

Aurora Public Schools
Division of Accountability and Research



Classified Staff Climate Survey

Historical Results (Overall)

2012-13



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research

Overall

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	9.2%	8.0%	-1.2%	22.2%	19.4%	-2.8%	68.6%	72.6%	4.0%	0.09	861
2. I understand my role and responsibilities as an employee of APS.	4.6%	4.4%	-0.3%	6.3%	5.8%	-0.4%	89.1%	89.8%	0.7%	0.02	889
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	8.9%	9.1%	0.2%	18.4%	18.3%	-0.1%	72.7%	72.7%	0.0%	0.00	860
4. My work is important and contributes to the success of the VISTA 2015 Plan.	5.1%	4.4%	-0.6%	17.0%	18.9%	1.9%	77.9%	76.7%	-1.2%	-0.03	858
5. The district sets high and realistic expectations for students.	16.8%	14.1%	-2.6%	21.1%	20.3%	-0.8%	62.1%	65.5%	3.4%	0.07	856
6. Everyone in the school community is accountable for the academic success of students.	9.8%	9.9%	0.1%	11.1%	11.6%	0.5%	79.1%	78.5%	-0.6%	-0.01	869
7. Department administrators/supervisors share information regularly with employees.	27.8%	27.7%	-0.2%	18.0%	19.5%	1.5%	54.1%	52.8%	-1.3%	-0.03	875
8. Clear goals and objectives have been defined for my job.	16.2%	13.0%	-3.1%	12.9%	14.6%	1.7%	70.9%	72.3%	1.4%	0.03	882
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	20.2%	20.0%	-0.2%	15.8%	16.2%	0.4%	64.1%	63.9%	-0.2%	0.00	877
10. Decisions made in APS are based on communicated data and information.	19.7%	16.3%	-3.3%	30.3%	33.4%	3.2%	50.1%	50.2%	0.2%	0.00	864
11. I trust the people who make decisions that affect me in the district.	27.0%	21.5%	-5.5%	30.8%	34.0%	3.2%	42.2%	44.5%	2.3%	0.05	871
12. I trust the people who make decisions that affect me in my school/department.	23.0%	20.8%	-2.2%	21.3%	21.5%	0.2%	55.7%	57.7%	2.0%	0.04	879
13. There is a spirit of teamwork and cooperation at my work site.	23.4%	22.7%	-0.7%	16.3%	18.0%	1.7%	60.3%	59.3%	-1.0%	-0.02	885
14. I feel free to express my professional opinions at work.	24.4%	21.8%	-2.6%	17.2%	18.2%	1.1%	58.4%	60.0%	1.6%	0.03	877
15. I feel valued as an employee of APS.	22.2%	18.9%	-3.3%	18.8%	20.5%	1.7%	59.0%	60.7%	1.6%	0.03	880
16. There is a professional atmosphere for staff working in APS.	17.2%	13.8%	-3.4%	21.2%	21.4%	0.2%	61.6%	64.8%	3.1%	0.07	877
17. I am treated with respect by my supervisor.	12.8%	9.9%	-3.0%	11.7%	13.3%	1.6%	75.5%	76.9%	1.4%	0.03	873
18. I am treated with respect by my co-workers.	7.0%	7.8%	0.8%	12.0%	13.5%	1.4%	81.0%	78.7%	-2.2%	-0.06	884
19. My ideas and suggestions are respected by my supervisor.	15.3%	13.3%	-1.9%	17.1%	17.8%	0.7%	67.6%	68.8%	1.2%	0.03	863
20. My ideas and suggestions are respected by my co-workers.	7.4%	7.6%	0.2%	20.1%	19.4%	-0.7%	72.5%	72.9%	0.5%	0.01	876
21. I receive the necessary training to do high quality work.	16.6%	15.8%	-0.8%	15.8%	20.9%	5.1%	67.6%	63.3%	-4.3%	-0.09	879
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	14.9%	14.2%	-0.7%	35.1%	32.8%	-2.2%	50.0%	53.0%	3.0%	0.06	795
23. I have the necessary tools I need to do high quality work efficiently.	14.0%	13.0%	-1.0%	16.6%	18.7%	2.1%	69.4%	68.3%	-1.1%	-0.02	882
24. My principal/supervisor has a clear understanding of my skills and abilities.	16.7%	14.7%	-2.0%	13.2%	14.0%	0.8%	70.1%	71.4%	1.3%	0.03	880
25. My performance evaluations are fair.	7.4%	7.5%	0.1%	16.9%	17.0%	0.1%	75.7%	75.5%	-0.2%	0.00	837
26. Employees are treated fairly and consistently at my site.	24.2%	22.9%	-1.3%	18.8%	19.8%	1.0%	57.0%	57.3%	0.3%	0.01	882
27. I feel safe in the workplace.	8.2%	8.5%	0.3%	11.1%	14.6%	3.5%	80.7%	76.9%	-3.8%	-0.09	883
28. I like the kind of work I do.	2.1%	1.5%	-0.7%	6.2%	5.5%	-0.7%	91.7%	93.0%	1.3%	0.05	885
29. My job is important.	1.5%	1.1%	-0.4%	3.7%	4.1%	0.3%	94.7%	94.8%	0.1%	0.00	884
30. I am proud of the work I do.	1.2%	1.2%	0.0%	2.4%	2.4%	-0.1%	96.3%	96.4%	0.0%	0.00	881
31. I feel appreciated for the work I do.	18.1%	15.4%	-2.7%	13.8%	15.2%	1.4%	68.1%	69.4%	1.3%	0.03	883
32. I am satisfied with my job.	9.4%	7.4%	-2.0%	13.2%	15.8%	2.6%	77.4%	76.8%	-0.6%	-0.01	879
33. I am satisfied with the professional development opportunities provided to me by the district.	24.6%	22.5%	-2.1%	23.3%	24.6%	1.3%	52.2%	52.9%	0.8%	0.02	858
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	12.2%	11.2%	-1.0%	42.7%	42.7%	0.0%	45.1%	46.1%	1.0%	0.02	811
35. I am familiar with the functions of the Classified Employees Council.	19.7%	18.7%	-1.0%	33.9%	35.1%	1.1%	46.4%	46.3%	-0.1%	0.00	841

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Administrative/Secretarial Support

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	9.0%	6.8%	-2.2%	19.7%	21.6%	1.9%	71.3%	71.6%	0.2%	0.01	176
2. I understand my role and responsibilities as an employee of APS.	7.8%	4.4%	-3.4%	2.8%	8.8%	6.0%	89.4%	86.7%	-2.6%	-0.08	181
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	9.8%	5.7%	-4.1%	16.2%	20.0%	3.8%	74.0%	74.3%	0.3%	0.01	175
4. My work is important and contributes to the success of the VISTA 2015 Plan.	5.8%	3.4%	-2.4%	15.6%	18.2%	2.6%	78.6%	78.4%	-0.2%	0.00	176
5. The district sets high and realistic expectations for students.	12.4%	13.7%	1.3%	19.2%	24.0%	4.8%	68.4%	62.3%	-6.1%	-0.13	175
6. Everyone in the school community is accountable for the academic success of students.	9.8%	7.9%	-2.0%	9.8%	15.7%	5.9%	80.3%	76.4%	-3.9%	-0.10	178
7. Department administrators/supervisors share information regularly with employees.	25.4%	30.3%	4.9%	13.0%	15.7%	2.7%	61.6%	53.9%	-7.6%	-0.16	178
8. Clear goals and objectives have been defined for my job.	16.3%	15.1%	-1.2%	12.4%	16.2%	3.8%	71.3%	68.7%	-2.6%	-0.06	179
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	16.4%	18.0%	1.6%	18.1%	18.0%	-0.1%	65.5%	64.0%	-1.5%	-0.03	178
10. Decisions made in APS are based on communicated data and information.	17.5%	19.1%	1.6%	35.0%	35.8%	0.8%	47.5%	45.1%	-2.4%	-0.05	173
11. I trust the people who make decisions that affect me in the district.	27.1%	17.3%	-9.8%	31.1%	39.9%	8.8%	41.8%	42.8%	1.0%	0.02	173
12. I trust the people who make decisions that affect me in my school/department.	19.7%	19.6%	-0.1%	14.6%	22.3%	7.7%	65.7%	58.1%	-7.6%	-0.16	179
13. There is a spirit of teamwork and cooperation at my work site.	18.4%	25.0%	6.6%	15.6%	16.1%	0.5%	65.9%	58.9%	-7.0%	-0.15	180
14. I feel free to express my professional opinions at work.	19.1%	18.2%	-0.9%	17.4%	18.8%	1.3%	63.5%	63.1%	-0.4%	-0.01	176
15. I feel valued as an employee of APS.	19.7%	19.1%	-0.6%	17.4%	22.5%	5.1%	62.9%	58.4%	-4.5%	-0.09	178
16. There is a professional atmosphere for staff working in APS.	15.8%	13.6%	-2.3%	18.6%	24.3%	5.6%	65.5%	62.1%	-3.4%	-0.07	177
17. I am treated with respect by my supervisor.	9.1%	10.6%	1.4%	10.3%	15.0%	4.7%	80.6%	74.4%	-6.1%	-0.15	180
18. I am treated with respect by my co-workers.	7.3%	8.3%	1.0%	9.0%	16.1%	7.1%	83.7%	75.6%	-8.2%	-0.20	180
19. My ideas and suggestions are respected by my supervisor.	11.8%	11.4%	-0.4%	16.9%	17.7%	0.9%	71.3%	70.9%	-0.5%	-0.01	175
20. My ideas and suggestions are respected by my co-workers.	7.3%	10.2%	2.9%	18.0%	20.5%	2.5%	74.7%	69.3%	-5.4%	-0.12	176
21. I receive the necessary training to do high quality work.	23.2%	21.2%	-1.9%	15.3%	29.1%	13.8%	61.6%	49.7%	-11.9%	-0.24	179
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	12.9%	14.9%	2.0%	26.4%	31.0%	4.6%	60.7%	54.2%	-6.6%	-0.13	168
23. I have the necessary tools I need to do high quality work efficiently.	11.8%	10.1%	-1.7%	17.4%	19.6%	2.1%	70.8%	70.4%	-0.4%	-0.01	179
24. My principal/supervisor has a clear understanding of my skills and abilities.	14.0%	14.4%	0.5%	9.5%	10.6%	1.1%	76.5%	75.0%	-1.5%	-0.04	180
25. My performance evaluations are fair.	5.5%	8.1%	2.7%	12.1%	16.3%	4.2%	82.4%	75.6%	-6.8%	-0.17	172
26. Employees are treated fairly and consistently at my site.	20.9%	26.4%	5.5%	15.8%	16.9%	1.0%	63.3%	56.7%	-6.5%	-0.13	178
27. I feel safe in the workplace.	6.2%	13.9%	7.7%	6.2%	12.2%	6.0%	87.6%	73.9%	-13.7%	-0.35	180
28. I like the kind of work I do.	1.1%	0.6%	-0.6%	4.0%	5.6%	1.6%	94.9%	93.9%	-1.0%	-0.04	180
29. My job is important.	0.6%	0.0%	-0.6%	2.8%	3.9%	1.1%	96.6%	96.1%	-0.5%	-0.03	178
30. I am proud of the work I do.	0.0%	1.7%	1.7%	0.6%	2.2%	1.7%	99.4%	96.1%	-3.3%	-0.25	179
31. I feel appreciated for the work I do.	12.3%	12.8%	0.5%	14.0%	17.8%	3.8%	73.7%	69.4%	-4.3%	-0.10	180
32. I am satisfied with my job.	6.7%	4.5%	-2.3%	12.4%	17.9%	5.5%	80.9%	77.7%	-3.2%	-0.08	179
33. I am satisfied with the professional development opportunities provided to me by the district.	33.1%	27.4%	-5.7%	22.1%	26.9%	4.8%	44.8%	45.7%	0.9%	0.02	175
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	16.2%	10.2%	-6.0%	37.1%	47.3%	10.2%	46.7%	42.5%	-4.2%	-0.08	167
35. I am familiar with the functions of the Classified Employees Council.	12.6%	16.3%	3.7%	26.3%	28.5%	2.2%	61.1%	55.2%	-5.9%	-0.12	172

