

**Special School District Climate Survey for Teachers
2016-2019**

School Satisfaction

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
This school makes students feel like they belong and are supported.	2018-2019	56%	152	41%	115	3%	7	0%	0	271
	2017-2018	54%	190	44%	155	2%	7	1%	2	354
	2016-2017	64%	231	34%	123	2%	7	0%	1	362

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
If students in this school have a problem, teachers will listen and help.	2018-2019	64%	171	35%	95	1%	2	0%	0	268
	2017-2018	59%	209	39%	136	1%	5	1%	2	352
	2016-2017	65%	237	33%	121	1%	3	0%	1	362

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
This school's mission is clearly defined.	2018-2019	56%	151	39%	106	4%	12	0%	0	269
	2017-2018	57%	201	36%	125	5%	17	2%	7	350
	2016-2017	61%	220	34%	122	4%	15	1%	4	361

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
There are sufficient resources available to support instruction.	2018-2019	43%	114	46%	124	9%	24	2%	5	267
	2017-2018	39%	139	49%	173	9%	31	3%	12	355
	2016-2017	44%	158	44%	158	12%	43	1%	4	363

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Staff members use data to guide decision making.	2018-2019	38%	103	56%	150	6%	16	0%	1	270
	2017-2018	42%	149	50%	178	7%	25	1%	3	355
	2016-2017	48%	173	47%	169	5%	18	1%	3	363

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Academic Preparation

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, high standards and expectations are set for all students.	2018-2019	41%	110	48%	129	10%	26	1%	4	269
	2017-2018	38%	132	50%	175	11%	38	2%	6	351
	2016-2017	42%	152	45%	163	11%	39	2%	6	360

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, learning standards and expectations are clearly explained to students.	2018-2019	42%	113	49%	130	7%	19	2%	4	266
	2017-2018	37%	129	55%	193	7%	25	1%	3	350
	2016-2017	42%	150	51%	182	7%	24	1%	4	360

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, a primary focus is helping students meet challenging academic goals.	2018-2019	35%	92	48%	127	16%	43	2%	4	266
	2017-2018	32%	110	52%	180	16%	57	1%	2	349
	2016-2017	36%	130	49%	176	13%	48	1%	4	358

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, students are learning the skills they will need to succeed after graduation.	2018-2019	46%	122	39%	104	13%	34	3%	8	268
	2017-2018	40%	139	46%	160	13%	47	1%	5	351
	2016-2017	46%	164	42%	152	11%	39	1%	5	360

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Academic Preparation (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, teachers provide students with timely and appropriate feedback on their work.	2018-2019	48%	128	50%	133	2%	4	0%	1	266
	2017-2018	42%	148	54%	190	3%	10	1%	2	350
	2016-2017	48%	173	48%	173	3%	10	1%	3	359

Student Support

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	2018-2019	71%	190	28%	75	0%	1	0%	1	267
	2017-2018	67%	237	32%	112	1%	3	0%	1	353
	2016-2017	73%	265	26%	94	1%	2	0%	0	361

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	2018-2019	70%	187	29%	77	0%	1	1%	2	267
	2017-2018	67%	237	31%	108	2%	6	1%	2	353
	2016-2017	73%	264	25%	92	1%	4	0%	1	361

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Student Support (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	2018-2019	64%	171	29%	78	6%	16	1%	2	267
	2017-2018	59%	210	35%	124	4%	13	2%	7	354
	2016-2017	69%	246	26%	93	4%	16	1%	4	359

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school, students get the support they need for academic and career planning.	2018-2019	48%	128	41%	109	9%	25	1%	2	264
	2017-2018	47%	166	41%	145	11%	37	1%	4	352
	2016-2017	51%	183	41%	149	7%	27	1%	2	361

School Principal

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
My school's principal makes decisions that are in the best interest of the students.	2018-2019	43%	115	39%	104	15%	41	3%	7	267
	2017-2018	41%	143	44%	156	11%	39	4%	14	352
	2016-2017	46%	164	45%	159	8%	27	2%	6	356

