



Normandy School District

Staff Survey
Spring 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	69% ▲ 4 since last survey	70% SSD of St. Louis (MO)
Communications	63% ▲ 10 since last survey	67% SSD of St. Louis (MO)
Deia	67% ▲ 13 since last survey	65% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	35% ▼ 2 since last survey	40% SSD of St. Louis (MO)
Mission and vision	66% ▼ 4 since last survey	71% SSD of St. Louis (MO)
Overall engagement	76% ▼ 2 since last survey	78% SSD of St. Louis (MO)
Professional Learning	35% ▲ 1 since last survey	43% SSD of St. Louis (MO)



School Climate

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

51%

▲ 4

since last survey

57%

SSD of St. Louis (MO)

School Leadership

Perceptions of the school leadership's effectiveness.

44%

▲ 14

since last survey

54%

SSD of St. Louis (MO)

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

54%

▲ 15

since last survey

63%

SSD of St. Louis (MO)

Well-being

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

71%

▲ 10

since last survey

70%

SSD of St. Louis (MO)

Work environment

68%

▼ 3

since last survey

79%

SSD of St. Louis (MO)

19 responses



Communicating results

Your average

69%

19 responses

Change

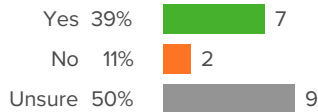
▲ 4

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?



▲ 28 from last survey

Favorable: **78%**

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



▼ 20 from last survey

Favorable: **60%**



Communications

Your average

63%

19 responses

Change

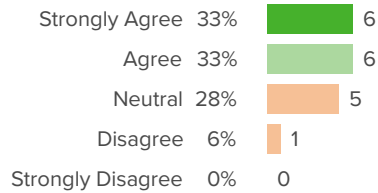
▲ 10

since last survey

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

How did people respond?

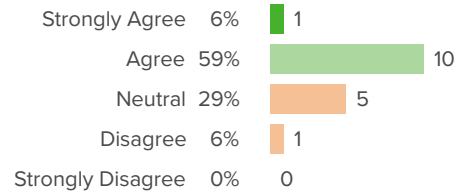
Q.1: My direct supervisor provides me with constructive feedback.



▲ 4 from last survey

Favorable: **67%**

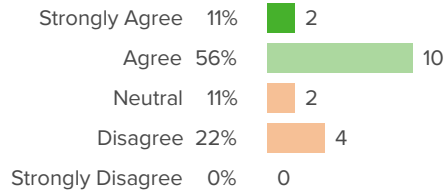
Q.2: I receive adequate and timely information about district news and initiatives.



▼ 4 from last survey

Favorable: **65%**

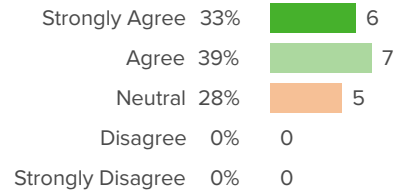
Q.3: I am aware of where and how I can direct a question or concern.



▲ 7 from last survey

Favorable: **67%**

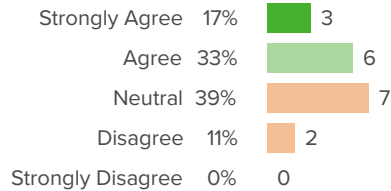
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 12 from last survey

Favorable: **72%**

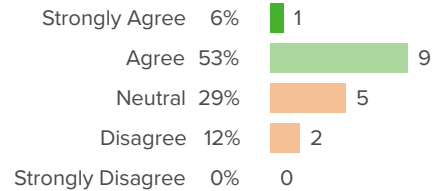
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 19 from last survey

Favorable: **50%**

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



▲ 23 from last survey

Favorable: **59%**



Deia

Your average

67%

19 responses

Change

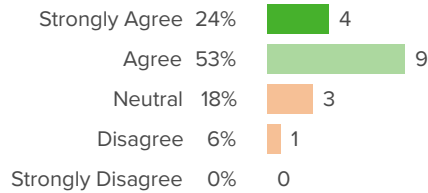
▲ 13

since last survey

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

How did people respond?

