

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



**Licensed Staff Climate Survey**  
**Historical Results (Overall)**  
**2011-2012**



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2011-2012): Historical Comparisons**  
**Division of Accountability and Research**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Total
	2011	2012	Change	2011	2012	Change	2011	2012	Change	
1. I understand the long-term vision of Aurora Public Schools.	10.5%	9.2%	-1.3%	11.7%	13.1%	1.5%	77.9%	77.7%	-0.2%	1881
2. District administrators share the information that I need to perform my job.	19.4%	20.2%	0.8%	17.1%	18.1%	1.0%	63.5%	61.8%	-1.8%	1878
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	16.6%	15.4%	-1.2%	17.6%	19.0%	1.4%	65.7%	65.6%	-0.1%	1869
4. I believe APS has set a clear direction for improving student achievement.	24.4%	26.0%	1.6%	17.8%	19.6%	1.7%	57.7%	54.4%	-3.3%	1877
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	41.4%	44.2%	2.9%	22.7%	26.2%	3.4%	35.9%	29.6%	-6.3%	1858
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	48.8%	48.0%	-0.8%	19.7%	22.7%	3.0%	31.6%	29.3%	-2.2%	1859
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	46.5%	46.2%	-0.3%	20.6%	23.3%	2.7%	32.9%	30.5%	-2.4%	1875
8. I trust the people who make district decisions that affect me.	39.7%	42.2%	2.5%	27.4%	27.9%	0.4%	32.9%	30.0%	-3.0%	1866
9. I am given opportunities to influence the decisions made by the district.	46.7%	51.0%	4.3%	26.3%	26.7%	0.4%	27.0%	22.3%	-4.7%	1854
10. There is an atmosphere of trust and mutual respect within APS.	39.9%	40.2%	0.3%	24.5%	25.2%	0.7%	35.6%	34.7%	-1.0%	1870
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	28.4%	27.1%	-1.3%	16.7%	19.2%	2.5%	54.9%	53.6%	-1.3%	1820
12. I believe decisions made in APS are based on student data and information.	27.1%	18.4%	-8.6%	22.0%	20.1%	-1.9%	50.9%	61.5%	10.6%	1871
13. I would encourage someone to work for APS.	22.8%	24.0%	1.1%	24.8%	27.2%	2.4%	52.4%	48.9%	-3.5%	1866
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	37.8%	23.3%	-14.5%	28.7%	34.1%	5.4%	33.5%	42.5%	9.1%	1796
15. I understand the roles and responsibilities of the APS Board of Education.	19.6%	20.9%	1.2%	24.8%	26.9%	2.1%	55.6%	52.3%	-3.3%	1875
16. Building Administrators share the information I need to perform my job.	16.4%	17.9%	1.5%	13.9%	13.4%	-0.5%	69.7%	68.7%	-1.0%	1784
17. I trust the people who make school decisions that affect me.	25.5%	29.3%	3.8%	15.5%	17.5%	2.0%	59.0%	53.1%	-5.8%	1797
18. I am given opportunities to influence the decisions that are made by my school/site.	23.1%	27.7%	4.6%	13.1%	13.1%	0.0%	63.8%	59.2%	-4.6%	1800
19. I am able to influence the decisions made by my school/site.	29.2%	32.3%	3.1%	16.5%	16.3%	-0.2%	54.3%	51.4%	-2.9%	1796
20. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	29.4%	35.2%	5.7%	14.3%	14.7%	0.4%	56.3%	50.2%	-6.1%	1788
21. There is an atmosphere of trust and mutual respect among teachers in our building.	15.1%	17.4%	2.3%	12.8%	13.5%	0.8%	72.1%	69.1%	-3.1%	1795
22. I am trusted to make sound professional decisions about instruction.	20.3%	19.2%	-1.1%	9.9%	12.6%	2.7%	69.7%	68.2%	-1.6%	1784
23. I believe decisions made at my school are based on student data and information.	18.0%	14.7%	-3.3%	15.8%	14.3%	-1.5%	66.2%	71.1%	4.8%	1781
24. Decisions made at my school are based on the best interests of students.	21.0%	25.3%	4.3%	15.6%	16.8%	1.2%	63.4%	57.9%	-5.5%	1778
25. Teachers are allowed to focus on educating students with minimal interruption.	28.3%	30.6%	2.3%	13.1%	16.2%	3.1%	58.6%	53.2%	-5.4%	1774
26. I have sufficient access to instructional materials and resources.	15.7%	15.9%	0.2%	10.6%	11.5%	0.9%	73.7%	72.6%	-1.1%	1775
27. I have sufficient access to instructional technology.	15.3%	16.8%	1.5%	9.9%	10.9%	1.1%	74.9%	72.3%	-2.6%	1781
28. The faculty has an effective process for making group decisions.	26.0%	28.5%	2.6%	19.8%	21.7%	1.9%	54.2%	49.7%	-4.5%	1773
29. Employees in this building are empowered to help solve problems.	24.8%	27.6%	2.8%	16.1%	16.8%	0.7%	59.1%	55.5%	-3.6%	1784
30. I have opportunities to participate in school planning and decision making.	17.8%	20.6%	2.9%	14.3%	14.0%	-0.3%	68.0%	65.4%	-2.6%	1773
31. I am kept informed of the school unified improvement plan (UIP).	9.1%	7.6%	-1.4%	11.1%	10.8%	-0.3%	79.8%	81.5%	1.8%	1766
32. My principal/supervisor has a clear understanding of the challenges I face in my job.	30.1%	32.1%	2.0%	12.3%	13.3%	1.1%	57.6%	54.6%	-3.1%	1802
33. The performance evaluation process is fair in my school.	14.7%	16.5%	1.8%	21.8%	21.9%	0.1%	63.5%	61.6%	-2.0%	1749

