



# SSD of St. Louis (MO)

Teacher Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Benchmark
Additional questions	<p><b>41%</b></p> <p>▲ 5 since last survey</p>	
Communicating results	<p><b>69%</b></p> <p>▼ 5 since last survey</p>	
Communications	<p><b>64%</b></p> <p>▼ 5 since last survey</p>	
Deia	<p><b>66%</b></p> <p>▼ 3 since last survey</p>	
<p><b>Feedback and Coaching</b></p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<p><b>34%</b></p> <p>▼ 1 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
Mission and vision	<p><b>68%</b></p> <p>▼ 3 since last survey</p>	
Overall engagement	<p><b>70%</b></p> <p>▼ 1 since last survey</p>	



### Partner Districts

**60%**

▼ 6

since last survey

### Professional Learning

**41%**

▼ 2

since last survey



20th - 39th percentile compared to others nationally

### School Climate

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

**45%**

▼ 3

since last survey

### School Leadership

Perceptions of the school leadership's effectiveness.

**48%**

▼ 4

since last survey



20th - 39th percentile compared to others nationally

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**62%**

▼ 2

since last survey



20th - 39th percentile compared to others nationally

### Well-being

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

**58%**

0

since last survey



20th - 39th percentile compared to others nationally

### Work environment

**75%**

▼ 3

since last survey

1,336 responses



## Additional questions

Your average

**41%**

1,336 responses

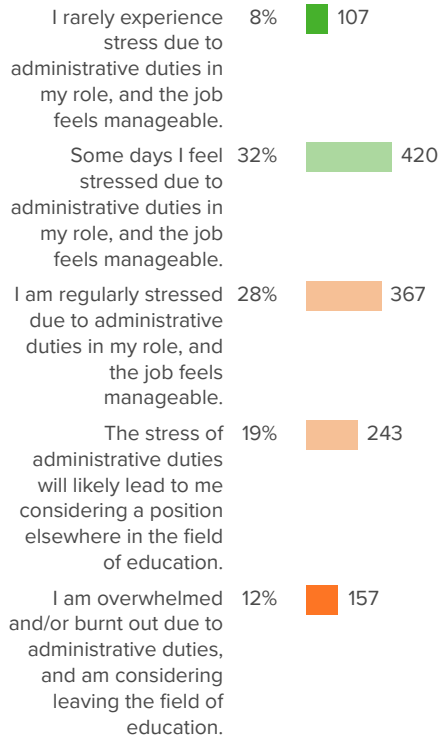
Change

**▲ 5**

since last survey

### 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?**



▲ 5 from last survey

Favorable: **41%**



# Communicating results

Your average

**69%**

1,336 responses

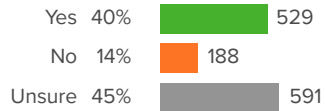
Change

▼ **5**

since last survey

## How did people respond?

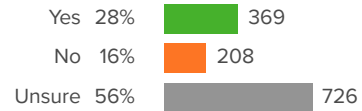
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ **3** from last survey

Favorable: **74%**

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



▼ **6** from last survey

Favorable: **64%**



# Communications

Your average

# 64%

1,336 responses

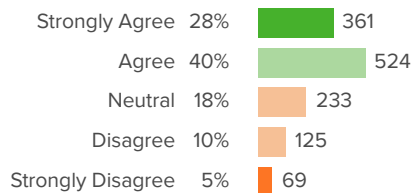
Change

# ▼ 5

since last survey

## How did people respond?

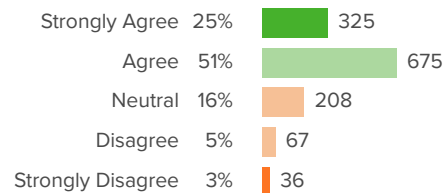
**Q.1: My direct supervisor provides me with constructive feedback.**



▼ 3 from last survey

Favorable: **67%**

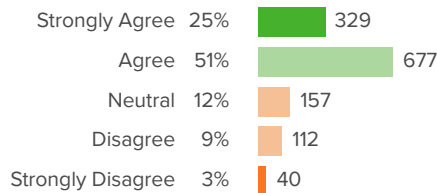
**Q.2: I receive adequate and timely information about district news and initiatives.**



