

# Employee Engagement Survey

Survey Results - Paraprofessionals

## Normandy Schools Collaborative

Special School District of St. Louis County  
October 24 - November 21, 2017



Special School District of St. Louis County  
Employee Engagement Survey

| <b>Overall Engagement</b>   |  |                       |              |                                   |                 |                          |                        |
|---|--|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
| <b>How strongly do you disagree or agree with the following statements?</b> |  |                       |              |                                   |                 |                          |                        |
|   |  | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neither Disagree nor Agree</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Total Responses</b> |
| (a)   | I am proud to work for SSD.  | 9<br>56%              | 6<br>38%     | 0<br>0%                           | 1<br>6%         | 0<br>0%                  | 16                     |
| (b)   | Employment with SSD gives me a feeling of accomplishment.            | 6<br>38%              | 7<br>44%     | 2<br>13%                          | 1<br>6%         | 0<br>0%                  | 16                     |
| (c)   | I am engaged in my work.   | 8<br>50%              | 7<br>44%     | 0<br>0%                           | 1<br>6%         | 0<br>0%                  | 16                     |
| (d)   | My work is interesting.  | 9<br>56%              | 4<br>25%     | 2<br>13%                          | 1<br>6%         | 0<br>0%                  | 16                     |
| (e)   | I am motivated to contribute more than what is expected of me.       | 7<br>44%              | 6<br>38%     | 1<br>6%                           | 1<br>6%         | 1<br>6%                  | 16                     |
| (f)   | I see professional growth and long-term career opportunities in SSD. | 4<br>25%              | 7<br>44%     | 2<br>13%                          | 2<br>13%        | 1<br>6%                  | 16                     |
| (g)   | I would feel comfortable referring a good friend to work for SSD.    | 5<br>31%              | 7<br>44%     | 3<br>19%                          | 1<br>6%         | 0<br>0%                  | 16                     |
| (h)   | I enjoy working with my SSD supervising teacher.                     | 9<br>56%              | 3<br>19%     | 2<br>13%                          | 2<br>13%        | 0<br>0%                  | 16                     |
| (i)   | I am optimistic about the future of SSD.                             | 5<br>31%              | 6<br>38%     | 4<br>25%                          | 1<br>6%         | 0<br>0%                  | 16                     |

| <b>How strongly do you disagree or agree with the following statements?</b>   |   |                       |              |                                   |                 |                          |                        |
|---|---|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
| <b>Shared values are the explicit or implicit beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees.</b> |   |                       |              |                                   |                 |                          |                        |
|   |   | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neither Disagree nor Agree</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Total Responses</b> |
| (a)   | I am familiar with the mission and vision of SSD.                                 | 7<br>44%              | 8<br>50%     | 1<br>6%                           | 0<br>0%         | 0<br>0%                  | 16                     |
| (b)   | I know how I can support SSD's mission and vision.                                | 5<br>31%              | 9<br>56%     | 2<br>13%                          | 0<br>0%         | 0<br>0%                  | 16                     |
| (c)   | I know how I can fulfill SSD's mission and vision.                                | 5<br>31%              | 9<br>56%     | 1<br>6%                           | 1<br>6%         | 0<br>0%                  | 16                     |
| (d)   | SSD leaders encourage employees to share their ideas to improve performance.      | 3<br>19%              | 7<br>44%     | 2<br>13%                          | 4<br>25%        | 0<br>0%                  | 16                     |
| (e)   | I feel comfortable sharing my ideas and opinions with my SSD supervising teacher. | 8<br>50%              | 3<br>19%     | 1<br>6%                           | 4<br>25%        | 0<br>0%                  | 16                     |
| (f)   | I support the SSD mission and vision.   | 8<br>50%              | 7<br>44%     | 1<br>6%                           | 0<br>0%         | 0<br>0%                  | 16                     |

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|     |   |     |     |     |     |     |    |
|-----|---|-----|-----|-----|-----|-----|----|
| (g) | The SSD mission and vision are clearly defined.                           | 6   | 8   | 2   | 0   | 0   | 16 |
|     |   | 38% | 50% | 13% | 0%  | 0%  |    |
| (h) | SSD is moving in a direction that reflects the mission and vision.        | 4   | 5   | 6   | 1   | 0   | 16 |
|     |   | 25% | 31% | 38% | 6%  | 0%  |    |
| (i) | I can provide input on how SSD accomplishes its mission.                  | 1   | 7   | 7   | 1   | 0   | 16 |
|     |   | 6%  | 44% | 44% | 6%  | 0%  |    |
| (j) | I can help shape SSD's mission and vision.                                | 4   | 9   | 3   | 0   | 0   | 16 |
|     |   | 25% | 56% | 19% | 0%  | 0%  |    |
| (k) | Everyone in SSD is doing what they can to fulfill the district's mission. | 2   | 6   | 3   | 2   | 3   | 16 |
|     |   | 13% | 38% | 19% | 13% | 19% |    |
| (l) | My school or department has clear goals.                                  | 3   | 6   | 1   | 3   | 3   | 16 |
|     |   | 19% | 38% | 6%  | 19% | 19% |    |