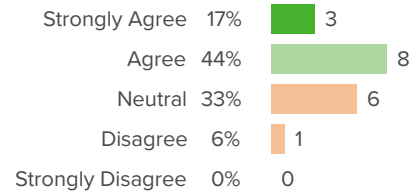
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 13 from last survey

Favorable: **76%**

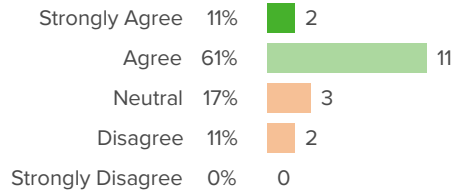
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ 17 from last survey

Favorable: **61%**

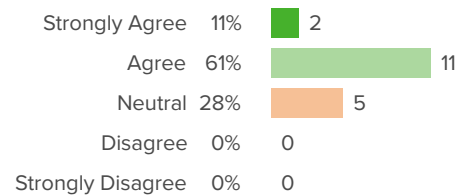
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 16 from last survey

Favorable: **72%**

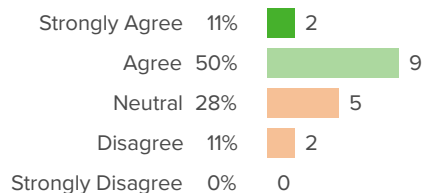
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ 12 from last survey

Favorable: **72%**

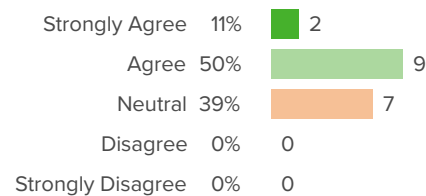
Q.5: I feel my background and identity are valued at SSD.



▲ 11 from last survey

Favorable: **61%**

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



▲ 11 from last survey

Favorable: **61%**



Feedback and Coaching

Your average

35%

19 responses

Change

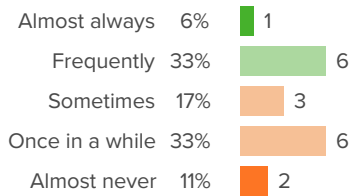
▼ 2

since last survey

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

How did people respond?

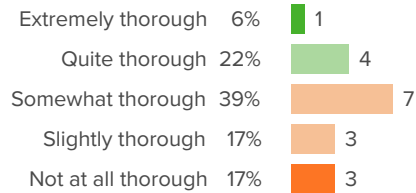
Q.1: How often do you receive feedback on your work?



▼ 11 from last survey

Favorable: **39%**

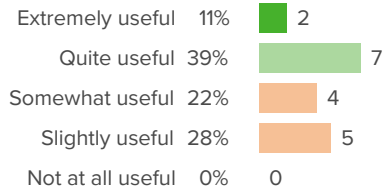
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▼ 12 from last survey

Favorable: **28%**

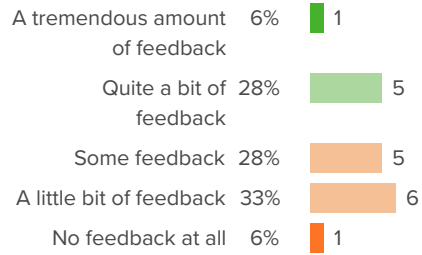
Q.3: How useful do you find the feedback you receive on your work?



