

# 2018-19 Climate Survey

## SSD Teachers – Partner Districts

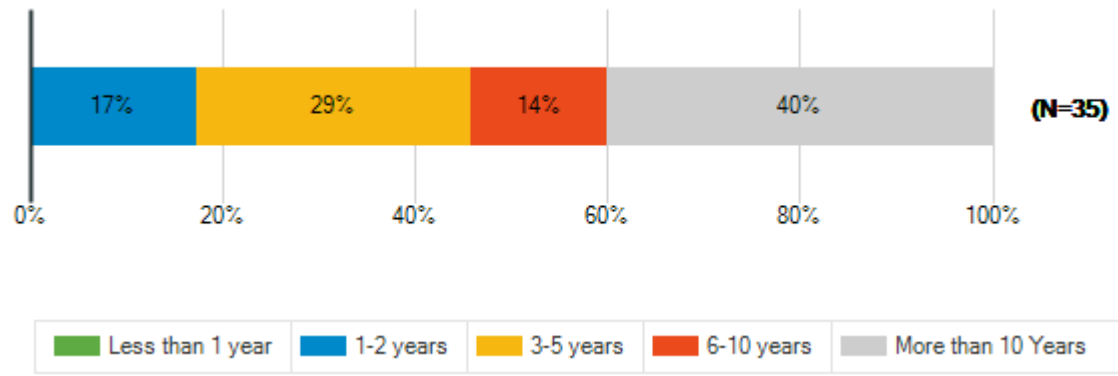
### Survey Results

#### **Normandy Schools Collaborative**

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

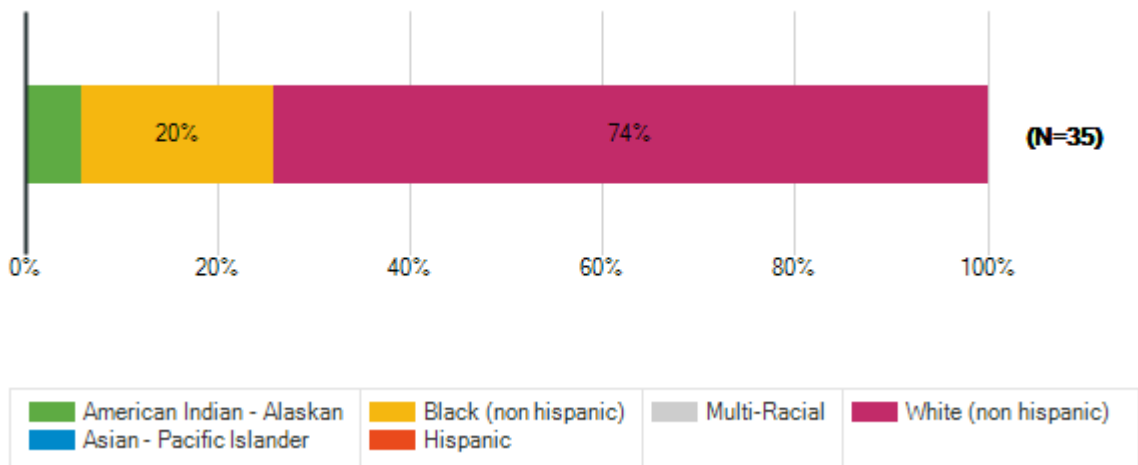


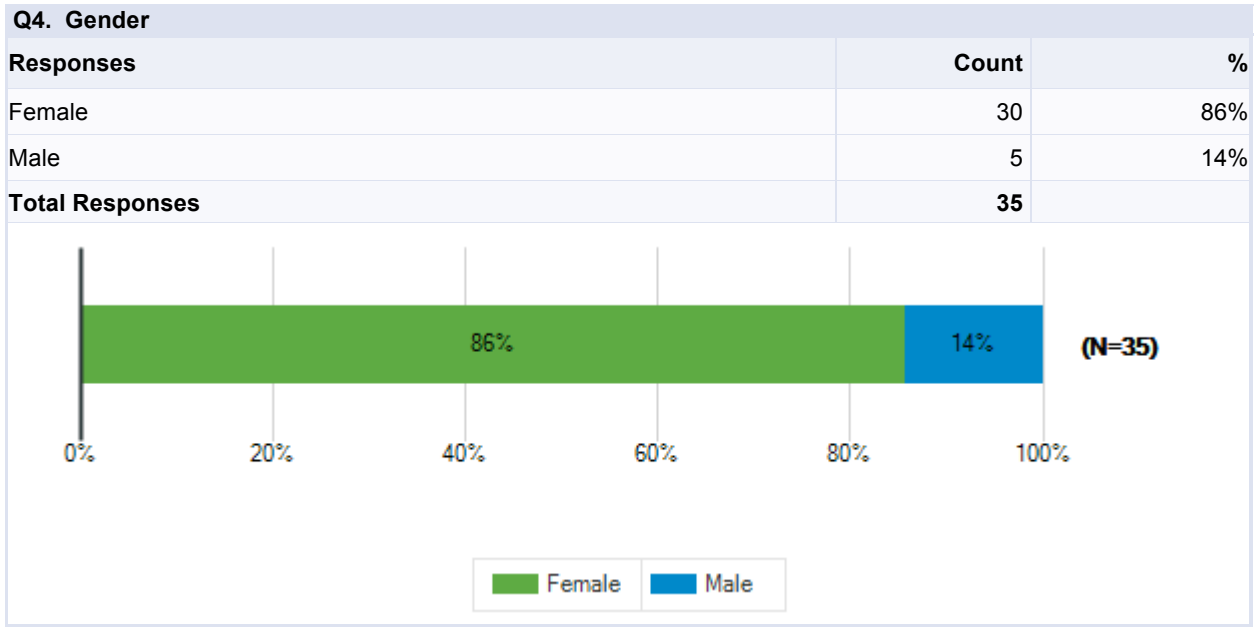
<b>Q1. Years of Service</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Less than 1 year	0	0%
1-2 years	6	17%
3-5 years	10	29%
6-10 years	5	14%
More than 10 Years	14	40%
<b>Total Responses</b>	<b>35</b>	



**Q3. Race/Ethnicity**

Responses	Count	%
American Indian - Alaskan	2	6%
Asian - Pacific Islander	0	0%
Black (non hispanic)	7	20%
Hispanic	0	0%
Multi-Racial	0	0%
White (non hispanic)	26	74%
<b>Total Responses</b>	<b>35</b>	

