



South Technical

Staff Survey
Spring 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	38% ▼ 30 since last survey	72% SSD of St. Louis (MO) 72% Special School District
Communications	43% ▼ 21 since last survey	66% SSD of St. Louis (MO) 64% Special School District
Deia	62% ▲ 6 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>	20% 0 since last survey	38% SSD of St. Louis (MO) 37% Special School District
Mission and vision	72% ▼ 13 since last survey	70% SSD of St. Louis (MO) 69% Special School District
Overall engagement	64% ▼ 21 since last survey	75% SSD of St. Louis (MO) 75% Special School District
Professional Learning	27% ▼ 11 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.

43%

▼ 15

since last survey

51%

SSD of St. Louis (MO)

50%

Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

33%

▼ 15

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.

38%

▼ 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.

67%

▼ 2

since last survey

63%

SSD of St. Louis (MO)

64%

Special School District

Work environment

86%

▼ 2

since last survey

77%

SSD of St. Louis (MO)

77%

Special School District

7 responses



Communicating results

Your average

38%

7 responses

Change

▼ **30**

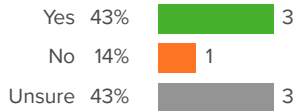
since last survey

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

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

How did people respond?

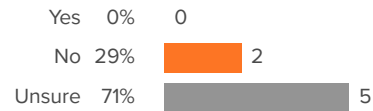
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▼ **11** from last survey

Favorable: **75%**

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



▼ **50** from last survey

Favorable: **0%**



Communications

Your average

43%

7 responses

Change

▼ 21

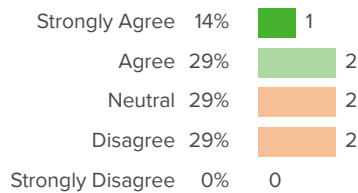
since last survey

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

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

How did people respond?

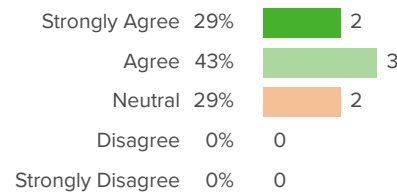
Q.1: My direct supervisor provides me with constructive feedback.



▼ 27 from last survey

Favorable: **43%**

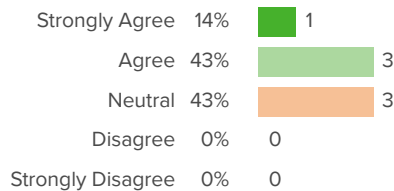
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 1 from last survey

Favorable: **71%**

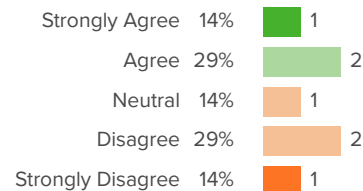
Q.3: I am aware of where and how I can direct a question or concern.



▼ 33 from last survey

Favorable: **57%**

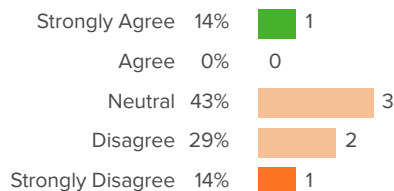
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 27 from last survey

Favorable: **43%**

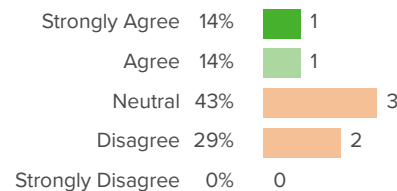
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▼ 19 from last survey

Favorable: **14%**

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



▼ 21 from last survey

Favorable: **29%**



Deia

Your average

62%

7 responses

Change

▲ 6

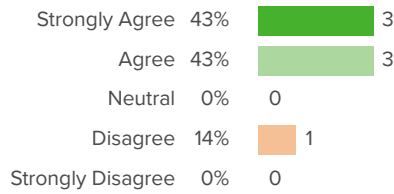
since last survey

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

District average: **61%** Special School District

How did people respond?

