

# Employee Engagement Survey (Teachers)

Survey Results

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



Special School District of St. Louis County  
2017-18 Employee Engagement Survey - Teachers

<b>Q 1 Years Working for District</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Less than 1 year	95	5%
1 to 2 years	212	12%
3 to 5 years	208	11%
6 to 10 years	338	18%
More than 10 years	979	53%
<b>Total Responses</b>	<b>1,832</b>	

<b>Q 2 District</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Afton School District	27	1%
Bayless School District	18	1%
Brentwood School District	16	1%
Clayton School District	18	1%
Ferguson-Florissant School District	125	7%
Hancock Place School District	21	1%
Hazelwood School District	175	10%
Jennings School District	41	2%
Kirkwood School District	43	2%
Ladue School District	46	3%
Lindbergh School District	63	3%
Maplewood-Richmond Hts School District	10	1%
Mehlville School District	120	7%
Normandy Schools Collaborative	44	2%
Parkway School District	209	11%
Pattonville School District	50	3%
Ritenour School District	71	4%
Riverview Gardens School District	78	4%
Rockwood School District	174	9%
Special School District	388	21%
University City School District	32	2%
Valley Park School District	16	1%
Webster Groves School District	47	3%
<b>Total Responses</b>	<b>1,832</b>	

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<b>Q 3 Ethnicity</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
American Indian - Alaskan	3	0%
Asian - Pacific Islander	7	0%
Black (non hispanic)	138	8%
Hispanic	6	0%
Multi-Racial	11	1%
Native Hawaiian/Pacific Island	0	0%
White (non hispanic)	1,667	91%
<b>Total Responses</b>	<b>1,832</b>	

<b>Q 4 Gender</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Female	1,633	89%
Male	199	11%
<b>Total Responses</b>	<b>1,832</b>	

<b>Q 5 SSD School/Site</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Ackerman School	30	8%
Bridges/South	7	2%
Central Administration	14	4%
Districtwide	81	21%
Juvenile Detention Center	8	2%
Lakeside Center	5	1%
Litzsinger School	26	7%
Neuwoehner High School	39	10%
North Technical High School	50	13%
Northview High School	29	7%
South Technical High School	35	9%
Southview School	40	10%
Vocational Skills Program	23	6%
<b>Total Responses</b>	<b>387</b>	

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2017-18 Employee Engagement Survey - Teachers

How strongly do you disagree or agree with the following statements?							
Q7.							
		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Total Responses
(a)	I am proud to work for SSD.	13 1%	58 3%	192 10%	852 47%	717 39%	1,832
(b)	Employment with SSD gives me a feeling of accomplishment.	19 1%	94 5%	191 10%	871 48%	657 36%	1,832
(c)	I am engaged in my work.	11 1%	23 1%	63 3%	753 41%	982 54%	1,832
(d)	My work is interesting.	11 1%	28 2%	72 4%	758 41%	963 53%	1,832
(e)	I am motivated to contribute more than what is expected of me.	40 2%	126 7%	173 9%	680 37%	813 44%	1,832
(f)	I see professional growth and long-term career opportunities in SSD.	73 4%	167 9%	324 18%	707 39%	561 31%	1,832
(g)	I would feel comfortable referring a good friend to work for SSD.	75 4%	190 10%	260 14%	695 38%	612 33%	1,832
(h)	I enjoy working with my SSD principal or SSD area coordinator.	80 4%	121 7%	243 13%	664 36%	724 40%	1,832
(i)	I am optimistic about the future of SSD.	50 3%	158 9%	347 19%	725 40%	552 30%	1,832

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**Shared values are the explicit or implicit beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees.**

**Q8. How strongly do you disagree or agree with the following statements?**

		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Total Responses
(a)	I am familiar with the mission and vision of SSD.	2 0%	33 2%	83 5%	1,167 64%	547 30%	1,832
(b)	I know how I can support SSD's mission and vision.	5 0%	35 2%	167 9%	1,100 60%	523 29%	1,830
(c)	I know how I can fulfill SSD's mission and vision.	7 0%	47 3%	230 13%	1,058 58%	481 26%	1,823
(d)	SSD leaders encourage employees to share their ideas to improve performance.	70 4%	239 13%	322 18%	833 46%	366 20%	1,830
(e)	I feel comfortable sharing my ideas and opinions with my SSD principal or SSD area coordinator.	100 5%	227 12%	225 12%	769 42%	509 28%	1,830
(f)	I support the SSD mission and vision.	3 0%	8 0%	144 8%	1,015 55%	659 36%	1,829
(g)	The SSD mission and vision are clearly defined.	5 0%	38 2%	197 11%	1,011 55%	576 32%	1,827
(h)	SSD is moving in a direction that reflects the mission and vision.	44 2%	166 9%	409 22%	824 45%	378 21%	1,821
(i)	I can provide input on how SSD accomplishes its mission.	48 3%	176 10%	525 29%	791 43%	285 16%	1,825
(j)	I can help shape SSD's mission and vision.	50 3%	174 10%	513 28%	777 43%	308 17%	1,822
(k)	Everyone in SSD is doing what they can to fulfill the district's mission.	134 7%	388 21%	591 32%	542 30%	171 9%	1,826
(l)	My school or department has clear goals.	59 3%	137 7%	305 17%	909 50%	417 23%	1,827

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2017-18 Employee Engagement Survey - Teachers

