

# Employee Engagement Survey

Survey Results - Teachers

**Ritenour School District**

Special School District of St. Louis County  
October 24 - November 21, 2017



Special School District of St. Louis County  
Employee Engagement Survey

| <b>Overall Engagement</b>   |  |                       |              |                                   |                 |                          |                        |
|---|--|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
| <b>How strongly do you disagree or agree with the following statements?</b> |  |                       |              |                                   |                 |                          |                        |
|   |  | <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.  | 23<br>32%             | 34<br>48%    | 14<br>20%                         | 0<br>0%         | 0<br>0%                  | 71                     |
| (b)   | Employment with SSD gives me a feeling of accomplishment.            | 21<br>30%             | 34<br>48%    | 12<br>17%                         | 4<br>6%         | 0<br>0%                  | 71                     |
| (c)   | I am engaged in my work.   | 37<br>52%             | 29<br>41%    | 4<br>6%                           | 1<br>1%         | 0<br>0%                  | 71                     |
| (d)   | My work is interesting.  | 32<br>45%             | 33<br>46%    | 5<br>7%                           | 1<br>1%         | 0<br>0%                  | 71                     |
| (e)   | I am motivated to contribute more than what is expected of me.       | 32<br>45%             | 22<br>31%    | 9<br>13%                          | 8<br>11%        | 0<br>0%                  | 71                     |
| (f)   | I see professional growth and long-term career opportunities in SSD. | 23<br>32%             | 25<br>35%    | 11<br>15%                         | 9<br>13%        | 3<br>4%                  | 71                     |
| (g)   | I would feel comfortable referring a good friend to work for SSD.    | 21<br>30%             | 30<br>42%    | 12<br>17%                         | 6<br>8%         | 2<br>3%                  | 71                     |
| (h)   | I enjoy working with my SSD principal or SSD area coordinator.       | 27<br>38%             | 26<br>37%    | 11<br>15%                         | 6<br>8%         | 1<br>1%                  | 71                     |
| (i)   | I am optimistic about the future of SSD.                             | 19<br>27%             | 33<br>46%    | 15<br>21%                         | 4<br>6%         | 0<br>0%                  | 71                     |

**Shared values are the explicit or implicit beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees.**

| <b>How strongly do you disagree or agree with the following statements?</b> |   |                       |              |                                   |                 |                          |                        |
|---|---|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
|   |   | <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 familiar with the mission and vision of SSD.   | 21<br>30%             | 46<br>65%    | 3<br>4%                           | 1<br>1%         | 0<br>0%                  | 71                     |
| (b)   | I know how I can support SSD's mission and vision.  | 22<br>31%             | 42<br>59%    | 5<br>7%                           | 2<br>3%         | 0<br>0%                  | 71                     |
| (c)   | I know how I can fulfill SSD's mission and vision.  | 20<br>29%             | 41<br>59%    | 6<br>9%                           | 1<br>1%         | 1<br>1%                  | 69                     |
| (d)   | SSD leaders encourage employees to share their ideas to improve performance.                    | 15<br>21%             | 32<br>46%    | 10<br>14%                         | 11<br>16%       | 2<br>3%                  | 70                     |
| (e)   | I feel comfortable sharing my ideas and opinions with my SSD principal or SSD area coordinator. | 19<br>27%             | 26<br>37%    | 12<br>17%                         | 10<br>14%       | 4<br>6%                  | 71                     |
| (f)   | I support the SSD mission and vision.   | 21                    | 46           | 3                                 | 1               | 0                        | 71                     |

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|     |   | 30% | 65% | 4%  | 1%  | 0% |    |
|-----|---|-----|-----|-----|-----|----|----|
| (g) | The SSD mission and vision are clearly defined.                           | 18  | 47  | 4   | 2   | 0  | 71 |
|     |   | 25% | 66% | 6%  | 3%  | 0% |    |
| (h) | SSD is moving in a direction that reflects the mission and vision.        | 13  | 37  | 13  | 7   | 1  | 71 |
|     |   | 18% | 52% | 18% | 10% | 1% |    |
| (i) | I can provide input on how SSD accomplishes its mission.                  | 12  | 29  | 21  | 8   | 1  | 71 |
|     |   | 17% | 41% | 30% | 11% | 1% |    |
| (j) | I can help shape SSD's mission and vision.                                | 11  | 29  | 21  | 8   | 1  | 70 |
|     |   | 16% | 41% | 30% | 11% | 1% |    |
| (k) | Everyone in SSD is doing what they can to fulfill the district's mission. | 8   | 23  | 21  | 15  | 3  | 70 |
|     |   | 11% | 33% | 30% | 21% | 4% |    |
| (l) | My school or department has clear goals.                                  | 15  | 35  | 11  | 10  | 0  | 71 |
|     |   | 21% | 49% | 15% | 14% | 0% |    |

