

# 2018-19 Climate Survey

## SSD Teachers – Partner Districts

### Survey Results

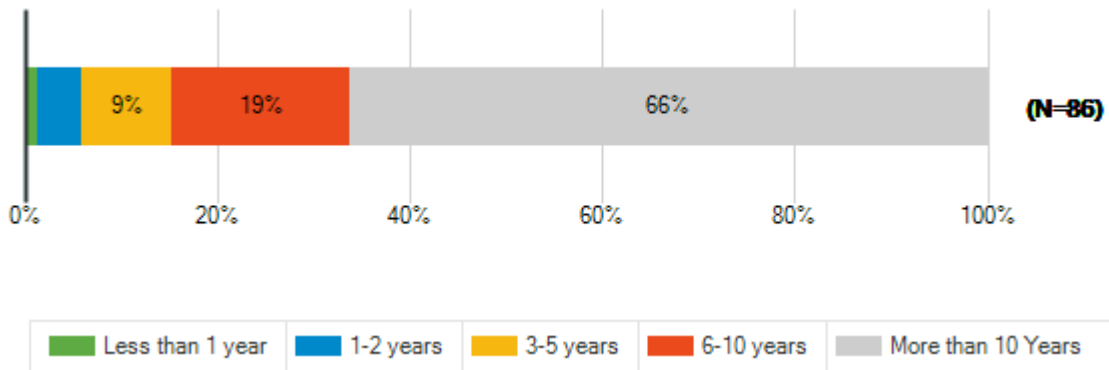
#### **Mehlville School District**

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

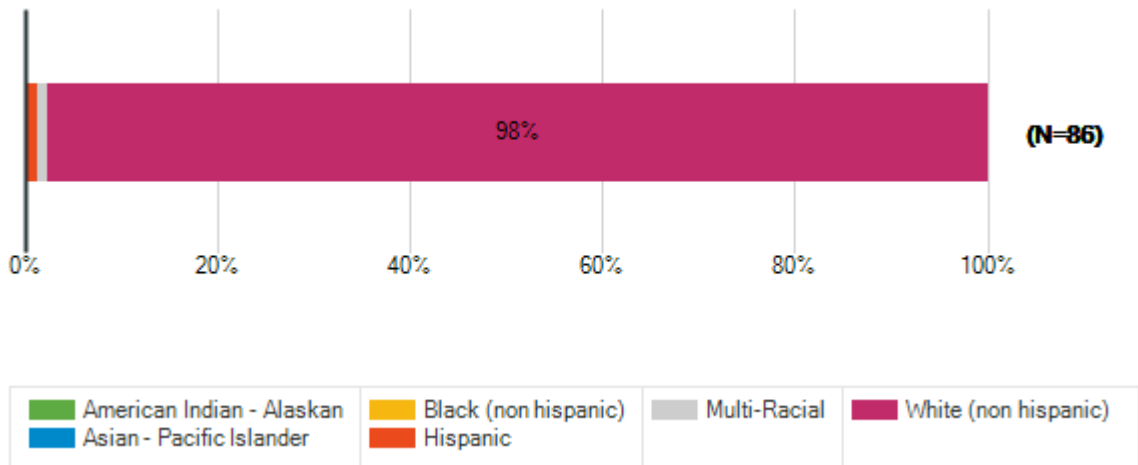


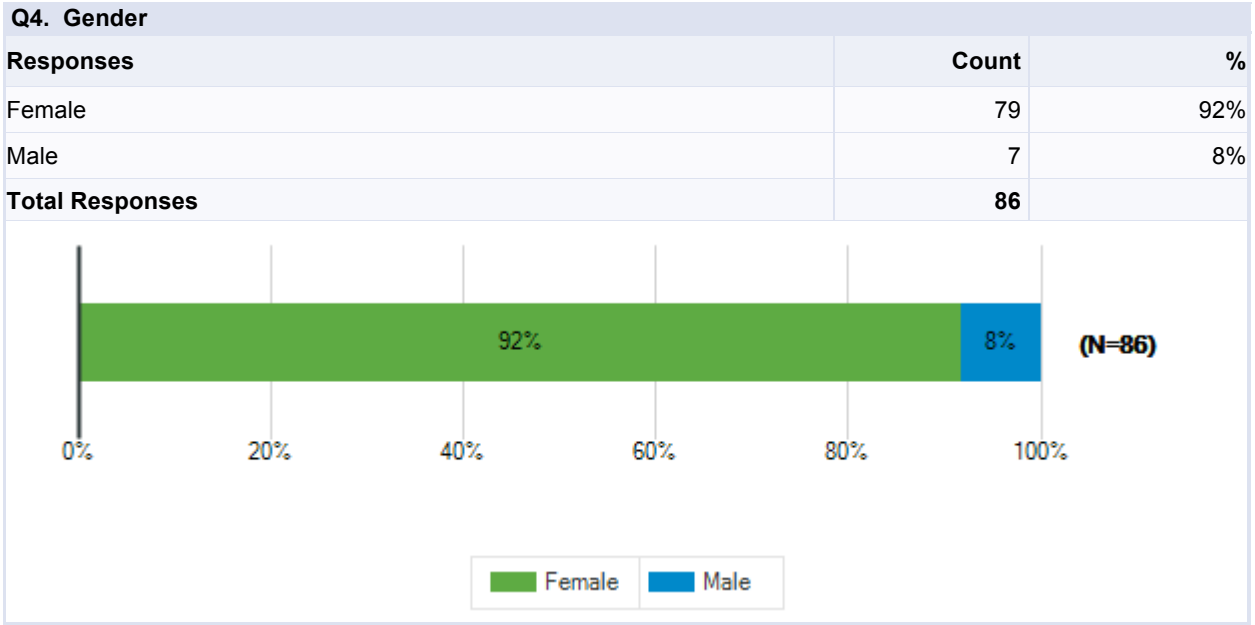
**Q1. Years of Service**

Responses	Count	%
Less than 1 year	1	1%
1-2 years	4	5%
3-5 years	8	9%
6-10 years	16	19%
More than 10 Years	57	66%
<b>Total Responses</b>	<b>86</b>	



<b>Q3. Race/Ethnicity</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
American Indian - Alaskan	0	0%
Asian - Pacific Islander	0	0%
Black (non hispanic)	0	0%
Hispanic	1	1%
Multi-Racial	1	1%
White (non hispanic)	84	98%
<b>Total Responses</b>	<b>86</b>	

