



SSD of St. Louis (MO)



Staff Survey
Spring 2024



Report created by
Panorama Education



Summary

| Topic Description | Results | Benchmark |
|---|--|---|
| Communicating results | 72% ▼ 3 since last survey | |
| Communications | 66% ▼ 1 since last survey | |
| Deia | 62% ▲ 1 since last survey | |
| Feedback and Coaching <small>Perceptions of the amount and quality of feedback faculty and staff receive.</small> | 38% ▲ 1 since last survey |  20th - 39th percentile compared to others nationally |
| Mission and vision | 70% ▲ 1 since last survey | |
| Overall engagement | 75% 0 since last survey | |
| Professional Learning | 46% ▼ 1 since last survey |  20th - 39th percentile compared to others nationally |



School Climate

Perceptions of the overall social and learning climate of the school.

51%

0

since last survey

School Leadership

Perceptions of the school leadership's effectiveness.

54%

▼ 2

since last survey



40th - 59th percentile compared to others nationally

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

65%

0

since last survey



20th - 39th percentile compared to others nationally

Well-being

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

63%

▼ 1

since last survey



40th - 59th percentile compared to others nationally

Work environment

77%

▼ 2

since last survey

273 responses



Communicating results

Your average

72%

273 responses

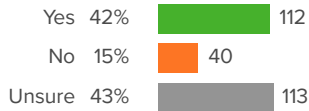
Change

▼ 3

since last survey

How did people respond?

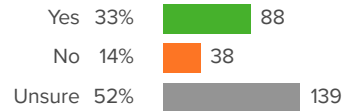
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▼ 5 from last survey

Favorable: **74%**

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



▲ 0 from last survey

Favorable: **70%**



Communications

Your average

66%

273 responses

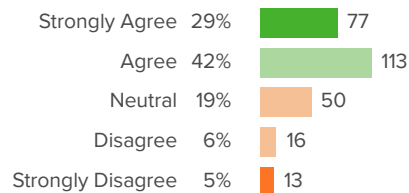
Change

▼ 1

since last survey

How did people respond?

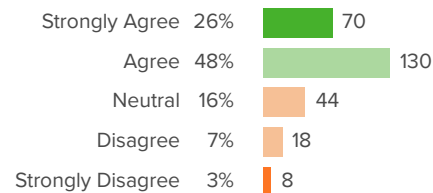
Q.1: My direct supervisor provides me with constructive feedback.



▼ 2 from last survey

Favorable: **71%**

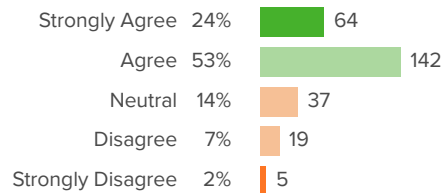
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 2 from last survey

Favorable: **74%**

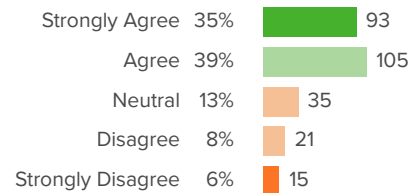
Q.3: I am aware of where and how I can direct a question or concern.



▼ 5 from last survey

Favorable: **77%**

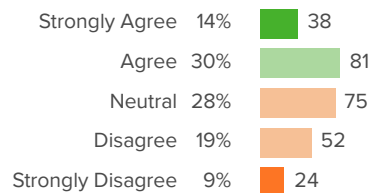
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 1 from last survey

Favorable: **74%**

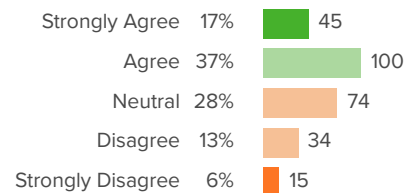
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 1 from last survey

Favorable: **44%**

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



▲ 0 from last survey

Favorable: **54%**



Deia

Your average

62%

273 responses

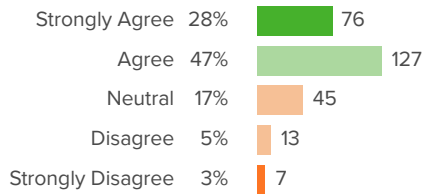
Change

▲ 1

since last survey

How did people respond?