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Administrative/Secretarial Support (Human Resources only)

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	9.1%	0.0%	-9.1%	9.1%	0.0%	-9.1%	81.8%	100.0%	18.2%	0.88	11
2. I understand my role and responsibilities as an employee of APS.	7.7%	0.0%	-7.7%	7.7%	0.0%	-7.7%	84.6%	100.0%	15.4%	0.81	13
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	7.7%	7.7%	0.0%	15.4%	0.0%	-15.4%	76.9%	92.3%	15.4%	0.44	13
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	0.0%	0.0%	7.7%	15.4%	7.7%	92.3%	84.6%	-7.7%	-0.24	13
5. The district sets high and realistic expectations for students.	10.0%	9.1%	-0.9%	30.0%	0.0%	-30.0%	60.0%	90.9%	30.9%	0.76	11
6. Everyone in the school community is accountable for the academic success of students.	0.0%	7.7%	7.7%	7.7%	7.7%	0.0%	92.3%	84.6%	-7.7%	-0.24	13
7. Department administrators/supervisors share information regularly with employees.	7.7%	23.1%	15.4%	30.8%	23.1%	-7.7%	61.5%	53.8%	-7.7%	-0.16	13
8. Clear goals and objectives have been defined for my job.	0.0%	0.0%	0.0%	7.7%	8.3%	0.6%	92.3%	91.7%	-0.6%	-0.02	12
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	8.3%	0.0%	-8.3%	8.3%	23.1%	14.7%	83.3%	76.9%	-6.4%	-0.16	13
10. Decisions made in APS are based on communicated data and information.	0.0%	0.0%	0.0%	36.4%	50.0%	13.6%	63.6%	50.0%	-13.6%	-0.28	12
11. I trust the people who make decisions that affect me in the district.	7.7%	7.7%	0.0%	38.5%	30.8%	-7.7%	53.8%	61.5%	7.7%	0.16	13
12. I trust the people who make decisions that affect me in my school/department.	7.7%	7.7%	0.0%	30.8%	15.4%	-15.4%	61.5%	76.9%	15.4%	0.34	13
13. There is a spirit of teamwork and cooperation at my work site.	7.7%	0.0%	-7.7%	15.4%	30.8%	15.4%	76.9%	69.2%	-7.7%	-0.17	13
14. I feel free to express my professional opinions at work.	7.7%	0.0%	-7.7%	15.4%	15.4%	0.0%	76.9%	84.6%	7.7%	0.20	13
15. I feel valued as an employee of APS.	0.0%	7.7%	7.7%	15.4%	7.7%	-7.7%	84.6%	84.6%	0.0%	0.00	13
16. There is a professional atmosphere for staff working in APS.	0.0%	0.0%	0.0%	23.1%	0.0%	-23.1%	76.9%	100.0%	23.1%	1.00	13
17. I am treated with respect by my supervisor.	7.7%	0.0%	-7.7%	0.0%	8.3%	8.3%	92.3%	91.7%	-0.6%	-0.02	12
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	7.7%	7.7%	0.0%	92.3%	92.3%	0.0%	0.00	13
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	0.0%	8.3%	7.7%	-0.6%	91.7%	92.3%	0.6%	0.02	13
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	0.0%	15.4%	15.4%	0.0%	84.6%	84.6%	0.0%	0.00	13
21. I receive the necessary training to do high quality work.	16.7%	0.0%	-16.7%	16.7%	15.4%	-1.3%	66.7%	84.6%	17.9%	0.42	13
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	20.0%	0.0%	-20.0%	30.0%	15.4%	-14.6%	50.0%	84.6%	34.6%	0.76	13
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	7.7%	7.7%	23.1%	7.7%	-15.4%	76.9%	84.6%	7.7%	0.20	13
24. My principal/supervisor has a clear understanding of my skills and abilities.	7.7%	7.7%	0.0%	23.1%	7.7%	-15.4%	69.2%	84.6%	15.4%	0.37	13
25. My performance evaluations are fair.	0.0%	0.0%	0.0%	20.0%	8.3%	-11.7%	80.0%	91.7%	11.7%	0.34	12
26. Employees are treated fairly and consistently at my site.	0.0%	0.0%	0.0%	16.7%	15.4%	-1.3%	83.3%	84.6%	1.3%	0.03	13
27. I feel safe in the workplace.	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	92.3%	92.3%	0.0%	0.00	13
28. I like the kind of work I do.	0.0%	0.0%	0.0%	7.7%	0.0%	-7.7%	92.3%	100.0%	7.7%	0.56	13
29. My job is important.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	13
30. I am proud of the work I do.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	13
31. I feel appreciated for the work I do.	0.0%	7.7%	7.7%	15.4%	15.4%	0.0%	84.6%	76.9%	-7.7%	-0.20	13
32. I am satisfied with my job.	0.0%	0.0%	0.0%	7.7%	0.0%	-7.7%	92.3%	100.0%	7.7%	0.56	12
33. I am satisfied with the professional development opportunities provided to me by the district.	61.5%	46.2%	-15.4%	15.4%	30.8%	15.4%	23.1%	23.1%	0.0%	0.00	13
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	7.7%	7.7%	0.0%	15.4%	38.5%	23.1%	76.9%	53.8%	-23.1%	-0.49	13
35. I am familiar with the functions of the Classified Employees Council.	8.3%	15.4%	7.1%	16.7%	15.4%	-1.3%	75.0%	69.2%	-5.8%	-0.13	13

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

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Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Budget/Finance

