

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



**Classified Staff Climate Survey**

**2008-2009**



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009)**  
**Overall Results**

<b>Question</b>	<b>Str. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>Str. Agr.</b>	<b>%Dis/SD</b>	<b>%Ag/SA</b>	<b>Total</b>
1 APS has set a clear direction for improving student achievement	1.5%	5.8%	18.9%	52.2%	21.6%	<b>7.3%</b>	<b>73.8%</b>	1157
2 I understand my roles and responsibilities as an employee of APS	1.0%	3.3%	6.9%	45.2%	43.6%	<b>4.3%</b>	<b>88.8%</b>	1195
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	1.5%	6.3%	19.0%	48.2%	24.9%	<b>7.8%</b>	<b>73.2%</b>	1167
4 My work is important and contributes to the success of the VISTA 2010 plan	1.7%	2.2%	16.4%	46.2%	33.6%	<b>3.9%</b>	<b>79.7%</b>	1159
5 The district sets high and realistic expectations for students	2.7%	11.2%	18.9%	49.4%	17.7%	<b>14.0%</b>	<b>67.1%</b>	1168
6 Everyone in the school community is accountable for the academic success of students	2.0%	7.8%	11.2%	42.2%	36.9%	<b>9.8%</b>	<b>79.0%</b>	1172
7 Administrators/supervisors share information regularly with employees	11.0%	18.5%	20.3%	35.6%	14.7%	<b>29.5%</b>	<b>50.3%</b>	1185
8 Clear goals and objectives have been defined for my job	3.3%	10.6%	13.3%	48.7%	24.1%	<b>13.9%</b>	<b>72.8%</b>	1189
9 I am encouraged to provide suggestions on ways to improve programs or services*	8.2%	13.8%	19.0%	40.0%	19.1%	<b>22.0%</b>	<b>59.0%</b>	1181
10 Decisions made in APS are based on communicated data and information	6.4%	12.5%	33.5%	38.8%	8.7%	<b>19.0%</b>	<b>47.5%</b>	1166
11 I trust the people who make decisions that affect me in the district	8.4%	15.1%	31.5%	36.4%	8.5%	<b>23.5%</b>	<b>44.9%</b>	1164
12 I trust the people who make decisions that affect me in my school/department	8.4%	14.1%	23.1%	38.5%	15.9%	<b>22.5%</b>	<b>54.4%</b>	1182
13 There is a spirit of teamwork and cooperation	7.7%	16.5%	17.9%	35.8%	22.1%	<b>24.2%</b>	<b>57.9%</b>	1181
14 I feel free to express my professional opinions at work	8.3%	14.7%	19.9%	38.5%	18.5%	<b>23.0%</b>	<b>57.1%</b>	1160
15 I feel valued as an employee of APS	6.7%	12.1%	22.3%	40.9%	17.9%	<b>18.8%</b>	<b>58.8%</b>	1159
16 There is a professional atmosphere for staff working in APS	4.1%	10.4%	22.2%	47.7%	15.7%	<b>14.5%</b>	<b>63.4%</b>	1168
17 I am treated with respect	4.3%	9.4%	19.1%	45.7%	21.5%	<b>13.6%</b>	<b>67.2%</b>	1165
18 My ideas and suggestions are respected	4.9%	12.1%	26.8%	40.3%	15.8%	<b>17.1%</b>	<b>56.1%</b>	1155
19 I receive the necessary training to do high quality work	5.1%	12.6%	19.2%	45.1%	18.0%	<b>17.7%</b>	<b>63.1%</b>	1161
20 My supervisor supports and encourages me to participate in district committees*	4.2%	10.1%	34.9%	34.8%	16.1%	<b>14.3%</b>	<b>50.8%</b>	1076
21 I have the necessary tools I need to do high quality work efficiently	2.8%	12.7%	17.7%	47.7%	19.0%	<b>15.5%</b>	<b>66.8%</b>	1155
22 My principal/supervisor has a clear understanding of my skills and abilities	5.4%	10.5%	15.8%	42.5%	25.8%	<b>16.0%</b>	<b>68.2%</b>	1159
23 My performance evaluations are fair	3.2%	4.9%	17.7%	46.8%	27.4%	<b>8.1%</b>	<b>74.2%</b>	1112
24 Employees are treated fairly and consistently at my site	9.2%	17.1%	20.9%	35.6%	17.2%	<b>26.3%</b>	<b>52.8%</b>	1157
25 I feel safe in the workplace	1.9%	5.1%	12.4%	50.0%	30.6%	<b>7.0%</b>	<b>80.6%</b>	1165
26 I like the kind of work I do	0.8%	1.4%	4.7%	32.7%	60.5%	<b>2.2%</b>	<b>93.2%</b>	1161
27 My job is important	0.7%	1.5%	4.7%	31.2%	61.9%	<b>2.2%</b>	<b>93.0%</b>	1164
28 I am proud of the work I do	0.9%	0.9%	2.1%	29.0%	67.2%	<b>1.8%</b>	<b>96.1%</b>	1163
29 I feel appreciated for the work I do	6.3%	9.5%	16.3%	37.8%	30.0%	<b>15.8%</b>	<b>67.8%</b>	1163
30 I am satisfied with my job	2.2%	4.8%	12.8%	43.7%	36.5%	<b>7.0%</b>	<b>80.2%</b>	1158
31 I am satisfied with the professional development opportunities provided to me by the district	8.8%	15.8%	24.5%	39.2%	11.8%	<b>24.6%</b>	<b>50.9%</b>	1157
32 There's a positive relationship between the Classified Employee Council and the district*	4.0%	8.3%	43.3%	36.8%	7.7%	<b>12.3%</b>	<b>44.4%</b>	1110
33 I am familiar with the functions of the Classified Employees Council	4.8%	15.9%	35.4%	37.8%	6.1%	<b>20.8%</b>	<b>43.8%</b>	1136

Note. Total respondents = 1203. All responses of "not applicable" are omitted from this analysis. \*question abbreviated for report. 42.9% of classified employees (with a mentee) agreed/strongly agreed that the program was beneficial for their mentee.