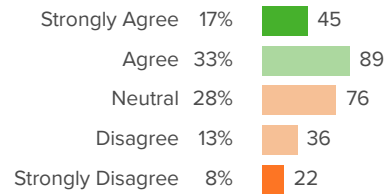
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 4 from last survey

Favorable: **76%**

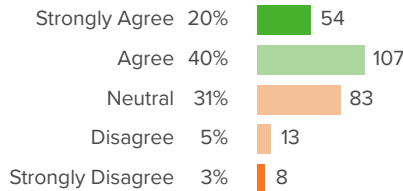
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ 1 from last survey

Favorable: **50%**

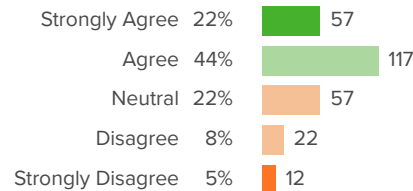
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 0 from last survey

Favorable: **61%**

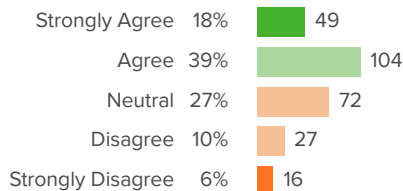
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ 4 from last survey

Favorable: **66%**

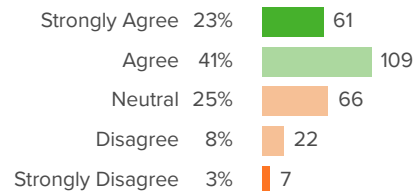
Q.5: I feel my background and identity are valued at SSD.



▲ 0 from last survey

Favorable: **57%**

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



▲ 2 from last survey

Favorable: **64%**



Feedback and Coaching

Your average

38%

273 responses

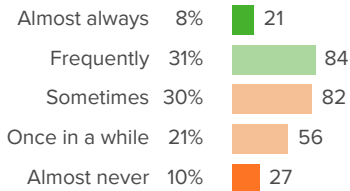
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▲ 1

since last survey

How did people respond?

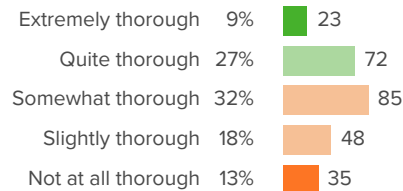
Q.1: How often do you receive feedback on your work?



▼ 1 from last survey

Favorable: **39%**

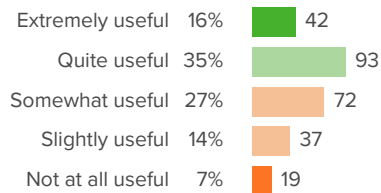
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 0 from last survey

Favorable: **36%**

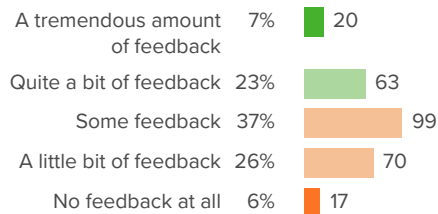
Q.3: How useful do you find the feedback you receive on your work?



▲ 1 from last survey

Favorable: **51%**

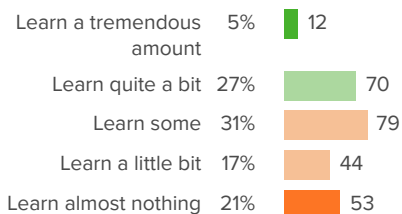
Q.4: How much feedback do you receive on your work?



▲ 1 from last survey

Favorable: **31%**

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



▲ 5 from last survey

Favorable: **32%**



Mission and vision

Your average

70%

273 responses

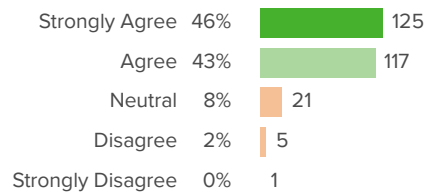
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▲ 1

since last survey

How did people respond?

