

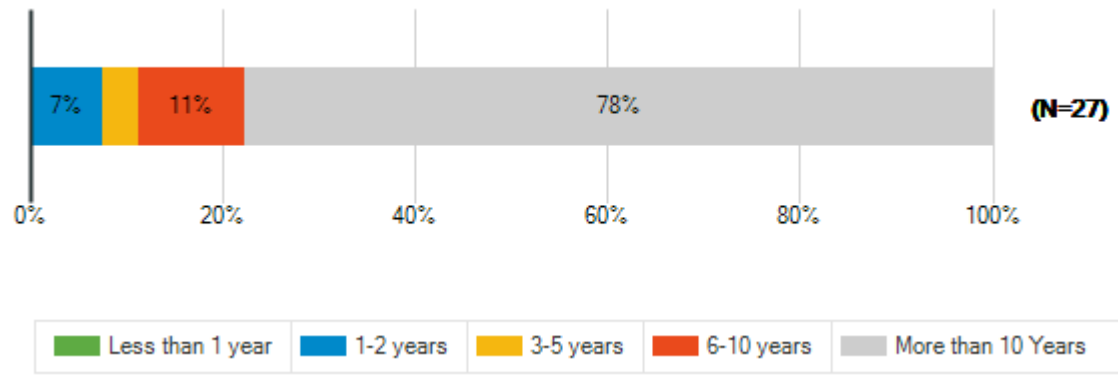
# 2018-19 Climate Survey Teachers – SSD Schools Survey Results

## Districtwide Instruction

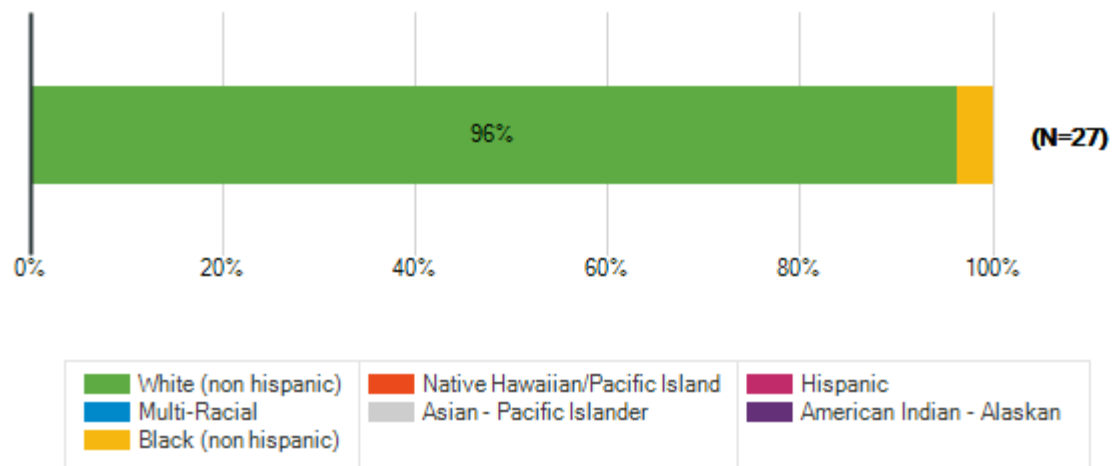
Special School District of St. Louis County  
February 19 - March 15, 2019

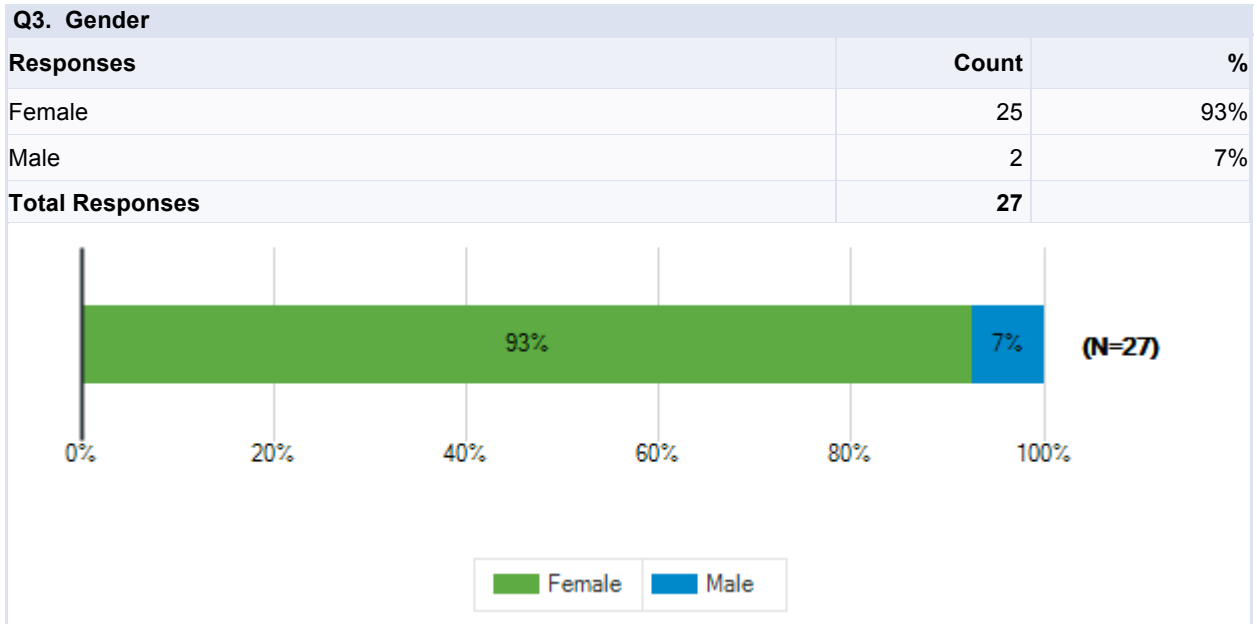


<b>Q1. Years of Service</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Less than 1 year	0	0%
1-2 years	2	7%
3-5 years	1	4%
6-10 years	3	11%
More than 10 Years	21	78%
<b>Total Responses</b>	<b>27</b>	



<b>Q2. Race/Ethnicity</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
White (non hispanic)	26	96%
Multi-Racial	0	0%
Black (non hispanic)	1	4%
Native Hawaiian/Pacific Island	0	0%
Asian - Pacific Islander	0	0%
Hispanic	0	0%
American Indian - Alaskan	0	0%
<b>Total Responses</b>	<b>27</b>	

