	65
16. There is a professional atmosphere for staff working in APS.	8.8%	4.7%	-4.1%	14.0%	9.4%	-4.7%	77.2%	85.9%	8.7%	0.23	64
17. I am treated with respect by my supervisor.	5.5%	8.5%	3.0%	12.7%	10.2%	-2.6%	81.8%	81.4%	-0.5%	-0.01	59
18. I am treated with respect by my co-workers.	3.6%	6.6%	2.9%	16.4%	14.8%	-1.6%	80.0%	78.7%	-1.3%	-0.03	61
19. My ideas and suggestions are respected by my supervisor.	7.3%	10.3%	3.1%	20.0%	15.5%	-4.5%	72.7%	74.1%	1.4%	0.03	58
20. My ideas and suggestions are respected by my co-workers.	5.7%	3.3%	-2.3%	22.6%	13.3%	-9.3%	71.7%	83.3%	11.6%	0.28	60
21. I receive the necessary training to do high quality work.	9.3%	8.5%	-0.8%	11.1%	11.9%	0.8%	79.6%	79.7%	0.0%	0.00	59
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	18.0%	17.9%	-0.1%	32.0%	17.9%	-14.1%	50.0%	64.3%	14.3%	0.29	56
23. I have the necessary tools I need to do high quality work efficiently.	20.0%	11.5%	-8.5%	12.7%	14.8%	2.0%	67.3%	73.8%	6.5%	0.14	61
24. I am given opportunities to influence decisions at my school/department.	15.1%	17.9%	2.8%	26.4%	21.4%	-5.0%	58.5%	60.7%	2.2%	0.05	56
25. I am given opportunities to influence decisions at the district.	18.4%	13.0%	-5.4%	34.7%	35.2%	0.5%	46.9%	51.9%	4.9%	0.10	54
26. My principal/supervisor has a clear understanding of my skills and abilities.	10.7%	8.2%	-2.5%	14.3%	9.8%	-4.4%	75.0%	82.0%	7.0%	0.17	61
27. My performance evaluations are fair.	7.3%	8.5%	1.2%	20.0%	10.2%	-9.8%	72.7%	81.4%	8.6%	0.21	59
28. The process for performance evaluations is clear.	5.4%	6.7%	1.3%	19.6%	8.3%	-11.3%	75.0%	85.0%	10.0%	0.25	60
29. The process for performance evaluations is being followed.	7.3%	3.4%	-3.9%	20.0%	15.3%	-4.7%	72.7%	81.4%	8.6%	0.21	59
30. Employees are treated fairly and consistently at my site.	14.3%	8.3%	-6.0%	16.1%	20.0%	3.9%	69.6%	71.7%	2.0%	0.04	60
31. Staff at my site respect people from different backgrounds and cultures.	3.6%	3.3%	-0.3%	12.5%	11.5%	-1.0%	83.9%	85.2%	1.3%	0.04	61
32. I feel safe in the workplace.	5.4%	3.3%	-2.0%	12.5%	11.7%	-0.8%	82.1%	85.0%	2.9%	0.08	60
33. I like the kind of work I do.	1.8%	6.6%	4.8%	14.3%	9.8%	-4.4%	83.9%	83.6%	-0.3%	-0.01	61
34. My job is important.	3.6%	1.6%	-1.9%	7.1%	1.6%	-5.5%	89.3%	96.7%	7.4%	0.30	61
35. I am proud of the work I do.	0.0%	4.9%	4.9%	8.9%	3.3%	-5.6%	91.1%	91.8%	0.7%	0.03	61

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Building Custodian**

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	7.3%	9.8%	<b>2.6%</b>	18.2%	9.8%	-8.3%	74.5%	80.3%	<b>5.8%</b>	0.14	61
37. I am satisfied with my job.	7.0%	6.3%	<b>-0.7%</b>	14.0%	12.7%	-1.3%	78.9%	81.0%	<b>2.0%</b>	0.05	63
38. I am satisfied with the professional development opportunities provided to me by the district.	16.7%	19.4%	<b>2.7%</b>	24.1%	14.5%	-9.6%	59.3%	66.1%	<b>6.9%</b>	0.14	62
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	1.5%	<b>1.5%</b>	10.9%	3.1%	-7.8%	89.1%	95.4%	<b>6.3%</b>	0.24	65
39b. I feel prepared to deal with each of the following emergency situations: Tornado	1.9%	1.6%	<b>-0.3%</b>	13.2%	8.1%	-5.1%	84.9%	90.3%	<b>5.4%</b>	0.17	62
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	1.6%	<b>1.6%</b>	11.1%	8.1%	-3.0%	88.9%	90.3%	<b>1.4%</b>	0.05	62
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	7.8%	5.0%	<b>-2.8%</b>	31.4%	33.3%	2.0%	60.8%	61.7%	<b>0.9%</b>	0.02	60
41. I am familiar with the functions of the Classified Employees Council.	20.0%	10.2%	<b>-9.8%</b>	29.1%	37.3%	8.2%	50.9%	52.5%	<b>1.6%</b>	0.03	59

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Campus Monitor**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	12.5%	5.6%	-6.9%	12.5%	22.2%	9.7%	75.0%	72.2%	-2.8%	-0.06	18
2. I understand my role and responsibilities as an employee of APS.	12.5%	5.6%	-6.9%	0.0%	5.6%	5.6%	87.5%	88.9%	1.4%	0.04	18
3. I know how my work relates to the district's goals and priorities.	12.5%	11.1%	-1.4%	12.5%	5.6%	-6.9%	75.0%	83.3%	8.3%	0.21	18
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	12.5%	5.9%	-6.6%	87.5%	94.1%	6.6%	0.23	17
5. The district sets high and realistic expectations for students.	25.0%	27.8%	2.8%	12.5%	11.1%	-1.4%	62.5%	61.1%	-1.4%	-0.03	18
6. Everyone in the school community is accountable for the academic success of students.	37.5%	5.6%	-31.9%	0.0%	22.2%	22.2%	62.5%	72.2%	9.7%	0.21	18
7. Department administrators/supervisors share information regularly with employees.	37.5%	33.3%	-4.2%	12.5%	33.3%	20.8%	50.0%	33.3%	-16.7%	-0.34	18
8. Clear goals and objectives have been defined for my job.	12.5%	11.1%	-1.4%	12.5%	11.1%	-1.4%	75.0%	77.8%	2.8%	0.07	18
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	12.5%	11.1%	-1.4%	25.0%	27.8%	2.8%	62.5%	61.1%	-1.4%	-0.03	18
10. Decisions made in APS are based on communicated data and information.	25.0%	27.8%	2.8%	12.5%	38.9%	26.4%	62.5%	33.3%	-29.2%	-0.59	18
11. I trust the people who make decisions that affect me in the district.	37.5%	23.5%	-14.0%	25.0%	17.6%	-7.4%	37.5%	58.8%	21.3%	0.43	17
12. I trust the people who make decisions that affect me in my school/department.	25.0%	16.7%	-8.3%	12.5%	16.7%	4.2%	62.5%	66.7%	4.2%	0.09	18
13. There is a spirit of teamwork and cooperation at my work site.	37.5%	22.2%	-15.3%	12.5%	11.1%	-1.4%	50.0%	66.7%	16.7%	0.34	18
14. I feel free to express my professional opinions at work.	25.0%	27.8%	2.8%	12.5%	5.6%	-6.9%	62.5%	66.7%	4.2%	0.09	18
15. I feel valued as an employee of APS.	12.5%	22.2%	9.7%	37.5%	11.1%	-26.4%	50.0%	66.7%	16.7%	0.34	18
16. There is a professional atmosphere for staff working in APS.	25.0%	27.8%	2.8%	12.5%	11.1%	-1.4%	62.5%	61.1%	-1.4%	-0.03	18
17. I am treated with respect by my supervisor.	25.0%	16.7%	-8.3%	12.5%	11.1%	-1.4%	62.5%	72.2%	9.7%	0.21	18
18. I am treated with respect by my co-workers.	12.5%	5.6%	-6.9%	12.5%	11.1%	-1.4%	75.0%	83.3%	8.3%	0.21	18
19. My ideas and suggestions are respected by my supervisor.	12.5%	27.8%	15.3%	37.5%	5.6%	-31.9%	50.0%	66.7%	16.7%	0.34	18
20. My ideas and suggestions are respected by my co-workers.	0.0%	5.6%	5.6%	50.0%	16.7%	-33.3%	50.0%	77.8%	27.8%	0.59	18
21. I receive the necessary training to do high quality work.	42.9%	5.6%	-37.3%	14.3%	33.3%	19.0%	42.9%	61.1%	18.3%	0.37	18
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	12.5%	18.8%	6.3%	62.5%	31.3%	-31.3%	25.0%	50.0%	25.0%	0.52	16
23. I have the necessary tools I need to do high quality work efficiently.	42.9%	5.6%	-37.3%	14.3%	22.2%	7.9%	42.9%	72.2%	29.4%	0.60	18
24. I am given opportunities to influence decisions at my school/department.	42.9%	22.2%	-20.6%	0.0%	22.2%	22.2%	57.1%	55.6%	-1.6%	-0.03	18
25. I am given opportunities to influence decisions at the district.	66.7%	38.9%	-27.8%	16.7%	38.9%	22.2%	16.7%	22.2%	5.6%	0.14	18
26. My principal/supervisor has a clear understanding of my skills and abilities.	12.5%	11.1%	-1.4%	12.5%	16.7%	4.2%	75.0%	72.2%	-2.8%	-0.06	18
27. My performance evaluations are fair.	25.0%	12.5%	-12.5%	50.0%	25.0%	-25.0%	25.0%	62.5%	37.5%	0.78	16
28. The process for performance evaluations is clear.	12.5%	5.9%	-6.6%	50.0%	29.4%	-20.6%	37.5%	64.7%	27.2%	0.55	17
29. The process for performance evaluations is being followed.	28.6%	11.8%	-16.8%	42.9%	41.2%	-1.7%	28.6%	47.1%	18.5%	0.38	17
30. Employees are treated fairly and consistently at my site.	42.9%	27.8%	-15.1%	0.0%	5.6%	5.6%	57.1%	66.7%	9.5%	0.20	18
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	0.0%	25.0%	16.7%	-8.3%	75.0%	83.3%	8.3%	0.21	18
32. I feel safe in the workplace.	37.5%	16.7%	-20.8%	0.0%	11.1%	11.1%	62.5%	72.2%	9.7%	0.21	18
33. I like the kind of work I do.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	18
34. My job is important.	12.5%	0.0%	-12.5%	0.0%	5.6%	5.6%	87.5%	94.4%	6.9%	0.25	18
35. I am proud of the work I do.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	18

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Campus Monitor**

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	14.3%	22.2%	<b>7.9%</b>	14.3%	5.6%	-8.7%	71.4%	72.2%	<b>0.8%</b>	0.02	18
37. I am satisfied with my job.	12.5%	5.9%	<b>-6.6%</b>	12.5%	5.9%	-6.6%	75.0%	88.2%	<b>13.2%</b>	<b>0.35</b>	17
38. I am satisfied with the professional development opportunities provided to me by the district.	14.3%	26.7%	<b>12.4%</b>	42.9%	26.7%	-16.2%	42.9%	46.7%	<b>3.8%</b>	0.08	15
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	0.0%	12.5%	0.0%	-12.5%	87.5%	100.0%	<b>12.5%</b>	<b>0.72</b>	18
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	5.9%	<b>5.9%</b>	12.5%	5.9%	-6.6%	87.5%	88.2%	<b>0.7%</b>	0.02	17
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	12.5%	0.0%	-12.5%	87.5%	100.0%	<b>12.5%</b>	<b>0.72</b>	17
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	28.6%	6.7%	<b>-21.9%</b>	57.1%	33.3%	-23.8%	14.3%	60.0%	<b>45.7%</b>	<b>1.00</b>	15
41. I am familiar with the functions of the Classified Employees Council.	28.6%	16.7%	<b>-11.9%</b>	28.6%	38.9%	10.3%	42.9%	44.4%	<b>1.6%</b>	0.03	18

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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**3/4/2016**



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Early Childhood Education

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	7.7%	13.5%	5.8%	20.5%	17.3%	-3.2%	71.8%	69.2%	-2.6%	-0.06	52
2. I understand my role and responsibilities as an employee of APS.	2.6%	7.7%	5.1%	5.1%	0.0%	-5.1%	92.3%	92.3%	0.0%	0.00	52
3. I know how my work relates to the district's goals and priorities.	0.0%	7.8%	7.8%	17.9%	5.9%	-12.1%	82.1%	86.3%	4.2%	0.12	51
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	5.1%	3.8%	-1.3%	94.9%	96.2%	1.3%	0.06	52
5. The district sets high and realistic expectations for students.	17.9%	23.5%	5.6%	12.8%	19.6%	6.8%	69.2%	56.9%	-12.4%	-0.26	51
6. Everyone in the school community is accountable for the academic success of students.	12.8%	11.5%	-1.3%	15.4%	13.5%	-1.9%	71.8%	75.0%	3.2%	0.07	52
7. Department administrators/supervisors share information regularly with employees.	23.1%	15.7%	-7.4%	30.8%	17.6%	-13.1%	46.2%	66.7%	20.5%	0.42	51
8. Clear goals and objectives have been defined for my job.	10.5%	9.6%	-0.9%	26.3%	5.8%	-20.5%	63.2%	84.6%	21.5%	0.50	52
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	35.1%	14.0%	-21.1%	13.5%	8.0%	-5.5%	51.4%	78.0%	26.6%	0.57	50
10. Decisions made in APS are based on communicated data and information.	21.1%	13.5%	-7.6%	28.9%	32.7%	3.7%	50.0%	53.8%	3.8%	0.08	52
11. I trust the people who make decisions that affect me in the district.	23.1%	22.0%	-1.1%	35.9%	36.0%	0.1%	41.0%	42.0%	1.0%	0.02	50
12. I trust the people who make decisions that affect me in my school/department.	28.9%	17.6%	-11.3%	23.7%	21.6%	-2.1%	47.4%	60.8%	13.4%	0.27	51
13. There is a spirit of teamwork and cooperation at my work site.	46.2%	18.0%	-28.2%	10.3%	22.0%	11.7%	43.6%	60.0%	16.4%	0.33	50
14. I feel free to express my professional opinions at work.	35.9%	19.6%	-16.3%	7.7%	5.9%	-1.8%	56.4%	74.5%	18.1%	0.38	51
15. I feel valued as an employee of APS.	18.9%	15.7%	-3.2%	32.4%	35.3%	2.9%	48.6%	49.0%	0.4%	0.01	51
16. There is a professional atmosphere for staff working in APS.	12.8%	11.8%	-1.1%	30.8%	23.5%	-7.2%	56.4%	64.7%	8.3%	0.17	51
17. I am treated with respect by my supervisor.	18.9%	10.0%	-8.9%	16.2%	0.0%	-16.2%	64.9%	90.0%	25.1%	0.63	50
18. I am treated with respect by my co-workers.	12.8%	11.8%	-1.1%	5.1%	11.8%	6.6%	82.1%	76.5%	-5.6%	-0.14	51
19. My ideas and suggestions are respected by my supervisor.	28.2%	15.7%	-12.5%	12.8%	7.8%	-5.0%	59.0%	76.5%	17.5%	0.38	51
20. My ideas and suggestions are respected by my co-workers.	10.3%	6.0%	-4.3%	12.8%	22.0%	9.2%	76.9%	72.0%	-4.9%	-0.11	50
21. I receive the necessary training to do high quality work.	25.6%	13.7%	-11.9%	15.4%	17.6%	2.3%	59.0%	68.6%	9.7%	0.20	51
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	33.3%	10.2%	-23.1%	22.2%	22.4%	0.2%	44.4%	67.3%	22.9%	0.47	49
23. I have the necessary tools I need to do high quality work efficiently.	8.1%	13.7%	5.6%	27.0%	15.7%	-11.3%	64.9%	70.6%	5.7%	0.12	51
24. I am given opportunities to influence decisions at my school/department.	23.1%	16.0%	-7.1%	28.2%	22.0%	-6.2%	48.7%	62.0%	13.3%	0.27	50
25. I am given opportunities to influence decisions at the district.	34.2%	32.0%	-2.2%	42.1%	34.0%	-8.1%	23.7%	34.0%	10.3%	0.23	50
26. My principal/supervisor has a clear understanding of my skills and abilities.	25.6%	7.8%	-17.8%	15.4%	19.6%	4.2%	59.0%	72.5%	13.6%	0.29	51
27. My performance evaluations are fair.	16.7%	7.8%	-8.8%	22.2%	7.8%	-14.4%	61.1%	84.3%	23.2%	0.53	51
28. The process for performance evaluations is clear.	25.6%	11.5%	-14.1%	23.1%	15.4%	-7.7%	51.3%	73.1%	21.8%	0.45	52
29. The process for performance evaluations is being followed.	16.7%	11.5%	-5.1%	22.2%	17.3%	-4.9%	61.1%	71.2%	10.0%	0.21	52
30. Employees are treated fairly and consistently at my site.	30.8%	21.2%	-9.6%	17.9%	21.2%	3.2%	51.3%	57.7%	6.4%	0.13	52
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	13.7%	13.7%	20.5%	7.8%	-12.7%	79.5%	78.4%	-1.1%	-0.03	51
32. I feel safe in the workplace.	7.7%	9.6%	1.9%	15.4%	9.6%	-5.8%	76.9%	80.8%	3.8%	0.09	52
33. I like the kind of work I do.	0.0%	1.9%	1.9%	0.0%	0.0%	0.0%	100.0%	98.1%	-1.9%	-0.28	52
34. My job is important.	0.0%	1.9%	1.9%	0.0%	0.0%	0.0%	100.0%	98.1%	-1.9%	-0.28	52
35. I am proud of the work I do.	0.0%	1.9%	1.9%	0.0%	0.0%	0.0%	100.0%	98.1%	-1.9%	-0.28	52

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Early Childhood Education

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	30.8%	17.3%	-13.5%	12.8%	15.4%	2.6%	56.4%	67.3%	10.9%	0.22	52
37. I am satisfied with my job.	10.3%	10.0%	-0.3%	12.8%	16.0%	3.2%	76.9%	74.0%	-2.9%	-0.07	50
38. I am satisfied with the professional development opportunities provided to me by the district.	43.6%	29.4%	-14.2%	12.8%	13.7%	0.9%	43.6%	56.9%	13.3%	0.27	51
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	12.8%	5.8%	-7.1%	10.3%	9.6%	-0.6%	76.9%	84.6%	7.7%	0.20	52
39b. I feel prepared to deal with each of the following emergency situations: Tornado	5.3%	7.7%	2.4%	13.2%	0.0%	-13.2%	81.6%	92.3%	10.7%	0.33	52
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	2.6%	3.8%	1.2%	5.3%	0.0%	-5.3%	92.1%	96.2%	4.0%	0.17	52
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	5.7%	6.0%	0.3%	60.0%	40.0%	-20.0%	34.3%	54.0%	19.7%	0.40	50
41. I am familiar with the functions of the Classified Employees Council.	40.5%	22.0%	-18.5%	32.4%	30.0%	-2.4%	27.0%	48.0%	21.0%	0.44	50

