



# Kirkwood School District

Teacher Survey  
Spring 2023



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Additional questions</b>	<b>23%</b> ▲ 4 since last survey	<b>35%</b> SSD of St. Louis (MO)
<b>Communicating results</b>	<b>74%</b> ▼ 12 since last survey	<b>68%</b> SSD of St. Louis (MO)
<b>Communications</b>	<b>63%</b> ▼ 5 since last survey	<b>65%</b> SSD of St. Louis (MO)
<b>Deia</b>	<b>60%</b> 0 since last survey	<b>62%</b> SSD of St. Louis (MO)
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>35%</b> ▲ 1 since last survey	<b>33%</b> SSD of St. Louis (MO)
<b>Mission and vision</b>	<b>63%</b> ▲ 7 since last survey	<b>69%</b> SSD of St. Louis (MO)
<b>Overall engagement</b>	<b>59%</b> ▲ 4 since last survey	<b>68%</b> SSD of St. Louis (MO)



### Professional Learning

40%

▼ 1

since last survey

40%

SSD of St. Louis (MO)

### School Climate

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

32%

▲ 4

since last survey

41%

SSD of St. Louis (MO)

### School Leadership

Perceptions of the school leadership's effectiveness.

40%

▼ 6

since last survey

43%

SSD of St. Louis (MO)

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

52%

▼ 6

since last survey

57%

SSD of St. Louis (MO)

### Well-being

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

50%

▲ 3

since last survey

54%

SSD of St. Louis (MO)

### Work environment

81%

▲ 7

since last survey

72%

SSD of St. Louis (MO)

45 responses



# Additional questions

Your average

**23%**

45 responses

Change

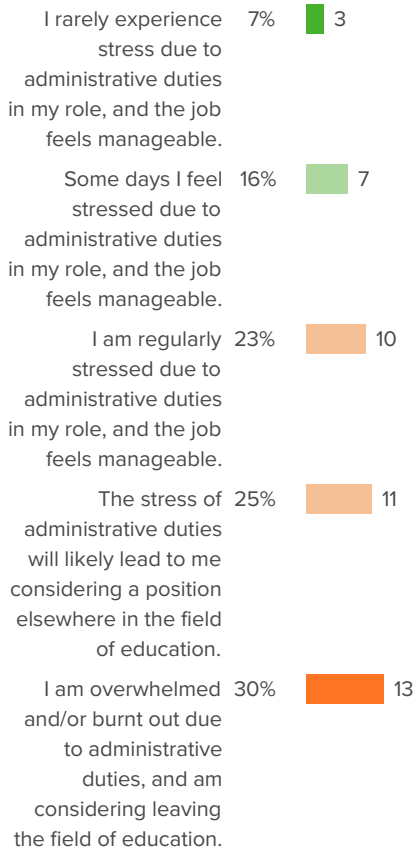
**▲ 4**

since last survey

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?



▲ 4 from last survey

Favorable: **23%**



# Communicating results

Your average

**74%**

45 responses

Change

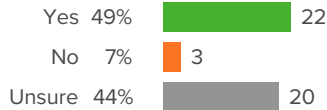
**▼ 12**

since last survey

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

## How did people respond?

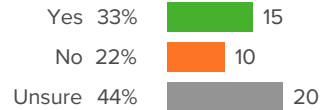
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ **5** from last survey

Favorable: **88%**

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



▼ **18** from last survey

Favorable: **60%**



# Communications

Your average

**63%**

45 responses

Change

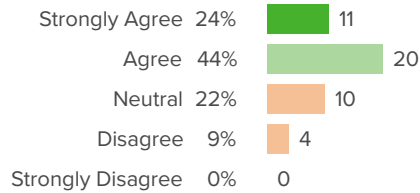
▼ **5**

since last survey

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

## How did people respond?

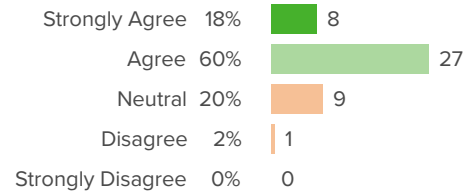
### Q.1: My direct supervisor provides me with constructive feedback.