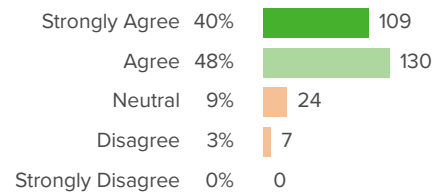
Q.1: I am familiar with and support the mission and vision of SSD.



▲ 0 from last survey

Favorable: **90%**

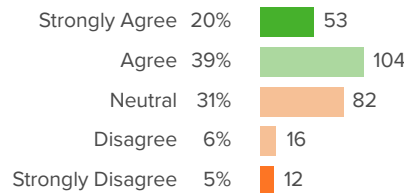
Q.2: The district's mission and vision are clearly defined.



▲ 2 from last survey

Favorable: **89%**

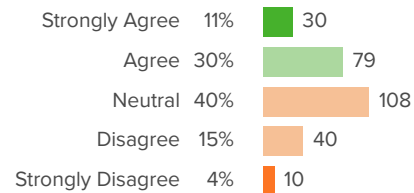
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 1 from last survey

Favorable: **59%**

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



▲ 1 from last survey

Favorable: **41%**



Overall engagement

Your average

75%

273 responses

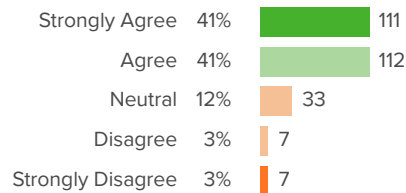
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since last survey

How did people respond?

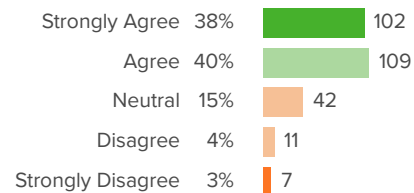
Q.1: I am proud to work for SSD.



▲ 2 from last survey

Favorable: **83%**

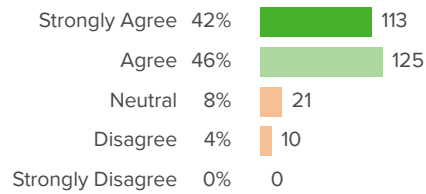
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 1 from last survey

Favorable: **78%**

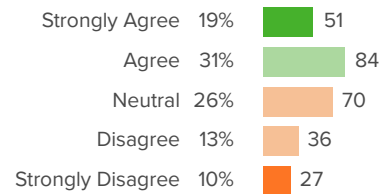
Q.3: I am engaged in my work.



▼ 3 from last survey

Favorable: **88%**

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



▲ 0 from last survey

Favorable: **50%**



Professional Learning

Your average

46%

273 responses

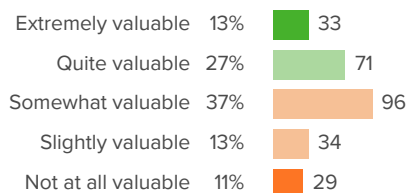
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▼ 1

since last survey

How did people respond?

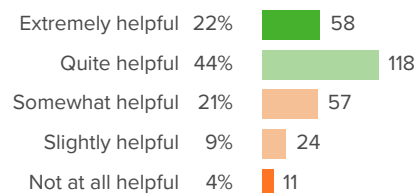
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 2 from last survey

Favorable: **40%**

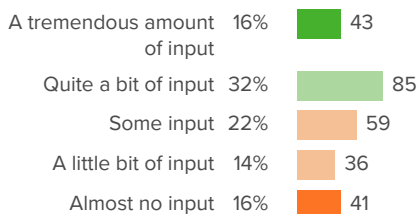
Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 2 from last survey

Favorable: **66%**

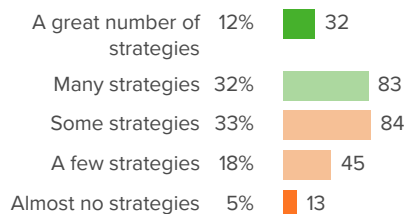
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 2 from last survey

