

2018-19 Climate Survey

SSD Teachers – Partner Districts

Survey Results

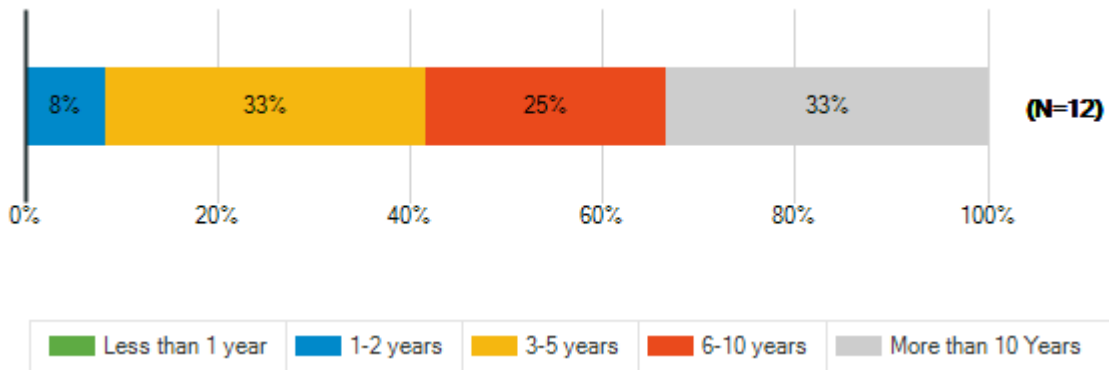
Brentwood School District

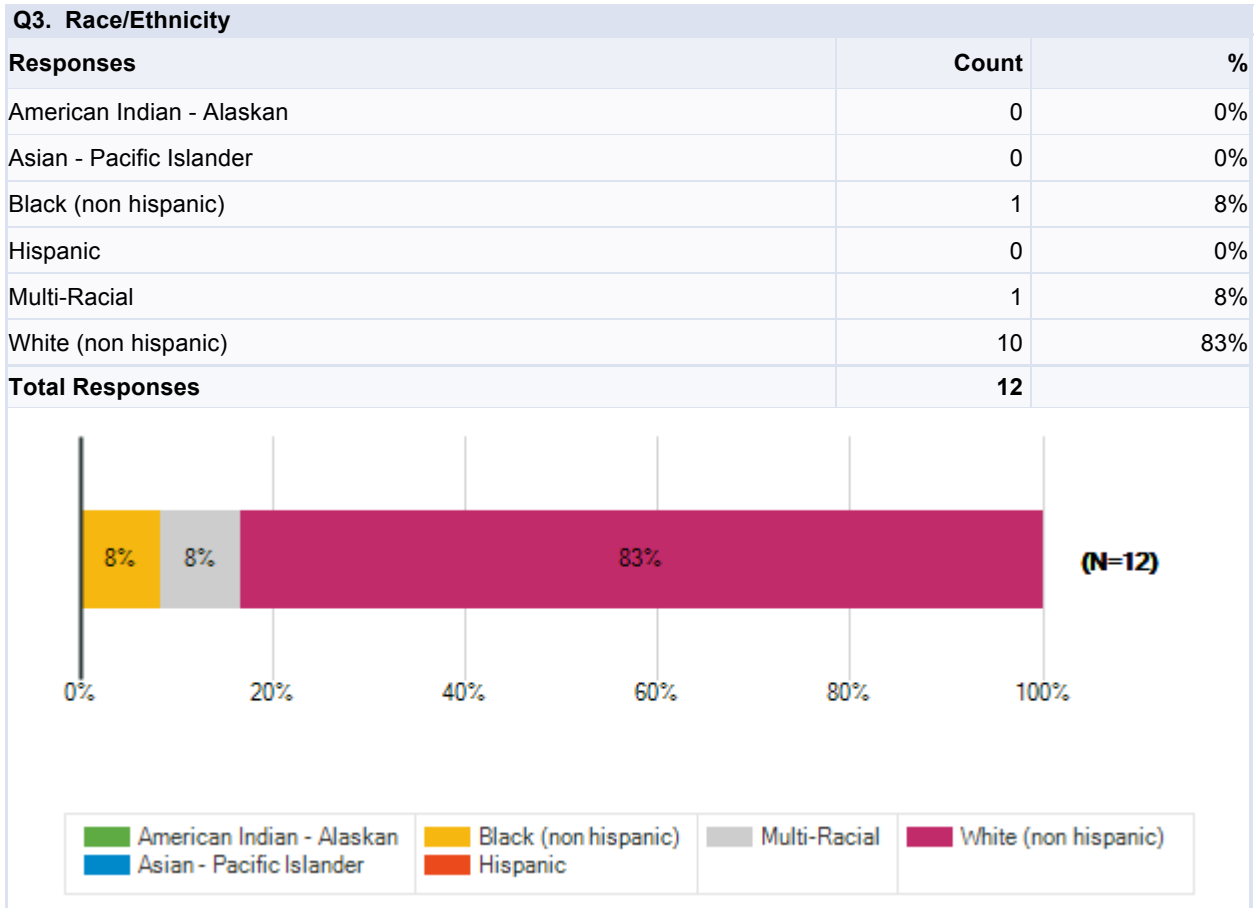
Special School District of St. Louis County
February 19 - March 15, 2019

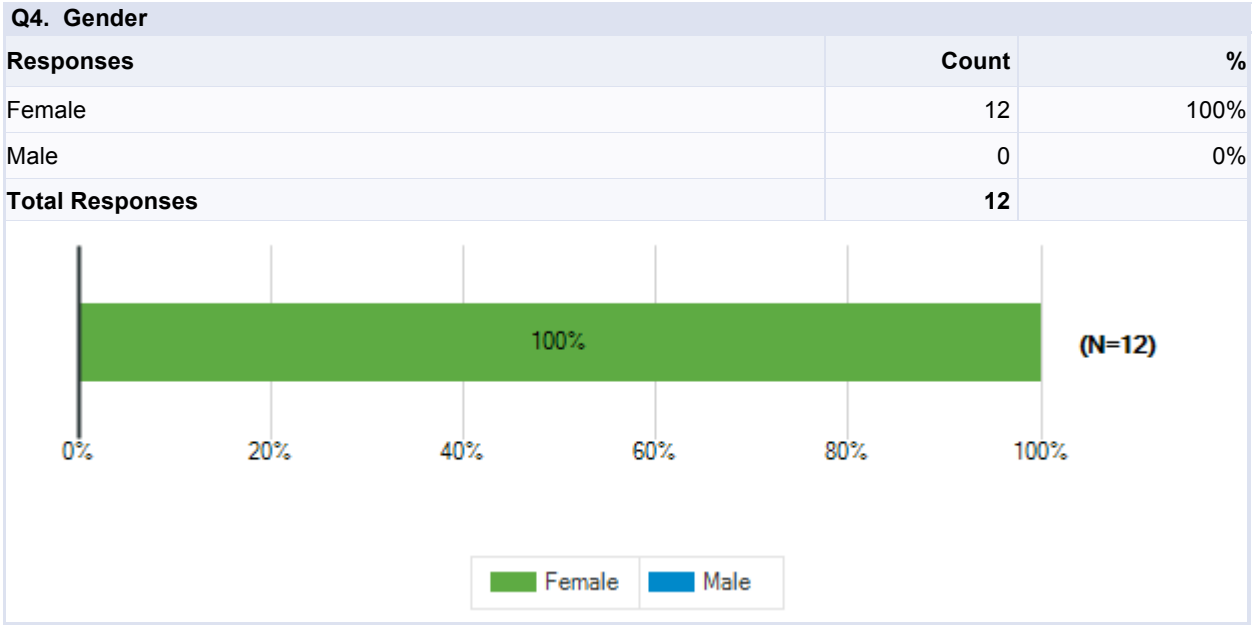


Q1. Years of Service

| Responses | Count | % |
|------------------------|-----------|-----|
| Less than 1 year | 0 | 0% |
| 1-2 years | 1 | 8% |
| 3-5 years | 4 | 33% |
| 6-10 years | 3 | 25% |
| More than 10 Years | 4 | 33% |
| Total Responses | 12 | |



