

# 2020-2021 Employee Engagement Overall Report

## Results and Analysis

Special School District of St. Louis County

January 13 - February 2, 2021



# Participation

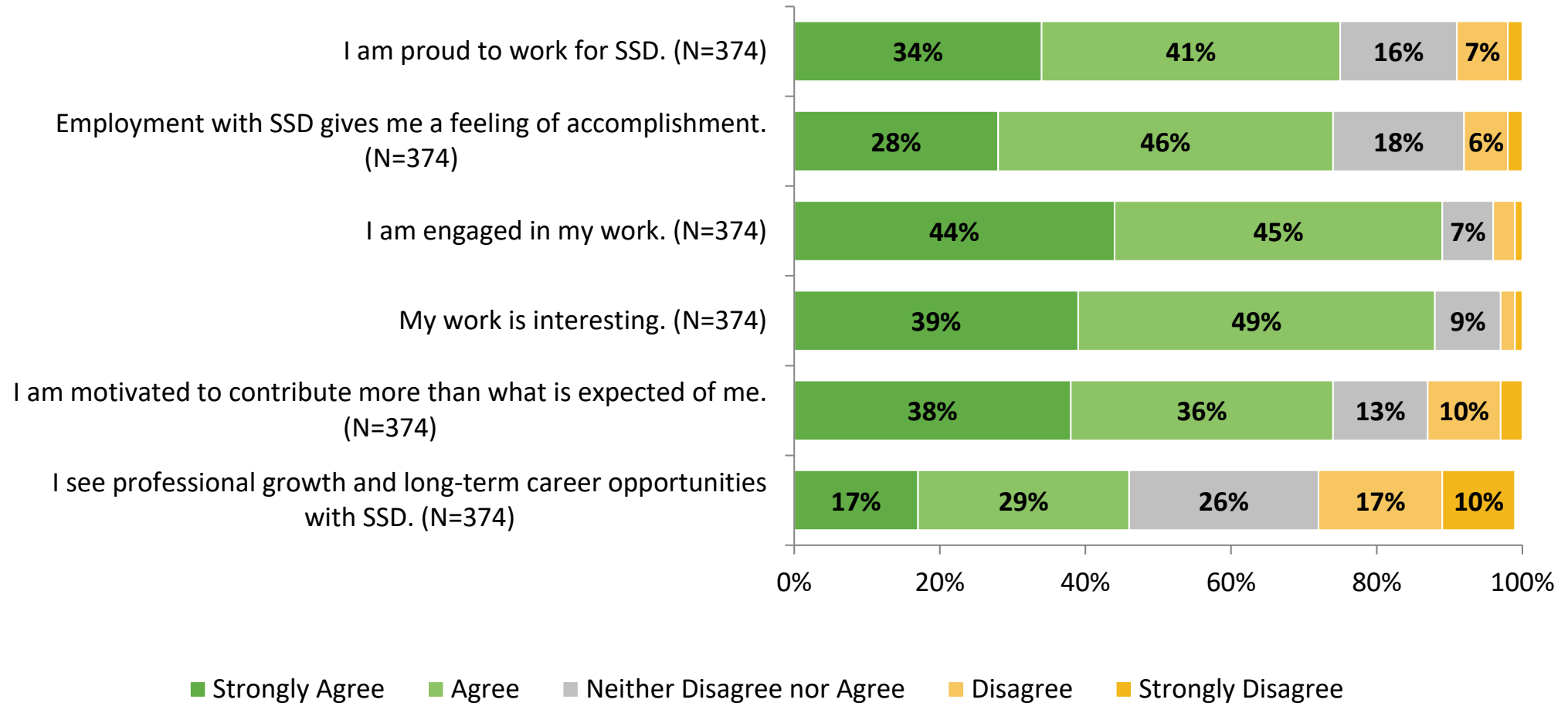
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Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate
Other SSD Staff	734	374	51%

*Note: The participant group “All Other Staff” includes Administrator, Interpreter,, Maintenance/Warehouse, Support Clerical, Support Technical, and Transportation.*

