



# **Ladue School District**

## **SSD Employee Engagement & Climate Survey**

### **Staff Version**

### **Fall 2022**



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Communicating results</b>	<b>38%</b>	<b>63%</b> SSD of St. Louis (MO)
<b>Communications</b>	<b>59%</b>	<b>65%</b> SSD of St. Louis (MO)
<b>Deia</b>	<b>63%</b>	<b>61%</b> SSD of St. Louis (MO)
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>28%</b>	<b>36%</b> SSD of St. Louis (MO)
<b>Mission and vision</b>	<b>61%</b>	<b>69%</b> SSD of St. Louis (MO)
<b>Overall engagement</b>	<b>77%</b>	<b>74%</b> SSD of St. Louis (MO)
<b>Professional Learning</b>	<b>38%</b>	<b>40%</b> SSD of St. Louis (MO)
<b>School Climate</b> Perceptions of the overall social and learning climate of the school.	<b>53%</b>	<b>52%</b> SSD of St. Louis (MO)
<b>School Leadership</b> Perceptions of the school leadership’s effectiveness.	<b>49%</b>	<b>53%</b> SSD of St. Louis (MO)
<b>Staff-Leadership Relationships</b> Perceptions of faculty and staff relationships with school leaders.	<b>67%</b>	<b>60%</b> SSD of St. Louis (MO)



**Well-being**

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

**67%**

**65%**

SSD of St. Louis (MO)

**Work environment**

**76%**

**75%**

SSD of St. Louis (MO)

16 responses



# Communicating results

Your average

**38%**

16 responses

Client average: **63%** SSD of St. Louis (MO)

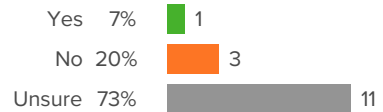
## How did people respond?

**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



Favorable: **50%**

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



Favorable: **25%**



# Communications

Your average

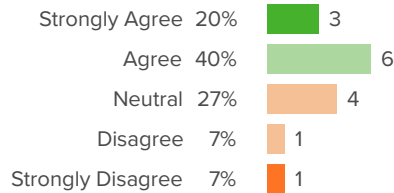
**59%**

16 responses

Client average: **65%** SSD of St. Louis (MO)

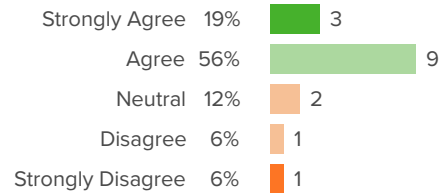
## How did people respond?

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



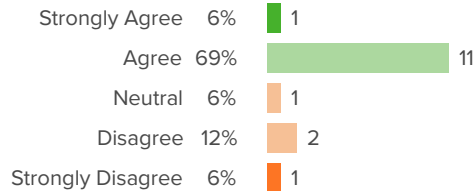
Favorable: **60%**

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



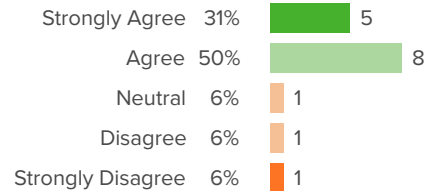
Favorable: **75%**

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



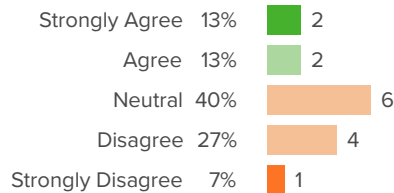
Favorable: **75%**

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



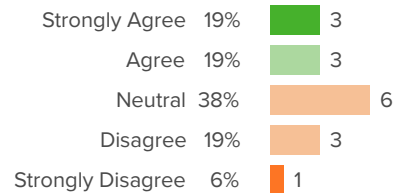
Favorable: **81%**

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



Favorable: **27%**

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



Favorable: **38%**



# Deia

Your average

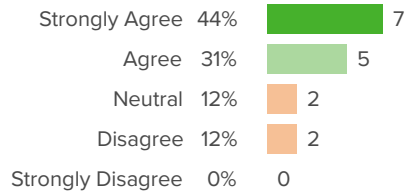
# 63%

16 responses

Client average: **61%** SSD of St. Louis (MO)

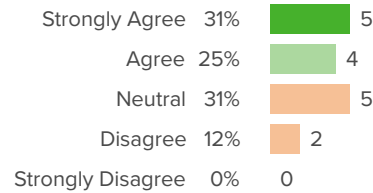
## How did people respond?

