



Normandy School District

Teacher Survey
Spring 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	45% ▲ 13 since last survey	35% SSD of St. Louis (MO)
Communicating results	71% ▲ 11 since last survey	68% SSD of St. Louis (MO)
Communications	57% ▲ 6 since last survey	65% SSD of St. Louis (MO)
Deia	60% ▲ 4 since last survey	62% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	22% ▲ 4 since last survey	33% SSD of St. Louis (MO)
Mission and vision	81% ▲ 16 since last survey	69% SSD of St. Louis (MO)
Overall engagement	70% ▲ 2 since last survey	68% SSD of St. Louis (MO)



Professional Learning

22%

▲ 6

since last survey

40%

SSD of St. Louis (MO)

School Climate

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

33%

▼ 3

since last survey

41%

SSD of St. Louis (MO)

School Leadership

Perceptions of the school leadership's effectiveness.

29%

▼ 2

since last survey

43%

SSD of St. Louis (MO)

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

44%

0

since last survey

57%

SSD of St. Louis (MO)

Well-being

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

50%

▲ 6

since last survey

54%

SSD of St. Louis (MO)

Work environment

45%

▼ 4

since last survey

72%

SSD of St. Louis (MO)

24 responses



Additional questions

Your average

45%

24 responses

Change

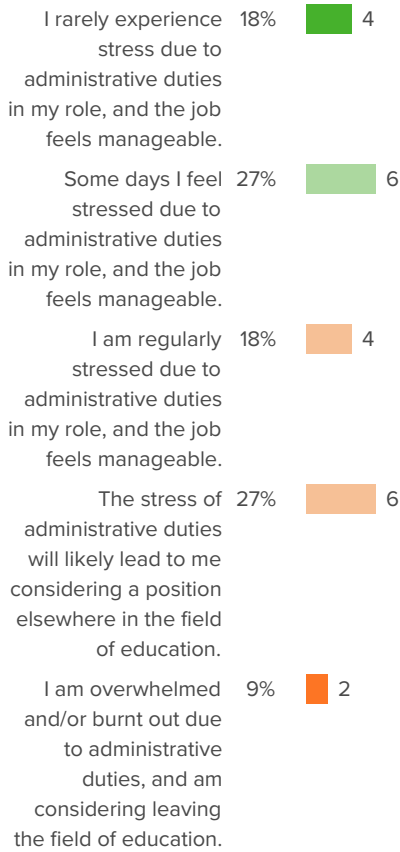
▲ 13

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?



▲ 13 from last survey

Favorable: **45%**



Communicating results

Your average

71%

24 responses

Change

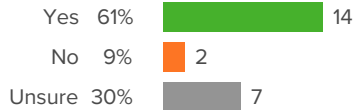
▲ 11

since last survey

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

How did people respond?

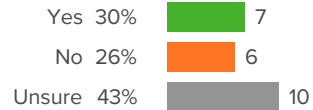
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▼ **3** from last survey

Favorable: **88%**

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



▲ **25** from last survey

Favorable: **54%**



Communications

Your average

57%

24 responses

Change

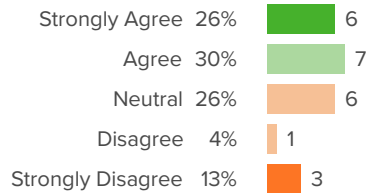
▲ 6

since last survey

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

How did people respond?

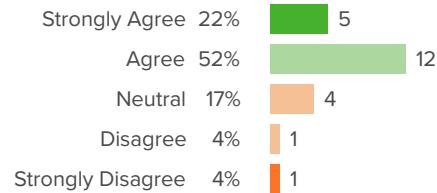
Q.1: My direct supervisor provides me with constructive feedback.



▲ 11 from last survey

Favorable: **57%**

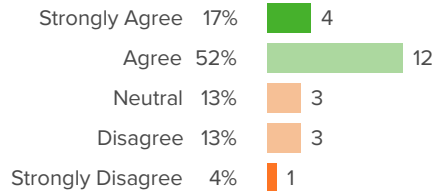
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 4 from last survey

Favorable: **74%**

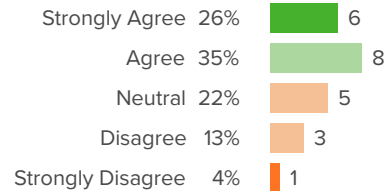
Q.3: I am aware of where and how I can direct a question or concern.



