

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



**Licensed Staff Climate Survey**

**2007-2008**



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Overall Results**

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
1 I am familiar with the VISTA 2010 Plan	1.6%	3.7%	9.0%	60.6%	25.2%	<b>5.2%</b>	<b>85.8%</b>	1805
2 I understand the long-term vision of APS	1.2%	3.7%	8.8%	56.6%	29.8%	<b>4.8%</b>	<b>86.4%</b>	1804
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010 Plan	2.0%	6.5%	12.8%	52.0%	26.7%	<b>8.5%</b>	<b>78.7%</b>	1794
4 I believe APS has set a clear direction for improving student achievement	5.2%	16.0%	18.7%	43.8%	16.2%	<b>21.2%</b>	<b>60.0%</b>	1799
5 I support the educational direction of APS	5.9%	15.8%	16.9%	42.9%	18.6%	<b>21.6%</b>	<b>61.5%</b>	1794
6 Administrators/supervisors share the information I need to perform my job	6.0%	15.9%	13.8%	45.2%	19.2%	<b>21.9%</b>	<b>64.4%</b>	1794
7 I am encouraged to provide suggestions on ways to improve programs or services	14.5%	22.5%	15.4%	32.5%	15.1%	<b>37.0%</b>	<b>47.6%</b>	1788
8 I am comfortable in stating my opinions about APS programs even if I disagree with approach taken*	19.8%	29.6%	14.4%	26.9%	9.3%	<b>49.4%</b>	<b>36.2%</b>	1760
9 I am comfortable in stating my opinions about issues facing APS even if I disagree with approach taken*	18.9%	28.5%	15.9%	28.2%	8.5%	<b>47.4%</b>	<b>36.7%</b>	1790
10 I trust the people who make district decisions that affect me	14.8%	24.3%	28.2%	27.4%	5.3%	<b>39.1%</b>	<b>32.7%</b>	1778
11 I am able to influence the decisions that made by the district	25.4%	36.8%	23.2%	12.9%	1.8%	<b>62.2%</b>	<b>14.6%</b>	1766
12 There is an atmosphere of trust and mutual respect within APS	16.8%	27.6%	25.3%	26.6%	3.8%	<b>44.4%</b>	<b>30.4%</b>	1785
13 District professional development has provided me with instructional strategies*	11.4%	16.7%	16.4%	40.0%	15.6%	<b>28.1%</b>	<b>55.6%</b>	1737
14 I believe decisions made in APS are based on adequate student data and information	7.2%	20.0%	23.9%	38.7%	10.2%	<b>27.2%</b>	<b>48.9%</b>	1778
15 I would encourage someone to work for APS	11.9%	15.6%	24.7%	33.7%	14.0%	<b>27.5%</b>	<b>47.7%</b>	1787
16 I believe the district has become more effective in meeting the needs of ELL students	11.6%	22.0%	28.8%	30.3%	7.3%	<b>33.5%</b>	<b>37.6%</b>	1720
17 I believe the level of support for Art programs has increased within the district	6.4%	19.7%	48.8%	20.4%	4.7%	<b>26.1%</b>	<b>25.0%</b>	1562
18 I believe the level of support for Music programs has increased within the district	5.6%	20.5%	50.6%	18.6%	4.6%	<b>26.1%</b>	<b>23.2%</b>	1562
19 I believe the level of support for Physical Education has increased within the district	5.9%	17.9%	47.1%	23.9%	5.3%	<b>23.7%</b>	<b>29.1%</b>	1568
20 There's a positive relationship between my association (AEA, CEC, etc.) and the district*	4.3%	11.4%	27.2%	48.4%	8.7%	<b>15.7%</b>	<b>57.1%</b>	1702
21 I trust the people who make school decisions that affect me	15.2%	21.0%	17.3%	32.7%	13.8%	<b>36.2%</b>	<b>46.5%</b>	1713
22 I am able to influence the decisions that are made by my school/site	17.9%	23.6%	14.5%	30.6%	13.5%	<b>41.4%</b>	<b>44.1%</b>	1719
23 There is an atmosphere of trust and mutual respect within the school	19.5%	23.1%	14.9%	28.4%	14.2%	<b>42.6%</b>	<b>42.5%</b>	1717
24 I am trusted to make sound professional decisions about instruction	14.1%	16.9%	11.5%	35.5%	22.1%	<b>31.0%</b>	<b>57.5%</b>	1703
25 I believe decisions made at my site are based on adequate student data and information	8.1%	16.5%	19.2%	38.3%	17.9%	<b>24.5%</b>	<b>56.2%</b>	1707
26 Decisions made at my site are based on the best interests of students	13.4%	19.0%	16.1%	32.0%	19.5%	<b>32.4%</b>	<b>51.5%</b>	1705



