

Aurora Public Schools
Division of Accountability and Research



Professional/Technical and Administrative Staff Climate Survey

2008-2009



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (08-09)

Overall Results

<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 I understand the long-term vision of APS.	2.5%	2.1%	5.3%	42.0%	48.0%	4.6%	90.0%	281
2 I support the educational direction of APS	1.4%	6.8%	6.8%	42.9%	42.1%	8.2%	85.0%	280
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	2.1%	3.6%	9.3%	40.7%	44.3%	5.7%	85.0%	280
4 I believe APS has set a clear direction for improving student achievement	2.1%	10.4%	13.9%	45.0%	28.6%	12.5%	73.6%	280
5 Administrators/supervisors share the information I need to perform my job	4.7%	9.7%	11.5%	43.9%	30.2%	14.4%	74.1%	278
6 I am encouraged to provide suggestions on ways to improve programs or services	8.3%	11.9%	14.1%	35.4%	30.3%	20.2%	65.7%	277
7 I am comfortable in stating my opinions about APS programs*	10.1%	21.2%	16.2%	33.8%	18.7%	31.3%	52.5%	278
8 I am comfortable in stating my opinions about issues facing APS*	10.4%	20.1%	17.2%	36.6%	15.8%	30.5%	52.3%	279
9 I trust the people who make district decisions that affect me	8.7%	14.8%	21.3%	36.8%	18.4%	23.5%	55.2%	277
10 I am able to influence the decisions that are made by the district	13.9%	22.5%	24.6%	30.4%	8.6%	36.4%	38.9%	280
11 There is an atmosphere of trust and mutual respect within APS	10.7%	18.9%	21.4%	35.0%	13.9%	29.6%	48.9%	280
12 District professional development has provided me with strategies for my work*	8.4%	14.6%	13.1%	44.5%	19.3%	23.0%	63.9%	274
13 I believe decisions made in APS are based on adequate student data and info.*	4.7%	14.8%	17.0%	43.7%	19.9%	19.5%	63.5%	277
14 I would encourage someone to work for APS	2.2%	5.7%	18.3%	41.2%	32.6%	7.9%	73.8%	279
15 There's a positive relationship between my association and the district*	3.7%	6.7%	24.3%	44.9%	20.2%	10.5%	65.2%	267
16 I understand the roles and responsibilities of the APS Board of Education	1.4%	7.1%	11.4%	54.6%	25.4%	8.6%	80.0%	280
17 Employees are empowered to help solve problems	7.1%	12.9%	18.2%	46.8%	15.0%	20.0%	61.8%	280
18 My principal/supervisor has a clear understanding of the challenges I face	3.9%	13.6%	10.0%	37.3%	35.1%	17.6%	72.4%	279
19 Staff work in a site environment that is safe	3.2%	1.8%	3.6%	47.0%	44.5%	5.0%	91.5%	281
20 I feel appreciated for the work I do	6.0%	12.1%	13.9%	38.8%	29.2%	18.1%	68.0%	281
21 There is a spirit of teamwork and cooperation at my site	2.5%	9.0%	10.0%	39.4%	39.1%	11.5%	78.5%	279
22 There is a professional atmosphere for staff working at my site	2.1%	4.6%	7.8%	48.8%	36.7%	6.8%	85.4%	281
23 My performance evaluations are fair	2.6%	4.1%	7.0%	46.3%	40.0%	6.7%	86.3%	270
24 I believe the mentoring program was beneficial for my mentee	2.2%	8.8%	34.6%	40.4%	14.0%	11.0%	54.4%	136
25 The DLT effectively supports building administrators as they work to implement VISTA 20	4.5%	9.5%	18.1%	48.9%	19.0%	14.0%	67.9%	221
26 The DLT has an adequate awareness of issues at the building level	9.6%	16.6%	20.5%	41.9%	11.4%	26.2%	53.3%	229
27 The DLT effectively addresses issues brought forth from building administrators	6.1%	12.2%	25.8%	40.4%	15.5%	18.3%	55.9%	213

Note. Total respondents = 281. All responses of "not applicable" are omitted from this analysis. DLT: district leadership team.
 *: question abbreviated for report.

