

**Aurora Public Schools**  
**Division of Accountability and Research**



**Licensed Staff Climate Survey**  
**Historical Results (Overall)**  
**2007-2008**



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2007-2008): Historical Comparisons**  
**Division of Accountability and Research**

<u>Question</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Ag./Str. Agree</u>		
	<u>2006</u>	<u>2007</u>	<u>Change</u>	<u>2006</u>	<u>2007</u>	<u>Change</u>	<u>2006</u>	<u>2007</u>	<u>Change</u>
1 I am familiar with the VISTA 2010 Plan	4.9%	5.2%	<b>0.3%</b>	10.6%	9.0%	-1.7%	84.5%	85.8%	<b>1.3%</b>
2 I understand the long-term vision of APS	6.6%	4.8%	<b>-1.7%</b>	10.1%	8.8%	-1.3%	83.3%	86.4%	<b>3.0%</b>
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010 Pla	11.8%	8.5%	<b>-3.3%</b>	14.3%	12.8%	-1.4%	73.9%	78.7%	<b>4.7%</b>
4 I believe APS has set a clear direction for improving student achievement	25.9%	21.2%	<b>-4.6%</b>	21.5%	18.7%	-2.8%	52.6%	60.0%	<b>7.4%</b>
5 I support the educational direction of APS	16.5%	21.6%	<b>5.2%</b>	22.2%	16.9%	-5.3%	61.3%	61.5%	<b>0.2%</b>
6 Administrators/supervisors share the information I need to perform my job	34.6%	21.9%	<b>-12.8%</b>	17.5%	13.8%	-3.7%	47.8%	64.4%	<b>16.5%</b>
7 I am encouraged to provide suggestions on ways to improve programs or services	50.6%	37.0%	<b>-13.7%</b>	15.9%	15.4%	-0.5%	33.4%	47.6%	<b>14.2%</b>
8 I am comfortable in stating my opinions about APS programs even if I disagree with approach t	59.5%	49.4%	<b>-10.0%</b>	14.2%	14.4%	0.1%	26.3%	36.2%	<b>9.9%</b>
9 I am comfortable in stating my opinions about issues facing APS even if I disagree with approa	58.3%	47.4%	<b>-10.9%</b>	13.9%	15.9%	2.0%	27.8%	36.7%	<b>8.9%</b>
10 I trust the people who make district decisions that affect me	42.7%	39.1%	<b>-3.6%</b>	29.4%	28.2%	-1.2%	28.0%	32.7%	<b>4.7%</b>
11 I am able to influence the decisions that made by the district	67.1%	62.2%	<b>-4.9%</b>	21.5%	23.2%	1.6%	11.4%	14.6%	<b>3.2%</b>
12 There is an atmosphere of trust and mutual respect within APS	44.0%	44.4%	<b>0.4%</b>	31.0%	25.3%	-5.7%	25.1%	30.4%	<b>5.3%</b>
13 District professional development has provided me with instructional strategies*	28.6%	28.1%	<b>-0.5%</b>	18.6%	16.4%	-2.3%	52.7%	55.6%	<b>2.8%</b>
14 I believe decisions made in APS are based on adequate student data and information	34.0%	27.2%	<b>-6.8%</b>	24.1%	23.9%	-0.2%	41.9%	48.9%	<b>7.0%</b>
15 I would encourage someone to work for APS	32.5%	27.5%	<b>-5.0%</b>	25.8%	24.7%	-1.1%	41.7%	47.7%	<b>6.1%</b>
21 I trust the people who make school decisions that affect me	45.9%	36.2%	<b>-9.7%</b>	18.9%	17.3%	-1.6%	35.2%	46.5%	<b>11.3%</b>
22 I am able to influence the decisions that are made by my school/site	53.1%	41.4%	<b>-11.7%</b>	15.3%	14.5%	-0.8%	31.5%	44.1%	<b>12.6%</b>
23 There is an atmosphere of trust and mutual respect within the school	54.2%	42.6%	<b>-11.6%</b>	14.0%	14.9%	0.9%	31.7%	42.5%	<b>10.8%</b>
24 I am trusted to make sound professional decisions about instruction	41.6%	31.0%	<b>-10.6%</b>	10.8%	11.5%	0.6%	47.6%	57.5%	<b>10.0%</b>
25 I believe decisions made at my site are based on adequate student data and information	39.6%	24.5%	<b>-15.0%</b>	18.2%	19.2%	1.0%	42.2%	56.2%	<b>14.0%</b>
26 Decisions made at my site are based on the best interests of students	46.0%	32.4%	<b>-13.6%</b>	13.9%	16.1%	2.1%	40.0%	51.5%	<b>11.5%</b>
27 Teachers are allowed to focus on educating students with minimal interruption	49.4%	40.2%	<b>-9.2%</b>	15.7%	15.0%	-0.7%	35.0%	44.8%	<b>9.8%</b>
28 I have sufficient access to appropriate instructional materials and resources	28.7%	17.4%	<b>-11.3%</b>	13.5%	10.8%	-2.7%	57.9%	71.8%	<b>13.9%</b>
29 I have sufficient access to instructional technology	31.5%	18.5%	<b>-13.0%</b>	12.0%	11.8%	-0.1%	56.5%	69.6%	<b>13.1%</b>
30 The faculty has an effective process for making group decisions and solving problems	53.1%	37.8%	<b>-15.3%</b>	16.8%	19.9%	3.0%	30.0%	42.3%	<b>12.3%</b>
31 Employees are empowered to help solve problems	53.8%	36.5%	<b>-17.3%</b>	17.8%	17.5%	-0.3%	28.4%	46.0%	<b>17.6%</b>
32 I have opportunities to participate in school planning and decision making	37.8%	24.8%	<b>-13.0%</b>	14.9%	16.1%	1.2%	47.3%	59.1%	<b>11.8%</b>
33 My principal/supervisor has a clear understanding of what I accomplish in my job	40.8%	30.5%	<b>-10.3%</b>	12.6%	13.3%	0.7%	46.6%	56.2%	<b>9.6%</b>
34 Performance evaluations are fair in my school	31.9%	17.5%	<b>-14.4%</b>	20.4%	19.6%	-0.8%	47.7%	62.9%	<b>15.3%</b>
35 Building professional development has provided me with instructional strategies*	33.3%	26.3%	<b>-7.0%</b>	15.1%	13.7%	-1.4%	51.6%	60.0%	<b>8.4%</b>

