

Aurora Public Schools
Division of Accountability and Research



Admin/PT Staff Climate Survey
2013-14 Historical Results Overall and by Position



Aurora Public Schools
Admin/PT Staff Climate Survey (2013-14): Historical Comparisons
Division of Accountability and Research

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	8.3%	15.9%	7.7%	6.8%	15.9%	9.1%	85.0%	68.2%	-16.8%	-0.40	220
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	5.8%	13.7%	7.9%	11.7%	15.1%	3.4%	82.5%	71.2%	-11.3%	-0.27	219
3. I believe APS has set a clear direction for improving student achievement.	25.9%	23.0%	-2.8%	17.1%	26.3%	9.2%	57.1%	50.7%	-6.4%	-0.13	217
4. Administrators/supervisors share the information I need to perform my job.	22.3%	22.9%	0.6%	11.2%	12.8%	1.7%	66.5%	64.2%	-2.3%	-0.05	218
5. I am encouraged to provide suggestions on ways to improve programs or services.	23.2%	19.3%	-3.9%	13.3%	11.9%	-1.4%	63.5%	68.8%	5.3%	0.11	218
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	37.8%	26.3%	-11.5%	14.4%	18.3%	3.9%	47.8%	55.4%	7.6%	0.15	213
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	35.1%	25.8%	-9.3%	16.8%	20.7%	3.9%	48.0%	53.5%	5.4%	0.11	217
8. I trust the people who make district decisions that affect me.	31.7%	25.5%	-6.3%	26.8%	30.5%	3.6%	41.5%	44.1%	2.6%	0.05	220
9. I am given opportunities to influence the decisions made by the district.	31.5%	27.4%	-4.1%	24.6%	26.0%	1.4%	43.8%	46.5%	2.7%	0.05	215
10. I am able to influence the decisions made by the district.	40.1%	34.4%	-5.7%	28.7%	31.7%	2.9%	31.2%	33.9%	2.8%	0.06	218
11. There is an atmosphere of trust and mutual respect within APS.	40.1%	29.5%	-10.6%	23.3%	28.6%	5.3%	36.6%	41.9%	5.3%	0.11	217
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	24.3%	21.1%	-3.3%	21.2%	20.6%	-0.6%	54.5%	58.3%	3.8%	0.08	204
13. I believe decisions made in APS are based on student data and information.	15.7%	16.1%	0.4%	24.5%	23.4%	-1.1%	59.8%	60.6%	0.7%	0.02	218
14. I would encourage someone to work for Aurora Public Schools.	12.7%	9.2%	-3.5%	22.0%	23.9%	1.9%	65.4%	67.0%	1.6%	0.03	218
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	7.7%	9.7%	2.0%	36.1%	31.6%	-4.5%	56.2%	58.7%	2.6%	0.05	206
16. I understand the roles and responsibilities of the APS Board of Education.	8.3%	12.3%	4.0%	14.1%	17.8%	3.7%	77.6%	69.9%	-7.7%	-0.18	219