February 4, 2009



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (08-09) by Position
Administrator (not Principal)

<u>Question</u>	<u>Str. Di</u>	<u>Dis</u>	<u>Neutral</u>	<u>Agre</u>	<u>Str. Agr</u>	<u>%Dis/S</u>	<u>%Ag/S</u>	<u>Total</u>
1 I understand the long-term vision of APS.	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	100.0%	45
2 I support the educational direction of APS	0.0%	2.2%	2.2%	42.2%	53.3%	2.2%	95.6%	45
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	0.0%	2.2%	2.2%	40.0%	55.6%	2.2%	95.6%	45
4 I believe APS has set a clear direction for improving student achievement	0.0%	4.4%	17.8%	37.8%	40.0%	4.4%	77.8%	45
5 Administrators/supervisors share the information I need to perform my job	4.5%	11.4%	11.4%	36.4%	36.4%	15.9%	72.7%	44
6 I am encouraged to provide suggestions on ways to improve programs or services	6.7%	8.9%	17.8%	26.7%	40.0%	15.6%	66.7%	45
7 I am comfortable in stating my opinions about APS programs*	6.8%	13.6%	20.5%	29.5%	29.5%	20.5%	59.1%	44
8 I am comfortable in stating my opinions about issues facing APS*	6.8%	13.6%	18.2%	34.1%	27.3%	20.5%	61.4%	44
9 I trust the people who make district decisions that affect me	7.0%	7.0%	23.3%	34.9%	27.9%	14.0%	62.8%	43
10 I am able to influence the decisions that are made by the district	13.3%	11.1%	24.4%	31.1%	20.0%	24.4%	51.1%	45
11 There is an atmosphere of trust and mutual respect within APS	8.9%	15.6%	24.4%	28.9%	22.2%	24.4%	51.1%	45
12 District professional development has provided me with strategies for my work*	14.0%	18.6%	14.0%	23.3%	30.2%	32.6%	53.5%	43
13 I believe decisions made in APS are based on adequate student data and info.*	6.7%	13.3%	13.3%	40.0%	26.7%	20.0%	66.7%	45
14 I would encourage someone to work for APS	2.2%	8.9%	6.7%	37.8%	44.4%	11.1%	82.2%	45
15 There's a positive relationship between my association and the district*	2.4%	2.4%	31.0%	42.9%	21.4%	4.8%	64.3%	42
16 I understand the roles and responsibilities of the APS Board of Education	0.0%	4.4%	0.0%	57.8%	37.8%	4.4%	95.6%	45
17 Employees are empowered to help solve problems	8.9%	6.7%	20.0%	37.8%	26.7%	15.6%	64.4%	45
18 My principal/supervisor has a clear understanding of the challenges I face	7.0%	9.3%	9.3%	25.6%	48.8%	16.3%	74.4%	43
19 Staff work in a site environment that is safe	4.4%	0.0%	4.4%	31.1%	60.0%	4.4%	91.1%	45
20 I feel appreciated for the work I do	8.9%	8.9%	8.9%	26.7%	46.7%	17.8%	73.3%	45
21 There is a spirit of teamwork and cooperation at my site	4.4%	8.9%	4.4%	20.0%	62.2%	13.3%	82.2%	45
22 There is a professional atmosphere for staff working at my site	4.4%	6.7%	4.4%	26.7%	57.8%	11.1%	84.4%	45
23 My performance evaluations are fair	2.3%	2.3%	2.3%	37.2%	55.8%	4.7%	93.0%	43
24 I believe the mentoring program was beneficial for my mentee	0.0%	20.0%	30.0%	40.0%	10.0%	20.0%	50.0%	20
25 The DLT effectively supports building administrators as they work to implement VISTA 2	5.4%	5.4%	10.8%	48.6%	29.7%	10.8%	78.4%	37
26 The DLT has an adequate awareness of issues at the building level	7.7%	10.3%	12.8%	43.6%	25.6%	17.9%	69.2%	39
27 The DLT effectively addresses issues brought forth from building administrators	5.3%	5.3%	18.4%	36.8%	34.2%	10.5%	71.1%	38

Note. Total respondents = 281. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

February 4, 2009



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (08-09) by Position
Principal / Assistant Principal