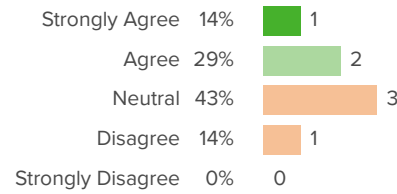
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 6 from last survey

Favorable: **86%**

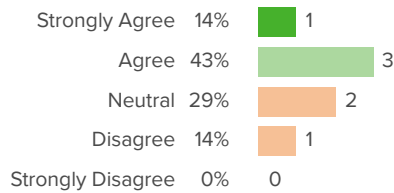
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ 3 from last survey

Favorable: **43%**

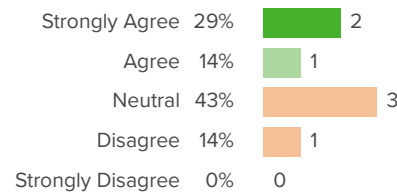
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 7 from last survey

Favorable: **57%**

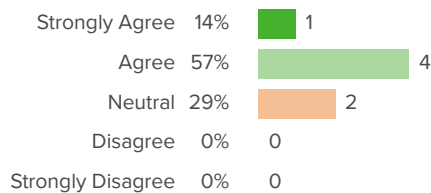
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▼ 1 from last survey

Favorable: **43%**

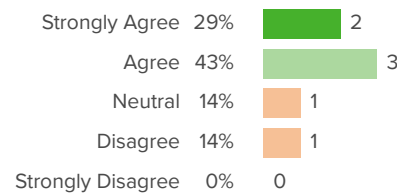
Q.5: I feel my background and identity are valued at SSD.



▲ 11 from last survey

Favorable: **71%**

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



▲ 11 from last survey

Favorable: **71%**



Feedback and Coaching

Your average

20%

7 responses

Change

0

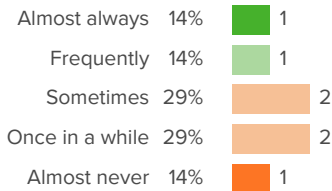
since last survey

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

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

How did people respond?

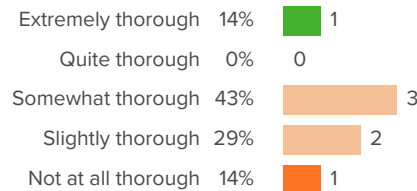
Q.1: How often do you receive feedback on your work?



▼ 1 from last survey

Favorable: **29%**

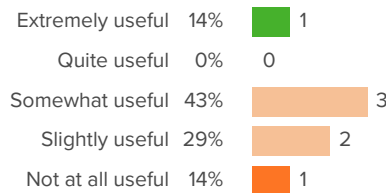
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▼ 6 from last survey

Favorable: **14%**

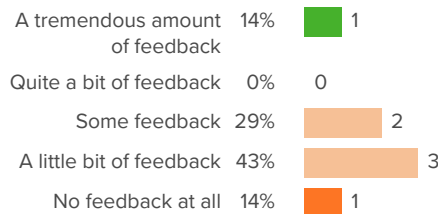
Q.3: How useful do you find the feedback you receive on your work?



▼ 16 from last survey

Favorable: **14%**

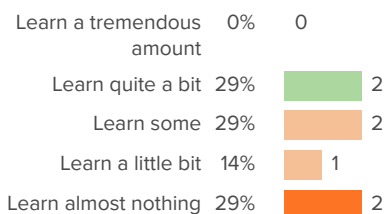
Q.4: How much feedback do you receive on your work?



▲ 4 from last survey

Favorable: **14%**

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



▲ 18 from last survey

Favorable: **29%**



Mission and vision

Your average

72%

7 responses

Change

▼ 13

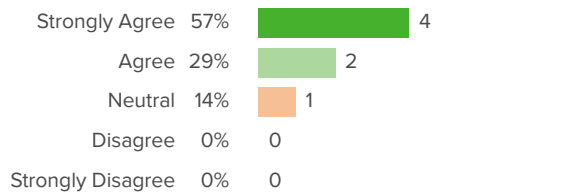
since last survey

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

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

How did people respond?

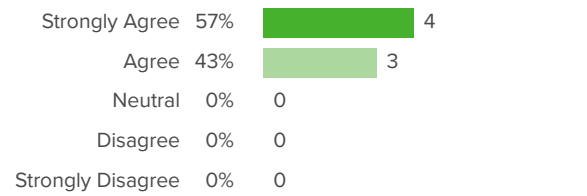
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 14 from last survey

Favorable: **86%**

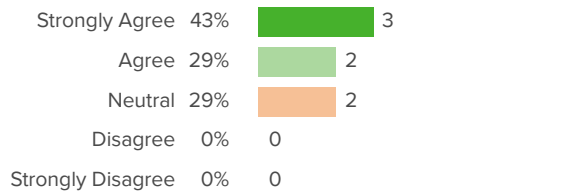
Q.2: The district's mission and vision are clearly defined.



