



## **Division of Accountability & Research**

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### **Administrative & Professional Technical Staff Climate Survey Executive Summary February 2013**

Research has shown that the professional climate of an organization influences its outcomes. Climate can be defined as behaviors within a workplace or learning environment that can influence whether an individual feels personally safe, listened to, valued, treated fairly, and with respect. In order to evaluate the professional climate in the Aurora Public Schools as perceived by employees, the sixth annual Administrative & Professional-Technical staff survey was administered in January of 2013.

#### **Survey Development**

The Administrative & Professional-Technical staff survey was first administered during the spring of 2008. The items were developed with input from the School Executives Association (SEA), staff focus groups, district leadership, and the Division of Accountability and Research. The items were designed to reflect attitudes related to clarity of vision, communication, morale, program support, trust, and work conditions. Item revisions, primarily rewording of question stems, that were made in 2013 included:

Item 12, the question stem was reworded from:

- “*District* professional learning has provided me with strategies that I have incorporated into my work.”
- “*District* professional learning I have participated in has provided me with strategies that I have incorporated into my work.”

Item 24, the question stem was reworded from:

- “My performance evaluations are fair.”
- “The performance evaluation process is fair at my site.”

For items 28-34 the question stems were reworded to remove the word “building”, such that the stems read “effectively supports administrators” instead of “effectively supports building administrators”.

No new questions were added to the survey for 2013.

#### **Survey Participants**

The Administrative & Professional-Technical staff climate survey was provided to all staff via the use of an on-line survey tool in January 2013. A total of 206 surveys were

completed which represented 75% of the 273 administrative & professional -technical staff in the district. The total percentage of staff responding to the survey since its inception in 2008 can be found in table 1.

**Table 1. Admin-PT Survey: Historical Percent Response Rates**

Job Classification	Total	2008	2009	2010	2011	2012	2013	6-Yr Ch.
Overall	206	97%	100%	100%	100%	96%	75%	-22.0%

**Note.** Total reflects number of survey responses in 2013.

The number of staff responding to the survey this year decreased from the three previous years but still reflect the highest response rate of any of the district’s staff surveys. The majority of the respondents (47.7%) selected “Professional/Technical” as their job classification and 21.6% selected “Principal”. There were 7 participants who did not select a specific job classification. Most respondents reported that they had been employed by the district from 11 to 20 years (see table 2).

**Table 2. Length of Service within APS**

Length of Service	Percent	Count
First Year	11.0%	22
2-3 Years	13.5%	27
4-6 Years	18.0%	36
7-10 Years	18.5%	37
11-20 Years	23.0%	46
20+ Years	16.0%	32

**Note.** 6 participants failed to identify the number of years they had been employed by the district.

### Survey Results: Overall

The survey items have been examined based on overall and item specific responses. The items have remained relatively consistent between years allowing us to perform a simple longitudinal examination of overall results. All items are aligned, so agreement indicates favorable outcomes. Table 3 illustrates the overall agreement rates for the past two years.

**Table 3. Overall Survey Agreement Rates**

% Disagree/Strongly Disagree			Neutral %		% Agree/Strongly Agree		
2012	2013	Change	2012	2013	2012	2013	Change
19.5%	19.7%	+0.2%	17.5%	17.7%	63.0%	62.6%	-0.4%

The table above indicates that overall district agreement rates declined between the 2012 and 2013 (-0.4%). This change is not considered significant using an effect size model.

## **Survey Results: Individual Items**

Overall, 21 of 34 items (62%) exceeded a 60% agreement rate which was a decrease over the previous year percentage of 71%. Of the nine items with agreement rates less than 50%, four of the items were grouped into the trust category and two items were grouped into the communication category. The three remaining items with less than 50% agreement were in the category of program support.

The highest agreement rates were associated with items concerning the long term vision of APS and knowing how work relates to VISTA 2015. Staff also rated their work conditions fairly high with agreement rates greater than 70% in four of five items in this category. High agreement rates in both these categories indicate that most staff understand the vision and direction of APS and believe they work in safe, professional, and cooperative work-sites. All agreement and change rates by item and category for the 2012 survey are presented in Table 4.

