

# 2018-19 Employee Engagement Survey - Paras

## Survey Results

Special School District of St. Louis County  
October 29 - November 14, 2018



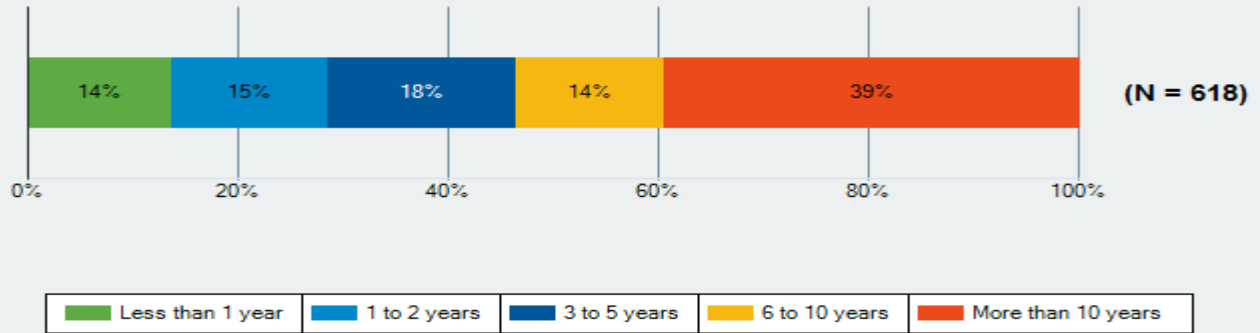
# 2018-19 Employee Engagement Survey - Paras

<b>Report Title:</b>
<b>Survey Title: 2018-19 Employee Engagement Survey - Paras</b>
<b>Report Type: Advanced Frequency</b>
<b>Start Date:</b> 29-Oct-18
<b>End Date:</b> 14-Nov-18
<b>Data Sources</b>
<b>Data Source 1:</b> Single-Use Link Invitations Delivered: 1,755   Responses Received: 618   Response Rate: 35.21%
<b>Total Number of Responses in This Report:</b> 618

<b>Data Sources Selected</b>
Single-Use Link

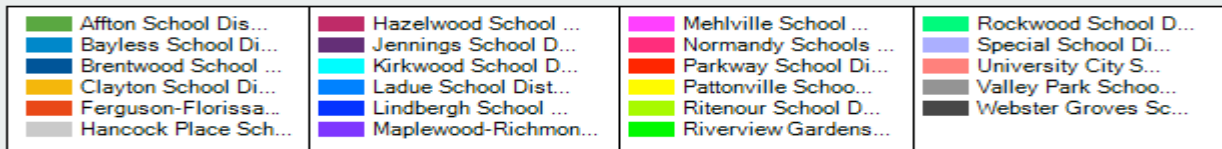
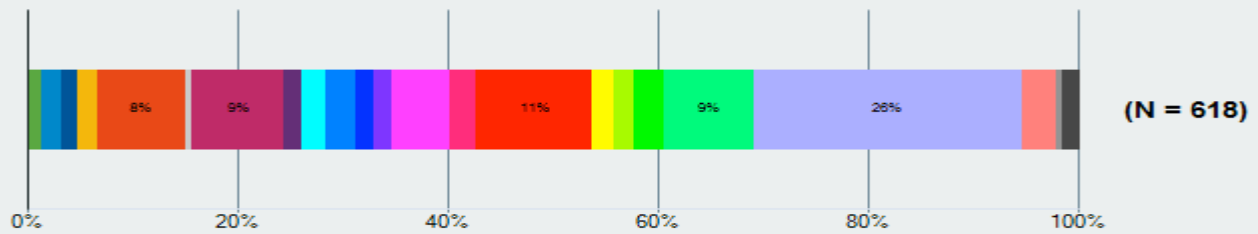
# 2018-19 Employee Engagement Survey - Páras

Years Working for District		
Responses	Count	%
Less than 1 year	85	14%
1 to 2 years	92	15%
3 to 5 years	110	18%
6 to 10 years	87	14%
More than 10 years	244	39%
<b>Total Responses</b>	<b>618</b>	



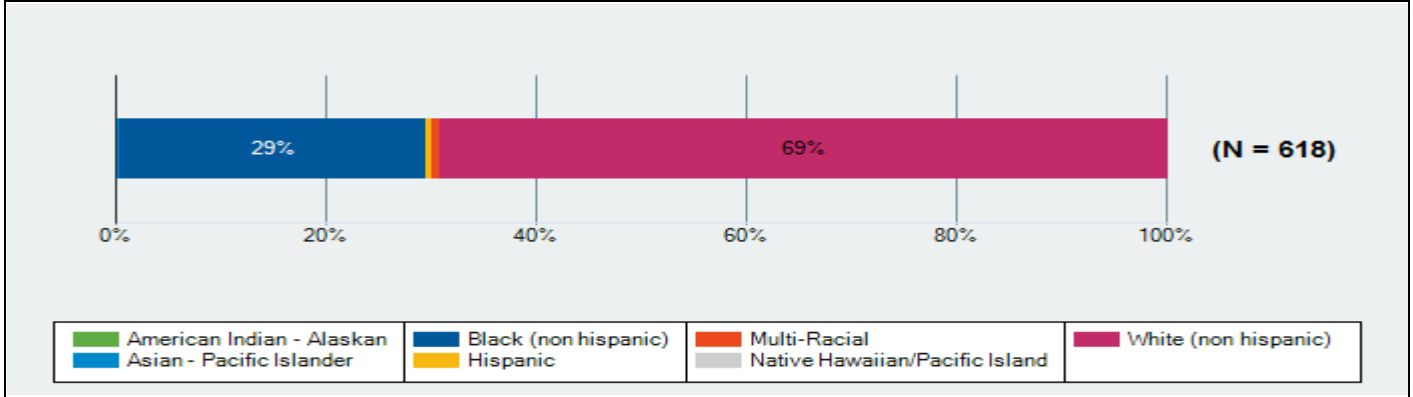
## 2018-19 Employee Engagement Survey - Paras

