

2018-19 Climate Survey

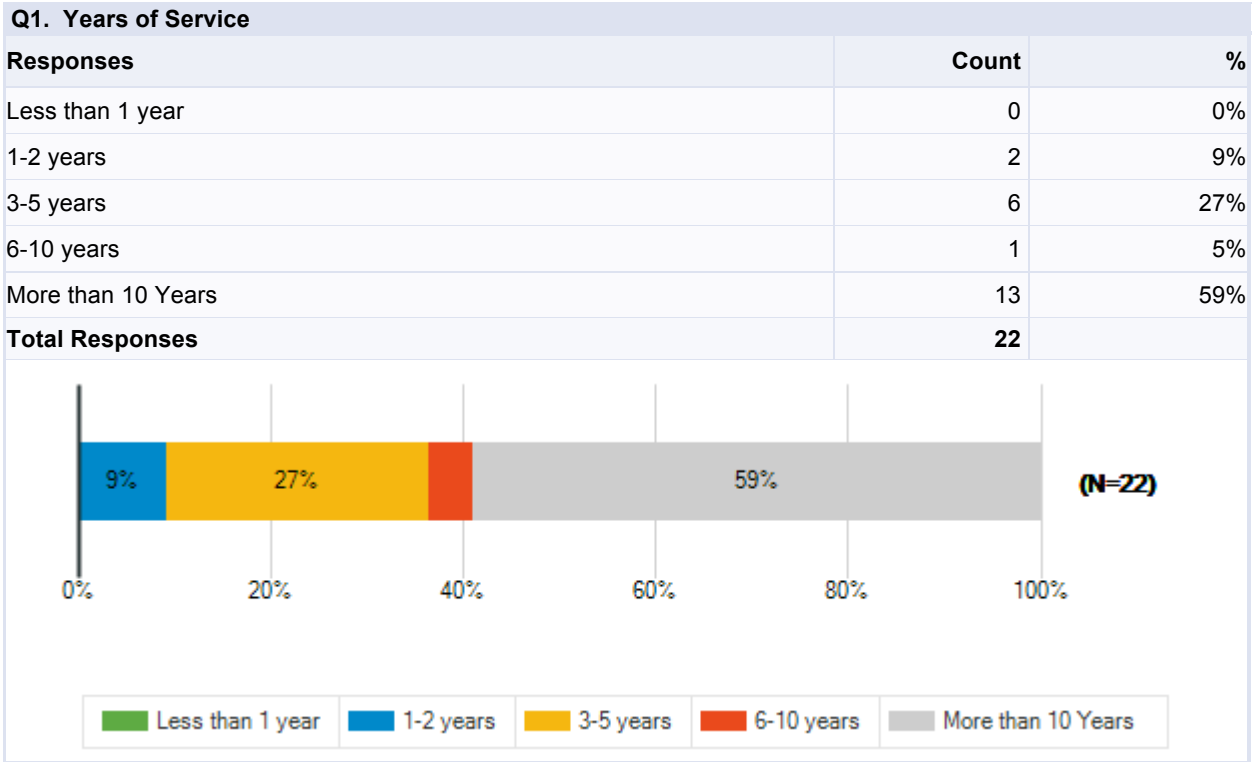
SSD Teachers – Partner Districts

Survey Results

University City School District

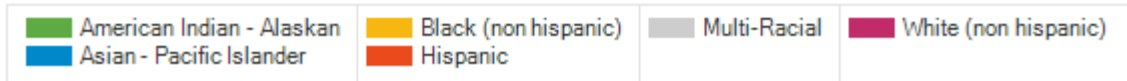
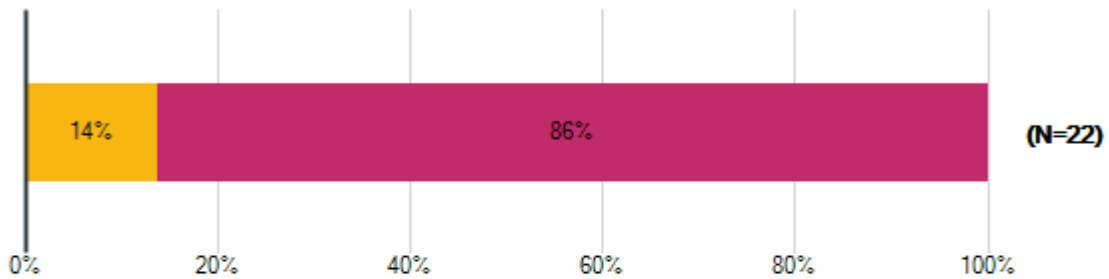
Special School District of St. Louis County
February 19 - March 15, 2019

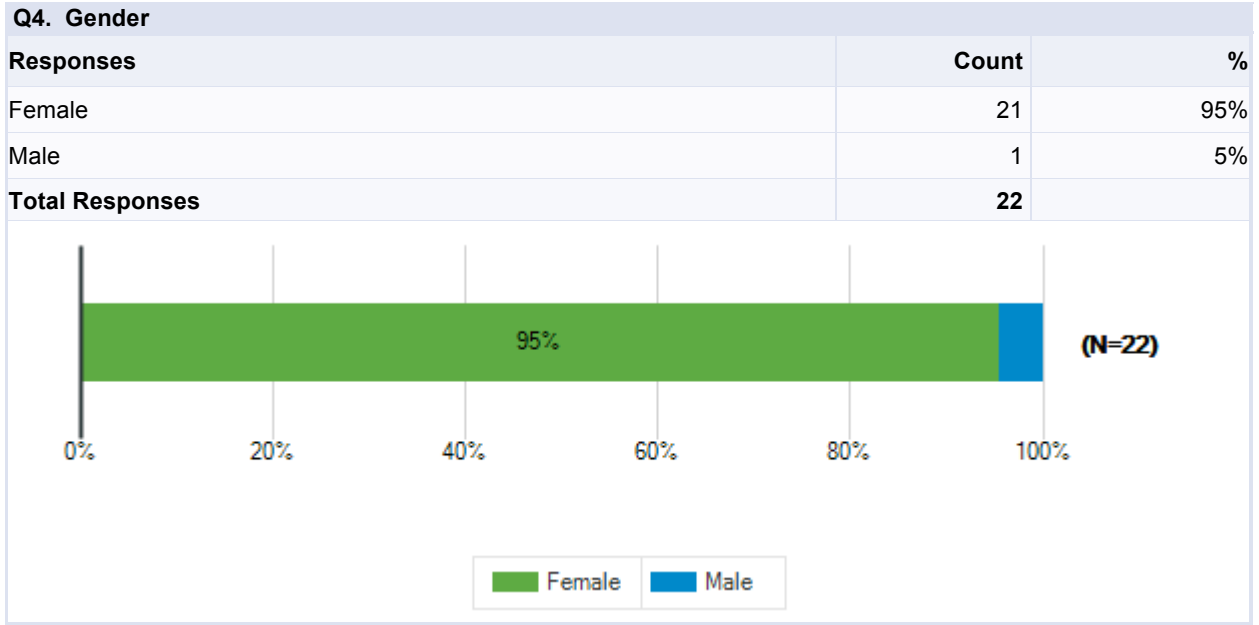




Q3. Race/Ethnicity

| Responses | Count | % |
|---------------------------|-----------|-----|
| American Indian - Alaskan | 0 | 0% |
| Asian - Pacific Islander | 0 | 0% |
| Black (non hispanic) | 3 | 14% |
| Hispanic | 0 | 0% |
| Multi-Racial | 0 | 0% |
| White (non hispanic) | 19 | 86% |
| Total Responses | 22 | |

