



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2010-2011): Historical Comparisons**  
**Division of Accountability and Research**  
**East Middle School**

<u>Question</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Ag./Str. Agree</u>			<u>Total (11)</u>
	<u>2010</u>	<u>2011</u>	<u>Change</u>	<u>2010</u>	<u>2011</u>	<u>Change</u>	<u>2010</u>	<u>2011</u>	<u>Change</u>	
1 I understand the long-term vision of Aurora Public Schools.	5.1%	10.5%	5.4%	7.7%	18.4%	10.7%	87.2%	71.1%	-16.1%	38
2 District administrators share the information that I need to perform my job.	17.9%	17.9%	0.0%	28.2%	15.4%	-12.8%	53.8%	66.7%	12.8%	39
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	7.7%	15.4%	7.7%	15.4%	17.9%	2.6%	76.9%	66.7%	-10.3%	39
4 I believe APS has set a clear direction for improving student achievement.	15.4%	26.3%	10.9%	17.9%	21.1%	3.1%	66.7%	52.6%	-14.0%	38
5 I am encouraged to provide district level suggestions on ways to improve programs or services.	36.8%	43.6%	6.7%	21.1%	30.8%	9.7%	42.1%	25.6%	-16.5%	39
6 I am comfortable in stating my opinions about APS programs even if I disagree with the approach	55.3%	59.0%	3.7%	10.5%	17.9%	7.4%	34.2%	23.1%	-11.1%	39
7 I am comfortable in stating my opinions about issues facing APS even if I disagree with the appro	55.3%	53.8%	-1.4%	13.2%	25.6%	12.5%	31.6%	20.5%	-11.1%	39
8 I trust the people who make district decisions that affect me.	35.9%	35.9%	0.0%	30.8%	33.3%	2.6%	33.3%	30.8%	-2.6%	39
9 I am given opportunitites to influence the decisions made by the district.	43.6%	43.6%	0.0%	35.9%	25.6%	-10.3%	20.5%	30.8%	10.3%	39
10 I am able to influence the decisions made by the district.	57.9%	63.2%	5.3%	23.7%	23.7%	0.0%	18.4%	13.2%	-5.3%	38
11 There is an atmosphere of trust and mutual respect within APS.	48.7%	28.9%	-19.8%	23.1%	34.2%	11.1%	28.2%	36.8%	8.6%	38
12 District PD has provided me with strategies that I have incorporated into my instruction.*	22.2%	28.2%	6.0%	16.7%	17.9%	1.3%	61.1%	53.8%	-7.3%	39
13 I believe decisions made in APS are based on adequate student data and information.	23.1%	13.5%	-9.6%	28.2%	21.6%	-6.6%	48.7%	64.9%	16.1%	37
14 I would encourage someone to work for APS.	10.3%	10.3%	0.0%	25.6%	25.6%	0.0%	64.1%	64.1%	0.0%	39
15 Based on my experience there's a positive relationship between the AEA and the district.*	8.3%	28.9%	20.6%	36.1%	26.3%	-9.8%	55.6%	44.7%	-10.8%	38
16 I understand the roles and responsibilities of the APS Board of Education.	10.3%	25.6%	15.4%	28.2%	20.5%	-7.7%	61.5%	53.8%	-7.7%	39
17 Building Administrators share the information I need to perform my job.	38.5%	23.1%	-15.4%	17.9%	10.3%	-7.7%	43.6%	66.7%	23.1%	39
18 I trust the people who make school decisions that affect me.	48.7%	33.3%	-15.4%	10.3%	12.8%	2.6%	41.0%	53.8%	12.8%	39
19 I am given opportunities to influence the decisions that are made by my school/site.	43.6%	28.2%	-15.4%	7.7%	7.7%	0.0%	48.7%	64.1%	15.4%	39
20 I am able to influence the decisions made by my school/site.	43.6%	38.5%	-5.1%	20.5%	10.3%	-10.3%	35.9%	51.3%	15.4%	39
21 There is an atmosphere of trust/respect between building administrators and staff in our building.*	51.3%	42.1%	-9.2%	12.8%	5.3%	-7.6%	35.9%	52.6%	16.7%	38
22 There is an atmosphere of trust and mutual respect among teachers in our building.	23.1%	18.4%	-4.7%	15.4%	10.5%	-4.9%	61.5%	71.1%	9.5%	38
23 I am trusted to make sound professional decisions about instruction.	23.7%	20.5%	-3.2%	13.2%	7.7%	-5.5%	63.2%	71.8%	8.6%	39
24 I believe decisions made at my site are based on adequate student data and information.	28.2%	18.9%	-9.3%	23.1%	18.9%	-4.2%	48.7%	62.2%	13.4%	37
25 Decisions made at my site are based on the best interests of students.	38.5%	23.1%	-15.4%	15.4%	15.4%	0.0%	46.2%	61.5%	15.4%	39
26 Teachers are allowed to focus on educating students with minimal interruption.	30.8%	28.2%	-2.6%	28.2%	12.8%	-15.4%	41.0%	59.0%	17.9%	39
27 I have sufficient access to instructional materials and resources.	26.3%	18.4%	-7.9%	21.1%	10.5%	-10.5%	52.6%	71.1%	18.4%	38
28 I have sufficient access to instructional technology.	26.3%	15.4%	-10.9%	13.2%	10.3%	-2.9%	60.5%	74.4%	13.8%	39
29 The faculty has an effective process for making group decisions and solving problems.	39.5%	35.9%	-3.6%	21.1%	25.6%	4.6%	39.5%	38.5%	-1.0%	39

