

# 2018-19 Climate Survey

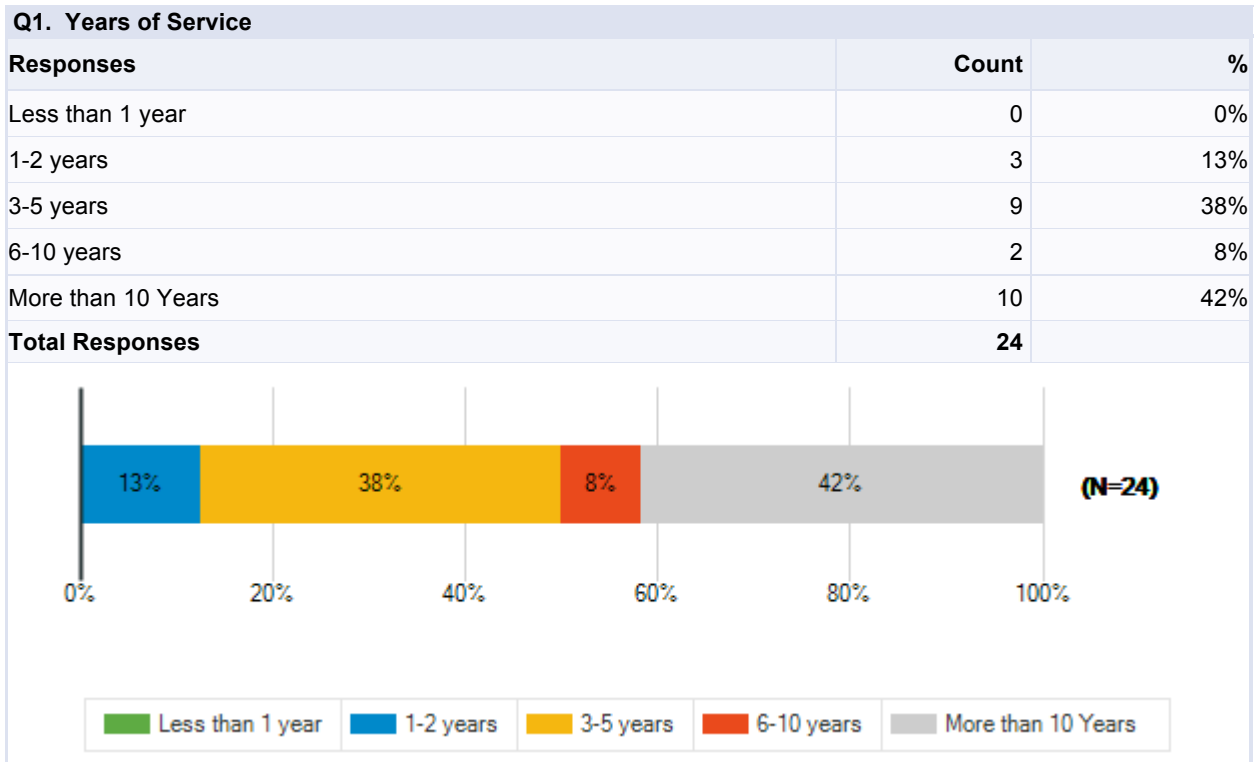
## Paraprofessionals – SSD Schools

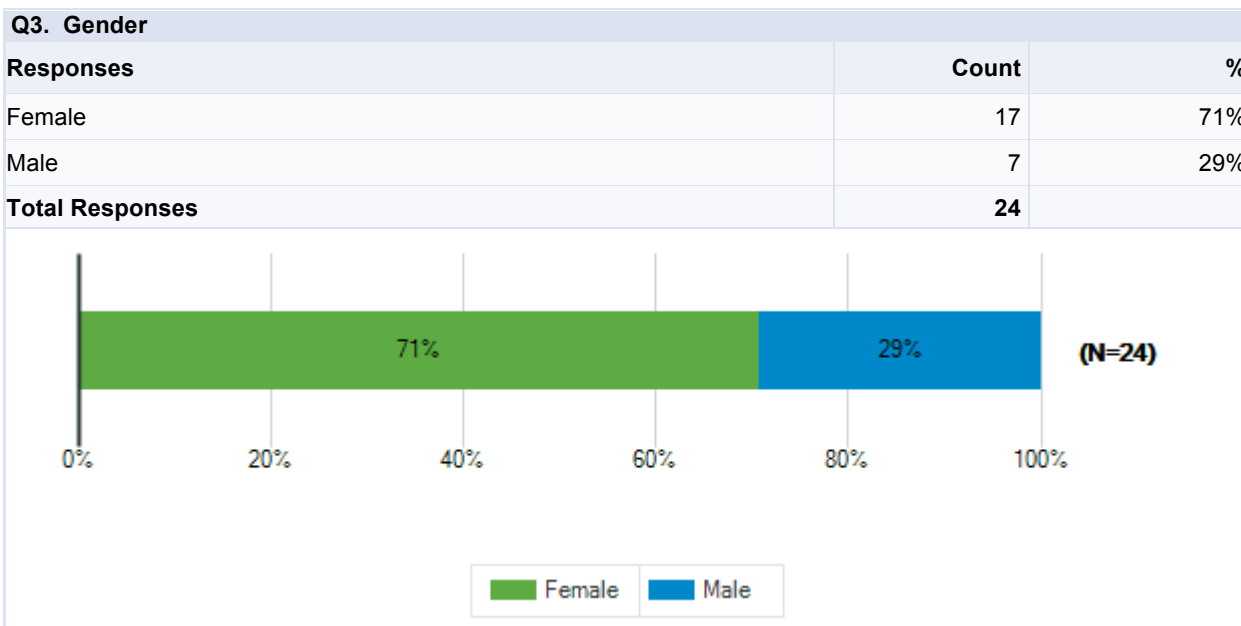
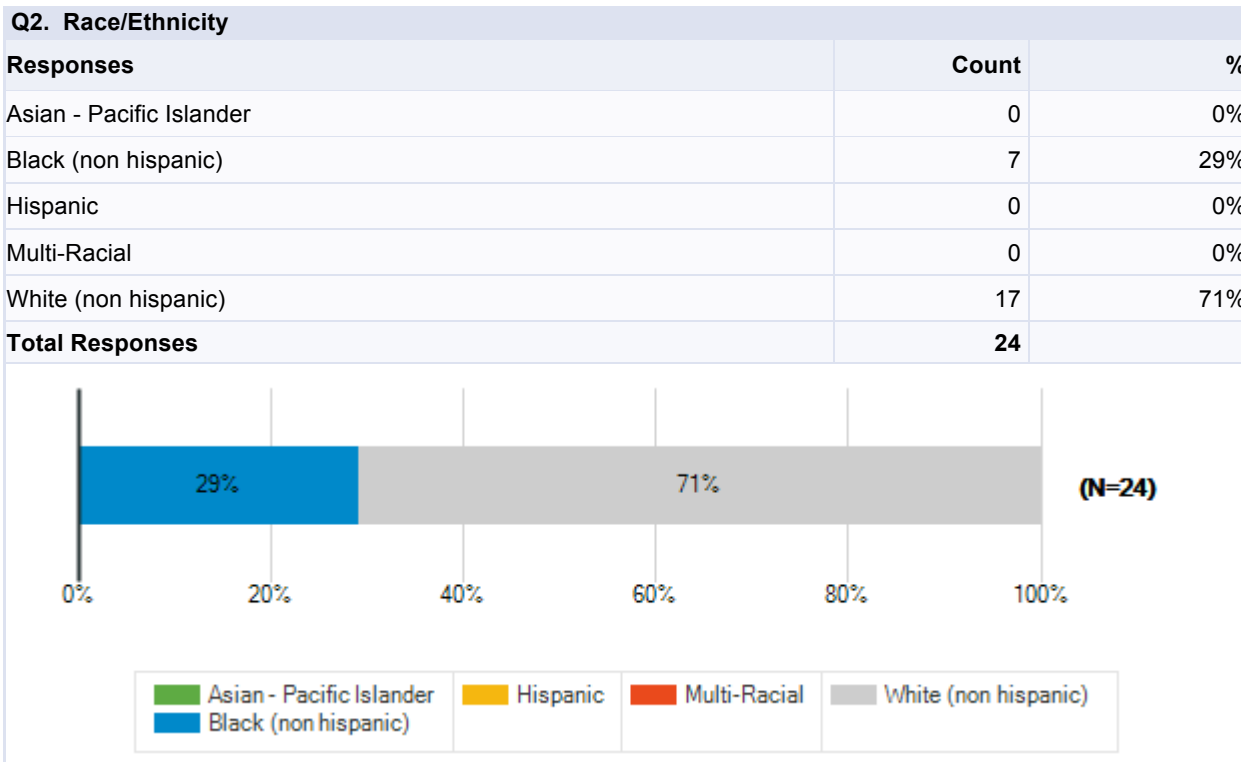
### Survey Results

