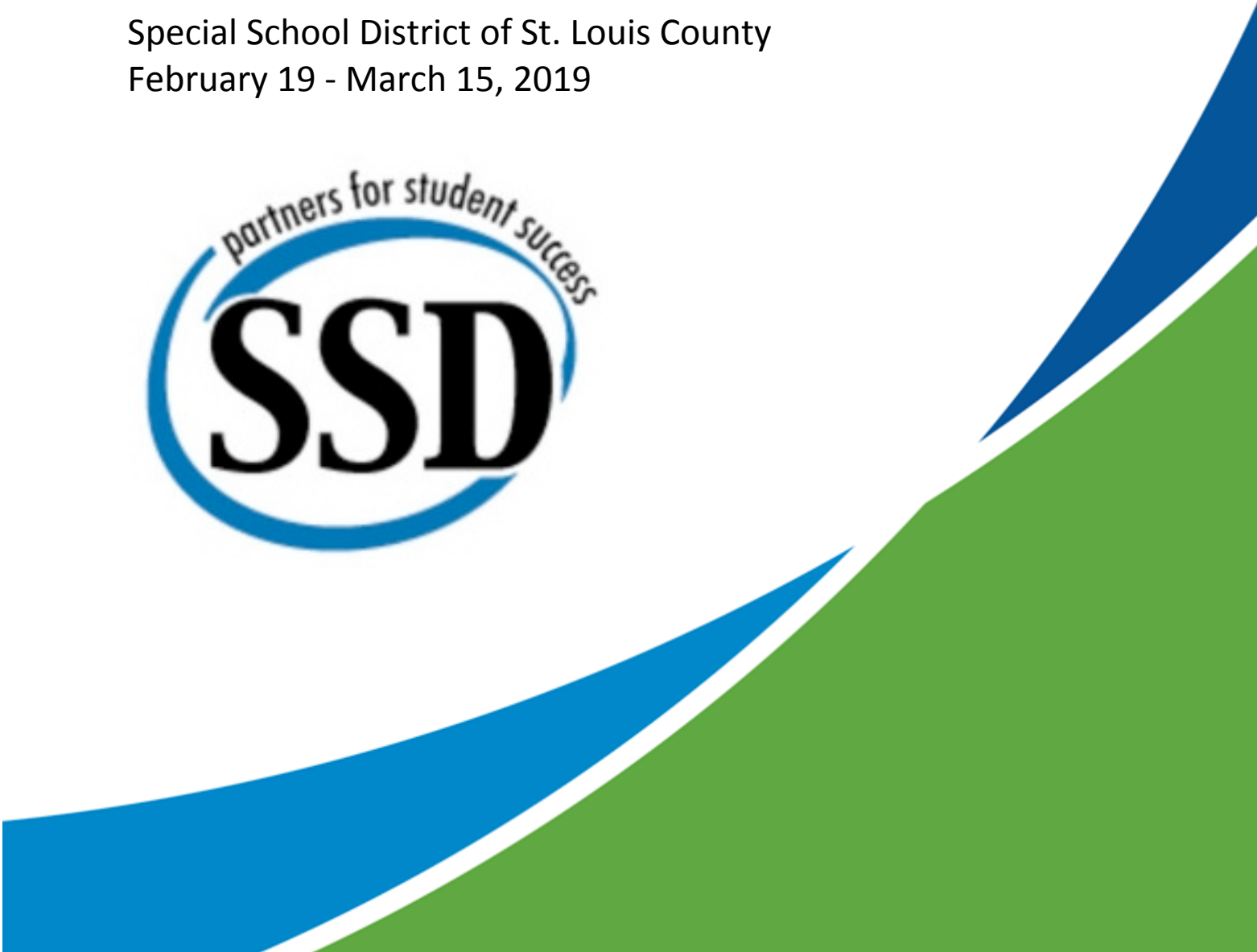


2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts Survey Results

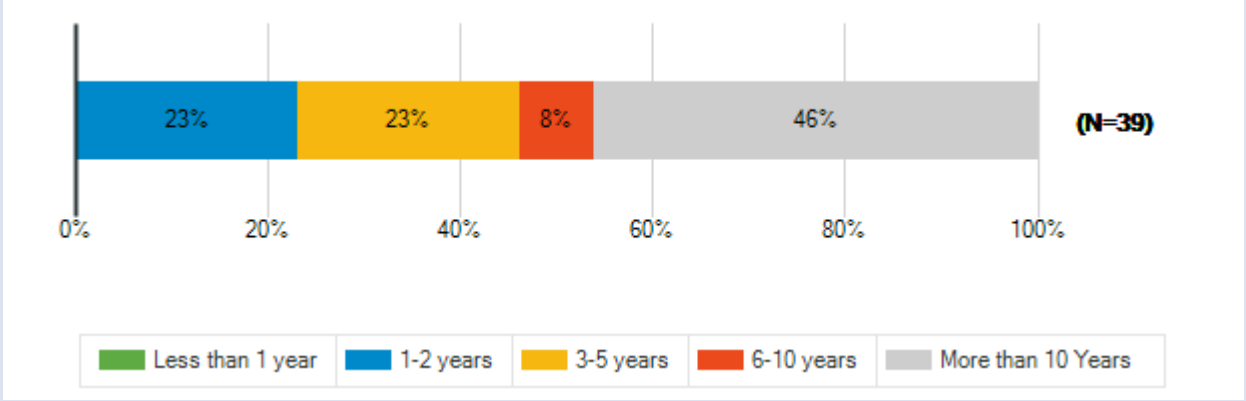
Hazelwood School District

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



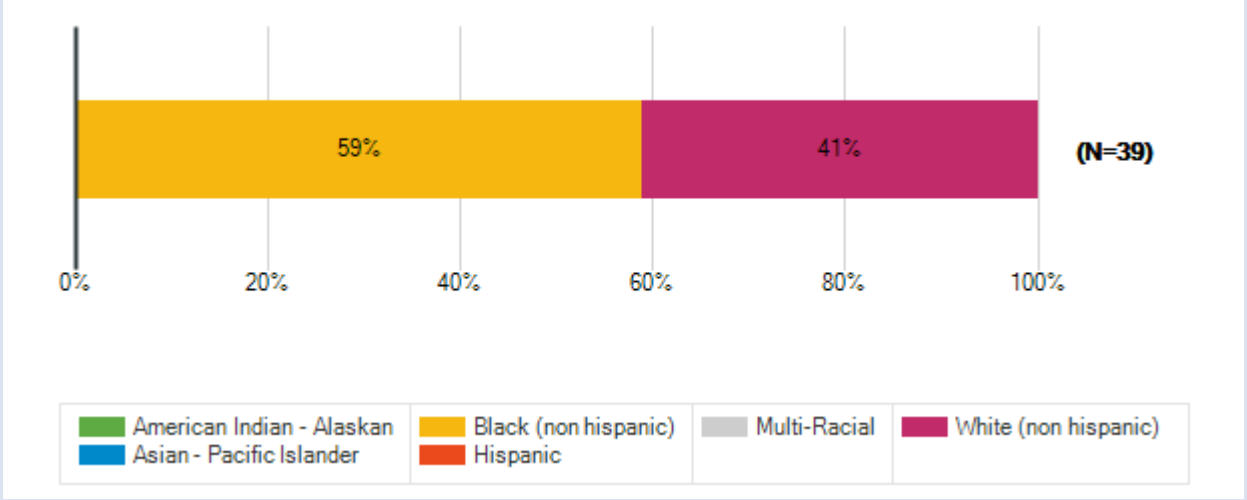
Q1. Years of Service

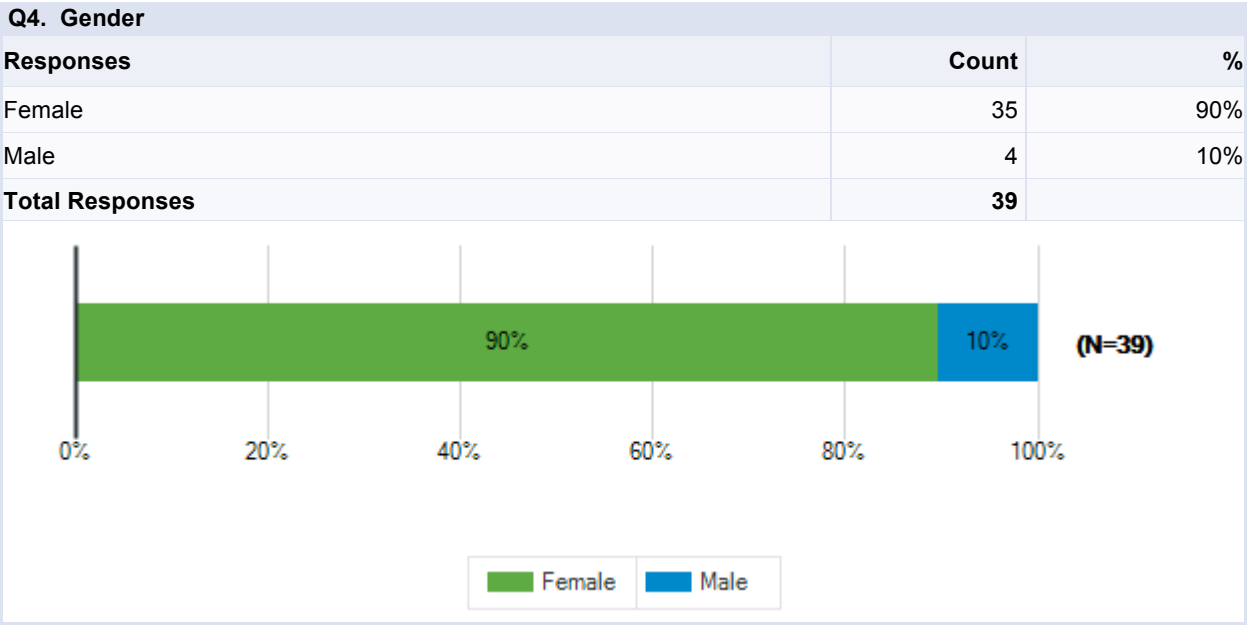
Responses	Count	%
Less than 1 year	0	0%
1-2 years	9	23%
3-5 years	9	23%
6-10 years	3	8%
More than 10 Years	18	46%
Total Responses	39	



Q3. Race/Ethnicity

Responses	Count	%
American Indian - Alaskan	0	0%
Asian - Pacific Islander	0	0%
Black (non hispanic)	23	59%
Hispanic	0	0%
Multi-Racial	0	0%
White (non hispanic)	16	41%
