



# **Normandy School District**

## **SSD Employee Engagement & Climate Survey Staff Survey Fall 2022**



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Communicating results</b>	<b>65%</b>	<b>63%</b> SSD of St. Louis (MO)
<b>Communications</b>	<b>53%</b>	<b>65%</b> SSD of St. Louis (MO)
<b>Deia</b>	<b>54%</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>37%</b>	<b>36%</b> SSD of St. Louis (MO)
<b>Mission and vision</b>	<b>70%</b>	<b>69%</b> SSD of St. Louis (MO)
<b>Overall engagement</b>	<b>78%</b>	<b>74%</b> SSD of St. Louis (MO)
<b>Professional Learning</b>	<b>34%</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>47%</b>	<b>52%</b> SSD of St. Louis (MO)
<b>School Leadership</b> Perceptions of the school leadership’s effectiveness.	<b>30%</b>	<b>53%</b> SSD of St. Louis (MO)
<b>Staff-Leadership Relationships</b> Perceptions of faculty and staff relationships with school leaders.	<b>39%</b>	<b>60%</b> SSD of St. Louis (MO)



**Well-being**

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

**61%**

**65%**

SSD of St. Louis (MO)

**Work environment**

**71%**

**75%**

SSD of St. Louis (MO)

16 responses



# Communicating results

Your average

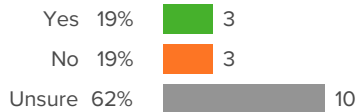
# 65%

16 responses

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

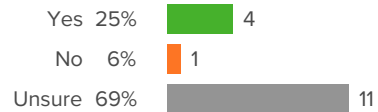
## How did people respond?

**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: **80%**



# Communications

Your average

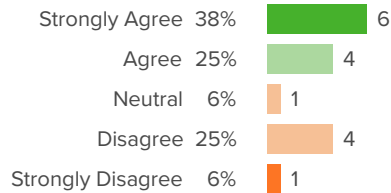
# 53%

16 responses

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

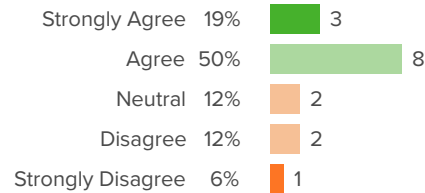
## How did people respond?

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



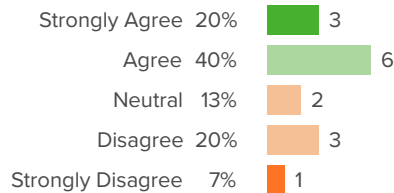
Favorable: **63%**

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



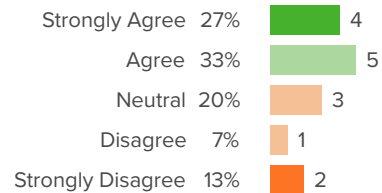
Favorable: **69%**

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



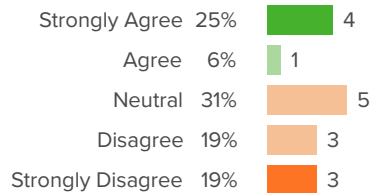
Favorable: **60%**

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



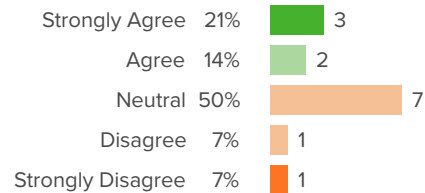
Favorable: **60%**

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



Favorable: **31%**

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



Favorable: **36%**



# Deia

Your average

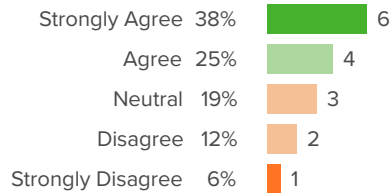
## 54%

16 responses

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

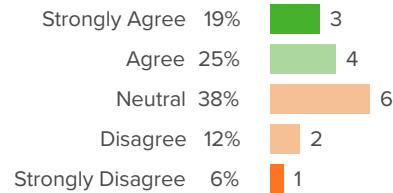
### How did people respond?