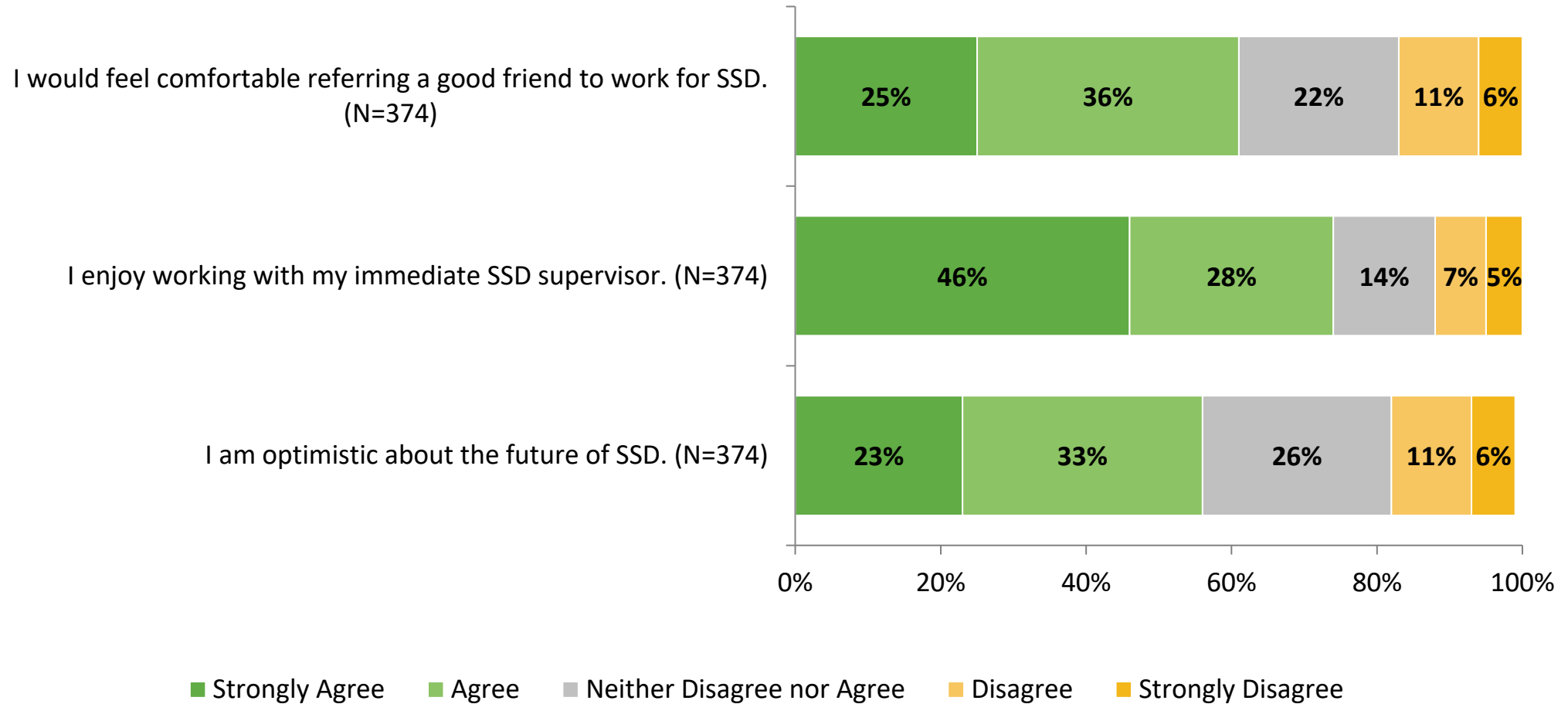
# Overall Engagement

How strongly do you agree or disagree with the following statements?



# Overall Engagement (Continued)

How strongly do you agree or disagree with the following statements?



## Increasing Employee Engagement

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.58), but the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
District Leadership	SSD leaders clearly explain the reasons behind decisions on key issues.	2.74	0.65
Feedback and Recognition	SSD recognizes employees for their high-quality work and accomplishments.	2.86	0.63
District Leadership	SSD leaders understand my professional needs.	2.91	0.67
District Leadership	SSD leaders promote a positive work culture.	2.93	0.70
District Leadership	SSD leaders' actions are consistent with their words.	2.99	0.67
Feedback and Recognition	Staff members are recognized for good performance at my work site.	3.03	0.57
Feedback and Recognition	I am recognized for my accomplishments.	3.04	0.66

Median	
Driver Rating	3.58
Correlation to Engagement	0.57

## Increasing Employee Engagement (Continued)

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.58), but the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
District Leadership	SSD leaders encourage employees to share ideas to improve performance.	3.06	0.67
Career Growth and Training Opportunities	There are leadership opportunities for me in my school or department.	3.17	0.59
Feedback and Recognition	I feel appreciated for my work.	3.19	0.70
School Leadership	My immediate SSD supervisor regularly gives me constructive feedback to improve my performance.	3.57	0.58

