



# Clayton School District

Staff Survey  
Spring 2023



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Communicating results</b>	<b>79%</b> ▲ 34 since last survey	<b>70%</b> SSD of St. Louis (MO)
<b>Communications</b>	<b>70%</b> ▲ 4 since last survey	<b>67%</b> SSD of St. Louis (MO)
<b>Deia</b>	<b>55%</b> ▼ 6 since last survey	<b>65%</b> SSD of St. Louis (MO)
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>27%</b> ▲ 4 since last survey	<b>40%</b> SSD of St. Louis (MO)
<b>Mission and vision</b>	<b>72%</b> ▲ 1 since last survey	<b>71%</b> SSD of St. Louis (MO)
<b>Overall engagement</b>	<b>71%</b> ▼ 8 since last survey	<b>78%</b> SSD of St. Louis (MO)
<b>Professional Learning</b>	<b>48%</b> ▲ 17 since last survey	<b>43%</b> SSD of St. Louis (MO)



### School Climate

Perceptions of the overall social and learning climate of the school.

58%

▼ 6

since last survey

57%

SSD of St. Louis (MO)

### School Leadership

Perceptions of the school leadership's effectiveness.

61%

▲ 4

since last survey

54%

SSD of St. Louis (MO)

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

61%

▼ 3

since last survey

63%

SSD of St. Louis (MO)

### Well-being

Faculty and staff perceptions of their own professional well-being.

64%

▼ 4

since last survey

70%

SSD of St. Louis (MO)

### Work environment

75%

▼ 9

since last survey

79%

SSD of St. Louis (MO)

11 responses



# Communicating results

Your average

**79%**

11 responses

Change

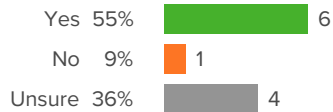
**▲ 34**

since last survey

Client average: **70%** SSD of St. Louis (MO)

## How did people respond?

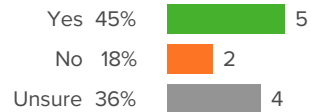
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▲ **36** from last survey

Favorable: **86%**

**Q.2: Has your immediate SSD supervisor made changes to improve employee engagement since the last survey?**



▲ **31** from last survey

Favorable: **71%**



# Communications

Your average

**70%**

11 responses

Change

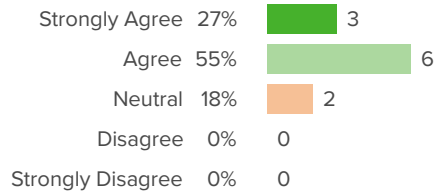
**▲ 4**

since last survey

Client average: **67%** SSD of St. Louis (MO)

## How did people respond?

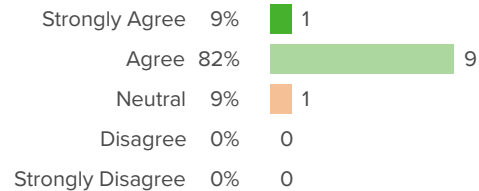
### Q.1: My direct supervisor provides me with constructive feedback.



▲ 28 from last survey

Favorable: **82%**

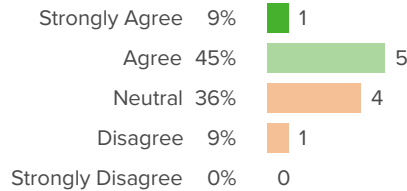
### Q.2: I receive adequate and timely information about district news and initiatives.



▲ 22 from last survey

Favorable: **91%**

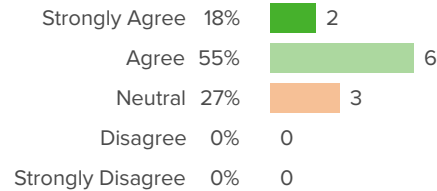
### Q.3: I am aware of where and how I can direct a question or concern.