▼ 5 from last survey

Favorable: **76%**

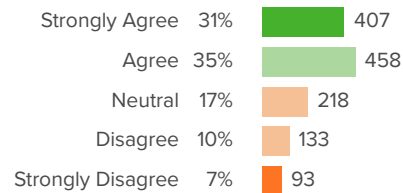
**Q.3: I am aware of where and how I can direct a question or concern.**



▼ 2 from last survey

Favorable: **77%**

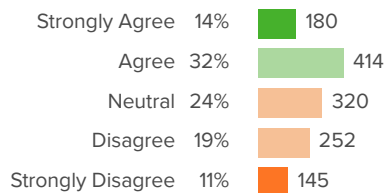
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▼ 5 from last survey

Favorable: **66%**

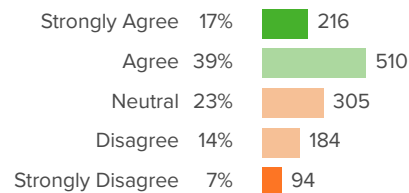
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▼ 6 from last survey

Favorable: **45%**

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



▼ 4 from last survey

Favorable: **55%**



# Deia

Your average

# 66%

1,336 responses

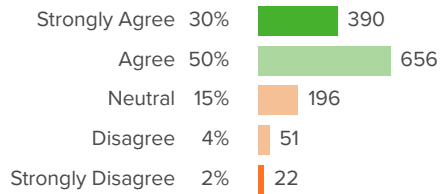
Change

# ▼ 3

since last survey

## How did people respond?

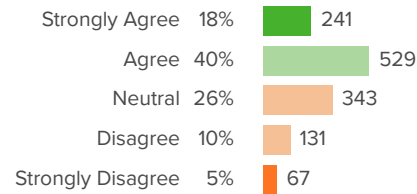
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▼ 4 from last survey

Favorable: **80%**

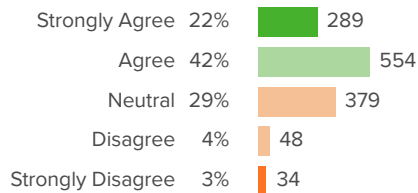
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▼ 3 from last survey

Favorable: **59%**

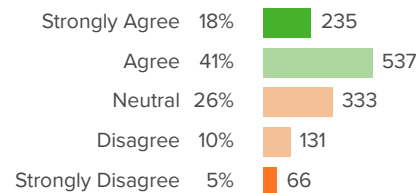
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▼ 3 from last survey

Favorable: **65%**

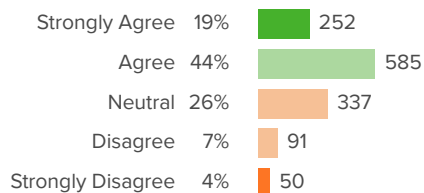
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▼ 3 from last survey

Favorable: **59%**

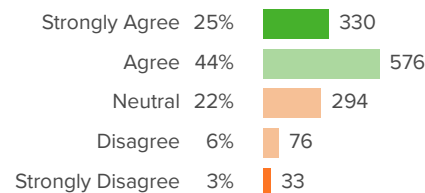
**Q.5: I feel my background and identity are valued at SSD.**



▲ 0 from last survey

Favorable: **64%**

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



▼ 3 from last survey

Favorable: **69%**



# Feedback and Coaching

Your average

# 34%

1,336 responses

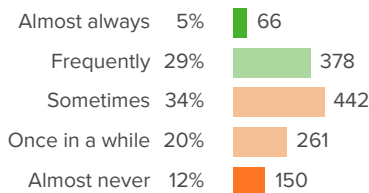
Change

# ▼ 1

since last survey

## How did people respond?

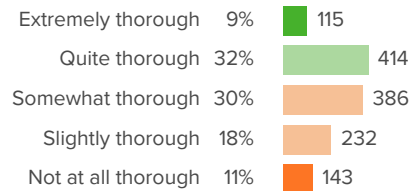
### Q.1: How often do you receive feedback on your teaching?



