



## Aurora Public Schools

### Licensed Staff Climate Survey (2011-2012): Historical Comparisons

#### Division of Accountability and Research SIXTH AVENUE ELEMENTARY SCHOOL

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Total
	2011	2012	Change	2011	2012	Change	2011	2012	Change	
1. I understand the long-term vision of Aurora Public Schools.	0.0%	5.9%	5.9%	13.5%	5.9%	-7.6%	86.5%	88.2%	1.7%	34
2. District administrators share the information that I need to perform my job.	8.1%	14.7%	6.6%	27.0%	20.6%	-6.4%	64.9%	64.7%	-0.2%	34
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	13.5%	3.1%	-10.4%	16.2%	21.9%	5.7%	70.3%	75.0%	4.7%	32
4. I believe APS has set a clear direction for improving student achievement.	13.2%	23.5%	10.4%	10.5%	17.6%	7.1%	76.3%	58.8%	-17.5%	34
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	47.4%	44.1%	-3.3%	26.3%	32.4%	6.0%	26.3%	23.5%	-2.8%	34
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	52.6%	38.2%	-14.4%	15.8%	26.5%	10.7%	31.6%	35.3%	3.7%	34
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	50.0%	35.3%	-14.7%	18.4%	23.5%	5.1%	31.6%	41.2%	9.6%	34
8. I trust the people who make district decisions that affect me.	26.3%	44.1%	17.8%	44.7%	38.2%	-6.5%	28.9%	17.6%	-11.3%	34
9. I am given opportunities to influence the decisions made by the district.	44.7%	52.9%	8.2%	26.3%	32.4%	6.0%	28.9%	14.7%	-14.2%	34
10. There is an atmosphere of trust and mutual respect within APS.	31.6%	29.4%	-2.2%	34.2%	23.5%	-10.7%	34.2%	47.1%	12.8%	34
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	7.9%	41.2%	33.3%	23.7%	20.6%	-3.1%	68.4%	38.2%	-30.2%	34
12. I believe decisions made in APS are based on student data and information.	18.4%	14.7%	-3.7%	26.3%	20.6%	-5.7%	55.3%	64.7%	9.4%	34
13. I would encourage someone to work for APS.	13.2%	20.6%	7.4%	36.8%	32.4%	-4.5%	50.0%	47.1%	-2.9%	34
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	37.8%	17.6%	-20.2%	32.4%	44.1%	11.7%	29.7%	38.2%	8.5%	34
15. I understand the roles and responsibilities of the APS Board of Education.	18.4%	17.6%	-0.8%	31.6%	29.4%	-2.2%	50.0%	52.9%	2.9%	34
16. Building Administrators share the information I need to perform my job.	15.8%	6.1%	-9.7%	26.3%	3.0%	-23.3%	57.9%	90.9%	33.0%	33
17. I trust the people who make school decisions that affect me.	23.7%	5.9%	-17.8%	21.1%	2.9%	-18.1%	55.3%	91.2%	35.9%	34
18. I am given opportunities to influence the decisions that are made by my school/site.	18.4%	2.9%	-15.5%	15.8%	5.9%	-9.9%	65.8%	91.2%	25.4%	34
19. I am able to influence the decisions made by my school/site.	23.7%	2.9%	-20.7%	21.1%	14.7%	-6.3%	55.3%	82.4%	27.1%	34
20. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	31.6%	5.9%	-25.7%	10.5%	0.0%	-10.5%	57.9%	94.1%	36.2%	34
21. There is an atmosphere of trust and mutual respect among teachers in our building.	5.3%	8.8%	3.6%	5.3%	2.9%	-2.3%	89.5%	88.2%	-1.2%	34
22. I am trusted to make sound professional decisions about instruction.	21.1%	2.9%	-18.1%	15.8%	2.9%	-12.8%	63.2%	94.1%	31.0%	34
23. I believe decisions made at my school are based on student data and information.	15.8%	5.9%	-9.9%	15.8%	5.9%	-9.9%	68.4%	88.2%	19.8%	34
24. Decisions made at my school are based on the best interests of students.	21.1%	2.9%	-18.1%	18.4%	11.8%	-6.7%	60.5%	85.3%	24.8%	34
25. Teachers are allowed to focus on educating students with minimal interruption.	21.6%	26.5%	4.8%	27.0%	17.6%	-9.4%	51.4%	55.9%	4.5%	34
26. I have sufficient access to instructional materials and resources.	2.6%	20.6%	18.0%	15.8%	8.8%	-7.0%	81.6%	70.6%	-11.0%	34
27. I have sufficient access to instructional technology.	2.8%	11.8%	9.0%	16.7%	20.6%	3.9%	80.6%	67.6%	-12.9%	34
28. The faculty has an effective process for making group decisions.	5.3%	8.8%	3.6%	34.2%	11.8%	-22.4%	60.5%	79.4%	18.9%	34
29. Employees in this building are empowered to help solve problems.	7.9%	3.0%	-4.9%	15.8%	3.0%	-12.8%	76.3%	93.9%	17.6%	33
30. I have opportunities to participate in school planning and decision making.	13.5%	2.9%	-10.6%	16.2%	8.8%	-7.4%	70.3%	88.2%	18.0%	34
31. I am kept informed of the school unified improvement plan (UIP).	7.9%	0.0%	-7.9%	18.4%	0.0%	-18.4%	73.7%	100.0%	26.3%	34
32. My principal/supervisor has a clear understanding of the challenges I face in my job.	42.1%	5.9%	-36.2%	10.5%	8.8%	-1.7%	47.4%	85.3%	37.9%	34
33. The performance evaluation process is fair in my school.	13.2%	6.5%	-6.7%	18.4%	22.6%	4.2%	68.4%	71.0%	2.5%	31