▼ **12** from last survey

Favorable: **69%**

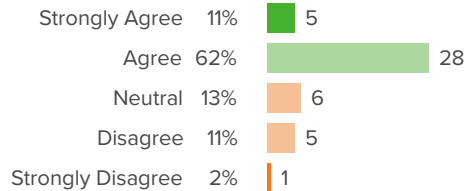
### Q.2: I receive adequate and timely information about district news and initiatives.



▼ **5** from last survey

Favorable: **78%**

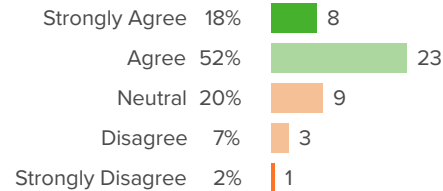
### Q.3: I am aware of where and how I can direct a question or concern.



▼ **5** from last survey

Favorable: **73%**

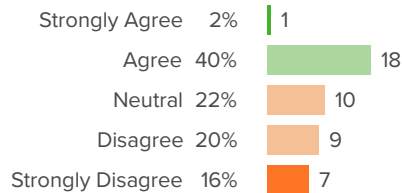
### Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ **1** from last survey

Favorable: **70%**

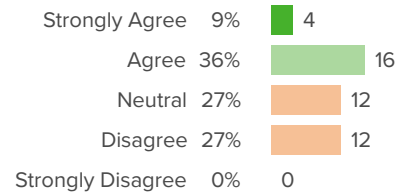
### Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ **2** from last survey

Favorable: **42%**

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



▼ **12** from last survey

Favorable: **45%**



# Deia

Your average

**60%**

45 responses

Change

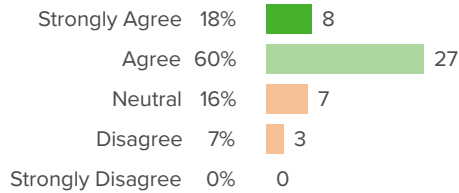
**0**

since last survey

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

## How did people respond?

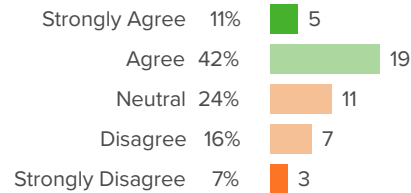
### Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ 4 from last survey

Favorable: **78%**

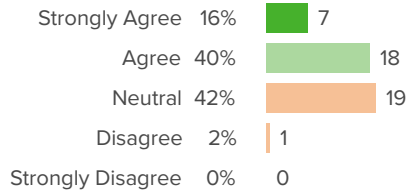
### Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ 10 from last survey

Favorable: **53%**

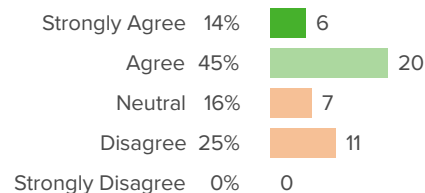
### Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ 8 from last survey

Favorable: **56%**

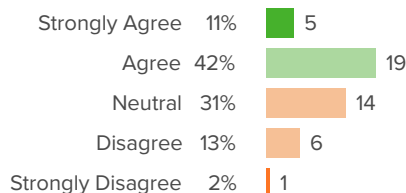
### Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ 7 from last survey

Favorable: **59%**

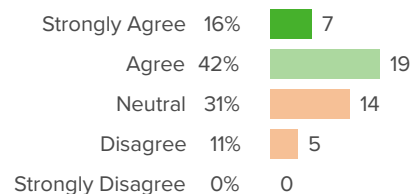
### Q.5: I feel my background and identity are valued at SSD.



▲ 2 from last survey

Favorable: **53%**

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



▼ 12 from last survey

Favorable: **58%**



# Feedback and Coaching

Your average

# 35%

45 responses

Change

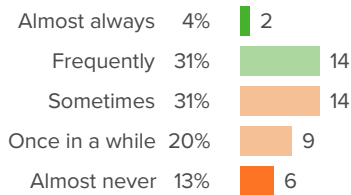
# ▲ 1

since last survey

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

## How did people respond?

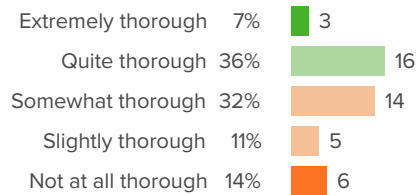
### Q.1: How often do you receive feedback on your teaching?



