

2018-2019 Climate Survey

Paraprofessionals SSD Schools

Survey Results

Overall Report

Special School District of St. Louis County
February 20 - March 15, 2019



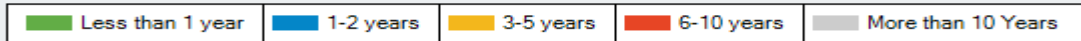
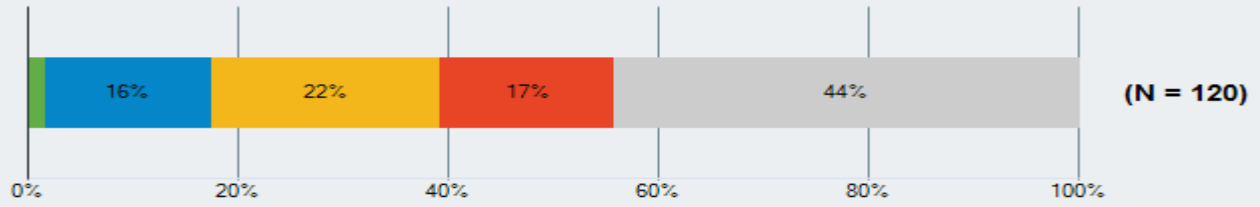
2018-2019 Paras - School Climate Survey

Survey Title: 2018-2019 Paras - School Climate Survey
Report Type: Advanced Frequency
Start Date: 20-Feb-19
End Date: 15-Mar-19
Data Sources
Data Source 1: Single-Use Link Invitations Delivered: 397 Responses Received: 120 Response Rate: 30.23%
Total Number of Responses in This Report: 120

Data Sources Selected
Single-Use Link

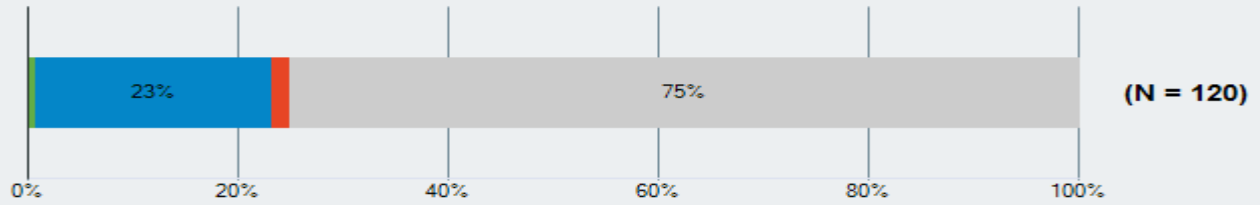
2018-2019 Paras - School Climate Survey

Q 1 Years of Service		
Responses	Count	%
Less than 1 year	2	2%
1-2 years	19	16%
3-5 years	26	22%
6-10 years	20	17%
More than 10 Years	53	44%
Total Responses	120	



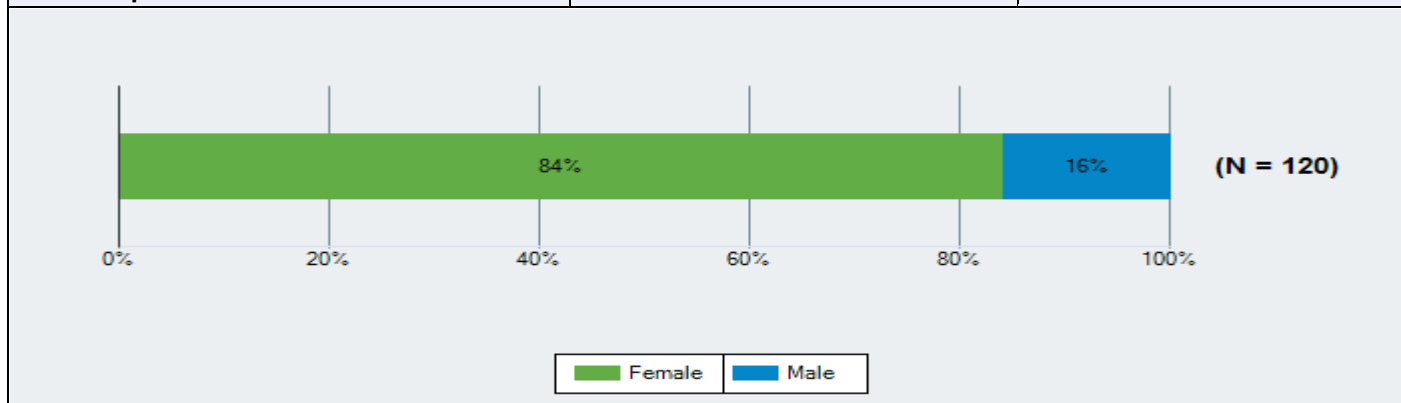
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Q 2 Race/Ethnicity		
Responses	Count	%
Asian - Pacific Islander	1	1%
Black (non hispanic)	27	23%
Hispanic	0	0%
Multi-Racial	2	2%
White (non hispanic)	90	75%
Total Responses	120	



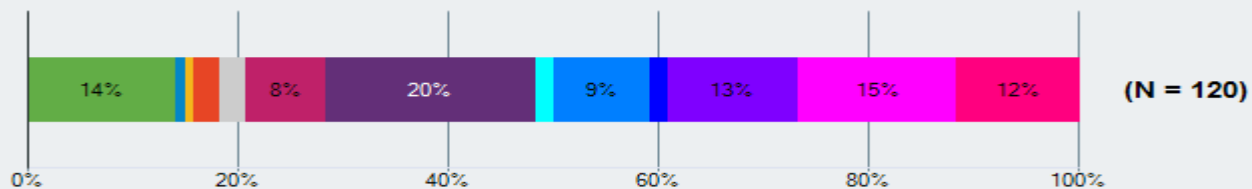
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Q 3 Gender		
Responses	Count	%
Female	101	84%
Male	19	16%
Total Responses	120	



2018-2019 Paras - School Climate Survey

Q 4 School/Site		
Responses	Count	%
Ackerman School	17	14%
Bridges South	1	1%
Districtwide Instruction	1	1%
Juvenile Detention Center	3	3%
Lakeside Center	3	3%
Litzinger School	9	8%
Neuwoehner High School	24	20%
North Technical High School	2	2%
Northview High School	11	9%
South Technical High School	2	2%
Southview School (Elementary)	15	13%
Southview School (High)	18	15%
Vocational Skills Program	14	12%
Total Responses	120	



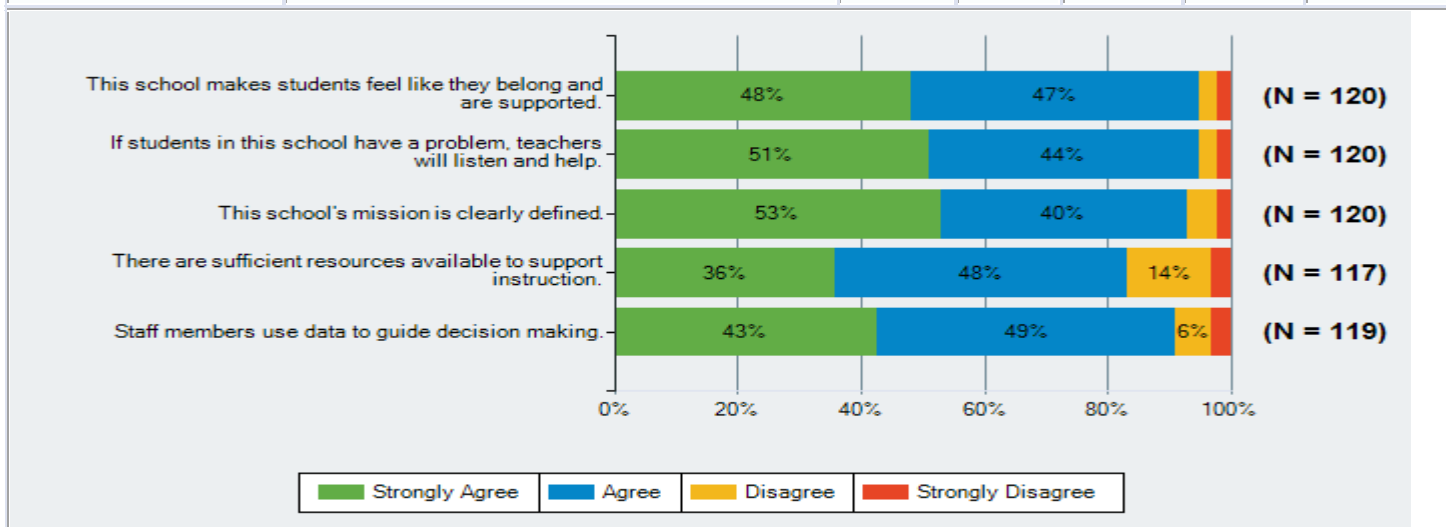
Ackerman School	Litzinger School	South Technical High School
Bridges South	Neuwoehner High School	Southview School (Elementary)
Districtwide Instruction	North Technical High School	Southview School (High)
Juvenile Detention Center	Northview High School	Vocational Skills Program
Lakeside Center		

