



North Tech

Staff Survey
Spring 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	17% ▼ 43 since last survey	72% SSD of St. Louis (MO) 72% Special School District
Communications	73% ▼ 17 since last survey	66% SSD of St. Louis (MO) 64% Special School District
Deia	92% 0 since last survey	62% SSD of St. Louis (MO) 61% Special School District
Feedback and Coaching <small>Perceptions of the amount and quality of feedback faculty and staff receive.</small>	33% ▼ 35 since last survey	38% SSD of St. Louis (MO) 37% Special School District
Mission and vision	67% ▼ 13 since last survey	70% SSD of St. Louis (MO) 69% Special School District
Overall engagement	67% ▼ 31 since last survey	75% SSD of St. Louis (MO) 75% Special School District
Professional Learning	48% ▼ 18 since last survey	46% SSD of St. Louis (MO) 45% Special School District



School Climate

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

59%

▼ 24

since last survey

51%

SSD of St. Louis (MO)

50%

Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

58%

▼ 24

since last survey

54%

SSD of St. Louis (MO)

53%

Special School District

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

66%

▼ 25

since last survey

65%

SSD of St. Louis (MO)

65%

Special School District

Well-being

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

71%

▼ 8

since last survey

63%

SSD of St. Louis (MO)

64%

Special School District

Work environment

80%

▼ 16

since last survey

77%

SSD of St. Louis (MO)

77%

Special School District

6 responses



Communicating results

Your average

17%

6 responses

Change

▼ 43

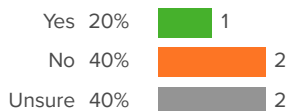
since last survey

Client average: **72%** SSD of St. Louis (MO)

District average: **72%** Special School District

How did people respond?

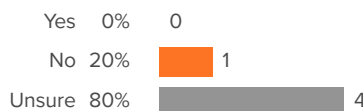
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▲ **13** from last survey

Favorable: **33%**

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



▼ **100** from last survey

Favorable: **0%**



Communications

Your average

73%

6 responses

Change

▼ 17

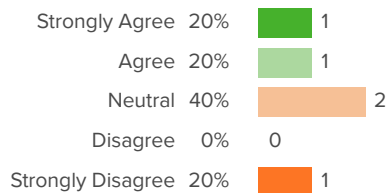
since last survey

Client average: **66%** SSD of St. Louis (MO)

District average: **64%** Special School District

How did people respond?

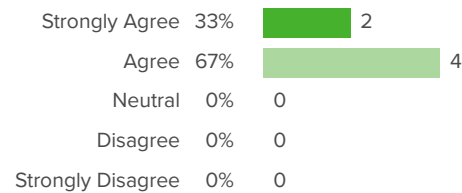
Q.1: My direct supervisor provides me with constructive feedback.



▼ 60 from last survey

Favorable: **40%**

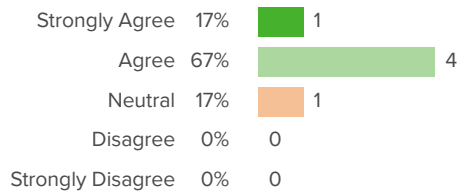
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 0 from last survey

Favorable: **100%**

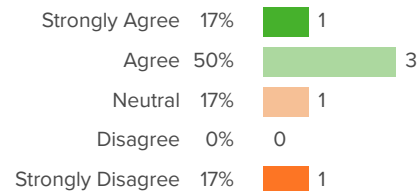
Q.3: I am aware of where and how I can direct a question or concern.



▲ 3 from last survey

Favorable: **83%**

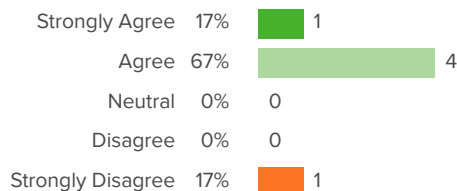
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 23 from last survey

Favorable: **67%**

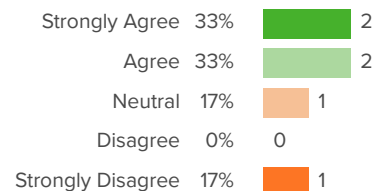
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 13 from last survey

