

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

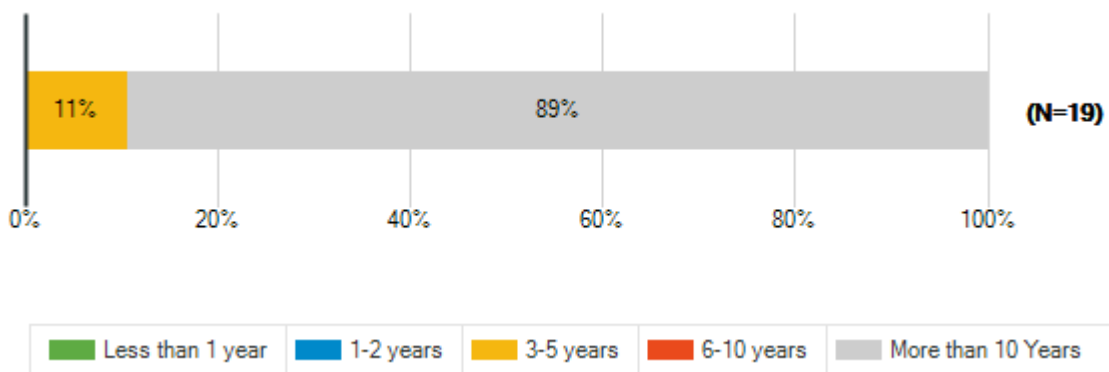
## Vocational Skills Program

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



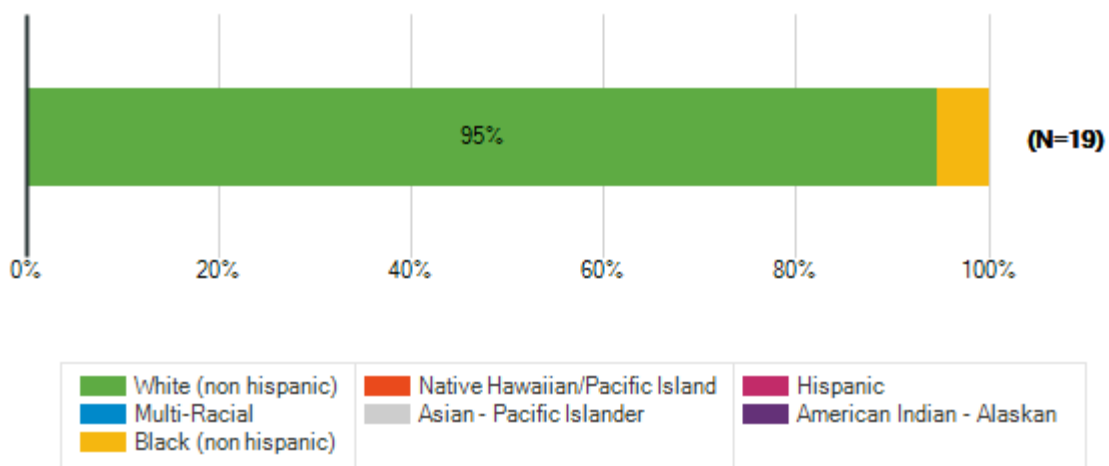
**Q1. Years of Service**

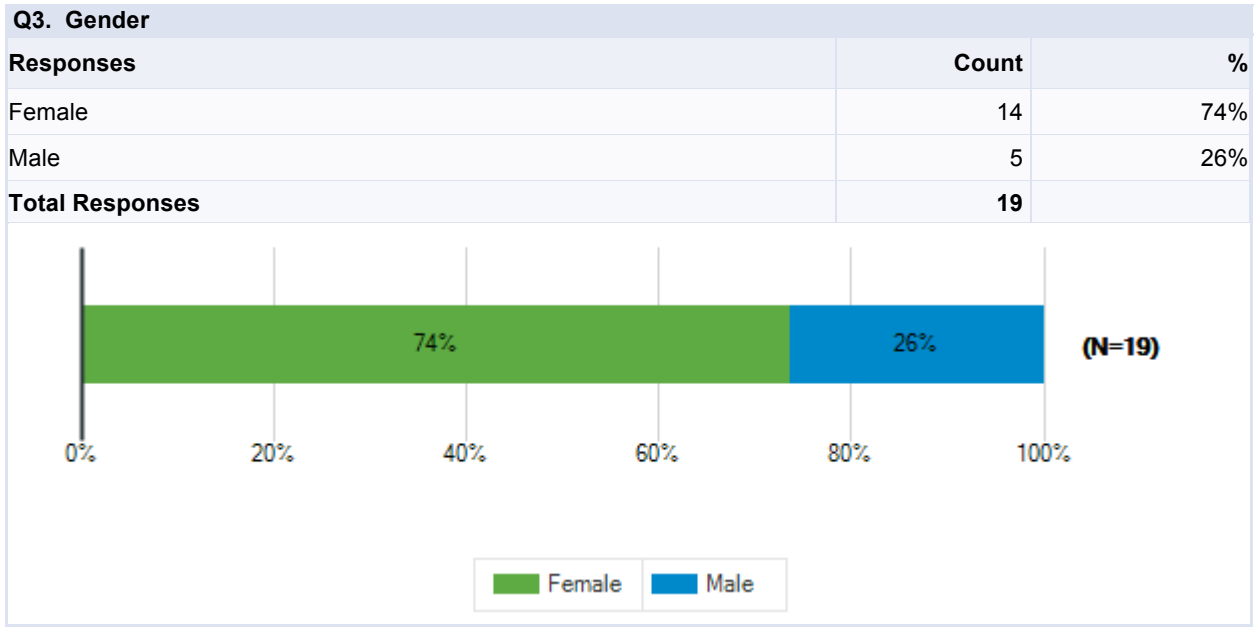
Responses	Count	%
Less than 1 year	0	0%
1-2 years	0	0%
3-5 years	2	11%
6-10 years	0	0%
More than 10 Years	17	89%
<b>Total Responses</b>	<b>19</b>	



**Q2. Race/Ethnicity**

Responses	Count	%
White (non hispanic)	18	95%
Multi-Racial	0	0%
Black (non hispanic)	1	5%
Native Hawaiian/Pacific Island	0	0%
Asian - Pacific Islander	0	0%
Hispanic	0	0%
American Indian - Alaskan	0	0%
<b>Total Responses</b>	<b>19</b>	

