

Aurora Public Schools
Division of Accountability and Research



Licensed Staff Climate Survey

Historical Results

2007 to 2011



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (Overall)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	1. I understand the long-term vision of Aurora Public Schools.	7.0%	8.6%	10.5%	1.9%	3.5%	83.0%	80.2%	77.9%	-2.3%	
2. District administrators share the information that I need to perform my job.	35.0%	19.3%	19.4%	0.1%	-15.6%	48.0%	62.6%	63.5%	0.9%	15.5%	1908
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	12.0%	13.5%	16.6%	3.2%	4.6%	74.0%	69.9%	65.7%	-4.1%	-8.3%	1900
4. I believe APS has set a clear direction for improving student achievement.	26.0%	22.2%	24.4%	2.2%	-1.6%	53.0%	59.7%	57.7%	-2.0%	4.7%	1895
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	50.0%	40.7%	41.4%	0.7%	-8.6%	33.0%	35.2%	35.9%	0.7%	2.9%	1878
6. I am comfortable in stating my opinions about APS programs even if I disagree with the approach.*	59.0%	47.8%	48.8%	0.9%	-10.2%	26.0%	31.9%	31.6%	-0.4%	5.6%	1870
7. I am comfortable in stating my opinions about issues facing APS even if I disagree with the approach.*	58.0%	43.9%	46.5%	2.6%	-11.5%	28.0%	34.0%	32.9%	-1.1%	4.9%	1894
8. I trust the people who make district decisions that affect me.	42.0%	38.8%	39.7%	0.9%	-2.3%	28.0%	33.5%	32.9%	-0.6%	4.9%	1896
9. I am given opportunities to influence the decisions made by the district.	-	46.7%	46.7%	0.0%	-	-	28.0%	27.0%	-1.0%	-	1888
10. I am able to influence the decisions made by the district.	67.0%	57.9%	58.1%	0.2%	-8.9%	11.0%	13.2%	14.3%	1.1%	3.3%	1882
11. There is an atmosphere of trust and mutual respect within APS.	44.0%	36.4%	39.9%	3.4%	-4.1%	25.0%	38.2%	35.6%	-2.5%	10.6%	1883
12. District PD has provided me with strategies that I have incorporated into my instruction.*	28.0%	25.0%	28.4%	3.4%	0.4%	52.0%	58.7%	54.9%	-3.8%	2.9%	1856
13. I believe decisions made in APS are based on adequate student data and information.	42.0%	25.3%	27.1%	1.8%	-14.9%	42.0%	52.5%	50.9%	-1.7%	8.9%	1887
14. I would encourage someone to work for APS.	32.0%	20.4%	22.8%	2.5%	-9.2%	42.0%	55.9%	52.4%	-3.5%	10.4%	1891
15. Based on my experience there's a positive relationship between the AEA and the district.*	-	17.2%	37.8%	20.6%	-	-	54.1%	33.5%	-20.7%	-	1832
16. I understand the roles and responsibilities of the APS Board of Education.	-	19.9%	19.6%	-0.3%	-	-	54.4%	55.6%	1.1%	-	1890
17. Building Administrators share the information I need to perform my job.	35.0%	19.2%	16.4%	-2.9%	-18.6%	48.0%	68.4%	69.7%	1.4%	21.7%	1840
18. I trust the people who make school decisions that affect me.	46.0%	28.9%	25.5%	-3.4%	-20.5%	35.0%	56.0%	59.0%	3.0%	24.0%	1838
19. I am given opportunities to influence the decisions that are made by my school/site.	-	25.1%	23.1%	-1.9%	-	-	60.6%	63.8%	3.3%	-	1838
20. I am able to influence the decisions made by my school/site.	53.0%	30.5%	29.2%	-1.2%	-23.8%	31.0%	52.7%	54.3%	1.6%	23.3%	1841
21. There is an atmosphere of trust/respect between building administrators and staff in our building.*	54.0%	31.7%	29.4%	-2.2%	-24.6%	31.0%	54.0%	56.3%	2.2%	25.3%	1834
22. There is an atmosphere of trust and mutual respect among teachers in our building.	54.0%	16.5%	15.1%	-1.4%	-38.9%	31.0%	69.8%	72.1%	2.3%	41.1%	1823
23. I am trusted to make sound professional decisions about instruction.	41.0%	22.2%	20.3%	-1.9%	-20.7%	47.0%	67.1%	69.7%	2.6%	22.7%	1811
24. I believe decisions made at my site are based on adequate student data and information.	39.0%	18.5%	18.0%	-0.5%	-21.0%	42.0%	64.0%	66.2%	2.2%	24.2%	1828
25. Decisions made at my site are based on the best interests of students.	46.0%	24.6%	21.0%	-3.6%	-25.0%	40.0%	60.0%	63.4%	3.4%	23.4%	1830
26. Teachers are allowed to focus on educating students with minimal interruption.	49.0%	30.8%	28.3%	-2.5%	-20.7%	35.0%	54.2%	58.6%	4.4%	23.6%	1805
27. I have sufficient access to instructional materials and resources.	28.0%	15.9%	15.7%	-0.2%	-12.3%	57.0%	73.0%	73.7%	0.7%	16.7%	1810
28. I have sufficient access to instructional technology.	31.0%	14.3%	15.3%	0.9%	-15.7%	56.0%	75.3%	74.9%	-0.4%	18.9%	1815
29. The faculty has an effective process for making group decisions and solving problems.	53.0%	27.5%	26.0%	-1.5%	-27.0%	30.0%	50.9%	54.2%	3.3%	24.2%	1826
30. Employees are empowered to help solve problems.	54.0%	25.9%	24.8%	-1.1%	-29.2%	28.0%	55.2%	59.1%	3.9%	31.1%	1835



