

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



**Classified Staff Climate Survey**

**2011-2012**



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**

Overall

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	2.1%	7.1%	22.2%	51.5%	17.1%	<b>9.2%</b>	<b>68.6%</b>	967
2. I understand my role and responsibilities as an employee of APS.	1.7%	2.9%	6.3%	42.6%	46.5%	<b>4.6%</b>	<b>89.1%</b>	990
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	2.0%	6.9%	18.4%	47.3%	25.4%	<b>8.9%</b>	<b>72.7%</b>	953
4. My work is important and contributes to the success of the VISTA 2015 Plan.	1.1%	4.0%	17.0%	43.4%	34.5%	<b>5.1%</b>	<b>77.9%</b>	946
5. The district sets high and realistic expectations for students.	3.5%	13.2%	21.1%	45.8%	16.3%	<b>16.8%</b>	<b>62.1%</b>	961
6. Everyone in the school community is accountable for the academic success of students.	1.4%	8.4%	11.1%	42.8%	36.2%	<b>9.8%</b>	<b>79.1%</b>	969
7. Department administrators/supervisors share information regularly with employees.	10.5%	17.3%	18.0%	37.7%	16.5%	<b>27.8%</b>	<b>54.1%</b>	988
8. Clear goals and objectives have been defined for my job.	6.0%	10.2%	12.9%	46.3%	24.6%	<b>16.2%</b>	<b>70.9%</b>	983
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	8.7%	11.5%	15.8%	36.4%	27.7%	<b>20.2%</b>	<b>64.1%</b>	982
10. Decisions made in APS are based on communicated data and information.	6.8%	12.9%	30.3%	40.1%	10.0%	<b>19.7%</b>	<b>50.1%</b>	961
11. I trust the people who make decisions that affect me in the <i>district</i>.	10.9%	16.1%	30.8%	33.6%	8.6%	<b>27.0%</b>	<b>42.2%</b>	978
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	9.6%	13.4%	21.3%	37.1%	18.6%	<b>23.0%</b>	<b>55.7%</b>	979
13. There is a spirit of teamwork and cooperation at my work site.	10.6%	12.8%	16.3%	34.3%	26.0%	<b>23.4%</b>	<b>60.3%</b>	990
14. I feel free to express my professional opinions at work.	10.0%	14.4%	17.2%	36.9%	21.5%	<b>24.4%</b>	<b>58.4%</b>	983
15. I feel valued as an employee of APS.	8.2%	13.9%	18.8%	39.3%	19.7%	<b>22.2%</b>	<b>59.0%</b>	984
16. There is a professional atmosphere for staff working in APS.	5.8%	11.4%	21.2%	43.9%	17.8%	<b>17.2%</b>	<b>61.6%</b>	985
17. I am treated with respect by my supervisor.	6.4%	6.4%	11.7%	36.0%	39.5%	<b>12.8%</b>	<b>75.5%</b>	983
18. I am treated with respect by my co-workers.	1.8%	5.2%	12.0%	46.2%	34.8%	<b>7.0%</b>	<b>81.0%</b>	988
19. My ideas and suggestions are respected by my supervisor.	6.8%	8.5%	17.1%	38.3%	29.3%	<b>15.3%</b>	<b>67.6%</b>	969
20. My ideas and suggestions are respected by my co-workers.	1.6%	5.8%	20.1%	45.5%	27.0%	<b>7.4%</b>	<b>72.5%</b>	985
21. I receive the necessary training to do high quality work.	6.4%	10.2%	15.8%	45.3%	22.2%	<b>16.6%</b>	<b>67.6%</b>	980
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	6.1%	8.8%	35.1%	34.2%	15.8%	<b>14.9%</b>	<b>50.0%</b>	898
23. I have the necessary tools I need to do high quality work efficiently.	4.4%	9.7%	16.6%	48.2%	21.2%	<b>14.0%</b>	<b>69.4%</b>	983
24. My principal/supervisor has a clear understanding of my skills and abilities.	7.4%	9.3%	13.2%	40.8%	29.3%	<b>16.7%</b>	<b>70.1%</b>	976
25. My performance evaluations are fair.	2.4%	5.0%	16.9%	45.4%	30.3%	<b>7.4%</b>	<b>75.7%</b>	918
26. Employees are treated fairly and consistently at my site.	11.8%	12.4%	18.8%	36.2%	20.8%	<b>24.2%</b>	<b>57.0%</b>	983
27. I feel safe in the workplace.	3.7%	4.5%	11.1%	49.0%	31.7%	<b>8.2%</b>	<b>80.7%</b>	988
28. I like the kind of work I do.	0.7%	1.4%	6.2%	33.9%	57.8%	<b>2.1%</b>	<b>91.7%</b>	985
29. My job is important.	0.4%	1.1%	3.7%	32.6%	62.1%	<b>1.5%</b>	<b>94.7%</b>	988
30. I am proud of the work I do.	0.2%	1.0%	2.4%	27.4%	69.0%	<b>1.2%</b>	<b>96.3%</b>	986
31. I feel appreciated for the work I do.	6.8%	11.3%	13.8%	35.9%	32.3%	<b>18.1%</b>	<b>68.1%</b>	989
32. I am satisfied with my job.	2.9%	6.5%	13.2%	41.8%	35.6%	<b>9.4%</b>	<b>77.4%</b>	986
33. I am satisfied with the professional development opportunities provided to me by the district.	9.6%	15.0%	23.3%	38.1%	14.0%	<b>24.6%</b>	<b>52.2%</b>	949
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	4.1%	8.1%	42.7%	36.4%	8.7%	<b>12.2%</b>	<b>45.1%</b>	909
35. I am familiar with the functions of the Classified Employees Council.	4.1%	15.5%	33.9%	38.5%	7.9%	<b>19.7%</b>	<b>46.4%</b>	940

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

2/10/2012



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**  
Administrative/Secretarial Support

