



# South Technical

Staff Survey  
Spring 2025



Report created by  
Panorama Education



## Summary

| Topic Description                                                                                            | Results                                  | Comparison                                               |
|--------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------------------------------------------|
| <b>Communicating results</b>                                                                                 | <b>100%</b><br>▲ 16<br>since last survey | 72% SSD of St. Louis (MO)<br>71% Special School District |
| <b>Communications</b>                                                                                        | <b>83%</b><br>▲ 10<br>since last survey  | 70% SSD of St. Louis (MO)<br>68% Special School District |
| <b>Deia</b>                                                                                                  | <b>81%</b><br>▲ 11<br>since last survey  | 66% SSD of St. Louis (MO)<br>65% Special School District |
| <b>Feedback and Coaching</b><br>Perceptions of the amount and quality of feedback faculty and staff receive. | <b>68%</b><br>▲ 12<br>since last survey  | 43% SSD of St. Louis (MO)<br>42% Special School District |
| <b>Mission and vision</b>                                                                                    | <b>75%</b><br>▼ 20<br>since last survey  | 70% SSD of St. Louis (MO)<br>70% Special School District |
| <b>Overall engagement</b>                                                                                    | <b>97%</b><br>▲ 7<br>since last survey   | 77% SSD of St. Louis (MO)<br>76% Special School District |
| <b>Professional Learning</b>                                                                                 | <b>41%</b><br>▲ 8<br>since last survey   | 48% SSD of St. Louis (MO)<br>46% Special School District |



## School Climate

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

64%

▲ 7

since last survey

53%

SSD of St. Louis (MO)

52%

Special School District

## School Leadership

Perceptions of the school leadership's effectiveness.

73%

▲ 13

since last survey

59%

SSD of St. Louis (MO)

59%

Special School District

## Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

84%

▲ 15

since last survey

69%

SSD of St. Louis (MO)

69%

Special School District

## Well-being

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

79%

▲ 2

since last survey

66%

SSD of St. Louis (MO)

65%

Special School District

## Work environment

92%

▲ 16

since last survey

81%

SSD of St. Louis (MO)

81%

Special School District

7 responses



## Communicating results

Your average

100%

7 responses

Change

▲ 16

since last survey

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

District average: **71%** Special School District

How did people respond?

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



Favorable: **100%**

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



▲ 0 from last survey

Favorable: **100%**



## Communications

Your average

**83%**

7 responses

Change

**▲ 10**

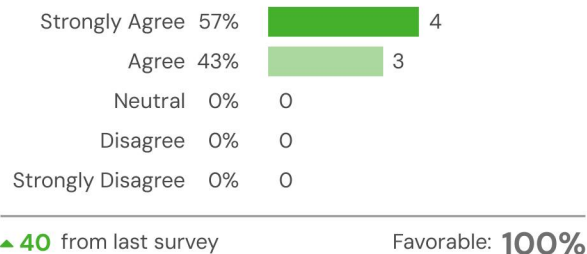
since last survey

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

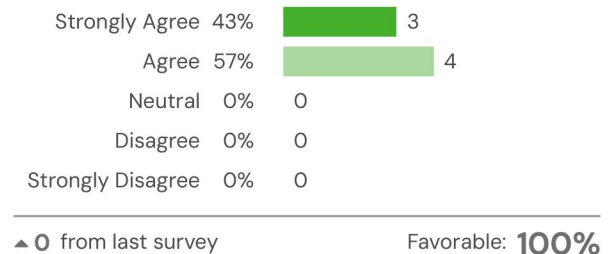
District average: **68%** Special School District

How did people respond?

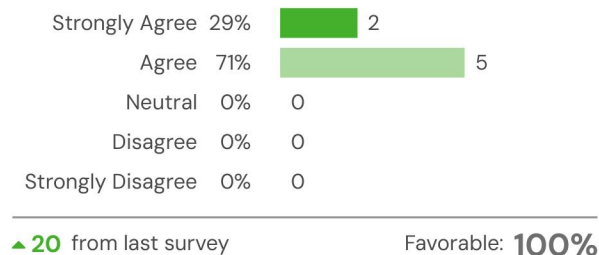
**Q.1: My direct supervisor provides me with constructive feedback.**



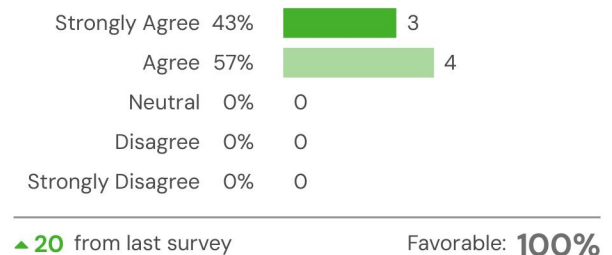
**Q.2: I receive adequate and timely information about district news and initiatives.**