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (Overall)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	31. I have opportunities to participate in school planning and decision making.	38.0%	17.6%	17.8%	0.2%	-20.2%	47.0%	68.4%	68.0%	-0.4%	
32. I am kept informed of the school improvement plan (SIP).	-	12.1%	9.1%	-3.0%	-	-	73.7%	79.8%	6.1%	-	1804
33. My principal/supervisor has a clear understanding of the challenges I face in my job.	41.0%	32.1%	30.1%	-2.0%	-10.9%	46.0%	55.7%	57.6%	1.9%	11.6%	1835
34. The performance evaluation process is fair in my school.	31.0%	14.8%	14.7%	-0.1%	-16.3%	46.0%	63.7%	63.5%	-0.2%	17.5%	1788
35. Building PD has provided me with strategies that I have incorporated into my instruction.*	33.0%	20.4%	21.8%	1.4%	-11.2%	50.0%	66.3%	63.0%	-3.3%	13.0%	1775
36. Teachers and staff work in a school environment that is clean and well maintained.	16.0%	6.7%	6.1%	-0.7%	-9.9%	71.0%	85.8%	87.0%	1.2%	16.0%	1833
37. Rules for student conduct are consistently enforced by administration.	56.0%	28.0%	31.5%	3.5%	-24.5%	31.0%	58.8%	53.5%	-5.3%	22.5%	1807
38. Rules for student conduct are consistently enforced by teaching staff.	56.0%	27.2%	28.0%	0.8%	-28.0%	31.0%	56.6%	54.6%	-2.0%	23.6%	1812
39. Staff work in a school environment that is safe.	25.0%	7.9%	10.9%	3.0%	-14.1%	60.0%	82.9%	79.0%	-3.9%	19.0%	1834
40. I feel appreciated for the work I do.	43.0%	23.5%	25.1%	1.6%	-17.9%	38.0%	60.3%	60.0%	-0.2%	22.0%	1836
41. There is a spirit of teamwork and cooperation at my site.	46.0%	20.6%	21.4%	0.8%	-24.6%	39.0%	61.9%	62.4%	0.4%	23.4%	1833
42. There is a professional atmosphere for staff working at my school/site.	38.0%	14.6%	15.3%	0.7%	-22.7%	45.0%	71.8%	71.6%	-0.2%	26.6%	1837
43. My school has effective plans in place to assist ELL students.	-	14.3%	12.2%	-2.1%	-	-	67.2%	71.0%	3.8%	-	1784
44. I believe the district is becoming more effective in meeting the needs of ELL students.	-	16.2%	15.0%	-1.2%	-	-	65.0%	65.6%	0.6%	-	1768
45. I believe the Art programs are supported at my building.	-	8.6%	8.5%	-0.1%	-	-	78.1%	78.8%	0.7%	-	1701
46. I believe the Music programs are supported at my building.	-	9.0%	7.8%	-1.1%	-	-	78.9%	78.7%	-0.2%	-	1702
47. I believe the Physical Education program is supported at my building.	-	8.7%	8.7%	0.0%	-	-	78.9%	77.4%	-1.6%	-	1692
48. I believe the library/media programs are supported at my building.	-	12.0%	13.9%	1.9%	-	-	74.8%	71.4%	-3.4%	-	1732
49. I believe the student mentoring program was beneficial for my mentee.	-	10.1%	11.2%	1.1%	-	-	52.5%	48.0%	-4.6%	-	788

