



Aurora Public Schools
Licensed Staff Climate Survey (2012-2013): Historical Comparisons
Division of Accountability and Research
EAST MIDDLE SCHOOL

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.	6.4%	15.6%	9.2%	21.3%	12.5%	-8.8%	72.3%	71.9%	-0.5%	-0.01	32
2. District administrators share the information that I need to perform my job.	17.0%	43.8%	26.7%	36.2%	18.8%	-17.4%	46.8%	37.5%	-9.3%	-0.19	32
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	12.8%	15.6%	2.9%	25.5%	21.9%	-3.7%	61.7%	62.5%	0.8%	0.02	32
4. I believe APS has set a clear direction for improving student achievement.	19.1%	29.0%	9.9%	38.3%	22.6%	-15.7%	42.6%	48.4%	5.8%	0.12	31
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	56.5%	53.1%	-3.4%	23.9%	28.1%	4.2%	19.6%	18.8%	-0.8%	-0.02	32
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	65.2%	61.3%	-3.9%	17.4%	19.4%	2.0%	17.4%	19.4%	2.0%	0.05	31
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	63.0%	62.5%	-0.5%	17.4%	15.6%	-1.8%	19.6%	21.9%	2.3%	0.06	32
8. I trust the people who make district decisions that affect me.	44.7%	38.7%	-6.0%	31.9%	38.7%	6.8%	23.4%	22.6%	-0.8%	-0.02	31
9. I am given opportunities to influence the decisions made by the district.	68.1%	59.4%	-8.7%	21.3%	15.6%	-5.7%	10.6%	25.0%	14.4%	0.38	32
10. There is an atmosphere of trust and mutual respect within APS.	34.0%	37.5%	3.5%	31.9%	37.5%	5.6%	34.0%	25.0%	-9.0%	-0.20	32
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	28.9%	31.3%	2.4%	22.2%	18.8%	-3.5%	48.9%	50.0%	1.1%	0.02	32
12. I believe decisions made in APS are based on student data and information.	11.1%	28.1%	17.0%	28.9%	6.3%	-22.6%	60.0%	65.6%	5.6%	0.12	32
13. I would encourage someone to work for APS.	10.9%	28.1%	17.3%	37.0%	28.1%	-8.8%	52.2%	43.8%	-8.4%	-0.17	32
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	23.4%	12.5%	-10.9%	29.8%	53.1%	23.3%	46.8%	34.4%	-12.4%	-0.25	32
15. I understand the roles and responsibilities of the APS Board of Education.	23.4%	25.8%	2.4%	27.7%	25.8%	-1.9%	48.9%	48.4%	-0.5%	-0.01	31
16. I believe the district is becoming more effective in meeting the needs of ELL students.	4.3%	10.0%	5.7%	15.2%	13.3%	-1.9%	80.4%	76.7%	-3.8%	-0.09	30
17. I believe in the district is becoming more effective in meeting the needs of special education students.	29.5%	23.3%	-6.2%	27.3%	13.3%	-13.9%	43.2%	63.3%	20.2%	0.41	30
18. Building Administrators share the information I need to perform my job.	45.7%	37.5%	-8.2%	17.4%	15.6%	-1.8%	37.0%	46.9%	9.9%	0.20	32
19. I trust the people who make school decisions that affect me.	68.9%	53.1%	-15.8%	6.7%	28.1%	21.5%	24.4%	18.8%	-5.7%	-0.14	32
20. I am given opportunities to influence the decisions that are made by my school/site.	60.9%	43.8%	-17.1%	8.7%	12.5%	3.8%	30.4%	43.8%	13.3%	0.28	32
21. I am able to influence the decisions made by my school/site.	63.0%	40.6%	-22.4%	17.4%	34.4%	17.0%	19.6%	25.0%	5.4%	0.13	32
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	69.6%	65.6%	-3.9%	10.9%	9.4%	-1.5%	19.6%	25.0%	5.4%	0.13	32
23. There is an atmosphere of trust and mutual respect among teachers in our building.	37.0%	34.4%	-2.6%	13.0%	18.8%	5.7%	50.0%	46.9%	-3.1%	-0.06	32
24. I am trusted to make sound professional decisions about instruction.	34.1%	28.1%	-6.0%	13.6%	6.3%	-7.4%	52.3%	65.6%	13.4%	0.27	32
25. I believe decisions made at my school are based on student data and information.	26.1%	9.4%	-16.7%	21.7%	12.5%	-9.2%	52.2%	78.1%	26.0%	0.55	32
26. Decisions made at my school are based on the best interests of students.	57.8%	28.1%	-29.7%	20.0%	40.6%	20.6%	22.2%	31.3%	9.0%	0.20	32
