



THE SCHOOL DISTRICT OF
PHILADELPHIA

School Support Staff Survey

Overview of data from the 2019-20 pilot administration year

December 2020

Office of Research and Evaluation

Overview of Survey

- Each spring, the Office of Research and Evaluation (ORE) administers the District-Wide Surveys (DWS), which include surveys for students, parents/guardians, teachers, and principals about five key areas tied to school improvement: Leadership, Professional Capacity, Climate, Instruction, and Parent/Guardian Community Ties. For more information about the DWS, [visit www.philasd.org/dws](http://www.philasd.org/dws).
- For the first time in 2019-20, ORE developed and administered a survey for school-based staff that would be administered at the same time as the other surveys. The survey window for the new “Support Staff Survey” was from February 3 to June 15, 2020.

Overview of Respondents

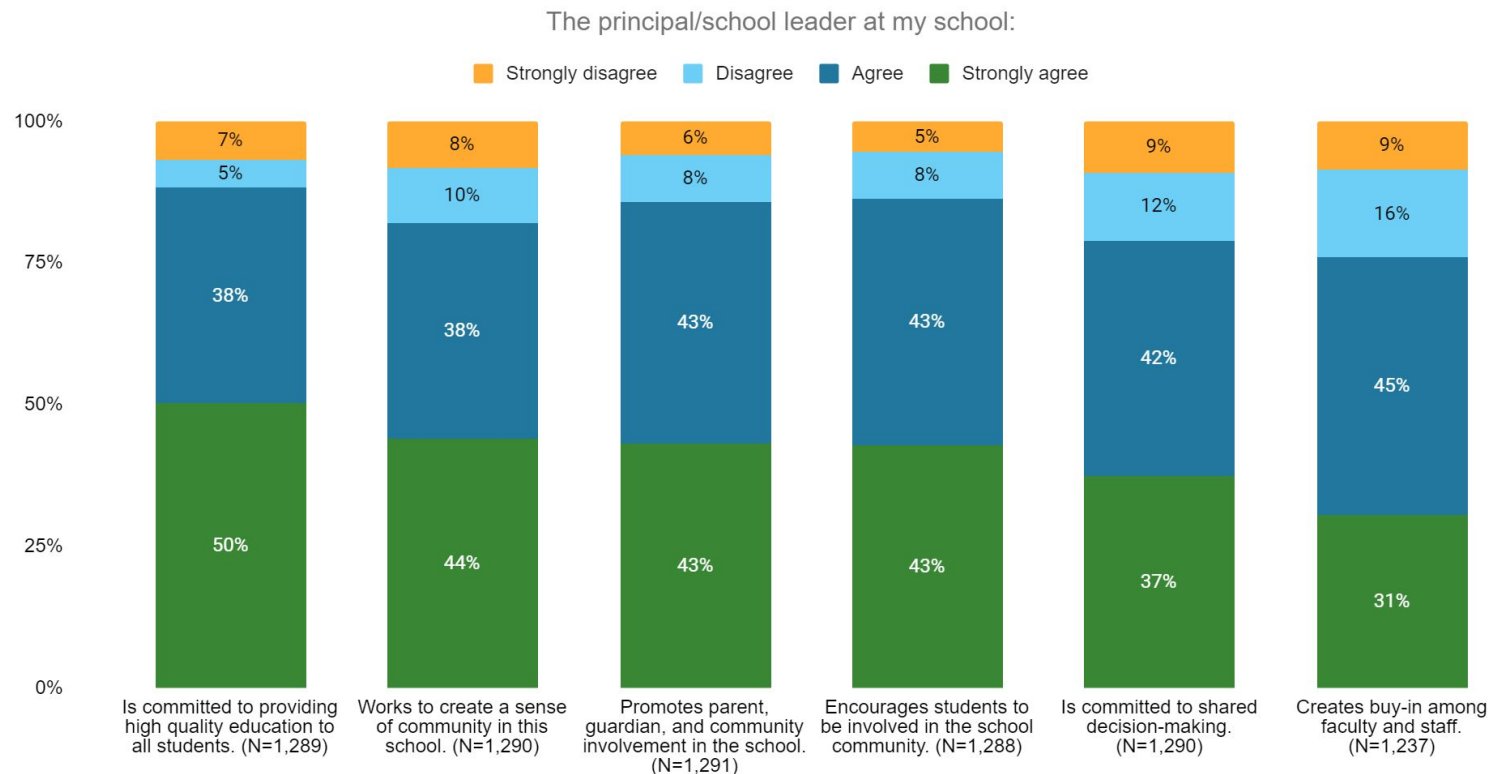
- The survey was available to School District of Philadelphia school-based staff that had the following roles: Special Education Assistant, One to One Assistant, Counseling Assistant (Bilingual), Climate Support Specialist, School Climate Manager, School Counselor, School Psychologist, School Nurse, Secretary.
- There were 1,307 responses, for a response rate of 37%. The response rate is based on employee data as of March 13, 2020.
- About half (46%) of the respondents were from elementary-middle schools (K-8), and another quarter (23%) were from high schools (see slide 4).

