

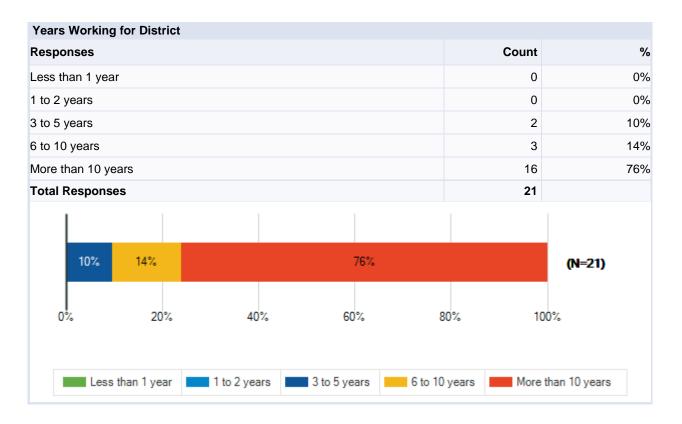
2018-19 Employee Engagement Survey - Teachers

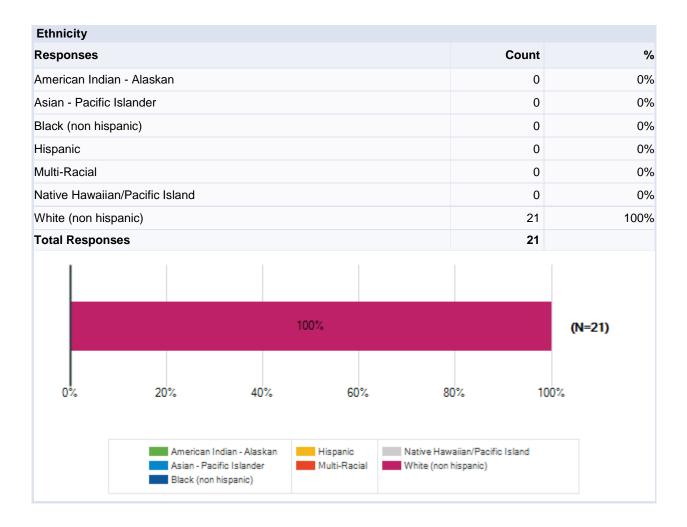
Survey Results

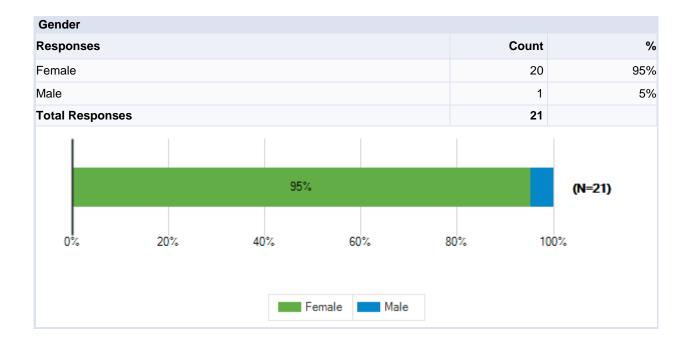
Affton School District

Special School District of St. Louis County October 29 - November 14, 2018



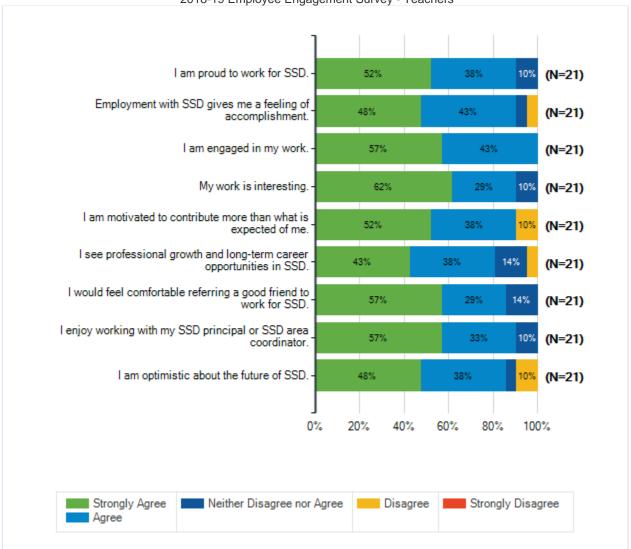






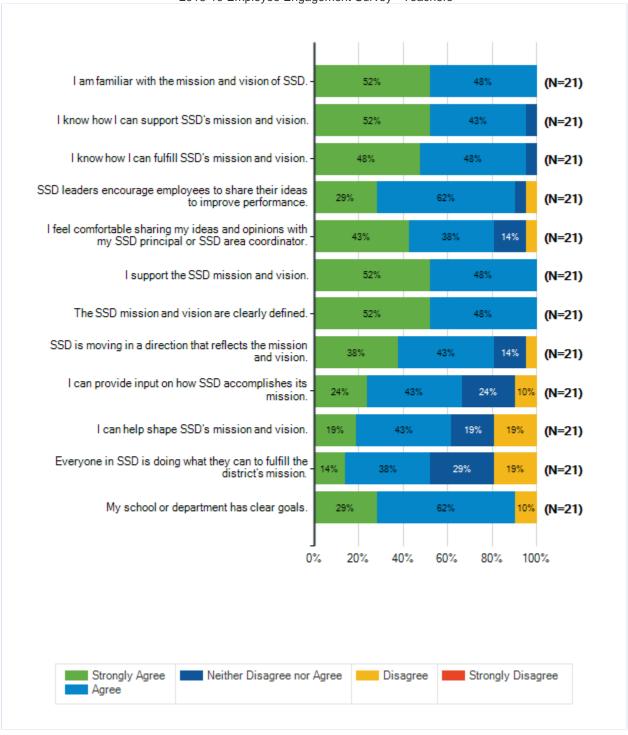
How strongly do you disagree or agree with the following statements? Please scroll to the right to see all answer options.

&n	bsp						
		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
		11	8	2	0	0	
(a)	I am proud to work for SSD.	52%	38%	10%	0%	0%	21
	Employment with SSD gives	10	9	1	1	0	
(b)	me a feeling of accomplishment.	48%	43%	5%	5%	0%	21
		12	9	0	0	0	
(c)	I am engaged in my work.	57%	43%	0%	0%	0%	21
		13	6	2	0	0	
(d)	My work is interesting.	62%	29%	10%	0%	0%	21
	I am motivated to contribute	11	8	0	2	0	
(e)	more than what is expected of me.	52%	38%	0%	10%	0%	21
	I see professional growth and	9	8	3	1	0	
(f)	long-term career opportunities in SSD.	43%	38%	14%	5%	0%	21
	I would feel comfortable	12	6	3	0	0	
(g)	referring a good friend to work for SSD.	57%	29%	14%	0%	0%	21
	I enjoy working with my SSD	12	7	2	0	0	
(h)	principal or SSD area coordinator.	57%	33%	10%	0%	0%	21
	Law antimistic about the	10	8	1	2	0	
(i)	I am optimistic about the future of SSD.	48%	38%	5%	10%	0%	21



Shared values are the explicit or implicit beliefs that underlie the culture of an organization and guide the decisions and behavior of its employees. Please scroll to the right to see all answer options.