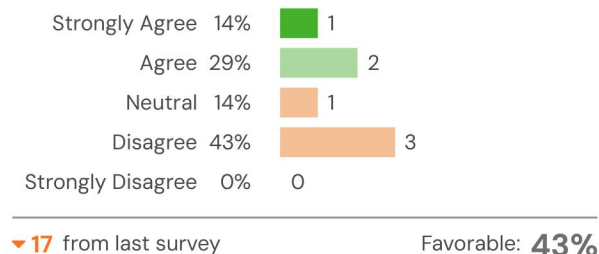
**Q.3: I am aware of where and how I can direct a question or concern.**



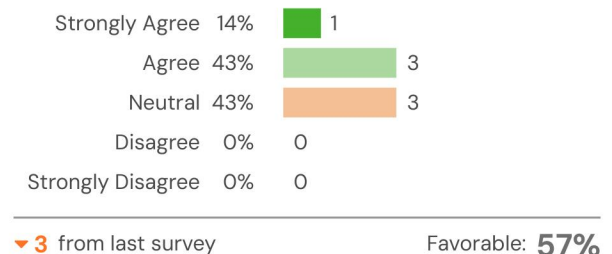
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



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



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





## Deia

Your average

81%

7 responses

Change

▲ 11

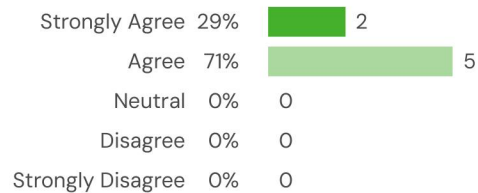
since last survey

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

District average: 65% Special School District

### How did people respond?

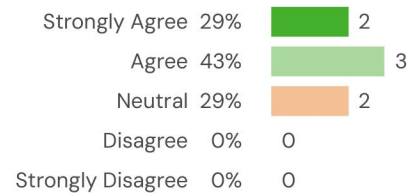
#### Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 0 from last survey

Favorable: 100%

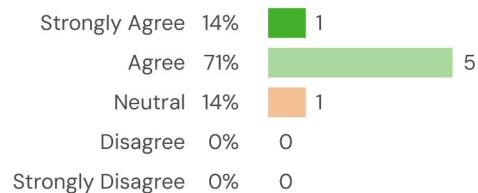
#### Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 9 from last survey

Favorable: 71%

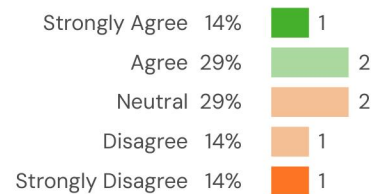
#### Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 26 from last survey

Favorable: 86%

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

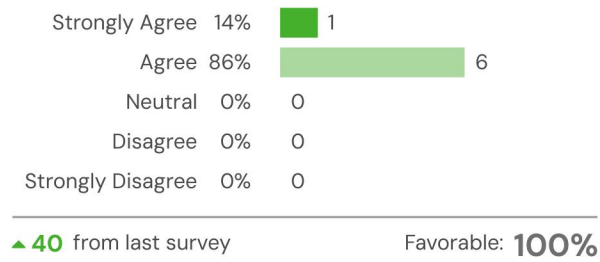


▲ 3 from last survey

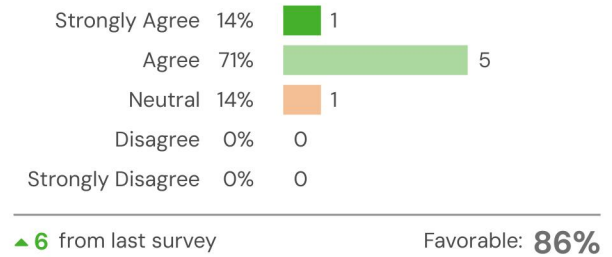
Favorable: 43%



**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

**68%**

7 responses

Change

**▲ 12**

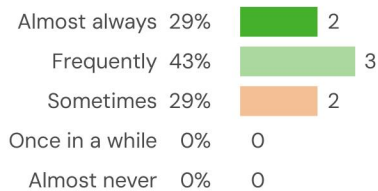
since last survey

Client average: **43%** SSD of St. Louis (MO)

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

### How did people respond?

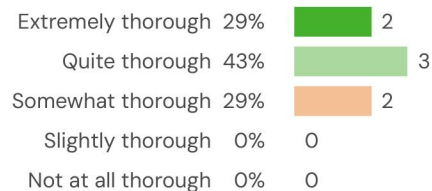
#### Q.1: How often do you receive feedback on your work?



▲ 11 from last survey

Favorable: **71%**

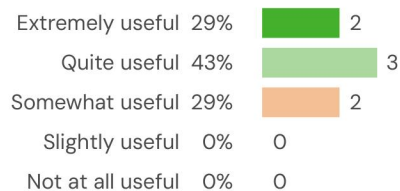
#### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 31 from last survey

Favorable: **71%**

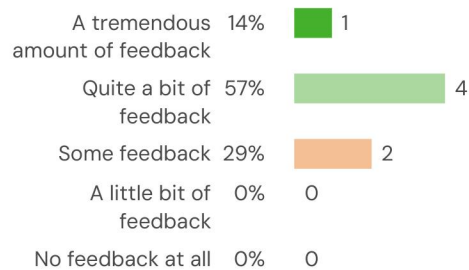
#### Q.3: How useful do you find the feedback you receive on your work?



