



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2013-2014): Historical Comparisons**  
**Division of Accountability and Research**  
**MRACHEK MIDDLE 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.	28.1%	13.3%	-14.8%	15.6%	13.3%	-2.3%	56.3%	73.3%	17.1%	0.36	30
2. District administrators share the information that I need to perform my job.	37.5%	34.5%	-3.0%	15.6%	6.9%	-8.7%	46.9%	58.6%	11.7%	0.24	29
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	37.5%	16.7%	-20.8%	18.8%	23.3%	4.6%	43.8%	60.0%	16.3%	0.33	30
4. I believe APS has set a clear direction for improving student achievement.	62.5%	26.7%	-35.8%	21.9%	30.0%	8.1%	15.6%	43.3%	27.7%	0.62	30
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	58.1%	53.3%	-4.7%	29.0%	30.0%	1.0%	12.9%	16.7%	3.8%	0.11	30
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	71.0%	62.1%	-8.9%	22.6%	27.6%	5.0%	6.5%	10.3%	3.9%	0.14	29
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	81.3%	58.6%	-22.6%	15.6%	24.1%	8.5%	3.1%	17.2%	14.1%	0.50	29
8. I trust the people who make district decisions that affect me.	58.1%	44.8%	-13.2%	35.5%	31.0%	-4.4%	6.5%	24.1%	17.7%	0.51	29
9. I am given opportunities to influence the decisions made by the district.	78.1%	60.0%	-18.1%	18.8%	33.3%	14.6%	3.1%	6.7%	3.5%	0.17	30
10. There is an atmosphere of trust and mutual respect within APS.	53.1%	48.3%	-4.8%	40.6%	41.4%	0.8%	6.3%	10.3%	4.1%	0.15	29
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	31.3%	30.0%	-1.3%	6.3%	6.7%	0.4%	62.5%	63.3%	0.8%	0.02	30
12. I believe decisions made in APS are based on student data and information.	40.6%	16.7%	-24.0%	21.9%	23.3%	1.5%	37.5%	60.0%	22.5%	0.45	30
13. I would encourage someone to work for APS.	40.6%	20.7%	-19.9%	46.9%	34.5%	-12.4%	12.5%	44.8%	32.3%	0.74	29
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	19.4%	10.7%	-8.6%	45.2%	35.7%	-9.4%	35.5%	53.6%	18.1%	0.37	28
15. I understand the roles and responsibilities of the APS Board of Education.	18.8%	20.0%	1.3%	34.4%	33.3%	-1.0%	46.9%	46.7%	-0.2%	0.00	30
16. I believe the district is becoming more effective in meeting the needs of ELL students.	19.4%	10.0%	-9.4%	25.8%	30.0%	4.2%	54.8%	60.0%	5.2%	0.10	30
17. I believe in the district is becoming more effective in meeting the needs of special education students.	63.3%	46.7%	-16.7%	16.7%	23.3%	6.7%	20.0%	30.0%	10.0%	0.23	30
18. Building Administrators share the information I need to perform my job.	36.4%	20.0%	-16.4%	12.1%	13.3%	1.2%	51.5%	66.7%	15.2%	0.31	30
19. I trust the people who make school decisions that affect me.	63.6%	43.3%	-20.3%	18.2%	30.0%	11.8%	18.2%	26.7%	8.5%	0.20	30
20. I am given opportunities to influence the decisions that are made by my school/site.	63.6%	46.7%	-17.0%	18.2%	20.0%	1.8%	18.2%	33.3%	15.2%	0.35	30
21. I am able to influence the decisions made by my school/site.	75.8%	50.0%	-25.8%	12.1%	26.7%	14.5%	12.1%	23.3%	11.2%	0.30	30
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	66.7%	55.2%	-11.5%	18.2%	17.2%	-0.9%	15.2%	27.6%	12.4%	0.31	29
23. There is an atmosphere of trust and mutual respect among teachers in our building.	40.6%	23.3%	-17.3%	12.5%	13.3%	0.8%	46.9%	63.3%	16.5%	0.33	30
24. I am trusted to make sound professional decisions about instruction.	40.6%	35.7%	-4.9%	28.1%	10.7%	-17.4%	31.3%	53.6%	22.3%	0.46	28
25. I believe decisions made at my school are based on student data and information.	36.4%	16.7%	-19.7%	33.3%	26.7%	-6.7%	30.3%	56.7%	26.4%	0.54	30
26. Decisions made at my school are based on the best interests of students.	68.8%	40.0%	-28.8%	12.5%	40.0%	27.5%	18.8%	20.0%	1.3%	0.03	30
27. Teachers are allowed to focus on educating students with minimal interruption.	68.8%	76.7%	7.9%	9.4%	10.0%	0.6%	21.9%	13.3%	-8.5%	-0.23	30
28. I have sufficient access to instructional materials and resources.	24.2%	40.0%	15.8%	30.3%	6.7%	-23.6%	45.5%	53.3%	7.9%	0.16	30
29. I have sufficient access to instructional technology.	33.3%	50.0%	16.7%	30.3%	3.3%	-27.0%	36.4%	46.7%	10.3%	0.21	30
30. The faculty has an effective process for making group decisions.	66.7%	37.9%	-28.7%	18.2%	34.5%	16.3%	15.2%	27.6%	12.4%	0.31	29
31. Employees in this building are empowered to help solve problems.	69.7%	50.0%	-19.7%	12.1%	33.3%	21.2%	18.2%	16.7%	-1.5%	-0.04	30
32. I have opportunities to participate in school planning and decision making.	37.5%	16.7%	-20.8%	15.6%	36.7%	21.0%	46.9%	46.7%	-0.2%	0.00	30
33. I am kept informed of the school unified improvement plan (UIP).	22.6%	3.4%	-19.1%	25.8%	10.3%	-15.5%	51.6%	86.2%	34.6%	0.78	29

