

Classified Survey 2016-17:  
Overall

		2015-16		2016-17	
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total 854	761 (-2% Agreement Change)	
			% 29% 26% 48% 15%	21% 27% 49% 12%	
	Q2	I understand my role and responsibilities as an employee of APS.	Total 883	795 (-1% Agreement Change)	
			% 3% 49% 43%	3% 46% 45%	
	Q3	I know how my work relates to the district's goals and priorities.	Total 880	787 (-3% Agreement Change)	
			% 3% 11% 55% 28%	2% 13% 48% 31%	
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total 883	749	
			% 1% 45% 46%	2% 15% 48% 30%	
	Q5	My work is important and contributes to the success of the district.	Total 883	789 (0% Agreement Change)	
			% 1% 45% 46%	2% 41% 51%	
Communication	Q6	The district sets high and realistic expectations for students.	Total 855	759 (0% Agreement Change)	
			% 5% 12% 27% 41% 16%	4% 10% 30% 43% 12%	
	Q7	Everyone in the school community is accountable for the academic success of students.	Total 864	777 (2% Agreement Change)	
			% 3% 16% 43% 32%	3% 12% 44% 33%	
	Q8	Department administrators/supervisors share information regularly with employees.	Total 876	788 (1% Agreement Change)	
			% 7% 15% 23% 38% 17%	9% 15% 19% 39% 18%	
	Q9	Clear goals and objectives have been defined for my job.	Total 879	789 (0% Agreement Change)	
			% 4% 14% 50% 25%	3% 14% 46% 29%	
	Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total 867	786 (2% Agreement Change)	
			% 6% 12% 15% 40% 27%	8% 10% 13% 39% 30%	
Program Support	Q11	Decisions made in APS are based on communicated data and information.	Total 851	771 (-1% Agreement Change)	
			% 4% 12% 36% 39% 10%	5% 12% 36% 37% 10%	
	Q15	I feel free to express my professional opinions at work.	Total 880	792 (2% Agreement Change)	
			% 7% 14% 17% 40% 23%	8% 11% 15% 42% 23%	
	Q20	My ideas and suggestions are respected by my supervisor.	Total 864	779 (4% Agreement Change)	
			% 4% 8% 20% 38% 30%	5% 6% 16% 41% 31%	
Program Support	Q21	My ideas and suggestions are respected by my co-workers.	Total 869	784 (6% Agreement Change)	
			% 2% 22% 49% 23%	5% 16% 51% 27%	
	Q22	I receive the necessary training to do high quality work.	Total 873	787 (0% Agreement Change)	
			% 5% 8% 21% 46% 20%	3% 11% 18% 42% 24%	
	Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total 800	733 (5% Agreement Change)	
		% 6% 12% 30% 35% 17%	4% 11% 28% 39% 19%		
Program Support	Q24	I have the necessary tools I need to do high quality work efficiently.	Total 873	793 (1% Agreement Change)	
			% 4% 10% 18% 49% 20%	3% 9% 17% 47% 24%	
	Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total 847	766 (1% Agreement Change)	

Classified Survey 2016-17:  
Overall

		2015-16					2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	8%	15%	24%	37%	15%	8%	13%	25%	36%	18%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	880					787 (1% Agreement Change)				
		%	4%	5%	46%	42%	2%	4%	45%	44%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	870					784 (1% Agreement Change)				
		%	4%	6%	43%	43%	3%	8%	44%	44%		
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	867					783 (1% Agreement Change)				
	%	3%	4%	43%	49%	2%	4%	44%	50%			
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	766					705 (1% Agreement Change)					
	%	4%	7%	49%	34%	7%	2%	8%	47%	34%	8%	
Q42 I am familiar with the functions of the Classified Employees Council.	Total	822					747 (1% Agreement Change)					
	%	8%	17%	38%	32%	5%	9%	17%	36%	32%	6%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	863					785 (-3% Agreement Change)				
		%	6%	14%	36%	35%	9%	9%	16%	35%	31%	9%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	874					785 (2% Agreement Change)				
		%	6%	14%	23%	37%	20%	8%	10%	23%	40%	19%
	Q16 I feel valued as an employee of APS.	Total	880					788 (0% Agreement Change)				
		%	6%	12%	21%	43%	18%	7%	11%	20%	40%	21%
	Q18 I am treated with respect by my supervisor.	Total	875					787 (3% Agreement Change)				
		%	5%	6%	13%	38%	38%	5%	4%	9%	37%	43%
	Q19 I am treated with respect by my co-workers.	Total	879					789 (6% Agreement Change)				
		%	2%	5%	15%	44%	34%	2%	4%	10%	47%	37%
	Q25 I am given opportunities to influence decisions at my school/department.	Total	844					768 (3% Agreement Change)				
		%	7%	15%	25%	39%	14%	8%	13%	22%	40%	17%
Q26 I am given opportunities to influence decisions at the district.	Total	808					741 (4% Agreement Change)					
	%	11%	23%	37%	24%	5%	8%	20%	38%	26%	8%	
Q34 I like the kind of work I do.	Total	881					790 (1% Agreement Change)					
	%	1%	6%	35%	58%		0%	4%	33%	61%		
Q35 My job is important.	Total	875					787 (0% Agreement Change)					
	%	1%	3%	35%	61%		1%	3%	30%	66%		
Q36 I am proud of the work I do.	Total	878					789 (1% Agreement Change)					
	%	2%	1%	33%	63%		0%	1%	31%	67%		
Q37 I feel appreciated for the work I do.	Total	879					791 (2% Agreement Change)					
	%	7%	9%	15%	40%	29%	5%	10%	14%	37%	34%	
Q38 I am satisfied with my job.	Total	874					788 (2% Agreement Change)					
	%	2%	5%	14%	44%	35%	2%	5%	11%	40%	42%	

Classified Survey 2016-17:  
Overall

		2015-16					2016-17					
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	876					791 (1% Agreement Change)				
		%	7%	12%	16%	39%	26%	8%	11%	15%	36%	30%
	Q17 There is a professional atmosphere for staff working in APS.	Total	879					791 (0% Agreement Change)				
		%	5%	9%	23%	47%	16%	5%	11%	21%	44%	19%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	871					781 (5% Agreement Change)				
		%	6%	8%	17%	40%	29%	6%	7%	12%	44%	31%
	Q28 My performance evaluations are fair.	Total	822					752 (2% Agreement Change)				
		%	3%	5%	16%	46%	29%	3%	5%	16%	47%	32%
	Q29 The process for performance evaluations is clear.	Total	851					759 (2% Agreement Change)				
		%	4%	9%	18%	45%	23%	3%	9%	17%	47%	24%
Q30 The process for performance evaluations is being followed.	Total	833					751 (3% Agreement Change)					
	%	4%	5%	25%	45%	21%	3%	5%	21%	45%	25%	
Q31 Employees are treated fairly and consistently at my site.	Total	875					789 (5% Agreement Change)					
	%	10%	15%	20%	37%	19%	9%	13%	16%	38%	24%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	875					791 (1% Agreement Change)					
	%	3%	5%	12%	46%	34%	2%	6%	11%	47%	34%	
Q33 I feel safe in the workplace.	Total	878					791 (4% Agreement Change)					
	%	3%	7%	13%	45%	32%	3%	7%	10%	47%	36%	

**Classified Survey 2016-17:  
Administrative/Secretarial Support**

			2015-16				2016-17								
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	153					159					(-9% Agreement Change)	
			%	2%	11%	25%	53%	9%	3%	13%	31%	42%	11%		
	Q2	I understand my role and responsibilities as an employee of APS.	Total	153					164					(0% Agreement Change)	
			%	3%	5%	43%	44%		1%	8%	42%	46%			
	Q3	I know how my work relates to the district's goals and priorities.	Total	156					162					(-7% Agreement Change)	
			%	3%	10%	52%	31%		5%	19%	41%	35%			
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						154						
			%						18%	21%	42%	29%			
	Q5	My work is important and contributes to the success of the district.	Total	155					163						(-2% Agreement Change)
			%	1%		48%	43%		2%		39%	50%			
Q6	The district sets high and realistic expectations for students.	Total	152					159						(-2% Agreement Change)	
		%	6%	14%	28%	40%	12%	4%	11%	36%	40%	9%			
Q7	Everyone in the school community is accountable for the academic success of students.	Total	155					161						(0% Agreement Change)	
		%	4%	10%	12%	39%	34%	4%	10%	13%	40%	34%			
Q8	Department administrators/supervisors share information regularly with employees.	Total	153					163						(5% Agreement Change)	
		%	8%	19%	22%	31%	21%	9%	15%	18%	36%	21%			
Q9	Clear goals and objectives have been defined for my job.	Total	153					162						(2% Agreement Change)	
		%	5%	10%	14%	43%	27%	2%	11%	14%	42%	31%			
Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	152					163						(1% Agreement Change)	
		%	7%	12%	9%	38%	34%	4%	9%	14%	37%	37%			
Q11	Decisions made in APS are based on communicated data and information.	Total	148					160						(3% Agreement Change)	
		%	5%	20%	32%	37%	6%	6%	14%	33%	41%	6%			
Q15	I feel free to express my professional opinions at work.	Total	156					161						(2% Agreement Change)	
		%	8%	13%	12%	38%	28%	7%	12%	12%	39%	30%			
Q20	My ideas and suggestions are respected by my supervisor.	Total	153					159						(2% Agreement Change)	
		%	6%	8%	16%	32%	39%	3%	4%	19%	34%	40%			
Q21	My ideas and suggestions are respected by my co-workers.	Total	155					160						(4% Agreement Change)	
		%	3%	5%	22%	46%	25%	8%	17%	42%	33%				
Q22	I receive the necessary training to do high quality work.	Total	156					163						(-4% Agreement Change)	
		%	9%	8%	21%	44%	18%	3%	17%	23%	33%	24%			
Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	141					152						(2% Agreement Change)	
		%	5%	12%	25%	37%	21%	2%	11%	27%	36%	25%			
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	153					164						(-4% Agreement Change)	
		%	4%	7%	12%	56%	21%	4%	9%	15%	45%	28%			
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	151					153						(7% Agreement Change)	

