

Aurora Public Schools

Department of Accountability and Data Reporting



**Aurora Public Schools Classified Climate Survey 2017-18
Results**



Historical Comparison: APS Classified Survey Detailed Analysis with Effect Sizes

Show:
Detailed Analysis with Effect Sizes

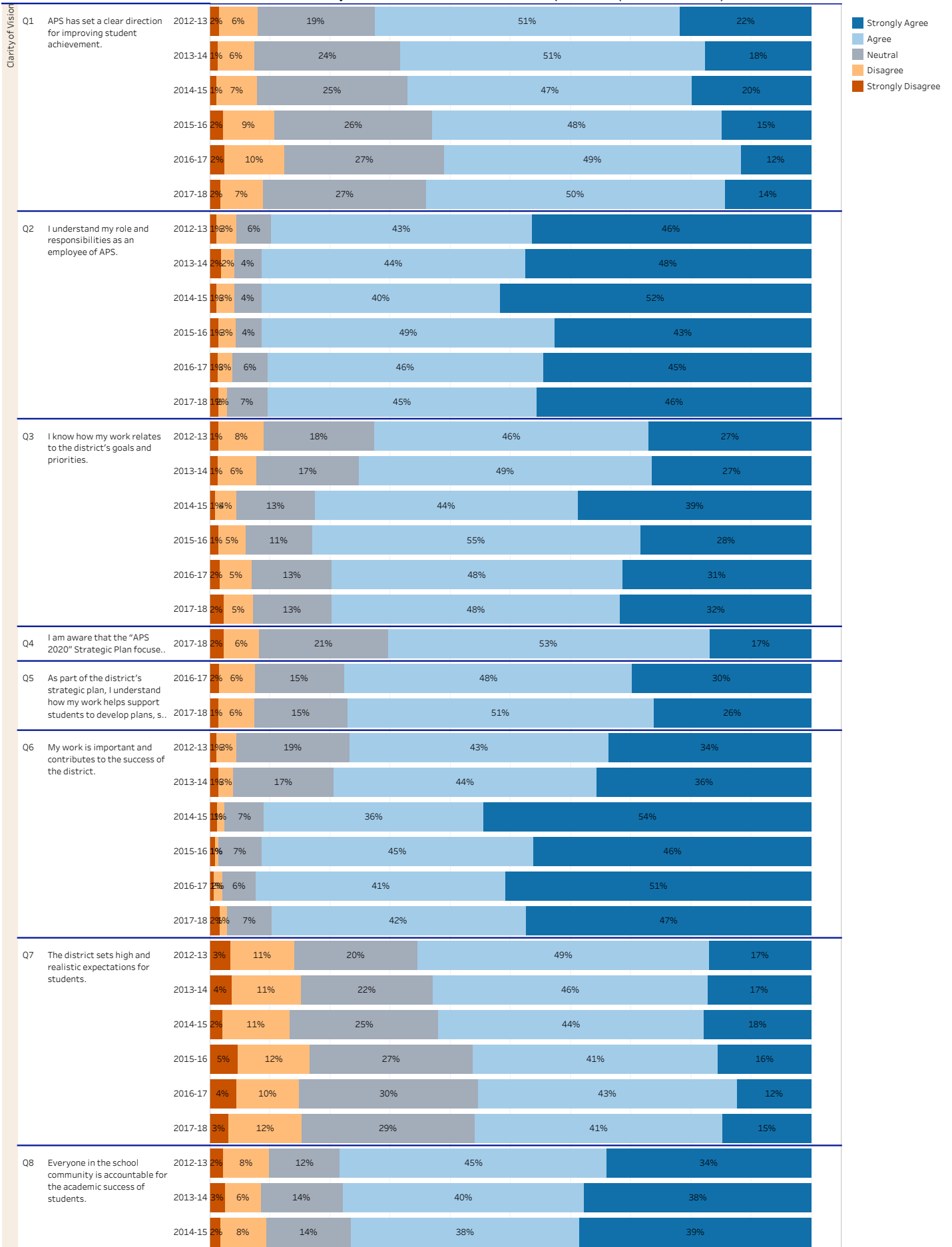
		Agr/Str. Agr	1-Yr Change	5-Yr Change	1-Yr ES*	5-Yr ES*
Clarity of Vision	Q1 APS has set a clear direction for improving student achievement.	64.0%	3.0%	-8.6%	0.06	-0.18
	Q2 I understand my role and responsibilities as an employee of APS.	90.3%	0.0%	0.5%	0.00	0.02
	Q3 I know how my work relates to the district's goals and priorities.	79.8%	0.1%	7.1%	0.00	0.17
	Q4 I am aware that the "APS 2020" Strategic Plan focuses on ensuring every student will h..	70.3%	--	--	--	--
	Q5 As part of the district's strategic plan, I understand how my work helps support student..	77.1%	-0.6%	--	-0.01	--
	Q6 My work is important and contributes to the success of the district.	89.6%	-2.6%	12.9%	-0.09	0.35
	Q7 The district sets high and realistic expectations for students.	56.0%	0.5%	-9.6%	0.01	-0.20
	Q8 Everyone in the school community is accountable for the academic success of students.	76.3%	-0.8%	-2.2%	-0.02	-0.05
Communication	Q9 Department administrators/supervisors share information regularly with employees.	56.4%	-0.2%	3.6%	0.00	0.07
	Q10 Clear goals and objectives have been defined for my job.	72.8%	-2.4%	0.4%	-0.05	0.01
	Q11 My supervisor encourages me to provide suggestions on ways to improve programs or s..	66.8%	-2.7%	2.9%	-0.06	0.06
	Q12 Decisions made in APS are based on communicated data and information.	47.2%	-0.4%	-3.0%	-0.01	-0.06
	Q16 I feel free to express my professional opinions at work.	64.2%	-1.5%	4.2%	-0.03	0.09
	Q21 My ideas and suggestions are respected by my supervisor.	69.3%	-2.8%	0.5%	-0.06	0.01
Program Support	Q22 My ideas and suggestions are respected by my co-workers.	75.0%	-2.8%	2.0%	-0.07	0.05
	Q23 I receive the necessary training to do high quality work.	64.4%	-2.4%	1.1%	-0.05	0.02
	Q24 My supervisor supports and encourages my desire to participate in district committees ..	53.4%	-4.2%	0.5%	-0.08	0.01
	Q25 I have the necessary tools I need to do high quality work efficiently.	68.8%	-2.1%	0.5%	-0.05	0.01
	Q40 I am satisfied with the professional development opportunities provided to me by the di..	50.1%	-3.9%	-2.8%	-0.08	-0.06
	Q41a I feel prepared to deal with each of the following emergency situations: Lockdown	86.5%	-3.1%	--	-0.09	--
	Q41b I feel prepared to deal with each of the following emergency situations: Tornado	85.8%	-1.7%	--	-0.05	--
	Q41c I feel prepared to deal with each of the following emergency situations: Fire Drill	91.3%	-1.8%	--	-0.07	--
Trust & Morale	Q42 Based on my experience there's a positive relationship between the Classified Employe..	37.0%	-5.4%	-9.1%	-0.11	-0.18
	Q43 I am familiar with the functions of the Classified Employees Council.	32.6%	-6.1%	-13.6%	-0.13	-0.28
	Q13 I trust the people who make decisions that affect me in the district.	39.5%	-0.2%	-5.0%	0.00	-0.10
	Q14 I trust the people who make decisions that affect me in my school/department.	56.9%	-2.1%	-0.8%	-0.04	-0.02
	Q17 I feel valued as an employee of APS.	59.2%	-1.8%	-1.4%	-0.04	-0.03
	Q19 I am treated with respect by my supervisor.	79.5%	-0.9%	2.6%	-0.02	0.06
	Q20 I am treated with respect by my co-workers.	80.0%	-4.2%	1.2%	-0.11	0.03
	Q26 I am given opportunities to influence decisions at my school/department.	55.4%	-2.0%	--	-0.04	--
	Q27 I am given opportunities to influence decisions at the district.	27.3%	-6.6%	--	-0.14	--
	Q35 I like the kind of work I do.	91.8%	-2.1%	-1.2%	-0.08	-0.04
Work Conditions	Q36 My job is important.	95.7%	-0.7%	0.9%	-0.03	0.04
	Q37 I am proud of the work I do.	96.8%	-0.8%	0.5%	-0.05	0.02
	Q38 I feel appreciated for the work I do.	69.9%	-1.4%	0.5%	-0.03	0.01
	Q39 I am satisfied with my job.	78.2%	-3.6%	1.4%	-0.09	0.03
	Q15 There is a spirit of teamwork and cooperation at my work site.	62.4%	-4.1%	3.1%	-0.09	0.06
	Q18 There is a professional atmosphere for staff working in APS.	64.1%	0.6%	-0.7%	0.01	-0.01
	Q28 My principal/supervisor has a clear understanding of my skills and abilities.	70.6%	-4.0%	-0.8%	-0.09	-0.02
	Q29 My performance evaluations are fair.	73.6%	-4.7%	-1.9%	-0.11	-0.04
	Q30 The process for performance evaluations is clear.	65.2%	-5.8%	--	-0.12	--
	Q31 The process for performance evaluations is being followed.	63.0%	-6.4%	--	-0.14	--
Q32 Employees are treated fairly and consistently at my site.	57.3%	-4.3%	0.0%	-0.09	0.00	
Q33 Staff at my site respect people from different backgrounds and cultures.	78.6%	-2.8%	--	-0.07	--	
Q34 I feel safe in the workplace.	79.8%	-2.7%	3.0%	-0.07	0.07	

Note: All responses of "don't know" and "not applicable" were omitted from this analysis.

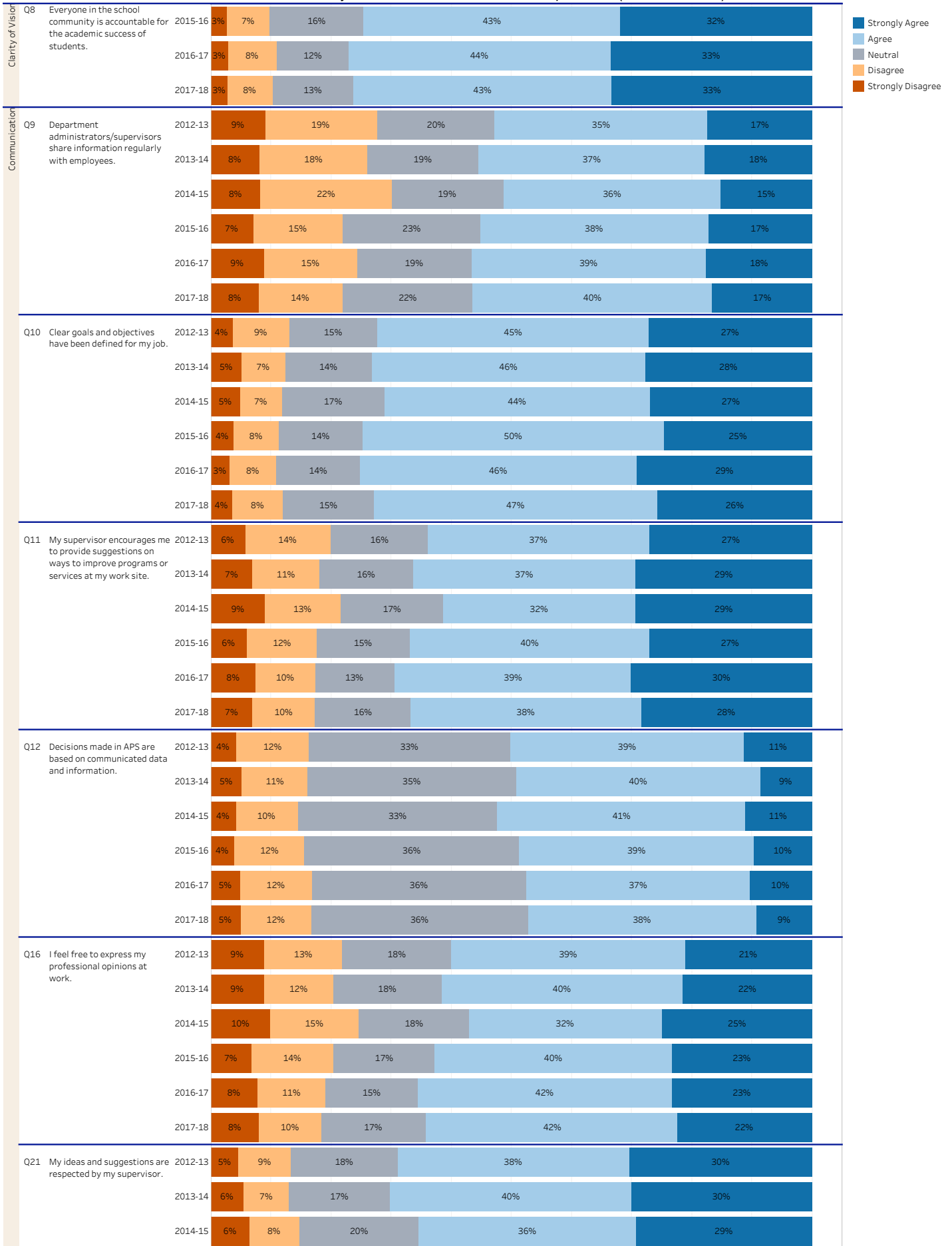
N Survey Respondents for 2016-17=800; N for 2015-16=887; N for 2011-12=1005.

*ES=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 Blue (+) or Orange(-) text.

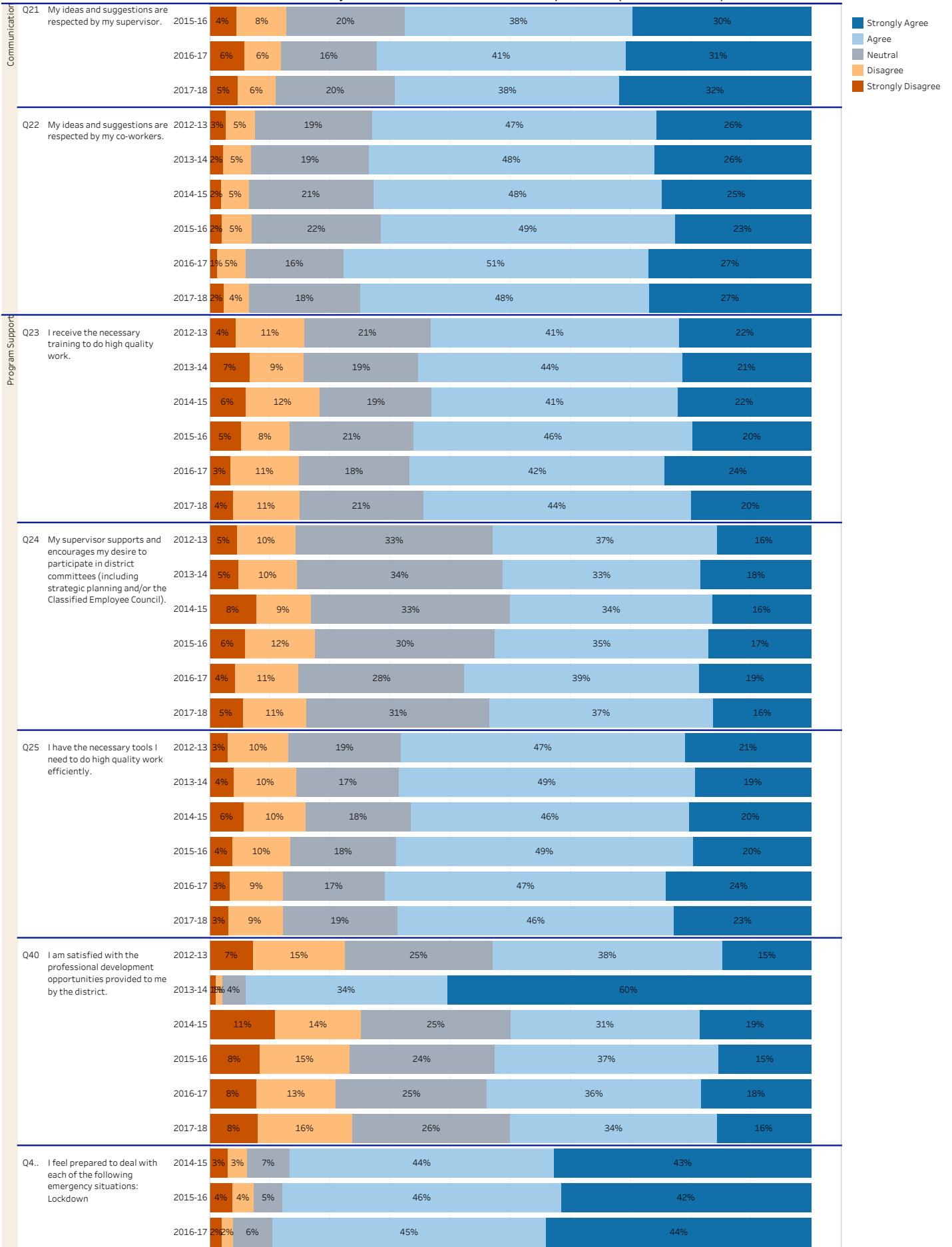
Classified Survey 2017-18 and Prior Years-All Respondents (2017-18 N=809)



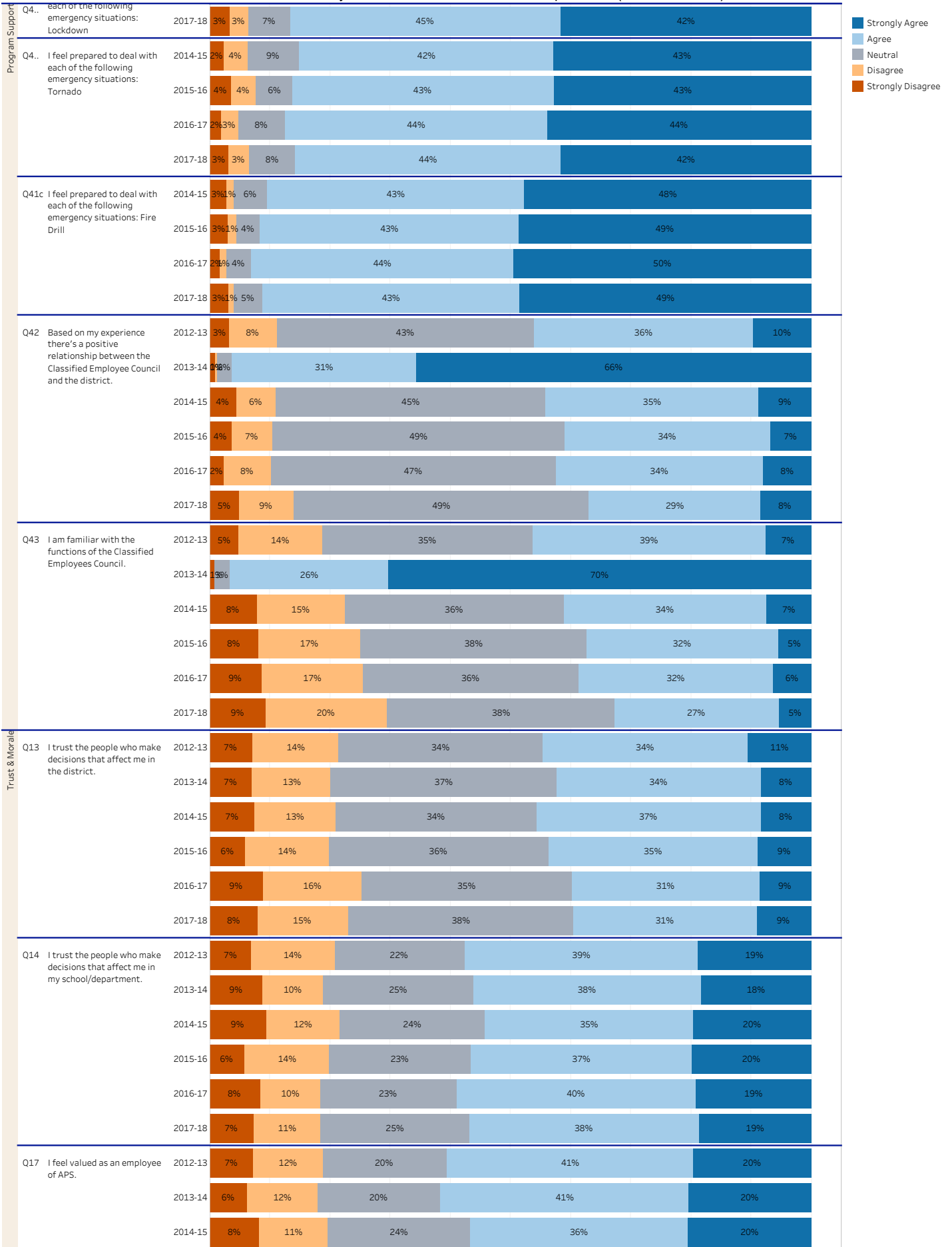
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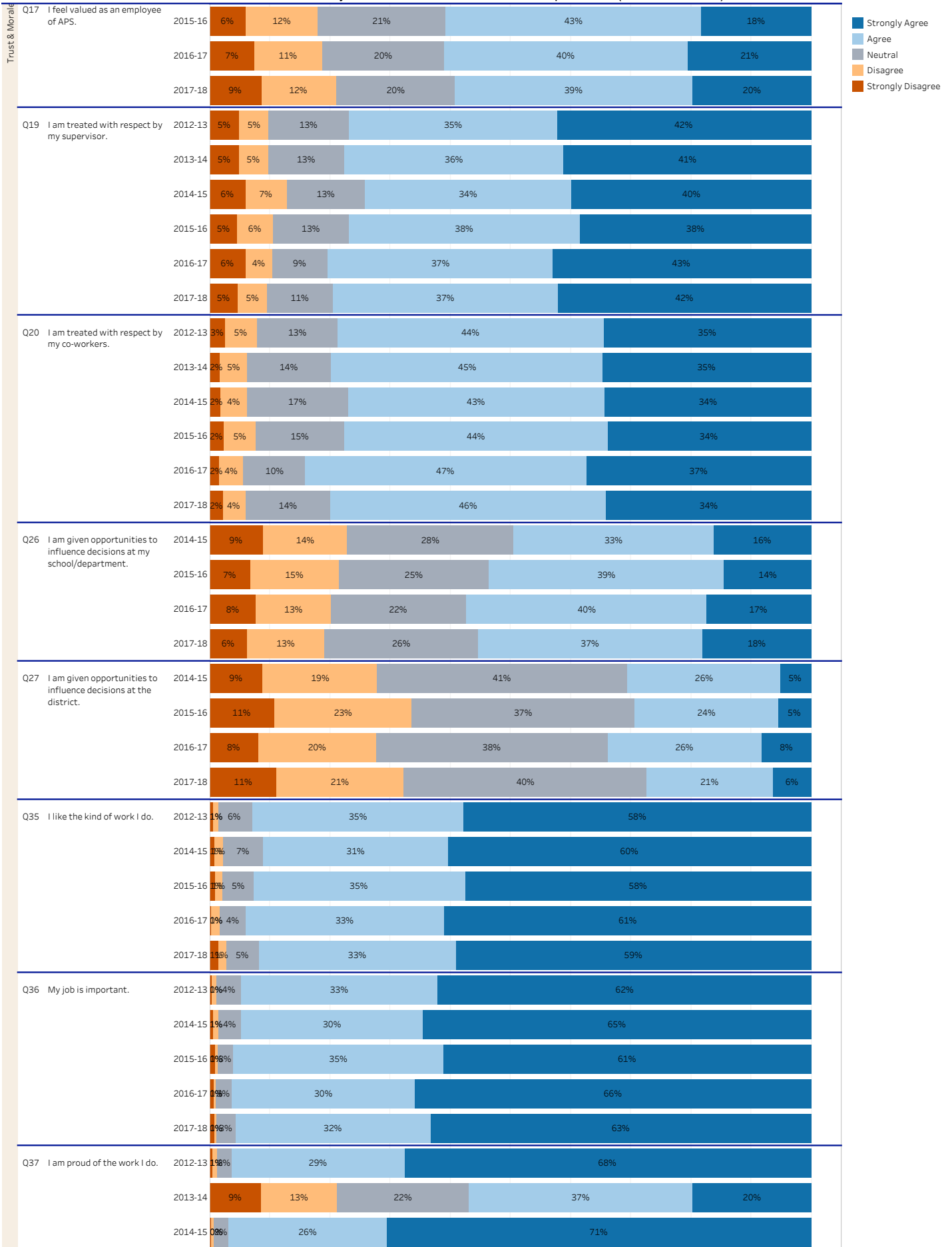
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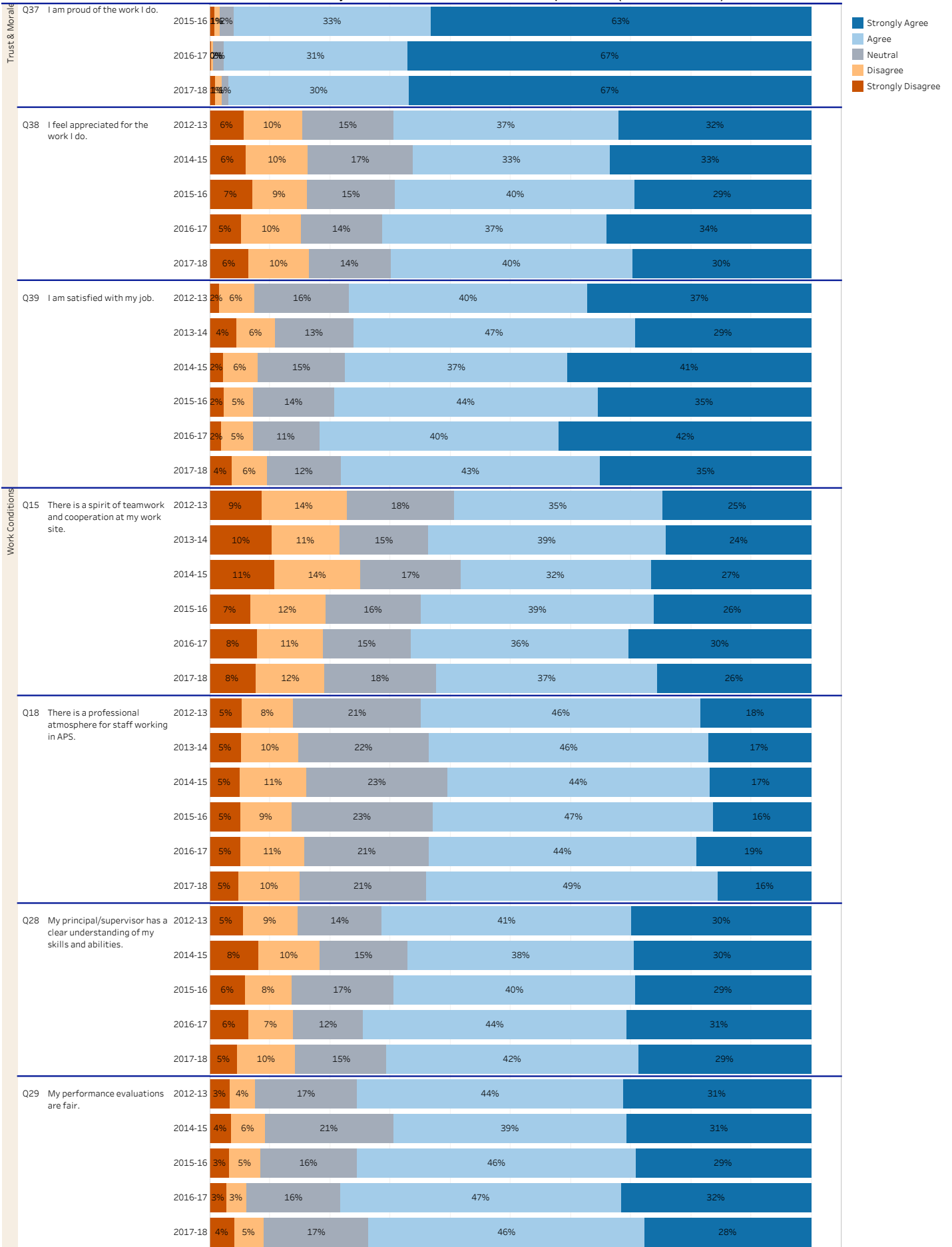
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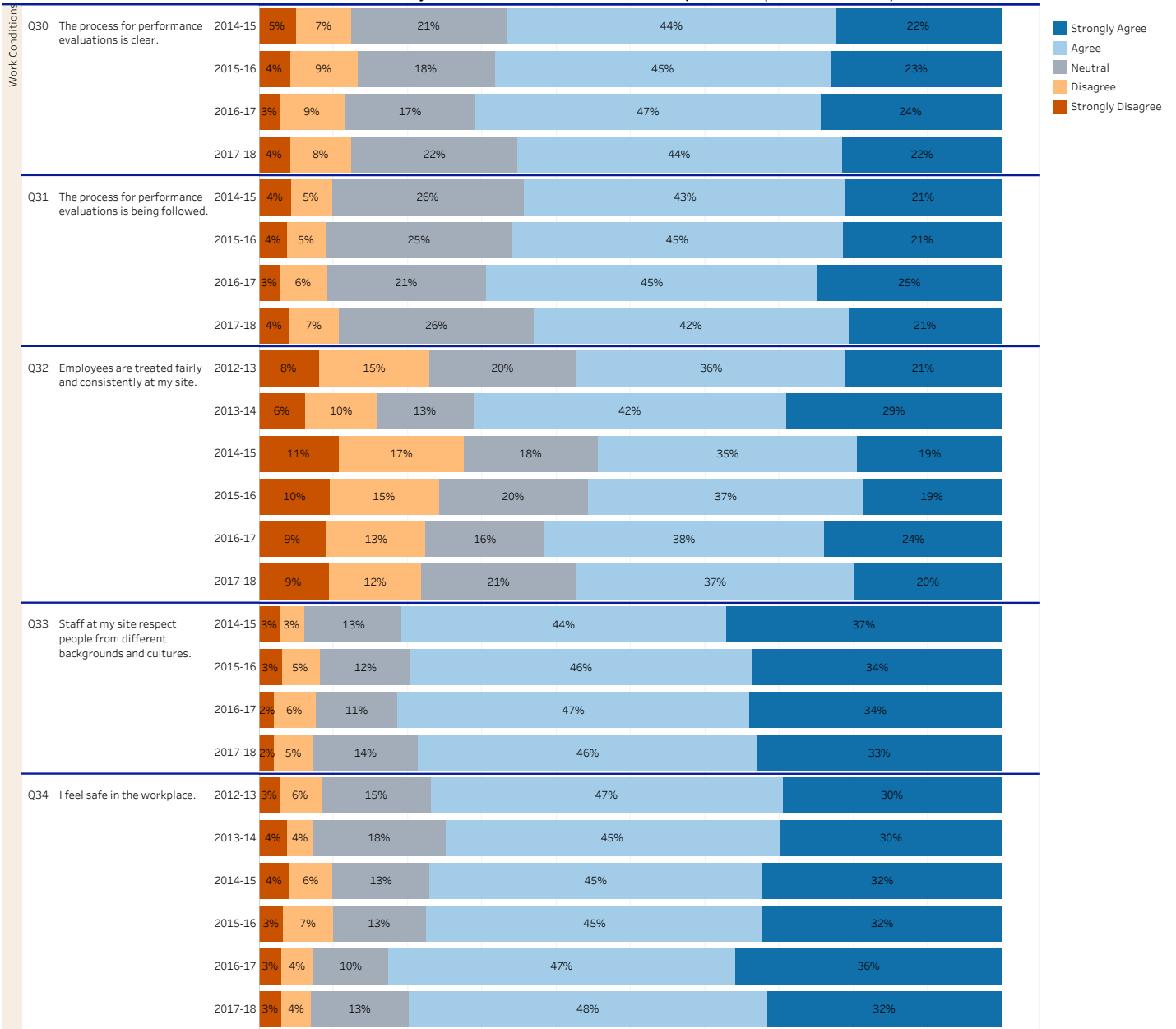
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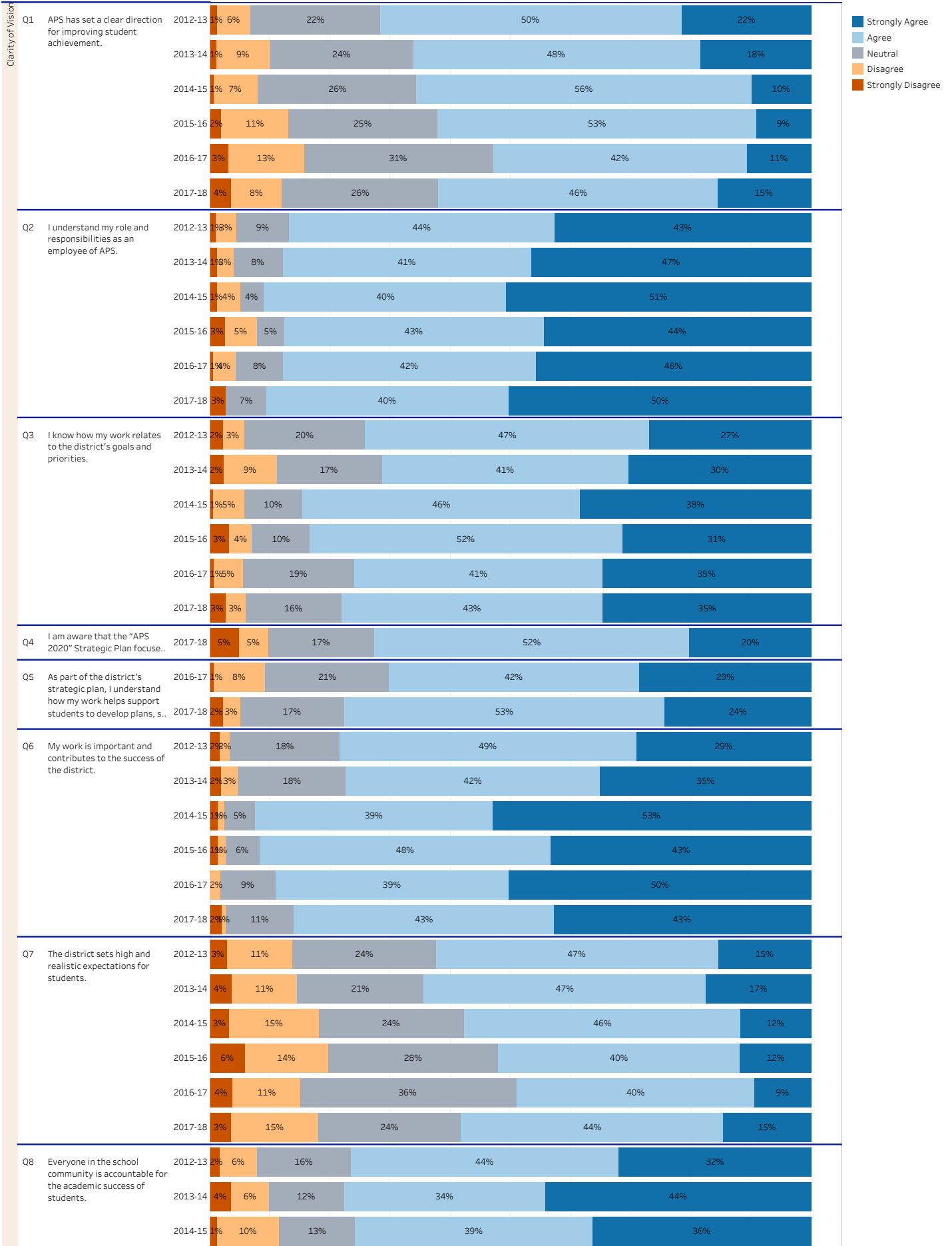
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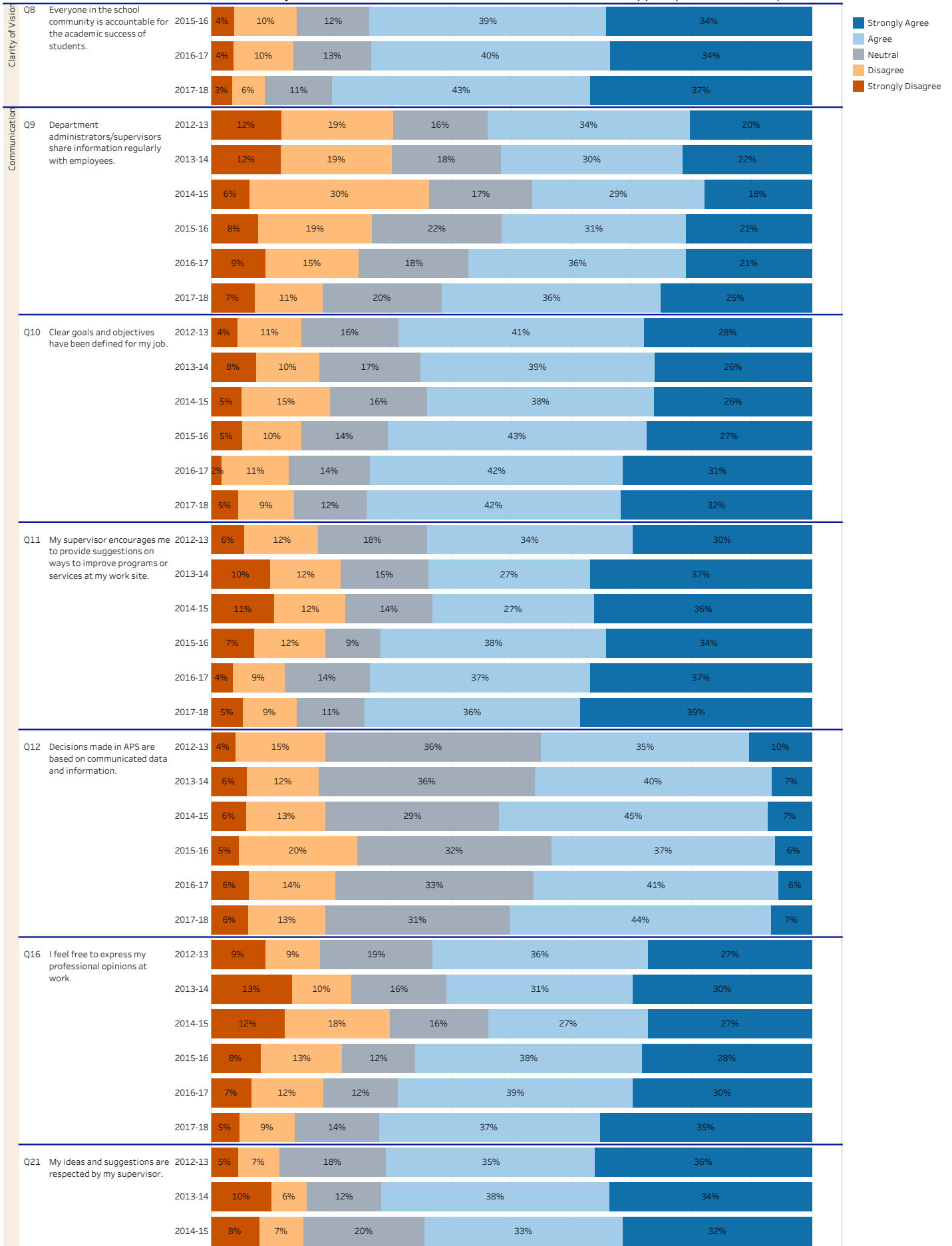
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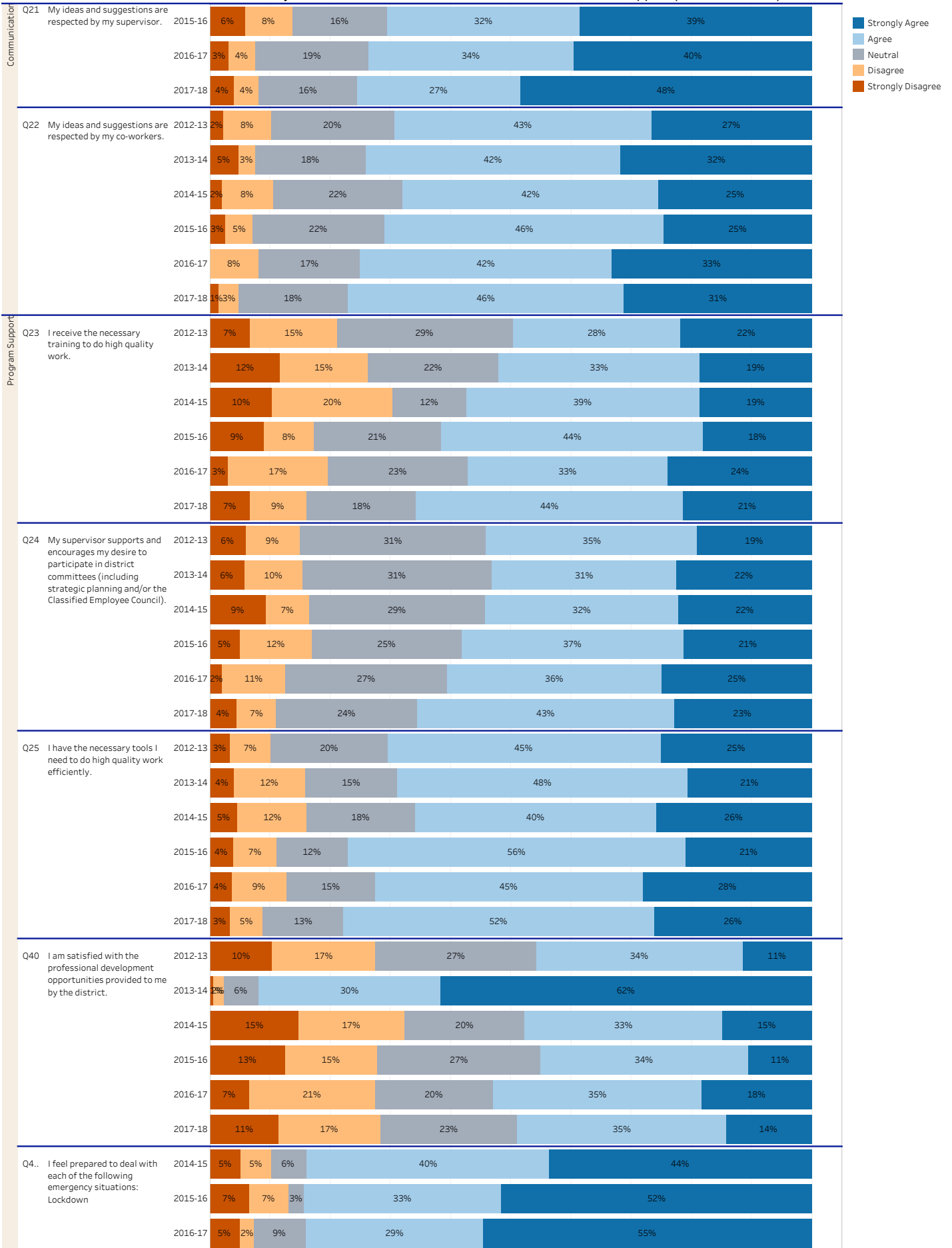
Classified Survey 2017-18 and Prior Years-Administrative/Secretarial Support (2017-18 N=138)