<u>Question</u>	<u>Str. Di</u>	<u>Dis</u>	<u>Neutral</u>	<u>Agre</u>	<u>Str. Agr</u>	<u>%Dis/S</u>	<u>%Ag/S</u>	<u>Total</u>
1 I understand the long-term vision of APS.	2.4%	1.2%	2.4%	31.7%	62.2%	3.7%	93.9%	82
2 I support the educational direction of APS	3.7%	4.9%	3.7%	37.0%	50.6%	8.6%	87.7%	81
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	3.7%	3.7%	6.1%	29.3%	57.3%	7.3%	86.6%	82
4 I believe APS has set a clear direction for improving student achievement	3.7%	12.3%	8.6%	37.0%	38.3%	16.0%	75.3%	81
5 Administrators/supervisors share the information I need to perform my job	6.1%	12.2%	12.2%	35.4%	34.1%	18.3%	69.5%	82
6 I am encouraged to provide suggestions on ways to improve programs or services	12.3%	13.6%	8.6%	38.3%	27.2%	25.9%	65.4%	81
7 I am comfortable in stating my opinions about APS programs*	14.8%	23.5%	13.6%	32.1%	16.0%	38.3%	48.1%	81
8 I am comfortable in stating my opinions about issues facing APS*	14.8%	18.5%	16.0%	38.3%	12.3%	33.3%	50.6%	81
9 I trust the people who make district decisions that affect me	7.4%	14.8%	13.6%	46.9%	17.3%	22.2%	64.2%	81
10 I am able to influence the decisions that are made by the district	14.8%	18.5%	19.8%	40.7%	6.2%	33.3%	46.9%	81
11 There is an atmosphere of trust and mutual respect within APS	12.2%	17.1%	15.9%	39.0%	15.9%	29.3%	54.9%	82
12 District professional development has provided me with strategies for my work*	5.0%	13.8%	3.8%	61.3%	16.3%	18.8%	77.5%	80
13 I believe decisions made in APS are based on adequate student data and info.*	4.9%	14.6%	7.3%	46.3%	26.8%	19.5%	73.2%	82
14 I would encourage someone to work for APS	1.2%	3.7%	17.1%	37.8%	40.2%	4.9%	78.0%	82
15 There's a positive relationship between my association and the district*	7.4%	8.6%	13.6%	44.4%	25.9%	16.0%	70.4%	81
16 I understand the roles and responsibilities of the APS Board of Education	2.4%	6.1%	7.3%	48.8%	35.4%	8.5%	84.1%	82
17 Employees are empowered to help solve problems	9.8%	11.0%	15.9%	43.9%	19.5%	20.7%	63.4%	82
18 My principal/supervisor has a clear understanding of the challenges I face	1.2%	8.5%	4.9%	40.2%	45.1%	9.8%	85.4%	82
19 Staff work in a site environment that is safe	0.0%	0.0%	0.0%	46.3%	53.7%	0.0%	100.0%	82
20 I feel appreciated for the work I do	3.7%	13.4%	8.5%	43.9%	30.5%	17.1%	74.4%	82
21 There is a spirit of teamwork and cooperation at my site	0.0%	3.7%	6.1%	45.1%	45.1%	3.7%	90.2%	82
22 There is a professional atmosphere for staff working at my site	0.0%	2.4%	3.7%	52.4%	41.5%	2.4%	93.9%	82
23 My performance evaluations are fair	1.3%	7.6%	6.3%	41.8%	43.0%	8.9%	84.8%	79
24 I believe the mentoring program was beneficial for my mentee	4.2%	4.2%	27.1%	43.8%	20.8%	8.3%	64.6%	48
25 The DLT effectively supports building administrators as they work to implement VISTA 2	6.4%	12.8%	10.3%	52.6%	17.9%	19.2%	70.5%	78
26 The DLT has an adequate awareness of issues at the building level	10.5%	15.8%	18.4%	44.7%	10.5%	26.3%	55.3%	76
27 The DLT effectively addresses issues brought forth from building administrators	5.3%	15.8%	17.1%	46.1%	15.8%	21.1%	61.8%	76

Note. Total respondents = 281. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

February 4, 2009



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (08-09) by Position
Professional/Technical

