



SSD of St. Louis (MO)

Staff Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
Communicating results	72% ▼ 10 since last survey	
Communications	70% ▼ 2 since last survey	
Deia	66% ▲ 1 since last survey	
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	43% ▲ 2 since last survey	 20th - 39th percentile compared to others nationally
Mission and vision	70% ▼ 3 since last survey	
Overall engagement	77% ▼ 1 since last survey	
Professional Learning	48% ▲ 1 since last survey	 40th - 59th percentile compared to others nationally



School Climate

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

53%

▼ 1

since last survey

School Leadership

Perceptions of the school leadership's effectiveness.

59%

▲ 1

since last survey



40th - 59th percentile compared to others nationally

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

69%

0

since last survey



40th - 59th percentile compared to others nationally

Well-being

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

66%

▲ 2

since last survey



40th - 59th percentile compared to others nationally

Work environment

81%

0

since last survey

242 responses



Communicating results

Your average

72%

242 responses

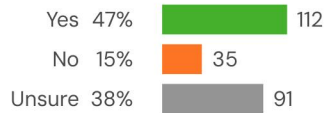
Change

▼ **10**

since last survey

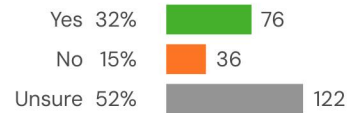
How did people respond?

Q.1: The SSD Employee Engagement Survey was last administered in Fall 2024. Were the results shared with you?



Favorable: **76%**

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



▼ **11** from last survey

Favorable: **68%**



Communications

Your average

70%

242 responses

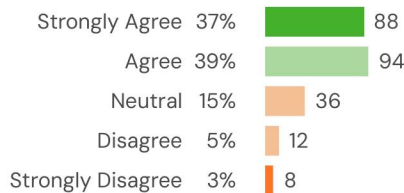
Change

▼ 2

since last survey

How did people respond?

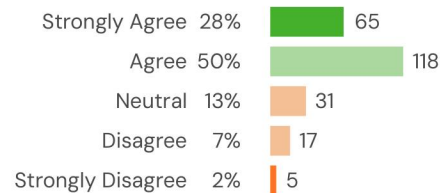
Q.1: My direct supervisor provides me with constructive feedback.



▲ 0 from last survey

Favorable: **76%**

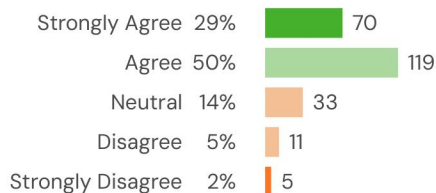
Q.2: I receive adequate and timely information about district news and initiatives.



▼ 3 from last survey

Favorable: **78%**

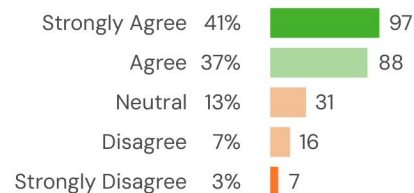
Q.3: I am aware of where and how I can direct a question or concern.



▼ 3 from last survey

Favorable: **79%**

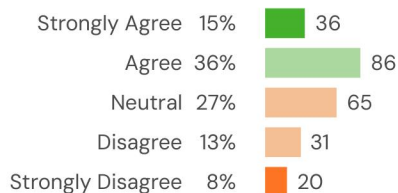
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 2 from last survey

Favorable: **77%**

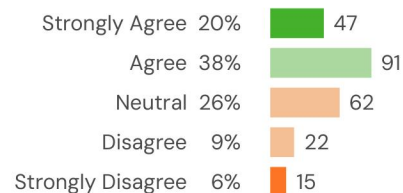
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 2 from last survey

Favorable: **51%**

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



▼ 6 from last survey

Favorable: **58%**



Deia

Your average

66%

242 responses

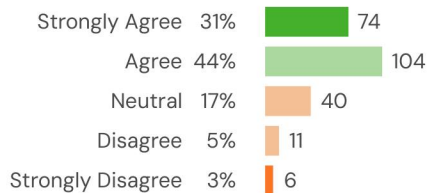
Change

▲ 1

since last survey

How did people respond?

