



North Technical

Teacher Survey
Spring 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	77% ▲ 20 since last survey	53% Special School District 35% SSD of St. Louis (MO)
Communicating results	52% ▼ 7 since last survey	71% Special School District 68% SSD of St. Louis (MO)
Communications	45% ▼ 11 since last survey	61% Special School District 65% SSD of St. Louis (MO)
Deia	51% ▼ 5 since last survey	58% Special School District 62% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	33% ▼ 14 since last survey	34% Special School District 33% SSD of St. Louis (MO)
Mission and vision	66% ▼ 4 since last survey	70% Special School District 69% SSD of St. Louis (MO)
Overall engagement	68% ▼ 5 since last survey	69% Special School District 68% SSD of St. Louis (MO)



Professional Learning

40%

▼ 8

since last survey

45%

Special School District

40%

SSD of St. Louis (MO)

School Climate

Perceptions of the overall social and learning climate of the school.

43%

▼ 7

since last survey

39%

Special School District

41%

SSD of St. Louis (MO)

School Leadership

Perceptions of the school leadership's effectiveness.

24%

▼ 20

since last survey

44%

Special School District

43%

SSD of St. Louis (MO)

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

44%

▼ 10

since last survey

59%

Special School District

57%

SSD of St. Louis (MO)

Well-being

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

66%

▲ 2

since last survey

57%

Special School District

54%

SSD of St. Louis (MO)

Work environment

78%

▲ 10

since last survey

78%

Special School District

72%

SSD of St. Louis (MO)

23 responses



Additional questions

Your average

77%

23 responses

Change

▲ 20

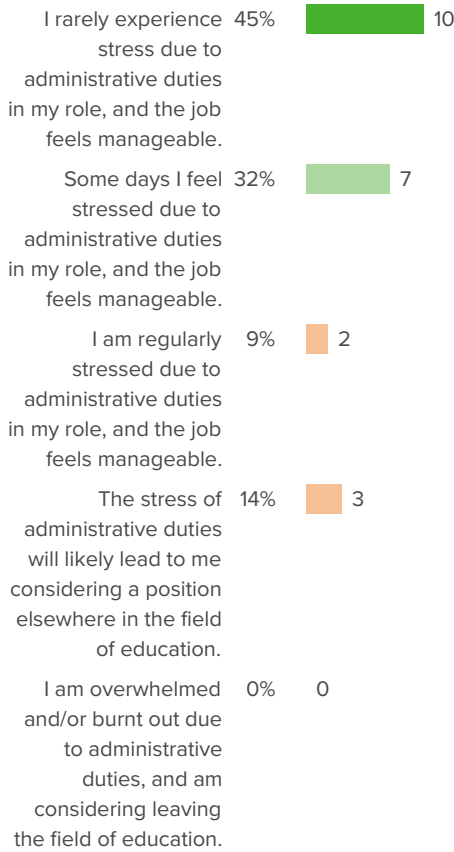
since last survey

District average: **53%** Special School District

Client average: **35%** SSD of St. Louis (MO)

How did people respond?

Q.1: To what extent do administrative duties (e.g. data entry, email, filling out forms, etc.) impact your personal level of stress?



▲ 20 from last survey

Favorable: **77%**



Communicating results

Your average

52%

23 responses

Change

▼ 7

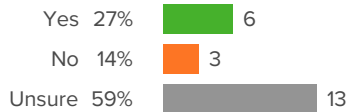
since last survey

District average: **71%** Special School District

Client average: **68%** SSD of St. Louis (MO)

How did people respond?

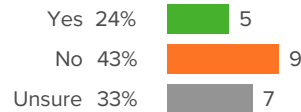
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▲ **0** from last survey

Favorable: **67%**

Q.2: Has your immediate SSD supervisor made changes to improve employee engagement since the last survey?



▼ **14** from last survey

Favorable: **36%**



Communications

Your average

45%

23 responses

Change

▼ 11

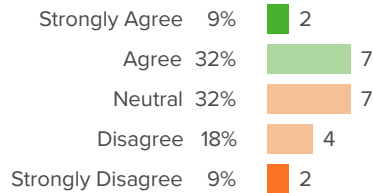
since last survey

District average: **61%** Special School District

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

How did people respond?

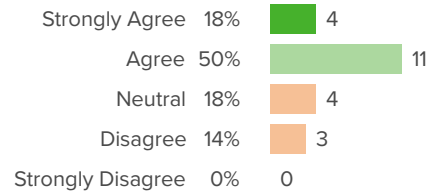
Q.1: My direct supervisor provides me with constructive feedback.