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



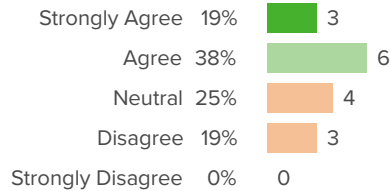
Favorable: **63%**

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



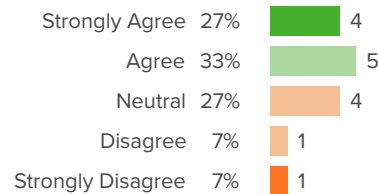
Favorable: **44%**

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



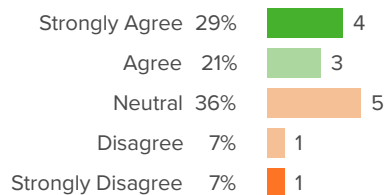
Favorable: **56%**

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



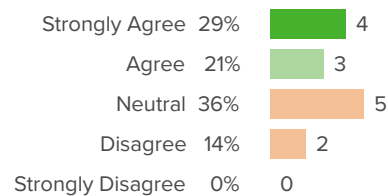
Favorable: **60%**

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



Favorable: **50%**

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



Favorable: **50%**



# Feedback and Coaching

Your average

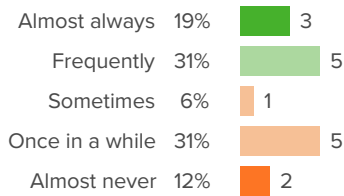
**37%**

16 responses

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

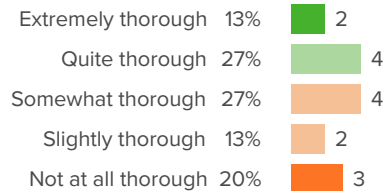
## How did people respond?

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



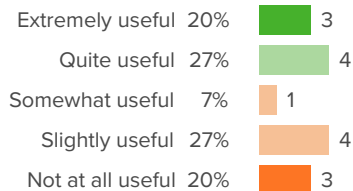
Favorable: **50%**

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



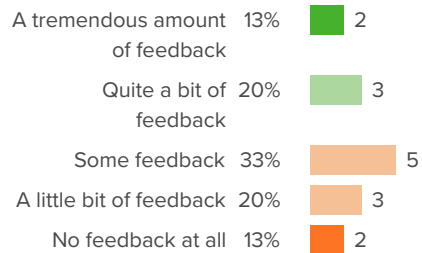
Favorable: **40%**

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



Favorable: **47%**

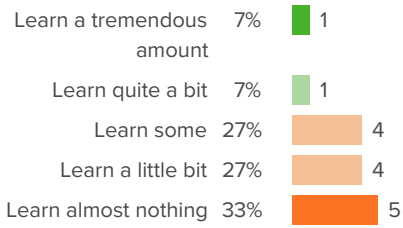
### Q.4: How much feedback do you receive on your work?



Favorable: **33%**



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



Favorable: **13%**





# Mission and vision

Your average

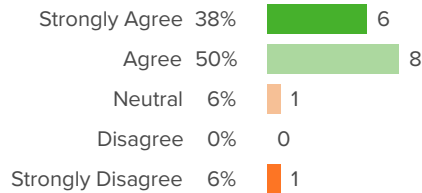
**70%**

16 responses

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

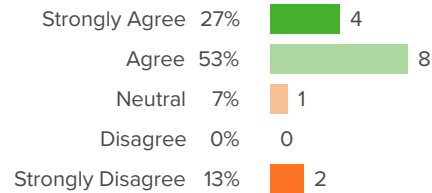
## How did people respond?