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.	66.7%	43.3%	-23.3%	18.2%	20.0%	1.8%	15.2%	36.7%	21.5%	0.50	30
35. The performance evaluation process is fair in my school.	28.1%	16.7%	-11.5%	15.6%	33.3%	17.7%	56.3%	50.0%	-6.3%	-0.13	30
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	45.5%	37.9%	-7.5%	15.2%	13.8%	-1.4%	39.4%	48.3%	8.9%	0.18	29
37. My administrator gives me specific feedback on how to improve my instruction.	30.3%	10.3%	-20.0%	24.2%	13.8%	-10.4%	45.5%	75.9%	30.4%	0.63	29
38. Teachers and staff work in a school environment that is clean and well maintained.	30.3%	43.3%	13.0%	12.1%	6.7%	-5.5%	57.6%	50.0%	-7.6%	-0.15	30
39. Rules for student conduct are consistently enforced by administration.	72.7%	67.9%	-4.9%	15.2%	14.3%	-0.9%	12.1%	17.9%	5.7%	0.16	28
40. Rules for student conduct are consistently enforced by teaching staff.	71.9%	63.3%	-8.5%	15.6%	23.3%	7.7%	12.5%	13.3%	0.8%	0.02	30
41. Staff work in a school environment that is safe.	43.8%	50.0%	6.3%	25.0%	26.7%	1.7%	31.3%	23.3%	-7.9%	-0.18	30
42. Staff at my site respect people from different backgrounds and cultures.	9.1%	6.7%	-2.4%	12.1%	3.3%	-8.8%	78.8%	90.0%	11.2%	0.31	30
43. I feel appreciated for the work I do.	59.4%	20.0%	-39.4%	21.9%	40.0%	18.1%	18.8%	40.0%	21.3%	0.47	30
44. I experience a spirit of teamwork and cooperation at my site.	46.9%	36.7%	-10.2%	15.6%	30.0%	14.4%	37.5%	33.3%	-4.2%	-0.09	30
45. I experience a professional atmosphere for staff working at my school/site.	37.5%	26.9%	-10.6%	28.1%	15.4%	-12.7%	34.4%	57.7%	23.3%	0.47	26
46. I have the support I need to deliver culturally responsive instruction and teaching.	36.4%	13.3%	-23.0%	18.2%	10.0%	-8.2%	45.5%	76.7%	31.2%	0.65	30
47. I believe my school has effective plans in place to assist ELL students.	21.2%	3.4%	-17.8%	12.1%	13.8%	1.7%	66.7%	82.8%	16.1%	0.37	29
48. I believe the Art programs are supported at my building.	16.7%	11.1%	-5.6%	23.3%	25.9%	2.6%	60.0%	63.0%	3.0%	0.06	27
49. I believe the Music programs are supported at my building.	9.4%	6.7%	-2.7%	15.6%	20.0%	4.4%	75.0%	73.3%	-1.7%	-0.04	30
50. I believe the Physical Education program is supported at my building.	15.6%	6.9%	-8.7%	12.5%	10.3%	-2.2%	71.9%	82.8%	10.9%	0.26	29
51. I believe the library/media programs are supported at my building.	20.7%	33.3%	12.6%	24.1%	18.5%	-5.6%	55.2%	48.1%	-7.0%	-0.14	27
52. I believe the student mentoring program was beneficial for my mentee.	18.2%	33.3%	15.2%	40.9%	13.3%	-27.6%	40.9%	53.3%	12.4%	0.25	15

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