

Aurora Public Schools
Division of Accountability and Research



Professional/Technical and Administrative Staff Climate Survey

2007-2008



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (07-08)

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	1.4%	2.8%	5.2%	32.7%	57.8%	4.3%	90.5%	211
2 I understand the long-term vision of APS.	0.9%	2.4%	5.2%	35.1%	56.4%	3.3%	91.5%	211
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	1.4%	1.9%	8.6%	34.9%	53.1%	3.3%	88.0%	209
4 I believe APS has set a clear direction for improving student achievement	2.9%	8.6%	10.5%	41.1%	36.8%	11.5%	78.0%	209
5 I support the educational direction of APS	1.4%	7.1%	11.4%	36.0%	44.1%	8.5%	80.1%	211
6 Administrators/supervisors share the information I need to perform my job	4.9%	11.2%	12.1%	40.3%	31.6%	16.0%	71.8%	206
7 I am encouraged to provide suggestions on ways to improve programs or services	7.7%	12.9%	12.0%	34.9%	32.5%	20.6%	67.5%	209
8 I am comfortable in stating my opinions about APS programs*	10.2%	17.5%	15.5%	35.4%	21.4%	27.7%	56.8%	206
9 I am comfortable in stating my opinions about issues facing APS*	9.2%	17.4%	13.5%	43.5%	16.4%	26.6%	59.9%	207
10 I trust the people who make district decisions that affect me	8.2%	15.9%	23.7%	36.7%	15.5%	24.2%	52.2%	207
11 I am able to influence the decisions that are made by the district	10.1%	26.9%	25.5%	33.7%	3.8%	37.0%	37.5%	208
12 There is an atmosphere of trust and mutual respect within APS	11.1%	22.1%	19.7%	39.9%	7.2%	33.2%	47.1%	208
13 District professional development has provided me with instructional strategies*	7.7%	11.3%	23.2%	36.9%	20.8%	19.0%	57.7%	168
14 I believe decisions made in APS are based on adequate student data and information	4.4%	10.8%	19.6%	42.2%	23.0%	15.2%	65.2%	204
15 I would encourage someone to work for APS	5.7%	5.3%	12.0%	42.1%	34.9%	11.0%	77.0%	209
16 I believe the district has become more effective in meeting the needs of ELL students	6.6%	24.7%	29.7%	30.8%	8.2%	31.3%	39.0%	182
17 I believe the level of support for Art programs has increased within the district	2.3%	11.4%	51.4%	28.0%	6.9%	13.7%	34.9%	175
18 I believe the level of support for Music programs has increased within the district	2.9%	10.3%	52.6%	28.0%	6.3%	13.1%	34.3%	175
19 I believe the level of support for PE programs has increased within the district*	2.2%	8.3%	44.2%	37.6%	7.7%	10.5%	45.3%	181
20 There's a positive relationship between my association and the district*	13.6%	13.0%	32.0%	34.3%	7.1%	26.6%	41.4%	169
21 Employees are empowered to help solve problems	5.8%	13.6%	15.5%	50.5%	14.6%	19.4%	65.0%	206
22 My principal/supervisor has a clear understanding of what I accomplish in my job	4.4%	10.2%	7.8%	39.8%	37.9%	14.6%	77.7%	206
23 Adequate security measures are in place at my site	1.5%	5.9%	8.8%	51.2%	32.7%	7.3%	83.9%	205
24 I feel appreciated for the work I do	6.3%	15.0%	12.6%	42.0%	24.2%	21.3%	66.2%	207
25 There is a spirit of teamwork and cooperation at my site	7.3%	5.8%	12.6%	35.9%	38.3%	13.1%	74.3%	206
26 There is a professional atmosphere for staff working at my site	4.8%	5.8%	8.2%	43.0%	38.2%	10.6%	81.2%	207
27 My performance evaluations are fair	2.1%	1.6%	12.6%	50.0%	33.7%	3.7%	83.7%	190
29 The DLT effectively supports building administrators as they work to implement VISTA 2010	0.0%	9.5%	31.5%	54.2%	4.8%	9.5%	58.9%	168
30 The DLT has an adequate awareness of issues at the building level	0.0%	15.6%	33.3%	41.1%	10.0%	15.6%	51.1%	180
31 The DLT effectively addresses issues brought forth from building administrators	0.0%	12.3%	41.3%	40.8%	5.6%	12.3%	46.4%	179

Note. Total respondents = 212. All responses of "not applicable" are omitted from this analysis. DLT: district leadership team.
 *: question abbreviated for report. #28. I believe the mentoring program is beneficial for students is not presented due to different scoring scale. 69% of respondents with a mentee agree or strongly agree that it is beneficial.

