



# Riverview Gardens School District

Staff Survey  
Spring 2023



Report created by  
Panorama Education



# Summary

| Topic Description  | Results                                 | Comparison                       |
|--|---|----------------------------------|
| <b>Communicating results</b>   | <b>86%</b><br>▲ 27<br>since last survey | <b>70%</b> SSD of St. Louis (MO) |
| <b>Communications</b>  | <b>69%</b><br>▲ 11<br>since last survey | <b>67%</b> SSD of St. Louis (MO) |
| <b>Deia</b>  | <b>63%</b><br>▲ 2<br>since last survey  | <b>65%</b> SSD of St. Louis (MO) |
| <b>Feedback and Coaching</b><br>Perceptions of the amount and quality of feedback faculty and staff receive. | <b>50%</b><br>▲ 10<br>since last survey | <b>40%</b> SSD of St. Louis (MO) |
| <b>Mission and vision</b>  | <b>69%</b><br>▲ 7<br>since last survey  | <b>71%</b> SSD of St. Louis (MO) |
| <b>Overall engagement</b>  | <b>82%</b><br>▲ 6<br>since last survey  | <b>78%</b> SSD of St. Louis (MO) |
| <b>Professional Learning</b>   | <b>45%</b><br>▲ 6<br>since last survey  | <b>43%</b> SSD of St. Louis (MO) |



### School Climate

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

**52%**

**▲ 13**

since last survey

**57%**

SSD of St. Louis (MO)

### School Leadership

Perceptions of the school leadership's effectiveness.

**51%**

**▲ 11**

since last survey

**54%**

SSD of St. Louis (MO)

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**59%**

**▲ 4**

since last survey

**63%**

SSD of St. Louis (MO)

### Well-being

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

**70%**

**▲ 8**

since last survey

**70%**

SSD of St. Louis (MO)

### Work environment

**66%**

**▲ 15**

since last survey

**79%**

SSD of St. Louis (MO)

33 responses



# Communicating results

Your average

**86%**

33 responses

Change

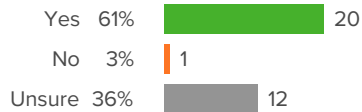
**▲ 27**

since last survey

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

## How did people respond?

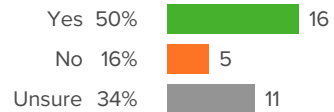
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▲ **32** from last survey

Favorable: **95%**

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



▲ **22** from last survey

Favorable: **76%**



# Communications

Your average

**69%**

33 responses

Change

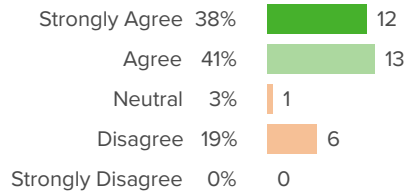
**▲ 11**

since last survey

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

## How did people respond?

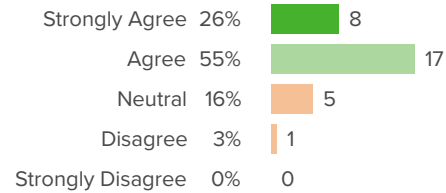
### Q.1: My direct supervisor provides me with constructive feedback.



▲ 13 from last survey

Favorable: **78%**

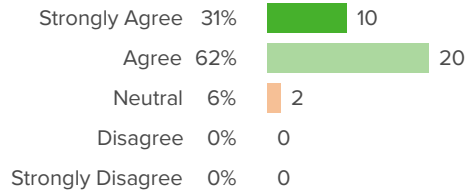
### Q.2: I receive adequate and timely information about district news and initiatives.



▲ 23 from last survey

Favorable: **81%**

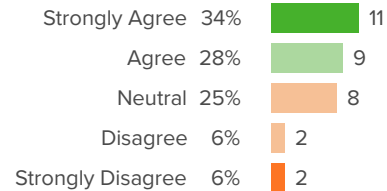
### Q.3: I am aware of where and how I can direct a question or concern.



