

Employee Engagement Survey

Survey Results - Teachers

Hazelwood School District

Special School District of St. Louis County
October 24 - November 21, 2017



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Employee Engagement Survey

Overall Engagement							
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 proud to work for SSD.	66 38%	90 51%	12 7%	4 2%	3 2%	175
(b)	Employment with SSD gives me a feeling of accomplishment.	63 36%	85 49%	13 7%	11 6%	3 2%	175
(c)	I am engaged in my work.	93 53%	72 41%	5 3%	1 1%	4 2%	175
(d)	My work is interesting.	86 49%	74 42%	7 4%	4 2%	4 2%	175
(e)	I am motivated to contribute more than what is expected of me.	85 49%	57 33%	14 8%	14 8%	5 3%	175
(f)	I see professional growth and long-term career opportunities in SSD.	60 34%	69 39%	28 16%	10 6%	8 5%	175
(g)	I would feel comfortable referring a good friend to work for SSD.	69 39%	58 33%	24 14%	19 11%	5 3%	175
(h)	I enjoy working with my SSD principal or SSD area coordinator.	73 42%	65 37%	22 13%	8 5%	7 4%	175
(i)	I am optimistic about the future of SSD.	64 37%	65 37%	29 17%	12 7%	5 3%	175

Shared values are the explicit or implicit beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees.

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.	53 30%	107 61%	11 6%	4 2%	0 0%	175
(b)	I know how I can support SSD's mission and vision.	52 30%	102 58%	17 10%	4 2%	0 0%	175
(c)	I know how I can fulfill SSD's mission and vision.	47 27%	104 59%	17 10%	6 3%	1 1%	175
(d)	SSD leaders encourage employees to share their ideas to improve performance.	38 22%	93 53%	19 11%	19 11%	6 3%	175
(e)	I feel comfortable sharing my ideas and opinions with my SSD principal or SSD area coordinator.	55 32%	78 45%	20 11%	12 7%	9 5%	174
(f)	I support the SSD mission and vision.	64	95	14	2	0	175

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		37%	54%	8%	1%	0%	
(g)	The SSD mission and vision are clearly defined.	56	95	20	3	1	175
		32%	54%	11%	2%	1%	
(h)	SSD is moving in a direction that reflects the mission and vision.	37	74	43	17	3	174
		21%	43%	25%	10%	2%	
(i)	I can provide input on how SSD accomplishes its mission.	25	73	58	14	5	175
		14%	42%	33%	8%	3%	
(j)	I can help shape SSD's mission and vision.	34	64	57	14	5	174
		20%	37%	33%	8%	3%	
(k)	Everyone in SSD is doing what they can to fulfill the district's mission.	11	54	55	44	11	175
		6%	31%	31%	25%	6%	
(l)	My school or department has clear goals.	41	83	32	12	6	174
		24%	48%	18%	7%	3%	

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.

How strongly do you disagree or agree with the following statements?							
		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
(a)	SSD administrators' actions are consistent with their words.	23 13%	73 42%	36 21%	27 15%	16 9%	175
(b)	SSD administrators understand my professional needs.	26 15%	69 39%	29 17%	37 21%	14 8%	175
(c)	SSD leaders ensure staff morale is high.	17 10%	65 37%	38 22%	28 16%	26 15%	174
(d)	My SSD principal or SSD area coordinator is an effective leader.	56 32%	64 37%	33 19%	15 9%	7 4%	175
(e)	The actions of my SSD principal or SSD area coordinator are consistent with his or her words.	51 29%	72 41%	25 14%	17 10%	9 5%	174
(f)	I can count on the support of my SSD principal or SSD area coordinator when addressing problems or issues.	63 36%	56 32%	29 17%	18 10%	9 5%	175
(g)	I trust my SSD principal or SSD area coordinator to make good decisions.	60 34%	62 35%	27 15%	17 10%	9 5%	175
(h)	My SSD principal or SSD area coordinator trusts me to make good decisions.	63 36%	84 48%	20 11%	4 2%	4 2%	175
(i)	My SSD principal or SSD area coordinator ensures morale is high in my school or department.	36 21%	61 35%	37 21%	23 13%	17 10%	174

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.