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Information Technology

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	16.7%	8.3%	-8.3%	33.3%	25.0%	-8.3%	50.0%	66.7%	16.7%	0.34	12
2. I understand my role and responsibilities as an employee of APS.	8.3%	8.3%	0.0%	8.3%	0.0%	-8.3%	83.3%	91.7%	8.3%	0.26	12
3. I know how my work relates to the district's goals and priorities.	0.0%	8.3%	8.3%	25.0%	0.0%	-25.0%	75.0%	91.7%	16.7%	0.46	12
4. My work is important and contributes to the success of the district.	16.7%	0.0%	-16.7%	0.0%	8.3%	8.3%	83.3%	91.7%	8.3%	0.26	12
5. The district sets high and realistic expectations for students.	41.7%	8.3%	-33.3%	8.3%	41.7%	33.3%	50.0%	50.0%	0.0%	0.00	12
6. Everyone in the school community is accountable for the academic success of students.	16.7%	0.0%	-16.7%	33.3%	18.2%	-15.2%	50.0%	81.8%	31.8%	0.69	11
7. Department administrators/supervisors share information regularly with employees.	45.5%	16.7%	-28.8%	9.1%	16.7%	7.6%	45.5%	66.7%	21.2%	0.43	12
8. Clear goals and objectives have been defined for my job.	16.7%	8.3%	-8.3%	16.7%	16.7%	0.0%	66.7%	75.0%	8.3%	0.18	12
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	8.3%	8.3%	0.0%	25.0%	8.3%	-16.7%	66.7%	83.3%	16.7%	0.39	12
10. Decisions made in APS are based on communicated data and information.	16.7%	8.3%	-8.3%	50.0%	41.7%	-8.3%	33.3%	50.0%	16.7%	0.34	12
11. I trust the people who make decisions that affect me in the district.	33.3%	18.2%	-15.2%	50.0%	45.5%	-4.5%	16.7%	36.4%	19.7%	0.45	11
12. I trust the people who make decisions that affect me in my school/department.	25.0%	16.7%	-8.3%	16.7%	16.7%	0.0%	58.3%	66.7%	8.3%	0.17	12
13. There is a spirit of teamwork and cooperation at my work site.	33.3%	8.3%	-25.0%	16.7%	16.7%	0.0%	50.0%	75.0%	25.0%	0.52	12
14. I feel free to express my professional opinions at work.	16.7%	0.0%	-16.7%	41.7%	36.4%	-5.3%	41.7%	63.6%	22.0%	0.44	11
15. I feel valued as an employee of APS.	25.0%	16.7%	-8.3%	16.7%	0.0%	-16.7%	58.3%	83.3%	25.0%	0.56	12
16. There is a professional atmosphere for staff working in APS.	8.3%	16.7%	8.3%	33.3%	0.0%	-33.3%	58.3%	83.3%	25.0%	0.56	12
17. I am treated with respect by my supervisor.	8.3%	0.0%	-8.3%	8.3%	8.3%	0.0%	83.3%	91.7%	8.3%	0.26	12
18. I am treated with respect by my co-workers.	8.3%	0.0%	-8.3%	16.7%	8.3%	-8.3%	75.0%	91.7%	16.7%	0.46	12
19. My ideas and suggestions are respected by my supervisor.	9.1%	0.0%	-9.1%	18.2%	8.3%	-9.8%	72.7%	91.7%	18.9%	0.51	12
20. My ideas and suggestions are respected by my co-workers.	16.7%	0.0%	-16.7%	16.7%	8.3%	-8.3%	66.7%	91.7%	25.0%	0.65	12
21. I receive the necessary training to do high quality work.	16.7%	16.7%	0.0%	16.7%	8.3%	-8.3%	66.7%	75.0%	8.3%	0.18	12
23. I have the necessary tools I need to do high quality work efficiently.	8.3%	8.3%	0.0%	16.7%	8.3%	-8.3%	75.0%	83.3%	8.3%	0.21	12
24. I am given opportunities to influence decisions at my school/department.	16.7%	8.3%	-8.3%	25.0%	8.3%	-16.7%	58.3%	83.3%	25.0%	0.56	12
25. I am given opportunities to influence decisions at the district.	25.0%	41.7%	16.7%	41.7%	16.7%	-25.0%	33.3%	41.7%	8.3%	0.17	12
26. My principal/supervisor has a clear understanding of my skills and abilities.	16.7%	0.0%	-16.7%	0.0%	16.7%	16.7%	83.3%	83.3%	0.0%	0.00	12
27. My performance evaluations are fair.	10.0%	0.0%	-10.0%	30.0%	18.2%	-11.8%	60.0%	81.8%	21.8%	0.49	11
28. The process for performance evaluations is clear.	10.0%	9.1%	-0.9%	30.0%	9.1%	-20.9%	60.0%	81.8%	21.8%	0.49	11
30. Employees are treated fairly and consistently at my site.	8.3%	8.3%	0.0%	25.0%	8.3%	-16.7%	66.7%	83.3%	16.7%	0.39	12
31. Staff at my site respect people from different backgrounds and cultures.	16.7%	0.0%	-16.7%	0.0%	8.3%	8.3%	83.3%	91.7%	8.3%	0.26	12
32. I feel safe in the workplace.	8.3%	8.3%	0.0%	25.0%	16.7%	-8.3%	66.7%	75.0%	8.3%	0.18	12
33. I like the kind of work I do.	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	91.7%	91.7%	0.0%	0.00	12
34. My job is important.	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	91.7%	91.7%	0.0%	0.00	12
35. I am proud of the work I do.	0.0%	0.0%	0.0%	8.3%	0.0%	-8.3%	91.7%	100.0%	8.3%	0.59	12
36. I feel appreciated for the work I do.	18.2%	8.3%	-9.8%	0.0%	8.3%	8.3%	81.8%	83.3%	1.5%	0.04	12
37. I am satisfied with my job.	8.3%	8.3%	0.0%	8.3%	0.0%	-8.3%	83.3%	91.7%	8.3%	0.26	12

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Information Technology

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
38. I am satisfied with the professional development opportunities provided to me by the district.	8.3%	33.3%	<b>25.0%</b>	41.7%	8.3%	-33.3%	50.0%	58.3%	<b>8.3%</b>	0.17	12
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	9.1%	<b>9.1%</b>	9.1%	0.0%	-9.1%	90.9%	90.9%	0.0%	0.00	11
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	9.1%	<b>9.1%</b>	18.2%	0.0%	-18.2%	81.8%	90.9%	<b>9.1%</b>	<b>0.27</b>	11
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	9.1%	<b>9.1%</b>	9.1%	0.0%	-9.1%	90.9%	90.9%	0.0%	0.00	11
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	16.7%	16.7%	0.0%	33.3%	33.3%	0.0%	50.0%	50.0%	0.0%	0.00	12
41. I am familiar with the functions of the Classified Employees Council.	10.0%	16.7%	<b>6.7%</b>	40.0%	33.3%	-6.7%	50.0%	50.0%	0.0%	0.00	12

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

**3/4/2016**





**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Maintenance Operations**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	7.1%	9.3%	2.1%	23.2%	22.2%	-1.0%	69.6%	68.5%	-1.1%	-0.02	54
2. I understand my role and responsibilities as an employee of APS.	6.5%	0.0%	-6.5%	6.5%	5.2%	-1.3%	87.1%	94.8%	7.7%	0.28	58
3. I know how my work relates to the district's goals and priorities.	5.0%	3.5%	-1.5%	6.7%	14.0%	7.4%	88.3%	82.5%	-5.9%	-0.17	57
4. My work is important and contributes to the success of the district.	3.3%	1.7%	-1.6%	5.0%	1.7%	-3.3%	91.7%	96.6%	4.9%	0.21	58
5. The district sets high and realistic expectations for students.	7.0%	9.3%	2.2%	24.6%	25.9%	1.4%	68.4%	64.8%	-3.6%	-0.08	54
6. Everyone in the school community is accountable for the academic success of students.	8.3%	7.4%	-0.9%	18.3%	13.0%	-5.4%	73.3%	79.6%	6.3%	0.15	54
7. Department administrators/supervisors share information regularly with employees.	19.7%	19.3%	-0.4%	13.1%	17.5%	4.4%	67.2%	63.2%	-4.1%	-0.09	57
8. Clear goals and objectives have been defined for my job.	6.6%	8.8%	2.2%	16.4%	5.3%	-11.1%	77.0%	86.0%	8.9%	0.23	57
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	16.1%	17.2%	1.1%	21.0%	8.6%	-12.3%	62.9%	74.1%	11.2%	0.24	58
10. Decisions made in APS are based on communicated data and information.	6.7%	10.9%	4.2%	33.3%	32.7%	-0.6%	60.0%	56.4%	-3.6%	-0.07	55
11. I trust the people who make decisions that affect me in the district.	21.0%	15.5%	-5.5%	27.4%	31.0%	3.6%	51.6%	53.4%	1.8%	0.04	58
12. I trust the people who make decisions that affect me in my school/department.	15.0%	21.1%	6.1%	26.7%	22.8%	-3.9%	58.3%	56.1%	-2.2%	-0.04	57
13. There is a spirit of teamwork and cooperation at my work site.	11.7%	17.5%	5.9%	21.7%	14.0%	-7.6%	66.7%	68.4%	1.8%	0.04	57
14. I feel free to express my professional opinions at work.	19.4%	17.2%	-2.1%	22.6%	20.7%	-1.9%	58.1%	62.1%	4.0%	0.08	58
15. I feel valued as an employee of APS.	18.0%	12.1%	-6.0%	14.8%	19.0%	4.2%	67.2%	69.0%	1.8%	0.04	58
16. There is a professional atmosphere for staff working in APS.	11.5%	10.3%	-1.1%	18.0%	20.7%	2.7%	70.5%	69.0%	-1.5%	-0.03	58
17. I am treated with respect by my supervisor.	6.7%	15.5%	8.9%	15.0%	3.4%	-11.6%	78.3%	81.0%	2.7%	0.07	58
18. I am treated with respect by my co-workers.	4.8%	8.6%	3.8%	22.6%	10.3%	-12.2%	72.6%	81.0%	8.5%	0.20	58
19. My ideas and suggestions are respected by my supervisor.	13.1%	19.3%	6.2%	24.6%	15.8%	-8.8%	62.3%	64.9%	2.6%	0.05	57
20. My ideas and suggestions are respected by my co-workers.	4.9%	8.6%	3.7%	26.2%	13.8%	-12.4%	68.9%	77.6%	8.7%	0.20	58
21. I receive the necessary training to do high quality work.	9.8%	17.2%	7.4%	24.6%	10.3%	-14.2%	65.6%	72.4%	6.8%	0.15	58
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	19.0%	12.7%	-6.2%	34.5%	29.1%	-5.4%	46.6%	58.2%	11.6%	0.23	55
23. I have the necessary tools I need to do high quality work efficiently.	18.0%	8.6%	-9.4%	14.8%	12.1%	-2.7%	67.2%	79.3%	12.1%	0.27	58
24. I am given opportunities to influence decisions at my school/department.	19.6%	19.3%	-0.3%	32.1%	24.6%	-7.6%	48.2%	56.1%	7.9%	0.16	57
25. I am given opportunities to influence decisions at the district.	20.3%	32.8%	12.4%	47.5%	31.0%	-16.4%	32.2%	36.2%	4.0%	0.08	58
26. My principal/supervisor has a clear understanding of my skills and abilities.	11.5%	8.8%	-2.7%	16.4%	8.8%	-7.6%	72.1%	82.5%	10.3%	0.25	57
27. My performance evaluations are fair.	9.8%	10.3%	0.5%	19.7%	10.3%	-9.3%	70.5%	79.3%	8.8%	0.20	58
28. The process for performance evaluations is clear.	10.2%	15.5%	5.3%	23.7%	12.1%	-11.7%	66.1%	72.4%	6.3%	0.14	58
29. The process for performance evaluations is being followed.	9.8%	12.3%	2.4%	23.0%	21.1%	-1.9%	67.2%	66.7%	-0.5%	-0.01	57
30. Employees are treated fairly and consistently at my site.	16.4%	19.3%	2.9%	18.0%	22.8%	4.8%	65.6%	57.9%	-7.7%	-0.16	57
31. Staff at my site respect people from different backgrounds and cultures.	6.5%	6.9%	0.4%	17.7%	12.1%	-5.7%	75.8%	81.0%	5.2%	0.13	58
32. I feel safe in the workplace.	9.7%	3.5%	-6.2%	16.1%	10.5%	-5.6%	74.2%	86.0%	11.8%	0.30	57
33. I like the kind of work I do.	3.3%	3.4%	0.2%	9.8%	5.2%	-4.7%	86.9%	91.4%	4.5%	0.15	58
34. My job is important.	3.2%	3.4%	0.2%	8.1%	1.7%	-6.3%	88.7%	94.8%	6.1%	0.23	58
35. I am proud of the work I do.	3.3%	3.4%	0.2%	4.9%	1.7%	-3.2%	91.8%	94.8%	3.0%	0.12	58

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Maintenance Operations**

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	13.6%	8.6%	-4.9%	20.3%	19.0%	-1.4%	66.1%	72.4%	6.3%	0.14	58
37. I am satisfied with my job.	6.6%	3.6%	-3.0%	11.5%	12.5%	1.0%	82.0%	83.9%	2.0%	0.05	56
38. I am satisfied with the professional development opportunities provided to me by the district.	22.8%	19.3%	-3.5%	17.5%	17.5%	0.0%	59.6%	63.2%	3.5%	0.07	57
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	8.1%	5.2%	-2.9%	6.5%	3.4%	-3.0%	85.5%	91.4%	5.9%	0.19	58
39b. I feel prepared to deal with each of the following emergency situations: Tornado	6.6%	8.6%	2.1%	6.6%	3.4%	-3.1%	86.9%	87.9%	1.0%	0.03	58
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	6.6%	5.2%	-1.4%	4.9%	3.4%	-1.5%	88.5%	91.4%	2.9%	0.10	58
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	15.5%	8.0%	-7.5%	36.2%	44.0%	7.8%	48.3%	48.0%	-0.3%	-0.01	50
41. I am familiar with the functions of the Classified Employees Council.	27.1%	21.2%	-6.0%	30.5%	38.5%	8.0%	42.4%	40.4%	-2.0%	-0.04	52

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Nutrition Services**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	10.3%	5.1%	-5.2%	20.5%	32.2%	11.7%	69.2%	62.7%	-6.5%	-0.14	59
2. I understand my role and responsibilities as an employee of APS.	0.0%	1.5%	1.5%	0.0%	4.4%	4.4%	100.0%	94.1%	-5.9%	-0.49	68
3. I know how my work relates to the district's goals and priorities.	4.7%	1.5%	-3.2%	20.9%	11.9%	-9.0%	74.4%	86.6%	12.1%	0.31	67
4. My work is important and contributes to the success of the district.	2.3%	1.4%	-0.9%	4.7%	5.8%	1.1%	93.0%	92.8%	-0.3%	-0.01	69
5. The district sets high and realistic expectations for students.	7.7%	6.3%	-1.4%	17.9%	23.4%	5.5%	74.4%	70.3%	-4.0%	-0.09	64
6. Everyone in the school community is accountable for the academic success of students.	0.0%	5.9%	5.9%	11.6%	26.5%	14.8%	88.4%	67.6%	-20.7%	-0.51	68
7. Department administrators/supervisors share information regularly with employees.	32.6%	10.3%	-22.3%	25.6%	27.9%	2.4%	41.9%	61.8%	19.9%	0.40	68
8. Clear goals and objectives have been defined for my job.	0.0%	3.0%	3.0%	14.0%	16.4%	2.5%	86.0%	80.6%	-5.4%	-0.15	67
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	20.9%	13.2%	-7.7%	14.0%	17.6%	3.7%	65.1%	69.1%	4.0%	0.09	68
10. Decisions made in APS are based on communicated data and information.	11.4%	7.4%	-4.0%	36.4%	47.1%	10.7%	52.3%	45.6%	-6.7%	-0.13	68
11. I trust the people who make decisions that affect me in the district.	30.2%	12.1%	-18.1%	23.3%	37.9%	14.6%	46.5%	50.0%	3.5%	0.07	66
12. I trust the people who make decisions that affect me in my school/department.	9.1%	10.3%	1.2%	27.3%	33.8%	6.6%	63.6%	55.9%	-7.8%	-0.16	68
13. There is a spirit of teamwork and cooperation at my work site.	11.6%	11.6%	0.0%	16.3%	18.8%	2.6%	72.1%	69.6%	-2.5%	-0.06	69
14. I feel free to express my professional opinions at work.	11.4%	14.5%	3.1%	27.3%	26.1%	-1.2%	61.4%	59.4%	-1.9%	-0.04	69
15. I feel valued as an employee of APS.	13.6%	14.5%	0.9%	34.1%	29.0%	-5.1%	52.3%	56.5%	4.2%	0.09	69
16. There is a professional atmosphere for staff working in APS.	18.2%	4.4%	-13.8%	34.1%	36.8%	2.7%	47.7%	58.8%	11.1%	0.22	68
17. I am treated with respect by my supervisor.	7.0%	4.3%	-2.6%	14.0%	15.9%	2.0%	79.1%	79.7%	0.6%	0.02	69
18. I am treated with respect by my co-workers.	2.3%	8.7%	6.4%	15.9%	27.5%	11.6%	81.8%	63.8%	-18.1%	-0.41	69
19. My ideas and suggestions are respected by my supervisor.	9.3%	8.8%	-0.5%	25.6%	26.5%	0.9%	65.1%	64.7%	-0.4%	-0.01	68
20. My ideas and suggestions are respected by my co-workers.	2.3%	9.0%	6.7%	18.2%	29.9%	11.7%	79.5%	61.2%	-18.4%	-0.41	67
21. I receive the necessary training to do high quality work.	4.5%	4.3%	-0.2%	18.2%	18.8%	0.7%	77.3%	76.8%	-0.5%	-0.01	69
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	12.7%	12.7%	41.0%	33.3%	-7.7%	59.0%	54.0%	-5.0%	-0.10	63
23. I have the necessary tools I need to do high quality work efficiently.	23.3%	10.3%	-13.0%	11.6%	22.1%	10.4%	65.1%	67.6%	2.5%	0.05	68
24. I am given opportunities to influence decisions at my school/department.	25.0%	19.4%	-5.6%	27.5%	32.3%	4.8%	47.5%	48.4%	0.9%	0.02	62
25. I am given opportunities to influence decisions at the district.	23.7%	31.1%	7.5%	44.7%	36.1%	-8.7%	31.6%	32.8%	1.2%	0.03	61
26. My principal/supervisor has a clear understanding of my skills and abilities.	11.9%	14.9%	3.0%	14.3%	20.9%	6.6%	73.8%	64.2%	-9.6%	-0.21	67
27. My performance evaluations are fair.	6.8%	6.3%	-0.5%	25.0%	22.2%	-2.8%	68.2%	71.4%	3.2%	0.07	63
28. The process for performance evaluations is clear.	6.8%	9.0%	2.1%	11.4%	23.9%	12.5%	81.8%	67.2%	-14.7%	-0.34	67
29. The process for performance evaluations is being followed.	4.5%	4.4%	-0.1%	22.7%	30.9%	8.2%	72.7%	64.7%	-8.0%	-0.17	68
30. Employees are treated fairly and consistently at my site.	13.6%	16.2%	2.5%	15.9%	25.0%	9.1%	70.5%	58.8%	-11.6%	-0.24	68
31. Staff at my site respect people from different backgrounds and cultures.	6.8%	10.3%	3.5%	15.9%	19.1%	3.2%	77.3%	70.6%	-6.7%	-0.15	68
32. I feel safe in the workplace.	4.7%	5.8%	1.1%	14.0%	23.2%	9.2%	81.4%	71.0%	-10.4%	-0.25	69
33. I like the kind of work I do.	2.3%	1.4%	-0.9%	7.0%	11.6%	4.6%	90.7%	87.0%	-3.7%	-0.12	69
34. My job is important.	0.0%	1.4%	1.4%	2.3%	7.2%	4.9%	97.7%	91.3%	-6.4%	-0.29	69
35. I am proud of the work I do.	0.0%	1.4%	1.4%	0.0%	8.7%	8.7%	100.0%	89.9%	-10.1%	-0.65	69

