

2018-19 Climate Survey

SSD Teachers – Partner Districts

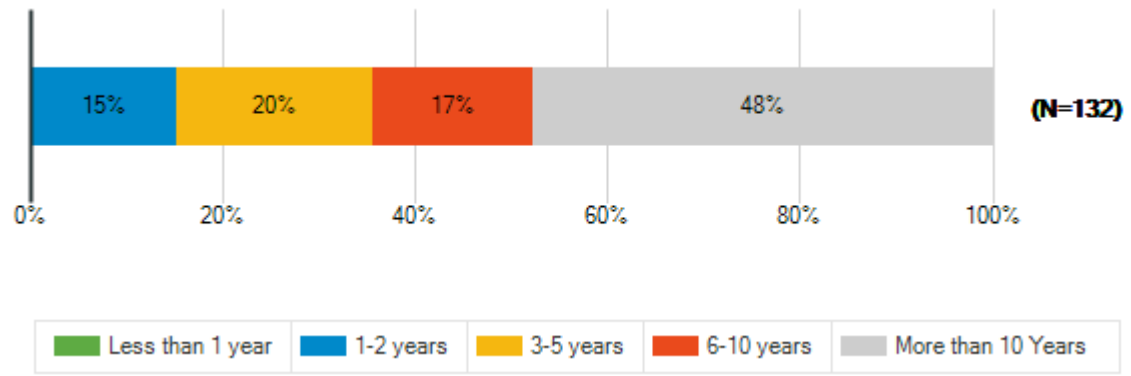
Survey Results

Hazelwood School District

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

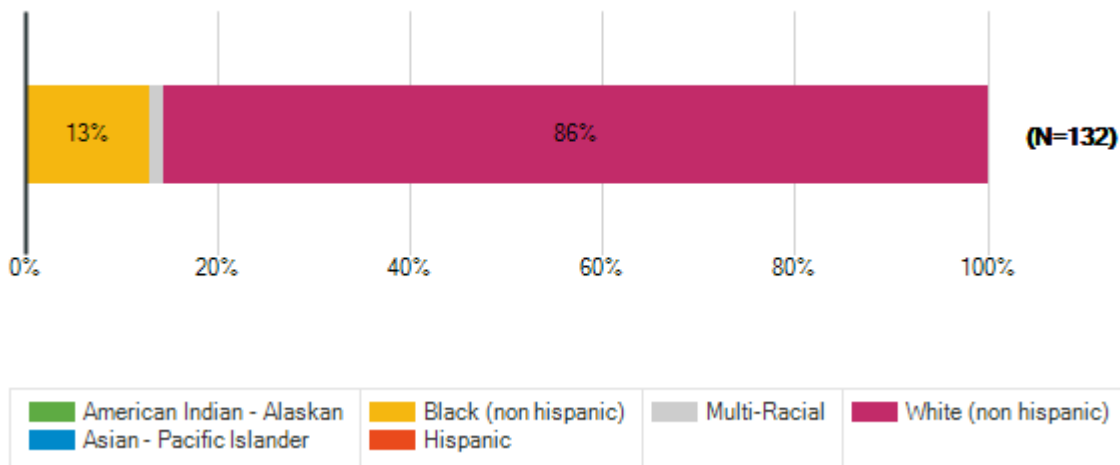


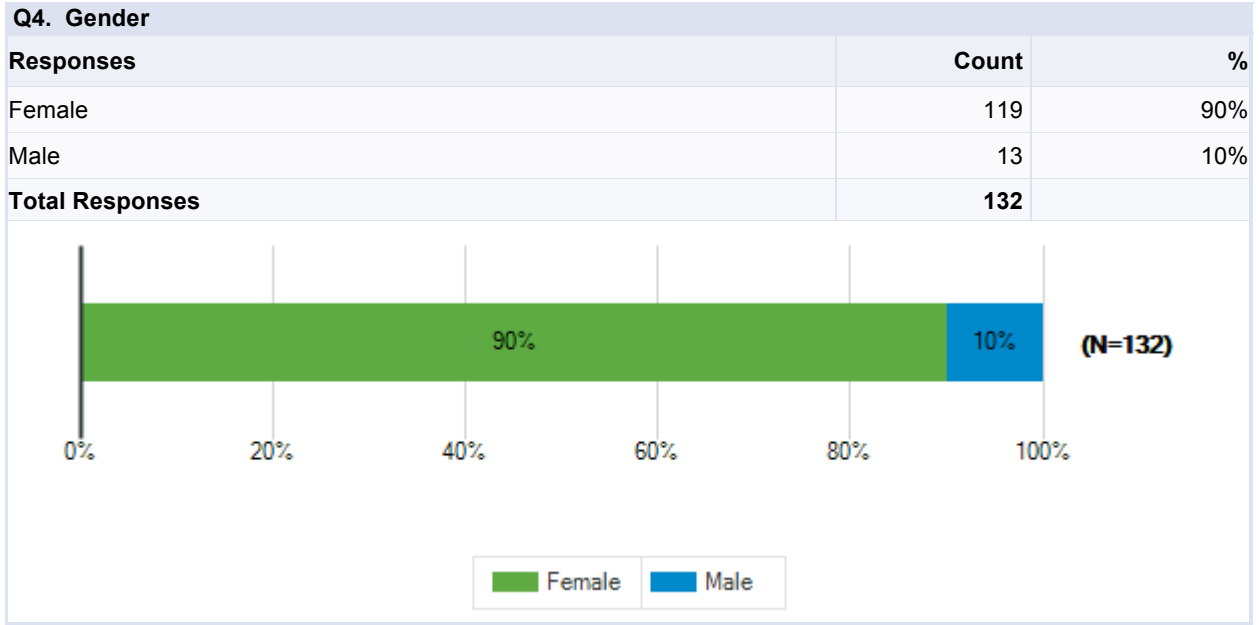
Q1. Years of Service		
Responses	Count	%
Less than 1 year	0	0%
1-2 years	20	15%
3-5 years	27	20%
6-10 years	22	17%
More than 10 Years	63	48%
Total Responses	132	



Q3. Race/Ethnicity

Responses	Count	%
American Indian - Alaskan	0	0%
Asian - Pacific Islander	0	0%
Black (non hispanic)	17	13%
Hispanic	0	0%
Multi-Racial	2	2%
White (non hispanic)	113	86%
Total Responses	132	

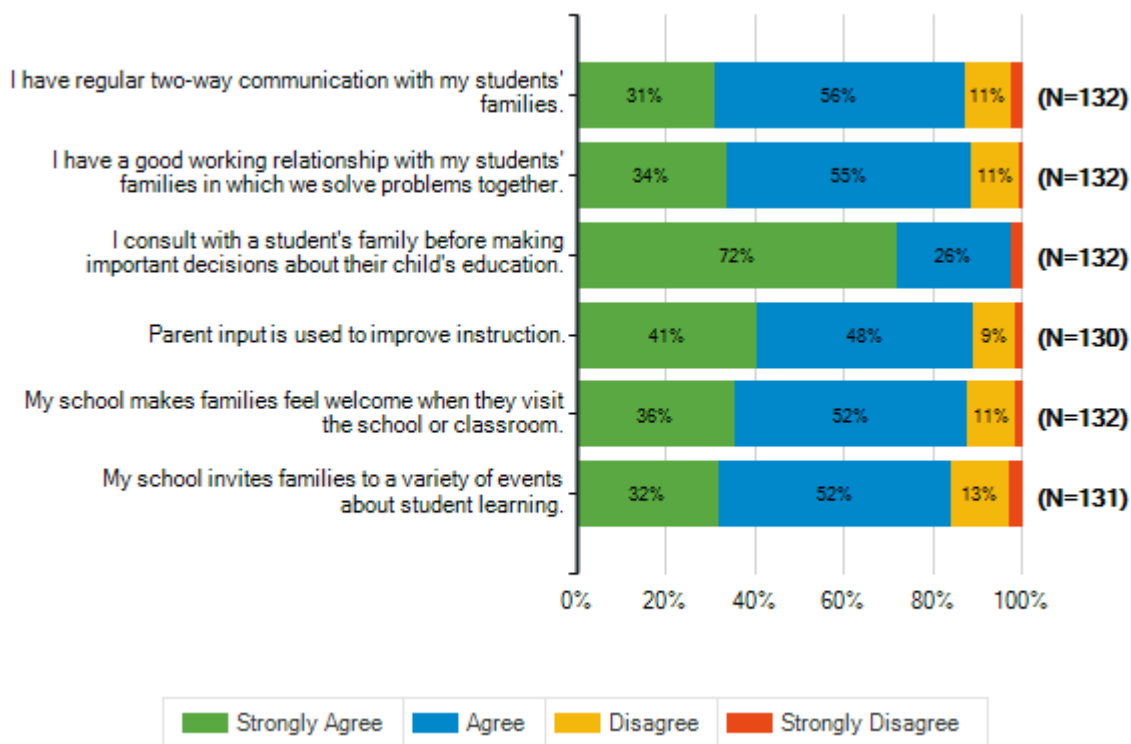




Parent and Family Engagement

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

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I have regular two-way communication with my students' families.	41 31%	74 56%	14 11%	3 2%	132
(b)	I have a good working relationship with my students' families in which we solve problems together.	45 34%	72 55%	14 11%	1 1%	132
(c)	I consult with a student's family before making important decisions about their child's education.	95 72%	34 26%	0 0%	3 2%	132
(d)	Parent input is used to improve instruction.	53 41%	63 48%	12 9%	2 2%	130
(e)	My school makes families feel welcome when they visit the school or classroom.	47 36%	69 52%	14 11%	2 2%	132
(f)	My school invites families to a variety of events about student learning.	42 32%	68 52%	17 13%	4 3%	131