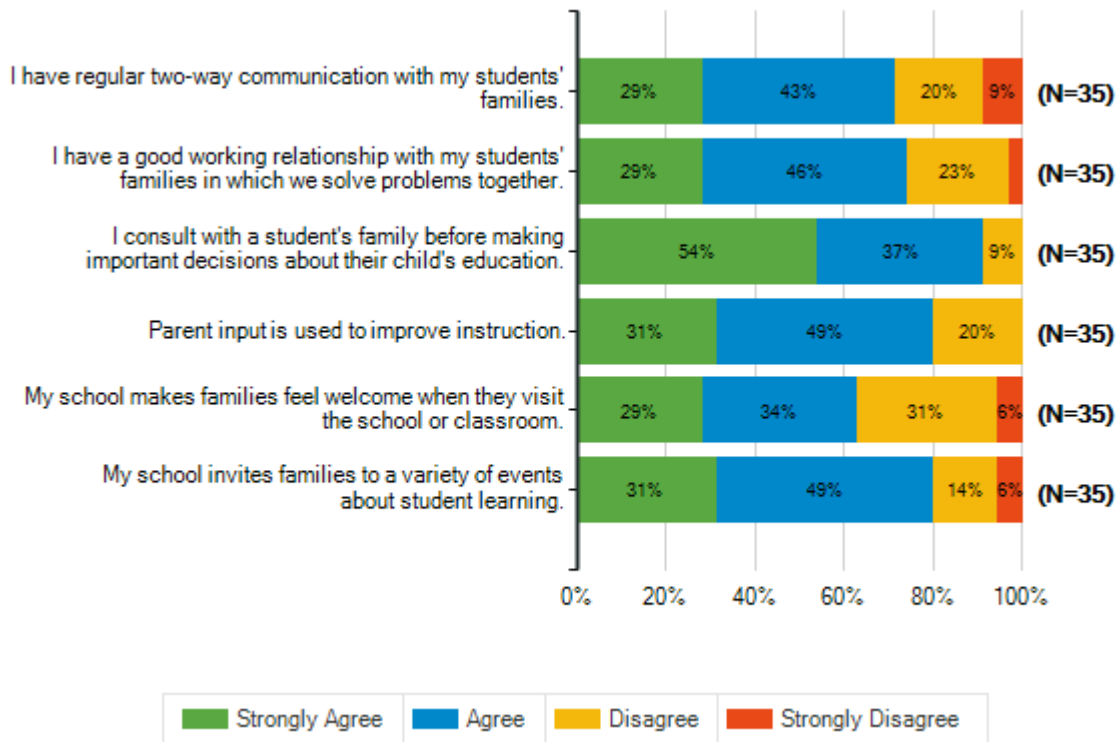




**Parent and Family Engagement**

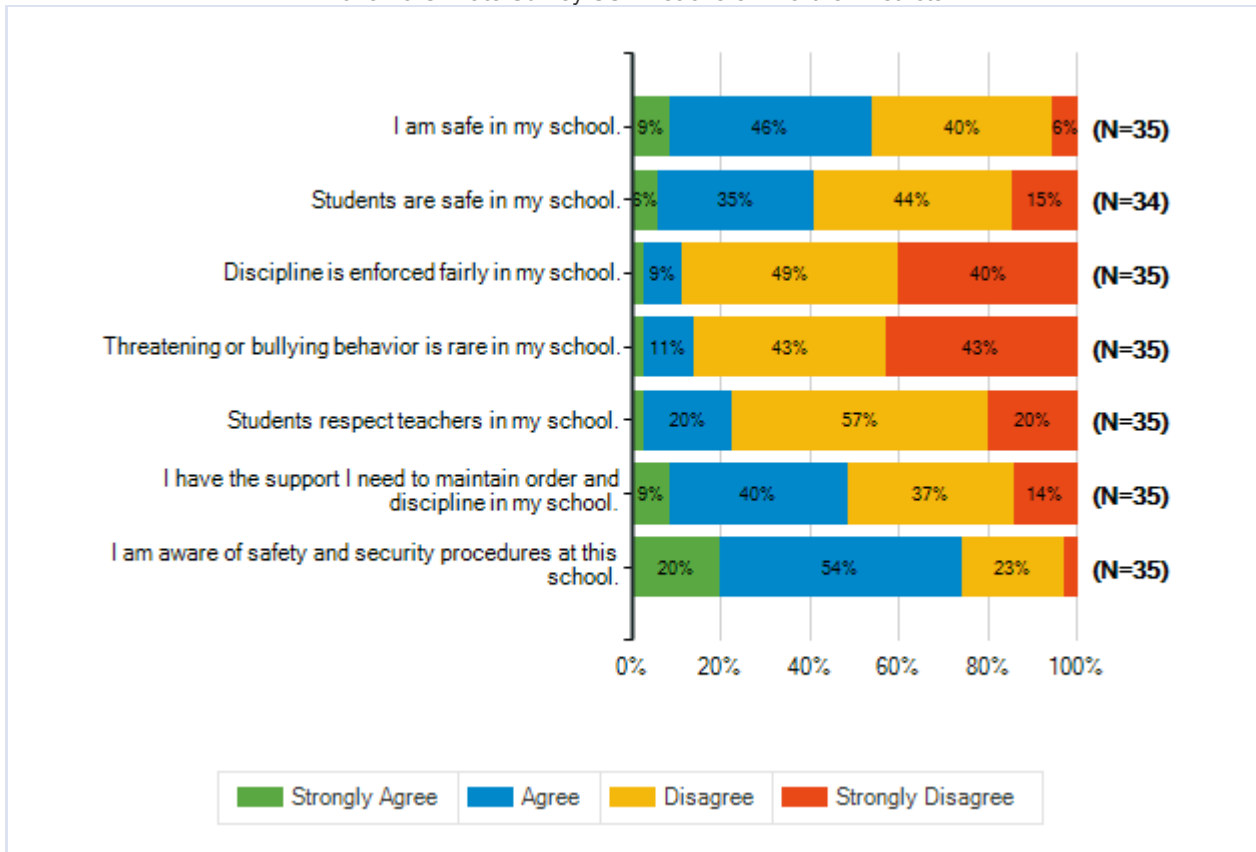
**Q5. How strongly do you agree or disagree with the following statements?**

		<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.	10 29%	15 43%	7 20%	3 9%	35
(b)	I have a good working relationship with my students' families in which we solve problems together.	10 29%	16 46%	8 23%	1 3%	35
(c)	I consult with a student's family before making important decisions about their child's education.	19 54%	13 37%	3 9%	0 0%	35
(d)	Parent input is used to improve instruction.	11 31%	17 49%	7 20%	0 0%	35
(e)	My school makes families feel welcome when they visit the school or classroom.	10 29%	12 34%	11 31%	2 6%	35
(f)	My school invites families to a variety of events about student learning.	11 31%	17 49%	5 14%	2 6%	35



<b>Safety and Behavior</b>						
<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.	3 9%	16 46%	14 40%	2 6%	35
(b)	Students are safe in my school.	2 6%	12 35%	15 44%	5 15%	34
(c)	Discipline is enforced fairly in my school.	1 3%	3 9%	17 49%	14 40%	35
(d)	Threatening or bullying behavior is rare in my school.	1 3%	4 11%	15 43%	15 43%	35
(e)	Students respect teachers in my school.	1 3%	7 20%	20 57%	7 20%	35
(f)	I have the support I need to maintain order and discipline in my school.	3 9%	14 40%	13 37%	5 14%	35
(g)	I am aware of safety and security procedures at this school.	7 20%	19 54%	8 23%	1 3%	35

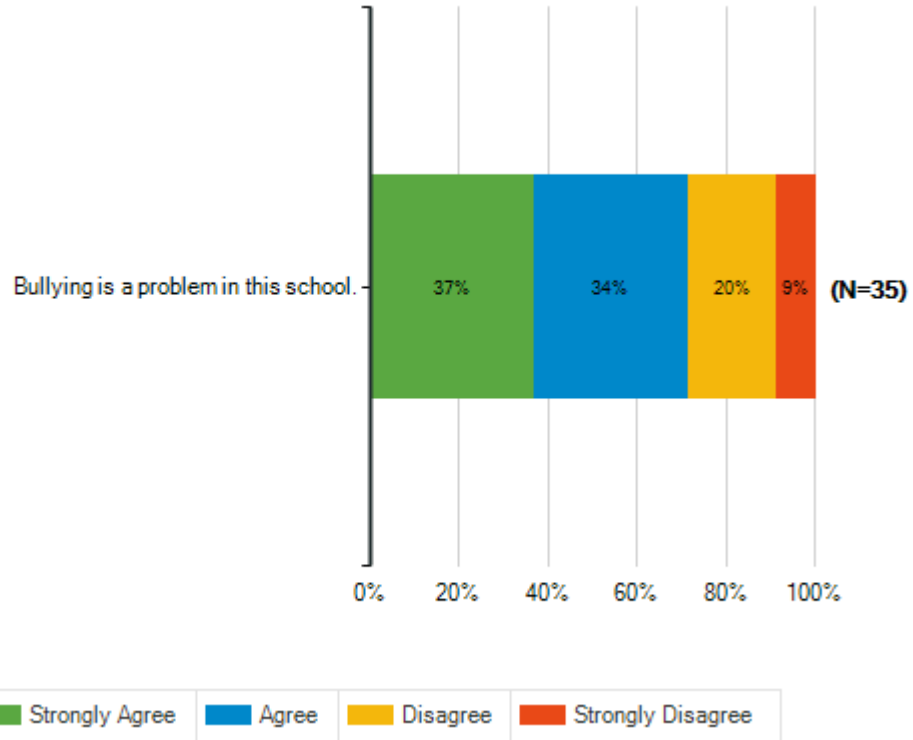
Special School District of St. Louis County  
 2018-19 Climate Survey SSD Teachers – Partner Districts