Total Responses	39	



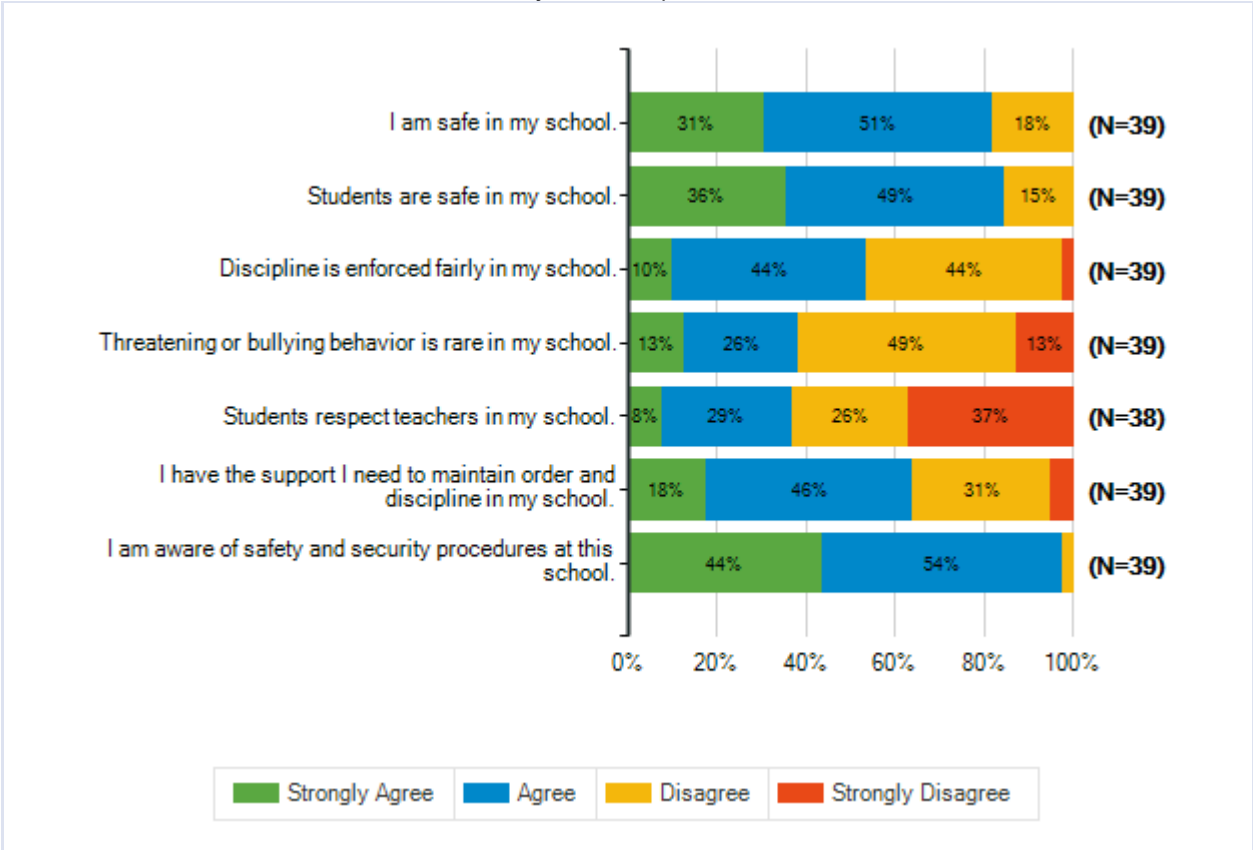


Safety and Behavior

Q5. 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.	12 31%	20 51%	7 18%	0 0%	39
(b) Students are safe in my school.	14 36%	19 49%	6 15%	0 0%	39
(c) Discipline is enforced fairly in my school.	4 10%	17 44%	17 44%	1 3%	39
(d) Threatening or bullying behavior is rare in my school.	5 13%	10 26%	19 49%	5 13%	39
(e) Students respect teachers in my school.	3 8%	11 29%	10 26%	14 37%	38
(f) I have the support I need to maintain order and discipline in my school.	7 18%	18 46%	12 31%	2 5%	39
(g) I am aware of safety and security procedures at this school.	17 44%	21 54%	1 3%	0 0%	39