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
**Nutrition Services**

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	25.6%	20.6%	-5.0%	18.6%	26.5%	7.9%	55.8%	52.9%	-2.9%	-0.06	68
37. I am satisfied with my job.	2.3%	2.9%	0.6%	23.3%	19.1%	-4.1%	74.4%	77.9%	3.5%	0.08	68
38. I am satisfied with the professional development opportunities provided to me by the district.	12.5%	9.8%	-2.7%	30.0%	27.9%	-2.1%	57.5%	62.3%	4.8%	0.10	61
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	4.7%	7.2%	2.6%	0.0%	11.6%	11.6%	95.3%	81.2%	-14.2%	-0.46	69
39b. I feel prepared to deal with each of the following emergency situations: Tornado	2.4%	10.4%	8.1%	2.4%	11.9%	9.6%	95.2%	77.6%	-17.6%	-0.55	67
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	2.4%	7.5%	5.1%	0.0%	10.4%	10.4%	97.6%	82.1%	-15.5%	-0.56	67
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	2.9%	12.5%	9.6%	40.0%	48.2%	8.2%	57.1%	39.3%	-17.9%	-0.36	56
41. I am familiar with the functions of the Classified Employees Council.	14.3%	28.1%	13.8%	25.7%	36.8%	11.1%	60.0%	35.1%	-24.9%	-0.50	57

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Paraeducators/Educational Assistant/Related Positions

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	7.7%	11.9%	4.2%	25.1%	26.8%	1.7%	67.2%	61.4%	-5.9%	-0.12	295
2. I understand my role and responsibilities as an employee of APS.	3.1%	3.7%	0.5%	4.9%	5.0%	0.1%	92.0%	91.4%	-0.7%	-0.02	301
3. I know how my work relates to the district's goals and priorities.	4.2%	7.6%	3.5%	14.9%	11.3%	-3.6%	81.0%	81.1%	0.1%	0.00	301
4. My work is important and contributes to the success of the district.	2.1%	1.3%	-0.7%	6.6%	9.3%	2.8%	91.3%	89.3%	-2.0%	-0.07	300
5. The district sets high and realistic expectations for students.	13.8%	18.2%	4.4%	26.0%	25.0%	-1.0%	60.2%	56.8%	-3.5%	-0.07	296
6. Everyone in the school community is accountable for the academic success of students.	8.7%	9.2%	0.4%	14.6%	13.6%	-1.1%	76.7%	77.3%	0.6%	0.02	295
7. Department administrators/supervisors share information regularly with employees.	27.9%	21.5%	-6.3%	17.1%	22.9%	5.8%	55.1%	55.6%	0.5%	0.01	297
8. Clear goals and objectives have been defined for my job.	9.3%	13.0%	3.7%	18.3%	14.4%	-4.0%	72.3%	72.6%	0.3%	0.01	299
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	22.5%	16.7%	-5.8%	16.3%	18.7%	2.4%	61.2%	64.6%	3.4%	0.07	294
10. Decisions made in APS are based on communicated data and information.	11.0%	13.2%	2.2%	37.5%	35.4%	-2.0%	51.6%	51.4%	-0.2%	0.00	288
11. I trust the people who make decisions that affect me in the district.	14.9%	16.5%	1.6%	37.6%	41.9%	4.3%	47.5%	41.6%	-5.9%	-0.12	291
12. I trust the people who make decisions that affect me in my school/department.	18.9%	18.5%	-0.5%	25.6%	22.8%	-2.8%	55.4%	58.7%	3.3%	0.07	298
13. There is a spirit of teamwork and cooperation at my work site.	22.9%	19.2%	-3.7%	14.9%	15.5%	0.6%	62.2%	65.3%	3.2%	0.07	297
14. I feel free to express my professional opinions at work.	24.0%	22.2%	-1.8%	17.8%	15.2%	-2.6%	58.2%	62.6%	4.4%	0.09	297
15. I feel valued as an employee of APS.	16.0%	19.1%	3.0%	26.0%	21.7%	-4.2%	58.0%	59.2%	1.2%	0.02	299
16. There is a professional atmosphere for staff working in APS.	15.2%	13.4%	-1.8%	19.0%	22.8%	3.8%	65.7%	63.8%	-2.0%	-0.04	298
17. I am treated with respect by my supervisor.	11.5%	9.7%	-1.8%	13.9%	14.7%	0.8%	74.7%	75.6%	0.9%	0.02	299
18. I am treated with respect by my co-workers.	5.2%	8.4%	3.2%	13.1%	13.8%	0.6%	81.7%	77.9%	-3.8%	-0.09	298
19. My ideas and suggestions are respected by my supervisor.	13.4%	10.5%	-2.9%	20.1%	18.6%	-1.4%	66.5%	70.8%	4.3%	0.09	295
20. My ideas and suggestions are respected by my co-workers.	3.5%	7.4%	3.9%	18.6%	20.3%	1.7%	77.9%	72.3%	-5.6%	-0.13	296
21. I receive the necessary training to do high quality work.	17.5%	13.2%	-4.3%	22.1%	25.1%	2.9%	60.4%	61.7%	1.3%	0.03	295
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	18.5%	19.2%	0.7%	33.6%	33.2%	-0.4%	47.9%	47.6%	-0.3%	-0.01	271
23. I have the necessary tools I need to do high quality work efficiently.	14.6%	18.2%	3.5%	18.1%	20.2%	2.1%	67.2%	61.6%	-5.6%	-0.12	297
24. I am given opportunities to influence decisions at my school/department.	22.5%	20.7%	-1.8%	28.2%	24.5%	-3.7%	49.3%	54.8%	5.5%	0.11	290
25. I am given opportunities to influence decisions at the district.	29.9%	34.7%	4.8%	41.4%	39.1%	-2.3%	28.8%	26.2%	-2.6%	-0.06	271
26. My principal/supervisor has a clear understanding of my skills and abilities.	17.1%	13.7%	-3.4%	16.0%	18.7%	2.7%	66.9%	67.6%	0.7%	0.01	299
27. My performance evaluations are fair.	6.0%	8.8%	2.8%	23.8%	16.5%	-7.3%	70.2%	74.7%	4.5%	0.10	273
28. The process for performance evaluations is clear.	10.6%	15.0%	4.5%	21.5%	19.6%	-2.0%	67.9%	65.4%	-2.5%	-0.05	286
29. The process for performance evaluations is being followed.	7.1%	10.0%	3.0%	31.6%	25.4%	-6.2%	61.3%	64.5%	3.2%	0.07	279
30. Employees are treated fairly and consistently at my site.	25.7%	23.7%	-2.0%	21.1%	19.4%	-1.7%	53.2%	56.9%	3.7%	0.07	299
31. Staff at my site respect people from different backgrounds and cultures.	4.5%	10.7%	6.3%	11.7%	11.4%	-0.3%	83.8%	77.9%	-5.9%	-0.15	298
32. I feel safe in the workplace.	7.6%	11.0%	3.4%	12.2%	12.3%	0.2%	80.2%	76.7%	-3.5%	-0.09	300
33. I like the kind of work I do.	2.1%	1.0%	-1.1%	5.2%	3.7%	-1.6%	92.7%	95.3%	2.7%	0.11	301
34. My job is important.	0.3%	1.0%	0.7%	1.7%	1.3%	-0.4%	97.9%	97.7%	-0.3%	-0.02	298
35. I am proud of the work I do.	0.0%	0.7%	0.7%	1.4%	2.0%	0.6%	98.6%	97.3%	-1.3%	-0.09	300

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Paraeducators/Educational Assistant/Related Positions

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	11.1%	15.3%	<b>4.2%</b>	19.5%	12.3%	-7.2%	69.3%	72.3%	<b>3.0%</b>	0.07	300
37. I am satisfied with my job.	6.0%	7.3%	<b>1.3%</b>	13.5%	12.3%	-1.1%	80.5%	80.3%	<b>-0.2%</b>	0.00	300
38. I am satisfied with the professional development opportunities provided to me by the district.	22.3%	23.4%	<b>1.1%</b>	25.3%	24.1%	-1.1%	52.4%	52.4%	<b>0.0%</b>	0.00	290
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	3.1%	7.4%	<b>4.3%</b>	6.2%	3.4%	-2.9%	90.7%	89.3%	<b>-1.4%</b>	-0.05	298
39b. I feel prepared to deal with each of the following emergency situations: Tornado	5.3%	8.8%	<b>3.6%</b>	9.2%	7.1%	-2.0%	85.6%	84.0%	<b>-1.5%</b>	-0.04	294
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	1.8%	4.8%	<b>3.0%</b>	4.9%	1.4%	-3.6%	93.3%	93.9%	<b>0.6%</b>	0.02	294
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	9.8%	10.0%	<b>0.2%</b>	48.5%	56.6%	8.1%	41.7%	33.5%	<b>-8.3%</b>	-0.17	251
41. I am familiar with the functions of the Classified Employees Council.	22.2%	30.1%	<b>7.9%</b>	41.8%	42.0%	0.2%	36.0%	27.9%	<b>-8.1%</b>	-0.17	276

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Pickens Technical College

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	14.3%	7.1%	-7.1%	7.1%	7.1%	0.0%	78.6%	85.7%	7.1%	0.19	14
2. I understand my role and responsibilities as an employee of APS.	7.1%	0.0%	-7.1%	0.0%	0.0%	0.0%	92.9%	100.0%	7.1%	0.54	14
3. I know how my work relates to the district's goals and priorities.	7.1%	0.0%	-7.1%	7.1%	21.4%	14.3%	85.7%	78.6%	-7.1%	-0.19	14
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	14.3%	21.4%	7.1%	85.7%	78.6%	-7.1%	-0.19	14
5. The district sets high and realistic expectations for students.	15.4%	14.3%	-1.1%	7.7%	14.3%	6.6%	76.9%	71.4%	-5.5%	-0.13	14
6. Everyone in the school community is accountable for the academic success of students.	14.3%	21.4%	7.1%	14.3%	7.1%	-7.1%	71.4%	71.4%	0.0%	0.00	14
7. Department administrators/supervisors share information regularly with employees.	28.6%	28.6%	0.0%	42.9%	28.6%	-14.3%	28.6%	42.9%	14.3%	0.30	14
8. Clear goals and objectives have been defined for my job.	7.1%	0.0%	-7.1%	21.4%	14.3%	-7.1%	71.4%	85.7%	14.3%	0.35	14
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	14.3%	0.0%	-14.3%	42.9%	14.3%	-28.6%	42.9%	85.7%	42.9%	0.94	14
10. Decisions made in APS are based on communicated data and information.	7.1%	14.3%	7.1%	35.7%	42.9%	7.1%	57.1%	42.9%	-14.3%	-0.29	14
11. I trust the people who make decisions that affect me in the district.	7.1%	21.4%	14.3%	42.9%	42.9%	0.0%	50.0%	35.7%	-14.3%	-0.29	14
12. I trust the people who make decisions that affect me in my school/department.	35.7%	14.3%	-21.4%	42.9%	42.9%	0.0%	21.4%	42.9%	21.4%	0.46	14
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	14.3%	14.3%	42.9%	21.4%	-21.4%	57.1%	64.3%	7.1%	0.15	14
14. I feel free to express my professional opinions at work.	21.4%	14.3%	-7.1%	21.4%	28.6%	7.1%	57.1%	57.1%	0.0%	0.00	14
15. I feel valued as an employee of APS.	7.1%	7.1%	0.0%	14.3%	28.6%	14.3%	78.6%	64.3%	-14.3%	-0.32	14
16. There is a professional atmosphere for staff working in APS.	7.1%	0.0%	-7.1%	28.6%	28.6%	0.0%	64.3%	71.4%	7.1%	0.15	14
17. I am treated with respect by my supervisor.	7.1%	7.1%	0.0%	7.1%	7.1%	0.0%	85.7%	85.7%	0.0%	0.00	14
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	21.4%	7.1%	-14.3%	78.6%	92.9%	14.3%	0.42	14
19. My ideas and suggestions are respected by my supervisor.	7.1%	0.0%	-7.1%	28.6%	42.9%	14.3%	64.3%	57.1%	-7.1%	-0.15	14
20. My ideas and suggestions are respected by my co-workers.	7.1%	7.1%	0.0%	14.3%	14.3%	0.0%	78.6%	78.6%	0.0%	0.00	14
21. I receive the necessary training to do high quality work.	7.7%	21.4%	13.7%	23.1%	50.0%	26.9%	69.2%	28.6%	-40.7%	-0.84	14
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	7.7%	7.1%	-0.5%	46.2%	42.9%	-3.3%	46.2%	50.0%	3.8%	0.08	14
23. I have the necessary tools I need to do high quality work efficiently.	21.4%	7.1%	-14.3%	0.0%	14.3%	14.3%	78.6%	78.6%	0.0%	0.00	14
24. I am given opportunities to influence decisions at my school/department.	21.4%	15.4%	-6.0%	28.6%	30.8%	2.2%	50.0%	53.8%	3.8%	0.08	13
25. I am given opportunities to influence decisions at the district.	14.3%	38.5%	24.2%	35.7%	30.8%	-4.9%	50.0%	30.8%	-19.2%	-0.39	13
26. My principal/supervisor has a clear understanding of my skills and abilities.	14.3%	14.3%	0.0%	14.3%	35.7%	21.4%	71.4%	50.0%	-21.4%	-0.44	14
27. My performance evaluations are fair.	7.7%	0.0%	-7.7%	7.7%	14.3%	6.6%	84.6%	85.7%	1.1%	0.03	14
28. The process for performance evaluations is clear.	7.7%	14.3%	6.6%	23.1%	14.3%	-8.8%	69.2%	71.4%	2.2%	0.05	14
29. The process for performance evaluations is being followed.	0.0%	0.0%	0.0%	23.1%	14.3%	-8.8%	76.9%	85.7%	8.8%	0.23	14
30. Employees are treated fairly and consistently at my site.	21.4%	28.6%	7.1%	42.9%	21.4%	-21.4%	35.7%	50.0%	14.3%	0.29	14
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	0.0%	7.1%	0.0%	-7.1%	92.9%	100.0%	7.1%	0.54	14
32. I feel safe in the workplace.	14.3%	7.1%	-7.1%	14.3%	21.4%	7.1%	71.4%	71.4%	0.0%	0.00	14
33. I like the kind of work I do.	7.1%	0.0%	-7.1%	14.3%	7.1%	-7.1%	78.6%	92.9%	14.3%	0.42	14
34. My job is important.	7.1%	0.0%	-7.1%	0.0%	7.1%	7.1%	92.9%	92.9%	0.0%	0.00	14
35. I am proud of the work I do.	0.0%	0.0%	0.0%	7.1%	0.0%	-7.1%	92.9%	100.0%	7.1%	0.54	14

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

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3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Pickens Technical College

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	7.1%	7.1%	0.0%	14.3%	28.6%	14.3%	78.6%	64.3%	<b>-14.3%</b>	<b>-0.32</b>	14
37. I am satisfied with my job.	7.1%	0.0%	<b>-7.1%</b>	14.3%	23.1%	8.8%	78.6%	76.9%	<b>-1.6%</b>	-0.04	13
38. I am satisfied with the professional development opportunities provided to me by the district.	21.4%	38.5%	<b>17.0%</b>	35.7%	30.8%	-4.9%	42.9%	30.8%	<b>-12.1%</b>	<b>-0.25</b>	13
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	14.3%	7.1%	<b>-7.1%</b>	21.4%	7.1%	-14.3%	64.3%	85.7%	<b>21.4%</b>	<b>0.51</b>	14
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	0.0%	0.0%	15.4%	7.1%	-8.2%	84.6%	92.9%	<b>8.2%</b>	<b>0.27</b>	14
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	7.7%	0.0%	-7.7%	92.3%	100.0%	<b>7.7%</b>	<b>0.56</b>	14
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	8.3%	8.3%	0.0%	41.7%	41.7%	0.0%	50.0%	50.0%	0.0%	0.00	12
41. I am familiar with the functions of the Classified Employees Council.	21.4%	14.3%	<b>-7.1%</b>	28.6%	35.7%	7.1%	50.0%	50.0%	0.0%	0.00	14

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016





**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Transportation

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2015	2016	Change	2015	2016	Change	2015	2016	Change		
1. APS has set a clear direction for improving student achievement.	4.9%	10.4%	5.5%	51.2%	35.1%	-16.2%	43.9%	54.5%	10.6%	0.21	77
2. I understand my role and responsibilities as an employee of APS.	9.1%	6.2%	-2.9%	2.3%	4.9%	2.7%	88.6%	88.9%	0.3%	0.01	81
3. I know how my work relates to the district's goals and priorities.	4.5%	6.3%	1.8%	13.6%	16.5%	2.8%	81.8%	77.2%	-4.6%	-0.11	79
4. My work is important and contributes to the success of the district.	4.5%	2.5%	-2.1%	11.4%	4.9%	-6.4%	84.1%	92.6%	8.5%	0.27	81
5. The district sets high and realistic expectations for students.	10.3%	15.8%	5.5%	43.6%	48.7%	5.1%	46.2%	35.5%	-10.6%	-0.22	76
6. Everyone in the school community is accountable for the academic success of students.	16.7%	7.8%	-8.9%	23.8%	29.9%	6.1%	59.5%	62.3%	2.8%	0.06	77
7. Department administrators/supervisors share information regularly with employees.	50.0%	27.2%	-22.8%	11.4%	19.8%	8.4%	38.6%	53.1%	14.5%	0.29	81
8. Clear goals and objectives have been defined for my job.	18.2%	16.0%	-2.1%	29.5%	18.5%	-11.0%	52.3%	65.4%	13.2%	0.27	81
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	31.8%	37.5%	5.7%	20.5%	22.5%	2.0%	47.7%	40.0%	-7.7%	-0.16	80
10. Decisions made in APS are based on communicated data and information.	35.7%	16.9%	-18.8%	33.3%	42.9%	9.5%	31.0%	40.3%	9.3%	0.19	77
11. I trust the people who make decisions that affect me in the district.	39.5%	25.3%	-14.2%	37.2%	34.2%	-3.0%	23.3%	40.5%	17.3%	0.37	79
12. I trust the people who make decisions that affect me in my school/department.	37.2%	25.6%	-11.6%	34.9%	26.9%	-8.0%	27.9%	47.4%	19.5%	0.41	78
13. There is a spirit of teamwork and cooperation at my work site.	50.0%	30.4%	-19.6%	20.5%	16.5%	-4.0%	29.5%	53.2%	23.6%	0.48	79
14. I feel free to express my professional opinions at work.	40.9%	28.8%	-12.2%	18.2%	20.0%	1.8%	40.9%	51.3%	10.3%	0.21	80
15. I feel valued as an employee of APS.	39.5%	20.3%	-19.3%	23.3%	16.5%	-6.8%	37.2%	63.3%	26.1%	0.53	79
16. There is a professional atmosphere for staff working in APS.	31.8%	22.2%	-9.6%	36.4%	30.9%	-5.5%	31.8%	46.9%	15.1%	0.31	81
17. I am treated with respect by my supervisor.	31.8%	18.5%	-13.3%	6.8%	18.5%	11.7%	61.4%	63.0%	1.6%	0.03	81
18. I am treated with respect by my co-workers.	11.6%	8.6%	-3.0%	20.9%	18.5%	-2.4%	67.4%	72.8%	5.4%	0.12	81
19. My ideas and suggestions are respected by my supervisor.	34.1%	21.8%	-12.4%	14.6%	34.6%	20.0%	51.2%	43.6%	-7.6%	-0.15	78
20. My ideas and suggestions are respected by my co-workers.	11.6%	6.2%	-5.5%	27.9%	32.1%	4.2%	60.5%	61.7%	1.3%	0.03	81
21. I receive the necessary training to do high quality work.	18.2%	13.8%	-4.4%	20.5%	12.5%	-8.0%	61.4%	73.8%	12.4%	0.27	80
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	26.8%	32.9%	6.0%	41.5%	45.2%	3.7%	31.7%	21.9%	-9.8%	-0.22	73
23. I have the necessary tools I need to do high quality work efficiently.	25.6%	12.5%	-13.1%	20.9%	25.0%	4.1%	53.5%	62.5%	9.0%	0.18	80
24. I am given opportunities to influence decisions at my school/department.	31.0%	31.1%	0.1%	35.7%	29.7%	-6.0%	33.3%	39.2%	5.9%	0.12	74
25. I am given opportunities to influence decisions at the district.	36.8%	37.8%	1.0%	34.2%	39.2%	5.0%	28.9%	23.0%	-6.0%	-0.14	74
26. My principal/supervisor has a clear understanding of my skills and abilities.	31.7%	18.2%	-13.5%	24.4%	20.8%	-3.6%	43.9%	61.0%	17.1%	0.34	77
27. My performance evaluations are fair.	18.6%	12.0%	-6.6%	27.9%	28.0%	0.1%	53.5%	60.0%	6.5%	0.13	75
28. The process for performance evaluations is clear.	16.3%	15.0%	-1.3%	32.6%	23.8%	-8.8%	51.2%	61.3%	10.1%	0.20	80
29. The process for performance evaluations is being followed.	19.5%	10.5%	-9.0%	34.1%	40.8%	6.6%	46.3%	48.7%	2.3%	0.05	76
30. Employees are treated fairly and consistently at my site.	54.8%	36.3%	-18.5%	7.1%	26.3%	19.1%	38.1%	37.5%	-0.6%	-0.01	80
31. Staff at my site respect people from different backgrounds and cultures.	15.9%	11.1%	-4.8%	31.8%	23.5%	-8.4%	52.3%	65.4%	13.2%	0.27	81
32. I feel safe in the workplace.	22.7%	11.3%	-11.5%	13.6%	13.8%	0.1%	63.6%	75.0%	11.4%	0.25	80
33. I like the kind of work I do.	2.3%	1.3%	-1.0%	6.8%	6.3%	-0.6%	90.9%	92.5%	1.6%	0.06	80
34. My job is important.	2.3%	0.0%	-2.3%	11.6%	5.1%	-6.6%	86.0%	94.9%	8.9%	0.31	79
35. I am proud of the work I do.	2.3%	2.5%	0.3%	2.3%	5.1%	2.8%	95.5%	92.4%	-3.0%	-0.13	79

