

# 2018-19 Employee Engagement Survey - Teachers

Survey Results

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



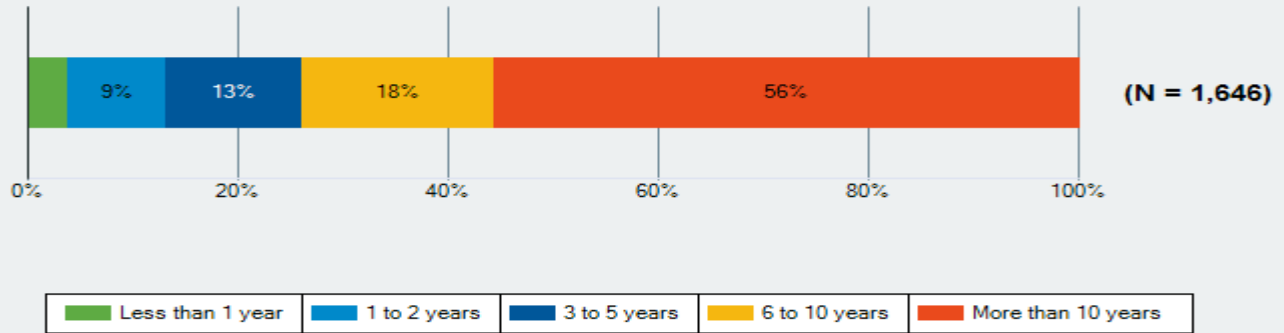
# 2018-19 Employee Engagement Survey - Teachers

<b>Report Title:</b>
<b>Survey Title: 2018-19 Employee Engagement Survey - Teachers</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: 2,725   Responses Received: 1,646   Response Rate: 60.40%
<b>Total Number of Responses in This Report:</b> 1,646

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

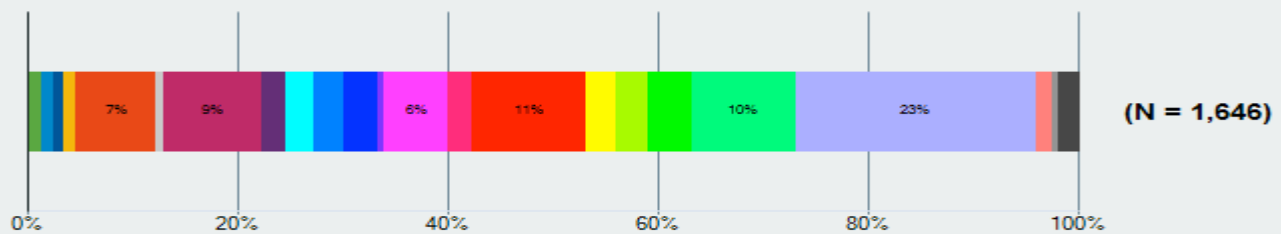
## 2018-19 Employee Engagement Survey - Teachers

<b>Years Working for District</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Less than 1 year	62	4%
1 to 2 years	156	9%
3 to 5 years	212	13%
6 to 10 years	301	18%
More than 10 years	915	56%
<b>Total Responses</b>	<b>1,646</b>	



## 2018-19 Employee Engagement Survey - Teachers

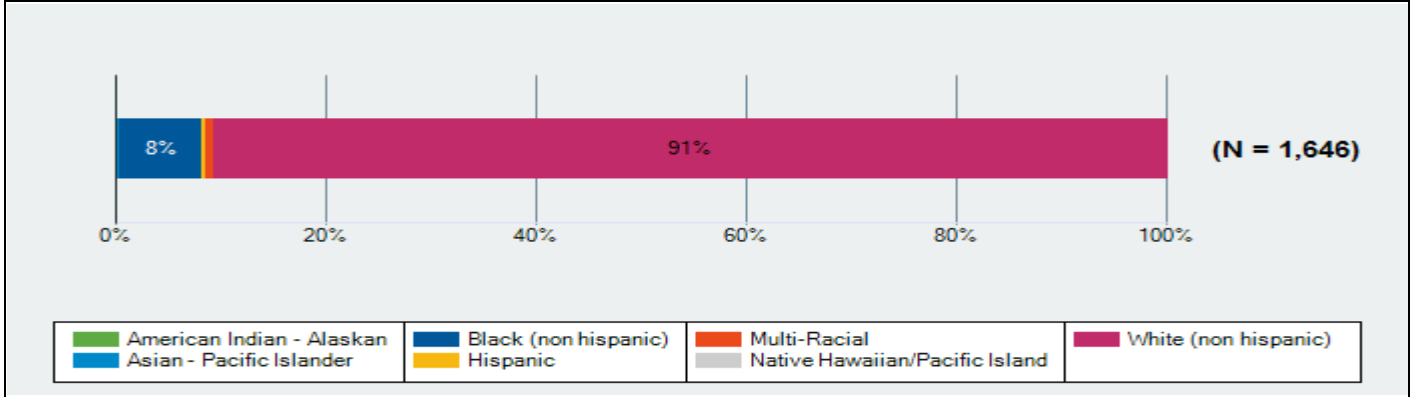
District		
Responses	Count	%
Affton School District	21	1%
Bayless School District	20	1%
Brentwood School District	17	1%
Clayton School District	19	1%
Ferguson-Florissant School District	123	7%
Hancock Place School District	14	1%
Hazelwood School District	152	9%
Jennings School District	38	2%
Kirkwood School District	44	3%
Ladue School District	47	3%
Lindbergh School District	54	3%
Maplewood-Richmond Hts School District	10	1%
Mehlville School District	100	6%
Normandy Schools Collaborative	38	2%
Parkway School District	178	11%
Pattonville School District	46	3%
Ritenour School District	49	3%
Riverview Gardens School District	69	4%
Rockwood School District	163	10%
Special School District	376	23%
University City School District	25	2%
Valley Park School District	9	1%
Webster Groves School District	34	2%
<b>Total Responses</b>	<b>1,646</b>	