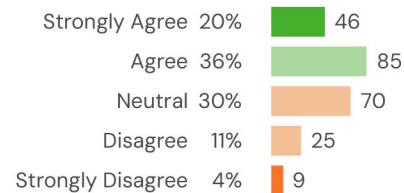
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 2 from last survey

Favorable: 76%

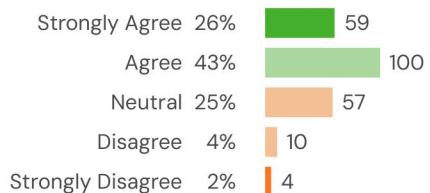
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 1 from last survey

Favorable: 56%

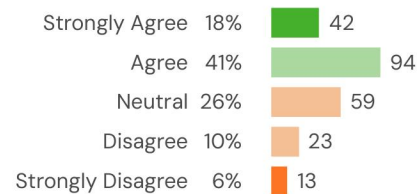
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 3 from last survey

Favorable: 69%

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

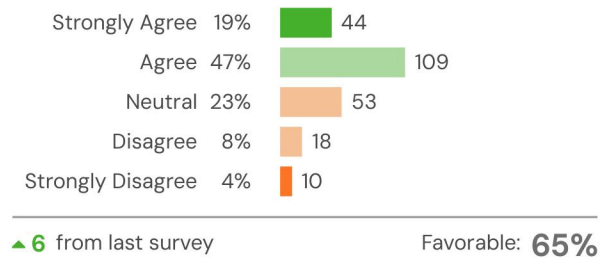


▼ 3 from last survey

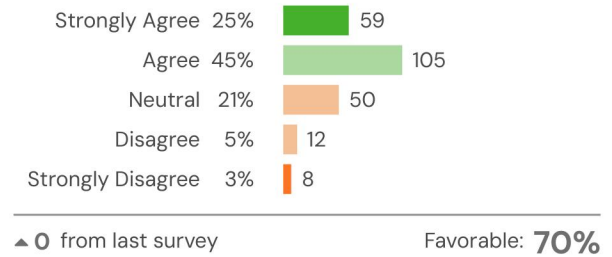
Favorable: 59%



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



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





Feedback and Coaching

Your average

43%

242 responses

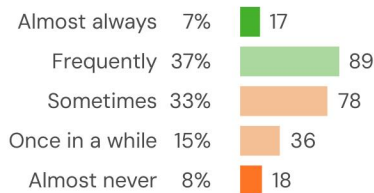
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▲ 2

since last survey

How did people respond?

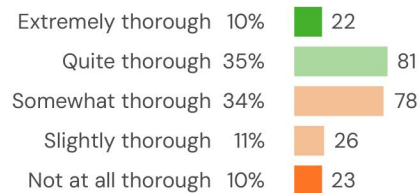
Q.1: How often do you receive feedback on your work?



▲ 2 from last survey

Favorable: **45%**

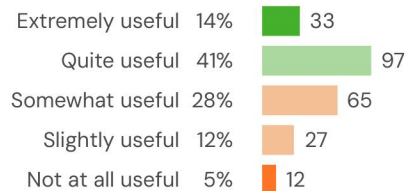
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 5 from last survey

Favorable: **45%**

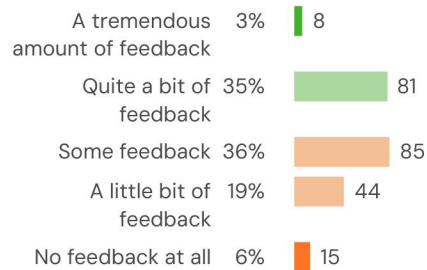
Q.3: How useful do you find the feedback you receive on your work?



