



Northview

**SSD Employee Engagement & Climate Survey
Staff Version
Fall 2022**



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	63%	70% Special School District
Communications	65%	67% Special School District
Deia	43%	58% Special School District
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	43%	37% Special School District
Mission and vision	61%	71% Special School District
Overall engagement	63%	73% Special School District
Professional Learning	34%	42% Special School District
School Climate Perceptions of the overall social and learning climate of the school.	33%	48% Special School District
School Leadership Perceptions of the school leadership’s effectiveness.	49%	51% Special School District
Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.	68%	60% Special School District



Well-being

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

55%

64%

Special School District

Work environment

58%

77%

Special School District

20 responses



Communicating results

Your average

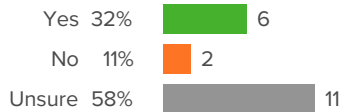
63%

20 responses

District average: **70%** Special School District

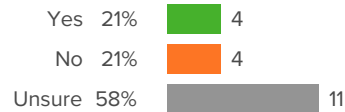
How did people respond?

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



Favorable: **75%**

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



Favorable: **50%**



Communications

Your average

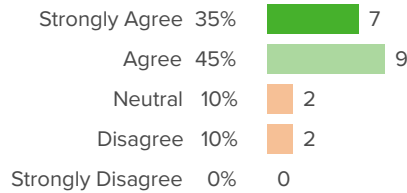
65%

20 responses

District average: **67%** Special School District

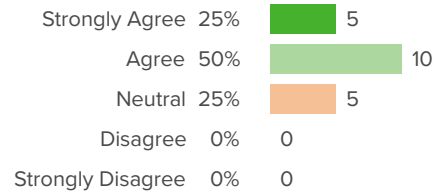
How did people respond?

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



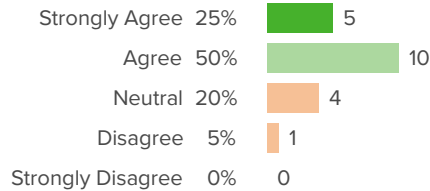
Favorable: **80%**

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



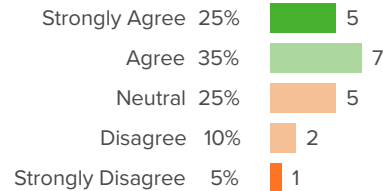
Favorable: **75%**

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



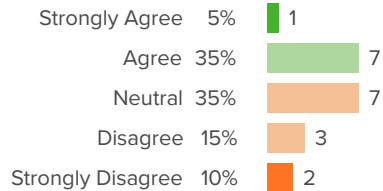
Favorable: **75%**

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



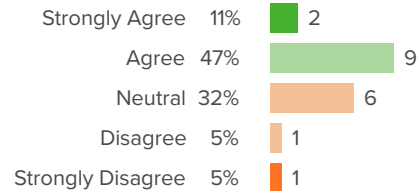
Favorable: **60%**

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



Favorable: **40%**

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



Favorable: **58%**



Deia

Your average

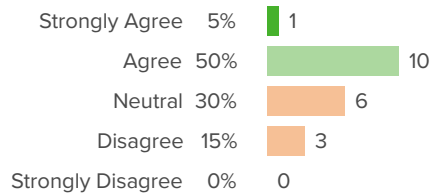
43%

20 responses

District average: **58%** Special School District

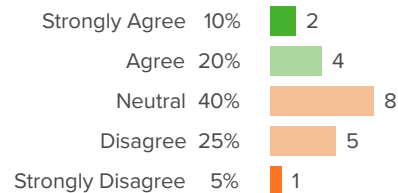
How did people respond?