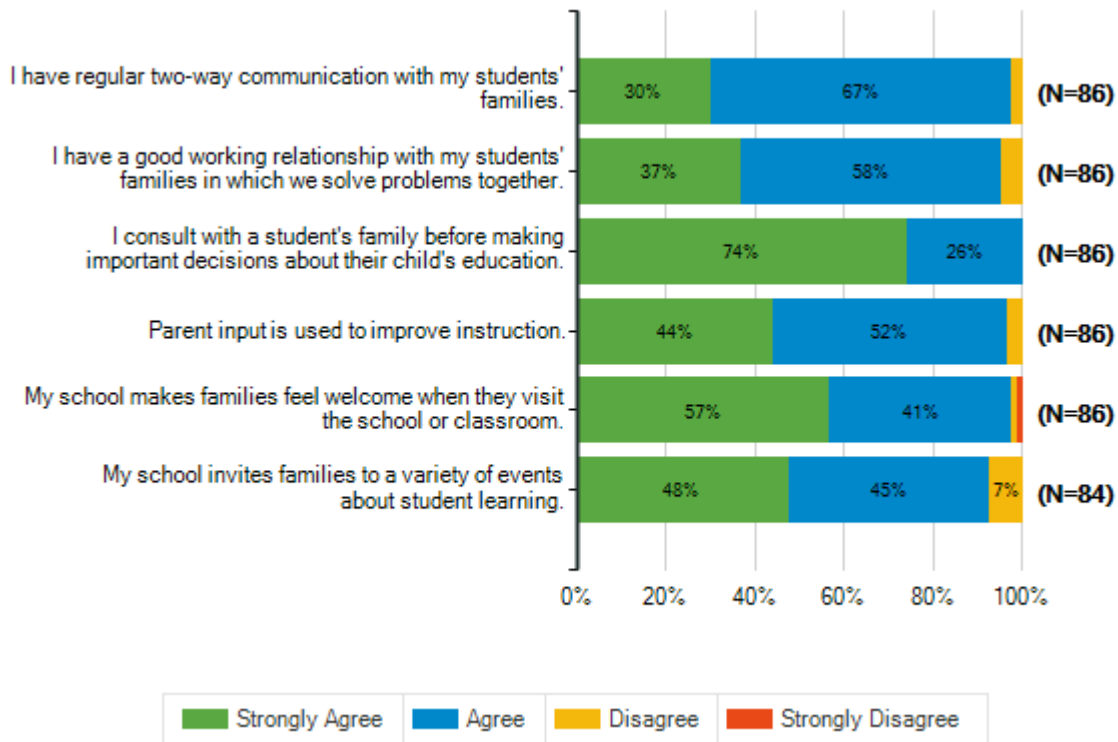




**Parent and Family Engagement**

**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.	26 30%	58 67%	2 2%	0 0%	86
(b)	I have a good working relationship with my students' families in which we solve problems together.	32 37%	50 58%	4 5%	0 0%	86
(c)	I consult with a student's family before making important decisions about their child's education.	64 74%	22 26%	0 0%	0 0%	86
(d)	Parent input is used to improve instruction.	38 44%	45 52%	3 3%	0 0%	86
(e)	My school makes families feel welcome when they visit the school or classroom.	49 57%	35 41%	1 1%	1 1%	86
(f)	My school invites families to a variety of events about student learning.	40 48%	38 45%	6 7%	0 0%	84

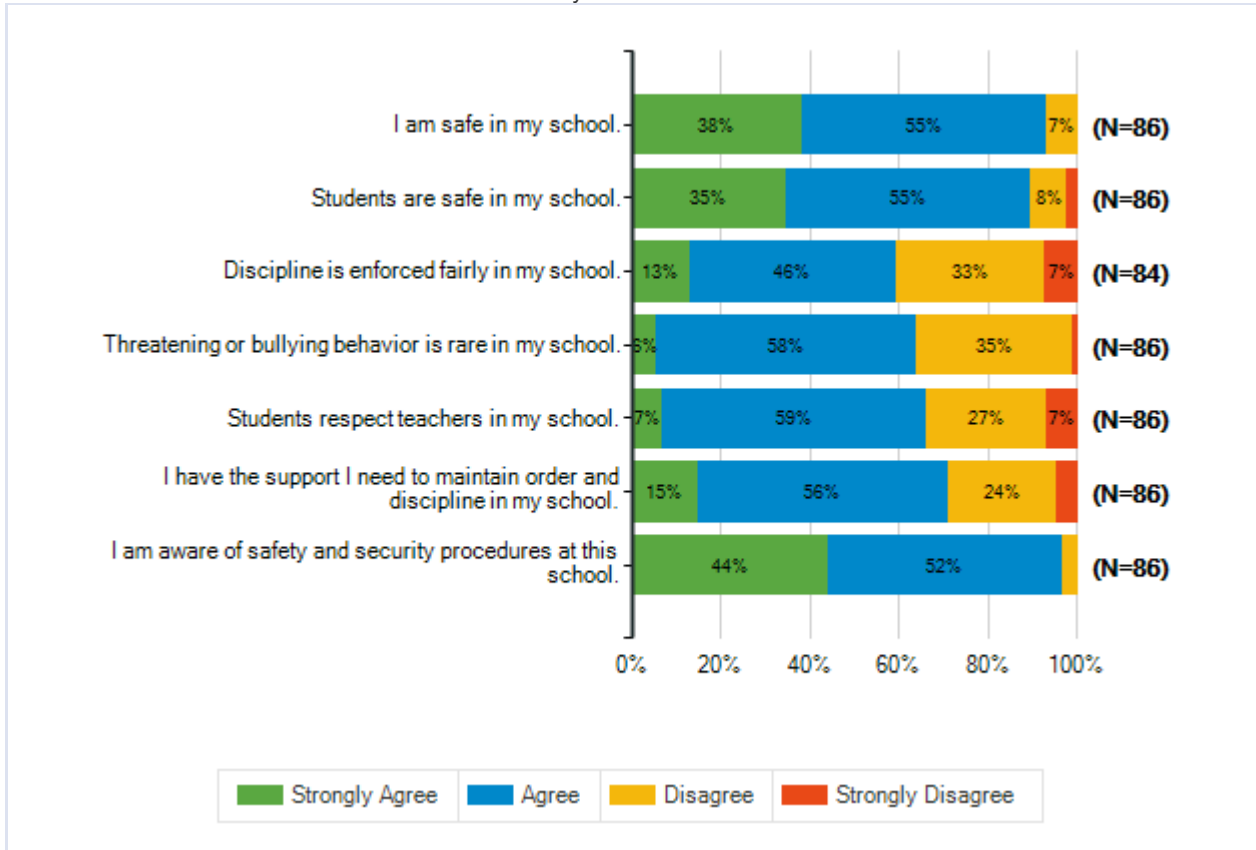


**Safety and Behavior**

**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) I am safe in my school.	33 38%	47 55%	6 7%	0 0%	86
(b) Students are safe in my school.	30 35%	47 55%	7 8%	2 2%	86
(c) Discipline is enforced fairly in my school.	11 13%	39 46%	28 33%	6 7%	84
(d) Threatening or bullying behavior is rare in my school.	5 6%	50 58%	30 35%	1 1%	86
(e) Students respect teachers in my school.	6 7%	51 59%	23 27%	6 7%	86
(f) I have the support I need to maintain order and discipline in my school.	13 15%	48 56%	21 24%	4 5%	86
(g) I am aware of safety and security procedures at this school.	38 44%	45 52%	3 3%	0 0%	86

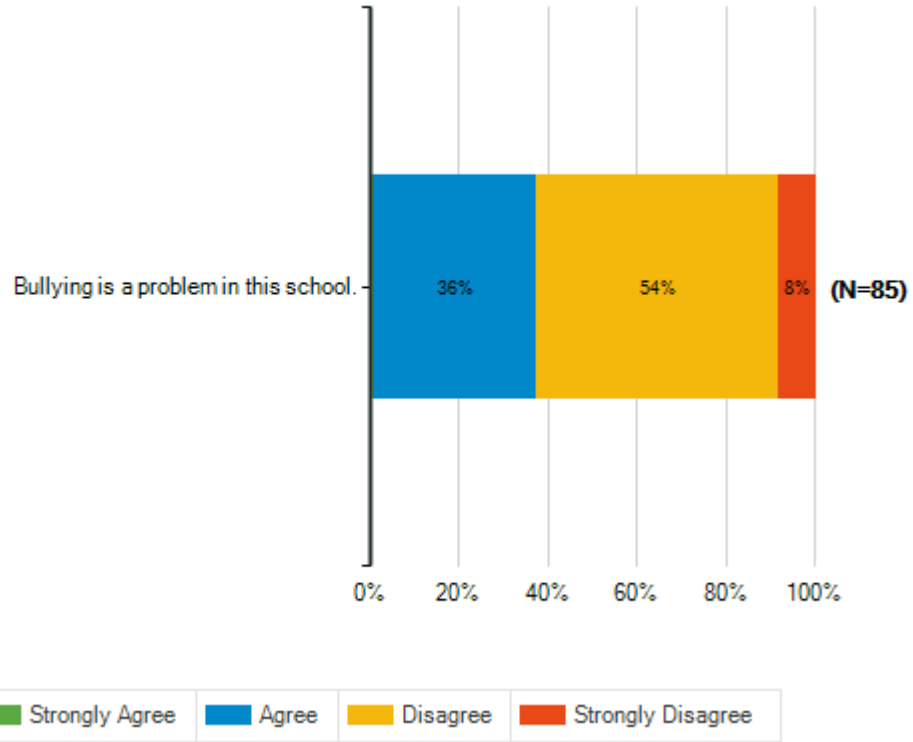
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**Safety and Behavior**

