



# SSD of St. Louis (MO)





Staff Survey  
Fall 2023



Report created by  
Panorama Education



# Summary

Topic Description	Results	Benchmark
<b>Communicating results</b>	<b>75%</b>	
<b>Communications</b>	<b>67%</b>	
<b>Deia</b>	<b>61%</b>	
<b>Feedback and Coaching</b> <small>Perceptions of the amount and quality of feedback faculty and staff receive.</small>	<b>37%</b>	 20th - 39th percentile compared to others nationally
<b>Mission and vision</b>	<b>69%</b>	
<b>Overall engagement</b>	<b>75%</b>	
<b>Professional Learning</b>	<b>47%</b>	 20th - 39th percentile compared to others nationally
<b>School Climate</b> <small>Perceptions of the overall social and learning climate of the school.</small>	<b>51%</b>	
<b>School Leadership</b> <small>Perceptions of the school leadership's effectiveness.</small>	<b>56%</b>	 40th - 59th percentile compared to others nationally
<b>Staff-Leadership Relationships</b> <small>Perceptions of faculty and staff relationships with school leaders.</small>	<b>65%</b>	 20th - 39th percentile compared to others nationally



### Well-being

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

**64%**



40th - 59th percentile compared to others nationally

---

### Work environment

**79%**

348 responses



# Communicating results

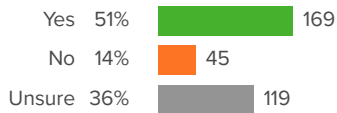
Your average

# 75%

348 responses

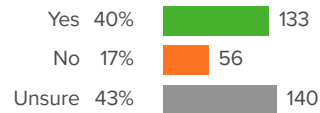
How did people respond?

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



Favorable: **79%**

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



Favorable: **70%**



# Communications

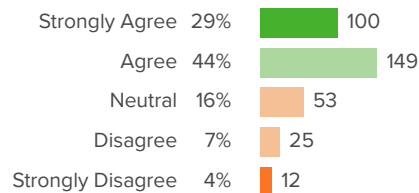
Your average

# 67%

348 responses

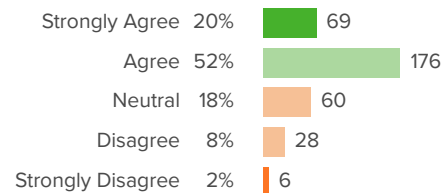
## How did people respond?

