



Normandy School District

SSD Employee Engagement & Climate Survey

Teacher Version

Fall 2022



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	32%	29% SSD of St. Louis (MO)
Communicating results	60%	71% SSD of St. Louis (MO)
Communications	51%	66% SSD of St. Louis (MO)
Deia	56%	62% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	18%	33% SSD of St. Louis (MO)
Mission and vision	65%	68% SSD of St. Louis (MO)
Overall engagement	68%	68% SSD of St. Louis (MO)
Professional Learning	16%	39% SSD of St. Louis (MO)
School Climate Perceptions of the overall social and learning climate of the school.	36%	41% SSD of St. Louis (MO)
School Leadership Perceptions of the school leadership's effectiveness.	31%	47% SSD of St. Louis (MO)



Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

44%

59%

SSD of St. Louis (MO)

Well-being

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

44%

52%

SSD of St. Louis (MO)

Work environment

49%

70%

SSD of St. Louis (MO)

39 responses



Additional questions

Your average

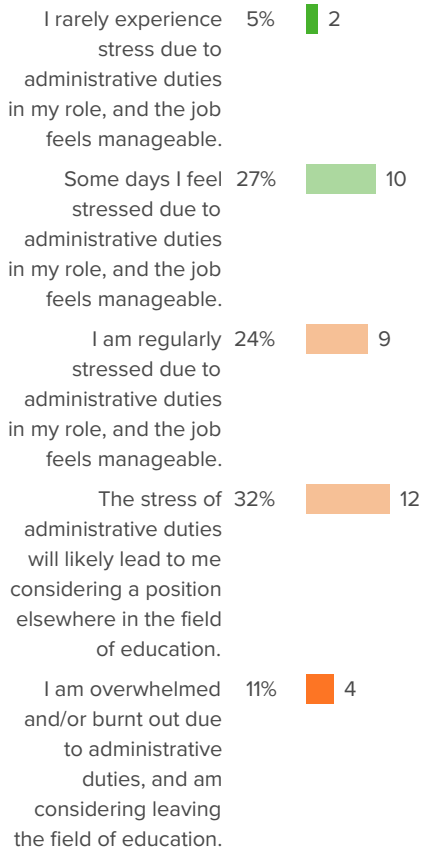
32%

39 responses

Client average: **29%** 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?



Favorable: **32%**



Communicating results

Your average

60%

39 responses

Client average: **71%** SSD of St. Louis (MO)

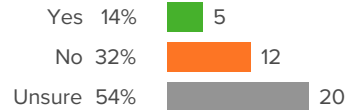
How did people respond?

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



Favorable: **91%**

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



Favorable: **29%**



Communications

Your average

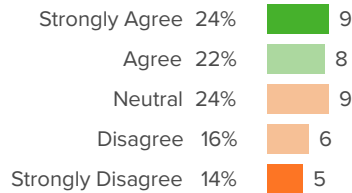
51%

39 responses

Client average: **66%** SSD of St. Louis (MO)

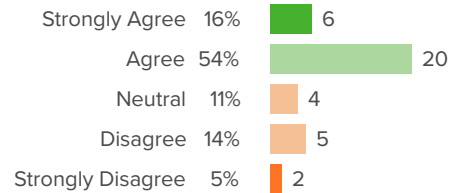
How did people respond?

