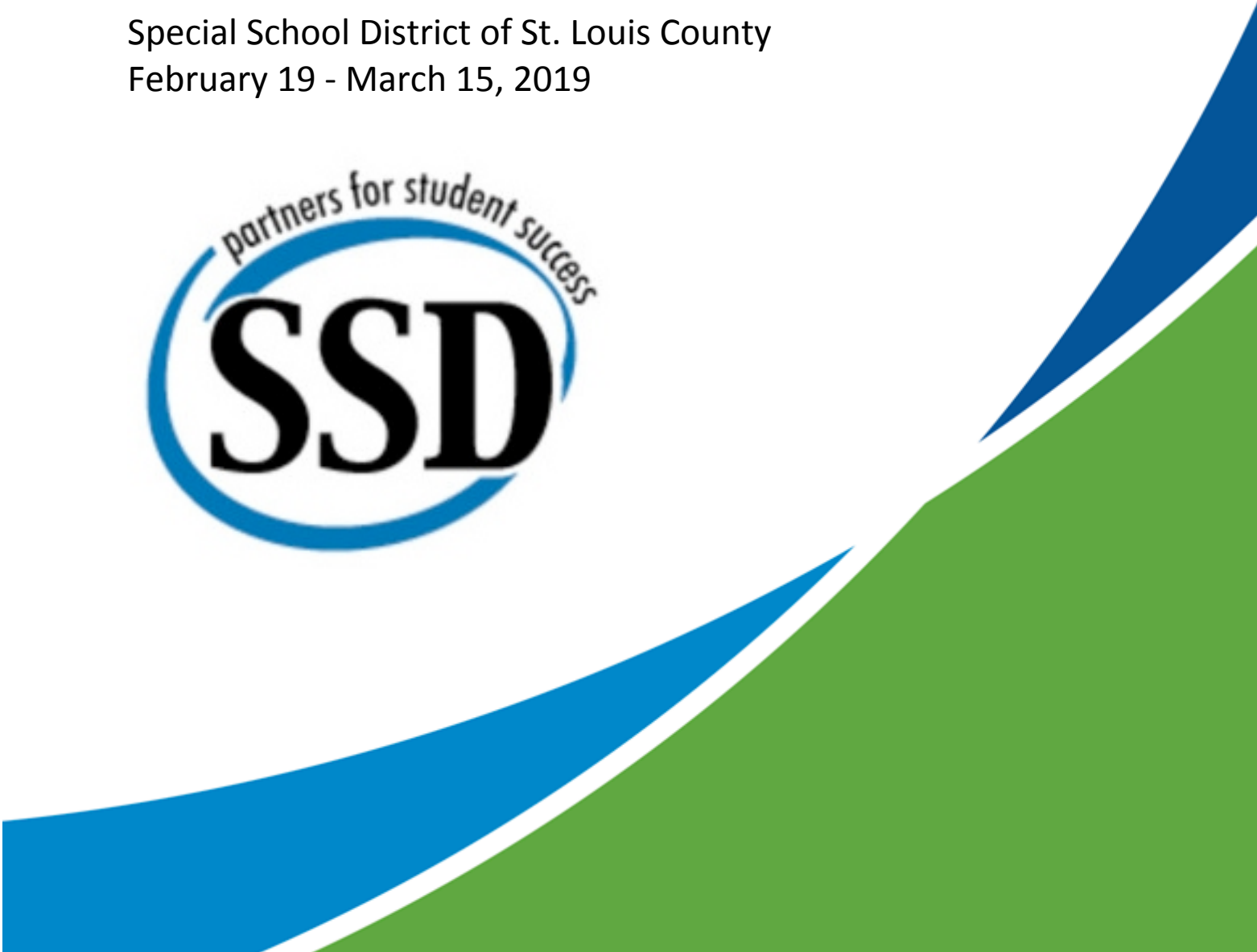


# 2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts Survey Results

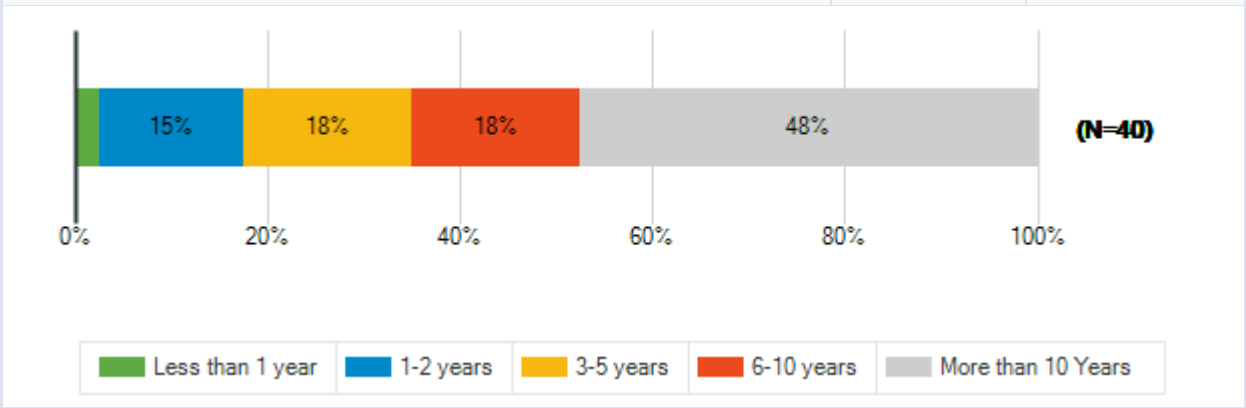
## **Ferguson-Florissant School District**

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



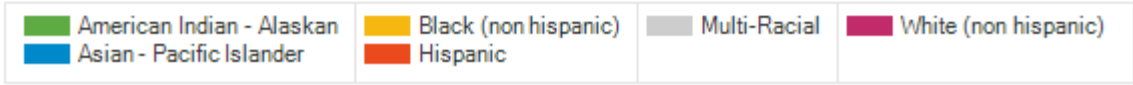
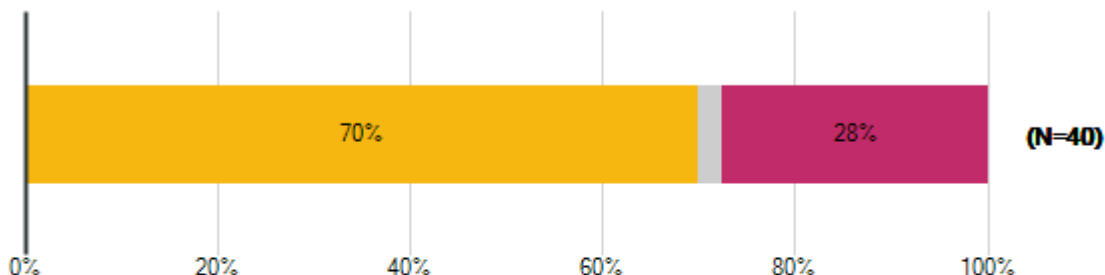
**Q1. Years of Service**