▲ 13 from last survey

Favorable: **94%**

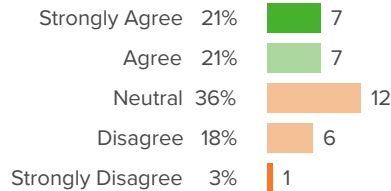
### Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 0 from last survey

Favorable: **63%**

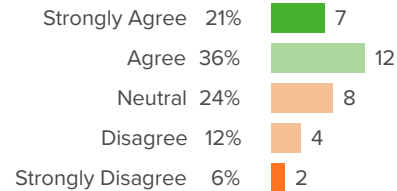
### Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 12 from last survey

Favorable: **42%**

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



▲ 8 from last survey

Favorable: **58%**



# Deia

Your average

# 63%

33 responses

Change

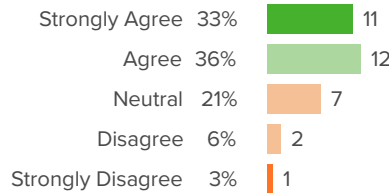
# ▲ 2

since last survey

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

## How did people respond?

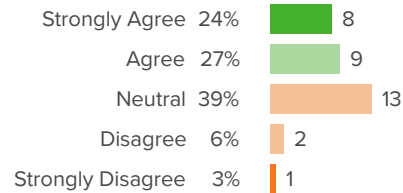
### Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 5 from last survey

Favorable: **70%**

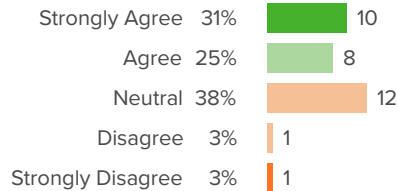
### Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ 10 from last survey

Favorable: **52%**

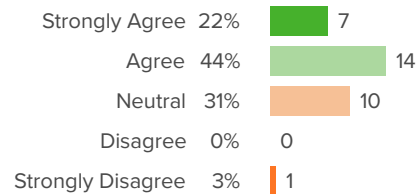
### Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 3 from last survey

Favorable: **56%**

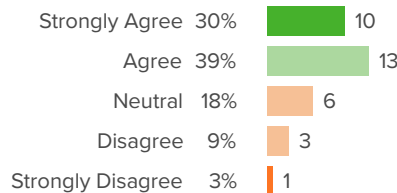
### Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▼ 5 from last survey

Favorable: **66%**

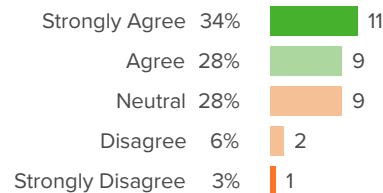
### Q.5: I feel my background and identity are valued at SSD.



▲ 2 from last survey

Favorable: **70%**

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



▼ 5 from last survey

Favorable: **63%**



# Feedback and Coaching

Your average

**50%**

33 responses

Change

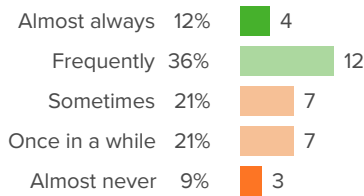
**▲ 10**

since last survey

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

## How did people respond?

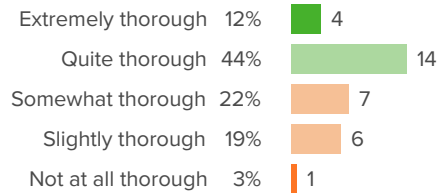
### Q.1: How often do you receive feedback on your work?



▲ 3 from last survey

Favorable: **48%**

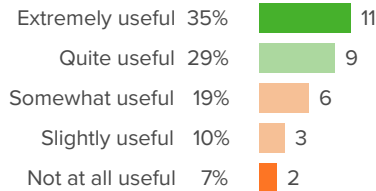
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 8 from last survey

Favorable: **56%**

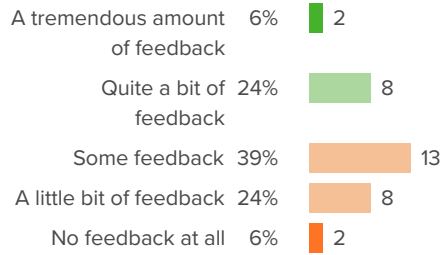
### Q.3: How useful do you find the feedback you receive on your work?



