

2018-19 Climate Survey

Other SSD Staff

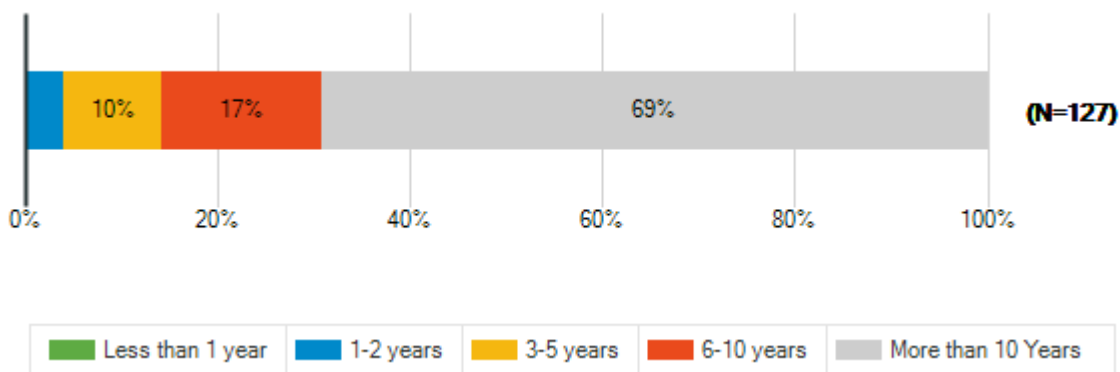
Survey Results

Administrator

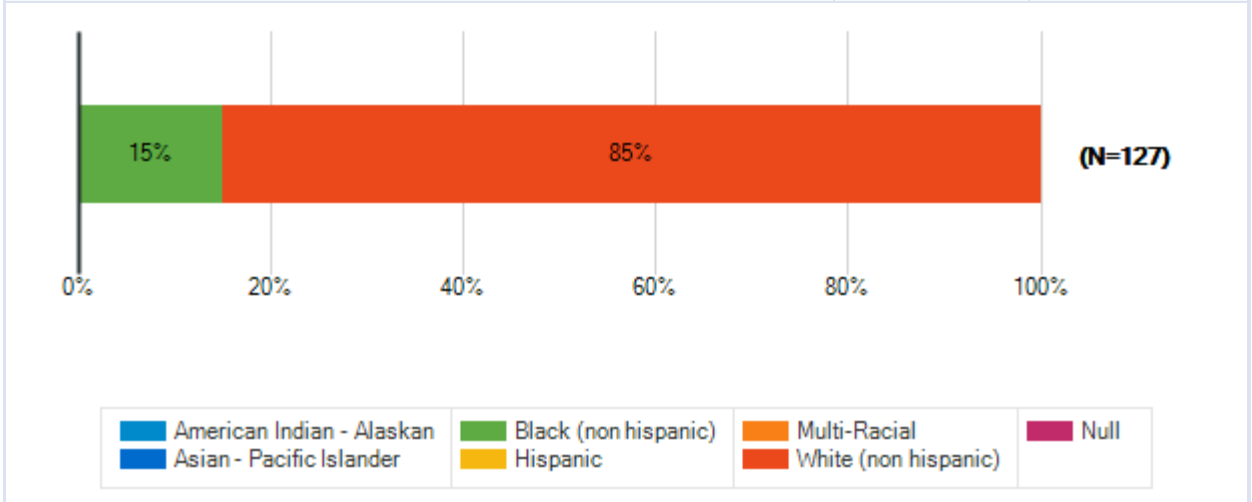
Special School District of St. Louis County
February 19 - March 15, 2019