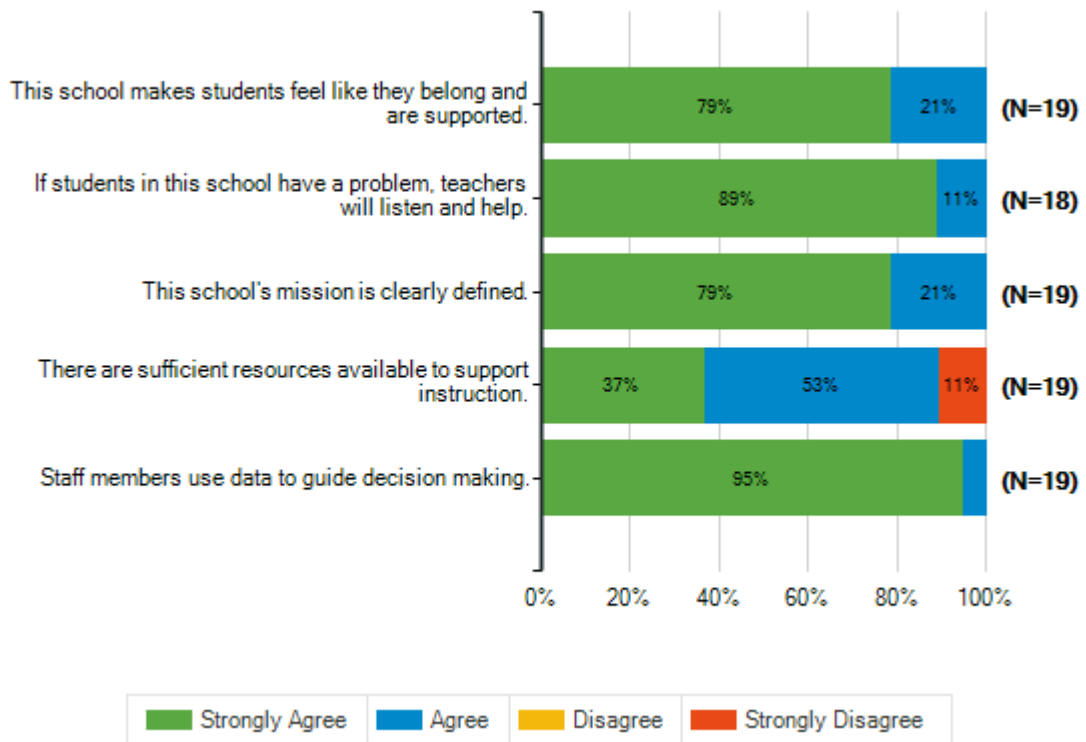




**School Satisfaction**

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

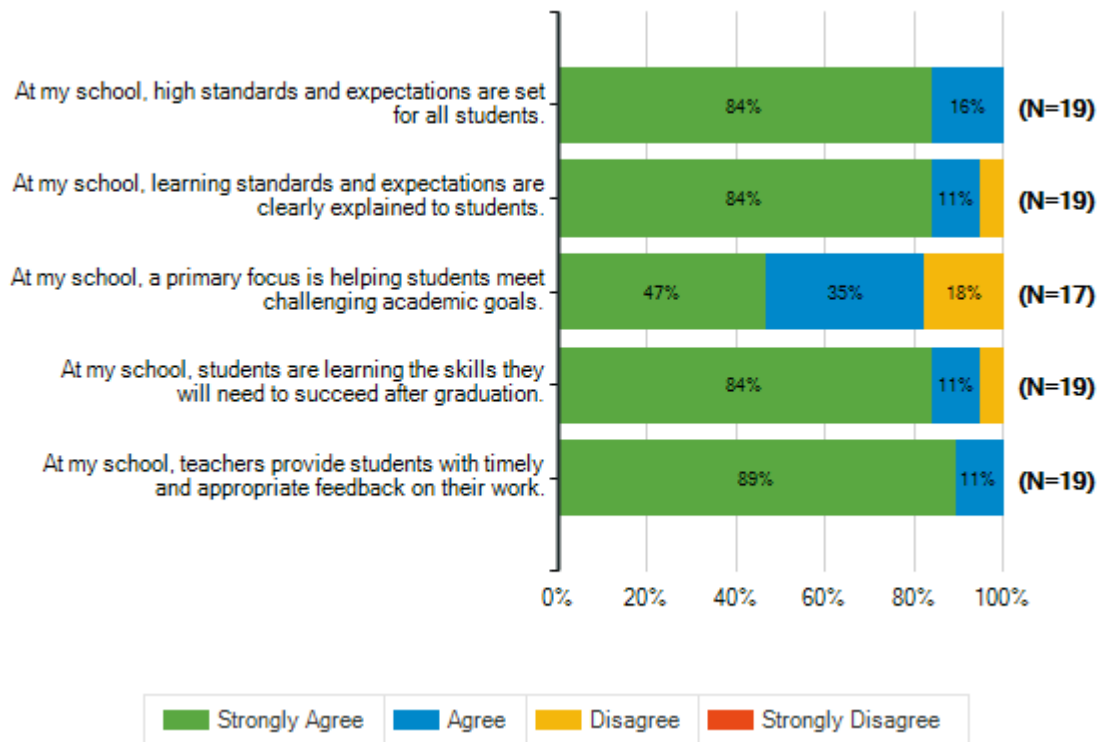
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	This school makes students feel like they belong and are supported.	15 79%	4 21%	0 0%	0 0%	19
(b)	If students in this school have a problem, teachers will listen and help.	16 89%	2 11%	0 0%	0 0%	18
(c)	This school's mission is clearly defined.	15 79%	4 21%	0 0%	0 0%	19
(d)	There are sufficient resources available to support instruction.	7 37%	10 53%	0 0%	2 11%	19
(e)	Staff members use data to guide decision making.	18 95%	1 5%	0 0%	0 0%	19



**Academic Preparation**

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

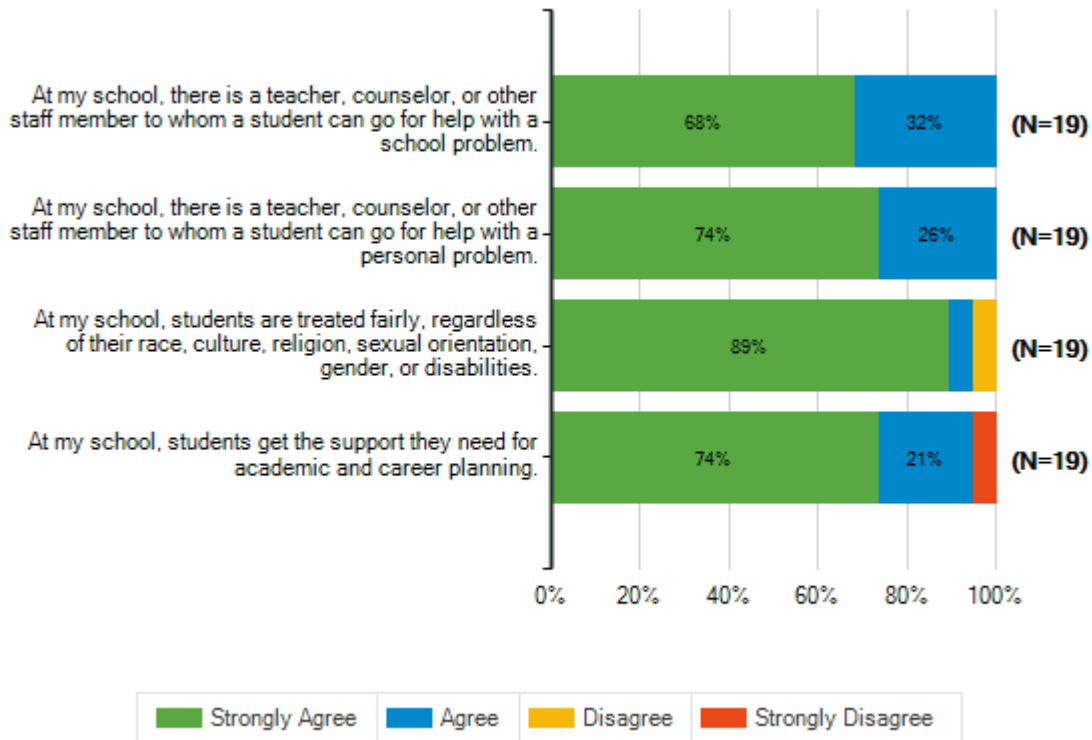
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, high standards and expectations are set for all students.	16 84%	3 16%	0 0%	0 0%	19
(b)	At my school, learning standards and expectations are clearly explained to students.	16 84%	2 11%	1 5%	0 0%	19
(c)	At my school, a primary focus is helping students meet challenging academic goals.	8 47%	6 35%	3 18%	0 0%	17
(d)	At my school, students are learning the skills they will need to succeed after graduation.	16 84%	2 11%	1 5%	0 0%	19
(e)	At my school, teachers provide students with timely and appropriate feedback on their work.	17 89%	2 11%	0 0%	0 0%	19



**Student Support**

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

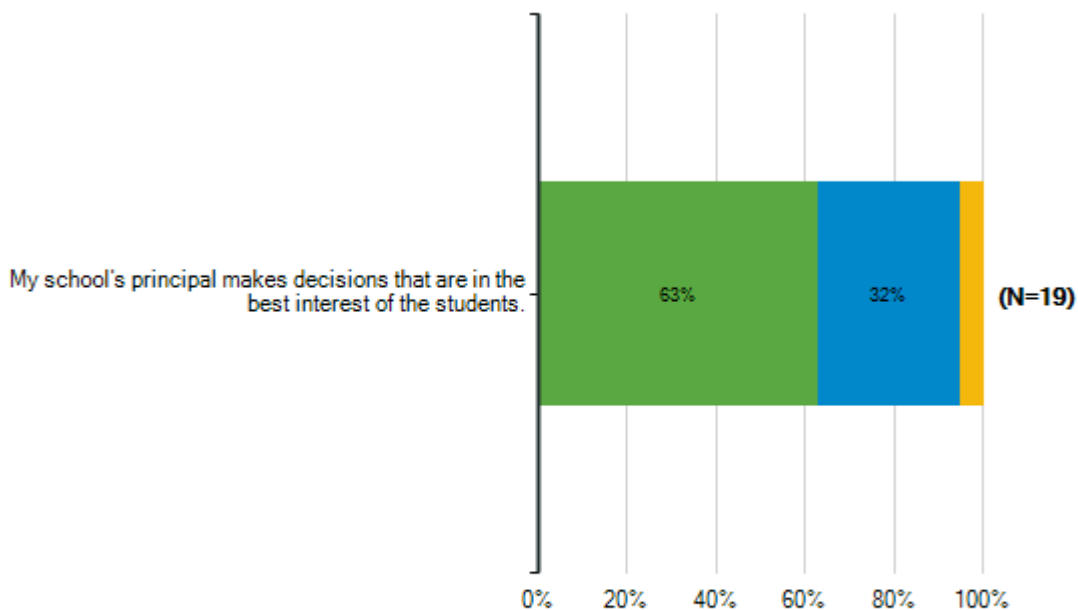
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	13 68%	6 32%	0 0%	0 0%	19
(b)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	14 74%	5 26%	0 0%	0 0%	19
(c)	At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	17 89%	1 5%	1 5%	0 0%	19
(d)	At my school, students get the support they need for academic and career planning.	14 74%	4 21%	0 0%	1 5%	19



**School Principal**

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

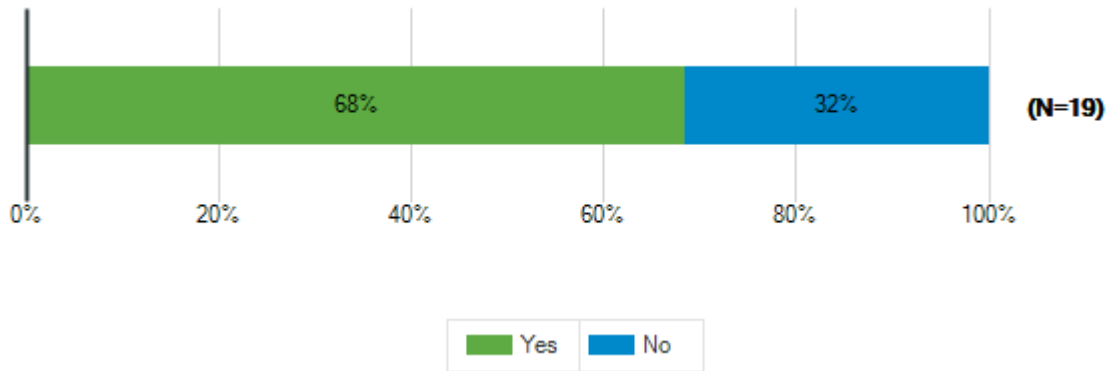
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	My school's principal makes decisions that are in the best interest of the students.	12 63%	6 32%	1 5%	0 0%	19





