

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Safety and Behavior

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
This school makes students feel like they belong and are supported.	2018-2019	48%	58	47%	47%	3%	4	2%	2	120
	2017-2018	47%	77	47%	77	5%	8	1%	2	164
	2016-2017	46%	82	53%	95	1%	1	1%	2	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
If students in this school have a problem, teachers will listen and help.	2018-2019	51%	61	44%	53	3%	4	2%	2	120
	2017-2018	52%	86	42%	69	4%	7	1%	2	164
	2016-2017	56%	100	41%	74	2%	4	1%	2	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
This school's mission is clearly defined.	2018-2019	53%	64	40%	48	5%	6	2%	2	120
	2017-2018	57%	93	34%	55	9%	14	1%	2	164
	2016-2017	53%	95	39%	69	7%	13	1%	1	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
There are sufficient resources available to support instruction.	2018-2019	36%	42	48%	56	14%	16	3%	3	117
	2017-2018	35%	57	47%	77	13%	21	5%	9	164
	2016-2017	31%	55	54%	97	14%	25	2%	3	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Staff members use data to guide decision making.	2018-2019	43%	51	49%	58	6%	7	3%	3	119
	2017-2018	42%	69	46%	75	12%	19	1%	1	164
	2016-2017	41%	73	51%	92	7%	13	1%	2	180

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Academic Preparation

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, high standards and expectations are set for all students.	2018-2019	35%	42	51%	61	11%	13	3%	4	120
	2017-2018	34%	56	50%	82	13%	22	2%	3	163
	2016-2017	35%	62	50%	90	12%	22	3%	5	179

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, learning standards and expectations are clearly explained to students.	2018-2019	37%	44	49%	59	13%	16	1%	1	120
	2017-2018	38%	61	49%	79	13%	21	1%	1	162
	2016-2017	36%	64	51%	92	11%	20	2%	3	179

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, a primary focus is helping students meet challenging academic goals.	2018-2019	25%	30	54%	64	17%	20	3%	4	118
	2017-2018	26%	42	49%	79	22%	35	3%	4	160
	2016-2017	31%	55	53%	94	15%	26	2%	4	179

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, students are learning the skills they will need to succeed after graduation.	2018-2019	33%	39	45%	54	17%	20	5%	6	119
	2017-2018	38%	61	41%	66	16%	26	5%	8	161
	2016-2017	34%	60	49%	88	13%	24	3%	6	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, teachers provide students with timely and appropriate feedback on their work.	2018-2019	36%	42	53%	61	9%	10	3%	3	116
	2017-2018	35%	57	59%	96	4%	7	1%	2	162
	2016-2017	41%	72	52%	92	6%	11	1%	2	177

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Student Support

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	2018-2019	60%	71	38%	45	3%	3	0%	0	119
	2017-2018	58%	94	41%	67	0%	0	1%	1	162
	2016-2017	61%	109	37%	66	2%	4	1%	1	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	2018-2019	61%	72	36%	43	3%	4	0%	0	119
	2017-2018	60%	97	39%	63	1%	1	1%	1	162
	2016-2017	61%	110	36%	65	2%	4	1%	1	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	2018-2019	53%	64	38%	45	5%	6	4%	5	120
	2017-2018	54%	87	37%	59	7%	11	2%	4	161
	2016-2017	61%	110	29%	52	8%	15	1%	2	179

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school, students get the support they need for academic and career planning.	2018-2019	36%	42	52%	61	9%	11	3%	4	118
	2017-2018	39%	63	44%	71	16%	25	1%	1	160
	2016-2017	40%	72	48%	86	10%	18	2%	4	180

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

School Principal

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
My school's principal makes decisions that are in the best interest of the students.	2018-2019	43%	50	49%	57	7%	8	2%	2	117
	2017-2018	44%	69	38%	59	16%	25	3%	4	157
	2016-2017	44%	77	43%	76	12%	21	2%	3	177

	Year	Yes		No		Total Responses
Have you had an issue or concern to discuss with the principal or assistant principal this school year?	2018-2019	35%	41	65%	75	116
	2017-2018	34%	53	66%	105	158
	2016-2017	43%	76	57%	102	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
When you have had an issue or a concern to discuss with the principal or assistant principal ... he or she was available to talk to you.	2018-2019	46%	19	44%	18	7%	3	2%	1	41
	2017-2018	53%	28	38%	20	6%	3	4%	2	53
	2016-2017	51%	39	37%	28	8%	6	4%	3	76