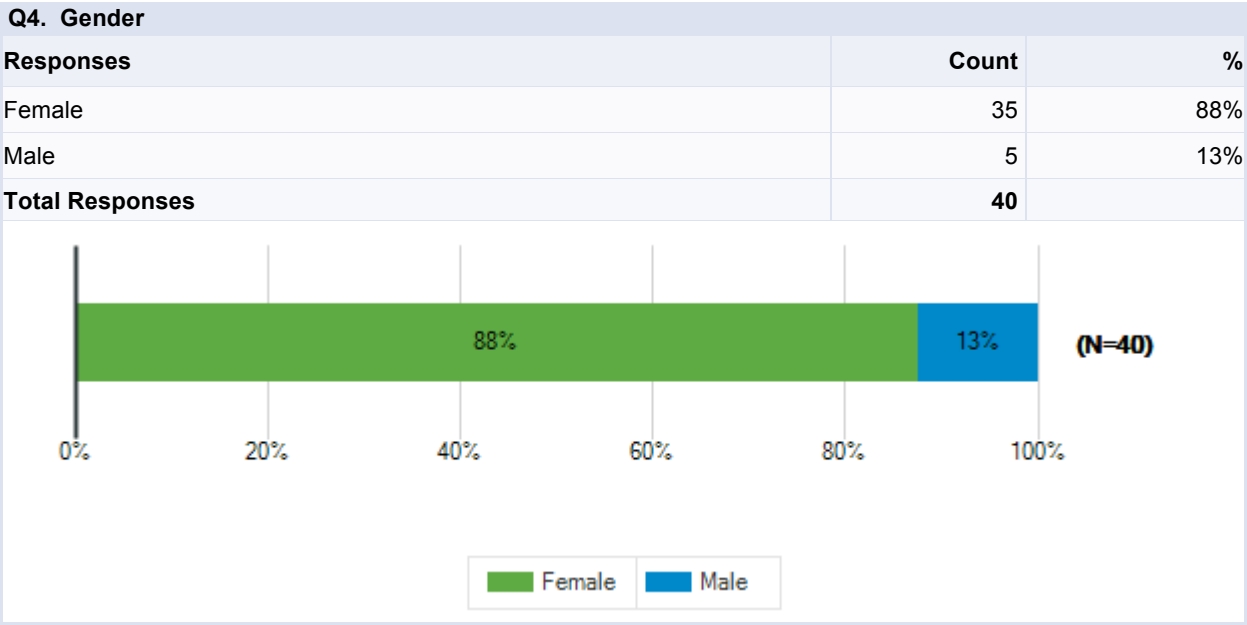
Responses	Count	%
Less than 1 year	1	3%
1-2 years	6	15%
3-5 years	7	18%
6-10 years	7	18%
More than 10 Years	19	48%
<b>Total Responses</b>	<b>40</b>	



**Q3. Race/Ethnicity**

Responses	Count	%
American Indian - Alaskan	0	0%
Asian - Pacific Islander	0	0%
Black (non hispanic)	28	70%
Hispanic	0	0%
Multi-Racial	1	3%
White (non hispanic)	11	28%
<b>Total Responses</b>	<b>40</b>	



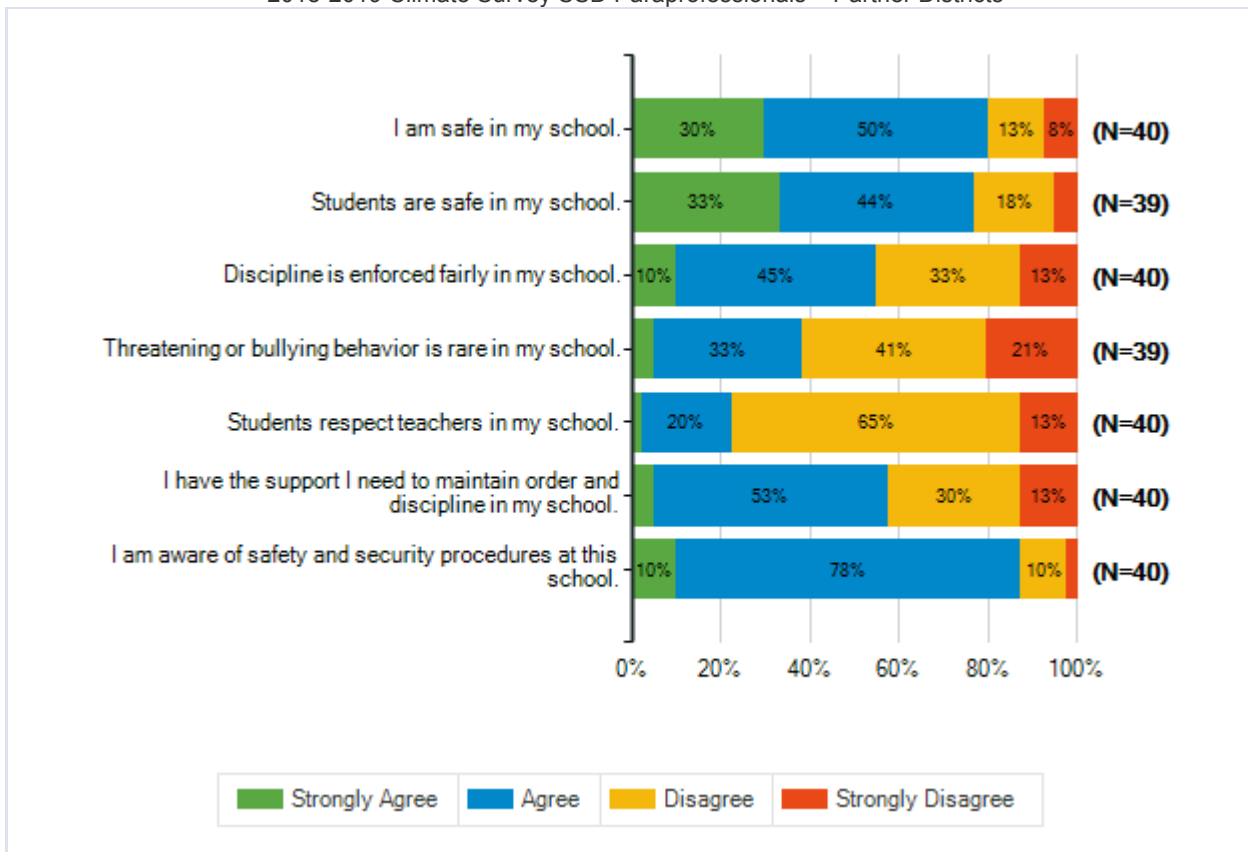


**Safety and Behavior**

**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) I am safe in my school.	12 30%	20 50%	5 13%	3 8%	40
(b) Students are safe in my school.	13 33%	17 44%	7 18%	2 5%	39
(c) Discipline is enforced fairly in my school.	4 10%	18 45%	13 33%	5 13%	40
(d) Threatening or bullying behavior is rare in my school.	2 5%	13 33%	16 41%	8 21%	39
(e) Students respect teachers in my school.	1 3%	8 20%	26 65%	5 13%	40
(f) I have the support I need to maintain order and discipline in my school.	2 5%	21 53%	12 30%	5 13%	40
(g) I am aware of safety and security procedures at this school.	4 10%	31 78%	4 10%	1 3%	40