2018-2019 Paras - School Climate Survey

School Satisfaction

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

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	This school makes students feel like they belong and are supported.	58 48%	56 47%	4 3%	2 2%	120
(b)	If students in this school have a problem, teachers will listen and help.	61 51%	53 44%	4 3%	2 2%	120
(c)	This school's mission is clearly defined.	64 53%	48 40%	6 5%	2 2%	120
(d)	There are sufficient resources available to support instruction.	42 36%	56 48%	16 14%	3 3%	117
(e)	Staff members use data to guide decision making.	51 43%	58 49%	7 6%	3 3%	119

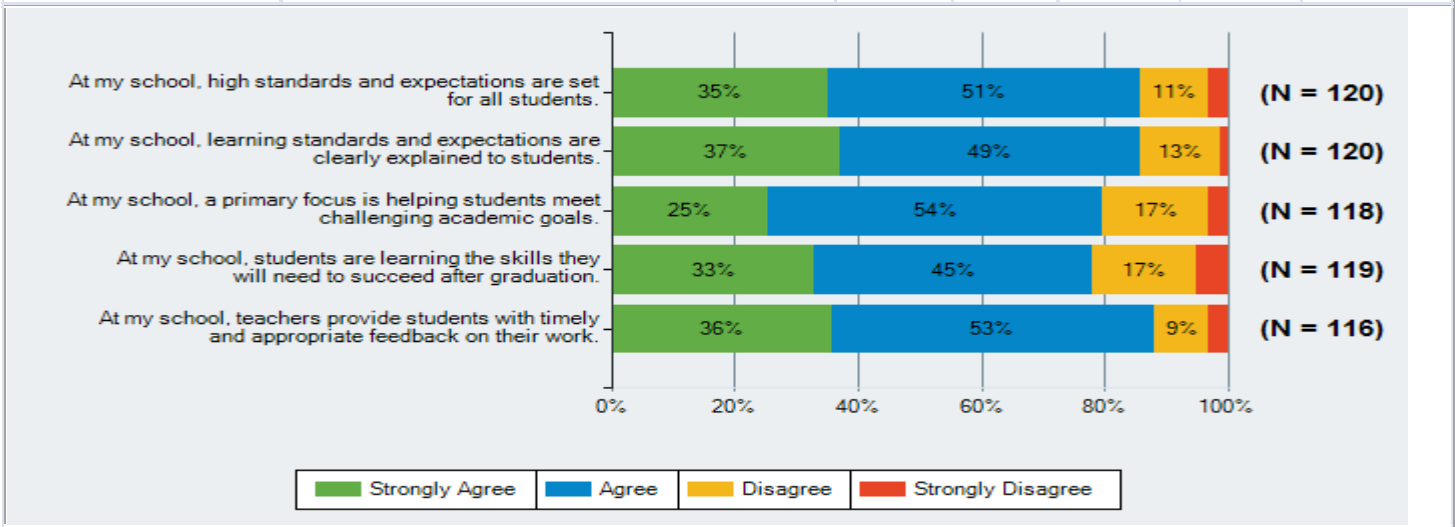


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Academic Preparation Below are statements about the quality of education students receive at your school. As you respond, please think about your experiences this school year.

Q6. How strongly do you agree or disagree with the following statements?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	At my school, high standards and expectations are set for all students.	42 35%	61 51%	13 11%	4 3%	120
(b)	At my school, learning standards and expectations are clearly explained to students.	44 37%	59 49%	16 13%	1 1%	120
(c)	At my school, a primary focus is helping students meet challenging academic goals.	30 25%	64 54%	20 17%	4 3%	118
(d)	At my school, students are learning the skills they will need to succeed after graduation.	39 33%	54 45%	20 17%	6 5%	119
(e)	At my school, teachers provide students with timely and appropriate feedback on their work.	42 36%	61 53%	10 9%	3 3%	116

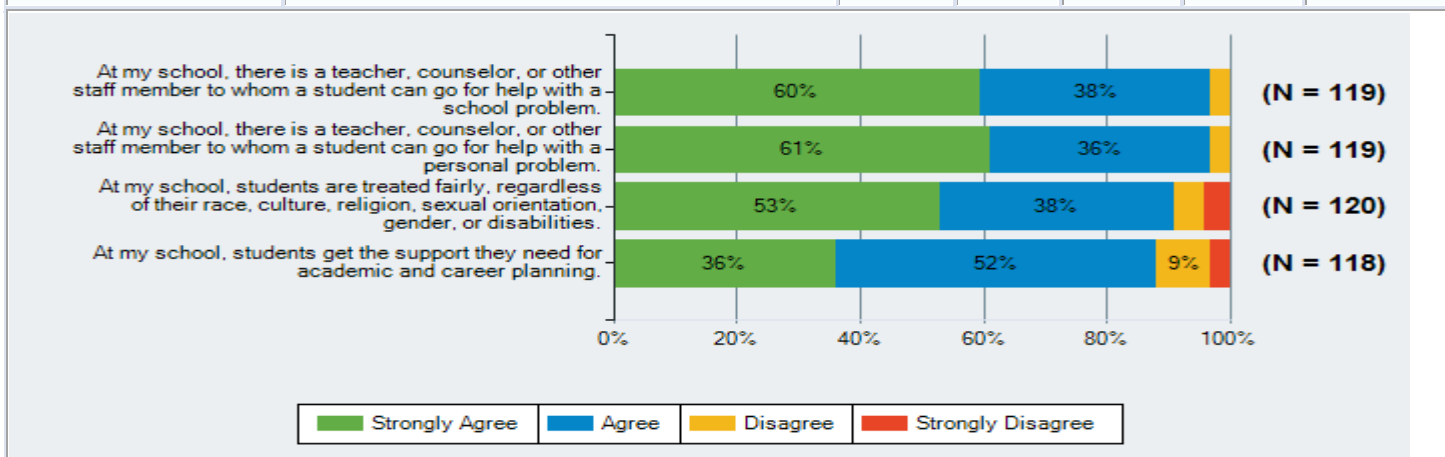


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Student Support Below are statements about the support students receive at your school. As you respond, please think about your experiences this school year.

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

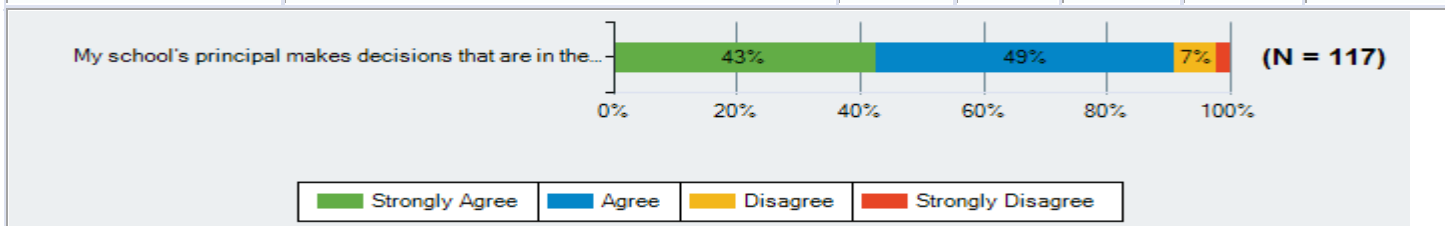
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	71 60%	45 38%	3 3%	0 0%	119
(b)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	72 61%	43 36%	4 3%	0 0%	119
(c)	At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	64 53%	45 38%	6 5%	5 4%	120
(d)	At my school, students get the support they need for academic and career planning.	42 36%	61 52%	11 9%	4 3%	118



School Principal Below is a statement about your school's principal. As you respond, please think about your experiences this school year.

