

Employee Engagement Survey (Paraprofessionals)

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 - Paraprofessionals

Q 1 Years Working for District		
Responses	Count	%
Less than 1 year	87	13%
1 to 2 years	140	20%
3 to 5 years	92	13%
6 to 10 years	110	16%
More than 10 years	266	38%
Total Responses	695	

Q 2 District		
Responses	Count	%
Affton School District	15	2%
Bayless School District	13	2%
Brentwood School District	10	1%
Clayton School District	9	1%
Ferguson-Florissant School District	65	9%
Hancock Place School District	7	1%
Hazelwood School District	50	7%
Jennings School District	14	2%
Kirkwood School District	17	2%
Ladue School District	27	4%
Lindbergh School District	20	3%
Maplewood-Richmond Hts School District	5	1%
Mehlville School District	29	4%
Normandy Schools Collaborative	16	2%
Parkway School District	72	10%
Pattonville School District	14	2%
Ritenour School District	19	3%
Riverview Gardens School District	14	2%
Rockwood School District	65	9%
Special School District	178	26%
University City School District	14	2%
Valley Park School District	3	0%
Webster Groves School District	19	3%
Total Responses	695	

Q 3 Ethnicity		
Responses	Count	%
American Indian - Alaskan	1	0%
Asian - Pacific Islander	4	1%
Black (non hispanic)	194	28%
Hispanic	3	0%
Multi-Racial	5	1%
White (non hispanic)	488	70%
Total Responses	695	

Q 4 Gender		
Responses	Count	%
Female	625	90%
Male	70	10%
Total Responses	695	

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Q 5 SSD School/Site		
Responses	Count	%
Ackerman School	27	15%
Bridges/South	2	1%
Districtwide	2	1%
Juvenile Detention Center	3	2%
Lakeside Center	4	2%
Litzinger School	20	11%
Neuwoehner High School	33	19%
North Technical High School	6	3%
Northview High School	19	11%
South Technical High School	1	1%
Southview School	41	23%
Vocational Skills Program	20	11%
Total Responses	178	

How strongly do you disagree or agree with the following statements?							
Q7.							
		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Total Responses
(a)	I am proud to work for SSD.	9 1%	14 2%	54 8%	308 44%	310 45%	695
(b)	Employment with SSD gives me a feeling of accomplishment.	6 1%	29 4%	66 9%	307 44%	287 41%	695
(c)	I am engaged in my work.	3 0%	9 1%	25 4%	263 38%	395 57%	695
(d)	My work is interesting.	5 1%	11 2%	41 6%	267 38%	371 53%	695
(e)	I am motivated to contribute more than what is expected of me.	9 1%	30 4%	57 8%	245 35%	354 51%	695
(f)	I see professional growth and long-term career opportunities in SSD.	30 4%	73 11%	152 22%	251 36%	189 27%	695
(g)	I would feel comfortable referring a good friend to work for SSD.	28 4%	36 5%	86 12%	294 42%	251 36%	695
(h)	I enjoy working with my SSD supervising teacher.	15 2%	27 4%	64 9%	192 28%	397 57%	695
(i)	I am optimistic about the future of SSD.	17 2%	38 5%	117 17%	268 39%	255 37%	695

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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.

Q8. 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.	5 1%	16 2%	40 6%	413 59%	221 32%	695
(b)	I know how I can support SSD's mission and vision.	6 1%	20 3%	65 9%	392 56%	211 30%	694
(c)	I know how I can fulfill SSD's mission and vision.	7 1%	25 4%	90 13%	369 53%	200 29%	691
(d)	SSD leaders encourage employees to share their ideas to improve performance.	34 5%	72 10%	160 23%	288 42%	137 20%	691
(e)	I feel comfortable sharing my ideas and opinions with my SSD supervising teacher.	22 3%	52 8%	62 9%	258 37%	297 43%	691
(f)	I support the SSD mission and vision.	4 1%	4 1%	58 8%	355 51%	273 39%	694
(g)	The SSD mission and vision are clearly defined.	6 1%	20 3%	79 11%	355 51%	231 33%	691
(h)	SSD is moving in a direction that reflects the mission and vision.	15 2%	41 6%	161 23%	320 46%	157 23%	694
(i)	I can provide input on how SSD accomplishes its mission.	14 2%	47 7%	220 32%	302 44%	105 15%	688
(j)	I can help shape SSD's mission and vision.	17 2%	40 6%	202 29%	311 45%	120 17%	690
(k)	Everyone in SSD is doing what they can to fulfill the district's mission.	48 7%	117 17%	240 35%	203 29%	84 12%	692
(l)	My school or department has clear goals.	28 4%	65 9%	107 15%	319 46%	176 25%	695

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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.