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	0.6%	8.4%	19.7%	53.9%	17.4%	<b>9.0%</b>	<b>71.3%</b>	178
2. I understand my role and responsibilities as an employee of APS.	2.2%	5.6%	2.8%	41.9%	47.5%	<b>7.8%</b>	<b>89.4%</b>	179
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	1.7%	8.1%	16.2%	46.8%	27.2%	<b>9.8%</b>	<b>74.0%</b>	173
4. My work is important and contributes to the success of the VISTA 2015 Plan.	1.7%	4.0%	15.6%	41.0%	37.6%	<b>5.8%</b>	<b>78.6%</b>	173
5. The district sets high and realistic expectations for students.	2.3%	10.2%	19.2%	51.4%	16.9%	<b>12.4%</b>	<b>68.4%</b>	177
6. Everyone in the school community is accountable for the academic success of students.	0.6%	9.2%	9.8%	35.8%	44.5%	<b>9.8%</b>	<b>80.3%</b>	173
7. Department administrators/supervisors share information regularly with employees.	7.9%	17.5%	13.0%	36.2%	25.4%	<b>25.4%</b>	<b>61.6%</b>	177
8. Clear goals and objectives have been defined for my job.	5.1%	11.2%	12.4%	43.8%	27.5%	<b>16.3%</b>	<b>71.3%</b>	178
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	6.8%	9.6%	18.1%	28.2%	37.3%	<b>16.4%</b>	<b>65.5%</b>	177
10. Decisions made in APS are based on communicated data and information.	7.3%	10.2%	35.0%	35.6%	11.9%	<b>17.5%</b>	<b>47.5%</b>	177
11. I trust the people who make decisions that affect me in the <i>district</i>.	10.2%	16.9%	31.1%	32.8%	9.0%	<b>27.1%</b>	<b>41.8%</b>	177
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	10.1%	9.6%	14.6%	39.3%	26.4%	<b>19.7%</b>	<b>65.7%</b>	178
13. There is a spirit of teamwork and cooperation at my work site.	8.4%	10.1%	15.6%	31.3%	34.6%	<b>18.4%</b>	<b>65.9%</b>	179
14. I feel free to express my professional opinions at work.	7.3%	11.8%	17.4%	32.0%	31.5%	<b>19.1%</b>	<b>63.5%</b>	178
15. I feel valued as an employee of APS.	5.6%	14.0%	17.4%	36.5%	26.4%	<b>19.7%</b>	<b>62.9%</b>	178
16. There is a professional atmosphere for staff working in APS.	4.0%	11.9%	18.6%	42.4%	23.2%	<b>15.8%</b>	<b>65.5%</b>	177
17. I am treated with respect by my supervisor.	5.7%	3.4%	10.3%	28.0%	52.6%	<b>9.1%</b>	<b>80.6%</b>	175
18. I am treated with respect by my co-workers.	2.8%	4.5%	9.0%	41.6%	42.1%	<b>7.3%</b>	<b>83.7%</b>	178
19. My ideas and suggestions are respected by my supervisor.	5.6%	6.2%	16.9%	29.2%	42.1%	<b>11.8%</b>	<b>71.3%</b>	178
20. My ideas and suggestions are respected by my co-workers.	1.7%	5.6%	18.0%	37.1%	37.6%	<b>7.3%</b>	<b>74.7%</b>	178
21. I receive the necessary training to do high quality work.	11.9%	11.3%	15.3%	39.0%	22.6%	<b>23.2%</b>	<b>61.6%</b>	177
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	6.7%	6.1%	26.4%	33.7%	27.0%	<b>12.9%</b>	<b>60.7%</b>	163
23. I have the necessary tools I need to do high quality work efficiently.	3.9%	7.9%	17.4%	42.1%	28.7%	<b>11.8%</b>	<b>70.8%</b>	178
24. My principal/supervisor has a clear understanding of my skills and abilities.	6.7%	7.3%	9.5%	31.8%	44.7%	<b>14.0%</b>	<b>76.5%</b>	179
25. My performance evaluations are fair.	1.8%	3.6%	12.1%	38.8%	43.6%	<b>5.5%</b>	<b>82.4%</b>	165
26. Employees are treated fairly and consistently at my site.	8.5%	12.4%	15.8%	34.5%	28.8%	<b>20.9%</b>	<b>63.3%</b>	177
27. I feel safe in the workplace.	3.4%	2.8%	6.2%	46.9%	40.7%	<b>6.2%</b>	<b>87.6%</b>	177
28. I like the kind of work I do.	0.0%	1.1%	4.0%	31.6%	63.3%	<b>1.1%</b>	<b>94.9%</b>	177
29. My job is important.	0.0%	0.6%	2.8%	28.8%	67.8%	<b>0.6%</b>	<b>96.6%</b>	177
30. I am proud of the work I do.	0.0%	0.0%	0.6%	24.7%	74.7%	<b>0.0%</b>	<b>99.4%</b>	178
31. I feel appreciated for the work I do.	3.4%	8.9%	14.0%	29.6%	44.1%	<b>12.3%</b>	<b>73.7%</b>	179
32. I am satisfied with my job.	1.7%	5.1%	12.4%	37.1%	43.8%	<b>6.7%</b>	<b>80.9%</b>	178
33. I am satisfied with the professional development opportunities provided to me by the district.	11.6%	21.5%	22.1%	31.4%	13.4%	<b>33.1%</b>	<b>44.8%</b>	172
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	4.8%	11.4%	37.1%	37.1%	9.6%	<b>16.2%</b>	<b>46.7%</b>	167
35. I am familiar with the functions of the Classified Employees Council.	3.4%	9.1%	26.3%	48.6%	12.6%	<b>12.6%</b>	<b>61.1%</b>	175

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**

**Administrative/Secretarial Support (Human Resources only)**

<b>Question</b>	<b>Str. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>Str. Agr.</b>	<b>%Dis/SD</b>	<b>%Ag/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.0%	9.1%	9.1%	45.5%	36.4%	<b>9.1%</b>	<b>81.8%</b>	11
2. I understand my role and responsibilities as an employee of APS.	7.7%	0.0%	7.7%	23.1%	61.5%	<b>7.7%</b>	<b>84.6%</b>	13
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	7.7%	0.0%	15.4%	30.8%	46.2%	<b>7.7%</b>	<b>76.9%</b>	13
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	0.0%	7.7%	53.8%	38.5%	<b>0.0%</b>	<b>92.3%</b>	13
6. Everyone in the school community is accountable for the academic success of students.	0.0%	0.0%	7.7%	38.5%	53.8%	<b>0.0%</b>	<b>92.3%</b>	13
7. Department administrators/supervisors share information regularly with employees.	0.0%	7.7%	30.8%	53.8%	7.7%	<b>7.7%</b>	<b>61.5%</b>	13
8. Clear goals and objectives have been defined for my job.	0.0%	0.0%	7.7%	61.5%	30.8%	<b>0.0%</b>	<b>92.3%</b>	13
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	8.3%	8.3%	50.0%	33.3%	<b>8.3%</b>	<b>83.3%</b>	12
10. Decisions made in APS are based on communicated data and information.	0.0%	0.0%	36.4%	54.5%	9.1%	<b>0.0%</b>	<b>63.6%</b>	11
11. I trust the people who make decisions that affect me in the <i>district</i>.	0.0%	7.7%	38.5%	38.5%	15.4%	<b>7.7%</b>	<b>53.8%</b>	13
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	0.0%	7.7%	30.8%	38.5%	23.1%	<b>7.7%</b>	<b>61.5%</b>	13
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	7.7%	15.4%	30.8%	46.2%	<b>7.7%</b>	<b>76.9%</b>	13
14. I feel free to express my professional opinions at work.	0.0%	7.7%	15.4%	46.2%	30.8%	<b>7.7%</b>	<b>76.9%</b>	13
15. I feel valued as an employee of APS.	0.0%	0.0%	15.4%	61.5%	23.1%	<b>0.0%</b>	<b>84.6%</b>	13
16. There is a professional atmosphere for staff working in APS.	0.0%	0.0%	23.1%	53.8%	23.1%	<b>0.0%</b>	<b>76.9%</b>	13
17. I am treated with respect by my supervisor.	0.0%	7.7%	0.0%	23.1%	69.2%	<b>7.7%</b>	<b>92.3%</b>	13
18. I am treated with respect by my co-workers.	0.0%	0.0%	7.7%	38.5%	53.8%	<b>0.0%</b>	<b>92.3%</b>	13
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	8.3%	58.3%	33.3%	<b>0.0%</b>	<b>91.7%</b>	12
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	15.4%	61.5%	23.1%	<b>0.0%</b>	<b>84.6%</b>	13
21. I receive the necessary training to do high quality work.	0.0%	16.7%	16.7%	41.7%	25.0%	<b>16.7%</b>	<b>66.7%</b>	12
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	0.0%	23.1%	53.8%	23.1%	<b>0.0%</b>	<b>76.9%</b>	13
24. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	7.7%	23.1%	30.8%	38.5%	<b>7.7%</b>	<b>69.2%</b>	13
26. Employees are treated fairly and consistently at my site.	0.0%	0.0%	16.7%	50.0%	33.3%	<b>0.0%</b>	<b>83.3%</b>	12
27. I feel safe in the workplace.	0.0%	7.7%	0.0%	53.8%	38.5%	<b>7.7%</b>	<b>92.3%</b>	13
28. I like the kind of work I do.	0.0%	0.0%	7.7%	23.1%	69.2%	<b>0.0%</b>	<b>92.3%</b>	13
29. My job is important.	0.0%	0.0%	0.0%	38.5%	61.5%	<b>0.0%</b>	<b>100.0%</b>	13
30. 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
31. I feel appreciated for the work I do.	0.0%	0.0%	15.4%	38.5%	46.2%	<b>0.0%</b>	<b>84.6%</b>	13
32. I am satisfied with my job.	0.0%	0.0%	7.7%	46.2%	46.2%	<b>0.0%</b>	<b>92.3%</b>	13
33. I am satisfied with the professional development opportunities provided to me by the district.	0.0%	61.5%	15.4%	15.4%	7.7%	<b>61.5%</b>	<b>23.1%</b>	13
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	7.7%	15.4%	53.8%	23.1%	<b>7.7%</b>	<b>76.9%</b>	13
35. I am familiar with the functions of the Classified Employees Council.	0.0%	8.3%	16.7%	50.0%	25.0%	<b>8.3%</b>	<b>75.0%</b>	12

