



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2012-2013): Historical Comparisons**  
**Division of Accountability and Research**  
**AURORA FRONTIER K-8**

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%	0.0%	0.0%	3.8%	16.0%	12.2%	96.2%	84.0%	-12.2%	-0.43	25
2. District administrators share the information that I need to perform my job.	0.0%	8.0%	8.0%	7.7%	20.0%	12.3%	92.3%	72.0%	-20.3%	-0.55	25
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	0.0%	0.0%	7.7%	12.0%	4.3%	92.3%	88.0%	-4.3%	-0.15	25
4. I believe APS has set a clear direction for improving student achievement.	7.7%	12.0%	4.3%	11.5%	12.0%	0.5%	80.8%	76.0%	-4.8%	-0.12	25
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	36.0%	20.0%	-16.0%	32.0%	28.0%	-4.0%	32.0%	52.0%	20.0%	0.41	25
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	34.6%	32.0%	-2.6%	19.2%	28.0%	8.8%	46.2%	40.0%	-6.2%	-0.12	25
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	23.1%	25.0%	1.9%	26.9%	25.0%	-1.9%	50.0%	50.0%	0.0%	0.00	24
8. I trust the people who make district decisions that affect me.	20.0%	28.0%	8.0%	24.0%	24.0%	0.0%	56.0%	48.0%	-8.0%	-0.16	25
9. I am given opportunities to influence the decisions made by the district.	42.3%	40.0%	-2.3%	19.2%	20.0%	0.8%	38.5%	40.0%	1.5%	0.03	25
10. There is an atmosphere of trust and mutual respect within APS.	11.5%	26.1%	14.5%	26.9%	13.0%	-13.9%	61.5%	60.9%	-0.7%	-0.01	23
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	34.6%	40.0%	5.4%	19.2%	12.0%	-7.2%	46.2%	48.0%	1.8%	0.04	25
12. I believe decisions made in APS are based on student data and information.	3.8%	4.0%	0.2%	7.7%	20.0%	12.3%	88.5%	76.0%	-12.5%	-0.33	25
13. I would encourage someone to work for APS.	0.0%	4.0%	4.0%	7.7%	36.0%	28.3%	92.3%	60.0%	-32.3%	-0.81	25
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	3.8%	8.3%	4.5%	15.4%	12.5%	-2.9%	80.8%	79.2%	-1.6%	-0.04	24
15. I understand the roles and responsibilities of the APS Board of Education.	7.7%	4.0%	-3.7%	15.4%	12.0%	-3.4%	76.9%	84.0%	7.1%	0.18	25
16. I believe the district is becoming more effective in meeting the needs of ELL students.	8.0%	13.0%	5.0%	12.0%	13.0%	1.0%	80.0%	73.9%	-6.1%	-0.14	23
17. I believe in the district is becoming more effective in meeting the needs of special education students.	38.5%	56.0%	17.5%	19.2%	20.0%	0.8%	42.3%	24.0%	-18.3%	-0.39	25
18. Building Administrators share the information I need to perform my job.	8.0%	12.0%	4.0%	0.0%	0.0%	0.0%	92.0%	88.0%	-4.0%	-0.13	25
19. I trust the people who make school decisions that affect me.	11.5%	12.0%	0.5%	11.5%	8.0%	-3.5%	76.9%	80.0%	3.1%	0.07	25
20. I am given opportunities to influence the decisions that are made by my school/site.	28.0%	24.0%	-4.0%	4.0%	4.0%	0.0%	68.0%	72.0%	4.0%	0.09	25
21. I am able to influence the decisions made by my school/site.	26.9%	36.0%	9.1%	7.7%	0.0%	-7.7%	65.4%	64.0%	-1.4%	-0.03	25
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	19.2%	16.7%	-2.6%	7.7%	8.3%	0.6%	73.1%	75.0%	1.9%	0.04	24
23. There is an atmosphere of trust and mutual respect among teachers in our building.	3.8%	4.0%	0.2%	7.7%	8.0%	0.3%	88.5%	88.0%	-0.5%	-0.01	25
24. I am trusted to make sound professional decisions about instruction.	3.8%	0.0%	-3.8%	3.8%	4.0%	0.2%	92.3%	96.0%	3.7%	0.16	25
25. I believe decisions made at my school are based on student data and information.	3.8%	0.0%	-3.8%	7.7%	8.0%	0.3%	88.5%	92.0%	3.5%	0.12	25
26. Decisions made at my school are based on the best interests of students.	19.2%	20.0%	0.8%	7.7%	4.0%	-3.7%	73.1%	76.0%	2.9%	0.07	25
27. Teachers are allowed to focus on educating students with minimal interruption.	11.5%	8.0%	-3.5%	3.8%	16.0%	12.2%	84.6%	76.0%	-8.6%	-0.22	25
28. I have sufficient access to instructional materials and resources.	0.0%	12.0%	12.0%	7.7%	0.0%	-7.7%	92.3%	88.0%	-4.3%	-0.15	25
29. I have sufficient access to instructional technology.	7.7%	20.0%	12.3%	7.7%	16.0%	8.3%	84.6%	64.0%	-20.6%	-0.48	25
30. The faculty has an effective process for making group decisions.	15.4%	28.0%	12.6%	3.8%	4.0%	0.2%	80.8%	68.0%	-12.8%	-0.29	25
31. Employees in this building are empowered to help solve problems.	7.7%	8.0%	0.3%	11.5%	8.0%	-3.5%	80.8%	84.0%	3.2%	0.08	25
32. I have opportunities to participate in school planning and decision making.	3.8%	8.0%	4.2%	3.8%	4.0%	0.2%	92.3%	88.0%	-4.3%	-0.15	25

