

# 2018-19 Climate Survey

## SSD Teachers – Partner Districts

### Survey Results

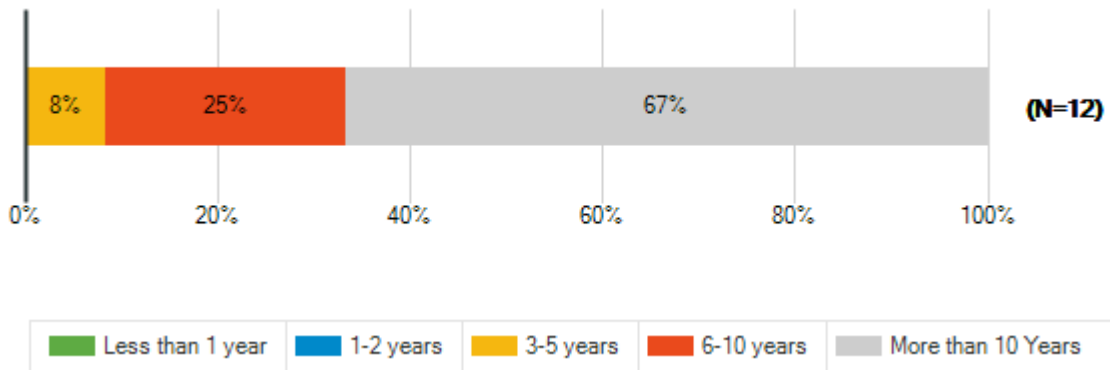
#### **Bayless School District**

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



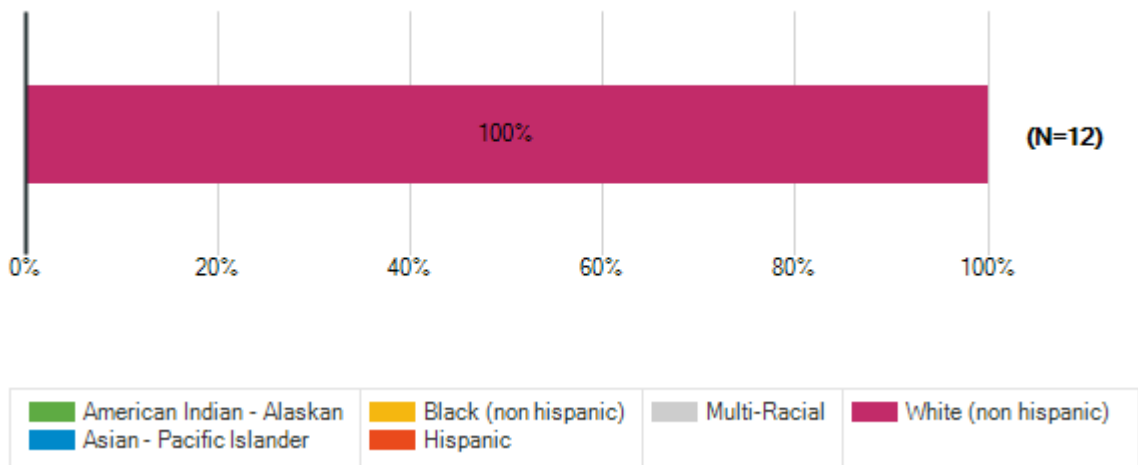
**Q1. Years of Service**

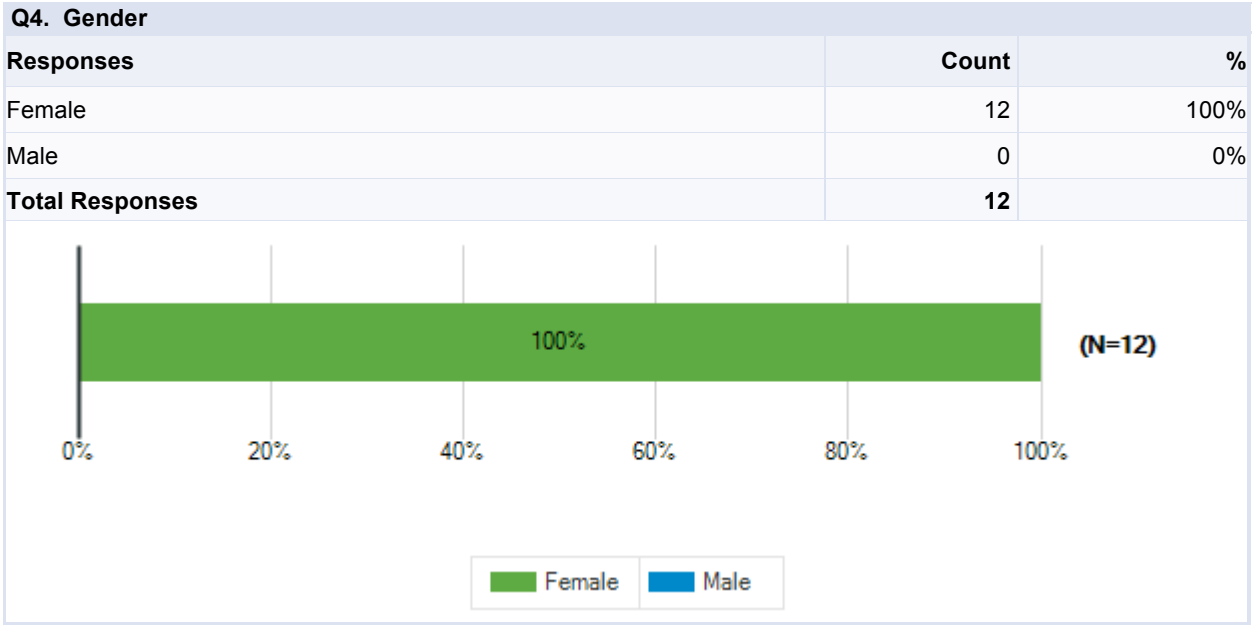
Responses	Count	%
Less than 1 year	0	0%
1-2 years	0	0%
3-5 years	1	8%
6-10 years	3	25%
More than 10 Years	8	67%
<b>Total Responses</b>	<b>12</b>	



**Q3. Race/Ethnicity**

Responses	Count	%
American Indian - Alaskan	0	0%
Asian - Pacific Islander	0	0%
Black (non hispanic)	0	0%
Hispanic	0	0%
Multi-Racial	0	0%
White (non hispanic)	12	100%
<b>Total Responses</b>	<b>12</b>	

