

Aurora Public Schools
Division of Accountability and Research



Classified Staff Climate Survey

Historical Results (Overall)

2014-15



Aurora Public Schools
Classified Staff Climate Survey (2014-15): Historical Comparisons
Division of Accountability and Research

Overall

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	7.5%	7.8%	0.4%	24.2%	25.2%	0.9%	68.3%	67.0%	-1.3%	-0.03	755
2. I understand my role and responsibilities as an employee of APS.	4.2%	4.2%	0.0%	4.4%	4.5%	0.0%	91.3%	91.3%	0.0%	0.00	783
3. I know how my work relates to the district's goals and priorities.	7.7%	4.5%	-3.2%	17.1%	13.1%	-4.0%	75.2%	82.4%	7.2%	0.18	780
4. My work is important and contributes to the success of the district.	3.9%	2.4%	-1.5%	16.8%	6.6%	-10.1%	79.3%	90.9%	11.6%	0.33	782
5. The district sets high and realistic expectations for students.	15.2%	13.3%	-1.9%	21.9%	24.7%	2.8%	62.9%	62.0%	-0.9%	-0.02	758
6. Everyone in the school community is accountable for the academic success of students.	8.5%	9.4%	0.9%	13.5%	14.2%	0.7%	78.0%	76.4%	-1.5%	-0.04	776
7. Department administrators/supervisors share information regularly with employees.	26.0%	30.1%	4.1%	18.6%	18.6%	0.0%	55.4%	51.3%	-4.1%	-0.08	780
8. Clear goals and objectives have been defined for my job.	12.4%	11.9%	-0.5%	14.4%	17.0%	2.7%	73.2%	71.1%	-2.1%	-0.05	781
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	18.1%	21.5%	3.5%	15.6%	17.1%	1.5%	66.3%	61.3%	-5.0%	-0.10	776
10. Decisions made in APS are based on communicated data and information.	16.1%	14.5%	-1.7%	34.8%	33.1%	-1.7%	49.1%	52.4%	3.4%	0.07	761
11. I trust the people who make decisions that affect me in the district.	20.1%	20.9%	0.8%	37.5%	33.5%	-4.0%	42.4%	45.5%	3.2%	0.06	764
12. I trust the people who make decisions that affect me in my school/department.	18.8%	21.6%	2.8%	25.1%	24.2%	-0.9%	56.2%	54.3%	-1.9%	-0.04	774
13. There is a spirit of teamwork and cooperation at my work site.	21.5%	25.1%	3.6%	14.8%	16.6%	1.9%	63.7%	58.2%	-5.4%	-0.11	776
14. I feel free to express my professional opinions at work.	20.4%	24.6%	4.2%	18.1%	18.5%	0.4%	61.5%	56.9%	-4.6%	-0.09	780
15. I feel valued as an employee of APS.	17.9%	19.6%	1.6%	20.3%	23.7%	3.4%	61.7%	56.7%	-5.0%	-0.10	767
16. There is a professional atmosphere for staff working in APS.	14.8%	16.1%	1.3%	21.8%	23.5%	1.7%	63.5%	60.5%	-3.0%	-0.06	784
17. I am treated with respect by my supervisor.	9.8%	12.8%	3.0%	12.6%	13.0%	0.5%	77.7%	74.2%	-3.4%	-0.08	776
18. I am treated with respect by my co-workers.	6.3%	6.3%	0.0%	13.8%	16.7%	2.9%	79.9%	77.1%	-2.9%	-0.07	780
19. My ideas and suggestions are respected by my supervisor.	13.0%	14.8%	1.8%	16.8%	19.8%	3.0%	70.2%	65.5%	-4.7%	-0.10	759
20. My ideas and suggestions are respected by my co-workers.	6.9%	6.5%	-0.4%	19.4%	20.6%	1.2%	73.6%	72.9%	-0.8%	-0.02	770
21. I receive the necessary training to do high quality work.	15.6%	18.3%	2.6%	19.0%	18.6%	-0.4%	65.3%	63.1%	-2.2%	-0.05	767
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	14.5%	16.9%	2.4%	34.3%	33.1%	-1.2%	51.2%	50.0%	-1.2%	-0.02	712
23. I have the necessary tools I need to do high quality work efficiently.	14.4%	16.0%	1.6%	17.2%	17.5%	0.4%	68.5%	66.5%	-2.0%	-0.04	771
26. My principal/supervisor has a clear understanding of my skills and abilities.	15.8%	18.3%	2.5%	13.0%	14.6%	1.5%	71.1%	67.1%	-4.0%	-0.09	775
27. My performance evaluations are fair.	7.4%	9.1%	1.8%	17.8%	21.4%	3.6%	74.8%	69.4%	-5.4%	-0.12	733
30. Employees are treated fairly and consistently at my site.	21.2%	27.6%	6.4%	21.8%	18.0%	-3.8%	57.0%	54.3%	-2.6%	-0.05	771
32. I feel safe in the workplace.	10.9%	10.0%	-0.9%	13.0%	13.1%	0.0%	76.1%	77.0%	0.9%	0.02	781
33. I like the kind of work I do.	2.0%	2.2%	0.1%	4.0%	6.7%	2.7%	94.0%	91.1%	-2.8%	-0.11	779
34. My job is important.	1.3%	1.4%	0.1%	2.3%	3.9%	1.6%	96.4%	94.7%	-1.7%	-0.08	779
35. I am proud of the work I do.	0.7%	0.6%	-0.1%	2.7%	2.4%	-0.2%	96.6%	96.9%	0.3%	0.02	776
36. I feel appreciated for the work I do.	15.2%	16.3%	1.2%	13.8%	17.4%	3.5%	71.0%	66.3%	-4.7%	-0.10	772
37. I am satisfied with my job.	8.6%	7.9%	-0.7%	15.3%	14.5%	-0.7%	76.2%	77.5%	1.4%	0.03	770
38. I am satisfied with the professional development opportunities provided to me by the district.	26.3%	25.1%	-1.2%	22.8%	25.0%	2.1%	50.8%	49.9%	-0.9%	-0.02	749
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	10.5%	11.0%	0.4%	47.7%	44.9%	-2.7%	41.8%	44.1%	2.3%	0.05	712
41. I am familiar with the functions of the Classified Employees Council.	22.3%	22.5%	0.2%	36.8%	36.3%	-0.5%	40.9%	41.2%	0.3%	0.01	743

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Administrative/Secretarial Support