▲ 2 from last survey

Favorable: **70%**

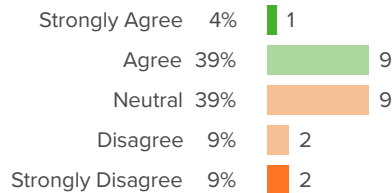
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 12 from last survey

Favorable: **61%**

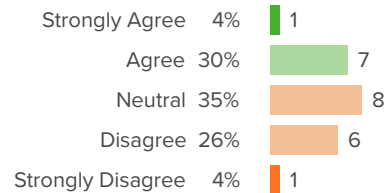
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 11 from last survey

Favorable: **43%**

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



▼ 8 from last survey

Favorable: **35%**



Deia

Your average

60%

24 responses

Change

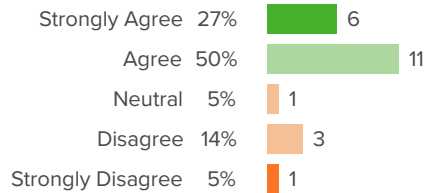
▲ 4

since last survey

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

How did people respond?

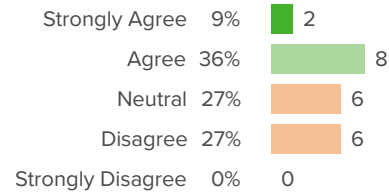
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 11 from last survey

Favorable: **77%**

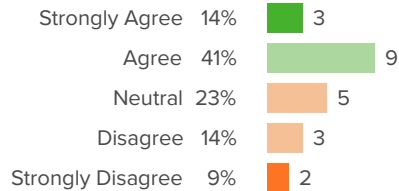
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 1 from last survey

Favorable: **45%**

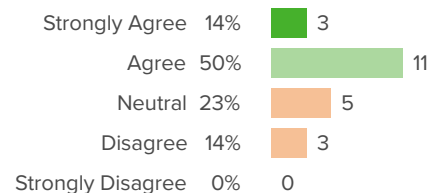
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ 7 from last survey

Favorable: **55%**

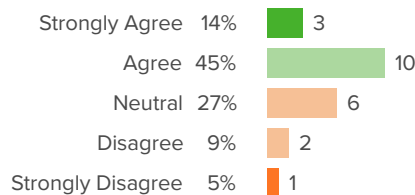
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ 21 from last survey

Favorable: **64%**

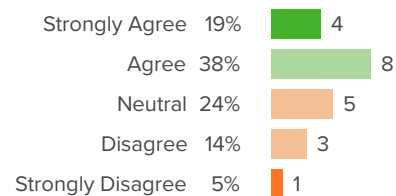
Q.5: I feel my background and identity are valued at SSD.



▼ 6 from last survey

Favorable: **59%**

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



▲ 4 from last survey

Favorable: **57%**



Feedback and Coaching

Your average

22%

24 responses

Change

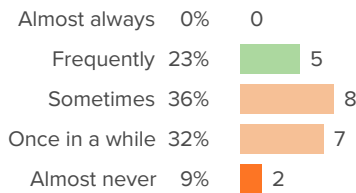
▲ 4

since last survey

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

How did people respond?

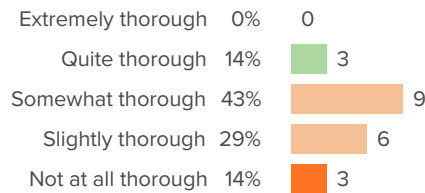
Q.1: How often do you receive feedback on your teaching?



▼ **1** from last survey

Favorable: **23%**

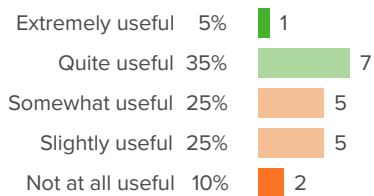
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ **12** from last survey

Favorable: **14%**

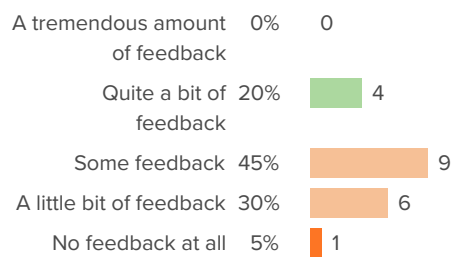
Q.3: How useful do you find the feedback you receive on your teaching?