<span style="color: green;">■</span> Affton School Dis...	<span style="color: purple;">■</span> Hazelwood School ...	<span style="color: magenta;">■</span> Mehlville School ...	<span style="color: cyan;">■</span> Rockwood School D...
<span style="color: blue;">■</span> Bayless School Di...	<span style="color: darkblue;">■</span> Jennings School D...	<span style="color: red;">■</span> Normandy Schools ...	<span style="color: lightblue;">■</span> Special School Di...
<span style="color: darkred;">■</span> Brentwood School ...	<span style="color: cyan;">■</span> Kirkwood School D...	<span style="color: orange;">■</span> Parkway School Di...	<span style="color: pink;">■</span> University City S...
<span style="color: yellow;">■</span> Clayton School Di...	<span style="color: blue;">■</span> Ladue School Dist...	<span style="color: yellowgreen;">■</span> Pattonville Schoo...	<span style="color: grey;">■</span> Valley Park Schoo...
<span style="color: orange;">■</span> Ferguson-Florissa...	<span style="color: darkblue;">■</span> Lindbergh School ...	<span style="color: limegreen;">■</span> Ritenour School D...	<span style="color: black;">■</span> Webster Groves Sc...
<span style="color: grey;">■</span> Hancock Place Sch...	<span style="color: purple;">■</span> Maplewood-Richmon...	<span style="color: green;">■</span> Riverview Gardens...	

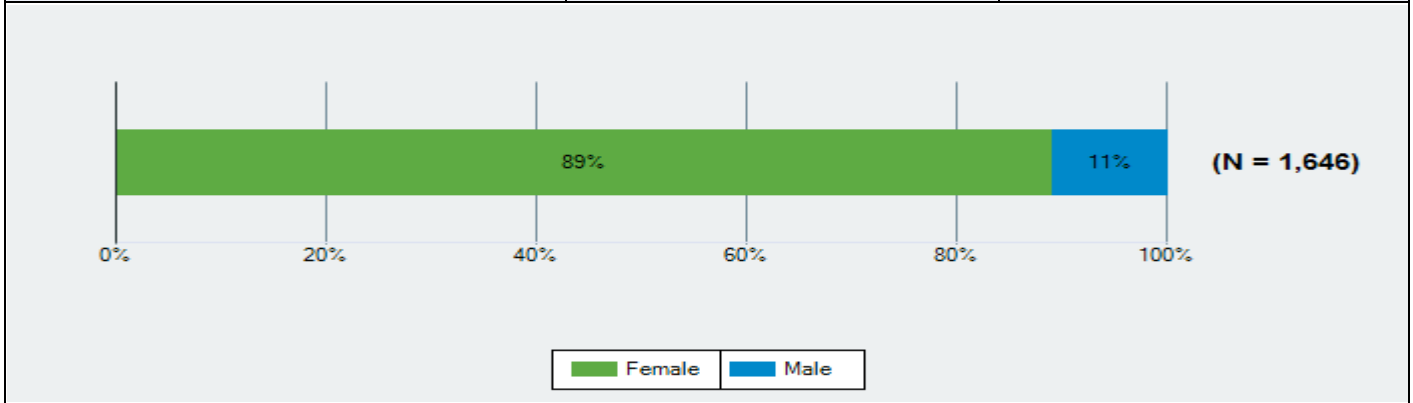
## 2018-19 Employee Engagement Survey - Teachers

Ethnicity		
Responses	Count	%
American Indian - Alaskan	3	0%
Asian - Pacific Islander	5	0%
Black (non hispanic)	128	8%
Hispanic	6	0%
Multi-Racial	11	1%
Native Hawaiian/Pacific Island	0	0%
White (non hispanic)	1,493	91%
<b>Total Responses</b>	<b>1,646</b>	