Median	
Driver Rating	3.58
Correlation to Engagement	0.57

# Maintaining Employee Engagement

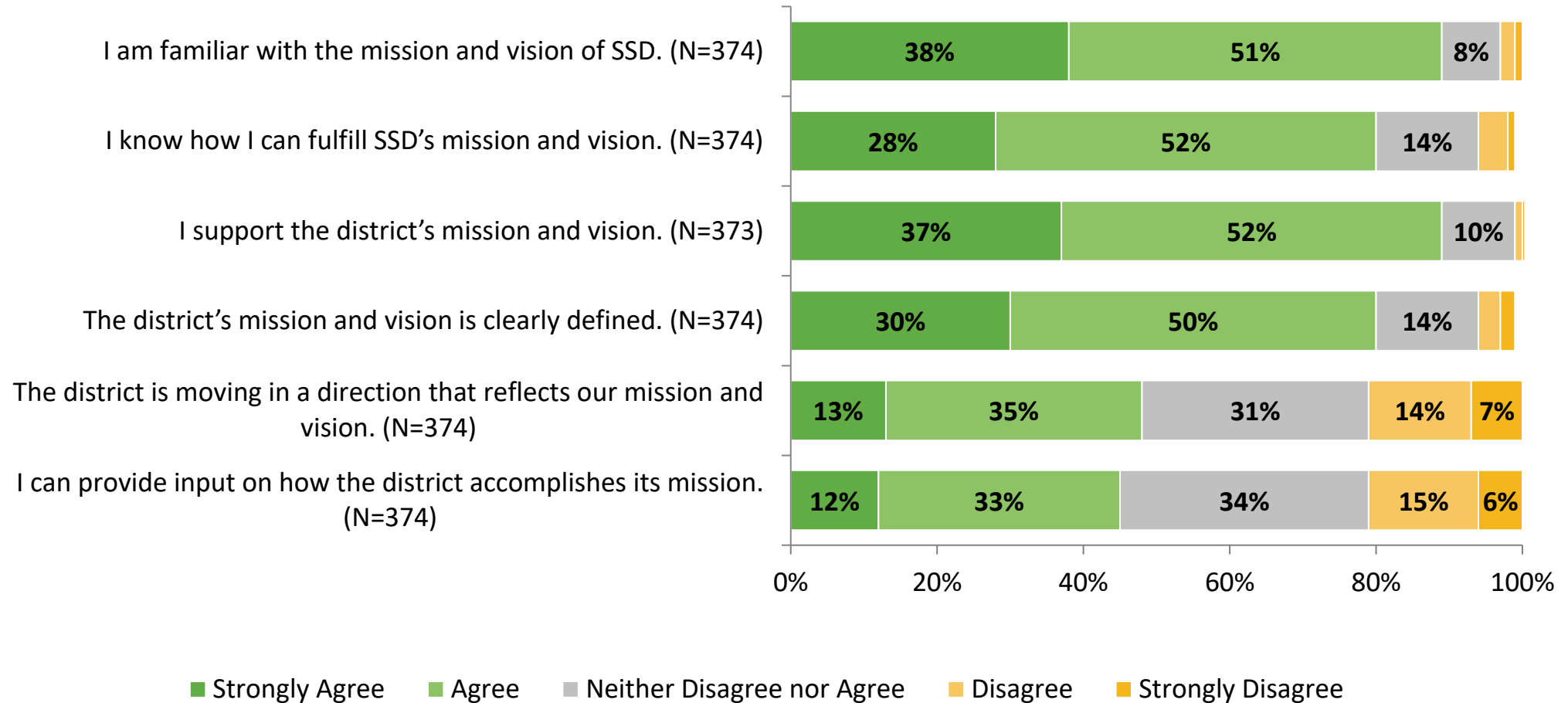
Celebrating these items will promote positive employee engagement. The average scores for these statements are high (at or above 3.58), and the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
School Leadership	My immediate SSD supervisor effectively communicates about important issues that affect me.	3.73	0.60
School Leadership	My immediate SSD supervisor clearly communicates his or her expectations of my job performance.	3.80	0.59
School Leadership	My immediate SSD supervisor promotes a positive work culture.	3.83	0.59
School Leadership	I trust my immediate SSD supervisor to make good decisions.	3.86	0.58
School Leadership	I can count on the support of my immediate SSD supervisor when addressing problems or issues.	3.88	0.57
School Leadership	My immediate SSD supervisor encourages collaboration within and across teams in my school or department.	3.89	0.58

Median	
Driver Rating	3.58
Correlation to Engagement	0.57

# Mission and Vision

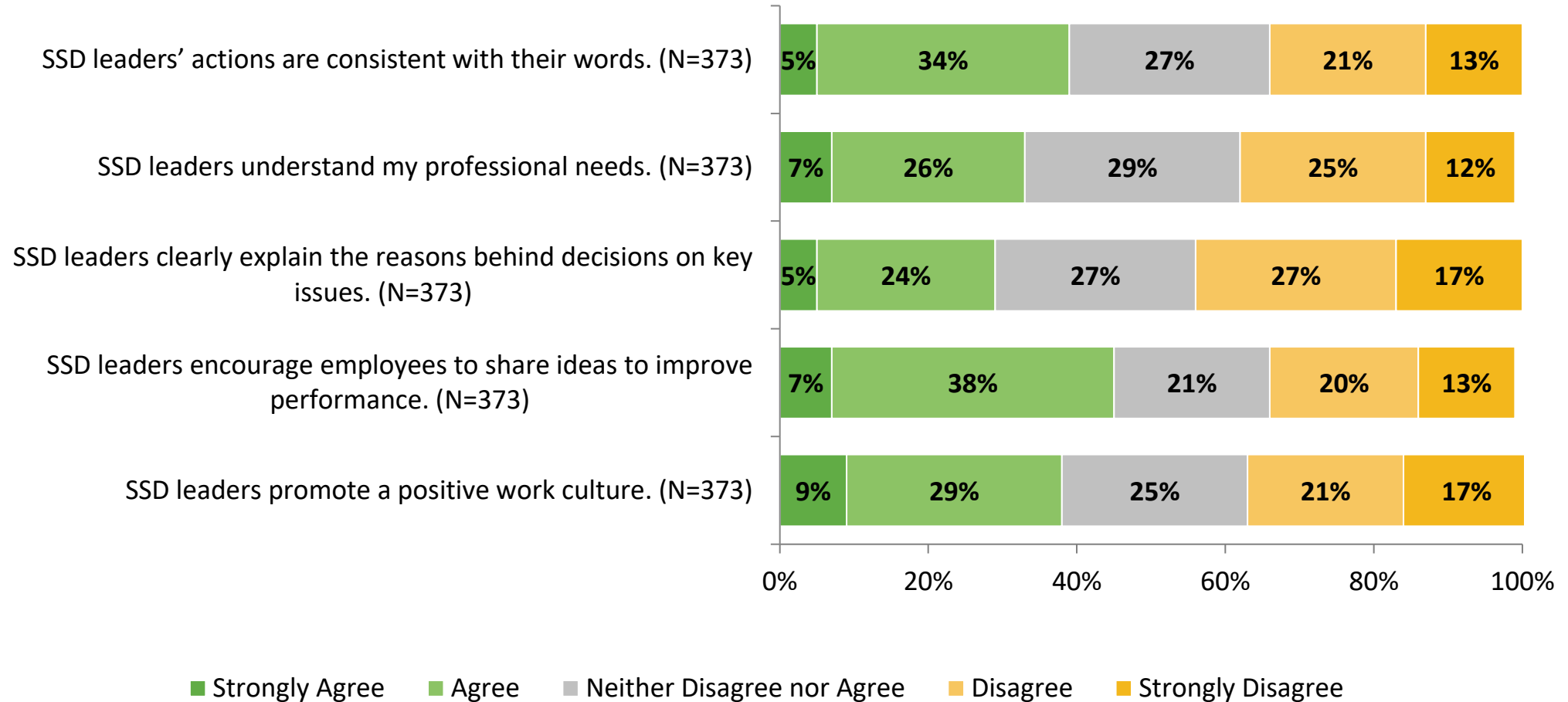
How strongly do you agree or disagree with the following statements?