▲ 0 from last survey

Favorable: **100%**

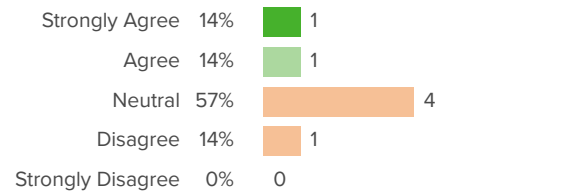
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 19 from last survey

Favorable: **71%**

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



▼ 21 from last survey

Favorable: **29%**



Overall engagement

Your average

64%

7 responses

Change

▼ 21

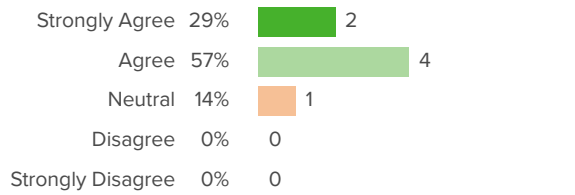
since last survey

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

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

How did people respond?

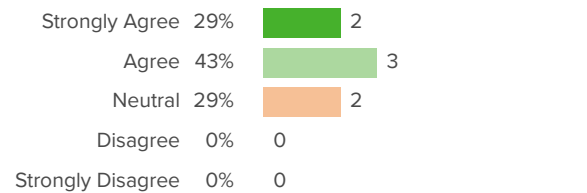
Q.1: I am proud to work for SSD.



▼ 14 from last survey

Favorable: **86%**

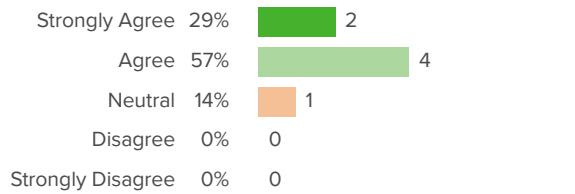
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 19 from last survey

Favorable: **71%**

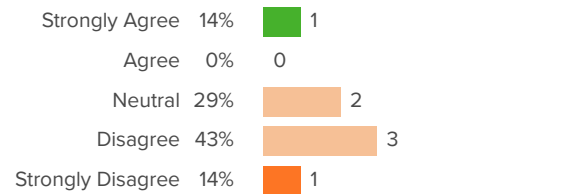
Q.3: I am engaged in my work.



▼ 14 from last survey

Favorable: **86%**

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



▼ 36 from last survey

Favorable: **14%**



Professional Learning

Your average

27%

7 responses

Change

▼ 11

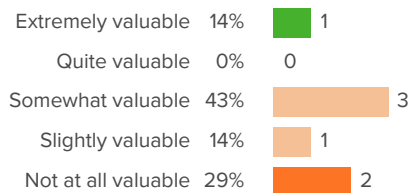
since last survey

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

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

How did people respond?

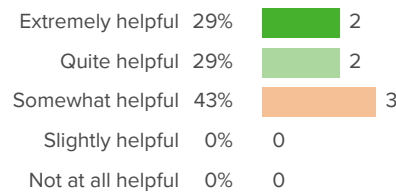
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 16 from last survey

Favorable: **14%**

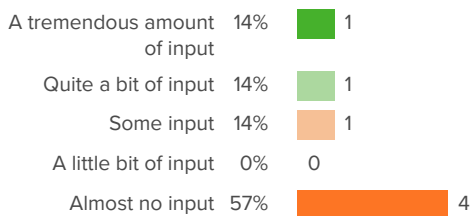
Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 7 from last survey

Favorable: **57%**

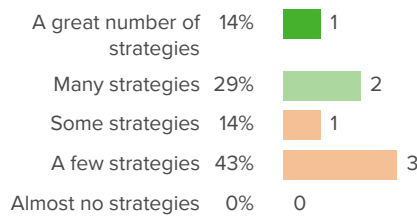
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 1 from last survey

Favorable: **29%**

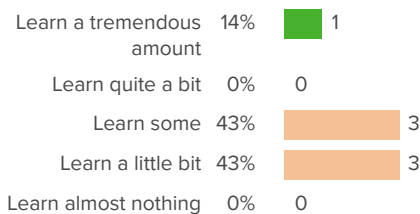
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 7 from last survey

Favorable: **43%**

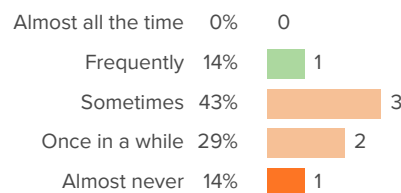
Q.5: Overall, how much do you learn from the leaders at your school?



