

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



**Licensed Staff Climate Survey**  
**Historical Results (Overall)**  
**2012-2013**



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2012-2013): Historical Comparisons**  
**Division of Accountability and Research**

| Question   | % Disagree/Str. Disagree |       |        | % Neutral |       |        | % Agree/Str. Agree |       |        | Effect Size** | Total |
|--|--------------------------|-------|--------|-----------|-------|--------|--------------------|-------|--------|---------------|-------|
|  | 2012                     | 2013  | Change | 2012      | 2013  | Change | 2012               | 2013  | Change |               |       |
| 1. I understand the long-term vision of Aurora Public Schools.   | 9.2%                     | 11.3% | 2.1%   | 13.1%     | 13.8% | 0.7%   | 77.7%              | 74.8% | -2.8%  | -0.07         | 1569  |
| 2. District administrators share the information that I need to perform my job.  | 20.2%                    | 22.5% | 2.4%   | 18.1%     | 18.8% | 0.8%   | 61.8%              | 58.6% | -3.1%  | -0.06         | 1562  |
| 3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.                                 | 15.4%                    | 17.2% | 1.8%   | 19.0%     | 19.2% | 0.2%   | 65.6%              | 63.6% | -2.0%  | -0.04         | 1557  |
| 4. I believe APS has set a clear direction for improving student achievement.  | 26.0%                    | 27.8% | 1.8%   | 19.6%     | 21.6% | 2.0%   | 54.4%              | 50.6% | -3.8%  | -0.08         | 1553  |
| 5. I am encouraged to provide district level suggestions on ways to improve programs or services.                                      | 44.2%                    | 47.2% | 3.0%   | 26.2%     | 23.8% | -2.4%  | 29.6%              | 29.0% | -0.6%  | -0.01         | 1548  |
| 6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.                             | 48.0%                    | 49.6% | 1.7%   | 22.7%     | 21.5% | -1.2%  | 29.3%              | 28.9% | -0.5%  | -0.01         | 1549  |
| 7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.                        | 46.2%                    | 46.4% | 0.2%   | 23.3%     | 23.3% | 0.0%   | 30.5%              | 30.3% | -0.2%  | 0.00          | 1560  |
| 8. I trust the people who make district decisions that affect me.  | 42.2%                    | 43.0% | 0.8%   | 27.9%     | 29.7% | 1.9%   | 30.0%              | 27.2% | -2.7%  | -0.06         | 1553  |
| 9. I am given opportunities to influence the decisions made by the district.   | 51.0%                    | 52.5% | 1.5%   | 26.7%     | 27.0% | 0.3%   | 22.3%              | 20.6% | -1.7%  | -0.04         | 1550  |
| 10. There is an atmosphere of trust and mutual respect within APS.   | 40.2%                    | 40.2% | 0.1%   | 25.2%     | 27.2% | 2.0%   | 34.7%              | 32.6% | -2.0%  | -0.04         | 1558  |
| 11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods. | 27.1%                    | 29.8% | 2.7%   | 19.2%     | 18.3% | -0.9%  | 53.6%              | 51.9% | -1.8%  | -0.04         | 1529  |
| 12. I believe decisions made in APS are based on student data and information.   | 18.4%                    | 18.5% | 0.1%   | 20.1%     | 20.6% | 0.5%   | 61.5%              | 60.9% | -0.5%  | -0.01         | 1556  |
| 13. I would encourage someone to work for APS.   | 24.0%                    | 25.6% | 1.6%   | 27.2%     | 27.3% | 0.2%   | 48.9%              | 47.1% | -1.8%  | -0.04         | 1555  |
| 14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.                  | 23.3%                    | 19.1% | -4.3%  | 34.1%     | 33.4% | -0.7%  | 42.5%              | 47.5% | 4.9%   | 0.10          | 1489  |
