

2018-19 Climate Survey

SSD Teachers – Partner Districts

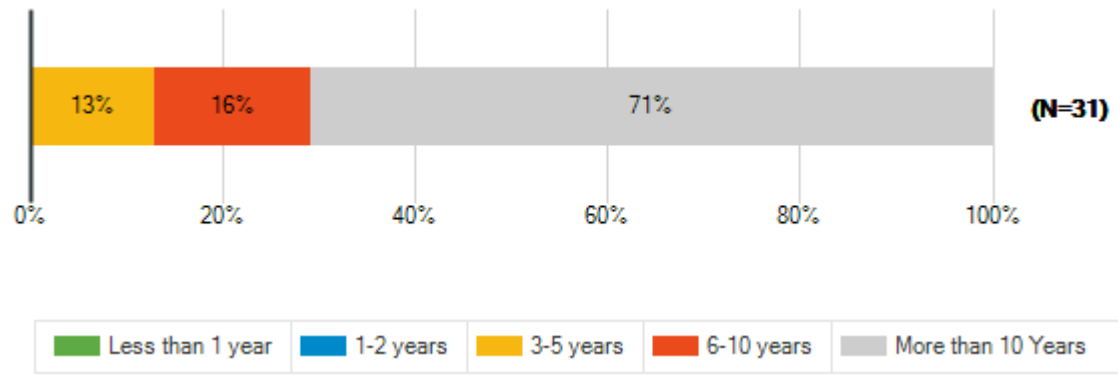
Survey Results

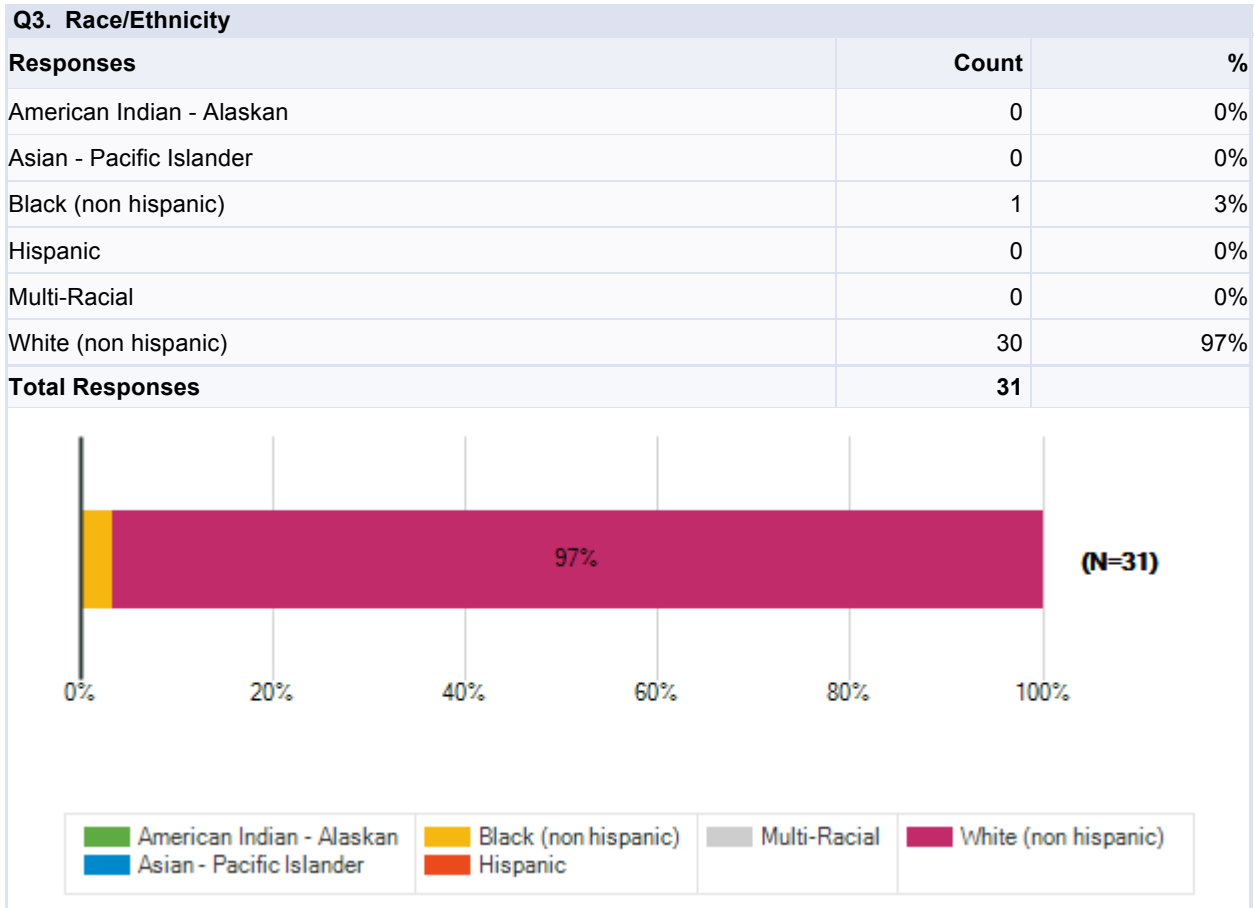
Ladue School District

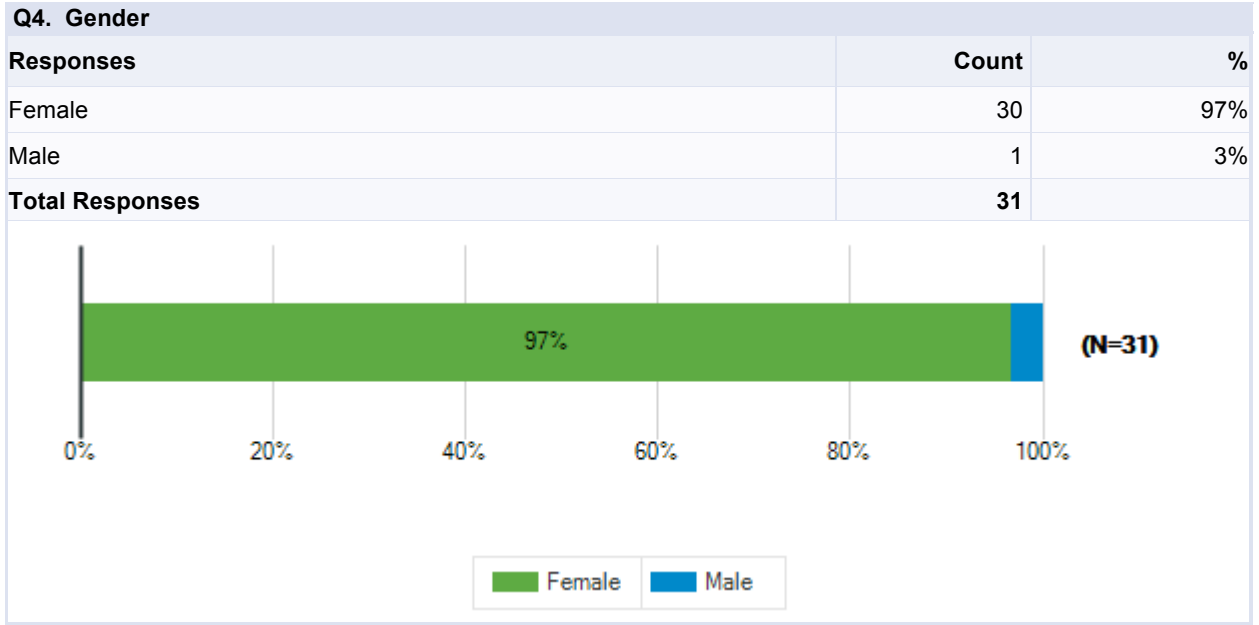
Special School District of St. Louis County
February 19 - March 15, 2019



| Q1. Years of Service | | |
|-----------------------------|--------------|----------|
| Responses | Count | % |
| Less than 1 year | 0 | 0% |
| 1-2 years | 0 | 0% |
| 3-5 years | 4 | 13% |
| 6-10 years | 5 | 16% |
| More than 10 Years | 22 | 71% |
| Total Responses | 31 | |