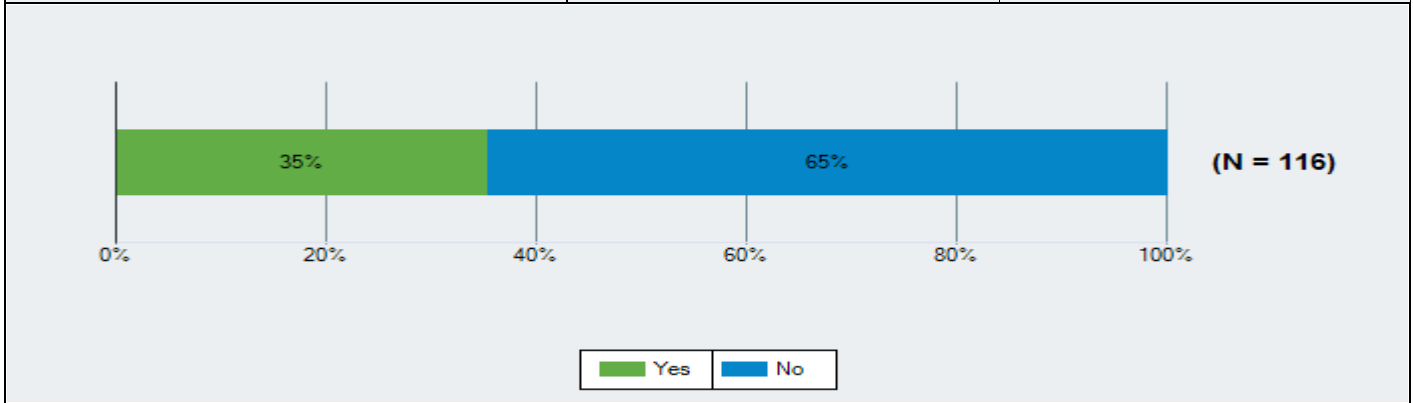
Q8. How strongly do you agree or disagree with the following statement?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	My school's principal makes decisions that are in the best interest of the students.	50 43%	57 49%	8 7%	2 2%	117



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Q 9 Have you had an issue or concern to discuss with the principal or assistant principal this school year?		
Responses	Count	%
Yes	41	35%
No	75	65%
Total Responses	116	

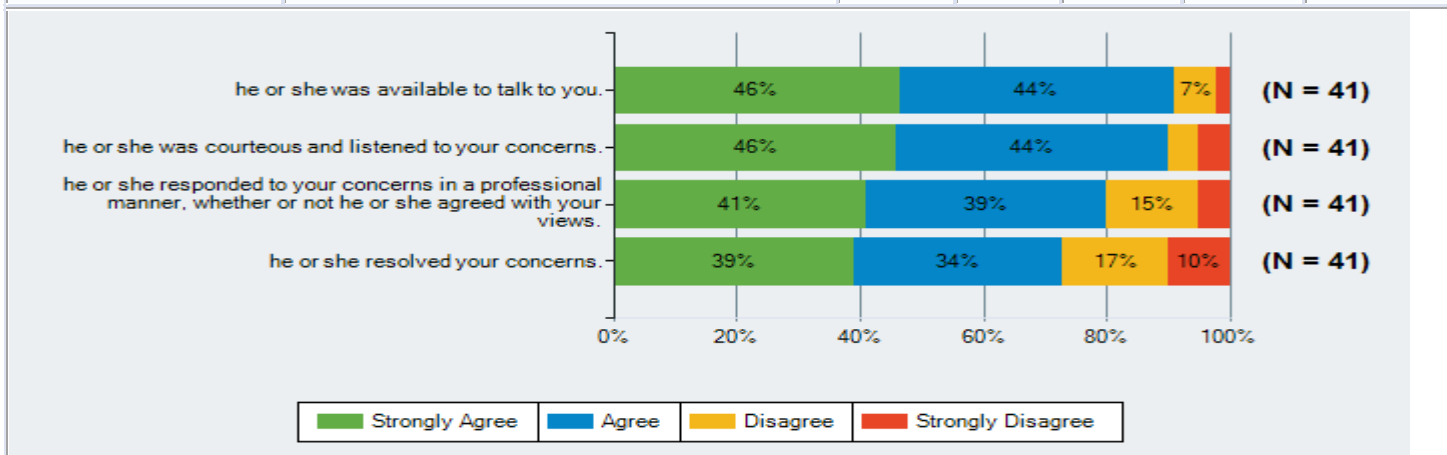


2018-2019 Paras - School Climate Survey

How strongly do you agree or disagree with the following statements? When you have had an issue or a concern to discuss with the principal or assistant principal ...

Q10.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	he or she was available to talk to you.	19 46%	18 44%	3 7%	1 2%	41
(b)	he or she was courteous and listened to your concerns.	19 46%	18 44%	2 5%	2 5%	41
(c)	he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	17 41%	16 39%	6 15%	2 5%	41
(d)	he or she resolved your concerns.	16 39%	14 34%	7 17%	4 10%	41

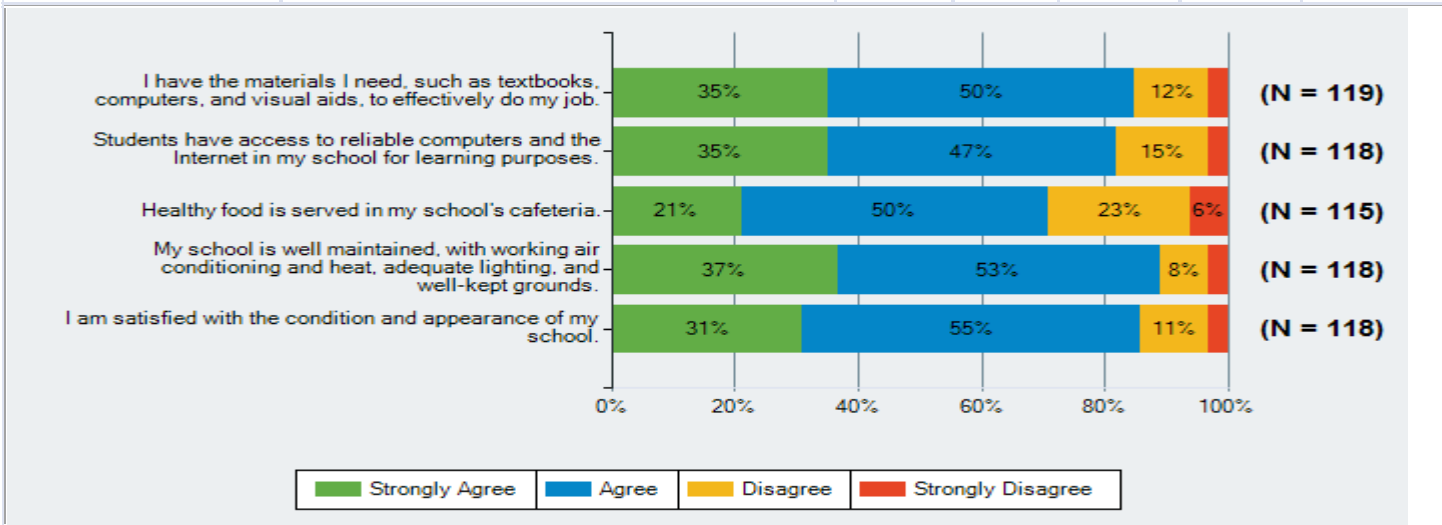


2018-2019 Paras - School Climate Survey

School Operations Below are statements about school operations. As you respond, please think about your experiences this school year.