▲ 3 from last survey

Favorable: **50%**

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

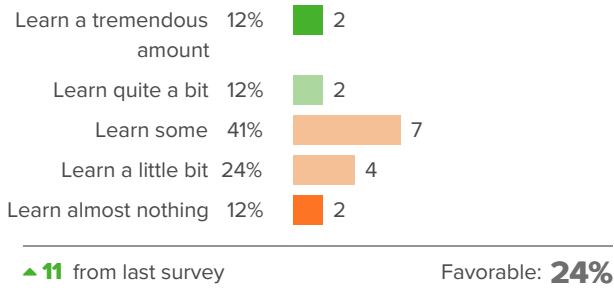


▲ 0 from last survey

Favorable: **33%**



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





Mission and vision

Your average

66%

19 responses

Change

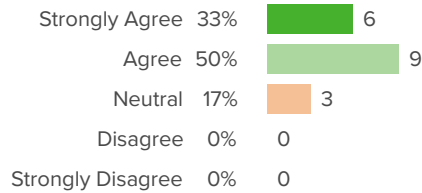
▼ 4

since last survey

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

How did people respond?

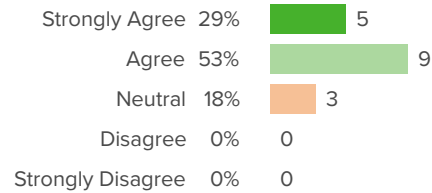
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 5 from last survey

Favorable: **83%**

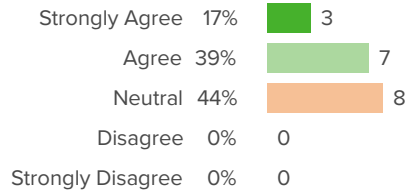
Q.2: The district's mission and vision are clearly defined.



▲ 2 from last survey

Favorable: **82%**

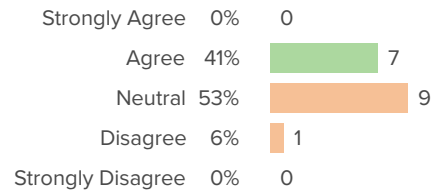
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 7 from last survey

Favorable: **56%**

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



▼ 6 from last survey

Favorable: **41%**



Overall engagement

Your average

76%

19 responses

Change

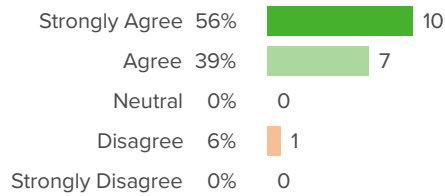
▼ 2

since last survey

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

How did people respond?

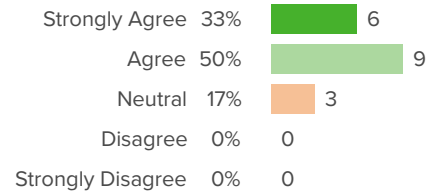
Q.1: I am proud to work for SSD.



▲ 13 from last survey

Favorable: **94%**

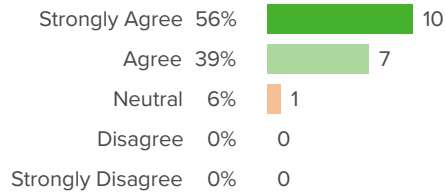
Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 3 from last survey

Favorable: **83%**

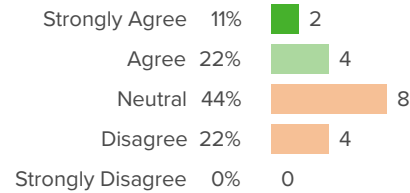
Q.3: I am engaged in my work.



▲ 6 from last survey

Favorable: **94%**

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



▼ 30 from last survey

Favorable: **33%**



Professional Learning

Your average

35%

19 responses

Change

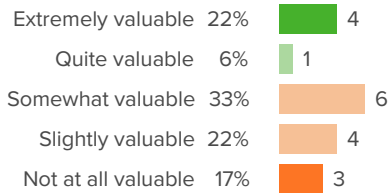
▲ 1

since last survey

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

How did people respond?