▲ 15 from last survey

Favorable: **65%**

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

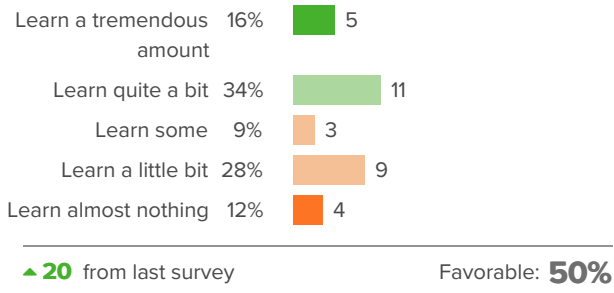


▲ 2 from last survey

Favorable: **30%**



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







# Mission and vision

Your average

**69%**

33 responses

Change

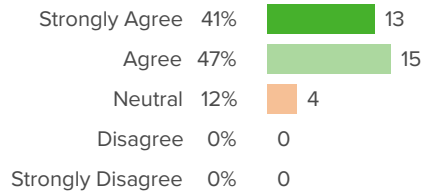
**▲ 7**

since last survey

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

## How did people respond?

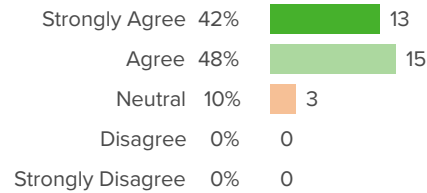
### Q.1: I am familiar with and support the mission and vision of SSD.



▼ 2 from last survey

Favorable: **88%**

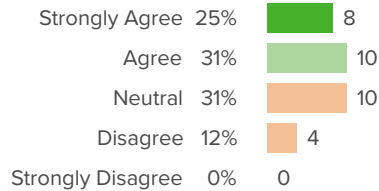
### Q.2: The district's mission and vision are clearly defined.



▲ 3 from last survey

Favorable: **90%**

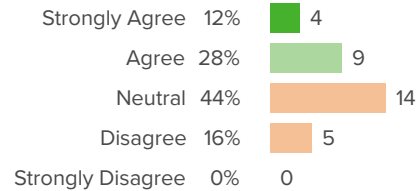
### Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 11 from last survey

Favorable: **56%**

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



▲ 15 from last survey

Favorable: **41%**



# Overall engagement

Your average

**82%**

33 responses

Change

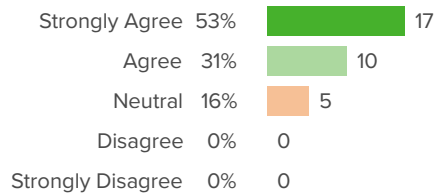
**▲ 6**

since last survey

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

## How did people respond?

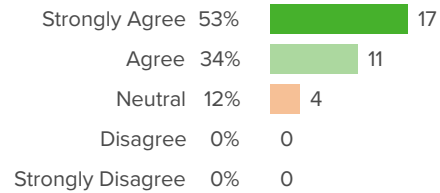
### Q.1: I am proud to work for SSD.



▲ 0 from last survey

Favorable: **84%**

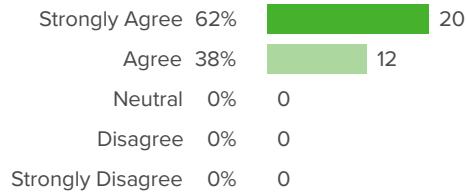
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 7 from last survey

Favorable: **88%**

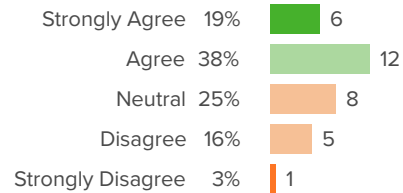
### Q.3: I am engaged in my work.