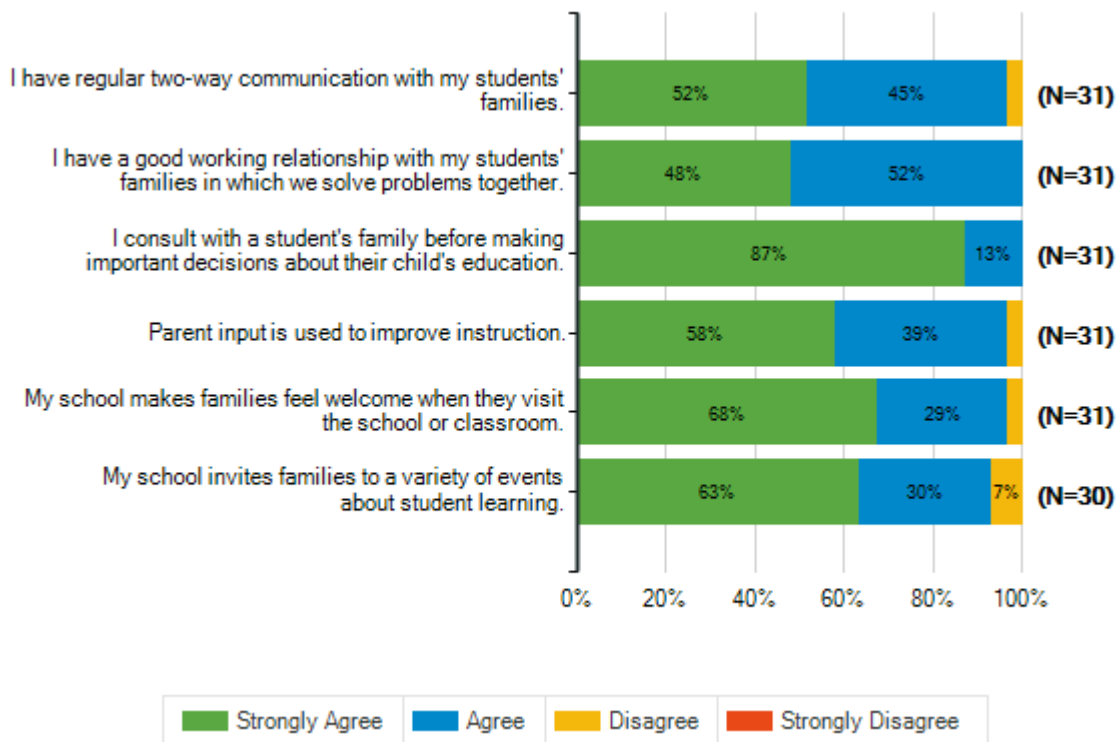




Parent and Family Engagement

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. | 16 52% | 14 45% | 1 3% | 0 0% | 31 |
| (b) | I have a good working relationship with my students' families in which we solve problems together. | 15 48% | 16 52% | 0 0% | 0 0% | 31 |
| (c) | I consult with a student's family before making important decisions about their child's education. | 27 87% | 4 13% | 0 0% | 0 0% | 31 |
| (d) | Parent input is used to improve instruction. | 18 58% | 12 39% | 1 3% | 0 0% | 31 |
| (e) | My school makes families feel welcome when they visit the school or classroom. | 21 68% | 9 29% | 1 3% | 0 0% | 31 |
| (f) | My school invites families to a variety of events about student learning. | 19 63% | 9 30% | 2 7% | 0 0% | 30 |

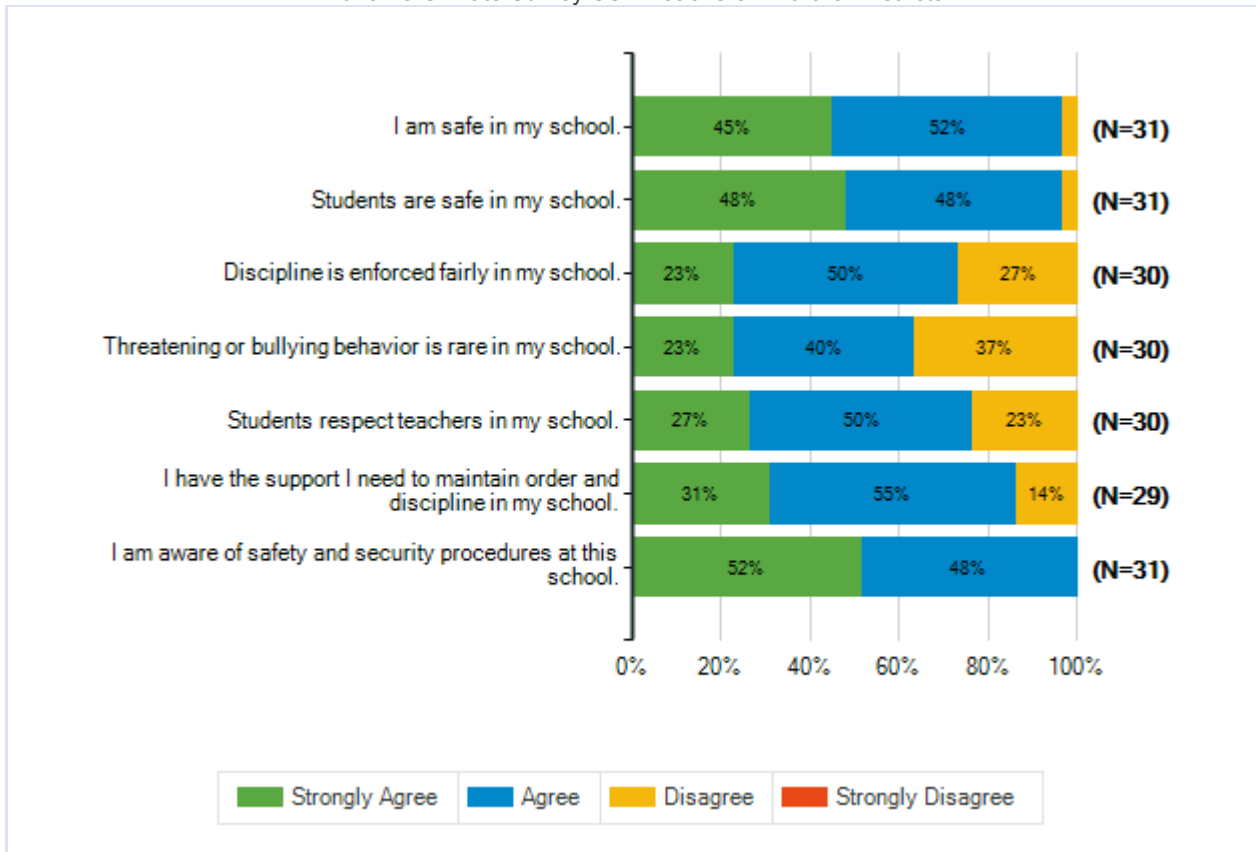


Safety and Behavior

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. | 14 45% | 16 52% | 1 3% | 0 0% | 31 |
| (b) Students are safe in my school. | 15 48% | 15 48% | 1 3% | 0 0% | 31 |
| (c) Discipline is enforced fairly in my school. | 7 23% | 15 50% | 8 27% | 0 0% | 30 |
| (d) Threatening or bullying behavior is rare in my school. | 7 23% | 12 40% | 11 37% | 0 0% | 30 |
| (e) Students respect teachers in my school. | 8 27% | 15 50% | 7 23% | 0 0% | 30 |
| (f) I have the support I need to maintain order and discipline in my school. | 9 31% | 16 55% | 4 14% | 0 0% | 29 |
| (g) I am aware of safety and security procedures at this school. | 16 52% | 15 48% | 0 0% | 0 0% | 31 |