Overview of Respondents by School Level

School Level	Number of Respondents	Percent of Respondents
Elementary	270	20.7%
Elementary-Middle	602	46.1%
Elementary-Middle-High	16	1.2%
Middle	78	6.0%
Middle-High	34	2.6%
High	307	23.5%
Total	1,307	100.0%

Questions about Leadership

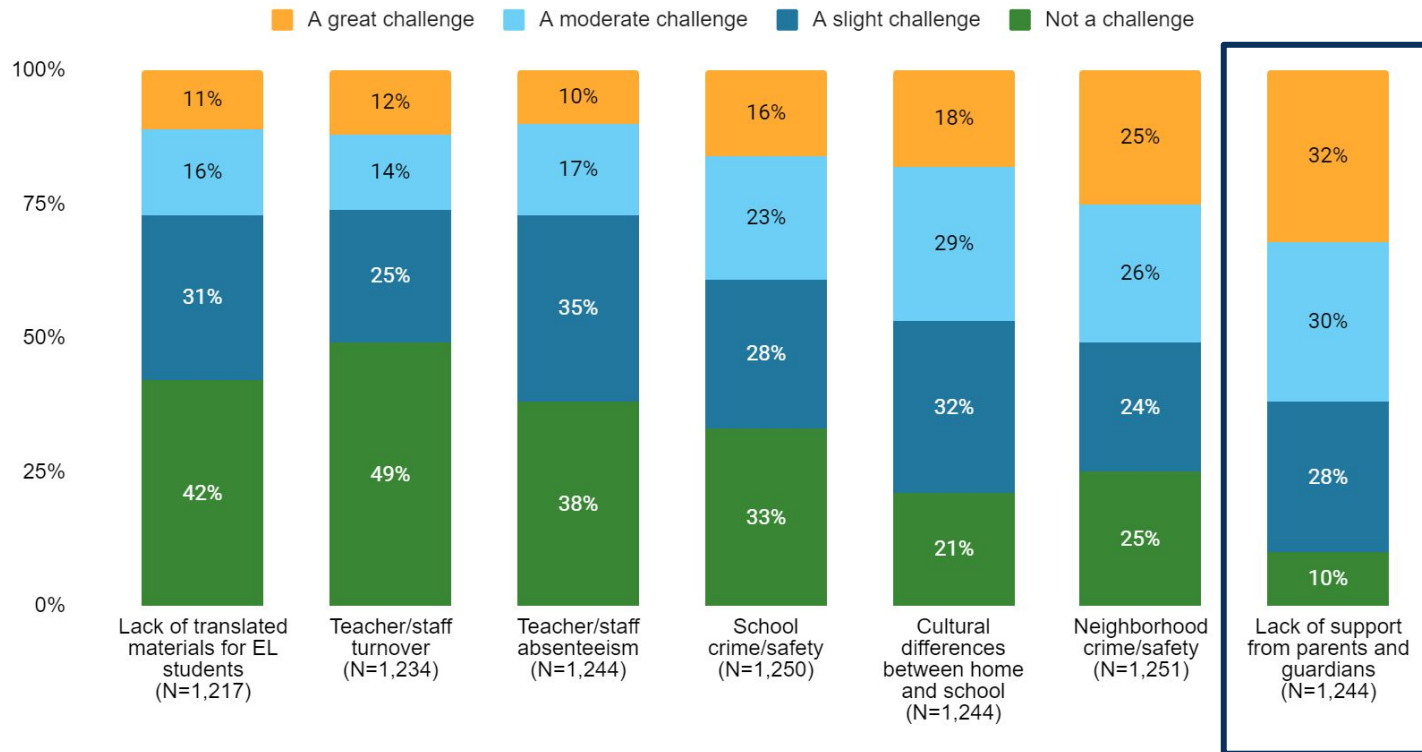
Most respondents **agreed** or **strongly agreed** that their principal is a good leader