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



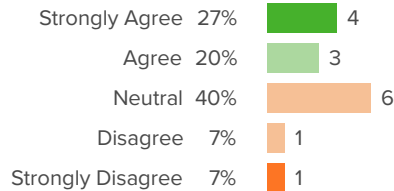
Favorable: **75%**

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



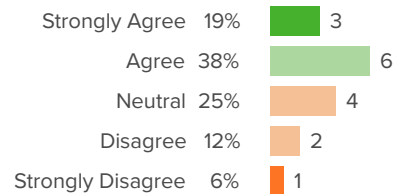
Favorable: **56%**

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



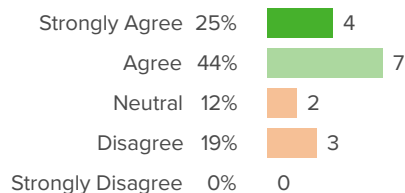
Favorable: **47%**

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



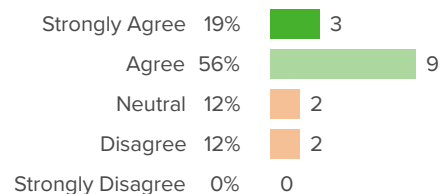
Favorable: **56%**

**Q.5: I feel my background and identity are valued at SSD.**



Favorable: **69%**

**Q.6: People from all backgrounds and with a range of identities have equitable opportunities to advance their careers at SSD.**



Favorable: **75%**



# Feedback and Coaching

Your average

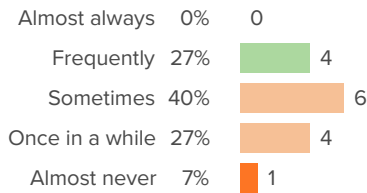
# 28%

16 responses

Client average: **36%** SSD of St. Louis (MO)

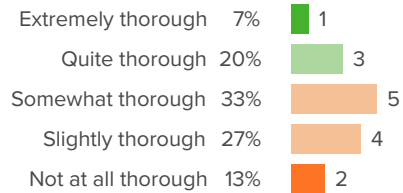
## How did people respond?

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



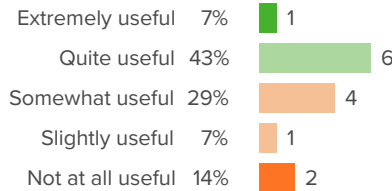
Favorable: **27%**

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



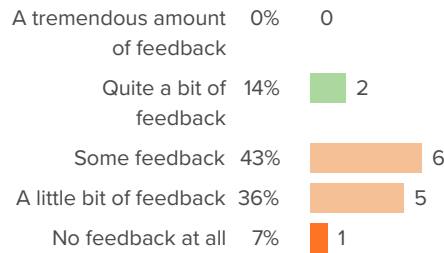
Favorable: **27%**

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



Favorable: **50%**

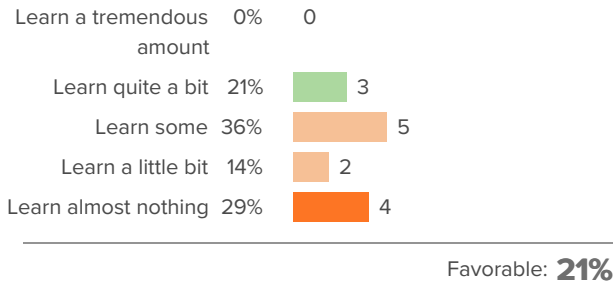
### Q.4: How much feedback do you receive on your work?



Favorable: **14%**



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







# Mission and vision

Your average

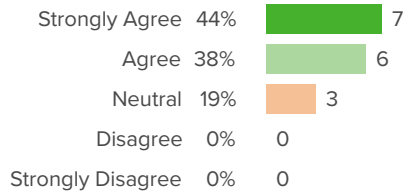
**61%**

16 responses

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

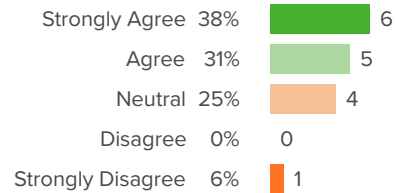
## How did people respond?