▼ 5 from last survey

Favorable: **36%**

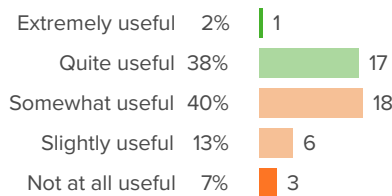
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 2 from last survey

Favorable: **43%**

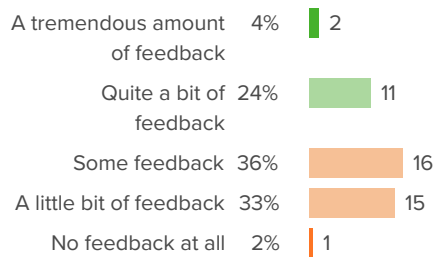
### Q.3: How useful do you find the feedback you receive on your teaching?



▲ 1 from last survey

Favorable: **40%**

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



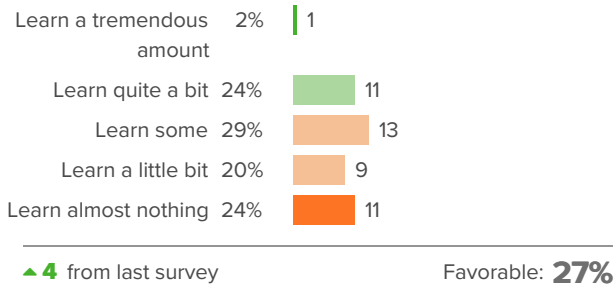
▲ 4 from last survey

Favorable: **29%**





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





# Mission and vision

Your average

**63%**

45 responses

Change

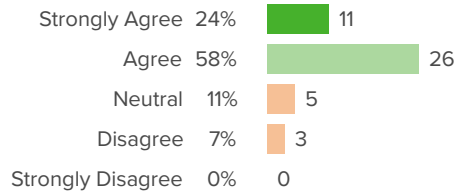
**▲ 7**

since last survey

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

## How did people respond?

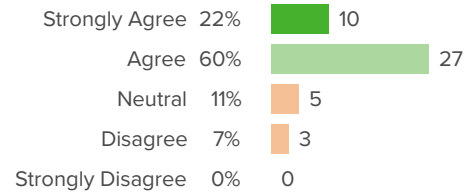
### Q.1: I am familiar with and support the mission and vision of SSD.



▲ 3 from last survey

Favorable: **82%**

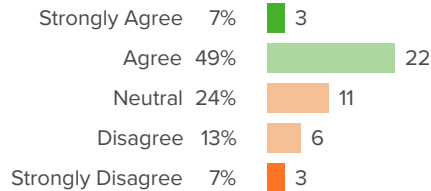
### Q.2: The district's mission and vision are clearly defined.



▲ 8 from last survey

Favorable: **82%**

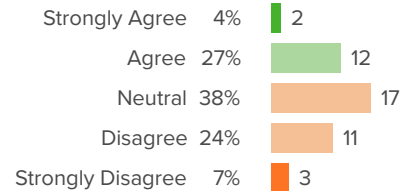
### Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 9 from last survey

Favorable: **56%**

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



▲ 9 from last survey

Favorable: **31%**



# Overall engagement

Your average

# 59%

45 responses

Change

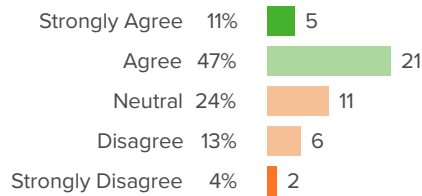
# ▲ 4

since last survey

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

## How did people respond?

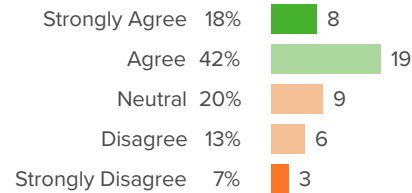
### Q.1: I am proud to work for SSD.



▲ 5 from last survey

Favorable: **58%**

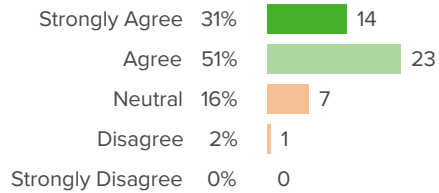
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 5 from last survey

Favorable: **60%**

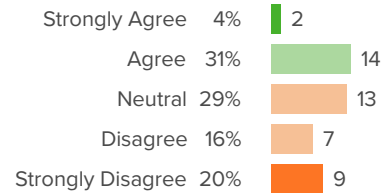
### Q.3: I am engaged in my work.