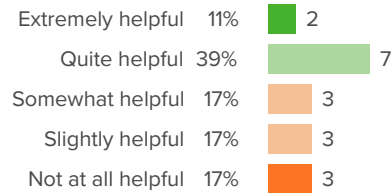
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 3 from last survey

Favorable: **28%**

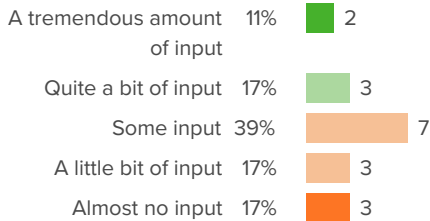
Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 3 from last survey

Favorable: **50%**

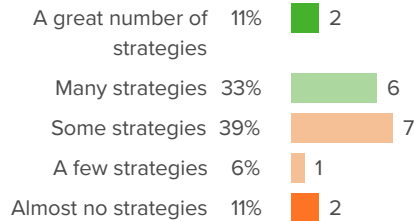
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 19 from last survey

Favorable: **28%**

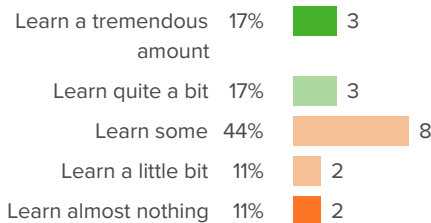
Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 11 from last survey

Favorable: **44%**

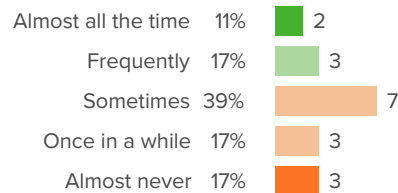
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 6 from last survey

Favorable: **33%**

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

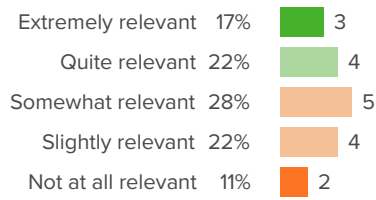


▼ 5 from last survey

Favorable: **28%**



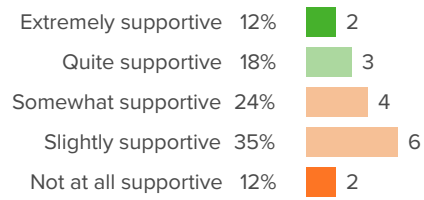
Q.7: How relevant have your professional development opportunities been to your work?



▲ 12 from last survey

Favorable: 39%

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



▲ 2 from last survey

Favorable: 29%



School Climate

Your average

51%

19 responses

Change

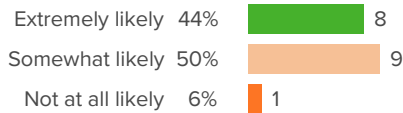
▲ 4

since last survey

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

How did people respond?

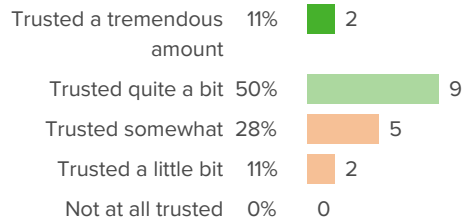
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 6 from last survey

Favorable: **44%**

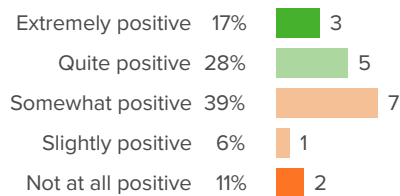
Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 1 from last survey

Favorable: **61%**

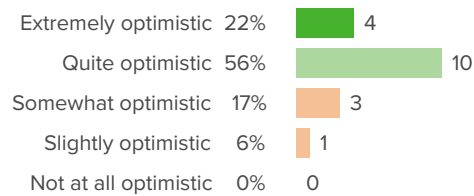
Q.3: How positive are the attitudes of your colleagues?



