

Aurora Public Schools
Division of Accountability and Research



Classified Staff Climate Survey
Historical Results (Overall)
2013-14



Aurora Public Schools
Classified Staff Climate Survey (2013-14): Historical Comparisons

Division of Accountability and Research

Overall

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	8.0%	7.5%	-0.6%	19.4%	24.2%	4.8%	72.6%	68.3%	-4.3%	-0.09	805
2. I understand my role and responsibilities as an employee of APS.	4.4%	4.2%	-0.2%	5.8%	4.4%	-1.4%	89.8%	91.3%	1.6%	0.05	832
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	9.1%	7.7%	-1.3%	18.3%	17.1%	-1.2%	72.7%	75.2%	2.5%	0.06	802
4. My work is important and contributes to the success of the VISTA 2015 Plan.	4.4%	3.9%	-0.5%	18.9%	16.8%	-2.1%	76.7%	79.3%	2.7%	0.06	799
5. The district sets high and realistic expectations for students.	14.1%	15.2%	1.1%	20.3%	21.9%	1.6%	65.5%	62.9%	-2.6%	-0.05	809
6. Everyone in the school community is accountable for the academic success of students.	9.9%	8.5%	-1.4%	11.6%	13.5%	1.9%	78.5%	78.0%	-0.5%	-0.01	821
7. Department administrators/supervisors share information regularly with employees.	27.7%	26.0%	-1.7%	19.5%	18.6%	-0.9%	52.8%	55.4%	2.6%	0.05	827
8. Clear goals and objectives have been defined for my job.	13.0%	12.4%	-0.6%	14.6%	14.4%	-0.3%	72.3%	73.2%	0.9%	0.02	828
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	20.0%	18.1%	-1.9%	16.2%	15.6%	-0.6%	63.9%	66.3%	2.4%	0.05	825
10. Decisions made in APS are based on communicated data and information.	16.3%	16.1%	-0.2%	33.4%	34.8%	1.4%	50.2%	49.1%	-1.2%	-0.02	813
11. I trust the people who make decisions that affect me in the district.	21.5%	20.1%	-1.3%	34.0%	37.5%	3.5%	44.5%	42.4%	-2.2%	-0.04	814
12. I trust the people who make decisions that affect me in my school/department.	20.8%	18.8%	-2.1%	21.5%	25.1%	3.6%	57.7%	56.2%	-1.5%	-0.03	826
13. There is a spirit of teamwork and cooperation at my work site.	22.7%	21.5%	-1.2%	18.0%	14.8%	-3.2%	59.3%	63.7%	4.4%	0.09	826
14. I feel free to express my professional opinions at work.	21.8%	20.4%	-1.4%	18.2%	18.1%	-0.2%	60.0%	61.5%	1.6%	0.03	824
15. I feel valued as an employee of APS.	18.9%	17.9%	-0.9%	20.5%	20.3%	-0.1%	60.7%	61.7%	1.1%	0.02	826
16. There is a professional atmosphere for staff working in APS.	13.8%	14.8%	1.0%	21.4%	21.8%	0.3%	64.8%	63.5%	-1.3%	-0.03	827
17. I am treated with respect by my supervisor.	9.9%	9.8%	-0.1%	13.3%	12.6%	-0.7%	76.9%	77.7%	0.8%	0.02	828
18. I am treated with respect by my co-workers.	7.8%	6.3%	-1.5%	13.5%	13.8%	0.3%	78.7%	79.9%	1.2%	0.03	827
19. My ideas and suggestions are respected by my supervisor.	13.3%	13.0%	-0.3%	17.8%	16.8%	-1.0%	68.8%	70.2%	1.4%	0.03	815
20. My ideas and suggestions are respected by my co-workers.	7.6%	6.9%	-0.7%	19.4%	19.4%	0.0%	72.9%	73.6%	0.7%	0.02	823
21. I receive the necessary training to do high quality work.	15.8%	15.6%	-0.2%	20.9%	19.0%	-1.9%	63.3%	65.3%	2.1%	0.04	831
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	14.2%	14.5%	0.2%	32.8%	34.3%	1.5%	53.0%	51.2%	-1.7%	-0.03	740
23. I have the necessary tools I need to do high quality work efficiently.	13.0%	14.4%	1.3%	18.7%	17.2%	-1.6%	68.3%	68.5%	0.2%	0.01	822
24. My principal/supervisor has a clear understanding of my skills and abilities.	14.7%	15.8%	1.2%	14.0%	13.0%	-0.9%	71.4%	71.1%	-0.2%	-0.01	821
25. My performance evaluations are fair.	7.5%	7.4%	-0.2%	17.0%	17.8%	0.8%	75.5%	74.8%	-0.7%	-0.02	775
26. Employees are treated fairly and consistently at my site.	22.9%	21.2%	-1.7%	19.8%	21.8%	2.0%	57.3%	57.0%	-0.3%	-0.01	830
27. I feel safe in the workplace.	8.5%	10.9%	2.4%	14.6%	13.0%	-1.6%	76.9%	76.1%	-0.8%	-0.02	828
28. I like the kind of work I do.	1.5%	2.0%	0.6%	5.5%	4.0%	-1.6%	93.0%	94.0%	1.0%	0.04	832
29. My job is important.	1.1%	1.3%	0.2%	4.1%	2.3%	-1.8%	94.8%	96.4%	1.6%	0.08	831
30. I am proud of the work I do.	1.2%	0.7%	-0.5%	2.4%	2.7%	0.3%	96.4%	96.6%	0.3%	0.01	830
31. I feel appreciated for the work I do.	15.4%	15.2%	-0.3%	15.2%	13.8%	-1.4%	69.4%	71.0%	1.6%	0.04	825
32. I am satisfied with my job.	7.4%	8.6%	1.2%	15.8%	15.3%	-0.6%	76.8%	76.2%	-0.6%	-0.02	826
33. I am satisfied with the professional development opportunities provided to me by the district.	22.5%	26.3%	3.8%	24.6%	22.8%	-1.7%	52.9%	50.8%	-2.1%	-0.04	801
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	11.2%	10.5%	-0.7%	42.7%	47.7%	5.0%	46.1%	41.8%	-4.3%	-0.09	751
35. I am familiar with the functions of the Classified Employees Council.	18.7%	22.3%	3.6%	35.1%	36.8%	1.7%	46.3%	40.9%	-5.4%	-0.11	780

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Administrative/Secretarial Support