#### **Neuwoehner High School**

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



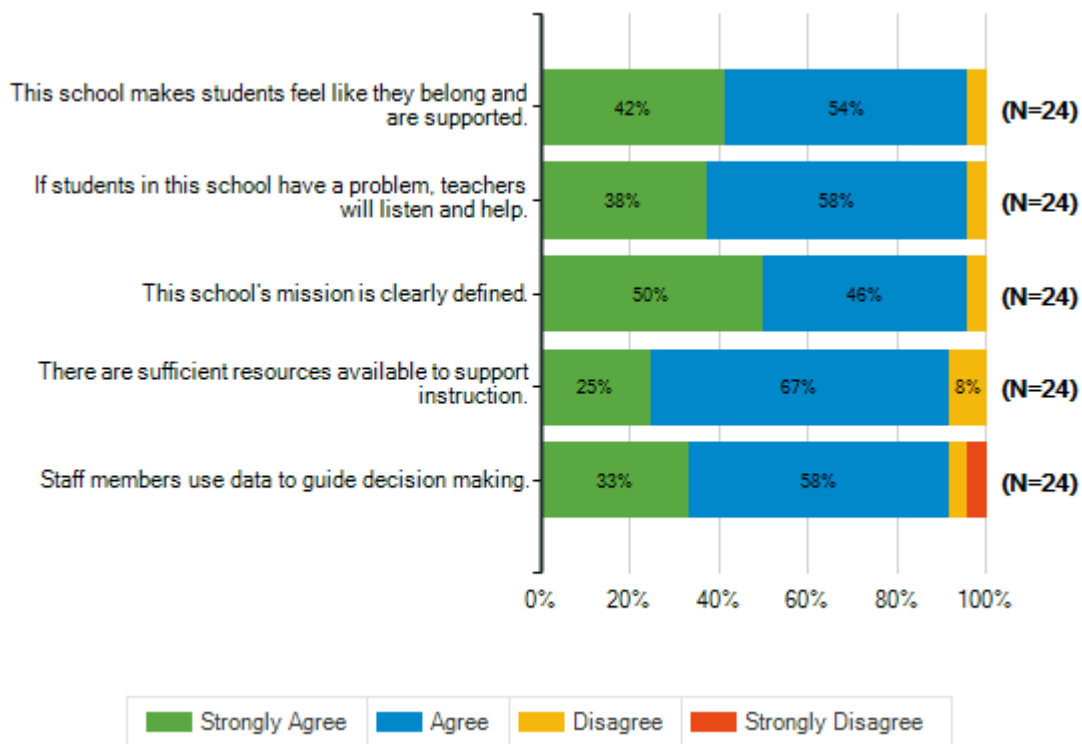




**School Satisfaction**

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

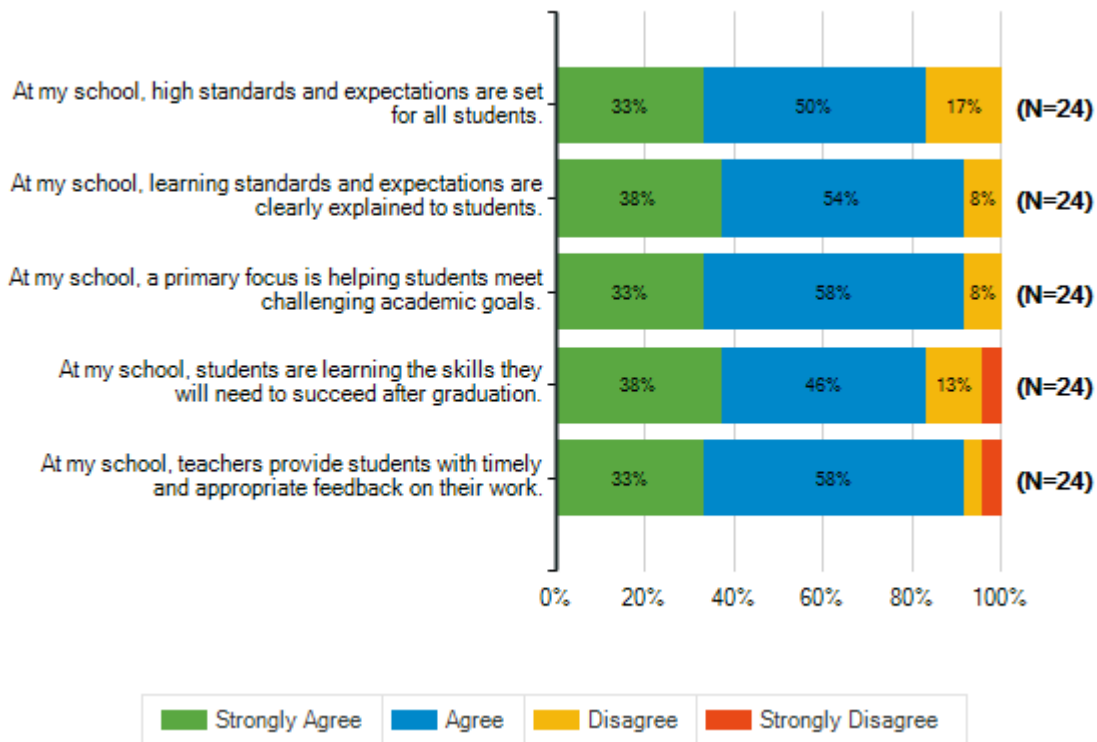
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	This school makes students feel like they belong and are supported.	10 42%	13 54%	1 4%	0 0%	24
(b)	If students in this school have a problem, teachers will listen and help.	9 38%	14 58%	1 4%	0 0%	24
(c)	This school's mission is clearly defined.	12 50%	11 46%	1 4%	0 0%	24
(d)	There are sufficient resources available to support instruction.	6 25%	16 67%	2 8%	0 0%	24
(e)	Staff members use data to guide decision making.	8 33%	14 58%	1 4%	1 4%	24



**Academic Preparation**

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

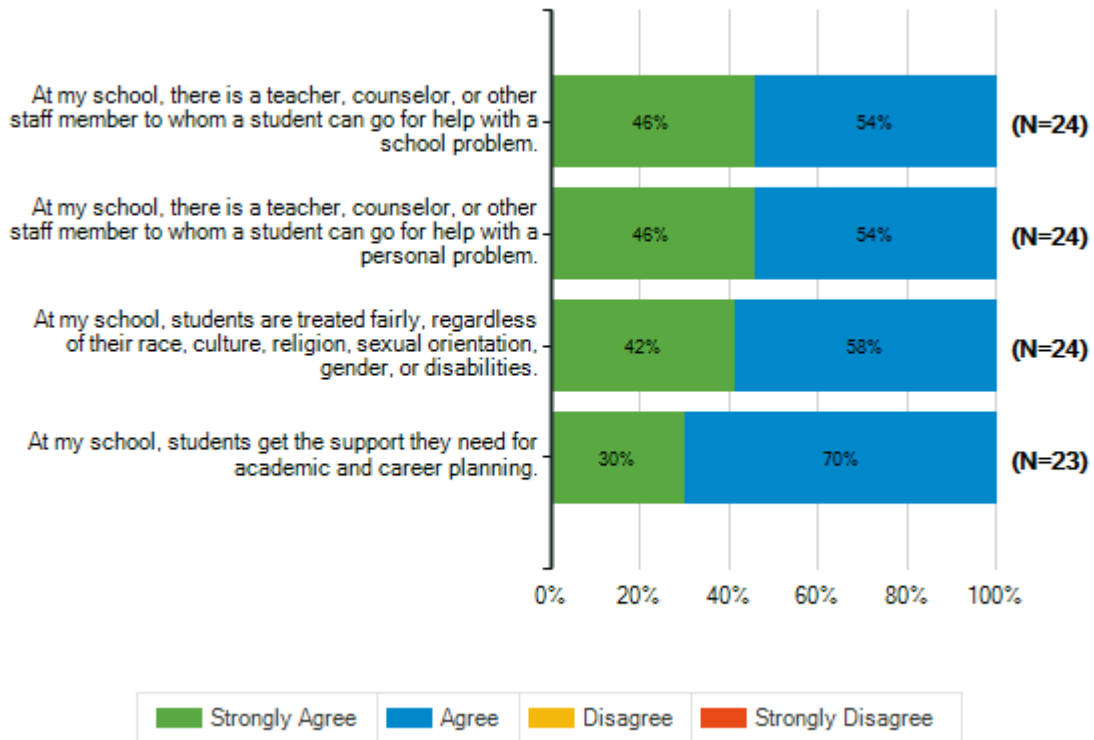
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, high standards and expectations are set for all students.	8 33%	12 50%	4 17%	0 0%	24
(b)	At my school, learning standards and expectations are clearly explained to students.	9 38%	13 54%	2 8%	0 0%	24
(c)	At my school, a primary focus is helping students meet challenging academic goals.	8 33%	14 58%	2 8%	0 0%	24
(d)	At my school, students are learning the skills they will need to succeed after graduation.	9 38%	11 46%	3 13%	1 4%	24
(e)	At my school, teachers provide students with timely and appropriate feedback on their work.	8 33%	14 58%	1 4%	1 4%	24