District		
Responses	Count	%
Affton School District	9	1%
Bayless School District	11	2%
Brentwood School District	10	2%
Clayton School District	11	2%
Ferguson-Florissant School District	52	8%
Hancock Place School District	4	1%
Hazelwood School District	54	9%
Jennings School District	10	2%
Kirkwood School District	14	2%
Ladue School District	18	3%
Lindbergh School District	11	2%
Maplewood-Richmond Hts School District	10	2%
Mehlville School District	34	6%
Normandy Schools Collaborative	16	3%
Parkway School District	68	11%
Pattonville School District	13	2%
Ritenour School District	11	2%
Riverview Gardens School District	18	3%
Rockwood School District	53	9%
Special School District	158	26%
University City School District	19	3%
Valley Park School District	4	1%
Webster Groves School District	10	2%
<b>Total Responses</b>	<b>618</b>	



## 2018-19 Employee Engagement Survey - Paras

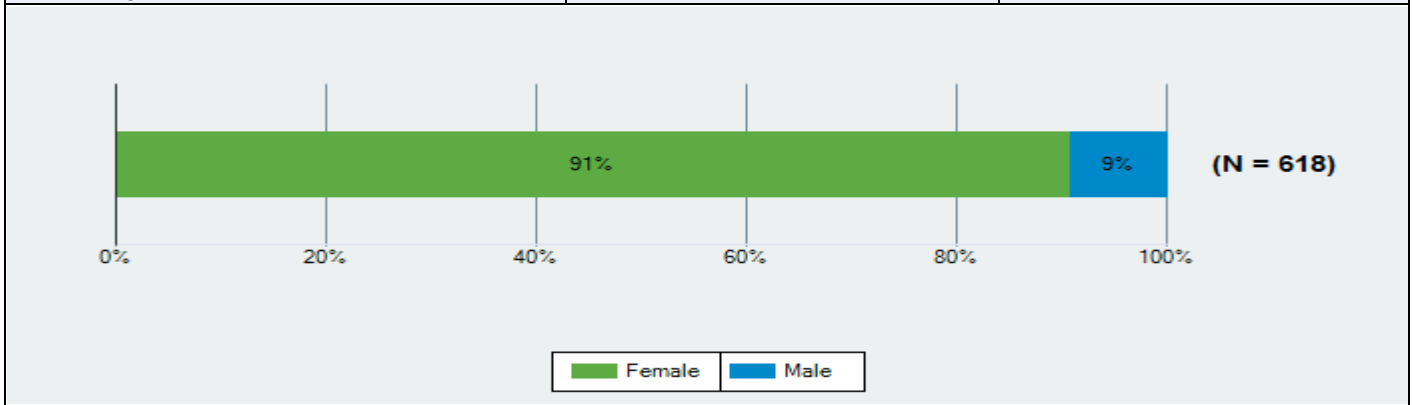
Ethnicity		
Responses	Count	%
American Indian - Alaskan	1	0%
Asian - Pacific Islander	2	0%
Black (non hispanic)	180	29%
Hispanic	3	0%
Multi-Racial	5	1%
Native Hawaiian/Pacific Island	0	0%
White (non hispanic)	427	69%
<b>Total Responses</b>	<b>618</b>	



<span style="color: green;">■</span> American Indian - Alaskan	<span style="color: blue;">■</span> Black (non hispanic)	<span style="color: orange;">■</span> Multi-Racial	<span style="color: pink;">■</span> White (non hispanic)
<span style="color: lightblue;">■</span> Asian - Pacific Islander	<span style="color: yellow;">■</span> Hispanic	<span style="color: grey;">■</span> Native Hawaiian/Pacific Island	