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	6.8%	10.1%	3.3%	21.6%	23.8%	2.2%	71.6%	66.1%	-5.5%	-0.12	168
2. I understand my role and responsibilities as an employee of APS.	4.4%	4.1%	-0.4%	8.8%	8.1%	-0.7%	86.7%	87.8%	1.1%	0.03	172
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	5.7%	11.3%	5.6%	20.0%	17.3%	-2.7%	74.3%	71.4%	-2.9%	-0.06	168
4. My work is important and contributes to the success of the VISTA 2015 Plan.	3.4%	4.8%	1.4%	18.2%	17.9%	-0.3%	78.4%	77.4%	-1.0%	-0.02	168
5. The district sets high and realistic expectations for students.	13.7%	14.5%	0.7%	24.0%	21.1%	-2.9%	62.3%	64.5%	2.2%	0.05	166
6. Everyone in the school community is accountable for the academic success of students.	7.9%	10.0%	2.1%	15.7%	12.4%	-3.4%	76.4%	77.6%	1.2%	0.03	170
7. Department administrators/supervisors share information regularly with employees.	30.3%	30.2%	-0.1%	15.7%	18.0%	2.3%	53.9%	51.7%	-2.2%	-0.04	172
8. Clear goals and objectives have been defined for my job.	15.1%	18.0%	2.9%	16.2%	16.9%	0.7%	68.7%	65.1%	-3.6%	-0.08	172
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	18.0%	21.6%	3.7%	18.0%	14.6%	-3.4%	64.0%	63.7%	-0.3%	-0.01	171
10. Decisions made in APS are based on communicated data and information.	19.1%	18.0%	-1.1%	35.8%	35.9%	0.1%	45.1%	46.1%	1.0%	0.02	167
11. I trust the people who make decisions that affect me in the district.	17.3%	21.0%	3.6%	39.9%	40.7%	0.8%	42.8%	38.3%	-4.5%	-0.09	167
12. I trust the people who make decisions that affect me in my school/department.	19.6%	22.2%	2.7%	22.3%	22.2%	-0.1%	58.1%	55.6%	-2.5%	-0.05	171
13. There is a spirit of teamwork and cooperation at my work site.	25.0%	24.7%	-0.3%	16.1%	17.1%	0.9%	58.9%	58.2%	-0.7%	-0.01	170
14. I feel free to express my professional opinions at work.	18.2%	23.4%	5.2%	18.8%	15.8%	-3.0%	63.1%	60.8%	-2.2%	-0.05	171
15. I feel valued as an employee of APS.	19.1%	19.3%	0.2%	22.5%	20.5%	-2.0%	58.4%	60.2%	1.8%	0.04	171
16. There is a professional atmosphere for staff working in APS.	13.6%	15.3%	1.7%	24.3%	27.6%	3.4%	62.1%	57.1%	-5.1%	-0.10	170
17. I am treated with respect by my supervisor.	10.6%	11.1%	0.6%	15.0%	14.6%	-0.4%	74.4%	74.3%	-0.2%	0.00	171
18. I am treated with respect by my co-workers.	8.3%	7.1%	-1.3%	16.1%	15.9%	-0.2%	75.6%	77.1%	1.5%	0.04	170
19. My ideas and suggestions are respected by my supervisor.	11.4%	16.0%	4.5%	17.7%	12.4%	-5.3%	70.9%	71.6%	0.7%	0.02	169
20. My ideas and suggestions are respected by my co-workers.	10.2%	7.6%	-2.6%	20.5%	18.2%	-2.2%	69.3%	74.1%	4.8%	0.11	170
21. I receive the necessary training to do high quality work.	21.2%	26.3%	5.1%	29.1%	21.6%	-7.4%	49.7%	52.0%	2.3%	0.05	171
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	14.9%	15.4%	0.5%	31.0%	31.4%	0.5%	54.2%	53.2%	-1.0%	-0.02	156
23. I have the necessary tools I need to do high quality work efficiently.	10.1%	15.9%	5.8%	19.6%	15.3%	-4.3%	70.4%	68.8%	-1.6%	-0.03	170
24. My principal/supervisor has a clear understanding of my skills and abilities.	14.4%	18.0%	3.6%	10.6%	11.0%	0.5%	75.0%	70.9%	-4.1%	-0.09	172
25. My performance evaluations are fair.	8.1%	9.0%	0.9%	16.3%	14.8%	-1.4%	75.6%	76.1%	0.5%	0.01	155
26. Employees are treated fairly and consistently at my site.	26.4%	25.0%	-1.4%	16.9%	23.3%	6.4%	56.7%	51.7%	-5.0%	-0.10	172
27. I feel safe in the workplace.	13.9%	16.5%	2.6%	12.2%	9.4%	-2.8%	73.9%	74.1%	0.2%	0.01	170
28. I like the kind of work I do.	0.6%	2.3%	1.8%	5.6%	5.8%	0.3%	93.9%	91.9%	-2.0%	-0.08	172
29. My job is important.	0.0%	0.6%	0.6%	3.9%	1.8%	-2.2%	96.1%	97.6%	1.6%	0.09	170
30. I am proud of the work I do.	1.7%	0.0%	-1.7%	2.2%	2.3%	0.1%	96.1%	97.7%	1.6%	0.09	172
31. I feel appreciated for the work I do.	12.8%	14.9%	2.1%	17.8%	14.9%	-2.9%	69.4%	70.2%	0.8%	0.02	168
32. I am satisfied with my job.	4.5%	6.4%	1.9%	17.9%	17.4%	-0.4%	77.7%	76.2%	-1.5%	-0.04	172
33. I am satisfied with the professional development opportunities provided to me by the district.	27.4%	34.5%	7.1%	26.9%	27.4%	0.5%	45.7%	38.1%	-7.6%	-0.15	168
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	10.2%	12.0%	1.8%	47.3%	50.0%	2.7%	42.5%	38.0%	-4.5%	-0.09	158
35. I am familiar with the functions of the Classified Employees Council.	16.3%	20.9%	4.6%	28.5%	31.3%	2.8%	55.2%	47.9%	-7.4%	-0.15	163

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Administrative/Secretarial Support (Human Resources only)

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	0.0%	0.0%	45.5%	45.5%	100.0%	54.5%	-45.5%	-1.48	11
2. I understand my role and responsibilities as an employee of APS.	0.0%	9.1%	9.1%	0.0%	0.0%	0.0%	100.0%	90.9%	-9.1%	-0.61	11
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	7.7%	9.1%	1.4%	0.0%	0.0%	0.0%	92.3%	90.9%	-1.4%	-0.05	11
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	0.0%	0.0%	15.4%	18.2%	2.8%	84.6%	81.8%	-2.8%	-0.07	11
5. The district sets high and realistic expectations for students.	9.1%	9.1%	0.0%	0.0%	18.2%	18.2%	90.9%	72.7%	-18.2%	-0.49	11
6. Everyone in the school community is accountable for the academic success of students.	7.7%	9.1%	1.4%	7.7%	0.0%	-7.7%	84.6%	90.9%	6.3%	0.19	11
7. Department administrators/supervisors share information regularly with employees.	23.1%	18.2%	-4.9%	23.1%	36.4%	13.3%	53.8%	45.5%	-8.4%	-0.17	11
8. Clear goals and objectives have been defined for my job.	0.0%	9.1%	9.1%	8.3%	9.1%	0.8%	91.7%	81.8%	-9.8%	-0.30	11
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	9.1%	9.1%	23.1%	18.2%	-4.9%	76.9%	72.7%	-4.2%	-0.10	11
11. I trust the people who make decisions that affect me in the district.	7.7%	9.1%	1.4%	30.8%	36.4%	5.6%	61.5%	54.5%	-7.0%	-0.14	11
12. I trust the people who make decisions that affect me in my school/department.	7.7%	18.2%	10.5%	15.4%	18.2%	2.8%	76.9%	63.6%	-13.3%	-0.29	11
13. There is a spirit of teamwork and cooperation at my work site.	0.0%	9.1%	9.1%	30.8%	0.0%	-30.8%	69.2%	90.9%	21.7%	0.56	11
14. I feel free to express my professional opinions at work.	0.0%	0.0%	0.0%	15.4%	27.3%	11.9%	84.6%	72.7%	-11.9%	-0.29	11
16. There is a professional atmosphere for staff working in APS.	0.0%	9.1%	9.1%	0.0%	9.1%	9.1%	100.0%	81.8%	-18.2%	-0.88	11
17. I am treated with respect by my supervisor.	0.0%	0.0%	0.0%	8.3%	0.0%	-8.3%	91.7%	100.0%	8.3%	0.59	11
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	7.7%	9.1%	1.4%	92.3%	90.9%	-1.4%	-0.05	11
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	0.0%	15.4%	9.1%	-6.3%	84.6%	90.9%	6.3%	0.19	11
21. I receive the necessary training to do high quality work.	0.0%	0.0%	0.0%	15.4%	18.2%	2.8%	84.6%	81.8%	-2.8%	-0.07	11
23. I have the necessary tools I need to do high quality work efficiently.	7.7%	0.0%	-7.7%	7.7%	0.0%	-7.7%	84.6%	100.0%	15.4%	0.81	11
24. My principal/supervisor has a clear understanding of my skills and abilities.	7.7%	9.1%	1.4%	7.7%	0.0%	-7.7%	84.6%	90.9%	6.3%	0.19	11
26. Employees are treated fairly and consistently at my site.	0.0%	0.0%	0.0%	15.4%	27.3%	11.9%	84.6%	72.7%	-11.9%	-0.29	11
28. I like the kind of work I do.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	11
29. My job is important.	0.0%	0.0%	0.0%	0.0%	9.1%	9.1%	100.0%	90.9%	-9.1%	-0.61	11
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	11
31. I feel appreciated for the work I do.	7.7%	9.1%	1.4%	15.4%	0.0%	-15.4%	76.9%	90.9%	14.0%	0.39	11
32. I am satisfied with my job.	0.0%	0.0%	0.0%	0.0%	9.1%	9.1%	100.0%	90.9%	-9.1%	-0.61	11
33. I am satisfied with the professional development opportunities provided to me by the district.	46.2%	18.2%	-28.0%	30.8%	27.3%	-3.5%	23.1%	54.5%	31.5%	0.66	11

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36:"I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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.