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

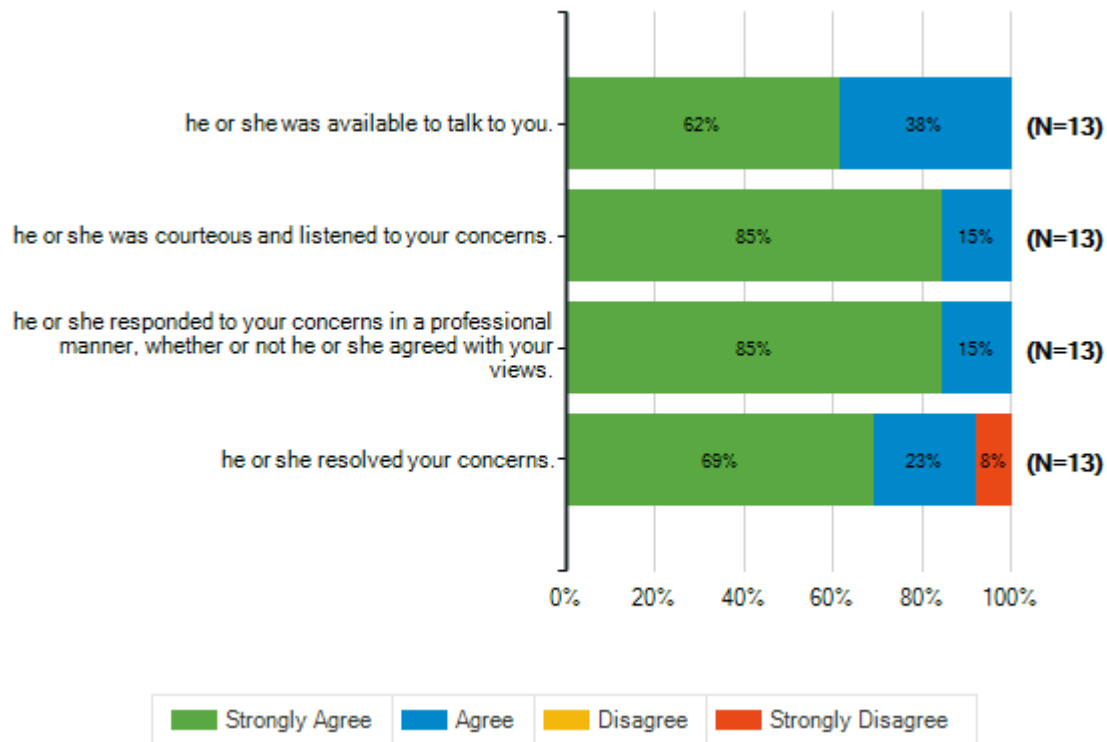
Responses	Count	%
Yes	13	68%
No	6	32%
<b>Total Responses</b>	<b>19</b>	



**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 ...**

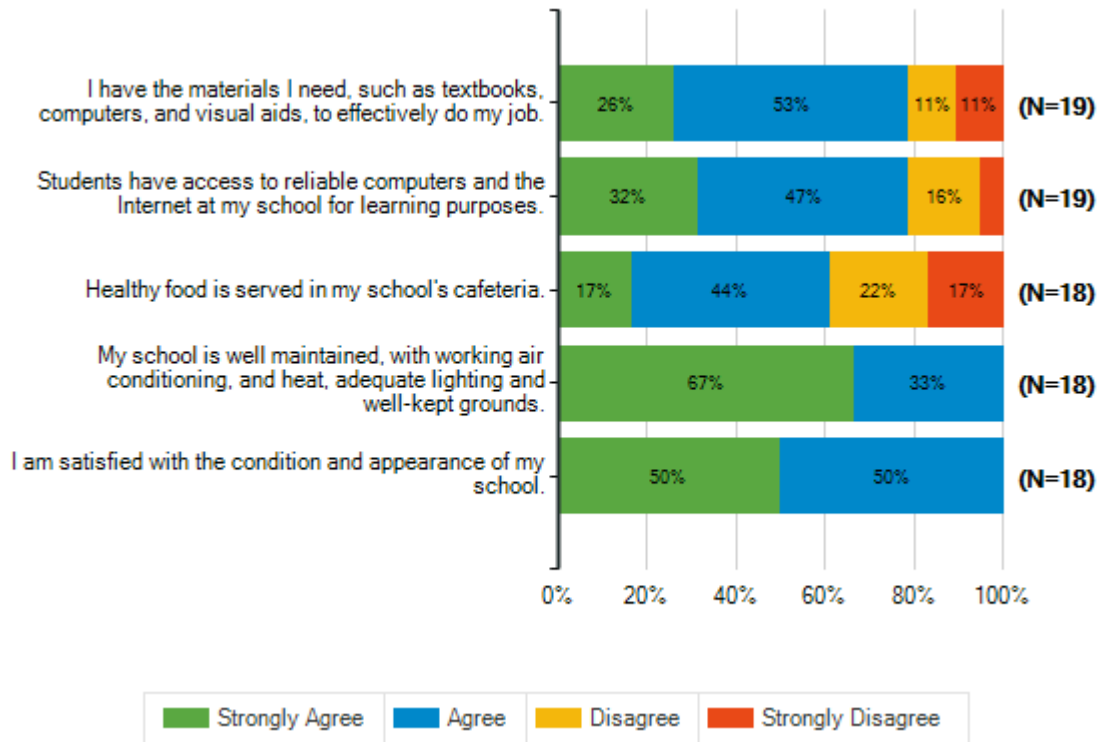
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	8 62%	5 38%	0 0%	0 0%	13
(b) he or she was courteous and listened to your concerns.	11 85%	2 15%	0 0%	0 0%	13
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	11 85%	2 15%	0 0%	0 0%	13
(d) he or she resolved your concerns.	9 69%	3 23%	0 0%	1 8%	13



**School Operations**

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

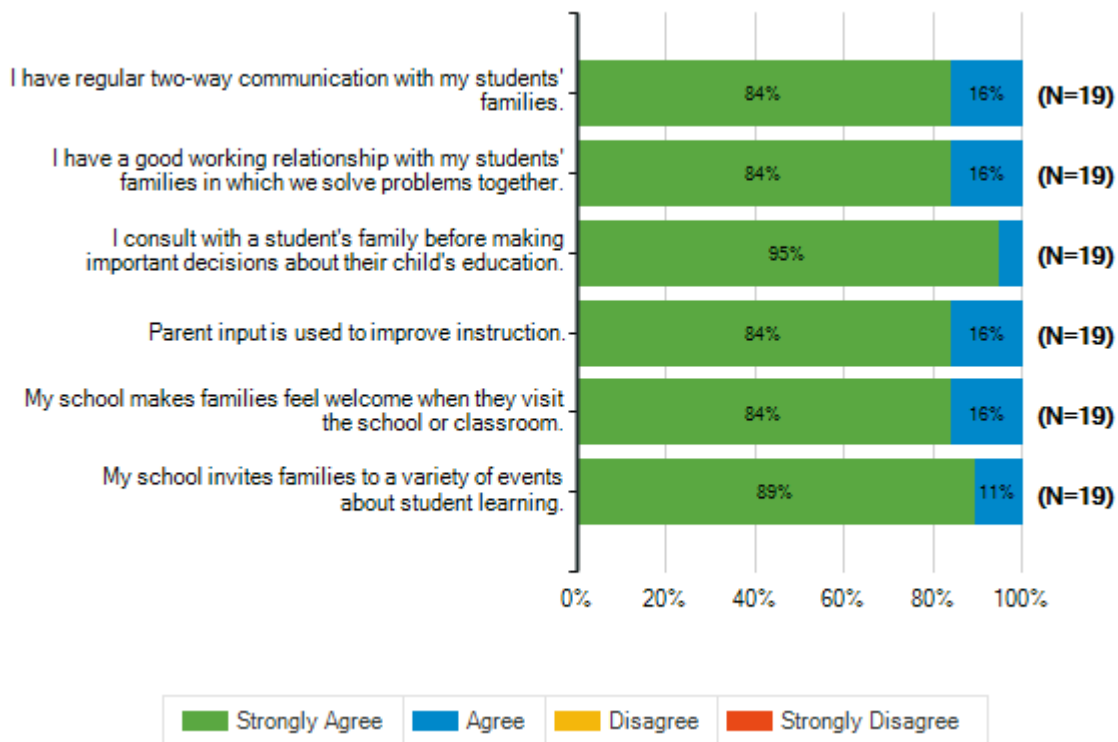
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I have the materials I need, such as textbooks, computers, and visual aids, to effectively do my job.	5 26%	10 53%	2 11%	2 11%	19
(b)	Students have access to reliable computers and the Internet at my school for learning purposes.	6 32%	9 47%	3 16%	1 5%	19
(c)	Healthy food is served in my school's cafeteria.	3 17%	8 44%	4 22%	3 17%	18
(d)	My school is well maintained, with working air conditioning, and heat, adequate lighting and well-kept grounds.	12 67%	6 33%	0 0%	0 0%	18
(e)	I am satisfied with the condition and appearance of my school.	9 50%	9 50%	0 0%	0 0%	18



**Parent and Family Engagement**

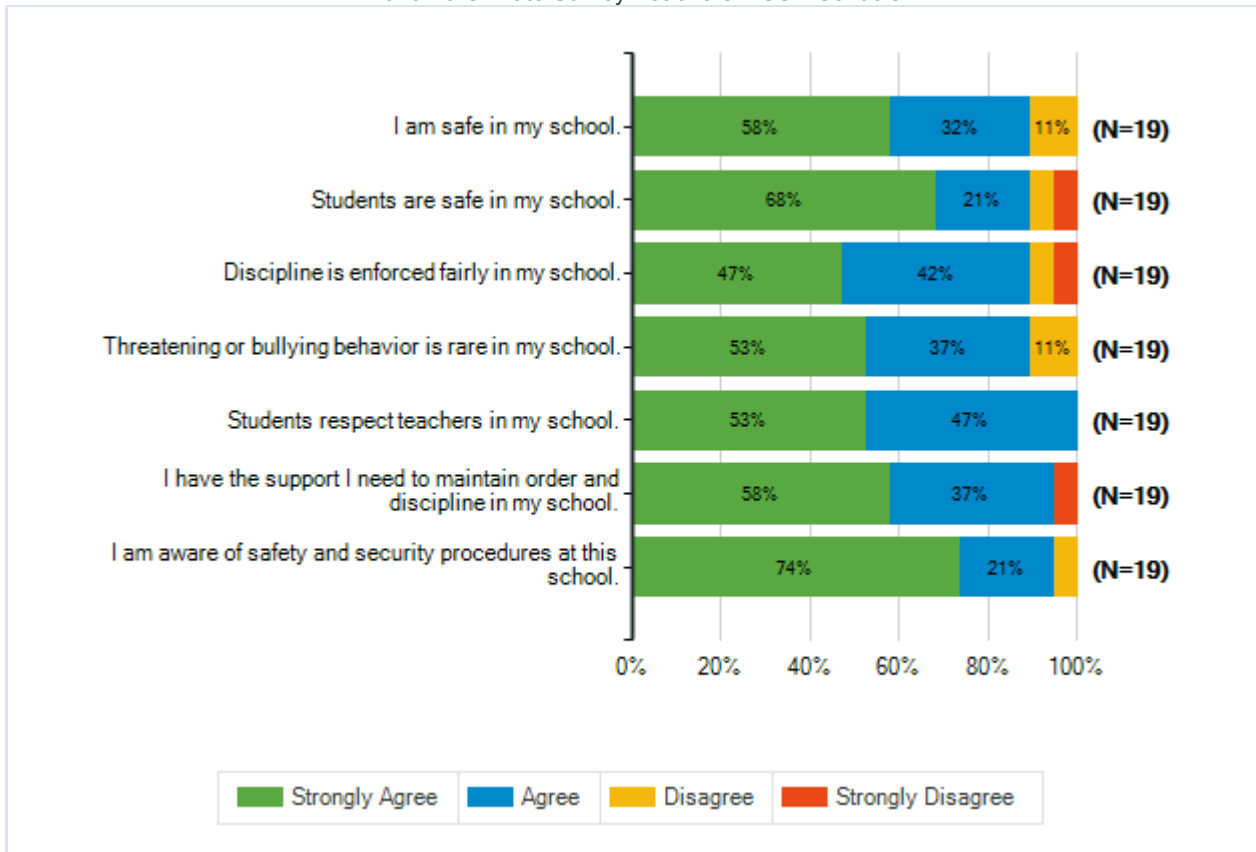
**Q12. How strongly do you agree or disagree with the following statements?**