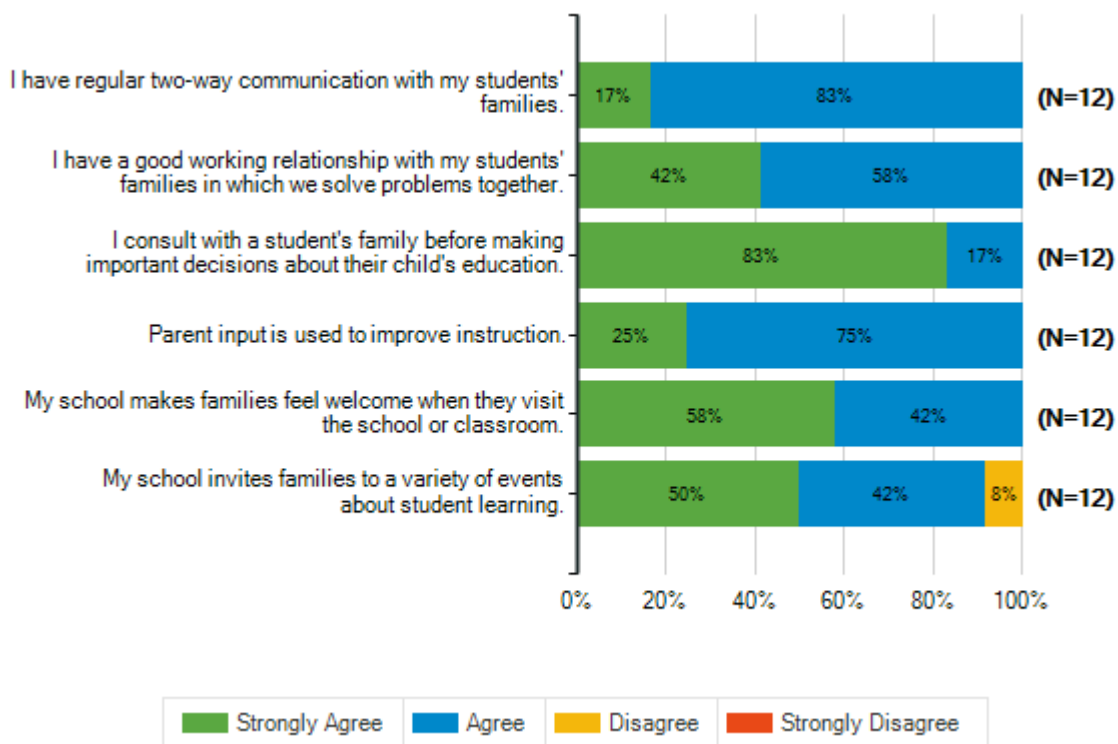




**Parent and Family Engagement**

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

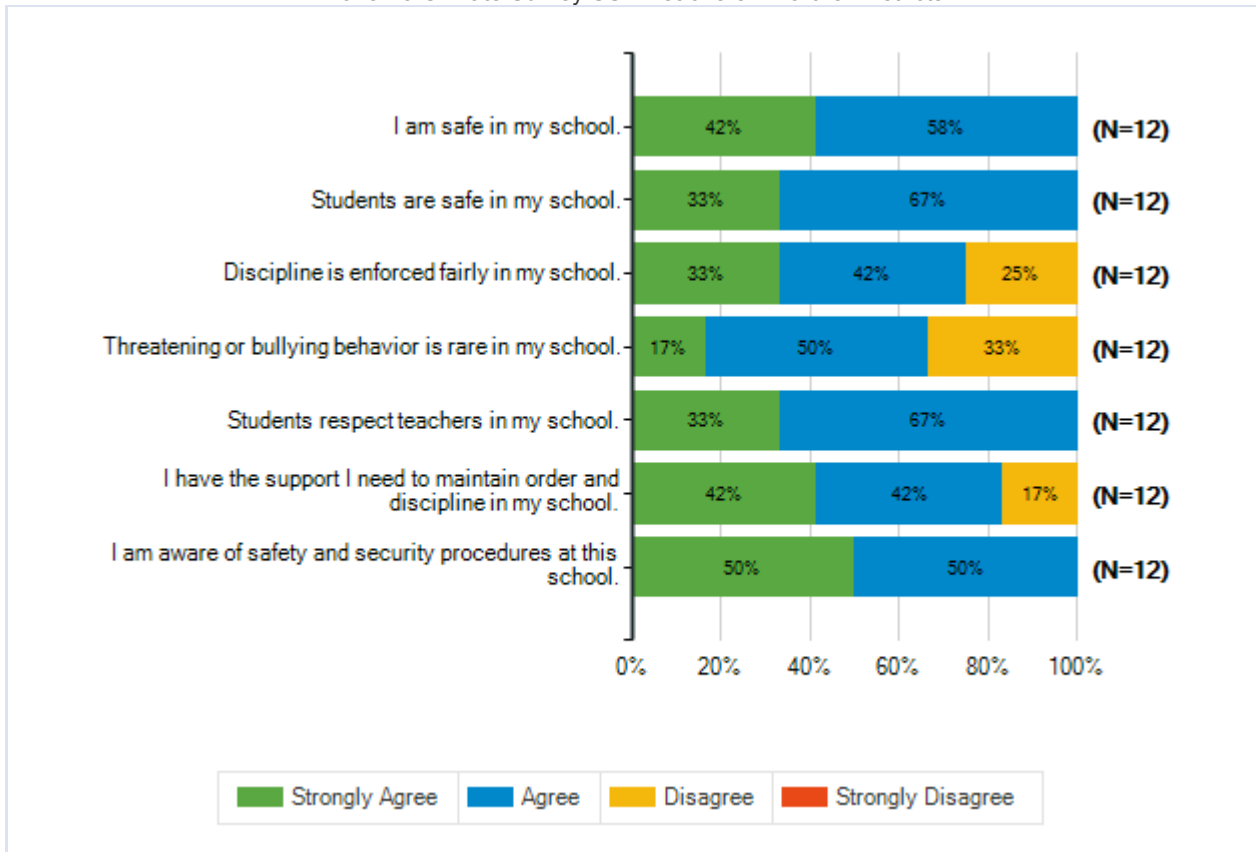
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I have regular two-way communication with my students' families.	2 17%	10 83%	0 0%	0 0%	12
(b)	I have a good working relationship with my students' families in which we solve problems together.	5 42%	7 58%	0 0%	0 0%	12
(c)	I consult with a student's family before making important decisions about their child's education.	10 83%	2 17%	0 0%	0 0%	12
(d)	Parent input is used to improve instruction.	3 25%	9 75%	0 0%	0 0%	12
(e)	My school makes families feel welcome when they visit the school or classroom.	7 58%	5 42%	0 0%	0 0%	12
(f)	My school invites families to a variety of events about student learning.	6 50%	5 42%	1 8%	0 0%	12



**Safety and Behavior**

<b>Q6. 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.	5 42%	7 58%	0 0%	0 0%	12
(b) Students are safe in my school.	4 33%	8 67%	0 0%	0 0%	12
(c) Discipline is enforced fairly in my school.	4 33%	5 42%	3 25%	0 0%	12
(d) Threatening or bullying behavior is rare in my school.	2 17%	6 50%	4 33%	0 0%	12
(e) Students respect teachers in my school.	4 33%	8 67%	0 0%	0 0%	12
(f) I have the support I need to maintain order and discipline in my school.	5 42%	5 42%	2 17%	0 0%	12
(g) I am aware of safety and security procedures at this school.	6 50%	6 50%	0 0%	0 0%	12

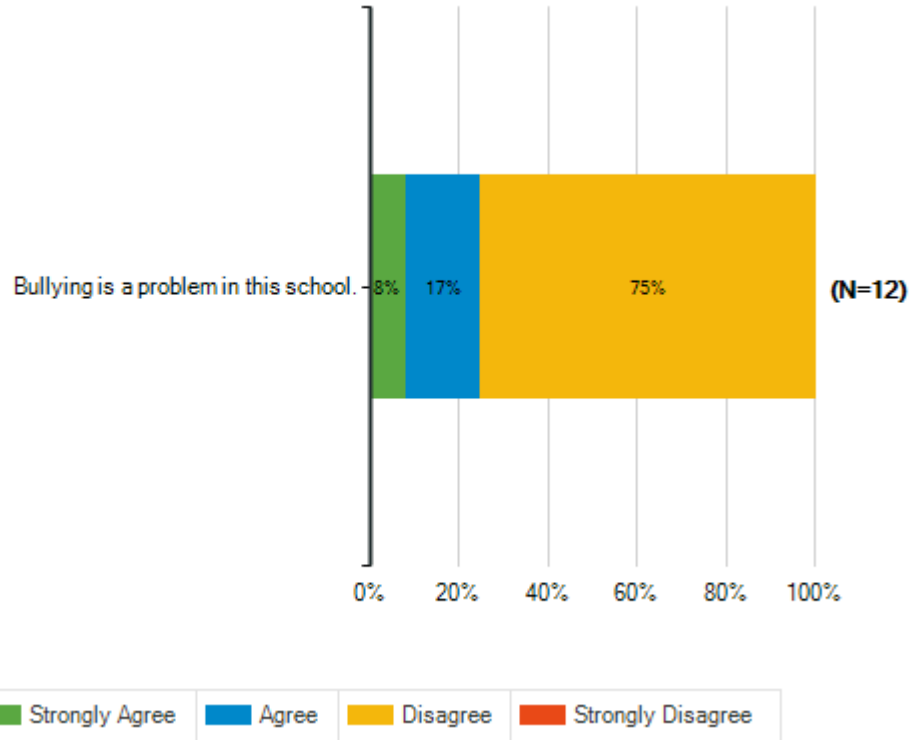
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**Safety and Behavior**