17. I feel empowered to help solve problems.	18.9%	15.5%	-3.4%	15.4%	18.4%	3.0%	65.7%	66.0%	0.3%	0.01	206
18. My principal/supervisor has a clear understanding of the challenges I face.	21.5%	20.4%	-1.1%	9.0%	11.7%	2.7%	69.5%	68.0%	-1.5%	-0.03	206
19. Staff work in a site environment that is safe.	8.5%	5.8%	-2.7%	9.0%	4.3%	-4.6%	82.6%	89.9%	7.3%	0.21	207
20. Staff at my site respect people from different backgrounds and cultures	7.5%	9.2%	1.7%	5.5%	6.3%	0.8%	87.1%	84.5%	-2.5%	-0.07	207
21. I feel appreciated for the work I do.	17.8%	18.4%	0.5%	16.8%	16.4%	-0.4%	65.3%	65.2%	-0.1%	0.00	207
22. There is a spirit of teamwork and cooperation at my site.	14.8%	16.1%	1.3%	13.3%	9.3%	-4.0%	71.9%	74.6%	2.7%	0.06	205
23. There is a professional atmosphere for staff working at my site.	10.9%	7.8%	-3.1%	9.0%	12.7%	3.7%	80.1%	79.5%	-0.6%	-0.01	205
24. The performance evaluation process is fair at my site.	10.3%	9.0%	-1.2%	14.4%	19.1%	4.7%	75.4%	71.9%	-3.5%	-0.08	199
26. The District Leadership Team has an adequate awareness of issues at my site.	40.6%	29.6%	-11.0%	18.7%	24.3%	5.6%	40.6%	46.0%	5.4%	0.11	189
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 2015.	26.6%	19.5%	-7.1%	27.7%	36.0%	8.2%	45.7%	44.5%	-1.2%	-0.02	164
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	27.4%	22.4%	-5.0%	24.4%	30.3%	5.9%	48.2%	47.3%	-0.9%	-0.02	165
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	6.0%	13.2%	7.2%	19.3%	20.1%	0.8%	74.7%	66.7%	-8.0%	-0.18	159
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	8.5%	12.5%	4.0%	17.0%	24.4%	7.4%	74.5%	63.1%	-11.4%	-0.25	160
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	5.9%	10.4%	4.5%	19.0%	26.6%	7.7%	75.2%	63.0%	-12.2%	-0.26	154
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	17.5%	27.5%	10.1%	20.5%	21.6%	1.1%	62.0%	50.9%	-11.1%	-0.23	167
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	14.9%	26.7%	11.8%	22.4%	32.2%	9.8%	62.7%	41.1%	-21.6%	-0.44	146
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	18.4%	9.9%	-8.5%	20.9%	41.6%	20.8%	60.7%	48.4%	-12.3%	-0.25	161
37. There is an atmosphere of trust and mutual respect between principals in APS.	13.6%	12.1%	-1.5%	9.1%	9.1%	0.0%	77.3%	78.8%	1.5%	0.04	66