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School Principal (Continued)

	Year	Yes		No		Total Responses
Have you had an issue or concern to discuss with the principal or assistant principal this school year?	2018-2019	57%	155	43%	115	270
	2017-2018	58%	205	42%	147	352
	2016-2017	62%	224	38%	136	360

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
he or she was available to talk to you.	2018-2019	44%	68	39%	61	13%	20	4%	6	155
	2017-2018	51%	105	36%	73	10%	21	2%	5	204
	2016-2017	63%	140	34%	76	3%	7	0%	1	224

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
he or she was courteous and listened to your concerns.	2018-2019	52%	80	34%	53	11%	17	3%	5	155
	2017-2018	56%	113	33%	68	8%	16	3%	6	203
	2016-2017	65%	146	31%	70	3%	7	0%	1	224

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	2018-2019	50%	77	30%	47	16%	25	4%	6	155
	2017-2018	50%	101	38%	76	9%	18	3%	7	202
	2016-2017	61%	137	32%	72	5%	12	1%	3	224

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School Principal (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
he or she resolved your concerns.	2018-2019	36%	56	23%	35	34%	53	6%	10	154
	2017-2018	38%	77	29%	58	27%	54	6%	13	202
	2016-2017	47%	105	31%	69	20%	45	2%	5	224

School Operations

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have the materials I need, such as textbooks, computers, and visual aids, to effectively do my job.	2018-2019	46%	124	42%	115	11%	29	1%	3	271
	2017-2018	43%	150	47%	164	8%	29	3%	9	352
	2016-2017	42%	154	44%	161	11%	41	2%	8	364

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Students have access to reliable computers and the Internet at my school for learning purposes.	2018-2019	51%	137	38%	102	9%	23	2%	6	268
	2017-2018	49%	172	40%	140	8%	28	3%	12	352
	2016-2017	43%	151	41%	147	13%	45	3%	12	355

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Healthy food is served in my school's cafeteria.	2018-2019	19%	47	47%	115	22%	54	13%	31	247
	2017-2018	16%	54	43%	146	24%	82	17%	56	338
	2016-2017	18%	62	39%	132	28%	96	14%	47	337

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	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
My school is well maintained, with working air conditioning, and heat, adequate lighting and well-kept grounds.	2018-2019	39%	105	45%	120	13%	36	3%	7	268
	2017-2018	33%	116	49%	171	15%	52	4%	13	352
	2016-2017	38%	136	47%	169	12%	43	3%	12	360

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I am satisfied with the condition and appearance of my school.	2018-2019	30%	80	51%	135	16%	44	3%	8	267
	2017-2018	30%	104	47%	166	18%	65	5%	17	352
	2016-2017	34%	124	42%	150	18%	64	6%	23	361

Parent Engagement

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I regularly communicate with parents about their child.	2018-2019	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2017-2018	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2016-2017	49%	174	45%	160	6%	21	1%	2	357

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Parents support me when addressing a problem with their child at school.	2018-2019	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2017-2018	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2016-2017	35%	127	54%	192	10%	36	1%	3	358

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Parent Engagement (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Parent input about student learning needs is respected and valued.	2018-2019	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2017-2018	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2016-2017	57%	205	40%	144	2%	8	0%	0	357

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Parent input is used to improve instruction.	2018-2019	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2017-2018	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2016-2017	44%	154	46%	164	9%	32	1%	4	354