▼ 19 from last survey

Favorable: **41%**

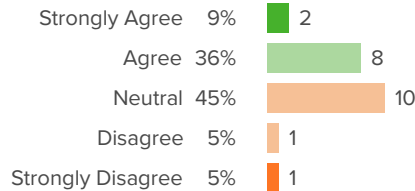
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 1 from last survey

Favorable: **68%**

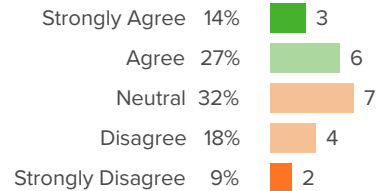
Q.3: I am aware of where and how I can direct a question or concern.



▼ 22 from last survey

Favorable: **45%**

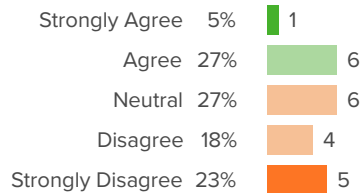
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 26 from last survey

Favorable: **41%**

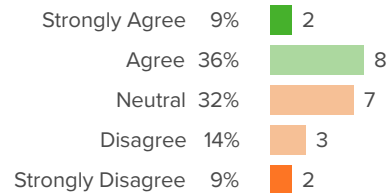
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 3 from last survey

Favorable: **32%**

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



▼ 3 from last survey

Favorable: **45%**



Deia

Your average

51%

23 responses

Change

▼ **5**

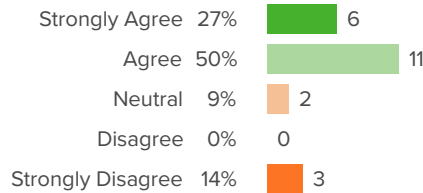
since last survey

District average: **58%** Special School District

Client average: **62%** SSD of St. Louis (MO)

How did people respond?

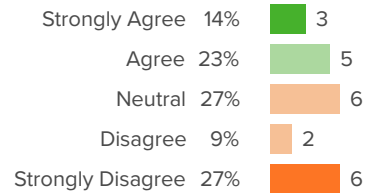
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ **6** from last survey

Favorable: **77%**

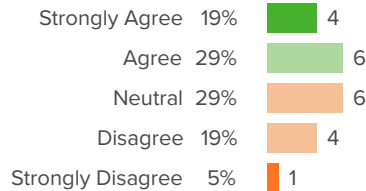
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ **12** from last survey

Favorable: **36%**

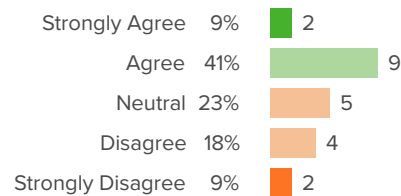
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ **4** from last survey

Favorable: **48%**

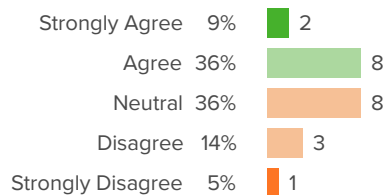
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ **7** from last survey

Favorable: **50%**

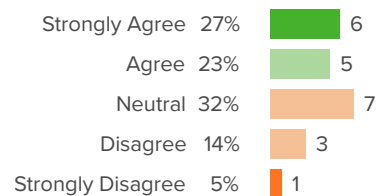
Q.5: I feel my background and identity are valued at SSD.



▼ **3** from last survey

Favorable: **45%**

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



▼ **21** from last survey

Favorable: **50%**



Feedback and Coaching

Your average

33%

23 responses

Change

▼ **14**

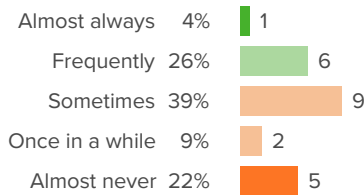
since last survey

District average: **34%** Special School District

Client average: **33%** SSD of St. Louis (MO)

How did people respond?

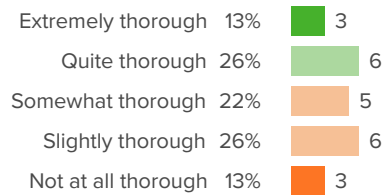
Q.1: How often do you receive feedback on your teaching?