Note: All responses of "not applicable" and "don't know" were omitted from this analysis.  
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	2011	2012	Change	2011	2012	Change	2011	2012	Change	
34. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	21.8%	23.5%	1.7%	15.2%	16.5%	1.3%	63.0%	60.0%	-3.0%	1734
35. Teachers and staff work in a school environment that is clean and well maintained.	6.1%	6.4%	0.3%	6.9%	6.7%	-0.3%	87.0%	86.9%	-0.1%	1797
36. Rules for student conduct are consistently enforced by administration.	31.5%	34.5%	3.0%	15.0%	15.0%	0.0%	53.5%	50.5%	-3.0%	1763
37. Rules for student conduct are consistently enforced by teaching staff.	28.0%	29.1%	1.1%	17.3%	18.9%	1.6%	54.6%	52.0%	-2.6%	1769
38. Staff work in a school environment that is safe.	10.9%	10.5%	-0.4%	10.1%	11.5%	1.4%	79.0%	78.0%	-1.0%	1793
39. I feel appreciated for the work I do.	25.1%	28.6%	3.5%	14.9%	16.2%	1.4%	60.0%	55.2%	-4.9%	1800
40. There is a spirit of teamwork and cooperation at my site.	21.4%	23.7%	2.3%	16.3%	18.1%	1.8%	62.4%	58.3%	-4.1%	1795
41. There is a professional atmosphere for staff working at my school/site.	15.3%	16.0%	0.7%	13.1%	15.0%	1.9%	71.6%	69.1%	-2.6%	1797
*42. I have the support I need to deliver culturally responsive instruction and teaching.	-----	14.9%	-----	-----	19.7%	-----	-----	65.4%	-----	1761
43. I believe my school has effective plans in place to assist ELL students.	12.2%	14.2%	2.0%	16.8%	18.2%	1.4%	71.0%	67.7%	-3.4%	1756
44. I believe the district is becoming more effective in meeting the needs of ELL students.	15.0%	13.9%	-1.1%	19.4%	20.0%	0.6%	65.6%	66.1%	0.5%	1717
*45. I believe the district is becoming more effective in meeting the needs of special education students.	-----	42.4%	-----	-----	25.0%	-----	-----	32.7%	-----	1699
46. I believe the Art programs are supported at my building.	8.5%	11.2%	2.7%	12.6%	12.8%	0.2%	78.8%	76.0%	-2.9%	1660
47. I believe the Music programs are supported at my building.	7.8%	10.6%	2.8%	13.5%	13.1%	-0.3%	78.7%	76.2%	-2.5%	1663
48. I believe the Physical Education program is supported at my building.	8.7%	15.5%	6.8%	13.9%	12.4%	-1.6%	77.4%	72.1%	-5.2%	1666
49. I believe the library/media programs are supported at my building.	13.9%	13.3%	-0.5%	14.8%	17.4%	2.6%	71.4%	69.3%	-2.0%	1688
50. I believe the student mentoring program was beneficial for my mentee.	11.2%	10.6%	-0.6%	40.9%	44.0%	3.2%	48.0%	45.4%	-2.6%	736

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