▼ 14 from last survey

Favorable: **55%**

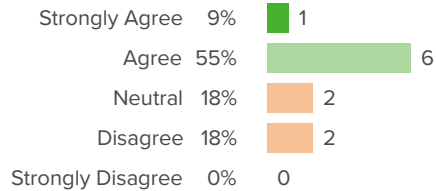
### Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 4 from last survey

Favorable: **73%**

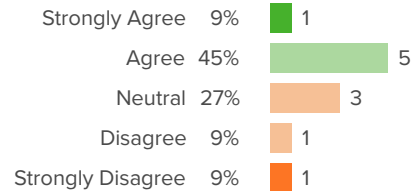
### Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 2 from last survey

Favorable: **64%**

### Q.6: SSD leaders encourage employees to share ideas to improve performance.



▼ 7 from last survey

Favorable: **55%**



# Deia

Your average

# 55%

11 responses

Change

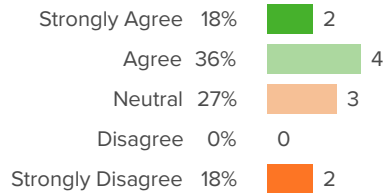
# ▼ 6

since last survey

Client average: **65%** SSD of St. Louis (MO)

## How did people respond?

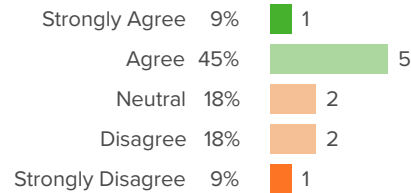
### Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ 22 from last survey

Favorable: **55%**

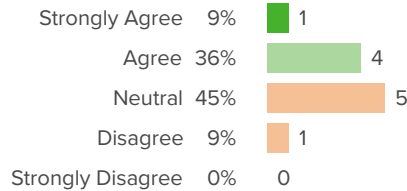
### Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ 1 from last survey

Favorable: **55%**

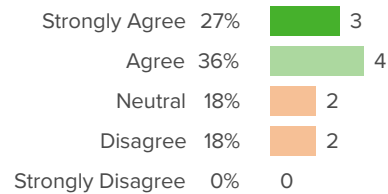
### Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ 13 from last survey

Favorable: **45%**

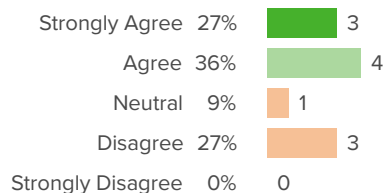
### Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ 2 from last survey

Favorable: **64%**

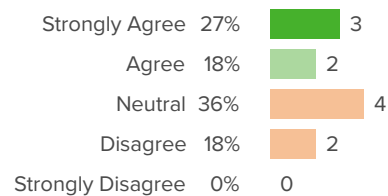
### Q.5: I feel my background and identity are valued at SSD.



▲ 18 from last survey

Favorable: **64%**

### Q.6: People from all backgrounds and with a range of identities have equitable opportunities to advance their careers at SSD.



▼ 24 from last survey

Favorable: **45%**



# Feedback and Coaching

Your average

**27%**

11 responses

Change

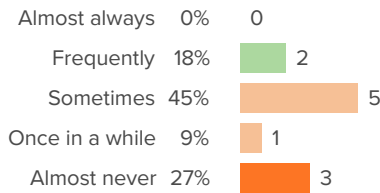
**▲ 4**

since last survey

Client average: **40%** SSD of St. Louis (MO)

## How did people respond?

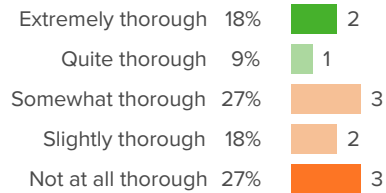
### Q.1: How often do you receive feedback on your work?



▲ 3 from last survey

Favorable: **18%**

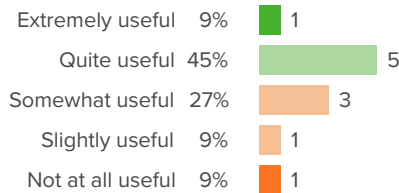
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 10 from last survey

Favorable: **27%**

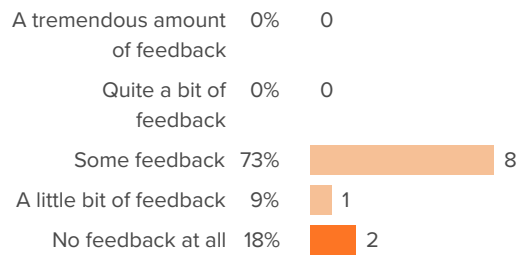
### Q.3: How useful do you find the feedback you receive on your work?