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



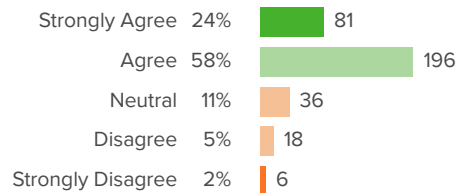
Favorable: **73%**

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



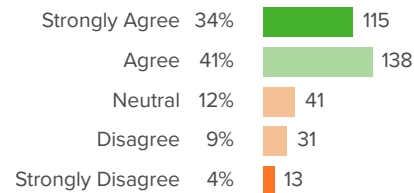
Favorable: **72%**

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



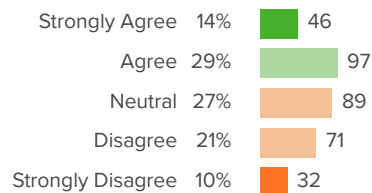
Favorable: **82%**

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



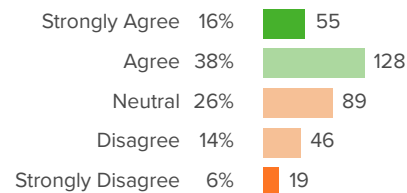
Favorable: **75%**

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



Favorable: **43%**

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



Favorable: **54%**



# Deia

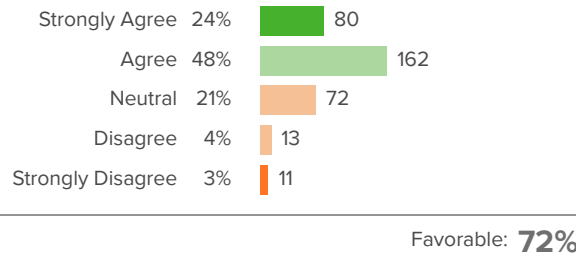
Your average

# 61%

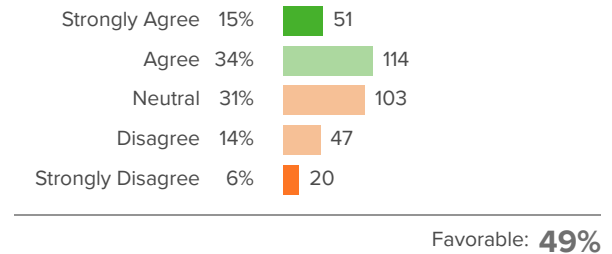
348 responses

## How did people respond?

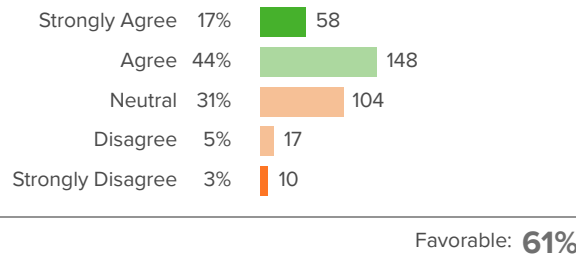
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



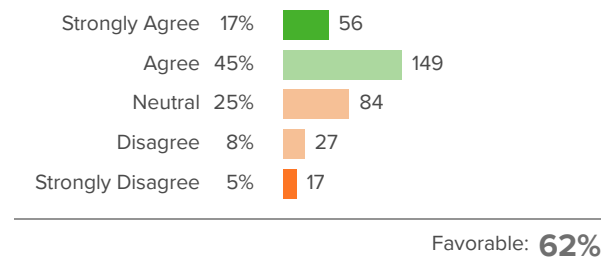
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



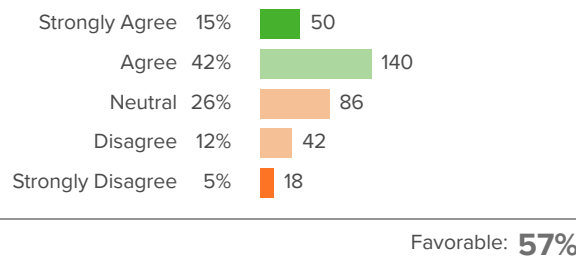
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



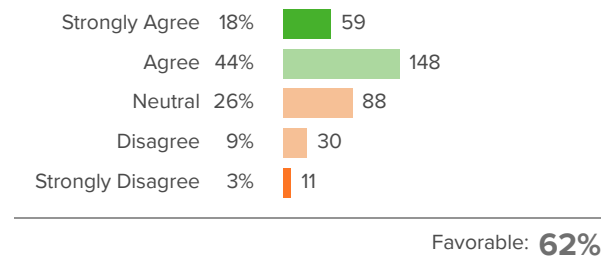
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



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



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





# Feedback and Coaching

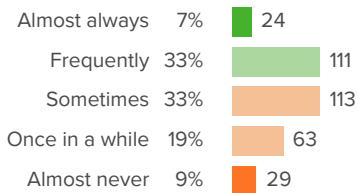
Your average

# 37%

348 responses

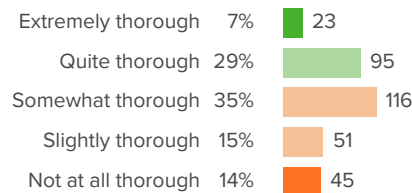
## How did people respond?