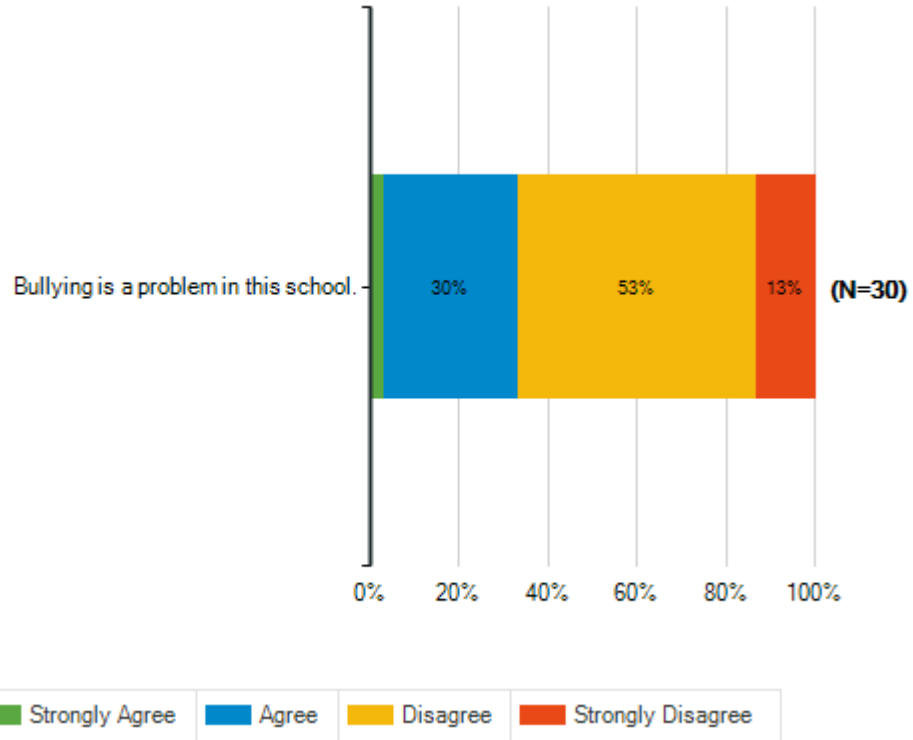
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



Safety and Behavior

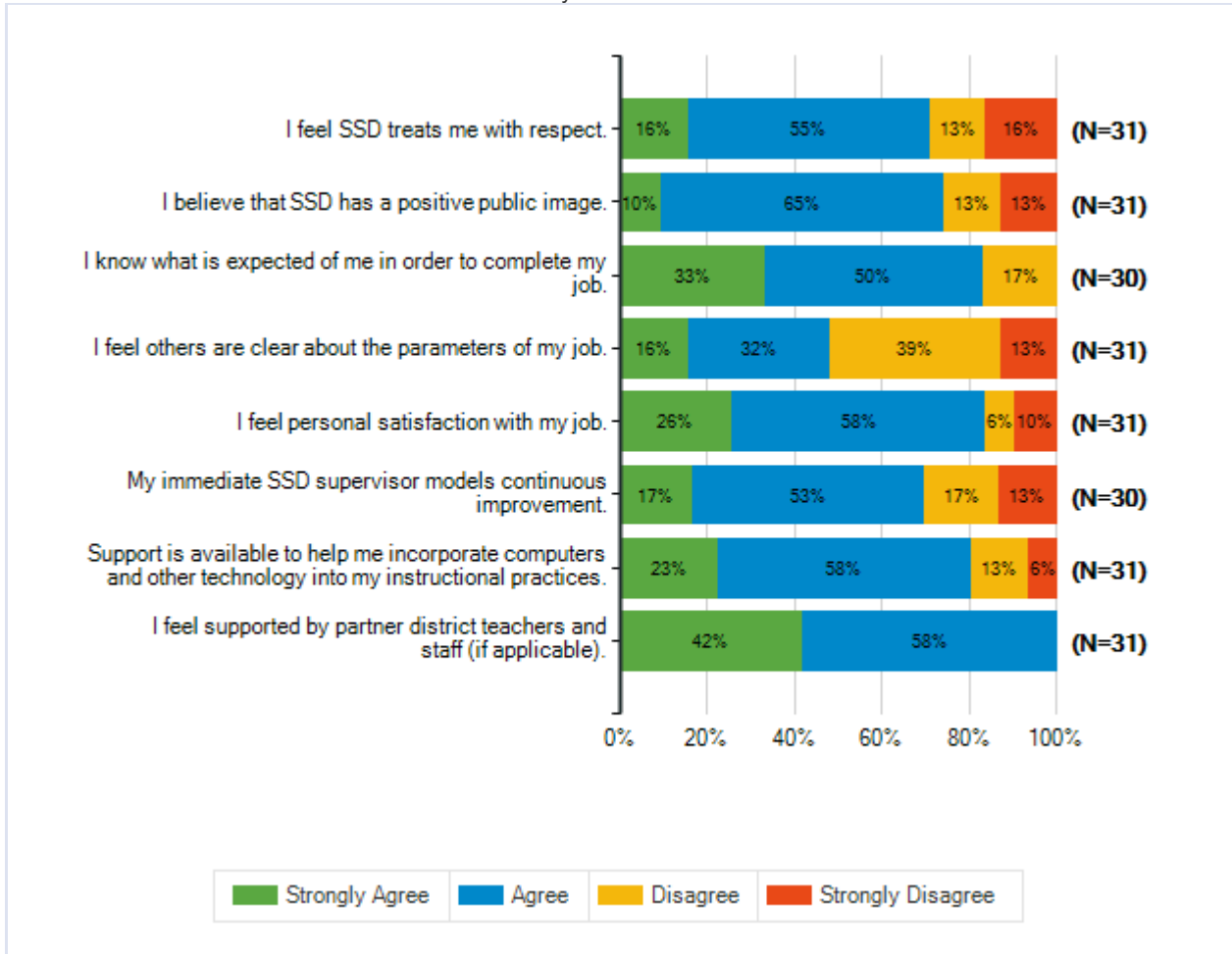
Q7. How strongly do you agree or disagree with the following statement?

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) Bullying is a problem in this school. | 1 3% | 9 30% | 16 53% | 4 13% | 30 |



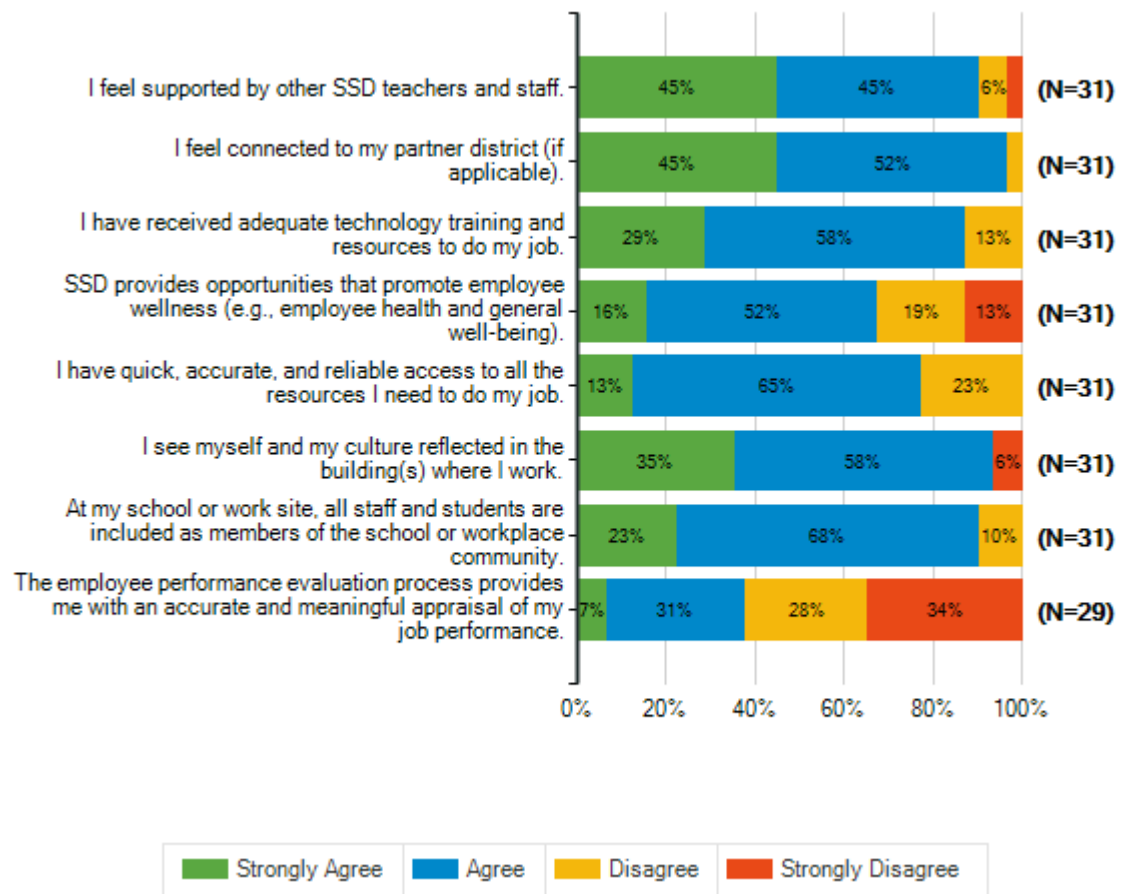
| Job Satisfaction | | | | | | |
|---|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| Q8. How strongly do you agree or disagree with the following statements? | | | | | | |
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
| (a) | I feel SSD treats me with respect. | 5 16% | 17 55% | 4 13% | 5 16% | 31 |
| (b) | I believe that SSD has a positive public image. | 3 10% | 20 65% | 4 13% | 4 13% | 31 |
| (c) | I know what is expected of me in order to complete my job. | 10 33% | 15 50% | 5 17% | 0 0% | 30 |
| (d) | I feel others are clear about the parameters of my job. | 5 16% | 10 32% | 12 39% | 4 13% | 31 |
| (e) | I feel personal satisfaction with my job. | 8 26% | 18 58% | 2 6% | 3 10% | 31 |
| (f) | My immediate SSD supervisor models continuous improvement. | 5 17% | 16 53% | 5 17% | 4 13% | 30 |
| (g) | Support is available to help me incorporate computers and other technology into my instructional practices. | 7 23% | 18 58% | 4 13% | 2 6% | 31 |
| (h) | I feel supported by partner district teachers and staff (if applicable). | 13 42% | 18 58% | 0 0% | 0 0% | 31 |