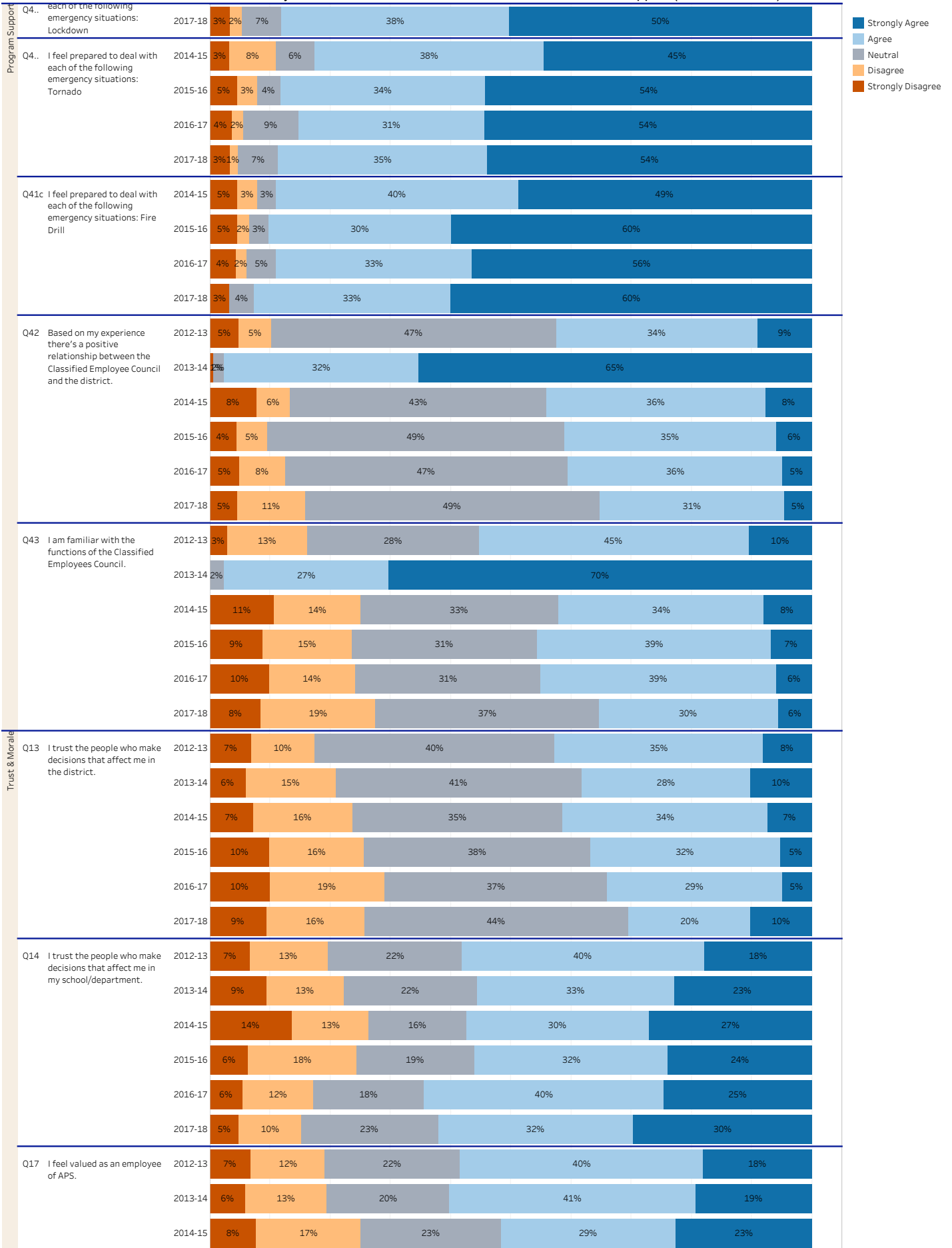
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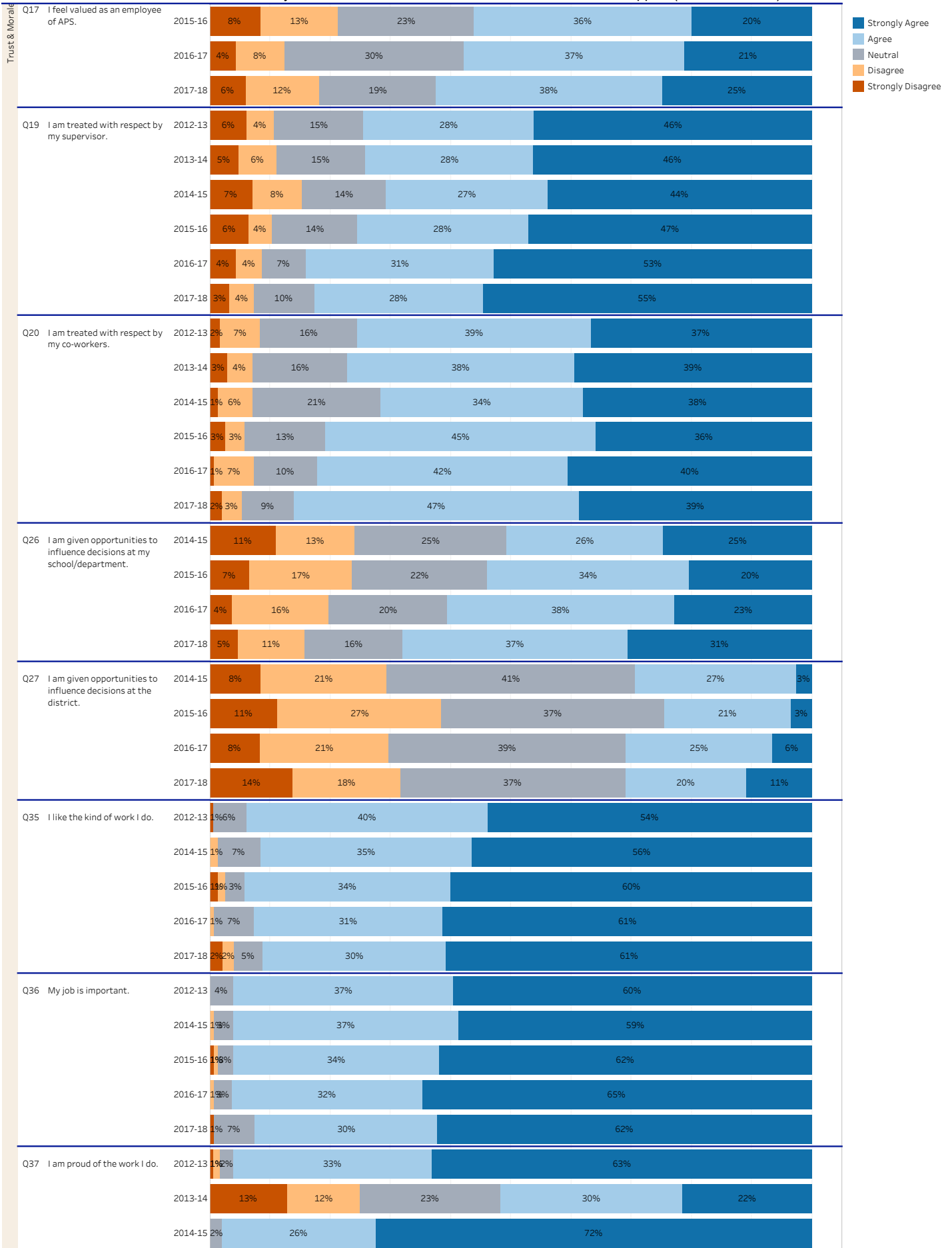
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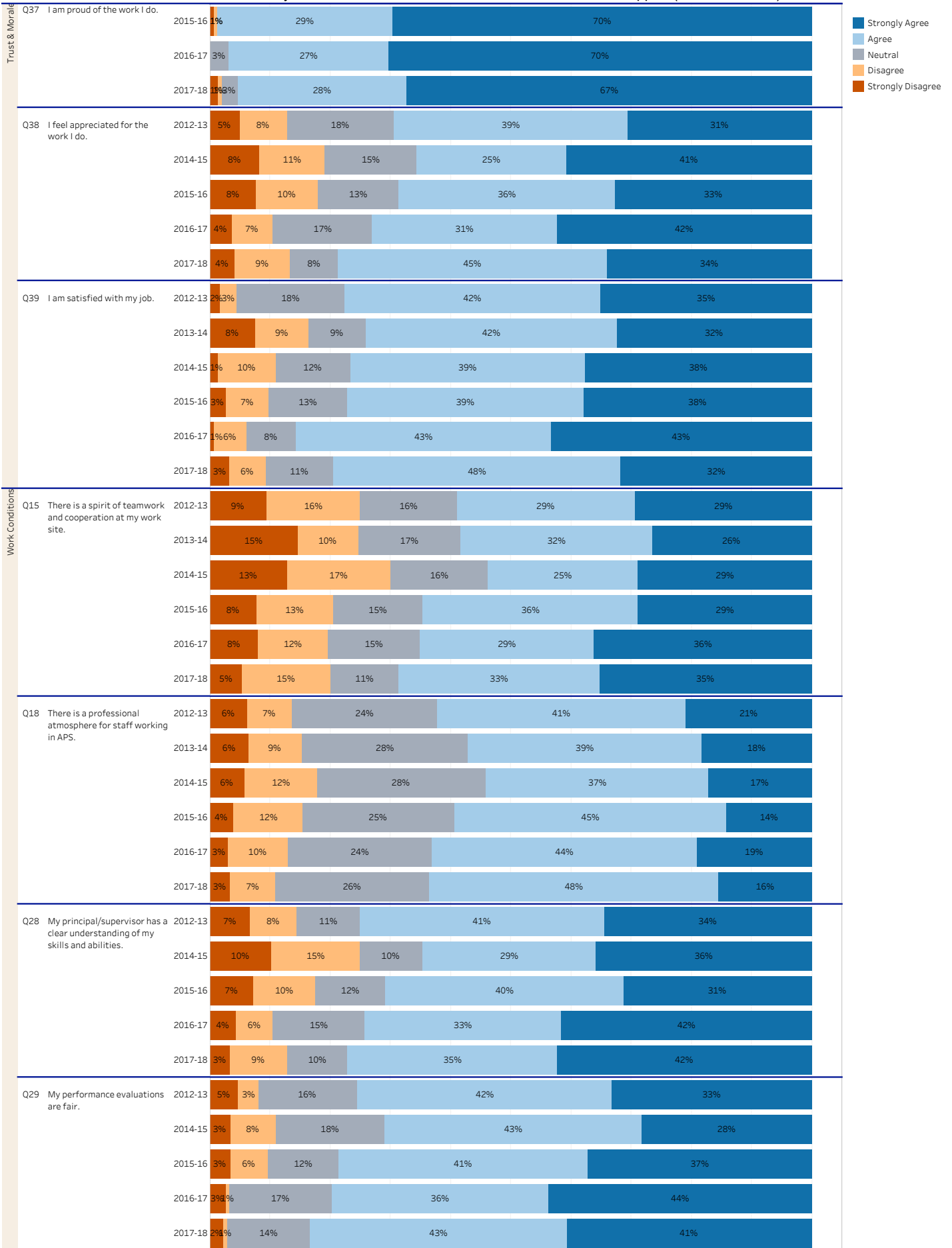
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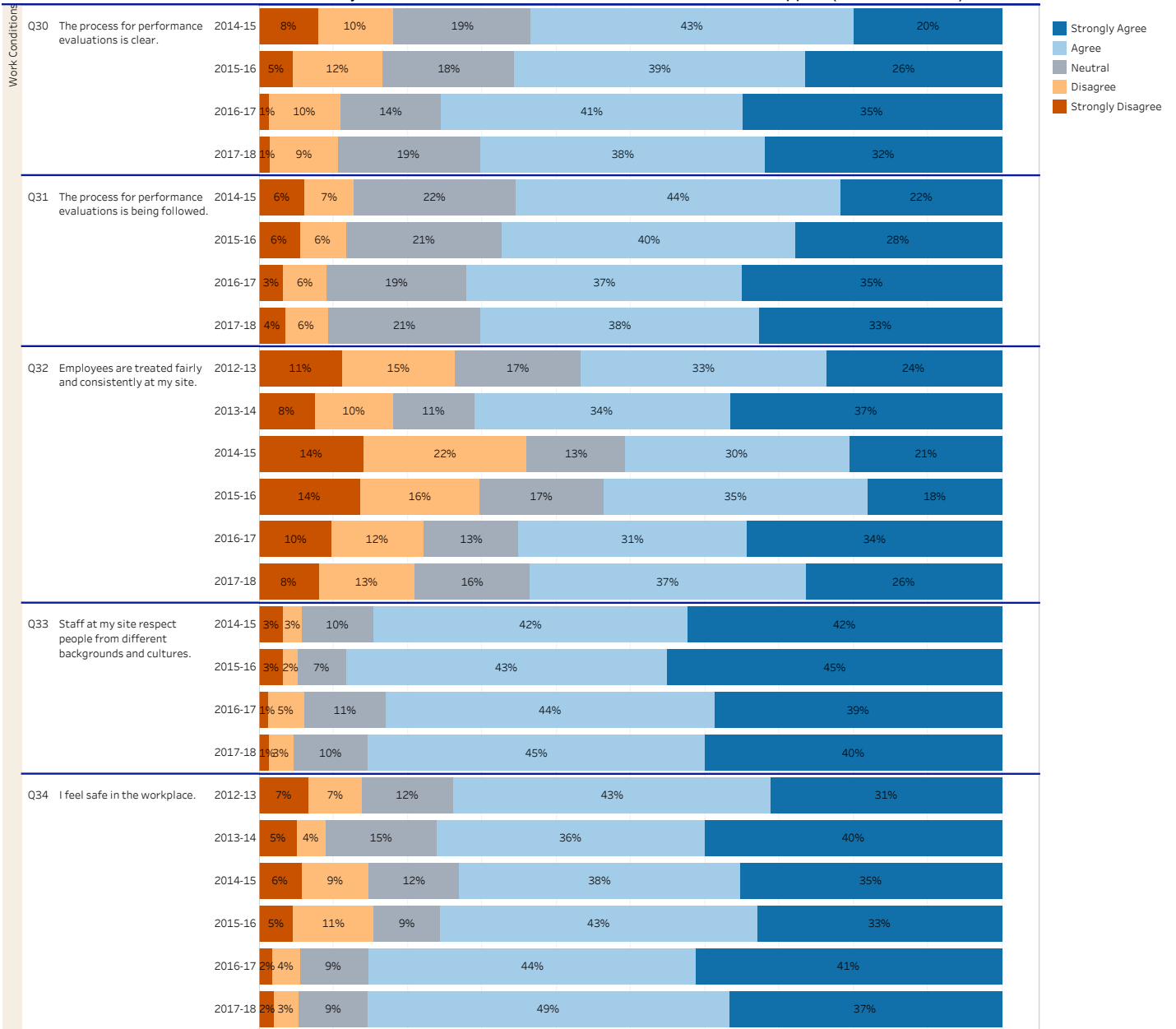
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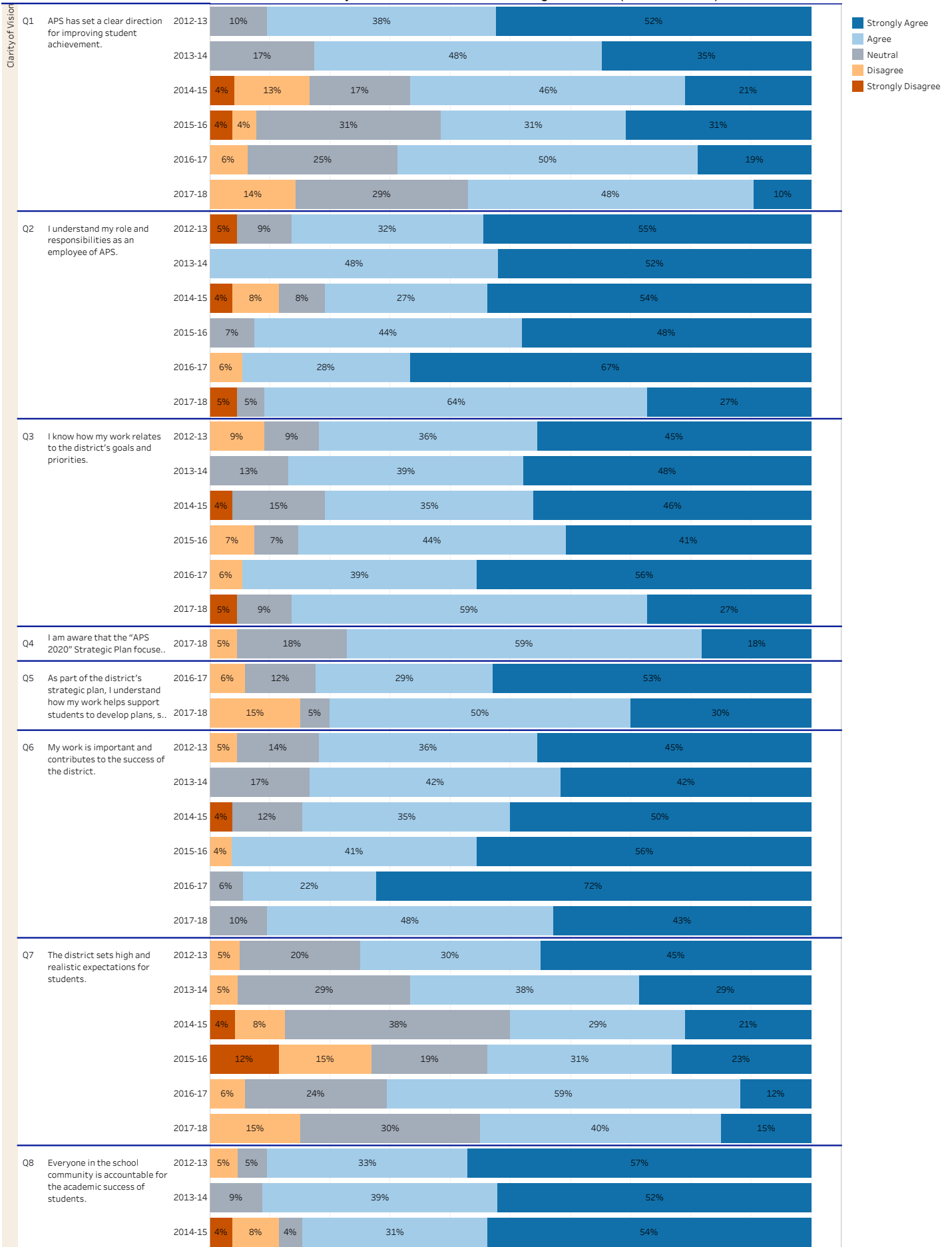
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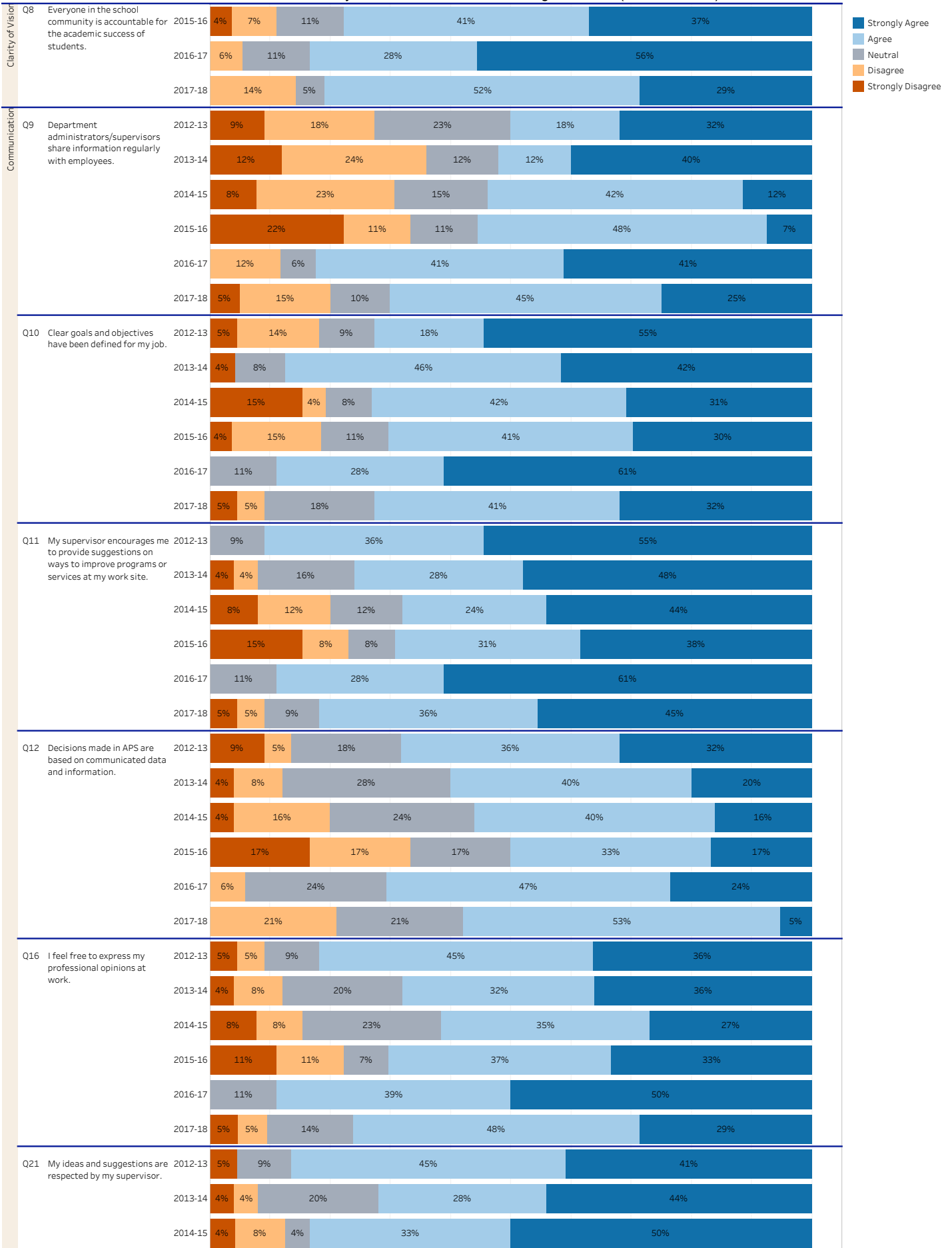
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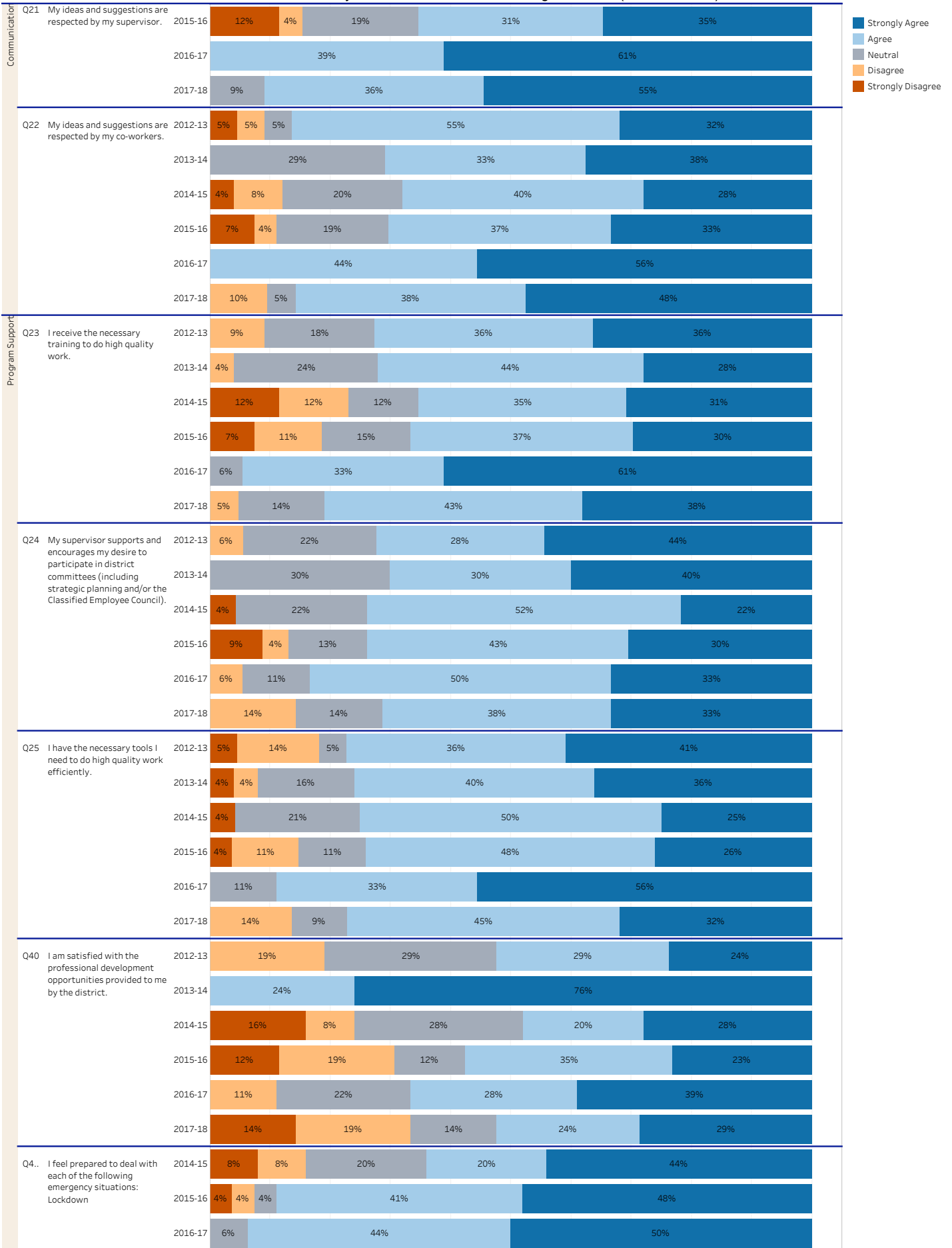
Classified Survey 2017-18 and Prior Years-Budget/Finance (2017-18 N=21)