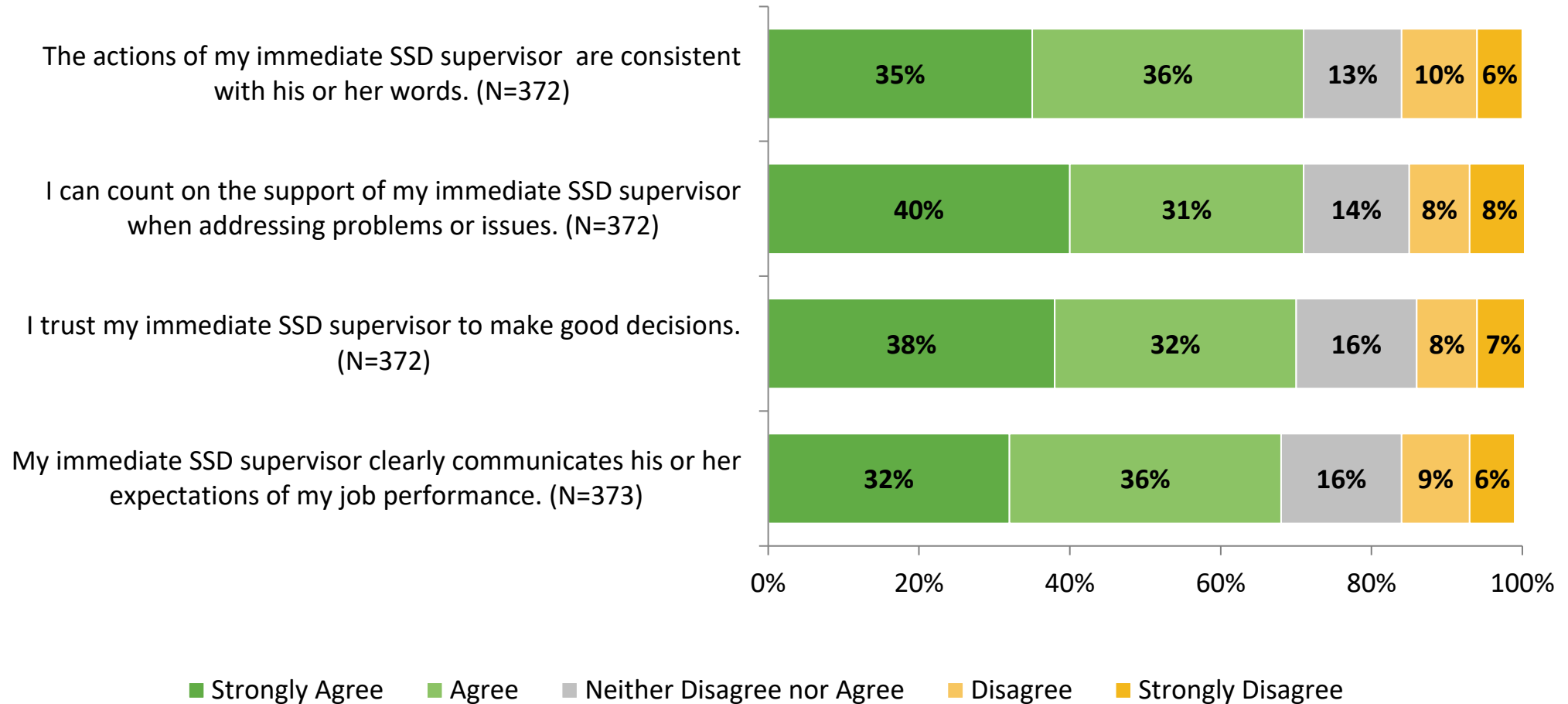
# District Leadership

How strongly do you agree or disagree with the following statements?