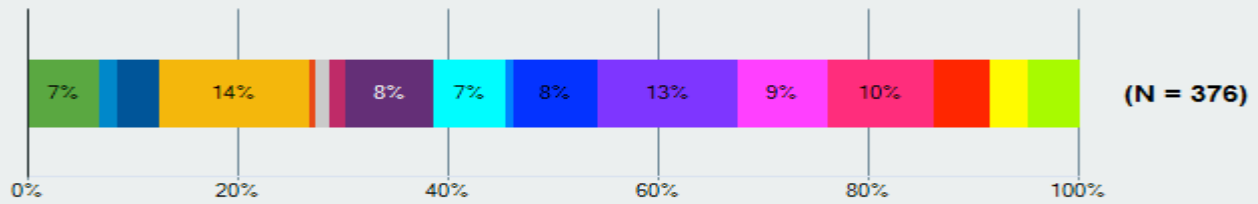
# 2018-19 Employee Engagement Survey - Teachers

Gender		
Responses	Count	%
Female	1,466	89%
Male	180	11%
<b>Total Responses</b>	<b>1,646</b>	



## 2018-19 Employee Engagement Survey - Teachers

SSD School/Site		
Responses	Count	%
Ackerman School	26	7%
Bridges/South	6	2%
Central Administration	15	4%
Districtwide	54	14%
Dressel Elementary School	2	1%
Juvenile Detention Center	5	1%
Lakeside Center	6	2%
Learning Center	31	8%
Litzsinger School	26	7%
Metro Training Center	3	1%
Neuwoehner High School	30	8%
North Technical High School	50	13%
Northview High School	32	9%
South Technical High School	38	10%
Southview Elementary School	20	5%
Southview High School	14	4%
Vocational Skills Program	18	5%
<b>Total Responses</b>	<b>376</b>	



<span style="color: green;">■</span> Ackerman School	<span style="color: grey;">■</span> Juvenile Detentio...	<span style="color: blue;">■</span> Metro Training Ce...	<span style="color: pink;">■</span> South Technical H...
<span style="color: darkblue;">■</span> Bridges/South	<span style="color: maroon;">■</span> Lakeside Center	<span style="color: purple;">■</span> Neuwoehner High S...	<span style="color: red;">■</span> Southview Element...
<span style="color: darkred;">■</span> Central Administr...	<span style="color: cyan;">■</span> Learning Center	<span style="color: magenta;">■</span> North Technical H...	<span style="color: yellow;">■</span> Southview High Sc...
<span style="color: orange;">■</span> Districtwide	<span style="color: lightblue;">■</span> Litzsinger School	<span style="color: yellowgreen;">■</span> Northview High Sc...	<span style="color: limegreen;">■</span> Vocational Skills...
<span style="color: brown;">■</span> Dressel Elementar...			

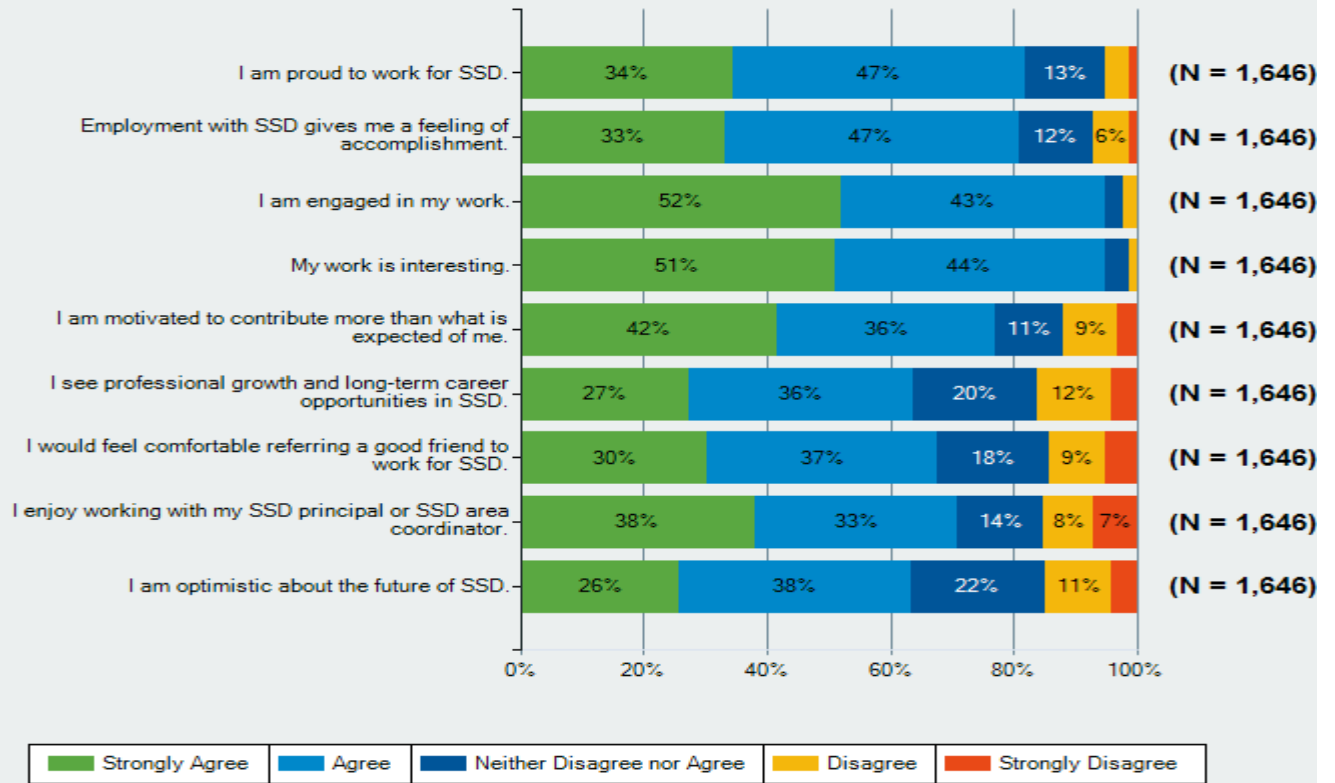
2018-19 Employee Engagement Survey - Teachers