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

3/4/2016



**Aurora Public Schools**  
**Classified Staff Climate Survey (2015-16): Historical Comparisons**  
**Division of Accountability and Research**  
Transportation

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>	<u>2015</u>	<u>2016</u>	<u>Change</u>		
36. I feel appreciated for the work I do.	34.1%	19.0%	-15.2%	14.6%	17.7%	3.1%	51.2%	63.3%	12.1%	0.24	79
37. I am satisfied with my job.	14.3%	3.7%	-10.6%	21.4%	14.8%	-6.6%	64.3%	81.5%	17.2%	0.39	81
38. I am satisfied with the professional development opportunities provided to me by the district.	28.6%	19.5%	-9.1%	47.6%	36.4%	-11.3%	23.8%	44.2%	20.3%	0.43	77
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	6.8%	7.4%	0.6%	11.4%	8.6%	-2.7%	81.8%	84.0%	2.1%	0.06	81
39b. I feel prepared to deal with each of the following emergency situations: Tornado	6.8%	8.6%	1.8%	9.1%	8.6%	-0.4%	84.1%	82.7%	-1.4%	-0.04	81
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	7.0%	2.5%	-4.4%	9.3%	7.6%	-1.7%	83.7%	89.9%	6.2%	0.18	79
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	21.1%	15.7%	-5.3%	60.5%	52.9%	-7.7%	18.4%	31.4%	13.0%	0.30	70
41. I am familiar with the functions of the Classified Employees Council.	16.7%	29.9%	13.2%	54.8%	46.8%	-8.0%	28.6%	23.4%	-5.2%	-0.12	77

Note. Total respondents = 887. All responses of "not applicable" have been omitted. Any question with 10 or fewer responses was also omitted.

\*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 Green (+) or Red (-) text.

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**Aurora Public Schools**  
**Division of Accountability and Research**



**Classified Staff Climate Survey By School**  
**2015-16**



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Altura Elementary School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	8.3%	41.7%	33.3%	16.7%	<b>8.3%</b>	<b>50.0%</b>	12
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	0.0%	33.3%	66.7%	<b>0.0%</b>	<b>100.0%</b>	12
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	8.3%	50.0%	41.7%	<b>0.0%</b>	<b>91.7%</b>	12
4. My work is important and contributes to the success of the district.	0.0%	0.0%	16.7%	25.0%	58.3%	<b>0.0%</b>	<b>83.3%</b>	12
5. The district sets high and realistic expectations for students.	0.0%	0.0%	58.3%	33.3%	8.3%	<b>0.0%</b>	<b>41.7%</b>	12
6. Everyone in the school community is accountable for the academic success of students.	0.0%	0.0%	16.7%	58.3%	25.0%	<b>0.0%</b>	<b>83.3%</b>	12
7. Department administrators/supervisors share information regularly with employees.	0.0%	0.0%	45.5%	27.3%	27.3%	<b>0.0%</b>	<b>54.5%</b>	11
8. Clear goals and objectives have been defined for my job.	0.0%	8.3%	25.0%	33.3%	33.3%	<b>8.3%</b>	<b>66.7%</b>	12
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	0.0%	16.7%	41.7%	41.7%	<b>0.0%</b>	<b>83.3%</b>	12
10. Decisions made in APS are based on communicated data and information.	0.0%	0.0%	41.7%	50.0%	8.3%	<b>0.0%</b>	<b>58.3%</b>	12
11. I trust the people who make decisions that affect me in the district.	0.0%	8.3%	50.0%	25.0%	16.7%	<b>8.3%</b>	<b>41.7%</b>	12
12. I trust the people who make decisions that affect me in my school/department.	0.0%	0.0%	25.0%	50.0%	25.0%	<b>0.0%</b>	<b>75.0%</b>	12
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	8.3%	8.3%	33.3%	50.0%	<b>8.3%</b>	<b>83.3%</b>	12
14. I feel free to express my professional opinions at work.	0.0%	0.0%	8.3%	50.0%	41.7%	<b>0.0%</b>	<b>91.7%</b>	12
15. I feel valued as an employee of APS.	0.0%	16.7%	16.7%	25.0%	41.7%	<b>16.7%</b>	<b>66.7%</b>	12
16. There is a professional atmosphere for staff working in APS.	0.0%	0.0%	25.0%	58.3%	16.7%	<b>0.0%</b>	<b>75.0%</b>	12
17. I am treated with respect by my supervisor.	0.0%	0.0%	0.0%	33.3%	66.7%	<b>0.0%</b>	<b>100.0%</b>	12
18. I am treated with respect by my co-workers.	0.0%	8.3%	25.0%	33.3%	33.3%	<b>8.3%</b>	<b>66.7%</b>	12
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	8.3%	41.7%	50.0%	<b>0.0%</b>	<b>91.7%</b>	12
20. My ideas and suggestions are respected by my co-workers.	0.0%	18.2%	18.2%	36.4%	27.3%	<b>18.2%</b>	<b>63.6%</b>	11
21. I receive the necessary training to do high quality work.	0.0%	0.0%	25.0%	50.0%	25.0%	<b>0.0%</b>	<b>75.0%</b>	12
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	9.1%	36.4%	18.2%	36.4%	<b>9.1%</b>	<b>54.5%</b>	11
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	18.2%	27.3%	18.2%	36.4%	<b>18.2%</b>	<b>54.5%</b>	11
24. I am given opportunities to influence decisions at my school/department.	0.0%	8.3%	33.3%	33.3%	25.0%	<b>8.3%</b>	<b>58.3%</b>	12
25. I am given opportunities to influence decisions at the district.	18.2%	27.3%	27.3%	9.1%	18.2%	<b>45.5%</b>	<b>27.3%</b>	11
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	9.1%	18.2%	18.2%	54.5%	<b>9.1%</b>	<b>72.7%</b>	11
28. The process for performance evaluations is clear.	0.0%	0.0%	33.3%	25.0%	41.7%	<b>0.0%</b>	<b>66.7%</b>	12
29. The process for performance evaluations is being followed.	0.0%	0.0%	16.7%	33.3%	50.0%	<b>0.0%</b>	<b>83.3%</b>	12
30. Employees are treated fairly and consistently at my site.	0.0%	0.0%	16.7%	41.7%	41.7%	<b>0.0%</b>	<b>83.3%</b>	12
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	8.3%	0.0%	25.0%	66.7%	<b>8.3%</b>	<b>91.7%</b>	12
32. I feel safe in the workplace.	8.3%	0.0%	8.3%	33.3%	50.0%	<b>8.3%</b>	<b>83.3%</b>	12
33. I like the kind of work I do.	0.0%	0.0%	16.7%	25.0%	58.3%	<b>0.0%</b>	<b>83.3%</b>	12
34. My job is important.	0.0%	0.0%	0.0%	25.0%	75.0%	<b>0.0%</b>	<b>100.0%</b>	12
35. I am proud of the work I do.	0.0%	0.0%	8.3%	25.0%	66.7%	<b>0.0%</b>	<b>91.7%</b>	12
36. I feel appreciated for the work I do.	0.0%	8.3%	16.7%	33.3%	41.7%	<b>8.3%</b>	<b>75.0%</b>	12
37. I am satisfied with my job.	0.0%	0.0%	25.0%	25.0%	50.0%	<b>0.0%</b>	<b>75.0%</b>	12
38. I am satisfied with the professional development opportunities provided to me by the district.	16.7%	8.3%	41.7%	16.7%	16.7%	<b>25.0%</b>	<b>33.3%</b>	12
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	0.0%	41.7%	58.3%	<b>0.0%</b>	<b>100.0%</b>	12
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	0.0%	16.7%	33.3%	50.0%	<b>0.0%</b>	<b>83.3%</b>	12
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	41.7%	58.3%	<b>0.0%</b>	<b>100.0%</b>	12
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	8.3%	50.0%	33.3%	8.3%	<b>8.3%</b>	<b>41.7%</b>	12

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Aurora Central High School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	11.1%	27.8%	5.6%	44.4%	11.1%	<b>38.9%</b>	<b>55.6%</b>	18
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	11.1%	55.6%	33.3%	<b>0.0%</b>	<b>88.9%</b>	18
3. I know how my work relates to the district's goals and priorities.	0.0%	5.6%	11.1%	55.6%	27.8%	<b>5.6%</b>	<b>83.3%</b>	18
4. My work is important and contributes to the success of the district.	0.0%	0.0%	5.6%	55.6%	38.9%	<b>0.0%</b>	<b>94.4%</b>	18
5. The district sets high and realistic expectations for students.	16.7%	22.2%	5.6%	33.3%	22.2%	<b>38.9%</b>	<b>55.6%</b>	18
6. Everyone in the school community is accountable for the academic success of students.	5.9%	29.4%	11.8%	29.4%	23.5%	<b>35.3%</b>	<b>52.9%</b>	17
7. Department administrators/supervisors share information regularly with employees.	23.5%	17.6%	11.8%	29.4%	17.6%	<b>41.2%</b>	<b>47.1%</b>	17
8. Clear goals and objectives have been defined for my job.	0.0%	5.6%	22.2%	55.6%	16.7%	<b>5.6%</b>	<b>72.2%</b>	18
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	12.5%	12.5%	12.5%	37.5%	25.0%	<b>25.0%</b>	<b>62.5%</b>	16
10. Decisions made in APS are based on communicated data and information.	11.8%	17.6%	23.5%	41.2%	5.9%	<b>29.4%</b>	<b>47.1%</b>	17
11. I trust the people who make decisions that affect me in the district.	12.5%	12.5%	31.3%	37.5%	6.3%	<b>25.0%</b>	<b>43.8%</b>	16
12. I trust the people who make decisions that affect me in my school/department.	11.8%	17.6%	17.6%	47.1%	5.9%	<b>29.4%</b>	<b>52.9%</b>	17
13. There is a spirit of teamwork and cooperation at my work site.	16.7%	16.7%	5.6%	44.4%	16.7%	<b>33.3%</b>	<b>61.1%</b>	18
14. I feel free to express my professional opinions at work.	22.2%	5.6%	0.0%	55.6%	16.7%	<b>27.8%</b>	<b>72.2%</b>	18
15. I feel valued as an employee of APS.	11.8%	11.8%	11.8%	47.1%	17.6%	<b>23.5%</b>	<b>64.7%</b>	17
16. There is a professional atmosphere for staff working in APS.	11.8%	11.8%	11.8%	52.9%	11.8%	<b>23.5%</b>	<b>64.7%</b>	17
17. I am treated with respect by my supervisor.	5.6%	11.1%	16.7%	44.4%	22.2%	<b>16.7%</b>	<b>66.7%</b>	18
18. I am treated with respect by my co-workers.	5.6%	0.0%	11.1%	61.1%	22.2%	<b>5.6%</b>	<b>83.3%</b>	18
19. My ideas and suggestions are respected by my supervisor.	5.9%	5.9%	23.5%	41.2%	23.5%	<b>11.8%</b>	<b>64.7%</b>	17
20. My ideas and suggestions are respected by my co-workers.	5.6%	0.0%	33.3%	44.4%	16.7%	<b>5.6%</b>	<b>61.1%</b>	18
21. I receive the necessary training to do high quality work.	16.7%	5.6%	27.8%	38.9%	11.1%	<b>22.2%</b>	<b>50.0%</b>	18
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	11.8%	11.8%	29.4%	35.3%	11.8%	<b>23.5%</b>	<b>47.1%</b>	17
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	38.9%	5.6%	44.4%	11.1%	<b>38.9%</b>	<b>55.6%</b>	18
24. I am given opportunities to influence decisions at my school/department.	11.1%	22.2%	27.8%	16.7%	22.2%	<b>33.3%</b>	<b>38.9%</b>	18
25. I am given opportunities to influence decisions at the district.	11.1%	16.7%	38.9%	22.2%	11.1%	<b>27.8%</b>	<b>33.3%</b>	18
26. My principal/supervisor has a clear understanding of my skills and abilities.	5.6%	16.7%	11.1%	50.0%	16.7%	<b>22.2%</b>	<b>66.7%</b>	18
27. My performance evaluations are fair.	0.0%	11.8%	23.5%	52.9%	11.8%	<b>11.8%</b>	<b>64.7%</b>	17
28. The process for performance evaluations is clear.	5.9%	17.6%	17.6%	47.1%	11.8%	<b>23.5%</b>	<b>58.8%</b>	17
29. The process for performance evaluations is being followed.	5.9%	0.0%	35.3%	47.1%	11.8%	<b>5.9%</b>	<b>58.8%</b>	17
30. Employees are treated fairly and consistently at my site.	33.3%	0.0%	5.6%	50.0%	11.1%	<b>33.3%</b>	<b>61.1%</b>	18
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	11.1%	11.1%	50.0%	27.8%	<b>11.1%</b>	<b>77.8%</b>	18
32. I feel safe in the workplace.	11.8%	17.6%	5.9%	47.1%	17.6%	<b>29.4%</b>	<b>64.7%</b>	17
33. I like the kind of work I do.	0.0%	0.0%	5.9%	52.9%	41.2%	<b>0.0%</b>	<b>94.1%</b>	17
34. My job is important.	0.0%	0.0%	0.0%	41.2%	58.8%	<b>0.0%</b>	<b>100.0%</b>	17
35. I am proud of the work I do.	0.0%	5.6%	5.6%	44.4%	44.4%	<b>5.6%</b>	<b>88.9%</b>	18
36. I feel appreciated for the work I do.	11.1%	22.2%	5.6%	33.3%	27.8%	<b>33.3%</b>	<b>61.1%</b>	18
37. I am satisfied with my job.	0.0%	18.8%	12.5%	37.5%	31.3%	<b>18.8%</b>	<b>68.8%</b>	16
38. I am satisfied with the professional development opportunities provided to me by the district.	18.8%	12.5%	31.3%	25.0%	12.5%	<b>31.3%</b>	<b>37.5%</b>	16
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	5.6%	11.1%	44.4%	38.9%	<b>5.6%</b>	<b>83.3%</b>	18
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	0.0%	16.7%	38.9%	44.4%	<b>0.0%</b>	<b>83.3%</b>	18
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	5.9%	41.2%	52.9%	<b>0.0%</b>	<b>94.1%</b>	17
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	6.3%	0.0%	37.5%	43.8%	12.5%	<b>6.3%</b>	<b>56.3%</b>	16
41. I am familiar with the functions of the Classified Employees Council.	17.6%	11.8%	29.4%	29.4%	11.8%	<b>29.4%</b>	<b>41.2%</b>	17

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Aurora West College Preparatory Academy**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	18.2%	54.5%	27.3%	<b>0.0%</b>	<b>81.8%</b>	11
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	0.0%	18.2%	81.8%	<b>0.0%</b>	<b>100.0%</b>	11
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	9.1%	45.5%	45.5%	<b>0.0%</b>	<b>90.9%</b>	11
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	54.5%	45.5%	<b>0.0%</b>	<b>100.0%</b>	11
5. The district sets high and realistic expectations for students.	0.0%	0.0%	9.1%	54.5%	36.4%	<b>0.0%</b>	<b>90.9%</b>	11
6. Everyone in the school community is accountable for the academic success of students.	0.0%	0.0%	9.1%	36.4%	54.5%	<b>0.0%</b>	<b>90.9%</b>	11
7. Department administrators/supervisors share information regularly with employees.	9.1%	0.0%	27.3%	45.5%	18.2%	<b>9.1%</b>	<b>63.6%</b>	11
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	9.1%	27.3%	18.2%	45.5%	<b>9.1%</b>	<b>63.6%</b>	11
10. Decisions made in APS are based on communicated data and information.	0.0%	9.1%	27.3%	63.6%	0.0%	<b>9.1%</b>	<b>63.6%</b>	11
11. I trust the people who make decisions that affect me in the district.	0.0%	0.0%	36.4%	45.5%	18.2%	<b>0.0%</b>	<b>63.6%</b>	11
12. I trust the people who make decisions that affect me in my school/department.	0.0%	0.0%	18.2%	63.6%	18.2%	<b>0.0%</b>	<b>81.8%</b>	11
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	0.0%	9.1%	45.5%	45.5%	<b>0.0%</b>	<b>90.9%</b>	11
14. I feel free to express my professional opinions at work.	0.0%	0.0%	18.2%	27.3%	54.5%	<b>0.0%</b>	<b>81.8%</b>	11
15. I feel valued as an employee of APS.	0.0%	0.0%	18.2%	18.2%	63.6%	<b>0.0%</b>	<b>81.8%</b>	11
16. There is a professional atmosphere for staff working in APS.	0.0%	0.0%	18.2%	36.4%	45.5%	<b>0.0%</b>	<b>81.8%</b>	11
17. I am treated with respect by my supervisor.	0.0%	0.0%	9.1%	27.3%	63.6%	<b>0.0%</b>	<b>90.9%</b>	11
18. I am treated with respect by my co-workers.	0.0%	0.0%	9.1%	36.4%	54.5%	<b>0.0%</b>	<b>90.9%</b>	11
21. I receive the necessary training to do high quality work.	0.0%	0.0%	9.1%	63.6%	27.3%	<b>0.0%</b>	<b>90.9%</b>	11
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	0.0%	18.2%	36.4%	45.5%	<b>0.0%</b>	<b>81.8%</b>	11
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	0.0%	0.0%	63.6%	36.4%	<b>0.0%</b>	<b>100.0%</b>	11
27. My performance evaluations are fair.	0.0%	9.1%	9.1%	45.5%	36.4%	<b>9.1%</b>	<b>81.8%</b>	11
28. The process for performance evaluations is clear.	0.0%	9.1%	18.2%	54.5%	18.2%	<b>9.1%</b>	<b>72.7%</b>	11
30. Employees are treated fairly and consistently at my site.	0.0%	0.0%	9.1%	72.7%	18.2%	<b>0.0%</b>	<b>90.9%</b>	11
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	0.0%	36.4%	63.6%	<b>0.0%</b>	<b>100.0%</b>	11
32. I feel safe in the workplace.	0.0%	0.0%	9.1%	36.4%	54.5%	<b>0.0%</b>	<b>90.9%</b>	11
33. I like the kind of work I do.	0.0%	0.0%	0.0%	27.3%	72.7%	<b>0.0%</b>	<b>100.0%</b>	11
34. My job is important.	0.0%	0.0%	0.0%	27.3%	72.7%	<b>0.0%</b>	<b>100.0%</b>	11
35. I am proud of the work I do.	0.0%	0.0%	0.0%	9.1%	90.9%	<b>0.0%</b>	<b>100.0%</b>	11
36. I feel appreciated for the work I do.	0.0%	0.0%	0.0%	36.4%	63.6%	<b>0.0%</b>	<b>100.0%</b>	11
37. I am satisfied with my job.	0.0%	0.0%	9.1%	18.2%	72.7%	<b>0.0%</b>	<b>90.9%</b>	11
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	9.1%	0.0%	0.0%	9.1%	81.8%	<b>9.1%</b>	<b>90.9%</b>	11
39b. I feel prepared to deal with each of the following emergency situations: Tornado	9.1%	9.1%	0.0%	18.2%	63.6%	<b>18.2%</b>	<b>81.8%</b>	11
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	9.1%	0.0%	0.0%	9.1%	81.8%	<b>9.1%</b>	<b>90.9%</b>	11