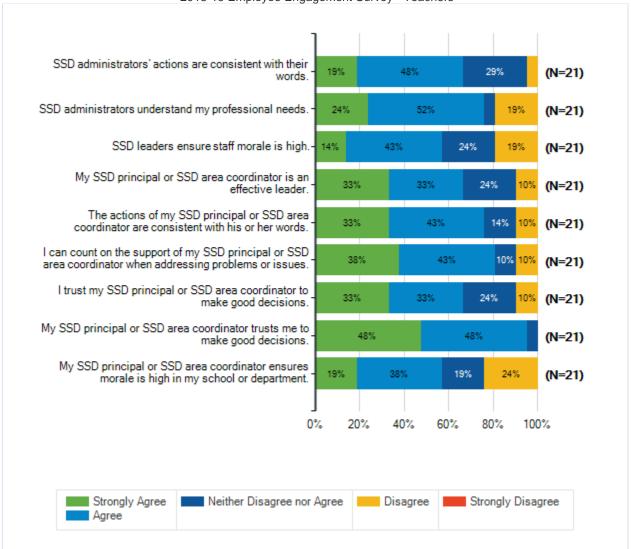
How strongly do you disagree or agree with the following statements? Neither Strongly Strongly Total Disagree Disagree Agree Disagree Responses Agree nor Agree 11 10 0 (a) I am familiar with the mission and vision of SSD. 21 52% 48% 0% 0% 0% 11 9 0 0 (b) I know how I can support SSD's mission and vision. 21 52% 43% 5% 0% 0% 10 10 0 0 1 (c) I know how I can fulfill SSD's mission and vision. 21 48% 5% 0% 0% 48% SSD leaders encourage 6 13 1 1 0 employees to share their 21 ideas to improve 29% 62% 5% 5% 0% performance. I feel comfortable sharing my 9 8 3 1 0 ideas and opinions with my 21 SSD principal or SSD area 38% 14% 5% 0% 43% coordinator. 10 0 0 0 11 I support the SSD mission 21 and vision. 0% 52% 48% 0% 0% 11 10 0 0 0 The SSD mission and vision (g) are clearly defined. 21 52% 48% 0% 0% 0% 9 3 1 0 SSD is moving in a direction (h) that reflects the mission and 21 38% 43% 14% 5% 0% vision. 9 2 0 5 5 I can provide input on how (i) SSD accomplishes its 21 24% 43% 24% 10% 0% mission. 0 I can help shape SSD's mission and vision. 21 19% 43% 19% 19% 0% 3 8 6 4 0 Everyone in SSD is doing (k) what they can to fulfill the 21 14% 38% 29% 19% 0% district's mission. 13 0 2 0 6 My school or department has 21 clear goals. 29% 62% 0% 10% 0%



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.Please scroll to the right to see all answer options.

How strongly	y do you disaaraa d	or agree with the following	a etatamante?
TIOW SUCHAIN	v uo vou uisaulee t	n adiec with the lonowin	u statements:

	strongly do you disagree o			_			
		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
	SSD administrators' actions	4	10	6	1	0	
(a)	are consistent with their words.	19%	48%	29%	5%	0%	21
	SSD administrators	5	11	1	4	0	
(b)	understand my professional needs.	24%	52%	5%	19%	0%	21
	SSD leaders ensure staff	3	9	5	4	0	
(c)	morale is high.	14%	43%	24%	19%	0%	21
	My SSD principal or SSD	7	7	5	2	0	
(d)	area coordinator is an effective leader.	33%	33%	24%	10%	0%	21
	The actions of my SSD principal or SSD area	7	9	3	2	0	
(e)	coordinator are consistent with his or her words.	33%	43%	14%	10%	0%	21
	I can count on the support of my SSD principal or SSD	8	9	2	2	0	
(f)	area coordinator when addressing problems or issues.	38%	43%	10%	10%	0%	21
	I trust my SSD principal or	7	7	5	2	0	
(g)	SSD area coordinator to make good decisions.	33%	33%	24%	10%	0%	21
	My SSD principal or SSD	10	10	1	0	0	
(h)	area coordinator trusts me to make good decisions.	48%	48%	5%	0%	0%	21
	My SSD principal or SSD area coordinator ensures	4	8	4	5	0	
(i)	morale is high in my school or department.	19%	38%	19%	24%	0%	21



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.Please scroll to the right to see all answer options.