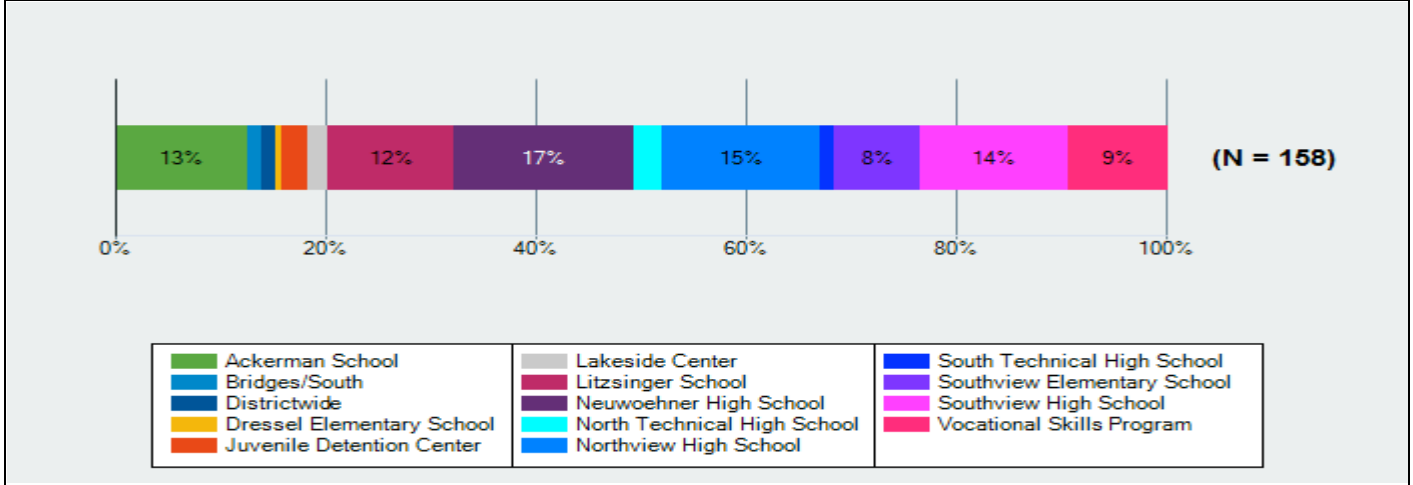
# 2018-19 Employee Engagement Survey - Páras

Gender		
Responses	Count	%
Female	561	91%
Male	57	9%
<b>Total Responses</b>	<b>618</b>	



## 2018-19 Employee Engagement Survey - Paras

SSD School/Site		
Responses	Count	%
Ackerman School	20	13%
Bridges/South	2	1%
Districtwide	2	1%
Dressel Elementary School	1	1%
Juvenile Detention Center	4	3%
Lakeside Center	3	2%
Litzsinger School	19	12%
Neuwoehner High School	27	17%
North Technical High School	4	3%
Northview High School	24	15%
South Technical High School	2	1%
Southview Elementary School	13	8%
Southview High School	22	14%
Vocational Skills Program	15	9%
<b>Total Responses</b>	<b>158</b>	



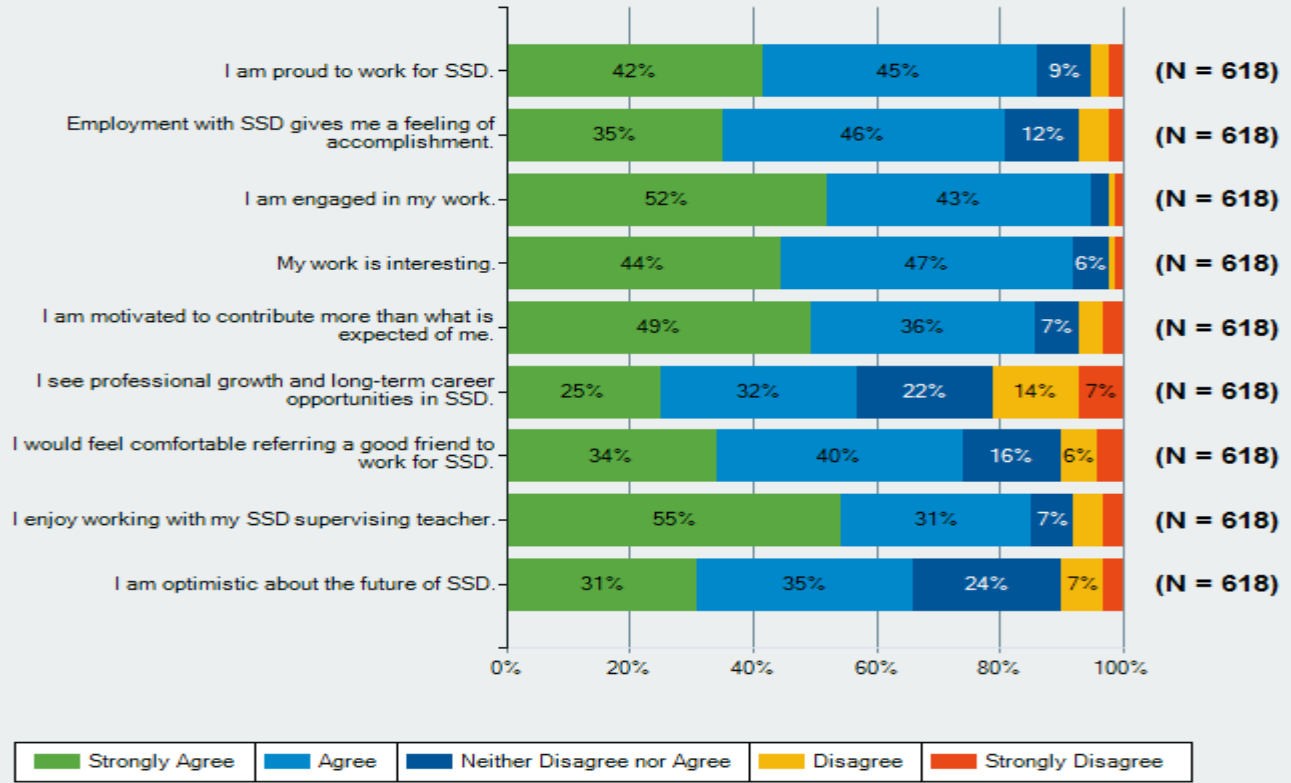
2018-19 Employee Engagement Survey - Paras