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



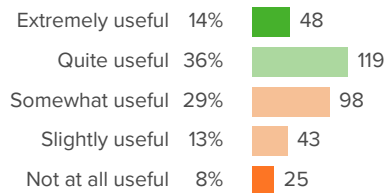
Favorable: **40%**

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



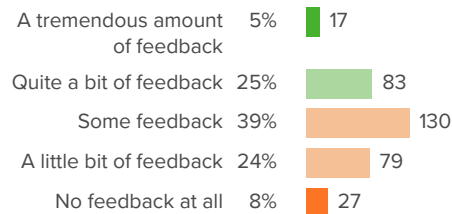
Favorable: **36%**

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



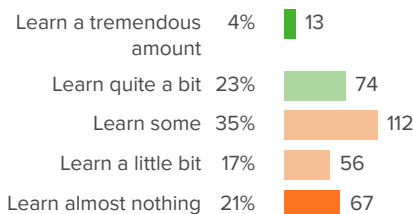
Favorable: **50%**

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



Favorable: **30%**

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



Favorable: **27%**



# Mission and vision

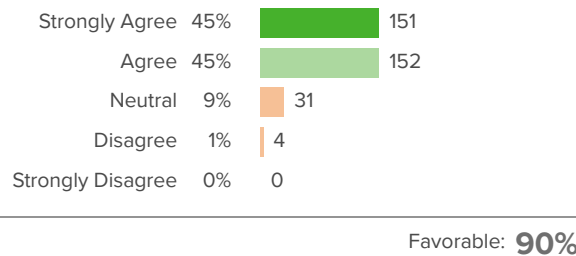
Your average

# 69%

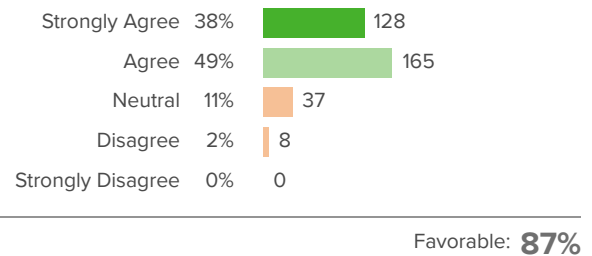
348 responses

## How did people respond?

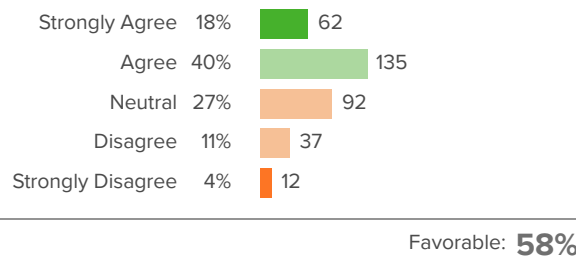
**Q.1: I am familiar with and support the mission and vision of SSD.**



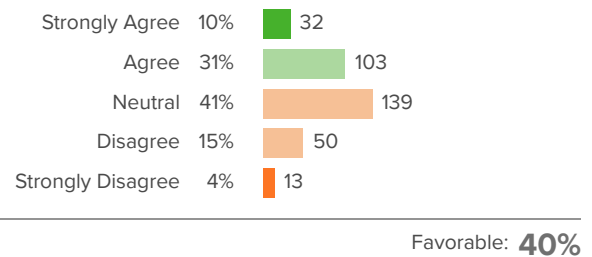
**Q.2: The district's mission and vision are clearly defined.**



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



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







# Overall engagement

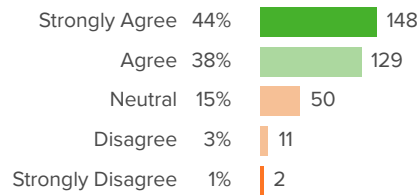
Your average

# 75%

348 responses

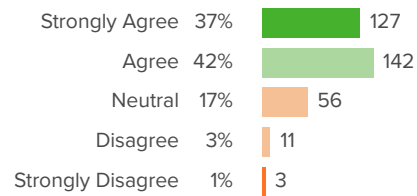
## How did people respond?