▲ 0 from last survey

Favorable: **44%**

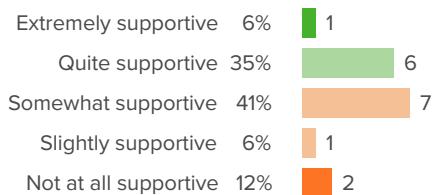
Q.4: How optimistic are you the future of Special School District?



▲ 18 from last survey

Favorable: **78%**

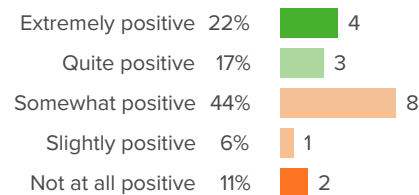
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 3 from last survey

Favorable: **41%**

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



▼ 5 from last survey

Favorable: **39%**



School Leadership

Your average

44%

19 responses

Change

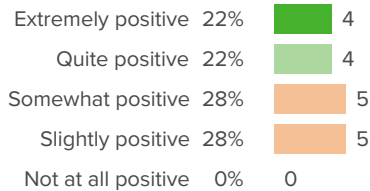
▲ 14

since last survey

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

How did people respond?

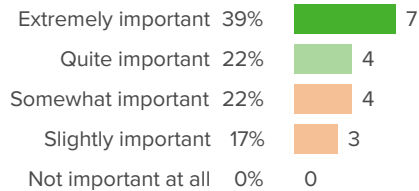
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 17 from last survey

Favorable: **44%**

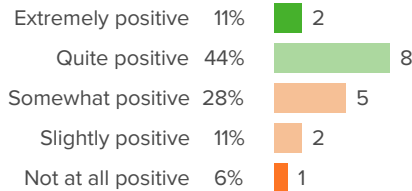
Q.2: For your school leaders, how important is staff satisfaction?



▲ 14 from last survey

Favorable: **61%**

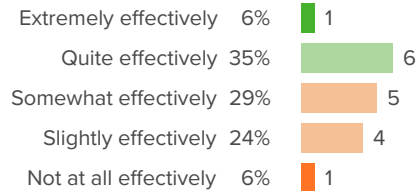
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 36 from last survey

Favorable: **56%**

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

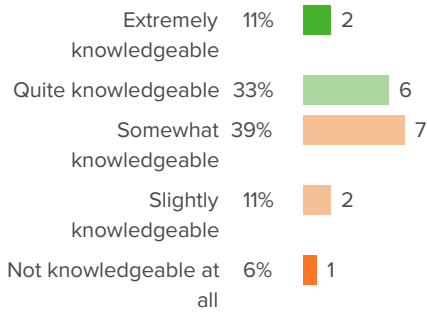


▲ 14 from last survey

Favorable: **41%**

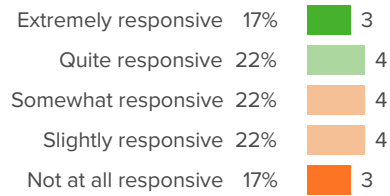


Q.5: How knowledgeable are your school leaders about what is going on in the school?



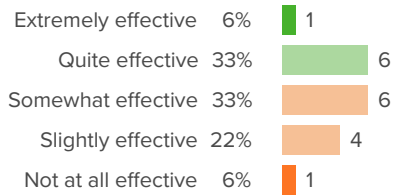
▲ 0 from last survey Favorable: **44%**

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



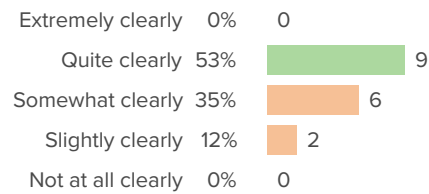
▲ 1 from last survey Favorable: **39%**

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



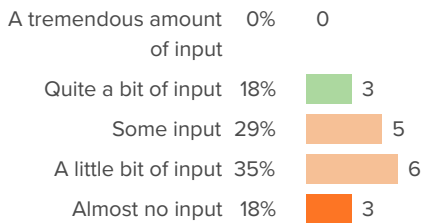
▲ 26 from last survey Favorable: **39%**