▲ **15** from last survey

Favorable: **40%**

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

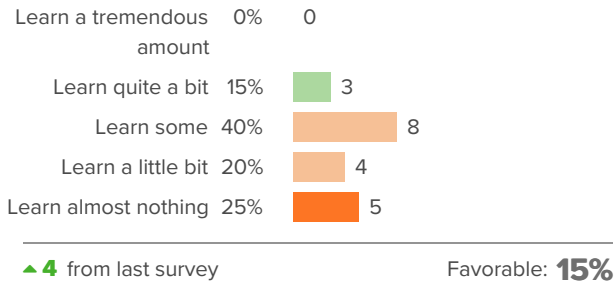


▲ **17** from last survey

Favorable: **20%**



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





Mission and vision

Your average

81%

24 responses

Change

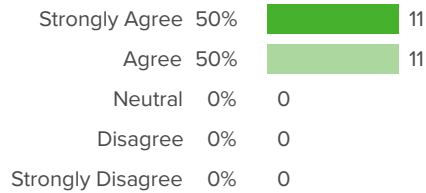
▲ 16

since last survey

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

How did people respond?

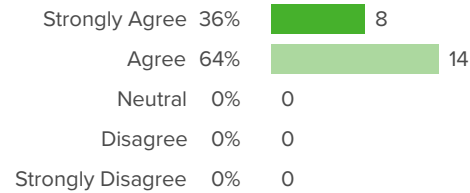
Q.1: I am familiar with and support the mission and vision of SSD.



▲ 5 from last survey

Favorable: **100%**

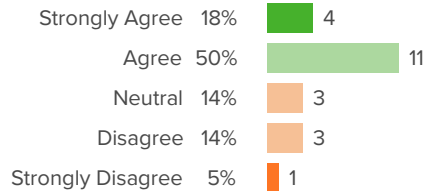
Q.2: The district's mission and vision are clearly defined.



▲ 13 from last survey

Favorable: **100%**

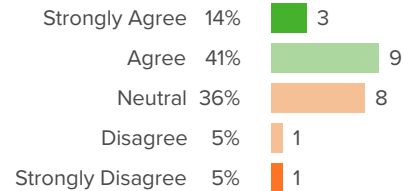
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 26 from last survey

Favorable: **68%**

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



▲ 18 from last survey

Favorable: **55%**



Overall engagement

Your average

70%

24 responses

Change

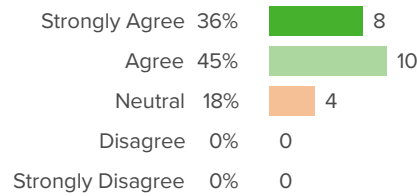
▲ 2

since last survey

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

How did people respond?

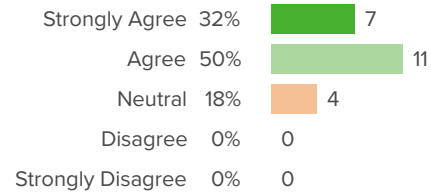
Q.1: I am proud to work for SSD.



▲ 3 from last survey

Favorable: **82%**

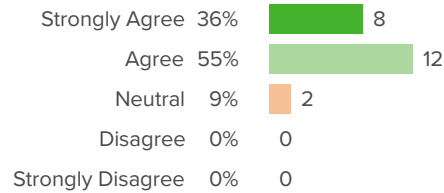
Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 8 from last survey

Favorable: **82%**

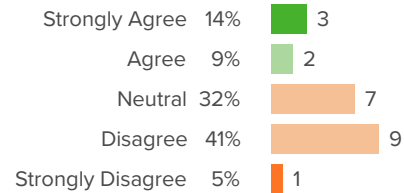
Q.3: I am engaged in my work.



▼ 1 from last survey

Favorable: **91%**

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



▼ 3 from last survey

Favorable: **23%**



Professional Learning

Your average

22%

24 responses

Change

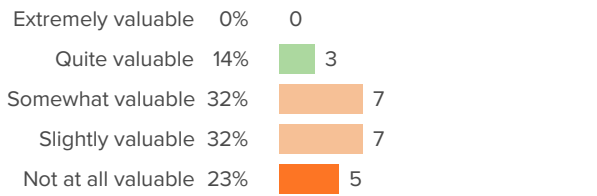
▲ 6

since last survey

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

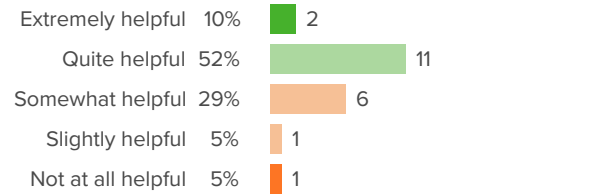
How did people respond?