Note: all responses of "not applicable" and "don't know" were omitted from this analysis. *questions are truncated to allow for reporting. 2010: n=1844, 2011: n=1916

February 4, 2011



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (Elementary & K8)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	1. I understand the long-term vision of Aurora Public Schools.	4.1%	6.2%	4.6%	-1.6%	0.5%	86.1%	84.8%	85.7%	0.8%	
2. District administrators share the information that I need to perform my job.	33.3%	15.1%	10.3%	-4.7%	-23.0%	49.6%	68.0%	73.7%	5.7%	24.1%	921
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	9.0%	11.0%	9.4%	-1.5%	0.4%	75.9%	73.9%	73.9%	0.1%	-2.0%	921
4. I believe APS has set a clear direction for improving student achievement.	22.8%	18.4%	14.5%	-3.9%	-8.3%	56.6%	64.6%	66.8%	2.2%	10.2%	916
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	48.7%	39.2%	34.4%	-4.9%	-14.3%	34.0%	34.5%	39.7%	5.2%	5.7%	914
6. I am comfortable in stating my opinions about APS programs even if I disagree with the approach.*	60.7%	45.3%	41.5%	-3.8%	-19.2%	25.1%	32.4%	36.4%	4.0%	11.3%	911
7. I am comfortable in stating my opinions about issues facing APS even if I disagree with the approach.*	58.9%	40.7%	39.8%	-0.9%	-19.1%	25.9%	34.9%	37.2%	2.3%	11.3%	914
8. I trust the people who make district decisions that affect me.	38.6%	34.3%	29.4%	-5.0%	-9.2%	28.8%	35.4%	40.9%	5.5%	12.1%	916
9. I am given opportunities to influence the decisions made by the district.	-	46.7%	41.3%	-5.4%	-	-	27.3%	29.9%	2.6%	-	912
10. I am able to influence the decisions made by the district.	67.9%	58.3%	52.7%	-5.6%	-15.2%	10.0%	11.5%	16.8%	5.3%	6.8%	914
11. There is an atmosphere of trust and mutual respect within APS.	44.1%	29.4%	28.4%	-1.1%	-15.7%	25.4%	43.0%	45.5%	2.5%	20.1%	906
12. District PD has provided me with strategies that I have incorporated into my instruction.*	18.6%	18.3%	17.5%	-0.8%	-1.1%	63.9%	67.1%	67.5%	0.4%	3.6%	906
13. I believe decisions made in APS are based on adequate student data and information.	29.5%	20.1%	16.7%	-3.4%	-12.8%	48.1%	59.3%	62.9%	3.6%	14.8%	916
14. I would encourage someone to work for APS.	31.9%	19.8%	14.9%	-5.0%	-17.0%	40.7%	56.9%	60.8%	3.9%	20.1%	914
15. Based on my experience there's a positive relationship between the AEA and the district.*	-	16.1%	29.7%	13.6%	-	-	55.4%	39.7%	-15.7%	-	897
16. I understand the roles and responsibilities of the APS Board of Education.	-	21.6%	17.1%	-4.4%	-	-	49.8%	56.2%	6.5%	-	916
17. Building Administrators share the information I need to perform my job.	33.3%	16.8%	11.4%	-5.4%	-21.9%	49.6%	72.6%	76.3%	3.7%	26.7%	919
18. I trust the people who make school decisions that affect me.	45.0%	24.0%	19.4%	-4.5%	-25.6%	36.5%	60.7%	65.3%	4.6%	28.8%	921
19. I am given opportunities to influence the decisions that are made by my school/site.	-	21.5%	17.6%	-3.9%	-	-	64.5%	70.3%	5.8%	-	920
20. I am able to influence the decisions made by my school/site.	52.4%	27.3%	22.2%	-5.1%	-30.2%	32.5%	57.1%	62.0%	4.9%	29.5%	918
21. There is an atmosphere of trust/respect between building administrators and staff in our building.*	55.4%	28.3%	23.1%	-5.2%	-32.3%	33.5%	57.7%	64.0%	6.3%	30.5%	919
22. There is an atmosphere of trust and mutual respect among teachers in our building.	55.4%	13.5%	11.8%	-1.7%	-43.6%	33.5%	73.3%	76.6%	3.3%	43.1%	918
23. I am trusted to make sound professional decisions about instruction.	43.7%	19.9%	14.5%	-5.4%	-29.2%	45.6%	68.3%	77.2%	8.8%	31.6%	915
24. I believe decisions made at my site are based on adequate student data and information.	36.2%	13.8%	11.3%	-2.6%	-24.9%	49.0%	70.2%	76.8%	6.6%	27.8%	914
25. Decisions made at my site are based on the best interests of students.	43.3%	19.9%	14.4%	-5.5%	-28.9%	44.3%	63.9%	72.5%	8.6%	28.2%	917
26. Teachers are allowed to focus on educating students with minimal interruption.	46.1%	31.9%	20.2%	-11.7%	-25.9%	36.2%	55.2%	66.7%	11.5%	30.5%	915
27. I have sufficient access to instructional materials and resources.	22.7%	11.5%	10.6%	-0.9%	-12.1%	65.2%	79.6%	81.7%	2.1%	16.5%	915
28. I have sufficient access to instructional technology.	26.3%	9.7%	11.8%	2.1%	-14.5%	57.9%	79.7%	80.0%	0.3%	22.1%	912
29. The faculty has an effective process for making group decisions and solving problems.	50.7%	23.8%	19.0%	-4.8%	-31.7%	32.0%	53.6%	63.2%	9.5%	31.2%	921
30. Employees are empowered to help solve problems.	53.1%	22.8%	17.6%	-5.3%	-35.5%	29.9%	59.4%	67.6%	8.2%	37.7%	917