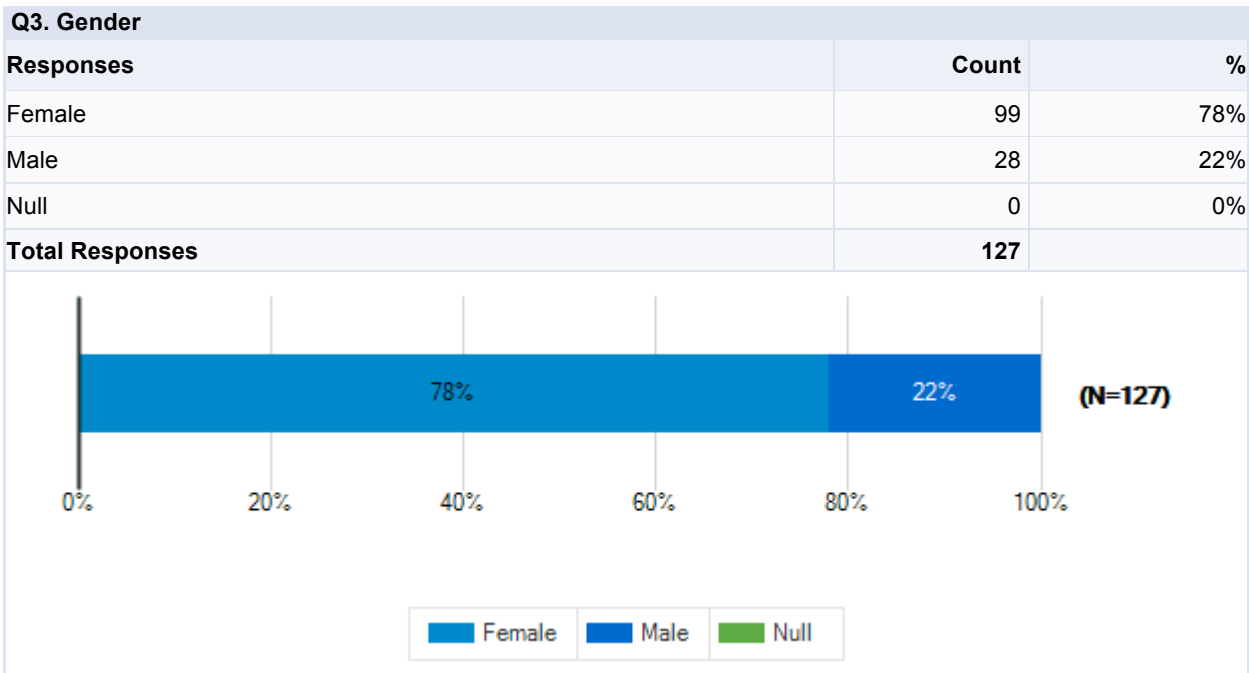


Q1. Years of Service		
Responses	Count	%
Less than 1 year	0	0%
1-2 years	5	4%
3-5 years	13	10%
6-10 years	21	17%
More than 10 Years	88	69%
Total Responses	127	



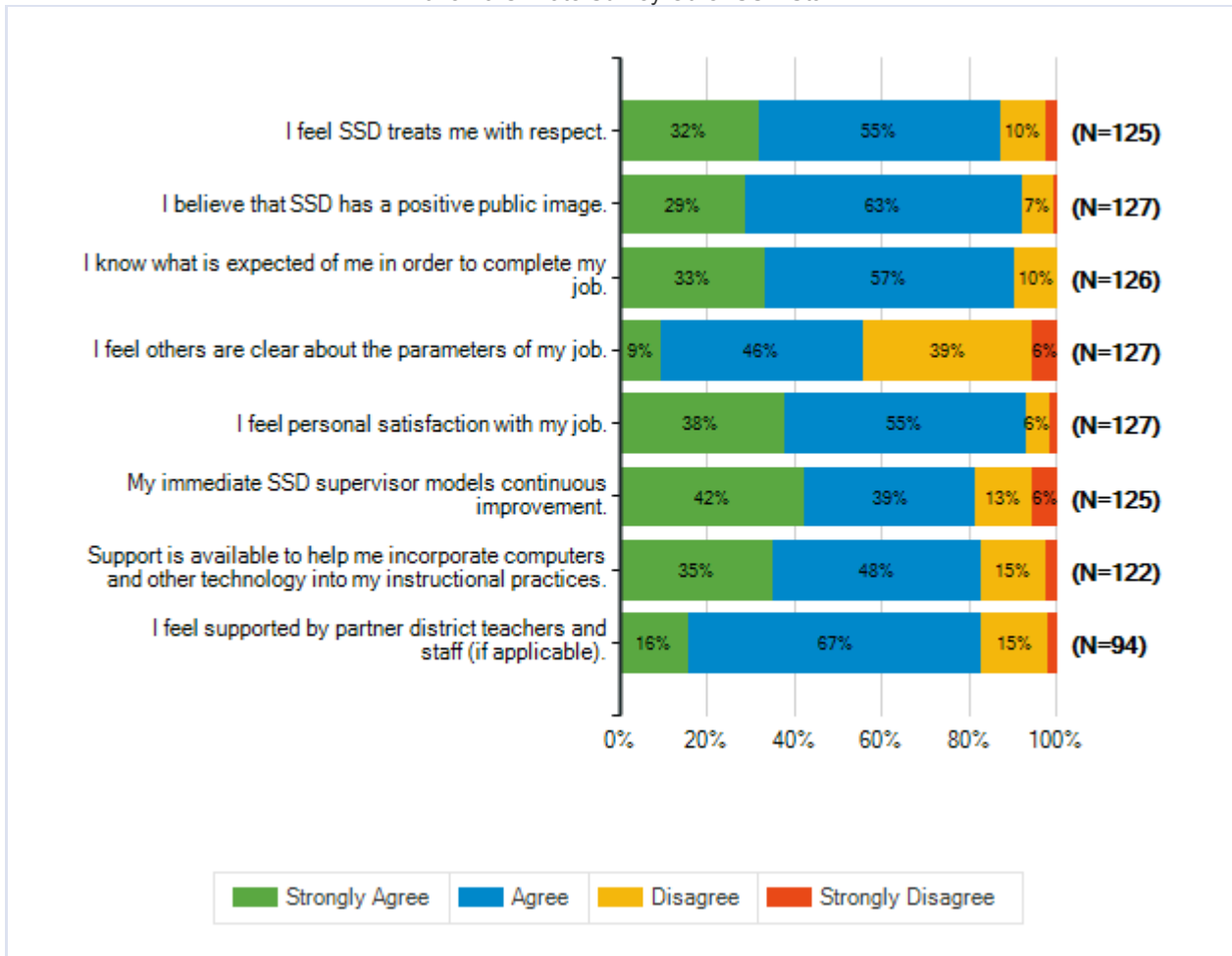
Q2. Race/Ethnicity		
Responses	Count	%
American Indian - Alaskan	0	0%
Asian - Pacific Islander	0	0%
Black (non hispanic)	19	15%
Hispanic	0	0%
Multi-Racial	0	0%
White (non hispanic)	108	85%
Null	0	0%
Total Responses	127	