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



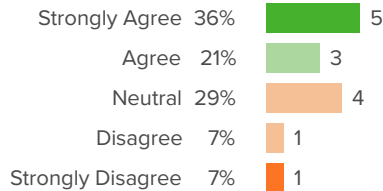
Favorable: **81%**

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



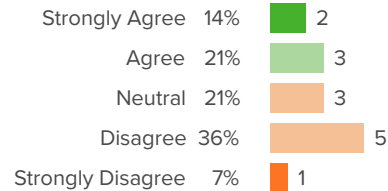
Favorable: **69%**

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



Favorable: **57%**

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



Favorable: **36%**



# Overall engagement

Your average

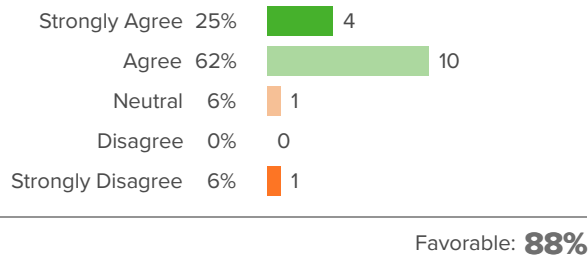
**77%**

16 responses

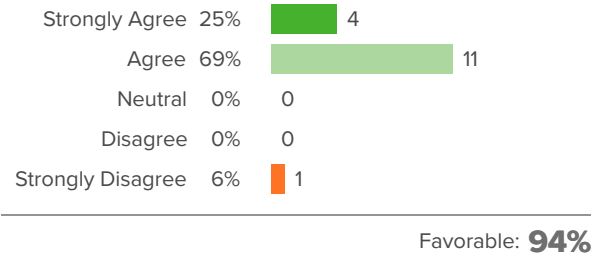
Client average: **74%** SSD of St. Louis (MO)

## How did people respond?

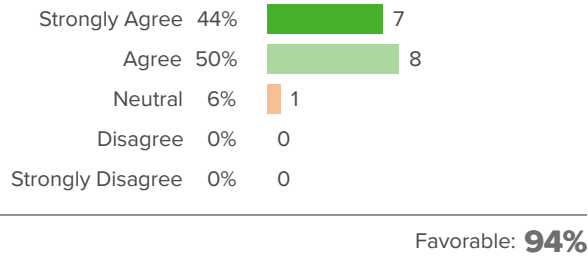
### Q.1: I am proud to work for SSD.



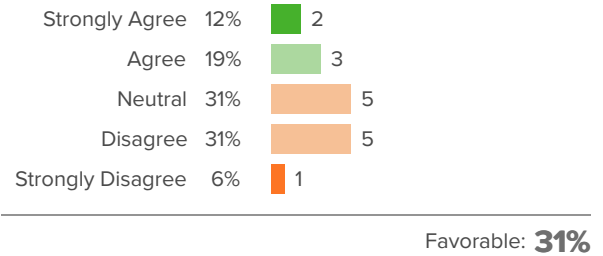
### Q.2: Employment with SSD gives me a feeling of accomplishment.



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



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





# Professional Learning

Your average

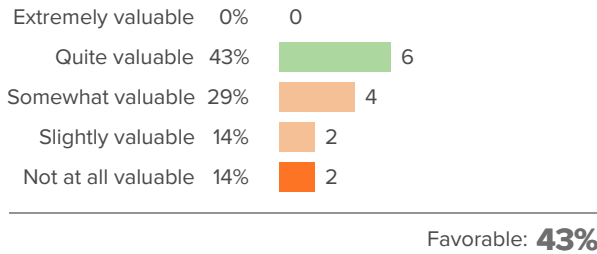
# 38%

16 responses

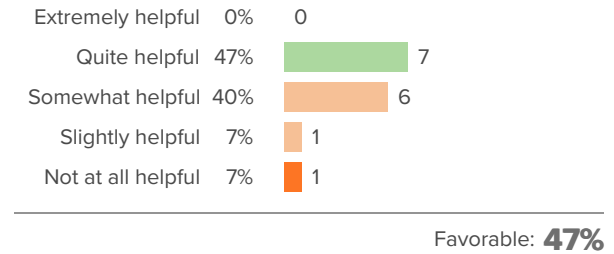
Client average: **40%** SSD of St. Louis (MO)

