



SSD of St. Louis (MO)

Staff Survey
Fall 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
Additional questions	76%	
Communicating results	82% ▲ 10 since last survey	
Communications	72% ▲ 6 since last survey	
Deia	65% ▲ 3 since last survey	
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	41% ▲ 3 since last survey	 20th - 39th percentile compared to others nationally
Mission and vision	73% ▲ 3 since last survey	
Overall engagement	78% ▲ 3 since last survey	
Professional Learning	47% ▲ 1 since last survey	 20th - 39th percentile compared to others nationally



School Climate

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

54%

▲ 3

since last survey

School Leadership

Perceptions of the school leadership's effectiveness.

58%

▲ 4

since last survey



40th - 59th percentile compared to others nationally

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

69%

▲ 4

since last survey



40th - 59th percentile compared to others nationally

Well-being

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

64%

▲ 1

since last survey



40th - 59th percentile compared to others nationally

Work environment

81%

▲ 4

since last survey

275 responses



Additional questions

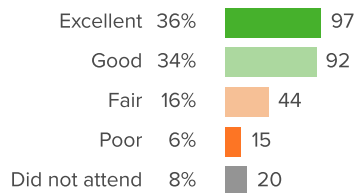
Your average

76%

275 responses

How did people respond?

Q.1: How would you rate your overall experience regarding the 2024 back-to-school convocation event, including the organization, content, and atmosphere?



Favorable: **76%**



Communicating results

Your average

82%

275 responses

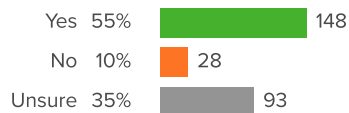
Change

▲ 10

since last survey

How did people respond?

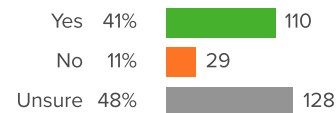
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▲ 10 from last survey

Favorable: **84%**

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



▲ 9 from last survey

Favorable: **79%**



Communications

Your average

72%

275 responses

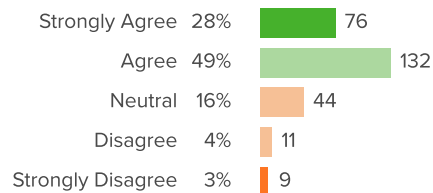
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▲ 6

since last survey

How did people respond?

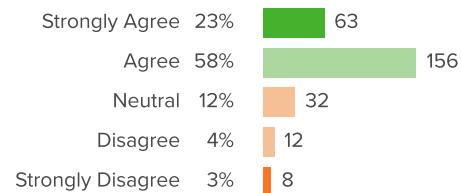
Q.1: My direct supervisor provides me with constructive feedback.



▲ 5 from last survey

Favorable: **76%**

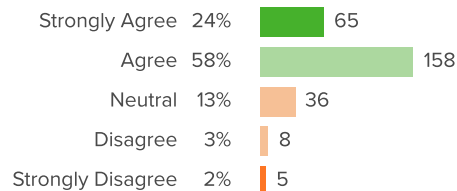
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 7 from last survey

Favorable: **81%**

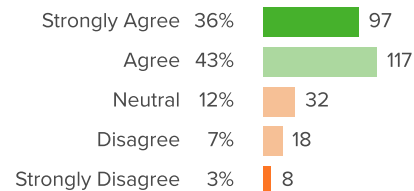
Q.3: I am aware of where and how I can direct a question or concern.



▲ 5 from last survey

Favorable: **82%**

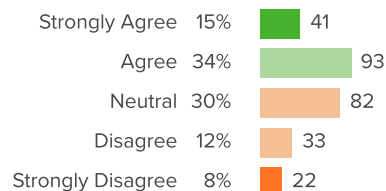
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 5 from last survey

Favorable: **79%**

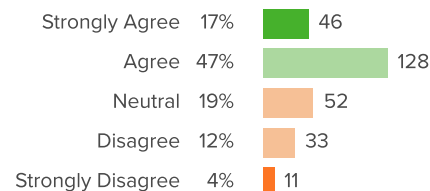
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 5 from last survey

Favorable: **49%**

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



▲ 10 from last survey

Favorable: **64%**



Deia

Your average

65%

275 responses

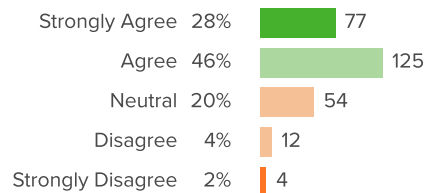
Change

▲ 3

since last survey

How did people respond?