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



| 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. | 14 45% | 14 45% | 2 6% | 1 3% | 31 |
| (b) | I feel connected to my partner district (if applicable). | 14 45% | 16 52% | 1 3% | 0 0% | 31 |
| (c) | I have received adequate technology training and resources to do my job. | 9 29% | 18 58% | 4 13% | 0 0% | 31 |
| (d) | SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being). | 5 16% | 16 52% | 6 19% | 4 13% | 31 |
| (e) | I have quick, accurate, and reliable access to all the resources I need to do my job. | 4 13% | 20 65% | 7 23% | 0 0% | 31 |
| (f) | I see myself and my culture reflected in the building(s) where I work. | 11 35% | 18 58% | 0 0% | 2 6% | 31 |
| (g) | At my school or work site, all staff and students are included as members of the school or workplace community. | 7 23% | 21 68% | 3 10% | 0 0% | 31 |
| (h) | The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance. | 2 7% | 9 31% | 8 28% | 10 34% | 29 |

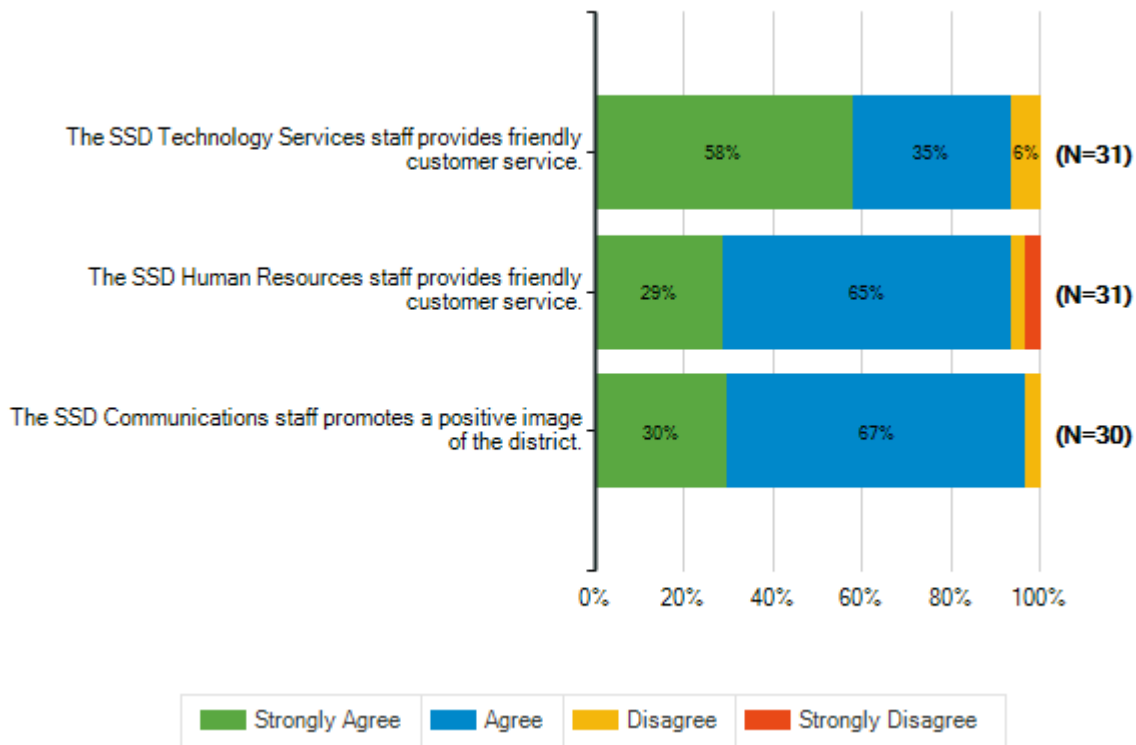
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



Satisfaction With SSD Support Departments

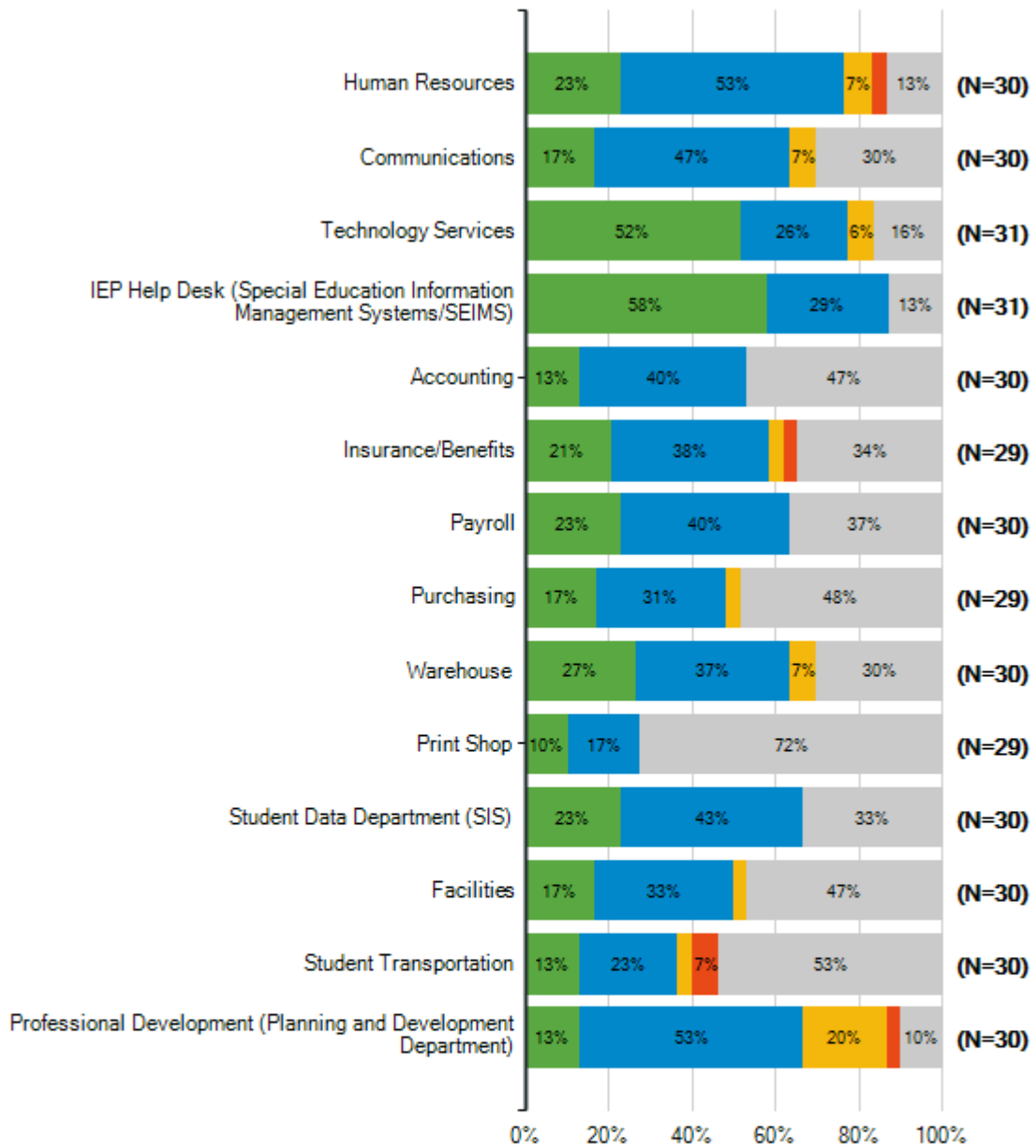
Q10. How strongly do you agree or disagree with the following statements?