Q11. How strongly do you agree or disagree with the following statements?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I have the materials I need, such as textbooks, computers, and visual aids, to effectively do my job.	42 35%	60 50%	14 12%	3 3%	119
(b)	Students have access to reliable computers and the Internet in my school for learning purposes.	41 35%	56 47%	18 15%	3 3%	118
(c)	Healthy food is served in my school's cafeteria.	24 21%	57 50%	27 23%	7 6%	115
(d)	My school is well maintained, with working air conditioning and heat, adequate lighting, and well-kept grounds.	44 37%	62 53%	9 8%	3 3%	118
(e)	I am satisfied with the condition and appearance of my school.	37 31%	65 55%	13 11%	3 3%	118

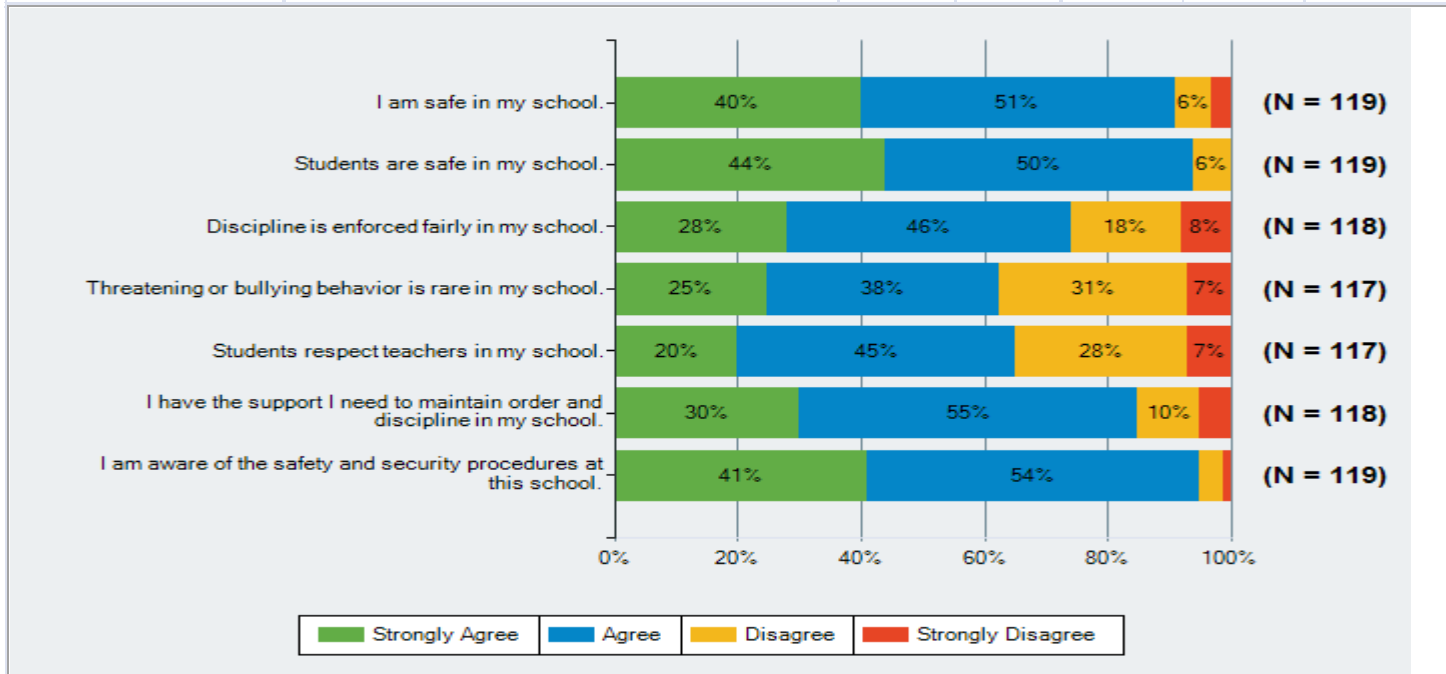


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Safety and Behavior Below are statements about safety and behavior. As you respond, please think about your experiences this school year.

Q12. 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.	48 40%	61 51%	7 6%	3 3%	119
(b)	Students are safe in my school.	52 44%	60 50%	7 6%	0 0%	119
(c)	Discipline is enforced fairly in my school.	33 28%	54 46%	21 18%	10 8%	118
(d)	Threatening or bullying behavior is rare in my school.	29 25%	44 38%	36 31%	8 7%	117
(e)	Students respect teachers in my school.	23 20%	53 45%	33 28%	8 7%	117
(f)	I have the support I need to maintain order and discipline in my school.	35 30%	65 55%	12 10%	6 5%	118
(g)	I am aware of the safety and security procedures at this school.	49 41%	64 54%	5 4%	1 1%	119

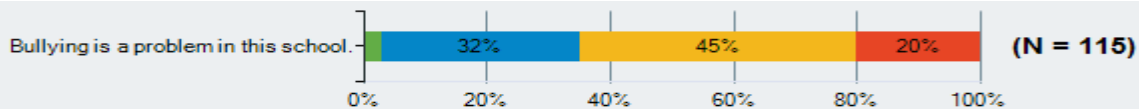


2018-2019 Paras - School Climate Survey

Safety and Behavior

Q13. How strongly do you agree or disagree with the statement below?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Bullying is a problem in this school.	3 3%	37 32%	52 45%	23 20%	115