**Student Support**

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

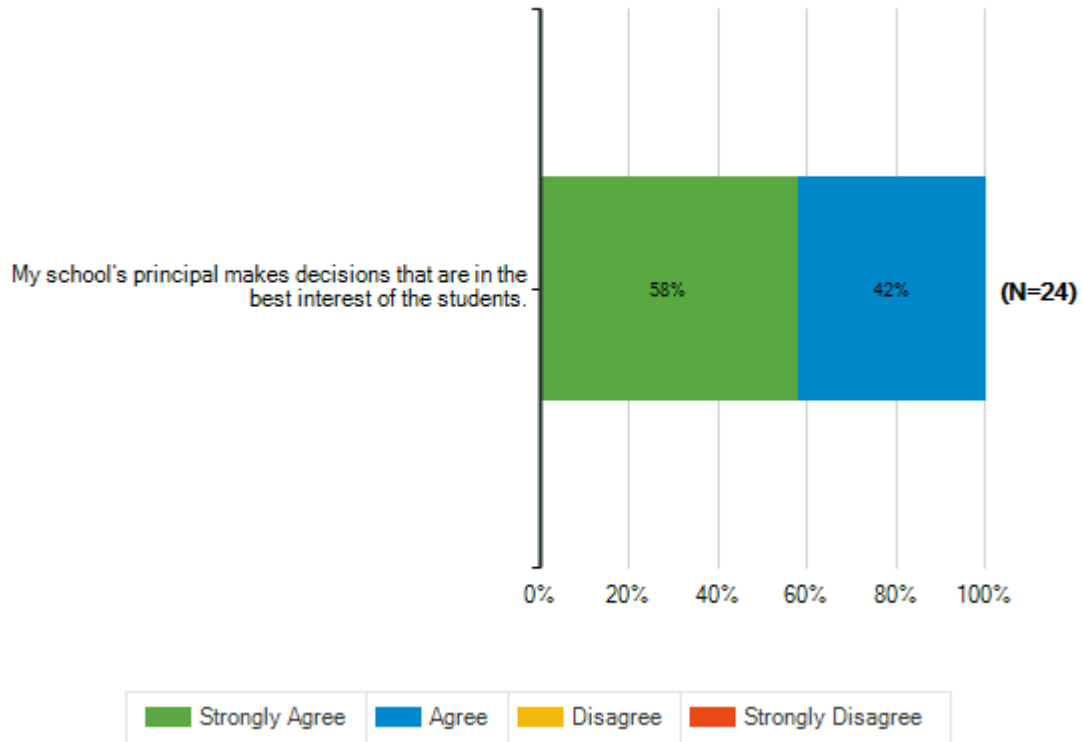
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	11 46%	13 54%	0 0%	0 0%	24
(b)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	11 46%	13 54%	0 0%	0 0%	24
(c)	At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	10 42%	14 58%	0 0%	0 0%	24
(d)	At my school, students get the support they need for academic and career planning.	7 30%	16 70%	0 0%	0 0%	23



**School Principal**

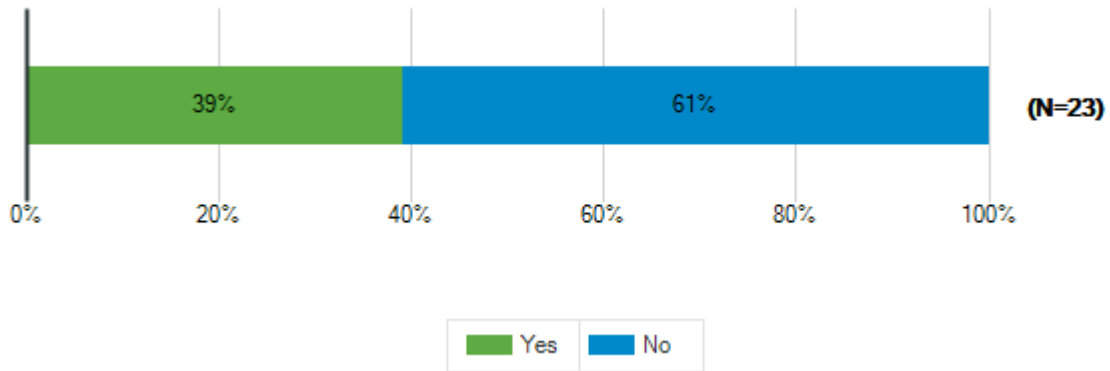
**Q8. How strongly do you agree or disagree with the following statement?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	My school's principal makes decisions that are in the best interest of the students.	14	10	0	0	24
		58%	42%	0%	0%	