| 15. I understand the roles and responsibilities of the APS Board of Education.   | 20.9%                    | 21.0% | 0.1%   | 26.9%     | 25.9% | -0.9%  | 52.3%              | 53.1% | 0.8%   | 0.02          | 1553  |
| 16. I believe the district is becoming more effective in meeting the needs of ELL students.  | 13.9%                    | 19.0% | 5.1%   | 20.0%     | 19.3% | -0.7%  | 66.1%              | 61.7% | -4.4%  | -0.09         | 1508  |
| 17. I believe in the district is becoming more effective in meeting the needs of special education students.                           | 42.4%                    | 45.9% | 3.5%   | 25.0%     | 25.4% | 0.4%   | 32.7%              | 28.8% | -3.9%  | -0.08         | 1509  |
| 18. Building Administrators share the information I need to perform my job.  | 17.9%                    | 19.8% | 1.9%   | 13.4%     | 12.5% | -0.8%  | 68.7%              | 67.6% | -1.1%  | -0.02         | 1538  |
| 19. I trust the people who make school decisions that affect me.   | 29.3%                    | 27.9% | -1.4%  | 17.5%     | 18.1% | 0.6%   | 53.1%              | 54.0% | 0.9%   | 0.02          | 1537  |
| 20. I am given opportunities to influence the decisions that are made by my school/site.   | 27.7%                    | 26.8% | -0.9%  | 13.1%     | 14.1% | 1.1%   | 59.2%              | 59.0% | -0.2%  | 0.00          | 1542  |
| 21. I am able to influence the decisions made by my school/site.   | 32.3%                    | 30.2% | -2.1%  | 16.3%     | 18.0% | 1.8%   | 51.4%              | 51.8% | 0.4%   | 0.01          | 1538  |
| 22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.                      | 35.2%                    | 34.6% | -0.6%  | 14.7%     | 15.0% | 0.4%   | 50.2%              | 50.4% | 0.2%   | 0.00          | 1530  |
| 23. There is an atmosphere of trust and mutual respect among teachers in our building.   | 17.4%                    | 16.3% | -1.1%  | 13.5%     | 13.5% | -0.1%  | 69.1%              | 70.3% | 1.2%   | 0.03          | 1524  |
| 24. I am trusted to make sound professional decisions about instruction.   | 19.2%                    | 20.2% | 1.0%   | 12.6%     | 10.7% | -1.9%  | 68.2%              | 69.1% | 0.9%   | 0.02          | 1509  |
| 25. I believe decisions made at my school are based on student data and information.   | 14.7%                    | 13.2% | -1.5%  | 14.3%     | 12.0% | -2.3%  | 71.1%              | 74.9% | 3.8%   | 0.08          | 1523  |
| 26. Decisions made at my school are based on the best interests of students.   | 25.3%                    | 25.4% | 0.2%   | 16.8%     | 16.4% | -0.4%  | 57.9%              | 58.2% | 0.3%   | 0.01          | 1527  |
| 27. Teachers are allowed to focus on educating students with minimal interruption.   | 30.6%                    | 33.9% | 3.3%   | 16.2%     | 16.9% | 0.7%   | 53.2%              | 49.1% | -4.0%  | -0.08         | 1514  |
| 28. I have sufficient access to instructional materials and resources.   | 15.9%                    | 16.6% | 0.7%   | 11.5%     | 15.2% | 3.6%   | 72.6%              | 68.3% | -4.3%  | -0.09         | 1509  |
| 29. I have sufficient access to instructional technology.  | 16.8%                    | 21.5% | 4.7%   | 10.9%     | 13.9% | 3.0%   | 72.3%              | 64.6% | -7.7%  | -0.17         | 1515  |
| 30. The faculty has an effective process for making group decisions.   | 28.5%                    | 28.9% | 0.4%   | 21.7%     | 21.8% | 0.1%   | 49.7%              | 49.3% | -0.4%  | -0.01         | 1516  |
| 31. Employees in this building are empowered to help solve problems.   | 27.6%                    | 26.4% | -1.3%  | 16.8%     | 16.4% | -0.4%  | 55.5%              | 57.3% | 1.7%   | 0.03          | 1521  |