*Note. The items that are missing were utilized in the 2007 survey only. All responses of "not applicable" were omitted from this analysis. The 2006 data reflects teachers only but all licensed staff in 2007. 2006: n=1026; 2007: n=1811.*

**February 1, 2008**



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2007-2008): Historical Comparisons**  
**Division of Accountability and Research**

<u>Question</u>	<u>% Dis./Str. Disagree</u>			<u>% Neutral</u>			<u>% Aq./Str. Agree</u>		
	<u>2006</u>	<u>2007</u>	<u>Change</u>	<u>2006</u>	<u>2007</u>	<u>Change</u>	<u>2006</u>	<u>2007</u>	<u>Change</u>
36 Teachers and staff work in a school environment that is clean and well maintained	16.1%	7.8%	<b>-8.2%</b>	12.7%	7.3%	-5.4%	71.2%	84.9%	<b>13.7%</b>
37 Rules for student conduct are consistently enforced	56.7%	40.7%	<b>-16.0%</b>	11.9%	12.2%	0.3%	31.4%	47.1%	<b>15.7%</b>
38 Adequate security measures are in place at my site	25.4%	16.7%	<b>-8.7%</b>	14.0%	9.7%	-4.3%	60.6%	73.6%	<b>13.0%</b>
39 I feel appreciated for the work I do	43.5%	30.0%	<b>-13.5%</b>	17.9%	15.4%	-2.6%	38.6%	54.6%	<b>16.1%</b>
40 There is a spirit of teamwork and cooperation at my site	45.8%	31.0%	<b>-14.7%</b>	15.3%	16.8%	1.5%	38.9%	52.2%	<b>13.2%</b>
41 There is a professional atmosphere for staff working at my school	38.6%	22.0%	<b>-16.6%</b>	16.6%	14.3%	-2.3%	44.8%	63.8%	<b>18.9%</b>

*Note. The items that are missing were utilized in the 2007 survey only. All responses of "not applicable" were omitted from this analysis. The 2006 data reflects teachers only but all licensed staff in 2007. 2006: n=1026; 2007: n=1811.*

**February 1, 2008**