

# 2018-19 Climate Survey

## SSD Teachers – Partner Districts

### Survey Results

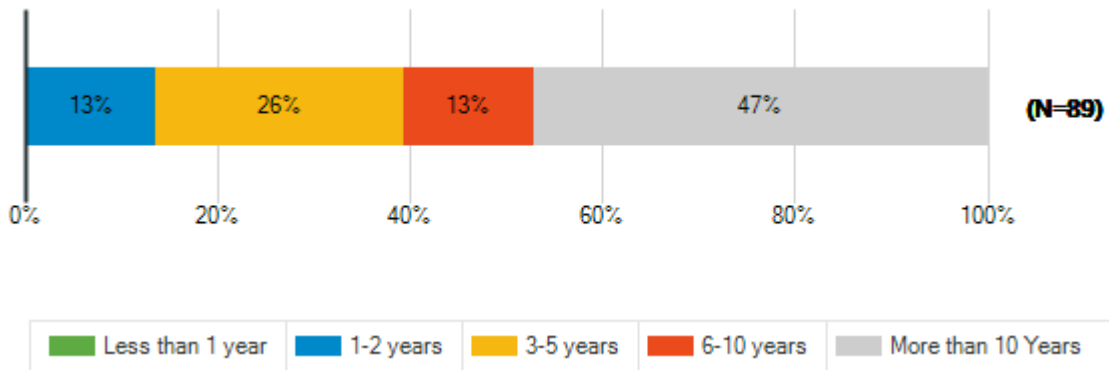
#### **Ferguson-Florissant School District**

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

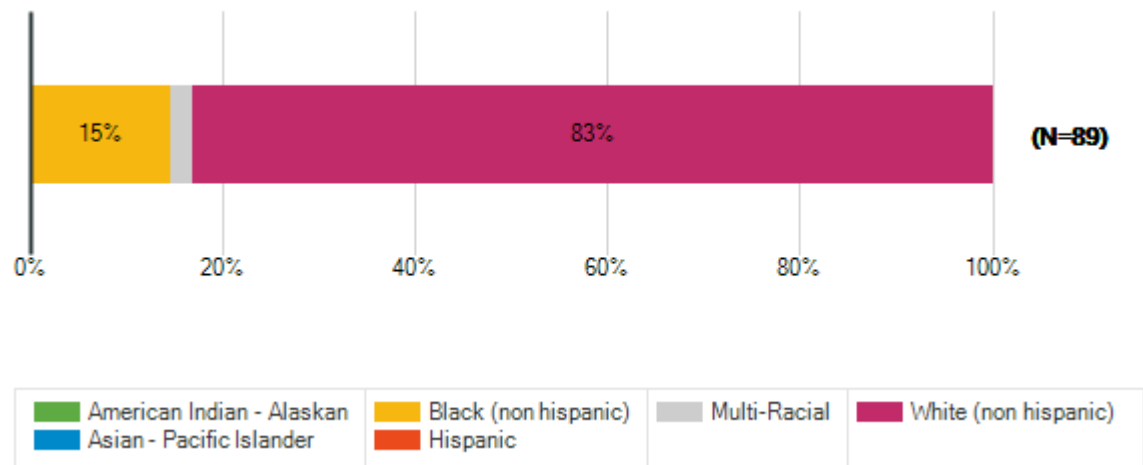


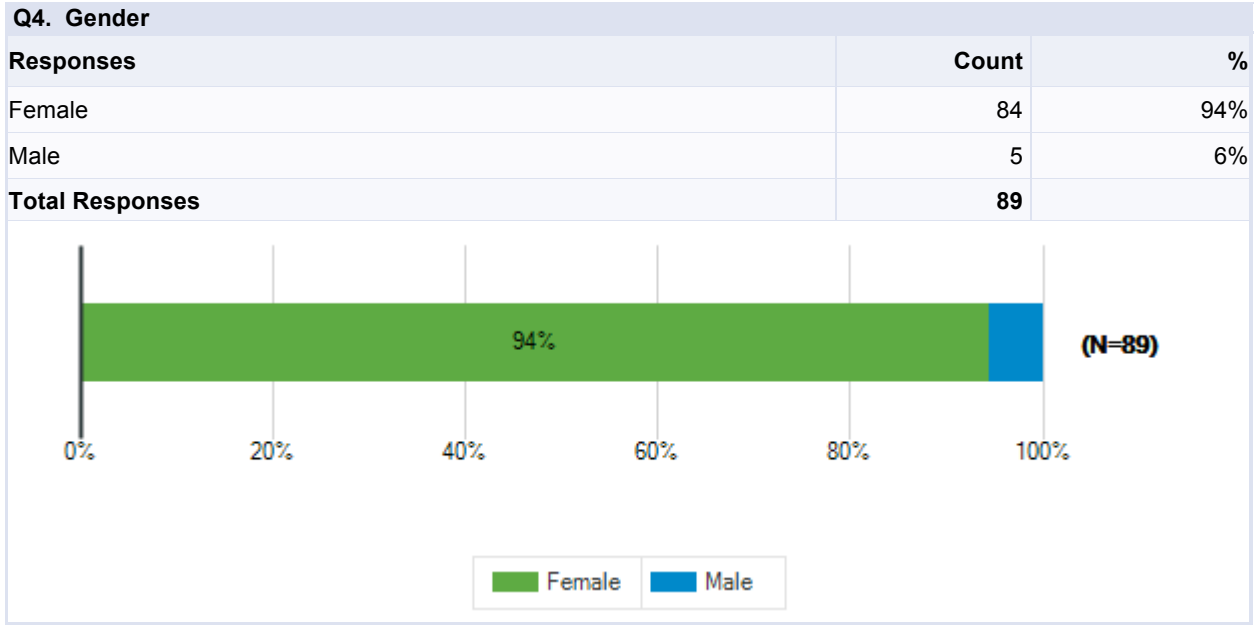
**Q1. Years of Service**

Responses	Count	%
Less than 1 year	0	0%
1-2 years	12	13%
3-5 years	23	26%
6-10 years	12	13%
More than 10 Years	42	47%
<b>Total Responses</b>	<b>89</b>	



<b>Q3. Race/Ethnicity</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
American Indian - Alaskan	0	0%
Asian - Pacific Islander	0	0%
Black (non hispanic)	13	15%
Hispanic	0	0%
Multi-Racial	2	2%
White (non hispanic)	74	83%
<b>Total Responses</b>	<b>89</b>	

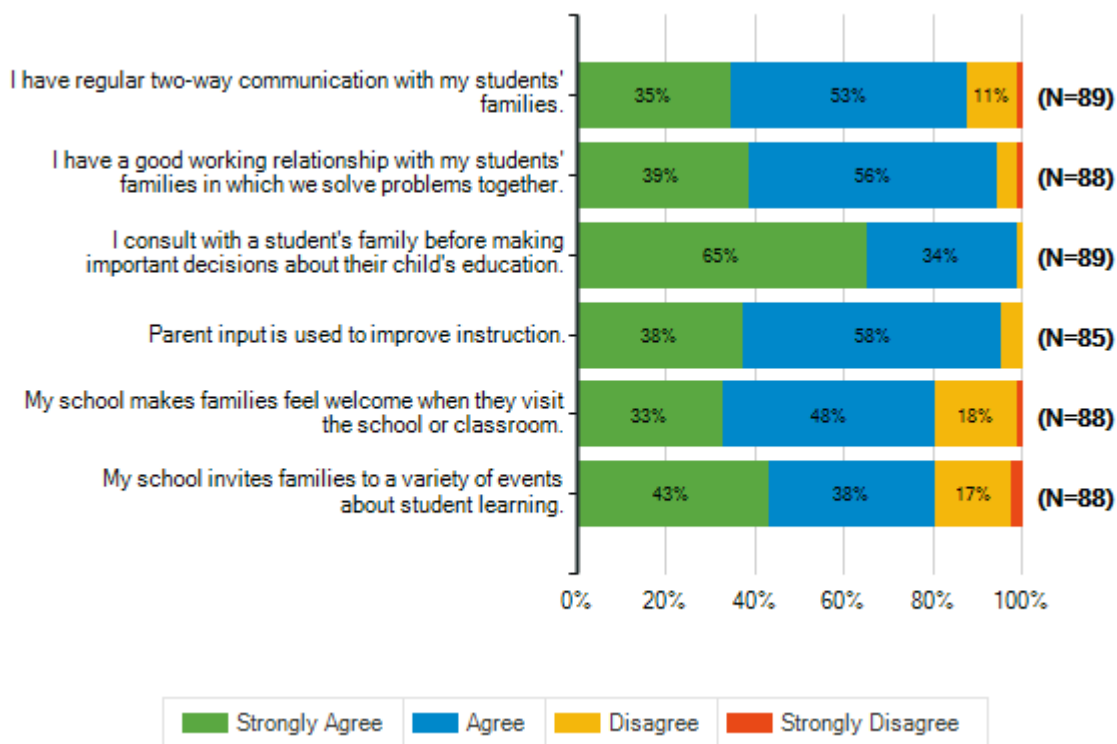




**Parent and Family Engagement**

**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 have regular two-way communication with my students' families.	31 35%	47 53%	10 11%	1 1%	89
(b)	I have a good working relationship with my students' families in which we solve problems together.	34 39%	49 56%	4 5%	1 1%	88
(c)	I consult with a student's family before making important decisions about their child's education.	58 65%	30 34%	1 1%	0 0%	89
(d)	Parent input is used to improve instruction.	32 38%	49 58%	4 5%	0 0%	85
(e)	My school makes families feel welcome when they visit the school or classroom.	29 33%	42 48%	16 18%	1 1%	88
(f)	My school invites families to a variety of events about student learning.	38 43%	33 38%	15 17%	2 2%	88