27. Teachers are allowed to focus on educating students with minimal interruption.	51.1%	45.2%	-5.9%	13.3%	12.9%	-0.4%	35.6%	41.9%	6.4%	0.13	31
28. I have sufficient access to instructional materials and resources.	33.3%	9.4%	-24.0%	17.8%	18.8%	1.0%	48.9%	71.9%	23.0%	0.48	32
29. I have sufficient access to instructional technology.	11.1%	6.3%	-4.9%	15.6%	18.8%	3.2%	73.3%	75.0%	1.7%	0.04	32
30. The faculty has an effective process for making group decisions.	63.8%	43.8%	-20.1%	19.1%	18.8%	-0.4%	17.0%	37.5%	20.5%	0.47	32
31. Employees in this building are empowered to help solve problems.	59.6%	37.5%	-22.1%	23.4%	15.6%	-7.8%	17.0%	46.9%	29.9%	0.66	32
32. I have opportunities to participate in school planning and decision making.	38.3%	25.8%	-12.5%	19.1%	22.6%	3.4%	42.6%	51.6%	9.1%	0.18	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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** 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).	29.8%	32.3%	2.5%	14.9%	25.8%	10.9%	55.3%	41.9%	-13.4%	-0.27	31
34. My principal/supervisor has a clear understanding of the challenges I face in my job.	57.4%	58.1%	0.6%	19.1%	16.1%	-3.0%	23.4%	25.8%	2.4%	0.06	31
35. The performance evaluation process is fair in my school.	32.6%	31.3%	-1.4%	28.3%	25.0%	-3.3%	39.1%	43.8%	4.6%	0.09	32
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	28.9%	28.1%	-0.8%	20.0%	21.9%	1.9%	51.1%	50.0%	-1.1%	-0.02	32
*37. My administrator gives me specific feedback on how to improve my instruction.	-----	46.9%	-----	-----	6.3%	-----	-----	46.9%	-----	-----	32
38. Teachers and staff work in a school environment that is clean and well maintained.	15.2%	15.6%	0.4%	13.0%	9.4%	-3.7%	71.7%	75.0%	3.3%	0.07	32
39. Rules for student conduct are consistently enforced by administration.	83.0%	71.9%	-11.1%	12.8%	9.4%	-3.4%	4.3%	18.8%	14.5%	0.48	32
40. Rules for student conduct are consistently enforced by teaching staff.	69.6%	62.5%	-7.1%	17.4%	21.9%	4.5%	13.0%	15.6%	2.6%	0.07	32
41. Staff work in a school environment that is safe.	19.6%	28.1%	8.6%	21.7%	9.4%	-12.4%	58.7%	62.5%	3.8%	0.08	32
*42. Staff at my site respect people from different backgrounds and cultures.	-----	0.0%	-----	-----	15.6%	-----	-----	84.4%	-----	-----	32
43. I feel appreciated for the work I do.	51.1%	31.3%	-19.8%	14.9%	25.0%	10.1%	34.0%	43.8%	9.7%	0.20	32
44. I experience a spirit of teamwork and cooperation at my site.	38.3%	25.0%	-13.3%	25.5%	31.3%	5.7%	36.2%	43.8%	7.6%	0.15	32
45. I experience a professional atmosphere for staff working at my school/site.	34.0%	25.8%	-8.2%	10.6%	16.1%	5.5%	55.3%	58.1%	2.7%	0.06	31
46. I have the support I need to deliver culturally responsive instruction and teaching.	20.0%	18.8%	-1.3%	31.1%	12.5%	-18.6%	48.9%	68.8%	19.9%	0.41	32
47. I believe my school has effective plans in place to assist ELL students.	19.1%	6.3%	-12.9%	14.9%	15.6%	0.7%	66.0%	78.1%	12.2%	0.27	32
48. I believe the Art programs are supported at my building.	28.3%	31.0%	2.8%	21.7%	10.3%	-11.4%	50.0%	58.6%	8.6%	0.17	29
49. I believe the Music programs are supported at my building.	32.6%	32.1%	-0.5%	26.1%	10.7%	-15.4%	41.3%	57.1%	15.8%	0.32	28
50. I believe the Physical Education program is supported at my building.	21.7%	23.3%	1.6%	23.9%	13.3%	-10.6%	54.3%	63.3%	9.0%	0.18	30
51. I believe the library/media programs are supported at my building.	26.1%	33.3%	7.2%	30.4%	20.0%	-10.4%	43.5%	46.7%	3.2%	0.06	30
52. I believe the student mentoring program was beneficial for my mentee.	45.5%	0.0%	-45.5%	36.4%	46.7%	10.3%	18.2%	53.3%	35.2%	0.76	15

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