

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



**Classified Staff Climate Survey**

**2007-2008**



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008)**  
**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 am familiar with the VISTA 2010 Plan	3.8%	6.8%	18.2%	54.6%	16.6%	<b>10.6%</b>	<b>71.2%</b>	764
2 APS has set a clear direction for improving student achievement	2.2%	7.8%	20.5%	50.2%	19.2%	<b>10.1%</b>	<b>69.4%</b>	765
3 I understand my roles and responsibilities as an employee of APS	0.9%	2.7%	4.7%	47.2%	44.5%	<b>3.6%</b>	<b>91.7%</b>	771
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	2.6%	6.6%	16.1%	49.5%	25.1%	<b>9.3%</b>	<b>74.6%</b>	756
5 My work is important and contributes to the success of the VISTA 2010 plan	2.4%	4.0%	15.5%	45.3%	32.8%	<b>6.4%</b>	<b>78.1%</b>	755
6 The district sets high and realistic expectations for students	4.8%	12.4%	23.2%	43.3%	16.2%	<b>17.3%</b>	<b>59.6%</b>	764
7 Everyone in the school community is accountable for the academic success of students	3.5%	8.3%	11.3%	40.8%	36.0%	<b>11.8%</b>	<b>76.9%</b>	769
8 Administrators/supervisors share information regularly with employees	11.4%	20.3%	20.4%	35.1%	12.7%	<b>31.7%</b>	<b>47.9%</b>	769
9 Clear goals and objectives have been defined for my job	4.5%	10.9%	16.9%	45.6%	22.1%	<b>15.5%</b>	<b>67.7%</b>	770
10 I am encouraged to provide suggestions on ways to improve programs or services	9.3%	16.7%	21.0%	36.8%	16.2%	<b>26.0%</b>	<b>53.0%</b>	766
11 Decisions made in APS are based on communicated data and information	8.0%	15.9%	34.8%	34.8%	6.4%	<b>23.9%</b>	<b>41.3%</b>	761
12 I trust the people who make decisions that affect me in the district	10.3%	17.3%	34.2%	31.8%	6.5%	<b>27.5%</b>	<b>38.3%</b>	770
13 I trust the people who make decisions that affect me in my school/department	11.2%	13.5%	23.9%	33.2%	18.2%	<b>24.7%</b>	<b>51.4%</b>	769
14 There is a spirit of teamwork and cooperation	11.3%	17.4%	21.2%	32.9%	17.2%	<b>28.6%</b>	<b>50.1%</b>	772
15 I feel free to express my professional opinions at work	11.9%	16.2%	16.9%	37.4%	17.6%	<b>28.1%</b>	<b>55.0%</b>	771
16 I feel valued as an employee of APS	8.8%	11.9%	23.8%	36.6%	18.8%	<b>20.8%</b>	<b>55.5%</b>	770
17 There is a professional atmosphere for staff working in APS	6.1%	13.3%	20.9%	45.3%	14.4%	<b>19.4%</b>	<b>59.7%</b>	772
18 I am treated with respect	7.1%	9.3%	18.4%	44.6%	20.6%	<b>16.5%</b>	<b>65.2%</b>	772
19 My ideas and suggestions are respected	7.9%	12.2%	27.5%	36.8%	15.5%	<b>20.2%</b>	<b>52.3%</b>	768
20 I receive the necessary training to do high quality work	6.5%	11.0%	20.2%	42.8%	19.5%	<b>17.5%</b>	<b>62.3%</b>	771
21 My supervisor supports and encourages me to participate in district committees*	6.3%	8.5%	35.6%	32.5%	17.1%	<b>14.8%</b>	<b>49.6%</b>	714
22 I have the necessary tools I need to do high quality work efficiently	4.7%	10.0%	17.3%	47.6%	20.5%	<b>14.7%</b>	<b>68.1%</b>	771
23 My principal/supervisor has a clear understanding of my skills and abilities	7.0%	9.0%	14.3%	39.5%	30.2%	<b>16.0%</b>	<b>69.7%</b>	768
24 My performance evaluations are fair	2.5%	4.8%	17.4%	47.4%	27.9%	<b>7.3%</b>	<b>75.3%</b>	725
25 Employees are treated fairly and consistently at my site	11.7%	17.4%	21.4%	31.3%	18.2%	<b>29.1%</b>	<b>49.5%</b>	770
26 I feel safe in the workplace	3.9%	6.9%	11.7%	47.4%	30.2%	<b>10.8%</b>	<b>77.6%</b>	772
27 I like the kind of work I do	0.8%	0.9%	3.6%	29.4%	65.3%	<b>1.7%</b>	<b>94.7%</b>	772
28 My job is important	0.3%	1.2%	2.8%	29.9%	65.8%	<b>1.4%</b>	<b>95.7%</b>	772
29 I am proud of the work I do	0.5%	0.5%	1.8%	22.7%	74.5%	<b>1.0%</b>	<b>97.2%</b>	772
30 I feel appreciated for the work I do	6.7%	10.8%	15.6%	37.5%	29.4%	<b>17.5%</b>	<b>66.9%</b>	771
31 I am satisfied with my job	1.9%	5.1%	15.3%	39.8%	38.0%	<b>7.0%</b>	<b>77.7%</b>	772
32 I am satisfied with the professional development opportunities provided to me by the district	9.0%	17.3%	24.4%	36.3%	13.1%	<b>26.3%</b>	<b>49.3%</b>	758
33 There's a positive relationship between my professional association and the district*	5.0%	6.4%	43.4%	37.8%	7.4%	<b>11.4%</b>	<b>45.2%</b>	659

Note. Total respondents = 772. All responses of "not applicable" are omitted from this analysis. \*: question abbreviated for report. #34: I believe the mentoring program is beneficial for students is not presented due to different scoring scale. 73.7% of respondents with a mentee agree or strongly agree that it is beneficial.