Favorable: **83%**

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



▼ 33 from last survey

Favorable: **67%**



Deia

Your average

92%

6 responses

Change

0

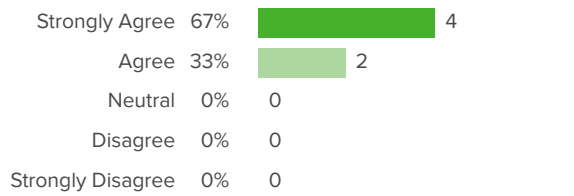
since last survey

Client average: 62% SSD of St. Louis (MO)

District average: 61% Special School District

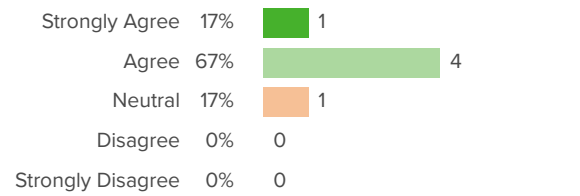
How did people respond?

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



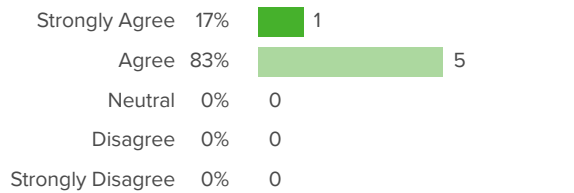
▲ 0 from last survey Favorable: 100%

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



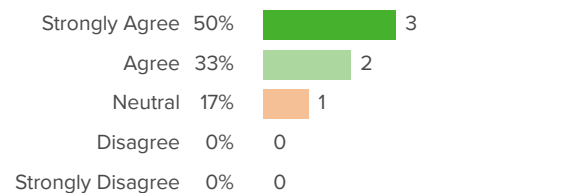
▼ 7 from last survey Favorable: 83%

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



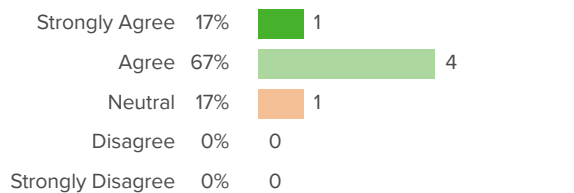
▲ 20 from last survey Favorable: 100%

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



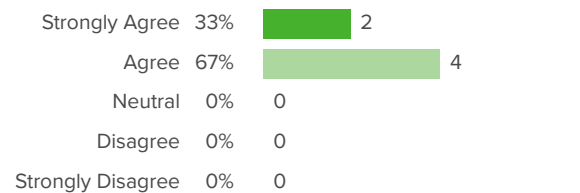
▼ 6 from last survey Favorable: 83%

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



▼ 17 from last survey Favorable: 83%

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



▲ 10 from last survey Favorable: 100%



Feedback and Coaching

Your average

33%

6 responses

Change

▼ 35

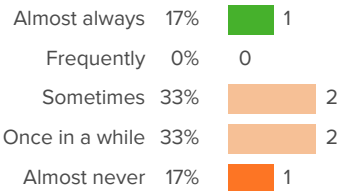
since last survey

Client average: **38%** SSD of St. Louis (MO)

District average: **37%** Special School District

How did people respond?

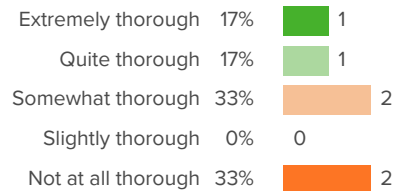
Q.1: How often do you receive feedback on your work?



▼ 63 from last survey

Favorable: **17%**

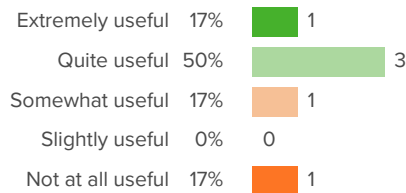
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▼ 56 from last survey

Favorable: **33%**

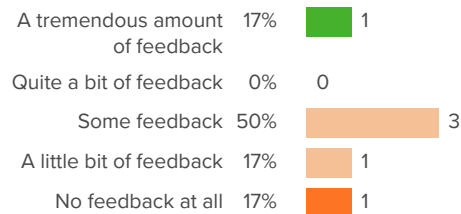
Q.3: How useful do you find the feedback you receive on your work?