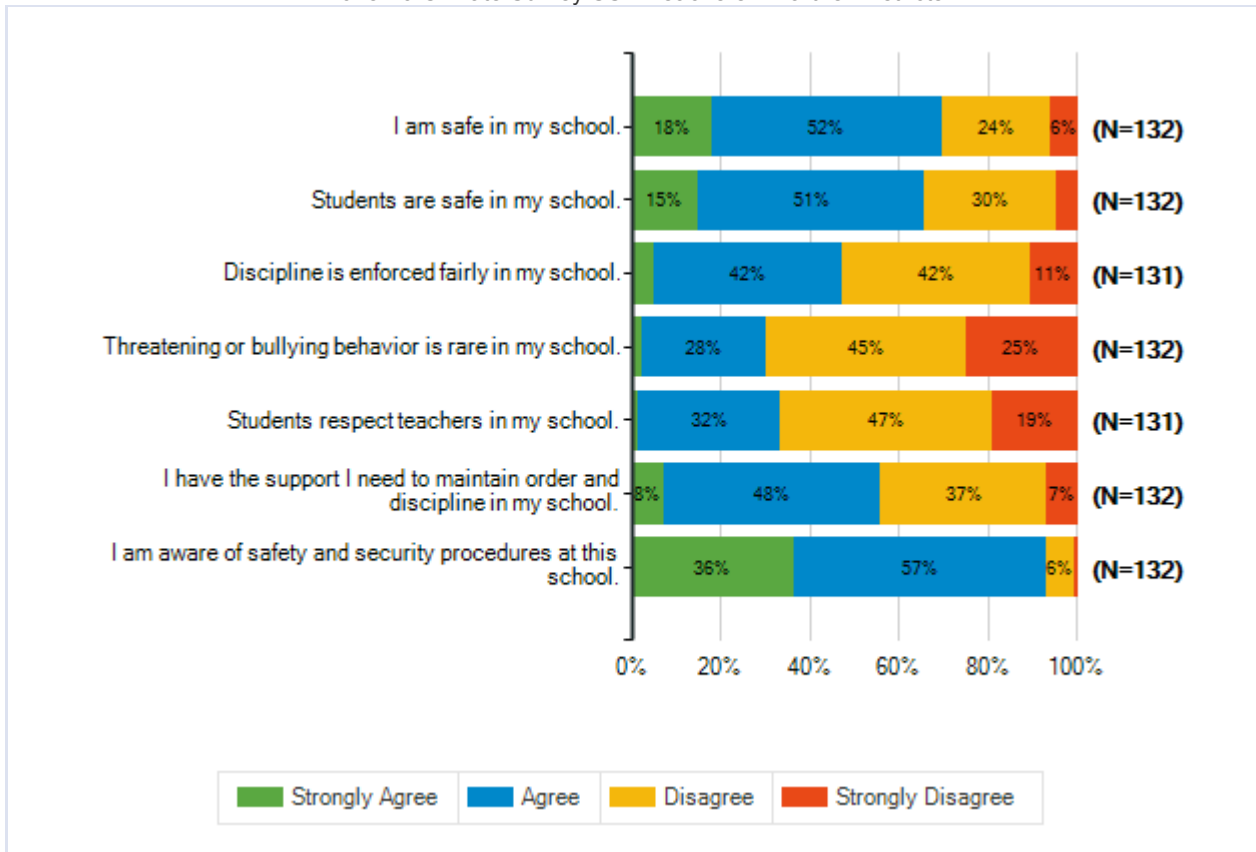


Safety and Behavior

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

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) I am safe in my school.	24 18%	68 52%	32 24%	8 6%	132
(b) Students are safe in my school.	20 15%	67 51%	39 30%	6 5%	132
(c) Discipline is enforced fairly in my school.	7 5%	55 42%	55 42%	14 11%	131
(d) Threatening or bullying behavior is rare in my school.	3 2%	37 28%	59 45%	33 25%	132
(e) Students respect teachers in my school.	2 2%	42 32%	62 47%	25 19%	131
(f) I have the support I need to maintain order and discipline in my school.	10 8%	64 48%	49 37%	9 7%	132
(g) I am aware of safety and security procedures at this school.	48 36%	75 57%	8 6%	1 1%	132

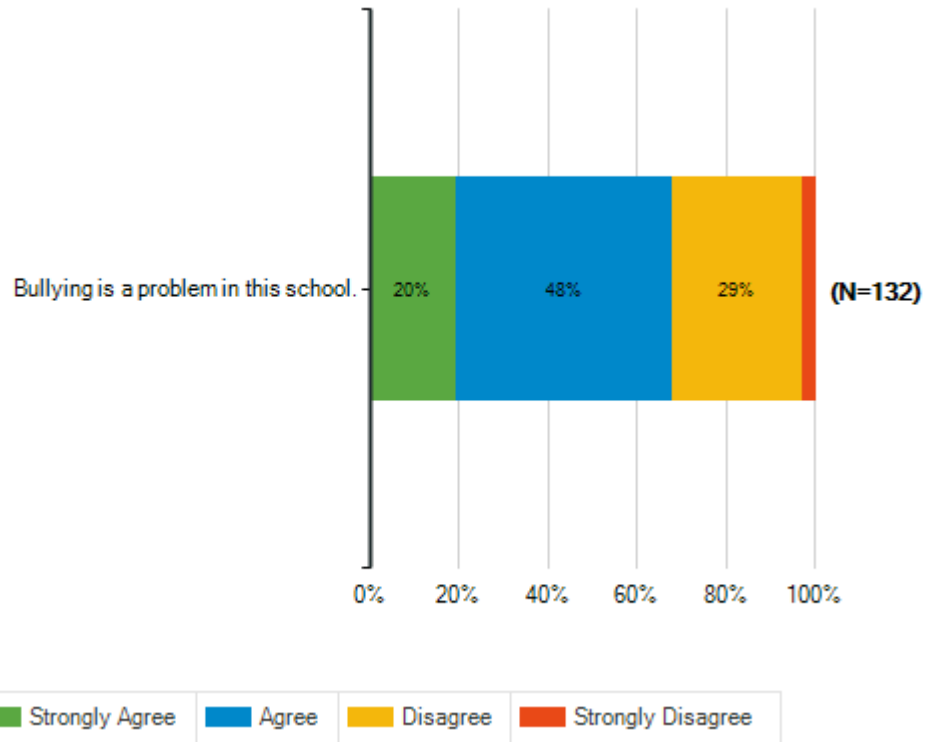
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



