

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



**Classified Staff Climate Survey**

**Historical Comparisons**

**2008-2009**



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

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Ag./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	10.1%	7.3%	-2.8%	20.5%	18.9%	-1.6%	69.4%	73.8%	4.4%	1157
2. I understand my roles and responsibilities as an employee of APS	3.6%	4.3%	0.7%	4.7%	6.9%	2.2%	91.7%	88.8%	-2.9%	1195
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	9.3%	7.8%	-1.5%	16.1%	19.0%	2.9%	74.6%	73.2%	-1.4%	1167
4. My work is important and contributes to the success of the VISTA 2010 plan	6.4%	3.9%	-2.5%	15.5%	16.4%	0.9%	78.1%	79.7%	1.6%	1159
5. The district sets high and realistic expectations for students	17.3%	14.0%	-3.3%	23.2%	18.9%	-4.3%	59.6%	67.1%	7.5%	1168
6. Everyone in the school community is accountable for the academic success of students	11.8%	9.8%	-2.0%	11.3%	11.2%	-0.1%	76.9%	79.0%	2.1%	1172
7. Administrators/supervisors share information regularly with employees	31.7%	29.5%	-2.2%	20.4%	20.3%	-0.1%	47.9%	50.3%	2.4%	1185
8. Clear goals and objectives have been defined for my job	15.5%	13.9%	-1.6%	16.9%	13.3%	-3.6%	67.7%	72.8%	5.1%	1189
9. I am encouraged to provide suggestions on ways to improve programs or services*	26.0%	22.0%	-4.0%	21.0%	19.0%	-2.0%	53.0%	59.0%	6.0%	1181
10. Decisions made in APS are based on communicated data and information	23.9%	19.0%	-4.9%	34.8%	33.5%	-1.3%	41.3%	47.5%	6.2%	1166
11. I trust the people who make decisions that affect me in the district	27.5%	23.5%	-4.0%	34.2%	31.5%	-2.7%	38.3%	44.9%	6.6%	1164
12. I trust the people who make decisions that affect me in my school/department	24.7%	22.5%	-2.2%	23.9%	23.1%	-0.8%	51.4%	54.4%	3.0%	1182
13. There is a spirit of teamwork and cooperation	28.6%	24.2%	-4.4%	21.2%	17.9%	-3.3%	50.1%	57.9%	7.8%	1181
14. I feel free to express my professional opinions at work	28.1%	23.0%	-5.1%	16.9%	19.9%	3.0%	55.0%	57.1%	2.1%	1160
15. I feel valued as an employee of APS	20.8%	18.8%	-2.0%	23.8%	22.3%	-1.5%	55.5%	58.8%	3.3%	1159
16. There is a professional atmosphere for staff working in APS	19.4%	14.5%	-4.9%	20.9%	22.2%	1.3%	59.7%	63.4%	3.7%	1168
17. I am treated with respect	16.5%	13.6%	-2.9%	18.4%	19.1%	0.7%	65.2%	67.2%	2.0%	1165
18. My ideas and suggestions are respected	20.2%	17.1%	-3.1%	27.5%	26.8%	-0.7%	52.3%	56.1%	3.8%	1155
19. I receive the necessary training to do high quality work	17.5%	17.7%	0.2%	20.2%	19.2%	-1.0%	62.3%	63.1%	0.8%	1161
20. My supervisor supports and encourages me to participate in district committees*	14.8%	14.3%	-0.5%	35.6%	34.9%	-0.7%	49.6%	50.8%	1.2%	1076
21. I have the necessary tools to do high quality work efficiently	14.7%	15.5%	0.8%	17.3%	17.7%	0.4%	68.1%	66.8%	-1.3%	1155
22. My principal/supervisor has a clear understanding of my skills and abilities	16.0%	16.0%	0.0%	14.3%	15.8%	1.5%	69.7%	68.2%	-1.5%	1159
23. My performance evaluations are fair	7.3%	8.1%	0.8%	17.4%	17.7%	0.3%	75.3%	74.2%	-1.1%	1112
24. Employees are treated fairly and consistently at my site	29.1%	26.3%	-2.8%	21.4%	20.9%	-0.5%	49.5%	52.8%	3.3%	1157
25. I feel safe in the workplace	10.8%	7.0%	-3.8%	11.7%	12.4%	0.7%	77.6%	80.6%	3.0%	1165
26. I like the kind of work I do	1.7%	2.2%	0.5%	3.6%	4.7%	1.1%	94.7%	93.2%	-1.5%	1161
27. My job is important	1.4%	2.2%	0.8%	2.8%	4.7%	1.9%	95.7%	93.0%	-2.7%	1164
28. I am proud of the work I do	1.0%	1.8%	0.8%	1.8%	2.1%	0.3%	97.2%	96.1%	-1.1%	1163
29. I feel appreciated for the work I do	17.5%	15.8%	-1.7%	15.6%	16.3%	0.7%	66.9%	67.8%	0.9%	1163
30. I am satisfied with my job	7.0%	7.0%	0.0%	15.3%	12.8%	-2.5%	77.7%	80.2%	2.5%	1158
31. I am satisfied with the professional development opportunities provided by the district	--	24.6%	--	--	24.5%	--	--	50.9%	--	1157
32. There's a positive relationship between the Classified Employee Council and the district*	--	12.3%	--	--	43.3%	--	--	44.4%	--	1110
33. I am familiar with the functions of the Classified Employee Council	--	20.8%	--	--	35.4%	--	--	43.8%	--	1136

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. \*question abbreviated for report. 2009: total n=1203. --: indicates that the question is new since last year or has been modified thus preventing between-year comparisons.

