

# 2018-19 Climate Survey

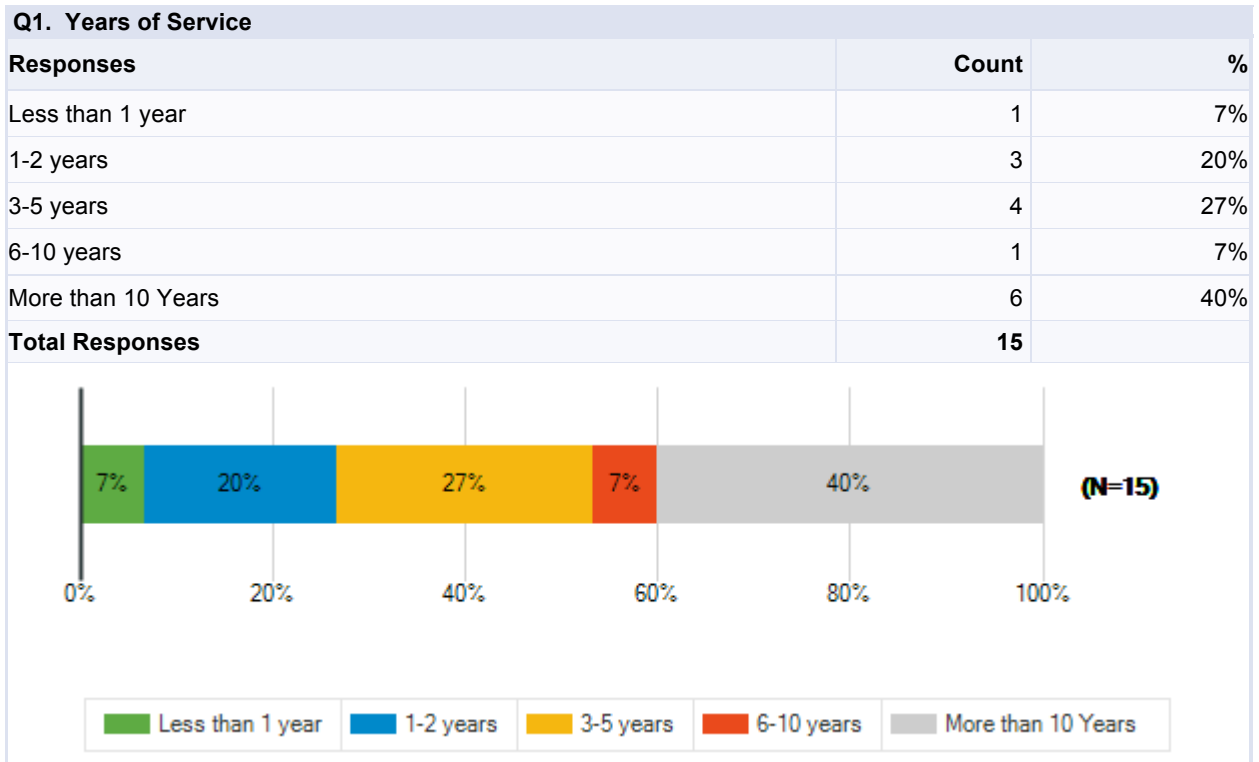
## Paraprofessionals – SSD Schools

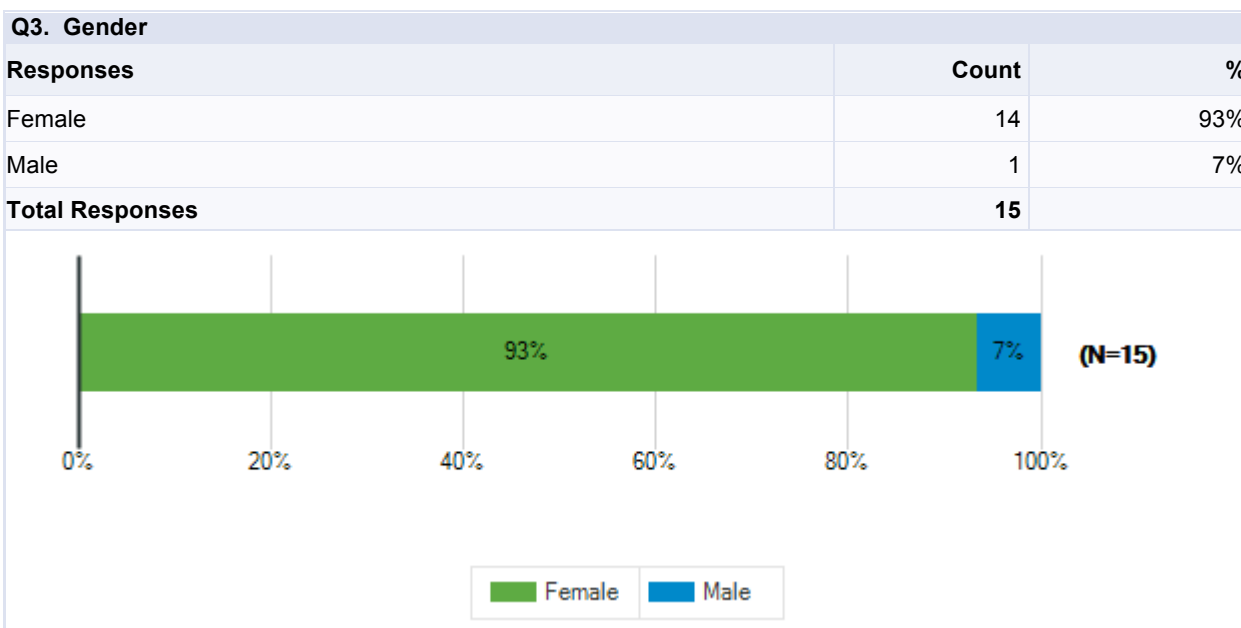
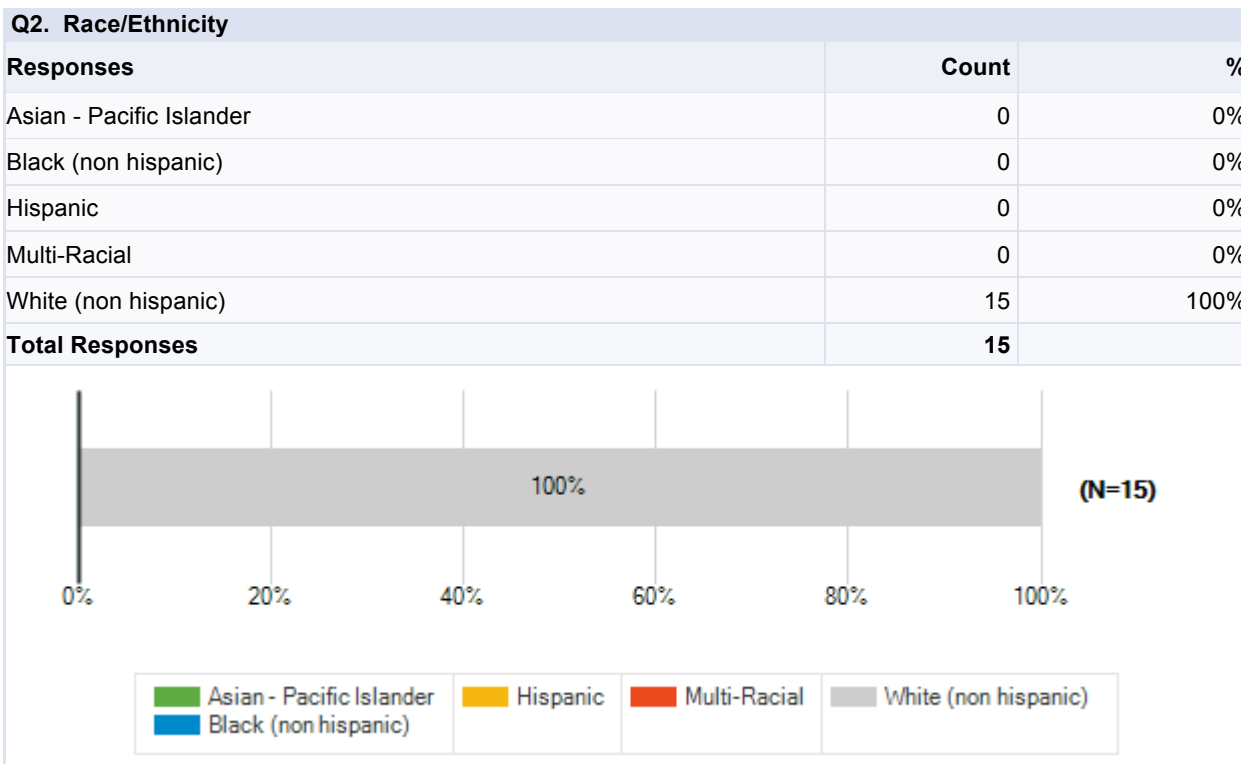
### Survey Results

