



Aurora Public Schools
Licensed Staff Climate Survey (2013-2014): Historical Comparisons
Division of Accountability and Research
SABLE ELEMENTARY 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.	0.0%	11.1%	11.1%	4.8%	22.2%	17.5%	95.2%	66.7%	-28.6%	-0.79	18
2. District administrators share the information that I need to perform my job.	19.0%	16.7%	-2.4%	9.5%	11.1%	1.6%	71.4%	72.2%	0.8%	0.02	18
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	23.8%	5.6%	-18.3%	4.8%	44.4%	39.7%	71.4%	50.0%	-21.4%	-0.44	18
4. I believe APS has set a clear direction for improving student achievement.	19.0%	27.8%	8.7%	14.3%	16.7%	2.4%	66.7%	55.6%	-11.1%	-0.23	18
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	52.4%	50.0%	-2.4%	19.0%	11.1%	-7.9%	28.6%	38.9%	10.3%	0.22	18
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	42.9%	27.8%	-15.1%	23.8%	16.7%	-7.1%	33.3%	55.6%	22.2%	0.45	18
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	47.6%	27.8%	-19.8%	23.8%	27.8%	4.0%	28.6%	44.4%	15.9%	0.33	18
8. I trust the people who make district decisions that affect me.	47.6%	11.1%	-36.5%	23.8%	55.6%	31.7%	28.6%	33.3%	4.8%	0.10	18
9. I am given opportunities to influence the decisions made by the district.	52.4%	61.1%	8.7%	23.8%	11.1%	-12.7%	23.8%	27.8%	4.0%	0.09	18
10. There is an atmosphere of trust and mutual respect within APS.	38.1%	11.1%	-27.0%	19.0%	22.2%	3.2%	42.9%	66.7%	23.8%	0.48	18
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	14.3%	5.6%	-8.7%	9.5%	16.7%	7.1%	76.2%	77.8%	1.6%	0.04	18
12. I believe decisions made in APS are based on student data and information.	0.0%	5.6%	5.6%	14.3%	16.7%	2.4%	85.7%	77.8%	-7.9%	-0.21	18
13. I would encourage someone to work for APS.	19.0%	16.7%	-2.4%	28.6%	38.9%	10.3%	52.4%	44.4%	-7.9%	-0.16	18
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	0.0%	0.0%	0.0%	28.6%	17.6%	-10.9%	71.4%	82.4%	10.9%	0.26	17
15. I understand the roles and responsibilities of the APS Board of Education.	33.3%	27.8%	-5.6%	28.6%	27.8%	-0.8%	38.1%	44.4%	6.3%	0.13	18
16. I believe the district is becoming more effective in meeting the needs of ELL students.	4.8%	5.9%	1.1%	0.0%	5.9%	5.9%	95.2%	88.2%	-7.0%	-0.26	17
17. I believe in the district is becoming more effective in meeting the needs of special education students.	57.1%	41.2%	-16.0%	23.8%	23.5%	-0.3%	19.0%	35.3%	16.2%	0.37	17
18. Building Administrators share the information I need to perform my job.	19.0%	5.6%	-13.5%	0.0%	5.6%	5.6%	81.0%	88.9%	7.9%	0.22	18
19. I trust the people who make school decisions that affect me.	28.6%	22.2%	-6.3%	0.0%	5.6%	5.6%	71.4%	72.2%	0.8%	0.02	18
20. I am given opportunities to influence the decisions that are made by my school/site.	19.0%	22.2%	3.2%	4.8%	5.6%	0.8%	76.2%	72.2%	-4.0%	-0.09	18
21. I am able to influence the decisions made by my school/site.	19.0%	33.3%	14.3%	4.8%	22.2%	17.5%	76.2%	44.4%	-31.7%	-0.66	18
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	23.8%	44.4%	20.6%	14.3%	5.6%	-8.7%	61.9%	50.0%	-11.9%	-0.24	18
23. There is an atmosphere of trust and mutual respect among teachers in our building.	42.9%	17.6%	-25.2%	9.5%	17.6%	8.1%	47.6%	64.7%	17.1%	0.35	17
24. I am trusted to make sound professional decisions about instruction.	0.0%	5.6%	5.6%	4.8%	5.6%	0.8%	95.2%	88.9%	-6.3%	-0.24	18
25. I believe decisions made at my school are based on student data and information.	14.3%	5.9%	-8.4%	4.8%	5.9%	1.1%	81.0%	88.2%	7.3%	0.20	17
26. Decisions made at my school are based on the best interests of students.	19.0%	22.2%	3.2%	9.5%	16.7%	7.1%	71.4%	61.1%	-10.3%	-0.22	18
27. Teachers are allowed to focus on educating students with minimal interruption.	14.3%	16.7%	2.4%	14.3%	22.2%	7.9%	71.4%	61.1%	-10.3%	-0.22	18
28. I have sufficient access to instructional materials and resources.	0.0%	11.1%	11.1%	9.5%	16.7%	7.1%	90.5%	72.2%	-18.3%	-0.48	18
29. I have sufficient access to instructional technology.	4.8%	22.2%	17.5%	19.0%	11.1%	-7.9%	76.2%	66.7%	-9.5%	-0.21	18
30. The faculty has an effective process for making group decisions.	20.0%	27.8%	7.8%	10.0%	11.1%	1.1%	70.0%	61.1%	-8.9%	-0.19	18
31. Employees in this building are empowered to help solve problems.	19.0%	38.9%	19.8%	19.0%	11.1%	-7.9%	61.9%	50.0%	-11.9%	-0.24	18
32. I have opportunities to participate in school planning and decision making.	14.3%	11.8%	-2.5%	0.0%	0.0%	0.0%	85.7%	88.2%	2.5%	0.07	17
33. I am kept informed of the school unified improvement plan (UIP).	28.6%	5.9%	-22.7%	0.0%	5.9%	5.9%	71.4%	88.2%	16.8%	0.43	17

