



**Aurora Public Schools**  
**Licensed Staff Climate Survey (2012-2013): Historical Comparisons**  
**Division of Accountability and Research**  
**MRACHEK MIDDLE 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.	10.0%	28.1%	18.1%	6.7%	15.6%	9.0%	83.3%	56.3%	-27.1%	-0.60	32
2. District administrators share the information that I need to perform my job.	13.3%	37.5%	24.2%	20.0%	15.6%	-4.4%	66.7%	46.9%	-19.8%	-0.40	32
3. I know how my work relates to the district's goals and priorities as stated in the VISTA 2015 Plan.	10.3%	37.5%	27.2%	17.2%	18.8%	1.5%	72.4%	43.8%	-28.7%	-0.59	32
4. I believe APS has set a clear direction for improving student achievement.	40.0%	62.5%	22.5%	26.7%	21.9%	-4.8%	33.3%	15.6%	-17.7%	-0.42	32
5. I am encouraged to provide district level suggestions on ways to improve programs or services.	53.3%	58.1%	4.7%	30.0%	29.0%	-1.0%	16.7%	12.9%	-3.8%	-0.11	31
6. I feel safe in stating my opinions about APS programs even if I disagree with the approach being taken.	43.3%	71.0%	27.6%	33.3%	22.6%	-10.8%	23.3%	6.5%	-16.9%	-0.49	31
7. I feel safe in stating my opinions about issues facing APS even if I disagree with the approach being taken.	46.7%	81.3%	34.6%	36.7%	15.6%	-21.0%	16.7%	3.1%	-13.5%	-0.49	32
8. I trust the people who make district decisions that affect me.	46.7%	58.1%	11.4%	36.7%	35.5%	-1.2%	16.7%	6.5%	-10.2%	-0.33	31
9. I am given opportunities to influence the decisions made by the district.	70.0%	78.1%	8.1%	13.3%	18.8%	5.4%	16.7%	3.1%	-13.5%	-0.49	32
10. There is an atmosphere of trust and mutual respect within APS.	60.0%	53.1%	-6.9%	20.0%	40.6%	20.6%	20.0%	6.3%	-13.8%	-0.42	32
11. District professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	42.9%	31.3%	-11.6%	21.4%	6.3%	-15.2%	35.7%	62.5%	26.8%	0.54	32
12. I believe decisions made in APS are based on student data and information.	36.7%	40.6%	4.0%	13.3%	21.9%	8.5%	50.0%	37.5%	-12.5%	-0.25	32
13. I would encourage someone to work for APS.	26.7%	40.6%	14.0%	36.7%	46.9%	10.2%	36.7%	12.5%	-24.2%	-0.58	32
14. Based on my experience there's a positive relationship between the Aurora Education Association and the district.	10.7%	19.4%	8.6%	39.3%	45.2%	5.9%	50.0%	35.5%	-14.5%	-0.29	31
15. I understand the roles and responsibilities of the APS Board of Education.	13.3%	18.8%	5.4%	23.3%	34.4%	11.0%	63.3%	46.9%	-16.5%	-0.33	32
16. I believe the district is becoming more effective in meeting the needs of ELL students.	17.9%	19.4%	1.5%	32.1%	25.8%	-6.3%	50.0%	54.8%	4.8%	0.10	31
17. I believe in the district is becoming more effective in meeting the needs of special education students.	50.0%	63.3%	13.3%	28.6%	16.7%	-11.9%	21.4%	20.0%	-1.4%	-0.04	30
18. Building Administrators share the information I need to perform my job.	3.3%	36.4%	33.0%	16.7%	12.1%	-4.5%	80.0%	51.5%	-28.5%	-0.61	33
19. I trust the people who make school decisions that affect me.	33.3%	63.6%	30.3%	23.3%	18.2%	-5.2%	43.3%	18.2%	-25.2%	-0.56	33
20. I am given opportunities to influence the decisions that are made by my school/site.	36.7%	63.6%	27.0%	16.7%	18.2%	1.5%	46.7%	18.2%	-28.5%	-0.62	33
21. I am able to influence the decisions made by my school/site.	46.7%	75.8%	29.1%	26.7%	12.1%	-14.5%	26.7%	12.1%	-14.5%	-0.37	33
22. There is an atmosphere of trust and mutual respect between building administrators and staff in our building.	40.0%	66.7%	26.7%	13.3%	18.2%	4.8%	46.7%	15.2%	-31.5%	-0.70	33
23. There is an atmosphere of trust and mutual respect among teachers in our building.	16.7%	40.6%	24.0%	10.0%	12.5%	2.5%	73.3%	46.9%	-26.5%	-0.55	32
24. I am trusted to make sound professional decisions about instruction.	23.3%	40.6%	17.3%	6.7%	28.1%	21.5%	70.0%	31.3%	-38.8%	-0.80	32
25. I believe decisions made at my school are based on student data and information.	24.1%	36.4%	12.2%	10.3%	33.3%	23.0%	65.5%	30.3%	-35.2%	-0.72	33
26. Decisions made at my school are based on the best interests of students.	35.7%	68.8%	33.0%	28.6%	12.5%	-16.1%	35.7%	18.8%	-17.0%	-0.39	32
27. Teachers are allowed to focus on educating students with minimal interruption.	56.7%	68.8%	12.1%	16.7%	9.4%	-7.3%	26.7%	21.9%	-4.8%	-0.11	32
28. I have sufficient access to instructional materials and resources.	40.0%	24.2%	-15.8%	13.3%	30.3%	17.0%	46.7%	45.5%	-1.2%	-0.02	33
29. I have sufficient access to instructional technology.	36.7%	33.3%	-3.3%	20.0%	30.3%	10.3%	43.3%	36.4%	-7.0%	-0.14	33
30. The faculty has an effective process for making group decisions.	50.0%	66.7%	16.7%	20.0%	18.2%	-1.8%	30.0%	15.2%	-14.8%	-0.36	33
31. Employees in this building are empowered to help solve problems.	31.0%	69.7%	38.7%	31.0%	12.1%	-18.9%	37.9%	18.2%	-19.7%	-0.45	33
32. I have opportunities to participate in school planning and decision making.	20.0%	37.5%	17.5%	23.3%	15.6%	-7.7%	56.7%	46.9%	-9.8%	-0.20	32

