



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2013-2014): Historical Comparisons**  
**Division of Accountability and Research**  
**WHEELING ELEMENTARY SCHOOL**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Effect Size*	Total
	2013	2014	Change	2013	2014	Change	2013	2014	Change		
1. I understand the long-term vision of Aurora Public Schools.	5.6%	15.8%	10.2%	5.6%	10.5%	5.0%	88.9%	73.7%	-15.2%	-0.40	19
2. District administrators share the information that I need to perform my job.	11.1%	21.1%	9.9%	16.7%	36.8%	20.2%	72.2%	42.1%	-30.1%	-0.62	19
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	0.0%	31.6%	31.6%	22.2%	26.3%	4.1%	77.8%	42.1%	-35.7%	-0.75	19
4. I believe APS has set a clear direction for improving student achievement.	11.1%	31.6%	20.5%	16.7%	26.3%	9.6%	72.2%	42.1%	-30.1%	-0.62	19
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	33.3%	47.4%	14.0%	33.3%	26.3%	-7.0%	33.3%	26.3%	-7.0%	-0.15	19
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	22.2%	47.4%	25.1%	27.8%	21.1%	-6.7%	50.0%	31.6%	-18.4%	-0.38	19
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	27.8%	42.1%	14.3%	16.7%	26.3%	9.6%	55.6%	31.6%	-24.0%	-0.49	19
8. I trust the people who make district decisions that affect me.	27.8%	36.8%	9.1%	22.2%	31.6%	9.4%	50.0%	31.6%	-18.4%	-0.38	19
9. I am given opportunities to influence the decisions made by the district.	27.8%	63.2%	35.4%	38.9%	31.6%	-7.3%	33.3%	5.3%	-28.1%	-0.77	19
10. There is an atmosphere of trust and mutual respect within APS.	16.7%	42.1%	25.4%	38.9%	26.3%	-12.6%	44.4%	31.6%	-12.9%	-0.27	19
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	18.8%	15.8%	-3.0%	6.3%	10.5%	4.3%	75.0%	73.7%	-1.3%	-0.03	19
12. I believe decisions made in APS are based on student data and information.	5.6%	21.1%	15.5%	16.7%	15.8%	-0.9%	77.8%	63.2%	-14.6%	-0.32	19
13. I would encourage someone to work for APS.	16.7%	36.8%	20.2%	33.3%	21.1%	-12.3%	50.0%	42.1%	-7.9%	-0.16	19
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	0.0%	5.3%	5.3%	22.2%	36.8%	14.6%	77.8%	57.9%	-19.9%	-0.43	19
15. I understand the roles and responsibilities of the APS Board of Education.	22.2%	21.1%	-1.2%	33.3%	21.1%	-12.3%	44.4%	57.9%	13.5%	0.27	19
16. I believe the district is becoming more effective in meeting the needs of ELL students.	5.9%	26.3%	20.4%	5.9%	15.8%	9.9%	88.2%	57.9%	-30.3%	-0.71	19
17. I believe in the district is becoming more effective in meeting the needs of special education students.	50.0%	72.2%	22.2%	5.6%	5.6%	0.0%	44.4%	22.2%	-22.2%	-0.48	18
18. Building Administrators share the information I need to perform my job.	22.2%	42.1%	19.9%	22.2%	21.1%	-1.2%	55.6%	36.8%	-18.7%	-0.38	19
19. I trust the people who make school decisions that affect me.	33.3%	57.9%	24.6%	22.2%	15.8%	-6.4%	44.4%	26.3%	-18.1%	-0.38	19
20. I am given opportunities to influence the decisions that are made by my school/site.	22.2%	57.9%	35.7%	16.7%	15.8%	-0.9%	61.1%	26.3%	-34.8%	-0.72	19
21. I am able to influence the decisions made by my school/site.	22.2%	57.9%	35.7%	27.8%	15.8%	-12.0%	50.0%	26.3%	-23.7%	-0.49	19
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	33.3%	63.2%	29.8%	33.3%	10.5%	-22.8%	33.3%	26.3%	-7.0%	-0.15	19
23. There is an atmosphere of trust and mutual respect among teachers in our building.	17.6%	36.8%	19.2%	23.5%	15.8%	-7.7%	58.8%	47.4%	-11.5%	-0.23	19
24. I am trusted to make sound professional decisions about instruction.	22.2%	21.1%	-1.2%	5.6%	15.8%	10.2%	72.2%	63.2%	-9.1%	-0.19	19
25. I believe decisions made at my school are based on student data and information.	16.7%	26.3%	9.6%	11.1%	15.8%	4.7%	72.2%	57.9%	-14.3%	-0.30	19
26. Decisions made at my school are based on the best interests of students.	11.1%	42.1%	31.0%	22.2%	10.5%	-11.7%	66.7%	47.4%	-19.3%	-0.39	19
27. Teachers are allowed to focus on educating students with minimal interruption.	44.4%	36.8%	-7.6%	22.2%	0.0%	-22.2%	33.3%	63.2%	29.8%	0.61	19
28. I have sufficient access to instructional materials and resources.	22.2%	26.3%	4.1%	5.6%	10.5%	5.0%	72.2%	63.2%	-9.1%	-0.19	19
29. I have sufficient access to instructional technology.	11.1%	36.8%	25.7%	22.2%	26.3%	4.1%	66.7%	36.8%	-29.8%	-0.61	19
30. The faculty has an effective process for making group decisions.	35.3%	63.2%	27.9%	29.4%	5.3%	-24.1%	35.3%	31.6%	-3.7%	-0.08	19
31. Employees in this building are empowered to help solve problems.	11.1%	36.8%	25.7%	33.3%	31.6%	-1.8%	55.6%	31.6%	-24.0%	-0.49	19
32. I have opportunities to participate in school planning and decision making.	16.7%	26.3%	9.6%	22.2%	15.8%	-6.4%	61.1%	57.9%	-3.2%	-0.07	19
33. I am kept informed of the school unified improvement plan (UIP).	5.6%	10.5%	5.0%	5.6%	0.0%	-5.6%	88.9%	89.5%	0.6%	0.02	19