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



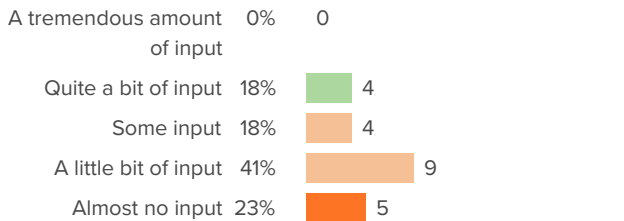
▲ 9 from last survey Favorable: **14%**

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



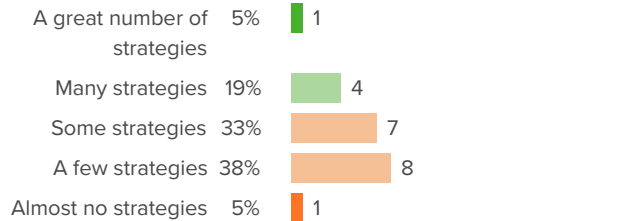
▲ 5 from last survey Favorable: **62%**

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



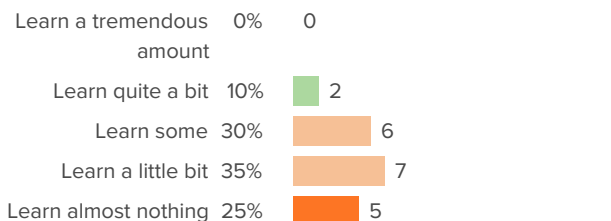
▲ 4 from last survey Favorable: **18%**

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



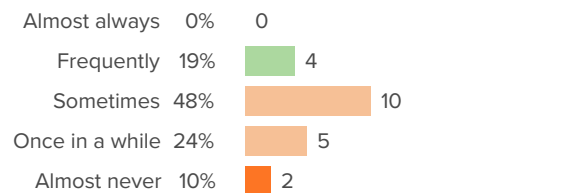
▲ 8 from last survey Favorable: **24%**

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



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

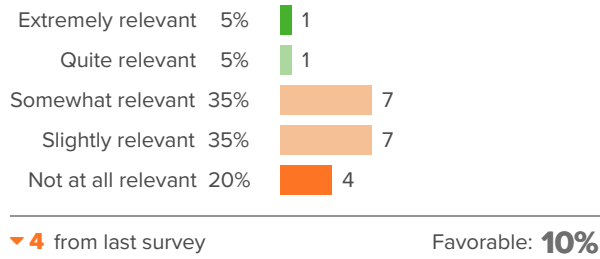
Q.6: How often do your professional development opportunities help you explore new ideas?



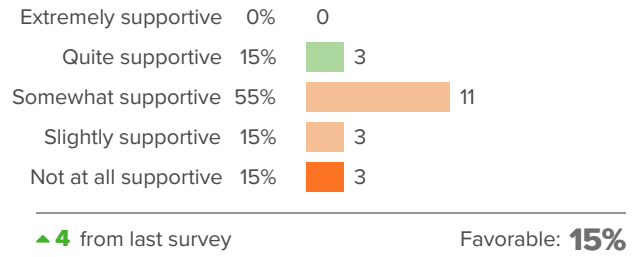
▲ 11 from last survey Favorable: **19%**



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



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





School Climate

Your average

33%

24 responses

Change

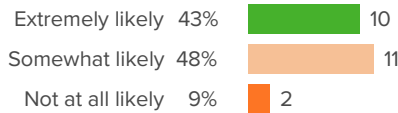
▼ 3

since last survey

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

How did people respond?

