



# South County Technical

Staff Survey  
Fall 2024



Report created by  
Panorama Education



## Summary

| Topic Description                                                                                     | Results                          | Comparison                                               |
|-------------------------------------------------------------------------------------------------------|----------------------------------|----------------------------------------------------------|
| Additional questions                                                                                  | 50%                              | 76% SSD of St. Louis (MO)<br>78% Special School District |
| Communicating results                                                                                 | 84%<br>▲ 46<br>since last survey | 82% SSD of St. Louis (MO)<br>80% Special School District |
| Communications                                                                                        | 73%<br>▲ 30<br>since last survey | 72% SSD of St. Louis (MO)<br>72% Special School District |
| Deia                                                                                                  | 70%<br>▲ 8<br>since last survey  | 65% SSD of St. Louis (MO)<br>64% Special School District |
| Feedback and Coaching<br>Perceptions of the amount and quality of feedback faculty and staff receive. | 56%<br>▲ 36<br>since last survey | 41% SSD of St. Louis (MO)<br>42% Special School District |
| Mission and vision                                                                                    | 95%<br>▲ 23<br>since last survey | 73% SSD of St. Louis (MO)<br>74% Special School District |
| Overall engagement                                                                                    | 90%<br>▲ 26<br>since last survey | 78% SSD of St. Louis (MO)<br>77% Special School District |
| Professional Learning                                                                                 | 33%<br>▲ 6<br>since last survey  | 47% SSD of St. Louis (MO)<br>47% Special School District |



## School Climate

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

57%

▲ 14

since last survey

54%

SSD of St. Louis (MO)

54%

Special School District

## School Leadership

Perceptions of the school leadership's effectiveness.

60%

▲ 27

since last survey

58%

SSD of St. Louis (MO)

58%

Special School District

## Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

69%

▲ 31

since last survey

69%

SSD of St. Louis (MO)

70%

Special School District

## Well-being

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

77%

▲ 10

since last survey

64%

SSD of St. Louis (MO)

64%

Special School District

## Work environment

76%

▼ 10

since last survey

81%

SSD of St. Louis (MO)

81%

Special School District

5 responses



## Additional questions

Your average

**50%**

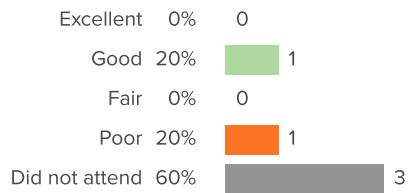
5 responses

Client average: **76%** SSD of St. Louis (MO)

District average: **78%** Special School District

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: **50%**



## Communicating results

Your average

**84%**

5 responses

Change

**▲ 46**

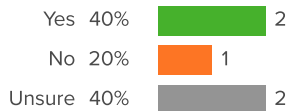
since last survey

Client average: **82%** SSD of St. Louis (MO)

District average: **80%** Special School District

How did people respond?

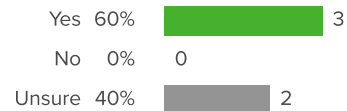
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ **8** from last survey

Favorable: **67%**

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



▲ **100** from last survey

Favorable: **100%**



## Communications

Your average

**73%**

5 responses

Change

**▲ 30**

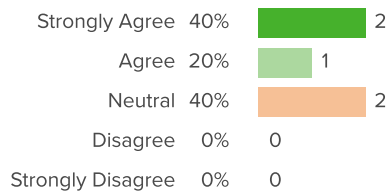
since last survey

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

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

How did people respond?

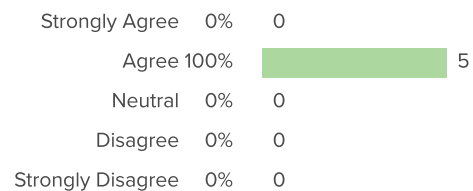
**Q.1: My direct supervisor provides me with constructive feedback.**



▲ 17 from last survey

Favorable: **60%**

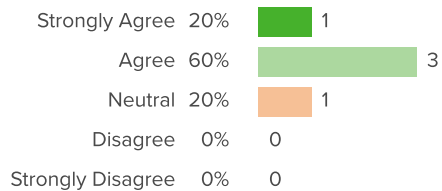
**Q.2: I receive adequate and timely information about district news and initiatives.**



▲ 29 from last survey

Favorable: **100%**

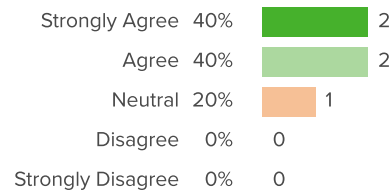
**Q.3: I am aware of where and how I can direct a question or concern.**