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



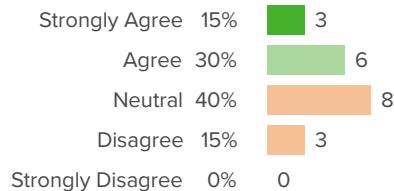
Favorable: **55%**

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



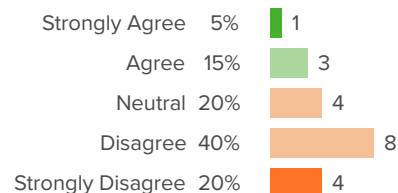
Favorable: **30%**

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



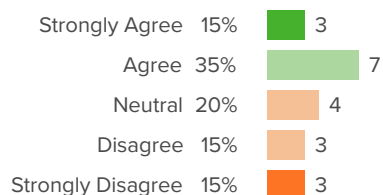
Favorable: **45%**

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



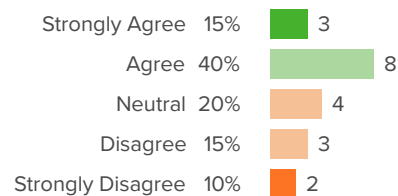
Favorable: **20%**

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



Favorable: **50%**

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



Favorable: **55%**



Feedback and Coaching

Your average

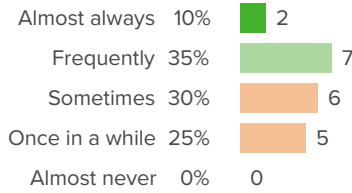
43%

20 responses

District average: **37%** Special School District

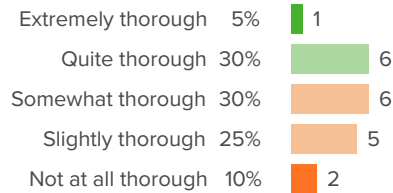
How did people respond?

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



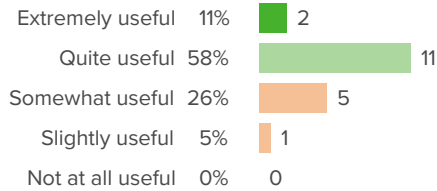
Favorable: **45%**

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



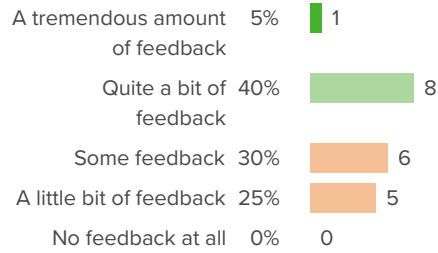
Favorable: **35%**

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



Favorable: **68%**

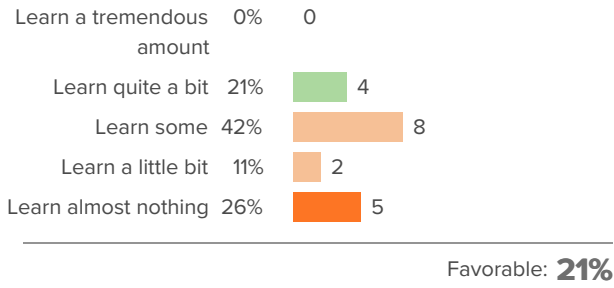
Q.4: How much feedback do you receive on your work?



Favorable: **45%**



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





Mission and vision

Your average

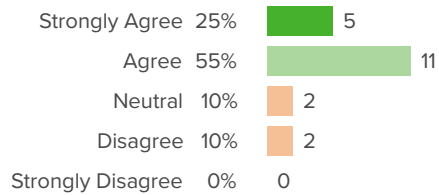
61%

20 responses

District average: **71%** Special School District

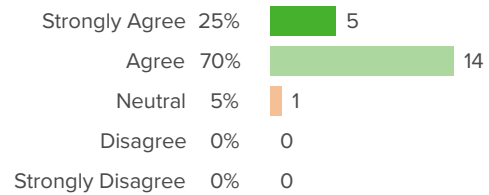
How did people respond?

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



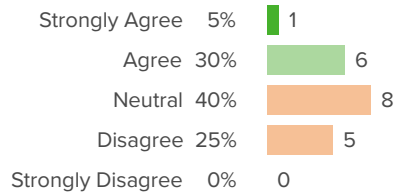
Favorable: **80%**

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



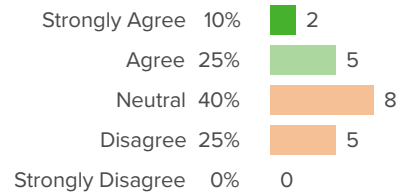
Favorable: **95%**

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



Favorable: **35%**

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



Favorable: **35%**



Overall engagement

Your average

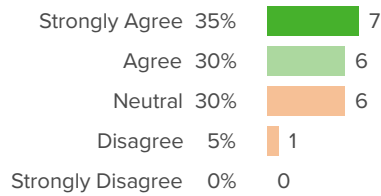
63%

20 responses

District average: **73%** Special School District

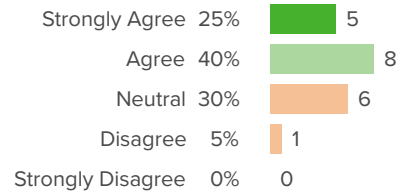
How did people respond?