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



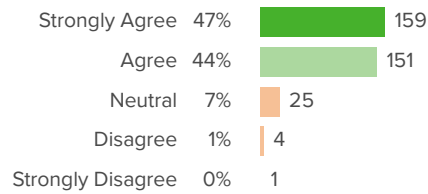
Favorable: **81%**

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



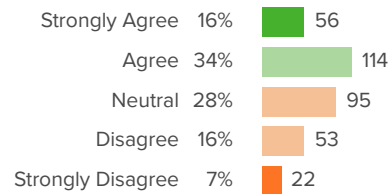
Favorable: **79%**

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



Favorable: **91%**

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



Favorable: **50%**



# Professional Learning

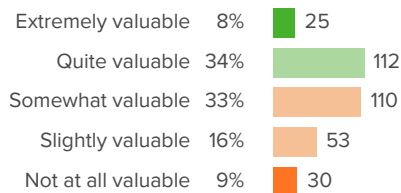
Your average

# 47%

348 responses

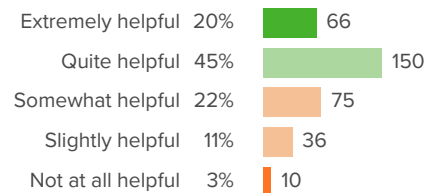
## How did people respond?

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



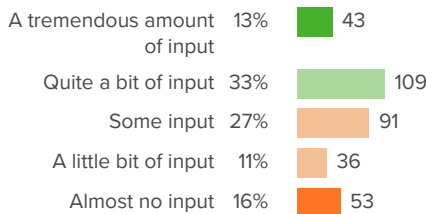
Favorable: **42%**

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



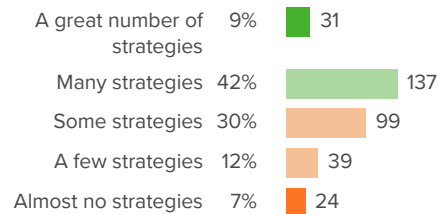
Favorable: **64%**

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



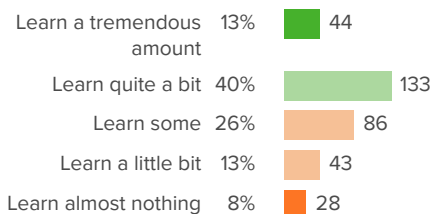
Favorable: **46%**

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



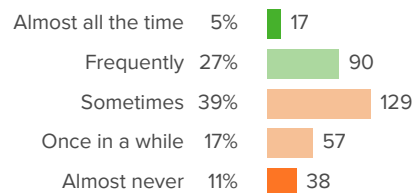
Favorable: **51%**

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



Favorable: **53%**

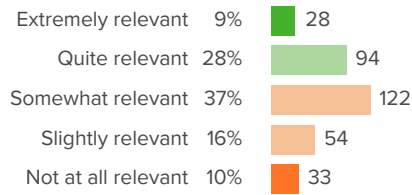
### Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **32%**

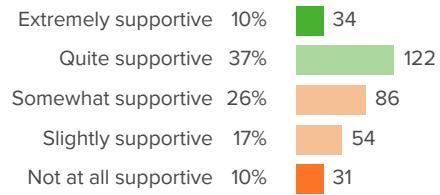


**Q.7: How relevant have your professional development opportunities been to your work?**



Favorable: **37%**

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



Favorable: **48%**



# School Climate

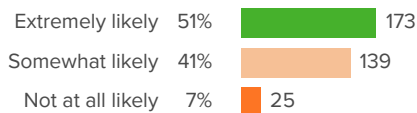
Your average

# 51%

348 responses

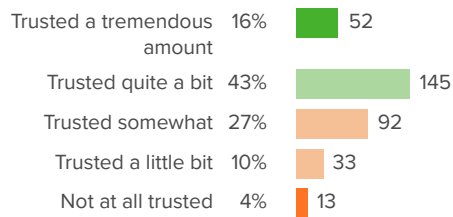
## How did people respond?

