



# Southview

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



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Communicating results</b>	<b>29%</b>	<b>70%</b> Special School District
<b>Communications</b>	<b>62%</b>	<b>67%</b> Special School District
<b>Deia</b>	<b>50%</b>	<b>58%</b> Special School District
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>26%</b>	<b>37%</b> Special School District
<b>Mission and vision</b>	<b>60%</b>	<b>71%</b> Special School District
<b>Overall engagement</b>	<b>71%</b>	<b>73%</b> Special School District
<b>Professional Learning</b>	<b>22%</b>	<b>42%</b> Special School District
<b>School Climate</b> Perceptions of the overall social and learning climate of the school.	<b>32%</b>	<b>48%</b> Special School District
<b>School Leadership</b> Perceptions of the school leadership's effectiveness.	<b>30%</b>	<b>51%</b> Special School District
<b>Staff-Leadership Relationships</b> Perceptions of faculty and staff relationships with school leaders.	<b>43%</b>	<b>60%</b> Special School District



**Well-being**

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

**59%**

**64%**

Special School District

**Work environment**

**81%**

**77%**

Special School District

18 responses



# Communicating results

Your average

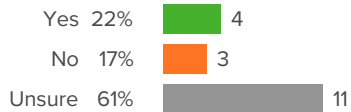
# 29%

18 responses

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

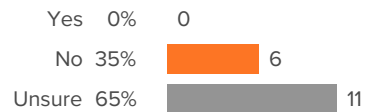
## How did people respond?

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



Favorable: **57%**

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



Favorable: **0%**



# Communications

Your average

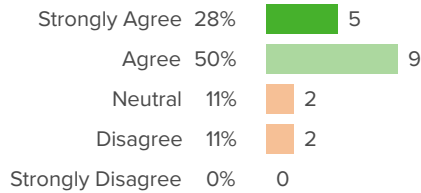
# 62%

18 responses

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

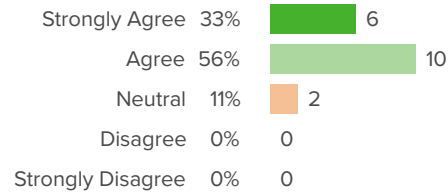
## How did people respond?

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



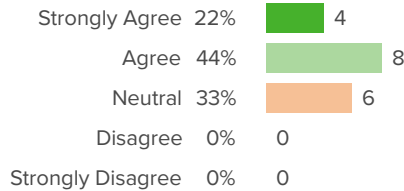
Favorable: **78%**

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



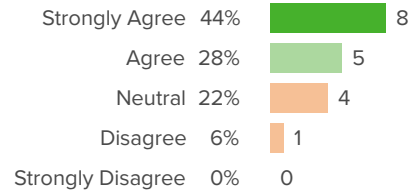
Favorable: **89%**

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



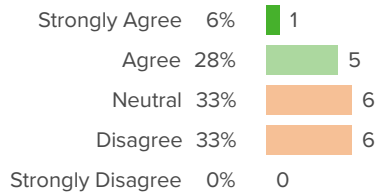
Favorable: **67%**

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



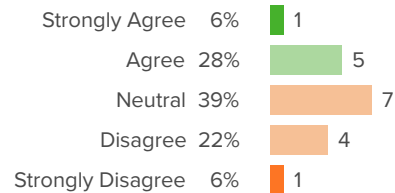
Favorable: **72%**

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



Favorable: **33%**

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



Favorable: **33%**



# Deia

Your average

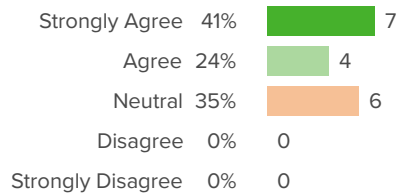
# 50%

18 responses

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

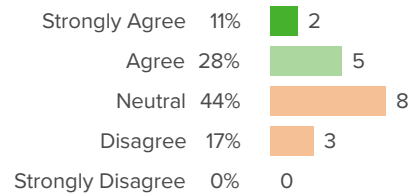
## How did people respond?