▲ 23 from last survey

Favorable: **80%**

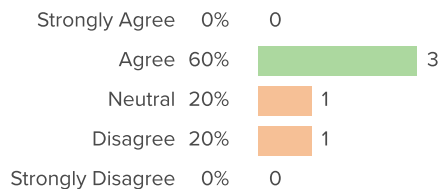
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▲ 37 from last survey

Favorable: **80%**

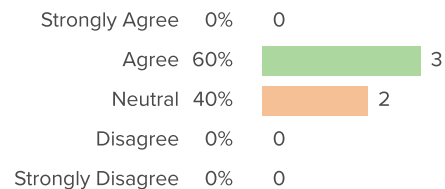
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▲ 46 from last survey

Favorable: **60%**

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



▲ 31 from last survey

Favorable: **60%**



## Deia

Your average

70%

5 responses

Change

▲ 8

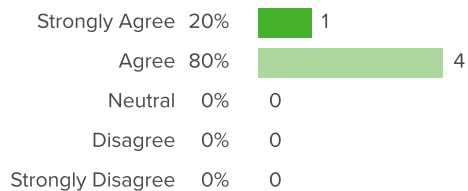
since last survey

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

District average: 64% Special School District

### How did people respond?

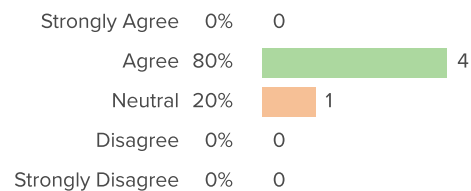
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ 14 from last survey

Favorable: 100%

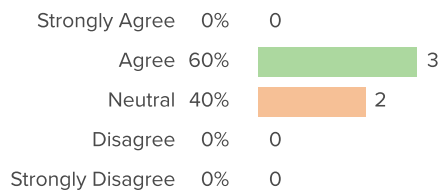
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▲ 37 from last survey

Favorable: 80%

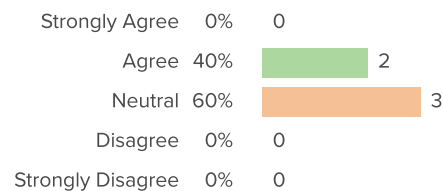
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▲ 3 from last survey

Favorable: 60%

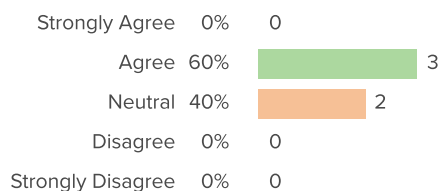
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▼ 3 from last survey

Favorable: 40%

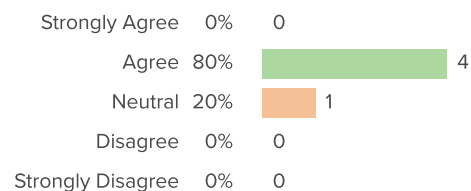
**Q.5: I feel my background and identity are valued at SSD.**



▼ 11 from last survey

Favorable: 60%

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



▲ 9 from last survey

Favorable: 80%



## Feedback and Coaching

Your average

**56%**

5 responses

Change

**▲ 36**

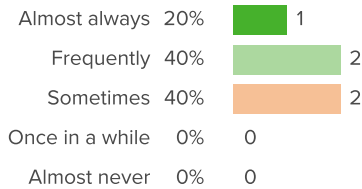
since last survey

Client average: **41%** SSD of St. Louis (MO)

District average: **42%** Special School District

How did people respond?

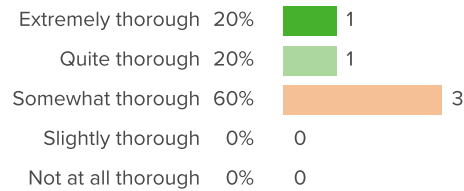
**Q.1: How often do you receive feedback on your work?**



▲ 31 from last survey

Favorable: **60%**

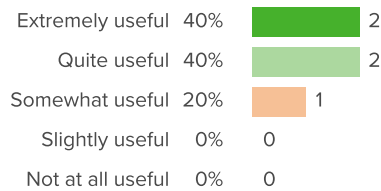
**Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?**



▲ 26 from last survey

Favorable: **40%**

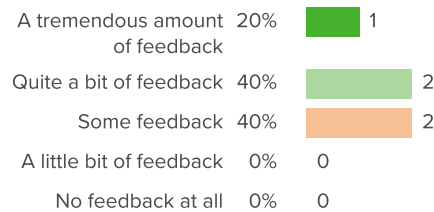
**Q.3: How useful do you find the feedback you receive on your work?**