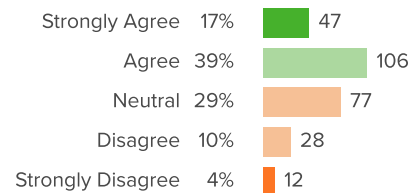
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ 2 from last survey

Favorable: **74%**

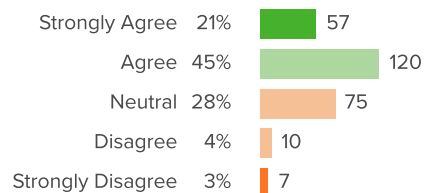
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ 7 from last survey

Favorable: **57%**

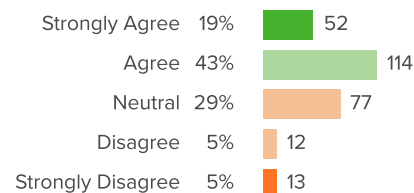
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 5 from last survey

Favorable: **66%**

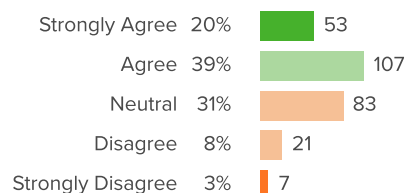
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▼ 4 from last survey

Favorable: **62%**

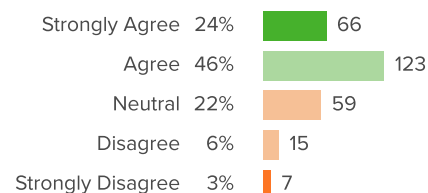
Q.5: I feel my background and identity are valued at SSD.



▲ 2 from last survey

Favorable: **59%**

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



▲ 6 from last survey

Favorable: **70%**



Feedback and Coaching

Your average

41%

275 responses

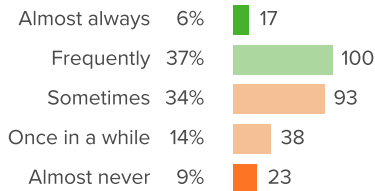
Change

▲ 3

since last survey

How did people respond?

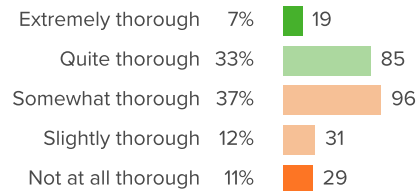
Q.1: How often do you receive feedback on your work?



▲ 4 from last survey

Favorable: **43%**

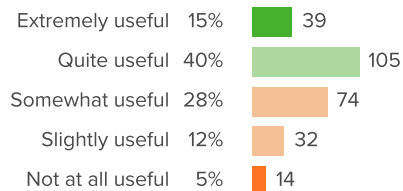
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 4 from last survey

Favorable: **40%**

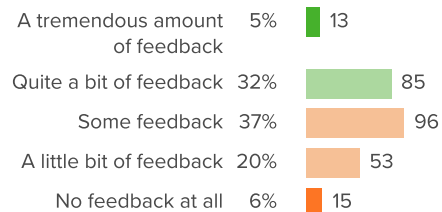
Q.3: How useful do you find the feedback you receive on your work?



▲ 4 from last survey

Favorable: **55%**

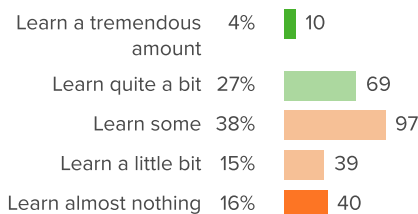
Q.4: How much feedback do you receive on your work?