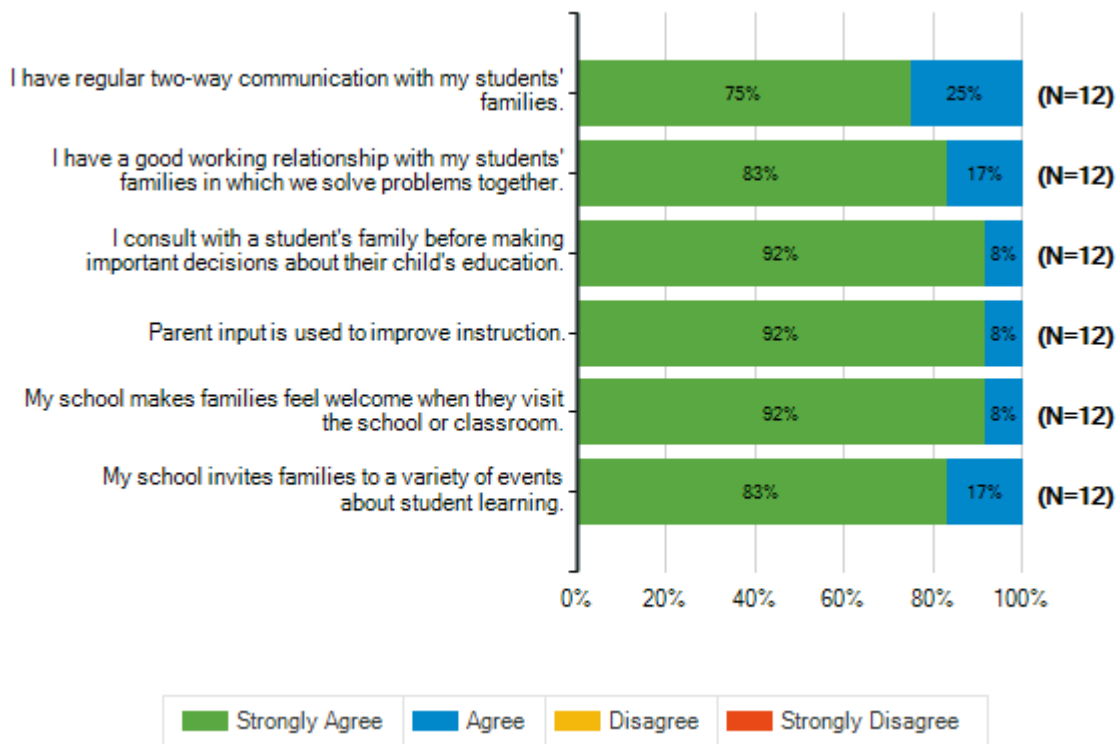




Parent and Family Engagement

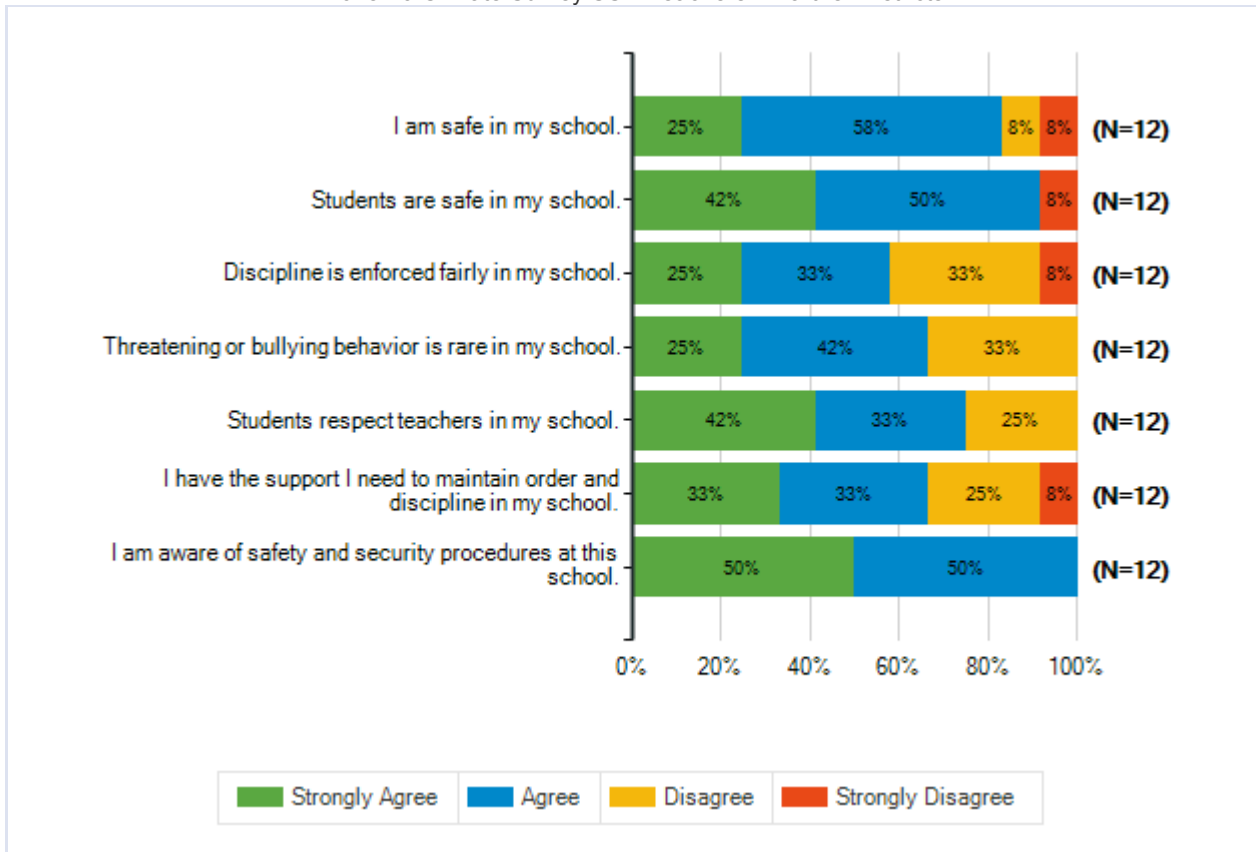
Q5. How strongly do you agree or disagree with the following statements?

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | I have regular two-way communication with my students' families. | 9 75% | 3 25% | 0 0% | 0 0% | 12 |
| (b) | I have a good working relationship with my students' families in which we solve problems together. | 10 83% | 2 17% | 0 0% | 0 0% | 12 |
| (c) | I consult with a student's family before making important decisions about their child's education. | 11 92% | 1 8% | 0 0% | 0 0% | 12 |
| (d) | Parent input is used to improve instruction. | 11 92% | 1 8% | 0 0% | 0 0% | 12 |
| (e) | My school makes families feel welcome when they visit the school or classroom. | 11 92% | 1 8% | 0 0% | 0 0% | 12 |
| (f) | My school invites families to a variety of events about student learning. | 10 83% | 2 17% | 0 0% | 0 0% | 12 |



| Safety and Behavior | | | | | | |
|---|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| Q6. How strongly do you agree or disagree with the following statements? | | | | | | |
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
| (a) | I am safe in my school. | 3 25% | 7 58% | 1 8% | 1 8% | 12 |
| (b) | Students are safe in my school. | 5 42% | 6 50% | 0 0% | 1 8% | 12 |
| (c) | Discipline is enforced fairly in my school. | 3 25% | 4 33% | 4 33% | 1 8% | 12 |
| (d) | Threatening or bullying behavior is rare in my school. | 3 25% | 5 42% | 4 33% | 0 0% | 12 |
| (e) | Students respect teachers in my school. | 5 42% | 4 33% | 3 25% | 0 0% | 12 |
| (f) | I have the support I need to maintain order and discipline in my school. | 4 33% | 4 33% | 3 25% | 1 8% | 12 |
| (g) | I am aware of safety and security procedures at this school. | 6 50% | 6 50% | 0 0% | 0 0% | 12 |