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
he or she was courteous and listened to your concerns.	2018-2019	46%	19	44%	18	5%	2	5%	2	41
	2017-2018	55%	29	30%	16	11%	6	4%	2	53
	2016-2017	53%	40	33%	25	12%	9	3%	2	76

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

School Principal (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	2018-2019	41%	17	39%	16	15%	6	5%	2	41
	2017-2018	51%	27	36%	19	8%	4	6%	3	53
	2016-2017	54%	41	28%	21	14%	11	4%	3	76

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she resolved your concerns.	2018-2019	39%	16	34%	14	17%	7	10%	4	41
	2017-2018	38%	20	33%	17	19%	10	10%	5	52
	2016-2017	45%	34	26%	20	25%	19	4%	3	76

School Operations

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I have the materials I need, such as textbooks, computers, and visual aids, to effectively do my job.	2018-2019	35%	42	50%	60	12%	14	3%	3	119
	2017-2018	32%	51	51%	81	15%	24	3%	4	160
	2016-2017	31%	56	55%	99	11%	20	3%	5	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Students have access to reliable computers and the Internet in my school for learning purposes.	2018-2019	35%	41	47%	56	15%	18	3%	3	118
	2017-2018	32%	52	46%	75	18%	29	4%	7	163
	2016-2017	36%	65	45%	81	17%	31	2%	3	180



**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

School Operations (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Healthy food is served in my school's cafeteria.	2018-2019	21%	24	50%	57	23%	27	6%	7	115
	2017-2018	18%	29	49%	77	23%	36	10%	16	158
	2016-2017	19%	33	46%	81	23%	41	13%	23	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
My school is well maintained, with working air conditioning and heat, adequate lighting, and well-kept grounds.	2018-2019	37%	44	53%	62	8%	9	3%	3	118
	2017-2018	35%	55	56%	89	7%	11	2%	3	158
	2016-2017	31%	56	53%	96	13%	24	2%	4	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I am satisfied with the condition and appearance of my school.	2018-2019	31%	37	55%	65	11%	13	3%	3	118
	2017-2018	34%	54	52%	83	12%	19	3%	4	160
	2016-2017	24%	42	54%	97	19%	33	3%	6	178

Safety and Behavior

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I am safe in my school.	2018-2019	40%	48	51%	61	6%	7	3%	3	119
	2017-2018	40%	65	43%	69	14%	23	2%	4	161
	2016-2017	40%	72	50%	90	6%	11	3%	6	179

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Safety and Behavior (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Students are safe in my school.	2018-2019	44%	52	50%	60	6%	7	0%	0	119
	2017-2018	41%	65	45%	72	13%	21	1%	2	160
	2016-2017	43%	77	51%	90	4%	7	2%	4	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Discipline is enforced fairly in my school.	2018-2019	28%	33	46%	54	18%	21	8%	10	118
	2017-2018	34%	55	39%	63	22%	35	6%	9	162
	2016-2017	28%	50	47%	84	18%	31	7%	12	177

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Threatening or bullying behavior is rare in my school.	2018-2019	25%	29	38%	44	31%	36	7%	8	117
	2017-2018	25%	40	42%	68	25%	40	8%	13	161
	2016-2017	21%	37	44%	78	28%	49	7%	12	176

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Students respect teachers in my school.	2018-2019	20%	23	45%	53	28%	33	7%	8	117
	2017-2018	17%	28	47%	76	29%	47	6%	10	161
	2016-2017	15%	27	52%	92	25%	44	8%	14	177

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I have the support I need to maintain order and discipline in my school.	2018-2019	30%	35	55%	65	10%	12	5%	6	118
	2017-2018	33%	53	49%	79	12%	20	6%	9	161
	2016-2017	29%	52	52%	92	15%	26	4%	8	178

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Safety and Behavior (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I am aware of the safety and security procedures at this school.	2018-2019	41%	49	54%	64	4%	5	1%	1	119
	2017-2018	43%	69	50%	80	7%	11	1%	1	161
	2016-2017	47%	85	47%	85	3%	6	2%	3	179

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Bullying is a problem in this school.	2018-2019	3%	3	32%	37	45%	52	20%	23	115
	2017-2018	5%	8	23%	36	51%	81	22%	35	160
	2016-2017	3%	5	28%	50	53%	94	15%	27	176