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	10.1%	7.9%	-2.2%	23.8%	26.5%	2.7%	66.1%	65.6%	-0.5%	-0.01	151
2. I understand my role and responsibilities as an employee of APS.	4.1%	5.1%	1.1%	8.1%	3.8%	-4.3%	87.8%	91.0%	3.2%	0.11	156
3. I know how my work relates to the district's goals and priorities.	11.3%	5.8%	-5.5%	17.3%	9.6%	-7.6%	71.4%	84.6%	13.2%	0.32	156
4. My work is important and contributes to the success of the district.	4.8%	2.5%	-2.2%	17.9%	5.1%	-12.8%	77.4%	92.4%	15.0%	0.43	157
5. The district sets high and realistic expectations for students.	14.5%	18.2%	3.7%	21.1%	24.0%	2.9%	64.5%	57.8%	-6.7%	-0.14	154
6. Everyone in the school community is accountable for the academic success of students.	10.0%	11.5%	1.5%	12.4%	12.7%	0.4%	77.6%	75.8%	-1.9%	-0.04	157
7. Department administrators/supervisors share information regularly with employees.	30.2%	36.3%	6.1%	18.0%	17.2%	-0.8%	51.7%	46.5%	-5.2%	-0.11	157
8. Clear goals and objectives have been defined for my job.	18.0%	19.9%	1.8%	16.9%	16.0%	-0.8%	65.1%	64.1%	-1.0%	-0.02	156
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	21.6%	22.4%	0.7%	14.6%	14.5%	-0.1%	63.7%	63.2%	-0.6%	-0.01	152
10. Decisions made in APS are based on communicated data and information.	18.0%	19.1%	1.1%	35.9%	28.9%	-7.0%	46.1%	52.0%	5.9%	0.12	152
11. I trust the people who make decisions that affect me in the district.	21.0%	23.7%	2.7%	40.7%	34.9%	-5.9%	38.3%	41.4%	3.1%	0.06	152
12. I trust the people who make decisions that affect me in my school/department.	22.2%	26.5%	4.2%	22.2%	16.1%	-6.1%	55.6%	57.4%	1.9%	0.04	155
13. There is a spirit of teamwork and cooperation at my work site.	24.7%	30.1%	5.4%	17.1%	16.0%	-1.0%	58.2%	53.8%	-4.4%	-0.09	156
14. I feel free to express my professional opinions at work.	23.4%	29.9%	6.5%	15.8%	16.2%	0.4%	60.8%	53.9%	-6.9%	-0.14	154
15. I feel valued as an employee of APS.	19.3%	25.2%	5.9%	20.5%	23.2%	2.8%	60.2%	51.6%	-8.6%	-0.17	155
16. There is a professional atmosphere for staff working in APS.	15.3%	17.8%	2.5%	27.6%	28.0%	0.4%	57.1%	54.1%	-2.9%	-0.06	157
17. I am treated with respect by my supervisor.	11.1%	15.3%	4.2%	14.6%	14.0%	-0.6%	74.3%	70.7%	-3.6%	-0.08	157
18. I am treated with respect by my co-workers.	7.1%	7.1%	0.0%	15.9%	21.3%	5.4%	77.1%	71.6%	-5.4%	-0.12	155
19. My ideas and suggestions are respected by my supervisor.	16.0%	15.4%	-0.5%	12.4%	20.1%	7.7%	71.6%	64.4%	-7.2%	-0.15	149
20. My ideas and suggestions are respected by my co-workers.	7.6%	10.5%	2.8%	18.2%	21.6%	3.3%	74.1%	68.0%	-6.1%	-0.14	153
21. I receive the necessary training to do high quality work.	26.3%	30.3%	4.0%	21.6%	12.3%	-9.4%	52.0%	57.4%	5.4%	0.11	155
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	15.4%	16.4%	1.0%	31.4%	29.3%	-2.1%	53.2%	54.3%	1.1%	0.02	140
23. I have the necessary tools I need to do high quality work efficiently.	15.9%	16.1%	0.2%	15.3%	18.1%	2.8%	68.8%	65.8%	-3.0%	-0.06	155
26. My principal/supervisor has a clear understanding of my skills and abilities.	18.0%	25.0%	7.0%	11.0%	10.3%	-0.8%	70.9%	64.7%	-6.2%	-0.13	156
27. My performance evaluations are fair.	9.0%	11.0%	2.0%	14.8%	17.9%	3.1%	76.1%	71.0%	-5.1%	-0.12	145
30. Employees are treated fairly and consistently at my site.	25.0%	35.9%	10.9%	23.3%	13.5%	-9.8%	51.7%	50.6%	-1.1%	-0.02	156
32. I feel safe in the workplace.	16.5%	14.7%	-1.7%	9.4%	12.2%	2.8%	74.1%	73.1%	-1.0%	-0.02	156
33. I like the kind of work I do.	2.3%	1.3%	-1.0%	5.8%	7.1%	1.2%	91.9%	91.7%	-0.2%	-0.01	156
34. My job is important.	0.6%	0.6%	0.1%	1.8%	3.2%	1.5%	97.6%	96.1%	-1.5%	-0.09	155
35. I am proud of the work I do.	0.0%	0.0%	0.0%	2.3%	1.9%	-0.4%	97.7%	98.1%	0.4%	0.03	156
36. I feel appreciated for the work I do.	14.9%	19.1%	4.2%	14.9%	15.3%	0.4%	70.2%	65.6%	-4.6%	-0.10	157
37. I am satisfied with my job.	6.4%	11.0%	4.6%	17.4%	12.3%	-5.1%	76.2%	76.6%	0.5%	0.01	154
38. I am satisfied with the professional development opportunities provided to me by the district.	34.5%	32.3%	-2.3%	27.4%	20.0%	-7.4%	38.1%	47.7%	9.6%	0.20	155
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	12.0%	13.3%	1.3%	50.0%	42.7%	-7.3%	38.0%	44.1%	6.1%	0.12	143
41. I am familiar with the functions of the Classified Employees Council.	20.9%	25.0%	4.1%	31.3%	32.9%	1.6%	47.9%	42.1%	-5.7%	-0.12	152

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Administrative/Secretarial Support (Human Resources only)

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	0.0%	0.0%	0.0%	45.5%	37.5%	-8.0%	54.5%	62.5%	8.0%	0.16	16
2. I understand my role and responsibilities as an employee of APS.	9.1%	0.0%	-9.1%	0.0%	5.9%	5.9%	90.9%	94.1%	3.2%	0.12	17
3. I know how my work relates to the district's goals and priorities.	9.1%	0.0%	-9.1%	0.0%	11.8%	11.8%	90.9%	88.2%	-2.7%	-0.09	17
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	18.2%	11.8%	-6.4%	81.8%	88.2%	6.4%	0.18	17
5. The district sets high and realistic expectations for students.	9.1%	0.0%	-9.1%	18.2%	18.8%	0.6%	72.7%	81.3%	8.5%	0.20	16
6. Everyone in the school community is accountable for the academic success of students.	9.1%	0.0%	-9.1%	0.0%	12.5%	12.5%	90.9%	87.5%	-3.4%	-0.11	16
7. Department administrators/supervisors share information regularly with employees.	18.2%	41.2%	23.0%	36.4%	5.9%	-30.5%	45.5%	52.9%	7.5%	0.15	17
8. Clear goals and objectives have been defined for my job.	9.1%	11.8%	2.7%	9.1%	11.8%	2.7%	81.8%	76.5%	-5.3%	-0.13	17
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	9.1%	5.9%	-3.2%	18.2%	23.5%	5.3%	72.7%	70.6%	-2.1%	-0.05	17
10. Decisions made in APS are based on communicated data and information.	10.0%	28.6%	18.6%	20.0%	28.6%	8.6%	70.0%	42.9%	-27.1%	-0.55	14
11. I trust the people who make decisions that affect me in the district.	9.1%	26.7%	17.6%	36.4%	13.3%	-23.0%	54.5%	60.0%	5.5%	0.11	15
12. I trust the people who make decisions that affect me in my school/department.	18.2%	29.4%	11.2%	18.2%	23.5%	5.3%	63.6%	47.1%	-16.6%	-0.34	17
13. There is a spirit of teamwork and cooperation at my work site.	9.1%	13.3%	4.2%	0.0%	20.0%	20.0%	90.9%	66.7%	-24.2%	-0.62	15
14. I feel free to express my professional opinions at work.	0.0%	17.6%	17.6%	27.3%	23.5%	-3.7%	72.7%	58.8%	-13.9%	-0.29	17
15. I feel valued as an employee of APS.	0.0%	31.3%	31.3%	20.0%	18.8%	-1.3%	80.0%	50.0%	-30.0%	-0.64	16
16. There is a professional atmosphere for staff working in APS.	9.1%	11.8%	2.7%	9.1%	29.4%	20.3%	81.8%	58.8%	-23.0%	-0.51	17
17. I am treated with respect by my supervisor.	0.0%	5.9%	5.9%	0.0%	0.0%	0.0%	100.0%	94.1%	-5.9%	-0.49	17
18. I am treated with respect by my co-workers.	0.0%	0.0%	0.0%	9.1%	5.9%	-3.2%	90.9%	94.1%	3.2%	0.12	17
19. My ideas and suggestions are respected by my supervisor.	0.0%	0.0%	0.0%	10.0%	20.0%	10.0%	90.0%	80.0%	-10.0%	-0.28	15
20. My ideas and suggestions are respected by my co-workers.	0.0%	0.0%	0.0%	9.1%	11.8%	2.7%	90.9%	88.2%	-2.7%	-0.09	17
21. I receive the necessary training to do high quality work.	0.0%	6.3%	6.3%	18.2%	37.5%	19.3%	81.8%	56.3%	-25.6%	-0.56	16
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	10.0%	0.0%	-10.0%	10.0%	33.3%	23.3%	80.0%	66.7%	-13.3%	-0.30	15
23. I have the necessary tools I need to do high quality work efficiently.	0.0%	11.8%	11.8%	0.0%	17.6%	17.6%	100.0%	70.6%	-29.4%	-1.15	17
26. My principal/supervisor has a clear understanding of my skills and abilities.	9.1%	5.9%	-3.2%	0.0%	23.5%	23.5%	90.9%	70.6%	-20.3%	-0.53	17
27. My performance evaluations are fair.	0.0%	12.5%	12.5%	0.0%	6.3%	6.3%	100.0%	81.3%	-18.8%	-0.90	16
30. Employees are treated fairly and consistently at my site.	0.0%	31.3%	31.3%	27.3%	25.0%	-2.3%	72.7%	43.8%	-29.0%	-0.60	16
32. I feel safe in the workplace.	0.0%	0.0%	0.0%	10.0%	0.0%	-10.0%	90.0%	100.0%	10.0%	0.64	17
33. 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	17
34. My job is important.	0.0%	0.0%	0.0%	9.1%	5.9%	-3.2%	90.9%	94.1%	3.2%	0.12	17
35. I am proud of the work I do.	0.0%	0.0%	0.0%	0.0%	5.9%	5.9%	100.0%	94.1%	-5.9%	-0.49	17
36. I feel appreciated for the work I do.	9.1%	23.5%	14.4%	0.0%	11.8%	11.8%	90.9%	64.7%	-26.2%	-0.66	17
37. I am satisfied with my job.	0.0%	0.0%	0.0%	9.1%	29.4%	20.3%	90.9%	70.6%	-20.3%	-0.53	17
38. I am satisfied with the professional development opportunities provided to me by the district.	18.2%	43.8%	25.6%	27.3%	25.0%	-2.3%	54.5%	31.3%	-23.3%	-0.48	16
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	11.1%	7.1%	-4.0%	33.3%	35.7%	2.4%	55.6%	57.1%	1.6%	0.03	14
41. I am familiar with the functions of the Classified Employees Council.	20.0%	13.3%	-6.7%	20.0%	26.7%	6.7%	60.0%	60.0%	0.0%	0.00	15

