



Aurora Public Schools
Licensed Staff Climate Survey (2013-2014): Historical Comparisons
Division of Accountability and Research
AURORA WEST COLLEGE PREP.

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.	17.6%	19.2%	1.6%	14.7%	7.7%	-7.0%	67.6%	73.1%	5.4%	0.12	52
2. District administrators share the information that I need to perform my job.	32.4%	28.8%	-3.5%	26.5%	19.2%	-7.2%	41.2%	51.9%	10.7%	0.22	52
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	29.4%	15.4%	-14.0%	17.6%	21.2%	3.5%	52.9%	63.5%	10.5%	0.21	52
4. I believe APS has set a clear direction for improving student achievement.	33.3%	29.4%	-3.9%	21.2%	29.4%	8.2%	45.5%	41.2%	-4.3%	-0.09	51
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	59.4%	45.1%	-14.3%	25.0%	27.5%	2.5%	15.6%	27.5%	11.8%	0.29	51
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	41.2%	49.0%	7.8%	44.1%	25.5%	-18.6%	14.7%	25.5%	10.8%	0.27	51
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	47.1%	45.1%	-2.0%	32.4%	27.5%	-4.9%	20.6%	27.5%	6.9%	0.16	51
8. I trust the people who make district decisions that affect me.	55.9%	47.1%	-8.8%	32.4%	29.4%	-2.9%	11.8%	23.5%	11.8%	0.31	51
9. I am given opportunities to influence the decisions made by the district.	51.5%	65.4%	13.9%	33.3%	19.2%	-14.1%	15.2%	15.4%	0.2%	0.01	52
10. There is an atmosphere of trust and mutual respect within APS.	55.9%	45.1%	-10.8%	29.4%	31.4%	2.0%	14.7%	23.5%	8.8%	0.23	51
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	50.0%	36.5%	-13.5%	14.7%	13.5%	-1.2%	35.3%	50.0%	14.7%	0.30	52
12. I believe decisions made in APS are based on student data and information.	14.7%	23.1%	8.4%	26.5%	30.8%	4.3%	58.8%	46.2%	-12.7%	-0.25	52
13. I would encourage someone to work for APS.	27.3%	30.8%	3.5%	27.3%	25.0%	-2.3%	45.5%	44.2%	-1.2%	-0.02	52
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	36.4%	17.0%	-19.3%	39.4%	44.7%	5.3%	24.2%	38.3%	14.1%	0.30	47
15. I understand the roles and responsibilities of the APS Board of Education.	17.6%	26.9%	9.3%	35.3%	40.4%	5.1%	47.1%	32.7%	-14.4%	-0.29	52
16. I believe the district is becoming more effective in meeting the needs of ELL students.	32.4%	28.0%	-4.4%	20.6%	18.0%	-2.6%	47.1%	54.0%	6.9%	0.14	50
17. I believe in the district is becoming more effective in meeting the needs of special education students.	35.3%	36.2%	0.9%	38.2%	29.8%	-8.4%	26.5%	34.0%	7.6%	0.17	47
18. Building Administrators share the information I need to perform my job.	29.4%	40.4%	11.0%	14.7%	9.6%	-5.1%	55.9%	50.0%	-5.9%	-0.12	52
19. I trust the people who make school decisions that affect me.	32.4%	40.4%	8.0%	20.6%	13.5%	-7.1%	47.1%	46.2%	-0.9%	-0.02	52
20. I am given opportunities to influence the decisions that are made by my school/site.	33.3%	42.3%	9.0%	0.0%	17.3%	17.3%	66.7%	40.4%	-26.3%	-0.53	52
21. I am able to influence the decisions made by my school/site.	38.2%	50.0%	11.8%	11.8%	17.3%	5.5%	50.0%	32.7%	-17.3%	-0.35	52
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	45.5%	44.2%	-1.2%	18.2%	19.2%	1.0%	36.4%	36.5%	0.2%	0.00	52
23. There is an atmosphere of trust and mutual respect among teachers in our building.	26.5%	21.2%	-5.3%	23.5%	21.2%	-2.4%	50.0%	57.7%	7.7%	0.15	52
24. I am trusted to make sound professional decisions about instruction.	20.6%	32.7%	12.1%	14.7%	9.6%	-5.1%	64.7%	57.7%	-7.0%	-0.14	52
25. I believe decisions made at my school are based on student data and information.	11.8%	25.5%	13.7%	20.6%	7.8%	-12.7%	67.6%	66.7%	-1.0%	-0.02	51
26. Decisions made at my school are based on the best interests of students.	30.3%	32.7%	2.4%	12.1%	17.3%	5.2%	57.6%	50.0%	-7.6%	-0.15	52
27. Teachers are allowed to focus on educating students with minimal interruption.	32.4%	46.2%	13.8%	29.4%	19.2%	-10.2%	38.2%	34.6%	-3.6%	-0.08	52
28. I have sufficient access to instructional materials and resources.	18.2%	27.5%	9.3%	27.3%	15.7%	-11.6%	54.5%	56.9%	2.3%	0.05	51
29. I have sufficient access to instructional technology.	17.6%	35.3%	17.6%	11.8%	7.8%	-3.9%	70.6%	56.9%	-13.7%	-0.29	51
30. The faculty has an effective process for making group decisions.	30.3%	46.2%	15.9%	24.2%	15.4%	-8.9%	45.5%	38.5%	-7.0%	-0.14	52
31. Employees in this building are empowered to help solve problems.	32.4%	41.2%	8.8%	23.5%	15.7%	-7.8%	44.1%	43.1%	-1.0%	-0.02	51
32. I have opportunities to participate in school planning and decision making.	22.6%	34.6%	12.0%	12.9%	15.4%	2.5%	64.5%	50.0%	-14.5%	-0.29	52
33. I am kept informed of the school unified improvement plan (UIP).	8.8%	21.6%	12.7%	17.6%	27.5%	9.8%	73.5%	51.0%	-22.5%	-0.47	51