▲ 1 from last survey

Favorable: **56%**

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

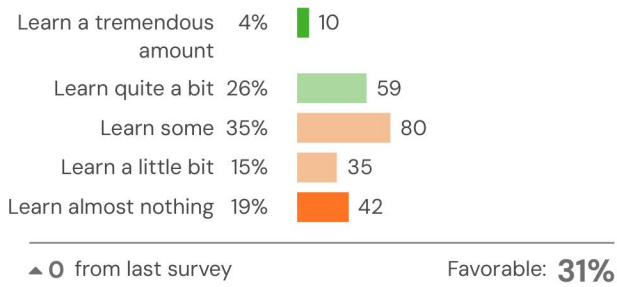


▲ 1 from last survey

Favorable: **38%**



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





Mission and vision

Your average

70%

242 responses

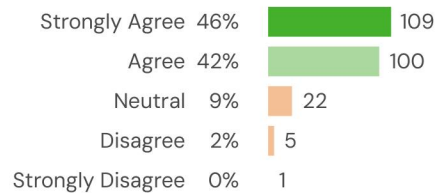
Change

▼ 3

since last survey

How did people respond?

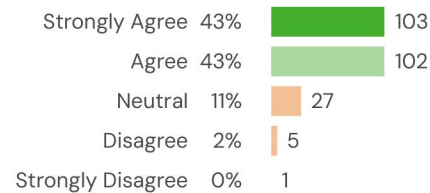
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 2 from last survey

Favorable: **88%**

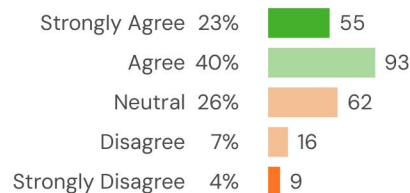
Q.2: The district's mission and vision are clearly defined.



▼ 2 from last survey

Favorable: **86%**

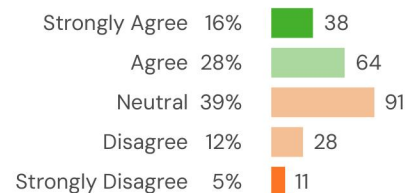
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 2 from last survey

Favorable: **63%**

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



▼ 5 from last survey

Favorable: **44%**



Overall engagement

Your average

77%

242 responses

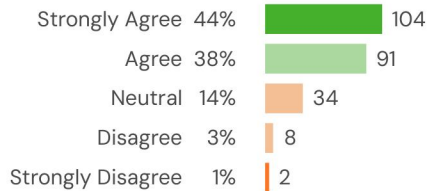
Change

▼ **1**

since last survey

How did people respond?

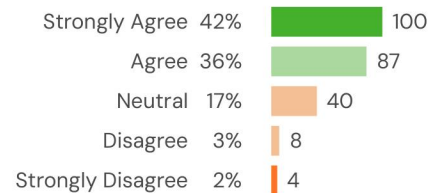
Q.1: I am proud to work for SSD.



▼ **2** from last survey

Favorable: **82%**

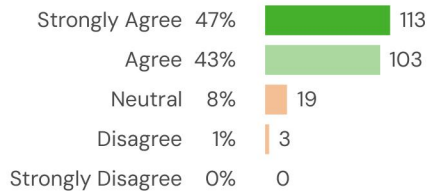
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ **4** from last survey

Favorable: **78%**

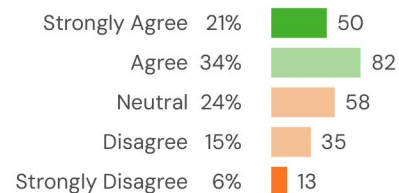
Q.3: I am engaged in my work.



▲ **0** from last survey

Favorable: **91%**

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



▲ **0** from last survey

Favorable: **55%**



Professional Learning

Your average

48%

242 responses

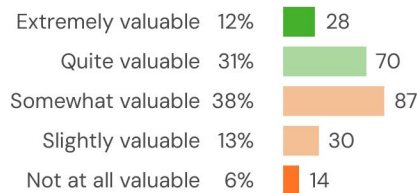
Change

▲ 1

since last survey

How did people respond?