January 29, 2008



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (07-08) by Position
Administrator

<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	2.3%	2.3%	0.0%	31.8%	63.6%	4.5%	95.5%	44
2 I understand the long-term vision of APS.	0.0%	4.5%	0.0%	29.5%	65.9%	4.5%	95.5%	44
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	0.0%	0.0%	4.5%	36.4%	59.1%	0.0%	95.5%	44
4 I believe APS has set a clear direction for improving student achievement	0.0%	4.5%	4.5%	45.5%	45.5%	4.5%	90.9%	44
5 I support the educational direction of APS	0.0%	2.3%	6.8%	34.1%	56.8%	2.3%	90.9%	44
6 Administrators/supervisors share the information I need to perform my job	2.3%	7.0%	11.6%	30.2%	48.8%	9.3%	79.1%	43
7 I am encouraged to provide suggestions on ways to improve programs or services	6.8%	18.2%	6.8%	22.7%	45.5%	25.0%	68.2%	44
8 I am comfortable in stating my opinions about APS programs*	6.8%	20.5%	9.1%	34.1%	29.5%	27.3%	63.6%	44
9 I am comfortable in stating my opinions about issues facing APS*	4.5%	22.7%	6.8%	38.6%	27.3%	27.3%	65.9%	44
10 I trust the people who make district decisions that affect me	2.3%	11.6%	23.3%	34.9%	27.9%	14.0%	62.8%	43
11 I am able to influence the decisions that are made by the district	6.8%	9.1%	22.7%	50.0%	11.4%	15.9%	61.4%	44
12 There is an atmosphere of trust and mutual respect within APS	6.8%	15.9%	11.4%	54.5%	11.4%	22.7%	65.9%	44
13 District professional development has provided me with instructional strategies*	8.3%	5.6%	30.6%	38.9%	16.7%	13.9%	55.6%	36
14 I believe decisions made in APS are based on adequate student data and information	0.0%	6.8%	18.2%	40.9%	34.1%	6.8%	75.0%	44
15 I would encourage someone to work for APS	2.3%	2.3%	7.0%	37.2%	51.2%	4.7%	88.4%	43
16 I believe the district has become more effective in meeting the needs of ELL students	2.6%	33.3%	20.5%	30.8%	12.8%	35.9%	43.6%	39
17 I believe the level of support for Art programs has increased within the district	5.3%	18.4%	42.1%	23.7%	10.5%	23.7%	34.2%	38
18 I believe the level of support for Music programs has increased within the district	5.3%	18.4%	42.1%	23.7%	10.5%	23.7%	34.2%	38
19 I believe the level of support for PE programs has increased within the district*	5.1%	17.9%	41.0%	23.1%	12.8%	23.1%	35.9%	39
20 There's a positive relationship between my association and the district*	5.3%	15.8%	28.9%	39.5%	10.5%	21.1%	50.0%	38
21 Employees are empowered to help solve problems	0.0%	15.9%	18.2%	47.7%	18.2%	15.9%	65.9%	44
22 My principal/supervisor has a clear understanding of what I accomplish in my job	2.3%	11.4%	6.8%	34.1%	45.5%	13.6%	79.5%	44
23 Adequate security measures are in place at my site	0.0%	2.3%	9.1%	43.2%	45.5%	2.3%	88.6%	44
24 I feel appreciated for the work I do	6.8%	15.9%	4.5%	36.4%	36.4%	22.7%	72.7%	44
25 There is a spirit of teamwork and cooperation at my site	9.1%	0.0%	4.5%	27.3%	59.1%	9.1%	86.4%	44
26 There is a professional atmosphere for staff working at my site	4.5%	2.3%	6.8%	34.1%	52.3%	6.8%	86.4%	44
27 My performance evaluations are fair	0.0%	0.0%	9.8%	46.3%	43.9%	0.0%	90.2%	41
29 The DLT effectively supports building administrators as they work to implement VISTA 2010	0.0%	6.3%	28.1%	65.6%	0.0%	6.3%	65.6%	32
30 The DLT has an adequate awareness of issues at the building level	0.0%	17.1%	31.4%	51.4%	0.0%	17.1%	51.4%	35
31 The DLT effectively addresses issues brought forth from building administrators	0.0%	14.7%	35.3%	50.0%	0.0%	14.7%	50.0%	34