▼ 1 from last survey

Favorable: **82%**

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



▲ 6 from last survey

Favorable: **36%**



# Professional Learning

Your average

# 40%

45 responses

Change

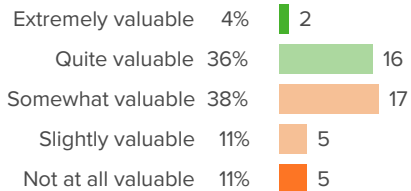
# ▼ 1

since last survey

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

## How did people respond?

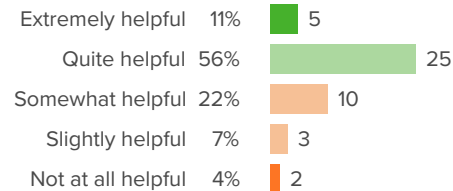
### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 11 from last survey

Favorable: **40%**

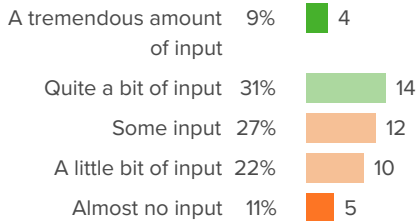
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 6 from last survey

Favorable: **67%**

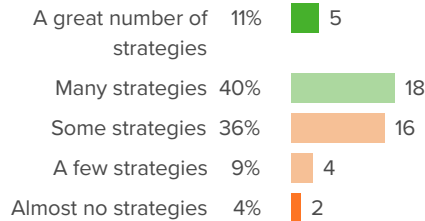
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 0 from last survey

Favorable: **40%**

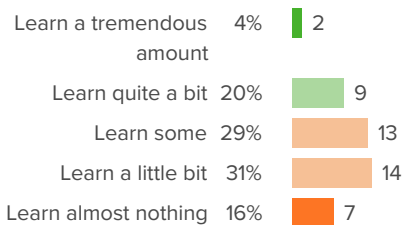
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 4 from last survey

Favorable: **51%**

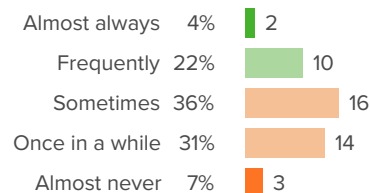
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 1 from last survey

Favorable: **24%**

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

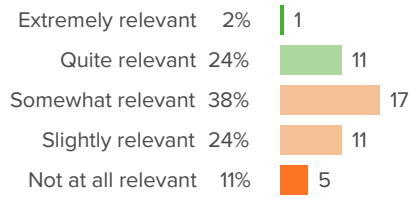


▼ 10 from last survey

Favorable: **27%**



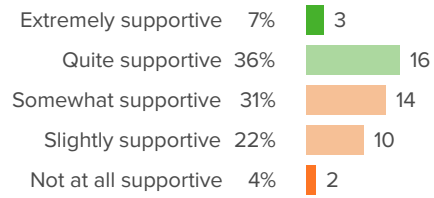
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▼ 5 from last survey

Favorable: **27%**

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



▼ 6 from last survey

Favorable: **42%**



# School Climate

Your average

# 32%

45 responses

Change

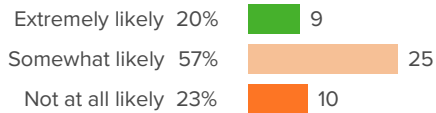
# ▲ 4

since last survey

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

## How did people respond?

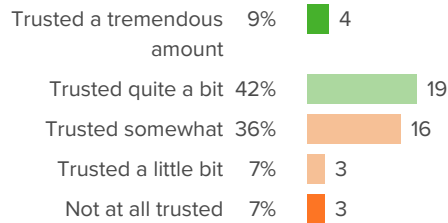
### Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 3 from last survey

Favorable: **20%**

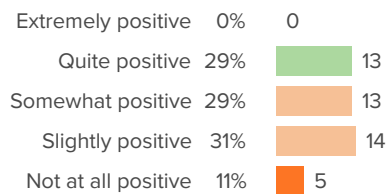
### Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 13 from last survey

Favorable: **51%**

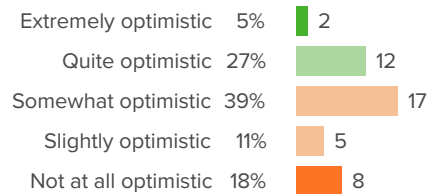
### Q.3: How positive are the attitudes of your colleagues?