▲ 6 from last survey

Favorable: **37%**

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



▼ 1 from last survey

Favorable: **31%**



Mission and vision

Your average

73%

275 responses

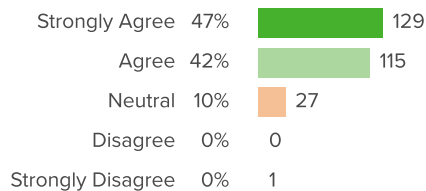
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▲ 3

since last survey

How did people respond?

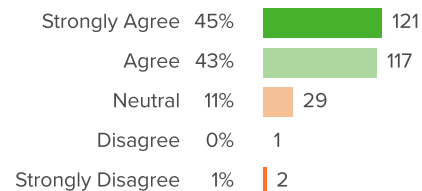
Q.1: I am familiar with and support the mission and vision of SSD.



▲ 0 from last survey

Favorable: **90%**

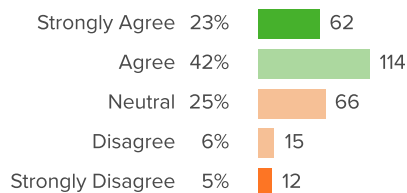
Q.2: The district's mission and vision are clearly defined.



▼ 1 from last survey

Favorable: **88%**

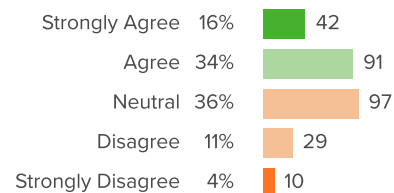
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 6 from last survey

Favorable: **65%**

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



▲ 8 from last survey

Favorable: **49%**



Overall engagement

Your average

78%

275 responses

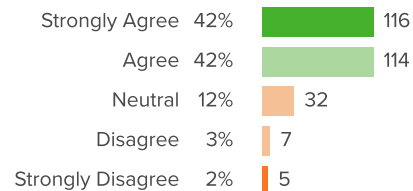
Change

▲ 3

since last survey

How did people respond?

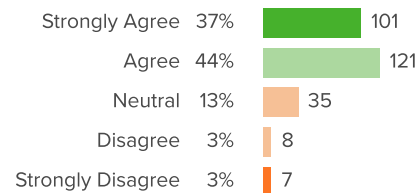
Q.1: I am proud to work for SSD.



▲ 1 from last survey

Favorable: **84%**

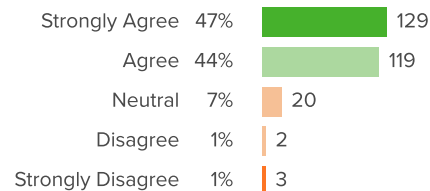
Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 4 from last survey

Favorable: **82%**

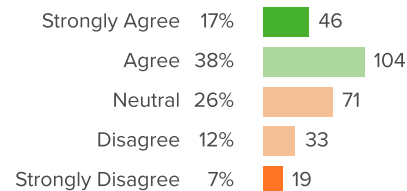
Q.3: I am engaged in my work.



▲ 3 from last survey

Favorable: **91%**

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



▲ 5 from last survey

Favorable: **55%**



Professional Learning

Your average

47%

275 responses

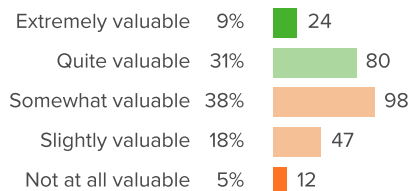
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▲ 1

since last survey

How did people respond?