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

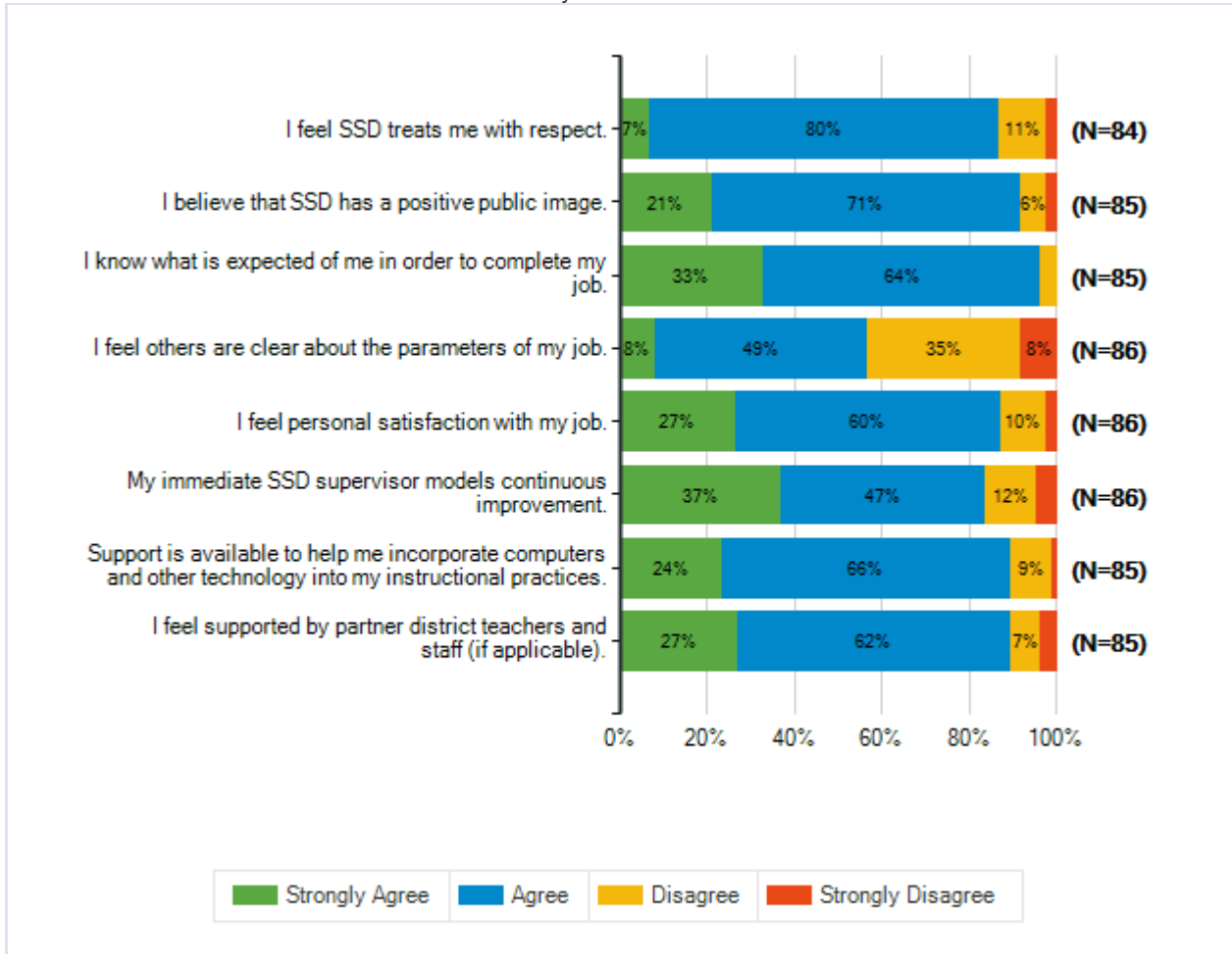
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) Bullying is a problem in this school.	1 1%	31 36%	46 54%	7 8%	85





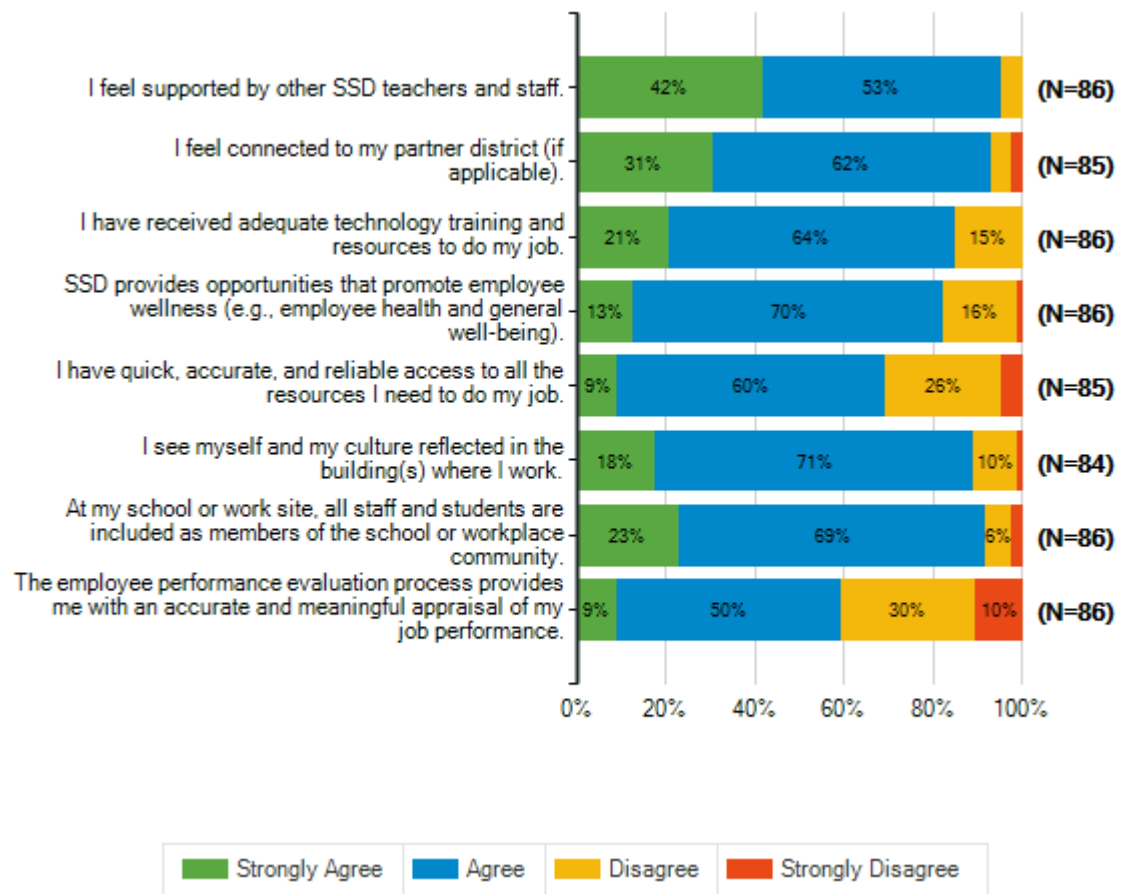
<b>Job Satisfaction</b>						
<b>Q8. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel SSD treats me with respect.	6 7%	67 80%	9 11%	2 2%	84
(b)	I believe that SSD has a positive public image.	18 21%	60 71%	5 6%	2 2%	85
(c)	I know what is expected of me in order to complete my job.	28 33%	54 64%	3 4%	0 0%	85
(d)	I feel others are clear about the parameters of my job.	7 8%	42 49%	30 35%	7 8%	86
(e)	I feel personal satisfaction with my job.	23 27%	52 60%	9 10%	2 2%	86
(f)	My immediate SSD supervisor models continuous improvement.	32 37%	40 47%	10 12%	4 5%	86
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	20 24%	56 66%	8 9%	1 1%	85
(h)	I feel supported by partner district teachers and staff (if applicable).	23 27%	53 62%	6 7%	3 4%	85