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



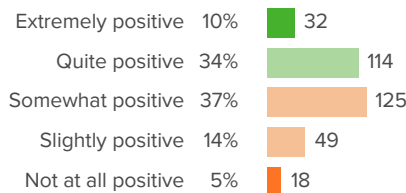
Favorable: **51%**

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



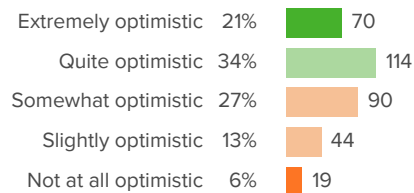
Favorable: **59%**

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



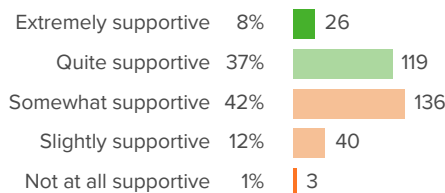
Favorable: **43%**

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



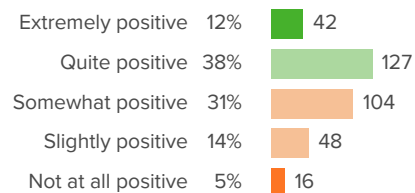
Favorable: **55%**

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



Favorable: **45%**

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



Favorable: **50%**



# School Leadership

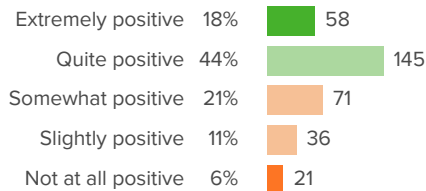
Your average

# 56%

348 responses

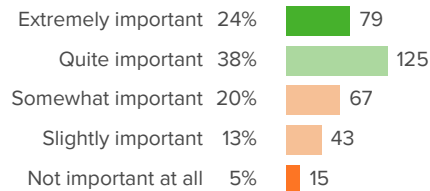
## How did people respond?

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



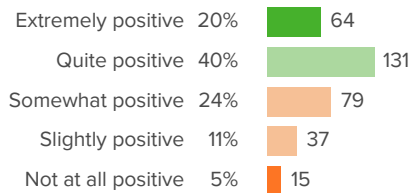
Favorable: **61%**

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



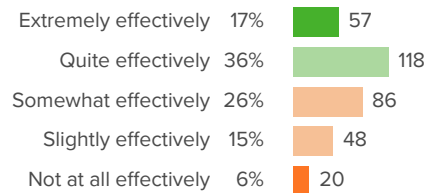
Favorable: **62%**

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



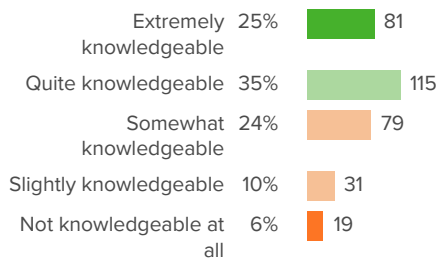
Favorable: **60%**

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



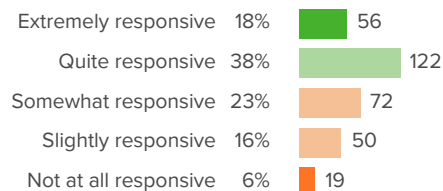
Favorable: **53%**

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



Favorable: **60%**

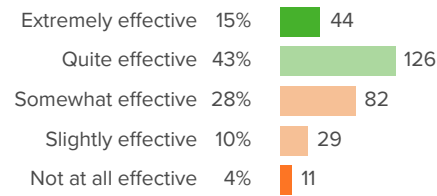
**Q.6: How responsive are school leaders to your feedback?**