▼ 3 from last survey

Favorable: **55%**

### Q.4: How much feedback do you receive on your work?

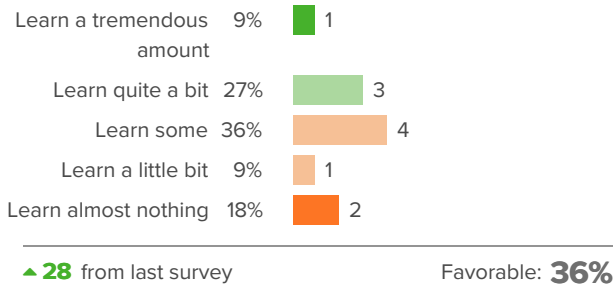


▼ 15 from last survey

Favorable: **0%**



**Q.5: How much do you learn from the evaluation processes at your school?**







# Mission and vision

Your average

**72%**

11 responses

Change

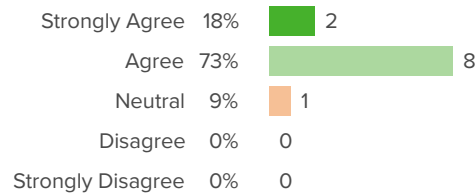
**▲ 1**

since last survey

Client average: **71%** SSD of St. Louis (MO)

## How did people respond?

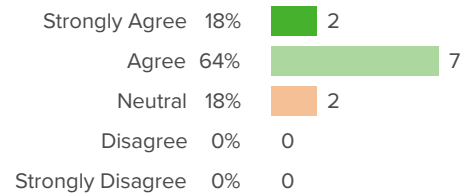
### Q.1: I am familiar with and support the mission and vision of SSD.



▼ 1 from last survey

Favorable: **91%**

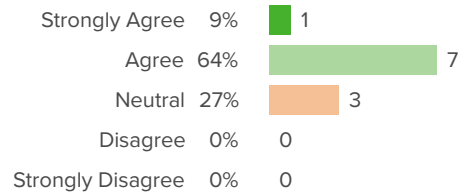
### Q.2: The district's mission and vision are clearly defined.



▼ 3 from last survey

Favorable: **82%**

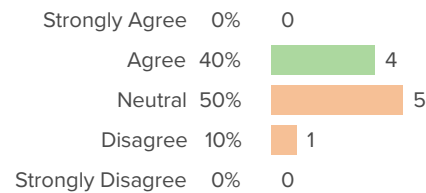
### Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 4 from last survey

Favorable: **73%**

### Q.4: I can provide input on how the district accomplishes its mission.



▲ 9 from last survey

Favorable: **40%**



# Overall engagement

Your average

# 71%

11 responses

Change

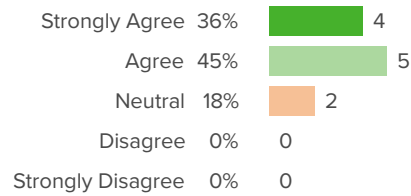
# ▼ 8

since last survey

Client average: **78%** SSD of St. Louis (MO)

## How did people respond?

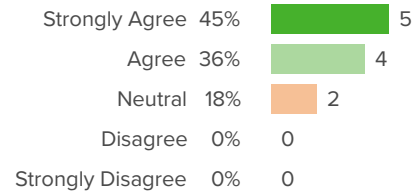
### Q.1: I am proud to work for SSD.



▼ 10 from last survey

Favorable: **82%**

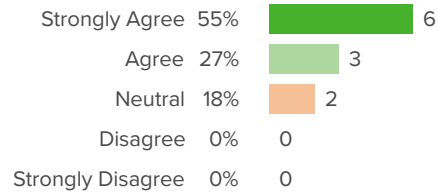
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 3 from last survey

Favorable: **82%**

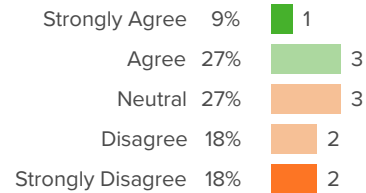
### Q.3: I am engaged in my work.



▼ 3 from last survey

Favorable: **82%**

### Q.4: I am included in decisions that affect my work.



▼ 18 from last survey

Favorable: **36%**



# Professional Learning

Your average

**48%**

11 responses

Change

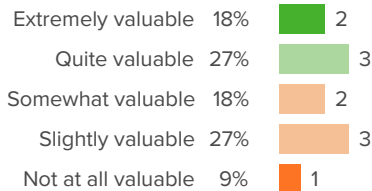
**▲ 17**

since last survey

Client average: **43%** SSD of St. Louis (MO)

## How did people respond?

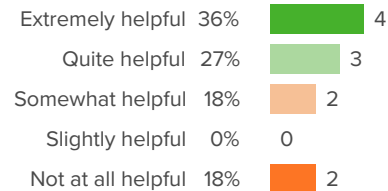
### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 7 from last survey

