



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2013-2014): Historical Comparisons**  
**Division of Accountability and Research**  
**BOSTON K-8**

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.	12.5%	7.4%	-5.1%	8.3%	22.2%	13.9%	79.2%	70.4%	-8.8%	-0.20	27
2. District administrators share the information that I need to perform my job.	8.0%	22.2%	14.2%	32.0%	18.5%	-13.5%	60.0%	59.3%	-0.7%	-0.02	27
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	8.0%	14.8%	6.8%	28.0%	29.6%	1.6%	64.0%	55.6%	-8.4%	-0.17	27
4. I believe APS has set a clear direction for improving student achievement.	32.0%	23.1%	-8.9%	4.0%	23.1%	19.1%	64.0%	53.8%	-10.2%	-0.21	26
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	56.0%	40.7%	-15.3%	24.0%	40.7%	16.7%	20.0%	18.5%	-1.5%	-0.04	27
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	76.0%	52.0%	-24.0%	20.0%	28.0%	8.0%	4.0%	20.0%	16.0%	0.52	25
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	60.0%	46.2%	-13.8%	24.0%	38.5%	14.5%	16.0%	15.4%	-0.6%	-0.02	26
8. I trust the people who make district decisions that affect me.	40.0%	25.9%	-14.1%	40.0%	51.9%	11.9%	20.0%	22.2%	2.2%	0.05	27
9. I am given opportunities to influence the decisions made by the district.	56.0%	40.7%	-15.3%	24.0%	40.7%	16.7%	20.0%	18.5%	-1.5%	-0.04	27
10. There is an atmosphere of trust and mutual respect within APS.	48.0%	25.9%	-22.1%	32.0%	25.9%	-6.1%	20.0%	48.1%	28.1%	0.61	27
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	4.0%	18.5%	14.5%	12.0%	7.4%	-4.6%	84.0%	74.1%	-9.9%	-0.25	27
12. I believe decisions made in APS are based on student data and information.	16.7%	7.7%	-9.0%	20.8%	15.4%	-5.4%	62.5%	76.9%	14.4%	0.32	26
13. I would encourage someone to work for APS.	28.0%	14.8%	-13.2%	36.0%	29.6%	-6.4%	36.0%	55.6%	19.6%	0.40	27
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	16.0%	3.8%	-12.2%	60.0%	38.5%	-21.5%	24.0%	57.7%	33.7%	0.70	26
15. I understand the roles and responsibilities of the APS Board of Education.	28.0%	11.1%	-16.9%	40.0%	25.9%	-14.1%	32.0%	63.0%	31.0%	0.63	27
16. I believe the district is becoming more effective in meeting the needs of ELL students.	32.0%	15.4%	-16.6%	28.0%	15.4%	-12.6%	40.0%	69.2%	29.2%	0.60	26
17. I believe in the district is becoming more effective in meeting the needs of special education students.	45.8%	34.6%	-11.2%	37.5%	26.9%	-10.6%	16.7%	38.5%	21.8%	0.50	26
18. Building Administrators share the information I need to perform my job.	36.0%	18.5%	-17.5%	20.0%	11.1%	-8.9%	44.0%	70.4%	26.4%	0.54	27
19. I trust the people who make school decisions that affect me.	72.0%	51.9%	-20.1%	16.0%	11.1%	-4.9%	12.0%	37.0%	25.0%	0.60	27
20. I am given opportunities to influence the decisions that are made by my school/site.	64.0%	37.0%	-27.0%	20.0%	22.2%	2.2%	16.0%	40.7%	24.7%	0.56	27
21. I am able to influence the decisions made by my school/site.	76.0%	44.4%	-31.6%	20.0%	25.9%	5.9%	4.0%	29.6%	25.6%	0.75	27
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	88.0%	66.7%	-21.3%	8.0%	18.5%	10.5%	4.0%	14.8%	10.8%	0.39	27
23. There is an atmosphere of trust and mutual respect among teachers in our building.	12.0%	14.8%	2.8%	8.0%	7.4%	-0.6%	80.0%	77.8%	-2.2%	-0.05	27
24. I am trusted to make sound professional decisions about instruction.	64.0%	29.6%	-34.4%	8.0%	22.2%	14.2%	28.0%	48.1%	20.1%	0.42	27
25. I believe decisions made at my school are based on student data and information.	32.0%	11.1%	-20.9%	20.0%	3.7%	-16.3%	48.0%	85.2%	37.2%	0.82	27
26. Decisions made at my school are based on the best interests of students.	36.0%	22.2%	-13.8%	32.0%	11.1%	-20.9%	32.0%	66.7%	34.7%	0.71	27
27. Teachers are allowed to focus on educating students with minimal interruption.	60.0%	48.1%	-11.9%	16.0%	22.2%	6.2%	24.0%	29.6%	5.6%	0.13	27
28. I have sufficient access to instructional materials and resources.	20.0%	25.9%	5.9%	12.0%	7.4%	-4.6%	68.0%	66.7%	-1.3%	-0.03	27
29. I have sufficient access to instructional technology.	45.8%	22.2%	-23.6%	16.7%	14.8%	-1.9%	37.5%	63.0%	25.5%	0.51	27
30. The faculty has an effective process for making group decisions.	80.0%	33.3%	-46.7%	12.0%	33.3%	21.3%	8.0%	33.3%	25.3%	0.66	27
31. Employees in this building are empowered to help solve problems.	88.0%	46.2%	-41.8%	4.0%	23.1%	19.1%	8.0%	30.8%	22.8%	0.60	26
32. I have opportunities to participate in school planning and decision making.	68.0%	40.7%	-27.3%	12.0%	18.5%	6.5%	20.0%	40.7%	20.7%	0.46	27
33. I am kept informed of the school unified improvement plan (UIP).	4.0%	4.0%	0.0%	12.0%	0.0%	-12.0%	84.0%	96.0%	12.0%	0.42	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.