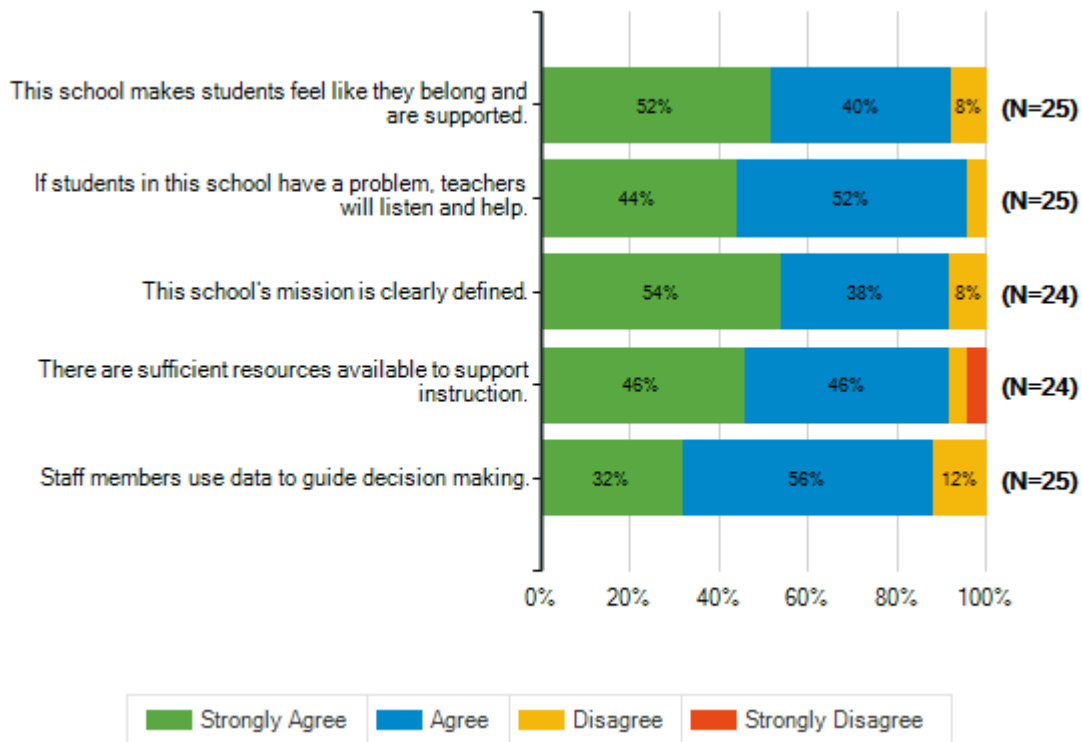




**School Satisfaction**

**Q5. How strongly do you agree or disagree with the following statements?**

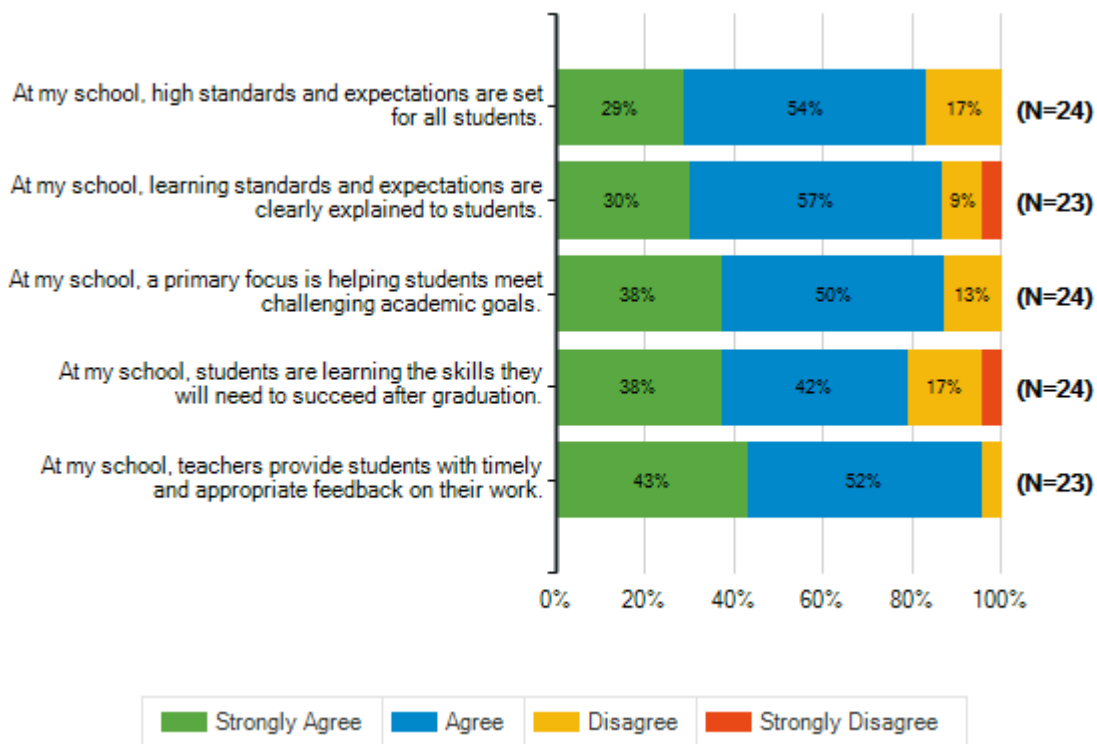
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	This school makes students feel like they belong and are supported.	13 52%	10 40%	2 8%	0 0%	25
(b)	If students in this school have a problem, teachers will listen and help.	11 44%	13 52%	1 4%	0 0%	25
(c)	This school's mission is clearly defined.	13 54%	9 38%	2 8%	0 0%	24
(d)	There are sufficient resources available to support instruction.	11 46%	11 46%	1 4%	1 4%	24
(e)	Staff members use data to guide decision making.	8 32%	14 56%	3 12%	0 0%	25



**Academic Preparation**

**Q6. How strongly do you agree or disagree with the following statements?**

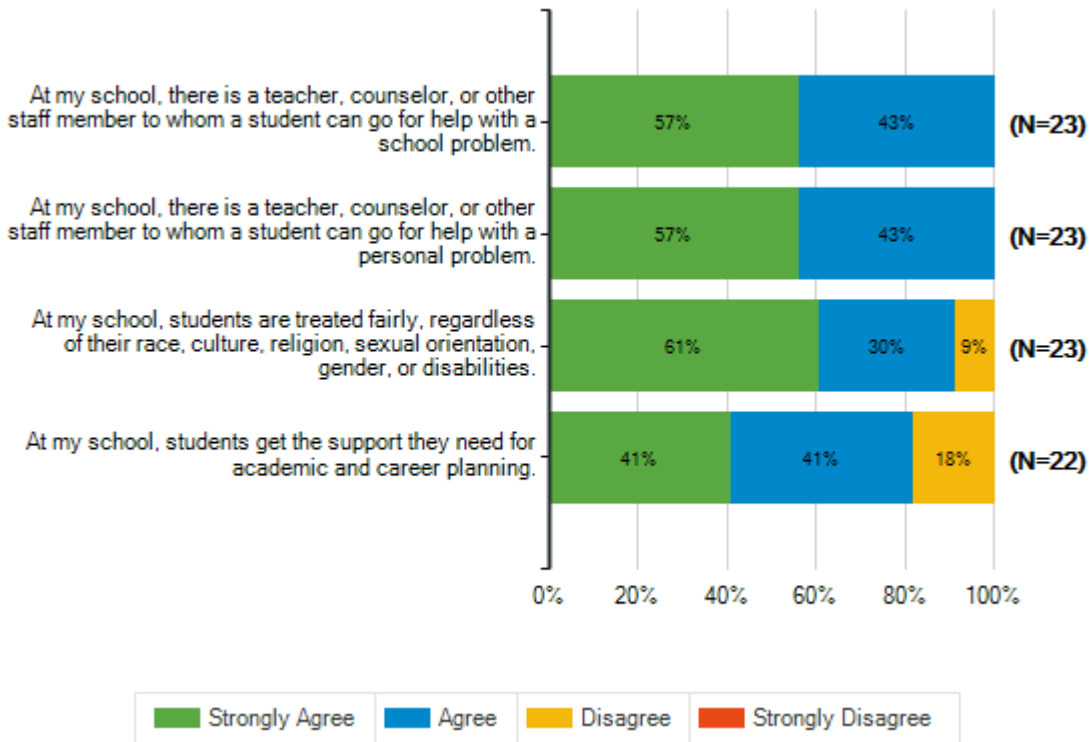
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, high standards and expectations are set for all students.	7 29%	13 54%	4 17%	0 0%	24
(b)	At my school, learning standards and expectations are clearly explained to students.	7 30%	13 57%	2 9%	1 4%	23
(c)	At my school, a primary focus is helping students meet challenging academic goals.	9 38%	12 50%	3 13%	0 0%	24
(d)	At my school, students are learning the skills they will need to succeed after graduation.	9 38%	10 42%	4 17%	1 4%	24
(e)	At my school, teachers provide students with timely and appropriate feedback on their work.	10 43%	12 52%	1 4%	0 0%	23



**Student Support**

**Q7. How strongly do you agree or disagree with the following statements?**

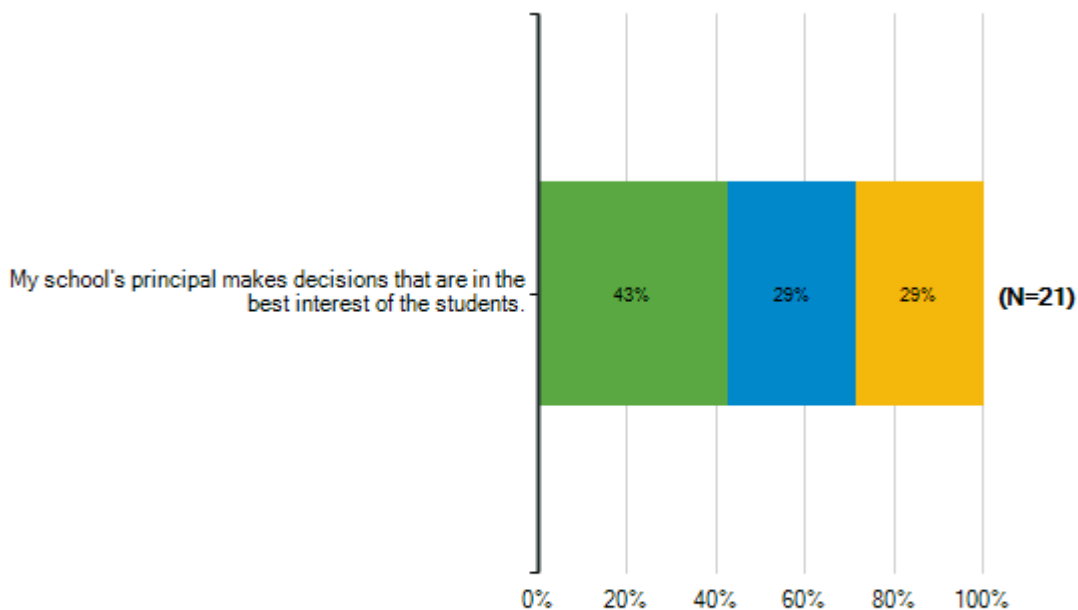
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	13 57%	10 43%	0 0%	0 0%	23
(b)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	13 57%	10 43%	0 0%	0 0%	23
(c)	At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	14 61%	7 30%	2 9%	0 0%	23
(d)	At my school, students get the support they need for academic and career planning.	9 41%	9 41%	4 18%	0 0%	22



**School Principal**

**Q8. How strongly do you agree or disagree with the following statement?**

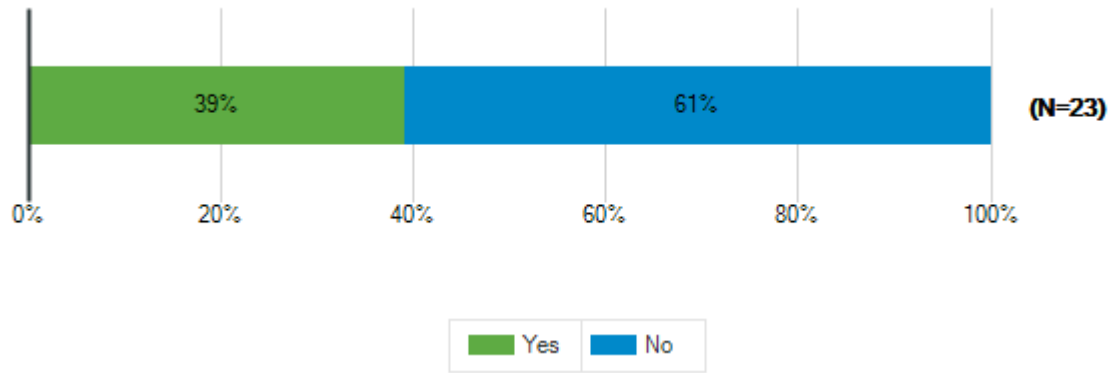
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	My school's principal makes decisions that are in the best interest of the students.	9 43%	6 29%	6 29%	0 0%	21