Favorable: **56%**

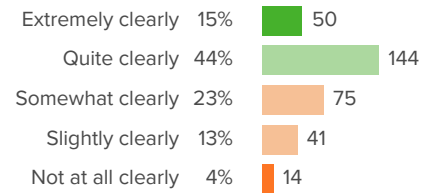


**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



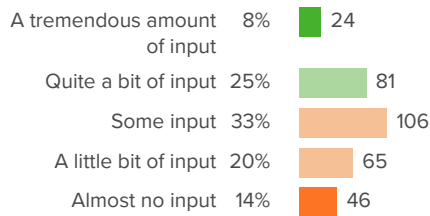
Favorable: **58%**

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



Favorable: **60%**

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



Favorable: **33%**



# Staff-Leadership Relationships

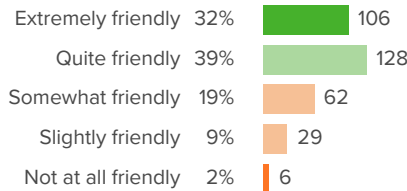
Your average

# 65%

348 responses

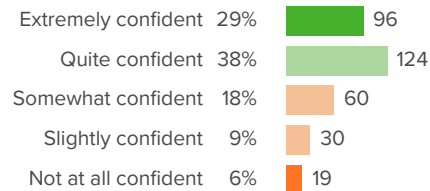
## How did people respond?

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



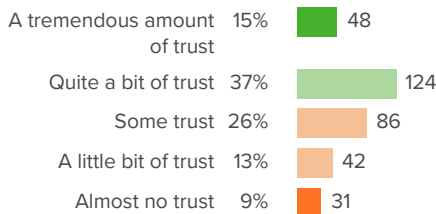
Favorable: **71%**

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



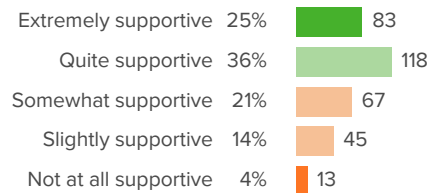
Favorable: **67%**

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



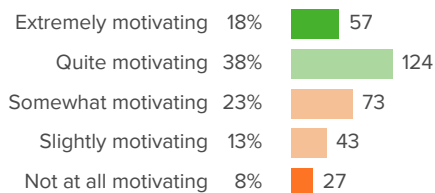
Favorable: **52%**

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



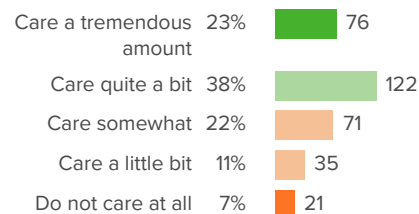
Favorable: **62%**

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



Favorable: **56%**

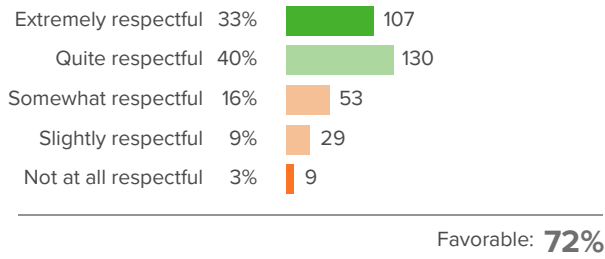
### Q.6: How much do your school leaders care about you as an individual?



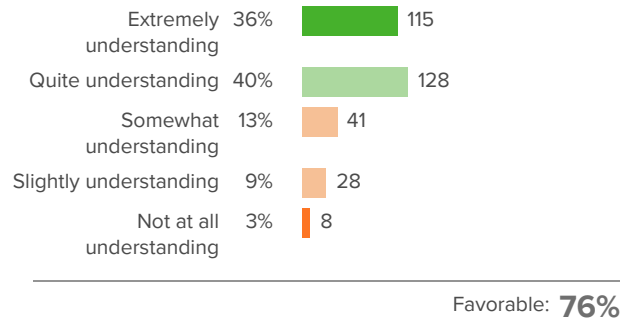
Favorable: **61%**



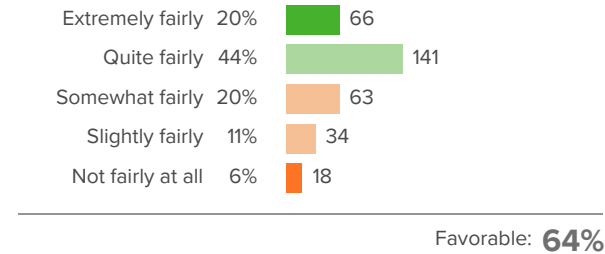
**Q.7: How respectful are your school leaders towards you?**