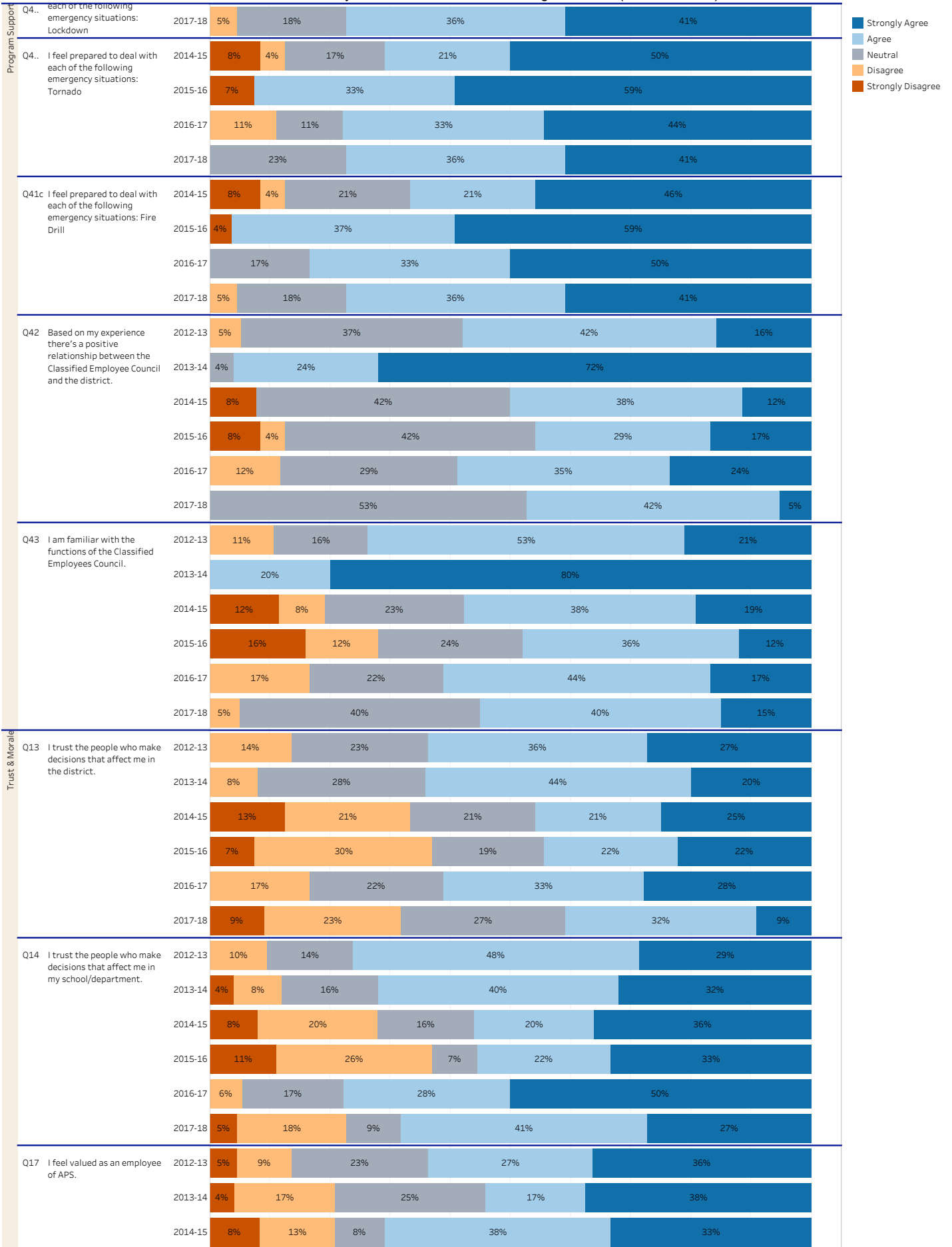
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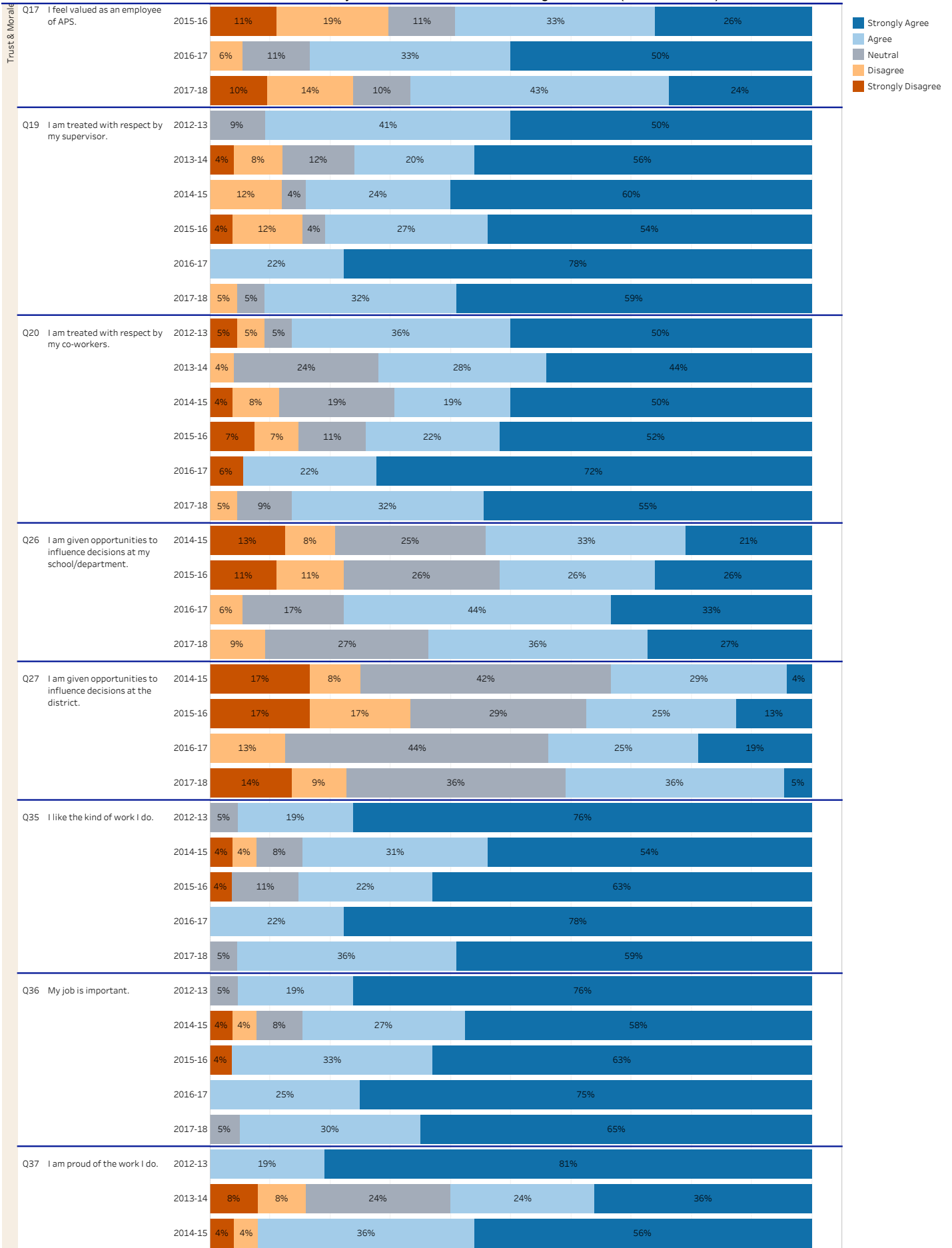
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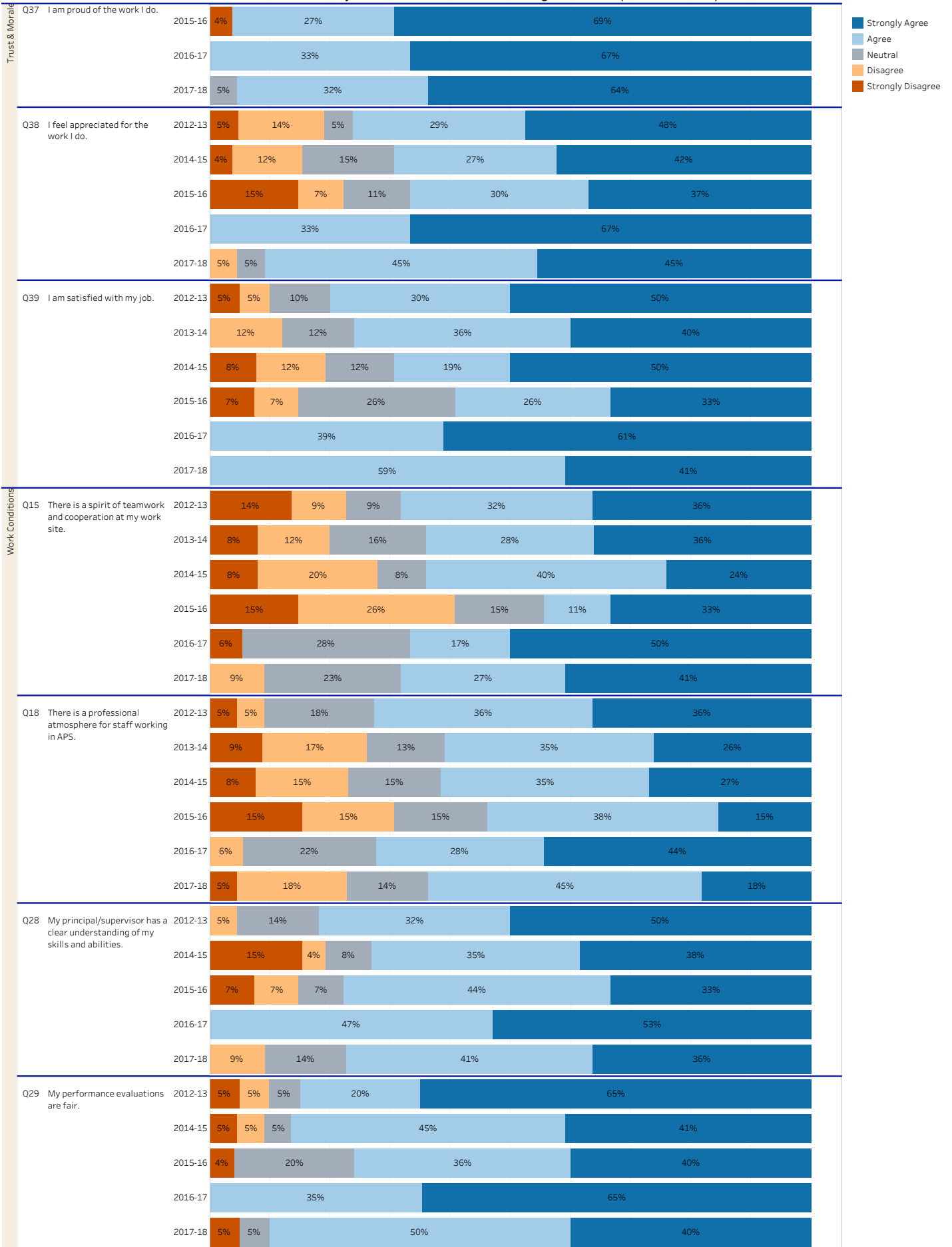
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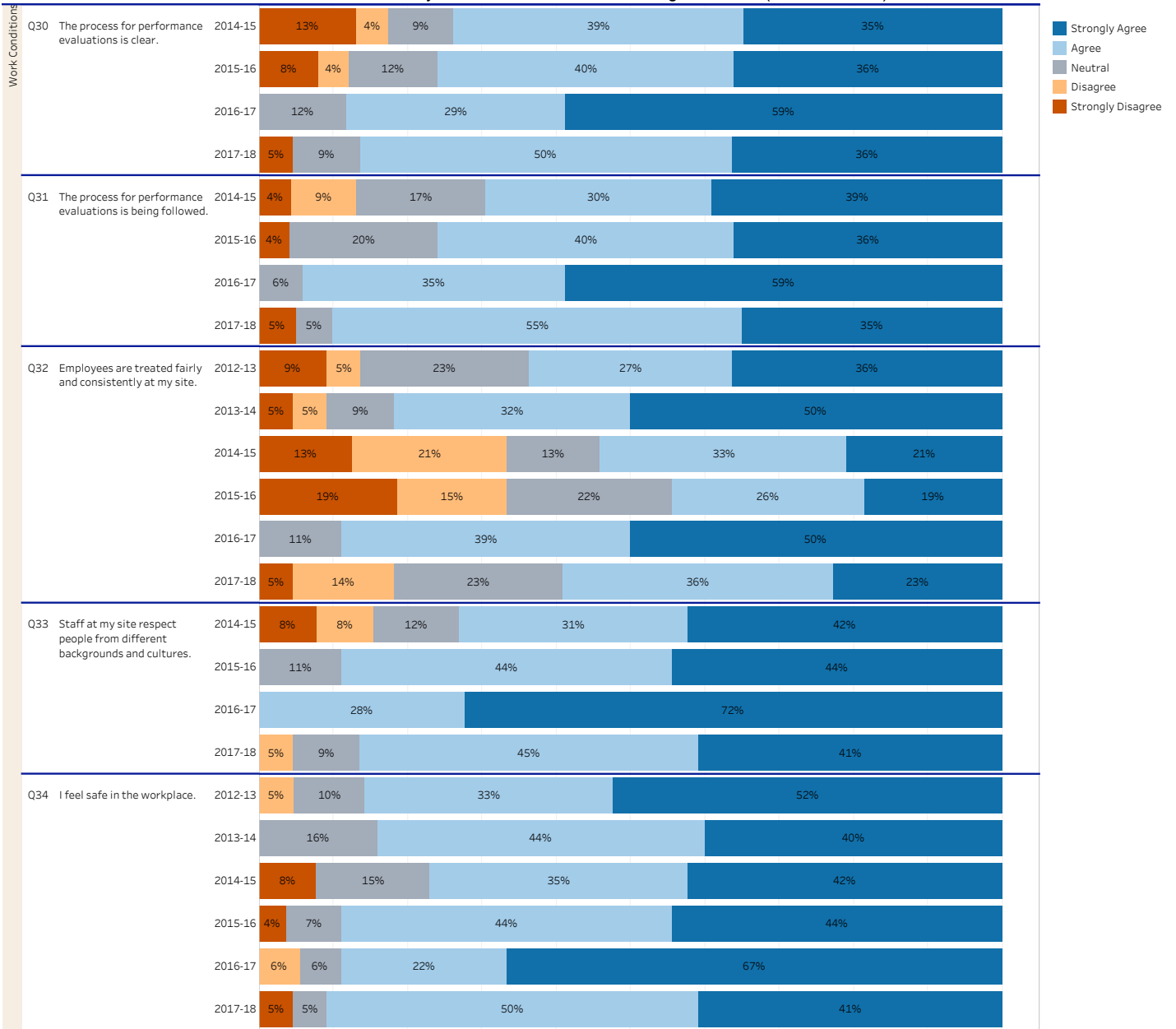
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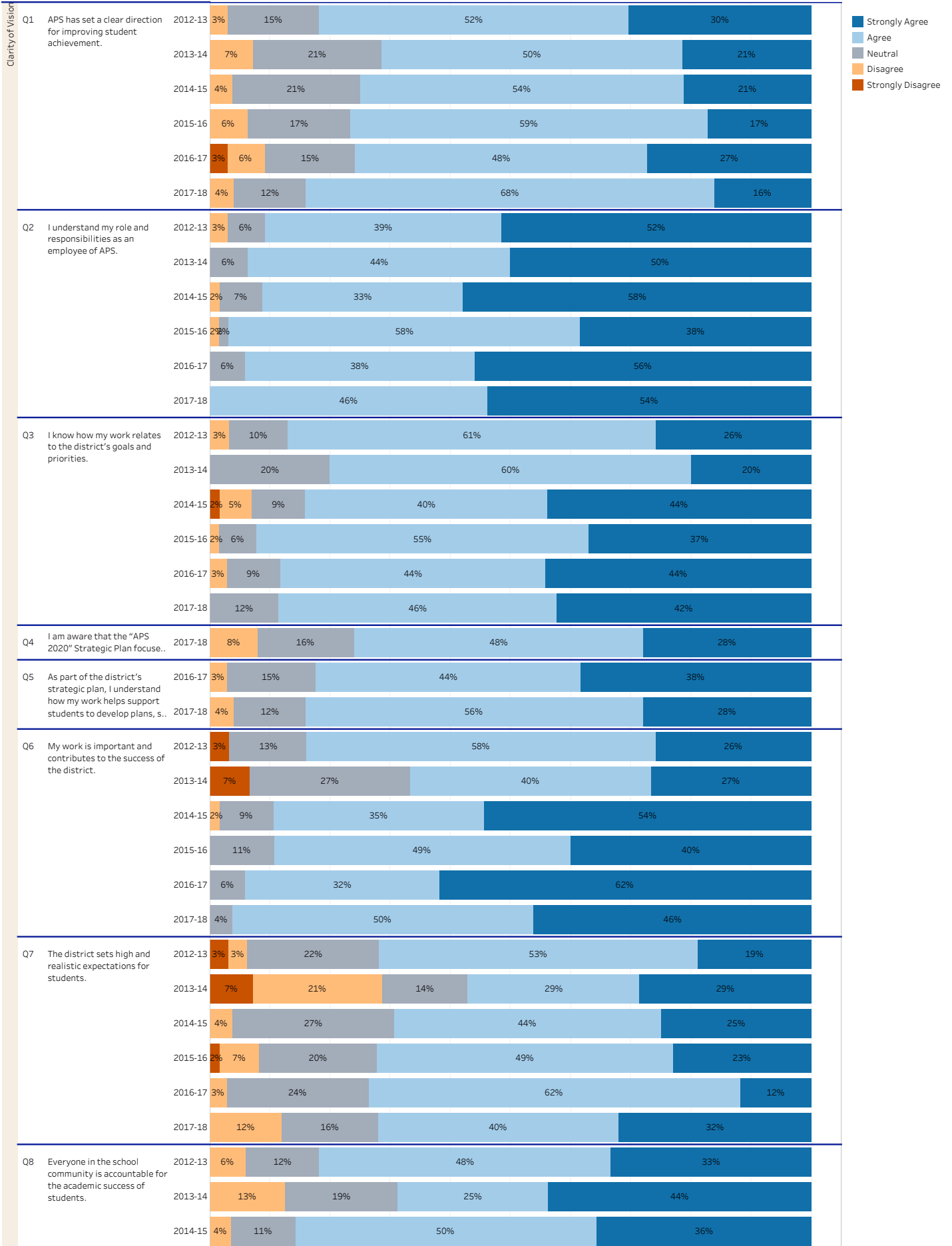
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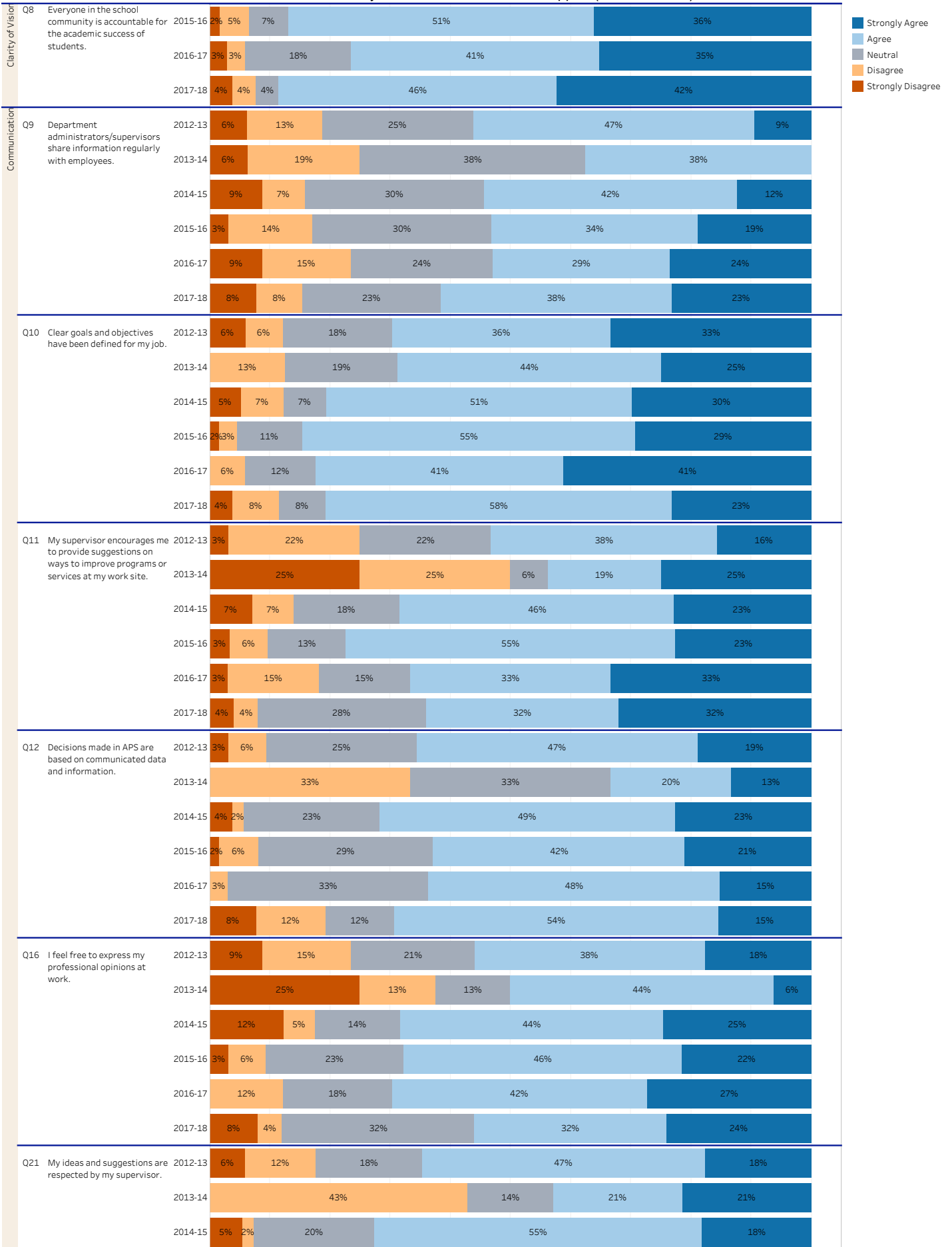
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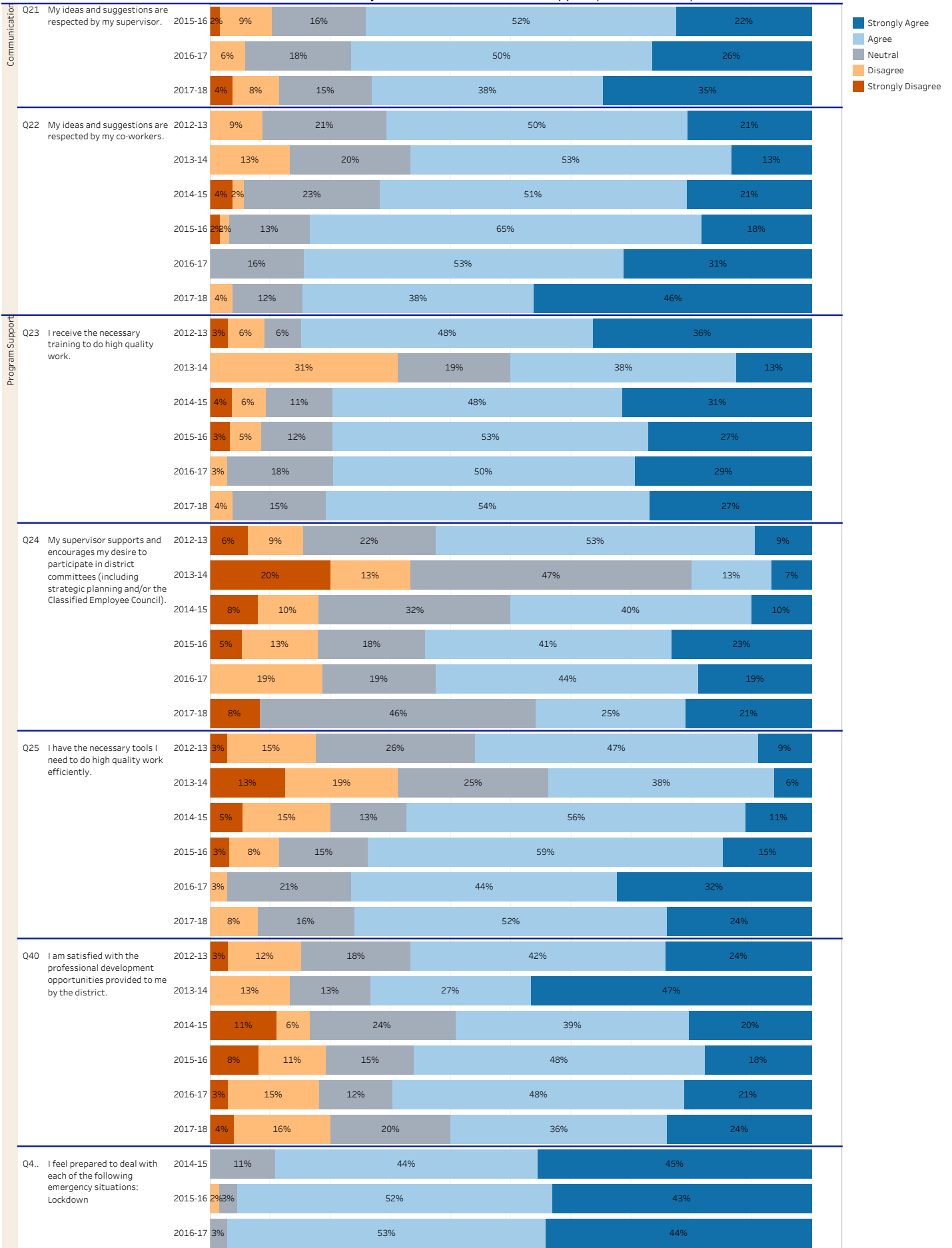
Classified Survey 2017-18 and Prior Years-Support (2017-18 N=25)