**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.	567 34%	770 47%	218 13%	73 4%	18 1%	1,646
(b)	Employment with SSD gives me a feeling of accomplishment.	541 33%	775 47%	205 12%	103 6%	22 1%	1,646
(c)	I am engaged in my work.	852 52%	708 43%	56 3%	25 2%	5 0%	1,646
(d)	My work is interesting.	834 51%	717 44%	66 4%	22 1%	7 0%	1,646
(e)	I am motivated to contribute more than what is expected of me.	685 42%	598 36%	177 11%	143 9%	43 3%	1,646
(f)	I see professional growth and long-term career opportunities in SSD.	446 27%	599 36%	337 20%	200 12%	64 4%	1,646
(g)	I would feel comfortable referring a good friend to work for SSD.	489 30%	615 37%	302 18%	152 9%	88 5%	1,646
(h)	I enjoy working with my SSD principal or SSD area coordinator.	625 38%	544 33%	237 14%	131 8%	109 7%	1,646
(i)	I am optimistic about the future of SSD.	422 26%	633 38%	357 22%	175 11%	59 4%	1,646



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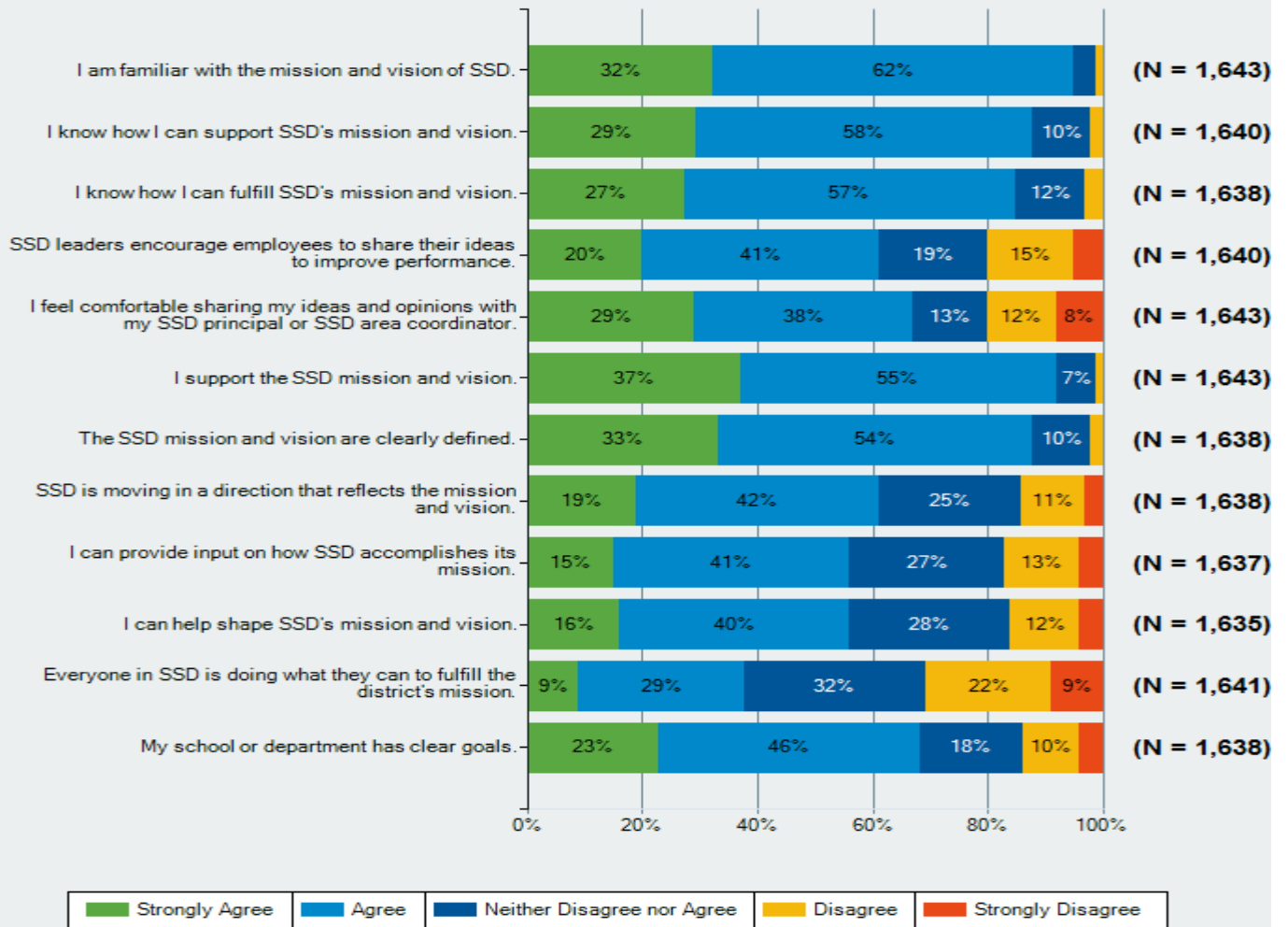


