

# 2018-19 Employee Engagement Survey - Other

Survey Results

Special School District of St. Louis County  
October 29 - November 14, 2018



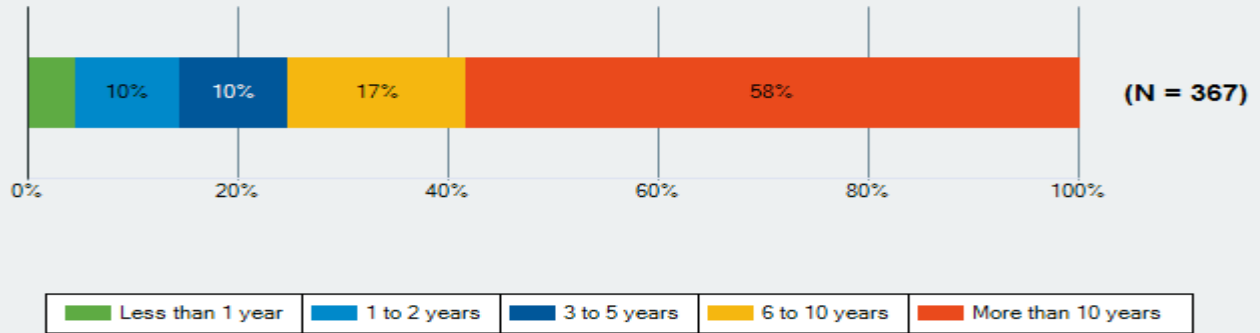
# 2018-19 Employee Engagement Survey - Other

<b>Report Title:</b>
<b>Survey Title: 2018-19 Employee Engagement Survey - Other</b>
<b>Report Type: Advanced Frequency</b>
<b>Start Date:</b> 29-Oct-18
<b>End Date:</b> 14-Nov-18
<b>Data Sources</b>
<b>Data Source 1:</b> Single-Use Link Invitations Delivered: 747   Responses Received: 367   Response Rate: 49.13%
<b>Total Number of Responses in This Report:</b> 367

<b>Data Sources Selected</b>
Single-Use Link

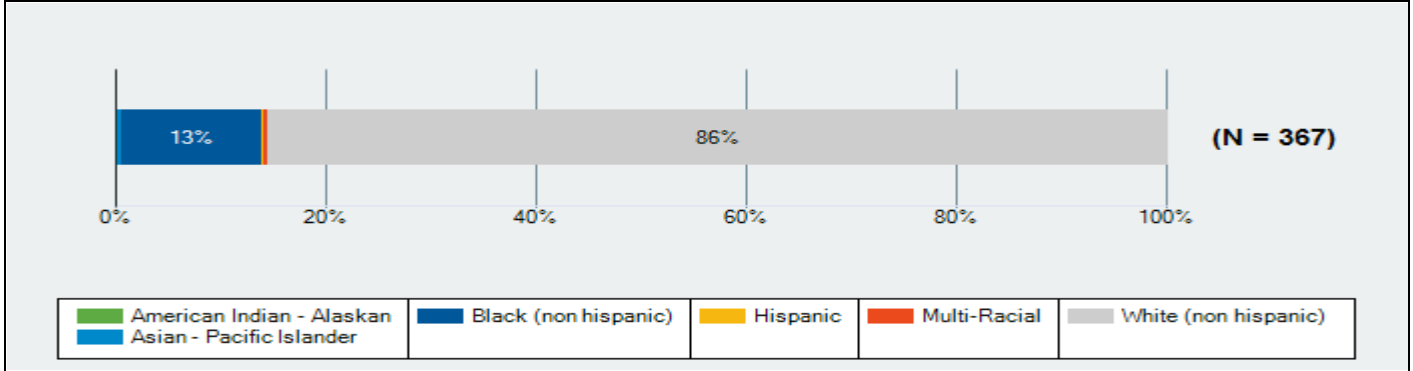
## 2018-19 Employee Engagement Survey - Other

Years Working for District		
Responses	Count	%
Less than 1 year	17	5%
1 to 2 years	36	10%
3 to 5 years	38	10%
6 to 10 years	62	17%
More than 10 years	214	58%
<b>Total Responses</b>	<b>367</b>	