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have regular two-way communication with my students' families.	2018-2019	41%	108	50%	133	9%	23	0%	1	265
	2017-2018	39%	135	54%	189	7%	23	0%	1	348
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have a good working relationship with my students' families in which we solve problems together.	2018-2019	41%	108	54%	143	5%	12	0%	1	264
	2017-2018	41%	141	54%	186	5%	18	1%	2	347
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Parent Engagement (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I consult with a student's family before making important decisions about their child's education.	2018-2019	52%	136	45%	118	2%	6	1%	2	262
	2017-2018	52%	178	45%	156	3%	11	0%	0	345
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Parent input is used to improve instruction.	2018-2019	40%	103	50%	130	8%	22	2%	5	260
	2017-2018	42%	146	48%	166	9%	31	1%	3	346
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
My school makes families feel welcome when they visit the school or classroom.	2018-2019	57%	150	39%	102	3%	9	1%	3	264
	2017-2018	51%	178	45%	157	3%	12	0%	1	348
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
My school invites families to a variety of events about student learning.	2018-2019	52%	137	38%	100	8%	21	2%	6	264
	2017-2018	49%	170	43%	148	7%	23	1%	3	344
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Special School District Climate Survey for Teachers
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Safety and Behavior

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I am safe in my school.	2018-2019	39%	107	44%	121	11%	31	5%	13	272
	2017-2018	34%	121	49%	172	14%	49	3%	12	354
	2016-2017	48%	172	43%	154	8%	30	1%	5	361

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Students are safe in my school.	2018-2019	40%	109	46%	124	10%	26	4%	11	270
	2017-2018	34%	121	51%	179	12%	43	2%	8	351
	2016-2017	50%	179	43%	156	6%	23	1%	3	361

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Discipline is enforced fairly in my school.	2018-2019	29%	77	39%	106	24%	66	8%	21	270
	2017-2018	28%	98	45%	159	19%	68	7%	25	350
	2016-2017	39%	140	40%	143	18%	63	4%	14	360

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Threatening or bullying behavior is rare in my school.	2018-2019	24%	65	42%	113	27%	73	6%	16	267
	2017-2018	19%	66	47%	163	26%	92	8%	27	348
	2016-2017	27%	98	43%	153	27%	97	3%	10	358

Special School District Climate Survey for Teachers

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Safety and Behavior (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Students respect teachers in my school.	2018-2019	22%	59	58%	155	17%	45	3%	9	268
	2017-2018	21%	73	57%	201	17%	61	4%	15	350
	2016-2017	26%	94	53%	192	17%	61	4%	14	361

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have the support I need to maintain order and discipline in my school.	2018-2019	32%	85	49%	129	14%	37	5%	14	265
	2017-2018	29%	101	52%	180	14%	49	5%	18	348
	2016-2017	40%	143	47%	166	10%	35	3%	11	355

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I am aware of safety and security procedures at this school.	2018-2019	47%	126	46%	123	6%	17	1%	4	270
	2017-2018	46%	162	48%	167	5%	19	1%	2	350
	2016-2017	53%	191	43%	156	3%	11	0%	1	359

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Bullying is a problem in this school.	2018-2019	3%	8	26%	69	47%	124	24%	63	264
	2017-2018	5%	18	24%	83	51%	175	20%	70	346
	2016-2017	2%	8	24%	85	49%	174	25%	89	356

**Special School District Climate Survey for Teachers
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Job Satisfaction

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel SSD treats me with respect.	2018-2019	32%	89	56%	155	11%	32	1%	3	279
	2017-2018	37%	133	51%	182	10%	36	2%	7	358
	2016-2017	39%	144	51%	188	8%	29	2%	6	367

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I believe that SSD has a positive public image.	2018-2019	35%	98	57%	159	8%	22	0%	0	279
	2017-2018	39%	138	55%	196	6%	22	1%	2	358
	2016-2017	41%	149	55%	200	5%	17	0%	0	366

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I know what is expected of me in order to complete my job.	2018-2019	49%	138	47%	133	4%	10	0%	0	281
	2017-2018	47%	169	47%	167	6%	22	0%	1	359
	2016-2017	50%	182	46%	169	4%	14	1%	2	367

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel others are clear about the parameters of my job.	2018-2019	31%	86	43%	120	23%	66	3%	9	281
	2017-2018	28%	101	48%	174	22%	78	2%	8	361
	2016-2017	31%	114	48%	178	18%	66	3%	10	368