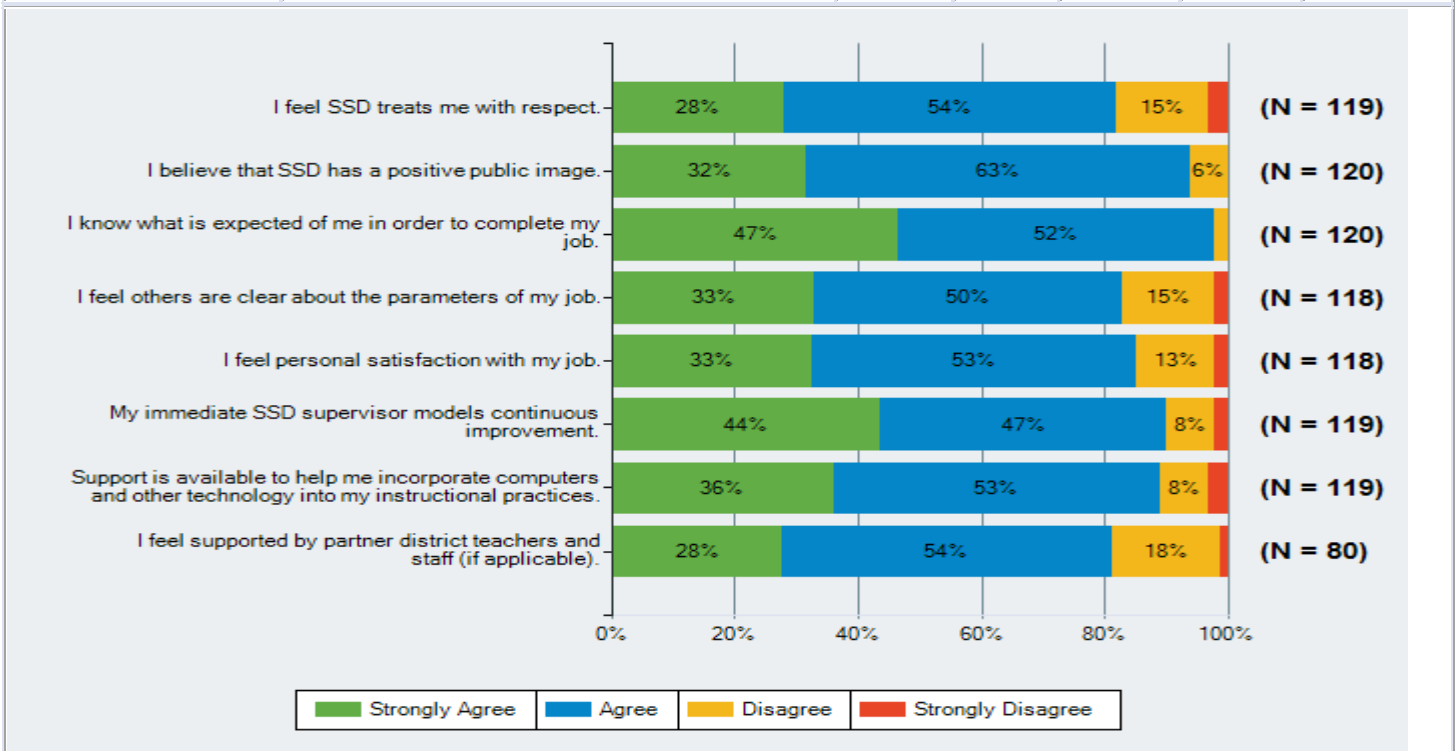


2018-2019 Paras - School Climate Survey

Job Satisfaction

Q14. 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.	33 28%	64 54%	18 15%	4 3%	119
(b)	I believe that SSD has a positive public image.	38 32%	75 63%	7 6%	0 0%	120
(c)	I know what is expected of me in order to complete my job.	56 47%	62 52%	2 2%	0 0%	120
(d)	I feel others are clear about the parameters of my job.	39 33%	59 50%	18 15%	2 2%	118
(e)	I feel personal satisfaction with my job.	39 33%	62 53%	15 13%	2 2%	118
(f)	My immediate SSD supervisor models continuous improvement.	52 44%	56 47%	9 8%	2 2%	119
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	43 36%	63 53%	9 8%	4 3%	119
(h)	I feel supported by partner district teachers and staff (if applicable).	22 28%	43 54%	14 18%	1 1%	80

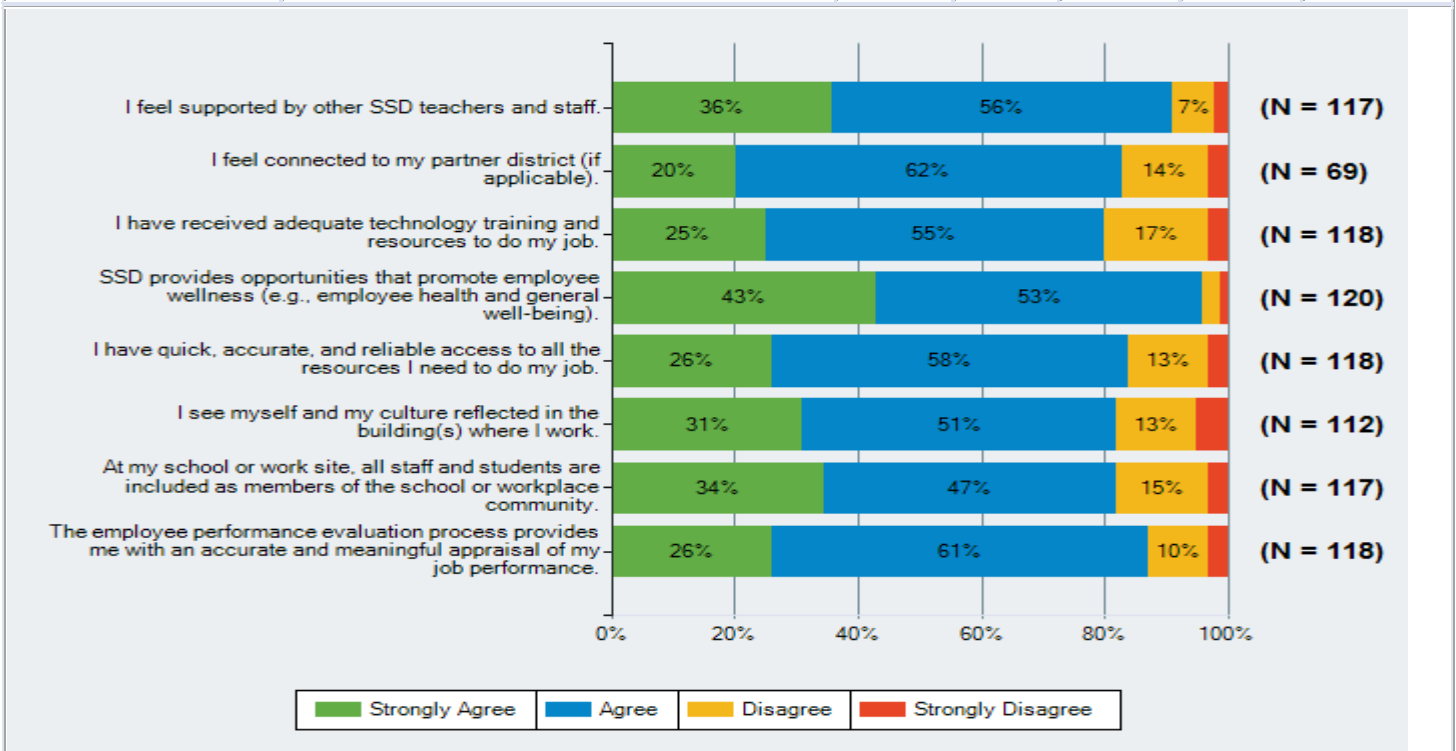


2018-2019 Paras - School Climate Survey

Job Satisfaction (Continued)

Q15. How strongly do you agree or disagree with the following statements?

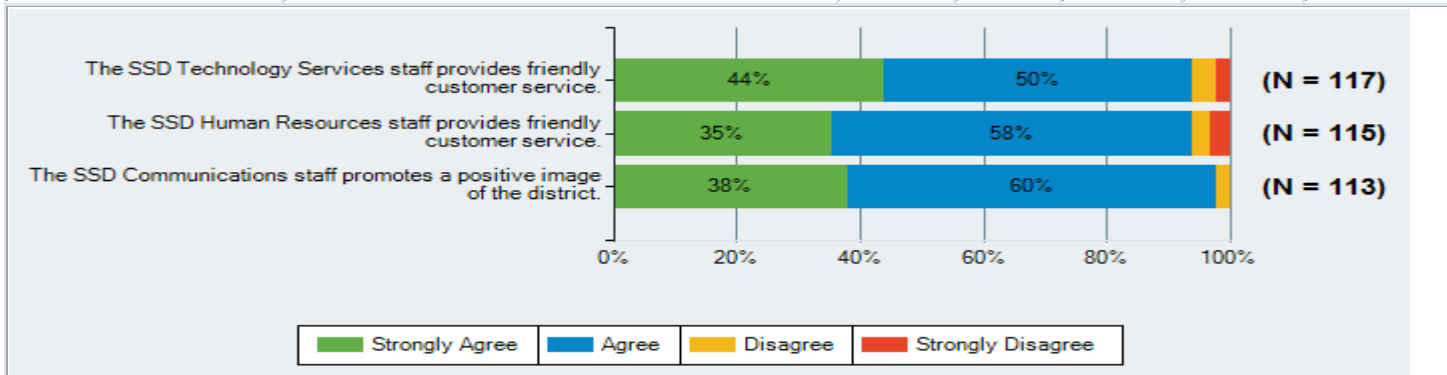
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel supported by other SSD teachers and staff.	42 36%	65 56%	8 7%	2 2%	117
(b)	I feel connected to my partner district (if applicable).	14 20%	43 62%	10 14%	2 3%	69
(c)	I have received adequate technology training and resources to do my job.	29 25%	65 55%	20 17%	4 3%	118
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	52 43%	63 53%	4 3%	1 1%	120
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	31 26%	69 58%	15 13%	3 3%	118
(f)	I see myself and my culture reflected in the building(s) where I work.	35 31%	57 51%	14 13%	6 5%	112
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	40 34%	55 47%	18 15%	4 3%	117
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	31 26%	72 61%	12 10%	3 3%	118



Satisfaction With SSD Support Departments

Q16. How strongly do you agree or disagree with the following statements?