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons

Division of Accountability and Research

Budget/Finance

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	0.0%	16.7%	16.7%	17.4%	16.7%	-0.7%	82.6%	66.7%	-15.9%	-0.37	24
2. I understand my role and responsibilities as an employee of APS.	0.0%	11.5%	11.5%	0.0%	7.7%	7.7%	100.0%	80.8%	-19.2%	-0.91	26
3. I know how my work relates to the district's goals and priorities.	0.0%	3.8%	3.8%	13.0%	15.4%	2.3%	87.0%	80.8%	-6.2%	-0.17	26
4. My work is important and contributes to the success of the district.	0.0%	3.8%	3.8%	16.7%	11.5%	-5.1%	83.3%	84.6%	1.3%	0.03	26
5. The district sets high and realistic expectations for students.	4.8%	12.5%	7.7%	28.6%	37.5%	8.9%	66.7%	50.0%	-16.7%	-0.34	24
6. Everyone in the school community is accountable for the academic success of students.	0.0%	11.5%	11.5%	8.7%	3.8%	-4.8%	91.3%	84.6%	-6.7%	-0.21	26
7. Department administrators/supervisors share information regularly with employees.	36.0%	30.8%	-5.2%	12.0%	15.4%	3.4%	52.0%	53.8%	1.8%	0.04	26
8. Clear goals and objectives have been defined for my job.	4.2%	19.2%	15.1%	8.3%	7.7%	-0.6%	87.5%	73.1%	-14.4%	-0.37	26
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	8.0%	20.0%	12.0%	16.0%	12.0%	-4.0%	76.0%	68.0%	-8.0%	-0.18	25
10. Decisions made in APS are based on communicated data and information.	12.0%	20.0%	8.0%	28.0%	24.0%	-4.0%	60.0%	56.0%	-4.0%	-0.08	25
11. I trust the people who make decisions that affect me in the district.	8.0%	33.3%	25.3%	28.0%	20.8%	-7.2%	64.0%	45.8%	-18.2%	-0.37	24
12. I trust the people who make decisions that affect me in my school/department.	12.0%	28.0%	16.0%	16.0%	16.0%	0.0%	72.0%	56.0%	-16.0%	-0.34	25
13. There is a spirit of teamwork and cooperation at my work site.	20.0%	28.0%	8.0%	16.0%	8.0%	-8.0%	64.0%	64.0%	0.0%	0.00	25
14. I feel free to express my professional opinions at work.	12.0%	15.4%	3.4%	20.0%	23.1%	3.1%	68.0%	61.5%	-6.5%	-0.14	26
15. I feel valued as an employee of APS.	20.8%	20.8%	0.0%	25.0%	8.3%	-16.7%	54.2%	70.8%	16.7%	0.35	24
16. There is a professional atmosphere for staff working in APS.	26.1%	23.1%	-3.0%	13.0%	15.4%	2.3%	60.9%	61.5%	0.7%	0.01	26
17. I am treated with respect by my supervisor.	12.0%	12.0%	0.0%	12.0%	4.0%	-8.0%	76.0%	84.0%	8.0%	0.20	25
18. I am treated with respect by my co-workers.	4.0%	11.5%	7.5%	24.0%	19.2%	-4.8%	72.0%	69.2%	-2.8%	-0.06	26
19. My ideas and suggestions are respected by my supervisor.	8.0%	12.5%	4.5%	20.0%	4.2%	-15.8%	72.0%	83.3%	11.3%	0.27	24
20. My ideas and suggestions are respected by my co-workers.	0.0%	12.0%	12.0%	29.2%	20.0%	-9.2%	70.8%	68.0%	-2.8%	-0.06	25
21. I receive the necessary training to do high quality work.	4.0%	23.1%	19.1%	24.0%	11.5%	-12.5%	72.0%	65.4%	-6.6%	-0.14	26
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	0.0%	4.3%	4.3%	30.0%	21.7%	-8.3%	70.0%	73.9%	3.9%	0.09	23
23. I have the necessary tools I need to do high quality work efficiently.	8.0%	4.2%	-3.8%	16.0%	20.8%	4.8%	76.0%	75.0%	-1.0%	-0.02	24
26. My principal/supervisor has a clear understanding of my skills and abilities.	9.1%	19.2%	10.1%	9.1%	7.7%	-1.4%	81.8%	73.1%	-8.7%	-0.21	26
27. My performance evaluations are fair.	0.0%	9.1%	9.1%	16.0%	4.5%	-11.5%	84.0%	86.4%	2.4%	0.07	22
30. Employees are treated fairly and consistently at my site.	16.0%	33.3%	17.3%	24.0%	12.5%	-11.5%	60.0%	54.2%	-5.8%	-0.12	24
32. I feel safe in the workplace.	12.0%	7.7%	-4.3%	12.0%	15.4%	3.4%	76.0%	76.9%	0.9%	0.02	26
33. I like the kind of work I do.	0.0%	7.7%	7.7%	0.0%	7.7%	7.7%	100.0%	84.6%	-15.4%	-0.81	26
34. My job is important.	0.0%	7.7%	7.7%	4.0%	7.7%	3.7%	96.0%	84.6%	-11.4%	-0.40	26
35. I am proud of the work I do.	0.0%	8.0%	8.0%	0.0%	0.0%	0.0%	100.0%	92.0%	-8.0%	-0.57	25
36. I feel appreciated for the work I do.	16.0%	15.4%	-0.6%	12.0%	15.4%	3.4%	72.0%	69.2%	-2.8%	-0.06	26
37. I am satisfied with my job.	12.0%	19.2%	7.2%	12.0%	11.5%	-0.5%	76.0%	69.2%	-6.8%	-0.15	26
38. I am satisfied with the professional development opportunities provided to me by the district.	16.7%	24.0%	7.3%	33.3%	28.0%	-5.3%	50.0%	48.0%	-2.0%	-0.04	25
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	7.7%	7.7%	40.9%	42.3%	1.4%	59.1%	50.0%	-9.1%	-0.18	26
41. I am familiar with the functions of the Classified Employees Council.	4.5%	19.2%	14.7%	22.7%	23.1%	0.3%	72.7%	57.7%	-15.0%	-0.32	26