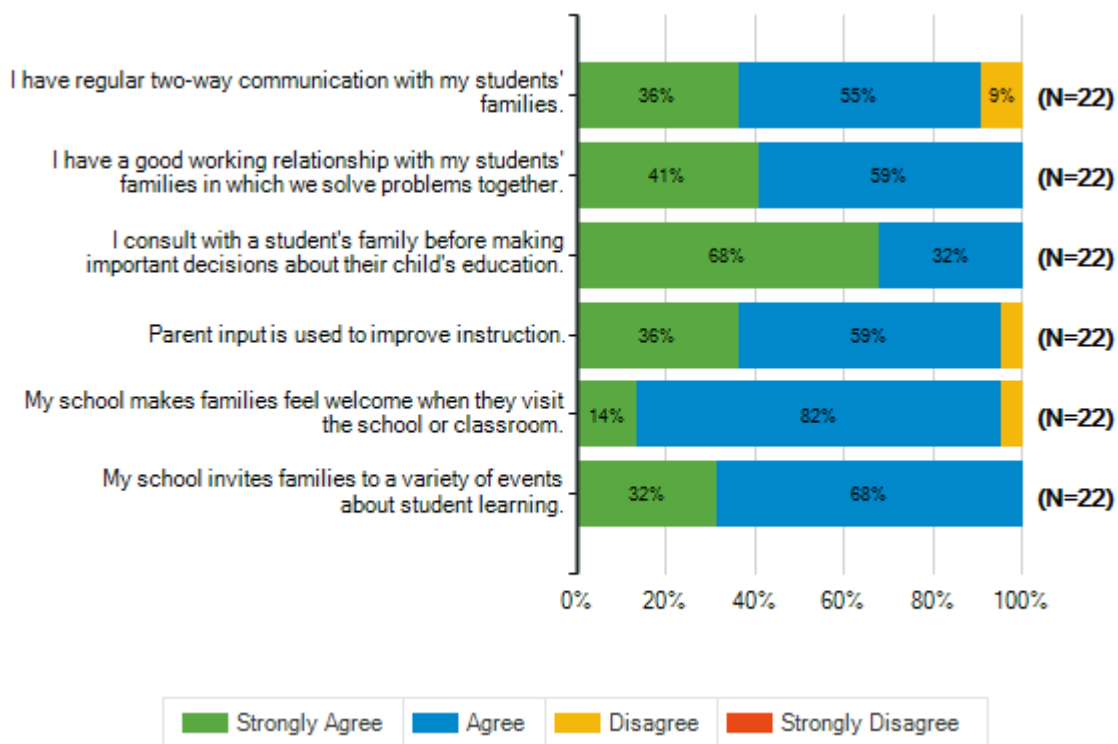




Parent and Family Engagement

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

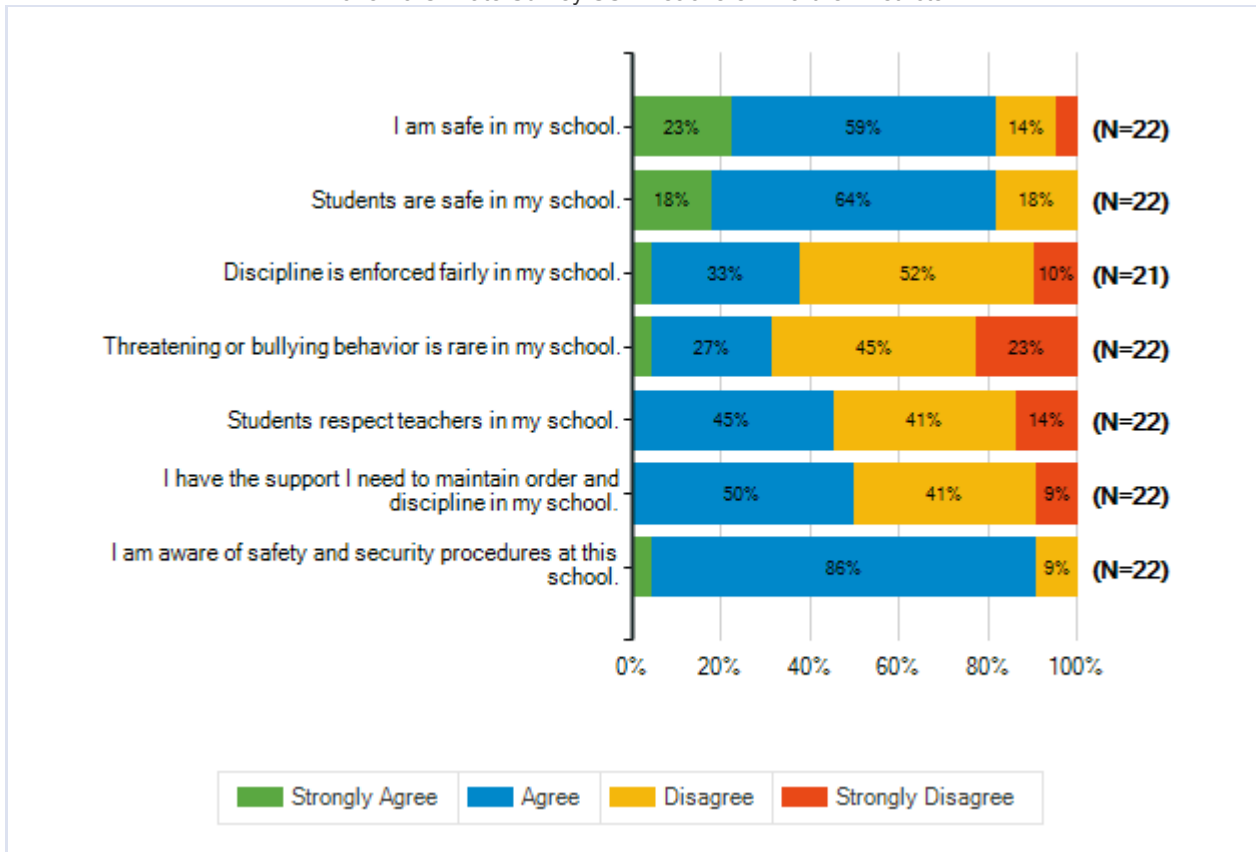
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | I have regular two-way communication with my students' families. | 8 36% | 12 55% | 2 9% | 0 0% | 22 |
| (b) | I have a good working relationship with my students' families in which we solve problems together. | 9 41% | 13 59% | 0 0% | 0 0% | 22 |
| (c) | I consult with a student's family before making important decisions about their child's education. | 15 68% | 7 32% | 0 0% | 0 0% | 22 |
| (d) | Parent input is used to improve instruction. | 8 36% | 13 59% | 1 5% | 0 0% | 22 |
| (e) | My school makes families feel welcome when they visit the school or classroom. | 3 14% | 18 82% | 1 5% | 0 0% | 22 |
| (f) | My school invites families to a variety of events about student learning. | 7 32% | 15 68% | 0 0% | 0 0% | 22 |



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. | 5 23% | 13 59% | 3 14% | 1 5% | 22 |
| (b) | Students are safe in my school. | 4 18% | 14 64% | 4 18% | 0 0% | 22 |
| (c) | Discipline is enforced fairly in my school. | 1 5% | 7 33% | 11 52% | 2 10% | 21 |
| (d) | Threatening or bullying behavior is rare in my school. | 1 5% | 6 27% | 10 45% | 5 23% | 22 |
| (e) | Students respect teachers in my school. | 0 0% | 10 45% | 9 41% | 3 14% | 22 |
| (f) | I have the support I need to maintain order and discipline in my school. | 0 0% | 11 50% | 9 41% | 2 9% | 22 |
| (g) | I am aware of safety and security procedures at this school. | 1 5% | 19 86% | 2 9% | 0 0% | 22 |

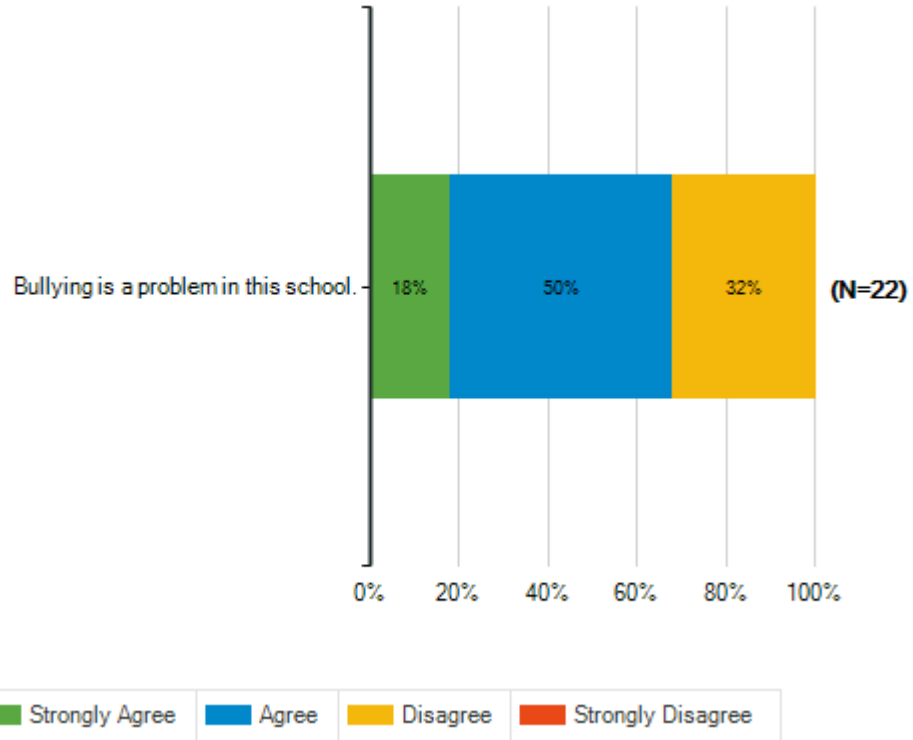
Special School District of St. Louis County
 2018-19 Climate Survey SSD Teachers – Partner Districts