▼ 9 from last survey

Favorable: **71%**

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

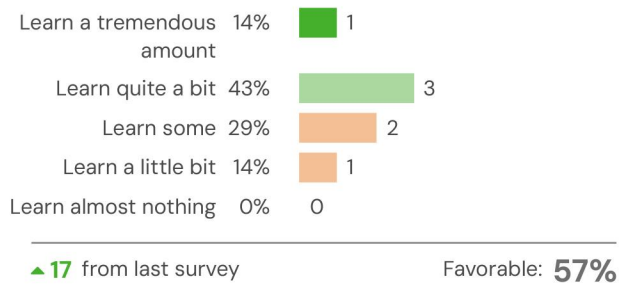


▲ 11 from last survey

Favorable: **71%**



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





## Mission and vision

Your average

75%

7 responses

Change

▼ 20

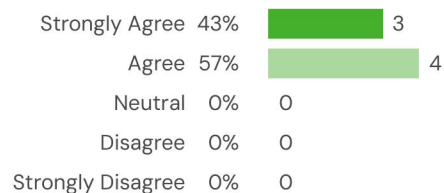
since last survey

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

District average: 70% Special School District

### How did people respond?

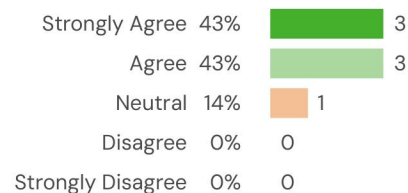
Q.1: I am familiar with and support the mission and vision of SSD.



▲ 0 from last survey

Favorable: 100%

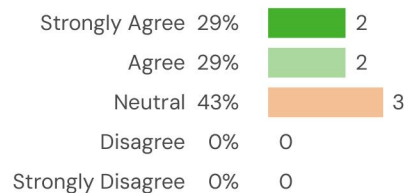
Q.2: The district's mission and vision are clearly defined.



▼ 14 from last survey

Favorable: 86%

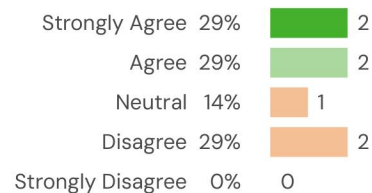
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 43 from last survey

Favorable: 57%

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



▼ 23 from last survey

Favorable: 57%



## Overall engagement

Your average

**97%**

7 responses

Change

**▲ 7**

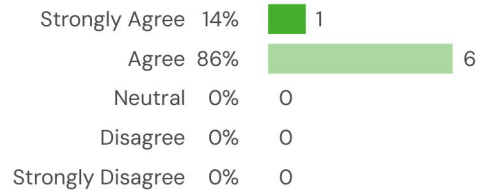
since last survey

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

District average: **76%** Special School District

### How did people respond?

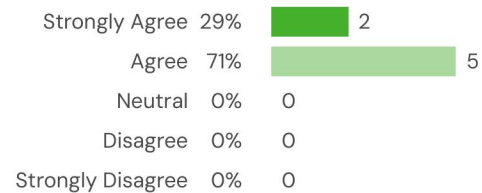
#### Q.1: I am proud to work for SSD.



▲ 20 from last survey

Favorable: **100%**

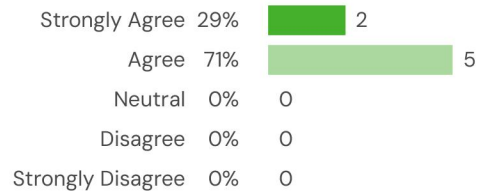
#### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 0 from last survey

Favorable: **100%**

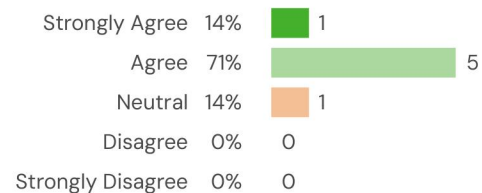
#### Q.3: I am engaged in my work.



▲ 0 from last survey

Favorable: **100%**

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



▲ 6 from last survey

Favorable: **86%**



## Professional Learning

Your average

**41%**

7 responses

Change

**▲ 8**

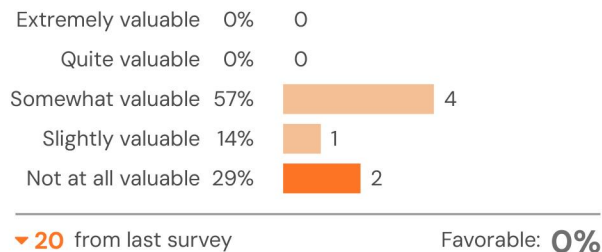
since last survey

Client average: **48%** SSD of St. Louis (MO)

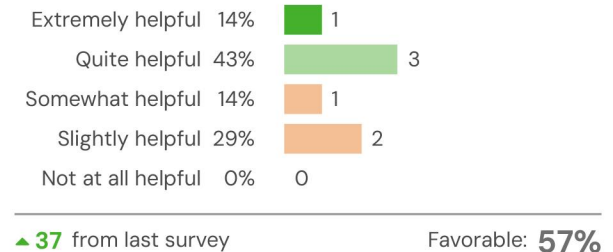
District average: **46%** Special School District

How did people respond?