Note: All responses of "not applicable" and "don't know" were omitted from this analysis. Also, questions with less than 10 responses are not reported.

* 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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34. My principal/supervisor has a clear understanding of the challenges I face in my job.	35.3%	47.1%	11.8%	17.6%	3.9%	-13.7%	47.1%	49.0%	2.0%	0.04	51
35. The performance evaluation process is fair in my school.	5.9%	28.0%	22.1%	29.4%	28.0%	-1.4%	64.7%	44.0%	-20.7%	-0.42	50
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	39.4%	33.3%	-6.1%	30.3%	23.5%	-6.8%	30.3%	43.1%	12.8%	0.27	51
37. My administrator gives me specific feedback on how to improve my instruction.	20.6%	29.4%	8.8%	8.8%	19.6%	10.8%	70.6%	51.0%	-19.6%	-0.40	51
38. Teachers and staff work in a school environment that is clean and well maintained.	2.9%	3.8%	0.9%	5.9%	11.5%	5.7%	91.2%	84.6%	-6.6%	-0.20	52
39. Rules for student conduct are consistently enforced by administration.	55.9%	57.7%	1.8%	11.8%	26.9%	15.2%	32.4%	15.4%	-17.0%	-0.40	52
40. Rules for student conduct are consistently enforced by teaching staff.	46.9%	55.8%	8.9%	21.9%	23.1%	1.2%	31.3%	21.2%	-10.1%	-0.23	52
41. Staff work in a school environment that is safe.	38.2%	25.0%	-13.2%	17.6%	19.2%	1.6%	44.1%	55.8%	11.7%	0.23	52
42. Staff at my site respect people from different backgrounds and cultures.	3.0%	5.8%	2.7%	15.2%	5.8%	-9.4%	81.8%	88.5%	6.6%	0.19	52
43. I feel appreciated for the work I do.	36.4%	38.5%	2.1%	21.2%	13.5%	-7.8%	42.4%	48.1%	5.7%	0.11	52
44. I experience a spirit of teamwork and cooperation at my site.	30.3%	31.4%	1.1%	21.2%	21.6%	0.4%	48.5%	47.1%	-1.4%	-0.03	51
45. I experience a professional atmosphere for staff working at my school/site.	21.2%	23.1%	1.9%	6.1%	21.2%	15.1%	72.7%	55.8%	-17.0%	-0.36	52
46. I have the support I need to deliver culturally responsive instruction and teaching.	20.6%	16.0%	-4.6%	14.7%	16.0%	1.3%	64.7%	68.0%	3.3%	0.07	50
47. I believe my school has effective plans in place to assist ELL students.	24.2%	21.2%	-3.1%	18.2%	19.2%	1.0%	57.6%	59.6%	2.0%	0.04	52
48. I believe the Art programs are supported at my building.	0.0%	12.5%	12.5%	11.8%	20.8%	9.1%	88.2%	66.7%	-21.6%	-0.53	48
49. I believe the Music programs are supported at my building.	11.8%	10.6%	-1.1%	20.6%	23.4%	2.8%	67.6%	66.0%	-1.7%	-0.04	47
50. I believe the Physical Education program is supported at my building.	5.9%	8.5%	2.6%	11.8%	19.1%	7.4%	82.4%	72.3%	-10.0%	-0.24	47
51. I believe the library/media programs are supported at my building.	8.8%	16.7%	7.8%	26.5%	16.7%	-9.8%	64.7%	66.7%	2.0%	0.04	48
52. I believe the student mentoring program was beneficial for my mentee.	13.3%	6.7%	-6.7%	46.7%	73.3%	26.7%	40.0%	20.0%	-20.0%	-0.44	15

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