2018-19 Employee Engagement Survey - Teachers

**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.	527 32%	1,017 62%	73 4%	22 1%	4 0%	1,643
(b)	I know how I can support SSD's mission and vision.	480 29%	951 58%	167 10%	37 2%	5 0%	1,640
(c)	I know how I can fulfill SSD's mission and vision.	447 27%	927 57%	203 12%	55 3%	6 0%	1,638
(d)	SSD leaders encourage employees to share their ideas to improve performance.	329 20%	677 41%	307 19%	245 15%	82 5%	1,640
(e)	I feel comfortable sharing my ideas and opinions with my SSD principal or SSD area coordinator.	478 29%	622 38%	214 13%	194 12%	135 8%	1,643
(f)	I support the SSD mission and vision.	605 37%	908 55%	115 7%	12 1%	3 0%	1,643
(g)	The SSD mission and vision are clearly defined.	538 33%	889 54%	167 10%	39 2%	5 0%	1,638
(h)	SSD is moving in a direction that reflects the mission and vision.	316 19%	686 42%	407 25%	177 11%	52 3%	1,638
(i)	I can provide input on how SSD accomplishes its mission.	239 15%	676 41%	444 27%	209 13%	69 4%	1,637
(j)	I can help shape SSD's mission and vision.	259 16%	662 40%	459 28%	194 12%	61 4%	1,635
(k)	Everyone in SSD is doing what they can to fulfill the district's mission.	144 9%	477 29%	522 32%	357 22%	141 9%	1,641
(l)	My school or department has clear goals.	370 23%	753 46%	296 18%	158 10%	61 4%	1,638

## 2018-19 Employee Engagement Survey - Teachers



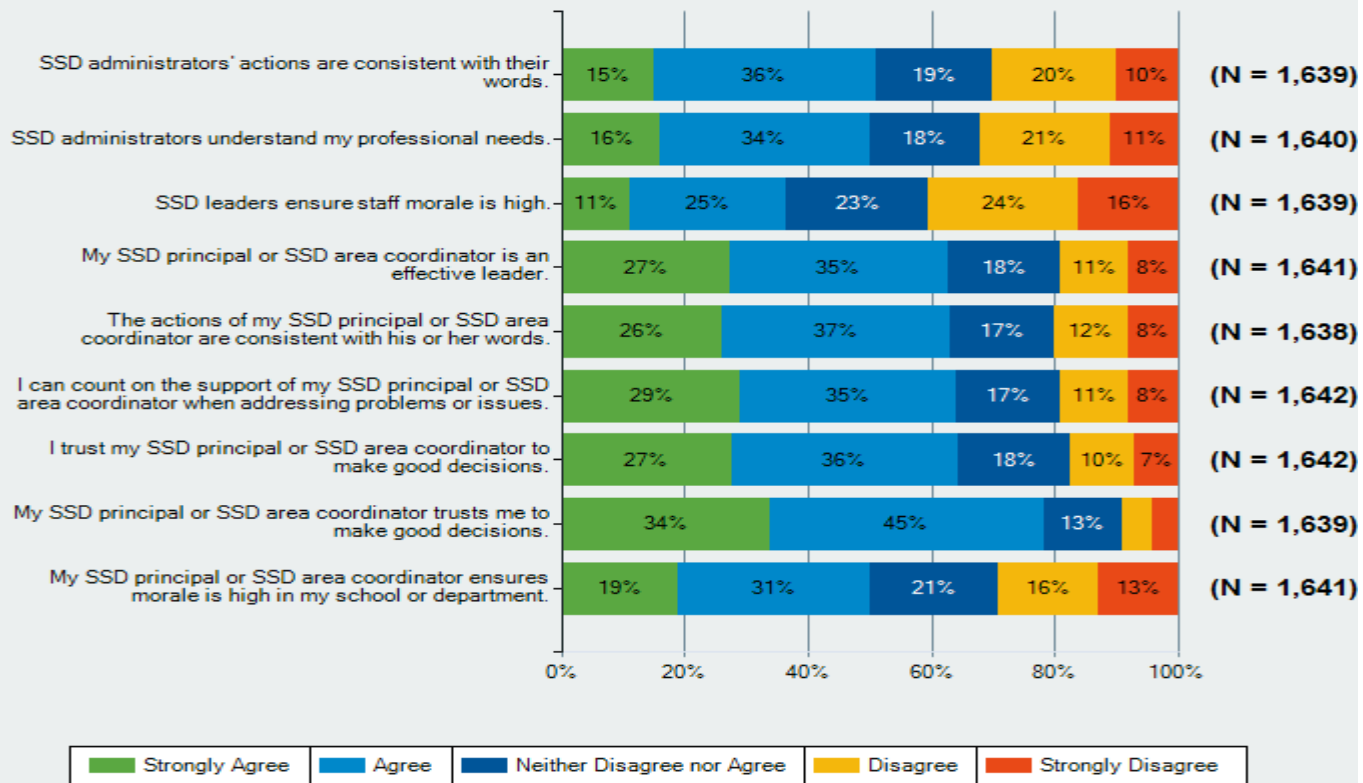
2018-19 Employee Engagement Survey - Teachers