**Safety and Behavior**

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

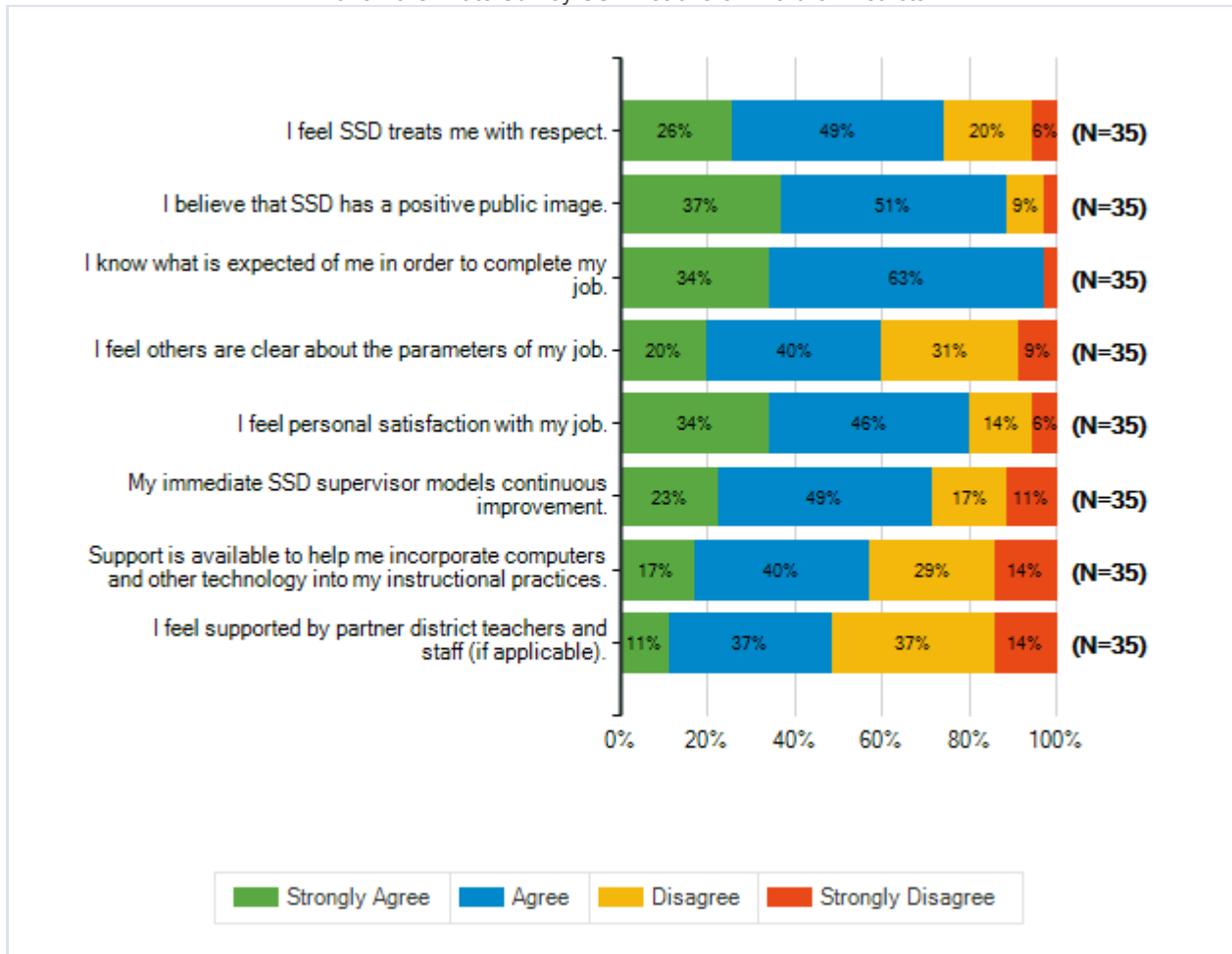
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) Bullying is a problem in this school.	13 37%	12 34%	7 20%	3 9%	35





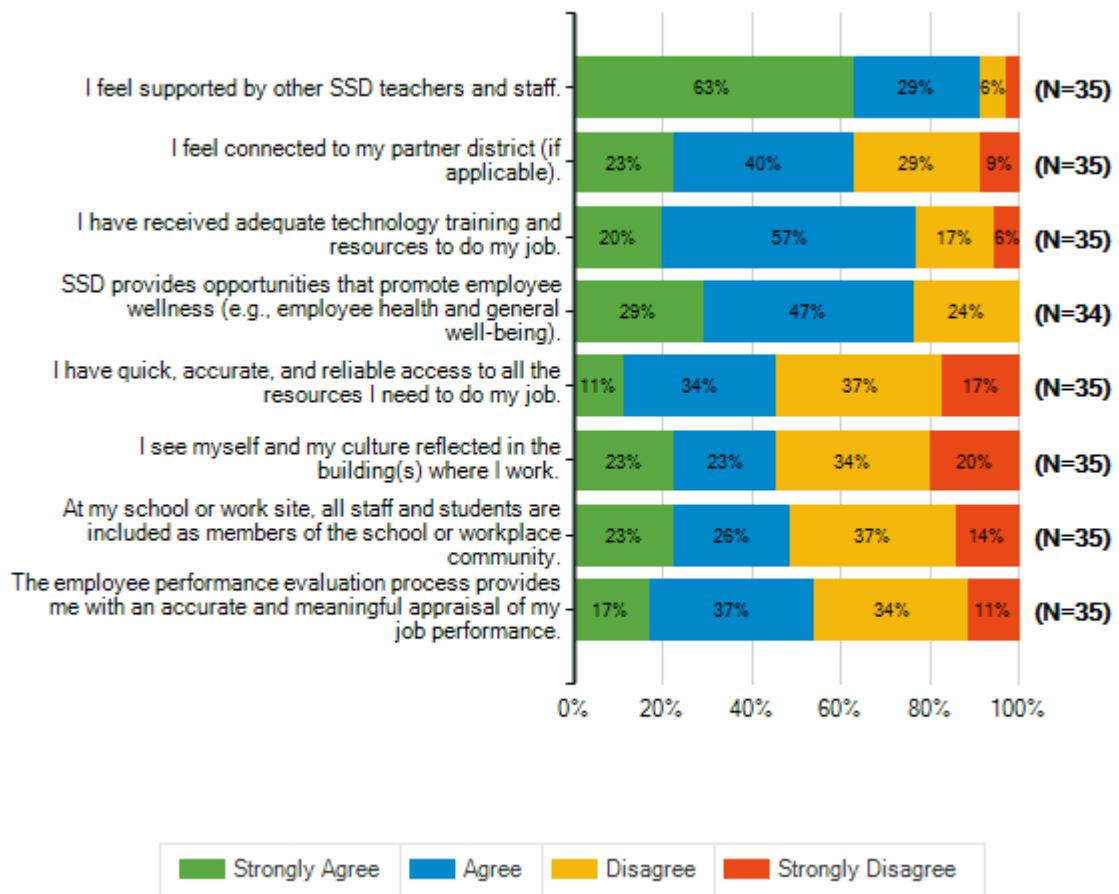
<b>Job Satisfaction</b>						
<b>Q8. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel SSD treats me with respect.	9 26%	17 49%	7 20%	2 6%	35
(b)	I believe that SSD has a positive public image.	13 37%	18 51%	3 9%	1 3%	35
(c)	I know what is expected of me in order to complete my job.	12 34%	22 63%	0 0%	1 3%	35
(d)	I feel others are clear about the parameters of my job.	7 20%	14 40%	11 31%	3 9%	35
(e)	I feel personal satisfaction with my job.	12 34%	16 46%	5 14%	2 6%	35
(f)	My immediate SSD supervisor models continuous improvement.	8 23%	17 49%	6 17%	4 11%	35
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	6 17%	14 40%	10 29%	5 14%	35
(h)	I feel supported by partner district teachers and staff (if applicable).	4 11%	13 37%	13 37%	5 14%	35