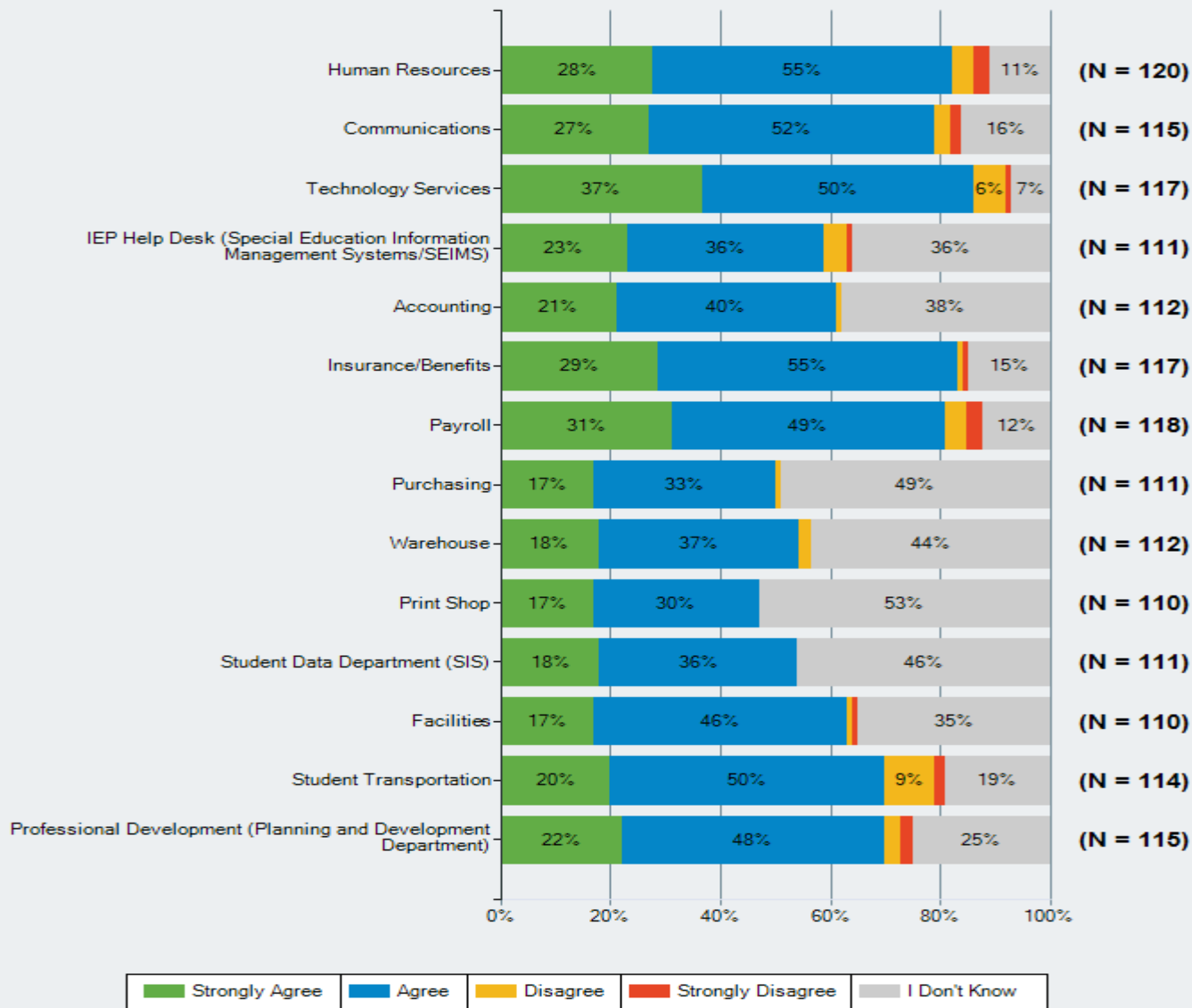
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	The SSD Technology Services staff provides friendly customer service.	51 44%	59 50%	5 4%	2 2%	117
(b)	The SSD Human Resources staff provides friendly customer service.	40 35%	67 58%	4 3%	4 3%	115
(c)	The SSD Communications staff promotes a positive image of the district.	43 38%	68 60%	2 2%	0 0%	113



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I am satisfied with the service provided by the following SSD departments:							
Q17.							
		Strongly Agree	Agree	Disagree	Strongly Disagree	I Don't Know	Total Responses
(a)	Human Resources	33 28%	66 55%	5 4%	3 3%	13 11%	120
(b)	Communications	31 27%	60 52%	4 3%	2 2%	18 16%	115
(c)	Technology Services	43 37%	58 50%	7 6%	1 1%	8 7%	117
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	26 23%	40 36%	4 4%	1 1%	40 36%	111
(e)	Accounting	24 21%	45 40%	1 1%	0 0%	42 38%	112
(f)	Insurance/Benefits	34 29%	64 55%	1 1%	1 1%	17 15%	117
(g)	Payroll	37 31%	58 49%	5 4%	4 3%	14 12%	118
(h)	Purchasing	19 17%	37 33%	1 1%	0 0%	54 49%	111
(i)	Warehouse	20 18%	41 37%	2 2%	0 0%	49 44%	112
(j)	Print Shop	19 17%	33 30%	0 0%	0 0%	58 53%	110
(k)	Student Data Department (SIS)	20 18%	40 36%	0 0%	0 0%	51 46%	111
(l)	Facilities	19 17%	51 46%	1 1%	1 1%	38 35%	110
(m)	Student Transportation	23 20%	57 50%	10 9%	2 2%	22 19%	114
(n)	Professional Development (Planning and Development Department)	25 22%	55 48%	4 3%	2 2%	29 25%	115

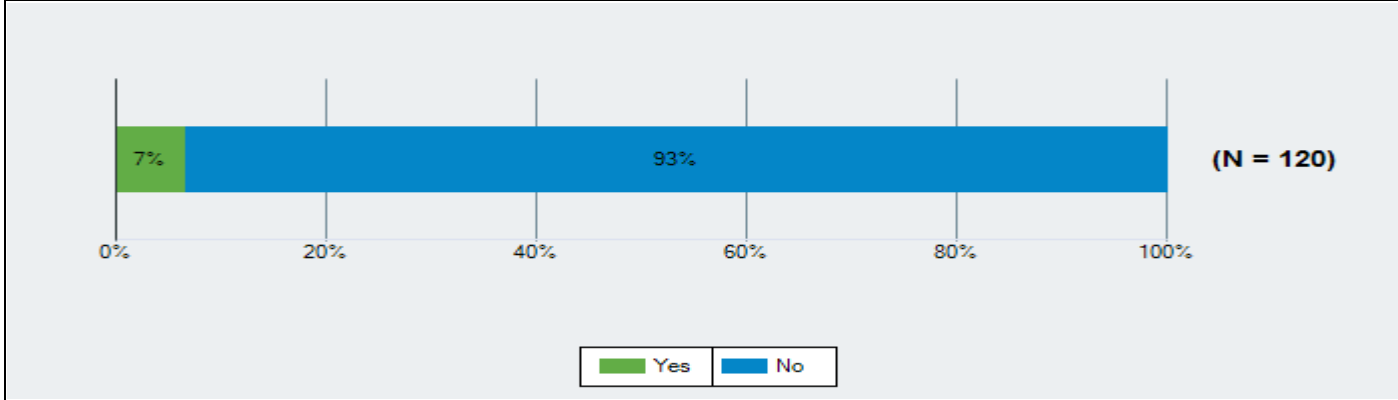
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Q 18 Have you had an issue or concern to discuss with an SSD director, assistant superintendent or cabinet member this school year?