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel personal satisfaction with my job.	2018-2019	49%	138	42%	119	7%	20	1%	4	281
	2017-2018	46%	165	45%	163	8%	27	1%	4	359
	2016-2017	55%	203	41%	149	4%	13	0%	1	366

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Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
My immediate SSD supervisor models continuous improvement.	2018-2019	44%	122	42%	115	11%	31	3%	9	277
	2017-2018	45%	161	40%	144	12%	42	3%	9	356
	2016-2017	51%	186	39%	141	9%	34	1%	4	365

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Support is available to help me incorporate computers and other technology into my instructional practices.	2018-2019	46%	128	42%	116	10%	27	3%	7	278
	2017-2018	42%	151	48%	171	7%	26	3%	10	358
	2016-2017	45%	166	46%	168	5%	20	3%	11	365

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel supported by partner district teachers and staff (if applicable).	2018-2019	34%	58	55%	95	7%	12	4%	7	172
	2017-2018	31%	73	58%	136	10%	23	2%	4	236
	2016-2017	34%	78	55%	127	7%	17	4%	10	232

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel supported by other SSD teachers and staff.	2018-2019	45%	125	48%	133	5%	14	2%	6	278
	2017-2018	42%	152	50%	179	7%	26	1%	3	360
	2016-2017	49%	177	46%	164	5%	17	1%	2	360

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Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel connected to my partner district (if applicable).	2018-2019	27%	39	62%	89	10%	15	1%	1	144
	2017-2018	27%	58	57%	122	15%	32	1%	2	214
	2016-2017	26%	54	59%	120	12%	24	3%	7	205

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have received adequate technology training and resources to do my job.	2018-2019	37%	104	47%	131	13%	37	3%	7	279
	2017-2018	33%	119	51%	185	13%	47	3%	9	360
	2016-2017	38%	137	50%	182	10%	35	3%	10	364

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	2018-2019	51%	142	43%	120	5%	15	0%	1	278
	2017-2018	44%	156	50%	178	6%	23	0%	1	358
	2016-2017	46%	170	47%	174	4%	16	2%	7	367

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have quick, accurate, and reliable access to all the resources I need to do my job.	2018-2019	33%	91	55%	154	10%	29	2%	6	280
	2017-2018	32%	115	53%	191	12%	45	3%	10	361
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I see myself and my culture reflected in the building(s) where I work.	2018-2019	34%	94	54%	148	11%	29	1%	4	275
	2017-2018	34%	119	53%	189	11%	40	2%	6	354
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school or work site, all staff and students are included as members of the school or workplace community.	2018-2019	36%	99	51%	140	12%	33	2%	5	277
	2017-2018	41%	145	50%	179	7%	26	2%	7	357
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	2018-2019	20%	56	50%	140	23%	63	7%	19	278
	2017-2018	24%	85	51%	181	18%	65	7%	25	356
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Special School District Climate Survey for Teachers

2016-2019

Satisfaction with SSD Support Departments

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Technology Services staff provides friendly customer service.	2018-2019	61%	169	37%	104	2%	5	0%	1	279
	2017-2018	55%	198	43%	155	1%	4	0%	1	358
	2016-2017	61%	221	38%	138	1%	2	0%	0	361

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Human Resources staff provides friendly customer service.	2018-2019	42%	115	51%	139	6%	16	1%	4	274
	2017-2018	40%	141	54%	191	5%	19	1%	3	354
	2016-2017	43%	152	53%	185	4%	14	0%	1	352

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Communications staff promotes a positive image of the district.	2018-2019	47%	128	50%	138	2%	5	1%	3	274
	2017-2018	47%	164	50%	177	3%	10	0%	1	352
	2016-2017	49%	173	48%	169	3%	12	0%	0	354

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
		%	Count	%	Count	%	Count	%	Count	%	Count	
Human Resources	2018-2019	34%	95	48%	133	6%	17	3%	9	8%	22	276
	2017-2018	31%	110	54%	191	6%	20	2%	7	8%	28	356
	2016-2017	35%	125	52%	189	5%	17	2%	6	7%	24	361