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



<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.	22 63%	10 29%	2 6%	1 3%	35
(b)	I feel connected to my partner district (if applicable).	8 23%	14 40%	10 29%	3 9%	35
(c)	I have received adequate technology training and resources to do my job.	7 20%	20 57%	6 17%	2 6%	35
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	10 29%	16 47%	8 24%	0 0%	34
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	4 11%	12 34%	13 37%	6 17%	35
(f)	I see myself and my culture reflected in the building(s) where I work.	8 23%	8 23%	12 34%	7 20%	35
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	8 23%	9 26%	13 37%	5 14%	35
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	6 17%	13 37%	12 34%	4 11%	35

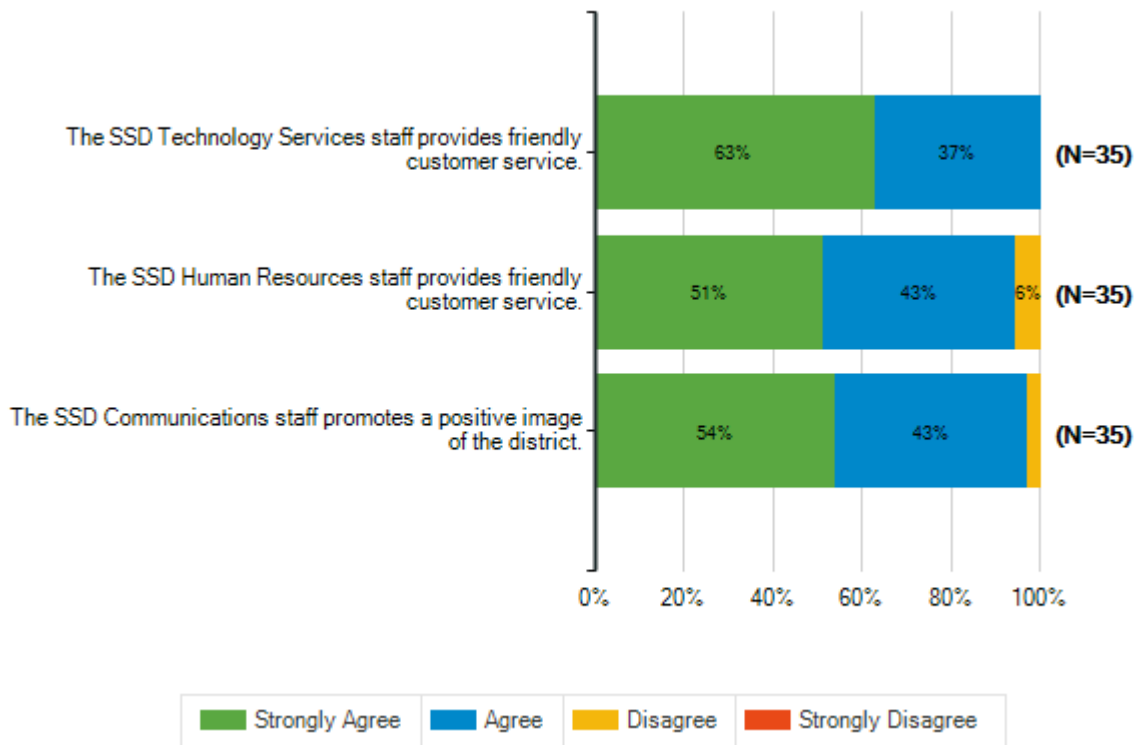
Special School District of St. Louis County  
2018-19 Climate Survey SSD Teachers – Partner Districts



**Satisfaction With SSD Support Departments**

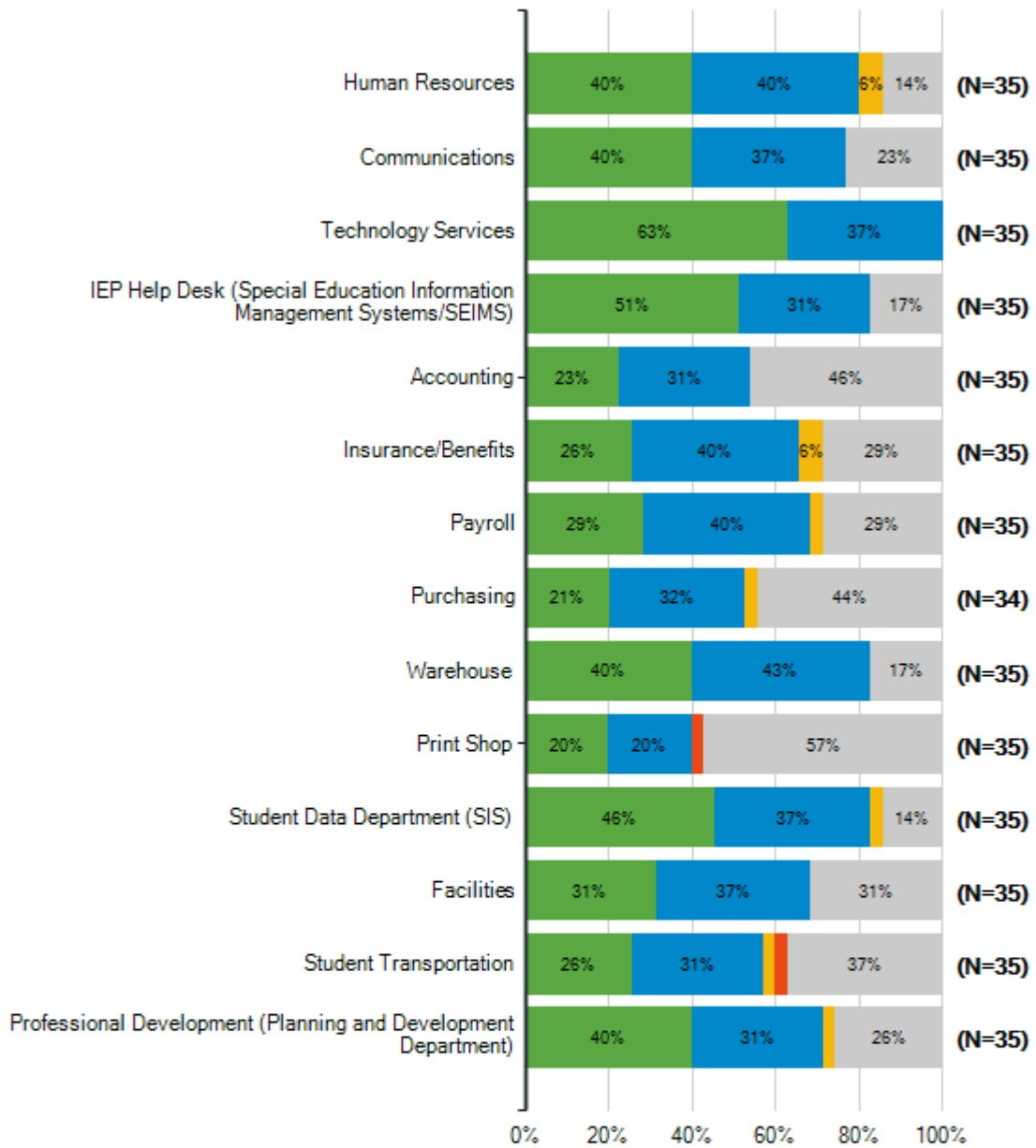
**Q10. How strongly do you agree or disagree with the following statements?**