Job Satisfaction

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel SSD treats me with respect.	2018-2019	28%	33	54%	64	15%	18	3%	4	119
	2017-2018	32%	52	50%	81	14%	22	4%	6	161
	2016-2017	36%	64	46%	83	17%	31	1%	1	179

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I believe that SSD has a positive public image.	2018-2019	32%	38	63%	75	6%	7	0%	0	120
	2017-2018	39%	63	57%	92	4%	7	0%	0	162
	2016-2017	38%	68	57%	101	5%	9	0%	0	178

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I know what is expected of me in order to complete my job.	2018-2019	47%	56	52%	62	2%	2	0%	0	120
	2017-2018	47%	76	50%	81	2%	4	1%	1	162
	2016-2017	49%	89	44%	80	6%	10	1%	1	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel others are clear about the parameters of my job.	2018-2019	33%	39	50%	59	15%	18	2%	2	118
	2017-2018	37%	60	43%	69	16%	25	4%	7	161
	2016-2017	32%	58	52%	94	14%	26	1%	2	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel personal satisfaction with my job.	2018-2019	33%	39	53%	62	13%	15	2%	2	118
	2017-2018	45%	74	43%	70	10%	16	2%	4	164
	2016-2017	46%	83	44%	80	9%	16	1%	1	180

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
My immediate SSD supervisor models continuous improvement.	2018-2019	44%	52	47%	56	8%	9	2%	2	119
	2017-2018	48%	77	45%	72	5%	8	2%	4	161
	2016-2017	48%	85	40%	72	11%	20	1%	1	178

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Support is available to help me incorporate computers and other technology into my instructional practices.	2018-2019	36%	43	53%	63	8%	9	3%	4	119
	2017-2018	34%	54	52%	83	12%	19	3%	4	160
	2016-2017	34%	61	54%	96	10%	18	2%	3	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel supported by partner district teachers and staff (if applicable).	2018-2019	28%	22	54%	43	18%	14	1%	1	80
	2017-2018	32%	35	59%	65	7%	8	2%	2	110
	2016-2017	29%	36	55%	68	11%	13	5%	6	123

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel supported by other SSD teachers and staff.	2018-2019	36%	42	56%	65	7%	8	2%	2	117
	2017-2018	31%	50	59%	94	8%	12	2%	3	159
	2016-2017	39%	70	50%	89	11%	19	0%	0	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel connected to my partner district (if applicable).	2018-2019	20%	14	62%	43	14%	10	3%	2	69
	2017-2018	23%	21	59%	55	16%	15	2%	2	93
	2016-2017	22%	24	56%	61	16%	17	6%	7	109

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I have received adequate technology training and resources to do my job.	2018-2019	25%	29	55%	65	17%	20	3%	4	118
	2017-2018	26%	42	53%	86	19%	30	2%	4	162
	2016-2017	24%	42	56%	99	19%	34	2%	3	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	2018-2019	43%	52	53%	63	3%	4	1%	1	120
	2017-2018	44%	72	52%	84	3%	5	1%	2	163
	2016-2017	42%	74	51%	90	7%	12	1%	2	178

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I have quick, accurate, and reliable access to all the resources I need to do my job.	2018-2019	26%	31	58%	69	13%	15	3%	3	118
	2017-2018	31%	50	49%	80	17%	28	3%	5	163
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I see myself and my culture reflected in the building(s) where I work.	2018-2019	31%	35	51%	57	13%	14	5%	6	112
	2017-2018	23%	37	56%	89	15%	24	5%	8	158
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
At my school or work site, all staff and students are included as members of the school or workplace community.	2018-2019	34%	40	47%	55	15%	18	3%	4	117
	2017-2018	36%	58	48%	77	11%	18	4%	7	160
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	2018-2019	26%	31	61%	72	10%	12	3%	3	118
	2017-2018	36%	58	53%	87	8%	13	3%	5	163
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Satisfaction with SSD Support Departments

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Technology Services staff provides friendly customer service.	2018-2019	44%	51	50%	59	4%	5	2%	2	117
	2017-2018	48%	77	47%	75	3%	5	1%	2	159
	2016-2017	44%	77	55%	97	2%	3	0%	0	177

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Human Resources staff provides friendly customer service.	2018-2019	35%	40	58%	67	3%	4	3%	4	115
	2017-2018	41%	65	50%	78	7%	11	2%	3	157
	2016-2017	39%	68	56%	98	5%	8	1%	2	176