Safety and Behavior

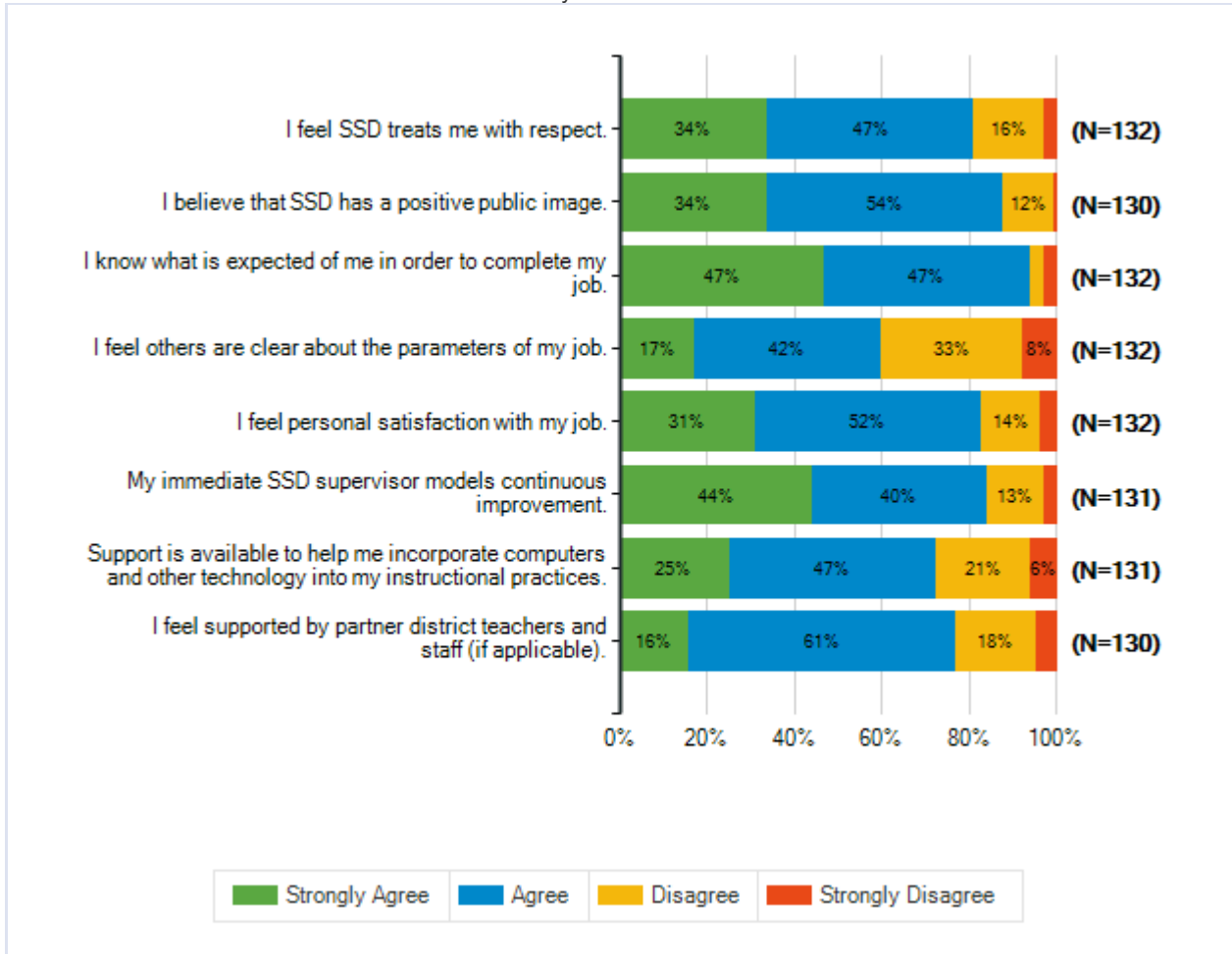
Q7. How strongly do you agree or disagree with the following statement?

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Bullying is a problem in this school.	26	64	38	4	132
	20%	48%	29%	3%	



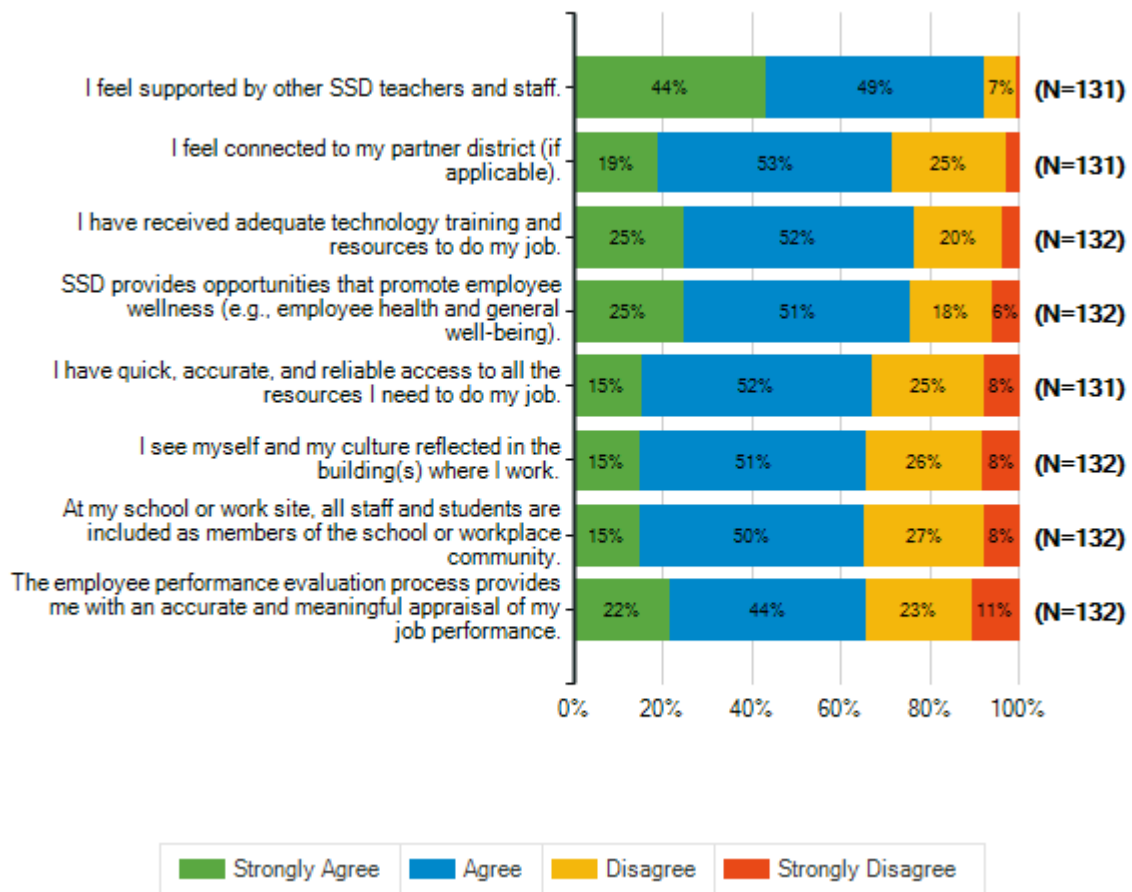
Job Satisfaction						
Q8. How strongly do you agree or disagree with the following statements?						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	I feel SSD treats me with respect.	45 34%	62 47%	21 16%	4 3%	132
(b)	I believe that SSD has a positive public image.	44 34%	70 54%	15 12%	1 1%	130
(c)	I know what is expected of me in order to complete my job.	62 47%	62 47%	4 3%	4 3%	132
(d)	I feel others are clear about the parameters of my job.	23 17%	56 42%	43 33%	10 8%	132
(e)	I feel personal satisfaction with my job.	41 31%	68 52%	18 14%	5 4%	132
(f)	My immediate SSD supervisor models continuous improvement.	58 44%	52 40%	17 13%	4 3%	131
(g)	Support is available to help me incorporate computers and other technology into my instructional practices.	33 25%	62 47%	28 21%	8 6%	131
(h)	I feel supported by partner district teachers and staff (if applicable).	21 16%	79 61%	24 18%	6 5%	130

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



Job Satisfaction (Continued)						
Q9. 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.	57 44%	64 49%	9 7%	1 1%	131
(b)	I feel connected to my partner district (if applicable).	25 19%	69 53%	33 25%	4 3%	131
(c)	I have received adequate technology training and resources to do my job.	33 25%	68 52%	26 20%	5 4%	132
(d)	SSD provides opportunities that promote employee wellness (e.g., employee health and general well-being).	33 25%	67 51%	24 18%	8 6%	132
(e)	I have quick, accurate, and reliable access to all the resources I need to do my job.	20 15%	68 52%	33 25%	10 8%	131
(f)	I see myself and my culture reflected in the building(s) where I work.	20 15%	67 51%	34 26%	11 8%	132
(g)	At my school or work site, all staff and students are included as members of the school or workplace community.	20 15%	66 50%	36 27%	10 8%	132
(h)	The employee performance evaluation process provides me with an accurate and meaningful appraisal of my job performance.	29 22%	58 44%	31 23%	14 11%	132