Favorable: **48%**

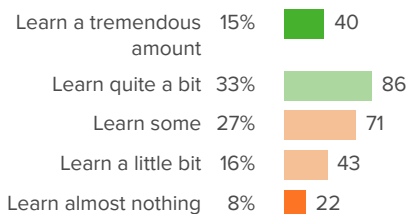
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 6 from last survey

Favorable: **45%**

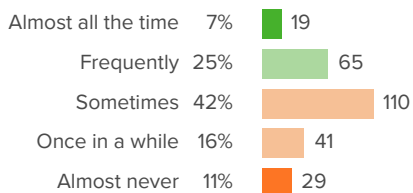
Q.5: Overall, how much do you learn from the leaders at your school?



▼ 5 from last survey

Favorable: **48%**

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

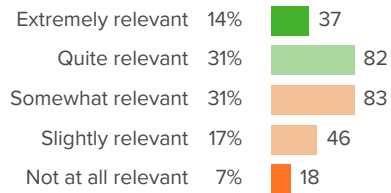


▲ 0 from last survey

Favorable: **32%**



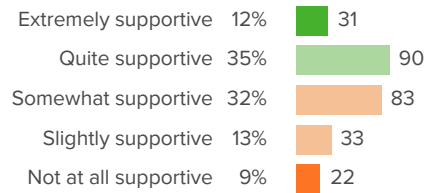
Q.7: How relevant have your professional development opportunities been to your work?



▲ 8 from last survey

Favorable: **45%**

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



▼ 1 from last survey

Favorable: **47%**



School Climate

Your average

51%

273 responses

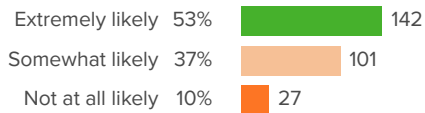
Change

0

since last survey

How did people respond?

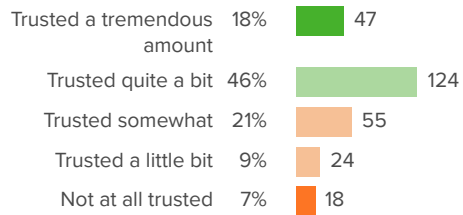
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 2 from last survey

Favorable: **53%**

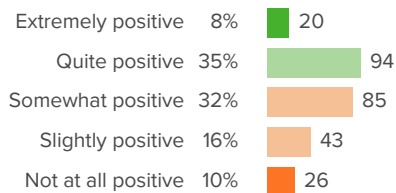
Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 5 from last survey

Favorable: **64%**

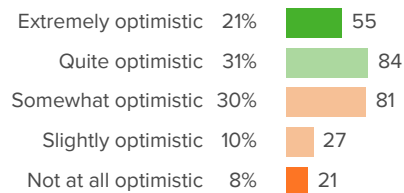
Q.3: How positive are the attitudes of your colleagues?



▲ 0 from last survey

Favorable: **43%**

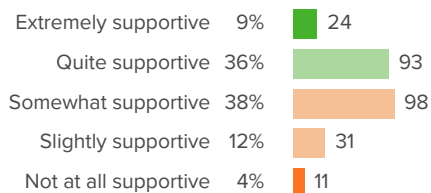
Q.4: How optimistic are you the future of Special School District?



▼ 3 from last survey

Favorable: **52%**

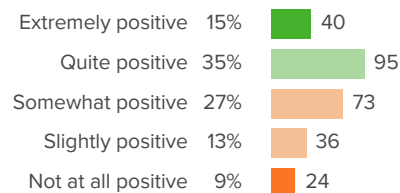
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 1 from last survey

Favorable: **46%**

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



▲ 0 from last survey

Favorable: **50%**



School Leadership

Your average

54%

273 responses

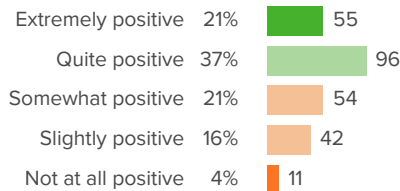
Change

▼ 2

since last survey

How did people respond?