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**How strongly do you disagree or agree with the following statements?**

**Leaders and managers play a critical role in creating an atmosphere that motivates and encourages employees. Think about your workplace, office, department, or school as you respond to each statement below.**

|     |  | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neither Disagree nor Agree</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Total Responses</b> |
|-----|--|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
| (a) | SSD administrators' actions are consistent with their words.                                 | 4<br>25%              | 3<br>19%     | 6<br>38%                          | 3<br>19%        | 0<br>0%                  | 16                     |
| (b) | SSD administrators understand my professional needs.   | 3<br>19%              | 8<br>50%     | 3<br>19%                          | 2<br>13%        | 0<br>0%                  | 16                     |
| (c) | SSD leaders ensure staff morale is high.   | 2<br>13%              | 6<br>38%     | 3<br>19%                          | 4<br>25%        | 1<br>6%                  | 16                     |
| (d) | My SSD supervising teacher is an effective leader.   | 8<br>50%              | 2<br>13%     | 2<br>13%                          | 0<br>0%         | 4<br>25%                 | 16                     |
| (e) | The actions of my SSD supervising teacher are consistent with his or her words.              | 7<br>44%              | 3<br>19%     | 2<br>13%                          | 0<br>0%         | 4<br>25%                 | 16                     |
| (f) | I can count on the support of my SSD supervising teacher when addressing problems or issues. | 9<br>56%              | 3<br>19%     | 1<br>6%                           | 1<br>6%         | 2<br>13%                 | 16                     |
| (g) | I trust my SSD supervising teacher to make good decisions.                                   | 8<br>50%              | 2<br>13%     | 2<br>13%                          | 1<br>6%         | 3<br>19%                 | 16                     |
| (h) | My SSD supervising teacher trusts me to make good decisions.                                 | 10<br>63%             | 3<br>19%     | 3<br>19%                          | 0<br>0%         | 0<br>0%                  | 16                     |
| (i) | My SSD supervising teacher ensures morale is high in my school.                              | 5<br>31%              | 4<br>25%     | 1<br>6%                           | 2<br>13%        | 4<br>25%                 | 16                     |

**How strongly do you disagree or agree with the following statements?**

**Establishing open lines of communication is integral to a high-functioning school district. Think about your workplace, office, department, or school as you respond to each statement below.**

|     |  | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neither Disagree nor Agree</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Total Responses</b> |
|-----|--|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|------------------------|
| (a) | SSD leaders clearly explain the reasons behind decisions on key issues.                        | 2<br>13%              | 6<br>38%     | 2<br>13%                          | 3<br>19%        | 3<br>19%                 | 16                     |
| (b) | My SSD supervising teacher clearly communicates his or her expectations of my job performance. | 6<br>38%              | 4<br>25%     | 2<br>13%                          | 3<br>19%        | 1<br>6%                  | 16                     |
| (c) | My SSD supervising teacher effectively communicates about important issues that affect me.     | 8<br>50%              | 3<br>19%     | 2<br>13%                          | 2<br>13%        | 1<br>6%                  | 16                     |
| (d) | My SSD supervising teacher is willing to listen to new ideas.                                  | 8<br>50%              | 3<br>19%     | 1<br>6%                           | 0<br>0%         | 4<br>25%                 | 16                     |

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|     |   |     |    |     |     |     |    |
|-----|---|-----|----|-----|-----|-----|----|
| (e) | I can influence decisions in my school or department. | 5   | 1  | 6   | 2   | 2   | 16 |
|     |   | 31% | 6% | 38% | 13% | 13% |    |

**How strongly do you disagree or agree with the following statements?**

**Just as students benefit from timely, constructive feedback to improve academic performance, employees benefit from feedback to improve their work performance and morale. Think about your workplace, office, department, or school as you respond to each statement below.**

|     |  | Strongly Agree | Agree | Neither Disagree nor Agree | Disagree | Strongly Disagree | Total Responses |
|-----|--|----------------|-------|----------------------------|----------|-------------------|-----------------|
| (a) | SSD recognizes employees for their high-quality work and accomplishments.                      | 3              | 5     | 2                          | 4        | 2                 | 16              |
|     |  | 19%            | 31%   | 13%                        | 25%      | 13%               |                 |
| (b) | My SSD supervising teacher regularly gives me constructive feedback to improve my performance. | 6              | 4     | 1                          | 3        | 2                 | 16              |
|     |  | 38%            | 25%   | 6%                         | 19%      | 13%               |                 |
| (c) | Staff members are recognized for good performance at my work site.                             | 3              | 4     | 1                          | 5        | 3                 | 16              |
|     |  | 19%            | 25%   | 6%                         | 31%      | 19%               |                 |
| (d) | I receive recognition for my accomplishments.  | 5              | 2     | 2                          | 4        | 3                 | 16              |
|     |  | 31%            | 13%   | 13%                        | 25%      | 19%               |                 |
| (e) | I feel appreciated for my work.  | 7              | 3     | 0                          | 4        | 2                 | 16              |
|     |  | 44%            | 19%   | 0%                         | 25%      | 13%               |                 |