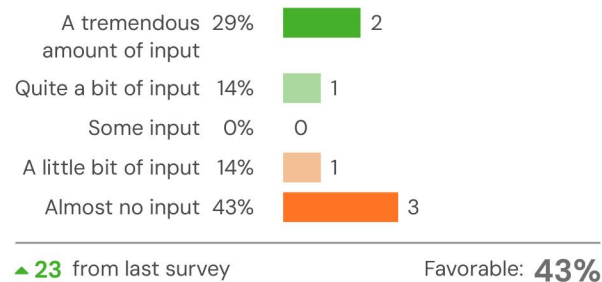
**Q.1: At your school, how valuable are the available professional development opportunities?**



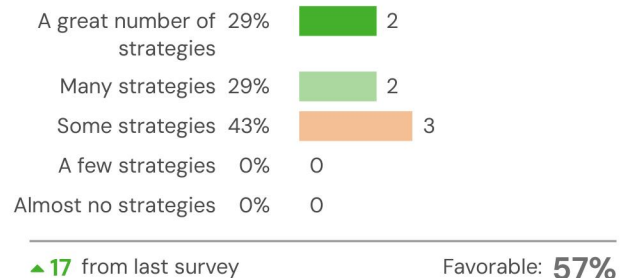
**Q.2: How helpful are your colleagues' ideas for improving your work?**



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

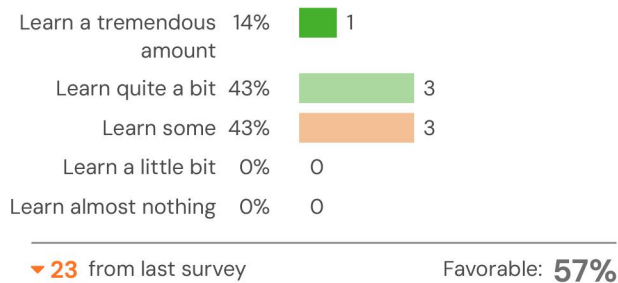


**Q.4: Through working at your school, how many new strategies for your job have you learned?**

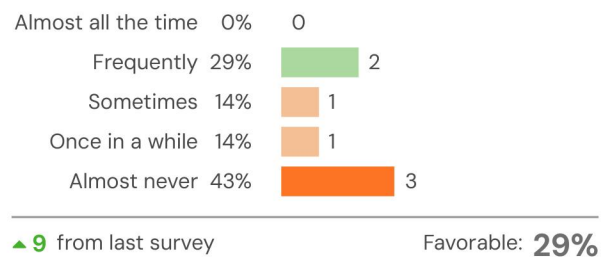




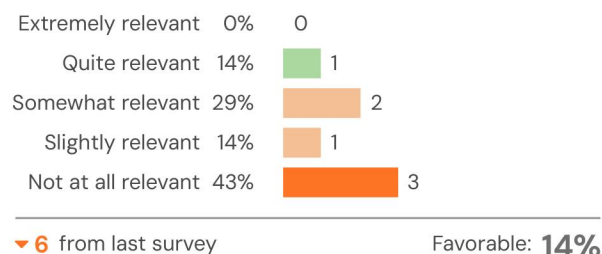
**Q.5: Overall, how much do you learn from the leaders at your school?**



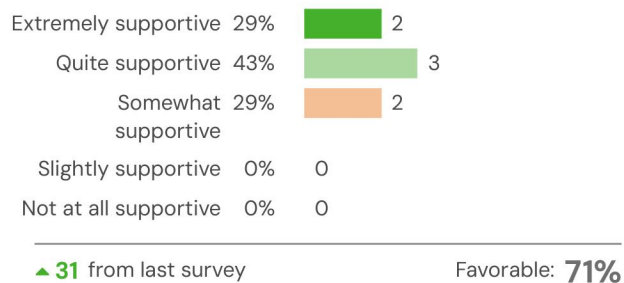
**Q.6: How often do your professional development opportunities help you explore new ideas?**



**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

64%

7 responses

Change

▲ 7

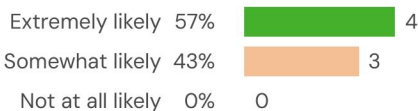
since last survey

Client average: **53%** SSD of St. Louis (MO)

District average: **52%** Special School District

### How did people respond?

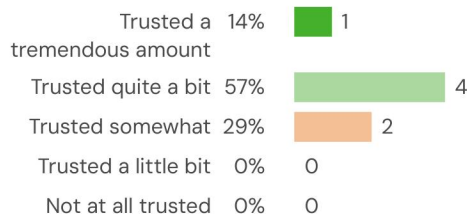
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▼ 3 from last survey