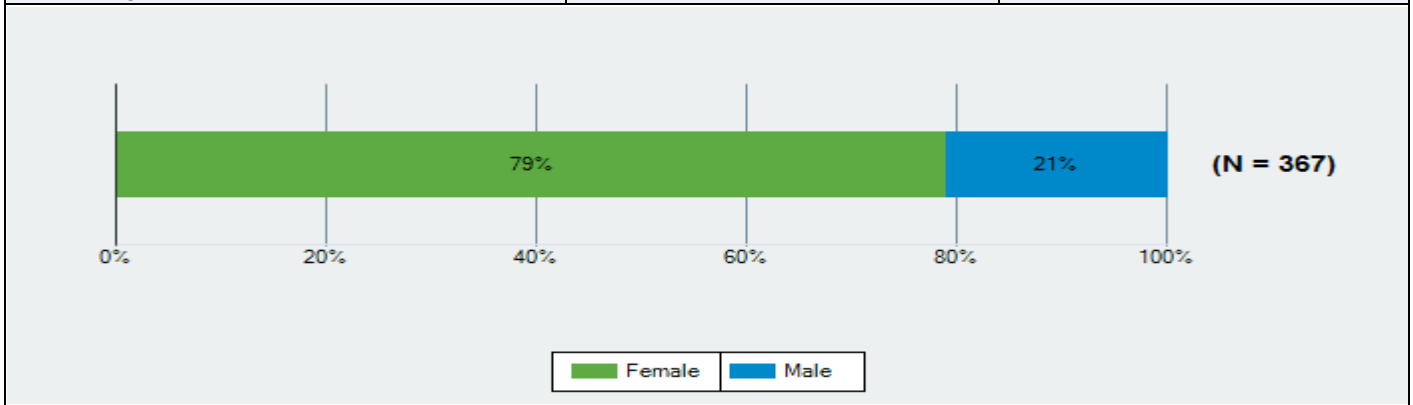
## 2018-19 Employee Engagement Survey - Other

<b>Ethnicity</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
American Indian - Alaskan	1	0%
Asian - Pacific Islander	1	0%
Black (non hispanic)	49	13%
Hispanic	1	0%
Multi-Racial	1	0%
White (non hispanic)	314	86%
<b>Total Responses</b>	<b>367</b>	



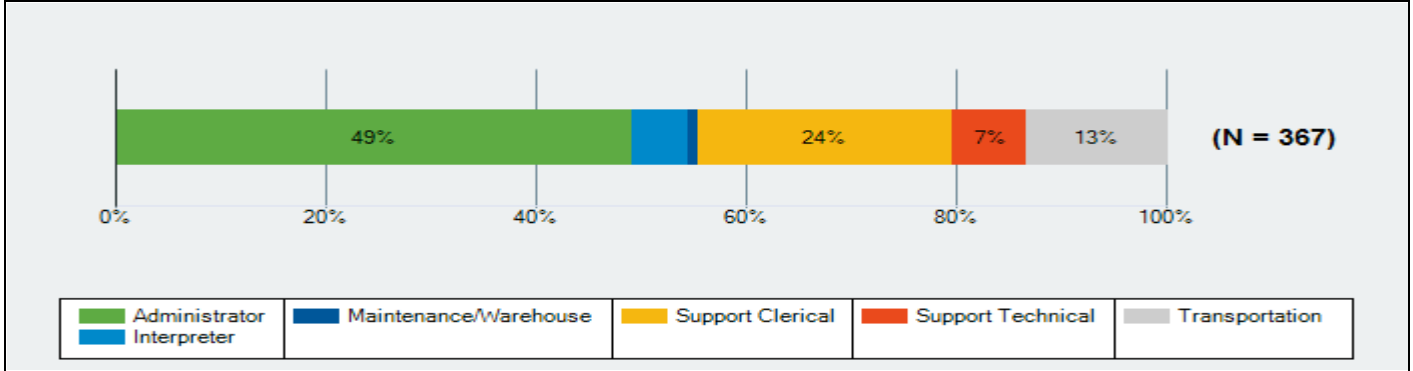
# 2018-19 Employee Engagement Survey - Other

Gender		
Responses	Count	%
Female	290	79%
Male	77	21%
<b>Total Responses</b>	<b>367</b>	



## 2018-19 Employee Engagement Survey - Other

Role		
Responses	Count	%
Administrator	180	49%
Interpreter	20	5%
Maintenance/Warehouse	3	1%
Support Clerical	89	24%
Support Technical	26	7%
Transportation	49	13%
<b>Total Responses</b>	<b>367</b>	