▲ 66 from last survey

Favorable: **80%**

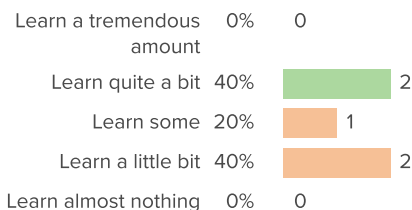
**Q.4: How much feedback do you receive on your work?**



▲ 46 from last survey

Favorable: **60%**

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



▲ 11 from last survey

Favorable: **40%**



## Mission and vision

Your average

**95%**

5 responses

Change

**▲ 23**

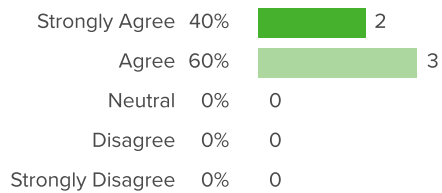
since last survey

Client average: **73%** SSD of St. Louis (MO)

District average: **74%** Special School District

How did people respond?

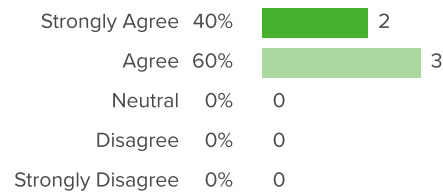
**Q.1: I am familiar with and support the mission and vision of SSD.**



▲ **14** from last survey

Favorable: **100%**

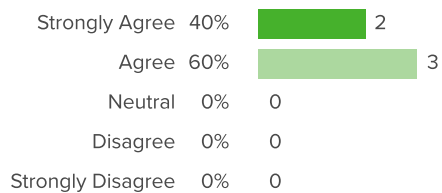
**Q.2: The district's mission and vision are clearly defined.**



▲ **0** from last survey

Favorable: **100%**

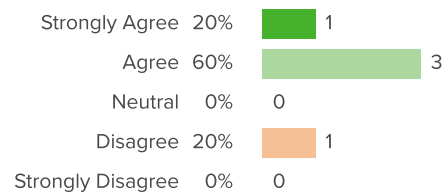
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▲ **29** from last survey

Favorable: **100%**

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



▲ **51** from last survey

Favorable: **80%**



## Overall engagement

Your average

**90%**

5 responses

Change

**▲ 26**

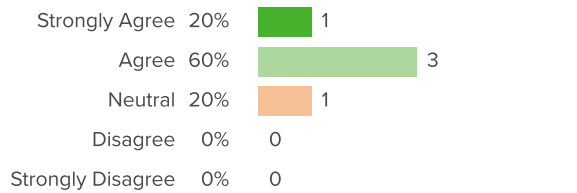
since last survey

Client average: **78%** SSD of St. Louis (MO)

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

### How did people respond?

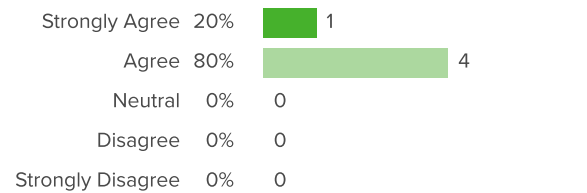
#### Q.1: I am proud to work for SSD.



▼ 6 from last survey

Favorable: **80%**

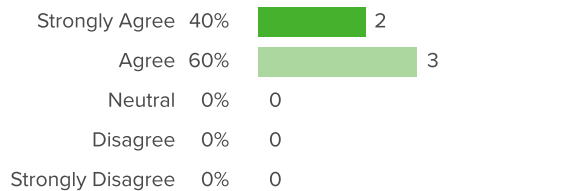
#### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 29 from last survey

Favorable: **100%**

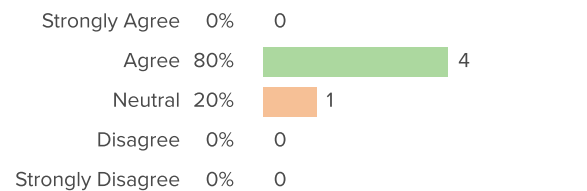
#### Q.3: I am engaged in my work.