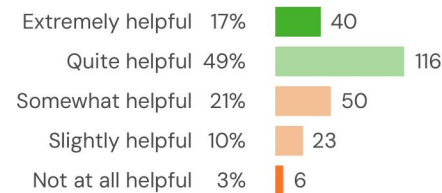
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 3 from last survey

Favorable: **43%**

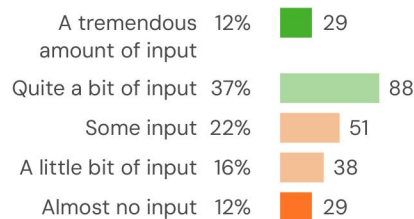
Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 0 from last survey

Favorable: **66%**

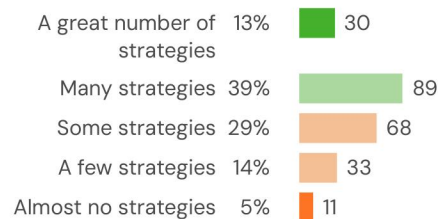
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 5 from last survey

Favorable: **50%**

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

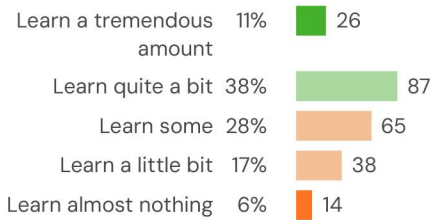


▲ 5 from last survey

Favorable: **52%**



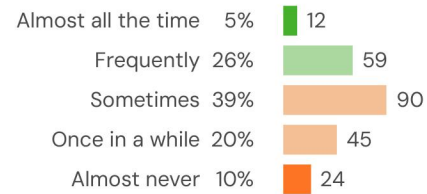
Q.5: Overall, how much do you learn from the leaders at your school?



▼ 4 from last survey

Favorable: **49%**

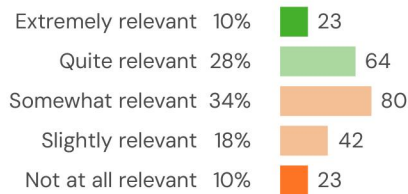
Q.6: How often do your professional development opportunities help you explore new ideas?



▼ 3 from last survey

Favorable: **31%**

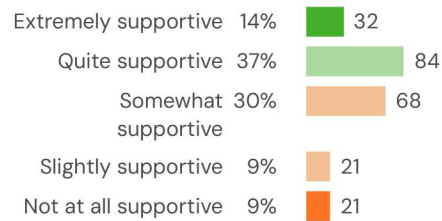
Q.7: How relevant have your professional development opportunities been to your work?



▼ 3 from last survey

Favorable: **38%**

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



▲ 3 from last survey

Favorable: **51%**



School Climate

Your average

53%

242 responses

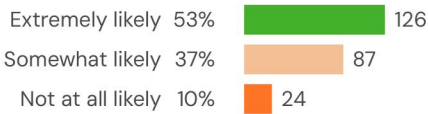
Change

▼ **1**

since last survey

How did people respond?

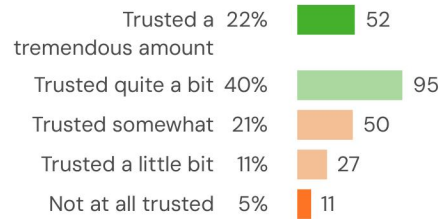
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ **2** from last survey

Favorable: **53%**

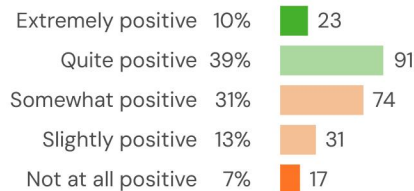
Q.2: To what extent are staff trusted to work in the way they think is best?



▲ **2** from last survey

Favorable: **63%**

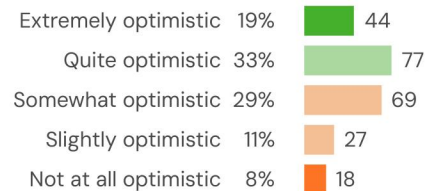
Q.3: How positive are the attitudes of your colleagues?