Note: All responses of "not applicable" and "don't know" were omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale.

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text



Aurora Public Schools
Admin/PT Staff Climate Survey (2013-14): Historical Comparisons
Division of Accountability and Research
Administrator (not principal)

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	10.5%	16.7%	6.1%	5.3%	13.9%	8.6%	84.2%	69.4%	-14.8%	-0.35	36
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	2.6%	13.9%	11.3%	13.2%	5.6%	-7.6%	84.2%	80.6%	-3.7%	-0.10	36
3. I believe APS has set a clear direction for improving student achievement.	26.3%	25.0%	-1.3%	10.5%	25.0%	14.5%	63.2%	50.0%	-13.2%	-0.27	36
4. Administrators/supervisors share the information I need to perform my job.	13.2%	19.4%	6.3%	7.9%	13.9%	6.0%	78.9%	66.7%	-12.3%	-0.28	36
5. I am encouraged to provide suggestions on ways to improve programs or services.	22.2%	13.9%	-8.3%	5.6%	2.8%	-2.8%	72.2%	83.3%	11.1%	0.27	36
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	29.7%	22.9%	-6.9%	13.5%	11.4%	-2.1%	56.8%	65.7%	9.0%	0.18	35
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	28.9%	22.2%	-6.7%	13.2%	13.9%	0.7%	57.9%	63.9%	6.0%	0.12	36
8. I trust the people who make district decisions that affect me.	23.7%	22.2%	-1.5%	21.1%	36.1%	15.1%	55.3%	41.7%	-13.6%	-0.27	36
9. I am given opportunities to influence the decisions made by the district.	18.4%	20.0%	1.6%	21.1%	31.4%	10.4%	60.5%	48.6%	-12.0%	-0.24	35
10. I am able to influence the decisions made by the district.	28.9%	31.4%	2.5%	28.9%	34.3%	5.3%	42.1%	34.3%	-7.8%	-0.16	35
11. There is an atmosphere of trust and mutual respect within APS.	37.8%	30.6%	-7.3%	27.0%	25.0%	-2.0%	35.1%	44.4%	9.3%	0.19	36
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	29.4%	15.2%	-14.3%	23.5%	21.2%	-2.3%	47.1%	63.6%	16.6%	0.34	33
13. I believe decisions made in APS are based on student data and information.	18.4%	8.3%	-10.1%	23.7%	19.4%	-4.2%	57.9%	72.2%	14.3%	0.30	36
14. I would encourage someone to work for Aurora Public Schools.	7.9%	8.3%	0.4%	15.8%	13.9%	-1.9%	76.3%	77.8%	1.5%	0.03	36
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	7.9%	11.8%	3.9%	26.3%	26.5%	0.2%	65.8%	61.8%	-4.0%	-0.08	34
16. I understand the roles and responsibilities of the APS Board of Education.	5.3%	13.9%	8.6%	10.5%	11.1%	0.6%	84.2%	75.0%	-9.2%	-0.23	36
17. I feel empowered to help solve problems.	22.2%	11.1%	-11.1%	13.9%	13.9%	0.0%	63.9%	75.0%	11.1%	0.24	36
18. My principal/supervisor has a clear understanding of the challenges I face.	24.3%	13.9%	-10.4%	5.4%	16.7%	11.3%	70.3%	69.4%	-0.8%	-0.02	36
19. Staff work in a site environment that is safe.	10.8%	5.6%	-5.3%	2.7%	5.6%	2.9%	86.5%	88.9%	2.4%	0.07	36
20. Staff at my site respect people from different backgrounds and cultures	10.8%	2.8%	-8.0%	2.7%	0.0%	-2.7%	86.5%	97.2%	10.7%	0.42	36
21. I feel appreciated for the work I do.	13.2%	13.9%	0.7%	13.2%	16.7%	3.5%	73.7%	69.4%	-4.2%	-0.09	36
22. There is a spirit of teamwork and cooperation at my site.	13.2%	16.7%	3.5%	5.3%	2.8%	-2.5%	81.6%	80.6%	-1.0%	-0.03	36
23. There is a professional atmosphere for staff working at my site.	5.4%	5.7%	0.3%	8.1%	5.7%	-2.4%	86.5%	88.6%	2.1%	0.06	35
24. The performance evaluation process is fair at my site.	8.3%	14.3%	6.0%	16.7%	22.9%	6.2%	75.0%	62.9%	-12.1%	-0.26	35
26. The District Leadership Team has an adequate awareness of issues at my site.	38.9%	11.8%	-27.1%	13.9%	29.4%	15.5%	47.2%	58.8%	11.6%	0.23	34
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 2015.	24.2%	16.7%	-7.6%	36.4%	23.3%	-13.0%	39.4%	60.0%	20.6%	0.42	30
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	23.5%	10.0%	-13.5%	29.4%	33.3%	3.9%	47.1%	56.7%	9.6%	0.19	30
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	5.7%	10.3%	4.6%	20.0%	20.7%	0.7%	74.3%	69.0%	-5.3%	-0.12	29
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	3.0%	13.3%	10.3%	21.2%	20.0%	-1.2%	75.8%	66.7%	-9.1%	-0.20	30
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	6.1%	11.1%	5.1%	15.2%	22.2%	7.1%	78.8%	66.7%	-12.1%	-0.27	27
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	17.1%	25.8%	8.7%	17.1%	16.1%	-1.0%	65.7%	58.1%	-7.6%	-0.16	31
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	20.6%	25.0%	4.4%	5.9%	20.8%	15.0%	73.5%	54.2%	-19.4%	-0.41	24
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	8.3%	16.7%	8.3%	22.2%	33.3%	11.1%	69.4%	50.0%	-19.4%	-0.40	30

Note: All responses of "not applicable" and "don't know" were omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale.

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text



Aurora Public Schools
Admin/PT Staff Climate Survey (2013-14): Historical Comparisons
Division of Accountability and Research
Assistant Principal