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

2/10/2012



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**

**Budget/Finance**

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	0.0%	2.9%	14.3%	54.3%	28.6%	<b>2.9%</b>	<b>82.9%</b>	35
2. I understand my role and responsibilities as an employee of APS.	0.0%	2.9%	11.4%	42.9%	42.9%	<b>2.9%</b>	<b>85.7%</b>	35
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	5.7%	20.0%	45.7%	28.6%	<b>5.7%</b>	<b>74.3%</b>	35
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	2.9%	20.0%	40.0%	37.1%	<b>2.9%</b>	<b>77.1%</b>	35
5. The district sets high and realistic expectations for students.	0.0%	14.7%	17.6%	41.2%	26.5%	<b>14.7%</b>	<b>67.6%</b>	34
6. Everyone in the school community is accountable for the academic success of students.	2.9%	8.6%	8.6%	31.4%	48.6%	<b>11.4%</b>	<b>80.0%</b>	35
7. Department administrators/supervisors share information regularly with employees.	2.9%	17.1%	22.9%	31.4%	25.7%	<b>20.0%</b>	<b>57.1%</b>	35
8. Clear goals and objectives have been defined for my job.	8.8%	5.9%	2.9%	44.1%	38.2%	<b>14.7%</b>	<b>82.4%</b>	34
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	5.7%	11.4%	31.4%	51.4%	<b>5.7%</b>	<b>82.9%</b>	35
10. Decisions made in APS are based on communicated data and information.	2.9%	14.7%	35.3%	32.4%	14.7%	<b>17.6%</b>	<b>47.1%</b>	34
11. I trust the people who make decisions that affect me in the <i>district</i>.	0.0%	15.2%	36.4%	21.2%	27.3%	<b>15.2%</b>	<b>48.5%</b>	33
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	0.0%	11.4%	28.6%	31.4%	28.6%	<b>11.4%</b>	<b>60.0%</b>	35
13. There is a spirit of teamwork and cooperation at my work site.	8.6%	11.4%	17.1%	28.6%	34.3%	<b>20.0%</b>	<b>62.9%</b>	35
14. I feel free to express my professional opinions at work.	2.9%	11.4%	20.0%	34.3%	31.4%	<b>14.3%</b>	<b>65.7%</b>	35
15. I feel valued as an employee of APS.	2.9%	2.9%	28.6%	42.9%	22.9%	<b>5.7%</b>	<b>65.7%</b>	35
16. There is a professional atmosphere for staff working in APS.	2.9%	14.3%	8.6%	51.4%	22.9%	<b>17.1%</b>	<b>74.3%</b>	35
17. I am treated with respect by my supervisor.	0.0%	2.9%	8.6%	37.1%	51.4%	<b>2.9%</b>	<b>88.6%</b>	35
18. I am treated with respect by my co-workers.	0.0%	14.7%	11.8%	32.4%	41.2%	<b>14.7%</b>	<b>73.5%</b>	34
19. My ideas and suggestions are respected by my supervisor.	0.0%	5.9%	17.6%	29.4%	47.1%	<b>5.9%</b>	<b>76.5%</b>	34
20. My ideas and suggestions are respected by my co-workers.	0.0%	8.6%	25.7%	31.4%	34.3%	<b>8.6%</b>	<b>65.7%</b>	35
21. I receive the necessary training to do high quality work.	0.0%	5.7%	20.0%	48.6%	25.7%	<b>5.7%</b>	<b>74.3%</b>	35
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	0.0%	5.9%	23.5%	41.2%	29.4%	<b>5.9%</b>	<b>70.6%</b>	34
23. I have the necessary tools I need to do high quality work efficiently.	5.9%	11.8%	5.9%	35.3%	41.2%	<b>17.6%</b>	<b>76.5%</b>	34
24. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	8.6%	8.6%	40.0%	42.9%	<b>8.6%</b>	<b>82.9%</b>	35
25. My performance evaluations are fair.	0.0%	3.2%	6.5%	48.4%	41.9%	<b>3.2%</b>	<b>90.3%</b>	31
26. Employees are treated fairly and consistently at my site.	11.4%	14.3%	14.3%	37.1%	22.9%	<b>25.7%</b>	<b>60.0%</b>	35
27. I feel safe in the workplace.	0.0%	2.9%	8.6%	51.4%	37.1%	<b>2.9%</b>	<b>88.6%</b>	35
28. I like the kind of work I do.	0.0%	2.9%	5.7%	28.6%	62.9%	<b>2.9%</b>	<b>91.4%</b>	35
29. My job is important.	0.0%	2.9%	2.9%	37.1%	57.1%	<b>2.9%</b>	<b>94.3%</b>	35
30. I am proud of the work I do.	0.0%	2.9%	2.9%	22.9%	71.4%	<b>2.9%</b>	<b>94.3%</b>	35
31. I feel appreciated for the work I do.	2.9%	2.9%	17.6%	41.2%	35.3%	<b>5.9%</b>	<b>76.5%</b>	34
32. I am satisfied with my job.	0.0%	5.7%	17.1%	31.4%	45.7%	<b>5.7%</b>	<b>77.1%</b>	35
33. I am satisfied with the professional development opportunities provided to me by the district.	5.9%	8.8%	32.4%	35.3%	17.6%	<b>14.7%</b>	<b>52.9%</b>	34
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	3.0%	45.5%	33.3%	18.2%	<b>3.0%</b>	<b>51.5%</b>	33
35. I am familiar with the functions of the Classified Employees Council.	0.0%	8.8%	17.6%	52.9%	20.6%	<b>8.8%</b>	<b>73.5%</b>	34

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

2/10/2012



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**  
Building Custodian

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	2.9%	5.9%	23.5%	61.8%	5.9%	<b>8.8%</b>	<b>67.6%</b>	34
2. I understand my role and responsibilities as an employee of APS.	0.0%	2.9%	8.6%	45.7%	42.9%	<b>2.9%</b>	<b>88.6%</b>	35
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	0.0%	20.0%	50.0%	30.0%	<b>0.0%</b>	<b>80.0%</b>	30
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	3.3%	23.3%	46.7%	26.7%	<b>3.3%</b>	<b>73.3%</b>	30
5. The district sets high and realistic expectations for students.	5.7%	17.1%	17.1%	42.9%	17.1%	<b>22.9%</b>	<b>60.0%</b>	35
6. Everyone in the school community is accountable for the academic success of students.	0.0%	5.7%	11.4%	51.4%	31.4%	<b>5.7%</b>	<b>82.9%</b>	35
7. Department administrators/supervisors share information regularly with employees.	12.1%	18.2%	18.2%	39.4%	12.1%	<b>30.3%</b>	<b>51.5%</b>	33
8. Clear goals and objectives have been defined for my job.	0.0%	11.4%	14.3%	54.3%	20.0%	<b>11.4%</b>	<b>74.3%</b>	35
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	5.9%	17.6%	17.6%	41.2%	17.6%	<b>23.5%</b>	<b>58.8%</b>	34
10. Decisions made in APS are based on communicated data and information.	8.6%	8.6%	17.1%	54.3%	11.4%	<b>17.1%</b>	<b>65.7%</b>	35
11. I trust the people who make decisions that affect me in the <i>district</i>.	14.3%	14.3%	28.6%	34.3%	8.6%	<b>28.6%</b>	<b>42.9%</b>	35
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	11.4%	11.4%	25.7%	42.9%	8.6%	<b>22.9%</b>	<b>51.4%</b>	35
13. There is a spirit of teamwork and cooperation at my work site.	5.7%	2.9%	25.7%	48.6%	17.1%	<b>8.6%</b>	<b>65.7%</b>	35
14. I feel free to express my professional opinions at work.	11.4%	8.6%	17.1%	45.7%	17.1%	<b>20.0%</b>	<b>62.9%</b>	35
15. I feel valued as an employee of APS.	11.4%	5.7%	22.9%	42.9%	17.1%	<b>17.1%</b>	<b>60.0%</b>	35
16. There is a professional atmosphere for staff working in APS.	2.9%	8.6%	31.4%	45.7%	11.4%	<b>11.4%</b>	<b>57.1%</b>	35
17. I am treated with respect by my supervisor.	5.7%	14.3%	17.1%	37.1%	25.7%	<b>20.0%</b>	<b>62.9%</b>	35
18. I am treated with respect by my co-workers.	0.0%	8.6%	11.4%	45.7%	34.3%	<b>8.6%</b>	<b>80.0%</b>	35
19. My ideas and suggestions are respected by my supervisor.	5.7%	14.3%	22.9%	37.1%	20.0%	<b>20.0%</b>	<b>57.1%</b>	35
20. My ideas and suggestions are respected by my co-workers.	0.0%	5.7%	20.0%	48.6%	25.7%	<b>5.7%</b>	<b>74.3%</b>	35
21. I receive the necessary training to do high quality work.	5.7%	11.4%	14.3%	42.9%	25.7%	<b>17.1%</b>	<b>68.6%</b>	35
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	5.9%	11.8%	32.4%	41.2%	8.8%	<b>17.6%</b>	<b>50.0%</b>	34
23. I have the necessary tools I need to do high quality work efficiently.	8.6%	5.7%	17.1%	54.3%	14.3%	<b>14.3%</b>	<b>68.6%</b>	35
24. My principal/supervisor has a clear understanding of my skills and abilities.	5.9%	8.8%	17.6%	35.3%	32.4%	<b>14.7%</b>	<b>67.6%</b>	34
25. My performance evaluations are fair.	5.7%	5.7%	22.9%	45.7%	20.0%	<b>11.4%</b>	<b>65.7%</b>	35
26. Employees are treated fairly and consistently at my site.	11.8%	8.8%	17.6%	47.1%	14.7%	<b>20.6%</b>	<b>61.8%</b>	34
27. I feel safe in the workplace.	0.0%	0.0%	26.5%	52.9%	20.6%	<b>0.0%</b>	<b>73.5%</b>	34
28. I like the kind of work I do.	0.0%	0.0%	20.0%	48.6%	31.4%	<b>0.0%</b>	<b>80.0%</b>	35
29. My job is important.	0.0%	2.9%	8.6%	48.6%	40.0%	<b>2.9%</b>	<b>88.6%</b>	35
30. I am proud of the work I do.	0.0%	0.0%	14.3%	34.3%	51.4%	<b>0.0%</b>	<b>85.7%</b>	35
31. I feel appreciated for the work I do.	5.7%	2.9%	20.0%	42.9%	28.6%	<b>8.6%</b>	<b>71.4%</b>	35
32. I am satisfied with my job.	0.0%	8.6%	20.0%	40.0%	31.4%	<b>8.6%</b>	<b>71.4%</b>	35
33. I am satisfied with the professional development opportunities provided to me by the district.	3.4%	10.3%	24.1%	44.8%	17.2%	<b>13.8%</b>	<b>62.1%</b>	29
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	6.1%	3.0%	27.3%	48.5%	15.2%	<b>9.1%</b>	<b>63.6%</b>	33
35. I am familiar with the functions of the Classified Employees Council.	0.0%	12.1%	15.2%	57.6%	15.2%	<b>12.1%</b>	<b>72.7%</b>	33