▲ 14 from last survey

Favorable: **100%**

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



▲ 66 from last survey

Favorable: **80%**



## Professional Learning

Your average

**33%**

5 responses

Change

**▲ 6**

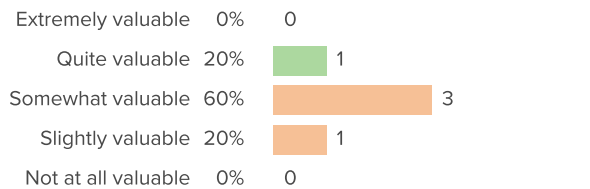
since last survey

Client average: **47%** SSD of St. Louis (MO)

District average: **47%** Special School District

How did people respond?

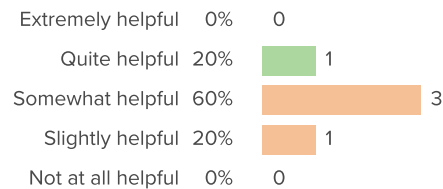
**Q.1: At your school, how valuable are the available professional development opportunities?**



▲ 6 from last survey

Favorable: **20%**

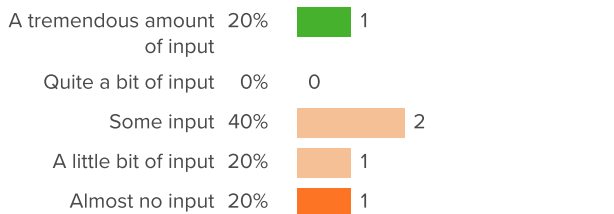
**Q.2: How helpful are your colleagues' ideas for improving your work?**



▼ 37 from last survey

Favorable: **20%**

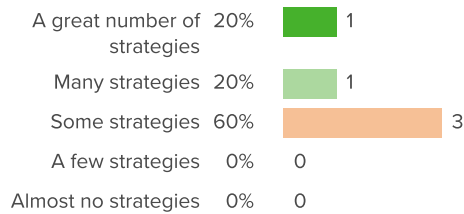
**Q.3: How much input do you have into individualizing your own professional development opportunities?**



▼ 9 from last survey

Favorable: **20%**

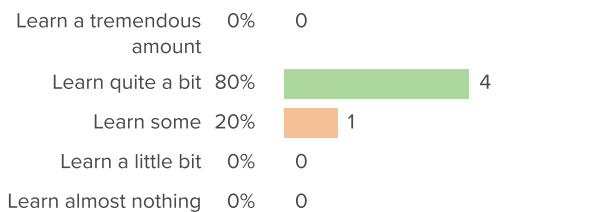
**Q.4: Through working at your school, how many new strategies for your job have you learned?**



▼ 3 from last survey

Favorable: **40%**

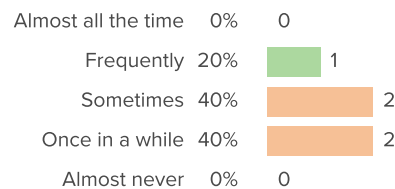
**Q.5: Overall, how much do you learn from the leaders at your school?**



▲ 66 from last survey

Favorable: **80%**

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

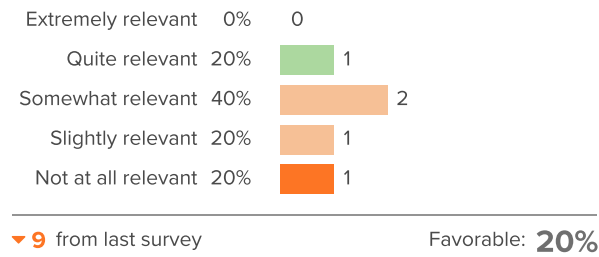


▲ 6 from last survey

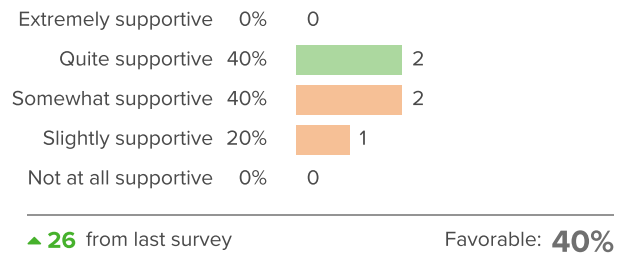
Favorable: **20%**



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



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





## School Climate

Your average

**57%**

5 responses

Change

**▲ 14**

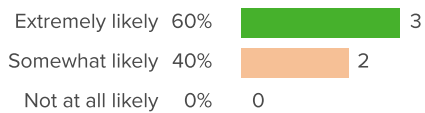
since last survey

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

District average: **54%** Special School District

How did people respond?