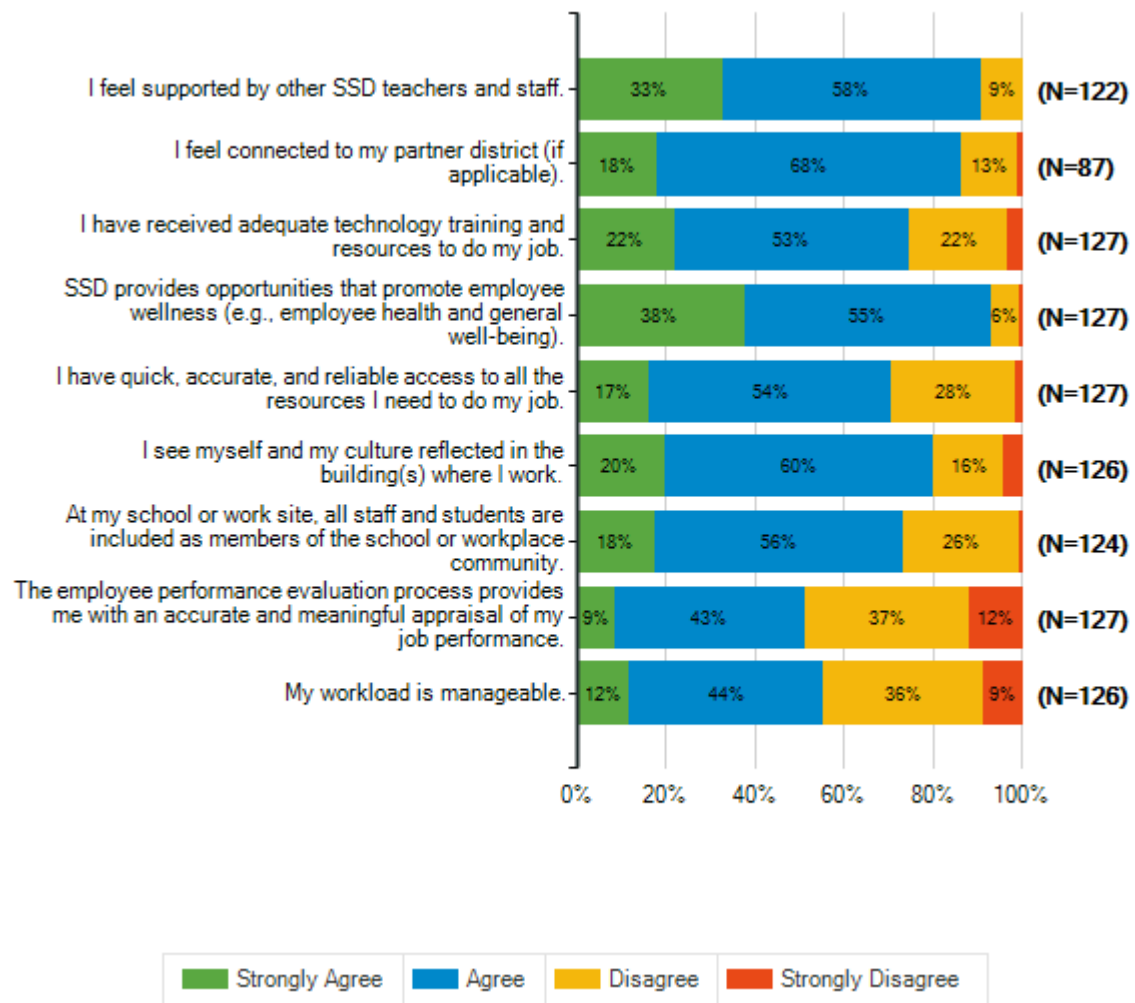


Job Satisfaction						
Q5. How strongly do you agree or disagree with the following statements?						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel SSD treats me with respect.	40 32%	69 55%	13 10%	3 2%	125
(b)	I believe that SSD has a positive public image.	37 29%	80 63%	9 7%	1 1%	127
(c)	I know what is expected of me in order to complete my job.	42 33%	72 57%	12 10%	0 0%	126
(d)	I feel others are clear about the parameters of my job.	12 9%	59 46%	49 39%	7 6%	127
(e)	I feel personal satisfaction with my job.	48 38%	70 55%	7 6%	2 2%	127
(f)	My immediate SSD supervisor models continuous improvement.	53 42%	49 39%	16 13%	7 6%	125
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	43 35%	58 48%	18 15%	3 2%	122
(h)	I feel supported by partner district teachers and staff (if applicable).	15 16%	63 67%	14 15%	2 2%	94