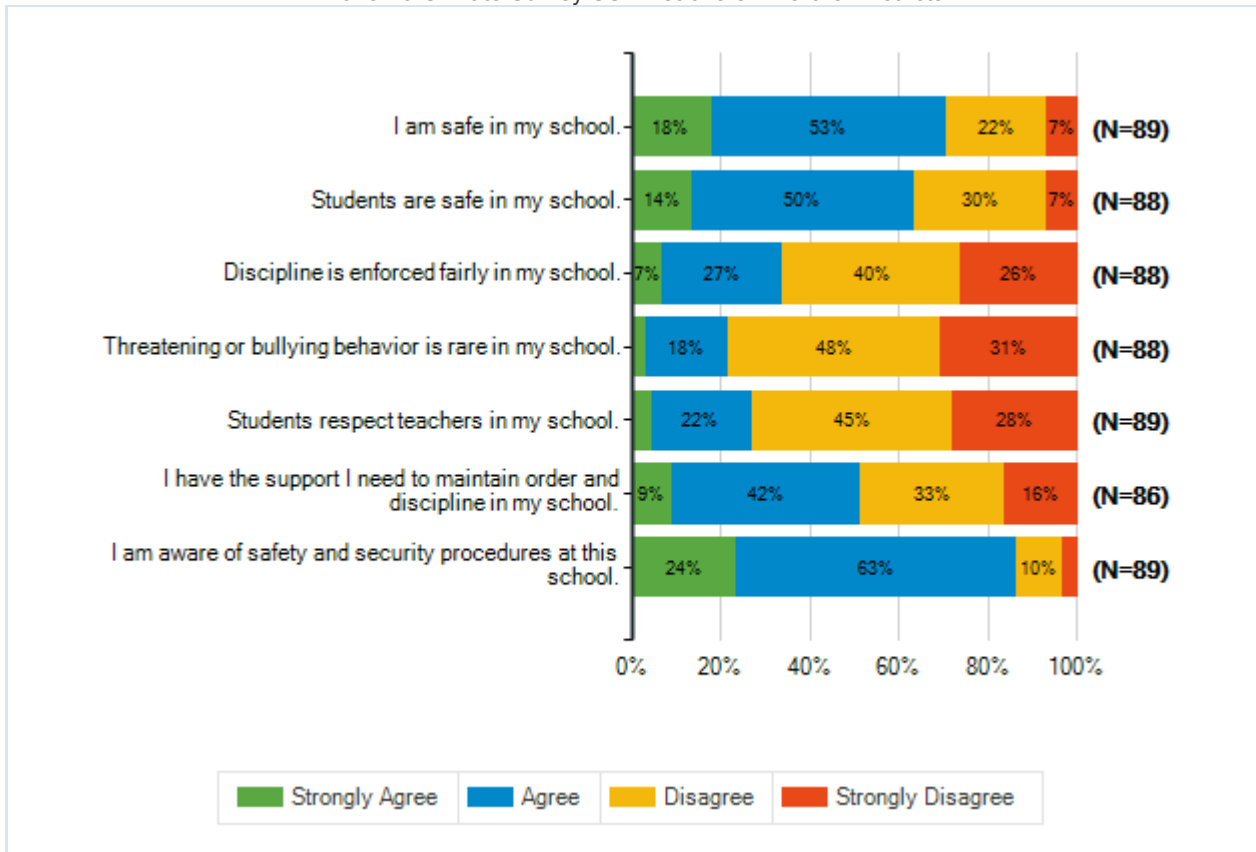


**Safety and Behavior**

**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) I am safe in my school.	16 18%	47 53%	20 22%	6 7%	89
(b) Students are safe in my school.	12 14%	44 50%	26 30%	6 7%	88
(c) Discipline is enforced fairly in my school.	6 7%	24 27%	35 40%	23 26%	88
(d) Threatening or bullying behavior is rare in my school.	3 3%	16 18%	42 48%	27 31%	88
(e) Students respect teachers in my school.	4 4%	20 22%	40 45%	25 28%	89
(f) I have the support I need to maintain order and discipline in my school.	8 9%	36 42%	28 33%	14 16%	86
(g) I am aware of safety and security procedures at this school.	21 24%	56 63%	9 10%	3 3%	89

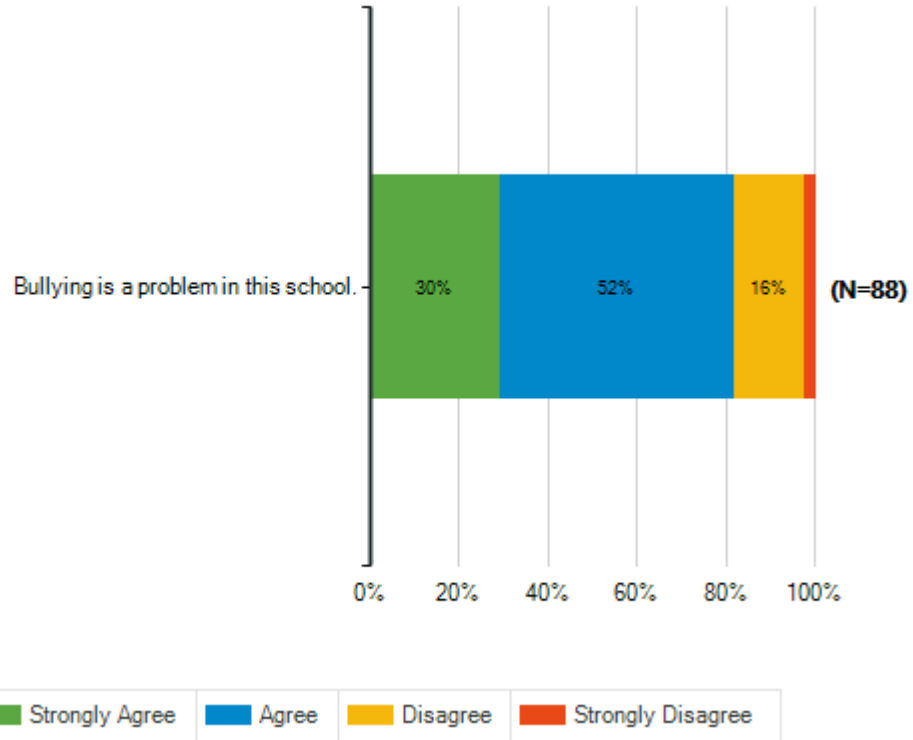
Special School District of St. Louis County  
2018-19 Climate Survey SSD Teachers – Partner Districts