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**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009) 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 APS has set a clear direction for improving student achievement	0.4%	3.9%	16.9%	54.1%	24.7%	<b>4.3%</b>	<b>78.8%</b>	231
2 I understand my roles and responsibilities as an employee of APS	0.0%	0.9%	5.5%	46.8%	46.8%	<b>0.9%</b>	<b>93.6%</b>	235
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	0.4%	3.5%	18.8%	48.0%	29.3%	<b>3.9%</b>	<b>77.3%</b>	229
4 My work is important and contributes to the success of the VISTA 2010 plan	0.9%	1.3%	15.8%	46.5%	35.5%	<b>2.2%</b>	<b>82.0%</b>	228
5 The district sets high and realistic expectations for students	1.3%	8.3%	16.2%	54.1%	20.1%	<b>9.6%</b>	<b>74.2%</b>	229
6 Everyone in the school community is accountable for the academic success of students	0.9%	8.0%	7.1%	44.7%	39.4%	<b>8.8%</b>	<b>84.1%</b>	226
7 Administrators/supervisors share information regularly with employees	9.4%	19.2%	15.4%	38.5%	17.5%	<b>28.6%</b>	<b>56.0%</b>	234
8 Clear goals and objectives have been defined for my job	2.2%	9.1%	10.0%	51.5%	27.3%	<b>11.3%</b>	<b>78.8%</b>	231
9 I am encouraged to provide suggestions on ways to improve programs or services*	5.6%	10.8%	16.4%	42.2%	25.0%	<b>16.4%</b>	<b>67.2%</b>	232
10 Decisions made in APS are based on communicated data and information	5.6%	13.9%	37.7%	32.0%	10.8%	<b>19.5%</b>	<b>42.9%</b>	231
11 I trust the people who make decisions that affect me in the district	6.6%	15.4%	31.6%	37.7%	8.8%	<b>21.9%</b>	<b>46.5%</b>	228
12 I trust the people who make decisions that affect me in my school/department	3.4%	11.2%	21.1%	40.1%	24.1%	<b>14.7%</b>	<b>64.2%</b>	232
13 There is a spirit of teamwork and cooperation	5.6%	12.9%	13.8%	37.9%	29.7%	<b>18.5%</b>	<b>67.7%</b>	232
14 I feel free to express my professional opinions at work	5.2%	11.4%	20.1%	37.6%	25.8%	<b>16.6%</b>	<b>63.3%</b>	229
15 I feel valued as an employee of APS	4.8%	12.6%	20.3%	44.2%	18.2%	<b>17.3%</b>	<b>62.3%</b>	231
16 There is a professional atmosphere for staff working in APS	3.4%	8.5%	18.8%	52.1%	17.1%	<b>12.0%</b>	<b>69.2%</b>	234
17 I am treated with respect	2.2%	7.3%	14.2%	47.8%	28.4%	<b>9.5%</b>	<b>76.3%</b>	232
18 My ideas and suggestions are respected	1.8%	7.9%	24.1%	45.6%	20.6%	<b>9.6%</b>	<b>66.2%</b>	228
19 I receive the necessary training to do high quality work	6.9%	14.7%	22.4%	40.5%	15.5%	<b>21.6%</b>	<b>56.0%</b>	232
20 My supervisor supports and encourages me to participate in district committees*	3.2%	6.8%	27.6%	38.0%	24.4%	<b>10.0%</b>	<b>62.4%</b>	221
21 I have the necessary tools I need to do high quality work efficiently	1.7%	8.7%	13.1%	56.8%	19.7%	<b>10.5%</b>	<b>76.4%</b>	229
22 My principal/supervisor has a clear understanding of my skills and abilities	3.9%	7.4%	13.4%	43.7%	31.6%	<b>11.3%</b>	<b>75.3%</b>	231
23 My performance evaluations are fair	1.8%	2.7%	14.6%	49.8%	31.1%	<b>4.6%</b>	<b>80.8%</b>	219
24 Employees are treated fairly and consistently at my site	5.3%	16.0%	13.8%	39.1%	25.8%	<b>21.3%</b>	<b>64.9%</b>	225
25 I feel safe in the workplace	1.7%	3.9%	8.2%	50.9%	35.3%	<b>5.6%</b>	<b>86.2%</b>	232
26 I like the kind of work I do	0.4%	0.0%	4.4%	34.1%	61.1%	<b>0.4%</b>	<b>95.2%</b>	229
27 My job is important	0.9%	1.3%	3.9%	37.1%	56.9%	<b>2.2%</b>	<b>94.0%</b>	232
28 I am proud of the work I do	0.9%	0.0%	0.9%	32.6%	65.6%	<b>0.9%</b>	<b>98.2%</b>	227
29 I feel appreciated for the work I do	3.9%	9.6%	13.1%	36.7%	36.7%	<b>13.5%</b>	<b>73.4%</b>	229
30 I am satisfied with my job	1.7%	4.8%	11.8%	42.4%	39.3%	<b>6.6%</b>	<b>81.7%</b>	229
31 I am satisfied with the professional development opportunities provided to me by the district	11.8%	21.1%	21.9%	36.4%	8.8%	<b>32.9%</b>	<b>45.2%</b>	228
32 There's a positive relationship between the Classified Employee Council and the district*	3.3%	9.8%	41.6%	36.4%	8.9%	<b>13.1%</b>	<b>45.3%</b>	214
33 I am familiar with the functions of the Classified Employees Council	5.4%	17.9%	25.0%	41.1%	10.7%	<b>23.2%</b>	<b>51.8%</b>	224

