

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

Safety and Behavior (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have the support I need to maintain order and discipline in my school.	2018-2019	18%	60	53%	176	22%	73	6%	20	329
	2017-2018	21%	86	53%	220	21%	87	6%	24	417
	2016-2017	25%	141	49%	272	22%	121	5%	26	560

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I am aware of safety and security procedures at this school.	2018-2019	38%	127	56%	187	5%	15	1%	2	331
	2017-2018	41%	171	55%	231	3%	11	2%	7	420
	2016-2017	42%	236	53%	297	5%	28	0%	2	563

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Bullying is a problem in this school.	2018-2019	10%	34	31%	101	49%	161	11%	35	331
	2017-2018	9%	36	35%	146	43%	180	13%	52	414
	2016-2017	6%	36	28%	158	51%	286	14%	81	561

Job Satisfaction

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel SSD treats me with respect.	2018-2019	25%	82	56%	183	15%	50	4%	14	329
	2017-2018	24%	100	58%	243	13%	55	5%	20	418
	2016-2017	28%	157	54%	306	14%	76	4%	23	562

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I believe that SSD has a positive public image.	2018-2019	28%	93	62%	202	8%	25	2%	7	327
	2017-2018	29%	120	62%	258	8%	33	2%	7	418
	2016-2017	34%	192	57%	319	7%	40	1%	7	558

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I know what is expected of me in order to complete my job.	2018-2019	41%	137	55%	181	4%	13	0%	1	332
	2017-2018	42%	176	54%	224	3%	12	1%	5	417
	2016-2017	44%	248	49%	278	6%	33	1%	4	563

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel others are clear about the parameters of my job.	2018-2019	20%	65	48%	159	30%	99	3%	9	332
	2017-2018	21%	87	50%	210	26%	107	3%	13	417
	2016-2017	24%	135	48%	272	25%	142	2%	12	561

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel personal satisfaction with my job.	2018-2019	34%	113	51%	170	14%	46	1%	2	331
	2017-2018	36%	149	55%	227	8%	33	2%	7	416
	2016-2017	39%	219	49%	275	9%	52	2%	13	559

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
My immediate SSD supervisor models continuous improvement.	2018-2019	37%	120	47%	154	12%	40	4%	14	328
	2017-2018	38%	160	45%	187	12%	51	5%	20	418
	2016-2017	42%	238	41%	229	12%	70	4%	25	562

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Support is available to help me incorporate computers and other technology into my instructional practices.	2018-2019	21%	68	51%	167	21%	68	8%	25	328
	2017-2018	24%	99	48%	198	23%	96	6%	23	416
	2016-2017	26%	142	49%	271	20%	109	6%	34	556

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel supported by partner district teachers and staff (if applicable).	2018-2019	27%	85	55%	176	14%	44	4%	13	318
	2017-2018	31%	126	52%	211	14%	56	2%	9	402
	2016-2017	31%	170	55%	297	11%	59	3%	17	543

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
I feel supported by other SSD teachers and staff.	2018-2019	35%	117	50%	166	12%	39	2%	8	330
	2017-2018	37%	152	50%	206	12%	50	2%	8	416
	2016-2017	38%	210	49%	272	11%	62	3%	15	559

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel connected to my partner district (if applicable).	2018-2019	25%	78	58%	186	14%	45	3%	9	318
	2017-2018	29%	116	54%	215	15%	59	3%	10	400
	2016-2017	31%	167	53%	287	13%	70	3%	14	538

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have received adequate technology training and resources to do my job.	2018-2019	14%	47	55%	180	25%	83	6%	20	330
	2017-2018	17%	70	57%	237	23%	95	3%	13	415
	2016-2017	23%	126	51%	287	22%	124	4%	22	559

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	2018-2019	22%	72	64%	210	12%	38	2%	8	328
	2017-2018	22%	92	60%	250	16%	67	2%	8	417
	2016-2017	24%	133	56%	311	17%	94	3%	14	552

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I have quick, accurate, and reliable access to all the resources I need to do my job.	2018-2019	17%	55	54%	176	25%	82	4%	14	327
	2017-2018	17%	71	55%	232	24%	100	4%	16	419
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

Job Satisfaction (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I see myself and my culture reflected in the building(s) where I work.	2018-2019	18%	59	62%	203	16%	53	4%	13	328
	2017-2018	18%	76	65%	272	14%	58	2%	10	416
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
At my school or work site, all staff and students are included as members of the school or workplace community.	2018-2019	23%	74	47%	154	27%	87	4%	12	327
	2017-2018	24%	99	53%	223	19%	79	4%	17	418
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	2018-2019	21%	69	55%	181	19%	63	5%	17	330
	2017-2018	24%	100	56%	234	16%	67	4%	17	418
	2016-2017	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Special School District Climate Survey for Paraprofessionals at Partner Districts