Note. The items that are missing were utilized in the current survey only. All responses of "not applicable" and "don't know" were omitted from this analysis. \*questions are truncated to allow for reporting. 2010: n=1844, 2011: n=1916.

January 28, 2011



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	<u>2010</u>	<u>2011</u>	<u>Change</u>	<u>2010</u>	<u>2011</u>	<u>Change</u>	<u>2010</u>	<u>2011</u>	<u>Change</u>	
30 Employees are empowered to help solve problems.	38.5%	25.6%	-12.8%	17.9%	28.2%	10.3%	43.6%	46.2%	2.6%	39
31 I have opportunities to participate in school planning and decision making.	29.7%	28.2%	-1.5%	10.8%	12.8%	2.0%	59.5%	59.0%	-0.5%	39
32 I am kept informed of the school improvement plan (SIP).	26.3%	26.3%	0.0%	13.2%	13.2%	0.0%	60.5%	60.5%	0.0%	38
33 My principal/supervisor has a clear understanding of the challenges I face in my job.	38.5%	36.8%	-1.6%	15.4%	21.1%	5.7%	46.2%	42.1%	-4.0%	38
34 The performance evaluation process is fair in my school.	29.7%	17.9%	-11.8%	18.9%	23.1%	4.2%	51.4%	59.0%	7.6%	39
35 Building PD has provided me with strategies that I have incorporated into my instruction.*	26.3%	15.4%	-10.9%	13.2%	10.3%	-2.9%	60.5%	74.4%	13.8%	39
36 Teachers and staff work in a school environment that is clean and well maintained.	7.7%	10.3%	2.6%	7.7%	10.3%	2.6%	84.6%	79.5%	-5.1%	39
37 Rules for student conduct are consistently enforced by administration.	29.7%	47.4%	17.6%	13.5%	26.3%	12.8%	56.8%	26.3%	-30.4%	38
38 Rules for student conduct are consistently enforced by teaching staff.	43.6%	41.0%	-2.6%	23.1%	25.6%	2.6%	33.3%	33.3%	0.0%	39
39 Staff work in a school environment that is safe.	5.1%	12.8%	7.7%	15.4%	12.8%	-2.6%	79.5%	74.4%	-5.1%	39
40 I feel appreciated for the work I do.	30.8%	28.2%	-2.6%	20.5%	15.4%	-5.1%	48.7%	56.4%	7.7%	39
41 There is a spirit of teamwork and cooperation at my site.	30.8%	23.1%	-7.7%	20.5%	10.3%	-10.3%	48.7%	66.7%	17.9%	39
42 There is a professional atmosphere for staff working at my school/site.	17.9%	20.5%	2.6%	15.4%	10.3%	-5.1%	66.7%	69.2%	2.6%	39
43 My school has effective plans in place to assist ELL students.	34.2%	30.8%	-3.4%	28.9%	17.9%	-11.0%	36.8%	51.3%	14.4%	39
44 I believe the district is becoming more effective in meeting the needs of ELL students.	25.0%	27.0%	2.0%	25.0%	18.9%	-6.1%	50.0%	54.1%	4.1%	37
45 I believe the Art programs are supported at my building.	14.3%	18.4%	4.1%	28.6%	10.5%	-18.0%	57.1%	71.1%	13.9%	38
46 I believe the Music programs are supported at my building.	16.7%	8.1%	-8.6%	27.8%	21.6%	-6.2%	55.6%	70.3%	14.7%	37
47 I believe the Physical Education program is supported at my building.	8.1%	5.3%	-2.8%	10.8%	15.8%	5.0%	81.1%	78.9%	-2.1%	38
48 I believe the library/media programs are supported at my building.	22.9%	15.8%	-7.1%	17.1%	15.8%	-1.4%	60.0%	68.4%	8.4%	38
49 I believe the student mentoring program was beneficial for my mentee.	3.6%	24.2%	20.7%	25.0%	39.4%	14.4%	71.4%	36.4%	-35.1%	33

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