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

February 4, 2009



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009) 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 APS has set a clear direction for improving student achievement	6.5%	4.3%	6.5%	54.3%	28.3%	<b>10.9%</b>	<b>82.6%</b>	46
2 I understand my roles and responsibilities as an employee of APS	2.0%	8.2%	2.0%	46.9%	40.8%	<b>10.2%</b>	<b>87.8%</b>	49
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	4.1%	4.1%	14.3%	49.0%	28.6%	<b>8.2%</b>	<b>77.6%</b>	49
4 My work is important and contributes to the success of the VISTA 2010 plan	2.1%	2.1%	10.4%	52.1%	33.3%	<b>4.2%</b>	<b>85.4%</b>	48
5 The district sets high and realistic expectations for students	2.1%	12.8%	17.0%	53.2%	14.9%	<b>14.9%</b>	<b>68.1%</b>	47
6 Everyone in the school community is accountable for the academic success of students	2.1%	6.4%	10.6%	36.2%	44.7%	<b>8.5%</b>	<b>80.9%</b>	47
7 Administrators/supervisors share information regularly with employees	18.4%	18.4%	18.4%	32.7%	12.2%	<b>36.7%</b>	<b>44.9%</b>	49
8 Clear goals and objectives have been defined for my job	4.2%	16.7%	2.1%	45.8%	31.3%	<b>20.8%</b>	<b>77.1%</b>	48
9 I am encouraged to provide suggestions on ways to improve programs or services*	14.3%	10.2%	14.3%	38.8%	22.4%	<b>24.5%</b>	<b>61.2%</b>	49
10 Decisions made in APS are based on communicated data and information	16.3%	18.4%	32.7%	20.4%	12.2%	<b>34.7%</b>	<b>32.7%</b>	49
11 I trust the people who make decisions that affect me in the district	18.4%	6.1%	32.7%	26.5%	16.3%	<b>24.5%</b>	<b>42.9%</b>	49
12 I trust the people who make decisions that affect me in my school/department	14.6%	14.6%	22.9%	29.2%	18.8%	<b>29.2%</b>	<b>47.9%</b>	48
13 There is a spirit of teamwork and cooperation	10.4%	22.9%	22.9%	27.1%	16.7%	<b>33.3%</b>	<b>43.8%</b>	48
14 I feel free to express my professional opinions at work	8.2%	16.3%	12.2%	42.9%	20.4%	<b>24.5%</b>	<b>63.3%</b>	49
15 I feel valued as an employee of APS	10.2%	14.3%	16.3%	44.9%	14.3%	<b>24.5%</b>	<b>59.2%</b>	49
16 There is a professional atmosphere for staff working in APS	6.1%	8.2%	26.5%	44.9%	14.3%	<b>14.3%</b>	<b>59.2%</b>	49
17 I am treated with respect	4.2%	6.3%	16.7%	56.3%	16.7%	<b>10.4%</b>	<b>72.9%</b>	48
18 My ideas and suggestions are respected	4.1%	14.3%	24.5%	46.9%	10.2%	<b>18.4%</b>	<b>57.1%</b>	49
19 I receive the necessary training to do high quality work	14.6%	10.4%	27.1%	41.7%	6.3%	<b>25.0%</b>	<b>47.9%</b>	48
20 My supervisor supports and encourages me to participate in district committees*	0.0%	4.3%	39.1%	37.0%	19.6%	<b>4.3%</b>	<b>56.5%</b>	46
21 I have the necessary tools I need to do high quality work efficiently	8.2%	10.2%	16.3%	44.9%	20.4%	<b>18.4%</b>	<b>65.3%</b>	49
22 My principal/supervisor has a clear understanding of my skills and abilities	2.0%	12.2%	18.4%	38.8%	28.6%	<b>14.3%</b>	<b>67.3%</b>	49
23 My performance evaluations are fair	0.0%	0.0%	20.8%	47.9%	31.3%	<b>0.0%</b>	<b>79.2%</b>	48
24 Employees are treated fairly and consistently at my site	16.3%	22.4%	16.3%	30.6%	14.3%	<b>38.8%</b>	<b>44.9%</b>	49
25 I feel safe in the workplace	0.0%	6.1%	8.2%	49.0%	36.7%	<b>6.1%</b>	<b>85.7%</b>	49
26 I like the kind of work I do	0.0%	0.0%	2.0%	36.7%	61.2%	<b>0.0%</b>	<b>98.0%</b>	49
27 My job is important	0.0%	0.0%	2.1%	34.0%	63.8%	<b>0.0%</b>	<b>97.9%</b>	47
28 I am proud of the work I do	0.0%	0.0%	2.0%	24.5%	73.5%	<b>0.0%</b>	<b>98.0%</b>	49
29 I feel appreciated for the work I do	2.0%	12.2%	14.3%	53.1%	18.4%	<b>14.3%</b>	<b>71.4%</b>	49
30 I am satisfied with my job	2.1%	4.3%	12.8%	53.2%	27.7%	<b>6.4%</b>	<b>80.9%</b>	47
31 I am satisfied with the professional development opportunities provided to me by the district	20.8%	16.7%	20.8%	33.3%	8.3%	<b>37.5%</b>	<b>41.7%</b>	48
32 There's a positive relationship between the Classified Employee Council and the district*	6.4%	6.4%	42.6%	36.2%	8.5%	<b>12.8%</b>	<b>44.7%</b>	47
33 I am familiar with the functions of the Classified Employees Council	2.1%	10.4%	35.4%	41.7%	10.4%	<b>12.5%</b>	<b>52.1%</b>	48