**Classified Survey 2016-17:  
Administrative/Secretarial Support**

		2015-16					2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	13%	15%	27%	34%	11%	7%	21%	20%	35%	18%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	153					163 (0% Agreement Change)				
		%	7%	7%	33%	52%	5%	9%	29%	55%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	153					162 (-3% Agreement Change)				
		%	5%	4%	34%	54%	4%	9%	31%	54%		
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	152					163 (-1% Agreement Change)				
	%	5%	3%	30%	60%	4%	5%	33%	56%			
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	136					143 (0% Agreement Change)					
	%	4%	5%	49%	35%	5%	5%	8%	47%	36%	5%	
Q42 I am familiar with the functions of the Classified Employees Council.	Total	149					153 (0% Agreement Change)					
	%	9%	15%	31%	39%	7%	10%	14%	31%	39%	6%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	152					162 (-2% Agreement Change)				
		%	10%	16%	38%	32%	5%	10%	19%	37%	29%	5%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	155					163 (8% Agreement Change)				
		%	6%	18%	19%	32%	24%	6%	12%	18%	40%	25%
	Q16 I feel valued as an employee of APS.	Total	155					161 (1% Agreement Change)				
		%	8%	13%	23%	36%	20%	4%	8%	30%	37%	21%
	Q18 I am treated with respect by my supervisor.	Total	155					163 (8% Agreement Change)				
		%	6%	4%	14%	28%	47%	4%	4%	7%	31%	53%
	Q19 I am treated with respect by my co-workers.	Total	156					163 (1% Agreement Change)				
		%	3%	13%		45%	36%	1%	10%	42%	40%	
	Q25 I am given opportunities to influence decisions at my school/department.	Total	152					162 (6% Agreement Change)				
		%	7%	17%	22%	34%	20%	4%	16%	20%	38%	23%
Q26 I am given opportunities to influence decisions at the district.	Total	143					155 (6% Agreement Change)					
	%	11%	27%	37%	21%	3%	8%	21%	39%	25%	6%	
Q34 I like the kind of work I do.	Total	155					163 (-1% Agreement Change)					
	%	1%	34%	60%			1%	31%	61%			
Q35 My job is important.	Total	155					164 (0% Agreement Change)					
	%	1%	34%	62%			1%	32%	65%			
Q36 I am proud of the work I do.	Total	155					162 (-1% Agreement Change)					
	%	1%	29%	70%			3%	27%	70%			
Q37 I feel appreciated for the work I do.	Total	156					163 (4% Agreement Change)					
	%	8%	10%	13%	36%	33%	4%	7%	17%	31%	42%	
Q38 I am satisfied with my job.	Total	153					162 (8% Agreement Change)					
	%	3%	7%	13%	39%	38%	5%	8%	43%	43%		

**Classified Survey 2016-17:  
Administrative/Secretarial Support**

		2015-16					2016-17					
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	156					163 (0% Agreement Change)				
		%	8%	13%	15%	36%	29%	8%	12%	15%	29%	36%
	Q17 There is a professional atmosphere for staff working in APS.	Total	155					163 (3% Agreement Change)				
		%	4%	12%	25%	45%	14%	3%	10%	24%	44%	19%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	154					163 (3% Agreement Change)				
		%	7%	10%	12%	40%	31%	4%	6%	15%	33%	42%
	Q28 My performance evaluations are fair.	Total	145					153 (1% Agreement Change)				
		%	3%	6%	12%	41%	37%	3%	17%	36%	44%	
	Q29 The process for performance evaluations is clear.	Total	151					155 (9% Agreement Change)				
		%	5%	12%	18%	39%	26%	1%	10%	14%	41%	35%
Q30 The process for performance evaluations is being followed.	Total	144					154 (4% Agreement Change)					
	%	6%	6%	21%	40%	28%	3%	6%	19%	37%	35%	
Q31 Employees are treated fairly and consistently at my site.	Total	155					163 (11% Agreement Change)					
	%	14%	16%	17%	35%	18%	10%	12%	13%	31%	34%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	153					163 (-5% Agreement Change)					
	%	3%	7%	43%	45%	5%	11%	44%	39%			
Q33 I feel safe in the workplace.	Total	155					163 (9% Agreement Change)					
	%	5%	11%	9%	43%	33%	2%	9%	44%	41%		

Classified Survey 2016-17:  
Budget/Finance

			2015-16				2016-17						
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	26					16	(7% Agreement Change)			
			%	4%	4%	31%	31%	31%	6%	25%	50%	19%	
	Q2	I understand my role and responsibilities as an employee of APS.	Total	27					18	(1% Agreement Change)			
			%	7%	44%	48%			6%	28%	67%		
	Q3	I know how my work relates to the district's goals and priorities.	Total	27					18	(9% Agreement Change)			
			%	7%	7%	44%	41%		6%	39%	56%		
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						17				
			%						6%	12%	29%	53%	
	Q5	My work is important and contributes to the success of the district.	Total	27					18	(-1% Agreement Change)			
			%	4%	41%	56%			6%	22%	72%		
Communication	Q6	The district sets high and realistic expectations for students.	Total	26					17	(16% Agreement Change)			
			%	12%	15%	19%	31%	23%	6%	24%	59%	12%	
	Q7	Everyone in the school community is accountable for the academic success of students.	Total	27					18	(5% Agreement Change)			
			%	4%	7%	11%	41%	37%	6%	11%	28%	56%	
	Q8	Department administrators/supervisors share information regularly with employees.	Total	27					17	(26% Agreement Change)			
			%		22%	11%	11%	48%	7%	12%	6%	41%	41%
	Q9	Clear goals and objectives have been defined for my job.	Total	27					18	(18% Agreement Change)			
			%	4%	15%	11%	41%	30%	11%	28%	61%		
	Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	26					18	(19% Agreement Change)			
			%	15%	8%	8%	31%	38%	11%	28%	61%		
Program Support	Q11	Decisions made in APS are based on communicated data and information.	Total	24					17	(20% Agreement Change)			
			%	17%	17%	17%	33%	17%	6%	24%	47%	24%	
	Q15	I feel free to express my professional opinions at work.	Total	27					18	(18% Agreement Change)			
			%	11%	11%	7%	37%	33%	11%	39%	50%		
	Q20	My ideas and suggestions are respected by my supervisor.	Total	26					18	(34% Agreement Change)			
			%	12%	4%	19%	31%	35%		39%	61%		
Q21	My ideas and suggestions are respected by my co-workers.	Total	27					18	(29% Agreement Change)				
		%	7%	4%	19%	37%	33%		44%	56%			
Q22	I receive the necessary training to do high quality work.	Total	27					18	(27% Agreement Change)				
		%	7%	11%	15%	37%	30%	6%	33%	61%			
Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	23					18	(9% Agreement Change)				
		%	9%	4%	13%	43%	30%	6%	11%	50%	33%		
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	27					18	(14% Agreement Change)				
		%	4%	11%	11%	48%	26%	11%	33%	56%			
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	26					18	(8% Agreement Change)				

**Classified Survey 2016-17:  
Budget/Finance**

		2015-16					2016-17				
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	12%	19%	12%	35%	23%	11%	22%	28%	39%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	27								
		%	4%	4%	41%	48%	6%	44%	50%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	27								
		%	7%	33%	59%	11%	11%	33%	44%		
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	27								
	%	4%	37%	59%	17%	33%	50%				
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	24									
	%	8%	4%	42%	29%	17%	12%	29%	35%	24%	
Q42 I am familiar with the functions of the Classified Employees Council.	Total	25									
	%	16%	12%	24%	36%	12%	17%	22%	44%	17%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	27								
		%	7%	30%	19%	22%	22%	17%	22%	33%	28%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	27								
		%	11%	26%	7%	22%	33%	6%	17%	28%	50%
	Q16 I feel valued as an employee of APS.	Total	27								
		%	11%	19%	11%	33%	26%	6%	11%	33%	50%
	Q18 I am treated with respect by my supervisor.	Total	26								
		%	4%	12%	4%	27%	54%	22%	78%		
	Q19 I am treated with respect by my co-workers.	Total	27								
		%	7%	7%	11%	22%	52%	6%	22%	72%	
	Q25 I am given opportunities to influence decisions at my school/department.	Total	27								
		%	11%	11%	26%	26%	26%	6%	17%	44%	33%
Q26 I am given opportunities to influence decisions at the district.	Total	24									
	%	17%	17%	29%	25%	13%	13%	44%	25%	19%	
Q34 I like the kind of work I do.	Total	27									
	%	4%	11%	22%	63%	22%	78%				
Q35 My job is important.	Total	27									
	%	4%	33%	63%	25%	75%					
Q36 I am proud of the work I do.	Total	26									
	%	4%	27%	69%	33%	67%					
Q37 I feel appreciated for the work I do.	Total	27									
	%	15%	7%	11%	30%	37%	33%	67%			
Q38 I am satisfied with my job.	Total	27									
	%	7%	7%	26%	26%	33%	39%	61%			



Classified Survey 2016-17:  
Budget/Finance

		2015-16					2016-17				
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	27					18 (22% Agreement Change)			
		%	15%	26%	15%	11%	33%	6%	28%	17%	50%
	Q17 There is a professional atmosphere for staff working in APS.	Total	26					18 (18% Agreement Change)			
		%	15%	15%	15%	38%	15%	6%	22%	28%	44%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	27					17 (22% Agreement Change)			
		%	7%	7%	7%	44%	33%	47%	53%		
	Q28 My performance evaluations are fair.	Total	25					17 (24% Agreement Change)			
		%	4%	20%	36%	40%		35%	65%		
	Q29 The process for performance evaluations is clear.	Total	25					17 (12% Agreement Change)			
	%	8%	4%	12%	40%	36%	12%	29%	59%		
Q30 The process for performance evaluations is being followed.	Total	25					17 (18% Agreement Change)				
	%	4%	20%	40%	36%		6%	35%	59%		
Q31 Employees are treated fairly and consistently at my site.	Total	27					18 (44% Agreement Change)				
	%	19%	15%	22%	26%	19%	11%	39%	50%		
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	27					18 (11% Agreement Change)				
	%	11%	44%	44%			28%	72%			
Q33 I feel safe in the workplace.	Total	27					18 (0% Agreement Change)				
	%	4%	7%	44%	44%		6%	6%	22%	67%	

Classified Survey 2016-17:  
Building Custodian

			2015-16				2016-17						
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	64					33	(0% Agreement Change)			
			%	6%	17%	59%	17%	3%	15%	48%	27%		
	Q2	I understand my role and responsibilities as an employee of APS.	Total	65					34	(-2% Agreement Change)			
			%	2%	58%	38%		6%	38%	56%			
	Q3	I know how my work relates to the district's goals and priorities.	Total	65					34	(-4% Agreement Change)			
			%	2%	55%	37%		3%	44%	44%			
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						34				
			%					3%	15%	44%	38%		
	Q5	My work is important and contributes to the success of the district.	Total	65					34	(4% Agreement Change)			
			%	11%	49%	40%		6%	32%	62%			
Communication	Q6	The district sets high and realistic expectations for students.	Total	61					34	(1% Agreement Change)			
			%	27%	20%	49%	23%	3%	24%	62%	12%		
	Q7	Everyone in the school community is accountable for the academic success of students.	Total	61					34	(-10% Agreement Change)			
			%	2%	7%	51%	36%	3%	18%	41%	35%		
	Q8	Department administrators/supervisors share information regularly with employees.	Total	64					34	(0% Agreement Change)			
			%	3%	14%	30%	34%	19%	9%	15%	24%	29%	24%
	Q9	Clear goals and objectives have been defined for my job.	Total	65					34	(-2% Agreement Change)			
			%	2%	11%	55%	29%		6%	12%	41%	41%	
	Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	62					33	(-10% Agreement Change)			
			%	3%	6%	13%	55%	23%	3%	15%	15%	33%	33%
Program Support	Q11	Decisions made in APS are based on communicated data and information.	Total	62					33	(0% Agreement Change)			
			%	2%	6%	29%	42%	21%	3%	33%	48%	15%	
	Q15	I feel free to express my professional opinions at work.	Total	65					33	(2% Agreement Change)			
			%	3%	2%	23%	46%	22%	12%	18%	42%	27%	
	Q20	My ideas and suggestions are respected by my supervisor.	Total	58					34	(2% Agreement Change)			
			%	2%	2%	16%	52%	22%	6%	18%	50%	26%	
Q21	My ideas and suggestions are respected by my co-workers.	Total	60					32	(1% Agreement Change)				
		%	2%	13%	65%	18%		16%		53%	31%		
Q22	I receive the necessary training to do high quality work.	Total	59					34	(0% Agreement Change)				
		%	3%	2%	12%	53%	27%	3%	18%	50%	29%		
Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	56					32	(-1% Agreement Change)				
		%	5%	13%	18%	41%	23%	19%	19%	44%	19%		
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	61					34	(2% Agreement Change)				
		%	3%	8%	15%	59%	15%	3%	21%	44%	32%		
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	62					33	(3% Agreement Change)				