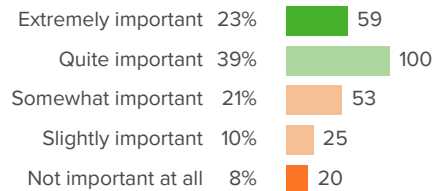
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 2 from last survey

Favorable: **59%**

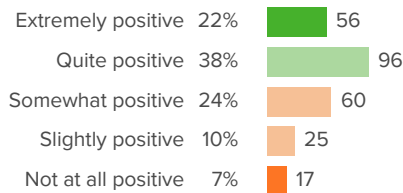
Q.2: For your school leaders, how important is staff satisfaction?



▲ 0 from last survey

Favorable: **62%**

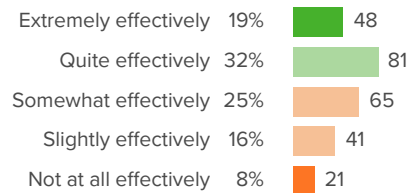
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 0 from last survey

Favorable: **60%**

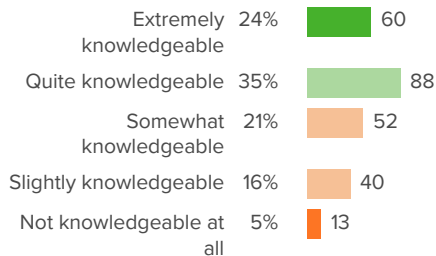
Q.4: How effectively do school leaders communicate important information to staff?



▼ 3 from last survey

Favorable: **50%**

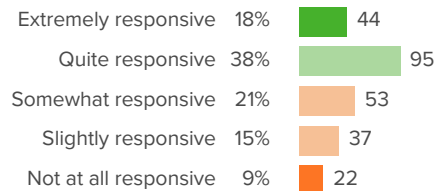
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 2 from last survey

Favorable: **58%**

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

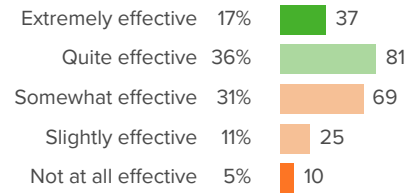


▼ 1 from last survey

Favorable: **55%**



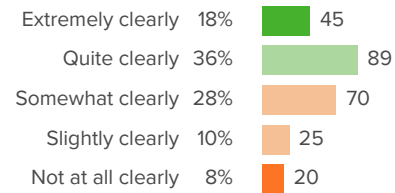
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▼ 5 from last survey

Favorable: **53%**

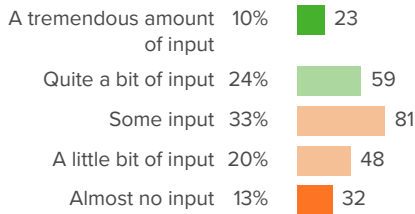
Q.8: How clearly do your school leaders identify their goals for the staff?



▼ 6 from last survey

Favorable: **54%**

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



▲ 1 from last survey

Favorable: **34%**



Staff-Leadership Relationships

Your average

65%

273 responses

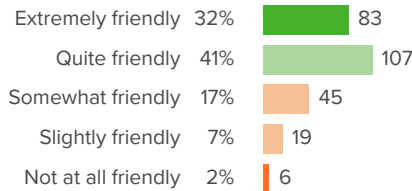
Change

0

since last survey

How did people respond?

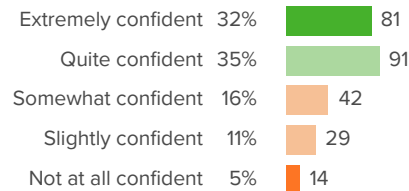
Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: 73%

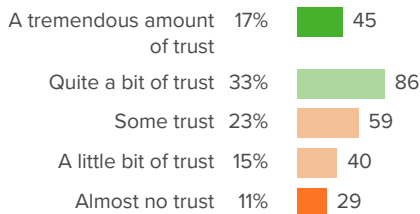
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 0 from last survey

Favorable: 67%

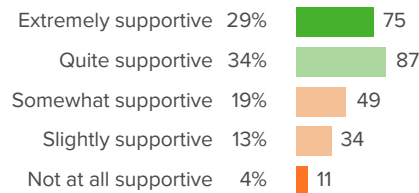
Q.3: How much trust exists between school leaders and staff?