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	2.9%	0.0%	-2.9%	14.3%	9.5%	-4.8%	82.9%	90.5%	7.6%	0.23	21
2. I understand my role and responsibilities as an employee of APS.	2.9%	4.5%	1.7%	11.4%	9.1%	-2.3%	85.7%	86.4%	0.6%	0.02	22
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	5.7%	9.1%	3.4%	20.0%	9.1%	-10.9%	74.3%	81.8%	7.5%	0.18	22
4. My work is important and contributes to the success of the VISTA 2015 Plan.	2.9%	4.5%	1.7%	20.0%	13.6%	-6.4%	77.1%	81.8%	4.7%	0.12	22
5. The district sets high and realistic expectations for students.	14.7%	5.0%	-9.7%	17.6%	20.0%	2.4%	67.6%	75.0%	7.4%	0.16	20
6. Everyone in the school community is accountable for the academic success of students.	11.4%	4.8%	-6.7%	8.6%	4.8%	-3.8%	80.0%	90.5%	10.5%	0.30	21
7. Department administrators/supervisors share information regularly with employees.	20.0%	27.3%	7.3%	22.9%	22.7%	-0.1%	57.1%	50.0%	-7.1%	-0.14	22
8. Clear goals and objectives have been defined for my job.	14.7%	18.2%	3.5%	2.9%	9.1%	6.1%	82.4%	72.7%	-9.6%	-0.23	22
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	5.7%	0.0%	-5.7%	11.4%	9.1%	-2.3%	82.9%	90.9%	8.1%	0.24	22
10. Decisions made in APS are based on communicated data and information.	17.6%	13.6%	-4.0%	35.3%	18.2%	-17.1%	47.1%	68.2%	21.1%	0.43	22
11. I trust the people who make decisions that affect me in the district.	15.2%	13.6%	-1.5%	36.4%	22.7%	-13.6%	48.5%	63.6%	15.2%	0.31	22
12. I trust the people who make decisions that affect me in my school/department.	11.4%	9.5%	-1.9%	28.6%	14.3%	-14.3%	60.0%	76.2%	16.2%	0.35	21
13. There is a spirit of teamwork and cooperation at my work site.	20.0%	22.7%	2.7%	17.1%	9.1%	-8.1%	62.9%	68.2%	5.3%	0.11	22
14. I feel free to express my professional opinions at work.	14.3%	9.1%	-5.2%	20.0%	9.1%	-10.9%	65.7%	81.8%	16.1%	0.37	22
15. I feel valued as an employee of APS.	5.7%	13.6%	7.9%	28.6%	22.7%	-5.8%	65.7%	63.6%	-2.1%	-0.04	22
16. There is a professional atmosphere for staff working in APS.	17.1%	9.1%	-8.1%	8.6%	18.2%	9.6%	74.3%	72.7%	-1.6%	-0.04	22
17. I am treated with respect by my supervisor.	2.9%	0.0%	-2.9%	8.6%	9.1%	0.5%	88.6%	90.9%	2.3%	0.08	22
18. I am treated with respect by my co-workers.	14.7%	9.1%	-5.6%	11.8%	4.5%	-7.2%	73.5%	86.4%	12.8%	0.32	22
19. My ideas and suggestions are respected by my supervisor.	5.9%	4.5%	-1.3%	17.6%	9.1%	-8.6%	76.5%	86.4%	9.9%	0.26	22
20. My ideas and suggestions are respected by my co-workers.	8.6%	9.1%	0.5%	25.7%	4.5%	-21.2%	65.7%	86.4%	20.6%	0.49	22
21. I receive the necessary training to do high quality work.	5.7%	9.1%	3.4%	20.0%	18.2%	-1.8%	74.3%	72.7%	-1.6%	-0.04	22
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	5.9%	5.6%	-0.3%	23.5%	22.2%	-1.3%	70.6%	72.2%	1.6%	0.04	18
23. I have the necessary tools I need to do high quality work efficiently.	17.6%	18.2%	0.5%	5.9%	4.5%	-1.3%	76.5%	77.3%	0.8%	0.02	22
24. My principal/supervisor has a clear understanding of my skills and abilities.	8.6%	4.5%	-4.0%	8.6%	13.6%	5.1%	82.9%	81.8%	-1.0%	-0.03	22
25. My performance evaluations are fair.	3.2%	10.0%	6.8%	6.5%	5.0%	-1.5%	90.3%	85.0%	-5.3%	-0.16	20
26. Employees are treated fairly and consistently at my site.	25.7%	13.6%	-12.1%	14.3%	22.7%	8.4%	60.0%	63.6%	3.6%	0.07	22
27. I feel safe in the workplace.	2.9%	4.8%	1.9%	8.6%	9.5%	1.0%	88.6%	85.7%	-2.9%	-0.09	21
28. I like the kind of work I do.	2.9%	0.0%	-2.9%	5.7%	4.8%	-1.0%	91.4%	95.2%	3.8%	0.15	21
29. My job is important.	2.9%	0.0%	-2.9%	2.9%	4.8%	1.9%	94.3%	95.2%	1.0%	0.04	21
30. I am proud of the work I do.	2.9%	0.0%	-2.9%	2.9%	0.0%	-2.9%	94.3%	100.0%	5.7%	0.48	21
31. I feel appreciated for the work I do.	5.9%	19.0%	13.2%	17.6%	4.8%	-12.9%	76.5%	76.2%	-0.3%	-0.01	21
32. I am satisfied with my job.	5.7%	10.0%	4.3%	17.1%	10.0%	-7.1%	77.1%	80.0%	2.9%	0.07	20
33. I am satisfied with the professional development opportunities provided to me by the district.	14.7%	19.0%	4.3%	32.4%	28.6%	-3.8%	52.9%	52.4%	-0.6%	-0.01	21
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	3.0%	5.3%	2.2%	45.5%	36.8%	-8.6%	51.5%	57.9%	6.4%	0.13	19
35. I am familiar with the functions of the Classified Employees Council.	8.8%	10.5%	1.7%	17.6%	15.8%	-1.9%	73.5%	73.7%	0.2%	0.00	19

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Building Custodian

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	8.8%	3.0%	-5.8%	23.5%	15.2%	-8.4%	67.6%	81.8%	14.2%	0.33	33
2. I understand my role and responsibilities as an employee of APS.	2.9%	3.0%	0.2%	8.6%	6.1%	-2.5%	88.6%	90.9%	2.3%	0.08	33
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	3.2%	3.2%	20.0%	9.7%	-10.3%	80.0%	87.1%	7.1%	0.19	31
4. My work is important and contributes to the success of the VISTA 2015 Plan.	3.3%	3.2%	-0.1%	23.3%	12.9%	-10.4%	73.3%	83.9%	10.5%	0.26	31
5. The district sets high and realistic expectations for students.	22.9%	6.3%	-16.6%	17.1%	21.9%	4.7%	60.0%	71.9%	11.9%	0.25	32
6. Everyone in the school community is accountable for the academic success of students.	5.7%	6.1%	0.3%	11.4%	12.1%	0.7%	82.9%	81.8%	-1.0%	-0.03	33
7. Department administrators/supervisors share information regularly with employees.	30.3%	18.8%	-11.6%	18.2%	25.0%	6.8%	51.5%	56.3%	4.7%	0.10	32
8. Clear goals and objectives have been defined for my job.	11.4%	12.1%	0.7%	14.3%	18.2%	3.9%	74.3%	69.7%	-4.6%	-0.10	33
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	23.5%	25.0%	1.5%	17.6%	21.9%	4.2%	58.8%	53.1%	-5.7%	-0.11	32
10. Decisions made in APS are based on communicated data and information.	17.1%	9.4%	-7.8%	17.1%	25.0%	7.9%	65.7%	65.6%	-0.1%	0.00	32
11. I trust the people who make decisions that affect me in the district.	28.6%	23.5%	-5.0%	28.6%	26.5%	-2.1%	42.9%	50.0%	7.1%	0.14	34
12. I trust the people who make decisions that affect me in my school/department.	22.9%	12.1%	-10.7%	25.7%	30.3%	4.6%	51.4%	57.6%	6.1%	0.12	33
13. There is a spirit of teamwork and cooperation at my work site.	8.6%	23.5%	15.0%	25.7%	11.8%	-13.9%	65.7%	64.7%	-1.0%	-0.02	34
14. I feel free to express my professional opinions at work.	20.0%	23.5%	3.5%	17.1%	20.6%	3.4%	62.9%	55.9%	-7.0%	-0.14	34
15. I feel valued as an employee of APS.	17.1%	17.1%	0.0%	22.9%	20.0%	-2.9%	60.0%	62.9%	2.9%	0.06	35
16. There is a professional atmosphere for staff working in APS.	11.4%	17.1%	5.7%	31.4%	20.0%	-11.4%	57.1%	62.9%	5.7%	0.12	35
17. I am treated with respect by my supervisor.	20.0%	2.9%	-17.1%	17.1%	14.7%	-2.4%	62.9%	82.4%	19.5%	0.44	34
18. I am treated with respect by my co-workers.	8.6%	11.4%	2.9%	11.4%	5.7%	-5.7%	80.0%	82.9%	2.9%	0.07	35
19. My ideas and suggestions are respected by my supervisor.	20.0%	17.6%	-2.4%	22.9%	17.6%	-5.2%	57.1%	64.7%	7.6%	0.16	34
20. My ideas and suggestions are respected by my co-workers.	5.7%	8.8%	3.1%	20.0%	20.6%	0.6%	74.3%	70.6%	-3.7%	-0.08	34
21. I receive the necessary training to do high quality work.	17.1%	9.1%	-8.1%	14.3%	6.1%	-8.2%	68.6%	84.8%	16.3%	0.39	33
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	17.6%	15.6%	-2.0%	32.4%	21.9%	-10.5%	50.0%	62.5%	12.5%	0.25	32
23. I have the necessary tools I need to do high quality work efficiently.	14.3%	17.6%	3.4%	17.1%	26.5%	9.3%	68.6%	55.9%	-12.7%	-0.26	34
24. My principal/supervisor has a clear understanding of my skills and abilities.	14.7%	8.8%	-5.9%	17.6%	14.7%	-2.9%	67.6%	76.5%	8.8%	0.20	34
25. My performance evaluations are fair.	11.4%	6.1%	-5.4%	22.9%	21.2%	-1.6%	65.7%	72.7%	7.0%	0.15	33
26. Employees are treated fairly and consistently at my site.	20.6%	20.0%	-0.6%	17.6%	25.7%	8.1%	61.8%	54.3%	-7.5%	-0.15	35
27. I feel safe in the workplace.	0.0%	5.7%	5.7%	26.5%	17.1%	-9.3%	73.5%	77.1%	3.6%	0.08	35
28. I like the kind of work I do.	0.0%	0.0%	0.0%	20.0%	14.3%	-5.7%	80.0%	85.7%	5.7%	0.15	35
29. My job is important.	2.9%	0.0%	-2.9%	8.6%	11.4%	2.9%	88.6%	88.6%	0.0%	0.00	35
30. I am proud of the work I do.	0.0%	2.9%	2.9%	14.3%	5.7%	-8.6%	85.7%	91.4%	5.7%	0.18	35
31. I feel appreciated for the work I do.	8.6%	11.4%	2.9%	20.0%	14.3%	-5.7%	71.4%	74.3%	2.9%	0.06	35
32. I am satisfied with my job.	8.6%	5.7%	-2.9%	20.0%	14.3%	-5.7%	71.4%	80.0%	8.6%	0.20	35
33. I am satisfied with the professional development opportunities provided to me by the district.	13.8%	15.2%	1.4%	24.1%	18.2%	-6.0%	62.1%	66.7%	4.6%	0.10	33
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	9.1%	6.3%	-2.8%	27.3%	28.1%	0.9%	63.6%	65.6%	2.0%	0.04	32
35. I am familiar with the functions of the Classified Employees Council.	12.1%	6.3%	-5.9%	15.2%	40.6%	25.5%	72.7%	53.1%	-19.6%	-0.41	32