Favorable: **45%**

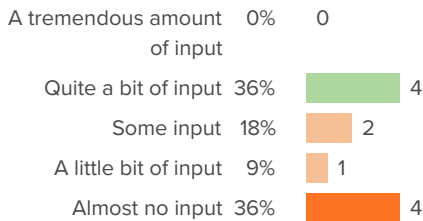
### Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 10 from last survey

Favorable: **64%**

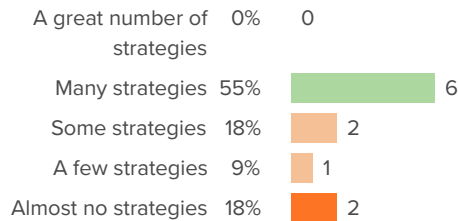
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 21 from last survey

Favorable: **36%**

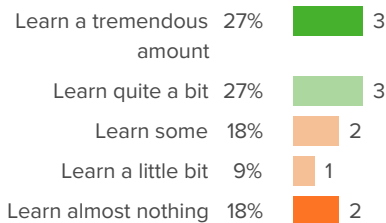
### Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 17 from last survey

Favorable: **55%**

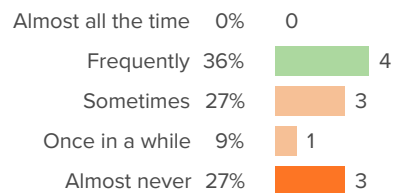
### Q.5: Overall, how much do you learn from the leaders at your school?



▲ 17 from last survey

Favorable: **55%**

### Q.6: How often do your professional development opportunities help you explore new ideas?

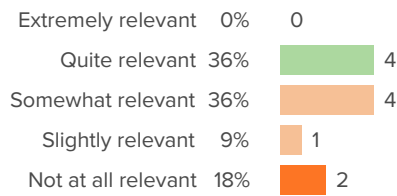


▲ 21 from last survey

Favorable: **36%**



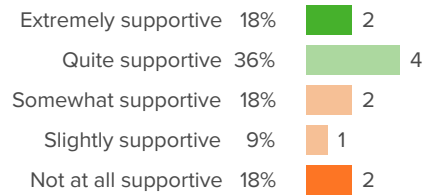
**Q.7: How relevant have your professional development opportunities been to your work?**



▲ **21** from last survey

Favorable: **36%**

**Q.8: Overall, how supportive has the school been of your professional growth?**



▲ **17** from last survey

Favorable: **55%**



# School Climate

Your average

**58%**

11 responses

Change

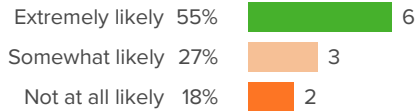
▼ **6**

since last survey

Client average: **57%** SSD of St. Louis (MO)

## How did people respond?

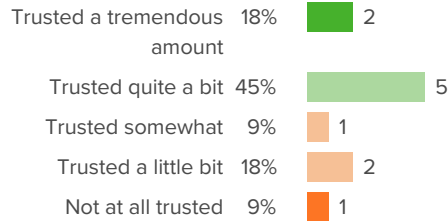
### Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ **1** from last survey

Favorable: **55%**

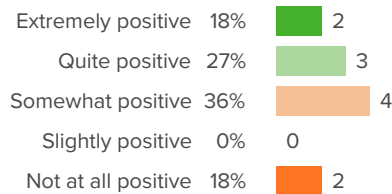
### Q.2: To what extent are staff trusted to work in the way they think is best?



▼ **5** from last survey

Favorable: **64%**

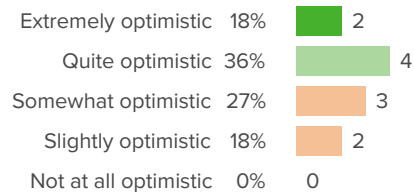
### Q.3: How positive are the attitudes of your colleagues?



▼ **9** from last survey

Favorable: **45%**

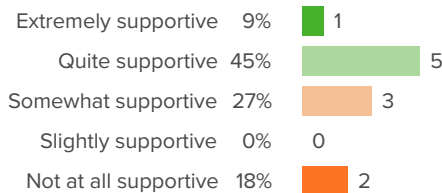
### Q.4: How optimistic are you the future of Special School District?