February 4, 2009



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009): Historical Comparisons**  
**Administrative/Secretarial Support**

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Ag./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	12.3%	4.3%	-8.0%	17.7%	16.9%	-0.8%	70.0%	78.8%	8.8%	231
2. I understand my roles and responsibilities as an employee of APS	3.4%	0.9%	-2.5%	3.0%	5.5%	2.5%	93.6%	93.6%	0.0%	235
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	8.5%	3.9%	-4.6%	12.4%	18.8%	6.4%	79.1%	77.3%	-1.8%	229
4. My work is important and contributes to the success of the VISTA 2010 plan	6.5%	2.2%	-4.3%	10.5%	15.8%	5.3%	83.0%	82.0%	-1.0%	228
5. The district sets high and realistic expectations for students	18.7%	9.6%	-9.1%	22.2%	16.2%	-6.0%	59.1%	74.2%	15.1%	229
6. Everyone in the school community is accountable for the academic success of students	13.3%	8.8%	-4.5%	8.4%	7.1%	-1.3%	78.3%	84.1%	5.8%	226
7. Administrators/supervisors share information regularly with with employees	32.0%	28.6%	-3.4%	18.2%	15.4%	-2.8%	49.8%	56.0%	6.2%	234
8. Clear goals and objectives have been defined for my job	14.8%	11.3%	-3.5%	16.7%	10.0%	-6.7%	68.5%	78.8%	10.3%	231
9. I am encouraged to provide suggestions on ways to improve programs or services*	23.8%	16.4%	-7.4%	17.8%	16.4%	-1.4%	58.4%	67.2%	8.8%	232
10. Decisions made in APS are based on communicated data and information	32.0%	19.5%	-12.5%	29.5%	37.7%	8.2%	38.5%	42.9%	4.4%	231
11. I trust the people who make decisions that affect me in the district	26.6%	21.9%	-4.7%	34.0%	31.6%	-2.4%	39.4%	46.5%	7.1%	228
12. I trust the people who make decisions that affect me in my school/department	21.7%	14.7%	-7.0%	17.7%	21.1%	3.4%	60.6%	64.2%	3.6%	232
13. There is a spirit of teamwork and cooperation	28.6%	18.5%	-10.1%	16.7%	13.8%	-2.9%	54.7%	67.7%	13.0%	232
14. I feel free to express my professional opinions at work	28.7%	16.6%	-12.1%	10.9%	20.1%	9.2%	60.4%	63.3%	2.9%	229
15. I feel valued as an employee of APS	19.7%	17.3%	-2.4%	23.6%	20.3%	-3.3%	56.7%	62.3%	5.6%	231
16. There is a professional atmosphere for staff working in APS	20.2%	12.0%	-8.2%	20.2%	18.8%	-1.4%	59.6%	69.2%	9.6%	234
17. I am treated with respect	14.3%	9.5%	-4.8%	17.7%	14.2%	-3.5%	68.0%	76.3%	8.3%	232
18. My ideas and suggestions are respected	16.8%	9.6%	-7.2%	29.7%	24.1%	-5.6%	53.5%	66.2%	12.7%	228
19. I receive the necessary training to do high quality work	20.8%	21.6%	0.8%	22.3%	22.4%	0.1%	56.9%	56.0%	-0.9%	232
20. My supervisor supports and encourages me to participate in district committees*	12.8%	10.0%	-2.8%	28.7%	27.6%	-1.1%	58.5%	62.4%	3.9%	221
21. I have the necessary tools to do high quality work efficiently	12.3%	10.5%	-1.8%	14.8%	13.1%	-1.7%	72.9%	76.4%	3.5%	229
22. My principal/supervisor has a clear understanding of my skills and abilities	13.3%	11.3%	-2.0%	10.3%	13.4%	3.1%	76.4%	75.3%	-1.1%	231
23. My performance evaluations are fair	5.3%	4.6%	-0.7%	12.2%	14.6%	2.4%	82.5%	80.8%	-1.7%	219
24. Employees are treated fairly and consistently at my site	29.6%	21.3%	-8.3%	16.3%	13.8%	-2.5%	54.2%	64.9%	10.7%	225
25. I feel safe in the workplace	9.9%	5.6%	-4.3%	9.9%	8.2%	-1.7%	80.3%	86.2%	5.9%	232
26. I like the kind of work I do	1.5%	0.4%	-1.1%	3.4%	4.4%	1.0%	95.1%	95.2%	0.1%	229
27. My job is important	1.0%	2.2%	1.2%	2.5%	3.9%	1.4%	96.6%	94.0%	-2.6%	232
28. I am proud of the work I do	1.5%	0.9%	-0.6%	2.0%	0.9%	-1.1%	96.6%	98.2%	1.6%	227
29. I feel appreciated for the work I do	16.7%	13.5%	-3.2%	14.8%	13.1%	-1.7%	68.5%	73.4%	4.9%	229
30. I am satisfied with my job	8.4%	6.6%	-1.8%	12.8%	11.8%	-1.0%	78.8%	81.7%	2.9%	229
31. I am satisfied with the professional development opportunities provided by the district	33.3%	32.9%	-0.4%	24.4%	21.9%	-2.5%	42.3%	45.2%	2.9%	228
32. There's a positive relationship between the Classified Employee Council and the district*	12.0%	13.1%	1.1%	41.5%	41.6%	0.1%	46.4%	45.3%	-1.1%	214
33. I am familiar with the functions of the Classified Employee Council	--	23.2%	--	--	25.0%	--	--	51.8%	--	224

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. \*question abbreviated for report. 2009: total n=1203. --: indicates that the question is new since last year or has been modified thus preventing between-year comparisons.