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Campus Monitor

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	46.2%	46.7%	0.5%	30.8%	20.0%	-10.8%	23.1%	33.3%	10.3%	0.23	15
2. I understand my role and responsibilities as an employee of APS.	15.4%	6.7%	-8.7%	0.0%	6.7%	6.7%	84.6%	86.7%	2.1%	0.06	15
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	23.1%	26.7%	3.6%	23.1%	20.0%	-3.1%	53.8%	53.3%	-0.5%	-0.01	15
4. My work is important and contributes to the success of the VISTA 2015 Plan.	23.1%	18.8%	-4.3%	23.1%	25.0%	1.9%	53.8%	56.3%	2.4%	0.05	16
5. The district sets high and realistic expectations for students.	53.8%	43.8%	-10.1%	23.1%	18.8%	-4.3%	23.1%	37.5%	14.4%	0.32	16
6. Everyone in the school community is accountable for the academic success of students.	30.8%	31.3%	0.5%	15.4%	25.0%	9.6%	53.8%	43.8%	-10.1%	-0.20	16
7. Department administrators/supervisors share information regularly with employees.	61.5%	62.5%	1.0%	0.0%	12.5%	12.5%	38.5%	25.0%	-13.5%	-0.29	16
8. Clear goals and objectives have been defined for my job.	41.7%	18.8%	-22.9%	8.3%	18.8%	10.4%	50.0%	62.5%	12.5%	0.25	16
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	58.3%	43.8%	-14.6%	16.7%	18.8%	2.1%	25.0%	37.5%	12.5%	0.27	16
10. Decisions made in APS are based on communicated data and information.	53.8%	53.3%	-0.5%	30.8%	6.7%	-24.1%	15.4%	40.0%	24.6%	0.56	15
11. I trust the people who make decisions that affect me in the district.	75.0%	50.0%	-25.0%	0.0%	31.3%	31.3%	25.0%	18.8%	-6.3%	-0.15	16
12. I trust the people who make decisions that affect me in my school/department.	61.5%	43.8%	-17.8%	7.7%	18.8%	11.1%	30.8%	37.5%	6.7%	0.14	16
13. There is a spirit of teamwork and cooperation at my work site.	69.2%	46.7%	-22.6%	15.4%	20.0%	4.6%	15.4%	33.3%	17.9%	0.42	15
14. I feel free to express my professional opinions at work.	61.5%	25.0%	-36.5%	0.0%	50.0%	50.0%	38.5%	25.0%	-13.5%	-0.29	16
15. I feel valued as an employee of APS.	46.2%	50.0%	3.8%	15.4%	12.5%	-2.9%	38.5%	37.5%	-1.0%	-0.02	16
16. There is a professional atmosphere for staff working in APS.	46.2%	26.7%	-19.5%	38.5%	26.7%	-11.8%	15.4%	46.7%	31.3%	0.70	15
17. I am treated with respect by my supervisor.	38.5%	18.8%	-19.7%	15.4%	6.3%	-9.1%	46.2%	75.0%	28.8%	0.60	16
18. I am treated with respect by my co-workers.	0.0%	6.3%	6.3%	0.0%	6.3%	6.3%	100.0%	87.5%	-12.5%	-0.72	16
19. My ideas and suggestions are respected by my supervisor.	33.3%	25.0%	-8.3%	25.0%	18.8%	-6.3%	41.7%	56.3%	14.6%	0.29	16
20. My ideas and suggestions are respected by my co-workers.	0.0%	6.3%	6.3%	25.0%	12.5%	-12.5%	75.0%	81.3%	6.3%	0.15	16
21. I receive the necessary training to do high quality work.	15.4%	31.3%	15.9%	23.1%	18.8%	-4.3%	61.5%	50.0%	-11.5%	-0.23	16
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	27.3%	37.5%	10.2%	63.6%	31.3%	-32.4%	9.1%	31.3%	22.2%	0.57	16
23. I have the necessary tools I need to do high quality work efficiently.	23.1%	18.8%	-4.3%	7.7%	31.3%	23.6%	69.2%	50.0%	-19.2%	-0.39	16
24. My principal/supervisor has a clear understanding of my skills and abilities.	46.2%	37.5%	-8.7%	23.1%	6.3%	-16.8%	30.8%	56.3%	25.5%	0.52	16
25. My performance evaluations are fair.	16.7%	13.3%	-3.3%	33.3%	20.0%	-13.3%	50.0%	66.7%	16.7%	0.34	15
26. Employees are treated fairly and consistently at my site.	69.2%	25.0%	-44.2%	7.7%	31.3%	23.6%	23.1%	43.8%	20.7%	0.44	16
27. I feel safe in the workplace.	23.1%	18.8%	-4.3%	7.7%	6.3%	-1.4%	69.2%	75.0%	5.8%	0.13	16
28. I like the kind of work I do.	15.4%	12.5%	-2.9%	0.0%	0.0%	0.0%	84.6%	87.5%	2.9%	0.08	16
29. My job is important.	0.0%	6.3%	6.3%	23.1%	6.3%	-16.8%	76.9%	87.5%	10.6%	0.28	16
30. I am proud of the work I do.	0.0%	6.3%	6.3%	23.1%	0.0%	-23.1%	76.9%	93.8%	16.8%	0.50	16
31. I feel appreciated for the work I do.	53.8%	46.7%	-7.2%	0.0%	6.7%	6.7%	46.2%	46.7%	0.5%	0.01	15
32. I am satisfied with my job.	46.2%	6.7%	-39.5%	23.1%	40.0%	16.9%	30.8%	53.3%	22.6%	0.46	15
33. I am satisfied with the professional development opportunities provided to me by the district.	53.8%	46.7%	-7.2%	15.4%	20.0%	4.6%	30.8%	33.3%	2.6%	0.05	15
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	18.2%	31.3%	13.1%	54.5%	37.5%	-17.0%	27.3%	31.3%	4.0%	0.09	16
35. I am familiar with the functions of the Classified Employees Council.	58.3%	31.3%	-27.1%	16.7%	37.5%	20.8%	25.0%	31.3%	6.3%	0.14	16

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Early Childhood Education

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	5.9%	8.7%	2.8%	13.2%	11.6%	-1.6%	80.9%	79.7%	-1.2%	-0.03	69
2. I understand my role and responsibilities as an employee of APS.	1.5%	7.2%	5.8%	10.4%	4.3%	-6.1%	88.1%	88.4%	0.3%	0.01	69
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	4.4%	7.4%	2.9%	8.8%	14.7%	5.9%	86.8%	77.9%	-8.8%	-0.23	68
4. My work is important and contributes to the success of the VISTA 2015 Plan.	1.5%	3.0%	1.5%	6.1%	17.9%	11.8%	92.4%	79.1%	-13.3%	-0.39	67
5. The district sets high and realistic expectations for students.	8.8%	10.3%	1.5%	20.6%	22.1%	1.5%	70.6%	67.6%	-2.9%	-0.06	68
6. Everyone in the school community is accountable for the academic success of students.	8.8%	7.4%	-1.5%	4.4%	16.2%	11.8%	86.8%	76.5%	-10.3%	-0.27	68
7. Department administrators/supervisors share information regularly with employees.	13.2%	20.3%	7.1%	19.1%	15.9%	-3.2%	67.6%	63.8%	-3.9%	-0.08	69
8. Clear goals and objectives have been defined for my job.	13.6%	13.2%	-0.4%	15.2%	13.2%	-1.9%	71.2%	73.5%	2.3%	0.05	68
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	15.6%	17.4%	1.8%	9.4%	13.0%	3.7%	75.0%	69.6%	-5.4%	-0.12	69
10. Decisions made in APS are based on communicated data and information.	14.9%	13.0%	-1.9%	25.4%	26.1%	0.7%	59.7%	60.9%	1.2%	0.02	69
11. I trust the people who make decisions that affect me in the district.	23.9%	17.9%	-6.0%	22.4%	35.8%	13.4%	53.7%	46.3%	-7.5%	-0.15	67
12. I trust the people who make decisions that affect me in my school/department.	20.9%	19.7%	-1.2%	17.9%	25.8%	7.8%	61.2%	54.5%	-6.6%	-0.13	66
13. There is a spirit of teamwork and cooperation at my work site.	17.9%	17.6%	-0.3%	11.9%	25.0%	13.1%	70.1%	57.4%	-12.8%	-0.27	68
14. I feel free to express my professional opinions at work.	22.4%	20.9%	-1.5%	14.9%	19.4%	4.5%	62.7%	59.7%	-3.0%	-0.06	67
15. I feel valued as an employee of APS.	22.1%	16.2%	-5.9%	10.3%	23.5%	13.2%	67.6%	60.3%	-7.4%	-0.15	68
16. There is a professional atmosphere for staff working in APS.	11.8%	14.7%	2.9%	20.6%	22.1%	1.5%	67.6%	63.2%	-4.4%	-0.09	68
17. I am treated with respect by my supervisor.	13.4%	11.8%	-1.7%	3.0%	10.3%	7.3%	83.6%	77.9%	-5.6%	-0.14	68
18. I am treated with respect by my co-workers.	5.9%	4.3%	-1.5%	10.3%	15.9%	5.6%	83.8%	79.7%	-4.1%	-0.11	69
19. My ideas and suggestions are respected by my supervisor.	10.6%	14.7%	4.1%	16.7%	13.2%	-3.4%	72.7%	72.1%	-0.7%	-0.01	68
20. My ideas and suggestions are respected by my co-workers.	10.4%	8.8%	-1.6%	14.9%	11.8%	-3.2%	74.6%	79.4%	4.8%	0.11	68
21. I receive the necessary training to do high quality work.	16.7%	16.2%	-0.5%	10.6%	16.2%	5.6%	72.7%	67.6%	-5.1%	-0.11	68
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	6.6%	13.8%	7.3%	26.2%	33.8%	7.6%	67.2%	52.3%	-14.9%	-0.31	65
23. I have the necessary tools I need to do high quality work efficiently.	20.6%	20.6%	0.0%	20.6%	17.6%	-2.9%	58.8%	61.8%	2.9%	0.06	68
24. My principal/supervisor has a clear understanding of my skills and abilities.	9.0%	18.8%	9.9%	14.9%	8.7%	-6.2%	76.1%	72.5%	-3.7%	-0.08	69
25. My performance evaluations are fair.	6.2%	6.5%	0.3%	16.9%	12.9%	-4.0%	76.9%	80.6%	3.7%	0.09	62
26. Employees are treated fairly and consistently at my site.	17.9%	15.9%	-2.0%	7.5%	14.5%	7.0%	74.6%	69.6%	-5.1%	-0.11	69
27. I feel safe in the workplace.	6.0%	5.8%	-0.2%	6.0%	7.2%	1.3%	88.1%	87.0%	-1.1%	-0.03	69
28. I like the kind of work I do.	0.0%	1.5%	1.5%	1.5%	1.5%	0.0%	98.5%	97.1%	-1.4%	-0.10	68
29. My job is important.	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%	100.0%	98.5%	-1.5%	-0.24	68
30. I am proud of the work I do.	0.0%	0.0%	0.0%	0.0%	1.4%	1.4%	100.0%	98.6%	-1.4%	-0.24	69
31. I feel appreciated for the work I do.	19.4%	18.8%	-0.6%	9.0%	17.4%	8.4%	71.6%	63.8%	-7.9%	-0.17	69
32. I am satisfied with my job.	11.9%	10.1%	-1.8%	7.5%	21.7%	14.3%	80.6%	68.1%	-12.5%	-0.29	69
33. I am satisfied with the professional development opportunities provided to me by the district.	22.1%	21.7%	-0.3%	10.3%	14.5%	4.2%	67.6%	63.8%	-3.9%	-0.08	69
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	6.8%	9.7%	2.9%	39.0%	48.4%	9.4%	54.2%	41.9%	-12.3%	-0.25	62
35. I am familiar with the functions of the Classified Employees Council.	21.3%	22.4%	1.1%	37.7%	35.8%	-1.9%	41.0%	41.8%	0.8%	0.02	67