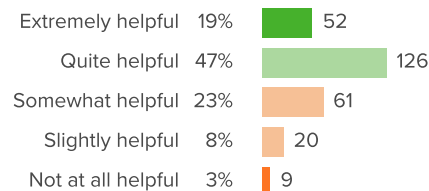
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 0 from last survey

Favorable: **40%**

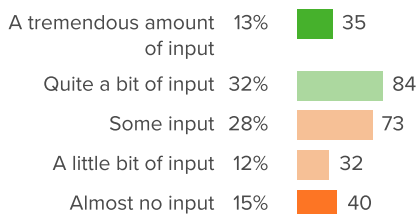
Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 0 from last survey

Favorable: **66%**

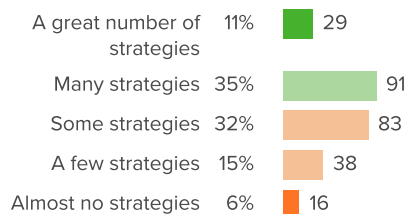
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 3 from last survey

Favorable: **45%**

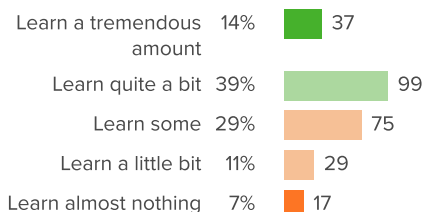
Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 2 from last survey

Favorable: **47%**

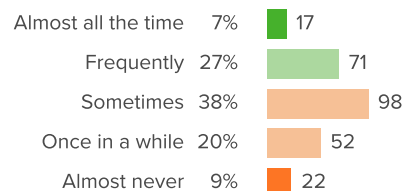
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 5 from last survey

Favorable: **53%**

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

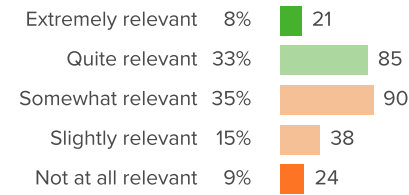


▲ 2 from last survey

Favorable: **34%**



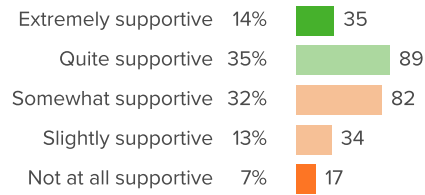
Q.7: How relevant have your professional development opportunities been to your work?



▼ 4 from last survey

Favorable: **41%**

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



▲ 1 from last survey

Favorable: **48%**



School Climate

Your average

54%

275 responses

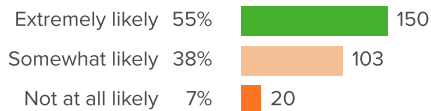
Change

▲ 3

since last survey

How did people respond?

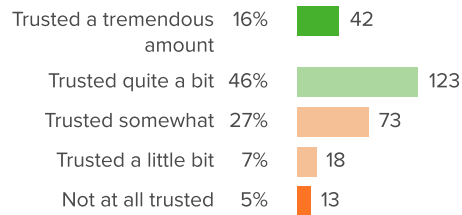
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 2 from last survey

Favorable: **55%**

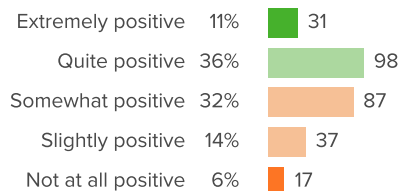
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 3 from last survey

Favorable: **61%**

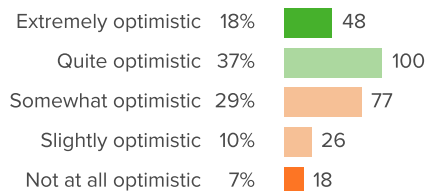
Q.3: How positive are the attitudes of your colleagues?



▲ 5 from last survey

Favorable: **48%**

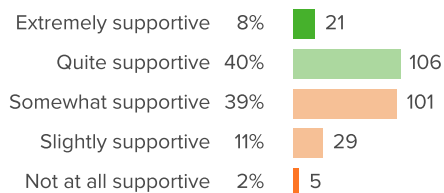
Q.4: How optimistic are you the future of Special School District?