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



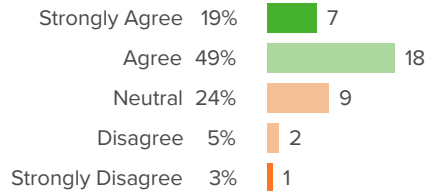
Favorable: **46%**

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



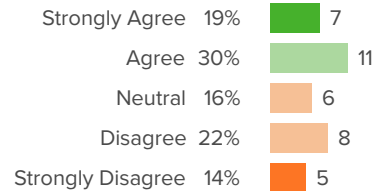
Favorable: **70%**

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



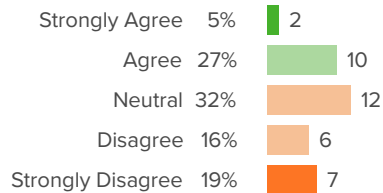
Favorable: **68%**

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



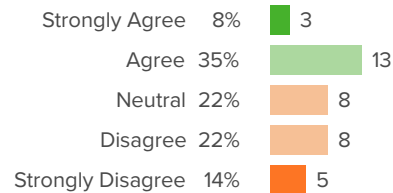
Favorable: **49%**

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



Favorable: **32%**

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



Favorable: **43%**



Deia

Your average

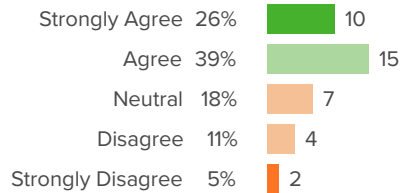
56%

39 responses

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

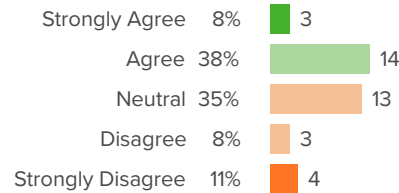
How did people respond?

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



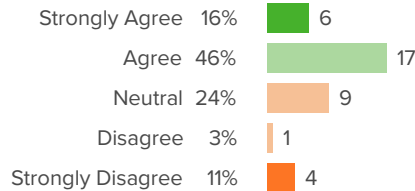
Favorable: **66%**

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



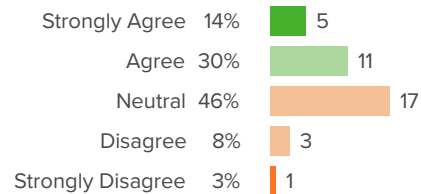
Favorable: **46%**

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



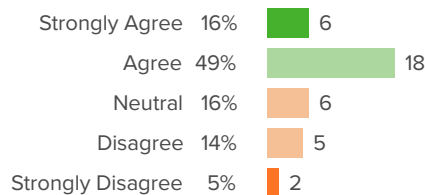
Favorable: **62%**

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



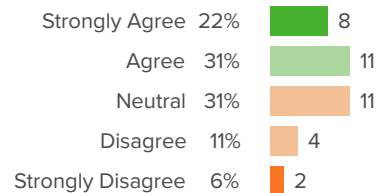
Favorable: **43%**

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



Favorable: **65%**

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



Favorable: **53%**



Feedback and Coaching

Your average

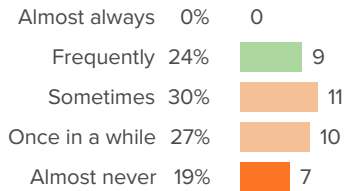
18%

39 responses

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

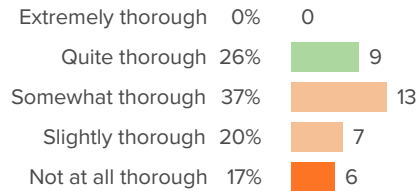
How did people respond?

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



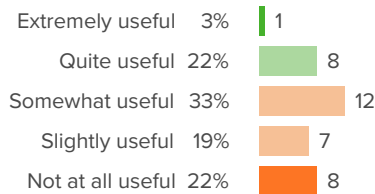
Favorable: **24%**

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



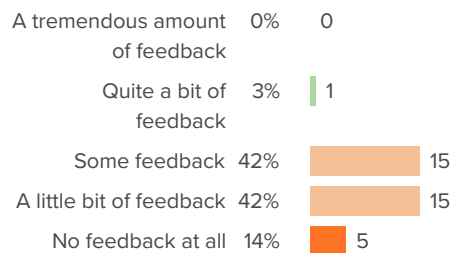
Favorable: **26%**

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



Favorable: **25%**

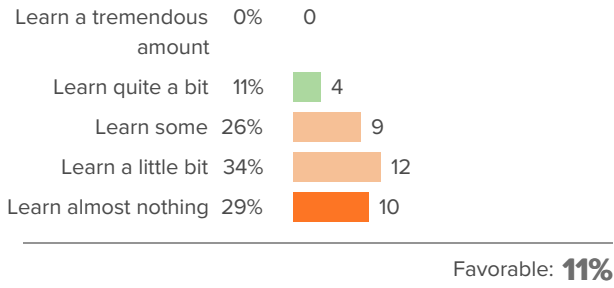
Q.4: How much feedback do you receive on your teaching?