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



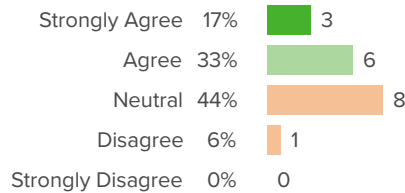
Favorable: **65%**

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



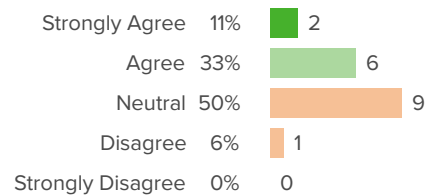
Favorable: **39%**

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



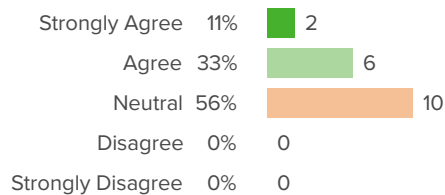
Favorable: **50%**

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



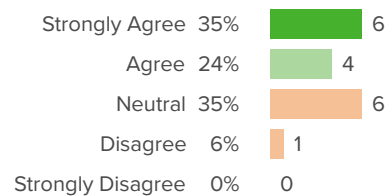
Favorable: **44%**

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



Favorable: **44%**

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



Favorable: **59%**



# Feedback and Coaching

Your average

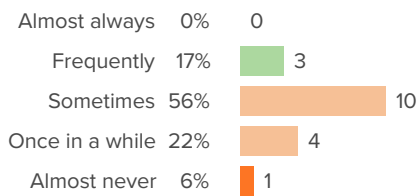
# 26%

18 responses

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

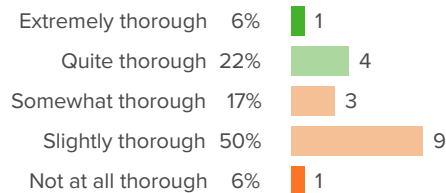
## How did people respond?

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



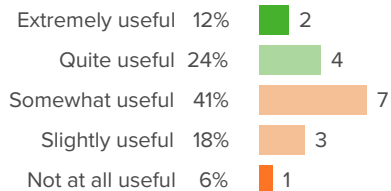
Favorable: **17%**

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



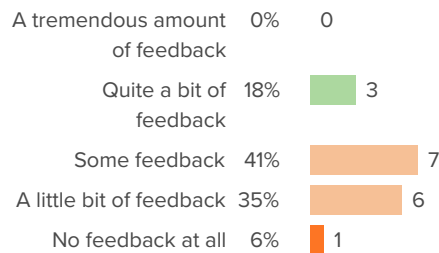
Favorable: **28%**

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



Favorable: **35%**

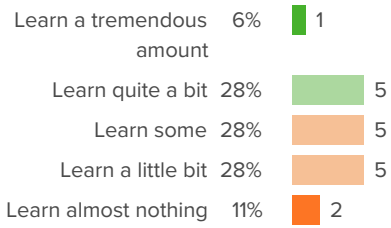
### Q.4: How much feedback do you receive on your work?



Favorable: **18%**



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



Favorable: **33%**





# Mission and vision

Your average

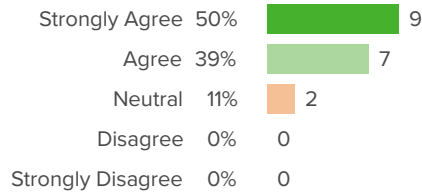
# 60%

18 responses

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

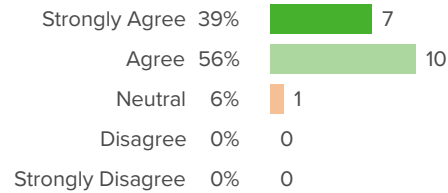
## How did people respond?