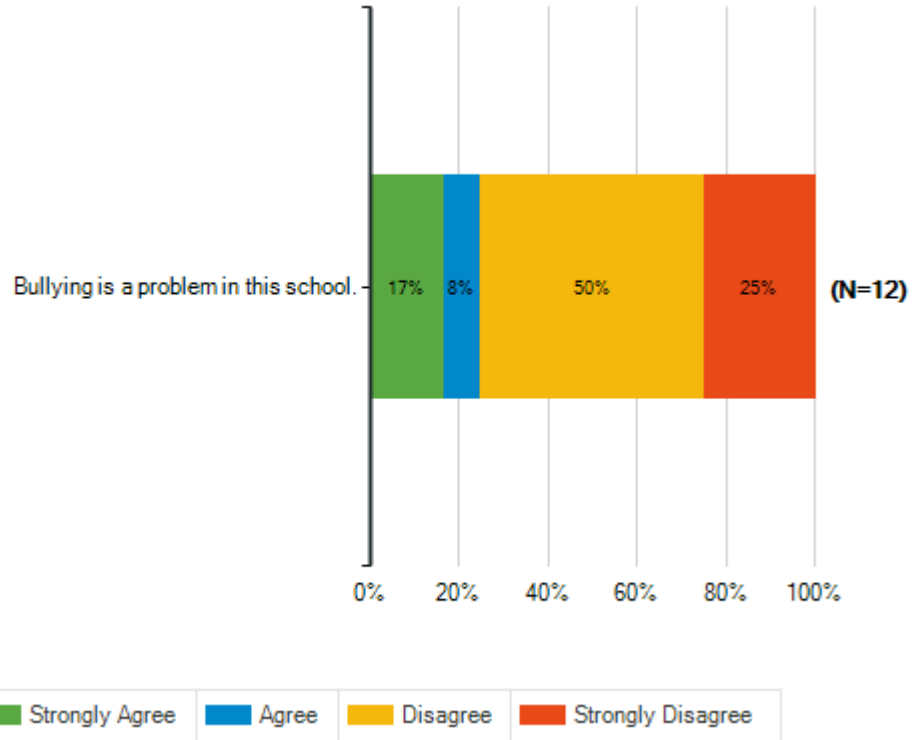
Special School District of St. Louis County
 2018-19 Climate Survey SSD Teachers – Partner Districts



Safety and Behavior

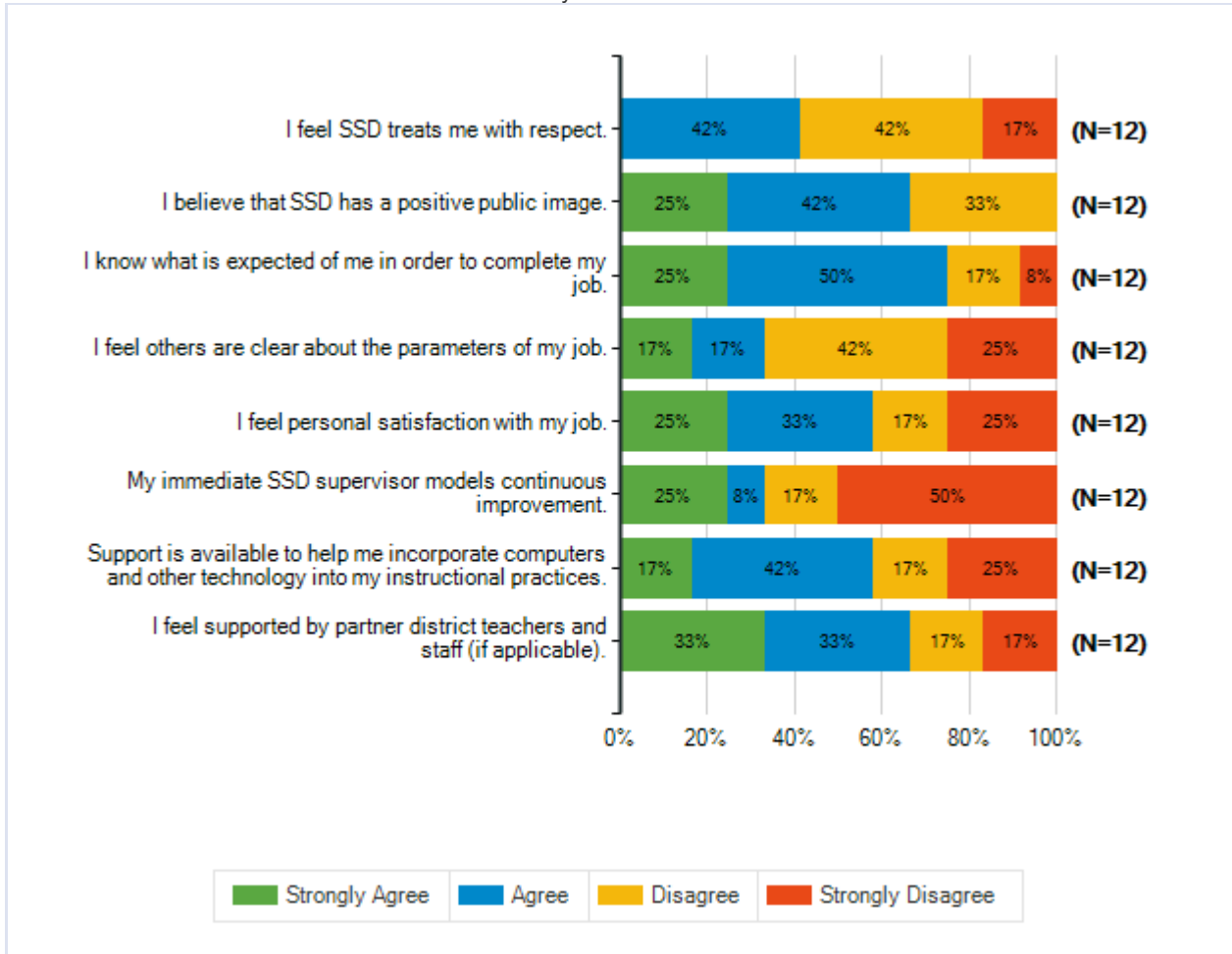
Q7. How strongly do you agree or disagree with the following statement?

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) Bullying is a problem in this school. | 2 17% | 1 8% | 6 50% | 3 25% | 12 |



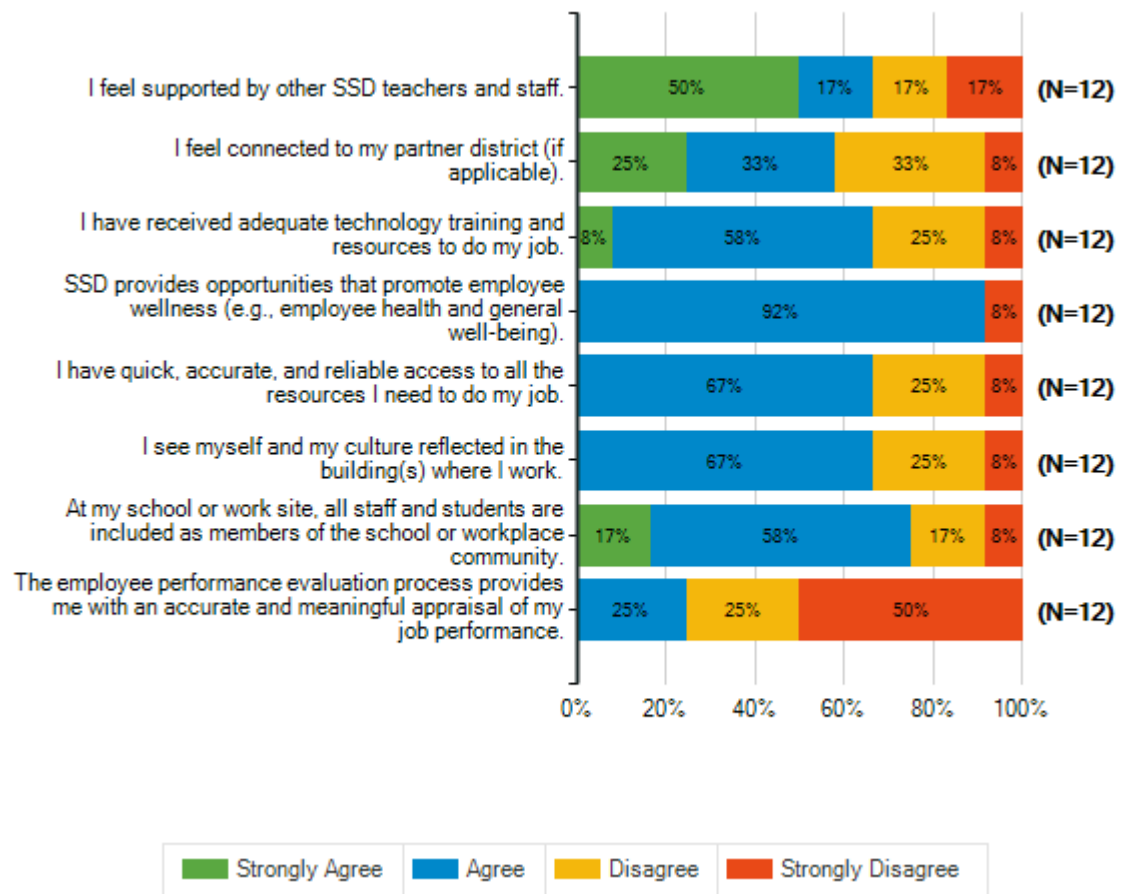
| Job Satisfaction | | | | | | |
|---|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| Q8. How strongly do you agree or disagree with the following statements? | | | | | | |
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
| (a) | I feel SSD treats me with respect. | 0 0% | 5 42% | 5 42% | 2 17% | 12 |
| (b) | I believe that SSD has a positive public image. | 3 25% | 5 42% | 4 33% | 0 0% | 12 |
| (c) | I know what is expected of me in order to complete my job. | 3 25% | 6 50% | 2 17% | 1 8% | 12 |
| (d) | I feel others are clear about the parameters of my job. | 2 17% | 2 17% | 5 42% | 3 25% | 12 |
| (e) | I feel personal satisfaction with my job. | 3 25% | 4 33% | 2 17% | 3 25% | 12 |
| (f) | My immediate SSD supervisor models continuous improvement. | 3 25% | 1 8% | 2 17% | 6 50% | 12 |
| (g) | Support is available to help me incorporate computers and other technology into my instructional practices. | 2 17% | 5 42% | 2 17% | 3 25% | 12 |
| (h) | I feel supported by partner district teachers and staff (if applicable). | 4 33% | 4 33% | 2 17% | 2 17% | 12 |