#### **Southview School (Elementary)**

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



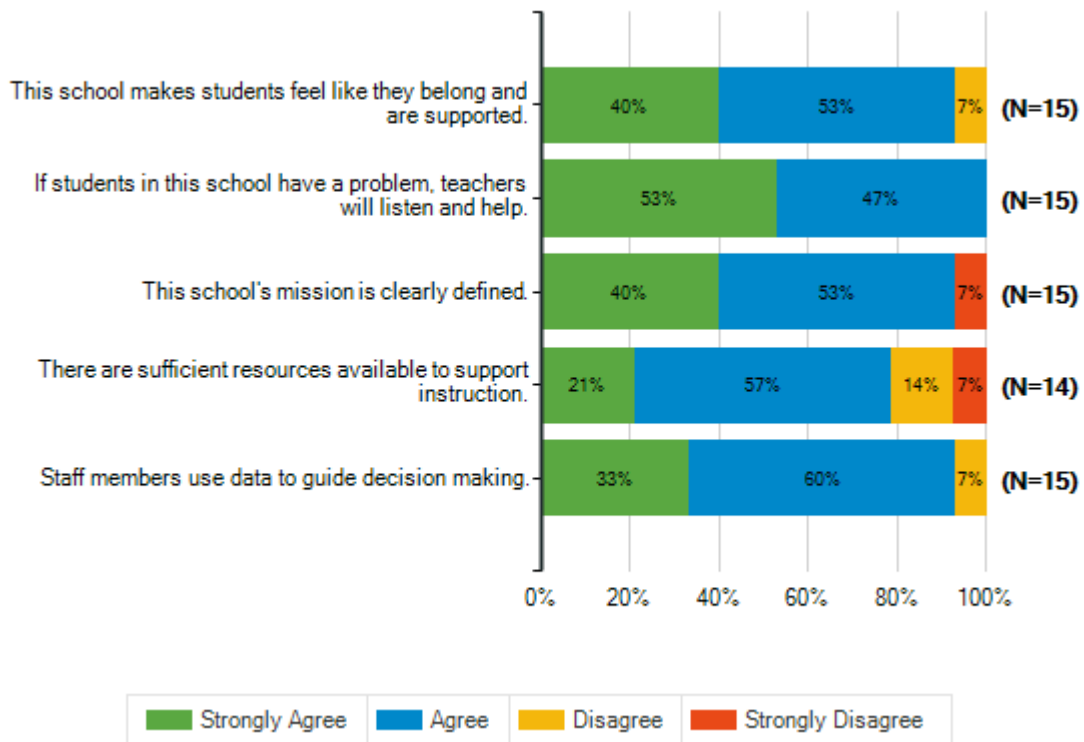




**School Satisfaction**

**Q5. How strongly do you agree or disagree with the following statements?**

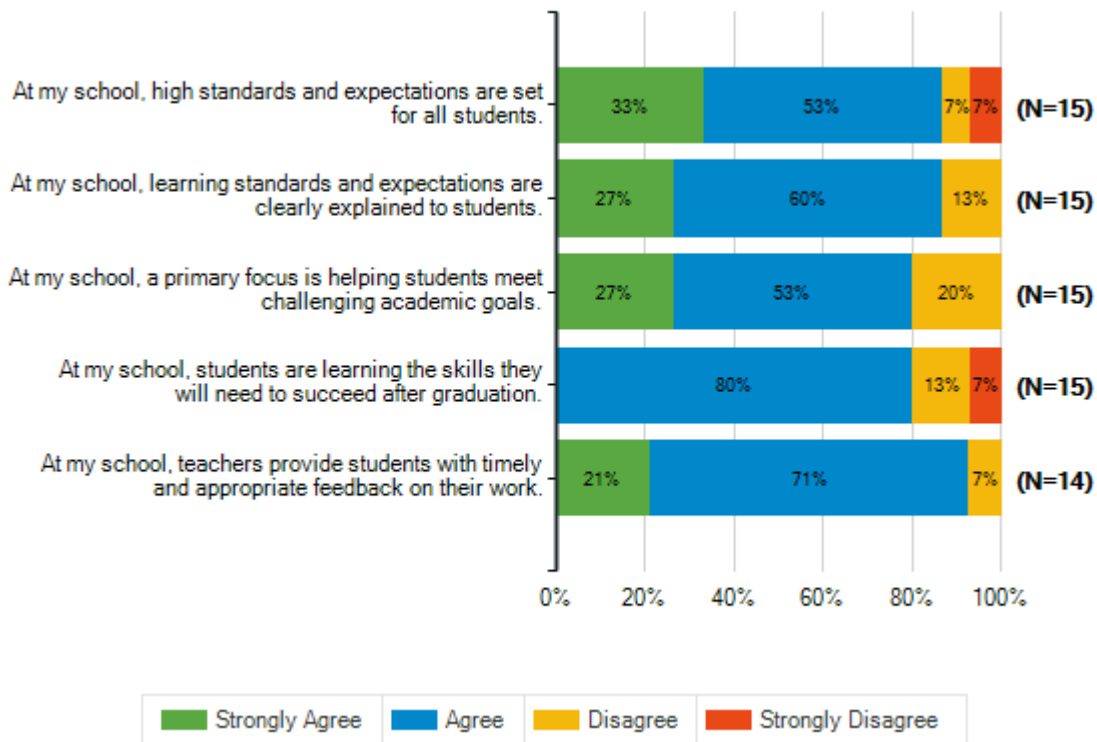
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	This school makes students feel like they belong and are supported.	6 40%	8 53%	1 7%	0 0%	15
(b)	If students in this school have a problem, teachers will listen and help.	8 53%	7 47%	0 0%	0 0%	15
(c)	This school's mission is clearly defined.	6 40%	8 53%	0 0%	1 7%	15
(d)	There are sufficient resources available to support instruction.	3 21%	8 57%	2 14%	1 7%	14
(e)	Staff members use data to guide decision making.	5 33%	9 60%	1 7%	0 0%	15



**Academic Preparation**

**Q6. How strongly do you agree or disagree with the following statements?**

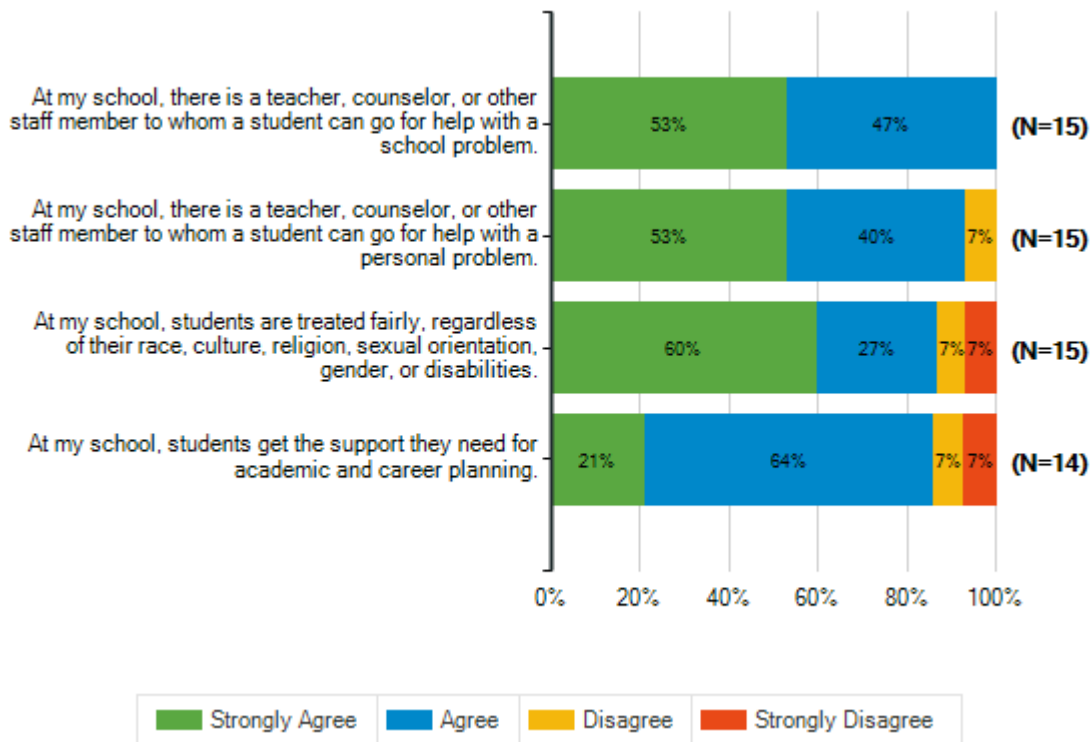
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, high standards and expectations are set for all students.	5 33%	8 53%	1 7%	1 7%	15
(b)	At my school, learning standards and expectations are clearly explained to students.	4 27%	9 60%	2 13%	0 0%	15
(c)	At my school, a primary focus is helping students meet challenging academic goals.	4 27%	8 53%	3 20%	0 0%	15
(d)	At my school, students are learning the skills they will need to succeed after graduation.	0 0%	12 80%	2 13%	1 7%	15
(e)	At my school, teachers provide students with timely and appropriate feedback on their work.	3 21%	10 71%	1 7%	0 0%	14