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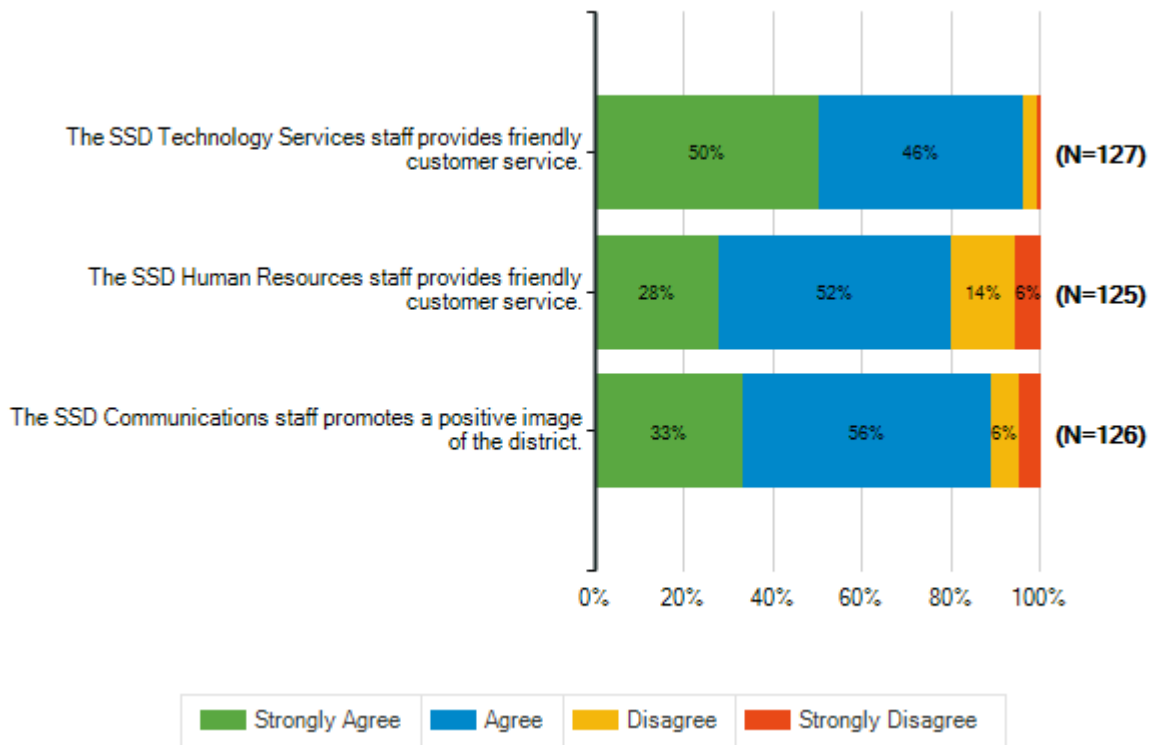
Job Satisfaction (Continued)						
Q6. How strongly do you agree or disagree with the following statements?						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel supported by other SSD teachers and staff.	40 33%	71 58%	11 9%	0 0%	122
(b)	I feel connected to my partner district (if applicable).	16 18%	59 68%	11 13%	1 1%	87
(c)	I have received adequate technology training and resources to do my job.	28 22%	67 53%	28 22%	4 3%	127
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	48 38%	70 55%	8 6%	1 1%	127
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	21 17%	69 54%	35 28%	2 2%	127
(f)	I see myself and my culture reflected in the building(s) where I work.	25 20%	76 60%	20 16%	5 4%	126
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	22 18%	69 56%	32 26%	1 1%	124
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	11 9%	54 43%	47 37%	15 12%	127
(i)	My workload is manageable.	15 12%	55 44%	45 36%	11 9%	126