**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.**

| <b>How strongly do you disagree or agree with the following statements?</b> |  |                       |              |                                   |                 |                          |                        |
|---|--|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
|   |  | <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.   | 11<br>15%             | 21<br>30%    | 17<br>24%                         | 18<br>25%       | 4<br>6%                  | 71                     |
| (b)   | SSD administrators understand my professional needs.   | 11<br>15%             | 23<br>32%    | 12<br>17%                         | 22<br>31%       | 3<br>4%                  | 71                     |
| (c)   | SSD leaders ensure staff morale is high.   | 8<br>11%              | 19<br>27%    | 14<br>20%                         | 22<br>31%       | 8<br>11%                 | 71                     |
| (d)   | My SSD principal or SSD area coordinator is an effective leader.   | 19<br>27%             | 27<br>39%    | 14<br>20%                         | 8<br>11%        | 2<br>3%                  | 70                     |
| (e)   | The actions of my SSD principal or SSD area coordinator are consistent with his or her words.              | 21<br>30%             | 23<br>32%    | 13<br>18%                         | 13<br>18%       | 1<br>1%                  | 71                     |
| (f)   | I can count on the support of my SSD principal or SSD area coordinator when addressing problems or issues. | 22<br>31%             | 25<br>35%    | 17<br>24%                         | 6<br>8%         | 1<br>1%                  | 71                     |
| (g)   | I trust my SSD principal or SSD area coordinator to make good decisions.                                   | 23<br>32%             | 22<br>31%    | 17<br>24%                         | 7<br>10%        | 2<br>3%                  | 71                     |
| (h)   | My SSD principal or SSD area coordinator trusts me to make good decisions.                                 | 29<br>41%             | 27<br>38%    | 12<br>17%                         | 3<br>4%         | 0<br>0%                  | 71                     |
| (i)   | My SSD principal or SSD area coordinator ensures morale is high in my school or department.                | 17<br>24%             | 19<br>27%    | 19<br>27%                         | 12<br>17%       | 4<br>6%                  | 71                     |

**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.**

| <b>How strongly do you disagree or agree with the following statements?</b> |  |                       |              |                                   |                 |                          |                        |
|---|--|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
|   |  | <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.                                      | 10<br>14%             | 23<br>32%    | 17<br>24%                         | 17<br>24%       | 4<br>6%                  | 71                     |
| (b)   | My SSD principal or SSD area coordinator clearly communicates his or her expectations of my job performance. | 24<br>34%             | 27<br>39%    | 12<br>17%                         | 6<br>9%         | 1<br>1%                  | 70                     |
| (c)   | My SSD principal or SSD area coordinator effectively communicates about important issues that affect me.     | 20<br>29%             | 31<br>44%    | 9<br>13%                          | 8<br>11%        | 2<br>3%                  | 70                     |

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|     |   |     |     |     |     |    |    |
|-----|---|-----|-----|-----|-----|----|----|
| (d) | My SSD principal or SSD area coordinator is willing to listen to new ideas. | 24  | 26  | 13  | 6   | 2  | 71 |
|     |   | 34% | 37% | 18% | 8%  | 3% |    |
| (e) | I can influence decisions in my school or department.                       | 12  | 24  | 15  | 15  | 5  | 71 |
|     |   | 17% | 34% | 21% | 21% | 7% |    |

**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.**

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

|     |  | Strongly Agree | Agree | Neither Disagree nor Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|----------------|-------|----------------------------|----------|-------------------|-----------------|
| (a) | SSD recognizes employees for their high-quality work and accomplishments.                                    | 8              | 26    | 17                         | 15       | 4                 | 70              |
|     |  | 11%            | 37%   | 24%                        | 21%      | 6%                |                 |
| (b) | My SSD principal or SSD area coordinator regularly gives me constructive feedback to improve my performance. | 13             | 27    | 20                         | 8        | 2                 | 70              |
|     |  | 19%            | 39%   | 29%                        | 11%      | 3%                |                 |
| (c) | Staff members are recognized for good performance at my work site.   | 8              | 24    | 18                         | 13       | 8                 | 71              |
|     |  | 11%            | 34%   | 25%                        | 18%      | 11%               |                 |
| (d) | I receive recognition for my accomplishments.  | 6              | 22    | 19                         | 19       | 5                 | 71              |
|     |  | 8%             | 31%   | 27%                        | 27%      | 7%                |                 |
| (e) | I feel appreciated for my work.  | 9              | 20    | 20                         | 16       | 6                 | 71              |
|     |  | 13%            | 28%   | 28%                        | 23%      | 8%                |                 |