▼ 46 from last survey

Favorable: **14%**

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

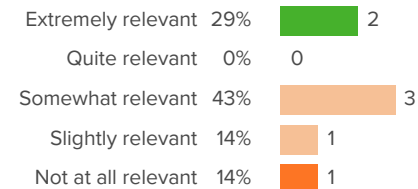


▲ 3 from last survey

Favorable: **14%**



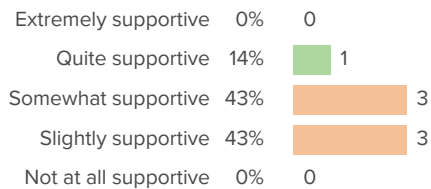
Q.7: How relevant have your professional development opportunities been to your work?



▼ 4 from last survey

Favorable: **29%**

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



▼ 26 from last survey

Favorable: **14%**



School Climate

Your average

43%

7 responses

Change

▼ 15

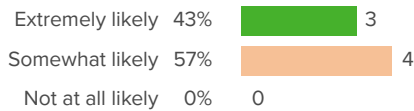
since last survey

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

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

How did people respond?

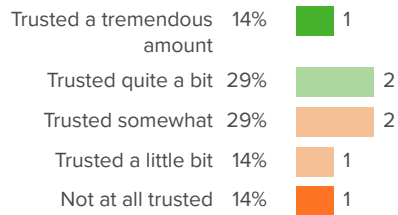
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ 7 from last survey

Favorable: **43%**

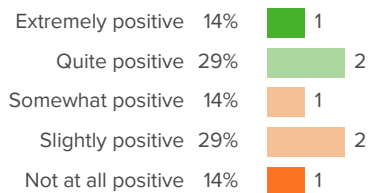
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 17 from last survey

Favorable: **43%**

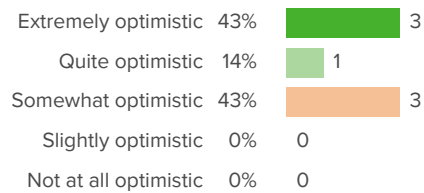
Q.3: How positive are the attitudes of your colleagues?



▼ 7 from last survey

Favorable: **43%**

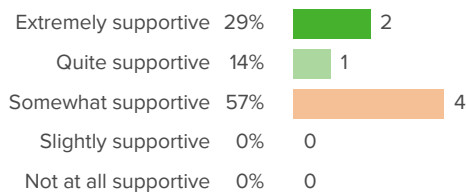
Q.4: How optimistic are you the future of Special School District?



▼ 23 from last survey

Favorable: **57%**

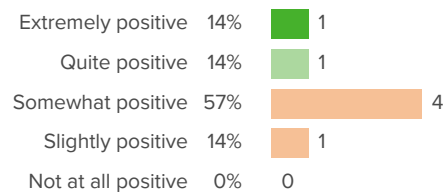
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 7 from last survey

Favorable: **43%**

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



▼ 31 from last survey

Favorable: **29%**



School Leadership

Your average

33%

7 responses

Change

▼ 15

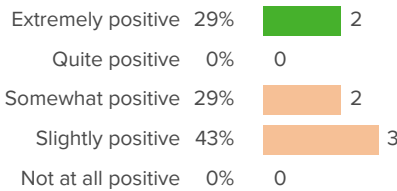
since last survey

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

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

How did people respond?

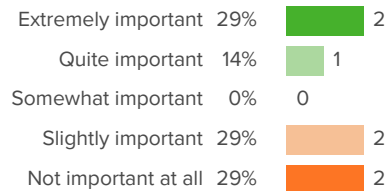
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ **31** from last survey

Favorable: **29%**

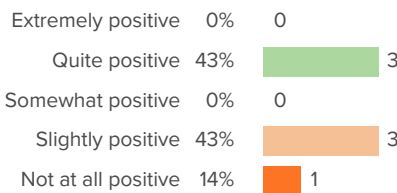
Q.2: For your school leaders, how important is staff satisfaction?