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (Elementary & K8)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	31. I have opportunities to participate in school planning and decision making.	37.2%	14.5%	13.4%	-1.1%	-23.8%	48.3%	73.1%	75.7%	2.6%	
32. I am kept informed of the school improvement plan (SIP).	-	7.8%	3.6%	-4.2%	-	-	80.2%	90.6%	10.4%	-	916
33. My principal/supervisor has a clear understanding of the challenges I face in my job.	41.8%	28.9%	24.4%	-4.5%	-17.4%	46.1%	56.9%	64.1%	7.2%	18.0%	918
34. The performance evaluation process is fair in my school.	31.7%	12.6%	12.2%	-0.4%	-19.5%	47.5%	65.0%	69.4%	4.4%	21.9%	892
35. Building PD has provided me with strategies that I have incorporated into my instruction.*	25.5%	14.2%	13.5%	-0.7%	-12.0%	59.1%	74.3%	74.0%	-0.3%	14.9%	905
36. Teachers and staff work in a school environment that is clean and well maintained.	15.1%	6.4%	4.8%	-1.6%	-10.3%	71.4%	88.1%	90.1%	1.9%	18.7%	918
37. Rules for student conduct are consistently enforced by administration.	48.3%	24.5%	24.6%	0.1%	-23.7%	39.7%	64.6%	62.5%	-2.0%	22.8%	915
38. Rules for student conduct are consistently enforced by teaching staff.	48.3%	16.4%	17.1%	0.7%	-31.2%	39.7%	71.1%	68.4%	-2.6%	28.7%	916
39. Staff work in a school environment that is safe.	16.9%	6.0%	5.7%	-0.3%	-11.2%	68.3%	87.0%	87.2%	0.2%	18.9%	917
40. I feel appreciated for the work I do.	46.2%	20.5%	18.8%	-1.6%	-27.4%	34.6%	63.3%	66.9%	3.6%	32.3%	918
41. There is a spirit of teamwork and cooperation at my site.	42.2%	17.5%	13.9%	-3.6%	-28.3%	40.7%	66.9%	71.4%	4.5%	30.7%	914
42. There is a professional atmosphere for staff working at my school/site.	37.9%	11.9%	9.9%	-2.0%	-28.0%	46.8%	74.4%	78.8%	4.4%	32.0%	917
43. My school has effective plans in place to assist ELL students.	-	11.8%	8.0%	-3.8%	-	-	73.0%	80.5%	7.5%	-	909
44. I believe the district is becoming more effective in meeting the needs of ELL students.	-	14.0%	9.5%	-4.4%	-	-	69.9%	75.4%	5.4%	-	901
45. I believe the Art programs are supported at my building.	-	6.3%	4.6%	-1.7%	-	-	83.6%	85.7%	2.0%	-	886
46. I believe the Music programs are supported at my building.	-	7.1%	4.6%	-2.5%	-	-	83.8%	85.7%	1.9%	-	889
47. I believe the Physical Education program is supported at my building.	-	6.8%	3.5%	-3.3%	-	-	84.7%	87.6%	2.9%	-	885
48. I believe the library/media programs are supported at my building.	-	12.0%	10.2%	-1.8%	-	-	76.8%	78.7%	1.8%	-	890
49. I believe the student mentoring program was beneficial for my mentee.	-	8.8%	6.9%	-1.9%	-	-	50.5%	53.5%	2.9%	-	346

Note: all responses of "not applicable" and "don't know" were omitted from this analysis. *questions are truncated to allow for reporting.