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

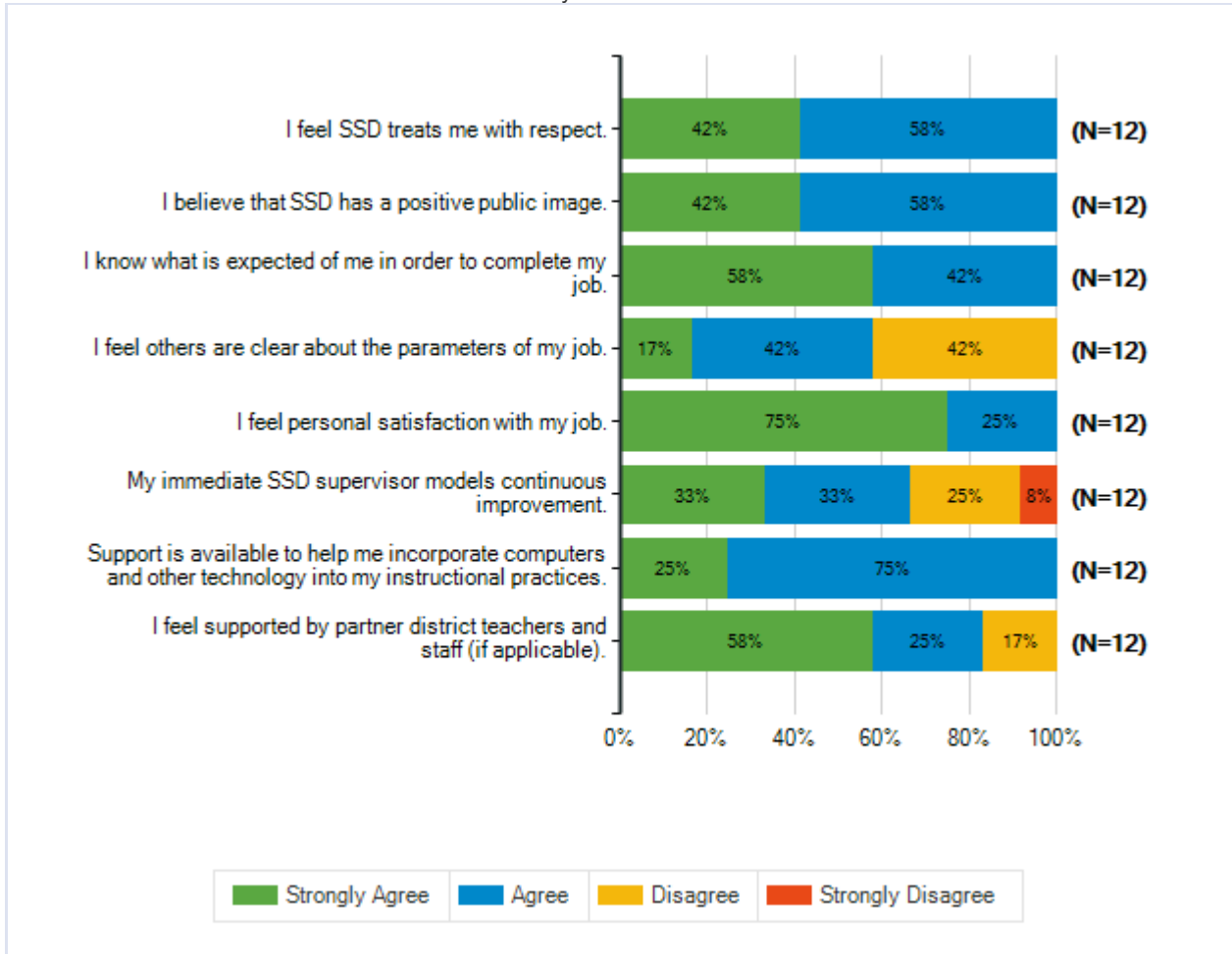
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) Bullying is a problem in this school.	1 8%	2 17%	9 75%	0 0%	12





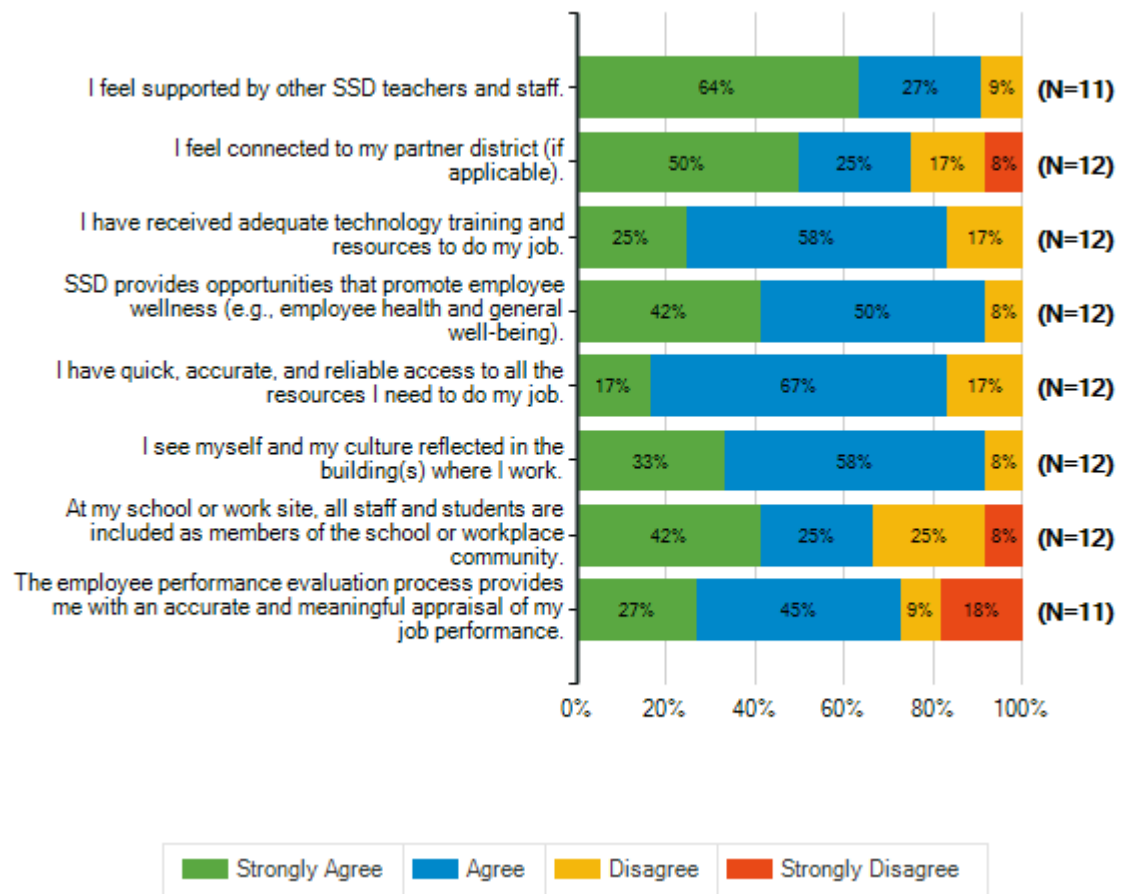
<b>Job Satisfaction</b>						
<b>Q8. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel SSD treats me with respect.	5 42%	7 58%	0 0%	0 0%	12
(b)	I believe that SSD has a positive public image.	5 42%	7 58%	0 0%	0 0%	12
(c)	I know what is expected of me in order to complete my job.	7 58%	5 42%	0 0%	0 0%	12
(d)	I feel others are clear about the parameters of my job.	2 17%	5 42%	5 42%	0 0%	12
(e)	I feel personal satisfaction with my job.	9 75%	3 25%	0 0%	0 0%	12
(f)	My immediate SSD supervisor models continuous improvement.	4 33%	4 33%	3 25%	1 8%	12
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	3 25%	9 75%	0 0%	0 0%	12
(h)	I feel supported by partner district teachers and staff (if applicable).	7 58%	3 25%	2 17%	0 0%	12

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<b>Job Satisfaction (Continued)</b>						
<b>Q9. 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 64%	3 27%	1 9%	0 0%	11
(b)	I feel connected to my partner district (if applicable).	6 50%	3 25%	2 17%	1 8%	12
(c)	I have received adequate technology training and resources to do my job.	3 25%	7 58%	2 17%	0 0%	12
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	5 42%	6 50%	1 8%	0 0%	12
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	2 17%	8 67%	2 17%	0 0%	12
(f)	I see myself and my culture reflected in the building(s) where I work.	4 33%	7 58%	1 8%	0 0%	12
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	5 42%	3 25%	3 25%	1 8%	12
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	3 27%	5 45%	1 9%	2 18%	11