▼ **22** from last survey

Favorable: **55%**

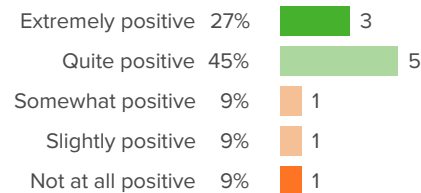
### Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ **1** from last survey

Favorable: **55%**

### Q.6: Overall, how positive is the working environment at your school/location?



▼ **4** from last survey

Favorable: **73%**



# School Leadership

Your average

**61%**

11 responses

Change

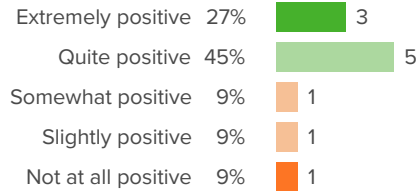
**▲ 4**

since last survey

Client average: **54%** SSD of St. Louis (MO)

## How did people respond?

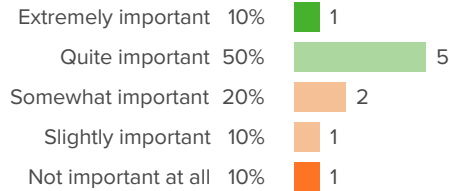
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 4 from last survey

Favorable: **73%**

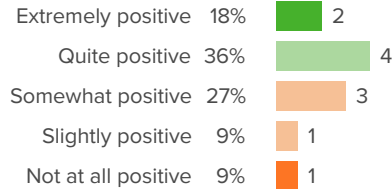
### Q.2: For your school leaders, how important is staff satisfaction?



▲ 10 from last survey

Favorable: **60%**

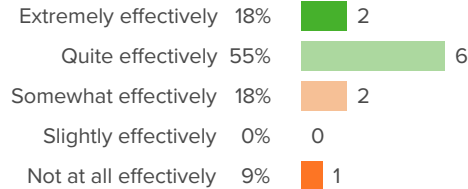
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 9 from last survey

Favorable: **55%**

### Q.4: How effectively do school leaders communicate important information to staff?

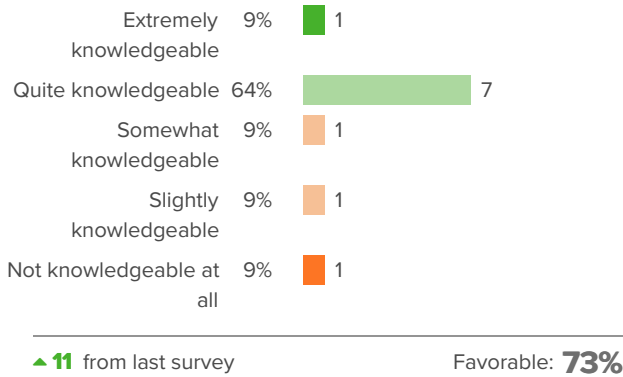


▼ 12 from last survey

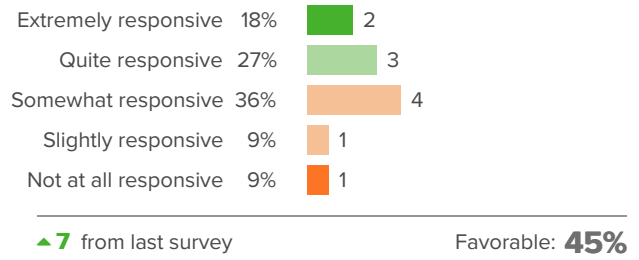
Favorable: **73%**



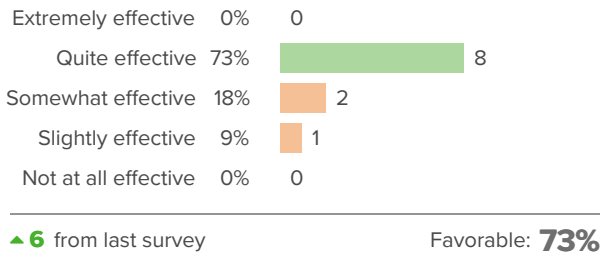
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



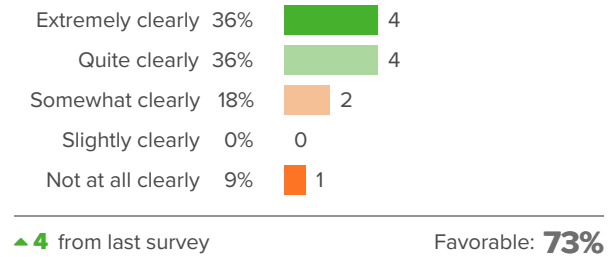
**Q.6: How responsive are school leaders to your feedback?**