▼ 2 from last survey

Favorable: **34%**

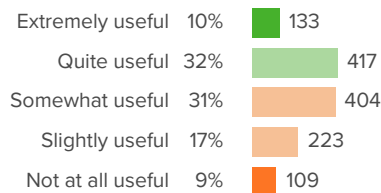
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 0 from last survey

Favorable: **41%**

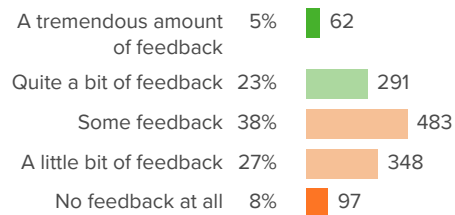
### Q.3: How useful do you find the feedback you receive on your teaching?



▼ 3 from last survey

Favorable: **43%**

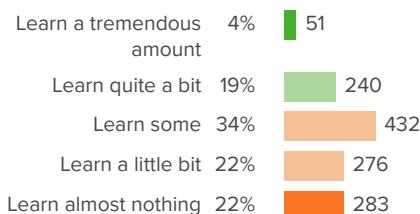
### Q.4: How much feedback do you receive on your teaching?



▼ 1 from last survey

Favorable: **28%**

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



▲ 1 from last survey

Favorable: **23%**





# Mission and vision

Your average

**68%**

1,336 responses

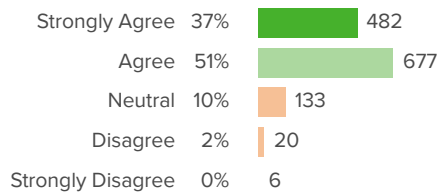
Change

**▼ 3**

since last survey

## How did people respond?

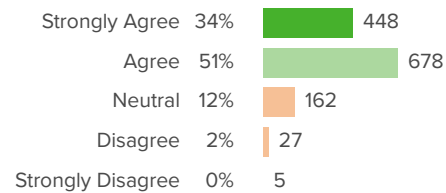
**Q.1: I am familiar with and support the mission and vision of SSD.**



▲ 0 from last survey

Favorable: **88%**

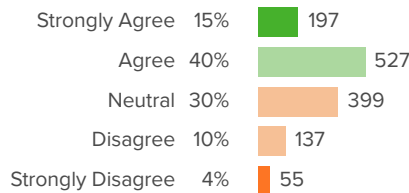
**Q.2: The district's mission and vision are clearly defined.**



▼ 3 from last survey

Favorable: **85%**

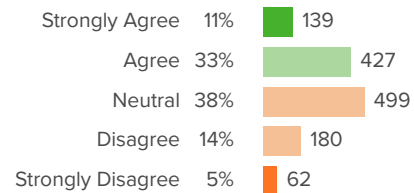
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ 8 from last survey

Favorable: **55%**

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



▼ 1 from last survey

Favorable: **43%**



# Overall engagement

Your average

**70%**

1,336 responses

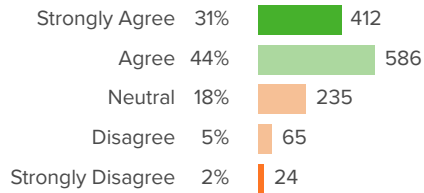
Change

▼ **1**

since last survey

## How did people respond?

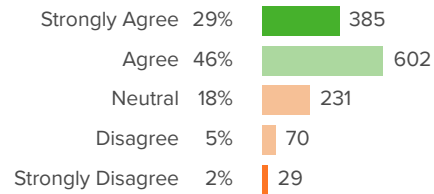
### Q.1: I am proud to work for SSD.



▲ 0 from last survey

Favorable: **75%**

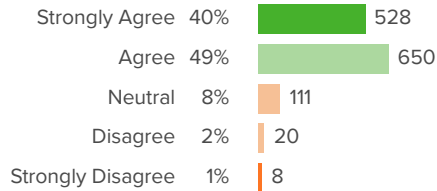
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 1 from last survey

Favorable: **75%**

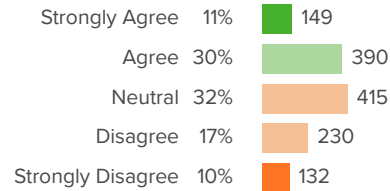
### Q.3: I am engaged in my work.