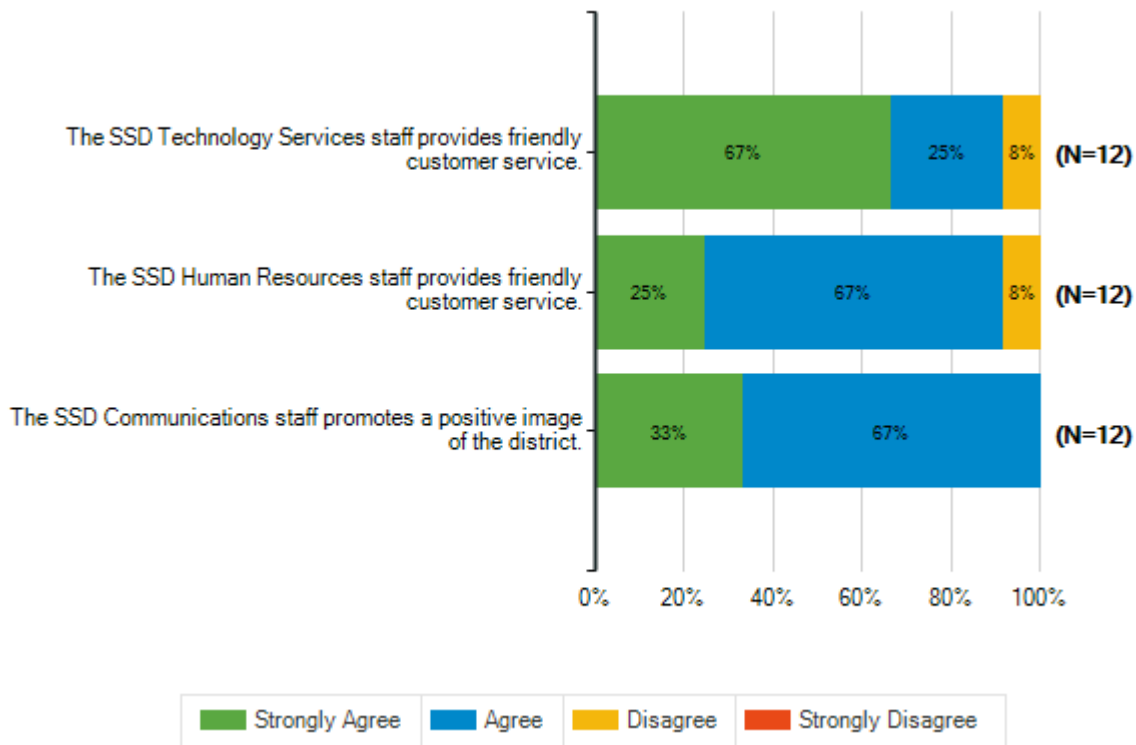
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**Satisfaction With SSD Support Departments**

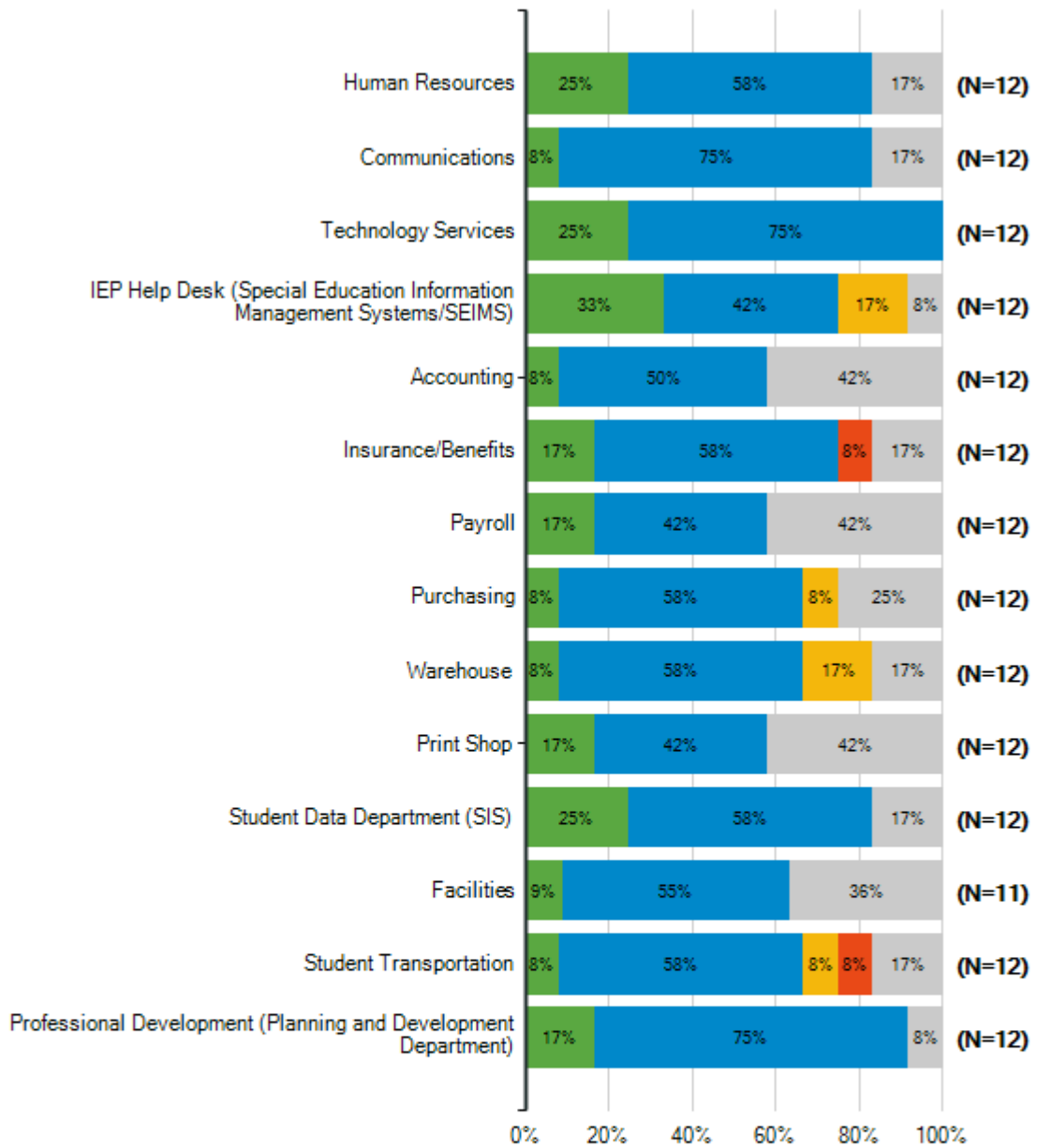
**Q10. How strongly do you agree or disagree with the following statements?**

		<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.	8 67%	3 25%	1 8%	0 0%	12
(b)	The SSD Human Resources staff provides friendly customer service.	3 25%	8 67%	1 8%	0 0%	12
(c)	The SSD Communications staff promotes a positive image of the district.	4 33%	8 67%	0 0%	0 0%	12



<b>Q11. 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	3 25%	7 58%	0 0%	0 0%	2 17%	12
(b)	Communications	1 8%	9 75%	0 0%	0 0%	2 17%	12
(c)	Technology Services	3 25%	9 75%	0 0%	0 0%	0 0%	12
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	4 33%	5 42%	2 17%	0 0%	1 8%	12
(e)	Accounting	1 8%	6 50%	0 0%	0 0%	5 42%	12
(f)	Insurance/Benefits	2 17%	7 58%	0 0%	1 8%	2 17%	12
(g)	Payroll	2 17%	5 42%	0 0%	0 0%	5 42%	12
(h)	Purchasing	1 8%	7 58%	1 8%	0 0%	3 25%	12
(i)	Warehouse	1 8%	7 58%	2 17%	0 0%	2 17%	12
(j)	Print Shop	2 17%	5 42%	0 0%	0 0%	5 42%	12
(k)	Student Data Department (SIS)	3 25%	7 58%	0 0%	0 0%	2 17%	12
(l)	Facilities	1 9%	6 55%	0 0%	0 0%	4 36%	11
(m)	Student Transportation	1 8%	7 58%	1 8%	1 8%	2 17%	12
(n)	Professional Development (Planning and Development Department)	2 17%	9 75%	0 0%	0 0%	1 8%	12

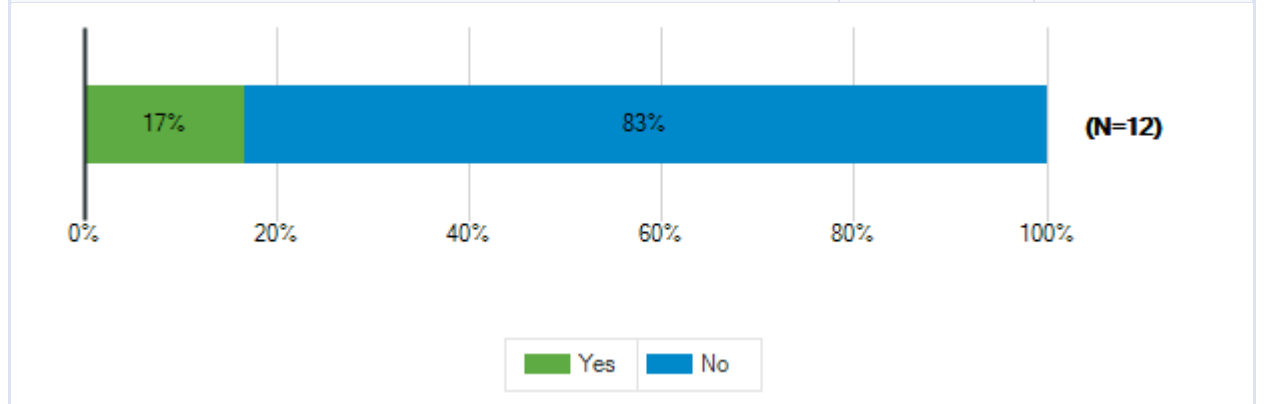
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■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ I Don't Know