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



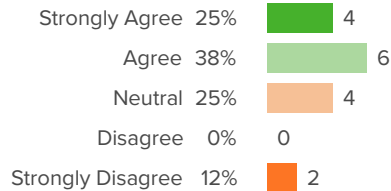
Favorable: **88%**

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



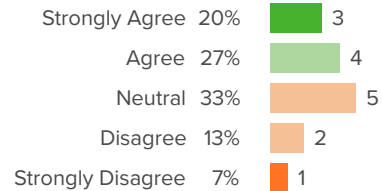
Favorable: **80%**

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



Favorable: **63%**

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



Favorable: **47%**



# Overall engagement

Your average

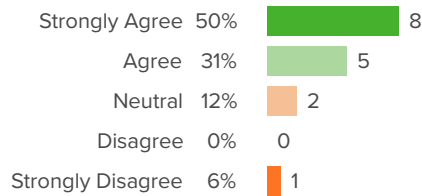
# 78%

16 responses

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

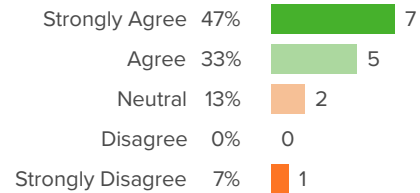
## How did people respond?

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



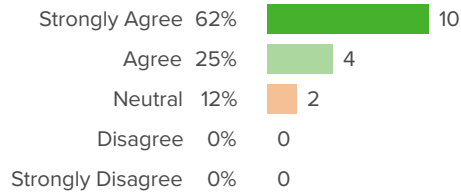
Favorable: **81%**

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



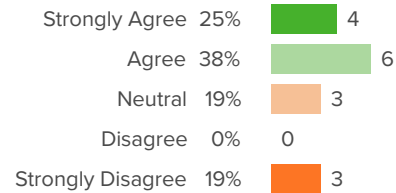
Favorable: **80%**

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



Favorable: **88%**

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



Favorable: **63%**



# Professional Learning

Your average

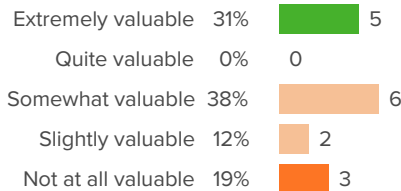
## 34%

16 responses

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

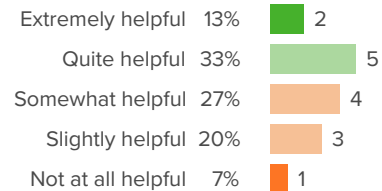
### How did people respond?

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



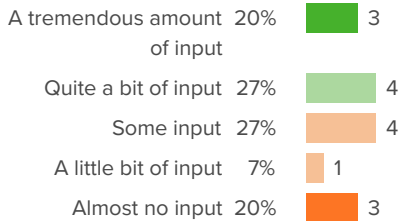
Favorable: **31%**

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



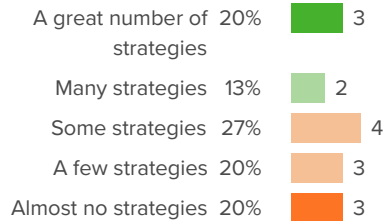
Favorable: **47%**

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



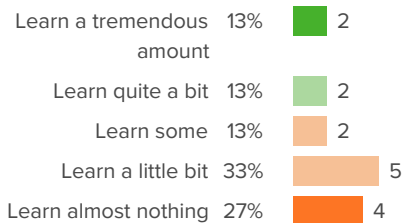
Favorable: **47%**

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



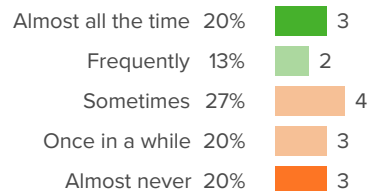
Favorable: **33%**

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



Favorable: **27%**

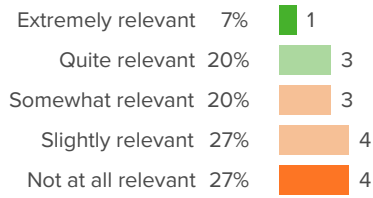
#### Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **33%**