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**How strongly do you disagree or agree with the following statements?**

**A positive, productive work environment is critical for any successful school, department, or district. Staff members who work together for a common purpose are more likely to achieve their goals. As you respond to each statement below, think about your workplace, office, department, or school.**

|     |   | Strongly Agree | Agree    | Neither Disagree nor Agree | Disagree | Strongly Disagree | Total Responses |
|-----|---|----------------|----------|----------------------------|----------|-------------------|-----------------|
| (a) | I have sufficient independence in my work.  | 6<br>38%       | 5<br>31% | 3<br>19%                   | 1<br>6%  | 1<br>6%           | 16              |
| (b) | My SSD supervising teacher encourages collaboration within and across teams in my school or department. | 5<br>31%       | 5<br>31% | 6<br>38%                   | 0<br>0%  | 0<br>0%           | 16              |
| (c) | My SSD supervising teacher implements policies fairly in my school or department.                       | 4<br>25%       | 6<br>38% | 2<br>13%                   | 2<br>13% | 2<br>13%          | 16              |
| (d) | I work in an atmosphere where there is mutual respect among staff.                                      | 5<br>31%       | 5<br>31% | 2<br>13%                   | 1<br>6%  | 3<br>19%          | 16              |
| (e) | There is high staff morale in my school or department.  | 2<br>13%       | 4<br>25% | 4<br>25%                   | 4<br>25% | 2<br>13%          | 16              |
| (f) | There is high staff morale in SSD.  | 2<br>13%       | 7<br>44% | 4<br>25%                   | 2<br>13% | 1<br>6%           | 16              |
| (g) | My colleagues help create a positive work environment.  | 5<br>31%       | 7<br>44% | 1<br>6%                    | 2<br>13% | 1<br>6%           | 16              |
| (h) | My colleagues are held to high professional standards.  | 6<br>38%       | 5<br>31% | 2<br>13%                   | 2<br>13% | 1<br>6%           | 16              |
| (i) | I have the materials I need to do my job.   | 4<br>25%       | 6<br>38% | 4<br>25%                   | 2<br>13% | 0<br>0%           | 16              |
| (j) | My colleagues support me.   | 5<br>31%       | 9<br>56% | 0<br>0%                    | 1<br>6%  | 1<br>6%           | 16              |
| (k) | My workload is reasonable.  | 6<br>38%       | 6<br>38% | 2<br>13%                   | 2<br>13% | 0<br>0%           | 16              |
| (l) | My colleagues are committed to their jobs.  | 7<br>44%       | 7<br>44% | 0<br>0%                    | 1<br>6%  | 1<br>6%           | 16              |
| (m) | My work environment is clean and well maintained.   | 3<br>19%       | 7<br>44% | 3<br>19%                   | 1<br>6%  | 2<br>13%          | 16              |

**How strongly do you disagree or agree with the following statements?**

**SSD offers training and opportunities for employees to advance their careers. As you respond to the items below, consider your current job and your training or education.**

|     |   | Strongly Agree | Agree    | Neither Disagree nor Agree | Disagree | Strongly Disagree | Total Responses |
|-----|---|----------------|----------|----------------------------|----------|-------------------|-----------------|
| (a) | SSD encourages continued education and professional growth. | 4<br>25%       | 5<br>31% | 2<br>13%                   | 4<br>25% | 1<br>6%           | 16              |

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|     |   |     |     |     |     |     |    |
|-----|---|-----|-----|-----|-----|-----|----|
| (b) | SSD's training helps me be effective in my job.   | 3   | 8   | 4   | 1   | 0   | 16 |
|     |   | 19% | 50% | 25% | 6%  | 0%  |    |
| (c) | SSD provides professional development that supports district initiatives.                       | 5   | 3   | 7   | 1   | 0   | 16 |
|     |   | 31% | 19% | 44% | 6%  | 0%  |    |
| (d) | My SSD supervising teacher identifies opportunities for my professional growth and improvement. | 3   | 4   | 6   | 2   | 1   | 16 |
|     |   | 19% | 25% | 38% | 13% | 6%  |    |
| (e) | There are leadership opportunities for me in my school.   | 1   | 4   | 5   | 2   | 4   | 16 |
|     |   | 6%  | 25% | 31% | 13% | 25% |    |