February 4, 2011



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (Middle Schools)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	1. I understand the long-term vision of Aurora Public Schools.	12.2%	6.8%	11.4%	4.6%	-0.8%	80.4%	82.6%	73.4%	-9.2%	
2. District administrators share the information that I need to perform my job.	37.0%	17.2%	21.0%	3.8%	-16.0%	44.4%	61.8%	61.4%	-0.4%	17.0%	267
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	16.4%	12.1%	19.5%	7.5%	3.1%	67.7%	69.9%	63.2%	-6.8%	-4.5%	266
4. I believe APS has set a clear direction for improving student achievement.	34.9%	21.5%	30.5%	8.9%	-4.4%	43.9%	58.1%	50.8%	-7.4%	6.9%	266
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	60.0%	39.5%	46.4%	6.9%	-13.6%	26.3%	37.7%	30.0%	-7.7%	3.7%	263
6. I am comfortable in stating my opinions about APS programs even if I disagree with the approach.*	60.8%	49.6%	53.6%	4.1%	-7.2%	23.3%	31.9%	28.7%	-3.2%	5.4%	261
7. I am comfortable in stating my opinions about issues facing APS even if I disagree with the approach.*	64.0%	44.7%	51.5%	6.8%	-12.5%	22.8%	33.1%	27.7%	-5.5%	4.9%	264
8. I trust the people who make district decisions that affect me.	52.9%	38.8%	41.7%	2.9%	-11.2%	19.0%	34.6%	24.6%	-10.0%	5.6%	264
9. I am given opportunities to influence the decisions made by the district.	-	46.7%	49.4%	2.7%	-	-	27.1%	20.8%	-6.3%	-	265
10. I am able to influence the decisions made by the district.	74.3%	54.9%	65.8%	10.9%	-8.5%	9.6%	16.0%	10.6%	-5.4%	1.0%	263
11. There is an atmosphere of trust and mutual respect within APS.	48.9%	37.9%	41.5%	3.7%	-7.4%	19.7%	38.8%	29.6%	-9.1%	9.9%	260
12. District PD has provided me with strategies that I have incorporated into my instruction.*	34.6%	25.2%	32.6%	7.4%	-2.0%	44.9%	55.5%	50.0%	-5.5%	5.1%	264
13. I believe decisions made in APS are based on adequate student data and information.	42.1%	22.4%	24.4%	2.0%	-17.7%	33.7%	52.2%	47.7%	-4.5%	14.0%	262
14. I would encourage someone to work for APS.	40.7%	20.1%	25.0%	4.9%	-15.7%	33.3%	55.8%	49.6%	-6.1%	16.3%	264
15. Based on my experience there's a positive relationship between the AEA and the district.*	-	16.5%	38.5%	22.1%	-	-	55.9%	35.4%	-20.5%	-	257
16. I understand the roles and responsibilities of the APS Board of Education.	-	15.4%	18.6%	3.1%	-	-	58.5%	58.3%	-0.1%	-	264
17. Building Administrators share the information I need to perform my job.	37.0%	18.3%	15.5%	-2.8%	-21.5%	44.0%	68.4%	70.5%	2.0%	26.5%	264
18. I trust the people who make school decisions that affect me.	51.6%	31.5%	27.1%	-4.4%	-24.5%	29.5%	53.8%	57.5%	3.7%	28.0%	266
19. I am given opportunities to influence the decisions that are made by my school/site.	-	26.6%	24.0%	-2.7%	-	-	58.9%	61.4%	2.5%	-	267
20. I am able to influence the decisions made by my school/site.	59.5%	30.3%	32.6%	2.3%	-26.9%	29.5%	51.2%	49.1%	-2.1%	19.6%	267
21. There is an atmosphere of trust/respect between building administrators and staff in our building.*	59.0%	36.1%	33.2%	-2.9%	-25.8%	22.9%	50.6%	52.8%	2.2%	29.9%	265
22. There is an atmosphere of trust and mutual respect among teachers in our building.	59.0%	16.5%	18.6%	2.0%	-40.4%	22.9%	68.7%	70.5%	1.7%	47.6%	264
23. I am trusted to make sound professional decisions about instruction.	46.6%	22.4%	23.8%	1.4%	-22.8%	44.4%	66.3%	64.9%	-1.4%	20.5%	265
24. I believe decisions made at my site are based on adequate student data and information.	45.5%	18.3%	17.8%	-0.5%	-27.7%	31.7%	63.1%	61.4%	-1.8%	29.7%	264
25. Decisions made at my site are based on the best interests of students.	53.7%	27.4%	25.4%	-2.1%	-28.3%	31.1%	60.5%	58.0%	-2.5%	26.9%	264
26. Teachers are allowed to focus on educating students with minimal interruption.	58.4%	29.7%	36.0%	6.3%	-22.4%	28.9%	52.8%	50.0%	-2.8%	21.1%	264
27. I have sufficient access to instructional materials and resources.	33.9%	20.1%	17.8%	-2.3%	-16.1%	49.2%	62.6%	67.4%	4.8%	18.2%	264
28. I have sufficient access to instructional technology.	46.6%	15.3%	15.0%	-0.3%	-31.6%	46.0%	72.7%	75.6%	2.9%	29.6%	266
29. The faculty has an effective process for making group decisions and solving problems.	55.6%	29.0%	29.2%	0.2%	-26.4%	25.1%	51.5%	46.2%	-5.3%	21.1%	264
30. Employees are empowered to help solve problems.	60.3%	28.7%	25.9%	-2.8%	-34.4%	21.7%	53.3%	55.5%	2.3%	33.8%	263