Favorable: **3%**



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





Mission and vision

Your average

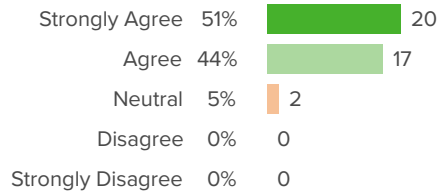
65%

39 responses

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

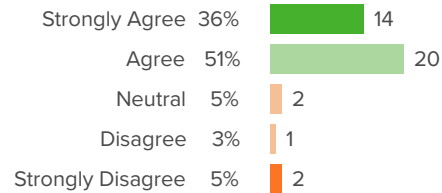
How did people respond?

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



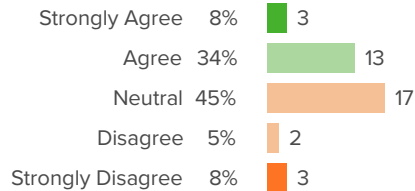
Favorable: **95%**

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



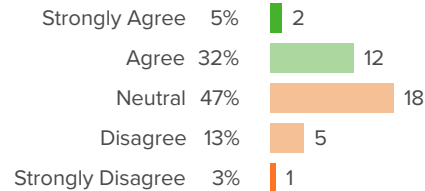
Favorable: **87%**

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



Favorable: **42%**

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



Favorable: **37%**



Overall engagement

Your average

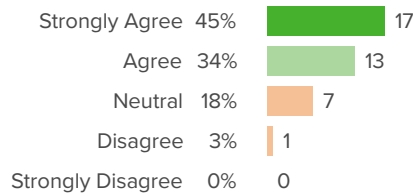
68%

39 responses

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

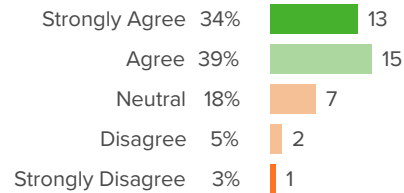
How did people respond?

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



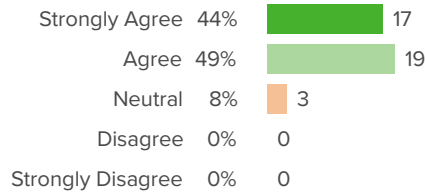
Favorable: **79%**

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



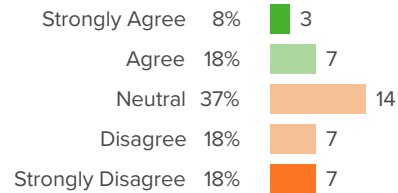
Favorable: **74%**

Q.3: I am engaged in my work.



Favorable: **92%**

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



Favorable: **26%**



Professional Learning

Your average

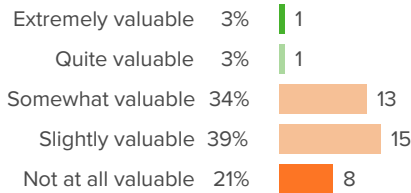
16%

39 responses

Client average: **39%** SSD of St. Louis (MO)

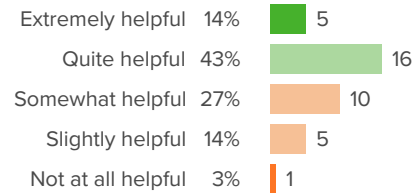
How did people respond?