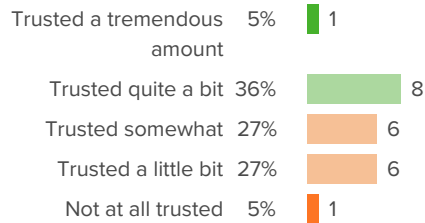
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 2 from last survey

Favorable: **43%**

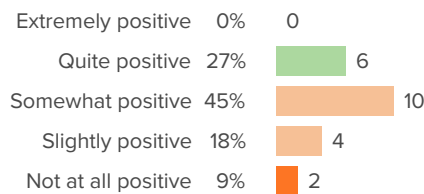
Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 9 from last survey

Favorable: **41%**

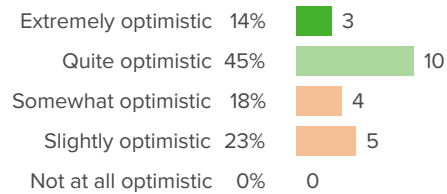
Q.3: How positive are the attitudes of your colleagues?



▼ 5 from last survey

Favorable: **27%**

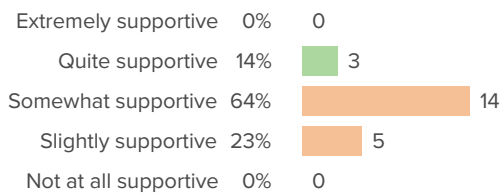
Q.4: How optimistic are you the future of Special School District?



▲ 8 from last survey

Favorable: **59%**

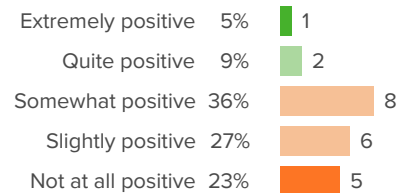
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 19 from last survey

Favorable: **14%**

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



▼ 10 from last survey

Favorable: **14%**



School Leadership

Your average

29%

24 responses

Change

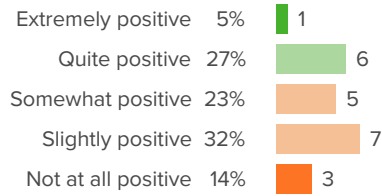
▼ 2

since last survey

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

How did people respond?

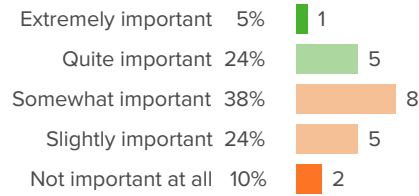
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 2 from last survey

Favorable: **32%**

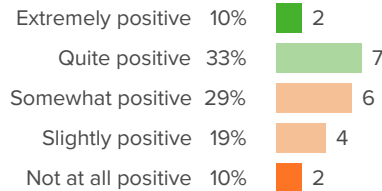
Q.2: For your school leaders, how important is teacher satisfaction?



▼ 8 from last survey

Favorable: **29%**

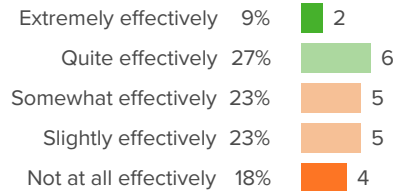
Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▲ 10 from last survey