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

Responses	Count	%
Yes	9	39%
No	14	61%
<b>Total Responses</b>	<b>23</b>	

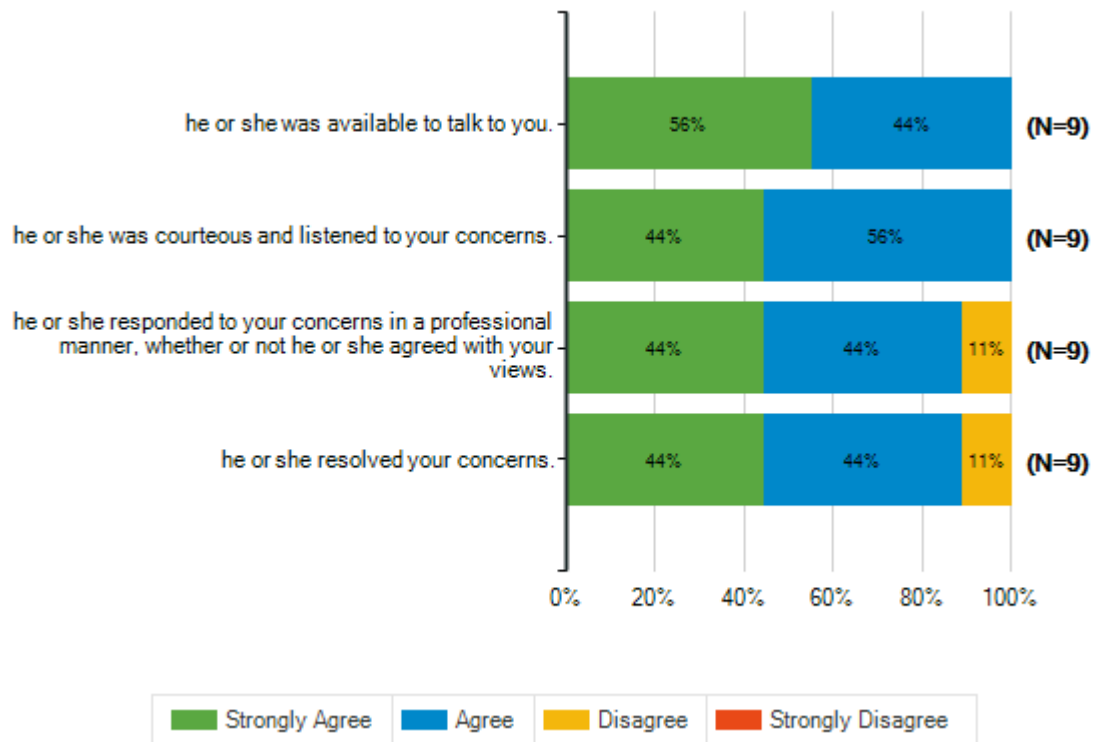




**How strongly do you agree or disagree with the following statements?**

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

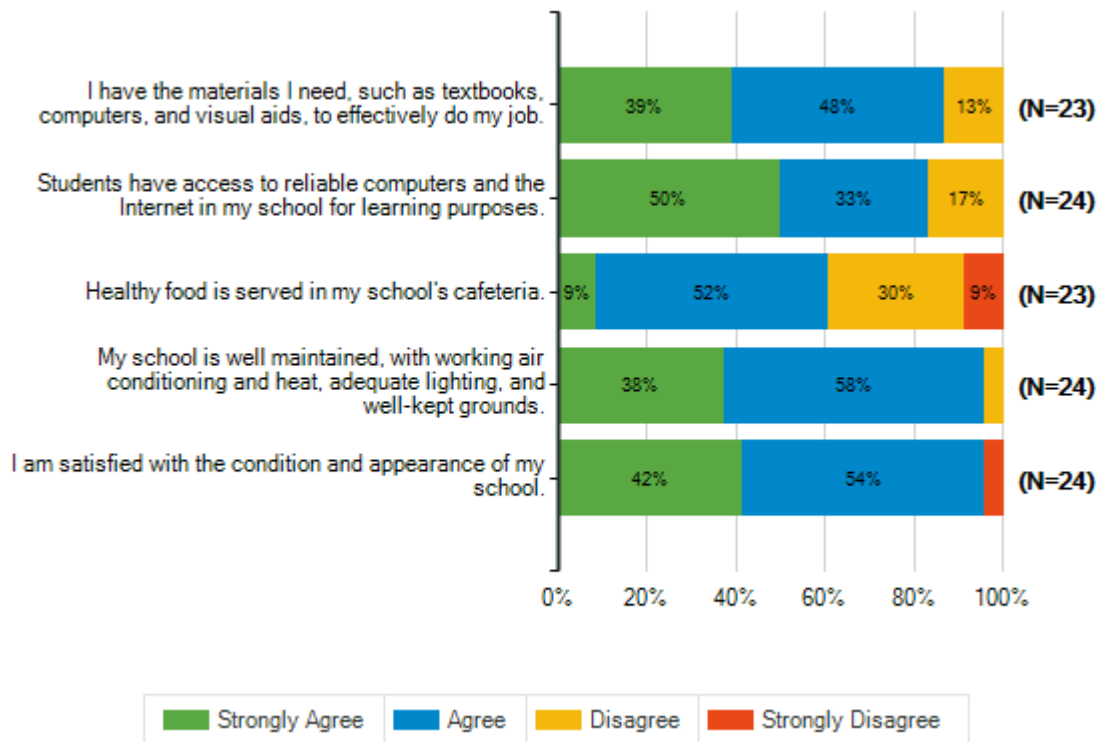
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) he or she was available to talk to you.	5 56%	4 44%	0 0%	0 0%	9
(b) he or she was courteous and listened to your concerns.	4 44%	5 56%	0 0%	0 0%	9
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	4 44%	4 44%	1 11%	0 0%	9
(d) he or she resolved your concerns.	4 44%	4 44%	1 11%	0 0%	9



**School Operations**

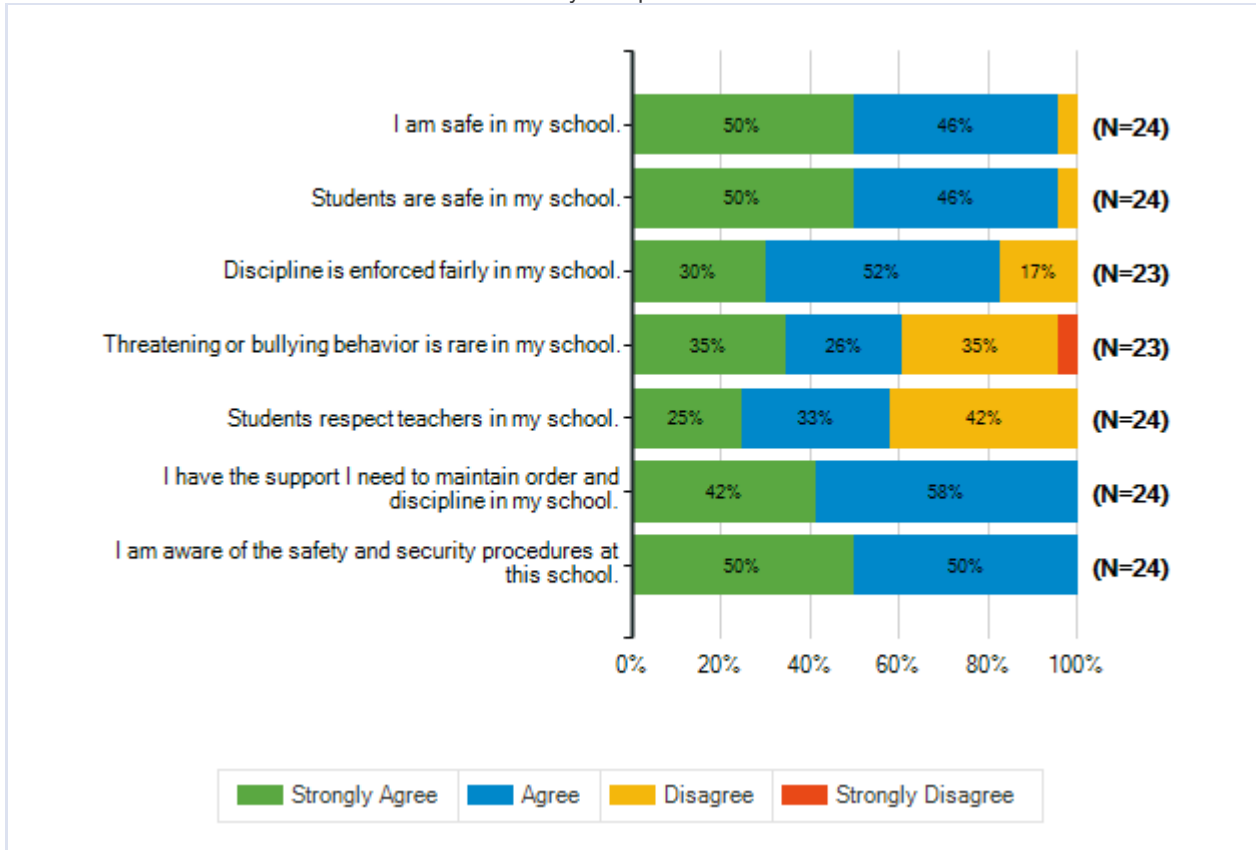
**Q11. How strongly do you agree or disagree with the following statements?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I have the materials I need, such as textbooks, computers, and visual aids, to effectively do my job.	9 39%	11 48%	3 13%	0 0%	23
(b)	Students have access to reliable computers and the Internet in my school for learning purposes.	12 50%	8 33%	4 17%	0 0%	24
(c)	Healthy food is served in my school's cafeteria.	2 9%	12 52%	7 30%	2 9%	23
(d)	My school is well maintained, with working air conditioning and heat, adequate lighting, and well-kept grounds.	9 38%	14 58%	1 4%	0 0%	24
(e)	I am satisfied with the condition and appearance of my school.	10 42%	13 54%	0 0%	1 4%	24



<b>Safety and Behavior</b>						
<b>Q12. 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.	12 50%	11 46%	1 4%	0 0%	24
(b)	Students are safe in my school.	12 50%	11 46%	1 4%	0 0%	24
(c)	Discipline is enforced fairly in my school.	7 30%	12 52%	4 17%	0 0%	23
(d)	Threatening or bullying behavior is rare in my school.	8 35%	6 26%	8 35%	1 4%	23
(e)	Students respect teachers in my school.	6 25%	8 33%	10 42%	0 0%	24
(f)	I have the support I need to maintain order and discipline in my school.	10 42%	14 58%	0 0%	0 0%	24
(g)	I am aware of the safety and security procedures at this school.	12 50%	12 50%	0 0%	0 0%	24

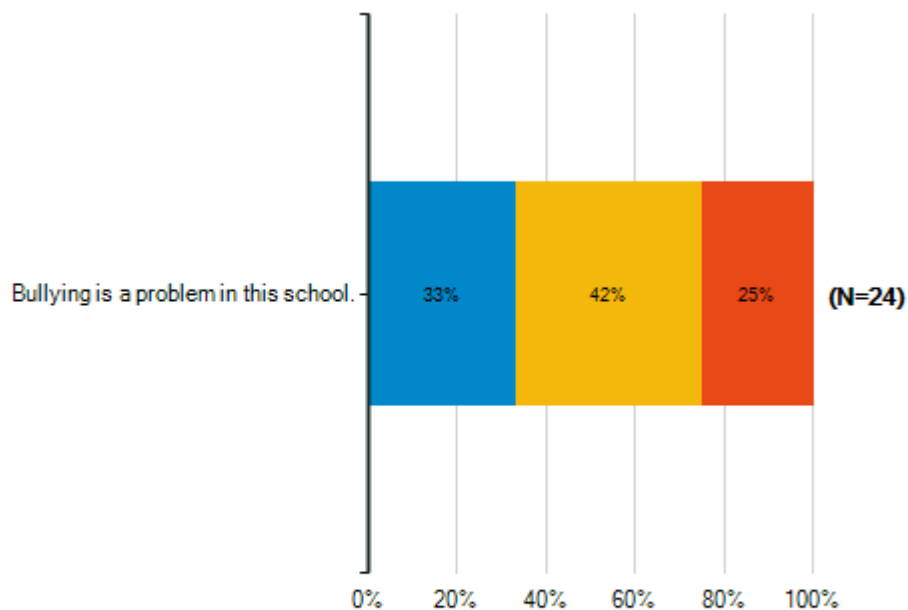
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**Safety and Behavior**