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | The SSD Technology Services staff provides friendly customer service. | 18 58% | 11 35% | 2 6% | 0 0% | 31 |
| (b) | The SSD Human Resources staff provides friendly customer service. | 9 29% | 20 65% | 1 3% | 1 3% | 31 |
| (c) | The SSD Communications staff promotes a positive image of the district. | 9 30% | 20 67% | 1 3% | 0 0% | 30 |



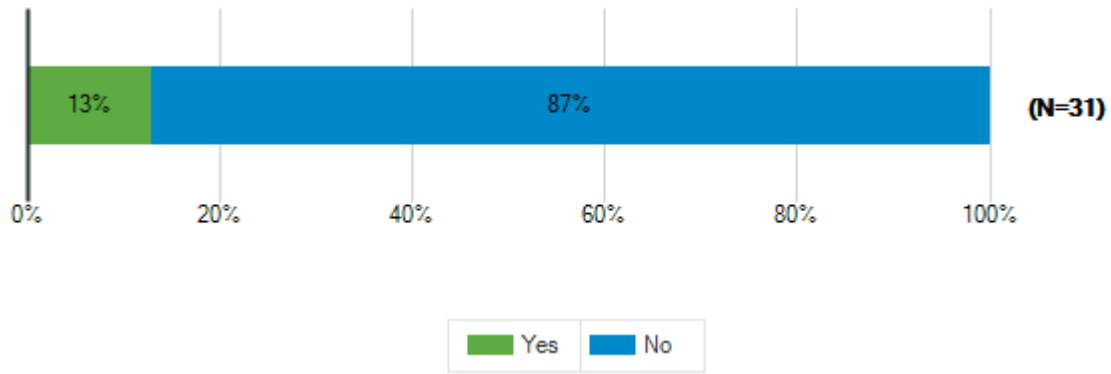
| Q11. I am satisfied with the service provided by the following SSD departments | | | | | | | |
|---|--|-----------------------|--------------|-----------------|--------------------------|---------------------|------------------------|
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | I Don't Know | Total Responses |
| (a) | Human Resources | 7 23% | 16 53% | 2 7% | 1 3% | 4 13% | 30 |
| (b) | Communications | 5 17% | 14 47% | 2 7% | 0 0% | 9 30% | 30 |
| (c) | Technology Services | 16 52% | 8 26% | 2 6% | 0 0% | 5 16% | 31 |
| (d) | IEP Help Desk (Special Education Information Management Systems/SEIMS) | 18 58% | 9 29% | 0 0% | 0 0% | 4 13% | 31 |
| (e) | Accounting | 4 13% | 12 40% | 0 0% | 0 0% | 14 47% | 30 |
| (f) | Insurance/Benefits | 6 21% | 11 38% | 1 3% | 1 3% | 10 34% | 29 |
| (g) | Payroll | 7 23% | 12 40% | 0 0% | 0 0% | 11 37% | 30 |
| (h) | Purchasing | 5 17% | 9 31% | 1 3% | 0 0% | 14 48% | 29 |
| (i) | Warehouse | 8 27% | 11 37% | 2 7% | 0 0% | 9 30% | 30 |
| (j) | Print Shop | 3 10% | 5 17% | 0 0% | 0 0% | 21 72% | 29 |
| (k) | Student Data Department (SIS) | 7 23% | 13 43% | 0 0% | 0 0% | 10 33% | 30 |
| (l) | Facilities | 5 17% | 10 33% | 1 3% | 0 0% | 14 47% | 30 |
| (m) | Student Transportation | 4 13% | 7 23% | 1 3% | 2 7% | 16 53% | 30 |
| (n) | Professional Development (Planning and Development Department) | 4 13% | 16 53% | 6 20% | 1 3% | 3 10% | 30 |

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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?

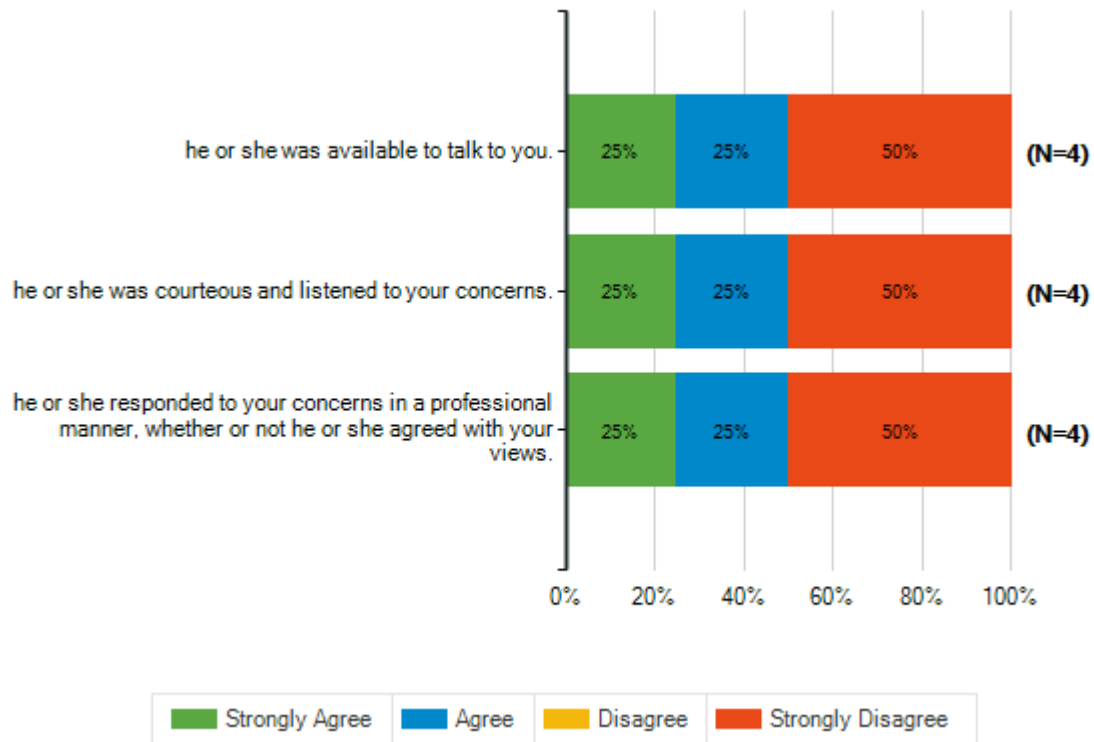
| Responses | Count | % |
|------------------------|-----------|-----|
| Yes | 4 | 13% |
| No | 27 | 87% |
| Total Responses | 31 | |



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 ...

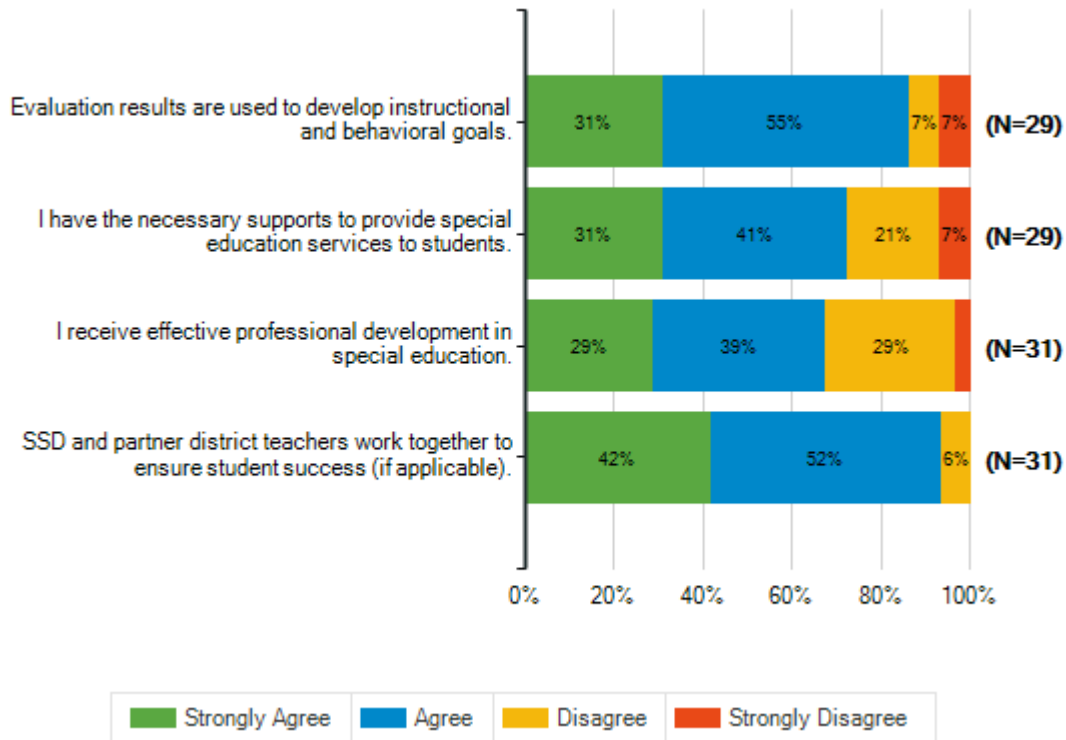
| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---|----------------|----------|----------|-------------------|-----------------|
| (a) he or she was available to talk to you. | 1 25% | 1 25% | 0 0% | 2 50% | 4 |
| (b) he or she was courteous and listened to your concerns. | 1 25% | 1 25% | 0 0% | 2 50% | 4 |
| (c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views. | 1 25% | 1 25% | 0 0% | 2 50% | 4 |