Special School District Climate Survey for Teachers

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Communications	2018-2019	37%	102	43%	118	4%	10	1%	4	15%	42	276
	2017-2018	33%	118	47%	167	5%	16	1%	3	14%	49	353
	2016-2017	36%	129	46%	164	3%	12	1%	3	14%	50	358

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Technology Services	2018-2019	58%	161	37%	104	3%	9	1%	3	1%	2	279
	2017-2018	48%	173	47%	168	3%	12	1%	4	1%	2	359
	2016-2017	49%	177	46%	167	4%	13	0%	1	1%	2	360

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Education Information Management Systems(SEIMS)	2018-2019	41%	111	34%	92	3%	7	0%	0	22%	60	270
	2017-2018	36%	125	40%	141	2%	8	0%	1	21%	75	350
	2016-2017	38%	133	37%	129	1%	3	0%	1	25%	87	353

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Accounting	2018-2019	31%	85	35%	95	3%	7	1%	3	30%	83	273
	2017-2018	28%	97	40%	140	2%	6	0%	1	30%	105	349
	2016-2017	33%	117	38%	137	0%	1	1%	2	28%	101	358

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Insurance/Benefits	2018-2019	36%	99	44%	121	3%	7	0%	1	17%	47	275
	2017-2018	35%	124	48%	171	2%	8	1%	3	13%	47	353
	2016-2017	38%	136	44%	158	2%	8	1%	3	15%	53	358

Special School District Climate Survey for Teachers

	Year	2016-2019										Total Responses
		Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		
Payroll	2018-2019	39%	109	41%	112	2%	5	2%	5	16%	45	276
	2017-2018	35%	124	49%	172	3%	11	0%	1	13%	45	353
	2016-2017	38%	136	47%	168	0%	1	1%	3	15%	53	361

	Year	2016-2019										Total Responses
		Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		
Purchasing	2018-2019	29%	79	38%	102	8%	23	2%	5	23%	63	272
	2017-2018	31%	108	41%	146	7%	26	1%	5	19%	67	352
	2016-2017	31%	112	41%	147	6%	21	1%	5	20%	73	358

	Year	2016-2019										Total Responses
		Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		
Warehouse	2018-2019	32%	88	40%	110	8%	21	1%	3	19%	53	275
	2017-2018	30%	105	45%	158	10%	34	3%	12	13%	45	354
	2016-2017	33%	118	40%	142	8%	30	4%	13	15%	55	358

	Year	2016-2019										Total Responses
		Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		
Print Shop	2018-2019	35%	92	26%	69	2%	4	0%	0	37%	96	261
	2017-2018	33%	111	31%	107	1%	3	0%	0	35%	119	340
	2016-2017	33%	113	29%	100	1%	2	0%	1	37%	129	345

	Year	2016-2019										Total Responses
		Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		
Student Data Department (SIS)	2018-2019	33%	88	39%	103	3%	9	1%	3	23%	62	265
	2017-2018	32%	113	45%	159	5%	18	0%	1	18%	64	355
	2016-2017	35%	124	41%	146	2%	7	3%	10	18%	65	352

Special School District Climate Survey for Teachers

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Facilities	2018-2019	32%	84	38%	100	6%	15	2%	5	23%	62	266
	2017-2018	32%	111	43%	149	6%	21	3%	11	16%	57	349
	2016-2017	34%	120	41%	144	3%	11	2%	8	20%	72	355

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Student Transportation	2018-2019	24%	63	38%	102	13%	35	7%	20	18%	47	267
	2017-2018	26%	91	43%	152	13%	47	3%	9	15%	51	350
	2016-2017	31%	107	43%	151	8%	27	3%	12	15%	52	349

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Professional Development (Planning and Development Department)	2018-2019	36%	100	44%	120	8%	22	1%	4	10%	28	274
	2017-2018	29%	105	48%	171	7%	26	4%	15	11%	40	357
	2016-2017	35%	126	47%	169	7%	24	1%	4	10%	36	359