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



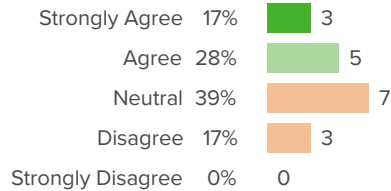
Favorable: **89%**

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



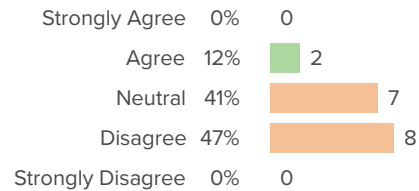
Favorable: **94%**

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



Favorable: **44%**

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



Favorable: **12%**



# Overall engagement

Your average

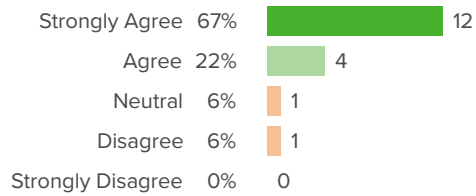
# 71%

18 responses

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

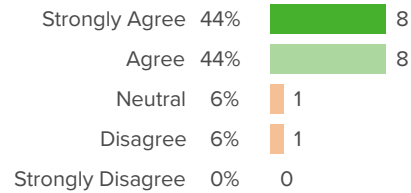
## How did people respond?

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



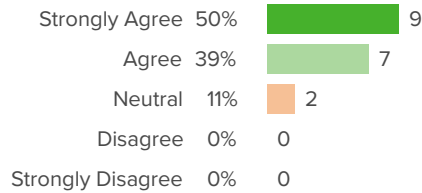
Favorable: **89%**

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



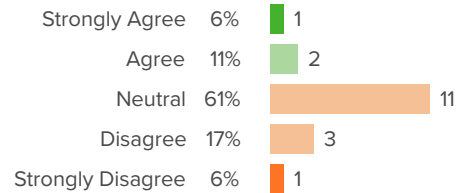
Favorable: **89%**

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



Favorable: **89%**

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



Favorable: **17%**



# Professional Learning

Your average

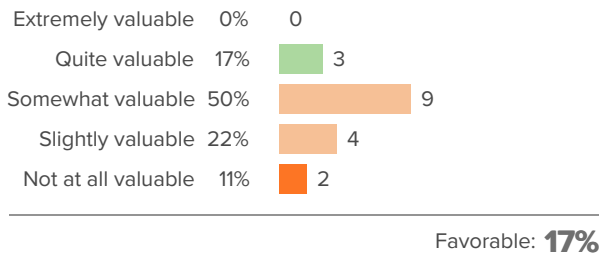
# 22%

18 responses

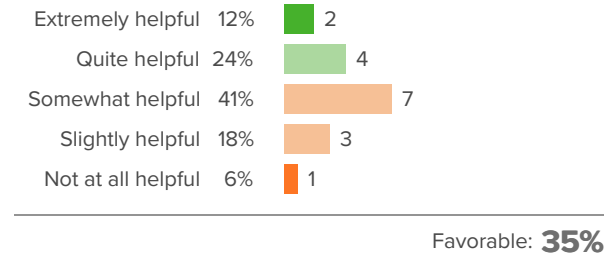
District average: **42%** Special School District

## How did people respond?

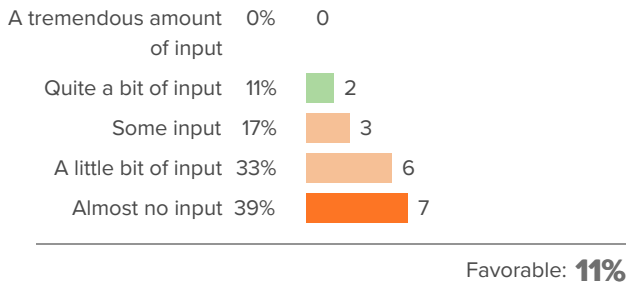
### Q.1: At your school, how valuable are the available professional development opportunities?