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

February 4, 2009



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009) 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 APS has set a clear direction for improving student achievement	2.1%	2.8%	21.0%	48.3%	25.9%	<b>4.9%</b>	<b>74.1%</b>	143
2 I understand my roles and responsibilities as an employee of APS	0.7%	6.0%	15.9%	40.4%	37.1%	<b>6.6%</b>	<b>77.5%</b>	151
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	2.0%	7.5%	26.5%	39.5%	24.5%	<b>9.5%</b>	<b>63.9%</b>	147
4 My work is important and contributes to the success of the VISTA 2010 plan	3.4%	3.4%	25.9%	42.2%	25.2%	<b>6.8%</b>	<b>67.3%</b>	147
5 The district sets high and realistic expectations for students	2.1%	10.5%	22.4%	46.9%	18.2%	<b>12.6%</b>	<b>65.0%</b>	143
6 Everyone in the school community is accountable for the academic success of students	3.3%	11.3%	22.0%	39.3%	24.0%	<b>14.7%</b>	<b>63.3%</b>	150
7 Administrators/supervisors share information regularly with employees	19.2%	19.9%	23.2%	25.2%	12.6%	<b>39.1%</b>	<b>37.7%</b>	151
8 Clear goals and objectives have been defined for my job	6.6%	9.9%	18.4%	44.7%	20.4%	<b>16.4%</b>	<b>65.1%</b>	152
9 I am encouraged to provide suggestions on ways to improve programs or services*	15.2%	18.5%	18.5%	31.8%	15.9%	<b>33.8%</b>	<b>47.7%</b>	151
10 Decisions made in APS are based on communicated data and information	20.3%	15.5%	24.3%	33.1%	6.8%	<b>35.8%</b>	<b>39.9%</b>	148
11 I trust the people who make decisions that affect me in the district	14.9%	25.7%	25.7%	27.7%	6.1%	<b>40.5%</b>	<b>33.8%</b>	148
12 I trust the people who make decisions that affect me in my school/department	18.7%	19.3%	23.3%	32.0%	6.7%	<b>38.0%</b>	<b>38.7%</b>	150
13 There is a spirit of teamwork and cooperation	11.9%	21.9%	17.9%	35.1%	13.2%	<b>33.8%</b>	<b>48.3%</b>	151
14 I feel free to express my professional opinions at work	17.4%	23.5%	19.7%	27.3%	12.1%	<b>40.9%</b>	<b>39.4%</b>	132
15 I feel valued as an employee of APS	9.0%	18.8%	24.8%	33.8%	13.5%	<b>27.8%</b>	<b>47.4%</b>	133
16 There is a professional atmosphere for staff working in APS	8.3%	23.3%	21.8%	34.6%	12.0%	<b>31.6%</b>	<b>46.6%</b>	133
17 I am treated with respect	5.3%	15.0%	22.6%	42.1%	15.0%	<b>20.3%</b>	<b>57.1%</b>	133
18 My ideas and suggestions are respected	13.6%	23.5%	28.0%	26.5%	8.3%	<b>37.1%</b>	<b>34.8%</b>	132
19 I receive the necessary training to do high quality work	6.7%	20.9%	18.7%	38.1%	15.7%	<b>27.6%</b>	<b>53.7%</b>	134
20 My supervisor supports and encourages me to participate in district committees*	6.3%	13.4%	43.3%	29.1%	7.9%	<b>19.7%</b>	<b>37.0%</b>	127
21 I have the necessary tools I need to do high quality work efficiently	4.5%	18.0%	19.5%	45.1%	12.8%	<b>22.6%</b>	<b>57.9%</b>	133
22 My principal/supervisor has a clear understanding of my skills and abilities	5.3%	15.0%	15.0%	41.4%	23.3%	<b>20.3%</b>	<b>64.7%</b>	133
23 My performance evaluations are fair	6.9%	9.9%	13.7%	51.9%	17.6%	<b>16.8%</b>	<b>69.5%</b>	131
24 Employees are treated fairly and consistently at my site	19.4%	25.4%	20.9%	24.6%	9.7%	<b>44.8%</b>	<b>34.3%</b>	134
25 I feel safe in the workplace	1.5%	4.6%	26.2%	47.7%	20.0%	<b>6.2%</b>	<b>67.7%</b>	130
26 I like the kind of work I do	2.3%	5.3%	11.3%	35.3%	45.9%	<b>7.5%</b>	<b>81.2%</b>	133
27 My job is important	3.0%	4.5%	6.7%	34.3%	51.5%	<b>7.5%</b>	<b>85.8%</b>	134
28 I am proud of the work I do	5.2%	5.2%	3.7%	28.4%	57.5%	<b>10.4%</b>	<b>85.8%</b>	134
29 I feel appreciated for the work I do	12.8%	12.0%	19.5%	35.3%	20.3%	<b>24.8%</b>	<b>55.6%</b>	133
30 I am satisfied with my job	7.6%	8.3%	12.9%	41.7%	29.5%	<b>15.9%</b>	<b>71.2%</b>	132
31 I am satisfied with the professional development opportunities provided to me by the district	6.1%	18.9%	32.4%	30.4%	12.2%	<b>25.0%</b>	<b>42.6%</b>	148
32 There's a positive relationship between the Classified Employee Council and the district*	6.1%	12.9%	41.5%	32.7%	6.8%	<b>19.0%</b>	<b>39.5%</b>	147
33 I am familiar with the functions of the Classified Employees Council	2.1%	10.3%	42.1%	40.0%	5.5%	<b>12.4%</b>	<b>45.5%</b>	145