**Safety and Behavior**

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

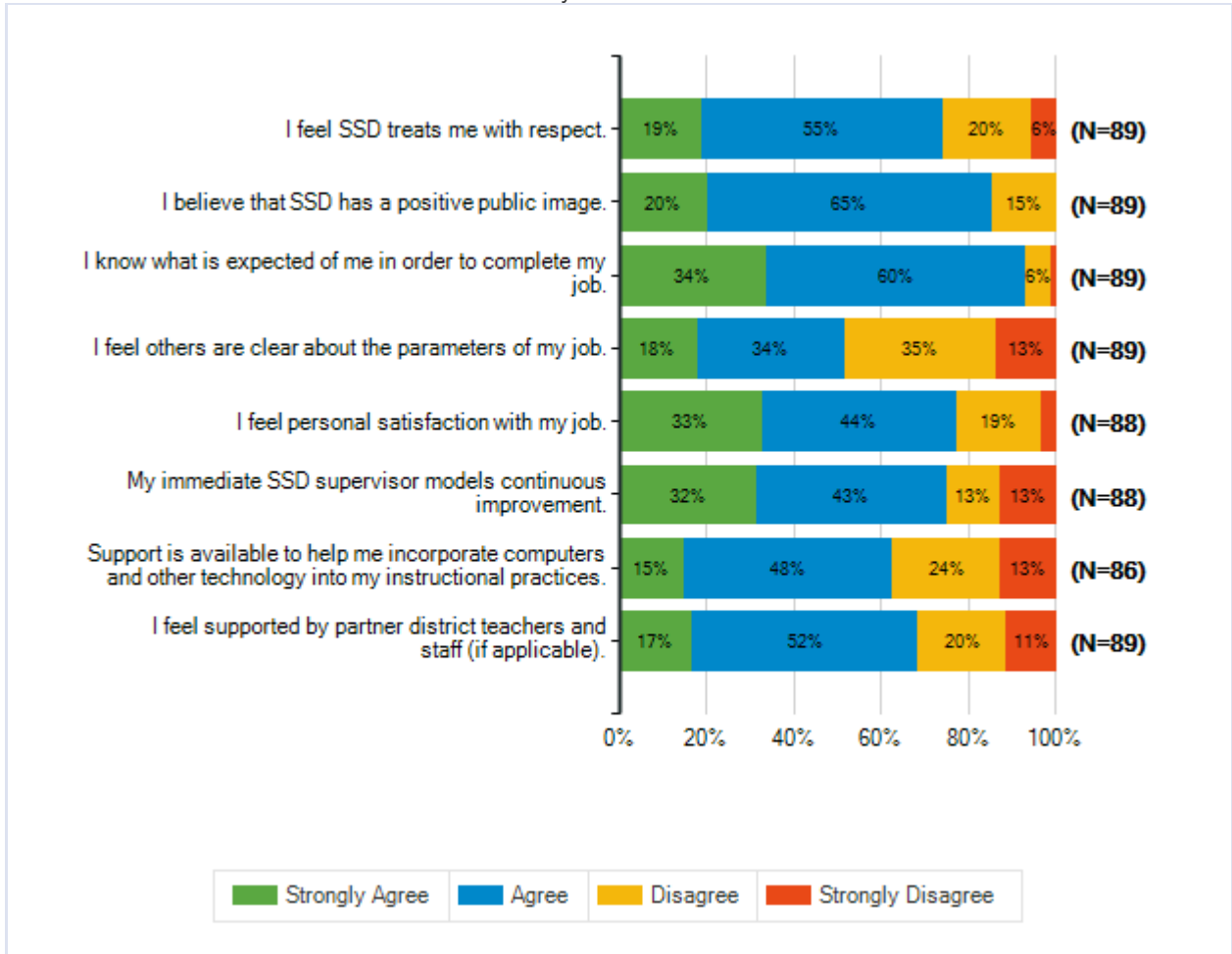
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a) Bullying is a problem in this school.	26 30%	46 52%	14 16%	2 2%	88





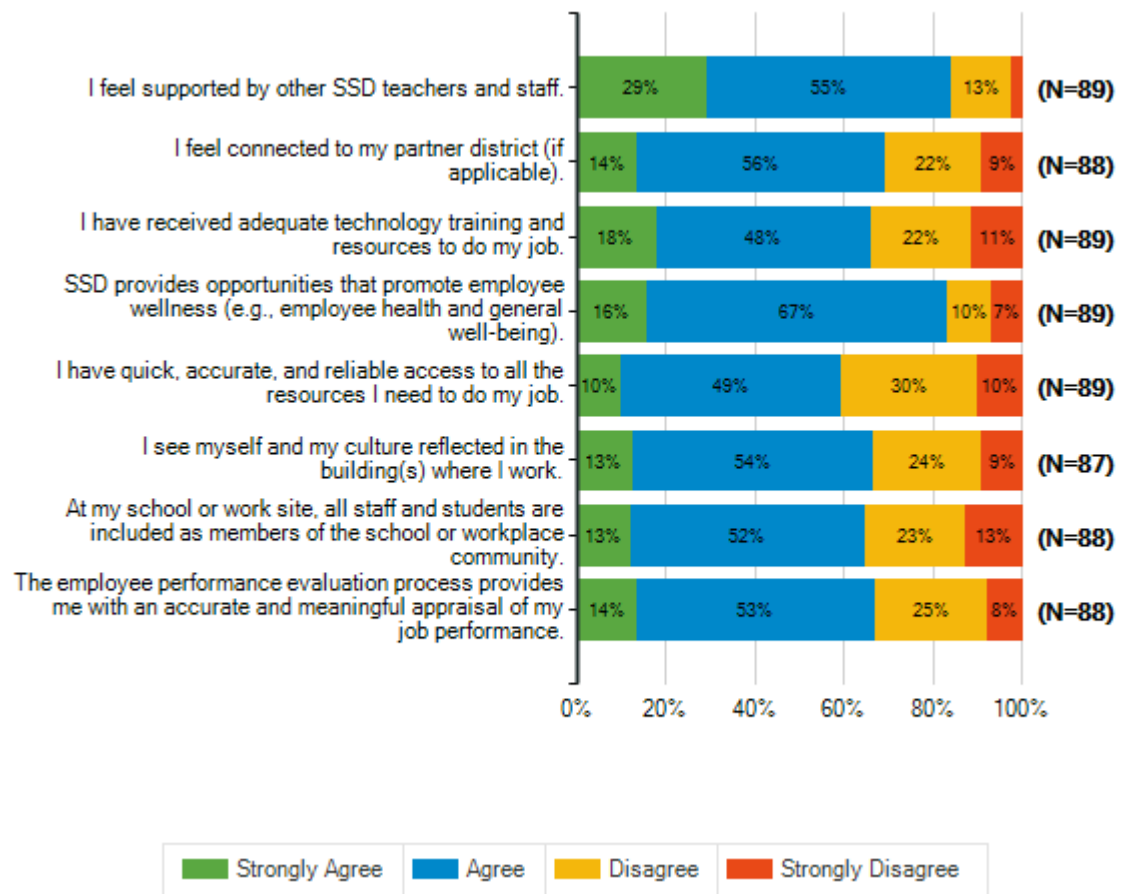
<b>Job Satisfaction</b>						
<b>Q8. How strongly do you agree or disagree with the following statements?</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I feel SSD treats me with respect.	17 19%	49 55%	18 20%	5 6%	89
(b)	I believe that SSD has a positive public image.	18 20%	58 65%	13 15%	0 0%	89
(c)	I know what is expected of me in order to complete my job.	30 34%	53 60%	5 6%	1 1%	89
(d)	I feel others are clear about the parameters of my job.	16 18%	30 34%	31 35%	12 13%	89
(e)	I feel personal satisfaction with my job.	29 33%	39 44%	17 19%	3 3%	88
(f)	My immediate SSD supervisor models continuous improvement.	28 32%	38 43%	11 13%	11 13%	88
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	13 15%	41 48%	21 24%	11 13%	86
(h)	I feel supported by partner district teachers and staff (if applicable).	15 17%	46 52%	18 20%	10 11%	89

Special School District of St. Louis County  
2018-19 Climate Survey SSD Teachers – Partner Districts



<b>Job Satisfaction (Continued)</b>						
<b>Q9. 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.	26 29%	49 55%	12 13%	2 2%	89
(b)	I feel connected to my partner district (if applicable).	12 14%	49 56%	19 22%	8 9%	88
(c)	I have received adequate technology training and resources to do my job.	16 18%	43 48%	20 22%	10 11%	89
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	14 16%	60 67%	9 10%	6 7%	89
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	9 10%	44 49%	27 30%	9 10%	89
(f)	I see myself and my culture reflected in the building(s) where I work.	11 13%	47 54%	21 24%	8 9%	87
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	11 13%	46 52%	20 23%	11 13%	88
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	12 14%	47 53%	22 25%	7 8%	88