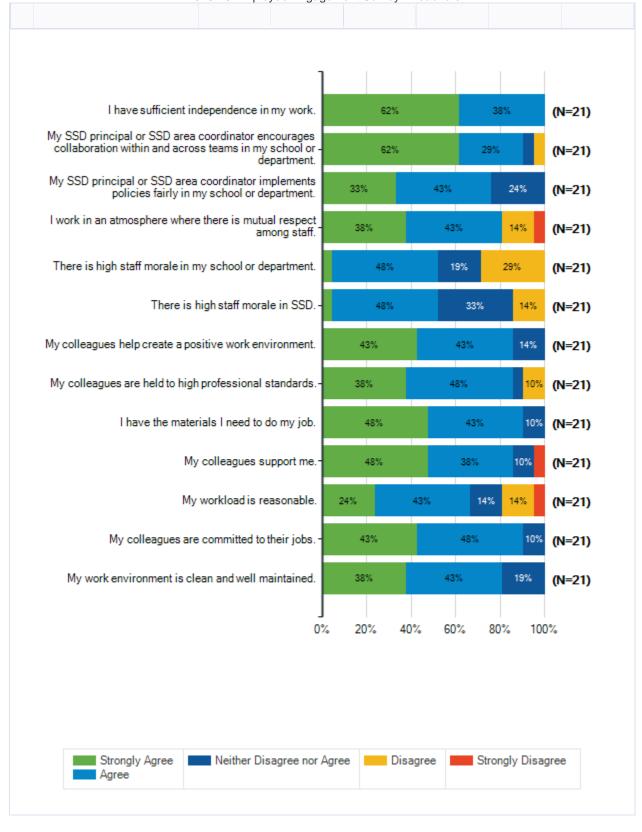
SSD leaders clearly explain the reasons behind decisions	Agree	Agree	Disagree nor Agree	Disagree	Strongly Disagree	Total Response
he reasons behind decisions	5	9	5	2	0	
on key issues.	24%	43%	24%	10%	0%	21
My SSD principal or SSD area coordinator clearly	8	10	2	0	0	
communicates his or her expectations of my job performance.	40%	50%	10%	0%	0%	20
My SSD principal or SSD area coordinator effectively	8	9	3	1	0	
communicates about mportant issues that affect me.	38%	43%	14%	5%	0%	21
My SSD principal or SSD	9	9	3	0	0	
area coordinator is willing to isten to new ideas.	43%	43%	14%	0%	0%	21
can influence decisions in	7	8	2	4	0	
I can influence decisions in my school or department.	33%	38%	10%	19%	0%	21
My SSD principal or SSD	decisions on area coordin er expectation	key issues. ator clearly as of my job -	24%	43%	24% 10%	(N=21) (N=20)
My SSD principal or SSD arcommunicates about import	ea coordinator ant issues tha	r effectively it affect me.	38%	43%	14%	(N=21)
My SSD principal or SSD are			43%	43%	14%	(N=21)
I can influence decisions in	my school or o	department	33%	38%	10% 19%	(N=21)
		0%	20% 4	0% 60%	80% 100	%
	My SSD principal or SSD area coordinator effectively communicates about important issues that affect me. My SSD principal or SSD area coordinator is willing to isten to new ideas. can influence decisions in my school or department. SSD leaders clearly expending to the second or department or SSD are communicates his or him is specified by SSD principal or SSD are communicates about important my SSD principal or SSD are specified by SSD princip	My SSD principal or SSD area coordinator effectively communicates about mportant issues that affect me. My SSD principal or SSD area coordinator is willing to isten to new ideas. SSD leaders clearly explain the reast decisions on the my school or department. SSD principal or SSD area coordinator communicates his or her expectation per my SSD principal or SSD area coordinator communicates about important issues that the my SSD principal or SSD area coordinator communicates about important issues that the strongly Agree Strongly Agree Neither Description or	My SSD principal or SSD area coordinator effectively communicates about mportant issues that affect me. My SSD principal or SSD area coordinator is willing to isten to new ideas. SSD leaders clearly explain the reasons behind decisions on key issues. My SSD principal or SSD area coordinator clearly communicates his or her expectations of my job performance. My SSD principal or SSD area coordinator effectively communicates about important issues that affect me. My SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department.	My SSD principal or SSD area coordinator effectively communicates about mportant issues that affect me. My SSD principal or SSD area coordinator is willing to isten to new ideas. SSD leaders clearly explain the reasons behind decisions on key issues. My SSD principal or SSD area coordinator clearly communicates his or her expectations of my job performance. My SSD principal or SSD area coordinator effectively communicates about important issues that affect me. My SSD principal or SSD area coordinator effectively communicates about important issues that affect me. My SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Strongly Agree Neither Disagree nor Agree Dis	My SSD principal or SSD area coordinator effectively communicates about mportant issues that affect me. My SSD principal or SSD area coordinator is willing to isten to new ideas. The strongly Agree important is willing to isten to new ideas. 9 9 9 3 0 14% 5% 14% 0%	All SSD principal or SSD area coordinator effectively communicates about mportant issues that affect me. All SSD principal or SSD area coordinator is willing to isten to new ideas. All SSD leaders clearly explain the reasons behind decisions on key issues. All SSD principal or SSD area coordinator clearly communicates his or her expectations of my job performance. My SSD principal or SSD area coordinator effectively communicates about important issues that affect me. My SSD principal or SSD area coordinator effectively communicates about important issues that affect me. My SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Ny SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Ny SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Ny SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Ny SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Ny SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Ny SSD principal or SSD area coordinator is willing to listen to new ideas. I can influence decisions in my school or department. Ny SSD principal or SSD area coordinator is willing to listen to new ideas. Strongly Agree Strongly Disagree Strongly Disagr