▼ **26** from last survey

Favorable: **30%**

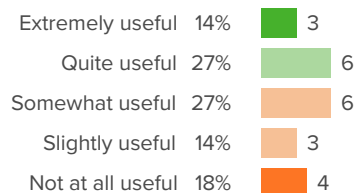
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ **3** from last survey

Favorable: **39%**

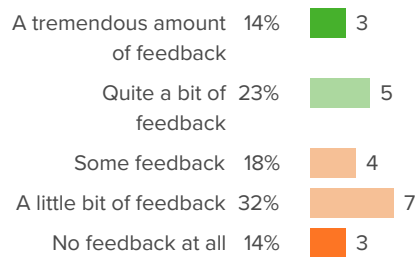
Q.3: How useful do you find the feedback you receive on your teaching?



▼ **19** from last survey

Favorable: **41%**

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

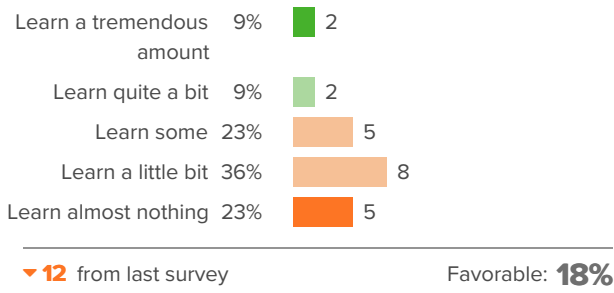


▼ **9** from last survey

Favorable: **36%**



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





Mission and vision

Your average

66%

23 responses

Change

▼ **4**

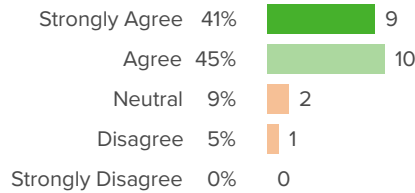
since last survey

District average: **70%** Special School District

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

How did people respond?

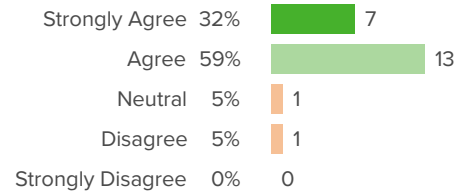
Q.1: I am familiar with and support the mission and vision of SSD.



▼ **9** from last survey

Favorable: **86%**

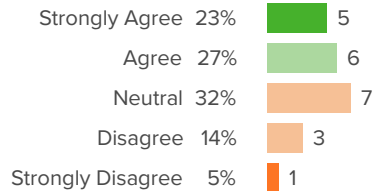
Q.2: The district's mission and vision are clearly defined.



▲ **5** from last survey

Favorable: **91%**

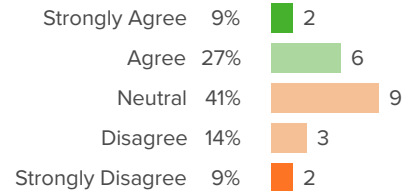
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ **7** from last survey

Favorable: **50%**

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



▼ **7** from last survey

Favorable: **36%**



Overall engagement

Your average

68%

23 responses

Change

▼ **5**

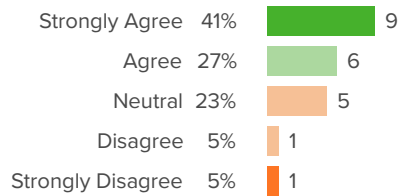
since last survey

District average: **69%** Special School District

Client average: **68%** SSD of St. Louis (MO)

How did people respond?

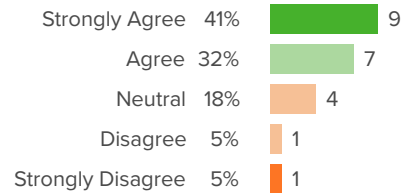
Q.1: I am proud to work for SSD.



▼ **18** from last survey

Favorable: **68%**

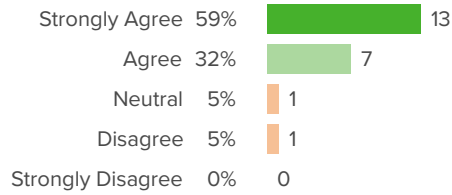
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ **3** from last survey

Favorable: **73%**

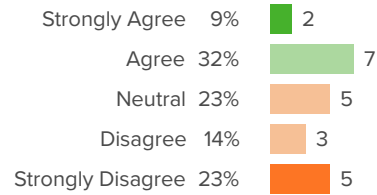
Q.3: I am engaged in my work.