Favorable: **43%**

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

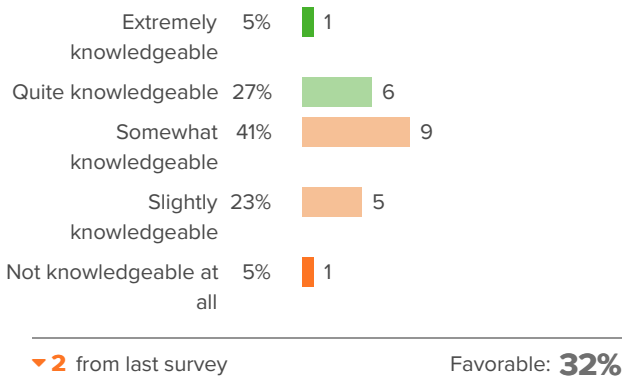


▲ 9 from last survey

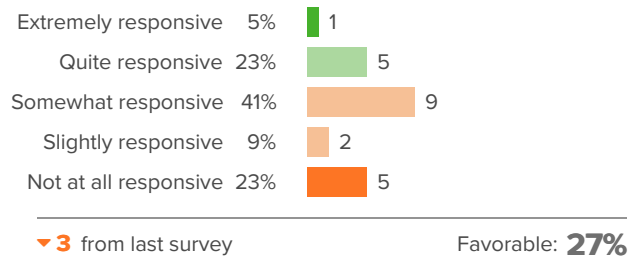
Favorable: **36%**



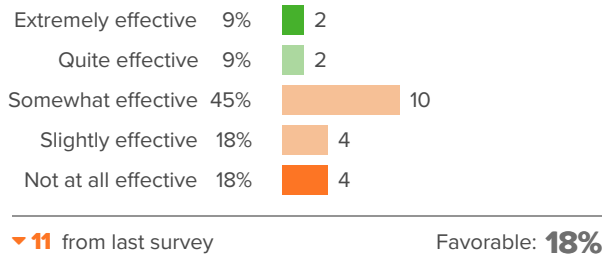
Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



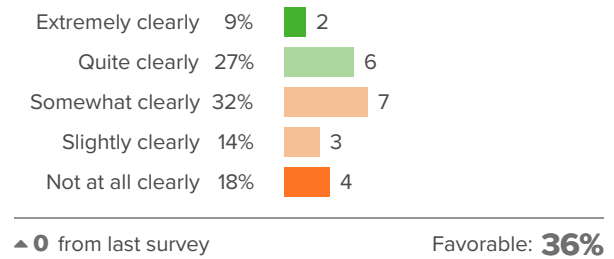
Q.6: How responsive are school leaders to your feedback?



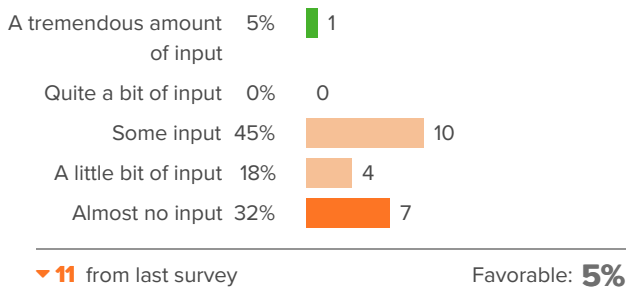
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



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%

24 responses

Change

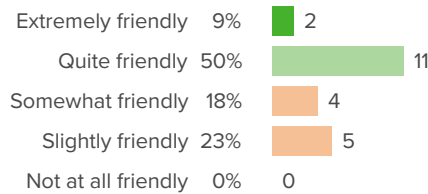
0

since last survey

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

How did people respond?

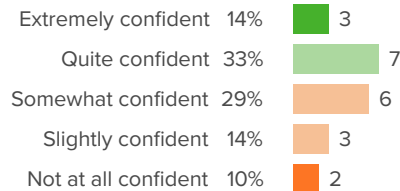
Q.1: How friendly are your school leaders toward you?



▲ 1 from last survey

Favorable: **59%**

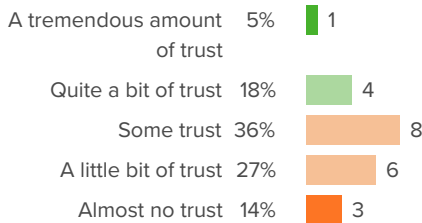
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 14 from last survey

Favorable: **48%**

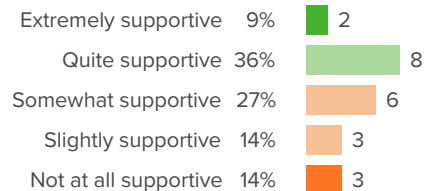
Q.3: How much trust exists between school leaders and faculty?



▼ 1 from last survey

Favorable: **23%**

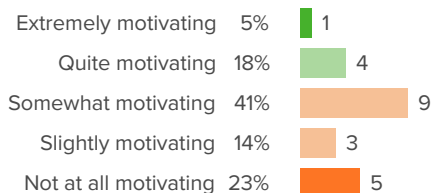
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 2 from last survey

Favorable: **45%**

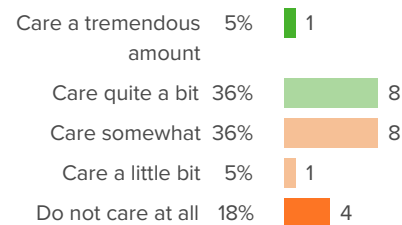
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 2 from last survey