▼ 13 from last survey

Favorable: **67%**

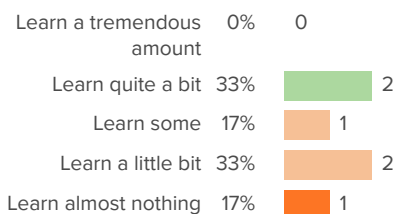
Q.4: How much feedback do you receive on your work?



▼ 50 from last survey

Favorable: **17%**

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



▲ 11 from last survey

Favorable: **33%**



Mission and vision

Your average

67%

6 responses

Change

▼ 13

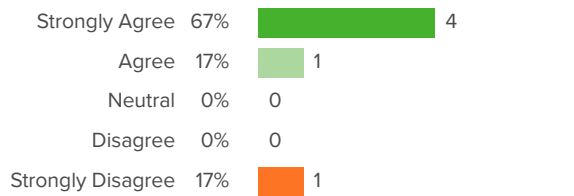
since last survey

Client average: **70%** SSD of St. Louis (MO)

District average: **69%** Special School District

How did people respond?

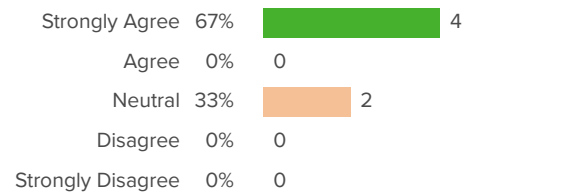
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 7 from last survey

Favorable: **83%**

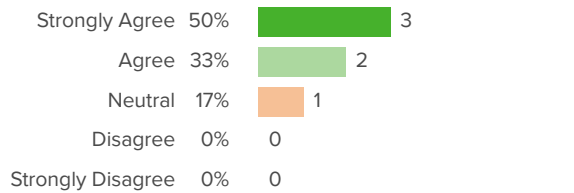
Q.2: The district's mission and vision are clearly defined.



▼ 33 from last survey

Favorable: **67%**

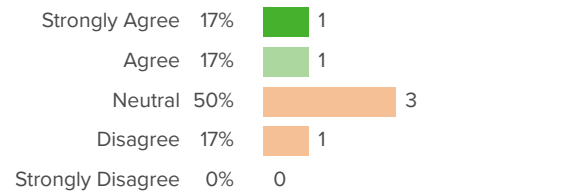
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 17 from last survey

Favorable: **83%**

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



▲ 3 from last survey

Favorable: **33%**



Overall engagement

Your average

67%

6 responses

Change

▼ 31

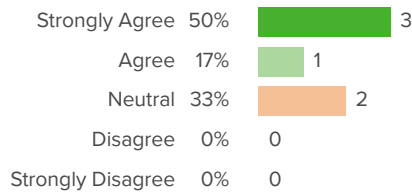
since last survey

Client average: **75%** SSD of St. Louis (MO)

District average: **75%** Special School District

How did people respond?

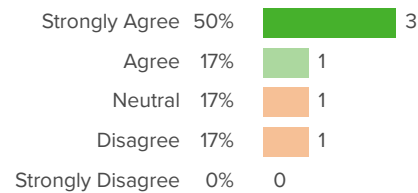
Q.1: I am proud to work for SSD.



▼ **33** from last survey

Favorable: **67%**

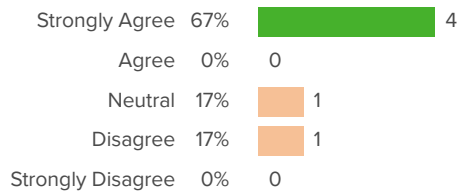
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ **33** from last survey

Favorable: **67%**

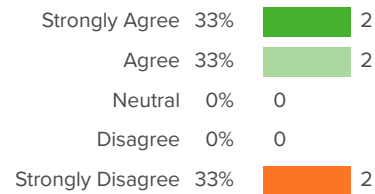
Q.3: I am engaged in my work.