**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. 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.	250 15%	588 36%	315 19%	328 20%	158 10%	1,639
(b)	SSD administrators understand my professional needs.	261 16%	554 34%	299 18%	343 21%	183 11%	1,640
(c)	SSD leaders ensure staff morale is high.	187 11%	412 25%	385 23%	390 24%	265 16%	1,639
(d)	My SSD principal or SSD area coordinator is an effective leader.	448 27%	581 35%	296 18%	177 11%	139 8%	1,641
(e)	The actions of my SSD principal or SSD area coordinator are consistent with his or her words.	427 26%	604 37%	271 17%	197 12%	139 8%	1,638
(f)	I can count on the support of my SSD principal or SSD area coordinator when addressing problems or issues.	482 29%	567 35%	287 17%	174 11%	132 8%	1,642
(g)	I trust my SSD principal or SSD area coordinator to make good decisions.	449 27%	598 36%	301 18%	171 10%	123 7%	1,642
(h)	My SSD principal or SSD area coordinator trusts me to make good decisions.	552 34%	730 45%	208 13%	79 5%	70 4%	1,639
(i)	My SSD principal or SSD area coordinator ensures morale is high in my school or department.	307 19%	507 31%	346 21%	268 16%	213 13%	1,641

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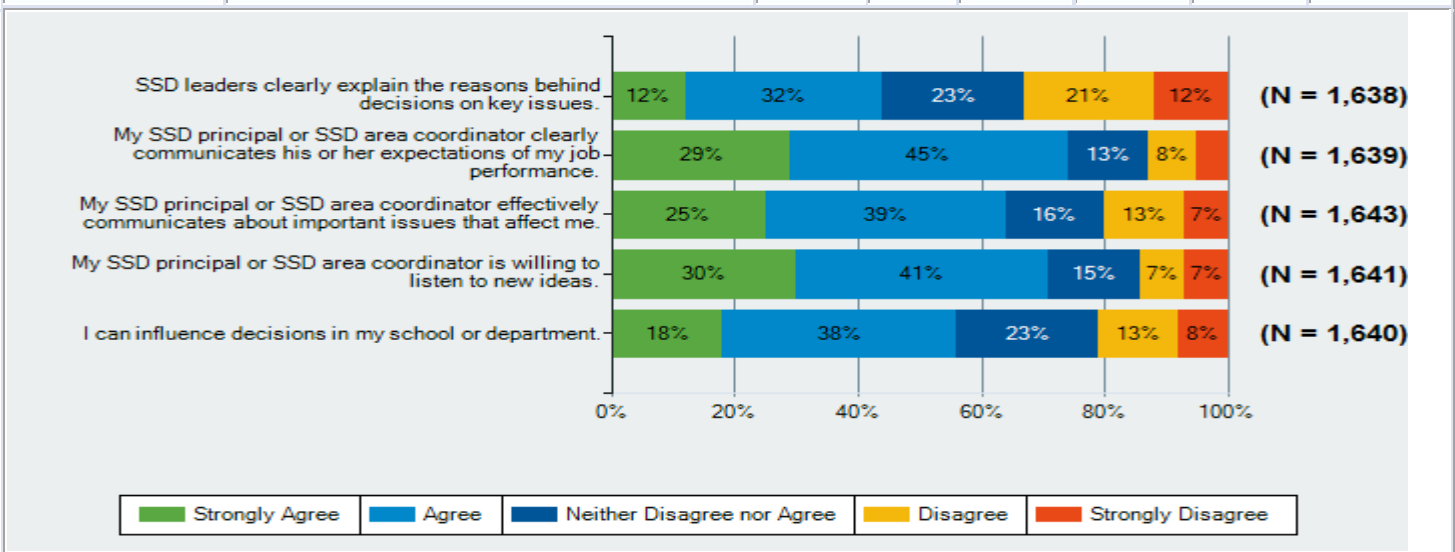