February 4, 2009



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009): Historical Comparisons**  
**Budget/Finance/Information Technology**

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Aq./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	15.4%	10.9%	-4.5%	15.4%	6.5%	-8.9%	69.2%	82.6%	13.4%	46
2. I understand my roles and responsibilities as an employee of APS	7.7%	10.2%	2.5%	3.8%	2.0%	-1.8%	88.5%	87.8%	-0.7%	49
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	9.6%	8.2%	-1.4%	1.9%	14.3%	12.4%	88.5%	77.6%	-10.9%	49
4. My work is important and contributes to the success of the VISTA 2010 plan	1.9%	4.2%	2.3%	15.4%	10.4%	-5.0%	82.7%	85.4%	2.7%	48
5. The district sets high and realistic expectations for students	22.0%	14.9%	-7.1%	16.0%	17.0%	1.0%	62.0%	68.1%	6.1%	47
6. Everyone in the school community is accountable for the academic success of students	15.7%	8.5%	-7.2%	15.7%	10.6%	-5.1%	68.6%	80.9%	12.3%	47
7. Administrators/supervisors share information regularly with with employees	34.6%	36.7%	2.1%	23.1%	18.4%	-4.7%	42.3%	44.9%	2.6%	49
8. Clear goals and objectives have been defined for my job	13.5%	20.8%	7.3%	3.8%	2.1%	-1.7%	82.7%	77.1%	-5.6%	48
9. I am encouraged to provide suggestions on ways to improve programs or services*	21.2%	24.5%	3.3%	23.1%	14.3%	-8.8%	55.8%	61.2%	5.4%	49
10. Decisions made in APS are based on communicated data and information	31.4%	34.7%	3.3%	21.6%	32.7%	11.1%	47.1%	32.7%	-14.4%	49
11. I trust the people who make decisions that affect me in the district	32.7%	24.5%	-8.2%	23.1%	32.7%	9.6%	44.2%	42.9%	-1.3%	49
12. I trust the people who make decisions that affect me in my school/department	23.1%	29.2%	6.1%	17.3%	22.9%	5.6%	59.6%	47.9%	-11.7%	48
13. There is a spirit of teamwork and cooperation	40.4%	33.3%	-7.1%	15.4%	22.9%	7.5%	44.2%	43.8%	-0.4%	48
14. I feel free to express my professional opinions at work	26.9%	24.5%	-2.4%	13.5%	12.2%	-1.3%	59.6%	63.3%	3.7%	49
15. I feel valued as an employee of APS	23.1%	24.5%	1.4%	13.5%	16.3%	2.8%	63.5%	59.2%	-4.3%	49
16. There is a professional atmosphere for staff working in APS	21.2%	14.3%	-6.9%	19.2%	26.5%	7.3%	59.6%	59.2%	-0.4%	49
17. I am treated with respect	21.2%	10.4%	-10.8%	13.5%	16.7%	3.2%	65.4%	72.9%	7.5%	48
18. My ideas and suggestions are respected	21.2%	18.4%	-2.8%	19.2%	24.5%	5.3%	59.6%	57.1%	-2.5%	49
19. I receive the necessary training to do high quality work	21.2%	25.0%	3.8%	15.4%	27.1%	11.7%	63.5%	47.9%	-15.6%	48
20. My supervisor supports and encourages me to participate in district committees*	7.8%	4.3%	-3.5%	27.5%	39.1%	11.6%	64.7%	56.5%	-8.2%	46
21. I have the necessary tools to do high quality work efficiently	21.2%	18.4%	-2.8%	3.8%	16.3%	12.5%	75.0%	65.3%	-9.7%	49
22. My principal/supervisor has a clear understanding of my skills and abilities	5.8%	14.3%	8.5%	13.5%	18.4%	4.9%	80.8%	67.3%	-13.5%	49
23. My performance evaluations are fair	2.0%	0.0%	-2.0%	10.2%	20.8%	10.6%	87.8%	79.2%	-8.6%	48
24. Employees are treated fairly and consistently at my site	26.9%	38.8%	11.9%	17.3%	16.3%	-1.0%	55.8%	44.9%	-10.9%	49
25. I feel safe in the workplace	3.8%	6.1%	2.3%	7.7%	8.2%	0.5%	88.5%	85.7%	-2.8%	49
26. I like the kind of work I do	1.9%	0.0%	-1.9%	3.8%	2.0%	-1.8%	94.2%	98.0%	3.8%	49
27. My job is important	3.8%	0.0%	-3.8%	0.0%	2.1%	2.1%	96.2%	97.9%	1.7%	47
28. I am proud of the work I do	1.9%	0.0%	-1.9%	1.9%	2.0%	0.1%	96.2%	98.0%	1.8%	49
29. I feel appreciated for the work I do	21.2%	14.3%	-6.9%	11.5%	14.3%	2.8%	67.3%	71.4%	4.1%	49
30. I am satisfied with my job	5.8%	6.4%	0.6%	21.2%	12.8%	-8.4%	73.1%	80.9%	7.8%	47
31. I am satisfied with the professional development opportunities provided by the district	29.4%	37.5%	8.1%	21.6%	20.8%	-0.8%	49.0%	41.7%	-7.3%	48
32. There's a positive relationship between the Classified Employee Council and the district*	16.3%	12.8%	-3.5%	44.2%	42.6%	-1.6%	39.5%	44.7%	5.2%	47
33. I am familiar with the functions of the Classified Employee Council	--	12.5%	--	--	35.4%	--	--	52.1%	--	48

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. \*question abbreviated for report. 2009: total n=1203. --: indicates that the question is new since last year or has been modified thus preventing between-year comparisons.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009): Historical Comparisons**  
**Maintenance Operations/Planning Construction**