		<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.	16 84%	3 16%	0 0%	0 0%	19
(b)	I have a good working relationship with my students' families in which we solve problems together.	16 84%	3 16%	0 0%	0 0%	19
(c)	I consult with a student's family before making important decisions about their child's education.	18 95%	1 5%	0 0%	0 0%	19
(d)	Parent input is used to improve instruction.	16 84%	3 16%	0 0%	0 0%	19
(e)	My school makes families feel welcome when they visit the school or classroom.	16 84%	3 16%	0 0%	0 0%	19
(f)	My school invites families to a variety of events about student learning.	17 89%	2 11%	0 0%	0 0%	19



<b>Safety and Behavior</b>						
<b>Q13. 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 am safe in my school.	11 58%	6 32%	2 11%	0 0%	19
(b)	Students are safe in my school.	13 68%	4 21%	1 5%	1 5%	19
(c)	Discipline is enforced fairly in my school.	9 47%	8 42%	1 5%	1 5%	19
(d)	Threatening or bullying behavior is rare in my school.	10 53%	7 37%	2 11%	0 0%	19
(e)	Students respect teachers in my school.	10 53%	9 47%	0 0%	0 0%	19
(f)	I have the support I need to maintain order and discipline in my school.	11 58%	7 37%	0 0%	1 5%	19
(g)	I am aware of safety and security procedures at this school.	14 74%	4 21%	1 5%	0 0%	19

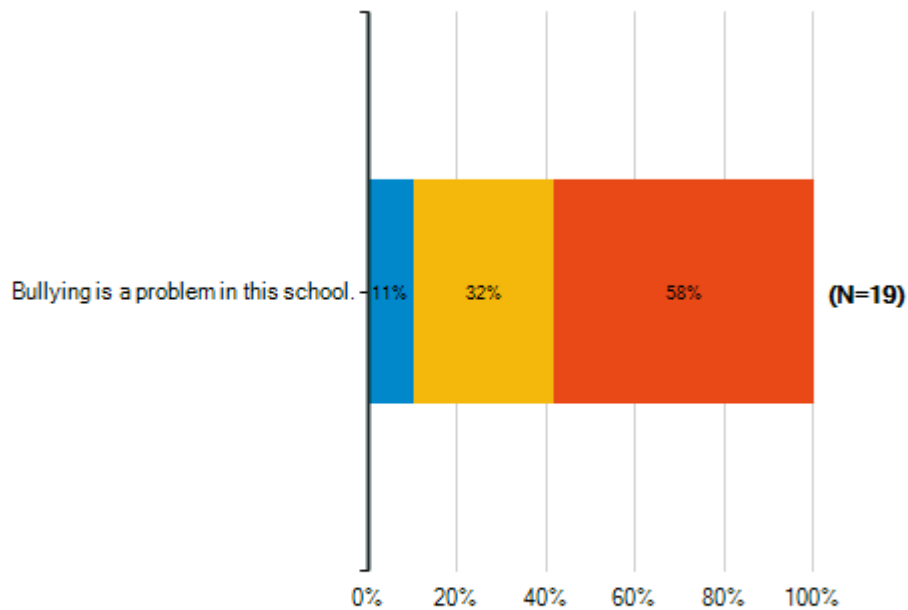
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**Safety and Behavior**

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

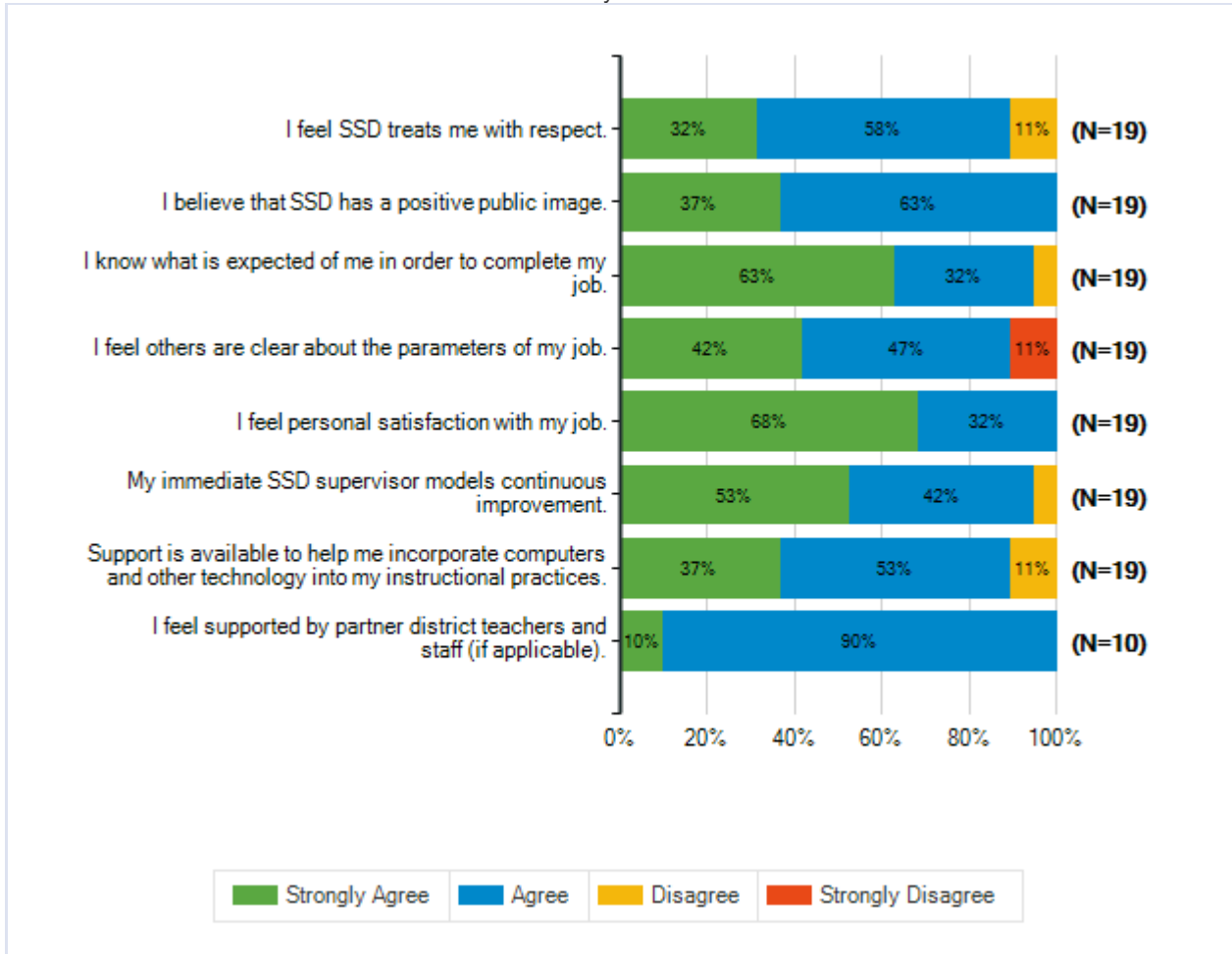
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) Bullying is a problem in this school.	0	2	6	11	19
	0%	11%	32%	58%	



<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.	6 32%	11 58%	2 11%	0 0%	19
(b)	I believe that SSD has a positive public image.	7 37%	12 63%	0 0%	0 0%	19
(c)	I know what is expected of me in order to complete my job.	12 63%	6 32%	1 5%	0 0%	19
(d)	I feel others are clear about the parameters of my job.	8 42%	9 47%	0 0%	2 11%	19
(e)	I feel personal satisfaction with my job.	13 68%	6 32%	0 0%	0 0%	19
(f)	My immediate SSD supervisor models continuous improvement.	10 53%	8 42%	1 5%	0 0%	19
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	7 37%	10 53%	2 11%	0 0%	19
(h)	I feel supported by partner district teachers and staff (if applicable).	1 10%	9 90%	0 0%	0 0%	10

