

2018-19 Climate Survey

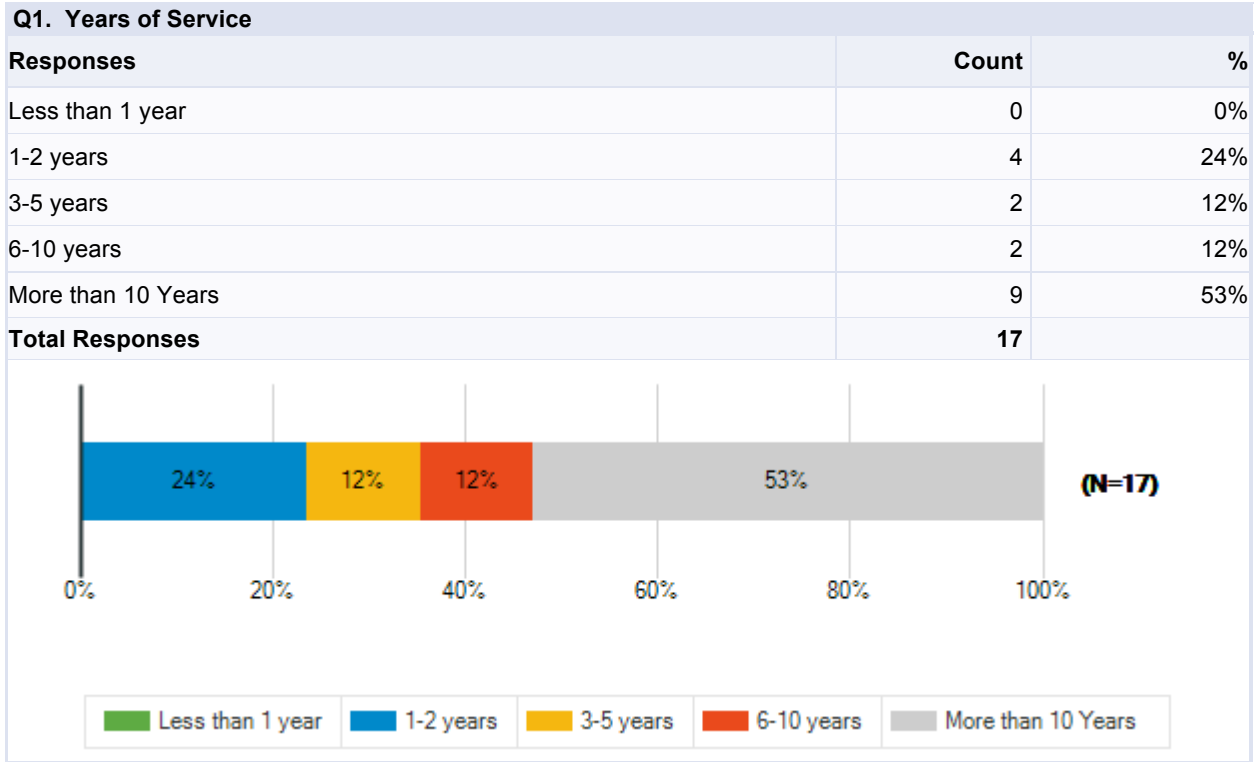
Paraprofessionals – SSD Schools

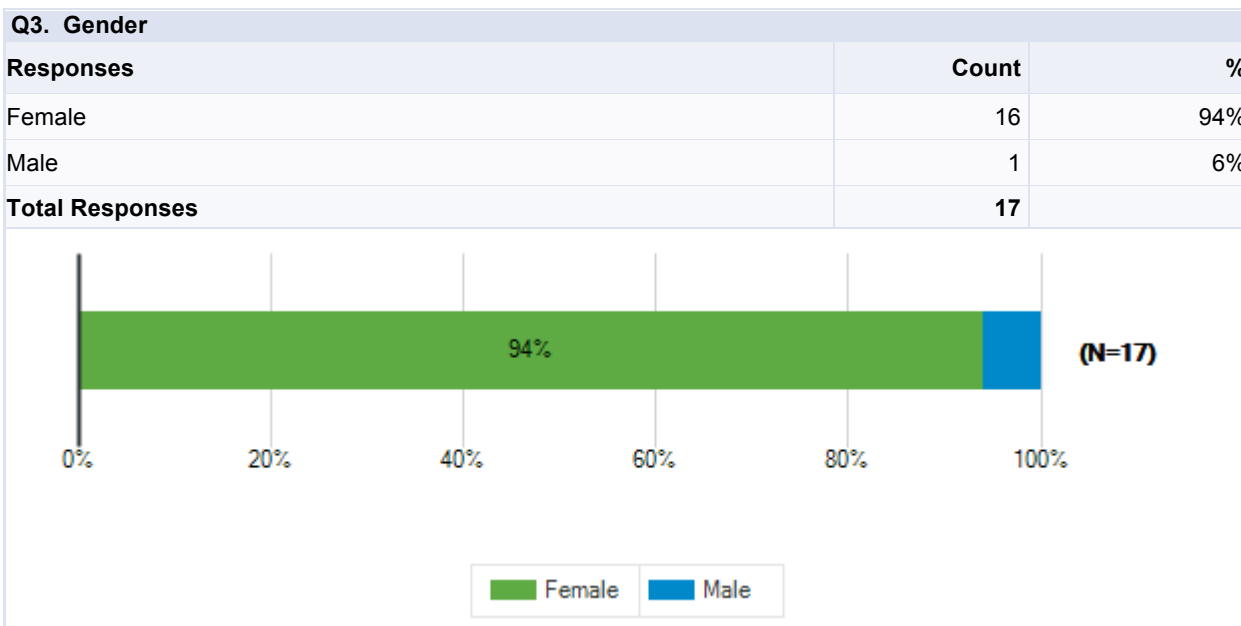
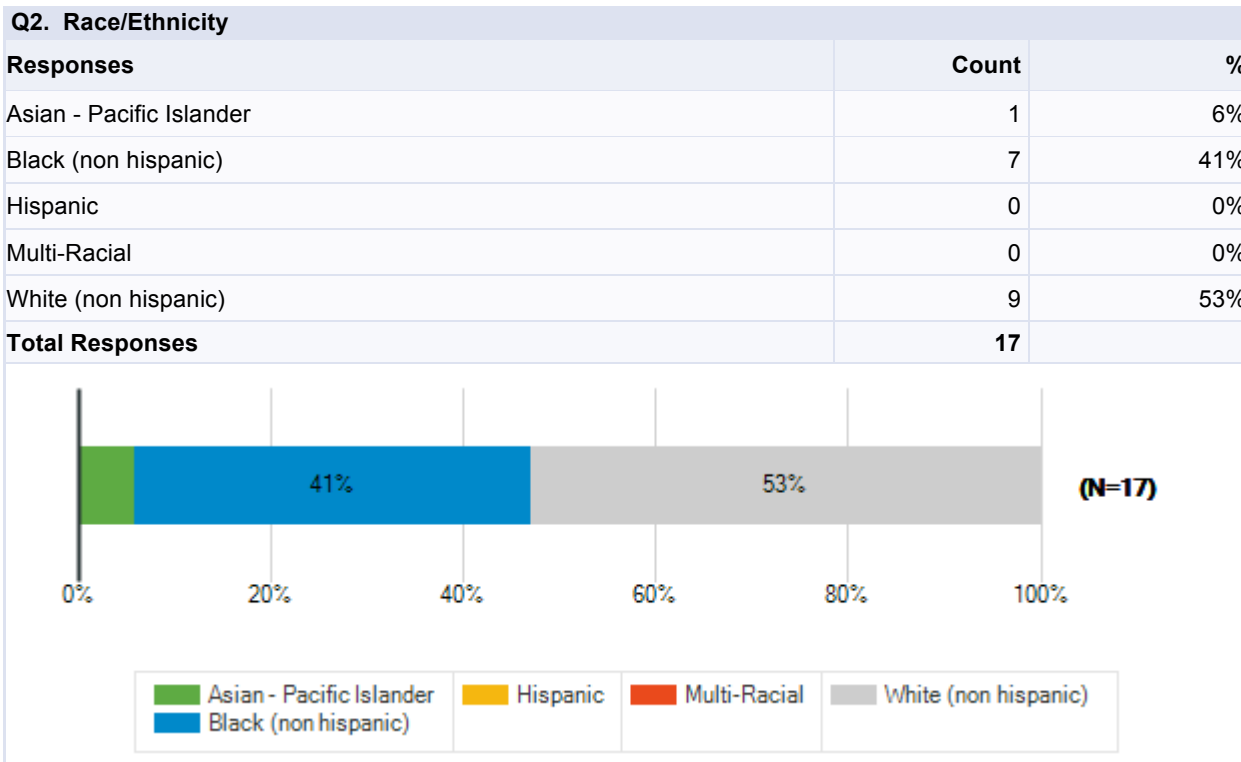
Survey Results