## How did people respond?

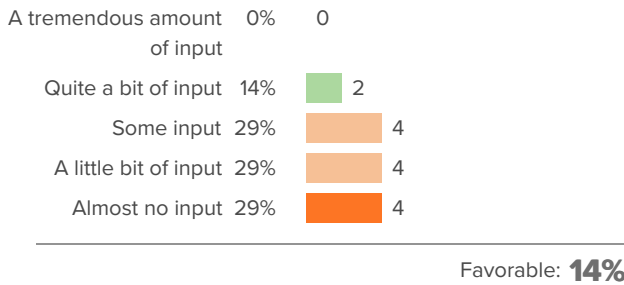
### Q.1: At your school, how valuable are the available professional development opportunities?



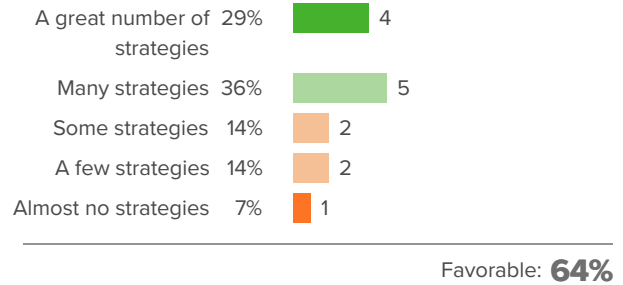
### Q.2: How helpful are your colleagues' ideas for improving your work?



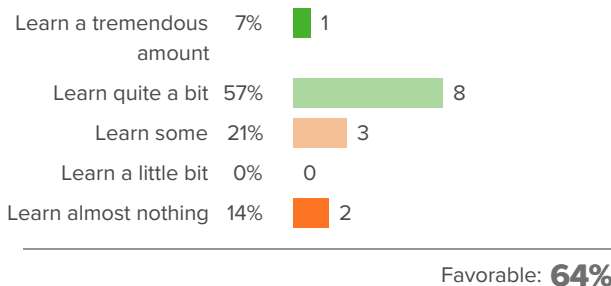
### Q.3: How much input do you have into individualizing your own professional development opportunities?



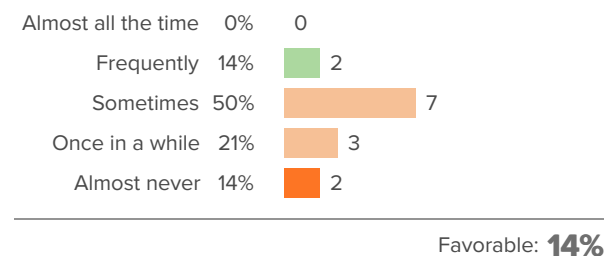
### Q.4: Through working at your school, how many new strategies for your job have you learned?



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

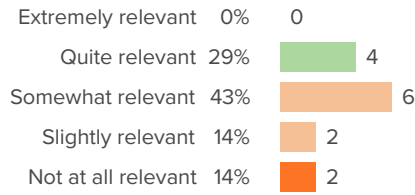


### Q.6: How often do your professional development opportunities help you explore new ideas?



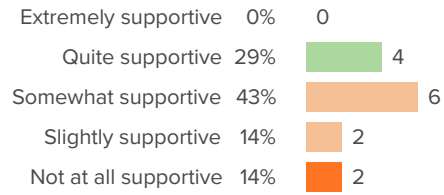


**Q.7: How relevant have your professional development opportunities been to your work?**



Favorable: **29%**

**Q.8: Overall, how supportive has the school been of your professional growth?**



Favorable: **29%**



# School Climate

Your average

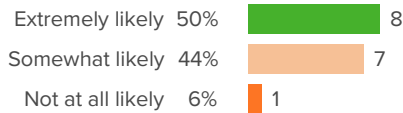
# 53%

16 responses

Client average: **52%** SSD of St. Louis (MO)

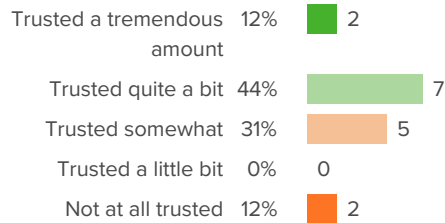
## How did people respond?