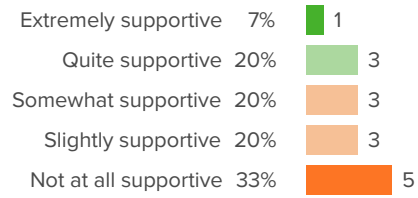


**Q.7: How relevant have your professional development opportunities been to your work?**



Favorable: **27%**

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



Favorable: **27%**



# School Climate

Your average

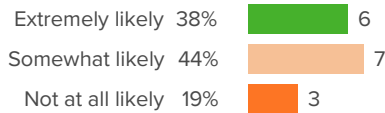
**47%**

16 responses

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

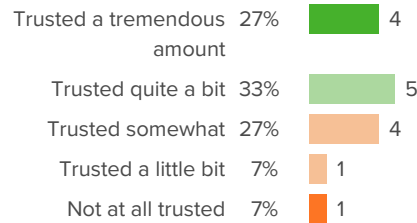
## How did people respond?

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



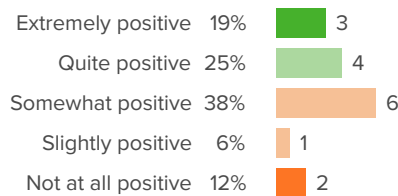
Favorable: **38%**

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



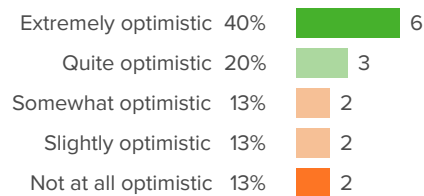
Favorable: **60%**

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



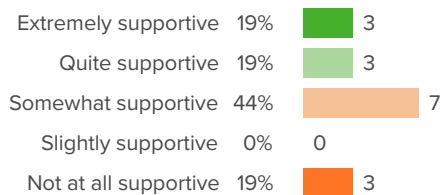
Favorable: **44%**

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



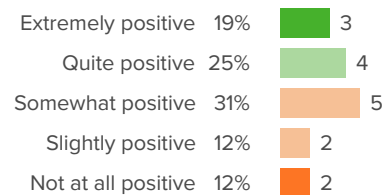
Favorable: **60%**

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



Favorable: **38%**

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



Favorable: **44%**



# School Leadership

Your average

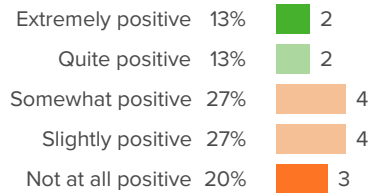
**30%**

16 responses

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

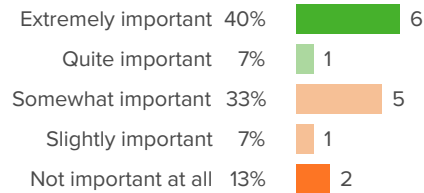
## How did people respond?

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



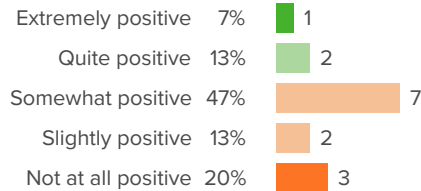
Favorable: **27%**

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



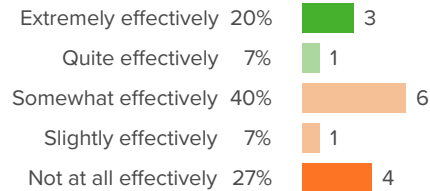
Favorable: **47%**

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



Favorable: **20%**

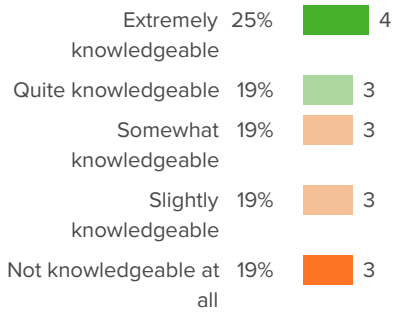
### Q.4: How effectively do school leaders communicate important information to staff?