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.	33.3%	38.9%	5.6%	9.5%	11.1%	1.6%	57.1%	50.0%	-7.1%	-0.14	18
35. The performance evaluation process is fair in my school.	0.0%	16.7%	16.7%	26.3%	11.1%	-15.2%	73.7%	72.2%	-1.5%	-0.03	18
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	23.8%	11.1%	-12.7%	14.3%	16.7%	2.4%	61.9%	72.2%	10.3%	0.22	18
37. My administrator gives me specific feedback on how to improve my instruction.	20.0%	11.1%	-8.9%	10.0%	16.7%	6.7%	70.0%	72.2%	2.2%	0.05	18
38. Teachers and staff work in a school environment that is clean and well maintained.	19.0%	16.7%	-2.4%	23.8%	11.1%	-12.7%	57.1%	72.2%	15.1%	0.32	18
39. Rules for student conduct are consistently enforced by administration.	33.3%	27.8%	-5.6%	9.5%	11.1%	1.6%	57.1%	61.1%	4.0%	0.08	18
40. Rules for student conduct are consistently enforced by teaching staff.	33.3%	27.8%	-5.6%	9.5%	22.2%	12.7%	57.1%	50.0%	-7.1%	-0.14	18
41. Staff work in a school environment that is safe.	4.8%	11.1%	6.3%	4.8%	0.0%	-4.8%	90.5%	88.9%	-1.6%	-0.05	18
42. Staff at my site respect people from different backgrounds and cultures.	9.5%	5.6%	-4.0%	19.0%	11.1%	-7.9%	71.4%	83.3%	11.9%	0.29	18
43. I feel appreciated for the work I do.	33.3%	38.9%	5.6%	9.5%	16.7%	7.1%	57.1%	44.4%	-12.7%	-0.25	18
44. I experience a spirit of teamwork and cooperation at my site.	33.3%	27.8%	-5.6%	19.0%	22.2%	3.2%	47.6%	50.0%	2.4%	0.05	18
45. I experience a professional atmosphere for staff working at my school/site.	33.3%	22.2%	-11.1%	19.0%	16.7%	-2.4%	47.6%	61.1%	13.5%	0.27	18
46. I have the support I need to deliver culturally responsive instruction and teaching.	20.0%	5.6%	-14.4%	5.0%	11.1%	6.1%	75.0%	83.3%	8.3%	0.21	18
47. I believe my school has effective plans in place to assist ELL students.	4.8%	0.0%	-4.8%	4.8%	11.1%	6.3%	90.5%	88.9%	-1.6%	-0.05	18
48. I believe the Art programs are supported at my building.	0.0%	6.3%	6.3%	14.3%	12.5%	-1.8%	85.7%	81.3%	-4.5%	-0.12	16
49. I believe the Music programs are supported at my building.	0.0%	11.1%	11.1%	0.0%	16.7%	16.7%	100.0%	72.2%	-27.8%	-1.11	18
50. I believe the Physical Education program is supported at my building.	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	100.0%	88.9%	-11.1%	-0.68	18
51. I believe the library/media programs are supported at my building.	19.0%	50.0%	31.0%	14.3%	22.2%	7.9%	66.7%	27.8%	-38.9%	-0.80	18

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