Questions about Challenges

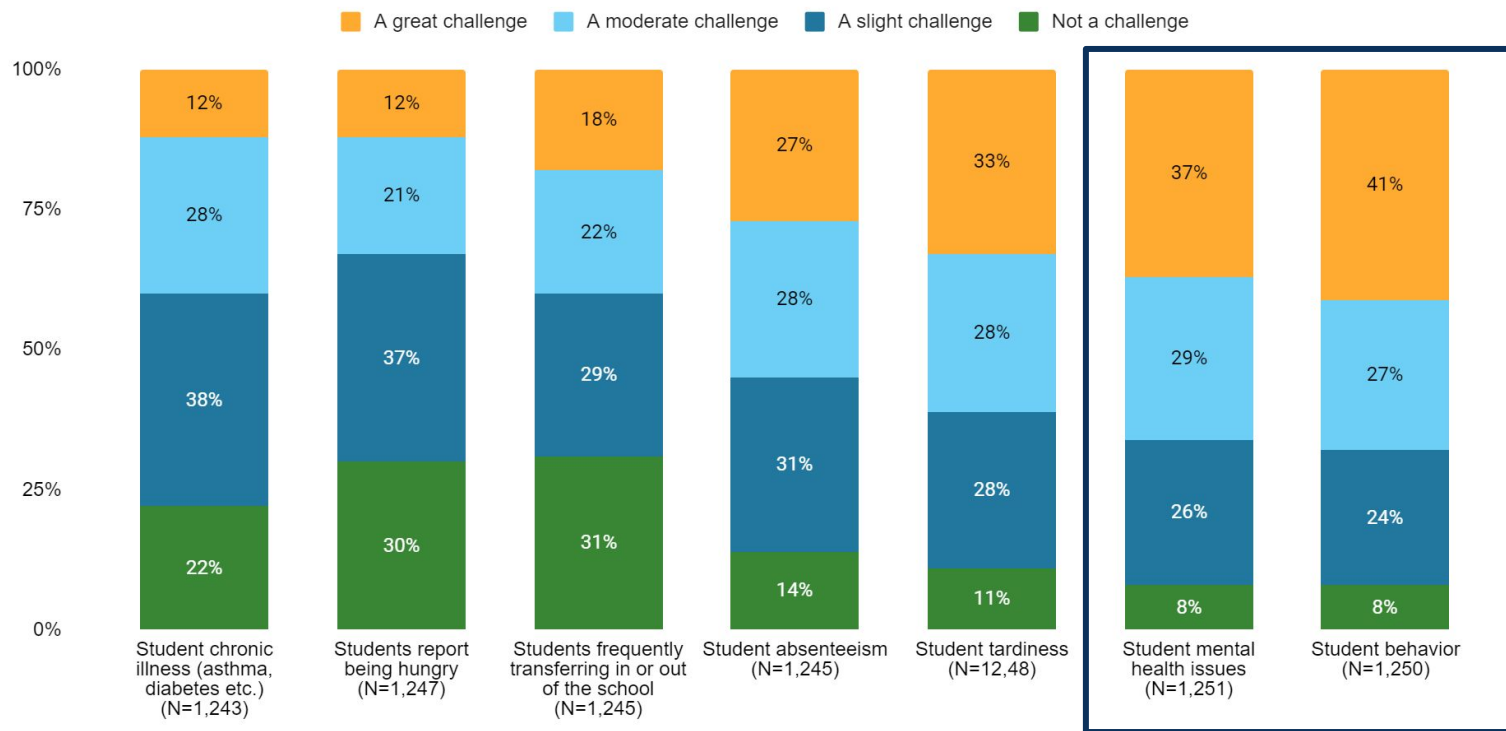
About a third of respondents felt lack of support from parents/guardians is a great challenge