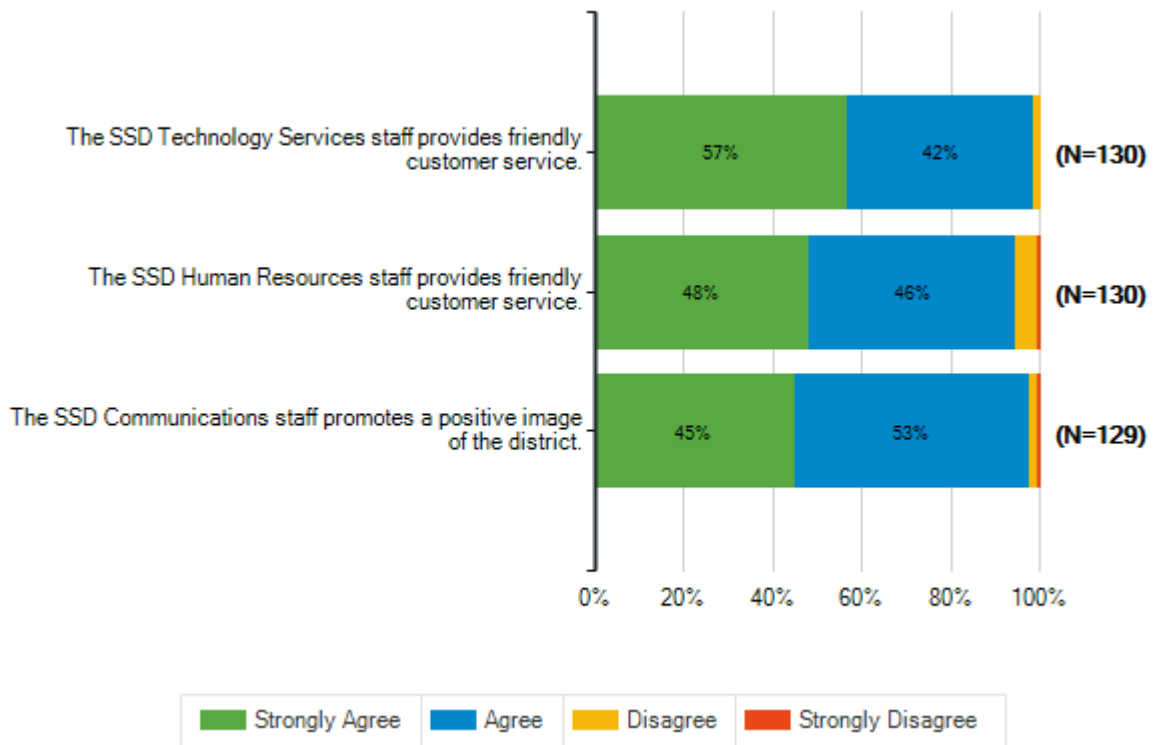
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



Satisfaction With SSD Support Departments

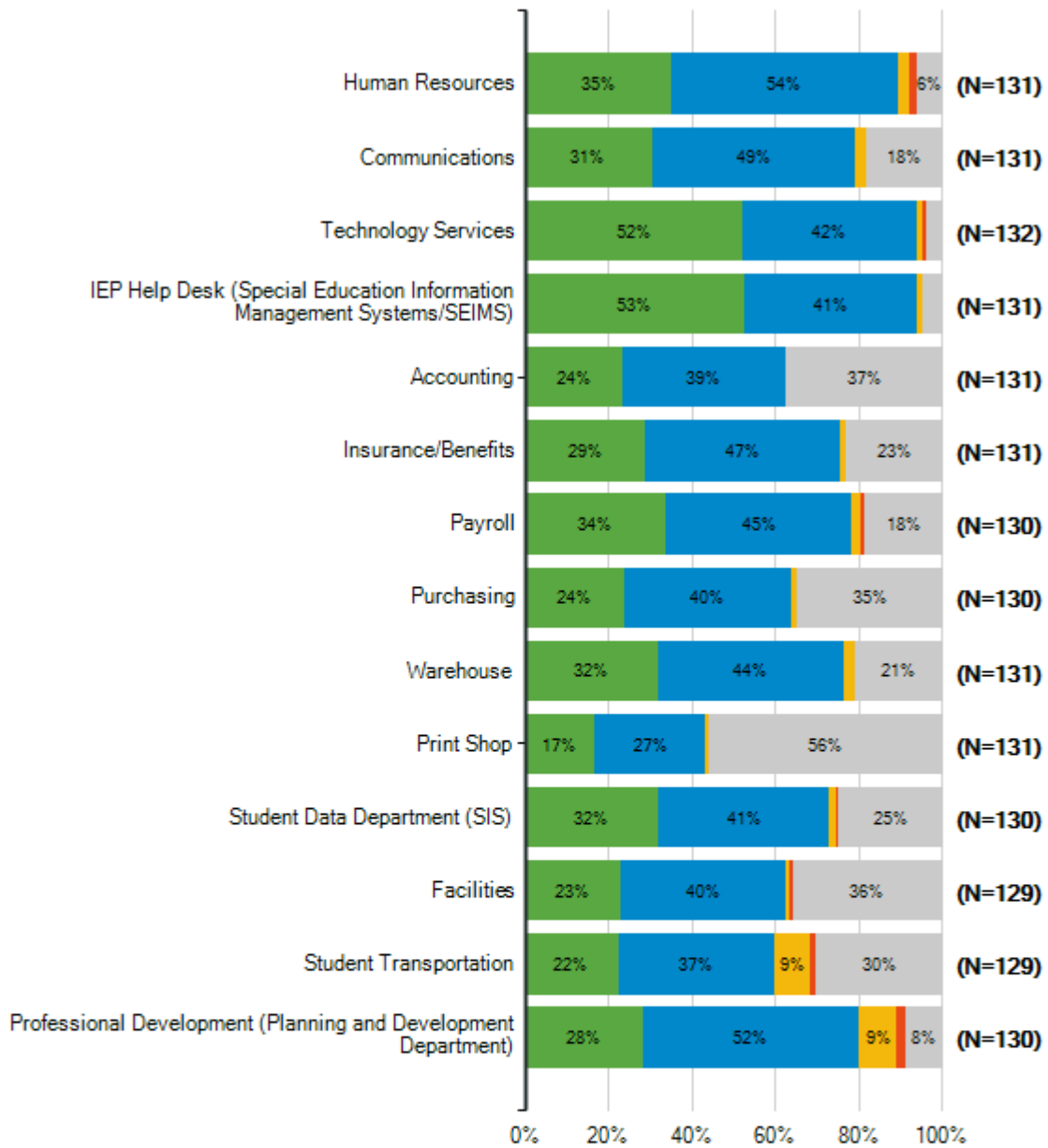
Q10. How strongly do you agree or disagree with the following statements?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	The SSD Technology Services staff provides friendly customer service.	74 57%	54 42%	2 2%	0 0%	130
(b)	The SSD Human Resources staff provides friendly customer service.	63 48%	60 46%	6 5%	1 1%	130
(c)	The SSD Communications staff promotes a positive image of the district.	58 45%	68 53%	2 2%	1 1%	129



Q11. 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	46 35%	71 54%	4 3%	2 2%	8 6%	131
(b)	Communications	40 31%	64 49%	3 2%	0 0%	24 18%	131
(c)	Technology Services	69 52%	55 42%	2 2%	1 1%	5 4%	132
(d)	IEP Help Desk (Special Education Information Management Systems/SEIMS)	69 53%	54 41%	2 2%	0 0%	6 5%	131
(e)	Accounting	31 24%	51 39%	0 0%	0 0%	49 37%	131
(f)	Insurance/Benefits	38 29%	61 47%	2 2%	0 0%	30 23%	131
(g)	Payroll	44 34%	58 45%	3 2%	1 1%	24 18%	130
(h)	Purchasing	31 24%	52 40%	2 2%	0 0%	45 35%	130
(i)	Warehouse	42 32%	58 44%	4 3%	0 0%	27 21%	131
(j)	Print Shop	22 17%	35 27%	1 1%	0 0%	73 56%	131
(k)	Student Data Department (SIS)	42 32%	53 41%	2 2%	1 1%	32 25%	130
(l)	Facilities	30 23%	51 40%	1 1%	1 1%	46 36%	129
(m)	Student Transportation	29 22%	48 37%	11 9%	2 2%	39 30%	129
(n)	Professional Development (Planning and Development Department)	37 28%	67 52%	12 9%	3 2%	11 8%	130