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



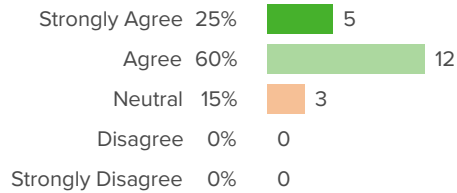
Favorable: **65%**

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



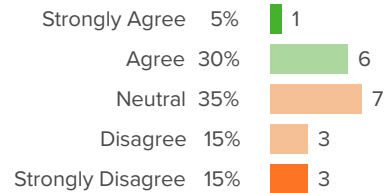
Favorable: **65%**

Q.3: I am engaged in my work.



Favorable: **85%**

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



Favorable: **35%**



Professional Learning

Your average

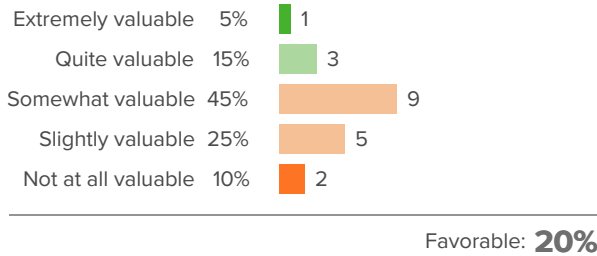
34%

20 responses

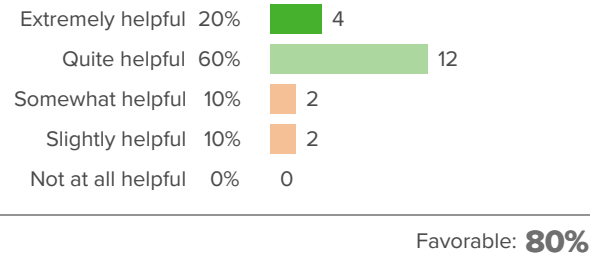
District average: **42%** Special School District

How did people respond?

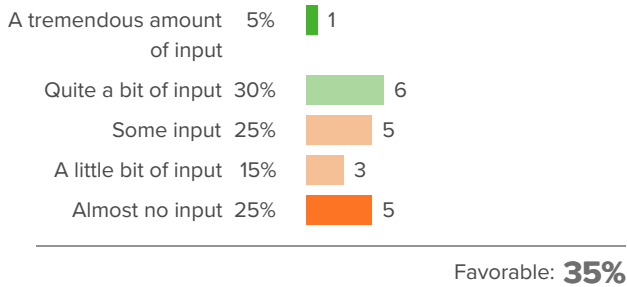
Q.1: At your school, how valuable are the available professional development opportunities?



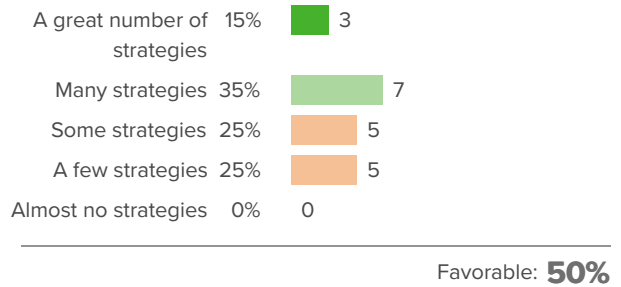
Q.2: How helpful are your colleagues' ideas for improving your work?