**How strongly do you disagree or agree with the following statements? Please scroll to the right to see all answer options.**

&nbsp;							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Disagree nor Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I am proud to work for SSD.	258 42%	276 45%	56 9%	17 3%	11 2%	618
(b)	Employment with SSD gives me a feeling of accomplishment.	215 35%	287 46%	74 12%	30 5%	12 2%	618
(c)	I am engaged in my work.	321 52%	267 43%	17 3%	7 1%	6 1%	618
(d)	My work is interesting.	272 44%	290 47%	40 6%	8 1%	8 1%	618
(e)	I am motivated to contribute more than what is expected of me.	303 49%	225 36%	45 7%	27 4%	18 3%	618
(f)	I see professional growth and long-term career opportunities in SSD.	152 25%	200 32%	135 22%	87 14%	44 7%	618
(g)	I would feel comfortable referring a good friend to work for SSD.	208 34%	249 40%	96 16%	38 6%	27 4%	618
(h)	I enjoy working with my SSD supervising teacher.	338 55%	191 31%	42 7%	29 5%	18 3%	618
(i)	I am optimistic about the future of SSD.	191 31%	217 35%	146 24%	44 7%	20 3%	618



## 2018-19 Employee Engagement Survey - Paras

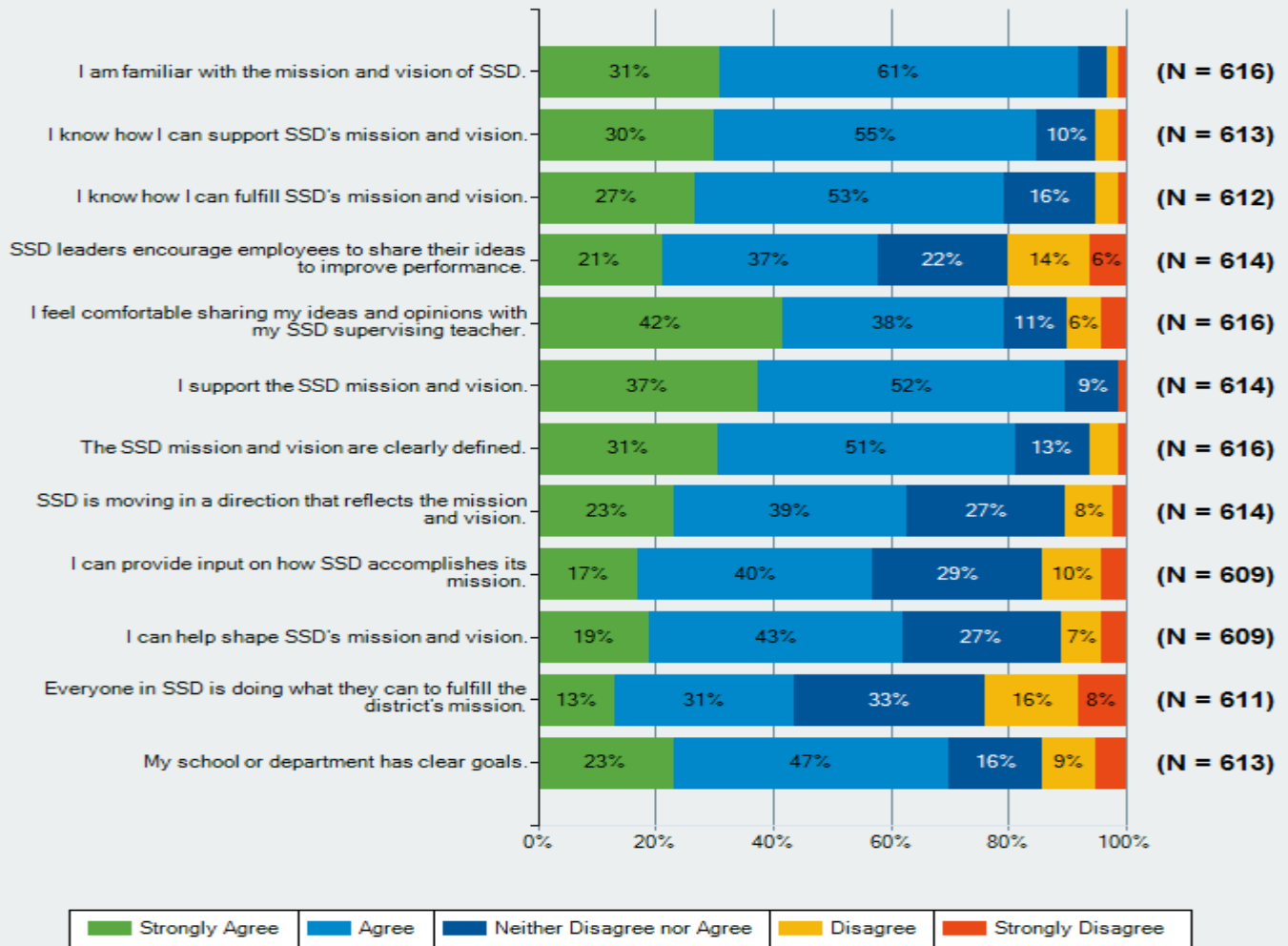


2018-19 Employee Engagement Survey - Paras

**Shared values are the explicit or implicit beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees. Please scroll to the right to see all answer options.**