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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.	36 42%	46 53%	4 5%	0 0%	86
(b)	I feel connected to my partner district (if applicable).	26 31%	53 62%	4 5%	2 2%	85
(c)	I have received adequate technology training and resources to do my job.	18 21%	55 64%	13 15%	0 0%	86
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	11 13%	60 70%	14 16%	1 1%	86
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	8 9%	51 60%	22 26%	4 5%	85
(f)	I see myself and my culture reflected in the building(s) where I work.	15 18%	60 71%	8 10%	1 1%	84
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	20 23%	59 69%	5 6%	2 2%	86
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	8 9%	43 50%	26 30%	9 10%	86

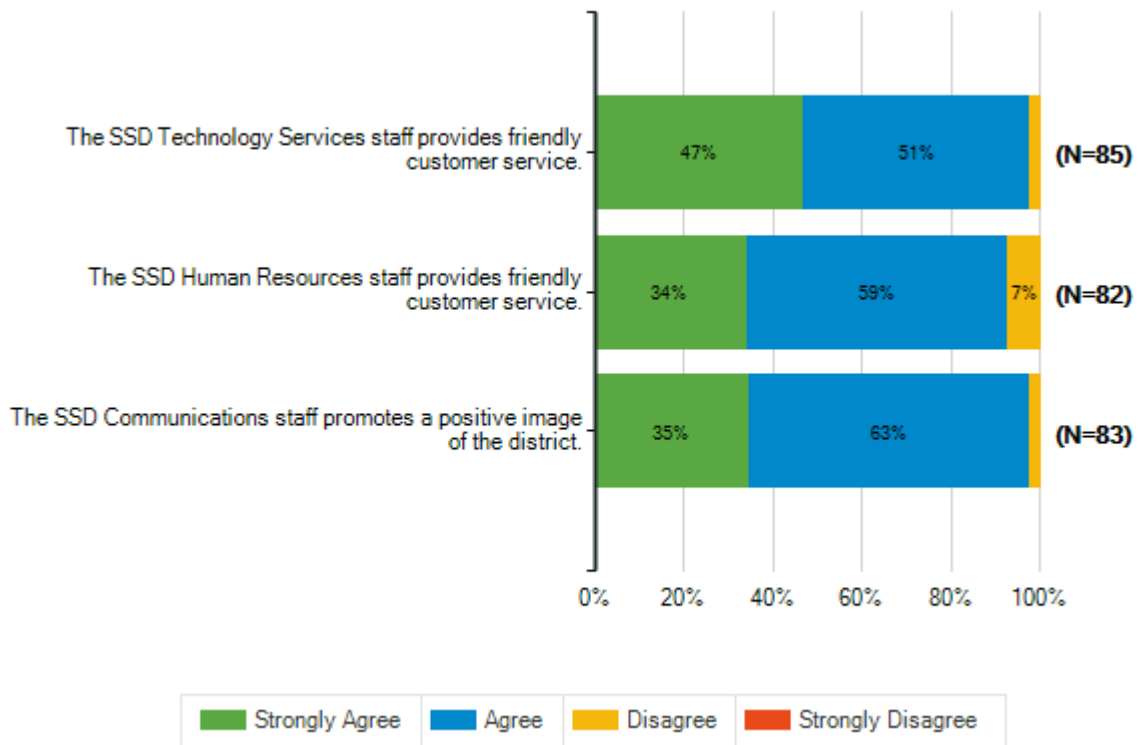
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**Satisfaction With SSD Support Departments**

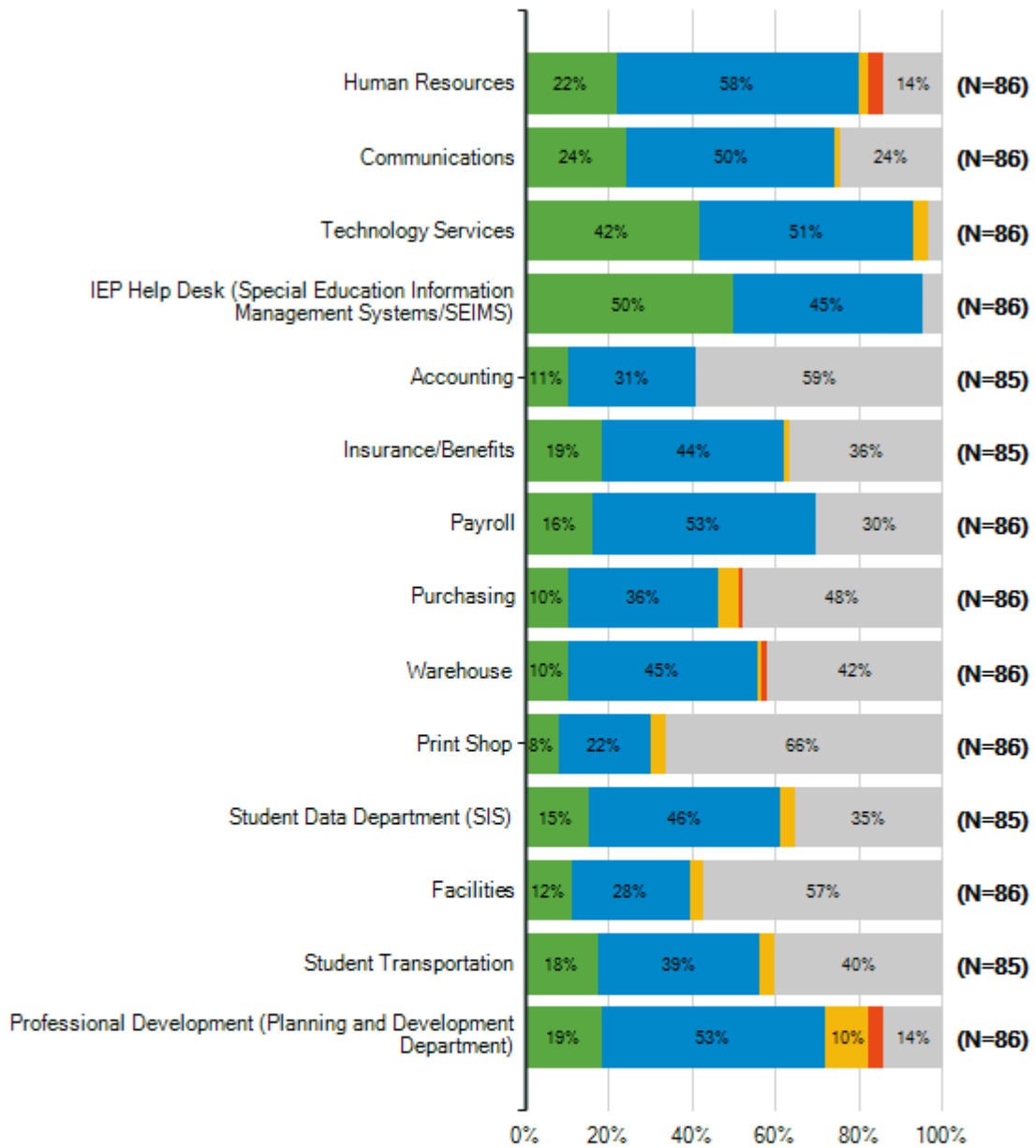
**Q10. How strongly do you agree or disagree with the following statements?**