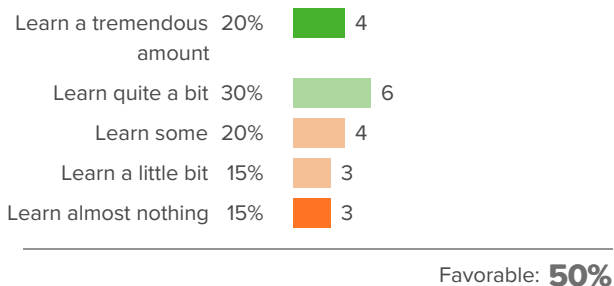
Q.3: How much input do you have into individualizing your own professional development opportunities?



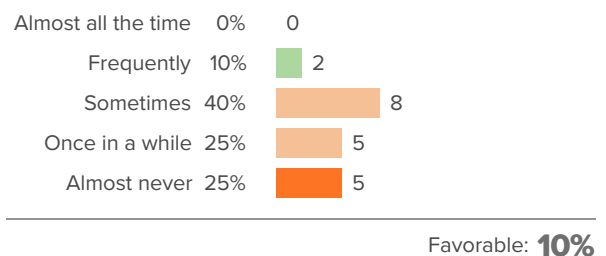
Q.4: Through working at your school, how many new strategies for your job have you learned?



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

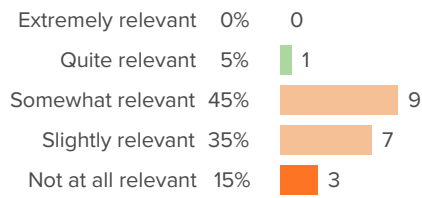


Q.6: How often do your professional development opportunities help you explore new ideas?



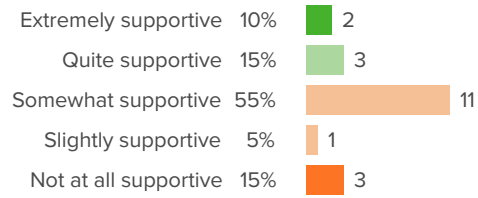


Q.7: How relevant have your professional development opportunities been to your work?



Favorable: **5%**

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



Favorable: **25%**



School Climate

Your average

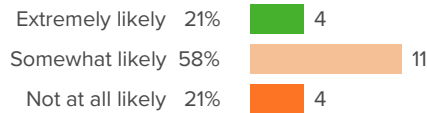
33%

20 responses

District average: **48%** Special School District

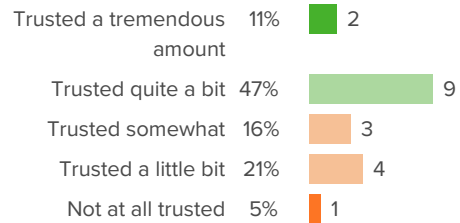
How did people respond?

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



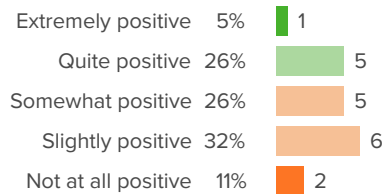
Favorable: **21%**

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



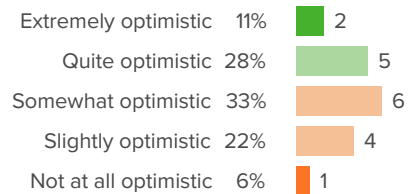
Favorable: **58%**

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



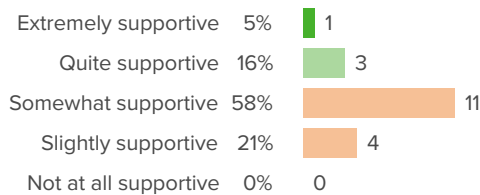
Favorable: **32%**

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



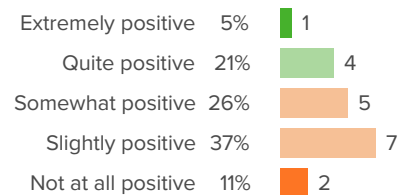
Favorable: **39%**

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



Favorable: **21%**

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



Favorable: **26%**



School Leadership

Your average

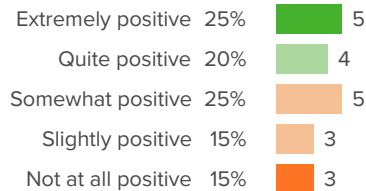
49%

20 responses

District average: **51%** Special School District

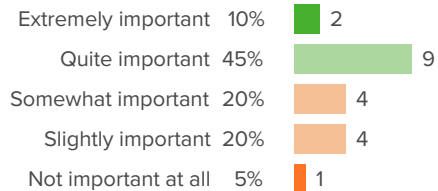
How did people respond?