**Student Support**

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

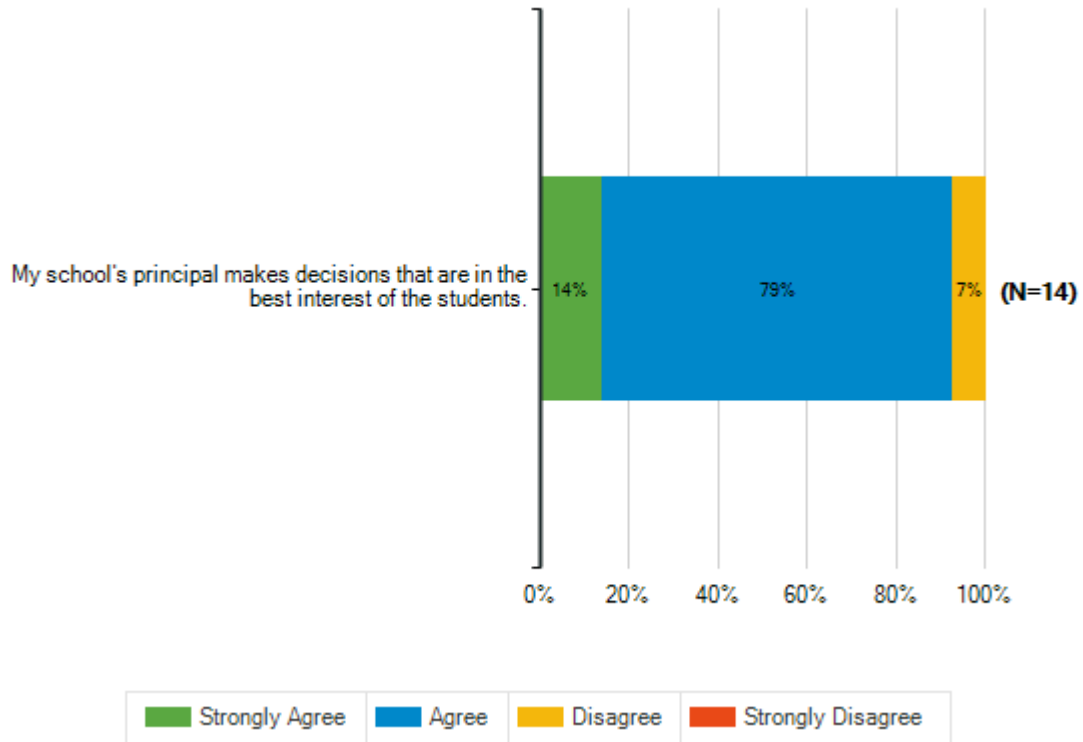
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	8 53%	7 47%	0 0%	0 0%	15
(b)	At my school, there is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	8 53%	6 40%	1 7%	0 0%	15
(c)	At my school, students are treated fairly, regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	9 60%	4 27%	1 7%	1 7%	15
(d)	At my school, students get the support they need for academic and career planning.	3 21%	9 64%	1 7%	1 7%	14



**School Principal**

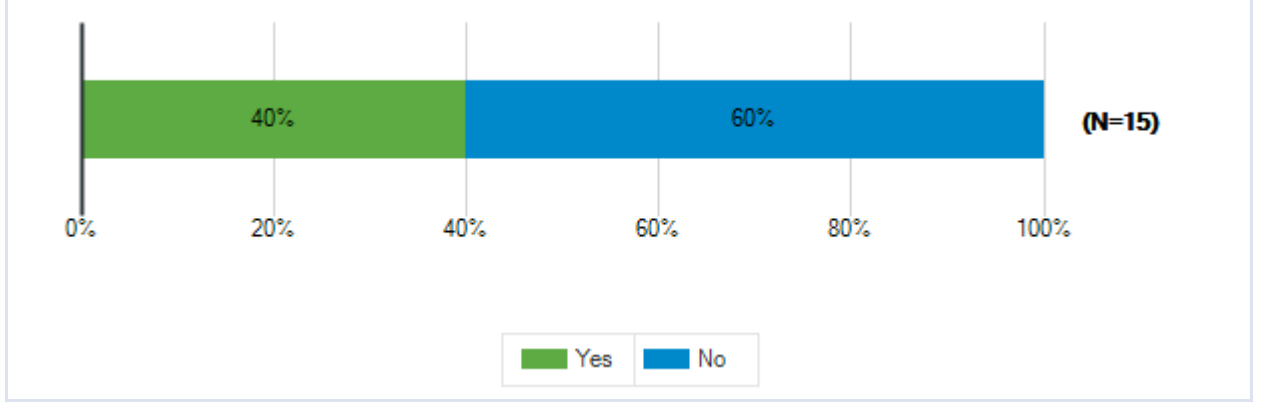
**Q8. How strongly do you agree or disagree with the following statement?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	My school's principal makes decisions that are in the best interest of the students.	2 14%	11 79%	1 7%	0 0%	14