Safety and Behavior

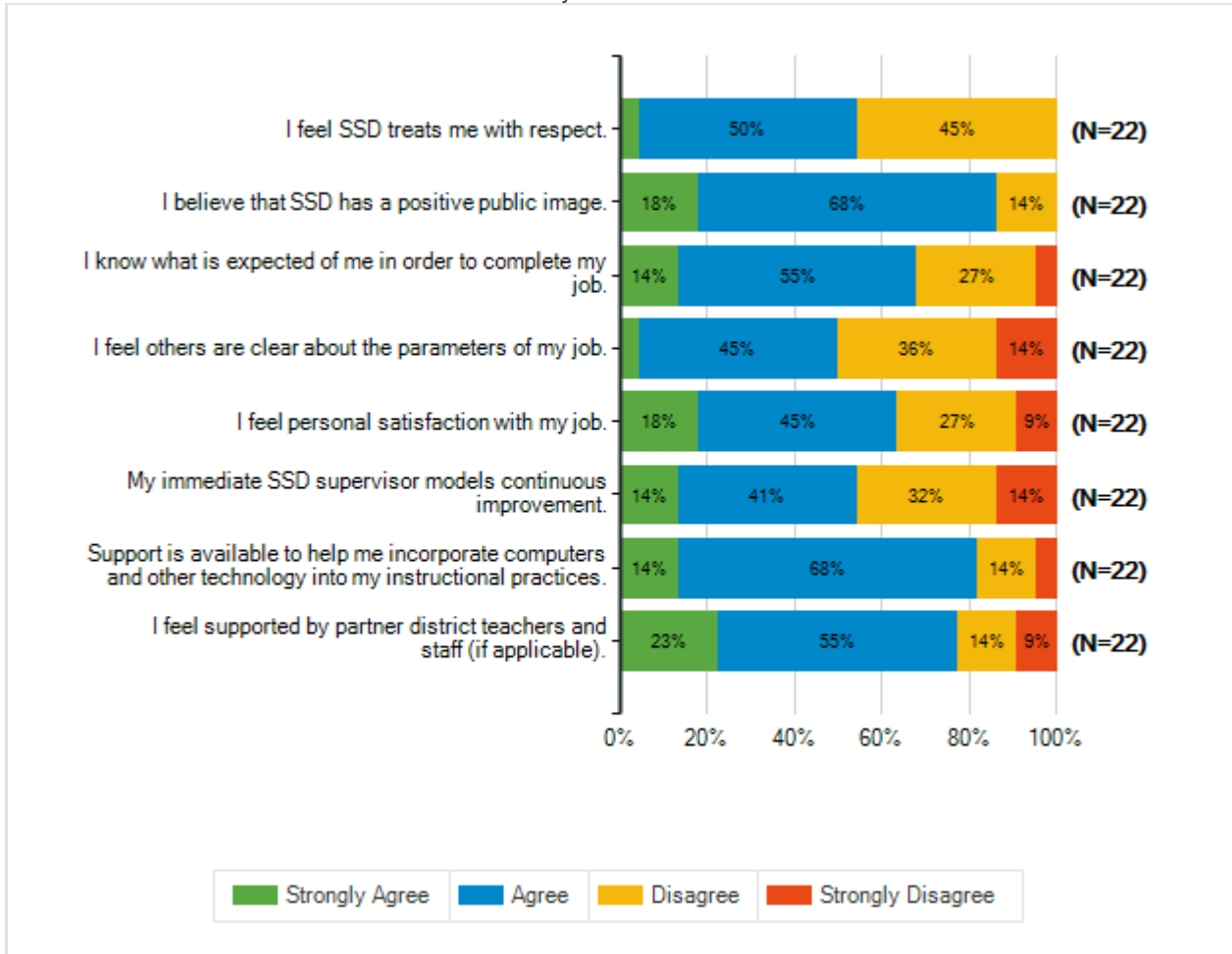
Q7. How strongly do you agree or disagree with the following statement?

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) Bullying is a problem in this school. | 4 18% | 11 50% | 7 32% | 0 0% | 22 |



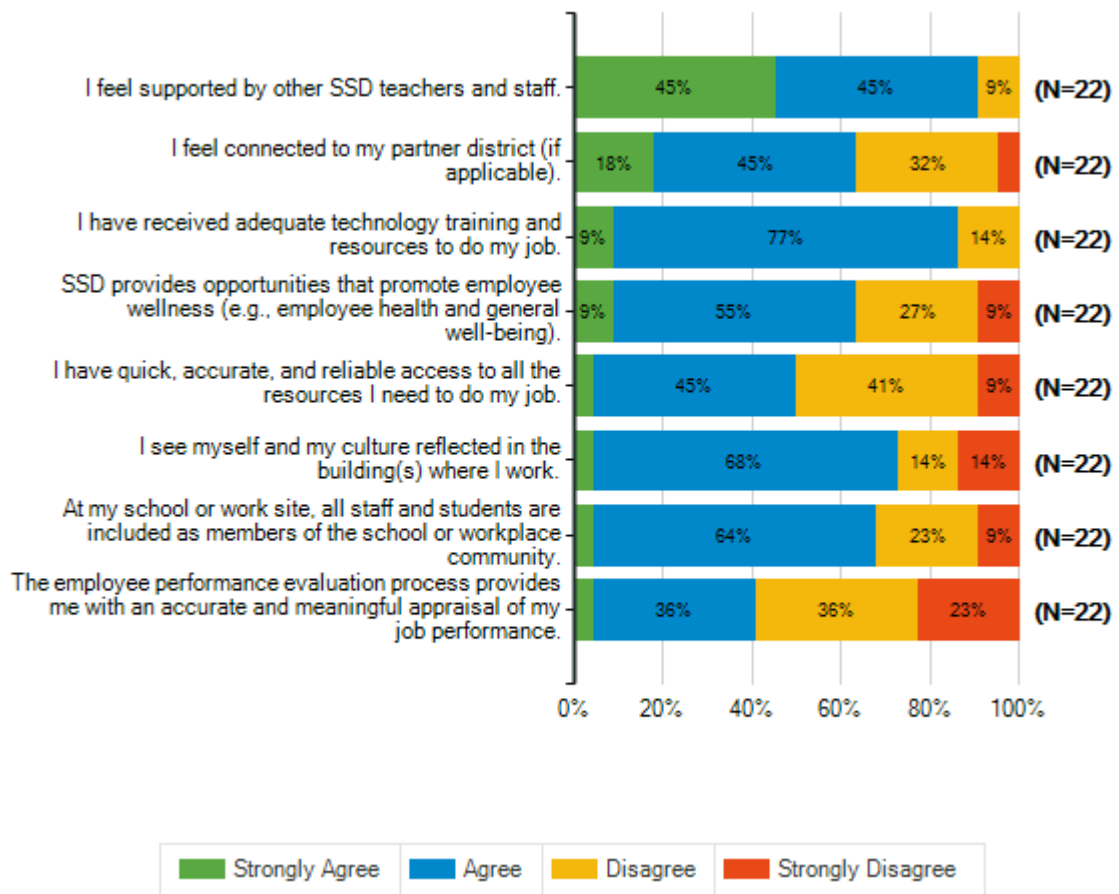
| Job Satisfaction | | | | | | |
|---|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| Q8. How strongly do you agree or disagree with the following statements? | | | | | | |
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
| (a) | I feel SSD treats me with respect. | 1 5% | 11 50% | 10 45% | 0 0% | 22 |
| (b) | I believe that SSD has a positive public image. | 4 18% | 15 68% | 3 14% | 0 0% | 22 |
| (c) | I know what is expected of me in order to complete my job. | 3 14% | 12 55% | 6 27% | 1 5% | 22 |
| (d) | I feel others are clear about the parameters of my job. | 1 5% | 10 45% | 8 36% | 3 14% | 22 |
| (e) | I feel personal satisfaction with my job. | 4 18% | 10 45% | 6 27% | 2 9% | 22 |
| (f) | My immediate SSD supervisor models continuous improvement. | 3 14% | 9 41% | 7 32% | 3 14% | 22 |
| (g) | Support is available to help me incorporate computers and other technology into my instructional practices. | 3 14% | 15 68% | 3 14% | 1 5% | 22 |
| (h) | I feel supported by partner district teachers and staff (if applicable). | 5 23% | 12 55% | 3 14% | 2 9% | 22 |

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. | 10 45% | 10 45% | 2 9% | 0 0% | 22 |
| (b) | I feel connected to my partner district (if applicable). | 4 18% | 10 45% | 7 32% | 1 5% | 22 |
| (c) | I have received adequate technology training and resources to do my job. | 2 9% | 17 77% | 3 14% | 0 0% | 22 |
| (d) | SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being). | 2 9% | 12 55% | 6 27% | 2 9% | 22 |
| (e) | I have quick, accurate, and reliable access to all the resources I need to do my job. | 1 5% | 10 45% | 9 41% | 2 9% | 22 |
| (f) | I see myself and my culture reflected in the building(s) where I work. | 1 5% | 15 68% | 3 14% | 3 14% | 22 |
| (g) | At my school or work site, all staff and students are included as members of the school or workplace community. | 1 5% | 14 64% | 5 23% | 2 9% | 22 |
| (h) | The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance. | 1 5% | 8 36% | 8 36% | 5 23% | 22 |