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Building Custodian

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	7.1%	3.8%	-3.3%	21.4%	21.2%	-0.3%	71.4%	75.0%	3.6%	0.08	52
2. I understand my role and responsibilities as an employee of APS.	0.0%	1.8%	1.8%	6.3%	7.0%	0.8%	93.8%	91.2%	-2.5%	-0.10	57
3. I know how my work relates to the district's goals and priorities.	0.0%	7.0%	7.0%	20.0%	8.8%	-11.2%	80.0%	84.2%	4.2%	0.11	57
4. My work is important and contributes to the success of the district.	6.7%	1.8%	-4.9%	26.7%	8.8%	-17.9%	66.7%	89.5%	22.8%	0.57	57
5. The district sets high and realistic expectations for students.	28.6%	3.8%	-24.7%	14.3%	26.9%	12.6%	57.1%	69.2%	12.1%	0.25	52
6. Everyone in the school community is accountable for the academic success of students.	12.5%	3.6%	-8.9%	18.8%	10.7%	-8.0%	68.8%	85.7%	17.0%	0.41	56
7. Department administrators/supervisors share information regularly with employees.	25.0%	15.8%	-9.2%	37.5%	29.8%	-7.7%	37.5%	54.4%	16.9%	0.34	57
8. Clear goals and objectives have been defined for my job.	12.5%	12.3%	-0.2%	18.8%	7.0%	-11.7%	68.8%	80.7%	12.0%	0.28	57
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	50.0%	14.0%	-36.0%	6.3%	17.5%	11.3%	43.8%	68.4%	24.7%	0.50	57
10. Decisions made in APS are based on communicated data and information.	33.3%	5.7%	-27.7%	33.3%	22.6%	-10.7%	33.3%	71.7%	38.4%	0.79	53
11. I trust the people who make decisions that affect me in the district.	31.3%	16.4%	-14.9%	31.3%	21.8%	-9.4%	37.5%	61.8%	24.3%	0.49	55
12. I trust the people who make decisions that affect me in my school/department.	37.5%	14.0%	-23.5%	25.0%	21.1%	-3.9%	37.5%	64.9%	27.4%	0.56	57
13. There is a spirit of teamwork and cooperation at my work site.	25.0%	16.1%	-8.9%	18.8%	17.9%	-0.9%	56.3%	66.1%	9.8%	0.20	56
14. I feel free to express my professional opinions at work.	37.5%	17.5%	-20.0%	12.5%	14.0%	1.5%	50.0%	68.4%	18.4%	0.38	57
15. I feel valued as an employee of APS.	25.0%	10.7%	-14.3%	18.8%	17.9%	-0.9%	56.3%	71.4%	15.2%	0.32	56
16. There is a professional atmosphere for staff working in APS.	25.0%	8.8%	-16.2%	18.8%	14.0%	-4.7%	56.3%	77.2%	20.9%	0.45	57
17. I am treated with respect by my supervisor.	25.0%	5.5%	-19.5%	25.0%	12.7%	-12.3%	50.0%	81.8%	31.8%	0.69	55
18. I am treated with respect by my co-workers.	6.3%	3.6%	-2.6%	18.8%	16.4%	-2.4%	75.0%	80.0%	5.0%	0.12	55
19. My ideas and suggestions are respected by my supervisor.	42.9%	7.3%	-35.6%	14.3%	20.0%	5.7%	42.9%	72.7%	29.9%	0.62	55
20. My ideas and suggestions are respected by my co-workers.	13.3%	5.7%	-7.7%	20.0%	22.6%	2.6%	66.7%	71.7%	5.0%	0.11	53
21. I receive the necessary training to do high quality work.	31.3%	9.3%	-22.0%	18.8%	11.1%	-7.6%	50.0%	79.6%	29.6%	0.63	54
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	33.3%	18.0%	-15.3%	46.7%	32.0%	-14.7%	20.0%	50.0%	30.0%	0.64	50
23. I have the necessary tools I need to do high quality work efficiently.	31.3%	20.0%	-11.3%	25.0%	12.7%	-12.3%	43.8%	67.3%	23.5%	0.48	55
26. My principal/supervisor has a clear understanding of my skills and abilities.	18.8%	10.7%	-8.0%	25.0%	14.3%	-10.7%	56.3%	75.0%	18.8%	0.40	56
27. My performance evaluations are fair.	6.7%	7.3%	0.6%	26.7%	20.0%	-6.7%	66.7%	72.7%	6.1%	0.13	55
30. Employees are treated fairly and consistently at my site.	31.3%	14.3%	-17.0%	18.8%	16.1%	-2.7%	50.0%	69.6%	19.6%	0.40	56
32. I feel safe in the workplace.	12.5%	5.4%	-7.1%	25.0%	12.5%	-12.5%	62.5%	82.1%	19.6%	0.45	56
33. I like the kind of work I do.	13.3%	1.8%	-11.5%	13.3%	14.3%	1.0%	73.3%	83.9%	10.6%	0.26	56
34. My job is important.	0.0%	3.6%	3.6%	12.5%	7.1%	-5.4%	87.5%	89.3%	1.8%	0.06	56
35. I am proud of the work I do.	0.0%	0.0%	0.0%	12.5%	8.9%	-3.6%	87.5%	91.1%	3.6%	0.12	56
36. I feel appreciated for the work I do.	31.3%	7.3%	-24.0%	6.3%	18.2%	11.9%	62.5%	74.5%	12.0%	0.26	55
37. I am satisfied with my job.	18.8%	7.0%	-11.7%	18.8%	14.0%	-4.7%	62.5%	78.9%	16.4%	0.36	57
38. I am satisfied with the professional development opportunities provided to me by the district.	28.6%	16.7%	-11.9%	42.9%	24.1%	-18.8%	28.6%	59.3%	30.7%	0.63	54
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	12.5%	7.8%	-4.7%	62.5%	31.4%	-31.1%	25.0%	60.8%	35.8%	0.74	51
41. I am familiar with the functions of the Classified Employees Council.	6.7%	20.0%	13.3%	46.7%	29.1%	-17.6%	46.7%	50.9%	4.2%	0.08	55

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Early Childhood Education

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	11.3%	7.7%	-3.6%	11.3%	20.5%	9.2%	77.4%	71.8%	-5.6%	-0.13	39
2. I understand my role and responsibilities as an employee of APS.	5.7%	2.6%	-3.1%	3.8%	5.1%	1.4%	90.6%	92.3%	1.7%	0.06	39
3. I know how my work relates to the district's goals and priorities.	6.0%	0.0%	-6.0%	14.0%	17.9%	3.9%	80.0%	82.1%	2.1%	0.05	39
4. My work is important and contributes to the success of the district.	7.8%	0.0%	-7.8%	7.8%	5.1%	-2.7%	84.3%	94.9%	10.6%	0.36	39
5. The district sets high and realistic expectations for students.	11.5%	17.9%	6.4%	19.2%	12.8%	-6.4%	69.2%	69.2%	0.0%	0.00	39
6. Everyone in the school community is accountable for the academic success of students.	5.8%	12.8%	7.1%	9.6%	15.4%	5.8%	84.6%	71.8%	-12.8%	-0.31	39
7. Department administrators/supervisors share information regularly with employees.	19.6%	23.1%	3.5%	11.8%	30.8%	19.0%	68.6%	46.2%	-22.5%	-0.46	39
8. Clear goals and objectives have been defined for my job.	15.1%	10.5%	-4.6%	7.5%	26.3%	18.8%	77.4%	63.2%	-14.2%	-0.31	38
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	13.7%	35.1%	21.4%	17.6%	13.5%	-4.1%	68.6%	51.4%	-17.3%	-0.35	37
10. Decisions made in APS are based on communicated data and information.	11.8%	21.1%	9.3%	41.2%	28.9%	-12.2%	47.1%	50.0%	2.9%	0.06	38
11. I trust the people who make decisions that affect me in the district.	22.6%	23.1%	0.4%	32.1%	35.9%	3.8%	45.3%	41.0%	-4.3%	-0.09	39
12. I trust the people who make decisions that affect me in my school/department.	22.6%	28.9%	6.3%	20.8%	23.7%	2.9%	56.6%	47.4%	-9.2%	-0.19	38
13. There is a spirit of teamwork and cooperation at my work site.	11.5%	46.2%	34.6%	23.1%	10.3%	-12.8%	65.4%	43.6%	-21.8%	-0.44	39
14. I feel free to express my professional opinions at work.	17.0%	35.9%	18.9%	18.9%	7.7%	-11.2%	64.2%	56.4%	-7.7%	-0.16	39
15. I feel valued as an employee of APS.	17.3%	18.9%	1.6%	25.0%	32.4%	7.4%	57.7%	48.6%	-9.0%	-0.18	37
16. There is a professional atmosphere for staff working in APS.	9.4%	12.8%	3.4%	20.8%	30.8%	10.0%	69.8%	56.4%	-13.4%	-0.28	39
17. I am treated with respect by my supervisor.	11.3%	18.9%	7.6%	7.5%	16.2%	8.7%	81.1%	64.9%	-16.3%	-0.37	37
18. I am treated with respect by my co-workers.	3.8%	12.8%	9.0%	9.4%	5.1%	-4.3%	86.8%	82.1%	-4.7%	-0.13	39
19. My ideas and suggestions are respected by my supervisor.	13.5%	28.2%	14.7%	13.5%	12.8%	-0.6%	73.1%	59.0%	-14.1%	-0.30	39
20. My ideas and suggestions are respected by my co-workers.	5.7%	10.3%	4.6%	15.1%	12.8%	-2.3%	79.2%	76.9%	-2.3%	-0.06	39
21. I receive the necessary training to do high quality work.	13.2%	25.6%	12.4%	17.0%	15.4%	-1.6%	69.8%	59.0%	-10.8%	-0.23	39
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	21.7%	33.3%	11.6%	21.7%	22.2%	0.5%	56.5%	44.4%	-12.1%	-0.24	36
23. I have the necessary tools I need to do high quality work efficiently.	8.0%	8.1%	0.1%	22.0%	27.0%	5.0%	70.0%	64.9%	-5.1%	-0.11	37
26. My principal/supervisor has a clear understanding of my skills and abilities.	18.9%	25.6%	6.8%	9.4%	15.4%	6.0%	71.7%	59.0%	-12.7%	-0.27	39
27. My performance evaluations are fair.	11.8%	16.7%	4.9%	3.9%	22.2%	18.3%	84.3%	61.1%	-23.2%	-0.53	36
30. Employees are treated fairly and consistently at my site.	19.2%	30.8%	11.5%	5.8%	17.9%	12.2%	75.0%	51.3%	-23.7%	-0.50	39
32. I feel safe in the workplace.	9.4%	7.7%	-1.7%	7.5%	15.4%	7.8%	83.0%	76.9%	-6.1%	-0.15	39
33. 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	39
34. My job is important.	1.9%	0.0%	-1.9%	0.0%	0.0%	0.0%	98.1%	100.0%	1.9%	0.28	39
35. 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	39
36. I feel appreciated for the work I do.	15.1%	30.8%	15.7%	13.2%	12.8%	-0.4%	71.7%	56.4%	-15.3%	-0.32	39
37. I am satisfied with my job.	5.8%	10.3%	4.5%	23.1%	12.8%	-10.3%	71.2%	76.9%	5.8%	0.13	39
38. I am satisfied with the professional development opportunities provided to me by the district.	24.5%	43.6%	19.1%	17.0%	12.8%	-4.2%	58.5%	43.6%	-14.9%	-0.30	39
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	8.7%	5.7%	-3.0%	47.8%	60.0%	12.2%	43.5%	34.3%	-9.2%	-0.19	35
41. I am familiar with the functions of the Classified Employees Council.	22.9%	40.5%	17.6%	47.9%	32.4%	-15.5%	29.2%	27.0%	-2.1%	-0.05	37