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	4.3%	13.0%	8.7%	4.3%	17.4%	13.0%	91.3%	69.6%	-21.7%	-0.57	23
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	4.3%	17.4%	13.0%	4.3%	17.4%	13.0%	91.3%	65.2%	-26.1%	-0.66	23
3. I believe APS has set a clear direction for improving student achievement.	13.0%	13.0%	0.0%	17.4%	26.1%	8.7%	69.6%	60.9%	-8.7%	-0.18	23
4. Administrators/supervisors share the information I need to perform my job.	13.0%	17.4%	4.3%	13.0%	17.4%	4.3%	73.9%	65.2%	-8.7%	-0.19	23
5. I am encouraged to provide suggestions on ways to improve programs or services.	17.4%	17.4%	0.0%	0.0%	30.4%	30.4%	82.6%	52.2%	-30.4%	-0.67	23
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	21.7%	23.8%	2.1%	13.0%	23.8%	10.8%	65.2%	52.4%	-12.8%	-0.26	21
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	13.0%	30.4%	17.4%	21.7%	13.0%	-8.7%	65.2%	56.5%	-8.7%	-0.18	23
8. I trust the people who make district decisions that affect me.	17.4%	30.4%	13.0%	17.4%	17.4%	0.0%	65.2%	52.2%	-13.0%	-0.27	23
9. I am given opportunities to influence the decisions made by the district.	17.4%	39.1%	21.7%	17.4%	26.1%	8.7%	65.2%	34.8%	-30.4%	-0.62	23
10. I am able to influence the decisions made by the district.	26.1%	39.1%	13.0%	34.8%	43.5%	8.7%	39.1%	17.4%	-21.7%	-0.49	23
11. There is an atmosphere of trust and mutual respect within APS.	18.2%	30.4%	12.3%	18.2%	17.4%	-0.8%	63.6%	52.2%	-11.5%	-0.23	23
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	13.0%	21.7%	8.7%	13.0%	8.7%	-4.3%	73.9%	69.6%	-4.3%	-0.10	23
13. I believe decisions made in APS are based on student data and information.	8.7%	4.3%	-4.3%	13.0%	26.1%	13.0%	78.3%	69.6%	-8.7%	-0.20	23
14. I would encourage someone to work for Aurora Public Schools.	13.0%	9.1%	-4.0%	8.7%	22.7%	14.0%	78.3%	68.2%	-10.1%	-0.23	22
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	4.8%	0.0%	-4.8%	28.6%	36.4%	7.8%	66.7%	63.6%	-3.0%	-0.06	22
16. I understand the roles and responsibilities of the APS Board of Education.	8.7%	21.7%	13.0%	30.4%	13.0%	-17.4%	60.9%	65.2%	4.3%	0.09	23
17. I feel empowered to help solve problems.	8.7%	13.6%	4.9%	4.3%	18.2%	13.8%	87.0%	68.2%	-18.8%	-0.46	22
18. My principal/supervisor has a clear understanding of the challenges I face.	17.4%	8.7%	-8.7%	0.0%	4.3%	4.3%	82.6%	87.0%	4.3%	0.12	23
19. Staff work in a site environment that is safe.	9.1%	4.3%	-4.7%	4.5%	0.0%	-4.5%	86.4%	95.7%	9.3%	0.34	23
20. Staff at my site respect people from different backgrounds and cultures	4.3%	8.7%	4.3%	8.7%	4.3%	-4.3%	87.0%	87.0%	0.0%	0.00	23
21. I feel appreciated for the work I do.	13.0%	13.0%	0.0%	17.4%	8.7%	-8.7%	69.6%	78.3%	8.7%	0.20	23
22. There is a spirit of teamwork and cooperation at my site.	13.0%	17.4%	4.3%	8.7%	8.7%	0.0%	78.3%	73.9%	-4.3%	-0.10	23
23. There is a professional atmosphere for staff working at my site.	13.0%	4.3%	-8.7%	4.3%	17.4%	13.0%	82.6%	78.3%	-4.3%	-0.11	23
24. The performance evaluation process is fair at my site.	13.0%	9.1%	-4.0%	4.3%	18.2%	13.8%	82.6%	72.7%	-9.9%	-0.24	22
26. The District Leadership Team has an adequate awareness of issues at my site.	39.1%	17.4%	-21.7%	21.7%	21.7%	0.0%	39.1%	60.9%	21.7%	0.44	23
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 2015.	13.0%	18.2%	5.1%	30.4%	40.9%	10.5%	56.5%	40.9%	-15.6%	-0.31	22
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	13.0%	22.7%	9.7%	21.7%	18.2%	-3.6%	65.2%	59.1%	-6.1%	-0.13	22
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	4.5%	15.0%	10.5%	18.2%	15.0%	-3.2%	77.3%	70.0%	-7.3%	-0.17	20
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	14.3%	15.8%	1.5%	19.0%	15.8%	-3.3%	66.7%	68.4%	1.8%	0.04	19
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	5.3%	15.8%	10.5%	21.1%	15.8%	-5.3%	73.7%	68.4%	-5.3%	-0.12	19
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	18.2%	19.0%	0.9%	31.8%	28.6%	-3.2%	50.0%	52.4%	2.4%	0.05	21
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	13.0%	25.0%	12.0%	30.4%	25.0%	-5.4%	56.5%	50.0%	-6.5%	-0.13	20
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	18.2%	9.5%	-8.7%	22.7%	33.3%	10.6%	59.1%	57.1%	-1.9%	-0.04	21
37. There is an atmosphere of trust and mutual respect between principals in APS.	14.3%	13.6%	-0.6%	0.0%	0.0%	0.0%	85.7%	86.4%	0.6%	0.02	22

