

Aurora Public Schools
Division of Accountability and Research



Admin/PT Staff Climate Survey
2012-13 Historical Results Overall and by Position



Aurora Public Schools
Admin/PT Staff Climate Survey (2012-13): Historical Comparisons

Division of Accountability and Research

Overall

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.	7.9%	8.3%	0.4%	8.3%	6.8%	-1.5%	83.9%	85.0%	1.1%	0.03	206
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	8.3%	5.8%	-2.4%	9.1%	11.7%	2.6%	82.6%	82.5%	-0.1%	0.00	206
3. I believe APS has set a clear direction for improving student achievement.	20.0%	25.9%	5.9%	15.8%	17.1%	1.2%	64.2%	57.1%	-7.1%	-0.15	205
4. Administrators/supervisors share the information I need to perform my job.	20.4%	22.3%	1.9%	12.5%	11.2%	-1.3%	67.1%	66.5%	-0.6%	-0.01	206
5. I am encouraged to provide suggestions on ways to improve programs or services.	26.1%	23.2%	-3.0%	12.0%	13.3%	1.3%	61.8%	63.5%	1.7%	0.04	203
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	35.7%	37.8%	2.1%	14.9%	14.4%	-0.5%	49.4%	47.8%	-1.6%	-0.03	201
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	34.7%	35.1%	0.4%	18.4%	16.8%	-1.6%	46.9%	48.0%	1.2%	0.02	202
8. I trust the people who make district decisions that affect me.	28.7%	31.7%	3.0%	20.3%	26.8%	6.6%	51.1%	41.5%	-9.6%	-0.19	205
9. I am given opportunities to influence the decisions made by the district.	31.5%	31.5%	0.0%	21.0%	24.6%	3.6%	47.5%	43.8%	-3.6%	-0.07	203
10. I am able to influence the decisions made by the district.	35.6%	40.1%	4.5%	29.7%	28.7%	-1.0%	34.7%	31.2%	-3.5%	-0.08	202
11. There is an atmosphere of trust and mutual respect within APS.	34.7%	40.1%	5.4%	23.0%	23.3%	0.3%	42.3%	36.6%	-5.6%	-0.12	202
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	35.2%	24.3%	-10.9%	20.9%	21.2%	0.3%	43.9%	54.5%	10.6%	0.21	189
13. I believe decisions made in APS are based on student data and information.	18.2%	15.7%	-2.5%	19.5%	24.5%	5.0%	62.3%	59.8%	-2.5%	-0.05	204
14. I would encourage someone to work for Aurora Public Schools.	8.8%	12.7%	3.9%	27.5%	22.0%	-5.5%	63.8%	65.4%	1.6%	0.03	205
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	10.2%	7.7%	-2.5%	28.9%	36.1%	7.1%	60.9%	56.2%	-4.7%	-0.09	194
16. I understand the roles and responsibilities of the APS Board of Education.	7.9%	8.3%	0.4%	14.1%	14.1%	0.0%	78.0%	77.6%	-0.4%	-0.01	205