Ackerman School

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



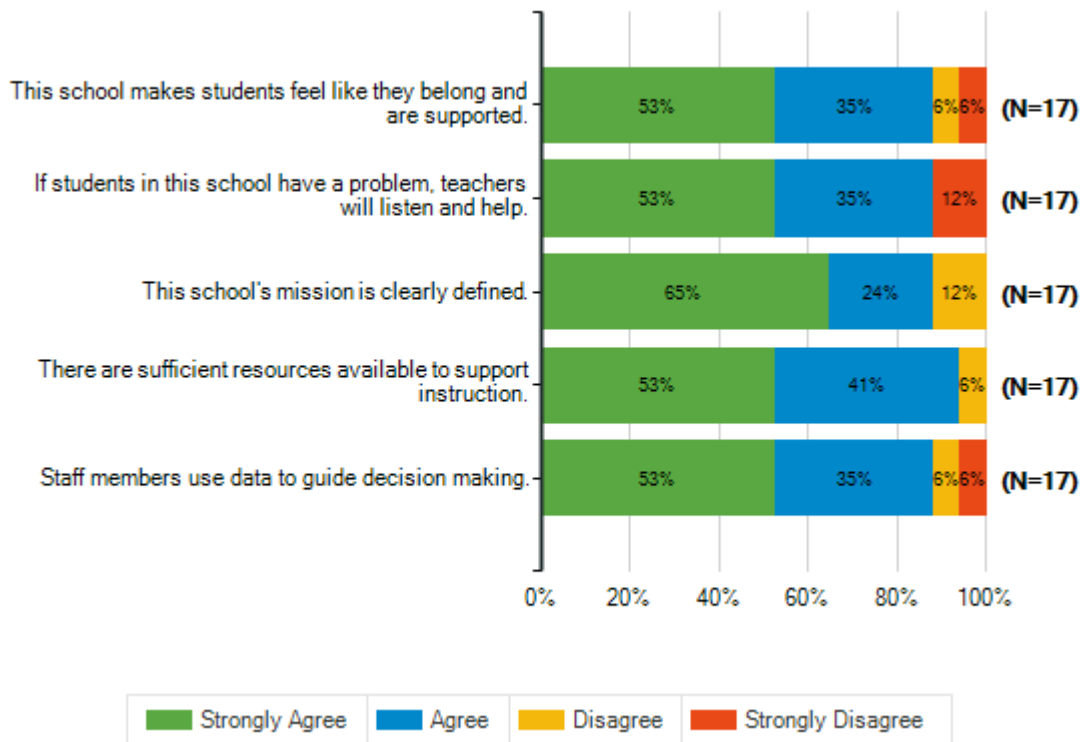




School Satisfaction

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

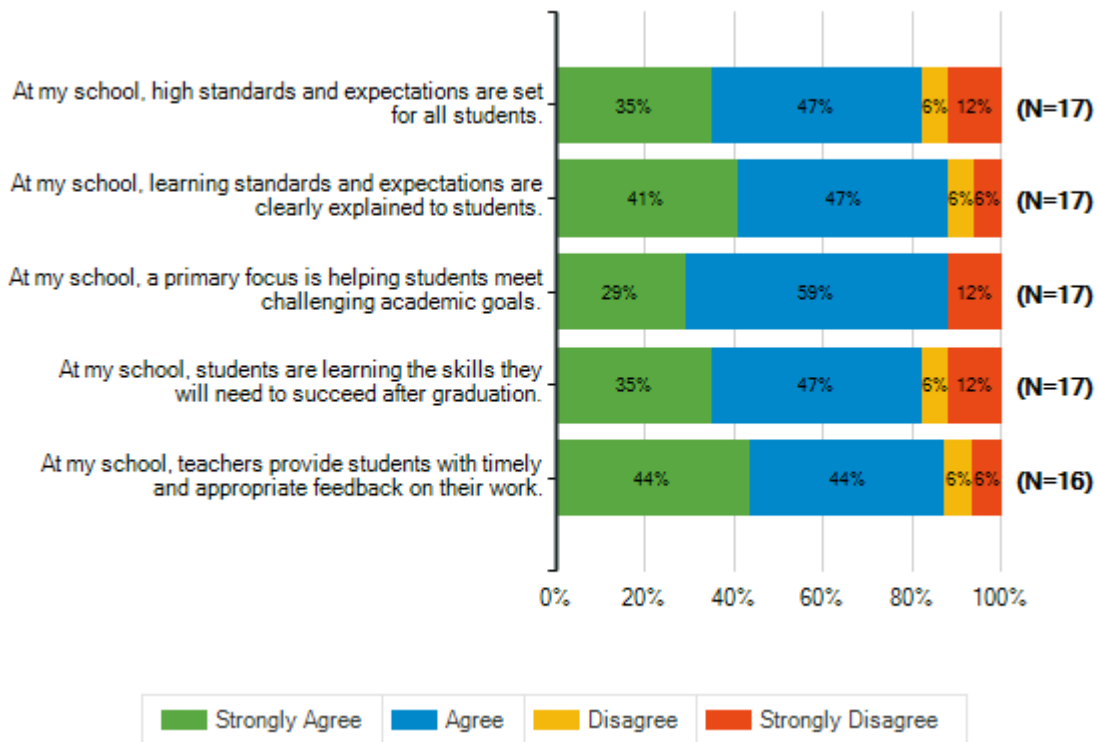
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	This school makes students feel like they belong and are supported.	9 53%	6 35%	1 6%	1 6%	17
(b)	If students in this school have a problem, teachers will listen and help.	9 53%	6 35%	0 0%	2 12%	17
(c)	This school's mission is clearly defined.	11 65%	4 24%	2 12%	0 0%	17
(d)	There are sufficient resources available to support instruction.	9 53%	7 41%	1 6%	0 0%	17
(e)	Staff members use data to guide decision making.	9 53%	6 35%	1 6%	1 6%	17



Academic Preparation

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

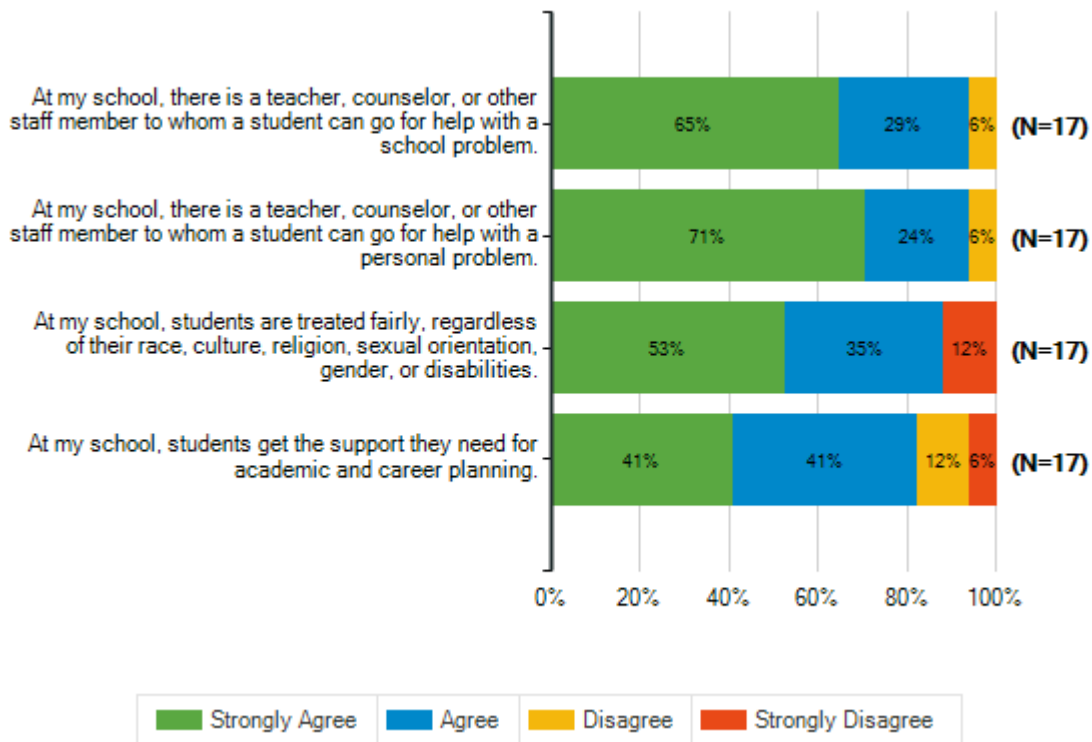
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	At my school, high standards and expectations are set for all students.	6 35%	8 47%	1 6%	2 12%	17
(b)	At my school, learning standards and expectations are clearly explained to students.	7 41%	8 47%	1 6%	1 6%	17
(c)	At my school, a primary focus is helping students meet challenging academic goals.	5 29%	10 59%	0 0%	2 12%	17
(d)	At my school, students are learning the skills they will need to succeed after graduation.	6 35%	8 47%	1 6%	2 12%	17
(e)	At my school, teachers provide students with timely and appropriate feedback on their work.	7 44%	7 44%	1 6%	1 6%	16