**Q9. Have you had an issue or concern to discuss with the principal or assistant principal this school year?**

Responses	Count	%
Yes	6	40%
No	9	60%
<b>Total Responses</b>	<b>15</b>	

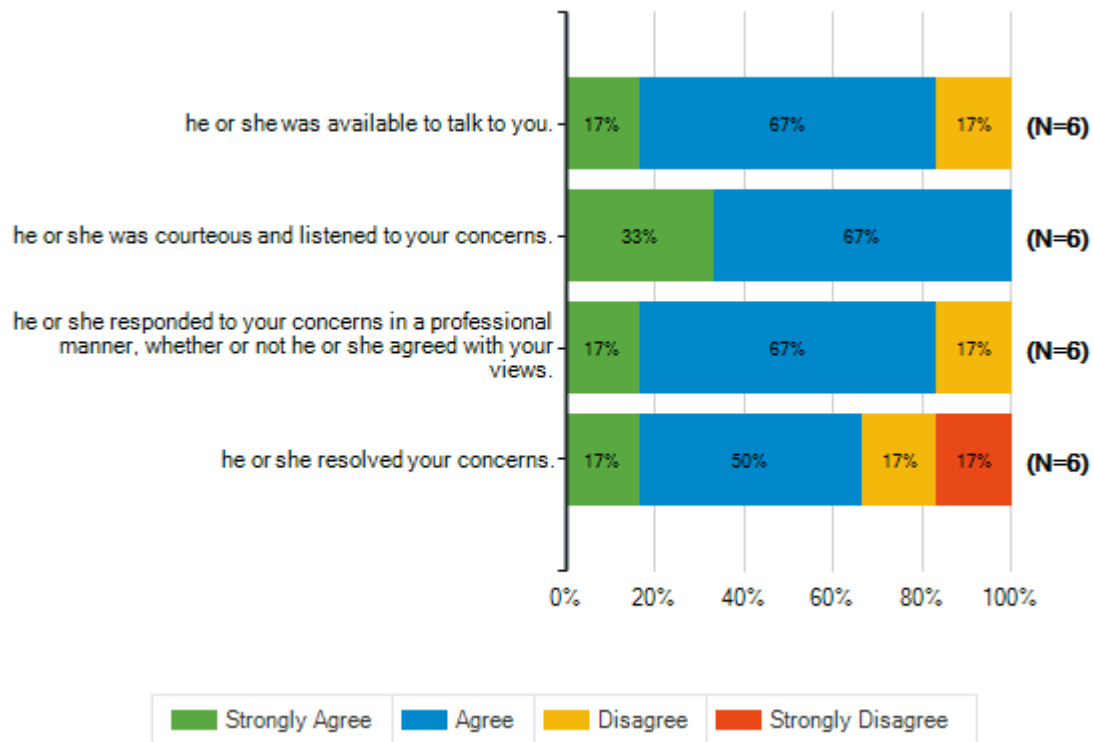




**How strongly do you agree or disagree with the following statements?**

**Q10. When you have had an issue or a concern to discuss with the principal or assistant principal ...**

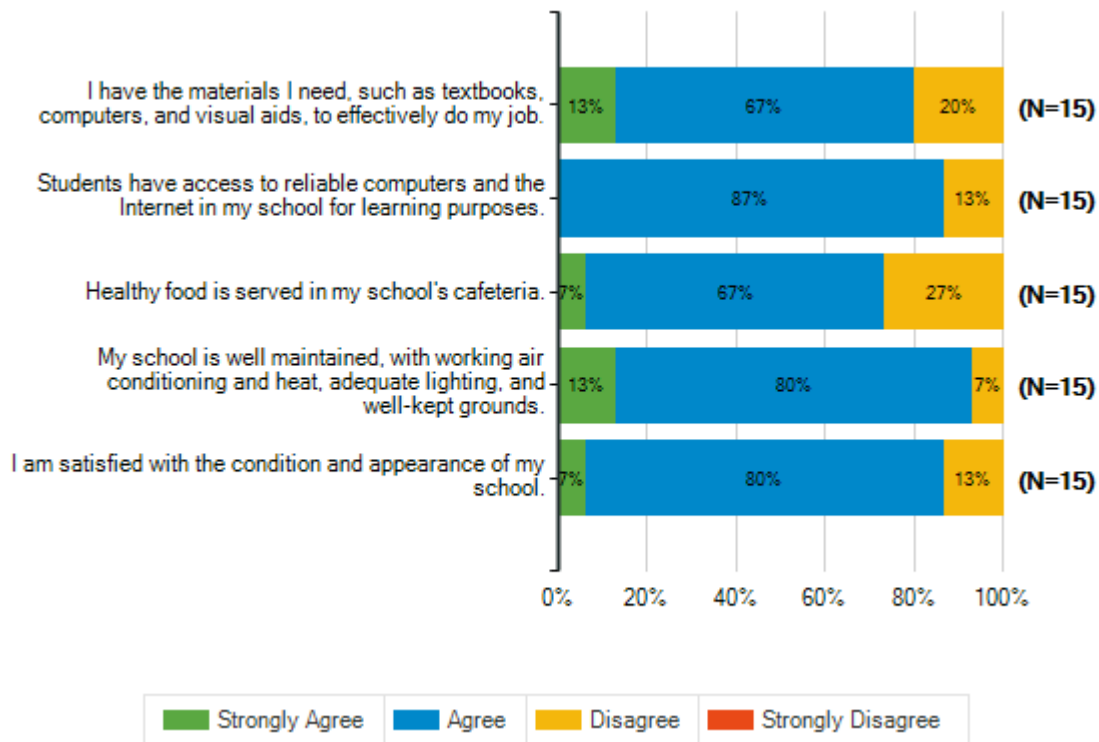
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) he or she was available to talk to you.	1 17%	4 67%	1 17%	0 0%	6
(b) he or she was courteous and listened to your concerns.	2 33%	4 67%	0 0%	0 0%	6
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	1 17%	4 67%	1 17%	0 0%	6
(d) he or she resolved your concerns.	1 17%	3 50%	1 17%	1 17%	6



**School Operations**

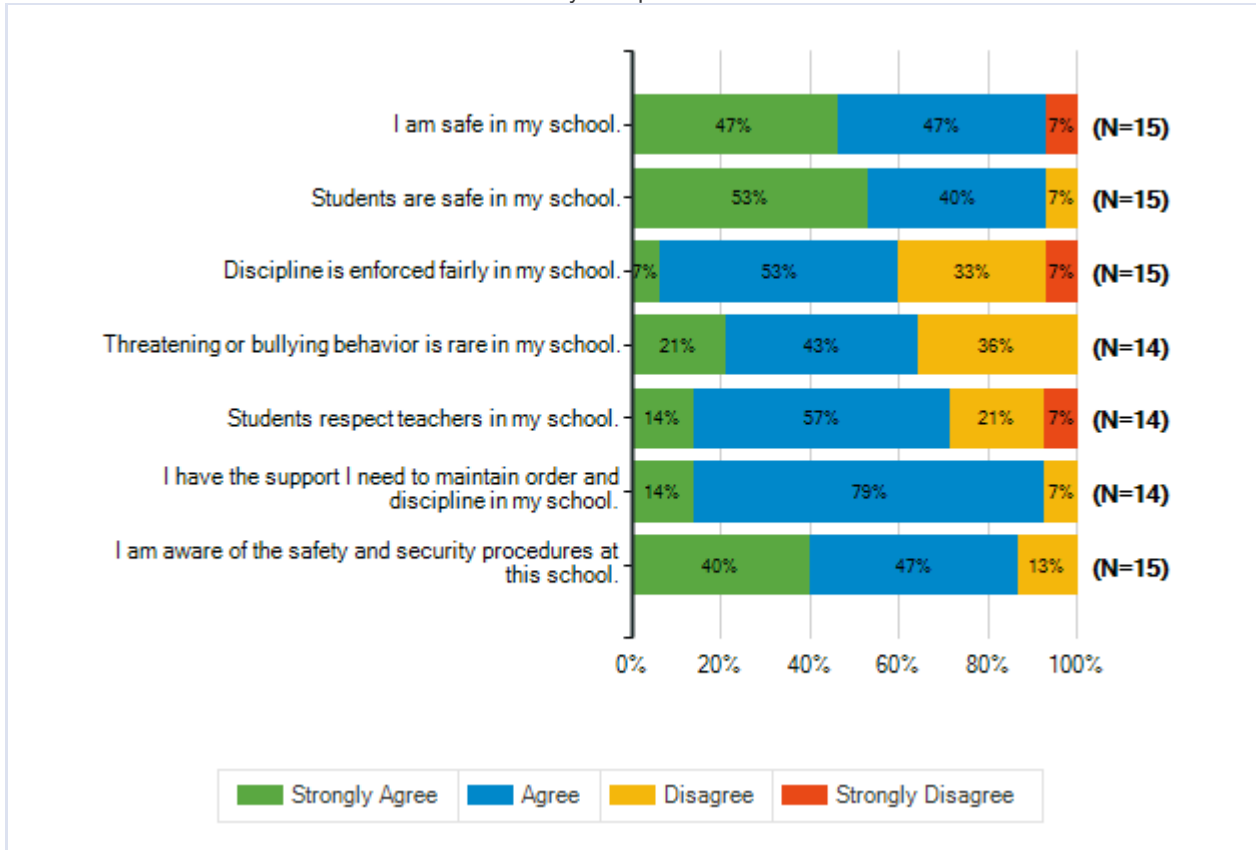
**Q11. How strongly do you agree or disagree with the following statements?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I have the materials I need, such as textbooks, computers, and visual aids, to effectively do my job.	2 13%	10 67%	3 20%	0 0%	15
(b)	Students have access to reliable computers and the Internet in my school for learning purposes.	0 0%	13 87%	2 13%	0 0%	15
(c)	Healthy food is served in my school's cafeteria.	1 7%	10 67%	4 27%	0 0%	15
(d)	My school is well maintained, with working air conditioning and heat, adequate lighting, and well-kept grounds.	2 13%	12 80%	1 7%	0 0%	15
(e)	I am satisfied with the condition and appearance of my school.	1 7%	12 80%	2 13%	0 0%	15



<b>Safety and Behavior</b>					
<b>Q12. 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 am safe in my school.	7 47%	7 47%	0 0%	1 7%	15
(b) Students are safe in my school.	8 53%	6 40%	1 7%	0 0%	15
(c) Discipline is enforced fairly in my school.	1 7%	8 53%	5 33%	1 7%	15
(d) Threatening or bullying behavior is rare in my school.	3 21%	6 43%	5 36%	0 0%	14
(e) Students respect teachers in my school.	2 14%	8 57%	3 21%	1 7%	14
(f) I have the support I need to maintain order and discipline in my school.	2 14%	11 79%	1 7%	0 0%	14
(g) I am aware of the safety and security procedures at this school.	6 40%	7 47%	2 13%	0 0%	15