**Q9. Have you had an issue or concern to discuss with the principal or assistant principal this school year?**

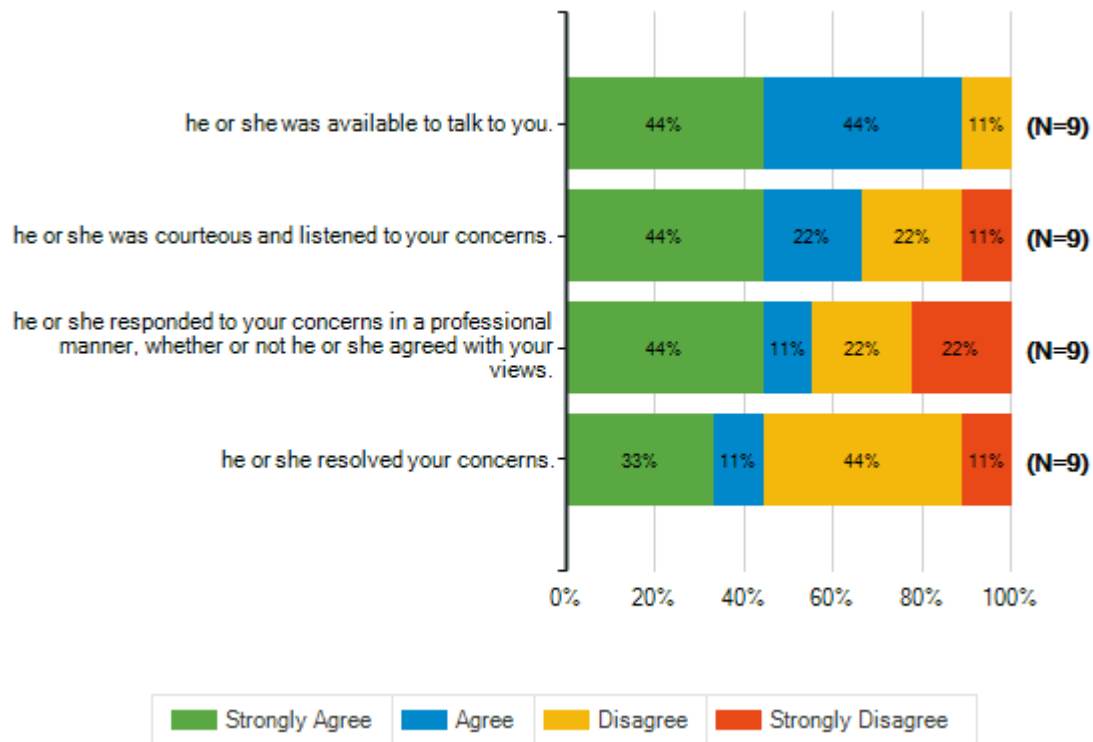
Responses	Count	%
Yes	9	39%
No	14	61%
<b>Total Responses</b>	<b>23</b>	



**How strongly do you agree or disagree with the following statements?**

**Q10. When you have had an issue or a concern to discuss with the principal or assistant principal ...**

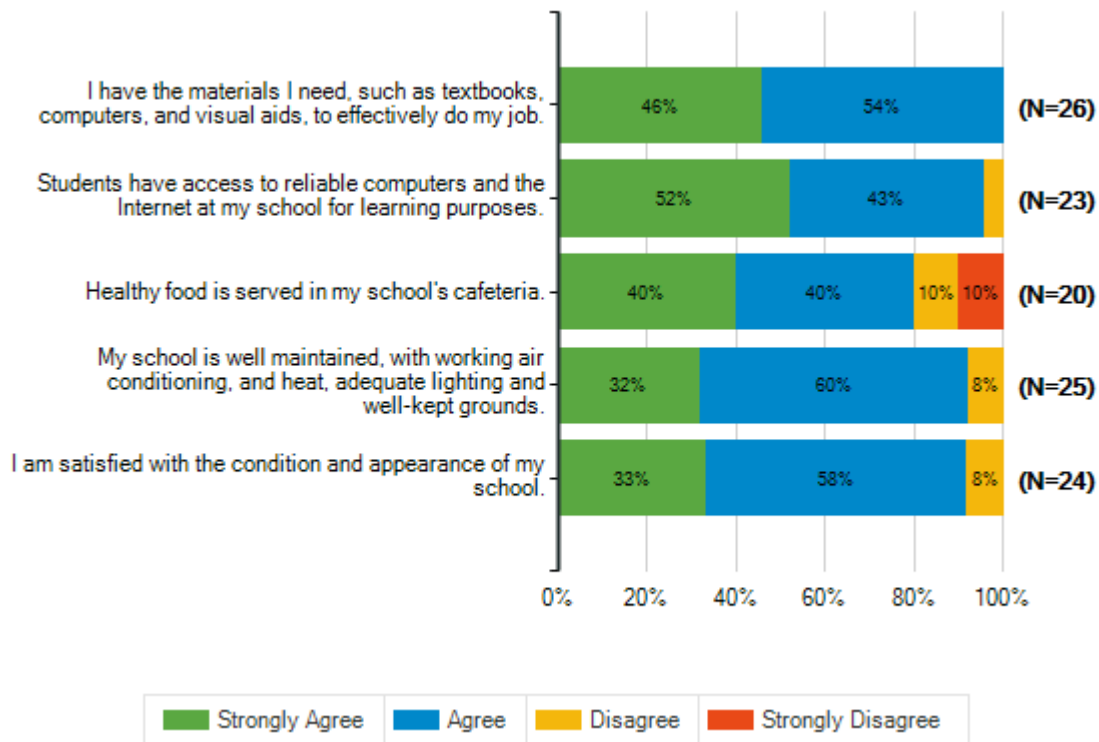
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	4 44%	4 44%	1 11%	0 0%	9
(b) he or she was courteous and listened to your concerns.	4 44%	2 22%	2 22%	1 11%	9
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	4 44%	1 11%	2 22%	2 22%	9
(d) he or she resolved your concerns.	3 33%	1 11%	4 44%	1 11%	9



**School Operations**

**Q11. How strongly do you agree or disagree with the following statements?**

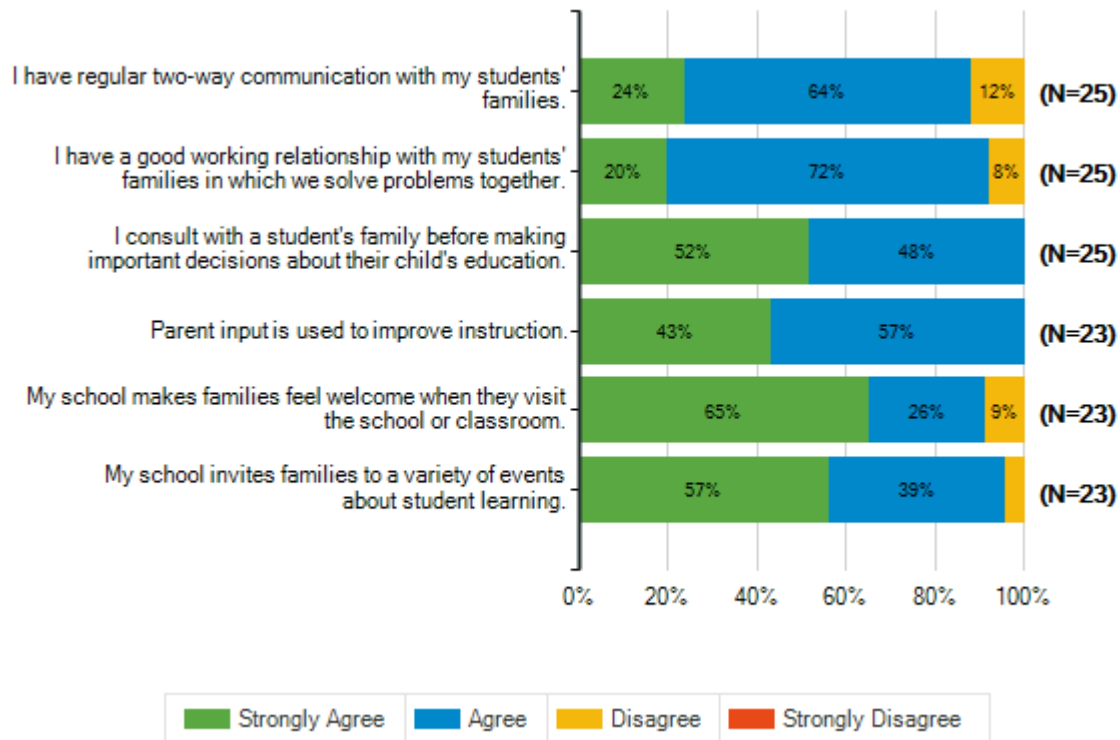
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) I have the materials I need, such as textbooks, computers, and visual aids, to effectively do my job.	12 46%	14 54%	0 0%	0 0%	26
(b) Students have access to reliable computers and the Internet at my school for learning purposes.	12 52%	10 43%	1 4%	0 0%	23
(c) Healthy food is served in my school's cafeteria.	8 40%	8 40%	2 10%	2 10%	20
(d) My school is well maintained, with working air conditioning, and heat, adequate lighting and well-kept grounds.	8 32%	15 60%	2 8%	0 0%	25
(e) I am satisfied with the condition and appearance of my school.	8 33%	14 58%	2 8%	0 0%	24



**Parent and Family Engagement**

**Q12. How strongly do you agree or disagree with the following statements?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I have regular two-way communication with my students' families.	6 24%	16 64%	3 12%	0 0%	25
(b)	I have a good working relationship with my students' families in which we solve problems together.	5 20%	18 72%	2 8%	0 0%	25
(c)	I consult with a student's family before making important decisions about their child's education.	13 52%	12 48%	0 0%	0 0%	25
(d)	Parent input is used to improve instruction.	10 43%	13 57%	0 0%	0 0%	23
(e)	My school makes families feel welcome when they visit the school or classroom.	15 65%	6 26%	2 9%	0 0%	23
(f)	My school invites families to a variety of events about student learning.	13 57%	9 39%	1 4%	0 0%	23