▼ 1 from last survey

Favorable: 51%

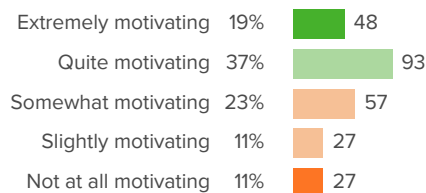
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 1 from last survey

Favorable: 63%

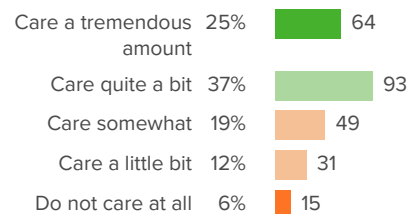
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: 56%

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

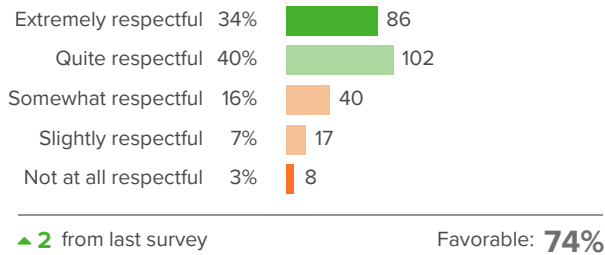


▲ 1 from last survey

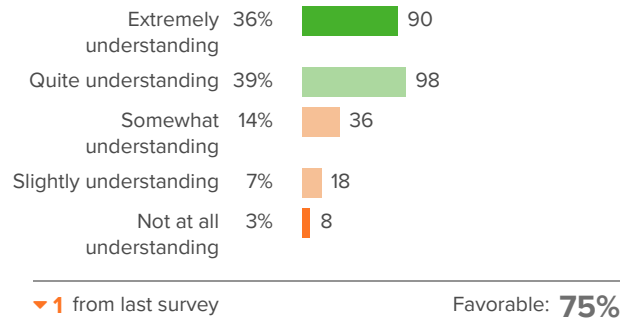
Favorable: 62%



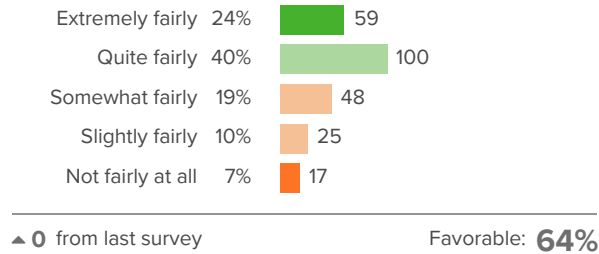
Q.7: How respectful are your school leaders towards you?



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

63%

273 responses

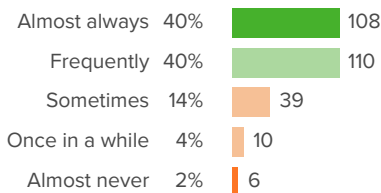
Change

▼ 1

since last survey

How did people respond?

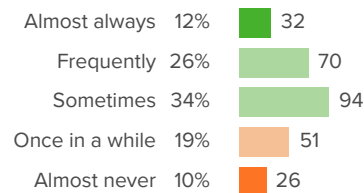
Q.1: During the past week, how often did you feel engaged at work?



▼ 4 from last survey

Favorable: **80%**

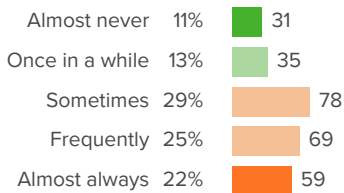
Q.2: During the past week, how often did you feel excited at work?