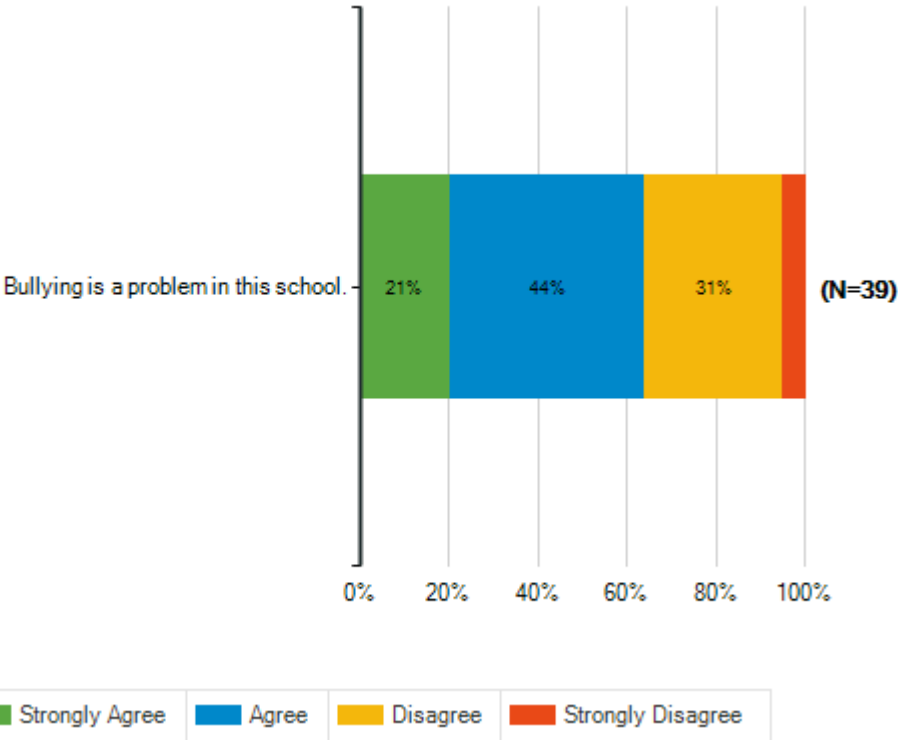
Special School District of St. Louis County
 2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts



Safety and Behavior

Q6. How strongly do you agree or disagree with the statement below?

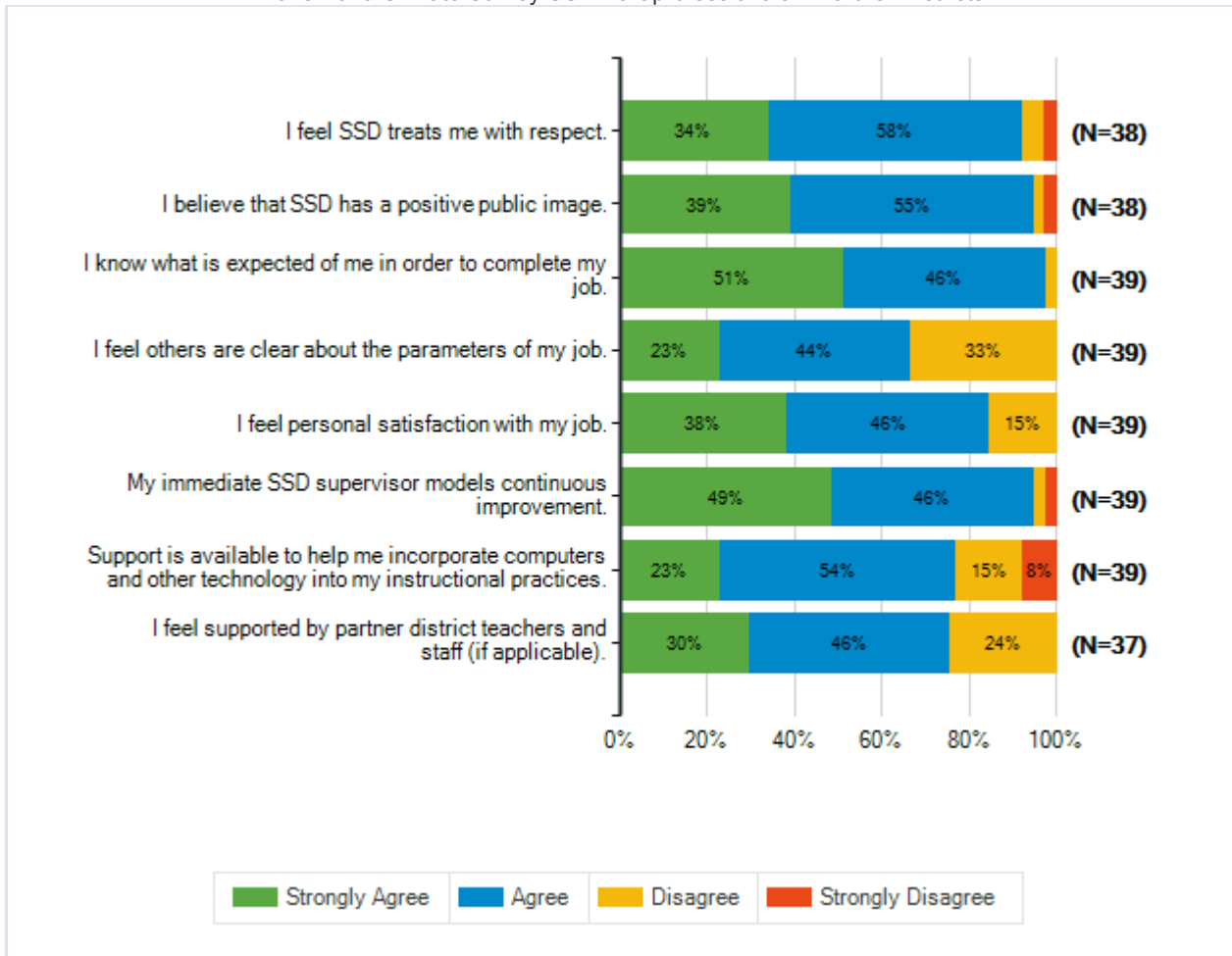
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Bullying is a problem in this school.	8 21%	17 44%	12 31%	2 5%	39