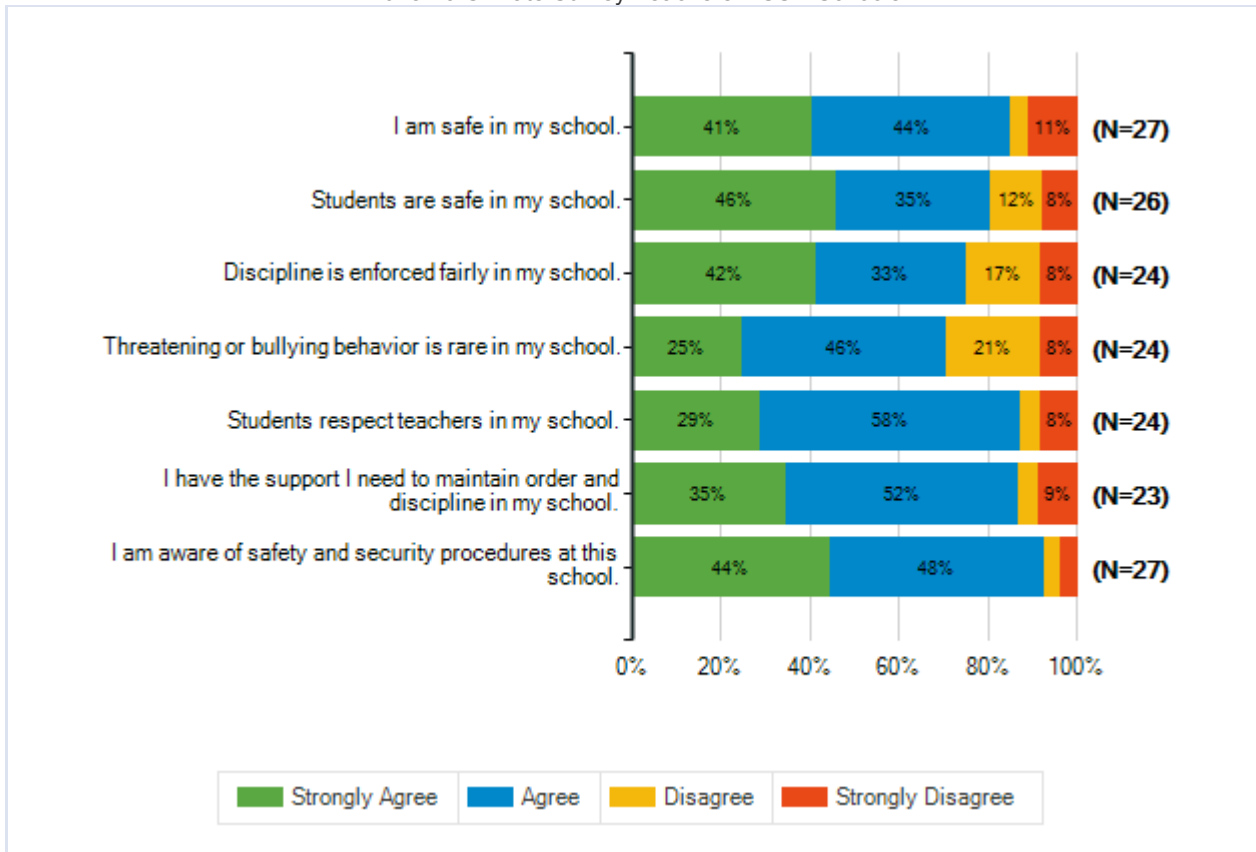


**Safety and Behavior**

**Q13. How strongly do you agree or disagree with the following statements?**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) I am safe in my school.	11 41%	12 44%	1 4%	3 11%	27
(b) Students are safe in my school.	12 46%	9 35%	3 12%	2 8%	26
(c) Discipline is enforced fairly in my school.	10 42%	8 33%	4 17%	2 8%	24
(d) Threatening or bullying behavior is rare in my school.	6 25%	11 46%	5 21%	2 8%	24
(e) Students respect teachers in my school.	7 29%	14 58%	1 4%	2 8%	24
(f) I have the support I need to maintain order and discipline in my school.	8 35%	12 52%	1 4%	2 9%	23
(g) I am aware of safety and security procedures at this school.	12 44%	13 48%	1 4%	1 4%	27

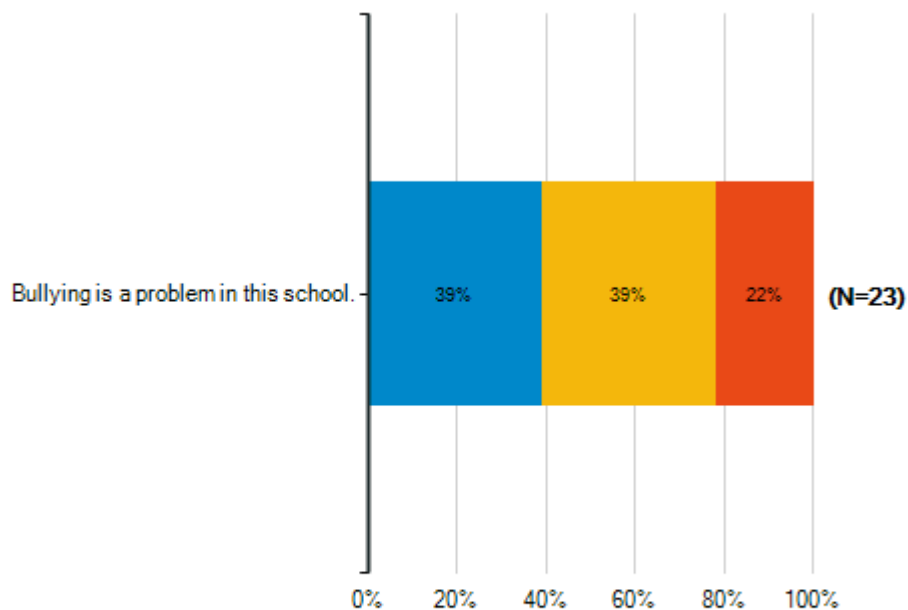
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**Safety and Behavior**

**Q14. How strongly do you agree or disagree with the following statement?**

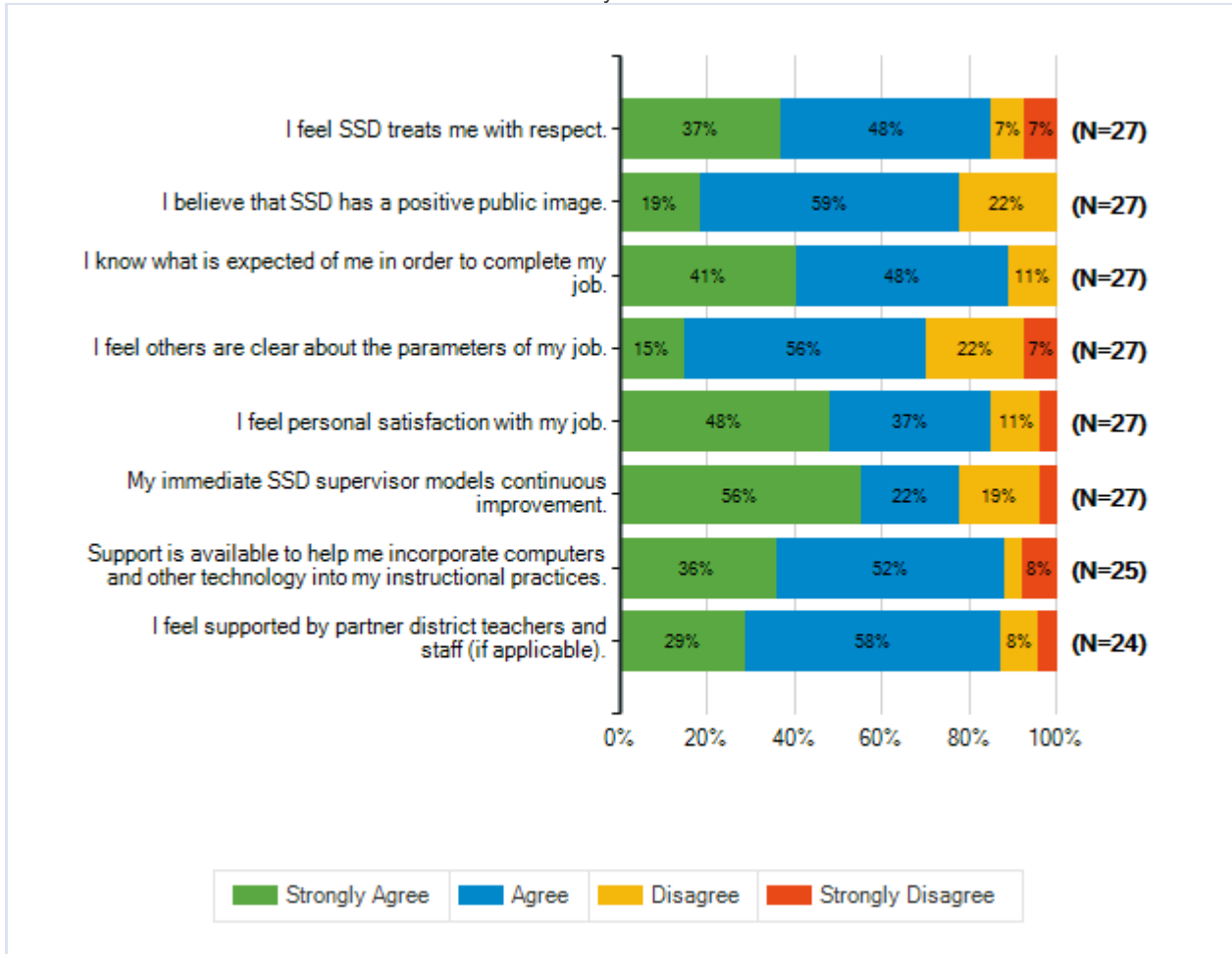
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) Bullying is a problem in this school.	0	9	9	5	23
	0%	39%	39%	22%	



<b>Job Satisfaction</b>						
<b>Q15. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel SSD treats me with respect.	10 37%	13 48%	2 7%	2 7%	27
(b)	I believe that SSD has a positive public image.	5 19%	16 59%	6 22%	0 0%	27
(c)	I know what is expected of me in order to complete my job.	11 41%	13 48%	3 11%	0 0%	27
(d)	I feel others are clear about the parameters of my job.	4 15%	15 56%	6 22%	2 7%	27
(e)	I feel personal satisfaction with my job.	13 48%	10 37%	3 11%	1 4%	27
(f)	My immediate SSD supervisor models continuous improvement.	15 56%	6 22%	5 19%	1 4%	27
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	9 36%	13 52%	1 4%	2 8%	25
(h)	I feel supported by partner district teachers and staff (if applicable).	7 29%	14 58%	2 8%	1 4%	24