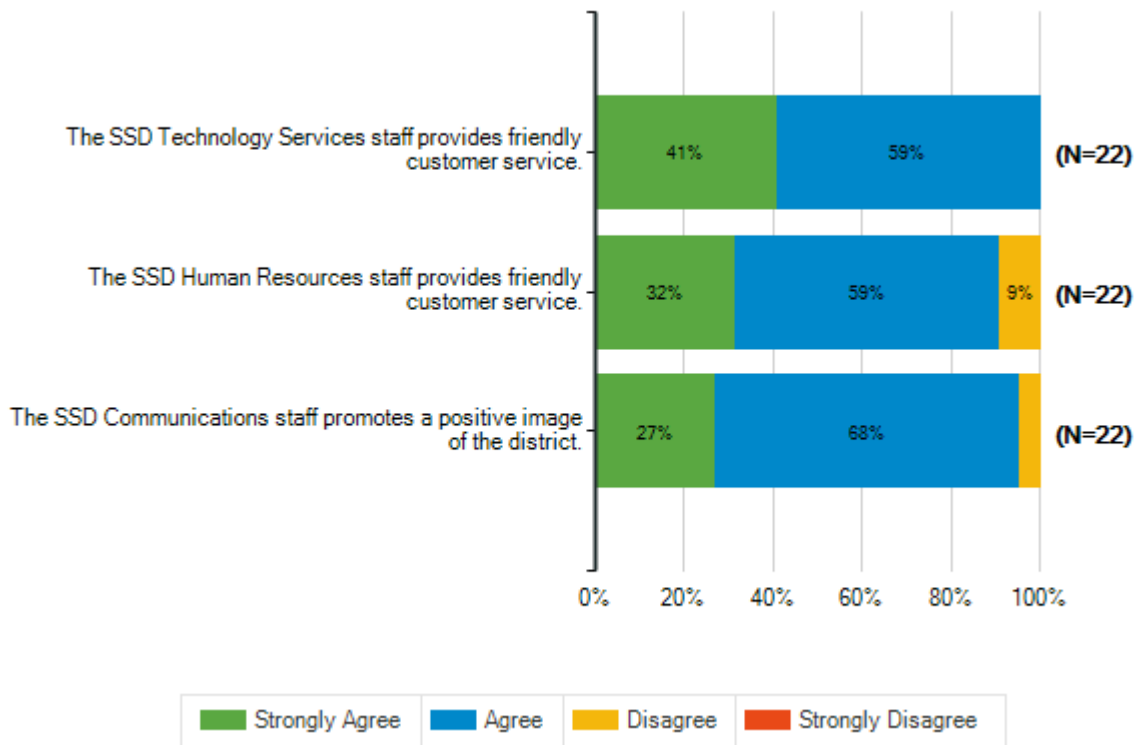
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



Satisfaction With SSD Support Departments

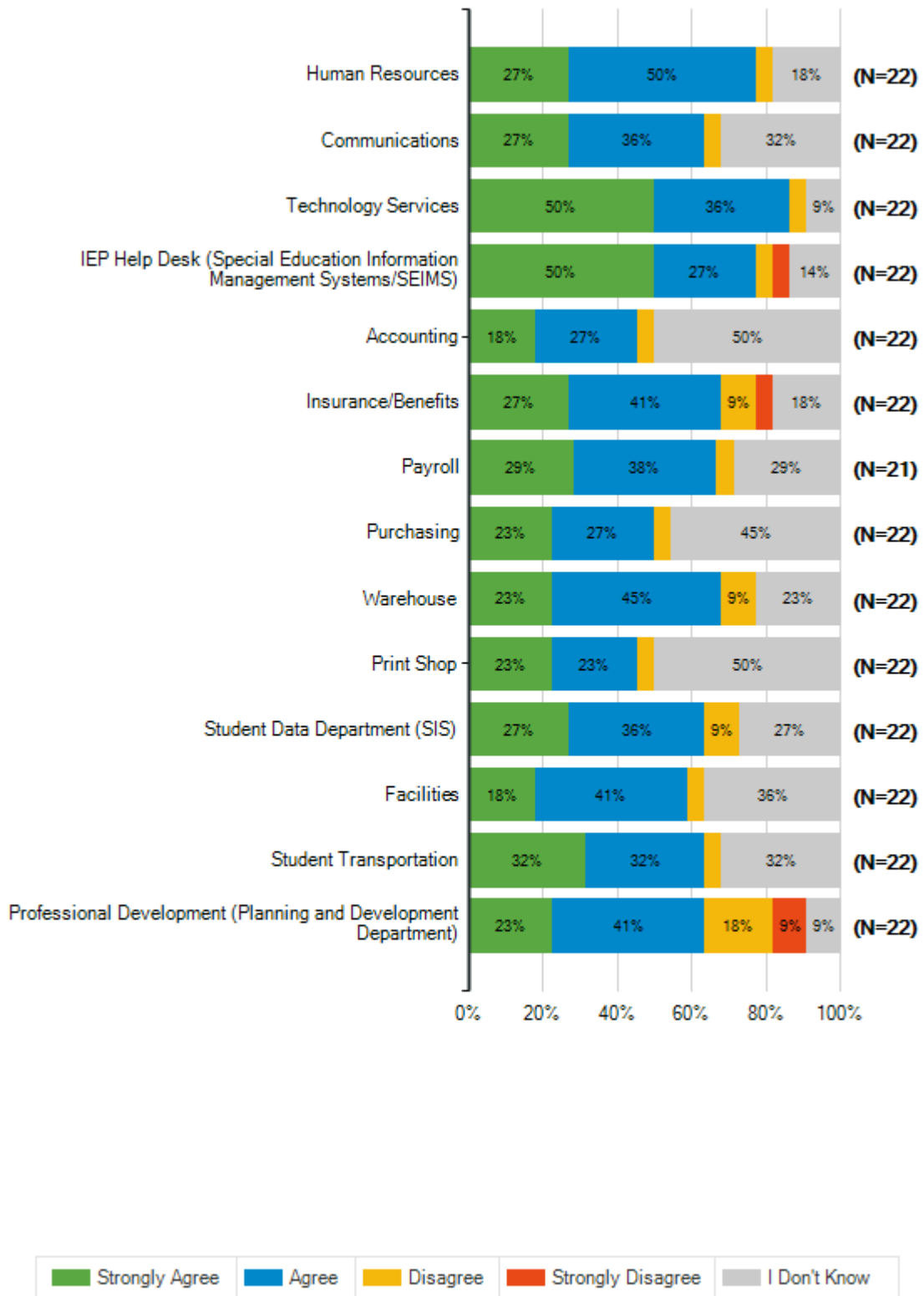
Q10. How strongly do you agree or disagree with the following statements?

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | The SSD Technology Services staff provides friendly customer service. | 9 41% | 13 59% | 0 0% | 0 0% | 22 |
| (b) | The SSD Human Resources staff provides friendly customer service. | 7 32% | 13 59% | 2 9% | 0 0% | 22 |
| (c) | The SSD Communications staff promotes a positive image of the district. | 6 27% | 15 68% | 1 5% | 0 0% | 22 |



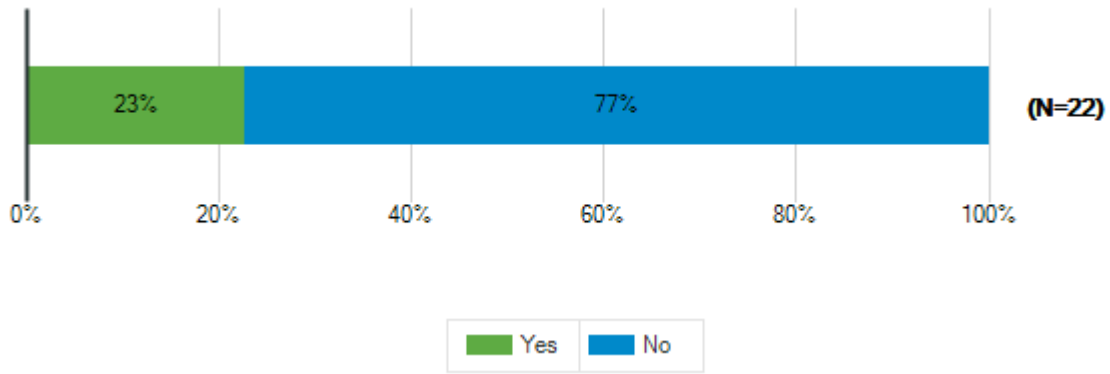
| Q11. I am satisfied with the service provided by the following SSD departments | | | | | | | |
|---|--|-----------------------|--------------|-----------------|--------------------------|---------------------|------------------------|
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | I Don't Know | Total Responses |
| (a) | Human Resources | 6 27% | 11 50% | 1 5% | 0 0% | 4 18% | 22 |
| (b) | Communications | 6 27% | 8 36% | 1 5% | 0 0% | 7 32% | 22 |
| (c) | Technology Services | 11 50% | 8 36% | 1 5% | 0 0% | 2 9% | 22 |
| (d) | IEP Help Desk (Special Education Information Management Systems/SEIMS) | 11 50% | 6 27% | 1 5% | 1 5% | 3 14% | 22 |
| (e) | Accounting | 4 18% | 6 27% | 1 5% | 0 0% | 11 50% | 22 |
| (f) | Insurance/Benefits | 6 27% | 9 41% | 2 9% | 1 5% | 4 18% | 22 |
| (g) | Payroll | 6 29% | 8 38% | 1 5% | 0 0% | 6 29% | 21 |
| (h) | Purchasing | 5 23% | 6 27% | 1 5% | 0 0% | 10 45% | 22 |
| (i) | Warehouse | 5 23% | 10 45% | 2 9% | 0 0% | 5 23% | 22 |
| (j) | Print Shop | 5 23% | 5 23% | 1 5% | 0 0% | 11 50% | 22 |
| (k) | Student Data Department (SIS) | 6 27% | 8 36% | 2 9% | 0 0% | 6 27% | 22 |
| (l) | Facilities | 4 18% | 9 41% | 1 5% | 0 0% | 8 36% | 22 |
| (m) | Student Transportation | 7 32% | 7 32% | 1 5% | 0 0% | 7 32% | 22 |
| (n) | Professional Development (Planning and Development Department) | 5 23% | 9 41% | 4 18% | 2 9% | 2 9% | 22 |

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?