Student Support

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

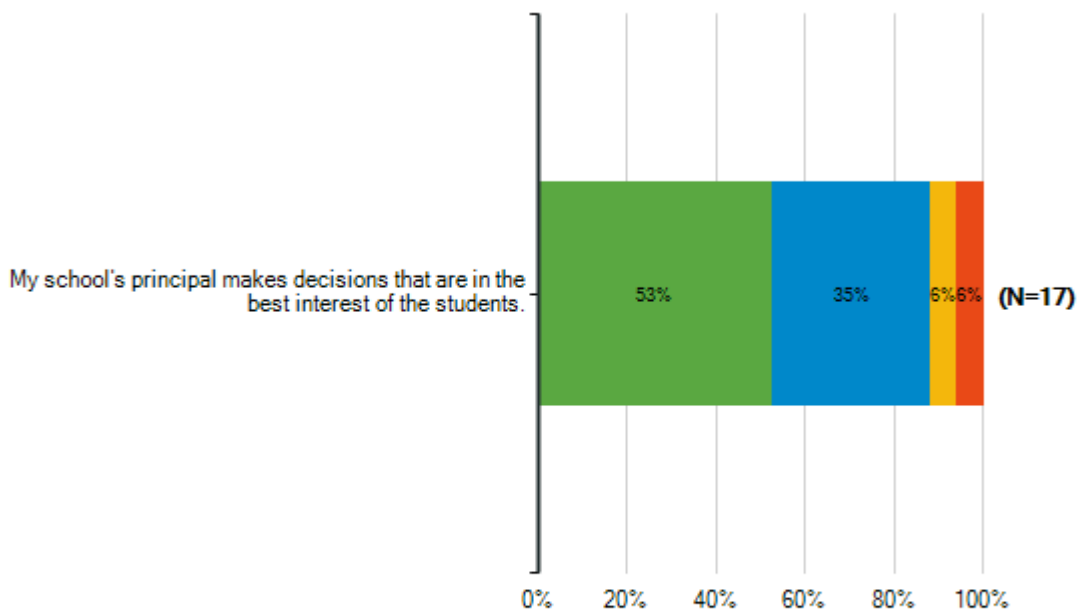
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	11 65%	5 29%	1 6%	0 0%	17
(b)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	12 71%	4 24%	1 6%	0 0%	17
(c)	At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	9 53%	6 35%	0 0%	2 12%	17
(d)	At my school, students get the support they need for academic and career planning.	7 41%	7 41%	2 12%	1 6%	17



School Principal

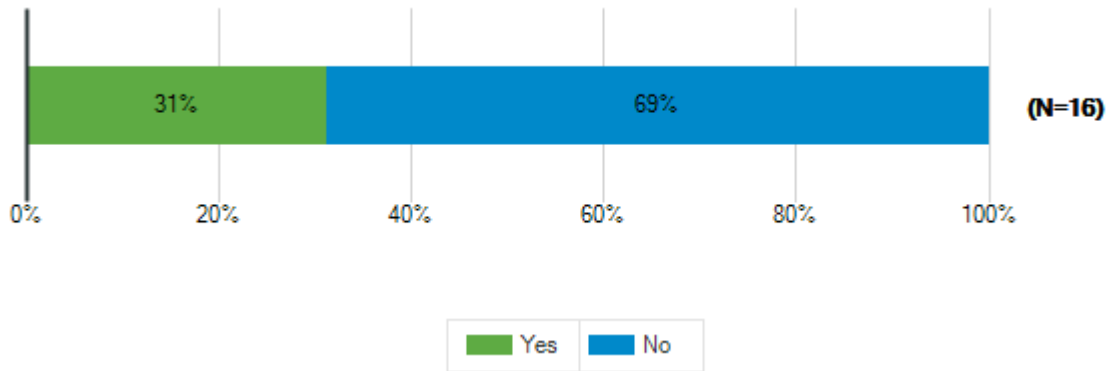
Q8. How strongly do you agree or disagree with the following statement?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	My school's principal makes decisions that are in the best interest of the students.	9	6	1	1	17
		53%	35%	6%	6%	



Q9. Have you had an issue or concern to discuss with the principal or assistant principal this school year?

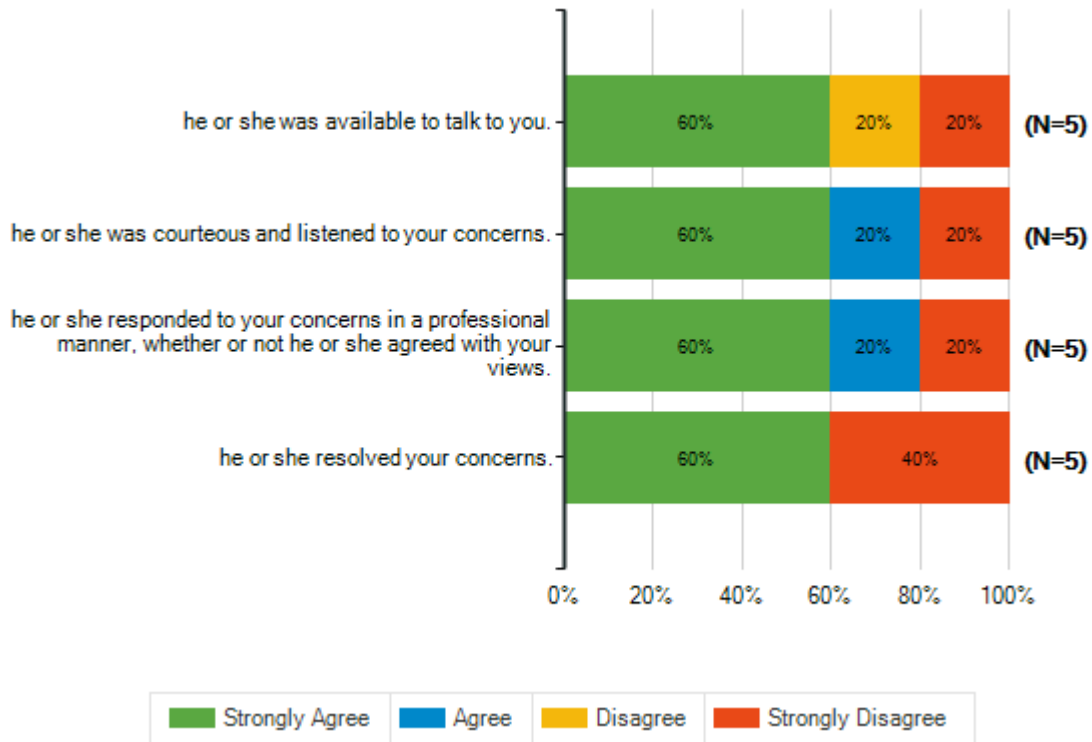
Responses	Count	%
Yes	5	31%
No	11	69%
Total Responses	16	



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

Q10. When you have had an issue or a concern to discuss with the principal or assistant principal ...

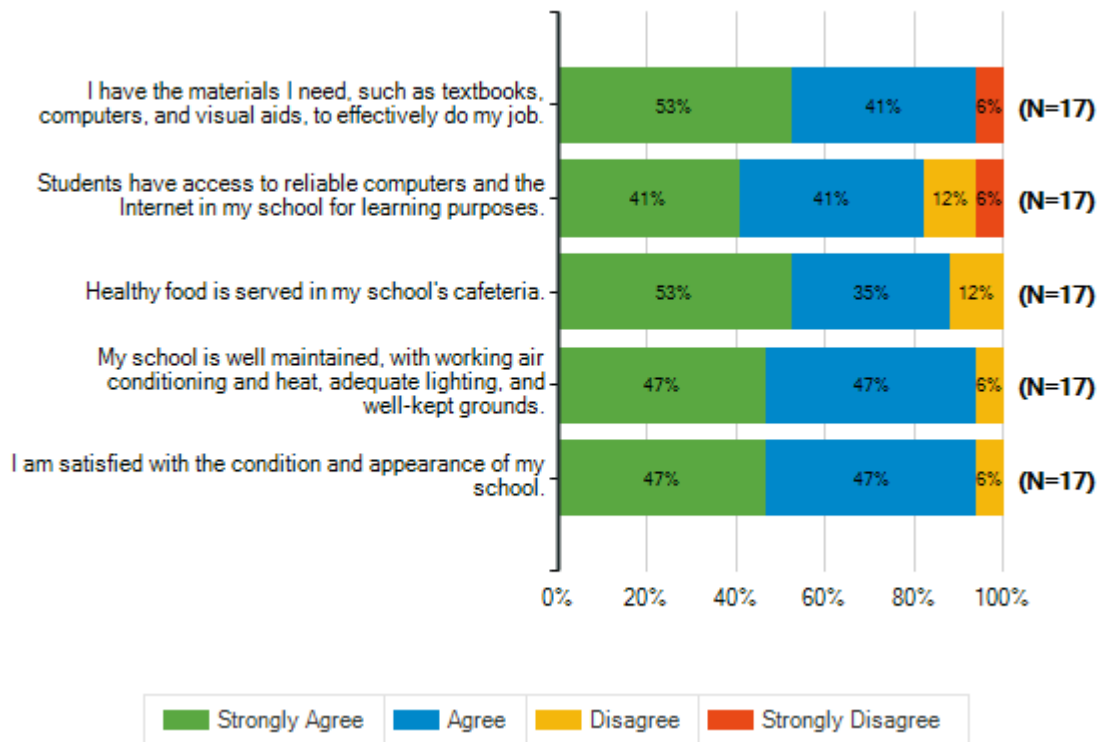
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	3 60%	0 0%	1 20%	1 20%	5
(b) he or she was courteous and listened to your concerns.	3 60%	1 20%	0 0%	1 20%	5
(c) he or she responded to your concerns in a professional manner, whether or not he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