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.  
 In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Columbia Middle School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	25.0%	68.8%	6.3%	0.0%	75.0%	16
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	6.3%	37.5%	56.3%	0.0%	93.8%	16
3. I know how my work relates to the district's goals and priorities.	0.0%	6.3%	6.3%	43.8%	43.8%	6.3%	87.5%	16
4. My work is important and contributes to the success of the district.	0.0%	0.0%	6.3%	37.5%	56.3%	0.0%	93.8%	16
5. The district sets high and realistic expectations for students.	0.0%	0.0%	42.9%	35.7%	21.4%	0.0%	57.1%	14
6. Everyone in the school community is accountable for the academic success of students.	0.0%	0.0%	0.0%	46.7%	53.3%	0.0%	100.0%	15
7. Department administrators/supervisors share information regularly with employees.	0.0%	13.3%	13.3%	46.7%	26.7%	13.3%	73.3%	15
8. Clear goals and objectives have been defined for my job.	0.0%	6.3%	0.0%	56.3%	37.5%	6.3%	93.8%	16
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	0.0%	12.5%	25.0%	62.5%	0.0%	87.5%	16
10. Decisions made in APS are based on communicated data and information.	0.0%	6.3%	37.5%	50.0%	6.3%	6.3%	56.3%	16
11. I trust the people who make decisions that affect me in the district.	0.0%	7.1%	35.7%	28.6%	28.6%	7.1%	57.1%	14
12. I trust the people who make decisions that affect me in my school/department.	6.3%	0.0%	18.8%	37.5%	37.5%	6.3%	75.0%	16
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	0.0%	18.8%	37.5%	43.8%	0.0%	81.3%	16
14. I feel free to express my professional opinions at work.	0.0%	6.3%	0.0%	43.8%	50.0%	6.3%	93.8%	16
15. I feel valued as an employee of APS.	0.0%	6.3%	18.8%	43.8%	31.3%	6.3%	75.0%	16
16. There is a professional atmosphere for staff working in APS.	0.0%	6.7%	13.3%	40.0%	40.0%	6.7%	80.0%	15
17. I am treated with respect by my supervisor.	0.0%	0.0%	6.3%	31.3%	62.5%	0.0%	93.8%	16
18. I am treated with respect by my co-workers.	0.0%	6.3%	0.0%	37.5%	56.3%	6.3%	93.8%	16
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	12.5%	31.3%	56.3%	0.0%	87.5%	16
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	6.3%	56.3%	37.5%	0.0%	93.8%	16
21. I receive the necessary training to do high quality work.	0.0%	6.3%	12.5%	50.0%	31.3%	6.3%	81.3%	16
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	13.3%	6.7%	46.7%	33.3%	13.3%	80.0%	15
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	25.0%	6.3%	37.5%	31.3%	25.0%	68.8%	16
24. I am given opportunities to influence decisions at my school/department.	0.0%	12.5%	31.3%	25.0%	31.3%	12.5%	56.3%	16
25. I am given opportunities to influence decisions at the district.	6.7%	20.0%	33.3%	33.3%	6.7%	26.7%	40.0%	15
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	0.0%	12.5%	43.8%	43.8%	0.0%	87.5%	16
27. My performance evaluations are fair.	0.0%	6.7%	13.3%	33.3%	46.7%	6.7%	80.0%	15
28. The process for performance evaluations is clear.	6.7%	13.3%	0.0%	40.0%	40.0%	20.0%	80.0%	15
29. The process for performance evaluations is being followed.	6.7%	6.7%	6.7%	46.7%	33.3%	13.3%	80.0%	15
30. Employees are treated fairly and consistently at my site.	0.0%	0.0%	18.8%	31.3%	50.0%	0.0%	81.3%	16
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	100.0%	15
32. I feel safe in the workplace.	0.0%	0.0%	12.5%	31.3%	56.3%	0.0%	87.5%	16
33. I like the kind of work I do.	0.0%	0.0%	0.0%	43.8%	56.3%	0.0%	100.0%	16
34. My job is important.	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	100.0%	16
35. I am proud of the work I do.	0.0%	0.0%	0.0%	31.3%	68.8%	0.0%	100.0%	16
36. I feel appreciated for the work I do.	0.0%	6.3%	12.5%	43.8%	37.5%	6.3%	81.3%	16
37. I am satisfied with my job.	0.0%	0.0%	6.3%	56.3%	37.5%	0.0%	93.8%	16
38. I am satisfied with the professional development opportunities provided to me by the district.	0.0%	0.0%	26.7%	33.3%	40.0%	0.0%	73.3%	15
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	12.5%	0.0%	37.5%	50.0%	12.5%	87.5%	16
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	12.5%	0.0%	37.5%	50.0%	12.5%	87.5%	16
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	6.3%	0.0%	43.8%	50.0%	6.3%	93.8%	16
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	14.3%	42.9%	42.9%	0.0%	14.3%	42.9%	14
41. I am familiar with the functions of the Classified Employees Council.	0.0%	25.0%	43.8%	31.3%	0.0%	25.0%	31.3%	16

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Dartmouth Elementary School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	26.7%	46.7%	26.7%	<b>0.0%</b>	<b>73.3%</b>	15
2. I understand my role and responsibilities as an employee of APS.	0.0%	6.7%	0.0%	60.0%	33.3%	<b>6.7%</b>	<b>93.3%</b>	15
3. I know how my work relates to the district's goals and priorities.	0.0%	6.7%	0.0%	53.3%	40.0%	<b>6.7%</b>	<b>93.3%</b>	15
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	53.3%	46.7%	<b>0.0%</b>	<b>100.0%</b>	15
5. The district sets high and realistic expectations for students.	0.0%	6.7%	26.7%	53.3%	13.3%	<b>6.7%</b>	<b>66.7%</b>	15
6. Everyone in the school community is accountable for the academic success of students.	6.7%	0.0%	20.0%	40.0%	33.3%	<b>6.7%</b>	<b>73.3%</b>	15
7. Department administrators/supervisors share information regularly with employees.	0.0%	7.1%	35.7%	35.7%	21.4%	<b>7.1%</b>	<b>57.1%</b>	14
8. Clear goals and objectives have been defined for my job.	0.0%	7.7%	15.4%	53.8%	23.1%	<b>7.7%</b>	<b>76.9%</b>	13
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	7.1%	28.6%	28.6%	35.7%	<b>7.1%</b>	<b>64.3%</b>	14
10. Decisions made in APS are based on communicated data and information.	0.0%	7.7%	15.4%	69.2%	7.7%	<b>7.7%</b>	<b>76.9%</b>	13
11. I trust the people who make decisions that affect me in the district.	0.0%	7.1%	42.9%	42.9%	7.1%	<b>7.1%</b>	<b>50.0%</b>	14
12. I trust the people who make decisions that affect me in my school/department.	0.0%	6.7%	33.3%	26.7%	33.3%	<b>6.7%</b>	<b>60.0%</b>	15
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	6.7%	6.7%	46.7%	40.0%	<b>6.7%</b>	<b>86.7%</b>	15
14. I feel free to express my professional opinions at work.	0.0%	6.7%	13.3%	46.7%	33.3%	<b>6.7%</b>	<b>80.0%</b>	15
15. I feel valued as an employee of APS.	0.0%	13.3%	6.7%	53.3%	26.7%	<b>13.3%</b>	<b>80.0%</b>	15
16. There is a professional atmosphere for staff working in APS.	0.0%	6.7%	20.0%	33.3%	40.0%	<b>6.7%</b>	<b>73.3%</b>	15
17. I am treated with respect by my supervisor.	0.0%	6.7%	20.0%	26.7%	46.7%	<b>6.7%</b>	<b>73.3%</b>	15
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	46.7%	53.3%	<b>0.0%</b>	<b>100.0%</b>	15
19. My ideas and suggestions are respected by my supervisor.	0.0%	6.7%	20.0%	33.3%	40.0%	<b>6.7%</b>	<b>73.3%</b>	15
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	0.0%	73.3%	26.7%	<b>0.0%</b>	<b>100.0%</b>	15
21. I receive the necessary training to do high quality work.	0.0%	7.1%	14.3%	71.4%	7.1%	<b>7.1%</b>	<b>78.6%</b>	14
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	6.7%	0.0%	53.3%	26.7%	13.3%	<b>6.7%</b>	<b>40.0%</b>	15
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	13.3%	20.0%	40.0%	26.7%	<b>13.3%</b>	<b>66.7%</b>	15
24. I am given opportunities to influence decisions at my school/department.	0.0%	0.0%	30.8%	53.8%	15.4%	<b>0.0%</b>	<b>69.2%</b>	13
25. I am given opportunities to influence decisions at the district.	0.0%	30.8%	46.2%	15.4%	7.7%	<b>30.8%</b>	<b>23.1%</b>	13
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	0.0%	33.3%	13.3%	53.3%	<b>0.0%</b>	<b>66.7%</b>	15
27. My performance evaluations are fair.	7.1%	0.0%	14.3%	28.6%	50.0%	<b>7.1%</b>	<b>78.6%</b>	14
28. The process for performance evaluations is clear.	0.0%	0.0%	28.6%	28.6%	42.9%	<b>0.0%</b>	<b>71.4%</b>	14
29. The process for performance evaluations is being followed.	0.0%	0.0%	15.4%	38.5%	46.2%	<b>0.0%</b>	<b>84.6%</b>	13
30. Employees are treated fairly and consistently at my site.	0.0%	6.7%	13.3%	53.3%	26.7%	<b>6.7%</b>	<b>80.0%</b>	15
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	0.0%	40.0%	60.0%	<b>0.0%</b>	<b>100.0%</b>	15
32. I feel safe in the workplace.	0.0%	0.0%	6.7%	53.3%	40.0%	<b>0.0%</b>	<b>93.3%</b>	15
33. I like the kind of work I do.	0.0%	0.0%	0.0%	26.7%	73.3%	<b>0.0%</b>	<b>100.0%</b>	15
34. My job is important.	0.0%	0.0%	0.0%	26.7%	73.3%	<b>0.0%</b>	<b>100.0%</b>	15
35. I am proud of the work I do.	0.0%	0.0%	0.0%	26.7%	73.3%	<b>0.0%</b>	<b>100.0%</b>	15
36. I feel appreciated for the work I do.	0.0%	6.7%	13.3%	26.7%	53.3%	<b>6.7%</b>	<b>80.0%</b>	15
37. I am satisfied with my job.	0.0%	0.0%	6.7%	20.0%	73.3%	<b>0.0%</b>	<b>93.3%</b>	15
38. I am satisfied with the professional development opportunities provided to me by the district.	0.0%	20.0%	13.3%	40.0%	26.7%	<b>20.0%</b>	<b>66.7%</b>	15
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	6.7%	0.0%	6.7%	33.3%	53.3%	<b>6.7%</b>	<b>86.7%</b>	15
39b. I feel prepared to deal with each of the following emergency situations: Tornado	6.7%	6.7%	6.7%	20.0%	60.0%	<b>13.3%</b>	<b>80.0%</b>	15
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	6.7%	0.0%	6.7%	20.0%	66.7%	<b>6.7%</b>	<b>86.7%</b>	15
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	0.0%	38.5%	53.8%	7.7%	<b>0.0%</b>	<b>61.5%</b>	13
41. I am familiar with the functions of the Classified Employees Council.	8.3%	8.3%	33.3%	41.7%	8.3%	<b>16.7%</b>	<b>50.0%</b>	12

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016





**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**East Middle School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
2. I understand my role and responsibilities as an employee of APS.	0.0%	9.1%	0.0%	54.5%	36.4%	<b>9.1%</b>	<b>90.9%</b>	11
3. I know how my work relates to the district's goals and priorities.	0.0%	9.1%	27.3%	45.5%	18.2%	<b>9.1%</b>	<b>63.6%</b>	11
4. My work is important and contributes to the success of the district.	0.0%	0.0%	9.1%	45.5%	45.5%	<b>0.0%</b>	<b>90.9%</b>	11
5. The district sets high and realistic expectations for students.	9.1%	9.1%	27.3%	54.5%	0.0%	<b>18.2%</b>	<b>54.5%</b>	11
7. Department administrators/supervisors share information regularly with employees.	9.1%	18.2%	18.2%	45.5%	9.1%	<b>27.3%</b>	<b>54.5%</b>	11
8. Clear goals and objectives have been defined for my job.	9.1%	18.2%	9.1%	45.5%	18.2%	<b>27.3%</b>	<b>63.6%</b>	11
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	9.1%	9.1%	9.1%	45.5%	27.3%	<b>18.2%</b>	<b>72.7%</b>	11
10. Decisions made in APS are based on communicated data and information.	0.0%	18.2%	36.4%	27.3%	18.2%	<b>18.2%</b>	<b>45.5%</b>	11
11. I trust the people who make decisions that affect me in the district.	0.0%	18.2%	27.3%	45.5%	9.1%	<b>18.2%</b>	<b>54.5%</b>	11
12. I trust the people who make decisions that affect me in my school/department.	0.0%	36.4%	9.1%	45.5%	9.1%	<b>36.4%</b>	<b>54.5%</b>	11
13. There is a spirit of teamwork and cooperation at my work site.	18.2%	27.3%	9.1%	36.4%	9.1%	<b>45.5%</b>	<b>45.5%</b>	11
14. I feel free to express my professional opinions at work.	9.1%	9.1%	18.2%	54.5%	9.1%	<b>18.2%</b>	<b>63.6%</b>	11
15. I feel valued as an employee of APS.	9.1%	18.2%	9.1%	63.6%	0.0%	<b>27.3%</b>	<b>63.6%</b>	11
16. There is a professional atmosphere for staff working in APS.	0.0%	9.1%	36.4%	54.5%	0.0%	<b>9.1%</b>	<b>54.5%</b>	11
17. I am treated with respect by my supervisor.	9.1%	9.1%	0.0%	54.5%	27.3%	<b>18.2%</b>	<b>81.8%</b>	11
18. I am treated with respect by my co-workers.	9.1%	9.1%	27.3%	54.5%	0.0%	<b>18.2%</b>	<b>54.5%</b>	11
19. My ideas and suggestions are respected by my supervisor.	0.0%	9.1%	18.2%	63.6%	9.1%	<b>9.1%</b>	<b>72.7%</b>	11
20. My ideas and suggestions are respected by my co-workers.	0.0%	9.1%	27.3%	63.6%	0.0%	<b>9.1%</b>	<b>63.6%</b>	11
21. I receive the necessary training to do high quality work.	9.1%	9.1%	18.2%	54.5%	9.1%	<b>18.2%</b>	<b>63.6%</b>	11
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	18.2%	36.4%	45.5%	0.0%	<b>18.2%</b>	<b>45.5%</b>	11
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	18.2%	0.0%	81.8%	0.0%	<b>18.2%</b>	<b>81.8%</b>	11
28. The process for performance evaluations is clear.	18.2%	0.0%	18.2%	54.5%	9.1%	<b>18.2%</b>	<b>63.6%</b>	11
29. The process for performance evaluations is being followed.	18.2%	0.0%	36.4%	36.4%	9.1%	<b>18.2%</b>	<b>45.5%</b>	11
30. Employees are treated fairly and consistently at my site.	9.1%	27.3%	0.0%	63.6%	0.0%	<b>36.4%</b>	<b>63.6%</b>	11
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	9.1%	81.8%	9.1%	<b>0.0%</b>	<b>90.9%</b>	11
32. I feel safe in the workplace.	0.0%	0.0%	18.2%	63.6%	18.2%	<b>0.0%</b>	<b>81.8%</b>	11
33. I like the kind of work I do.	0.0%	0.0%	9.1%	45.5%	45.5%	<b>0.0%</b>	<b>90.9%</b>	11
34. My job is important.	9.1%	0.0%	0.0%	27.3%	63.6%	<b>9.1%</b>	<b>90.9%</b>	11
35. I am proud of the work I do.	9.1%	0.0%	0.0%	36.4%	54.5%	<b>9.1%</b>	<b>90.9%</b>	11
36. I feel appreciated for the work I do.	18.2%	9.1%	9.1%	54.5%	9.1%	<b>27.3%</b>	<b>63.6%</b>	11
37. I am satisfied with my job.	0.0%	18.2%	18.2%	45.5%	18.2%	<b>18.2%</b>	<b>63.6%</b>	11
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	9.1%	18.2%	9.1%	36.4%	27.3%	<b>27.3%</b>	<b>63.6%</b>	11
39b. I feel prepared to deal with each of the following emergency situations: Tornado	9.1%	18.2%	18.2%	27.3%	27.3%	<b>27.3%</b>	<b>54.5%</b>	11
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	9.1%	9.1%	9.1%	36.4%	36.4%	<b>18.2%</b>	<b>72.7%</b>	11