Classified Survey 2016-17:  
Building Custodian

		2015-16		2016-17	
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	8% 11% 15% 48% 18%	3% 15% 12% 48% 21%	
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	65	34 (1% Agreement Change)	
		%	2% 52% 43%	3% 53% 44%	
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	62	34 (6% Agreement Change)	
		%	2% 48% 42%	3% 50% 47%	
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	62	34 (6% Agreement Change)	
	%	2% 44% 47%	3% 53% 44%		
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	60	33 (-7% Agreement Change)		
	%	5% 33% 43% 18%	12% 33% 42% 12%		
Q42 I am familiar with the functions of the Classified Employees Council.	Total	59	33 (-1% Agreement Change)		
	%	3% 37% 37% 15%	3% 15% 30% 39% 12%		
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	65	34 (4% Agreement Change)	
		%	5% 9% 23% 48% 15%	3% 12% 18% 53% 15%	
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	65	34 (10% Agreement Change)	
		%	5% 9% 23% 42% 22%	3% 21% 53% 21%	
	Q16 I feel valued as an employee of APS.	Total	65	34 (-5% Agreement Change)	
		%	3% 9% 55% 26%	12% 12% 44% 32%	
	Q18 I am treated with respect by my supervisor.	Total	59	33 (9% Agreement Change)	
		%	3% 10% 51% 31%	9% 48% 42%	
	Q19 I am treated with respect by my co-workers.	Total	61	34 (18% Agreement Change)	
		%	7% 15% 52% 26%	3% 50% 47%	
	Q25 I am given opportunities to influence decisions at my school/department.	Total	56	33 (5% Agreement Change)	
		%	5% 13% 21% 46% 14%	12% 21% 45% 21%	
Q26 I am given opportunities to influence decisions at the district.	Total	54	32 (-1% Agreement Change)		
	%	6% 7% 35% 44% 7%	19% 31% 34% 16%		
Q34 I like the kind of work I do.	Total	61	34 (4% Agreement Change)		
	%	7% 10% 52% 31%	9% 3% 41% 47%		
Q35 My job is important.	Total	61	34 (0% Agreement Change)		
	%	2% 54% 43%	3% 21% 76%		
Q36 I am proud of the work I do.	Total	61	34 (5% Agreement Change)		
	%	2% 51% 41%	3% 32% 65%		
Q37 I feel appreciated for the work I do.	Total	61	34 (4% Agreement Change)		
	%	5% 10% 51% 30%	3% 6% 53% 32%		
Q38 I am satisfied with my job.	Total	63	34 (1% Agreement Change)		
	%	3% 13% 54% 27%	6% 12% 41% 41%		

Classified Survey 2016-17:  
Building Custodian

		2015-16		2016-17	
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	63	34	(-10% Agreement Change)
	%	3% 5% 8%	48%	37%	3% 12% 12% 41% 32%
	Q17 There is a professional atmosphere for staff working in APS.	Total	64	34	(-6% Agreement Change)
	%	2% 9%	64%	22%	3% 12% 12% 59% 21%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	61	30	(1% Agreement Change)
	%	3% 10%	54%	28%	3% 10% 10% 63% 20%
	Q28 My performance evaluations are fair.	Total	59	34	(-10% Agreement Change)
	%	8% 10%	49%	32%	12% 18% 18% 47% 24%
	Q29 The process for performance evaluations is clear.	Total	60	34	(-17% Agreement Change)
	%	2% 8%	57%	28%	3% 29% 29% 44% 24%
Q30 The process for performance evaluations is being followed.	Total	59	34	(-4% Agreement Change)	
%	2% 15%	59%	22%	6% 18% 18% 56% 21%	
Q31 Employees are treated fairly and consistently at my site.	Total	60	34	(-1% Agreement Change)	
%	3% 20%	53%	18%	3% 21% 21% 47% 24%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	61	34	(5% Agreement Change)	
%	3% 11%	54%	31%	3% 5% 5% 59% 32%	
Q33 I feel safe in the workplace.	Total	60	34	(6% Agreement Change)	
%	3% 12%	57%	28%	3% 9% 9% 50% 41%	

Classified Survey 2016-17:  
Early Childhood Education

			2015-16				2016-17																
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	52					65	(-9% Agreement Change)													
			%	2%	12%	17%	54%	15%	5%	14%	22%	49%	11%										
	Q2	I understand my role and responsibilities as an employee of APS.	Total	52					66	(-2% Agreement Change)													
			%	8%					63%	29%	8%	3%	53%	36%									
	Q3	I know how my work relates to the district's goals and priorities.	Total	51					66	(-12% Agreement Change)													
			%	8%	6%					65%	22%	5%	14%	8%	53%	21%							
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						63														
			%					6%	14%	11%					49%	19%							
	Q5	My work is important and contributes to the success of the district.	Total	52					67	(-5% Agreement Change)													
			%	4%					40%	56%	3%	2%					46%	45%					
Q6	The district sets high and realistic expectations for students.	Total	51					65	(3% Agreement Change)														
		%					24%	20%					39%	18%	11%	12%	17%					51%	9%
Q7	Everyone in the school community is accountable for the academic success of students.	Total	52					66	(-2% Agreement Change)														
		%	12%	13%					31%	44%	9%	5%	14%					39%	33%				
Q8	Department administrators/supervisors share information regularly with employees.	Total	51					66	(-10% Agreement Change)														
		%	2%	14%	18%					43%	24%	12%	18%	14%					45%	11%			
Q9	Clear goals and objectives have been defined for my job.	Total	52					66	(-10% Agreement Change)														
		%	2%	6%					60%	25%	6%	11%	9%					58%	17%				
Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	50					66	(-14% Agreement Change)														
		%	4%	10%	8%					46%	32%	20%	11%	6%					45%	18%			
Q11	Decisions made in APS are based on communicated data and information.	Total	52					66	(-3% Agreement Change)														
		%	2%	12%					33%	44%	10%	5%	20%					26%	42%	8%			
Q15	I feel free to express my professional opinions at work.	Total	51					67	(-23% Agreement Change)														
		%	8%	12%	6%					57%	18%	16%	19%	13%					37%	13%			
Q20	My ideas and suggestions are respected by my supervisor.	Total	51					63	(-12% Agreement Change)														
		%	2%	14%	8%					43%	33%	19%	13%	5%					41%	22%			
Q21	My ideas and suggestions are respected by my co-workers.	Total	50					65	(1% Agreement Change)														
		%	4%					22%	48%	24%	2%	9%	15%					58%	15%				
Q22	I receive the necessary training to do high quality work.	Total	51					65	(-5% Agreement Change)														
		%	6%	8%	18%					51%	18%	17%	12%	8%					45%	18%			
Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	49					60	(-12% Agreement Change)														
		%					10%	22%					45%	22%	13%	17%	15%					42%	13%
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	51					66	(-13% Agreement Change)														
		%	4%	10%	16%					57%	14%	9%	17%	17%					45%	12%			
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	51					66	(-9% Agreement Change)														

Classified Survey 2016-17:  
Early Childhood Education

		2015-16					2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	8%	22%	14%	39%	18%	26%	11%	17%	35%	12%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	52	67 (6% Agreement Change)								
		%	2%	10%	37%	48%	1%	51%	40%			
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	52	67 (1% Agreement Change)								
		%	2%	40%	52%	1%	49%	45%				
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	52	67 (3% Agreement Change)								
	%	2%	29%	67%	40%	60%						
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	50	62 (-12% Agreement Change)									
	%	2%	40%	50%	4%	8%	11%	39%	39%	3%		
Q42 I am familiar with the functions of the Classified Employees Council.	Total	50	63 (-1% Agreement Change)									
	%	4%	18%	30%	44%	4%	10%	17%	27%	44%	2%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	50	65 (-8% Agreement Change)								
		%	4%	18%	36%	34%	8%	23%	12%	31%	28%	6%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	51	66 (-9% Agreement Change)								
		%	8%	10%	22%	45%	16%	20%	15%	14%	38%	14%
	Q16 I feel valued as an employee of APS.	Total	51	66 (2% Agreement Change)								
		%	4%	12%	35%	37%	12%	20%	17%	12%	41%	11%
	Q18 I am treated with respect by my supervisor.	Total	50	65 (-20% Agreement Change)								
		%	6%	4%	48%	42%	18%	6%	6%	37%	32%	
	Q19 I am treated with respect by my co-workers.	Total	51	66 (0% Agreement Change)								
		%	2%	10%	12%	47%	29%	5%	15%	44%	32%	
	Q25 I am given opportunities to influence decisions at my school/department.	Total	50	63 (-9% Agreement Change)								
		%	10%	6%	22%	50%	12%	19%	10%	19%	41%	11%
Q26 I am given opportunities to influence decisions at the district.	Total	50	64 (0% Agreement Change)									
	%	14%	18%	34%	28%	6%	19%	25%	22%	30%	5%	
Q34 I like the kind of work I do.	Total	52	65 (-2% Agreement Change)									
	%	2%	29%	69%	2%	34%	62%					
Q35 My job is important.	Total	52	66 (-4% Agreement Change)									
	%	2%	23%	75%	2%	23%	71%					
Q36 I am proud of the work I do.	Total	52	65 (0% Agreement Change)									
	%	2%	33%	65%	2%	34%	65%					
Q37 I feel appreciated for the work I do.	Total	52	65 (-4% Agreement Change)									
	%	6%	12%	15%	50%	17%	18%	9%	9%	48%	15%	
Q38 I am satisfied with my job.	Total	50	66 (-2% Agreement Change)									
	%	10%	16%	48%	26%	3%	15%	11%	48%	23%		