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Aq./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	6.5%	4.9%	-1.6%	22.1%	21.0%	-1.1%	71.4%	74.1%	2.7%	143
2. I understand my roles and responsibilities as an employee of APS	1.3%	6.6%	5.3%	8.8%	15.9%	7.1%	90.0%	77.5%	-12.5%	151
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	3.9%	9.5%	5.6%	19.7%	26.5%	6.8%	76.3%	63.9%	-12.4%	147
4. My work is important and contributes to the success of the VISTA 2010 plan	5.2%	6.8%	1.6%	13.0%	25.9%	12.9%	81.8%	67.3%	-14.5%	147
5. The district sets high and realistic expectations for students	12.0%	12.6%	0.6%	25.3%	22.4%	-2.9%	62.7%	65.0%	2.3%	143
6. Everyone in the school community is accountable for the academic success of students	16.5%	14.7%	-1.8%	13.9%	22.0%	8.1%	69.6%	63.3%	-6.3%	150
7. Administrators/supervisors share information regularly with with employees	37.5%	39.1%	1.6%	22.5%	23.2%	0.7%	40.0%	37.7%	-2.3%	151
8. Clear goals and objectives have been defined for my job	13.8%	16.4%	2.6%	21.3%	18.4%	-2.9%	65.0%	65.1%	0.1%	152
9. I am encouraged to provide suggestions on ways to improve programs or services*	36.3%	33.8%	-2.5%	12.5%	18.5%	6.0%	51.3%	47.7%	-3.6%	151
10. Decisions made in APS are based on communicated data and information	31.6%	35.8%	4.2%	30.4%	24.3%	-6.1%	38.0%	39.9%	1.9%	148
11. I trust the people who make decisions that affect me in the district	38.8%	40.5%	1.7%	26.3%	25.7%	-0.6%	35.0%	33.8%	-1.2%	148
12. I trust the people who make decisions that affect me in my school/department	31.6%	38.0%	6.4%	21.5%	23.3%	1.8%	46.8%	38.7%	-8.1%	150
13. There is a spirit of teamwork and cooperation	27.5%	33.8%	6.3%	25.0%	17.9%	-7.1%	47.5%	48.3%	0.8%	151
14. I feel free to express my professional opinions at work	32.5%	40.9%	8.4%	16.3%	19.7%	3.4%	51.3%	39.4%	-11.9%	132
15. I feel valued as an employee of APS	20.0%	27.8%	7.8%	30.0%	24.8%	-5.2%	50.0%	47.4%	-2.6%	133
16. There is a professional atmosphere for staff working in APS	20.0%	31.6%	11.6%	26.3%	21.8%	-4.5%	53.8%	46.6%	-7.2%	133
17. I am treated with respect	17.5%	20.3%	2.8%	30.0%	22.6%	-7.4%	52.5%	57.1%	4.6%	133
18. My ideas and suggestions are respected	25.6%	37.1%	11.5%	30.8%	28.0%	-2.8%	43.6%	34.8%	-8.8%	132
19. I receive the necessary training to do high quality work	16.3%	27.6%	11.3%	17.5%	18.7%	1.2%	66.3%	53.7%	-12.6%	134
20. My supervisor supports and encourages me to participate in district committees*	14.9%	19.7%	4.8%	35.1%	43.3%	8.2%	50.0%	37.0%	-13.0%	127
21. I have the necessary tools to do high quality work efficiently	17.5%	22.6%	5.1%	15.0%	19.5%	4.5%	67.5%	57.9%	-9.6%	133
22. My principal/supervisor has a clear understanding of my skills and abilities	15.2%	20.3%	5.1%	12.7%	15.0%	2.3%	72.2%	64.7%	-7.5%	133
23. My performance evaluations are fair	8.8%	16.8%	8.0%	16.3%	13.7%	-2.6%	75.0%	69.5%	-5.5%	131
24. Employees are treated fairly and consistently at my site	31.6%	44.8%	13.2%	19.0%	20.9%	1.9%	49.4%	34.3%	-15.1%	134
25. I feel safe in the workplace	7.5%	6.2%	-1.3%	17.5%	26.2%	8.7%	75.0%	67.7%	-7.3%	130
26. I like the kind of work I do	1.3%	7.5%	6.2%	6.3%	11.3%	5.0%	92.5%	81.2%	-11.3%	133
27. My job is important	2.5%	7.5%	5.0%	6.3%	6.7%	0.4%	91.3%	85.8%	-5.5%	134
28. I am proud of the work I do	0.0%	10.4%	10.4%	3.8%	3.7%	-0.1%	96.3%	85.8%	-10.5%	134
29. I feel appreciated for the work I do	20.0%	24.8%	4.8%	21.3%	19.5%	-1.8%	58.8%	55.6%	-3.2%	133
30. I am satisfied with my job	2.5%	15.9%	13.4%	25.0%	12.9%	-12.1%	72.5%	71.2%	-1.3%	132
31. I am satisfied with the professional development opportunities provided by the district	17.7%	25.0%	7.3%	34.2%	32.4%	-1.8%	48.1%	42.6%	-5.5%	148
32. There's a positive relationship between the Classified Employee Council and the district*	14.9%	19.0%	4.1%	44.8%	41.5%	-3.3%	40.3%	39.5%	-0.8%	147
33. I am familiar with the functions of the Classified Employee Council	--	12.4%	--	--	42.1%	--	--	45.5%	--	145

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. \*question abbreviated for report. 2009: total n=1203. --: indicates that the question is new since last year or has been modified thus preventing between-year comparisons.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009): Historical Comparisons**  
**Nutrition Services**