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (Middle Schools)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	31. I have opportunities to participate in school planning and decision making.	44.4%	16.4%	18.1%	1.8%	-26.3%	42.2%	68.8%	69.5%	0.7%	
32. I am kept informed of the school improvement plan (SIP).	-	10.8%	8.3%	-2.5%	-	-	76.8%	81.1%	4.3%	-	264
33. My principal/supervisor has a clear understanding of the challenges I face in my job.	48.1%	32.8%	34.5%	1.6%	-13.6%	40.2%	56.2%	48.9%	-7.3%	8.7%	264
34. The performance evaluation process is fair in my school.	37.6%	16.9%	11.5%	-5.4%	-26.1%	41.4%	63.0%	64.0%	1.0%	22.6%	261
35. Building PD has provided me with strategies that I have incorporated into my instruction.*	37.4%	22.9%	24.2%	1.3%	-13.2%	40.5%	59.8%	59.6%	-0.1%	19.1%	265
36. Teachers and staff work in a school environment that is clean and well maintained.	21.6%	8.3%	10.5%	2.2%	-11.1%	61.1%	81.4%	79.4%	-2.0%	18.3%	267
37. Rules for student conduct are consistently enforced by administration.	67.7%	33.7%	46.4%	12.7%	-21.3%	20.1%	53.3%	35.7%	-17.6%	15.6%	263
38. Rules for student conduct are consistently enforced by teaching staff.	67.7%	36.1%	46.8%	10.7%	-20.9%	20.1%	45.3%	30.9%	-14.3%	10.8%	265
39. Staff work in a school environment that is safe.	30.7%	11.8%	20.2%	8.4%	-10.5%	55.6%	74.9%	66.3%	-8.6%	10.7%	267
40. I feel appreciated for the work I do.	48.7%	24.9%	30.1%	5.2%	-18.6%	36.0%	57.1%	51.9%	-5.2%	15.9%	266
41. There is a spirit of teamwork and cooperation at my site.	55.8%	22.3%	24.2%	1.8%	-31.6%	33.7%	59.2%	57.0%	-2.2%	23.3%	265
42. There is a professional atmosphere for staff working at my school/site.	43.9%	16.4%	18.7%	2.4%	-25.2%	41.3%	72.6%	66.3%	-6.3%	25.0%	267
43. My school has effective plans in place to assist ELL students.	-	11.8%	15.5%	3.7%	-	-	68.9%	65.9%	-3.0%	-	264
44. I believe the district is becoming more effective in meeting the needs of ELL students.	-	13.1%	21.3%	8.2%	-	-	67.0%	60.1%	-6.9%	-	258
45. I believe the Art programs are supported at my building.	-	8.4%	5.5%	-2.9%	-	-	77.0%	83.9%	6.9%	-	255
46. I believe the Music programs are supported at my building.	-	7.7%	5.1%	-2.6%	-	-	79.4%	83.9%	4.5%	-	255
47. I believe the Physical Education program is supported at my building.	-	9.3%	4.7%	-4.5%	-	-	77.8%	80.7%	2.9%	-	254
48. I believe the library/media programs are supported at my building.	-	17.3%	25.3%	8.0%	-	-	65.7%	60.5%	-5.3%	-	253
49. I believe the student mentoring program was beneficial for my mentee.	-	9.1%	16.2%	7.1%	-	-	57.6%	46.1%	-11.5%	-	154

Note: all responses of "not applicable" and "don't know" were omitted from this analysis. *questions are truncated to allow for reporting.

