



Aurora Public Schools
Licensed Staff Climate Survey (2013-2014): Historical Comparisons
Division of Accountability and Research
NORTH 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.	5.3%	20.0%	14.7%	21.1%	15.0%	-6.1%	73.7%	65.0%	-8.7%	-0.19	20
2. District administrators share the information that I need to perform my job.	10.5%	14.3%	3.8%	21.1%	23.8%	2.8%	68.4%	61.9%	-6.5%	-0.14	21
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	5.3%	23.8%	18.5%	31.6%	47.6%	16.0%	63.2%	28.6%	-34.6%	-0.71	21
4. I believe APS has set a clear direction for improving student achievement.	36.8%	38.1%	1.3%	10.5%	33.3%	22.8%	52.6%	28.6%	-24.1%	-0.50	21
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	38.9%	42.9%	4.0%	44.4%	19.0%	-25.4%	16.7%	38.1%	21.4%	0.49	21
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	42.1%	47.6%	5.5%	26.3%	19.0%	-7.3%	31.6%	33.3%	1.8%	0.04	21
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	36.8%	42.9%	6.0%	31.6%	23.8%	-7.8%	31.6%	33.3%	1.8%	0.04	21
8. I trust the people who make district decisions that affect me.	26.3%	42.9%	16.5%	36.8%	33.3%	-3.5%	36.8%	23.8%	-13.0%	-0.29	21
9. I am given opportunities to influence the decisions made by the district.	36.8%	52.4%	15.5%	36.8%	19.0%	-17.8%	26.3%	28.6%	2.3%	0.05	21
10. There is an atmosphere of trust and mutual respect within APS.	26.3%	42.9%	16.5%	31.6%	23.8%	-7.8%	42.1%	33.3%	-8.8%	-0.18	21
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	31.6%	25.0%	-6.6%	10.5%	15.0%	4.5%	57.9%	60.0%	2.1%	0.04	20
12. I believe decisions made in APS are based on student data and information.	11.8%	9.5%	-2.2%	17.6%	28.6%	10.9%	70.6%	61.9%	-8.7%	-0.18	21
13. I would encourage someone to work for APS.	5.3%	30.0%	24.7%	21.1%	10.0%	-11.1%	73.7%	60.0%	-13.7%	-0.29	20
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	10.5%	4.8%	-5.8%	36.8%	38.1%	1.3%	52.6%	57.1%	4.5%	0.09	21
15. I understand the roles and responsibilities of the APS Board of Education.	26.3%	52.4%	26.1%	21.1%	23.8%	2.8%	52.6%	23.8%	-28.8%	-0.60	21
16. I believe the district is becoming more effective in meeting the needs of ELL students.	5.6%	15.0%	9.4%	16.7%	15.0%	-1.7%	77.8%	70.0%	-7.8%	-0.18	20
17. I believe in the district is becoming more effective in meeting the needs of special education students.	44.4%	30.0%	-14.4%	22.2%	35.0%	12.8%	33.3%	35.0%	1.7%	0.04	20
18. Building Administrators share the information I need to perform my job.	10.5%	14.3%	3.8%	5.3%	9.5%	4.3%	84.2%	76.2%	-8.0%	-0.20	21
19. I trust the people who make school decisions that affect me.	21.1%	28.6%	7.5%	10.5%	19.0%	8.5%	68.4%	52.4%	-16.0%	-0.33	21
20. I am given opportunities to influence the decisions that are made by my school/site.	15.8%	25.0%	9.2%	15.8%	15.0%	-0.8%	68.4%	60.0%	-8.4%	-0.18	20
21. I am able to influence the decisions made by my school/site.	15.8%	33.3%	17.5%	31.6%	23.8%	-7.8%	52.6%	42.9%	-9.8%	-0.20	21
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	26.3%	38.1%	11.8%	10.5%	14.3%	3.8%	63.2%	47.6%	-15.5%	-0.31	21
23. There is an atmosphere of trust and mutual respect among teachers in our building.	10.5%	19.0%	8.5%	31.6%	23.8%	-7.8%	57.9%	57.1%	-0.8%	-0.02	21
24. I am trusted to make sound professional decisions about instruction.	10.5%	23.8%	13.3%	21.1%	4.8%	-16.3%	68.4%	71.4%	3.0%	0.07	21
25. I believe decisions made at my school are based on student data and information.	0.0%	4.8%	4.8%	21.1%	19.0%	-2.0%	78.9%	76.2%	-2.8%	-0.07	21
26. Decisions made at my school are based on the best interests of students.	26.3%	28.6%	2.3%	0.0%	19.0%	19.0%	73.7%	52.4%	-21.3%	-0.45	21
27. Teachers are allowed to focus on educating students with minimal interruption.	26.3%	47.6%	21.3%	21.1%	14.3%	-6.8%	52.6%	38.1%	-14.5%	-0.29	21
28. I have sufficient access to instructional materials and resources.	15.8%	10.0%	-5.8%	26.3%	25.0%	-1.3%	57.9%	65.0%	7.1%	0.15	20
29. I have sufficient access to instructional technology.	31.6%	33.3%	1.8%	0.0%	9.5%	9.5%	68.4%	57.1%	-11.3%	-0.23	21
30. The faculty has an effective process for making group decisions.	15.8%	23.8%	8.0%	21.1%	33.3%	12.3%	63.2%	42.9%	-20.3%	-0.41	21
31. Employees in this building are empowered to help solve problems.	10.5%	28.6%	18.0%	26.3%	14.3%	-12.0%	63.2%	57.1%	-6.0%	-0.12	21
32. I have opportunities to participate in school planning and decision making.	15.8%	14.3%	-1.5%	21.1%	19.0%	-2.0%	63.2%	66.7%	3.5%	0.07	21
33. I am kept informed of the school unified improvement plan (UIP).	10.5%	9.5%	-1.0%	5.3%	14.3%	9.0%	84.2%	76.2%	-8.0%	-0.20	21