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Aq./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	9.5%	6.9%	-2.6%	33.3%	19.8%	-13.5%	57.1%	73.3%	16.2%	101
2. I understand my roles and responsibilities as an employee of APS	0.0%	2.8%	2.8%	0.0%	1.8%	1.8%	100.0%	95.4%	-4.6%	109
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	5.3%	5.1%	-0.2%	10.5%	19.2%	8.7%	84.2%	75.8%	-8.4%	99
4. My work is important and contributes to the success of the VISTA 2010 plan	0.0%	4.0%	4.0%	31.6%	18.0%	-13.6%	68.4%	78.0%	9.6%	100
5. The district sets high and realistic expectations for students	9.5%	11.2%	1.7%	19.0%	14.0%	-5.0%	71.4%	74.8%	3.4%	107
6. Everyone in the school community is accountable for the academic success of students	5.0%	6.5%	1.5%	10.0%	15.9%	5.9%	85.0%	77.6%	-7.4%	107
7. Administrators/supervisors share information regularly with with employees	20.0%	15.1%	-4.9%	15.0%	8.5%	-6.5%	65.0%	76.4%	11.4%	106
8. Clear goals and objectives have been defined for my job	0.0%	0.9%	0.9%	10.5%	10.1%	-0.4%	89.5%	89.0%	-0.5%	109
9. I am encouraged to provide suggestions on ways to improve programs or services*	10.5%	9.3%	-1.2%	15.8%	17.8%	2.0%	73.7%	72.9%	-0.8%	107
10. Decisions made in APS are based on communicated data and information	15.0%	6.7%	-8.3%	25.0%	26.0%	1.0%	60.0%	67.3%	7.3%	104
11. I trust the people who make decisions that affect me in the district	25.0%	12.1%	-12.9%	25.0%	29.9%	4.9%	50.0%	57.9%	7.9%	107
12. I trust the people who make decisions that affect me in my school/department	23.8%	12.3%	-11.5%	9.5%	21.7%	12.2%	66.7%	66.0%	-0.7%	106
13. There is a spirit of teamwork and cooperation	28.6%	9.0%	-19.6%	19.0%	21.6%	2.6%	52.4%	69.4%	17.0%	111
14. I feel free to express my professional opinions at work	28.6%	11.9%	-16.7%	14.3%	14.7%	0.4%	57.1%	73.4%	16.3%	109
15. I feel valued as an employee of APS	23.8%	4.7%	-19.1%	14.3%	15.1%	0.8%	61.9%	80.2%	18.3%	106
16. There is a professional atmosphere for staff working in APS	19.0%	4.7%	-14.3%	19.0%	15.9%	-3.1%	61.9%	79.4%	17.5%	107
17. I am treated with respect	19.0%	7.5%	-11.5%	14.3%	15.9%	1.6%	66.7%	76.6%	9.9%	107
18. My ideas and suggestions are respected	23.8%	7.6%	-16.2%	28.6%	24.8%	-3.8%	47.6%	67.6%	20.0%	105
19. I receive the necessary training to do high quality work	9.5%	3.7%	-5.8%	9.5%	10.2%	0.7%	81.0%	86.1%	5.1%	108
20. My supervisor supports and encourages me to participate in district committees*	10.0%	9.2%	-0.8%	30.0%	24.5%	-5.5%	60.0%	66.3%	6.3%	98
21. I have the necessary tools to do high quality work efficiently	4.8%	7.6%	2.8%	14.3%	11.4%	-2.9%	81.0%	81.0%	0.0%	105
22. My principal/supervisor has a clear understanding of my skills and abilities	4.8%	8.6%	3.8%	14.3%	17.1%	2.8%	81.0%	74.3%	-6.7%	105
23. My performance evaluations are fair	10.0%	3.7%	-6.3%	0.0%	16.8%	16.8%	90.0%	79.4%	-10.6%	107
24. Employees are treated fairly and consistently at my site	14.3%	12.8%	-1.5%	28.6%	18.3%	-10.3%	57.1%	68.8%	11.7%	109
25. I feel safe in the workplace	19.0%	4.6%	-14.4%	4.8%	8.3%	3.5%	76.2%	87.2%	11.0%	109
26. I like the kind of work I do	4.8%	0.9%	-3.9%	14.3%	2.8%	-11.5%	81.0%	96.3%	15.3%	109
27. My job is important	0.0%	1.8%	1.8%	4.8%	3.7%	-1.1%	95.2%	94.5%	-0.7%	109
28. I am proud of the work I do	0.0%	0.9%	0.9%	0.0%	1.8%	1.8%	100.0%	97.2%	-2.8%	109
29. I feel appreciated for the work I do	19.0%	4.6%	-14.4%	14.3%	18.5%	4.2%	66.7%	76.9%	10.2%	108
30. I am satisfied with my job	4.8%	0.9%	-3.9%	14.3%	8.3%	-6.0%	81.0%	90.8%	9.8%	109
31. I am satisfied with the professional development opportunities provided by the district	5.0%	2.8%	-2.2%	10.0%	20.8%	10.8%	85.0%	76.4%	-8.6%	106
32. There's a positive relationship between the Classified Employee Council and the district*	5.0%	8.0%	3.0%	30.0%	37.0%	7.0%	65.0%	55.0%	-10.0%	100
33. I am familiar with the functions of the Classified Employee Council	--	19.4%	--	--	29.6%	--	--	51.0%	--	98

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. \*question abbreviated for report. 2009: total n=1203. --: indicates that the question is new since last year or has been modified thus preventing between-year comparisons.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009): Historical Comparisons**  
**Paraeducators/Educational Assistant/TH Pickens/Related Positions**