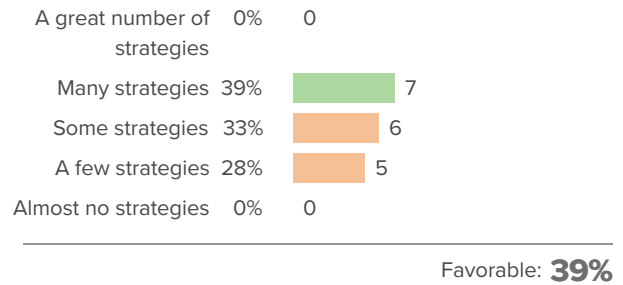
### Q.2: How helpful are your colleagues' ideas for improving your work?



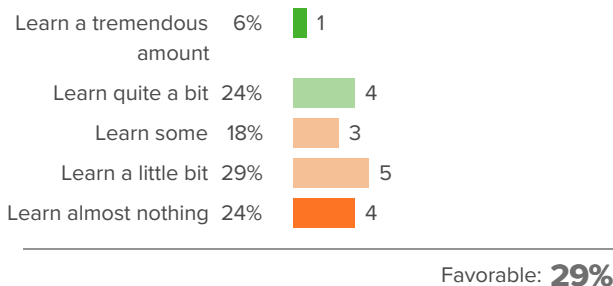
### Q.3: How much input do you have into individualizing your own professional development opportunities?



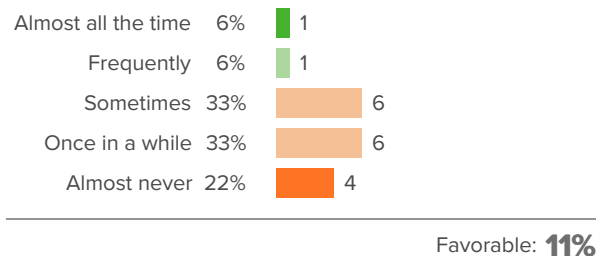
### Q.4: Through working at your school, how many new strategies for your job have you learned?



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

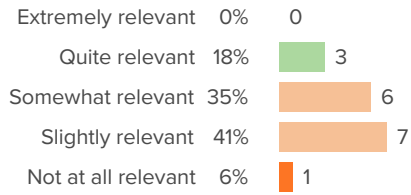


### Q.6: How often do your professional development opportunities help you explore new ideas?



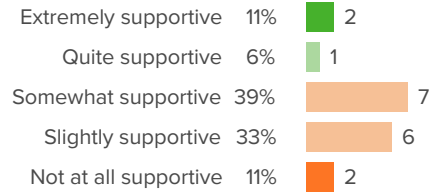


**Q.7: How relevant have your professional development opportunities been to your work?**



Favorable: **18%**

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



Favorable: **17%**



# School Climate

Your average

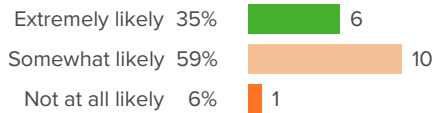
# 32%

18 responses

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

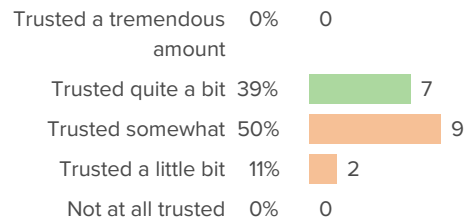
## How did people respond?