17. I feel empowered to help solve problems.	22.0%	18.9%	-3.1%	16.8%	15.4%	-1.4%	61.2%	65.7%	4.5%	0.09	201
18. My principal/supervisor has a clear understanding of the challenges I face.	25.0%	21.5%	-3.5%	11.6%	9.0%	-2.6%	63.4%	69.5%	6.1%	0.13	200
19. Staff work in a site environment that is safe.	7.7%	8.5%	0.7%	6.4%	9.0%	2.5%	85.8%	82.6%	-3.2%	-0.09	201
20. Staff at my site respect people from different backgrounds and cultures	9.0%	7.5%	-1.6%	6.4%	5.5%	-1.0%	84.5%	87.1%	2.5%	0.07	201
21. I feel appreciated for the work I do.	23.2%	17.8%	-5.4%	12.0%	16.8%	4.8%	64.8%	65.3%	0.5%	0.01	202
22. There is a spirit of teamwork and cooperation at my site.	18.0%	14.8%	-3.2%	11.2%	13.3%	2.1%	70.8%	71.9%	1.1%	0.02	203
23. There is a professional atmosphere for staff working at my site.	12.8%	10.9%	-1.9%	11.5%	9.0%	-2.6%	75.6%	80.1%	4.5%	0.11	201
24. The performance evaluation process is fair at my site.	10.7%	10.3%	-0.4%	13.3%	14.4%	1.0%	76.0%	75.4%	-0.6%	-0.01	195
26. The District Leadership Team has an adequate awareness of issues at my site.	32.5%	40.6%	8.1%	23.0%	18.7%	-4.2%	44.5%	40.6%	-3.9%	-0.08	187
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 20	14.7%	26.6%	11.9%	24.2%	27.7%	3.5%	61.1%	45.7%	-15.4%	-0.31	173
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	15.2%	27.4%	12.3%	23.0%	24.4%	1.4%	61.8%	48.2%	-13.6%	-0.27	164
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	8.2%	6.0%	-2.2%	17.5%	19.3%	1.8%	74.3%	74.7%	0.4%	0.01	166
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	9.8%	8.5%	-1.4%	19.2%	17.0%	-2.2%	71.0%	74.5%	3.6%	0.08	165
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	7.1%	5.9%	-1.3%	22.5%	19.0%	-3.6%	70.3%	75.2%	4.8%	0.11	153
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	20.3%	17.5%	-2.8%	18.8%	20.5%	1.7%	60.9%	62.0%	1.1%	0.02	166
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	20.0%	14.9%	-5.1%	30.0%	22.4%	-7.6%	50.0%	62.7%	12.7%	0.26	161
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	16.8%	18.4%	1.7%	23.6%	20.9%	-2.7%	59.7%	60.7%	1.1%	0.02	163
37. There is an atmosphere of trust and mutual respect between principals in APS.	13.8%	13.6%	-0.1%	16.3%	9.1%	-7.2%	70.0%	77.3%	7.3%	0.17	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.