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**  
**Campus Monitor**

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	7.7%	38.5%	30.8%	15.4%	7.7%	<b>46.2%</b>	<b>23.1%</b>	13
2. I understand my role and responsibilities as an employee of APS.	7.7%	7.7%	0.0%	38.5%	46.2%	<b>15.4%</b>	<b>84.6%</b>	13
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	7.7%	15.4%	23.1%	30.8%	23.1%	<b>23.1%</b>	<b>53.8%</b>	13
4. My work is important and contributes to the success of the VISTA 2015 Plan.	7.7%	15.4%	23.1%	30.8%	23.1%	<b>23.1%</b>	<b>53.8%</b>	13
5. The district sets high and realistic expectations for students.	15.4%	38.5%	23.1%	15.4%	7.7%	<b>53.8%</b>	<b>23.1%</b>	13
6. Everyone in the school community is accountable for the academic success of students.	7.7%	23.1%	15.4%	30.8%	23.1%	<b>30.8%</b>	<b>53.8%</b>	13
7. Department administrators/supervisors share information regularly with employees.	38.5%	23.1%	0.0%	30.8%	7.7%	<b>61.5%</b>	<b>38.5%</b>	13
8. Clear goals and objectives have been defined for my job.	33.3%	8.3%	8.3%	41.7%	8.3%	<b>41.7%</b>	<b>50.0%</b>	12
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	33.3%	25.0%	16.7%	8.3%	16.7%	<b>58.3%</b>	<b>25.0%</b>	12
10. Decisions made in APS are based on communicated data and information.	23.1%	30.8%	30.8%	7.7%	7.7%	<b>53.8%</b>	<b>15.4%</b>	13
11. I trust the people who make decisions that affect me in the <i>district</i>.	50.0%	25.0%	0.0%	16.7%	8.3%	<b>75.0%</b>	<b>25.0%</b>	12
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	38.5%	23.1%	7.7%	15.4%	15.4%	<b>61.5%</b>	<b>30.8%</b>	13
13. There is a spirit of teamwork and cooperation at my work site.	38.5%	30.8%	15.4%	0.0%	15.4%	<b>69.2%</b>		13
14. I feel free to express my professional opinions at work.	23.1%	38.5%	0.0%	23.1%	15.4%	<b>61.5%</b>	<b>38.5%</b>	13
15. I feel valued as an employee of APS.	23.1%	23.1%	15.4%	38.5%	0.0%	<b>46.2%</b>		13
16. There is a professional atmosphere for staff working in APS.	15.4%	30.8%	38.5%	7.7%	7.7%	<b>46.2%</b>	<b>15.4%</b>	13
17. I am treated with respect by my supervisor.	23.1%	15.4%	15.4%	30.8%	15.4%	<b>38.5%</b>	<b>46.2%</b>	13
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	76.9%	23.1%	<b>0.0%</b>	<b>100.0%</b>	13
19. My ideas and suggestions are respected by my supervisor.	25.0%	8.3%	25.0%	25.0%	16.7%	<b>33.3%</b>	<b>41.7%</b>	12
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	25.0%	66.7%	8.3%	<b>0.0%</b>	<b>75.0%</b>	12
21. I receive the necessary training to do high quality work.	7.7%	7.7%	23.1%	61.5%	0.0%	<b>15.4%</b>		13
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	27.3%	0.0%	63.6%	9.1%	0.0%	<b>27.3%</b>		11
23. I have the necessary tools I need to do high quality work efficiently.	15.4%	7.7%	7.7%	61.5%	7.7%	<b>23.1%</b>	<b>69.2%</b>	13
24. My principal/supervisor has a clear understanding of my skills and abilities.	30.8%	15.4%	23.1%	15.4%	15.4%	<b>46.2%</b>	<b>30.8%</b>	13
25. My performance evaluations are fair.	8.3%	8.3%	33.3%	41.7%	8.3%	<b>16.7%</b>	<b>50.0%</b>	12
26. Employees are treated fairly and consistently at my site.	38.5%	30.8%	7.7%	15.4%	7.7%	<b>69.2%</b>	<b>23.1%</b>	13
27. I feel safe in the workplace.	23.1%	0.0%	7.7%	46.2%	23.1%	<b>23.1%</b>	<b>69.2%</b>	13
28. I like the kind of work I do.	7.7%	7.7%	0.0%	53.8%	30.8%	<b>15.4%</b>	<b>84.6%</b>	13
29. My job is important.	0.0%	0.0%	23.1%	38.5%	38.5%	<b>0.0%</b>	<b>76.9%</b>	13
30. I am proud of the work I do.	0.0%	0.0%	23.1%	23.1%	53.8%	<b>0.0%</b>	<b>76.9%</b>	13
31. I feel appreciated for the work I do.	30.8%	23.1%	0.0%	30.8%	15.4%	<b>53.8%</b>	<b>46.2%</b>	13
32. I am satisfied with my job.	15.4%	30.8%	23.1%	15.4%	15.4%	<b>46.2%</b>	<b>30.8%</b>	13
33. I am satisfied with the professional development opportunities provided to me by the district.	23.1%	30.8%	15.4%	30.8%	0.0%	<b>53.8%</b>		13
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	18.2%	0.0%	54.5%	18.2%	9.1%	<b>18.2%</b>	<b>27.3%</b>	11
35. I am familiar with the functions of the Classified Employees Council.	16.7%	41.7%	16.7%	25.0%	0.0%	<b>58.3%</b>		12

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**  
Early Childhood Education