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

February 4, 2009



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009) 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 APS has set a clear direction for improving student achievement	2.0%	5.0%	19.8%	55.4%	17.8%	<b>6.9%</b>	<b>73.3%</b>	101
2 I understand my roles and responsibilities as an employee of APS	1.8%	0.9%	1.8%	48.6%	46.8%	<b>2.8%</b>	<b>95.4%</b>	109
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	2.0%	3.0%	19.2%	54.5%	21.2%	<b>5.1%</b>	<b>75.8%</b>	99
4 My work is important and contributes to the success of the VISTA 2010 plan	2.0%	2.0%	18.0%	51.0%	27.0%	<b>4.0%</b>	<b>78.0%</b>	100
5 The district sets high and realistic expectations for students	3.7%	7.5%	14.0%	52.3%	22.4%	<b>11.2%</b>	<b>74.8%</b>	107
6 Everyone in the school community is accountable for the academic success of students	1.9%	4.7%	15.9%	42.1%	35.5%	<b>6.5%</b>	<b>77.6%</b>	107
7 Administrators/supervisors share information regularly with employees	4.7%	10.4%	8.5%	57.5%	18.9%	<b>15.1%</b>	<b>76.4%</b>	106
8 Clear goals and objectives have been defined for my job	0.0%	0.9%	10.1%	56.9%	32.1%	<b>0.9%</b>	<b>89.0%</b>	109
9 I am encouraged to provide suggestions on ways to improve programs or services*	1.9%	7.5%	17.8%	50.5%	22.4%	<b>9.3%</b>	<b>72.9%</b>	107
10 Decisions made in APS are based on communicated data and information	1.9%	4.8%	26.0%	56.7%	10.6%	<b>6.7%</b>	<b>67.3%</b>	104
11 I trust the people who make decisions that affect me in the district	2.8%	9.3%	29.9%	44.9%	13.1%	<b>12.1%</b>	<b>57.9%</b>	107
12 I trust the people who make decisions that affect me in my school/department	2.8%	9.4%	21.7%	48.1%	17.9%	<b>12.3%</b>	<b>66.0%</b>	106
13 There is a spirit of teamwork and cooperation	1.8%	7.2%	21.6%	39.6%	29.7%	<b>9.0%</b>	<b>69.4%</b>	111
14 I feel free to express my professional opinions at work	3.7%	8.3%	14.7%	49.5%	23.9%	<b>11.9%</b>	<b>73.4%</b>	109
15 I feel valued as an employee of APS	2.8%	1.9%	15.1%	50.9%	29.2%	<b>4.7%</b>	<b>80.2%</b>	106
16 There is a professional atmosphere for staff working in APS	1.9%	2.8%	15.9%	63.6%	15.9%	<b>4.7%</b>	<b>79.4%</b>	107
17 I am treated with respect	3.7%	3.7%	15.9%	56.1%	20.6%	<b>7.5%</b>	<b>76.6%</b>	107
18 My ideas and suggestions are respected	3.8%	3.8%	24.8%	48.6%	19.0%	<b>7.6%</b>	<b>67.6%</b>	105
19 I receive the necessary training to do high quality work	0.9%	2.8%	10.2%	52.8%	33.3%	<b>3.7%</b>	<b>86.1%</b>	108
20 My supervisor supports and encourages me to participate in district committees*	1.0%	8.2%	24.5%	48.0%	18.4%	<b>9.2%</b>	<b>66.3%</b>	98
21 I have the necessary tools I need to do high quality work efficiently	1.0%	6.7%	11.4%	53.3%	27.6%	<b>7.6%</b>	<b>81.0%</b>	105
22 My principal/supervisor has a clear understanding of my skills and abilities	1.9%	6.7%	17.1%	48.6%	25.7%	<b>8.6%</b>	<b>74.3%</b>	105
23 My performance evaluations are fair	0.9%	2.8%	16.8%	48.6%	30.8%	<b>3.7%</b>	<b>79.4%</b>	107
24 Employees are treated fairly and consistently at my site	2.8%	10.1%	18.3%	45.0%	23.9%	<b>12.8%</b>	<b>68.8%</b>	109
25 I feel safe in the workplace	0.9%	3.7%	8.3%	59.6%	27.5%	<b>4.6%</b>	<b>87.2%</b>	109
26 I like the kind of work I do	0.0%	0.9%	2.8%	53.2%	43.1%	<b>0.9%</b>	<b>96.3%</b>	109
27 My job is important	0.0%	1.8%	3.7%	45.9%	48.6%	<b>1.8%</b>	<b>94.5%</b>	109
28 I am proud of the work I do	0.9%	0.0%	1.8%	48.6%	48.6%	<b>0.9%</b>	<b>97.2%</b>	109
29 I feel appreciated for the work I do	2.8%	1.9%	18.5%	50.0%	26.9%	<b>4.6%</b>	<b>76.9%</b>	108
30 I am satisfied with my job	0.0%	0.9%	8.3%	51.4%	39.4%	<b>0.9%</b>	<b>90.8%</b>	109
31 I am satisfied with the professional development opportunities provided to me by the district	1.9%	0.9%	20.8%	58.5%	17.9%	<b>2.8%</b>	<b>76.4%</b>	106
32 There's a positive relationship between the Classified Employee Council and the district*	2.0%	6.0%	37.0%	42.0%	13.0%	<b>8.0%</b>	<b>55.0%</b>	100
33 I am familiar with the functions of the Classified Employees Council	5.1%	14.3%	29.6%	43.9%	7.1%	<b>19.4%</b>	<b>51.0%</b>	98