2/11/2013

*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 (2012-13): Historical Comparisons
Division of Accountability and Research
Principal

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.	2.0%	9.3%	7.3%	4.1%	0.0%	-4.1%	93.9%	90.7%	-3.2%	-0.12	43
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	6.1%	11.6%	5.5%	4.1%	2.3%	-1.8%	89.8%	86.0%	-3.7%	-0.12	43
3. I believe APS has set a clear direction for improving student achievement.	20.4%	34.9%	14.5%	14.3%	18.6%	4.3%	65.3%	46.5%	-18.8%	-0.38	43
4. Administrators/supervisors share the information I need to perform my job.	12.5%	14.0%	1.5%	6.3%	11.6%	5.4%	81.3%	74.4%	-6.8%	-0.16	43
5. I am encouraged to provide suggestions on ways to improve programs or services.	24.5%	25.6%	1.1%	14.3%	16.3%	2.0%	61.2%	58.1%	-3.1%	-0.06	43
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	28.6%	47.6%	19.0%	16.3%	16.7%	0.3%	55.1%	35.7%	-19.4%	-0.39	42
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	27.1%	50.0%	22.9%	20.8%	9.5%	-11.3%	52.1%	40.5%	-11.6%	-0.23	42
8. I trust the people who make district decisions that affect me.	22.9%	35.7%	12.8%	18.8%	31.0%	12.2%	58.3%	33.3%	-25.0%	-0.51	42
9. I am given opportunities to influence the decisions made by the district.	27.1%	39.5%	12.5%	20.8%	20.9%	0.1%	52.1%	39.5%	-12.5%	-0.25	43
10. I am able to influence the decisions made by the district.	33.3%	44.2%	10.9%	29.2%	27.9%	-1.3%	37.5%	27.9%	-9.6%	-0.20	43
11. There is an atmosphere of trust and mutual respect within APS.	27.1%	39.5%	12.5%	25.0%	23.3%	-1.7%	47.9%	37.2%	-10.7%	-0.22	43
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	32.7%	26.2%	-6.5%	20.4%	14.3%	-6.1%	46.9%	59.5%	12.6%	0.25	42
13. I believe decisions made in APS are based on student data and information.	14.3%	9.3%	-5.0%	12.2%	18.6%	6.4%	73.5%	72.1%	-1.4%	-0.03	43
14. I would encourage someone to work for Aurora Public Schools.	8.2%	14.0%	5.8%	20.4%	18.6%	-1.8%	71.4%	67.4%	-4.0%	-0.09	43
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	0.0%	9.3%	9.3%	22.4%	18.6%	-3.8%	77.6%	72.1%	-5.5%	-0.13	43
16. I understand the roles and responsibilities of the APS Board of Education.	2.0%	7.0%	4.9%	6.1%	9.3%	3.2%	91.8%	83.7%	-8.1%	-0.25	43
17. I feel empowered to help solve problems.	16.3%	20.9%	4.6%	18.4%	18.6%	0.2%	65.3%	60.5%	-4.8%	-0.10	43
18. My principal/supervisor has a clear understanding of the challenges I face.	12.2%	9.3%	-2.9%	18.4%	7.0%	-11.4%	69.4%	83.7%	14.3%	0.34	43
19. Staff work in a site environment that is safe.	2.0%	9.3%	7.3%	0.0%	4.7%	4.7%	98.0%	86.0%	-11.9%	-0.48	43
20. Staff at my site respect people from different backgrounds and cultures	4.1%	2.4%	-1.7%	0.0%	4.8%	4.8%	95.9%	92.9%	-3.1%	-0.13	42
21. I feel appreciated for the work I do.	16.3%	20.9%	4.6%	20.4%	14.0%	-6.5%	63.3%	65.1%	1.9%	0.04	43
22. There is a spirit of teamwork and cooperation at my site.	2.0%	0.0%	-2.0%	2.0%	4.7%	2.6%	95.9%	95.3%	-0.6%	-0.03	43
23. There is a professional atmosphere for staff working at my site.	0.0%	2.3%	2.3%	2.0%	2.3%	0.3%	98.0%	95.3%	-2.6%	-0.15	43
24. The performance evaluation process is fair at my site.	6.1%	2.4%	-3.7%	12.2%	4.9%	-7.4%	81.6%	92.7%	11.1%	0.34	41
26. The District Leadership Team has an adequate awareness of issues at my site.	28.9%	51.2%	22.3%	20.0%	17.1%	-2.9%	51.1%	31.7%	-19.4%	-0.40	41
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 20	19.1%	42.9%	23.7%	17.0%	21.4%	4.4%	63.8%	35.7%	-28.1%	-0.57	42
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	14.6%	42.9%	28.3%	20.8%	16.7%	-4.2%	64.6%	40.5%	-24.1%	-0.49	42
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	4.3%	7.1%	2.9%	8.5%	7.1%	-1.4%	87.2%	85.7%	-1.5%	-0.04	42
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	8.7%	9.5%	0.8%	17.4%	9.5%	-7.9%	73.9%	81.0%	7.0%	0.17	42
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	2.1%	2.4%	0.3%	21.3%	14.6%	-6.6%	76.6%	82.9%	6.3%	0.16	41
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	22.9%	21.4%	-1.5%	10.4%	14.3%	3.9%	66.7%	64.3%	-2.4%	-0.05	42
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	29.2%	12.2%	-17.0%	25.0%	22.0%	-3.0%	45.8%	65.9%	20.0%	0.41	41
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	17.0%	31.0%	13.9%	14.9%	11.9%	-3.0%	68.1%	57.1%	-10.9%	-0.23	42
37. There is an atmosphere of trust and mutual respect between principals in APS.	12.2%	11.6%	-0.6%	16.3%	11.6%	-4.7%	71.4%	76.7%	5.3%	0.12	43

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 (2012-13): Historical Comparisons
Division of Accountability and Research
Assistant Principal