Responses	Count	%
Yes	8	7%
No	112	93%
Total Responses	120	

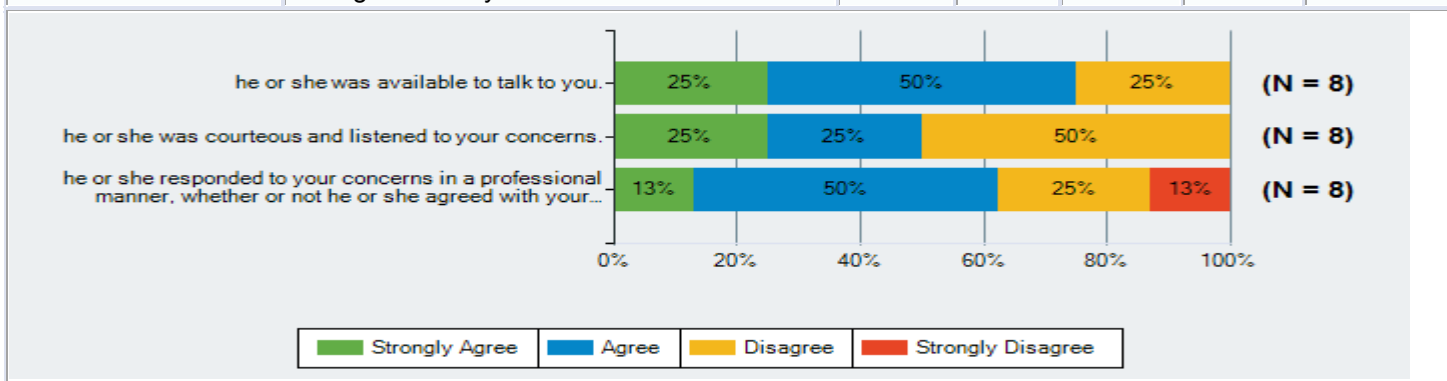


2018-2019 Paras - School Climate Survey

How strongly do you agree or disagree with the following statements? When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...

Q19.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	he or she was available to talk to you.	2 25%	4 50%	2 25%	0 0%	8
(b)	he or she was courteous and listened to your concerns.	2 25%	2 25%	4 50%	0 0%	8
(c)	he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	1 13%	4 50%	2 25%	1 13%	8

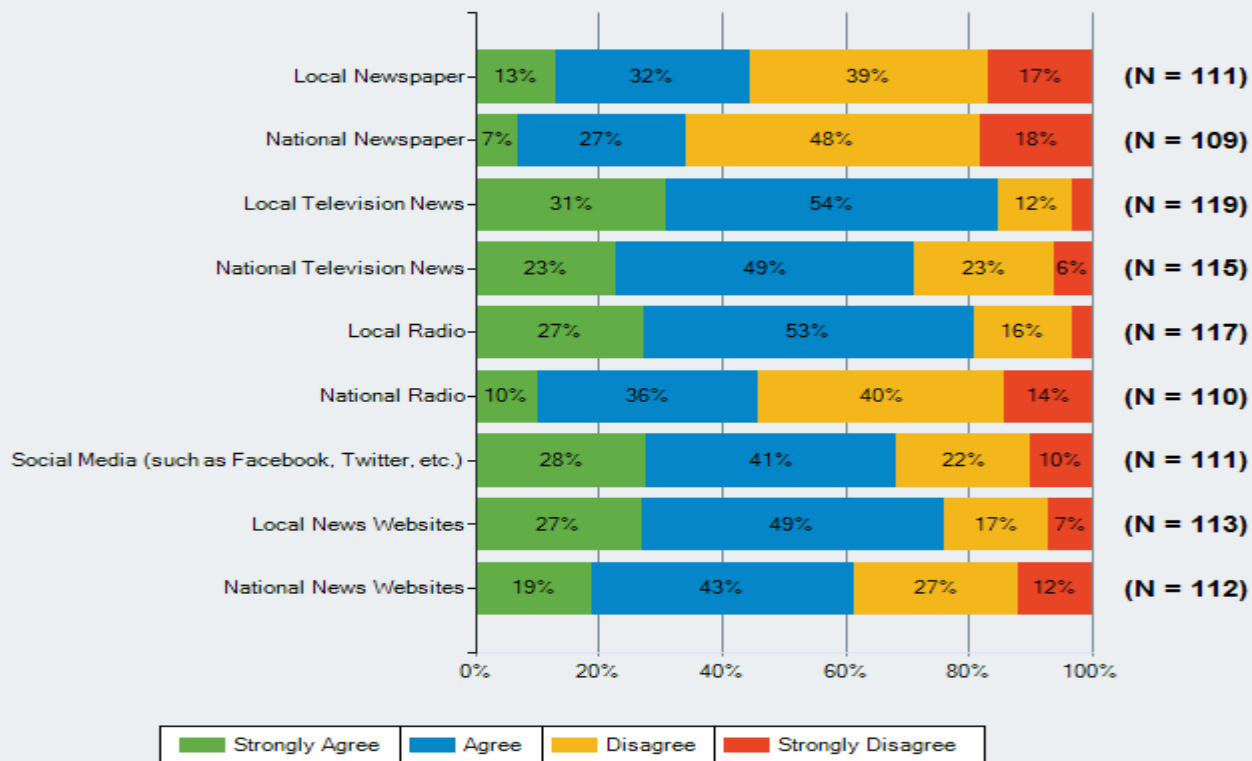


2018-2019 Paras - School Climate Survey

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

Q20.						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Local Newspaper	14 13%	35 32%	43 39%	19 17%	111
(b)	National Newspaper	8 7%	29 27%	52 48%	20 18%	109
(c)	Local Television News	37 31%	64 54%	14 12%	4 3%	119
(d)	National Television News	26 23%	56 49%	26 23%	7 6%	115
(e)	Local Radio	32 27%	62 53%	19 16%	4 3%	117
(f)	National Radio	11 10%	40 36%	44 40%	15 14%	110
(g)	Social Media (such as Facebook, Twitter, etc.)	31 28%	45 41%	24 22%	11 10%	111
(h)	Local News Websites	31 27%	55 49%	19 17%	8 7%	113
(i)	National News Websites	21 19%	48 43%	30 27%	13 12%	112

2018-2019 Paras - School Climate Survey

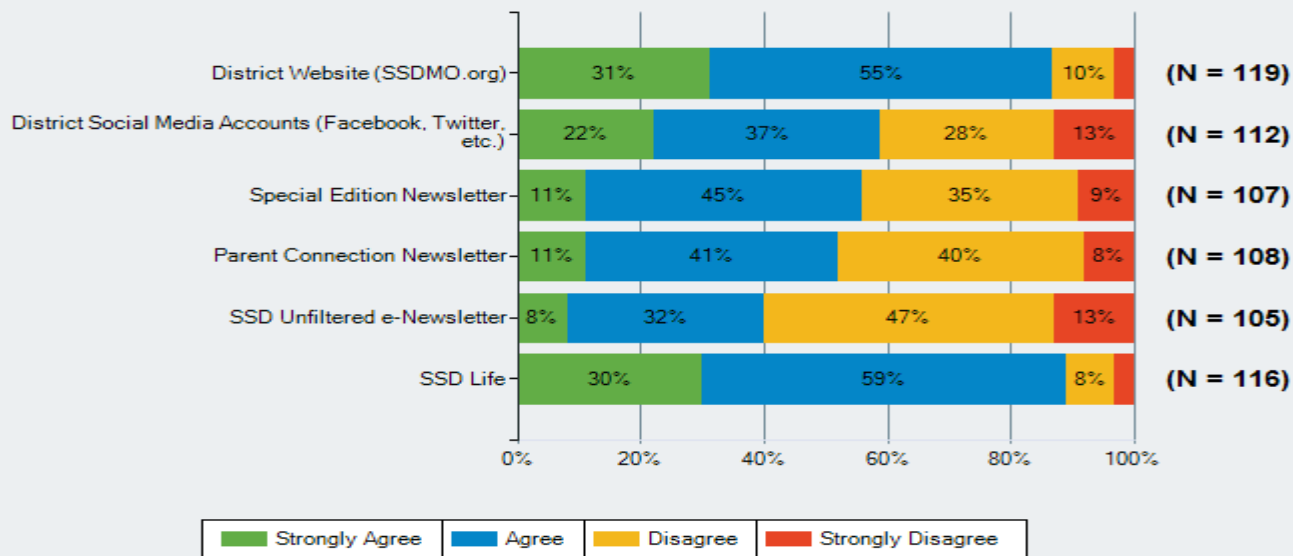


2018-2019 Paras - School Climate Survey

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

Q21.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	District Website (SSDMO.org)	37 31%	66 55%	12 10%	4 3%	119
(b)	District Social Media Accounts (Facebook, Twitter, etc.)	25 22%	41 37%	31 28%	15 13%	112
(c)	Special Edition Newsletter	12 11%	48 45%	37 35%	10 9%	107
(d)	Parent Connection Newsletter	12 11%	44 41%	43 40%	9 8%	108
(e)	SSD Unfiltered e-Newsletter	8 8%	34 32%	49 47%	14 13%	105
(f)	SSD Life	35 30%	68 59%	9 8%	4 3%	116