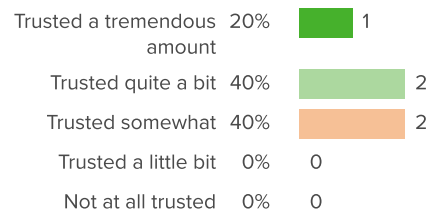
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▲ 17 from last survey

Favorable: **60%**

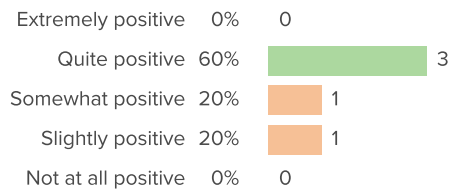
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 17 from last survey

Favorable: **60%**

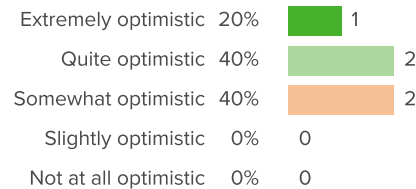
**Q.3: How positive are the attitudes of your colleagues?**



▲ 17 from last survey

Favorable: **60%**

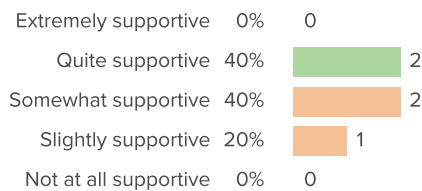
**Q.4: How optimistic are you the future of Special School District?**



▲ 3 from last survey

Favorable: **60%**

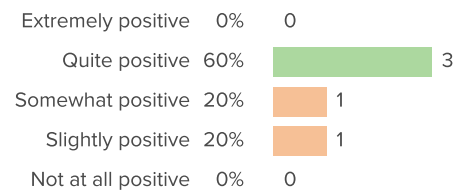
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ 3 from last survey

Favorable: **40%**

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



▲ 31 from last survey

Favorable: **60%**



## School Leadership

Your average

**60%**

5 responses

Change

**▲ 27**

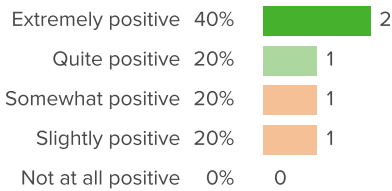
since last survey

Client average: **58%** SSD of St. Louis (MO)

District average: **58%** Special School District

### How did people respond?

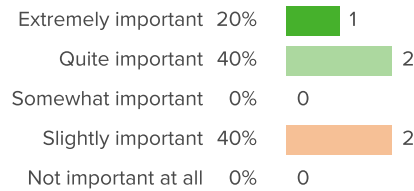
**Q.1: How positive is the tone that school leaders set for the culture of the school?**



▲ 31 from last survey

Favorable: **60%**

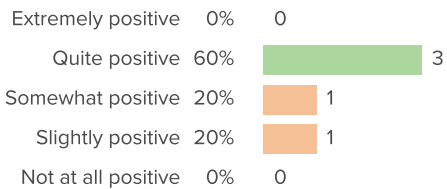
**Q.2: For your school leaders, how important is staff satisfaction?**



▲ 17 from last survey

Favorable: **60%**

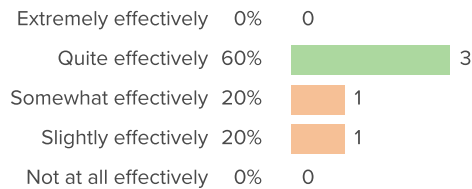
**Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?**



▲ 17 from last survey

Favorable: **60%**

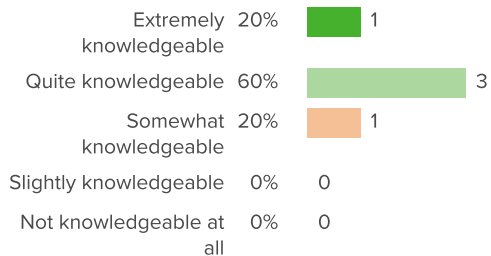
**Q.4: How effectively do school leaders communicate important information to staff?**



▲ 31 from last survey

Favorable: **60%**

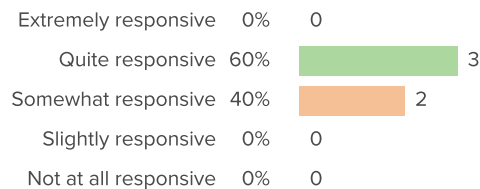
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