		<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.	40 47%	43 51%	2 2%	0 0%	85
(b)	The SSD Human Resources staff provides friendly customer service.	28 34%	48 59%	6 7%	0 0%	82
(c)	The SSD Communications staff promotes a positive image of the district.	29 35%	52 63%	2 2%	0 0%	83



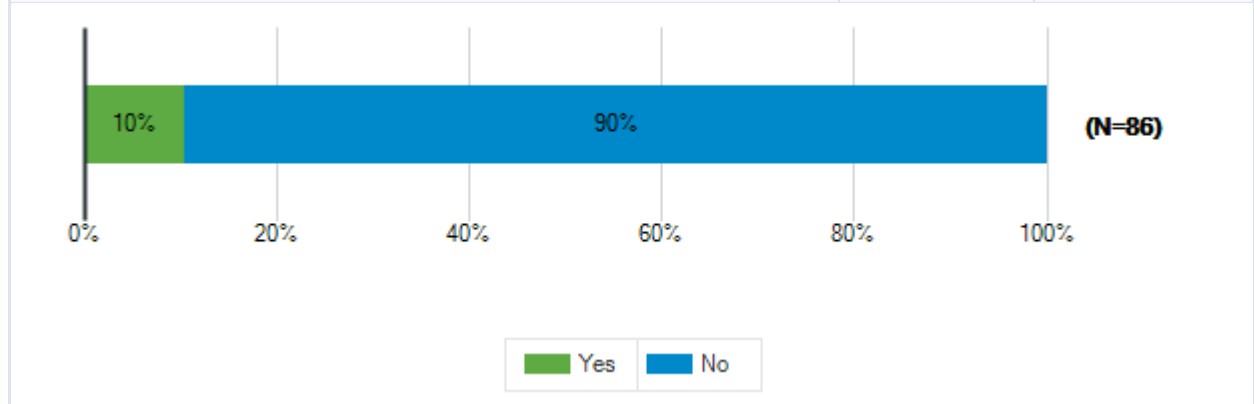
<b>Q11. I am satisfied with the service provided by the following SSD departments</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>I Don't Know</b>	<b>Total Responses</b>
(a)	Human Resources	19 22%	50 58%	2 2%	3 3%	12 14%	86
(b)	Communications	21 24%	43 50%	1 1%	0 0%	21 24%	86
(c)	Technology Services	36 42%	44 51%	3 3%	0 0%	3 3%	86
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	43 50%	39 45%	0 0%	0 0%	4 5%	86
(e)	Accounting	9 11%	26 31%	0 0%	0 0%	50 59%	85
(f)	Insurance/Benefits	16 19%	37 44%	1 1%	0 0%	31 36%	85
(g)	Payroll	14 16%	46 53%	0 0%	0 0%	26 30%	86
(h)	Purchasing	9 10%	31 36%	4 5%	1 1%	41 48%	86
(i)	Warehouse	9 10%	39 45%	1 1%	1 1%	36 42%	86
(j)	Print Shop	7 8%	19 22%	3 3%	0 0%	57 66%	86
(k)	Student Data Department (SIS)	13 15%	39 46%	3 4%	0 0%	30 35%	85
(l)	Facilities	10 12%	24 28%	3 3%	0 0%	49 57%	86
(m)	Student Transportation	15 18%	33 39%	3 4%	0 0%	34 40%	85
(n)	Professional Development (Planning and Development Department)	16 19%	46 53%	9 10%	3 3%	12 14%	86

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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	10%
No	77	90%
<b>Total Responses</b>	<b>86</b>	

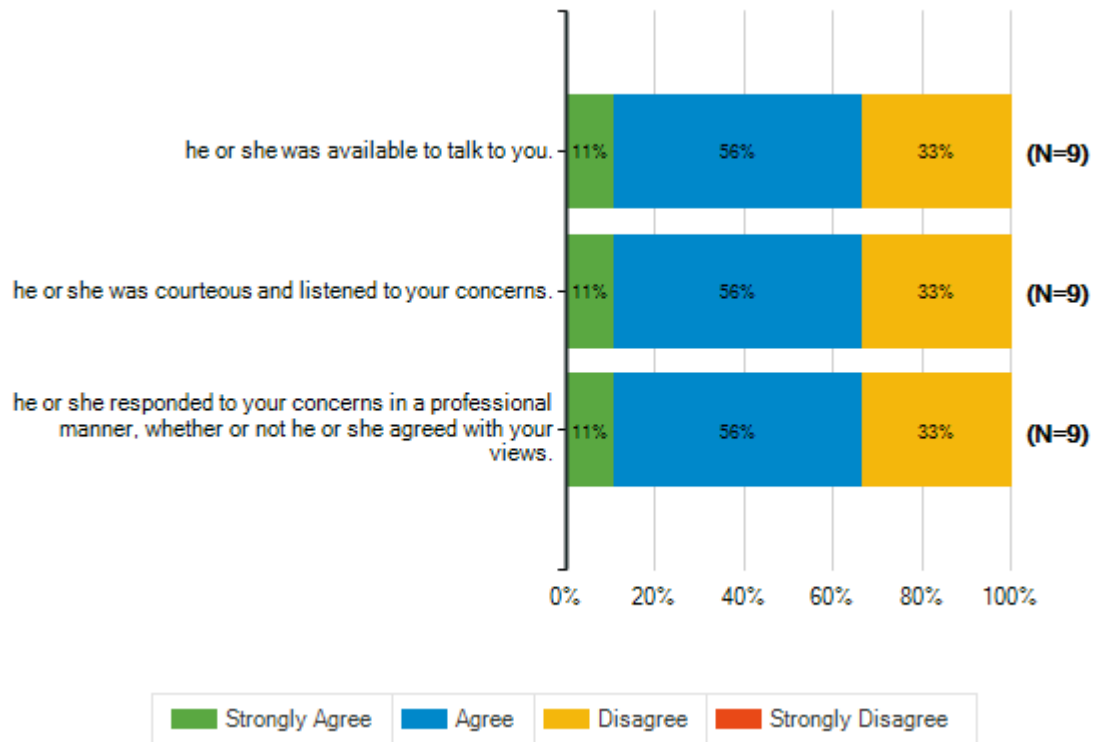




**How strongly do you agree or disagree with the following statements?**

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

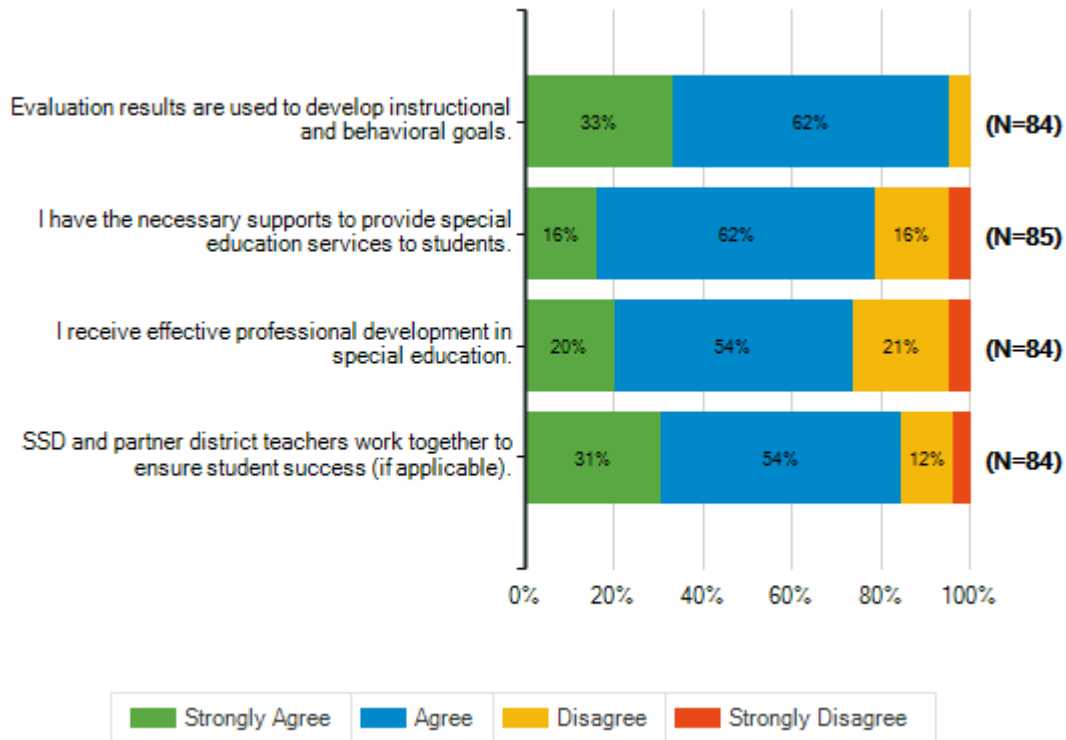
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	1 11%	5 56%	3 33%	0 0%	9
(b) he or she was courteous and listened to your concerns.	1 11%	5 56%	3 33%	0 0%	9
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	1 11%	5 56%	3 33%	0 0%	9