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



▲ 15 from last survey Favorable: **53%**

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



▼ 2 from last survey Favorable: **18%**



Staff-Leadership Relationships

Your average

54%

19 responses

Change

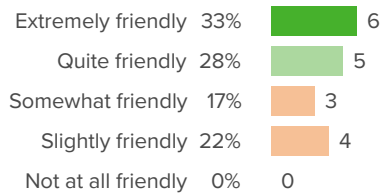
▲ 15

since last survey

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

How did people respond?

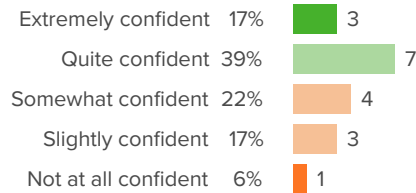
Q.1: How friendly are your school leaders toward you?



▲ 21 from last survey

Favorable: **61%**

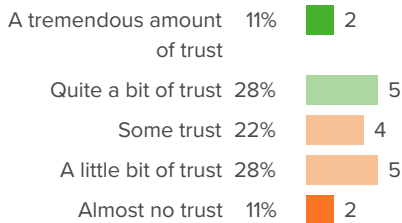
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 35 from last survey

Favorable: **56%**

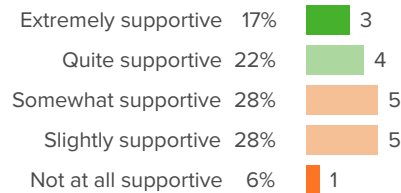
Q.3: How much trust exists between school leaders and staff?



▲ 12 from last survey

Favorable: **39%**

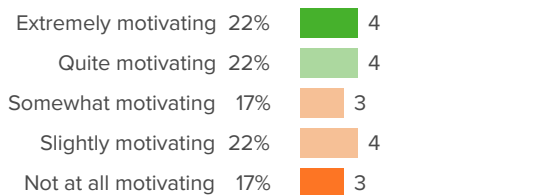
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 19 from last survey

Favorable: **39%**

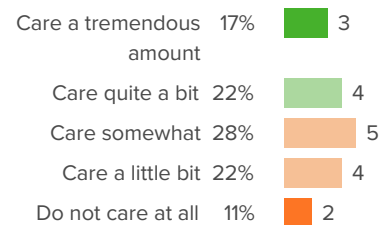
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 17 from last survey