▲ 37 from last survey

Favorable: **80%**

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

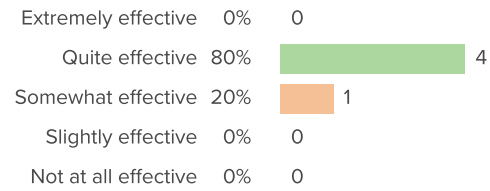


▲ 27 from last survey

Favorable: **60%**



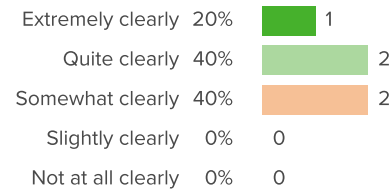
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▲ 51 from last survey

Favorable: 80%

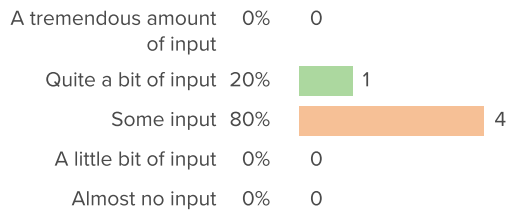
**Q.8: How clearly do your school leaders identify their goals for the staff?**



▲ 31 from last survey

Favorable: 60%

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



▲ 3 from last survey

Favorable: 20%



## Staff-Leadership Relationships

Your average

**69%**

5 responses

Change

**▲ 31**

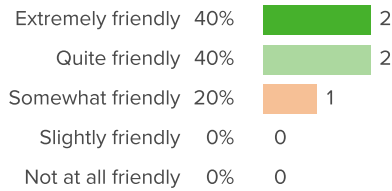
since last survey

Client average: **69%** SSD of St. Louis (MO)

District average: **70%** Special School District

How did people respond?

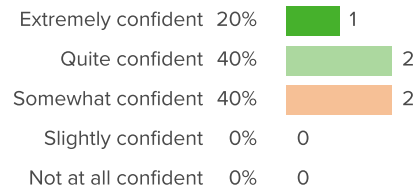
**Q.1: How friendly are your school leaders toward you?**



▲ **37** from last survey

Favorable: **80%**

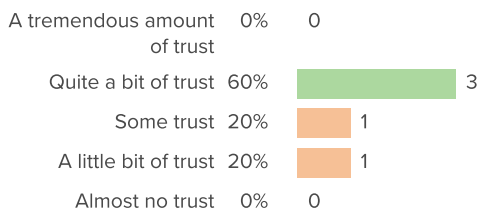
**Q.2: How confident are you that your school leaders have the best interests of the school in mind?**



▲ **17** from last survey

Favorable: **60%**

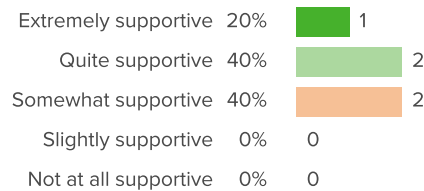
**Q.3: How much trust exists between school leaders and staff?**



▲ **31** from last survey

Favorable: **60%**

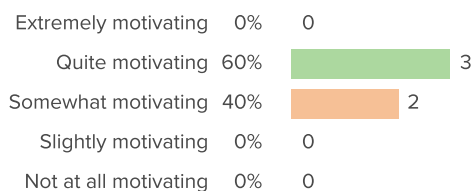
**Q.4: When you face challenges at work, how supportive are your school leaders?**



▲ **17** from last survey

Favorable: **60%**

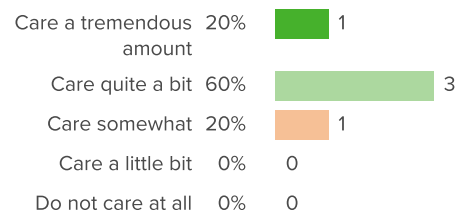
**Q.5: At your school, how motivating do you find working with the leadership team?**