		<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.	22 63%	13 37%	0 0%	0 0%	35
(b)	The SSD Human Resources staff provides friendly customer service.	18 51%	15 43%	2 6%	0 0%	35
(c)	The SSD Communications staff promotes a positive image of the district.	19 54%	15 43%	1 3%	0 0%	35



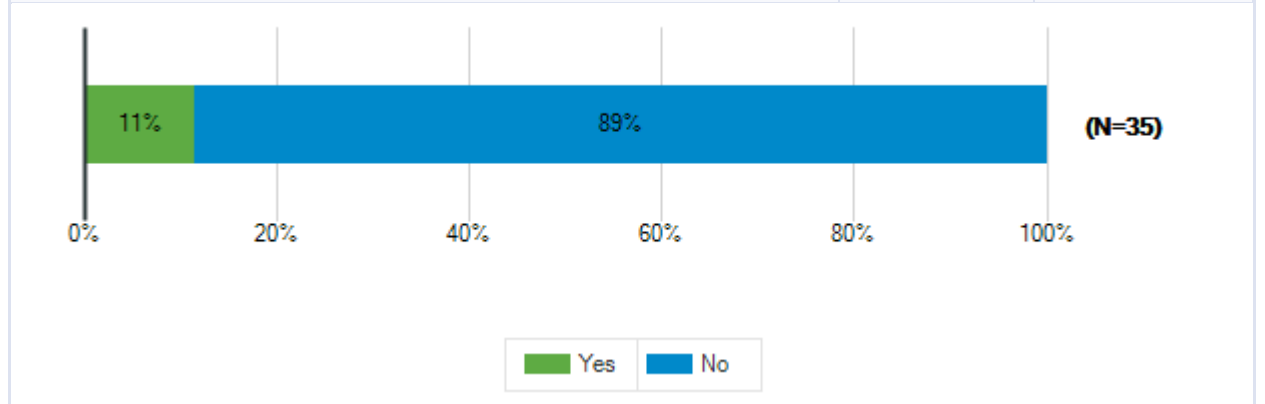
<b>Q11. I am satisfied with the service provided by the following SSD departments</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>I Don't Know</b>	<b>Total Responses</b>
(a)	Human Resources	14 40%	14 40%	2 6%	0 0%	5 14%	35
(b)	Communications	14 40%	13 37%	0 0%	0 0%	8 23%	35
(c)	Technology Services	22 63%	13 37%	0 0%	0 0%	0 0%	35
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	18 51%	11 31%	0 0%	0 0%	6 17%	35
(e)	Accounting	8 23%	11 31%	0 0%	0 0%	16 46%	35
(f)	Insurance/Benefits	9 26%	14 40%	2 6%	0 0%	10 29%	35
(g)	Payroll	10 29%	14 40%	1 3%	0 0%	10 29%	35
(h)	Purchasing	7 21%	11 32%	1 3%	0 0%	15 44%	34
(i)	Warehouse	14 40%	15 43%	0 0%	0 0%	6 17%	35
(j)	Print Shop	7 20%	7 20%	0 0%	1 3%	20 57%	35
(k)	Student Data Department (SIS)	16 46%	13 37%	1 3%	0 0%	5 14%	35
(l)	Facilities	11 31%	13 37%	0 0%	0 0%	11 31%	35
(m)	Student Transportation	9 26%	11 31%	1 3%	1 3%	13 37%	35
(n)	Professional Development (Planning and Development Department)	14 40%	11 31%	1 3%	0 0%	9 26%	35

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



**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	11%
No	31	89%
<b>Total Responses</b>	<b>35</b>	

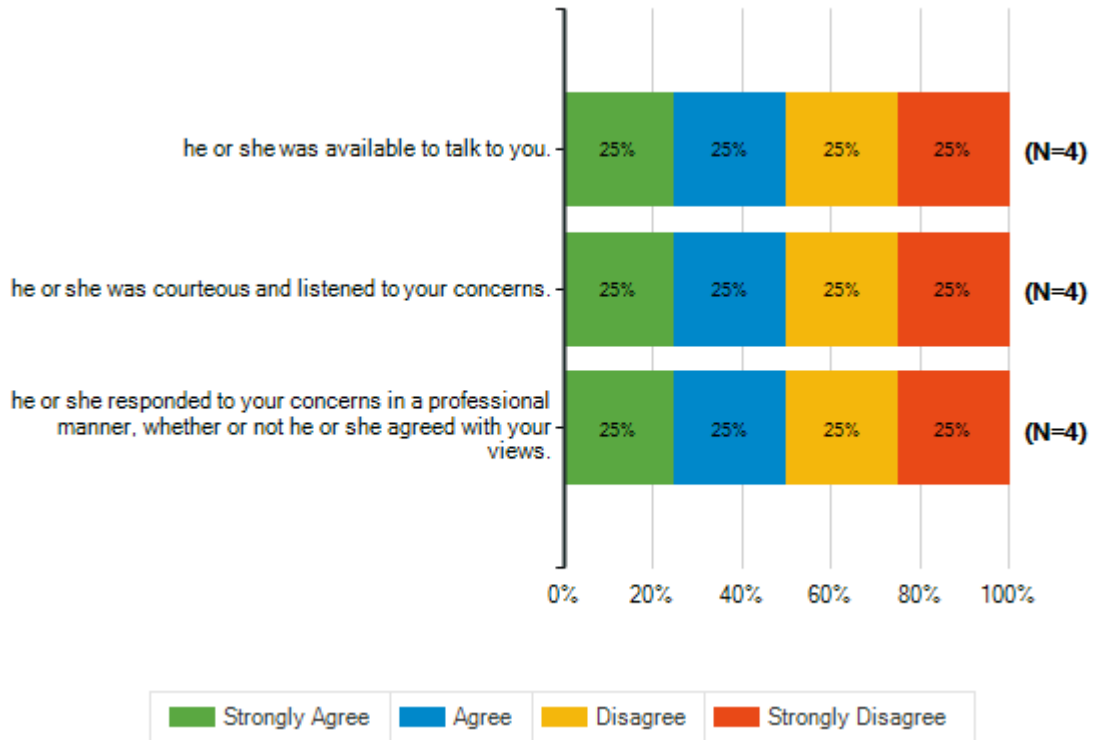




**How strongly do you agree or disagree with the following statements?**

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

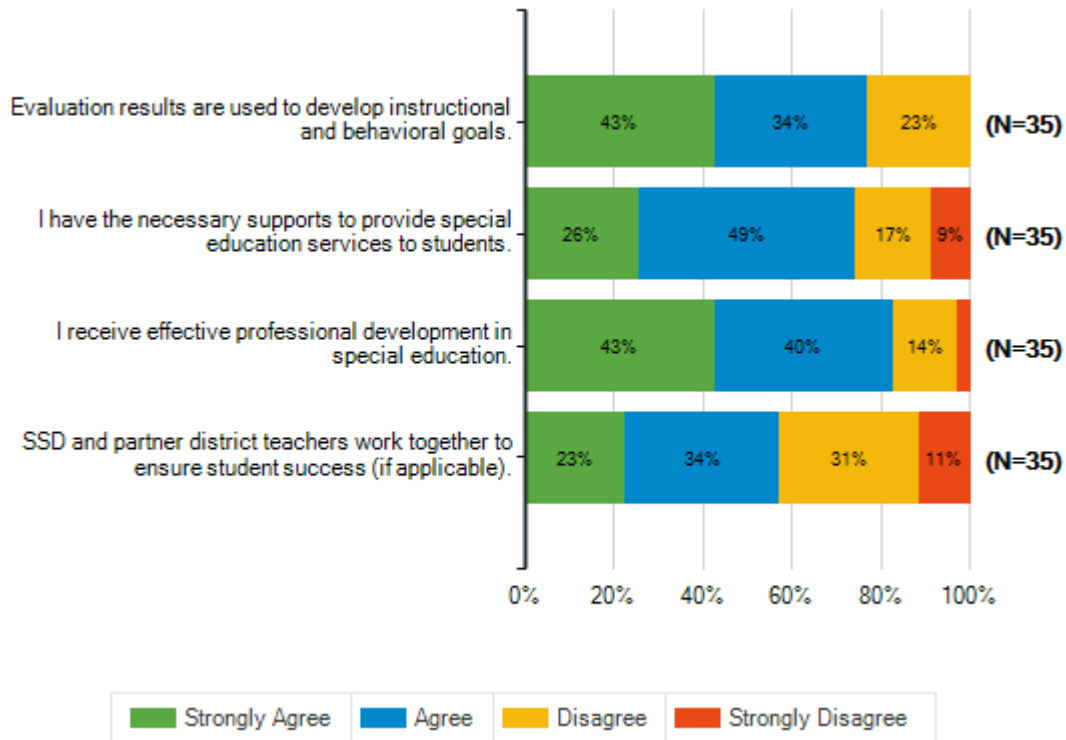
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	1 25%	1 25%	1 25%	1 25%	4
(b) he or she was courteous and listened to your concerns.	1 25%	1 25%	1 25%	1 25%	4
(c) he or she responded to your concerns in a professional manner, whether or not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