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



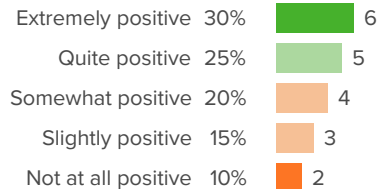
Favorable: **45%**

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



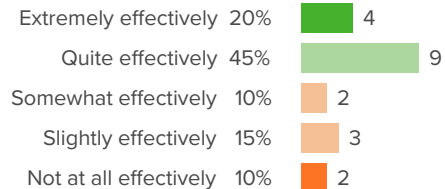
Favorable: **55%**

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



Favorable: **55%**

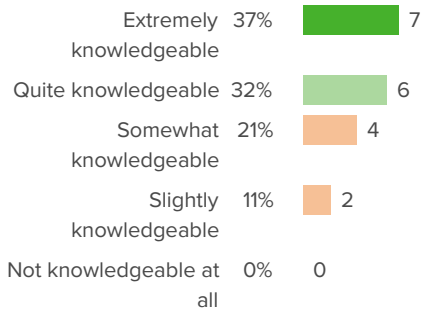
Q.4: How effectively do school leaders communicate important information to staff?



Favorable: **65%**

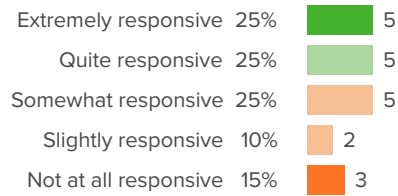


Q.5: How knowledgeable are your school leaders about what is going on in the school?



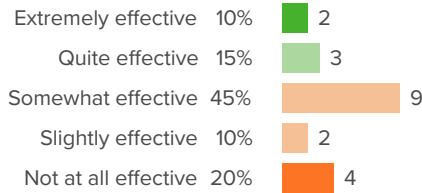
Favorable: **68%**

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



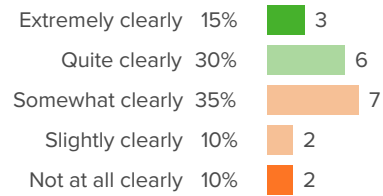
Favorable: **50%**

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



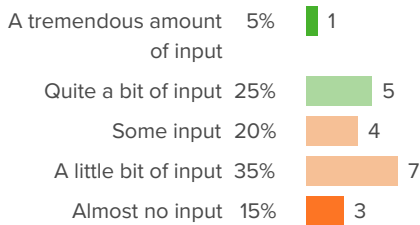
Favorable: **25%**

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



Favorable: **45%**

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



Favorable: **30%**



Staff-Leadership Relationships

Your average

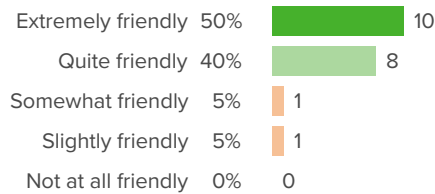
68%

20 responses

District average: **60%** Special School District

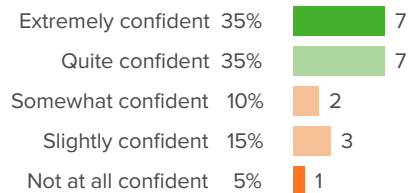
How did people respond?