How strongly do you disagree or agree with the following statements?							
		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
(a)	I am familiar with the mission and vision of SSD.	190 31%	373 61%	32 5%	14 2%	7 1%	616
(b)	I know how I can support SSD's mission and vision.	182 30%	340 55%	64 10%	22 4%	5 1%	613
(c)	I know how I can fulfill SSD's mission and vision.	163 27%	327 53%	95 16%	23 4%	4 1%	612
(d)	SSD leaders encourage employees to share their ideas to improve performance.	128 21%	225 37%	138 22%	85 14%	38 6%	614
(e)	I feel comfortable sharing my ideas and opinions with my SSD supervising teacher.	257 42%	231 38%	65 11%	39 6%	24 4%	616
(f)	I support the SSD mission and vision.	226 37%	322 52%	58 9%	3 0%	5 1%	614
(g)	The SSD mission and vision are clearly defined.	188 31%	315 51%	78 13%	29 5%	6 1%	616
(h)	SSD is moving in a direction that reflects the mission and vision.	143 23%	241 39%	168 27%	50 8%	12 2%	614
(i)	I can provide input on how SSD accomplishes its mission.	106 17%	245 40%	174 29%	62 10%	22 4%	609
(j)	I can help shape SSD's mission and vision.	117 19%	261 43%	162 27%	45 7%	24 4%	609
(k)	Everyone in SSD is doing what they can to fulfill the district's mission.	78 13%	187 31%	199 33%	97 16%	50 8%	611
(l)	My school or department has clear goals.	138 23%	291 47%	99 16%	54 9%	31 5%	613

## 2018-19 Employee Engagement Survey - Paras



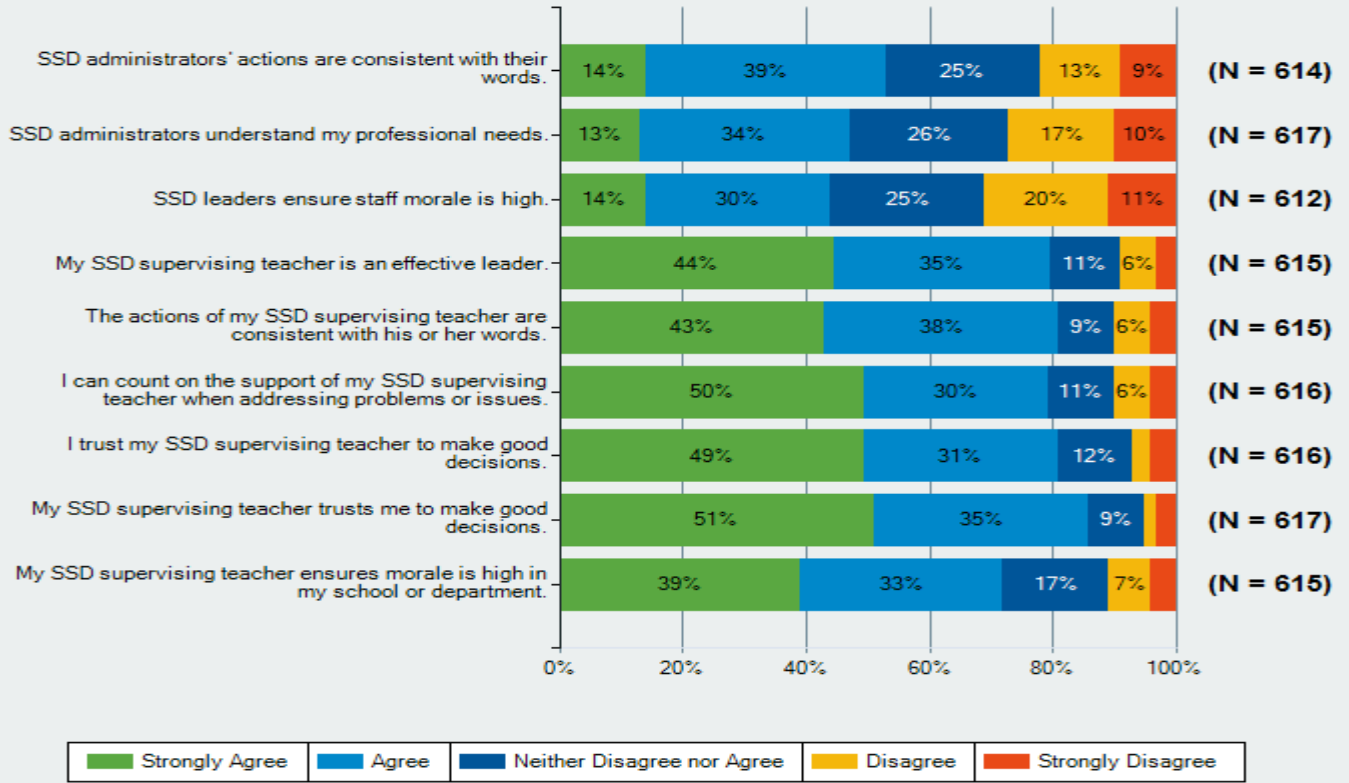
2018-19 Employee Engagement Survey - Paras