Favorable: **27%**

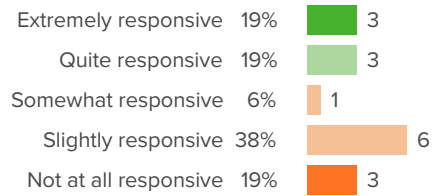


**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



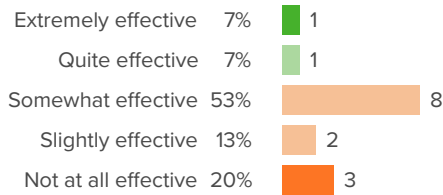
Favorable: **44%**

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



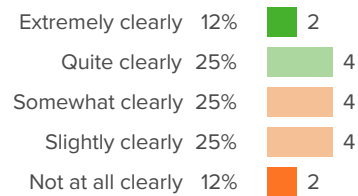
Favorable: **38%**

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



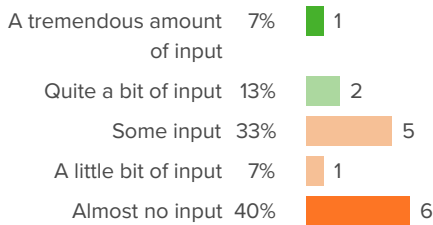
Favorable: **13%**

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



Favorable: **38%**

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



Favorable: **20%**



# Staff-Leadership Relationships

Your average

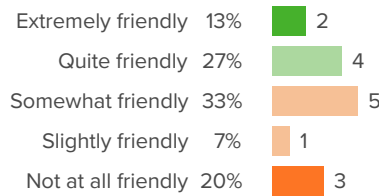
# 39%

16 responses

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

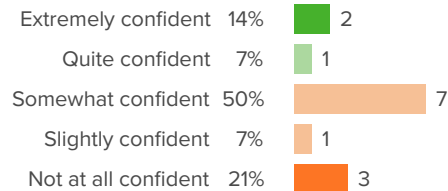
## How did people respond?