2016-2019

Satisfaction with SSD Support Departments

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Technology Services staff provides friendly customer service.	2018-2019	37%	123	59%	195	3%	9	1%	2	329
	2017-2018	43%	177	54%	224	3%	13	0%	1	415
	2016-2017	36%	196	61%	333	4%	20	0%	1	0%

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Human Resources staff provides friendly customer service.	2018-2019	33%	107	61%	198	5%	15	2%	7	327
	2017-2018	35%	144	57%	239	7%	28	1%	5	416
	2016-2017	34%	186	60%	335	5%	28	1%	6	555

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
The SSD Communications staff promotes a positive image of the district.	2018-2019	31%	98	64%	207	3%	11	2%	5	321
	2017-2018	34%	139	62%	257	4%	17	0%	1	414
	2016-2017	34%	188	64%	348	2%	9	0%	2	547

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
		%	Count	%	Count	%	Count	%	Count	%	Count	
Human Resources	2018-2019	28%	93	56%	185	5%	17	2%	8	8%	27	330
	2017-2018	30%	125	52%	217	8%	35	2%	8	7%	31	416
	2016-2017	31%	172	57%	318	4%	23	2%	10	6%	35	558

Special School District Climate Survey for Paraprofessionals at Partner Districts

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Communications	2018-2019	25%	80	50%	161	2%	8	1%	3	22%	71	323
	2017-2018	25%	105	49%	202	5%	19	0%	2	21%	88	416
	2016-2017	26%	144	50%	279	3%	16	1%	5	20%	109	553

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Technology Services	2018-2019	33%	108	54%	177	2%	7	1%	4	10%	33	329
	2017-2018	34%	142	49%	205	4%	18	1%	5	11%	46	416
	2016-2017	31%	172	52%	285	4%	21	1%	5	12%	65	548

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Education Information Management Systems/SEIMS)	2018-2019	17%	54	29%	95	0%	1	1%	3	53%	171	324
	2017-2018	19%	79	24%	100	2%	10	1%	3	53%	219	411
	2016-2017	22%	118	34%	185	1%	5	0%	0	43%	230	538

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Accounting	2018-2019	13%	43	39%	127	1%	4	1%	2	46%	147	323
	2017-2018	15%	60	32%	131	2%	7	1%	4	51%	211	413
	2016-2017	22%	118	37%	200	1%	6	0%	0	40%	212	536

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Insurance/Benefits	2018-2019	27%	88	54%	177	2%	6	1%	2	17%	55	328
	2017-2018	28%	116	49%	202	4%	18	1%	4	18%	76	416
	2016-2017	30%	162	54%	294	3%	19	0%	2	13%	72	549



Special School District Climate Survey for Paraprofessionals at Partner Districts

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Payroll	2018-2019	30%	99	55%	178	2%	8	2%	5	11%	35	325
	2017-2018	30%	126	53%	218	4%	16	1%	6	12%	49	415
	2016-2017	32%	179	54%	298	5%	25	1%	3	8%	46	551

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Purchasing	2018-2019	9%	29	20%	65	0%	1	1%	3	69%	222	320
	2017-2018	8%	31	15%	63	1%	3	0%	2	76%	308	407
	2016-2017	14%	75	26%	139	0%	2	1%	3	59%	311	530

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Warehouse	2018-2019	8%	27	22%	70	1%	2	1%	2	68%	219	320
	2017-2018	8%	31	16%	65	1%	4	0%	0	75%	307	407
	2016-2017	14%	74	28%	148	1%	4	1%	3	57%	301	530

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Print Shop	2018-2019	9%	28	17%	55	0%	0	1%	2	73%	235	320
	2017-2018	7%	30	14%	58	0%	1	0%	0	78%	318	407
	2016-2017	13%	70	26%	136	0%	1	0%	2	60%	320	529

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Student Data Department (SIS)	2018-2019	8%	24	18%	57	1%	4	1%	2	73%	232	319
	2017-2018	7%	30	16%	67	1%	3	0%	0	75%	307	407
	2016-2017	14%	72	27%	144	0%	2	0%	2	58%	308	528



Special School District Climate Survey for Paraprofessionals at Partner Districts

2016-2019

Satisfaction with SSD Support Departments (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Facilities	2018-2019	13%	43	28%	88	1%	3	1%	3	57%	182	319
	2017-2018	11%	45	26%	104	1%	3	0%	0	63%	254	406
	2016-2017	17%	90	36%	189	0%	2	0%	1	47%	246	528

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Student Transportation	2018-2019	16%	51	42%	134	3%	11	1%	2	38%	123	321
	2017-2018	14%	58	36%	145	5%	21	2%	7	43%	173	404
	2016-2017	20%	108	42%	225	5%	25	2%	9	32%	169	536

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		I Don't Know		Total Responses
Professional Development (Planning and Development Department)	2018-2019	16%	52	44%	141	11%	37	5%	15	24%	78	323
	2017-2018	14%	59	42%	175	12%	50	5%	21	26%	107	412
	2016-2017	23%	124	46%	250	12%	63	3%	18	16%	87	542