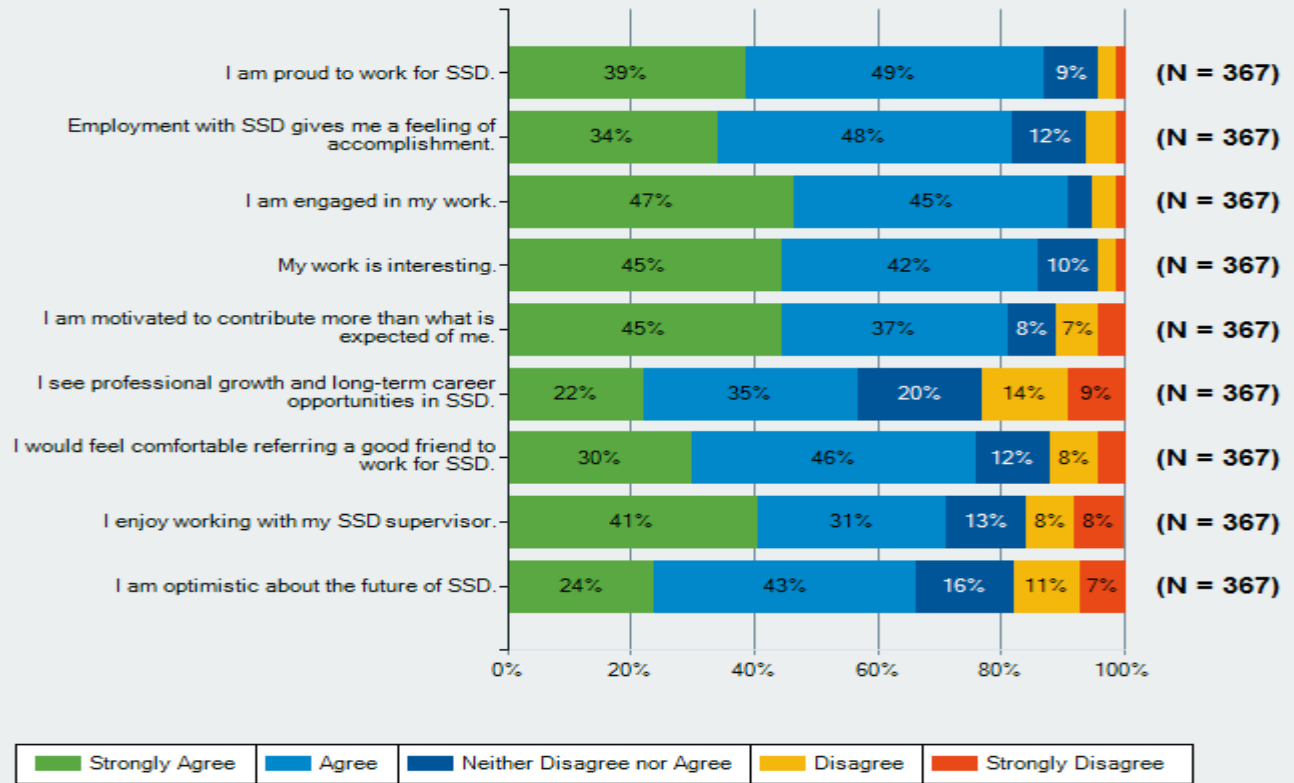


2018-19 Employee Engagement Survey - Other

**How strongly do you disagree or agree with the following statements? Please scroll to the right to see all answer options.**

<b>&amp;nbsp;</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.	143 39%	178 49%	32 9%	12 3%	2 1%	367
(b)	Employment with SSD gives me a feeling of accomplishment.	124 34%	177 48%	44 12%	18 5%	4 1%	367
(c)	I am engaged in my work.	172 47%	164 45%	14 4%	13 4%	4 1%	367
(d)	My work is interesting.	165 45%	155 42%	35 10%	10 3%	2 1%	367
(e)	I am motivated to contribute more than what is expected of me.	165 45%	135 37%	28 8%	26 7%	13 4%	367
(f)	I see professional growth and long-term career opportunities in SSD.	80 22%	129 35%	74 20%	51 14%	33 9%	367
(g)	I would feel comfortable referring a good friend to work for SSD.	111 30%	168 46%	44 12%	31 8%	13 4%	367
(h)	I enjoy working with my SSD supervisor.	151 41%	112 31%	46 13%	28 8%	30 8%	367
(i)	I am optimistic about the future of SSD.	87 24%	157 43%	59 16%	40 11%	24 7%	367