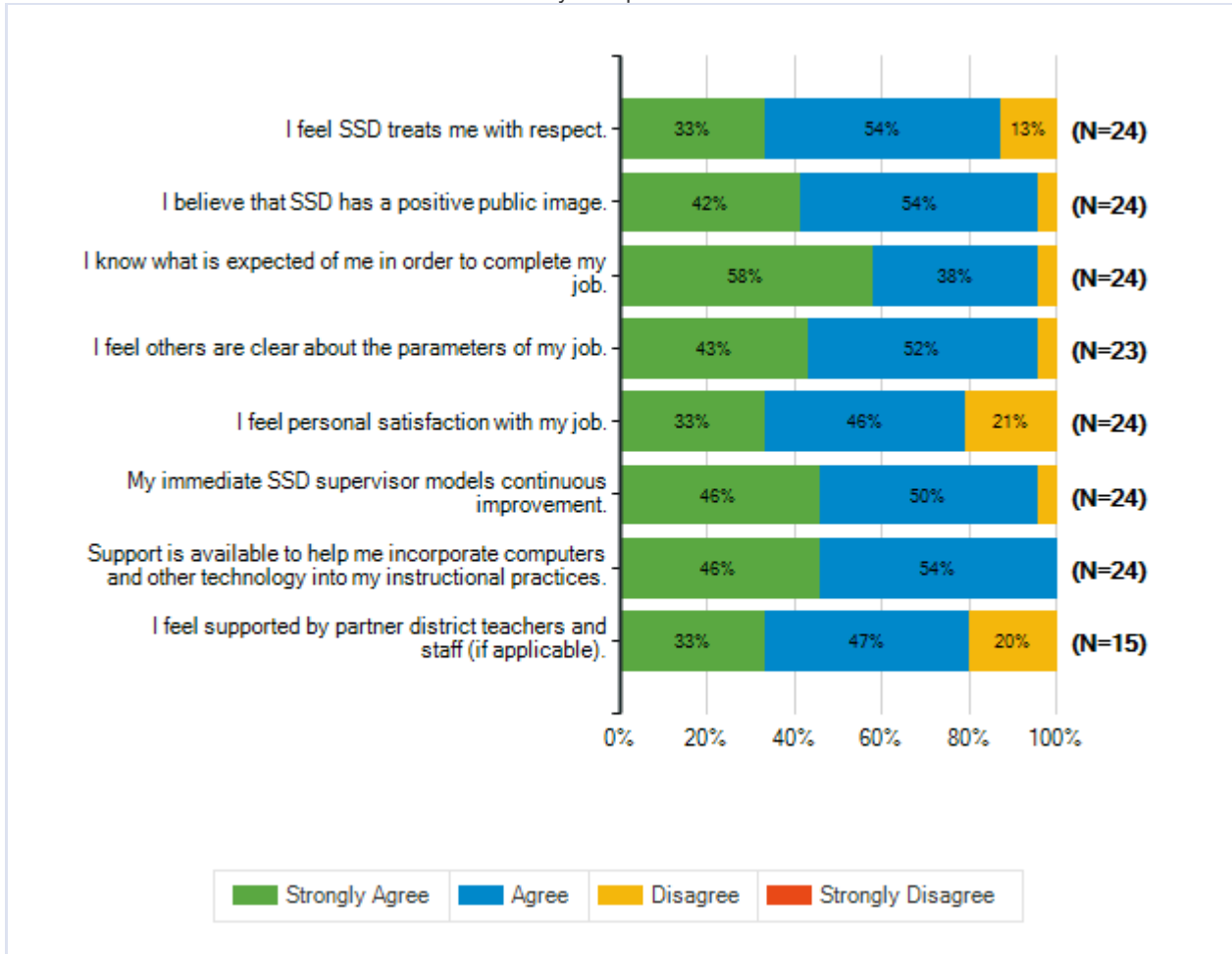
**Q13. How strongly do you agree or disagree with the statement below?**

	<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.	0	8	10	6	24
	0%	33%	42%	25%	



<b>Job Satisfaction</b>						
<b>Q14. 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.	8 33%	13 54%	3 13%	0 0%	24
(b)	I believe that SSD has a positive public image.	10 42%	13 54%	1 4%	0 0%	24
(c)	I know what is expected of me in order to complete my job.	14 58%	9 38%	1 4%	0 0%	24
(d)	I feel others are clear about the parameters of my job.	10 43%	12 52%	1 4%	0 0%	23
(e)	I feel personal satisfaction with my job.	8 33%	11 46%	5 21%	0 0%	24
(f)	My immediate SSD supervisor models continuous improvement.	11 46%	12 50%	1 4%	0 0%	24
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	11 46%	13 54%	0 0%	0 0%	24
(h)	I feel supported by partner district teachers and staff (if applicable).	5 33%	7 47%	3 20%	0 0%	15

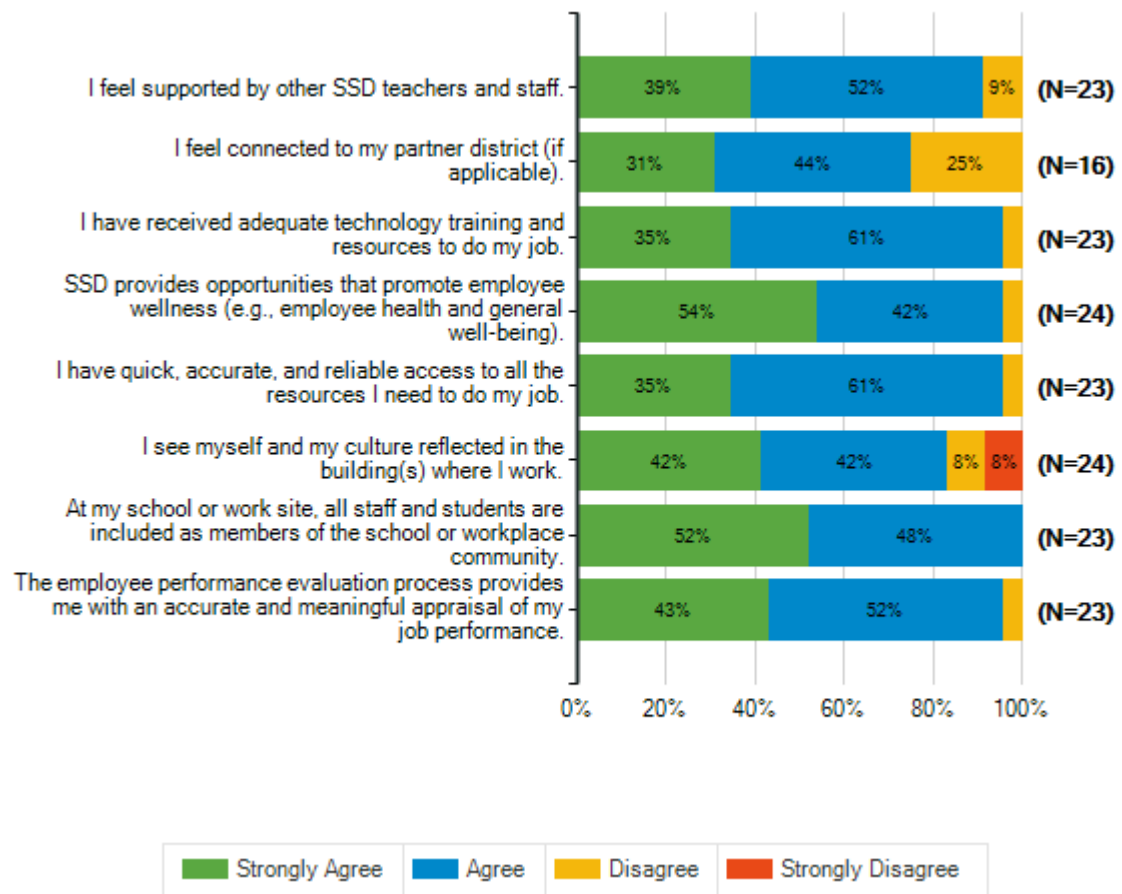
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<b>Job Satisfaction (Continued)</b>						
<b>Q15. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel supported by other SSD teachers and staff.	9 39%	12 52%	2 9%	0 0%	23
(b)	I feel connected to my partner district (if applicable).	5 31%	7 44%	4 25%	0 0%	16
(c)	I have received adequate technology training and resources to do my job.	8 35%	14 61%	1 4%	0 0%	23
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	13 54%	10 42%	1 4%	0 0%	24
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	8 35%	14 61%	1 4%	0 0%	23
(f)	I see myself and my culture reflected in the building(s) where I work.	10 42%	10 42%	2 8%	2 8%	24
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	12 52%	11 48%	0 0%	0 0%	23
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	10 43%	12 52%	1 4%	0 0%	23