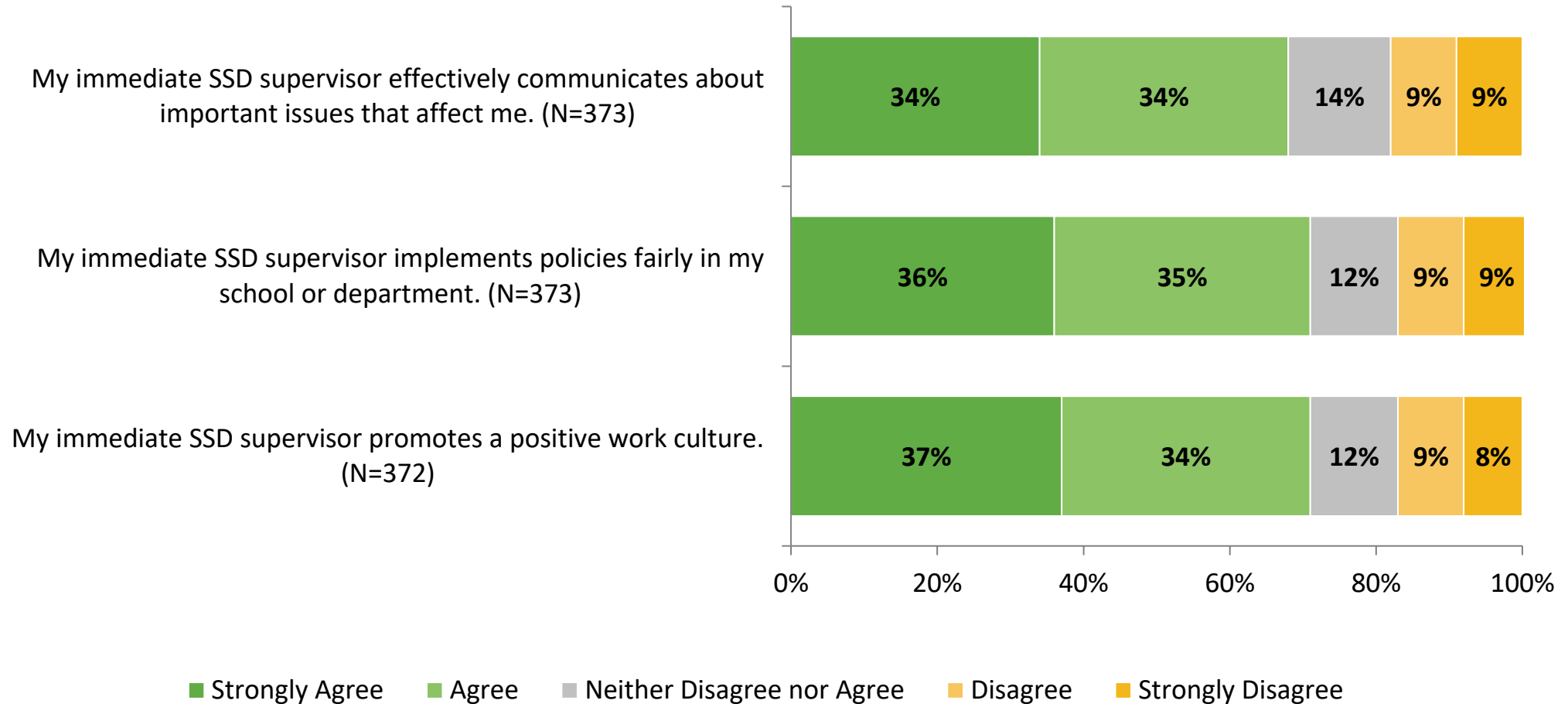
# School Leadership

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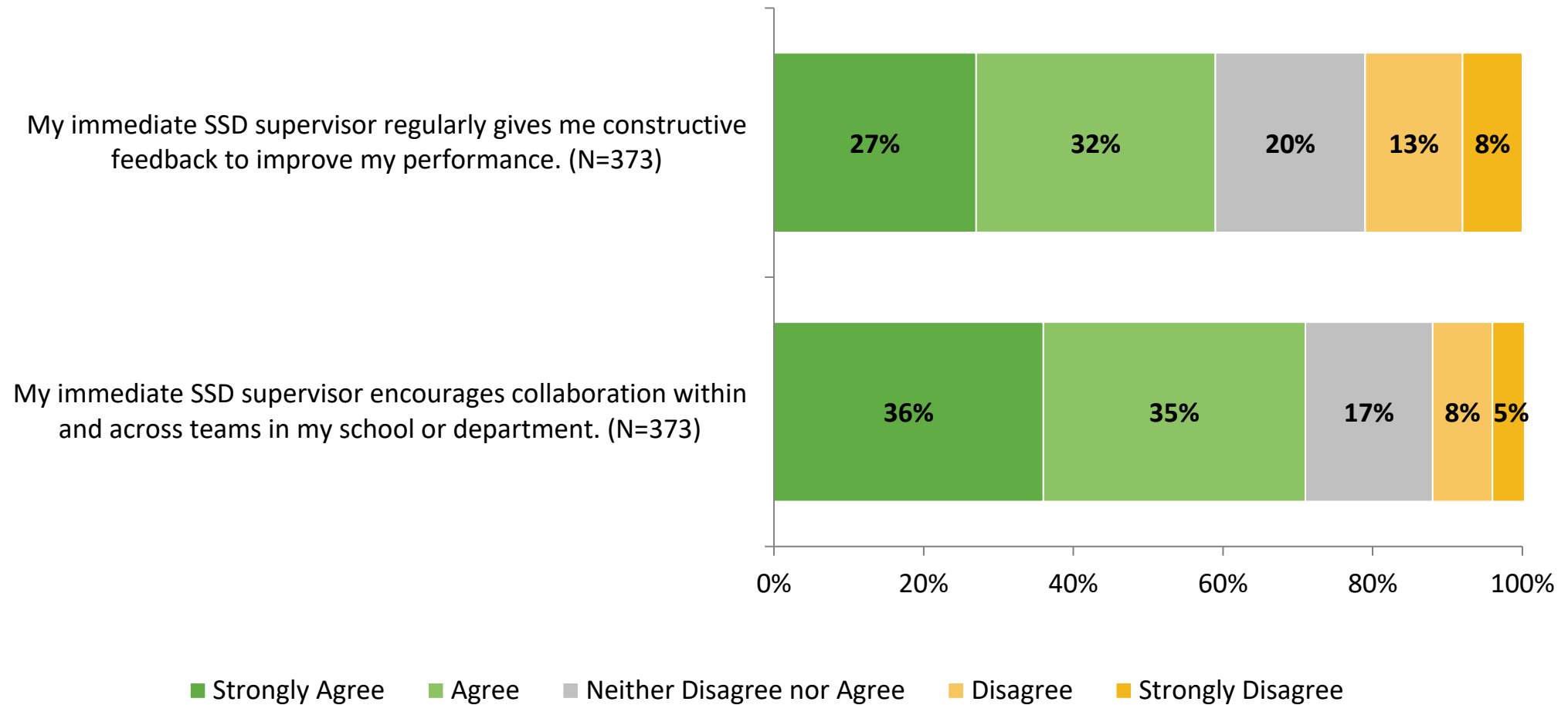
# School Leadership (Continued)