## 2018-19 Employee Engagement Survey - Other





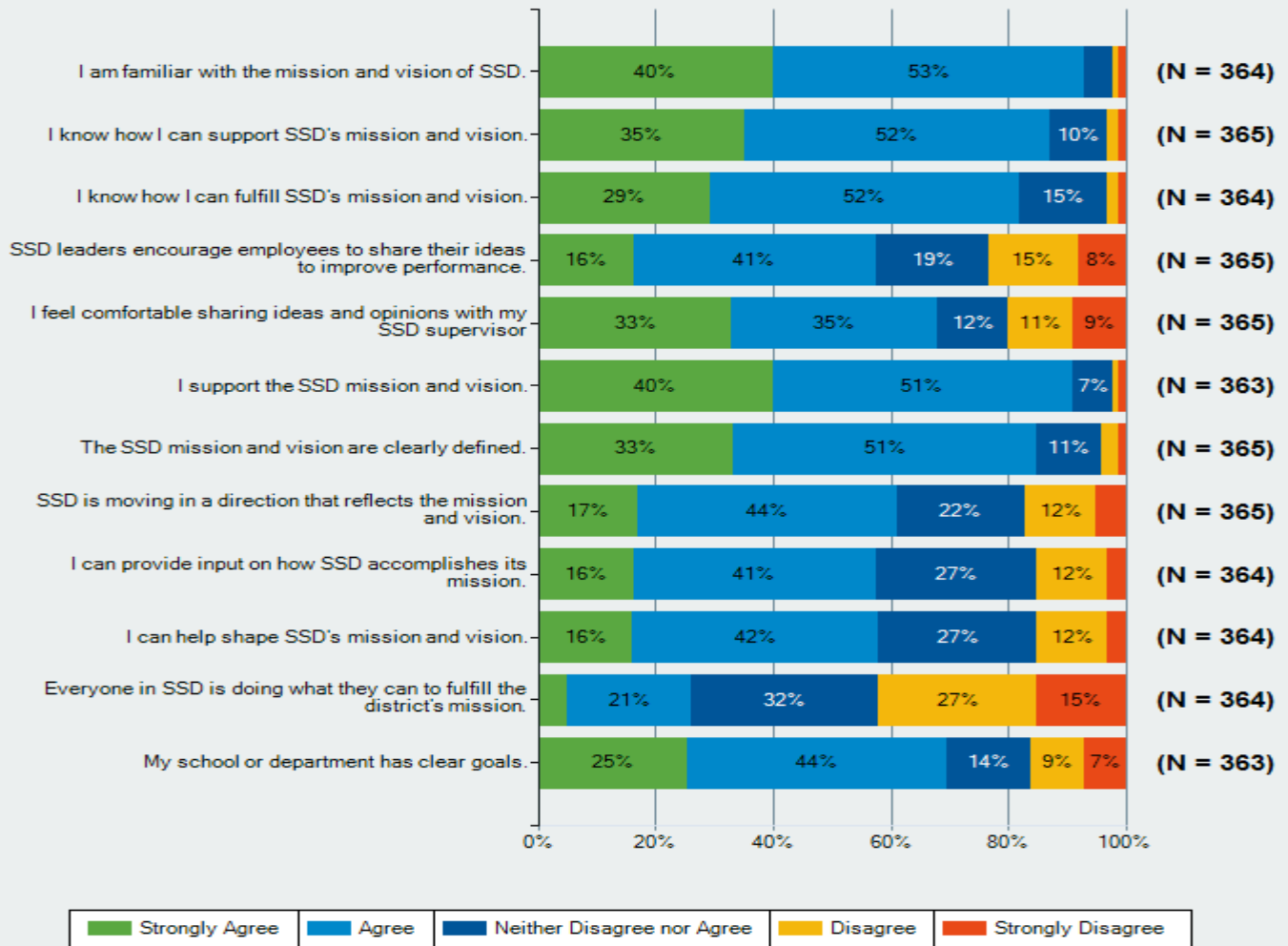
2018-19 Employee Engagement Survey - Other

Shared values are the explicit or implicit beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees. Please scroll to the right to see all answer options.

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

		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
(a)	I am familiar with the mission and vision of SSD.	146 40%	192 53%	20 5%	4 1%	2 1%	364
(b)	I know how I can support SSD's mission and vision.	126 35%	190 52%	38 10%	8 2%	3 1%	365
(c)	I know how I can fulfill SSD's mission and vision.	106 29%	191 52%	54 15%	9 2%	4 1%	364
(d)	SSD leaders encourage employees to share their ideas to improve performance.	60 16%	150 41%	71 19%	54 15%	30 8%	365
(e)	I feel comfortable sharing ideas and opinions with my SSD supervisor	119 33%	129 35%	44 12%	39 11%	34 9%	365
(f)	I support the SSD mission and vision.	146 40%	184 51%	27 7%	4 1%	2 1%	363
(g)	The SSD mission and vision are clearly defined.	122 33%	185 51%	41 11%	12 3%	5 1%	365
(h)	SSD is moving in a direction that reflects the mission and vision.	61 17%	159 44%	82 22%	44 12%	19 5%	365
(i)	I can provide input on how SSD accomplishes its mission.	60 16%	151 41%	98 27%	43 12%	12 3%	364
(j)	I can help shape SSD's mission and vision.	60 16%	152 42%	97 27%	43 12%	12 3%	364
(k)	Everyone in SSD is doing what they can to fulfill the district's mission.	20 5%	77 21%	115 32%	97 27%	55 15%	364
(l)	My school or department has clear goals.	92 25%	161 44%	51 14%	33 9%	26 7%	363

