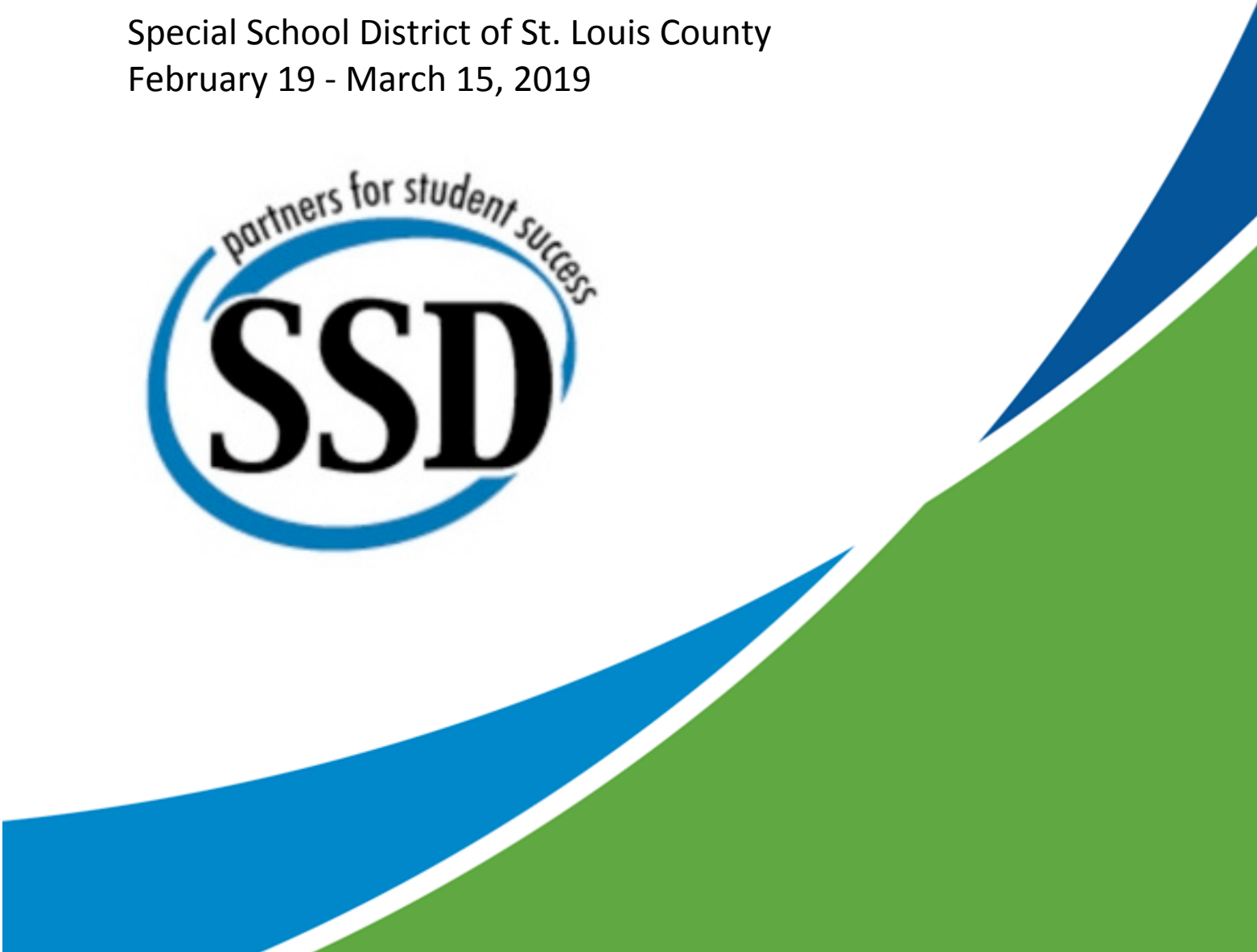


2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts Survey Results

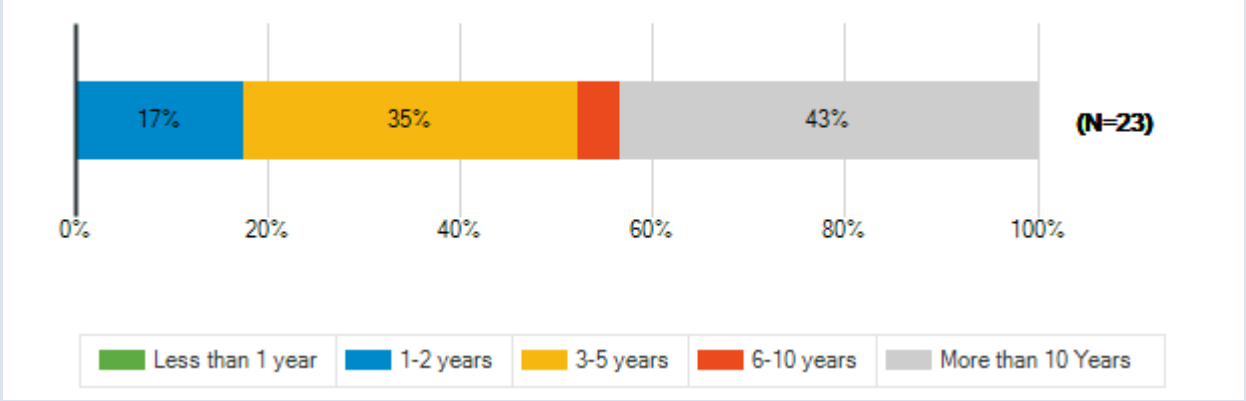
Mehlville School District

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



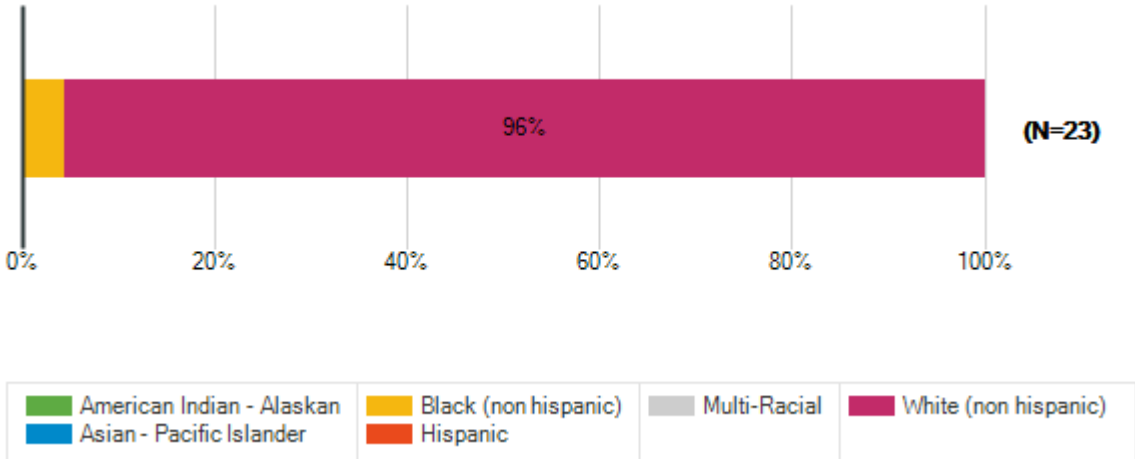
Q1. Years of Service

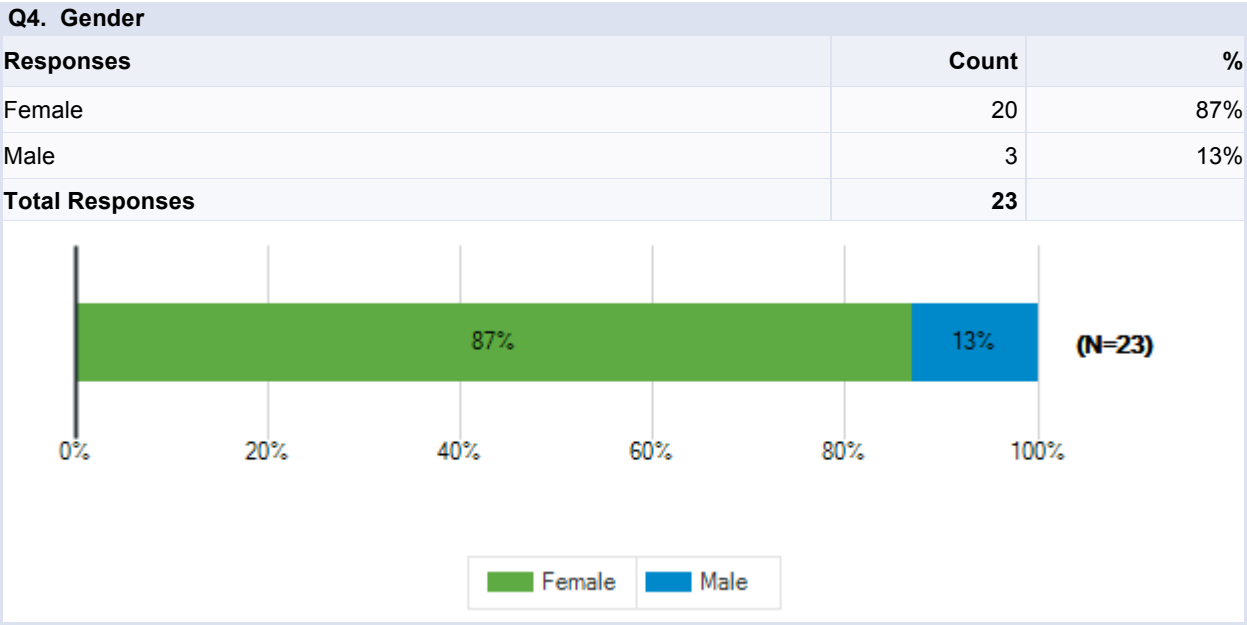
| Responses | Count | % |
|------------------------|-----------|-----|
| Less than 1 year | 0 | 0% |
| 1-2 years | 4 | 17% |
| 3-5 years | 8 | 35% |
| 6-10 years | 1 | 4% |
| More than 10 Years | 10 | 43% |
| Total Responses | 23 | |



Q3. Race/Ethnicity

| Responses | Count | % |
|---------------------------|-----------|-----|
| American Indian - Alaskan | 0 | 0% |
| Asian - Pacific Islander | 0 | 0% |
| Black (non hispanic) | 1 | 4% |
| Hispanic | 0 | 0% |