Note: All responses of "not applicable" and "don't know" were omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale.

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text



Aurora Public Schools
Admin/PT Staff Climate Survey (2013-14): Historical Comparisons
Division of Accountability and Research
Principal

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	9.3%	14.6%	5.3%	0.0%	17.1%	17.1%	90.7%	68.3%	-22.4%	-0.58	41
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	11.6%	17.1%	5.4%	2.3%	9.8%	7.4%	86.0%	73.2%	-12.9%	-0.32	41
3. I believe APS has set a clear direction for improving student achievement.	34.9%	19.5%	-15.4%	18.6%	24.4%	5.8%	46.5%	56.1%	9.6%	0.19	41
4. Administrators/supervisors share the information I need to perform my job.	14.0%	26.8%	12.9%	11.6%	12.2%	0.6%	74.4%	61.0%	-13.4%	-0.29	41
5. I am encouraged to provide suggestions on ways to improve programs or services.	25.6%	12.8%	-12.8%	16.3%	17.9%	1.7%	58.1%	69.2%	11.1%	0.23	39
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	47.6%	19.5%	-28.1%	16.7%	14.6%	-2.0%	35.7%	65.9%	30.1%	0.61	41
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	50.0%	14.6%	-35.4%	9.5%	26.8%	17.3%	40.5%	58.5%	18.1%	0.36	41
8. I trust the people who make district decisions that affect me.	35.7%	19.5%	-16.2%	31.0%	29.3%	-1.7%	33.3%	51.2%	17.9%	0.36	41
9. I am given opportunities to influence the decisions made by the district.	39.5%	14.6%	-24.9%	20.9%	19.5%	-1.4%	39.5%	65.9%	26.3%	0.53	41
10. I am able to influence the decisions made by the district.	44.2%	19.5%	-24.7%	27.9%	31.7%	3.8%	27.9%	48.8%	20.9%	0.43	41
11. There is an atmosphere of trust and mutual respect within APS.	39.5%	14.6%	-24.9%	23.3%	31.7%	8.5%	37.2%	53.7%	16.4%	0.33	41
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	26.2%	17.1%	-9.1%	14.3%	24.4%	10.1%	59.5%	58.5%	-1.0%	-0.02	41
13. I believe decisions made in APS are based on student data and information.	9.3%	17.1%	7.8%	18.6%	9.8%	-8.8%	72.1%	73.2%	1.1%	0.02	41
14. I would encourage someone to work for Aurora Public Schools.	14.0%	2.4%	-11.5%	18.6%	22.0%	3.3%	67.4%	75.6%	8.2%	0.18	41
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	9.3%	4.9%	-4.4%	18.6%	9.8%	-8.8%	72.1%	85.4%	13.3%	0.33	41
16. I understand the roles and responsibilities of the APS Board of Education.	7.0%	7.3%	0.3%	9.3%	12.2%	2.9%	83.7%	80.5%	-3.2%	-0.08	41
17. I feel empowered to help solve problems.	20.9%	9.8%	-11.2%	18.6%	14.6%	-4.0%	60.5%	75.6%	15.1%	0.33	41
18. My principal/supervisor has a clear understanding of the challenges I face.	9.3%	29.3%	20.0%	7.0%	9.8%	2.8%	83.7%	61.0%	-22.7%	-0.52	41
19. Staff work in a site environment that is safe.	9.3%	4.9%	-4.4%	4.7%	0.0%	-4.7%	86.0%	95.1%	9.1%	0.32	41
20. Staff at my site respect people from different backgrounds and cultures	2.4%	9.8%	7.4%	4.8%	4.9%	0.1%	92.9%	85.4%	-7.5%	-0.24	41
21. I feel appreciated for the work I do.	20.9%	19.5%	-1.4%	14.0%	24.4%	10.4%	65.1%	56.1%	-9.0%	-0.18	41
22. There is a spirit of teamwork and cooperation at my site.	0.0%	2.4%	2.4%	4.7%	2.4%	-2.2%	95.3%	95.1%	-0.2%	-0.01	41
23. There is a professional atmosphere for staff working at my site.	2.3%	0.0%	-2.3%	2.3%	4.9%	2.6%	95.3%	95.1%	-0.2%	-0.01	41
24. The performance evaluation process is fair at my site.	2.4%	4.9%	2.4%	4.9%	17.1%	12.2%	92.7%	78.0%	-14.6%	-0.43	41
26. The District Leadership Team has an adequate awareness of issues at my site.	51.2%	30.0%	-21.2%	17.1%	22.5%	5.4%	31.7%	47.5%	15.8%	0.32	40
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 2015.	42.9%	22.5%	-20.4%	21.4%	35.0%	13.6%	35.7%	42.5%	6.8%	0.14	40
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	42.9%	34.1%	-8.7%	16.7%	24.4%	7.7%	40.5%	41.5%	1.0%	0.02	41
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	7.1%	17.1%	9.9%	7.1%	12.2%	5.1%	85.7%	70.7%	-15.0%	-0.37	41
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	9.5%	12.5%	3.0%	9.5%	25.0%	15.5%	81.0%	62.5%	-18.5%	-0.41	40
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	2.4%	7.5%	5.1%	14.6%	22.5%	7.9%	82.9%	70.0%	-12.9%	-0.31	40
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	21.4%	34.1%	12.7%	14.3%	14.6%	0.3%	64.3%	51.2%	-13.1%	-0.27	41
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	12.2%	35.1%	22.9%	22.0%	37.8%	15.9%	65.9%	27.0%	-38.8%	-0.80	37
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	31.0%	7.5%	-23.5%	11.9%	40.0%	28.1%	57.1%	52.5%	-4.6%	-0.09	40
37. There is an atmosphere of trust and mutual respect between principals in APS.	11.6%	12.2%	0.6%	11.6%	9.8%	-1.9%	76.7%	78.0%	1.3%	0.03	41