\* 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.	60.0%	51.9%	-8.1%	28.0%	18.5%	-9.5%	12.0%	29.6%	17.6%	0.44	27
35. The performance evaluation process is fair in my school.	58.3%	26.9%	-31.4%	29.2%	30.8%	1.6%	12.5%	42.3%	29.8%	0.69	26
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	16.7%	0.0%	-16.7%	4.2%	18.5%	14.4%	79.2%	81.5%	2.3%	0.06	27
37. My administrator gives me specific feedback on how to improve my instruction.	41.7%	11.1%	-30.6%	20.8%	22.2%	1.4%	37.5%	66.7%	29.2%	0.59	27
38. Teachers and staff work in a school environment that is clean and well maintained.	20.0%	18.5%	-1.5%	8.0%	11.1%	3.1%	72.0%	70.4%	-1.6%	-0.04	27
39. Rules for student conduct are consistently enforced by administration.	44.0%	40.7%	-3.3%	16.0%	14.8%	-1.2%	40.0%	44.4%	4.4%	0.09	27
40. Rules for student conduct are consistently enforced by teaching staff.	40.0%	18.5%	-21.5%	24.0%	22.2%	-1.8%	36.0%	59.3%	23.3%	0.47	27
41. Staff work in a school environment that is safe.	16.0%	18.5%	2.5%	8.0%	29.6%	21.6%	76.0%	51.9%	-24.1%	-0.51	27
42. Staff at my site respect people from different backgrounds and cultures.	4.0%	7.4%	3.4%	4.0%	0.0%	-4.0%	92.0%	92.6%	0.6%	0.02	27
43. I feel appreciated for the work I do.	64.0%	37.0%	-27.0%	8.0%	18.5%	10.5%	28.0%	44.4%	16.4%	0.34	27
44. I experience a spirit of teamwork and cooperation at my site.	48.0%	29.6%	-18.4%	4.0%	14.8%	10.8%	48.0%	55.6%	7.6%	0.15	27
45. I experience a professional atmosphere for staff working at my school/site.	32.0%	33.3%	1.3%	24.0%	22.2%	-1.8%	44.0%	44.4%	0.4%	0.01	27
46. I have the support I need to deliver culturally responsive instruction and teaching.	20.0%	14.8%	-5.2%	28.0%	14.8%	-13.2%	52.0%	70.4%	18.4%	0.38	27
47. I believe my school has effective plans in place to assist ELL students.	36.0%	8.0%	-28.0%	20.0%	20.0%	0.0%	44.0%	72.0%	28.0%	0.58	25
48. I believe the Art programs are supported at my building.	12.0%	3.8%	-8.2%	8.0%	23.1%	15.1%	80.0%	73.1%	-6.9%	-0.16	26
49. I believe the Music programs are supported at my building.	12.5%	15.4%	2.9%	8.3%	34.6%	26.3%	79.2%	50.0%	-29.2%	-0.62	26
50. I believe the Physical Education program is supported at my building.	8.0%	3.8%	-4.2%	8.0%	19.2%	11.2%	84.0%	76.9%	-7.1%	-0.18	26
51. I believe the library/media programs are supported at my building.	84.0%	74.1%	-9.9%	12.0%	14.8%	2.8%	4.0%	11.1%	7.1%	0.28	27

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