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.

\* Questions are new this year so comparisons from previous years cannot be made.

\*\* 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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33. I am kept informed of the school unified improvement plan (UIP).	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	25
34. My principal/supervisor has a clear understanding of the challenges I face in my job.	7.7%	4.0%	-3.7%	15.4%	16.0%	0.6%	76.9%	80.0%	3.1%	0.07	25
35. The performance evaluation process is fair in my school.	11.5%	4.0%	-7.5%	3.8%	8.0%	4.2%	84.6%	88.0%	3.4%	0.10	25
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	23.1%	28.0%	4.9%	19.2%	12.0%	-7.2%	57.7%	60.0%	2.3%	0.05	25
*37. My administrator gives me specific feedback on how to improve my instruction.	-----	4.0%	-----	-----	8.0%	-----	-----	88.0%	-----	-----	25
38. Teachers and staff work in a school environment that is clean and well maintained.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	24
39. Rules for student conduct are consistently enforced by administration.	12.0%	4.0%	-8.0%	12.0%	16.0%	4.0%	76.0%	80.0%	4.0%	0.10	25
40. Rules for student conduct are consistently enforced by teaching staff.	11.5%	8.0%	-3.5%	7.7%	12.0%	4.3%	80.8%	80.0%	-0.8%	-0.02	25
41. Staff work in a school environment that is safe.	0.0%	4.0%	4.0%	0.0%	4.0%	4.0%	100.0%	92.0%	-8.0%	-0.57	25
*42. Staff at my site respect people from different backgrounds and cultures.	-----	4.0%	-----	-----	0.0%	-----	-----	96.0%	-----	-----	25
43. I feel appreciated for the work I do.	11.5%	8.0%	-3.5%	7.7%	8.0%	0.3%	80.8%	84.0%	3.2%	0.08	25
44. I experience a spirit of teamwork and cooperation at my site.	0.0%	8.0%	8.0%	15.4%	0.0%	-15.4%	84.6%	92.0%	7.4%	0.23	25
45. I experience a professional atmosphere for staff working at my school/site.	0.0%	4.0%	4.0%	11.5%	0.0%	-11.5%	88.5%	96.0%	7.5%	0.29	25
46. I have the support I need to deliver culturally responsive instruction and teaching.	16.7%	12.0%	-4.7%	8.3%	0.0%	-8.3%	75.0%	88.0%	13.0%	0.34	25
47. I believe my school has effective plans in place to assist ELL students.	7.7%	0.0%	-7.7%	11.5%	20.0%	8.5%	80.8%	80.0%	-0.8%	-0.02	25
48. I believe the Art programs are supported at my building.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	25
49. I believe the Music programs are supported at my building.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.00	25
50. I believe the Physical Education program is supported at my building.	0.0%	0.0%	0.0%	0.0%	4.0%	4.0%	100.0%	96.0%	-4.0%	-0.40	25
51. I believe the library/media programs are supported at my building.	36.0%	32.0%	-4.0%	20.0%	32.0%	12.0%	44.0%	36.0%	-8.0%	-0.16	25

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