**Special Education Services**

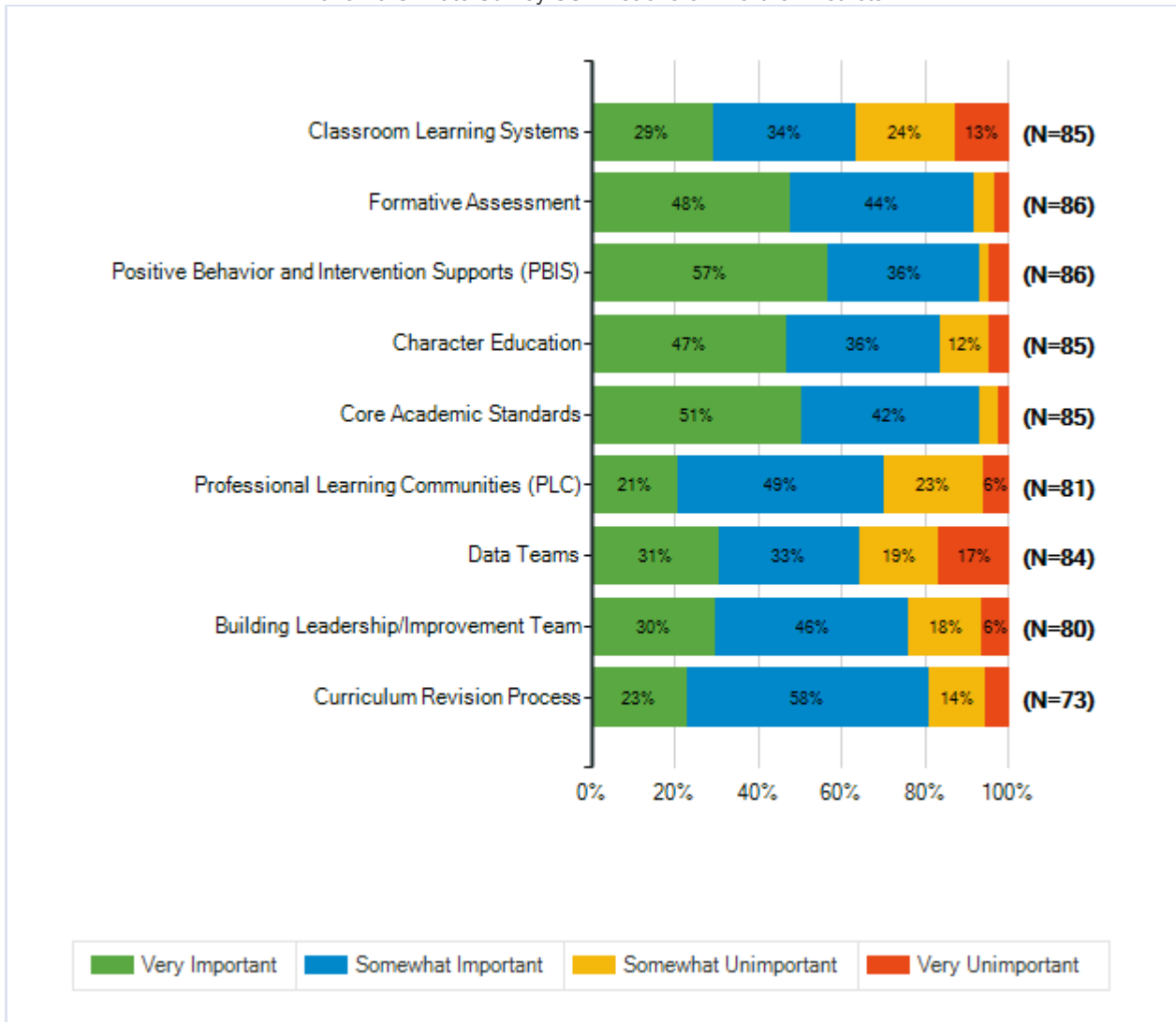
**Q14. How strongly do you agree or disagree with the following statements?**

		<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.	28 33%	52 62%	4 5%	0 0%	84
(b)	I have the necessary supports to provide special education services to students.	14 16%	53 62%	14 16%	4 5%	85
(c)	I receive effective professional development in special education.	17 20%	45 54%	18 21%	4 5%	84
(d)	SSD and partner district teachers work together to ensure student success (if applicable).	26 31%	45 54%	10 12%	3 4%	84