Note. Total respondents = 212. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

January 29, 2008



Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (07-08) by Position
Principal / Assistant Principal

<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%	3.2%	0.0%	22.2%	74.6%	3.2%	96.8%	63
2 I understand the long-term vision of APS.	0.0%	3.2%	0.0%	31.7%	65.1%	3.2%	96.8%	63
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	0.0%	3.2%	0.0%	28.6%	68.3%	3.2%	96.8%	63
4 I believe APS has set a clear direction for improving student achievement	0.0%	7.9%	11.1%	33.3%	47.6%	7.9%	81.0%	63
5 I support the educational direction of APS	0.0%	3.2%	9.5%	34.9%	52.4%	3.2%	87.3%	63
6 Administrators/supervisors share the information I need to perform my job	0.0%	9.5%	12.7%	49.2%	28.6%	9.5%	77.8%	63
7 I am encouraged to provide suggestions on ways to improve programs or services	3.2%	9.5%	15.9%	46.0%	25.4%	12.7%	71.4%	63
8 I am comfortable in stating my opinions about APS programs*	6.6%	18.0%	24.6%	34.4%	16.4%	24.6%	50.8%	61
9 I am comfortable in stating my opinions about issues facing APS*	4.8%	19.4%	21.0%	43.5%	11.3%	24.2%	54.8%	62
10 I trust the people who make district decisions that affect me	1.6%	19.0%	20.6%	50.8%	7.9%	20.6%	58.7%	63
11 I am able to influence the decisions that are made by the district	1.6%	34.9%	20.6%	39.7%	3.2%	36.5%	42.9%	63
12 There is an atmosphere of trust and mutual respect within APS	1.6%	24.2%	19.4%	51.6%	3.2%	25.8%	54.8%	62
13 District professional development has provided me with instructional strategies*	8.1%	4.8%	21.0%	38.7%	27.4%	12.9%	66.1%	62
14 I believe decisions made in APS are based on adequate student data and information	1.6%	9.5%	12.7%	46.0%	30.2%	11.1%	76.2%	63
15 I would encourage someone to work for APS	0.0%	6.5%	6.5%	51.6%	35.5%	6.5%	87.1%	62
16 I believe the district has become more effective in meeting the needs of ELL students	8.1%	29.0%	25.8%	35.5%	1.6%	37.1%	37.1%	62
17 I believe the level of support for Art programs has increased within the district	1.6%	11.3%	35.5%	45.2%	6.5%	12.9%	51.6%	62
18 I believe the level of support for Music programs has increased within the district	3.3%	8.2%	34.4%	50.8%	3.3%	11.5%	54.1%	61
19 I believe the level of support for PE programs has increased within the district*	1.6%	4.8%	20.6%	63.5%	9.5%	6.3%	73.0%	63
20 There's a positive relationship between my association and the district*	19.4%	14.5%	27.4%	33.9%	4.8%	33.9%	38.7%	62
21 Employees are empowered to help solve problems	3.2%	12.7%	14.3%	57.1%	12.7%	15.9%	69.8%	63
22 My principal/supervisor has a clear understanding of what I accomplish in my job	3.2%	9.5%	4.8%	39.7%	42.9%	12.7%	82.5%	63
23 Adequate security measures are in place at my site	0.0%	3.2%	1.6%	58.7%	36.5%	3.2%	95.2%	63
24 I feel appreciated for the work I do	1.6%	17.5%	11.1%	50.8%	19.0%	19.0%	69.8%	63
25 There is a spirit of teamwork and cooperation at my site	3.2%	1.6%	19.0%	44.4%	31.7%	4.8%	76.2%	63
26 There is a professional atmosphere for staff working at my site	3.2%	3.2%	3.2%	57.1%	33.3%	6.3%	90.5%	63
27 My performance evaluations are fair	3.4%	1.7%	10.2%	52.5%	32.2%	5.1%	84.7%	59
29 The DLT effectively supports building administrators as they work to implement VISTA 2010	0.0%	18.2%	14.5%	65.5%	1.8%	18.2%	67.3%	55
30 The DLT has an adequate awareness of issues at the building level	0.0%	21.0%	16.1%	56.5%	6.5%	21.0%	62.9%	62
31 The DLT effectively addresses issues brought forth from building administrators	0.0%	16.7%	23.3%	56.7%	3.3%	16.7%	60.0%	60

Note. Total respondents = 212. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

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Aurora Public Schools
Division of Accountability and Research
Professional/Technical and Administrative Staff Climate Survey (07-08) by Position
Professional/Technical