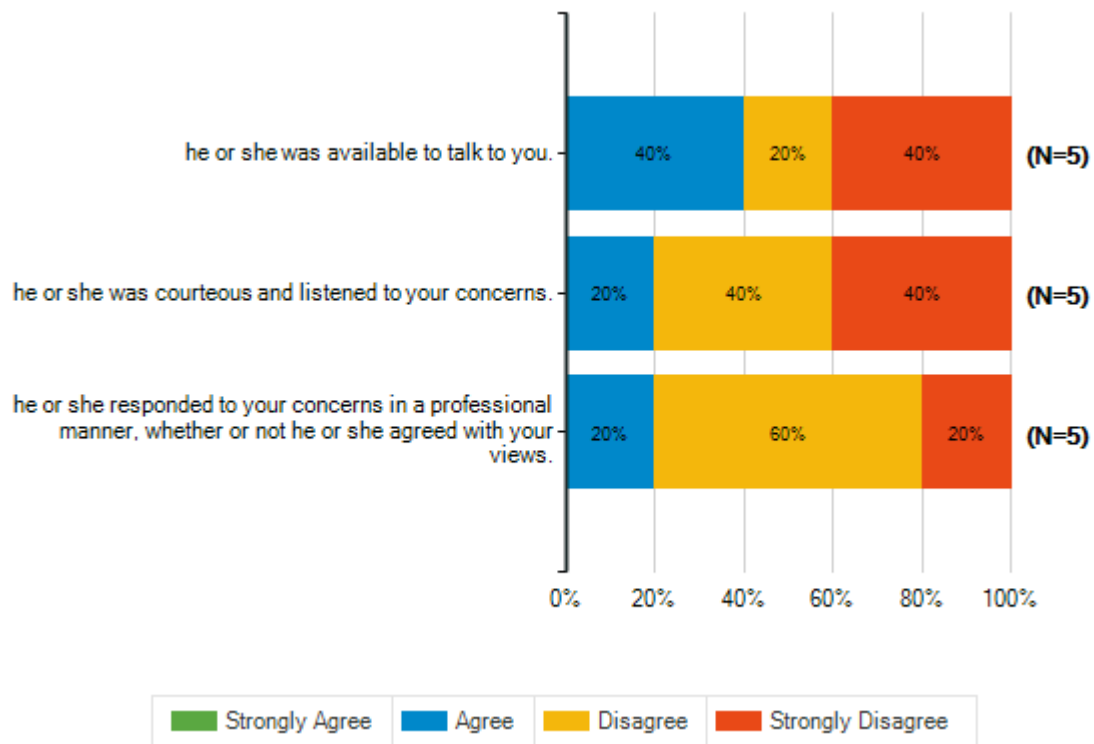
| Responses | Count | % |
|------------------------|-----------|-----|
| Yes | 5 | 23% |
| No | 17 | 77% |
| Total Responses | 22 | |



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 ...

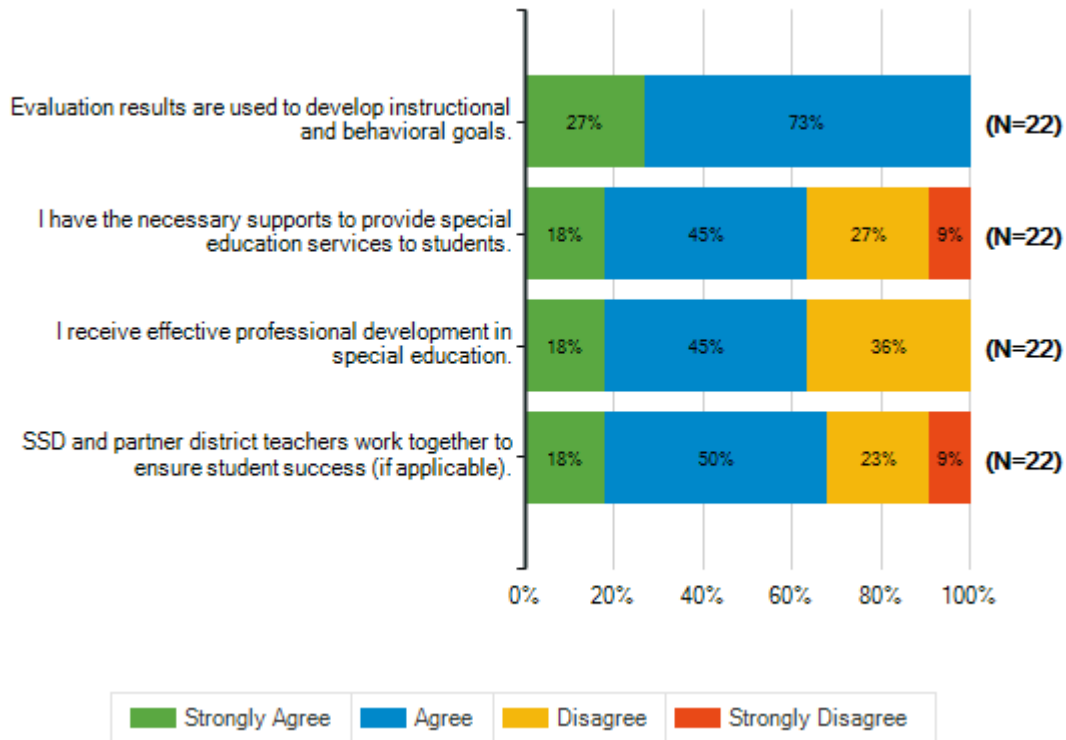
| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---|----------------|----------|----------|-------------------|-----------------|
| (a) he or she was available to talk to you. | 0 0% | 2 40% | 1 20% | 2 40% | 5 |
| (b) he or she was courteous and listened to your concerns. | 0 0% | 1 20% | 2 40% | 2 40% | 5 |
| (c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views. | 0 0% | 1 20% | 3 60% | 1 20% | 5 |



Special Education Services

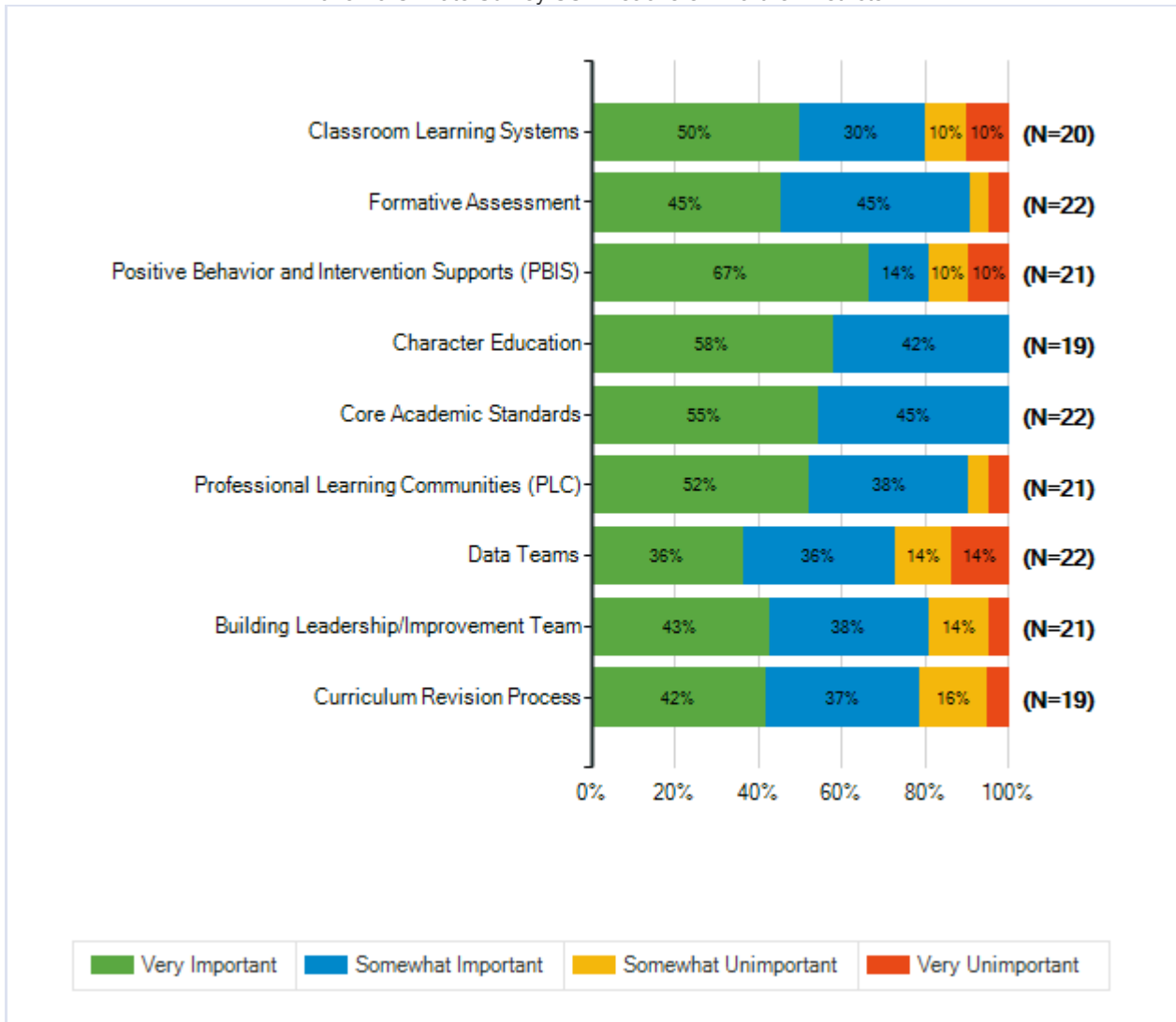
Q14. How strongly do you agree or disagree with the following statements?