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



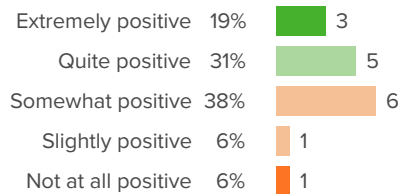
Favorable: **50%**

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



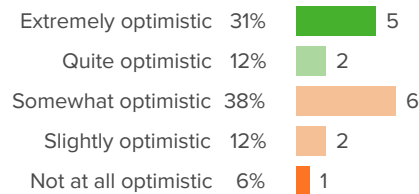
Favorable: **56%**

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



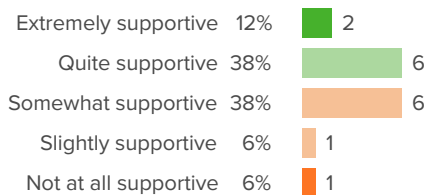
Favorable: **50%**

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



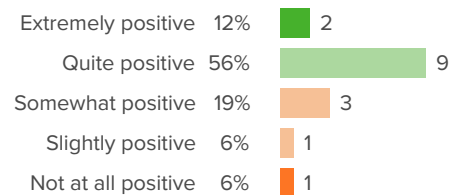
Favorable: **44%**

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



Favorable: **50%**

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



Favorable: **69%**



# School Leadership

Your average

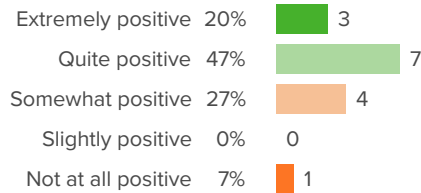
# 49%

16 responses

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

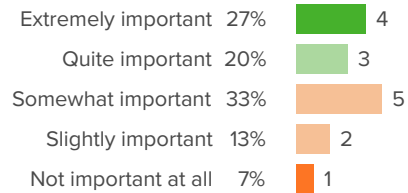
## How did people respond?

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



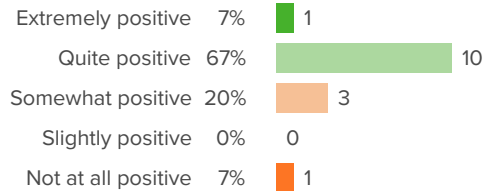
Favorable: **67%**

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



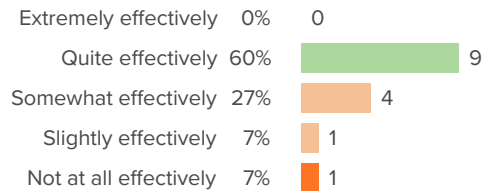
Favorable: **47%**

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



Favorable: **73%**

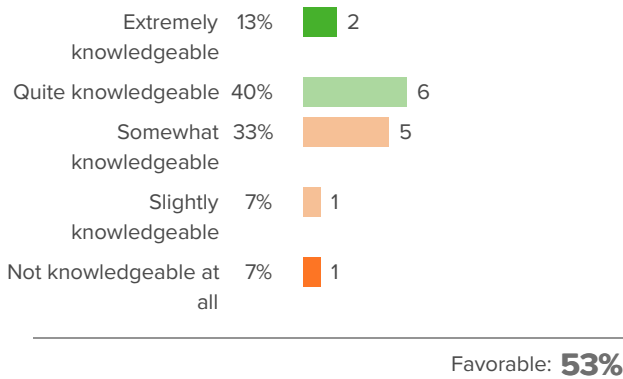
### Q.4: How effectively do school leaders communicate important information to staff?



