



**Aurora Public Schools  
Division of Accountability and Research  
Licensed Staff Climate Survey (2008-2009)**

**Iowa ES**

<b>Question</b>	<b>Str. Dis.</b>	<b>Dis.</b>	<b>Neutral</b>	<b>Agree</b>	<b>Str. Agr.</b>	<b>%Dis/SD</b>	<b>%Ag/SA</b>	<b>Total</b>
1 I understand the long-term vision of APS	0.0%	0.0%	4.2%	66.7%	29.2%	<b>0.0%</b>	<b>95.8%</b>	24
2 I support the educational direction of APS	0.0%	4.2%	16.7%	54.2%	25.0%	<b>4.2%</b>	<b>79.2%</b>	24
3 District administrators share the information I need to perform my job	0.0%	8.3%	4.2%	75.0%	12.5%	<b>8.3%</b>	<b>87.5%</b>	24
4 I know how my work relates to the district's goals and priorities as stated in the VISTA 2010 plan	0.0%	0.0%	4.2%	87.5%	8.3%	<b>0.0%</b>	<b>95.8%</b>	24
5 I believe APS has set a clear direction for improving student achievement	0.0%	8.3%	12.5%	70.8%	8.3%	<b>8.3%</b>	<b>79.2%</b>	24
6 I am encouraged to provide district level suggestions on ways to improve programs or services	12.5%	41.7%	12.5%	25.0%	8.3%	<b>54.2%</b>	<b>33.3%</b>	24
7 I am comfortable in stating my opinions about APS programs even if I disagree with approach*	8.3%	45.8%	25.0%	20.8%	0.0%	<b>54.2%</b>	<b>20.8%</b>	24
8 I am comfortable in stating my opinions about issues facing APS even if I disagree with approach*	8.3%	50.0%	20.8%	20.8%	0.0%	<b>58.3%</b>	<b>20.8%</b>	24
9 I trust the people who make district decisions that affect me	8.7%	30.4%	21.7%	39.1%	0.0%	<b>39.1%</b>	<b>39.1%</b>	23
10 I am able to influence the decisions that are made by the district	20.8%	41.7%	29.2%	8.3%	0.0%	<b>62.5%</b>	<b>8.3%</b>	24
11 There is an atmosphere of trust and mutual respect within APS	4.2%	20.8%	45.8%	25.0%	4.2%	<b>25.0%</b>	<b>29.2%</b>	24
12 District professional development has provided me with instructional strategies*	0.0%	12.5%	29.2%	50.0%	8.3%	<b>12.5%</b>	<b>58.3%</b>	24
13 I believe decisions made in APS are based on adequate student data and information	4.2%	8.3%	20.8%	66.7%	0.0%	<b>12.5%</b>	<b>66.7%</b>	24
14 I would encourage someone to work for APS	0.0%	29.2%	25.0%	37.5%	8.3%	<b>29.2%</b>	<b>45.8%</b>	24
15 Based on my experience there's a positive relationship between the AEA and the district.	0.0%	14.3%	19.0%	52.4%	14.3%	<b>14.3%</b>	<b>66.7%</b>	21
16 I understand the roles and responsibilities of the APS Board of Education	0.0%	4.3%	34.8%	56.5%	4.3%	<b>4.3%</b>	<b>60.9%</b>	23
17 Supervisors share the information that I need to perform my job	4.3%	8.7%	8.7%	52.2%	26.1%	<b>13.0%</b>	<b>78.3%</b>	23
18 I trust the people who make school decisions that affect me	8.3%	16.7%	4.2%	37.5%	33.3%	<b>25.0%</b>	<b>70.8%</b>	24
19 I am able to influence the decisions that are made by my school/site.	12.5%	16.7%	12.5%	25.0%	33.3%	<b>29.2%</b>	<b>58.3%</b>	24
20 There is an atmosphere of trust and mutual respect between building administrators and staff*	12.5%	12.5%	8.3%	20.8%	45.8%	<b>25.0%</b>	<b>66.7%</b>	24
21 There is an atmosphere of trust and mutual respect among teachers in our building	0.0%	4.2%	0.0%	45.8%	50.0%	<b>4.2%</b>	<b>95.8%</b>	24
22 I am trusted to make sound professional decisions about instruction	4.3%	13.0%	4.3%	26.1%	52.2%	<b>17.4%</b>	<b>78.3%</b>	23
23 I believe decisions made at my site are based on adequate student data and information	0.0%	12.5%	8.3%	58.3%	20.8%	<b>12.5%</b>	<b>79.2%</b>	24
24 Decisions made at my site are based on the best interests of students	4.3%	13.0%	8.7%	39.1%	34.8%	<b>17.4%</b>	<b>73.9%</b>	23
25 Teachers are allowed to focus on educating students with minimal interruption	4.3%	13.0%	0.0%	56.5%	26.1%	<b>17.4%</b>	<b>82.6%</b>	23
26 I have sufficient access to instructional materials and resources	0.0%	0.0%	8.7%	52.2%	39.1%	<b>0.0%</b>	<b>91.3%</b>	23
27 I have sufficient access to instructional technology	4.2%	8.3%	4.2%	62.5%	20.8%	<b>12.5%</b>	<b>83.3%</b>	24
28 The faculty has an effective process for making group decisions and solving problems	4.2%	12.5%	4.2%	62.5%	16.7%	<b>16.7%</b>	<b>79.2%</b>	24
29 Employees are empowered to help solve problems	8.3%	12.5%	16.7%	45.8%	16.7%	<b>20.8%</b>	<b>62.5%</b>	24
30 I have opportunities to participate in school planning and decision making	0.0%	8.3%	12.5%	45.8%	33.3%	<b>8.3%</b>	<b>79.2%</b>	24