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | Evaluation results are used to develop instructional and behavioral goals. | 6 27% | 16 73% | 0 0% | 0 0% | 22 |
| (b) | I have the necessary supports to provide special education services to students. | 4 18% | 10 45% | 6 27% | 2 9% | 22 |
| (c) | I receive effective professional development in special education. | 4 18% | 10 45% | 8 36% | 0 0% | 22 |
| (d) | SSD and partner district teachers work together to ensure student success (if applicable). | 4 18% | 11 50% | 5 23% | 2 9% | 22 |



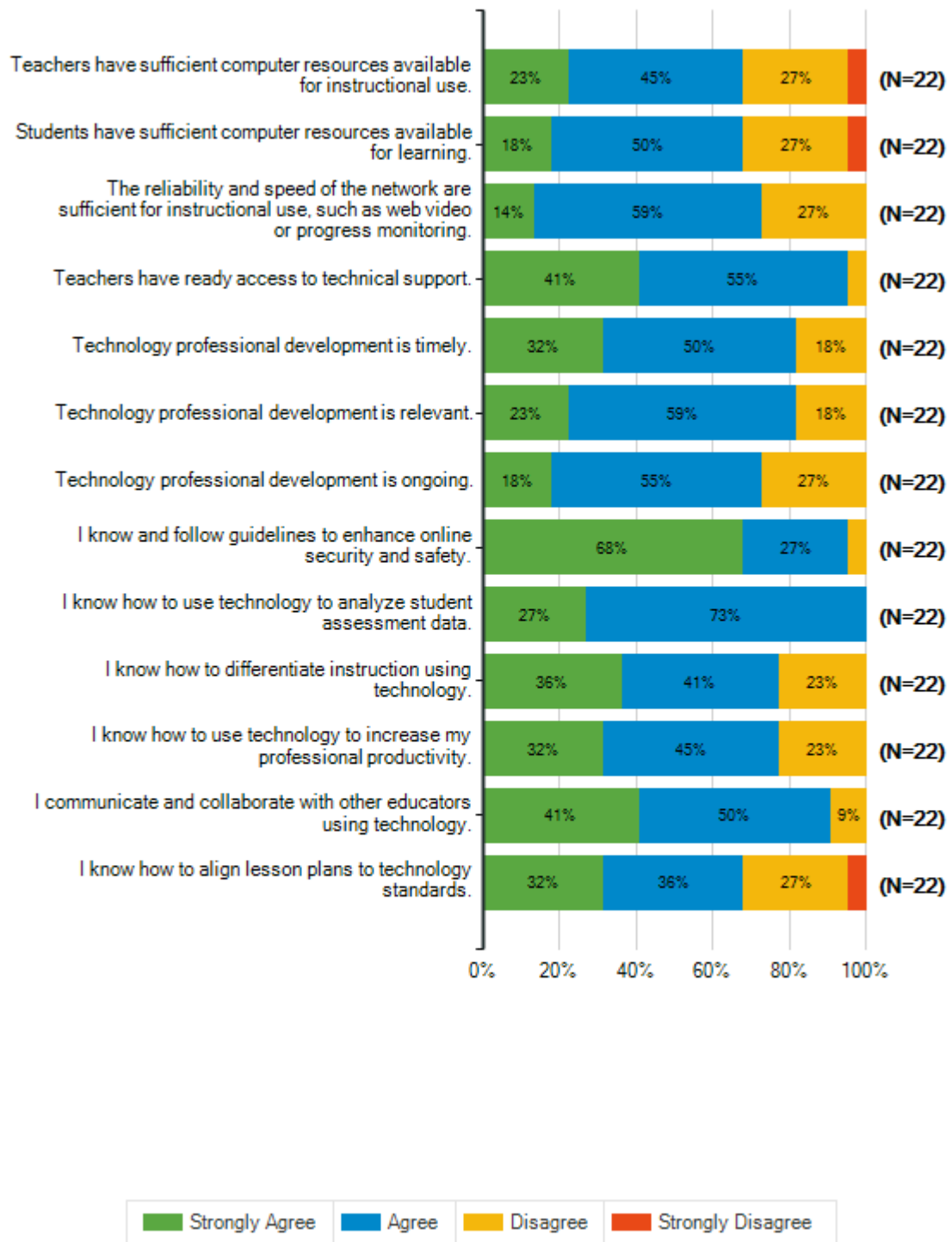
| Additional Educational Programs | | | | | | |
|---|--|-----------------------|---------------------------|-----------------------------|-------------------------|------------------------|
| Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations) | | | | | | |
| | | Very Important | Somewhat Important | Somewhat Unimportant | Very Unimportant | Total Responses |
| (a) | Classroom Learning Systems | 10 50% | 6 30% | 2 10% | 2 10% | 20 |
| (b) | Formative Assessment | 10 45% | 10 45% | 1 5% | 1 5% | 22 |
| (c) | Positive Behavior and Intervention Supports (PBIS) | 14 67% | 3 14% | 2 10% | 2 10% | 21 |
| (d) | Character Education | 11 58% | 8 42% | 0 0% | 0 0% | 19 |
| (e) | Core Academic Standards | 12 55% | 10 45% | 0 0% | 0 0% | 22 |
| (f) | Professional Learning Communities (PLC) | 11 52% | 8 38% | 1 5% | 1 5% | 21 |
| (g) | Data Teams | 8 36% | 8 36% | 3 14% | 3 14% | 22 |
| (h) | Building Leadership/Improvement Team | 9 43% | 8 38% | 3 14% | 1 5% | 21 |
| (i) | Curriculum Revision Process | 8 42% | 7 37% | 3 16% | 1 5% | 19 |

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. | 5 23% | 10 45% | 6 27% | 1 5% | 22 |
| (b) | Students have sufficient computer resources available for learning. | 4 18% | 11 50% | 6 27% | 1 5% | 22 |
| (c) | The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring. | 3 14% | 13 59% | 6 27% | 0 0% | 22 |
| (d) | Teachers have ready access to technical support. | 9 41% | 12 55% | 1 5% | 0 0% | 22 |
| (e) | Technology professional development is timely. | 7 32% | 11 50% | 4 18% | 0 0% | 22 |
| (f) | Technology professional development is relevant. | 5 23% | 13 59% | 4 18% | 0 0% | 22 |
| (g) | Technology professional development is ongoing. | 4 18% | 12 55% | 6 27% | 0 0% | 22 |
| (h) | I know and follow guidelines to enhance online security and safety. | 15 68% | 6 27% | 1 5% | 0 0% | 22 |
| (i) | I know how to use technology to analyze student assessment data. | 6 27% | 16 73% | 0 0% | 0 0% | 22 |
| (j) | I know how to differentiate instruction using technology. | 8 36% | 9 41% | 5 23% | 0 0% | 22 |
| (k) | I know how to use technology to increase my professional productivity. | 7 32% | 10 45% | 5 23% | 0 0% | 22 |
| (l) | I communicate and collaborate with other educators using technology. | 9 41% | 11 50% | 2 9% | 0 0% | 22 |
| (m) | I know how to align lesson plans to technology standards. | 7 32% | 8 36% | 6 27% | 1 5% | 22 |