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

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| Question   | % Disagree/Str. Disagree |       |        | % Neutral |       |        | % Agree/Str. Agree |       |        | Effect Size** | Total |
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|  | 2012                     | 2013  | Change | 2012      | 2013  | Change | 2012               | 2013  | Change |               |       |
| 32. I have opportunities to participate in school planning and decision making.  | 20.6%                    | 20.1% | -0.5%  | 14.0%     | 13.8% | -0.2%  | 65.4%              | 66.1% | 0.7%   | 0.01          | 1512  |
| 33. I am kept informed of the school unified improvement plan (UIP).   | 7.6%                     | 12.5% | 4.8%   | 10.8%     | 13.1% | 2.2%   | 81.5%              | 74.5% | -7.1%  | -0.17         | 1517  |
| 34. My principal/supervisor has a clear understanding of the challenges I face in my job.  | 32.1%                    | 32.2% | 0.1%   | 13.3%     | 14.0% | 0.6%   | 54.6%              | 53.8% | -0.7%  | -0.01         | 1534  |
| 35. The performance evaluation process is fair in my school.   | 16.5%                    | 16.2% | -0.3%  | 21.9%     | 21.9% | 0.0%   | 61.6%              | 61.9% | 0.3%   | 0.01          | 1500  |
| 36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods. | 23.5%                    | 24.5% | 1.0%   | 16.5%     | 17.9% | 1.4%   | 60.0%              | 57.6% | -2.4%  | -0.05         | 1491  |
| *37. My administrator gives me specific feedback on how to improve my instruction.   | -----                    | 17.8% | -----  | -----     | 14.3% | -----  | -----              | 68.0% | -----  | -----         | 1492  |
| 38. Teachers and staff work in a school environment that is clean and well maintained.   | 6.4%                     | 8.1%  | 1.7%   | 6.7%      | 7.1%  | 0.4%   | 86.9%              | 84.8% | -2.1%  | -0.06         | 1530  |
| 39. Rules for student conduct are consistently enforced by administration.   | 34.5%                    | 33.8% | -0.7%  | 15.0%     | 14.4% | -0.6%  | 50.5%              | 51.9% | 1.3%   | 0.03          | 1511  |
| 40. Rules for student conduct are consistently enforced by teaching staff.   | 29.1%                    | 30.8% | 1.7%   | 18.9%     | 17.7% | -1.2%  | 52.0%              | 51.6% | -0.5%  | -0.01         | 1511  |
| 41. Staff work in a school environment that is safe.   | 10.5%                    | 13.1% | 2.6%   | 11.5%     | 11.6% | 0.1%   | 78.0%              | 75.3% | -2.6%  | -0.06         | 1532  |
| *42. Staff at my site respect people from different backgrounds and cultures.  | -----                    | 5.0%  | -----  | -----     | 5.9%  | -----  | -----              | 89.1% | -----  | -----         | 1539  |
| 43. I feel appreciated for the work I do.  | 28.6%                    | 26.9% | -1.7%  | 16.2%     | 15.5% | -0.7%  | 55.2%              | 57.6% | 2.4%   | 0.05          | 1537  |
| 44. I experience a spirit of teamwork and cooperation at my site.  | 23.7%                    | 20.4% | -3.3%  | 18.1%     | 16.1% | -2.0%  | 58.3%              | 63.5% | 5.2%   | 0.11          | 1535  |
| 45. I experience a professional atmosphere for staff working at my school/site.  | 16.0%                    | 14.6% | -1.4%  | 15.0%     | 13.0% | -2.0%  | 69.1%              | 72.4% | 3.3%   | 0.07          | 1529  |
| 46. I have the support I need to deliver culturally responsive instruction and teaching.   | 14.9%                    | 11.9% | -3.0%  | 19.7%     | 17.4% | -2.3%  | 65.4%              | 70.7% | 5.4%   | 0.11          | 1506  |
| 47. I believe my school has effective plans in place to assist ELL students.   | 14.2%                    | 14.3% | 0.1%   | 18.2%     | 17.3% | -0.9%  | 67.7%              | 68.4% | 0.8%   | 0.02          | 1505  |
| 48. I believe the Art programs are supported at my building.   | 11.2%                    | 9.5%  | -1.7%  | 12.8%     | 13.0% | 0.2%   | 76.0%              | 77.5% | 1.5%   | 0.04          | 1411  |
| 49. I believe the Music programs are supported at my building.   | 10.6%                    | 9.9%  | -0.7%  | 13.1%     | 13.5% | 0.4%   | 76.2%              | 76.6% | 0.3%   | 0.01          | 1401  |
| 50. I believe the Physical Education program is supported at my building.  | 15.5%                    | 12.2% | -3.3%  | 12.4%     | 12.0% | -0.4%  | 72.1%              | 75.8% | 3.6%   | 0.08          | 1409  |
| 51. I believe the library/media programs are supported at my building.   | 13.3%                    | 16.5% | 3.2%   | 17.4%     | 16.0% | -1.4%  | 69.3%              | 67.5% | -1.8%  | -0.04         | 1421  |
| 52. I believe the student mentoring program was beneficial for my mentee.  | 10.6%                    | 11.2% | 0.6%   | 44.0%     | 42.1% | -1.9%  | 45.4%              | 46.7% | 1.3%   | 0.03          | 553   |

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