| Multi-Racial | 0 | 0% |
| White (non hispanic) | 22 | 96% |
| Total Responses | 23 | |



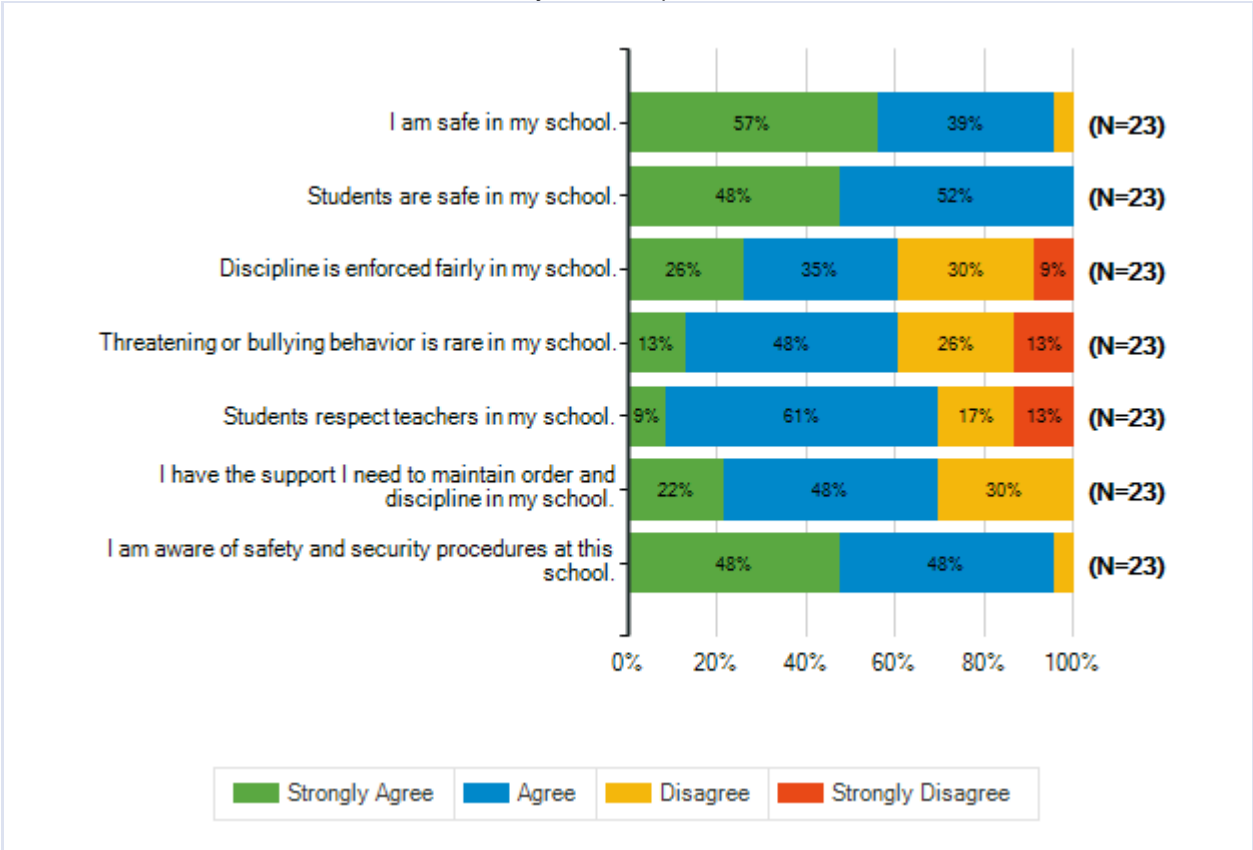


Safety and Behavior

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. | 13 57% | 9 39% | 1 4% | 0 0% | 23 |
| (b) Students are safe in my school. | 11 48% | 12 52% | 0 0% | 0 0% | 23 |
| (c) Discipline is enforced fairly in my school. | 6 26% | 8 35% | 7 30% | 2 9% | 23 |
| (d) Threatening or bullying behavior is rare in my school. | 3 13% | 11 48% | 6 26% | 3 13% | 23 |
| (e) Students respect teachers in my school. | 2 9% | 14 61% | 4 17% | 3 13% | 23 |
| (f) I have the support I need to maintain order and discipline in my school. | 5 22% | 11 48% | 7 30% | 0 0% | 23 |
| (g) I am aware of safety and security procedures at this school. | 11 48% | 11 48% | 1 4% | 0 0% | 23 |