Satisfaction With SSD Support Departments

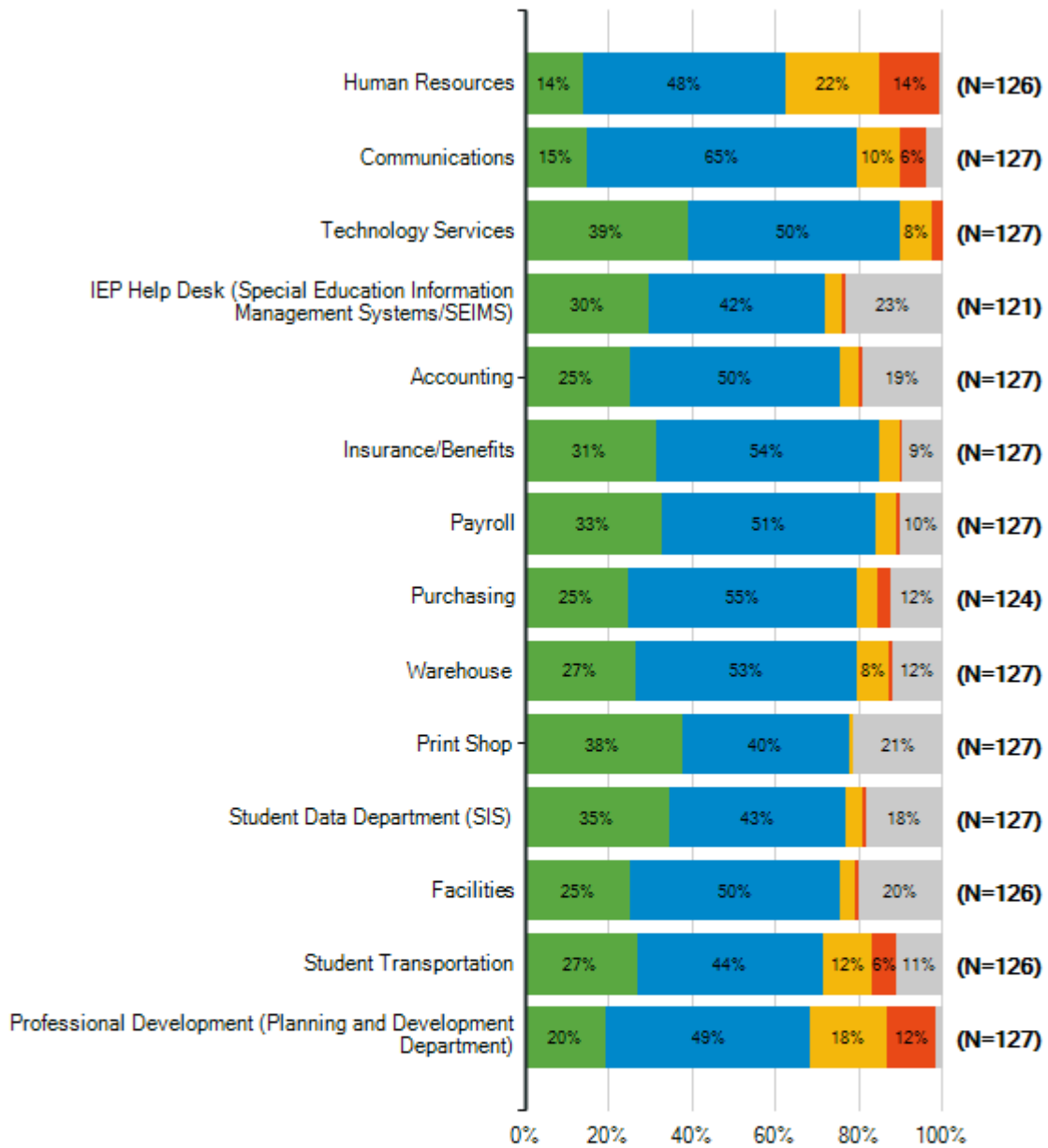
Q7. How strongly do you agree or disagree with the following statements?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	The SSD Technology Services staff provides friendly customer service.	64 50%	58 46%	4 3%	1 1%	127
(b)	The SSD Human Resources staff provides friendly customer service.	35 28%	65 52%	18 14%	7 6%	125
(c)	The SSD Communications staff promotes a positive image of the district.	42 33%	70 56%	8 6%	6 5%	126



Q8. 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 14%	61 48%	28 22%	18 14%	1 1%	126
(b)	Communications	19 15%	82 65%	13 10%	8 6%	5 4%	127
(c)	Technology Services	50 39%	64 50%	10 8%	3 2%	0 0%	127
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	36 30%	51 42%	5 4%	1 1%	28 23%	121
(e)	Accounting	32 25%	64 50%	6 5%	1 1%	24 19%	127
(f)	Insurance/Benefits	40 31%	68 54%	6 5%	1 1%	12 9%	127
(g)	Payroll	42 33%	65 51%	6 5%	1 1%	13 10%	127
(h)	Purchasing	31 25%	68 55%	6 5%	4 3%	15 12%	124
(i)	Warehouse	34 27%	67 53%	10 8%	1 1%	15 12%	127
(j)	Print Shop	48 38%	51 40%	1 1%	0 0%	27 21%	127
(k)	Student Data Department (SIS)	44 35%	54 43%	5 4%	1 1%	23 18%	127
(l)	Facilities	32 25%	63 50%	5 4%	1 1%	25 20%	126
(m)	Student Transportation	34 27%	56 44%	15 12%	7 6%	14 11%	126
(n)	Professional Development (Planning and Development Department)	25 20%	62 49%	23 18%	15 12%	2 2%	127

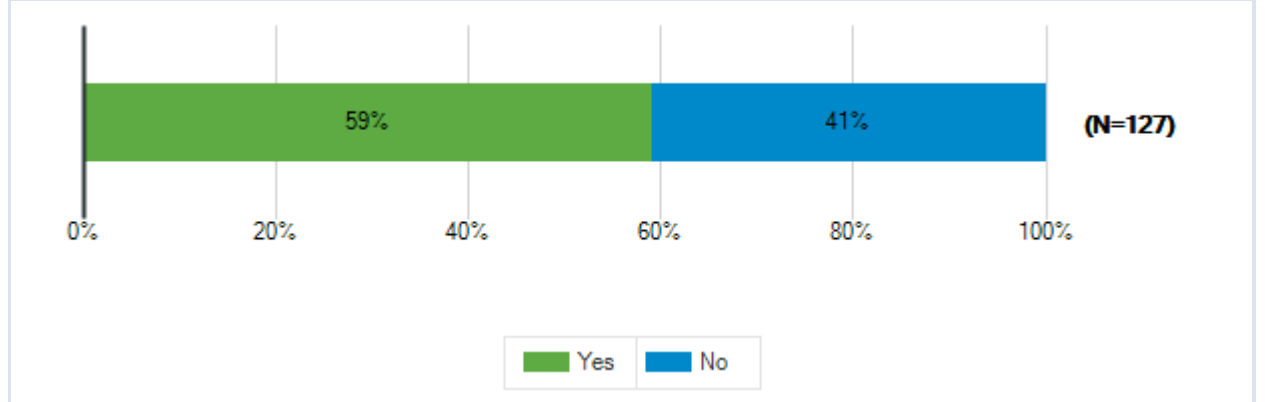
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■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ I Don't Know

Q9. Have you had an issue or concern to discuss with an SSD director, assistant superintendent, or cabinet member this school year?