▼ **33** from last survey

Favorable: **67%**

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



▼ **23** from last survey

Favorable: **67%**



Professional Learning

Your average

48%

6 responses

Change

▼ 18

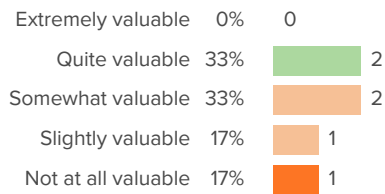
since last survey

Client average: **46%** SSD of St. Louis (MO)

District average: **45%** Special School District

How did people respond?

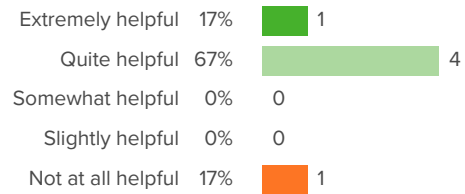
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 37 from last survey

Favorable: **33%**

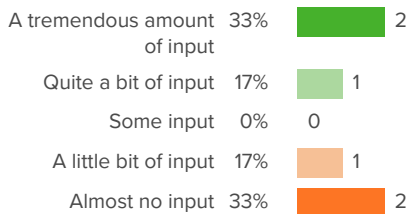
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 6 from last survey

Favorable: **83%**

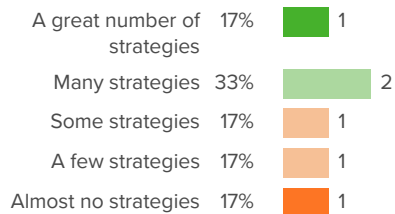
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 6 from last survey

Favorable: **50%**

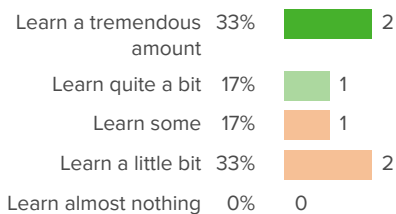
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 20 from last survey

Favorable: **50%**

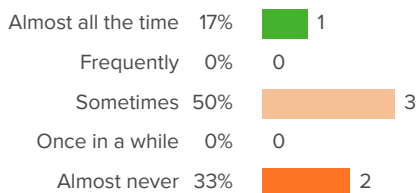
Q.5: Overall, how much do you learn from the leaders at your school?



▼ 39 from last survey

Favorable: **50%**

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

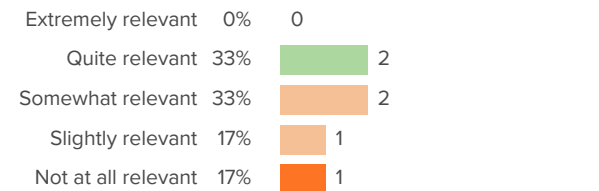


▼ 27 from last survey

Favorable: **17%**



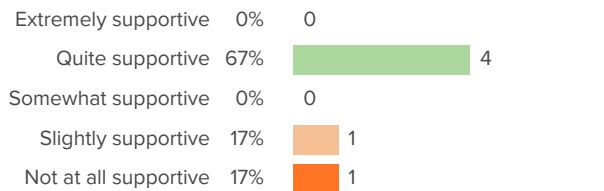
Q.7: How relevant have your professional development opportunities been to your work?



▼ 11 from last survey

Favorable: **33%**

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



▼ 11 from last survey

Favorable: **67%**



School Climate

Your average

59%

6 responses

Change

▼ 24

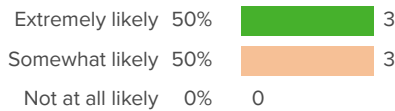
since last survey

Client average: **51%** SSD of St. Louis (MO)

District average: **50%** Special School District

How did people respond?

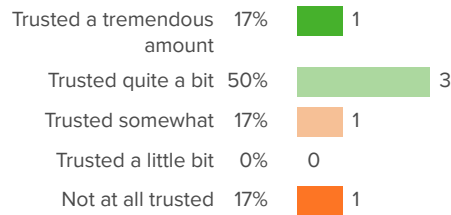
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ 40 from last survey

Favorable: **50%**

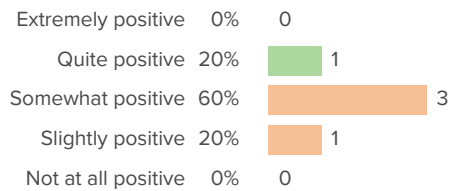
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 13 from last survey

Favorable: **67%**

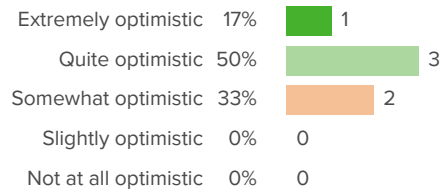
Q.3: How positive are the attitudes of your colleagues?