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



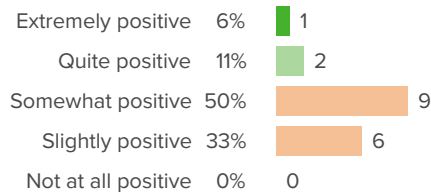
Favorable: **35%**

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



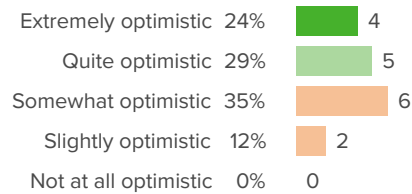
Favorable: **39%**

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



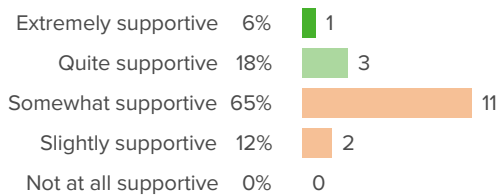
Favorable: **17%**

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



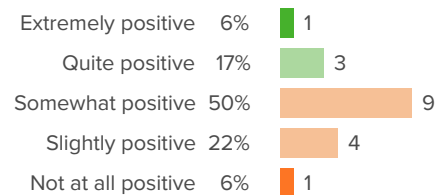
Favorable: **53%**

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



Favorable: **24%**

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



Favorable: **22%**



# School Leadership

Your average

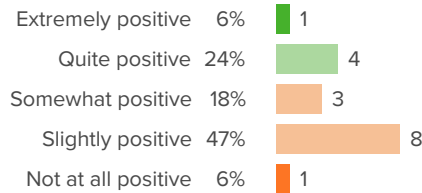
# 30%

18 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?



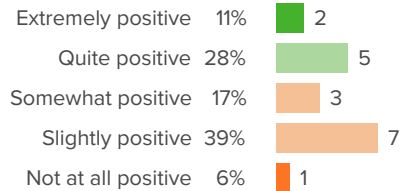
Favorable: **29%**

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



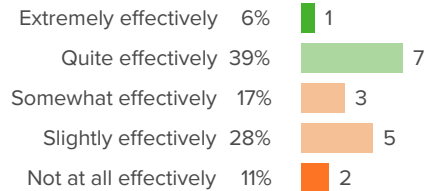
Favorable: **22%**

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



Favorable: **39%**

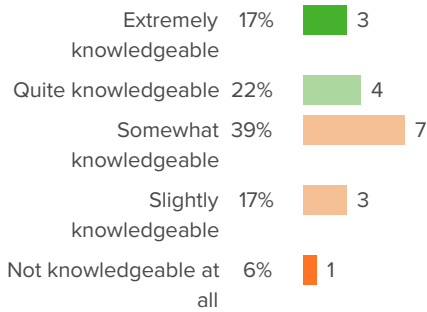
### Q.4: How effectively do school leaders communicate important information to staff?