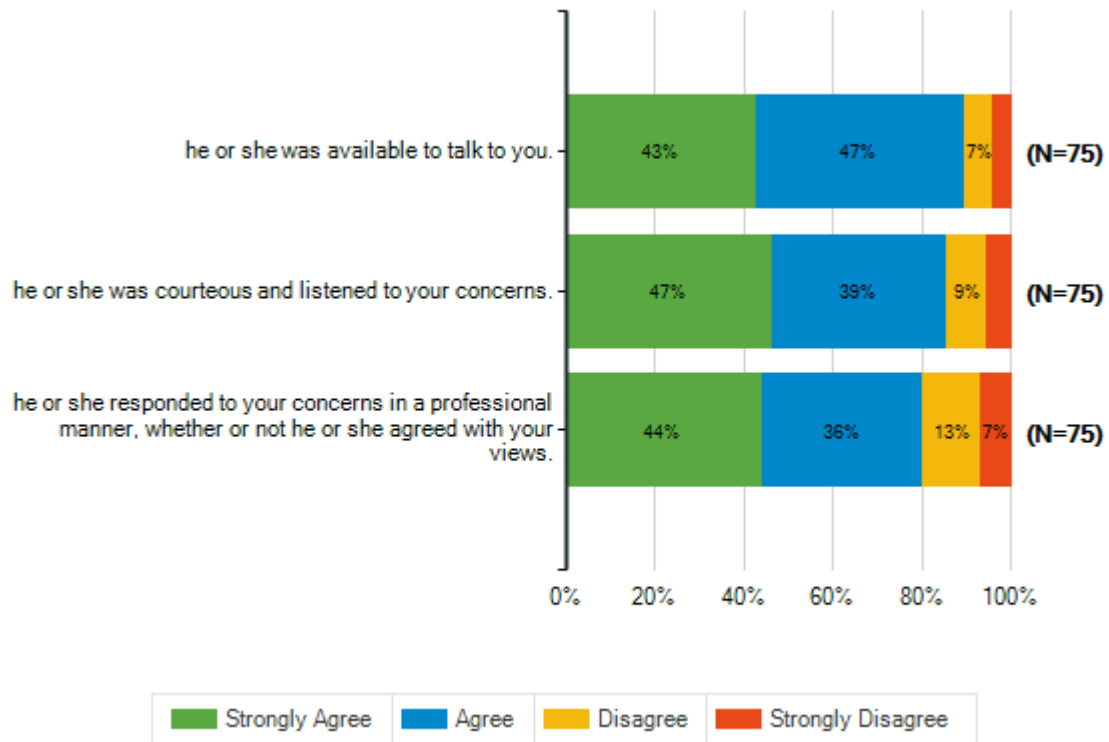
Responses	Count	%
Yes	75	59%
No	52	41%
Total Responses	127	



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

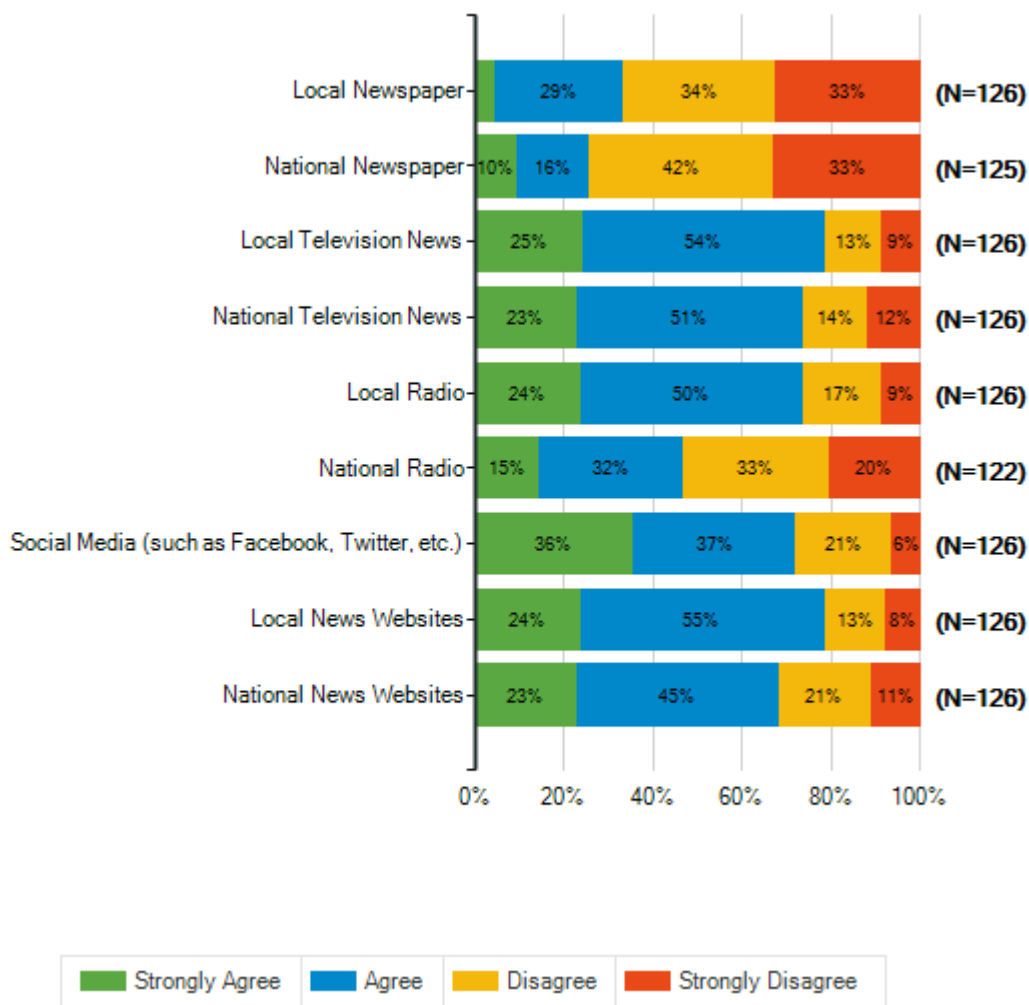
Q10. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	32 43%	35 47%	5 7%	3 4%	75
(b) he or she was courteous and listened to your concerns.	35 47%	29 39%	7 9%	4 5%	75
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	33 44%	27 36%	10 13%	5 7%	75