## 2018-19 Employee Engagement Survey - Other



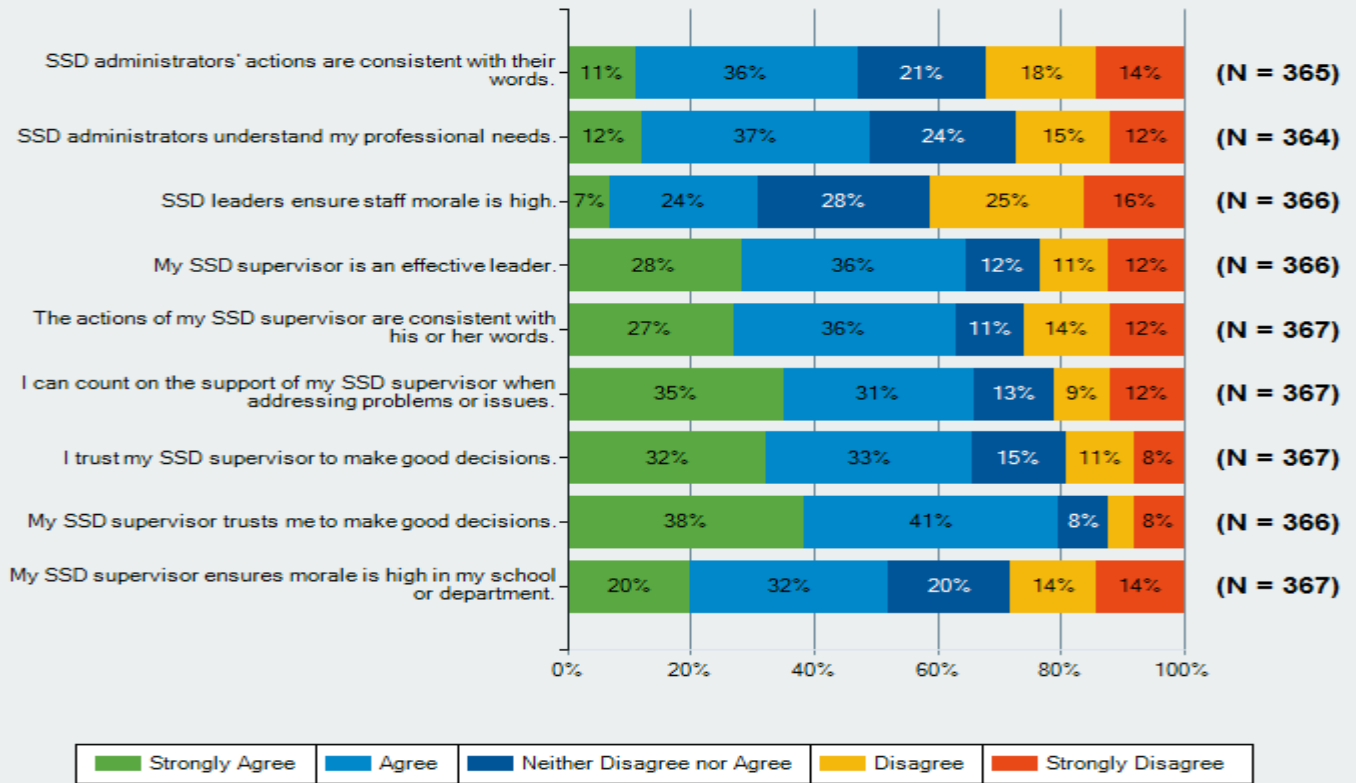
2018-19 Employee Engagement Survey - Other