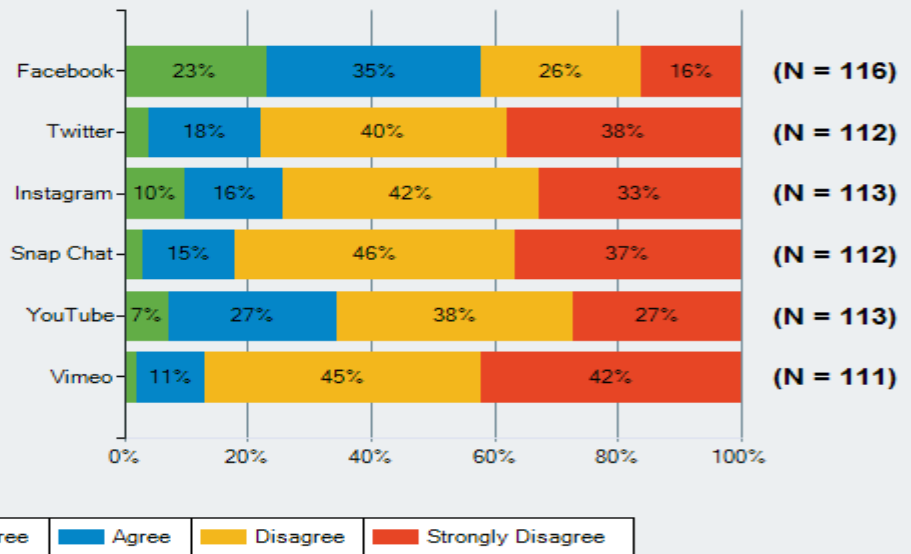


2018-2019 Paras - School Climate Survey

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.

Q22.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Facebook	27 23%	41 35%	30 26%	18 16%	116
(b)	Twitter	4 4%	20 18%	45 40%	43 38%	112
(c)	Instagram	11 10%	18 16%	47 42%	37 33%	113
(d)	Snap Chat	3 3%	17 15%	51 46%	41 37%	112
(e)	YouTube	8 7%	31 27%	43 38%	31 27%	113
(f)	Vimeo	2 2%	12 11%	50 45%	47 42%	111

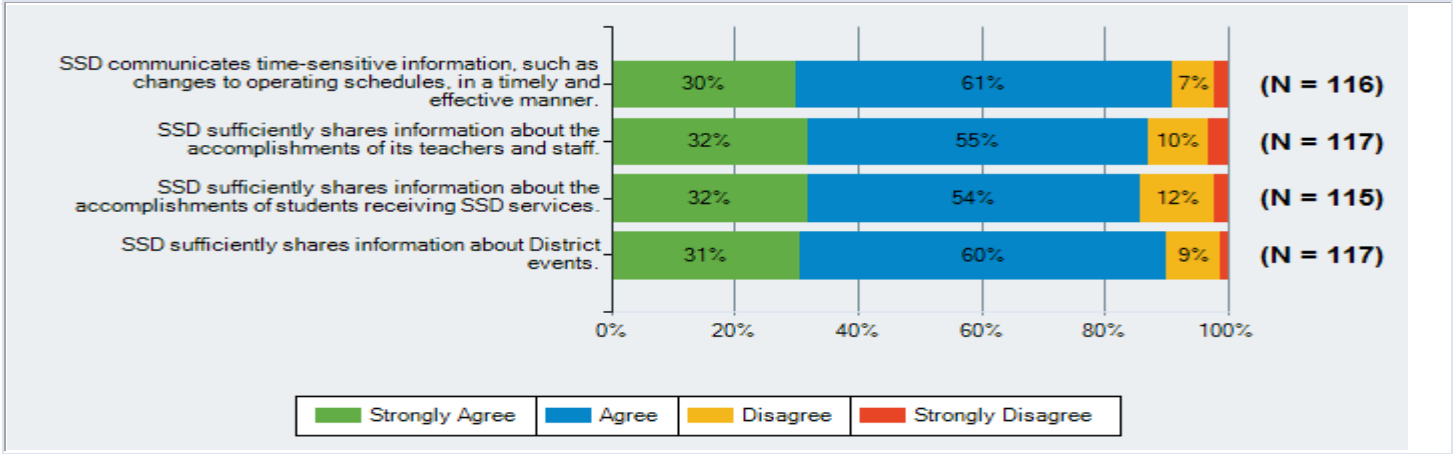


2018-2019 Paras - School Climate Survey

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

Q23.

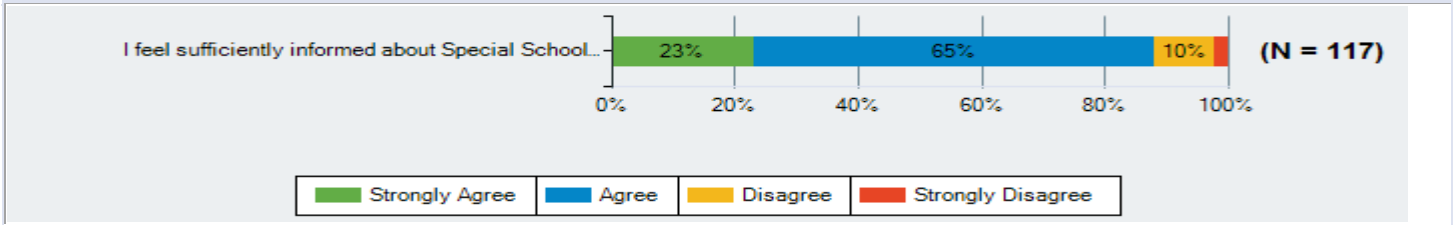
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner.	35 30%	71 61%	8 7%	2 2%	116
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	37 32%	64 55%	12 10%	4 3%	117
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	37 32%	62 54%	14 12%	2 2%	115
(d)	SSD sufficiently shares information about District events.	36 31%	70 60%	10 9%	1 1%	117



Please indicate the extent to which you agree or disagree with the following statement.

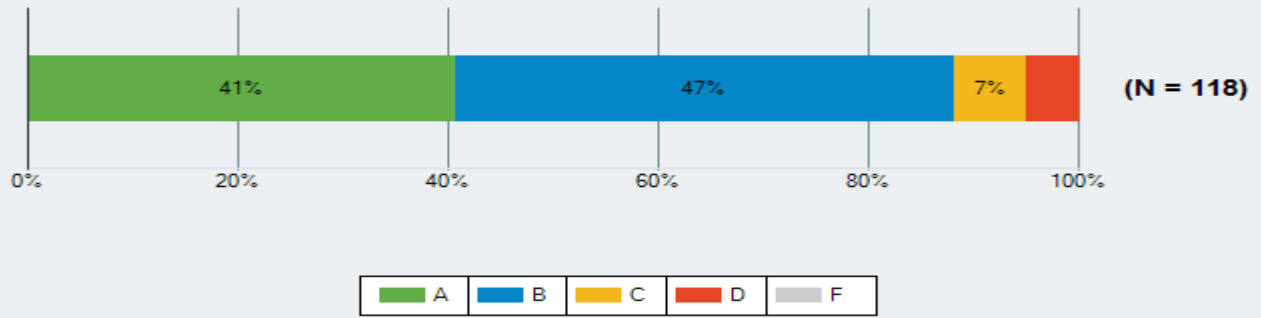
Q24.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel sufficiently informed about Special School District news and events.	27 23%	76 65%	12 10%	2 2%	117



2018-2019 Paras - School Climate Survey

Q 26 What grade would you give SSD for how well it is meeting the needs of its students?		
Responses	Count	%
A	48	41%
B	56	47%
C	8	7%
D	6	5%
F	0	0%
Total Responses	118	



2018-2019 Paras - School Climate Survey

Q 28 What grade would you give the overall quality of your school?		
Responses	Count	%
A	56	47%
B	44	37%
C	12	10%
D	5	4%
F	1	1%
Total Responses	118	