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



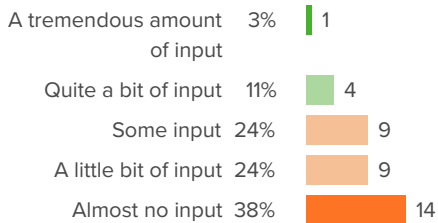
Favorable: **5%**

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



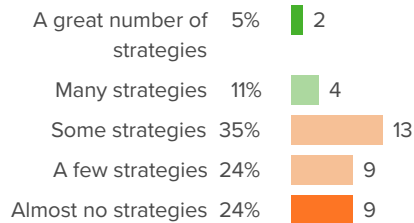
Favorable: **57%**

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



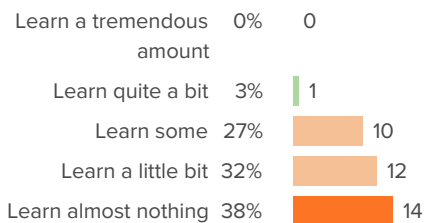
Favorable: **14%**

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



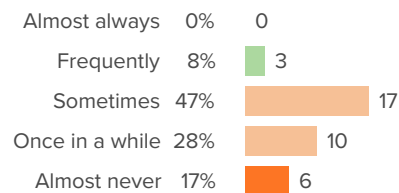
Favorable: **16%**

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



Favorable: **3%**

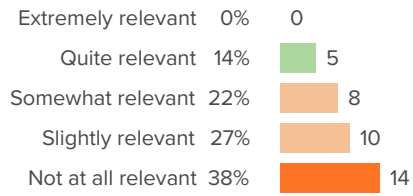
Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **8%**

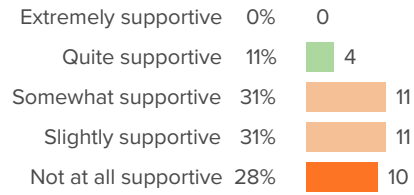


Q.7: How relevant have your professional development opportunities been to the content that you teach?



Favorable: **14%**

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



Favorable: **11%**



School Climate

Your average

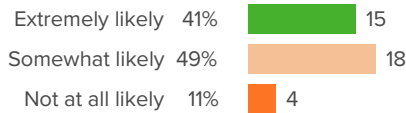
36%

39 responses

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

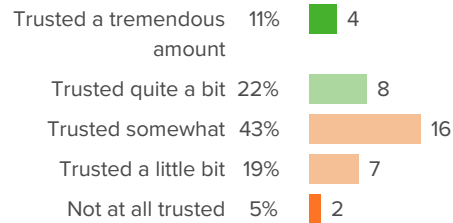
How did people respond?

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



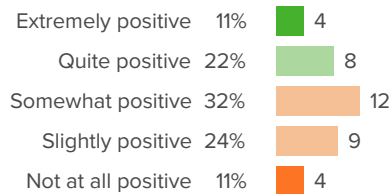
Favorable: **41%**

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



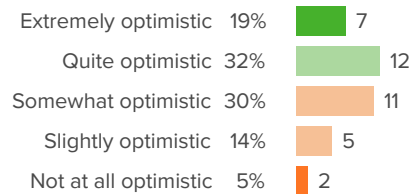
Favorable: **32%**

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



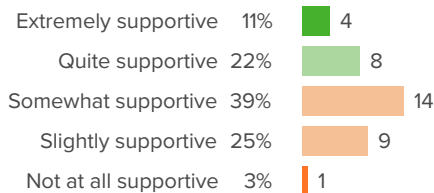
Favorable: **32%**

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



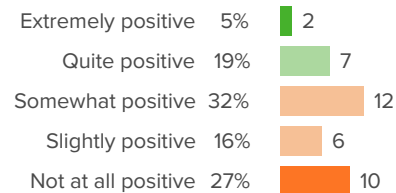
Favorable: **51%**

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



Favorable: **33%**

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



Favorable: **24%**



School Leadership

Your average

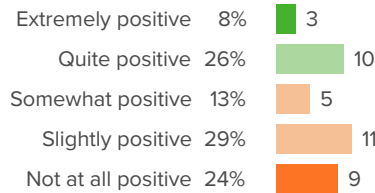
31%

39 responses

Client average: **47%** SSD of St. Louis (MO)

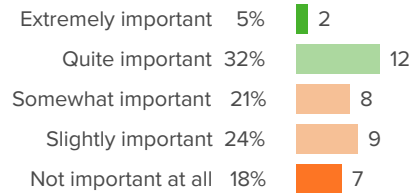
How did people respond?