Classified Survey 2016-17:  
Early Childhood Education

		2015-16					2016-17					
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	50					66 (0% Agreement Change)				
		%	8%	10%	22%	40%	20%	17%	12%	11%	35%	26%
	Q17 There is a professional atmosphere for staff working in APS.	Total	51					66 (-5% Agreement Change)				
		%	4%	8%	24%	55%	10%	8%	17%	17%	47%	12%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	51					65 (-9% Agreement Change)				
		%	4%	4%	20%	47%	25%	22%	3%	12%	46%	17%
	Q28 My performance evaluations are fair.	Total	51					64 (-12% Agreement Change)				
		%	2%	6%	8%	55%	29%	5%	8%	16%	50%	22%
	Q29 The process for performance evaluations is clear.	Total	52					65 (-14% Agreement Change)				
		%	2%	10%	15%	50%	23%	12%	14%	15%	45%	14%
Q30 The process for performance evaluations is being followed.	Total	52					64 (-7% Agreement Change)					
	%	2%	10%	17%	52%	19%	9%	6%	20%	47%	17%	
Q31 Employees are treated fairly and consistently at my site.	Total	52					66 (-3% Agreement Change)					
	%	8%	13%	21%	33%	25%	20%	15%	11%	44%	11%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	51					66 (3% Agreement Change)					
	%	6%	8%	8%	49%	29%	5%	8%	6%	50%	32%	
Q33 I feel safe in the workplace.	Total	52					66 (-8% Agreement Change)					
	%	2%	5%	10%	35%	46%	9%	8%	11%	45%	27%	

Classified Survey 2016-17:  
Maintenance Operations

			2015-16				2016-17											
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	54					41								(-9% Agreement Change)	
			%	2%	22%	48%	20%	10%	32%	44%	15%							
	Q2	I understand my role and responsibilities as an employee of APS.	Total	58					47								(-7% Agreement Change)	
			%	5%	41%	53%		2%	11%	43%	45%							
	Q3	I know how my work relates to the district's goals and priorities.	Total	57					45								(1% Agreement Change)	
			%	4%	14%	47%	35%	9%	7%	47%	38%							
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						40									
			%					10%	25%	35%	30%							
	Q5	My work is important and contributes to the success of the district.	Total	58					45									(-3% Agreement Change)
			%	2%	43%	53%		2%	4%	44%	49%							
Q6	The district sets high and realistic expectations for students.	Total	54					40									(-4% Agreement Change)	
		%	4%	6%	26%	41%	24%	8%	8%	25%	48%	13%						
Q7	Everyone in the school community is accountable for the academic success of students.	Total	54					42									(-1% Agreement Change)	
		%	7%	13%	50%	30%	10%	12%	36%	43%								
Q8	Department administrators/supervisors share information regularly with employees.	Total	57					46									(2% Agreement Change)	
		%	5%	14%	18%	44%	19%	4%	15%	15%	37%	28%						
Q9	Clear goals and objectives have been defined for my job.	Total	57					47									(-7% Agreement Change)	
		%	9%	5%	60%	26%	4%	4%	13%	43%	36%							
Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	58					46									(6% Agreement Change)	
		%	5%	12%	9%	59%	16%	2%	17%	39%	41%							
Communication	Q11	Decisions made in APS are based on communicated data and information.	Total	55					46								(-12% Agreement Change)	
			%	4%	7%	33%	45%	11%	7%	11%	39%	30%	13%					
	Q15	I feel free to express my professional opinions at work.	Total	58					47									(12% Agreement Change)
			%	5%	12%	21%	38%	24%	4%	6%	15%	38%	36%					
	Q20	My ideas and suggestions are respected by my supervisor.	Total	57					47									(15% Agreement Change)
		%	4%	16%	16%	40%	25%	4%	15%	38%	43%							
Q21	My ideas and suggestions are respected by my co-workers.	Total	58					47									(7% Agreement Change)	
		%	9%	14%	57%	21%	2%	13%	53%	32%								
Program Support	Q22	I receive the necessary training to do high quality work.	Total	58					46									(1% Agreement Change)
			%	3%	14%	10%	45%	28%	11%	15%	41%	33%						
	Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	55					45									(4% Agreement Change)
			%	4%	9%	29%	47%	11%	13%	24%	44%	18%						
	Q24	I have the necessary tools I need to do high quality work efficiently.	Total	58					47									(3% Agreement Change)
		%	9%	12%	57%	22%	2%	4%	11%	55%	28%							
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	57					46									(0% Agreement Change)	



Classified Survey 2016-17:  
Maintenance Operations

		2015-16					2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	7%	12%	18%	37%	26%	7%	15%	15%	37%	26%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	58					46 (-2% Agreement Change)				
		%	5%	8%	55%	36%	2%	7%	48%	41%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	58					45 (-1% Agreement Change)				
		%	5%	8%	53%	34%	2%	11%	44%	42%		
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	58					44 (-5% Agreement Change)				
	%	5%	8%	53%	38%	2%	11%	43%	43%			
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	50					44 (-2% Agreement Change)					
	%	4%	6%	44%	40%	8%	5%	11%	39%	36%	9%	
Q42 I am familiar with the functions of the Classified Employees Council.	Total	52					43 (1% Agreement Change)					
	%	8%	13%	38%	38%	2%	9%	9%	40%	40%	2%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	58					46 (-7% Agreement Change)				
		%	5%	10%	31%	45%	9%	7%	20%	28%	35%	11%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	57					45 (6% Agreement Change)				
		%	7%	14%	23%	39%	18%	4%	16%	18%	38%	24%
	Q16 I feel valued as an employee of APS.	Total	58					46 (-1% Agreement Change)				
		%	5%	7%	19%	53%	16%	4%	7%	22%	41%	26%
	Q18 I am treated with respect by my supervisor.	Total	58					47 (8% Agreement Change)				
		%	5%	10%	3%	47%	34%	11%	40%	49%		
	Q19 I am treated with respect by my co-workers.	Total	58					45 (5% Agreement Change)				
		%	9%	10%	52%	29%	2%	11%	56%	31%		
	Q25 I am given opportunities to influence decisions at my school/department.	Total	57					44 (12% Agreement Change)				
		%	5%	14%	25%	44%	12%	5%	9%	18%	48%	20%
Q26 I am given opportunities to influence decisions at the district.	Total	58					43 (3% Agreement Change)					
	%	7%	26%	31%	29%	7%	5%	23%	33%	23%	16%	
Q34 I like the kind of work I do.	Total	58					47 (2% Agreement Change)					
	%	3%	2%	38%	53%	2%	2%	19%	74%			
Q35 My job is important.	Total	58					44 (2% Agreement Change)					
	%	2%	2%	33%	62%	2%	2%	30%	68%			
Q36 I am proud of the work I do.	Total	58					46 (2% Agreement Change)					
	%	2%	2%	29%	66%	2%	2%	26%	72%			
Q37 I feel appreciated for the work I do.	Total	58					47 (4% Agreement Change)					
	%	3%	5%	19%	45%	28%	2%	4%	17%	32%	45%	
Q38 I am satisfied with my job.	Total	56					47 (1% Agreement Change)					
	%	2%	13%	43%	41%	2%	2%	13%	36%	49%		

Classified Survey 2016-17:  
Maintenance Operations

		2015-16		2016-17	
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	57	47	(6% Agreement Change)
	%	7% 11% 14% 40% 28%	4% 11% 11% 40% 34%		
	Q17 There is a professional atmosphere for staff working in APS.	Total	58	46	(-3% Agreement Change)
	%	5% 5% 21% 53% 16%	4% 11% 20% 35% 30%		
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	57	47	(4% Agreement Change)
	%	5% 4% 9% 47% 35%	4% 9% 51% 36%		
	Q28 My performance evaluations are fair.	Total	58	45	(0% Agreement Change)
	%	3% 7% 10% 53% 26%	2% 16% 56% 24%		
	Q29 The process for performance evaluations is clear.	Total	58	44	(-15% Agreement Change)
	%	7% 9% 12% 50% 22%	2% 11% 30% 34% 23%		
Q30 The process for performance evaluations is being followed.	Total	57	44	(-5% Agreement Change)	
%	4% 6% 21% 49% 18%	2% 7% 30% 45% 16%			
Q31 Employees are treated fairly and consistently at my site.	Total	57	47	(8% Agreement Change)	
%	9% 11% 23% 32% 26%	4% 13% 17% 45% 21%			
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	58	46	(1% Agreement Change)	
%	2% 12% 50% 31%	2% 15% 54% 28%			
Q33 I feel safe in the workplace.	Total	57	47	(-5% Agreement Change)	
%	4% 11% 53% 33%	4% 15% 47% 34%			

Classified Survey 2016-17:  
Nutrition Services

			2015-16				2016-17						
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	59					47	(5% Agreement Change)			
			%	5%	32%	56%	7%	6%	26%	62%	6%		
	Q2	I understand my role and responsibilities as an employee of APS.	Total	68					54	(2% Agreement Change)			
			%	1%	60%	34%		2%	56%	41%			
	Q3	I know how my work relates to the district's goals and priorities.	Total	67					51	(1% Agreement Change)			
			%	1%	64%	22%		12%	61%	27%			
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						47				
		%						4%	13%	57%	26%		
Communication	Q5	My work is important and contributes to the success of the district.	Total	69					53	(1% Agreement Change)			
			%	1%	52%	41%		2%	53%	42%			
	Q6	The district sets high and realistic expectations for students.	Total	64					48	(-5% Agreement Change)			
			%	3%	23%	63%	8%	8%	27%	54%	10%		
	Q7	Everyone in the school community is accountable for the academic success of students.	Total	68					51	(12% Agreement Change)			
			%	1%	26%	53%	15%	6%	14%	53%	27%		
	Q8	Department administrators/supervisors share information regularly with employees.	Total	68					53	(0% Agreement Change)			
			%	1%	28%	50%	12%	9%	8%	21%	47%	15%	
	Q9	Clear goals and objectives have been defined for my job.	Total	67					52	(0% Agreement Change)			
			%	1%	16%	58%	22%	4%	15%	46%	35%		
	Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	68					53	(-3% Agreement Change)			
			%	1%	12%	18%	51%	18%	8%	2%	25%	43%	23%
	Q11	Decisions made in APS are based on communicated data and information.	Total	68					50	(-1% Agreement Change)			
			%	3%	47%	43%	3%	8%	48%	30%	14%		
Q15	I feel free to express my professional opinions at work.	Total	69					54	(3% Agreement Change)				
		%	4%	10%	26%	42%	17%	7%	13%	17%	44%	19%	
Q20	My ideas and suggestions are respected by my supervisor.	Total	68					53	(3% Agreement Change)				
		%	1%	26%	49%	16%	4%	9%	19%	47%	21%		
Q21	My ideas and suggestions are respected by my co-workers.	Total	67					53	(21% Agreement Change)				
		%	1%	30%	46%	15%		17%	58%	25%			
Program Support	Q22	I receive the necessary training to do high quality work.	Total	69					53	(0% Agreement Change)			
			%	3%	19%	59%	17%	4%	6%	13%	53%	25%	
	Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	63					50	(4% Agreement Change)			
			%	3%	10%	33%	38%	16%	8%	6%	28%	42%	16%
	Q24	I have the necessary tools I need to do high quality work efficiently.	Total	68					53	(4% Agreement Change)			
		%	1%	22%	47%	21%	4%	8%	17%	53%	19%		
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	61					50	(0% Agreement Change)				