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.	3.8%	4.3%	0.5%	0.0%	4.3%	4.3%	96.2%	91.3%	-4.8%	-0.20	23
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	11.1%	4.3%	-6.8%	0.0%	4.3%	4.3%	88.9%	91.3%	2.4%	0.08	23
3. I believe APS has set a clear direction for improving student achievement.	7.4%	13.0%	5.6%	14.8%	17.4%	2.6%	77.8%	69.6%	-8.2%	-0.19	23
4. Administrators/supervisors share the information I need to perform my job.	14.8%	13.0%	-1.8%	14.8%	13.0%	-1.8%	70.4%	73.9%	3.5%	0.08	23
5. I am encouraged to provide suggestions on ways to improve programs or services.	22.2%	17.4%	-4.8%	3.7%	0.0%	-3.7%	74.1%	82.6%	8.5%	0.21	23
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	22.2%	21.7%	-0.5%	22.2%	13.0%	-9.2%	55.6%	65.2%	9.7%	0.20	23
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	22.2%	13.0%	-9.2%	18.5%	21.7%	3.2%	59.3%	65.2%	6.0%	0.12	23
8. I trust the people who make district decisions that affect me.	14.8%	17.4%	2.6%	7.4%	17.4%	10.0%	77.8%	65.2%	-12.6%	-0.28	23
9. I am given opportunities to influence the decisions made by the district.	22.2%	17.4%	-4.8%	11.1%	17.4%	6.3%	66.7%	65.2%	-1.4%	-0.03	23
10. I am able to influence the decisions made by the district.	22.2%	26.1%	3.9%	33.3%	34.8%	1.4%	44.4%	39.1%	-5.3%	-0.11	23
11. There is an atmosphere of trust and mutual respect within APS.	24.0%	18.2%	-5.8%	16.0%	18.2%	2.2%	60.0%	63.6%	3.6%	0.07	22
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	37.0%	13.0%	-24.0%	25.9%	13.0%	-12.9%	37.0%	73.9%	36.9%	0.76	23
13. I believe decisions made in APS are based on student data and information.	11.1%	8.7%	-2.4%	11.1%	13.0%	1.9%	77.8%	78.3%	0.5%	0.01	23
14. I would encourage someone to work for Aurora Public Schools.	14.8%	13.0%	-1.8%	0.0%	8.7%	8.7%	85.2%	78.3%	-6.9%	-0.18	23
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	7.4%	4.8%	-2.6%	14.8%	28.6%	13.8%	77.8%	66.7%	-11.1%	-0.25	21
16. I understand the roles and responsibilities of the APS Board of Education.	7.7%	8.7%	1.0%	11.5%	30.4%	18.9%	80.8%	60.9%	-19.9%	-0.44	23
17. I feel empowered to help solve problems.	18.5%	8.7%	-9.8%	11.1%	4.3%	-6.8%	70.4%	87.0%	16.6%	0.41	23
18. My principal/supervisor has a clear understanding of the challenges I face.	25.9%	17.4%	-8.5%	7.4%	0.0%	-7.4%	66.7%	82.6%	15.9%	0.37	23
19. Staff work in a site environment that is safe.	3.7%	9.1%	5.4%	0.0%	4.5%	4.5%	96.3%	86.4%	-9.9%	-0.37	22
20. Staff at my site respect people from different backgrounds and cultures	7.4%	4.3%	-3.1%	7.4%	8.7%	1.3%	85.2%	87.0%	1.8%	0.05	23
21. I feel appreciated for the work I do.	14.8%	13.0%	-1.8%	7.4%	17.4%	10.0%	77.8%	69.6%	-8.2%	-0.19	23
22. There is a spirit of teamwork and cooperation at my site.	18.5%	13.0%	-5.5%	14.8%	8.7%	-6.1%	66.7%	78.3%	11.6%	0.26	23
23. There is a professional atmosphere for staff working at my site.	11.1%	13.0%	1.9%	7.4%	4.3%	-3.1%	81.5%	82.6%	1.1%	0.03	23
24. The performance evaluation process is fair at my site.	15.4%	13.0%	-2.3%	11.5%	4.3%	-7.2%	73.1%	82.6%	9.5%	0.23	23
26. The District Leadership Team has an adequate awareness of issues at my site.	30.8%	39.1%	8.4%	23.1%	21.7%	-1.3%	46.2%	39.1%	-7.0%	-0.14	23
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 20	26.9%	13.0%	-13.9%	7.7%	30.4%	22.7%	65.4%	56.5%	-8.9%	-0.18	23
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	16.0%	13.0%	-3.0%	20.0%	21.7%	1.7%	64.0%	65.2%	1.2%	0.03	23
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	3.8%	4.5%	0.7%	15.4%	18.2%	2.8%	80.8%	77.3%	-3.5%	-0.09	22
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	11.5%	14.3%	2.7%	23.1%	19.0%	-4.0%	65.4%	66.7%	1.3%	0.03	21
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	12.5%	5.3%	-7.2%	25.0%	21.1%	-3.9%	62.5%	73.7%	11.2%	0.24	19
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	26.9%	18.2%	-8.7%	3.8%	31.8%	28.0%	69.2%	50.0%	-19.2%	-0.39	22
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	20.0%	13.0%	-7.0%	28.0%	30.4%	2.4%	52.0%	56.5%	4.5%	0.09	23
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	16.0%	18.2%	2.2%	20.0%	22.7%	2.7%	64.0%	59.1%	-4.9%	-0.10	22
37. There is an atmosphere of trust and mutual respect between principals in APS.	8.3%	14.3%	6.0%	12.5%	0.0%	-12.5%	79.2%	85.7%	6.5%	0.17	21

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.