▲ 6 from last survey

Favorable: **100%**

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



▲ 11 from last survey

Favorable: **56%**



# Professional Learning

Your average

# 45%

33 responses

Change

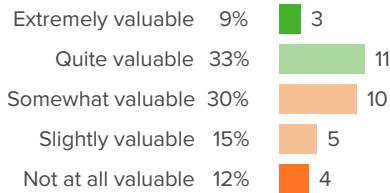
# ▲ 6

since last survey

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

## How did people respond?

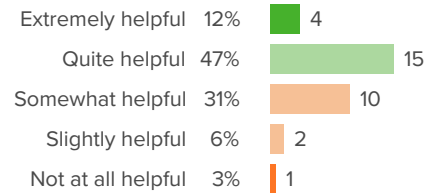
### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 0 from last survey

Favorable: **42%**

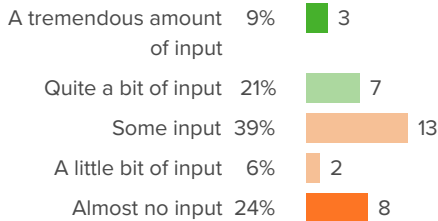
### Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 11 from last survey

Favorable: **59%**

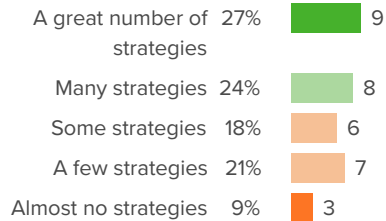
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 0 from last survey

Favorable: **30%**

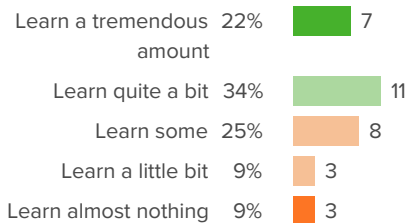
### Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 5 from last survey

Favorable: **52%**

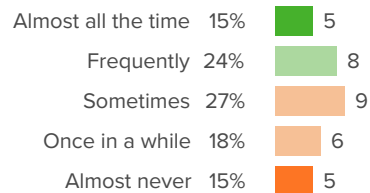
### Q.5: Overall, how much do you learn from the leaders at your school?



▲ 18 from last survey

Favorable: **56%**

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

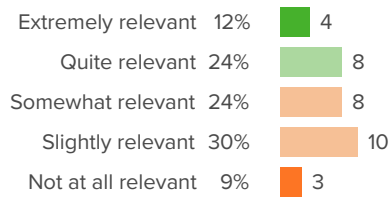


▲ 9 from last survey

Favorable: **39%**



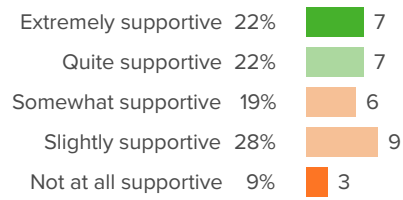
**Q.7: How relevant have your professional development opportunities been to your work?**



▼ 1 from last survey

Favorable: **36%**

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



▲ 4 from last survey

Favorable: **44%**



# School Climate

Your average

# 52%

33 responses

Change

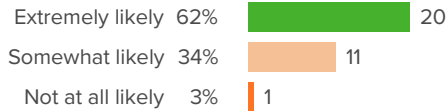
# ▲ 13

since last survey

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

## How did people respond?

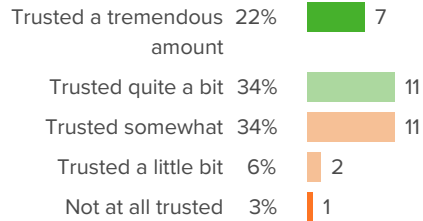
### Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 23 from last survey

Favorable: **63%**

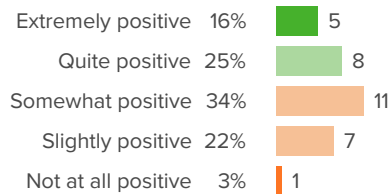
### Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 9 from last survey

Favorable: **56%**

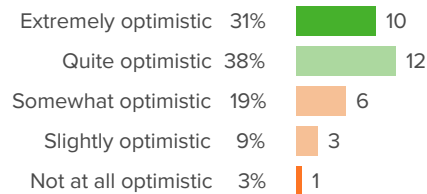
### Q.3: How positive are the attitudes of your colleagues?



▲ 11 from last survey

Favorable: **41%**

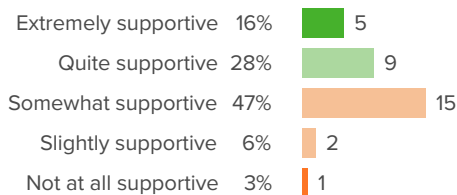
### Q.4: How optimistic are you the future of Special School District?