Note: All responses of "not applicable" and "don't know" were omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale.

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text



Aurora Public Schools
Admin/PT Staff Climate Survey (2013-14): Historical Comparisons
Division of Accountability and Research
Professional/Technical

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	7.4%	16.7%	9.3%	9.5%	15.7%	6.2%	83.2%	67.6%	-15.5%	-0.36	102
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	4.2%	12.9%	8.7%	16.8%	18.8%	2.0%	78.9%	68.3%	-10.6%	-0.24	101
3. I believe APS has set a clear direction for improving student achievement.	24.5%	26.7%	2.3%	19.1%	26.7%	7.6%	56.4%	46.5%	-9.8%	-0.20	101
4. Administrators/supervisors share the information I need to perform my job.	31.6%	26.7%	-4.8%	9.5%	12.9%	3.4%	58.9%	60.4%	1.4%	0.03	101
5. I am encouraged to provide suggestions on ways to improve programs or services.	22.3%	24.5%	2.2%	17.0%	10.8%	-6.2%	60.6%	64.7%	4.1%	0.08	102
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	40.2%	33.3%	-6.9%	13.0%	20.2%	7.2%	46.7%	46.5%	-0.3%	-0.01	99
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	35.9%	32.3%	-3.5%	19.6%	22.2%	2.7%	44.6%	45.5%	0.9%	0.02	99
8. I trust the people who make district decisions that affect me.	35.8%	28.4%	-7.4%	28.4%	31.4%	3.0%	35.8%	40.2%	4.4%	0.09	102
9. I am given opportunities to influence the decisions made by the district.	34.8%	32.7%	-2.1%	29.3%	27.7%	-1.6%	35.9%	39.6%	3.7%	0.08	101
10. I am able to influence the decisions made by the district.	44.0%	42.6%	-1.4%	28.6%	25.7%	-2.8%	27.5%	31.7%	4.2%	0.09	101
11. There is an atmosphere of trust and mutual respect within APS.	46.8%	35.0%	-11.8%	21.3%	32.0%	10.7%	31.9%	33.0%	1.1%	0.02	100
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	24.4%	26.4%	2.0%	24.4%	22.0%	-2.4%	51.2%	51.6%	0.5%	0.01	91
13. I believe decisions made in APS are based on student data and information.	18.1%	21.8%	3.7%	29.8%	26.7%	-3.1%	52.1%	51.5%	-0.6%	-0.01	101
14. I would encourage someone to work for Aurora Public Schools.	13.7%	12.9%	-0.8%	27.4%	28.7%	1.3%	58.9%	58.4%	-0.5%	-0.01	101
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	7.0%	12.8%	5.8%	48.8%	41.5%	-7.3%	44.2%	45.7%	1.6%	0.03	94
16. I understand the roles and responsibilities of the APS Board of Education.	9.5%	10.8%	1.3%	12.6%	24.5%	11.9%	77.9%	64.7%	-13.2%	-0.29	102