How strongly do you agree or disagree with the following statements?



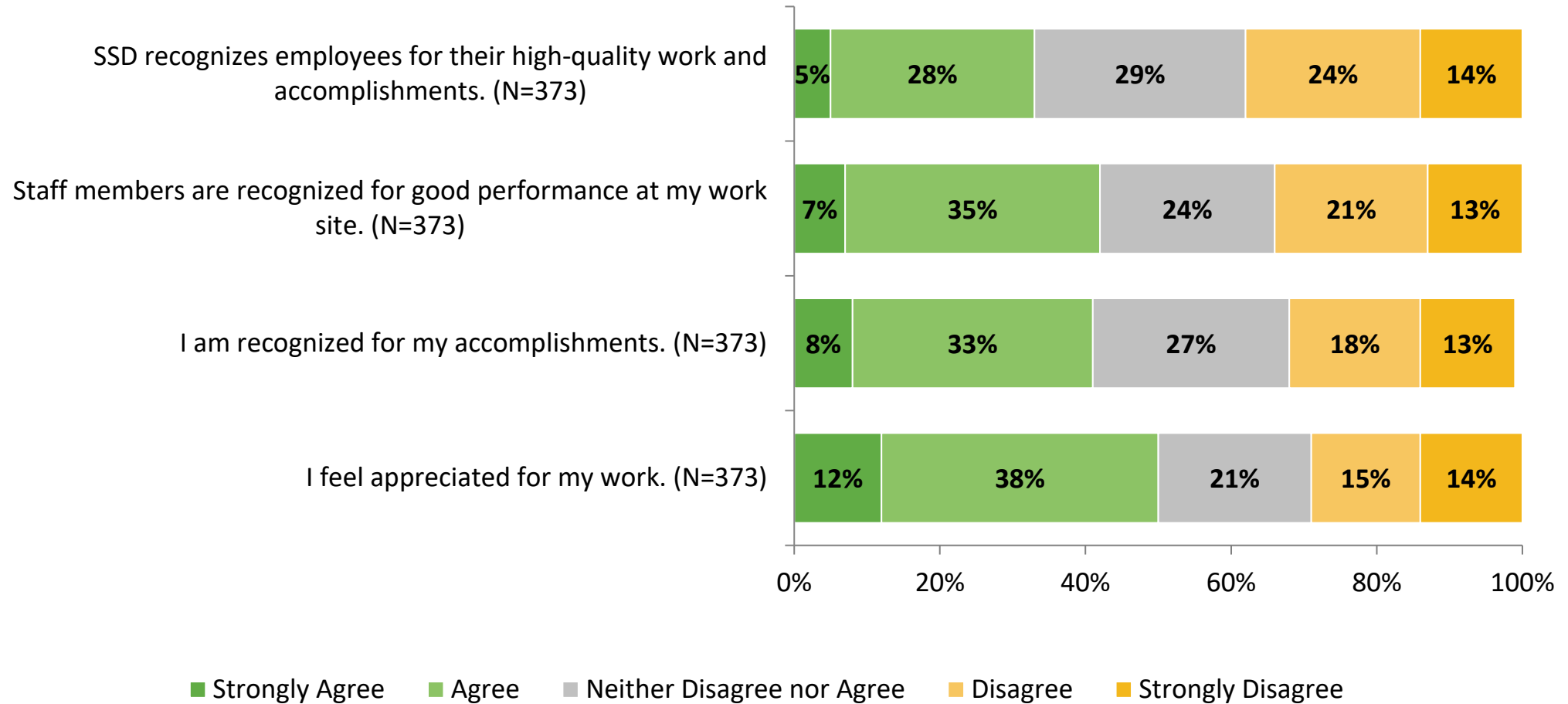
## School Leadership (Continued)

How strongly do you agree or disagree with the following statements?