January 29, 2008



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008) by Position**  
**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 I am familiar with the VISTA 2010 Plan	3.0%	4.4%	14.3%	57.1%	21.2%	<b>7.4%</b>	<b>78.3%</b>	203
2 APS has set a clear direction for improving student achievement	3.4%	8.9%	17.7%	50.2%	19.7%	<b>12.3%</b>	<b>70.0%</b>	203
3 I understand my roles and responsibilities as an employee of APS	0.0%	3.4%	3.0%	46.3%	47.3%	<b>3.4%</b>	<b>93.6%</b>	203
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	1.5%	7.0%	12.4%	48.8%	30.3%	<b>8.5%</b>	<b>79.1%</b>	201
5 My work is important and contributes to the success of the VISTA 2010 plan	2.0%	4.5%	10.5%	47.0%	36.0%	<b>6.5%</b>	<b>83.0%</b>	200
6 The district sets high and realistic expectations for students	5.9%	12.8%	22.2%	42.4%	16.7%	<b>18.7%</b>	<b>59.1%</b>	203
7 Everyone in the school community is accountable for the academic success of students	3.9%	9.4%	8.4%	40.4%	37.9%	<b>13.3%</b>	<b>78.3%</b>	203
8 Administrators/supervisors share information regularly with employees	13.3%	18.7%	18.2%	34.5%	15.3%	<b>32.0%</b>	<b>49.8%</b>	203
9 Clear goals and objectives have been defined for my job	6.4%	8.4%	16.7%	43.8%	24.6%	<b>14.8%</b>	<b>68.5%</b>	203
10 I am encouraged to provide suggestions on ways to improve programs or services	10.4%	13.4%	17.8%	34.2%	24.3%	<b>23.8%</b>	<b>58.4%</b>	202
11 Decisions made in APS are based on communicated data and information	10.5%	21.5%	29.5%	28.5%	10.0%	<b>32.0%</b>	<b>38.5%</b>	200
12 I trust the people who make decisions that affect me in the district	10.3%	16.3%	34.0%	32.0%	7.4%	<b>26.6%</b>	<b>39.4%</b>	203
13 I trust the people who make decisions that affect me in my school/department	9.4%	12.3%	17.7%	35.0%	25.6%	<b>21.7%</b>	<b>60.6%</b>	203
14 There is a spirit of teamwork and cooperation	13.8%	14.8%	16.7%	34.0%	20.7%	<b>28.6%</b>	<b>54.7%</b>	203
15 I feel free to express my professional opinions at work	13.4%	15.3%	10.9%	36.6%	23.8%	<b>28.7%</b>	<b>60.4%</b>	202
16 I feel valued as an employee of APS	8.4%	11.3%	23.6%	35.0%	21.7%	<b>19.7%</b>	<b>56.7%</b>	203
17 There is a professional atmosphere for staff working in APS	5.4%	14.8%	20.2%	43.8%	15.8%	<b>20.2%</b>	<b>59.6%</b>	203
18 I am treated with respect	5.9%	8.4%	17.7%	44.8%	23.2%	<b>14.3%</b>	<b>68.0%</b>	203
19 My ideas and suggestions are respected	8.4%	8.4%	29.7%	33.2%	20.3%	<b>16.8%</b>	<b>53.5%</b>	202
20 I receive the necessary training to do high quality work	8.9%	11.9%	22.3%	39.6%	17.3%	<b>20.8%</b>	<b>56.9%</b>	202
21 My supervisor supports and encourages me to participate in district committees*	4.8%	8.0%	28.7%	31.9%	26.6%	<b>12.8%</b>	<b>58.5%</b>	188
22 I have the necessary tools I need to do high quality work efficiently	4.4%	7.9%	14.8%	47.8%	25.1%	<b>12.3%</b>	<b>72.9%</b>	203
23 My principal/supervisor has a clear understanding of my skills and abilities	5.4%	7.9%	10.3%	35.0%	41.4%	<b>13.3%</b>	<b>76.4%</b>	203
24 My performance evaluations are fair	1.6%	3.7%	12.2%	46.6%	36.0%	<b>5.3%</b>	<b>82.5%</b>	189
25 Employees are treated fairly and consistently at my site	11.8%	17.7%	16.3%	26.1%	28.1%	<b>29.6%</b>	<b>54.2%</b>	203
26 I feel safe in the workplace	3.4%	6.4%	9.9%	42.9%	37.4%	<b>9.9%</b>	<b>80.3%</b>	203
27 I like the kind of work I do	1.0%	0.5%	3.4%	29.6%	65.5%	<b>1.5%</b>	<b>95.1%</b>	203
28 My job is important	0.5%	0.5%	2.5%	29.6%	67.0%	<b>1.0%</b>	<b>96.6%</b>	203
29 I am proud of the work I do	1.0%	0.5%	2.0%	19.2%	77.3%	<b>1.5%</b>	<b>96.6%</b>	203
30 I feel appreciated for the work I do	6.4%	10.3%	14.8%	31.0%	37.4%	<b>16.7%</b>	<b>68.5%</b>	203
31 I am satisfied with my job	2.5%	5.9%	12.8%	37.4%	41.4%	<b>8.4%</b>	<b>78.8%</b>	203
32 I am satisfied with the professional development opportunities provided to me by the district	14.9%	18.4%	24.4%	29.9%	12.4%	<b>33.3%</b>	<b>42.3%</b>	201
33 There's a positive relationship between my professional association and the district*	7.1%	4.9%	41.5%	37.2%	9.3%	<b>12.0%</b>	<b>46.4%</b>	183

Note. \*: question abbreviated for report. All responses of "not applicable" are omitted from this analysis.