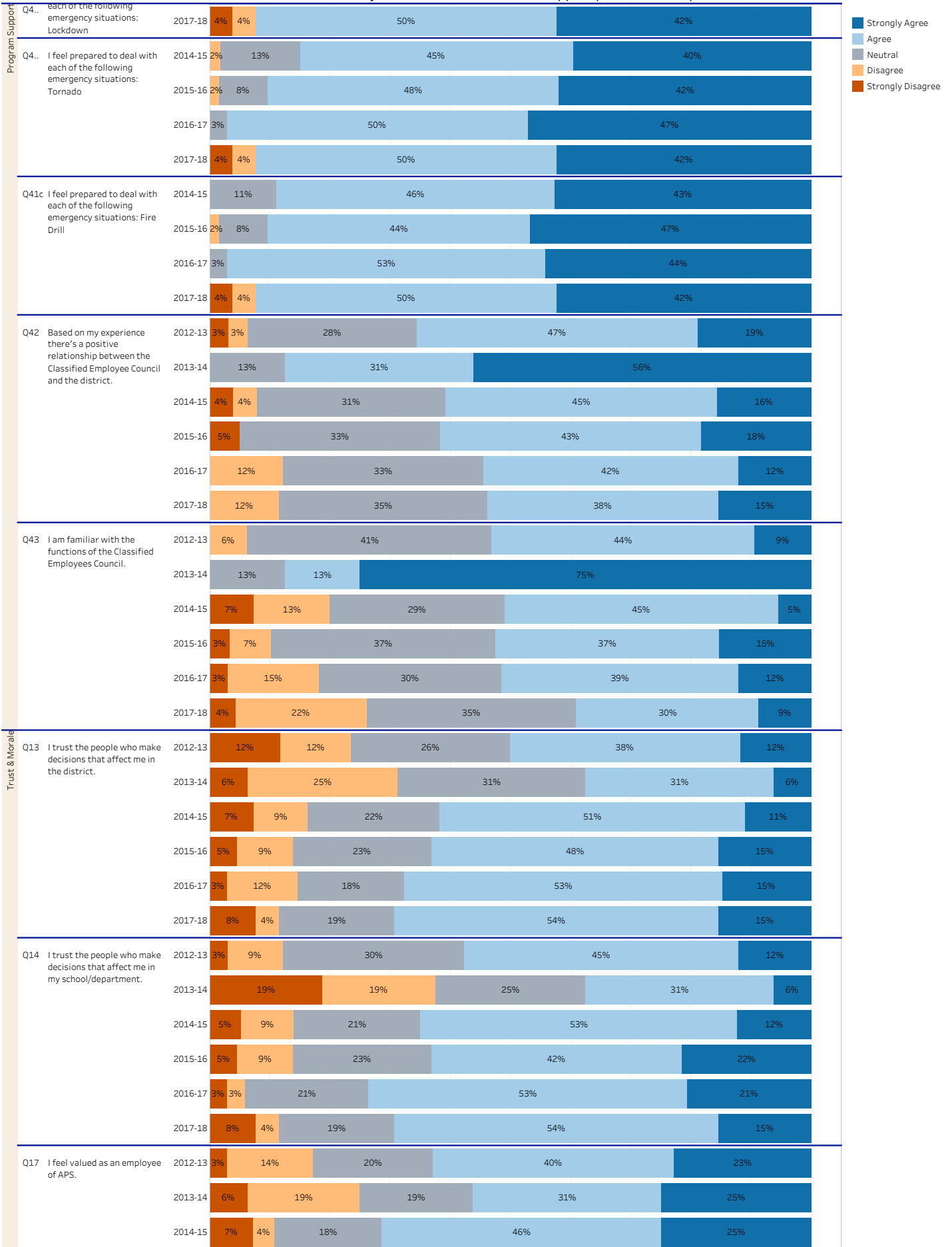
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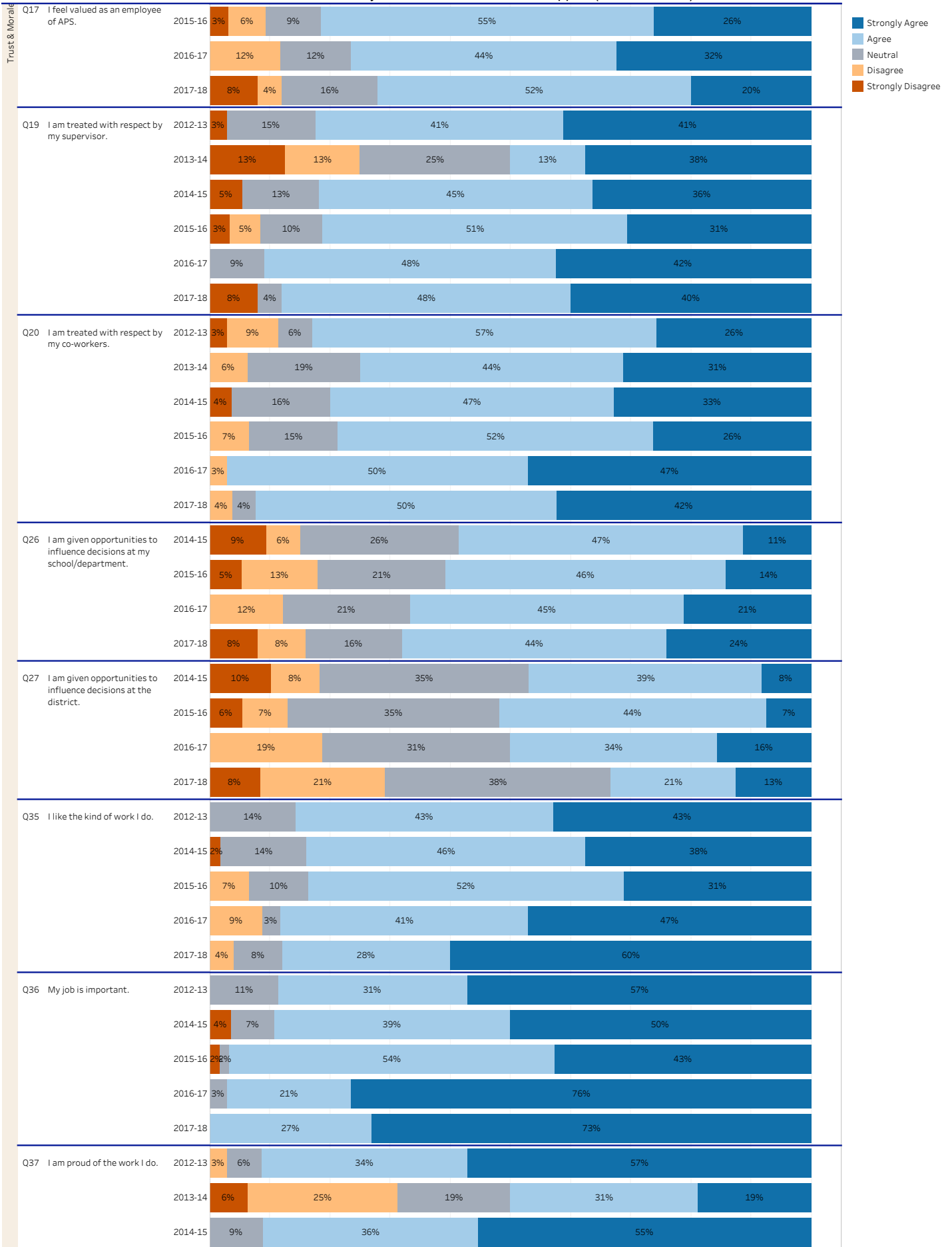
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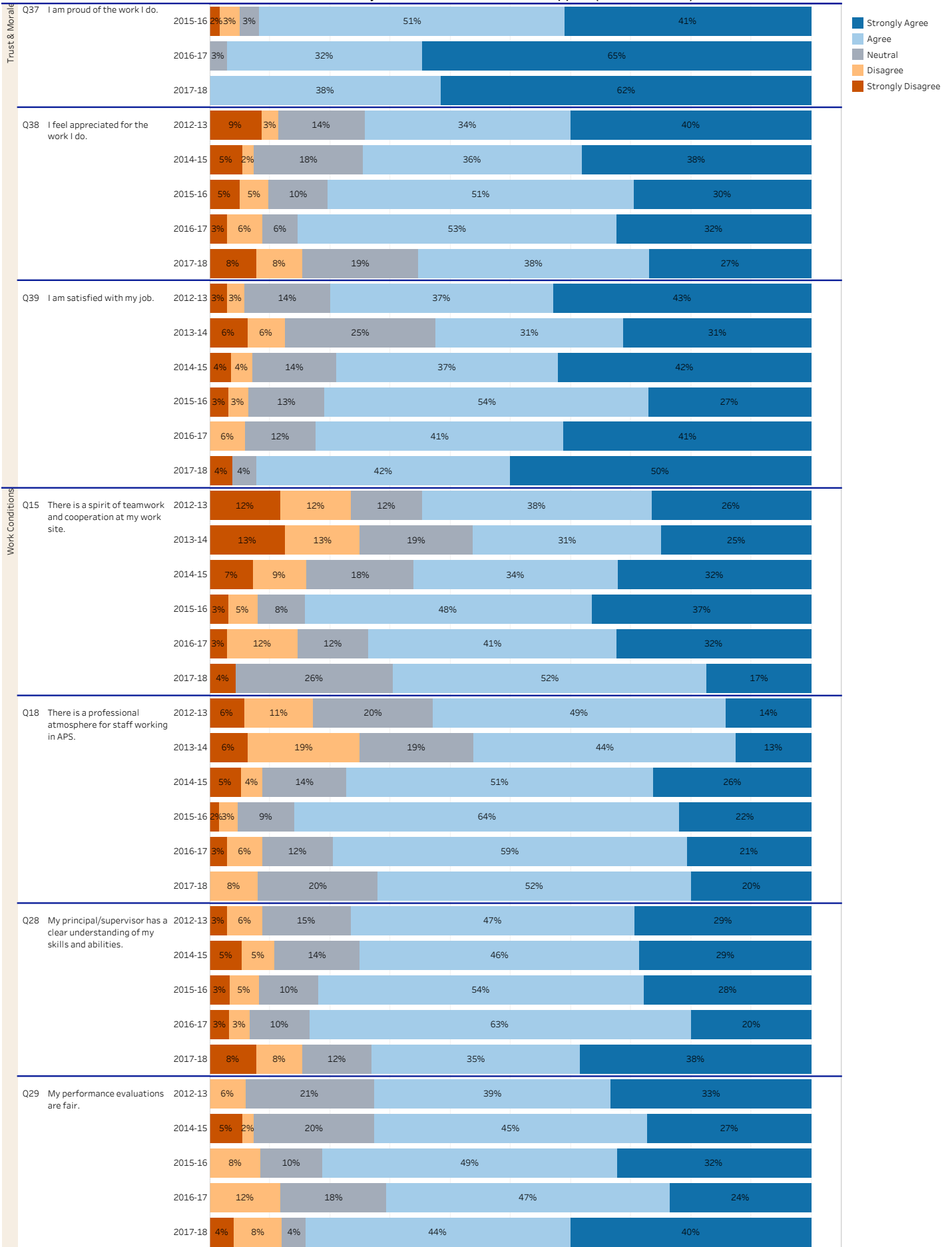
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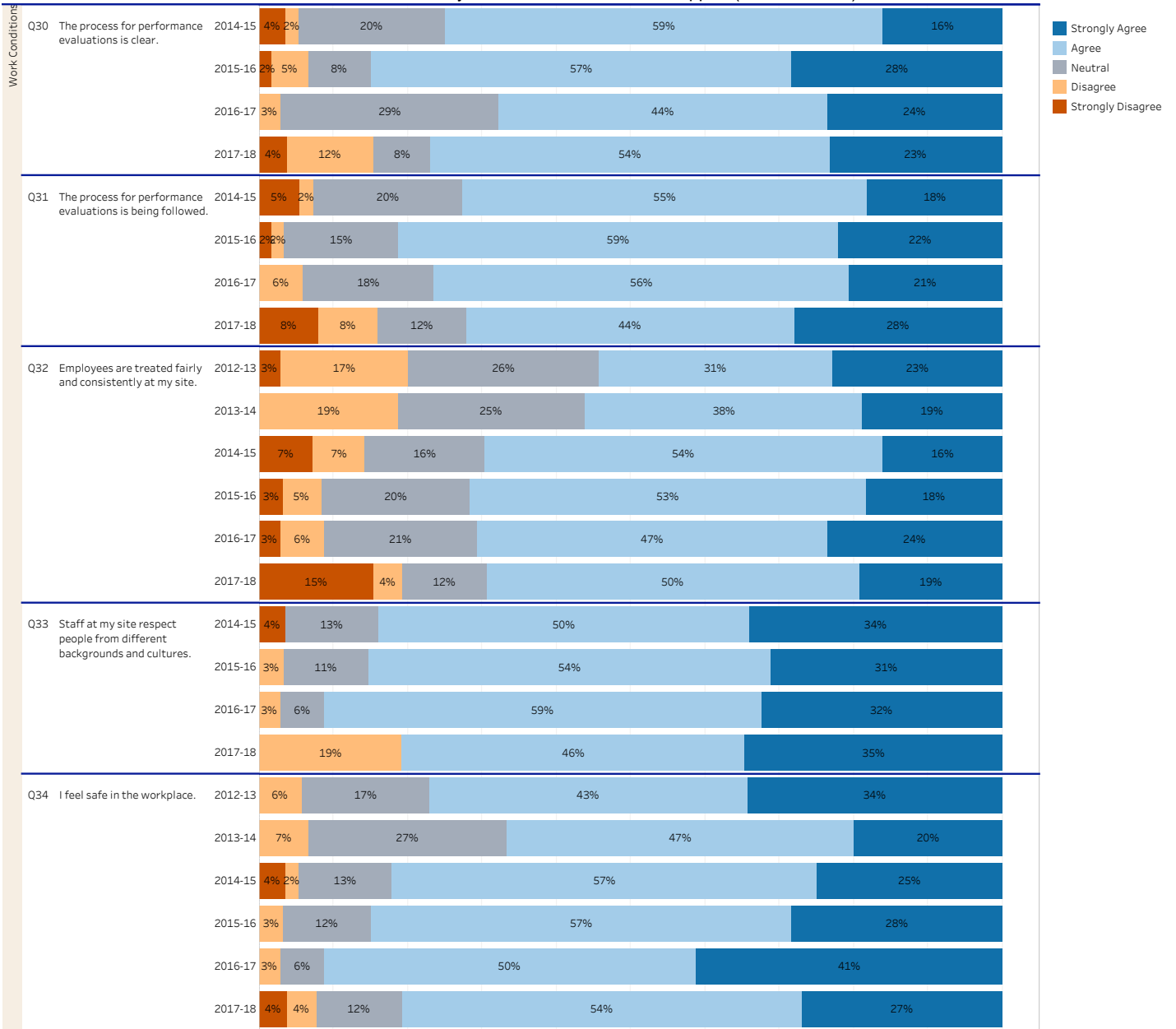
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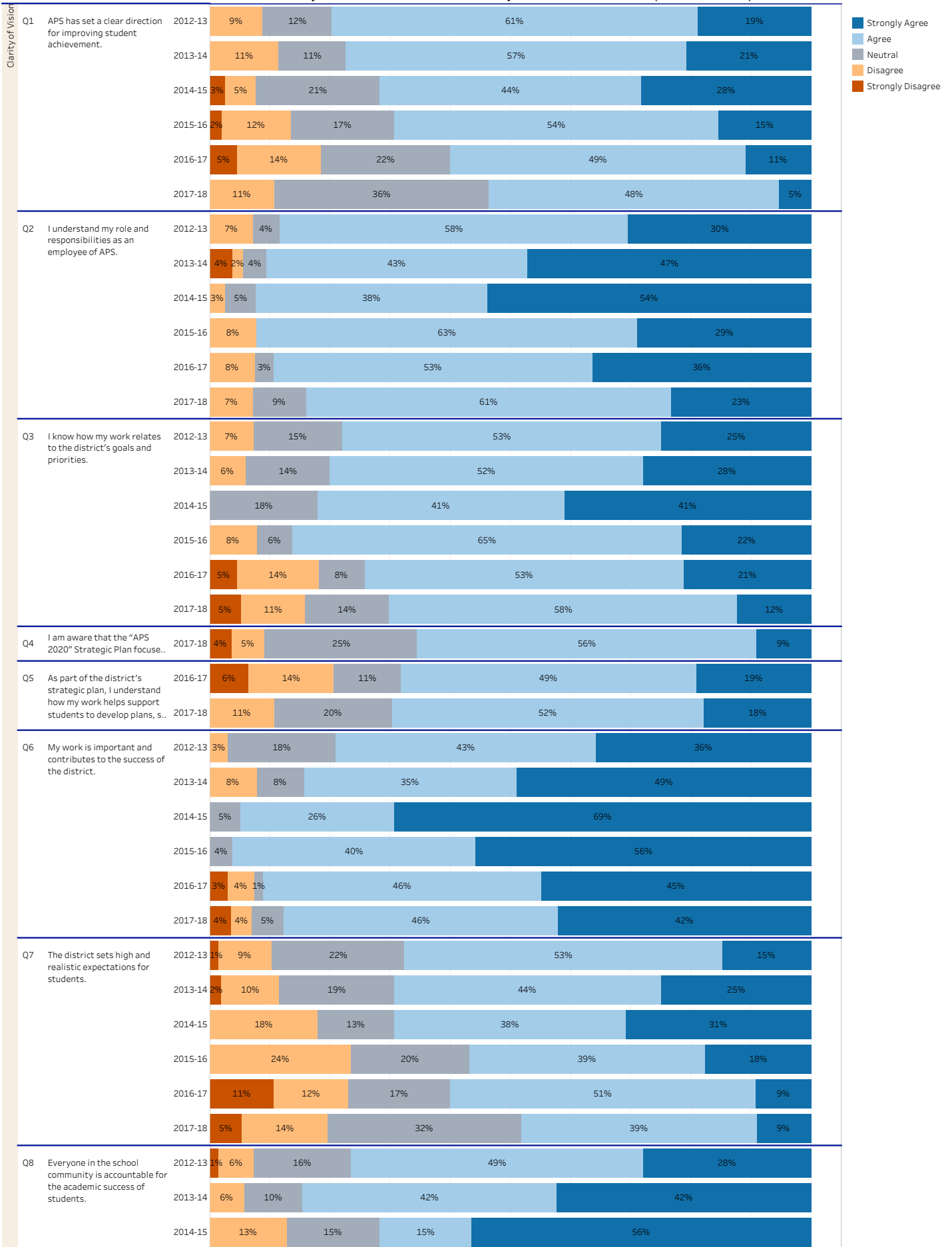
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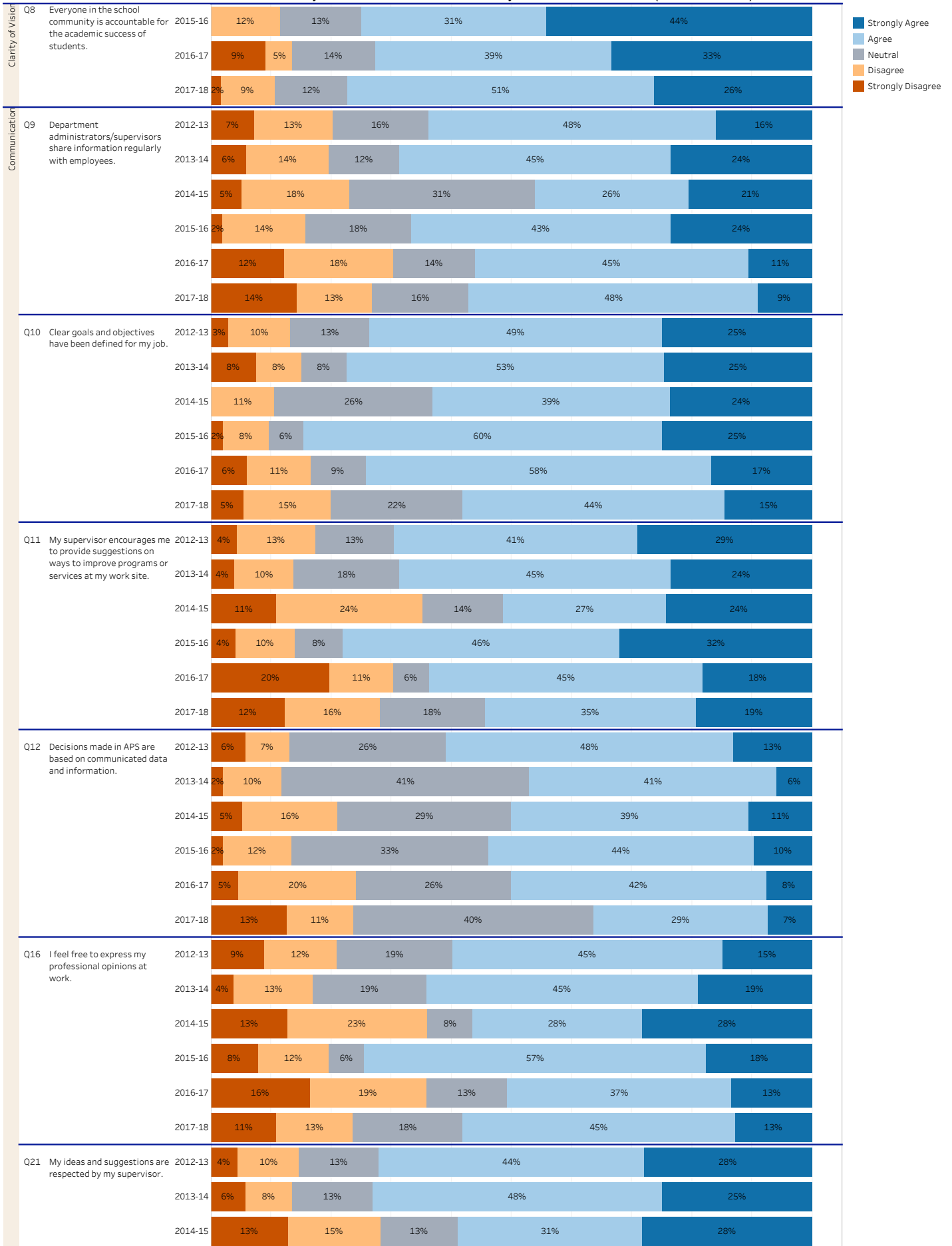
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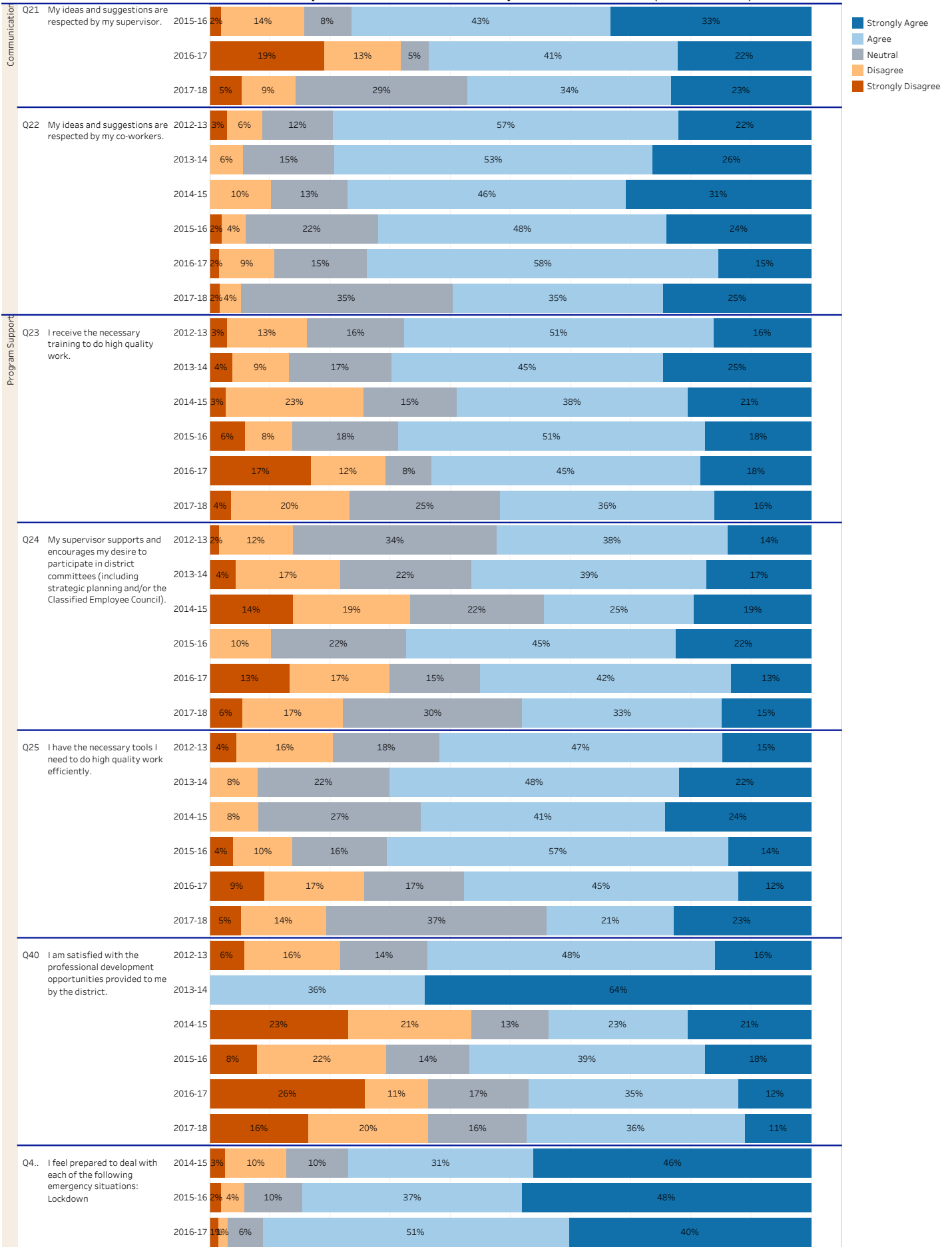
Classified Survey 2017-18 and Prior Years-Early Childhood Education (2017-18 N=47)



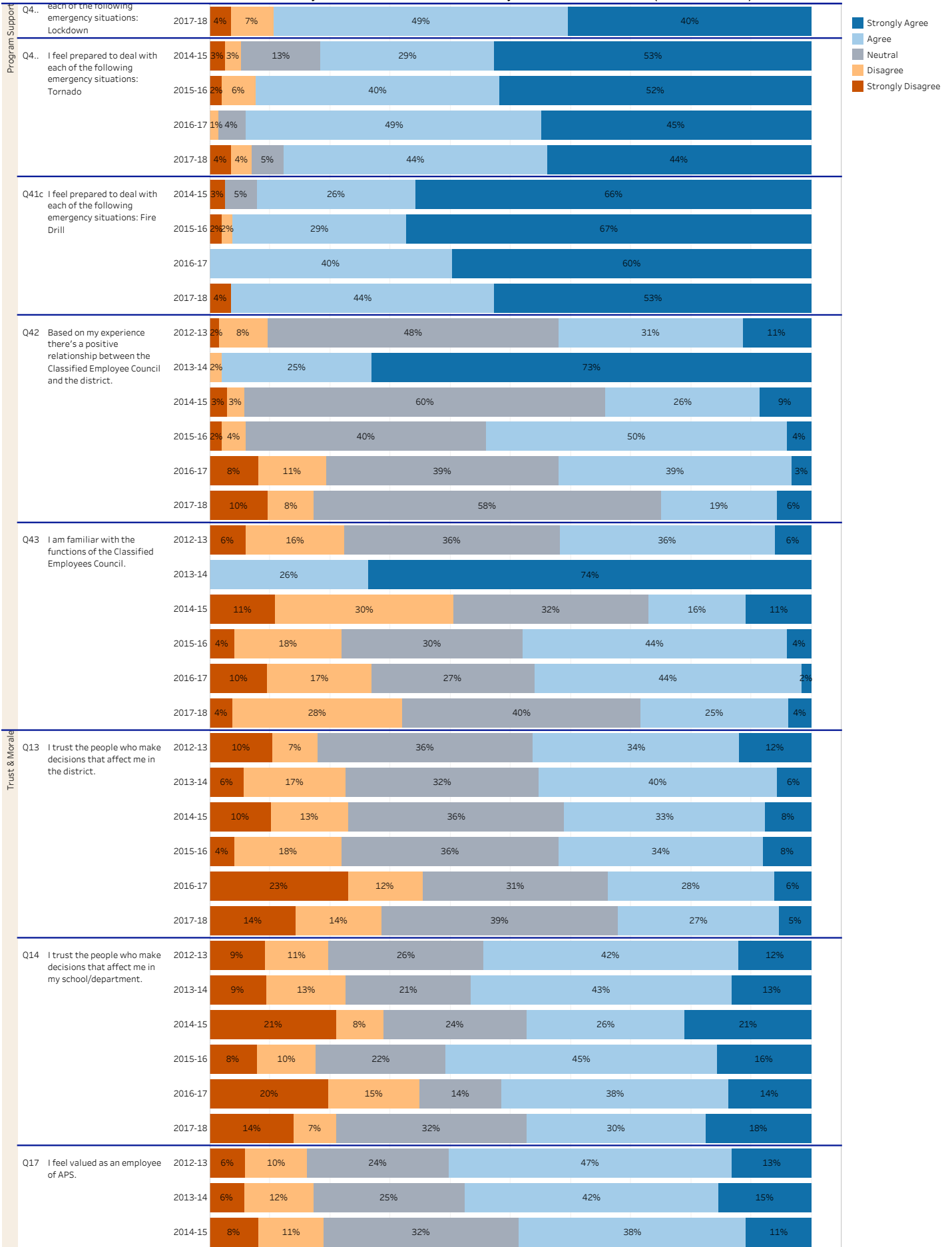
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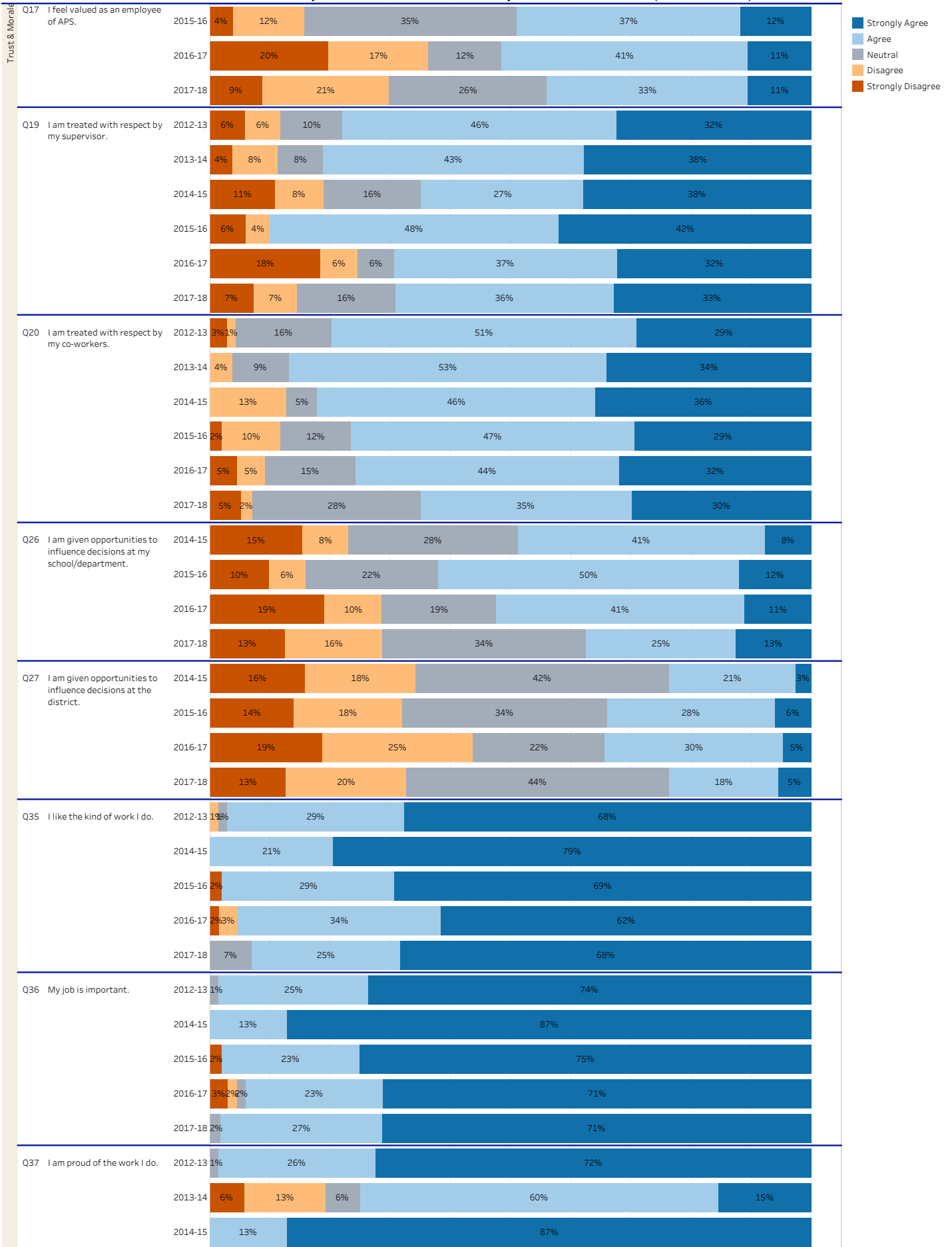
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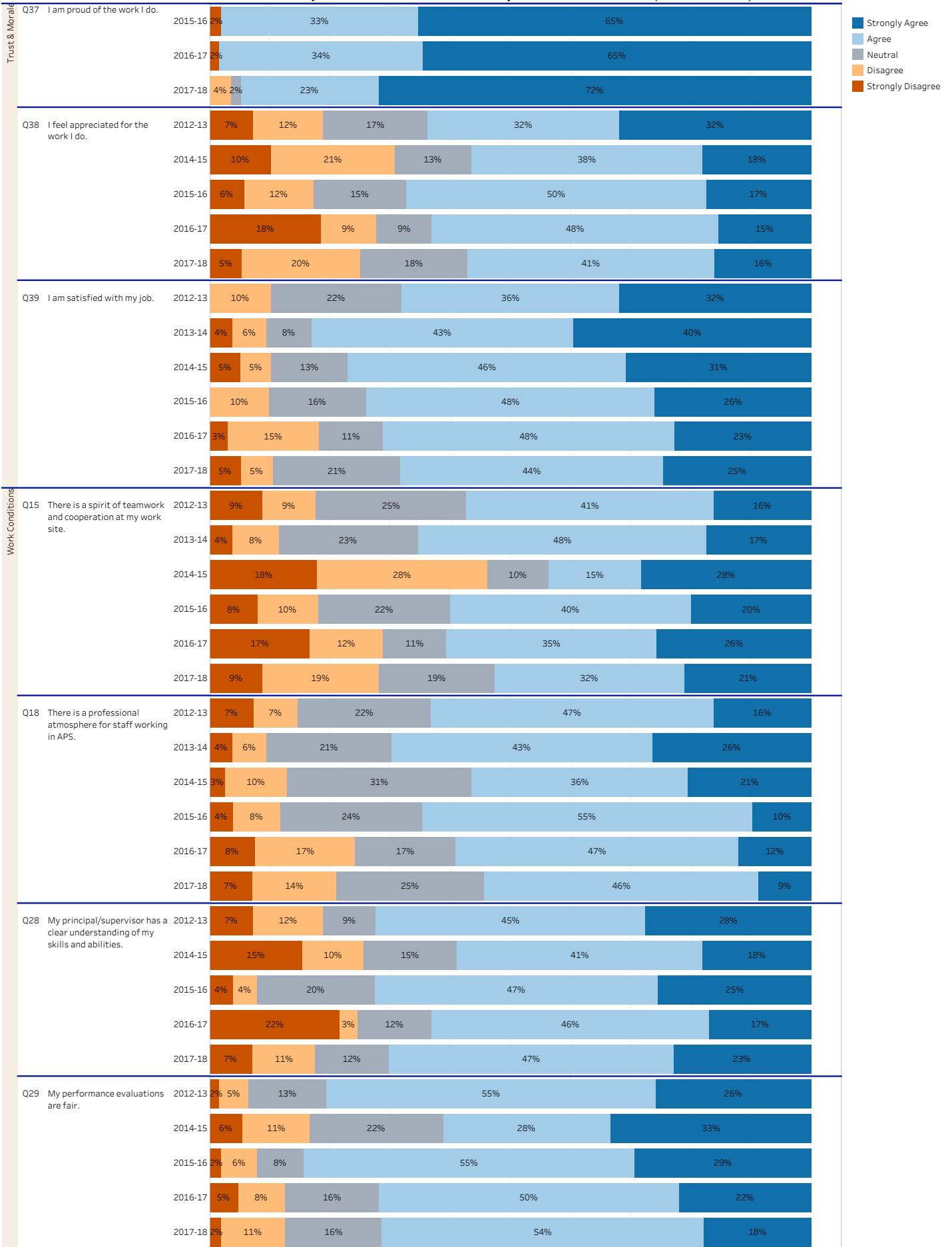
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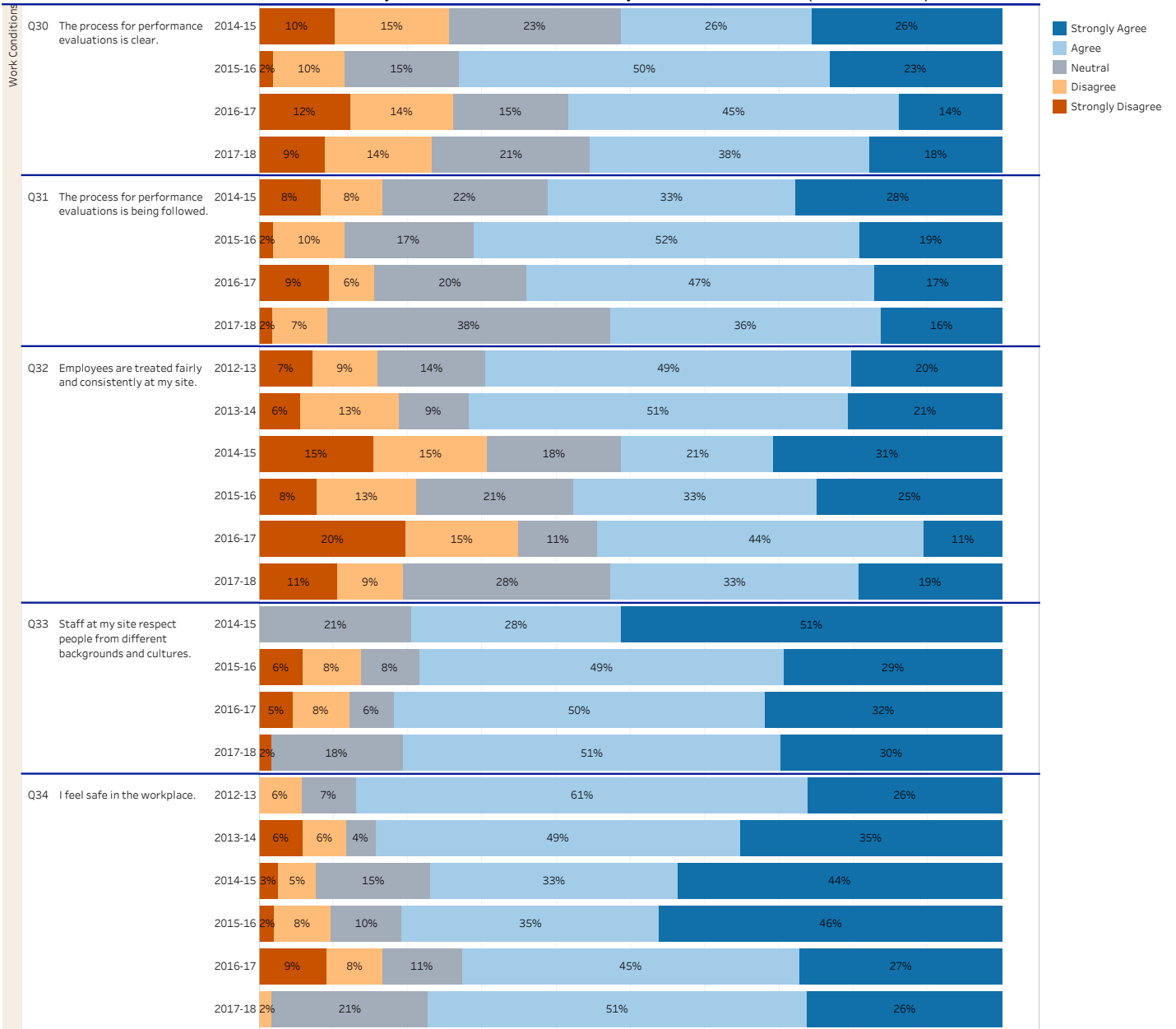
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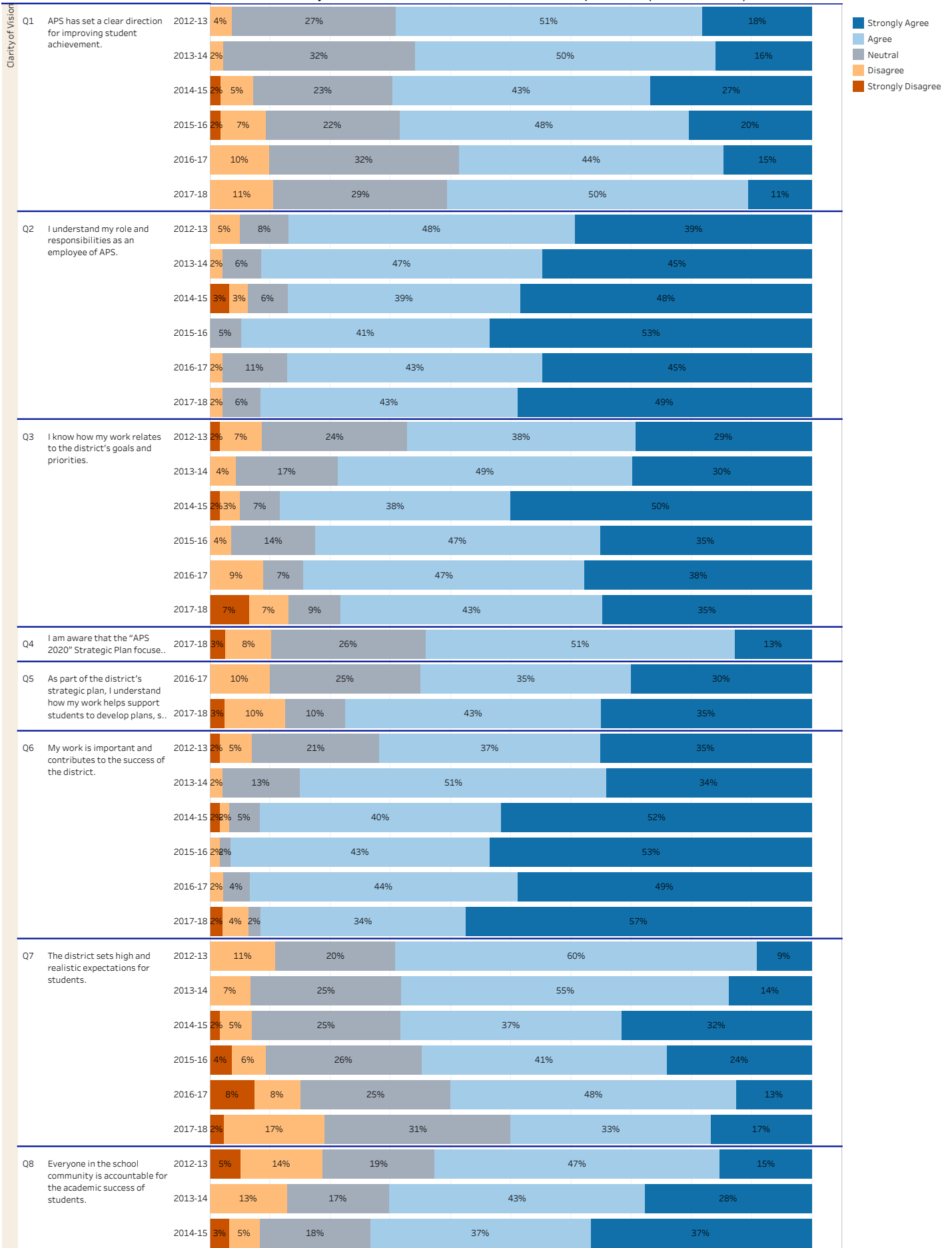
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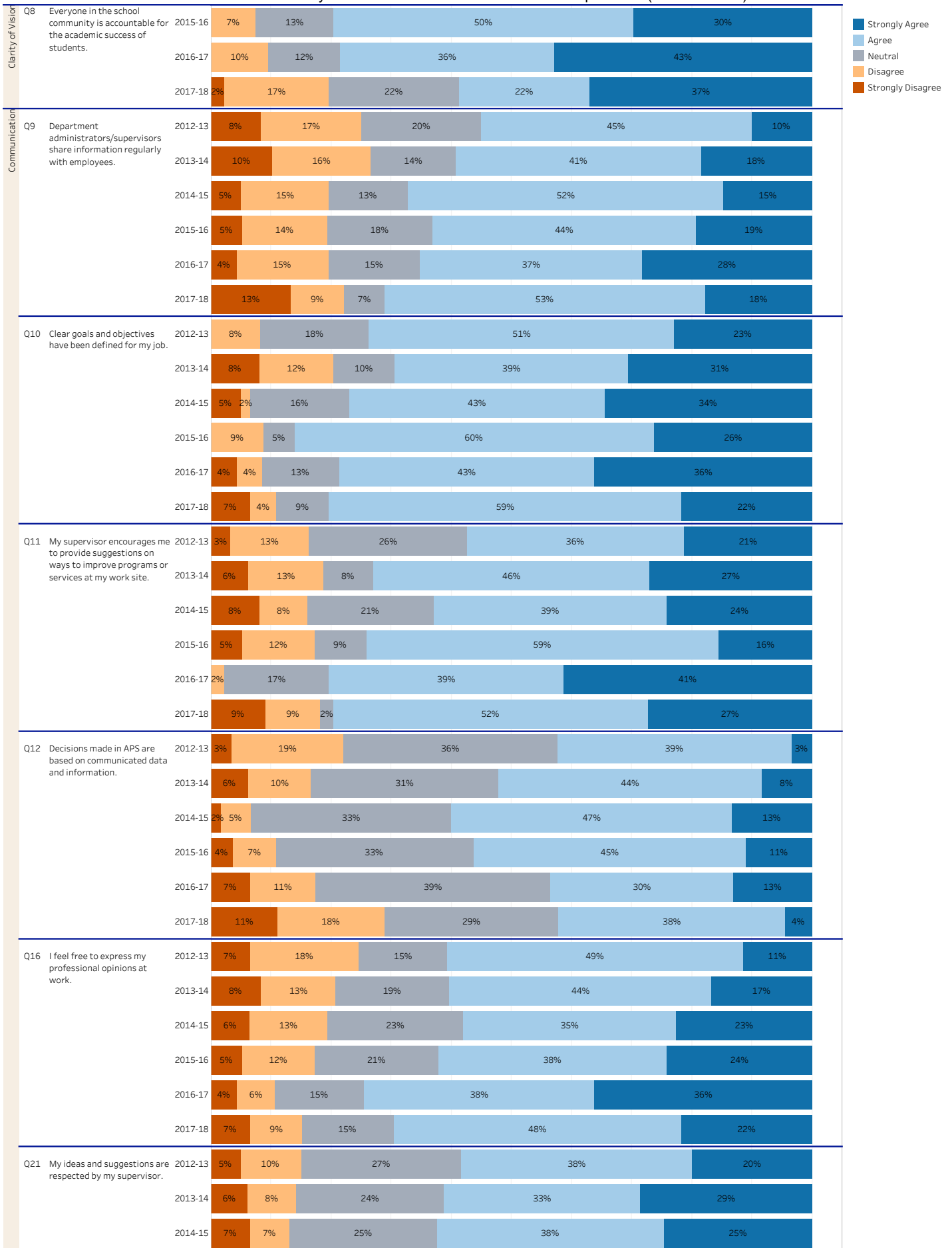
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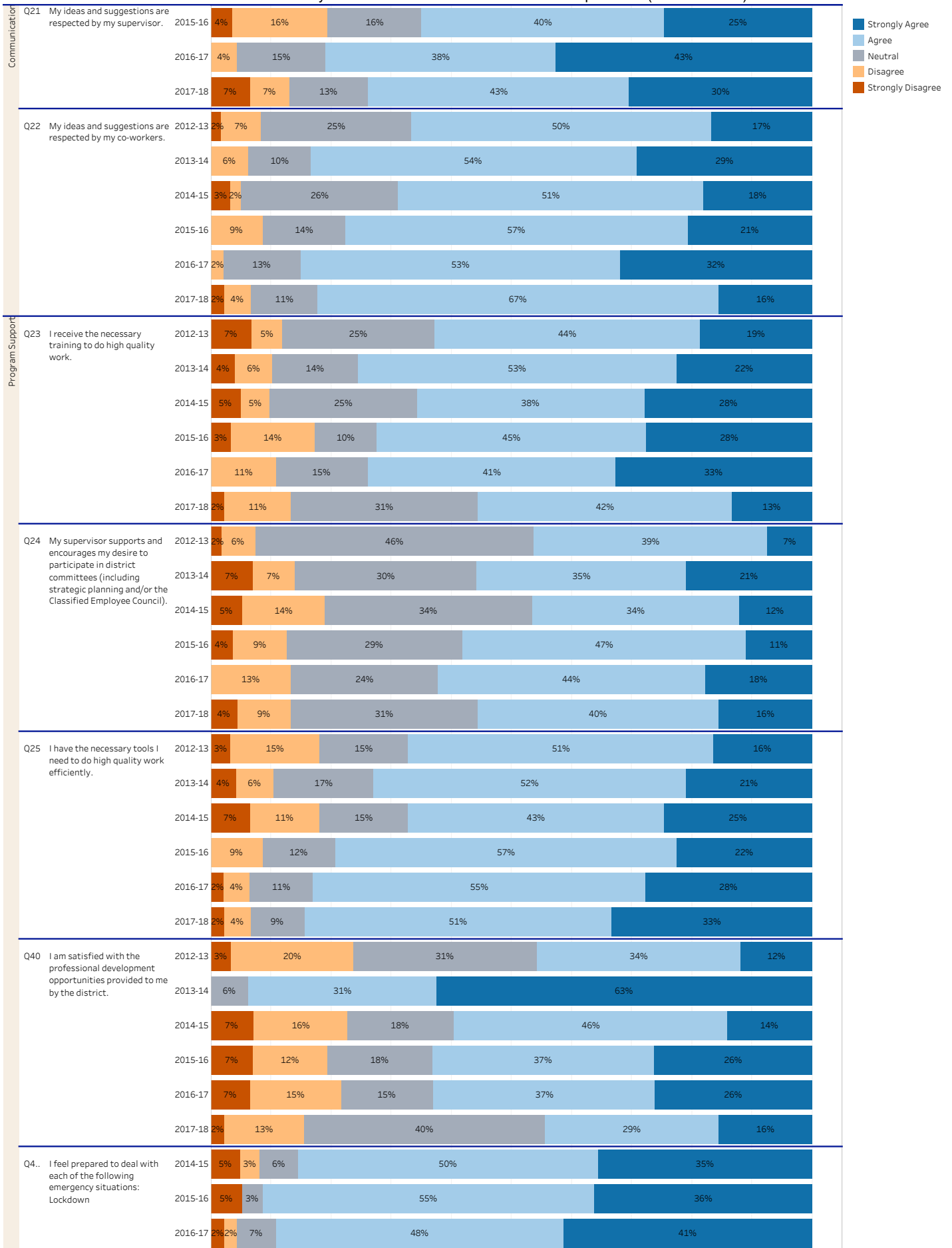
Classified Survey 2017-18 and Prior Years-Maintenance Operations (2017-18 N=46)