▼ 8 from last survey

Favorable: **72%**

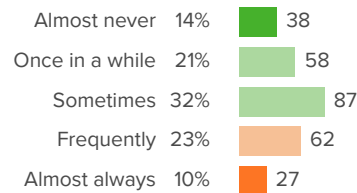
Q.3: During the past week, how often did you feel exhausted at work?



▲ 2 from last survey

Favorable: **24%**

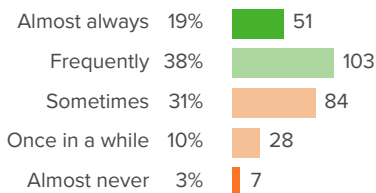
Q.4: During the past week, how often did you feel frustrated at work?



▲ 3 from last survey

Favorable: **67%**

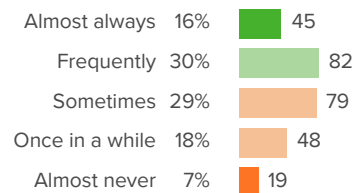
Q.5: During the past week, how often did you feel happy at work?



▼ 5 from last survey

Favorable: **56%**

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

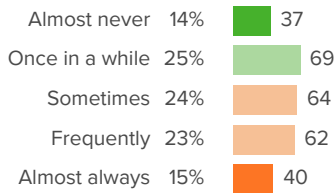


▲ 1 from last survey

Favorable: **47%**

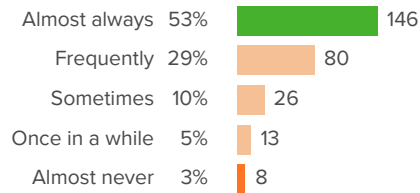


Q.7: During the past week, how often did you feel overwhelmed at work?



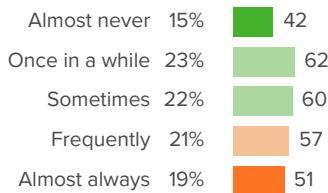
▲ 0 from last survey Favorable: **39%**

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



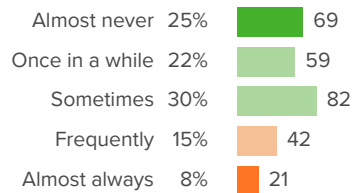
▼ 2 from last survey Favorable: **53%**

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



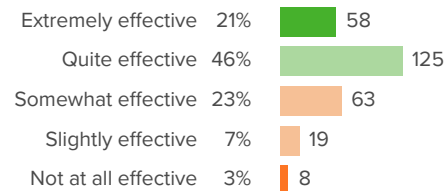
▲ 2 from last survey Favorable: **60%**

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



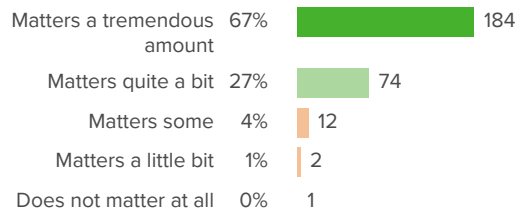
▲ 1 from last survey Favorable: **77%**

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



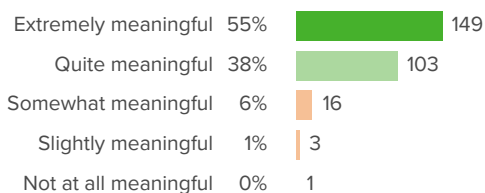
▲ 2 from last survey Favorable: **67%**

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



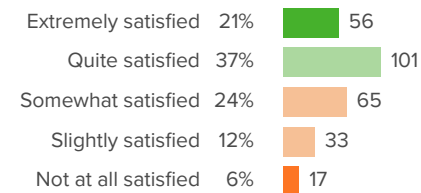
▼ 1 from last survey Favorable: **95%**

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



▲ 1 from last survey Favorable: **93%**

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



▼ 1 from last survey Favorable: **58%**



Work environment

Your average

77%

273 responses

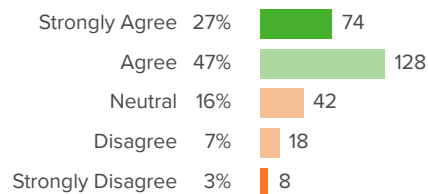
Change

▼ 2

since last survey

How did people respond?