▲ 12 from last survey

Favorable: **69%**

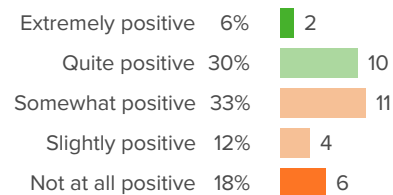
### Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 7 from last survey

Favorable: **44%**

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



▲ 13 from last survey

Favorable: **36%**



# School Leadership

Your average

**51%**

33 responses

Change

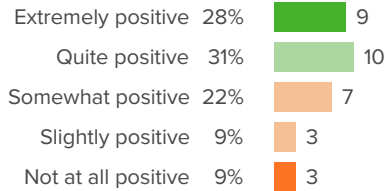
**▲ 11**

since last survey

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

## How did people respond?

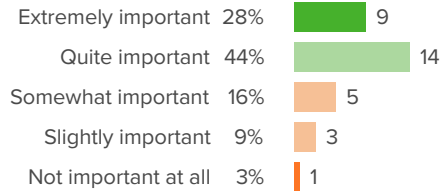
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 20 from last survey

Favorable: **59%**

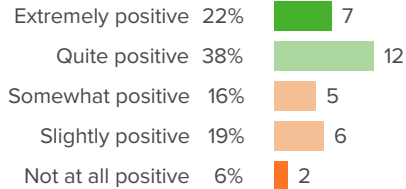
### Q.2: For your school leaders, how important is staff satisfaction?



▲ 32 from last survey

Favorable: **72%**

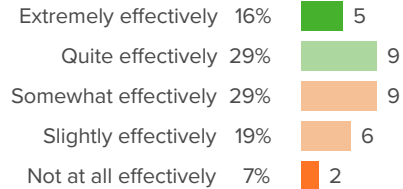
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 11 from last survey

Favorable: **59%**

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

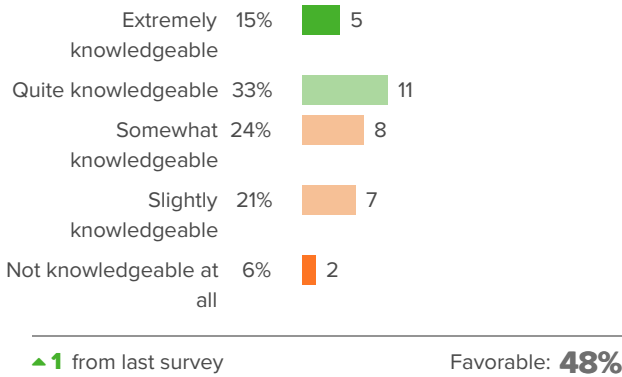


▲ 3 from last survey

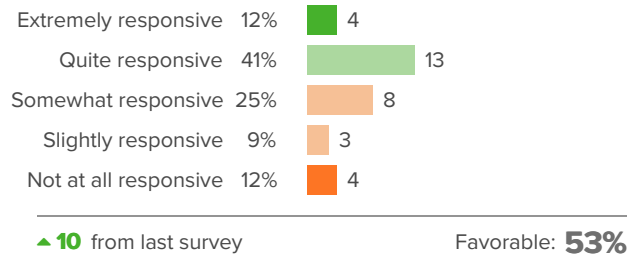
Favorable: **45%**



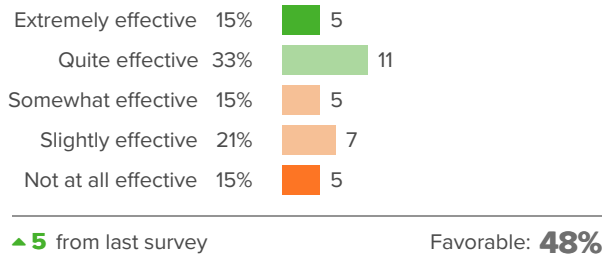
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