Favorable: **44%**

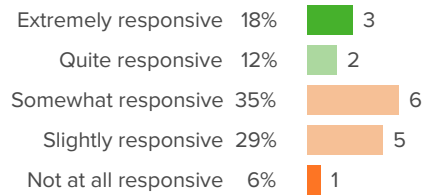


**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



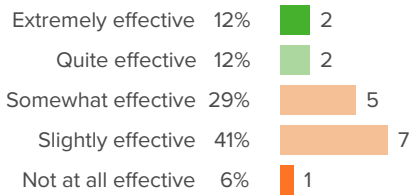
Favorable: **39%**

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



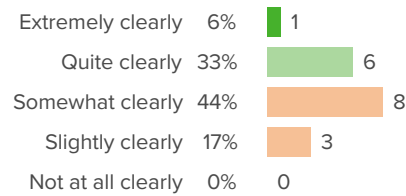
Favorable: **29%**

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



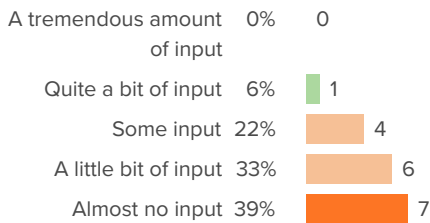
Favorable: **24%**

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



Favorable: **39%**

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



Favorable: **6%**



# Staff-Leadership Relationships

Your average

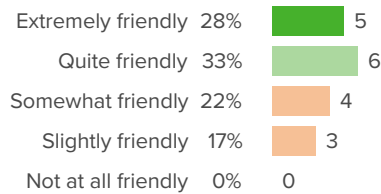
# 43%

18 responses

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

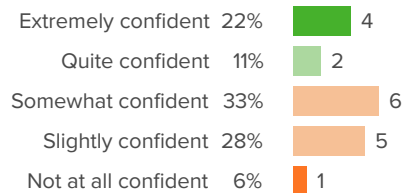
## How did people respond?

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



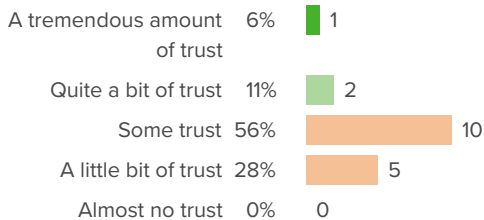
Favorable: **61%**

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



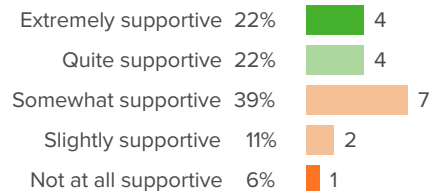
Favorable: **33%**

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



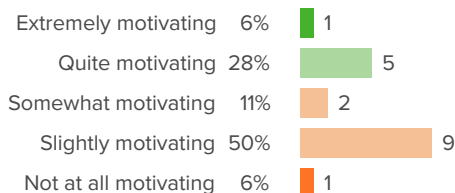
Favorable: **17%**

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



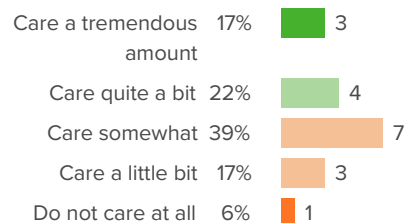
Favorable: **44%**

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



Favorable: **33%**

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

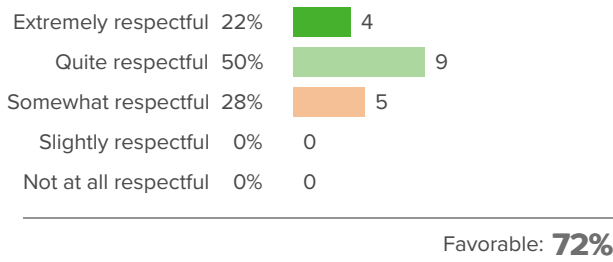


Favorable: **39%**

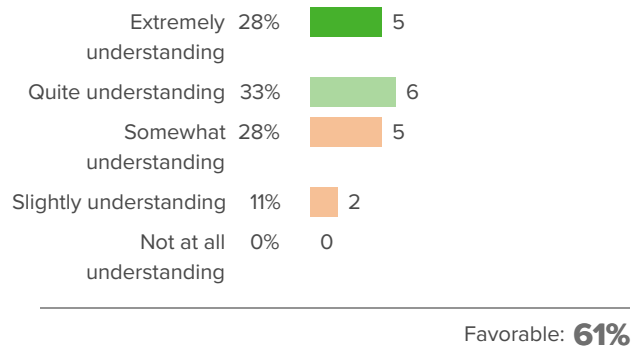




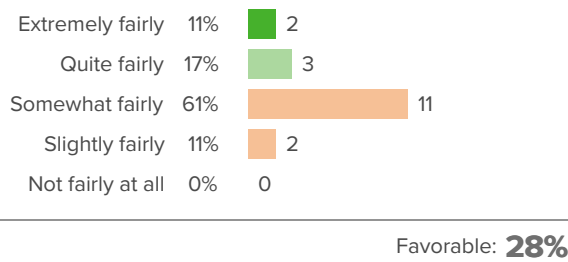
**Q.7: How respectful are your school leaders towards you?**