▲ **3** from last survey

Favorable: **43%**

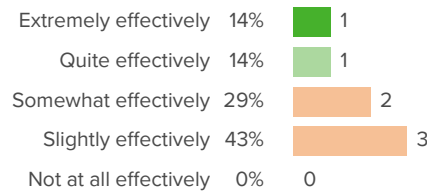
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ **17** from last survey

Favorable: **43%**

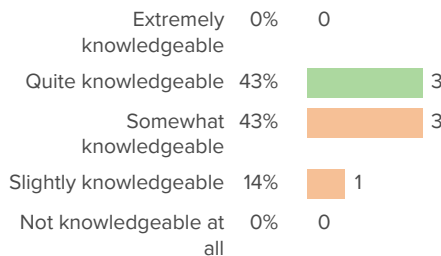
Q.4: How effectively do school leaders communicate important information to staff?



▼ **11** from last survey

Favorable: **29%**

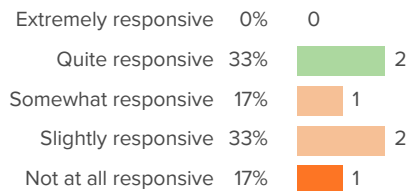
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ **17** from last survey

Favorable: **43%**

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

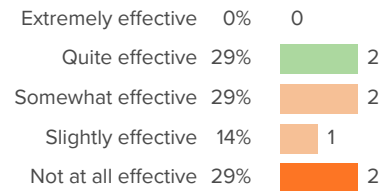


▼ **23** from last survey

Favorable: **33%**



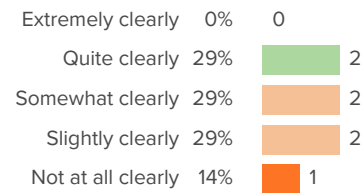
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▼ **11** from last survey

Favorable: **29%**

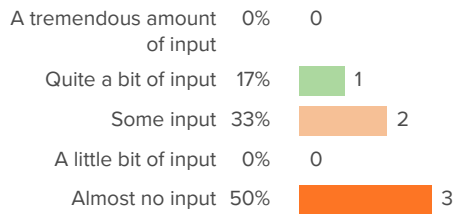
Q.8: How clearly do your school leaders identify their goals for the staff?



▼ **21** from last survey

Favorable: **29%**

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



▼ **5** from last survey

Favorable: **17%**



Staff-Leadership Relationships

Your average

38%

7 responses

Change

▼ 25

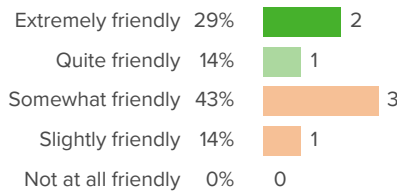
since last survey

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

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

How did people respond?

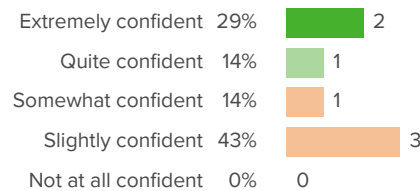
Q.1: How friendly are your school leaders toward you?



▼ 27 from last survey

Favorable: **43%**

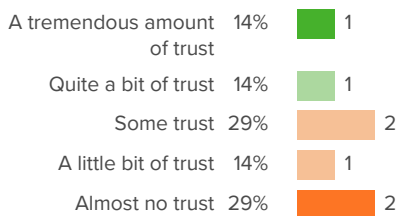
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 27 from last survey

Favorable: **43%**

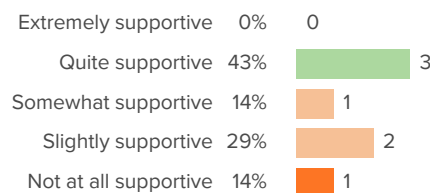
Q.3: How much trust exists between school leaders and staff?