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**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.**

| 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 have sufficient independence in my work.  | 22<br>31%      | 37<br>52% | 6<br>8%                    | 5<br>7%   | 1<br>1%           | 71              |
| (b)  | My SSD principal or SSD area coordinator encourages collaboration within and across teams in my school or department. | 24<br>35%      | 33<br>48% | 7<br>10%                   | 5<br>7%   | 0<br>0%           | 69              |
| (c)  | My SSD principal or SSD area coordinator implements policies fairly in my school or department.                       | 19<br>27%      | 26<br>37% | 17<br>24%                  | 8<br>11%  | 1<br>1%           | 71              |
| (d)  | I work in an atmosphere where there is mutual respect among staff.  | 16<br>23%      | 29<br>41% | 11<br>15%                  | 11<br>15% | 4<br>6%           | 71              |
| (e)  | There is high staff morale in my school or department.  | 7<br>10%       | 17<br>24% | 18<br>25%                  | 23<br>32% | 6<br>8%           | 71              |
| (f)  | There is high staff morale in SSD.  | 8<br>11%       | 16<br>23% | 23<br>33%                  | 16<br>23% | 7<br>10%          | 70              |
| (g)  | My colleagues help create a positive work environment.  | 14<br>20%      | 32<br>45% | 17<br>24%                  | 6<br>8%   | 2<br>3%           | 71              |
| (h)  | My colleagues are held to high professional standards.  | 16<br>23%      | 39<br>55% | 11<br>15%                  | 5<br>7%   | 0<br>0%           | 71              |
| (i)  | I have the materials I need to do my job.   | 14<br>20%      | 30<br>43% | 10<br>14%                  | 10<br>14% | 5<br>7%           | 69              |
| (j)  | My colleagues support me.   | 22<br>31%      | 36<br>51% | 11<br>15%                  | 2<br>3%   | 0<br>0%           | 71              |
| (k)  | My workload is reasonable.  | 4<br>6%        | 17<br>24% | 12<br>17%                  | 24<br>34% | 14<br>20%         | 71              |
| (l)  | My colleagues are committed to their jobs.  | 16<br>23%      | 35<br>49% | 16<br>23%                  | 4<br>6%   | 0<br>0%           | 71              |
| (m)  | My work environment is clean and well maintained.   | 17<br>24%      | 29<br>41% | 13<br>18%                  | 9<br>13%  | 3<br>4%           | 71              |

**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.**

| How strongly do you disagree or agree with the following statements? |   |                |       |                            |          |                   |                 |
|--|---|----------------|-------|----------------------------|----------|-------------------|-----------------|
|  |   | Strongly Agree | Agree | Neither Disagree nor Agree | Disagree | Strongly Disagree | Total Responses |
| (a)  | SSD encourages continued education and professional | 23             | 35    | 9                          | 2        | 2                 | 71              |

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|     |   |           |           |           |           |         |    |
|-----|---|-----------|-----------|-----------|-----------|---------|----|
|     | growth.   | 32%       | 49%       | 13%       | 3%        | 3%      |    |
| (b) | SSD's training helps me be effective in my job.   | 19<br>27% | 38<br>54% | 9<br>13%  | 5<br>7%   | 0<br>0% | 71 |
| (c) | SSD provides professional development that supports district initiatives.                                     | 21<br>30% | 35<br>49% | 12<br>17% | 2<br>3%   | 1<br>1% | 71 |
| (d) | My SSD principal or SSD area coordinator identifies opportunities for my professional growth and improvement. | 18<br>25% | 28<br>39% | 15<br>21% | 10<br>14% | 0<br>0% | 71 |
| (e) | There are leadership opportunities for me in my school or department.   | 17<br>24% | 22<br>31% | 19<br>27% | 12<br>17% | 1<br>1% | 71 |