**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. Please scroll to the right to see all answer options.**

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

		<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.	39 11%	133 36%	77 21%	66 18%	50 14%	365
(b)	SSD administrators understand my professional needs.	43 12%	134 37%	89 24%	54 15%	44 12%	364
(c)	SSD leaders ensure staff morale is high.	27 7%	89 24%	101 28%	91 25%	58 16%	366
(d)	My SSD supervisor is an effective leader.	103 28%	133 36%	43 12%	42 11%	45 12%	366
(e)	The actions of my SSD supervisor are consistent with his or her words.	99 27%	133 36%	39 11%	51 14%	45 12%	367
(f)	I can count on the support of my SSD supervisor when addressing problems or issues.	129 35%	113 31%	49 13%	33 9%	43 12%	367
(g)	I trust my SSD supervisor to make good decisions.	116 32%	122 33%	56 15%	42 11%	31 8%	367
(h)	My SSD supervisor trusts me to make good decisions.	140 38%	151 41%	31 8%	15 4%	29 8%	366
(i)	My SSD supervisor ensures morale is high in my school or department.	73 20%	116 32%	74 20%	52 14%	52 14%	367

## 2018-19 Employee Engagement Survey - Other

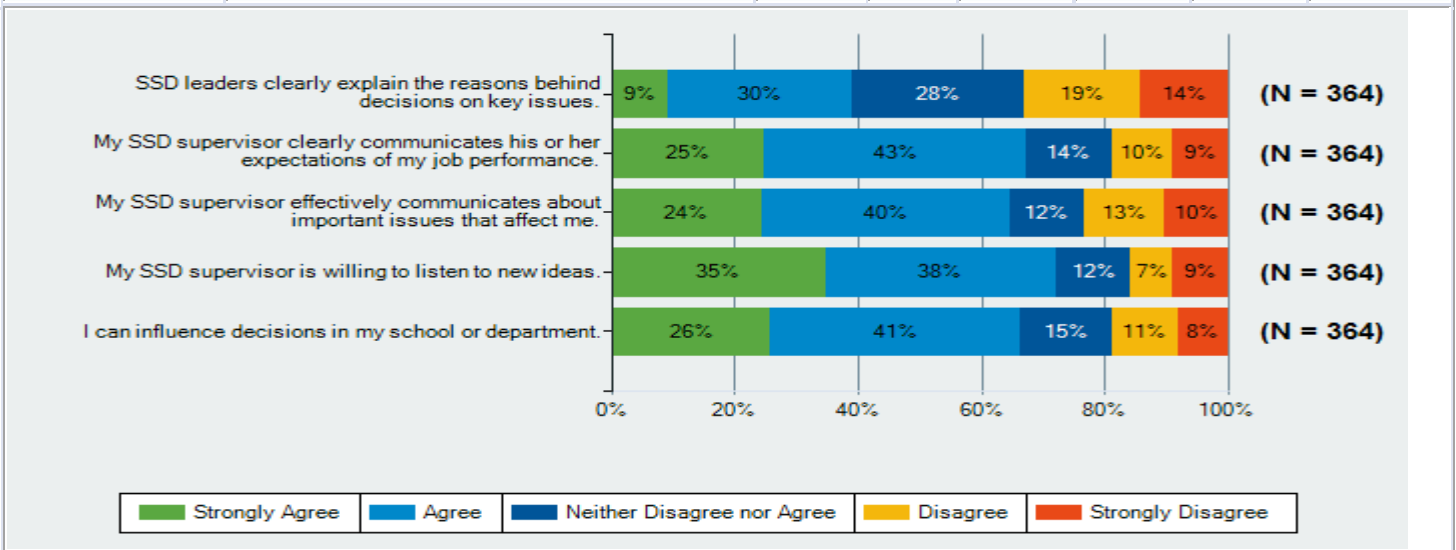


## 2018-19 Employee Engagement Survey - Other

**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. Please scroll to the right to see all answer options.**

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

		<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.	33 9%	109 30%	101 28%	69 19%	52 14%	364
(b)	My SSD supervisor clearly communicates his or her expectations of my job performance.	90 25%	155 43%	52 14%	35 10%	32 9%	364
(c)	My SSD supervisor effectively communicates about important issues that affect me.	88 24%	147 40%	45 12%	49 13%	35 10%	364
(d)	My SSD supervisor is willing to listen to new ideas.	126 35%	138 38%	42 12%	24 7%	34 9%	364
(e)	I can influence decisions in my school or department.	94 26%	149 41%	54 15%	39 11%	28 8%	364

