



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2012-2013): Historical Comparisons**  
**Division of Accountability and Research**  
**SOUTH 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.	2.9%	14.3%	11.3%	14.7%	21.4%	6.7%	82.4%	64.3%	-18.1%	-0.41	28
2. District administrators share the information that I need to perform my job.	11.8%	17.9%	6.1%	11.8%	21.4%	9.7%	76.5%	60.7%	-15.8%	-0.34	28
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	8.8%	14.3%	5.5%	14.7%	32.1%	17.4%	76.5%	53.6%	-22.9%	-0.49	28
4. I believe APS has set a clear direction for improving student achievement.	18.2%	25.0%	6.8%	18.2%	25.0%	6.8%	63.6%	50.0%	-13.6%	-0.28	28
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	38.2%	50.0%	11.8%	17.6%	21.4%	3.8%	44.1%	28.6%	-15.5%	-0.32	28
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	40.6%	51.9%	11.2%	12.5%	14.8%	2.3%	46.9%	33.3%	-13.5%	-0.28	27
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	44.1%	42.9%	-1.3%	11.8%	21.4%	9.7%	44.1%	35.7%	-8.4%	-0.17	28
8. I trust the people who make district decisions that affect me.	21.2%	39.3%	18.1%	36.4%	28.6%	-7.8%	42.4%	32.1%	-10.3%	-0.21	28
9. I am given opportunities to influence the decisions made by the district.	48.5%	55.6%	7.1%	24.2%	22.2%	-2.0%	27.3%	22.2%	-5.1%	-0.12	27
10. There is an atmosphere of trust and mutual respect within APS.	29.0%	39.3%	10.3%	29.0%	35.7%	6.7%	41.9%	25.0%	-16.9%	-0.36	28
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	41.2%	42.9%	1.7%	14.7%	17.9%	3.2%	44.1%	39.3%	-4.8%	-0.10	28
12. I believe decisions made in APS are based on student data and information.	9.1%	21.4%	12.3%	18.2%	17.9%	-0.3%	72.7%	60.7%	-12.0%	-0.26	28
13. I would encourage someone to work for APS.	14.7%	32.1%	17.4%	29.4%	28.6%	-0.8%	55.9%	39.3%	-16.6%	-0.33	28
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	15.2%	10.7%	-4.4%	24.2%	42.9%	18.6%	60.6%	46.4%	-14.2%	-0.29	28
15. I understand the roles and responsibilities of the APS Board of Education.	14.7%	14.8%	0.1%	17.6%	22.2%	4.6%	67.6%	63.0%	-4.7%	-0.10	27
16. I believe the district is becoming more effective in meeting the needs of ELL students.	25.8%	33.3%	7.5%	12.9%	18.5%	5.6%	61.3%	48.1%	-13.1%	-0.26	27
17. I believe in the district is becoming more effective in meeting the needs of special education students.	37.5%	21.4%	-16.1%	21.9%	42.9%	21.0%	40.6%	35.7%	-4.9%	-0.10	28
18. Building Administrators share the information I need to perform my job.	3.1%	17.9%	14.7%	6.3%	14.3%	8.0%	90.6%	67.9%	-22.8%	-0.58	28
19. I trust the people who make school decisions that affect me.	12.5%	21.4%	8.9%	12.5%	17.9%	5.4%	75.0%	60.7%	-14.3%	-0.31	28
20. I am given opportunities to influence the decisions that are made by my school/site.	9.1%	17.9%	8.8%	15.2%	10.7%	-4.4%	75.8%	71.4%	-4.3%	-0.10	28
21. I am able to influence the decisions made by my school/site.	6.1%	17.9%	11.8%	24.2%	10.7%	-13.5%	69.7%	71.4%	1.7%	0.04	28
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	14.7%	14.3%	-0.4%	11.8%	28.6%	16.8%	73.5%	57.1%	-16.4%	-0.35	28
23. There is an atmosphere of trust and mutual respect among teachers in our building.	12.1%	10.7%	-1.4%	15.2%	17.9%	2.7%	72.7%	71.4%	-1.3%	-0.03	28
24. I am trusted to make sound professional decisions about instruction.	2.9%	7.1%	4.2%	5.9%	10.7%	4.8%	91.2%	82.1%	-9.0%	-0.27	28
25. I believe decisions made at my school are based on student data and information.	14.7%	28.6%	13.9%	5.9%	10.7%	4.8%	79.4%	60.7%	-18.7%	-0.41	28
26. Decisions made at my school are based on the best interests of students.	17.6%	25.0%	7.4%	11.8%	35.7%	23.9%	70.6%	39.3%	-31.3%	-0.64	28
27. Teachers are allowed to focus on educating students with minimal interruption.	17.6%	32.1%	14.5%	11.8%	21.4%	9.7%	70.6%	46.4%	-24.2%	-0.50	28
28. I have sufficient access to instructional materials and resources.	0.0%	14.3%	14.3%	11.8%	10.7%	-1.1%	88.2%	75.0%	-13.2%	-0.35	28
29. I have sufficient access to instructional technology.	5.9%	7.4%	1.5%	2.9%	18.5%	15.6%	91.2%	74.1%	-17.1%	-0.47	27
30. The faculty has an effective process for making group decisions.	12.5%	25.0%	12.5%	25.0%	28.6%	3.6%	62.5%	46.4%	-16.1%	-0.32	28
31. Employees in this building are empowered to help solve problems.	14.7%	11.1%	-3.6%	11.8%	22.2%	10.5%	73.5%	66.7%	-6.9%	-0.15	27
32. I have opportunities to participate in school planning and decision making.	8.8%	10.7%	1.9%	8.8%	17.9%	9.0%	82.4%	71.4%	-10.9%	-0.26	28