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Ag./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	7.3%	8.5%	1.2%	20.8%	19.4%	-1.4%	71.9%	72.2%	0.3%	532
2. I understand my roles and responsibilities as an employee of APS	3.6%	4.3%	0.7%	4.2%	6.7%	2.5%	92.2%	89.0%	-3.2%	538
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	9.9%	9.2%	-0.7%	19.5%	17.1%	-2.4%	70.5%	73.7%	3.2%	533
4. My work is important and contributes to the success of the VISTA 2010 plan	7.1%	3.4%	-3.7%	16.5%	14.1%	-2.4%	76.4%	82.5%	6.1%	531
5. The district sets high and realistic expectations for students	17.6%	16.4%	-1.2%	23.0%	18.8%	-4.2%	59.4%	64.7%	5.3%	536
6. Everyone in the school community is accountable for the academic success of students	8.9%	9.6%	0.7%	10.9%	8.1%	-2.8%	80.2%	82.4%	2.2%	534
7. Administrators/supervisors share information regularly with with employees	25.5%	26.5%	1.0%	21.5%	23.5%	2.0%	52.0%	50.1%	-1.9%	533
8. Clear goals and objectives have been defined for my job	16.5%	14.9%	-1.6%	17.0%	13.8%	-3.2%	66.5%	71.3%	4.8%	536
9. I am encouraged to provide suggestions on ways to improve programs or services*	24.2%	21.8%	-2.4%	24.4%	20.9%	-3.5%	51.4%	57.3%	5.9%	531
10. Decisions made in APS are based on communicated data and information	15.3%	13.7%	-1.6%	40.7%	35.8%	-4.9%	44.1%	50.5%	6.4%	525
11. I trust the people who make decisions that affect me in the district	21.6%	20.2%	-1.4%	38.9%	31.9%	-7.0%	39.5%	47.9%	8.4%	524
12. I trust the people who make decisions that affect me in my school/department	22.1%	20.7%	-1.4%	28.0%	23.4%	-4.6%	49.9%	55.9%	6.0%	535
13. There is a spirit of teamwork and cooperation	23.7%	24.7%	1.0%	23.7%	16.8%	-6.9%	52.5%	58.5%	6.0%	530
14. I feel free to express my professional opinions at work	25.4%	22.6%	-2.8%	19.6%	20.5%	0.9%	55.0%	57.0%	2.0%	532
15. I feel valued as an employee of APS	18.5%	17.4%	-1.1%	23.9%	24.3%	0.4%	57.6%	58.3%	0.7%	530
16. There is a professional atmosphere for staff working in APS	16.5%	10.6%	-5.9%	19.0%	23.5%	4.5%	64.5%	65.9%	1.4%	536
17. I am treated with respect	15.1%	14.6%	-0.5%	17.3%	20.2%	2.9%	67.6%	65.2%	-2.4%	535
18. My ideas and suggestions are respected	19.6%	15.4%	-4.2%	24.1%	27.1%	3.0%	56.3%	57.5%	1.2%	532
19. I receive the necessary training to do high quality work	16.5%	16.4%	-0.1%	21.2%	19.2%	-2.0%	62.3%	64.3%	2.0%	530
20. My supervisor supports and encourages me to participate in district committees*	15.8%	15.3%	-0.5%	39.1%	37.4%	-1.7%	45.2%	47.3%	2.1%	484
21. I have the necessary tools to do high quality work efficiently	13.7%	16.2%	2.5%	20.4%	20.2%	-0.2%	65.8%	63.6%	-2.2%	530
22. My principal/supervisor has a clear understanding of my skills and abilities	19.7%	17.1%	-2.6%	15.2%	16.5%	1.3%	65.2%	66.4%	1.2%	532
23. My performance evaluations are fair	8.7%	9.0%	0.3%	21.7%	18.8%	-2.9%	69.6%	72.2%	2.6%	500
24. Employees are treated fairly and consistently at my site	27.5%	22.8%	-4.7%	23.8%	24.3%	0.5%	48.7%	52.9%	4.2%	531
25. I feel safe in the workplace	9.2%	7.1%	-2.1%	11.2%	11.8%	0.6%	79.6%	81.1%	1.5%	533
26. I like the kind of work I do	1.7%	1.3%	-0.4%	2.2%	3.4%	1.2%	96.1%	95.3%	-0.8%	529
27. My job is important	1.1%	1.1%	0.0%	3.1%	4.9%	1.8%	95.8%	94.0%	-1.8%	531
28. I am proud of the work I do	0.8%	0.4%	-0.4%	1.4%	2.3%	0.9%	97.8%	97.4%	-0.4%	533
29. I feel appreciated for the work I do	15.4%	14.3%	-1.1%	14.3%	17.1%	2.8%	70.3%	68.6%	-1.7%	532
30. I am satisfied with my job	6.7%	6.2%	-0.5%	14.2%	12.9%	-1.3%	79.1%	80.9%	1.8%	529
31. I am satisfied with the professional development opportunities provided by the district	24.3%	23.2%	-1.1%	23.1%	24.3%	1.2%	52.6%	52.5%	-0.1%	518
32. There's a positive relationship between the Classified Employee Council and the district*	8.3%	10.3%	2.0%	45.2%	44.6%	-0.6%	46.5%	45.1%	-1.4%	495
33. I am familiar with the functions of the Classified Employee Council	--	23.3%	--	--	37.0%	--	--	39.7%	--	519

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. \*question abbreviated for report. 2009: total n=1203. --: indicates that the question is new since last year or has been modified thus preventing between-year comparisons.