▲ **0** from last survey

Favorable: **48%**

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

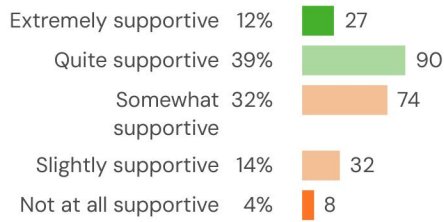


▼ **4** from last survey

Favorable: **51%**



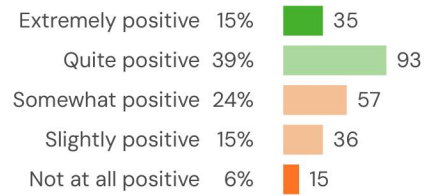
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 3 from last survey

Favorable: **51%**

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



▼ 2 from last survey

Favorable: **54%**



School Leadership

Your average

59%

242 responses

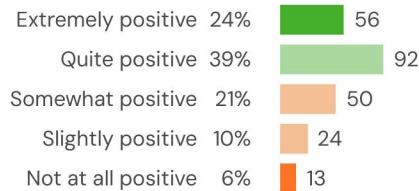
Change

▲ 1

since last survey

How did people respond?

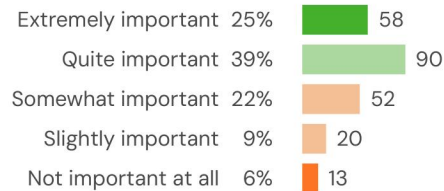
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 3 from last survey

Favorable: **63%**

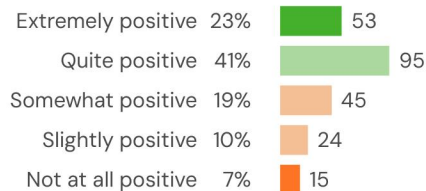
Q.2: For your school leaders, how important is staff satisfaction?



▲ 2 from last survey

Favorable: **64%**

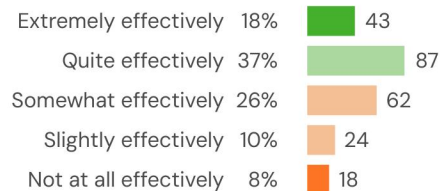
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 1 from last survey

Favorable: **64%**

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

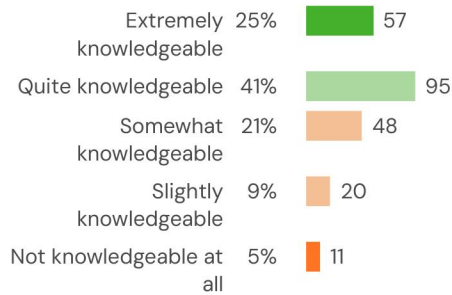


▼ 2 from last survey

Favorable: **56%**



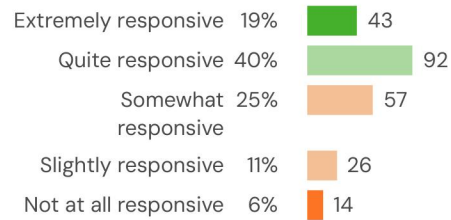
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▲ 4 from last survey

Favorable: **66%**

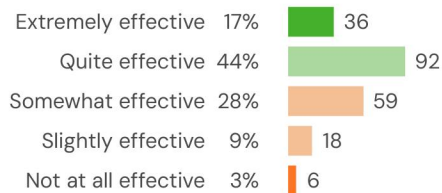
Q.6: How responsive are school leaders to your feedback?



▲ 0 from last survey

Favorable: **58%**

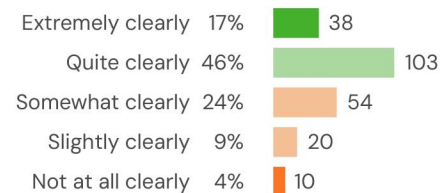
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 2 from last survey

Favorable: **61%**

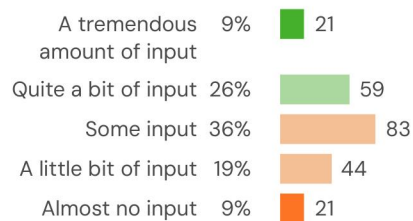
Q.8: How clearly do your school leaders identify their goals for the staff?