▼ 1 from last survey

Favorable: **89%**

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



▼ 2 from last survey

Favorable: **41%**



# Partner Districts

Your average

**60%**

1,336 responses

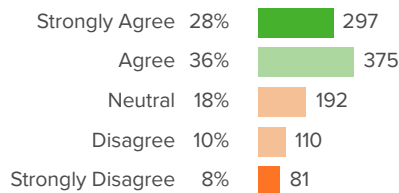
Change

▼ **6**

since last survey

## How did people respond?

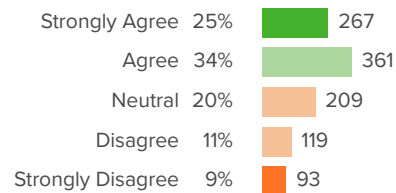
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▼ 6 from last survey

Favorable: **64%**

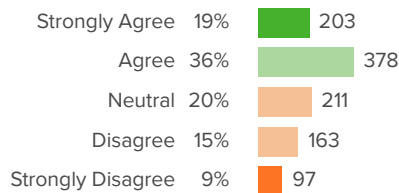
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▼ 6 from last survey

Favorable: **60%**

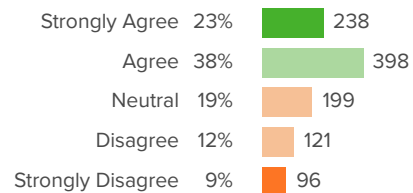
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▼ 4 from last survey

Favorable: **55%**

**Q.4: My partner district principal effectively communicates important issues that affect me.**

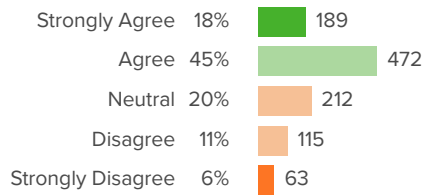


▼ 8 from last survey

Favorable: **60%**



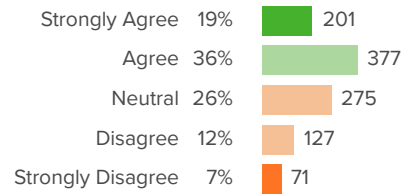
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▼ 5 from last survey

Favorable: **63%**

**Q.6: The administrators in my partner district work collaboratively with SSD administration.**



▼ 8 from last survey

Favorable: **55%**



# Professional Learning

Your average

# 41%

1,336 responses

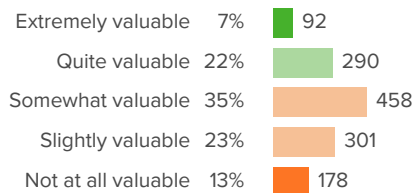
Change

# ▼ 2

since last survey

## How did people respond?

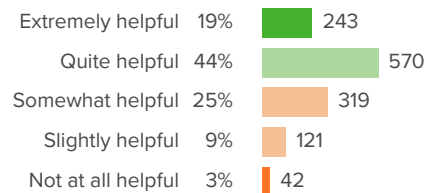
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 3 from last survey

Favorable: **29%**

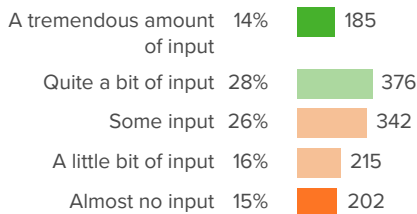
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 2 from last survey

Favorable: **63%**

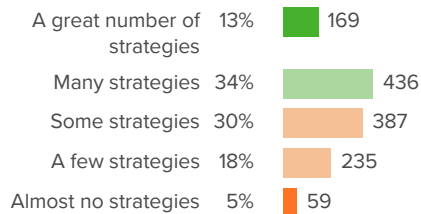
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **43%**

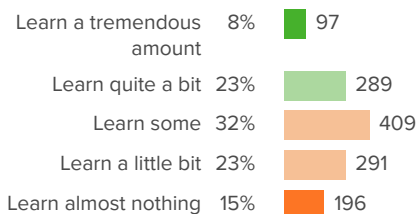
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 5 from last survey

Favorable: **47%**

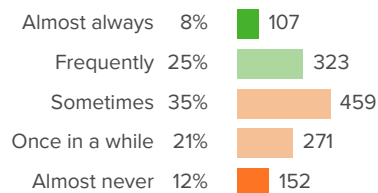
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 5 from last survey