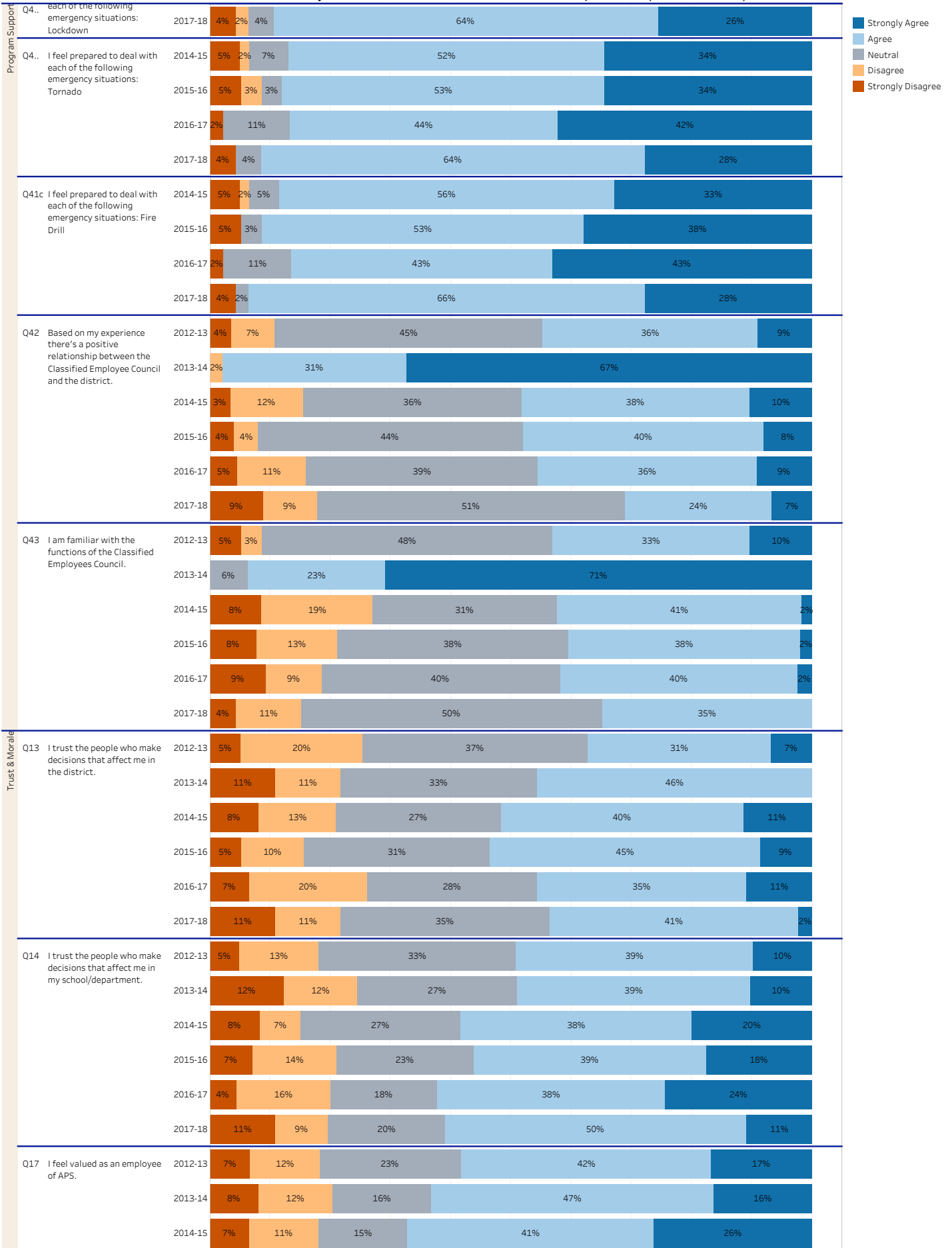
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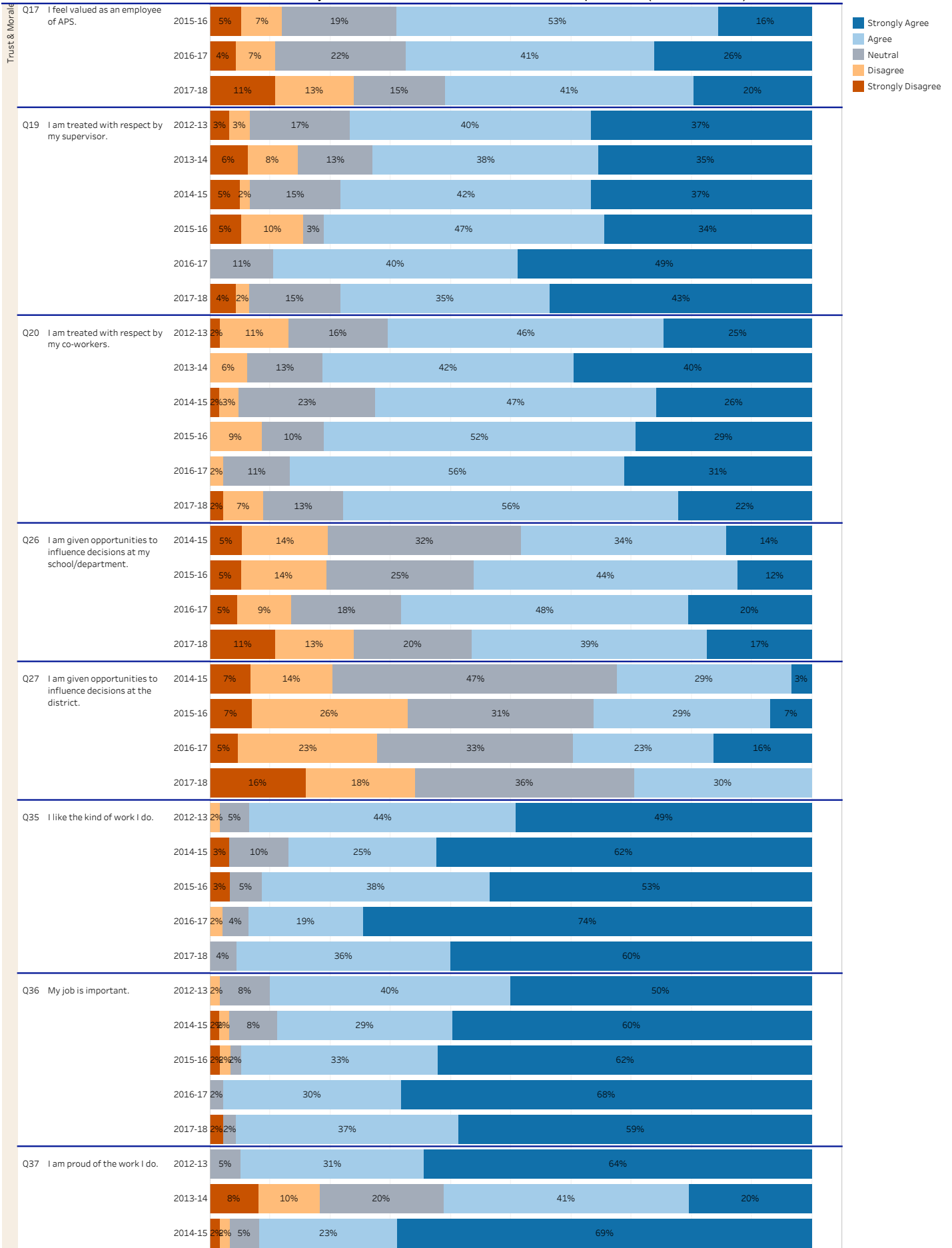
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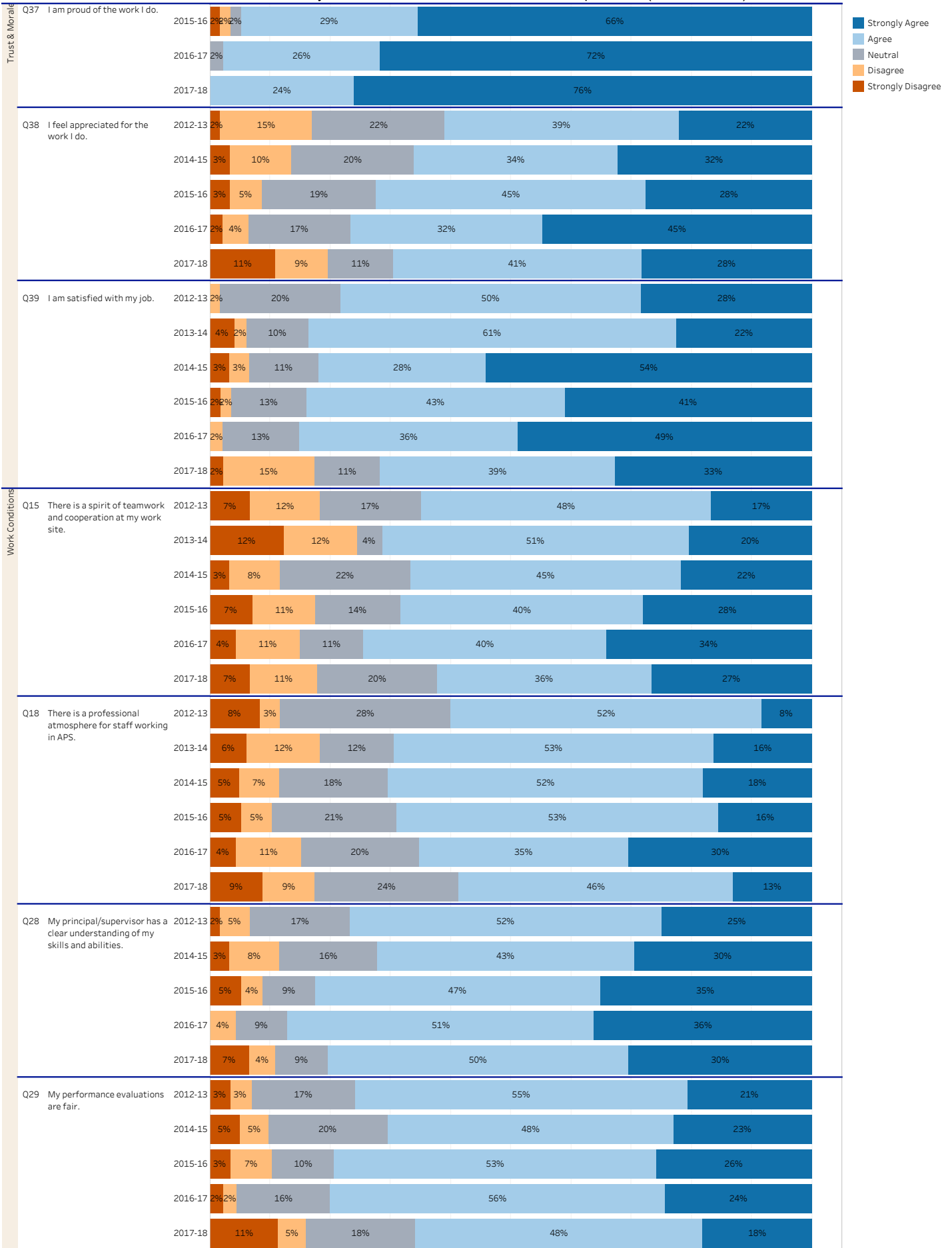
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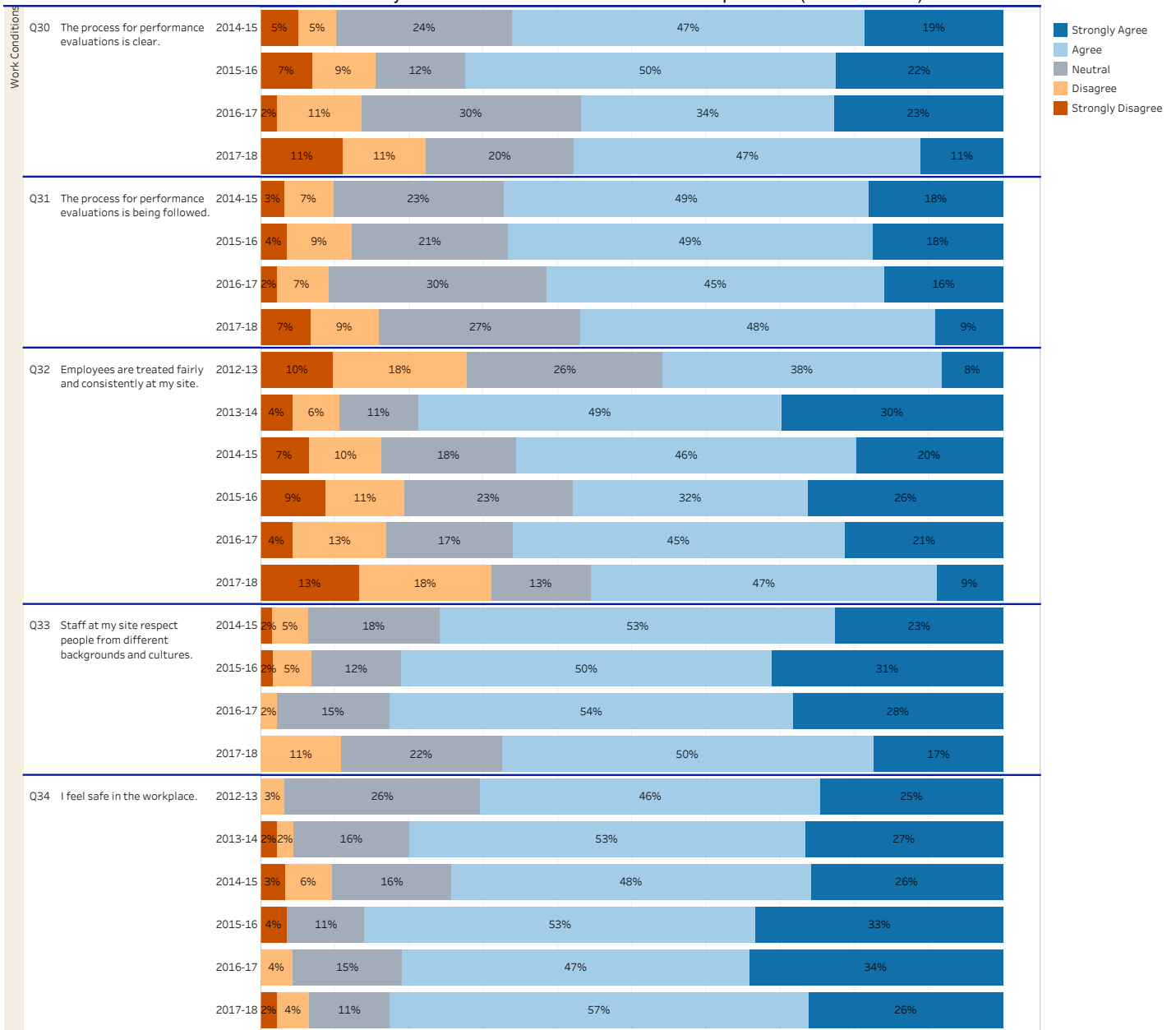
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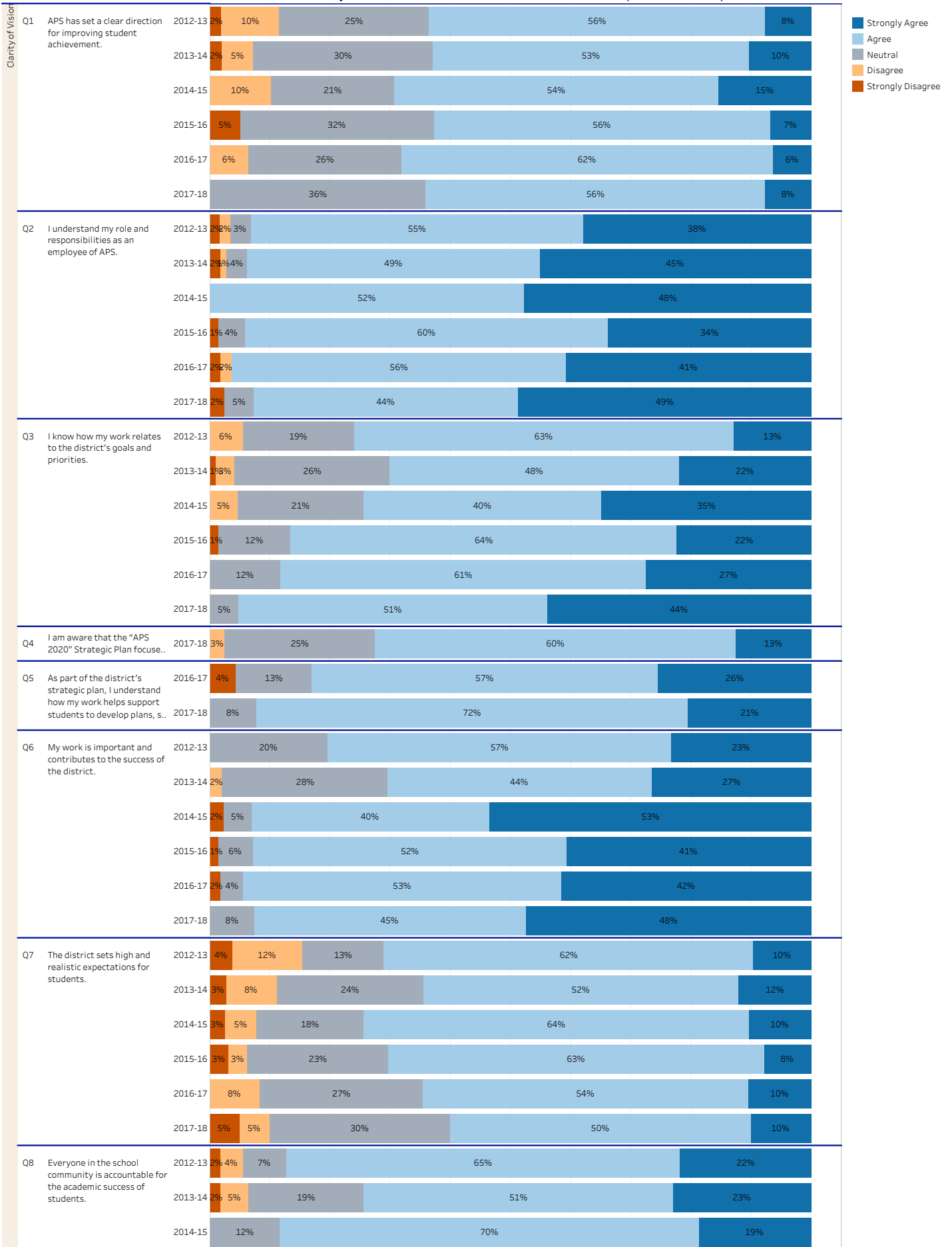
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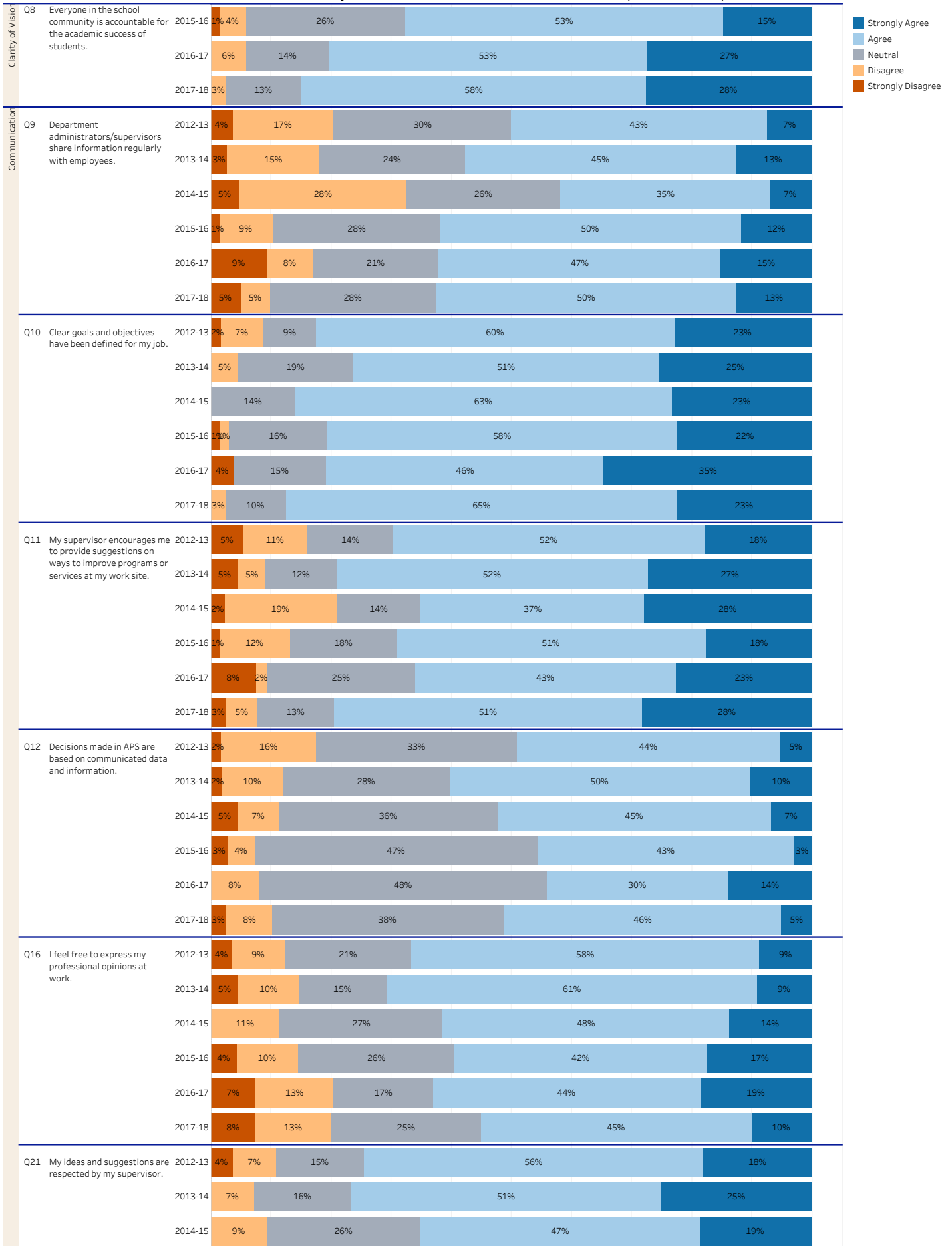
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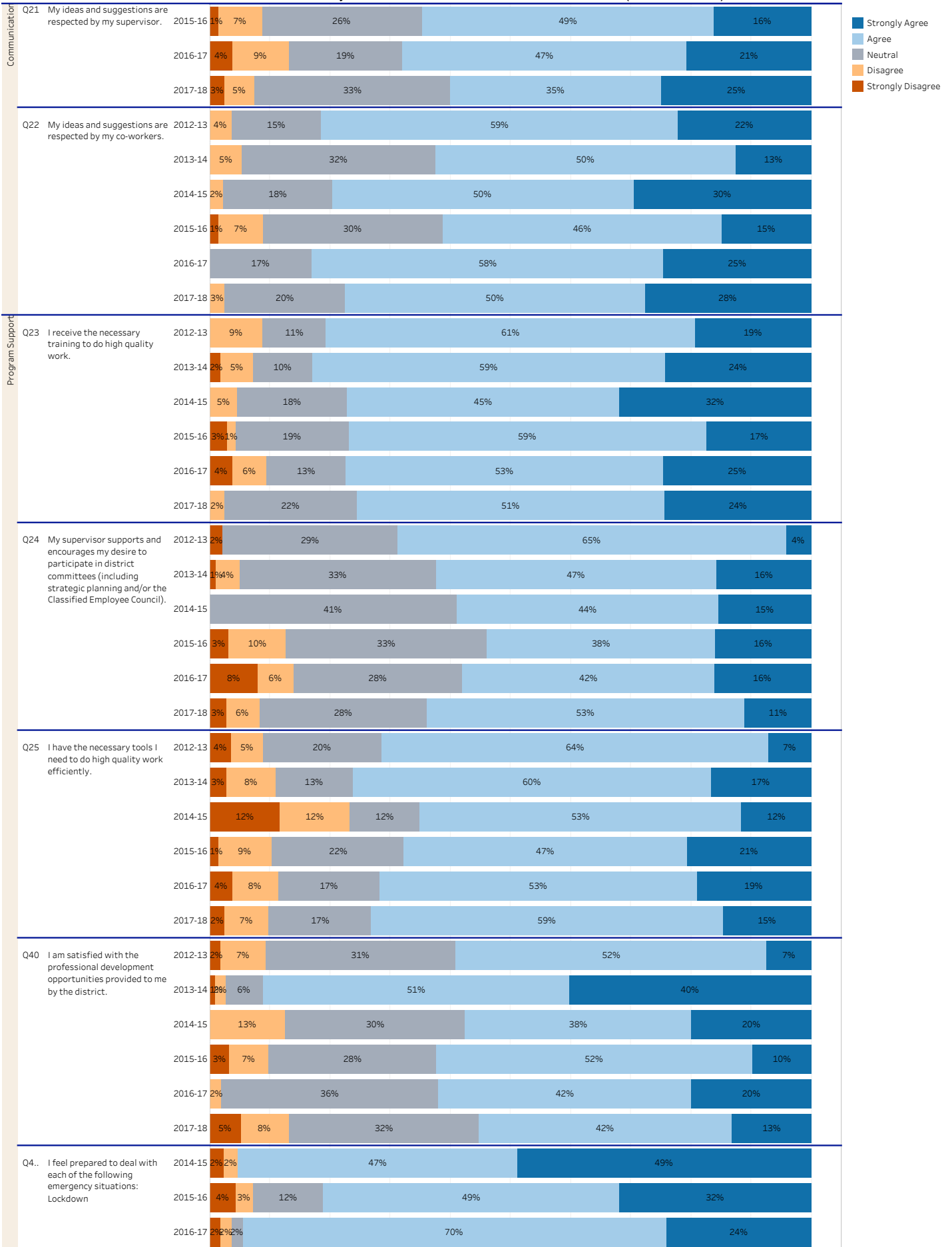
Classified Survey 2017-18 and Prior Years-Nutrition Services (2017-18 N=29)