School Operations

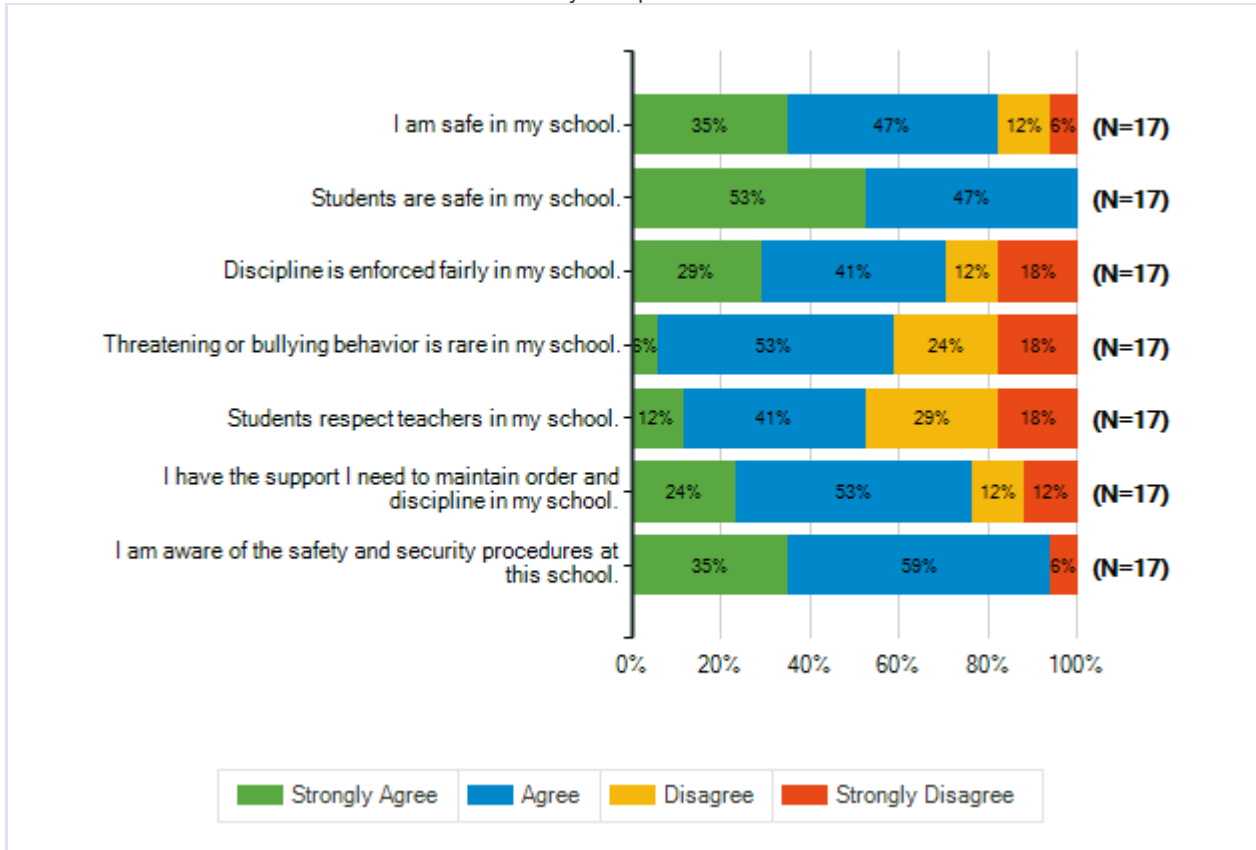
Q11. How strongly do you agree or disagree with the following statements?

		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.	9 53%	7 41%	0 0%	1 6%	17
(b)	Students have access to reliable computers and the Internet in my school for learning purposes.	7 41%	7 41%	2 12%	1 6%	17
(c)	Healthy food is served in my school's cafeteria.	9 53%	6 35%	2 12%	0 0%	17
(d)	My school is well maintained, with working air conditioning and heat, adequate lighting, and well-kept grounds.	8 47%	8 47%	1 6%	0 0%	17
(e)	I am satisfied with the condition and appearance of my school.	8 47%	8 47%	1 6%	0 0%	17



Safety and Behavior						
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.	6 35%	8 47%	2 12%	1 6%	17
(b)	Students are safe in my school.	9 53%	8 47%	0 0%	0 0%	17
(c)	Discipline is enforced fairly in my school.	5 29%	7 41%	2 12%	3 18%	17
(d)	Threatening or bullying behavior is rare in my school.	1 6%	9 53%	4 24%	3 18%	17
(e)	Students respect teachers in my school.	2 12%	7 41%	5 29%	3 18%	17
(f)	I have the support I need to maintain order and discipline in my school.	4 24%	9 53%	2 12%	2 12%	17
(g)	I am aware of the safety and security procedures at this school.	6 35%	10 59%	0 0%	1 6%	17

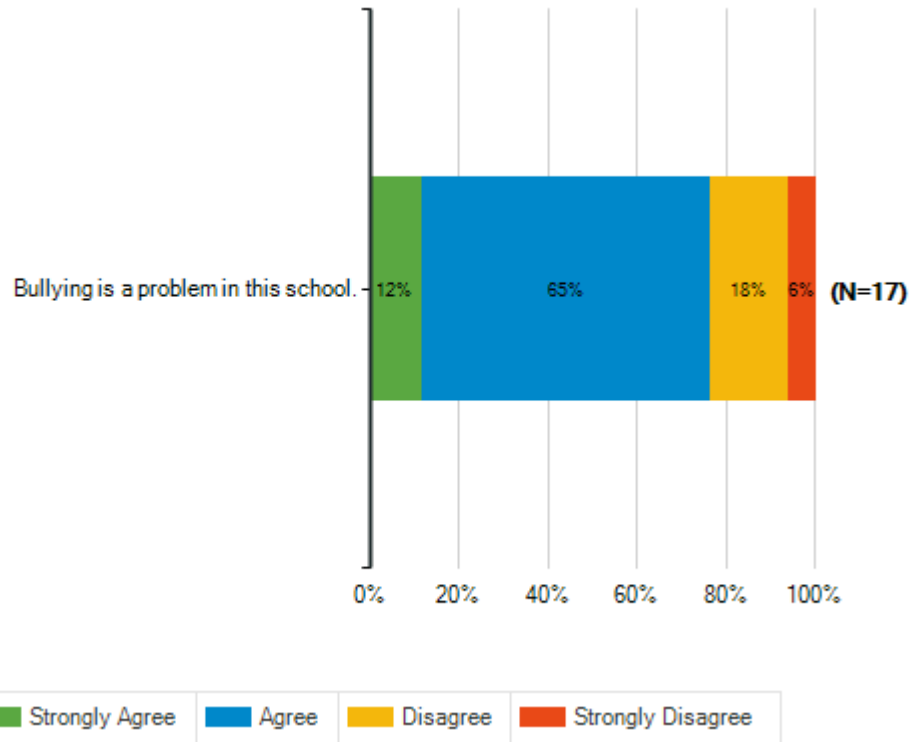
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Safety and Behavior

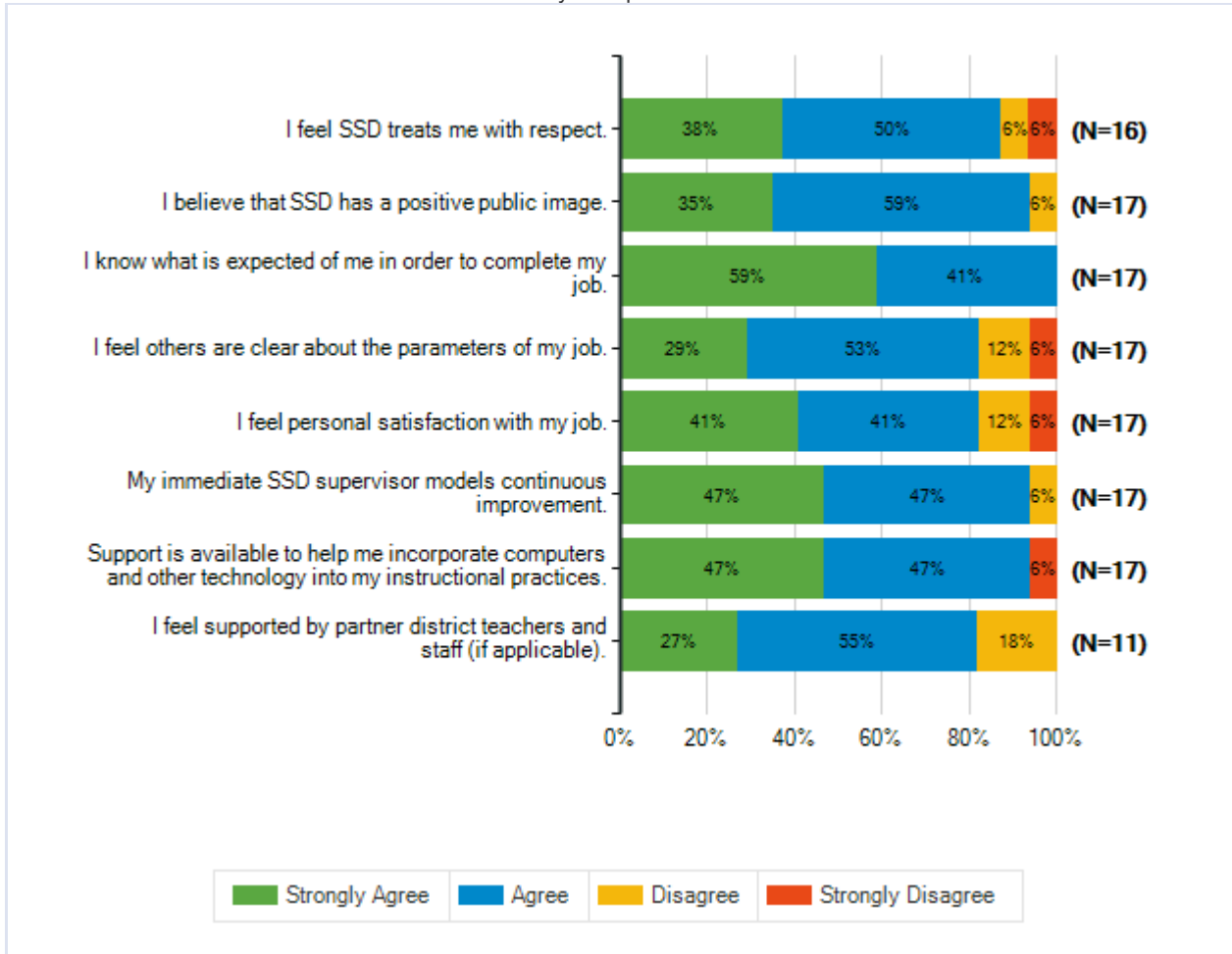
Q13. How strongly do you agree or disagree with the statement below?