▲ 3 from last survey

Favorable: **55%**

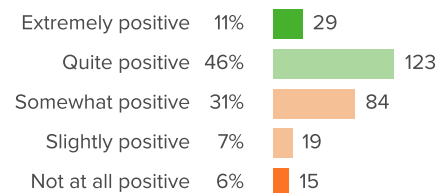
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 2 from last survey

Favorable: **48%**

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



▲ 6 from last survey

Favorable: **56%**



School Leadership

Your average

58%

275 responses

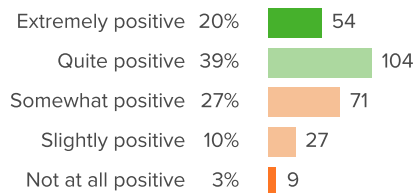
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▲ 4

since last survey

How did people respond?

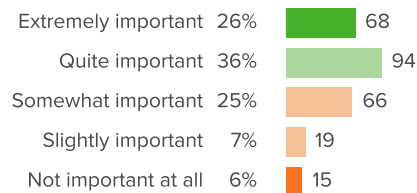
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 1 from last survey

Favorable: **60%**

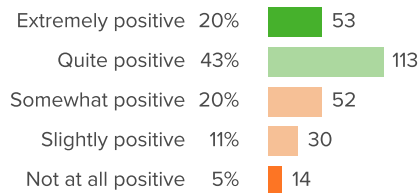
Q.2: For your school leaders, how important is staff satisfaction?



▲ 0 from last survey

Favorable: **62%**

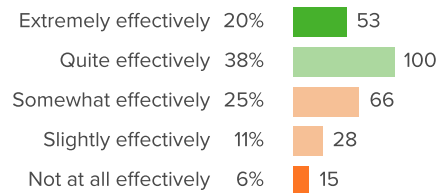
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 3 from last survey

Favorable: **63%**

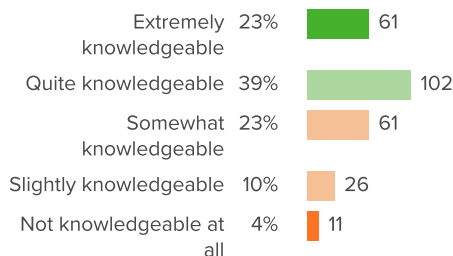
Q.4: How effectively do school leaders communicate important information to staff?



▲ 8 from last survey

Favorable: **58%**

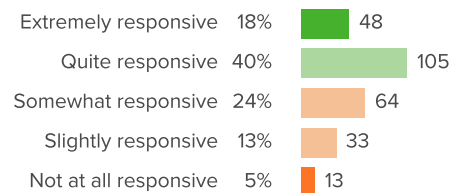
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▲ 4 from last survey

Favorable: **62%**

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

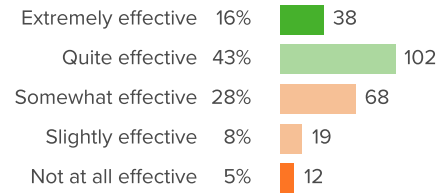


▲ 3 from last survey

Favorable: **58%**



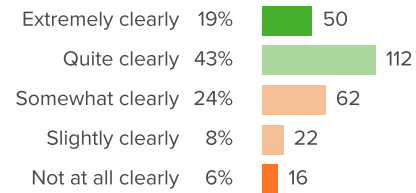
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 6 from last survey

Favorable: **59%**

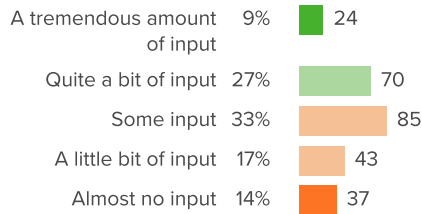
Q.8: How clearly do your school leaders identify their goals for the staff?



▲ 8 from last survey

Favorable: **62%**

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



▲ 2 from last survey

Favorable: **36%**



Staff-Leadership Relationships

Your average

69%

275 responses

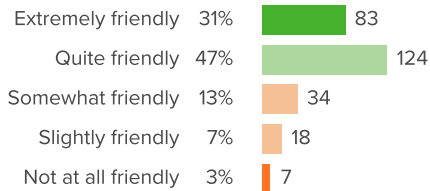
Change

▲ 4

since last survey

How did people respond?