January 29, 2008



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008) by Position**  
**Budget/Finance/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 I am familiar with the VISTA 2010 Plan	0.0%	7.7%	3.8%	61.5%	26.9%	<b>7.7%</b>	<b>88.5%</b>	52
2 APS has set a clear direction for improving student achievement	3.8%	11.5%	15.4%	48.1%	21.2%	<b>15.4%</b>	<b>69.2%</b>	52
3 I understand my roles and responsibilities as an employee of APS	1.9%	5.8%	3.8%	38.5%	50.0%	<b>7.7%</b>	<b>88.5%</b>	52
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	3.8%	5.8%	1.9%	48.1%	40.4%	<b>9.6%</b>	<b>88.5%</b>	52
5 My work is important and contributes to the success of the VISTA 2010 plan	1.9%	0.0%	15.4%	46.2%	36.5%	<b>1.9%</b>	<b>82.7%</b>	52
6 The district sets high and realistic expectations for students	6.0%	16.0%	16.0%	46.0%	16.0%	<b>22.0%</b>	<b>62.0%</b>	50
7 Everyone in the school community is accountable for the academic success of students	5.9%	9.8%	15.7%	33.3%	35.3%	<b>15.7%</b>	<b>68.6%</b>	51
8 Administrators/supervisors share information regularly with employees	15.4%	19.2%	23.1%	28.8%	13.5%	<b>34.6%</b>	<b>42.3%</b>	52
9 Clear goals and objectives have been defined for my job	9.6%	3.8%	3.8%	53.8%	28.8%	<b>13.5%</b>	<b>82.7%</b>	52
10 I am encouraged to provide suggestions on ways to improve programs or services	13.5%	7.7%	23.1%	34.6%	21.2%	<b>21.2%</b>	<b>55.8%</b>	52
11 Decisions made in APS are based on communicated data and information	21.6%	9.8%	21.6%	37.3%	9.8%	<b>31.4%</b>	<b>47.1%</b>	51
12 I trust the people who make decisions that affect me in the district	23.1%	9.6%	23.1%	32.7%	11.5%	<b>32.7%</b>	<b>44.2%</b>	52
13 I trust the people who make decisions that affect me in my school/department	19.2%	3.8%	17.3%	30.8%	28.8%	<b>23.1%</b>	<b>59.6%</b>	52
14 There is a spirit of teamwork and cooperation	17.3%	23.1%	15.4%	28.8%	15.4%	<b>40.4%</b>	<b>44.2%</b>	52
15 I feel free to express my professional opinions at work	17.3%	9.6%	13.5%	38.5%	21.2%	<b>26.9%</b>	<b>59.6%</b>	52
16 I feel valued as an employee of APS	13.5%	9.6%	13.5%	38.5%	25.0%	<b>23.1%</b>	<b>63.5%</b>	52
17 There is a professional atmosphere for staff working in APS	9.6%	11.5%	19.2%	46.2%	13.5%	<b>21.2%</b>	<b>59.6%</b>	52
18 I am treated with respect	11.5%	9.6%	13.5%	44.2%	21.2%	<b>21.2%</b>	<b>65.4%</b>	52
19 My ideas and suggestions are respected	9.6%	11.5%	19.2%	40.4%	19.2%	<b>21.2%</b>	<b>59.6%</b>	52
20 I receive the necessary training to do high quality work	13.5%	7.7%	15.4%	44.2%	19.2%	<b>21.2%</b>	<b>63.5%</b>	52
21 My supervisor supports and encourages me to participate in district committees*	2.0%	5.9%	27.5%	39.2%	25.5%	<b>7.8%</b>	<b>64.7%</b>	51
22 I have the necessary tools I need to do high quality work efficiently	11.5%	9.6%	3.8%	48.1%	26.9%	<b>21.2%</b>	<b>75.0%</b>	52
23 My principal/supervisor has a clear understanding of my skills and abilities	3.8%	1.9%	13.5%	48.1%	32.7%	<b>5.8%</b>	<b>80.8%</b>	52
24 My performance evaluations are fair	2.0%	0.0%	10.2%	55.1%	32.7%	<b>2.0%</b>	<b>87.8%</b>	49
25 Employees are treated fairly and consistently at my site	9.6%	17.3%	17.3%	36.5%	19.2%	<b>26.9%</b>	<b>55.8%</b>	52
26 I feel safe in the workplace	1.9%	1.9%	7.7%	55.8%	32.7%	<b>3.8%</b>	<b>88.5%</b>	52
27 I like the kind of work I do	1.9%	0.0%	3.8%	30.8%	63.5%	<b>1.9%</b>	<b>94.2%</b>	52
28 My job is important	0.0%	3.8%	0.0%	40.4%	55.8%	<b>3.8%</b>	<b>96.2%</b>	52
29 I am proud of the work I do	1.9%	0.0%	1.9%	32.7%	63.5%	<b>1.9%</b>	<b>96.2%</b>	52
30 I feel appreciated for the work I do	15.4%	5.8%	11.5%	44.2%	23.1%	<b>21.2%</b>	<b>67.3%</b>	52
31 I am satisfied with my job	3.8%	1.9%	21.2%	34.6%	38.5%	<b>5.8%</b>	<b>73.1%</b>	52
32 I am satisfied with the professional development opportunities provided to me by the district	15.7%	13.7%	21.6%	31.4%	17.6%	<b>29.4%</b>	<b>49.0%</b>	51
33 There's a positive relationship between my professional association and the district*	11.6%	4.7%	44.2%	32.6%	7.0%	<b>16.3%</b>	<b>39.5%</b>	43

Note. \*: question abbreviated for report. All responses of "not applicable" are omitted from this analysis.