Favorable: **30%**

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

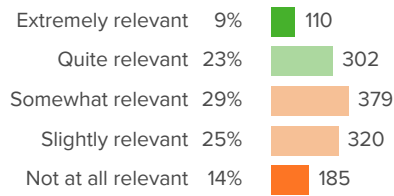


▼ 1 from last survey

Favorable: **33%**



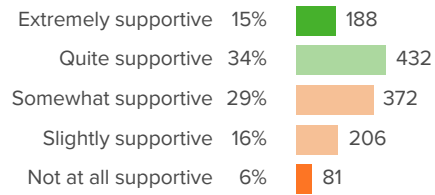
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▼ 1 from last survey

Favorable: **32%**

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



▼ 4 from last survey

Favorable: **48%**



# School Climate

Your average

# 45%

1,336 responses

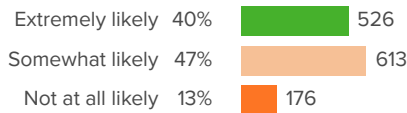
Change

# ▼ 3

since last survey

## How did people respond?

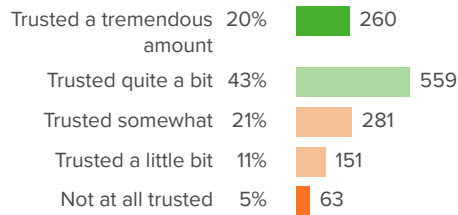
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▼ 3 from last survey

Favorable: **40%**

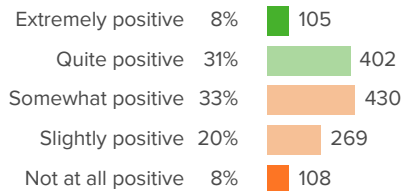
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 0 from last survey

Favorable: **62%**

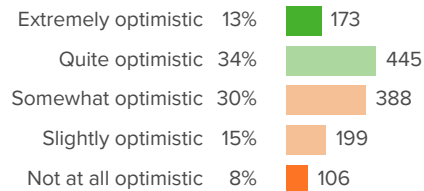
**Q.3: How positive are the attitudes of your colleagues?**



▼ 3 from last survey

Favorable: **39%**

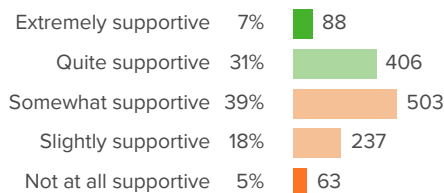
**Q.4: How optimistic are you the future of Special School District?**



▼ 5 from last survey

Favorable: **47%**

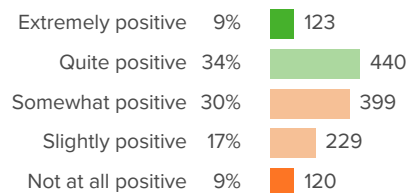
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ 3 from last survey

Favorable: **38%**

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



▼ 4 from last survey

Favorable: **43%**



# School Leadership

Your average

# 48%

1,336 responses

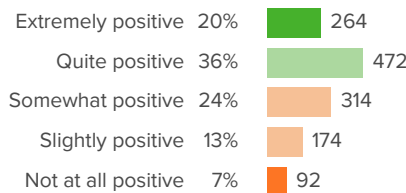
Change

# ▼ 4

since last survey

## How did people respond?

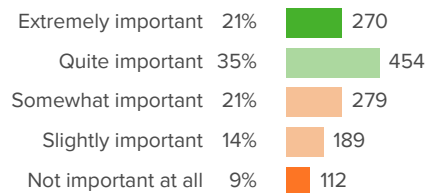
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 7 from last survey

Favorable: **56%**

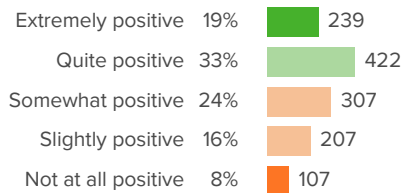
### Q.2: For your school leaders, how important is teacher satisfaction?