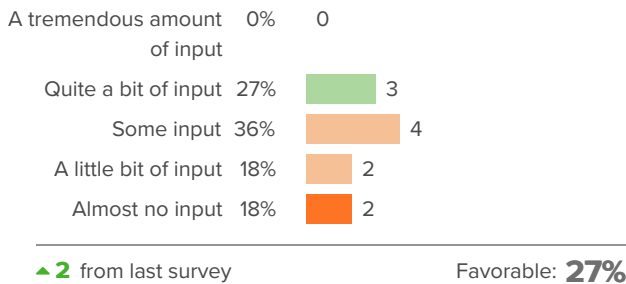
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



**Q.8: How clearly do your school leaders identify their goals for the staff?**



**Q.9: When the school makes important decisions, how much input do staff have?**





# Staff-Leadership Relationships

Your average

**61%**

11 responses

Change

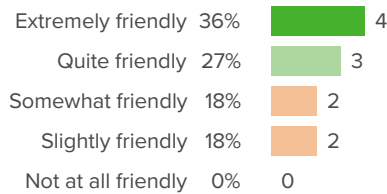
▼ **3**

since last survey

Client average: **63%** SSD of St. Louis (MO)

## How did people respond?

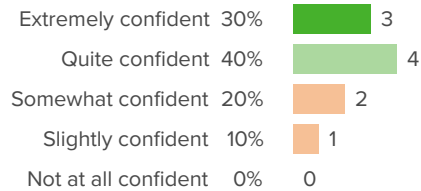
### Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: **64%**

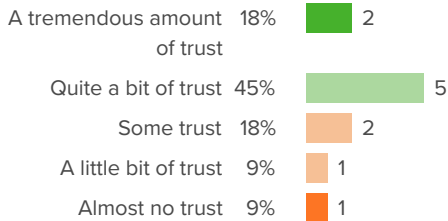
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 15 from last survey

Favorable: **70%**

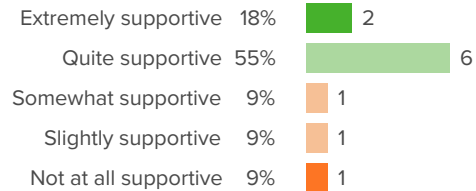
### Q.3: How much trust exists between school leaders and staff?



▲ 2 from last survey

Favorable: **64%**

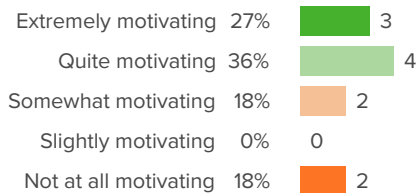
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 4 from last survey

Favorable: **73%**

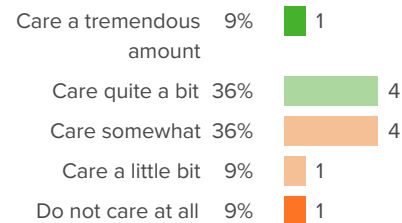
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ 18 from last survey

Favorable: **64%**

### Q.6: How much do your school leaders care about you as an individual?



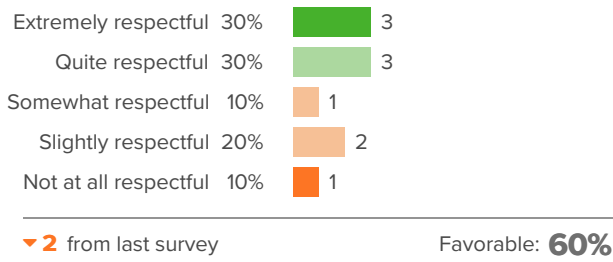
▲ 7 from last survey

Favorable: **45%**

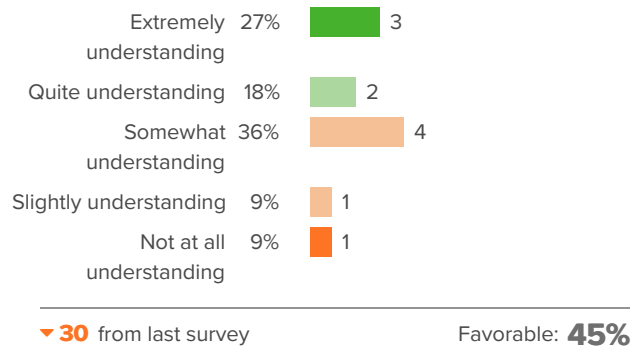




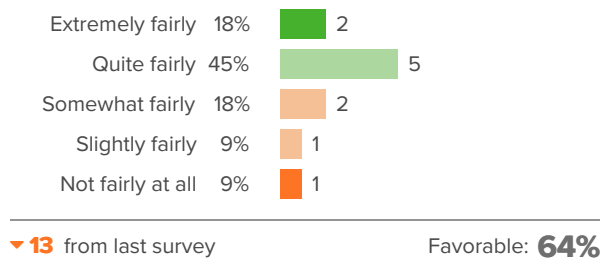
**Q.7: How respectful are your school leaders towards you?**