Job Satisfaction

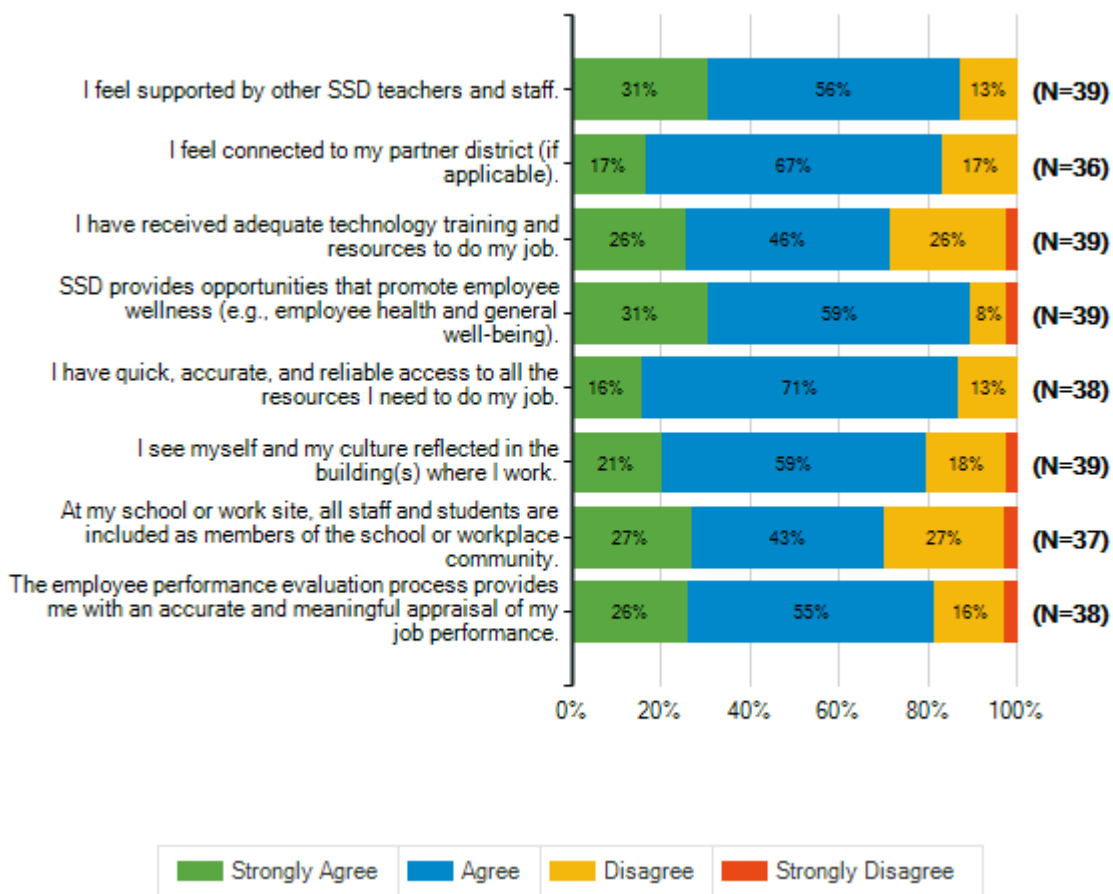
Q7. How strongly do you agree or disagree with the following statements?

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) I feel SSD treats me with respect.	13 34%	22 58%	2 5%	1 3%	38
(b) I believe that SSD has a positive public image.	15 39%	21 55%	1 3%	1 3%	38
(c) I know what is expected of me in order to complete my job.	20 51%	18 46%	1 3%	0 0%	39
(d) I feel others are clear about the parameters of my job.	9 23%	17 44%	13 33%	0 0%	39
(e) I feel personal satisfaction with my job.	15 38%	18 46%	6 15%	0 0%	39
(f) My immediate SSD supervisor models continuous improvement.	19 49%	18 46%	1 3%	1 3%	39
(g) Support is available to help me incorporate computers and other technology into my instructional practices.	9 23%	21 54%	6 15%	3 8%	39
(h) I feel supported by partner district teachers and staff (if applicable).	11 30%	17 46%	9 24%	0 0%	37



Job Satisfaction (Continued)						
Q8. 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.	12 31%	22 56%	5 13%	0 0%	39
(b)	I feel connected to my partner district (if applicable).	6 17%	24 67%	6 17%	0 0%	36
(c)	I have received adequate technology training and resources to do my job.	10 26%	18 46%	10 26%	1 3%	39
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	12 31%	23 59%	3 8%	1 3%	39
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	6 16%	27 71%	5 13%	0 0%	38
(f)	I see myself and my culture reflected in the building(s) where I work.	8 21%	23 59%	7 18%	1 3%	39
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	10 27%	16 43%	10 27%	1 3%	37
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	10 26%	21 55%	6 16%	1 3%	38

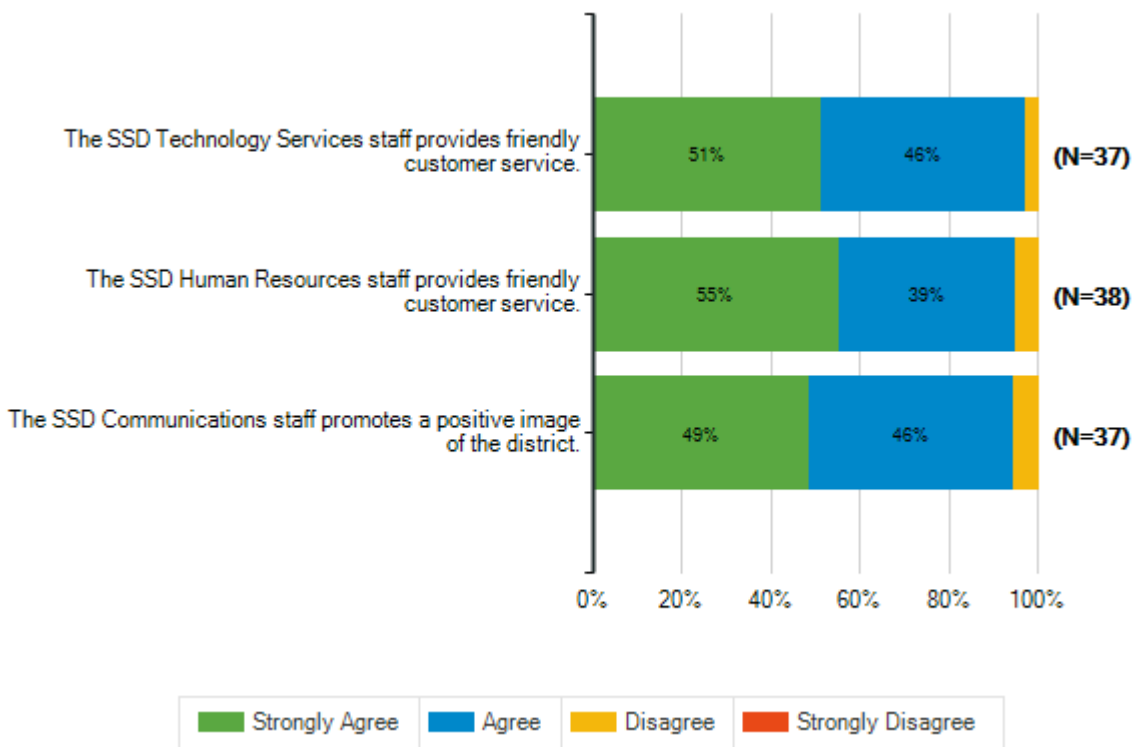
Special School District of St. Louis County
2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts