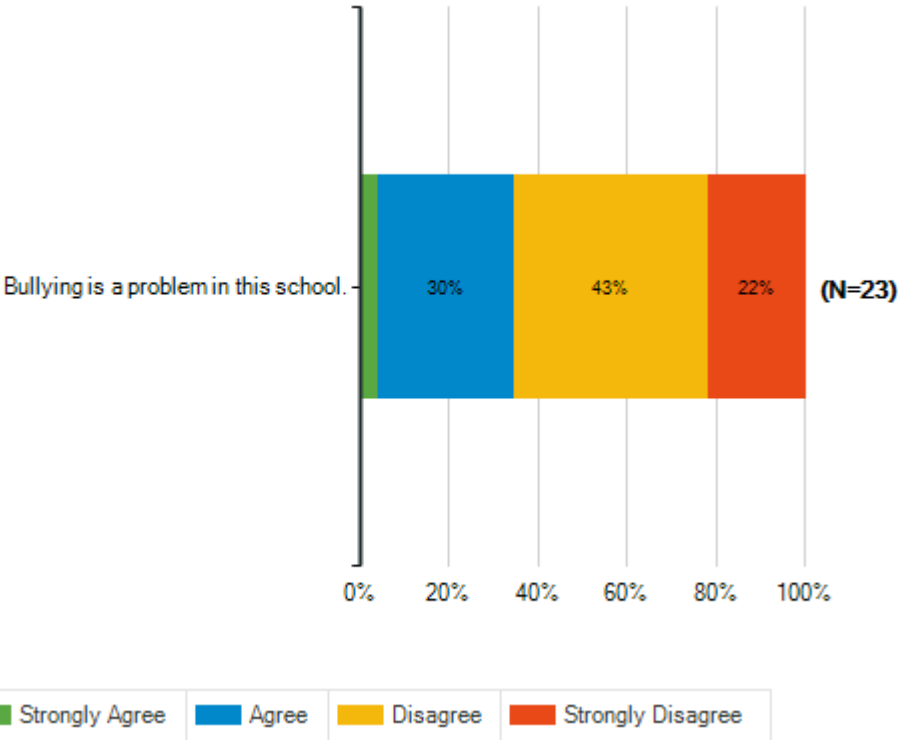
Special School District of St. Louis County
 2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts



Safety and Behavior

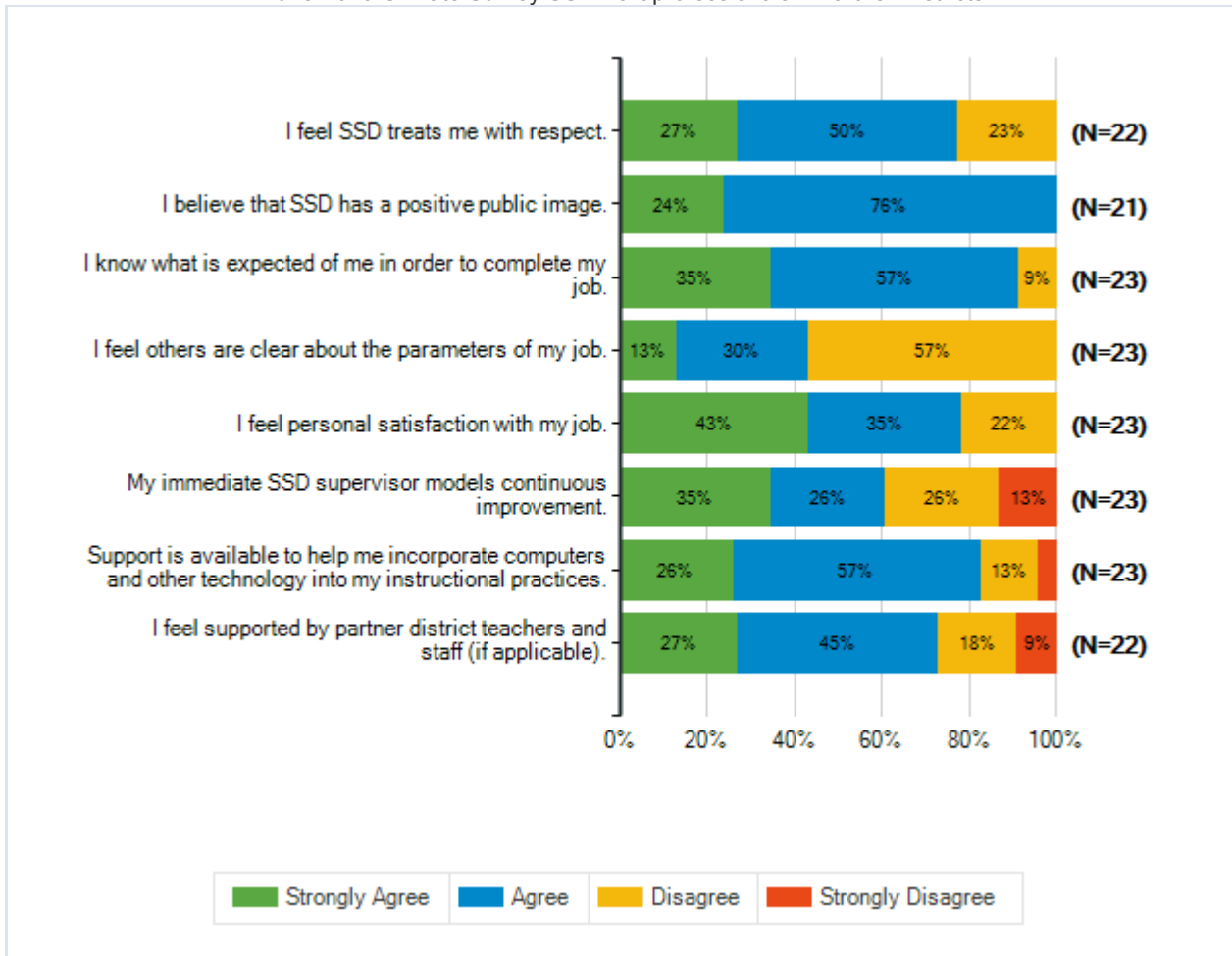
Q6. How strongly do you agree or disagree with the statement below?