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

February 4, 2009





**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009) by Position**  
**Paraeducators/Educational Assistant/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 APS has set a clear direction for improving student achievement	1.1%	7.3%	19.4%	50.9%	21.2%	<b>8.5%</b>	<b>72.2%</b>	532
2 I understand my roles and responsibilities as an employee of APS	0.9%	3.3%	6.7%	44.1%	45.0%	<b>4.3%</b>	<b>89.0%</b>	538
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	1.1%	8.1%	17.1%	50.3%	23.5%	<b>9.2%</b>	<b>73.7%</b>	533
4 My work is important and contributes to the success of the VISTA 2010 plan	1.5%	1.9%	14.1%	45.8%	36.7%	<b>3.4%</b>	<b>82.5%</b>	531
5 The district sets high and realistic expectations for students	2.8%	13.6%	18.8%	47.9%	16.8%	<b>16.4%</b>	<b>64.7%</b>	536
6 Everyone in the school community is accountable for the academic success of students	1.9%	7.7%	8.1%	42.7%	39.7%	<b>9.6%</b>	<b>82.4%</b>	534
7 Administrators/supervisors share information regularly with employees	7.9%	18.6%	23.5%	35.1%	15.0%	<b>26.5%</b>	<b>50.1%</b>	533
8 Clear goals and objectives have been defined for my job	3.4%	11.6%	13.8%	48.3%	22.9%	<b>14.9%</b>	<b>71.3%</b>	536
9 I am encouraged to provide suggestions on ways to improve programs or services*	7.0%	14.9%	20.9%	40.3%	16.9%	<b>21.8%</b>	<b>57.3%</b>	531
10 Decisions made in APS are based on communicated data and information	2.3%	11.4%	35.8%	41.9%	8.6%	<b>13.7%</b>	<b>50.5%</b>	525
11 I trust the people who make decisions that affect me in the district	6.5%	13.7%	31.9%	39.9%	8.0%	<b>20.2%</b>	<b>47.9%</b>	524
12 I trust the people who make decisions that affect me in my school/department	7.5%	13.3%	23.4%	39.8%	16.1%	<b>20.7%</b>	<b>55.9%</b>	535
13 There is a spirit of teamwork and cooperation	7.4%	17.4%	16.8%	35.5%	23.0%	<b>24.7%</b>	<b>58.5%</b>	530
14 I feel free to express my professional opinions at work	8.5%	14.1%	20.5%	40.2%	16.7%	<b>22.6%</b>	<b>57.0%</b>	532
15 I feel valued as an employee of APS	7.0%	10.4%	24.3%	40.6%	17.7%	<b>17.4%</b>	<b>58.3%</b>	530
16 There is a professional atmosphere for staff working in APS	3.2%	7.5%	23.5%	48.7%	17.2%	<b>10.6%</b>	<b>65.9%</b>	536
17 I am treated with respect	5.2%	9.3%	20.2%	43.0%	22.2%	<b>14.6%</b>	<b>65.2%</b>	535
18 My ideas and suggestions are respected	4.3%	11.1%	27.1%	40.8%	16.7%	<b>15.4%</b>	<b>57.5%</b>	532
19 I receive the necessary training to do high quality work	4.2%	12.3%	19.2%	46.2%	18.1%	<b>16.4%</b>	<b>64.3%</b>	530
20 My supervisor supports and encourages me to participate in district committees*	4.5%	10.7%	37.4%	33.1%	14.3%	<b>15.3%</b>	<b>47.3%</b>	484
21 I have the necessary tools I need to do high quality work efficiently	2.3%	14.0%	20.2%	44.9%	18.7%	<b>16.2%</b>	<b>63.6%</b>	530
22 My principal/supervisor has a clear understanding of my skills and abilities	6.4%	10.7%	16.5%	41.5%	24.8%	<b>17.1%</b>	<b>66.4%</b>	532
23 My performance evaluations are fair	3.2%	5.8%	18.8%	43.4%	28.8%	<b>9.0%</b>	<b>72.2%</b>	500
24 Employees are treated fairly and consistently at my site	8.1%	14.7%	24.3%	36.9%	16.0%	<b>22.8%</b>	<b>52.9%</b>	531
25 I feel safe in the workplace	2.1%	5.1%	11.8%	47.8%	33.2%	<b>7.1%</b>	<b>81.1%</b>	533
26 I like the kind of work I do	0.0%	1.3%	3.4%	27.6%	67.7%	<b>1.3%</b>	<b>95.3%</b>	529
27 My job is important	0.0%	1.1%	4.9%	23.2%	70.8%	<b>1.1%</b>	<b>94.0%</b>	531
28 I am proud of the work I do	0.0%	0.4%	2.3%	21.8%	75.6%	<b>0.4%</b>	<b>97.4%</b>	533
29 I feel appreciated for the work I do	5.8%	8.5%	17.1%	35.7%	32.9%	<b>14.3%</b>	<b>68.6%</b>	532
30 I am satisfied with my job	0.9%	5.3%	12.9%	42.3%	38.6%	<b>6.2%</b>	<b>80.9%</b>	529
31 I am satisfied with the professional development opportunities provided to me by the district	8.5%	14.7%	24.3%	40.2%	12.4%	<b>23.2%</b>	<b>52.5%</b>	518
32 There's a positive relationship between the Classified Employee Council and the district*	3.4%	6.9%	44.6%	38.2%	6.9%	<b>10.3%</b>	<b>45.1%</b>	495
33 I am familiar with the functions of the Classified Employees Council	5.6%	17.7%	37.0%	35.5%	4.2%	<b>23.3%</b>	<b>39.7%</b>	519