February 4, 2009



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009): Historical Comparisons**  
**Risk Management/Security**

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Ag./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	28.6%	12.5%	-16.1%	19.0%	25.0%	6.0%	52.4%	62.5%	10.1%	16
2. I understand my roles and responsibilities as an employee of APS	9.1%	5.9%	-3.2%	13.6%	0.0%	-13.6%	77.3%	94.1%	16.8%	17
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	27.3%	6.3%	-21.0%	18.2%	18.8%	0.6%	54.5%	75.0%	20.5%	16
4. My work is important and contributes to the success of the VISTA 2010 plan	18.2%	6.3%	-11.9%	18.2%	12.5%	-5.7%	63.6%	81.3%	17.7%	16
5. The district sets high and realistic expectations for students	27.3%	18.8%	-8.5%	36.4%	25.0%	-11.4%	36.4%	56.3%	19.9%	16
6. Everyone in the school community is accountable for the academic success of students	31.8%	12.5%	-19.3%	13.6%	12.5%	-1.1%	54.5%	75.0%	20.5%	16
7. Administrators/supervisors share information regularly with with employees	77.3%	41.2%	-36.1%	4.5%	29.4%	24.9%	18.2%	29.4%	11.2%	17
8. Clear goals and objectives have been defined for my job	36.4%	29.4%	-7.0%	22.7%	23.5%	0.8%	40.9%	47.1%	6.2%	17
9. I am encouraged to provide suggestions on ways to improve programs or services*	50.0%	17.6%	-32.4%	22.7%	17.6%	-5.1%	27.3%	64.7%	37.4%	17
10. Decisions made in APS are based on communicated data and information	47.6%	23.5%	-24.1%	33.3%	29.4%	-3.9%	19.0%	47.1%	28.1%	17
11. I trust the people who make decisions that affect me in the district	59.1%	35.3%	-23.8%	31.8%	23.5%	-8.3%	9.1%	41.2%	32.1%	17
12. I trust the people who make decisions that affect me in my school/department	50.0%	41.2%	-8.8%	27.3%	11.8%	-15.5%	22.7%	47.1%	24.4%	17
13. There is a spirit of teamwork and cooperation	63.6%	37.5%	-26.1%	22.7%	18.8%	-3.9%	13.6%	43.8%	30.2%	16
14. I feel free to express my professional opinions at work	36.4%	25.0%	-11.4%	31.8%	18.8%	-13.0%	31.8%	56.3%	24.5%	16
15. I feel valued as an employee of APS	40.9%	29.4%	-11.5%	50.0%	29.4%	-20.6%	9.1%	41.2%	32.1%	17
16. There is a professional atmosphere for staff working in APS	27.3%	23.5%	-3.8%	36.4%	29.4%	-7.0%	36.4%	47.1%	10.7%	17
17. I am treated with respect	45.5%	29.4%	-16.1%	13.6%	17.6%	4.0%	40.9%	52.9%	12.0%	17
18. My ideas and suggestions are respected	40.9%	29.4%	-11.5%	31.8%	23.5%	-8.3%	27.3%	47.1%	19.8%	17
19. I receive the necessary training to do high quality work	27.3%	17.6%	-9.7%	31.8%	29.4%	-2.4%	40.9%	52.9%	12.0%	17
20. My supervisor supports and encourages me to participate in district committees*	40.0%	26.7%	-13.3%	35.0%	33.3%	-1.7%	25.0%	40.0%	15.0%	15
21. I have the necessary tools to do high quality work efficiently	36.4%	29.4%	-7.0%	27.3%	17.6%	-9.7%	36.4%	52.9%	16.5%	17
22. My principal/supervisor has a clear understanding of my skills and abilities	18.2%	41.2%	23.0%	18.2%	5.9%	-12.3%	63.6%	52.9%	-10.7%	17
23. My performance evaluations are fair	15.0%	6.3%	-8.7%	25.0%	25.0%	0.0%	60.0%	68.8%	8.8%	16
24. Employees are treated fairly and consistently at my site	40.9%	35.3%	-5.6%	36.4%	11.8%	-24.6%	22.7%	52.9%	30.2%	17
25. I feel safe in the workplace	45.5%	23.5%	-22.0%	18.2%	5.9%	-12.3%	36.4%	70.6%	34.2%	17
26. I like the kind of work I do	4.5%	0.0%	-4.5%	9.1%	5.9%	-3.2%	86.4%	94.1%	7.7%	17
27. My job is important	4.5%	0.0%	-4.5%	0.0%	6.3%	6.3%	95.5%	93.8%	-1.7%	16
28. I am proud of the work I do	4.5%	0.0%	-4.5%	0.0%	0.0%	0.0%	95.5%	100.0%	4.5%	16
29. I feel appreciated for the work I do	40.9%	47.1%	6.2%	36.4%	5.9%	-30.5%	22.7%	47.1%	24.4%	17
30. I am satisfied with my job	27.3%	0.0%	-27.3%	13.6%	41.2%	27.6%	59.1%	58.8%	-0.3%	17
31. I am satisfied with the professional development opportunities provided by the district	42.9%	37.5%	-5.4%	28.6%	31.3%	2.7%	28.6%	31.3%	2.7%	16
32. There's a positive relationship between the Classified Employee Council and the district*	33.3%	25.0%	-8.3%	55.6%	43.8%	-11.8%	11.1%	31.3%	20.2%	16
33. I am familiar with the functions of the Classified Employee Council	--	26.7%	--	--	40.0%	--	--	33.3%	--	15

Note. All responses of "not applicable" were omitted from this analysis. DLT: district leadership team. \*question abbreviated for report. 2009: total n=1203. --: indicates that the question is new since last year or has been modified thus preventing between-year comparisons.