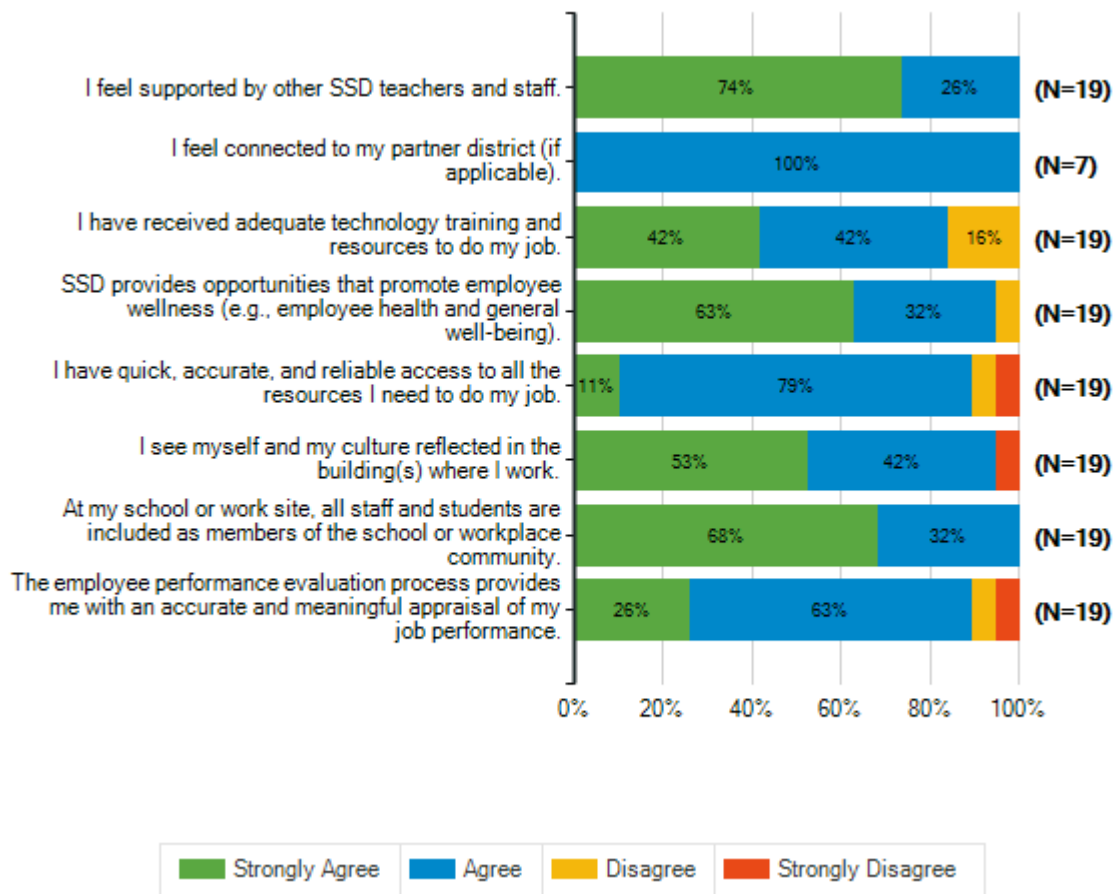


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<b>Job Satisfaction (Continued)</b>						
<b>Q16. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel supported by other SSD teachers and staff.	14 74%	5 26%	0 0%	0 0%	19
(b)	I feel connected to my partner district (if applicable).	0 0%	7 100%	0 0%	0 0%	7
(c)	I have received adequate technology training and resources to do my job.	8 42%	8 42%	3 16%	0 0%	19
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	12 63%	6 32%	1 5%	0 0%	19
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	2 11%	15 79%	1 5%	1 5%	19
(f)	I see myself and my culture reflected in the building(s) where I work.	10 53%	8 42%	0 0%	1 5%	19
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	13 68%	6 32%	0 0%	0 0%	19
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	5 26%	12 63%	1 5%	1 5%	19

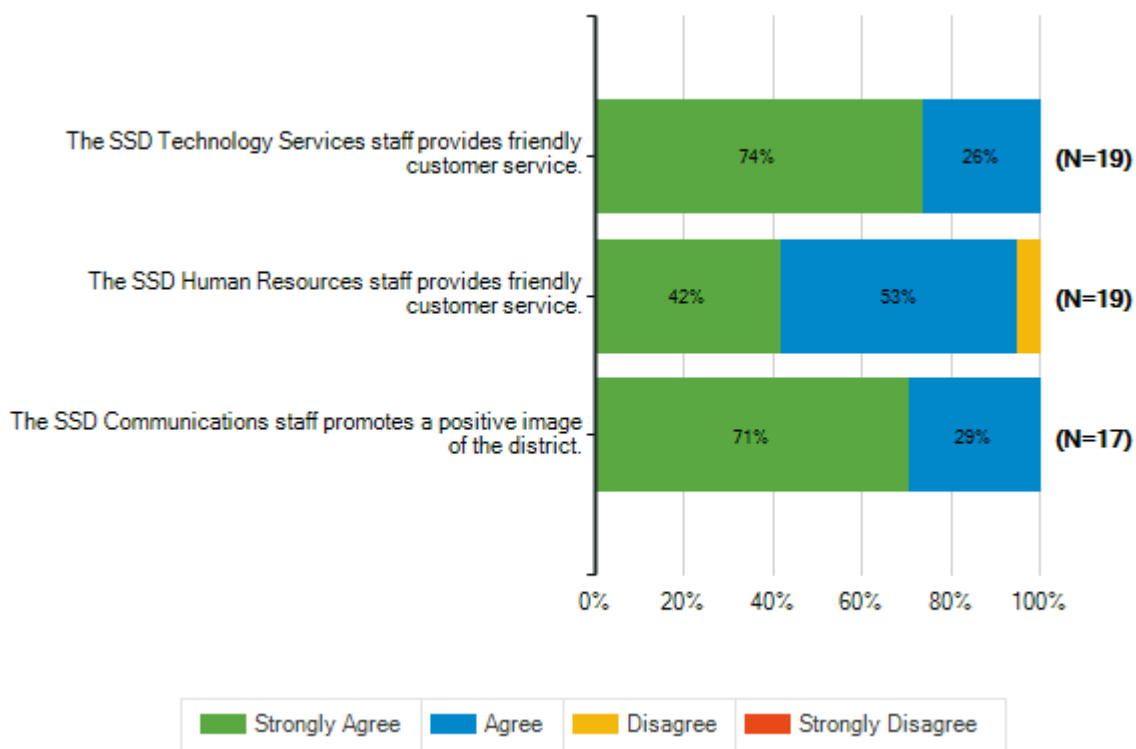
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**Satisfaction With SSD Support Departments**

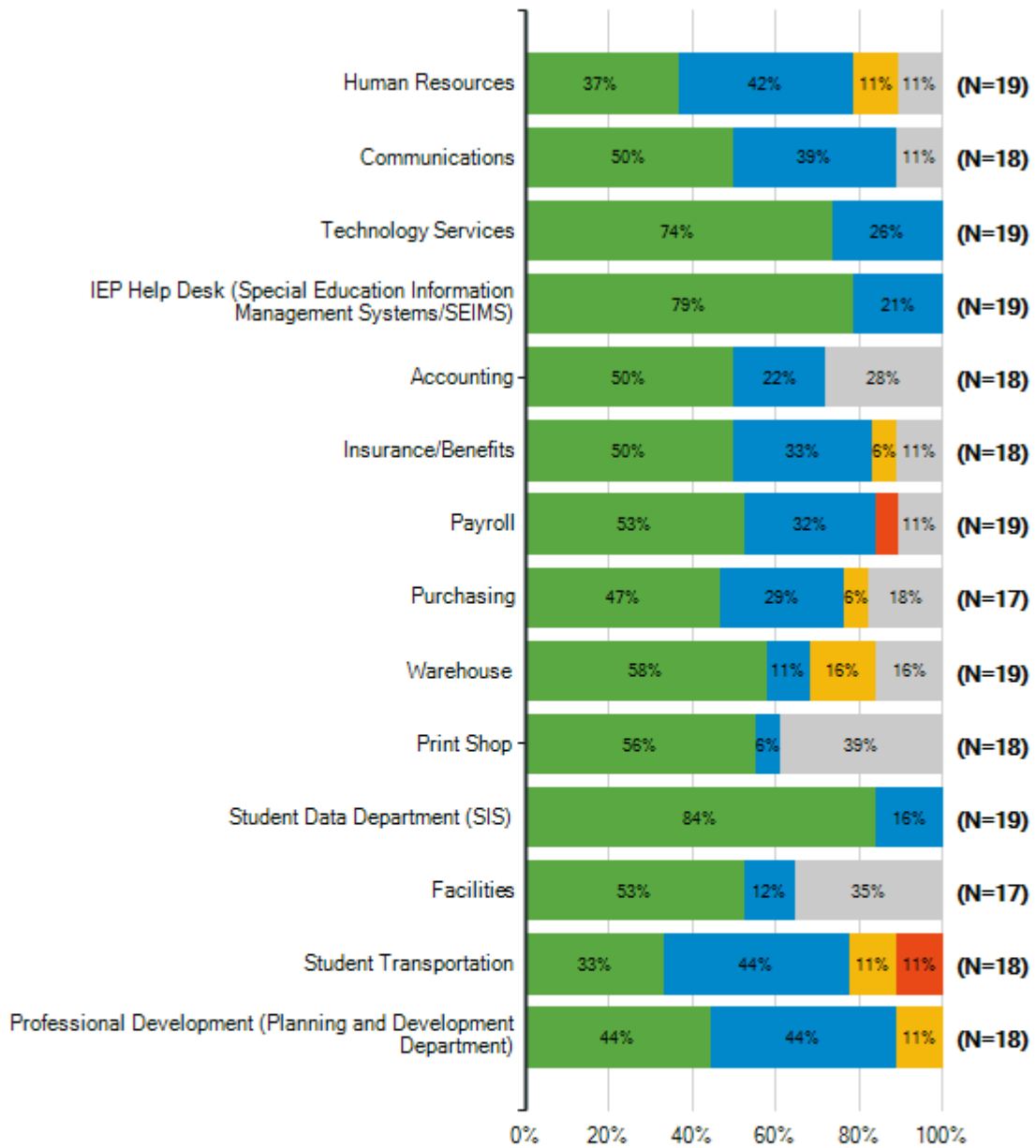
**Q17. How strongly do you agree or disagree with the following statements?**

		<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.	14 74%	5 26%	0 0%	0 0%	19
(b)	The SSD Human Resources staff provides friendly customer service.	8 42%	10 53%	1 5%	0 0%	19
(c)	The SSD Communications staff promotes a positive image of the district.	12 71%	5 29%	0 0%	0 0%	17