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| Job Satisfaction (Continued) | | | | | | |
|---|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| Q9. How strongly do you agree or disagree with the following statements? | | | | | | |
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
| (a) | I feel supported by other SSD teachers and staff. | 6 50% | 2 17% | 2 17% | 2 17% | 12 |
| (b) | I feel connected to my partner district (if applicable). | 3 25% | 4 33% | 4 33% | 1 8% | 12 |
| (c) | I have received adequate technology training and resources to do my job. | 1 8% | 7 58% | 3 25% | 1 8% | 12 |
| (d) | SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being). | 0 0% | 11 92% | 0 0% | 1 8% | 12 |
| (e) | I have quick, accurate, and reliable access to all the resources I need to do my job. | 0 0% | 8 67% | 3 25% | 1 8% | 12 |
| (f) | I see myself and my culture reflected in the building(s) where I work. | 0 0% | 8 67% | 3 25% | 1 8% | 12 |
| (g) | At my school or work site, all staff and students are included as members of the school or workplace community. | 2 17% | 7 58% | 2 17% | 1 8% | 12 |
| (h) | The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance. | 0 0% | 3 25% | 3 25% | 6 50% | 12 |

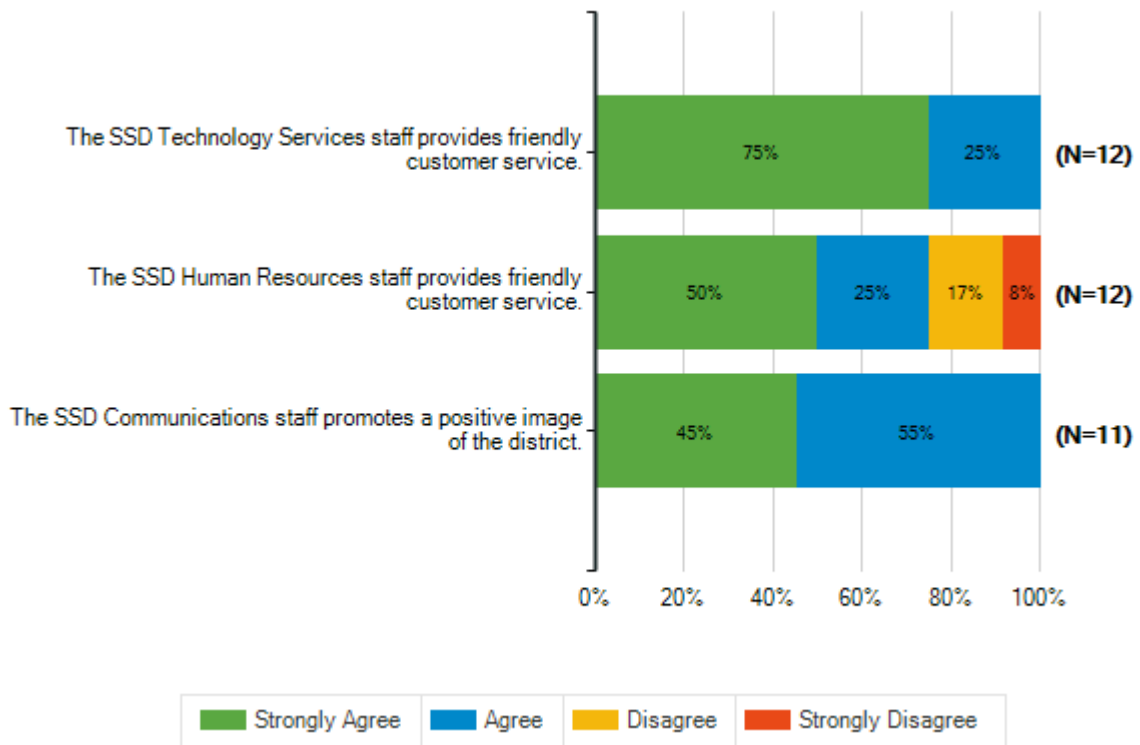
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Satisfaction With SSD Support Departments

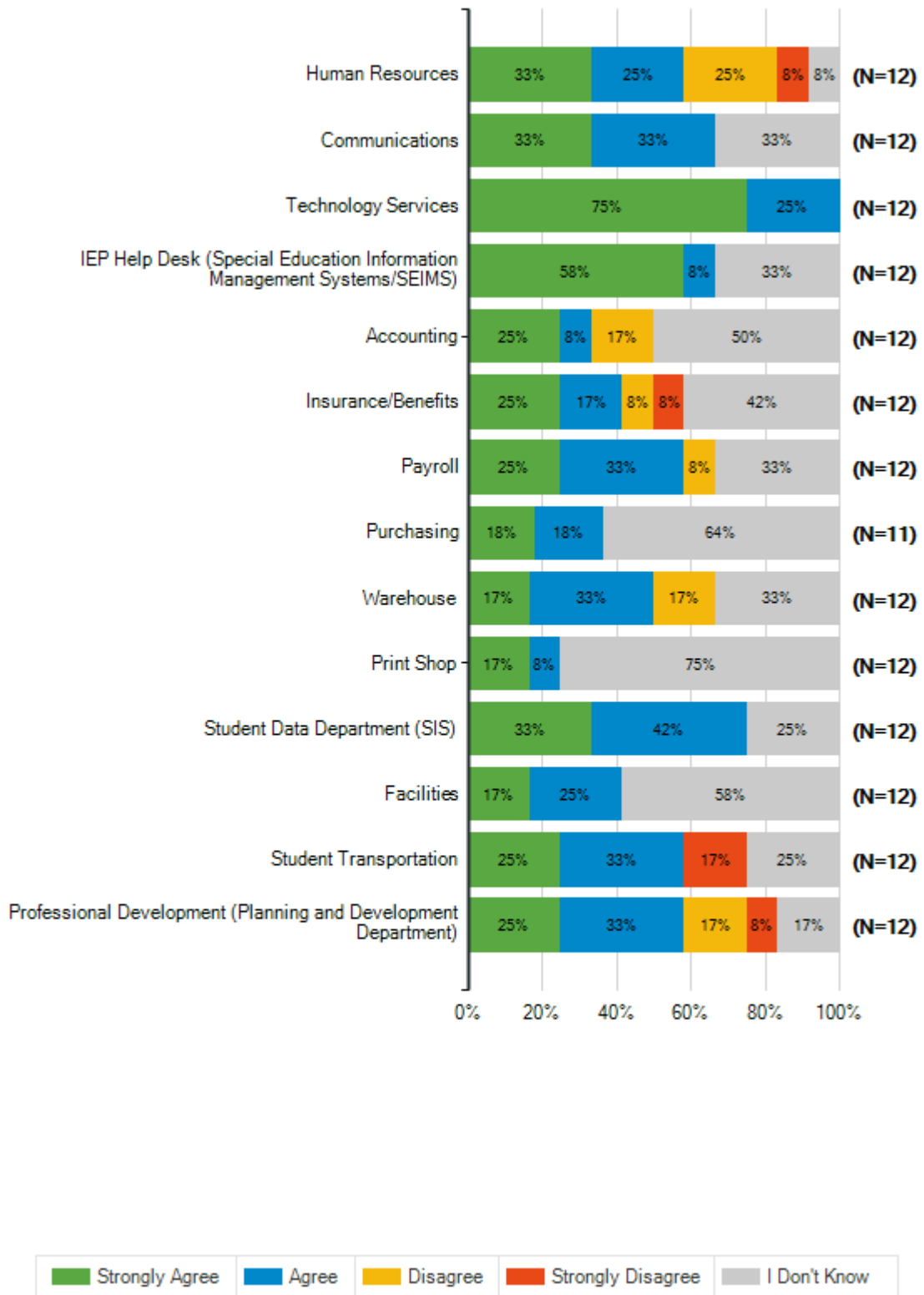
Q10. How strongly do you agree or disagree with the following statements?