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Bullying is a problem in this school.	2 12%	11 65%	3 18%	1 6%	17



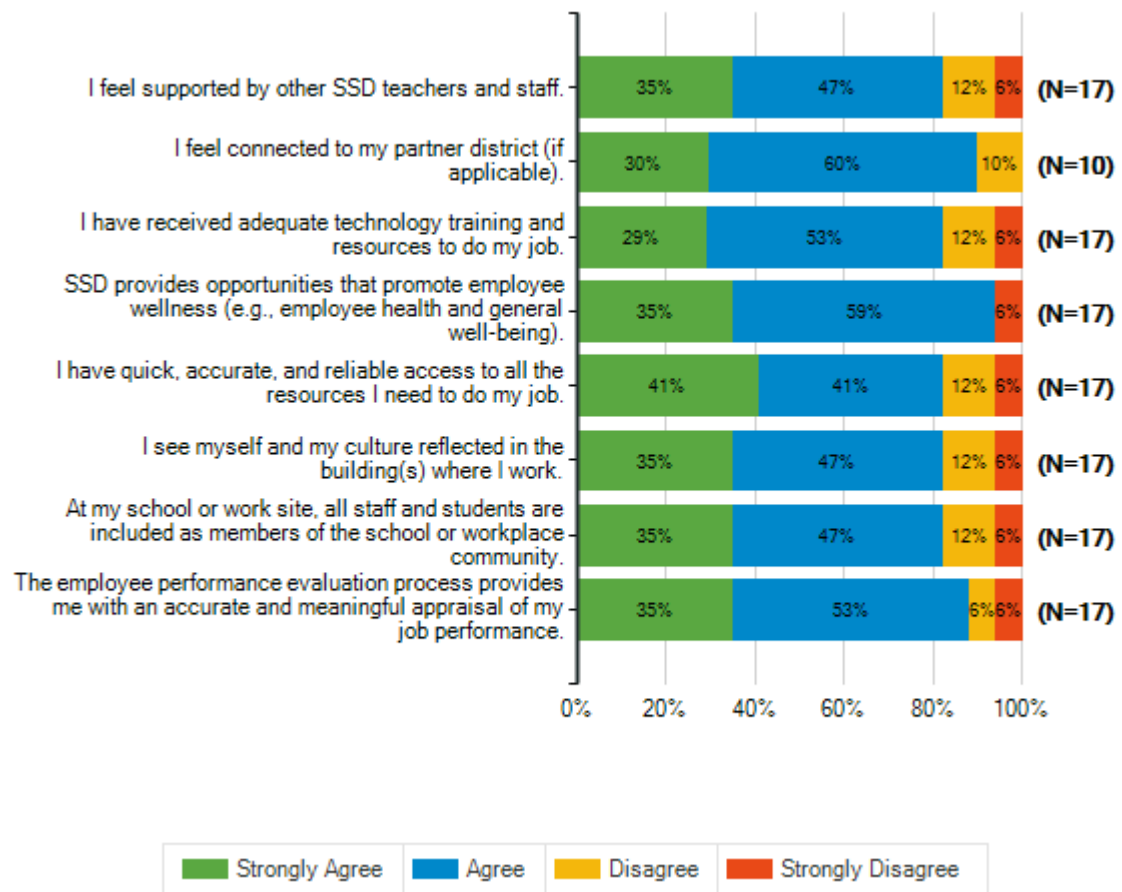
Job Satisfaction						
Q14. How strongly do you agree or disagree with the following statements?						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel SSD treats me with respect.	6 38%	8 50%	1 6%	1 6%	16
(b)	I believe that SSD has a positive public image.	6 35%	10 59%	1 6%	0 0%	17
(c)	I know what is expected of me in order to complete my job.	10 59%	7 41%	0 0%	0 0%	17
(d)	I feel others are clear about the parameters of my job.	5 29%	9 53%	2 12%	1 6%	17
(e)	I feel personal satisfaction with my job.	7 41%	7 41%	2 12%	1 6%	17
(f)	My immediate SSD supervisor models continuous improvement.	8 47%	8 47%	1 6%	0 0%	17
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	8 47%	8 47%	0 0%	1 6%	17
(h)	I feel supported by partner district teachers and staff (if applicable).	3 27%	6 55%	2 18%	0 0%	11

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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.	6 35%	8 47%	2 12%	1 6%	17
(b)	I feel connected to my partner district (if applicable).	3 30%	6 60%	1 10%	0 0%	10
(c)	I have received adequate technology training and resources to do my job.	5 29%	9 53%	2 12%	1 6%	17
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	6 35%	10 59%	0 0%	1 6%	17
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	7 41%	7 41%	2 12%	1 6%	17
(f)	I see myself and my culture reflected in the building(s) where I work.	6 35%	8 47%	2 12%	1 6%	17
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	6 35%	8 47%	2 12%	1 6%	17
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	6 35%	9 53%	1 6%	1 6%	17

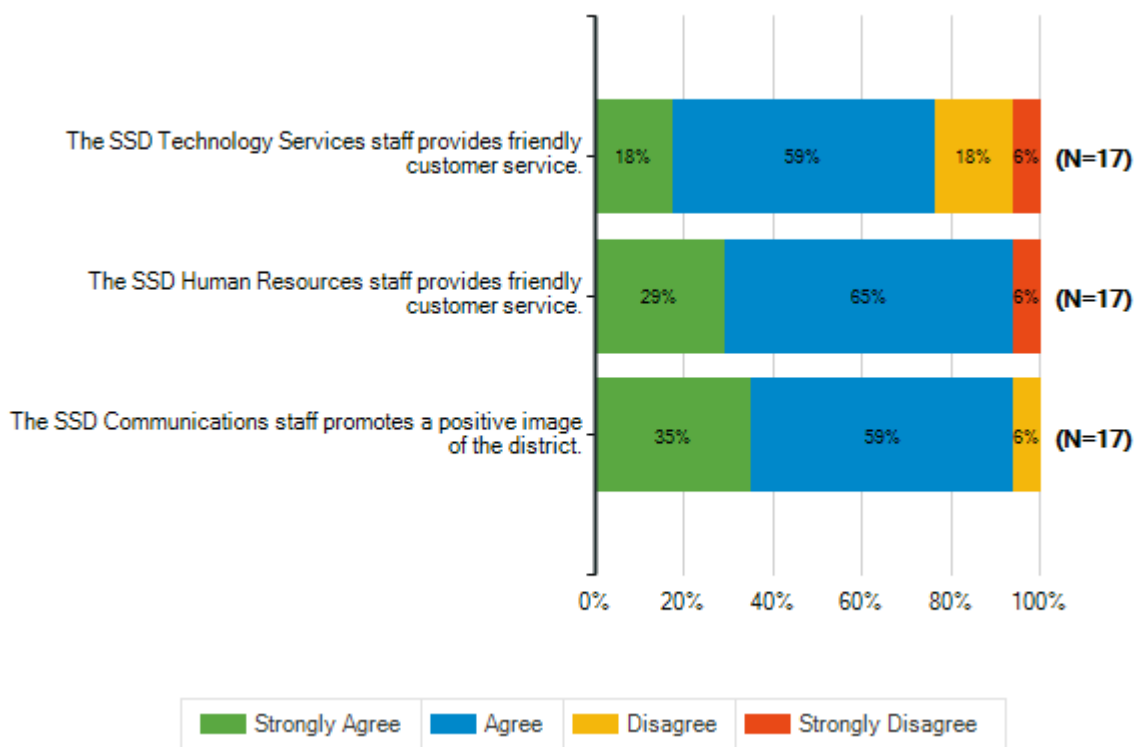
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Satisfaction With SSD Support Departments