▼ 60 from last survey

Favorable: **20%**

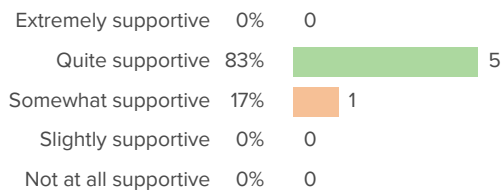
Q.4: How optimistic are you the future of Special School District?



▼ 23 from last survey

Favorable: **67%**

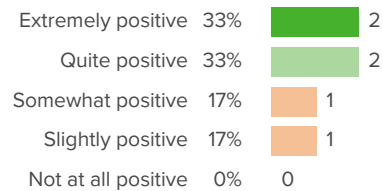
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 5 from last survey

Favorable: **83%**

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



▼ 13 from last survey

Favorable: **67%**



School Leadership

Your average

58%

6 responses

Change

▼ 24

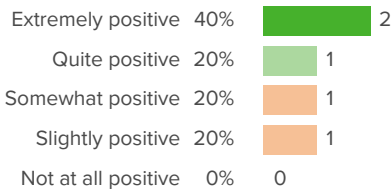
since last survey

Client average: **54%** SSD of St. Louis (MO)

District average: **53%** Special School District

How did people respond?

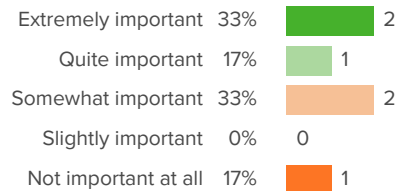
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 29 from last survey

Favorable: **60%**

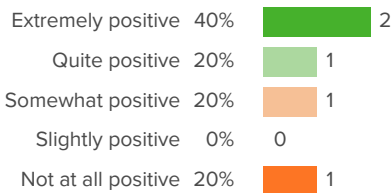
Q.2: For your school leaders, how important is staff satisfaction?



▼ 39 from last survey

Favorable: **50%**

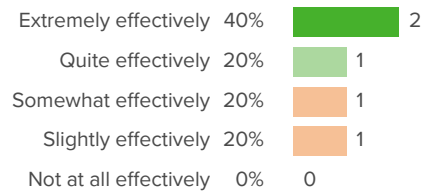
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 29 from last survey

Favorable: **60%**

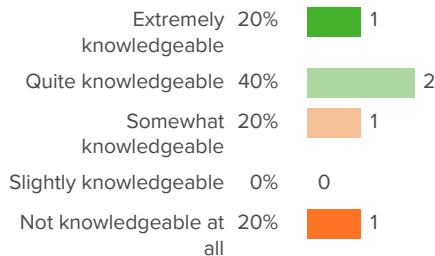
Q.4: How effectively do school leaders communicate important information to staff?



▼ 29 from last survey

Favorable: **60%**

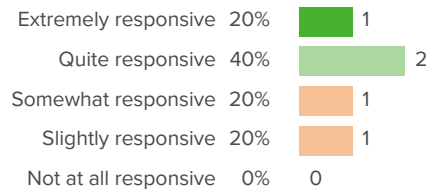
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 18 from last survey

Favorable: **60%**

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

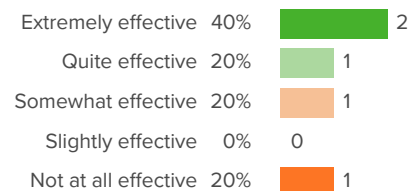


▼ 29 from last survey

Favorable: **60%**



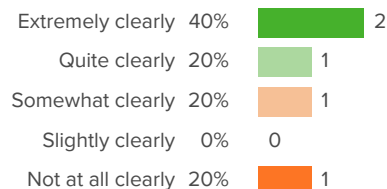
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▼ 18 from last survey

Favorable: **60%**

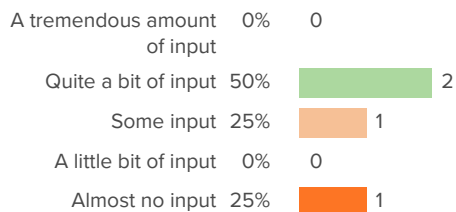
Q.8: How clearly do your school leaders identify their goals for the staff?