Favorable: **57%**

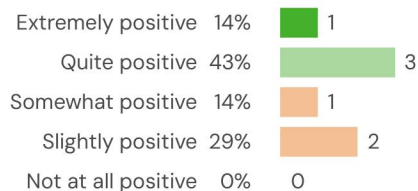
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 11 from last survey

Favorable: **71%**

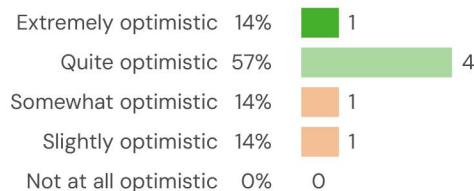
**Q.3: How positive are the attitudes of your colleagues?**



▼ 3 from last survey

Favorable: **57%**

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

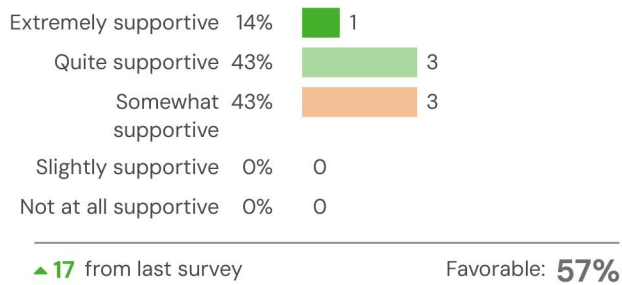


▲ 11 from last survey

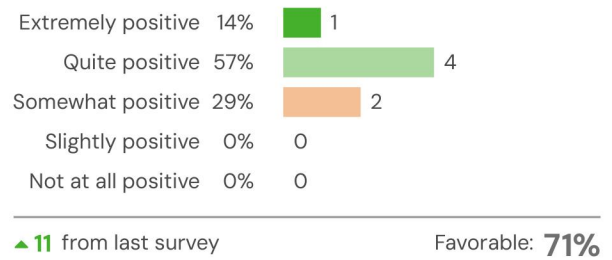
Favorable: **71%**



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



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





## School Leadership

Your average

**73%**

7 responses

Change

**▲ 13**

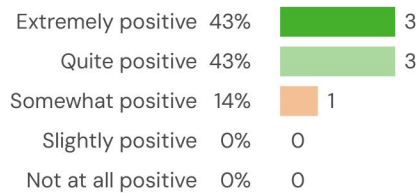
since last survey

Client average: **59%** SSD of St. Louis (MO)

District average: **59%** Special School District

### How did people respond?

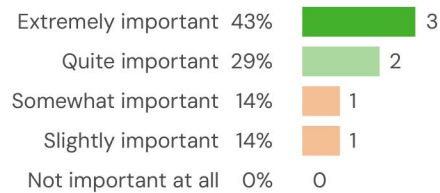
#### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 26 from last survey

Favorable: **86%**

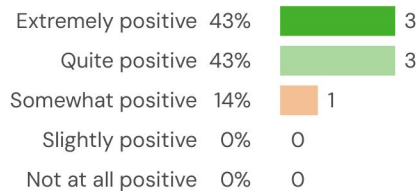
#### Q.2: For your school leaders, how important is staff satisfaction?



▲ 11 from last survey

Favorable: **71%**

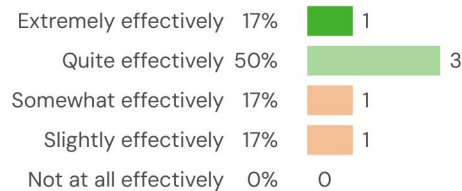
#### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 26 from last survey

Favorable: **86%**

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

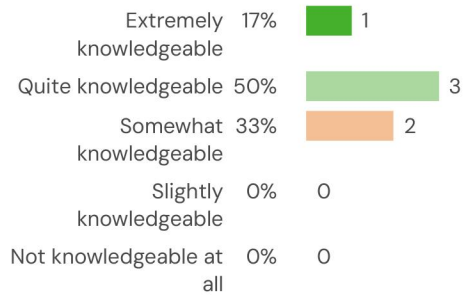


▲ 7 from last survey

Favorable: **67%**



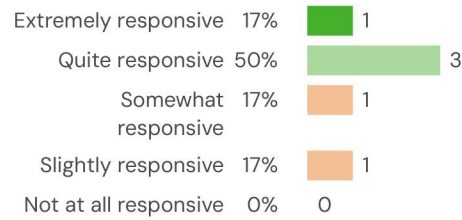
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



▼ 13 from last survey

Favorable: 67%

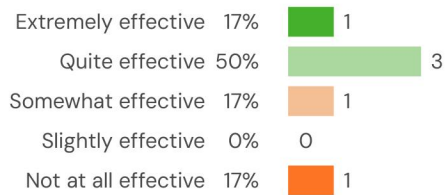
**Q.6: How responsive are school leaders to your feedback?**