<b>Q18. I am satisfied with the service provided by the following SSD departments</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>I Don't Know</b>	<b>Total Responses</b>
(a)	Human Resources	7 37%	8 42%	2 11%	0 0%	2 11%	19
(b)	Communications	9 50%	7 39%	0 0%	0 0%	2 11%	18
(c)	Technology Services	14 74%	5 26%	0 0%	0 0%	0 0%	19
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	15 79%	4 21%	0 0%	0 0%	0 0%	19
(e)	Accounting	9 50%	4 22%	0 0%	0 0%	5 28%	18
(f)	Insurance/Benefits	9 50%	6 33%	1 6%	0 0%	2 11%	18
(g)	Payroll	10 53%	6 32%	0 0%	1 5%	2 11%	19
(h)	Purchasing	8 47%	5 29%	1 6%	0 0%	3 18%	17
(i)	Warehouse	11 58%	2 11%	3 16%	0 0%	3 16%	19
(j)	Print Shop	10 56%	1 6%	0 0%	0 0%	7 39%	18
(k)	Student Data Department (SIS)	16 84%	3 16%	0 0%	0 0%	0 0%	19
(l)	Facilities	9 53%	2 12%	0 0%	0 0%	6 35%	17
(m)	Student Transportation	6 33%	8 44%	2 11%	2 11%	0 0%	18
(n)	Professional Development (Planning and Development Department)	8 44%	8 44%	2 11%	0 0%	0 0%	18

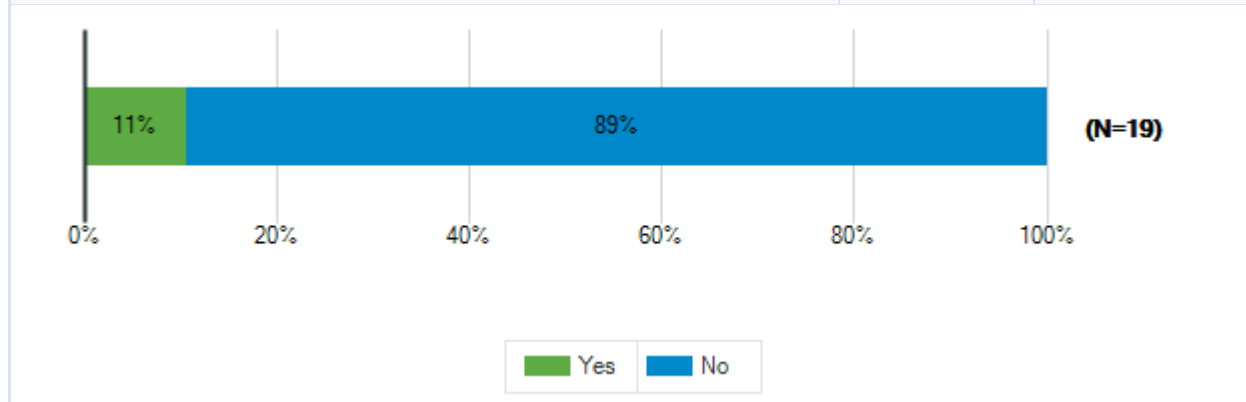
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■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ I Don't Know

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

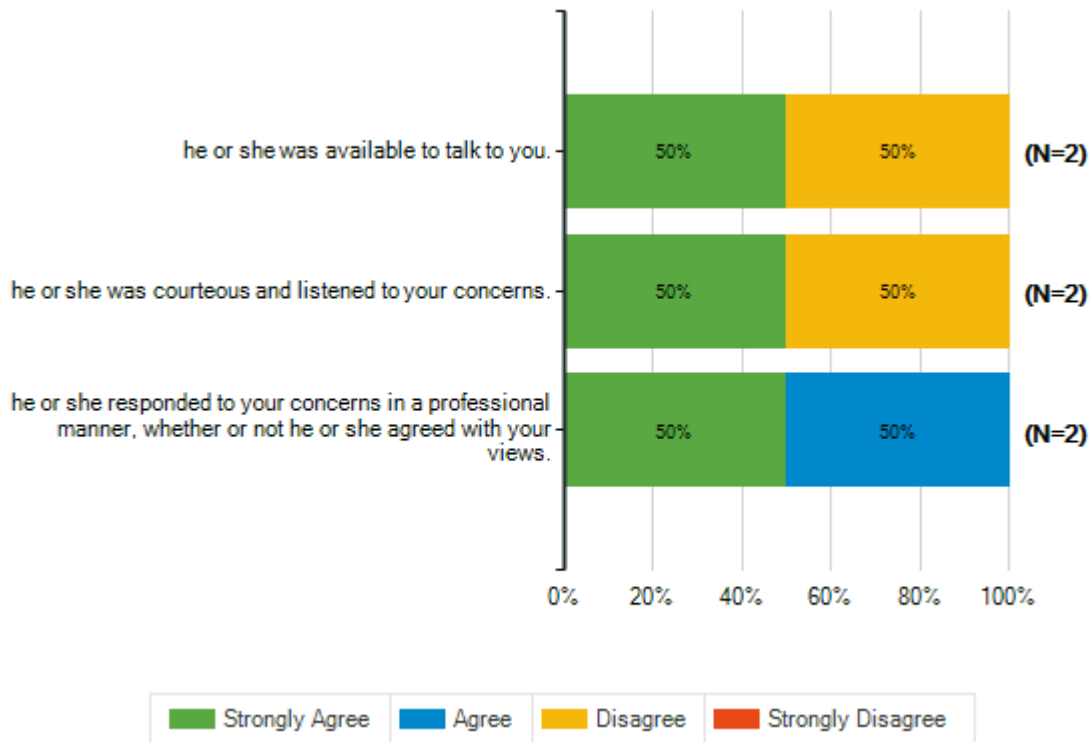
Responses	Count	%
Yes	2	11%
No	17	89%
<b>Total Responses</b>	<b>19</b>	



**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 50%	0 0%	1 50%	0 0%	2
(b) he or she was courteous and listened to your concerns.	1 50%	0 0%	1 50%	0 0%	2
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	1 50%	1 50%	0 0%	0 0%	2

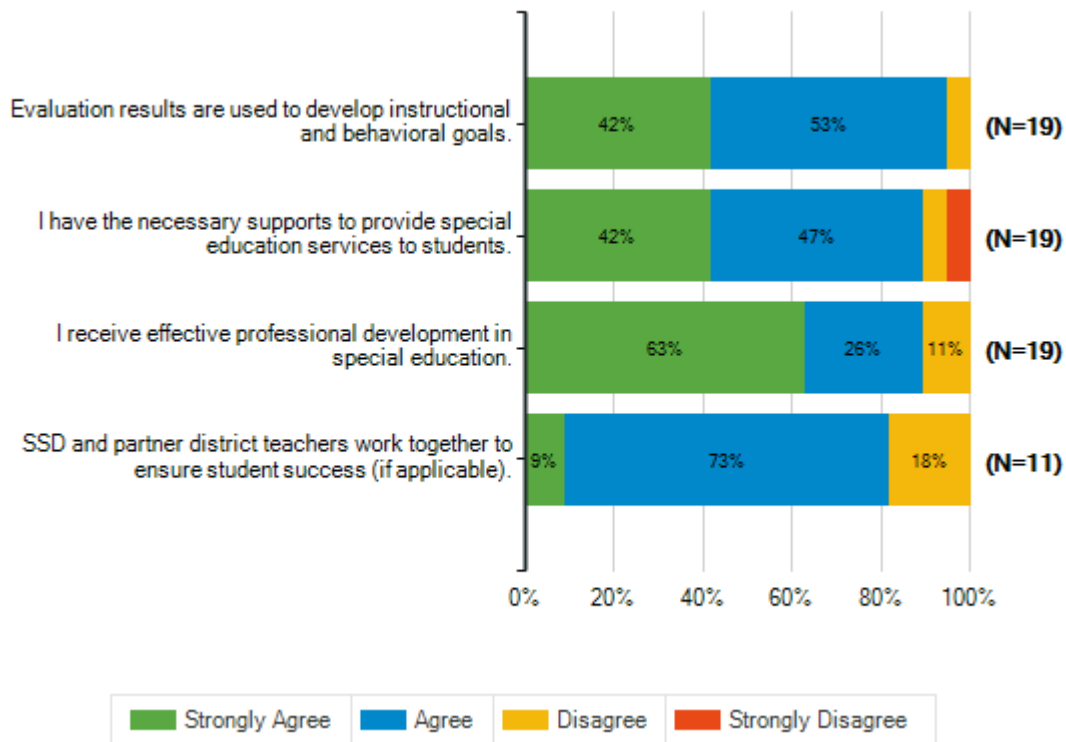




**Special Education Services**

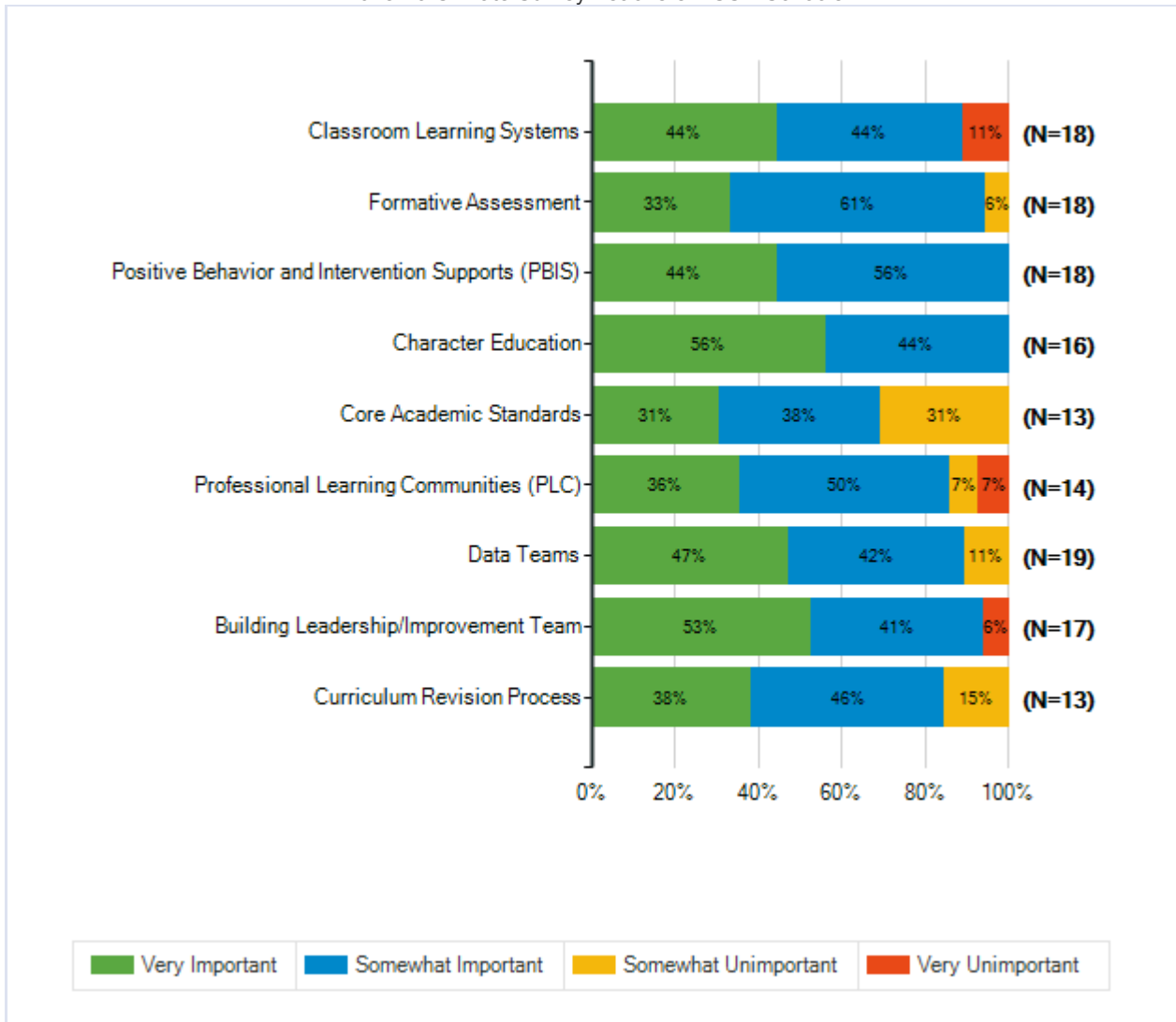
**Q21. How strongly do you agree or disagree with the following statements?**