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



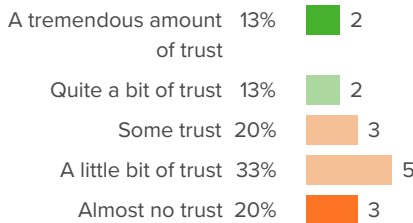
Favorable: **40%**

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



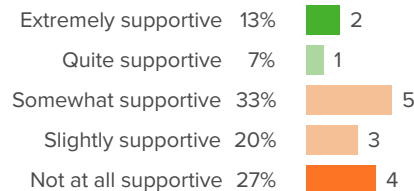
Favorable: **21%**

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



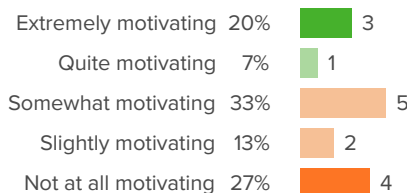
Favorable: **27%**

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



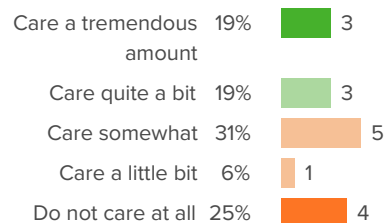
Favorable: **20%**

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



Favorable: **27%**

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

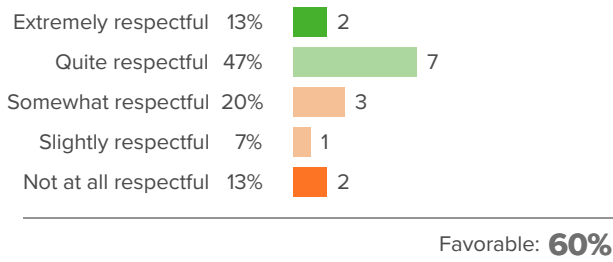


Favorable: **38%**

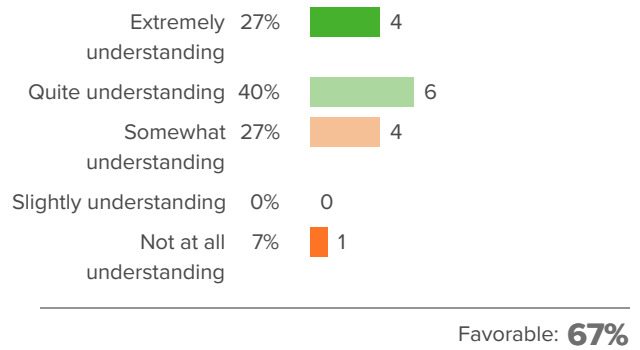




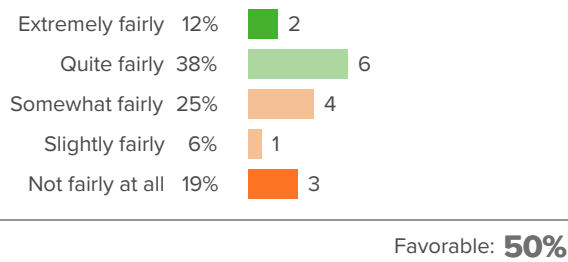
**Q.7: How respectful are your school leaders towards you?**



**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

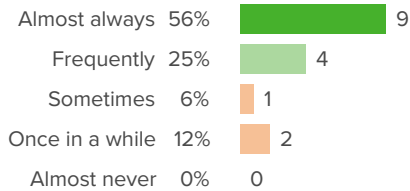
## 61%

16 responses

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

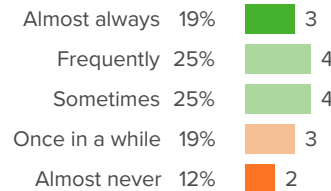
### How did people respond?

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



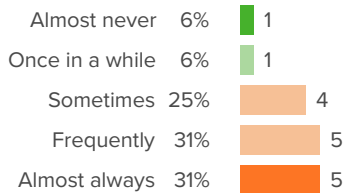
Favorable: **81%**

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



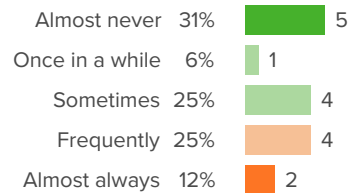
Favorable: **69%**

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



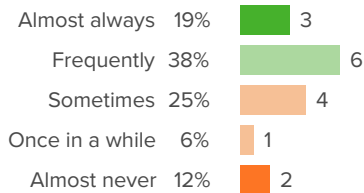
Favorable: **13%**

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



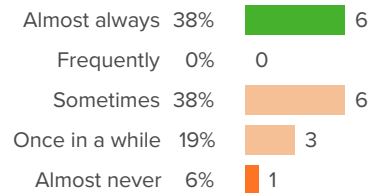
Favorable: **63%**

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



Favorable: **56%**

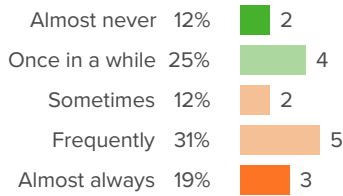
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **38%**