February 4, 2011



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (High Schools)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	1. I understand the long-term vision of Aurora Public Schools.	7.7%	13.9%	28.5%	14.6%	20.8%	78.8%	71.4%	56.4%	-15.0%	
2. District administrators share the information that I need to perform my job.	38.7%	27.4%	43.9%	16.5%	5.2%	44.1%	56.1%	35.9%	-20.2%	-8.2%	337
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	15.3%	20.5%	40.0%	19.5%	24.7%	71.3%	62.0%	40.0%	-22.0%	-31.3%	335
4. I believe APS has set a clear direction for improving student achievement.	28.5%	31.7%	56.8%	25.1%	28.3%	48.8%	49.2%	26.3%	-22.9%	-22.5%	338
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	53.8%	46.1%	69.6%	23.4%	15.8%	32.3%	32.1%	16.4%	-15.7%	-15.9%	335
6. I am comfortable in stating my opinions about APS programs even if I disagree with the approach.*	59.8%	54.5%	72.6%	18.1%	12.8%	28.0%	28.0%	14.8%	-13.3%	-13.2%	332
7. I am comfortable in stating my opinions about issues facing APS even if I disagree with the approach.*	57.1%	51.9%	73.5%	21.6%	16.4%	31.0%	29.3%	16.7%	-12.6%	-14.3%	336
8. I trust the people who make district decisions that affect me.	46.0%	48.6%	76.0%	27.4%	30.0%	30.3%	27.0%	9.8%	-17.2%	-20.5%	337
9. I am given opportunities to influence the decisions made by the district.	-	48.2%	73.1%	24.9%	-	-	27.9%	12.8%	-15.1%	-	335
10. I am able to influence the decisions made by the district.	64.0%	61.4%	82.9%	21.5%	18.9%	14.0%	12.5%	4.5%	-8.0%	-9.5%	333
11. There is an atmosphere of trust and mutual respect within APS.	41.5%	46.8%	79.2%	32.4%	37.7%	26.5%	31.0%	8.6%	-22.4%	-17.9%	337
12. District PD has provided me with strategies that I have incorporated into my instruction.*	43.6%	37.0%	56.4%	19.4%	12.8%	36.2%	45.3%	27.5%	-17.9%	-8.7%	335
13. I believe decisions made in APS are based on adequate student data and information.	36.8%	37.1%	62.8%	25.7%	26.0%	36.0%	40.4%	16.4%	-24.0%	-19.6%	336
14. I would encourage someone to work for APS.	29.5%	21.3%	51.9%	30.6%	22.4%	45.6%	55.1%	22.3%	-32.8%	-23.3%	337
15. Based on my experience there's a positive relationship between the AEA and the district.*	-	18.6%	69.9%	51.3%	-	-	52.3%	13.0%	-39.4%	-	332
16. I understand the roles and responsibilities of the APS Board of Education.	-	19.6%	34.5%	14.9%	-	-	58.2%	44.3%	-13.8%	-	336
17. Building Administrators share the information I need to perform my job.	38.7%	19.9%	29.6%	9.7%	-9.1%	44.1%	66.3%	53.0%	-13.4%	8.9%	338
18. I trust the people who make school decisions that affect me.	47.7%	31.1%	43.2%	12.1%	-4.5%	33.8%	53.2%	41.1%	-12.0%	7.3%	338
19. I am given opportunities to influence the decisions that are made by my school/site.	-	27.8%	39.7%	11.9%	-	-	57.9%	47.2%	-10.7%	-	335
20. I am able to influence the decisions made by my school/site.	56.5%	34.3%	49.6%	15.3%	-6.9%	26.9%	47.7%	36.2%	-11.5%	9.3%	337
21. There is an atmosphere of trust/respect between building administrators and staff in our building.*	53.8%	31.1%	46.4%	15.3%	-7.4%	32.7%	53.2%	39.0%	-14.2%	6.3%	336
22. There is an atmosphere of trust and mutual respect among teachers in our building.	53.8%	20.0%	21.4%	1.4%	-32.4%	32.7%	65.3%	64.9%	-0.4%	32.2%	336
23. I am trusted to make sound professional decisions about instruction.	37.3%	24.2%	37.5%	13.3%	0.2%	50.4%	67.3%	49.7%	-17.6%	-0.7%	336
24. I believe decisions made at my site are based on adequate student data and information.	44.6%	23.5%	38.2%	14.6%	-6.4%	32.3%	56.7%	40.2%	-16.5%	7.9%	338
25. Decisions made at my site are based on the best interests of students.	52.7%	29.3%	40.5%	11.2%	-12.2%	30.8%	54.6%	38.1%	-16.5%	7.3%	333
26. Teachers are allowed to focus on educating students with minimal interruption.	51.9%	29.7%	47.3%	17.6%	-4.6%	34.2%	54.0%	41.9%	-12.1%	7.7%	334
27. I have sufficient access to instructional materials and resources.	36.9%	21.2%	32.6%	11.5%	-4.3%	49.6%	66.9%	56.1%	-10.8%	6.5%	337
28. I have sufficient access to instructional technology.	33.7%	21.8%	28.7%	6.9%	-5.0%	57.4%	69.5%	59.5%	-10.0%	2.1%	338
29. The faculty has an effective process for making group decisions and solving problems.	60.2%	30.1%	46.4%	16.3%	-13.8%	25.9%	48.0%	36.1%	-11.9%	10.2%	338
30. Employees are empowered to help solve problems.	55.0%	27.6%	46.7%	19.1%	-8.3%	26.2%	51.1%	37.2%	-13.9%	11.0%	336