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.	36.8%	38.1%	1.3%	5.3%	14.3%	9.0%	57.9%	47.6%	-10.3%	-0.21	21
35. The performance evaluation process is fair in my school.	10.5%	28.6%	18.0%	10.5%	19.0%	8.5%	78.9%	52.4%	-26.6%	-0.57	21
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	15.8%	14.3%	-1.5%	10.5%	19.0%	8.5%	73.7%	66.7%	-7.0%	-0.15	21
37. My administrator gives me specific feedback on how to improve my instruction.	10.5%	23.8%	13.3%	10.5%	9.5%	-1.0%	78.9%	66.7%	-12.3%	-0.28	21
38. Teachers and staff work in a school environment that is clean and well maintained.	0.0%	0.0%	0.0%	5.3%	4.8%	-0.5%	94.7%	95.2%	0.5%	0.02	21
39. Rules for student conduct are consistently enforced by administration.	33.3%	33.3%	0.0%	11.1%	23.8%	12.7%	55.6%	42.9%	-12.7%	-0.25	21
40. Rules for student conduct are consistently enforced by teaching staff.	31.6%	38.1%	6.5%	21.1%	28.6%	7.5%	47.4%	33.3%	-14.0%	-0.29	21
41. Staff work in a school environment that is safe.	0.0%	9.5%	9.5%	0.0%	19.0%	19.0%	100.0%	71.4%	-28.6%	-1.13	21
42. Staff at my site respect people from different backgrounds and cultures.	5.3%	0.0%	-5.3%	0.0%	9.5%	9.5%	94.7%	90.5%	-4.3%	-0.16	21
43. I feel appreciated for the work I do.	26.3%	33.3%	7.0%	5.3%	19.0%	13.8%	68.4%	47.6%	-20.8%	-0.42	21
44. I experience a spirit of teamwork and cooperation at my site.	11.1%	15.0%	3.9%	33.3%	30.0%	-3.3%	55.6%	55.0%	-0.6%	-0.01	20
45. I experience a professional atmosphere for staff working at my school/site.	10.5%	9.5%	-1.0%	5.3%	19.0%	13.8%	84.2%	71.4%	-12.8%	-0.31	21
46. I have the support I need to deliver culturally responsive instruction and teaching.	0.0%	4.8%	4.8%	10.5%	14.3%	3.8%	89.5%	81.0%	-8.5%	-0.24	21
47. I believe my school has effective plans in place to assist ELL students.	0.0%	14.3%	14.3%	11.1%	0.0%	-11.1%	88.9%	85.7%	-3.2%	-0.10	21
48. I believe the Art programs are supported at my building.	10.5%	10.0%	-0.5%	21.1%	15.0%	-6.1%	68.4%	75.0%	6.6%	0.15	20
49. I believe the Music programs are supported at my building.	10.5%	5.0%	-5.5%	26.3%	20.0%	-6.3%	63.2%	75.0%	11.8%	0.26	20
50. I believe the Physical Education program is supported at my building.	10.5%	4.8%	-5.8%	26.3%	28.6%	2.3%	63.2%	66.7%	3.5%	0.07	21
51. I believe the library/media programs are supported at my building.	5.9%	14.3%	8.4%	41.2%	28.6%	-12.6%	52.9%	57.1%	4.2%	0.08	21
52. I believe the student mentoring program was beneficial for my mentee.	0.0%	0.0%	0.0%	9.1%	30.0%	20.9%	90.9%	70.0%	-20.9%	-0.55	10

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