▲ 7 from last survey

Favorable: **29%**

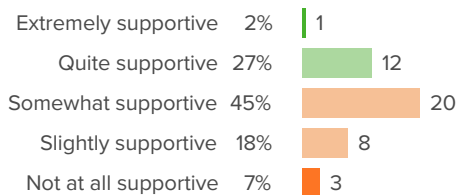
### Q.4: How optimistic are you the future of Special School District?



▲ 4 from last survey

Favorable: **32%**

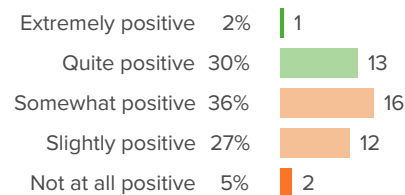
### Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 8 from last survey

Favorable: **30%**

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



▼ 8 from last survey

Favorable: **32%**



# School Leadership

Your average

**40%**

45 responses

Change

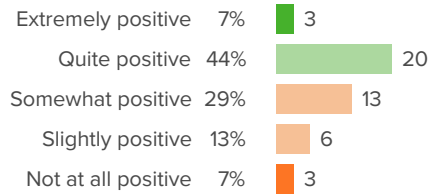
**▼ 6**

since last survey

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

## How did people respond?

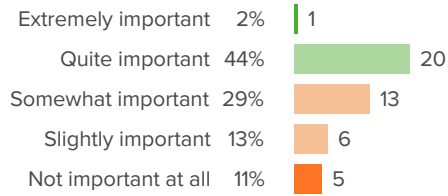
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 4 from last survey

Favorable: **51%**

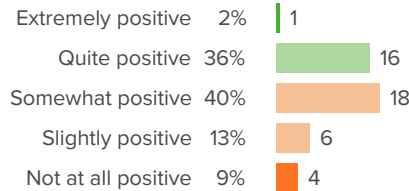
### Q.2: For your school leaders, how important is teacher satisfaction?



▼ 13 from last survey

Favorable: **47%**

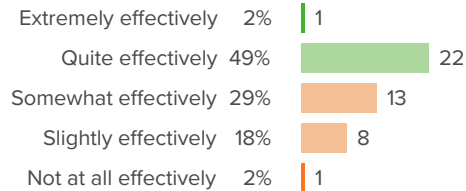
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 6 from last survey

Favorable: **38%**

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

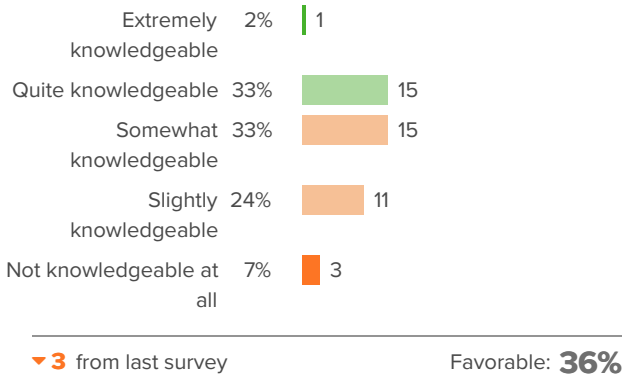


▼ 6 from last survey

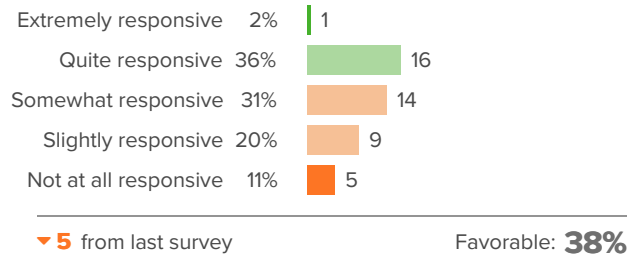
Favorable: **51%**



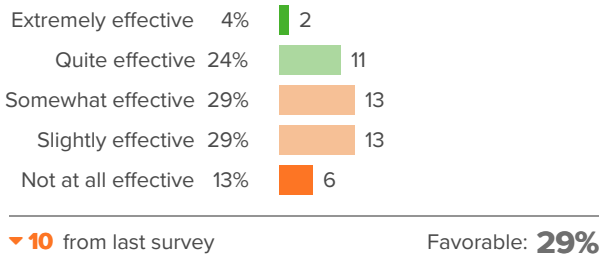
**Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?**