▼ 3 from last survey

Favorable: **56%**

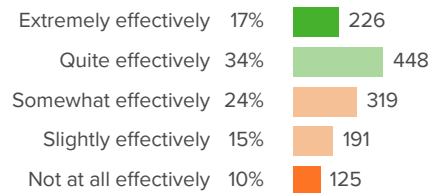
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 4 from last survey

Favorable: **52%**

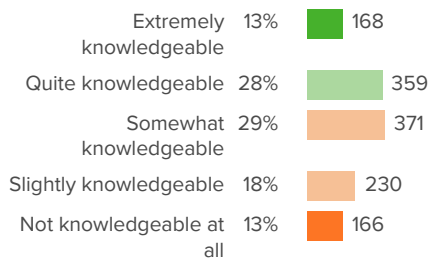
### Q.4: How effectively do school leaders communicate important information to teachers?



▼ 8 from last survey

Favorable: **51%**

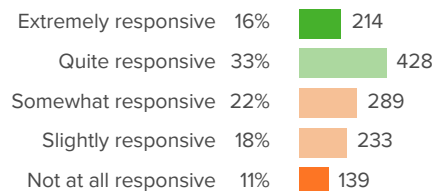
### Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



▼ 5 from last survey

Favorable: **41%**

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



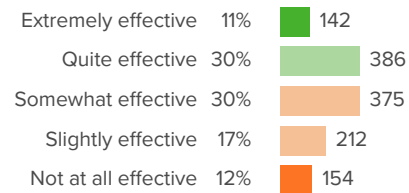
▲ 0 from last survey

Favorable: **49%**





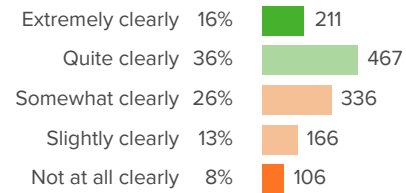
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 7 from last survey

Favorable: **42%**

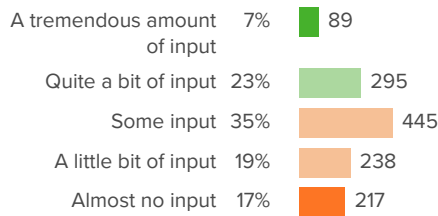
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▼ 7 from last survey

Favorable: **53%**

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



▼ 1 from last survey

Favorable: **30%**



# Staff-Leadership Relationships

Your average

# 62%

1,336 responses

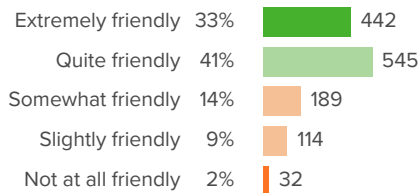
Change

# ▼ 2

since last survey

## How did people respond?

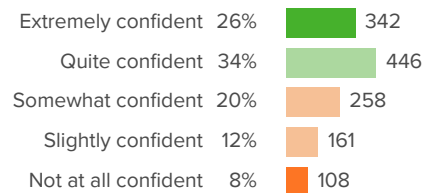
### Q.1: How friendly are your school leaders toward you?



▲ 0 from last survey

Favorable: **75%**

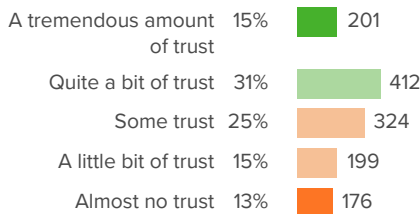
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 6 from last survey

Favorable: **60%**

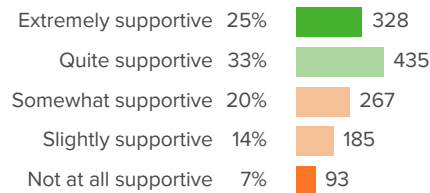
### Q.3: How much trust exists between school leaders and faculty?



▼ 3 from last survey

Favorable: **47%**

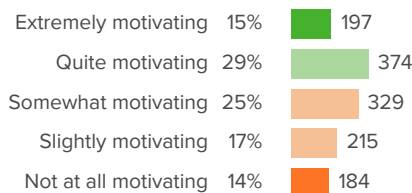
### Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 3 from last survey

Favorable: **58%**

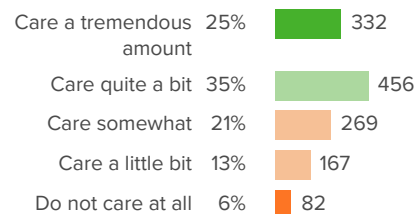
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 1 from last survey