To what extent do you consider each of the following factors a challenge to student learning at your school?



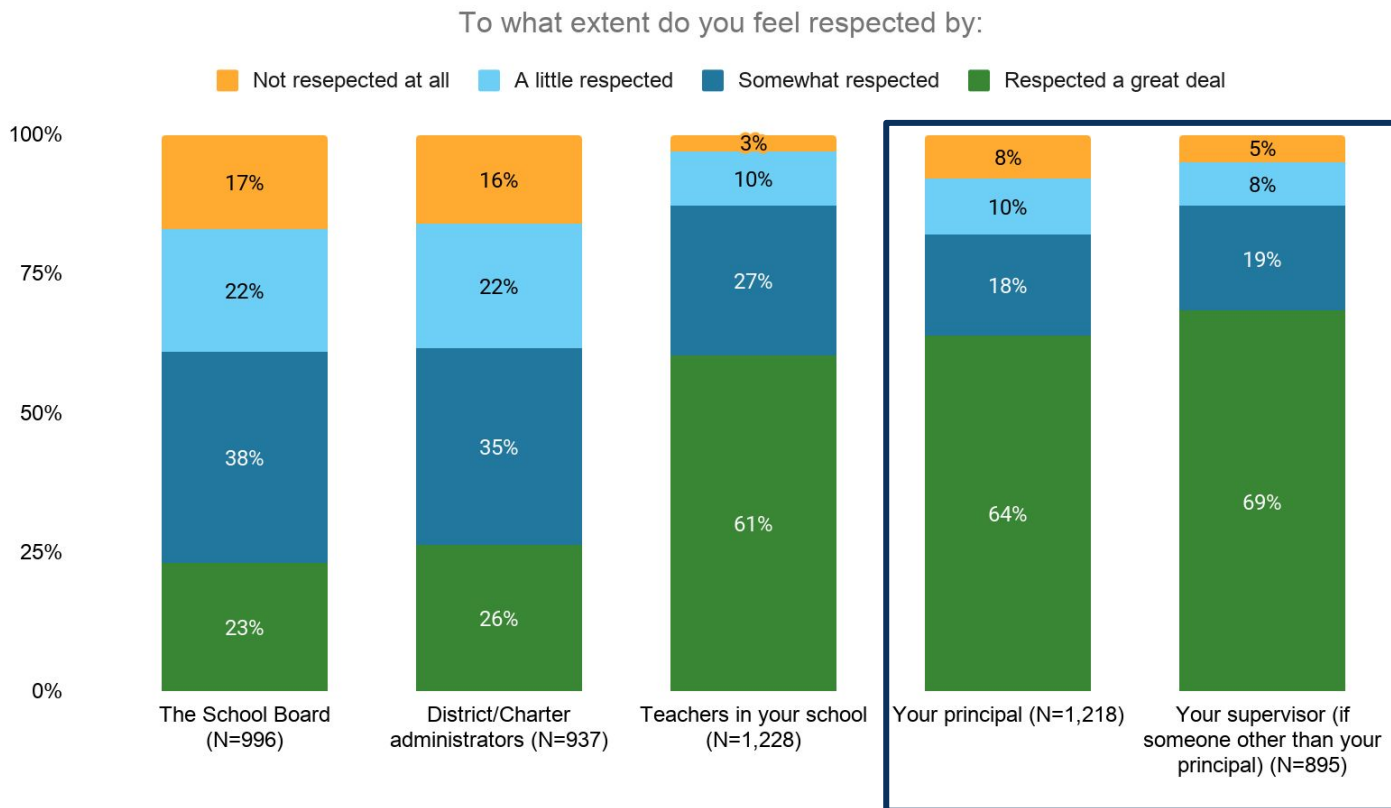
About 40% of respondents reported student behavior and student mental health issues as **great challenges**