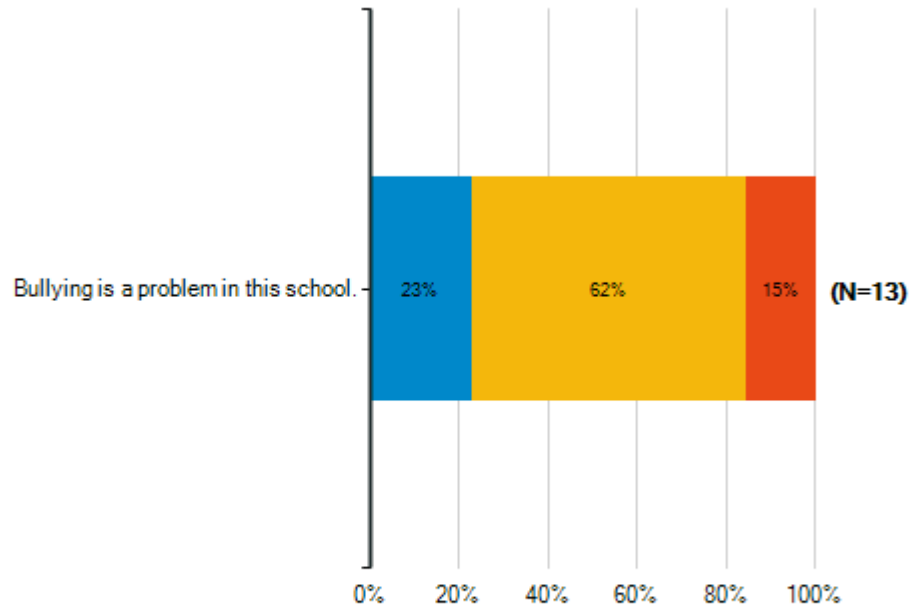
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**Safety and Behavior**

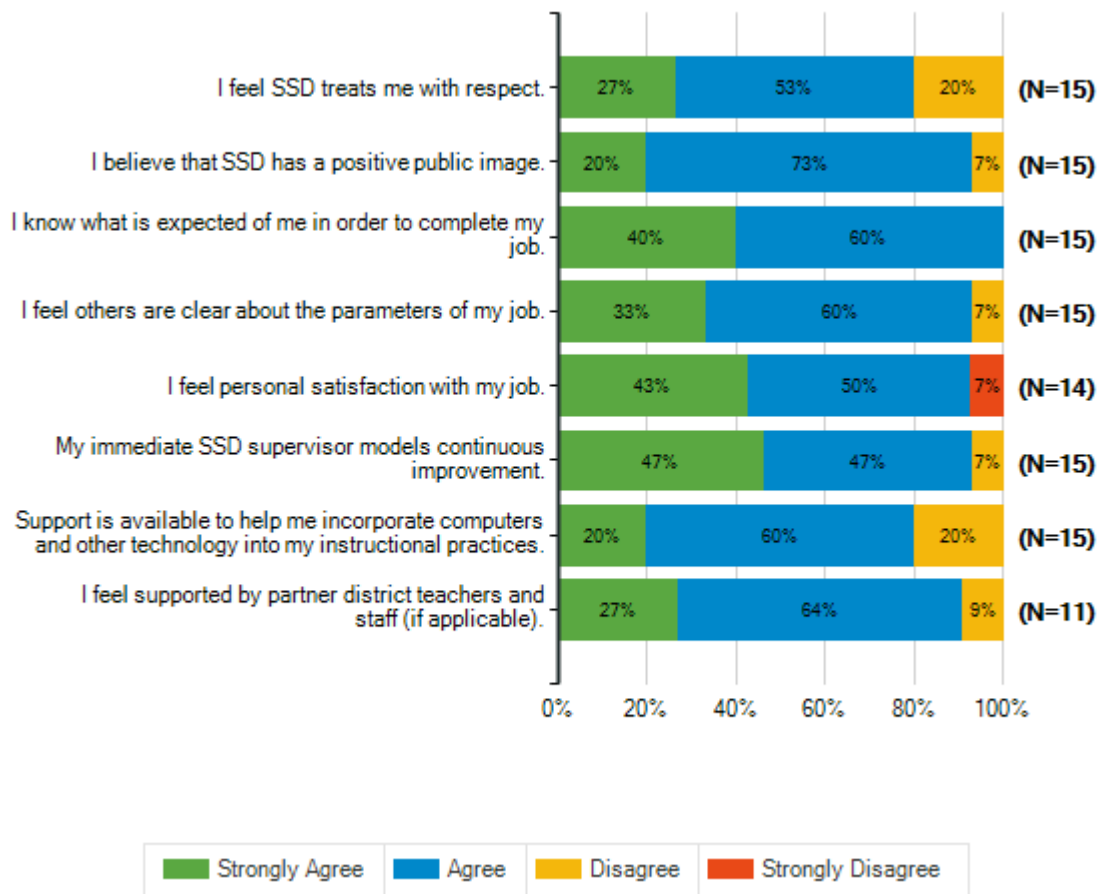
**Q13. How strongly do you agree or disagree with the statement below?**

	<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.	0	3	8	2	13
	0%	23%	62%	15%	



<b>Job Satisfaction</b>						
<b>Q14. 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.	4 27%	8 53%	3 20%	0 0%	15
(b)	I believe that SSD has a positive public image.	3 20%	11 73%	1 7%	0 0%	15
(c)	I know what is expected of me in order to complete my job.	6 40%	9 60%	0 0%	0 0%	15
(d)	I feel others are clear about the parameters of my job.	5 33%	9 60%	1 7%	0 0%	15
(e)	I feel personal satisfaction with my job.	6 43%	7 50%	0 0%	1 7%	14
(f)	My immediate SSD supervisor models continuous improvement.	7 47%	7 47%	1 7%	0 0%	15
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	3 20%	9 60%	3 20%	0 0%	15
(h)	I feel supported by partner district teachers and staff (if applicable).	3 27%	7 64%	1 9%	0 0%	11

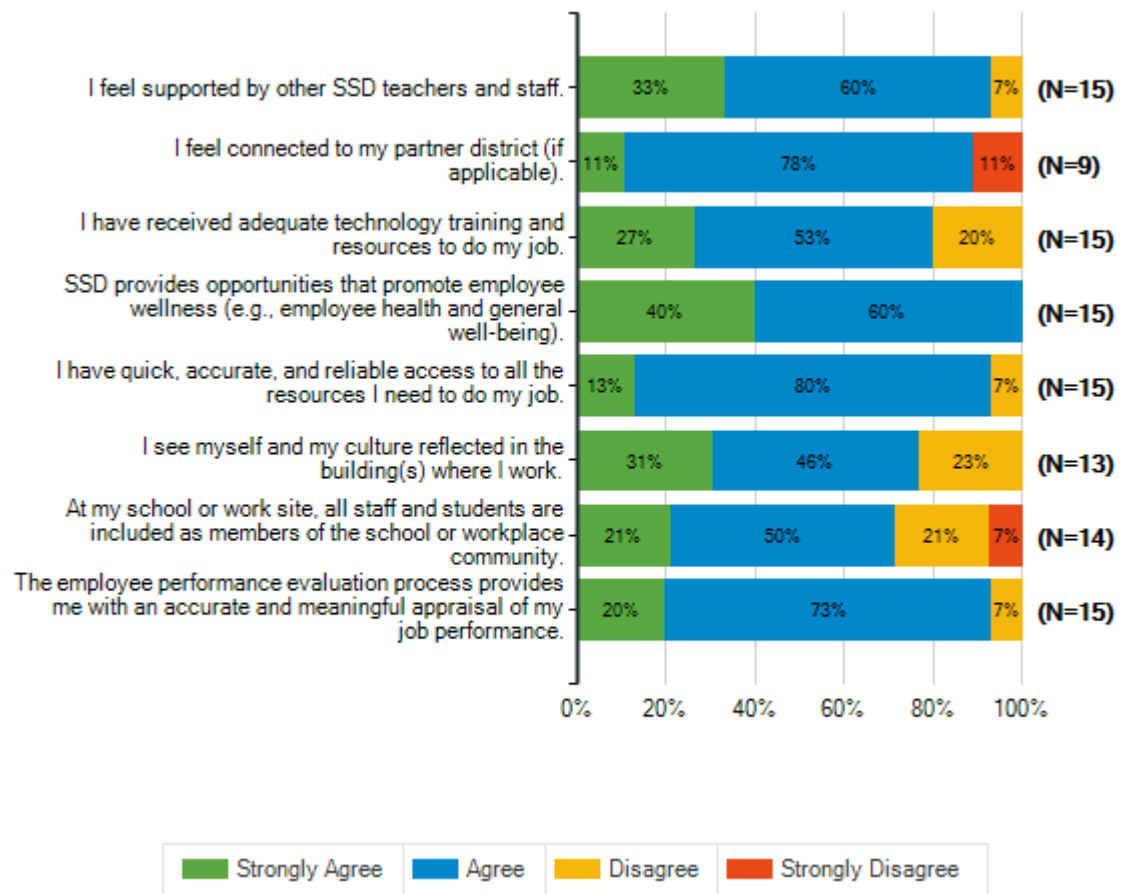
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<b>Job Satisfaction (Continued)</b>						
<b>Q15. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel supported by other SSD teachers and staff.	5 33%	9 60%	1 7%	0 0%	15
(b)	I feel connected to my partner district (if applicable).	1 11%	7 78%	0 0%	1 11%	9
(c)	I have received adequate technology training and resources to do my job.	4 27%	8 53%	3 20%	0 0%	15
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	6 40%	9 60%	0 0%	0 0%	15
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	2 13%	12 80%	1 7%	0 0%	15
(f)	I see myself and my culture reflected in the building(s) where I work.	4 31%	6 46%	3 23%	0 0%	13
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	3 21%	7 50%	3 21%	1 7%	14
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	3 20%	11 73%	1 7%	0 0%	15