▼ **4** from last survey

Favorable: **91%**

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



▲ **8** from last survey

Favorable: **41%**



Professional Learning

Your average

40%

23 responses

Change

▼ **8**

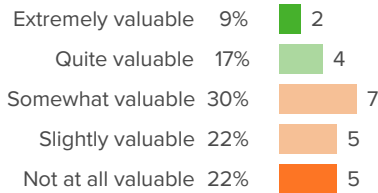
since last survey

District average: **45%** Special School District

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

How did people respond?

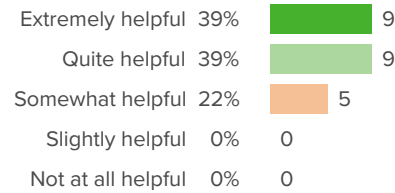
Q.1: At your school, how valuable are the available professional development opportunities?



▼ **22** from last survey

Favorable: **26%**

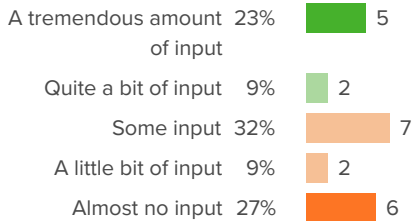
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ **18** from last survey

Favorable: **78%**

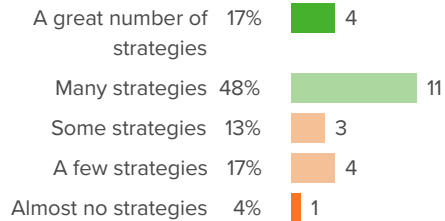
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ **1** from last survey

Favorable: **32%**

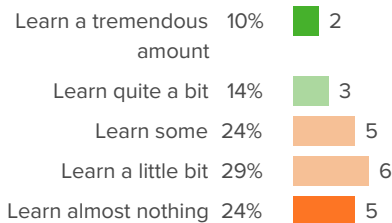
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ **10** from last survey

Favorable: **65%**

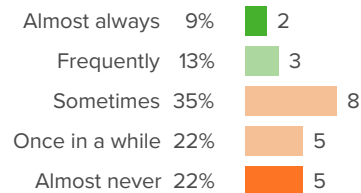
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ **11** from last survey

Favorable: **24%**

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

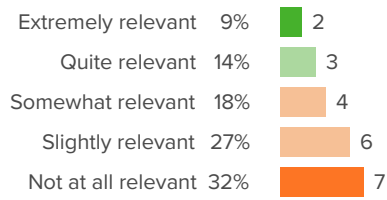


▼ **11** from last survey

Favorable: **22%**



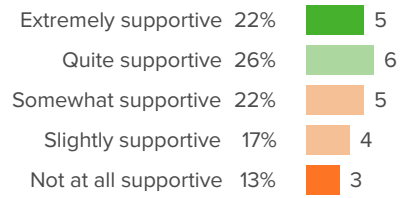
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▼ 17 from last survey

Favorable: **23%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?



▼ 14 from last survey

Favorable: **48%**



School Climate

Your average

43%

23 responses

Change

▼ 7

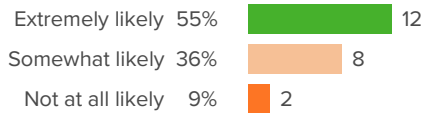
since last survey

District average: **39%** Special School District

Client average: **41%** SSD of St. Louis (MO)

How did people respond?

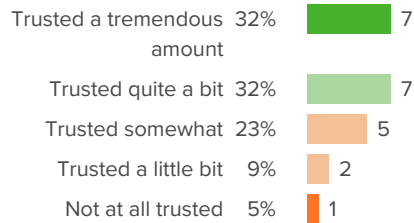
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 3 from last survey

Favorable: **55%**

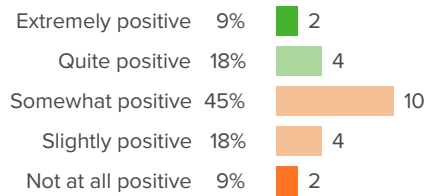
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 3 from last survey

Favorable: **64%**

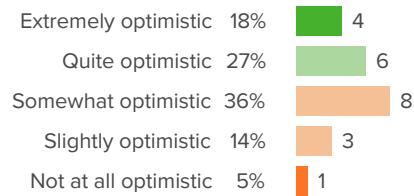
Q.3: How positive are the attitudes of your colleagues?