Favorable: **44%**

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

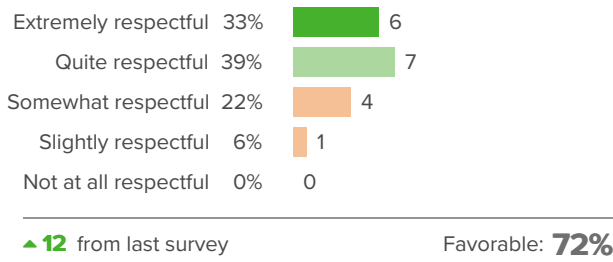


▲ 1 from last survey

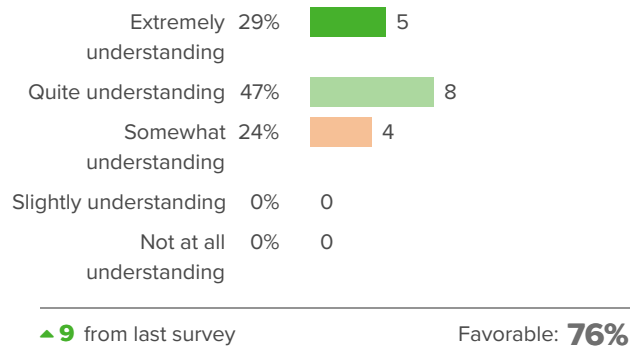
Favorable: **39%**



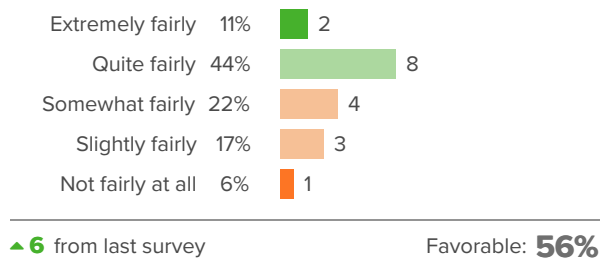
Q.7: How respectful are your school leaders towards you?



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

71%

19 responses

Change

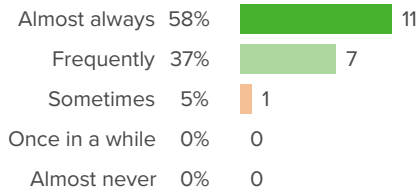
▲ 10

since last survey

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

How did people respond?

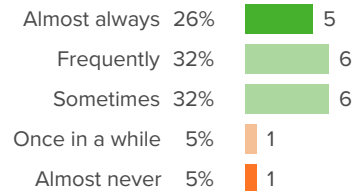
Q.1: During the past week, how often did you feel engaged at work?



▲ 14 from last survey

Favorable: **95%**

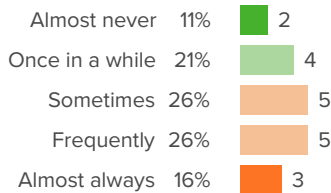
Q.2: During the past week, how often did you feel excited at work?



▲ 20 from last survey

Favorable: **89%**

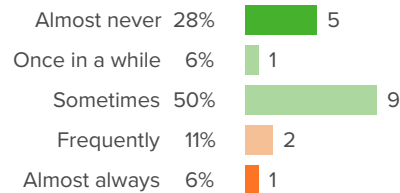
Q.3: During the past week, how often did you feel exhausted at work?



▲ 19 from last survey

Favorable: **32%**

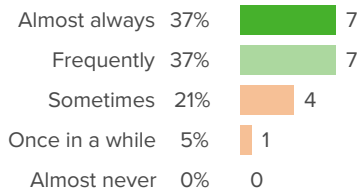
Q.4: During the past week, how often did you feel frustrated at work?



▲ 20 from last survey

Favorable: **83%**

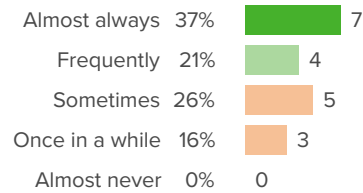
Q.5: During the past week, how often did you feel happy at work?



▲ 18 from last survey

Favorable: **74%**

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

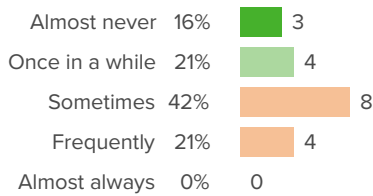


▲ 20 from last survey

Favorable: **58%**

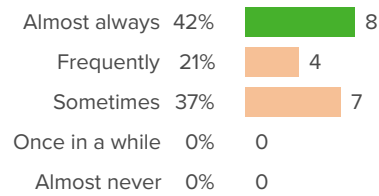


Q.7: During the past week, how often did you feel overwhelmed at work?