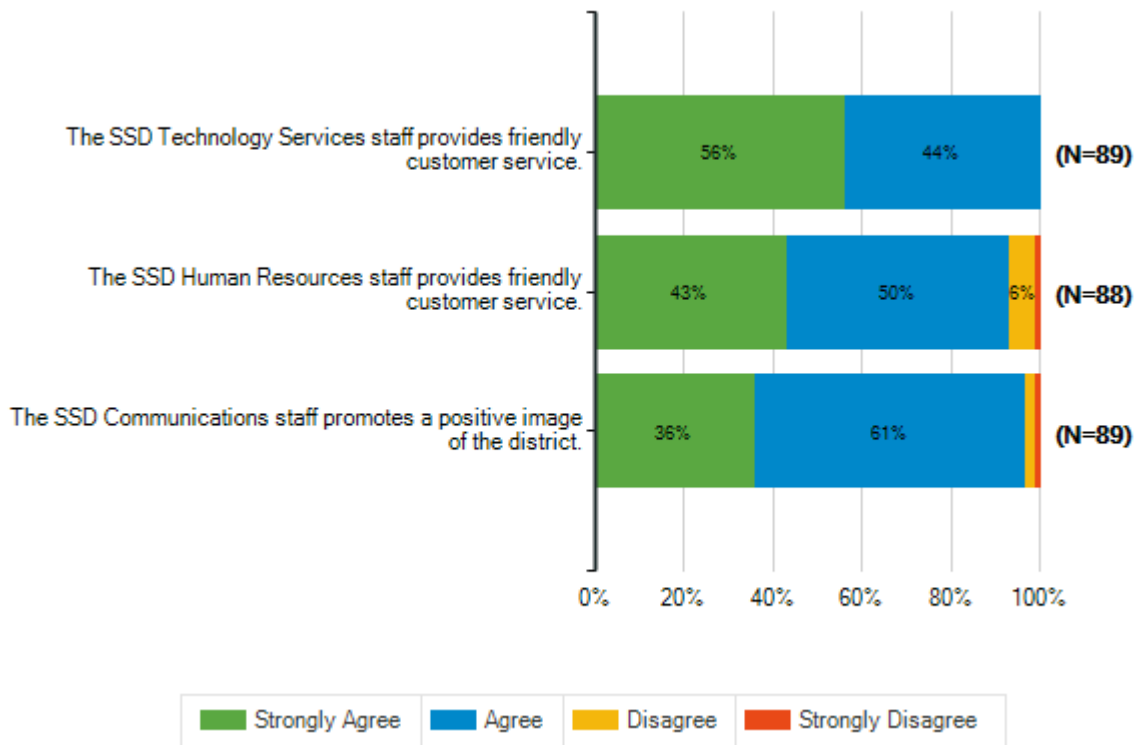
Special School District of St. Louis County  
2018-19 Climate Survey SSD Teachers – Partner Districts



**Satisfaction With SSD Support Departments**

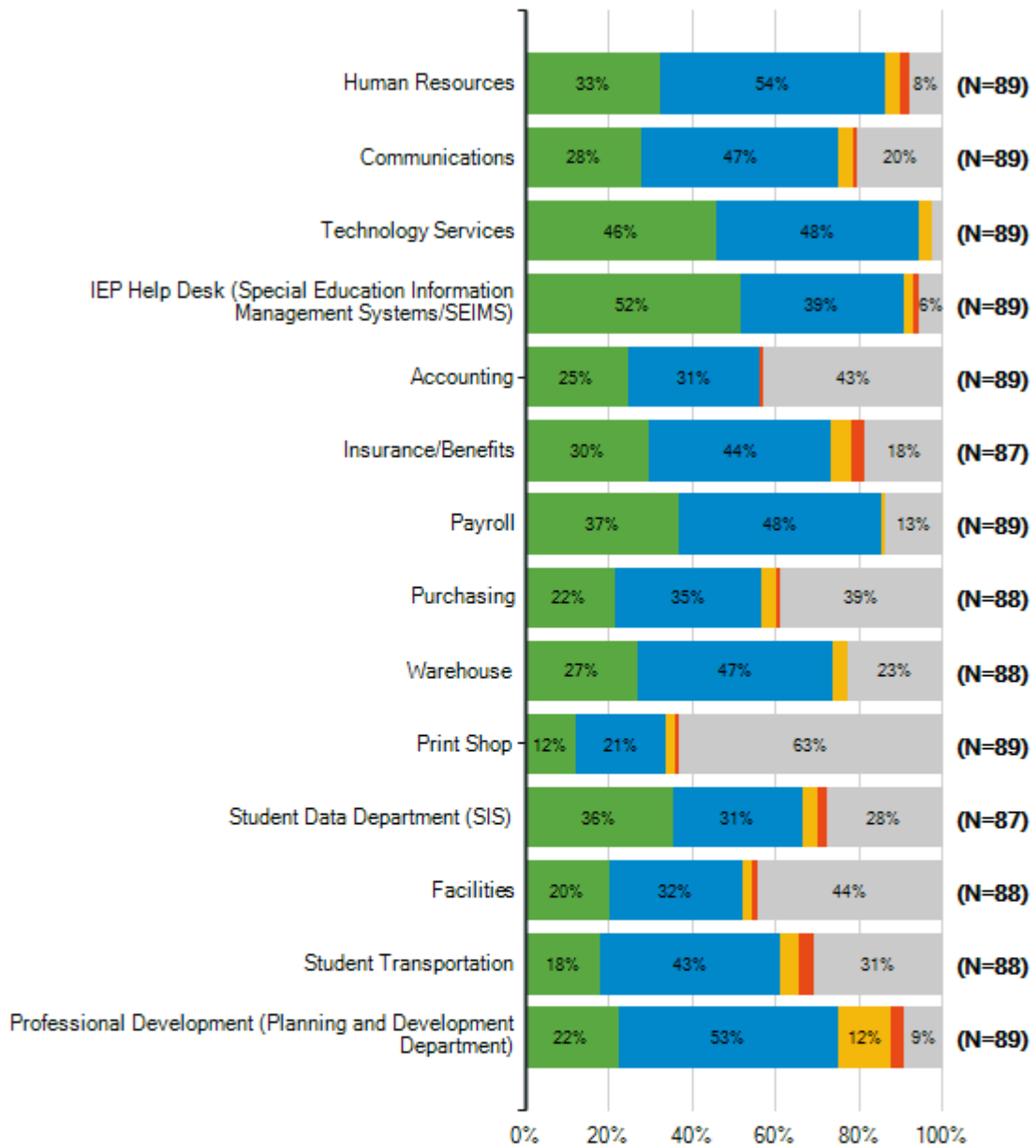
**Q10. How strongly do you agree or disagree with the following statements?**

		<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.	50 56%	39 44%	0 0%	0 0%	89
(b)	The SSD Human Resources staff provides friendly customer service.	38 43%	44 50%	5 6%	1 1%	88
(c)	The SSD Communications staff promotes a positive image of the district.	32 36%	54 61%	2 2%	1 1%	89



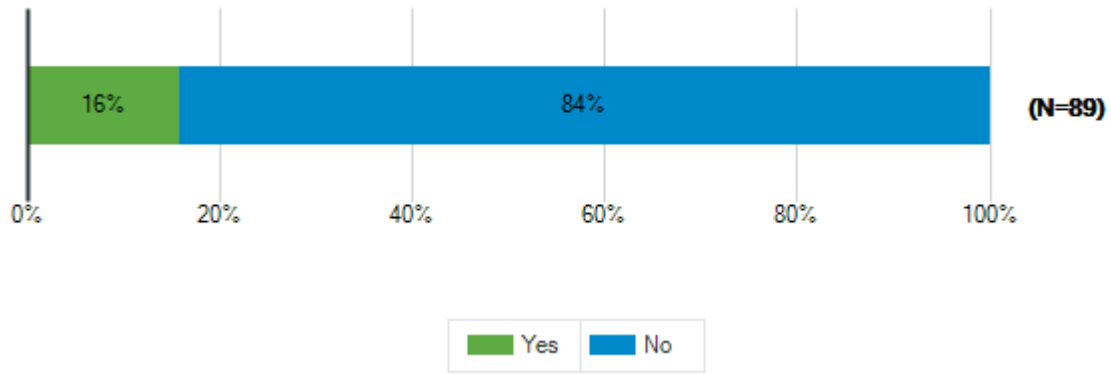
<b>Q11. I am satisfied with the service provided by the following SSD departments</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>I Don't Know</b>	<b>Total Responses</b>
(a)	Human Resources	29 33%	48 54%	3 3%	2 2%	7 8%	89
(b)	Communications	25 28%	42 47%	3 3%	1 1%	18 20%	89
(c)	Technology Services	41 46%	43 48%	3 3%	0 0%	2 2%	89
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	46 52%	35 39%	2 2%	1 1%	5 6%	89
(e)	Accounting	22 25%	28 31%	0 0%	1 1%	38 43%	89
(f)	Insurance/Benefits	26 30%	38 44%	4 5%	3 3%	16 18%	87
(g)	Payroll	33 37%	43 48%	1 1%	0 0%	12 13%	89
(h)	Purchasing	19 22%	31 35%	3 3%	1 1%	34 39%	88
(i)	Warehouse	24 27%	41 47%	3 3%	0 0%	20 23%	88
(j)	Print Shop	11 12%	19 21%	2 2%	1 1%	56 63%	89
(k)	Student Data Department (SIS)	31 36%	27 31%	3 3%	2 2%	24 28%	87
(l)	Facilities	18 20%	28 32%	2 2%	1 1%	39 44%	88
(m)	Student Transportation	16 18%	38 43%	4 5%	3 3%	27 31%	88
(n)	Professional Development (Planning and Development Department)	20 22%	47 53%	11 12%	3 3%	8 9%	89

Special School District of St. Louis County  
2018-19 Climate Survey SSD Teachers – Partner Districts



**Q12. Have you had an issue or concern to discuss with an SSD director, assistant superintendent, or cabinet member this school year?**