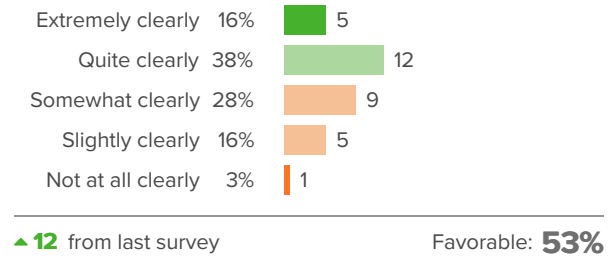
**Q.6: How responsive are school leaders to your feedback?**



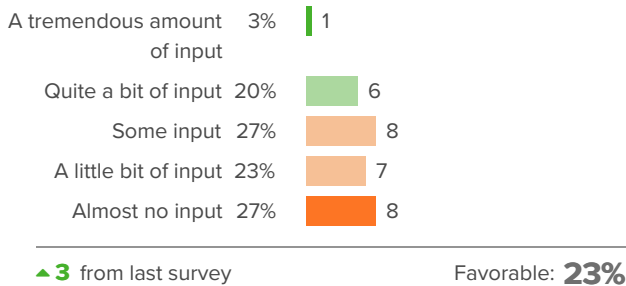
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



**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

# 59%

33 responses

Change

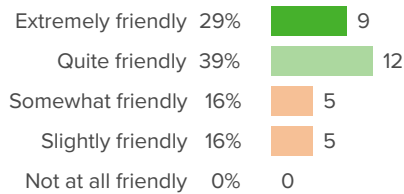
# ▲ 4

since last survey

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

## How did people respond?

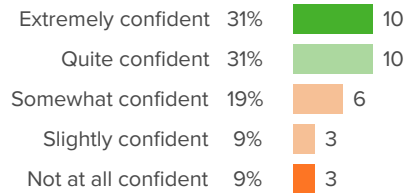
### Q.1: How friendly are your school leaders toward you?



▼ 6 from last survey

Favorable: **68%**

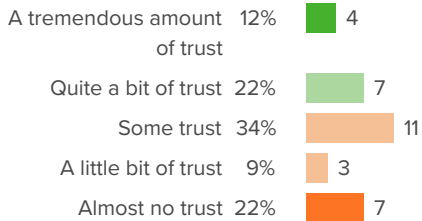
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 13 from last survey

Favorable: **63%**

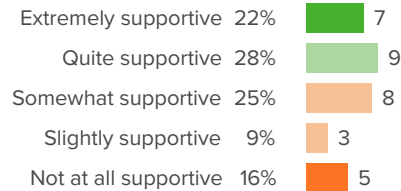
### Q.3: How much trust exists between school leaders and staff?



▲ 2 from last survey

Favorable: **34%**

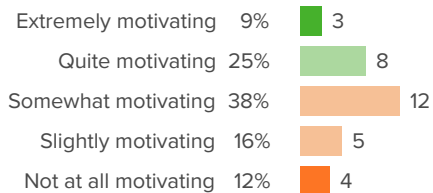
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 2 from last survey

Favorable: **50%**

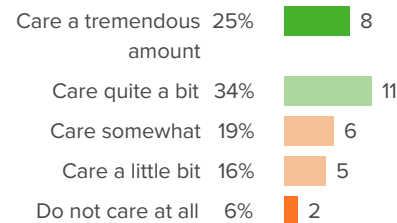
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ 1 from last survey