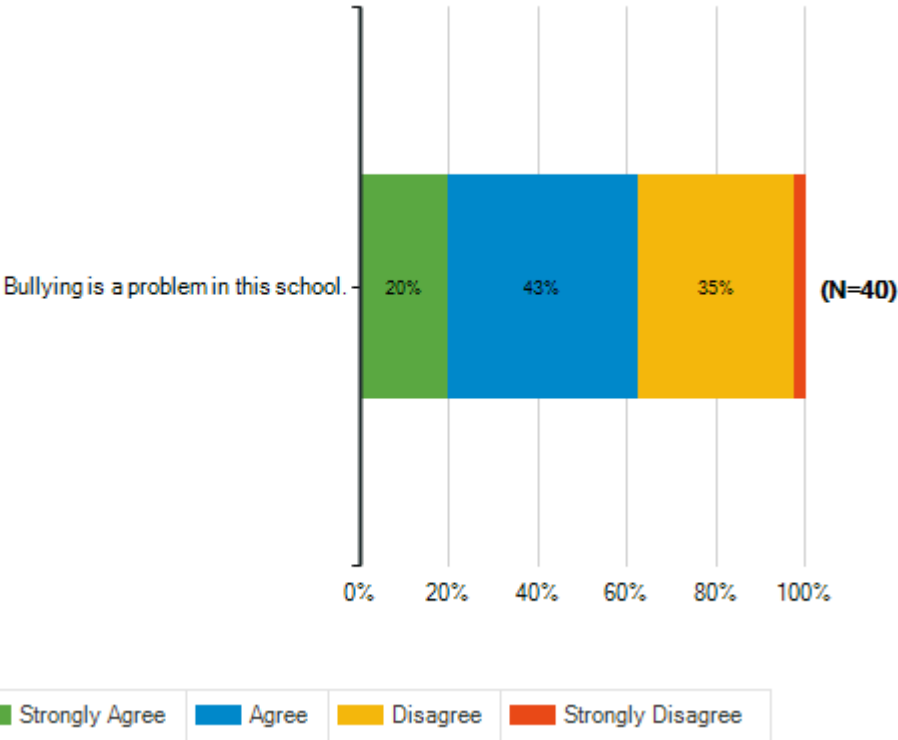
Special School District of St. Louis County  
 2018-2019 Climate Survey SSD Paraprofessionals – Partner Districts



**Safety and Behavior**

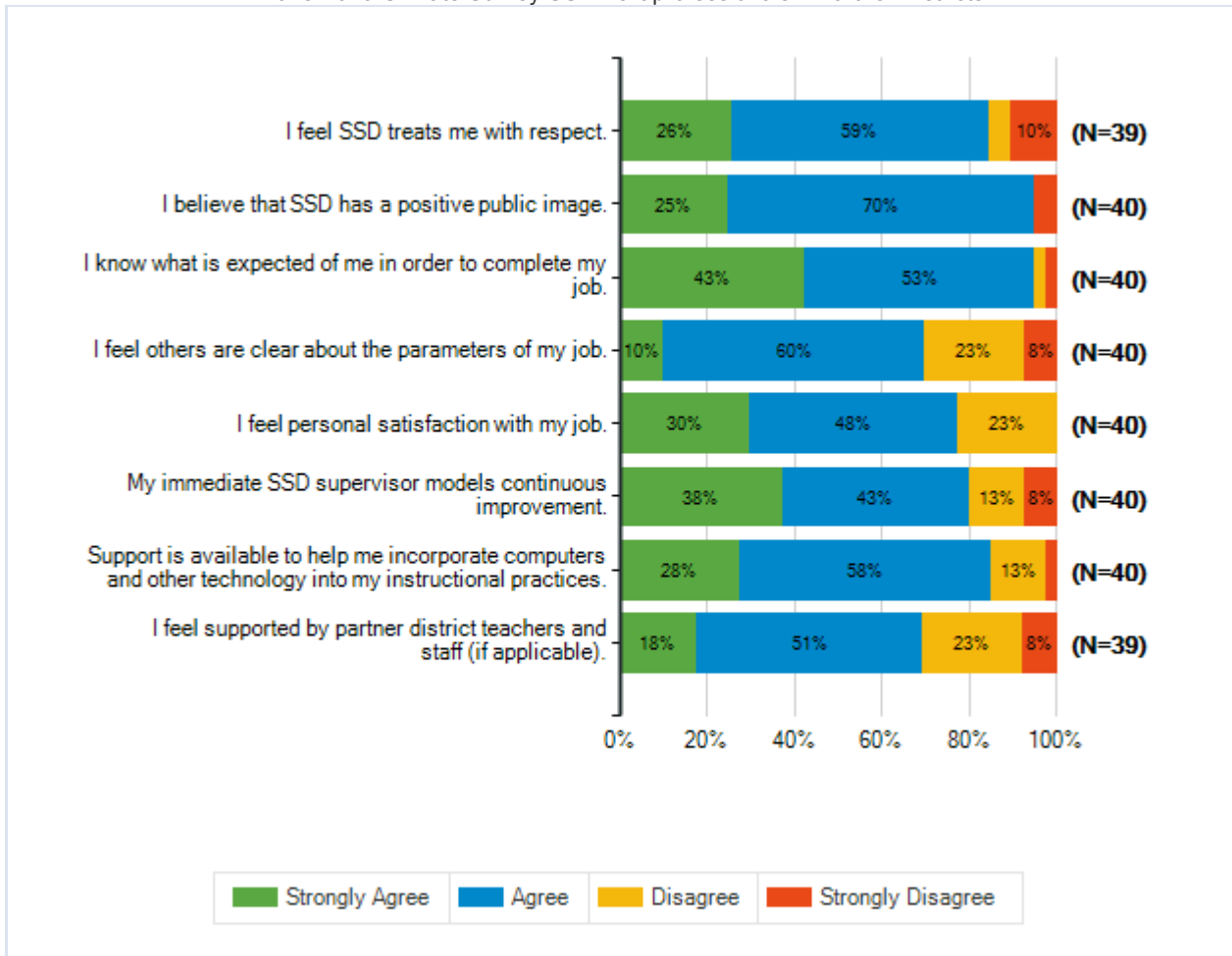
**Q6. How strongly do you agree or disagree with the statement below?**

	<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.	8 20%	17 43%	14 35%	1 3%	40



