

# Employee Engagement Survey (Other SSD Staff)

## 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 – Other SSD Staff

<b>Q 1 Years Working for District</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Less than 1 year	26	7%
1 to 2 years	35	10%
3 to 5 years	29	8%
6 to 10 years	81	23%
More than 10 years	183	52%
<b>Total Responses</b>	<b>354</b>	

<b>Q 2 Ethnicity</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
American Indian - Alaskan	1	0%
Asian - Pacific Islander	1	0%
Black (non hispanic)	50	14%
Hispanic	0	0%
Multi-Racial	0	0%
White (non hispanic)	302	85%
<b>Total Responses</b>	<b>354</b>	

<b>Q 3 Gender</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Female	285	81%
Male	69	19%
<b>Total Responses</b>	<b>354</b>	

<b>Q 4 Role</b>		
<b>Responses</b>	<b>Count</b>	<b>%</b>
Administrator	170	48%
Interpreter	31	9%
LPN	2	1%
Maintenance/Warehouse	7	2%
Specialist	3	1%
Support Clerical	98	28%
Support Technical	21	6%
Transportation	22	6%
<b>Total Responses</b>	<b>354</b>	

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How strongly do you disagree or agree with the following statements?							
Q6.							
		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Total Responses
(a)	I am proud to work for SSD.	3 1%	10 3%	32 9%	155 44%	154 44%	354
(b)	Employment with SSD gives me a feeling of accomplishment.	3 1%	21 6%	45 13%	163 46%	122 34%	354
(c)	I am engaged in my work.	3 1%	8 2%	16 5%	155 44%	172 49%	354
(d)	My work is interesting.	2 1%	11 3%	25 7%	158 45%	158 45%	354
(e)	I am motivated to contribute more than what is expected of me.	11 3%	19 5%	17 5%	140 40%	167 47%	354
(f)	I see professional growth and long-term career opportunities in SSD.	22 6%	39 11%	73 21%	125 35%	95 27%	354
(g)	I would feel comfortable referring a good friend to work for SSD.	13 4%	20 6%	45 13%	143 40%	133 38%	354
(h)	I enjoy working with my SSD supervisor.	15 4%	26 7%	48 14%	101 29%	164 46%	354
(i)	I am optimistic about the future of SSD.	18 5%	26 7%	56 16%	148 42%	106 30%	354

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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.**

**Q7. 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.	0 0%	4 1%	14 4%	201 57%	135 38%	354
(b)	I know how I can support SSD's mission and vision.	2 1%	5 1%	40 11%	199 56%	108 31%	354
(c)	I know how I can fulfill SSD's mission and vision.	2 1%	5 1%	55 16%	192 55%	97 28%	351
(d)	SSD leaders encourage employees to share their ideas to improve performance.	21 6%	38 11%	56 16%	168 47%	71 20%	354
(e)	I feel comfortable sharing ideas and opinions with my SSD supervisor	26 7%	31 9%	35 10%	129 36%	133 38%	354
(f)	I support the SSD mission and vision.	0 0%	1 0%	30 8%	173 49%	149 42%	353
(g)	The SSD mission and vision are clearly defined.	2 1%	13 4%	37 10%	178 50%	124 35%	354
(h)	SSD is moving in a direction that reflects the mission and vision.	16 5%	23 6%	79 22%	160 45%	76 21%	354
(i)	I can provide input on how SSD accomplishes its mission.	14 4%	25 7%	103 29%	149 42%	61 17%	352
(j)	I can help shape SSD's mission and vision.	11 3%	26 7%	103 29%	152 43%	61 17%	353
(k)	Everyone in SSD is doing what they can to fulfill the district's mission.	35 10%	80 23%	124 35%	87 25%	28 8%	354
(l)	My school or department has clear goals.	15 4%	29 8%	53 15%	157 44%	99 28%	353

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**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.**