To what extent do you consider each of the following factors a challenge to student learning at your school?

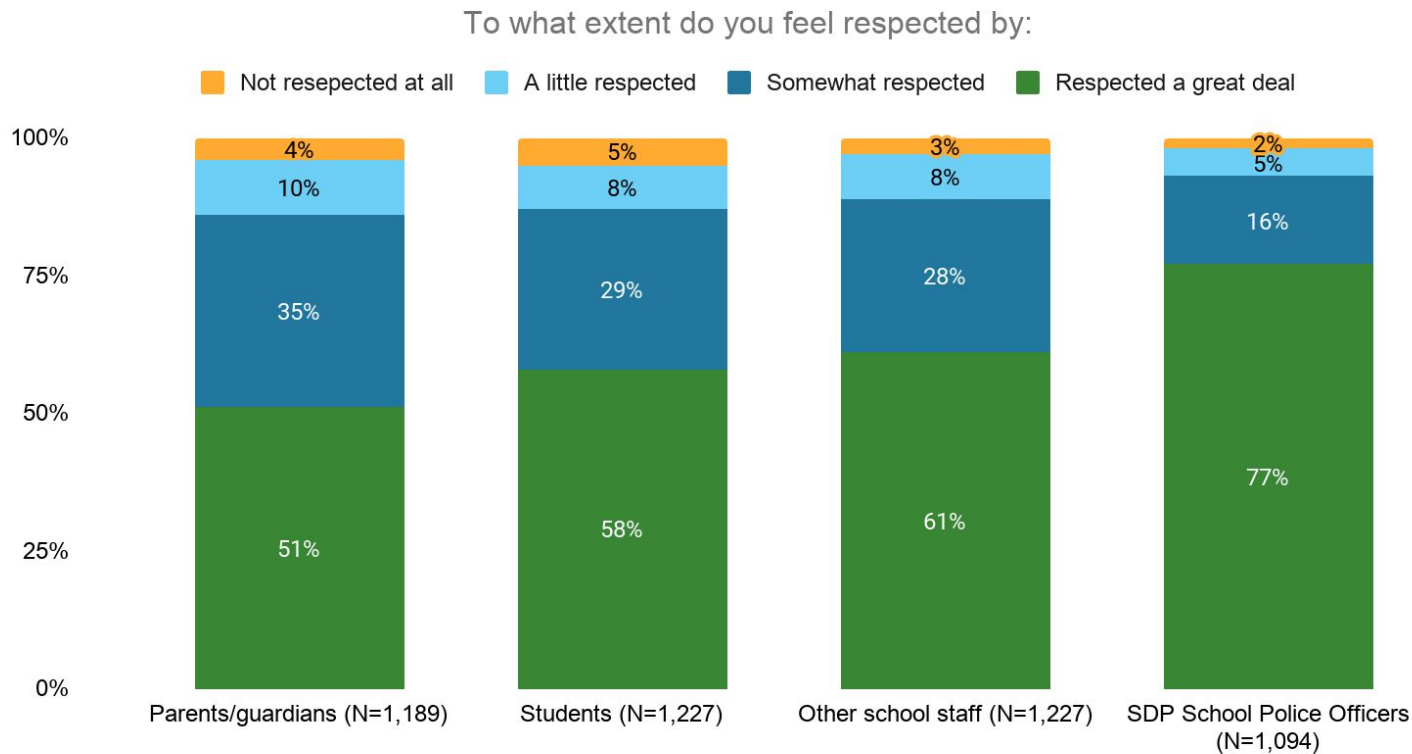


Questions about Respect

About two-thirds of respondents felt **respected a great