How strongly do you disagree or agree with the following statements?							
		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
(a)	SSD leaders clearly explain the reasons behind decisions on key issues.	21 12%	65 37%	44 25%	29 17%	16 9%	175
(b)	My SSD principal or SSD area coordinator clearly communicates his or her expectations of my job performance.	58 33%	80 46%	21 12%	13 7%	2 1%	174
(c)	My SSD principal or SSD area coordinator effectively communicates about important issues that affect me.	52 30%	70 40%	30 17%	18 10%	4 2%	174

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(d)	My SSD principal or SSD area coordinator is willing to listen to new ideas.	61	72	26	7	8	174
		35%	41%	15%	4%	5%	
(e)	I can influence decisions in my school or department.	31	80	35	17	12	175
		18%	46%	20%	10%	7%	

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.

How strongly do you disagree or agree with the following statements?

		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
(a)	SSD recognizes employees for their high-quality work and accomplishments.	25	66	38	35	11	175
		14%	38%	22%	20%	6%	
(b)	My SSD principal or SSD area coordinator regularly gives me constructive feedback to improve my performance.	40	81	32	16	5	174
		23%	47%	18%	9%	3%	
(c)	Staff members are recognized for good performance at my work site.	27	56	41	36	14	174
		16%	32%	24%	21%	8%	
(d)	I receive recognition for my accomplishments.	26	52	52	34	11	175
		15%	30%	30%	19%	6%	
(e)	I feel appreciated for my work.	32	61	46	26	10	175
		18%	35%	26%	15%	6%	

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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.

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 have sufficient independence in my work.	56 32%	94 54%	12 7%	8 5%	4 2%	174
(b)	My SSD principal or SSD area coordinator encourages collaboration within and across teams in my school or department.	65 37%	87 50%	15 9%	2 1%	5 3%	174
(c)	My SSD principal or SSD area coordinator implements policies fairly in my school or department.	52 30%	71 41%	31 18%	13 7%	8 5%	175
(d)	I work in an atmosphere where there is mutual respect among staff.	35 20%	76 43%	35 20%	17 10%	12 7%	175
(e)	There is high staff morale in my school or department.	19 11%	54 31%	44 25%	35 20%	22 13%	174
(f)	There is high staff morale in SSD.	20 11%	54 31%	50 29%	32 18%	19 11%	175
(g)	My colleagues help create a positive work environment.	36 21%	89 51%	33 19%	11 6%	6 3%	175
(h)	My colleagues are held to high professional standards.	44 25%	90 51%	24 14%	10 6%	7 4%	175
(i)	I have the materials I need to do my job.	27 15%	78 45%	33 19%	26 15%	11 6%	175
(j)	My colleagues support me.	55 31%	88 50%	25 14%	6 3%	1 1%	175
(k)	My workload is reasonable.	15 9%	41 24%	31 18%	47 27%	40 23%	174
(l)	My colleagues are committed to their jobs.	40 23%	88 50%	32 18%	12 7%	3 2%	175
(m)	My work environment is clean and well maintained.	41 23%	101 58%	18 10%	13 7%	2 1%	175

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.

How strongly do you disagree or agree with the following statements?							
		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
(a)	SSD encourages continued education and professional	58	98	14	2	3	175

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	growth.	33%	56%	8%	1%	2%	
(b)	SSD's training helps me be effective in my job.	40	93	24	10	8	175
		23%	53%	14%	6%	5%	
(c)	SSD provides professional development that supports district initiatives.	42	103	19	8	3	175
		24%	59%	11%	5%	2%	
(d)	My SSD principal or SSD area coordinator identifies opportunities for my professional growth and improvement.	39	84	33	15	3	174
		22%	48%	19%	9%	2%	
(e)	There are leadership opportunities for me in my school or department.	29	78	38	23	7	175
		17%	45%	22%	13%	4%	