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) Bullying is a problem in this school. | 1 4% | 7 30% | 10 43% | 5 22% | 23 |



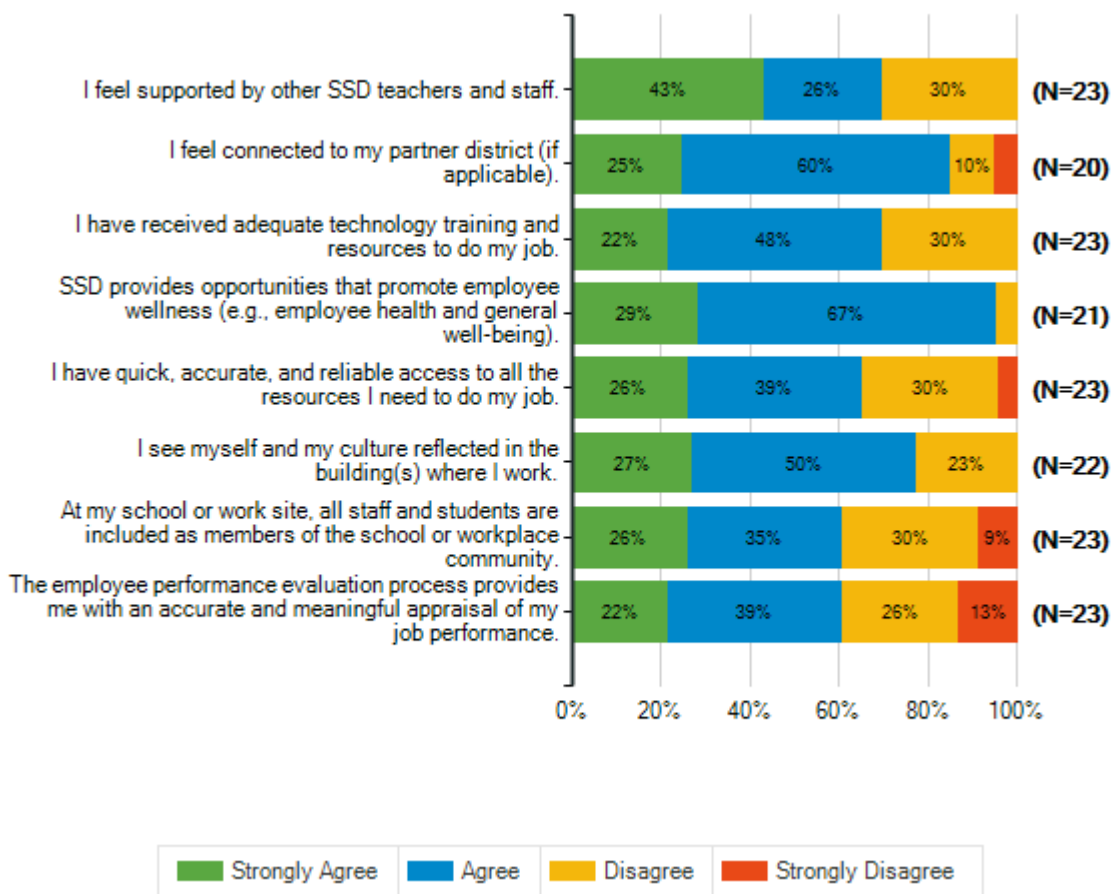
| Job Satisfaction | | | | | | |
|---|---|-----------------------|--------------|-----------------|--------------------------|------------------------|
| Q7. How strongly do you agree or disagree with the following statements? | | | | | | |
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
| (a) | I feel SSD treats me with respect. | 6 27% | 11 50% | 5 23% | 0 0% | 22 |
| (b) | I believe that SSD has a positive public image. | 5 24% | 16 76% | 0 0% | 0 0% | 21 |
| (c) | I know what is expected of me in order to complete my job. | 8 35% | 13 57% | 2 9% | 0 0% | 23 |
| (d) | I feel others are clear about the parameters of my job. | 3 13% | 7 30% | 13 57% | 0 0% | 23 |
| (e) | I feel personal satisfaction with my job. | 10 43% | 8 35% | 5 22% | 0 0% | 23 |
| (f) | My immediate SSD supervisor models continuous improvement. | 8 35% | 6 26% | 6 26% | 3 13% | 23 |
| (g) | Support is available to help me incorporate computers and other technology into my instructional practices. | 6 26% | 13 57% | 3 13% | 1 4% | 23 |
| (h) | I feel supported by partner district teachers and staff (if applicable). | 6 27% | 10 45% | 4 18% | 2 9% | 22 |

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



| 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. | 10 43% | 6 26% | 7 30% | 0 0% | 23 |
| (b) | I feel connected to my partner district (if applicable). | 5 25% | 12 60% | 2 10% | 1 5% | 20 |
| (c) | I have received adequate technology training and resources to do my job. | 5 22% | 11 48% | 7 30% | 0 0% | 23 |
| (d) | SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being). | 6 29% | 14 67% | 1 5% | 0 0% | 21 |
| (e) | I have quick, accurate, and reliable access to all the resources I need to do my job. | 6 26% | 9 39% | 7 30% | 1 4% | 23 |
| (f) | I see myself and my culture reflected in the building(s) where I work. | 6 27% | 11 50% | 5 23% | 0 0% | 22 |
| (g) | At my school or work site, all staff and students are included as members of the school or workplace community. | 6 26% | 8 35% | 7 30% | 2 9% | 23 |
| (h) | The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance. | 5 22% | 9 39% | 6 26% | 3 13% | 23 |

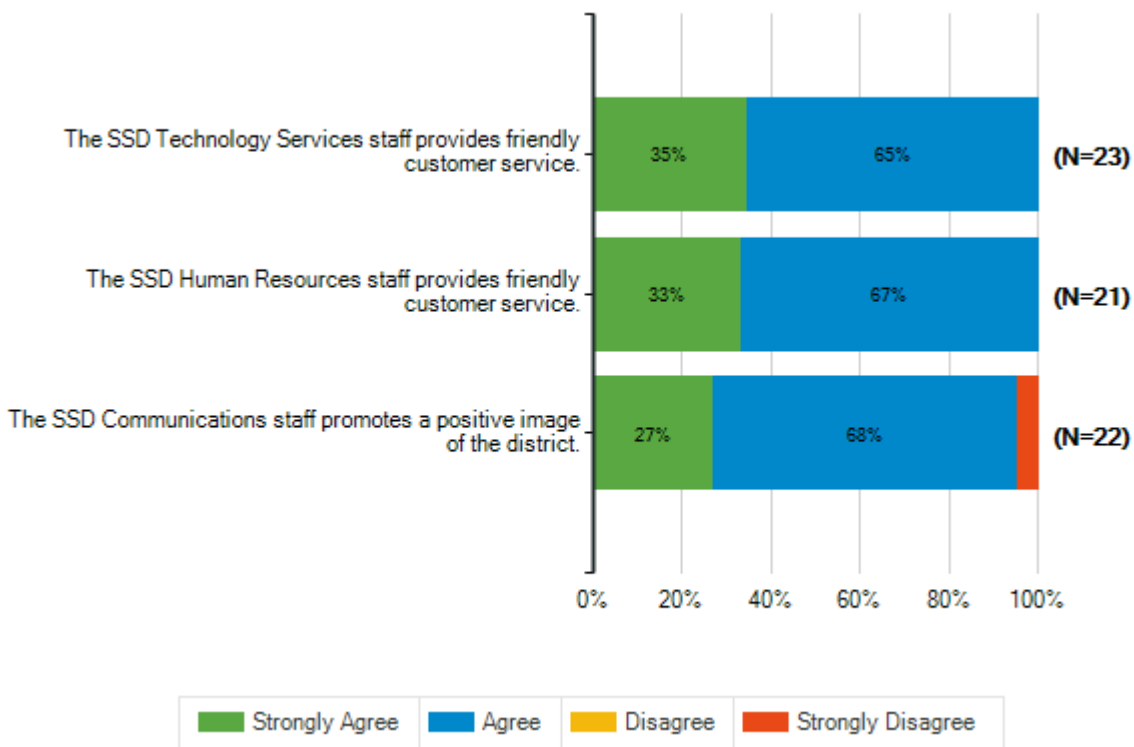
Special School District of St. Louis County
 2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts



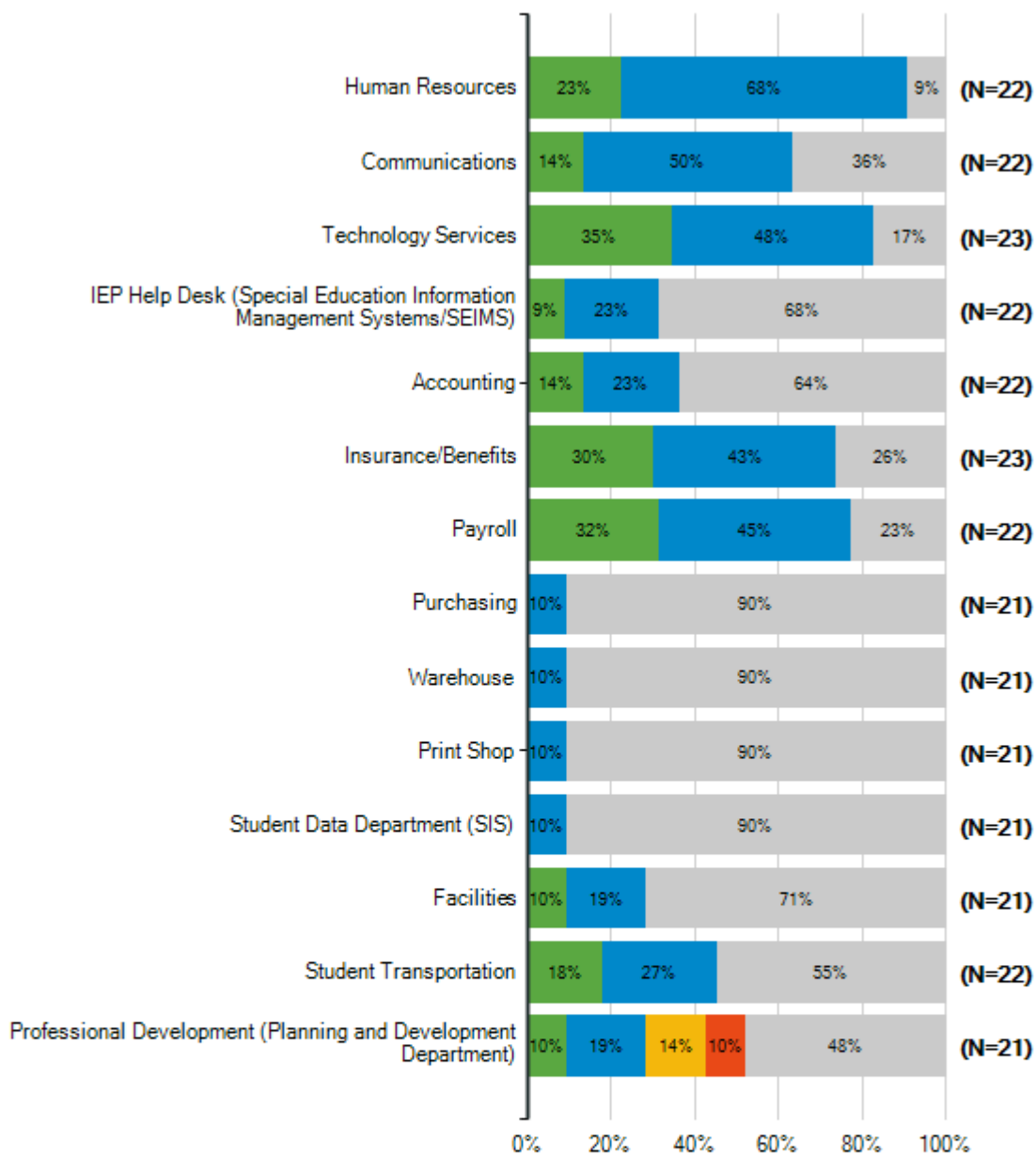
Satisfaction With SSD Support Departments

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. | 8 35% | 15 65% | 0 0% | 0 0% | 23 |
| (b) | The SSD Human Resources staff provides friendly customer service. | 7 33% | 14 67% | 0 0% | 0 0% | 21 |
| (c) | The SSD Communications staff promotes a positive image of the district. | 6 27% | 15 68% | 0 0% | 1 5% | 22 |

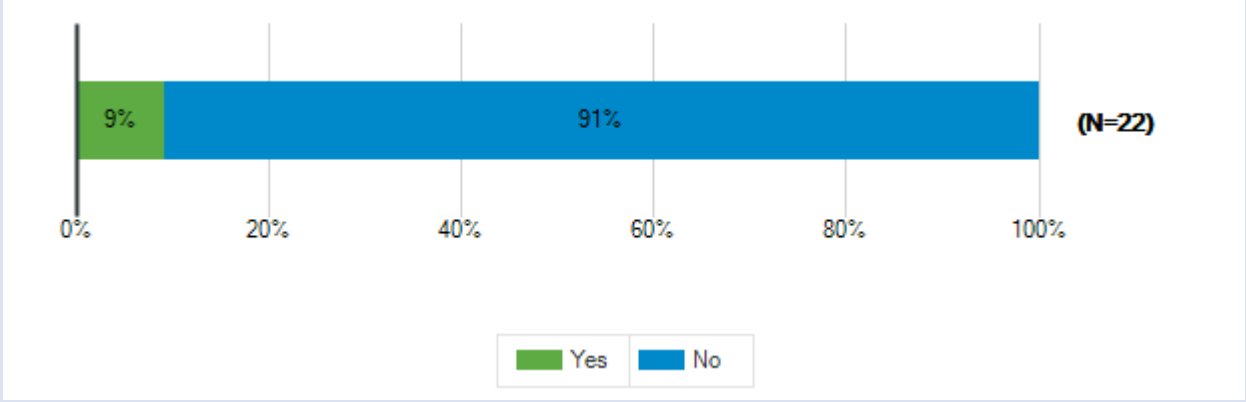


| Q10. I am satisfied with the service provided by the following SSD departments | | | | | | | |
|---|--|-----------------------|--------------|-----------------|--------------------------|---------------------|------------------------|
| | | Strongly Agree | Agree | Disagree | Strongly Disagree | I Don't Know | Total Responses |
| (a) | Human Resources | 5 23% | 15 68% | 0 0% | 0 0% | 2 9% | 22 |
| (b) | Communications | 3 14% | 11 50% | 0 0% | 0 0% | 8 36% | 22 |
| (c) | Technology Services | 8 35% | 11 48% | 0 0% | 0 0% | 4 17% | 23 |
| (d) | IEP Help Desk (Special Education Information Management Systems/SEIMS) | 2 9% | 5 23% | 0 0% | 0 0% | 15 68% | 22 |
| (e) | Accounting | 3 14% | 5 23% | 0 0% | 0 0% | 14 64% | 22 |
| (f) | Insurance/Benefits | 7 30% | 10 43% | 0 0% | 0 0% | 6 26% | 23 |
| (g) | Payroll | 7 32% | 10 45% | 0 0% | 0 0% | 5 23% | 22 |
| (h) | Purchasing | 0 0% | 2 10% | 0 0% | 0 0% | 19 90% | 21 |
| (i) | Warehouse | 0 0% | 2 10% | 0 0% | 0 0% | 19 90% | 21 |
| (j) | Print Shop | 0 0% | 2 10% | 0 0% | 0 0% | 19 90% | 21 |
| (k) | Student Data Department (SIS) | 0 0% | 2 10% | 0 0% | 0 0% | 19 90% | 21 |
| (l) | Facilities | 2 10% | 4 19% | 0 0% | 0 0% | 15 71% | 21 |
| (m) | Student Transportation | 4 18% | 6 27% | 0 0% | 0 0% | 12 55% | 22 |
| (n) | Professional Development (Planning and Development Department) | 2 10% | 4 19% | 3 14% | 2 10% | 10 48% | 21 |