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



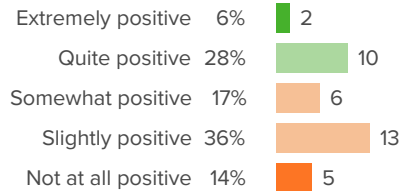
Favorable: **34%**

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



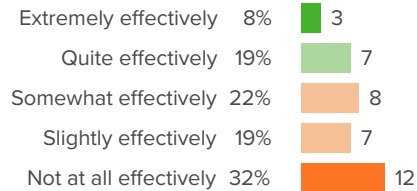
Favorable: **37%**

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



Favorable: **33%**

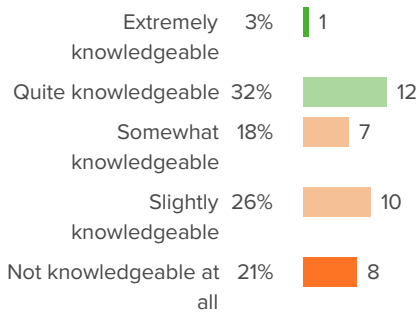
Q.4: How effectively do school leaders communicate important information to teachers?



Favorable: **27%**

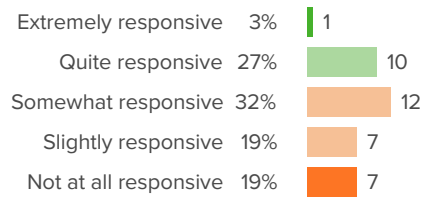


Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



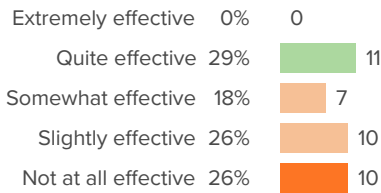
Favorable: **34%**

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



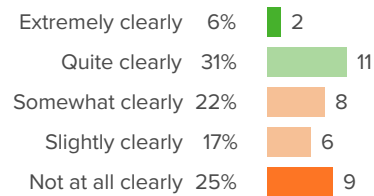
Favorable: **30%**

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



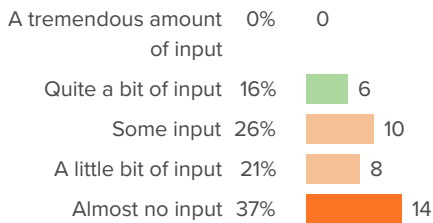
Favorable: **29%**

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



Favorable: **36%**

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



Favorable: **16%**



Staff-Leadership Relationships

Your average

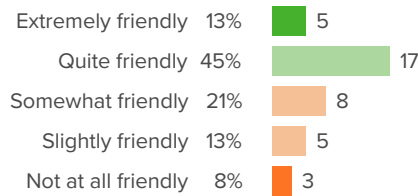
44%

39 responses

Client average: **59%** SSD of St. Louis (MO)

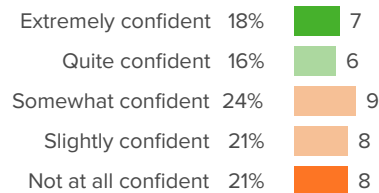
How did people respond?

