



Aurora Public Schools
Licensed Staff Climate Survey (2009-2010): Historical Comparisons
Division of Accountability and Research
Paris ES

Question	% Dis./Str. Disagree		% Neutral		% Ag./Str. Agree		Total (10)			
	2009	2010 Change	2009	2010 Change	2009	2010 Change				
11 I understand the long-term vision of APS	8.3%	22.7%	14.4%	20.8%	9.1%	-11.7%	70.8%	68.2%	-2.7%	22
2 District administrators share the information I need to perform my job	20.8%	22.7%	1.9%	25.0%	9.1%	-15.9%	54.2%	68.2%	14.0%	22
3 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010 plan	16.7%	22.7%	6.1%	20.8%	18.2%	-2.7%	62.5%	59.1%	-3.4%	22
4 I believe APS has set a clear direction for improving student achievement	21.7%	22.7%	1.0%	21.7%	18.2%	-3.6%	56.5%	59.1%	2.6%	22
5 I am encouraged to provide district level suggestions on ways to improve programs or services	43.5%	52.4%	8.9%	34.8%	28.6%	-6.2%	21.7%	19.0%	-2.7%	21
6 I am comfortable in stating my opinions about APS programs even if I disagree with approach*	52.2%	59.1%	6.9%	17.4%	22.7%	5.3%	30.4%	18.2%	-12.3%	22
7 I am comfortable in stating my opinions about issues facing APS even if I disagree with approach*	50.0%	40.9%	-9.1%	12.5%	36.4%	23.9%	37.5%	22.7%	-14.8%	22
8 I trust the people who make district decisions that affect me	34.8%	31.8%	-3.0%	47.8%	36.4%	-11.5%	17.4%	31.8%	14.4%	22
10 I am able to influence the decisions that are made by the district	62.5%	59.1%	-3.4%	20.8%	36.4%	15.5%	16.7%	4.5%	-12.1%	22
11 There is an atmosphere of trust and mutual respect within APS	33.3%	36.4%	3.0%	33.3%	31.8%	-1.5%	33.3%	31.8%	-1.5%	22
12 District professional development has provided me with instructional strategies*	25.0%	22.7%	-2.3%	8.3%	9.1%	0.8%	66.7%	68.2%	1.5%	22
13 I believe decisions made in APS are based on adequate student data and information	12.5%	31.8%	19.3%	37.5%	22.7%	-14.8%	50.0%	45.5%	-4.5%	22
14 I would encourage someone to work for APS	16.7%	31.8%	15.2%	41.7%	31.8%	-9.8%	41.7%	36.4%	-5.3%	22
15 Based on my experience there's a positive relationship between the AEA and the district.	4.2%	23.8%	19.6%	33.3%	33.3%	0.0%	62.5%	42.9%	-19.6%	21
16 I understand the roles and responsibilities of the APS Board of Education	29.2%	40.9%	11.7%	29.2%	31.8%	2.7%	41.7%	27.3%	-14.4%	22
17 Building Administrators share the information that I need to perform my job	8.3%	18.2%	9.8%	20.8%	9.1%	-11.7%	70.8%	72.7%	1.9%	22
18 I trust the people who make school decisions that affect me	20.8%	36.4%	15.5%	29.2%	18.2%	-11.0%	50.0%	45.5%	-4.5%	22
20 I am able to influence the decisions that are made by my school/site.	25.0%	40.9%	15.9%	20.8%	18.2%	-2.7%	54.2%	40.9%	-13.3%	22
21 There is an atmosphere of trust and mutual respect between building administrators and staff*	25.0%	54.5%	29.5%	20.8%	13.6%	-7.2%	54.2%	31.8%	-22.3%	22
22 There is an atmosphere of trust and mutual respect among teachers in our building	8.3%	22.7%	14.4%	20.8%	31.8%	11.0%	70.8%	45.5%	-25.4%	22
23 I am trusted to make sound professional decisions about instruction	16.7%	31.8%	15.2%	25.0%	18.2%	-6.8%	58.3%	50.0%	-8.3%	22
24 I believe decisions made at my site are based on adequate student data and information	16.7%	9.1%	-7.6%	20.8%	36.4%	15.5%	62.5%	54.5%	-8.0%	22
25 Decisions made at my site are based on the best interests of students	17.4%	23.8%	6.4%	17.4%	28.6%	11.2%	65.2%	47.6%	-17.6%	21
26 Teachers are allowed to focus on educating students with minimal interruption	54.2%	54.5%	0.4%	12.5%	9.1%	-3.4%	33.3%	36.4%	3.0%	22
27 I have sufficient access to instructional materials and resources	0.0%	4.5%	4.5%	0.0%	0.0%	0.0%	100.0%	95.5%	-4.5%	22
28 I have sufficient access to instructional technology	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	22
29 The faculty has an effective process for making group decisions and solving problems	25.0%	42.9%	17.9%	20.8%	28.6%	7.7%	54.2%	28.6%	-25.6%	21
30 Employees are empowered to help solve problems	25.0%	36.4%	11.4%	29.2%	22.7%	-6.4%	45.8%	40.9%	-4.9%	22
31 I have opportunities to participate in school planning and decision making	12.5%	18.2%	5.7%	8.3%	27.3%	18.9%	79.2%	54.5%	-24.6%	22