▲ **31** from last survey

Favorable: **60%**

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

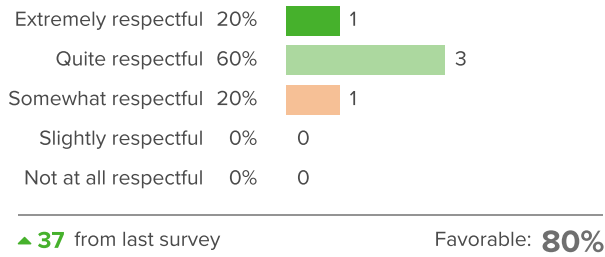


▲ **37** from last survey

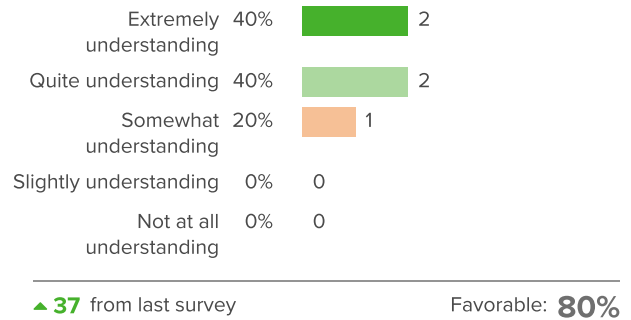
Favorable: **80%**



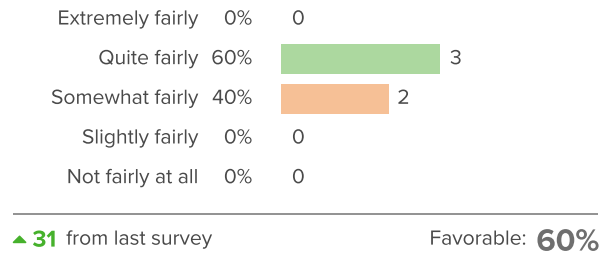
**Q.7: How respectful are your school leaders towards you?**



**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

**77%**

5 responses

Change

**▲ 10**

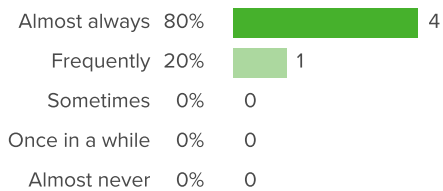
since last survey

Client average: **64%** SSD of St. Louis (MO)

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

### How did people respond?

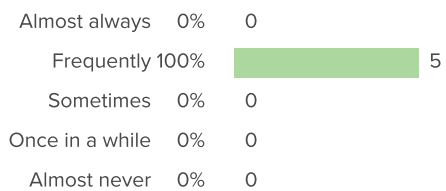
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 43 from last survey

Favorable: **100%**

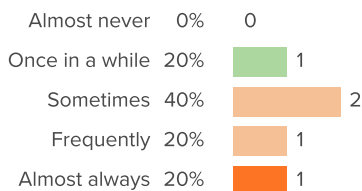
**Q.2: During the past week, how often did you feel excited at work?**



▲ 14 from last survey

Favorable: **100%**

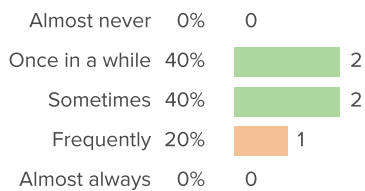
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 23 from last survey

Favorable: **20%**

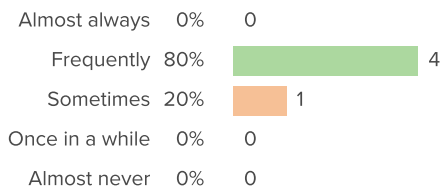
**Q.4: During the past week, how often did you feel frustrated at work?**



▲ 23 from last survey

Favorable: **80%**

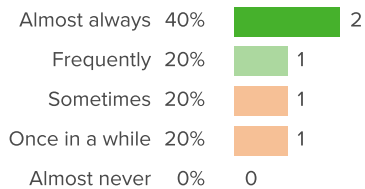
**Q.5: During the past week, how often did you feel happy at work?**



▲ 9 from last survey

Favorable: **80%**

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

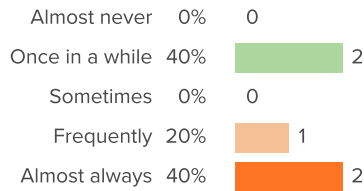


▲ 17 from last survey

Favorable: **60%**



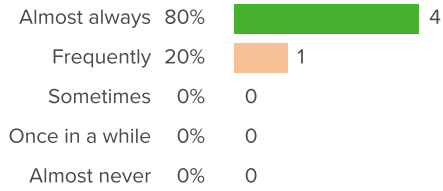
**Q.7: During the past week, how often did you feel overwhelmed at work?**



▼ 3 from last survey

Favorable: **40%**

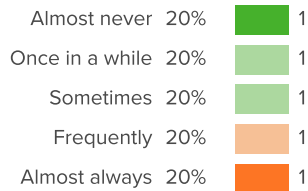
**Q.8: During the past week, how often did you feel safe at work?**



▼ 6 from last survey

Favorable: **80%**

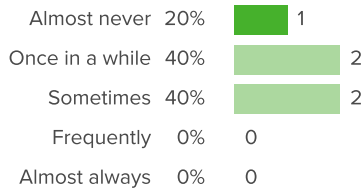
**Q.9: During the past week, how often did you feel stressed out at work?**