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | The SSD Technology Services staff provides friendly customer service. | 9 75% | 3 25% | 0 0% | 0 0% | 12 |
| (b) | The SSD Human Resources staff provides friendly customer service. | 6 50% | 3 25% | 2 17% | 1 8% | 12 |
| (c) | The SSD Communications staff promotes a positive image of the district. | 5 45% | 6 55% | 0 0% | 0 0% | 11 |



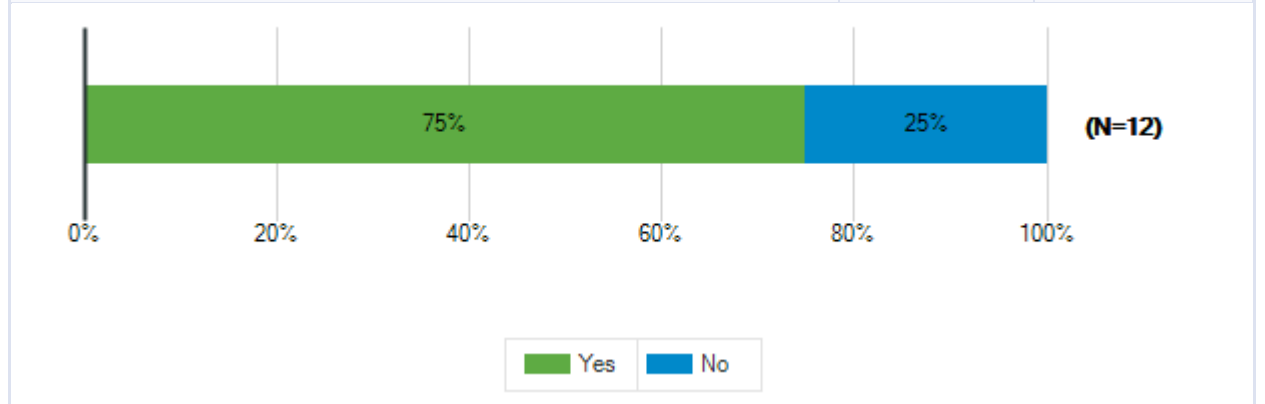
| Q11. I am satisfied with the service provided by the following SSD departments | | | | | | | |
|---|--|-----------------------|--------------|-----------------|--------------------------|---------------------|------------------------|
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | I Don't Know | Total Responses |
| (a) | Human Resources | 4 33% | 3 25% | 3 25% | 1 8% | 1 8% | 12 |
| (b) | Communications | 4 33% | 4 33% | 0 0% | 0 0% | 4 33% | 12 |
| (c) | Technology Services | 9 75% | 3 25% | 0 0% | 0 0% | 0 0% | 12 |
| (d) | IEP Help Desk (Special Education Information Management Systems/SEIMS) | 7 58% | 1 8% | 0 0% | 0 0% | 4 33% | 12 |
| (e) | Accounting | 3 25% | 1 8% | 2 17% | 0 0% | 6 50% | 12 |
| (f) | Insurance/Benefits | 3 25% | 2 17% | 1 8% | 1 8% | 5 42% | 12 |
| (g) | Payroll | 3 25% | 4 33% | 1 8% | 0 0% | 4 33% | 12 |
| (h) | Purchasing | 2 18% | 2 18% | 0 0% | 0 0% | 7 64% | 11 |
| (i) | Warehouse | 2 17% | 4 33% | 2 17% | 0 0% | 4 33% | 12 |
| (j) | Print Shop | 2 17% | 1 8% | 0 0% | 0 0% | 9 75% | 12 |
| (k) | Student Data Department (SIS) | 4 33% | 5 42% | 0 0% | 0 0% | 3 25% | 12 |
| (l) | Facilities | 2 17% | 3 25% | 0 0% | 0 0% | 7 58% | 12 |
| (m) | Student Transportation | 3 25% | 4 33% | 0 0% | 2 17% | 3 25% | 12 |
| (n) | Professional Development (Planning and Development Department) | 3 25% | 4 33% | 2 17% | 1 8% | 2 17% | 12 |

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Q12. Have you had an issue or concern to discuss with an SSD director, assistant superintendent, or cabinet member this school year?

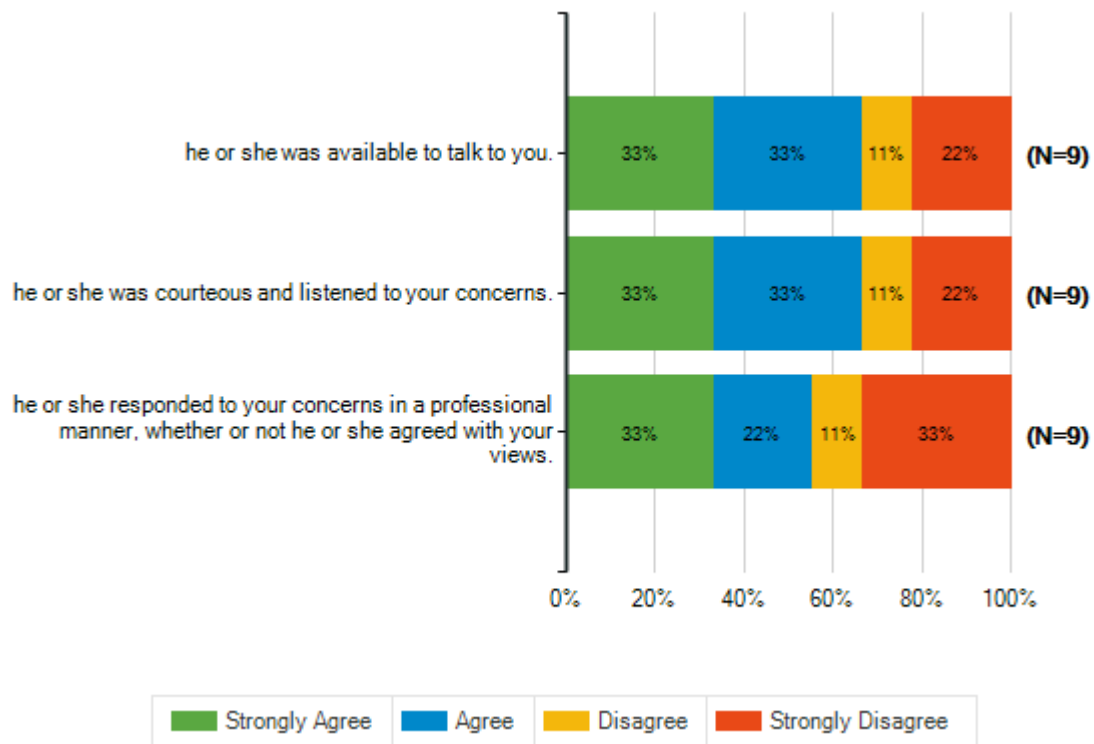
| Responses | Count | % |
|------------------------|-----------|-----|
| Yes | 9 | 75% |
| No | 3 | 25% |
| Total Responses | 12 | |



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 ...