▲ 7 from last survey

Favorable: 67%

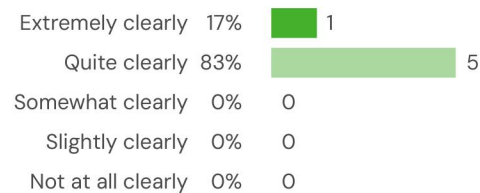
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 13 from last survey

Favorable: 67%

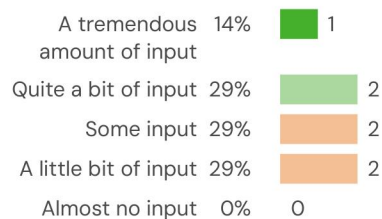
**Q.8: How clearly do your school leaders identify their goals for the staff?**



▲ 40 from last survey

Favorable: 100%

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



▲ 23 from last survey

Favorable: 43%



## Staff-Leadership Relationships

Your average

84%

7 responses

Change

▲ 15

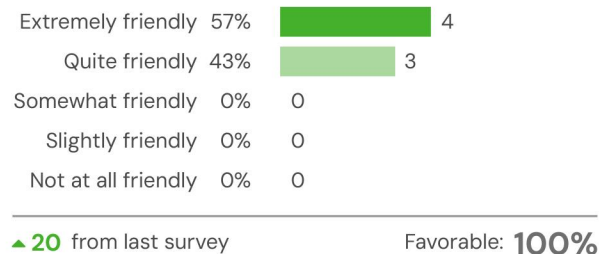
since last survey

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

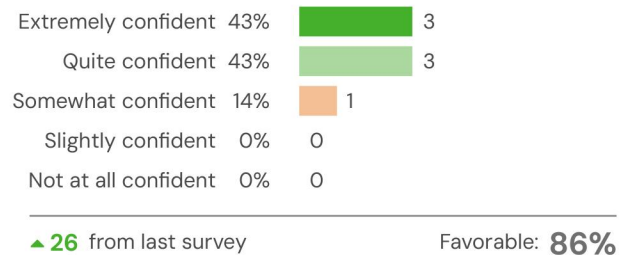
District average: 69% Special School District

### How did people respond?

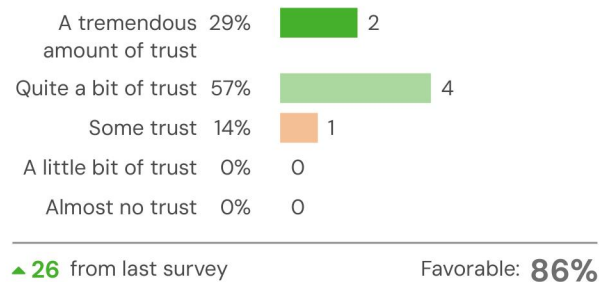
#### Q.1: How friendly are your school leaders toward you?



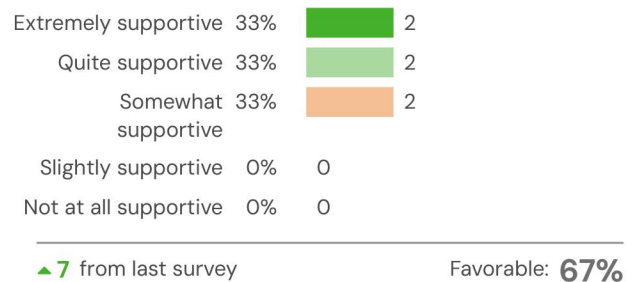
#### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



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

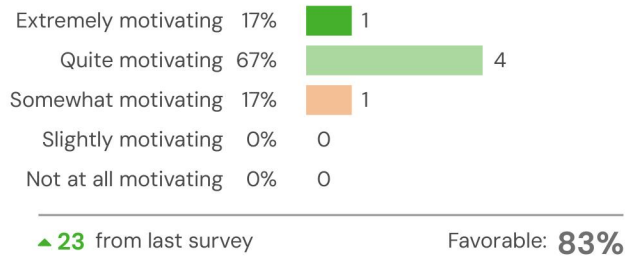


#### Q.4: When you face challenges at work, how supportive are your school leaders?

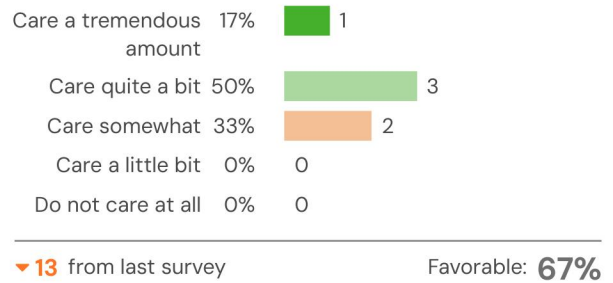




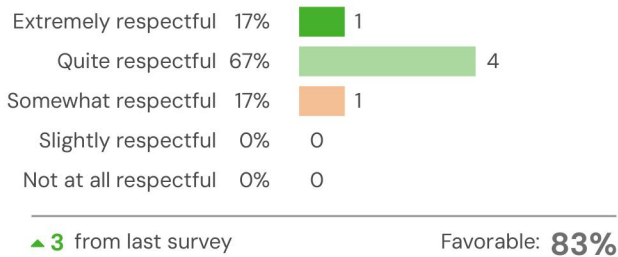
**Q.5: At your school, how motivating do you find working with the leadership team?**