Classified Survey 2016-17:  
Nutrition Services

		2015-16				2016-17						
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	3%	7%	28%	52%	10%	2%	36%	42%	20%	
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	69									
		%	4%	12%	49%	32%	2%	70%	24%			
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	67									
		%	4%	12%	43%	34%	2%	64%	30%			
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	67									
	%	4%	10%	51%	31%	2%	66%	28%				
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	56										
	%	4%	9%	48%	39%	2%	45%	43%	8%			
Q42 I am familiar with the functions of the Classified Employees Council.	Total	57										
	%	7%	21%	37%	33%	2%	6%	19%	32%	34%	9%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	66									
		%	2%	11%	38%	42%	8%	2%	37%	41%	12%	
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	68									
		%	1%	9%	34%	46%	10%	6%	4%	35%	44%	12%
	Q16 I feel valued as an employee of APS.	Total	69									
		%	1%	13%	29%	43%	13%	11%	6%	20%	43%	20%
	Q18 I am treated with respect by my supervisor.	Total	69									
		%	1%	16%	52%	28%	6%	6%	12%	41%	35%	
	Q19 I am treated with respect by my co-workers.	Total	69									
		%	1%	7%	28%	41%	23%	2%	10%	55%	31%	
	Q25 I am given opportunities to influence decisions at my school/department.	Total	62									
		%	3%	16%	32%	44%	5%	12%	10%	24%	41%	14%
Q26 I am given opportunities to influence decisions at the district.	Total	61										
	%	7%	25%	36%	30%	3%	6%	18%	32%	36%	8%	
Q34 I like the kind of work I do.	Total	69										
	%	1%	12%	43%	43%	2%	51%	47%				
Q35 My job is important.	Total	69										
	%	1%	7%	41%	51%	43%	57%					
Q36 I am proud of the work I do.	Total	69										
	%	1%	2%	42%	48%	2%	38%	60%				
Q37 I feel appreciated for the work I do.	Total	68										
	%	6%	15%	26%	38%	15%	8%	13%	15%	40%	25%	
Q38 I am satisfied with my job.	Total	68										
	%	1%	19%	47%	31%	11%	51%	38%				

Classified Survey 2016-17:  
Nutrition Services

		2015-16				2016-17						
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	69					54 (10% Agreement Change)				
		%	3%	9%	19%	45%	25%	7%	6%	7%	50%	30%
	Q17 There is a professional atmosphere for staff working in APS.	Total	68					54 (4% Agreement Change)				
		%	3%	37%		49%	10%	6%	9%	22%	43%	20%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	67					52 (1% Agreement Change)				
		%	4%	10%	21%	45%	19%	8%	10%	17%	44%	21%
	Q28 My performance evaluations are fair.	Total	63					51 (1% Agreement Change)				
		%	5%	2%	22%	49%	22%	4%	4%	20%	51%	22%
	Q29 The process for performance evaluations is clear.	Total	67					50 (4% Agreement Change)				
		%	4%	4%	24%	48%	19%	2%	26%		56%	16%
Q30 The process for performance evaluations is being followed.	Total	68					48 (4% Agreement Change)					
	%	4%		31%	49%	16%	2%	27%		56%	13%	
Q31 Employees are treated fairly and consistently at my site.	Total	68					52 (10% Agreement Change)					
	%	6%	10%	25%	47%	12%	8%	13%	10%	50%	19%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	68					53 (14% Agreement Change)					
	%	4%	5%	19%	53%	18%	4%	6%	6%	64%	21%	
Q33 I feel safe in the workplace.	Total	69					52 (9% Agreement Change)					
	%	3%	3%	23%	51%	20%	8%	2%	10%	54%	27%	

**Classified Survey 2016-17:  
Paraeducators/Educational Assistant/Related Positions**

			2015-16				2016-17						
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	295					272	(1% Agreement Change)			
			%	2%	9%	27%	45%	17%	2%	11%	25%	50%	13%
	Q2	I understand my role and responsibilities as an employee of APS.	Total	301					275	(-1% Agreement Change)			
			%	3%	5%	47%	45%	2%	7%	49%	40%		
	Q3	I know how my work relates to the district's goals and priorities.	Total	301					275	(-6% Agreement Change)			
			%	16%	11%	55%	26%	2%	6%	17%	48%	27%	
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						266				
			%						3%	12%	51%	30%	
	Q5	My work is important and contributes to the success of the district.	Total	300					274	(3% Agreement Change)			
			%	1%	3%	43%	46%	1%	3%	43%	50%		
Q6	The district sets high and realistic expectations for students.	Total	296					271	(-1% Agreement Change)				
		%	4%	15%	25%	40%	17%	5%	11%	29%	38%	17%	
Q7	Everyone in the school community is accountable for the academic success of students.	Total	295					273	(2% Agreement Change)				
		%	3%	6%	14%	44%	33%	3%	6%	10%	44%	35%	
Q8	Department administrators/supervisors share information regularly with employees.	Total	297					273	(0% Agreement Change)				
		%	7%	14%	23%	36%	19%	8%	15%	21%	39%	16%	
Q9	Clear goals and objectives have been defined for my job.	Total	299					273	(-1% Agreement Change)				
		%	3%	10%	14%	50%	23%	2%	10%	17%	47%	25%	
Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	294					270	(4% Agreement Change)				
		%	6%	11%	19%	34%	31%	8%	11%	12%	41%	28%	
Q11	Decisions made in APS are based on communicated data and information.	Total	288					265	(-1% Agreement Change)				
		%	2%	11%	35%	39%	12%	4%	10%	36%	37%	12%	
Q15	I feel free to express my professional opinions at work.	Total	297					275	(2% Agreement Change)				
		%	7%	15%	15%	39%	24%	8%	9%	19%	44%	21%	
Q20	My ideas and suggestions are respected by my supervisor.	Total	295					268	(1% Agreement Change)				
		%	3%	7%	19%	38%	33%	5%	5%	17%	44%	28%	
Q21	My ideas and suggestions are respected by my co-workers.	Total	296					273	(3% Agreement Change)				
		%	2%	6%	20%	47%	25%	2%	5%	17%	50%	26%	
Q22	I receive the necessary training to do high quality work.	Total	295					270	(2% Agreement Change)				
		%	5%	8%	25%	41%	20%	2%	12%	21%	41%	23%	
Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	271					251	(9% Agreement Change)				
		%	7%	12%	33%	32%	15%	5%	8%	30%	40%	18%	
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	297					274	(4% Agreement Change)				
		%	4%	14%	20%	39%	23%	3%	9%	22%	43%	23%	
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	290					265	(1% Agreement Change)				

**Classified Survey 2016-17:  
Paraeducators/Educational Assistant/Related Positions**

		2015-16					2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	9%	15%	24%	34%	19%	7%	11%	29%	35%	19%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	298					272 (0% Agreement Change)				
		%	4%	3%	47%	42%	2%	4%	43%	47%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	294					270 (3% Agreement Change)				
		%	4%	5%	7%	42%	42%	3%	7%	42%	46%	
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	294					270 (1% Agreement Change)				
	%	3%	3%	43%	51%	1%	3%	41%	54%			
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	251					234 (7% Agreement Change)					
	%	3%	7%	57%	27%	6%	1%	7%	51%	29%	12%	
Q42 I am familiar with the functions of the Classified Employees Council.	Total	276					258 (3% Agreement Change)					
	%	10%	20%	42%	23%	5%	10%	19%	39%	23%	9%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	291					272 (-4% Agreement Change)				
		%	5%	11%	42%	34%	8%	7%	16%	40%	28%	9%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	298					272 (-1% Agreement Change)				
		%	5%	14%	23%	37%	22%	9%	8%	25%	41%	17%
	Q16 I feel valued as an employee of APS.	Total	299					271 (1% Agreement Change)				
		%	7%	12%	22%	40%	19%	7%	12%	20%	42%	19%
	Q18 I am treated with respect by my supervisor.	Total	299					274 (4% Agreement Change)				
		%	3%	7%	15%	34%	41%	5%	4%	11%	38%	42%
	Q19 I am treated with respect by my co-workers.	Total	298					274 (3% Agreement Change)				
		%	3%	5%	14%	39%	39%	5%	12%	44%	38%	
	Q25 I am given opportunities to influence decisions at my school/department.	Total	290					266 (3% Agreement Change)				
		%	6%	14%	24%	40%	15%	8%	11%	24%	43%	15%
Q26 I am given opportunities to influence decisions at the district.	Total	271					256 (3% Agreement Change)					
	%	11%	24%	39%	19%	7%	7%	18%	45%	22%	8%	
Q34 I like the kind of work I do.	Total	301					273 (0% Agreement Change)					
	%	1%	30%	66%			1%	30%	64%			
Q35 My job is important.	Total	298					272 (-1% Agreement Change)					
	%	1%	29%	68%			1%	31%	65%			
Q36 I am proud of the work I do.	Total	300					273 (0% Agreement Change)					
	%	0%	28%	70%			0%	29%	70%			
Q37 I feel appreciated for the work I do.	Total	300					273 (-2% Agreement Change)					
	%	7%	9%	12%	38%	35%	3%	12%	14%	37%	33%	
Q38 I am satisfied with my job.	Total	300					270 (0% Agreement Change)					
	%	2%	12%	42%	39%		2%	11%	36%	45%		

**Classified Survey 2016-17:  
Paraeducators/Educational Assistant/Related Positions**

		2015-16					2016-17					
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	297					271 (0% Agreement Change)				
		%	6%	13%	15%	37%	28%	6%	11%	17%	35%	30%
	Q17 There is a professional atmosphere for staff working in APS.	Total	298					272 (0% Agreement Change)				
		%	5%	8%	23%	45%	19%	6%	10%	21%	44%	19%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	299					273 (7% Agreement Change)				
		%	6%	8%	19%	36%	32%	5%	10%	10%	44%	32%
	Q28 My performance evaluations are fair.	Total	273					255 (5% Agreement Change)				
		%	3%	5%	16%	45%	30%	1%	15%		48%	32%
	Q29 The process for performance evaluations is clear.	Total	286					261 (7% Agreement Change)				
		%	5%	10%	20%	41%	24%	2%	10%	17%	49%	23%
Q30 The process for performance evaluations is being followed.	Total	279					258 (4% Agreement Change)					
	%	4%	6%	25%	42%	23%	2%	7%	22%	45%	24%	
Q31 Employees are treated fairly and consistently at my site.	Total	299					273 (5% Agreement Change)					
	%	8%	15%	19%	36%	20%	8%	11%	18%	38%	25%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	298					275 (0% Agreement Change)					
	%	4%	7%	11%	41%	37%	1%	7%	14%	41%	37%	
Q33 I feel safe in the workplace.	Total	300					274 (7% Agreement Change)					
	%	3%	8%	12%	41%	36%	2%	11%		49%	35%	