**Q12. 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	17%
No	10	83%
<b>Total Responses</b>	<b>12</b>	

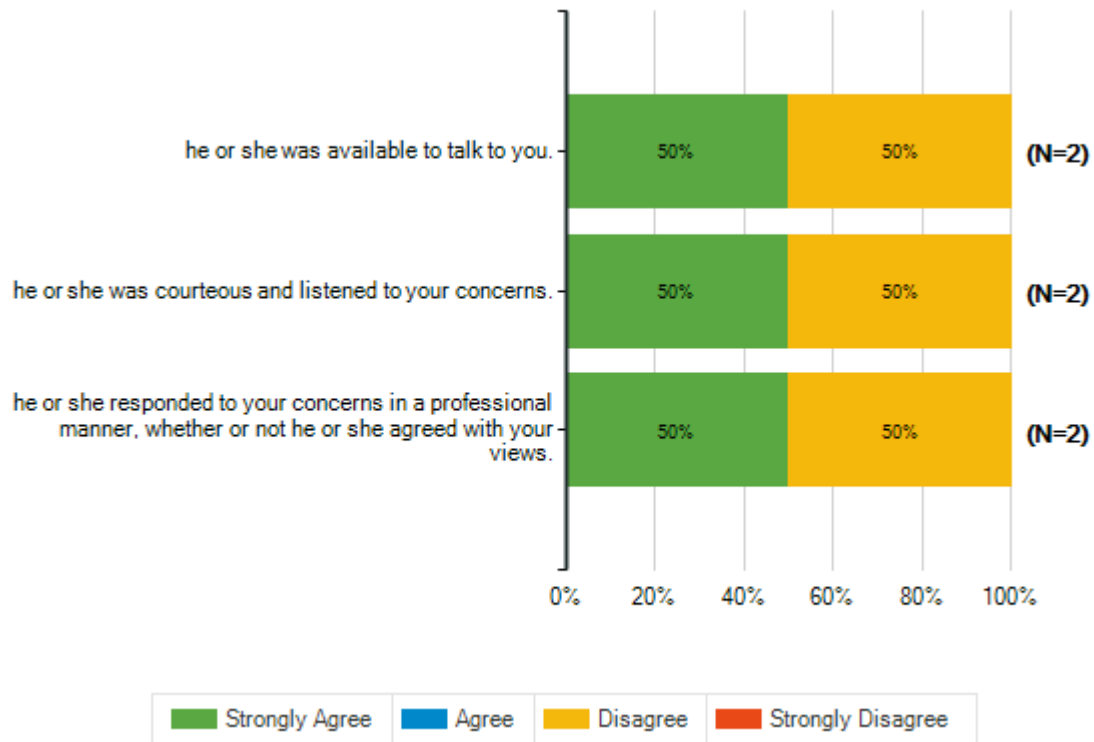




**How strongly do you agree or disagree with the following statements?**

**Q13. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...**

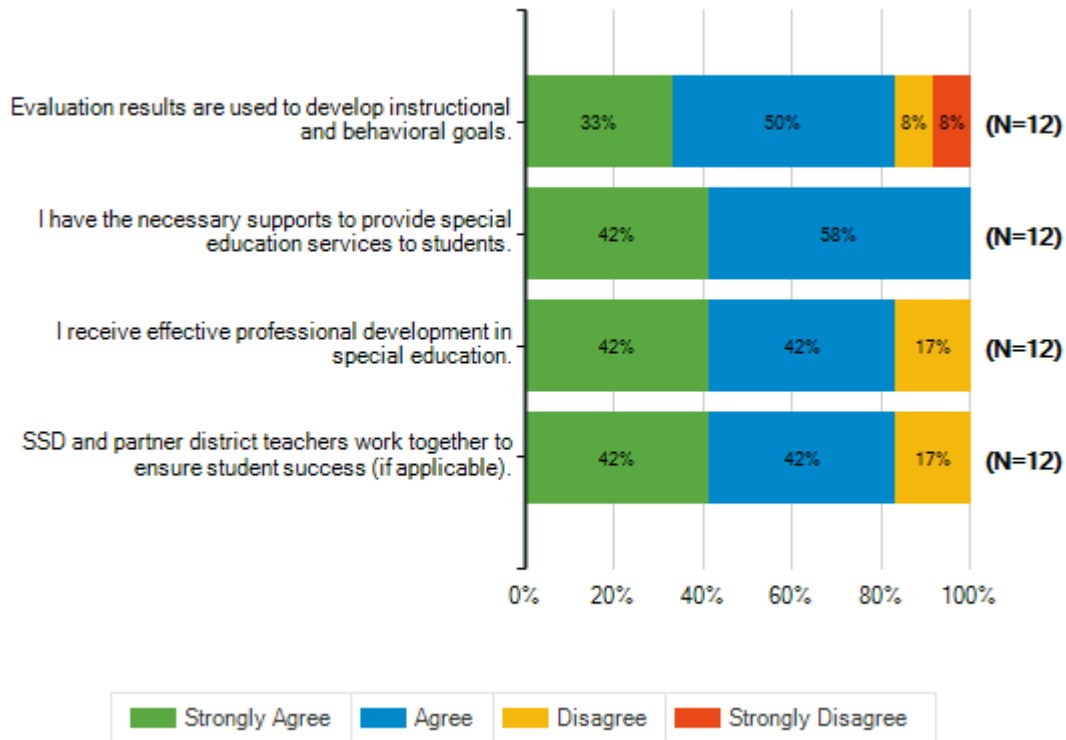
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	1 50%	0 0%	1 50%	0 0%	2
(b) he or she was courteous and listened to your concerns.	1 50%	0 0%	1 50%	0 0%	2
(c) he or she responded to your concerns in a professional manner, whether or not he or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



**Special Education Services**

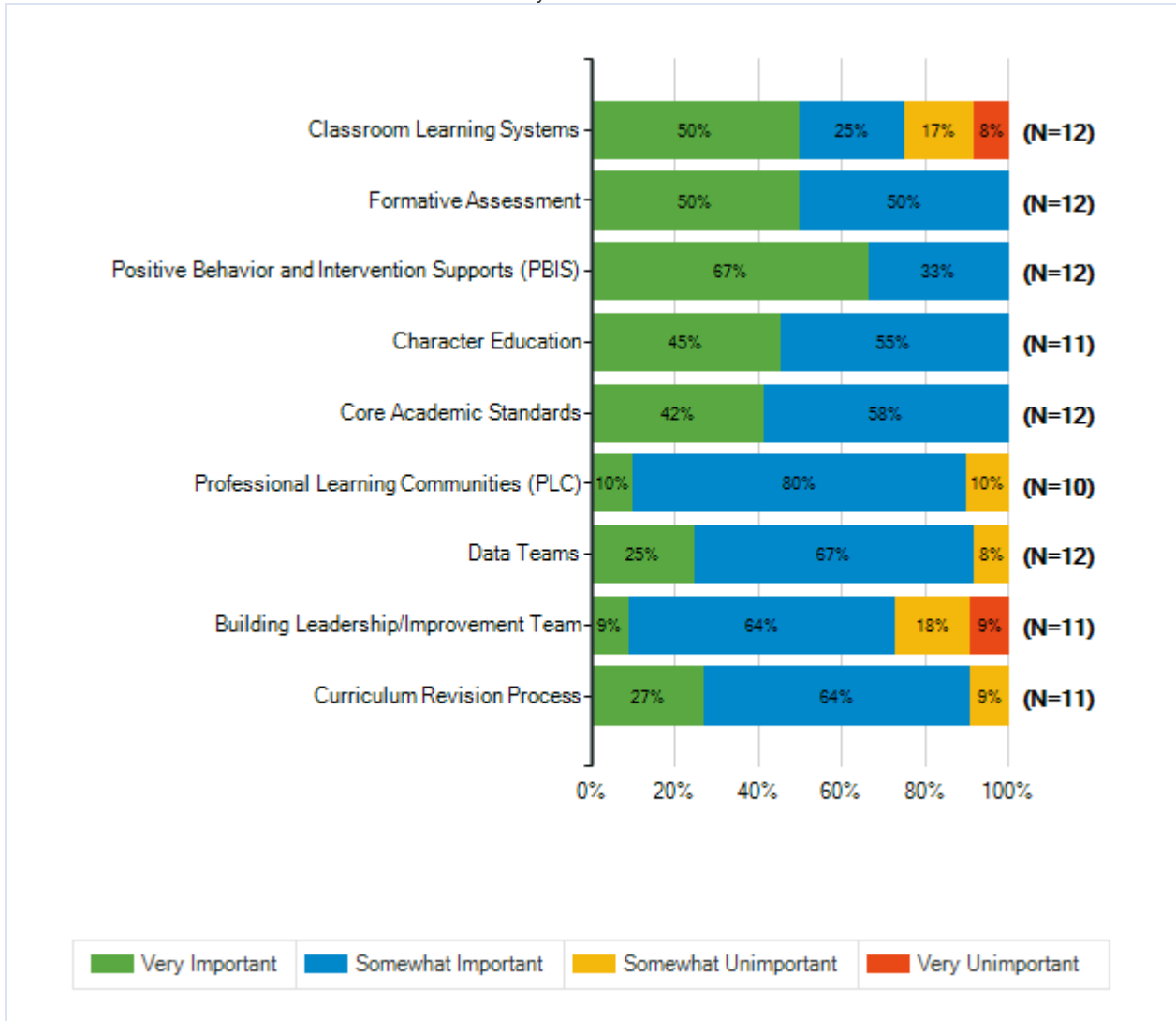
**Q14. How strongly do you agree or disagree with the following statements?**