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.  
 In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Elkhart Elementary School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	25.0%	37.5%	37.5%	0.0%	75.0%	16
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	100.0%	16
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	12.5%	50.0%	37.5%	0.0%	87.5%	16
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	43.8%	56.3%	0.0%	100.0%	16
5. The district sets high and realistic expectations for students.	0.0%	6.3%	18.8%	50.0%	25.0%	6.3%	75.0%	16
6. Everyone in the school community is accountable for the academic success of students.	0.0%	0.0%	6.3%	62.5%	31.3%	0.0%	93.8%	16
7. Department administrators/supervisors share information regularly with employees.	0.0%	0.0%	25.0%	56.3%	18.8%	0.0%	75.0%	16
8. Clear goals and objectives have been defined for my job.	0.0%	0.0%	0.0%	68.8%	31.3%	0.0%	100.0%	16
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	0.0%	6.3%	37.5%	56.3%	0.0%	93.8%	16
10. Decisions made in APS are based on communicated data and information.	0.0%	0.0%	31.3%	62.5%	6.3%	0.0%	68.8%	16
11. I trust the people who make decisions that affect me in the district.	0.0%	0.0%	37.5%	56.3%	6.3%	0.0%	62.5%	16
12. I trust the people who make decisions that affect me in my school/department.	0.0%	6.3%	12.5%	50.0%	31.3%	6.3%	81.3%	16
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	0.0%	6.3%	56.3%	37.5%	0.0%	93.8%	16
14. I feel free to express my professional opinions at work.	0.0%	0.0%	12.5%	56.3%	31.3%	0.0%	87.5%	16
15. I feel valued as an employee of APS.	0.0%	0.0%	18.8%	56.3%	25.0%	0.0%	81.3%	16
16. There is a professional atmosphere for staff working in APS.	0.0%	0.0%	18.8%	56.3%	25.0%	0.0%	81.3%	16
17. I am treated with respect by my supervisor.	0.0%	0.0%	6.7%	33.3%	60.0%	0.0%	93.3%	15
18. I am treated with respect by my co-workers.	0.0%	0.0%	12.5%	37.5%	50.0%	0.0%	87.5%	16
19. My ideas and suggestions are respected by my supervisor.	0.0%	6.3%	6.3%	37.5%	50.0%	6.3%	87.5%	16
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	25.0%	56.3%	18.8%	0.0%	75.0%	16
21. I receive the necessary training to do high quality work.	0.0%	0.0%	18.8%	56.3%	25.0%	0.0%	81.3%	16
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	6.3%	31.3%	50.0%	12.5%	6.3%	62.5%	16
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	0.0%	12.5%	62.5%	25.0%	0.0%	87.5%	16
24. I am given opportunities to influence decisions at my school/department.	0.0%	6.7%	20.0%	60.0%	13.3%	6.7%	73.3%	15
25. I am given opportunities to influence decisions at the district.	0.0%	7.1%	35.7%	50.0%	7.1%	7.1%	57.1%	14
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	0.0%	18.8%	50.0%	31.3%	0.0%	81.3%	16
27. My performance evaluations are fair.	6.3%	0.0%	12.5%	56.3%	25.0%	6.3%	81.3%	16
28. The process for performance evaluations is clear.	0.0%	0.0%	6.3%	56.3%	37.5%	0.0%	93.8%	16
29. The process for performance evaluations is being followed.	0.0%	0.0%	14.3%	71.4%	14.3%	0.0%	85.7%	14
30. Employees are treated fairly and consistently at my site.	0.0%	0.0%	14.3%	64.3%	21.4%	0.0%	85.7%	14
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	0.0%	60.0%	40.0%	0.0%	100.0%	15
32. I feel safe in the workplace.	0.0%	0.0%	6.3%	56.3%	37.5%	0.0%	93.8%	16
33. I like the kind of work I do.	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	100.0%	16
34. My job is important.	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	100.0%	16
35. I am proud of the work I do.	0.0%	0.0%	0.0%	18.8%	81.3%	0.0%	100.0%	16
36. I feel appreciated for the work I do.	0.0%	0.0%	6.7%	46.7%	46.7%	0.0%	93.3%	15
37. I am satisfied with my job.	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	100.0%	15
38. I am satisfied with the professional development opportunities provided to me by the district.	0.0%	20.0%	20.0%	40.0%	20.0%	20.0%	60.0%	15
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	12.5%	6.3%	37.5%	43.8%	12.5%	81.3%	16
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	18.8%	6.3%	31.3%	43.8%	18.8%	75.0%	16
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	6.3%	0.0%	50.0%	43.8%	6.3%	93.8%	16
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	7.1%	0.0%	57.1%	35.7%	0.0%	7.1%	35.7%	14
41. I am familiar with the functions of the Classified Employees Council.	0.0%	26.7%	60.0%	13.3%	0.0%	26.7%	13.3%	15

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Gateway High School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	7.7%	7.7%	15.4%	61.5%	7.7%	<b>15.4%</b>	<b>69.2%</b>	13
2. I understand my role and responsibilities as an employee of APS.	7.7%	0.0%	0.0%	69.2%	23.1%	<b>7.7%</b>	<b>92.3%</b>	13
3. I know how my work relates to the district's goals and priorities.	7.7%	7.7%	23.1%	53.8%	7.7%	<b>15.4%</b>	<b>61.5%</b>	13
4. My work is important and contributes to the success of the district.	0.0%	0.0%	23.1%	46.2%	30.8%	<b>0.0%</b>	<b>76.9%</b>	13
5. The district sets high and realistic expectations for students.	0.0%	25.0%	41.7%	25.0%	8.3%	<b>25.0%</b>	<b>33.3%</b>	12
6. Everyone in the school community is accountable for the academic success of students.	0.0%	23.1%	7.7%	23.1%	46.2%	<b>23.1%</b>	<b>69.2%</b>	13
7. Department administrators/supervisors share information regularly with employees.	30.8%	30.8%	15.4%	15.4%	7.7%	<b>61.5%</b>	<b>23.1%</b>	13
8. Clear goals and objectives have been defined for my job.	7.7%	0.0%	30.8%	53.8%	7.7%	<b>7.7%</b>	<b>61.5%</b>	13
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	15.4%	23.1%	0.0%	46.2%	15.4%	<b>38.5%</b>	<b>61.5%</b>	13
10. Decisions made in APS are based on communicated data and information.	15.4%	30.8%	46.2%	0.0%	7.7%	<b>46.2%</b>	<b>7.7%</b>	13
11. I trust the people who make decisions that affect me in the district.	23.1%	30.8%	30.8%	0.0%	15.4%	<b>53.8%</b>	<b>15.4%</b>	13
12. I trust the people who make decisions that affect me in my school/department.	15.4%	7.7%	46.2%	23.1%	7.7%	<b>23.1%</b>	<b>30.8%</b>	13
13. There is a spirit of teamwork and cooperation at my work site.	15.4%	7.7%	15.4%	30.8%	30.8%	<b>23.1%</b>	<b>61.5%</b>	13
14. I feel free to express my professional opinions at work.	15.4%	23.1%	23.1%	38.5%	0.0%	<b>38.5%</b>	<b>38.5%</b>	13
15. I feel valued as an employee of APS.	15.4%	23.1%	30.8%	23.1%	7.7%	<b>38.5%</b>	<b>30.8%</b>	13
16. There is a professional atmosphere for staff working in APS.	7.7%	30.8%	30.8%	30.8%	0.0%	<b>38.5%</b>	<b>30.8%</b>	13
17. I am treated with respect by my supervisor.	15.4%	7.7%	15.4%	46.2%	15.4%	<b>23.1%</b>	<b>61.5%</b>	13
18. I am treated with respect by my co-workers.	0.0%	0.0%	30.8%	38.5%	30.8%	<b>0.0%</b>	<b>69.2%</b>	13
19. My ideas and suggestions are respected by my supervisor.	15.4%	15.4%	23.1%	30.8%	15.4%	<b>30.8%</b>	<b>46.2%</b>	13
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	23.1%	53.8%	23.1%	<b>0.0%</b>	<b>76.9%</b>	13
21. I receive the necessary training to do high quality work.	0.0%	7.7%	38.5%	53.8%	0.0%	<b>7.7%</b>	<b>53.8%</b>	13
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	27.3%	9.1%	9.1%	45.5%	9.1%	<b>36.4%</b>	<b>54.5%</b>	11
23. I have the necessary tools I need to do high quality work efficiently.	7.7%	15.4%	23.1%	38.5%	15.4%	<b>23.1%</b>	<b>53.8%</b>	13
24. I am given opportunities to influence decisions at my school/department.	23.1%	23.1%	7.7%	46.2%	0.0%	<b>46.2%</b>	<b>46.2%</b>	13
25. I am given opportunities to influence decisions at the district.	30.8%	38.5%	7.7%	7.7%	15.4%	<b>69.2%</b>	<b>23.1%</b>	13
26. My principal/supervisor has a clear understanding of my skills and abilities.	30.8%	7.7%	15.4%	23.1%	23.1%	<b>38.5%</b>	<b>46.2%</b>	13
28. The process for performance evaluations is clear.	15.4%	15.4%	23.1%	30.8%	15.4%	<b>30.8%</b>	<b>46.2%</b>	13
29. The process for performance evaluations is being followed.	16.7%	8.3%	25.0%	41.7%	8.3%	<b>25.0%</b>	<b>50.0%</b>	12
30. Employees are treated fairly and consistently at my site.	30.8%	15.4%	15.4%	38.5%	0.0%	<b>46.2%</b>	<b>38.5%</b>	13
31. Staff at my site respect people from different backgrounds and cultures.	16.7%	8.3%	25.0%	41.7%	8.3%	<b>25.0%</b>	<b>50.0%</b>	12
32. I feel safe in the workplace.	15.4%	15.4%	15.4%	38.5%	15.4%	<b>30.8%</b>	<b>53.8%</b>	13
33. I like the kind of work I do.	0.0%	0.0%	0.0%	38.5%	61.5%	<b>0.0%</b>	<b>100.0%</b>	13
34. My job is important.	0.0%	0.0%	0.0%	23.1%	76.9%	<b>0.0%</b>	<b>100.0%</b>	13
35. I am proud of the work I do.	0.0%	0.0%	0.0%	30.8%	69.2%	<b>0.0%</b>	<b>100.0%</b>	13
36. I feel appreciated for the work I do.	41.7%	8.3%	8.3%	41.7%	0.0%	<b>50.0%</b>	<b>41.7%</b>	12
37. I am satisfied with my job.	0.0%	27.3%	9.1%	36.4%	27.3%	<b>27.3%</b>	<b>63.6%</b>	11
38. I am satisfied with the professional development opportunities provided to me by the district.	16.7%	25.0%	50.0%	8.3%	0.0%	<b>41.7%</b>	<b>8.3%</b>	12
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	0.0%	61.5%	38.5%	<b>0.0%</b>	<b>100.0%</b>	13
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	23.1%	7.7%	30.8%	38.5%	<b>23.1%</b>	<b>69.2%</b>	13
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	53.8%	46.2%	<b>0.0%</b>	<b>100.0%</b>	13
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	9.1%	0.0%	63.6%	18.2%	9.1%	<b>9.1%</b>	<b>27.3%</b>	11
41. I am familiar with the functions of the Classified Employees Council.	8.3%	8.3%	58.3%	16.7%	8.3%	<b>16.7%</b>	<b>25.0%</b>	12

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Hinkley High School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	5.6%	38.9%	44.4%	11.1%	<b>5.6%</b>	<b>55.6%</b>	18
2. I understand my role and responsibilities as an employee of APS.	0.0%	5.6%	0.0%	50.0%	44.4%	<b>5.6%</b>	<b>94.4%</b>	18
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	16.7%	66.7%	16.7%	<b>0.0%</b>	<b>83.3%</b>	18
4. My work is important and contributes to the success of the district.	0.0%	0.0%	5.6%	66.7%	27.8%	<b>0.0%</b>	<b>94.4%</b>	18
5. The district sets high and realistic expectations for students.	5.6%	27.8%	27.8%	27.8%	11.1%	<b>33.3%</b>	<b>38.9%</b>	18
6. Everyone in the school community is accountable for the academic success of students.	5.6%	11.1%	5.6%	50.0%	27.8%	<b>16.7%</b>	<b>77.8%</b>	18
7. Department administrators/supervisors share information regularly with employees.	5.6%	16.7%	44.4%	27.8%	5.6%	<b>22.2%</b>	<b>33.3%</b>	18
8. Clear goals and objectives have been defined for my job.	0.0%	11.1%	5.6%	61.1%	22.2%	<b>11.1%</b>	<b>83.3%</b>	18
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	5.6%	11.1%	16.7%	27.8%	38.9%	<b>16.7%</b>	<b>66.7%</b>	18
10. Decisions made in APS are based on communicated data and information.	0.0%	11.8%	58.8%	23.5%	5.9%	<b>11.8%</b>	<b>29.4%</b>	17
11. I trust the people who make decisions that affect me in the district.	0.0%	11.8%	58.8%	17.6%	11.8%	<b>11.8%</b>	<b>29.4%</b>	17
12. I trust the people who make decisions that affect me in my school/department.	0.0%	11.1%	22.2%	55.6%	11.1%	<b>11.1%</b>	<b>66.7%</b>	18
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	5.6%	11.1%	61.1%	22.2%	<b>5.6%</b>	<b>83.3%</b>	18
14. I feel free to express my professional opinions at work.	0.0%	5.6%	11.1%	55.6%	27.8%	<b>5.6%</b>	<b>83.3%</b>	18
15. I feel valued as an employee of APS.	0.0%	5.9%	23.5%	52.9%	17.6%	<b>5.9%</b>	<b>70.6%</b>	17
16. There is a professional atmosphere for staff working in APS.	0.0%	0.0%	38.9%	50.0%	11.1%	<b>0.0%</b>	<b>61.1%</b>	18
17. I am treated with respect by my supervisor.	0.0%	5.6%	0.0%	50.0%	44.4%	<b>5.6%</b>	<b>94.4%</b>	18
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	44.4%	55.6%	<b>0.0%</b>	<b>100.0%</b>	18
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	5.6%	72.2%	22.2%	<b>0.0%</b>	<b>94.4%</b>	18
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	5.6%	66.7%	27.8%	<b>0.0%</b>	<b>94.4%</b>	18
21. I receive the necessary training to do high quality work.	0.0%	11.1%	22.2%	50.0%	16.7%	<b>11.1%</b>	<b>66.7%</b>	18
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	21.4%	35.7%	42.9%	0.0%	<b>21.4%</b>	<b>42.9%</b>	14
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	5.6%	22.2%	50.0%	22.2%	<b>5.6%</b>	<b>72.2%</b>	18
24. I am given opportunities to influence decisions at my school/department.	5.6%	5.6%	38.9%	44.4%	5.6%	<b>11.1%</b>	<b>50.0%</b>	18
25. I am given opportunities to influence decisions at the district.	12.5%	31.3%	43.8%	6.3%	6.3%	<b>43.8%</b>	<b>12.5%</b>	16
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	0.0%	22.2%	44.4%	33.3%	<b>0.0%</b>	<b>77.8%</b>	18
27. My performance evaluations are fair.	0.0%	6.7%	13.3%	46.7%	33.3%	<b>6.7%</b>	<b>80.0%</b>	15
28. The process for performance evaluations is clear.	0.0%	17.6%	17.6%	58.8%	5.9%	<b>17.6%</b>	<b>64.7%</b>	17
29. The process for performance evaluations is being followed.	0.0%	6.3%	18.8%	62.5%	12.5%	<b>6.3%</b>	<b>75.0%</b>	16
30. Employees are treated fairly and consistently at my site.	0.0%	0.0%	38.9%	50.0%	11.1%	<b>0.0%</b>	<b>61.1%</b>	18
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	22.2%	44.4%	33.3%	<b>0.0%</b>	<b>77.8%</b>	18
32. I feel safe in the workplace.	0.0%	0.0%	16.7%	61.1%	22.2%	<b>0.0%</b>	<b>83.3%</b>	18
33. I like the kind of work I do.	0.0%	0.0%	0.0%	27.8%	72.2%	<b>0.0%</b>	<b>100.0%</b>	18
34. My job is important.	0.0%	0.0%	0.0%	27.8%	72.2%	<b>0.0%</b>	<b>100.0%</b>	18
35. I am proud of the work I do.	0.0%	0.0%	0.0%	27.8%	72.2%	<b>0.0%</b>	<b>100.0%</b>	18
36. I feel appreciated for the work I do.	0.0%	5.6%	22.2%	44.4%	27.8%	<b>5.6%</b>	<b>72.2%</b>	18
37. I am satisfied with my job.	0.0%	0.0%	5.6%	55.6%	38.9%	<b>0.0%</b>	<b>94.4%</b>	18
38. I am satisfied with the professional development opportunities provided to me by the district.	0.0%	29.4%	17.6%	41.2%	11.8%	<b>29.4%</b>	<b>52.9%</b>	17
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	5.6%	0.0%	5.6%	38.9%	50.0%	<b>5.6%</b>	<b>88.9%</b>	18
39b. I feel prepared to deal with each of the following emergency situations: Tornado	11.1%	5.6%	11.1%	38.9%	33.3%	<b>16.7%</b>	<b>72.2%</b>	18
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	5.6%	0.0%	0.0%	33.3%	61.1%	<b>5.6%</b>	<b>94.4%</b>	18
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	6.3%	81.3%	12.5%	0.0%	<b>6.3%</b>	<b>12.5%</b>	16
41. I am familiar with the functions of the Classified Employees Council.	29.4%	23.5%	29.4%	17.6%	0.0%	<b>52.9%</b>	<b>17.6%</b>	17

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Kenton Elementary School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	4.2%	33.3%	62.5%	0.0%	<b>4.2%</b>	<b>62.5%</b>	24
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	0.0%	72.0%	28.0%	<b>0.0%</b>	<b>100.0%</b>	25
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	16.0%	76.0%	8.0%	<b>0.0%</b>	<b>84.0%</b>	25
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	60.0%	40.0%	<b>0.0%</b>	<b>100.0%</b>	25
5. The district sets high and realistic expectations for students.	4.0%	4.0%	16.0%	72.0%	4.0%	<b>8.0%</b>	<b>76.0%</b>	25
6. Everyone in the school community is accountable for the academic success of students.	0.0%	12.5%	12.5%	58.3%	16.7%	<b>12.5%</b>	<b>75.0%</b>	24
7. Department administrators/supervisors share information regularly with employees.	0.0%	16.0%	32.0%	44.0%	8.0%	<b>16.0%</b>	<b>52.0%</b>	25
8. Clear goals and objectives have been defined for my job.	0.0%	4.0%	16.0%	64.0%	16.0%	<b>4.0%</b>	<b>80.0%</b>	25
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	4.0%	8.0%	24.0%	60.0%	4.0%	<b>12.0%</b>	<b>64.0%</b>	25
10. Decisions made in APS are based on communicated data and information.	0.0%	8.3%	37.5%	50.0%	4.2%	<b>8.3%</b>	<b>54.2%</b>	24
11. I trust the people who make decisions that affect me in the district.	0.0%	9.5%	33.3%	57.1%	0.0%	<b>9.5%</b>	<b>57.1%</b>	21
12. I trust the people who make decisions that affect me in my school/department.	0.0%	16.0%	44.0%	36.0%	4.0%	<b>16.0%</b>	<b>40.0%</b>	25
13. There is a spirit of teamwork and cooperation at my work site.	4.2%	20.8%	29.2%	33.3%	12.5%	<b>25.0%</b>	<b>45.8%</b>	24
14. I feel free to express my professional opinions at work.	8.0%	32.0%	16.0%	40.0%	4.0%	<b>40.0%</b>	<b>44.0%</b>	25
15. I feel valued as an employee of APS.	8.0%	16.0%	40.0%	32.0%	4.0%	<b>24.0%</b>	<b>36.0%</b>	25
16. There is a professional atmosphere for staff working in APS.	8.0%	12.0%	24.0%	48.0%	8.0%	<b>20.0%</b>	<b>56.0%</b>	25
17. I am treated with respect by my supervisor.	4.0%	8.0%	32.0%	48.0%	8.0%	<b>12.0%</b>	<b>56.0%</b>	25
18. I am treated with respect by my co-workers.	8.0%	0.0%	8.0%	64.0%	20.0%	<b>8.0%</b>	<b>84.0%</b>	25
19. My ideas and suggestions are respected by my supervisor.	4.0%	4.0%	44.0%	44.0%	4.0%	<b>8.0%</b>	<b>48.0%</b>	25
20. My ideas and suggestions are respected by my co-workers.	0.0%	12.0%	44.0%	44.0%	0.0%	<b>12.0%</b>	<b>44.0%</b>	25
21. I receive the necessary training to do high quality work.	0.0%	16.7%	20.8%	54.2%	8.3%	<b>16.7%</b>	<b>62.5%</b>	24
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	5.0%	0.0%	40.0%	45.0%	10.0%	<b>5.0%</b>	<b>55.0%</b>	20
23. I have the necessary tools I need to do high quality work efficiently.	4.0%	12.0%	20.0%	60.0%	4.0%	<b>16.0%</b>	<b>64.0%</b>	25
24. I am given opportunities to influence decisions at my school/department.	8.7%	8.7%	26.1%	56.5%	0.0%	<b>17.4%</b>	<b>56.5%</b>	23
25. I am given opportunities to influence decisions at the district.	5.0%	15.0%	50.0%	30.0%	0.0%	<b>20.0%</b>	<b>30.0%</b>	20
26. My principal/supervisor has a clear understanding of my skills and abilities.	4.2%	8.3%	29.2%	54.2%	4.2%	<b>12.5%</b>	<b>58.3%</b>	24
27. My performance evaluations are fair.	4.0%	12.0%	32.0%	48.0%	4.0%	<b>16.0%</b>	<b>52.0%</b>	25
28. The process for performance evaluations is clear.	4.0%	0.0%	32.0%	60.0%	4.0%	<b>4.0%</b>	<b>64.0%</b>	25
29. The process for performance evaluations is being followed.	4.2%	4.2%	41.7%	45.8%	4.2%	<b>8.3%</b>	<b>50.0%</b>	24
30. Employees are treated fairly and consistently at my site.	8.0%	28.0%	40.0%	24.0%	0.0%	<b>36.0%</b>	<b>24.0%</b>	25
31. Staff at my site respect people from different backgrounds and cultures.	8.0%	16.0%	16.0%	56.0%	4.0%	<b>24.0%</b>	<b>60.0%</b>	25
32. I feel safe in the workplace.	8.0%	0.0%	28.0%	52.0%	12.0%	<b>8.0%</b>	<b>64.0%</b>	25
33. I like the kind of work I do.	0.0%	0.0%	4.0%	44.0%	52.0%	<b>0.0%</b>	<b>96.0%</b>	25
34. My job is important.	0.0%	0.0%	0.0%	48.0%	52.0%	<b>0.0%</b>	<b>100.0%</b>	25
35. I am proud of the work I do.	0.0%	4.0%	0.0%	40.0%	56.0%	<b>4.0%</b>	<b>96.0%</b>	25
36. I feel appreciated for the work I do.	8.0%	20.0%	20.0%	40.0%	12.0%	<b>28.0%</b>	<b>52.0%</b>	25
37. I am satisfied with my job.	0.0%	16.0%	12.0%	60.0%	12.0%	<b>16.0%</b>	<b>72.0%</b>	25
38. I am satisfied with the professional development opportunities provided to me by the district.	0.0%	29.2%	12.5%	50.0%	8.3%	<b>29.2%</b>	<b>58.3%</b>	24
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	4.3%	8.7%	69.6%	17.4%	<b>4.3%</b>	<b>87.0%</b>	23
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	4.8%	9.5%	71.4%	14.3%	<b>4.8%</b>	<b>85.7%</b>	21
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	4.3%	4.3%	56.5%	34.8%	<b>4.3%</b>	<b>91.3%</b>	23
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	6.3%	6.3%	62.5%	25.0%	0.0%	<b>12.5%</b>	<b>25.0%</b>	16
41. I am familiar with the functions of the Classified Employees Council.	0.0%	28.6%	33.3%	38.1%	0.0%	<b>28.6%</b>	<b>38.1%</b>	21