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



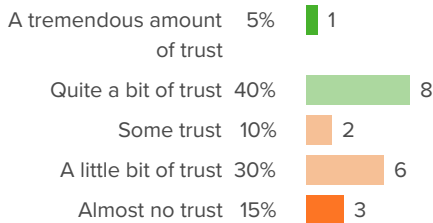
Favorable: **90%**

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



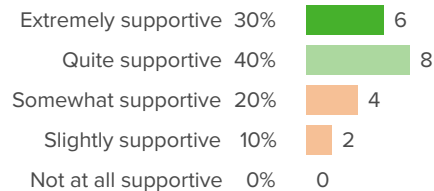
Favorable: **70%**

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



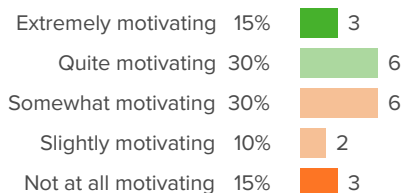
Favorable: **45%**

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



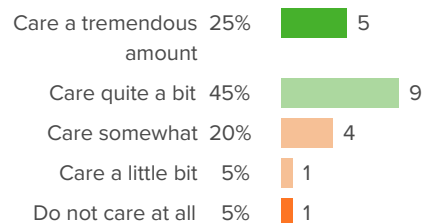
Favorable: **70%**

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



Favorable: **45%**

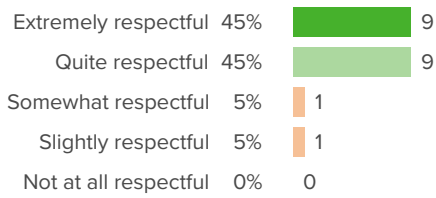
Q.6: How much do your school leaders care about you as an individual?



Favorable: **70%**

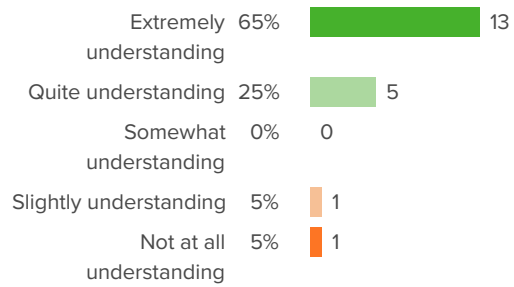


Q.7: How respectful are your school leaders towards you?



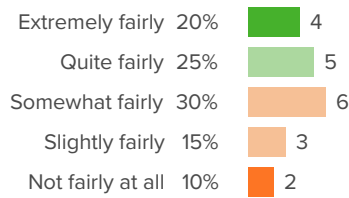
Favorable: **90%**

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



Favorable: **90%**

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



Favorable: **45%**



Well-being

Your average

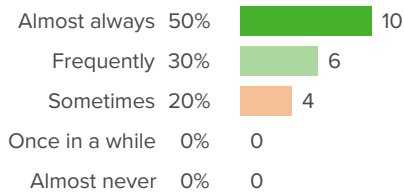
55%

20 responses

District average: **64%** Special School District

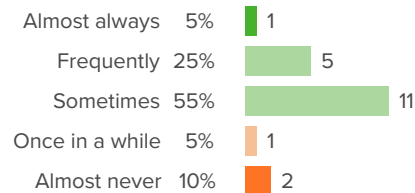
How did people respond?

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



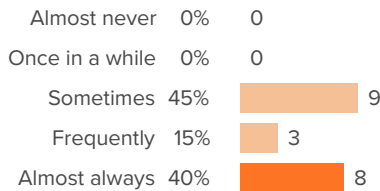
Favorable: **80%**

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



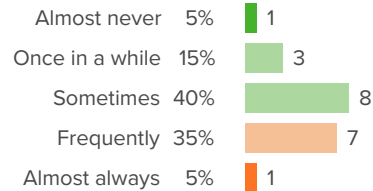
Favorable: **85%**

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



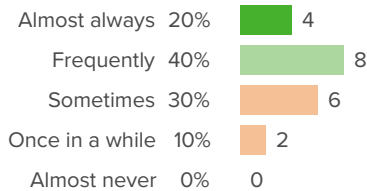
Favorable: **0%**

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



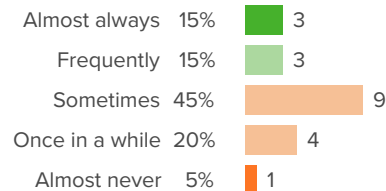
Favorable: **60%**

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



Favorable: **60%**

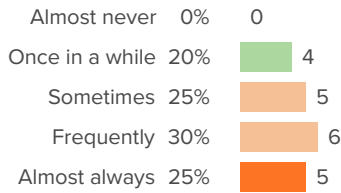
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **30%**

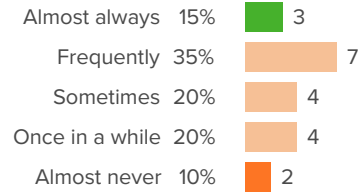


Q.7: During the past week, how often did you feel overwhelmed at work?



