

Aurora Public Schools
Division of Accountability and Research



Licensed Staff Climate Survey
Historical Results (Overall)
2013-14



Aurora Public Schools
Licensed Staff Climate Survey (2013-2014): 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.	11.3%	16.2%	4.9%	13.8%	19.1%	5.3%	74.8%	64.7%	-10.2%	-0.22	1599
2. District administrators share the information that I need to perform my job.	22.5%	22.8%	0.3%	18.8%	21.5%	2.7%	58.6%	55.6%	-3.0%	-0.06	1598
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	17.2%	18.9%	1.7%	19.2%	24.5%	5.3%	63.6%	56.6%	-6.9%	-0.14	1589
4. I believe APS has set a clear direction for improving student achievement.	27.8%	27.5%	-0.4%	21.6%	25.4%	3.9%	50.6%	47.1%	-3.5%	-0.07	1588
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	47.2%	48.0%	0.8%	23.8%	24.6%	0.8%	29.0%	27.4%	-1.6%	-0.04	1585
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	49.6%	45.6%	-4.0%	21.5%	24.1%	2.6%	28.9%	30.3%	1.5%	0.03	1563
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	46.4%	43.5%	-2.9%	23.3%	26.2%	2.9%	30.3%	30.3%	0.0%	0.00	1583
8. I trust the people who make district decisions that affect me.	43.0%	37.7%	-5.3%	29.7%	37.0%	7.2%	27.2%	25.3%	-2.0%	-0.04	1587
9. I am given opportunities to influence the decisions made by the district.	52.5%	52.5%	0.1%	27.0%	28.1%	1.1%	20.6%	19.4%	-1.2%	-0.03	1582
10. There is an atmosphere of trust and mutual respect within APS.	40.2%	36.4%	-3.8%	27.2%	29.9%	2.7%	32.6%	33.7%	1.1%	0.02	1582
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	29.8%	29.4%	-0.4%	18.3%	16.1%	-2.2%	51.9%	54.5%	2.6%	0.05	1554
12. I believe decisions made in APS are based on student data and information.	18.5%	17.8%	-0.7%	20.6%	22.4%	1.8%	60.9%	59.7%	-1.2%	-0.02	1580
13. I would encourage someone to work for APS.	25.6%	23.2%	-2.4%	27.3%	28.7%	1.4%	47.1%	48.1%	1.0%	0.02	1584
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	19.1%	11.2%	-7.9%	33.4%	35.1%	1.7%	47.5%	53.7%	6.2%	0.12	1501
15. I understand the roles and responsibilities of the APS Board of Education.	21.0%	22.8%	1.8%	25.9%	28.3%	2.3%	53.1%	48.9%	-4.1%	-0.08	1580
16. I believe the district is becoming more effective in meeting the needs of ELL students.	19.0%	18.0%	-1.0%	19.3%	21.4%	2.1%	61.7%	60.6%	-1.1%	-0.02	1530
17. I believe in the district is becoming more effective in meeting the needs of special education students.	45.9%	44.2%	-1.6%	25.4%	25.7%	0.3%	28.8%	30.1%	1.3%	0.03	1499
18. Building Administrators share the information I need to perform my job.	19.8%	21.3%	1.5%	12.5%	11.9%	-0.7%	67.6%	66.8%	-0.8%	-0.02	1530
19. I trust the people who make school decisions that affect me.	27.9%	28.2%	0.3%	18.1%	17.2%	-0.9%	54.0%	54.6%	0.6%	0.01	1523
20. I am given opportunities to influence the decisions that are made by my school/site.	26.8%	26.0%	-0.8%	14.1%	16.4%	2.2%	59.0%	57.6%	-1.4%	-0.03	1522
21. I am able to influence the decisions made by my school/site.	30.2%	32.0%	1.7%	18.0%	20.4%	2.4%	51.8%	47.6%	-4.2%	-0.08	1523
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	34.6%	34.4%	-0.2%	15.0%	14.2%	-0.8%	50.4%	51.4%	1.0%	0.02	1517
23. There is an atmosphere of trust and mutual respect among teachers in our building.	16.3%	16.1%	-0.1%	13.5%	13.0%	-0.5%	70.3%	70.9%	0.6%	0.01	1524
24. I am trusted to make sound professional decisions about instruction.	20.2%	19.6%	-0.6%	10.7%	12.0%	1.2%	69.1%	68.4%	-0.7%	-0.01	1503
25. I believe decisions made at my school are based on student data and information.	13.2%	11.8%	-1.4%	12.0%	15.3%	3.4%	74.9%	72.9%	-2.0%	-0.05	1515
26. Decisions made at my school are based on the best interests of students.	25.4%	22.9%	-2.5%	16.4%	17.0%	0.7%	58.2%	60.0%	1.8%	0.04	1521
27. Teachers are allowed to focus on educating students with minimal interruption.	33.9%	36.7%	2.8%	16.9%	15.1%	-1.8%	49.1%	48.2%	-0.9%	-0.02	1514
28. I have sufficient access to instructional materials and resources.	16.6%	19.5%	2.9%	15.2%	12.6%	-2.6%	68.3%	68.0%	-0.3%	-0.01	1501
29. I have sufficient access to instructional technology.	21.5%	29.4%	7.9%	13.9%	10.8%	-3.1%	64.6%	59.8%	-4.7%	-0.10	1573
30. The faculty has an effective process for making group decisions.	28.9%	28.7%	-0.2%	21.8%	22.1%	0.4%	49.3%	49.2%	-0.2%	0.00	1513
31. Employees in this building are empowered to help solve problems.	26.4%	26.5%	0.1%	16.4%	17.5%	1.1%	57.3%	56.1%	-1.2%	-0.02	1516