▼ 31 from last survey

Favorable: **29%**

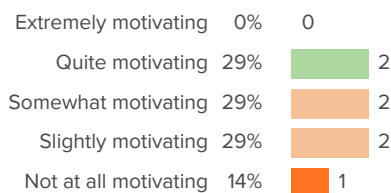
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 17 from last survey

Favorable: **43%**

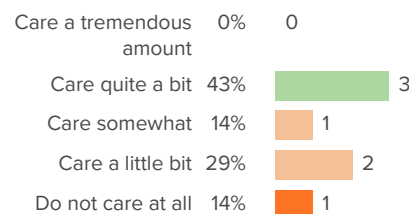
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 27 from last survey

Favorable: **29%**

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

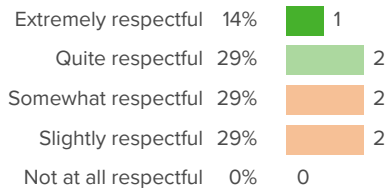


▼ 17 from last survey

Favorable: **43%**



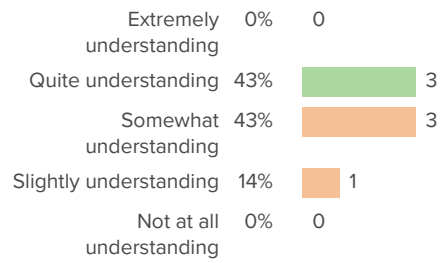
Q.7: How respectful are your school leaders towards you?



▼ 27 from last survey

Favorable: **43%**

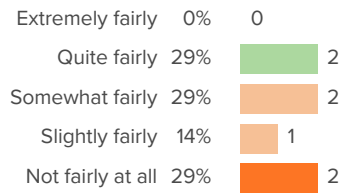
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 17 from last survey

Favorable: **43%**

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



▼ 31 from last survey

Favorable: **29%**



Well-being

Your average

67%

7 responses

Change

▼ 2

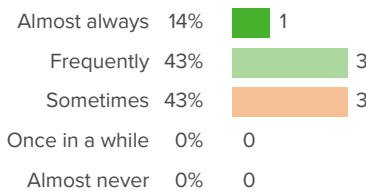
since last survey

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

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

How did people respond?

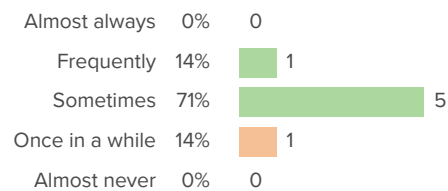
Q.1: During the past week, how often did you feel engaged at work?



▼ **33** from last survey

Favorable: **57%**

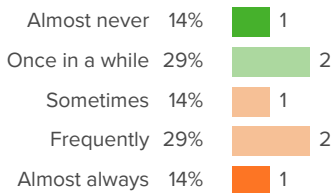
Q.2: During the past week, how often did you feel excited at work?



▲ **6** from last survey

Favorable: **86%**

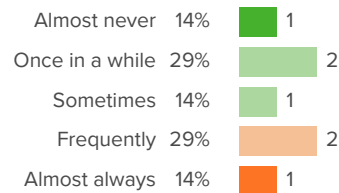
Q.3: During the past week, how often did you feel exhausted at work?



▲ **23** from last survey

Favorable: **43%**

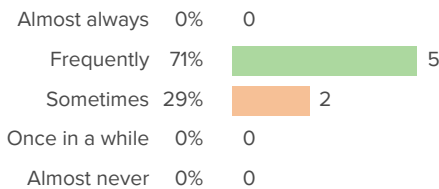
Q.4: During the past week, how often did you feel frustrated at work?



▼ **3** from last survey

Favorable: **57%**

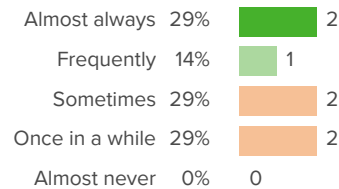
Q.5: During the past week, how often did you feel happy at work?



▼ **9** from last survey

Favorable: **71%**

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

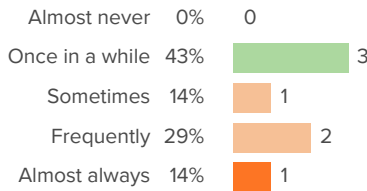


▼ **7** from last survey

Favorable: **43%**



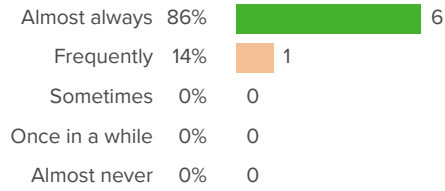
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 13 from last survey

Favorable: **43%**

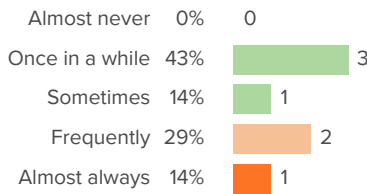
Q.8: During the past week, how often did you feel safe at work?