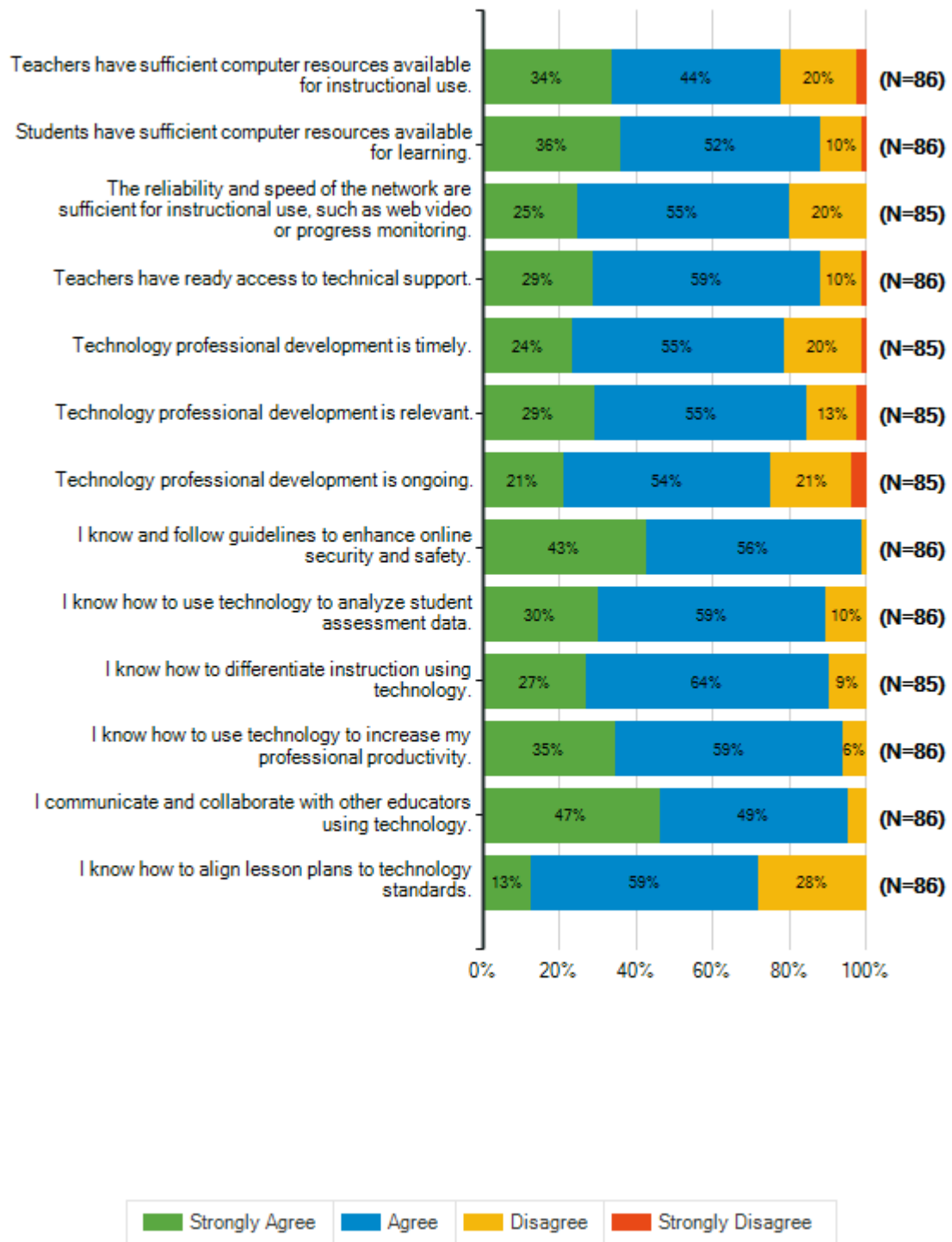
<b>Additional Educational Programs</b>						
<b>Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations)</b>						
		<b>Very Important</b>	<b>Somewhat Important</b>	<b>Somewhat Unimportant</b>	<b>Very Unimportant</b>	<b>Total Responses</b>
(a)	Classroom Learning Systems	25 29%	29 34%	20 24%	11 13%	85
(b)	Formative Assessment	41 48%	38 44%	4 5%	3 3%	86
(c)	Positive Behavior and Intervention Supports (PBIS)	49 57%	31 36%	2 2%	4 5%	86
(d)	Character Education	40 47%	31 36%	10 12%	4 5%	85
(e)	Core Academic Standards	43 51%	36 42%	4 5%	2 2%	85
(f)	Professional Learning Communities (PLC)	17 21%	40 49%	19 23%	5 6%	81
(g)	Data Teams	26 31%	28 33%	16 19%	14 17%	84
(h)	Building Leadership/Improvement Team	24 30%	37 46%	14 18%	5 6%	80
(i)	Curriculum Revision Process	17 23%	42 58%	10 14%	4 5%	73

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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.	29 34%	38 44%	17 20%	2 2%	86
(b)	Students have sufficient computer resources available for learning.	31 36%	45 52%	9 10%	1 1%	86
(c)	The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	21 25%	47 55%	17 20%	0 0%	85
(d)	Teachers have ready access to technical support.	25 29%	51 59%	9 10%	1 1%	86
(e)	Technology professional development is timely.	20 24%	47 55%	17 20%	1 1%	85
(f)	Technology professional development is relevant.	25 29%	47 55%	11 13%	2 2%	85
(g)	Technology professional development is ongoing.	18 21%	46 54%	18 21%	3 4%	85
(h)	I know and follow guidelines to enhance online security and safety.	37 43%	48 56%	1 1%	0 0%	86
(i)	I know how to use technology to analyze student assessment data.	26 30%	51 59%	9 10%	0 0%	86
(j)	I know how to differentiate instruction using technology.	23 27%	54 64%	8 9%	0 0%	85
(k)	I know how to use technology to increase my professional productivity.	30 35%	51 59%	5 6%	0 0%	86
(l)	I communicate and collaborate with other educators using technology.	40 47%	42 49%	4 5%	0 0%	86
(m)	I know how to align lesson plans to technology standards.	11 13%	51 59%	24 28%	0 0%	86

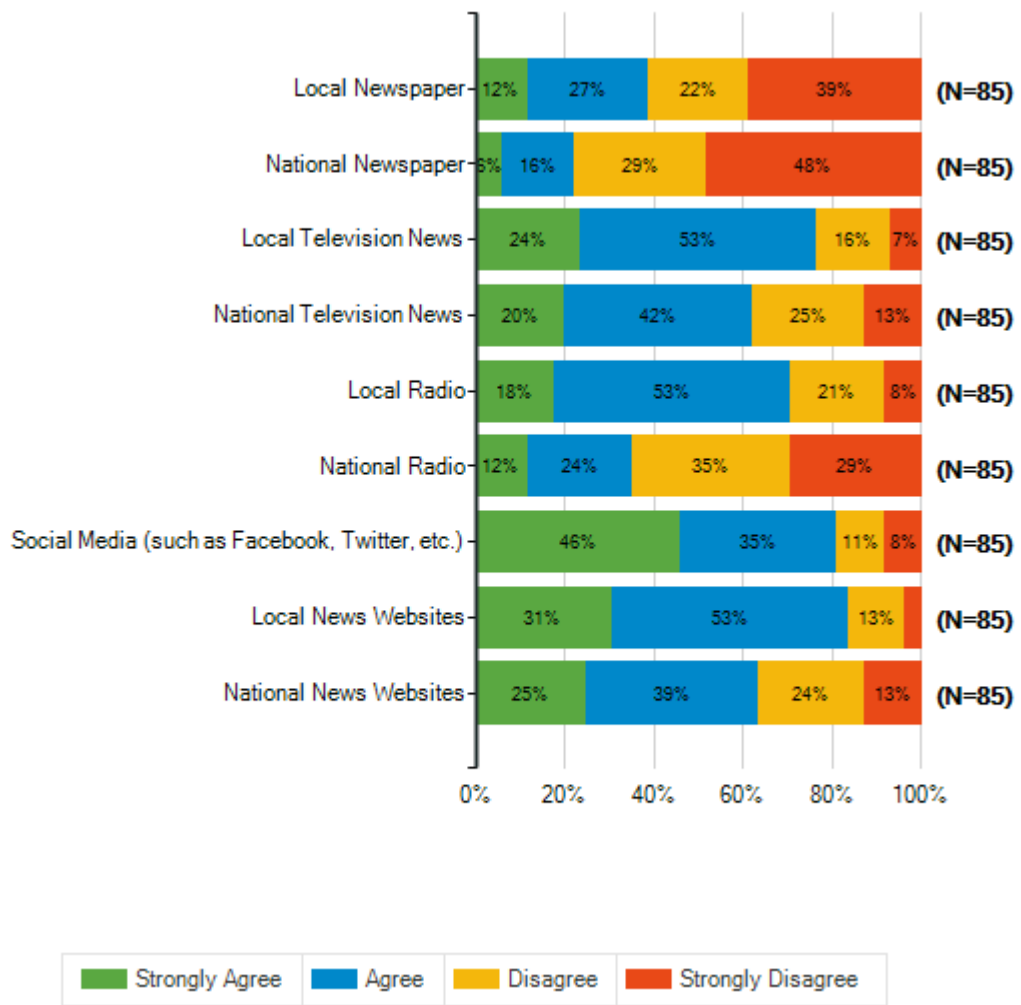
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**Q17. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Local Newspaper	10 12%	23 27%	19 22%	33 39%	85
(b)	National Newspaper	5 6%	14 16%	25 29%	41 48%	85
(c)	Local Television News	20 24%	45 53%	14 16%	6 7%	85
(d)	National Television News	17 20%	36 42%	21 25%	11 13%	85
(e)	Local Radio	15 18%	45 53%	18 21%	7 8%	85
(f)	National Radio	10 12%	20 24%	30 35%	25 29%	85
(g)	Social Media (such as Facebook, Twitter, etc.)	39 46%	30 35%	9 11%	7 8%	85
(h)	Local News Websites	26 31%	45 53%	11 13%	3 4%	85
(i)	National News Websites	21 25%	33 39%	20 24%	11 13%	85