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. Please scroll to the right to see all answer options.

		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Response
	SSD recognizes employees	4	9	4	3	1	
a)	for their high-quality work and accomplishments.	19%	43%	19%	14%	5%	21
	My SSD principal or SSD area coordinator regularly	5	9	3	3	0	
b)	gives me constructive feedback to improve my performance.	25%	45%	15%	15%	0%	20
	Staff members are	4	9	3	4	1	
c)	recognized for good performance at my work site.	19%	43%	14%	19%	5%	21
		6	7	3	5	0	
d)	I receive recognition for my accomplishments.	29%	33%	14%	24%	0%	21
	16.1	5	8	3	5	0	
e)	I feel appreciated for my work.	24%	38%	14%	24%	0%	21
			1				
	SSD recognizes employees f	and accom	quality work _ plishments.			9% 14%	(N=21)
	SSD recognizes employees f My SSD principal or SSD a gives me constructive	and accom irea coordinate feedback to	quality work _ plishments.				(N=21) (N=20)
	My SSD principal or SSD a	and accom trea coordinate e feedback to p d for good per	quality work plishments. for regularly improve my - erformance.	19% 4 25%	3% 1	9% 14% 15% 15%	
	My SSD principal or SSD a gives me constructive	and accom area coordinate e feedback to p d for good per m	quality work plishments. tor regularly improve myerformance. formance at y work site.	19% 4 25%	3% 1 45%	9% 14% 15% 15% % 19%	(N=20)
	My SSD principal or SSD a gives me constructive Staff members are recognized I receive recognition	and accoming the feedback to possible for good per motor for my accoming the form of the f	quality work plishments. tor regularly improve myerformance. formance at y work site.	19% 4 25% 19% 4	3% 1 45% 3% 14	9% 14% 15% 15% % 19%	(N=20) (N=21)
	My SSD principal or SSD a gives me constructive Staff members are recognized I receive recognition	and accoming the feedback to possible for good per motor for my accoming the form of the f	quality work plishments. for regularly improve my erformance. formance at y work site.	19% 4 25% 19% 4 29%	3% 1 45% 3% 14	9% 14% 15% 15% % 19%	(N=20) (N=21) (N=21) (N=21)

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. Please scroll to the right to see all answer options.

