



Aurora Public Schools
Licensed Staff Climate Survey (2013-2014): Historical Comparisons
Division of Accountability and Research
FLETCHER COMMUNITY SCHOOL

<u>Question</u>	<u>% Disagree/Str. Disagree</u>			<u>% Neutral</u>			<u>% Agree/Str. Agree</u>			<u>Effect Size*</u>	<u>Total</u>
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	-----	5.3%	-----	-----	15.8%	-----	-----	78.9%	-----	-----	19
2. District administrators share the information that I need to perform my job.	-----	15.8%	-----	-----	31.6%	-----	-----	52.6%	-----	-----	19
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	-----	21.1%	-----	-----	21.1%	-----	-----	57.9%	-----	-----	19
4. I believe APS has set a clear direction for improving student achievement.	-----	15.8%	-----	-----	26.3%	-----	-----	57.9%	-----	-----	19
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	-----	47.4%	-----	-----	36.8%	-----	-----	15.8%	-----	-----	19
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	-----	36.8%	-----	-----	26.3%	-----	-----	36.8%	-----	-----	19
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	-----	31.6%	-----	-----	31.6%	-----	-----	36.8%	-----	-----	19
8. I trust the people who make district decisions that affect me.	-----	21.1%	-----	-----	52.6%	-----	-----	26.3%	-----	-----	19
9. I am given opportunities to influence the decisions made by the district.	-----	52.6%	-----	-----	26.3%	-----	-----	21.1%	-----	-----	19
10. There is an atmosphere of trust and mutual respect within APS.	-----	15.8%	-----	-----	31.6%	-----	-----	52.6%	-----	-----	19
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	-----	11.8%	-----	-----	17.6%	-----	-----	70.6%	-----	-----	17
12. I believe decisions made in APS are based on student data and information.	-----	5.6%	-----	-----	22.2%	-----	-----	72.2%	-----	-----	18
13. I would encourage someone to work for APS.	-----	0.0%	-----	-----	31.6%	-----	-----	68.4%	-----	-----	19
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	-----	5.6%	-----	-----	38.9%	-----	-----	55.6%	-----	-----	18
15. I understand the roles and responsibilities of the APS Board of Education.	-----	21.1%	-----	-----	36.8%	-----	-----	42.1%	-----	-----	19
16. I believe the district is becoming more effective in meeting the needs of ELL students.	-----	5.9%	-----	-----	0.0%	-----	-----	94.1%	-----	-----	17
17. I believe in the district is becoming more effective in meeting the needs of special education students.	-----	33.3%	-----	-----	16.7%	-----	-----	50.0%	-----	-----	18
18. Building Administrators share the information I need to perform my job.	-----	10.5%	-----	-----	10.5%	-----	-----	78.9%	-----	-----	19
19. I trust the people who make school decisions that affect me.	-----	15.8%	-----	-----	15.8%	-----	-----	68.4%	-----	-----	19
20. I am given opportunities to influence the decisions that are made by my school/site.	-----	15.8%	-----	-----	10.5%	-----	-----	73.7%	-----	-----	19
21. I am able to influence the decisions made by my school/site.	-----	26.3%	-----	-----	10.5%	-----	-----	63.2%	-----	-----	19
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	-----	22.2%	-----	-----	16.7%	-----	-----	61.1%	-----	-----	18
23. There is an atmosphere of trust and mutual respect among teachers in our building.	-----	21.1%	-----	-----	10.5%	-----	-----	68.4%	-----	-----	19
24. I am trusted to make sound professional decisions about instruction.	-----	0.0%	-----	-----	21.1%	-----	-----	78.9%	-----	-----	19
25. I believe decisions made at my school are based on student data and information.	-----	0.0%	-----	-----	21.1%	-----	-----	78.9%	-----	-----	19
26. Decisions made at my school are based on the best interests of students.	-----	5.3%	-----	-----	21.1%	-----	-----	73.7%	-----	-----	19
27. Teachers are allowed to focus on educating students with minimal interruption.	-----	31.6%	-----	-----	21.1%	-----	-----	47.4%	-----	-----	19
28. I have sufficient access to instructional materials and resources.	-----	0.0%	-----	-----	10.5%	-----	-----	89.5%	-----	-----	19
29. I have sufficient access to instructional technology.	-----	21.1%	-----	-----	15.8%	-----	-----	63.2%	-----	-----	19
30. The faculty has an effective process for making group decisions.	-----	10.5%	-----	-----	15.8%	-----	-----	73.7%	-----	-----	19
31. Employees in this building are empowered to help solve problems.	-----	10.5%	-----	-----	21.1%	-----	-----	68.4%	-----	-----	19
32. I have opportunities to participate in school planning and decision making.	-----	0.0%	-----	-----	10.5%	-----	-----	89.5%	-----	-----	19
33. I am kept informed of the school unified improvement plan (UIP).	-----	0.0%	-----	-----	5.3%	-----	-----	94.7%	-----	-----	19

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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	2013	2014	Change	2013	2014	Change	2013	2014	Change		
34. My principal/supervisor has a clear understanding of the challenges I face in my job.	-----	21.1%	-----	-----	15.8%	-----	-----	63.2%	-----	-----	19
35. The performance evaluation process is fair in my school.	-----	11.1%	-----	-----	33.3%	-----	-----	55.6%	-----	-----	18
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	-----	0.0%	-----	-----	21.1%	-----	-----	78.9%	-----	-----	19
37. My administrator gives me specific feedback on how to improve my instruction.	-----	10.5%	-----	-----	15.8%	-----	-----	73.7%	-----	-----	19
38. Teachers and staff work in a school environment that is clean and well maintained.	-----	5.3%	-----	-----	5.3%	-----	-----	89.5%	-----	-----	19
39. Rules for student conduct are consistently enforced by administration.	-----	31.6%	-----	-----	21.1%	-----	-----	47.4%	-----	-----	19
40. Rules for student conduct are consistently enforced by teaching staff.	-----	15.8%	-----	-----	36.8%	-----	-----	47.4%	-----	-----	19
41. Staff work in a school environment that is safe.	-----	0.0%	-----	-----	0.0%	-----	-----	100.0%	-----	-----	19
42. Staff at my site respect people from different backgrounds and cultures.	-----	0.0%	-----	-----	10.5%	-----	-----	89.5%	-----	-----	19
43. I feel appreciated for the work I do.	-----	29.4%	-----	-----	11.8%	-----	-----	58.8%	-----	-----	17
44. I experience a spirit of teamwork and cooperation at my site.	-----	0.0%	-----	-----	22.2%	-----	-----	77.8%	-----	-----	18
45. I experience a professional atmosphere for staff working at my school/site.	-----	0.0%	-----	-----	21.1%	-----	-----	78.9%	-----	-----	19
46. I have the support I need to deliver culturally responsive instruction and teaching.	-----	5.3%	-----	-----	10.5%	-----	-----	84.2%	-----	-----	19
47. I believe my school has effective plans in place to assist ELL students.	-----	10.5%	-----	-----	0.0%	-----	-----	89.5%	-----	-----	19
48. I believe the Art programs are supported at my building.	-----	0.0%	-----	-----	0.0%	-----	-----	100.0%	-----	-----	18
49. I believe the Music programs are supported at my building.	-----	0.0%	-----	-----	0.0%	-----	-----	100.0%	-----	-----	19
50. I believe the Physical Education program is supported at my building.	-----	0.0%	-----	-----	0.0%	-----	-----	100.0%	-----	-----	18
51. I believe the library/media programs are supported at my building.	-----	0.0%	-----	-----	0.0%	-----	-----	100.0%	-----	-----	18

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