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Communications staff promotes a positive image of the district.	2018-2019	38%	43	60%	68	2%	2	0%	0	113
	2017-2018	40%	63	59%	92	1%	1	1%	1	157
	2016-2017	39%	67	57%	99	4%	7	1%	1	174

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
		%	Count	%	Count	%	Count	%	Count	%	Count	
Human Resources	2018-2019	28%	33	55%	66	4%	5	3%	3	11%	13	120
	2017-2018	34%	55	48%	77	8%	12	1%	1	9%	15	160
	2016-2017	34%	61	51%	91	4%	8	2%	4	8%	14	178

Special School District Climate Survey for SSD Paraprofessionals

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Communications	2018-2019	27%	31	52%	60	3%	4	2%	2	16%	18	115
	2017-2018	28%	44	53%	83	1%	2	0%	0	18%	29	158
	2016-2017	29%	50	50%	87	5%	8	1%	1	17%	29	175

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Technology Services	2018-2019	37%	43	50%	58	6%	7	1%	1	7%	8	117
	2017-2018	40%	64	47%	75	5%	8	2%	3	7%	11	161
	2016-2017	38%	66	55%	96	3%	6	1%	1	4%	7	176

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Education Information Management Systems/SEIMS)	2018-2019	23%	26	36%	40	4%	4	1%	1	36%	40	111
	2017-2018	21%	30	34%	50	1%	1	0%	0	44%	64	145
	2016-2017	21%	35	43%	72	1%	2	0%	0	36%	60	169

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Accounting	2018-2019	21%	24	40%	45	1%	1	0%	0	38%	42	112
	2017-2018	17%	26	42%	63	1%	1	0%	0	40%	60	150
	2016-2017	22%	37	42%	71	1%	2	0%	0	35%	58	168

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Insurance/Benefits	2018-2019	29%	34	55%	64	1%	1	1%	1	15%	17	117
	2017-2018	30%	47	51%	81	6%	9	1%	2	13%	20	159
	2016-2017	32%	56	52%	92	2%	4	0%	0	14%	24	176



Special School District Climate Survey for SSD Paraprofessionals

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Payroll	2018-2019	31%	37	49%	58	4%	5	3%	4	12%	14	118
	2017-2018	27%	42	54%	85	6%	9	1%	2	12%	19	157
	2016-2017	31%	55	55%	97	2%	3	1%	1	12%	21	177

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Purchasing	2018-2019	17%	19	33%	37	1%	1	0%	0	49%	54	111
	2017-2018	13%	19	35%	50	1%	2	0%	0	50%	72	143
	2016-2017	16%	26	34%	55	1%	2	0%	0	49%	81	164

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Warehouse	2018-2019	18%	20	37%	41	2%	2	0%	0	44%	49	112
	2017-2018	14%	20	38%	54	2%	3	1%	1	45%	65	143
	2016-2017	18%	29	37%	60	1%	1	1%	2	44%	72	164

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Print Shop	2018-2019	17%	19	30%	33	0%	0	0%	0	53%	58	110
	2017-2018	13%	18	36%	52	1%	1	0%	0	51%	73	144
	2016-2017	16%	26	33%	54	1%	2	0%	0	50%	81	163

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Student Data Department (SIS)	2018-2019	18%	20	36%	40	0%	0	0%	0	46%	51	111
	2017-2018	14%	21	39%	56	1%	1	0%	0	46%	67	145
	2016-2017	15%	25	38%	62	1%	2	0%	0	45%	73	162



Special School District Climate Survey for SSD Paraprofessionals

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Facilities	2018-2019	17%	19	46%	51	1%	1	1%	1	35%	38	110
	2017-2018	20%	30	44%	66	5%	7	1%	1	31%	47	151
	2016-2017	20%	32	41%	67	4%	7	1%	2	34%	56	164

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Student Transportation	2018-2019	20%	23	50%	57	9%	10	2%	2	19%	22	114
	2017-2018	27%	41	48%	74	5%	7	3%	4	18%	28	154
	2016-2017	23%	40	50%	89	10%	17	3%	5	15%	26	177

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Professional Development (Planning and Development Department)	2018-2019	22%	25	48%	55	3%	4	2%	2	25%	29	115
	2017-2018	22%	35	51%	79	6%	9	3%	4	19%	29	156
	2016-2017	24%	41	54%	93	8%	14	3%	5	11%	19	172