Aurora Public Schools
Licensed Staff Climate Survey (2007-2011): Historical Comparisons
Division of Accountability and Research (High Schools)

Question	%Dis./Str. Disagree					%Ag./Str. Agree					Total (11)
	2007	2010	2011	1YR Change	4YR Change	2007	2010	2011	1YR Change	4YR Change	
	31. I have opportunities to participate in school planning and decision making.	40.4%	19.9%	31.2%	11.3%	-9.2%	42.3%	63.0%	46.5%	-16.5%	
32. I am kept informed of the school improvement plan (SIP).	-	16.1%	19.5%	3.4%	-	-	67.3%	62.8%	-4.6%	-	333
33. My principal/supervisor has a clear understanding of the challenges I face in my job.	38.3%	34.3%	45.1%	10.8%	6.8%	47.1%	54.8%	45.7%	-9.2%	-1.4%	335
34. The performance evaluation process is fair in my school.	32.8%	16.7%	23.8%	7.1%	-9.0%	48.8%	64.1%	50.0%	-14.1%	1.2%	332
35. Building PD has provided me with strategies that I have incorporated into my instruction.*	48.4%	29.3%	39.2%	9.9%	-9.2%	39.9%	57.5%	42.8%	-14.7%	2.9%	334
36. Teachers and staff work in a school environment that is clean and well maintained.	13.8%	6.1%	7.1%	1.1%	-6.7%	74.7%	85.6%	83.6%	-1.9%	8.9%	336
37. Rules for student conduct are consistently enforced by administration.	70.1%	29.6%	45.0%	15.5%	-25.1%	19.5%	54.0%	39.3%	-14.6%	19.8%	333
38. Rules for student conduct are consistently enforced by teaching staff.	70.1%	41.2%	46.6%	5.3%	-23.5%	19.5%	36.1%	32.5%	-3.6%	13.0%	335
39. Staff work in a school environment that is safe.	41.0%	8.4%	19.9%	11.6%	-21.1%	43.3%	80.5%	63.1%	-17.4%	19.8%	336
40. I feel appreciated for the work I do.	38.8%	26.7%	43.8%	17.1%	5.0%	42.7%	58.8%	40.5%	-18.3%	-2.2%	331
41. There is a spirit of teamwork and cooperation at my site.	48.7%	22.6%	41.5%	18.8%	-7.2%	35.2%	57.5%	39.4%	-18.1%	4.2%	335
42. There is a professional atmosphere for staff working at my school/site.	41.9%	15.3%	30.1%	14.9%	-11.8%	40.4%	69.5%	52.8%	-16.6%	12.4%	335
43. My school has effective plans in place to assist ELL students.	-	18.1%	22.6%	4.4%	-	-	57.5%	51.5%	-6.0%	-	328
44. I believe the district is becoming more effective in meeting the needs of ELL students.	-	22.6%	28.3%	5.7%	-	-	53.2%	41.0%	-12.2%	-	322
45. I believe the Art programs are supported at my building.	-	12.1%	21.2%	9.1%	-	-	71.9%	61.2%	-10.7%	-	307
46. I believe the Music programs are supported at my building.	-	11.9%	18.8%	6.9%	-	-	74.3%	62.4%	-11.8%	-	314
47. I believe the Physical Education program is supported at my building.	-	11.0%	24.8%	13.8%	-	-	73.2%	53.1%	-20.1%	-	307
48. I believe the library/media programs are supported at my building.	-	5.3%	18.0%	12.6%	-	-	81.9%	63.1%	-18.8%	-	317
49. I believe the student mentoring program was beneficial for my mentee.	-	12.7%	18.5%	5.9%	-	-	48.2%	30.5%	-17.7%	-	151

Note: all responses of "not applicable" and "don't know" were omitted from this analysis. *questions are truncated to allow for reporting.

February 4, 2011