17. I feel empowered to help solve problems.	17.9%	18.6%	0.7%	17.9%	21.6%	3.7%	64.2%	59.8%	-4.4%	-0.09	102
18. My principal/supervisor has a clear understanding of the challenges I face.	25.8%	21.8%	-4.0%	12.9%	11.9%	-1.0%	61.3%	66.3%	5.0%	0.11	101
19. Staff work in a site environment that is safe.	7.4%	6.9%	-0.5%	14.7%	6.9%	-7.9%	77.9%	86.3%	8.4%	0.22	102
20. Staff at my site respect people from different backgrounds and cultures	9.5%	11.8%	2.3%	5.3%	9.8%	4.5%	85.3%	78.4%	-6.8%	-0.18	102
21. I feel appreciated for the work I do.	19.1%	20.6%	1.4%	19.1%	14.7%	-4.4%	61.7%	64.7%	3.0%	0.06	102
22. There is a spirit of teamwork and cooperation at my site.	22.1%	22.0%	-0.1%	21.1%	15.0%	-6.1%	56.8%	63.0%	6.2%	0.13	100
23. There is a professional atmosphere for staff working at my site.	14.9%	12.9%	-2.0%	12.8%	17.8%	5.1%	72.3%	69.3%	-3.0%	-0.07	101
24. The performance evaluation process is fair at my site.	13.2%	9.4%	-3.8%	18.7%	17.7%	-1.0%	68.1%	72.9%	4.8%	0.11	96
26. The District Leadership Team has an adequate awareness of issues at my site.	35.3%	39.8%	4.5%	21.2%	22.7%	1.6%	43.5%	37.5%	-6.0%	-0.12	88
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 2015.	21.9%	19.1%	-2.8%	26.0%	38.2%	12.2%	52.1%	42.6%	-9.4%	-0.19	68
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	22.2%	20.6%	-1.6%	28.6%	36.8%	8.2%	49.2%	42.6%	-6.6%	-0.13	68
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	4.6%	10.8%	6.2%	26.2%	26.2%	0.0%	69.2%	63.1%	-6.2%	-0.13	65
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	8.7%	10.4%	1.8%	18.8%	26.9%	8.0%	72.5%	62.7%	-9.8%	-0.21	67
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	6.9%	9.4%	2.5%	22.4%	32.8%	10.4%	70.7%	57.8%	-12.9%	-0.27	64
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	13.8%	27.1%	13.3%	21.5%	22.9%	1.3%	64.6%	50.0%	-14.6%	-0.30	70
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	13.1%	23.0%	9.8%	27.9%	32.8%	4.9%	59.0%	44.3%	-14.8%	-0.30	61
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	16.1%	7.6%	-8.6%	24.2%	48.5%	24.3%	59.7%	43.9%	-15.7%	-0.32	66

Note: All responses of "not applicable" and "don't know" were omitted from this analysis. #25: I believe the student mentoring program was beneficial for my mentee is not presented due to different scoring scale.

*Effect Size - a measure of change in the Agree/Strongly Agree percentage from one year to the next. Effect sizes of .25 or higher are generally considered substantive and are noted here with Green (+) or Red (-) text