Special Education Services

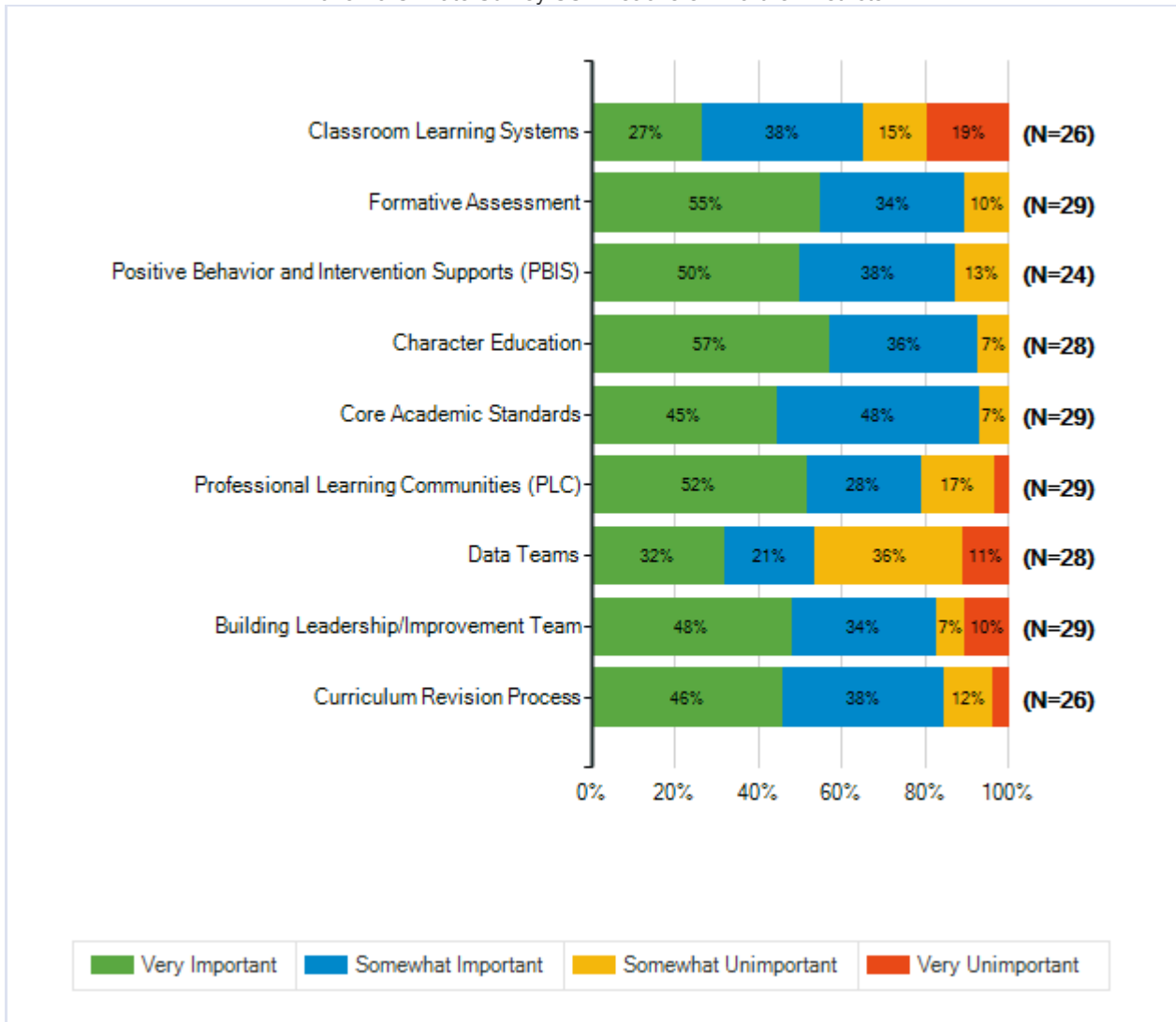
Q14. How strongly do you agree or disagree with the following statements?

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | Evaluation results are used to develop instructional and behavioral goals. | 9 31% | 16 55% | 2 7% | 2 7% | 29 |
| (b) | I have the necessary supports to provide special education services to students. | 9 31% | 12 41% | 6 21% | 2 7% | 29 |
| (c) | I receive effective professional development in special education. | 9 29% | 12 39% | 9 29% | 1 3% | 31 |
| (d) | SSD and partner district teachers work together to ensure student success (if applicable). | 13 42% | 16 52% | 2 6% | 0 0% | 31 |