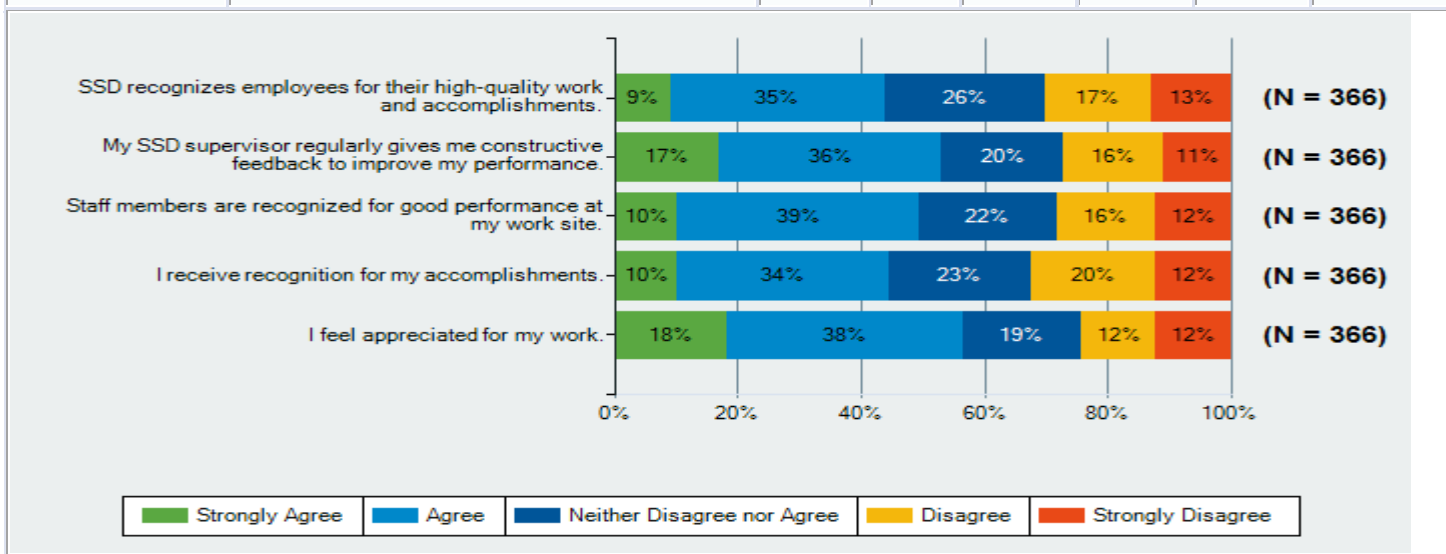


## 2018-19 Employee Engagement Survey - Other

**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. Please scroll to the right to see all answer options.**

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

		<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 recognizes employees for their high-quality work and accomplishments.	34 9%	128 35%	96 26%	62 17%	46 13%	366
(b)	My SSD supervisor regularly gives me constructive feedback to improve my performance.	61 17%	132 36%	74 20%	60 16%	39 11%	366
(c)	Staff members are recognized for good performance at my work site.	37 10%	142 39%	82 22%	60 16%	45 12%	366
(d)	I receive recognition for my accomplishments.	38 10%	125 34%	85 23%	74 20%	44 12%	366
(e)	I feel appreciated for my work.	66 18%	139 38%	71 19%	45 12%	45 12%	366