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Meadowood Child Development Center**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	33.3%	50.0%	16.7%	<b>0.0%</b>	<b>66.7%</b>	24
2. I understand my role and responsibilities as an employee of APS.	0.0%	4.2%	12.5%	45.8%	37.5%	<b>4.2%</b>	<b>83.3%</b>	24
3. I know how my work relates to the district's goals and priorities.	0.0%	4.2%	25.0%	58.3%	12.5%	<b>4.2%</b>	<b>70.8%</b>	24
4. My work is important and contributes to the success of the district.	0.0%	4.2%	4.2%	54.2%	37.5%	<b>4.2%</b>	<b>91.7%</b>	24
5. The district sets high and realistic expectations for students.	0.0%	20.8%	25.0%	37.5%	16.7%	<b>20.8%</b>	<b>54.2%</b>	24
6. Everyone in the school community is accountable for the academic success of students.	0.0%	4.2%	20.8%	37.5%	37.5%	<b>4.2%</b>	<b>75.0%</b>	24
7. Department administrators/supervisors share information regularly with employees.	0.0%	8.3%	29.2%	45.8%	16.7%	<b>8.3%</b>	<b>62.5%</b>	24
8. Clear goals and objectives have been defined for my job.	0.0%	0.0%	4.2%	79.2%	16.7%	<b>0.0%</b>	<b>95.8%</b>	24
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	4.3%	13.0%	47.8%	34.8%	<b>4.3%</b>	<b>82.6%</b>	23
10. Decisions made in APS are based on communicated data and information.	0.0%	12.5%	33.3%	41.7%	12.5%	<b>12.5%</b>	<b>54.2%</b>	24
11. I trust the people who make decisions that affect me in the district.	0.0%	25.0%	29.2%	37.5%	8.3%	<b>25.0%</b>	<b>45.8%</b>	24
12. I trust the people who make decisions that affect me in my school/department.	0.0%	12.5%	29.2%	45.8%	12.5%	<b>12.5%</b>	<b>58.3%</b>	24
13. There is a spirit of teamwork and cooperation at my work site.	12.5%	16.7%	25.0%	33.3%	12.5%	<b>29.2%</b>	<b>45.8%</b>	24
14. I feel free to express my professional opinions at work.	8.3%	16.7%	12.5%	50.0%	12.5%	<b>25.0%</b>	<b>62.5%</b>	24
15. I feel valued as an employee of APS.	0.0%	12.5%	41.7%	37.5%	8.3%	<b>12.5%</b>	<b>45.8%</b>	24
16. There is a professional atmosphere for staff working in APS.	12.5%	8.3%	29.2%	33.3%	16.7%	<b>20.8%</b>	<b>50.0%</b>	24
17. I am treated with respect by my supervisor.	8.7%	4.3%	8.7%	56.5%	21.7%	<b>13.0%</b>	<b>78.3%</b>	23
18. I am treated with respect by my co-workers.	8.3%	16.7%	12.5%	54.2%	8.3%	<b>25.0%</b>	<b>62.5%</b>	24
19. My ideas and suggestions are respected by my supervisor.	0.0%	4.2%	20.8%	54.2%	20.8%	<b>4.2%</b>	<b>75.0%</b>	24
20. My ideas and suggestions are respected by my co-workers.	8.7%	8.7%	30.4%	47.8%	4.3%	<b>17.4%</b>	<b>52.2%</b>	23
21. I receive the necessary training to do high quality work.	0.0%	8.3%	29.2%	45.8%	16.7%	<b>8.3%</b>	<b>62.5%</b>	24
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	4.2%	41.7%	33.3%	20.8%	<b>4.2%</b>	<b>54.2%</b>	24
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	0.0%	25.0%	58.3%	16.7%	<b>0.0%</b>	<b>75.0%</b>	24
24. I am given opportunities to influence decisions at my school/department.	0.0%	4.3%	17.4%	65.2%	13.0%	<b>4.3%</b>	<b>78.3%</b>	23
25. I am given opportunities to influence decisions at the district.	0.0%	26.1%	43.5%	17.4%	13.0%	<b>26.1%</b>	<b>30.4%</b>	23
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	0.0%	33.3%	41.7%	25.0%	<b>0.0%</b>	<b>66.7%</b>	24
27. My performance evaluations are fair.	8.3%	0.0%	0.0%	58.3%	33.3%	<b>8.3%</b>	<b>91.7%</b>	24
28. The process for performance evaluations is clear.	0.0%	0.0%	8.3%	62.5%	29.2%	<b>0.0%</b>	<b>91.7%</b>	24
29. The process for performance evaluations is being followed.	0.0%	0.0%	8.3%	70.8%	20.8%	<b>0.0%</b>	<b>91.7%</b>	24
30. Employees are treated fairly and consistently at my site.	12.5%	8.3%	33.3%	29.2%	16.7%	<b>20.8%</b>	<b>45.8%</b>	24
31. Staff at my site respect people from different backgrounds and cultures.	13.0%	8.7%	8.7%	43.5%	26.1%	<b>21.7%</b>	<b>69.6%</b>	23
32. I feel safe in the workplace.	0.0%	8.3%	16.7%	33.3%	41.7%	<b>8.3%</b>	<b>75.0%</b>	24
33. I like the kind of work I do.	0.0%	0.0%	0.0%	29.2%	70.8%	<b>0.0%</b>	<b>100.0%</b>	24
34. My job is important.	0.0%	0.0%	0.0%	33.3%	66.7%	<b>0.0%</b>	<b>100.0%</b>	24
35. I am proud of the work I do.	0.0%	0.0%	0.0%	33.3%	66.7%	<b>0.0%</b>	<b>100.0%</b>	24
36. I feel appreciated for the work I do.	0.0%	12.5%	25.0%	45.8%	16.7%	<b>12.5%</b>	<b>62.5%</b>	24
37. I am satisfied with my job.	0.0%	8.7%	13.0%	43.5%	34.8%	<b>8.7%</b>	<b>78.3%</b>	23
38. I am satisfied with the professional development opportunities provided to me by the district.	0.0%	4.2%	33.3%	41.7%	20.8%	<b>4.2%</b>	<b>62.5%</b>	24
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	8.3%	4.2%	8.3%	54.2%	25.0%	<b>12.5%</b>	<b>79.2%</b>	24
39b. I feel prepared to deal with each of the following emergency situations: Tornado	8.3%	4.2%	0.0%	54.2%	33.3%	<b>12.5%</b>	<b>87.5%</b>	24
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	8.3%	4.2%	0.0%	54.2%	33.3%	<b>12.5%</b>	<b>87.5%</b>	24
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	0.0%	42.9%	52.4%	4.8%	<b>0.0%</b>	<b>57.1%</b>	21
41. I am familiar with the functions of the Classified Employees Council.	0.0%	31.8%	27.3%	31.8%	9.1%	<b>31.8%</b>	<b>40.9%</b>	22

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Rangeview High School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	16.7%	25.0%	50.0%	8.3%	<b>16.7%</b>	<b>58.3%</b>	12
2. I understand my role and responsibilities as an employee of APS.	0.0%	9.1%	9.1%	54.5%	27.3%	<b>9.1%</b>	<b>81.8%</b>	11
3. I know how my work relates to the district's goals and priorities.	0.0%	8.3%	8.3%	66.7%	16.7%	<b>8.3%</b>	<b>83.3%</b>	12
4. My work is important and contributes to the success of the district.	0.0%	0.0%	9.1%	63.6%	27.3%	<b>0.0%</b>	<b>90.9%</b>	11
5. The district sets high and realistic expectations for students.	8.3%	8.3%	33.3%	41.7%	8.3%	<b>16.7%</b>	<b>50.0%</b>	12
6. Everyone in the school community is accountable for the academic success of students.	0.0%	16.7%	16.7%	58.3%	8.3%	<b>16.7%</b>	<b>66.7%</b>	12
7. Department administrators/supervisors share information regularly with employees.	8.3%	25.0%	33.3%	25.0%	8.3%	<b>33.3%</b>	<b>33.3%</b>	12
8. Clear goals and objectives have been defined for my job.	8.3%	16.7%	16.7%	50.0%	8.3%	<b>25.0%</b>	<b>58.3%</b>	12
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	16.7%	8.3%	58.3%	16.7%	<b>16.7%</b>	<b>75.0%</b>	12
10. Decisions made in APS are based on communicated data and information.	8.3%	25.0%	33.3%	33.3%	0.0%	<b>33.3%</b>	<b>33.3%</b>	12
11. I trust the people who make decisions that affect me in the district.	8.3%	8.3%	66.7%	16.7%	0.0%	<b>16.7%</b>	<b>16.7%</b>	12
12. I trust the people who make decisions that affect me in my school/department.	8.3%	25.0%	8.3%	41.7%	16.7%	<b>33.3%</b>	<b>58.3%</b>	12
13. There is a spirit of teamwork and cooperation at my work site.	8.3%	0.0%	41.7%	33.3%	16.7%	<b>8.3%</b>	<b>50.0%</b>	12
14. I feel free to express my professional opinions at work.	8.3%	16.7%	16.7%	50.0%	8.3%	<b>25.0%</b>	<b>58.3%</b>	12
15. I feel valued as an employee of APS.	0.0%	16.7%	25.0%	50.0%	8.3%	<b>16.7%</b>	<b>58.3%</b>	12
16. There is a professional atmosphere for staff working in APS.	0.0%	33.3%	8.3%	50.0%	8.3%	<b>33.3%</b>	<b>58.3%</b>	12
17. I am treated with respect by my supervisor.	8.3%	0.0%	25.0%	50.0%	16.7%	<b>8.3%</b>	<b>66.7%</b>	12
18. I am treated with respect by my co-workers.	0.0%	8.3%	8.3%	58.3%	25.0%	<b>8.3%</b>	<b>83.3%</b>	12
19. My ideas and suggestions are respected by my supervisor.	0.0%	18.2%	9.1%	54.5%	18.2%	<b>18.2%</b>	<b>72.7%</b>	11
20. My ideas and suggestions are respected by my co-workers.	0.0%	8.3%	16.7%	66.7%	8.3%	<b>8.3%</b>	<b>75.0%</b>	12
21. I receive the necessary training to do high quality work.	0.0%	8.3%	25.0%	58.3%	8.3%	<b>8.3%</b>	<b>66.7%</b>	12
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	9.1%	9.1%	27.3%	54.5%	0.0%	<b>18.2%</b>	<b>54.5%</b>	11
23. I have the necessary tools I need to do high quality work efficiently.	8.3%	8.3%	8.3%	66.7%	8.3%	<b>16.7%</b>	<b>75.0%</b>	12
24. I am given opportunities to influence decisions at my school/department.	8.3%	8.3%	41.7%	33.3%	8.3%	<b>16.7%</b>	<b>41.7%</b>	12
26. My principal/supervisor has a clear understanding of my skills and abilities.	8.3%	33.3%	0.0%	50.0%	8.3%	<b>41.7%</b>	<b>58.3%</b>	12
27. My performance evaluations are fair.	9.1%	9.1%	27.3%	45.5%	9.1%	<b>18.2%</b>	<b>54.5%</b>	11
28. The process for performance evaluations is clear.	9.1%	18.2%	27.3%	45.5%	0.0%	<b>27.3%</b>	<b>45.5%</b>	11
29. The process for performance evaluations is being followed.	9.1%	18.2%	27.3%	45.5%	0.0%	<b>27.3%</b>	<b>45.5%</b>	11
30. Employees are treated fairly and consistently at my site.	16.7%	41.7%	16.7%	25.0%	0.0%	<b>58.3%</b>	<b>25.0%</b>	12
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	0.0%	90.9%	9.1%	<b>0.0%</b>	<b>100.0%</b>	11
32. I feel safe in the workplace.	0.0%	16.7%	25.0%	50.0%	8.3%	<b>16.7%</b>	<b>58.3%</b>	12
33. I like the kind of work I do.	0.0%	0.0%	8.3%	50.0%	41.7%	<b>0.0%</b>	<b>91.7%</b>	12
34. My job is important.	0.0%	0.0%	8.3%	66.7%	25.0%	<b>0.0%</b>	<b>91.7%</b>	12
35. I am proud of the work I do.	0.0%	0.0%	0.0%	75.0%	25.0%	<b>0.0%</b>	<b>100.0%</b>	12
36. I feel appreciated for the work I do.	0.0%	16.7%	0.0%	75.0%	8.3%	<b>16.7%</b>	<b>83.3%</b>	12
37. I am satisfied with my job.	0.0%	0.0%	8.3%	75.0%	16.7%	<b>0.0%</b>	<b>91.7%</b>	12
38. I am satisfied with the professional development opportunities provided to me by the district.	8.3%	8.3%	50.0%	25.0%	8.3%	<b>16.7%</b>	<b>33.3%</b>	12
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	8.3%	66.7%	25.0%	<b>0.0%</b>	<b>91.7%</b>	12
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	0.0%	9.1%	54.5%	36.4%	<b>0.0%</b>	<b>90.9%</b>	11
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	54.5%	45.5%	<b>0.0%</b>	<b>100.0%</b>	11

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.  
 In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**South Middle School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	13.3%	20.0%	40.0%	20.0%	6.7%	<b>33.3%</b>	<b>26.7%</b>	15
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	6.7%	60.0%	33.3%	<b>0.0%</b>	<b>93.3%</b>	15
3. I know how my work relates to the district's goals and priorities.	0.0%	13.3%	6.7%	66.7%	13.3%	<b>13.3%</b>	<b>80.0%</b>	15
4. My work is important and contributes to the success of the district.	0.0%	0.0%	13.3%	53.3%	33.3%	<b>0.0%</b>	<b>86.7%</b>	15
5. The district sets high and realistic expectations for students.	6.7%	33.3%	26.7%	26.7%	6.7%	<b>40.0%</b>	<b>33.3%</b>	15
6. Everyone in the school community is accountable for the academic success of students.	0.0%	7.1%	7.1%	57.1%	28.6%	<b>7.1%</b>	<b>85.7%</b>	14
7. Department administrators/supervisors share information regularly with employees.	28.6%	0.0%	7.1%	50.0%	14.3%	<b>28.6%</b>	<b>64.3%</b>	14
8. Clear goals and objectives have been defined for my job.	0.0%	13.3%	6.7%	60.0%	20.0%	<b>13.3%</b>	<b>80.0%</b>	15
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	6.7%	13.3%	20.0%	46.7%	13.3%	<b>20.0%</b>	<b>60.0%</b>	15
10. Decisions made in APS are based on communicated data and information.	7.1%	7.1%	28.6%	42.9%	14.3%	<b>14.3%</b>	<b>57.1%</b>	14
11. I trust the people who make decisions that affect me in the district.	6.7%	6.7%	26.7%	46.7%	13.3%	<b>13.3%</b>	<b>60.0%</b>	15
12. I trust the people who make decisions that affect me in my school/department.	13.3%	13.3%	20.0%	40.0%	13.3%	<b>26.7%</b>	<b>53.3%</b>	15
13. There is a spirit of teamwork and cooperation at my work site.	6.7%	26.7%	6.7%	46.7%	13.3%	<b>33.3%</b>	<b>60.0%</b>	15
14. I feel free to express my professional opinions at work.	13.3%	26.7%	0.0%	46.7%	13.3%	<b>40.0%</b>	<b>60.0%</b>	15
15. I feel valued as an employee of APS.	6.7%	6.7%	26.7%	33.3%	26.7%	<b>13.3%</b>	<b>60.0%</b>	15
16. There is a professional atmosphere for staff working in APS.	6.7%	0.0%	26.7%	60.0%	6.7%	<b>6.7%</b>	<b>66.7%</b>	15
17. I am treated with respect by my supervisor.	6.7%	20.0%	0.0%	60.0%	13.3%	<b>26.7%</b>	<b>73.3%</b>	15
18. I am treated with respect by my co-workers.	0.0%	6.7%	6.7%	60.0%	26.7%	<b>6.7%</b>	<b>86.7%</b>	15
19. My ideas and suggestions are respected by my supervisor.	0.0%	33.3%	13.3%	40.0%	13.3%	<b>33.3%</b>	<b>53.3%</b>	15
20. My ideas and suggestions are respected by my co-workers.	0.0%	6.7%	6.7%	80.0%	6.7%	<b>6.7%</b>	<b>86.7%</b>	15
21. I receive the necessary training to do high quality work.	13.3%	6.7%	20.0%	53.3%	6.7%	<b>20.0%</b>	<b>60.0%</b>	15
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	13.3%	13.3%	33.3%	40.0%	0.0%	<b>26.7%</b>	<b>40.0%</b>	15
23. I have the necessary tools I need to do high quality work efficiently.	6.7%	0.0%	6.7%	80.0%	6.7%	<b>6.7%</b>	<b>86.7%</b>	15
24. I am given opportunities to influence decisions at my school/department.	6.7%	13.3%	13.3%	66.7%	0.0%	<b>20.0%</b>	<b>66.7%</b>	15
25. I am given opportunities to influence decisions at the district.	21.4%	35.7%	28.6%	14.3%	0.0%	<b>57.1%</b>	<b>14.3%</b>	14
26. My principal/supervisor has a clear understanding of my skills and abilities.	20.0%	0.0%	26.7%	46.7%	6.7%	<b>20.0%</b>	<b>53.3%</b>	15
27. My performance evaluations are fair.	0.0%	0.0%	20.0%	66.7%	13.3%	<b>0.0%</b>	<b>80.0%</b>	15
28. The process for performance evaluations is clear.	0.0%	6.7%	20.0%	60.0%	13.3%	<b>6.7%</b>	<b>73.3%</b>	15
29. The process for performance evaluations is being followed.	0.0%	6.7%	26.7%	53.3%	13.3%	<b>6.7%</b>	<b>66.7%</b>	15
30. Employees are treated fairly and consistently at my site.	20.0%	13.3%	13.3%	53.3%	0.0%	<b>33.3%</b>	<b>53.3%</b>	15
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	6.7%	26.7%	33.3%	33.3%	<b>6.7%</b>	<b>66.7%</b>	15
32. I feel safe in the workplace.	0.0%	13.3%	20.0%	53.3%	13.3%	<b>13.3%</b>	<b>66.7%</b>	15
33. I like the kind of work I do.	0.0%	0.0%	0.0%	53.3%	46.7%	<b>0.0%</b>	<b>100.0%</b>	15
34. My job is important.	0.0%	0.0%	0.0%	40.0%	60.0%	<b>0.0%</b>	<b>100.0%</b>	15
35. I am proud of the work I do.	0.0%	0.0%	0.0%	46.7%	53.3%	<b>0.0%</b>	<b>100.0%</b>	15
36. I feel appreciated for the work I do.	13.3%	6.7%	0.0%	66.7%	13.3%	<b>20.0%</b>	<b>80.0%</b>	15
37. I am satisfied with my job.	6.7%	0.0%	0.0%	73.3%	20.0%	<b>6.7%</b>	<b>93.3%</b>	15
38. I am satisfied with the professional development opportunities provided to me by the district.	21.4%	7.1%	14.3%	50.0%	7.1%	<b>28.6%</b>	<b>57.1%</b>	14
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	6.7%	60.0%	33.3%	<b>0.0%</b>	<b>93.3%</b>	15
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	0.0%	0.0%	66.7%	33.3%	<b>0.0%</b>	<b>100.0%</b>	15
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	66.7%	33.3%	<b>0.0%</b>	<b>100.0%</b>	15
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	6.7%	53.3%	33.3%	6.7%	<b>6.7%</b>	<b>40.0%</b>	15
41. I am familiar with the functions of the Classified Employees Council.	6.7%	33.3%	20.0%	40.0%	0.0%	<b>40.0%</b>	<b>40.0%</b>	15