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

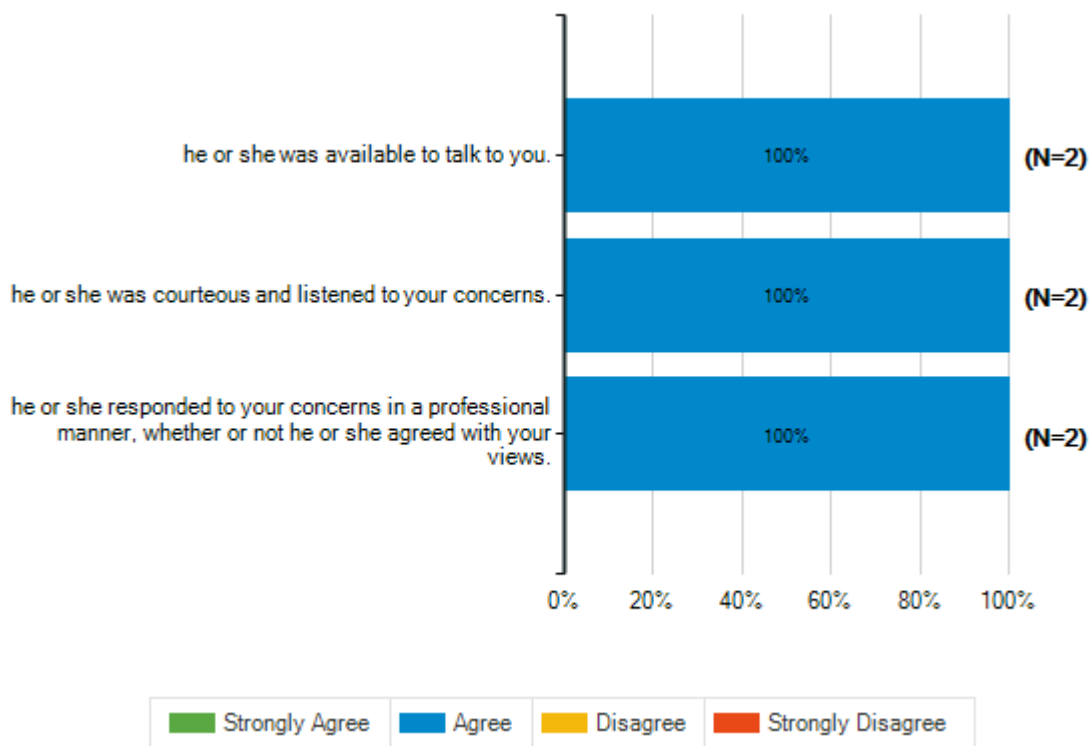
| Responses | Count | % |
|------------------------|-----------|-----|
| Yes | 2 | 9% |
| No | 20 | 91% |
| Total Responses | 22 | |



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

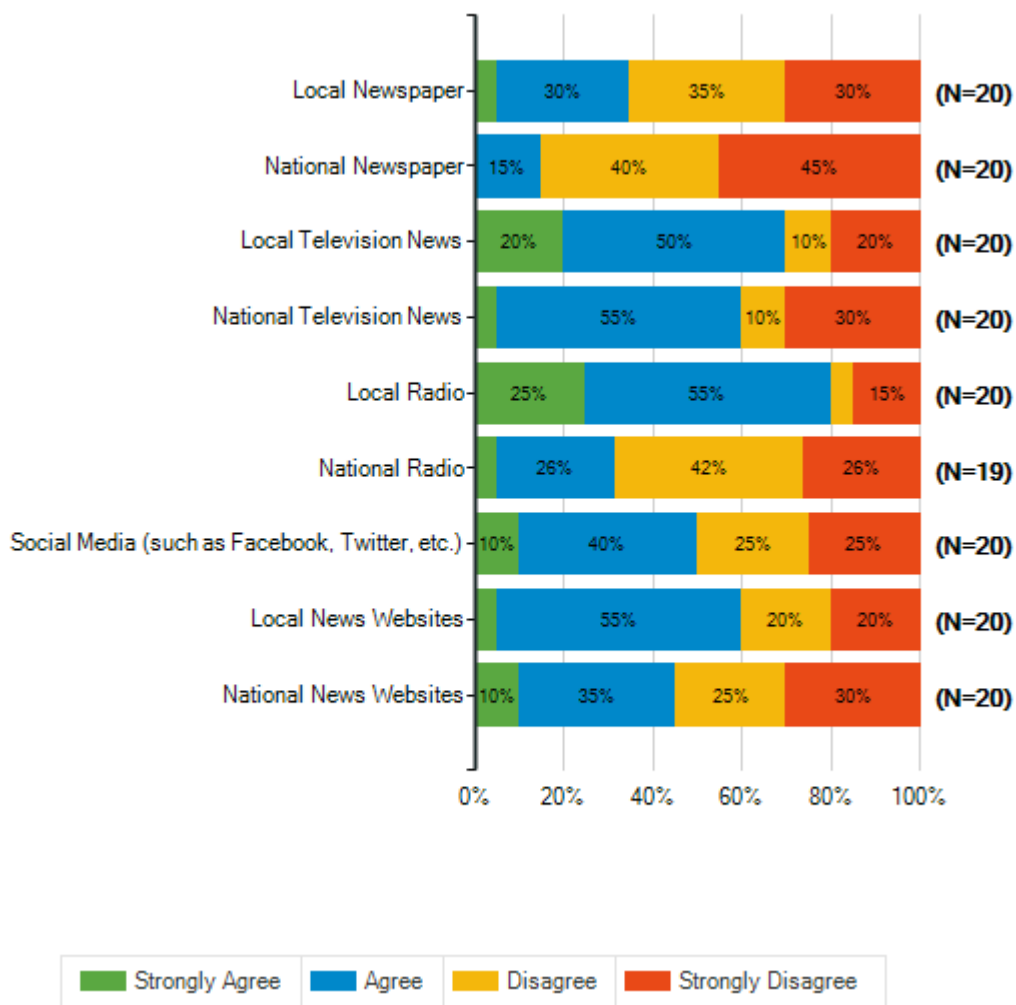
Q12. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...