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Information Technology

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	36.4%	15.8%	-20.6%	4.5%	5.3%	0.7%	59.1%	78.9%	19.9%	0.43	19
2. I understand my role and responsibilities as an employee of APS.	26.1%	5.3%	-20.8%	8.7%	10.5%	1.8%	65.2%	84.2%	19.0%	0.44	19
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	26.1%	15.8%	-10.3%	4.3%	10.5%	6.2%	69.6%	73.7%	4.1%	0.09	19
4. My work is important and contributes to the success of the VISTA 2015 Plan.	21.7%	5.3%	-16.5%	13.0%	21.1%	8.0%	65.2%	73.7%	8.5%	0.18	19
5. The district sets high and realistic expectations for students.	47.6%	27.8%	-19.8%	14.3%	11.1%	-3.2%	38.1%	61.1%	23.0%	0.46	18
6. Everyone in the school community is accountable for the academic success of students.	34.8%	22.2%	-12.6%	4.3%	11.1%	6.8%	60.9%	66.7%	5.8%	0.12	18
7. Department administrators/supervisors share information regularly with employees.	39.1%	31.6%	-7.6%	13.0%	5.3%	-7.8%	47.8%	63.2%	15.3%	0.31	19
8. Clear goals and objectives have been defined for my job.	43.5%	21.1%	-22.4%	4.3%	15.8%	11.4%	52.2%	63.2%	11.0%	0.22	19
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	34.8%	21.1%	-13.7%	13.0%	21.1%	8.0%	52.2%	57.9%	5.7%	0.12	19
10. Decisions made in APS are based on communicated data and information.	47.8%	31.6%	-16.2%	17.4%	31.6%	14.2%	34.8%	36.8%	2.1%	0.04	19
11. I trust the people who make decisions that affect me in the district.	50.0%	42.1%	-7.9%	22.7%	31.6%	8.9%	27.3%	26.3%	-1.0%	-0.02	19
12. I trust the people who make decisions that affect me in my school/department.	36.4%	31.6%	-4.8%	9.1%	10.5%	1.4%	54.5%	57.9%	3.3%	0.07	19
13. There is a spirit of teamwork and cooperation at my work site.	43.5%	47.4%	3.9%	4.3%	10.5%	6.2%	52.2%	42.1%	-10.1%	-0.20	19
14. I feel free to express my professional opinions at work.	43.5%	31.6%	-11.9%	0.0%	15.8%	15.8%	56.5%	52.6%	-3.9%	-0.08	19
15. I feel valued as an employee of APS.	39.1%	26.3%	-12.8%	8.7%	26.3%	17.6%	52.2%	47.4%	-4.8%	-0.10	19
16. There is a professional atmosphere for staff working in APS.	30.4%	10.5%	-19.9%	8.7%	21.1%	12.4%	60.9%	68.4%	7.6%	0.16	19
17. I am treated with respect by my supervisor.	30.4%	21.1%	-9.4%	8.7%	10.5%	1.8%	60.9%	68.4%	7.6%	0.16	19
18. I am treated with respect by my co-workers.	8.7%	15.8%	7.1%	17.4%	5.3%	-12.1%	73.9%	78.9%	5.0%	0.12	19
19. My ideas and suggestions are respected by my supervisor.	34.8%	26.3%	-8.5%	4.3%	21.1%	16.7%	60.9%	52.6%	-8.2%	-0.17	19
20. My ideas and suggestions are respected by my co-workers.	8.7%	21.1%	12.4%	26.1%	5.3%	-20.8%	65.2%	73.7%	8.5%	0.18	19
21. I receive the necessary training to do high quality work.	43.5%	36.8%	-6.6%	8.7%	5.3%	-3.4%	47.8%	57.9%	10.1%	0.20	19
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	30.0%	6.3%	-23.8%	25.0%	31.3%	6.3%	45.0%	62.5%	17.5%	0.35	16
23. I have the necessary tools I need to do high quality work efficiently.	34.8%	26.3%	-8.5%	13.0%	15.8%	2.7%	52.2%	57.9%	5.7%	0.12	19
24. My principal/supervisor has a clear understanding of my skills and abilities.	31.8%	21.1%	-10.8%	0.0%	15.8%	15.8%	68.2%	63.2%	-5.0%	-0.11	19
25. My performance evaluations are fair.	30.0%	0.0%	-30.0%	15.0%	25.0%	10.0%	55.0%	75.0%	20.0%	0.42	16
26. Employees are treated fairly and consistently at my site.	43.5%	42.1%	-1.4%	4.3%	10.5%	6.2%	52.2%	47.4%	-4.8%	-0.10	19
27. I feel safe in the workplace.	34.8%	5.6%	-29.2%	0.0%	22.2%	22.2%	65.2%	72.2%	7.0%	0.15	18
28. I like the kind of work I do.	13.0%	0.0%	-13.0%	8.7%	0.0%	-8.7%	78.3%	100.0%	21.7%	0.97	19
29. My job is important.	13.0%	5.3%	-7.8%	13.0%	0.0%	-13.0%	73.9%	94.7%	20.8%	0.61	19
30. I am proud of the work I do.	13.0%	0.0%	-13.0%	4.3%	0.0%	-4.3%	82.6%	100.0%	17.4%	0.86	19
31. I feel appreciated for the work I do.	47.8%	21.1%	-26.8%	4.3%	10.5%	6.2%	47.8%	68.4%	20.6%	0.42	19
32. I am satisfied with my job.	30.4%	10.5%	-19.9%	8.7%	15.8%	7.1%	60.9%	73.7%	12.8%	0.27	19
33. I am satisfied with the professional development opportunities provided to me by the district.	50.0%	41.2%	-8.8%	18.2%	11.8%	-6.4%	31.8%	47.1%	15.2%	0.31	17
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	33.3%	17.6%	-15.7%	28.6%	41.2%	12.6%	38.1%	41.2%	3.1%	0.06	17
35. I am familiar with the functions of the Classified Employees Council.	20.0%	15.8%	-4.2%	25.0%	26.3%	1.3%	55.0%	57.9%	2.9%	0.06	19