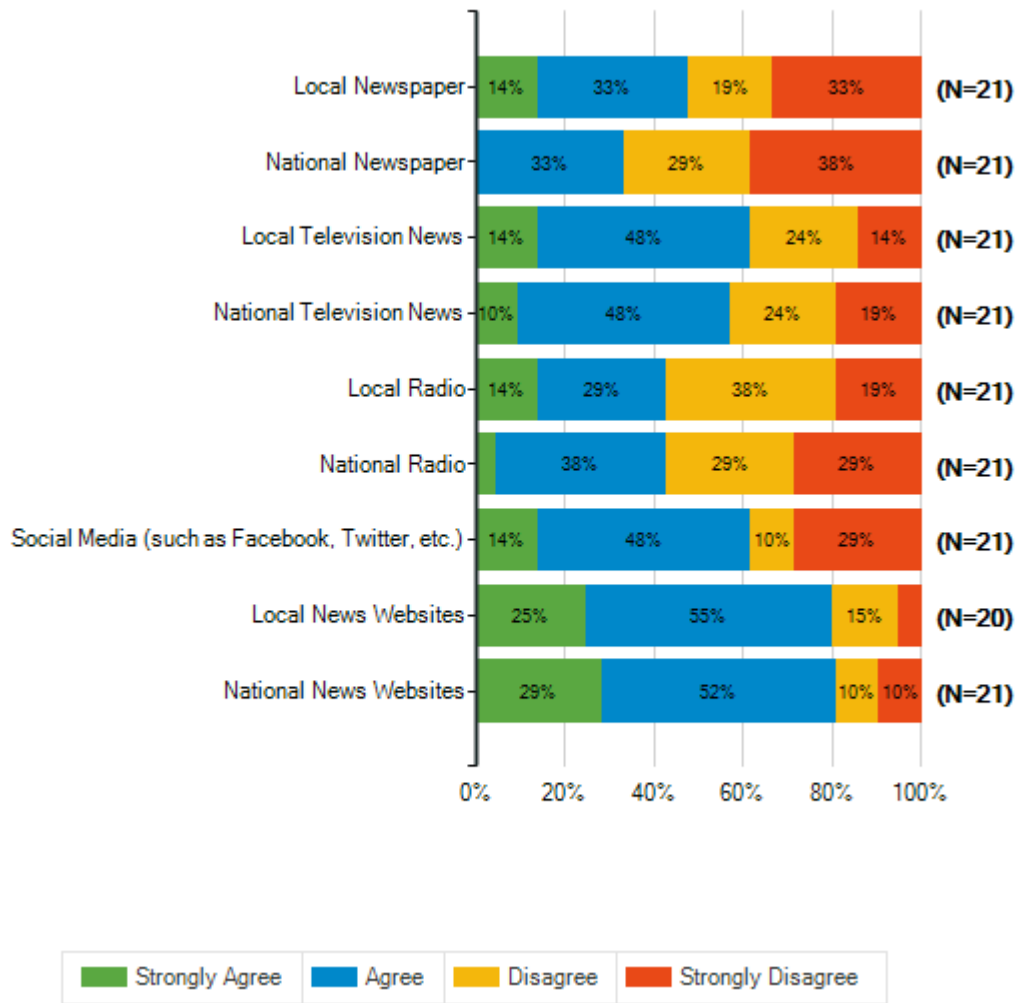
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



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.

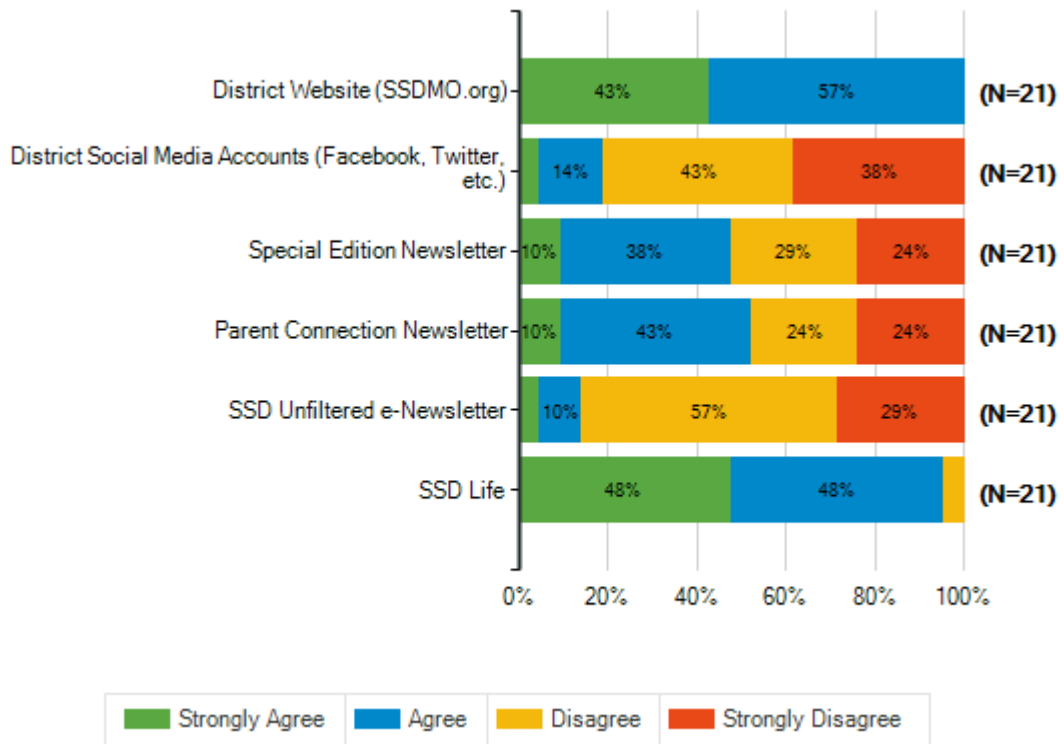
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | Local Newspaper | 3 14% | 7 33% | 4 19% | 7 33% | 21 |
| (b) | National Newspaper | 0 0% | 7 33% | 6 29% | 8 38% | 21 |
| (c) | Local Television News | 3 14% | 10 48% | 5 24% | 3 14% | 21 |
| (d) | National Television News | 2 10% | 10 48% | 5 24% | 4 19% | 21 |
| (e) | Local Radio | 3 14% | 6 29% | 8 38% | 4 19% | 21 |
| (f) | National Radio | 1 5% | 8 38% | 6 29% | 6 29% | 21 |
| (g) | Social Media (such as Facebook, Twitter, etc.) | 3 14% | 10 48% | 2 10% | 6 29% | 21 |
| (h) | Local News Websites | 5 25% | 11 55% | 3 15% | 1 5% | 20 |
| (i) | National News Websites | 6 29% | 11 52% | 2 10% | 2 10% | 21 |

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



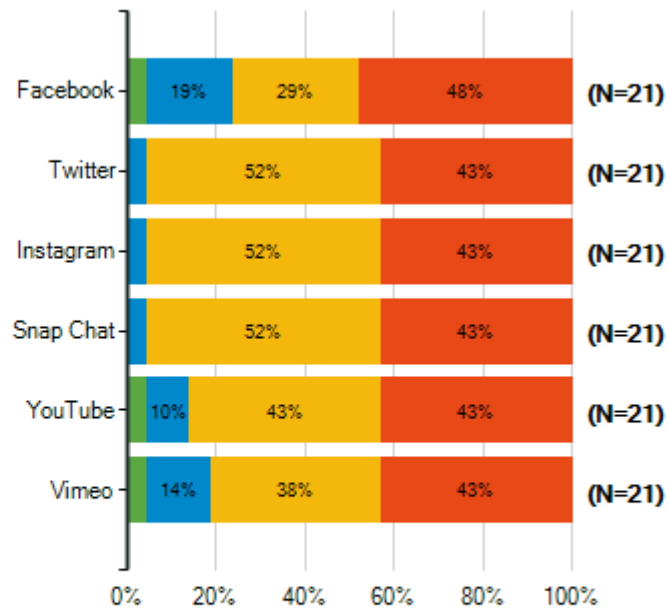
Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|--|----------------|-----------|-----------|-------------------|-----------------|
| (a) District Website (SSDMO.org) | 9 43% | 12 57% | 0 0% | 0 0% | 21 |
| (b) District Social Media Accounts (Facebook, Twitter, etc.) | 1 5% | 3 14% | 9 43% | 8 38% | 21 |
| (c) Special Edition Newsletter | 2 10% | 8 38% | 6 29% | 5 24% | 21 |
| (d) Parent Connection Newsletter | 2 10% | 9 43% | 5 24% | 5 24% | 21 |
| (e) SSD Unfiltered e-Newsletter | 1 5% | 2 10% | 12 57% | 6 29% | 21 |
| (f) SSD Life | 10 48% | 10 48% | 1 5% | 0 0% | 21 |