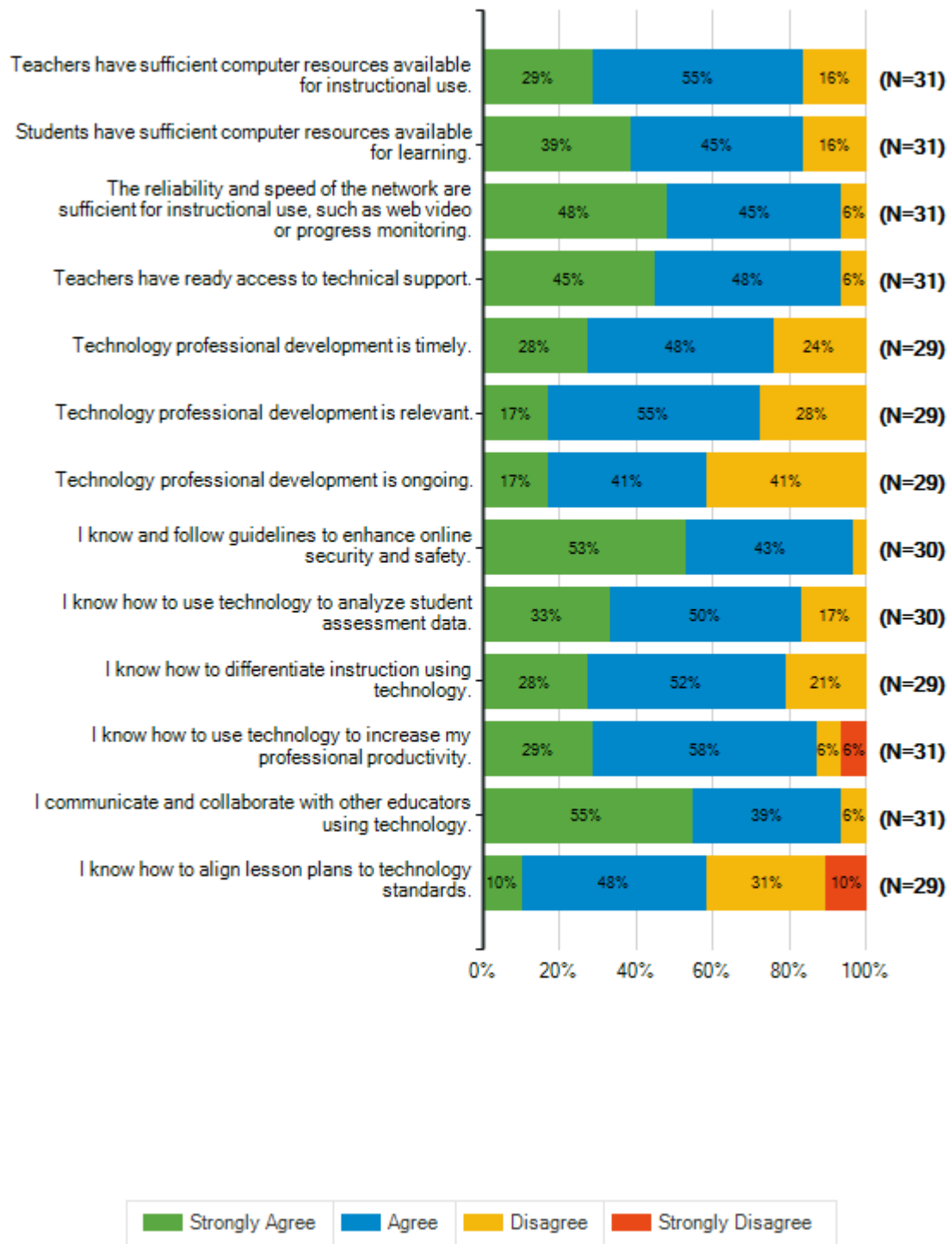
| Additional Educational Programs | | | | | | |
|---|--|-----------------------|---------------------------|-----------------------------|-------------------------|------------------------|
| Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations) | | | | | | |
| | | Very Important | Somewhat Important | Somewhat Unimportant | Very Unimportant | Total Responses |
| (a) | Classroom Learning Systems | 7 27% | 10 38% | 4 15% | 5 19% | 26 |
| (b) | Formative Assessment | 16 55% | 10 34% | 3 10% | 0 0% | 29 |
| (c) | Positive Behavior and Intervention Supports (PBIS) | 12 50% | 9 38% | 3 13% | 0 0% | 24 |
| (d) | Character Education | 16 57% | 10 36% | 2 7% | 0 0% | 28 |
| (e) | Core Academic Standards | 13 45% | 14 48% | 2 7% | 0 0% | 29 |
| (f) | Professional Learning Communities (PLC) | 15 52% | 8 28% | 5 17% | 1 3% | 29 |
| (g) | Data Teams | 9 32% | 6 21% | 10 36% | 3 11% | 28 |
| (h) | Building Leadership/Improvement Team | 14 48% | 10 34% | 2 7% | 3 10% | 29 |
| (i) | Curriculum Revision Process | 12 46% | 10 38% | 3 12% | 1 4% | 26 |

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



| 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. | 9 29% | 17 55% | 5 16% | 0 0% | 31 |
| (b) | Students have sufficient computer resources available for learning. | 12 39% | 14 45% | 5 16% | 0 0% | 31 |
| (c) | The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring. | 15 48% | 14 45% | 2 6% | 0 0% | 31 |
| (d) | Teachers have ready access to technical support. | 14 45% | 15 48% | 2 6% | 0 0% | 31 |
| (e) | Technology professional development is timely. | 8 28% | 14 48% | 7 24% | 0 0% | 29 |
| (f) | Technology professional development is relevant. | 5 17% | 16 55% | 8 28% | 0 0% | 29 |
| (g) | Technology professional development is ongoing. | 5 17% | 12 41% | 12 41% | 0 0% | 29 |
| (h) | I know and follow guidelines to enhance online security and safety. | 16 53% | 13 43% | 1 3% | 0 0% | 30 |
| (i) | I know how to use technology to analyze student assessment data. | 10 33% | 15 50% | 5 17% | 0 0% | 30 |
| (j) | I know how to differentiate instruction using technology. | 8 28% | 15 52% | 6 21% | 0 0% | 29 |
| (k) | I know how to use technology to increase my professional productivity. | 9 29% | 18 58% | 2 6% | 2 6% | 31 |
| (l) | I communicate and collaborate with other educators using technology. | 17 55% | 12 39% | 2 6% | 0 0% | 31 |
| (m) | I know how to align lesson plans to technology standards. | 3 10% | 14 48% | 9 31% | 3 10% | 29 |

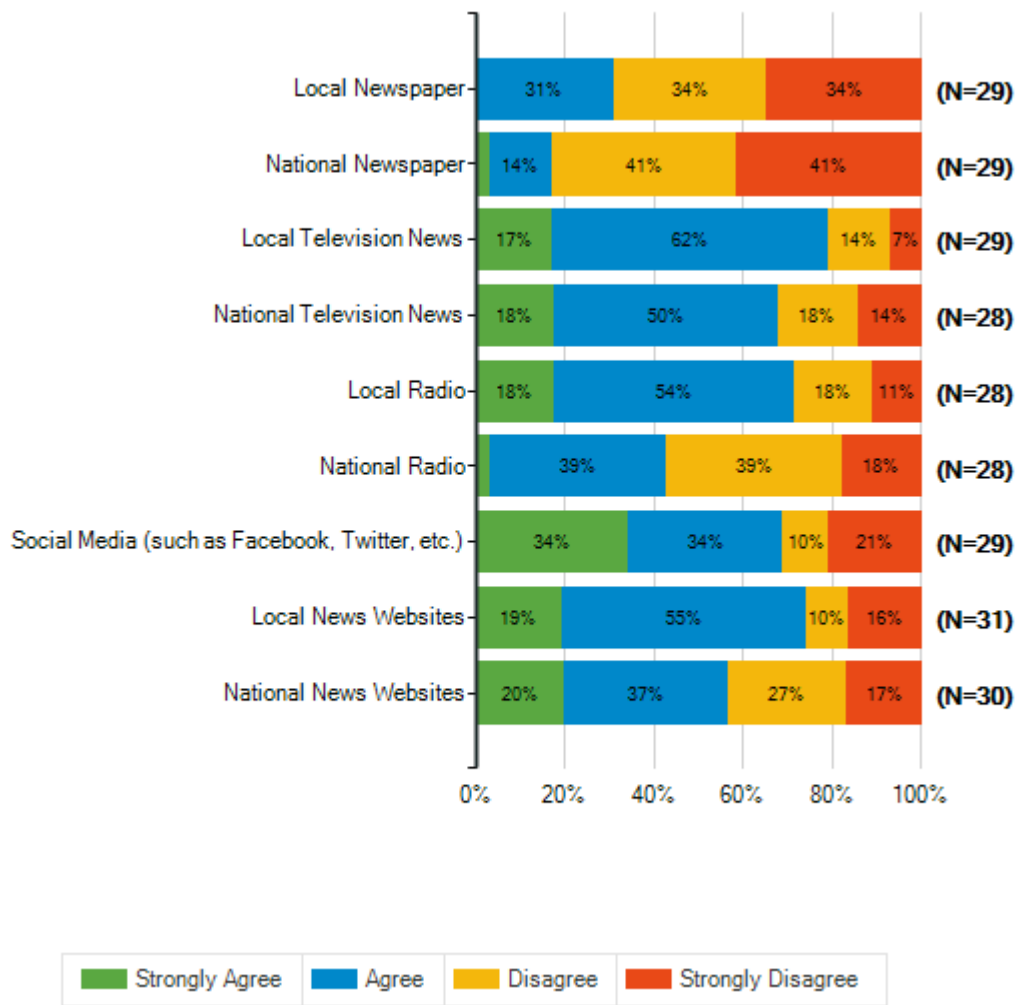
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Q17. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.