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Maintenance Operations

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	12.1%	3.6%	-8.4%	25.9%	27.3%	1.4%	62.1%	69.1%	7.0%	0.15	55
2. I understand my role and responsibilities as an employee of APS.	4.7%	4.9%	0.2%	6.3%	8.2%	1.9%	89.1%	86.9%	-2.2%	-0.07	61
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	8.5%	8.6%	0.1%	25.4%	24.1%	-1.3%	66.1%	67.2%	1.1%	0.02	58
4. My work is important and contributes to the success of the VISTA 2015 Plan.	5.0%	7.0%	2.0%	21.7%	21.1%	-0.6%	73.3%	71.9%	-1.4%	-0.03	57
5. The district sets high and realistic expectations for students.	17.5%	10.9%	-6.6%	29.8%	20.0%	-9.8%	52.6%	69.1%	16.5%	0.34	55
6. Everyone in the school community is accountable for the academic success of students.	14.8%	18.6%	3.9%	16.4%	18.6%	2.3%	68.9%	62.7%	-6.1%	-0.13	59
7. Department administrators/supervisors share information regularly with employees.	25.0%	25.0%	0.0%	23.4%	20.0%	-3.4%	51.6%	55.0%	3.4%	0.07	60
8. Clear goals and objectives have been defined for my job.	15.4%	8.2%	-7.2%	9.2%	18.0%	8.8%	75.4%	73.8%	-1.6%	-0.04	61
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	15.4%	16.4%	1.0%	21.5%	26.2%	4.7%	63.1%	57.4%	-5.7%	-0.12	61
10. Decisions made in APS are based on communicated data and information.	23.8%	22.0%	-1.8%	27.0%	35.6%	8.6%	49.2%	42.4%	-6.8%	-0.14	59
11. I trust the people who make decisions that affect me in the district.	26.6%	25.4%	-1.1%	37.5%	37.3%	-0.2%	35.9%	37.3%	1.4%	0.03	59
12. I trust the people who make decisions that affect me in my school/department.	21.0%	18.0%	-2.9%	32.3%	32.8%	0.5%	46.8%	49.2%	2.4%	0.05	61
13. There is a spirit of teamwork and cooperation at my work site.	19.0%	18.3%	-0.7%	19.0%	16.7%	-2.4%	61.9%	65.0%	3.1%	0.06	60
14. I feel free to express my professional opinions at work.	21.9%	24.6%	2.7%	14.1%	14.8%	0.7%	64.1%	60.7%	-3.4%	-0.07	61
15. I feel valued as an employee of APS.	17.2%	18.3%	1.1%	20.3%	23.3%	3.0%	62.5%	58.3%	-4.2%	-0.09	60
16. There is a professional atmosphere for staff working in APS.	15.4%	11.7%	-3.7%	26.2%	28.3%	2.2%	58.5%	60.0%	1.5%	0.03	60
17. I am treated with respect by my supervisor.	12.3%	6.7%	-5.6%	18.5%	16.7%	-1.8%	69.2%	76.7%	7.4%	0.17	60
18. I am treated with respect by my co-workers.	10.8%	13.1%	2.3%	16.9%	16.4%	-0.5%	72.3%	70.5%	-1.8%	-0.04	61
19. My ideas and suggestions are respected by my supervisor.	13.8%	15.0%	1.2%	16.9%	26.7%	9.7%	69.2%	58.3%	-10.9%	-0.23	60
20. My ideas and suggestions are respected by my co-workers.	12.3%	8.3%	-4.0%	15.4%	25.0%	9.6%	72.3%	66.7%	-5.6%	-0.12	60
21. I receive the necessary training to do high quality work.	15.6%	11.9%	-3.8%	23.4%	25.4%	2.0%	60.9%	62.7%	1.8%	0.04	59
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	8.6%	7.4%	-1.2%	51.7%	46.3%	-5.4%	39.7%	46.3%	6.6%	0.13	54
23. I have the necessary tools I need to do high quality work efficiently.	15.6%	18.0%	2.4%	9.4%	14.8%	5.4%	75.0%	67.2%	-7.8%	-0.17	61
24. My principal/supervisor has a clear understanding of my skills and abilities.	12.5%	6.7%	-5.8%	9.4%	16.7%	7.3%	78.1%	76.7%	-1.5%	-0.03	60
25. My performance evaluations are fair.	9.5%	6.9%	-2.6%	19.0%	17.2%	-1.8%	71.4%	75.9%	4.4%	0.10	58
26. Employees are treated fairly and consistently at my site.	24.6%	27.9%	3.3%	29.2%	26.2%	-3.0%	46.2%	45.9%	-0.3%	-0.01	61
27. I feel safe in the workplace.	7.8%	3.3%	-4.5%	10.9%	26.2%	15.3%	81.3%	70.5%	-10.8%	-0.25	61
28. I like the kind of work I do.	4.7%	1.6%	-3.0%	7.8%	4.9%	-2.9%	87.5%	93.4%	5.9%	0.20	61
29. My job is important.	3.1%	1.7%	-1.4%	9.2%	8.3%	-0.9%	87.7%	90.0%	2.3%	0.07	60
30. I am proud of the work I do.	3.1%	0.0%	-3.1%	1.5%	5.1%	3.5%	95.4%	94.9%	-0.5%	-0.02	59
31. I feel appreciated for the work I do.	15.4%	16.9%	1.6%	13.8%	22.0%	8.2%	70.8%	61.0%	-9.8%	-0.21	59
32. I am satisfied with my job.	9.2%	1.7%	-7.6%	7.7%	20.0%	12.3%	83.1%	78.3%	-4.7%	-0.12	60
33. I am satisfied with the professional development opportunities provided to me by the district.	19.4%	23.7%	4.4%	16.1%	30.5%	14.4%	64.5%	45.8%	-18.8%	-0.38	59
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	19.4%	10.7%	-8.6%	38.7%	44.6%	5.9%	41.9%	44.6%	2.7%	0.05	56
35. I am familiar with the functions of the Classified Employees Council.	23.3%	8.6%	-14.7%	41.7%	48.3%	6.6%	35.0%	43.1%	8.1%	0.17	58

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Nutrition Services

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	5.6%	11.5%	5.9%	23.9%	25.0%	1.1%	70.4%	63.5%	-7.0%	-0.15	52
2. I understand my role and responsibilities as an employee of APS.	1.3%	3.4%	2.1%	2.6%	3.4%	0.9%	96.1%	93.1%	-3.0%	-0.13	58
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	8.3%	5.6%	-2.8%	19.4%	18.5%	-0.9%	72.2%	75.9%	3.7%	0.08	54
4. My work is important and contributes to the success of the VISTA 2015 Plan.	5.6%	0.0%	-5.6%	14.1%	19.6%	5.6%	80.3%	80.4%	0.1%	0.00	56
5. The district sets high and realistic expectations for students.	8.1%	15.4%	7.3%	20.3%	13.5%	-6.8%	71.6%	71.2%	-0.5%	-0.01	52
6. Everyone in the school community is accountable for the academic success of students.	9.6%	5.5%	-4.1%	2.7%	7.3%	4.5%	87.7%	87.3%	-0.4%	-0.01	55
7. Department administrators/supervisors share information regularly with employees.	21.1%	20.4%	-0.7%	23.7%	29.6%	5.9%	55.3%	50.0%	-5.3%	-0.11	54
8. Clear goals and objectives have been defined for my job.	7.9%	8.8%	0.9%	7.9%	8.8%	0.9%	84.2%	82.5%	-1.8%	-0.05	57
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	15.6%	16.1%	0.5%	11.7%	14.3%	2.6%	72.7%	69.6%	-3.1%	-0.07	56
10. Decisions made in APS are based on communicated data and information.	12.7%	17.5%	4.9%	29.6%	33.3%	3.8%	57.7%	49.1%	-8.6%	-0.17	57
11. I trust the people who make decisions that affect me in the district.	21.6%	15.8%	-5.8%	33.8%	21.1%	-12.7%	44.6%	63.2%	18.6%	0.37	57
12. I trust the people who make decisions that affect me in my school/department.	19.2%	17.2%	-1.9%	28.8%	15.5%	-13.2%	52.1%	67.2%	15.2%	0.31	58
13. There is a spirit of teamwork and cooperation at my work site.	10.7%	6.9%	-3.8%	18.7%	20.7%	2.0%	70.7%	72.4%	1.7%	0.04	58
14. I feel free to express my professional opinions at work.	17.8%	12.3%	-5.5%	19.2%	21.1%	1.9%	63.0%	66.7%	3.7%	0.08	57
15. I feel valued as an employee of APS.	21.6%	9.1%	-12.5%	21.6%	18.2%	-3.4%	56.8%	72.7%	16.0%	0.34	55
16. There is a professional atmosphere for staff working in APS.	12.2%	12.5%	0.3%	21.6%	12.5%	-9.1%	66.2%	75.0%	8.8%	0.19	56
17. I am treated with respect by my supervisor.	13.3%	9.1%	-4.2%	10.7%	5.5%	-5.2%	76.0%	85.5%	9.5%	0.24	55
18. I am treated with respect by my co-workers.	1.3%	3.6%	2.2%	9.3%	16.1%	6.7%	89.3%	80.4%	-9.0%	-0.25	56
19. My ideas and suggestions are respected by my supervisor.	15.5%	10.9%	-4.6%	14.1%	14.5%	0.5%	70.4%	74.5%	4.1%	0.09	55
20. My ideas and suggestions are respected by my co-workers.	6.8%	3.7%	-3.1%	14.9%	14.8%	-0.1%	78.4%	81.5%	3.1%	0.08	54
21. I receive the necessary training to do high quality work.	8.2%	8.8%	0.6%	9.6%	10.5%	0.9%	82.2%	80.7%	-1.5%	-0.04	57
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	12.5%	2.1%	-10.4%	30.6%	29.2%	-1.4%	56.9%	68.8%	11.8%	0.25	48
23. I have the necessary tools I need to do high quality work efficiently.	4.1%	8.9%	4.9%	14.9%	19.6%	4.8%	81.1%	71.4%	-9.7%	-0.23	56
24. My principal/supervisor has a clear understanding of my skills and abilities.	17.3%	9.1%	-8.2%	16.0%	20.0%	4.0%	66.7%	70.9%	4.2%	0.09	55
25. My performance evaluations are fair.	8.1%	7.5%	-0.6%	17.6%	11.3%	-6.2%	74.3%	81.1%	6.8%	0.16	53
26. Employees are treated fairly and consistently at my site.	18.7%	16.1%	-2.6%	12.0%	14.3%	2.3%	69.3%	69.6%	0.3%	0.01	56
27. I feel safe in the workplace.	2.7%	3.6%	0.9%	18.7%	14.3%	-4.4%	78.7%	82.1%	3.5%	0.09	56
28. I like the kind of work I do.	5.3%	0.0%	-5.3%	6.7%	12.7%	6.1%	88.0%	87.3%	-0.7%	-0.02	55
29. My job is important.	2.7%	0.0%	-2.7%	2.7%	7.0%	4.4%	94.7%	93.0%	-1.7%	-0.07	57
30. I am proud of the work I do.	1.3%	0.0%	-1.3%	2.7%	3.5%	0.8%	96.0%	96.5%	0.5%	0.03	57
31. I feel appreciated for the work I do.	26.3%	10.5%	-15.8%	11.8%	14.0%	2.2%	61.8%	75.4%	13.6%	0.29	57
32. I am satisfied with my job.	5.5%	6.9%	1.4%	17.8%	6.9%	-10.9%	76.7%	86.2%	9.5%	0.25	58
33. I am satisfied with the professional development opportunities provided to me by the district.	9.7%	9.3%	-0.5%	29.2%	31.5%	2.3%	61.1%	59.3%	-1.9%	-0.04	54
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	8.2%	10.0%	1.8%	37.0%	34.0%	-3.0%	54.8%	56.0%	1.2%	0.02	50
35. I am familiar with the functions of the Classified Employees Council.	20.3%	15.4%	-4.9%	27.5%	42.3%	14.8%	52.2%	42.3%	-9.9%	-0.20	52