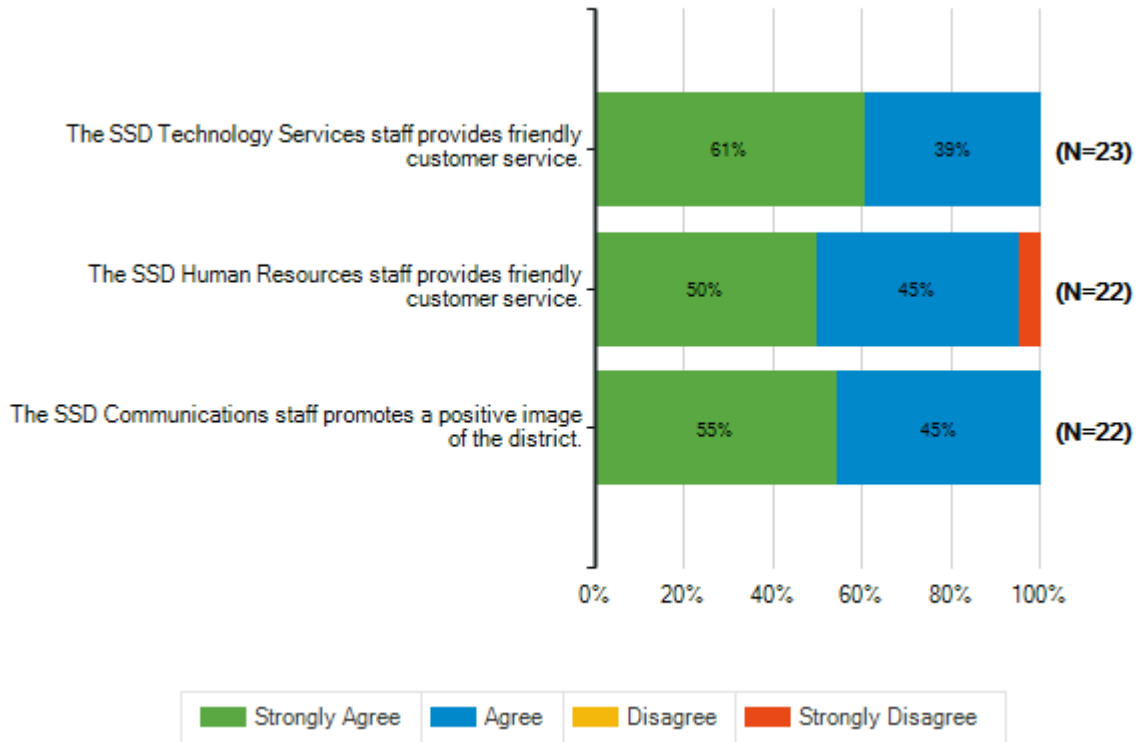
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**Satisfaction With SSD Support Departments**

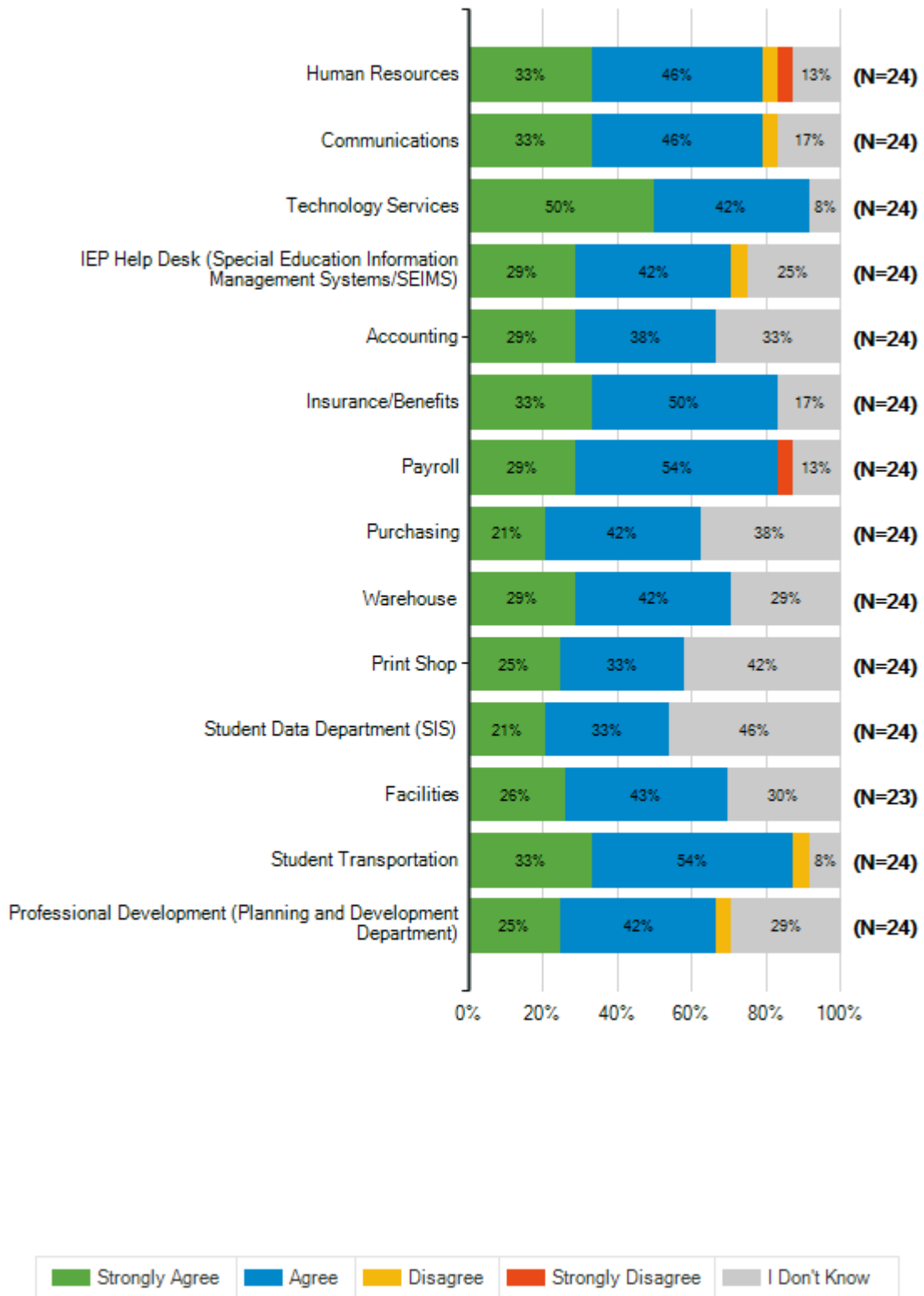
**Q16. How strongly do you agree or disagree with the following statements?**

		<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.	14 61%	9 39%	0 0%	0 0%	23
(b)	The SSD Human Resources staff provides friendly customer service.	11 50%	10 45%	0 0%	1 5%	22
(c)	The SSD Communications staff promotes a positive image of the district.	12 55%	10 45%	0 0%	0 0%	22