		<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.	8 42%	10 53%	1 5%	0 0%	19
(b)	I have the necessary supports to provide special education services to students.	8 42%	9 47%	1 5%	1 5%	19
(c)	I receive effective professional development in special education.	12 63%	5 26%	2 11%	0 0%	19
(d)	SSD and partner district teachers work together to ensure student success (if applicable).	1 9%	8 73%	2 18%	0 0%	11

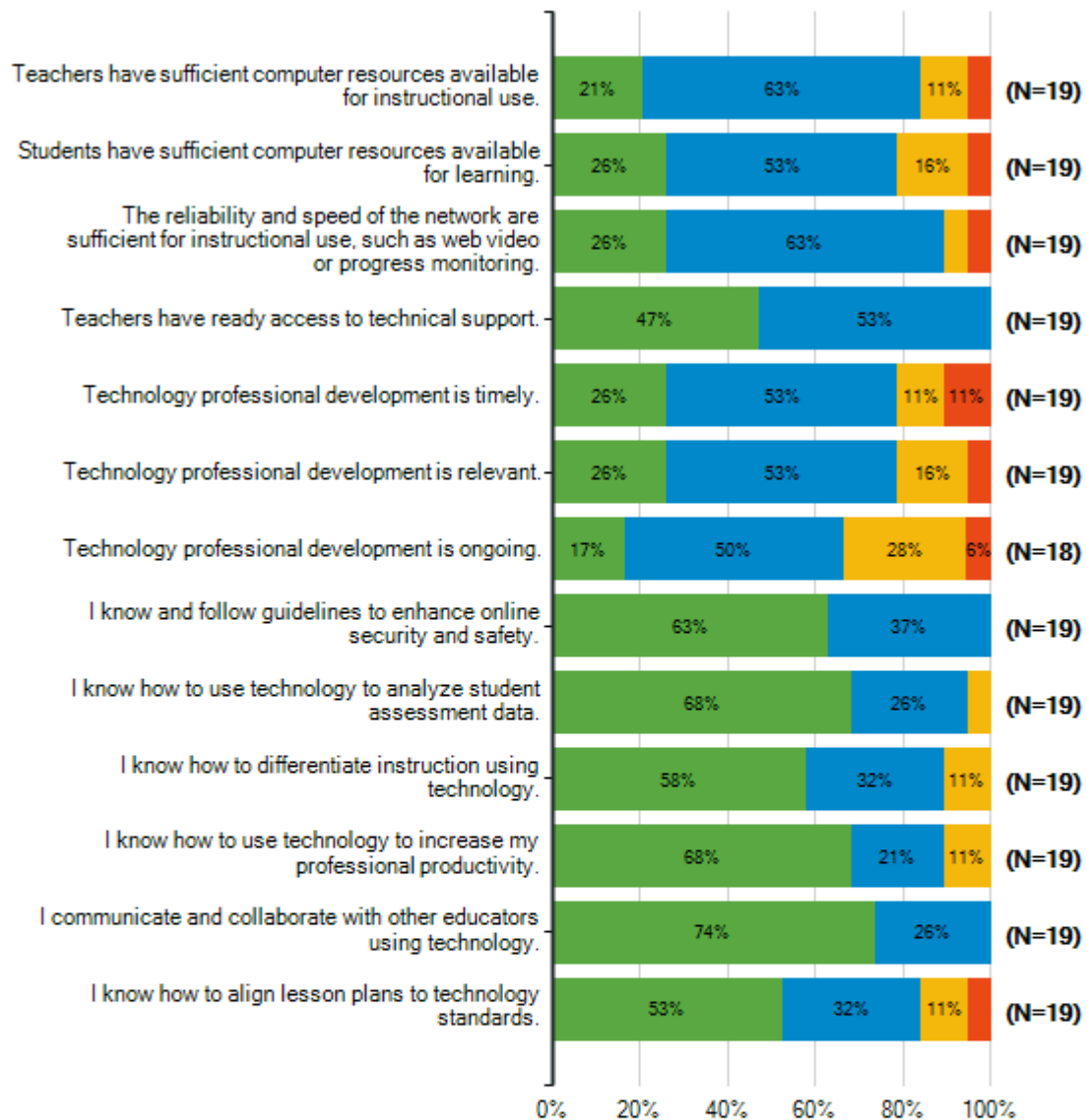


<b>Additional Educational Programs</b>						
<b>Q22. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations)</b>						
		<b>Very Important</b>	<b>Somewhat Important</b>	<b>Somewhat Unimportant</b>	<b>Very Unimportant</b>	<b>Total Responses</b>
(a)	Classroom Learning Systems	8 44%	8 44%	0 0%	2 11%	18
(b)	Formative Assessment	6 33%	11 61%	1 6%	0 0%	18
(c)	Positive Behavior and Intervention Supports (PBIS)	8 44%	10 56%	0 0%	0 0%	18
(d)	Character Education	9 56%	7 44%	0 0%	0 0%	16
(e)	Core Academic Standards	4 31%	5 38%	4 31%	0 0%	13
(f)	Professional Learning Communities (PLC)	5 36%	7 50%	1 7%	1 7%	14
(g)	Data Teams	9 47%	8 42%	2 11%	0 0%	19
(h)	Building Leadership/Improvement Team	9 53%	7 41%	0 0%	1 6%	17
(i)	Curriculum Revision Process	5 38%	6 46%	2 15%	0 0%	13

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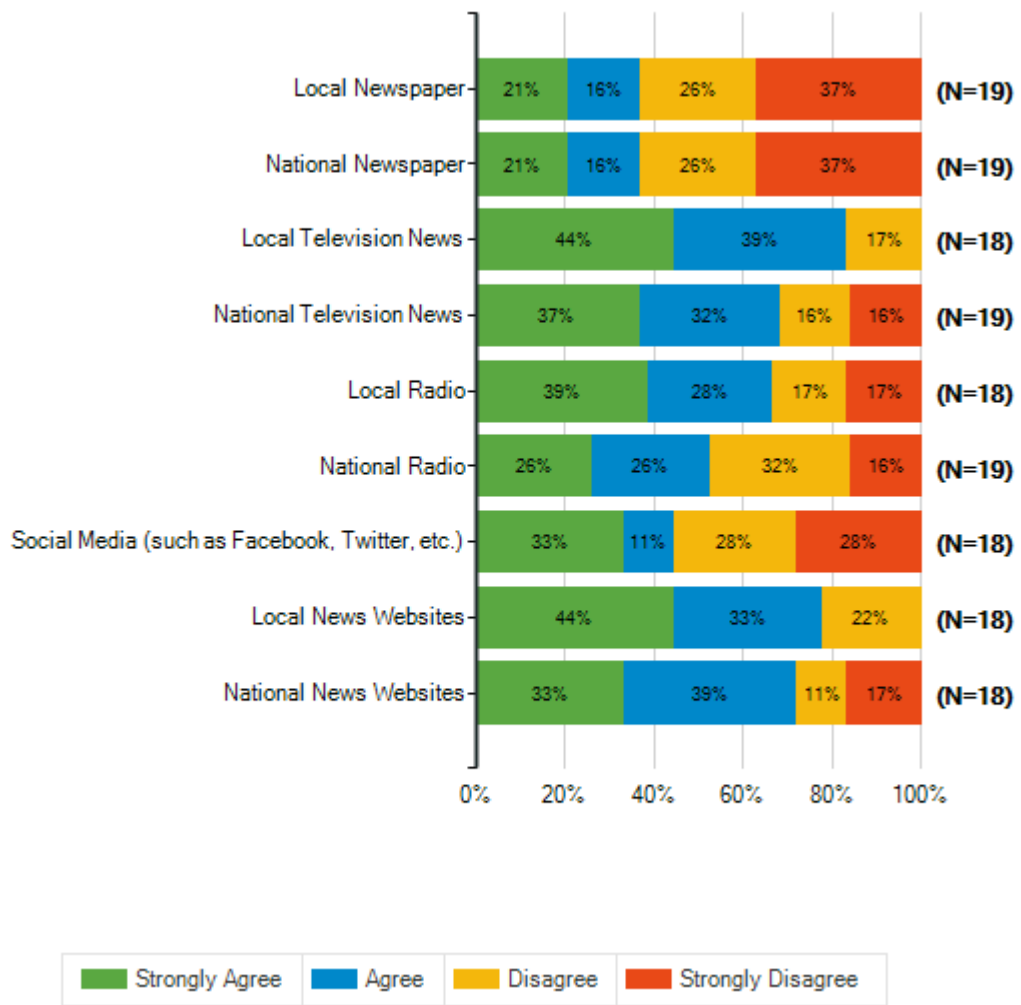
<b>Technology</b>						
<b>Q23. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Teachers have sufficient computer resources available for instructional use.	4 21%	12 63%	2 11%	1 5%	19
(b)	Students have sufficient computer resources available for learning.	5 26%	10 53%	3 16%	1 5%	19
(c)	The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	5 26%	12 63%	1 5%	1 5%	19
(d)	Teachers have ready access to technical support.	9 47%	10 53%	0 0%	0 0%	19
(e)	Technology professional development is timely.	5 26%	10 53%	2 11%	2 11%	19
(f)	Technology professional development is relevant.	5 26%	10 53%	3 16%	1 5%	19
(g)	Technology professional development is ongoing.	3 17%	9 50%	5 28%	1 6%	18
(h)	I know and follow guidelines to enhance online security and safety.	12 63%	7 37%	0 0%	0 0%	19
(i)	I know how to use technology to analyze student assessment data.	13 68%	5 26%	1 5%	0 0%	19
(j)	I know how to differentiate instruction using technology.	11 58%	6 32%	2 11%	0 0%	19
(k)	I know how to use technology to increase my professional productivity.	13 68%	4 21%	2 11%	0 0%	19
(l)	I communicate and collaborate with other educators using technology.	14 74%	5 26%	0 0%	0 0%	19
(m)	I know how to align lesson plans to technology standards.	10 53%	6 32%	2 11%	1 5%	19