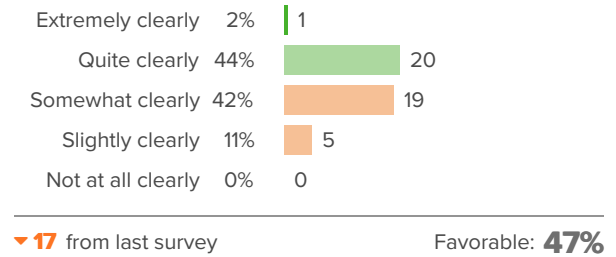
**Q.6: How responsive are school leaders to your feedback?**



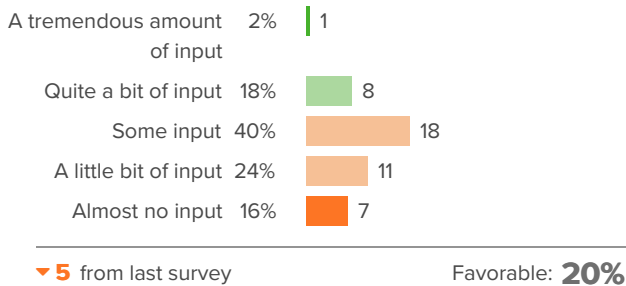
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



**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

# 52%

45 responses

Change

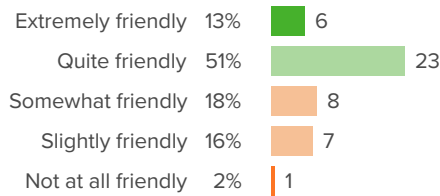
# ▼ 6

since last survey

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

## How did people respond?

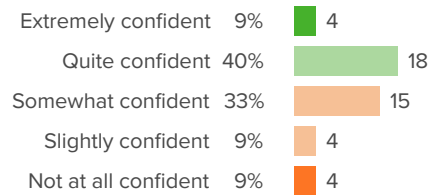
### Q.1: How friendly are your school leaders toward you?



▼ 7 from last survey

Favorable: **64%**

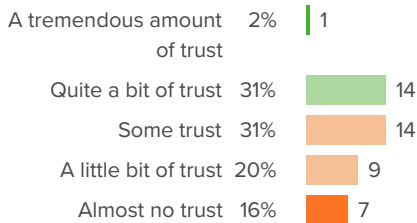
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 15 from last survey

Favorable: **49%**

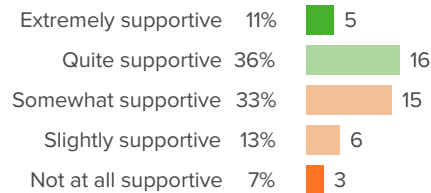
### Q.3: How much trust exists between school leaders and faculty?



▲ 0 from last survey

Favorable: **33%**

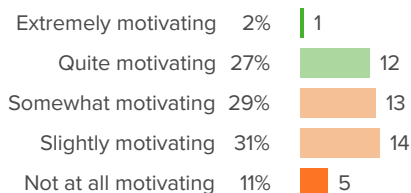
### Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 8 from last survey

Favorable: **47%**

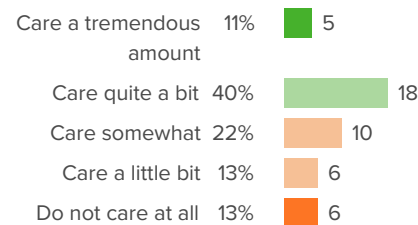
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 8 from last survey