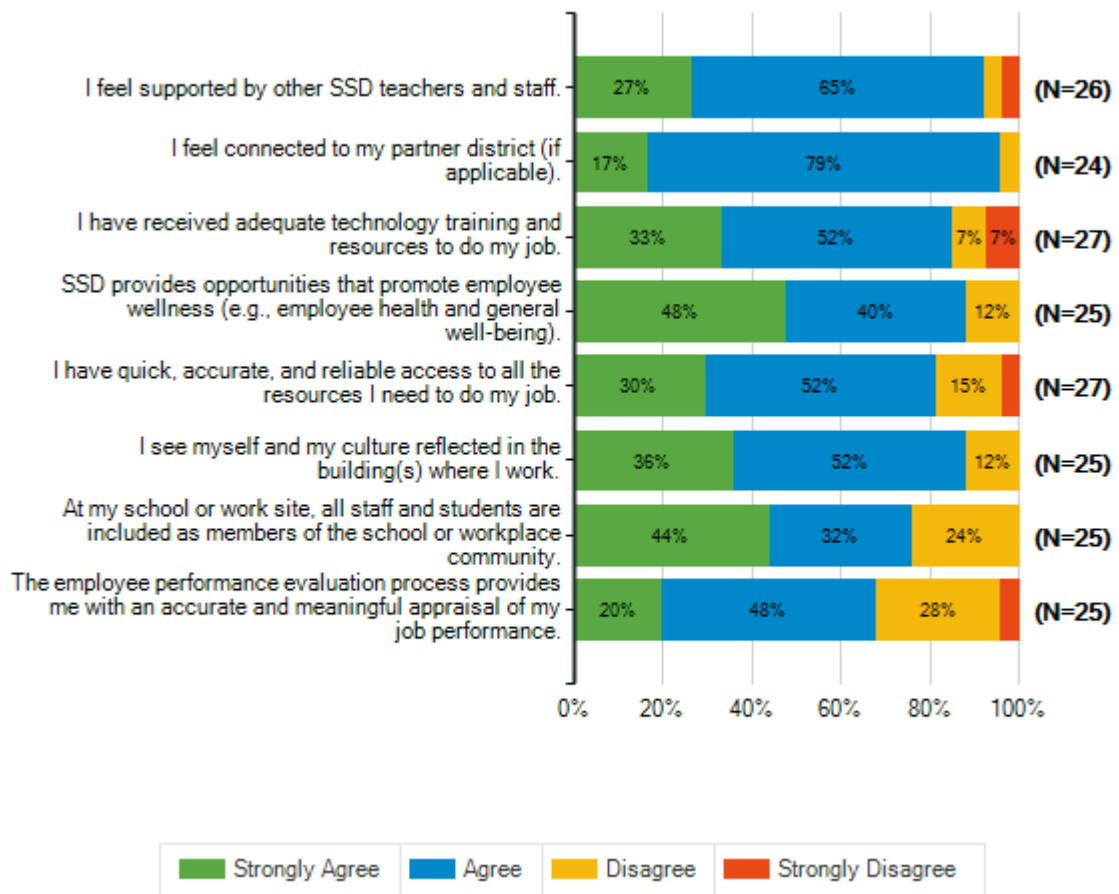


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<b>Job Satisfaction (Continued)</b>						
<b>Q16. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel supported by other SSD teachers and staff.	7 27%	17 65%	1 4%	1 4%	26
(b)	I feel connected to my partner district (if applicable).	4 17%	19 79%	1 4%	0 0%	24
(c)	I have received adequate technology training and resources to do my job.	9 33%	14 52%	2 7%	2 7%	27
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	12 48%	10 40%	3 12%	0 0%	25
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	8 30%	14 52%	4 15%	1 4%	27
(f)	I see myself and my culture reflected in the building(s) where I work.	9 36%	13 52%	3 12%	0 0%	25
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	11 44%	8 32%	6 24%	0 0%	25
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	5 20%	12 48%	7 28%	1 4%	25

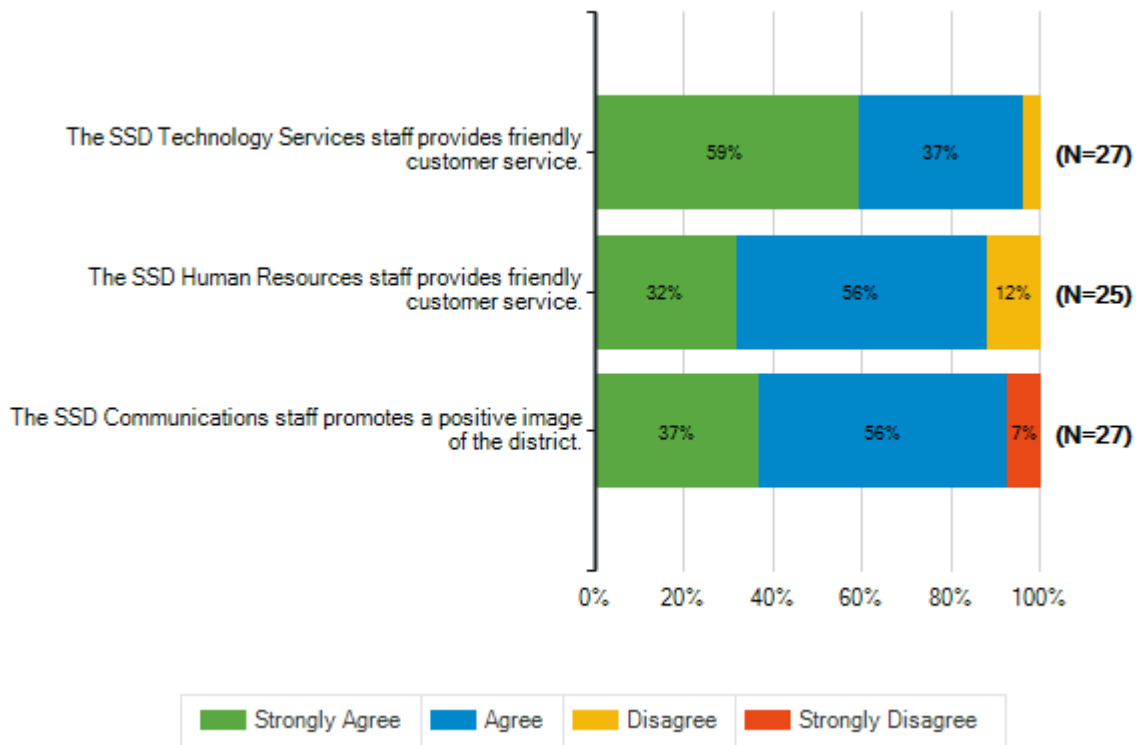
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**Satisfaction With SSD Support Departments**

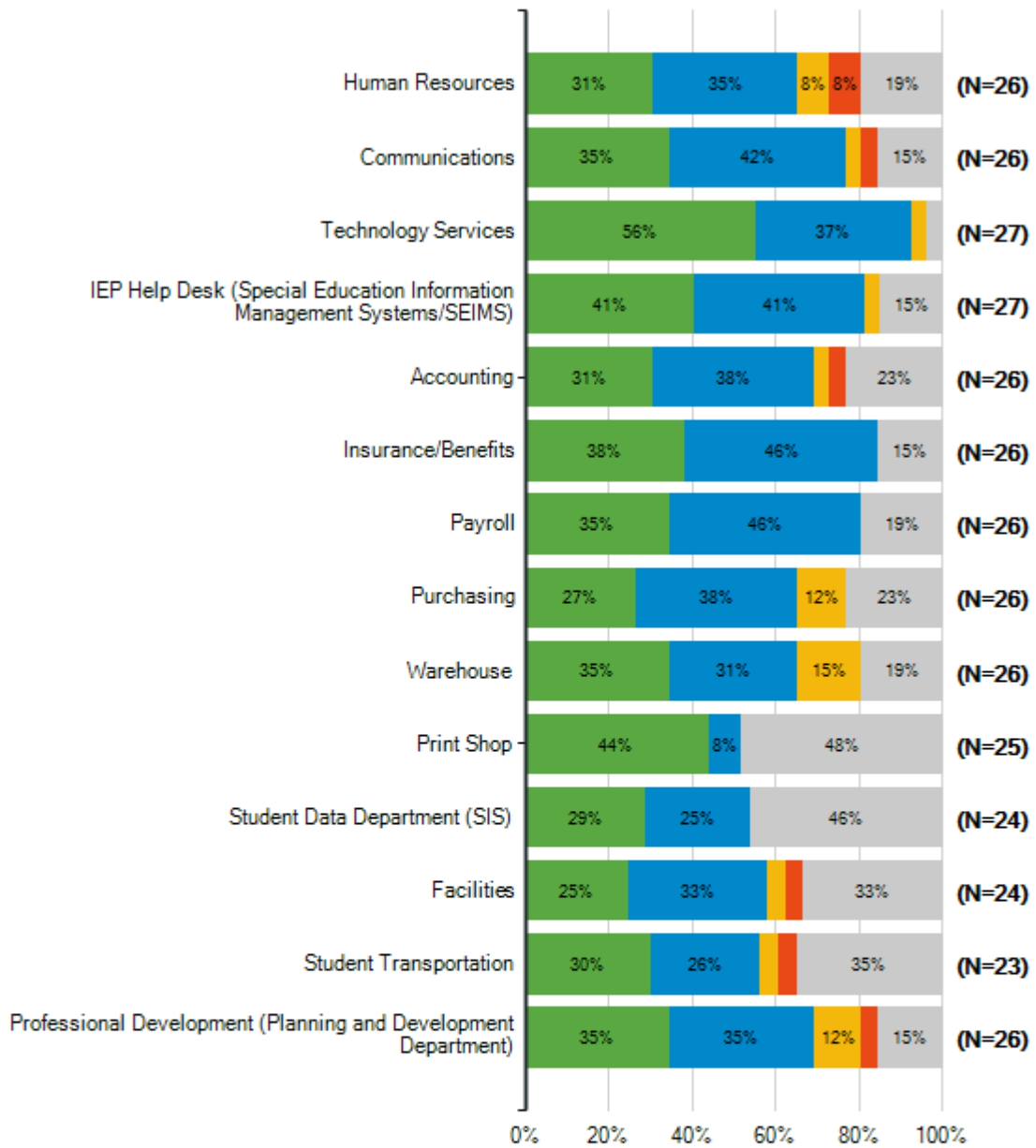
**Q17. How strongly do you agree or disagree with the following statements?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	The SSD Technology Services staff provides friendly customer service.	16 59%	10 37%	1 4%	0 0%	27
(b)	The SSD Human Resources staff provides friendly customer service.	8 32%	14 56%	3 12%	0 0%	25
(c)	The SSD Communications staff promotes a positive image of the district.	10 37%	15 56%	0 0%	2 7%	27