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Information Technology

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	13.3%	16.7%	3.3%	33.3%	33.3%	0.0%	53.3%	50.0%	-3.3%	-0.07	12
2. I understand my role and responsibilities as an employee of APS.	20.0%	8.3%	-11.7%	6.7%	8.3%	1.7%	73.3%	83.3%	10.0%	0.24	12
3. I know how my work relates to the district's goals and priorities.	14.3%	0.0%	-14.3%	14.3%	25.0%	10.7%	71.4%	75.0%	3.6%	0.08	12
4. My work is important and contributes to the success of the district.	6.7%	16.7%	10.0%	20.0%	0.0%	-20.0%	73.3%	83.3%	10.0%	0.24	12
5. The district sets high and realistic expectations for students.	33.3%	41.7%	8.3%	26.7%	8.3%	-18.3%	40.0%	50.0%	10.0%	0.20	12
6. Everyone in the school community is accountable for the academic success of students.	0.0%	16.7%	16.7%	28.6%	33.3%	4.8%	71.4%	50.0%	-21.4%	-0.44	12
7. Department administrators/supervisors share information regularly with employees.	50.0%	45.5%	-4.5%	7.1%	9.1%	1.9%	42.9%	45.5%	2.6%	0.05	11
8. Clear goals and objectives have been defined for my job.	33.3%	16.7%	-16.7%	6.7%	16.7%	10.0%	60.0%	66.7%	6.7%	0.14	12
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	26.7%	8.3%	-18.3%	13.3%	25.0%	11.7%	60.0%	66.7%	6.7%	0.14	12
10. Decisions made in APS are based on communicated data and information.	33.3%	16.7%	-16.7%	26.7%	50.0%	23.3%	40.0%	33.3%	-6.7%	-0.14	12
11. I trust the people who make decisions that affect me in the district.	40.0%	33.3%	-6.7%	26.7%	50.0%	23.3%	33.3%	16.7%	-16.7%	-0.39	12
12. I trust the people who make decisions that affect me in my school/department.	28.6%	25.0%	-3.6%	21.4%	16.7%	-4.8%	50.0%	58.3%	8.3%	0.17	12
13. There is a spirit of teamwork and cooperation at my work site.	35.7%	33.3%	-2.4%	14.3%	16.7%	2.4%	50.0%	50.0%	0.0%	0.00	12
14. I feel free to express my professional opinions at work.	33.3%	16.7%	-16.7%	13.3%	41.7%	28.3%	53.3%	41.7%	-11.7%	-0.23	12
15. I feel valued as an employee of APS.	20.0%	25.0%	5.0%	26.7%	16.7%	-10.0%	53.3%	58.3%	5.0%	0.10	12
16. There is a professional atmosphere for staff working in APS.	20.0%	8.3%	-11.7%	20.0%	33.3%	13.3%	60.0%	58.3%	-1.7%	-0.03	12
17. I am treated with respect by my supervisor.	26.7%	8.3%	-18.3%	6.7%	8.3%	1.7%	66.7%	83.3%	16.7%	0.39	12
18. I am treated with respect by my co-workers.	0.0%	8.3%	8.3%	6.7%	16.7%	10.0%	93.3%	75.0%	-18.3%	-0.52	12
19. My ideas and suggestions are respected by my supervisor.	26.7%	9.1%	-17.6%	20.0%	18.2%	-1.8%	53.3%	72.7%	19.4%	0.41	11
20. My ideas and suggestions are respected by my co-workers.	0.0%	16.7%	16.7%	6.7%	16.7%	10.0%	93.3%	66.7%	-26.7%	-0.71	12
21. I receive the necessary training to do high quality work.	26.7%	16.7%	-10.0%	13.3%	16.7%	3.3%	60.0%	66.7%	6.7%	0.14	12
23. I have the necessary tools I need to do high quality work efficiently.	20.0%	8.3%	-11.7%	6.7%	16.7%	10.0%	73.3%	75.0%	1.7%	0.04	12
26. My principal/supervisor has a clear understanding of my skills and abilities.	40.0%	16.7%	-23.3%	13.3%	0.0%	-13.3%	46.7%	83.3%	36.7%	0.80	12
30. Employees are treated fairly and consistently at my site.	26.7%	8.3%	-18.3%	26.7%	25.0%	-1.7%	46.7%	66.7%	20.0%	0.41	12
32. I feel safe in the workplace.	13.3%	8.3%	-5.0%	13.3%	25.0%	11.7%	73.3%	66.7%	-6.7%	-0.15	12
33. I like the kind of work I do.	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	100.0%	91.7%	-8.3%	-0.59	12
34. My job is important.	6.7%	0.0%	-6.7%	0.0%	8.3%	8.3%	93.3%	91.7%	-1.7%	-0.06	12
35. I am proud of the work I do.	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	100.0%	91.7%	-8.3%	-0.59	12
36. I feel appreciated for the work I do.	26.7%	18.2%	-8.5%	6.7%	0.0%	-6.7%	66.7%	81.8%	15.2%	0.35	11
37. I am satisfied with my job.	13.3%	8.3%	-5.0%	0.0%	8.3%	8.3%	86.7%	83.3%	-3.3%	-0.09	12
38. I am satisfied with the professional development opportunities provided to me by the district.	57.1%	8.3%	-48.8%	7.1%	41.7%	34.5%	35.7%	50.0%	14.3%	0.29	12
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	13.3%	16.7%	3.3%	60.0%	33.3%	-26.7%	26.7%	50.0%	23.3%	0.49	12

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Maintenance Operations

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	2.3%	7.1%	4.9%	31.8%	23.2%	-8.6%	65.9%	69.6%	3.7%	0.08	56
2. I understand my role and responsibilities as an employee of APS.	2.1%	6.5%	4.3%	6.4%	6.5%	0.1%	91.5%	87.1%	-4.4%	-0.14	62
3. I know how my work relates to the district's goals and priorities.	4.3%	5.0%	0.7%	17.0%	6.7%	-10.4%	78.7%	88.3%	9.6%	0.26	60
4. My work is important and contributes to the success of the district.	2.1%	3.3%	1.2%	12.8%	5.0%	-7.8%	85.1%	91.7%	6.6%	0.21	60
5. The district sets high and realistic expectations for students.	6.8%	7.0%	0.2%	25.0%	24.6%	-0.4%	68.2%	68.4%	0.2%	0.01	57
6. Everyone in the school community is accountable for the academic success of students.	12.8%	8.3%	-4.4%	17.0%	18.3%	1.3%	70.2%	73.3%	3.1%	0.07	60
7. Department administrators/supervisors share information regularly with employees.	26.5%	19.7%	-6.9%	14.3%	13.1%	-1.2%	59.2%	67.2%	8.0%	0.17	61
8. Clear goals and objectives have been defined for my job.	20.4%	6.6%	-13.9%	10.2%	16.4%	6.2%	69.4%	77.0%	7.7%	0.17	61
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	18.8%	16.1%	-2.6%	8.3%	21.0%	12.6%	72.9%	62.9%	-10.0%	-0.22	62
10. Decisions made in APS are based on communicated data and information.	16.7%	6.7%	-10.0%	31.3%	33.3%	2.1%	52.1%	60.0%	7.9%	0.16	60
11. I trust the people who make decisions that affect me in the district.	21.7%	21.0%	-0.8%	32.6%	27.4%	-5.2%	45.7%	51.6%	6.0%	0.12	62
12. I trust the people who make decisions that affect me in my school/department.	24.5%	15.0%	-9.5%	26.5%	26.7%	0.1%	49.0%	58.3%	9.4%	0.19	60
13. There is a spirit of teamwork and cooperation at my work site.	24.5%	11.7%	-12.8%	4.1%	21.7%	17.6%	71.4%	66.7%	-4.8%	-0.10	60
14. I feel free to express my professional opinions at work.	20.8%	19.4%	-1.5%	18.8%	22.6%	3.8%	60.4%	58.1%	-2.4%	-0.05	62
15. I feel valued as an employee of APS.	20.4%	18.0%	-2.4%	16.3%	14.8%	-1.6%	63.3%	67.2%	3.9%	0.08	61
16. There is a professional atmosphere for staff working in APS.	18.4%	11.5%	-6.9%	12.2%	18.0%	5.8%	69.4%	70.5%	1.1%	0.02	61
17. I am treated with respect by my supervisor.	14.6%	6.7%	-7.9%	12.5%	15.0%	2.5%	72.9%	78.3%	5.4%	0.13	60
18. I am treated with respect by my co-workers.	6.3%	4.8%	-1.4%	12.5%	22.6%	10.1%	81.3%	72.6%	-8.7%	-0.21	62
19. My ideas and suggestions are respected by my supervisor.	14.3%	13.1%	-1.2%	24.5%	24.6%	0.1%	61.2%	62.3%	1.1%	0.02	61
20. My ideas and suggestions are respected by my co-workers.	6.3%	4.9%	-1.3%	10.4%	26.2%	15.8%	83.3%	68.9%	-14.5%	-0.34	61
21. I receive the necessary training to do high quality work.	10.2%	9.8%	-0.4%	14.3%	24.6%	10.3%	75.5%	65.6%	-9.9%	-0.22	61
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	14.0%	19.0%	5.0%	30.2%	34.5%	4.3%	55.8%	46.6%	-9.3%	-0.19	58
23. I have the necessary tools I need to do high quality work efficiently.	10.4%	18.0%	7.6%	16.7%	14.8%	-1.9%	72.9%	67.2%	-5.7%	-0.12	61
26. My principal/supervisor has a clear understanding of my skills and abilities.	10.6%	11.5%	0.8%	10.6%	16.4%	5.8%	78.7%	72.1%	-6.6%	-0.15	61
27. My performance evaluations are fair.	4.4%	9.8%	5.4%	15.6%	19.7%	4.1%	80.0%	70.5%	-9.5%	-0.22	61
30. Employees are treated fairly and consistently at my site.	18.4%	16.4%	-2.0%	20.4%	18.0%	-2.4%	61.2%	65.6%	4.3%	0.09	61
32. I feel safe in the workplace.	6.1%	9.7%	3.6%	10.2%	16.1%	5.9%	83.7%	74.2%	-9.5%	-0.23	62
33. I like the kind of work I do.	0.0%	3.3%	3.3%	6.3%	9.8%	3.6%	93.8%	86.9%	-6.9%	-0.24	61
34. My job is important.	2.0%	3.2%	1.2%	0.0%	8.1%	8.1%	98.0%	88.7%	-9.2%	-0.40	62
35. I am proud of the work I do.	0.0%	3.3%	3.3%	6.3%	4.9%	-1.3%	93.8%	91.8%	-1.9%	-0.08	61
36. I feel appreciated for the work I do.	18.8%	13.6%	-5.2%	6.3%	20.3%	14.1%	75.0%	66.1%	-8.9%	-0.20	59
37. I am satisfied with my job.	12.8%	6.6%	-6.2%	12.8%	11.5%	-1.3%	74.5%	82.0%	7.5%	0.18	61
38. I am satisfied with the professional development opportunities provided to me by the district.	29.8%	22.8%	-7.0%	19.1%	17.5%	-1.6%	51.1%	59.6%	8.6%	0.17	57
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	8.9%	15.5%	6.6%	51.1%	36.2%	-14.9%	40.0%	48.3%	8.3%	0.17	58
41. I am familiar with the functions of the Classified Employees Council.	15.2%	27.1%	11.9%	43.5%	30.5%	-13.0%	41.3%	42.4%	1.1%	0.02	59