Responses	Count	%
Yes	14	16%
No	75	84%
<b>Total Responses</b>	<b>89</b>	

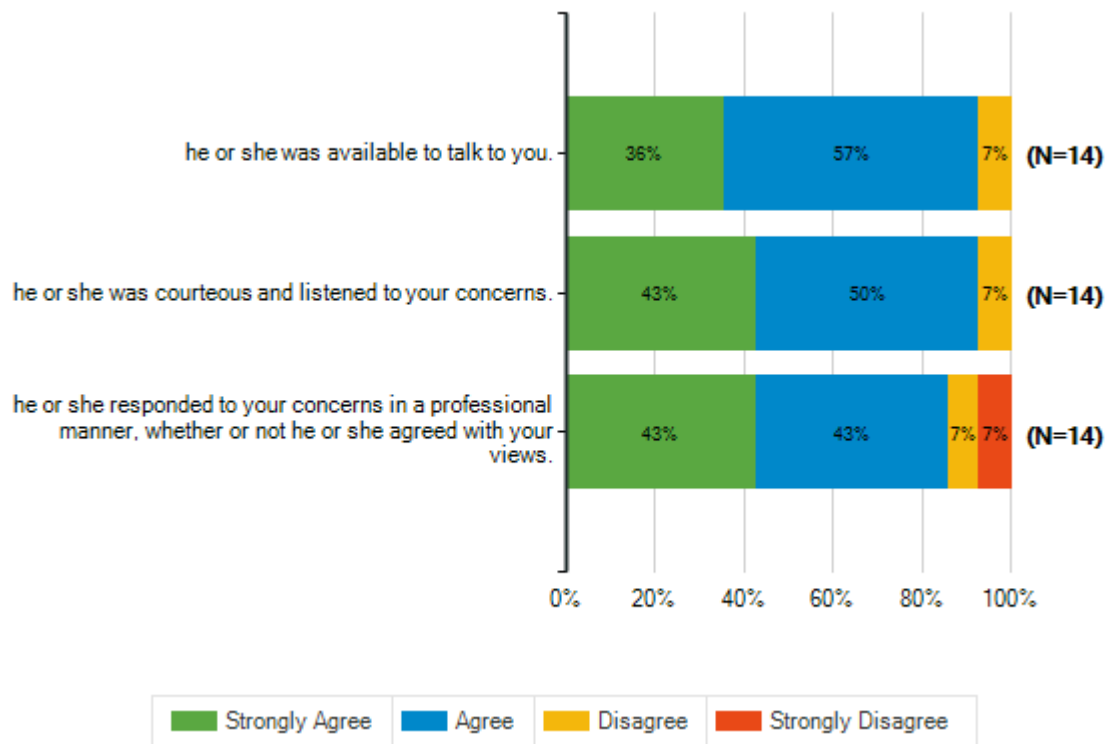




**How strongly do you agree or disagree with the following statements?**

**Q13. When you have had an issue or a concern to discuss with an SSD director, assistant superintendent, or cabinet member ...**

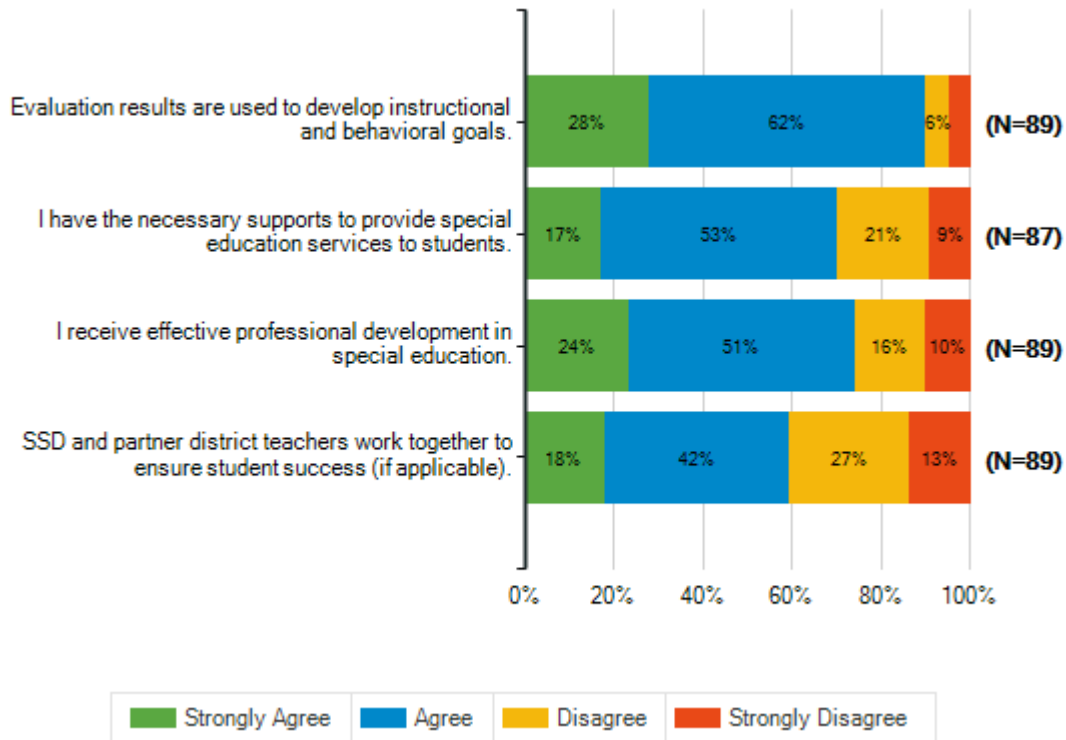
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	5 36%	8 57%	1 7%	0 0%	14
(b) he or she was courteous and listened to your concerns.	6 43%	7 50%	1 7%	0 0%	14
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	6 43%	6 43%	1 7%	1 7%	14



**Special Education Services**

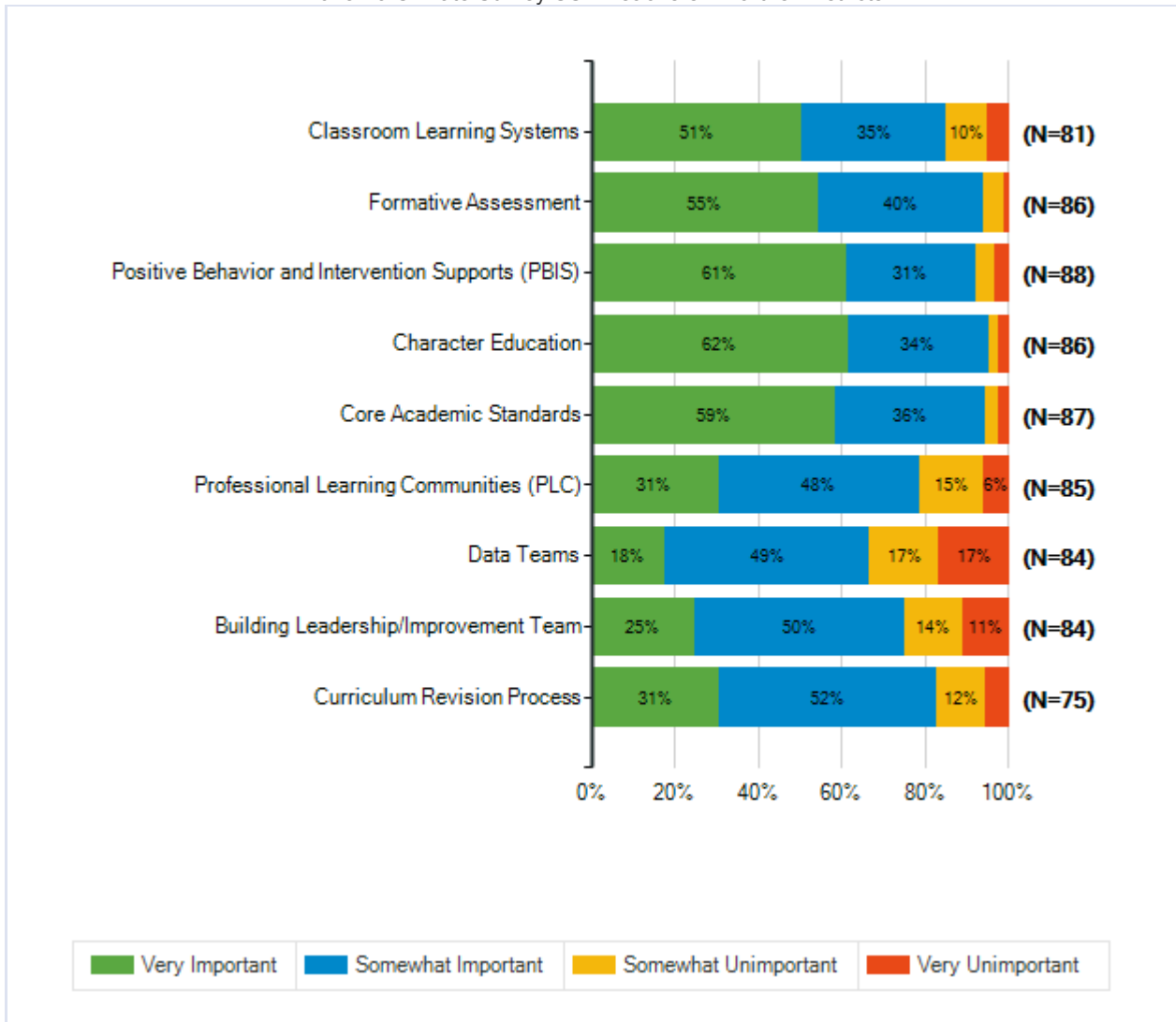
**Q14. How strongly do you agree or disagree with the following statements?**