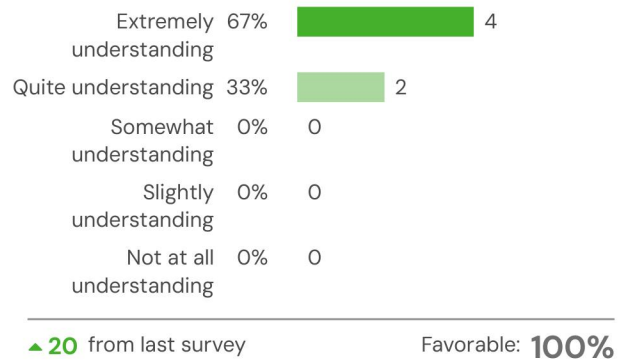
**Q.6: How much do your school leaders care about you as an individual?**



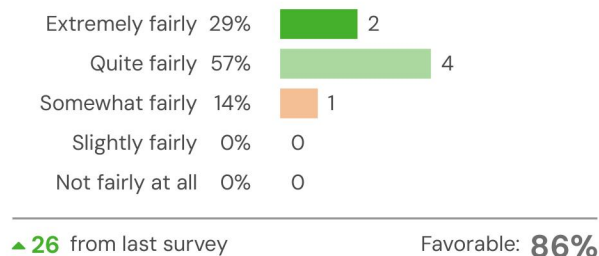
**Q.7: How respectful are your school leaders towards you?**



**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

**79%**

7 responses

Change

**▲ 2**

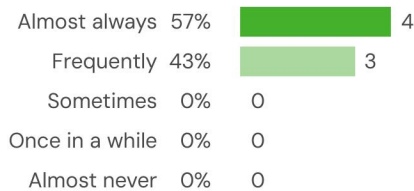
since last survey

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

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

### How did people respond?

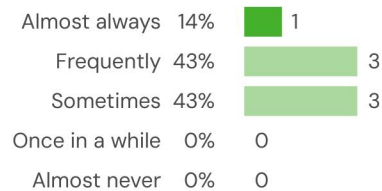
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 0 from last survey

Favorable: **100%**

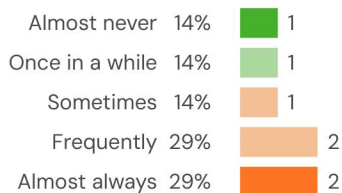
**Q.2: During the past week, how often did you feel excited at work?**



▲ 0 from last survey

Favorable: **100%**

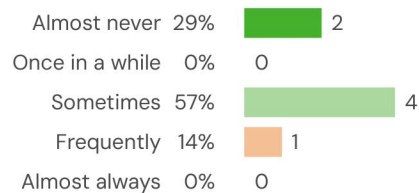
**Q.3: During the past week, how often did you feel exhausted at work?**



▲ 9 from last survey

Favorable: **29%**

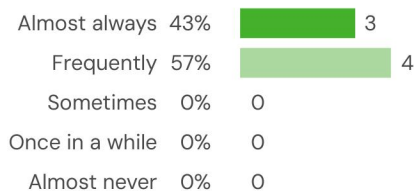
**Q.4: During the past week, how often did you feel frustrated at work?**



▲ 6 from last survey

Favorable: **86%**

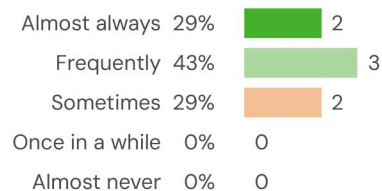
**Q.5: During the past week, how often did you feel happy at work?**



▲ 20 from last survey

Favorable: **100%**

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

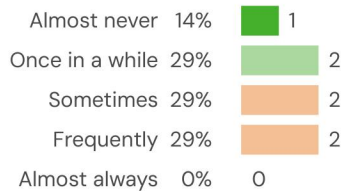


▲ 11 from last survey

Favorable: **71%**



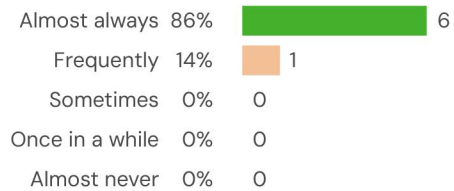
**Q.7: During the past week, how often did you feel overwhelmed at work?**



▲ 3 from last survey

Favorable: **43%**

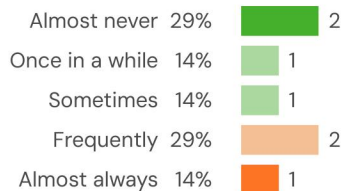
**Q.8: During the past week, how often did you feel safe at work?**



