



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2011-2012): Historical Comparisons**  
**Division of Accountability and Research**  
**MURPHY CREEK K-8**

Question	% Disagree/Str. Disagree			% Neutral			% Agree/Str. Agree			Total
	2011	2012	Change	2011	2012	Change	2011	2012	Change	
1. I understand the long-term vision of Aurora Public Schools.	7.7%	6.7%	-1.0%	3.8%	10.0%	6.2%	88.5%	83.3%	-5.1%	30
2. District administrators share the information that I need to perform my job.	12.0%	26.7%	14.7%	24.0%	16.7%	-7.3%	64.0%	56.7%	-7.3%	30
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	15.4%	16.7%	1.3%	26.9%	16.7%	-10.3%	57.7%	66.7%	9.0%	30
4. I believe APS has set a clear direction for improving student achievement.	3.8%	30.0%	26.2%	15.4%	16.7%	1.3%	80.8%	53.3%	-27.4%	30
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	40.0%	50.0%	10.0%	28.0%	23.3%	-4.7%	32.0%	26.7%	-5.3%	30
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	50.0%	40.0%	-10.0%	3.8%	26.7%	22.8%	46.2%	33.3%	-12.8%	30
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	50.0%	40.0%	-10.0%	3.8%	20.0%	16.2%	46.2%	40.0%	-6.2%	30
8. I trust the people who make district decisions that affect me.	48.0%	56.7%	8.7%	20.0%	6.7%	-13.3%	32.0%	36.7%	4.7%	30
9. I am given opportunities to influence the decisions made by the district.	52.0%	60.0%	8.0%	28.0%	20.0%	-8.0%	20.0%	20.0%	0.0%	30
10. There is an atmosphere of trust and mutual respect within APS.	26.1%	36.7%	10.6%	21.7%	30.0%	8.3%	52.2%	33.3%	-18.8%	30
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	34.6%	37.9%	3.3%	7.7%	17.2%	9.5%	57.7%	44.8%	-12.9%	29
12. I believe decisions made in APS are based on student data and information.	12.0%	26.7%	14.7%	20.0%	6.7%	-13.3%	68.0%	66.7%	-1.3%	30
13. I would encourage someone to work for APS.	19.2%	20.0%	0.8%	15.4%	33.3%	17.9%	65.4%	46.7%	-18.7%	30
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	19.2%	27.6%	8.4%	30.8%	31.0%	0.3%	50.0%	41.4%	-8.6%	29
15. I understand the roles and responsibilities of the APS Board of Education.	19.2%	36.7%	17.4%	30.8%	16.7%	-14.1%	50.0%	46.7%	-3.3%	30
16. Building Administrators share the information I need to perform my job.	0.0%	6.7%	6.7%	3.8%	6.7%	2.8%	96.2%	86.7%	-9.5%	30
17. I trust the people who make school decisions that affect me.	3.8%	6.7%	2.8%	7.7%	6.7%	-1.0%	88.5%	86.7%	-1.8%	30
18. I am given opportunities to influence the decisions that are made by my school/site.	3.8%	3.3%	-0.5%	7.7%	10.0%	2.3%	88.5%	86.7%	-1.8%	30
19. I am able to influence the decisions made by my school/site.	7.7%	6.7%	-1.0%	11.5%	6.7%	-4.9%	80.8%	86.7%	5.9%	30
20. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	7.7%	6.9%	-0.8%	0.0%	0.0%	0.0%	92.3%	93.1%	0.8%	29
21. There is an atmosphere of trust and mutual respect among teachers in our building.	11.5%	16.7%	5.1%	11.5%	10.0%	-1.5%	76.9%	73.3%	-3.6%	30
22. I am trusted to make sound professional decisions about instruction.	0.0%	3.4%	3.4%	0.0%	3.4%	3.4%	100.0%	93.1%	-6.9%	29
23. I believe decisions made at my school are based on student data and information.	0.0%	0.0%	0.0%	3.8%	3.3%	-0.5%	96.2%	96.7%	0.5%	30
24. Decisions made at my school are based on the best interests of students.	3.8%	10.3%	6.5%	11.5%	6.9%	-4.6%	84.6%	82.8%	-1.9%	29
25. Teachers are allowed to focus on educating students with minimal interruption.	15.4%	16.7%	1.3%	11.5%	10.0%	-1.5%	73.1%	73.3%	0.3%	30
26. I have sufficient access to instructional materials and resources.	23.1%	10.3%	-12.7%	7.7%	6.9%	-0.8%	69.2%	82.8%	13.5%	29
27. I have sufficient access to instructional technology.	19.2%	26.7%	7.4%	3.8%	3.3%	-0.5%	76.9%	70.0%	-6.9%	30
28. The faculty has an effective process for making group decisions.	11.5%	10.0%	-1.5%	15.4%	23.3%	7.9%	73.1%	66.7%	-6.4%	30
29. Employees in this building are empowered to help solve problems.	7.7%	13.8%	6.1%	7.7%	0.0%	-7.7%	84.6%	86.2%	1.6%	29
30. I have opportunities to participate in school planning and decision making.	3.8%	3.3%	-0.5%	3.8%	3.3%	-0.5%	92.3%	93.3%	1.0%	30
31. I am kept informed of the school unified improvement plan (UIP).	0.0%	0.0%	0.0%	3.8%	3.3%	-0.5%	96.2%	96.7%	0.5%	30
32. My principal/supervisor has a clear understanding of the challenges I face in my job.	11.5%	10.0%	-1.5%	7.7%	3.3%	-4.4%	80.8%	86.7%	5.9%	30
33. The performance evaluation process is fair in my school.	3.8%	3.6%	-0.3%	3.8%	14.3%	10.4%	92.3%	82.1%	-10.2%	28