▼ 18 from last survey

Favorable: **60%**

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



▼ 6 from last survey

Favorable: **50%**



Staff-Leadership Relationships

Your average

66%

6 responses

Change

▼ 25

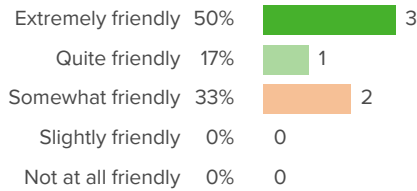
since last survey

Client average: **65%** SSD of St. Louis (MO)

District average: **65%** Special School District

How did people respond?

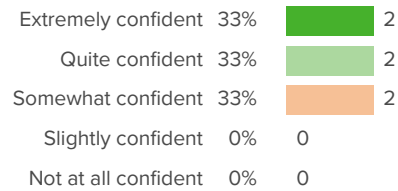
Q.1: How friendly are your school leaders toward you?



▼ 33 from last survey

Favorable: **67%**

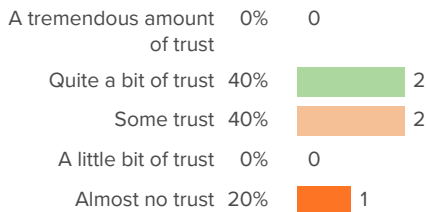
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 33 from last survey

Favorable: **67%**

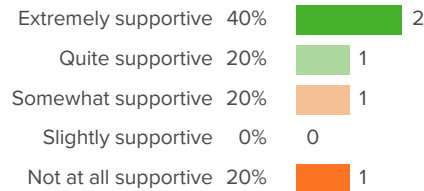
Q.3: How much trust exists between school leaders and staff?



▼ 27 from last survey

Favorable: **40%**

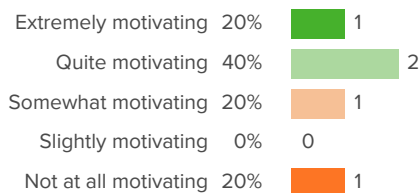
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 29 from last survey

Favorable: **60%**

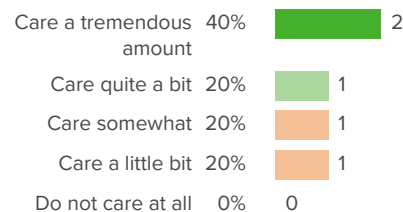
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 29 from last survey

Favorable: **60%**

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

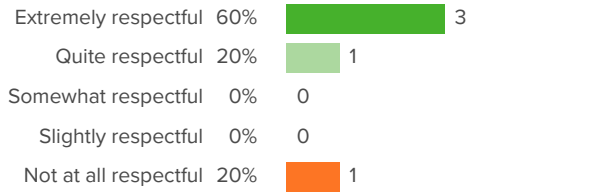


▼ 29 from last survey

Favorable: **60%**

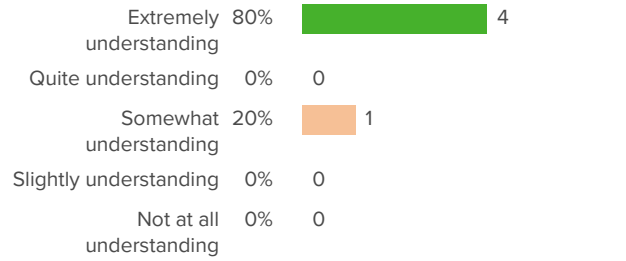


Q.7: How respectful are your school leaders towards you?



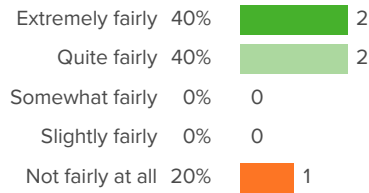
▼ 20 from last survey Favorable: 80%

Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 20 from last survey Favorable: 80%

Q.9: How fairly does the school leadership treat the staff?