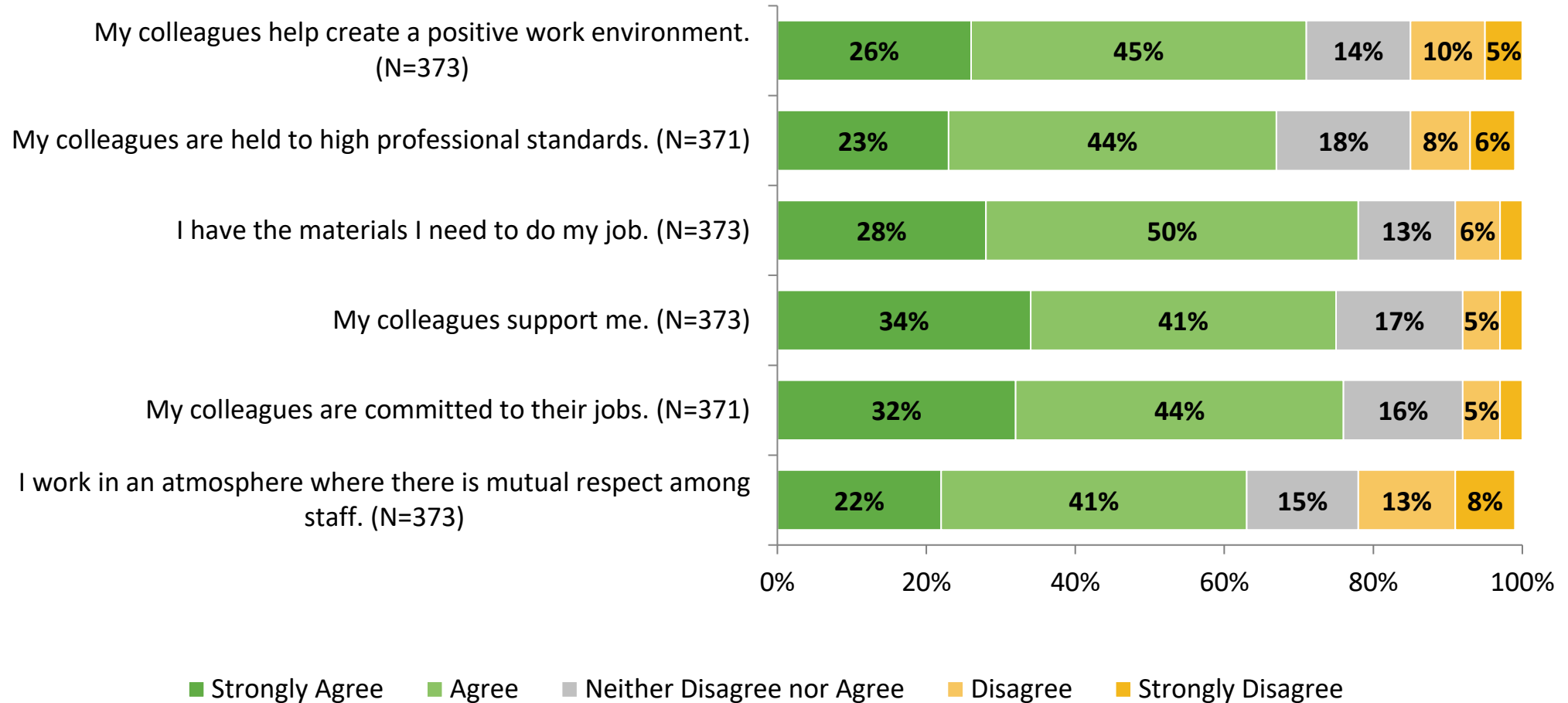
# Feedback and Recognition

How strongly do you agree or disagree with the following statements?