Classified Survey 2016-17:  
Transportation

			2015-16				2016-17					
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	77					59	(14% Agreement Change)		
			%	1%	35%	39%	16%	5%	25%	63%	7%	
	Q2	I understand my role and responsibilities as an employee of APS.	Total	81					67	(3% Agreement Change)		
			%	5%	47%	42%		1%	37%	55%		
	Q3	I know how my work relates to the district's goals and priorities.	Total	79					67	(9% Agreement Change)		
			%	4%	16%	48%	29%	3%	10%	48%	39%	
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						62			
			%						2%	13%	58%	27%
	Q5	My work is important and contributes to the success of the district.	Total	81					66	(0% Agreement Change)		
			%	2%	47%	46%		3%	44%	48%		
Q6	The district sets high and realistic expectations for students.	Total	76					60	(11% Agreement Change)			
		%	7%	9%	49%	24%	12%	17%	37%	37%	10%	
Q7	Everyone in the school community is accountable for the academic success of students.	Total	77					65	(9% Agreement Change)			
		%	1%	30%	36%	26%	8%	20%	54%	18%		
Q8	Department administrators/supervisors share information regularly with employees.	Total	81					65	(2% Agreement Change)			
		%	10%	17%	20%	40%	14%	8%	25%	12%	40%	15%
Q9	Clear goals and objectives have been defined for my job.	Total	81					66	(13% Agreement Change)			
		%	10%	6%	19%	43%	22%	6%	5%	11%	48%	30%
Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	80					67	(15% Agreement Change)			
		%	13%	25%	23%	28%	13%	12%	19%	13%	31%	24%
Q11	Decisions made in APS are based on communicated data and information.	Total	77					65	(2% Agreement Change)			
		%	6%	10%	43%	32%	8%	5%	14%	38%	31%	12%
Q15	I feel free to express my professional opinions at work.	Total	80					66	(10% Agreement Change)			
		%	10%	19%	20%	33%	19%	11%	15%	12%	50%	12%
Q20	My ideas and suggestions are respected by my supervisor.	Total	78					66	(18% Agreement Change)			
		%	13%	9%	35%	27%	17%	11%	6%	21%	42%	20%
Q21	My ideas and suggestions are respected by my co-workers.	Total	81					65	(9% Agreement Change)			
		%	4%	32%	49%	12%	3%	22%	54%	17%		
Q22	I receive the necessary training to do high quality work.	Total	80					67	(6% Agreement Change)			
		%	4%	10%	13%	59%	15%	1%	12%	55%	25%	
Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	73					62	(18% Agreement Change)			
		%	12%	21%	45%	16%	5%	5%	13%	42%	27%	13%
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	80					67	(18% Agreement Change)			
		%	6%	6%	25%	51%	11%	1%	10%	58%	22%	
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	77					65	(5% Agreement Change)			

**Classified Survey 2016-17:  
Transportation**

		2015-16					2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	4%	16%	36%	36%	8%	5%	11%	35%	37%	12%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	81					67 (4% Agreement Change)				
		%	2%	9%	60%	23%	3%	6%	64%	24%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	81					66 (-3% Agreement Change)				
		%	4%	9%	59%	23%	3%	14%	58%	21%		
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	79					65 (2% Agreement Change)				
	%	3%	6%	62%	28%	3%		65%	28%			
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	70					60 (0% Agreement Change)					
	%	16%		53%	30%	1%	7%		62%	30%	2%	
Q42 I am familiar with the functions of the Classified Employees Council.	Total	77					64 (3% Agreement Change)					
	%	10%	19%	47%	22%	1%	6%	16%	52%	22%	5%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	79					67 (1% Agreement Change)				
		%	6%	19%	34%	27%	14%	7%	15%	36%	31%	10%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	78					65 (14% Agreement Change)				
		%	9%	17%	27%	31%	17%	6%	9%	23%	40%	22%
	Q16 I feel valued as an employee of APS.	Total	79					67 (-3% Agreement Change)				
		%	8%	13%	16%	49%	14%	9%	13%	18%	43%	16%
	Q18 I am treated with respect by my supervisor.	Total	81					66 (8% Agreement Change)				
		%	12%	6%	19%	41%	22%	9%	8%	12%	42%	29%
	Q19 I am treated with respect by my co-workers.	Total	81					67 (10% Agreement Change)				
		%	4%	5%	19%	47%	26%	3%	10%	58%	25%	
	Q25 I am given opportunities to influence decisions at my school/department.	Total	74					63 (0% Agreement Change)				
		%	14%	18%	30%	34%	5%	10%	14%	37%	29%	11%
Q26 I am given opportunities to influence decisions at the district.	Total	74					61 (13% Agreement Change)					
	%	15%	23%	39%	22%	1%	7%	13%	44%	28%	8%	
Q34 I like the kind of work I do.	Total	80					67 (-1% Agreement Change)					
	%	18%		43%	50%		17%		39%	52%		
Q35 My job is important.	Total	79					67 (2% Agreement Change)					
	%	5%		43%	52%		3%		36%	61%		
Q36 I am proud of the work I do.	Total	79					67 (3% Agreement Change)					
	%	3%		38%	54%		3%		40%	55%		
Q37 I feel appreciated for the work I do.	Total	79					67 (11% Agreement Change)					
	%	9%	10%	18%	38%	25%	6%	10%	9%	40%	34%	
Q38 I am satisfied with my job.	Total	81					67 (-3% Agreement Change)					
	%	2%	15%		53%	28%	3%	16%		40%	37%	

Classified Survey 2016-17:  
Transportation

		2015-16					2016-17					
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	79					67 (6% Agreement Change)				
		%	13%	18%	16%	39%	14%	7%	18%	15%	39%	21%
	Q17 There is a professional atmosphere for staff working in APS.	Total	81					67 (9% Agreement Change)				
		%	11%	11%	31%	32%	15%	6%	15%	22%	40%	16%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	77					63 (10% Agreement Change)				
		%	12%	6%	21%	39%	22%	6%	13%	10%	54%	17%
	Q28 My performance evaluations are fair.	Total	75					67 (5% Agreement Change)				
		%	7%	5%	28%	47%	13%	7%	4%	22%	52%	13%
	Q29 The process for performance evaluations is clear.	Total	80					65 (4% Agreement Change)				
		%	5%	10%	24%	50%	11%	3%	12%	18%	55%	11%
Q30 The process for performance evaluations is being followed.	Total	76					65 (9% Agreement Change)					
	%	4%	7%	41%	41%	8%	2%	1%	29%	48%	11%	
Q31 Employees are treated fairly and consistently at my site.	Total	80					65 (5% Agreement Change)					
	%	15%	21%	26%	25%	13%	12%	22%	23%	32%	11%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	81					67 (7% Agreement Change)					
	%	5%	6%	23%	48%	17%	4%	9%	13%	60%	13%	
Q33 I feel safe in the workplace.	Total	80					67 (1% Agreement Change)					
	%	5%	6%	14%	49%	26%	3%	10%	10%	42%	34%	

**Classified Survey 2016-17:  
Dartmouth Elementary School**

			2015-16				2016-17					
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	15				19				(-20% Agreement Change)
		%		27%	47%	27%	5%	42%	26%	26%		
	Q2	I understand my role and responsibilities as an employee of APS.	Total	15				19				(-9% Agreement Change)
		%		7%	60%	33%	16%	26%	58%			
	Q3	I know how my work relates to the district's goals and priorities.	Total	15				19				(-19% Agreement Change)
		%		7%	53%	40%	5%	21%	32%	42%		
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total					19				
		%					11%	11%	47%	32%		
	Q5	My work is important and contributes to the success of the district.	Total	15				18				(-11% Agreement Change)
		%			53%	47%	11%	33%	56%			
Q6	The district sets high and realistic expectations for students.	Total	15				19				(-8% Agreement Change)	
	%		7%	27%	53%	13%	11%	32%	26%	32%		
Q7	Everyone in the school community is accountable for the academic success of students.	Total	15				19				(16% Agreement Change)	
	%		7%	20%	40%	33%	11%	53%	37%			
Q8	Department administrators/supervisors share information regularly with employees.	Total	14				19				(11% Agreement Change)	
	%		7%	36%	36%	21%	5%	5%	21%	42%	26%	
Q9	Clear goals and objectives have been defined for my job.	Total	13				18				(6% Agreement Change)	
	%		8%	15%	54%	23%	6%	11%	33%	50%		
Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	14				18				(19% Agreement Change)	
	%		7%	29%	29%	36%	6%	6%	6%	33%	50%	
Q11	Decisions made in APS are based on communicated data and information.	Total	13				19				(-40% Agreement Change)	
	%		8%	15%	69%	8%	5%	58%	21%	16%		
Q15	I feel free to express my professional opinions at work.	Total	15				19				(-1% Agreement Change)	
	%		7%	13%	47%	33%	5%	16%	32%	47%		
Q20	My ideas and suggestions are respected by my supervisor.	Total	15				19				(16% Agreement Change)	
	%		7%	20%	33%	40%	5%	5%	37%	53%		
Q21	My ideas and suggestions are respected by my co-workers.	Total	15				19				(0% Agreement Change)	
	%			73%	27%		42%	58%				
Q22	I receive the necessary training to do high quality work.	Total	14				19				(-4% Agreement Change)	
	%		7%	14%	71%	7%	5%	11%	11%	37%	37%	
Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	15				17				(24% Agreement Change)	
	%		7%	53%	27%	13%	6%	29%	41%	24%		
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	15				19				(1% Agreement Change)	
	%		13%	20%	40%	27%	5%	11%	16%	37%	32%	
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	15				19				(-8% Agreement Change)	
	%											

**Classified Survey 2016-17:  
Dartmouth Elementary School**

		2015-16				2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	20%	13%	40%	27%	11%	5%	26%	42%	16%
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	15				19 (8% Agreement Change)				
		%	7%	7%	33%	53%	5%	42%	53%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	15				19 (-1% Agreement Change)				
	%	7%	7%	20%	60%	5%	16%	32%	47%		
Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	15				19 (8% Agreement Change)					
	%	7%	7%	20%	67%	5%	32%	63%			
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	13				15 (-8% Agreement Change)					
	%		38%	54%	8%	47%	27%	27%			
Q42 I am familiar with the functions of the Classified Employees Council.	Total	12				19 (-7% Agreement Change)					
	%	8%	8%	33%	42%	8%	37%	21%	26%	16%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	14				18 (-5% Agreement Change)				
		%	7%	43%	43%	7%	56%	33%	11%		
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	15				18 (12% Agreement Change)				
		%	7%	33%	27%	33%	11%	17%	44%	28%	
	Q16 I feel valued as an employee of APS.	Total	15				19 (-6% Agreement Change)				
		%	13%	7%	53%	27%	5%	21%	37%	37%	
	Q18 I am treated with respect by my supervisor.	Total	15				19 (16% Agreement Change)				
		%	7%	20%	27%	47%	5%	5%	32%	58%	
	Q19 I am treated with respect by my co-workers.	Total	15				19 (0% Agreement Change)				
		%		47%	53%		26%	74%			
	Q25 I am given opportunities to influence decisions at my school/department.	Total	13				19 (4% Agreement Change)				
		%		31%	54%	15%	11%	5%	11%	47%	26%
Q26 I am given opportunities to influence decisions at the district.	Total	13				17 (6% Agreement Change)					
	%	31%	46%	15%	8%	6%	12%	53%	18%	12%	
Q34 I like the kind of work I do.	Total	15				18 (0% Agreement Change)					
	%	27%	73%			22%	78%				
Q35 My job is important.	Total	15				19 (0% Agreement Change)					
	%	27%	73%			21%	79%				
Q36 I am proud of the work I do.	Total	15				19 (0% Agreement Change)					
	%	27%	73%			26%	74%				
Q37 I feel appreciated for the work I do.	Total	15				19 (-1% Agreement Change)					
	%	7%	13%	27%	53%	5%	16%	26%	53%		
Q38 I am satisfied with my job.	Total	15				18 (-4% Agreement Change)					
	%	7%	20%	73%		11%	17%	72%			