**Q8. 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.	36 10%	60 17%	66 19%	148 42%	44 12%	354
(b)	SSD administrators understand my professional needs.	32 9%	49 14%	79 22%	142 40%	51 14%	353
(c)	SSD leaders ensure staff morale is high.	50 14%	69 19%	89 25%	110 31%	36 10%	354
(d)	My SSD supervisor is an effective leader.	34 10%	27 8%	55 16%	124 35%	114 32%	354
(e)	The actions of my SSD supervisor are consistent with his or her words.	31 9%	33 9%	53 15%	121 34%	116 33%	354
(f)	I can count on the support of my SSD supervisor when addressing problems or issues.	30 8%	25 7%	48 14%	121 34%	130 37%	354
(g)	I trust my SSD supervisor to make good decisions.	29 8%	25 7%	48 14%	123 35%	127 36%	352
(h)	My SSD supervisor trusts me to make good decisions.	16 5%	10 3%	49 14%	132 38%	145 41%	352
(i)	My SSD supervisor ensures morale is high in my school or department.	40 11%	33 9%	86 24%	110 31%	85 24%	354

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**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.**

**Q9. 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.	43 12%	62 18%	87 25%	117 33%	44 12%	353
(b)	My SSD supervisor clearly communicates his or her expectations of my job performance.	28 8%	25 7%	58 16%	150 42%	93 26%	354
(c)	My SSD supervisor effectively communicates about important issues that affect me.	32 9%	32 9%	58 16%	136 38%	96 27%	354
(d)	My SSD supervisor is willing to listen to new ideas.	24 7%	25 7%	45 13%	133 38%	126 36%	353
(e)	I can influence decisions in my school or department.	24 7%	25 7%	69 19%	144 41%	92 26%	354

**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.**

**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 recognizes employees for their high-quality work and accomplishments.	29 8%	54 15%	80 23%	151 43%	40 11%	354
(b)	My SSD supervisor regularly gives me constructive feedback to improve my performance.	26 7%	49 14%	89 25%	122 35%	65 19%	351
(c)	Staff members are recognized for good performance at my work site.	29 8%	43 12%	80 23%	152 43%	50 14%	354
(d)	I receive recognition for my accomplishments.	40 11%	53 15%	88 25%	122 34%	51 14%	354
(e)	I feel appreciated for my work.	35 10%	34 10%	67 19%	138 39%	78 22%	352

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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.**

**Q11. 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.	6 2%	9 3%	23 6%	181 51%	135 38%	354
(b)	My SSD supervisor encourages collaboration within and across teams in my school or department.	17 5%	10 3%	51 14%	169 48%	107 30%	354
(c)	My SSD supervisor implements policies fairly in my school or department.	25 7%	19 5%	63 18%	152 43%	95 27%	354
(d)	I work in an atmosphere where there is mutual respect among staff.	26 7%	40 11%	61 17%	143 40%	84 24%	354
(e)	There is high staff morale in my school or department.	29 8%	60 17%	86 24%	121 34%	58 16%	354
(f)	There is high staff morale in SSD.	28 8%	67 19%	123 35%	112 32%	24 7%	354
(g)	My colleagues help create a positive work environment.	7 2%	20 6%	65 18%	183 52%	77 22%	352
(h)	My colleagues are held to high professional standards.	15 4%	25 7%	68 19%	171 48%	75 21%	354
(i)	I have the materials I need to do my job.	9 3%	29 8%	29 8%	189 54%	97 27%	353
(j)	My colleagues support me.	3 1%	8 2%	54 15%	171 48%	118 33%	354
(k)	My workload is reasonable.	29 8%	48 14%	52 15%	157 44%	67 19%	353
(l)	My colleagues are committed to their jobs.	5 1%	13 4%	68 19%	171 48%	97 27%	354
(m)	My work environment is clean and well maintained.	9 3%	24 7%	50 14%	185 52%	86 24%	354

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**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.**

**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)	SSD encourages continued education and professional growth.	13 4%	17 5%	61 17%	177 50%	86 24%	354
(b)	SSD's training helps me be effective in my job.	22 6%	47 13%	68 19%	158 45%	58 16%	353
(c)	SSD provides professional development that supports district initiatives.	18 5%	32 9%	64 18%	175 50%	64 18%	353
(d)	My SSD supervisor identifies opportunities for my professional growth and improvement.	29 8%	44 12%	100 28%	123 35%	58 16%	354
(e)	There are leadership opportunities for me in my school or department.	35 10%	43 12%	79 22%	133 38%	64 18%	354