



**Aurora Public Schools
Division of Accountability and Research
Licensed Staff Climate Survey (2008-2009)**

Tollgate ES

<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 understand the long-term vision of APS	0.0%	0.0%	16.1%	64.5%	19.4%	0.0%	83.9%	31
2 I support the educational direction of APS	0.0%	9.7%	19.4%	48.4%	22.6%	9.7%	71.0%	31
3 District administrators share the information I need to perform my job	3.2%	19.4%	12.9%	38.7%	25.8%	22.6%	64.5%	31
4 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010 plan	0.0%	6.7%	20.0%	60.0%	13.3%	6.7%	73.3%	30
5 I believe APS has set a clear direction for improving student achievement	3.2%	35.5%	19.4%	32.3%	9.7%	38.7%	41.9%	31
6 I am encouraged to provide district level suggestions on ways to improve programs or services	22.6%	29.0%	12.9%	29.0%	6.5%	51.6%	35.5%	31
7 I am comfortable in stating my opinions about APS programs even if I disagree with approach*	20.0%	43.3%	13.3%	20.0%	3.3%	63.3%	23.3%	30
8 I am comfortable in stating my opinions about issues facing APS even if I disagree with approach*	17.2%	41.4%	24.1%	13.8%	3.4%	58.6%	17.2%	29
9 I trust the people who make district decisions that affect me	9.7%	29.0%	38.7%	16.1%	6.5%	38.7%	22.6%	31
10 I am able to influence the decisions that are made by the district	25.8%	35.5%	22.6%	16.1%	0.0%	61.3%	16.1%	31
11 There is an atmosphere of trust and mutual respect within APS	3.2%	19.4%	35.5%	38.7%	3.2%	22.6%	41.9%	31
12 District professional development has provided me with instructional strategies*	9.7%	9.7%	25.8%	38.7%	16.1%	19.4%	54.8%	31
13 I believe decisions made in APS are based on adequate student data and information	6.5%	22.6%	22.6%	35.5%	12.9%	29.0%	48.4%	31
14 I would encourage someone to work for APS	6.5%	16.1%	35.5%	25.8%	16.1%	22.6%	41.9%	31
15 Based on my experience there's a positive relationship between the AEA and the district.	0.0%	3.7%	40.7%	51.9%	3.7%	3.7%	55.6%	27
16 I understand the roles and responsibilities of the APS Board of Education	6.5%	25.8%	38.7%	29.0%	0.0%	32.3%	29.0%	31
17 Supervisors share the information that I need to perform my job	3.2%	9.7%	3.2%	58.1%	25.8%	12.9%	83.9%	31
18 I trust the people who make school decisions that affect me	6.5%	9.7%	9.7%	35.5%	38.7%	16.1%	74.2%	31
19 I am able to influence the decisions that are made by my school/site.	9.7%	9.7%	12.9%	38.7%	29.0%	19.4%	67.7%	31
20 There is an atmosphere of trust and mutual respect between building administrators and staff*	6.5%	12.9%	9.7%	38.7%	32.3%	19.4%	71.0%	31
21 There is an atmosphere of trust and mutual respect among teachers in our building	6.5%	9.7%	6.5%	35.5%	41.9%	16.1%	77.4%	31
22 I am trusted to make sound professional decisions about instruction	3.2%	9.7%	16.1%	25.8%	45.2%	12.9%	71.0%	31
23 I believe decisions made at my site are based on adequate student data and information	0.0%	6.5%	16.1%	25.8%	51.6%	6.5%	77.4%	31
24 Decisions made at my site are based on the best interests of students	0.0%	12.9%	12.9%	22.6%	51.6%	12.9%	74.2%	31
25 Teachers are allowed to focus on educating students with minimal interruption	6.5%	19.4%	16.1%	38.7%	19.4%	25.8%	58.1%	31
26 I have sufficient access to instructional materials and resources	3.3%	20.0%	16.7%	36.7%	23.3%	23.3%	60.0%	30
27 I have sufficient access to instructional technology	3.2%	16.1%	12.9%	48.4%	19.4%	19.4%	67.7%	31
28 The faculty has an effective process for making group decisions and solving problems	9.7%	6.5%	3.2%	48.4%	32.3%	16.1%	80.6%	31
29 Employees are empowered to help solve problems	6.7%	13.3%	13.3%	36.7%	30.0%	20.0%	66.7%	30
30 I have opportunities to participate in school planning and decision making	3.2%	12.9%	3.2%	58.1%	22.6%	16.1%	80.6%	31

Note. All responses of "not applicable" and "don't know" are omitted from this analysis. *question abbreviated for report.

February 4, 2009



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31 I am kept informed of the buildings school improvement plan	0.0%	3.2%	16.1%	54.8%	25.8%	3.2%	80.6%	31
32 My principal/supervisor has a clear understanding of the challenges I face in my job	0.0%	22.6%	16.1%	32.3%	29.0%	22.6%	61.3%	31
33 Performance evaluations are fair in my school	3.2%	12.9%	19.4%	41.9%	22.6%	16.1%	64.5%	31
34 Building professional development has provided me with instructional strategies*	0.0%	6.7%	13.3%	56.7%	23.3%	6.7%	80.0%	30
35 Teachers and staff work in a school environment that is clean and well maintained	0.0%	0.0%	0.0%	16.7%	83.3%	0.0%	100.0%	30
36 Rules for student conduct are consistently enforced by administration	6.5%	22.6%	22.6%	25.8%	22.6%	29.0%	48.4%	31
37 Rules for student conduct are consistently enforced by teaching staff	0.0%	29.0%	19.4%	35.5%	16.1%	29.0%	51.6%	31
38 Staff work in a school environment that is safe	0.0%	3.3%	6.7%	60.0%	30.0%	3.3%	90.0%	30
39 I feel appreciated for the work I do	3.2%	16.1%	16.1%	48.4%	16.1%	19.4%	64.5%	31
40 There is a spirit of teamwork and cooperation at my site	6.5%	6.5%	12.9%	45.2%	29.0%	12.9%	74.2%	31
41 There is a professional atmosphere for staff working at my school/site	0.0%	12.9%	0.0%	48.4%	38.7%	12.9%	87.1%	31
42 My school has effective plans in place to assist ELL students	3.2%	25.8%	9.7%	51.6%	9.7%	29.0%	61.3%	31
43 I believe the district is becoming more effective in meeting the needs of ELL students	16.7%	23.3%	16.7%	36.7%	6.7%	40.0%	43.3%	30
44 I believe the level of support for Art programs has increased at my building	0.0%	25.0%	45.8%	25.0%	4.2%	25.0%	29.2%	24
45 I believe the level of support for Music programs has increased at my building	0.0%	20.8%	54.2%	25.0%	0.0%	20.8%	25.0%	24
46 I believe the level of support for Physical Education programs has increased at my building	0.0%	16.7%	50.0%	29.2%	4.2%	16.7%	33.3%	24
47 I believe the level of support for library/media programs and other areas of special interest has incr	8.3%	25.0%	41.7%	25.0%	0.0%	33.3%	25.0%	24
48 I believe the mentoring program was beneficial for my mentee	7.1%	0.0%	42.9%	42.9%	7.1%	7.1%	50.0%	14

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