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



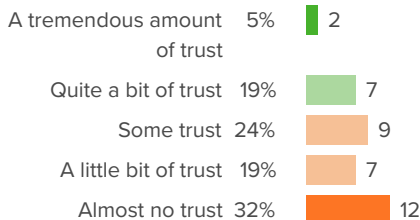
Favorable: **58%**

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



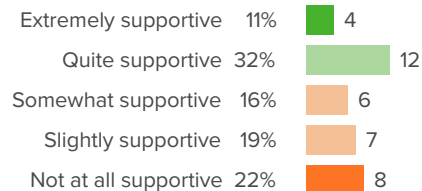
Favorable: **34%**

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



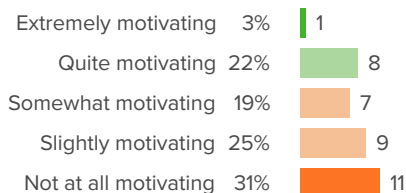
Favorable: **24%**

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



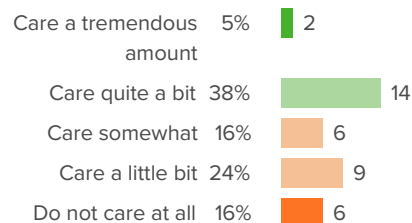
Favorable: **43%**

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



Favorable: **25%**

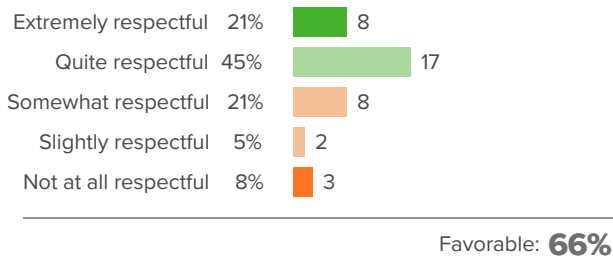
Q.6: How much do your school leaders care about you as an individual?



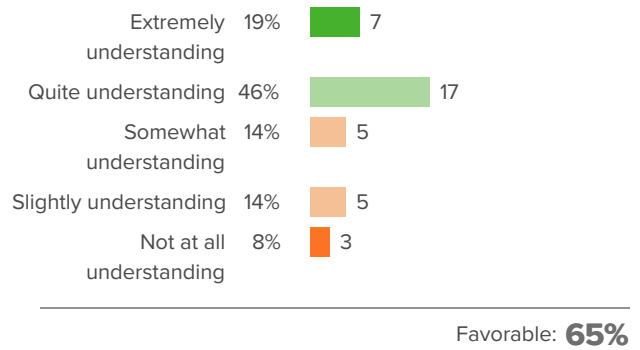
Favorable: **43%**



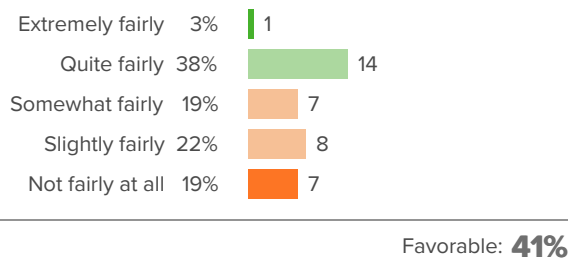
Q.7: How respectful are your school leaders towards you?



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

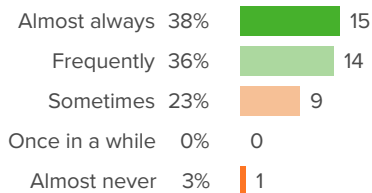
44%

39 responses

Client average: **52%** SSD of St. Louis (MO)

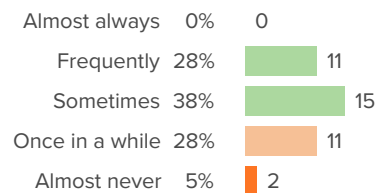
How did people respond?

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



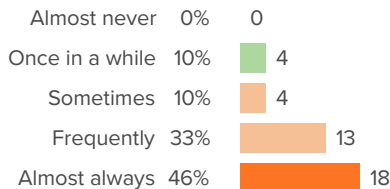
Favorable: **74%**

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



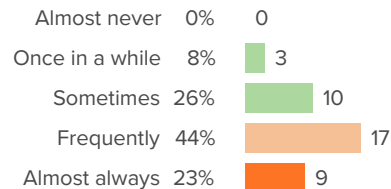
Favorable: **67%**

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



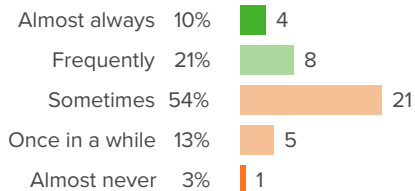
Favorable: **10%**

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



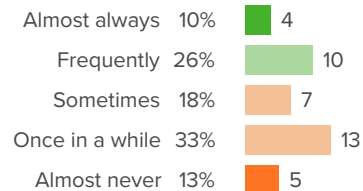
Favorable: **33%**

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



Favorable: **31%**

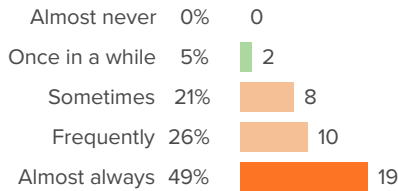
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **36%**

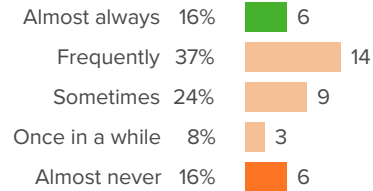


Q.7: During the past week, how often did you feel overwhelmed at work?