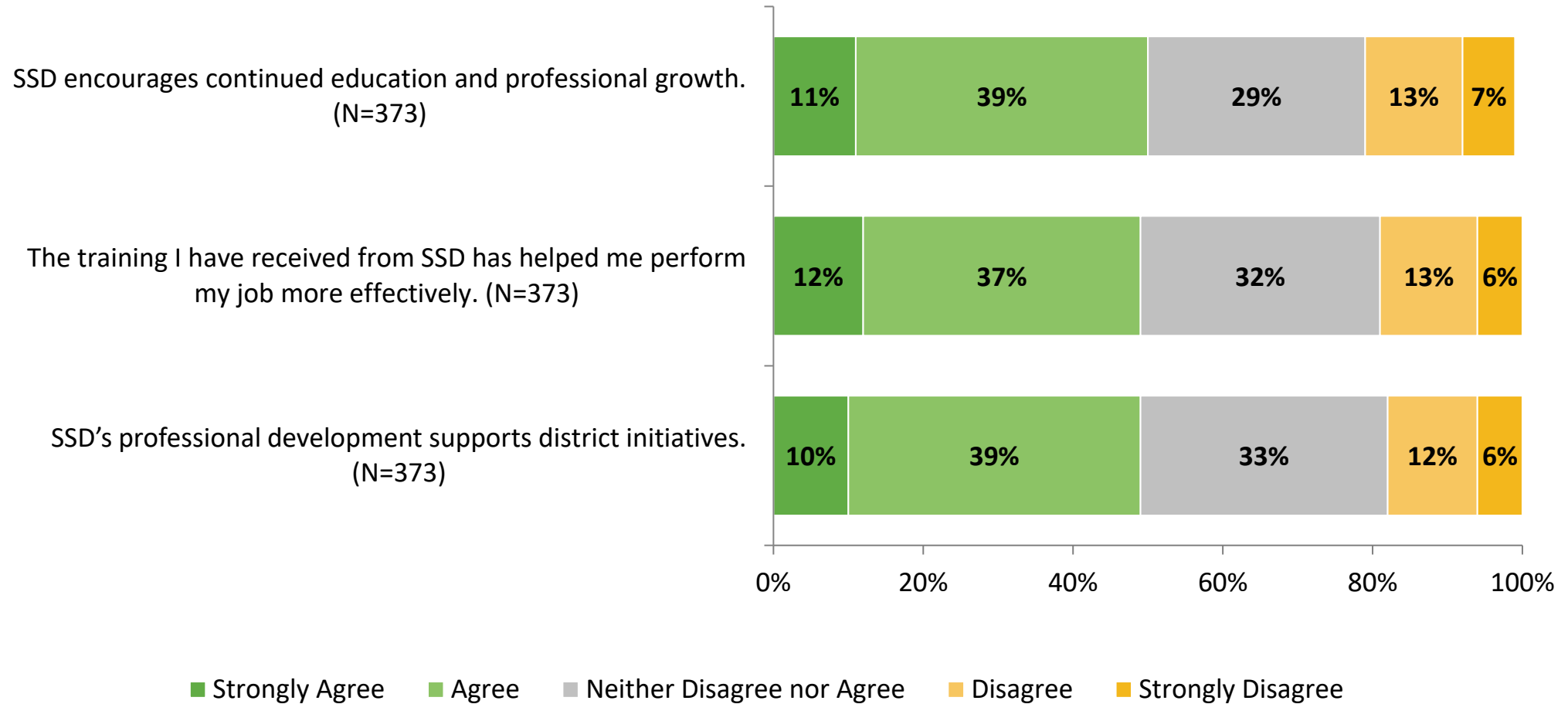
# Work Environment

How strongly do you agree or disagree with the following statements?



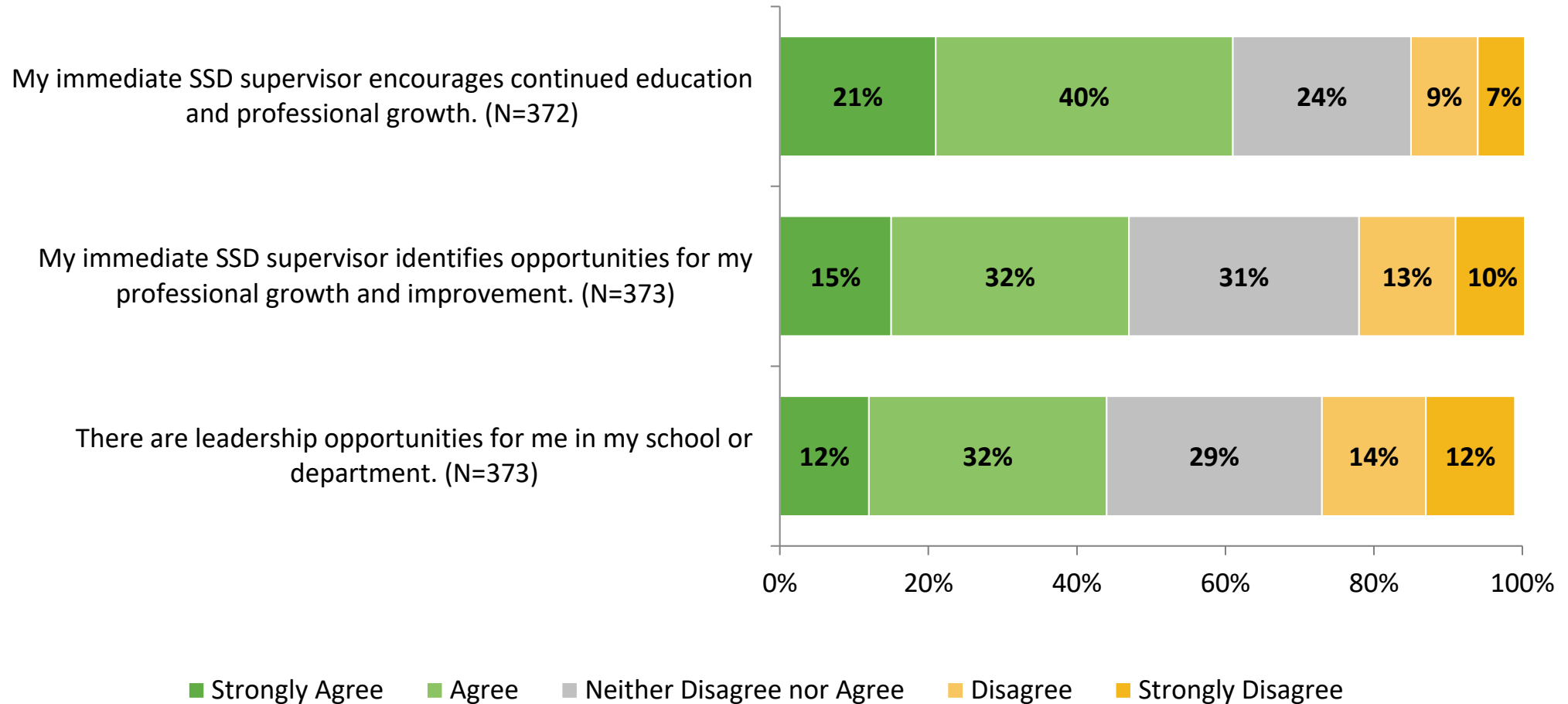
# Career Growth and Training Opportunities

How strongly do you agree or disagree with the following statements?



# Career Growth and Training Opportunities (Continued)

How strongly do you agree or disagree with the following statements?





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