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Nutrition Services

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	7.2%	10.3%	3.0%	29.9%	20.5%	-9.4%	62.9%	69.2%	6.3%	0.13	39
2. I understand my role and responsibilities as an employee of APS.	2.7%	0.0%	-2.7%	3.6%	0.0%	-3.6%	93.7%	100.0%	6.3%	0.51	44
3. I know how my work relates to the district's goals and priorities.	4.0%	4.7%	0.7%	26.0%	20.9%	-5.1%	70.0%	74.4%	4.4%	0.10	43
4. My work is important and contributes to the success of the district.	2.0%	2.3%	0.3%	27.6%	4.7%	-22.9%	70.4%	93.0%	22.6%	0.62	43
5. The district sets high and realistic expectations for students.	11.2%	7.7%	-3.5%	24.3%	17.9%	-6.4%	64.5%	74.4%	9.9%	0.21	39
6. Everyone in the school community is accountable for the academic success of students.	6.4%	0.0%	-6.4%	19.3%	11.6%	-7.6%	74.3%	88.4%	14.1%	0.37	43
7. Department administrators/supervisors share information regularly with employees.	18.0%	32.6%	14.5%	24.3%	25.6%	1.3%	57.7%	41.9%	-15.8%	-0.32	43
8. Clear goals and objectives have been defined for my job.	4.5%	0.0%	-4.5%	19.1%	14.0%	-5.1%	76.4%	86.0%	9.7%	0.25	43
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	9.1%	20.9%	11.8%	11.8%	14.0%	2.1%	79.1%	65.1%	-14.0%	-0.31	43
10. Decisions made in APS are based on communicated data and information.	12.0%	11.4%	-0.7%	27.8%	36.4%	8.6%	60.2%	52.3%	-7.9%	-0.16	44
11. I trust the people who make decisions that affect me in the district.	14.2%	30.2%	16.1%	37.7%	23.3%	-14.5%	48.1%	46.5%	-1.6%	-0.03	43
12. I trust the people who make decisions that affect me in my school/department.	13.9%	9.1%	-4.8%	26.9%	27.3%	0.4%	59.3%	63.6%	4.4%	0.09	44
13. There is a spirit of teamwork and cooperation at my work site.	17.9%	11.6%	-6.2%	14.3%	16.3%	2.0%	67.9%	72.1%	4.2%	0.09	43
14. I feel free to express my professional opinions at work.	14.7%	11.4%	-3.3%	14.7%	27.3%	12.6%	70.6%	61.4%	-9.3%	-0.20	44
15. I feel valued as an employee of APS.	11.6%	13.6%	2.0%	22.3%	34.1%	11.8%	66.1%	52.3%	-13.8%	-0.28	44
16. There is a professional atmosphere for staff working in APS.	11.1%	18.2%	7.1%	23.1%	34.1%	10.9%	65.7%	47.7%	-18.0%	-0.37	44
17. I am treated with respect by my supervisor.	3.6%	7.0%	3.4%	10.7%	14.0%	3.2%	85.7%	79.1%	-6.6%	-0.18	43
18. I am treated with respect by my co-workers.	5.4%	2.3%	-3.1%	19.8%	15.9%	-3.9%	74.8%	81.8%	7.0%	0.17	44
19. My ideas and suggestions are respected by my supervisor.	7.2%	9.3%	2.1%	16.2%	25.6%	9.4%	76.6%	65.1%	-11.5%	-0.25	43
20. My ideas and suggestions are respected by my co-workers.	5.4%	2.3%	-3.1%	32.1%	18.2%	-14.0%	62.5%	79.5%	17.0%	0.38	44
21. I receive the necessary training to do high quality work.	7.2%	4.5%	-2.7%	9.9%	18.2%	8.3%	82.9%	77.3%	-5.6%	-0.14	44
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	5.0%	0.0%	-5.0%	32.7%	41.0%	8.4%	62.4%	59.0%	-3.4%	-0.07	39
23. I have the necessary tools I need to do high quality work efficiently.	11.0%	23.3%	12.2%	12.8%	11.6%	-1.2%	76.1%	65.1%	-11.0%	-0.24	43
26. My principal/supervisor has a clear understanding of my skills and abilities.	10.1%	11.9%	1.8%	11.9%	14.3%	2.4%	78.0%	73.8%	-4.2%	-0.10	42
27. My performance evaluations are fair.	6.4%	6.8%	0.5%	18.2%	25.0%	6.8%	75.5%	68.2%	-7.3%	-0.16	44
30. Employees are treated fairly and consistently at my site.	12.5%	13.6%	1.1%	25.0%	15.9%	-9.1%	62.5%	70.5%	8.0%	0.17	44
32. I feel safe in the workplace.	4.5%	4.7%	0.2%	17.0%	14.0%	-3.0%	78.6%	81.4%	2.8%	0.07	43
33. I like the kind of work I do.	2.7%	2.3%	-0.4%	6.3%	7.0%	0.7%	91.1%	90.7%	-0.4%	-0.01	43
34. My job is important.	0.9%	0.0%	-0.9%	3.6%	2.3%	-1.3%	95.5%	97.7%	2.2%	0.12	43
35. I am proud of the work I do.	0.9%	0.0%	-0.9%	3.6%	0.0%	-3.6%	95.5%	100.0%	4.5%	0.43	42
36. I feel appreciated for the work I do.	10.8%	25.6%	14.8%	15.3%	18.6%	3.3%	73.9%	55.8%	-18.1%	-0.38	43
37. I am satisfied with my job.	5.5%	2.3%	-3.2%	11.0%	23.3%	12.2%	83.5%	74.4%	-9.1%	-0.22	43
38. I am satisfied with the professional development opportunities provided to me by the district.	8.8%	12.5%	3.7%	23.5%	30.0%	6.5%	67.6%	57.5%	-10.1%	-0.21	40
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	8.4%	2.9%	-5.6%	41.1%	40.0%	-1.1%	50.5%	57.1%	6.6%	0.13	35
41. I am familiar with the functions of the Classified Employees Council.	21.1%	14.3%	-6.8%	37.9%	25.7%	-12.2%	41.1%	60.0%	18.9%	0.38	35

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Paraeducators/Educational Assistant/Related Positions