Favorable: **29%**

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

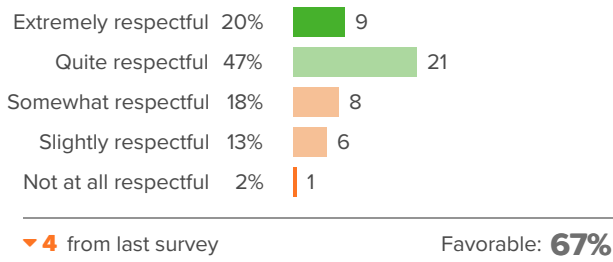


▼ 9 from last survey

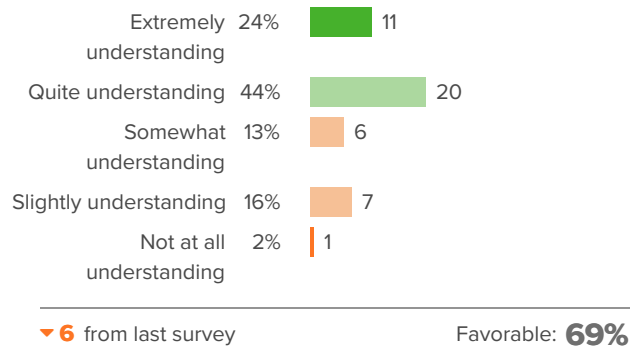
Favorable: **51%**



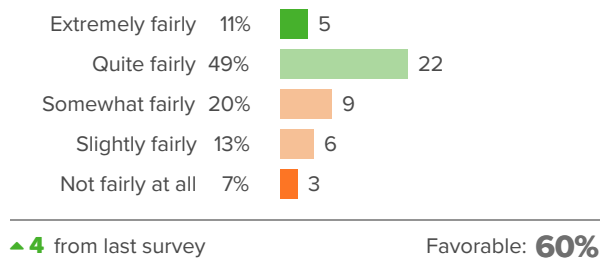
**Q.7: How respectful are your school leaders towards you?**



**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

# 50%

45 responses

Change

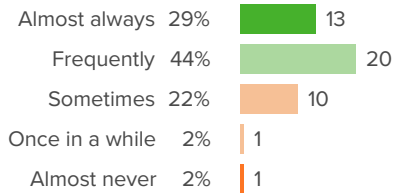
# ▲ 3

since last survey

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

## How did people respond?

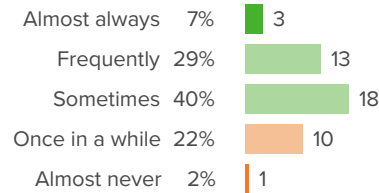
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 2 from last survey

Favorable: **73%**

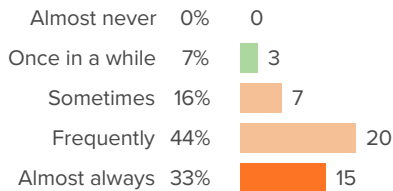
**Q.2: During the past week, how often did you feel excited at work?**



▲ 10 from last survey

Favorable: **76%**

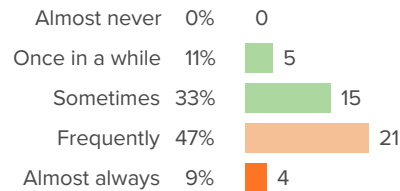
**Q.3: During the past week, how often did you feel exhausted at work?**



▲ 0 from last survey

Favorable: **7%**

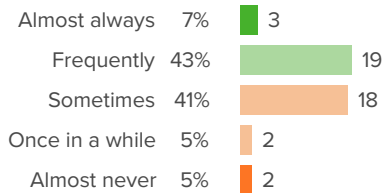
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 4 from last survey

Favorable: **44%**

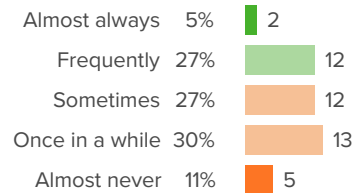
**Q.5: During the past week, how often did you feel happy at work?**



▲ 5 from last survey

Favorable: **50%**

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

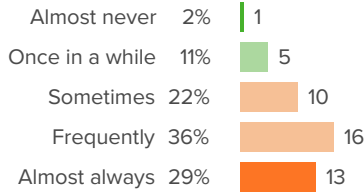


▼ 3 from last survey

Favorable: **32%**

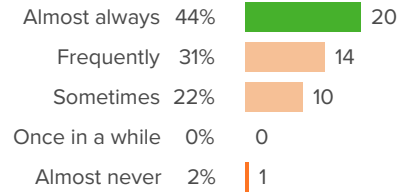


**Q.7: During the past week, how often did you feel overwhelmed at work?**



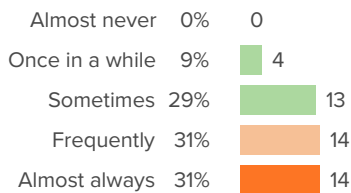
▲ 1 from last survey Favorable: **13%**

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



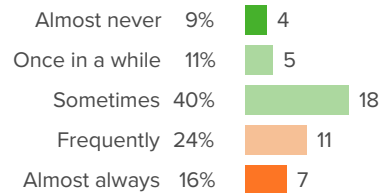
▲ 10 from last survey Favorable: **44%**