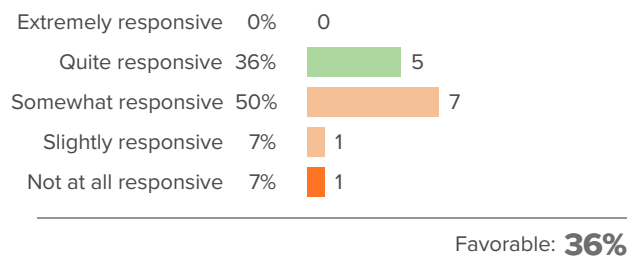
Favorable: **60%**



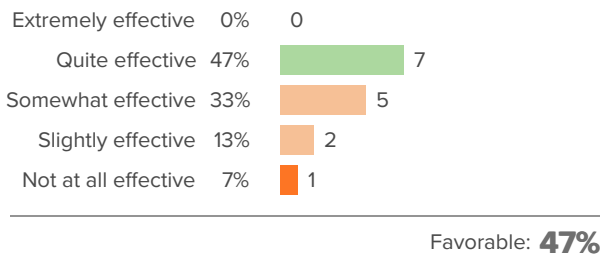
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



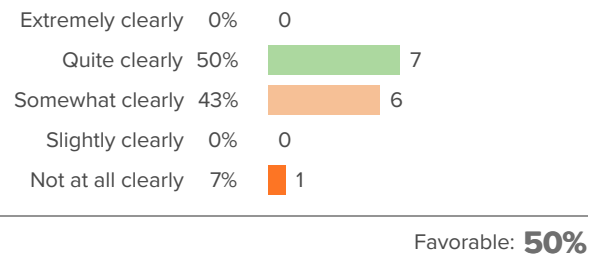
**Q.6: How responsive are school leaders to your feedback?**



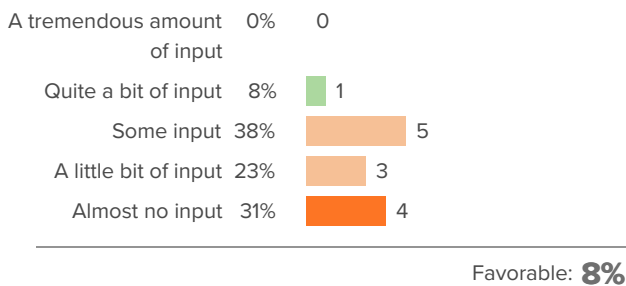
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



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



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





# Staff-Leadership Relationships

Your average

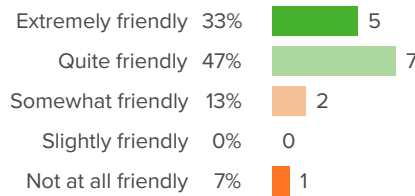
# 67%

16 responses

Client average: **60%** SSD of St. Louis (MO)

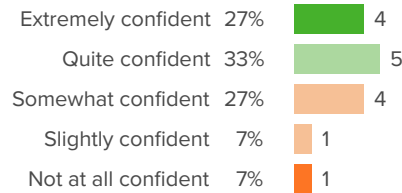
## How did people respond?