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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33. I am kept informed of the school unified improvement plan (UIP).	5.9%	11.1%	5.2%	2.9%	14.8%	11.9%	91.2%	74.1%	-17.1%	-0.47	27
34. My principal/supervisor has a clear understanding of the challenges I face in my job.	11.8%	21.4%	9.7%	8.8%	14.3%	5.5%	79.4%	64.3%	-15.1%	-0.34	28
35. The performance evaluation process is fair in my school.	5.9%	7.1%	1.3%	17.6%	28.6%	10.9%	76.5%	64.3%	-12.2%	-0.27	28
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	17.6%	14.3%	-3.4%	20.6%	21.4%	0.8%	61.8%	64.3%	2.5%	0.05	28
*37. My administrator gives me specific feedback on how to improve my instruction.	-----	17.9%	-----	-----	7.1%	-----	-----	75.0%	-----	-----	28
38. Teachers and staff work in a school environment that is clean and well maintained.	2.9%	3.6%	0.6%	2.9%	3.6%	0.6%	94.1%	92.9%	-1.3%	-0.05	28
39. Rules for student conduct are consistently enforced by administration.	18.2%	46.4%	28.2%	12.1%	7.1%	-5.0%	69.7%	46.4%	-23.3%	-0.48	28
40. Rules for student conduct are consistently enforced by teaching staff.	26.5%	37.0%	10.6%	17.6%	22.2%	4.6%	55.9%	40.7%	-15.1%	-0.30	27
41. Staff work in a school environment that is safe.	3.0%	14.3%	11.3%	3.0%	14.3%	11.3%	93.9%	71.4%	-22.5%	-0.63	28
*42. Staff at my site respect people from different backgrounds and cultures.	-----	3.6%	-----	-----	3.6%	-----	-----	92.9%	-----	-----	28
43. I feel appreciated for the work I do.	8.8%	22.2%	13.4%	2.9%	11.1%	8.2%	88.2%	66.7%	-21.6%	-0.53	27
44. I experience a spirit of teamwork and cooperation at my site.	5.9%	11.1%	5.2%	8.8%	29.6%	20.8%	85.3%	59.3%	-26.0%	-0.60	27
45. I experience a professional atmosphere for staff working at my school/site.	2.9%	0.0%	-2.9%	5.9%	21.4%	15.5%	91.2%	78.6%	-12.6%	-0.36	28
46. I have the support I need to deliver culturally responsive instruction and teaching.	5.9%	7.1%	1.3%	8.8%	7.1%	-1.7%	85.3%	85.7%	0.4%	0.01	28
47. I believe my school has effective plans in place to assist ELL students.	21.2%	14.8%	-6.4%	21.2%	18.5%	-2.7%	57.6%	66.7%	9.1%	0.19	27
48. I believe the Art programs are supported at my building.	3.1%	3.7%	0.6%	3.1%	7.4%	4.3%	93.8%	88.9%	-4.9%	-0.17	27
49. I believe the Music programs are supported at my building.	0.0%	7.1%	7.1%	6.3%	7.1%	0.9%	93.8%	85.7%	-8.0%	-0.27	28
50. I believe the Physical Education program is supported at my building.	0.0%	0.0%	0.0%	9.4%	10.7%	1.3%	90.6%	89.3%	-1.3%	-0.04	28
51. I believe the library/media programs are supported at my building.	26.5%	32.1%	5.7%	8.8%	10.7%	1.9%	64.7%	57.1%	-7.6%	-0.16	28
52. I believe the student mentoring program was beneficial for my mentee.	6.9%	20.0%	13.1%	24.1%	25.0%	0.9%	69.0%	55.0%	-14.0%	-0.29	20

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