deal** by their principal or supervisor

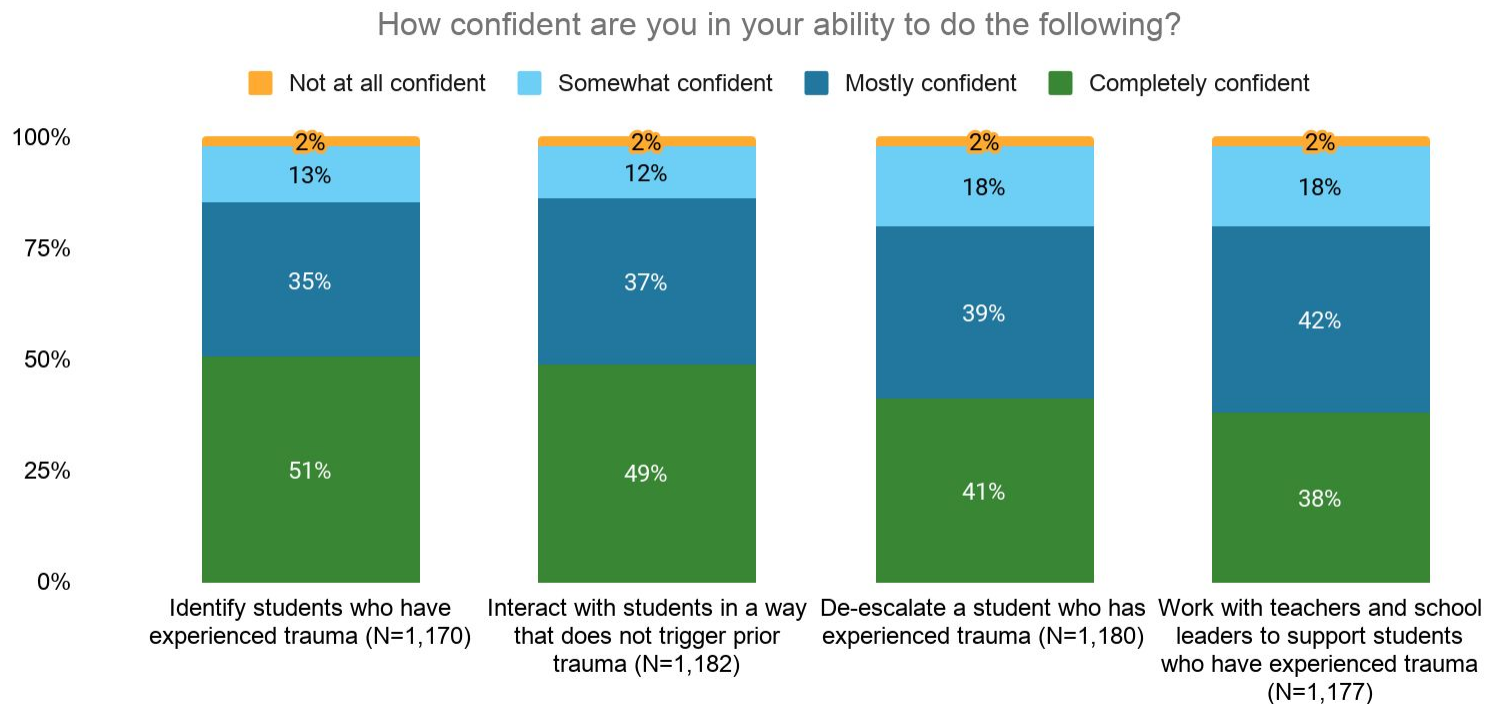


Most respondents felt **somewhat respected** or **respected a great deal** by parents/guardians, students, school staff, and school police officers