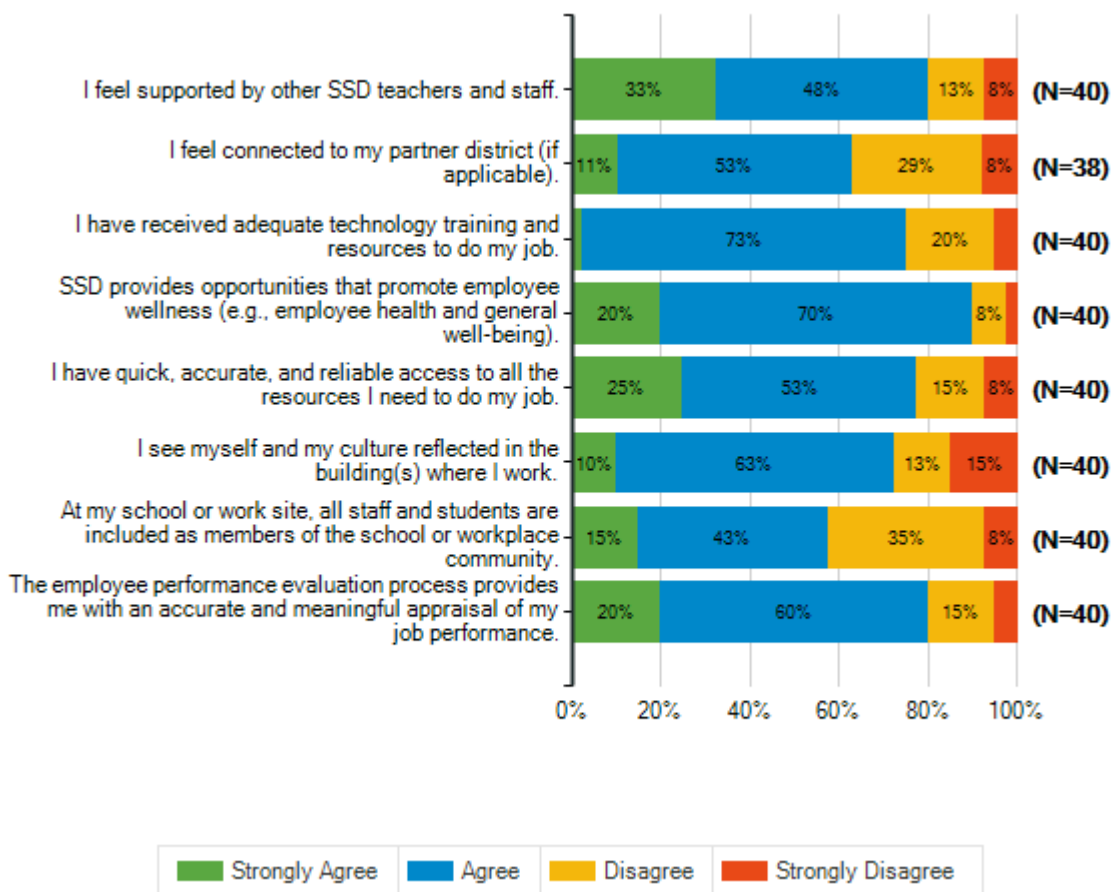
<b>Job Satisfaction</b>						
<b>Q7. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel SSD treats me with respect.	10 26%	23 59%	2 5%	4 10%	39
(b)	I believe that SSD has a positive public image.	10 25%	28 70%	0 0%	2 5%	40
(c)	I know what is expected of me in order to complete my job.	17 43%	21 53%	1 3%	1 3%	40
(d)	I feel others are clear about the parameters of my job.	4 10%	24 60%	9 23%	3 8%	40
(e)	I feel personal satisfaction with my job.	12 30%	19 48%	9 23%	0 0%	40
(f)	My immediate SSD supervisor models continuous improvement.	15 38%	17 43%	5 13%	3 8%	40
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	11 28%	23 58%	5 13%	1 3%	40
(h)	I feel supported by partner district teachers and staff (if applicable).	7 18%	20 51%	9 23%	3 8%	39





<b>Job Satisfaction (Continued)</b>						
<b>Q8. 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.	13 33%	19 48%	5 13%	3 8%	40
(b)	I feel connected to my partner district (if applicable).	4 11%	20 53%	11 29%	3 8%	38
(c)	I have received adequate technology training and resources to do my job.	1 3%	29 73%	8 20%	2 5%	40
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	8 20%	28 70%	3 8%	1 3%	40
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	10 25%	21 53%	6 15%	3 8%	40
(f)	I see myself and my culture reflected in the building(s) where I work.	4 10%	25 63%	5 13%	6 15%	40
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	6 15%	17 43%	14 35%	3 8%	40
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	8 20%	24 60%	6 15%	2 5%	40

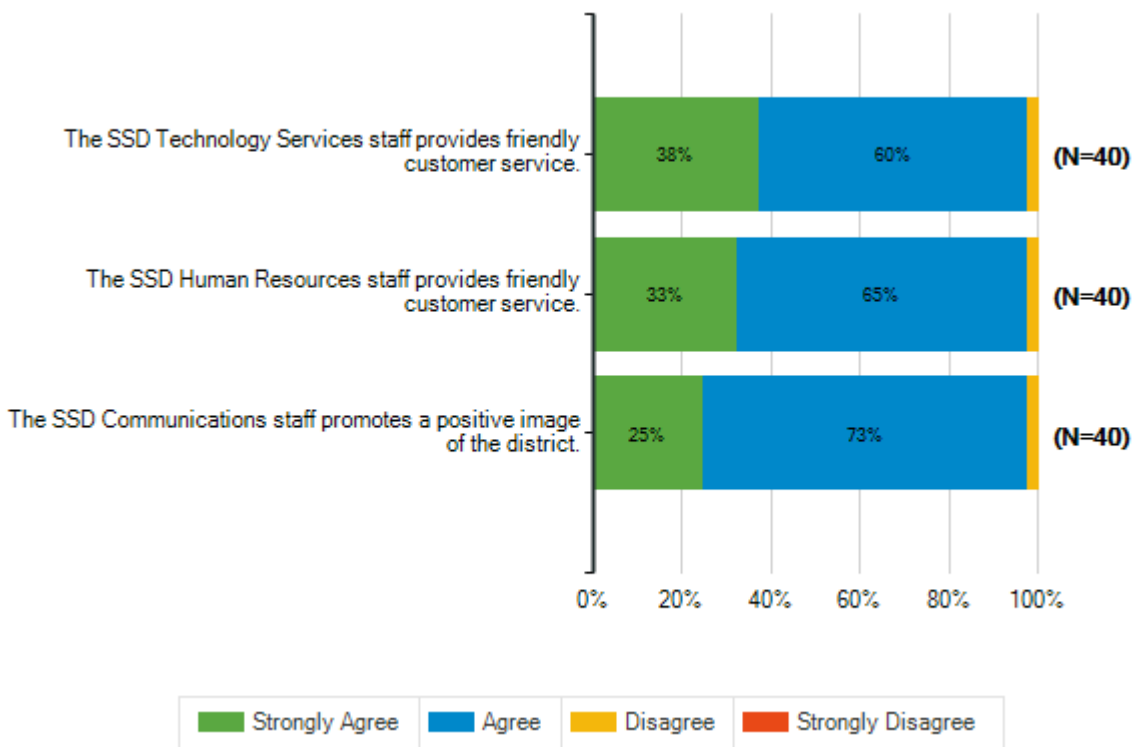
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**Satisfaction With SSD Support Departments**