<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	2.1%	2.1%	11.3%	39.2%	45.4%	4.1%	84.5%	97
2 I understand the long-term vision of APS.	2.1%	0.0%	11.3%	40.2%	46.4%	2.1%	86.6%	97
3 I know how my work relates to the district's goals and priorities as stated in VISTA 2010	3.2%	1.1%	16.8%	40.0%	38.9%	4.2%	78.9%	95
4 I believe APS has set a clear direction for improving student achievement	5.3%	11.6%	13.7%	44.2%	25.3%	16.8%	69.5%	95
5 I support the educational direction of APS	3.1%	12.4%	14.4%	37.1%	33.0%	15.5%	70.1%	97
6 Administrators/supervisors share the information I need to perform my job	8.6%	12.9%	12.9%	39.8%	25.8%	21.5%	65.6%	93
7 I am encouraged to provide suggestions on ways to improve programs or services	10.5%	12.6%	12.6%	33.7%	30.5%	23.2%	64.2%	95
8 I am comfortable in stating my opinions about APS programs*	12.8%	17.0%	13.8%	35.1%	21.3%	29.8%	56.4%	94
9 I am comfortable in stating my opinions about issues facing APS*	12.8%	14.9%	12.8%	43.6%	16.0%	27.7%	59.6%	94
10 I trust the people who make district decisions that affect me	13.8%	16.0%	25.5%	29.8%	14.9%	29.8%	44.7%	94
11 I am able to influence the decisions that are made by the district	16.0%	30.9%	29.8%	22.3%	1.1%	46.8%	23.4%	94
12 There is an atmosphere of trust and mutual respect within APS	17.9%	24.2%	24.2%	25.3%	8.4%	42.1%	33.7%	95
13 District professional development has provided me with instructional strategies*	7.8%	21.9%	18.8%	32.8%	18.8%	29.7%	51.6%	64
14 I believe decisions made in APS are based on adequate student data and information	7.8%	13.3%	24.4%	41.1%	13.3%	21.1%	54.4%	90
15 I would encourage someone to work for APS	10.3%	6.2%	18.6%	38.1%	26.8%	16.5%	64.9%	97
16 I believe the district has become more effective in meeting the needs of ELL students	7.8%	15.6%	37.7%	28.6%	10.4%	23.4%	39.0%	77
17 I believe the level of support for Art programs has increased within the district	1.4%	8.7%	69.6%	15.9%	4.3%	10.1%	20.3%	69
18 I believe the level of support for Music programs has increased within the district	1.4%	8.6%	72.9%	12.9%	4.3%	10.0%	17.1%	70
19 I believe the level of support for PE programs has increased within the district*	1.4%	6.8%	65.8%	23.3%	2.7%	8.2%	26.0%	73
20 There's a positive relationship between my association and the district*	10.8%	9.2%	38.5%	33.8%	7.7%	20.0%	41.5%	65
21 Employees are empowered to help solve problems	10.4%	12.5%	14.6%	47.9%	14.6%	22.9%	62.5%	96
22 My principal/supervisor has a clear understanding of what I accomplish in my job	6.3%	9.4%	10.4%	41.7%	32.3%	15.6%	74.0%	96
23 Adequate security measures are in place at my site	3.2%	9.5%	13.7%	49.5%	24.2%	12.6%	73.7%	95
24 I feel appreciated for the work I do	8.2%	13.4%	16.5%	40.2%	21.6%	21.6%	61.9%	97
25 There is a spirit of teamwork and cooperation at my site	9.4%	11.5%	12.5%	33.3%	33.3%	20.8%	66.7%	96
26 There is a professional atmosphere for staff working at my site	6.2%	9.3%	12.4%	37.1%	35.1%	15.5%	72.2%	97
27 My performance evaluations are fair	2.3%	1.1%	16.1%	50.6%	29.9%	3.4%	80.5%	87
29 The DLT effectively supports building administrators as they work to implement VISTA 2010	0.0%	3.8%	44.9%	42.3%	9.0%	3.8%	51.3%	78
30 The DLT has an adequate awareness of issues at the building level	0.0%	11.3%	46.3%	26.3%	16.3%	11.3%	42.5%	80
31 The DLT effectively addresses issues brought forth from building administrators	0.0%	8.5%	54.9%	26.8%	9.8%	8.5%	36.6%	82

Note. Total respondents = 212. DLT: district leadership team. All responses of "not applicable" are omitted from this analysis. *: question abbreviated for report.

January 29, 2008