



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

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	14.3%	13.0%	-1.2%	21.4%	34.8%	13.4%	64.3%	52.2%	-12.1%	-0.25	46
2. District administrators share the information that I need to perform my job.	17.9%	21.7%	3.9%	21.4%	26.1%	4.7%	60.7%	52.2%	-8.5%	-0.17	46
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	14.3%	31.1%	16.8%	32.1%	24.4%	-7.7%	53.6%	44.4%	-9.1%	-0.18	45
4. I believe APS has set a clear direction for improving student achievement.	25.0%	37.8%	12.8%	25.0%	22.2%	-2.8%	50.0%	40.0%	-10.0%	-0.20	45
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	50.0%	45.7%	-4.3%	21.4%	26.1%	4.7%	28.6%	28.3%	-0.3%	-0.01	46
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	51.9%	59.1%	7.2%	14.8%	25.0%	10.2%	33.3%	15.9%	-17.4%	-0.41	44
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	42.9%	47.8%	5.0%	21.4%	34.8%	13.4%	35.7%	17.4%	-18.3%	-0.42	46
8. I trust the people who make district decisions that affect me.	39.3%	45.7%	6.4%	28.6%	28.3%	-0.3%	32.1%	26.1%	-6.1%	-0.13	46
9. I am given opportunities to influence the decisions made by the district.	55.6%	60.0%	4.4%	22.2%	22.2%	0.0%	22.2%	17.8%	-4.4%	-0.11	45
10. There is an atmosphere of trust and mutual respect within APS.	39.3%	45.7%	6.4%	35.7%	32.6%	-3.1%	25.0%	21.7%	-3.3%	-0.08	46
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	42.9%	30.4%	-12.4%	17.9%	8.7%	-9.2%	39.3%	60.9%	21.6%	0.44	46
12. I believe decisions made in APS are based on student data and information.	21.4%	21.7%	0.3%	17.9%	19.6%	1.7%	60.7%	58.7%	-2.0%	-0.04	46
13. I would encourage someone to work for APS.	32.1%	23.9%	-8.2%	28.6%	28.3%	-0.3%	39.3%	47.8%	8.5%	0.17	46
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	10.7%	6.7%	-4.0%	42.9%	46.7%	3.8%	46.4%	46.7%	0.2%	0.00	45
15. I understand the roles and responsibilities of the APS Board of Education.	14.8%	26.1%	11.3%	22.2%	34.8%	12.6%	63.0%	39.1%	-23.8%	-0.48	46
16. I believe the district is becoming more effective in meeting the needs of ELL students.	33.3%	17.4%	-15.9%	18.5%	17.4%	-1.1%	48.1%	65.2%	17.1%	0.35	46
17. I believe in the district is becoming more effective in meeting the needs of special education students.	21.4%	27.3%	5.8%	42.9%	31.8%	-11.0%	35.7%	40.9%	5.2%	0.11	44
18. Building Administrators share the information I need to perform my job.	17.9%	17.4%	-0.5%	14.3%	17.4%	3.1%	67.9%	65.2%	-2.6%	-0.06	46
19. I trust the people who make school decisions that affect me.	21.4%	26.7%	5.2%	17.9%	31.1%	13.3%	60.7%	42.2%	-18.5%	-0.37	45
20. I am given opportunities to influence the decisions that are made by my school/site.	17.9%	23.9%	6.1%	10.7%	26.1%	15.4%	71.4%	50.0%	-21.4%	-0.44	46
21. I am able to influence the decisions made by my school/site.	17.9%	34.8%	16.9%	10.7%	32.6%	21.9%	71.4%	32.6%	-38.8%	-0.80	46
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	14.3%	45.7%	31.4%	28.6%	21.7%	-6.8%	57.1%	32.6%	-24.5%	-0.50	46
23. There is an atmosphere of trust and mutual respect among teachers in our building.	10.7%	30.4%	19.7%	17.9%	17.4%	-0.5%	71.4%	52.2%	-19.3%	-0.40	46
24. I am trusted to make sound professional decisions about instruction.	7.1%	26.7%	19.5%	10.7%	15.6%	4.8%	82.1%	57.8%	-24.4%	-0.54	45
25. I believe decisions made at my school are based on student data and information.	28.6%	11.1%	-17.5%	10.7%	26.7%	16.0%	60.7%	62.2%	1.5%	0.03	45
26. Decisions made at my school are based on the best interests of students.	25.0%	30.4%	5.4%	35.7%	15.2%	-20.5%	39.3%	54.3%	15.1%	0.30	46
27. Teachers are allowed to focus on educating students with minimal interruption.	32.1%	47.8%	15.7%	21.4%	6.5%	-14.9%	46.4%	45.7%	-0.8%	-0.02	46
28. I have sufficient access to instructional materials and resources.	14.3%	19.6%	5.3%	10.7%	8.7%	-2.0%	75.0%	71.7%	-3.3%	-0.07	46
29. I have sufficient access to instructional technology.	7.4%	23.9%	16.5%	18.5%	8.7%	-9.8%	74.1%	67.4%	-6.7%	-0.15	46
30. The faculty has an effective process for making group decisions.	25.0%	39.1%	14.1%	28.6%	32.6%	4.0%	46.4%	28.3%	-18.2%	-0.38	46
31. Employees in this building are empowered to help solve problems.	11.1%	38.6%	27.5%	22.2%	22.7%	0.5%	66.7%	38.6%	-28.0%	-0.57	44
32. I have opportunities to participate in school planning and decision making.	10.7%	15.6%	4.8%	17.9%	17.8%	-0.1%	71.4%	66.7%	-4.8%	-0.10	45
33. I am kept informed of the school unified improvement plan (UIP).	11.1%	10.9%	-0.2%	14.8%	21.7%	6.9%	74.1%	67.4%	-6.7%	-0.15	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.