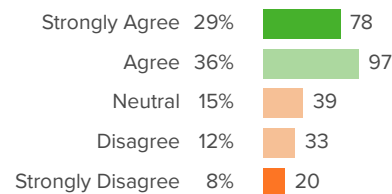
Q.1: I have the materials and resources to do my job effectively.



▲ 3 from last survey

Favorable: **75%**

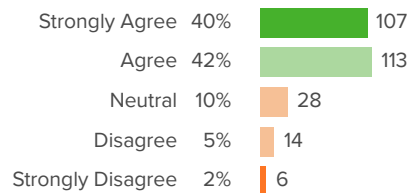
Q.2: My school/location is in good condition and well-maintained.



▲ 0 from last survey

Favorable: **66%**

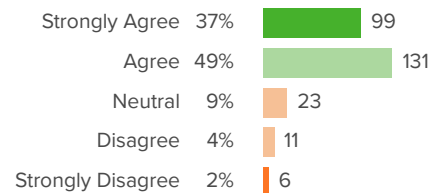
Q.3: I feel safe in my school/location.



▲ 0 from last survey

Favorable: **82%**

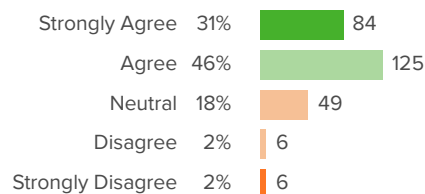
Q.4: I am aware of safety and security procedures at my school/location.



▼ 5 from last survey

Favorable: **85%**

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



▼ 9 from last survey

Favorable: **77%**



Background Questions

How did people respond? _____



Q.1: Location

| | | |
|--|-----|----|
| Affton School District | 0% | 1 |
| Bayless School District | 1% | 2 |
| Brentwood School District | 0% | 0 |
| Clayton School District | 1% | 2 |
| Ferguson-Florissant School District | 3% | 7 |
| Hancock Place School District | 0% | 1 |
| Hazelwood School District | 4% | 9 |
| Jennings School District | 1% | 2 |
| Kirkwood School District | 0% | 1 |
| Ladue School District | 1% | 3 |
| Linbergh School District | 1% | 2 |
| Maplewood-Richmond Heights School District | 0% | 1 |
| Mehlville School District | 3% | 8 |
| Normandy School District | 0% | 1 |
| Parkway School District | 9% | 21 |
| Pattonville School District | 1% | 3 |
| Ritenour School District | 3% | 6 |
| Riverview Gardens School District | 3% | 6 |
| Rockwood School District | 4% | 9 |
| University City School District | 0% | 0 |
| Valley Park School District | 0% | 0 |
| Webster Groves School District | 1% | 2 |
| Ackerman School | 2% | 4 |
| Bridges Program | 0% | 0 |
| Central Office | 35% | 85 |
| Distribution Center | 3% | 8 |
| Juvenile Detention Center (JDC) | 0% | 0 |
| Learning Center | 5% | 12 |
| Learning Center - Professional Learning | 1% | 2 |
| Learning Center - ABA | 2% | 5 |
| Litzsinger School | 1% | 3 |
| Neuwoehner High School | 2% | 5 |

Q.2: Job type

| | | |
|--|-----|----|
| Administrator (Managers, Area Coordinators, Directors, Chiefs) | 34% | 89 |
| Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.) | 33% | 86 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics) | 14% | 36 |
| Other | 19% | 51 |



SSD of St. Louis (MO)

"Spring 2024 2023-24 SSD Employee Engagement and Climate Survey , Staff Survey"



| | | |
|---------------------------------|----|----|
| North Tech High School | 5% | 11 |
| Northview High School | 3% | 6 |
| South Tech High School | 3% | 6 |
| Southview School | 2% | 5 |
| Vocational Skills Program (VSP) | 0% | 1 |