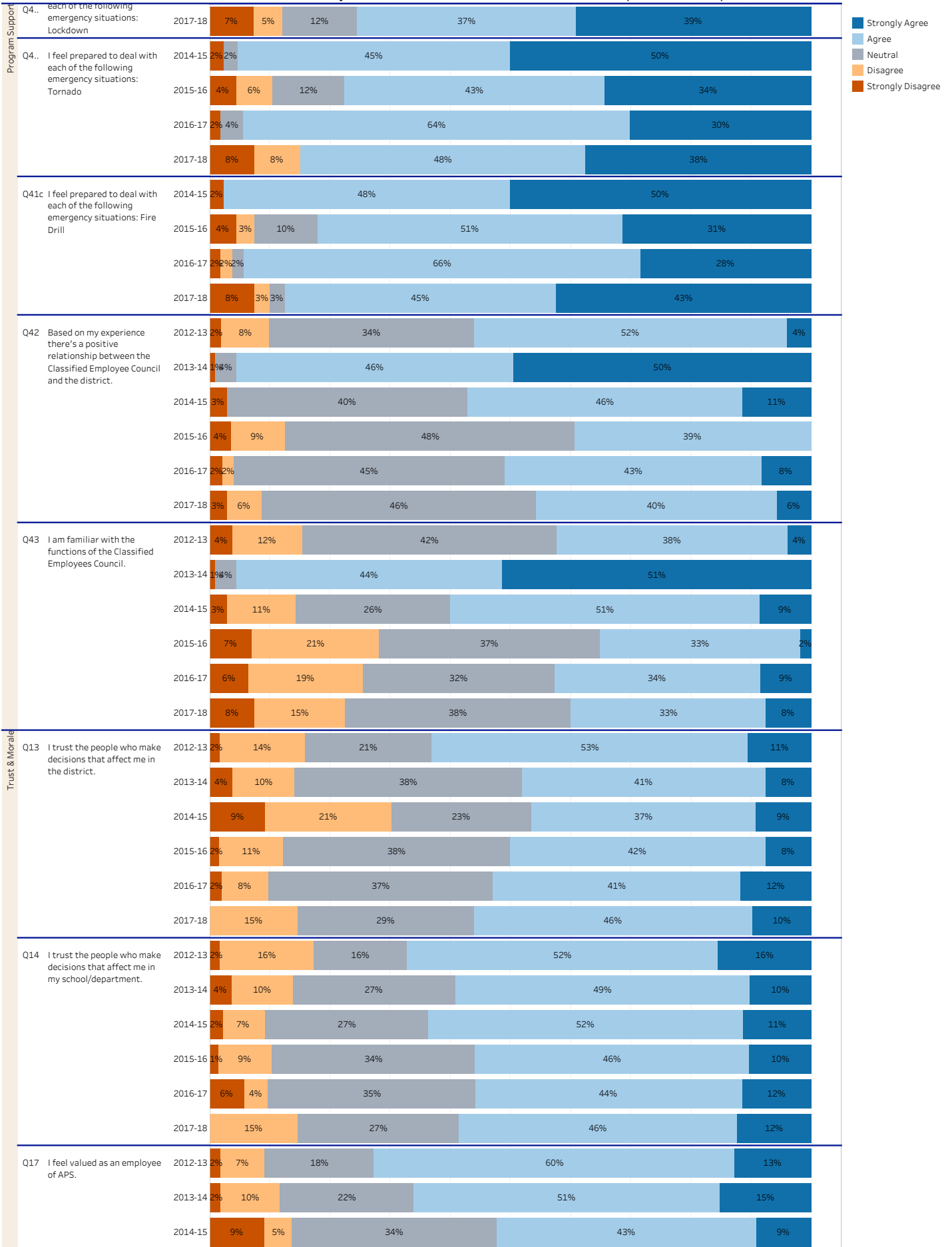
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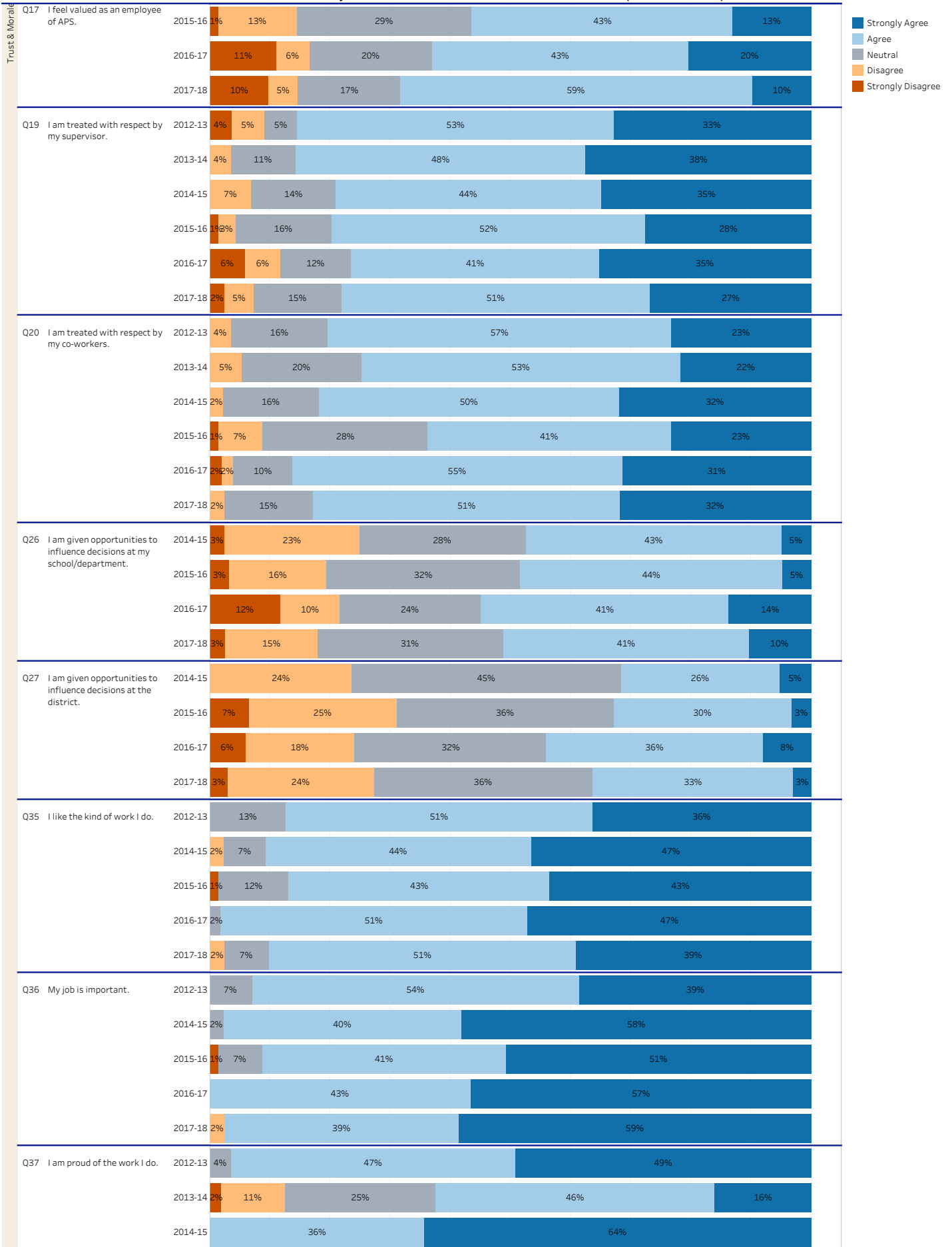
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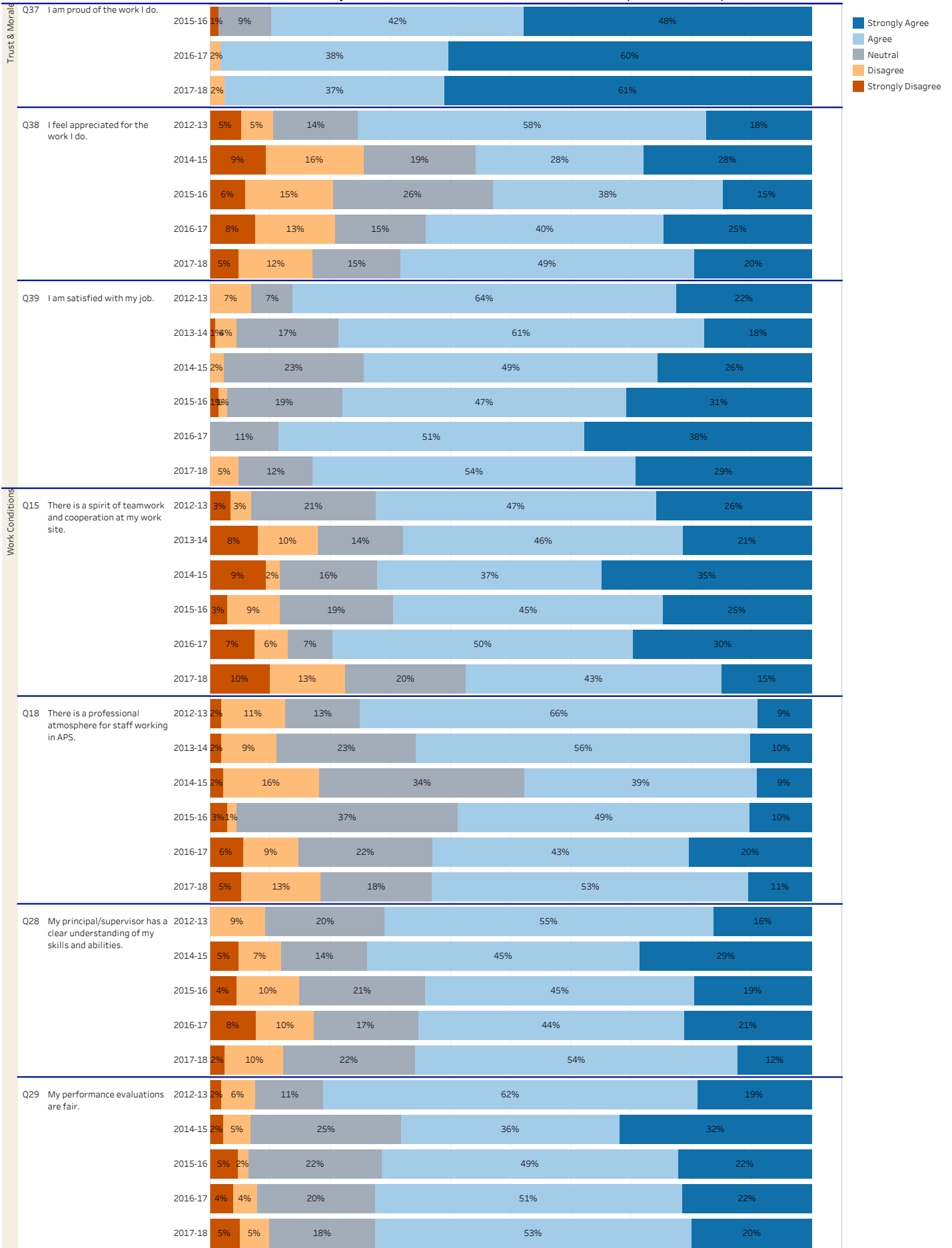
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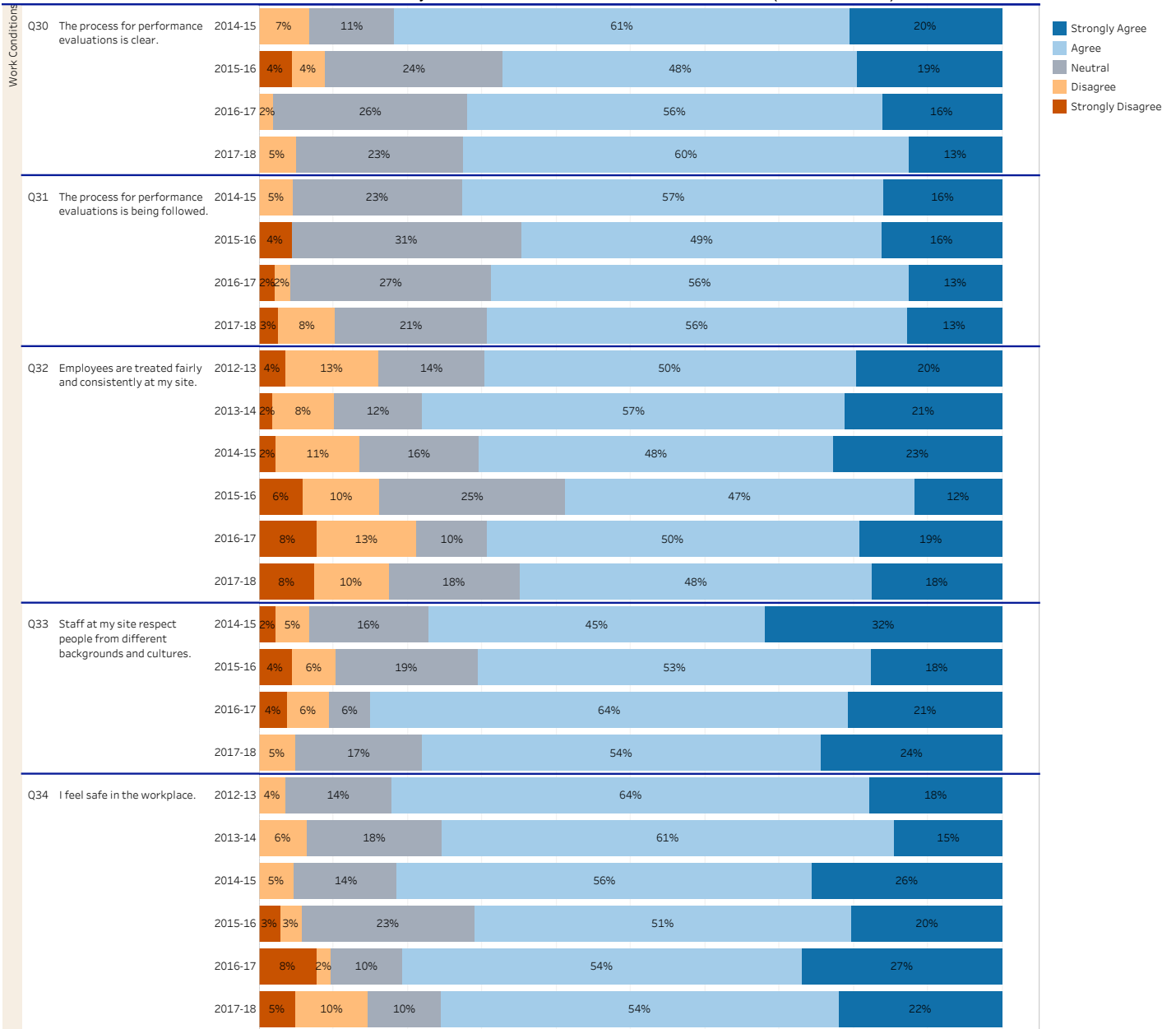
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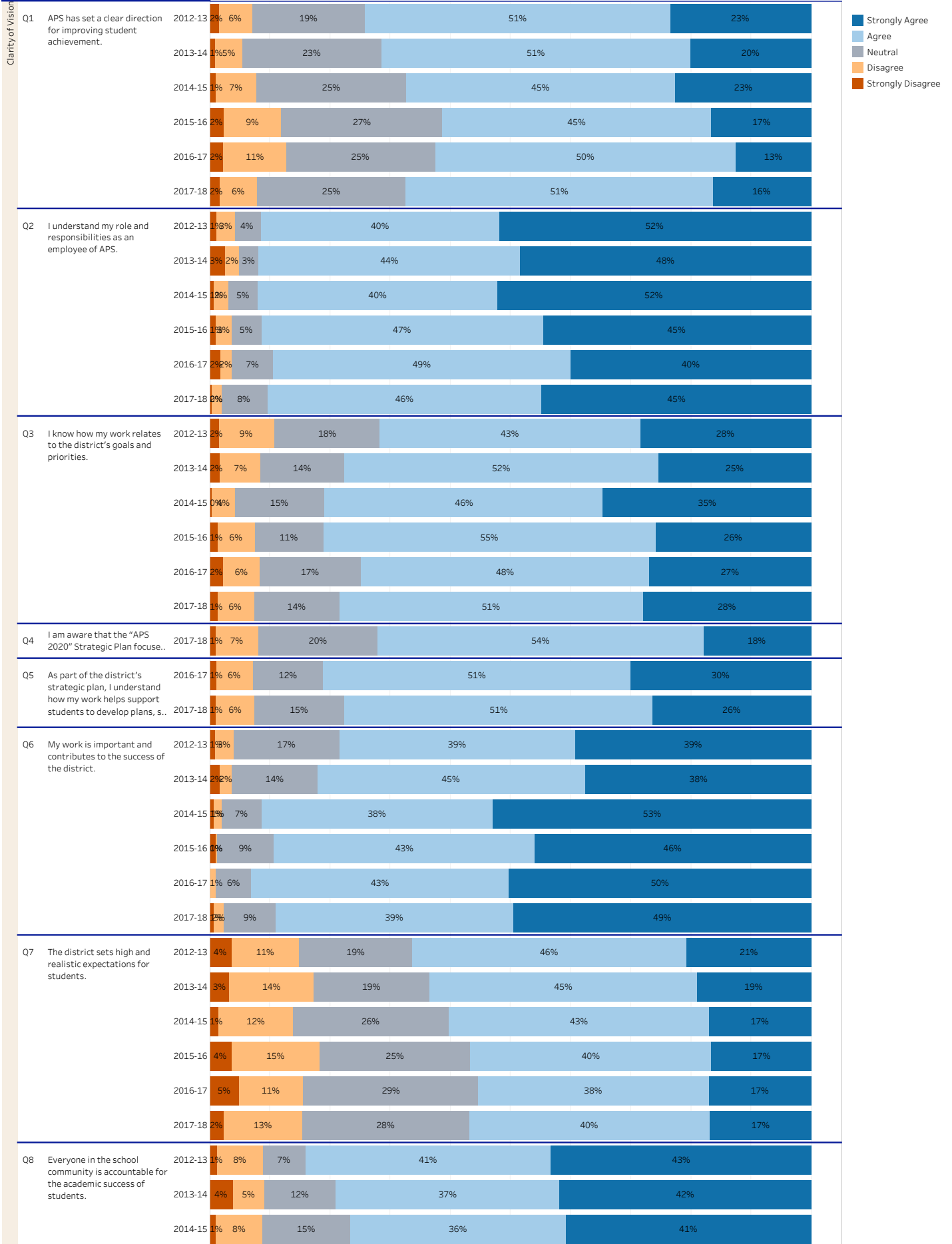
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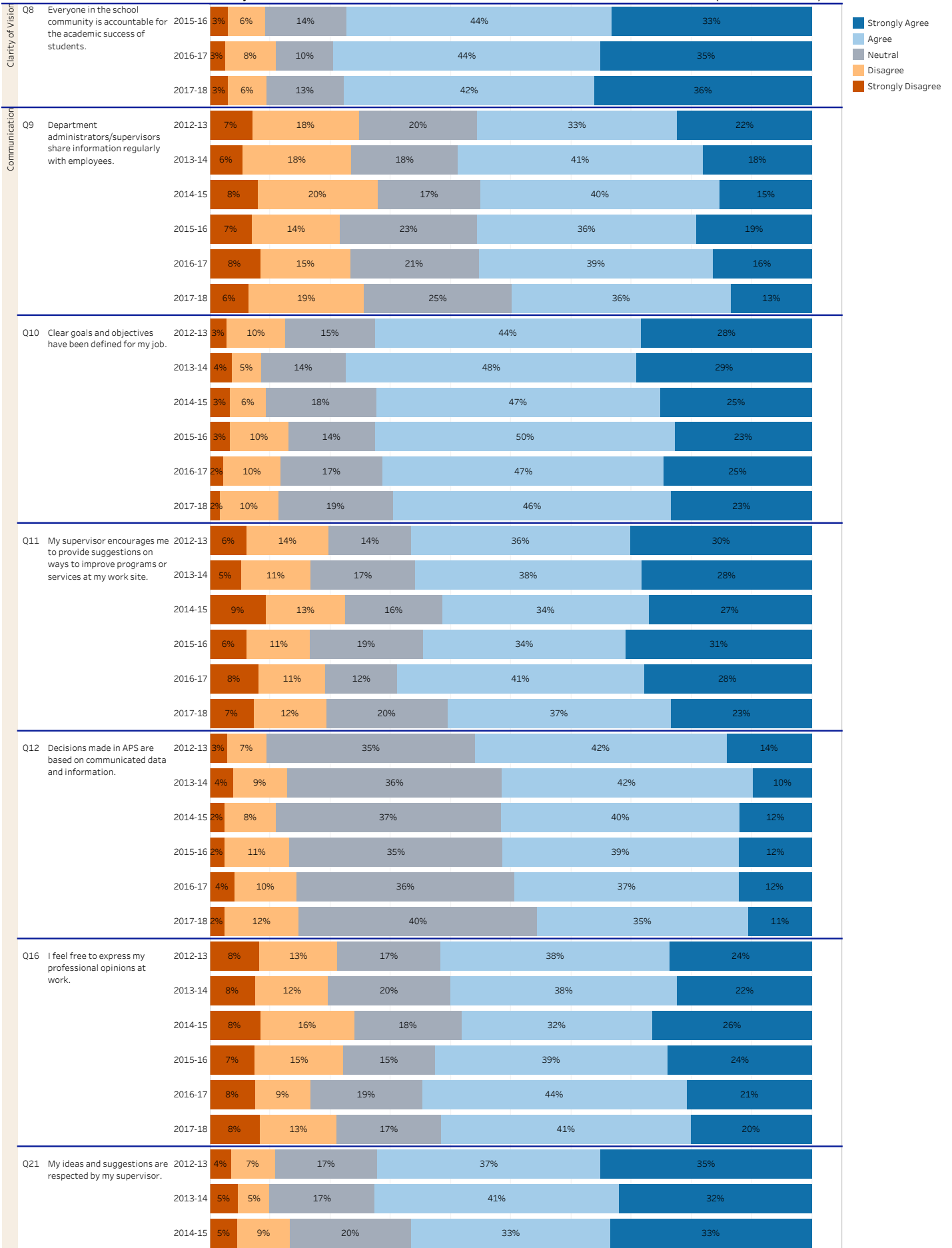
Classified Survey 2017-18 and Prior Years-Nutrition Services (2017-18 N=29)



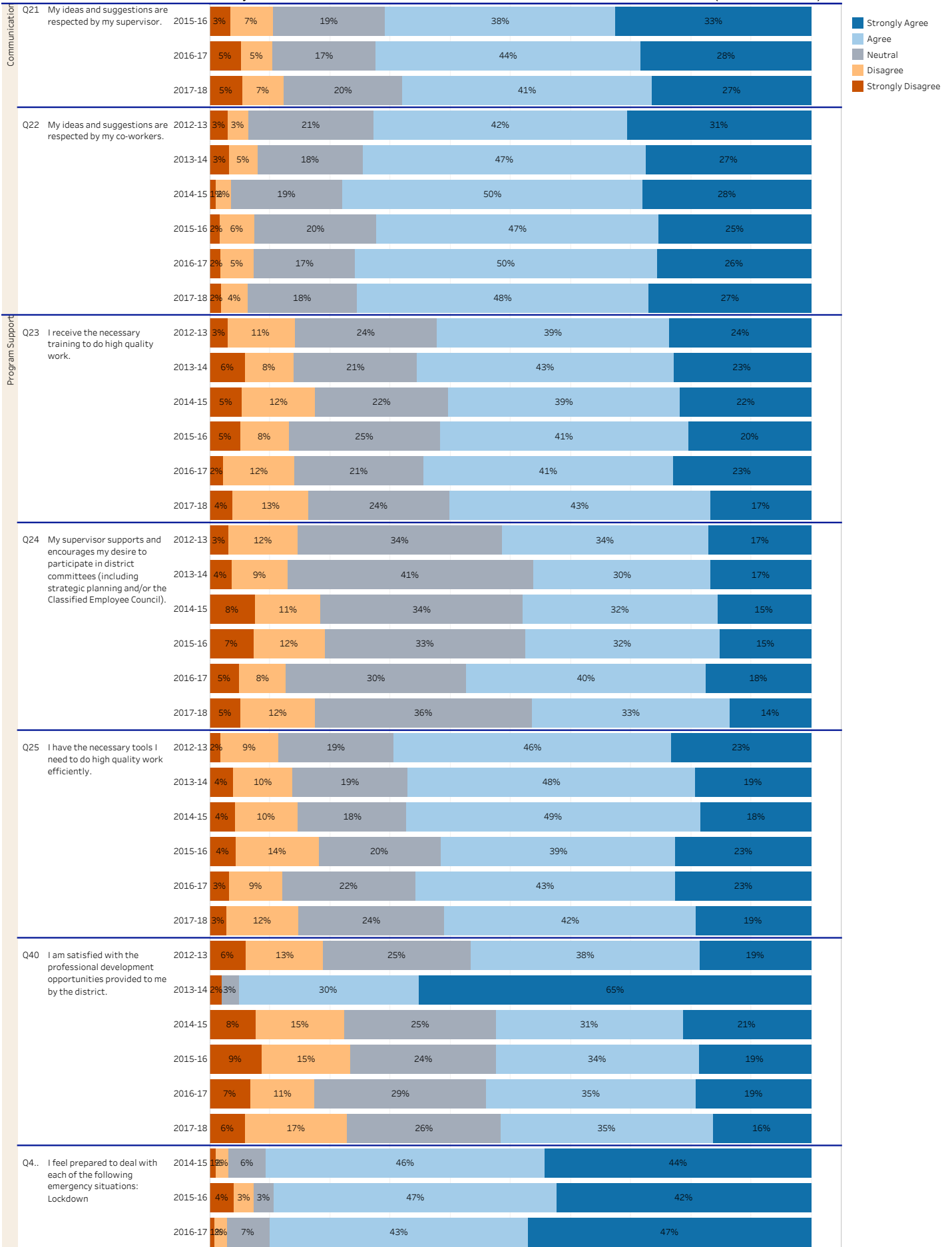
Classified Survey 2017-18 and Prior Years-Paraeducators/Ed Assistants/Related Positions (2017-18 N=278)



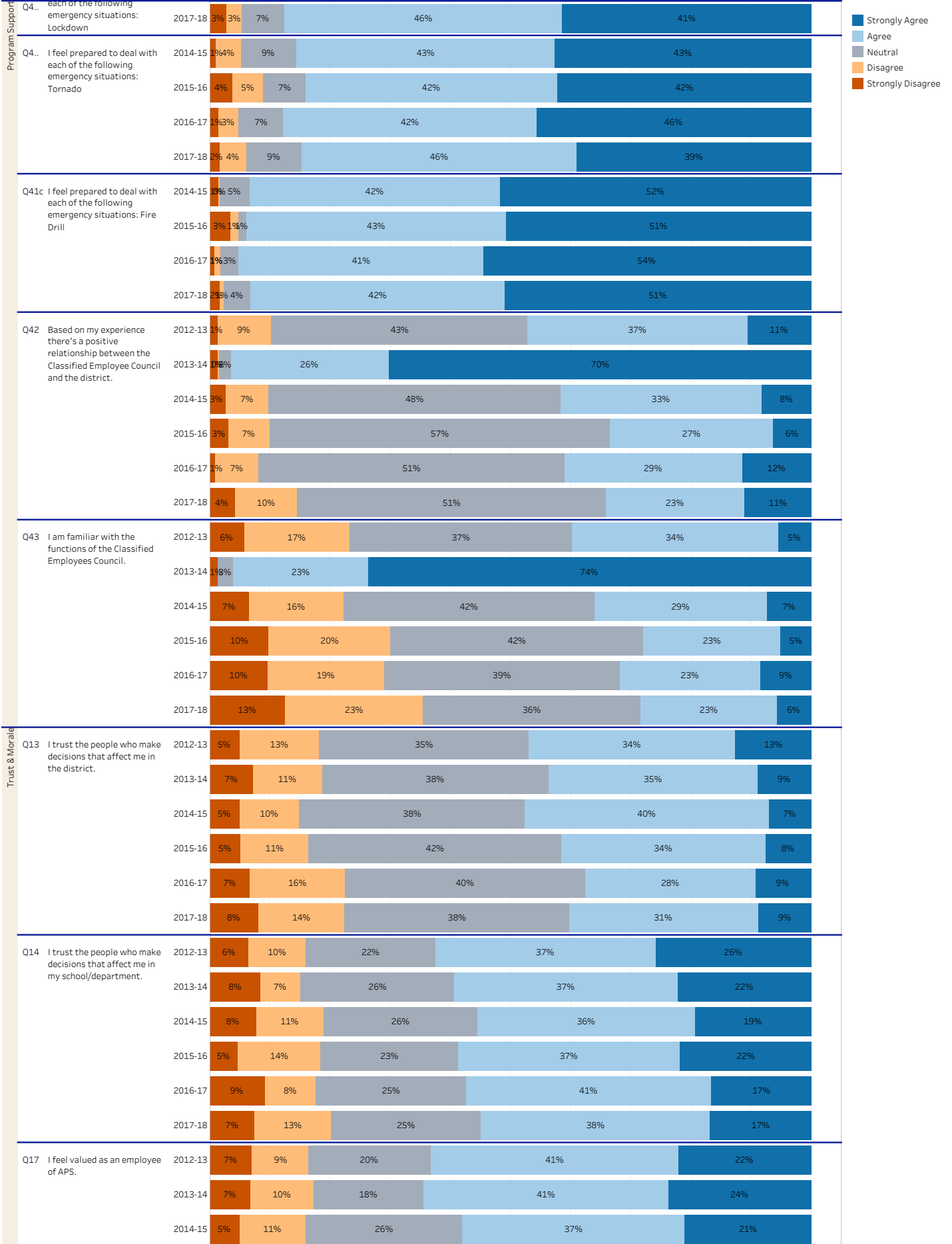
Classified Survey 2017-18 and Prior Years-Paraeducators/Ed Assistants/Related Positions (2017-18 N=278)



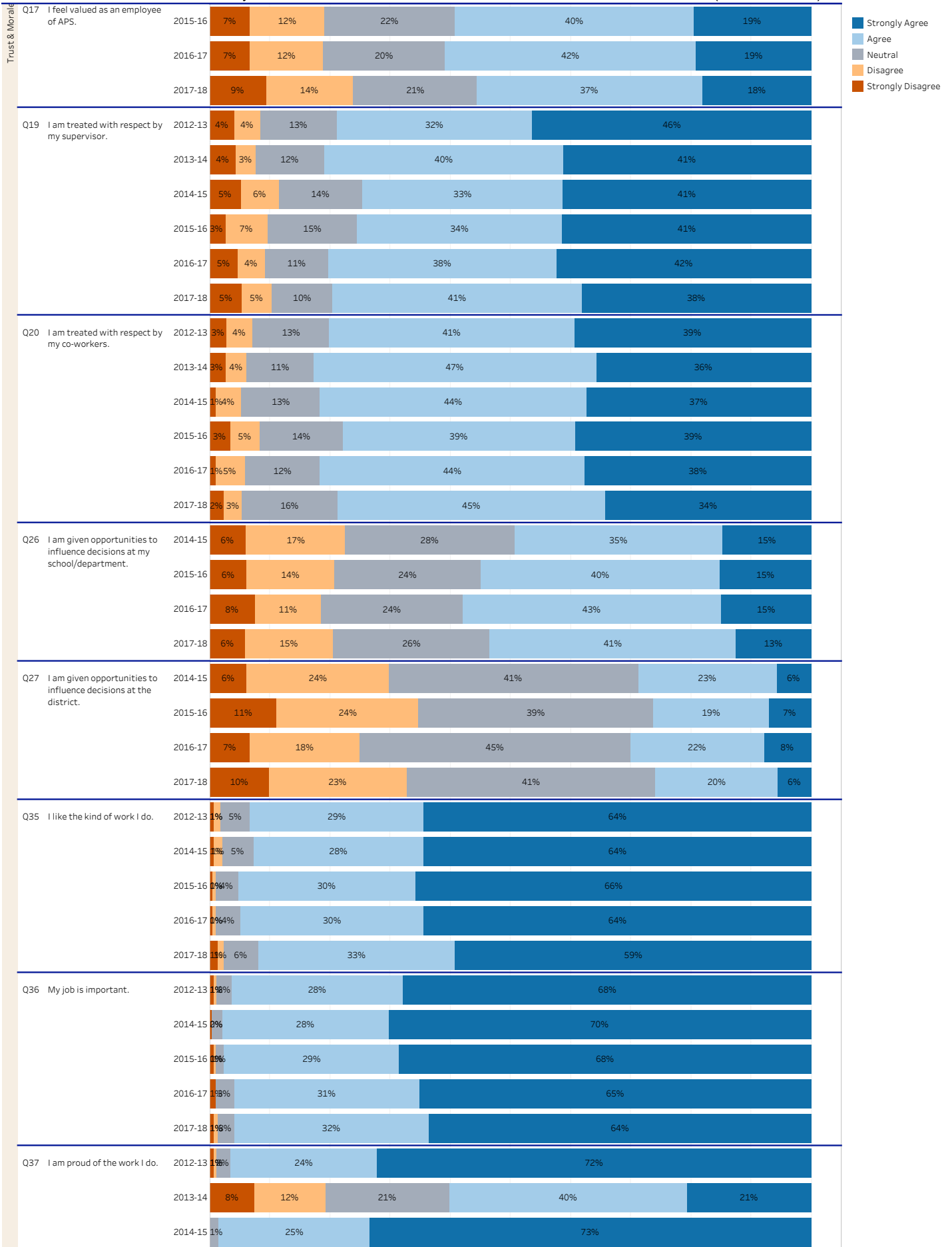
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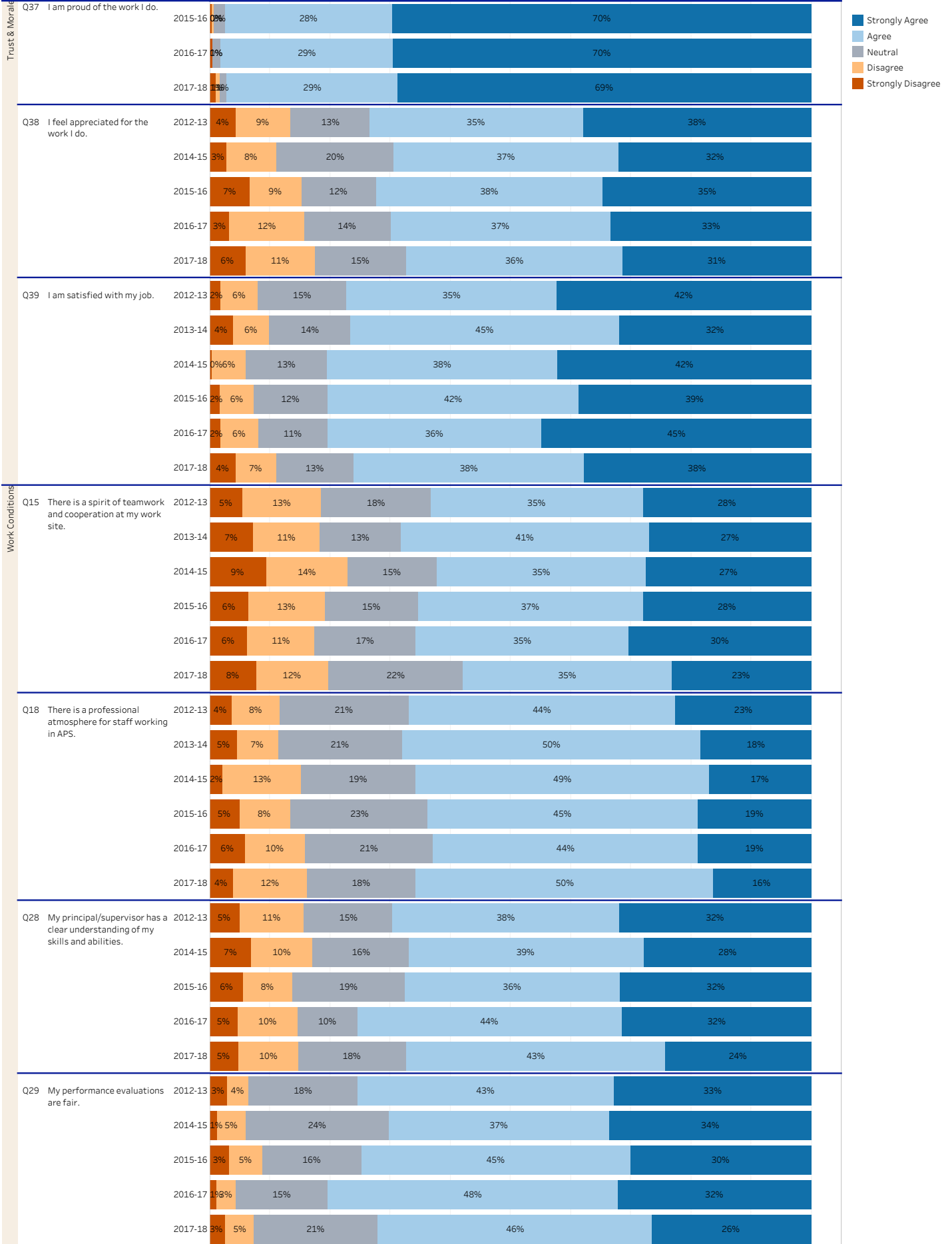
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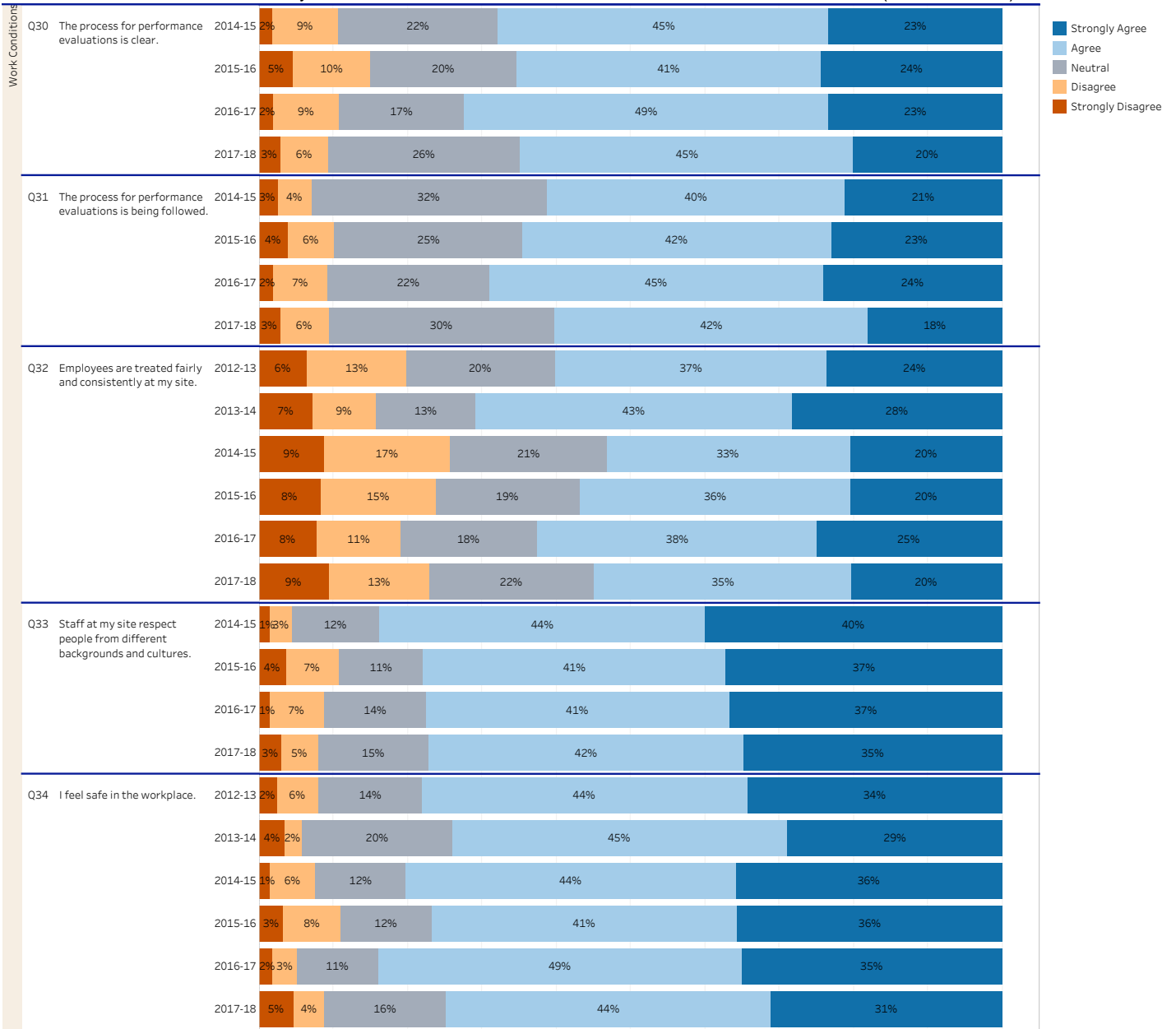
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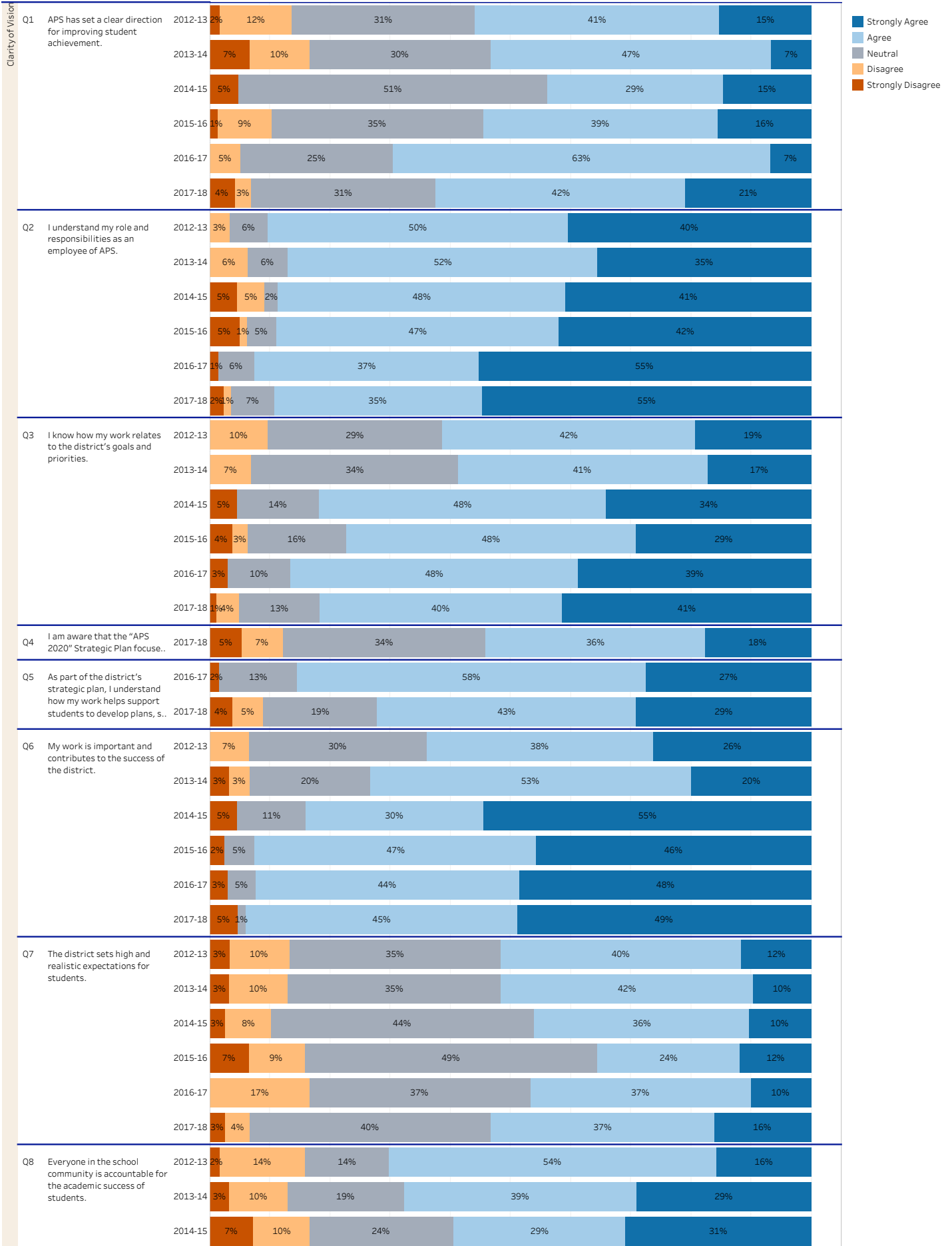
Classified Survey 2017-18 and Prior Years-Paraeducators/Ed Assistants/Related Positions (2017-18 N=278)