▲ 26 from last survey

Favorable: **86%**

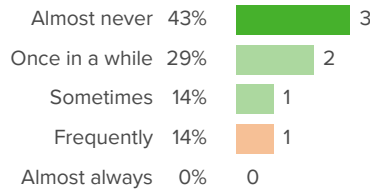
Q.9: During the past week, how often did you feel stressed out at work?



▼ 3 from last survey

Favorable: **57%**

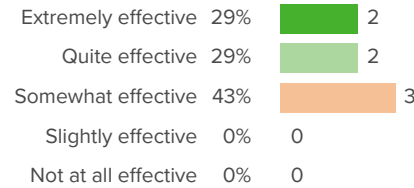
Q.10: During the past week, how often did you feel worried at work?



▼ 14 from last survey

Favorable: **86%**

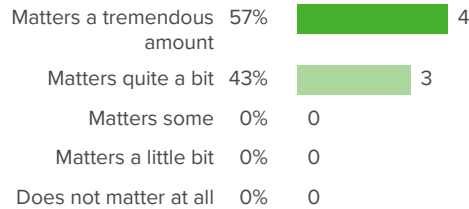
Q.11: How effective do you feel at your job right now?



▼ 23 from last survey

Favorable: **57%**

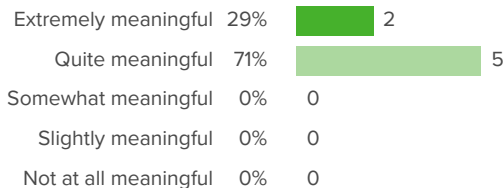
Q.12: How much does your work matter to you?



▲ 0 from last survey

Favorable: **100%**

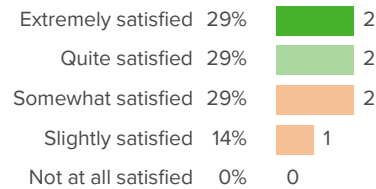
Q.13: How meaningful for you is the work that you do?



▲ 10 from last survey

Favorable: **100%**

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



▼ 3 from last survey

Favorable: **57%**



Work environment

Your average

86%

7 responses

Change

▼ 2

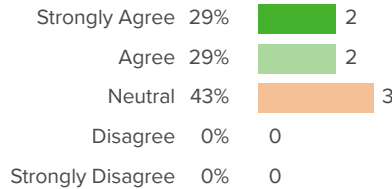
since last survey

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

District average: 77% Special School District

How did people respond?

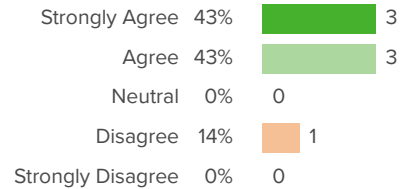
Q.1: I have the materials and resources to do my job effectively.



▼ 23 from last survey

Favorable: 57%

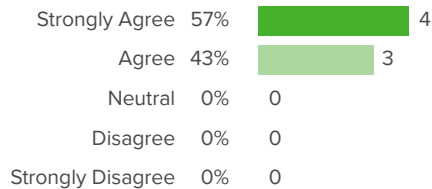
Q.2: My school/location is in good condition and well-maintained.



▲ 6 from last survey

Favorable: 86%

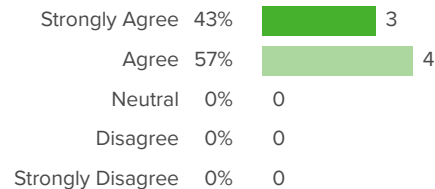
Q.3: I feel safe in my school/location.



▲ 0 from last survey

Favorable: 100%

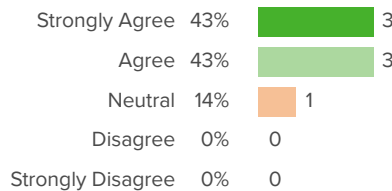
Q.4: I am aware of safety and security procedures at my school/location.



▲ 20 from last survey

Favorable: 100%

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



▼ 14 from last survey

Favorable: 86%



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)	14%	1
Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.)	14%	1
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	0%	0
Other	71%	5



South Technical

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



North Tech High School	71%		5
Northview High School	0%		0
South Tech High School	29%		2
Southview School	0%		0
Vocational Skills Program (VSP)	0%		0