**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

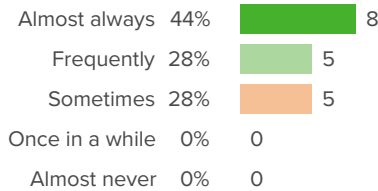
# 59%

18 responses

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

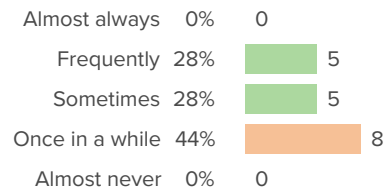
## How did people respond?

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



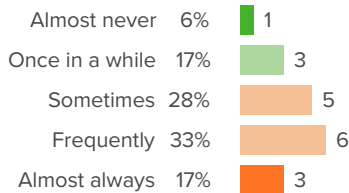
Favorable: **72%**

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



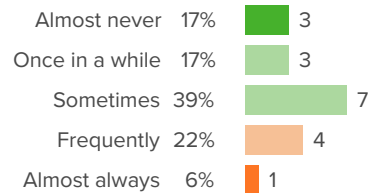
Favorable: **56%**

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



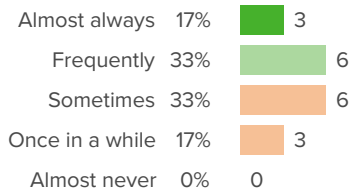
Favorable: **22%**

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



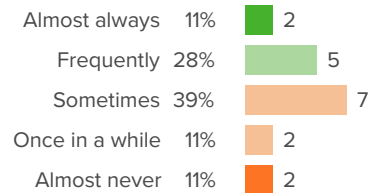
Favorable: **72%**

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



Favorable: **50%**

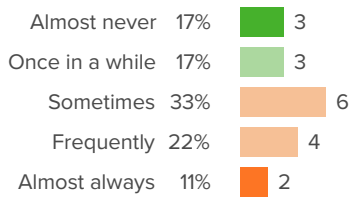
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **39%**