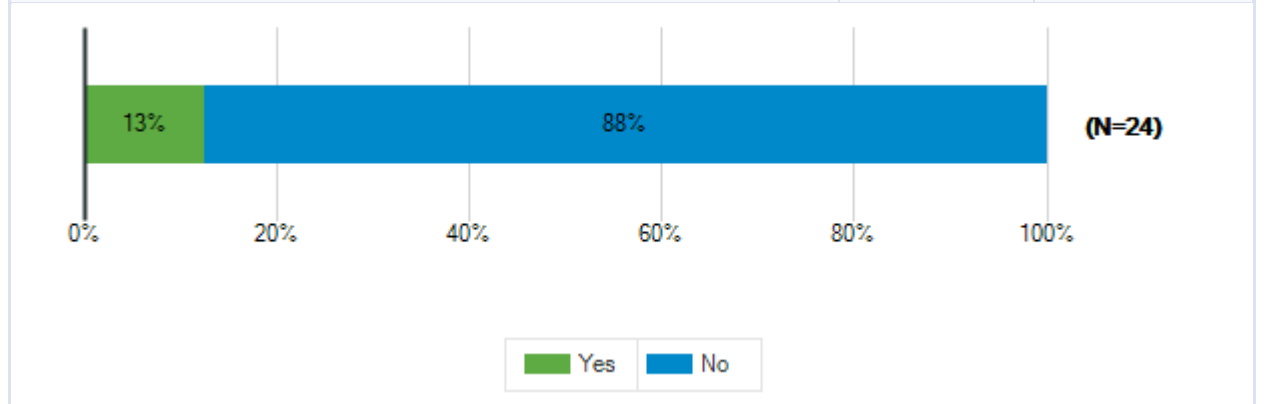
<b>Q17. I am satisfied with the service provided by the following SSD departments</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>I Don't Know</b>	<b>Total Responses</b>
(a)	Human Resources	8 33%	11 46%	1 4%	1 4%	3 13%	24
(b)	Communications	8 33%	11 46%	1 4%	0 0%	4 17%	24
(c)	Technology Services	12 50%	10 42%	0 0%	0 0%	2 8%	24
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	7 29%	10 42%	1 4%	0 0%	6 25%	24
(e)	Accounting	7 29%	9 38%	0 0%	0 0%	8 33%	24
(f)	Insurance/Benefits	8 33%	12 50%	0 0%	0 0%	4 17%	24
(g)	Payroll	7 29%	13 54%	0 0%	1 4%	3 13%	24
(h)	Purchasing	5 21%	10 42%	0 0%	0 0%	9 38%	24
(i)	Warehouse	7 29%	10 42%	0 0%	0 0%	7 29%	24
(j)	Print Shop	6 25%	8 33%	0 0%	0 0%	10 42%	24
(k)	Student Data Department (SIS)	5 21%	8 33%	0 0%	0 0%	11 46%	24
(l)	Facilities	6 26%	10 43%	0 0%	0 0%	7 30%	23
(m)	Student Transportation	8 33%	13 54%	1 4%	0 0%	2 8%	24
(n)	Professional Development (Planning and Development Department)	6 25%	10 42%	1 4%	0 0%	7 29%	24

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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?**

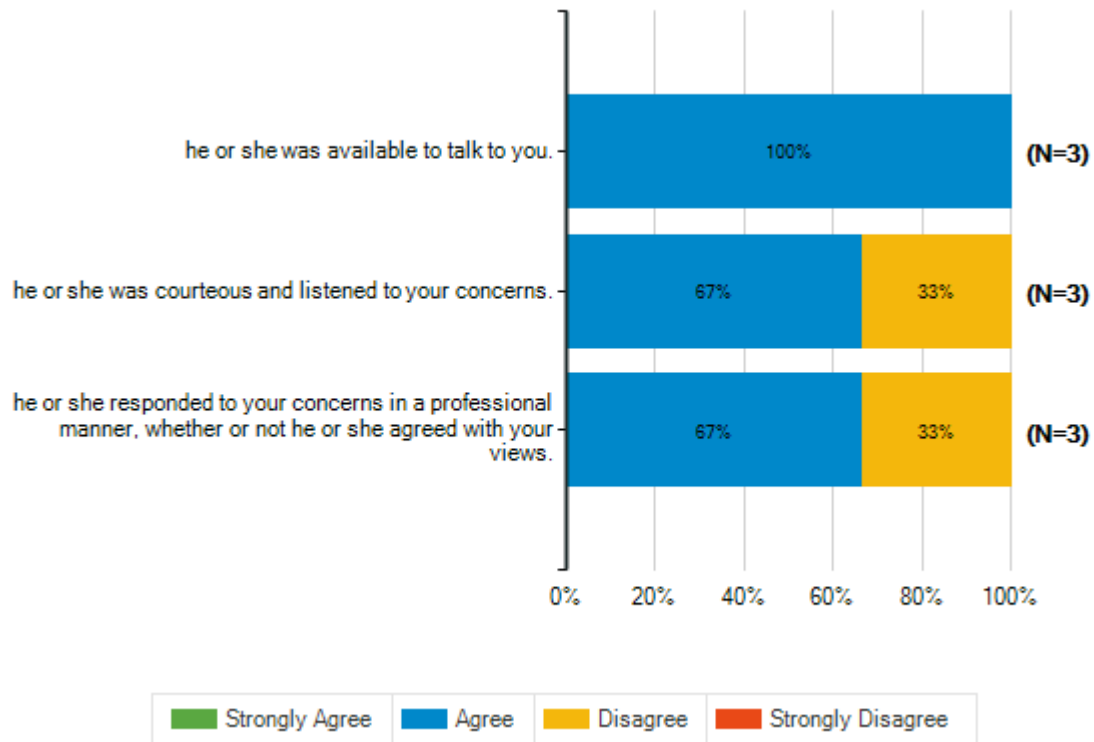
Responses	Count	%
Yes	3	13%
No	21	88%
<b>Total Responses</b>	<b>24</b>	



**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 ...**

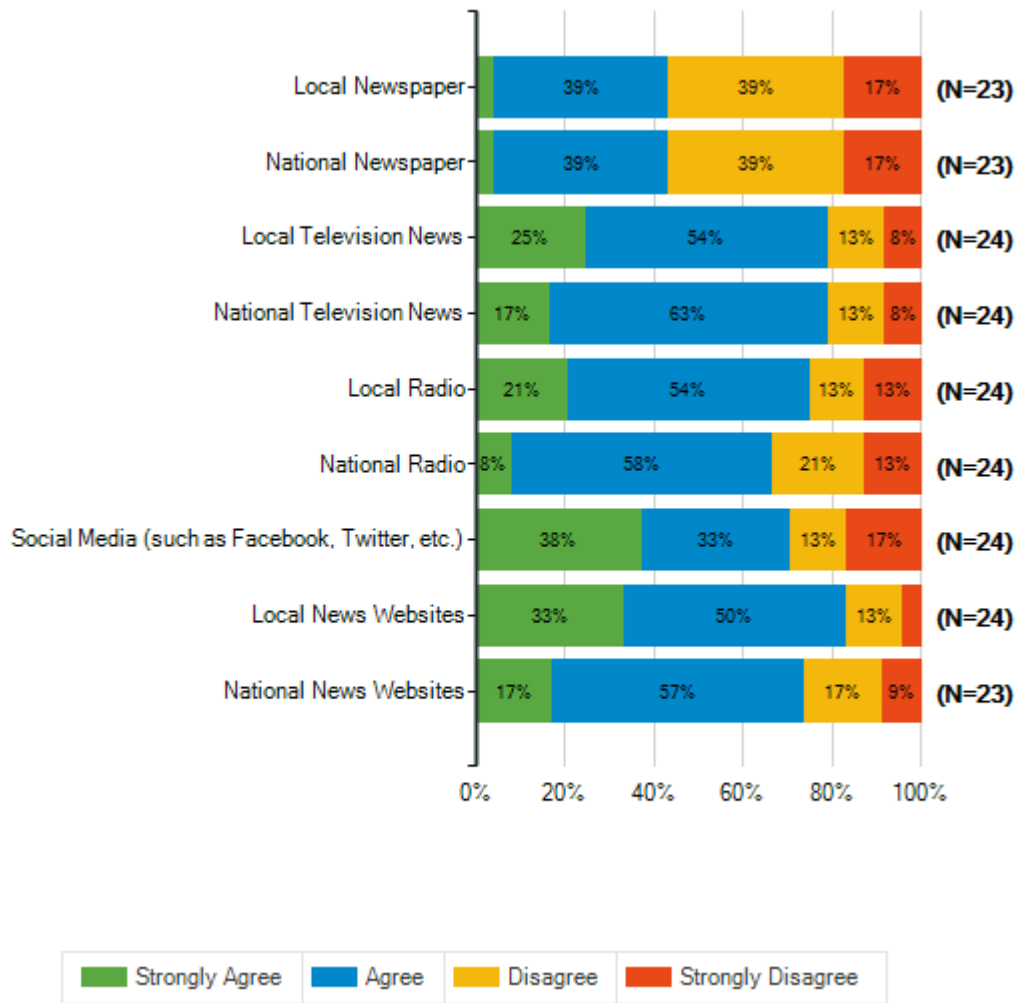
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	0 0%	3 100%	0 0%	0 0%	3
(b) he or she was courteous and listened to your concerns.	0 0%	2 67%	1 33%	0 0%	3
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	0 0%	2 67%	1 33%	0 0%	3



**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.**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Local Newspaper	1 4%	9 39%	9 39%	4 17%	23
(b)	National Newspaper	1 4%	9 39%	9 39%	4 17%	23
(c)	Local Television News	6 25%	13 54%	3 13%	2 8%	24
(d)	National Television News	4 17%	15 63%	3 13%	2 8%	24
(e)	Local Radio	5 21%	13 54%	3 13%	3 13%	24
(f)	National Radio	2 8%	14 58%	5 21%	3 13%	24
(g)	Social Media (such as Facebook, Twitter, etc.)	9 38%	8 33%	3 13%	4 17%	24
(h)	Local News Websites	8 33%	12 50%	3 13%	1 4%	24
(i)	National News Websites	4 17%	13 57%	4 17%	2 9%	23

