



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2011-2012): Historical Comparisons**  
**Division of Accountability and Research**  
**EAST MIDDLE 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.	10.5%	6.4%	-4.1%	18.4%	21.3%	2.9%	71.1%	72.3%	1.3%	47
2. District administrators share the information that I need to perform my job.	17.9%	17.0%	-0.9%	15.4%	36.2%	20.8%	66.7%	46.8%	-19.9%	47
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	15.4%	12.8%	-2.6%	17.9%	25.5%	7.6%	66.7%	61.7%	-5.0%	47
4. I believe APS has set a clear direction for improving student achievement.	26.3%	19.1%	-7.2%	21.1%	38.3%	17.2%	52.6%	42.6%	-10.1%	47
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	43.6%	56.5%	12.9%	30.8%	23.9%	-6.9%	25.6%	19.6%	-6.1%	46
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	59.0%	65.2%	6.2%	17.9%	17.4%	-0.6%	23.1%	17.4%	-5.7%	46
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	53.8%	63.0%	9.2%	25.6%	17.4%	-8.2%	20.5%	19.6%	-0.9%	46
8. I trust the people who make district decisions that affect me.	35.9%	44.7%	8.8%	33.3%	31.9%	-1.4%	30.8%	23.4%	-7.4%	47
9. I am given opportunities to influence the decisions made by the district.	43.6%	68.1%	24.5%	25.6%	21.3%	-4.4%	30.8%	10.6%	-20.1%	47
10. There is an atmosphere of trust and mutual respect within APS.	28.9%	34.0%	5.1%	34.2%	31.9%	-2.3%	36.8%	34.0%	-2.8%	47
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	28.2%	28.9%	0.7%	17.9%	22.2%	4.3%	53.8%	48.9%	-5.0%	45
12. I believe decisions made in APS are based on student data and information.	13.5%	11.1%	-2.4%	21.6%	28.9%	7.3%	64.9%	60.0%	-4.9%	45
13. I would encourage someone to work for APS.	10.3%	10.9%	0.6%	25.6%	37.0%	11.3%	64.1%	52.2%	-11.9%	46
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	28.9%	23.4%	-5.5%	26.3%	29.8%	3.5%	44.7%	46.8%	2.1%	47
15. I understand the roles and responsibilities of the APS Board of Education.	25.6%	23.4%	-2.2%	20.5%	27.7%	7.1%	53.8%	48.9%	-4.9%	47
16. Building Administrators share the information I need to perform my job.	23.1%	45.7%	22.6%	10.3%	17.4%	7.1%	66.7%	37.0%	-29.7%	46
17. I trust the people who make school decisions that affect me.	33.3%	68.9%	35.6%	12.8%	6.7%	-6.2%	53.8%	24.4%	-29.4%	45
18. I am given opportunities to influence the decisions that are made by my school/site.	28.2%	60.9%	32.7%	7.7%	8.7%	1.0%	64.1%	30.4%	-33.7%	46
19. I am able to influence the decisions made by my school/site.	38.5%	63.0%	24.6%	10.3%	17.4%	7.1%	51.3%	19.6%	-31.7%	46
20. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	42.1%	69.6%	27.5%	5.3%	10.9%	5.6%	52.6%	19.6%	-33.1%	46
21. There is an atmosphere of trust and mutual respect among teachers in our building.	18.4%	37.0%	18.5%	10.5%	13.0%	2.5%	71.1%	50.0%	-21.1%	46
22. I am trusted to make sound professional decisions about instruction.	20.5%	34.1%	13.6%	7.7%	13.6%	5.9%	71.8%	52.3%	-19.5%	44
23. I believe decisions made at my school are based on student data and information.	18.9%	26.1%	7.2%	18.9%	21.7%	2.8%	62.2%	52.2%	-10.0%	46
24. Decisions made at my school are based on the best interests of students.	23.1%	57.8%	34.7%	15.4%	20.0%	4.6%	61.5%	22.2%	-39.3%	45
25. Teachers are allowed to focus on educating students with minimal interruption.	28.2%	51.1%	22.9%	12.8%	13.3%	0.5%	59.0%	35.6%	-23.4%	45
26. I have sufficient access to instructional materials and resources.	18.4%	33.3%	14.9%	10.5%	17.8%	7.3%	71.1%	48.9%	-22.2%	45
27. I have sufficient access to instructional technology.	15.4%	11.1%	-4.3%	10.3%	15.6%	5.3%	74.4%	73.3%	-1.0%	45
28. The faculty has an effective process for making group decisions.	35.9%	63.8%	27.9%	25.6%	19.1%	-6.5%	38.5%	17.0%	-21.4%	47
29. Employees in this building are empowered to help solve problems.	25.6%	59.6%	33.9%	28.2%	23.4%	-4.8%	46.2%	17.0%	-29.1%	47
30. I have opportunities to participate in school planning and decision making.	28.2%	38.3%	10.1%	12.8%	19.1%	6.3%	59.0%	42.6%	-16.4%	47
31. I am kept informed of the school unified improvement plan (UIP).	26.3%	29.8%	3.5%	13.2%	14.9%	1.7%	60.5%	55.3%	-5.2%	47
32. My principal/supervisor has a clear understanding of the challenges I face in my job.	36.8%	57.4%	20.6%	21.1%	19.1%	-1.9%	42.1%	23.4%	-18.7%	47
33. The performance evaluation process is fair in my school.	17.9%	32.6%	14.7%	23.1%	28.3%	5.2%	59.0%	39.1%	-19.8%	46