2/18/2014



Aurora Public Schools
Classified Staff Climate Survey (2013-14): Historical Comparisons
Division of Accountability and Research
Budget/Finance

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	0.0%	9.5%	17.4%	7.9%	90.5%	82.6%	-7.9%	-0.23	23
2. I understand my role and responsibilities as an employee of APS.	4.5%	0.0%	-4.5%	9.1%	0.0%	-9.1%	86.4%	100.0%	13.6%	0.76	25
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	9.1%	0.0%	-9.1%	9.1%	13.0%	4.0%	81.8%	87.0%	5.1%	0.14	23
4. My work is important and contributes to the success of the VISTA 2015 Plan.	4.5%	0.0%	-4.5%	13.6%	16.7%	3.0%	81.8%	83.3%	1.5%	0.04	24
5. The district sets high and realistic expectations for students.	5.0%	4.8%	-0.2%	20.0%	28.6%	8.6%	75.0%	66.7%	-8.3%	-0.18	21
6. Everyone in the school community is accountable for the academic success of students.	4.8%	0.0%	-4.8%	4.8%	8.7%	3.9%	90.5%	91.3%	0.8%	0.03	23
7. Department administrators/supervisors share information regularly with employees.	27.3%	36.0%	8.7%	22.7%	12.0%	-10.7%	50.0%	52.0%	2.0%	0.04	25
8. Clear goals and objectives have been defined for my job.	18.2%	4.2%	-14.0%	9.1%	8.3%	-0.8%	72.7%	87.5%	14.8%	0.38	24
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	8.0%	8.0%	9.1%	16.0%	6.9%	90.9%	76.0%	-14.9%	-0.41	25
10. Decisions made in APS are based on communicated data and information.	13.6%	12.0%	-1.6%	18.2%	28.0%	9.8%	68.2%	60.0%	-8.2%	-0.17	25
11. I trust the people who make decisions that affect me in the district.	13.6%	8.0%	-5.6%	22.7%	28.0%	5.3%	63.6%	64.0%	0.4%	0.01	25
12. I trust the people who make decisions that affect me in my school/department.	9.5%	12.0%	2.5%	14.3%	16.0%	1.7%	76.2%	72.0%	-4.2%	-0.10	25
13. There is a spirit of teamwork and cooperation at my work site.	22.7%	20.0%	-2.7%	9.1%	16.0%	6.9%	68.2%	64.0%	-4.2%	-0.09	25
14. I feel free to express my professional opinions at work.	9.1%	12.0%	2.9%	9.1%	20.0%	10.9%	81.8%	68.0%	-13.8%	-0.32	25
15. I feel valued as an employee of APS.	13.6%	20.8%	7.2%	22.7%	25.0%	2.3%	63.6%	54.2%	-9.5%	-0.19	24
16. There is a professional atmosphere for staff working in APS.	9.1%	26.1%	17.0%	18.2%	13.0%	-5.1%	72.7%	60.9%	-11.9%	-0.25	23
17. I am treated with respect by my supervisor.	0.0%	12.0%	12.0%	9.1%	12.0%	2.9%	90.9%	76.0%	-14.9%	-0.41	25
18. I am treated with respect by my co-workers.	9.1%	4.0%	-5.1%	4.5%	24.0%	19.5%	86.4%	72.0%	-14.4%	-0.36	25
19. My ideas and suggestions are respected by my supervisor.	4.5%	8.0%	3.5%	9.1%	20.0%	10.9%	86.4%	72.0%	-14.4%	-0.36	25
20. My ideas and suggestions are respected by my co-workers.	9.1%	0.0%	-9.1%	4.5%	29.2%	24.6%	86.4%	70.8%	-15.5%	-0.38	24
21. I receive the necessary training to do high quality work.	9.1%	4.0%	-5.1%	18.2%	24.0%	5.8%	72.7%	72.0%	-0.7%	-0.02	25
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	5.6%	0.0%	-5.6%	22.2%	30.0%	7.8%	72.2%	70.0%	-2.2%	-0.05	20
23. I have the necessary tools I need to do high quality work efficiently.	18.2%	8.0%	-10.2%	4.5%	16.0%	11.5%	77.3%	76.0%	-1.3%	-0.03	25
24. My principal/supervisor has a clear understanding of my skills and abilities.	4.5%	9.1%	4.5%	13.6%	9.1%	-4.5%	81.8%	81.8%	0.0%	0.00	22
25. My performance evaluations are fair.	10.0%	0.0%	-10.0%	5.0%	16.0%	11.0%	85.0%	84.0%	-1.0%	-0.03	25
26. Employees are treated fairly and consistently at my site.	13.6%	16.0%	2.4%	22.7%	24.0%	1.3%	63.6%	60.0%	-3.6%	-0.07	25
27. I feel safe in the workplace.	4.8%	12.0%	7.2%	9.5%	12.0%	2.5%	85.7%	76.0%	-9.7%	-0.25	25
28. I like the kind of work I do.	0.0%	0.0%	0.0%	4.8%	0.0%	-4.8%	95.2%	100.0%	4.8%	0.44	25
29. My job is important.	0.0%	0.0%	0.0%	4.8%	4.0%	-0.8%	95.2%	96.0%	0.8%	0.04	25
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	25
31. I feel appreciated for the work I do.	19.0%	16.0%	-3.0%	4.8%	12.0%	7.2%	76.2%	72.0%	-4.2%	-0.10	25
32. I am satisfied with my job.	10.0%	12.0%	2.0%	10.0%	12.0%	2.0%	80.0%	76.0%	-4.0%	-0.10	25
33. I am satisfied with the professional development opportunities provided to me by the district.	19.0%	16.7%	-2.4%	28.6%	33.3%	4.8%	52.4%	50.0%	-2.4%	-0.05	24
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	5.3%	0.0%	-5.3%	36.8%	40.9%	4.1%	57.9%	59.1%	1.2%	0.02	22
35. I am familiar with the functions of the Classified Employees Council.	10.5%	4.5%	-6.0%	15.8%	22.7%	6.9%	73.7%	72.7%	-1.0%	-0.02	22

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Building Custodian

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	3.0%	7.1%	4.1%	15.2%	21.4%	6.3%	81.8%	71.4%	-10.4%	-0.25	14
2. I understand my role and responsibilities as an employee of APS.	3.0%	0.0%	-3.0%	6.1%	6.3%	0.2%	90.9%	93.8%	2.8%	0.11	16
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	3.2%	0.0%	-3.2%	9.7%	20.0%	10.3%	87.1%	80.0%	-7.1%	-0.19	15
4. My work is important and contributes to the success of the VISTA 2015 Plan.	3.2%	6.7%	3.4%	12.9%	26.7%	13.8%	83.9%	66.7%	-17.2%	-0.40	15
5. The district sets high and realistic expectations for students.	6.3%	28.6%	22.3%	21.9%	14.3%	-7.6%	71.9%	57.1%	-14.7%	-0.31	14
6. Everyone in the school community is accountable for the academic success of students.	6.1%	12.5%	6.4%	12.1%	18.8%	6.6%	81.8%	68.8%	-13.1%	-0.31	16
7. Department administrators/supervisors share information regularly with employees.	18.8%	25.0%	6.3%	25.0%	37.5%	12.5%	56.3%	37.5%	-18.8%	-0.38	16
8. Clear goals and objectives have been defined for my job.	12.1%	12.5%	0.4%	18.2%	18.8%	0.6%	69.7%	68.8%	-0.9%	-0.02	16
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	25.0%	50.0%	25.0%	21.9%	6.3%	-15.6%	53.1%	43.8%	-9.4%	-0.19	16
10. Decisions made in APS are based on communicated data and information.	9.4%	33.3%	24.0%	25.0%	33.3%	8.3%	65.6%	33.3%	-32.3%	-0.66	15
11. I trust the people who make decisions that affect me in the district.	23.5%	31.3%	7.7%	26.5%	31.3%	4.8%	50.0%	37.5%	-12.5%	-0.25	16
12. I trust the people who make decisions that affect me in my school/department.	12.1%	37.5%	25.4%	30.3%	25.0%	-5.3%	57.6%	37.5%	-20.1%	-0.40	16
13. There is a spirit of teamwork and cooperation at my work site.	23.5%	25.0%	1.5%	11.8%	18.8%	7.0%	64.7%	56.3%	-8.5%	-0.17	16
14. I feel free to express my professional opinions at work.	23.5%	37.5%	14.0%	20.6%	12.5%	-8.1%	55.9%	50.0%	-5.9%	-0.12	16
15. I feel valued as an employee of APS.	17.1%	25.0%	7.9%	20.0%	18.8%	-1.3%	62.9%	56.3%	-6.6%	-0.13	16
16. There is a professional atmosphere for staff working in APS.	17.1%	25.0%	7.9%	20.0%	18.8%	-1.3%	62.9%	56.3%	-6.6%	-0.13	16
17. I am treated with respect by my supervisor.	2.9%	25.0%	22.1%	14.7%	25.0%	10.3%	82.4%	50.0%	-32.4%	-0.70	16
18. I am treated with respect by my co-workers.	11.4%	6.3%	-5.2%	5.7%	18.8%	13.0%	82.9%	75.0%	-7.9%	-0.19	16
19. My ideas and suggestions are respected by my supervisor.	17.6%	42.9%	25.2%	17.6%	14.3%	-3.4%	64.7%	42.9%	-21.8%	-0.44	14
20. My ideas and suggestions are respected by my co-workers.	8.8%	13.3%	4.5%	20.6%	20.0%	-0.6%	70.6%	66.7%	-3.9%	-0.08	15
21. I receive the necessary training to do high quality work.	9.1%	31.3%	22.2%	6.1%	18.8%	12.7%	84.8%	50.0%	-34.8%	-0.77	16
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	15.6%	33.3%	17.7%	21.9%	46.7%	24.8%	62.5%	20.0%	-42.5%	-0.90	15
23. I have the necessary tools I need to do high quality work efficiently.	17.6%	31.3%	13.6%	26.5%	25.0%	-1.5%	55.9%	43.8%	-12.1%	-0.24	16
24. My principal/supervisor has a clear understanding of my skills and abilities.	8.8%	18.8%	9.9%	14.7%	25.0%	10.3%	76.5%	56.3%	-20.2%	-0.43	16
25. My performance evaluations are fair.	6.1%	6.7%	0.6%	21.2%	26.7%	5.5%	72.7%	66.7%	-6.1%	-0.13	15
26. Employees are treated fairly and consistently at my site.	20.0%	31.3%	11.3%	25.7%	18.8%	-7.0%	54.3%	50.0%	-4.3%	-0.09	16
27. I feel safe in the workplace.	5.7%	12.5%	6.8%	17.1%	25.0%	7.9%	77.1%	62.5%	-14.6%	-0.32	16
28. I like the kind of work I do.	0.0%	13.3%	13.3%	14.3%	13.3%	-1.0%	85.7%	73.3%	-12.4%	-0.31	15
29. My job is important.	0.0%	0.0%	0.0%	11.4%	12.5%	1.1%	88.6%	87.5%	-1.1%	-0.03	16
30. I am proud of the work I do.	2.9%	0.0%	-2.9%	5.7%	12.5%	6.8%	91.4%	87.5%	-3.9%	-0.13	16
31. I feel appreciated for the work I do.	11.4%	31.3%	19.8%	14.3%	6.3%	-8.0%	74.3%	62.5%	-11.8%	-0.25	16
32. I am satisfied with my job.	5.7%	18.8%	13.0%	14.3%	18.8%	4.5%	80.0%	62.5%	-17.5%	-0.39	16
33. I am satisfied with the professional development opportunities provided to me by the district.	15.2%	28.6%	13.4%	18.2%	42.9%	24.7%	66.7%	28.6%	-38.1%	-0.78	14
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	6.3%	12.5%	6.3%	28.1%	62.5%	34.4%	65.6%	25.0%	-40.6%	-0.84	16
35. I am familiar with the functions of the Classified Employees Council.	6.3%	6.7%	0.4%	40.6%	46.7%	6.0%	53.1%	46.7%	-6.5%	-0.13	15