		<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.	4 33%	6 50%	1 8%	1 8%	12
(b)	I have the necessary supports to provide special education services to students.	5 42%	7 58%	0 0%	0 0%	12
(c)	I receive effective professional development in special education.	5 42%	5 42%	2 17%	0 0%	12
(d)	SSD and partner district teachers work together to ensure student success (if applicable).	5 42%	5 42%	2 17%	0 0%	12



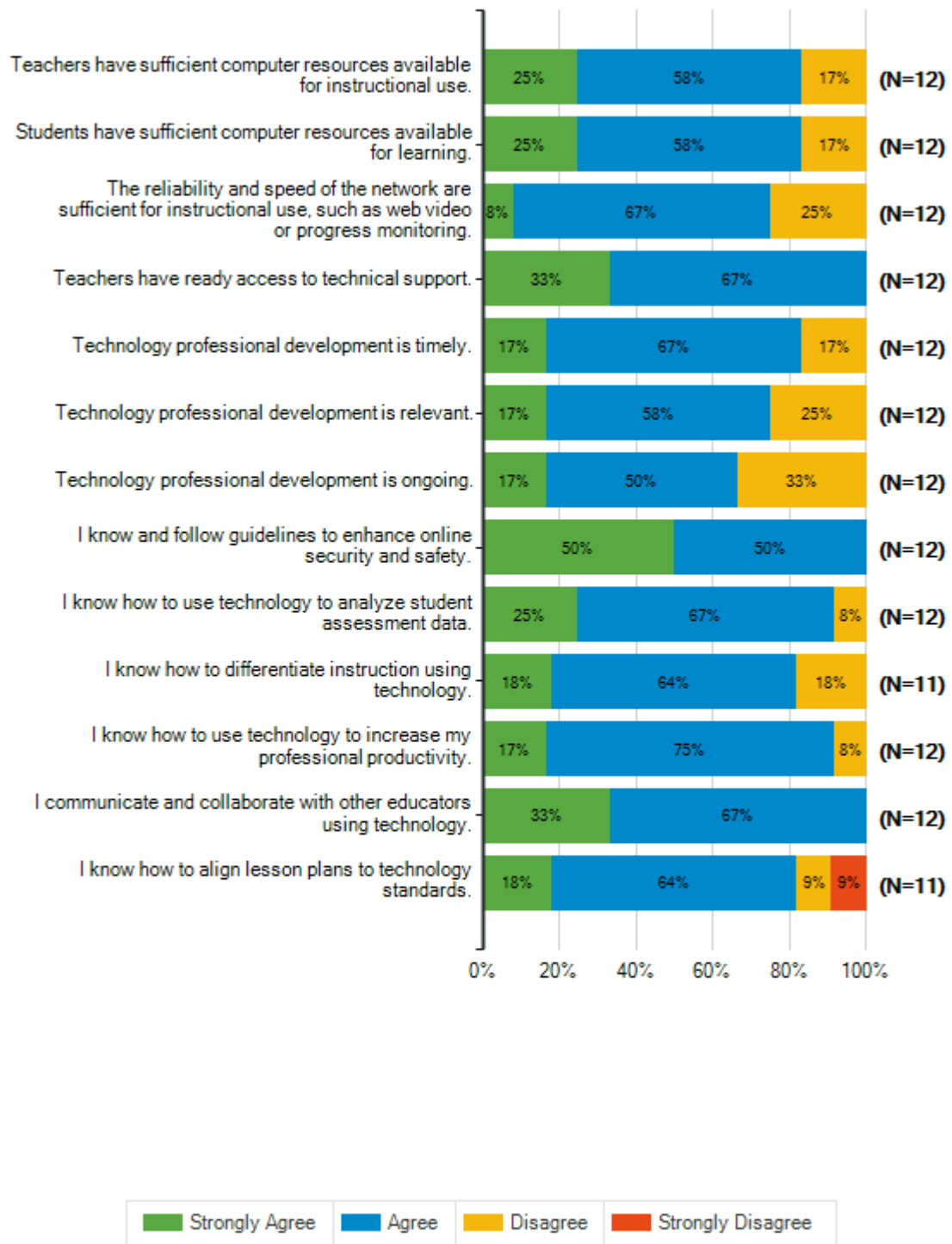
<b>Additional Educational Programs</b>						
<b>Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations)</b>						
		<b>Very Important</b>	<b>Somewhat Important</b>	<b>Somewhat Unimportant</b>	<b>Very Unimportant</b>	<b>Total Responses</b>
(a)	Classroom Learning Systems	6 50%	3 25%	2 17%	1 8%	12
(b)	Formative Assessment	6 50%	6 50%	0 0%	0 0%	12
(c)	Positive Behavior and Intervention Supports (PBIS)	8 67%	4 33%	0 0%	0 0%	12
(d)	Character Education	5 45%	6 55%	0 0%	0 0%	11
(e)	Core Academic Standards	5 42%	7 58%	0 0%	0 0%	12
(f)	Professional Learning Communities (PLC)	1 10%	8 80%	1 10%	0 0%	10
(g)	Data Teams	3 25%	8 67%	1 8%	0 0%	12
(h)	Building Leadership/Improvement Team	1 9%	7 64%	2 18%	1 9%	11
(i)	Curriculum Revision Process	3 27%	7 64%	1 9%	0 0%	11

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<b>Technology</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)	Teachers have sufficient computer resources available for instructional use.	3 25%	7 58%	2 17%	0 0%	12
(b)	Students have sufficient computer resources available for learning.	3 25%	7 58%	2 17%	0 0%	12
(c)	The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	1 8%	8 67%	3 25%	0 0%	12
(d)	Teachers have ready access to technical support.	4 33%	8 67%	0 0%	0 0%	12
(e)	Technology professional development is timely.	2 17%	8 67%	2 17%	0 0%	12
(f)	Technology professional development is relevant.	2 17%	7 58%	3 25%	0 0%	12
(g)	Technology professional development is ongoing.	2 17%	6 50%	4 33%	0 0%	12
(h)	I know and follow guidelines to enhance online security and safety.	6 50%	6 50%	0 0%	0 0%	12
(i)	I know how to use technology to analyze student assessment data.	3 25%	8 67%	1 8%	0 0%	12
(j)	I know how to differentiate instruction using technology.	2 18%	7 64%	2 18%	0 0%	11
(k)	I know how to use technology to increase my professional productivity.	2 17%	9 75%	1 8%	0 0%	12
(l)	I communicate and collaborate with other educators using technology.	4 33%	8 67%	0 0%	0 0%	12
(m)	I know how to align lesson plans to technology standards.	2 18%	7 64%	1 9%	1 9%	11