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



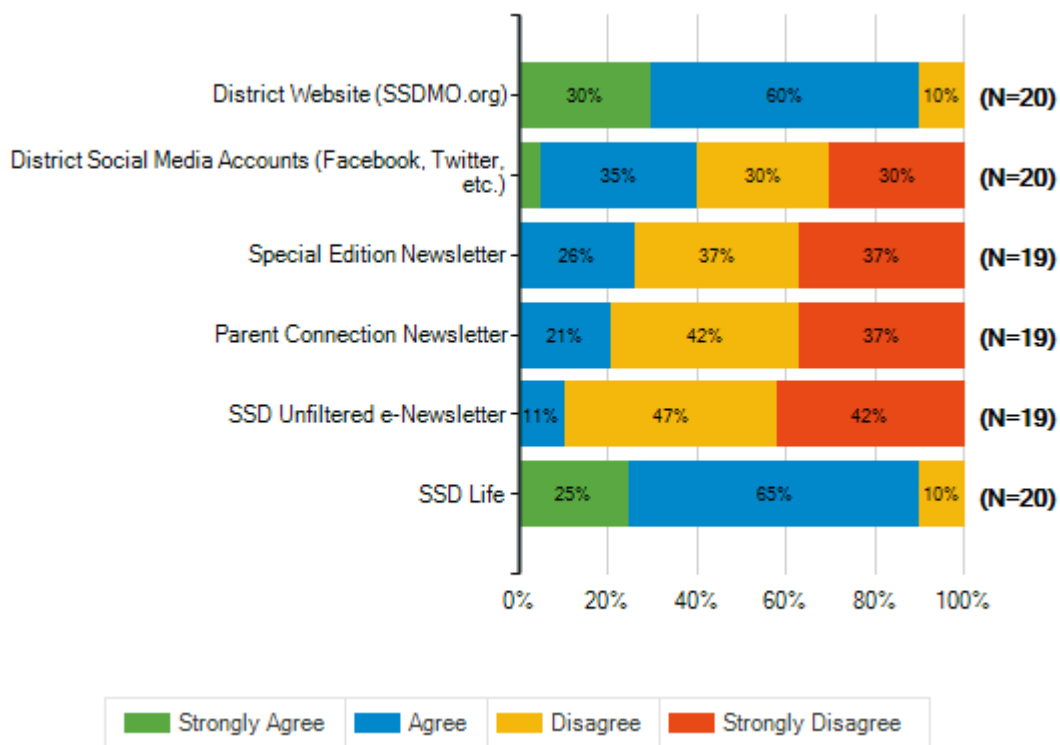
Q13. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|-----------------------|--------------|-----------------|--------------------------|------------------------|
| (a) | Local Newspaper | 1 5% | 6 30% | 7 35% | 6 30% | 20 |
| (b) | National Newspaper | 0 0% | 3 15% | 8 40% | 9 45% | 20 |
| (c) | Local Television News | 4 20% | 10 50% | 2 10% | 4 20% | 20 |
| (d) | National Television News | 1 5% | 11 55% | 2 10% | 6 30% | 20 |
| (e) | Local Radio | 5 25% | 11 55% | 1 5% | 3 15% | 20 |
| (f) | National Radio | 1 5% | 5 26% | 8 42% | 5 26% | 19 |
| (g) | Social Media (such as Facebook, Twitter, etc.) | 2 10% | 8 40% | 5 25% | 5 25% | 20 |
| (h) | Local News Websites | 1 5% | 11 55% | 4 20% | 4 20% | 20 |
| (i) | National News Websites | 2 10% | 7 35% | 5 25% | 6 30% | 20 |



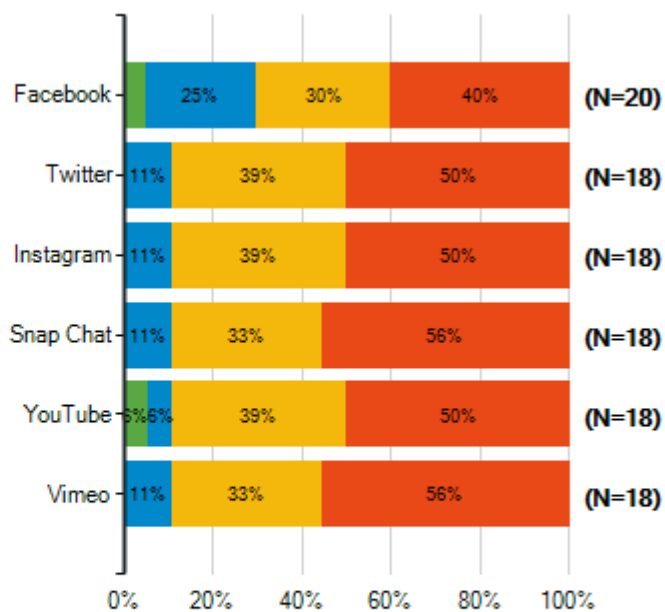
Q14. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|--|----------------|-----------|----------|-------------------|-----------------|
| (a) District Website (SSDMO.org) | 6 30% | 12 60% | 2 10% | 0 0% | 20 |
| (b) District Social Media Accounts (Facebook, Twitter, etc.) | 1 5% | 7 35% | 6 30% | 6 30% | 20 |
| (c) Special Edition Newsletter | 0 0% | 5 26% | 7 37% | 7 37% | 19 |
| (d) Parent Connection Newsletter | 0 0% | 4 21% | 8 42% | 7 37% | 19 |
| (e) SSD Unfiltered e-Newsletter | 0 0% | 2 11% | 9 47% | 8 42% | 19 |
| (f) SSD Life | 5 25% | 13 65% | 2 10% | 0 0% | 20 |



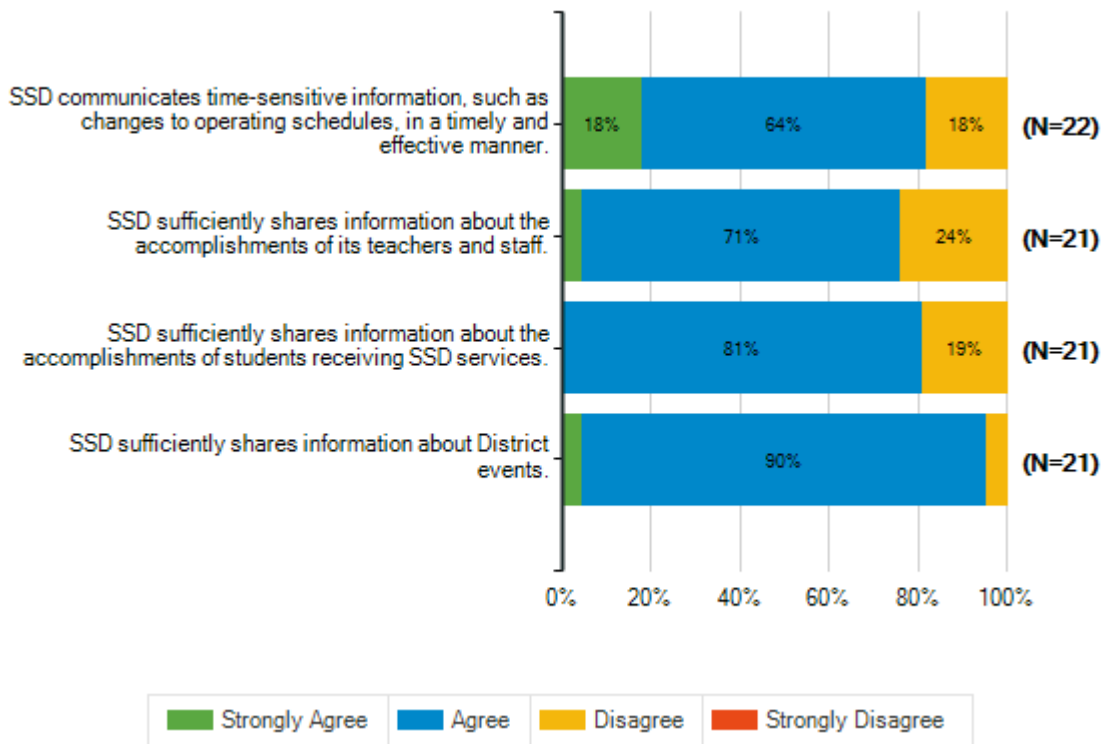
Q15. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|---------------|----------------|----------|----------|-------------------|-----------------|
| (a) Facebook | 1 5% | 5 25% | 6 30% | 8 40% | 20 |
| (b) Twitter | 0 0% | 2 11% | 7 39% | 9 50% | 18 |
| (c) Instagram | 0 0% | 2 11% | 7 39% | 9 50% | 18 |
| (d) Snap Chat | 0 0% | 2 11% | 6 33% | 10 56% | 18 |
| (e) YouTube | 1 6% | 1 6% | 7 39% | 9 50% | 18 |
| (f) Vimeo | 0 0% | 2 11% | 6 33% | 10 56% | 18 |