Issues or Concerns

	Year	Yes		No		Total Responses
Have you had an issue or concern to discuss with an SSD director, assistant superintendent, or cabinet member this school year?	2018-2019	11%	31	89%	250	281
	2017-2018	13%	46	87%	315	361
	2016-2017	12%	43	88%	322	365

Special School District Climate Survey for Teachers

2016-2019

Issues or Concerns (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she was available to talk to you.	2018-2019	23%	7	58%	18	16%	5	3%	1	31
	2017-2018	50%	23	33%	15	13%	6	4%	2	46
	2016-2017	47%	20	42%	18	9%	4	2%	1	43

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she was courteous and listened to your concerns.	2018-2019	32%	10	55%	17	10%	3	3%	1	31
	2017-2018	50%	23	30%	14	15%	7	4%	2	46
	2016-2017	48%	20	33%	14	14%	6	5%	2	42

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	2018-2019	32%	10	58%	18	0%	0	10%	3	31
	2017-2018	50%	23	22%	10	24%	11	4%	2	46
	2016-2017	45%	19	36%	15	7%	3	12%	5	42

Special Education Services

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Evaluation results are used to develop instructional and behavioral goals.	2018-2019	34%	89	59%	154	6%	15	0%	1	259
	2017-2018	33%	113	59%	205	8%	26	0%	1	345
	2016-2017	43%	147	51%	174	6%	21	0%	0	342

Special School District Climate Survey for Teachers

2016-2019

Special Education Services (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have the necessary supports to provide special education services to students.	2018-2019	40%	102	52%	131	7%	17	1%	3	253
	2017-2018	35%	121	58%	198	6%	20	1%	3	342
	2016-2017	43%	147	48%	164	8%	29	1%	4	344

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I receive effective professional development in special education.	2018-2019	39%	103	48%	124	12%	31	1%	3	261
	2017-2018	33%	115	51%	175	13%	46	3%	9	345
	2016-2017	38%	131	47%	163	13%	46	2%	6	346

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
SSD and partner district teachers work together to ensure student success (if applicable).	2018-2019	29%	51	59%	104	10%	17	3%	5	177
	2017-2018	30%	73	60%	148	10%	24	1%	2	247
	2016-2017	36%	90	55%	138	7%	17	3%	7	252

Special School District Climate Survey for Teachers

2016-2019

Additional Educational Programs

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Classroom Learning Systems	2018-2019	45%	114	40%	103	10%	26	5%	13	256
	2017-2018	47%	156	35%	116	13%	42	5%	15	329
	2016-2017	46%	154	34%	114	11%	37	9%	30	335

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Formative Assessment	2018-2019	55%	142	38%	98	6%	16	0%	1	257
	2017-2018	56%	184	37%	123	7%	23	0%	1	331
	2016-2017	58%	195	36%	121	4%	14	2%	6	336

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Positive Behavior and Intervention Supports (PBIS)	2018-2019	65%	172	29%	77	2%	6	3%	9	264
	2017-2018	63%	210	29%	99	5%	17	3%	10	336
	2016-2017	64%	227	28%	100	6%	20	1%	5	352

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Character Education	2018-2019	60%	156	33%	85	4%	11	2%	6	258
	2017-2018	55%	186	40%	134	4%	13	1%	3	336
	2016-2017	58%	198	35%	118	5%	17	2%	7	340

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Core Academic Standards	2018-2019	52%	130	40%	101	6%	15	2%	4	250
	2017-2018	49%	156	41%	130	9%	28	2%	5	319
	2016-2017	52%	173	39%	128	6%	21	3%	10	332

Note: Not Applicable responses have been excluded from calculations.