\* 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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34. My principal/supervisor has a clear understanding of the challenges I face in my job.	21.4%	43.5%	22.0%	14.3%	6.5%	-7.8%	64.3%	50.0%	-14.3%	-0.29	46
35. The performance evaluation process is fair in my school.	7.1%	17.4%	10.2%	28.6%	32.6%	4.0%	64.3%	50.0%	-14.3%	-0.29	46
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	14.3%	26.7%	12.4%	21.4%	28.9%	7.5%	64.3%	44.4%	-19.8%	-0.40	45
37. My administrator gives me specific feedback on how to improve my instruction.	17.9%	19.6%	1.7%	7.1%	15.2%	8.1%	75.0%	65.2%	-9.8%	-0.21	46
38. Teachers and staff work in a school environment that is clean and well maintained.	3.6%	2.2%	-1.4%	3.6%	6.5%	3.0%	92.9%	91.3%	-1.6%	-0.06	46
39. Rules for student conduct are consistently enforced by administration.	46.4%	40.0%	-6.4%	7.1%	13.3%	6.2%	46.4%	46.7%	0.2%	0.00	45
40. Rules for student conduct are consistently enforced by teaching staff.	37.0%	43.5%	6.4%	22.2%	19.6%	-2.7%	40.7%	37.0%	-3.8%	-0.08	46
41. Staff work in a school environment that is safe.	14.3%	8.9%	-5.4%	14.3%	17.8%	3.5%	71.4%	73.3%	1.9%	0.04	45
42. Staff at my site respect people from different backgrounds and cultures.	3.6%	2.2%	-1.4%	3.6%	8.7%	5.1%	92.9%	89.1%	-3.7%	-0.13	46
43. I feel appreciated for the work I do.	22.2%	34.8%	12.6%	11.1%	15.2%	4.1%	66.7%	50.0%	-16.7%	-0.34	46
44. I experience a spirit of teamwork and cooperation at my site.	11.1%	31.1%	20.0%	29.6%	22.2%	-7.4%	59.3%	46.7%	-12.6%	-0.25	45
45. I experience a professional atmosphere for staff working at my school/site.	0.0%	26.1%	26.1%	21.4%	21.7%	0.3%	78.6%	52.2%	-26.4%	-0.56	46
46. I have the support I need to deliver culturally responsive instruction and teaching.	7.1%	11.1%	4.0%	7.1%	11.1%	4.0%	85.7%	77.8%	-7.9%	-0.21	45
47. I believe my school has effective plans in place to assist ELL students.	14.8%	6.8%	-8.0%	18.5%	20.5%	1.9%	66.7%	72.7%	6.1%	0.13	44
48. I believe the Art programs are supported at my building.	3.7%	2.4%	-1.3%	7.4%	9.8%	2.3%	88.9%	87.8%	-1.1%	-0.03	41
49. I believe the Music programs are supported at my building.	7.1%	2.3%	-4.8%	7.1%	9.3%	2.2%	85.7%	88.4%	2.7%	0.08	43
50. I believe the Physical Education program is supported at my building.	0.0%	4.4%	4.4%	10.7%	4.4%	-6.3%	89.3%	91.1%	1.8%	0.06	45
51. I believe the library/media programs are supported at my building.	32.1%	4.9%	-27.3%	10.7%	9.8%	-1.0%	57.1%	85.4%	28.2%	0.64	41
52. I believe the student mentoring program was beneficial for my mentee.	20.0%	24.0%	4.0%	25.0%	40.0%	15.0%	55.0%	36.0%	-19.0%	-0.38	25

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