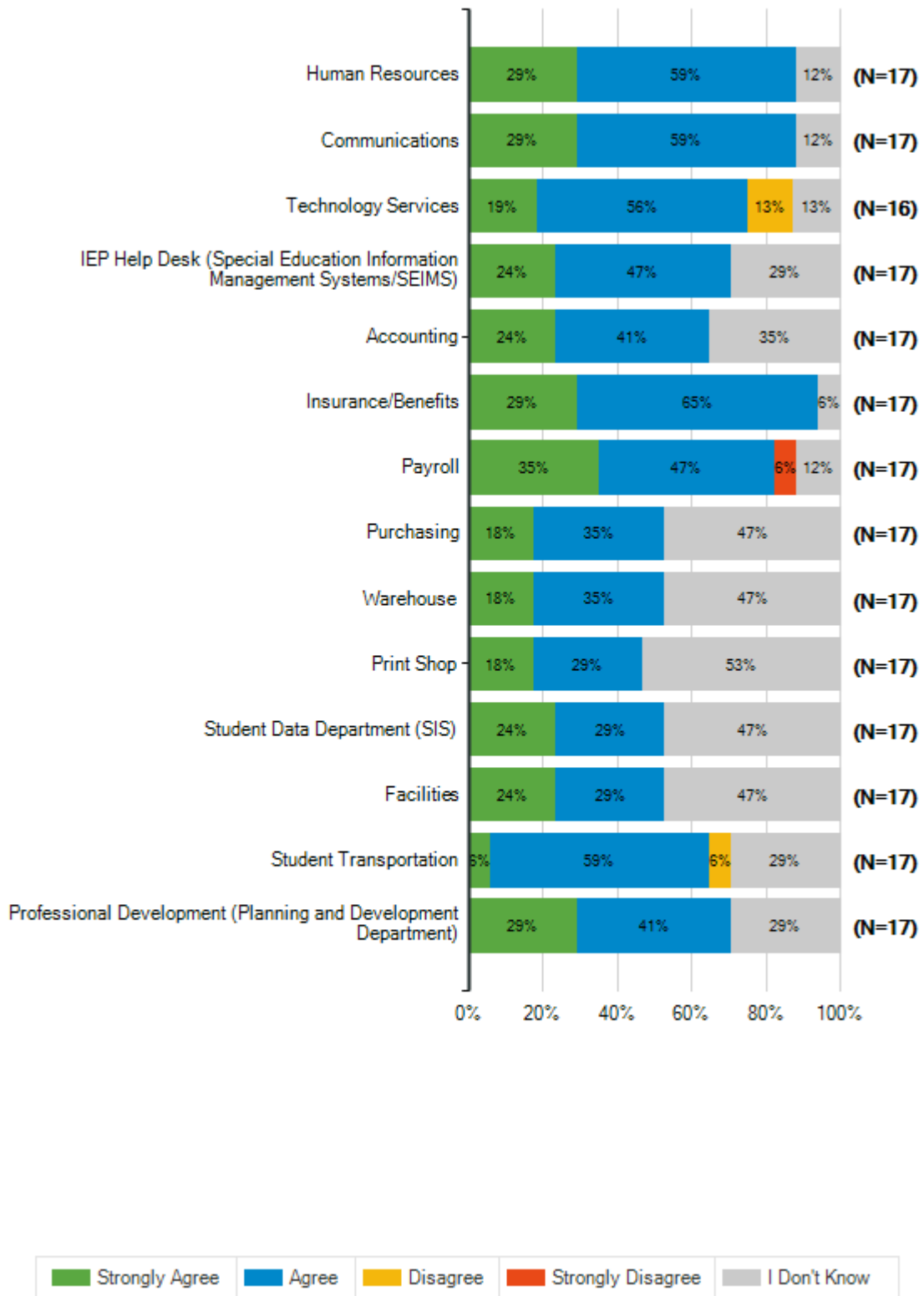
Q16. How strongly do you agree or disagree with the following statements?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	The SSD Technology Services staff provides friendly customer service.	3 18%	10 59%	3 18%	1 6%	17
(b)	The SSD Human Resources staff provides friendly customer service.	5 29%	11 65%	0 0%	1 6%	17
(c)	The SSD Communications staff promotes a positive image of the district.	6 35%	10 59%	1 6%	0 0%	17



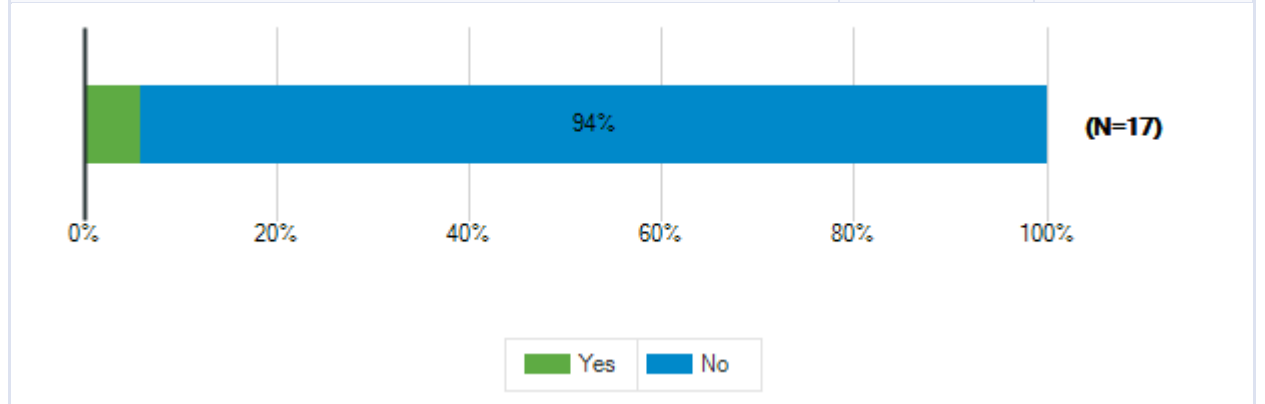
Q17. I am satisfied with the service provided by the following SSD departments							
		Strongly Agree	Agree	Disagree	Strongly Disagree	I Don't Know	Total Responses
(a)	Human Resources	5 29%	10 59%	0 0%	0 0%	2 12%	17
(b)	Communications	5 29%	10 59%	0 0%	0 0%	2 12%	17
(c)	Technology Services	3 19%	9 56%	2 13%	0 0%	2 13%	16
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	4 24%	8 47%	0 0%	0 0%	5 29%	17
(e)	Accounting	4 24%	7 41%	0 0%	0 0%	6 35%	17
(f)	Insurance/Benefits	5 29%	11 65%	0 0%	0 0%	1 6%	17
(g)	Payroll	6 35%	8 47%	0 0%	1 6%	2 12%	17
(h)	Purchasing	3 18%	6 35%	0 0%	0 0%	8 47%	17
(i)	Warehouse	3 18%	6 35%	0 0%	0 0%	8 47%	17
(j)	Print Shop	3 18%	5 29%	0 0%	0 0%	9 53%	17
(k)	Student Data Department (SIS)	4 24%	5 29%	0 0%	0 0%	8 47%	17
(l)	Facilities	4 24%	5 29%	0 0%	0 0%	8 47%	17
(m)	Student Transportation	1 6%	10 59%	1 6%	0 0%	5 29%	17
(n)	Professional Development (Planning and Development Department)	5 29%	7 41%	0 0%	0 0%	5 29%	17

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Q18. Have you had an issue or concern to discuss with an SSD director, assistant superintendent or cabinet member this school year?

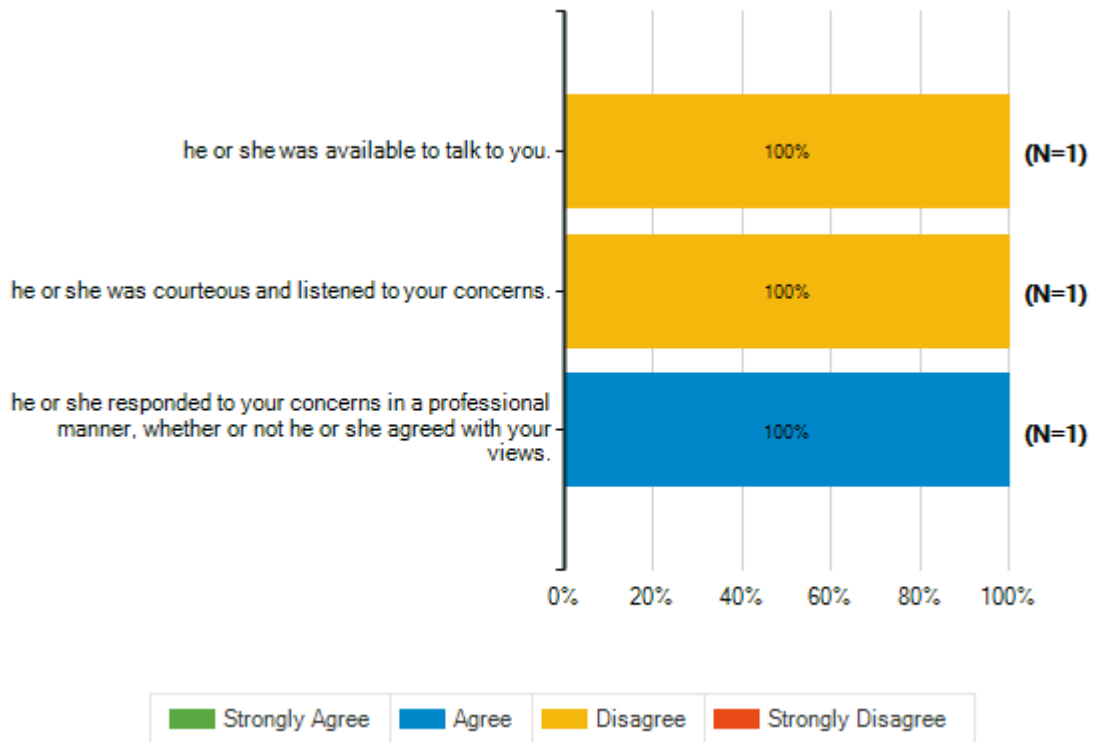
Responses	Count	%
Yes	1	6%
No	16	94%
Total Responses	17	



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

Q19. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...