▲ 3 from last survey

Favorable: **60%**

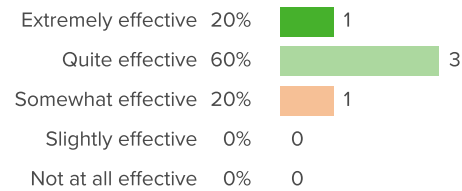
**Q.10: During the past week, how often did you feel worried at work?**



▲ 14 from last survey

Favorable: **100%**

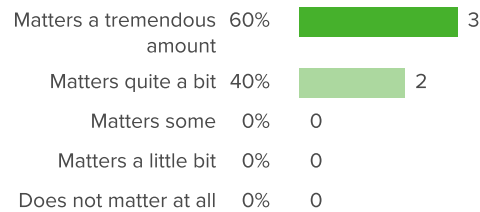
**Q.11: How effective do you feel at your job right now?**



▲ 23 from last survey

Favorable: **80%**

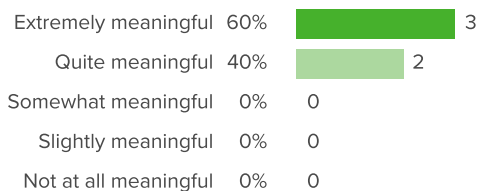
**Q.12: How much does your work matter to you?**



▲ 0 from last survey

Favorable: **100%**

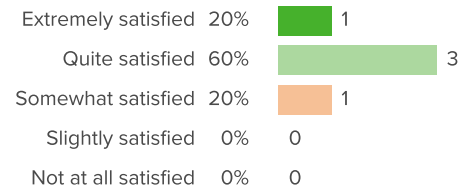
**Q.13: How meaningful for you is the work that you do?**



▲ 0 from last survey

Favorable: **100%**

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



▲ 23 from last survey

Favorable: **80%**



## Work environment

Your average

**76%**

5 responses

Change

▼ **10**

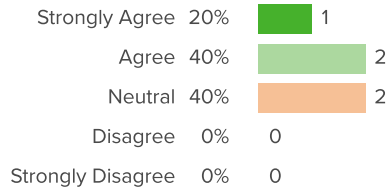
since last survey

Client average: **81%** SSD of St. Louis (MO)

District average: **81%** Special School District

How did people respond?

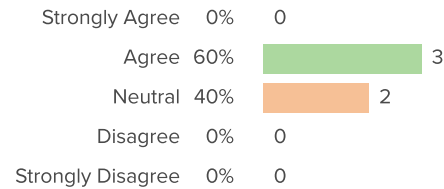
**Q.1: I have the materials and resources to do my job effectively.**



▲ **3** from last survey

Favorable: **60%**

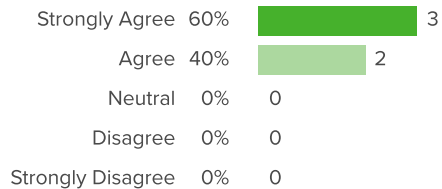
**Q.2: My school/location is in good condition and well-maintained.**



▼ **26** from last survey

Favorable: **60%**

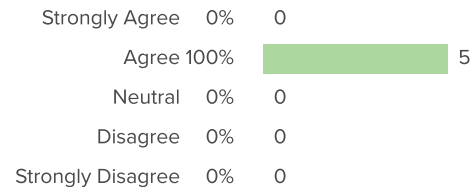
**Q.3: I feel safe in my school/location.**



▲ **0** from last survey

Favorable: **100%**

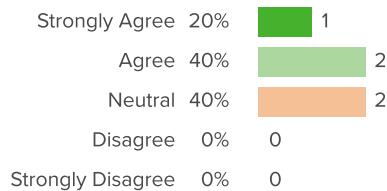
**Q.4: I am aware of safety and security procedures at my school/location.**



▲ **0** from last survey

Favorable: **100%**

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



▼ **26** from last survey

Favorable: **60%**



## Background Questions

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



**Q.1: Location**

|                                            |    |   |
|--------------------------------------------|----|---|
| Afton 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)                                                   | 25% | <div></div> | 1 |
| Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.) | 25% | <div></div> | 1 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)      | 0%  | <div></div> | 0 |
| Other                                                                                                            | 50% | <div></div> | 2 |



|                                 |      |   |
|---------------------------------|------|---|
| North Tech High School          | 0%   | 0 |
| Northview High School           | 0%   | 0 |
| South Tech High School          | 100% | 5 |
| Southview School                | 0%   | 0 |
| Vocational Skills Program (VSP) | 0%   | 0 |