



**Aurora Public Schools  
Division of Accountability and Research  
Classified Staff Climate Survey (2015-16)**

**South Middle School**

| <b>Question</b>  | <b>St. Dis.</b> | <b>Dis.</b> | <b>Neutral</b> | <b>Agree</b> | <b>St. Agr.</b> | <b>%D/SD</b> | <b>%A/SA</b> | <b>Total</b> |
|--|-----------------|-------------|----------------|--------------|-----------------|--------------|--------------|--------------|
| 1. APS has set a clear direction for improving student achievement.  | 13.3%           | 20.0%       | 40.0%          | 20.0%        | 6.7%            | 33.3%        | 26.7%        | 15           |
| 2. I understand my role and responsibilities as an employee of APS.  | 0.0%            | 0.0%        | 6.7%           | 60.0%        | 33.3%           | 0.0%         | 93.3%        | 15           |
| 3. I know how my work relates to the district's goals and priorities.  | 0.0%            | 13.3%       | 6.7%           | 66.7%        | 13.3%           | 13.3%        | 80.0%        | 15           |
| 4. My work is important and contributes to the success of the district.  | 0.0%            | 0.0%        | 13.3%          | 53.3%        | 33.3%           | 0.0%         | 86.7%        | 15           |
| 5. The district sets high and realistic expectations for students.   | 6.7%            | 33.3%       | 26.7%          | 26.7%        | 6.7%            | 40.0%        | 33.3%        | 15           |
| 6. Everyone in the school community is accountable for the academic success of students.   | 0.0%            | 7.1%        | 7.1%           | 57.1%        | 28.6%           | 7.1%         | 85.7%        | 14           |
| 7. Department administrators/supervisors share information regularly with employees.   | 28.6%           | 0.0%        | 7.1%           | 50.0%        | 14.3%           | 28.6%        | 64.3%        | 14           |
| 8. Clear goals and objectives have been defined for my job.  | 0.0%            | 13.3%       | 6.7%           | 60.0%        | 20.0%           | 13.3%        | 80.0%        | 15           |
| 9. My supervisor encourages me to provide suggestions on ways to improve programs or services at my work site.   | 6.7%            | 13.3%       | 20.0%          | 46.7%        | 13.3%           | 20.0%        | 60.0%        | 15           |
| 10. Decisions made in APS are based on communicated data and information.  | 7.1%            | 7.1%        | 28.6%          | 42.9%        | 14.3%           | 14.3%        | 57.1%        | 14           |
| 11. I trust the people who make decisions that affect me in the district.  | 6.7%            | 6.7%        | 26.7%          | 46.7%        | 13.3%           | 13.3%        | 60.0%        | 15           |
| 12. I trust the people who make decisions that affect me in my school/department.  | 13.3%           | 13.3%       | 20.0%          | 40.0%        | 13.3%           | 26.7%        | 53.3%        | 15           |
| 13. There is a spirit of teamwork and cooperation at my work site.   | 6.7%            | 26.7%       | 6.7%           | 46.7%        | 13.3%           | 33.3%        | 60.0%        | 15           |
| 14. I feel free to express my professional opinions at work.   | 13.3%           | 26.7%       | 0.0%           | 46.7%        | 13.3%           | 40.0%        | 60.0%        | 15           |
| 15. I feel valued as an employee of APS.   | 6.7%            | 6.7%        | 26.7%          | 33.3%        | 26.7%           | 13.3%        | 60.0%        | 15           |
| 16. There is a professional atmosphere for staff working in APS.   | 6.7%            | 0.0%        | 26.7%          | 60.0%        | 6.7%            | 6.7%         | 66.7%        | 15           |
| 17. I am treated with respect by my supervisor.  | 6.7%            | 20.0%       | 0.0%           | 60.0%        | 13.3%           | 26.7%        | 73.3%        | 15           |
| 18. I am treated with respect by my co-workers.  | 0.0%            | 6.7%        | 6.7%           | 60.0%        | 26.7%           | 6.7%         | 86.7%        | 15           |
| 19. My ideas and suggestions are respected by my supervisor.   | 0.0%            | 33.3%       | 13.3%          | 40.0%        | 13.3%           | 33.3%        | 53.3%        | 15           |
| 20. My ideas and suggestions are respected by my co-workers.   | 0.0%            | 6.7%        | 6.7%           | 80.0%        | 6.7%            | 6.7%         | 86.7%        | 15           |
| 21. I receive the necessary training to do high quality work.  | 13.3%           | 6.7%        | 20.0%          | 53.3%        | 6.7%            | 20.0%        | 60.0%        | 15           |