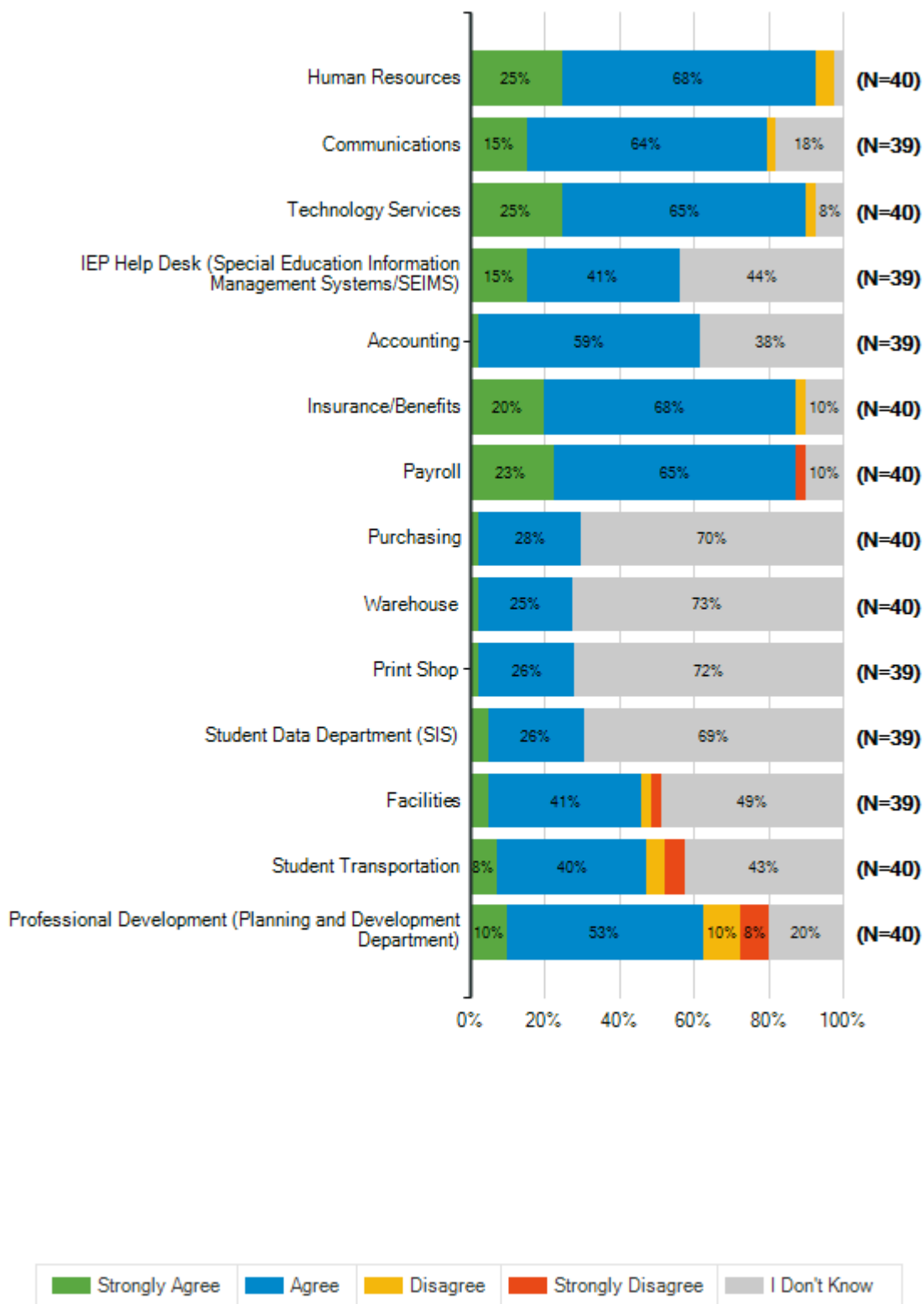
**Q9. How strongly do you agree or disagree with the following statements?**

		<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.	15 38%	24 60%	1 3%	0 0%	40
(b)	The SSD Human Resources staff provides friendly customer service.	13 33%	26 65%	1 3%	0 0%	40
(c)	The SSD Communications staff promotes a positive image of the district.	10 25%	29 73%	1 3%	0 0%	40



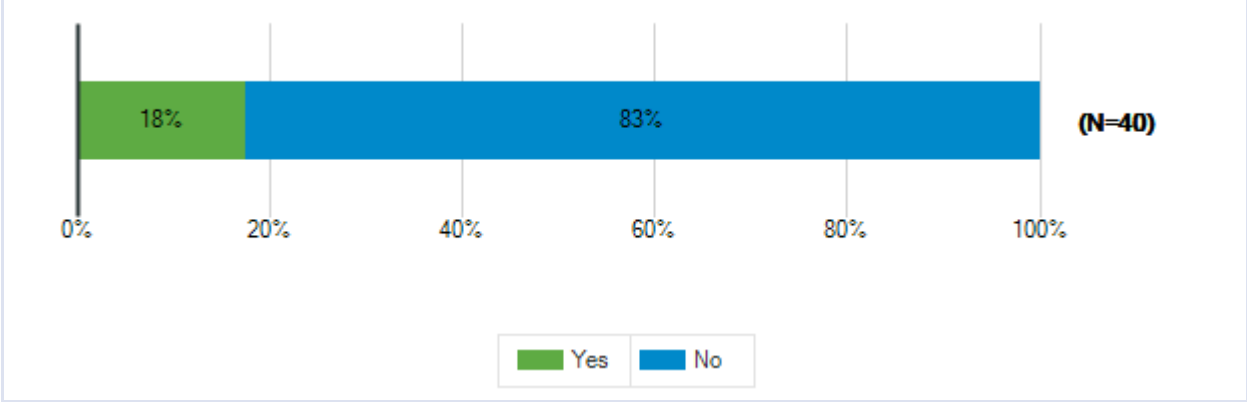
<b>Q10. I am satisfied with the service provided by the following SSD departments</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>I Don't Know</b>	<b>Total Responses</b>
(a)	Human Resources	10 25%	27 68%	2 5%	0 0%	1 3%	40
(b)	Communications	6 15%	25 64%	1 3%	0 0%	7 18%	39
(c)	Technology Services	10 25%	26 65%	1 3%	0 0%	3 8%	40
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	6 15%	16 41%	0 0%	0 0%	17 44%	39
(e)	Accounting	1 3%	23 59%	0 0%	0 0%	15 38%	39
(f)	Insurance/Benefits	8 20%	27 68%	1 3%	0 0%	4 10%	40
(g)	Payroll	9 23%	26 65%	0 0%	1 3%	4 10%	40
(h)	Purchasing	1 3%	11 28%	0 0%	0 0%	28 70%	40
(i)	Warehouse	1 3%	10 25%	0 0%	0 0%	29 73%	40
(j)	Print Shop	1 3%	10 26%	0 0%	0 0%	28 72%	39
(k)	Student Data Department (SIS)	2 5%	10 26%	0 0%	0 0%	27 69%	39
(l)	Facilities	2 5%	16 41%	1 3%	1 3%	19 49%	39
(m)	Student Transportation	3 8%	16 40%	2 5%	2 5%	17 43%	40
(n)	Professional Development (Planning and Development Department)	4 10%	21 53%	4 10%	3 8%	8 20%	40