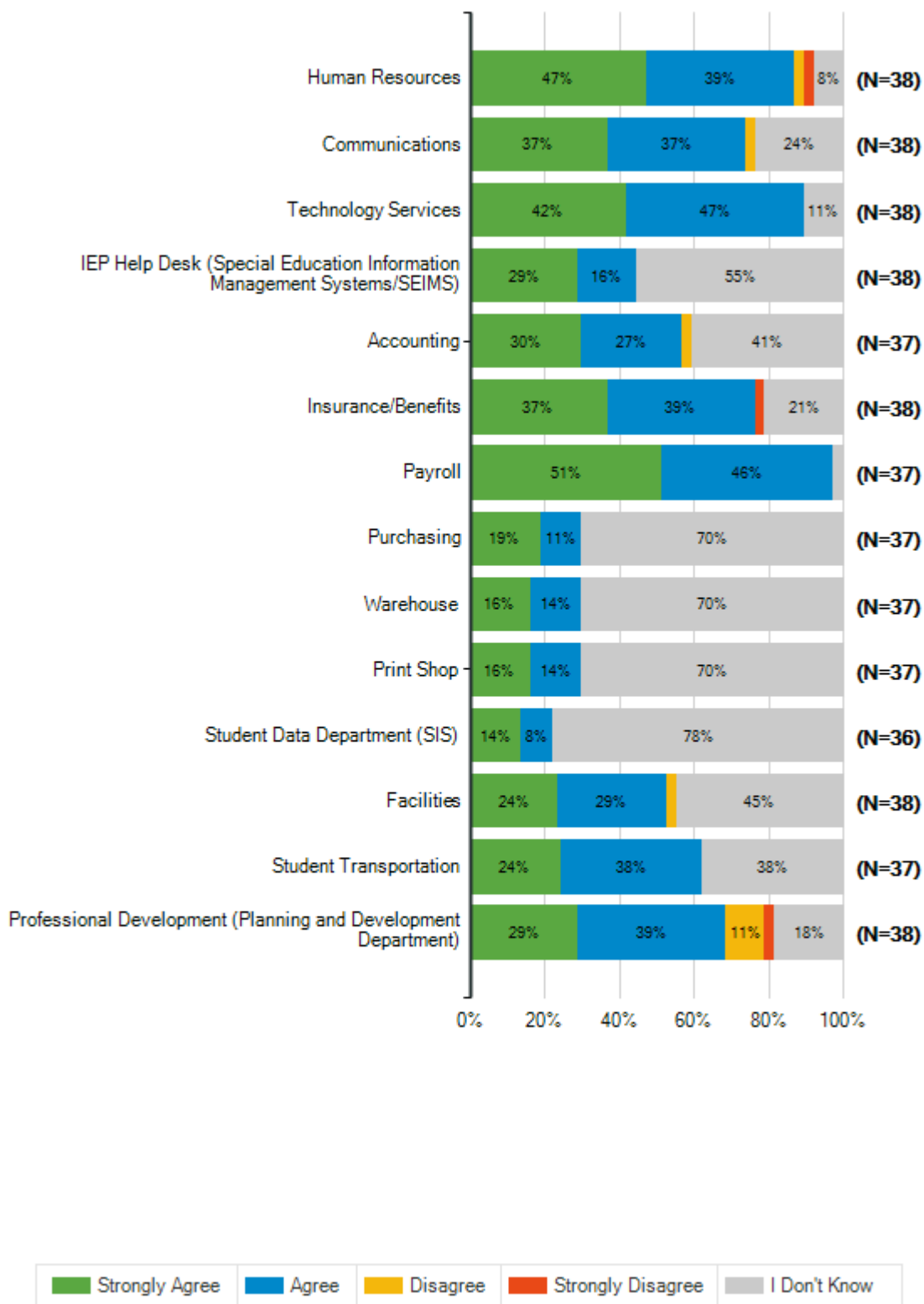
Satisfaction With SSD Support Departments

Q9. 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.	19 51%	17 46%	1 3%	0 0%	37
(b)	The SSD Human Resources staff provides friendly customer service.	21 55%	15 39%	2 5%	0 0%	38
(c)	The SSD Communications staff promotes a positive image of the district.	18 49%	17 46%	2 5%	0 0%	37

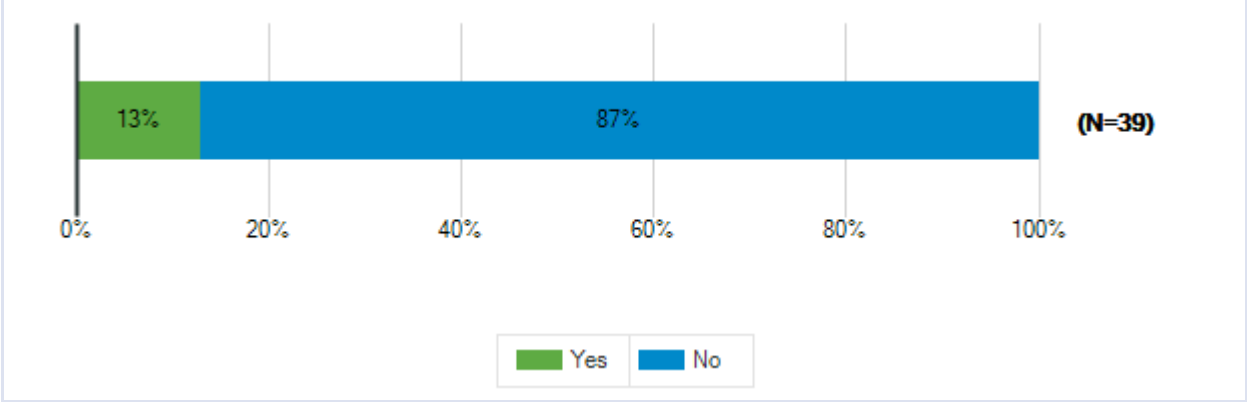


Q10. I am satisfied with the service provided by the following SSD departments							
		Strongly Agree	Agree	Disagree	Strongly Disagree	I Don't Know	Total Responses
(a)	Human Resources	18 47%	15 39%	1 3%	1 3%	3 8%	38
(b)	Communications	14 37%	14 37%	1 3%	0 0%	9 24%	38
(c)	Technology Services	16 42%	18 47%	0 0%	0 0%	4 11%	38
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	11 29%	6 16%	0 0%	0 0%	21 55%	38
(e)	Accounting	11 30%	10 27%	1 3%	0 0%	15 41%	37
(f)	Insurance/Benefits	14 37%	15 39%	0 0%	1 3%	8 21%	38
(g)	Payroll	19 51%	17 46%	0 0%	0 0%	1 3%	37
(h)	Purchasing	7 19%	4 11%	0 0%	0 0%	26 70%	37
(i)	Warehouse	6 16%	5 14%	0 0%	0 0%	26 70%	37
(j)	Print Shop	6 16%	5 14%	0 0%	0 0%	26 70%	37
(k)	Student Data Department (SIS)	5 14%	3 8%	0 0%	0 0%	28 78%	36
(l)	Facilities	9 24%	11 29%	1 3%	0 0%	17 45%	38
(m)	Student Transportation	9 24%	14 38%	0 0%	0 0%	14 38%	37
(n)	Professional Development (Planning and Development Department)	11 29%	15 39%	4 11%	1 3%	7 18%	38



Q11. Have you had an issue or concern to discuss with an SSD director, assistant superintendent, or cabinet member this school year?