**Leaders and managers play a critical role in creating an atmosphere that motivates and encourages employees. Think about your workplace, office, department, or school as you respond to each statement below. Please scroll to the right to see all answer options.**

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

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Disagree nor Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	SSD administrators' actions are consistent with their words.	85 14%	238 39%	154 25%	79 13%	58 9%	614
(b)	SSD administrators understand my professional needs.	83 13%	212 34%	161 26%	102 17%	59 10%	617
(c)	SSD leaders ensure staff morale is high.	84 14%	184 30%	151 25%	125 20%	68 11%	612
(d)	My SSD supervising teacher is an effective leader.	271 44%	216 35%	69 11%	38 6%	21 3%	615
(e)	The actions of my SSD supervising teacher are consistent with his or her words.	267 43%	231 38%	58 9%	35 6%	24 4%	615
(f)	I can count on the support of my SSD supervising teacher when addressing problems or issues.	306 50%	184 30%	67 11%	36 6%	23 4%	616
(g)	I trust my SSD supervising teacher to make good decisions.	304 49%	193 31%	75 12%	21 3%	23 4%	616
(h)	My SSD supervising teacher trusts me to make good decisions.	313 51%	219 35%	54 9%	15 2%	16 3%	617
(i)	My SSD supervising teacher ensures morale is high in my school or department.	240 39%	203 33%	105 17%	43 7%	24 4%	615

## 2018-19 Employee Engagement Survey - Páras

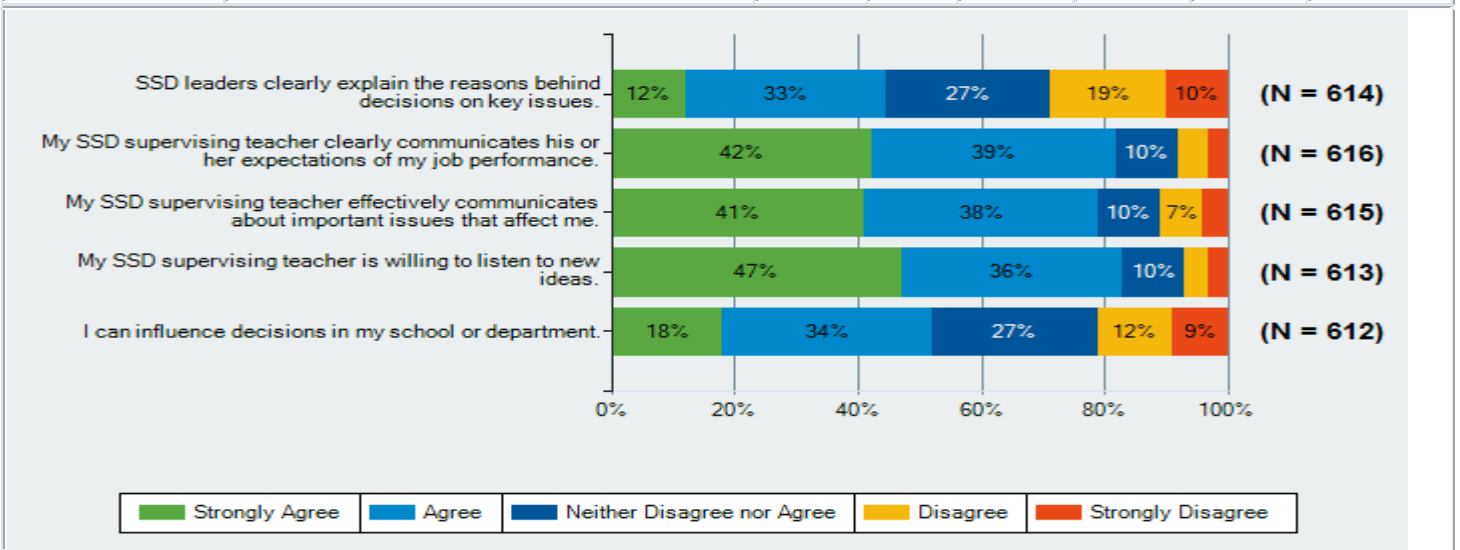


## 2018-19 Employee Engagement Survey - Paras

**Establishing open lines of communication is integral to a high-functioning school district. Think about your workplace, office, department, or school as you respond to each statement below. Please scroll to the right to see all answer options.**

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

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Disagree nor Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	SSD leaders clearly explain the reasons behind decisions on key issues.	75 12%	201 33%	163 27%	116 19%	59 10%	614
(b)	My SSD supervising teacher clearly communicates his or her expectations of my job performance.	261 42%	239 39%	63 10%	33 5%	20 3%	616
(c)	My SSD supervising teacher effectively communicates about important issues that affect me.	250 41%	235 38%	62 10%	42 7%	26 4%	615
(d)	My SSD supervising teacher is willing to listen to new ideas.	290 47%	221 36%	61 10%	22 4%	19 3%	613
(e)	I can influence decisions in my school or department.	113 18%	209 34%	163 27%	74 12%	53 9%	612