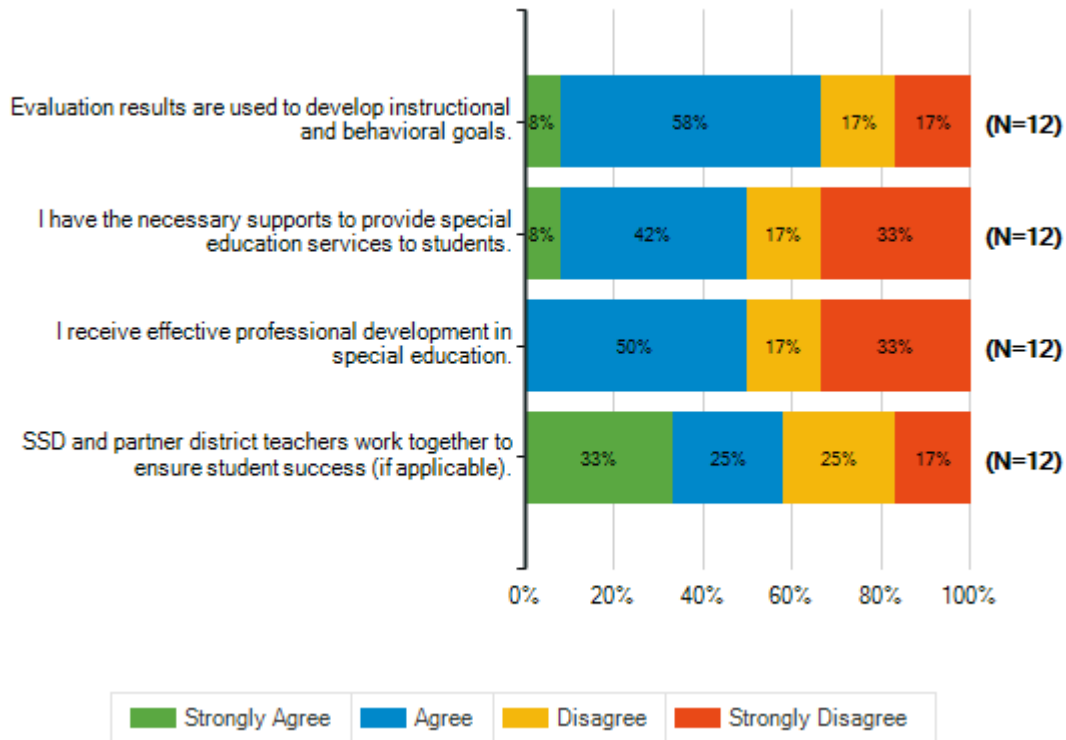
| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---|----------------|----------|----------|-------------------|-----------------|
| (a) he or she was available to talk to you. | 3 33% | 3 33% | 1 11% | 2 22% | 9 |
| (b) he or she was courteous and listened to your concerns.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



Special Education Services

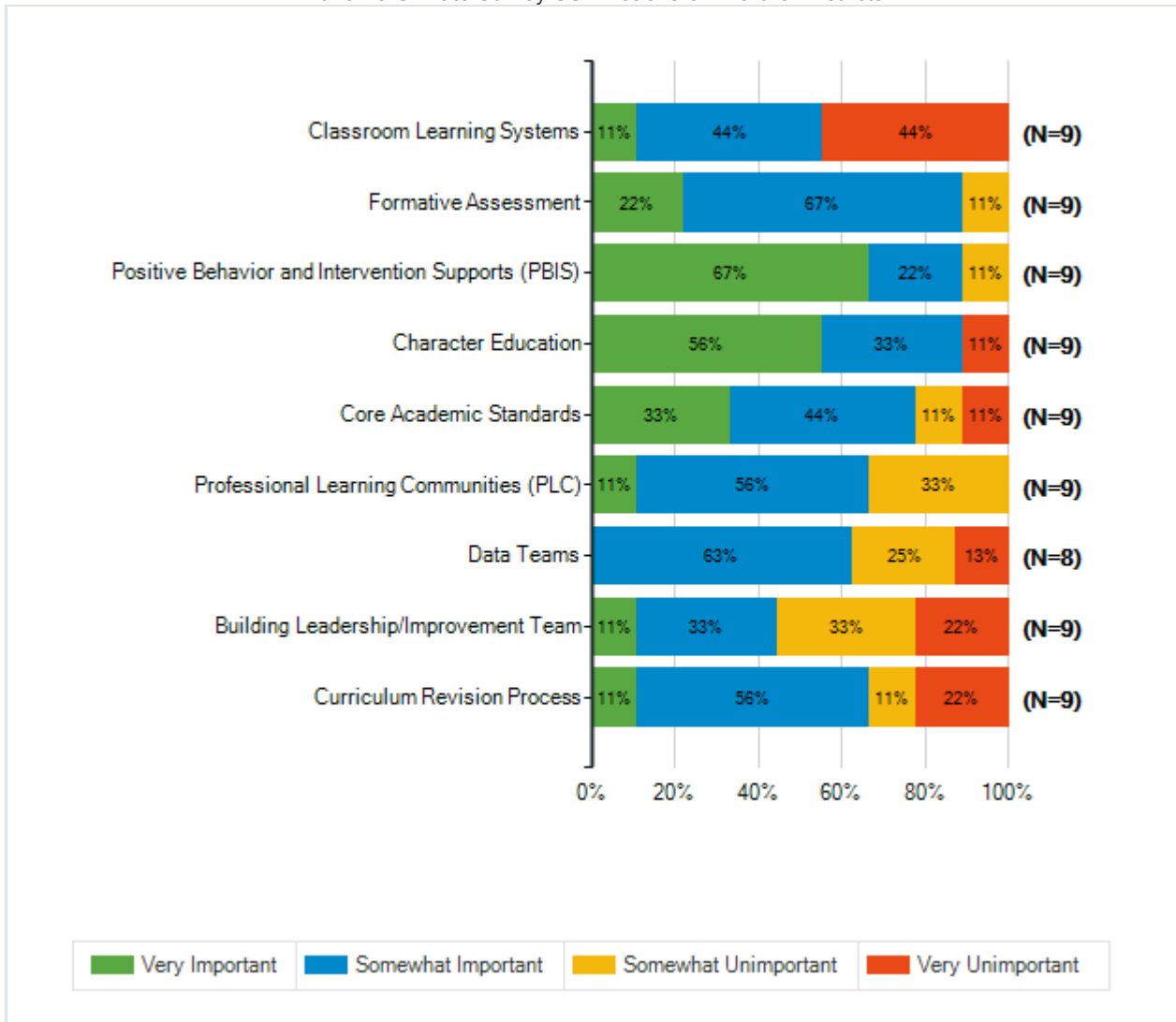
Q14. How strongly do you agree or disagree with the following statements?

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | Evaluation results are used to develop instructional and behavioral goals. | 1 8% | 7 58% | 2 17% | 2 17% | 12 |
| (b) | I have the necessary supports to provide special education services to students. | 1 8% | 5 42% | 2 17% | 4 33% | 12 |
| (c) | I receive effective professional development in special education. | 0 0% | 6 50% | 2 17% | 4 33% | 12 |
| (d) | SSD and partner district teachers work together to ensure student success (if applicable). | 4 33% | 3 25% | 3 25% | 2 17% | 12 |