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.

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	<u>2011</u>	<u>2012</u>	<u>Change</u>	<u>2011</u>	<u>2012</u>	<u>Change</u>	<u>2011</u>	<u>2012</u>	<u>Change</u>	
34. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	19.2%	23.3%	4.1%	15.4%	16.7%	1.3%	65.4%	60.0%	-5.4%	30
35. Teachers and staff work in a school environment that is clean and well maintained.	3.8%	13.3%	9.5%	3.8%	0.0%	-3.8%	92.3%	86.7%	-5.6%	30
36. Rules for student conduct are consistently enforced by administration.	26.9%	13.8%	-13.1%	19.2%	17.2%	-2.0%	53.8%	69.0%	15.1%	29
37. Rules for student conduct are consistently enforced by teaching staff.	42.3%	27.6%	-14.7%	15.4%	20.7%	5.3%	42.3%	51.7%	9.4%	29
38. Staff work in a school environment that is safe.	3.8%	0.0%	-3.8%	0.0%	6.7%	6.7%	96.2%	93.3%	-2.8%	30
39. I feel appreciated for the work I do.	8.0%	16.7%	8.7%	12.0%	0.0%	-12.0%	80.0%	83.3%	3.3%	30
40. There is a spirit of teamwork and cooperation at my site.	7.7%	23.3%	15.6%	19.2%	10.0%	-9.2%	73.1%	66.7%	-6.4%	30
41. There is a professional atmosphere for staff working at my school/site.	3.8%	6.7%	2.8%	11.5%	6.7%	-4.9%	84.6%	86.7%	2.1%	30
*42. I have the support I need to deliver culturally responsive instruction and teaching.	-----	6.7%	-----	-----	23.3%	-----	-----	70.0%	-----	30
43. I believe my school has effective plans in place to assist ELL students.	16.0%	16.7%	0.7%	12.0%	16.7%	4.7%	72.0%	66.7%	-5.3%	30
44. I believe the district is becoming more effective in meeting the needs of ELL students.	20.8%	20.7%	-0.1%	20.8%	13.8%	-7.0%	58.3%	65.5%	7.2%	29
*45. I believe the district is becoming more effective in meeting the needs of special education students.	-----	58.6%	-----	-----	31.0%	-----	-----	10.3%	-----	29
46. I believe the Art programs are supported at my building.	3.8%	7.1%	3.3%	3.8%	3.6%	-0.3%	92.3%	89.3%	-3.0%	28
47. I believe the Music programs are supported at my building.	7.7%	6.9%	-0.8%	11.5%	3.4%	-8.1%	80.8%	89.7%	8.9%	29
48. I believe the Physical Education program is supported at my building.	3.8%	3.4%	-0.4%	7.7%	3.4%	-4.2%	88.5%	93.1%	4.6%	29
49. I believe the library/media programs are supported at my building.	46.2%	6.7%	-39.5%	3.8%	10.0%	6.2%	50.0%	83.3%	33.3%	30

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