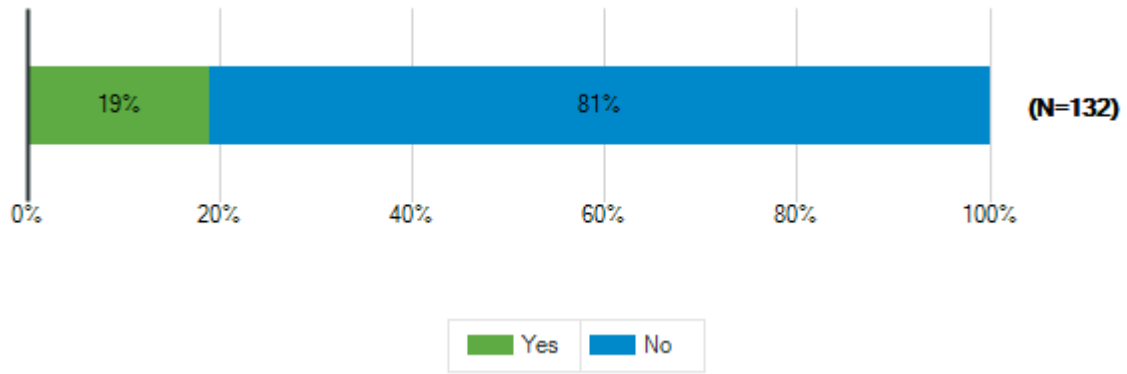
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



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

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

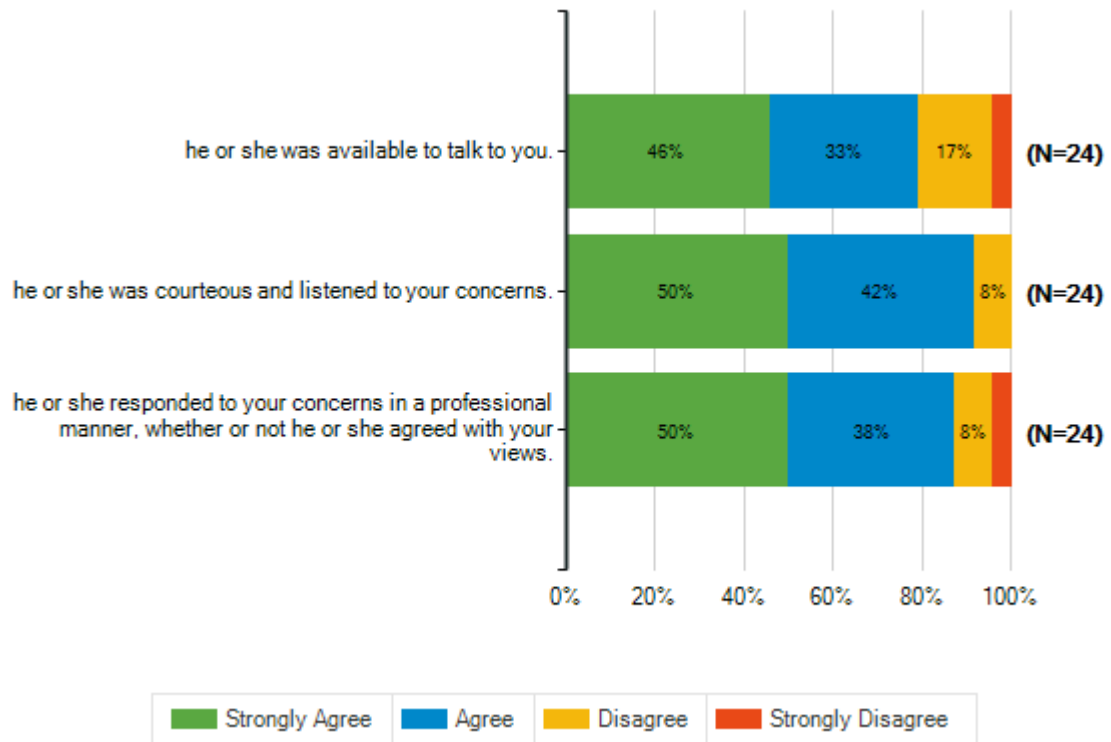
Responses	Count	%
Yes	25	19%
No	107	81%
Total Responses	132	



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 ...

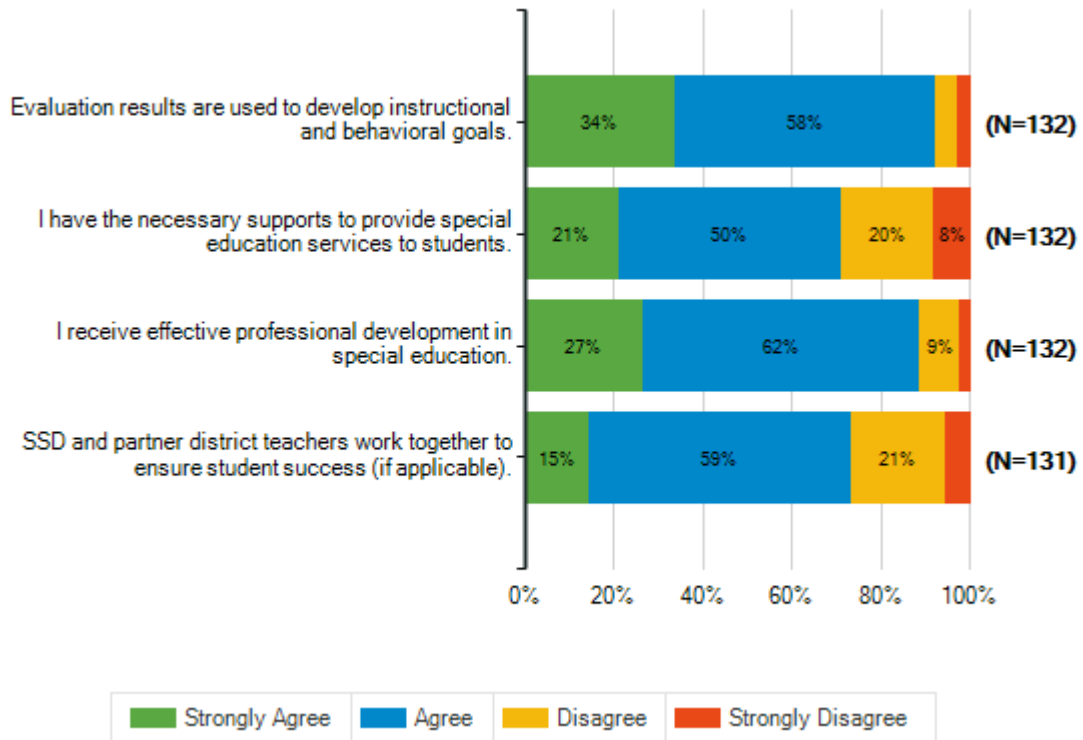
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) he or she was available to talk to you.	11 46%	8 33%	4 17%	1 4%	24
(b) he or she was courteous and listened to your concerns.	12 50%	10 42%	2 8%	0 0%	24
(c) he or she responded to your concerns in a professional manner, whether or not he or she agreed with your views.	12 50%	9 38%	2 8%	1 4%	24