**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

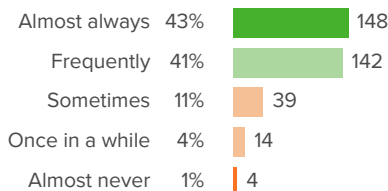
Your average

# 64%

348 responses

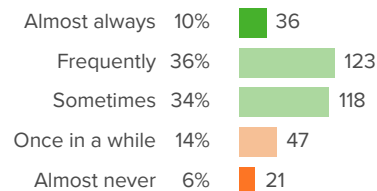
## How did people respond?

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



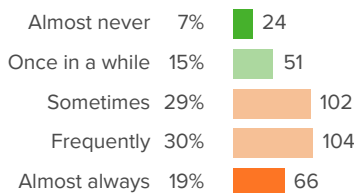
Favorable: **84%**

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



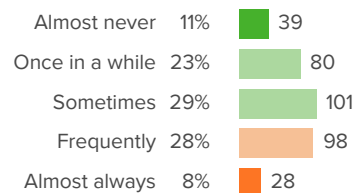
Favorable: **80%**

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



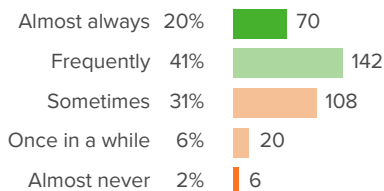
Favorable: **22%**

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



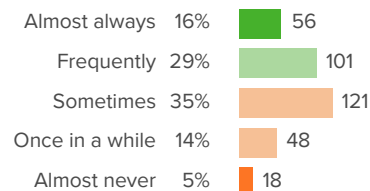
Favorable: **64%**

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



Favorable: **61%**

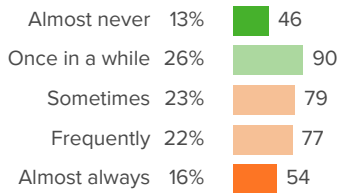
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **46%**