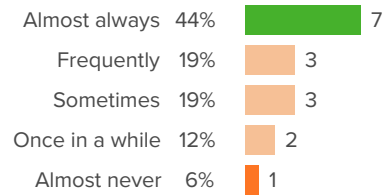


**Q.7: During the past week, how often did you feel overwhelmed at work?**



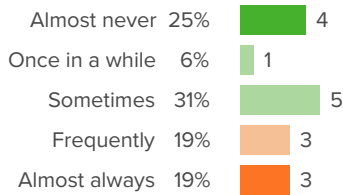
Favorable: **38%**

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



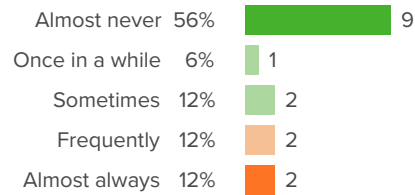
Favorable: **44%**

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



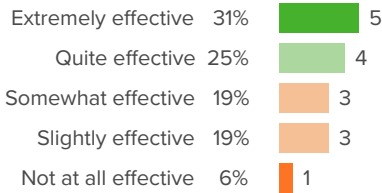
Favorable: **63%**

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



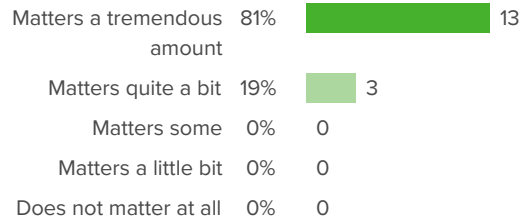
Favorable: **75%**

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



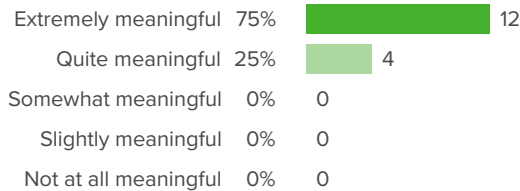
Favorable: **56%**

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



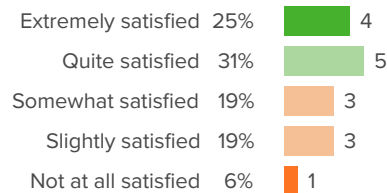
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **56%**



# Work environment

Your average

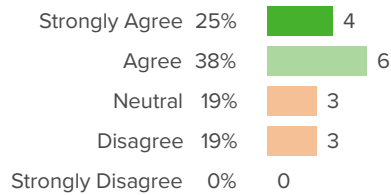
**71%**

16 responses

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

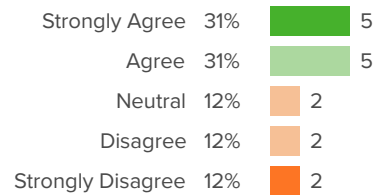
## How did people respond?

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



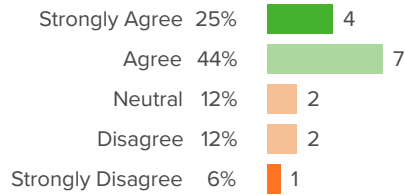
Favorable: **63%**

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



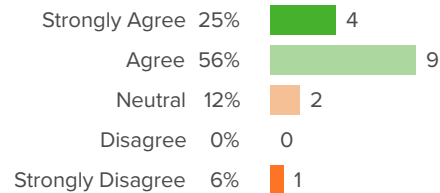
Favorable: **63%**

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



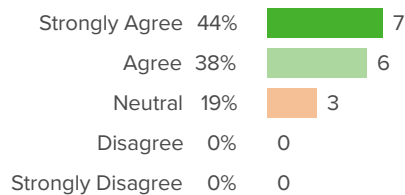
Favorable: **69%**

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



Favorable: **81%**

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



Favorable: **81%**



# 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	0%	0
Linbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	100%	16
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	27%	4
Para - Partner district	67%	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)	0%	0
Other	7%	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