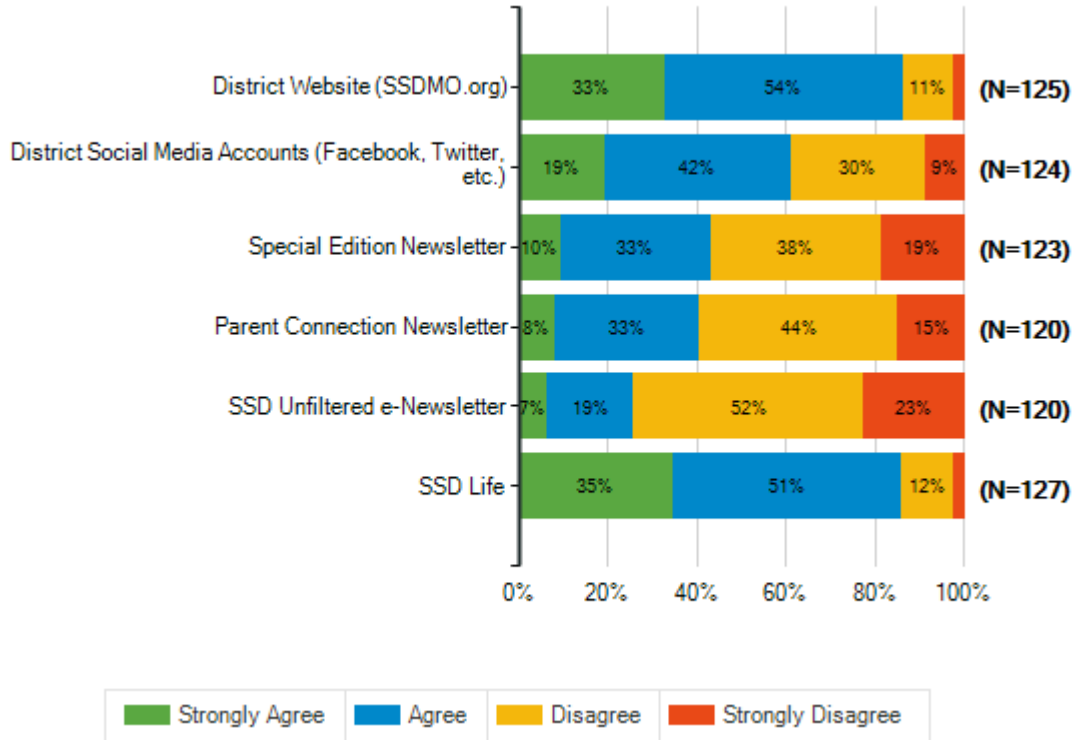
Q11. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Local Newspaper	6 5%	36 29%	43 34%	41 33%	126
(b)	National Newspaper	12 10%	20 16%	52 42%	41 33%	125
(c)	Local Television News	31 25%	68 54%	16 13%	11 9%	126
(d)	National Television News	29 23%	64 51%	18 14%	15 12%	126
(e)	Local Radio	30 24%	63 50%	22 17%	11 9%	126
(f)	National Radio	18 15%	39 32%	40 33%	25 20%	122
(g)	Social Media (such as Facebook, Twitter, etc.)	45 36%	46 37%	27 21%	8 6%	126
(h)	Local News Websites	30 24%	69 55%	17 13%	10 8%	126
(i)	National News Websites	29 23%	57 45%	26 21%	14 11%	126