Note. All responses of "not applicable" and "don't know" are omitted from this analysis. \*question abbreviated for report.

February 4, 2009



**Aurora Public Schools  
Division of Accountability and Research  
Licensed Staff Climate Survey (2008-2009)**

Iowa ES

<u>Question</u>	<u>Str. Dis.</u>	<u>Dis.</u>	<u>Neutral</u>	<u>Agree</u>	<u>Str. Agr.</u>	<u>%Dis/SD</u>	<u>%Ag/SA</u>	<u>Total</u>
31 I am kept informed of the buildings school improvement plan	0.0%	8.3%	4.2%	45.8%	41.7%	<b>8.3%</b>	<b>87.5%</b>	24
32 My principal/supervisor has a clear understanding of the challenges I face in my job	12.5%	8.3%	8.3%	29.2%	41.7%	<b>20.8%</b>	<b>70.8%</b>	24
33 Performance evaluations are fair in my school	15.0%	5.0%	30.0%	35.0%	15.0%	<b>20.0%</b>	<b>50.0%</b>	20
34 Building professional development has provided me with instructional strategies*	0.0%	8.7%	17.4%	60.9%	13.0%	<b>8.7%</b>	<b>73.9%</b>	23
35 Teachers and staff work in a school environment that is clean and well maintained	0.0%	0.0%	25.0%	54.2%	20.8%	<b>0.0%</b>	<b>75.0%</b>	24
36 Rules for student conduct are consistently enforced by administration	8.3%	4.2%	8.3%	45.8%	33.3%	<b>12.5%</b>	<b>79.2%</b>	24
37 Rules for student conduct are consistently enforced by teaching staff	0.0%	0.0%	25.0%	50.0%	25.0%	<b>0.0%</b>	<b>75.0%</b>	24
38 Staff work in a school environment that is safe	4.2%	4.2%	0.0%	45.8%	45.8%	<b>8.3%</b>	<b>91.7%</b>	24
39 I feel appreciated for the work I do	8.3%	8.3%	12.5%	33.3%	37.5%	<b>16.7%</b>	<b>70.8%</b>	24
40 There is a spirit of teamwork and cooperation at my site	4.2%	8.3%	8.3%	62.5%	16.7%	<b>12.5%</b>	<b>79.2%</b>	24
41 There is a professional atmosphere for staff working at my school/site	0.0%	0.0%	8.3%	70.8%	20.8%	<b>0.0%</b>	<b>91.7%</b>	24
42 My school has effective plans in place to assist ELL students	0.0%	26.1%	13.0%	52.2%	8.7%	<b>26.1%</b>	<b>60.9%</b>	23
43 I believe the district is becoming more effective in meeting the needs of ELL students	4.2%	25.0%	16.7%	45.8%	8.3%	<b>29.2%</b>	<b>54.2%</b>	24
44 I believe the level of support for Art programs has increased at my building	5.3%	31.6%	47.4%	15.8%	0.0%	<b>36.8%</b>	<b>15.8%</b>	19
45 I believe the level of support for Music programs has increased at my building	5.3%	31.6%	47.4%	15.8%	0.0%	<b>36.8%</b>	<b>15.8%</b>	19
46 I believe the level of support for Physical Education programs has increased at my building	5.6%	33.3%	50.0%	11.1%	0.0%	<b>38.9%</b>	<b>11.1%</b>	18
47 I believe the level of support for library/media programs and other areas of special interest has incr	10.0%	35.0%	25.0%	30.0%	0.0%	<b>45.0%</b>	<b>30.0%</b>	20

Note. All responses of "not applicable" and "don't know" are omitted from this analysis. \*question abbreviated for report.

February 4, 2009