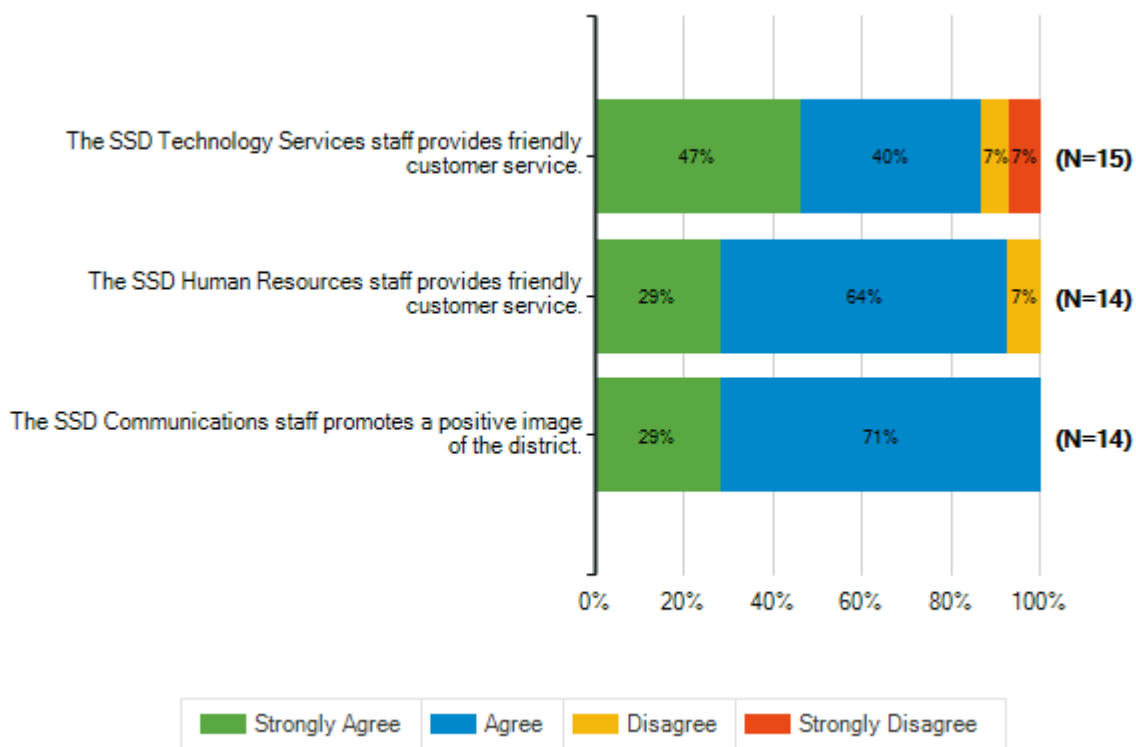
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**Satisfaction With SSD Support Departments**

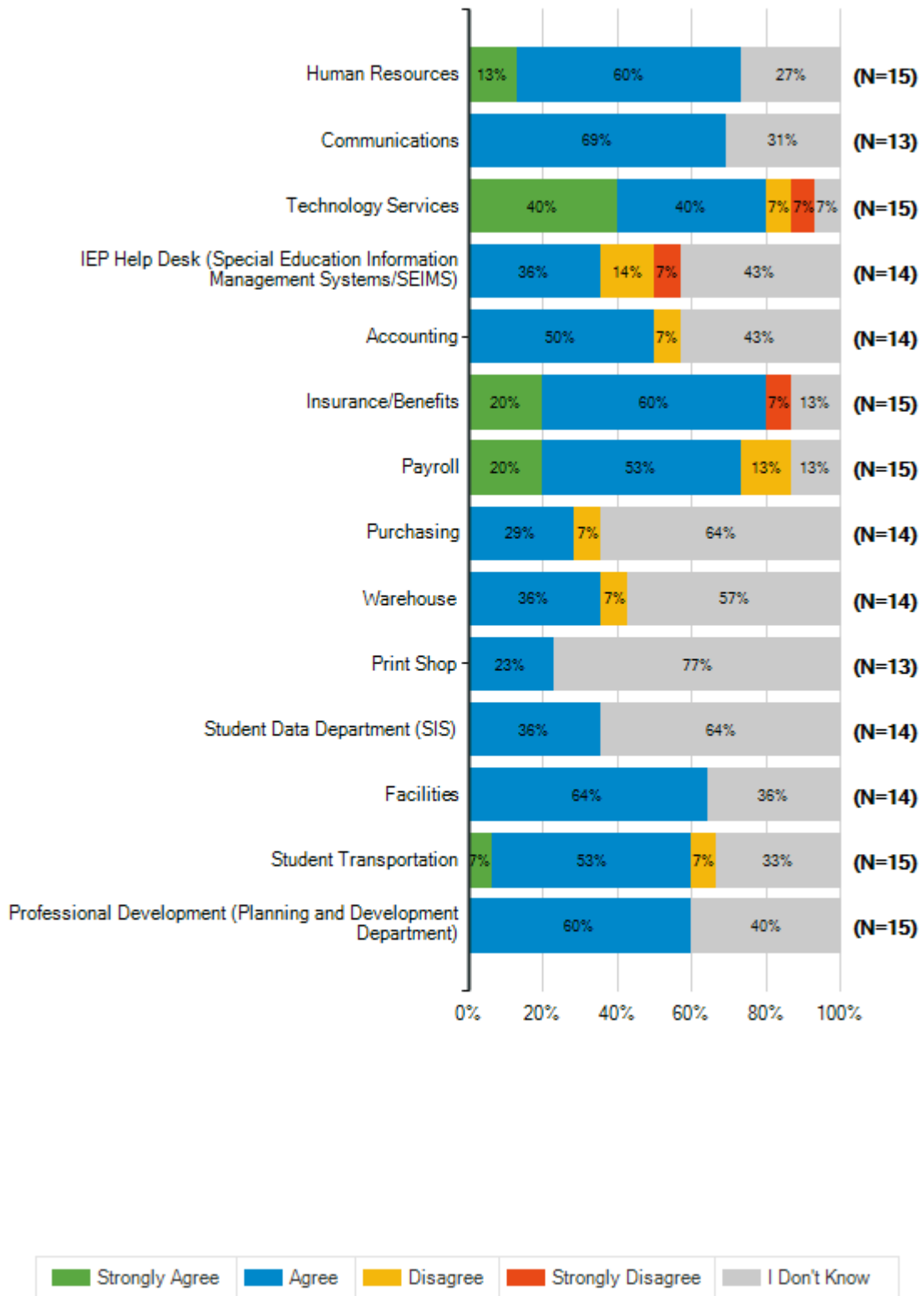
**Q16. How strongly do you agree or disagree with the following statements?**

		<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.	7 47%	6 40%	1 7%	1 7%	15
(b)	The SSD Human Resources staff provides friendly customer service.	4 29%	9 64%	1 7%	0 0%	14
(c)	The SSD Communications staff promotes a positive image of the district.	4 29%	10 71%	0 0%	0 0%	14