▼ 9 from last survey Favorable: 80%



Well-being

Your average

71%

6 responses

Change

▼ 8

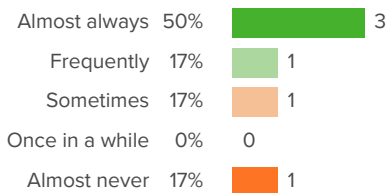
since last survey

Client average: **63%** SSD of St. Louis (MO)

District average: **64%** Special School District

How did people respond?

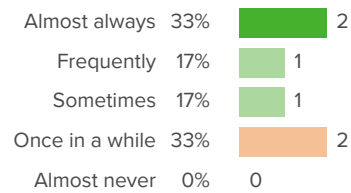
Q.1: During the past week, how often did you feel engaged at work?



▼ 23 from last survey

Favorable: **67%**

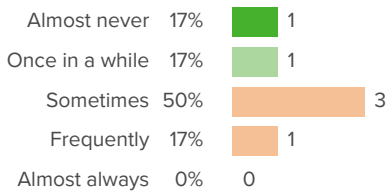
Q.2: During the past week, how often did you feel excited at work?



▼ 23 from last survey

Favorable: **67%**

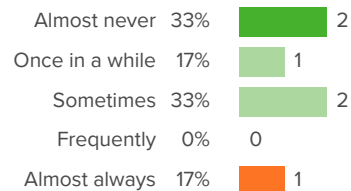
Q.3: During the past week, how often did you feel exhausted at work?



▲ 13 from last survey

Favorable: **33%**

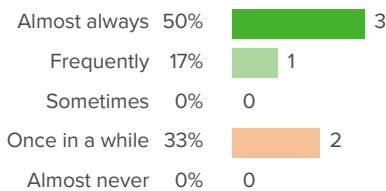
Q.4: During the past week, how often did you feel frustrated at work?



▼ 7 from last survey

Favorable: **83%**

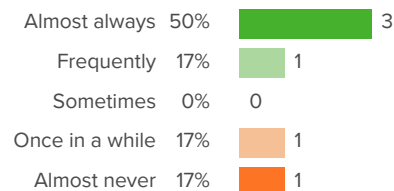
Q.5: During the past week, how often did you feel happy at work?



▼ 23 from last survey

Favorable: **67%**

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

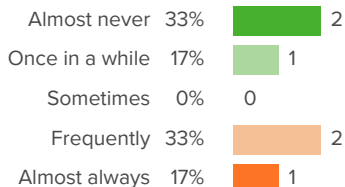


▼ 23 from last survey

Favorable: **67%**

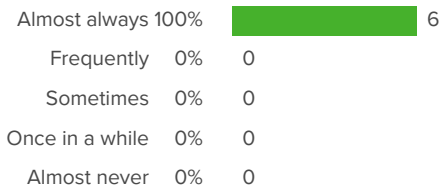


Q.7: During the past week, how often did you feel overwhelmed at work?