January 29, 2008



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008) by Position**  
**Maintenance Operations/Planning Construction**

<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 am familiar with the VISTA 2010 Plan	1.3%	5.1%	25.6%	53.8%	14.1%	<b>6.4%</b>	<b>67.9%</b>	78
2 APS has set a clear direction for improving student achievement	1.3%	5.2%	22.1%	49.4%	22.1%	<b>6.5%</b>	<b>71.4%</b>	77
3 I understand my roles and responsibilities as an employee of APS	0.0%	1.3%	8.8%	46.3%	43.8%	<b>1.3%</b>	<b>90.0%</b>	80
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	2.6%	1.3%	19.7%	52.6%	23.7%	<b>3.9%</b>	<b>76.3%</b>	76
5 My work is important and contributes to the success of the VISTA 2010 plan	2.6%	2.6%	13.0%	49.4%	32.5%	<b>5.2%</b>	<b>81.8%</b>	77
6 The district sets high and realistic expectations for students	2.7%	9.3%	25.3%	42.7%	20.0%	<b>12.0%</b>	<b>62.7%</b>	75
7 Everyone in the school community is accountable for the academic success of students	8.9%	7.6%	13.9%	49.4%	20.3%	<b>16.5%</b>	<b>69.6%</b>	79
8 Administrators/supervisors share information regularly with employees	12.5%	25.0%	22.5%	30.0%	10.0%	<b>37.5%</b>	<b>40.0%</b>	80
9 Clear goals and objectives have been defined for my job	1.3%	12.5%	21.3%	48.8%	16.3%	<b>13.8%</b>	<b>65.0%</b>	80
10 I am encouraged to provide suggestions on ways to improve programs or services	11.3%	25.0%	12.5%	42.5%	8.8%	<b>36.3%</b>	<b>51.3%</b>	80
11 Decisions made in APS are based on communicated data and information	16.5%	15.2%	30.4%	35.4%	2.5%	<b>31.6%</b>	<b>38.0%</b>	79
12 I trust the people who make decisions that affect me in the district	16.3%	22.5%	26.3%	30.0%	5.0%	<b>38.8%</b>	<b>35.0%</b>	80
13 I trust the people who make decisions that affect me in my school/department	12.7%	19.0%	21.5%	38.0%	8.9%	<b>31.6%</b>	<b>46.8%</b>	79
14 There is a spirit of teamwork and cooperation	11.3%	16.3%	25.0%	31.3%	16.3%	<b>27.5%</b>	<b>47.5%</b>	80
15 I feel free to express my professional opinions at work	13.8%	18.8%	16.3%	36.3%	15.0%	<b>32.5%</b>	<b>51.3%</b>	80
16 I feel valued as an employee of APS	8.8%	11.3%	30.0%	35.0%	15.0%	<b>20.0%</b>	<b>50.0%</b>	80
17 There is a professional atmosphere for staff working in APS	6.3%	13.8%	26.3%	41.3%	12.5%	<b>20.0%</b>	<b>53.8%</b>	80
18 I am treated with respect	8.8%	8.8%	30.0%	38.8%	13.8%	<b>17.5%</b>	<b>52.5%</b>	80
19 My ideas and suggestions are respected	12.8%	12.8%	30.8%	33.3%	10.3%	<b>25.6%</b>	<b>43.6%</b>	78
20 I receive the necessary training to do high quality work	5.0%	11.3%	17.5%	45.0%	21.3%	<b>16.3%</b>	<b>66.3%</b>	80
21 My supervisor supports and encourages me to participate in district committees*	9.5%	5.4%	35.1%	37.8%	12.2%	<b>14.9%</b>	<b>50.0%</b>	74
22 I have the necessary tools I need to do high quality work efficiently	6.3%	11.3%	15.0%	48.8%	18.8%	<b>17.5%</b>	<b>67.5%</b>	80
23 My principal/supervisor has a clear understanding of my skills and abilities	7.6%	7.6%	12.7%	41.8%	30.4%	<b>15.2%</b>	<b>72.2%</b>	79
24 My performance evaluations are fair	5.0%	3.8%	16.3%	53.8%	21.3%	<b>8.8%</b>	<b>75.0%</b>	80
25 Employees are treated fairly and consistently at my site	15.2%	16.5%	19.0%	34.2%	15.2%	<b>31.6%</b>	<b>49.4%</b>	79
26 I feel safe in the workplace	1.3%	6.3%	17.5%	50.0%	25.0%	<b>7.5%</b>	<b>75.0%</b>	80
27 I like the kind of work I do	0.0%	1.3%	6.3%	52.5%	40.0%	<b>1.3%</b>	<b>92.5%</b>	80
28 My job is important	0.0%	2.5%	6.3%	41.3%	50.0%	<b>2.5%</b>	<b>91.3%</b>	80
29 I am proud of the work I do	0.0%	0.0%	3.8%	36.3%	60.0%	<b>0.0%</b>	<b>96.3%</b>	80
30 I feel appreciated for the work I do	10.0%	10.0%	21.3%	41.3%	17.5%	<b>20.0%</b>	<b>58.8%</b>	80
31 I am satisfied with my job	1.3%	1.3%	25.0%	41.3%	31.3%	<b>2.5%</b>	<b>72.5%</b>	80
32 I am satisfied with the professional development opportunities provided to me by the district	8.9%	8.9%	34.2%	34.2%	13.9%	<b>17.7%</b>	<b>48.1%</b>	79
33 There's a positive relationship between my professional association and the district*	7.5%	7.5%	44.8%	34.3%	6.0%	<b>14.9%</b>	<b>40.3%</b>	67

Note. \*: question abbreviated for report. All responses of "not applicable" are omitted from this analysis.