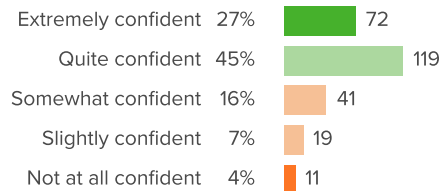
Q.1: How friendly are your school leaders toward you?



▲ 5 from last survey

Favorable: 78%

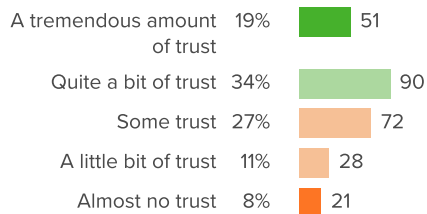
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 6 from last survey

Favorable: 73%

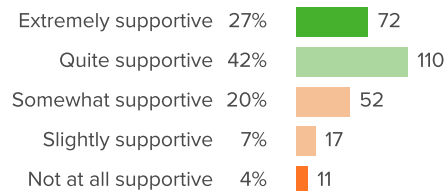
Q.3: How much trust exists between school leaders and staff?



▲ 3 from last survey

Favorable: 54%

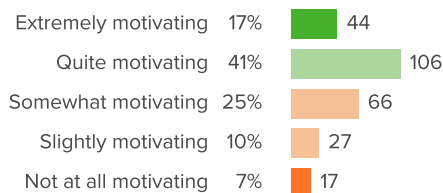
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 6 from last survey

Favorable: 69%

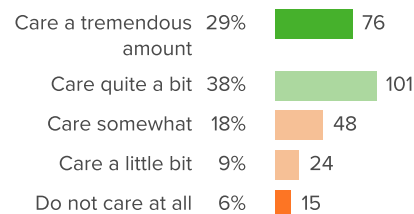
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 2 from last survey

Favorable: 58%

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

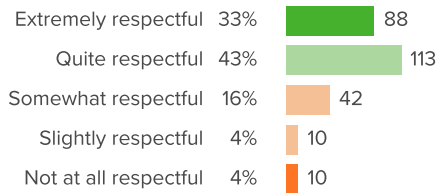


▲ 5 from last survey

Favorable: 67%



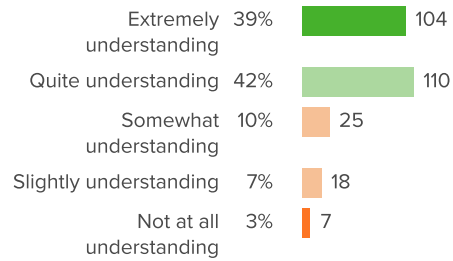
Q.7: How respectful are your school leaders towards you?



▲ 2 from last survey

Favorable: **76%**

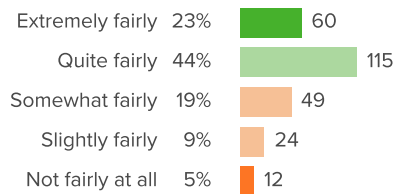
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▲ 6 from last survey

Favorable: **81%**

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



▲ 3 from last survey

Favorable: **67%**



Well-being

Your average

64%

275 responses

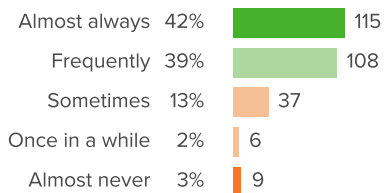
Change

▲ 1

since last survey

How did people respond?

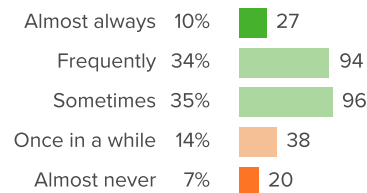
Q.1: During the past week, how often did you feel engaged at work?