**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



**Q.9: How fairly does the school leadership treat the staff?**





# Well-being

Your average

# 64%

11 responses

Change

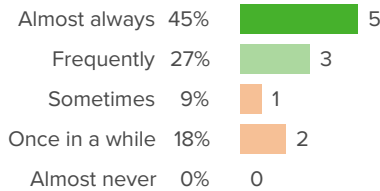
# ▼ 4

since last survey

Client average: **70%** SSD of St. Louis (MO)

## How did people respond?

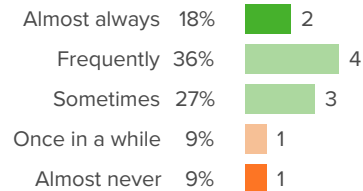
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 6 from last survey

Favorable: **73%**

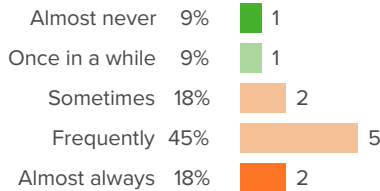
**Q.2: During the past week, how often did you feel excited at work?**



▲ 5 from last survey

Favorable: **82%**

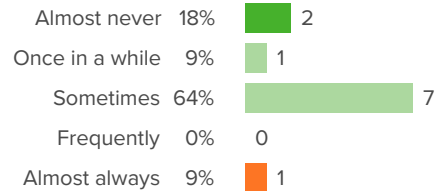
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 5 from last survey

Favorable: **18%**

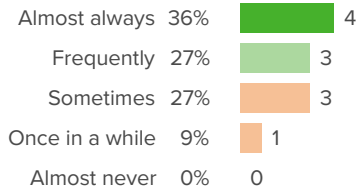
**Q.4: During the past week, how often did you feel frustrated at work?**



▲ 6 from last survey

Favorable: **91%**

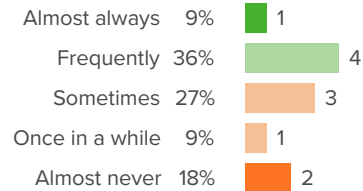
**Q.5: During the past week, how often did you feel happy at work?**



▲ 2 from last survey

Favorable: **64%**

**Q.6: During the past week, how often did you feel hopeful at work?**

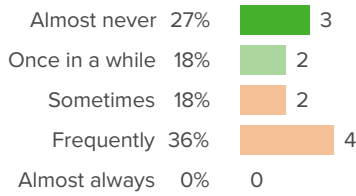


▼ 17 from last survey

Favorable: **45%**

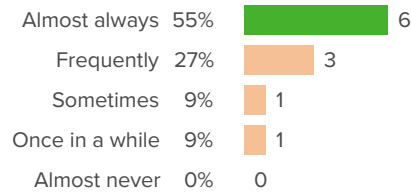


**Q.7: During the past week, how often did you feel overwhelmed at work?**



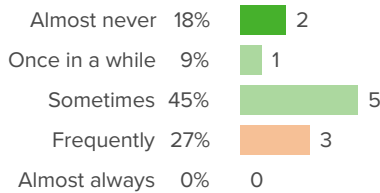
▼ **1** from last survey Favorable: **45%**

**Q.8: During the past week, how often did you feel safe at work?**



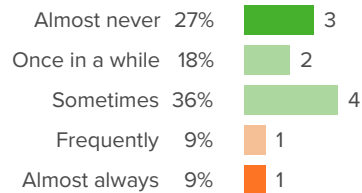
▲ **9** from last survey Favorable: **55%**

**Q.9: During the past week, how often did you feel stressed out at work?**



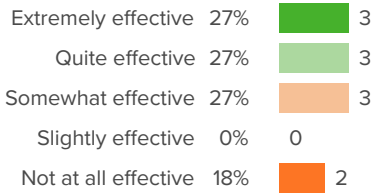
▲ **4** from last survey Favorable: **73%**