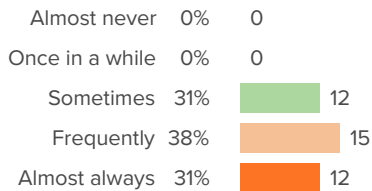
Favorable: **5%**

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



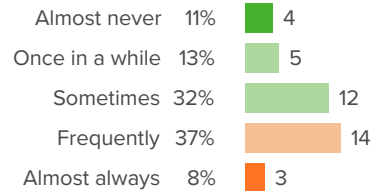
Favorable: **16%**

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



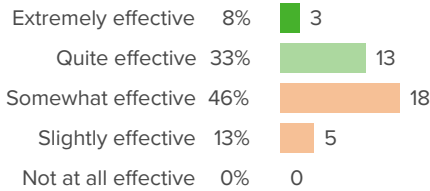
Favorable: **31%**

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



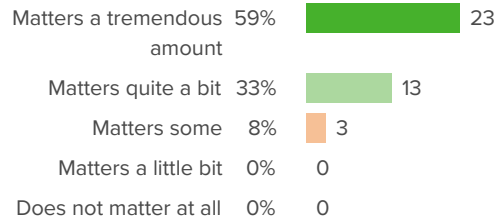
Favorable: **55%**

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



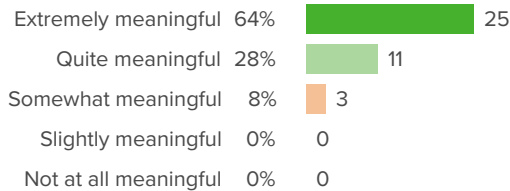
Favorable: **41%**

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



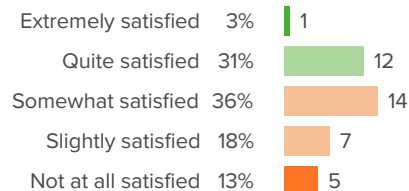
Favorable: **92%**

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



Favorable: **92%**

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



Favorable: **33%**



Work environment

Your average

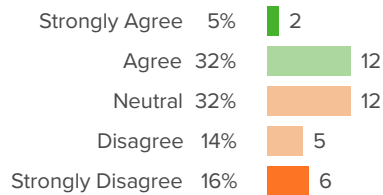
49%

39 responses

Client average: **70%** SSD of St. Louis (MO)

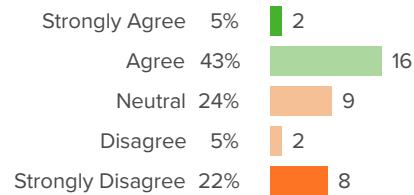
How did people respond?

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



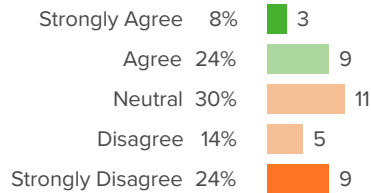
Favorable: **38%**

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



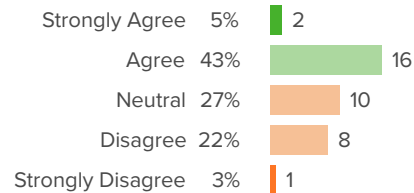
Favorable: **49%**

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



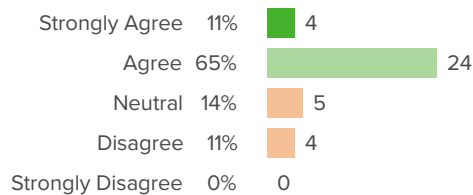
Favorable: **32%**

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



Favorable: **49%**

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



Favorable: **76%**



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
Linbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	100%	37
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	15%	5
Teacher - Partner district	85%	29



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