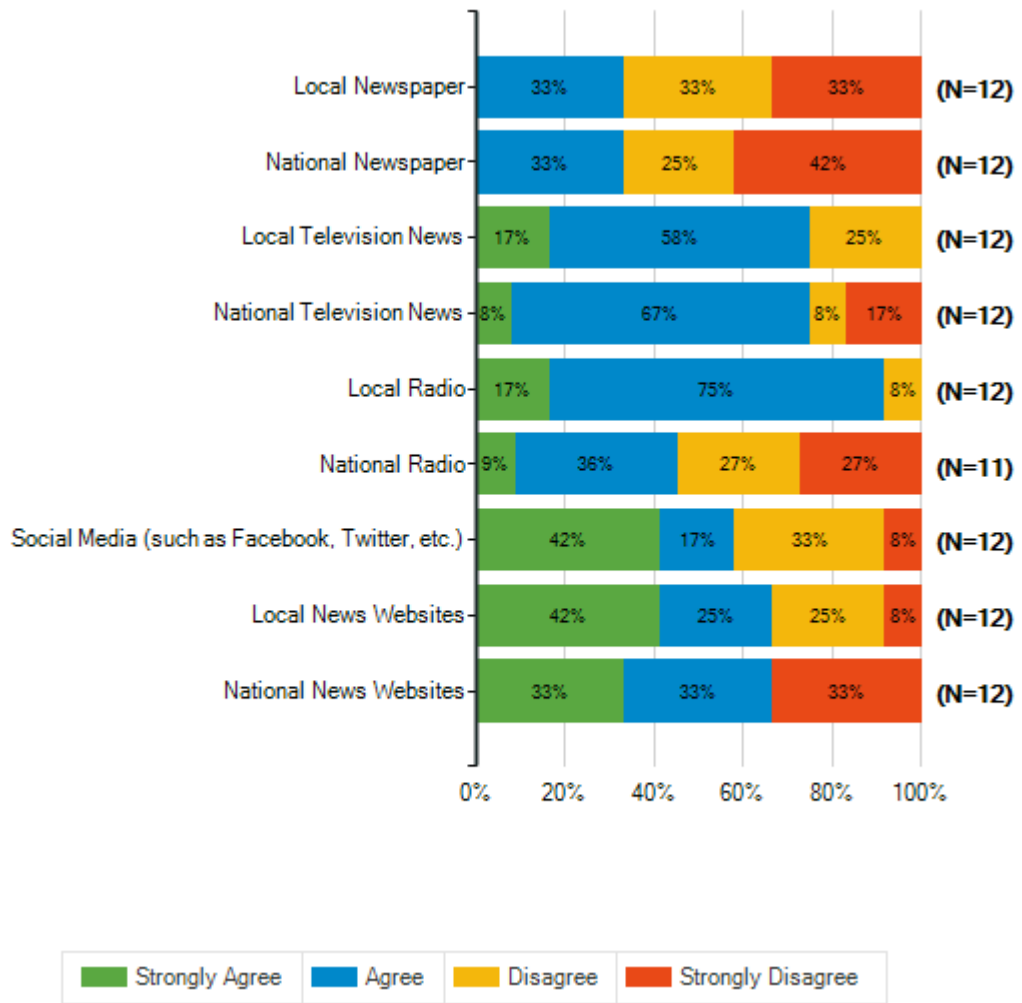
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**Q17. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Local Newspaper	0 0%	4 33%	4 33%	4 33%	12
(b)	National Newspaper	0 0%	4 33%	3 25%	5 42%	12
(c)	Local Television News	2 17%	7 58%	3 25%	0 0%	12
(d)	National Television News	1 8%	8 67%	1 8%	2 17%	12
(e)	Local Radio	2 17%	9 75%	1 8%	0 0%	12
(f)	National Radio	1 9%	4 36%	3 27%	3 27%	11
(g)	Social Media (such as Facebook, Twitter, etc.)	5 42%	2 17%	4 33%	1 8%	12
(h)	Local News Websites	5 42%	3 25%	3 25%	1 8%	12
(i)	National News Websites	4 33%	4 33%	0 0%	4 33%	12

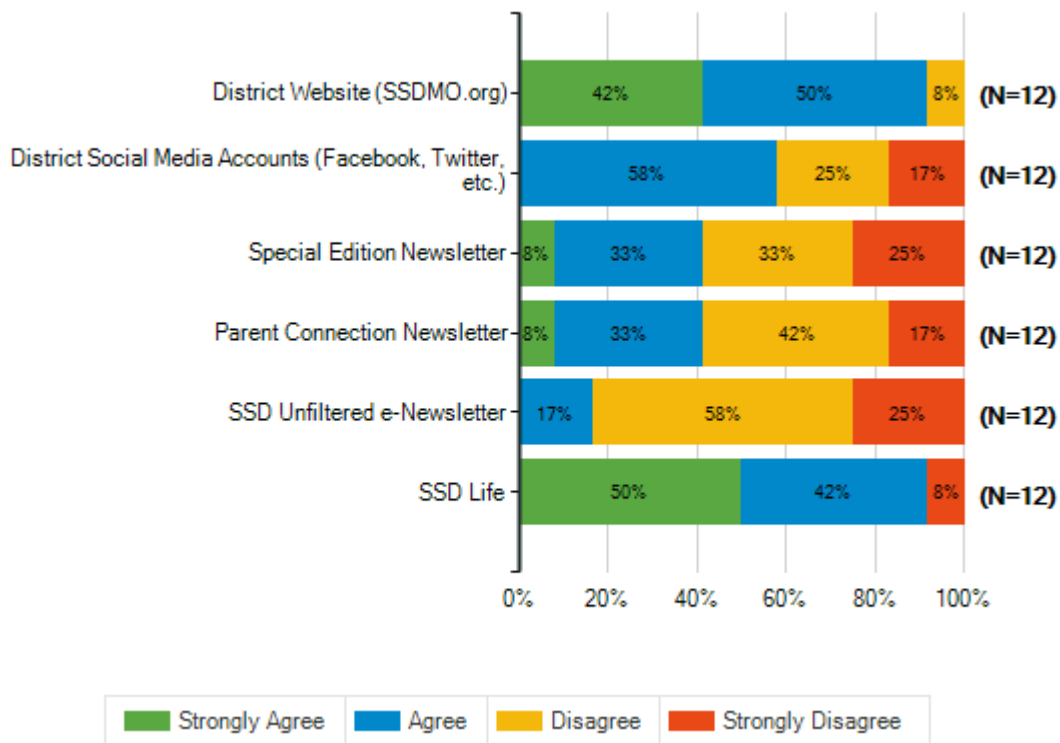
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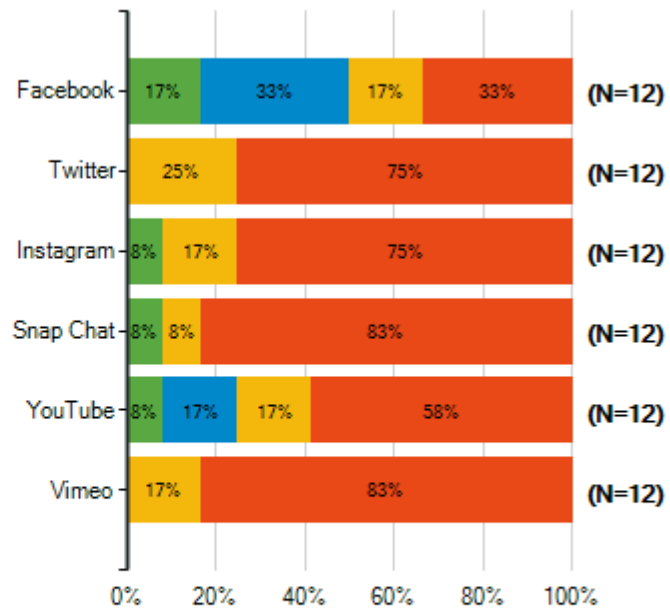
**Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	5 42%	6 50%	1 8%	0 0%	12
(b) District Social Media Accounts (Facebook, Twitter, etc.)	0 0%	7 58%	3 25%	2 17%	12
(c) Special Edition Newsletter	1 8%	4 33%	4 33%	3 25%	12
(d) Parent Connection Newsletter	1 8%	4 33%	5 42%	2 17%	12
(e) SSD Unfiltered e-Newsletter	0 0%	2 17%	7 58%	3 25%	12
(f) SSD Life	6 50%	5 42%	0 0%	1 8%	12