Note: All responses of "not applicable" and "don't know" were omitted from this analysis.

*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.



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Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
32. I have opportunities to participate in school planning and decision making.	20.1%	19.0%	-1.2%	13.8%	16.9%	3.1%	66.1%	64.1%	-1.9%	-0.04	1509
33. I am kept informed of the school unified improvement plan (UIP).	12.5%	13.7%	1.2%	13.1%	13.5%	0.4%	74.5%	72.9%	-1.6%	-0.04	1508
34. My principal/supervisor has a clear understanding of the challenges I face in my job.	32.2%	32.7%	0.5%	14.0%	12.9%	-1.0%	53.8%	54.4%	0.5%	0.01	1530
35. The performance evaluation process is fair in my school.	16.2%	21.7%	5.5%	21.9%	27.6%	5.7%	61.9%	50.7%	-11.2%	-0.23	1504
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	24.5%	24.8%	0.3%	17.9%	16.3%	-1.6%	57.6%	58.9%	1.3%	0.03	1465
37. My administrator gives me specific feedback on how to improve my instruction.	17.8%	18.1%	0.3%	14.3%	17.5%	3.2%	68.0%	64.4%	-3.6%	-0.08	1492
38. Teachers and staff work in a school environment that is clean and well maintained.	8.1%	11.1%	3.0%	7.1%	9.2%	2.2%	84.8%	79.7%	-5.2%	-0.14	1585
39. Rules for student conduct are consistently enforced by administration.	33.8%	39.0%	5.3%	14.4%	17.6%	3.2%	51.9%	43.4%	-8.5%	-0.17	1501
40. Rules for student conduct are consistently enforced by teaching staff.	30.8%	32.7%	1.9%	17.7%	19.9%	2.2%	51.6%	47.4%	-4.1%	-0.08	1505
41. Staff work in a school environment that is safe.	13.1%	12.8%	-0.2%	11.6%	12.9%	1.3%	75.3%	74.2%	-1.1%	-0.02	1518
42. Staff at my site respect people from different backgrounds and cultures.	5.0%	5.7%	0.7%	5.9%	7.0%	1.1%	89.1%	87.4%	-1.7%	-0.05	1518
43. I feel appreciated for the work I do.	26.9%	28.5%	1.6%	15.5%	15.0%	-0.5%	57.6%	56.5%	-1.1%	-0.02	1523
44. I experience a spirit of teamwork and cooperation at my site.	20.4%	18.8%	-1.6%	16.1%	16.9%	0.8%	63.5%	64.3%	0.8%	0.02	1517
45. I experience a professional atmosphere for staff working at my school/site.	14.6%	14.5%	-0.1%	13.0%	13.9%	0.9%	72.4%	71.6%	-0.8%	-0.02	1515
46. I have the support I need to deliver culturally responsive instruction and teaching.	11.9%	12.4%	0.5%	17.4%	17.1%	-0.3%	70.7%	70.5%	-0.2%	0.00	1491
47. I believe my school has effective plans in place to assist ELL students.	14.3%	14.0%	-0.3%	17.3%	19.4%	2.1%	68.4%	66.6%	-1.8%	-0.04	1490
48. I believe the Art programs are supported at my building.	9.5%	9.9%	0.4%	13.0%	12.3%	-0.8%	77.5%	77.8%	0.3%	0.01	1400
49. I believe the Music programs are supported at my building.	9.9%	8.3%	-1.6%	13.5%	12.5%	-1.0%	76.6%	79.2%	2.6%	0.06	1416
50. I believe the Physical Education program is supported at my building.	12.2%	10.8%	-1.4%	12.0%	11.4%	-0.6%	75.8%	77.8%	2.0%	0.05	1405
51. I believe the library/media programs are supported at my building.	16.5%	21.9%	5.4%	16.0%	15.5%	-0.4%	67.5%	62.6%	-4.9%	-0.10	1410
52. I believe the student mentoring program was beneficial for my mentee.	11.2%	16.6%	5.4%	42.1%	41.7%	-0.4%	46.7%	41.7%	-5.0%	-0.10	578

Note: All responses of "not applicable" and "don't know" were omitted from this analysis.

2/11/2014

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