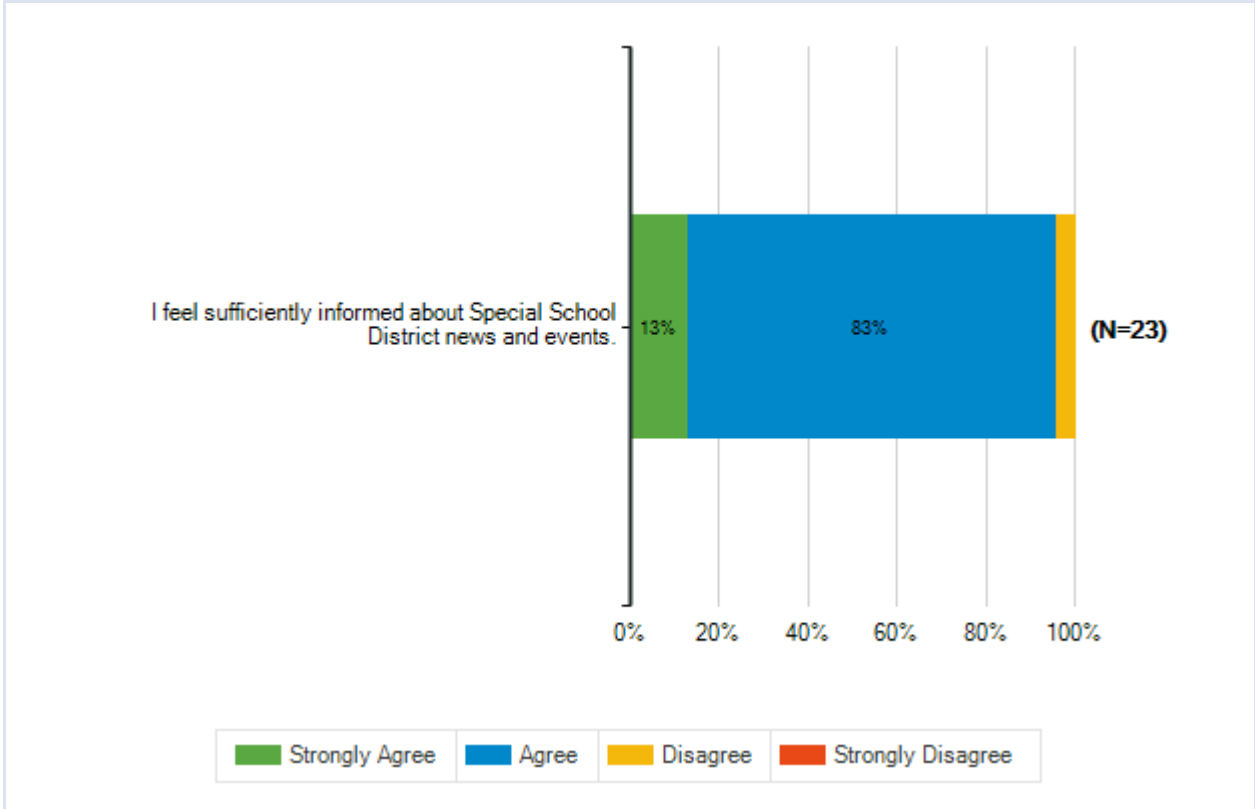
Q16. Please indicate the extent to which you agree or disagree with each of the following statements.

| | | 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. | 4 18% | 14 64% | 4 18% | 0 0% | 22 |
| (b) | SSD sufficiently shares information about the accomplishments of its teachers and staff. | 1 5% | 15 71% | 5 24% | 0 0% | 21 |
| (c) | SSD sufficiently shares information about the accomplishments of students receiving SSD services. | 0 0% | 17 81% | 4 19% | 0 0% | 21 |
| (d) | SSD sufficiently shares information about District events. | 1 5% | 19 90% | 1 5% | 0 0% | 21 |



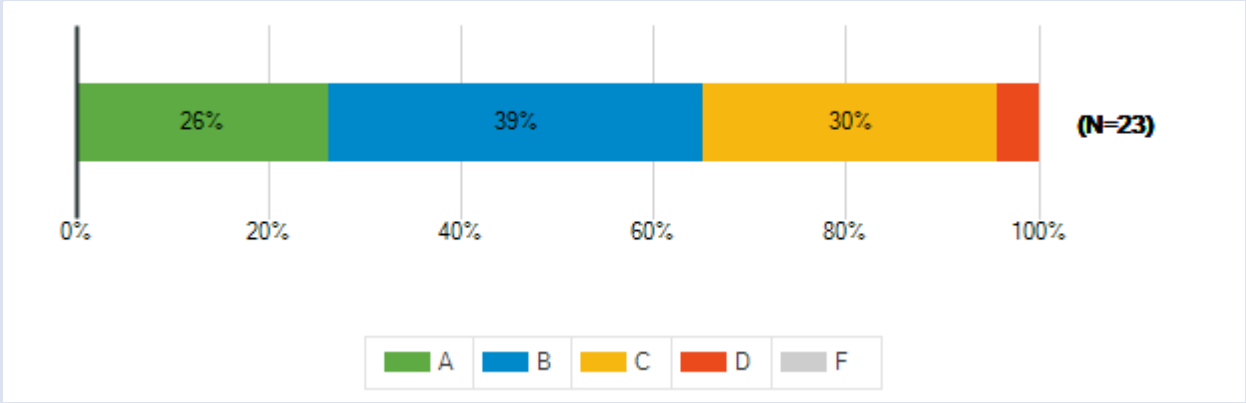
Q17. Please indicate the extent to which you agree or disagree with the following statement.

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | Total Responses |
|-----|---|----------------|-----------|----------|-------------------|-----------------|
| (a) | I feel sufficiently informed about Special School District news and events. | 3 13% | 19 83% | 1 4% | 0 0% | 23 |



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

| Responses | Count | % |
|------------------------|-----------|-----|
| A | 6 | 26% |
| B | 9 | 39% |
| C | 7 | 30% |
| D | 1 | 4% |
| F | 0 | 0% |
| Total Responses | 23 | |



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

| Responses | Count | % |
|------------------------|-----------|-----|
| A | 9 | 39% |
| B | 6 | 26% |
| C | 6 | 26% |
| D | 2 | 9% |
| F | 0 | 0% |
| Total Responses | 23 | |