Issues or Concerns

	Year	Yes		No		Total Responses
Have you had an issue or concern to discuss with an SSD director, assistant superintendent, or cabinet member this school year?	2018-2019	13%	43	87%	287	330
	2017-2018	14%	57	86%	363	420
	2016-2017	11%	60	89%	500	560

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

Issues or Concerns (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she was available to talk to you.	2018-2019	22%	9	39%	16	17%	7	22%	9	41
	2017-2018	20%	11	40%	22	35%	19	5%	3	55
	2016-2017	24%	14	53%	31	19%	11	3%	2	58

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she was courteous and listened to your concerns.	2018-2019	20%	8	50%	20	10%	4	20%	8	40
	2017-2018	24%	13	42%	23	27%	15	7%	4	55
	2016-2017	28%	16	51%	29	18%	10	4%	2	57

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	2018-2019	20%	8	43%	17	15%	6	23%	9	40
	2017-2018	24%	13	35%	19	29%	16	13%	7	55
	2016-2017	26%	15	53%	30	14%	8	7%	4	57

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

District Communications

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

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
Local Newspaper	2018-2019	9%	28	32%	102	36%	113	23%	71	314
National Newspaper	2018-2019	6%	19	27%	83	41%	126	26%	80	308
Local Television News	2018-2019	28%	90	54%	172	10%	33	8%	26	321
National Television News	2018-2019	23%	74	48%	152	18%	56	11%	36	318
Local Radio	2018-2019	24%	75	56%	176	12%	37	9%	28	316
National Radio	2018-2019	13%	41	34%	106	33%	102	20%	61	310
Social Media (such as Facebook, Twitter, etc.)	2018-2019	20%	64	44%	138	20%	62	16%	51	315
Local News Websites	2018-2019	20%	64	52%	164	16%	52	12%	37	317
National News Websites	2018-2019	18%	58	42%	131	24%	74	16%	51	314

**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

District Communications (Continued)

Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
District Website (SSDMO.org)	2018-2019	36%	115	54%	175	8%	27	2%	6	323
District Social Media Accounts (Facebook, Twitter, etc.)	2018-2019	11%	34	30%	94	36%	112	23%	72	312
Special Edition Newsletter	2018-2019	7%	23	37%	116	37%	114	19%	59	312
Parent Connection Newsletter	2018-2019	8%	24	40%	126	33%	104	19%	58	312
SSD Unfiltered e-Newsletter	2018-2019	7%	21	25%	75	46%	140	23%	69	305
SSD Life	2018-2019	29%	92	60%	194	9%	30	2%	5	321

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.	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
		%	Count	%	Count	%	Count	%	Count	
Facebook	2018-2019	13%	42	31%	98	28%	88	28%	87	315
Twitter	2018-2019	3%	8	13%	39	43%	131	41%	125	303
Instagram	2018-2019	5%	16	17%	52	41%	125	37%	112	305
Snap Chat	2018-2019	2%	7	10%	29	45%	137	43%	131	304
YouTube	2018-2019	7%	22	23%	71	37%	113	33%	101	307
Vimeo	2018-2019	2%	7	8%	24	47%	141	43%	131	303



**Special School District Climate Survey for Paraprofessionals at Partner Districts
2016-2019**

District Communications (Continued)

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner.	2018-2019	21%	69	65%	209	11%	36	2%	8	322
SSD sufficiently shares information about the accomplishments of its teachers and staff.	2018-2019	19%	60	60%	193	18%	58	4%	12	323
SSD sufficiently shares information about the accomplishments of students receiving SSD services.	2018-2019	17%	55	63%	203	17%	55	2%	7	320
SSD sufficiently shares information about District events.	2018-2019	18%	58	71%	226	10%	33	1%	3	320

	Year	Strongly Agree		Agree		Disagree		Strongly Disagree		Total Responses
I feel sufficiently informed about Special School District news and events.	2018-2019	18%	57	67%	218	15%	48	1%	2	325

Special School District Climate Survey for Paraprofessionals at Partner Districts

What grade would you give SSD for how well it is meeting the needs of its students?	2016-2019					
	2018-2019		2017-2018		2016-2017	
A	36%	118	33%	137	39%	218
B	36%	119	42%	174	36%	204
C	22%	71	20%	84	17%	98
D	6%	21	5%	20	6%	36
F	0%	1	1%	4	1%	6
Total Responses		330		419		562

What grade would you give the overall quality of your school?	2016-2019					
	2018-2019		2017-2018		2016-2017	
A	37%	122	34%	141	38%	214
B	32%	105	40%	165	40%	225
C	22%	72	18%	76	14%	81
D	8%	26	6%	25	6%	32
F	2%	5	2%	9	2%	10
Total Responses		330		416		562