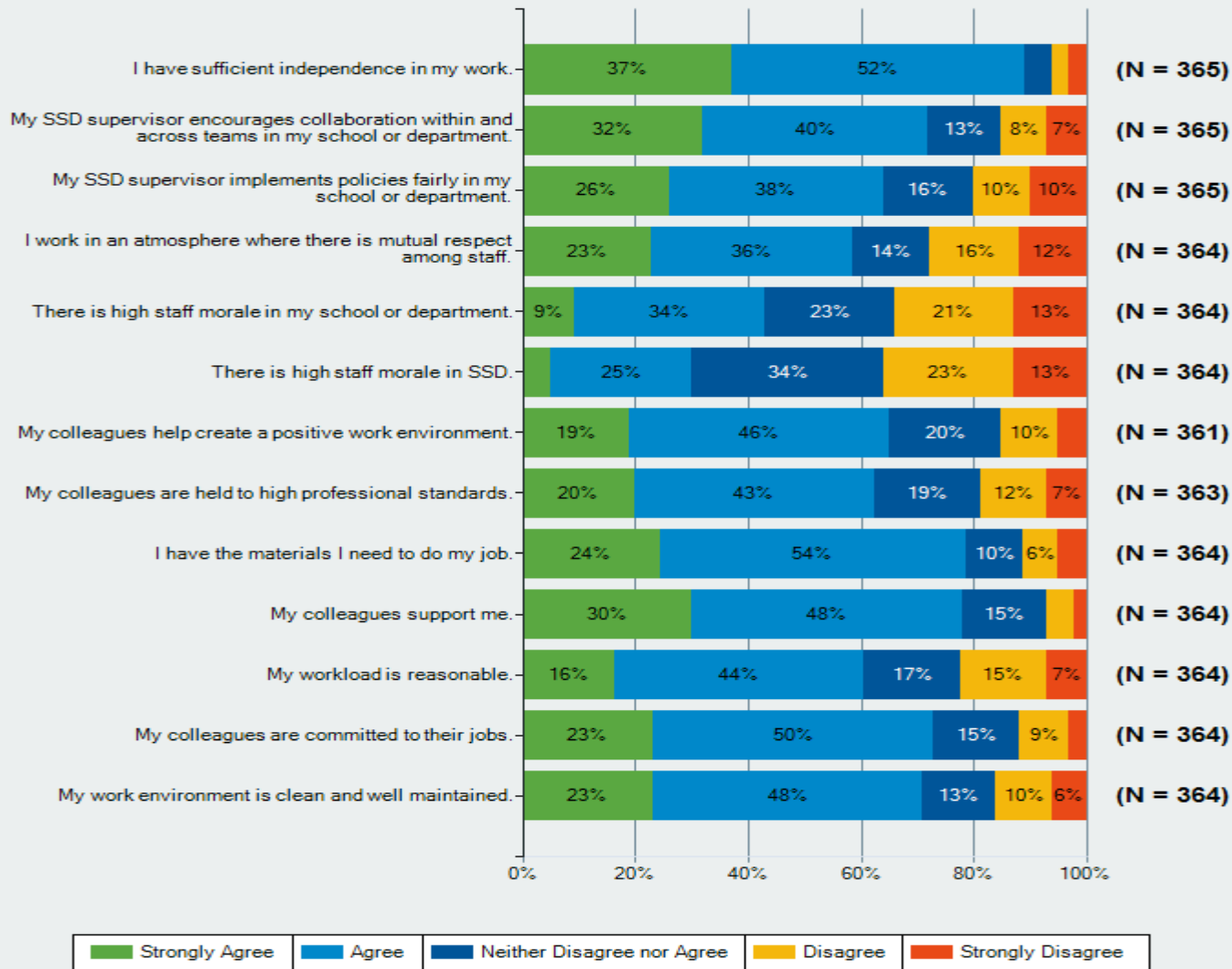
2018-19 Employee Engagement Survey - Other

**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. Please scroll to the right to see all answer options.**

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

		<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 have sufficient independence in my work.	135 37%	190 52%	20 5%	10 3%	10 3%	365
(b)	My SSD supervisor encourages collaboration within and across teams in my school or department.	117 32%	146 40%	46 13%	29 8%	27 7%	365
(c)	My SSD supervisor implements policies fairly in my school or department.	96 26%	137 38%	57 16%	38 10%	37 10%	365
(d)	I work in an atmosphere where there is mutual respect among staff.	83 23%	130 36%	52 14%	57 16%	42 12%	364
(e)	There is high staff morale in my school or department.	34 9%	122 34%	84 23%	75 21%	49 13%	364
(f)	There is high staff morale in SSD.	17 5%	92 25%	123 34%	85 23%	47 13%	364
(g)	My colleagues help create a positive work environment.	68 19%	167 46%	73 20%	36 10%	17 5%	361
(h)	My colleagues are held to high professional standards.	71 20%	155 43%	69 19%	43 12%	25 7%	363
(i)	I have the materials I need to do my job.	87 24%	198 54%	38 10%	21 6%	20 5%	364
(j)	My colleagues support me.	111 30%	173 48%	55 15%	18 5%	7 2%	364
(k)	My workload is reasonable.	59 16%	161 44%	61 17%	56 15%	27 7%	364
(l)	My colleagues are committed to their jobs.	82 23%	182 50%	56 15%	33 9%	11 3%	364
(m)	My work environment is clean and well maintained.	84 23%	175 48%	47 13%	36 10%	22 6%	364

## 2018-19 Employee Engagement Survey - Other





2018-19 Employee Engagement Survey - Other

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. Please scroll to the right to see all answer options.

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

		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
(a)	SSD encourages continued education and professional growth.	77 21%	180 49%	65 18%	25 7%	19 5%	366
(b)	SSD's training helps me be effective in my job.	50 14%	152 41%	88 24%	46 13%	31 8%	367
(c)	SSD provides professional development that supports district initiatives.	57 16%	197 54%	67 18%	24 7%	20 5%	365
(d)	My SSD supervisor identifies opportunities for my professional growth and improvement.	51 14%	131 36%	90 25%	51 14%	43 12%	366
(e)	There are leadership opportunities for me in my school or department.	62 17%	133 36%	75 20%	46 13%	50 14%	366