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	Evaluation results are used to develop instructional and behavioral goals.	25 28%	55 62%	5 6%	4 4%	89
(b)	I have the necessary supports to provide special education services to students.	15 17%	46 53%	18 21%	8 9%	87
(c)	I receive effective professional development in special education.	21 24%	45 51%	14 16%	9 10%	89
(d)	SSD and partner district teachers work together to ensure student success (if applicable).	16 18%	37 42%	24 27%	12 13%	89



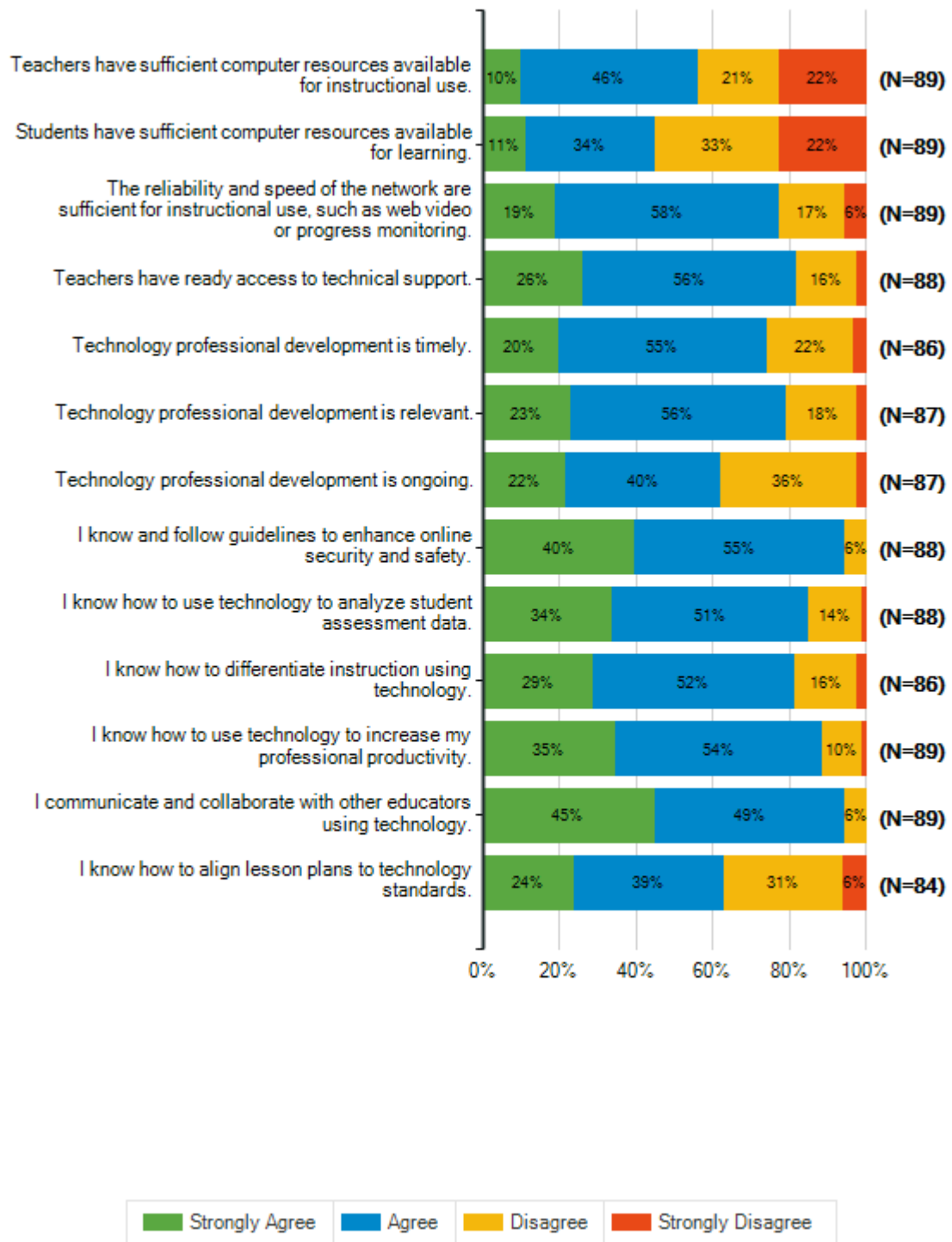
<b>Additional Educational Programs</b>						
<b>Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations)</b>						
		<b>Very Important</b>	<b>Somewhat Important</b>	<b>Somewhat Unimportant</b>	<b>Very Unimportant</b>	<b>Total Responses</b>
(a)	Classroom Learning Systems	41 51%	28 35%	8 10%	4 5%	81
(b)	Formative Assessment	47 55%	34 40%	4 5%	1 1%	86
(c)	Positive Behavior and Intervention Supports (PBIS)	54 61%	27 31%	4 5%	3 3%	88
(d)	Character Education	53 62%	29 34%	2 2%	2 2%	86
(e)	Core Academic Standards	51 59%	31 36%	3 3%	2 2%	87
(f)	Professional Learning Communities (PLC)	26 31%	41 48%	13 15%	5 6%	85
(g)	Data Teams	15 18%	41 49%	14 17%	14 17%	84
(h)	Building Leadership/Improvement Team	21 25%	42 50%	12 14%	9 11%	84
(i)	Curriculum Revision Process	23 31%	39 52%	9 12%	4 5%	75

Special School District of St. Louis County  
 2018-19 Climate Survey SSD Teachers – Partner Districts



<b>Technology</b>						
<b>Q16. 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)	Teachers have sufficient computer resources available for instructional use.	9 10%	41 46%	19 21%	20 22%	89
(b)	Students have sufficient computer resources available for learning.	10 11%	30 34%	29 33%	20 22%	89
(c)	The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	17 19%	52 58%	15 17%	5 6%	89
(d)	Teachers have ready access to technical support.	23 26%	49 56%	14 16%	2 2%	88
(e)	Technology professional development is timely.	17 20%	47 55%	19 22%	3 3%	86
(f)	Technology professional development is relevant.	20 23%	49 56%	16 18%	2 2%	87
(g)	Technology professional development is ongoing.	19 22%	35 40%	31 36%	2 2%	87
(h)	I know and follow guidelines to enhance online security and safety.	35 40%	48 55%	5 6%	0 0%	88
(i)	I know how to use technology to analyze student assessment data.	30 34%	45 51%	12 14%	1 1%	88
(j)	I know how to differentiate instruction using technology.	25 29%	45 52%	14 16%	2 2%	86
(k)	I know how to use technology to increase my professional productivity.	31 35%	48 54%	9 10%	1 1%	89
(l)	I communicate and collaborate with other educators using technology.	40 45%	44 49%	5 6%	0 0%	89
(m)	I know how to align lesson plans to technology standards.	20 24%	33 39%	26 31%	5 6%	84