2/11/2013

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Aurora Public Schools
Admin/PT Staff Climate Survey (2012-13): Historical Comparisons
Division of Accountability and Research
Administrator (not principal)

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.	0.0%	10.5%	10.5%	7.3%	5.3%	-2.1%	92.7%	84.2%	-8.5%	-0.27	38
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	2.6%	2.6%	2.4%	13.2%	10.7%	97.6%	84.2%	-13.4%	-0.50	38
3. I believe APS has set a clear direction for improving student achievement.	17.1%	26.3%	9.2%	9.8%	10.5%	0.8%	73.2%	63.2%	-10.0%	-0.22	38
4. Administrators/supervisors share the information I need to perform my job.	10.0%	13.2%	3.2%	12.5%	7.9%	-4.6%	77.5%	78.9%	1.4%	0.04	38
5. I am encouraged to provide suggestions on ways to improve programs or services.	17.5%	22.2%	4.7%	10.0%	5.6%	-4.4%	72.5%	72.2%	-0.3%	-0.01	36
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	25.0%	29.7%	4.7%	12.5%	13.5%	1.0%	62.5%	56.8%	-5.7%	-0.12	37
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	24.4%	28.9%	4.6%	17.1%	13.2%	-3.9%	58.5%	57.9%	-0.6%	-0.01	38
8. I trust the people who make district decisions that affect me.	22.0%	23.7%	1.7%	14.6%	21.1%	6.4%	63.4%	55.3%	-8.2%	-0.17	38
9. I am given opportunities to influence the decisions made by the district.	19.5%	18.4%	-1.1%	22.0%	21.1%	-0.9%	58.5%	60.5%	2.0%	0.04	38
10. I am able to influence the decisions made by the district.	22.0%	28.9%	7.0%	29.3%	28.9%	-0.3%	48.8%	42.1%	-6.7%	-0.13	38
11. There is an atmosphere of trust and mutual respect within APS.	19.5%	37.8%	18.3%	31.7%	27.0%	-4.7%	48.8%	35.1%	-13.6%	-0.28	37
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	37.8%	29.4%	-8.4%	16.2%	23.5%	7.3%	45.9%	47.1%	1.1%	0.02	34
13. I believe decisions made in APS are based on student data and information.	14.6%	18.4%	3.8%	14.6%	23.7%	9.1%	70.7%	57.9%	-12.8%	-0.27	38
14. I would encourage someone to work for Aurora Public Schools.	2.4%	7.9%	5.5%	26.8%	15.8%	-11.0%	70.7%	76.3%	5.6%	0.13	38
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	7.5%	7.9%	0.4%	22.5%	26.3%	3.8%	70.0%	65.8%	-4.2%	-0.09	38
16. I understand the roles and responsibilities of the APS Board of Education.	4.9%	5.3%	0.4%	4.9%	10.5%	5.6%	90.2%	84.2%	-6.0%	-0.18	38
17. I feel empowered to help solve problems.	17.1%	22.2%	5.1%	9.8%	13.9%	4.1%	73.2%	63.9%	-9.3%	-0.20	36
18. My principal/supervisor has a clear understanding of the challenges I face.	29.3%	24.3%	-4.9%	9.8%	5.4%	-4.4%	61.0%	70.3%	9.3%	0.20	37
19. Staff work in a site environment that is safe.	4.9%	10.8%	5.9%	2.4%	2.7%	0.3%	92.7%	86.5%	-6.2%	-0.21	37
20. Staff at my site respect people from different backgrounds and cultures	10.0%	10.8%	0.8%	10.0%	2.7%	-7.3%	80.0%	86.5%	6.5%	0.17	37
21. I feel appreciated for the work I do.	22.5%	13.2%	-9.3%	2.5%	13.2%	10.7%	75.0%	73.7%	-1.3%	-0.03	38
22. There is a spirit of teamwork and cooperation at my site.	7.3%	13.2%	5.8%	9.8%	5.3%	-4.5%	82.9%	81.6%	-1.3%	-0.04	38
23. There is a professional atmosphere for staff working at my site.	4.9%	5.4%	0.5%	12.2%	8.1%	-4.1%	82.9%	86.5%	3.6%	0.10	37
24. The performance evaluation process is fair at my site.	7.5%	8.3%	0.8%	12.5%	16.7%	4.2%	80.0%	75.0%	-5.0%	-0.12	36
26. The District Leadership Team has an adequate awareness of issues at my site.	21.6%	38.9%	17.3%	21.6%	13.9%	-7.7%	56.8%	47.2%	-9.5%	-0.19	36
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 20	8.3%	24.2%	15.9%	25.0%	36.4%	11.4%	66.7%	39.4%	-27.3%	-0.55	33
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	5.9%	23.5%	17.6%	17.6%	29.4%	11.8%	76.5%	47.1%	-29.4%	-0.62	34
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	6.1%	5.7%	-0.3%	15.2%	20.0%	4.8%	78.8%	74.3%	-4.5%	-0.11	35
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	2.8%	3.0%	0.3%	11.1%	21.2%	10.1%	86.1%	75.8%	-10.4%	-0.27	33
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	5.9%	6.1%	0.2%	11.8%	15.2%	3.4%	82.4%	78.8%	-3.6%	-0.09	33
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	5.7%	17.1%	11.4%	22.9%	17.1%	-5.7%	71.4%	65.7%	-5.7%	-0.12	35
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	0.0%	20.6%	20.6%	35.5%	5.9%	-29.6%	64.5%	73.5%	9.0%	0.20	34
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	13.9%	8.3%	-5.6%	22.2%	22.2%	0.0%	63.9%	69.4%	5.6%	0.12	36