Special School District Climate Survey for Teachers

2016-2019

Additional Educational Programs (Continued)

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Professional Learning Communities (PLC)	2018-2019	42%	102	46%	111	7%	17	5%	11	241
	2017-2018	43%	136	43%	138	13%	40	1%	4	318
	2016-2017	44%	146	44%	146	10%	33	2%	7	332

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Data Teams	2018-2019	37%	94	49%	126	8%	21	6%	15	256
	2017-2018	37%	123	44%	148	14%	48	5%	17	336
	2016-2017	39%	132	46%	155	10%	33	6%	20	340

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Building Leadership/Improvement Team	2018-2019	44%	111	43%	110	9%	22	4%	10	253
	2017-2018	43%	147	46%	155	9%	30	2%	8	340
	2016-2017	46%	156	43%	145	9%	29	3%	11	341

	Year	Very Important		Somewhat Important		Somewhat Unimportant		Very Unimportant		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Curriculum Revision Process	2018-2019	44%	104	48%	114	8%	18	1%	3	239
	2017-2018	43%	138	47%	152	9%	29	1%	4	323
	2016-2017	42%	136	49%	159	8%	25	1%	4	324

Note: Not Applicable responses have been excluded from calculations.

**Special School District Climate Survey for Teachers
2016-2019**

Technology

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Teachers have sufficient computer resources available for instructional use.	2018-2019	42%	113	45%	121	10%	28	3%	8	270
	2017-2018	38%	133	48%	169	10%	36	3%	11	349
	2016-2017	40%	146	46%	166	12%	43	2%	8	363

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Students have sufficient computer resources available for learning.	2018-2019	41%	110	46%	124	10%	28	3%	8	270
	2017-2018	38%	133	45%	155	13%	46	4%	14	348
	2016-2017	38%	136	46%	165	12%	44	4%	13	358

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	2018-2019	35%	94	46%	123	16%	43	3%	9	269
	2017-2018	31%	109	47%	163	16%	56	6%	21	349
	2016-2017	31%	110	47%	169	18%	64	4%	16	359

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Teachers have ready access to technical support.	2018-2019	47%	128	44%	118	7%	20	2%	5	271
	2017-2018	41%	144	49%	171	8%	29	2%	7	351
	2016-2017	47%	169	47%	172	5%	19	1%	3	363

**Special School District Climate Survey for Teachers
2016-2019**

Technology (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Technology professional development is timely.	2018-2019	37%	99	50%	136	10%	28	3%	8	271
	2017-2018	34%	119	48%	168	14%	48	4%	14	349
	2016-2017	38%	136	49%	174	10%	37	2%	7	354

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Technology professional development is relevant.	2018-2019	41%	111	47%	126	10%	27	2%	5	269
	2017-2018	37%	131	49%	174	11%	39	3%	10	354
	2016-2017	41%	145	49%	173	9%	31	2%	7	356

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Technology professional development is ongoing.	2018-2019	37%	98	47%	125	15%	39	2%	5	267
	2017-2018	32%	112	46%	161	18%	63	4%	15	351
	2016-2017	36%	128	48%	172	14%	50	2%	8	358

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I know and follow guidelines to enhance online security and safety.	2018-2019	52%	141	45%	124	3%	7	0%	1	273
	2017-2018	49%	174	47%	166	3%	12	0%	1	353
	2016-2017	51%	186	45%	162	3%	12	1%	3	363

Special School District Climate Survey for Teachers

2016-2019

Technology (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I know how to use technology to analyze student assessment data.	2018-2019	42%	112	50%	132	8%	21	0%	1	266
	2017-2018	39%	133	50%	170	11%	37	1%	3	343
	2016-2017	39%	140	51%	181	9%	32	1%	2	355

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I know how to differentiate instruction using technology.	2018-2019	46%	121	47%	123	7%	18	0%	1	263
	2017-2018	42%	145	49%	168	8%	26	1%	3	342
	2016-2017	41%	146	51%	181	7%	25	1%	2	354

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I know how to use technology to increase my professional productivity.	2018-2019	48%	130	45%	121	7%	18	0%	1	270
	2017-2018	43%	150	51%	177	6%	22	0%	1	350
	2016-2017	45%	164	50%	180	4%	16	1%	2	362

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I communicate and collaborate with other educators using technology.	2018-2019	54%	146	42%	114	3%	9	0%	1	270
	2017-2018	49%	174	48%	169	3%	10	0%	1	354
	2016-2017	50%	181	46%	166	4%	15	0%	0	362