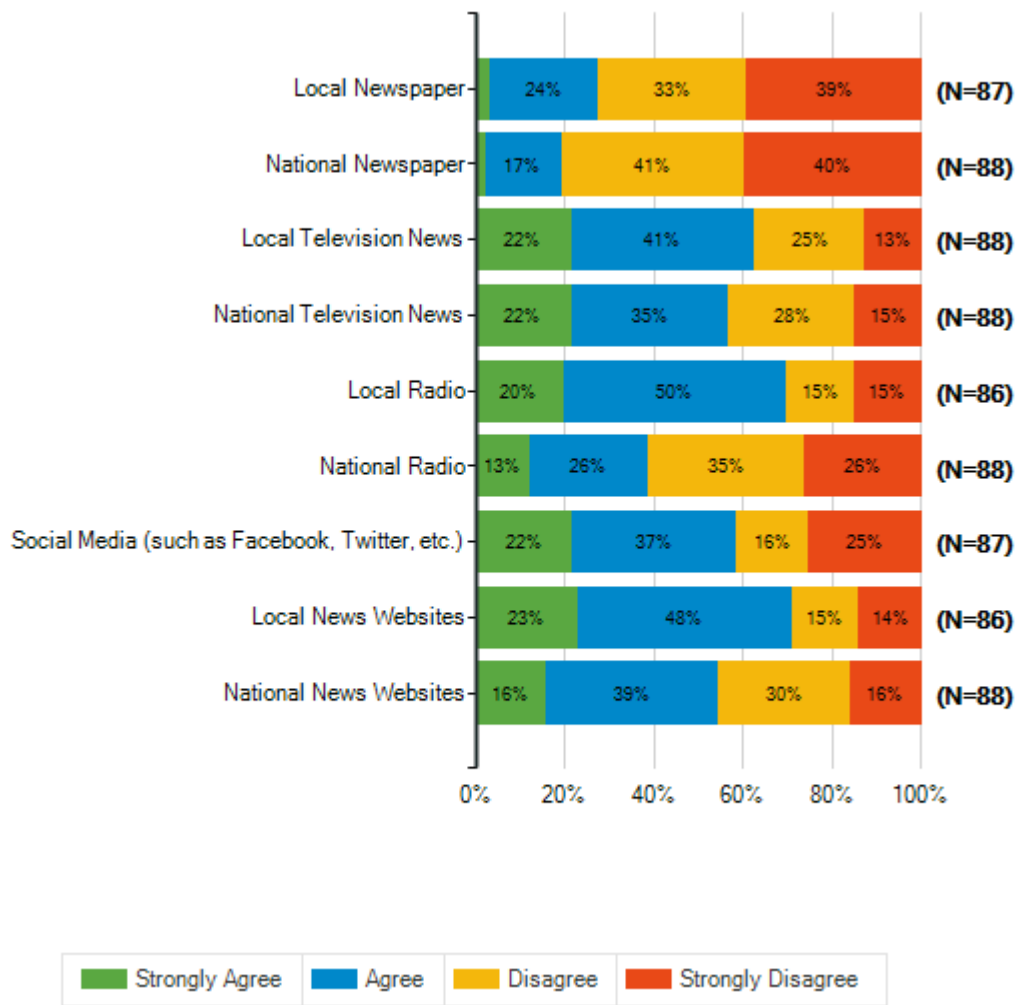
Special School District of St. Louis County  
2018-19 Climate Survey SSD Teachers – Partner Districts



**Q17. 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	3 3%	21 24%	29 33%	34 39%	87
(b)	National Newspaper	2 2%	15 17%	36 41%	35 40%	88
(c)	Local Television News	19 22%	36 41%	22 25%	11 13%	88
(d)	National Television News	19 22%	31 35%	25 28%	13 15%	88
(e)	Local Radio	17 20%	43 50%	13 15%	13 15%	86
(f)	National Radio	11 13%	23 26%	31 35%	23 26%	88
(g)	Social Media (such as Facebook, Twitter, etc.)	19 22%	32 37%	14 16%	22 25%	87
(h)	Local News Websites	20 23%	41 48%	13 15%	12 14%	86
(i)	National News Websites	14 16%	34 39%	26 30%	14 16%	88

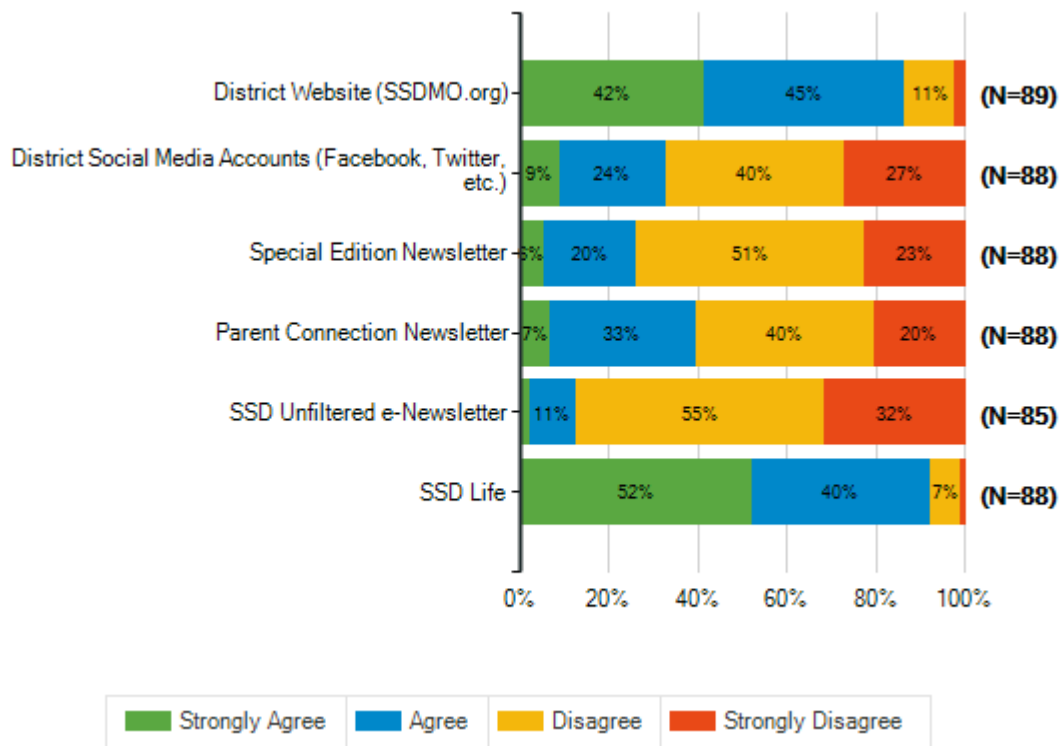
Special School District of St. Louis County  
 2018-19 Climate Survey SSD Teachers – Partner Districts





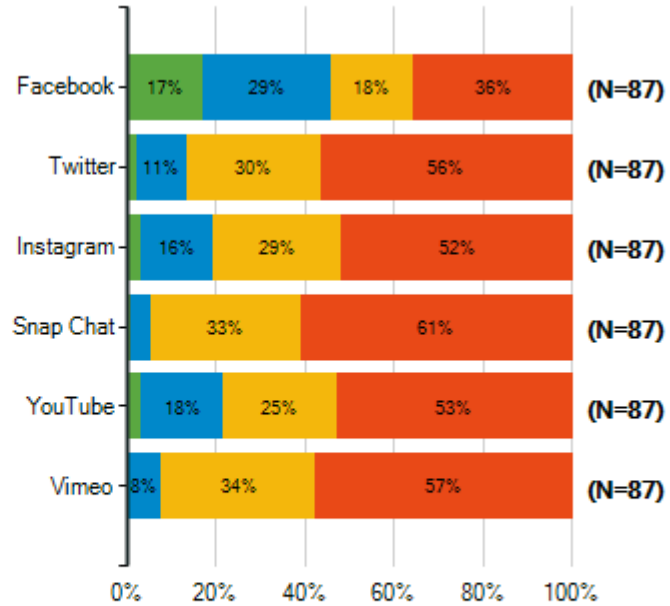
**Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	37 42%	40 45%	10 11%	2 2%	89
(b) District Social Media Accounts (Facebook, Twitter, etc.)	8 9%	21 24%	35 40%	24 27%	88
(c) Special Edition Newsletter	5 6%	18 20%	45 51%	20 23%	88
(d) Parent Connection Newsletter	6 7%	29 33%	35 40%	18 20%	88
(e) SSD Unfiltered e-Newsletter	2 2%	9 11%	47 55%	27 32%	85
(f) SSD Life	46 52%	35 40%	6 7%	1 1%	88