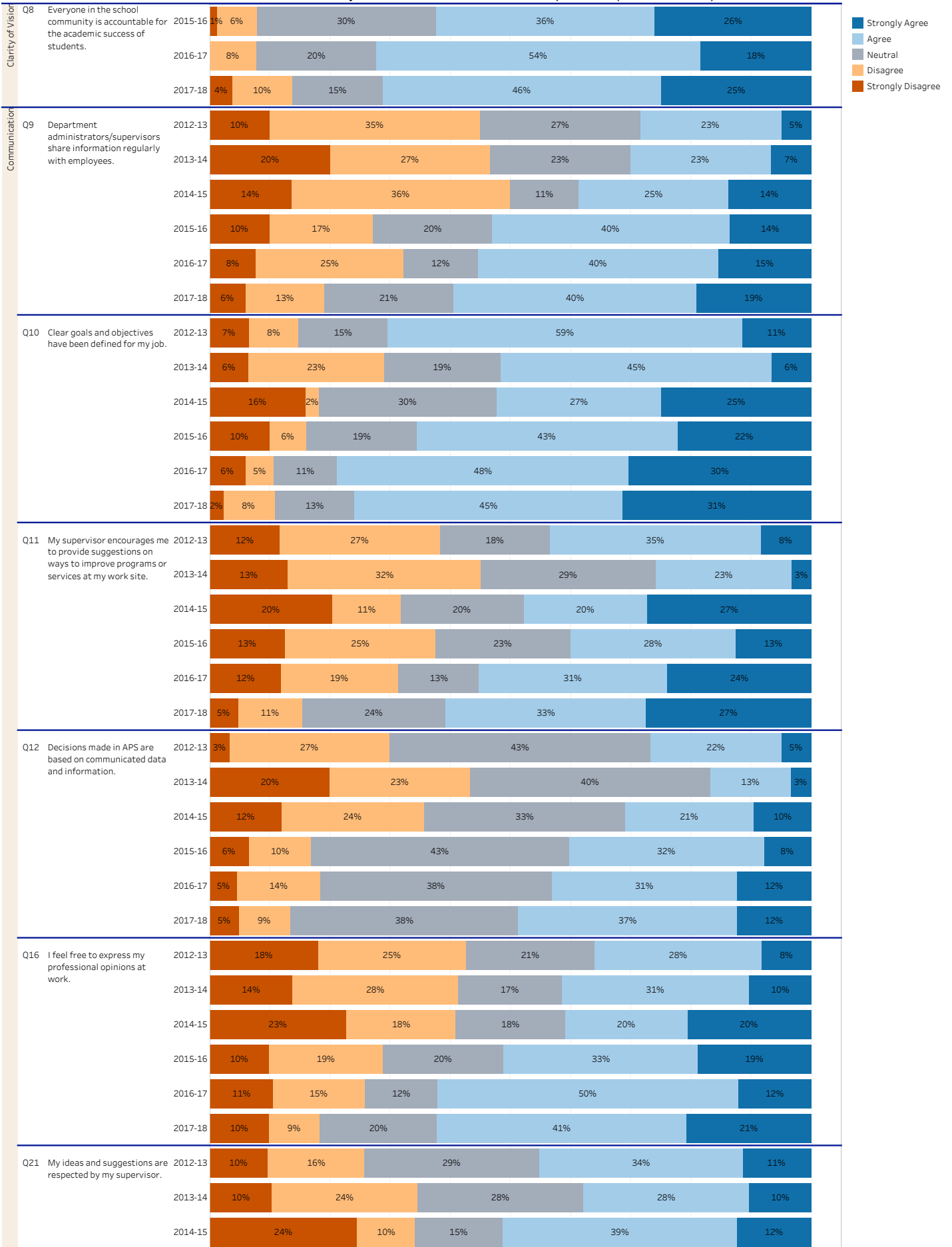
Classified Survey 2017-18 and Prior Years-Paraeducators/Ed Assistants/Related Positions (2017-18 N=278)



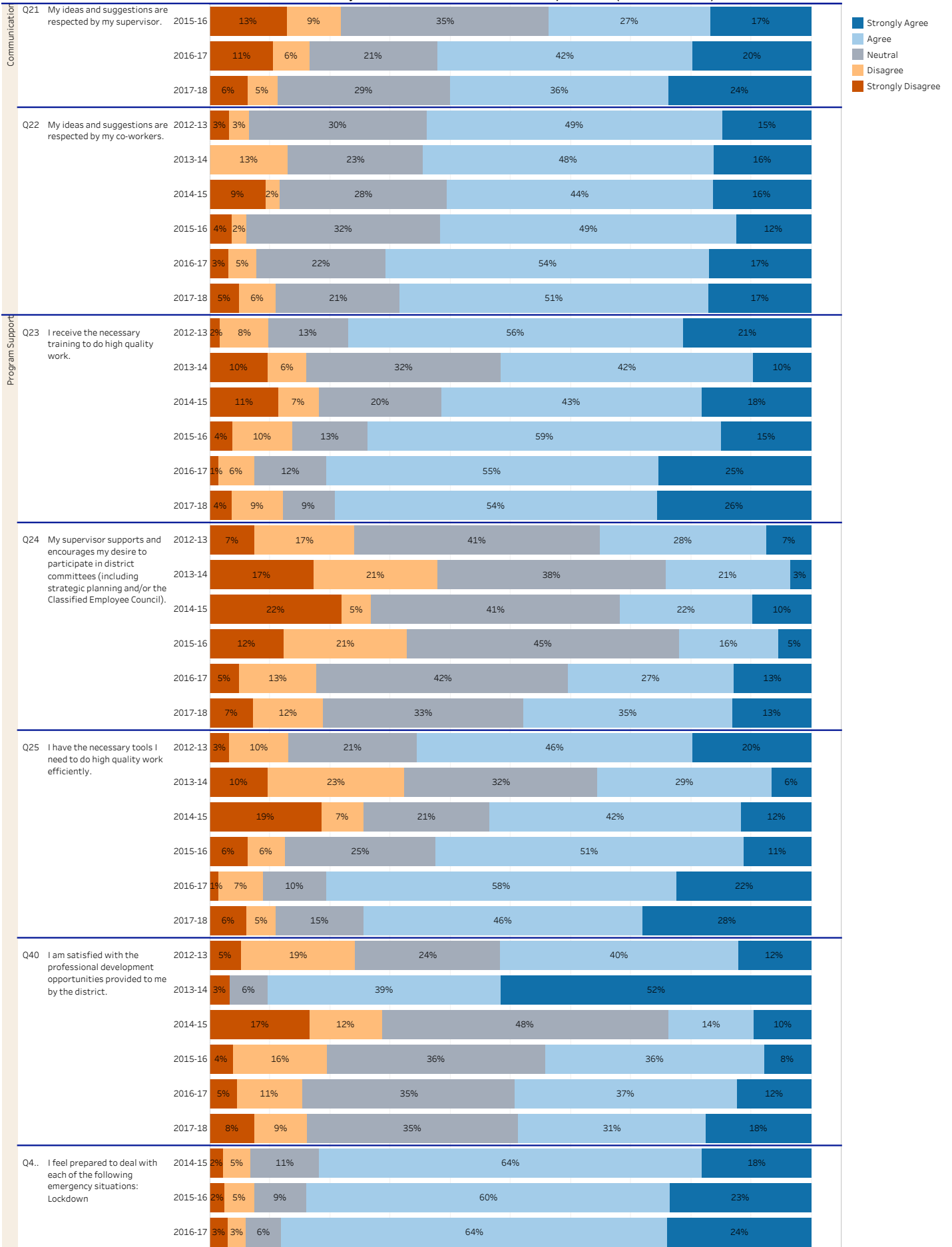
Classified Survey 2017-18 and Prior Years-Transportation (2017-18 N=70)



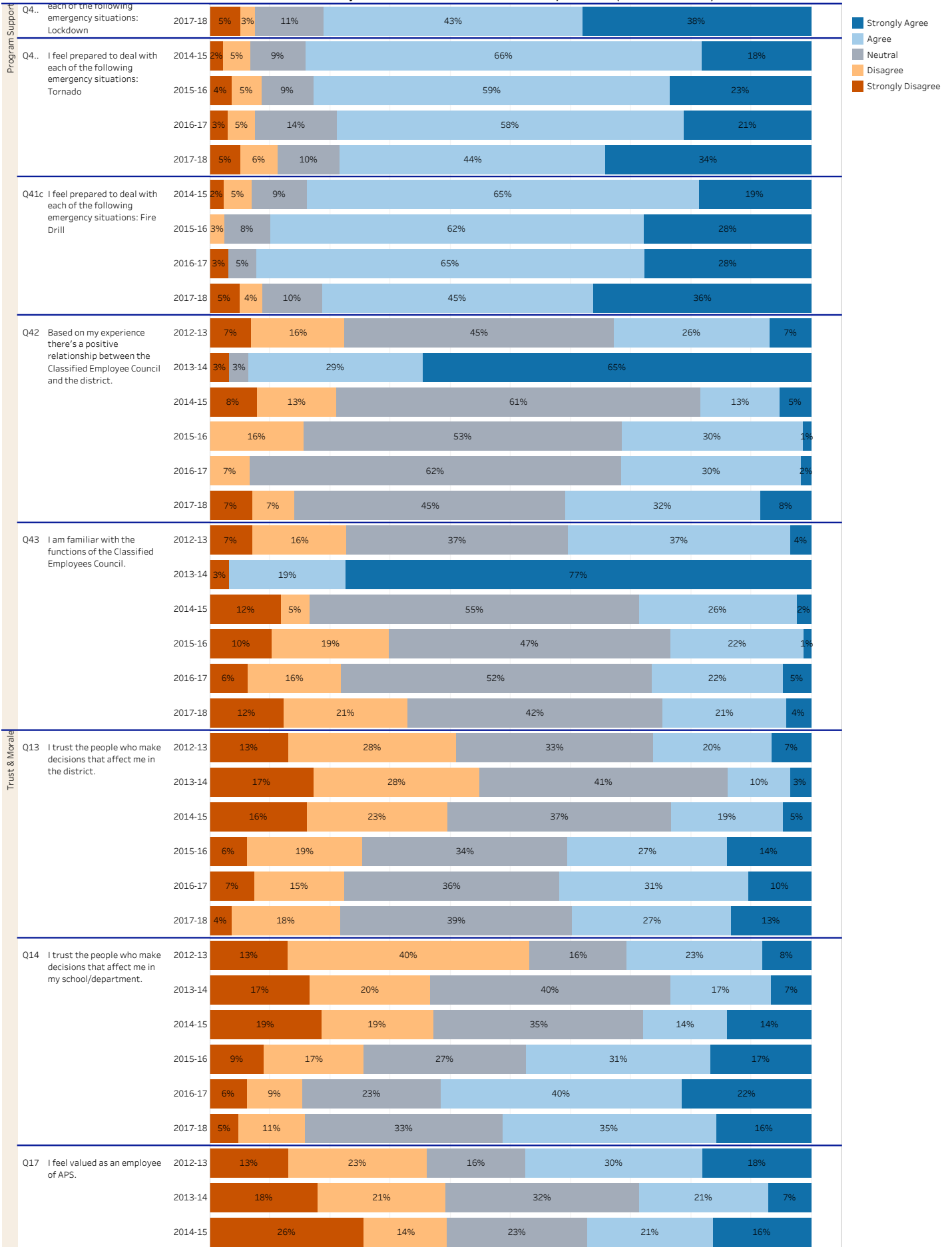
Classified Survey 2017-18 and Prior Years-Transportation (2017-18 N=70)



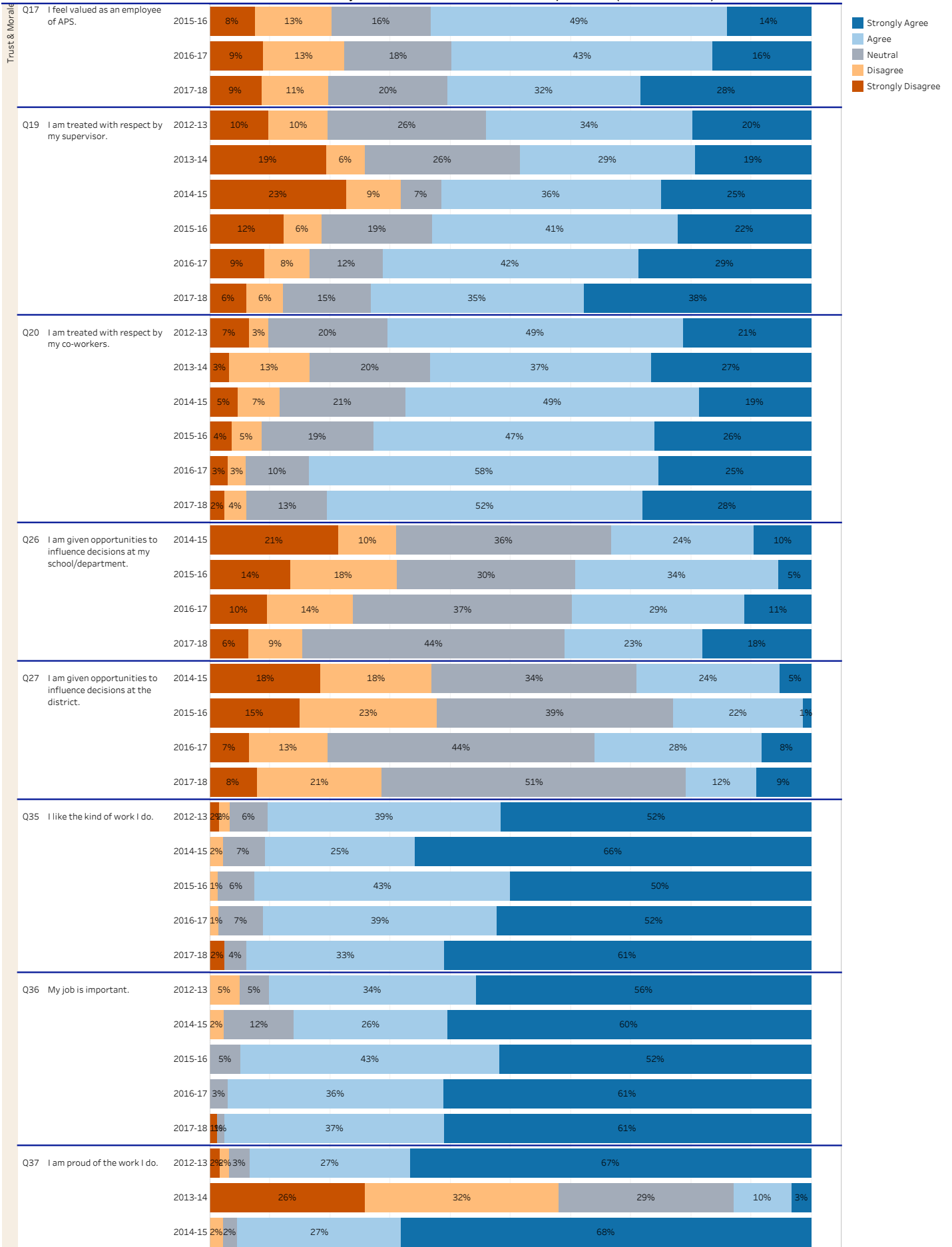
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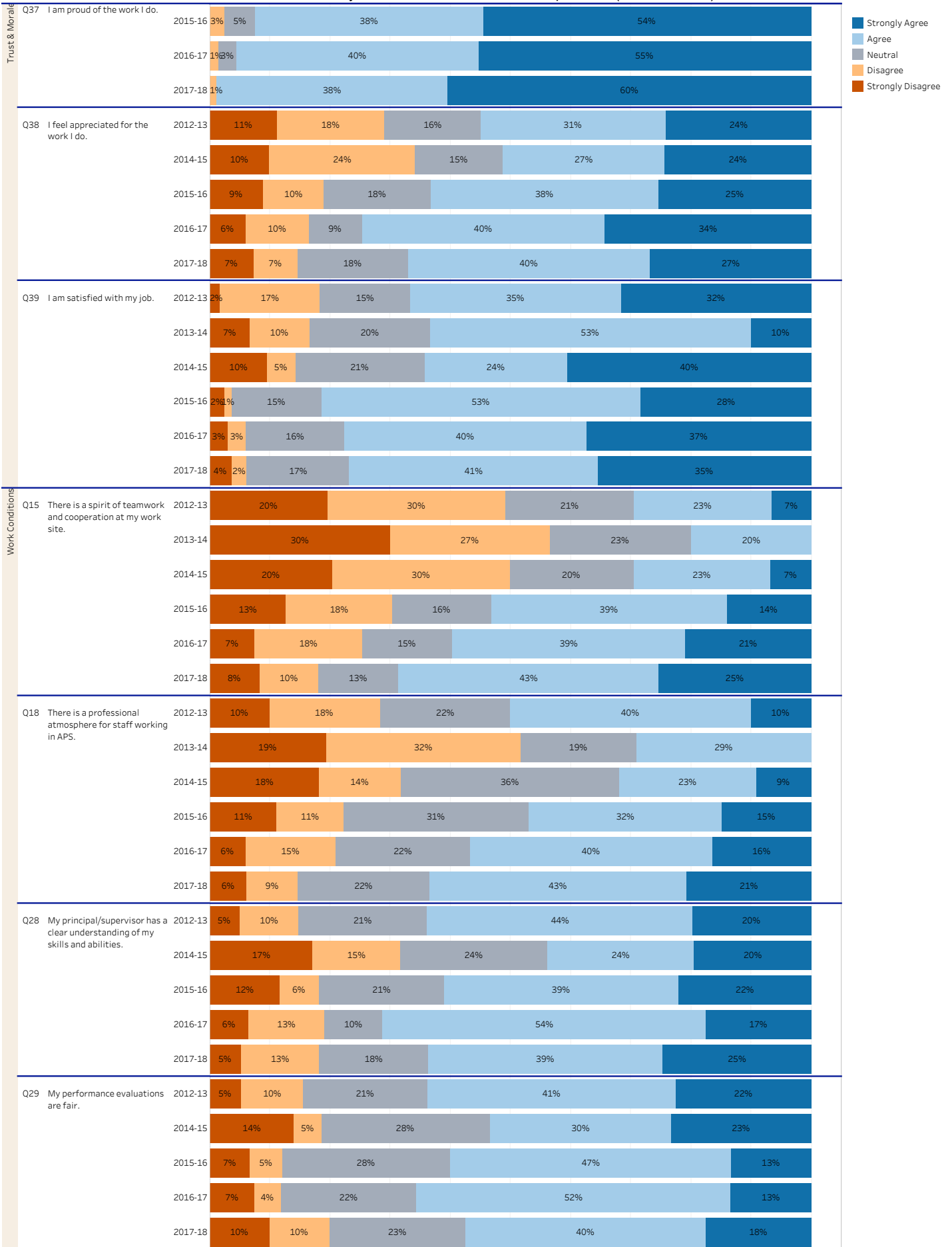
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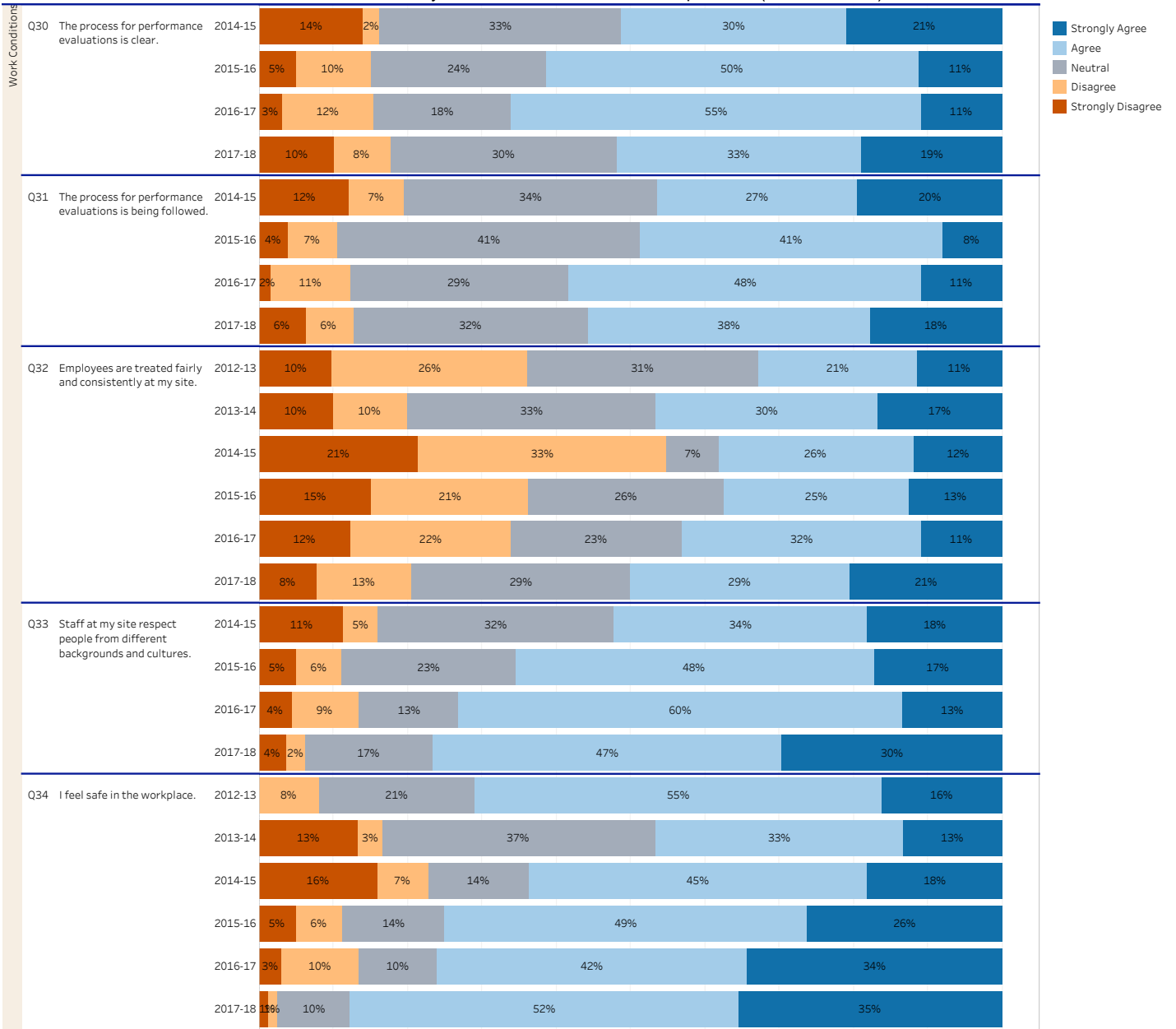
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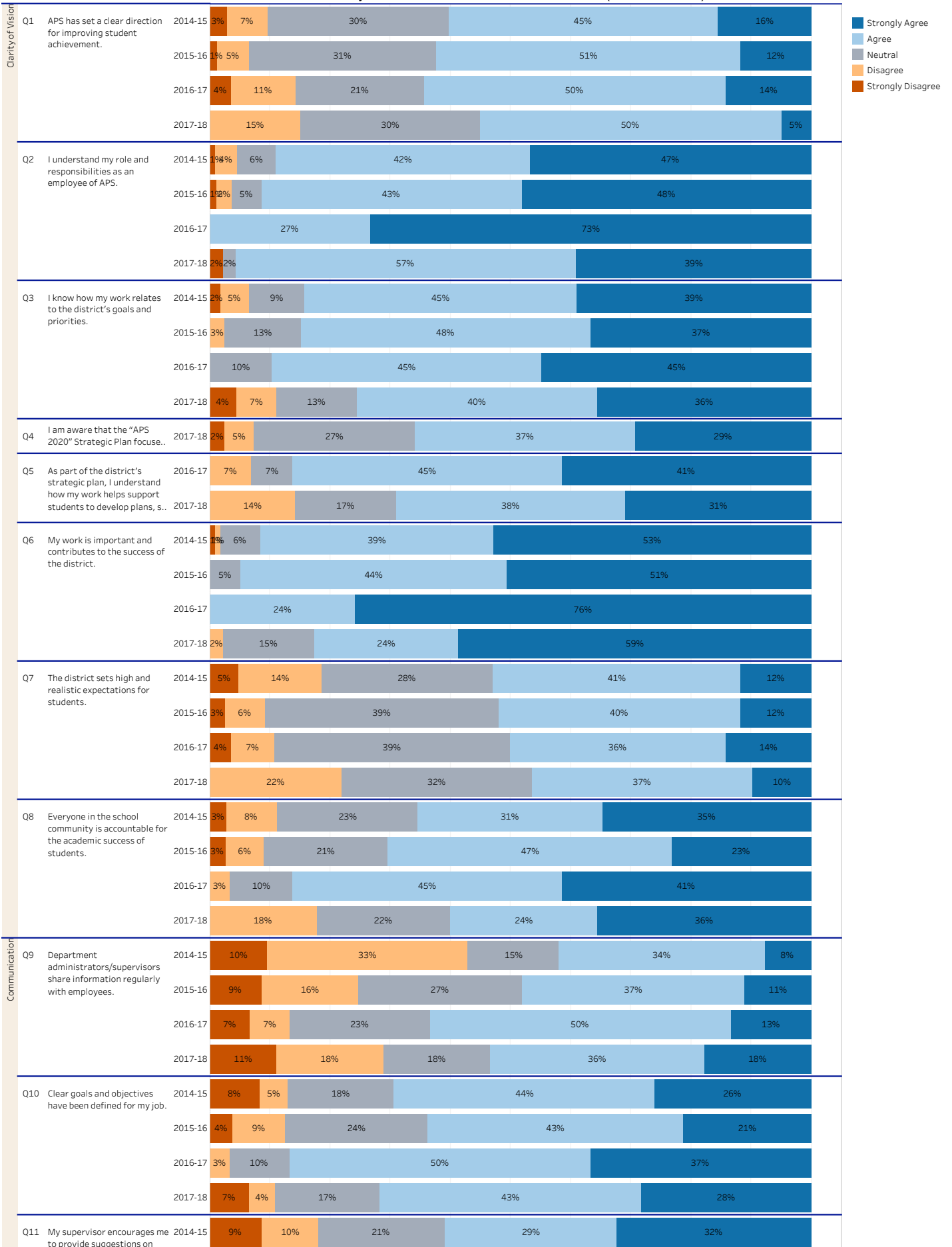
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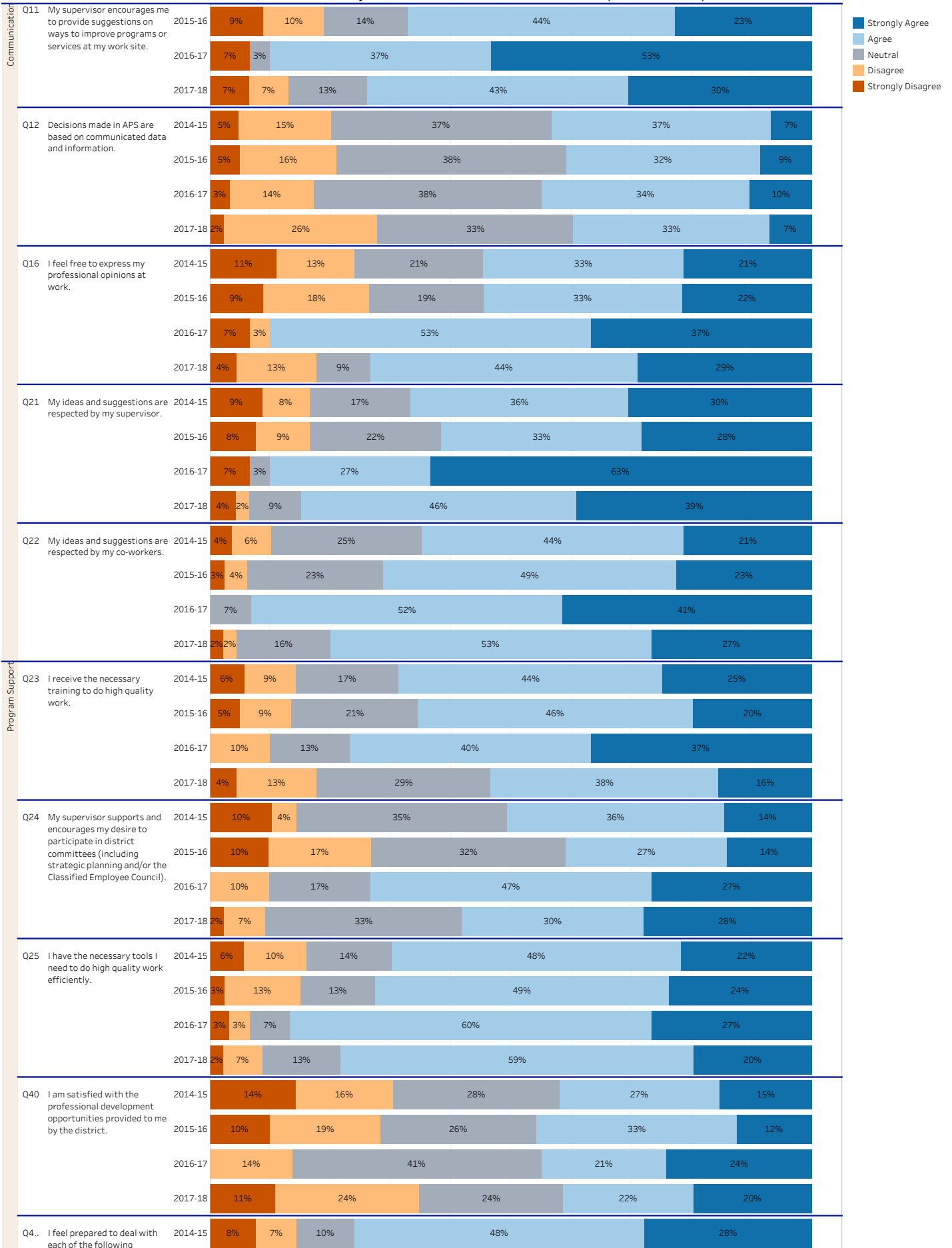
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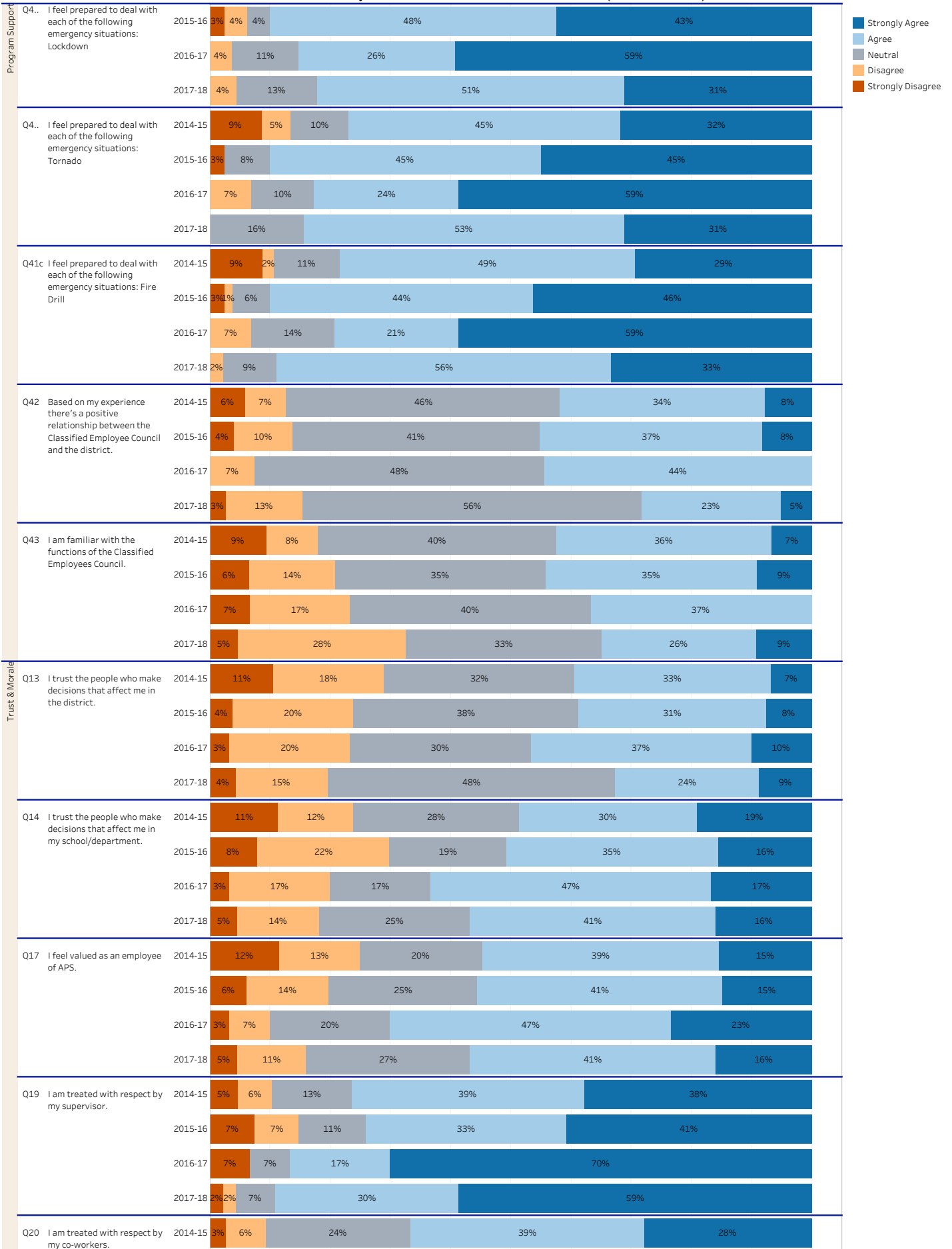
Classified Survey 2017-18 and Prior Years-Districtwide (2017-18 N=45)