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	0.0%	5.9%	13.2%	48.5%	32.4%	<b>5.9%</b>	<b>80.9%</b>	68
2. I understand my role and responsibilities as an employee of APS.	0.0%	1.5%	10.4%	40.3%	47.8%	<b>1.5%</b>	<b>88.1%</b>	67
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	4.4%	8.8%	55.9%	30.9%	<b>4.4%</b>	<b>86.8%</b>	68
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	1.5%	6.1%	43.9%	48.5%	<b>1.5%</b>	<b>92.4%</b>	66
5. The district sets high and realistic expectations for students.	0.0%	8.8%	20.6%	50.0%	20.6%	<b>8.8%</b>	<b>70.6%</b>	68
6. Everyone in the school community is accountable for the academic success of students.	1.5%	7.4%	4.4%	44.1%	42.6%	<b>8.8%</b>	<b>86.8%</b>	68
7. Department administrators/supervisors share information regularly with employees.	2.9%	10.3%	19.1%	47.1%	20.6%	<b>13.2%</b>	<b>67.6%</b>	68
8. Clear goals and objectives have been defined for my job.	1.5%	12.1%	15.2%	50.0%	21.2%	<b>13.6%</b>	<b>71.2%</b>	66
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	4.7%	10.9%	9.4%	46.9%	28.1%	<b>15.6%</b>	<b>75.0%</b>	64
10. Decisions made in APS are based on communicated data and information.	3.0%	11.9%	25.4%	46.3%	13.4%	<b>14.9%</b>	<b>59.7%</b>	67
11. I trust the people who make decisions that affect me in the <i>district</i>.	9.0%	14.9%	22.4%	41.8%	11.9%	<b>23.9%</b>	<b>53.7%</b>	67
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	6.0%	14.9%	17.9%	40.3%	20.9%	<b>20.9%</b>	<b>61.2%</b>	67
13. There is a spirit of teamwork and cooperation at my work site.	4.5%	13.4%	11.9%	41.8%	28.4%	<b>17.9%</b>	<b>70.1%</b>	67
14. I feel free to express my professional opinions at work.	6.0%	16.4%	14.9%	41.8%	20.9%	<b>22.4%</b>	<b>62.7%</b>	67
15. I feel valued as an employee of APS.	8.8%	13.2%	10.3%	50.0%	17.6%	<b>22.1%</b>	<b>67.6%</b>	68
16. There is a professional atmosphere for staff working in APS.	0.0%	11.8%	20.6%	51.5%	16.2%	<b>11.8%</b>	<b>67.6%</b>	68
17. I am treated with respect by my supervisor.	3.0%	10.4%	3.0%	43.3%	40.3%	<b>13.4%</b>	<b>83.6%</b>	67
18. I am treated with respect by my co-workers.	0.0%	5.9%	10.3%	45.6%	38.2%	<b>5.9%</b>	<b>83.8%</b>	68
19. My ideas and suggestions are respected by my supervisor.	4.5%	6.1%	16.7%	47.0%	25.8%	<b>10.6%</b>	<b>72.7%</b>	66
20. My ideas and suggestions are respected by my co-workers.	0.0%	10.4%	14.9%	49.3%	25.4%	<b>10.4%</b>	<b>74.6%</b>	67
21. I receive the necessary training to do high quality work.	6.1%	10.6%	10.6%	53.0%	19.7%	<b>16.7%</b>	<b>72.7%</b>	66
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	0.0%	6.6%	26.2%	50.8%	16.4%	<b>6.6%</b>	<b>67.2%</b>	61
23. I have the necessary tools I need to do high quality work efficiently.	2.9%	17.6%	20.6%	50.0%	8.8%	<b>20.6%</b>	<b>58.8%</b>	68
24. My principal/supervisor has a clear understanding of my skills and abilities.	4.5%	4.5%	14.9%	58.2%	17.9%	<b>9.0%</b>	<b>76.1%</b>	67
25. My performance evaluations are fair.	0.0%	6.2%	16.9%	52.3%	24.6%	<b>6.2%</b>	<b>76.9%</b>	65
26. Employees are treated fairly and consistently at my site.	6.0%	11.9%	7.5%	49.3%	25.4%	<b>17.9%</b>	<b>74.6%</b>	67
27. I feel safe in the workplace.	0.0%	6.0%	6.0%	49.3%	38.8%	<b>6.0%</b>	<b>88.1%</b>	67
28. I like the kind of work I do.	0.0%	0.0%	1.5%	33.3%	65.2%	<b>0.0%</b>	<b>98.5%</b>	66
29. My job is important.	0.0%	0.0%	0.0%	26.9%	73.1%	<b>0.0%</b>	<b>100.0%</b>	67
30. I am proud of the work I do.	0.0%	0.0%	0.0%	25.4%	74.6%	<b>0.0%</b>	<b>100.0%</b>	67
31. I feel appreciated for the work I do.	6.0%	13.4%	9.0%	38.8%	32.8%	<b>19.4%</b>	<b>71.6%</b>	67
32. I am satisfied with my job.	1.5%	10.4%	7.5%	58.2%	22.4%	<b>11.9%</b>	<b>80.6%</b>	67
33. I am satisfied with the professional development opportunities provided to me by the district.	4.4%	17.6%	10.3%	48.5%	19.1%	<b>22.1%</b>	<b>67.6%</b>	68
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	1.7%	5.1%	39.0%	40.7%	13.6%	<b>6.8%</b>	<b>54.2%</b>	59
35. I am familiar with the functions of the Classified Employees Council.	1.6%	19.7%	37.7%	36.1%	4.9%	<b>21.3%</b>	<b>41.0%</b>	61

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.





**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**  
**Information Technology**

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	22.7%	13.6%	4.5%	45.5%	13.6%	<b>36.4%</b>	<b>59.1%</b>	22
2. I understand my role and responsibilities as an employee of APS.	13.0%	13.0%	8.7%	17.4%	47.8%	<b>26.1%</b>	<b>65.2%</b>	23
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	17.4%	8.7%	4.3%	39.1%	30.4%	<b>26.1%</b>	<b>69.6%</b>	23
4. My work is important and contributes to the success of the VISTA 2015 Plan.	8.7%	13.0%	13.0%	21.7%	43.5%	<b>21.7%</b>	<b>65.2%</b>	23
5. The district sets high and realistic expectations for students.	23.8%	23.8%	14.3%	23.8%	14.3%	<b>47.6%</b>	<b>38.1%</b>	21
6. Everyone in the school community is accountable for the academic success of students.	17.4%	17.4%	4.3%	21.7%	39.1%	<b>34.8%</b>	<b>60.9%</b>	23
7. Department administrators/supervisors share information regularly with employees.	26.1%	13.0%	13.0%	21.7%	26.1%	<b>39.1%</b>	<b>47.8%</b>	23
8. Clear goals and objectives have been defined for my job.	17.4%	26.1%	4.3%	39.1%	13.0%	<b>43.5%</b>	<b>52.2%</b>	23
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	26.1%	8.7%	13.0%	13.0%	39.1%	<b>34.8%</b>	<b>52.2%</b>	23
10. Decisions made in APS are based on communicated data and information.	26.1%	21.7%	17.4%	30.4%	4.3%	<b>47.8%</b>	<b>34.8%</b>	23
11. I trust the people who make decisions that affect me in the <i>district</i>.	36.4%	13.6%	22.7%	22.7%	4.5%	<b>50.0%</b>	<b>27.3%</b>	22
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	27.3%	9.1%	9.1%	27.3%	27.3%	<b>36.4%</b>	<b>54.5%</b>	22
13. There is a spirit of teamwork and cooperation at my work site.	21.7%	21.7%	4.3%	43.5%	8.7%	<b>43.5%</b>	<b>52.2%</b>	23
14. I feel free to express my professional opinions at work.	26.1%	17.4%	0.0%	34.8%	21.7%	<b>43.5%</b>	<b>56.5%</b>	23
15. I feel valued as an employee of APS.	26.1%	13.0%	8.7%	30.4%	21.7%	<b>39.1%</b>	<b>52.2%</b>	23
16. There is a professional atmosphere for staff working in APS.	21.7%	8.7%	8.7%	47.8%	13.0%	<b>30.4%</b>	<b>60.9%</b>	23
17. I am treated with respect by my supervisor.	17.4%	13.0%	8.7%	17.4%	43.5%	<b>30.4%</b>	<b>60.9%</b>	23
18. I am treated with respect by my co-workers.	0.0%	8.7%	17.4%	43.5%	30.4%	<b>8.7%</b>	<b>73.9%</b>	23
19. My ideas and suggestions are respected by my supervisor.	21.7%	13.0%	4.3%	26.1%	34.8%	<b>34.8%</b>	<b>60.9%</b>	23
20. My ideas and suggestions are respected by my co-workers.	0.0%	8.7%	26.1%	47.8%	17.4%	<b>8.7%</b>	<b>65.2%</b>	23
21. I receive the necessary training to do high quality work.	30.4%	13.0%	8.7%	43.5%	4.3%	<b>43.5%</b>	<b>47.8%</b>	23
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	10.0%	20.0%	25.0%	25.0%	20.0%	<b>30.0%</b>	<b>45.0%</b>	20
23. I have the necessary tools I need to do high quality work efficiently.	21.7%	13.0%	13.0%	30.4%	21.7%	<b>34.8%</b>	<b>52.2%</b>	23
24. My principal/supervisor has a clear understanding of my skills and abilities.	13.6%	18.2%	0.0%	40.9%	27.3%	<b>31.8%</b>	<b>68.2%</b>	22
25. My performance evaluations are fair.	15.0%	15.0%	15.0%	25.0%	30.0%	<b>30.0%</b>	<b>55.0%</b>	20
26. Employees are treated fairly and consistently at my site.	26.1%	17.4%	4.3%	30.4%	21.7%	<b>43.5%</b>	<b>52.2%</b>	23
27. I feel safe in the workplace.	13.0%	21.7%	0.0%	39.1%	26.1%	<b>34.8%</b>	<b>65.2%</b>	23
28. I like the kind of work I do.	4.3%	8.7%	8.7%	34.8%	43.5%	<b>13.0%</b>	<b>78.3%</b>	23
29. My job is important.	4.3%	8.7%	13.0%	13.0%	60.9%	<b>13.0%</b>	<b>73.9%</b>	23
30. I am proud of the work I do.	4.3%	8.7%	4.3%	17.4%	65.2%	<b>13.0%</b>	<b>82.6%</b>	23
31. I feel appreciated for the work I do.	26.1%	21.7%	4.3%	17.4%	30.4%	<b>47.8%</b>	<b>47.8%</b>	23
32. I am satisfied with my job.	17.4%	13.0%	8.7%	30.4%	30.4%	<b>30.4%</b>	<b>60.9%</b>	23
33. I am satisfied with the professional development opportunities provided to me by the district.	40.9%	9.1%	18.2%	18.2%	13.6%	<b>50.0%</b>	<b>31.8%</b>	22
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	14.3%	19.0%	28.6%	28.6%	9.5%	<b>33.3%</b>	<b>38.1%</b>	21
35. I am familiar with the functions of the Classified Employees Council.	5.0%	15.0%	25.0%	45.0%	10.0%	<b>20.0%</b>	<b>55.0%</b>	20