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 (2012-13): Historical Comparisons
Division of Accountability and Research
Professional/Technical

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.	12.4%	7.4%	-5.0%	10.5%	9.5%	-1.0%	77.1%	83.2%	6.0%	0.15	95
2. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	10.5%	4.2%	-6.3%	11.4%	16.8%	5.4%	78.1%	78.9%	0.9%	0.02	95
3. I believe APS has set a clear direction for improving student achievement.	23.1%	24.5%	1.4%	18.3%	19.1%	0.9%	58.7%	56.4%	-2.3%	-0.05	94
4. Administrators/supervisors share the information I need to perform my job.	28.3%	31.6%	3.3%	14.2%	9.5%	-4.7%	57.5%	58.9%	1.4%	0.03	95
5. I am encouraged to provide suggestions on ways to improve programs or services.	29.2%	22.3%	-6.9%	12.3%	17.0%	4.8%	58.5%	60.6%	2.1%	0.04	94
6. I feel safe in stating my opinions about APS programs even if I disagree with an approach being taken.	43.4%	40.2%	-3.2%	14.2%	13.0%	-1.1%	42.5%	46.7%	4.3%	0.09	92
7. I feel safe in stating my opinions about issues facing APS even if I disagree with an approach being taken.	44.3%	35.9%	-8.5%	17.0%	19.6%	2.6%	38.7%	44.6%	5.9%	0.12	92
8. I trust the people who make district decisions that affect me.	35.0%	35.8%	0.8%	28.2%	28.4%	0.3%	36.9%	35.8%	-1.1%	-0.02	95
9. I am given opportunities to influence the decisions made by the district.	37.5%	34.8%	-2.7%	23.1%	29.3%	6.3%	39.4%	35.9%	-3.6%	-0.07	92
10. I am able to influence the decisions made by the district.	43.8%	44.0%	0.1%	30.5%	28.6%	-1.9%	25.7%	27.5%	1.8%	0.04	91
11. There is an atmosphere of trust and mutual respect within APS.	44.3%	46.8%	2.5%	22.6%	21.3%	-1.4%	33.0%	31.9%	-1.1%	-0.02	94
12. District professional learning I have participated in has provided me with strategies that I have incorporated into my work.	36.4%	24.4%	-11.9%	21.2%	24.4%	3.2%	42.4%	51.2%	8.7%	0.18	86
13. I believe decisions made in APS are based on student data and information.	19.6%	18.1%	-1.5%	28.4%	29.8%	1.4%	52.0%	52.1%	0.2%	0.00	94
14. I would encourage someone to work for Aurora Public Schools.	9.4%	13.7%	4.3%	36.8%	27.4%	-9.4%	53.8%	58.9%	5.2%	0.10	95
15. Based on my experience there's a positive relationship between School Executives of Aurora and the district.	15.8%	7.0%	-8.9%	38.6%	48.8%	10.2%	45.5%	44.2%	-1.4%	-0.03	86
16. I understand the roles and responsibilities of the APS Board of Education.	12.3%	9.5%	-2.8%	18.9%	12.6%	-6.2%	68.9%	77.9%	9.0%	0.20	95
17. I feel empowered to help solve problems.	25.0%	17.9%	-7.1%	20.2%	17.9%	-2.3%	54.8%	64.2%	9.4%	0.19	95