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



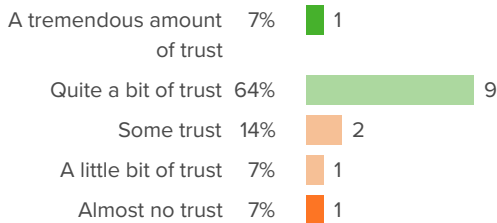
Favorable: **80%**

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



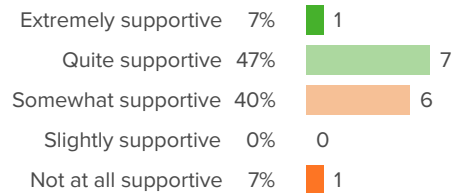
Favorable: **60%**

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



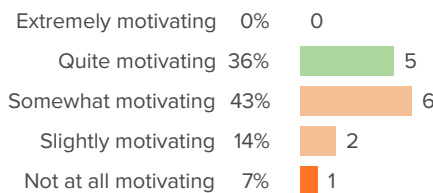
Favorable: **71%**

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



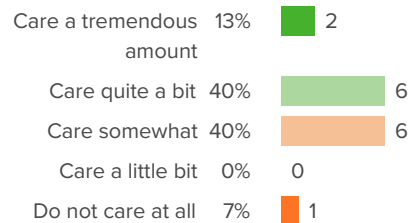
Favorable: **53%**

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



Favorable: **36%**

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

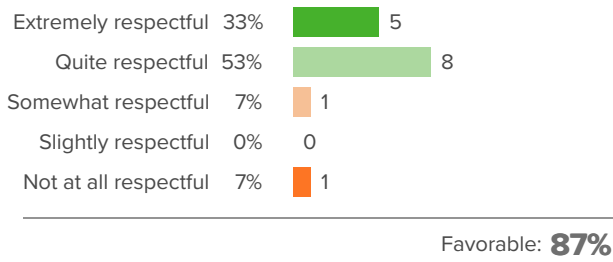


Favorable: **53%**

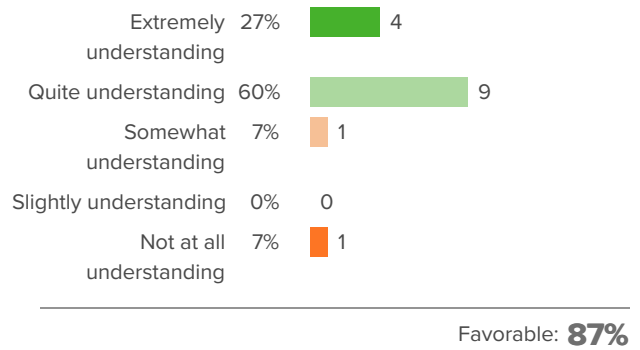




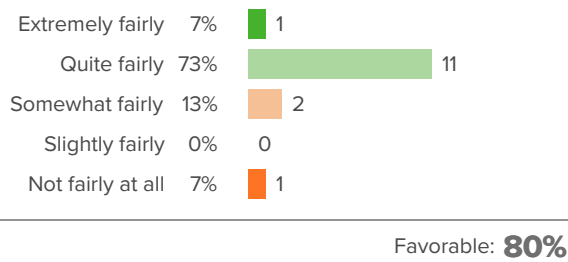
**Q.7: How respectful are your school leaders towards you?**



**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

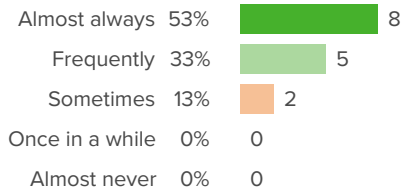
# 67%

16 responses

Client average: **65%** SSD of St. Louis (MO)

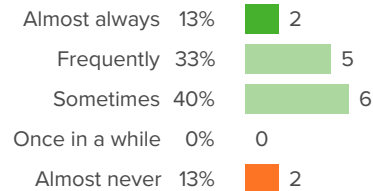
## How did people respond?

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



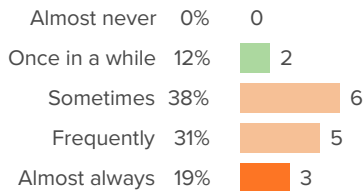
Favorable: **87%**

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



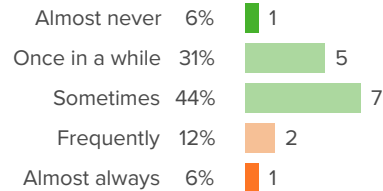
Favorable: **87%**

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



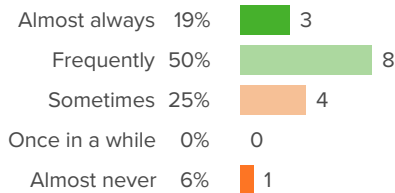
Favorable: **13%**

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



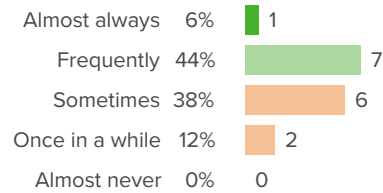
Favorable: **81%**

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



Favorable: **69%**

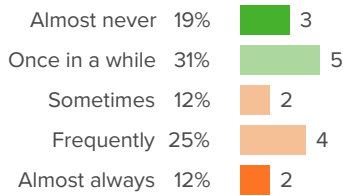
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **50%**