▲ 1 from last survey

Favorable: **81%**

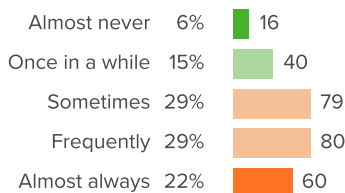
Q.2: During the past week, how often did you feel excited at work?



▲ 7 from last survey

Favorable: **79%**

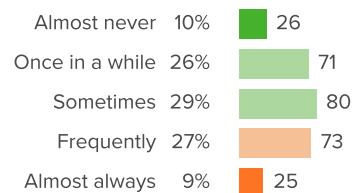
Q.3: During the past week, how often did you feel exhausted at work?



▼ 4 from last survey

Favorable: **20%**

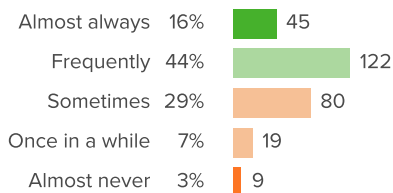
Q.4: During the past week, how often did you feel frustrated at work?



▼ 3 from last survey

Favorable: **64%**

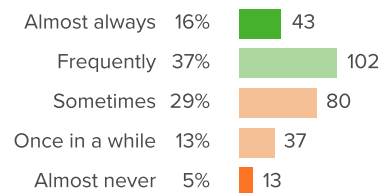
Q.5: During the past week, how often did you feel happy at work?



▲ 5 from last survey

Favorable: **61%**

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

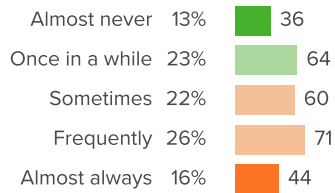


▲ 6 from last survey

Favorable: **53%**



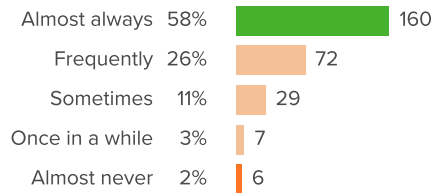
Q.7: During the past week, how often did you feel overwhelmed at work?



▼ 3 from last survey

Favorable: **36%**

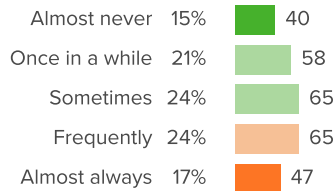
Q.8: During the past week, how often did you feel safe at work?



▲ 5 from last survey

Favorable: **58%**

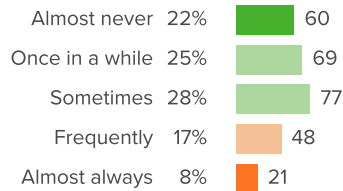
Q.9: During the past week, how often did you feel stressed out at work?



▼ 1 from last survey

Favorable: **59%**

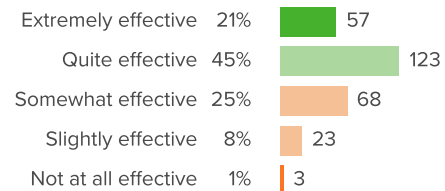
Q.10: During the past week, how often did you feel worried at work?



▼ 2 from last survey

Favorable: **75%**

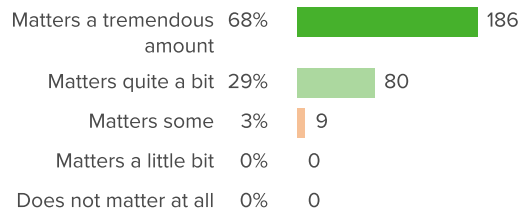
Q.11: How effective do you feel at your job right now?



▼ 1 from last survey

Favorable: **66%**

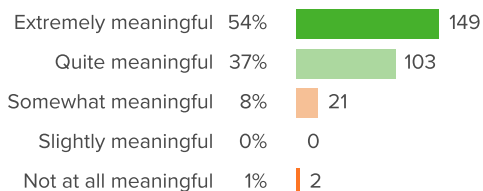
Q.12: How much does your work matter to you?