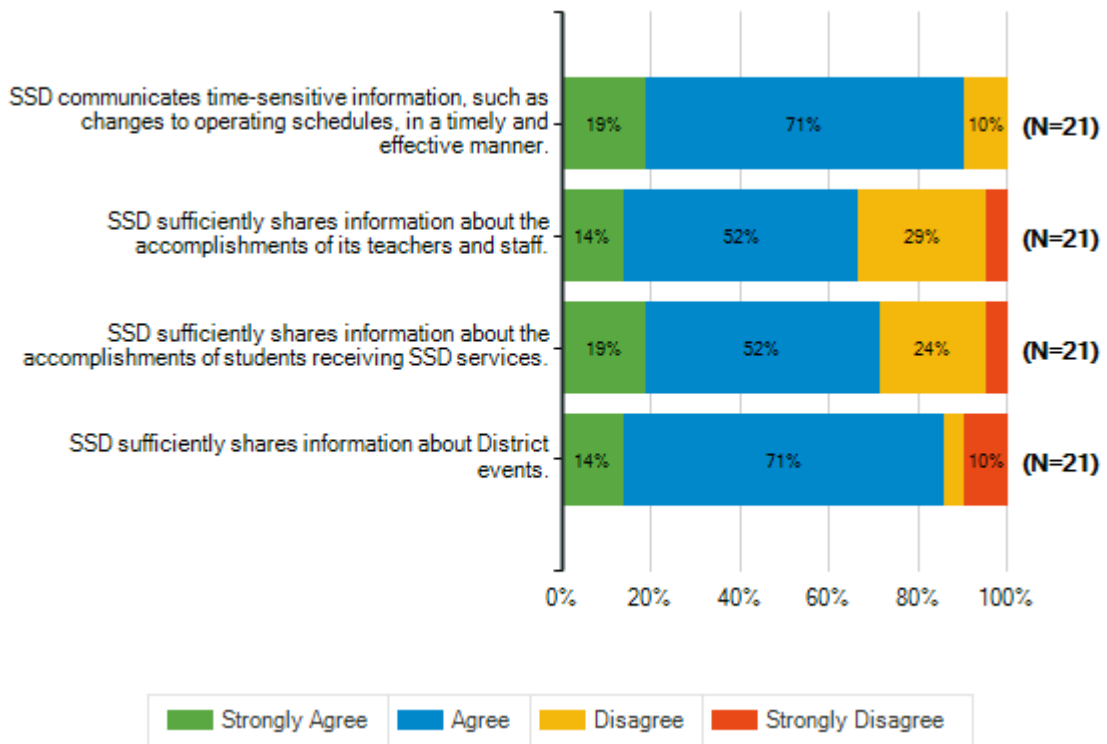
Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---------------|----------------|----------|-----------|-------------------|-----------------|
| (a) Facebook | 1 5% | 4 19% | 6 29% | 10 48% | 21 |
| (b) Twitter | 0 0% | 1 5% | 11 52% | 9 43% | 21 |
| (c) Instagram | 0 0% | 1 5% | 11 52% | 9 43% | 21 |
| (d) Snap Chat | 0 0% | 1 5% | 11 52% | 9 43% | 21 |
| (e) YouTube | 1 5% | 2 10% | 9 43% | 9 43% | 21 |
| (f) Vimeo | 1 5% | 3 14% | 8 38% | 9 43% | 21 |



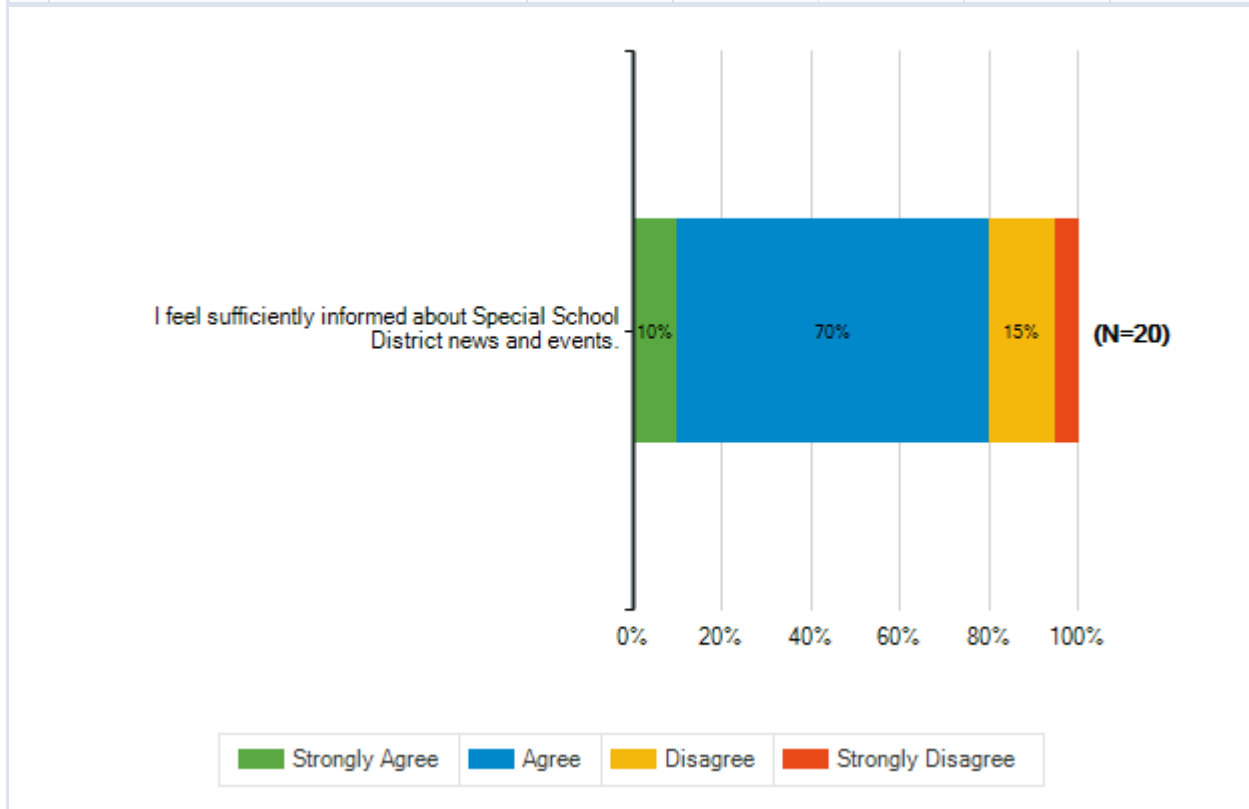
Q20. Please indicate the extent to which you agree or disagree with each of the following statements.

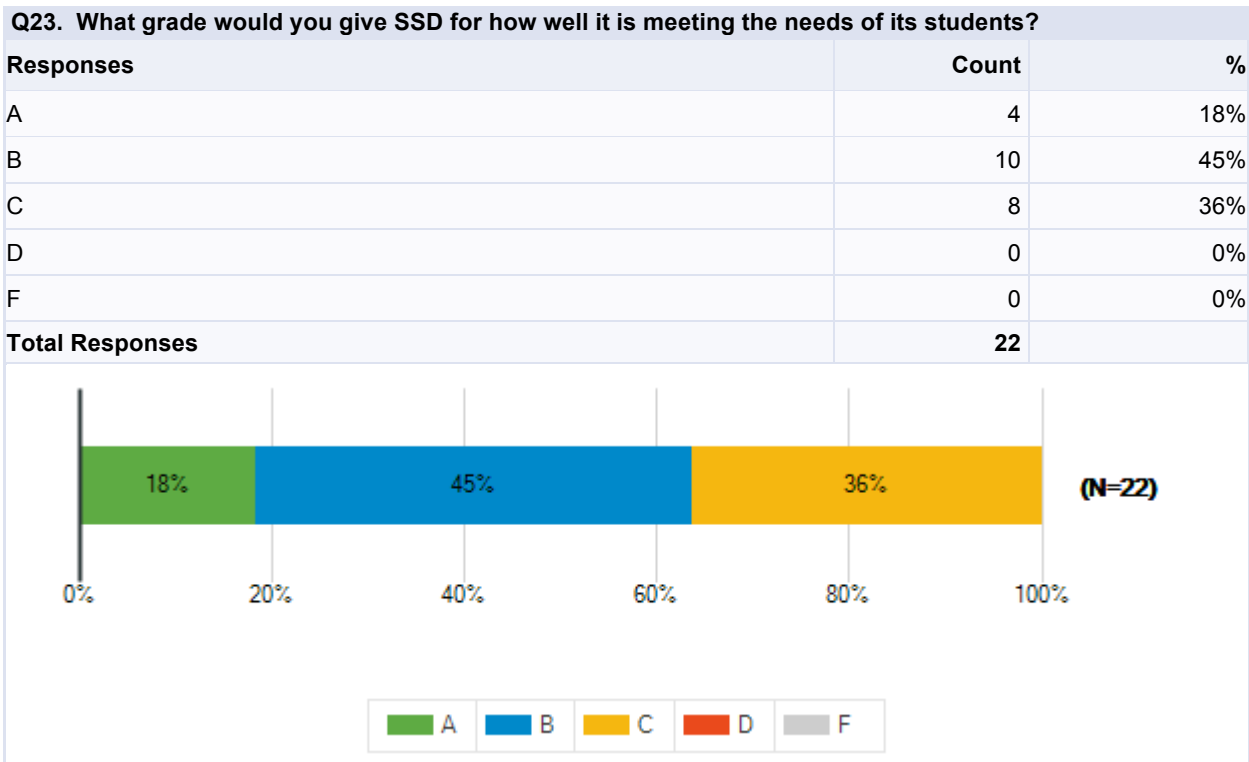
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner. | 4 19% | 15 71% | 2 10% | 0 0% | 21 |
| (b) | SSD sufficiently shares information about the accomplishments of its teachers and staff. | 3 14% | 11 52% | 6 29% | 1 5% | 21 |
| (c) | SSD sufficiently shares information about the accomplishments of students receiving SSD services. | 4 19% | 11 52% | 5 24% | 1 5% | 21 |
| (d) | SSD sufficiently shares information about District events. | 3 14% | 15 71% | 1 5% | 2 10% | 21 |



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. | 2 10% | 14 70% | 3 15% | 1 5% | 20 |





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

| Responses | Count | % |
|------------------------|-----------|-----|
| A | 2 | 9% |
| B | 5 | 23% |
| C | 10 | 45% |
| D | 5 | 23% |
| F | 0 | 0% |
| Total Responses | 22 | |

