Division of Accountability & Research

Administrative & Professional Technical Staff Climate Survey
Executive Summary
February 2014

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 seventh annual Administrative & Professional-Technical staff survey was administered in January of 2014.

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. There were no item revisions and no new questions added to the survey for 2014.

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 2014. A total of 220 surveys were completed which represented 75% of the 295 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	2014
Overall	220	97%	100%	100%	100%	96%	75%	75%

Note. Total reflects number of survey responses in 2013.

The percentage of staff responding to the survey for 2014 was the same as in 2013 and reflects the highest response rate of any of the district's staff surveys. The majority of the respondents (51%) selected "Professional/Technical" as their job classification and 20% selected "Principal". Administrators (not principals) made up 18% of the respondents and Assistant Principals made up 11% of the respondents. There were 18 participants who did not select a specific job classification.

The category for years of APS service with the highest number of respondents was the 11 to 20 year range (see table 2).

Table 2. Length of Service within APS

Length of Service	Percent	Count
First Year	12.7%	26
2-3 Years	15.6%	32
4-6 Years	13.7%	28
7-10 Years	18.5%	38
11-20 Years	23.9%	49
20+ Years	15.6%	32

Note. 15 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		
2013	2014	Change	2013	2014	Change	2013	2014	Change
19.7%	18.4%	-1.3%	17.7%	21.0%	+3.3%	62.6%	60.6%	-2.0%

The table above indicates that overall district agreement rates declined between the 2013 and 2014 (-2.0%). This change is not considered significant using an effect size model.

Survey Results: Individual Items

Overall, 18 of 33 items (55%) exceeded a 60% agreement rate which was a decrease over the previous year's percentage of 62%. Of the nine items with agreement rates less than 50%, four of the items were grouped into the trust category and five items were grouped into the program support category.

The highest agreement rates were associated with working in a safe environment and other items concerning work conditions. These items had fairly high agreement rates (greater than 70%) for four of five items in the working conditions category. Another area of relative strength is morale, with six of eight items at or above the 60% agreement rate.

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All agreement and change rates by item and category for the 2014 survey are presented in Table 4.

Conclusions

●The response rate for this year's survey is the same as the 2013 survey. The Administrative & Professional-Technical Staff survey continues to have the highest response rate (75%) of all three staff surveys. Approximately 72% of the respondents have been employed within APS for four or more years.

●The majority of Administrative and Professional staff continue to express a relatively high level of satisfaction concerning staff climate with the current year overall agreement rate at 60.6% and the overall disagreement rate of 18.4%.

●Areas of strength include working in a safe environment and general work conditions such as teamwork and professionalism. Also, the area of morale such as feeling empowered to help solve problems and appreciated is an area of relative strength.

●Areas of challenge include trust and mutual respect within APS and the perception of being able to influence decisions made at the district level.   Also, in the area of program support, administrative and professional technical staff would like to see improved support from district divisions as they work to implement the district strategic plan.

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

Item	Ag./SA	1-Yr Change	6-Yr Change
Clarity of Vision			
1. I understand the long-term vision of APS.	68.2%	-16.8%**	-23.3%**
2. I know how my work relates to the districts goals/priorities as stated in VISTA 2015.	71.2%	-11.3%**	-16.8%**
3. I believe APS has set a clear direction for improving student achievement.	50.7%	-6.4%	-27.3%**
Communication			
4. Administrators/supervisors share the information I need to perform my job.	64.2%	-2.3%	-7.6%
5. I am encouraged to provide suggestions on ways to improve programs*	68.8%	5.3%	1.3%
6. I feel safe in stating my opinions about APS programs*	55.4%	7.6%	-1.4%
7. I feel safe in stating my opinions about issues facing APS*	53.5%	5.4%	-6.4%
Trust			
8. I trust the people who make district decisions that affect me.	44.1%	2.6%	-8.1%
9. I am given the opportunities to influence the decisions made by the district.	46.5%	2.7%	------
10. I am able to influence the decisions that are made by the district.	33.9%	2.8%	-3.6%
11. There is an atmosphere of trust and mutual respect within APS	41.9%	5.3%	-5.2%
Morale			
12. District professional development has provided me with strategies for my work*	58.3%	3.8%	0.6%
13. I believe decisions made in APS are based on adequate student data*	60.6%	0.7%	-4.6%
14. I would encourage someone to work for APS	67.0%	1.6%	-10.1%
15. There is a positive relationship between my association and the district*	58.7%	2.6%	17.3%**
16. I understand the roles and responsibilities of the APS Board of Education	69.9%	-7.7%	------
17. I feel empowered to help solve problems.	66.0%	0.3%	1.0%
21. I feel appreciated for the work that I do.	65.2%	-0.1%	-1.0%
37. There is an atmosphere of trust and mutual respect between principals in APS*	78.8%	1.5%	------
Work Conditions			
18. My principal/supervisor has a clear understanding of the challenges I face.	68.0%	-1.5%	-9.7%
19. Staff work in a site environment that is safe.	89.9%	7.3%	6.0%
22. There is a spirit of teamwork and cooperation at my site.	74.6%	2.7%	0.4%
23. There is a professional atmosphere for staff working at my site.	79.5%	-0.6%	-1.6%
24. My performance evaluations are fair	71.9%	-3.5%	-11.8%**

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Item	Ag./SA	1-Yr Change	6-Yr Change
Program Support			
26. The DLT has an adequate awareness of issues at the building level	46.0%	5.4%	0.7%
27. The DLT effectively supports building administrators*	44.5%	-1.2%	-0.8%
28. Division of Instruction effectively supports building administrators*	47.3%	-0.9%	------
29. Division of Accountability/Research effectively supports building administrators *	66.7%	-8.0%	------
30. Division of Support Services effectively supports building administrators*	63.1%	-11.4%**	------
31. Division of Finance effectively supports building administrators*	63.0%	-12.2%**	------
32. Division of Human Resources effectively supports building administrators*	50.9%	-11.1%	------
33. Division of Equity & Engagement effectively supports building administrators*	41.1%	-21.6%**	------
34. Division of the Superintendent effectively supports building administrators*	48.4%	-12.3%**	------

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.

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