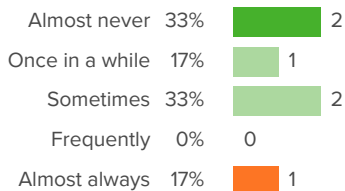
▼ 20 from last survey Favorable: 50%

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



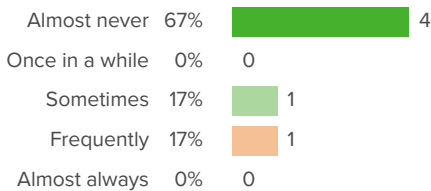
▲ 40 from last survey Favorable: 100%

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



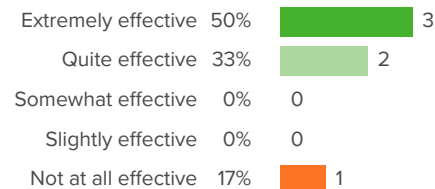
▲ 3 from last survey Favorable: 83%

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



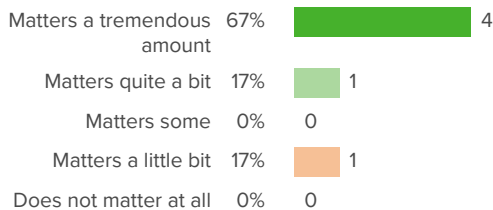
▲ 3 from last survey Favorable: 83%

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



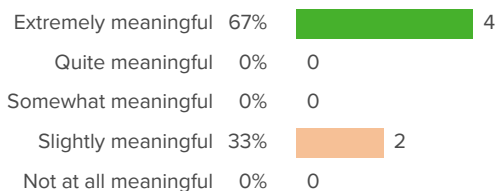
▲ 13 from last survey Favorable: 83%

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



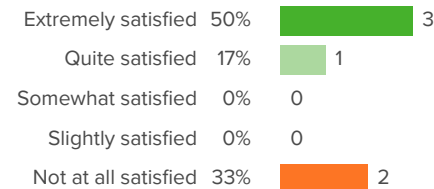
▼ 17 from last survey Favorable: 83%

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



▼ 23 from last survey Favorable: 67%

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



▼ 23 from last survey Favorable: 67%



Work environment

Your average

80%

6 responses

Change

▼ 16

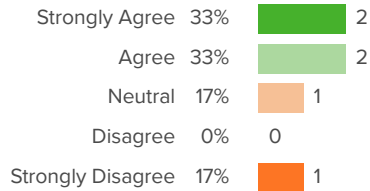
since last survey

Client average: **77%** SSD of St. Louis (MO)

District average: **77%** Special School District

How did people respond?

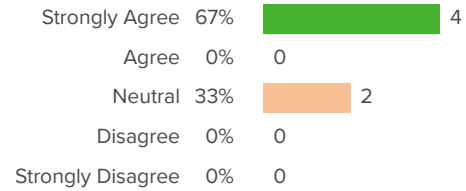
Q.1: I have the materials and resources to do my job effectively.



▼ **13** from last survey

Favorable: **67%**

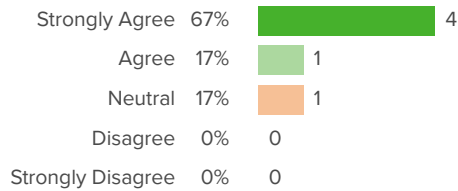
Q.2: My school/location is in good condition and well-maintained.



▼ **33** from last survey

Favorable: **67%**

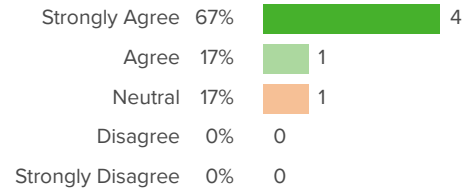
Q.3: I feel safe in my school/location.



▼ **17** from last survey

Favorable: **83%**

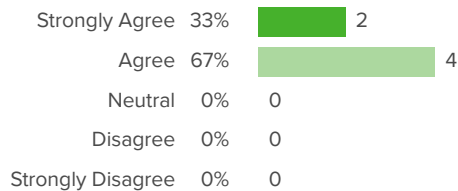
Q.4: I am aware of safety and security procedures at my school/location.



▼ **17** from last survey

Favorable: **83%**

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



▲ **0** from last survey

Favorable: **100%**



Background Questions

How did people respond? _____



Q.1: Location

Affton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	0%	0
Ladue School District	0%	0
Linbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	0%	0
Parkway School District	0%	0
Pattonville School District	0%	0
Ritenour School District	0%	0
Riverview Gardens School District	0%	0
Rockwood School District	0%	0
University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	0%	0
Ackerman School	0%	0
Bridges Program	0%	0
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	0%	0
Learning Center	0%	0
Learning Center - Professional Learning	0%	0
Learning Center - ABA	0%	0
Litzsinger School	0%	0
Neuwoehner High School	0%	0

Q.2: Job type


Administrator (Managers, Area Coordinators, Directors, Chiefs)	17%	1
Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.)	67%	4
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	0%	0
Other	17%	1



North Tech

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



North Tech High School	100%		6
Northview High School	0%		0
South Tech High School	0%		0
Southview School	0%		0
Vocational Skills Program (VSP)	0%		0