Classified Survey 2016-17:  
Dartmouth Elementary School

		2015-16		2016-17	
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	15	18 (-3% Agreement Change)	
	%	7% 7%	47% 40%	6% 6% 6%	33% 50%
	Q17 There is a professional atmosphere for staff working in APS.	Total	15	19 (10% Agreement Change)	
	%	7% 20%	33% 40%	11% 5%	47% 37%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	15	19 (22% Agreement Change)	
	%	33% 13%	53%	5% 5%	37% 53%
	Q28 My performance evaluations are fair.	Total	14	16 (15% Agreement Change)	
	%	7% 14%	29% 50%	6%	44% 50%
	Q29 The process for performance evaluations is clear.	Total	14	16 (3% Agreement Change)	
%	29%	29% 43%	13% 13%	25% 50%	
Q30 The process for performance evaluations is being followed.	Total	13	16 (-9% Agreement Change)		
%	15%	38% 46%	13% 13%	25% 50%	
Q31 Employees are treated fairly and consistently at my site.	Total	15	19 (-1% Agreement Change)		
%	7% 13%	53% 27%	5% 11% 5%	37% 42%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	15	19 (-10% Agreement Change)		
%	40%	60%	11%	42% 47%	
Q33 I feel safe in the workplace.	Total	15	19 (6% Agreement Change)		
%	7%	53% 40%	47%	53%	

Classified Survey 2016-17:  
District-wide/Not School-Based

			2015-16				2016-17						
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	77					28	(1% Agreement Change)			
			%	5%	31%	51%	12%	4%	11%	21%	50%	14%	
	Q2	I understand my role and responsibilities as an employee of APS.	Total	81					30	(8% Agreement Change)			
			%	2%	43%	48%		27%	73%				
	Q3	I know how my work relates to the district's goals and priorities.	Total	79					29	(4% Agreement Change)			
			%	3%	13%	48%	37%	10%	45%	45%			
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						29				
			%					7%	7%	45%	41%		
	Q5	My work is important and contributes to the success of the district.	Total	79					29	(5% Agreement Change)			
			%	5%	44%	51%		24%	76%				
Communication	Q6	The district sets high and realistic expectations for students.	Total	77					28	(-1% Agreement Change)			
			%	3%	6%	39%	40%	12%	4%	7%	39%	36%	14%
	Q7	Everyone in the school community is accountable for the academic success of students.	Total	78					29	(15% Agreement Change)			
			%	3%	6%	21%	47%	23%	3%	10%	45%	41%	
	Q8	Department administrators/supervisors share information regularly with employees.	Total	81					30	(15% Agreement Change)			
			%	9%	16%	27%	37%	11%	7%	7%	23%	50%	13%
	Q9	Clear goals and objectives have been defined for my job.	Total	80					30	(22% Agreement Change)			
			%	4%	9%	24%	43%	21%	3%	10%	50%	37%	
	Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	79					30	(22% Agreement Change)			
			%	9%	10%	14%	44%	23%	7%	3%	37%	53%	
	Q11	Decisions made in APS are based on communicated data and information.	Total	81					29	(4% Agreement Change)			
			%	5%	16%	38%	32%	9%	3%	14%	38%	34%	10%
	Q15	I feel free to express my professional opinions at work.	Total	79					30	(35% Agreement Change)			
			%	9%	18%	19%	33%	22%	7%	3%	53%	37%	
Q20	My ideas and suggestions are respected by my supervisor.	Total	78					30	(28% Agreement Change)				
		%	8%	9%	22%	33%	28%	7%	3%	27%	63%		
Q21	My ideas and suggestions are respected by my co-workers.	Total	80					29	(21% Agreement Change)				
		%	3%	23%	49%	23%	7%	52%	41%				
Program Support	Q22	I receive the necessary training to do high quality work.	Total	81					30	(11% Agreement Change)			
			%	5%	9%	21%	46%	20%	10%	13%	40%	37%	
	Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	71					30	(32% Agreement Change)			
			%	10%	17%	32%	27%	14%	10%	17%	47%	27%	
Q24	I have the necessary tools I need to do high quality work efficiently.	Total	80					30	(14% Agreement Change)				
		%	3%	13%	13%	49%	24%	3%	6%	60%	27%		
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	81					29	(0% Agreement Change)				

**Classified Survey 2016-17:  
District-wide/Not School-Based**

		2015-16					2016-17					
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	10%	19%	26%	33%	12%	14%	41%	21%	24%	
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	80									
		%	3%	4%	48%	43%	4%	11%	26%	59%		
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	80									
		%	3%	4%	45%	45%	7%	10%	24%	59%		
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	80									
	%	3%	6%	44%	46%	7%	14%	21%	59%			
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	73										
	%	4%	10%	41%	37%	8%	7%	48%	44%			
Q42 I am familiar with the functions of the Classified Employees Council.	Total	77										
	%	6%	14%	35%	35%	9%	7%	17%	40%	37%		
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	80									
		%	4%	20%	38%	31%	8%	3%	20%	30%	37%	10%
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	77									
		%	8%	22%	19%	35%	16%	3%	17%	17%	47%	17%
	Q16 I feel valued as an employee of APS.	Total	81									
		%	6%	14%	25%	41%	15%	3%	7%	20%	47%	23%
	Q18 I am treated with respect by my supervisor.	Total	81									
		%	7%	7%	11%	33%	41%	7%	7%	17%	70%	
	Q19 I am treated with respect by my co-workers.	Total	80									
		%	4%	21%	38%	36%	7%	37%	57%			
Q25 I am given opportunities to influence decisions at my school/department.	Total	78										
	%	8%	21%	26%	33%	13%	7%	4%	29%	43%	18%	
Q26 I am given opportunities to influence decisions at the district.	Total	77										
	%	10%	31%	38%	19%	1%	11%	50%	21%	18%		
Q34 I like the kind of work I do.	Total	80										
	%	1%	30%	65%	3%	20%	77%					
Q35 My job is important.	Total	79										
	%	1%	32%	62%	23%	77%						
Q36 I am proud of the work I do.	Total	80										
	%	1%	28%	70%	13%	87%						
Q37 I feel appreciated for the work I do.	Total	80										
	%	6%	6%	29%	35%	24%	3%	10%	30%	53%		
Q38 I am satisfied with my job.	Total	81										
	%	1%	14%	43%	37%	3%	37%	57%				



Classified Survey 2016-17:  
District-wide/Not School-Based

		2015-16					2016-17					
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	79					29 (18% Agreement Change)				
		%	6%	14%	23%	33%	24%	7%	10%	7%	34%	41%
	Q17 There is a professional atmosphere for staff working in APS.	Total	81					30 (2% Agreement Change)				
		%	7%	7%	25%	52%	9%	3%	3%	30%	40%	23%
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	80					30 (22% Agreement Change)				
		%	3%	11%	13%	43%	31%	3%	3%	43%	53%	
	Q28 My performance evaluations are fair.	Total	76					26 (8% Agreement Change)				
		%	1%	17%		47%	29%	4%	12%		42%	42%
	Q29 The process for performance evaluations is clear.	Total	80					27 (22% Agreement Change)				
		%	6%	8%	24%	41%	21%	7%	7%		56%	30%
Q30 The process for performance evaluations is being followed.	Total	77					26 (27% Agreement Change)					
	%	3%	6%	30%	44%	17%	4%	6%		62%	27%	
Q31 Employees are treated fairly and consistently at my site.	Total	79					29 (32% Agreement Change)					
	%	16%	20%	27%	22%	15%	7%	10%	14%	38%	31%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	80					30 (21% Agreement Change)					
	%	4%	5%	13%	45%	34%				50%	50%	
Q33 I feel safe in the workplace.	Total	81					30 (18% Agreement Change)					
	%	4%	9%	12%	44%	31%	7%			43%	50%	

Classified Survey 2016-17:  
Pickens Technical College

			2015-16				2016-17							
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	Total	15					25					(-30% Agreement Change)
			%	7%	7%	67%	20%	8%	4%	32%	40%	16%		
	Q2	I understand my role and responsibilities as an employee of APS.	Total	15					26					(-11% Agreement Change)
			%		60%	40%		4%	6%	50%	38%			
	Q3	I know how my work relates to the district's goals and priorities.	Total	15					26					(-6% Agreement Change)
			%		20%	67%	13%	8%	19%	46%	27%			
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develop plans, skills and earn credentials for their futures.	Total						26					
			%					4%	6%	15%	46%	27%		
	Q5	My work is important and contributes to the success of the district.	Total	15					26					(4% Agreement Change)
			%		20%	27%	53%		15%		42%	42%		
Q6	The district sets high and realistic expectations for students.	Total	15					26					(-19% Agreement Change)	
		%	7%	7%	13%	47%	27%	8%	4%	35%	50%	4%		
Q7	Everyone in the school community is accountable for the academic success of students.	Total	15					24					(-10% Agreement Change)	
		%	7%	13%	7%	33%	40%	4%	21%	13%	42%	21%		
Q8	Department administrators/supervisors share information regularly with employees.	Total	15					26					(0% Agreement Change)	
		%	7%	20%	27%	33%	13%	12%	15%	27%	38%	8%		
Q9	Clear goals and objectives have been defined for my job.	Total	15					26					(-9% Agreement Change)	
		%		13%	67%	20%		4%	4%	15%	46%	31%		
Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	Total	15					26					(-25% Agreement Change)	
		%		13%	67%	20%		12%	8%	19%	31%	31%		
Communication	Q11	Decisions made in APS are based on communicated data and information.	Total	15					26					(-15% Agreement Change)
			%	7%	7%	40%	40%	7%	4%	15%	50%	27%	4%	
	Q15	I feel free to express my professional opinions at work.	Total	15					26					(5% Agreement Change)
			%		13%	27%	40%	20%	4%	4%	27%	50%	15%	
	Q20	My ideas and suggestions are respected by my supervisor.	Total	15					26					(9% Agreement Change)
		%		40%	27%	33%		8%	23%	38%	31%			
Q21	My ideas and suggestions are respected by my co-workers.	Total	15					26					(0% Agreement Change)	
		%	7%	13%	60%	20%		19%		58%	23%			
Q22	I receive the necessary training to do high quality work.	Total	15					26					(24% Agreement Change)	
		%	7%	13%	47%	27%	7%	4%	15%	23%	46%	12%		
Program Support	Q23	My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	Total	15					23					(-5% Agreement Change)
			%	7%	40%	40%	13%	22%	30%	43%	4%			
	Q24	I have the necessary tools I need to do high quality work efficiently.	Total	15					25					(-8% Agreement Change)
			%	7%	13%	60%	20%	28%		60%	12%			
Q39	I am satisfied with the professional development opportunities provided to me by the district.	Total	14					26					(18% Agreement Change)	