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	5.5%	7.7%	2.1%	23.1%	25.1%	2.0%	71.4%	67.2%	-4.2%	-0.09	287
2. I understand my role and responsibilities as an employee of APS.	4.8%	3.1%	-1.7%	3.2%	4.9%	1.6%	91.9%	92.0%	0.1%	0.00	288
3. I know how my work relates to the district's goals and priorities.	8.6%	4.2%	-4.4%	13.8%	14.9%	1.1%	77.6%	81.0%	3.3%	0.08	289
4. My work is important and contributes to the success of the district.	3.7%	2.1%	-1.6%	14.3%	6.6%	-7.7%	82.1%	91.3%	9.3%	0.28	289
5. The district sets high and realistic expectations for students.	17.3%	13.8%	-3.4%	19.2%	26.0%	6.7%	63.5%	60.2%	-3.3%	-0.07	289
6. Everyone in the school community is accountable for the academic success of students.	9.2%	8.7%	-0.4%	11.8%	14.6%	2.9%	79.1%	76.7%	-2.4%	-0.06	287
7. Department administrators/supervisors share information regularly with employees.	23.5%	27.9%	4.3%	17.6%	17.1%	-0.6%	58.8%	55.1%	-3.8%	-0.08	287
8. Clear goals and objectives have been defined for my job.	8.5%	9.3%	0.8%	14.1%	18.3%	4.2%	77.4%	72.3%	-5.1%	-0.12	289
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	16.7%	22.5%	5.8%	17.4%	16.3%	-1.1%	65.9%	61.2%	-4.7%	-0.10	289
10. Decisions made in APS are based on communicated data and information.	12.8%	11.0%	-1.8%	35.7%	37.5%	1.7%	51.5%	51.6%	0.1%	0.00	283
11. I trust the people who make decisions that affect me in the district.	18.7%	14.9%	-3.8%	37.7%	37.6%	-0.1%	43.6%	47.5%	3.9%	0.08	282
12. I trust the people who make decisions that affect me in my school/department.	15.0%	18.9%	4.0%	25.7%	25.6%	-0.1%	59.3%	55.4%	-3.8%	-0.08	285
13. There is a spirit of teamwork and cooperation at my work site.	18.4%	22.9%	4.6%	13.4%	14.9%	1.5%	68.2%	62.2%	-6.0%	-0.13	288
14. I feel free to express my professional opinions at work.	19.7%	24.0%	4.4%	20.3%	17.8%	-2.6%	60.0%	58.2%	-1.8%	-0.04	287
15. I feel valued as an employee of APS.	17.3%	16.0%	-1.2%	18.2%	26.0%	7.7%	64.5%	58.0%	-6.5%	-0.13	281
16. There is a professional atmosphere for staff working in APS.	11.3%	15.2%	3.9%	20.7%	19.0%	-1.7%	68.0%	65.7%	-2.2%	-0.05	289
17. I am treated with respect by my supervisor.	7.6%	11.5%	3.9%	11.5%	13.9%	2.4%	80.9%	74.7%	-6.3%	-0.15	288
18. I am treated with respect by my co-workers.	6.2%	5.2%	-1.0%	11.1%	13.1%	2.0%	82.7%	81.7%	-1.0%	-0.03	289
19. My ideas and suggestions are respected by my supervisor.	10.0%	13.4%	3.4%	17.3%	20.1%	2.7%	72.7%	66.5%	-6.1%	-0.13	284
20. My ideas and suggestions are respected by my co-workers.	7.9%	3.5%	-4.4%	17.5%	18.6%	1.0%	74.5%	77.9%	3.4%	0.08	285
21. I receive the necessary training to do high quality work.	14.0%	17.5%	3.5%	20.5%	22.1%	1.6%	65.5%	60.4%	-5.1%	-0.11	280
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	13.0%	18.5%	5.5%	40.7%	33.6%	-7.2%	46.3%	47.9%	1.6%	0.03	265
23. I have the necessary tools I need to do high quality work efficiently.	13.7%	14.6%	0.9%	19.3%	18.1%	-1.2%	67.0%	67.2%	0.3%	0.01	287
26. My principal/supervisor has a clear understanding of my skills and abilities.	15.7%	17.1%	1.3%	13.4%	16.0%	2.6%	70.8%	66.9%	-3.9%	-0.08	287
27. My performance evaluations are fair.	5.7%	6.0%	0.3%	20.4%	23.8%	3.4%	73.9%	70.2%	-3.7%	-0.08	265
30. Employees are treated fairly and consistently at my site.	19.3%	25.7%	6.4%	20.6%	21.1%	0.5%	60.1%	53.2%	-7.0%	-0.14	284
32. I feel safe in the workplace.	9.8%	7.6%	-2.1%	13.7%	12.2%	-1.5%	76.5%	80.2%	3.7%	0.09	288
33. I like the kind of work I do.	1.9%	2.1%	0.1%	2.9%	5.2%	2.3%	95.1%	92.7%	-2.4%	-0.10	287
34. My job is important.	1.6%	0.3%	-1.3%	1.9%	1.7%	-0.2%	96.4%	97.9%	1.5%	0.09	288
35. I am proud of the work I do.	1.3%	0.0%	-1.3%	2.6%	1.4%	-1.2%	96.1%	98.6%	2.5%	0.16	286
36. I feel appreciated for the work I do.	13.4%	11.1%	-2.3%	15.1%	19.5%	4.4%	71.5%	69.3%	-2.1%	-0.05	287
37. I am satisfied with my job.	8.8%	6.0%	-2.8%	16.0%	13.5%	-2.5%	75.2%	80.5%	5.3%	0.13	282
38. I am satisfied with the professional development opportunities provided to me by the district.	26.4%	22.3%	-4.1%	19.1%	25.3%	6.2%	54.5%	52.4%	-2.1%	-0.04	273
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	9.4%	9.8%	0.4%	48.6%	48.5%	-0.1%	42.0%	41.7%	-0.3%	-0.01	266
41. I am familiar with the functions of the Classified Employees Council.	26.4%	22.2%	-4.3%	38.3%	41.8%	3.5%	35.3%	36.0%	0.7%	0.02	275

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Pickens Technical College

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	0.0%	14.3%	14.3%	0.0%	7.1%	7.1%	100.0%	78.6%	-21.4%	-0.96	14
2. I understand my role and responsibilities as an employee of APS.	0.0%	7.1%	7.1%	0.0%	0.0%	0.0%	100.0%	92.9%	-7.1%	-0.54	14
3. I know how my work relates to the district's goals and priorities.	0.0%	7.1%	7.1%	10.0%	7.1%	-2.9%	90.0%	85.7%	-4.3%	-0.13	14
4. My work is important and contributes to the success of the district.	0.0%	0.0%	0.0%	10.0%	14.3%	4.3%	90.0%	85.7%	-4.3%	-0.13	14
5. The district sets high and realistic expectations for students.	10.0%	15.4%	5.4%	40.0%	7.7%	-32.3%	50.0%	76.9%	26.9%	0.57	13
6. Everyone in the school community is accountable for the academic success of students.	0.0%	14.3%	14.3%	10.0%	14.3%	4.3%	90.0%	71.4%	-18.6%	-0.48	14
7. Department administrators/supervisors share information regularly with employees.	10.0%	28.6%	18.6%	30.0%	42.9%	12.9%	60.0%	28.6%	-31.4%	-0.64	14
8. Clear goals and objectives have been defined for my job.	0.0%	7.1%	7.1%	20.0%	21.4%	1.4%	80.0%	71.4%	-8.6%	-0.20	14
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	0.0%	14.3%	14.3%	30.0%	42.9%	12.9%	70.0%	42.9%	-27.1%	-0.55	14
10. Decisions made in APS are based on communicated data and information.	10.0%	7.1%	-2.9%	60.0%	35.7%	-24.3%	30.0%	57.1%	27.1%	0.55	14
11. I trust the people who make decisions that affect me in the district.	0.0%	7.1%	7.1%	70.0%	42.9%	-27.1%	30.0%	50.0%	20.0%	0.41	14
12. I trust the people who make decisions that affect me in my school/department.	0.0%	35.7%	35.7%	40.0%	42.9%	2.9%	60.0%	21.4%	-38.6%	-0.81	14
13. There is a spirit of teamwork and cooperation at my work site.	10.0%	0.0%	-10.0%	30.0%	42.9%	12.9%	60.0%	57.1%	-2.9%	-0.06	14
14. I feel free to express my professional opinions at work.	0.0%	21.4%	21.4%	40.0%	21.4%	-18.6%	60.0%	57.1%	-2.9%	-0.06	14
15. I feel valued as an employee of APS.	0.0%	7.1%	7.1%	40.0%	14.3%	-25.7%	60.0%	78.6%	18.6%	0.41	14
16. There is a professional atmosphere for staff working in APS.	10.0%	7.1%	-2.9%	30.0%	28.6%	-1.4%	60.0%	64.3%	4.3%	0.09	14
17. I am treated with respect by my supervisor.	0.0%	7.1%	7.1%	10.0%	7.1%	-2.9%	90.0%	85.7%	-4.3%	-0.13	14
18. I am treated with respect by my co-workers.	10.0%	0.0%	-10.0%	0.0%	21.4%	21.4%	90.0%	78.6%	-11.4%	-0.32	14
19. My ideas and suggestions are respected by my supervisor.	0.0%	7.1%	7.1%	11.1%	28.6%	17.5%	88.9%	64.3%	-24.6%	-0.60	14
20. My ideas and suggestions are respected by my co-workers.	10.0%	7.1%	-2.9%	10.0%	14.3%	4.3%	80.0%	78.6%	-1.4%	-0.04	14
21. I receive the necessary training to do high quality work.	20.0%	7.7%	-12.3%	20.0%	23.1%	3.1%	60.0%	69.2%	9.2%	0.19	13
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	11.1%	7.7%	-3.4%	22.2%	46.2%	23.9%	66.7%	46.2%	-20.5%	-0.42	13
23. I have the necessary tools I need to do high quality work efficiently.	11.1%	21.4%	10.3%	0.0%	0.0%	0.0%	88.9%	78.6%	-10.3%	-0.28	14
26. My principal/supervisor has a clear understanding of my skills and abilities.	0.0%	14.3%	14.3%	44.4%	14.3%	-30.2%	55.6%	71.4%	15.9%	0.33	14
27. My performance evaluations are fair.	10.0%	7.7%	-2.3%	0.0%	7.7%	7.7%	90.0%	84.6%	-5.4%	-0.16	13
30. Employees are treated fairly and consistently at my site.	20.0%	21.4%	1.4%	20.0%	42.9%	22.9%	60.0%	35.7%	-24.3%	-0.49	14
32. I feel safe in the workplace.	20.0%	14.3%	-5.7%	10.0%	14.3%	4.3%	70.0%	71.4%	1.4%	0.03	14
33. I like the kind of work I do.	0.0%	7.1%	7.1%	0.0%	14.3%	14.3%	100.0%	78.6%	-21.4%	-0.96	14
34. My job is important.	0.0%	7.1%	7.1%	0.0%	0.0%	0.0%	100.0%	92.9%	-7.1%	-0.54	14
35. I am proud of the work I do.	0.0%	0.0%	0.0%	0.0%	7.1%	7.1%	100.0%	92.9%	-7.1%	-0.54	14
36. I feel appreciated for the work I do.	0.0%	7.1%	7.1%	10.0%	14.3%	4.3%	90.0%	78.6%	-11.4%	-0.32	14
37. I am satisfied with my job.	0.0%	7.1%	7.1%	10.0%	14.3%	4.3%	90.0%	78.6%	-11.4%	-0.32	14
38. I am satisfied with the professional development opportunities provided to me by the district.	30.0%	21.4%	-8.6%	10.0%	35.7%	25.7%	60.0%	42.9%	-17.1%	-0.34	14
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	0.0%	8.3%	8.3%	44.4%	41.7%	-2.8%	55.6%	50.0%	-5.6%	-0.11	12
41. I am familiar with the functions of the Classified Employees Council.	10.0%	21.4%	11.4%	20.0%	28.6%	8.6%	70.0%	50.0%	-20.0%	-0.41	14