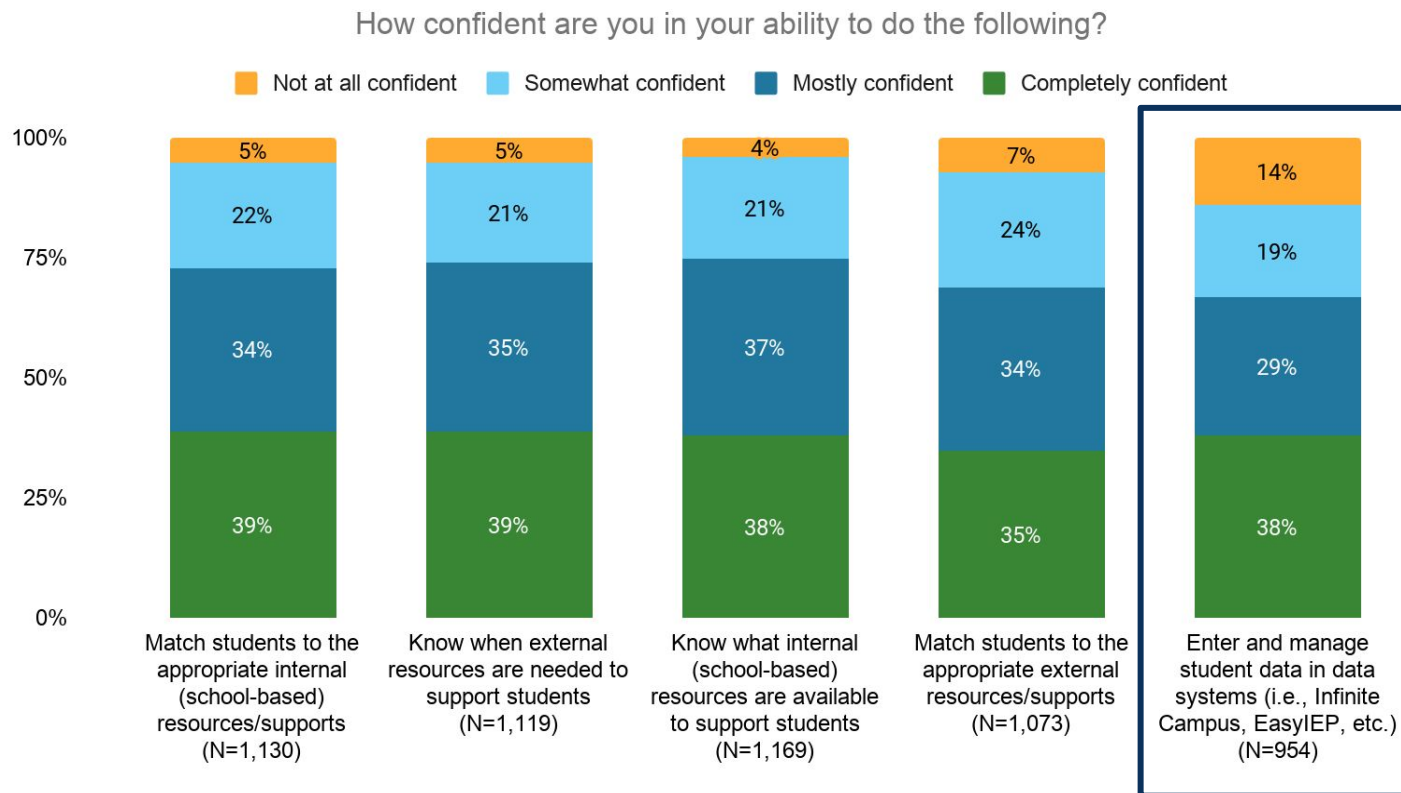
Questions about Trauma-Informed Practices