		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
		13	8	0	0	0	
(a)	I have sufficient independence in my work.	62%	38%	0%	0%	0%	21
	My SSD principal or SSD area coordinator encourages	13	6	1	1	0	
(b)	collaboration within and across teams in my school or department.	62%	29%	5%	5%	0%	21
	My SSD principal or SSD	7	9	5	0	0	
(c)	area coordinator implements policies fairly in my school or department.	33%	43%	24%	0%	0%	21
	I work in an atmosphere	8	9	0	3	1	
(d)	where there is mutual respect among staff.	38%	43%	0%	14%	5%	21
	T	1	10	4	6	0	
(e)	There is high staff morale in my school or department.	5%	48%	19%	29%	0%	21
		1	10	7	3	0	
(f)	There is high staff morale in SSD.	5%	48%	33%	14%	0%	21
		9	9	3	0	0	
(g)	My colleagues help create a positive work environment.	43%	43%	14%	0%	0%	21
		8	10	1	2	0	
(h)	My colleagues are held to high professional standards.	38%	48%	5%	10%	0%	21
		10	9	2	0	0	
(i)	I have the materials I need to do my job.	48%	43%	10%	0%	0%	21
		10	8	2	0	1	
(j)	My colleagues support me.	48%	38%	10%	0%	5%	21
		5	9	3	3	1	
(k)	My workload is reasonable.	24%	43%	14%	14%	5%	21
	Muselleenine	9	10	2	0	0	
(I)	My colleagues are committed to their jobs.	43%	48%	10%	0%	0%	21
	My work environment is clean	8	9	4	0	0	
m)	and well maintained.	38%	43%	19%	0%	0%	_ 21



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. Please scroll to the right to see all answer options.

		Strongly Agree	Agree	Neither Disagree nor Agree	Disagree	Strongly Disagree	Total Responses
	SSD encourages continued	8	11	1	1	0	
a)	education and professional growth.	38%	52%	5%	5%	0%	21
	CCD's training below as he	7	9	4	1	0	
b)	SSD's training helps me be effective in my job.	33%	43%	19%	5%	0%	21
	SSD provides professional	6	13	2	0	0	
c)	development that supports district initiatives.	29%	62%	10%	0%	0%	21
	My SSD principal or SSD area coordinator identifies	5	12	2	2	0	
d)	opportunities for my professional growth and improvement.	24%	57%	10%	10%	0%	21
	There are leadership	5	13	1	2	0	
9)	opportunities for me in my school or department.	24%	62%	5%	10%	0%	21
	sonor or department.		1				
	SSD encourages continued e	education and p	orofessional growth.	38%	52%		(N=21)
			growth.	38%	52% 43%	19%	(N=21) (N=21)
	SSD encourages continued e	me be effectiv	growth.		43% 62%		
	SSD encourages continued e	me be effectiv development th distric area coordinat ny professional	growth. re in my job nat supports et initiatives. or identifies	33%	43%		(N=21) (N=21)
	SSD encourages continued e SSD's training helps SSD provides professional e My SSD principal or SSD	me be effective development the district area coordinate my professional invenities for me in	growth. re in my job nat supports et initiatives. or identifies growth and approvement.	33% 29%	43% 62%	10%	(N=21) (N=21)
	SSD encourages continued encourages continued encourages continued encourages continued encourages sometimes for management of the second seco	me be effective development the district area coordinate my professional invenities for me in	growth. re in my job nat supports et initiatives. or identifies growth and approvement.	33% 29% 24%	43% 62% 57%	10%	(N=21) (N=21) (N=21) (N=21)