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



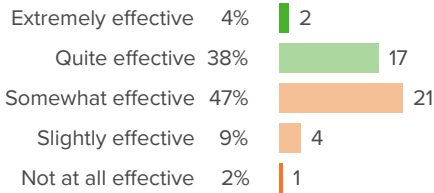
▲ 10 from last survey Favorable: **38%**

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



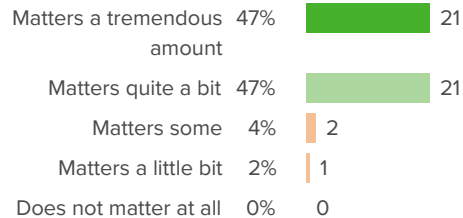
▲ 5 from last survey Favorable: **60%**

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



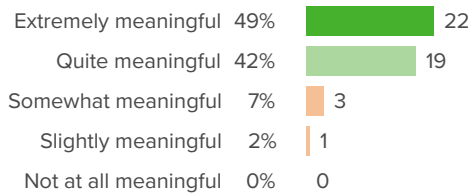
▲ 4 from last survey Favorable: **42%**

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



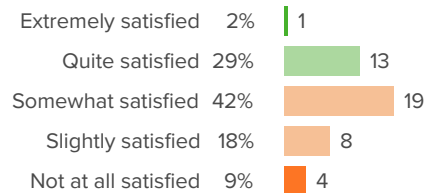
▼ 4 from last survey Favorable: **93%**

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



▲ 1 from last survey Favorable: **91%**

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



▲ 2 from last survey Favorable: **31%**



# Work environment

Your average

**81%**

45 responses

Change

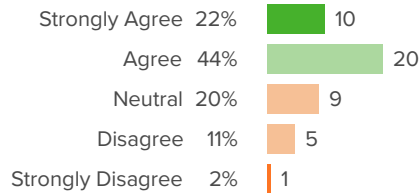
**▲ 7**

since last survey

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

## How did people respond?

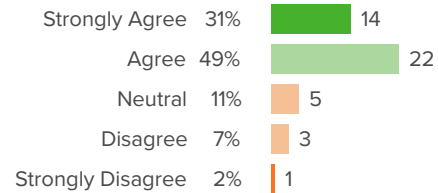
**Q.1: I have the materials and resources to do my job effectively.**



▲ 8 from last survey

Favorable: **67%**

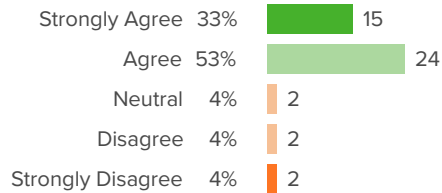
**Q.2: My school/location is in good condition and well-maintained.**



▲ 1 from last survey

Favorable: **80%**

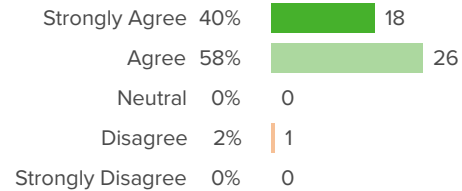
**Q.3: I feel safe in my school/location.**



▲ 6 from last survey

Favorable: **87%**

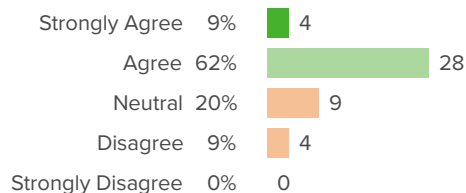
**Q.4: I am aware of safety and security procedures at my school/location.**



▲ 1 from last survey

Favorable: **98%**

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



▲ 18 from last survey

Favorable: **71%**



# 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	100%	43
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	19%	8
Teacher - Partner district	81%	34



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	0%	0
Northview High School	0%	0
South Tech High School	0%	0
Southview School	0%	0
VSP	0%	0