**Special Education Services**

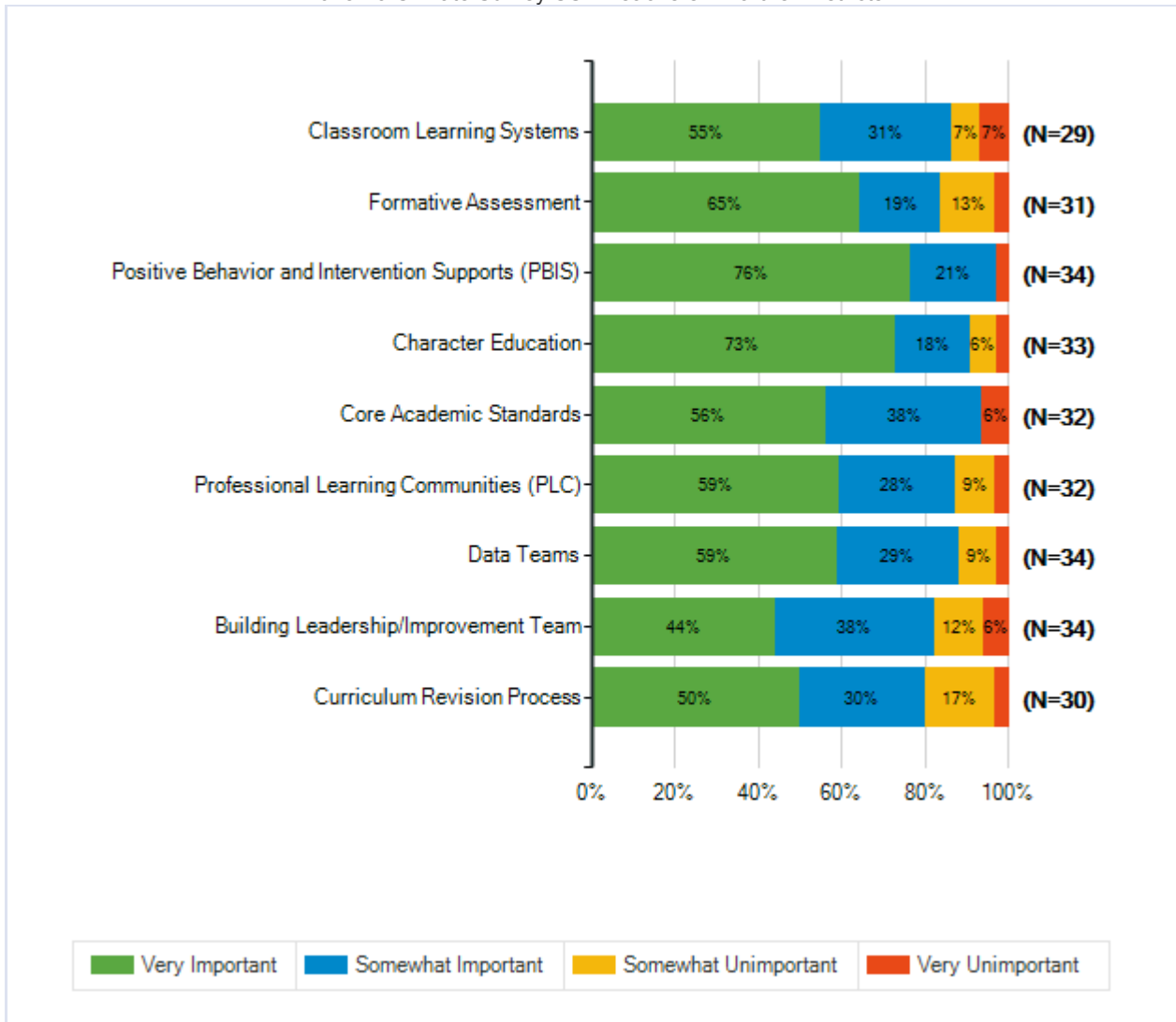
**Q14. How strongly do you agree or disagree with the following statements?**

		<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.	15 43%	12 34%	8 23%	0 0%	35
(b)	I have the necessary supports to provide special education services to students.	9 26%	17 49%	6 17%	3 9%	35
(c)	I receive effective professional development in special education.	15 43%	14 40%	5 14%	1 3%	35
(d)	SSD and partner district teachers work together to ensure student success (if applicable).	8 23%	12 34%	11 31%	4 11%	35