**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.**

**Q9. How strongly do you disagree or agree with the following statements?**

		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither Disagree nor Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Total Responses</b>
(a)	SSD administrators' actions are consistent with their words.	155 8%	315 17%	360 20%	729 40%	272 15%	1,831
(b)	SSD administrators understand my professional needs.	165 9%	377 21%	304 17%	692 38%	290 16%	1,828
(c)	SSD leaders ensure staff morale is high.	244 13%	404 22%	435 24%	529 29%	213 12%	1,825
(d)	My SSD principal or SSD area coordinator is an effective leader.	126 7%	174 10%	295 16%	710 39%	525 29%	1,830
(e)	The actions of my SSD principal or SSD area coordinator are consistent with his or her words.	130 7%	194 11%	284 16%	737 40%	485 27%	1,830
(f)	I can count on the support of my SSD principal or SSD area coordinator when addressing problems or issues.	129 7%	172 9%	305 17%	640 35%	585 32%	1,831
(g)	I trust my SSD principal or SSD area coordinator to make good decisions.	117 6%	172 9%	308 17%	681 37%	554 30%	1,832
(h)	My SSD principal or SSD area coordinator trusts me to make good decisions.	65 4%	70 4%	209 11%	811 44%	674 37%	1,829
(i)	My SSD principal or SSD area coordinator ensures morale is high in my school or department.	191 10%	270 15%	414 23%	577 32%	375 21%	1,827

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2017-18 Employee Engagement Survey - Teachers

**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.**

**Q10. How strongly do you disagree or agree with the following statements?**

		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Total Responses
(a)	SSD leaders clearly explain the reasons behind decisions on key issues.	187 10%	377 21%	447 24%	608 33%	211 12%	1,830
(b)	My SSD principal or SSD area coordinator clearly communicates his or her expectations of my job performance.	73 4%	127 7%	236 13%	876 48%	518 28%	1,830
(c)	My SSD principal or SSD area coordinator effectively communicates about important issues that affect me.	102 6%	191 10%	286 16%	784 43%	466 25%	1,829
(d)	My SSD principal or SSD area coordinator is willing to listen to new ideas.	104 6%	112 6%	275 15%	771 42%	569 31%	1,831
(e)	I can influence decisions in my school or department.	137 7%	239 13%	394 22%	728 40%	330 18%	1,828

**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.**

**Q11. How strongly do you disagree or agree with the following statements?**

		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Total Responses
(a)	SSD recognizes employees for their high-quality work and accomplishments.	152 8%	331 18%	448 24%	692 38%	207 11%	1,830
(b)	My SSD principal or SSD area coordinator regularly gives me constructive feedback to improve my performance.	108 6%	229 13%	341 19%	777 43%	373 20%	1,828
(c)	Staff members are recognized for good performance at my work site.	162 9%	349 19%	415 23%	661 36%	242 13%	1,829
(d)	I receive recognition for my accomplishments.	164 9%	370 20%	488 27%	589 32%	220 12%	1,831
(e)	I feel appreciated for my work.	189 10%	269 15%	404 22%	690 38%	279 15%	1,831

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**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.**

**Q12. How strongly do you disagree or agree with the following statements?**

		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither Disagree nor Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Total Responses</b>
(a)	I have sufficient independence in my work.	32 2%	67 4%	134 7%	961 53%	632 35%	1,826
(b)	My SSD principal or SSD area coordinator encourages collaboration within and across teams in my school or department.	47 3%	71 4%	202 11%	892 49%	614 34%	1,826
(c)	My SSD principal or SSD area coordinator implements policies fairly in my school or department.	99 5%	149 8%	310 17%	778 43%	493 27%	1,829
(d)	I work in an atmosphere where there is mutual respect among staff.	114 6%	249 14%	268 15%	798 44%	403 22%	1,832
(e)	There is high staff morale in my school or department.	227 12%	406 22%	431 24%	547 30%	216 12%	1,827
(f)	There is high staff morale in SSD.	182 10%	354 19%	604 33%	528 29%	159 9%	1,827
(g)	My colleagues help create a positive work environment.	58 3%	139 8%	332 18%	874 48%	423 23%	1,826
(h)	My colleagues are held to high professional standards.	63 3%	115 6%	242 13%	940 51%	470 26%	1,830
(i)	I have the materials I need to do my job.	86 5%	239 13%	262 14%	836 46%	400 22%	1,823
(j)	My colleagues support me.	18 1%	54 3%	192 11%	931 51%	633 35%	1,828
(k)	My workload is reasonable.	332 18%	397 22%	259 14%	630 35%	205 11%	1,823
(l)	My colleagues are committed to their jobs.	27 1%	98 5%	272 15%	927 51%	502 27%	1,826
(m)	My work environment is clean and well maintained.	58 3%	125 7%	195 11%	910 50%	544 30%	1,832



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2017-18 Employee Engagement Survey - Teachers

**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.**

**Q13. How strongly do you disagree or agree with the following statements?**

		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither Disagree nor Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Total Responses</b>
(a)	SSD encourages continued education and professional growth.	34 2%	66 4%	221 12%	971 53%	537 29%	1,829
(b)	SSD's training helps me be effective in my job.	55 3%	148 8%	336 18%	889 49%	404 22%	1,832
(c)	SSD provides professional development that supports district initiatives.	32 2%	83 5%	309 17%	965 53%	436 24%	1,825
(d)	My SSD principal or SSD area coordinator identifies opportunities for my professional growth and improvement.	84 5%	211 12%	336 18%	814 44%	385 21%	1,830
(e)	There are leadership opportunities for me in my school or department.	87 5%	191 10%	376 21%	809 44%	365 20%	1,828