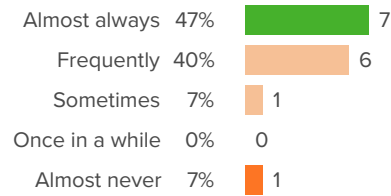


**Q.7: During the past week, how often did you feel overwhelmed at work?**



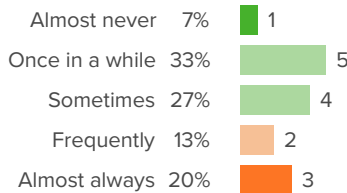
Favorable: **50%**

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



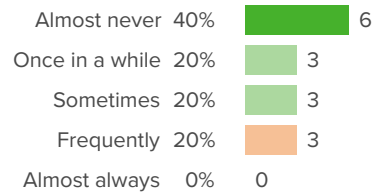
Favorable: **47%**

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



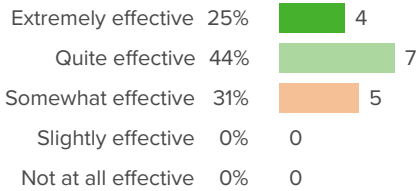
Favorable: **67%**

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



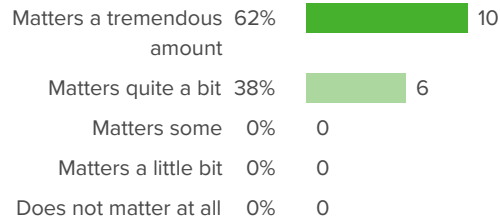
Favorable: **80%**

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



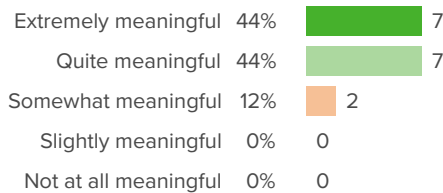
Favorable: **69%**

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



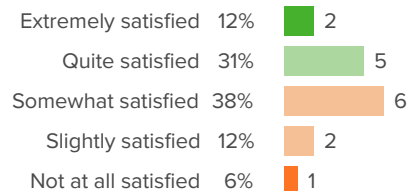
Favorable: **100%**

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



Favorable: **88%**

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



Favorable: **44%**



# Work environment

Your average

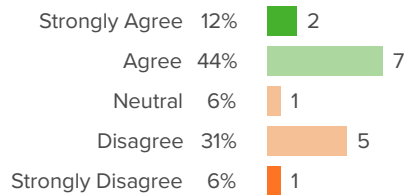
# 76%

16 responses

Client average: **75%** SSD of St. Louis (MO)

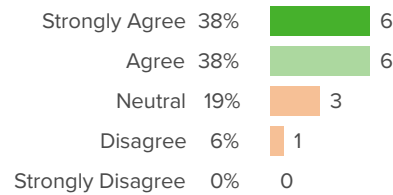
## How did people respond?

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



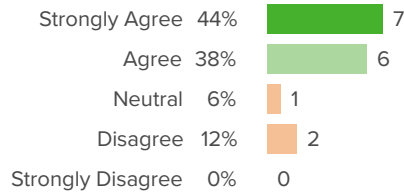
Favorable: **56%**

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



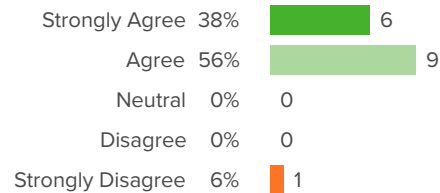
Favorable: **75%**

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



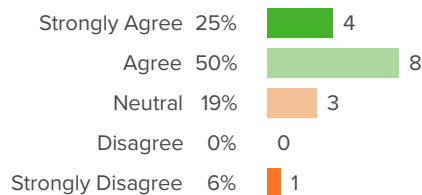
Favorable: **81%**

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



Favorable: **94%**

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



Favorable: **75%**



# 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	100%	16
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

### Q.2: Job type

Para - SSD school, site, or program	25%	4
Para - Partner district	62%	10
Administrator (Managers, Area Coordinators, Directors, Chiefs)	0%	0
Operations (Human Resources, Finance, Communications, Technology, Secretarial, Transportation)	0%	0
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	6%	1
Other	6%	1



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
Learning Center	0%	0
Litzsinger School	0%	0
Neuwoehner High School	0%	0
North Tech High School	0%	0
Northview High School	0%	0
South Tech High School	0%	0
Southview School	0%	0
VSP	0%	0