Favorable: **34%**

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



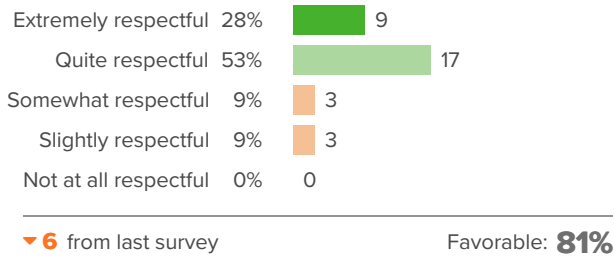
▲ 7 from last survey

Favorable: **59%**

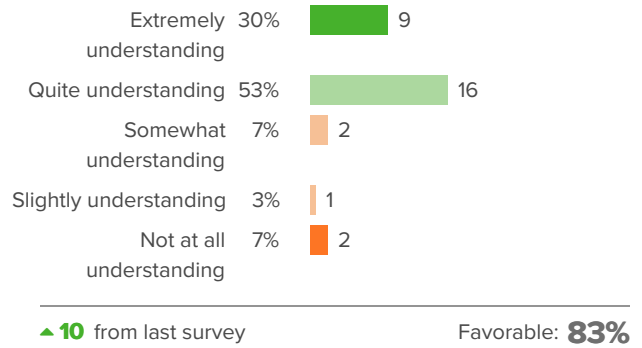




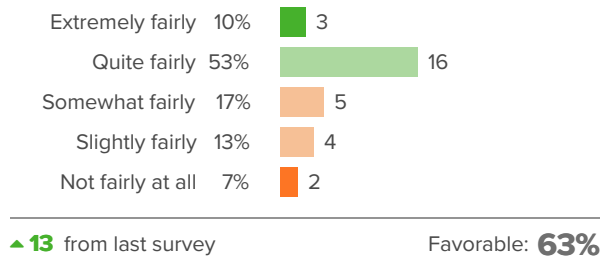
**Q.7: How respectful are your school leaders towards you?**



**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

# 70%

33 responses

Change

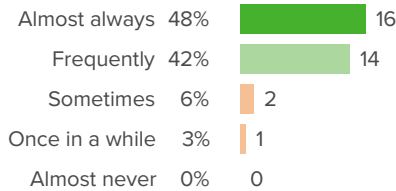
# ▲ 8

since last survey

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

## How did people respond?

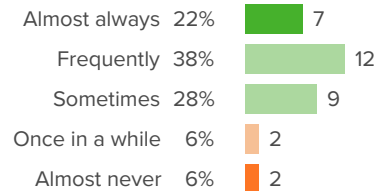
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 17 from last survey

Favorable: **91%**

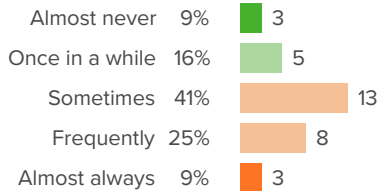
**Q.2: During the past week, how often did you feel excited at work?**



▲ 23 from last survey

Favorable: **88%**

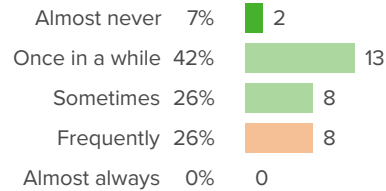
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 5 from last survey

Favorable: **25%**

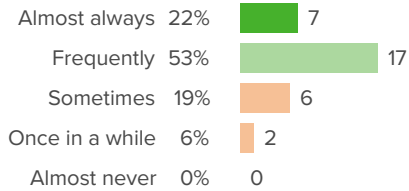
**Q.4: During the past week, how often did you feel frustrated at work?**



▲ 6 from last survey

Favorable: **74%**

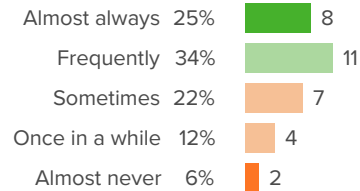
**Q.5: During the past week, how often did you feel happy at work?**



▲ 10 from last survey

Favorable: **75%**

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

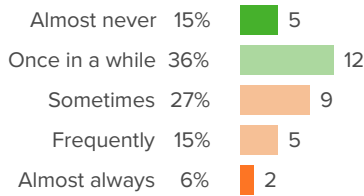


▲ 1 from last survey

Favorable: **59%**

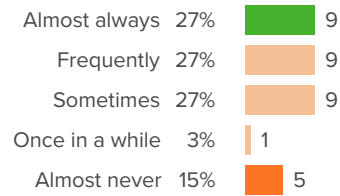


**Q.7: During the past week, how often did you feel overwhelmed at work?**



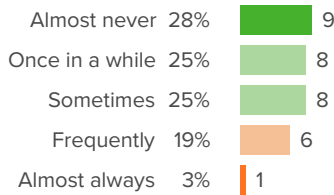
▲ **7** from last survey Favorable: **52%**

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



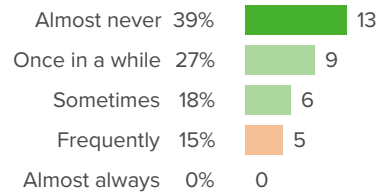
▼ **4** from last survey Favorable: **27%**