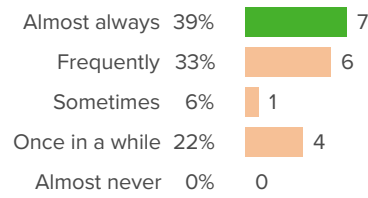


**Q.7: During the past week, how often did you feel overwhelmed at work?**



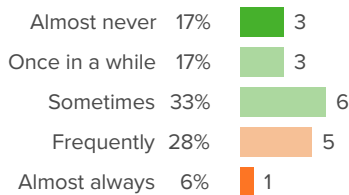
Favorable: **33%**

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



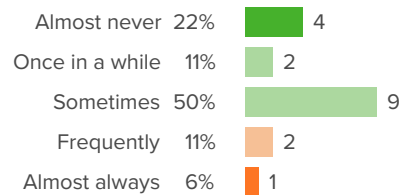
Favorable: **39%**

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



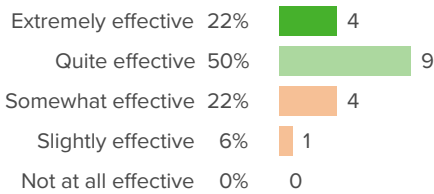
Favorable: **67%**

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



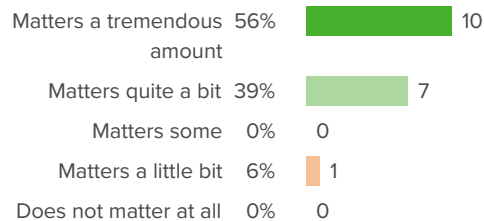
Favorable: **83%**

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



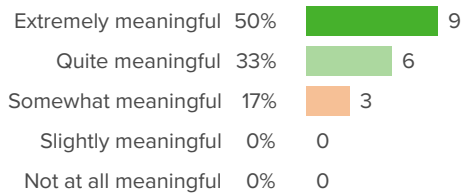
Favorable: **72%**

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



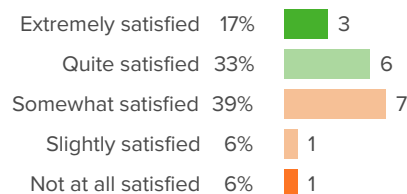
Favorable: **94%**

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



Favorable: **83%**

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



Favorable: **50%**



# Work environment

Your average

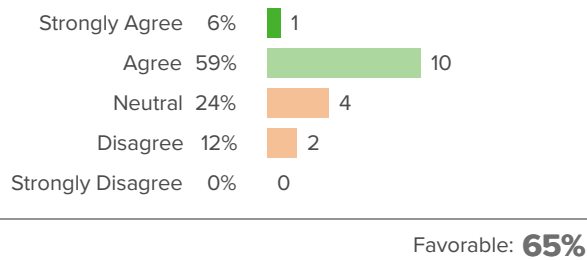
# 81%

18 responses

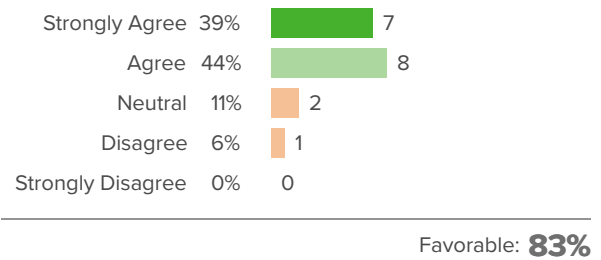
District average: **77%** Special School District

## How did people respond?

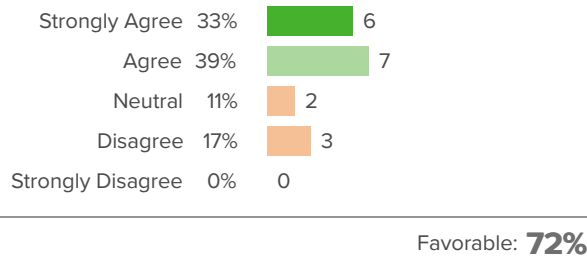
**Q.1: I have the materials and resources to do my job effectively.**



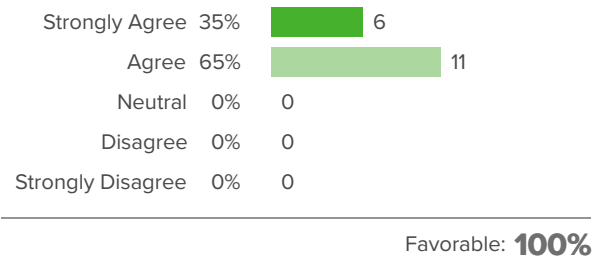
**Q.2: My school/location is in good condition and well-maintained.**



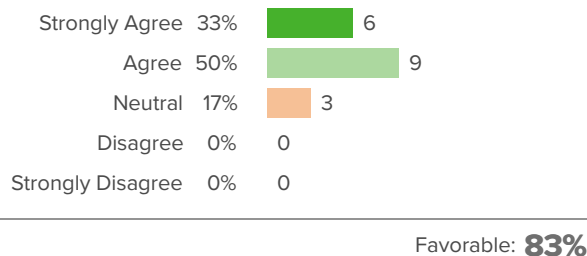
**Q.3: I feel safe in my school/location.**



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



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





# 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%	11
Para - Partner district Administrator (Managers, Area Coordinators, Directors, Chiefs)	0%	0
Operations (Human Resources, Finance, Communications, Technology, Secretarial, Transportation)	12%	2
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	18%	3
Other	6%	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	0%	0
South Tech High School	0%	0
Southview School	100%	17
VSP	0%	0