Special Education Services

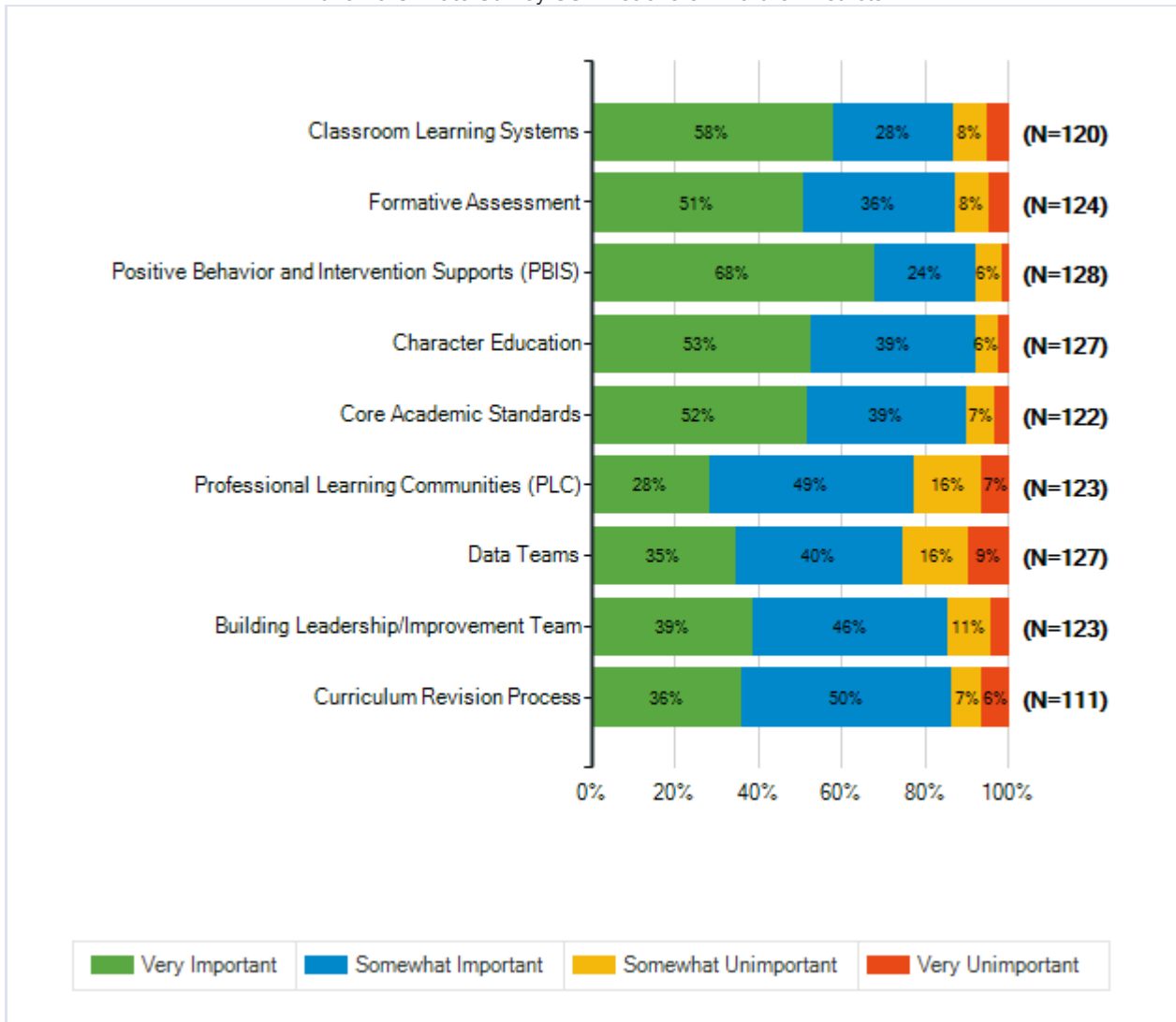
Q14. How strongly do you agree or disagree with the following statements?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Evaluation results are used to develop instructional and behavioral goals.	45 34%	77 58%	6 5%	4 3%	132
(b)	I have the necessary supports to provide special education services to students.	28 21%	66 50%	27 20%	11 8%	132
(c)	I receive effective professional development in special education.	35 27%	82 62%	12 9%	3 2%	132
(d)	SSD and partner district teachers work together to ensure student success (if applicable).	19 15%	77 59%	28 21%	7 5%	131



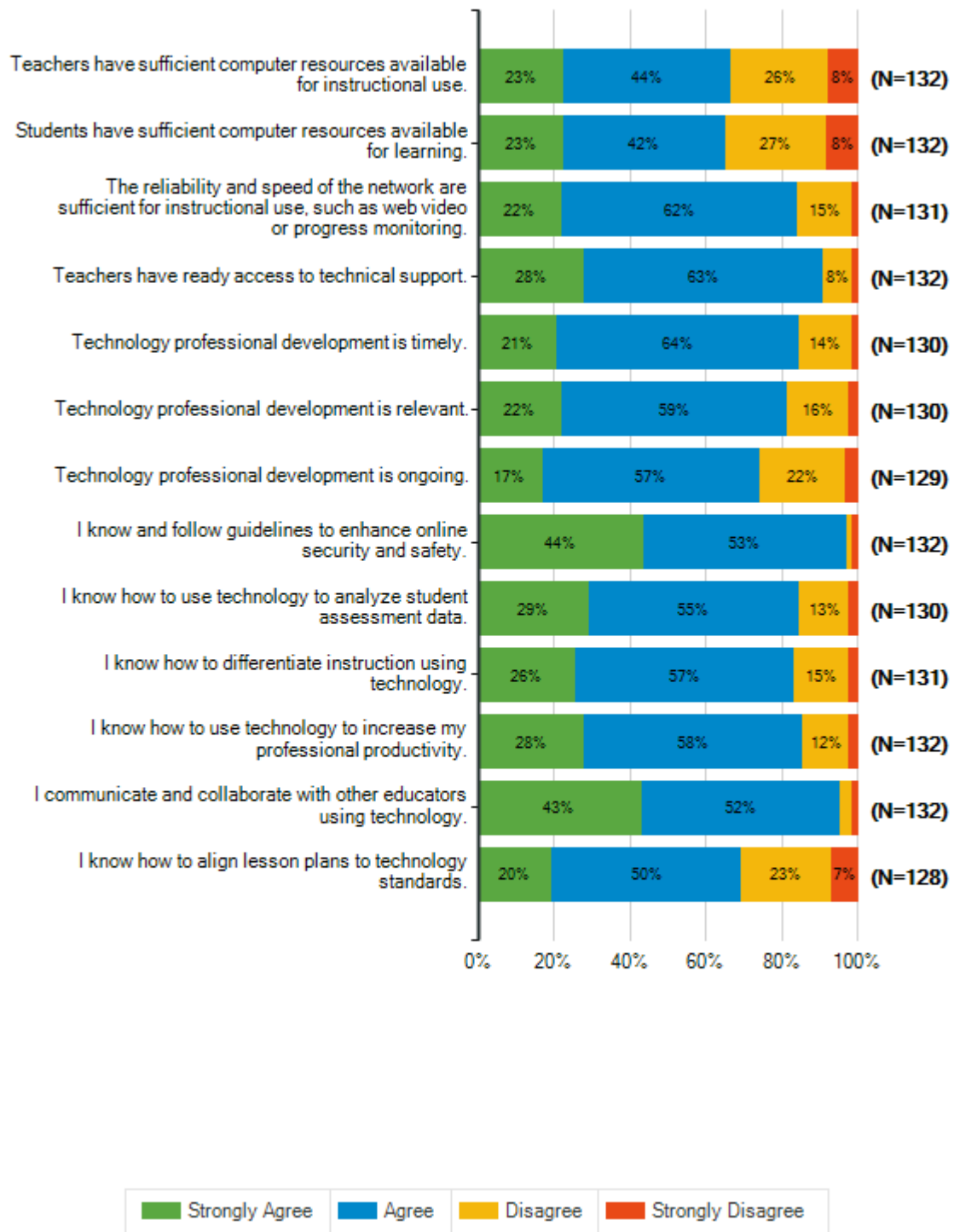
Additional Educational Programs						
Q15. Please rate how important each of the following is to education.(Not applicable responses have been excluded from calculations)						
		Very Important	Somewhat Important	Somewhat Unimportant	Very Unimportant	Total Responses
(a)	Classroom Learning Systems	70 58%	34 28%	10 8%	6 5%	120
(b)	Formative Assessment	63 51%	45 36%	10 8%	6 5%	124
(c)	Positive Behavior and Intervention Supports (PBIS)	87 68%	31 24%	8 6%	2 2%	128
(d)	Character Education	67 53%	50 39%	7 6%	3 2%	127
(e)	Core Academic Standards	63 52%	47 39%	8 7%	4 3%	122
(f)	Professional Learning Communities (PLC)	35 28%	60 49%	20 16%	8 7%	123
(g)	Data Teams	44 35%	51 40%	20 16%	12 9%	127
(h)	Building Leadership/Improvement Team	48 39%	57 46%	13 11%	5 4%	123
(i)	Curriculum Revision Process	40 36%	56 50%	8 7%	7 6%	111