18. My principal/supervisor has a clear understanding of the challenges I face.	27.9%	25.8%	-2.1%	10.6%	12.9%	2.3%	61.5%	61.3%	-0.2%	-0.01	93
19. Staff work in a site environment that is safe.	12.3%	7.4%	-4.9%	11.3%	14.7%	3.4%	76.4%	77.9%	1.5%	0.04	95
20. Staff at my site respect people from different backgrounds and cultures	9.4%	9.5%	0.0%	7.5%	5.3%	-2.3%	83.0%	85.3%	2.2%	0.06	95
21. I feel appreciated for the work I do.	27.4%	19.1%	-8.2%	14.2%	19.1%	5.0%	58.5%	61.7%	3.2%	0.07	94
22. There is a spirit of teamwork and cooperation at my site.	25.7%	22.1%	-3.6%	16.2%	21.1%	4.9%	58.1%	56.8%	-1.3%	-0.03	95
23. There is a professional atmosphere for staff working at my site.	20.8%	14.9%	-5.9%	17.0%	12.8%	-4.2%	62.3%	72.3%	10.1%	0.22	94
24. The performance evaluation process is fair at my site.	12.0%	13.2%	1.2%	14.0%	18.7%	4.7%	74.0%	68.1%	-5.9%	-0.13	91
26. The District Leadership Team has an adequate awareness of issues at my site.	37.2%	35.3%	-1.9%	25.5%	21.2%	-4.4%	37.2%	43.5%	6.3%	0.13	85
27. The District Leadership Team effectively supports building administrators as they work to implement VISTA 20	12.2%	21.9%	9.8%	31.1%	26.0%	-5.1%	56.8%	52.1%	-4.7%	-0.09	73
28. The Division of Instruction effectively supports administrators as they work to implement VISTA 2015.	21.2%	22.2%	1.0%	27.3%	28.6%	1.3%	51.5%	49.2%	-2.3%	-0.05	63
29. The Division of Accountability and Research effectively supports administrators as they work to implement VISTA 2015.	14.3%	4.6%	-9.7%	22.9%	26.2%	3.3%	62.9%	69.2%	6.4%	0.13	65
30. The Division of Support Services effectively supports administrators as they work to implement VISTA 2015.	13.8%	8.7%	-5.1%	21.3%	18.8%	-2.4%	65.0%	72.5%	7.5%	0.16	69
31. The Division of Finance effectively supports administrators as they work to implement VISTA 2015.	9.7%	6.9%	-2.8%	26.4%	22.4%	-4.0%	63.9%	70.7%	6.8%	0.15	58
32. The Division of Human Resources effectively supports administrators as they work to implement VISTA 2015.	23.1%	13.8%	-9.2%	25.6%	21.5%	-4.1%	51.3%	64.6%	13.3%	0.27	65
33. The Division of Equity and Engagement effectively supports administrators as they work to implement VISTA 2015.	22.5%	13.1%	-9.4%	31.0%	27.9%	-3.1%	46.5%	59.0%	12.5%	0.25	61
34. The Division of the Superintendent effectively supports administrators as they work to implement VISTA 2015.	19.2%	16.1%	-3.1%	26.9%	24.2%	-2.7%	53.8%	59.7%	5.8%	0.12	62

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.

2/11/2013

*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