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Campus Monitor

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	46.7%	23.5%	-23.1%	20.0%	17.6%	-2.4%	33.3%	58.8%	25.5%	0.52	17
2. I understand my role and responsibilities as an employee of APS.	6.7%	0.0%	-6.7%	6.7%	0.0%	-6.7%	86.7%	100.0%	13.3%	0.75	16
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	26.7%	12.5%	-14.2%	20.0%	18.8%	-1.3%	53.3%	68.8%	15.4%	0.32	16
4. My work is important and contributes to the success of the VISTA 2015 Plan.	18.8%	6.3%	-12.5%	25.0%	18.8%	-6.3%	56.3%	75.0%	18.8%	0.40	16
5. The district sets high and realistic expectations for students.	43.8%	35.3%	-8.5%	18.8%	5.9%	-12.9%	37.5%	58.8%	21.3%	0.43	17
6. Everyone in the school community is accountable for the academic success of students.	31.3%	11.8%	-19.5%	25.0%	11.8%	-13.2%	43.8%	76.5%	32.7%	0.68	17
7. Department administrators/supervisors share information regularly with employees.	62.5%	47.1%	-15.4%	12.5%	11.8%	-0.7%	25.0%	41.2%	16.2%	0.35	17
8. Clear goals and objectives have been defined for my job.	18.8%	29.4%	10.7%	18.8%	5.9%	-12.9%	62.5%	64.7%	2.2%	0.05	17
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	43.8%	23.5%	-20.2%	18.8%	11.8%	-7.0%	37.5%	64.7%	27.2%	0.55	17
10. Decisions made in APS are based on communicated data and information.	53.3%	37.5%	-15.8%	6.7%	12.5%	5.8%	40.0%	50.0%	10.0%	0.20	16
11. I trust the people who make decisions that affect me in the district.	50.0%	31.3%	-18.8%	31.3%	25.0%	-6.3%	18.8%	43.8%	25.0%	0.55	16
12. I trust the people who make decisions that affect me in my school/department.	43.8%	35.3%	-8.5%	18.8%	23.5%	4.8%	37.5%	41.2%	3.7%	0.08	17
13. There is a spirit of teamwork and cooperation at my work site.	46.7%	41.2%	-5.5%	20.0%	5.9%	-14.1%	33.3%	52.9%	19.6%	0.40	17
14. I feel free to express my professional opinions at work.	25.0%	35.3%	10.3%	50.0%	11.8%	-38.2%	25.0%	52.9%	27.9%	0.58	17
15. I feel valued as an employee of APS.	50.0%	29.4%	-20.6%	12.5%	5.9%	-6.6%	37.5%	64.7%	27.2%	0.55	17
16. There is a professional atmosphere for staff working in APS.	26.7%	17.6%	-9.0%	26.7%	11.8%	-14.9%	46.7%	70.6%	23.9%	0.49	17
17. I am treated with respect by my supervisor.	18.8%	17.6%	-1.1%	6.3%	5.9%	-0.4%	75.0%	76.5%	1.5%	0.03	17
18. I am treated with respect by my co-workers.	6.3%	0.0%	-6.3%	6.3%	11.8%	5.5%	87.5%	88.2%	0.7%	0.02	17
19. My ideas and suggestions are respected by my supervisor.	25.0%	23.5%	-1.5%	18.8%	17.6%	-1.1%	56.3%	58.8%	2.6%	0.05	17
20. My ideas and suggestions are respected by my co-workers.	6.3%	0.0%	-6.3%	12.5%	11.8%	-0.7%	81.3%	88.2%	7.0%	0.20	17
21. I receive the necessary training to do high quality work.	31.3%	23.5%	-7.7%	18.8%	23.5%	4.8%	50.0%	52.9%	2.9%	0.06	17
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	37.5%	25.0%	-12.5%	31.3%	31.3%	0.0%	31.3%	43.8%	12.5%	0.26	16
23. I have the necessary tools I need to do high quality work efficiently.	18.8%	29.4%	10.7%	31.3%	17.6%	-13.6%	50.0%	52.9%	2.9%	0.06	17
24. My principal/supervisor has a clear understanding of my skills and abilities.	37.5%	29.4%	-8.1%	6.3%	11.8%	5.5%	56.3%	58.8%	2.6%	0.05	17
25. My performance evaluations are fair.	13.3%	11.8%	-1.6%	20.0%	23.5%	3.5%	66.7%	64.7%	-2.0%	-0.04	17
26. Employees are treated fairly and consistently at my site.	25.0%	25.0%	0.0%	31.3%	25.0%	-6.3%	43.8%	50.0%	6.3%	0.13	16
27. I feel safe in the workplace.	18.8%	12.5%	-6.3%	6.3%	18.8%	12.5%	75.0%	68.8%	-6.3%	-0.14	16
28. I like the kind of work I do.	12.5%	5.9%	-6.6%	0.0%	0.0%	0.0%	87.5%	94.1%	6.6%	0.23	17
29. My job is important.	6.3%	0.0%	-6.3%	6.3%	5.9%	-0.4%	87.5%	94.1%	6.6%	0.23	17
30. I am proud of the work I do.	6.3%	0.0%	-6.3%	0.0%	5.9%	5.9%	93.8%	94.1%	0.4%	0.02	17
31. I feel appreciated for the work I do.	46.7%	41.2%	-5.5%	6.7%	5.9%	-0.8%	46.7%	52.9%	6.3%	0.13	17
32. I am satisfied with my job.	6.7%	17.6%	11.0%	40.0%	11.8%	-28.2%	53.3%	70.6%	17.3%	0.36	17
33. I am satisfied with the professional development opportunities provided to me by the district.	46.7%	37.5%	-9.2%	20.0%	18.8%	-1.3%	33.3%	43.8%	10.4%	0.21	16
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	31.3%	29.4%	-1.8%	37.5%	29.4%	-8.1%	31.3%	41.2%	9.9%	0.21	17
35. I am familiar with the functions of the Classified Employees Council.	31.3%	41.2%	9.9%	37.5%	23.5%	-14.0%	31.3%	35.3%	4.0%	0.09	17