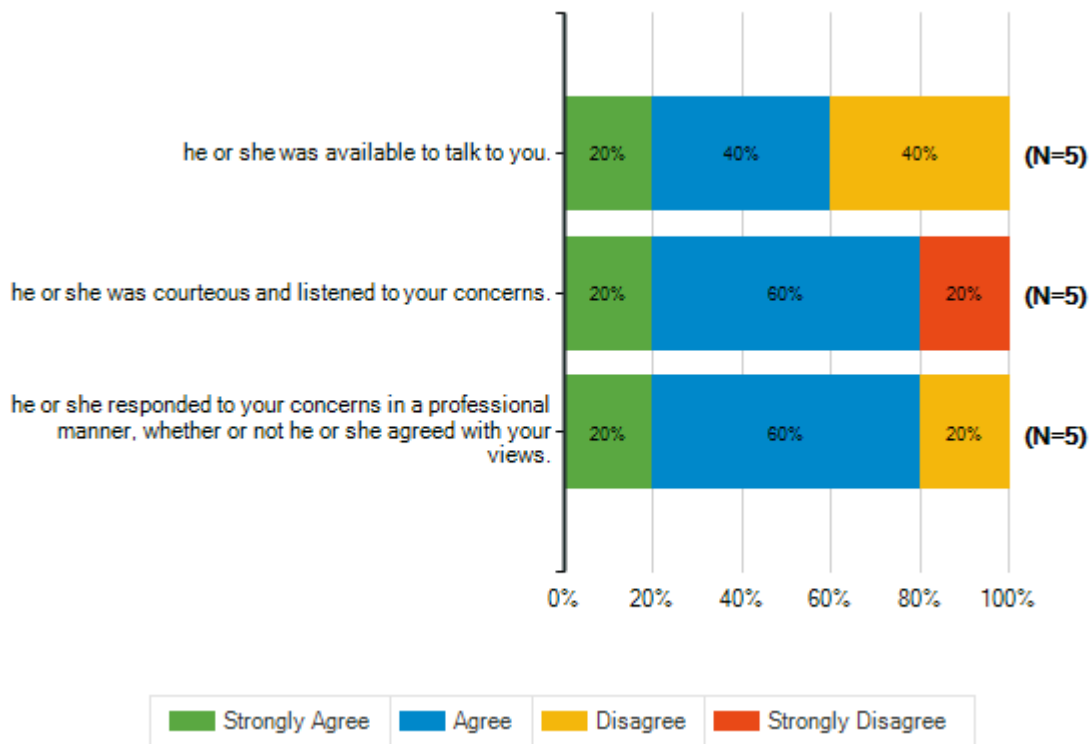
Responses	Count	%
Yes	5	13%
No	34	87%
Total Responses	39	



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

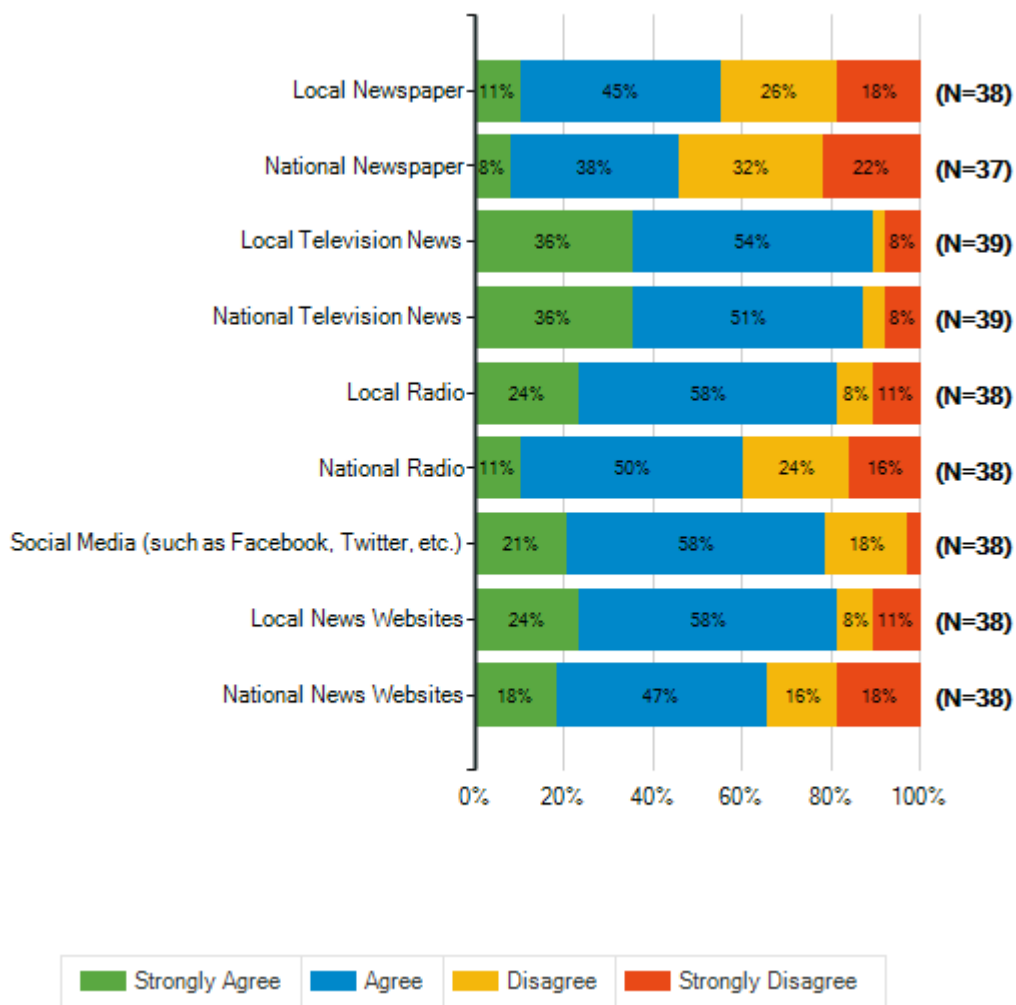
Q12. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	1 20%	2 40%	2 40%	0 0%	5
(b) he or she was courteous and listened to your concerns.	1 20%	3 60%	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.	1 20%	3 60%	1 20%	0 0%	5