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Paraeducators/Educational Assistant/Related Positions

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	6.1%	7.1%	1.0%	22.1%	18.7%	-3.4%	71.8%	74.2%	2.4%	0.05	326
2. I understand my role and responsibilities as an employee of APS.	2.7%	4.2%	1.5%	6.3%	4.2%	-2.1%	90.9%	91.5%	0.6%	0.02	330
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	7.3%	10.7%	3.4%	19.8%	17.6%	-2.2%	72.9%	71.7%	-1.2%	-0.03	318
4. My work is important and contributes to the success of the VISTA 2015 Plan.	4.2%	4.1%	-0.1%	17.9%	17.4%	-0.5%	77.9%	78.5%	0.5%	0.01	316
5. The district sets high and realistic expectations for students.	17.7%	14.9%	-2.8%	21.3%	18.9%	-2.4%	61.0%	66.3%	5.2%	0.11	323
6. Everyone in the school community is accountable for the academic success of students.	6.9%	8.9%	2.0%	12.7%	7.1%	-5.7%	80.4%	84.0%	3.7%	0.10	326
7. Department administrators/supervisors share information regularly with employees.	24.3%	24.8%	0.5%	19.1%	19.6%	0.5%	56.6%	55.5%	-1.0%	-0.02	326
8. Clear goals and objectives have been defined for my job.	12.9%	12.5%	-0.4%	15.9%	14.9%	-1.0%	71.2%	72.6%	1.4%	0.03	328
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	18.0%	19.7%	1.7%	15.5%	13.8%	-1.6%	66.6%	66.5%	-0.1%	0.00	325
10. Decisions made in APS are based on communicated data and information.	13.0%	9.4%	-3.6%	34.7%	34.7%	-0.1%	52.3%	55.9%	3.7%	0.07	320
11. I trust the people who make decisions that affect me in the district.	20.1%	18.2%	-1.9%	34.7%	34.9%	0.2%	45.2%	46.9%	1.7%	0.03	324
12. I trust the people who make decisions that affect me in my school/department.	17.9%	16.0%	-1.9%	21.4%	21.5%	0.1%	60.7%	62.5%	1.7%	0.04	325
13. There is a spirit of teamwork and cooperation at my work site.	21.4%	18.5%	-2.8%	16.7%	18.2%	1.5%	61.9%	63.2%	1.3%	0.03	329
14. I feel free to express my professional opinions at work.	22.4%	21.2%	-1.2%	18.2%	17.2%	-1.1%	59.4%	61.7%	2.3%	0.05	326
15. I feel valued as an employee of APS.	20.4%	16.5%	-3.9%	17.7%	20.2%	2.5%	61.9%	63.3%	1.4%	0.03	327
16. There is a professional atmosphere for staff working in APS.	12.1%	11.6%	-0.5%	21.2%	21.4%	0.3%	66.8%	67.0%	0.2%	0.00	327
17. I am treated with respect by my supervisor.	9.7%	8.4%	-1.3%	9.7%	12.8%	3.1%	80.7%	78.8%	-1.8%	-0.05	321
18. I am treated with respect by my co-workers.	7.2%	7.1%	-0.1%	11.8%	12.9%	1.0%	81.0%	80.1%	-0.9%	-0.02	326
19. My ideas and suggestions are respected by my supervisor.	11.5%	10.9%	-0.7%	16.9%	16.9%	0.1%	71.6%	72.2%	0.6%	0.01	313
20. My ideas and suggestions are respected by my co-workers.	6.0%	6.4%	0.4%	23.0%	20.8%	-2.2%	71.0%	72.8%	1.7%	0.04	327
21. I receive the necessary training to do high quality work.	15.2%	14.1%	-1.1%	17.7%	23.6%	5.9%	67.1%	62.3%	-4.9%	-0.10	326
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	13.8%	14.7%	0.8%	40.0%	33.9%	-6.1%	46.2%	51.4%	5.2%	0.10	286
23. I have the necessary tools I need to do high quality work efficiently.	13.5%	11.3%	-2.2%	16.3%	19.3%	3.0%	70.2%	69.4%	-0.7%	-0.02	327
24. My principal/supervisor has a clear understanding of my skills and abilities.	15.1%	15.6%	0.6%	11.7%	14.7%	3.0%	73.2%	69.6%	-3.6%	-0.08	326
25. My performance evaluations are fair.	7.5%	6.4%	-1.1%	14.9%	18.2%	3.2%	77.6%	75.5%	-2.1%	-0.05	314
26. Employees are treated fairly and consistently at my site.	19.8%	19.9%	0.2%	22.0%	19.9%	-2.0%	58.2%	60.1%	1.9%	0.04	326
27. I feel safe in the workplace.	7.1%	8.0%	0.8%	11.2%	14.1%	2.9%	81.7%	78.0%	-3.7%	-0.09	327
28. I like the kind of work I do.	0.8%	1.8%	1.0%	5.8%	4.9%	-0.9%	93.4%	93.3%	-0.1%	0.00	329
29. My job is important.	1.1%	1.2%	0.1%	2.2%	2.4%	0.2%	96.7%	96.4%	-0.3%	-0.02	330
30. I am proud of the work I do.	1.1%	1.2%	0.1%	1.7%	2.1%	0.5%	97.2%	96.6%	-0.6%	-0.04	327
31. I feel appreciated for the work I do.	13.2%	13.5%	0.2%	13.2%	13.1%	-0.1%	73.6%	73.4%	-0.2%	0.00	327
32. I am satisfied with my job.	5.8%	8.0%	2.2%	12.1%	14.7%	2.6%	82.1%	77.3%	-4.8%	-0.12	326
33. I am satisfied with the professional development opportunities provided to me by the district.	20.5%	18.9%	-1.7%	24.6%	24.5%	0.0%	54.9%	56.6%	1.7%	0.03	318
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	8.1%	10.2%	2.0%	49.1%	42.7%	-6.4%	42.8%	47.1%	4.3%	0.09	295
35. I am familiar with the functions of the Classified Employees Council.	21.7%	23.2%	1.5%	41.2%	37.1%	-4.1%	37.1%	39.7%	2.6%	0.05	310