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Early Childhood Education

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	8.7%	11.3%	2.6%	11.6%	11.3%	-0.3%	79.7%	77.4%	-2.4%	-0.06	53
2. I understand my role and responsibilities as an employee of APS.	7.2%	5.7%	-1.6%	4.3%	3.8%	-0.6%	88.4%	90.6%	2.2%	0.07	53
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	7.4%	6.0%	-1.4%	14.7%	14.0%	-0.7%	77.9%	80.0%	2.1%	0.05	50
4. My work is important and contributes to the success of the VISTA 2015 Plan.	3.0%	7.8%	4.9%	17.9%	7.8%	-10.1%	79.1%	84.3%	5.2%	0.14	51
5. The district sets high and realistic expectations for students.	10.3%	11.5%	1.2%	22.1%	19.2%	-2.8%	67.6%	69.2%	1.6%	0.03	52
6. Everyone in the school community is accountable for the academic success of students.	7.4%	5.8%	-1.6%	16.2%	9.6%	-6.6%	76.5%	84.6%	8.1%	0.21	52
7. Department administrators/supervisors share information regularly with employees.	20.3%	19.6%	-0.7%	15.9%	11.8%	-4.2%	63.8%	68.6%	4.9%	0.10	51
8. Clear goals and objectives have been defined for my job.	13.2%	15.1%	1.9%	13.2%	7.5%	-5.7%	73.5%	77.4%	3.8%	0.09	53
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	17.4%	13.7%	-3.7%	13.0%	17.6%	4.6%	69.6%	68.6%	-0.9%	-0.02	51
10. Decisions made in APS are based on communicated data and information.	13.0%	11.8%	-1.3%	26.1%	41.2%	15.1%	60.9%	47.1%	-13.8%	-0.28	51
11. I trust the people who make decisions that affect me in the district.	17.9%	22.6%	4.7%	35.8%	32.1%	-3.7%	46.3%	45.3%	-1.0%	-0.02	53
12. I trust the people who make decisions that affect me in my school/department.	19.7%	22.6%	2.9%	25.8%	20.8%	-5.0%	54.5%	56.6%	2.1%	0.04	53
13. There is a spirit of teamwork and cooperation at my work site.	17.6%	11.5%	-6.1%	25.0%	23.1%	-1.9%	57.4%	65.4%	8.0%	0.17	52
14. I feel free to express my professional opinions at work.	20.9%	17.0%	-3.9%	19.4%	18.9%	-0.5%	59.7%	64.2%	4.4%	0.09	53
15. I feel valued as an employee of APS.	16.2%	17.3%	1.1%	23.5%	25.0%	1.5%	60.3%	57.7%	-2.6%	-0.05	52
16. There is a professional atmosphere for staff working in APS.	14.7%	9.4%	-5.3%	22.1%	20.8%	-1.3%	63.2%	69.8%	6.6%	0.14	53
17. I am treated with respect by my supervisor.	11.8%	11.3%	-0.4%	10.3%	7.5%	-2.7%	77.9%	81.1%	3.2%	0.08	53
18. I am treated with respect by my co-workers.	4.3%	3.8%	-0.6%	15.9%	9.4%	-6.5%	79.7%	86.8%	7.1%	0.19	53
19. My ideas and suggestions are respected by my supervisor.	14.7%	13.5%	-1.2%	13.2%	13.5%	0.2%	72.1%	73.1%	1.0%	0.02	52
20. My ideas and suggestions are respected by my co-workers.	8.8%	5.7%	-3.2%	11.8%	15.1%	3.3%	79.4%	79.2%	-0.2%	0.00	53
21. I receive the necessary training to do high quality work.	16.2%	13.2%	-3.0%	16.2%	17.0%	0.8%	67.6%	69.8%	2.2%	0.05	53
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	13.8%	21.7%	7.9%	33.8%	21.7%	-12.1%	52.3%	56.5%	4.2%	0.08	46
23. I have the necessary tools I need to do high quality work efficiently.	20.6%	8.0%	-12.6%	17.6%	22.0%	4.4%	61.8%	70.0%	8.2%	0.17	50
24. My principal/supervisor has a clear understanding of my skills and abilities.	18.8%	18.9%	0.0%	8.7%	9.4%	0.7%	72.5%	71.7%	-0.8%	-0.02	53
25. My performance evaluations are fair.	6.5%	11.8%	5.3%	12.9%	3.9%	-9.0%	80.6%	84.3%	3.7%	0.10	51
26. Employees are treated fairly and consistently at my site.	15.9%	19.2%	3.3%	14.5%	5.8%	-8.7%	69.6%	75.0%	5.4%	0.12	52
27. I feel safe in the workplace.	5.8%	9.4%	3.6%	7.2%	7.5%	0.3%	87.0%	83.0%	-3.9%	-0.11	53
28. I like the kind of work I do.	1.5%	0.0%	-1.5%	1.5%	0.0%	-1.5%	97.1%	100.0%	2.9%	0.34	53
29. My job is important.	0.0%	1.9%	1.9%	1.5%	0.0%	-1.5%	98.5%	98.1%	-0.5%	-0.04	52
30. I am proud of the work I do.	0.0%	0.0%	0.0%	1.4%	0.0%	-1.4%	98.6%	100.0%	1.4%	0.24	53
31. I feel appreciated for the work I do.	18.8%	15.1%	-3.7%	17.4%	13.2%	-4.2%	63.8%	71.7%	7.9%	0.17	53
32. I am satisfied with my job.	10.1%	5.8%	-4.4%	21.7%	23.1%	1.3%	68.1%	71.2%	3.0%	0.07	52
33. I am satisfied with the professional development opportunities provided to me by the district.	21.7%	24.5%	2.8%	14.5%	17.0%	2.5%	63.8%	58.5%	-5.3%	-0.11	53
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	9.7%	8.7%	-1.0%	48.4%	47.8%	-0.6%	41.9%	43.5%	1.5%	0.03	46
35. I am familiar with the functions of the Classified Employees Council.	22.4%	22.9%	0.5%	35.8%	47.9%	12.1%	41.8%	29.2%	-12.6%	-0.26	48

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Information Technology

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	15.8%	13.3%	-2.5%	5.3%	33.3%	28.1%	78.9%	53.3%	-25.6%	-0.55	15
2. I understand my role and responsibilities as an employee of APS.	5.3%	20.0%	14.7%	10.5%	6.7%	-3.9%	84.2%	73.3%	-10.9%	-0.27	15
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	15.8%	14.3%	-1.5%	10.5%	14.3%	3.8%	73.7%	71.4%	-2.3%	-0.05	14
4. My work is important and contributes to the success of the VISTA 2015 Plan.	5.3%	6.7%	1.4%	21.1%	20.0%	-1.1%	73.7%	73.3%	-0.4%	-0.01	15
5. The district sets high and realistic expectations for students.	27.8%	33.3%	5.6%	11.1%	26.7%	15.6%	61.1%	40.0%	-21.1%	-0.43	15
6. Everyone in the school community is accountable for the academic success of students.	22.2%	0.0%	-22.2%	11.1%	28.6%	17.5%	66.7%	71.4%	4.8%	0.10	14
7. Department administrators/supervisors share information regularly with employees.	31.6%	50.0%	18.4%	5.3%	7.1%	1.9%	63.2%	42.9%	-20.3%	-0.41	14
8. Clear goals and objectives have been defined for my job.	21.1%	33.3%	12.3%	15.8%	6.7%	-9.1%	63.2%	60.0%	-3.2%	-0.06	15
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	21.1%	26.7%	5.6%	21.1%	13.3%	-7.7%	57.9%	60.0%	2.1%	0.04	15
10. Decisions made in APS are based on communicated data and information.	31.6%	33.3%	1.8%	31.6%	26.7%	-4.9%	36.8%	40.0%	3.2%	0.06	15
11. I trust the people who make decisions that affect me in the district.	42.1%	40.0%	-2.1%	31.6%	26.7%	-4.9%	26.3%	33.3%	7.0%	0.15	15
12. I trust the people who make decisions that affect me in my school/department.	31.6%	28.6%	-3.0%	10.5%	21.4%	10.9%	57.9%	50.0%	-7.9%	-0.16	14
13. There is a spirit of teamwork and cooperation at my work site.	47.4%	35.7%	-11.7%	10.5%	14.3%	3.8%	42.1%	50.0%	7.9%	0.16	14
14. I feel free to express my professional opinions at work.	31.6%	33.3%	1.8%	15.8%	13.3%	-2.5%	52.6%	53.3%	0.7%	0.01	15
15. I feel valued as an employee of APS.	26.3%	20.0%	-6.3%	26.3%	26.7%	0.4%	47.4%	53.3%	6.0%	0.12	15
16. There is a professional atmosphere for staff working in APS.	10.5%	20.0%	9.5%	21.1%	20.0%	-1.1%	68.4%	60.0%	-8.4%	-0.18	15
17. I am treated with respect by my supervisor.	21.1%	26.7%	5.6%	10.5%	6.7%	-3.9%	68.4%	66.7%	-1.8%	-0.04	15
18. I am treated with respect by my co-workers.	15.8%	0.0%	-15.8%	5.3%	6.7%	1.4%	78.9%	93.3%	14.4%	0.43	15
19. My ideas and suggestions are respected by my supervisor.	26.3%	26.7%	0.4%	21.1%	20.0%	-1.1%	52.6%	53.3%	0.7%	0.01	15
20. My ideas and suggestions are respected by my co-workers.	21.1%	0.0%	-21.1%	5.3%	6.7%	1.4%	73.7%	93.3%	19.6%	0.56	15
21. I receive the necessary training to do high quality work.	36.8%	26.7%	-10.2%	5.3%	13.3%	8.1%	57.9%	60.0%	2.1%	0.04	15
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	6.3%	33.3%	27.1%	31.3%	25.0%	-6.3%	62.5%	41.7%	-20.8%	-0.42	12
23. I have the necessary tools I need to do high quality work efficiently.	26.3%	20.0%	-6.3%	15.8%	6.7%	-9.1%	57.9%	73.3%	15.4%	0.33	15
24. My principal/supervisor has a clear understanding of my skills and abilities.	21.1%	40.0%	18.9%	15.8%	13.3%	-2.5%	63.2%	46.7%	-16.5%	-0.33	15
25. My performance evaluations are fair.	0.0%	14.3%	14.3%	25.0%	28.6%	3.6%	75.0%	57.1%	-17.9%	-0.38	14
26. Employees are treated fairly and consistently at my site.	42.1%	26.7%	-15.4%	10.5%	26.7%	16.1%	47.4%	46.7%	-0.7%	-0.01	15
27. I feel safe in the workplace.	5.6%	13.3%	7.8%	22.2%	13.3%	-8.9%	72.2%	73.3%	1.1%	0.02	15
28. I like the kind of work I do.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	15
29. My job is important.	5.3%	6.7%	1.4%	0.0%	0.0%	0.0%	94.7%	93.3%	-1.4%	-0.06	15
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	15
31. I feel appreciated for the work I do.	21.1%	26.7%	5.6%	10.5%	6.7%	-3.9%	68.4%	66.7%	-1.8%	-0.04	15
32. I am satisfied with my job.	10.5%	13.3%	2.8%	15.8%	0.0%	-15.8%	73.7%	86.7%	13.0%	0.33	15
33. I am satisfied with the professional development opportunities provided to me by the district.	41.2%	57.1%	16.0%	11.8%	7.1%	-4.6%	47.1%	35.7%	-11.3%	-0.23	14
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	17.6%	13.3%	-4.3%	41.2%	60.0%	18.8%	41.2%	26.7%	-14.5%	-0.31	15
35. I am familiar with the functions of the Classified Employees Council.	15.8%	20.0%	4.2%	26.3%	33.3%	7.0%	57.9%	46.7%	-11.2%	-0.23	15