▼ 16 from last survey

Favorable: **27%**

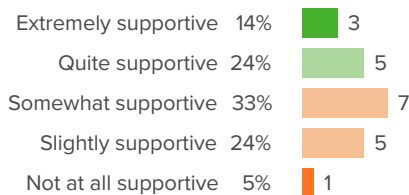
Q.4: How optimistic are you the future of Special School District?



▼ 17 from last survey

Favorable: **45%**

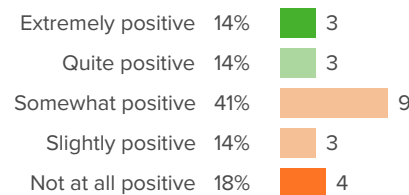
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 0 from last survey

Favorable: **38%**

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



▼ 11 from last survey

Favorable: **27%**



School Leadership

Your average

24%

23 responses

Change

▼ 20

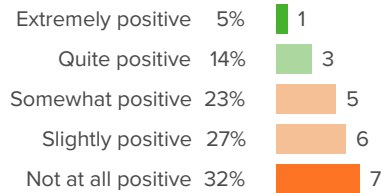
since last survey

District average: **44%** Special School District

Client average: **43%** SSD of St. Louis (MO)

How did people respond?

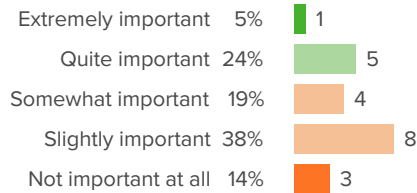
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ **37** from last survey

Favorable: **18%**

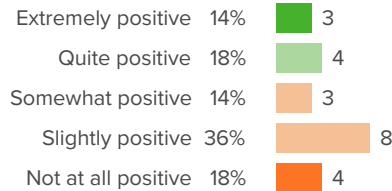
Q.2: For your school leaders, how important is teacher satisfaction?



▼ **26** from last survey

Favorable: **29%**

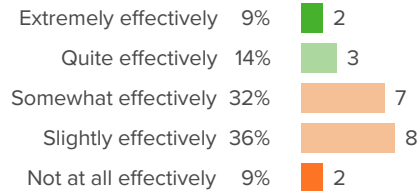
Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ **11** from last survey

Favorable: **32%**

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

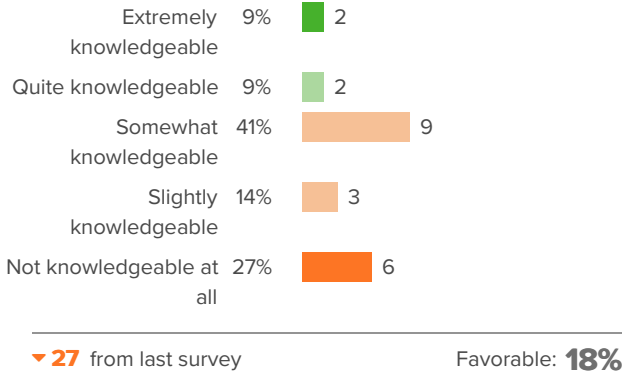


▼ **10** from last survey

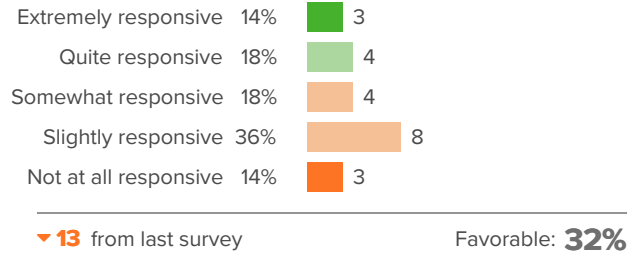
Favorable: **23%**



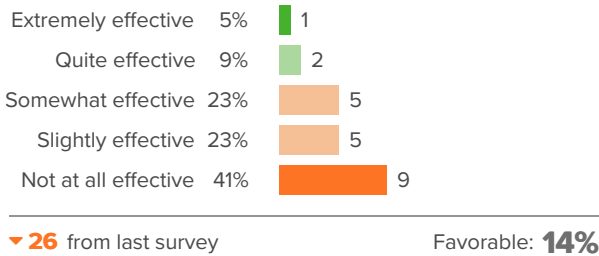
Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