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Pickens Technical College

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. APS has set a clear direction for improving student achievement.	33.3%	0.0%	-33.3%	0.0%	7.1%	7.1%	66.7%	92.9%	26.2%	0.69	14
2. I understand my role and responsibilities as an employee of APS.	12.5%	0.0%	-12.5%	12.5%	0.0%	-12.5%	75.0%	100.0%	25.0%	1.05	14
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	22.2%	15.4%	-6.8%	22.2%	23.1%	0.9%	55.6%	61.5%	6.0%	0.12	13
4. My work is important and contributes to the success of the VISTA 2015 Plan.	12.5%	23.1%	10.6%	25.0%	30.8%	5.8%	62.5%	46.2%	-16.3%	-0.33	13
5. The district sets high and realistic expectations for students.	44.4%	14.3%	-30.2%	0.0%	7.1%	7.1%	55.6%	78.6%	23.0%	0.50	14
6. Everyone in the school community is accountable for the academic success of students.	33.3%	7.7%	-25.6%	11.1%	23.1%	12.0%	55.6%	69.2%	13.7%	0.28	13
7. Department administrators/supervisors share information regularly with employees.	44.4%	42.9%	-1.6%	0.0%	14.3%	14.3%	55.6%	42.9%	-12.7%	-0.25	14
8. Clear goals and objectives have been defined for my job.	12.5%	14.3%	1.8%	0.0%	7.1%	7.1%	87.5%	78.6%	-8.9%	-0.24	14
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	21.4%	21.4%	11.1%	14.3%	3.2%	88.9%	64.3%	-24.6%	-0.60	14
10. Decisions made in APS are based on communicated data and information.	33.3%	28.6%	-4.8%	11.1%	35.7%	24.6%	55.6%	35.7%	-19.8%	-0.40	14
11. I trust the people who make decisions that affect me in the district.	33.3%	35.7%	2.4%	22.2%	28.6%	6.3%	44.4%	35.7%	-8.7%	-0.18	14
12. I trust the people who make decisions that affect me in my school/department.	33.3%	42.9%	9.5%	11.1%	14.3%	3.2%	55.6%	42.9%	-12.7%	-0.25	14
13. There is a spirit of teamwork and cooperation at my work site.	33.3%	42.9%	9.5%	22.2%	14.3%	-7.9%	44.4%	42.9%	-1.6%	-0.03	14
14. I feel free to express my professional opinions at work.	33.3%	42.9%	9.5%	0.0%	0.0%	0.0%	66.7%	57.1%	-9.5%	-0.20	14
15. I feel valued as an employee of APS.	33.3%	28.6%	-4.8%	22.2%	14.3%	-7.9%	44.4%	57.1%	12.7%	0.25	14
16. There is a professional atmosphere for staff working in APS.	11.1%	14.3%	3.2%	22.2%	21.4%	-0.8%	66.7%	64.3%	-2.4%	-0.05	14
17. I am treated with respect by my supervisor.	0.0%	7.7%	7.7%	33.3%	0.0%	-33.3%	66.7%	92.3%	25.6%	0.67	13
18. I am treated with respect by my co-workers.	0.0%	7.1%	7.1%	11.1%	0.0%	-11.1%	88.9%	92.9%	4.0%	0.14	14
19. My ideas and suggestions are respected by my supervisor.	33.3%	21.4%	-11.9%	0.0%	7.1%	7.1%	66.7%	71.4%	4.8%	0.10	14
20. My ideas and suggestions are respected by my co-workers.	11.1%	7.1%	-4.0%	0.0%	7.1%	7.1%	88.9%	85.7%	-3.2%	-0.10	14
21. I receive the necessary training to do high quality work.	22.2%	42.9%	20.6%	0.0%	14.3%	14.3%	77.8%	42.9%	-34.9%	-0.73	14
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	22.2%	23.1%	0.9%	22.2%	30.8%	8.5%	55.6%	46.2%	-9.4%	-0.19	13
23. I have the necessary tools I need to do high quality work efficiently.	22.2%	14.3%	-7.9%	0.0%	7.1%	7.1%	77.8%	78.6%	0.8%	0.02	14
24. My principal/supervisor has a clear understanding of my skills and abilities.	44.4%	38.5%	-6.0%	11.1%	7.7%	-3.4%	44.4%	53.8%	9.4%	0.19	13
25. My performance evaluations are fair.	12.5%	8.3%	-4.2%	0.0%	33.3%	33.3%	87.5%	58.3%	-29.2%	-0.68	12
26. Employees are treated fairly and consistently at my site.	25.0%	42.9%	17.9%	25.0%	14.3%	-10.7%	50.0%	42.9%	-7.1%	-0.14	14
27. I feel safe in the workplace.	33.3%	14.3%	-19.0%	0.0%	28.6%	28.6%	66.7%	57.1%	-9.5%	-0.20	14
28. I like the kind of work I do.	11.1%	0.0%	-11.1%	11.1%	0.0%	-11.1%	77.8%	100.0%	22.2%	0.98	14
29. My job is important.	11.1%	0.0%	-11.1%	0.0%	0.0%	0.0%	88.9%	100.0%	11.1%	0.68	14
30. I am proud of the work I do.	12.5%	0.0%	-12.5%	0.0%	0.0%	0.0%	87.5%	100.0%	12.5%	0.72	14
31. I feel appreciated for the work I do.	33.3%	7.1%	-26.2%	0.0%	14.3%	14.3%	66.7%	78.6%	11.9%	0.27	14
32. I am satisfied with my job.	22.2%	7.1%	-15.1%	0.0%	0.0%	0.0%	77.8%	92.9%	15.1%	0.44	14
33. I am satisfied with the professional development opportunities provided to me by the district.	50.0%	35.7%	-14.3%	12.5%	28.6%	16.1%	37.5%	35.7%	-1.8%	-0.04	14
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	22.2%	7.1%	-15.1%	22.2%	21.4%	-0.8%	55.6%	71.4%	15.9%	0.33	14
35. I am familiar with the functions of the Classified Employees Council.	22.2%	7.1%	-15.1%	11.1%	21.4%	10.3%	66.7%	71.4%	4.8%	0.10	14

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.



Aurora Public Schools
Classified Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research

Transportation

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	<u>2012</u>	<u>2013</u>	<u>Change</u>	<u>2012</u>	<u>2013</u>	<u>Change</u>	<u>2012</u>	<u>2013</u>	<u>Change</u>		
1. APS has set a clear direction for improving student achievement.	7.4%	13.6%	6.2%	42.0%	30.5%	-11.5%	50.6%	55.9%	5.3%	0.11	59
2. I understand my role and responsibilities as an employee of APS.	4.6%	3.2%	-1.4%	6.9%	6.5%	-0.4%	88.5%	90.3%	1.8%	0.06	62
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	12.5%	9.7%	-2.8%	22.5%	29.0%	6.5%	65.0%	61.3%	-3.7%	-0.08	62
4. My work is important and contributes to the success of the VISTA 2015 Plan.	1.3%	6.6%	5.3%	23.1%	29.5%	6.4%	75.6%	63.9%	-11.7%	-0.26	61
5. The district sets high and realistic expectations for students.	16.5%	13.3%	-3.1%	24.1%	35.0%	10.9%	59.5%	51.7%	-7.8%	-0.16	60
6. Everyone in the school community is accountable for the academic success of students.	6.3%	15.8%	9.5%	17.5%	14.0%	-3.5%	76.3%	70.2%	-6.1%	-0.14	57
7. Department administrators/supervisors share information regularly with employees.	57.0%	45.0%	-12.0%	16.3%	26.7%	10.4%	26.7%	28.3%	1.6%	0.04	60
8. Clear goals and objectives have been defined for my job.	33.3%	14.8%	-18.6%	16.7%	14.8%	-1.9%	50.0%	70.5%	20.5%	0.42	61
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	46.5%	38.3%	-8.2%	20.9%	18.3%	-2.6%	32.6%	43.3%	10.8%	0.22	60
10. Decisions made in APS are based on communicated data and information.	42.0%	30.0%	-12.0%	21.0%	43.3%	22.3%	37.0%	26.7%	-10.4%	-0.22	60
11. I trust the people who make decisions that affect me in the district.	51.8%	41.0%	-10.8%	20.0%	32.8%	12.8%	28.2%	26.2%	-2.0%	-0.05	61
12. I trust the people who make decisions that affect me in my school/department.	53.0%	53.2%	0.2%	22.9%	16.1%	-6.8%	24.1%	30.6%	6.5%	0.15	62
13. There is a spirit of teamwork and cooperation at my work site.	56.3%	49.2%	-7.1%	9.2%	21.3%	12.1%	34.5%	29.5%	-5.0%	-0.11	61
14. I feel free to express my professional opinions at work.	46.5%	42.6%	-3.9%	23.3%	21.3%	-1.9%	30.2%	36.1%	5.8%	0.12	61
15. I feel valued as an employee of APS.	38.4%	36.1%	-2.3%	24.4%	16.4%	-8.0%	37.2%	47.5%	10.3%	0.21	61
16. There is a professional atmosphere for staff working in APS.	42.2%	28.3%	-13.8%	24.1%	21.7%	-2.4%	33.7%	50.0%	16.3%	0.33	60
17. I am treated with respect by my supervisor.	27.1%	19.7%	-7.4%	24.7%	26.2%	1.5%	48.2%	54.1%	5.9%	0.12	61
18. I am treated with respect by my co-workers.	3.5%	9.8%	6.3%	18.6%	19.7%	1.1%	77.9%	70.5%	-7.4%	-0.17	61
19. My ideas and suggestions are respected by my supervisor.	34.9%	25.8%	-9.1%	27.7%	29.0%	1.3%	37.3%	45.2%	7.8%	0.16	62
20. My ideas and suggestions are respected by my co-workers.	7.2%	6.6%	-0.7%	22.9%	29.5%	6.6%	69.9%	63.9%	-5.9%	-0.13	61
21. I receive the necessary training to do high quality work.	12.9%	9.8%	-3.1%	11.8%	13.1%	1.4%	75.3%	77.0%	1.8%	0.04	61
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	32.9%	24.1%	-8.8%	39.2%	40.7%	1.5%	27.8%	35.2%	7.3%	0.16	54
23. I have the necessary tools I need to do high quality work efficiently.	17.6%	13.1%	-4.5%	20.0%	21.3%	1.3%	62.4%	65.6%	3.2%	0.07	61
24. My principal/supervisor has a clear understanding of my skills and abilities.	32.9%	14.8%	-18.2%	23.2%	21.3%	-1.9%	43.9%	63.9%	20.0%	0.40	61
25. My performance evaluations are fair.	5.1%	15.5%	10.4%	32.1%	20.7%	-11.4%	62.8%	63.8%	1.0%	0.02	58
26. Employees are treated fairly and consistently at my site.	48.8%	36.1%	-12.8%	25.6%	31.1%	5.6%	25.6%	32.8%	7.2%	0.16	61
27. I feel safe in the workplace.	16.3%	8.1%	-8.2%	19.8%	21.0%	1.2%	64.0%	71.0%	7.0%	0.15	62
28. I like the kind of work I do.	2.3%	3.2%	0.9%	9.3%	6.5%	-2.9%	88.4%	90.3%	2.0%	0.06	62
29. My job is important.	0.0%	4.9%	4.9%	4.7%	4.9%	0.3%	95.3%	90.2%	-5.2%	-0.20	61
30. I am proud of the work I do.	0.0%	3.3%	3.3%	3.5%	3.3%	-0.2%	96.5%	93.3%	-3.2%	-0.15	60
31. I feel appreciated for the work I do.	40.2%	29.0%	-11.2%	17.2%	16.1%	-1.1%	42.5%	54.8%	12.3%	0.25	62
32. I am satisfied with my job.	23.0%	18.3%	-4.7%	19.5%	15.0%	-4.5%	57.5%	66.7%	9.2%	0.19	60
33. I am satisfied with the professional development opportunities provided to me by the district.	26.2%	24.1%	-2.1%	33.3%	24.1%	-9.2%	40.5%	51.7%	11.2%	0.23	58
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	15.7%	22.4%	6.8%	54.2%	44.8%	-9.4%	30.1%	32.8%	2.6%	0.06	58
35. I am familiar with the functions of the Classified Employees Council.	25.0%	22.8%	-2.2%	41.7%	36.8%	-4.8%	33.3%	40.4%	7.0%	0.15	57

Note. Total respondents = 893. All responses of "not applicable" are omitted from this analysis. #36: "I believe the mentoring program is beneficial for students" is not presented due to different scoring scale.

2/8/2013

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text.