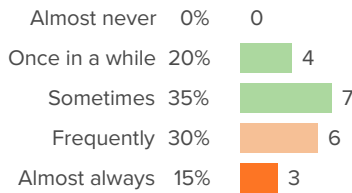
Favorable: **20%**

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



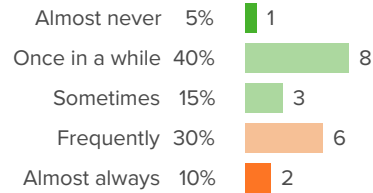
Favorable: **15%**

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



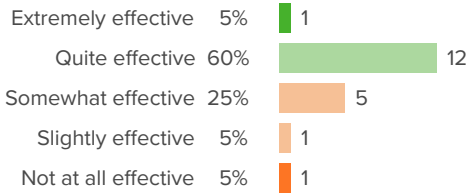
Favorable: **55%**

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



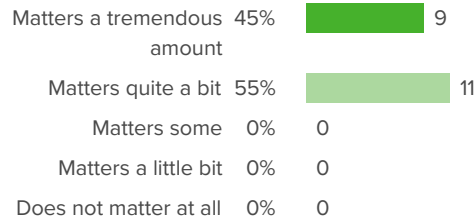
Favorable: **60%**

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



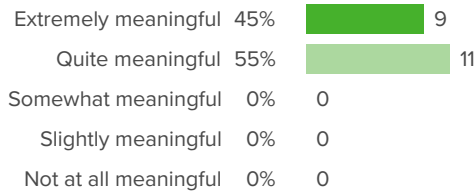
Favorable: **65%**

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



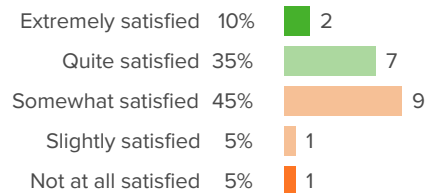
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **45%**



Work environment

Your average

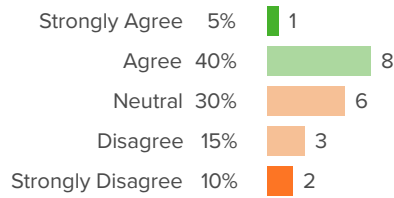
58%

20 responses

District average: **77%** Special School District

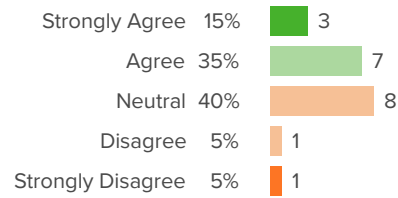
How did people respond?

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



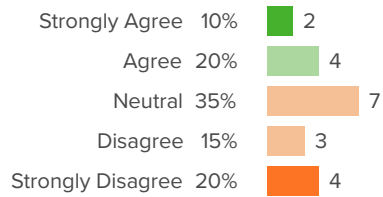
Favorable: **45%**

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



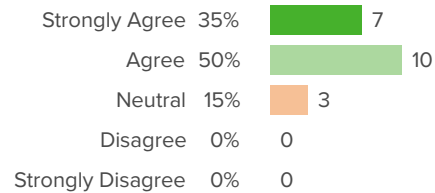
Favorable: **50%**

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



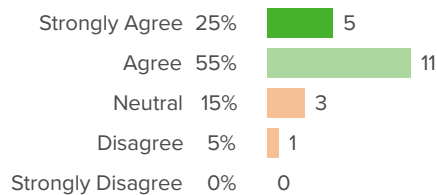
Favorable: **30%**

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



Favorable: **85%**

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



Favorable: **80%**



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	0%	0
Rockwood School District	0%	0

Q.2: Job type

Para - SSD school, site, or program	65%	13
Para - Partner district Administrator (Managers, Area Coordinators, Directors, Chiefs)	5%	1
Operations (Human Resources, Finance, Communications, Technology, Secretarial, Transportation)	5%	1
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	15%	3
Other	5%	1



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	100%	20
South Tech High School	0%	0
Southview School	0%	0
VSP	0%	0