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**  
**Maintenance Operations**

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	5.2%	6.9%	25.9%	41.4%	20.7%	<b>12.1%</b>	<b>62.1%</b>	58
2. I understand my role and responsibilities as an employee of APS.	1.6%	3.1%	6.3%	43.8%	45.3%	<b>4.7%</b>	<b>89.1%</b>	64
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	1.7%	6.8%	25.4%	40.7%	25.4%	<b>8.5%</b>	<b>66.1%</b>	59
4. My work is important and contributes to the success of the VISTA 2015 Plan.	3.3%	1.7%	21.7%	43.3%	30.0%	<b>5.0%</b>	<b>73.3%</b>	60
5. The district sets high and realistic expectations for students.	7.0%	10.5%	29.8%	45.6%	7.0%	<b>17.5%</b>	<b>52.6%</b>	57
6. Everyone in the school community is accountable for the academic success of students.	1.6%	13.1%	16.4%	42.6%	26.2%	<b>14.8%</b>	<b>68.9%</b>	61
7. Department administrators/supervisors share information regularly with employees.	9.4%	15.6%	23.4%	39.1%	12.5%	<b>25.0%</b>	<b>51.6%</b>	64
8. Clear goals and objectives have been defined for my job.	4.6%	10.8%	9.2%	50.8%	24.6%	<b>15.4%</b>	<b>75.4%</b>	65
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	6.2%	9.2%	21.5%	43.1%	20.0%	<b>15.4%</b>	<b>63.1%</b>	65
10. Decisions made in APS are based on communicated data and information.	7.9%	15.9%	27.0%	44.4%	4.8%	<b>23.8%</b>	<b>49.2%</b>	63
11. I trust the people who make decisions that affect me in the <i>district</i>.	4.7%	21.9%	37.5%	26.6%	9.4%	<b>26.6%</b>	<b>35.9%</b>	64
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	4.8%	16.1%	32.3%	27.4%	19.4%	<b>21.0%</b>	<b>46.8%</b>	62
13. There is a spirit of teamwork and cooperation at my work site.	7.9%	11.1%	19.0%	34.9%	27.0%	<b>19.0%</b>	<b>61.9%</b>	63
14. I feel free to express my professional opinions at work.	7.8%	14.1%	14.1%	43.8%	20.3%	<b>21.9%</b>	<b>64.1%</b>	64
15. I feel valued as an employee of APS.	4.7%	12.5%	20.3%	40.6%	21.9%	<b>17.2%</b>	<b>62.5%</b>	64
16. There is a professional atmosphere for staff working in APS.	6.2%	9.2%	26.2%	43.1%	15.4%	<b>15.4%</b>	<b>58.5%</b>	65
17. I am treated with respect by my supervisor.	4.6%	7.7%	18.5%	32.3%	36.9%	<b>12.3%</b>	<b>69.2%</b>	65
18. I am treated with respect by my co-workers.	1.5%	9.2%	16.9%	47.7%	24.6%	<b>10.8%</b>	<b>72.3%</b>	65
19. My ideas and suggestions are respected by my supervisor.	6.2%	7.7%	16.9%	44.6%	24.6%	<b>13.8%</b>	<b>69.2%</b>	65
20. My ideas and suggestions are respected by my co-workers.	1.5%	10.8%	15.4%	49.2%	23.1%	<b>12.3%</b>	<b>72.3%</b>	65
21. I receive the necessary training to do high quality work.	6.3%	9.4%	23.4%	45.3%	15.6%	<b>15.6%</b>	<b>60.9%</b>	64
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	5.2%	3.4%	51.7%	31.0%	8.6%	<b>8.6%</b>	<b>39.7%</b>	58
23. I have the necessary tools I need to do high quality work efficiently.	1.6%	14.1%	9.4%	53.1%	21.9%	<b>15.6%</b>	<b>75.0%</b>	64
24. My principal/supervisor has a clear understanding of my skills and abilities.	4.7%	7.8%	9.4%	46.9%	31.3%	<b>12.5%</b>	<b>78.1%</b>	64
25. My performance evaluations are fair.	6.3%	3.2%	19.0%	38.1%	33.3%	<b>9.5%</b>	<b>71.4%</b>	63
26. Employees are treated fairly and consistently at my site.	13.8%	10.8%	29.2%	29.2%	16.9%	<b>24.6%</b>	<b>46.2%</b>	65
27. I feel safe in the workplace.	1.6%	6.3%	10.9%	50.0%	31.3%	<b>7.8%</b>	<b>81.3%</b>	64
28. I like the kind of work I do.	3.1%	1.6%	7.8%	37.5%	50.0%	<b>4.7%</b>	<b>87.5%</b>	64
29. My job is important.	3.1%	0.0%	9.2%	38.5%	49.2%	<b>3.1%</b>	<b>87.7%</b>	65
30. I am proud of the work I do.	1.5%	1.5%	1.5%	36.9%	58.5%	<b>3.1%</b>	<b>95.4%</b>	65
31. I feel appreciated for the work I do.	4.6%	10.8%	13.8%	47.7%	23.1%	<b>15.4%</b>	<b>70.8%</b>	65
32. I am satisfied with my job.	4.6%	4.6%	7.7%	49.2%	33.8%	<b>9.2%</b>	<b>83.1%</b>	65
33. I am satisfied with the professional development opportunities provided to me by the district.	8.1%	11.3%	16.1%	46.8%	17.7%	<b>19.4%</b>	<b>64.5%</b>	62
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	9.7%	9.7%	38.7%	37.1%	4.8%	<b>19.4%</b>	<b>41.9%</b>	62
35. I am familiar with the functions of the Classified Employees Council.	5.0%	18.3%	41.7%	31.7%	3.3%	<b>23.3%</b>	<b>35.0%</b>	60