Favorable: **23%**

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

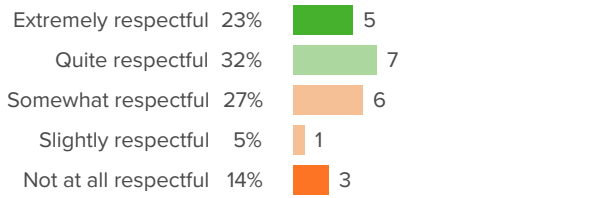


▼ 2 from last survey

Favorable: **41%**

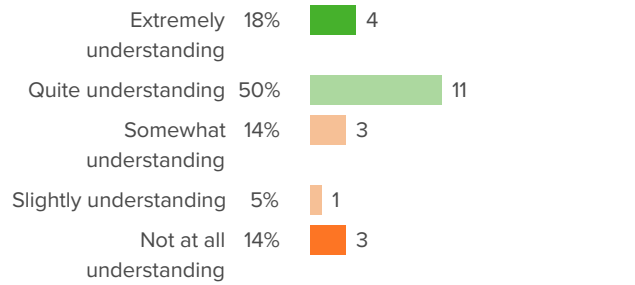


Q.7: How respectful are your school leaders towards you?



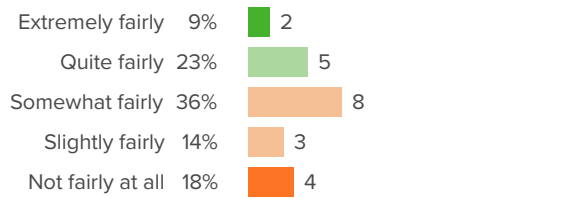
▼ **11** from last survey Favorable: **55%**

Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▲ **3** from last survey Favorable: **68%**

Q.9: How fairly does the school leadership treat the faculty?



▼ **9** from last survey Favorable: **32%**



Well-being

Your average

50%

24 responses

Change

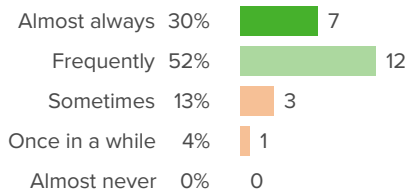
▲ 6

since last survey

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

How did people respond?

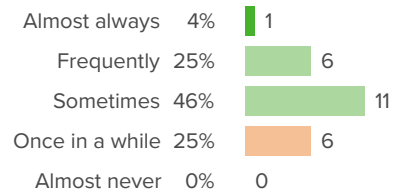
Q.1: During the past week, how often did you feel engaged at work?



▲ 9 from last survey

Favorable: **83%**

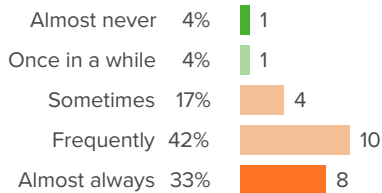
Q.2: During the past week, how often did you feel excited at work?



▲ 8 from last survey

Favorable: **75%**

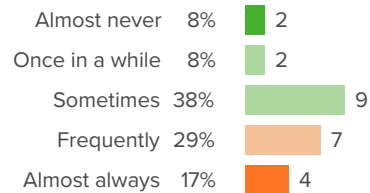
Q.3: During the past week, how often did you feel exhausted at work?



▼ 2 from last survey

Favorable: **8%**

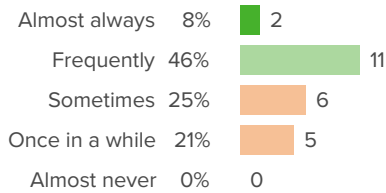
Q.4: During the past week, how often did you feel frustrated at work?



▲ 21 from last survey

Favorable: **54%**

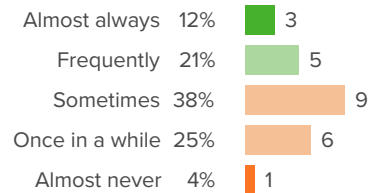
Q.5: During the past week, how often did you feel happy at work?



▲ 23 from last survey

Favorable: **54%**

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

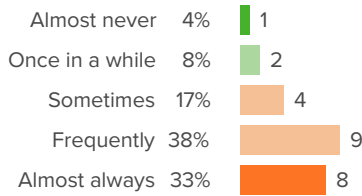


▼ 3 from last survey

Favorable: **33%**

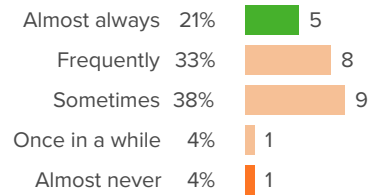


Q.7: During the past week, how often did you feel overwhelmed at work?