▲ 1 from last survey

Favorable: **63%**

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



▼ 1 from last survey

Favorable: **35%**



Staff-Leadership Relationships

Your average

69%

242 responses

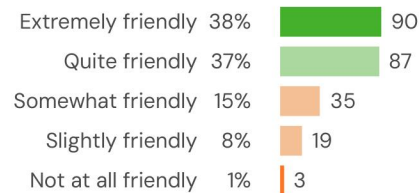
Change

0

since last survey

How did people respond?

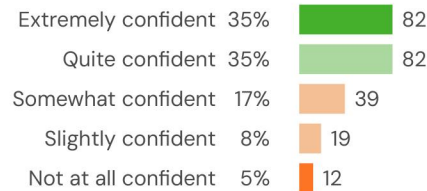
Q.1: How friendly are your school leaders toward you?



▼ 2 from last survey

Favorable: **76%**

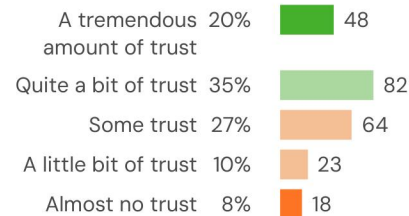
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 3 from last survey

Favorable: **70%**

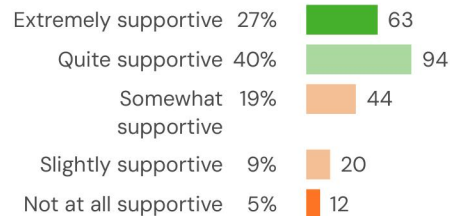
Q.3: How much trust exists between school leaders and staff?



▲ 1 from last survey

Favorable: **55%**

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

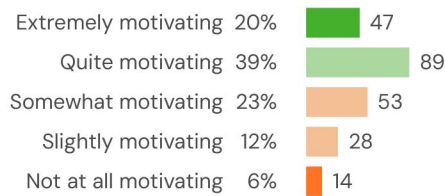


▼ 2 from last survey

Favorable: **67%**



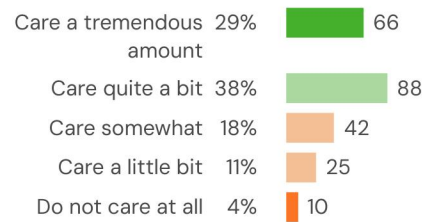
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 1 from last survey

Favorable: **59%**

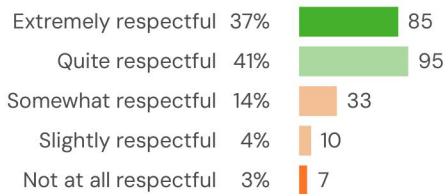
Q.6: How much do your school leaders care about you as an individual?



▲ 0 from last survey

Favorable: **67%**

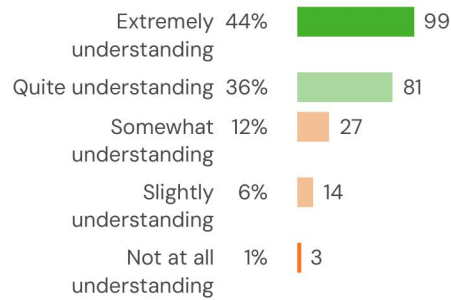
Q.7: How respectful are your school leaders towards you?



▲ 2 from last survey

Favorable: **78%**

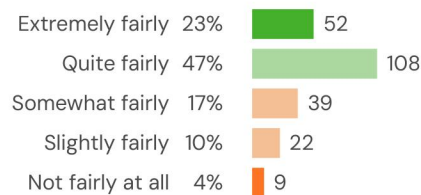
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 1 from last survey

Favorable: **80%**

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



▲ 3 from last survey

Favorable: **70%**



Well-being

Your average

66%

242 responses

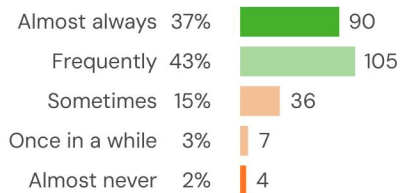
Change

▲ 2

since last survey

How did people respond?

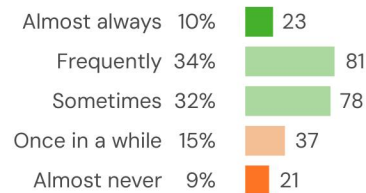
Q.1: During the past week, how often did you feel engaged at work?