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**

**Nutrition Services**

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	1.4%	4.2%	23.9%	60.6%	9.9%	<b>5.6%</b>	<b>70.4%</b>	71
2. I understand my role and responsibilities as an employee of APS.	0.0%	1.3%	2.6%	57.1%	39.0%	<b>1.3%</b>	<b>96.1%</b>	77
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	8.3%	19.4%	50.0%	22.2%	<b>8.3%</b>	<b>72.2%</b>	72
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	5.6%	14.1%	52.1%	28.2%	<b>5.6%</b>	<b>80.3%</b>	71
5. The district sets high and realistic expectations for students.	4.1%	4.1%	20.3%	56.8%	14.9%	<b>8.1%</b>	<b>71.6%</b>	74
6. Everyone in the school community is accountable for the academic success of students.	0.0%	9.6%	2.7%	56.2%	31.5%	<b>9.6%</b>	<b>87.7%</b>	73
7. Department administrators/supervisors share information regularly with employees.	7.9%	13.2%	23.7%	43.4%	11.8%	<b>21.1%</b>	<b>55.3%</b>	76
8. Clear goals and objectives have been defined for my job.	5.3%	2.6%	7.9%	57.9%	26.3%	<b>7.9%</b>	<b>84.2%</b>	76
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	9.1%	6.5%	11.7%	48.1%	24.7%	<b>15.6%</b>	<b>72.7%</b>	77
10. Decisions made in APS are based on communicated data and information.	2.8%	9.9%	29.6%	42.3%	15.5%	<b>12.7%</b>	<b>57.7%</b>	71
11. I trust the people who make decisions that affect me in the <i>district</i>.	6.8%	14.9%	33.8%	33.8%	10.8%	<b>21.6%</b>	<b>44.6%</b>	74
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	8.2%	11.0%	28.8%	39.7%	12.3%	<b>19.2%</b>	<b>52.1%</b>	73
13. There is a spirit of teamwork and cooperation at my work site.	5.3%	5.3%	18.7%	44.0%	26.7%	<b>10.7%</b>	<b>70.7%</b>	75
14. I feel free to express my professional opinions at work.	5.5%	12.3%	19.2%	52.1%	11.0%	<b>17.8%</b>	<b>63.0%</b>	73
15. I feel valued as an employee of APS.	4.1%	17.6%	21.6%	40.5%	16.2%	<b>21.6%</b>	<b>56.8%</b>	74
16. There is a professional atmosphere for staff working in APS.	1.4%	10.8%	21.6%	54.1%	12.2%	<b>12.2%</b>	<b>66.2%</b>	74
17. I am treated with respect by my supervisor.	6.7%	6.7%	10.7%	52.0%	24.0%	<b>13.3%</b>	<b>76.0%</b>	75
18. I am treated with respect by my co-workers.	0.0%	1.3%	9.3%	68.0%	21.3%	<b>1.3%</b>	<b>89.3%</b>	75
19. My ideas and suggestions are respected by my supervisor.	8.5%	7.0%	14.1%	49.3%	21.1%	<b>15.5%</b>	<b>70.4%</b>	71
20. My ideas and suggestions are respected by my co-workers.	0.0%	6.8%	14.9%	59.5%	18.9%	<b>6.8%</b>	<b>78.4%</b>	74
21. I receive the necessary training to do high quality work.	0.0%	8.2%	9.6%	60.3%	21.9%	<b>8.2%</b>	<b>82.2%</b>	73
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	1.4%	11.1%	30.6%	40.3%	16.7%	<b>12.5%</b>	<b>56.9%</b>	72
23. I have the necessary tools I need to do high quality work efficiently.	1.4%	2.7%	14.9%	63.5%	17.6%	<b>4.1%</b>	<b>81.1%</b>	74
24. My principal/supervisor has a clear understanding of my skills and abilities.	2.7%	14.7%	16.0%	49.3%	17.3%	<b>17.3%</b>	<b>66.7%</b>	75
25. My performance evaluations are fair.	0.0%	8.1%	17.6%	52.7%	21.6%	<b>8.1%</b>	<b>74.3%</b>	74
26. Employees are treated fairly and consistently at my site.	4.0%	14.7%	12.0%	48.0%	21.3%	<b>18.7%</b>	<b>69.3%</b>	75
27. I feel safe in the workplace.	0.0%	2.7%	18.7%	49.3%	29.3%	<b>2.7%</b>	<b>78.7%</b>	75
28. I like the kind of work I do.	0.0%	5.3%	6.7%	52.0%	36.0%	<b>5.3%</b>	<b>88.0%</b>	75
29. My job is important.	0.0%	2.7%	2.7%	48.0%	46.7%	<b>2.7%</b>	<b>94.7%</b>	75
30. I am proud of the work I do.	0.0%	1.3%	2.7%	46.7%	49.3%	<b>1.3%</b>	<b>96.0%</b>	75
31. I feel appreciated for the work I do.	10.5%	15.8%	11.8%	40.8%	21.1%	<b>26.3%</b>	<b>61.8%</b>	76
32. I am satisfied with my job.	1.4%	4.1%	17.8%	46.6%	30.1%	<b>5.5%</b>	<b>76.7%</b>	73
33. I am satisfied with the professional development opportunities provided to me by the district.	2.8%	6.9%	29.2%	48.6%	12.5%	<b>9.7%</b>	<b>61.1%</b>	72
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	8.2%	37.0%	43.8%	11.0%	<b>8.2%</b>	<b>54.8%</b>	73
35. I am familiar with the functions of the Classified Employees Council.	2.9%	17.4%	27.5%	43.5%	8.7%	<b>20.3%</b>	<b>52.2%</b>	69

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**

**Paraeducators/Educational Assistant/Related Positions**

<b>Question</b>	<b>Str. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>Str. Agr.</b>	<b>%Dis/SD</b>	<b>%Ag/SA</b>	<b>Total</b>
1. APS has set a clear direction for improving student achievement.	0.8%	5.2%	22.1%	55.5%	16.3%	<b>6.1%</b>	<b>71.8%</b>	362
2. I understand my role and responsibilities as an employee of APS.	1.1%	1.6%	6.3%	41.2%	49.7%	<b>2.7%</b>	<b>90.9%</b>	364
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.6%	6.7%	19.8%	48.0%	24.9%	<b>7.3%</b>	<b>72.9%</b>	358
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.3%	3.9%	17.9%	43.6%	34.4%	<b>4.2%</b>	<b>77.9%</b>	358
5. The district sets high and realistic expectations for students.	2.5%	15.2%	21.3%	44.8%	16.3%	<b>17.7%</b>	<b>61.0%</b>	362
6. Everyone in the school community is accountable for the academic success of students.	0.6%	6.4%	12.7%	43.9%	36.5%	<b>6.9%</b>	<b>80.4%</b>	362
7. Department administrators/supervisors share information regularly with employees.	7.4%	16.9%	19.1%	40.4%	16.1%	<b>24.3%</b>	<b>56.6%</b>	366
8. Clear goals and objectives have been defined for my job.	3.8%	9.1%	15.9%	45.6%	25.5%	<b>12.9%</b>	<b>71.2%</b>	364
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	5.8%	12.2%	15.5%	39.2%	27.3%	<b>18.0%</b>	<b>66.6%</b>	362
10. Decisions made in APS are based on communicated data and information.	2.0%	11.0%	34.7%	43.8%	8.5%	<b>13.0%</b>	<b>52.3%</b>	354
11. I trust the people who make decisions that affect me in the <i>district</i>.	6.1%	14.0%	34.7%	38.6%	6.6%	<b>20.1%</b>	<b>45.2%</b>	363
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	5.8%	12.1%	21.4%	42.6%	18.1%	<b>17.9%</b>	<b>60.7%</b>	364
13. There is a spirit of teamwork and cooperation at my work site.	8.5%	12.9%	16.7%	34.8%	27.1%	<b>21.4%</b>	<b>61.9%</b>	365
14. I feel free to express my professional opinions at work.	8.3%	14.1%	18.2%	37.8%	21.5%	<b>22.4%</b>	<b>59.4%</b>	362
15. I feel valued as an employee of APS.	6.4%	14.1%	17.7%	41.4%	20.4%	<b>20.4%</b>	<b>61.9%</b>	362
16. There is a professional atmosphere for staff working in APS.	4.1%	8.0%	21.2%	46.4%	20.3%	<b>12.1%</b>	<b>66.8%</b>	364
17. I am treated with respect by my supervisor.	4.1%	5.5%	9.7%	37.8%	42.8%	<b>9.7%</b>	<b>80.7%</b>	362
18. I am treated with respect by my co-workers.	2.8%	4.4%	11.8%	43.8%	37.2%	<b>7.2%</b>	<b>81.0%</b>	363
19. My ideas and suggestions are respected by my supervisor.	3.4%	8.1%	16.9%	41.0%	30.6%	<b>11.5%</b>	<b>71.6%</b>	356
20. My ideas and suggestions are respected by my co-workers.	2.5%	3.6%	23.0%	44.0%	27.0%	<b>6.0%</b>	<b>71.0%</b>	366
21. I receive the necessary training to do high quality work.	4.7%	10.5%	17.7%	45.3%	21.8%	<b>15.2%</b>	<b>67.1%</b>	362
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	4.6%	9.2%	40.0%	33.2%	12.9%	<b>13.8%</b>	<b>46.2%</b>	325
23. I have the necessary tools I need to do high quality work efficiently.	3.6%	9.9%	16.3%	50.0%	20.2%	<b>13.5%</b>	<b>70.2%</b>	362
24. My principal/supervisor has a clear understanding of my skills and abilities.	5.6%	9.5%	11.7%	44.4%	28.8%	<b>15.1%</b>	<b>73.2%</b>	358
25. My performance evaluations are fair.	2.1%	5.4%	14.9%	48.1%	29.6%	<b>7.5%</b>	<b>77.6%</b>	335
26. Employees are treated fairly and consistently at my site.	8.5%	11.3%	22.0%	36.8%	21.4%	<b>19.8%</b>	<b>58.2%</b>	364
27. I feel safe in the workplace.	3.3%	3.8%	11.2%	51.1%	30.6%	<b>7.1%</b>	<b>81.7%</b>	366
28. I like the kind of work I do.	0.5%	0.3%	5.8%	28.6%	64.8%	<b>0.8%</b>	<b>93.4%</b>	364
29. My job is important.	0.3%	0.8%	2.2%	28.2%	68.5%	<b>1.1%</b>	<b>96.7%</b>	365
30. I am proud of the work I do.	0.0%	1.1%	1.7%	21.5%	75.8%	<b>1.1%</b>	<b>97.2%</b>	363
31. I feel appreciated for the work I do.	3.3%	9.9%	13.2%	36.6%	36.9%	<b>13.2%</b>	<b>73.6%</b>	363
32. I am satisfied with my job.	2.2%	3.6%	12.1%	41.9%	40.2%	<b>5.8%</b>	<b>82.1%</b>	363
33. I am satisfied with the professional development opportunities provided to me by the district.	7.2%	13.3%	24.6%	39.6%	15.3%	<b>20.5%</b>	<b>54.9%</b>	346
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.9%	7.2%	49.1%	36.3%	6.6%	<b>8.1%</b>	<b>42.8%</b>	320
35. I am familiar with the functions of the Classified Employees Council.	4.1%	17.7%	41.2%	32.2%	4.9%	<b>21.7%</b>	<b>37.1%</b>	345