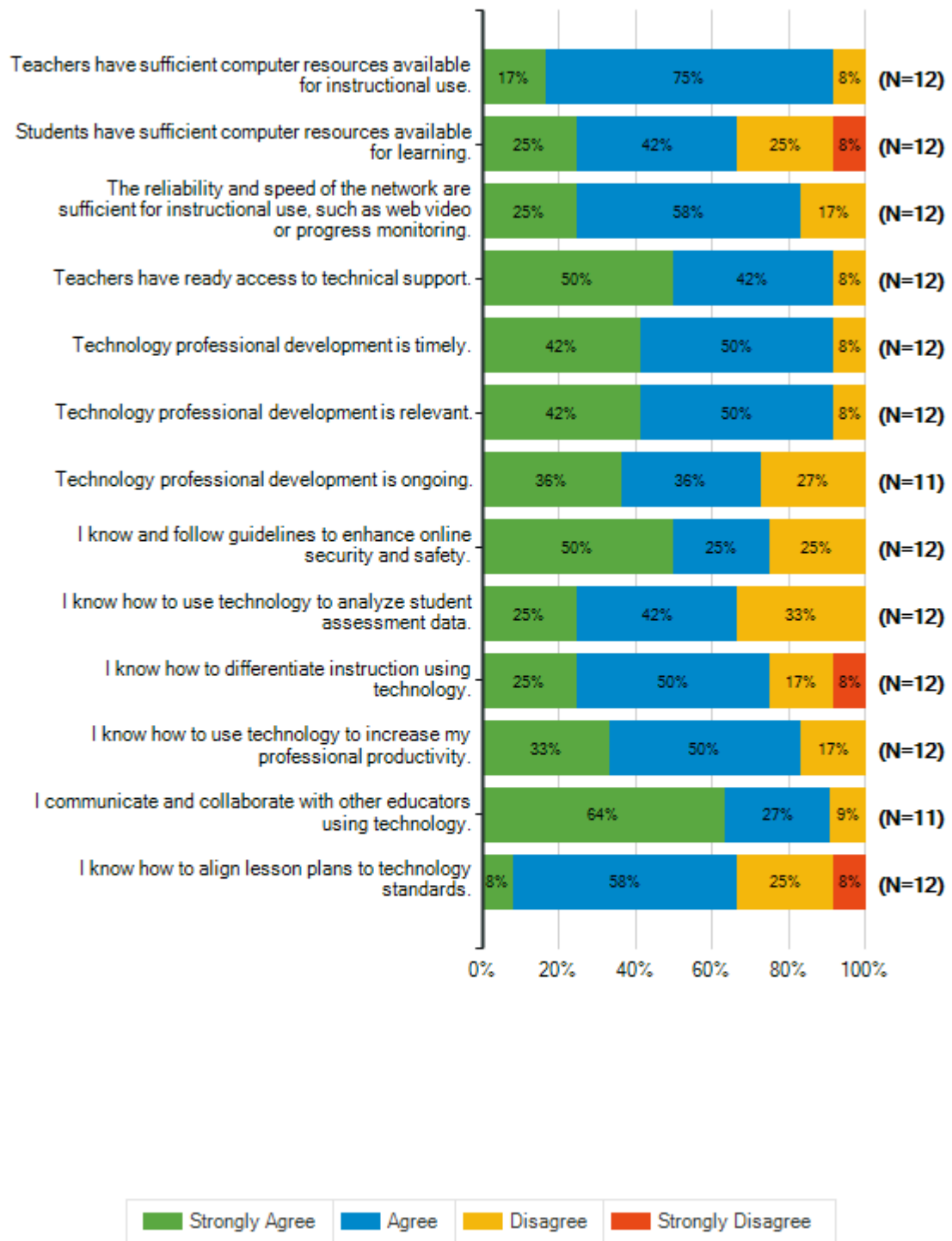
| Additional Educational Programs | | | | | | |
|---|--|-----------------------|---------------------------|-----------------------------|-------------------------|------------------------|
| Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations) | | | | | | |
| | | Very Important | Somewhat Important | Somewhat Unimportant | Very Unimportant | Total Responses |
| (a) | Classroom Learning Systems | 1 11% | 4 44% | 0 0% | 4 44% | 9 |
| (b) | Formative Assessment | 2 22% | 6 67% | 1 11% | 0 0% | 9 |
| (c) | Positive Behavior and Intervention Supports (PBIS) | 6 67% | 2 22% | 1 11% | 0 0% | 9 |
| (d) | Character Education | 5 56% | 3 33% | 0 0% | 1 11% | 9 |
| (e) | Core Academic Standards | 3 33% | 4 44% | 1 11% | 1 11% | 9 |
| (f) | Professional Learning Communities (PLC) | 1 11% | 5 56% | 3 33% | 0 0% | 9 |
| (g) | Data Teams | 0 0% | 5 63% | 2 25% | 1 13% | 8 |
| (h) | Building Leadership/Improvement Team | 1 11% | 3 33% | 3 33% | 2 22% | 9 |
| (i) | Curriculum Revision Process | 1 11% | 5 56% | 1 11% | 2 22% | 9 |

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| Technology | | | | | | |
|--|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| Q16. How strongly do you agree or disagree with the following statements? | | | | | | |
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
| (a) | Teachers have sufficient computer resources available for instructional use. | 2 17% | 9 75% | 1 8% | 0 0% | 12 |
| (b) | Students have sufficient computer resources available for learning. | 3 25% | 5 42% | 3 25% | 1 8% | 12 |
| (c) | The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring. | 3 25% | 7 58% | 2 17% | 0 0% | 12 |
| (d) | Teachers have ready access to technical support. | 6 50% | 5 42% | 1 8% | 0 0% | 12 |
| (e) | Technology professional development is timely. | 5 42% | 6 50% | 1 8% | 0 0% | 12 |
| (f) | Technology professional development is relevant. | 5 42% | 6 50% | 1 8% | 0 0% | 12 |
| (g) | Technology professional development is ongoing. | 4 36% | 4 36% | 3 27% | 0 0% | 11 |
| (h) | I know and follow guidelines to enhance online security and safety. | 6 50% | 3 25% | 3 25% | 0 0% | 12 |
| (i) | I know how to use technology to analyze student assessment data. | 3 25% | 5 42% | 4 33% | 0 0% | 12 |
| (j) | I know how to differentiate instruction using technology. | 3 25% | 6 50% | 2 17% | 1 8% | 12 |
| (k) | I know how to use technology to increase my professional productivity. | 4 33% | 6 50% | 2 17% | 0 0% | 12 |
| (l) | I communicate and collaborate with other educators using technology. | 7 64% | 3 27% | 1 9% | 0 0% | 11 |
| (m) | I know how to align lesson plans to technology standards. | 1 8% | 7 58% | 3 25% | 1 8% | 12 |

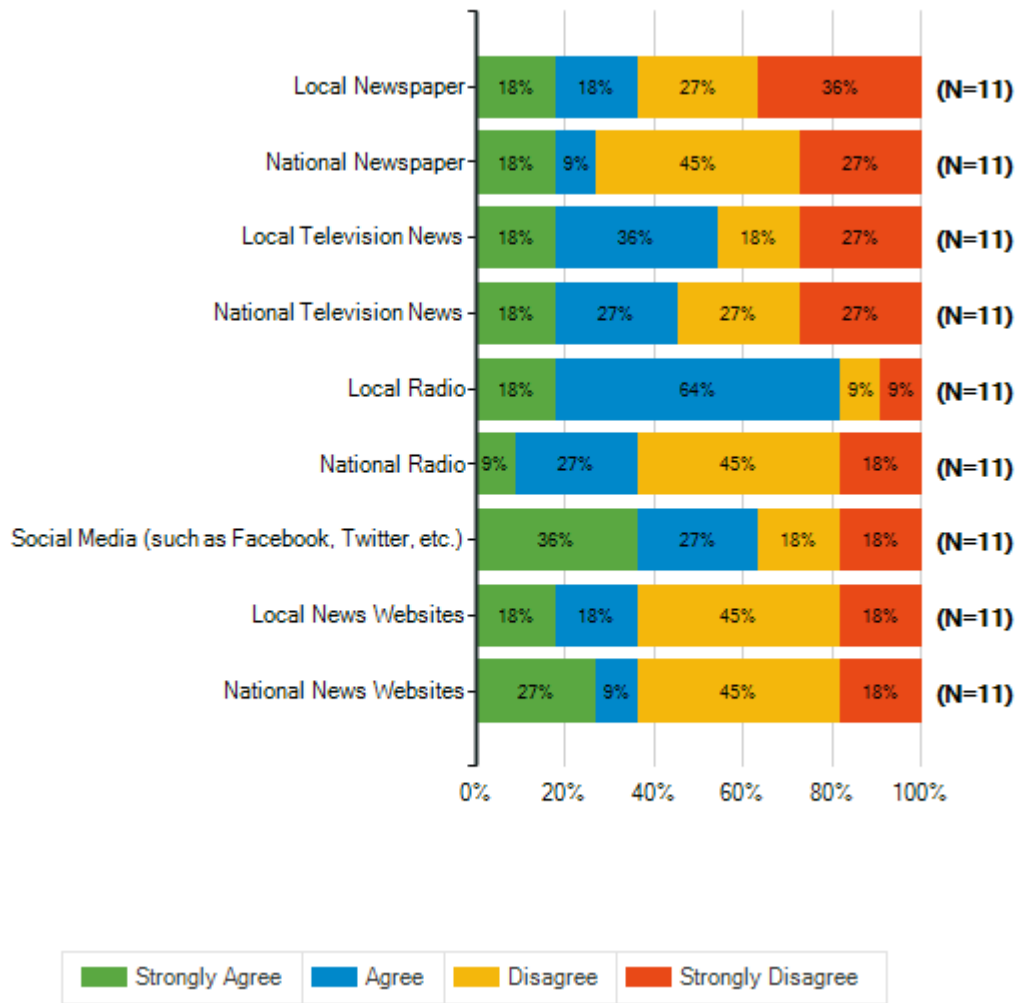
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Q17. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.