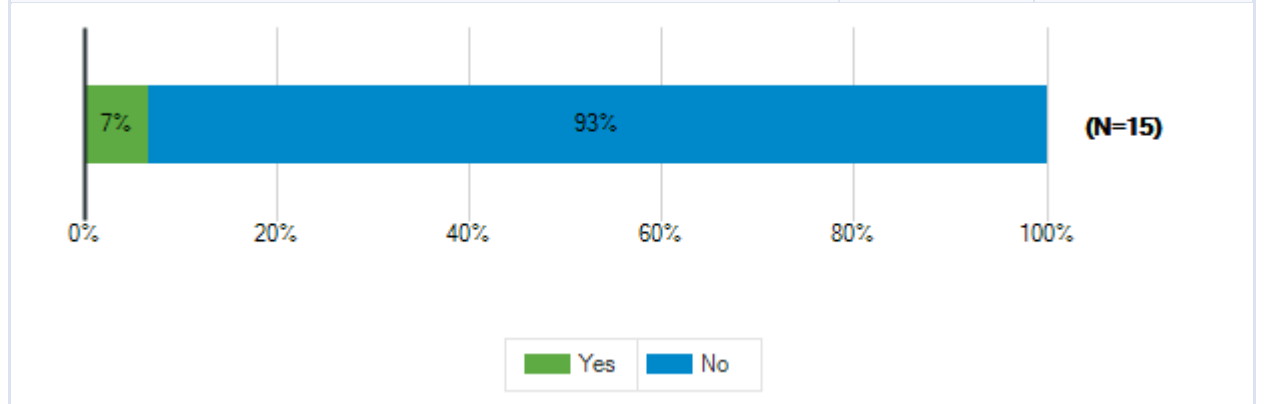
<b>Q17. I am satisfied with the service provided by the following SSD departments</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>I Don't Know</b>	<b>Total Responses</b>
(a)	Human Resources	2 13%	9 60%	0 0%	0 0%	4 27%	15
(b)	Communications	0 0%	9 69%	0 0%	0 0%	4 31%	13
(c)	Technology Services	6 40%	6 40%	1 7%	1 7%	1 7%	15
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	0 0%	5 36%	2 14%	1 7%	6 43%	14
(e)	Accounting	0 0%	7 50%	1 7%	0 0%	6 43%	14
(f)	Insurance/Benefits	3 20%	9 60%	0 0%	1 7%	2 13%	15
(g)	Payroll	3 20%	8 53%	2 13%	0 0%	2 13%	15
(h)	Purchasing	0 0%	4 29%	1 7%	0 0%	9 64%	14
(i)	Warehouse	0 0%	5 36%	1 7%	0 0%	8 57%	14
(j)	Print Shop	0 0%	3 23%	0 0%	0 0%	10 77%	13
(k)	Student Data Department (SIS)	0 0%	5 36%	0 0%	0 0%	9 64%	14
(l)	Facilities	0 0%	9 64%	0 0%	0 0%	5 36%	14
(m)	Student Transportation	1 7%	8 53%	1 7%	0 0%	5 33%	15
(n)	Professional Development (Planning and Development Department)	0 0%	9 60%	0 0%	0 0%	6 40%	15

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**Q18. Have you had an issue or concern to discuss with an SSD director, assistant superintendent or cabinet member this school year?**

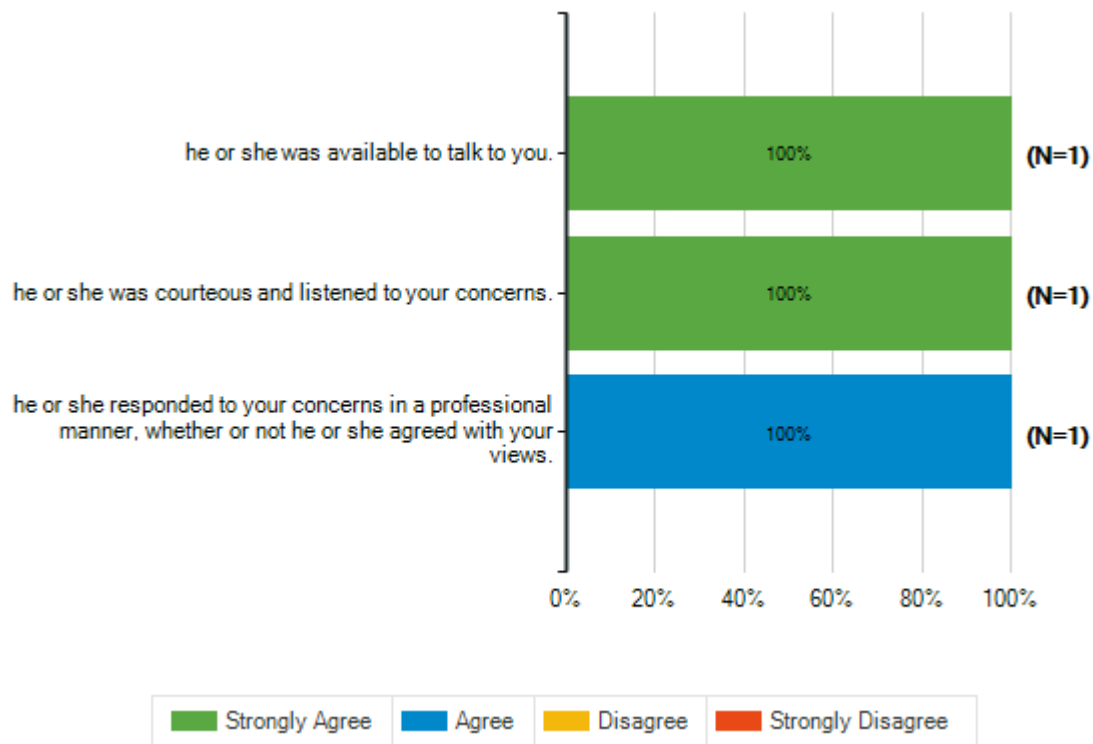
Responses	Count	%
Yes	1	7%
No	14	93%
<b>Total Responses</b>	<b>15</b>	



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

**Q19. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...**

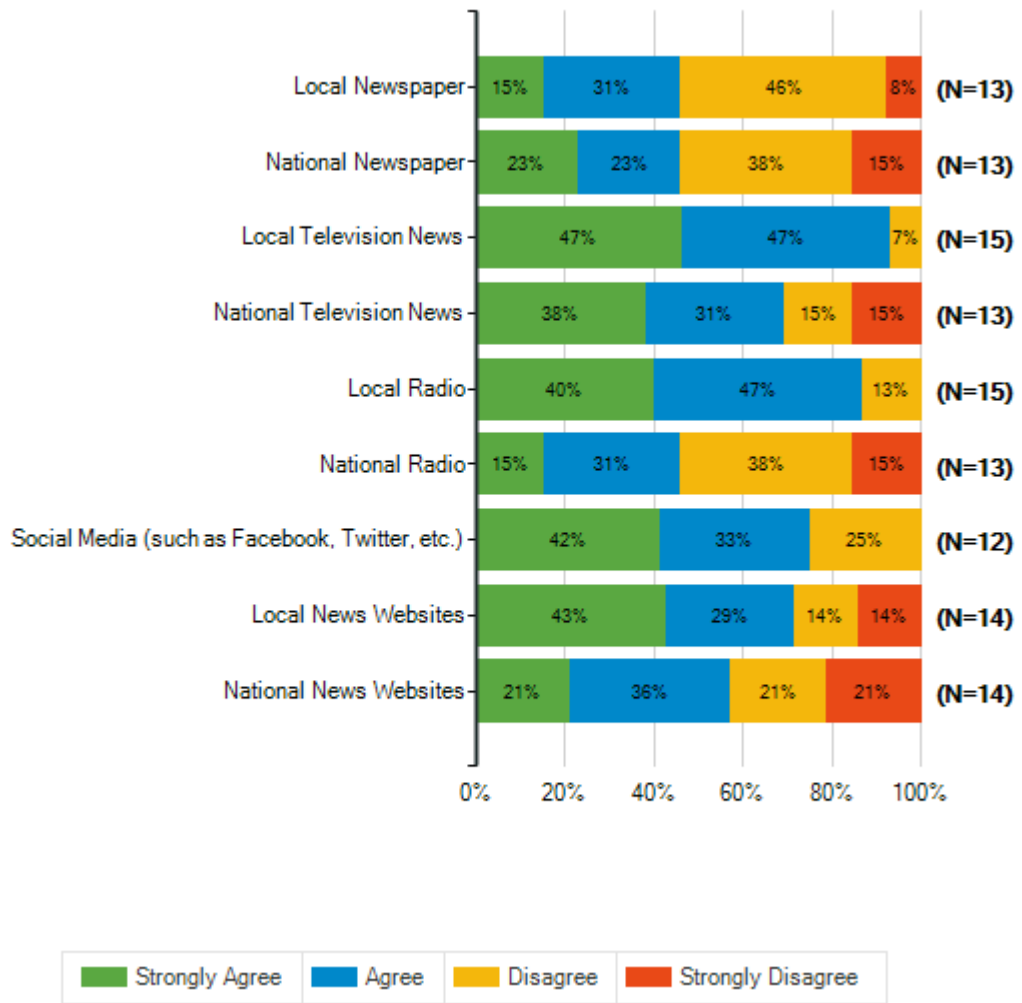
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	1 100%	0 0%	0 0%	0 0%	1
(b) he or she was courteous and listened to your concerns.	1 100%	0 0%	0 0%	0 0%	1
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	0 0%	1 100%	0 0%	0 0%	1