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2011-2012)**

**Transportation**

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1. APS has set a clear direction for improving student achievement.	3.7%	3.7%	42.0%	40.7%	9.9%	<b>7.4%</b>	<b>50.6%</b>	81
2. I understand my role and responsibilities as an employee of APS.	3.4%	1.1%	6.9%	52.9%	35.6%	<b>4.6%</b>	<b>88.5%</b>	87
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	6.3%	6.3%	22.5%	53.8%	11.3%	<b>12.5%</b>	<b>65.0%</b>	80
4. My work is important and contributes to the success of the VISTA 2015 Plan.	1.3%	0.0%	23.1%	53.8%	21.8%	<b>1.3%</b>	<b>75.6%</b>	78
5. The district sets high and realistic expectations for students.	6.3%	10.1%	24.1%	43.0%	16.5%	<b>16.5%</b>	<b>59.5%</b>	79
6. Everyone in the school community is accountable for the academic success of students.	0.0%	6.3%	17.5%	53.8%	22.5%	<b>6.3%</b>	<b>76.3%</b>	80
7. Department administrators/supervisors share information regularly with employees.	30.2%	26.7%	16.3%	22.1%	4.7%	<b>57.0%</b>	<b>26.7%</b>	86
8. Clear goals and objectives have been defined for my job.	16.7%	16.7%	16.7%	36.9%	13.1%	<b>33.3%</b>	<b>50.0%</b>	84
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	29.1%	17.4%	20.9%	23.3%	9.3%	<b>46.5%</b>	<b>32.6%</b>	86
10. Decisions made in APS are based on communicated data and information.	18.5%	23.5%	21.0%	30.9%	6.2%	<b>42.0%</b>	<b>37.0%</b>	81
11. I trust the people who make decisions that affect me in the <i>district</i>.	29.4%	22.4%	20.0%	24.7%	3.5%	<b>51.8%</b>	<b>28.2%</b>	85
12. I trust the people who make decisions that affect me in my <i>school/department</i>.	25.3%	27.7%	22.9%	19.3%	4.8%	<b>53.0%</b>	<b>24.1%</b>	83
13. There is a spirit of teamwork and cooperation at my work site.	29.9%	26.4%	9.2%	27.6%	6.9%	<b>56.3%</b>	<b>34.5%</b>	87
14. I feel free to express my professional opinions at work.	23.3%	23.3%	23.3%	20.9%	9.3%	<b>46.5%</b>	<b>30.2%</b>	86
15. I feel valued as an employee of APS.	19.8%	18.6%	24.4%	29.1%	8.1%	<b>38.4%</b>	<b>37.2%</b>	86
16. There is a professional atmosphere for staff working in APS.	22.9%	19.3%	24.1%	26.5%	7.2%	<b>42.2%</b>	<b>33.7%</b>	83
17. I am treated with respect by my supervisor.	21.2%	5.9%	24.7%	34.1%	14.1%	<b>27.1%</b>	<b>48.2%</b>	85
18. I am treated with respect by my co-workers.	1.2%	2.3%	18.6%	53.5%	24.4%	<b>3.5%</b>	<b>77.9%</b>	86
19. My ideas and suggestions are respected by my supervisor.	22.9%	12.0%	27.7%	28.9%	8.4%	<b>34.9%</b>	<b>37.3%</b>	83
20. My ideas and suggestions are respected by my co-workers.	2.4%	4.8%	22.9%	49.4%	20.5%	<b>7.2%</b>	<b>69.9%</b>	83
21. I receive the necessary training to do high quality work.	3.5%	9.4%	11.8%	42.4%	32.9%	<b>12.9%</b>	<b>75.3%</b>	85
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	19.0%	13.9%	39.2%	24.1%	3.8%	<b>32.9%</b>	<b>27.8%</b>	79
23. I have the necessary tools I need to do high quality work efficiently.	7.1%	10.6%	20.0%	49.4%	12.9%	<b>17.6%</b>	<b>62.4%</b>	85
24. My principal/supervisor has a clear understanding of my skills and abilities.	20.7%	12.2%	23.2%	29.3%	14.6%	<b>32.9%</b>	<b>43.9%</b>	82
25. My performance evaluations are fair.	2.6%	2.6%	32.1%	47.4%	15.4%	<b>5.1%</b>	<b>62.8%</b>	78
26. Employees are treated fairly and consistently at my site.	33.7%	15.1%	25.6%	19.8%	5.8%	<b>48.8%</b>	<b>25.6%</b>	86
27. I feel safe in the workplace.	9.3%	7.0%	19.8%	45.3%	18.6%	<b>16.3%</b>	<b>64.0%</b>	86
28. I like the kind of work I do.	1.2%	1.2%	9.3%	40.7%	47.7%	<b>2.3%</b>	<b>88.4%</b>	86
29. My job is important.	0.0%	0.0%	4.7%	43.0%	52.3%	<b>0.0%</b>	<b>95.3%</b>	86
30. I am proud of the work I do.	0.0%	0.0%	3.5%	39.5%	57.0%	<b>0.0%</b>	<b>96.5%</b>	86
31. I feel appreciated for the work I do.	19.5%	20.7%	17.2%	32.2%	10.3%	<b>40.2%</b>	<b>42.5%</b>	87
32. I am satisfied with my job.	6.9%	16.1%	19.5%	40.2%	17.2%	<b>23.0%</b>	<b>57.5%</b>	87
33. I am satisfied with the professional development opportunities provided to me by the district.	14.3%	11.9%	33.3%	33.3%	7.1%	<b>26.2%</b>	<b>40.5%</b>	84
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	7.2%	8.4%	54.2%	27.7%	2.4%	<b>15.7%</b>	<b>30.1%</b>	83
35. I am familiar with the functions of the Classified Employees Council.	4.8%	20.2%	41.7%	31.0%	2.4%	<b>25.0%</b>	<b>33.3%</b>	84

Note. Total respondents = 1005. All responses of "not applicable" are omitted from this analysis. #36: I believe the mentoring program is beneficial for students is not presented due to different scoring scale.

2/10/2012