January 29, 2008



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008) by Position**  
**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 I am familiar with the VISTA 2010 Plan	5.3%	10.5%	42.1%	36.8%	5.3%	<b>15.8%</b>	<b>42.1%</b>	19
2 APS has set a clear direction for improving student achievement	4.8%	4.8%	33.3%	42.9%	14.3%	<b>9.5%</b>	<b>57.1%</b>	21
3 I understand my roles and responsibilities as an employee of APS	0.0%	0.0%	0.0%	47.6%	52.4%	<b>0.0%</b>	<b>100.0%</b>	21
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	0.0%	5.3%	10.5%	68.4%	15.8%	<b>5.3%</b>	<b>84.2%</b>	19
5 My work is important and contributes to the success of the VISTA 2010 plan	0.0%	0.0%	31.6%	36.8%	31.6%	<b>0.0%</b>	<b>68.4%</b>	19
6 The district sets high and realistic expectations for students	0.0%	9.5%	19.0%	47.6%	23.8%	<b>9.5%</b>	<b>71.4%</b>	21
7 Everyone in the school community is accountable for the academic success of students	0.0%	5.0%	10.0%	70.0%	15.0%	<b>5.0%</b>	<b>85.0%</b>	20
8 Administrators/supervisors share information regularly with employees	5.0%	15.0%	15.0%	45.0%	20.0%	<b>20.0%</b>	<b>65.0%</b>	20
9 Clear goals and objectives have been defined for my job	0.0%	0.0%	10.5%	63.2%	26.3%	<b>0.0%</b>	<b>89.5%</b>	19
10 I am encouraged to provide suggestions on ways to improve programs or services	10.5%	0.0%	15.8%	57.9%	15.8%	<b>10.5%</b>	<b>73.7%</b>	19
11 Decisions made in APS are based on communicated data and information	5.0%	10.0%	25.0%	55.0%	5.0%	<b>15.0%</b>	<b>60.0%</b>	20
12 I trust the people who make decisions that affect me in the district	10.0%	15.0%	25.0%	30.0%	20.0%	<b>25.0%</b>	<b>50.0%</b>	20
13 I trust the people who make decisions that affect me in my school/department	14.3%	9.5%	9.5%	47.6%	19.0%	<b>23.8%</b>	<b>66.7%</b>	21
14 There is a spirit of teamwork and cooperation	9.5%	19.0%	19.0%	28.6%	23.8%	<b>28.6%</b>	<b>52.4%</b>	21
15 I feel free to express my professional opinions at work	14.3%	14.3%	14.3%	38.1%	19.0%	<b>28.6%</b>	<b>57.1%</b>	21
16 I feel valued as an employee of APS	14.3%	9.5%	14.3%	42.9%	19.0%	<b>23.8%</b>	<b>61.9%</b>	21
17 There is a professional atmosphere for staff working in APS	9.5%	9.5%	19.0%	52.4%	9.5%	<b>19.0%</b>	<b>61.9%</b>	21
18 I am treated with respect	9.5%	9.5%	14.3%	52.4%	14.3%	<b>19.0%</b>	<b>66.7%</b>	21
19 My ideas and suggestions are respected	14.3%	9.5%	28.6%	33.3%	14.3%	<b>23.8%</b>	<b>47.6%</b>	21
20 I receive the necessary training to do high quality work	4.8%	4.8%	9.5%	52.4%	28.6%	<b>9.5%</b>	<b>81.0%</b>	21
21 My supervisor supports and encourages me to participate in district committees*	5.0%	5.0%	30.0%	45.0%	15.0%	<b>10.0%</b>	<b>60.0%</b>	20
22 I have the necessary tools I need to do high quality work efficiently	0.0%	4.8%	14.3%	52.4%	28.6%	<b>4.8%</b>	<b>81.0%</b>	21
23 My principal/supervisor has a clear understanding of my skills and abilities	4.8%	0.0%	14.3%	52.4%	28.6%	<b>4.8%</b>	<b>81.0%</b>	21
24 My performance evaluations are fair	0.0%	10.0%	0.0%	55.0%	35.0%	<b>10.0%</b>	<b>90.0%</b>	20
25 Employees are treated fairly and consistently at my site	4.8%	9.5%	28.6%	52.4%	4.8%	<b>14.3%</b>	<b>57.1%</b>	21
26 I feel safe in the workplace	4.8%	14.3%	4.8%	61.9%	14.3%	<b>19.0%</b>	<b>76.2%</b>	21
27 I like the kind of work I do	0.0%	4.8%	14.3%	28.6%	52.4%	<b>4.8%</b>	<b>81.0%</b>	21
28 My job is important	0.0%	0.0%	4.8%	23.8%	71.4%	<b>0.0%</b>	<b>95.2%</b>	21
29 I am proud of the work I do	0.0%	0.0%	0.0%	19.0%	81.0%	<b>0.0%</b>	<b>100.0%</b>	21
30 I feel appreciated for the work I do	4.8%	14.3%	14.3%	33.3%	33.3%	<b>19.0%</b>	<b>66.7%</b>	21
31 I am satisfied with my job	0.0%	4.8%	14.3%	42.9%	38.1%	<b>4.8%</b>	<b>81.0%</b>	21
32 I am satisfied with the professional development opportunities provided to me by the district	5.0%	0.0%	10.0%	60.0%	25.0%	<b>5.0%</b>	<b>85.0%</b>	20
33 There's a positive relationship between my professional association and the district*	5.0%	0.0%	30.0%	55.0%	10.0%	<b>5.0%</b>	<b>65.0%</b>	20

Note. \*: question abbreviated for report. All responses of "not applicable" are omitted from this analysis.