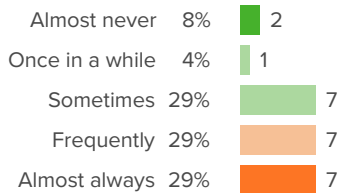
▲ 8 from last survey Favorable: 13%

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



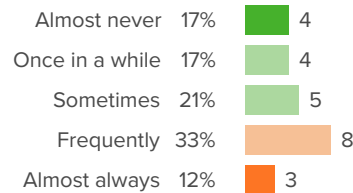
▲ 5 from last survey Favorable: 21%

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



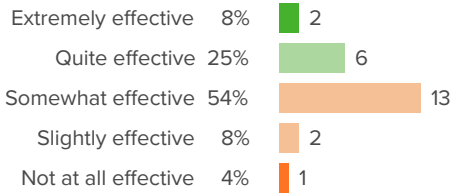
▲ 11 from last survey Favorable: 42%

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



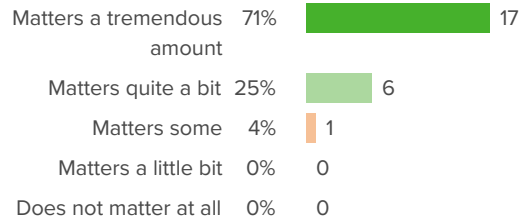
▼ 1 from last survey Favorable: 54%

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



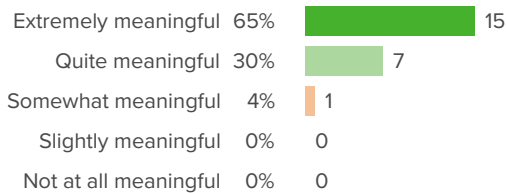
▼ 8 from last survey Favorable: 33%

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



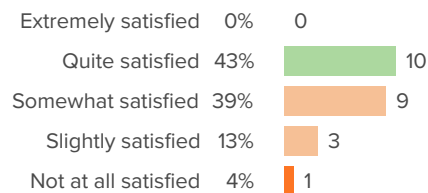
▲ 4 from last survey Favorable: 96%

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



▲ 4 from last survey Favorable: 96%

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



▲ 10 from last survey Favorable: 43%



Work environment

Your average

45%

24 responses

Change

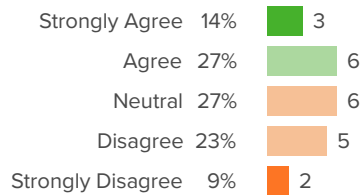
▼ **4**

since last survey

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

How did people respond?

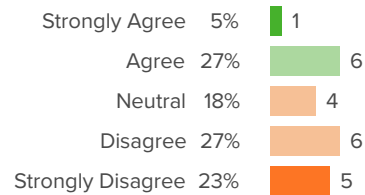
Q.1: I have the materials and resources to do my job effectively.



▲ **3** from last survey

Favorable: **41%**

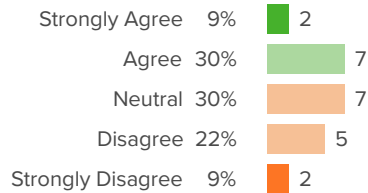
Q.2: My school/location is in good condition and well-maintained.



▼ **17** from last survey

Favorable: **32%**

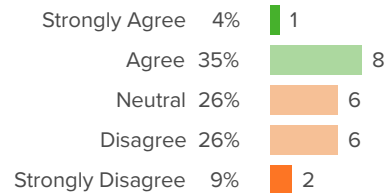
Q.3: I feel safe in my school/location.



▲ **7** from last survey

Favorable: **39%**

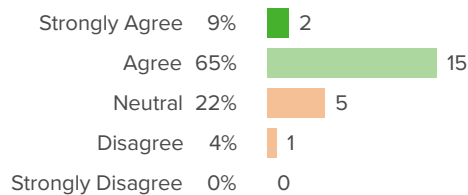
Q.4: I am aware of safety and security procedures at my school/location.



▼ **10** from last survey

Favorable: **39%**

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



▼ **2** from last survey

Favorable: **74%**



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	100%	21
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	9%	2
Teacher - Partner district	91%	20



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