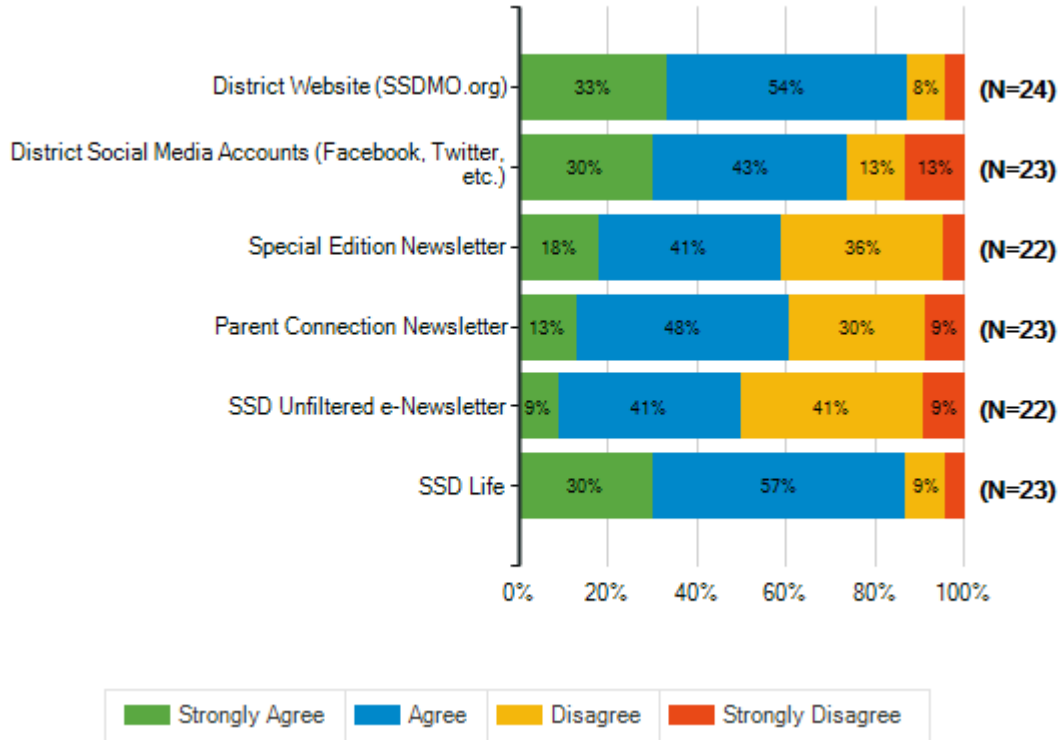
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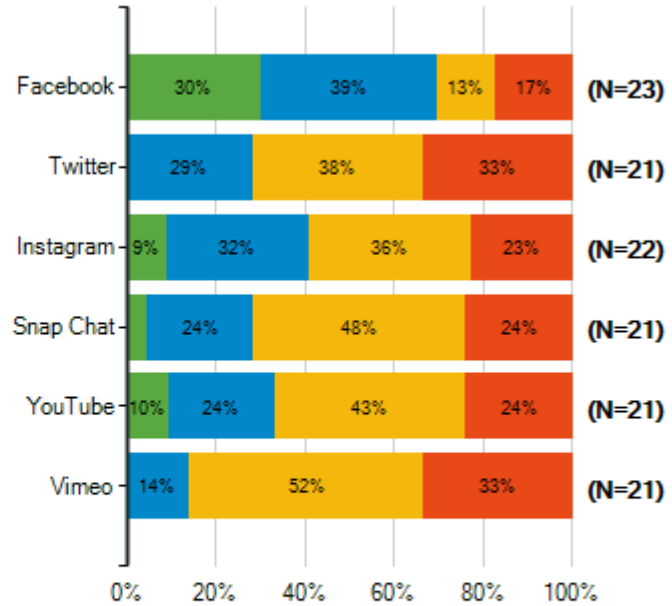
**Q21. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	8 33%	13 54%	2 8%	1 4%	24
(b) District Social Media Accounts (Facebook, Twitter, etc.)	7 30%	10 43%	3 13%	3 13%	23
(c) Special Edition Newsletter	4 18%	9 41%	8 36%	1 5%	22
(d) Parent Connection Newsletter	3 13%	11 48%	7 30%	2 9%	23
(e) SSD Unfiltered e-Newsletter	2 9%	9 41%	9 41%	2 9%	22
(f) SSD Life	7 30%	13 57%	2 9%	1 4%	23



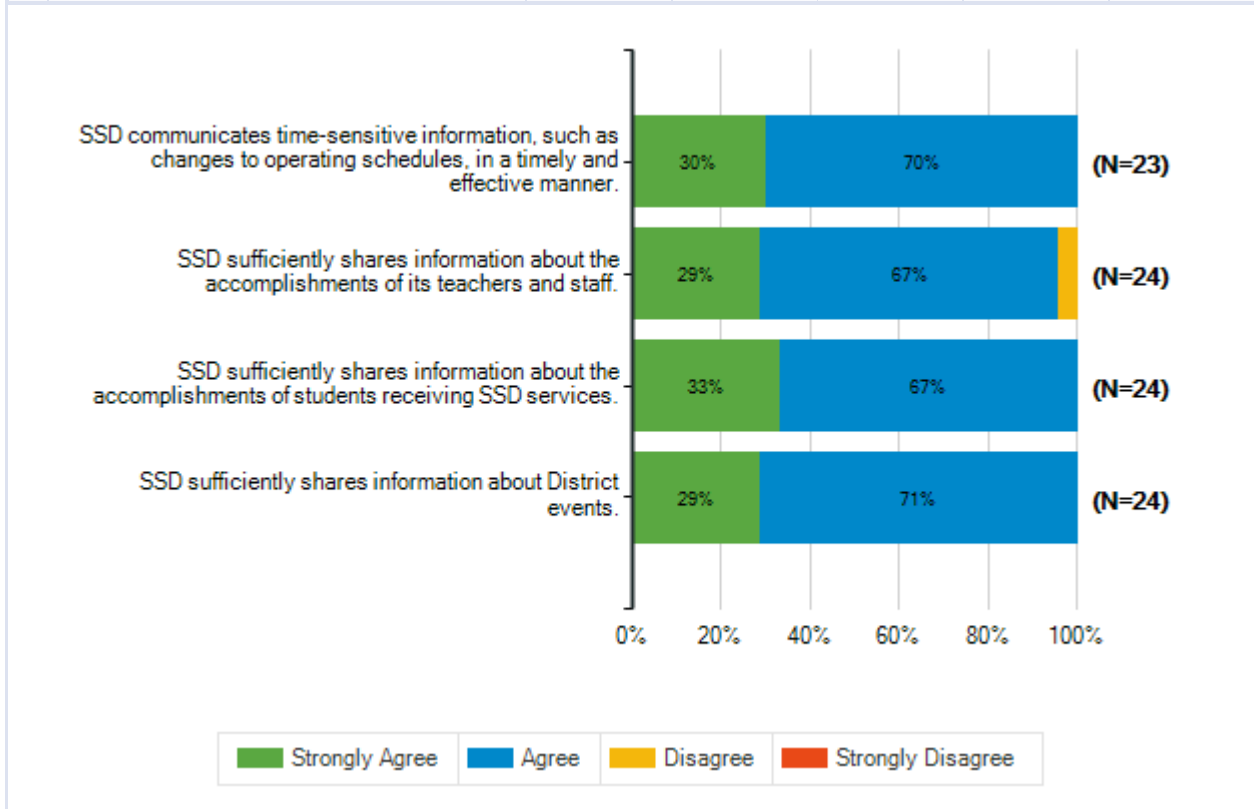
**Q22. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	7 30%	9 39%	3 13%	4 17%	23
(b) Twitter	0 0%	6 29%	8 38%	7 33%	21
(c) Instagram	2 9%	7 32%	8 36%	5 23%	22
(d) Snap Chat	1 5%	5 24%	10 48%	5 24%	21
(e) YouTube	2 10%	5 24%	9 43%	5 24%	21
(f) Vimeo	0 0%	3 14%	11 52%	7 33%	21



**Q23. 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.	7 30%	16 70%	0 0%	0 0%	23
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	7 29%	16 67%	1 4%	0 0%	24
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	8 33%	16 67%	0 0%	0 0%	24
(d)	SSD sufficiently shares information about District events.	7 29%	17 71%	0 0%	0 0%	24



**Q24. 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.	3 13%	20 83%	1 4%	0 0%	24