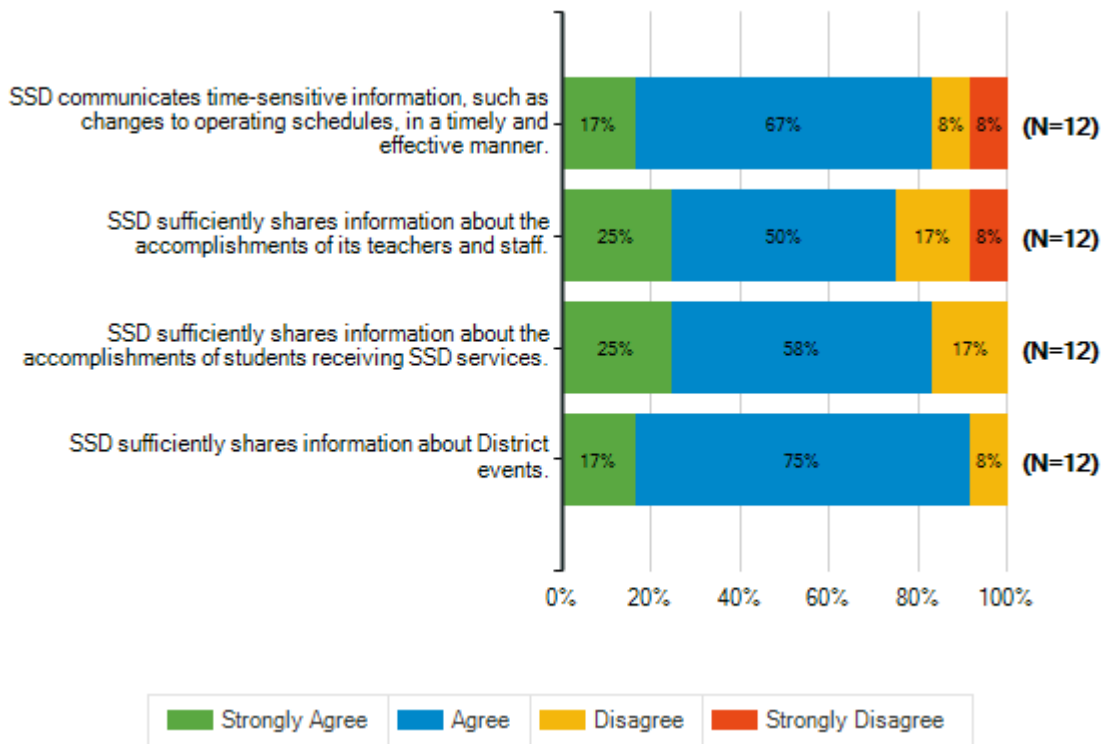
**Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	2 17%	4 33%	2 17%	4 33%	12
(b) Twitter	0 0%	0 0%	3 25%	9 75%	12
(c) Instagram	1 8%	0 0%	2 17%	9 75%	12
(d) Snap Chat	1 8%	0 0%	1 8%	10 83%	12
(e) YouTube	1 8%	2 17%	2 17%	7 58%	12
(f) Vimeo	0 0%	0 0%	2 17%	10 83%	12



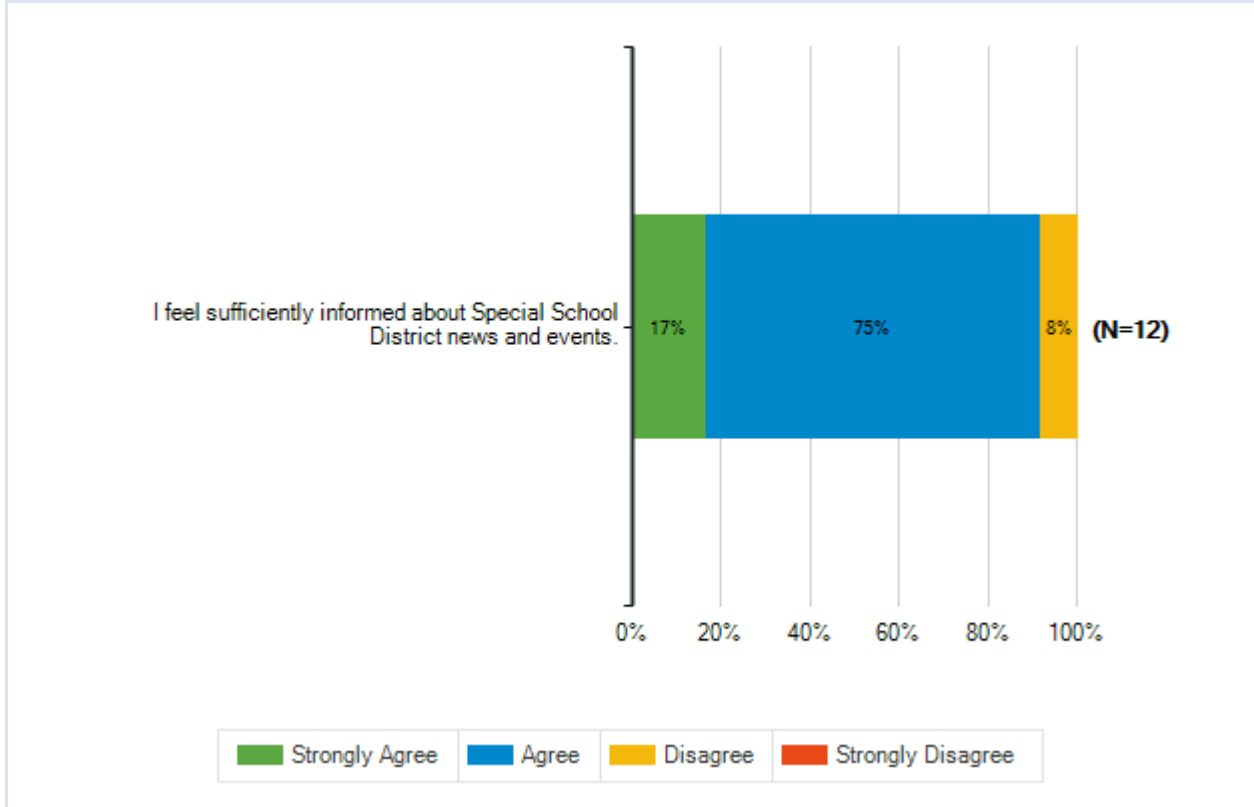
**Q20. Please indicate the extent to which you agree or disagree with each of the following statements.**

		<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.	2 17%	8 67%	1 8%	1 8%	12
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	3 25%	6 50%	2 17%	1 8%	12
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	3 25%	7 58%	2 17%	0 0%	12
(d)	SSD sufficiently shares information about District events.	2 17%	9 75%	1 8%	0 0%	12



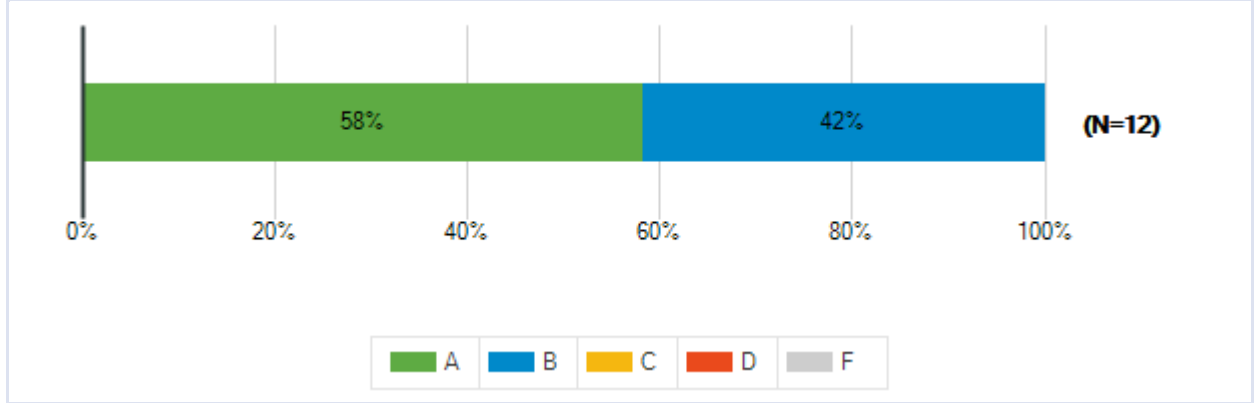
**Q21. Please indicate the extent to which you agree or disagree with the following statement.**

		<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.	2 17%	9 75%	1 8%	0 0%	12



**Q23. What grade would you give SSD for how well it is meeting the needs of its students?**

Responses	Count	%
A	7	58%
B	5	42%
C	0	0%
D	0	0%
F	0	0%
<b>Total Responses</b>	<b>12</b>	



**Q25. What grade would you give the overall quality of your school?**

Responses	Count	%
A	5	42%
B	5	42%
C	2	17%
D	0	0%
F	0	0%
<b>Total Responses</b>	<b>12</b>	

