



Aurora Public Schools
Licensed Staff Climate Survey (2011-2012): Historical Comparisons
Division of Accountability and Research
SOUTH 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.	9.8%	2.9%	-6.8%	9.8%	14.7%	4.9%	80.5%	82.4%	1.9%	34
2. District administrators share the information that I need to perform my job.	16.7%	11.8%	-4.9%	11.9%	11.8%	-0.1%	71.4%	76.5%	5.0%	34
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	19.0%	8.8%	-10.2%	14.3%	14.7%	0.4%	66.7%	76.5%	9.8%	34
4. I believe APS has set a clear direction for improving student achievement.	23.8%	18.2%	-5.6%	21.4%	18.2%	-3.2%	54.8%	63.6%	8.9%	33
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	34.1%	38.2%	4.1%	26.8%	17.6%	-9.2%	39.0%	44.1%	5.1%	34
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	50.0%	40.6%	-9.4%	13.2%	12.5%	-0.7%	36.8%	46.9%	10.0%	32
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	46.3%	44.1%	-2.2%	17.1%	11.8%	-5.3%	36.6%	44.1%	7.5%	34
8. I trust the people who make district decisions that affect me.	39.0%	21.2%	-17.8%	34.1%	36.4%	2.2%	26.8%	42.4%	15.6%	33
9. I am given opportunities to influence the decisions made by the district.	48.8%	48.5%	-0.3%	31.7%	24.2%	-7.5%	19.5%	27.3%	7.8%	33
10. There is an atmosphere of trust and mutual respect within APS.	31.7%	29.0%	-2.7%	29.3%	29.0%	-0.2%	39.0%	41.9%	2.9%	31
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	26.8%	41.2%	14.3%	17.1%	14.7%	-2.4%	56.1%	44.1%	-12.0%	34
12. I believe decisions made in APS are based on student data and information.	12.2%	9.1%	-3.1%	34.1%	18.2%	-16.0%	53.7%	72.7%	19.1%	33
13. I would encourage someone to work for APS.	20.0%	14.7%	-5.3%	17.5%	29.4%	11.9%	62.5%	55.9%	-6.6%	34
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	42.5%	15.2%	-27.3%	22.5%	24.2%	1.7%	35.0%	60.6%	25.6%	33
15. I understand the roles and responsibilities of the APS Board of Education.	17.5%	14.7%	-2.8%	17.5%	17.6%	0.1%	65.0%	67.6%	2.6%	34
16. Building Administrators share the information I need to perform my job.	2.4%	3.1%	0.7%	7.1%	6.3%	-0.9%	90.5%	90.6%	0.1%	32
17. I trust the people who make school decisions that affect me.	7.1%	12.5%	5.4%	9.5%	12.5%	3.0%	83.3%	75.0%	-8.3%	32
18. I am given opportunities to influence the decisions that are made by my school/site.	4.8%	9.1%	4.3%	21.4%	15.2%	-6.3%	73.8%	75.8%	1.9%	33
19. I am able to influence the decisions made by my school/site.	4.8%	6.1%	1.3%	28.6%	24.2%	-4.3%	66.7%	69.7%	3.0%	33
20. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	4.8%	14.7%	9.9%	16.7%	11.8%	-4.9%	78.6%	73.5%	-5.0%	34
21. There is an atmosphere of trust and mutual respect among teachers in our building.	19.0%	12.1%	-6.9%	2.4%	15.2%	12.8%	78.6%	72.7%	-5.8%	33
22. I am trusted to make sound professional decisions about instruction.	2.4%	2.9%	0.6%	7.1%	5.9%	-1.3%	90.5%	91.2%	0.7%	34
23. I believe decisions made at my school are based on student data and information.	0.0%	14.7%	14.7%	26.2%	5.9%	-20.3%	73.8%	79.4%	5.6%	34
24. Decisions made at my school are based on the best interests of students.	4.9%	17.6%	12.8%	14.6%	11.8%	-2.9%	80.5%	70.6%	-9.9%	34
25. Teachers are allowed to focus on educating students with minimal interruption.	14.6%	17.6%	3.0%	19.5%	11.8%	-7.7%	65.9%	70.6%	4.7%	34
26. I have sufficient access to instructional materials and resources.	2.4%	0.0%	-2.4%	9.5%	11.8%	2.2%	88.1%	88.2%	0.1%	34
27. I have sufficient access to instructional technology.	2.4%	5.9%	3.5%	4.8%	2.9%	-1.8%	92.9%	91.2%	-1.7%	34
28. The faculty has an effective process for making group decisions.	11.9%	12.5%	0.6%	23.8%	25.0%	1.2%	64.3%	62.5%	-1.8%	32
29. Employees in this building are empowered to help solve problems.	0.0%	14.7%	14.7%	9.8%	11.8%	2.0%	90.2%	73.5%	-16.7%	34
30. I have opportunities to participate in school planning and decision making.	2.4%	8.8%	6.4%	4.9%	8.8%	3.9%	92.7%	82.4%	-10.3%	34
31. I am kept informed of the school unified improvement plan (UIP).	0.0%	5.9%	5.9%	0.0%	2.9%	2.9%	100.0%	91.2%	-8.8%	34
32. My principal/supervisor has a clear understanding of the challenges I face in my job.	9.8%	11.8%	2.0%	14.6%	8.8%	-5.8%	75.6%	79.4%	3.8%	34
33. The performance evaluation process is fair in my school.	4.8%	5.9%	1.1%	21.4%	17.6%	-3.8%	73.8%	76.5%	2.7%	34