**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.**

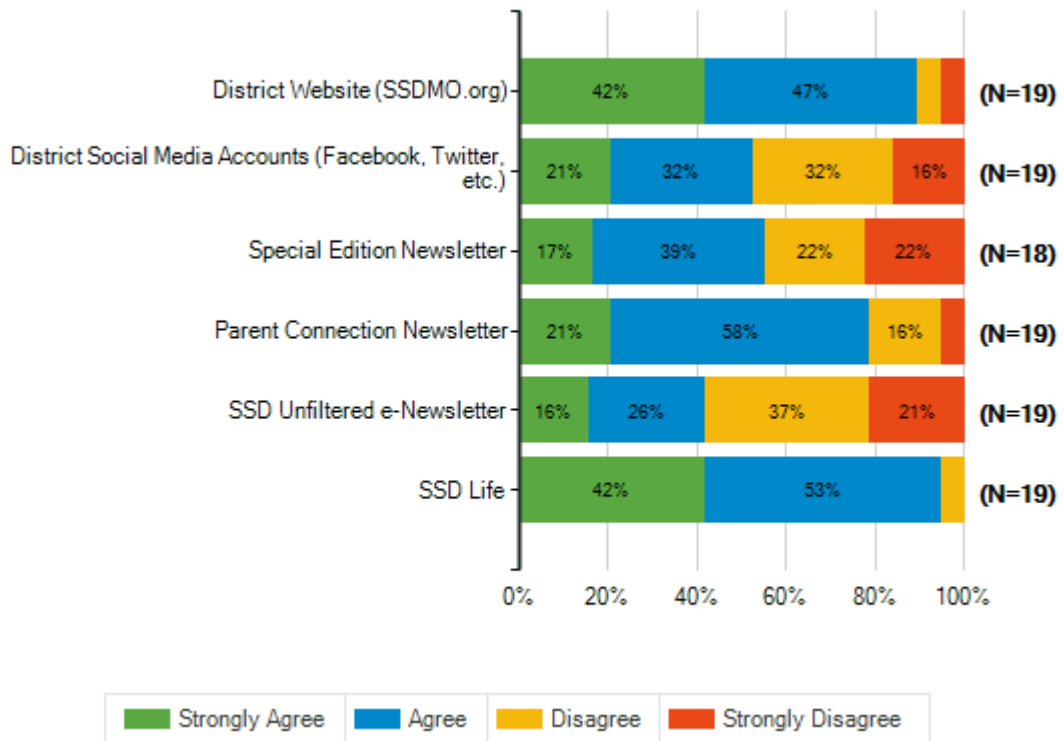
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Local Newspaper	4 21%	3 16%	5 26%	7 37%	19
(b)	National Newspaper	4 21%	3 16%	5 26%	7 37%	19
(c)	Local Television News	8 44%	7 39%	3 17%	0 0%	18
(d)	National Television News	7 37%	6 32%	3 16%	3 16%	19
(e)	Local Radio	7 39%	5 28%	3 17%	3 17%	18
(f)	National Radio	5 26%	5 26%	6 32%	3 16%	19
(g)	Social Media (such as Facebook, Twitter, etc.)	6 33%	2 11%	5 28%	5 28%	18
(h)	Local News Websites	8 44%	6 33%	4 22%	0 0%	18
(i)	National News Websites	6 33%	7 39%	2 11%	3 17%	18

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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.**

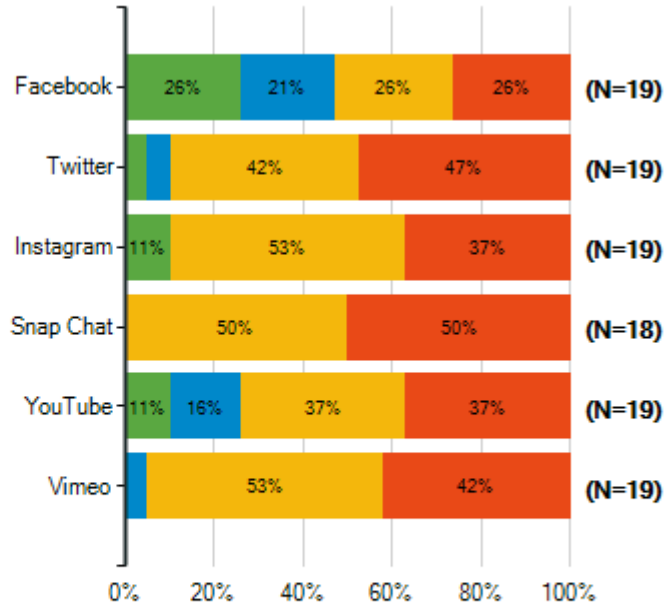
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	8 42%	9 47%	1 5%	1 5%	19
(b) District Social Media Accounts (Facebook, Twitter, etc.)	4 21%	6 32%	6 32%	3 16%	19
(c) Special Edition Newsletter	3 17%	7 39%	4 22%	4 22%	18
(d) Parent Connection Newsletter	4 21%	11 58%	3 16%	1 5%	19
(e) SSD Unfiltered e-Newsletter	3 16%	5 26%	7 37%	4 21%	19
(f) SSD Life	8 42%	10 53%	1 5%	0 0%	19





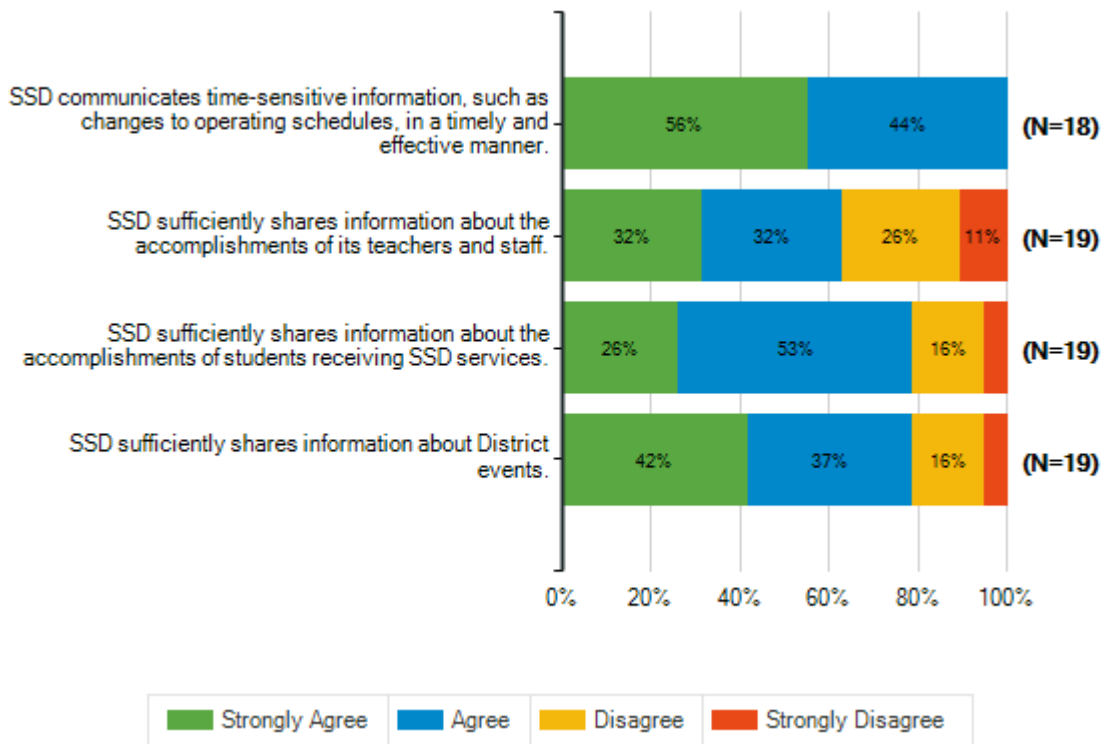
**Q26. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	5 26%	4 21%	5 26%	5 26%	19
(b) Twitter	1 5%	1 5%	8 42%	9 47%	19
(c) Instagram	2 11%	0 0%	10 53%	7 37%	19
(d) Snap Chat	0 0%	0 0%	9 50%	9 50%	18
(e) YouTube	2 11%	3 16%	7 37%	7 37%	19
(f) Vimeo	0 0%	1 5%	10 53%	8 42%	19



**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.	10 56%	8 44%	0 0%	0 0%	18
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	6 32%	6 32%	5 26%	2 11%	19
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	5 26%	10 53%	3 16%	1 5%	19
(d)	SSD sufficiently shares information about District events.	8 42%	7 37%	3 16%	1 5%	19



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

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel sufficiently informed about Special School District news and events.	8 42%	7 37%	4 21%	0 0%	19