**Aurora Public Schools**  
**Division of Accountability and Research**  
**Classified Staff Climate Survey (2008-2009): Historical Comparisons**  
**Transportation**

<u>Item</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Aq./Str. Agree</u>			<u>Total (09)</u>
	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	<u>2008</u>	<u>2009</u>	<u>Change</u>	
1. APS has set a clear direction for improving student achievement.	15.6%	9.6%	-6.0%	34.4%	23.0%	-11.4%	50.0%	67.1%	17.1%	73
2. I understand my roles and responsibilities as an employee of APS	3.0%	3.8%	0.8%	9.1%	6.4%	-2.7%	87.9%	89.7%	1.8%	78
3. I know how my work relates to the district's goals and priorities as stated by VISTA 2010*	9.7%	5.2%	-4.5%	19.4%	22.1%	2.7%	71.0%	72.7%	1.7%	77
4. My work is important and contributes to the success of the VISTA 2010 plan	3.1%	5.4%	2.3%	31.3%	18.9%	-12.4%	65.6%	75.7%	10.1%	74
5. The district sets high and realistic expectations for students	9.1%	9.3%	0.2%	30.3%	28.0%	-2.3%	60.6%	62.7%	2.1%	75
6. Everyone in the school community is accountable for the academic success of students	6.1%	11.8%	5.7%	21.2%	15.8%	-5.4%	72.7%	72.4%	-0.3%	76
7. Administrators/supervisors share information regularly with with employees	43.8%	42.3%	-1.5%	25.0%	24.4%	-0.6%	31.3%	33.3%	2.0%	78
8. Clear goals and objectives have been defined for my job	12.1%	15.4%	3.3%	27.3%	19.2%	-8.1%	60.6%	65.4%	4.8%	78
9. I am encouraged to provide suggestions on ways to improve programs or services*	36.4%	30.3%	-6.1%	24.2%	19.7%	-4.5%	39.4%	50.0%	10.6%	76
10. Decisions made in APS are based on communicated data and information	30.3%	21.3%	-9.0%	42.4%	38.7%	-3.7%	27.3%	40.0%	12.7%	75
11. I trust the people who make decisions that affect me in the district	45.5%	24.7%	-20.8%	24.2%	45.2%	21.0%	30.3%	30.1%	-0.2%	73
12. I trust the people who make decisions that affect me in my school/department	43.8%	28.9%	-14.9%	40.6%	32.9%	-7.7%	15.6%	38.2%	22.6%	76
13. There is a spirit of teamwork and cooperation	45.5%	32.0%	-13.5%	24.2%	28.0%	3.8%	30.3%	40.0%	9.7%	75
14. I feel free to express my professional opinions at work	42.4%	25.0%	-17.4%	24.2%	27.6%	3.4%	33.3%	47.4%	14.1%	76
15. I feel valued as an employee of APS	36.4%	25.0%	-11.4%	15.2%	27.6%	12.4%	48.5%	47.4%	-1.1%	76
16. There is a professional atmosphere for staff working in APS	39.4%	27.6%	-11.8%	27.3%	31.6%	4.3%	33.3%	40.8%	7.5%	76
17. I am treated with respect	15.2%	13.2%	-2.0%	21.2%	28.9%	7.7%	63.6%	57.9%	-5.7%	76
18. My ideas and suggestions are respected	18.2%	20.0%	1.8%	54.5%	38.7%	-15.8%	27.3%	41.3%	14.0%	75
19. I receive the necessary training to do high quality work	6.1%	9.3%	3.2%	12.1%	13.3%	1.2%	81.8%	77.3%	-4.5%	75
20. My supervisor supports and encourages me to participate in district committees*	16.7%	18.6%	1.9%	60.0%	40.0%	-20.0%	23.3%	41.4%	18.1%	70
21. I have the necessary tools to do high quality work efficiently	15.2%	15.8%	0.6%	21.2%	23.7%	2.5%	63.6%	60.5%	-3.1%	76
22. My principal/supervisor has a clear understanding of my skills and abilities	18.8%	17.3%	-1.5%	34.4%	20.0%	-14.4%	46.9%	62.7%	15.8%	75
23. My performance evaluations are fair	3.1%	6.7%	3.6%	25.0%	26.7%	1.7%	71.9%	66.7%	-5.2%	75
24. Employees are treated fairly and consistently at my site	45.5%	37.3%	-8.2%	27.3%	28.0%	0.7%	27.3%	34.7%	7.4%	75
25. I feel safe in the workplace	24.2%	10.3%	-13.9%	18.2%	15.4%	-2.8%	57.6%	74.4%	16.8%	78
26. I like the kind of work I do	0.0%	6.4%	6.4%	3.0%	5.1%	2.1%	97.0%	88.5%	-8.5%	78
27. My job is important	0.0%	2.6%	2.6%	0.0%	3.8%	3.8%	100.0%	93.6%	-6.4%	78
28. I am proud of the work I do	0.0%	2.6%	2.6%	3.0%	2.6%	-0.4%	97.0%	94.9%	-2.1%	78
29. I feel appreciated for the work I do	18.2%	21.8%	3.6%	15.2%	17.9%	2.7%	66.7%	60.3%	-6.4%	78
30. I am satisfied with my job	3.0%	7.7%	4.7%	12.1%	15.4%	3.3%	84.8%	76.9%	-7.9%	78
31. I am satisfied with the professional development opportunities provided by the district	24.2%	25.0%	0.8%	27.3%	25.0%	-2.3%	48.5%	50.0%	1.5%	76
32. There's a positive relationship between the Classified Employee Council and the district*	16.0%	10.8%	-5.2%	36.0%	50.0%	14.0%	48.0%	39.2%	-8.8%	74
33. I am familiar with the functions of the Classified Employee Council	--	16.7%	--	--	50.0%	--	--	33.3%	--	72

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