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

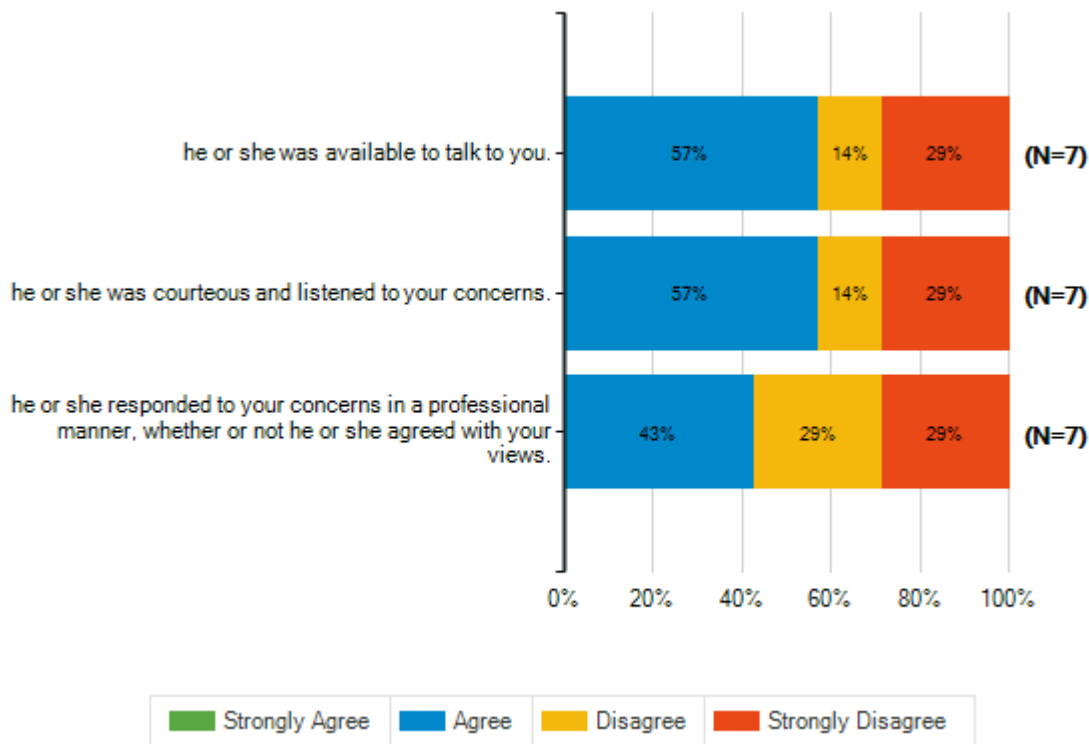
Responses	Count	%
Yes	7	18%
No	33	83%
<b>Total Responses</b>	<b>40</b>	



**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%	4 57%	1 14%	2 29%	7
(b) he or she was courteous and listened to your concerns.	0 0%	4 57%	1 14%	2 29%	7
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	0 0%	3 43%	2 29%	2 29%	7

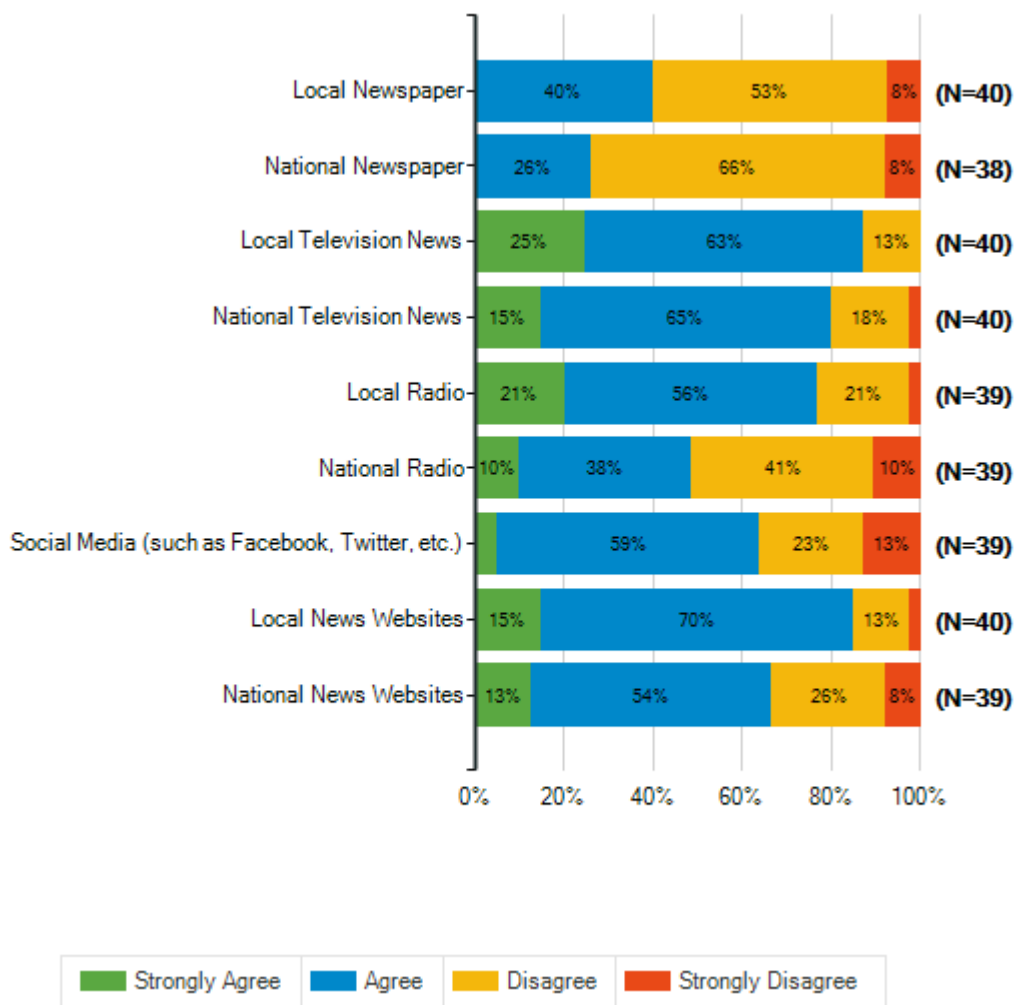




**Q13. Please indicate the extent to which you agree or disagree that you use the following tools to get general information on a daily basis.**