Issues or Concerns

	Year	Yes		No		Total Responses
Have you had an issue or concern to discuss with an SSD director, assistant superintendent or cabinet member this school year?	2018-2019	7%	8	93%	112	120
	2017-2018	6%	10	94%	154	164
	2016-2017	8%	15	92%	164	179

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

Issues or Concerns (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
he or she was available to talk to you.	2018-2019	25%	2	50%	4	25%	2	0%	0	8
	2017-2018	22%	2	44%	4	33%	3	0%	0	9
	2016-2017	29%	4	36%	5	29%	4	7%	1	14

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
he or she was courteous and listened to your concerns.	2018-2019	25%	2	25%	2	50%	4	0%	0	8
	2017-2018	22%	2	44%	4	33%	3	0%	0	9
	2016-2017	29%	4	50%	7	21%	3	0%	0	14

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
your concerns in a professional manner, whether or not he or she	2018-2019	13%	1	50%	4	25%	2	13%	1	8
	2017-2018	22%	2	44%	4	33%	3	0%	0	9
	2016-2017	29%	4	36%	5	29%	4	7%	1	14

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

District Communications

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

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Local Newspaper	2018-2019	13%	14	32%	35	39%	43	17%	19	111
National Newspaper	2018-2019	7%	8	27%	29	48%	52	18%	20	109
Local Television News	2018-2019	31%	37	54%	64	12%	14	3%	4	119
National Television News	2018-2019	23%	26	49%	56	23%	26	6%	7	115
Local Radio	2018-2019	27%	32	53%	62	16%	19	3%	4	117
National Radio	2018-2019	10%	11	36%	40	40%	44	14%	15	110
Social Media (such as Facebook, Twitter, etc.)	2018-2019	28%	31	41%	45	22%	24	10%	11	111
Local News Websites	2018-2019	27%	31	49%	55	17%	19	7%	8	113
National News Websites	2018-2019	19%	21	43%	48	27%	30	12%	13	112

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

District Communications (Continued)

Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
District Website (SSDMO.org)	2018-2019	31%	37	55%	66	10%	12	3%	4	119
District Social Media Accounts (Facebook, Twitter, etc.)	2018-2019	22%	25	37%	41	28%	31	13%	15	112
Special Edition Newsletter	2018-2019	11%	12	45%	48	35%	37	9%	10	107
Parent Connection Newsletter	2018-2019	11%	12	41%	44	40%	43	8%	9	108
SSD Unfiltered e-Newsletter	2018-2019	8%	8	32%	34	47%	49	13%	14	105
SSD Life	2018-2019	30%	35	59%	68	8%	9	3%	4	116

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.	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Facebook	2018-2019	23%	27	35%	41	26%	30	16%	18	116
Twitter	2018-2019	4%	4	18%	20	40%	45	38%	43	112
Instagram	2018-2019	10%	11	16%	18	42%	47	33%	37	113
Snap Chat	2018-2019	3%	3	15%	17	46%	51	37%	41	112
YouTube	2018-2019	7%	8	27%	31	38%	43	27%	31	113
Vimeo	2018-2019	2%	2	11%	12	45%	50	42%	47	111

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

District Communications (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner.	2018-2019	30%	35	61%	71	7%	8	2%	2	116
SSD sufficiently shares information about the accomplishments of its teachers and staff.	2018-2019	32%	37	55%	64	10%	12	3%	4	117
SSD sufficiently shares information about the accomplishments of students receiving SSD services.	2018-2019	32%	37	54%	62	12%	14	2%	2	115
SSD sufficiently shares information about District events.	2018-2019	31%	36	60%	70	9%	10	1%	1	117

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel sufficiently informed about Special School District news and events.	2018-2019	23%	27	65%	76	10%	12	2%	2	117

**Special School District Climate Survey for SSD Paraprofessionals
2016-2019**

What grade would you give SSD for how well it is meeting the needs of its students?	2018-2019		2017-2018		2016-2017	
	A	41%	48	44%	72	44%
B	47%	56	35%	58	40%	71
C	7%	8	17%	28	13%	23
D	5%	6	2%	4	2%	4
F	0%	0	1%	2	1%	1
Total Responses		118		164		178

What grade would you give the overall quality of your school?	2018-2019		2017-2018		2016-2017	
	A	47%	56	45%	74	38%
B	37%	44	39%	63	44%	78
C	10%	12	12%	20	14%	25
D	4%	5	3%	5	3%	5
F	1%	1	1%	1	1%	1
Total Responses		118		163		176