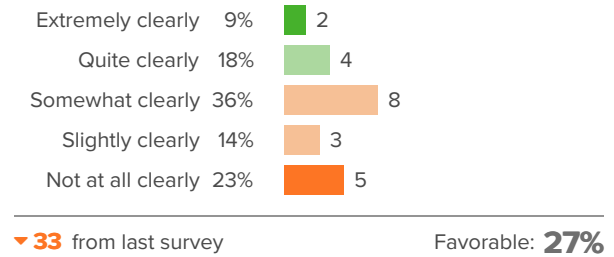
Q.6: How responsive are school leaders to your feedback?



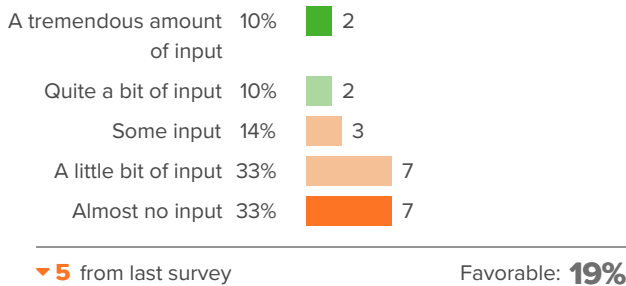
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



Q.8: How clearly do your school leaders identify their goals for teachers?



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





Staff-Leadership Relationships

Your average

44%

23 responses

Change

▼ **10**

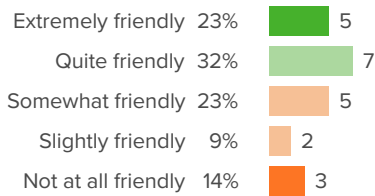
since last survey

District average: **59%** Special School District

Client average: **57%** SSD of St. Louis (MO)

How did people respond?

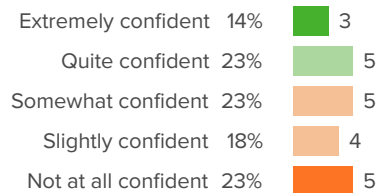
Q.1: How friendly are your school leaders toward you?



▼ **10** from last survey

Favorable: **55%**

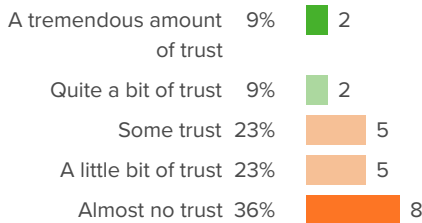
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ **29** from last survey

Favorable: **36%**

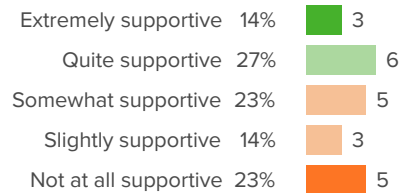
Q.3: How much trust exists between school leaders and faculty?



▼ **2** from last survey

Favorable: **18%**

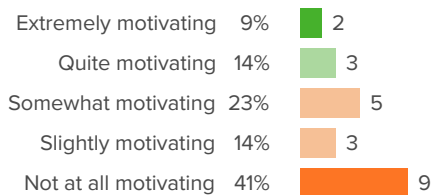
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ **14** from last survey

Favorable: **41%**

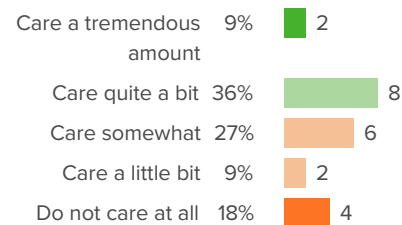
Q.5: At your school, how motivating do you find working with the leadership team?