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>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.	15.4%	28.9%	13.5%	10.3%	20.0%	9.7%	74.4%	51.1%	-23.2%	45
35. Teachers and staff work in a school environment that is clean and well maintained.	10.3%	15.2%	5.0%	10.3%	13.0%	2.8%	79.5%	71.7%	-7.7%	46
36. Rules for student conduct are consistently enforced by administration.	47.4%	83.0%	35.6%	26.3%	12.8%	-13.5%	26.3%	4.3%	-22.1%	47
37. Rules for student conduct are consistently enforced by teaching staff.	41.0%	69.6%	28.5%	25.6%	17.4%	-8.2%	33.3%	13.0%	-20.3%	46
38. Staff work in a school environment that is safe.	12.8%	19.6%	6.7%	12.8%	21.7%	8.9%	74.4%	58.7%	-15.7%	46
39. I feel appreciated for the work I do.	28.2%	51.1%	22.9%	15.4%	14.9%	-0.5%	56.4%	34.0%	-22.4%	47
40. There is a spirit of teamwork and cooperation at my site.	23.1%	38.3%	15.2%	10.3%	25.5%	15.3%	66.7%	36.2%	-30.5%	47
41. There is a professional atmosphere for staff working at my school/site.	20.5%	34.0%	13.5%	10.3%	10.6%	0.4%	69.2%	55.3%	-13.9%	47
*42. I have the support I need to deliver culturally responsive instruction and teaching.	-----	20.0%	-----	-----	31.1%	-----	-----	48.9%	-----	45
43. I believe my school has effective plans in place to assist ELL students.	30.8%	19.1%	-11.6%	17.9%	14.9%	-3.1%	51.3%	66.0%	14.7%	47
44. I believe the district is becoming more effective in meeting the needs of ELL students.	27.0%	4.3%	-22.7%	18.9%	15.2%	-3.7%	54.1%	80.4%	26.4%	46
*45. I believe the district is becoming more effective in meeting the needs of special education students.	-----	29.5%	-----	-----	27.3%	-----	-----	43.2%	-----	44
46. I believe the Art programs are supported at my building.	18.4%	28.3%	9.8%	10.5%	21.7%	11.2%	71.1%	50.0%	-21.1%	46
47. I believe the Music programs are supported at my building.	8.1%	32.6%	24.5%	21.6%	26.1%	4.5%	70.3%	41.3%	-29.0%	46
48. I believe the Physical Education program is supported at my building.	5.3%	21.7%	16.5%	15.8%	23.9%	8.1%	78.9%	54.3%	-24.6%	46
49. I believe the library/media programs are supported at my building.	15.8%	26.1%	10.3%	15.8%	30.4%	14.6%	68.4%	43.5%	-24.9%	46
50. I believe the student mentoring program was beneficial for my mentee.	24.2%	45.5%	21.2%	39.4%	36.4%	-3.0%	36.4%	18.2%	-18.2%	22

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