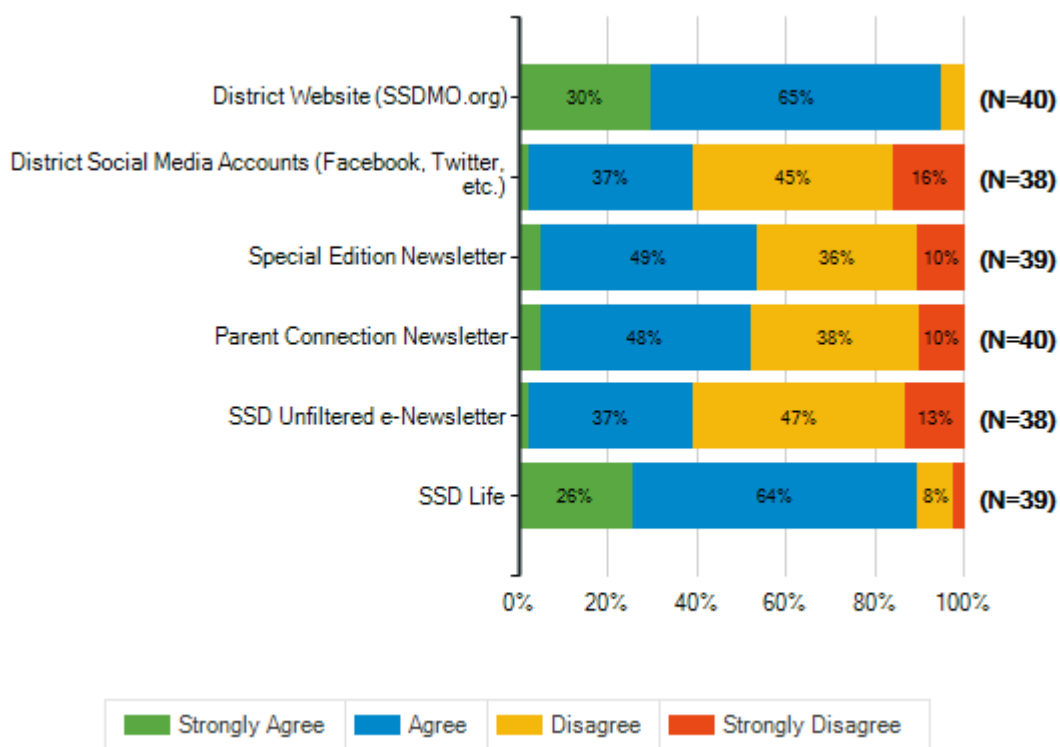
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Local Newspaper	0 0%	16 40%	21 53%	3 8%	40
(b)	National Newspaper	0 0%	10 26%	25 66%	3 8%	38
(c)	Local Television News	10 25%	25 63%	5 13%	0 0%	40
(d)	National Television News	6 15%	26 65%	7 18%	1 3%	40
(e)	Local Radio	8 21%	22 56%	8 21%	1 3%	39
(f)	National Radio	4 10%	15 38%	16 41%	4 10%	39
(g)	Social Media (such as Facebook, Twitter, etc.)	2 5%	23 59%	9 23%	5 13%	39
(h)	Local News Websites	6 15%	28 70%	5 13%	1 3%	40
(i)	National News Websites	5 13%	21 54%	10 26%	3 8%	39

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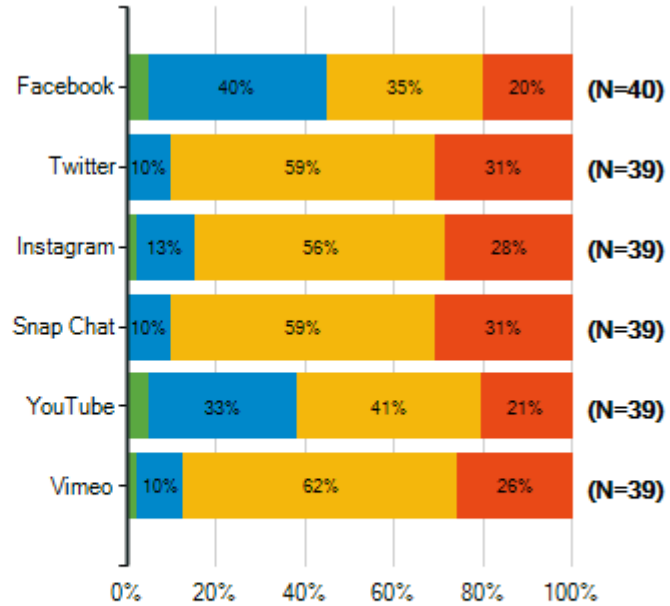
**Q14. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	12 30%	26 65%	2 5%	0 0%	40
(b) District Social Media Accounts (Facebook, Twitter, etc.)	1 3%	14 37%	17 45%	6 16%	38
(c) Special Edition Newsletter	2 5%	19 49%	14 36%	4 10%	39
(d) Parent Connection Newsletter	2 5%	19 48%	15 38%	4 10%	40
(e) SSD Unfiltered e-Newsletter	1 3%	14 37%	18 47%	5 13%	38
(f) SSD Life	10 26%	25 64%	3 8%	1 3%	39



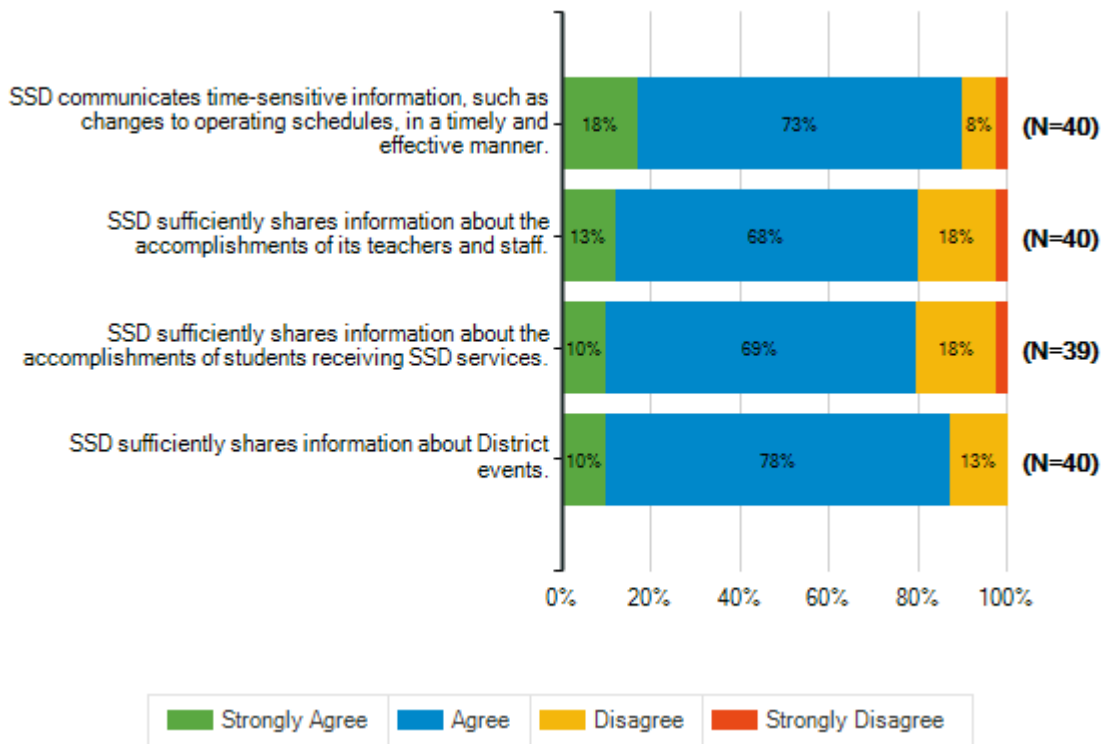
**Q15. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	2 5%	16 40%	14 35%	8 20%	40
(b) Twitter	0 0%	4 10%	23 59%	12 31%	39
(c) Instagram	1 3%	5 13%	22 56%	11 28%	39
(d) Snap Chat	0 0%	4 10%	23 59%	12 31%	39
(e) YouTube	2 5%	13 33%	16 41%	8 21%	39
(f) Vimeo	1 3%	4 10%	24 62%	10 26%	39



