



Aurora Public Schools

Licensed Staff Climate Survey (2012-2013): Historical Comparisons

Division of Accountability and Research
WHEELING ELEMENTARY SCHOOL

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size**	Total
	2012	2013	Change	2012	2013	Change	2012	2013	Change		
1. I understand the long-term vision of Aurora Public Schools.	0.0%	5.6%	5.6%	9.1%	5.6%	-3.5%	90.9%	88.9%	-2.0%	-0.07	18
2. District administrators share the information that I need to perform my job.	18.2%	11.1%	-7.1%	9.1%	16.7%	7.6%	72.7%	72.2%	-0.5%	-0.01	18
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	3.0%	0.0%	-3.0%	21.2%	22.2%	1.0%	75.8%	77.8%	2.0%	0.05	18
4. I believe APS has set a clear direction for improving student achievement.	15.6%	11.1%	-4.5%	25.0%	16.7%	-8.3%	59.4%	72.2%	12.8%	0.27	18
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	36.4%	33.3%	-3.0%	33.3%	33.3%	0.0%	30.3%	33.3%	3.0%	0.07	18
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	36.4%	22.2%	-14.1%	30.3%	27.8%	-2.5%	33.3%	50.0%	16.7%	0.34	18
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	42.4%	27.8%	-14.6%	24.2%	16.7%	-7.6%	33.3%	55.6%	22.2%	0.45	18
8. I trust the people who make district decisions that affect me.	27.3%	27.8%	0.5%	45.5%	22.2%	-23.2%	27.3%	50.0%	22.7%	0.47	18
9. I am given opportunities to influence the decisions made by the district.	45.5%	27.8%	-17.7%	30.3%	38.9%	8.6%	24.2%	33.3%	9.1%	0.20	18
10. There is an atmosphere of trust and mutual respect within APS.	33.3%	16.7%	-16.7%	39.4%	38.9%	-0.5%	27.3%	44.4%	17.2%	0.36	18
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	6.3%	18.8%	12.5%	6.3%	6.3%	0.0%	87.5%	75.0%	-12.5%	-0.32	16
12. I believe decisions made in APS are based on student data and information.	12.1%	5.6%	-6.6%	9.1%	16.7%	7.6%	78.8%	77.8%	-1.0%	-0.02	18
13. I would encourage someone to work for APS.	12.1%	16.7%	4.5%	39.4%	33.3%	-6.1%	48.5%	50.0%	1.5%	0.03	18
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	6.5%	0.0%	-6.5%	29.0%	22.2%	-6.8%	64.5%	77.8%	13.3%	0.29	18
15. I understand the roles and responsibilities of the APS Board of Education.	27.3%	22.2%	-5.1%	18.2%	33.3%	15.2%	54.5%	44.4%	-10.1%	-0.20	18
16. I believe the district is becoming more effective in meeting the needs of ELL students.	9.1%	5.9%	-3.2%	9.1%	5.9%	-3.2%	81.8%	88.2%	6.4%	0.18	17
17. I believe in the district is becoming more effective in meeting the needs of special education students.	57.6%	50.0%	-7.6%	18.2%	5.6%	-12.6%	24.2%	44.4%	20.2%	0.43	18
18. Building Administrators share the information I need to perform my job.	9.4%	22.2%	12.8%	6.3%	22.2%	16.0%	84.4%	55.6%	-28.8%	-0.65	18
19. I trust the people who make school decisions that affect me.	9.4%	33.3%	24.0%	25.0%	22.2%	-2.8%	65.6%	44.4%	-21.2%	-0.43	18
20. I am given opportunities to influence the decisions that are made by my school/site.	12.1%	22.2%	10.1%	21.2%	16.7%	-4.5%	66.7%	61.1%	-5.6%	-0.12	18
21. I am able to influence the decisions made by my school/site.	18.2%	22.2%	4.0%	18.2%	27.8%	9.6%	63.6%	50.0%	-13.6%	-0.28	18
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	21.2%	33.3%	12.1%	30.3%	33.3%	3.0%	48.5%	33.3%	-15.2%	-0.31	18
23. There is an atmosphere of trust and mutual respect among teachers in our building.	37.5%	17.6%	-19.9%	21.9%	23.5%	1.7%	40.6%	58.8%	18.2%	0.37	17
24. I am trusted to make sound professional decisions about instruction.	15.2%	22.2%	7.1%	12.1%	5.6%	-6.6%	72.7%	72.2%	-0.5%	-0.01	18
25. I believe decisions made at my school are based on student data and information.	3.0%	16.7%	13.6%	6.1%	11.1%	5.1%	90.9%	72.2%	-18.7%	-0.50	18
26. Decisions made at my school are based on the best interests of students.	18.2%	11.1%	-7.1%	21.2%	22.2%	1.0%	60.6%	66.7%	6.1%	0.13	18
27. Teachers are allowed to focus on educating students with minimal interruption.	45.5%	44.4%	-1.0%	18.2%	22.2%	4.0%	36.4%	33.3%	-3.0%	-0.06	18
28. I have sufficient access to instructional materials and resources.	6.1%	22.2%	16.2%	3.0%	5.6%	2.5%	90.9%	72.2%	-18.7%	-0.50	18
29. I have sufficient access to instructional technology.	12.1%	11.1%	-1.0%	15.2%	22.2%	7.1%	72.7%	66.7%	-6.1%	-0.13	18
30. The faculty has an effective process for making group decisions.	6.1%	35.3%	29.2%	27.3%	29.4%	2.1%	66.7%	35.3%	-31.4%	-0.64	17
31. Employees in this building are empowered to help solve problems.	3.0%	11.1%	8.1%	18.2%	33.3%	15.2%	78.8%	55.6%	-23.2%	-0.50	18
32. I have opportunities to participate in school planning and decision making.	0.0%	16.7%	16.7%	12.5%	22.2%	9.7%	87.5%	61.1%	-26.4%	-0.62	18