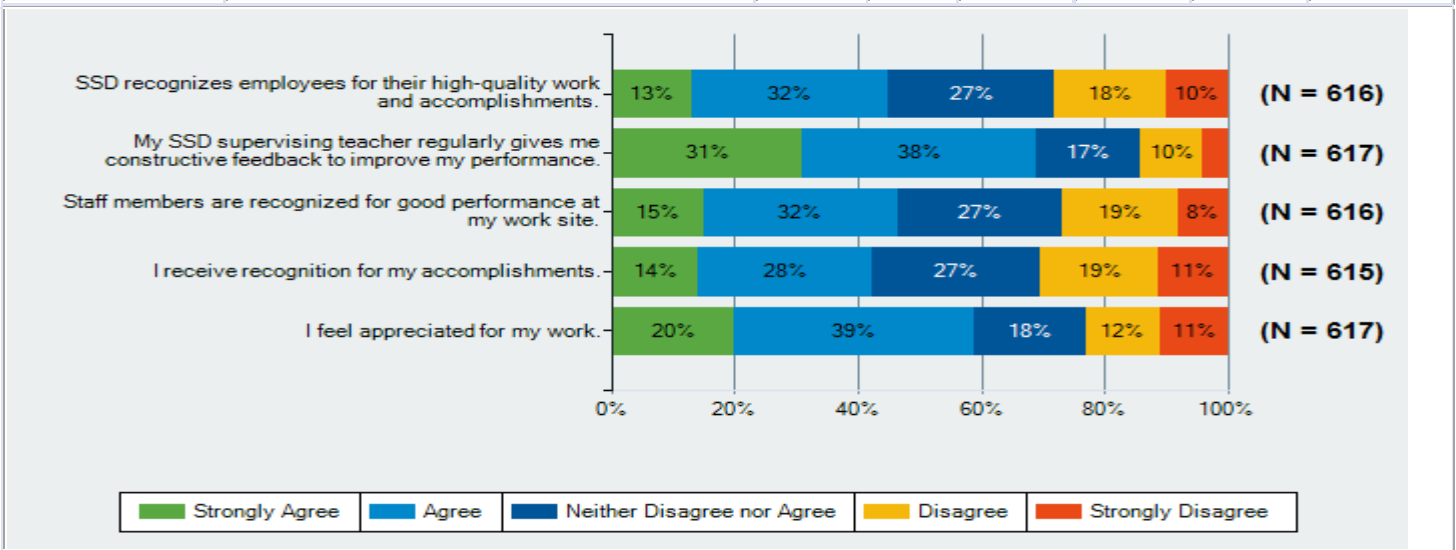


## 2018-19 Employee Engagement Survey - Paras

**Just as students benefit from timely, constructive feedback to improve academic performance, employees benefit from feedback to improve their work performance and morale. Think about your workplace, office, department, or school as you respond to each statement below. Please scroll to the right to see all answer options.**

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

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Disagree nor Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	SSD recognizes employees for their high-quality work and accomplishments.	83 13%	200 32%	165 27%	108 18%	60 10%	616
(b)	My SSD supervising teacher regularly gives me constructive feedback to improve my performance.	190 31%	233 38%	107 17%	62 10%	25 4%	617
(c)	Staff members are recognized for good performance at my work site.	93 15%	197 32%	164 27%	114 19%	48 8%	616
(d)	I receive recognition for my accomplishments.	89 14%	175 28%	166 27%	115 19%	70 11%	615
(e)	I feel appreciated for my work.	126 20%	238 39%	109 18%	75 12%	69 11%	617