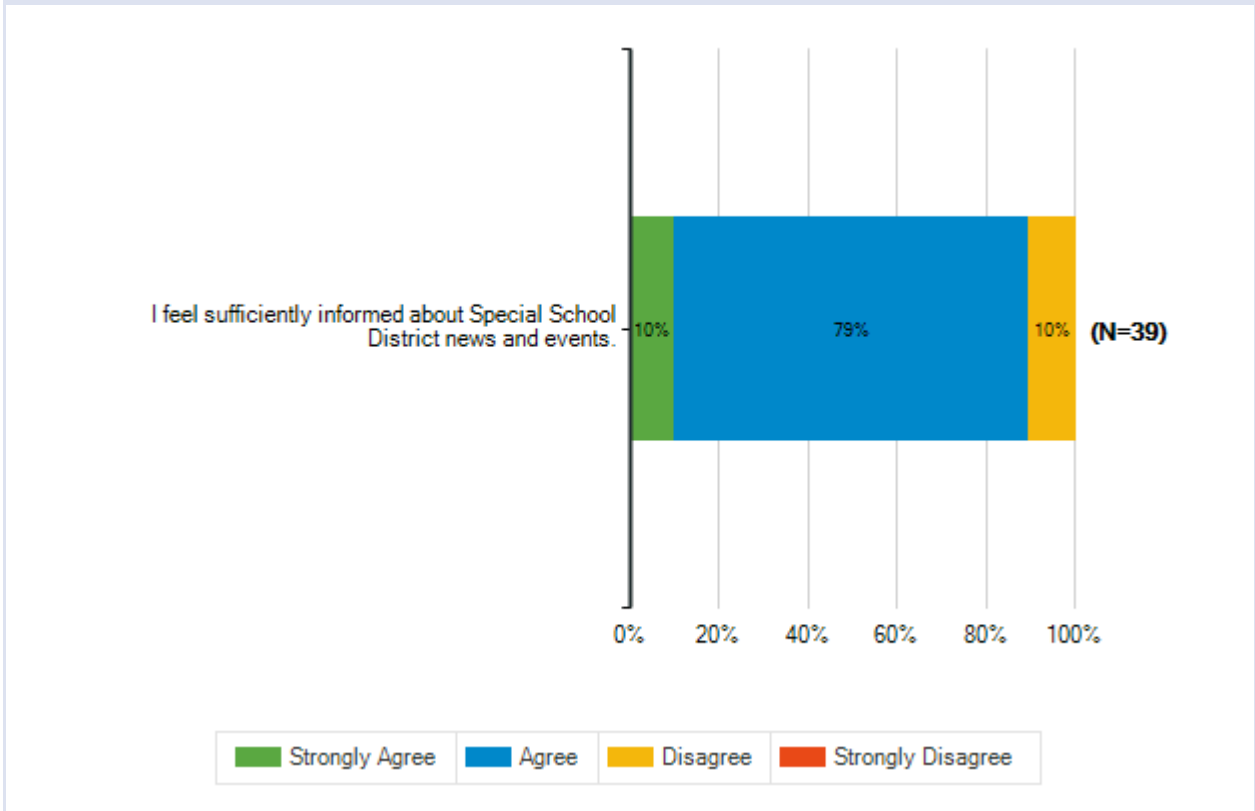
**Q16. Please indicate the extent to which you agree or disagree with each of the following statements.**

		<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 18%	29 73%	3 8%	1 3%	40
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	5 13%	27 68%	7 18%	1 3%	40
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	4 10%	27 69%	7 18%	1 3%	39
(d)	SSD sufficiently shares information about District events.	4 10%	31 78%	5 13%	0 0%	40

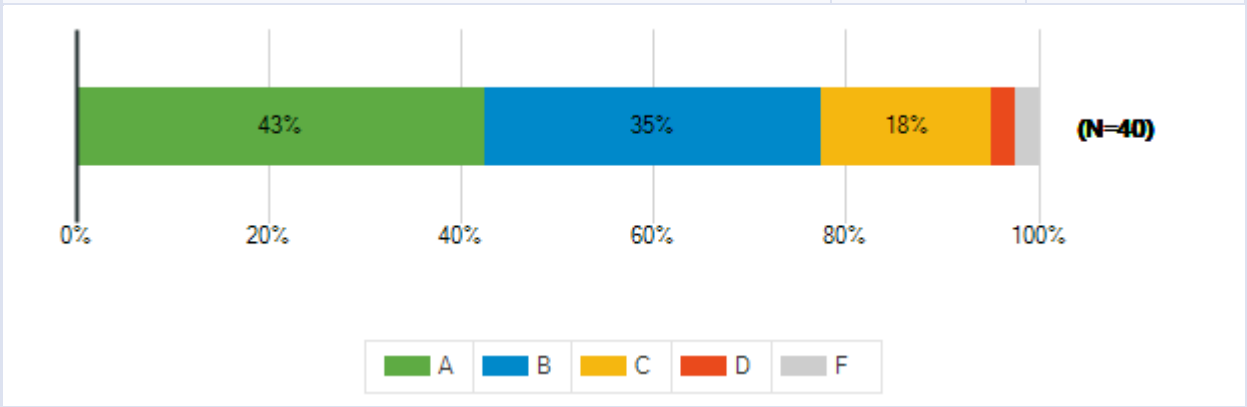


**Q17. Please indicate the extent to which you agree or disagree with the following statement.**

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel sufficiently informed about Special School District news and events.	4	31	4	0	39
		10%	79%	10%	0%	



<b>Q19. What grade would you give SSD for how well it is meeting the needs of its students?</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
A	17	43%
B	14	35%
C	7	18%
D	1	3%
F	1	3%
<b>Total Responses</b>	<b>40</b>	



Q21. What grade would you give the overall quality of your school?		
Responses	Count	%
A	8	20%
B	10	25%
C	17	43%
D	3	8%
F	2	5%
<b>Total Responses</b>	<b>40</b>	