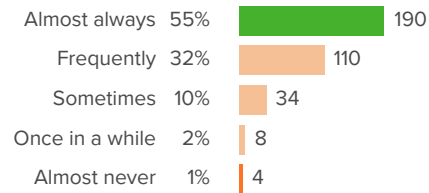


**Q.7: During the past week, how often did you feel overwhelmed at work?**



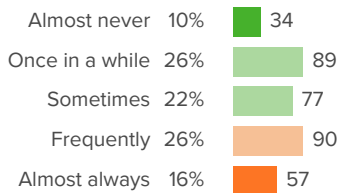
Favorable: **39%**

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



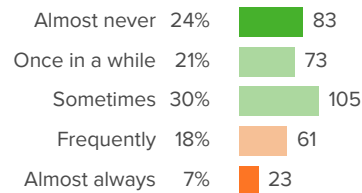
Favorable: **55%**

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



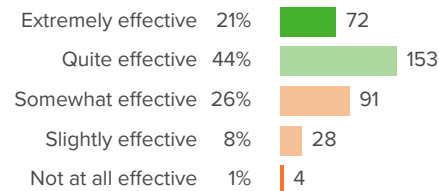
Favorable: **58%**

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



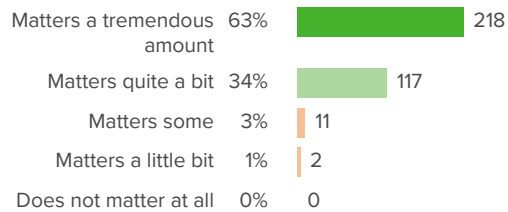
Favorable: **76%**

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



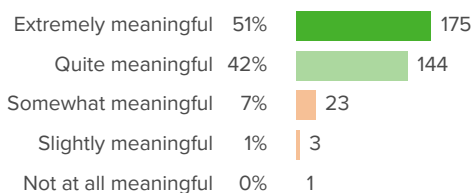
Favorable: **65%**

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



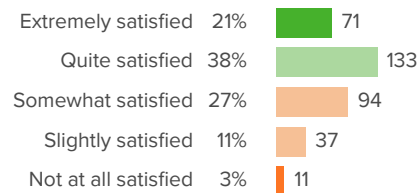
Favorable: **96%**

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



Favorable: **92%**

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



Favorable: **59%**



# Work environment

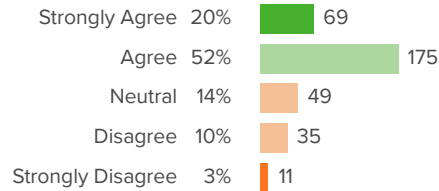
Your average

# 79%

348 responses

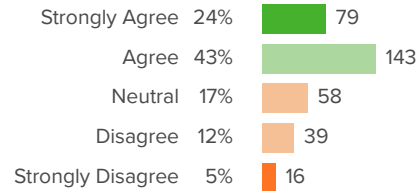
## How did people respond?

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



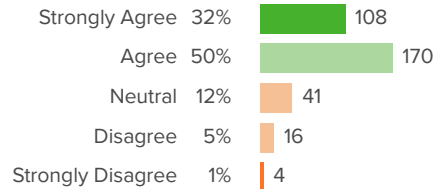
Favorable: **72%**

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



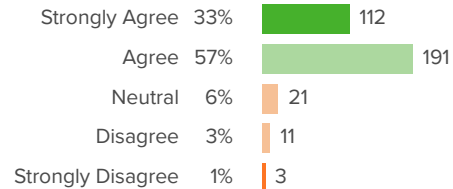
Favorable: **66%**

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



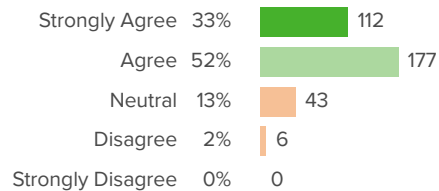
Favorable: **82%**

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



Favorable: **90%**

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



Favorable: **86%**



# Background Questions

How did people respond? \_\_\_\_\_



Q.1: Location

Affton School District	1%	2
Bayless School District	0%	1
Brentwood School District	0%	0
Clayton School District	1%	2
Ferguson-Florissant School District	3%	10
Hancock Place School District	0%	1
Hazelwood School District	3%	10
Jennings School District	1%	2
Kirkwood School District	0%	1
Ladue School District	1%	4
Linbergh School District	2%	5
Maplewood-Richmond Heights School District	0%	1
Mehlville School District	3%	9
Normandy School District	1%	3
Parkway School District	7%	23
Pattonville School District	2%	6
Ritenour School District	1%	2
Riverview Gardens School District	2%	6
Rockwood School District	5%	15
University City School District	0%	1
Valley Park School District	0%	0
Webster Groves School District	1%	3
Ackerman School	2%	6
Bridges Program	0%	0
Central Office	36%	113
Distribution Center	2%	6
Juvenile Detention Center (JDC)	0%	0
Learning Center	1%	4
Learning Center - Professional Learning	1%	3
Learning Center - ABA	4%	12
Litzsinger School	2%	7
Neuwoehner High School	2%	7

Q.2: Job type

Administrator (Managers, Area Coordinators, Directors, Chiefs)	35%	114
Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.)	38%	122
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	13%	41
Other	15%	48



## SSD of St. Louis (MO)

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



North Tech High School	3%	10
Northview High School	3%	8
South Tech High School	5%	15
Southview School	3%	10
Vocational Skills Program (VSP)	1%	2