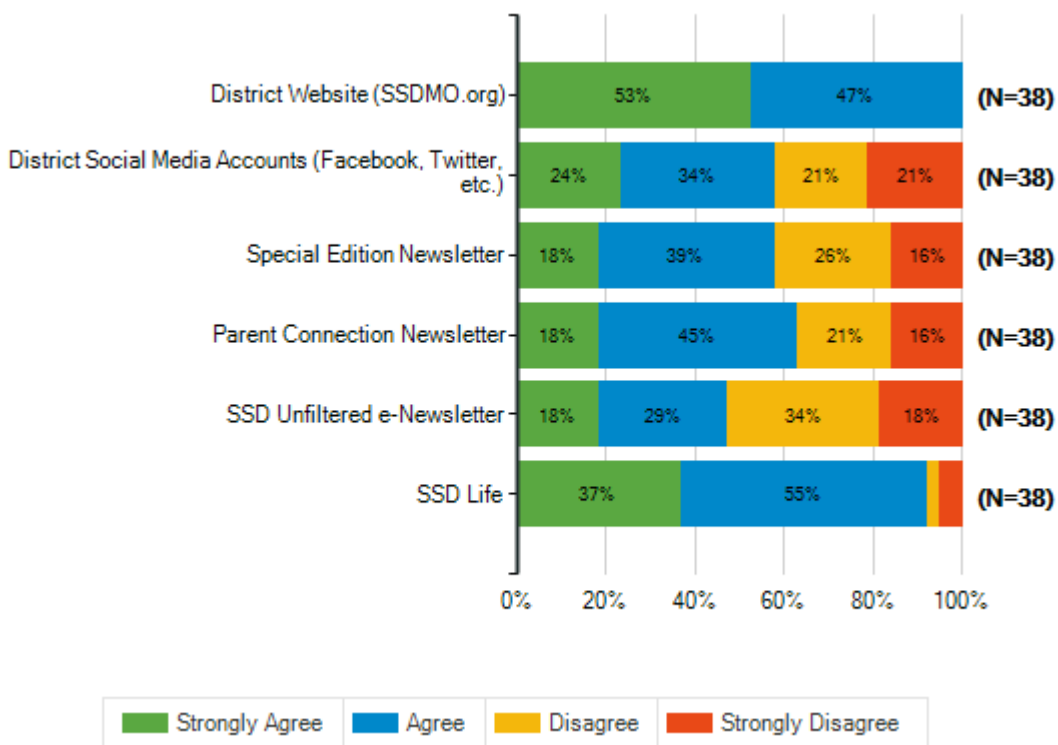
Q13. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Local Newspaper	4 11%	17 45%	10 26%	7 18%	38
(b)	National Newspaper	3 8%	14 38%	12 32%	8 22%	37
(c)	Local Television News	14 36%	21 54%	1 3%	3 8%	39
(d)	National Television News	14 36%	20 51%	2 5%	3 8%	39
(e)	Local Radio	9 24%	22 58%	3 8%	4 11%	38
(f)	National Radio	4 11%	19 50%	9 24%	6 16%	38
(g)	Social Media (such as Facebook, Twitter, etc.)	8 21%	22 58%	7 18%	1 3%	38
(h)	Local News Websites	9 24%	22 58%	3 8%	4 11%	38
(i)	National News Websites	7 18%	18 47%	6 16%	7 18%	38



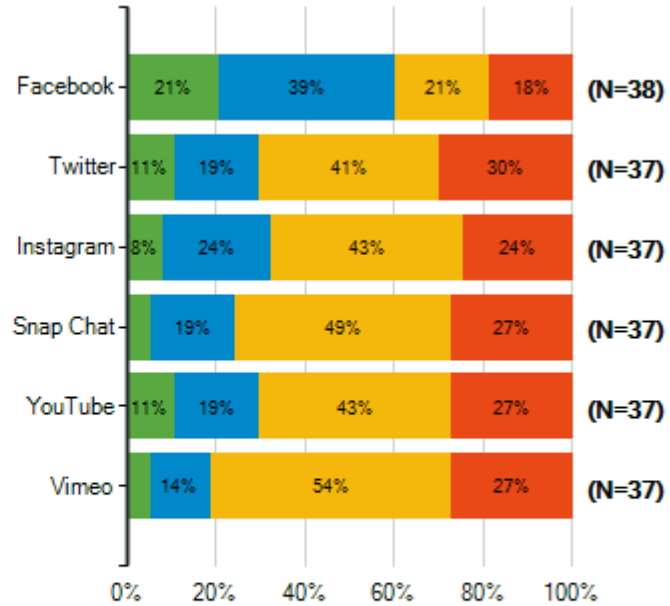
Q14. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	20 53%	18 47%	0 0%	0 0%	38
(b) District Social Media Accounts (Facebook, Twitter, etc.)	9 24%	13 34%	8 21%	8 21%	38
(c) Special Edition Newsletter	7 18%	15 39%	10 26%	6 16%	38
(d) Parent Connection Newsletter	7 18%	17 45%	8 21%	6 16%	38
(e) SSD Unfiltered e-Newsletter	7 18%	11 29%	13 34%	7 18%	38
(f) SSD Life	14 37%	21 55%	1 3%	2 5%	38



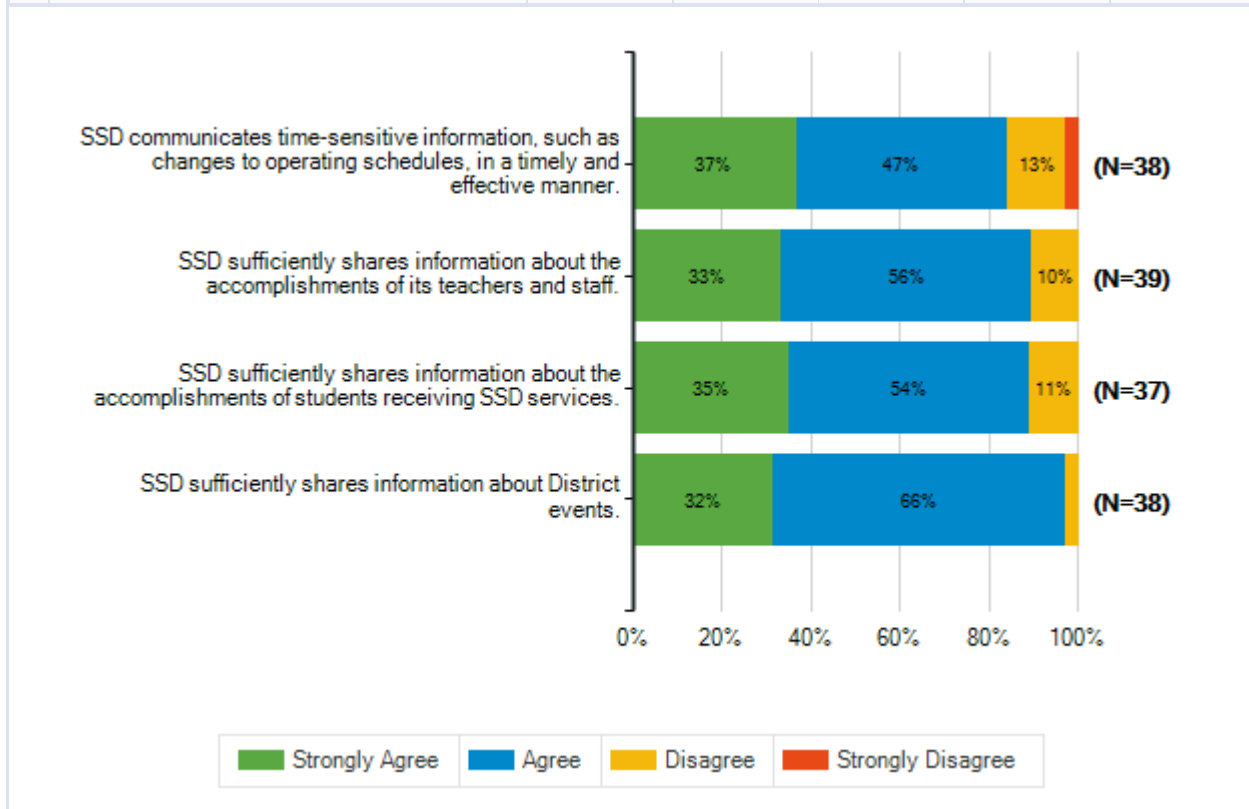
Q15. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	8 21%	15 39%	8 21%	7 18%	38
(b) Twitter	4 11%	7 19%	15 41%	11 30%	37
(c) Instagram	3 8%	9 24%	16 43%	9 24%	37
(d) Snap Chat	2 5%	7 19%	18 49%	10 27%	37
(e) YouTube	4 11%	7 19%	16 43%	10 27%	37
(f) Vimeo	2 5%	5 14%	20 54%	10 27%	37