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



Technology						
Q16. How strongly do you agree or disagree with the following statements?						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Teachers have sufficient computer resources available for instructional use.	30 23%	58 44%	34 26%	10 8%	132
(b)	Students have sufficient computer resources available for learning.	30 23%	56 42%	35 27%	11 8%	132
(c)	The reliability and speed of the network are sufficient for instructional use, such as web video or progress monitoring.	29 22%	81 62%	19 15%	2 2%	131
(d)	Teachers have ready access to technical support.	37 28%	83 63%	10 8%	2 2%	132
(e)	Technology professional development is timely.	27 21%	83 64%	18 14%	2 2%	130
(f)	Technology professional development is relevant.	29 22%	77 59%	21 16%	3 2%	130
(g)	Technology professional development is ongoing.	22 17%	74 57%	29 22%	4 3%	129
(h)	I know and follow guidelines to enhance online security and safety.	58 44%	70 53%	2 2%	2 2%	132
(i)	I know how to use technology to analyze student assessment data.	38 29%	72 55%	17 13%	3 2%	130
(j)	I know how to differentiate instruction using technology.	34 26%	75 57%	19 15%	3 2%	131
(k)	I know how to use technology to increase my professional productivity.	37 28%	76 58%	16 12%	3 2%	132
(l)	I communicate and collaborate with other educators using technology.	57 43%	69 52%	4 3%	2 2%	132
(m)	I know how to align lesson plans to technology standards.	25 20%	64 50%	30 23%	9 7%	128

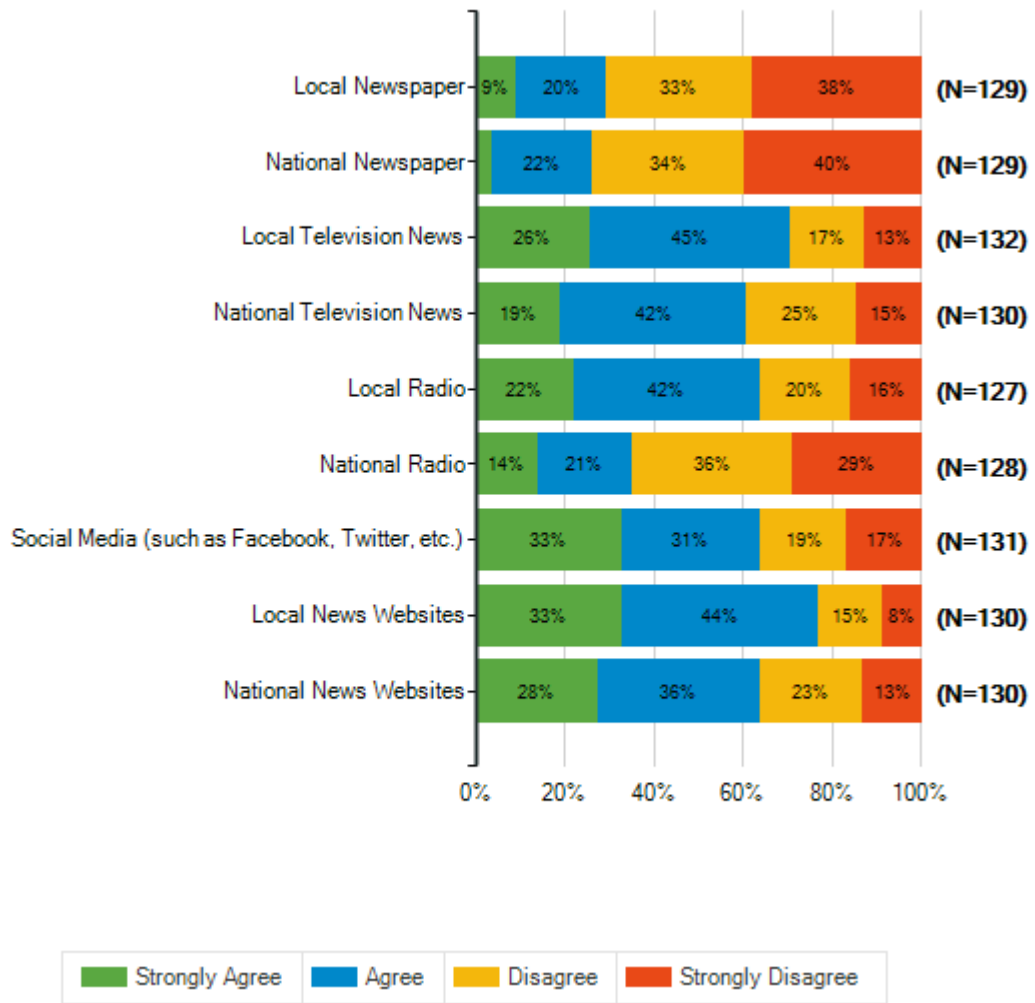
Special School District of St. Louis County
2018-19 Climate Survey SSD Teachers – Partner Districts



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.

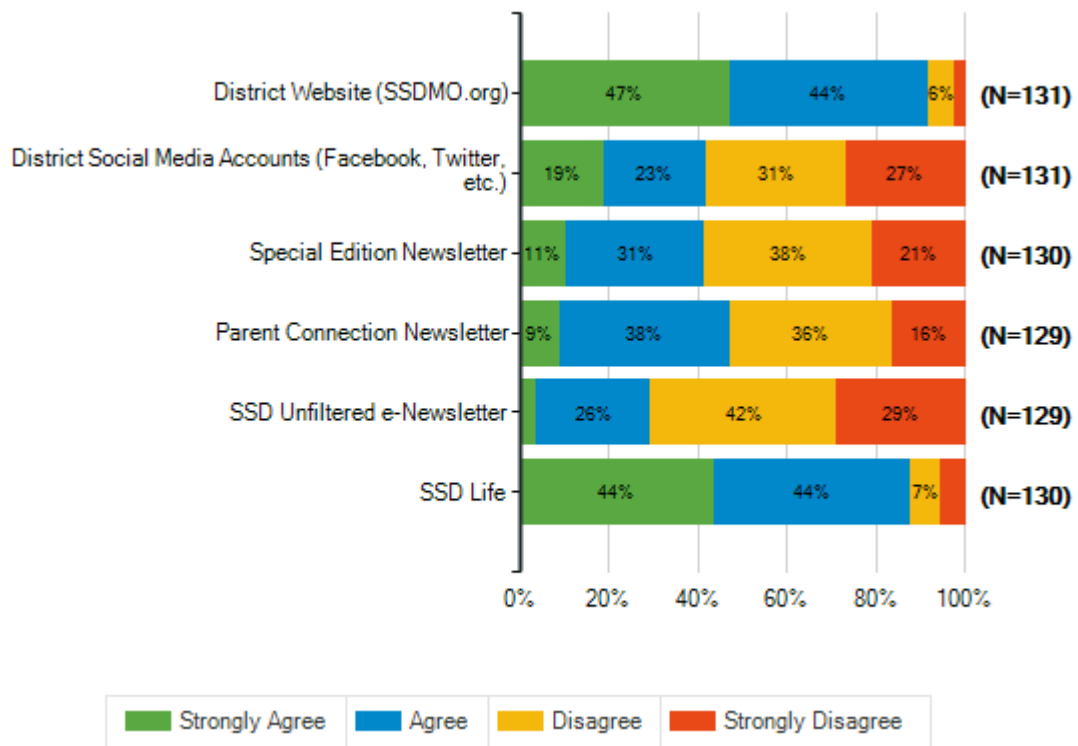
		Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a)	Local Newspaper	12 9%	26 20%	42 33%	49 38%	129
(b)	National Newspaper	5 4%	29 22%	44 34%	51 40%	129
(c)	Local Television News	34 26%	59 45%	22 17%	17 13%	132
(d)	National Television News	25 19%	54 42%	32 25%	19 15%	130
(e)	Local Radio	28 22%	53 42%	26 20%	20 16%	127
(f)	National Radio	18 14%	27 21%	46 36%	37 29%	128
(g)	Social Media (such as Facebook, Twitter, etc.)	43 33%	41 31%	25 19%	22 17%	131
(h)	Local News Websites	43 33%	57 44%	19 15%	11 8%	130
(i)	National News Websites	36 28%	47 36%	30 23%	17 13%	130