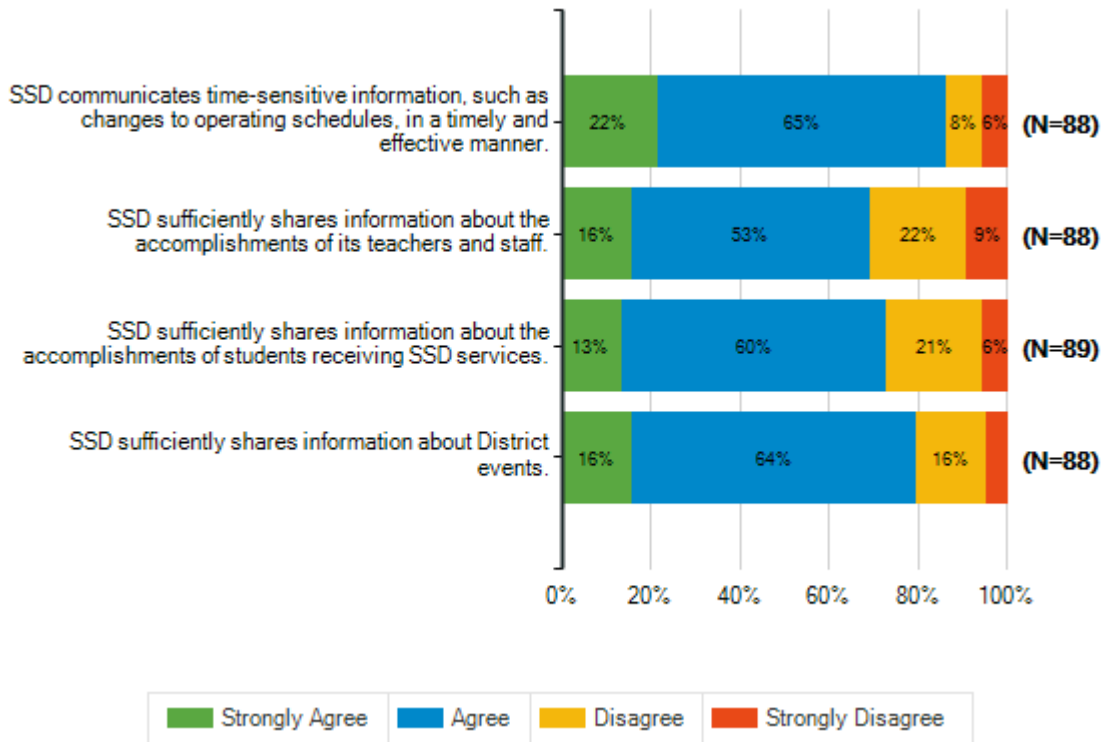
**Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	15 17%	25 29%	16 18%	31 36%	87
(b) Twitter	2 2%	10 11%	26 30%	49 56%	87
(c) Instagram	3 3%	14 16%	25 29%	45 52%	87
(d) Snap Chat	1 1%	4 5%	29 33%	53 61%	87
(e) YouTube	3 3%	16 18%	22 25%	46 53%	87
(f) Vimeo	0 0%	7 8%	30 34%	50 57%	87



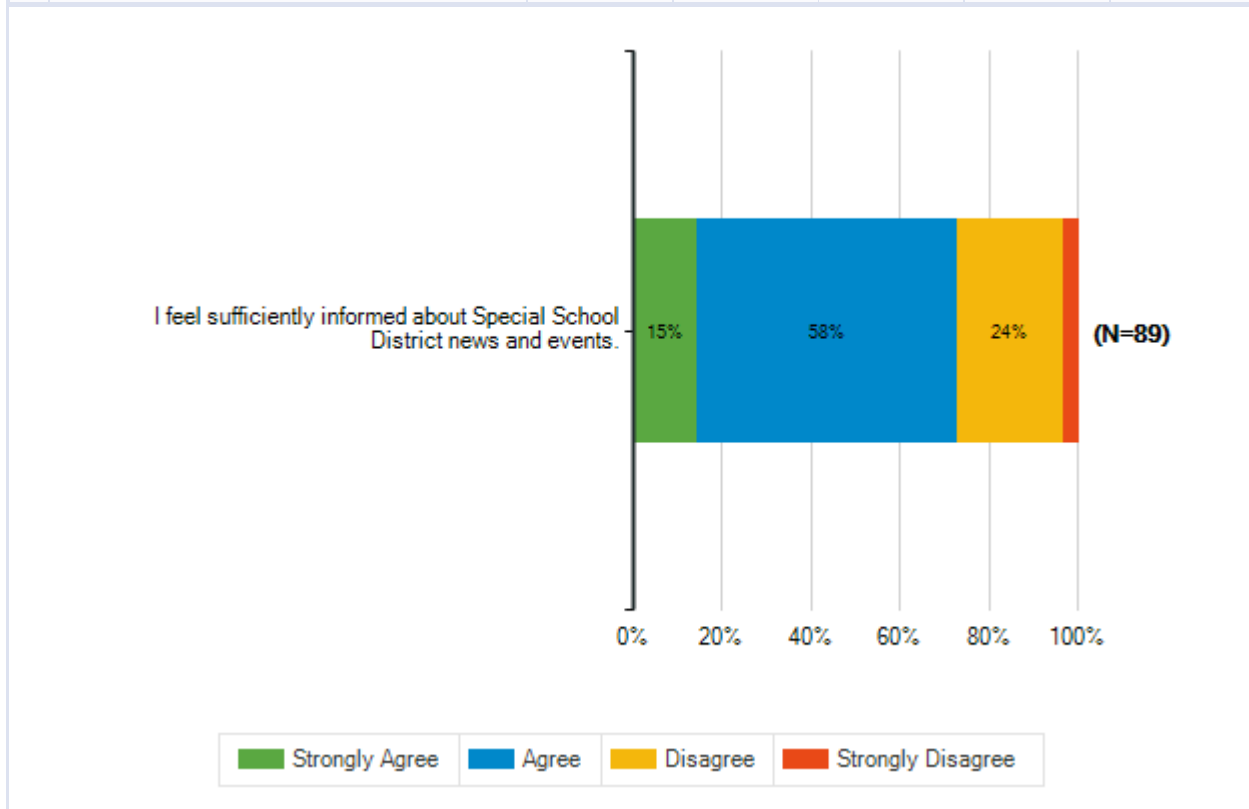
**Q20. Please indicate the extent to which you agree or disagree with each of the following statements.**

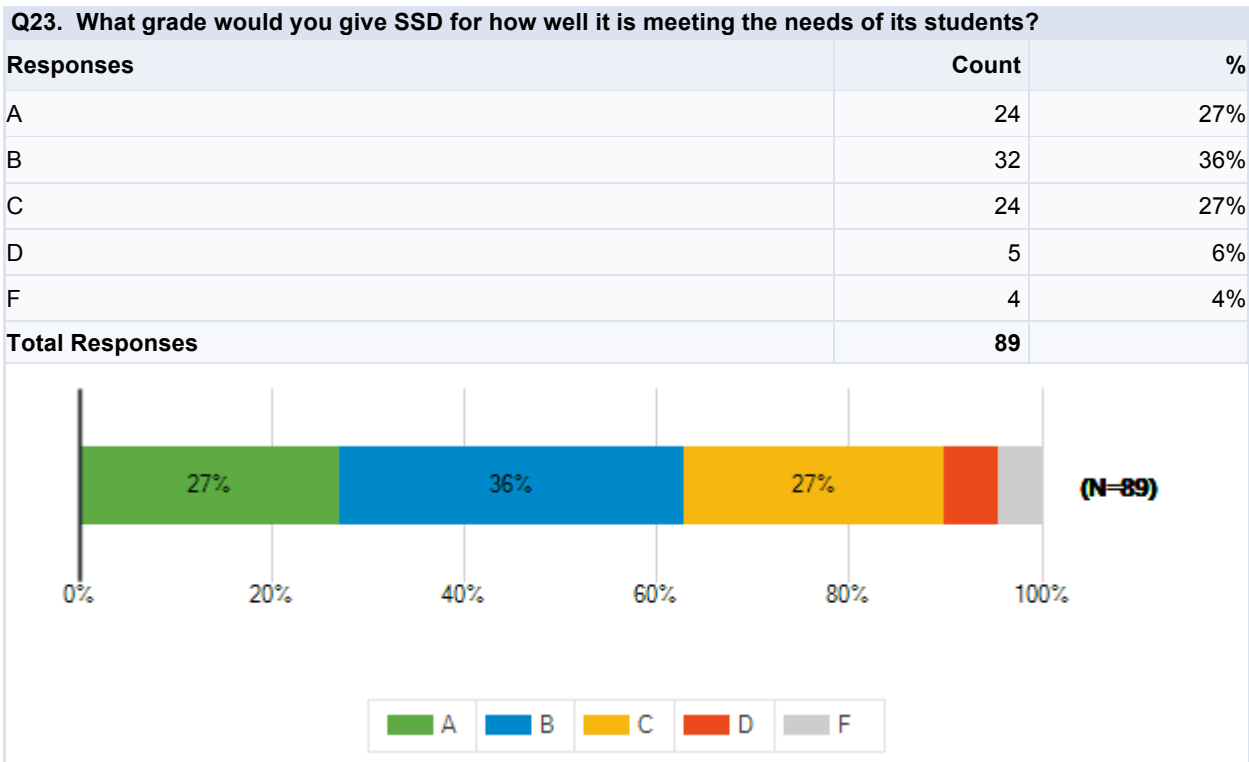
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	SSD communicates time-sensitive information, such as changes to operating schedules, in a timely and effective manner.	19 22%	57 65%	7 8%	5 6%	88
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	14 16%	47 53%	19 22%	8 9%	88
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	12 13%	53 60%	19 21%	5 6%	89
(d)	SSD sufficiently shares information about District events.	14 16%	56 64%	14 16%	4 5%	88



**Q21. 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.	13	52	21	3	89
		15%	58%	24%	3%	





**Q25. What grade would you give the overall quality of your school?**

Responses	Count	%
A	10	11%
B	21	24%
C	35	39%
D	14	16%
F	9	10%
<b>Total Responses</b>	<b>89</b>	