January 29, 2008



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008) by Position**  
**Paraprofessional/TH Pickens/Related Positions**

<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 am familiar with the VISTA 2010 Plan	5.1%	7.3%	18.0%	54.6%	14.9%	<b>12.4%</b>	<b>69.6%</b>	355
2 APS has set a clear direction for improving student achievement	1.1%	6.2%	20.8%	52.5%	19.4%	<b>7.3%</b>	<b>71.9%</b>	356
3 I understand my roles and responsibilities as an employee of APS	1.7%	2.0%	4.2%	48.2%	44.0%	<b>3.6%</b>	<b>92.2%</b>	357
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	2.8%	7.1%	19.5%	47.6%	22.9%	<b>9.9%</b>	<b>70.5%</b>	353
5 My work is important and contributes to the success of the VISTA 2010 plan	2.6%	4.6%	16.5%	42.5%	33.9%	<b>7.1%</b>	<b>76.4%</b>	351
6 The district sets high and realistic expectations for students	4.8%	12.9%	23.0%	43.1%	16.2%	<b>17.6%</b>	<b>59.4%</b>	357
7 Everyone in the school community is accountable for the academic success of students	2.5%	6.4%	10.9%	37.7%	42.5%	<b>8.9%</b>	<b>80.2%</b>	358
8 Administrators/supervisors share information regularly with employees	7.8%	18.7%	21.5%	39.1%	12.8%	<b>26.5%</b>	<b>52.0%</b>	358
9 Clear goals and objectives have been defined for my job	4.2%	12.3%	17.0%	43.3%	23.2%	<b>16.5%</b>	<b>66.5%</b>	358
10 I am encouraged to provide suggestions on ways to improve programs or services	7.0%	17.1%	24.4%	37.1%	14.3%	<b>24.2%</b>	<b>51.4%</b>	356
11 Decisions made in APS are based on communicated data and information	3.1%	12.1%	40.7%	38.4%	5.6%	<b>15.3%</b>	<b>44.1%</b>	354
12 I trust the people who make decisions that affect me in the district	5.6%	16.0%	38.9%	34.2%	5.3%	<b>21.6%</b>	<b>39.5%</b>	357
13 I trust the people who make decisions that affect me in my school/department	9.0%	13.2%	28.0%	33.1%	16.8%	<b>22.1%</b>	<b>49.9%</b>	357
14 There is a spirit of teamwork and cooperation	9.2%	14.5%	23.7%	34.9%	17.6%	<b>23.7%</b>	<b>52.5%</b>	358
15 I feel free to express my professional opinions at work	10.1%	15.4%	19.6%	39.1%	15.9%	<b>25.4%</b>	<b>55.0%</b>	358
16 I feel valued as an employee of APS	7.6%	11.0%	23.9%	38.8%	18.8%	<b>18.5%</b>	<b>57.6%</b>	356
17 There is a professional atmosphere for staff working in APS	5.3%	11.2%	19.0%	48.6%	15.9%	<b>16.5%</b>	<b>64.5%</b>	358
18 I am treated with respect	5.6%	9.5%	17.3%	44.1%	23.5%	<b>15.1%</b>	<b>67.6%</b>	358
19 My ideas and suggestions are respected	6.2%	13.4%	24.1%	41.2%	15.1%	<b>19.6%</b>	<b>56.3%</b>	357
20 I receive the necessary training to do high quality work	4.5%	12.0%	21.2%	41.6%	20.7%	<b>16.5%</b>	<b>62.3%</b>	358
21 My supervisor supports and encourages me to participate in district committees*	6.7%	9.1%	39.1%	31.2%	13.9%	<b>15.8%</b>	<b>45.2%</b>	330
22 I have the necessary tools I need to do high quality work efficiently	2.8%	10.9%	20.4%	47.1%	18.8%	<b>13.7%</b>	<b>65.8%</b>	357
23 My principal/supervisor has a clear understanding of my skills and abilities	7.9%	11.8%	15.2%	40.7%	24.4%	<b>19.7%</b>	<b>65.2%</b>	356
24 My performance evaluations are fair	2.7%	6.0%	21.7%	44.0%	25.6%	<b>8.7%</b>	<b>69.6%</b>	332
25 Employees are treated fairly and consistently at my site	11.2%	16.2%	23.8%	32.8%	16.0%	<b>27.5%</b>	<b>48.7%</b>	357
26 I feel safe in the workplace	3.4%	5.9%	11.2%	48.3%	31.3%	<b>9.2%</b>	<b>79.6%</b>	358
27 I like the kind of work I do	0.6%	1.1%	2.2%	24.9%	71.2%	<b>1.7%</b>	<b>96.1%</b>	358
28 My job is important	0.3%	0.8%	3.1%	25.4%	70.4%	<b>1.1%</b>	<b>95.8%</b>	358
29 I am proud of the work I do	0.3%	0.6%	1.4%	20.1%	77.7%	<b>0.8%</b>	<b>97.8%</b>	358
30 I feel appreciated for the work I do	4.8%	10.6%	14.3%	39.5%	30.8%	<b>15.4%</b>	<b>70.3%</b>	357
31 I am satisfied with my job	1.1%	5.6%	14.2%	40.2%	38.8%	<b>6.7%</b>	<b>79.1%</b>	358
32 I am satisfied with the professional development opportunities provided to me by the district	4.3%	20.0%	23.1%	40.6%	12.0%	<b>24.3%</b>	<b>52.6%</b>	350
33 There's a positive relationship between my professional association and the district*	2.3%	6.0%	45.2%	39.9%	6.6%	<b>8.3%</b>	<b>46.5%</b>	301

Note. \*: question abbreviated for report. All responses of "not applicable" are omitted from this analysis.