| 22. My supervisor supports and encourages my desire to participate in district committees (including strategic planning and/or the Classified Employee Council). | 13.3%           | 13.3%       | 33.3%          | 40.0%        | 0.0%            | 26.7%        | 40.0%        | 15           |
| 23. I have the necessary tools I need to do high quality work efficiently.   | 6.7%            | 0.0%        | 6.7%           | 80.0%        | 6.7%            | 6.7%         | 86.7%        | 15           |
| 24. I am given opportunities to influence decisions at my school/department.   | 6.7%            | 13.3%       | 13.3%          | 66.7%        | 0.0%            | 20.0%        | 66.7%        | 15           |
| 25. I am given opportunities to influence decisions at the district.   | 21.4%           | 35.7%       | 28.6%          | 14.3%        | 0.0%            | 57.1%        | 14.3%        | 14           |
| 26. My principal/supervisor has a clear understanding of my skills and abilities.  | 20.0%           | 0.0%        | 26.7%          | 46.7%        | 6.7%            | 20.0%        | 53.3%        | 15           |
| 27. My performance evaluations are fair.   | 0.0%            | 0.0%        | 20.0%          | 66.7%        | 13.3%           | 0.0%         | 80.0%        | 15           |
| 28. The process for performance evaluations is clear.  | 0.0%            | 6.7%        | 20.0%          | 60.0%        | 13.3%           | 6.7%         | 73.3%        | 15           |
| 29. The process for performance evaluations is being followed.   | 0.0%            | 6.7%        | 26.7%          | 53.3%        | 13.3%           | 6.7%         | 66.7%        | 15           |
| 30. Employees are treated fairly and consistently at my site.  | 20.0%           | 13.3%       | 13.3%          | 53.3%        | 0.0%            | 33.3%        | 53.3%        | 15           |
| 31. Staff at my site respect people from different backgrounds and cultures.   | 0.0%            | 6.7%        | 26.7%          | 33.3%        | 33.3%           | 6.7%         | 66.7%        | 15           |
| 32. I feel safe in the workplace.  | 0.0%            | 13.3%       | 20.0%          | 53.3%        | 13.3%           | 13.3%        | 66.7%        | 15           |
| 33. I like the kind of work I do.  | 0.0%            | 0.0%        | 0.0%           | 53.3%        | 46.7%           | 0.0%         | 100.0%       | 15           |
| 34. My job is important.   | 0.0%            | 0.0%        | 0.0%           | 40.0%        | 60.0%           | 0.0%         | 100.0%       | 15           |
| 35. I am proud of the work I do.   | 0.0%            | 0.0%        | 0.0%           | 46.7%        | 53.3%           | 0.0%         | 100.0%       | 15           |
| 36. I feel appreciated for the work I do.  | 13.3%           | 6.7%        | 0.0%           | 66.7%        | 13.3%           | 20.0%        | 80.0%        | 15           |
| 37. I am satisfied with my job.  | 6.7%            | 0.0%        | 0.0%           | 73.3%        | 20.0%           | 6.7%         | 93.3%        | 15           |
| 38. I am satisfied with the professional development opportunities provided to me by the district.   | 21.4%           | 7.1%        | 14.3%          | 50.0%        | 7.1%            | 28.6%        | 57.1%        | 14           |
| 39a. I feel prepared to deal with each of the following emergency situations: Lockdown   | 0.0%            | 0.0%        | 6.7%           | 60.0%        | 33.3%           | 0.0%         | 93.3%        | 15           |
| 39b. I feel prepared to deal with each of the following emergency situations: Tornado  | 0.0%            | 0.0%        | 0.0%           | 66.7%        | 33.3%           | 0.0%         | 100.0%       | 15           |
| 39c. I feel prepared to deal with each of the following emergency situations: Fire Drill   | 0.0%            | 0.0%        | 0.0%           | 66.7%        | 33.3%           | 0.0%         | 100.0%       | 15           |
| 40. Based on my experience there's a positive relationship between the Classified Employee Council and the district.   | 0.0%            | 6.7%        | 53.3%          | 33.3%        | 6.7%            | 6.7%         | 40.0%        | 15           |
| 41. I am familiar with the functions of the Classified Employees Council.  | 6.7%            | 33.3%       | 20.0%          | 40.0%        | 0.0%            | 40.0%        | 40.0%        | 15           |

Note. Total respondents = 887. All responses of "not applicable" are omitted from this analysis.  
In order to maintain confidentiality of respondents, results are not reported for Classified Positions with less than 10 responses.