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27 Teachers are allowed to focus on educating students with minimal interruption	15.5%	24.6%	15.0%	32.8%	12.0%	<b>40.2%</b>	<b>44.8%</b>	1705
28 I have sufficient access to appropriate instructional materials and resources	5.5%	12.0%	10.8%	45.7%	26.1%	<b>17.4%</b>	<b>71.8%</b>	1698
29 I have sufficient access to instructional technology	5.6%	12.9%	11.8%	45.2%	24.4%	<b>18.5%</b>	<b>69.6%</b>	1705
30 The faculty has an effective process for making group decisions and solving problems	14.8%	23.0%	19.9%	32.9%	9.4%	<b>37.8%</b>	<b>42.3%</b>	1706
31 Employees are empowered to help solve problems	15.1%	21.3%	17.5%	34.7%	11.2%	<b>36.5%</b>	<b>46.0%</b>	1710
32 I have opportunities to participate in school planning and decision making	10.7%	14.1%	16.1%	41.5%	17.6%	<b>24.8%</b>	<b>59.1%</b>	1706
33 My principal/supervisor has a clear understanding of what I accomplish in my job	12.6%	17.9%	13.3%	36.2%	19.9%	<b>30.5%</b>	<b>56.2%</b>	1711
34 Performance evaluations are fair in my school	6.3%	11.2%	19.6%	42.3%	20.6%	<b>17.5%</b>	<b>62.9%</b>	1676
35 Building professional development has provided me with instructional strategies*	10.9%	15.4%	13.7%	39.9%	20.1%	<b>26.3%</b>	<b>60.0%</b>	1663
36 Teachers and staff work in a school environment that is clean and well maintained	1.6%	6.2%	7.3%	45.9%	38.9%	<b>7.8%</b>	<b>84.9%</b>	1713
37 Rules for student conduct are consistently enforced	15.9%	24.8%	12.2%	34.3%	12.8%	<b>40.7%</b>	<b>47.1%</b>	1699
38 Adequate security measures are in place at my site	4.9%	11.8%	9.7%	50.6%	23.0%	<b>16.7%</b>	<b>73.6%</b>	1715
39 I feel appreciated for the work I do	12.4%	17.6%	15.4%	36.1%	18.5%	<b>30.0%</b>	<b>54.6%</b>	1713
40 There is a spirit of teamwork and cooperation at my site	13.2%	17.9%	16.8%	35.9%	16.2%	<b>31.0%</b>	<b>52.2%</b>	1714
41 There is a professional atmosphere for staff working at my school	8.4%	13.6%	14.3%	45.8%	17.9%	<b>22.0%</b>	<b>63.8%</b>	1719
42 My school has effective plans in place to assist ELL students	8.7%	18.9%	26.2%	37.3%	8.9%	<b>27.6%</b>	<b>46.2%</b>	1647

Note. Total respondents=1822. All responses of "not applicable" are omitted from this analysis. \*question abbreviated for report. #43. I believe the mentoring program is beneficial for students is not presented due to different scoring scale. 68.3% of respondents with a mentee agree or strongly agree that it is beneficial.

January 29, 2008