## 2018-19 Employee Engagement Survey - Teachers

**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. 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.	200 12%	519 32%	374 23%	347 21%	198 12%	1,638
(b)	My SSD principal or SSD area coordinator clearly communicates his or her expectations of my job performance.	473 29%	736 45%	217 13%	128 8%	85 5%	1,639
(c)	My SSD principal or SSD area coordinator effectively communicates about important issues that affect me.	418 25%	642 39%	258 16%	207 13%	118 7%	1,643
(d)	My SSD principal or SSD area coordinator is willing to listen to new ideas.	494 30%	673 41%	253 15%	113 7%	108 7%	1,641
(e)	I can influence decisions in my school or department.	293 18%	622 38%	379 23%	214 13%	132 8%	1,640

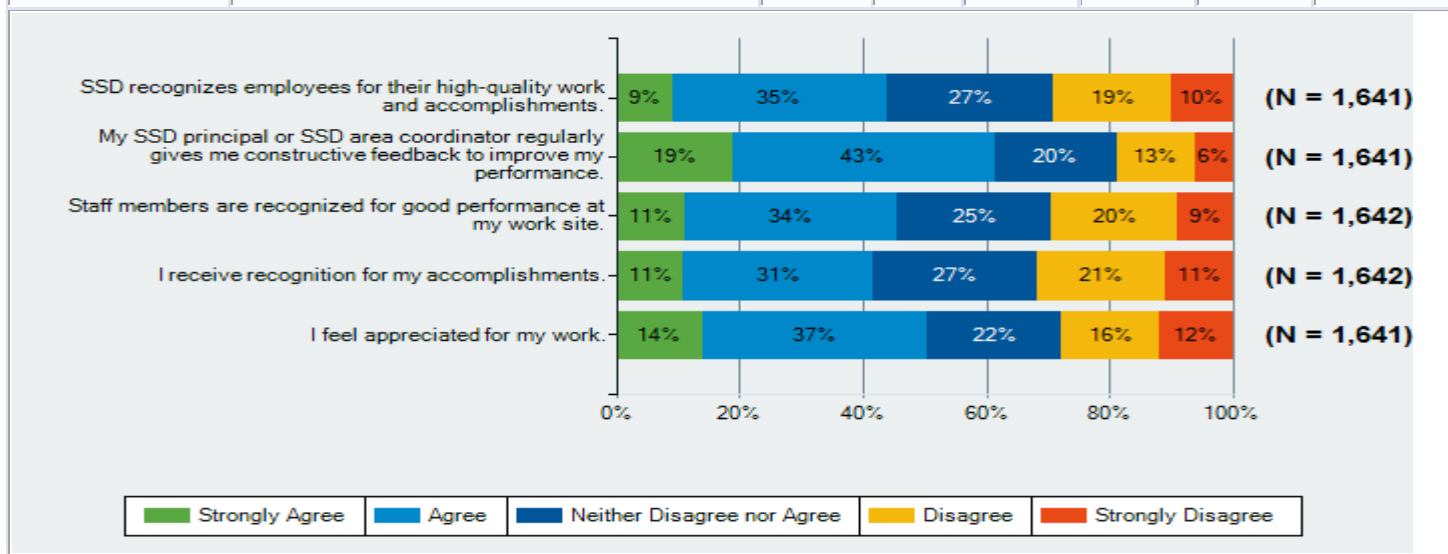


## 2018-19 Employee Engagement Survey - Teachers

**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.	152 9%	574 35%	445 27%	306 19%	164 10%	1,641
(b)	My SSD principal or SSD area coordinator regularly gives me constructive feedback to improve my performance.	308 19%	699 43%	324 20%	210 13%	100 6%	1,641
(c)	Staff members are recognized for good performance at my work site.	183 11%	563 34%	413 25%	331 20%	152 9%	1,642
(d)	I receive recognition for my accomplishments.	176 11%	513 31%	437 27%	341 21%	175 11%	1,642
(e)	I feel appreciated for my work.	224 14%	607 37%	354 22%	264 16%	192 12%	1,641



