



Aurora Public Schools

Licensed Staff Climate Survey (2013-2014): Historical Comparisons

Division of Accountability and Research  
SIXTH AVENUE ELEMENTARY SCHOOL

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.	10.7%	23.1%	12.4%	7.1%	11.5%	4.4%	82.1%	65.4%	-16.8%	-0.39	26
2. District administrators share the information that I need to perform my job.	17.9%	38.5%	20.6%	35.7%	15.4%	-20.3%	46.4%	46.2%	-0.3%	-0.01	26
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	21.4%	19.2%	-2.2%	10.7%	42.3%	31.6%	67.9%	38.5%	-29.4%	-0.60	26
4. I believe APS has set a clear direction for improving student achievement.	59.3%	42.3%	-17.0%	11.1%	23.1%	12.0%	29.6%	34.6%	5.0%	0.11	26
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	63.0%	50.0%	-13.0%	22.2%	19.2%	-3.0%	14.8%	30.8%	16.0%	0.39	26
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	50.0%	38.5%	-11.5%	14.3%	26.9%	12.6%	35.7%	34.6%	-1.1%	-0.02	26
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	40.7%	46.2%	5.4%	22.2%	23.1%	0.9%	37.0%	30.8%	-6.3%	-0.13	26
8. I trust the people who make district decisions that affect me.	67.9%	56.0%	-11.9%	17.9%	20.0%	2.1%	14.3%	24.0%	9.7%	0.25	25
9. I am given opportunities to influence the decisions made by the district.	75.0%	61.5%	-13.5%	17.9%	19.2%	1.4%	7.1%	19.2%	12.1%	0.37	26
10. There is an atmosphere of trust and mutual respect within APS.	60.7%	53.8%	-6.9%	21.4%	23.1%	1.6%	17.9%	23.1%	5.2%	0.13	26
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	34.6%	34.6%	0.0%	23.1%	7.7%	-15.4%	42.3%	57.7%	15.4%	0.31	26
12. I believe decisions made in APS are based on student data and information.	25.0%	11.5%	-13.5%	25.0%	30.8%	5.8%	50.0%	57.7%	7.7%	0.15	26
13. I would encourage someone to work for APS.	35.7%	34.6%	-1.1%	39.3%	30.8%	-8.5%	25.0%	34.6%	9.6%	0.21	26
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	26.9%	13.0%	-13.9%	38.5%	30.4%	-8.0%	34.6%	56.5%	21.9%	0.44	23
15. I understand the roles and responsibilities of the APS Board of Education.	29.6%	34.6%	5.0%	25.9%	15.4%	-10.5%	44.4%	50.0%	5.6%	0.11	26
16. I believe the district is becoming more effective in meeting the needs of ELL students.	35.7%	32.0%	-3.7%	21.4%	16.0%	-5.4%	42.9%	52.0%	9.1%	0.18	25
17. I believe in the district is becoming more effective in meeting the needs of special education students.	64.3%	41.7%	-22.6%	17.9%	29.2%	11.3%	17.9%	29.2%	11.3%	0.27	24
18. Building Administrators share the information I need to perform my job.	7.1%	26.9%	19.8%	25.0%	7.7%	-17.3%	67.9%	65.4%	-2.5%	-0.05	26
19. I trust the people who make school decisions that affect me.	25.0%	34.6%	9.6%	25.0%	0.0%	-25.0%	50.0%	65.4%	15.4%	0.31	26
20. I am given opportunities to influence the decisions that are made by my school/site.	35.7%	26.9%	-8.8%	21.4%	0.0%	-21.4%	42.9%	73.1%	30.2%	0.62	26
21. I am able to influence the decisions made by my school/site.	35.7%	30.8%	-4.9%	25.0%	11.5%	-13.5%	39.3%	57.7%	18.4%	0.37	26
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	32.1%	40.0%	7.9%	21.4%	4.0%	-17.4%	46.4%	56.0%	9.6%	0.19	25
23. There is an atmosphere of trust and mutual respect among teachers in our building.	10.7%	24.0%	13.3%	3.6%	0.0%	-3.6%	85.7%	76.0%	-9.7%	-0.25	25
24. I am trusted to make sound professional decisions about instruction.	42.9%	30.8%	-12.1%	3.6%	7.7%	4.1%	53.6%	61.5%	8.0%	0.16	26
25. I believe decisions made at my school are based on student data and information.	3.6%	15.4%	11.8%	17.9%	11.5%	-6.3%	78.6%	73.1%	-5.5%	-0.13	26
26. Decisions made at my school are based on the best interests of students.	42.9%	23.1%	-19.8%	10.7%	11.5%	0.8%	46.4%	65.4%	19.0%	0.38	26
27. Teachers are allowed to focus on educating students with minimal interruption.	53.6%	53.8%	0.3%	17.9%	19.2%	1.4%	28.6%	26.9%	-1.6%	-0.04	26
28. I have sufficient access to instructional materials and resources.	10.7%	7.7%	-3.0%	17.9%	11.5%	-6.3%	71.4%	80.8%	9.3%	0.22	26
29. I have sufficient access to instructional technology.	17.9%	20.0%	2.1%	7.1%	12.0%	4.9%	75.0%	68.0%	-7.0%	-0.16	25
30. The faculty has an effective process for making group decisions.	39.3%	30.8%	-8.5%	21.4%	7.7%	-13.7%	39.3%	61.5%	22.3%	0.45	26
31. Employees in this building are empowered to help solve problems.	25.9%	28.0%	2.1%	33.3%	12.0%	-21.3%	40.7%	60.0%	19.3%	0.39	25
32. I have opportunities to participate in school planning and decision making.	21.4%	28.0%	6.6%	25.0%	0.0%	-25.0%	53.6%	72.0%	18.4%	0.38	25
33. I am kept informed of the school unified improvement plan (UIP).	0.0%	11.5%	11.5%	7.4%	3.8%	-3.6%	92.6%	84.6%	-8.0%	-0.25	26