▼ **12** from last survey

Favorable: **23%**

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

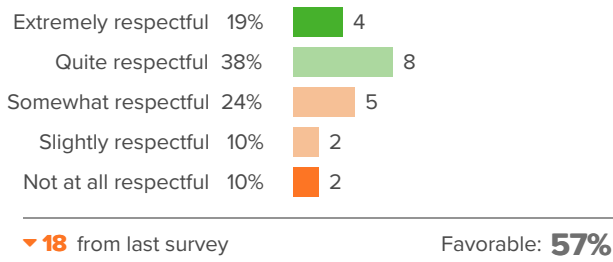


▼ **10** from last survey

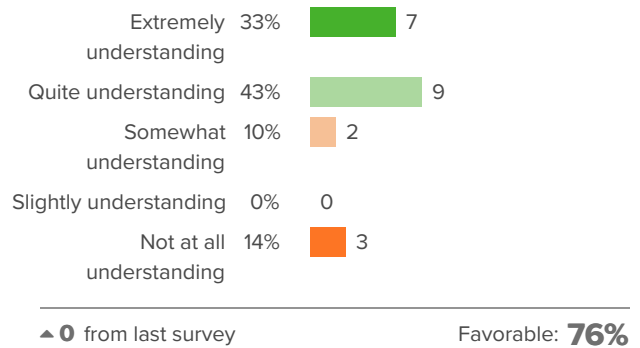
Favorable: **45%**



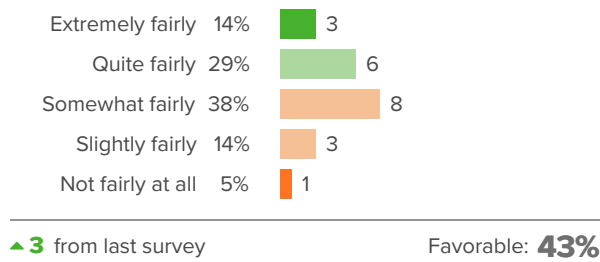
Q.7: How respectful are your school leaders towards you?



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 faculty?





Well-being

Your average

66%

23 responses

Change

▲ 2

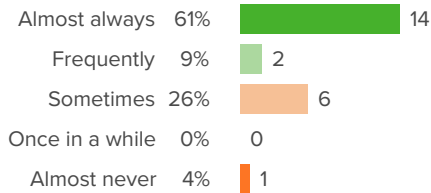
since last survey

District average: **57%** Special School District

Client average: **54%** SSD of St. Louis (MO)

How did people respond?

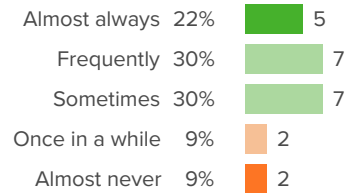
Q.1: During the past week, how often did you feel engaged at work?



▼ 16 from last survey

Favorable: **70%**

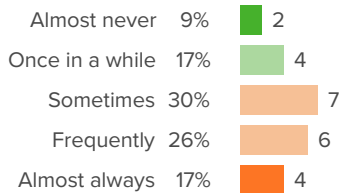
Q.2: During the past week, how often did you feel excited at work?



▲ 2 from last survey

Favorable: **83%**

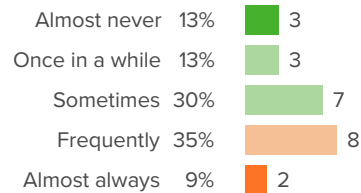
Q.3: During the past week, how often did you feel exhausted at work?



▼ 3 from last survey

Favorable: **26%**

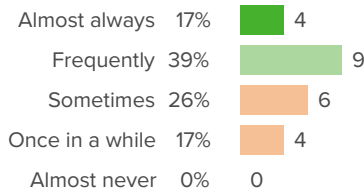
Q.4: During the past week, how often did you feel frustrated at work?



▼ 10 from last survey

Favorable: **57%**

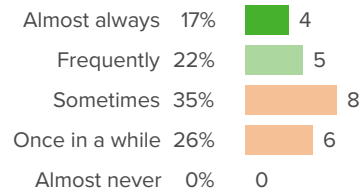
Q.5: During the past week, how often did you feel happy at work?



▼ 10 from last survey

Favorable: **57%**

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

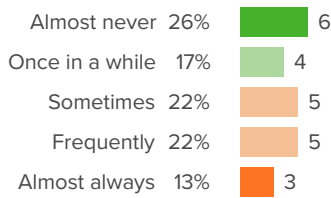


▼ 13 from last survey

Favorable: **39%**

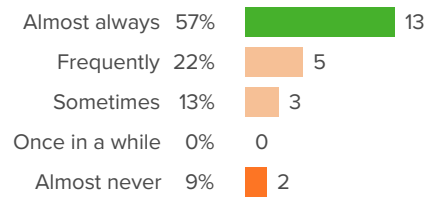


Q.7: During the past week, how often did you feel overwhelmed at work?