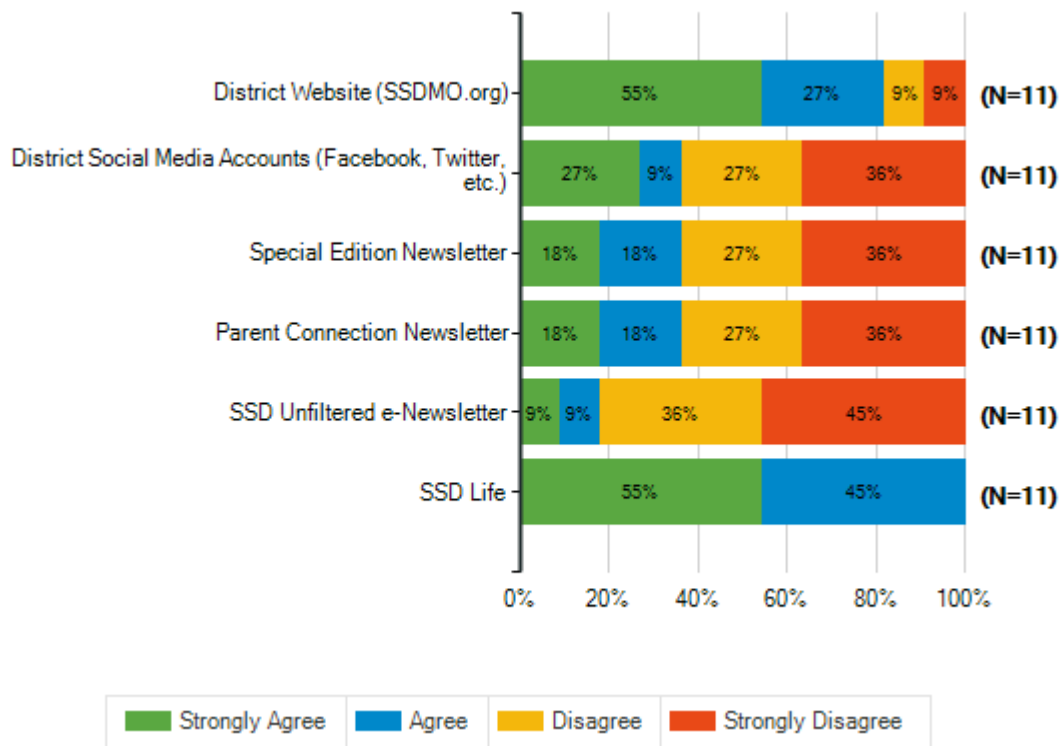
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | Local Newspaper | 2 18% | 2 18% | 3 27% | 4 36% | 11 |
| (b) | National Newspaper | 2 18% | 1 9% | 5 45% | 3 27% | 11 |
| (c) | Local Television News | 2 18% | 4 36% | 2 18% | 3 27% | 11 |
| (d) | National Television News | 2 18% | 3 27% | 3 27% | 3 27% | 11 |
| (e) | Local Radio | 2 18% | 7 64% | 1 9% | 1 9% | 11 |
| (f) | National Radio | 1 9% | 3 27% | 5 45% | 2 18% | 11 |
| (g) | Social Media (such as Facebook, Twitter, etc.) | 4 36% | 3 27% | 2 18% | 2 18% | 11 |
| (h) | Local News Websites | 2 18% | 2 18% | 5 45% | 2 18% | 11 |
| (i) | National News Websites | 3 27% | 1 9% | 5 45% | 2 18% | 11 |

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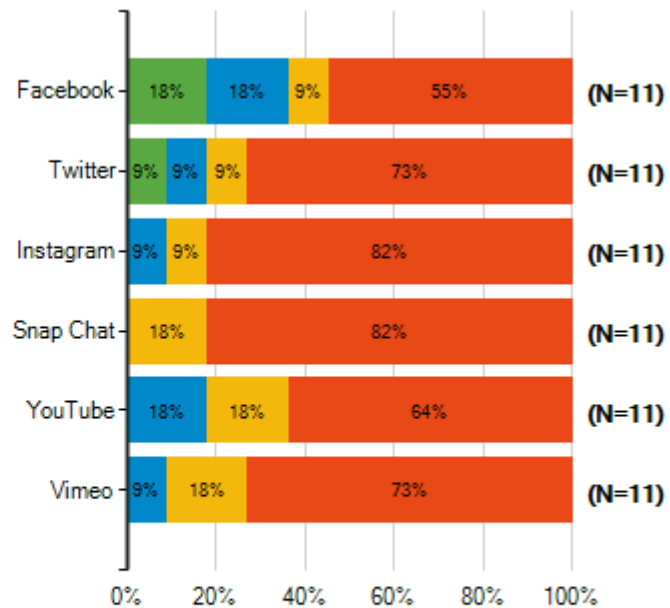
Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|--|----------------|----------|----------|-------------------|-----------------|
| (a) District Website (SSDMO.org) | 6 55% | 3 27% | 1 9% | 1 9% | 11 |
| (b) District Social Media Accounts (Facebook, Twitter, etc.) | 3 27% | 1 9% | 3 27% | 4 36% | 11 |
| (c) Special Edition Newsletter | 2 18% | 2 18% | 3 27% | 4 36% | 11 |
| (d) Parent Connection Newsletter | 2 18% | 2 18% | 3 27% | 4 36% | 11 |
| (e) SSD Unfiltered e-Newsletter | 1 9% | 1 9% | 4 36% | 5 45% | 11 |
| (f) SSD Life | 6 55% | 5 45% | 0 0% | 0 0% | 11 |



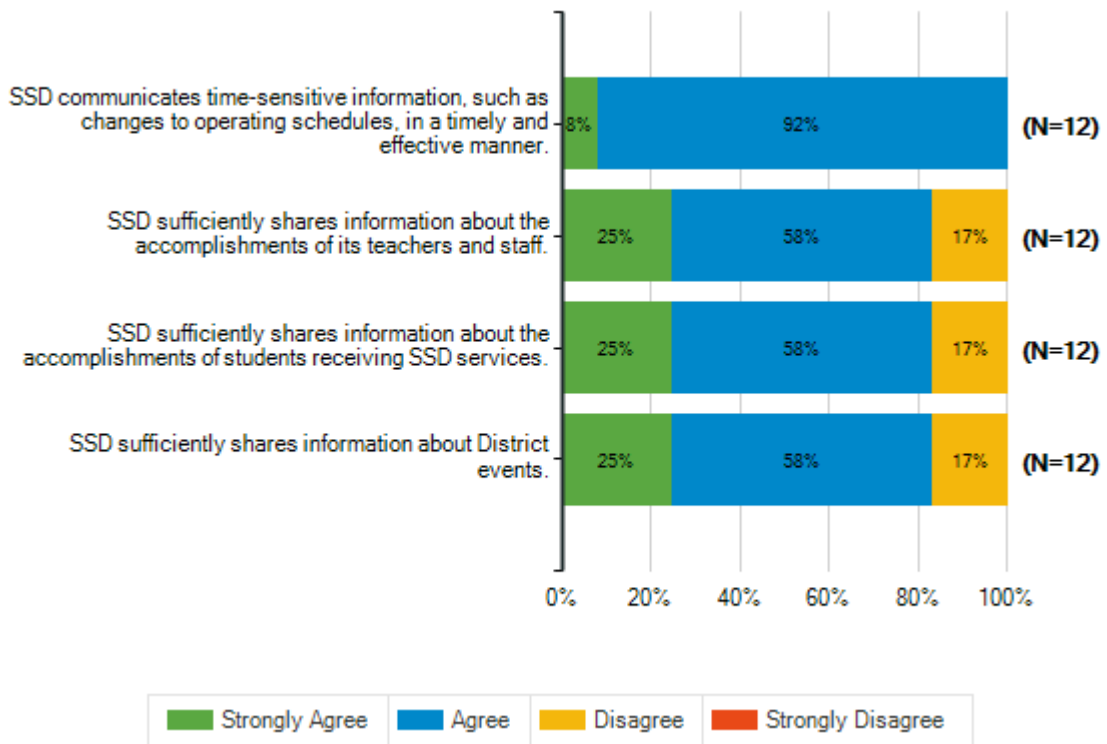
Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---------------|----------------|----------|----------|-------------------|-----------------|
| (a) Facebook | 2 18% | 2 18% | 1 9% | 6 55% | 11 |
| (b) Twitter | 1 9% | 1 9% | 1 9% | 8 73% | 11 |
| (c) Instagram | 0 0% | 1 9% | 1 9% | 9 82% | 11 |
| (d) Snap Chat | 0 0% | 0 0% | 2 18% | 9 82% | 11 |
| (e) YouTube | 0 0% | 2 18% | 2 18% | 7 64% | 11 |
| (f) Vimeo | 0 0% | 1 9% | 2 18% | 8 73% | 11 |



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

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner. | 1 8% | 11 92% | 0 0% | 0 0% | 12 |
| (b) | SSD sufficiently shares information about the accomplishments of its teachers and staff. | 3 25% | 7 58% | 2 17% | 0 0% | 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. | 3 25% | 7 58% | 2 17% | 0 0% | 12 |



Q21. 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. | 1 | 10 | 1 | 0 | 12 |
| | | 8% | 83% | 8% | 0% | |