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Maintenance Operations

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	3.6%	2.3%	-1.4%	27.3%	31.8%	4.5%	69.1%	65.9%	-3.2%	-0.07	44
2. I understand my role and responsibilities as an employee of APS.	4.9%	2.1%	-2.8%	8.2%	6.4%	-1.8%	86.9%	91.5%	4.6%	0.15	47
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	8.6%	4.3%	-4.4%	24.1%	17.0%	-7.1%	67.2%	78.7%	11.5%	0.26	47
4. My work is important and contributes to the success of the VISTA 2015 Plan.	7.0%	2.1%	-4.9%	21.1%	12.8%	-8.3%	71.9%	85.1%	13.2%	0.32	47
5. The district sets high and realistic expectations for students.	10.9%	6.8%	-4.1%	20.0%	25.0%	5.0%	69.1%	68.2%	-0.9%	-0.02	44
6. Everyone in the school community is accountable for the academic success of students.	18.6%	12.8%	-5.9%	18.6%	17.0%	-1.6%	62.7%	70.2%	7.5%	0.16	47
7. Department administrators/supervisors share information regularly with employees.	25.0%	26.5%	1.5%	20.0%	14.3%	-5.7%	55.0%	59.2%	4.2%	0.08	49
8. Clear goals and objectives have been defined for my job.	8.2%	20.4%	12.2%	18.0%	10.2%	-7.8%	73.8%	69.4%	-4.4%	-0.10	49
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	16.4%	18.8%	2.4%	26.2%	8.3%	-17.9%	57.4%	72.9%	15.5%	0.33	48
10. Decisions made in APS are based on communicated data and information.	22.0%	16.7%	-5.4%	35.6%	31.3%	-4.3%	42.4%	52.1%	9.7%	0.19	48
11. I trust the people who make decisions that affect me in the district.	25.4%	21.7%	-3.7%	37.3%	32.6%	-4.7%	37.3%	45.7%	8.4%	0.17	46
12. I trust the people who make decisions that affect me in my school/department.	18.0%	24.5%	6.5%	32.8%	26.5%	-6.3%	49.2%	49.0%	-0.2%	0.00	49
13. There is a spirit of teamwork and cooperation at my work site.	18.3%	24.5%	6.2%	16.7%	4.1%	-12.6%	65.0%	71.4%	6.4%	0.14	49
14. I feel free to express my professional opinions at work.	24.6%	20.8%	-3.8%	14.8%	18.8%	4.0%	60.7%	60.4%	-0.2%	0.00	48
15. I feel valued as an employee of APS.	18.3%	20.4%	2.1%	23.3%	16.3%	-7.0%	58.3%	63.3%	4.9%	0.10	49
16. There is a professional atmosphere for staff working in APS.	11.7%	18.4%	6.7%	28.3%	12.2%	-16.1%	60.0%	69.4%	9.4%	0.20	49
17. I am treated with respect by my supervisor.	6.7%	14.6%	7.9%	16.7%	12.5%	-4.2%	76.7%	72.9%	-3.8%	-0.09	48
18. I am treated with respect by my co-workers.	13.1%	6.3%	-6.9%	16.4%	12.5%	-3.9%	70.5%	81.3%	10.8%	0.25	48
19. My ideas and suggestions are respected by my supervisor.	15.0%	14.3%	-0.7%	26.7%	24.5%	-2.2%	58.3%	61.2%	2.9%	0.06	49
20. My ideas and suggestions are respected by my co-workers.	8.3%	6.3%	-2.1%	25.0%	10.4%	-14.6%	66.7%	83.3%	16.7%	0.39	48
21. I receive the necessary training to do high quality work.	11.9%	10.2%	-1.7%	25.4%	14.3%	-11.1%	62.7%	75.5%	12.8%	0.28	49
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	7.4%	14.0%	6.5%	46.3%	30.2%	-16.1%	46.3%	55.8%	9.5%	0.19	43
23. I have the necessary tools I need to do high quality work efficiently.	18.0%	10.4%	-7.6%	14.8%	16.7%	1.9%	67.2%	72.9%	5.7%	0.12	48
24. My principal/supervisor has a clear understanding of my skills and abilities.	6.7%	10.6%	4.0%	16.7%	10.6%	-6.0%	76.7%	78.7%	2.1%	0.05	47
25. My performance evaluations are fair.	6.9%	4.4%	-2.5%	17.2%	15.6%	-1.7%	75.9%	80.0%	4.1%	0.10	45
26. Employees are treated fairly and consistently at my site.	27.9%	18.4%	-9.5%	26.2%	20.4%	-5.8%	45.9%	61.2%	15.3%	0.31	49
27. I feel safe in the workplace.	3.3%	6.1%	2.8%	26.2%	10.2%	-16.0%	70.5%	83.7%	13.2%	0.32	49
28. I like the kind of work I do.	1.6%	0.0%	-1.6%	4.9%	6.3%	1.3%	93.4%	93.8%	0.3%	0.01	48
29. My job is important.	1.7%	2.0%	0.4%	8.3%	0.0%	-8.3%	90.0%	98.0%	8.0%	0.36	49
30. I am proud of the work I do.	0.0%	0.0%	0.0%	5.1%	6.3%	1.2%	94.9%	93.8%	-1.2%	-0.05	48
31. I feel appreciated for the work I do.	16.9%	18.8%	1.8%	22.0%	6.3%	-15.8%	61.0%	75.0%	14.0%	0.30	48
32. I am satisfied with my job.	1.7%	12.8%	11.1%	20.0%	12.8%	-7.2%	78.3%	74.5%	-3.9%	-0.09	47
33. I am satisfied with the professional development opportunities provided to me by the district.	23.7%	29.8%	6.1%	30.5%	19.1%	-11.4%	45.8%	51.1%	5.3%	0.11	47
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	10.7%	8.9%	-1.8%	44.6%	51.1%	6.5%	44.6%	40.0%	-4.6%	-0.09	45
35. I am familiar with the functions of the Classified Employees Council.	8.6%	15.2%	6.6%	48.3%	43.5%	-4.8%	43.1%	41.3%	-1.8%	-0.04	46