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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33. I am kept informed of the school unified improvement plan (UIP).	3.3%	22.6%	19.2%	3.3%	25.8%	22.5%	93.3%	51.6%	-41.7%	-1.02	31
34. My principal/supervisor has a clear understanding of the challenges I face in my job.	33.3%	66.7%	33.3%	26.7%	18.2%	-8.5%	40.0%	15.2%	-24.8%	-0.57	33
35. The performance evaluation process is fair in my school.	10.0%	28.1%	18.1%	23.3%	15.6%	-7.7%	66.7%	56.3%	-10.4%	-0.21	32
36. Building professional development has provided me with strategies that I have incorporated into my instructional delivery methods.	36.7%	45.5%	8.8%	16.7%	15.2%	-1.5%	46.7%	39.4%	-7.3%	-0.15	33
*37. My administrator gives me specific feedback on how to improve my instruction.	-----	30.3%	-----	-----	24.2%	-----	-----	45.5%	-----	-----	33
38. Teachers and staff work in a school environment that is clean and well maintained.	16.7%	30.3%	13.6%	16.7%	12.1%	-4.5%	66.7%	57.6%	-9.1%	-0.19	33
39. Rules for student conduct are consistently enforced by administration.	65.5%	72.7%	7.2%	17.2%	15.2%	-2.1%	17.2%	12.1%	-5.1%	-0.15	33
40. Rules for student conduct are consistently enforced by teaching staff.	65.5%	71.9%	6.4%	20.7%	15.6%	-5.1%	13.8%	12.5%	-1.3%	-0.04	32
41. Staff work in a school environment that is safe.	36.7%	43.8%	7.1%	26.7%	25.0%	-1.7%	36.7%	31.3%	-5.4%	-0.11	32
*42. Staff at my site respect people from different backgrounds and cultures.	-----	9.1%	-----	-----	12.1%	-----	-----	78.8%	-----	-----	33
43. I feel appreciated for the work I do.	23.3%	59.4%	36.0%	30.0%	21.9%	-8.1%	46.7%	18.8%	-27.9%	-0.61	32
44. I experience a spirit of teamwork and cooperation at my site.	16.7%	46.9%	30.2%	36.7%	15.6%	-21.0%	46.7%	37.5%	-9.2%	-0.19	32
45. I experience a professional atmosphere for staff working at my school/site.	3.3%	37.5%	34.2%	33.3%	28.1%	-5.2%	63.3%	34.4%	-29.0%	-0.59	32
46. I have the support I need to deliver culturally responsive instruction and teaching.	6.7%	36.4%	29.7%	30.0%	18.2%	-11.8%	63.3%	45.5%	-17.9%	-0.36	33
47. I believe my school has effective plans in place to assist ELL students.	13.3%	21.2%	7.9%	20.0%	12.1%	-7.9%	66.7%	66.7%	0.0%	0.00	33
48. I believe the Art programs are supported at my building.	13.8%	16.7%	2.9%	10.3%	23.3%	13.0%	75.9%	60.0%	-15.9%	-0.34	30
49. I believe the Music programs are supported at my building.	0.0%	9.4%	9.4%	10.0%	15.6%	5.6%	90.0%	75.0%	-15.0%	-0.40	32
50. I believe the Physical Education program is supported at my building.	7.1%	15.6%	8.5%	10.7%	12.5%	1.8%	82.1%	71.9%	-10.3%	-0.25	32
51. I believe the library/media programs are supported at my building.	31.0%	20.7%	-10.3%	24.1%	24.1%	0.0%	44.8%	55.2%	10.3%	0.21	29
52. I believe the student mentoring program was beneficial for my mentee.	17.6%	18.2%	0.5%	47.1%	40.9%	-6.1%	35.3%	40.9%	5.6%	0.12	22

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