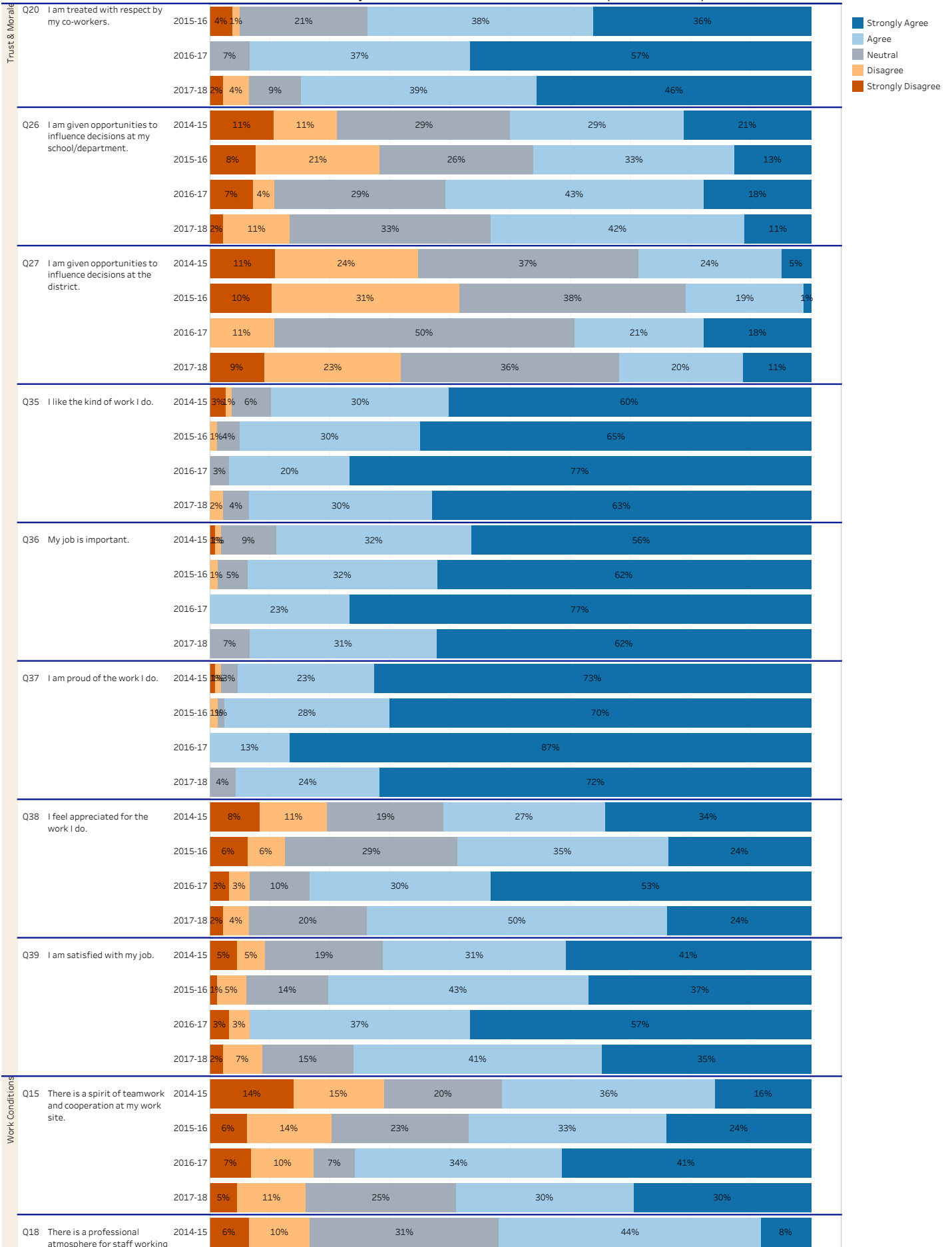
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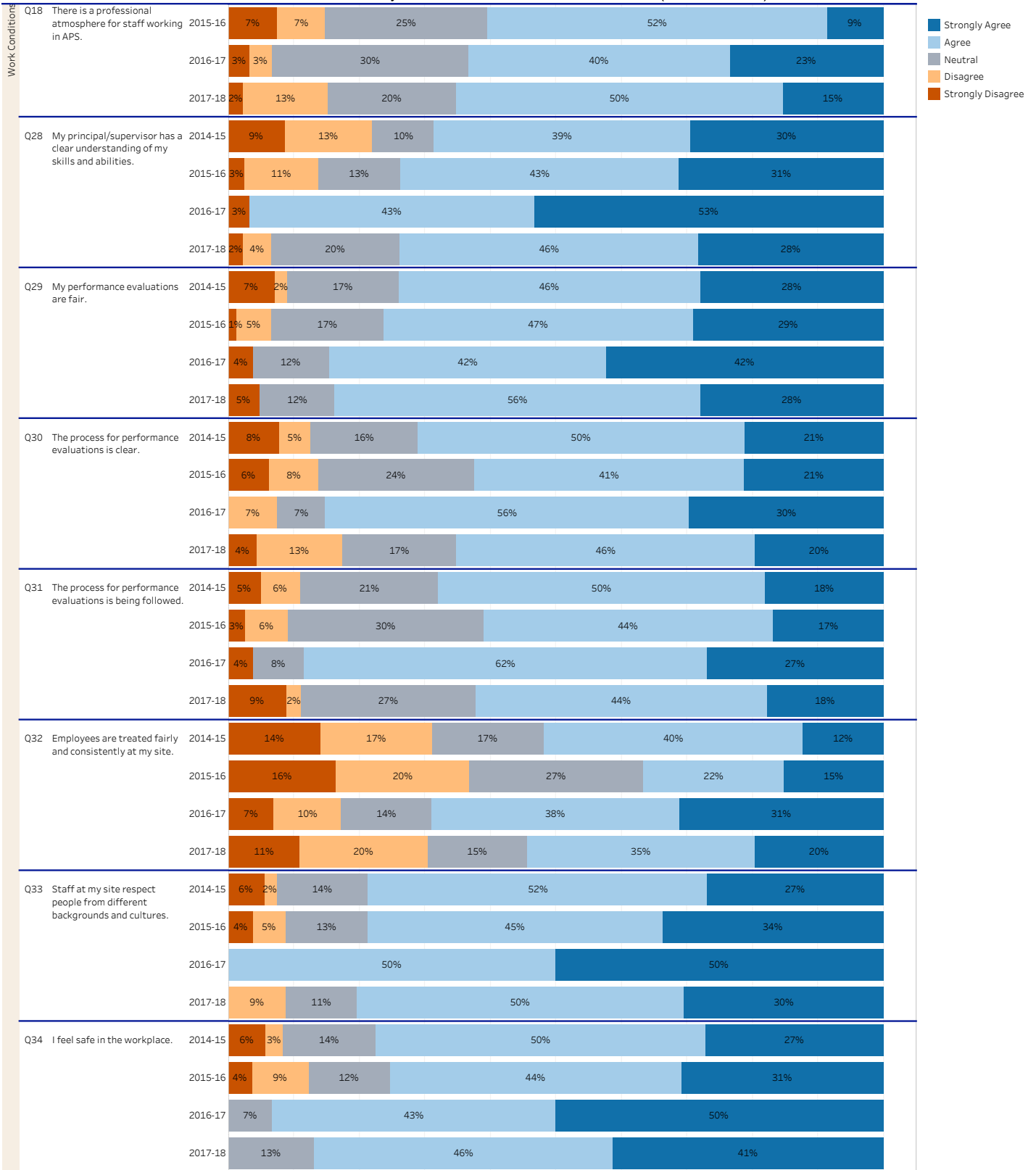
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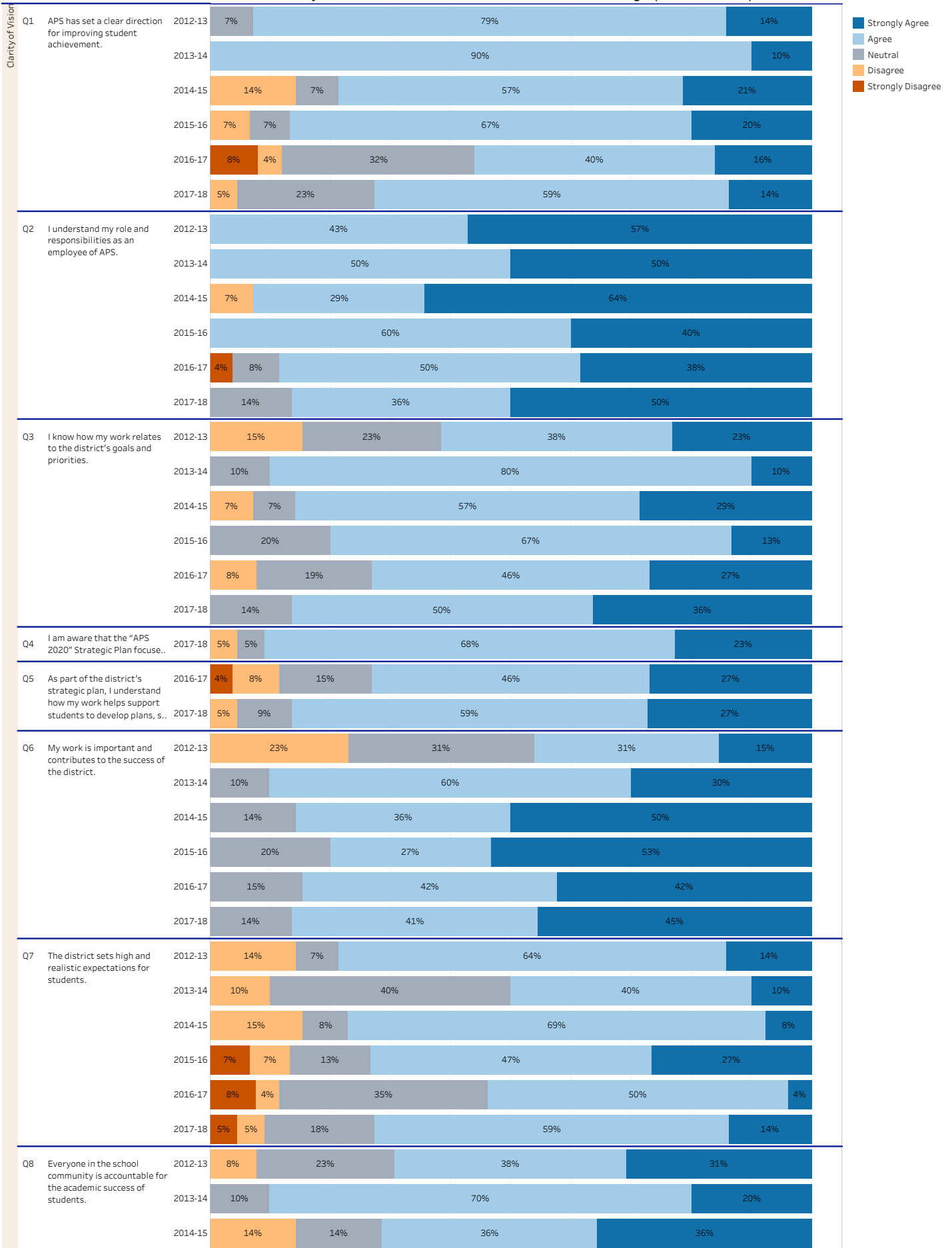
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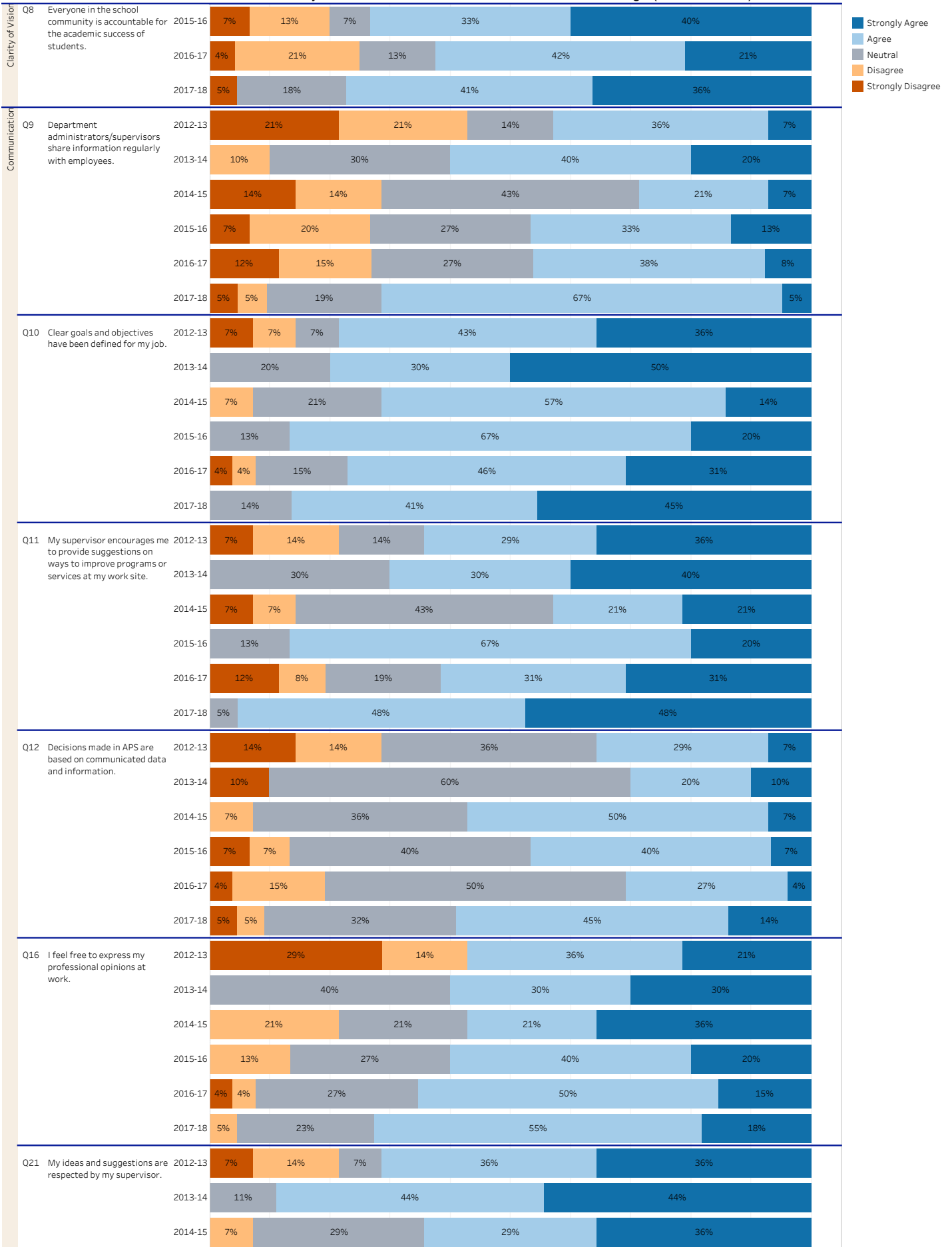
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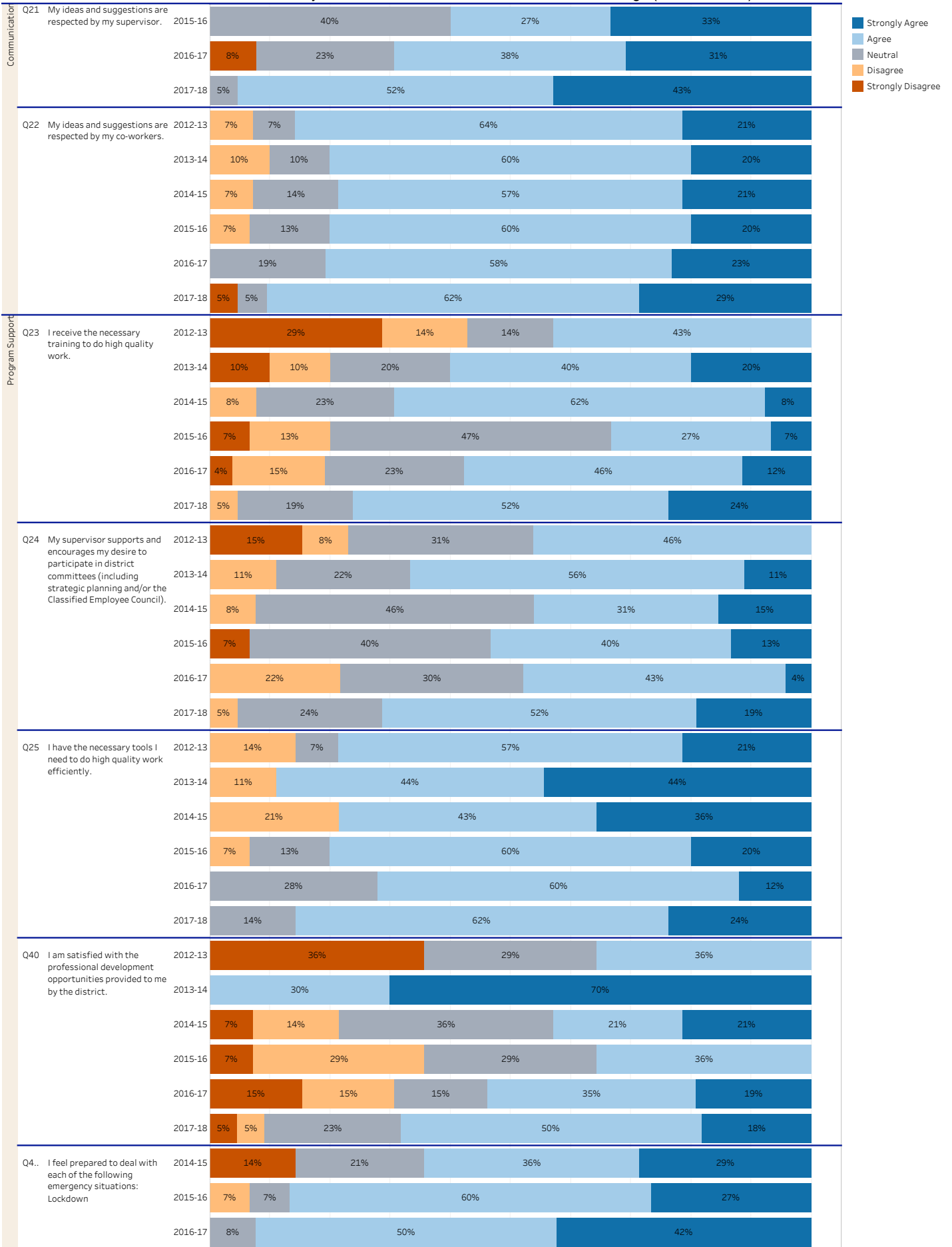
Classified Survey 2017-18 and Prior Years-Pickens Technical College (2017-18 N=21)



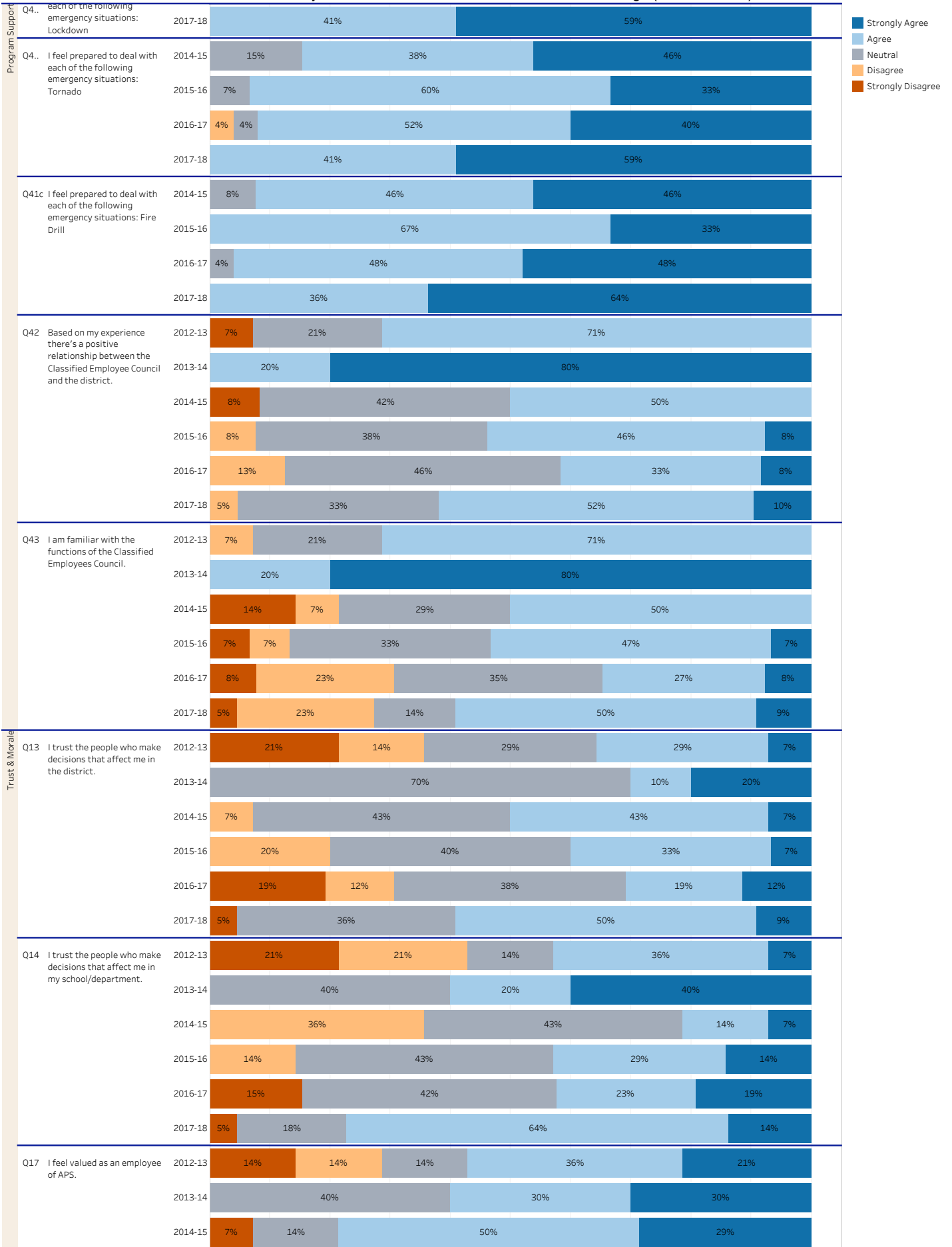
Classified Survey 2017-18 and Prior Years-Pickens Technical College (2017-18 N=21)



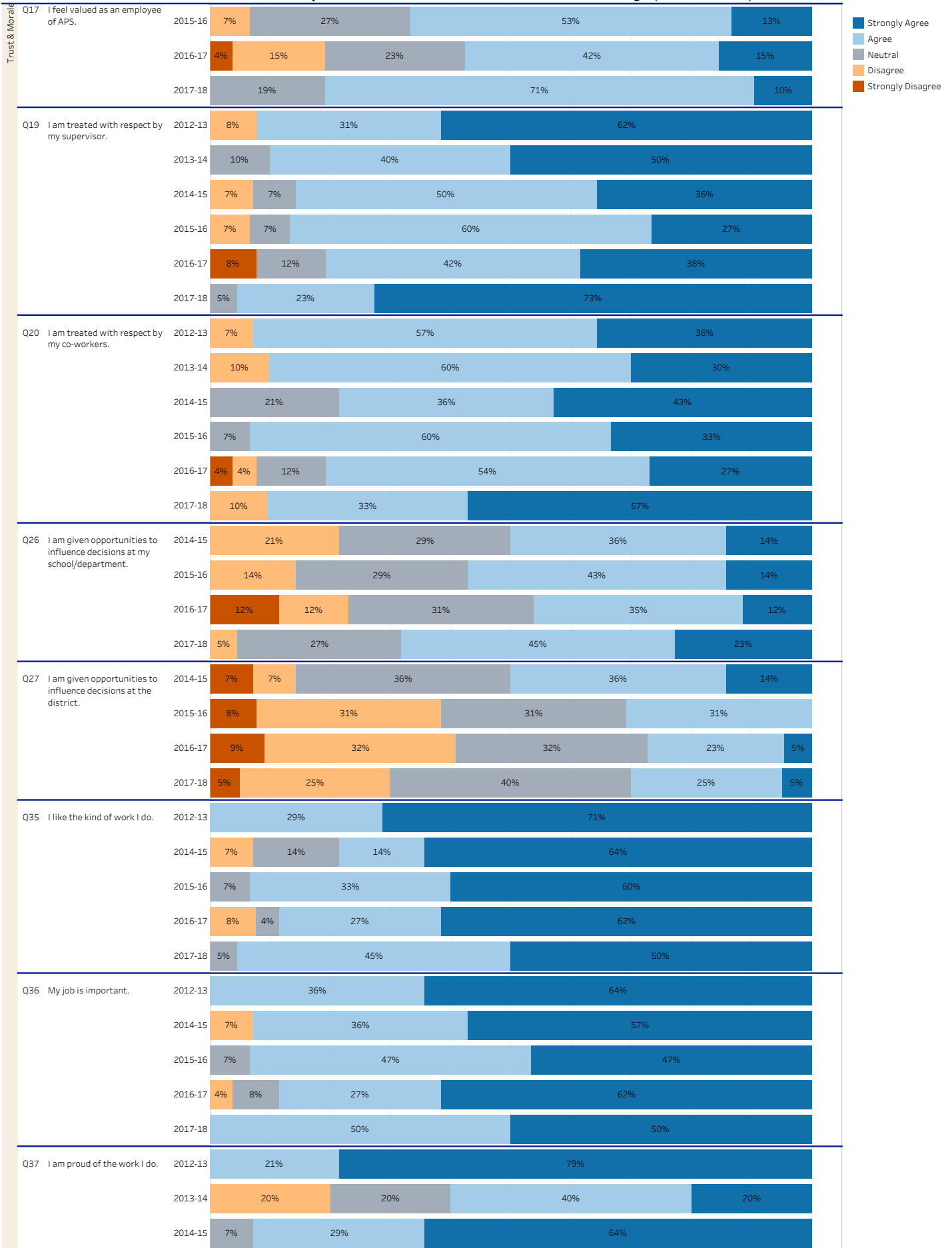
Classified Survey 2017-18 and Prior Years-Pickens Technical College (2017-18 N=21)



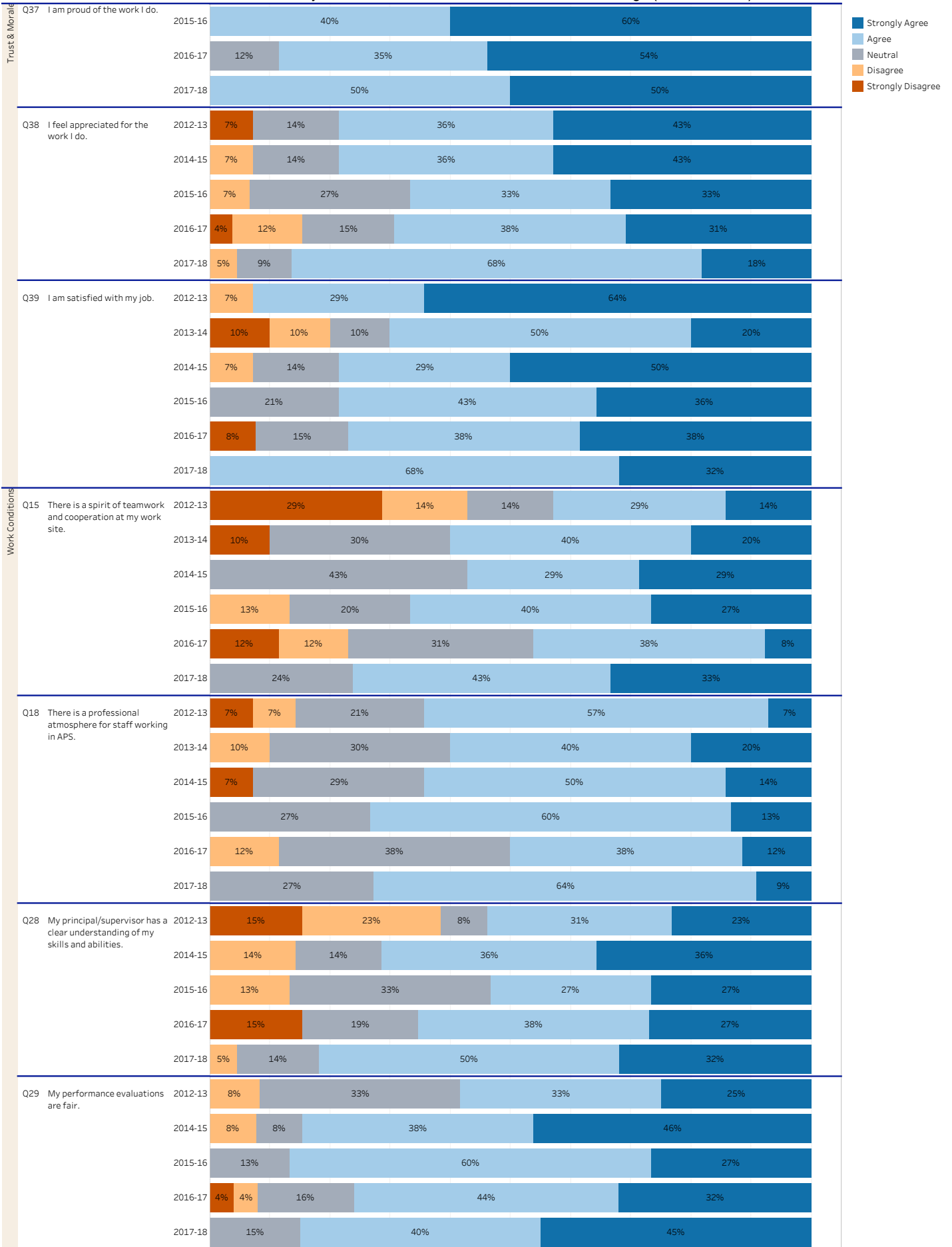
Classified Survey 2017-18 and Prior Years-Pickens Technical College (2017-18 N=21)



Classified Survey 2017-18 and Prior Years-Pickens Technical College (2017-18 N=21)



Classified Survey 2017-18 and Prior Years-Pickens Technical College (2017-18 N=21)



Classified Survey 2017-18 and Prior Years-Pickens Technical College (2017-18 N=21)