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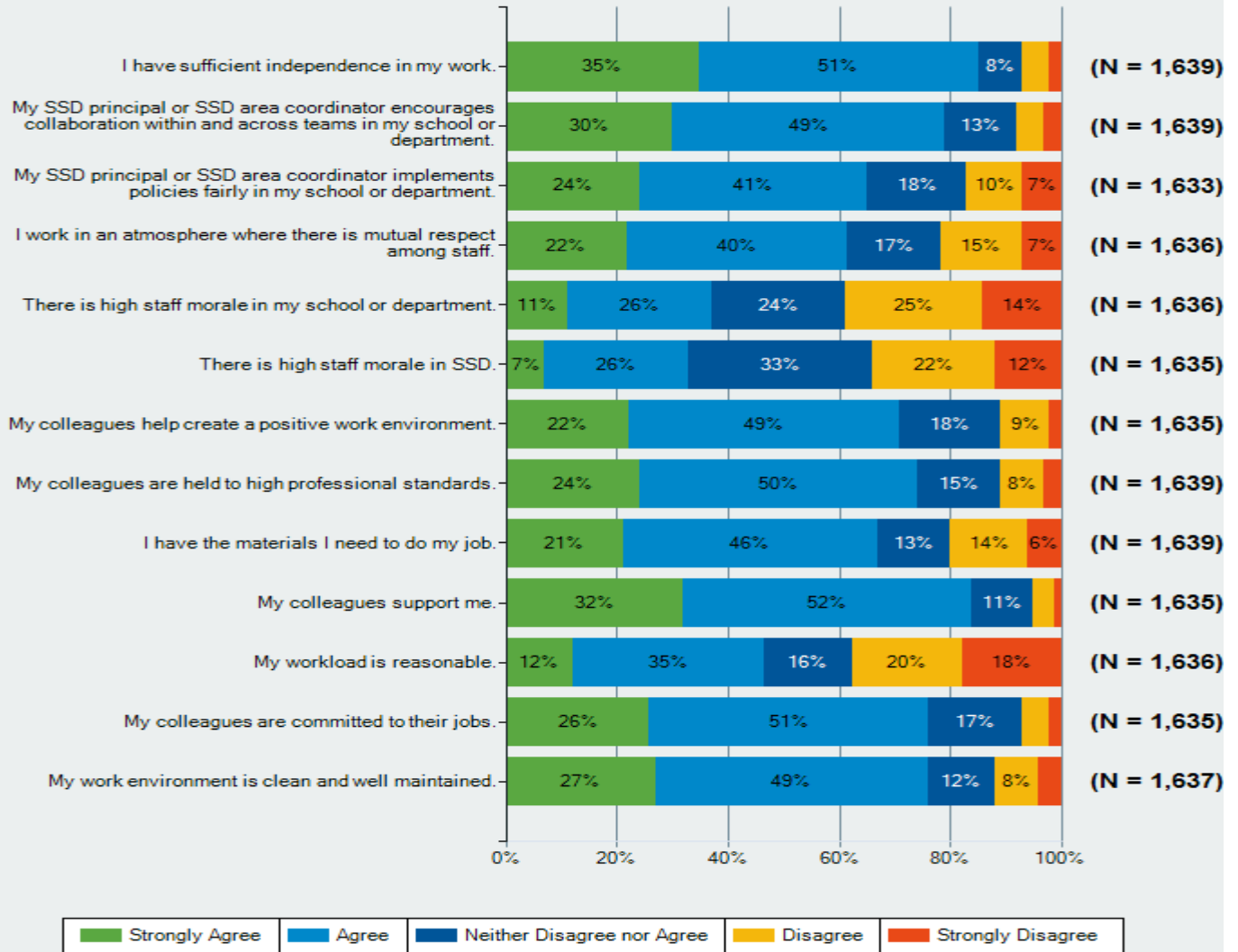
**A positive, productive work environment is critical for any successful school, department, or district. Staff members who work together for a common purpose are more likely to achieve their goals. As you respond to each statement below, think about your workplace, office, department, or school. Please 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.	569 35%	837 51%	125 8%	82 5%	26 2%	1,639
(b)	My SSD principal or SSD area coordinator encourages collaboration within and across teams in my school or department.	497 30%	802 49%	208 13%	80 5%	52 3%	1,639
(c)	My SSD principal or SSD area coordinator implements policies fairly in my school or department.	398 24%	665 41%	297 18%	166 10%	107 7%	1,633
(d)	I work in an atmosphere where there is mutual respect among staff.	352 22%	657 40%	270 17%	248 15%	109 7%	1,636
(e)	There is high staff morale in my school or department.	178 11%	425 26%	394 24%	415 25%	224 14%	1,636
(f)	There is high staff morale in SSD.	116 7%	424 26%	542 33%	352 22%	201 12%	1,635
(g)	My colleagues help create a positive work environment.	357 22%	795 49%	294 18%	149 9%	40 2%	1,635
(h)	My colleagues are held to high professional standards.	399 24%	823 50%	238 15%	131 8%	48 3%	1,639
(i)	I have the materials I need to do my job.	342 21%	758 46%	218 13%	223 14%	98 6%	1,639
(j)	My colleagues support me.	516 32%	851 52%	177 11%	68 4%	23 1%	1,635
(k)	My workload is reasonable.	192 12%	566 35%	261 16%	325 20%	292 18%	1,636
(l)	My colleagues are committed to their jobs.	425 26%	826 51%	276 17%	81 5%	27 2%	1,635
(m)	My work environment is clean and well maintained.	436 27%	803 49%	199 12%	137 8%	62 4%	1,637



## 2018-19 Employee Engagement Survey - Teachers



## 2018-19 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. 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 encourages continued education and professional growth.	439 27%	895 55%	185 11%	87 5%	35 2%	1,641
(b)	SSD's training helps me be effective in my job.	332 20%	843 51%	261 16%	154 9%	51 3%	1,641
(c)	SSD provides professional development that supports district initiatives.	342 21%	904 55%	282 17%	71 4%	37 2%	1,636
(d)	My SSD principal or SSD area coordinator identifies opportunities for my professional growth and improvement.	363 22%	728 44%	288 18%	182 11%	77 5%	1,638
(e)	There are leadership opportunities for me in my school or department.	315 19%	745 45%	329 20%	161 10%	89 5%	1,639