**Q.10: During the past week, how often did you feel worried at work?**



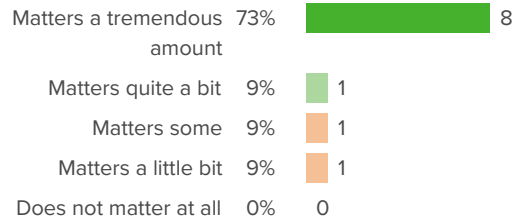
▼ **10** from last survey Favorable: **82%**

**Q.11: How effective do you feel at your job right now?**



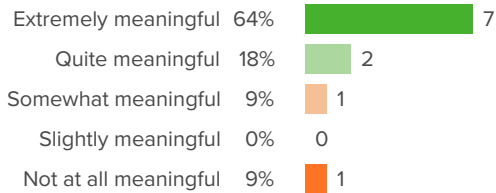
▼ **22** from last survey Favorable: **55%**

**Q.12: How much does your work matter to you?**



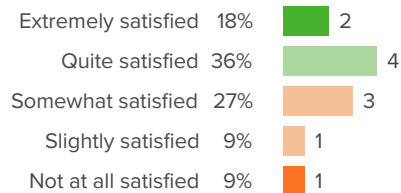
▼ **10** from last survey Favorable: **82%**

**Q.13: How meaningful for you is the work that you do?**



▼ **3** from last survey Favorable: **82%**

**Q.14: Overall, how satisfied are you with your job right now?**



▼ **14** from last survey Favorable: **55%**



# Work environment

Your average

**75%**

11 responses

Change

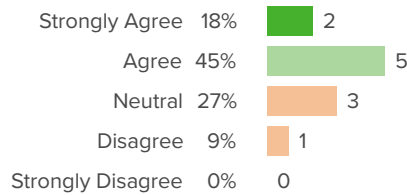
**▼ 9**

since last survey

Client average: **79%** SSD of St. Louis (MO)

## How did people respond?

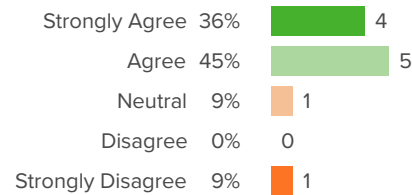
**Q.1: I have the materials and resources to do my job effectively.**



▼ 5 from last survey

Favorable: **64%**

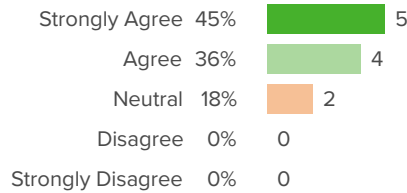
**Q.2: My school/location is in good condition and well-maintained.**



▼ 10 from last survey

Favorable: **82%**

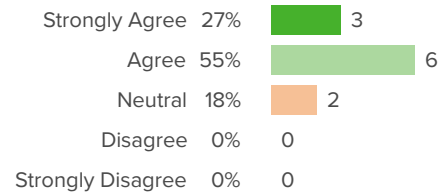
**Q.3: I feel safe in my school/location.**



▼ 10 from last survey

Favorable: **82%**

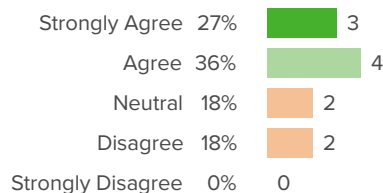
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 10 from last survey

Favorable: **82%**

**Q.5: SSD provides opportunities to promote employee wellness (i.e., employee health and general well-being).**



▼ 13 from last survey

Favorable: **64%**



# Background Questions

## How did people respond?

### Q.1: Location

Affton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	91%	10
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	9%	1
Kirkwood School District	0%	0
Ladue School District	0%	0
Linbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	0%	0
Parkway School District	0%	0
Pattonville School District	0%	0
Ritenour School District	0%	0
Riverview Gardens School District	0%	0
Rockwood School District	0%	0

### Q.2: Job type

Para - SSD school, site, or program	44%	4
Para - Partner district	56%	5
Administrator (Managers, Area Coordinators, Directors, Chiefs)	0%	0
Operations (Human Resources, Finance, Communications, Technology, Secretarial, Transportation)	0%	0
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	0%	0
Other	0%	0



University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	0%	0
Ackerman School	0%	0
Bridges Program	0%	0
Central Office	0%	0
Distribution Center	0%	0
Learning Center	0%	0
Litzsinger School	0%	0
Neuwoehner High School	0%	0
North Tech High School	0%	0
Northview High School	0%	0
South Tech High School	0%	0
Southview School	0%	0
VSP	0%	0