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Nutrition Services

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	11.5%	7.2%	-4.3%	25.0%	29.9%	4.9%	63.5%	62.9%	-0.6%	-0.01	97
2. I understand my role and responsibilities as an employee of APS.	3.4%	2.7%	-0.7%	3.4%	3.6%	0.2%	93.1%	93.7%	0.6%	0.02	111
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	5.6%	4.0%	-1.6%	18.5%	26.0%	7.5%	75.9%	70.0%	-5.9%	-0.13	100
4. My work is important and contributes to the success of the VISTA 2015 Plan.	0.0%	2.0%	2.0%	19.6%	27.6%	7.9%	80.4%	70.4%	-9.9%	-0.23	98
5. The district sets high and realistic expectations for students.	15.4%	11.2%	-4.2%	13.5%	24.3%	10.8%	71.2%	64.5%	-6.7%	-0.14	107
6. Everyone in the school community is accountable for the academic success of students.	5.5%	6.4%	1.0%	7.3%	19.3%	12.0%	87.3%	74.3%	-13.0%	-0.33	109
7. Department administrators/supervisors share information regularly with employees.	20.4%	18.0%	-2.4%	29.6%	24.3%	-5.3%	50.0%	57.7%	7.7%	0.15	111
8. Clear goals and objectives have been defined for my job.	8.8%	4.5%	-4.2%	8.8%	19.1%	10.3%	82.5%	76.4%	-6.1%	-0.15	110
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	16.1%	9.1%	-7.0%	14.3%	11.8%	-2.5%	69.6%	79.1%	9.4%	0.22	110
10. Decisions made in APS are based on communicated data and information.	17.5%	12.0%	-5.5%	33.3%	27.8%	-5.6%	49.1%	60.2%	11.1%	0.22	108
11. I trust the people who make decisions that affect me in the district.	15.8%	14.2%	-1.6%	21.1%	37.7%	16.7%	63.2%	48.1%	-15.0%	-0.30	106
12. I trust the people who make decisions that affect me in my school/department.	17.2%	13.9%	-3.4%	15.5%	26.9%	11.3%	67.2%	59.3%	-8.0%	-0.17	108
13. There is a spirit of teamwork and cooperation at my work site.	6.9%	17.9%	11.0%	20.7%	14.3%	-6.4%	72.4%	67.9%	-4.6%	-0.10	112
14. I feel free to express my professional opinions at work.	12.3%	14.7%	2.4%	21.1%	14.7%	-6.4%	66.7%	70.6%	4.0%	0.09	109
15. I feel valued as an employee of APS.	9.1%	11.6%	2.5%	18.2%	22.3%	4.1%	72.7%	66.1%	-6.7%	-0.14	112
16. There is a professional atmosphere for staff working in APS.	12.5%	11.1%	-1.4%	12.5%	23.1%	10.6%	75.0%	65.7%	-9.3%	-0.20	108
17. I am treated with respect by my supervisor.	9.1%	3.6%	-5.5%	5.5%	10.7%	5.3%	85.5%	85.7%	0.3%	0.01	112
18. I am treated with respect by my co-workers.	3.6%	5.4%	1.8%	16.1%	19.8%	3.7%	80.4%	74.8%	-5.6%	-0.13	111
19. My ideas and suggestions are respected by my supervisor.	10.9%	7.2%	-3.7%	14.5%	16.2%	1.7%	74.5%	76.6%	2.0%	0.05	111
20. My ideas and suggestions are respected by my co-workers.	3.7%	5.4%	1.7%	14.8%	32.1%	17.3%	81.5%	62.5%	-19.0%	-0.43	112
21. I receive the necessary training to do high quality work.	8.8%	7.2%	-1.6%	10.5%	9.9%	-0.6%	80.7%	82.9%	2.2%	0.06	111
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	2.1%	5.0%	2.9%	29.2%	32.7%	3.5%	68.8%	62.4%	-6.4%	-0.13	101
23. I have the necessary tools I need to do high quality work efficiently.	8.9%	11.0%	2.1%	19.6%	12.8%	-6.8%	71.4%	76.1%	4.7%	0.11	109
24. My principal/supervisor has a clear understanding of my skills and abilities.	9.1%	10.1%	1.0%	20.0%	11.9%	-8.1%	70.9%	78.0%	7.1%	0.16	109
25. My performance evaluations are fair.	7.5%	6.4%	-1.2%	11.3%	18.2%	6.9%	81.1%	75.5%	-5.7%	-0.14	110
26. Employees are treated fairly and consistently at my site.	16.1%	12.5%	-3.6%	14.3%	25.0%	10.7%	69.6%	62.5%	-7.1%	-0.15	112
27. I feel safe in the workplace.	3.6%	4.5%	0.9%	14.3%	17.0%	2.7%	82.1%	78.6%	-3.6%	-0.09	112
28. I like the kind of work I do.	0.0%	2.7%	2.7%	12.7%	6.3%	-6.5%	87.3%	91.1%	3.8%	0.12	112
29. My job is important.	0.0%	0.9%	0.9%	7.0%	3.6%	-3.4%	93.0%	95.5%	2.5%	0.11	111
30. I am proud of the work I do.	0.0%	0.9%	0.9%	3.5%	3.6%	0.1%	96.5%	95.5%	-1.0%	-0.05	111
31. I feel appreciated for the work I do.	10.5%	10.8%	0.3%	14.0%	15.3%	1.3%	75.4%	73.9%	-1.6%	-0.04	111
32. I am satisfied with my job.	6.9%	5.5%	-1.4%	6.9%	11.0%	4.1%	86.2%	83.5%	-2.7%	-0.08	109
33. I am satisfied with the professional development opportunities provided to me by the district.	9.3%	8.8%	-0.4%	31.5%	23.5%	-8.0%	59.3%	67.6%	8.4%	0.17	102
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	10.0%	8.4%	-1.6%	34.0%	41.1%	7.1%	56.0%	50.5%	-5.5%	-0.11	95
35. I am familiar with the functions of the Classified Employees Council.	15.4%	21.1%	5.7%	42.3%	37.9%	-4.4%	42.3%	41.1%	-1.3%	-0.03	95

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Paraeducators/Educational Assistant/Related Positions

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	7.1%	5.5%	-1.5%	18.7%	23.1%	4.3%	74.2%	71.4%	-2.8%	-0.06	308
2. I understand my role and responsibilities as an employee of APS.	4.2%	4.8%	0.6%	4.2%	3.2%	-1.0%	91.5%	91.9%	0.4%	0.02	310
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	10.7%	8.6%	-2.1%	17.6%	13.8%	-3.8%	71.7%	77.6%	5.9%	0.14	304
4. My work is important and contributes to the success of the VISTA 2015 Plan.	4.1%	3.7%	-0.5%	17.4%	14.3%	-3.1%	78.5%	82.1%	3.6%	0.09	301
5. The district sets high and realistic expectations for students.	14.9%	17.3%	2.4%	18.9%	19.2%	0.3%	66.3%	63.5%	-2.7%	-0.06	307
6. Everyone in the school community is accountable for the academic success of students.	8.9%	9.2%	0.3%	7.1%	11.8%	4.7%	84.0%	79.1%	-5.0%	-0.13	306
7. Department administrators/supervisors share information regularly with employees.	24.8%	23.5%	-1.3%	19.6%	17.6%	-2.0%	55.5%	58.8%	3.3%	0.07	306
8. Clear goals and objectives have been defined for my job.	12.5%	8.5%	-4.0%	14.9%	14.1%	-0.8%	72.6%	77.4%	4.8%	0.11	305
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	19.7%	16.7%	-3.0%	13.8%	17.4%	3.5%	66.5%	65.9%	-0.6%	-0.01	305
10. Decisions made in APS are based on communicated data and information.	9.4%	12.8%	3.4%	34.7%	35.7%	1.1%	55.9%	51.5%	-4.5%	-0.09	305
11. I trust the people who make decisions that affect me in the district.	18.2%	18.7%	0.5%	34.9%	37.7%	2.8%	46.9%	43.6%	-3.3%	-0.07	305
12. I trust the people who make decisions that affect me in my school/department.	16.0%	15.0%	-1.0%	21.5%	25.7%	4.2%	62.5%	59.3%	-3.2%	-0.07	307
13. There is a spirit of teamwork and cooperation at my work site.	18.5%	18.4%	-0.2%	18.2%	13.4%	-4.8%	63.2%	68.2%	5.0%	0.10	305
14. I feel free to express my professional opinions at work.	21.2%	19.7%	-1.5%	17.2%	20.3%	3.1%	61.7%	60.0%	-1.7%	-0.03	305
15. I feel valued as an employee of APS.	16.5%	17.3%	0.8%	20.2%	18.2%	-1.9%	63.3%	64.5%	1.2%	0.02	307
16. There is a professional atmosphere for staff working in APS.	11.6%	11.3%	-0.3%	21.4%	20.7%	-0.7%	67.0%	68.0%	1.0%	0.02	309
17. I am treated with respect by my supervisor.	8.4%	7.6%	-0.8%	12.8%	11.5%	-1.3%	78.8%	80.9%	2.1%	0.05	304
18. I am treated with respect by my co-workers.	7.1%	6.2%	-0.8%	12.9%	11.1%	-1.8%	80.1%	82.7%	2.6%	0.07	306
19. My ideas and suggestions are respected by my supervisor.	10.9%	10.0%	-0.9%	16.9%	17.3%	0.4%	72.2%	72.7%	0.5%	0.01	300
20. My ideas and suggestions are respected by my co-workers.	6.4%	7.9%	1.5%	20.8%	17.5%	-3.2%	72.8%	74.5%	1.7%	0.04	302
21. I receive the necessary training to do high quality work.	14.1%	14.0%	-0.1%	23.6%	20.5%	-3.1%	62.3%	65.5%	3.2%	0.07	307
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	14.7%	13.0%	-1.7%	33.9%	40.7%	6.8%	51.4%	46.3%	-5.1%	-0.10	270
23. I have the necessary tools I need to do high quality work efficiently.	11.3%	13.7%	2.4%	19.3%	19.3%	0.0%	69.4%	67.0%	-2.4%	-0.05	306
24. My principal/supervisor has a clear understanding of my skills and abilities.	15.6%	15.7%	0.1%	14.7%	13.4%	-1.3%	69.6%	70.8%	1.2%	0.03	305
25. My performance evaluations are fair.	6.4%	5.7%	-0.7%	18.2%	20.4%	2.2%	75.5%	73.9%	-1.5%	-0.04	280
26. Employees are treated fairly and consistently at my site.	19.9%	19.3%	-0.7%	19.9%	20.6%	0.6%	60.1%	60.1%	0.0%	0.00	306
27. I feel safe in the workplace.	8.0%	9.8%	1.8%	14.1%	13.7%	-0.4%	78.0%	76.5%	-1.4%	-0.03	307
28. I like the kind of work I do.	1.8%	1.9%	0.1%	4.9%	2.9%	-1.9%	93.3%	95.1%	1.8%	0.08	308
29. My job is important.	1.2%	1.6%	0.4%	2.4%	1.9%	-0.5%	96.4%	96.4%	0.1%	0.00	309
30. I am proud of the work I do.	1.2%	1.3%	0.1%	2.1%	2.6%	0.5%	96.6%	96.1%	-0.6%	-0.03	306
31. I feel appreciated for the work I do.	13.5%	13.4%	0.0%	13.1%	15.1%	1.9%	73.4%	71.5%	-1.9%	-0.04	305
32. I am satisfied with my job.	8.0%	8.8%	0.8%	14.7%	16.0%	1.3%	77.3%	75.2%	-2.1%	-0.05	306
33. I am satisfied with the professional development opportunities provided to me by the district.	18.9%	26.4%	7.6%	24.5%	19.1%	-5.5%	56.6%	54.5%	-2.1%	-0.04	299
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	10.2%	9.4%	-0.7%	42.7%	48.6%	5.8%	47.1%	42.0%	-5.1%	-0.10	276
35. I am familiar with the functions of the Classified Employees Council.	23.2%	26.4%	3.2%	37.1%	38.3%	1.2%	39.7%	35.3%	-4.4%	-0.09	295