January 29, 2008





**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008) by Position**  
**Risk Management/Security**

<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 am familiar with the VISTA 2010 Plan	9.1%	13.6%	22.7%	36.4%	18.2%	<b>22.7%</b>	<b>54.5%</b>	22
2 APS has set a clear direction for improving student achievement	4.8%	23.8%	19.0%	42.9%	9.5%	<b>28.6%</b>	<b>52.4%</b>	21
3 I understand my roles and responsibilities as an employee of APS	0.0%	9.1%	13.6%	50.0%	27.3%	<b>9.1%</b>	<b>77.3%</b>	22
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	9.1%	18.2%	18.2%	36.4%	18.2%	<b>27.3%</b>	<b>54.5%</b>	22
5 My work is important and contributes to the success of the VISTA 2010 plan	9.1%	9.1%	18.2%	45.5%	18.2%	<b>18.2%</b>	<b>63.6%</b>	22
6 The district sets high and realistic expectations for students	9.1%	18.2%	36.4%	36.4%	0.0%	<b>27.3%</b>	<b>36.4%</b>	22
7 Everyone in the school community is accountable for the academic success of students	0.0%	31.8%	13.6%	36.4%	18.2%	<b>31.8%</b>	<b>54.5%</b>	22
8 Administrators/supervisors share information regularly with employees	40.9%	36.4%	4.5%	13.6%	4.5%	<b>77.3%</b>	<b>18.2%</b>	22
9 Clear goals and objectives have been defined for my job	4.5%	31.8%	22.7%	36.4%	4.5%	<b>36.4%</b>	<b>40.9%</b>	22
10 I am encouraged to provide suggestions on ways to improve programs or services	13.6%	36.4%	22.7%	22.7%	4.5%	<b>50.0%</b>	<b>27.3%</b>	22
11 Decisions made in APS are based on communicated data and information	4.8%	42.9%	33.3%	19.0%	0.0%	<b>47.6%</b>	<b>19.0%</b>	21
12 I trust the people who make decisions that affect me in the district	22.7%	36.4%	31.8%	9.1%	0.0%	<b>59.1%</b>	<b>9.1%</b>	22
13 I trust the people who make decisions that affect me in my school/department	22.7%	27.3%	27.3%	22.7%	0.0%	<b>50.0%</b>	<b>22.7%</b>	22
14 There is a spirit of teamwork and cooperation	13.6%	50.0%	22.7%	13.6%	0.0%	<b>63.6%</b>	<b>13.6%</b>	22
15 I feel free to express my professional opinions at work	4.5%	31.8%	31.8%	22.7%	9.1%	<b>36.4%</b>	<b>31.8%</b>	22
16 I feel valued as an employee of APS	18.2%	22.7%	50.0%	9.1%	0.0%	<b>40.9%</b>	<b>9.1%</b>	22
17 There is a professional atmosphere for staff working in APS	4.5%	22.7%	36.4%	27.3%	9.1%	<b>27.3%</b>	<b>36.4%</b>	22
18 I am treated with respect	22.7%	22.7%	13.6%	40.9%	0.0%	<b>45.5%</b>	<b>40.9%</b>	22
19 My ideas and suggestions are respected	4.5%	36.4%	31.8%	27.3%	0.0%	<b>40.9%</b>	<b>27.3%</b>	22
20 I receive the necessary training to do high quality work	13.6%	13.6%	31.8%	40.9%	0.0%	<b>27.3%</b>	<b>40.9%</b>	22
21 My supervisor supports and encourages me to participate in district committees*	15.0%	25.0%	35.0%	20.0%	5.0%	<b>40.0%</b>	<b>25.0%</b>	20
22 I have the necessary tools I need to do high quality work efficiently	22.7%	13.6%	27.3%	36.4%	0.0%	<b>36.4%</b>	<b>36.4%</b>	22
23 My principal/supervisor has a clear understanding of my skills and abilities	9.1%	9.1%	18.2%	40.9%	22.7%	<b>18.2%</b>	<b>63.6%</b>	22
24 My performance evaluations are fair	0.0%	15.0%	25.0%	35.0%	25.0%	<b>15.0%</b>	<b>60.0%</b>	20
25 Employees are treated fairly and consistently at my site	18.2%	22.7%	36.4%	18.2%	4.5%	<b>40.9%</b>	<b>22.7%</b>	22
26 I feel safe in the workplace	18.2%	27.3%	18.2%	22.7%	13.6%	<b>45.5%</b>	<b>36.4%</b>	22
27 I like the kind of work I do	4.5%	0.0%	9.1%	27.3%	59.1%	<b>4.5%</b>	<b>86.4%</b>	22
28 My job is important	0.0%	4.5%	0.0%	40.9%	54.5%	<b>4.5%</b>	<b>95.5%</b>	22
29 I am proud of the work I do	0.0%	4.5%	0.0%	22.7%	72.7%	<b>4.5%</b>	<b>95.5%</b>	22
30 I feel appreciated for the work I do	13.6%	27.3%	36.4%	13.6%	9.1%	<b>40.9%</b>	<b>22.7%</b>	22
31 I am satisfied with my job	13.6%	13.6%	13.6%	45.5%	13.6%	<b>27.3%</b>	<b>59.1%</b>	22
32 I am satisfied with the professional development opportunities provided to me by the district	19.0%	23.8%	28.6%	19.0%	9.5%	<b>42.9%</b>	<b>28.6%</b>	21
33 There's a positive relationship between my professional association and the district*	5.6%	27.8%	55.6%	11.1%	0.0%	<b>33.3%</b>	<b>11.1%</b>	18

Note. \*: question abbreviated for report. All responses of "not applicable" are omitted from this analysis.