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

February 4, 2009



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009) 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 APS has set a clear direction for improving student achievement	0.0%	12.5%	25.0%	43.8%	18.8%	<b>12.5%</b>	<b>62.5%</b>	16
2 I understand my roles and responsibilities as an employee of APS	5.9%	0.0%	0.0%	47.1%	47.1%	<b>5.9%</b>	<b>94.1%</b>	17
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	0.0%	6.3%	18.8%	31.3%	43.8%	<b>6.3%</b>	<b>75.0%</b>	16
4 My work is important and contributes to the success of the VISTA 2010 plan	0.0%	6.3%	12.5%	37.5%	43.8%	<b>6.3%</b>	<b>81.3%</b>	16
5 The district sets high and realistic expectations for students	0.0%	18.8%	25.0%	18.8%	37.5%	<b>18.8%</b>	<b>56.3%</b>	16
6 Everyone in the school community is accountable for the academic success of students	0.0%	12.5%	12.5%	31.3%	43.8%	<b>12.5%</b>	<b>75.0%</b>	16
7 Administrators/supervisors share information regularly with employees	11.8%	29.4%	29.4%	17.6%	11.8%	<b>41.2%</b>	<b>29.4%</b>	17
8 Clear goals and objectives have been defined for my job	5.9%	23.5%	23.5%	23.5%	23.5%	<b>29.4%</b>	<b>47.1%</b>	17
9 I am encouraged to provide suggestions on ways to improve programs or services*	11.8%	5.9%	17.6%	41.2%	23.5%	<b>17.6%</b>	<b>64.7%</b>	17
10 Decisions made in APS are based on communicated data and information	5.9%	17.6%	29.4%	35.3%	11.8%	<b>23.5%</b>	<b>47.1%</b>	17
11 I trust the people who make decisions that affect me in the district	5.9%	29.4%	23.5%	35.3%	5.9%	<b>35.3%</b>	<b>41.2%</b>	17
12 I trust the people who make decisions that affect me in my school/department	5.9%	35.3%	11.8%	41.2%	5.9%	<b>41.2%</b>	<b>47.1%</b>	17
13 There is a spirit of teamwork and cooperation	12.5%	25.0%	18.8%	25.0%	18.8%	<b>37.5%</b>	<b>43.8%</b>	16
14 I feel free to express my professional opinions at work	6.3%	18.8%	18.8%	25.0%	31.3%	<b>25.0%</b>	<b>56.3%</b>	16
15 I feel valued as an employee of APS	17.6%	11.8%	29.4%	17.6%	23.5%	<b>29.4%</b>	<b>41.2%</b>	17
16 There is a professional atmosphere for staff working in APS	5.9%	17.6%	29.4%	29.4%	17.6%	<b>23.5%</b>	<b>47.1%</b>	17
17 I am treated with respect	5.9%	23.5%	17.6%	35.3%	17.6%	<b>29.4%</b>	<b>52.9%</b>	17
18 My ideas and suggestions are respected	5.9%	23.5%	23.5%	35.3%	11.8%	<b>29.4%</b>	<b>47.1%</b>	17
19 I receive the necessary training to do high quality work	0.0%	17.6%	29.4%	41.2%	11.8%	<b>17.6%</b>	<b>52.9%</b>	17
20 My supervisor supports and encourages me to participate in district committees*	13.3%	13.3%	33.3%	20.0%	20.0%	<b>26.7%</b>	<b>40.0%</b>	15
21 I have the necessary tools I need to do high quality work efficiently	0.0%	29.4%	17.6%	41.2%	11.8%	<b>29.4%</b>	<b>52.9%</b>	17
22 My principal/supervisor has a clear understanding of my skills and abilities	17.6%	23.5%	5.9%	23.5%	29.4%	<b>41.2%</b>	<b>52.9%</b>	17
23 My performance evaluations are fair	6.3%	0.0%	25.0%	37.5%	31.3%	<b>6.3%</b>	<b>68.8%</b>	16
24 Employees are treated fairly and consistently at my site	11.8%	23.5%	11.8%	35.3%	17.6%	<b>35.3%</b>	<b>52.9%</b>	17
25 I feel safe in the workplace	5.9%	17.6%	5.9%	41.2%	29.4%	<b>23.5%</b>	<b>70.6%</b>	17
26 I like the kind of work I do	0.0%	0.0%	5.9%	23.5%	70.6%	<b>0.0%</b>	<b>94.1%</b>	17
27 My job is important	0.0%	0.0%	6.3%	43.8%	50.0%	<b>0.0%</b>	<b>93.8%</b>	16
28 I am proud of the work I do	0.0%	0.0%	0.0%	37.5%	62.5%	<b>0.0%</b>	<b>100.0%</b>	16
29 I feel appreciated for the work I do	5.9%	41.2%	5.9%	23.5%	23.5%	<b>47.1%</b>	<b>47.1%</b>	17
30 I am satisfied with my job	0.0%	0.0%	41.2%	23.5%	35.3%	<b>0.0%</b>	<b>58.8%</b>	17
31 I am satisfied with the professional development opportunities provided to me by the district	18.8%	18.8%	31.3%	18.8%	12.5%	<b>37.5%</b>	<b>31.3%</b>	16
32 There's a positive relationship between the Classified Employee Council and the district*	12.5%	12.5%	43.8%	18.8%	12.5%	<b>25.0%</b>	<b>31.3%</b>	16
33 I am familiar with the functions of the Classified Employees Council	6.7%	20.0%	40.0%	26.7%	6.7%	<b>26.7%</b>	<b>33.3%</b>	15