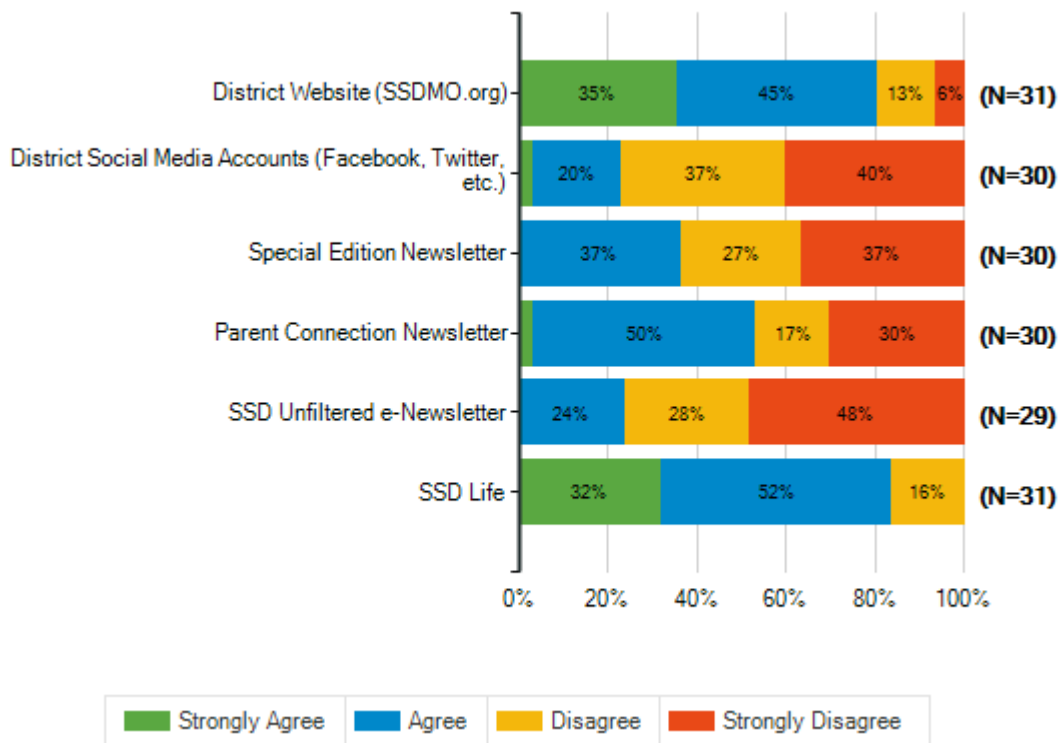
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | Local Newspaper | 0 0% | 9 31% | 10 34% | 10 34% | 29 |
| (b) | National Newspaper | 1 3% | 4 14% | 12 41% | 12 41% | 29 |
| (c) | Local Television News | 5 17% | 18 62% | 4 14% | 2 7% | 29 |
| (d) | National Television News | 5 18% | 14 50% | 5 18% | 4 14% | 28 |
| (e) | Local Radio | 5 18% | 15 54% | 5 18% | 3 11% | 28 |
| (f) | National Radio | 1 4% | 11 39% | 11 39% | 5 18% | 28 |
| (g) | Social Media (such as Facebook, Twitter, etc.) | 10 34% | 10 34% | 3 10% | 6 21% | 29 |
| (h) | Local News Websites | 6 19% | 17 55% | 3 10% | 5 16% | 31 |
| (i) | National News Websites | 6 20% | 11 37% | 8 27% | 5 17% | 30 |

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



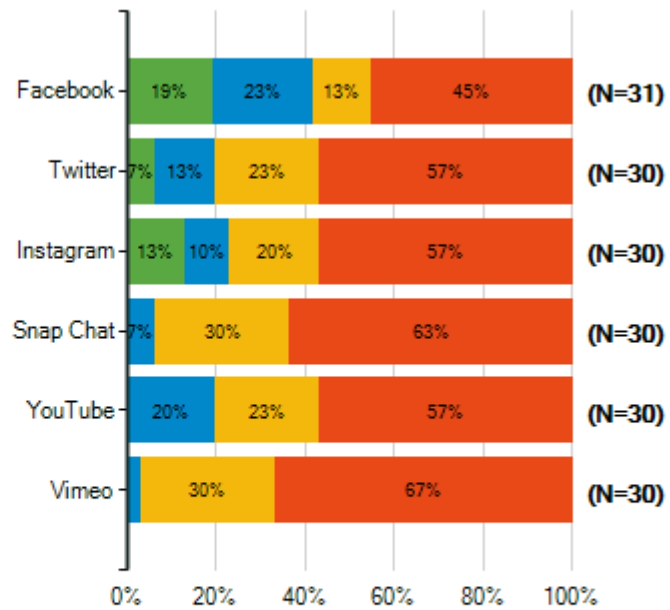
Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|--|----------------|-----------|-----------|-------------------|-----------------|
| (a) District Website (SSDMO.org) | 11 35% | 14 45% | 4 13% | 2 6% | 31 |
| (b) District Social Media Accounts (Facebook, Twitter, etc.) | 1 3% | 6 20% | 11 37% | 12 40% | 30 |
| (c) Special Edition Newsletter | 0 0% | 11 37% | 8 27% | 11 37% | 30 |
| (d) Parent Connection Newsletter | 1 3% | 15 50% | 5 17% | 9 30% | 30 |
| (e) SSD Unfiltered e-Newsletter | 0 0% | 7 24% | 8 28% | 14 48% | 29 |
| (f) SSD Life | 10 32% | 16 52% | 5 16% | 0 0% | 31 |



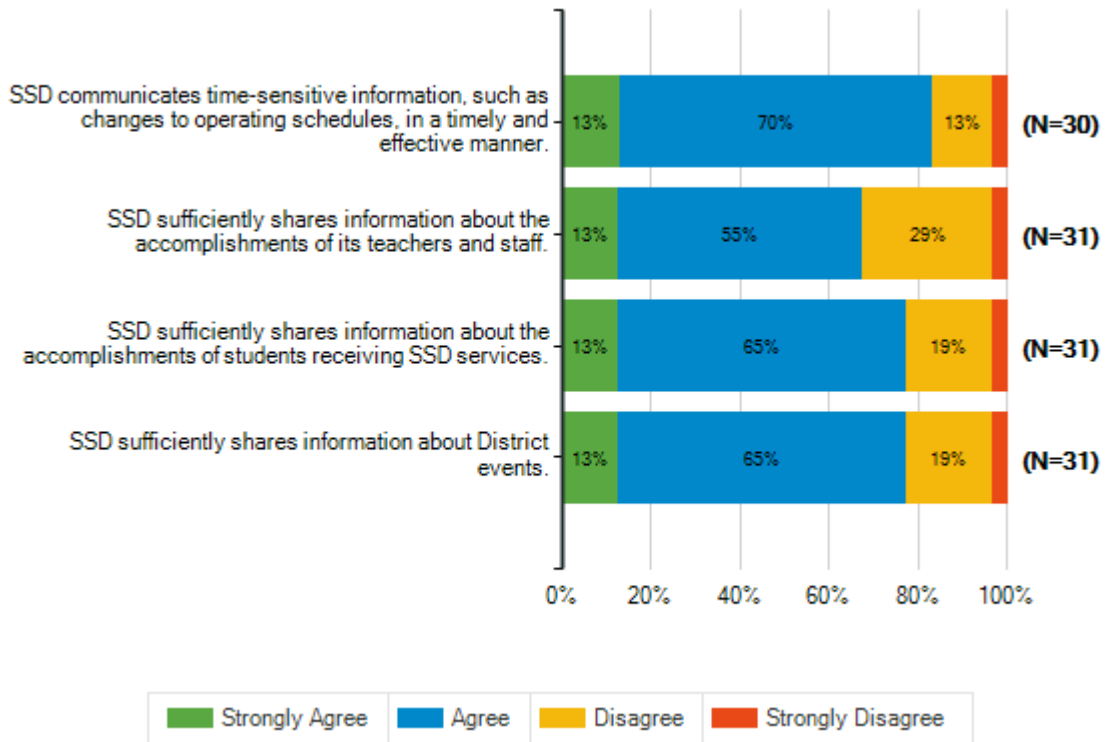
Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---------------|----------------|----------|----------|-------------------|-----------------|
| (a) Facebook | 6 19% | 7 23% | 4 13% | 14 45% | 31 |
| (b) Twitter | 2 7% | 4 13% | 7 23% | 17 57% | 30 |
| (c) Instagram | 4 13% | 3 10% | 6 20% | 17 57% | 30 |
| (d) Snap Chat | 0 0% | 2 7% | 9 30% | 19 63% | 30 |
| (e) YouTube | 0 0% | 6 20% | 7 23% | 17 57% | 30 |
| (f) Vimeo | 0 0% | 1 3% | 9 30% | 20 67% | 30 |



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. | 4 13% | 21 70% | 4 13% | 1 3% | 30 |
| (b) | SSD sufficiently shares information about the accomplishments of its teachers and staff. | 4 13% | 17 55% | 9 29% | 1 3% | 31 |
| (c) | SSD sufficiently shares information about the accomplishments of students receiving SSD services. | 4 13% | 20 65% | 6 19% | 1 3% | 31 |
| (d) | SSD sufficiently shares information about District events. | 4 13% | 20 65% | 6 19% | 1 3% | 31 |



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. | 3 10% | 20 65% | 7 23% | 1 3% | 31 |