## **Conclusions**

- Although the response rate for this year's survey had decreased from the previous year, the Administrative & Professional-Technical Staff survey continues to have the highest response rate of all three staff surveys (approximately 75%). Approximately 58% of the respondents have been employed within APS for more than seven years.
- The overall majority of Administrative and Professional staff continue to express a relatively high level of satisfaction concerning staff climate with the current year agreement rate at 62.6%.
- This trend is further demonstrated by the fact that approximately 60% of the survey items earned agreement rates exceeding 60% indicating high Admin/PT staff satisfaction.
- Areas of strength are related to clarity of vision and work conditions while areas of concern continue to be related to trust and communication.

**Table 4. Item Agreement Rates with Between-Year Change by Category**

Item	Ag./SA	1-Yr Change	6-Yr Change
<b><u>Clarity of Vision</u></b>			
1. I understand the long-term vision of APS.	85.0%	1.1%	-6.5%
2. I know how my work relates to the districts goals/priorities as stated in VISTA 2015.	82.5%	-0.1%	-5.5%
3. I believe APS has set a clear direction for improving student achievement.	57.1%	-7.1%	-20.9%**
<b><u>Communication</u></b>			
4. Administrators/supervisors share the information I need to perform my job.	66.5%	-0.6%	-5.3%
5. I am encouraged to provide suggestions on ways to improve programs*	63.5%	1.7%	-3.9%
6. I feel safe in stating my opinions about APS programs*	47.8%	-1.6%	-9.0%
7. I feel safe in stating my opinions about issues facing APS*	48.0%	1.2%	-11.9%
<b><u>Trust</u></b>			
8. I trust the people who make district decisions that affect me.	41.5%	-9.6%	-10.7%
9. I am given the opportunities to influence the decisions made by the district.	43.8%	-3.6%	-----
10. I am able to influence the decisions that are made by the district.	31.2%	-3.5%	-6.3%
11. There is an atmosphere of trust and mutual respect within APS	36.6%	-5.6%	-10.5%
<b><u>Morale</u></b>			
12. District professional development has provided me with strategies for my work*	54.5%	10.6%	-3.2%
13. I believe decisions made in APS are based on adequate student data*	59.8%	-2.5%	-5.4%
14. I would encourage someone to work for APS	65.4%	1.6%	-11.7%**
15. There is a positive relationship between my association and the district*	56.2%	-4.7%	14.8%**
16. I understand the roles and responsibilities of the APS Board of Education	77.6%	-0.4%	-----
17. I feel empowered to help solve problems.	65.7%	4.5%	0.6%
21. I feel appreciated for the work that I do.	65.3%	0.5%	-0.8%
37. There is an atmosphere of trust and mutual respect between principals in APS*	77.3%	7.3%	-----
<b><u>Work Conditions</u></b>			
18. My principal/supervisor has a clear understanding of the challenges I face.	69.5%	6.1%	-8.2%
19. Staff work in a site environment that is safe.	82.6%	-3.2%	-1.3%
22. There is a spirit of teamwork and cooperation at my site.	71.9%	1.1%	-2.4%
23. There is a professional atmosphere for staff working at my site.	80.1%	4.5%	-1.1%
24. My performance evaluations are fair	75.4%	-0.6%	-8.3%

Item	Ag./SA	1-Yr Change	6-Yr Change
<b>Program Support</b>			
26. The DLT has an adequate awareness of issues at the building level	40.6%	-3.9%	-4.7%
27. The DLT effectively supports building administrators*	45.7%	-15.4%**	0.3%
28. Division of Instruction effectively supports building administrators*	48.2%	-13.6%**	-----
29. Division of Accountability/Research effectively supports building administrators *	74.7%	0.4%	-----
30. Division of Support Services effectively supports building administrators*	74.5%	3.6%	-----
31. Division of Finance effectively supports building administrators*	75.2%	4.8%	-----
32. Division of Human Resources effectively supports building administrators*	62.0%	1.1%	-----
33. Division of Equity & Engagement effectively supports building administrators*	62.7%	12.7%**	-----
34. Division of the Superintendent effectively supports building administrators*	60.7%	1.1%	-----

**Note.** All responses of "not applicable" were omitted from this analysis. DLT: district leadership team.

\*: question abbreviated for report. 2008 n=212. 2012: n=244. 2013: n=206.

\*\* These changes reflect an effect size, a measure of change in the Agree/Strongly Agree percentage between years, of .25 or higher and are generally considered substantive.