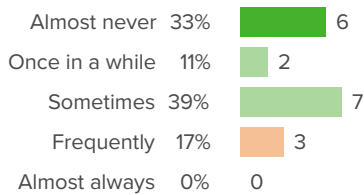
▼ **1** from last survey Favorable: **37%**

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



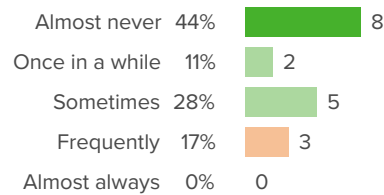
▼ **2** from last survey Favorable: **42%**

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



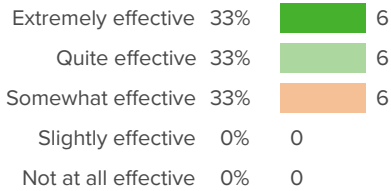
▲ **20** from last survey Favorable: **83%**

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



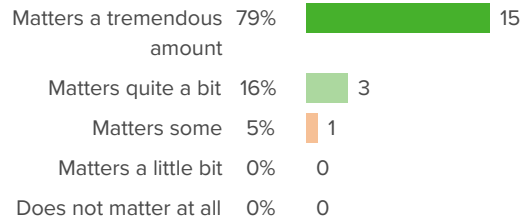
▲ **8** from last survey Favorable: **83%**

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



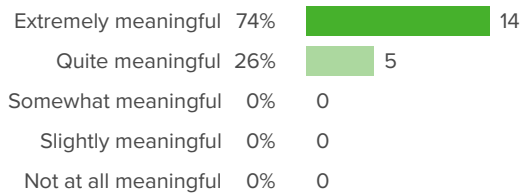
▲ **11** from last survey Favorable: **67%**

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



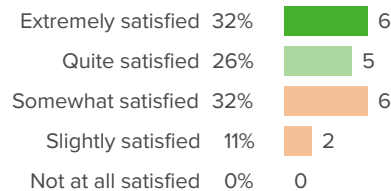
▼ **5** from last survey Favorable: **95%**

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



▲ **0** from last survey Favorable: **100%**

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



▲ **2** from last survey Favorable: **58%**



Work environment

Your average

68%

19 responses

Change

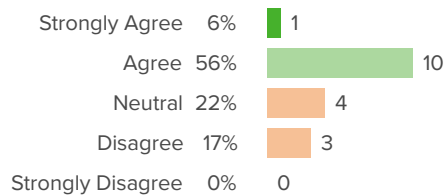
▼ **3**

since last survey

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

How did people respond?

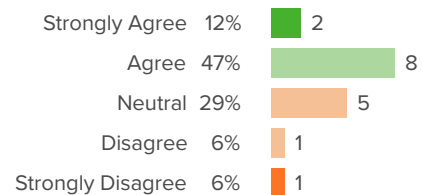
Q.1: I have the materials and resources to do my job effectively.



▼ **2** from last survey

Favorable: **61%**

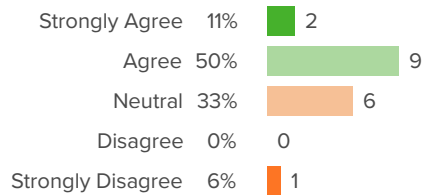
Q.2: My school/location is in good condition and well-maintained.



▼ **4** from last survey

Favorable: **59%**

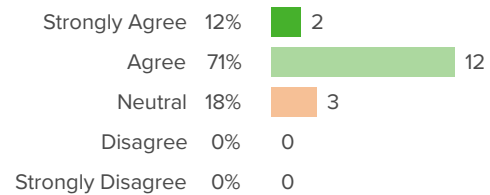
Q.3: I feel safe in my school/location.



▼ **8** from last survey

Favorable: **61%**

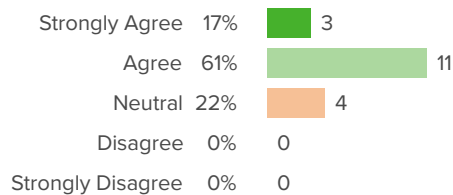
Q.4: I am aware of safety and security procedures at my school/location.



▲ **1** from last survey

Favorable: **82%**

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



▼ **3** from last survey

Favorable: **78%**



Background Questions

How did people respond?

Q.1: Location

Affton School District	6%	1
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
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	94%	17
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	17%	3
Para - Partner district	83%	15
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