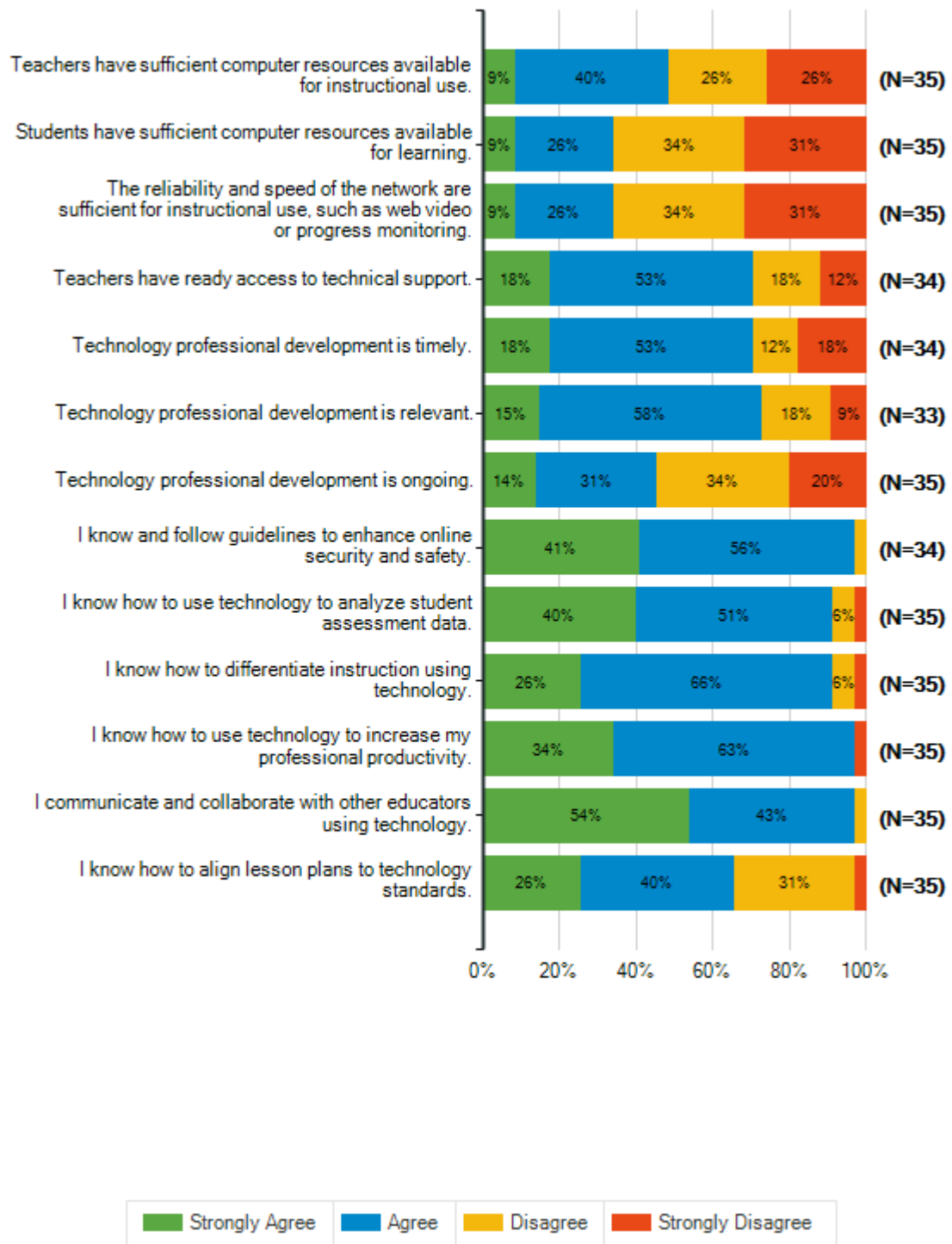
<b>Additional Educational Programs</b>						
<b>Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations)</b>						
		<b>Very Important</b>	<b>Somewhat Important</b>	<b>Somewhat Unimportant</b>	<b>Very Unimportant</b>	<b>Total Responses</b>
(a)	Classroom Learning Systems	16 55%	9 31%	2 7%	2 7%	29
(b)	Formative Assessment	20 65%	6 19%	4 13%	1 3%	31
(c)	Positive Behavior and Intervention Supports (PBIS)	26 76%	7 21%	0 0%	1 3%	34
(d)	Character Education	24 73%	6 18%	2 6%	1 3%	33
(e)	Core Academic Standards	18 56%	12 38%	0 0%	2 6%	32
(f)	Professional Learning Communities (PLC)	19 59%	9 28%	3 9%	1 3%	32
(g)	Data Teams	20 59%	10 29%	3 9%	1 3%	34
(h)	Building Leadership/Improvement Team	15 44%	13 38%	4 12%	2 6%	34
(i)	Curriculum Revision Process	15 50%	9 30%	5 17%	1 3%	30

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



<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 9%	14 40%	9 26%	9 26%	35
(b)	Students have sufficient computer resources available for learning.	3 9%	9 26%	12 34%	11 31%	35
(c)	The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	3 9%	9 26%	12 34%	11 31%	35
(d)	Teachers have ready access to technical support.	6 18%	18 53%	6 18%	4 12%	34
(e)	Technology professional development is timely.	6 18%	18 53%	4 12%	6 18%	34
(f)	Technology professional development is relevant.	5 15%	19 58%	6 18%	3 9%	33
(g)	Technology professional development is ongoing.	5 14%	11 31%	12 34%	7 20%	35
(h)	I know and follow guidelines to enhance online security and safety.	14 41%	19 56%	1 3%	0 0%	34
(i)	I know how to use technology to analyze student assessment data.	14 40%	18 51%	2 6%	1 3%	35
(j)	I know how to differentiate instruction using technology.	9 26%	23 66%	2 6%	1 3%	35
(k)	I know how to use technology to increase my professional productivity.	12 34%	22 63%	0 0%	1 3%	35
(l)	I communicate and collaborate with other educators using technology.	19 54%	15 43%	1 3%	0 0%	35
(m)	I know how to align lesson plans to technology standards.	9 26%	14 40%	11 31%	1 3%	35

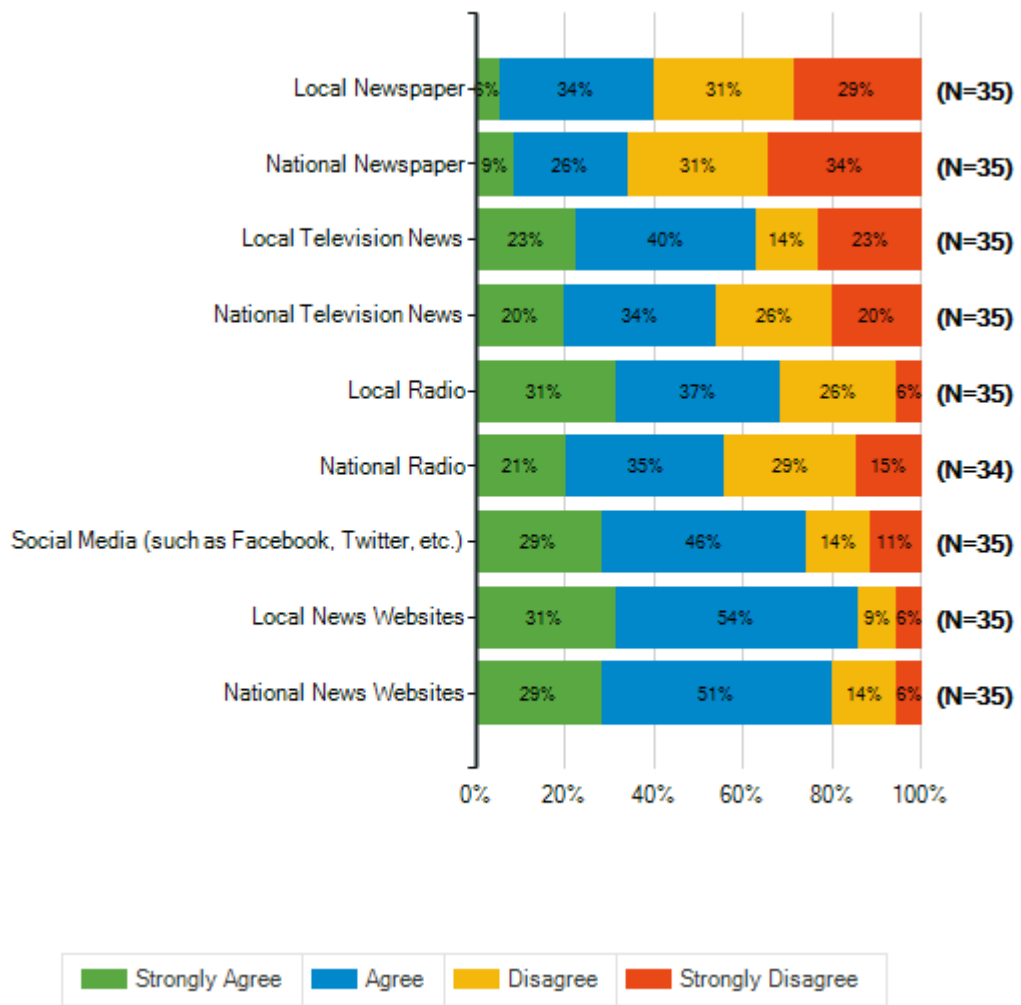
Special School District of St. Louis County  
2018-19 Climate Survey SSD Teachers – Partner Districts



**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	2 6%	12 34%	11 31%	10 29%	35
(b)	National Newspaper	3 9%	9 26%	11 31%	12 34%	35
(c)	Local Television News	8 23%	14 40%	5 14%	8 23%	35
(d)	National Television News	7 20%	12 34%	9 26%	7 20%	35
(e)	Local Radio	11 31%	13 37%	9 26%	2 6%	35
(f)	National Radio	7 21%	12 35%	10 29%	5 15%	34
(g)	Social Media (such as Facebook, Twitter, etc.)	10 29%	16 46%	5 14%	4 11%	35
(h)	Local News Websites	11 31%	19 54%	3 9%	2 6%	35
(i)	National News Websites	10 29%	18 51%	5 14%	2 6%	35