Q18. I am satisfied with the service provided by the following SSD departments							
		Strongly Agree	Agree	Disagree	Strongly Disagree	I Don't Know	Total Responses
(a)	Human Resources	8 31%	9 35%	2 8%	2 8%	5 19%	26
(b)	Communications	9 35%	11 42%	1 4%	1 4%	4 15%	26
(c)	Technology Services	15 56%	10 37%	1 4%	0 0%	1 4%	27
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	11 41%	11 41%	1 4%	0 0%	4 15%	27
(e)	Accounting	8 31%	10 38%	1 4%	1 4%	6 23%	26
(f)	Insurance/Benefits	10 38%	12 46%	0 0%	0 0%	4 15%	26
(g)	Payroll	9 35%	12 46%	0 0%	0 0%	5 19%	26
(h)	Purchasing	7 27%	10 38%	3 12%	0 0%	6 23%	26
(i)	Warehouse	9 35%	8 31%	4 15%	0 0%	5 19%	26
(j)	Print Shop	11 44%	2 8%	0 0%	0 0%	12 48%	25
(k)	Student Data Department (SIS)	7 29%	6 25%	0 0%	0 0%	11 46%	24
(l)	Facilities	6 25%	8 33%	1 4%	1 4%	8 33%	24
(m)	Student Transportation	7 30%	6 26%	1 4%	1 4%	8 35%	23
(n)	Professional Development (Planning and Development Department)	9 35%	9 35%	3 12%	1 4%	4 15%	26

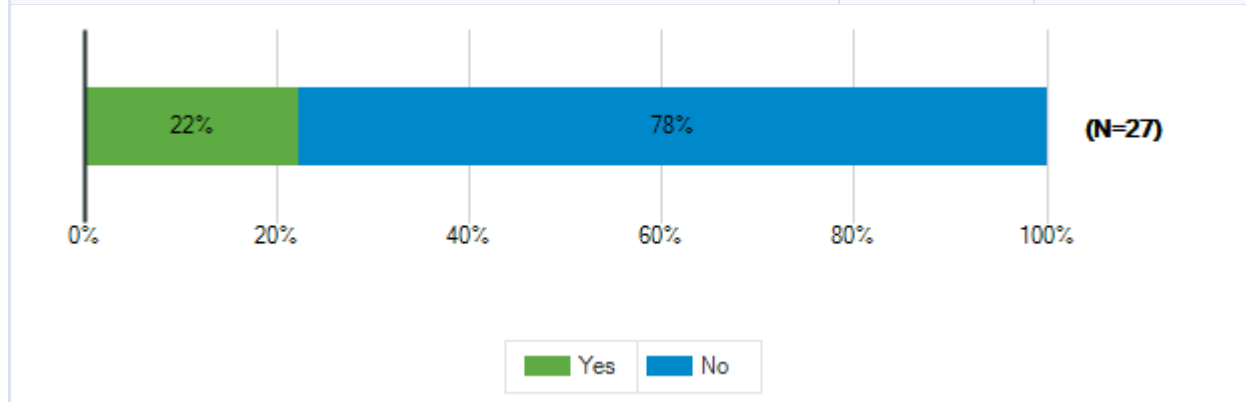
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■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ I Don't Know

**Q19. Have you had an issue or concern to discuss with an SSD director, assistant superintendent, or cabinet member this school year?**

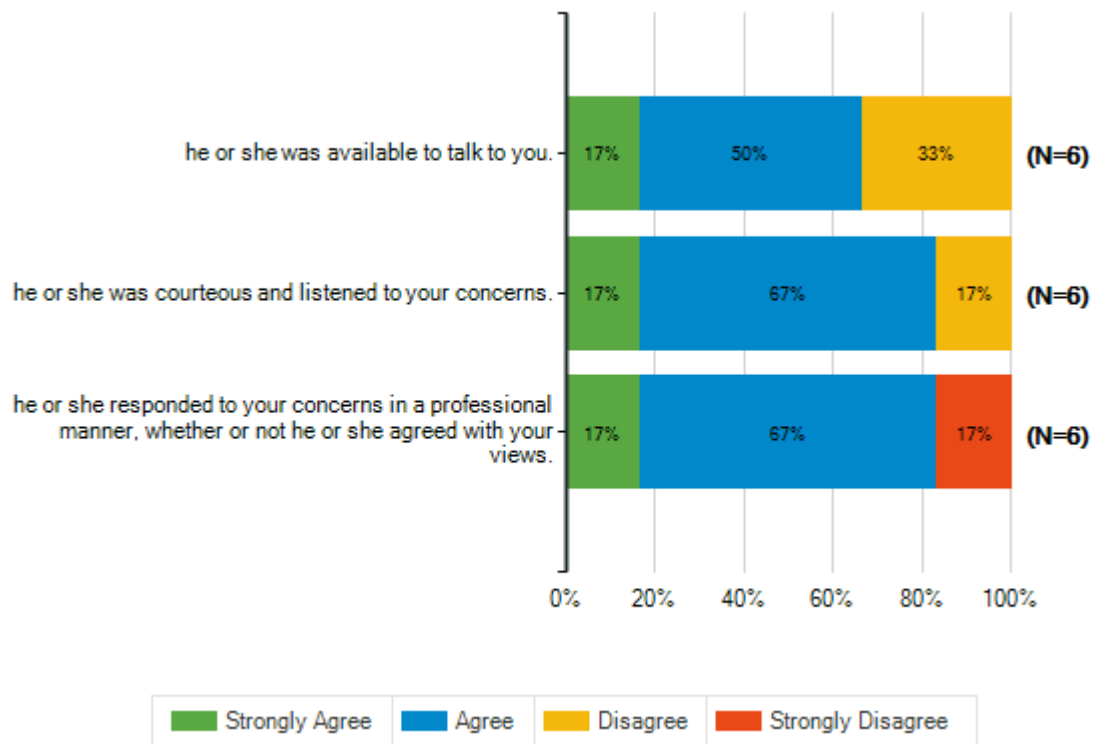
Responses	Count	%
Yes	6	22%
No	21	78%
<b>Total Responses</b>	<b>27</b>	



**How strongly do you agree or disagree with the following statements?**

**Q20. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent or cabinet member . . .**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	1 17%	3 50%	2 33%	0 0%	6
(b) he or she was courteous and listened to your concerns.	1 17%	4 67%	1 17%	0 0%	6
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	1 17%	4 67%	0 0%	1 17%	6