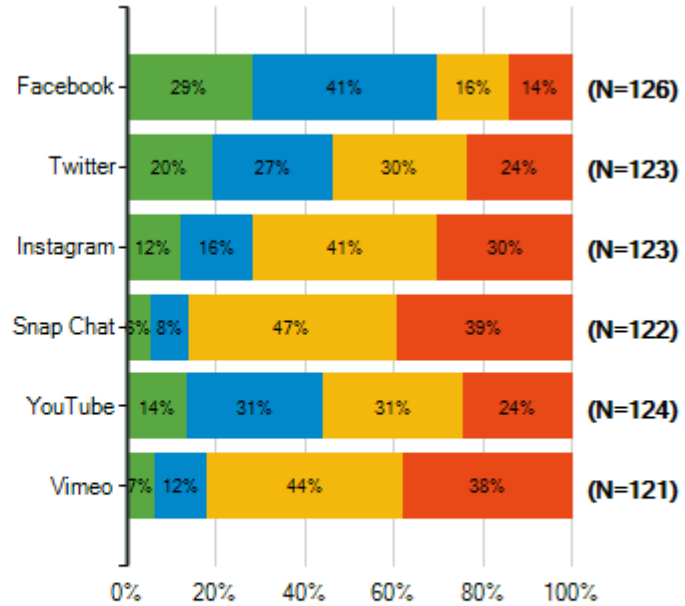
Q12. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	41 33%	67 54%	14 11%	3 2%	125
(b) District Social Media Accounts (Facebook, Twitter, etc.)	24 19%	52 42%	37 30%	11 9%	124
(c) Special Edition Newsletter	12 10%	41 33%	47 38%	23 19%	123
(d) Parent Connection Newsletter	10 8%	39 33%	53 44%	18 15%	120
(e) SSD Unfiltered e-Newsletter	8 7%	23 19%	62 52%	27 23%	120
(f) SSD Life	44 35%	65 51%	15 12%	3 2%	127



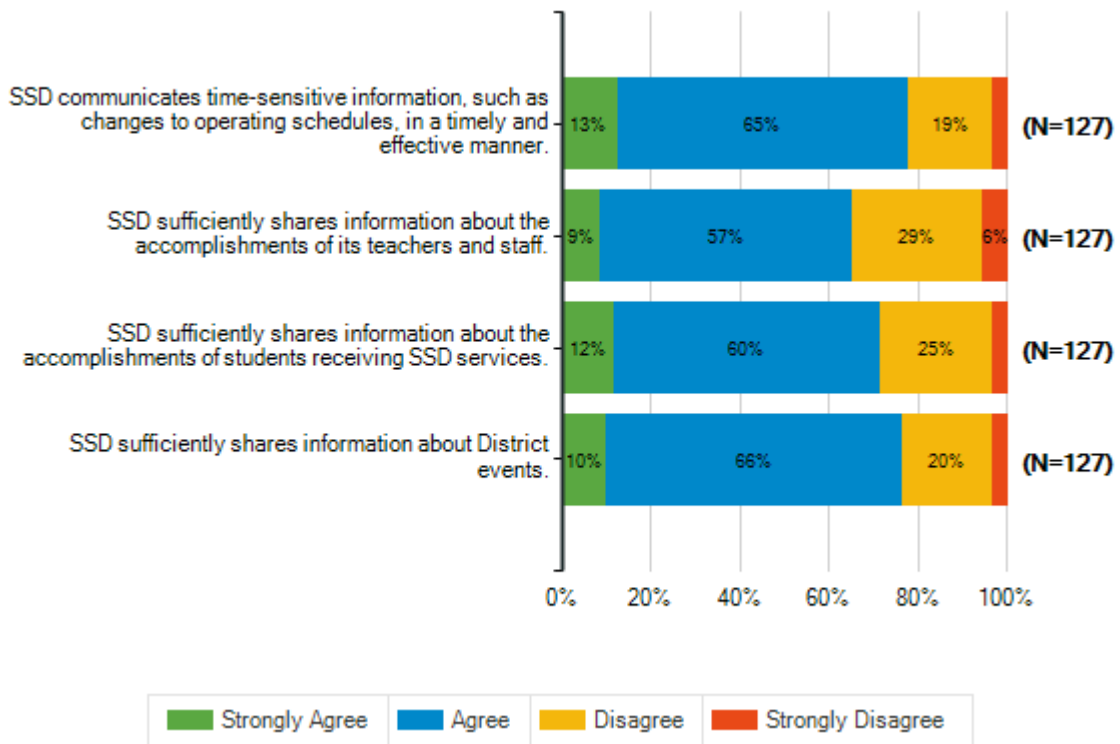
Q13. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	36 29%	52 41%	20 16%	18 14%	126
(b) Twitter	24 20%	33 27%	37 30%	29 24%	123
(c) Instagram	15 12%	20 16%	51 41%	37 30%	123
(d) Snap Chat	7 6%	10 8%	57 47%	48 39%	122
(e) YouTube	17 14%	38 31%	39 31%	30 24%	124
(f) Vimeo	8 7%	14 12%	53 44%	46 38%	121



Q14. 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.	16 13%	83 65%	24 19%	4 3%	127
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	11 9%	72 57%	37 29%	7 6%	127
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	15 12%	76 60%	32 25%	4 3%	127
(d)	SSD sufficiently shares information about District events.	13 10%	84 66%	26 20%	4 3%	127



Q15. Please indicate the extent to which you agree or disagree with the following statement.

		Very Important	Somewhat Important	Somewhat Unimportant	Very Unimportant	Total Responses
(a)	I feel sufficiently informed about Special School District news and events.	9 7%	89 72%	24 19%	2 2%	124