January 29, 2008





**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2007-2008) by Position**  
**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 I am familiar with the VISTA 2010 Plan	3.0%	12.1%	33.3%	48.5%	3.0%	<b>15.2%</b>	<b>51.5%</b>	33
2 APS has set a clear direction for improving student achievement	3.1%	12.5%	34.4%	34.4%	15.6%	<b>15.6%</b>	<b>50.0%</b>	32
3 I understand my roles and responsibilities as an employee of APS	0.0%	3.0%	9.1%	54.5%	33.3%	<b>3.0%</b>	<b>87.9%</b>	33
4 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	3.2%	6.5%	19.4%	67.7%	3.2%	<b>9.7%</b>	<b>71.0%</b>	31
5 My work is important and contributes to the success of the VISTA 2010 plan	0.0%	3.1%	31.3%	59.4%	6.3%	<b>3.1%</b>	<b>65.6%</b>	32
6 The district sets high and realistic expectations for students	3.0%	6.1%	30.3%	51.5%	9.1%	<b>9.1%</b>	<b>60.6%</b>	33
7 Everyone in the school community is accountable for the academic success of students	0.0%	6.1%	21.2%	54.5%	18.2%	<b>6.1%</b>	<b>72.7%</b>	33
8 Administrators/supervisors share information regularly with employees	15.6%	28.1%	25.0%	28.1%	3.1%	<b>43.8%</b>	<b>31.3%</b>	32
9 Clear goals and objectives have been defined for my job	0.0%	12.1%	27.3%	54.5%	6.1%	<b>12.1%</b>	<b>60.6%</b>	33
10 I am encouraged to provide suggestions on ways to improve programs or services	12.1%	24.2%	24.2%	33.3%	6.1%	<b>36.4%</b>	<b>39.4%</b>	33
11 Decisions made in APS are based on communicated data and information	9.1%	21.2%	42.4%	24.2%	3.0%	<b>30.3%</b>	<b>27.3%</b>	33
12 I trust the people who make decisions that affect me in the district	18.2%	27.3%	24.2%	24.2%	6.1%	<b>45.5%</b>	<b>30.3%</b>	33
13 I trust the people who make decisions that affect me in my school/department	21.9%	21.9%	40.6%	9.4%	6.3%	<b>43.8%</b>	<b>15.6%</b>	32
14 There is a spirit of teamwork and cooperation	9.1%	36.4%	24.2%	27.3%	3.0%	<b>45.5%</b>	<b>30.3%</b>	33
15 I feel free to express my professional opinions at work	15.2%	27.3%	24.2%	27.3%	6.1%	<b>42.4%</b>	<b>33.3%</b>	33
16 I feel valued as an employee of APS	9.1%	27.3%	15.2%	33.3%	15.2%	<b>36.4%</b>	<b>48.5%</b>	33
17 There is a professional atmosphere for staff working in APS	12.1%	27.3%	27.3%	30.3%	3.0%	<b>39.4%</b>	<b>33.3%</b>	33
18 I am treated with respect	9.1%	6.1%	21.2%	54.5%	9.1%	<b>15.2%</b>	<b>63.6%</b>	33
19 My ideas and suggestions are respected	9.1%	9.1%	54.5%	18.2%	9.1%	<b>18.2%</b>	<b>27.3%</b>	33
20 I receive the necessary training to do high quality work	3.0%	3.0%	12.1%	57.6%	24.2%	<b>6.1%</b>	<b>81.8%</b>	33
21 My supervisor supports and encourages me to participate in district committees*	6.7%	10.0%	60.0%	23.3%	0.0%	<b>16.7%</b>	<b>23.3%</b>	30
22 I have the necessary tools I need to do high quality work efficiently	3.0%	12.1%	21.2%	51.5%	12.1%	<b>15.2%</b>	<b>63.6%</b>	33
23 My principal/supervisor has a clear understanding of my skills and abilities	12.5%	6.3%	34.4%	21.9%	25.0%	<b>18.8%</b>	<b>46.9%</b>	32
24 My performance evaluations are fair	3.1%	0.0%	25.0%	59.4%	12.5%	<b>3.1%</b>	<b>71.9%</b>	32
25 Employees are treated fairly and consistently at my site	12.1%	33.3%	27.3%	21.2%	6.1%	<b>45.5%</b>	<b>27.3%</b>	33
26 I feel safe in the workplace	12.1%	12.1%	18.2%	54.5%	3.0%	<b>24.2%</b>	<b>57.6%</b>	33
27 I like the kind of work I do	0.0%	0.0%	3.0%	18.2%	78.8%	<b>0.0%</b>	<b>97.0%</b>	33
28 My job is important	0.0%	0.0%	0.0%	30.3%	69.7%	<b>0.0%</b>	<b>100.0%</b>	33
29 I am proud of the work I do	0.0%	0.0%	3.0%	21.2%	75.8%	<b>0.0%</b>	<b>97.0%</b>	33
30 I feel appreciated for the work I do	6.1%	12.1%	15.2%	51.5%	15.2%	<b>18.2%</b>	<b>66.7%</b>	33
31 I am satisfied with my job	0.0%	3.0%	12.1%	45.5%	39.4%	<b>3.0%</b>	<b>84.8%</b>	33
32 I am satisfied with the professional development opportunities provided to me by the district	9.1%	15.2%	27.3%	36.4%	12.1%	<b>24.2%</b>	<b>48.5%</b>	33
33 There's a positive relationship between my professional association and the district*	4.0%	12.0%	36.0%	40.0%	8.0%	<b>16.0%</b>	<b>48.0%</b>	25

Note. \*: question abbreviated for report. All responses of "not applicable" are omitted from this analysis.

January 29, 2008