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.

* Questions are new this year so comparisons from previous years cannot be made.

** 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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33. I am kept informed of the school unified improvement plan (UIP).	0.0%	5.6%	5.6%	0.0%	5.6%	5.6%	100.0%	88.9%	-11.1%	-0.68	18
34. My principal/supervisor has a clear understanding of the challenges I face in my job.	24.2%	35.3%	11.1%	6.1%	23.5%	17.5%	69.7%	41.2%	-28.5%	-0.58	17
35. The performance evaluation process is fair in my school.	0.0%	0.0%	0.0%	12.9%	35.7%	22.8%	87.1%	64.3%	-22.8%	-0.55	14
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	15.2%	33.3%	18.2%	9.1%	22.2%	13.1%	75.8%	44.4%	-31.3%	-0.65	18
*37. My administrator gives me specific feedback on how to improve my instruction.	-----	38.9%	-----	-----	33.3%	-----	-----	27.8%	-----	-----	18
38. Teachers and staff work in a school environment that is clean and well maintained.	21.2%	22.2%	1.0%	15.2%	16.7%	1.5%	63.6%	61.1%	-2.5%	-0.05	18
39. Rules for student conduct are consistently enforced by administration.	33.3%	27.8%	-5.6%	18.2%	11.1%	-7.1%	48.5%	61.1%	12.6%	0.25	18
40. Rules for student conduct are consistently enforced by teaching staff.	24.2%	50.0%	25.8%	33.3%	5.6%	-27.8%	42.4%	44.4%	2.0%	0.04	18
41. Staff work in a school environment that is safe.	3.0%	0.0%	-3.0%	12.1%	33.3%	21.2%	84.8%	66.7%	-18.2%	-0.43	18
*42. Staff at my site respect people from different backgrounds and cultures.	-----	0.0%	-----	-----	22.2%	-----	-----	77.8%	-----	-----	18
43. I feel appreciated for the work I do.	21.2%	33.3%	12.1%	30.3%	11.1%	-19.2%	48.5%	55.6%	7.1%	0.14	18
44. I experience a spirit of teamwork and cooperation at my site.	21.2%	27.8%	6.6%	42.4%	16.7%	-25.8%	36.4%	55.6%	19.2%	0.39	18
45. I experience a professional atmosphere for staff working at my school/site.	21.2%	22.2%	1.0%	18.2%	11.1%	-7.1%	60.6%	66.7%	6.1%	0.13	18
46. I have the support I need to deliver culturally responsive instruction and teaching.	3.0%	11.1%	8.1%	15.2%	11.1%	-4.0%	81.8%	77.8%	-4.0%	-0.10	18
47. I believe my school has effective plans in place to assist ELL students.	6.1%	16.7%	10.6%	15.2%	5.6%	-9.6%	78.8%	77.8%	-1.0%	-0.02	18
48. I believe the Art programs are supported at my building.	3.1%	5.9%	2.8%	18.8%	5.9%	-12.9%	78.1%	88.2%	10.1%	0.27	17
49. I believe the Music programs are supported at my building.	3.1%	5.9%	2.8%	9.4%	5.9%	-3.5%	87.5%	88.2%	0.7%	0.02	17
50. I believe the Physical Education program is supported at my building.	3.2%	18.8%	15.5%	25.8%	6.3%	-19.6%	71.0%	75.0%	4.0%	0.09	16
51. I believe the library/media programs are supported at my building.	6.5%	29.4%	23.0%	29.0%	0.0%	-29.0%	64.5%	70.6%	6.1%	0.13	17

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