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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 (2013-14): Historical Comparisons
Division of Accountability and Research
Transportation

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. APS has set a clear direction for improving student achievement.	13.6%	16.7%	3.1%	30.5%	30.0%	-0.5%	55.9%	53.3%	-2.6%	-0.05	30
2. I understand my role and responsibilities as an employee of APS.	3.2%	6.5%	3.2%	6.5%	6.5%	0.0%	90.3%	87.1%	-3.2%	-0.10	31
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	9.7%	6.9%	-2.8%	29.0%	34.5%	5.5%	61.3%	58.6%	-2.7%	-0.05	29
4. My work is important and contributes to the success of the VISTA 2015 Plan.	6.6%	6.7%	0.1%	29.5%	20.0%	-9.5%	63.9%	73.3%	9.4%	0.20	30
5. The district sets high and realistic expectations for students.	13.3%	12.9%	-0.4%	35.0%	35.5%	0.5%	51.7%	51.6%	-0.1%	0.00	31
6. Everyone in the school community is accountable for the academic success of students.	15.8%	12.9%	-2.9%	14.0%	19.4%	5.3%	70.2%	67.7%	-2.4%	-0.05	31
7. Department administrators/supervisors share information regularly with employees.	45.0%	46.7%	1.7%	26.7%	23.3%	-3.3%	28.3%	30.0%	1.7%	0.04	30
8. Clear goals and objectives have been defined for my job.	14.8%	29.0%	14.3%	14.8%	19.4%	4.6%	70.5%	51.6%	-18.9%	-0.39	31
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	38.3%	45.2%	6.8%	18.3%	29.0%	10.7%	43.3%	25.8%	-17.5%	-0.37	31
10. Decisions made in APS are based on communicated data and information.	30.0%	43.3%	13.3%	43.3%	40.0%	-3.3%	26.7%	16.7%	-10.0%	-0.24	30
11. I trust the people who make decisions that affect me in the district.	41.0%	44.8%	3.8%	32.8%	41.4%	8.6%	26.2%	13.8%	-12.4%	-0.31	29
12. I trust the people who make decisions that affect me in my school/department.	53.2%	36.7%	-16.6%	16.1%	40.0%	23.9%	30.6%	23.3%	-7.3%	-0.17	30
13. There is a spirit of teamwork and cooperation at my work site.	49.2%	56.7%	7.5%	21.3%	23.3%	2.0%	29.5%	20.0%	-9.5%	-0.22	30
14. I feel free to express my professional opinions at work.	42.6%	41.4%	-1.2%	21.3%	17.2%	-4.1%	36.1%	41.4%	5.3%	0.11	29
15. I feel valued as an employee of APS.	36.1%	39.3%	3.2%	16.4%	32.1%	15.7%	47.5%	28.6%	-19.0%	-0.39	28
16. There is a professional atmosphere for staff working in APS.	28.3%	51.6%	23.3%	21.7%	19.4%	-2.3%	50.0%	29.0%	-21.0%	-0.43	31
17. I am treated with respect by my supervisor.	19.7%	25.8%	6.1%	26.2%	25.8%	-0.4%	54.1%	48.4%	-5.7%	-0.11	31
18. I am treated with respect by my co-workers.	9.8%	16.7%	6.8%	19.7%	20.0%	0.3%	70.5%	63.3%	-7.2%	-0.15	30
19. My ideas and suggestions are respected by my supervisor.	25.8%	34.5%	8.7%	29.0%	27.6%	-1.4%	45.2%	37.9%	-7.2%	-0.15	29
20. My ideas and suggestions are respected by my co-workers.	6.6%	12.9%	6.3%	29.5%	22.6%	-6.9%	63.9%	64.5%	0.6%	0.01	31
21. I receive the necessary training to do high quality work.	9.8%	16.1%	6.3%	13.1%	32.3%	19.1%	77.0%	51.6%	-25.4%	-0.54	31
22. My supervisor supports and encourages my desire to participate in district committees (including VISTA planning and/or the Classified Employee Council).	24.1%	37.9%	13.9%	40.7%	37.9%	-2.8%	35.2%	24.1%	-11.0%	-0.24	29
23. I have the necessary tools I need to do high quality work efficiently.	13.1%	32.3%	19.1%	21.3%	32.3%	10.9%	65.6%	35.5%	-30.1%	-0.61	31
24. My principal/supervisor has a clear understanding of my skills and abilities.	14.8%	20.0%	5.2%	21.3%	33.3%	12.0%	63.9%	46.7%	-17.3%	-0.35	30
25. My performance evaluations are fair.	15.5%	16.7%	1.1%	20.7%	36.7%	16.0%	63.8%	46.7%	-17.1%	-0.35	30
26. Employees are treated fairly and consistently at my site.	36.1%	58.1%	22.0%	31.1%	29.0%	-2.1%	32.8%	12.9%	-19.9%	-0.48	31
27. I feel safe in the workplace.	8.1%	16.7%	8.6%	21.0%	20.0%	-1.0%	71.0%	63.3%	-7.6%	-0.16	30
28. I like the kind of work I do.	3.2%	3.2%	0.0%	6.5%	6.5%	0.0%	90.3%	90.3%	0.0%	0.00	31
29. My job is important.	4.9%	3.2%	-1.7%	4.9%	3.2%	-1.7%	90.2%	93.5%	3.4%	0.12	31
30. I am proud of the work I do.	3.3%	3.2%	-0.1%	3.3%	0.0%	-3.3%	93.3%	96.8%	3.4%	0.16	31
31. I feel appreciated for the work I do.	29.0%	25.8%	-3.2%	16.1%	29.0%	12.9%	54.8%	45.2%	-9.7%	-0.19	31
32. I am satisfied with my job.	18.3%	19.4%	1.0%	15.0%	19.4%	4.4%	66.7%	61.3%	-5.4%	-0.11	31
33. I am satisfied with the professional development opportunities provided to me by the district.	24.1%	26.7%	2.5%	24.1%	40.0%	15.9%	51.7%	33.3%	-18.4%	-0.37	30
34. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	22.4%	23.3%	0.9%	44.8%	46.7%	1.8%	32.8%	30.0%	-2.8%	-0.06	30
35. I am familiar with the functions of the Classified Employees Council.	22.8%	23.3%	0.5%	36.8%	43.3%	6.5%	40.4%	33.3%	-7.0%	-0.15	30

Note. Total respondents = 836. All responses of "not applicable" have been omitted. #36: "I believe the mentoring program..." is not presented due to different scoring scale. Any question with 10 or fewer responses was also omitted.

*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.