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

February 4, 2009





**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009) 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 APS has set a clear direction for improving student achievement	2.7%	6.8%	23.3%	60.3%	6.8%	<b>9.6%</b>	<b>67.1%</b>	73
2 I understand my roles and responsibilities as an employee of APS	1.3%	2.6%	6.4%	53.8%	35.9%	<b>3.8%</b>	<b>89.7%</b>	78
3 I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	2.6%	2.6%	22.1%	53.2%	19.5%	<b>5.2%</b>	<b>72.7%</b>	77
4 My work is important and contributes to the success of the VISTA 2010 plan	2.7%	2.7%	18.9%	50.0%	25.7%	<b>5.4%</b>	<b>75.7%</b>	74
5 The district sets high and realistic expectations for students	5.3%	4.0%	28.0%	56.0%	6.7%	<b>9.3%</b>	<b>62.7%</b>	75
6 Everyone in the school community is accountable for the academic success of students	3.9%	7.9%	15.8%	43.4%	28.9%	<b>11.8%</b>	<b>72.4%</b>	76
7 Administrators/supervisors share information regularly with employees	20.5%	21.8%	24.4%	26.9%	6.4%	<b>42.3%</b>	<b>33.3%</b>	78
8 Clear goals and objectives have been defined for my job	3.8%	11.5%	19.2%	50.0%	15.4%	<b>15.4%</b>	<b>65.4%</b>	78
9 I am encouraged to provide suggestions on ways to improve programs or services*	11.8%	18.4%	19.7%	36.8%	13.2%	<b>30.3%</b>	<b>50.0%</b>	76
10 Decisions made in APS are based on communicated data and information	9.3%	12.0%	38.7%	37.3%	2.7%	<b>21.3%</b>	<b>40.0%</b>	75
11 I trust the people who make decisions that affect me in the district	9.6%	15.1%	45.2%	24.7%	5.5%	<b>24.7%</b>	<b>30.1%</b>	73
12 I trust the people who make decisions that affect me in my school/department	10.5%	18.4%	32.9%	31.6%	6.6%	<b>28.9%</b>	<b>38.2%</b>	76
13 There is a spirit of teamwork and cooperation	12.0%	20.0%	28.0%	34.7%	5.3%	<b>32.0%</b>	<b>40.0%</b>	75
14 I feel free to express my professional opinions at work	3.9%	21.1%	27.6%	36.8%	10.5%	<b>25.0%</b>	<b>47.4%</b>	76
15 I feel valued as an employee of APS	5.3%	19.7%	27.6%	35.5%	11.8%	<b>25.0%</b>	<b>47.4%</b>	76
16 There is a professional atmosphere for staff working in APS	5.3%	22.4%	31.6%	32.9%	7.9%	<b>27.6%</b>	<b>40.8%</b>	76
17 I am treated with respect	1.3%	11.8%	28.9%	43.4%	14.5%	<b>13.2%</b>	<b>57.9%</b>	76
18 My ideas and suggestions are respected	2.7%	17.3%	38.7%	33.3%	8.0%	<b>20.0%</b>	<b>41.3%</b>	75
19 I receive the necessary training to do high quality work	2.7%	6.7%	13.3%	60.0%	17.3%	<b>9.3%</b>	<b>77.3%</b>	75
20 My supervisor supports and encourages me to participate in district committees*	5.7%	12.9%	40.0%	30.0%	11.4%	<b>18.6%</b>	<b>41.4%</b>	70
21 I have the necessary tools I need to do high quality work efficiently	5.3%	10.5%	23.7%	43.4%	17.1%	<b>15.8%</b>	<b>60.5%</b>	76
22 My principal/supervisor has a clear understanding of my skills and abilities	4.0%	13.3%	20.0%	45.3%	17.3%	<b>17.3%</b>	<b>62.7%</b>	75
23 My performance evaluations are fair	5.3%	1.3%	26.7%	50.7%	16.0%	<b>6.7%</b>	<b>66.7%</b>	75
24 Employees are treated fairly and consistently at my site	12.0%	25.3%	28.0%	28.0%	6.7%	<b>37.3%</b>	<b>34.7%</b>	75
25 I feel safe in the workplace	2.6%	7.7%	15.4%	56.4%	17.9%	<b>10.3%</b>	<b>74.4%</b>	78
26 I like the kind of work I do	5.1%	1.3%	5.1%	34.6%	53.8%	<b>6.4%</b>	<b>88.5%</b>	78
27 My job is important	1.3%	1.3%	3.8%	42.3%	51.3%	<b>2.6%</b>	<b>93.6%</b>	78
28 I am proud of the work I do	1.3%	1.3%	2.6%	43.6%	51.3%	<b>2.6%</b>	<b>94.9%</b>	78
29 I feel appreciated for the work I do	10.3%	11.5%	17.9%	39.7%	20.5%	<b>21.8%</b>	<b>60.3%</b>	78
30 I am satisfied with my job	6.4%	1.3%	15.4%	48.7%	28.2%	<b>7.7%</b>	<b>76.9%</b>	78
31 I am satisfied with the professional development opportunities provided to me by the district	5.3%	19.7%	25.0%	40.8%	9.2%	<b>25.0%</b>	<b>50.0%</b>	76
32 There's a positive relationship between the Classified Employee Council and the district*	2.7%	8.1%	50.0%	35.1%	4.1%	<b>10.8%</b>	<b>39.2%</b>	74
33 I am familiar with the functions of the Classified Employees Council	4.2%	12.5%	50.0%	30.6%	2.8%	<b>16.7%</b>	<b>33.3%</b>	72

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

February 4, 2009