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016





**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Vassar Elementary School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	9.1%	36.4%	0.0%	45.5%	9.1%	<b>45.5%</b>	<b>54.5%</b>	11
2. I understand my role and responsibilities as an employee of APS.	0.0%	15.4%	7.7%	46.2%	30.8%	<b>15.4%</b>	<b>76.9%</b>	13
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	0.0%	83.3%	16.7%	<b>0.0%</b>	<b>100.0%</b>	12
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	53.8%	46.2%	<b>0.0%</b>	<b>100.0%</b>	13
5. The district sets high and realistic expectations for students.	0.0%	27.3%	27.3%	36.4%	9.1%	<b>27.3%</b>	<b>45.5%</b>	11
6. Everyone in the school community is accountable for the academic success of students.	0.0%	25.0%	16.7%	41.7%	16.7%	<b>25.0%</b>	<b>58.3%</b>	12
7. Department administrators/supervisors share information regularly with employees.	7.7%	7.7%	7.7%	53.8%	23.1%	<b>15.4%</b>	<b>76.9%</b>	13
8. Clear goals and objectives have been defined for my job.	15.4%	7.7%	7.7%	46.2%	23.1%	<b>23.1%</b>	<b>69.2%</b>	13
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	23.1%	30.8%	7.7%	23.1%	15.4%	<b>53.8%</b>	<b>38.5%</b>	13
10. Decisions made in APS are based on communicated data and information.	0.0%	36.4%	27.3%	36.4%	0.0%	<b>36.4%</b>	<b>36.4%</b>	11
11. I trust the people who make decisions that affect me in the district.	25.0%	16.7%	16.7%	41.7%	0.0%	<b>41.7%</b>	<b>41.7%</b>	12
12. I trust the people who make decisions that affect me in my school/department.	15.4%	15.4%	15.4%	38.5%	15.4%	<b>30.8%</b>	<b>53.8%</b>	13
13. There is a spirit of teamwork and cooperation at my work site.	23.1%	7.7%	0.0%	53.8%	15.4%	<b>30.8%</b>	<b>69.2%</b>	13
14. I feel free to express my professional opinions at work.	15.4%	23.1%	15.4%	23.1%	23.1%	<b>38.5%</b>	<b>46.2%</b>	13
15. I feel valued as an employee of APS.	15.4%	15.4%	23.1%	23.1%	23.1%	<b>30.8%</b>	<b>46.2%</b>	13
16. There is a professional atmosphere for staff working in APS.	15.4%	7.7%	15.4%	46.2%	15.4%	<b>23.1%</b>	<b>61.5%</b>	13
17. I am treated with respect by my supervisor.	23.1%	0.0%	15.4%	38.5%	23.1%	<b>23.1%</b>	<b>61.5%</b>	13
18. I am treated with respect by my co-workers.	0.0%	7.7%	15.4%	30.8%	46.2%	<b>7.7%</b>	<b>76.9%</b>	13
19. My ideas and suggestions are respected by my supervisor.	23.1%	0.0%	38.5%	15.4%	23.1%	<b>23.1%</b>	<b>38.5%</b>	13
20. My ideas and suggestions are respected by my co-workers.	7.7%	0.0%	15.4%	38.5%	38.5%	<b>7.7%</b>	<b>76.9%</b>	13
21. I receive the necessary training to do high quality work.	7.7%	7.7%	30.8%	38.5%	15.4%	<b>15.4%</b>	<b>53.8%</b>	13
23. I have the necessary tools I need to do high quality work efficiently.	7.7%	7.7%	23.1%	38.5%	23.1%	<b>15.4%</b>	<b>61.5%</b>	13
24. I am given opportunities to influence decisions at my school/department.	23.1%	15.4%	15.4%	23.1%	23.1%	<b>38.5%</b>	<b>46.2%</b>	13
25. I am given opportunities to influence decisions at the district.	18.2%	45.5%	27.3%	9.1%	0.0%	<b>63.6%</b>	<b>9.1%</b>	11
26. My principal/supervisor has a clear understanding of my skills and abilities.	15.4%	7.7%	23.1%	23.1%	30.8%	<b>23.1%</b>	<b>53.8%</b>	13
27. My performance evaluations are fair.	16.7%	8.3%	16.7%	33.3%	25.0%	<b>25.0%</b>	<b>58.3%</b>	12
28. The process for performance evaluations is clear.	7.7%	15.4%	15.4%	30.8%	30.8%	<b>23.1%</b>	<b>61.5%</b>	13
29. The process for performance evaluations is being followed.	0.0%	7.7%	30.8%	30.8%	30.8%	<b>7.7%</b>	<b>61.5%</b>	13
30. Employees are treated fairly and consistently at my site.	23.1%	15.4%	15.4%	30.8%	15.4%	<b>38.5%</b>	<b>46.2%</b>	13
31. Staff at my site respect people from different backgrounds and cultures.	15.4%	0.0%	7.7%	46.2%	30.8%	<b>15.4%</b>	<b>76.9%</b>	13
32. I feel safe in the workplace.	7.7%	15.4%	15.4%	30.8%	30.8%	<b>23.1%</b>	<b>61.5%</b>	13
33. I like the kind of work I do.	0.0%	0.0%	0.0%	38.5%	61.5%	<b>0.0%</b>	<b>100.0%</b>	13
34. My job is important.	0.0%	0.0%	0.0%	23.1%	76.9%	<b>0.0%</b>	<b>100.0%</b>	13
35. I am proud of the work I do.	0.0%	0.0%	0.0%	23.1%	76.9%	<b>0.0%</b>	<b>100.0%</b>	13
36. I feel appreciated for the work I do.	23.1%	15.4%	0.0%	38.5%	23.1%	<b>38.5%</b>	<b>61.5%</b>	13
37. I am satisfied with my job.	0.0%	15.4%	7.7%	46.2%	30.8%	<b>15.4%</b>	<b>76.9%</b>	13
38. I am satisfied with the professional development opportunities provided to me by the district.	7.7%	38.5%	23.1%	15.4%	15.4%	<b>46.2%</b>	<b>30.8%</b>	13
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	7.7%	15.4%	38.5%	38.5%	<b>7.7%</b>	<b>76.9%</b>	13
39b. I feel prepared to deal with each of the following emergency situations: Tornado	7.7%	0.0%	15.4%	46.2%	30.8%	<b>7.7%</b>	<b>76.9%</b>	13
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	50.0%	50.0%	<b>0.0%</b>	<b>100.0%</b>	12
41. I am familiar with the functions of the Classified Employees Council.	23.1%	46.2%	15.4%	15.4%	0.0%	<b>69.2%</b>	<b>15.4%</b>	13

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Vaughn Elementary School**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	0.0%	63.6%	36.4%	<b>0.0%</b>	<b>100.0%</b>	11
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	54.5%	45.5%	<b>0.0%</b>	<b>100.0%</b>	11
6. Everyone in the school community is accountable for the academic success of students.	0.0%	9.1%	18.2%	45.5%	27.3%	<b>9.1%</b>	<b>72.7%</b>	11
7. Department administrators/supervisors share information regularly with employees.	0.0%	0.0%	18.2%	81.8%	0.0%	<b>0.0%</b>	<b>81.8%</b>	11
8. Clear goals and objectives have been defined for my job.	0.0%	0.0%	9.1%	45.5%	45.5%	<b>0.0%</b>	<b>90.9%</b>	11
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	9.1%	0.0%	72.7%	18.2%	<b>9.1%</b>	<b>90.9%</b>	11
10. Decisions made in APS are based on communicated data and information.	0.0%	9.1%	45.5%	36.4%	9.1%	<b>9.1%</b>	<b>45.5%</b>	11
11. I trust the people who make decisions that affect me in the district.	9.1%	18.2%	27.3%	45.5%	0.0%	<b>27.3%</b>	<b>45.5%</b>	11
12. I trust the people who make decisions that affect me in my school/department.	0.0%	18.2%	27.3%	54.5%	0.0%	<b>18.2%</b>	<b>54.5%</b>	11
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	27.3%	18.2%	45.5%	9.1%	<b>27.3%</b>	<b>54.5%</b>	11
14. I feel free to express my professional opinions at work.	0.0%	18.2%	27.3%	45.5%	9.1%	<b>18.2%</b>	<b>54.5%</b>	11
15. I feel valued as an employee of APS.	0.0%	9.1%	36.4%	45.5%	9.1%	<b>9.1%</b>	<b>54.5%</b>	11
16. There is a professional atmosphere for staff working in APS.	0.0%	9.1%	18.2%	54.5%	18.2%	<b>9.1%</b>	<b>72.7%</b>	11
17. I am treated with respect by my supervisor.	0.0%	0.0%	18.2%	63.6%	18.2%	<b>0.0%</b>	<b>81.8%</b>	11
18. I am treated with respect by my co-workers.	0.0%	9.1%	0.0%	63.6%	27.3%	<b>9.1%</b>	<b>90.9%</b>	11
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	45.5%	45.5%	9.1%	<b>0.0%</b>	<b>54.5%</b>	11
20. My ideas and suggestions are respected by my co-workers.	0.0%	9.1%	9.1%	72.7%	9.1%	<b>9.1%</b>	<b>81.8%</b>	11
21. I receive the necessary training to do high quality work.	0.0%	9.1%	18.2%	45.5%	27.3%	<b>9.1%</b>	<b>72.7%</b>	11
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	0.0%	9.1%	90.9%	0.0%	<b>0.0%</b>	<b>90.9%</b>	11
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	18.2%	18.2%	54.5%	9.1%	<b>18.2%</b>	<b>63.6%</b>	11
27. My performance evaluations are fair.	0.0%	0.0%	9.1%	81.8%	9.1%	<b>0.0%</b>	<b>90.9%</b>	11
28. The process for performance evaluations is clear.	0.0%	0.0%	9.1%	81.8%	9.1%	<b>0.0%</b>	<b>90.9%</b>	11
29. The process for performance evaluations is being followed.	0.0%	0.0%	18.2%	72.7%	9.1%	<b>0.0%</b>	<b>81.8%</b>	11
30. Employees are treated fairly and consistently at my site.	9.1%	9.1%	27.3%	54.5%	0.0%	<b>18.2%</b>	<b>54.5%</b>	11
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	18.2%	63.6%	18.2%	<b>0.0%</b>	<b>81.8%</b>	11
32. I feel safe in the workplace.	0.0%	9.1%	18.2%	63.6%	9.1%	<b>9.1%</b>	<b>72.7%</b>	11
33. I like the kind of work I do.	0.0%	0.0%	9.1%	45.5%	45.5%	<b>0.0%</b>	<b>90.9%</b>	11
34. My job is important.	0.0%	0.0%	0.0%	27.3%	72.7%	<b>0.0%</b>	<b>100.0%</b>	11
35. I am proud of the work I do.	0.0%	0.0%	0.0%	36.4%	63.6%	<b>0.0%</b>	<b>100.0%</b>	11
36. I feel appreciated for the work I do.	0.0%	0.0%	36.4%	36.4%	27.3%	<b>0.0%</b>	<b>63.6%</b>	11
37. I am satisfied with my job.	0.0%	0.0%	9.1%	54.5%	36.4%	<b>0.0%</b>	<b>90.9%</b>	11
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	0.0%	0.0%	45.5%	54.5%	<b>0.0%</b>	<b>100.0%</b>	11
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	0.0%	0.0%	36.4%	63.6%	<b>0.0%</b>	<b>100.0%</b>	11
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	36.4%	63.6%	<b>0.0%</b>	<b>100.0%</b>	11

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.  
 In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2015-16)**

**Vista Peak Preparatory**

<b>Question</b>	<b>St. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>St. Agr.</b>	<b>%D/SD</b>	<b>%A/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	7.7%	15.4%	53.8%	23.1%	<b>7.7%</b>	<b>76.9%</b>	13
2. I understand my role and responsibilities as an employee of APS.	0.0%	0.0%	7.1%	50.0%	42.9%	<b>0.0%</b>	<b>92.9%</b>	14
3. I know how my work relates to the district's goals and priorities.	0.0%	0.0%	7.1%	85.7%	7.1%	<b>0.0%</b>	<b>92.9%</b>	14
4. My work is important and contributes to the success of the district.	0.0%	0.0%	6.7%	60.0%	33.3%	<b>0.0%</b>	<b>93.3%</b>	15
5. The district sets high and realistic expectations for students.	7.1%	7.1%	28.6%	42.9%	14.3%	<b>14.3%</b>	<b>57.1%</b>	14
6. Everyone in the school community is accountable for the academic success of students.	0.0%	14.3%	21.4%	21.4%	42.9%	<b>14.3%</b>	<b>64.3%</b>	14
7. Department administrators/supervisors share information regularly with employees.	0.0%	20.0%	20.0%	53.3%	6.7%	<b>20.0%</b>	<b>60.0%</b>	15
8. Clear goals and objectives have been defined for my job.	0.0%	20.0%	6.7%	60.0%	13.3%	<b>20.0%</b>	<b>73.3%</b>	15
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	13.3%	0.0%	53.3%	33.3%	<b>13.3%</b>	<b>86.7%</b>	15
10. Decisions made in APS are based on communicated data and information.	0.0%	0.0%	33.3%	66.7%	0.0%	<b>0.0%</b>	<b>66.7%</b>	15
11. I trust the people who make decisions that affect me in the district.	0.0%	14.3%	42.9%	35.7%	7.1%	<b>14.3%</b>	<b>42.9%</b>	14
12. I trust the people who make decisions that affect me in my school/department.	6.7%	6.7%	20.0%	60.0%	6.7%	<b>13.3%</b>	<b>66.7%</b>	15
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	20.0%	13.3%	46.7%	20.0%	<b>20.0%</b>	<b>66.7%</b>	15
14. I feel free to express my professional opinions at work.	6.7%	6.7%	13.3%	53.3%	20.0%	<b>13.3%</b>	<b>73.3%</b>	15
15. I feel valued as an employee of APS.	6.7%	6.7%	13.3%	46.7%	26.7%	<b>13.3%</b>	<b>73.3%</b>	15
16. There is a professional atmosphere for staff working in APS.	0.0%	13.3%	26.7%	40.0%	20.0%	<b>13.3%</b>	<b>60.0%</b>	15
17. I am treated with respect by my supervisor.	0.0%	6.7%	0.0%	33.3%	60.0%	<b>6.7%</b>	<b>93.3%</b>	15
18. I am treated with respect by my co-workers.	0.0%	13.3%	13.3%	33.3%	40.0%	<b>13.3%</b>	<b>73.3%</b>	15
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	6.7%	46.7%	46.7%	<b>0.0%</b>	<b>93.3%</b>	15
20. My ideas and suggestions are respected by my co-workers.	0.0%	20.0%	26.7%	26.7%	26.7%	<b>20.0%</b>	<b>53.3%</b>	15
21. I receive the necessary training to do high quality work.	0.0%	13.3%	26.7%	40.0%	20.0%	<b>13.3%</b>	<b>60.0%</b>	15
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	6.7%	20.0%	33.3%	40.0%	<b>6.7%</b>	<b>73.3%</b>	15
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	6.7%	20.0%	53.3%	20.0%	<b>6.7%</b>	<b>73.3%</b>	15
24. I am given opportunities to influence decisions at my school/department.	6.7%	13.3%	20.0%	46.7%	13.3%	<b>20.0%</b>	<b>60.0%</b>	15
25. I am given opportunities to influence decisions at the district.	6.7%	20.0%	33.3%	20.0%	20.0%	<b>26.7%</b>	<b>40.0%</b>	15
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	13.3%	6.7%	53.3%	26.7%	<b>13.3%</b>	<b>80.0%</b>	15
27. My performance evaluations are fair.	0.0%	7.1%	7.1%	64.3%	21.4%	<b>7.1%</b>	<b>85.7%</b>	14
28. The process for performance evaluations is clear.	0.0%	7.1%	7.1%	57.1%	28.6%	<b>7.1%</b>	<b>85.7%</b>	14
29. The process for performance evaluations is being followed.	7.1%	0.0%	14.3%	57.1%	21.4%	<b>7.1%</b>	<b>78.6%</b>	14
30. Employees are treated fairly and consistently at my site.	6.7%	20.0%	13.3%	40.0%	20.0%	<b>26.7%</b>	<b>60.0%</b>	15
31. Staff at my site respect people from different backgrounds and cultures.	0.0%	0.0%	26.7%	46.7%	26.7%	<b>0.0%</b>	<b>73.3%</b>	15
32. I feel safe in the workplace.	6.7%	13.3%	26.7%	40.0%	13.3%	<b>20.0%</b>	<b>53.3%</b>	15
33. I like the kind of work I do.	0.0%	0.0%	0.0%	53.3%	46.7%	<b>0.0%</b>	<b>100.0%</b>	15
34. My job is important.	0.0%	0.0%	0.0%	46.7%	53.3%	<b>0.0%</b>	<b>100.0%</b>	15
35. I am proud of the work I do.	0.0%	0.0%	6.7%	53.3%	40.0%	<b>0.0%</b>	<b>93.3%</b>	15
36. I feel appreciated for the work I do.	0.0%	13.3%	26.7%	33.3%	26.7%	<b>13.3%</b>	<b>60.0%</b>	15
37. I am satisfied with my job.	0.0%	0.0%	33.3%	46.7%	20.0%	<b>0.0%</b>	<b>66.7%</b>	15
38. I am satisfied with the professional development opportunities provided to me by the district.	7.1%	14.3%	21.4%	50.0%	7.1%	<b>21.4%</b>	<b>57.1%</b>	14
39a. I feel prepared to deal with each of the following emergency situations: Lockdown	0.0%	13.3%	0.0%	46.7%	40.0%	<b>13.3%</b>	<b>86.7%</b>	15
39b. I feel prepared to deal with each of the following emergency situations: Tornado	0.0%	6.7%	0.0%	46.7%	46.7%	<b>6.7%</b>	<b>93.3%</b>	15
39c. I feel prepared to deal with each of the following emergency situations: Fire Drill	0.0%	0.0%	0.0%	40.0%	60.0%	<b>0.0%</b>	<b>100.0%</b>	15
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	0.0%	28.6%	57.1%	14.3%	<b>0.0%</b>	<b>71.4%</b>	14
41. I am familiar with the functions of the Classified Employees Council.	0.0%	0.0%	14.3%	64.3%	21.4%	<b>0.0%</b>	<b>85.7%</b>	14

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.

In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.

3/4/2016