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 administrators' actions are consistent with their words.	42 6%	83 12%	182 26%	287 41%	99 14%	693
(b)	SSD administrators understand my professional needs.	43 6%	113 16%	181 26%	260 37%	97 14%	694
(c)	SSD leaders ensure staff morale is high.	63 9%	119 17%	192 28%	222 32%	94 14%	690
(d)	My SSD supervising teacher is an effective leader.	28 4%	39 6%	76 11%	226 33%	326 47%	695
(e)	The actions of my SSD supervising teacher are consistent with his or her words.	27 4%	33 5%	77 11%	239 34%	318 46%	694
(f)	I can count on the support of my SSD supervising teacher when addressing problems or issues.	20 3%	40 6%	76 11%	206 30%	351 51%	693
(g)	I trust my SSD supervising teacher to make good decisions.	19 3%	32 5%	67 10%	234 34%	343 49%	695
(h)	My SSD supervising teacher trusts me to make good decisions.	10 1%	11 2%	56 8%	260 38%	355 51%	692
(i)	My SSD supervising teacher ensures morale is high in my school.	29 4%	45 6%	133 19%	219 32%	267 39%	693

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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.

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 leaders clearly explain the reasons behind decisions on key issues.	54 8%	118 17%	185 27%	233 34%	104 15%	694
(b)	My SSD supervising teacher clearly communicates his or her expectations of my job performance.	18 3%	36 5%	79 11%	265 38%	296 43%	694
(c)	My SSD supervising teacher effectively communicates about important issues that affect me.	21 3%	46 7%	72 10%	254 37%	300 43%	693
(d)	My SSD supervising teacher is willing to listen to new ideas.	24 3%	22 3%	60 9%	252 36%	335 48%	693
(e)	I can influence decisions in my school or department.	39 6%	79 11%	183 26%	253 37%	139 20%	693

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.

Q11. 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.	61 9%	124 18%	177 26%	233 34%	99 14%	694
(b)	My SSD supervising teacher regularly gives me constructive feedback to improve my performance.	26 4%	62 9%	118 17%	279 40%	209 30%	694
(c)	Staff members are recognized for good performance at my work site.	47 7%	129 19%	179 26%	219 32%	120 17%	694
(d)	I receive recognition for my accomplishments.	53 8%	124 18%	202 29%	217 31%	97 14%	693
(e)	I feel appreciated for my work.	57 8%	81 12%	125 18%	266 38%	165 24%	694

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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.

Q12. 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 have sufficient independence in my work.	7 1%	21 3%	56 8%	378 54%	232 33%	694
(b)	My SSD supervising teacher encourages collaboration within and across teams in my school or department.	16 2%	27 4%	110 16%	290 42%	250 36%	693
(c)	My SSD supervising teacher implements policies fairly in my school or department.	21 3%	23 3%	98 14%	286 41%	264 38%	692
(d)	I work in an atmosphere where there is mutual respect among staff.	46 7%	82 12%	104 15%	278 40%	185 27%	695
(e)	There is high staff morale in my school or department.	57 8%	102 15%	163 23%	238 34%	134 19%	694
(f)	There is high staff morale in SSD.	40 6%	88 13%	236 34%	217 31%	110 16%	691
(g)	My colleagues help create a positive work environment.	29 4%	41 6%	113 16%	312 45%	196 28%	691
(h)	My colleagues are held to high professional standards.	24 3%	51 7%	116 17%	317 46%	182 26%	690
(i)	I have the materials I need to do my job.	22 3%	57 8%	91 13%	336 48%	188 27%	694
(j)	My colleagues support me.	12 2%	24 3%	73 11%	342 50%	237 34%	688
(k)	My workload is reasonable.	26 4%	52 8%	72 10%	361 52%	180 26%	691
(l)	My colleagues are committed to their jobs.	13 2%	40 6%	100 14%	325 47%	213 31%	691
(m)	My work environment is clean and well maintained.	22 3%	41 6%	63 9%	348 50%	218 32%	692

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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.

Q13. 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 encourages continued education and professional growth.	15 2%	50 7%	128 18%	334 48%	167 24%	694
(b)	SSD's training helps me be effective in my job.	21 3%	54 8%	128 18%	331 48%	160 23%	694
(c)	SSD provides professional development that supports district initiatives.	13 2%	44 6%	154 22%	335 48%	146 21%	692
(d)	My SSD supervising teacher identifies opportunities for my professional growth and improvement.	28 4%	69 10%	189 27%	242 35%	166 24%	694
(e)	There are leadership opportunities for me in my school.	43 6%	121 17%	220 32%	220 32%	89 13%	693