▲ 2 from last survey

Favorable: **97%**

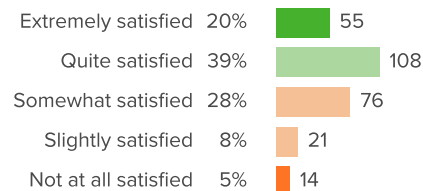
Q.13: How meaningful for you is the work that you do?



▼ 1 from last survey

Favorable: **92%**

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



▲ 1 from last survey

Favorable: **59%**



Work environment

Your average

81%

275 responses

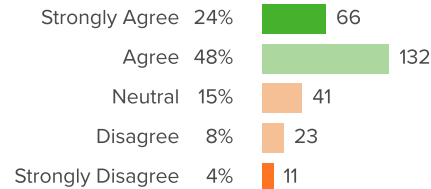
Change

▲ 4

since last survey

How did people respond?

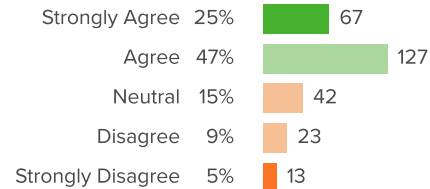
Q.1: I have the materials and resources to do my job effectively.



▼ 2 from last survey

Favorable: **73%**

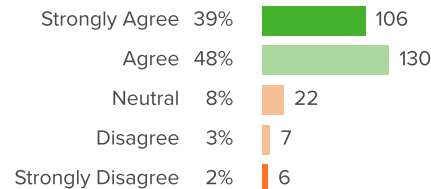
Q.2: My school/location is in good condition and well-maintained.



▲ 5 from last survey

Favorable: **71%**

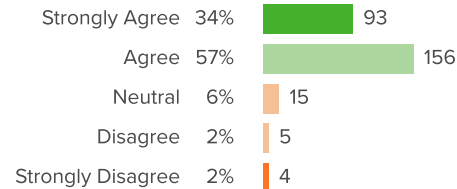
Q.3: I feel safe in my school/location.



▲ 5 from last survey

Favorable: **87%**

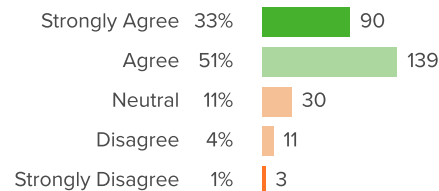
Q.4: I am aware of safety and security procedures at my school/location.



▲ 6 from last survey

Favorable: **91%**

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



▲ 7 from last survey

Favorable: **84%**



Background Questions

How did people respond? _____



Q.1: Location

Afton School District	0%	1
Bayless School District	1%	2
Brentwood School District	0%	1
Clayton School District	0%	0
Ferguson-Florissant School District	1%	3
Hancock Place School District	0%	1
Hazelwood School District	4%	10
Jennings School District	0%	1
Kirkwood School District	1%	3
Ladue School District	0%	1
Linbergh School District	2%	5
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	3%	7
Normandy School District	1%	2
Parkway School District	11%	28
Pattonville School District	1%	3
Ritenour School District	2%	4
Riverview Gardens School District	2%	5
Rockwood School District	5%	12
University City School District	1%	2
Valley Park School District	0%	0
Webster Groves School District	0%	1
Ackerman School	2%	5
Bridges Program	0%	0
Central Office	37%	91
Distribution Center	2%	4
Juvenile Detention Center (JDC)	0%	1
Learning Center	4%	9
Learning Center - Professional Learning	1%	3
Learning Center - ABA	2%	6
Litzsinger School	2%	5
Neuwoehner High School	2%	5

Q.2: Job type

Administrator (Managers, Area Coordinators, Directors, Chiefs)	37%	98
Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.)	32%	84
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	14%	37
Other	16%	43



SSD of St. Louis (MO)

"Fall 2024 2024-25 SSD Employee Engagement and Climate Survey, Staff Survey"



North Tech High School	2%	6
Northview High School	2%	6
South Tech High School	3%	7
Southview School	2%	4
Vocational Skills Program (VSP)	1%	2