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.	42.9%	38.5%	-4.4%	14.3%	3.8%	-10.4%	42.9%	57.7%	14.8%	0.30	26
35. The performance evaluation process is fair in my school.	11.5%	38.5%	26.9%	19.2%	30.8%	11.5%	69.2%	30.8%	-38.5%	-0.79	26
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	37.0%	38.5%	1.4%	18.5%	7.7%	-10.8%	44.4%	53.8%	9.4%	0.19	26
37. My administrator gives me specific feedback on how to improve my instruction.	3.7%	15.4%	11.7%	11.1%	3.8%	-7.3%	85.2%	80.8%	-4.4%	-0.12	26
38. Teachers and staff work in a school environment that is clean and well maintained.	3.6%	7.7%	4.1%	0.0%	3.8%	3.8%	96.4%	88.5%	-8.0%	-0.31	26
39. Rules for student conduct are consistently enforced by administration.	7.1%	42.3%	35.2%	0.0%	30.8%	30.8%	92.9%	26.9%	-65.9%	-1.51	26
40. Rules for student conduct are consistently enforced by teaching staff.	7.1%	15.4%	8.2%	14.3%	23.1%	8.8%	78.6%	61.5%	-17.0%	-0.38	26
41. Staff work in a school environment that is safe.	0.0%	7.7%	7.7%	0.0%	15.4%	15.4%	100.0%	76.9%	-23.1%	-1.00	26
42. Staff at my site respect people from different backgrounds and cultures.	3.6%	0.0%	-3.6%	0.0%	3.8%	3.8%	96.4%	96.2%	-0.3%	-0.01	26
43. I feel appreciated for the work I do.	35.7%	38.5%	2.7%	25.0%	11.5%	-13.5%	39.3%	50.0%	10.7%	0.22	26
44. I experience a spirit of teamwork and cooperation at my site.	7.1%	19.2%	12.1%	10.7%	7.7%	-3.0%	82.1%	73.1%	-9.1%	-0.22	26
45. I experience a professional atmosphere for staff working at my school/site.	7.1%	26.9%	19.8%	10.7%	3.8%	-6.9%	82.1%	69.2%	-12.9%	-0.30	26
46. I have the support I need to deliver culturally responsive instruction and teaching.	21.4%	11.5%	-9.9%	14.3%	11.5%	-2.7%	64.3%	76.9%	12.6%	0.28	26
47. I believe my school has effective plans in place to assist ELL students.	32.1%	19.2%	-12.9%	25.0%	23.1%	-1.9%	42.9%	57.7%	14.8%	0.30	26
48. I believe the Art programs are supported at my building.	0.0%	0.0%	0.0%	3.7%	8.0%	4.3%	96.3%	92.0%	-4.3%	-0.19	25
49. I believe the Music programs are supported at my building.	0.0%	0.0%	0.0%	3.6%	8.0%	4.4%	96.4%	92.0%	-4.4%	-0.19	25
50. I believe the Physical Education program is supported at my building.	0.0%	0.0%	0.0%	3.6%	4.0%	0.4%	96.4%	96.0%	-0.4%	-0.02	25
51. I believe the library/media programs are supported at my building.	0.0%	8.0%	8.0%	3.6%	4.0%	0.4%	96.4%	88.0%	-8.4%	-0.33	25

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