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. 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 (2014-15): Historical Comparisons
Division of Accountability and Research
Transportation

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2014	2015	Change	2014	2015	Change	2014	2015	Change		
1. APS has set a clear direction for improving student achievement.	16.7%	4.9%	-11.8%	30.0%	51.2%	21.2%	53.3%	43.9%	-9.4%	-0.19	41
2. I understand my role and responsibilities as an employee of APS.	6.5%	9.1%	2.6%	6.5%	2.3%	-4.2%	87.1%	88.6%	1.5%	0.05	44
3. I know how my work relates to the district's goals and priorities.	6.9%	4.5%	-2.4%	34.5%	13.6%	-20.8%	58.6%	81.8%	23.2%	0.52	44
4. My work is important and contributes to the success of the district.	6.7%	4.5%	-2.1%	20.0%	11.4%	-8.6%	73.3%	84.1%	10.8%	0.26	44
5. The district sets high and realistic expectations for students.	12.9%	10.3%	-2.6%	35.5%	43.6%	8.1%	51.6%	46.2%	-5.5%	-0.11	39
6. Everyone in the school community is accountable for the academic success of students.	12.9%	16.7%	3.8%	19.4%	23.8%	4.5%	67.7%	59.5%	-8.2%	-0.17	42
7. Department administrators/supervisors share information regularly with employees.	46.7%	50.0%	3.3%	23.3%	11.4%	-12.0%	30.0%	38.6%	8.6%	0.18	44
8. Clear goals and objectives have been defined for my job.	29.0%	18.2%	-10.9%	19.4%	29.5%	10.2%	51.6%	52.3%	0.7%	0.01	44
9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.	45.2%	31.8%	-13.3%	29.0%	20.5%	-8.6%	25.8%	47.7%	21.9%	0.46	44
10. Decisions made in APS are based on communicated data and information.	43.3%	35.7%	-7.6%	40.0%	33.3%	-6.7%	16.7%	31.0%	14.3%	0.34	42
11. I trust the people who make decisions that affect me in the district.	44.8%	39.5%	-5.3%	41.4%	37.2%	-4.2%	13.8%	23.3%	9.5%	0.25	43
12. I trust the people who make decisions that affect me in my school/department.	36.7%	37.2%	0.5%	40.0%	34.9%	-5.1%	23.3%	27.9%	4.6%	0.10	43
13. There is a spirit of teamwork and cooperation at my work site.	56.7%	50.0%	-6.7%	23.3%	20.5%	-2.9%	20.0%	29.5%	9.5%	0.22	44
14. I feel free to express my professional opinions at work.	41.4%	40.9%	-0.5%	17.2%	18.2%	0.9%	41.4%	40.9%	-0.5%	-0.01	44
15. I feel valued as an employee of APS.	39.3%	39.5%	0.2%	32.1%	23.3%	-8.9%	28.6%	37.2%	8.6%	0.18	43
16. There is a professional atmosphere for staff working in APS.	51.6%	31.8%	-19.8%	19.4%	36.4%	17.0%	29.0%	31.8%	2.8%	0.06	44
17. I am treated with respect by my supervisor.	25.8%	31.8%	6.0%	25.8%	6.8%	-19.0%	48.4%	61.4%	13.0%	0.26	44
18. I am treated with respect by my co-workers.	16.7%	11.6%	-5.0%	20.0%	20.9%	0.9%	63.3%	67.4%	4.1%	0.09	43
19. My ideas and suggestions are respected by my supervisor.	34.5%	34.1%	-0.3%	27.6%	14.6%	-13.0%	37.9%	51.2%	13.3%	0.27	41
20. My ideas and suggestions are respected by my co-workers.	12.9%	11.6%	-1.3%	22.6%	27.9%	5.3%	64.5%	60.5%	-4.1%	-0.08	43
21. I receive the necessary training to do high quality work.	16.1%	18.2%	2.1%	32.3%	20.5%	-11.8%	51.6%	61.4%	9.8%	0.20	44
22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council).	37.9%	26.8%	-11.1%	37.9%	41.5%	3.5%	24.1%	31.7%	7.6%	0.17	41
23. I have the necessary tools I need to do high quality work efficiently.	32.3%	25.6%	-6.7%	32.3%	20.9%	-11.3%	35.5%	53.5%	18.0%	0.36	43
26. My principal/supervisor has a clear understanding of my skills and abilities.	20.0%	31.7%	11.7%	33.3%	24.4%	-8.9%	46.7%	43.9%	-2.8%	-0.06	41
27. My performance evaluations are fair.	16.7%	18.6%	1.9%	36.7%	27.9%	-8.8%	46.7%	53.5%	6.8%	0.14	43
30. Employees are treated fairly and consistently at my site.	58.1%	54.8%	-3.3%	29.0%	7.1%	-21.9%	12.9%	38.1%	25.2%	0.60	42
32. I feel safe in the workplace.	16.7%	22.7%	6.1%	20.0%	13.6%	-6.4%	63.3%	63.6%	0.3%	0.01	44
33. I like the kind of work I do.	3.2%	2.3%	-1.0%	6.5%	6.8%	0.4%	90.3%	90.9%	0.6%	0.02	44
34. My job is important.	3.2%	2.3%	-0.9%	3.2%	11.6%	8.4%	93.5%	86.0%	-7.5%	-0.25	43
35. I am proud of the work I do.	3.2%	2.3%	-1.0%	0.0%	2.3%	2.3%	96.8%	95.5%	-1.3%	-0.07	44
36. I feel appreciated for the work I do.	25.8%	34.1%	8.3%	29.0%	14.6%	-14.4%	45.2%	51.2%	6.1%	0.12	41
37. I am satisfied with my job.	19.4%	14.3%	-5.1%	19.4%	21.4%	2.1%	61.3%	64.3%	3.0%	0.06	42
38. I am satisfied with the professional development opportunities provided to me by the district.	26.7%	28.6%	1.9%	40.0%	47.6%	7.6%	33.3%	23.8%	-9.5%	-0.21	42
40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.	23.3%	21.1%	-2.3%	46.7%	60.5%	13.9%	30.0%	18.4%	-11.6%	-0.27	38
41. I am familiar with the functions of the Classified Employees Council.	23.3%	16.7%	-6.7%	43.3%	54.8%	11.4%	33.3%	28.6%	-4.8%	-0.10	42

Note. Total respondents = 787. All responses of "not applicable" have been omitted. Questions without a historical comparison are omitted. Any question with 10 or fewer responses was also omitted.

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