Classified Survey 2016-17:  
Pickens Technical College

		2015-16				2016-17						
Program Support	Q39 I am satisfied with the professional development opportunities provided to me by the district.	%	7%	29%	29%	36%	15%	15%	15%	35%	19%	
	Q40a I feel prepared to deal with each of the following emergency situations: Lockdown	Total	15				26 (5% Agreement Change)					
		%	7%	7%	60%	27%	8%	50%	42%			
	Q40b I feel prepared to deal with each of the following emergency situations: Tornado	Total	15				25 (-1% Agreement Change)					
		%	7%	60%	33%	4%	52%	40%				
	Q40c I feel prepared to deal with each of the following emergency situations: Fire Drill	Total	15				25 (-4% Agreement Change)					
	%	67%	33%	4%	48%	48%						
Q41 Based on my experience there's a positive relationship between the Classified Employee Council and the district.	Total	13				24 (-12% Agreement Change)						
	%	8%	38%	46%	8%	13%	46%	33%	8%			
Q42 I am familiar with the functions of the Classified Employees Council.	Total	15				26 (-18% Agreement Change)						
	%	7%	7%	33%	47%	7%	8%	23%	35%	27%	8%	
Trust & Morale	Q12 I trust the people who make decisions that affect me in the district.	Total	15				26 (-9% Agreement Change)					
		%	20%	40%	33%	7%	19%	12%	38%	19%	12%	
	Q13 I trust the people who make decisions that affect me in my school/department.	Total	14				26 (0% Agreement Change)					
		%	14%	43%	29%	14%	15%	42%	23%	19%		
	Q16 I feel valued as an employee of APS.	Total	15				26 (-8% Agreement Change)					
		%	7%	27%	53%	13%	4%	15%	23%	42%	15%	
	Q18 I am treated with respect by my supervisor.	Total	15				26 (-5% Agreement Change)					
		%	7%	7%	60%	27%	8%	12%	42%	38%		
	Q19 I am treated with respect by my co-workers.	Total	15				26 (-12% Agreement Change)					
		%	7%	60%	33%	4%	12%	54%	27%			
	Q25 I am given opportunities to influence decisions at my school/department.	Total	14				26 (-10% Agreement Change)					
		%	14%	29%	43%	14%	12%	12%	31%	35%	12%	
Q26 I am given opportunities to influence decisions at the district.	Total	13				22 (-3% Agreement Change)						
	%	8%	31%	31%	31%	9%	32%	32%	23%	5%		
Q34 I like the kind of work I do.	Total	15				26 (-4% Agreement Change)						
	%	7%	33%	60%	8%	4%	27%	62%				
Q35 My job is important.	Total	15				26 (-4% Agreement Change)						
	%	7%	47%	47%	4%	8%	27%	62%				
Q36 I am proud of the work I do.	Total	15				26 (-11% Agreement Change)						
	%	40%	60%	12%	35%	54%						
Q37 I feel appreciated for the work I do.	Total	15				26 (2% Agreement Change)						
	%	7%	27%	33%	33%	4%	12%	15%	38%	31%		
Q38 I am satisfied with my job.	Total	14				26 (-1% Agreement Change)						
	%	21%	43%	36%	8%	15%	38%	38%				

Classified Survey 2016-17:  
Pickens Technical College

		2015-16				2016-17					
Work Conditions	Q14 There is a spirit of teamwork and cooperation at my work site.	Total	15				26 (-20% Agreement Change)				
		%	13%	20%	40%	27%	12%	12%	31%	38%	8%
	Q17 There is a professional atmosphere for staff working in APS.	Total	15				26 (-23% Agreement Change)				
		%	27%	60%	13%	12%	38%	38%	12%		
	Q27 My principal/supervisor has a clear understanding of my skills and abilities.	Total	15				26 (12% Agreement Change)				
		%	13%	33%	27%	27%	15%	19%	38%	27%	
	Q28 My performance evaluations are fair.	Total	15				25 (-10% Agreement Change)				
		%	13%	60%	27%	4%	16%	44%	32%		
	Q29 The process for performance evaluations is clear.	Total	15				24 (-2% Agreement Change)				
		%	13%	13%	60%	13%	4%	21%	46%	25%	
Q30 The process for performance evaluations is being followed.	Total	15				25 (-10% Agreement Change)					
	%	13%	67%	20%	8%	16%	40%	36%			
Q31 Employees are treated fairly and consistently at my site.	Total	15				26 (-14% Agreement Change)					
	%	27%	20%	47%	7%	8%	12%	42%	35%	4%	
Q32 Staff at my site respect people from different backgrounds and cultures.	Total	15				26 (-19% Agreement Change)					
	%	73%	27%	4%	12%	46%	35%				
Q33 I feel safe in the workplace.	Total	15				26 (11% Agreement Change)					
	%	7%	20%	60%	13%	4%	8%	50%	35%		



## Historical Comparison: APS Classified Survey Responses: All

		Agr/Str. Agr	1-Yr Change	5-Yr Change	1-Yr ES*	5-Yr ES*	
Clarity of Vision	Q1	APS has set a clear direction for improving student achievement.	61.0%	-2.0%	-7.6%	-0.04	-0.37
	Q2	I understand my role and responsibilities as an employee of APS.	90.3%	-1.1%	1.2%	-0.04	-0.13
	Q3	I know how my work relates to the district's goals and priorities.	79.7%	-3.3%	7.0%	-0.08	-0.05
	Q4	As part of the district's strategic plan, I understand how my work helps support students to develo..	77.7%	--	--	--	--
	Q5	My work is important and contributes to the success of the district.	92.3%	0.9%	14.4%	0.03	0.29
	Q6	The district sets high and realistic expectations for students.	55.5%	-0.8%	-6.7%	-0.02	-0.51
	Q7	Everyone in the school community is accountable for the academic success of students.	77.1%	2.4%	-2.0%	0.06	-0.32
Communication	Q8	Department administrators/supervisors share information regularly with employees.	56.6%	1.5%	2.4%	0.03	-0.56
	Q9	Clear goals and objectives have been defined for my job.	75.2%	0.4%	4.3%	0.01	-0.31
	Q10	My supervisor encourages me to provide suggestions on ways to improve programs or services at ..	69.5%	2.6%	5.4%	0.06	-0.35
	Q11	Decisions made in APS are based on communicated data and information.	47.6%	-1.2%	-2.5%	-0.02	-0.45
	Q15	I feel free to express my professional opinions at work.	65.7%	2.8%	7.3%	0.06	-0.40
	Q20	My ideas and suggestions are respected by my supervisor.	72.1%	4.6%	4.5%	0.10	-0.26
Program Support	Q21	My ideas and suggestions are respected by my co-workers.	77.8%	6.3%	5.3%	0.15	-0.05
	Q22	I receive the necessary training to do high quality work.	66.8%	0.7%	-0.7%	0.02	-0.41
	Q23	My supervisor supports and encourages my desire to participate in district committees (including s..	57.6%	5.1%	7.6%	0.10	-0.15
	Q24	I have the necessary tools I need to do high quality work efficiently.	70.9%	1.9%	1.5%	0.04	-0.30
	Q39	I am satisfied with the professional development opportunities provided to me by the district.	53.9%	1.3%	1.8%	0.03	-0.49
	Q40a	I feel prepared to deal with each of the following emergency situations: Lockdown	89.6%	1.7%	--	0.06	--
	Q40b	I feel prepared to deal with each of the following emergency situations: Tornado	87.5%	1.3%	--	0.04	--
	Q40c	I feel prepared to deal with each of the following emergency situations: Fire Drill	93.1%	1.4%	--	0.05	--
Trust & Morale	Q41	Based on my experience there's a positive relationship between the Classified Employee Council an..	42.4%	1.4%	-2.7%	0.03	-0.30
	Q42	I am familiar with the functions of the Classified Employees Council.	38.7%	1.3%	-7.7%	0.03	-0.56
	Q12	I trust the people who make decisions that affect me in the district.	39.7%	-3.9%	-2.5%	-0.08	-0.60
	Q13	I trust the people who make decisions that affect me in my school/department.	59.0%	2.3%	3.3%	0.05	-0.43
	Q16	I feel valued as an employee of APS.	61.0%	0.2%	2.0%	0.01	-0.45
	Q18	I am treated with respect by my supervisor.	80.4%	3.6%	4.9%	0.09	-0.22
	Q19	I am treated with respect by my co-workers.	84.2%	6.5%	3.2%	0.16	-0.11
	Q25	I am given opportunities to influence decisions at my school/department.	57.4%	3.9%	--	0.08	--
	Q26	I am given opportunities to influence decisions at the district.	33.9%	4.5%	--	0.10	--
	Q34	I like the kind of work I do.	93.9%	1.3%	2.2%	0.05	0.00
	Q35	My job is important.	96.3%	0.2%	1.6%	0.01	0.00
	Q36	I am proud of the work I do.	97.6%	1.7%	1.2%	0.10	0.00
	Q37	I feel appreciated for the work I do.	71.3%	2.1%	3.2%	0.05	-0.37
	Q38	I am satisfied with my job.	81.7%	2.4%	4.3%	0.06	-0.14
Work Conditions	Q14	There is a spirit of teamwork and cooperation at my work site.	66.5%	1.5%	6.2%	0.03	-0.40
	Q17	There is a professional atmosphere for staff working in APS.	63.5%	0.6%	1.8%	0.01	-0.34
	Q27	My principal/supervisor has a clear understanding of my skills and abilities.	74.5%	5.1%	4.4%	0.11	-0.31
	Q28	My performance evaluations are fair. & The performance evaluation process is fair at my site.	78.3%	2.8%	2.6%	0.07	-0.12
	Q29	The process for performance evaluations is clear.	71.0%	2.7%	--	0.06	--
	Q30	The process for performance evaluations is being followed.	69.4%	3.3%	--	0.07	--
	Q31	Employees are treated fairly and consistently at my site.	61.6%	5.9%	4.6%	0.12	-0.44
Q32	Staff at my site respect people from different backgrounds and cultures.	81.4%	1.9%	--	0.05	--	
Q33	I feel safe in the workplace.	82.6%	5.0%	1.9%	0.13	-0.18	