Most respondents felt **mostly confident** or **completely confident** in their ability to implement trauma-informed practices



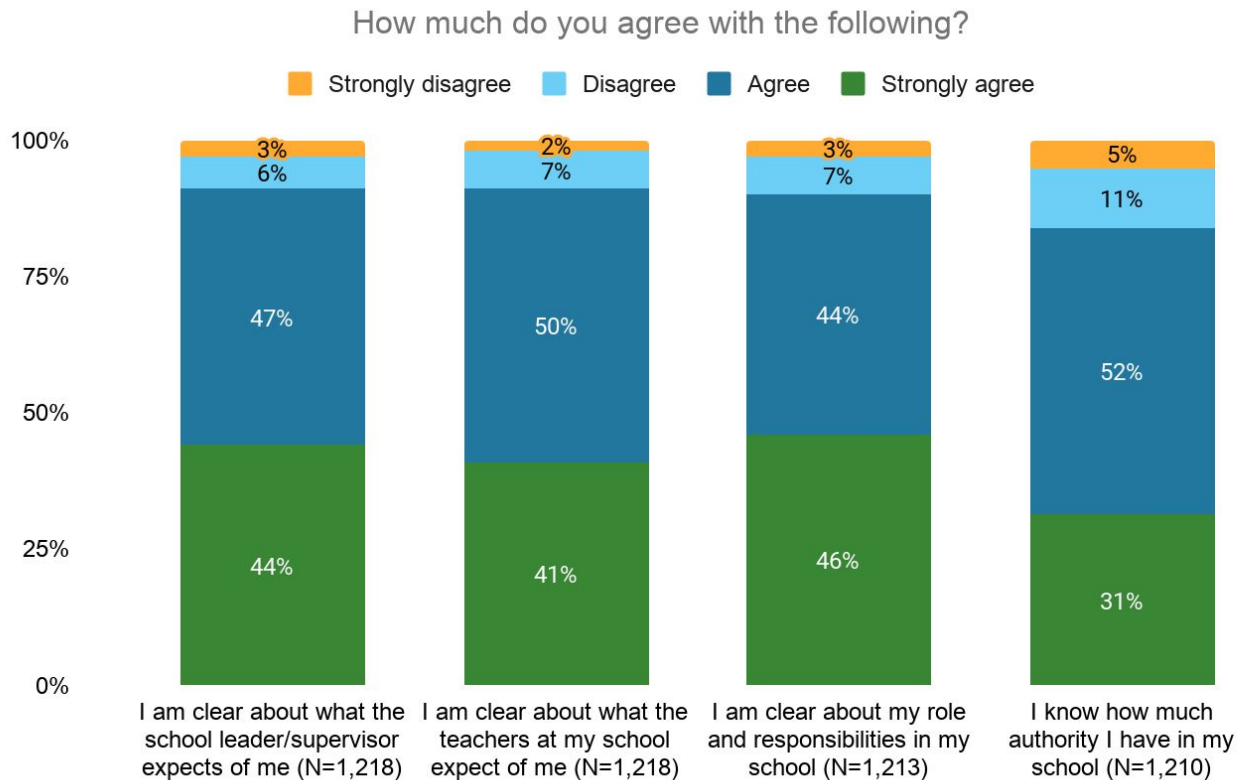
Questions about Supporting Students

Over a third of respondents reported being **somewhat** or **not at all confident** in entering and managing student data



Questions about Role Clarity and Supports

Most respondents **agreed** or **strongly agreed** with the four questions about role clarity



About 4 in 5 respondents **agreed** or **strongly agreed** that there are clear guidelines, sufficient supplies, adequate PD, and manageable caseloads