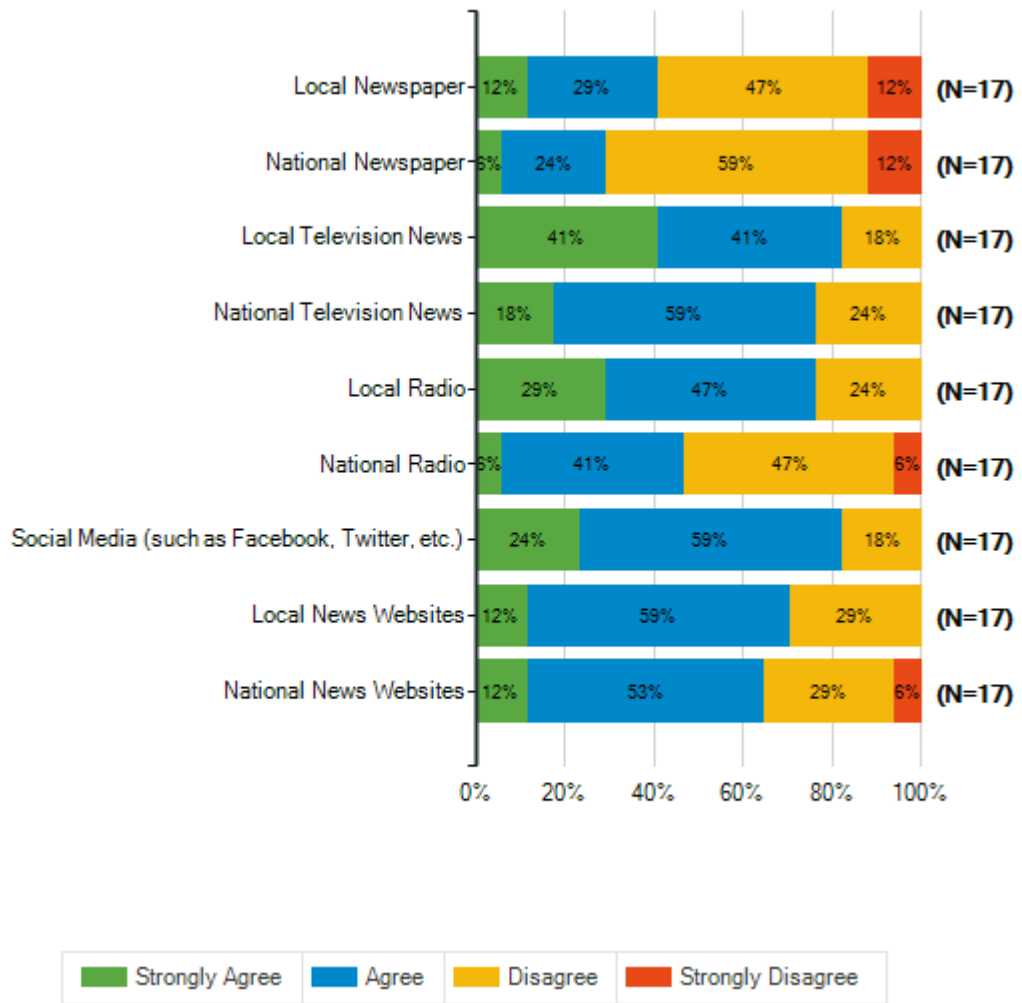
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	0 0%	0 0%	1 100%	0 0%	1
(b) he or she was courteous and listened to your concerns.	0 0%	0 0%	1 100%	0 0%	1
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	0 0%	1 100%	0 0%	0 0%	1



Q20. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.

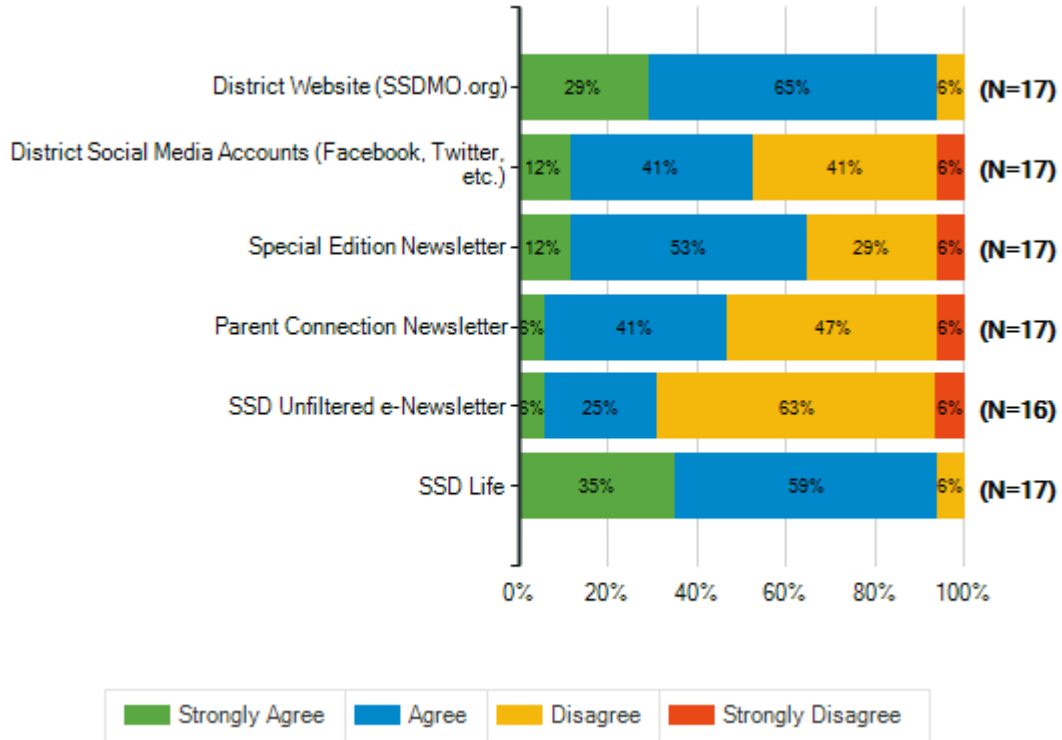
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Local Newspaper	2 12%	5 29%	8 47%	2 12%	17
(b)	National Newspaper	1 6%	4 24%	10 59%	2 12%	17
(c)	Local Television News	7 41%	7 41%	3 18%	0 0%	17
(d)	National Television News	3 18%	10 59%	4 24%	0 0%	17
(e)	Local Radio	5 29%	8 47%	4 24%	0 0%	17
(f)	National Radio	1 6%	7 41%	8 47%	1 6%	17
(g)	Social Media (such as Facebook, Twitter, etc.)	4 24%	10 59%	3 18%	0 0%	17
(h)	Local News Websites	2 12%	10 59%	5 29%	0 0%	17
(i)	National News Websites	2 12%	9 53%	5 29%	1 6%	17

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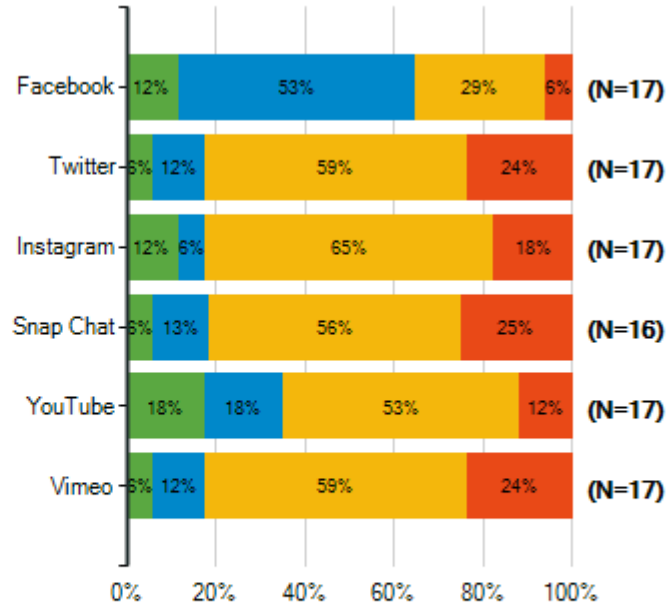
Q21. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	5 29%	11 65%	1 6%	0 0%	17
(b) District Social Media Accounts (Facebook, Twitter, etc.)	2 12%	7 41%	7 41%	1 6%	17
(c) Special Edition Newsletter	2 12%	9 53%	5 29%	1 6%	17
(d) Parent Connection Newsletter	1 6%	7 41%	8 47%	1 6%	17
(e) SSD Unfiltered e-Newsletter	1 6%	4 25%	10 63%	1 6%	16
(f) SSD Life	6 35%	10 59%	1 6%	0 0%	17