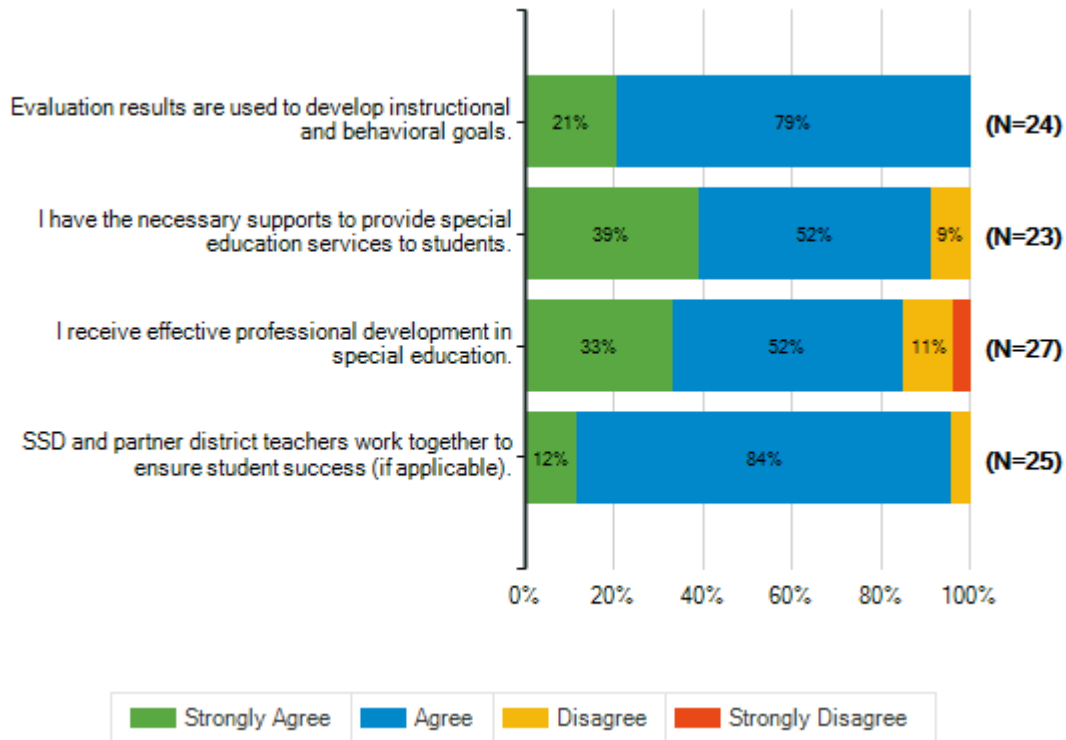




**Special Education Services**

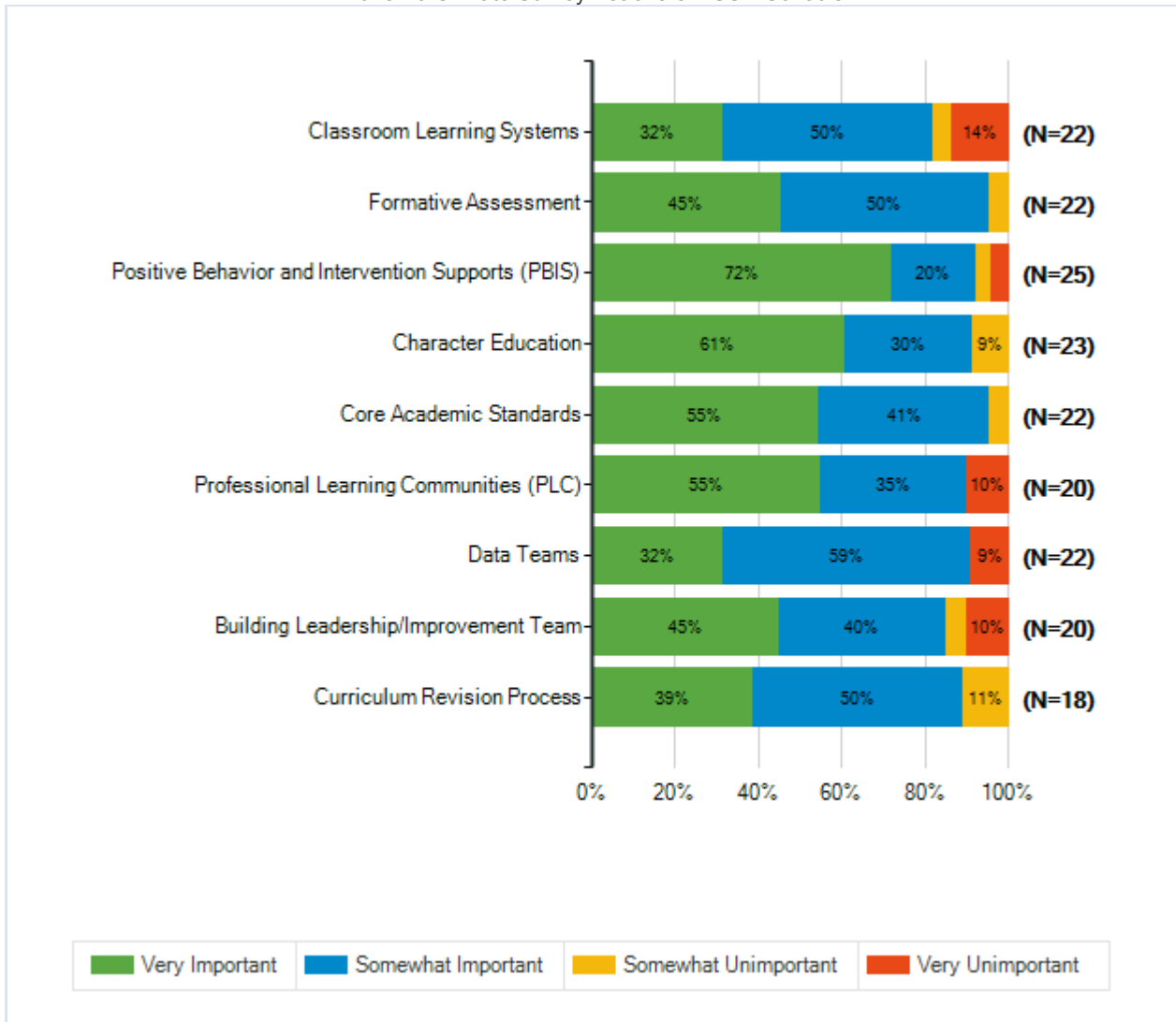
**Q21. How strongly do you agree or disagree with the following statements?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Evaluation results are used to develop instructional and behavioral goals.	5 21%	19 79%	0 0%	0 0%	24
(b)	I have the necessary supports to provide special education services to students.	9 39%	12 52%	2 9%	0 0%	23
(c)	I receive effective professional development in special education.	9 33%	14 52%	3 11%	1 4%	27
(d)	SSD and partner district teachers work together to ensure student success (if applicable).	3 12%	21 84%	1 4%	0 0%	25

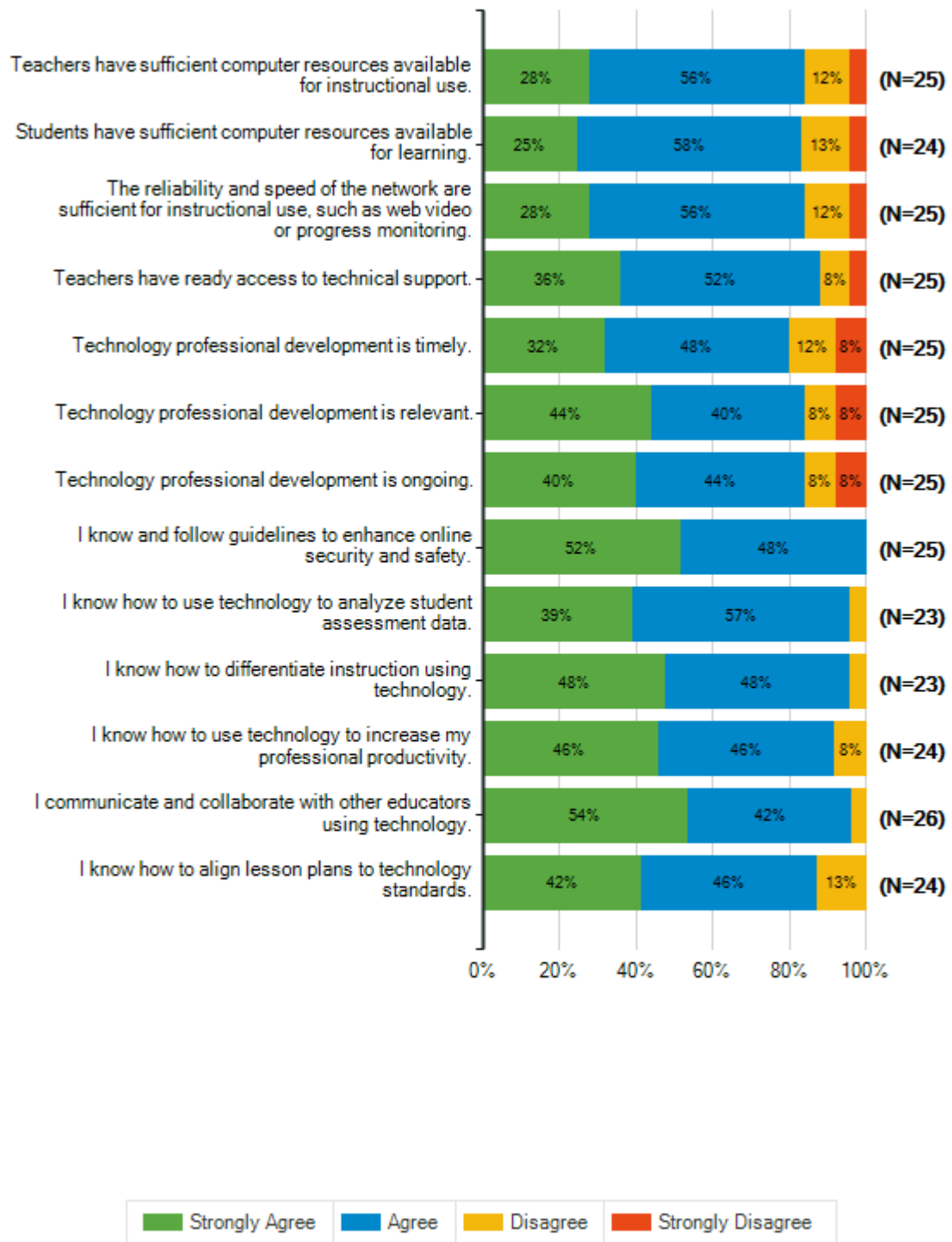


<b>Additional Educational Programs</b>						
<b>Q22. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations)</b>						
		<b>Very Important</b>	<b>Somewhat Important</b>	<b>Somewhat Unimportant</b>	<b>Very Unimportant</b>	<b>Total Responses</b>
(a)	Classroom Learning Systems	7 32%	11 50%	1 5%	3 14%	22
(b)	Formative Assessment	10 45%	11 50%	1 5%	0 0%	22
(c)	Positive Behavior and Intervention Supports (PBIS)	18 72%	5 20%	1 4%	1 4%	25
(d)	Character Education	14 61%	7 30%	2 9%	0 0%	23
(e)	Core Academic Standards	12 55%	9 41%	1 5%	0 0%	22
(f)	Professional Learning Communities (PLC)	11 55%	7 35%	0 0%	2 10%	20
(g)	Data Teams	7 32%	13 59%	0 0%	2 9%	22
(h)	Building Leadership/Improvement Team	9 45%	8 40%	1 5%	2 10%	20
(i)	Curriculum Revision Process	7 39%	9 50%	2 11%	0 0%	18

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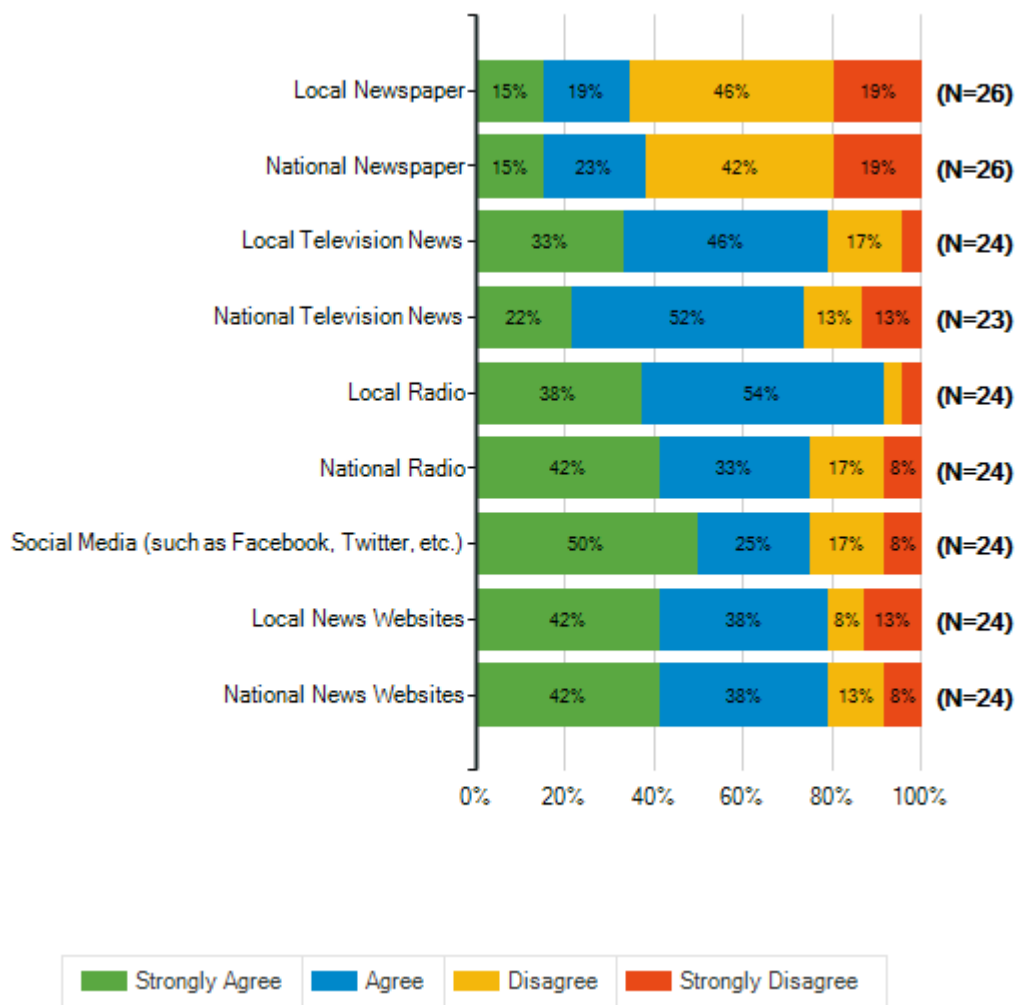
<b>Technology</b>						
<b>Q23. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Teachers have sufficient computer resources available for instructional use.	7 28%	14 56%	3 12%	1 4%	25
(b)	Students have sufficient computer resources available for learning.	6 25%	14 58%	3 13%	1 4%	24
(c)	The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	7 28%	14 56%	3 12%	1 4%	25
(d)	Teachers have ready access to technical support.	9 36%	13 52%	2 8%	1 4%	25
(e)	Technology professional development is timely.	8 32%	12 48%	3 12%	2 8%	25
(f)	Technology professional development is relevant.	11 44%	10 40%	2 8%	2 8%	25
(g)	Technology professional development is ongoing.	10 40%	11 44%	2 8%	2 8%	25
(h)	I know and follow guidelines to enhance online security and safety.	13 52%	12 48%	0 0%	0 0%	25
(i)	I know how to use technology to analyze student assessment data.	9 39%	13 57%	1 4%	0 0%	23
(j)	I know how to differentiate instruction using technology.	11 48%	11 48%	1 4%	0 0%	23
(k)	I know how to use technology to increase my professional productivity.	11 46%	11 46%	2 8%	0 0%	24
(l)	I communicate and collaborate with other educators using technology.	14 54%	11 42%	1 4%	0 0%	26
(m)	I know how to align lesson plans to technology standards.	10 42%	11 46%	3 13%	0 0%	24