▲ 0 from last survey

Favorable: 81%

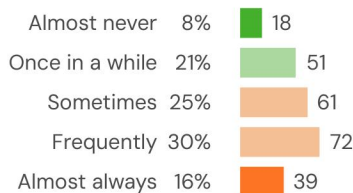
Q.2: During the past week, how often did you feel excited at work?



▼ 3 from last survey

Favorable: 76%

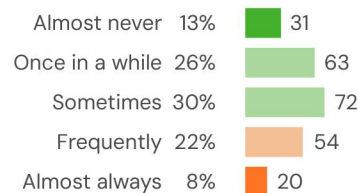
Q.3: During the past week, how often did you feel exhausted at work?



▲ 9 from last survey

Favorable: 29%

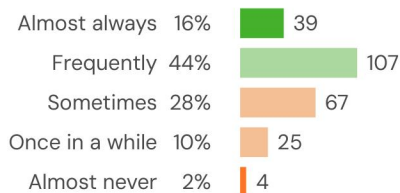
Q.4: During the past week, how often did you feel frustrated at work?



▲ 5 from last survey

Favorable: 69%

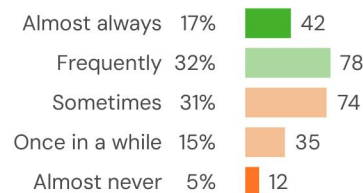
Q.5: During the past week, how often did you feel happy at work?



▼ 1 from last survey

Favorable: 60%

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

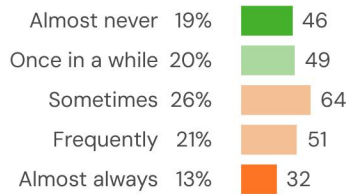


▼ 3 from last survey

Favorable: 50%



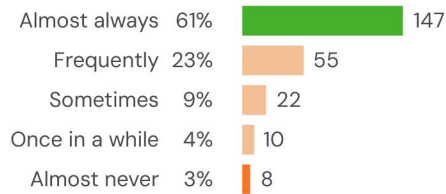
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 3 from last survey

Favorable: **39%**

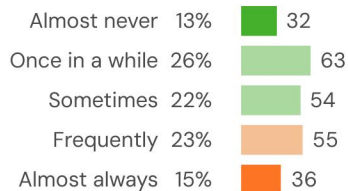
Q.8: During the past week, how often did you feel safe at work?



▲ 3 from last survey

Favorable: **61%**

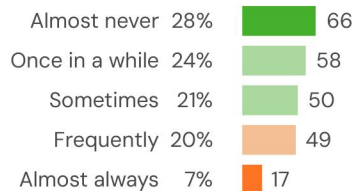
Q.9: During the past week, how often did you feel stressed out at work?



▲ 3 from last survey

Favorable: **62%**

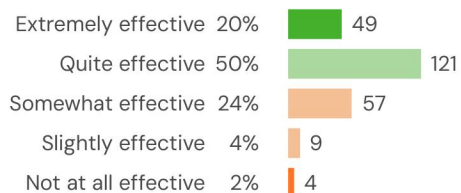
Q.10: During the past week, how often did you feel worried at work?



▼ 2 from last survey

Favorable: **73%**

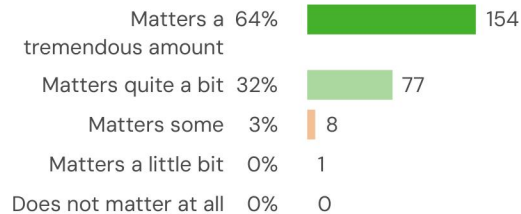
Q.11: How effective do you feel at your job right now?



▲ 5 from last survey

Favorable: **71%**

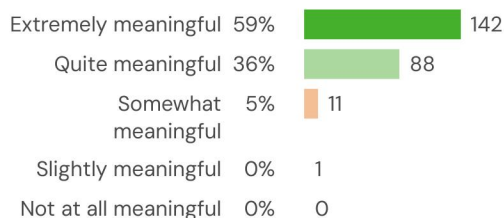
Q.12: How much does your work matter to you?