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.

\* 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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34. My principal/supervisor has a clear understanding of the challenges I face in my job.	35.3%	42.1%	6.8%	23.5%	15.8%	-7.7%	41.2%	42.1%	0.9%	0.02	19
35. The performance evaluation process is fair in my school.	0.0%	26.3%	26.3%	35.7%	26.3%	-9.4%	64.3%	47.4%	-16.9%	-0.34	19
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	33.3%	22.2%	-11.1%	22.2%	22.2%	0.0%	44.4%	55.6%	11.1%	0.22	18
37. My administrator gives me specific feedback on how to improve my instruction.	38.9%	21.1%	-17.8%	33.3%	31.6%	-1.8%	27.8%	47.4%	19.6%	0.41	19
38. Teachers and staff work in a school environment that is clean and well maintained.	22.2%	26.3%	4.1%	16.7%	15.8%	-0.9%	61.1%	57.9%	-3.2%	-0.07	19
39. Rules for student conduct are consistently enforced by administration.	27.8%	57.9%	30.1%	11.1%	21.1%	9.9%	61.1%	21.1%	-40.1%	-0.84	19
40. Rules for student conduct are consistently enforced by teaching staff.	50.0%	42.1%	-7.9%	5.6%	26.3%	20.8%	44.4%	31.6%	-12.9%	-0.27	19
41. Staff work in a school environment that is safe.	0.0%	10.5%	10.5%	33.3%	21.1%	-12.3%	66.7%	68.4%	1.8%	0.04	19
42. Staff at my site respect people from different backgrounds and cultures.	0.0%	15.8%	15.8%	22.2%	10.5%	-11.7%	77.8%	73.7%	-4.1%	-0.10	19
43. I feel appreciated for the work I do.	33.3%	57.9%	24.6%	11.1%	10.5%	-0.6%	55.6%	31.6%	-24.0%	-0.49	19
44. I experience a spirit of teamwork and cooperation at my site.	27.8%	52.6%	24.9%	16.7%	10.5%	-6.1%	55.6%	36.8%	-18.7%	-0.38	19
45. I experience a professional atmosphere for staff working at my school/site.	22.2%	33.3%	11.1%	11.1%	16.7%	5.6%	66.7%	50.0%	-16.7%	-0.34	18
46. I have the support I need to deliver culturally responsive instruction and teaching.	11.1%	31.6%	20.5%	11.1%	26.3%	15.2%	77.8%	42.1%	-35.7%	-0.75	19
47. I believe my school has effective plans in place to assist ELL students.	16.7%	26.3%	9.6%	5.6%	15.8%	10.2%	77.8%	57.9%	-19.9%	-0.43	19
48. I believe the Art programs are supported at my building.	5.9%	22.2%	16.3%	5.9%	5.6%	-0.3%	88.2%	72.2%	-16.0%	-0.41	18
49. I believe the Music programs are supported at my building.	5.9%	22.2%	16.3%	5.9%	11.1%	5.2%	88.2%	66.7%	-21.6%	-0.53	18
50. I believe the Physical Education program is supported at my building.	18.8%	5.6%	-13.2%	6.3%	11.1%	4.9%	75.0%	83.3%	8.3%	0.21	18
51. I believe the library/media programs are supported at my building.	29.4%	50.0%	20.6%	0.0%	11.1%	11.1%	70.6%	38.9%	-31.7%	-0.65	18
52. I believe the student mentoring program was beneficial for my mentee.	0.0%	0.0%	0.0%	71.4%	45.5%	-26.0%	28.6%	54.5%	26.0%	0.53	11

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