*Note. The items that are missing were utilized in the current survey only. All responses of "not applicable" and "don't know" were omitted from this analysis. *questions are truncated to allow for reporting. 2009: n=1775, 2010: n=1844.*



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32 I am kept informed of the school improvement plan (SIP)	12.5%	4.5%	8.0%	0.0%	0.0%	4.5%	87.5%	90.9%	3.4%	22
33 My principal/supervisor has a clear understanding of the challenges I face in my job	16.7%	33.3%	16.7%	8.3%	23.8%	15.5%	75.0%	42.9%	-32.1%	21
34 The performance evaluation process is fair in my school	4.3%	14.3%	9.9%	17.4%	42.9%	25.5%	78.3%	42.9%	-35.4%	21
35 Building professional development has provided me with instructional strategies*	12.5%	9.5%	-3.0%	8.3%	9.5%	1.2%	79.2%	81.0%	1.8%	21
36 Teachers and staff work in a school environment that is clean and well maintained	8.3%	13.6%	5.3%	0.0%	0.0%	0.0%	91.7%	86.4%	-5.3%	22
37 Rules for student conduct are consistently enforced by administration	4.3%	9.1%	4.7%	8.7%	4.5%	-4.2%	87.0%	86.4%	-0.6%	22
38 Rules for student conduct are consistently enforced by teaching staff	16.7%	13.6%	-3.0%	12.5%	4.5%	-8.0%	70.8%	81.8%	11.0%	22
39 Staff work in a school environment that is safe	0.0%	13.6%	13.6%	4.2%	9.1%	4.9%	95.8%	77.3%	-18.6%	22
40 I feel appreciated for the work I do	16.7%	18.2%	1.5%	16.7%	27.3%	10.6%	66.7%	54.5%	-12.1%	22
41 There is a spirit of teamwork and cooperation at my site	16.7%	31.8%	15.2%	25.0%	27.3%	2.3%	58.3%	40.9%	-17.4%	22
42 There is a professional atmosphere for staff working at my school/site	8.3%	22.7%	14.4%	12.5%	27.3%	14.8%	79.2%	50.0%	-29.2%	22
43 My school has effective plans in place to assist ELL students	12.5%	4.5%	-8.0%	37.5%	13.6%	-23.9%	50.0%	81.8%	31.8%	22
44 I believe the district is becoming more effective in meeting the needs of ELL students	25.0%	18.2%	-6.8%	33.3%	0.0%	-33.3%	41.7%	81.8%	40.2%	22
49 I believe the mentoring program was beneficial for my mentee	9.1%	20.0%	10.9%	18.2%	40.0%	21.8%	72.7%	40.0%	-32.7%	10

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