▼ 1 from last survey

Favorable: **96%**

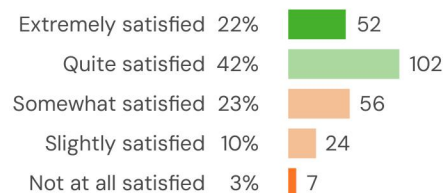
Q.13: How meaningful for you is the work that you do?



▲ 3 from last survey

Favorable: **95%**

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



▲ 5 from last survey

Favorable: **64%**



Work environment

Your average

81%

242 responses

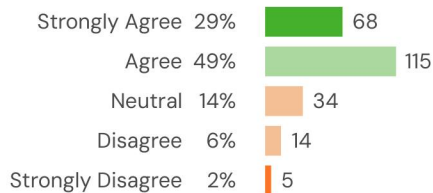
Change

0

since last survey

How did people respond?

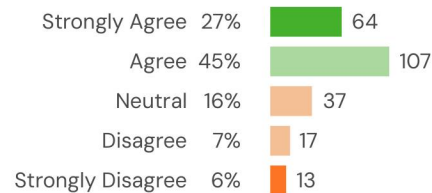
Q.1: I have the materials and resources to do my job effectively.



▲ 5 from last survey

Favorable: **78%**

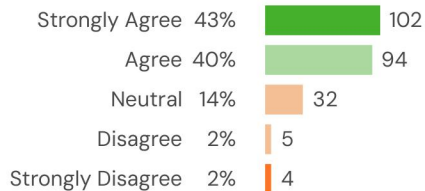
Q.2: My school/location is in good condition and well-maintained.



▲ 1 from last survey

Favorable: **72%**

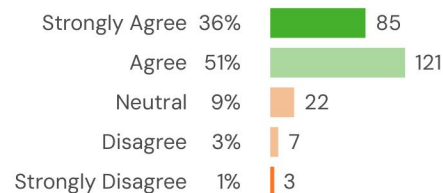
Q.3: I feel safe in my school/location.



▼ 4 from last survey

Favorable: **83%**

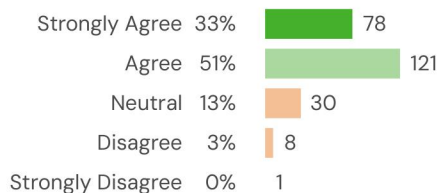
Q.4: I am aware of safety and security procedures at my school/location.



▼ 4 from last survey

Favorable: **87%**

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



▲ 0 from last survey

Favorable: **84%**



Background Questions

How did people respond? _____



Q.1: Location

Affton School District	0%	1
Bayless School District	0%	1
Brentwood School District	0%	0
Clayton School District	0%	1
Ferguson-Florissant School District	2%	5
Hancock Place School District	0%	1
Hazelwood School District	2%	4
Jennings School District	0%	0
Kirkwood School District	1%	2
Ladue School District	0%	0
Linbergh School District	1%	3
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	1%	3
Normandy School District	1%	2
Parkway School District	10%	22
Pattonville School District	2%	4
Ritenour School District	1%	3
Riverview Gardens School District	1%	3
Rockwood School District	3%	7
University City School District	0%	1
Valley Park School District	0%	1
Webster Groves School District	0%	0
Ackerman School	3%	6
Bridges Program	0%	0
Central Office	41%	88
Distribution Center	2%	4
Juvenile Detention Center (JDC)	0%	0
Learning Center	5%	10

Q.2: Job type

Administrator (Managers, Area Coordinators, Directors, Chiefs)	29%	69
Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.)	37%	86
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	18%	42
Other	16%	37



SSD of St. Louis (MO)

"Spring 2025 2024-25 SSD Employee Engagement and Climate Survey, Staff Survey"



Learning Center – Professional Learning	0%	1
Learning Center – ABA	3%	6
Litzsinger School	1%	3
Neuwoehner High School	2%	5
North Tech High School	3%	7
Northview High School	2%	4
South Tech High School	5%	10
Southview School	2%	5
Vocational Skills Program (VSP)	0%	0