Special School District Climate Survey for Teachers

2016-2019

Technology (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I know how to align lesson plans to technology standards.	2018-2019	38%	98	46%	117	14%	37	2%	4	256
	2017-2018	34%	115	50%	167	13%	43	3%	11	336
	2016-2017	36%	125	44%	155	18%	63	2%	7	350

District Communications

Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Local Newspaper	2018-2019	14%	38	23%	63	33%	90	30%	80	271
National Newspaper	2018-2019	13%	35	20%	54	35%	93	32%	86	268
Local Television News	2018-2019	38%	102	39%	106	13%	35	10%	26	269
National Television News	2018-2019	29%	77	40%	107	19%	52	12%	31	267
Local Radio	2018-2019	31%	83	43%	116	15%	40	11%	29	268
National Radio	2018-2019	22%	59	29%	78	29%	78	19%	52	267
Social Media (such as Facebook, Twitter, etc.)	2018-2019	40%	107	34%	92	13%	36	13%	34	269
Local News Websites	2018-2019	31%	84	48%	129	12%	32	9%	23	268
National News Websites	2018-2019	28%	74	43%	115	18%	47	12%	32	268

Special School District Climate Survey for Teachers

2016-2019

District Communications (Continued)

Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
District Website (SSDMO.org)	2018-2019	43%	118	45%	125	8%	21	4%	12	276
Accounts (Facebook, Twitter, etc.)	2018-2019	28%	76	36%	98	18%	49	18%	50	273
Special Edition Newsletter	2018-2019	11%	29	31%	83	40%	107	18%	49	268
Parent Connection Newsletter	2018-2019	10%	27	39%	105	33%	89	17%	46	267
SSD Unfiltered e-Newsletter	2018-2019	8%	22	22%	58	47%	124	23%	60	264
SSD Life	2018-2019	39%	108	50%	137	8%	22	3%	8	275

Special School District Climate Survey for Teachers

2016-2019

District Communications (Continued)

Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Facebook	2018-2019	38%	105	31%	86	13%	35	18%	51	277
Twitter	2018-2019	14%	38	14%	38	33%	89	38%	102	267
Instagram	2018-2019	14%	37	14%	37	36%	95	37%	98	267
Snap Chat	2018-2019	5%	13	11%	29	42%	110	42%	112	264
YouTube	2018-2019	16%	44	24%	64	30%	81	29%	79	268
Vimeo	2018-2019	5%	12	14%	37	40%	107	41%	109	265

Special School District Climate Survey for Teachers

2016-2019

District Communications (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner.	2018-2019	36%	98	55%	151	8%	22	2%	5	276
SSD sufficiently shares information about the accomplishments of its teachers and staff.	2018-2019	26%	71	50%	138	19%	53	6%	16	278
SSD sufficiently shares information about the accomplishments of students receiving SSD services.	2018-2019	28%	78	56%	155	12%	33	3%	9	275
SSD sufficiently shares information about District events.	2018-2019	29%	78	58%	158	11%	30	3%	7	273

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel sufficiently informed about Special School District news and events.	2018-2019	26%	72	60%	166	13%	36	1%	4	278

**Special School District Climate Survey for Teachers
2016-2019**

What grade would you give SSD for how well it is meeting the needs of its students?	2018-2019		2017-2018		2016-2017	
	A	46%	129	48%	173	54%
B	41%	114	39%	139	36%	133
C	12%	33	11%	40	9%	34
D	1%	2	2%	7	1%	3
F	0%	0	0%	0	0%	0
Total Responses		278		359		366

What grade would you give the overall quality of your school?	2018-2019		2017-2018		2016-2017	
	A	48%	129	47%	166	51%
B	35%	94	34%	119	35%	127
C	13%	34	15%	52	12%	42
D	4%	10	4%	13	1%	4
F	0%	1	0%	1	0%	1
Total Responses		268		351		358