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.

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<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Total</u>
	<u>2011</u>	<u>2012</u>	<u>Change</u>	<u>2011</u>	<u>2012</u>	<u>Change</u>	<u>2011</u>	<u>2012</u>	<u>Change</u>	
34. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	15.8%	11.8%	-4.0%	21.1%	8.8%	-12.2%	63.2%	79.4%	16.3%	34
35. Teachers and staff work in a school environment that is clean and well maintained.	0.0%	2.9%	2.9%	2.6%	5.9%	3.3%	97.4%	91.2%	-6.2%	34
36. Rules for student conduct are consistently enforced by administration.	21.6%	2.9%	-18.7%	16.2%	2.9%	-13.3%	62.2%	94.1%	32.0%	34
37. Rules for student conduct are consistently enforced by teaching staff.	8.1%	2.9%	-5.2%	13.5%	8.8%	-4.7%	78.4%	88.2%	9.9%	34
38. Staff work in a school environment that is safe.	2.7%	0.0%	-2.7%	5.4%	2.9%	-2.5%	91.9%	97.1%	5.2%	34
39. I feel appreciated for the work I do.	18.4%	8.8%	-9.6%	21.1%	0.0%	-21.1%	60.5%	91.2%	30.7%	34
40. There is a spirit of teamwork and cooperation at my site.	8.1%	8.8%	0.7%	8.1%	2.9%	-5.2%	83.8%	88.2%	4.5%	34
41. There is a professional atmosphere for staff working at my school/site.	2.6%	8.8%	6.2%	13.2%	8.8%	-4.3%	84.2%	82.4%	-1.9%	34
*42. I have the support I need to deliver culturally responsive instruction and teaching.	-----	9.4%	-----	-----	15.6%	-----	-----	75.0%	-----	32
43. I believe my school has effective plans in place to assist ELL students.	16.7%	8.8%	-7.8%	13.9%	11.8%	-2.1%	69.4%	79.4%	10.0%	34
44. I believe the district is becoming more effective in meeting the needs of ELL students.	11.1%	11.8%	0.7%	13.9%	35.3%	21.4%	75.0%	52.9%	-22.1%	34
*45. I believe the district is becoming more effective in meeting the needs of special education students.	-----	39.4%	-----	-----	30.3%	-----	-----	30.3%	-----	33
46. I believe the Art programs are supported at my building.	8.1%	0.0%	-8.1%	8.1%	0.0%	-8.1%	83.8%	100.0%	16.2%	34
47. I believe the Music programs are supported at my building.	10.8%	0.0%	-10.8%	8.1%	2.9%	-5.2%	81.1%	97.1%	16.0%	34
48. I believe the Physical Education program is supported at my building.	0.0%	0.0%	0.0%	10.8%	0.0%	-10.8%	89.2%	100.0%	10.8%	34
49. I believe the library/media programs are supported at my building.	21.6%	8.8%	-12.8%	18.9%	8.8%	-10.1%	59.5%	82.4%	22.9%	34

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