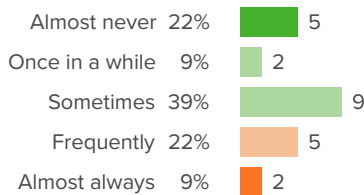
▲ 14 from last survey Favorable: 43%

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



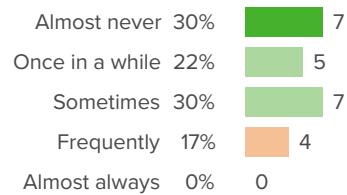
▲ 24 from last survey Favorable: 57%

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



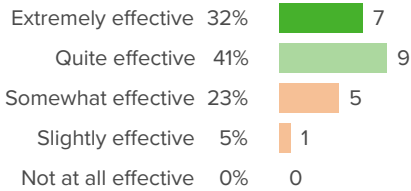
▲ 13 from last survey Favorable: 70%

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



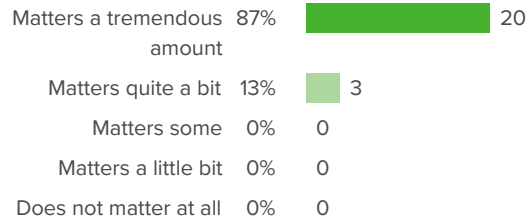
▲ 12 from last survey Favorable: 83%

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



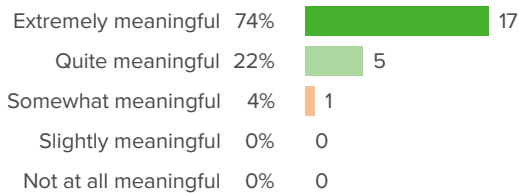
▼ 3 from last survey Favorable: 73%

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



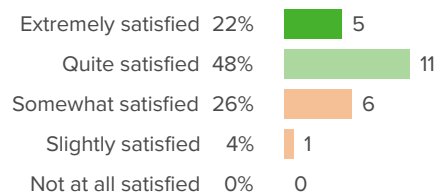
▲ 0 from last survey Favorable: 100%

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



▲ 6 from last survey Favorable: 96%

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



▲ 13 from last survey Favorable: 70%



Work environment

Your average

78%

23 responses

Change

▲ 10

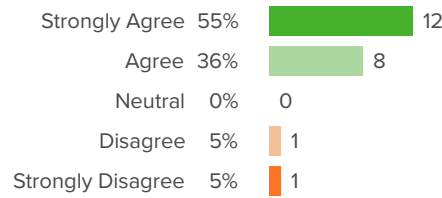
since last survey

District average: **78%** Special School District

Client average: **72%** SSD of St. Louis (MO)

How did people respond?

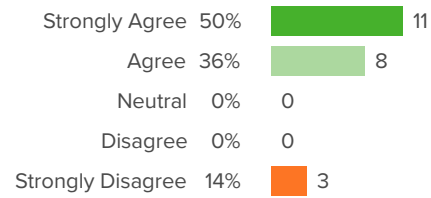
Q.1: I have the materials and resources to do my job effectively.



▲ 20 from last survey

Favorable: **91%**

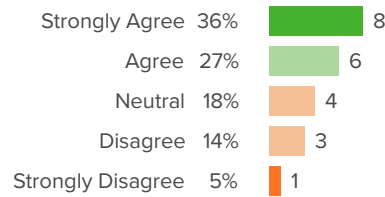
Q.2: My school/location is in good condition and well-maintained.



▲ 29 from last survey

Favorable: **86%**

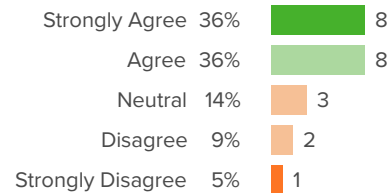
Q.3: I feel safe in my school/location.



▲ 12 from last survey

Favorable: **64%**

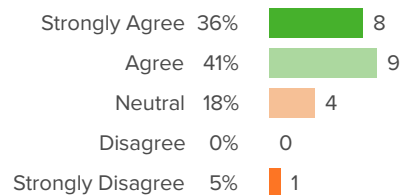
Q.4: I am aware of safety and security procedures at my school/location.



▼ 13 from last survey

Favorable: **73%**

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



▲ 1 from last survey

Favorable: **77%**



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
Lindbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	0%	0
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

Teacher - SSD school, site, or program	95%		21
Teacher - Partner district	5%		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	100%	22
Northview High School	0%	0
South Tech High School	0%	0
Southview School	0%	0
VSP	0%	0