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.	7.1%	17.6%	10.5%	26.2%	20.6%	-5.6%	66.7%	61.8%	-4.9%	34
35. Teachers and staff work in a school environment that is clean and well maintained.	0.0%	2.9%	2.9%	4.8%	2.9%	-1.8%	95.2%	94.1%	-1.1%	34
36. Rules for student conduct are consistently enforced by administration.	28.6%	18.2%	-10.4%	16.7%	12.1%	-4.5%	54.8%	69.7%	14.9%	33
37. Rules for student conduct are consistently enforced by teaching staff.	47.6%	26.5%	-21.1%	16.7%	17.6%	1.0%	35.7%	55.9%	20.2%	34
38. Staff work in a school environment that is safe.	9.5%	3.0%	-6.5%	7.1%	3.0%	-4.1%	83.3%	93.9%	10.6%	33
39. I feel appreciated for the work I do.	9.5%	8.8%	-0.7%	21.4%	2.9%	-18.5%	69.0%	88.2%	19.2%	34
40. There is a spirit of teamwork and cooperation at my site.	2.4%	5.9%	3.5%	11.9%	8.8%	-3.1%	85.7%	85.3%	-0.4%	34
41. There is a professional atmosphere for staff working at my school/site.	4.8%	2.9%	-1.8%	7.1%	5.9%	-1.3%	88.1%	91.2%	3.1%	34
*42. I have the support I need to deliver culturally responsive instruction and teaching.	-----	5.9%	-----	-----	8.8%	-----	-----	85.3%	-----	34
43. I believe my school has effective plans in place to assist ELL students.	11.9%	21.2%	9.3%	26.2%	21.2%	-5.0%	61.9%	57.6%	-4.3%	33
44. I believe the district is becoming more effective in meeting the needs of ELL students.	29.3%	25.8%	-3.5%	12.2%	12.9%	0.7%	58.5%	61.3%	2.8%	31
*45. I believe the district is becoming more effective in meeting the needs of special education students.	-----	37.5%	-----	-----	21.9%	-----	-----	40.6%	-----	32
46. I believe the Art programs are supported at my building.	0.0%	3.1%	3.1%	5.3%	3.1%	-2.1%	94.7%	93.8%	-1.0%	32
47. I believe the Music programs are supported at my building.	0.0%	0.0%	0.0%	2.6%	6.3%	3.7%	97.4%	93.8%	-3.7%	32
48. I believe the Physical Education program is supported at my building.	0.0%	0.0%	0.0%	5.0%	9.4%	4.4%	95.0%	90.6%	-4.4%	32
49. I believe the library/media programs are supported at my building.	17.1%	26.5%	9.4%	17.1%	8.8%	-8.2%	65.9%	64.7%	-1.1%	34
50. I believe the student mentoring program was beneficial for my mentee.	9.7%	6.9%	-2.8%	29.0%	24.1%	-4.9%	61.3%	69.0%	7.7%	29

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