2018-19 Employee Engagement Survey - Paras

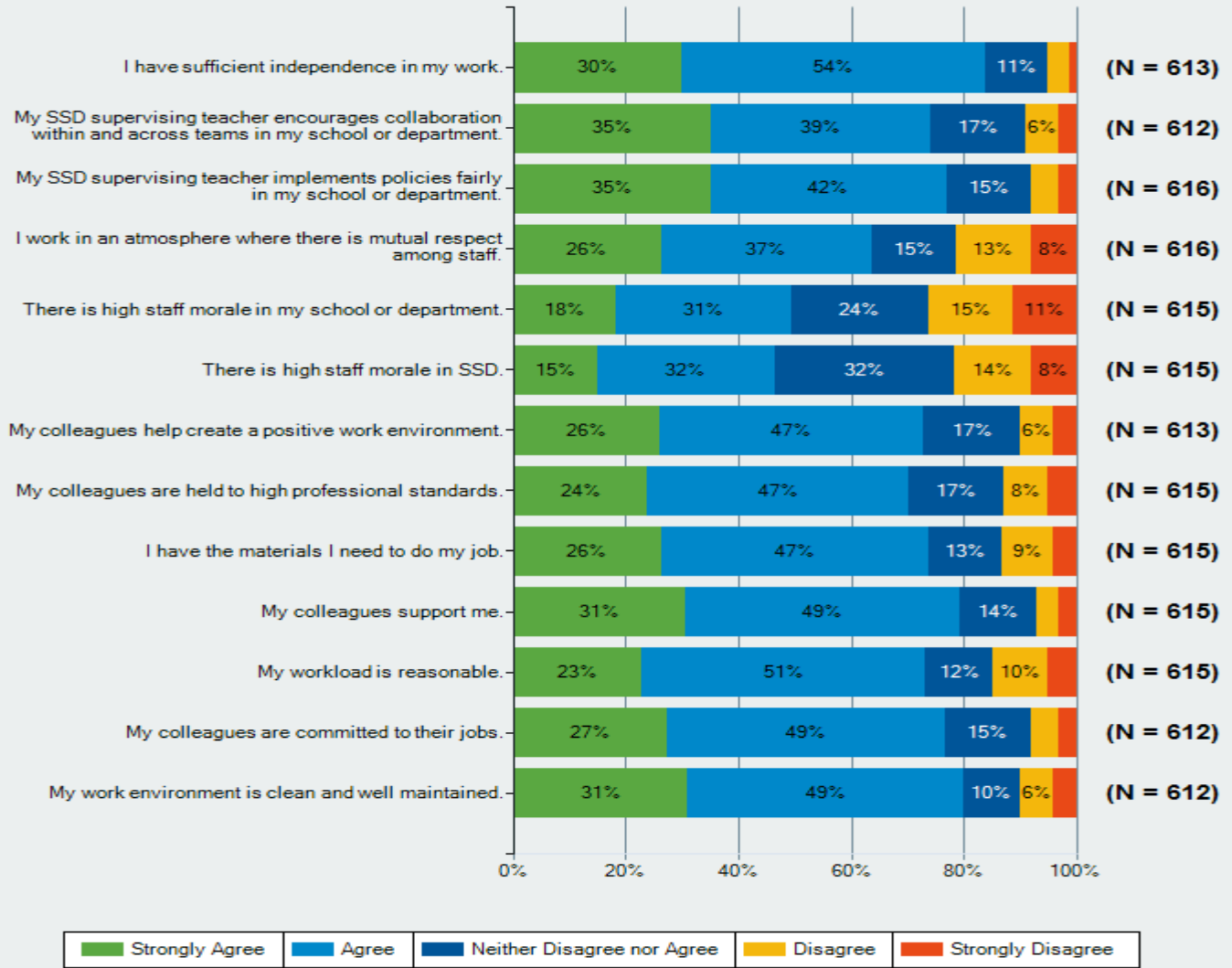
**A positive, productive work environment is critical for any successful school, department, or district. Staff members who work together for a common purpose are more likely to achieve their goals. As you respond to each statement below, think about your workplace, office, department, or school. Please scroll to the right to see all answer options.**

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

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Disagree nor Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	I have sufficient independence in my work.	184 30%	331 54%	70 11%	23 4%	5 1%	613
(b)	My SSD supervising teacher encourages collaboration within and across teams in my school or department.	216 35%	240 39%	102 17%	35 6%	19 3%	612
(c)	My SSD supervising teacher implements policies fairly in my school or department.	218 35%	261 42%	90 15%	29 5%	18 3%	616
(d)	I work in an atmosphere where there is mutual respect among staff.	161 26%	230 37%	95 15%	81 13%	49 8%	616
(e)	There is high staff morale in my school or department.	112 18%	192 31%	147 24%	95 15%	69 11%	615
(f)	There is high staff morale in SSD.	90 15%	194 32%	194 32%	85 14%	52 8%	615
(g)	My colleagues help create a positive work environment.	159 26%	288 47%	103 17%	38 6%	25 4%	613
(h)	My colleagues are held to high professional standards.	149 24%	288 47%	102 17%	48 8%	28 5%	615
(i)	I have the materials I need to do my job.	157 26%	291 47%	83 13%	58 9%	26 4%	615
(j)	My colleagues support me.	188 31%	300 49%	88 14%	22 4%	17 3%	615
(k)	My workload is reasonable.	140 23%	312 51%	71 12%	59 10%	33 5%	615
(l)	My colleagues are committed to their jobs.	168 27%	297 49%	94 15%	33 5%	20 3%	612
(m)	My work environment is clean and well maintained.	192 31%	301 49%	61 10%	35 6%	23 4%	612



## 2018-19 Employee Engagement Survey - Páras



## 2018-19 Employee Engagement Survey - Paras

**SSD offers training and opportunities for employees to advance their careers. As you respond to the items below, consider your current job and your training or education. Please scroll to the right to see all answer options.**

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

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Disagree nor Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total Responses</b>
(a)	SSD encourages continued education and professional growth.	155 25%	281 46%	106 17%	55 9%	18 3%	615
(b)	SSD's training helps me be effective in my job.	132 21%	305 50%	95 15%	57 9%	27 4%	616
(c)	SSD provides professional development that supports district initiatives.	124 20%	296 48%	121 20%	51 8%	21 3%	613
(d)	My SSD supervising teacher identifies opportunities for my professional growth and improvement.	136 22%	225 37%	152 25%	78 13%	25 4%	616
(e)	There are leadership opportunities for me in my school or department.	92 15%	173 28%	174 28%	121 20%	55 9%	615