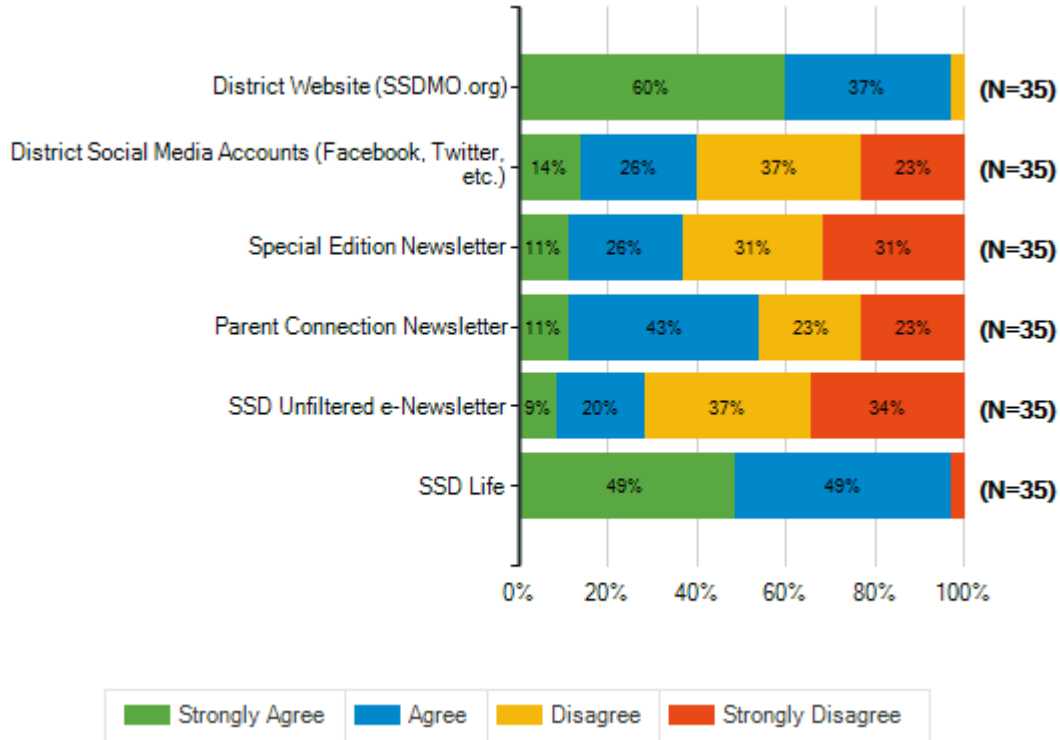
Special School District of St. Louis County  
 2018-19 Climate Survey SSD Teachers – Partner Districts





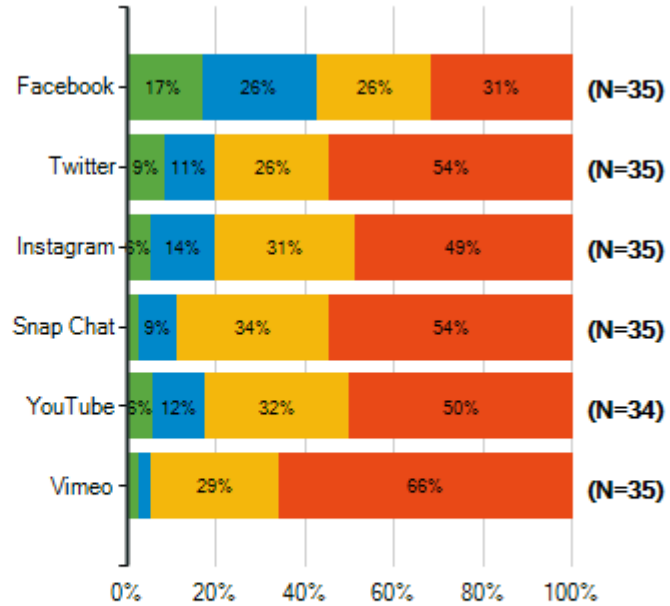
**Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	21 60%	13 37%	1 3%	0 0%	35
(b) District Social Media Accounts (Facebook, Twitter, etc.)	5 14%	9 26%	13 37%	8 23%	35
(c) Special Edition Newsletter	4 11%	9 26%	11 31%	11 31%	35
(d) Parent Connection Newsletter	4 11%	15 43%	8 23%	8 23%	35
(e) SSD Unfiltered e-Newsletter	3 9%	7 20%	13 37%	12 34%	35
(f) SSD Life	17 49%	17 49%	0 0%	1 3%	35



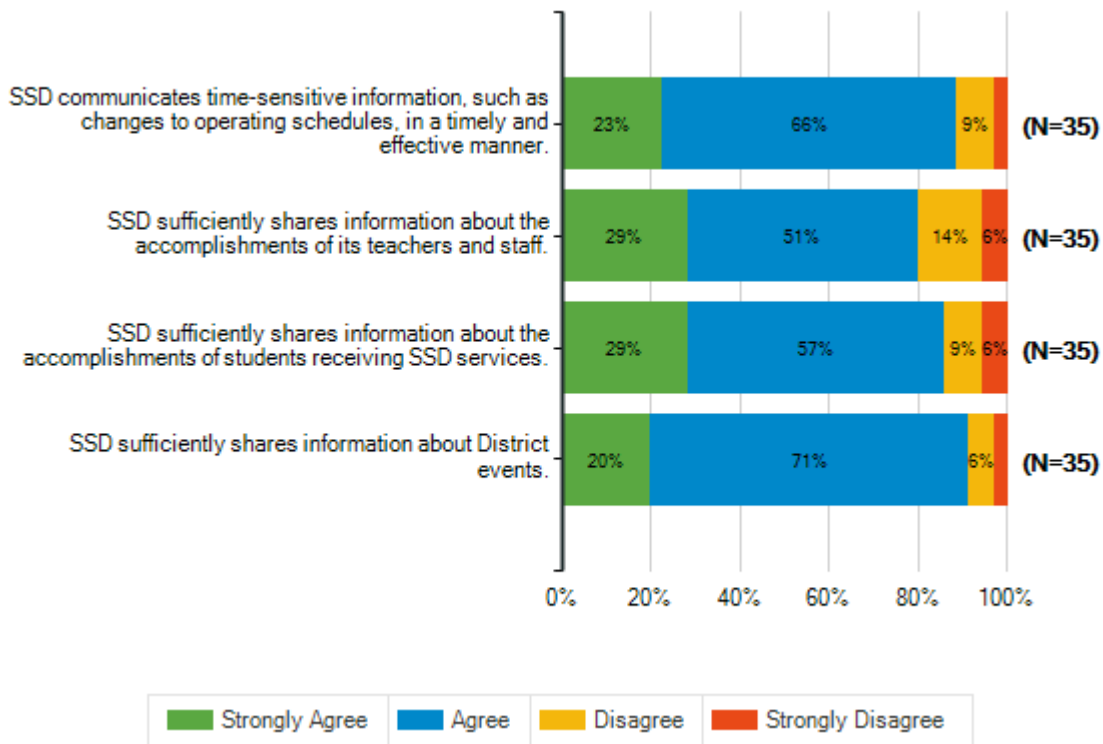
**Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	6 17%	9 26%	9 26%	11 31%	35
(b) Twitter	3 9%	4 11%	9 26%	19 54%	35
(c) Instagram	2 6%	5 14%	11 31%	17 49%	35
(d) Snap Chat	1 3%	3 9%	12 34%	19 54%	35
(e) YouTube	2 6%	4 12%	11 32%	17 50%	34
(f) Vimeo	1 3%	1 3%	10 29%	23 66%	35



**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.	8 23%	23 66%	3 9%	1 3%	35
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	10 29%	18 51%	5 14%	2 6%	35
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	10 29%	20 57%	3 9%	2 6%	35
(d)	SSD sufficiently shares information about District events.	7 20%	25 71%	2 6%	1 3%	35



**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.	7	25	3	0	35
		20%	71%	9%	0%	