<u>Question</u>	<u>Str. Di</u>	<u>Dis</u>	<u>Neutral</u>	<u>Agre</u>	<u>Str. Agr</u>	<u>%Dis/S</u>	<u>%Ag/S</u>	<u>Total</u>
1 I understand the long-term vision of APS.	3.2%	3.2%	8.4%	50.0%	35.1%	6.5%	85.1%	154
2 I support the educational direction of APS	0.6%	9.1%	9.7%	46.1%	34.4%	9.7%	80.5%	154
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	2.0%	3.9%	13.1%	47.1%	34.0%	5.9%	81.0%	153
4 I believe APS has set a clear direction for improving student achievement	1.9%	11.0%	15.6%	51.3%	20.1%	13.0%	71.4%	154
5 Administrators/supervisors share the information I need to perform my job	3.9%	7.9%	11.2%	50.7%	26.3%	11.8%	77.0%	152
6 I am encouraged to provide suggestions on ways to improve programs or services	6.6%	11.9%	15.9%	36.4%	29.1%	18.5%	65.6%	151
7 I am comfortable in stating my opinions about APS programs*	8.5%	22.2%	16.3%	35.9%	17.0%	30.7%	52.9%	153
8 I am comfortable in stating my opinions about issues facing APS*	9.1%	22.7%	17.5%	36.4%	14.3%	31.8%	50.6%	154
9 I trust the people who make district decisions that affect me	9.8%	17.0%	24.8%	32.0%	16.3%	26.8%	48.4%	153
10 I am able to influence the decisions that are made by the district	13.6%	27.9%	27.3%	24.7%	6.5%	41.6%	31.2%	154
11 There is an atmosphere of trust and mutual respect within APS	10.5%	20.9%	23.5%	34.6%	10.5%	31.4%	45.1%	153
12 District professional development has provided me with strategies for my work*	8.6%	13.9%	17.9%	41.7%	17.9%	22.5%	59.6%	151
13 I believe decisions made in APS are based on adequate student data and info.*	4.0%	15.3%	23.3%	43.3%	14.0%	19.3%	57.3%	150
14 I would encourage someone to work for APS	2.6%	5.9%	22.4%	44.1%	25.0%	8.6%	69.1%	152
15 There's a positive relationship between my association and the district*	2.1%	6.9%	28.5%	45.8%	16.7%	9.0%	62.5%	144
16 I understand the roles and responsibilities of the APS Board of Education	1.3%	8.5%	17.0%	56.9%	16.3%	9.8%	73.2%	153
17 Employees are empowered to help solve problems	5.2%	15.7%	19.0%	51.0%	9.2%	20.9%	60.1%	153
18 My principal/supervisor has a clear understanding of the challenges I face	4.5%	17.5%	13.0%	39.0%	26.0%	22.1%	64.9%	154
19 Staff work in a site environment that is safe	4.5%	3.2%	5.2%	51.9%	35.1%	7.8%	87.0%	154
20 I feel appreciated for the work I do	6.5%	12.3%	18.2%	39.6%	23.4%	18.8%	63.0%	154
21 There is a spirit of teamwork and cooperation at my site	3.3%	11.8%	13.8%	42.1%	28.9%	15.1%	71.1%	152
22 There is a professional atmosphere for staff working at my site	2.6%	5.2%	11.0%	53.2%	27.9%	7.8%	81.2%	154
23 My performance evaluations are fair	3.4%	2.7%	8.8%	51.4%	33.8%	6.1%	85.1%	148
24 I believe the mentoring program was beneficial for my mentee	1.5%	8.8%	41.2%	38.2%	10.3%	10.3%	48.5%	68
25 The DLT effectively supports building administrators as they work to implement VISTA 2	2.8%	8.5%	26.4%	46.2%	16.0%	11.3%	62.3%	106
26 The DLT has an adequate awareness of issues at the building level	9.6%	19.3%	24.6%	39.5%	7.0%	28.9%	46.5%	114
27 The DLT effectively addresses issues brought forth from building administrators	7.1%	12.1%	35.4%	37.4%	8.1%	19.2%	45.5%	99

Note. Total respondents = 281. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

February 4, 2009