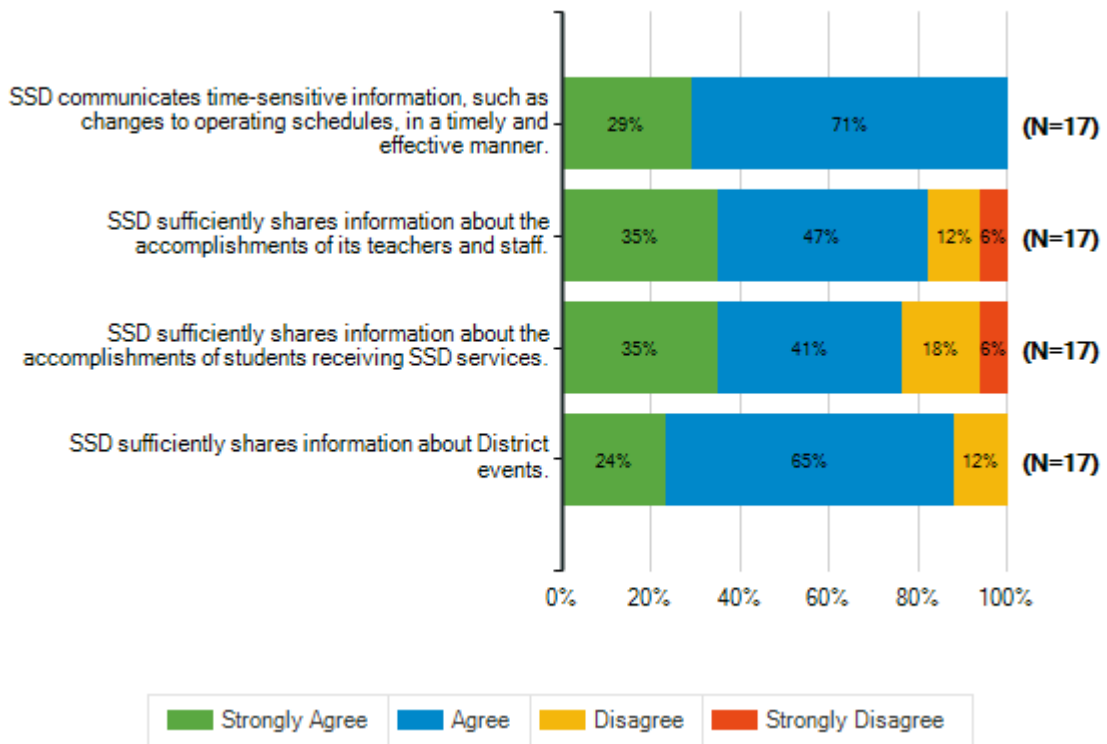
Q22. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	2 12%	9 53%	5 29%	1 6%	17
(b) Twitter	1 6%	2 12%	10 59%	4 24%	17
(c) Instagram	2 12%	1 6%	11 65%	3 18%	17
(d) Snap Chat	1 6%	2 13%	9 56%	4 25%	16
(e) YouTube	3 18%	3 18%	9 53%	2 12%	17
(f) Vimeo	1 6%	2 12%	10 59%	4 24%	17



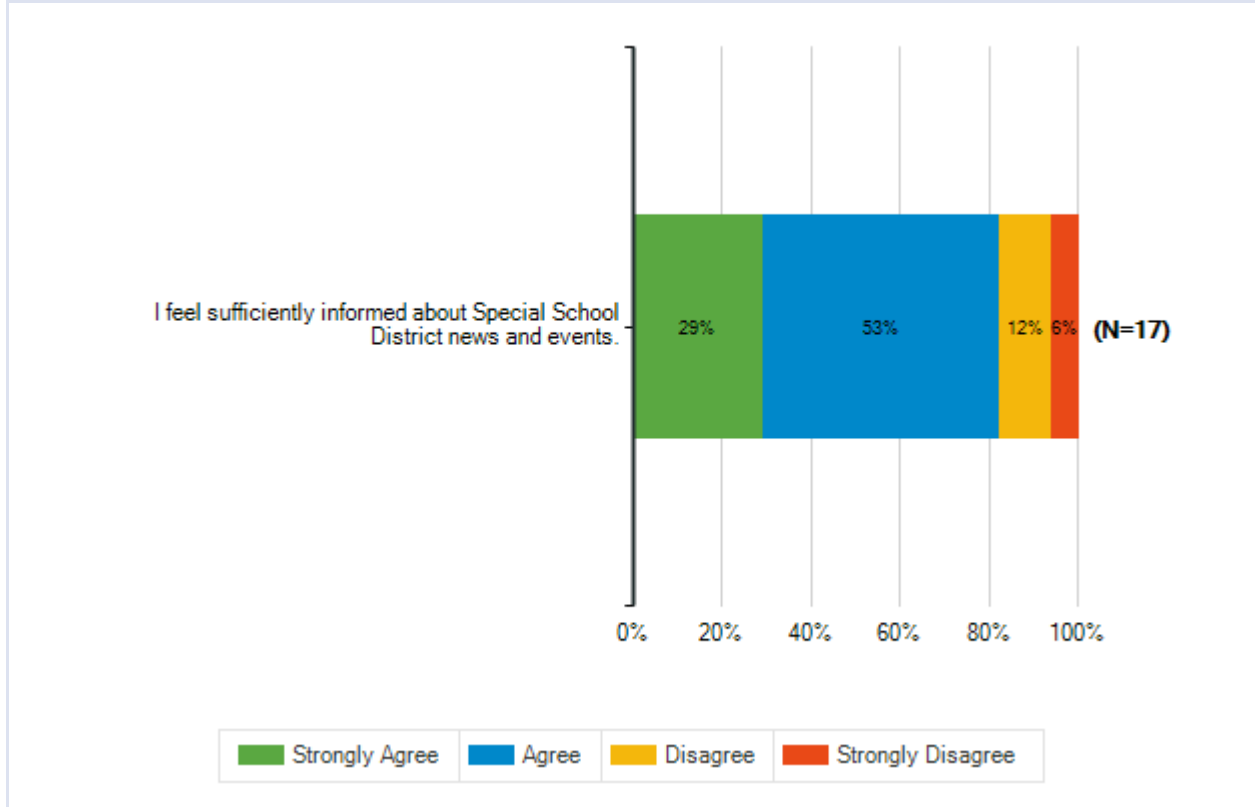
Q23. Please indicate the extent to which you agree or disagree with each of the following statements.

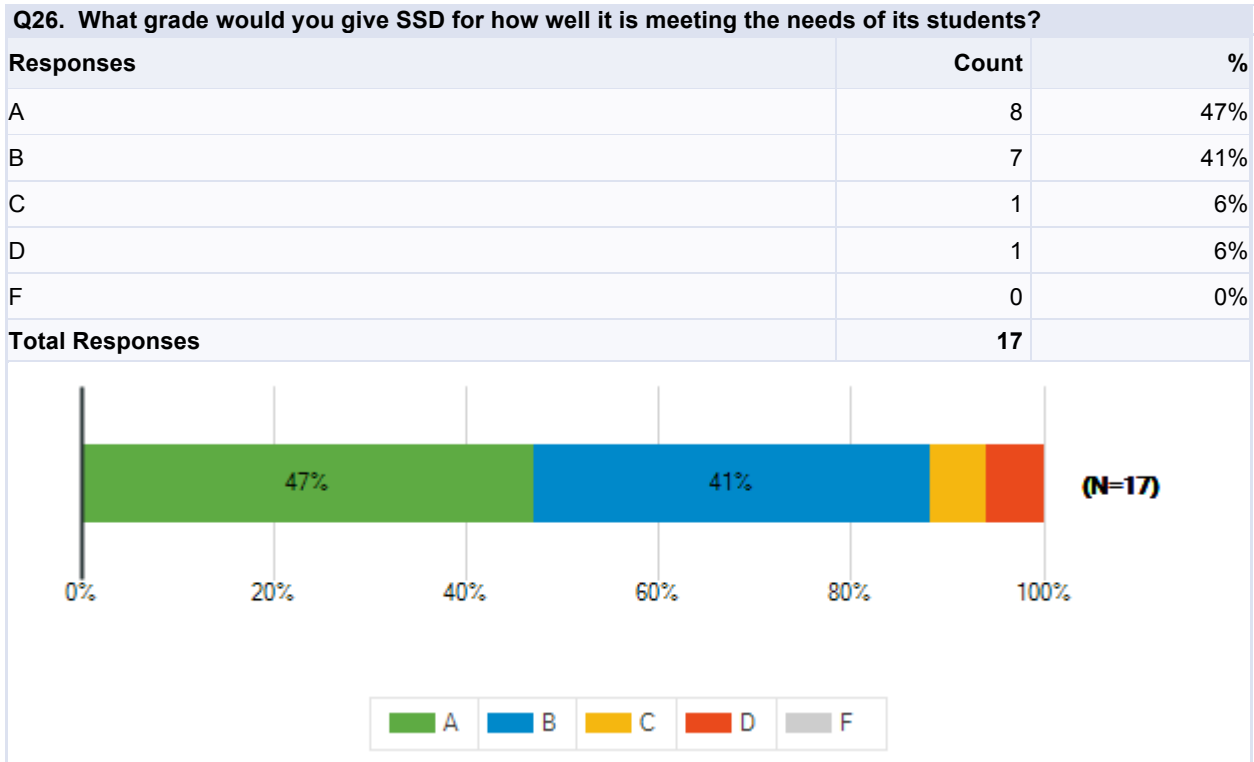
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner.	5 29%	12 71%	0 0%	0 0%	17
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	6 35%	8 47%	2 12%	1 6%	17
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	6 35%	7 41%	3 18%	1 6%	17
(d)	SSD sufficiently shares information about District events.	4 24%	11 65%	2 12%	0 0%	17



Q24. 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.	5	9	2	1	17
		29%	53%	12%	6%	





Q28. What grade would you give the overall quality of your school?

Responses	Count	%
A	10	59%
B	4	24%
C	2	12%
D	0	0%
F	1	6%
Total Responses	17	