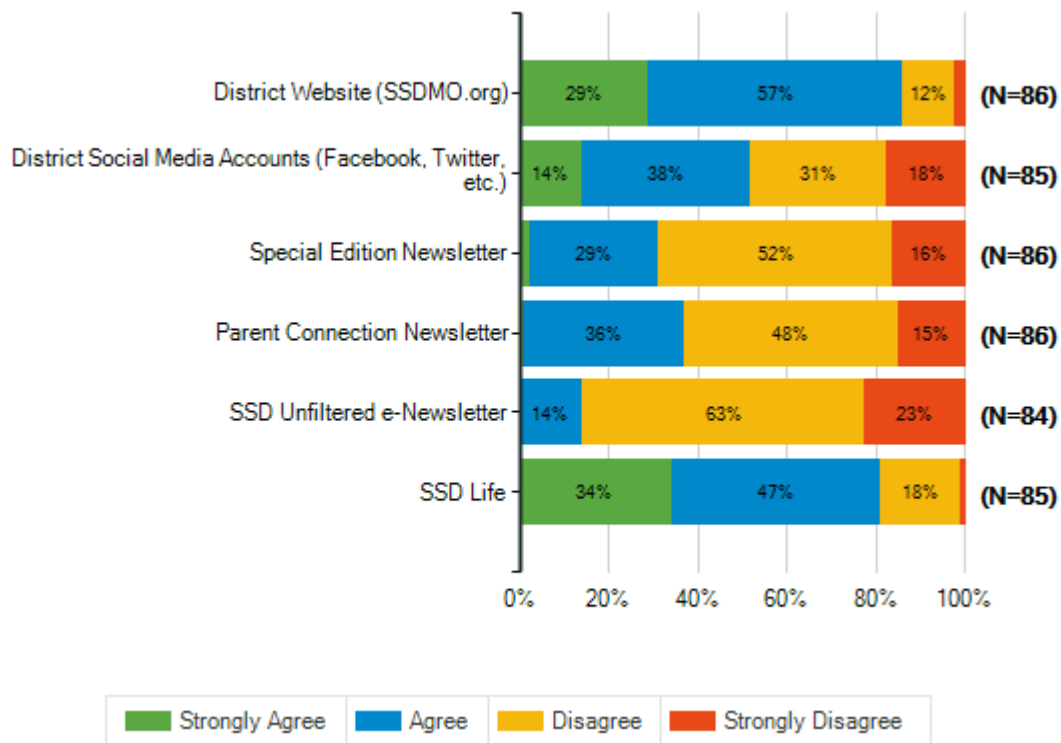
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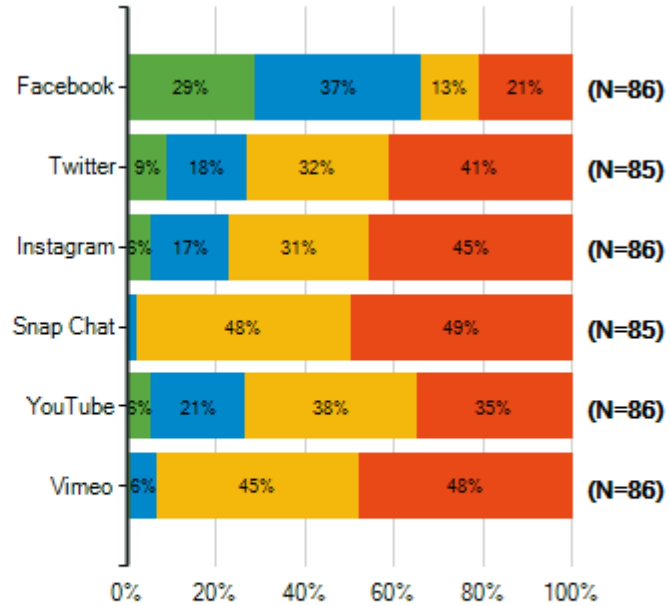
**Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	25 29%	49 57%	10 12%	2 2%	86
(b) District Social Media Accounts (Facebook, Twitter, etc.)	12 14%	32 38%	26 31%	15 18%	85
(c) Special Edition Newsletter	2 2%	25 29%	45 52%	14 16%	86
(d) Parent Connection Newsletter	1 1%	31 36%	41 48%	13 15%	86
(e) SSD Unfiltered e-Newsletter	0 0%	12 14%	53 63%	19 23%	84
(f) SSD Life	29 34%	40 47%	15 18%	1 1%	85



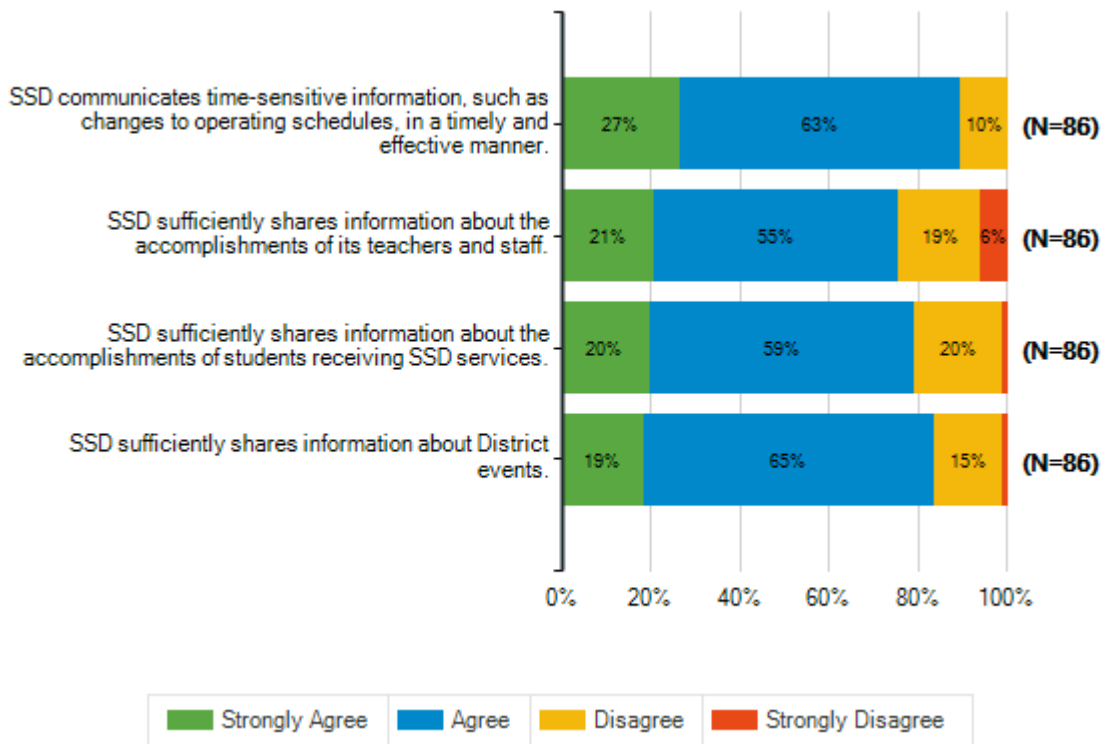
**Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	25 29%	32 37%	11 13%	18 21%	86
(b) Twitter	8 9%	15 18%	27 32%	35 41%	85
(c) Instagram	5 6%	15 17%	27 31%	39 45%	86
(d) Snap Chat	0 0%	2 2%	41 48%	42 49%	85
(e) YouTube	5 6%	18 21%	33 38%	30 35%	86
(f) Vimeo	1 1%	5 6%	39 45%	41 48%	86



**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.	23 27%	54 63%	9 10%	0 0%	86
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	18 21%	47 55%	16 19%	5 6%	86
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	17 20%	51 59%	17 20%	1 1%	86
(d)	SSD sufficiently shares information about District events.	16 19%	56 65%	13 15%	1 1%	86



**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.	10	64	11	0	85
		12%	75%	13%	0%	