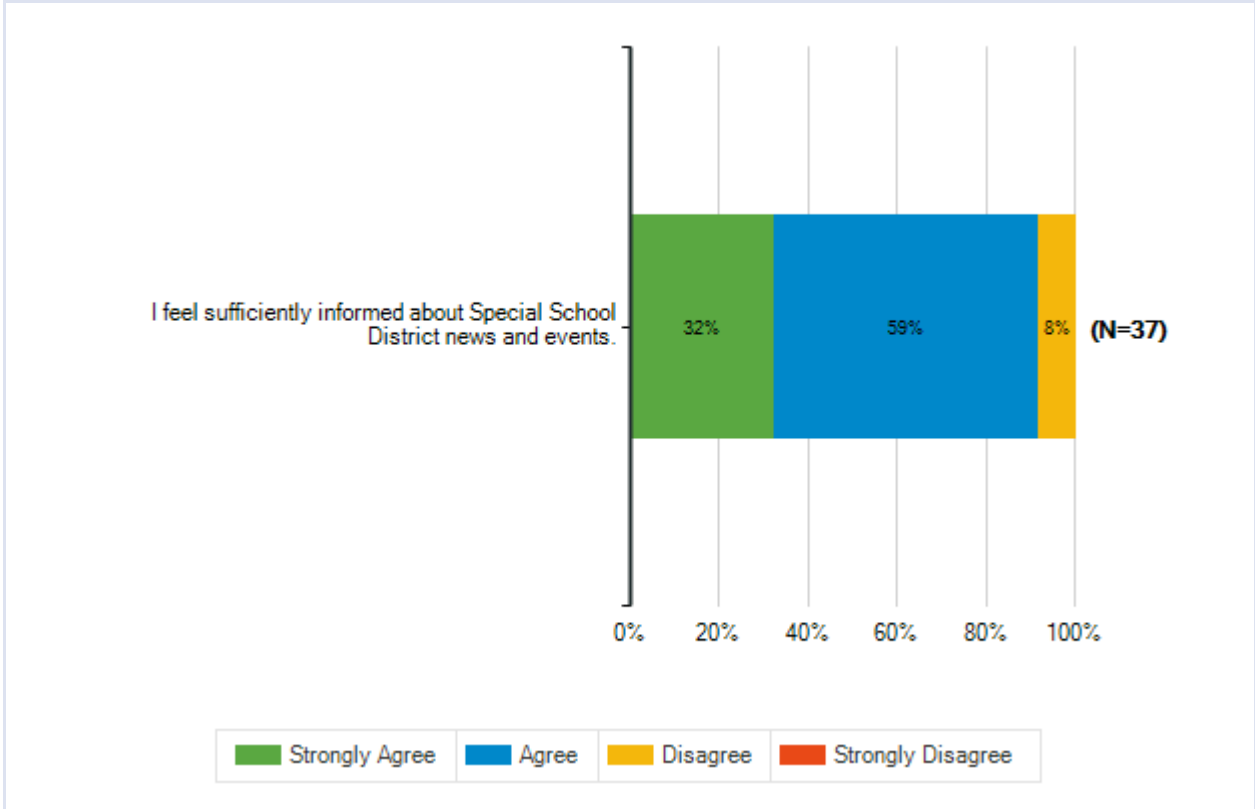
Q16. Please indicate the extent to which you agree or disagree with each of the following statements.

		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.	14 37%	18 47%	5 13%	1 3%	38
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	13 33%	22 56%	4 10%	0 0%	39
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	13 35%	20 54%	4 11%	0 0%	37
(d)	SSD sufficiently shares information about District events.	12 32%	25 66%	1 3%	0 0%	38



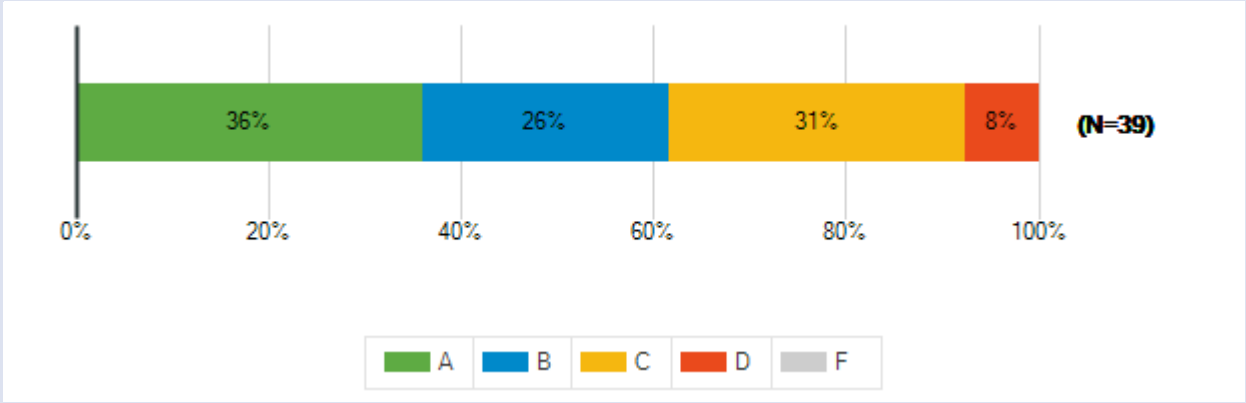
Q17. Please indicate the extent to which you agree or disagree with the following statement.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel sufficiently informed about Special School District news and events.	12	22	3	0	37
		32%	59%	8%	0%	



Q19. What grade would you give SSD for how well it is meeting the needs of its students?

Responses	Count	%
A	14	36%
B	10	26%
C	12	31%
D	3	8%
F	0	0%
Total Responses	39	



Q21. What grade would you give the overall quality of your school?

Responses	Count	%
A	11	28%
B	11	28%
C	11	28%
D	5	13%
F	1	3%
Total Responses	39	