▲ 6 from last survey

Favorable: **86%**

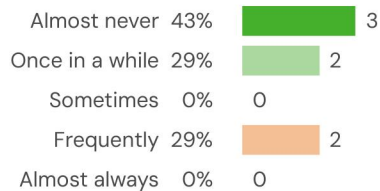
**Q.9: During the past week, how often did you feel stressed out at work?**



▼ 3 from last survey

Favorable: **57%**

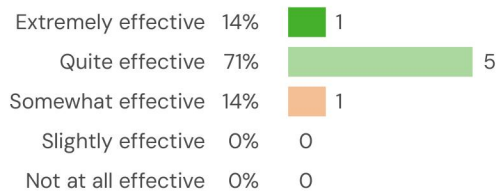
**Q.10: During the past week, how often did you feel worried at work?**



▼ 29 from last survey

Favorable: **71%**

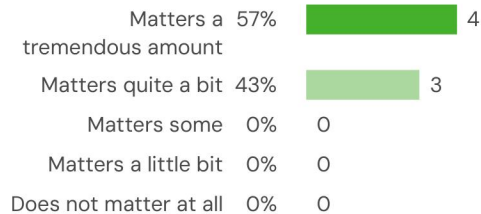
**Q.11: How effective do you feel at your job right now?**



▲ 6 from last survey

Favorable: **86%**

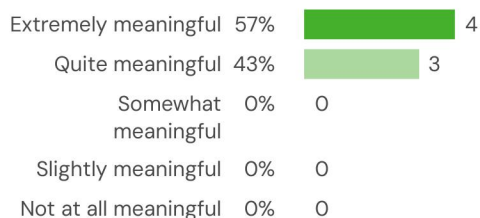
**Q.12: How much does your work matter to you?**



▲ 0 from last survey

Favorable: **100%**

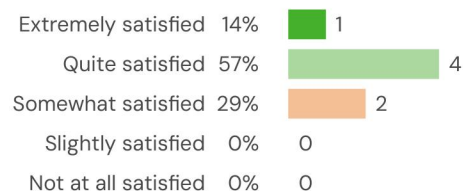
**Q.13: How meaningful for you is the work that you do?**



▲ 0 from last survey

Favorable: **100%**

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



▼ 9 from last survey

Favorable: **71%**



## Work environment

Your average

92%

7 responses

Change

▲ 16

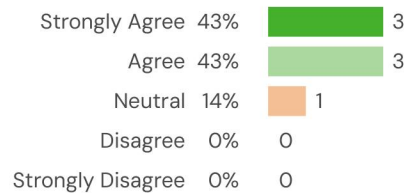
since last survey

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

District average: 81% Special School District

How did people respond?

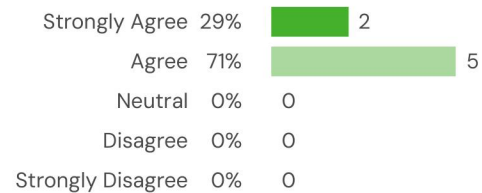
Q.1: I have the materials and resources to do my job effectively.



▲ 26 from last survey

Favorable: 86%

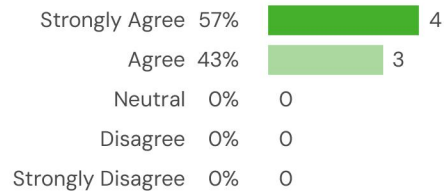
Q.2: My school/location is in good condition and well-maintained.



▲ 40 from last survey

Favorable: 100%

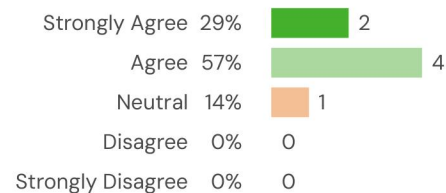
Q.3: I feel safe in my school/location.



▲ 0 from last survey

Favorable: 100%

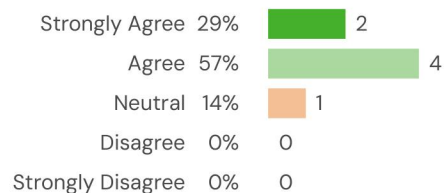
Q.4: I am aware of safety and security procedures at my school/location.



▼ 14 from last survey

Favorable: 86%

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



▲ 26 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 |

**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)      | 29% | 2 |
| Other                                                                                                            | 43% | 3 |



## South Technical

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



|                                         |     |   |
|-----------------------------------------|-----|---|
| Learning Center – Professional Learning | 0%  | 0 |
| Learning Center – ABA                   | 0%  | 0 |
| Litzsinger School                       | 0%  | 0 |
| Neuwoehner High School                  | 0%  | 0 |
| North Tech High School                  | 14% | 1 |
| Northview High School                   | 0%  | 0 |
| South Tech High School                  | 86% | 6 |
| Southview School                        | 0%  | 0 |
| Vocational Skills Program (VSP)         | 0%  | 0 |