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



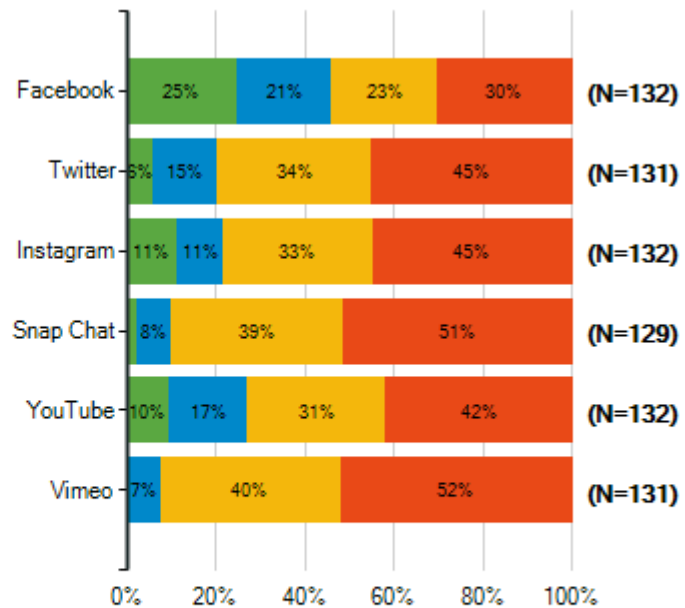
Q18. Please indicate the extent to which you agree or disagree that you use the following tools to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) District Website (SSDMO.org)	62 47%	58 44%	8 6%	3 2%	131
(b) District Social Media Accounts (Facebook, Twitter, etc.)	25 19%	30 23%	41 31%	35 27%	131
(c) Special Edition Newsletter	14 11%	40 31%	49 38%	27 21%	130
(d) Parent Connection Newsletter	12 9%	49 38%	47 36%	21 16%	129
(e) SSD Unfiltered e-Newsletter	5 4%	33 26%	54 42%	37 29%	129
(f) SSD Life	57 44%	57 44%	9 7%	7 5%	130



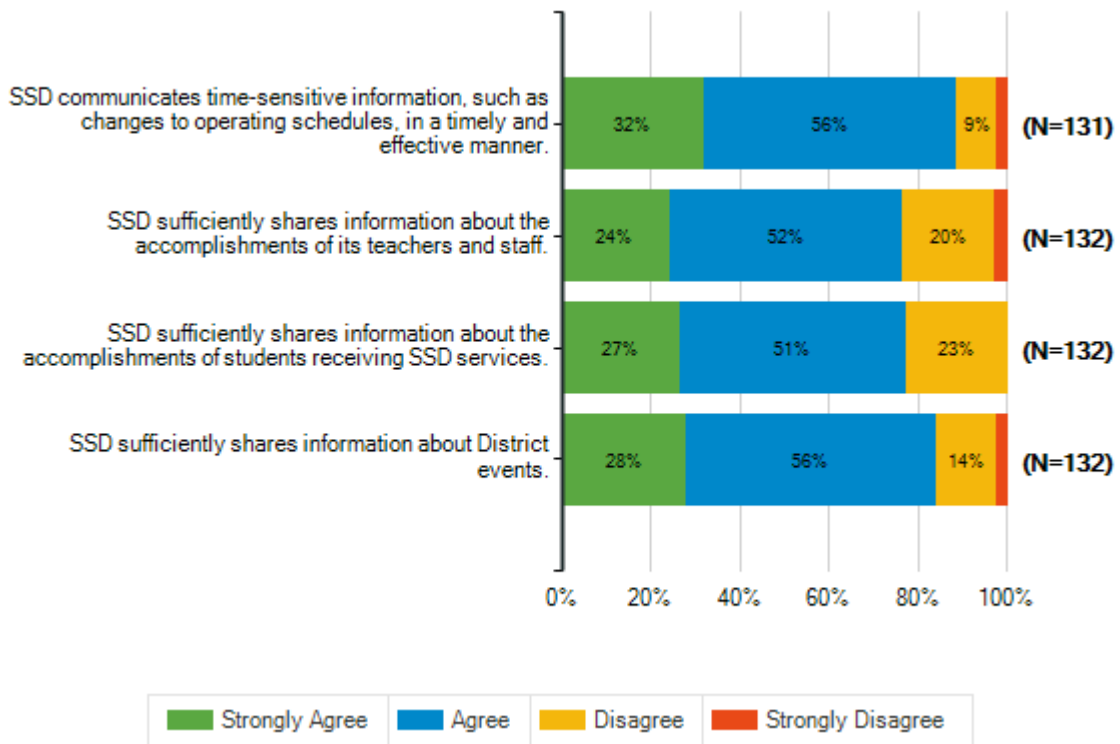
Q19. Please indicate the extent to which you agree or disagree that you would use the following social media channels to get information about Special School District.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Responses
(a) Facebook	33 25%	28 21%	31 23%	40 30%	132
(b) Twitter	8 6%	19 15%	45 34%	59 45%	131
(c) Instagram	15 11%	14 11%	44 33%	59 45%	132
(d) Snap Chat	3 2%	10 8%	50 39%	66 51%	129
(e) YouTube	13 10%	23 17%	41 31%	55 42%	132
(f) Vimeo	1 1%	9 7%	53 40%	68 52%	131



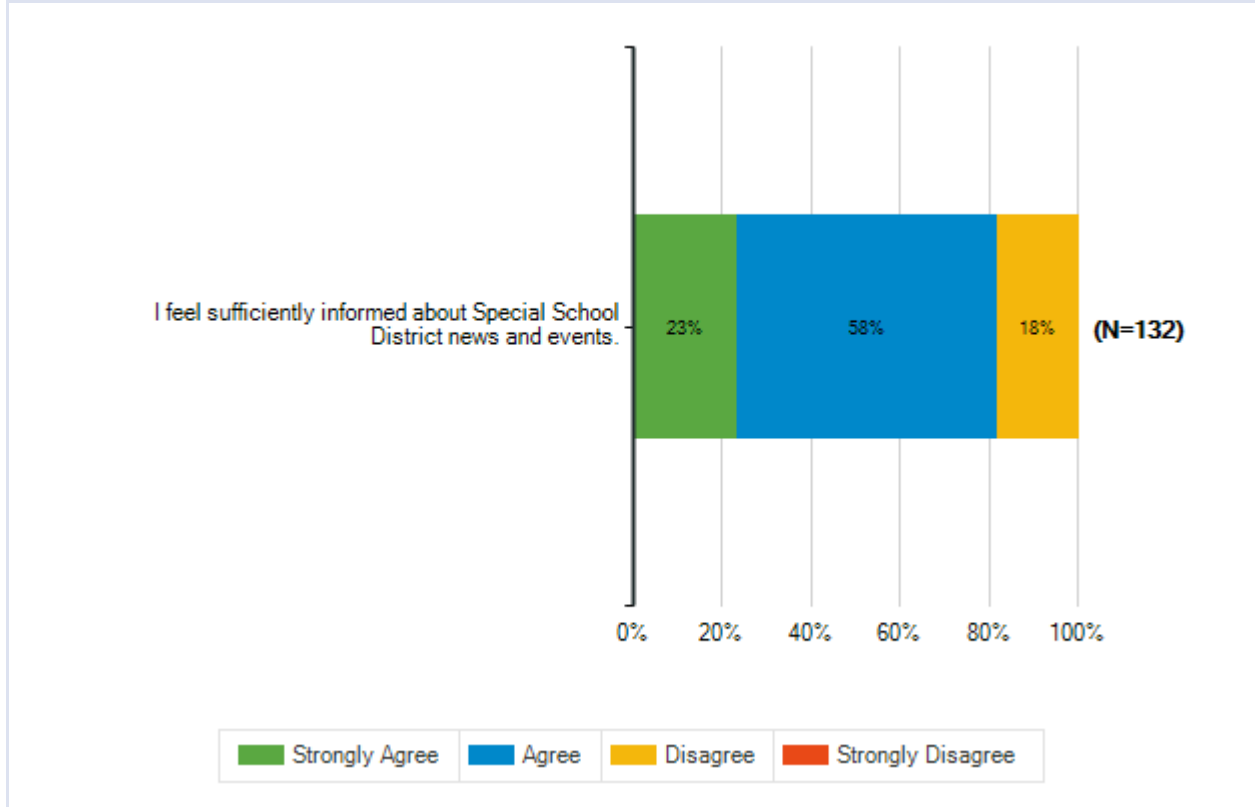
Q20. Please indicate the extent to which you agree or disagree with each of the following statements.

		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.	42 32%	74 56%	12 9%	3 2%	131
(b)	SSD sufficiently shares information about the accomplishments of its teachers and staff.	32 24%	69 52%	27 20%	4 3%	132
(c)	SSD sufficiently shares information about the accomplishments of students receiving SSD services.	35 27%	67 51%	30 23%	0 0%	132
(d)	SSD sufficiently shares information about District events.	37 28%	74 56%	18 14%	3 2%	132



Q21. 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.	31	77	24	0	132
		23%	58%	18%	0%	



Q23. What grade would you give SSD for how well it is meeting the needs of its students?

Responses	Count	%
A	30	23%
B	63	48%
C	25	19%
D	12	9%
F	2	2%
Total Responses	132	