**Q24. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.**

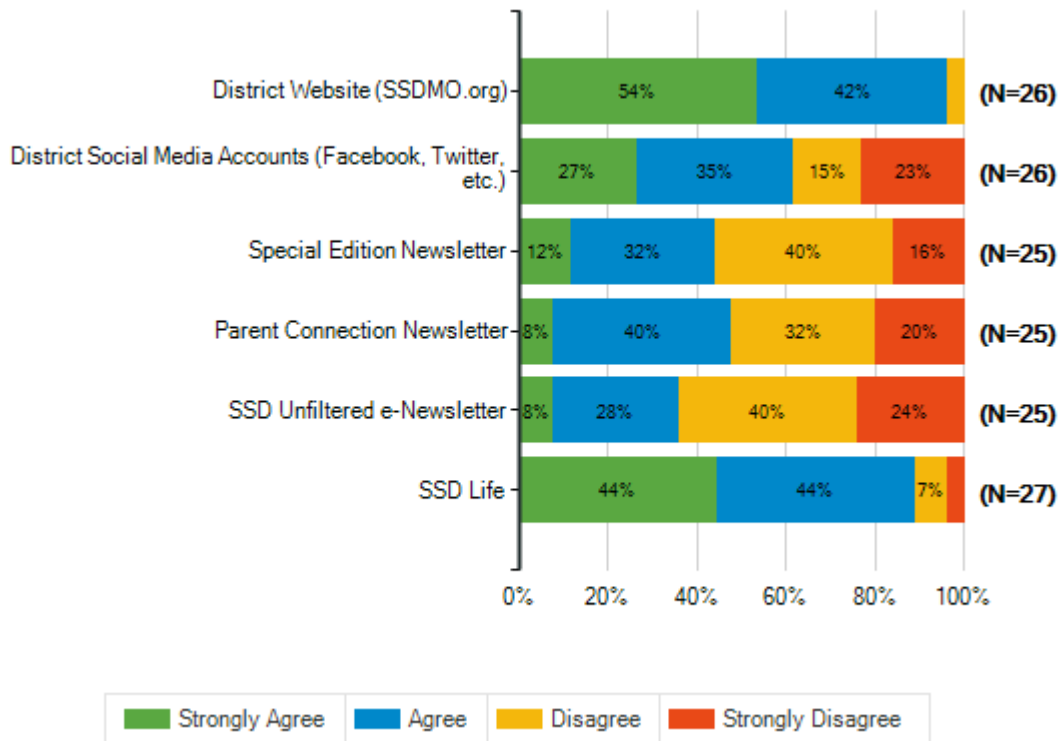
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Local Newspaper	4 15%	5 19%	12 46%	5 19%	26
(b)	National Newspaper	4 15%	6 23%	11 42%	5 19%	26
(c)	Local Television News	8 33%	11 46%	4 17%	1 4%	24
(d)	National Television News	5 22%	12 52%	3 13%	3 13%	23
(e)	Local Radio	9 38%	13 54%	1 4%	1 4%	24
(f)	National Radio	10 42%	8 33%	4 17%	2 8%	24
(g)	Social Media (such as Facebook, Twitter, etc.)	12 50%	6 25%	4 17%	2 8%	24
(h)	Local News Websites	10 42%	9 38%	2 8%	3 13%	24
(i)	National News Websites	10 42%	9 38%	3 13%	2 8%	24

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**Q25. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

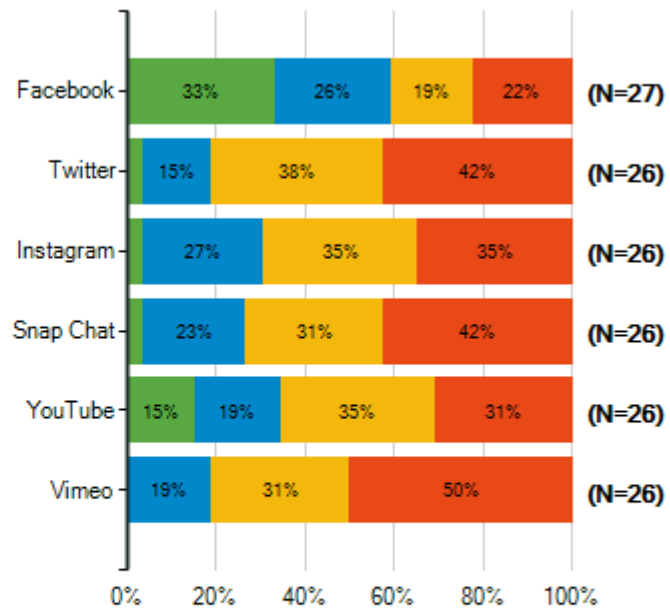
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	14 54%	11 42%	1 4%	0 0%	26
(b) District Social Media Accounts (Facebook, Twitter, etc.)	7 27%	9 35%	4 15%	6 23%	26
(c) Special Edition Newsletter	3 12%	8 32%	10 40%	4 16%	25
(d) Parent Connection Newsletter	2 8%	10 40%	8 32%	5 20%	25
(e) SSD Unfiltered e-Newsletter	2 8%	7 28%	10 40%	6 24%	25
(f) SSD Life	12 44%	12 44%	2 7%	1 4%	27





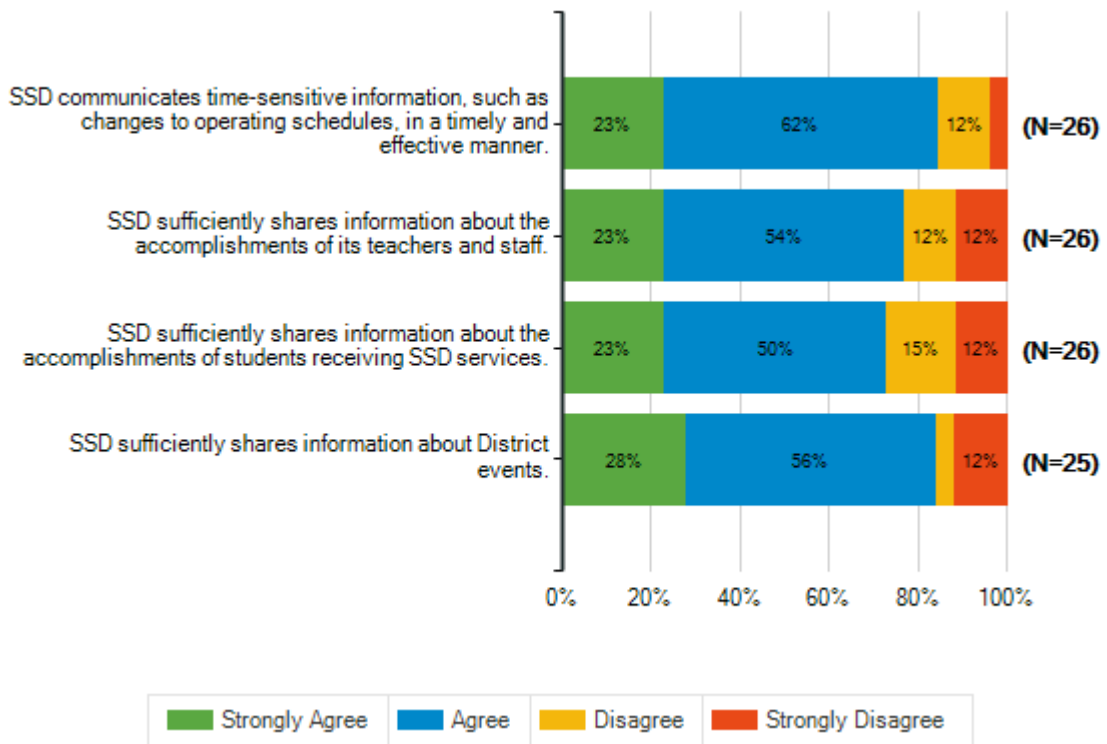
**Q26. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	9 33%	7 26%	5 19%	6 22%	27
(b) Twitter	1 4%	4 15%	10 38%	11 42%	26
(c) Instagram	1 4%	7 27%	9 35%	9 35%	26
(d) Snap Chat	1 4%	6 23%	8 31%	11 42%	26
(e) YouTube	4 15%	5 19%	9 35%	8 31%	26
(f) Vimeo	0 0%	5 19%	8 31%	13 50%	26



**Q27. Please indicate the extent to which you agree or disagree with each of the following statements.**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner.	6 23%	16 62%	3 12%	1 4%	26
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	6 23%	14 54%	3 12%	3 12%	26
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	6 23%	13 50%	4 15%	3 12%	26
(d)	SSD sufficiently shares information about District events.	7 28%	14 56%	1 4%	3 12%	25



**Q28. Please indicate the extent to which you agree or disagree with the following statement.**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel sufficiently informed about Special School District news and events.	5 19%	17 63%	4 15%	1 4%	27