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



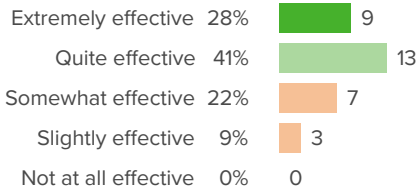
▲ **13** from last survey Favorable: **78%**

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



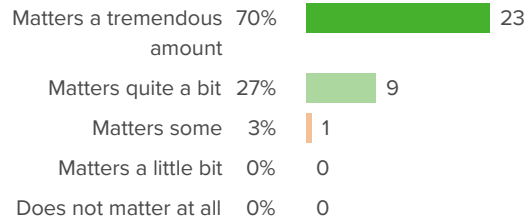
▲ **17** from last survey Favorable: **85%**

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



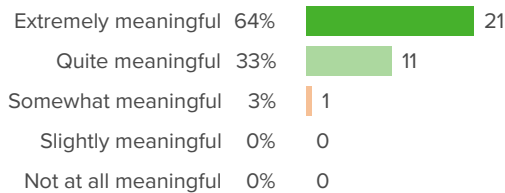
▲ **17** from last survey Favorable: **69%**

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



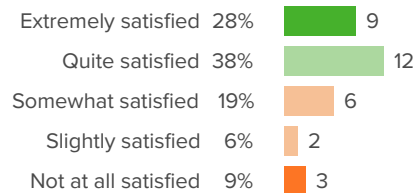
▼ **3** from last survey Favorable: **97%**

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



▼ **3** from last survey Favorable: **97%**

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



▲ **18** from last survey Favorable: **66%**



# Work environment

Your average

# 66%

33 responses

Change

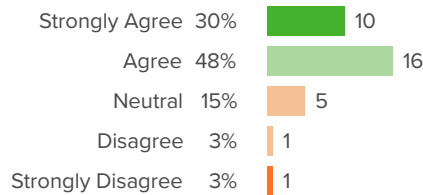
# ▲ 15

since last survey

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

## How did people respond?

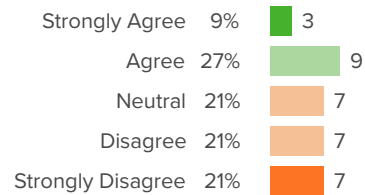
**Q.1: I have the materials and resources to do my job effectively.**



▲ 27 from last survey

Favorable: **79%**

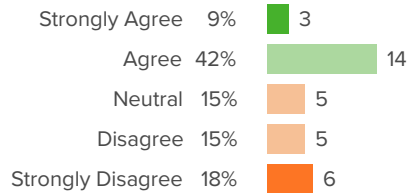
**Q.2: My school/location is in good condition and well-maintained.**



▲ 7 from last survey

Favorable: **36%**

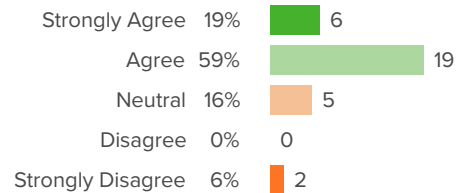
**Q.3: I feel safe in my school/location.**



▲ 25 from last survey

Favorable: **52%**

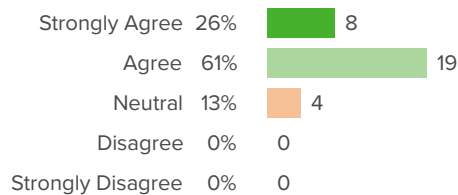
**Q.4: I am aware of safety and security procedures at my school/location.**



▲ 10 from last survey

Favorable: **78%**

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



▲ 10 from last survey

Favorable: **87%**



# 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                    | 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                   | 0%  | 0  |
| Parkway School District                    | 0%  | 0  |
| Pattonville School District                | 0%  | 0  |
| Ritenour School District                   | 0%  | 0  |
| Riverview Gardens School District          | 97% | 32 |
| Rockwood School District                   | 3%  | 1  |

### Q.2: Job type

|   |     |    |
|---|-----|----|
| Para - SSD school, site, or program   | 33% | 11 |
| Para - Partner district   | 58% | 19 |
| 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) | 9%  | 3  |
| 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 |