**Q20. 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	2 15%	4 31%	6 46%	1 8%	13
(b)	National Newspaper	3 23%	3 23%	5 38%	2 15%	13
(c)	Local Television News	7 47%	7 47%	1 7%	0 0%	15
(d)	National Television News	5 38%	4 31%	2 15%	2 15%	13
(e)	Local Radio	6 40%	7 47%	2 13%	0 0%	15
(f)	National Radio	2 15%	4 31%	5 38%	2 15%	13
(g)	Social Media (such as Facebook, Twitter, etc.)	5 42%	4 33%	3 25%	0 0%	12
(h)	Local News Websites	6 43%	4 29%	2 14%	2 14%	14
(i)	National News Websites	3 21%	5 36%	3 21%	3 21%	14

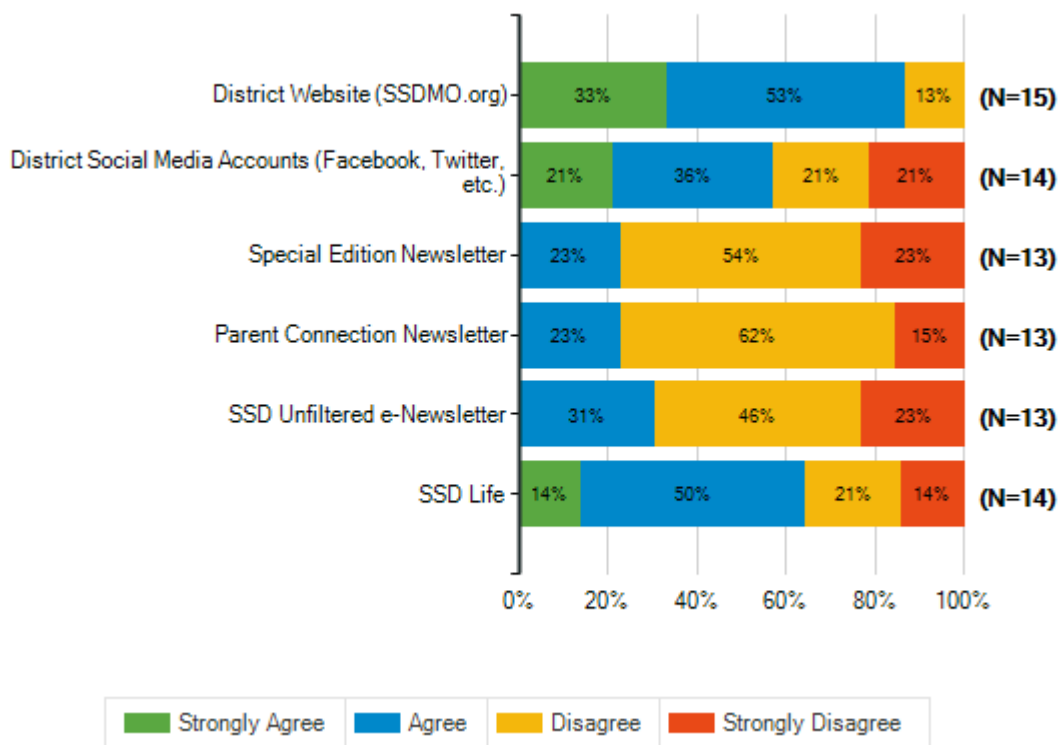
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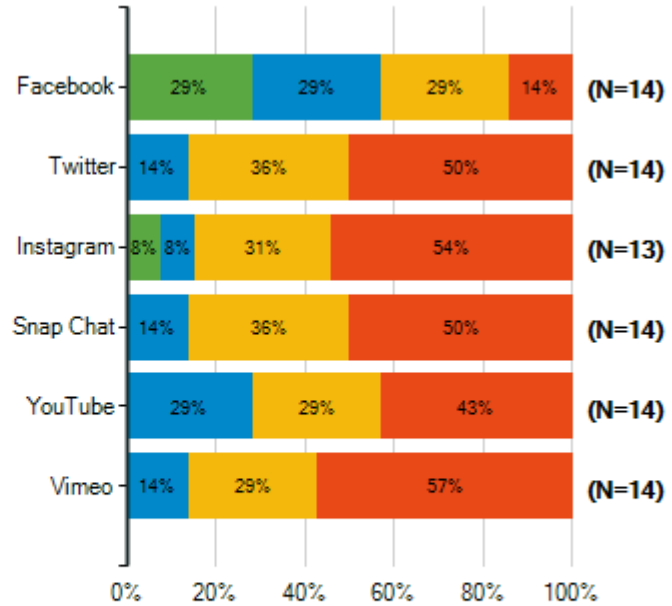
**Q21. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	5 33%	8 53%	2 13%	0 0%	15
(b) District Social Media Accounts (Facebook, Twitter, etc.)	3 21%	5 36%	3 21%	3 21%	14
(c) Special Edition Newsletter	0 0%	3 23%	7 54%	3 23%	13
(d) Parent Connection Newsletter	0 0%	3 23%	8 62%	2 15%	13
(e) SSD Unfiltered e-Newsletter	0 0%	4 31%	6 46%	3 23%	13
(f) SSD Life	2 14%	7 50%	3 21%	2 14%	14



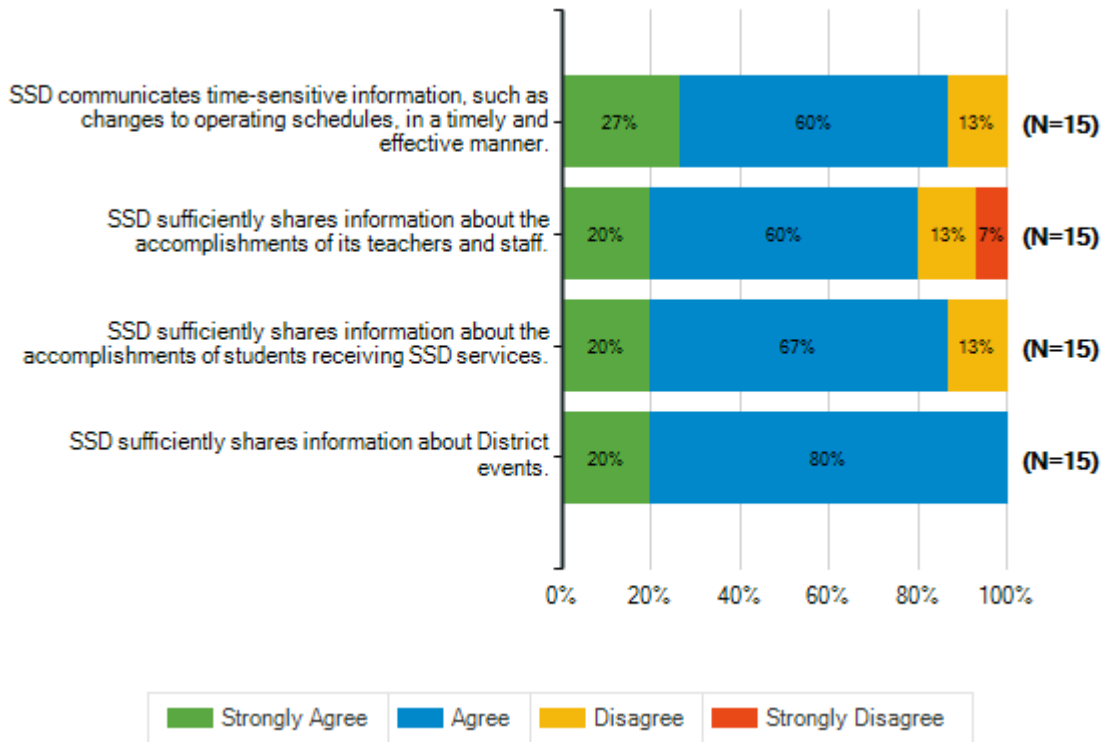
**Q22. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	4 29%	4 29%	4 29%	2 14%	14
(b) Twitter	0 0%	2 14%	5 36%	7 50%	14
(c) Instagram	1 8%	1 8%	4 31%	7 54%	13
(d) Snap Chat	0 0%	2 14%	5 36%	7 50%	14
(e) YouTube	0 0%	4 29%	4 29%	6 43%	14
(f) Vimeo	0 0%	2 14%	4 29%	8 57%	14



**Q23. 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.	4 27%	9 60%	2 13%	0 0%	15
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	3 20%	9 60%	2 13%	1 7%	15
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	3 20%	10 67%	2 13%	0 0%	15
(d)	SSD sufficiently shares information about District events.	3 20%	12 80%	0 0%	0 0%	15



**Q24. Please indicate the extent to which you agree or disagree with the following statement.**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel sufficiently informed about Special School District news and events.	2 14%	11 79%	1 7%	0 0%	14