Favorable: **44%**

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

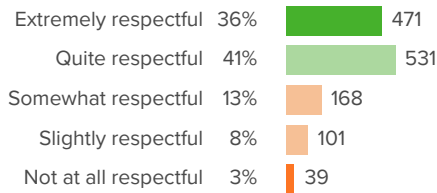


▼ 2 from last survey

Favorable: **60%**



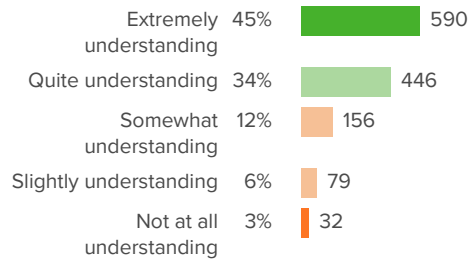
**Q.7: How respectful are your school leaders towards you?**



▼ 3 from last survey

Favorable: **76%**

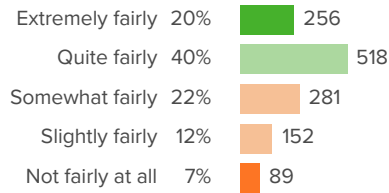
**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



▲ 2 from last survey

Favorable: **80%**

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



▼ 4 from last survey

Favorable: **60%**



# Well-being

Your average

**58%**

1,336 responses

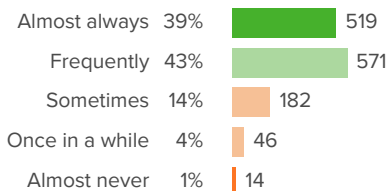
Change

**0**

since last survey

## How did people respond?

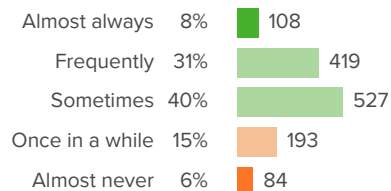
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 4 from last survey

Favorable: **82%**

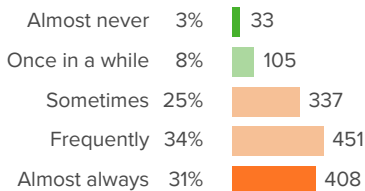
**Q.2: During the past week, how often did you feel excited at work?**



▼ 2 from last survey

Favorable: **79%**

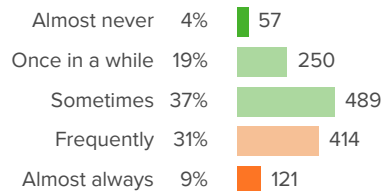
**Q.3: During the past week, how often did you feel exhausted at work?**



▲ 0 from last survey

Favorable: **10%**

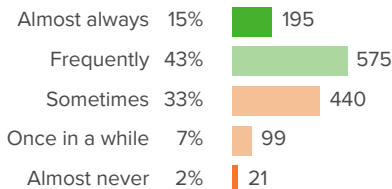
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 1 from last survey

Favorable: **60%**

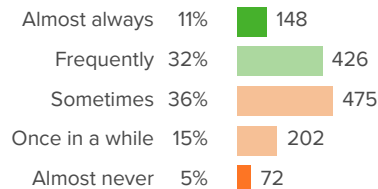
**Q.5: During the past week, how often did you feel happy at work?**



▲ 0 from last survey

Favorable: **58%**

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

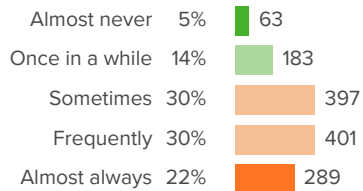


▼ 2 from last survey

Favorable: **43%**

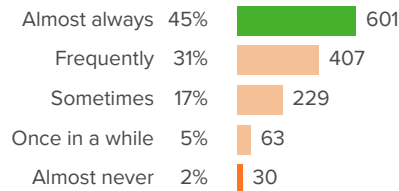


**Q.7: During the past week, how often did you feel overwhelmed at work?**



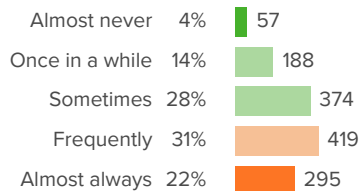
▲ 0 from last survey Favorable: **18%**

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



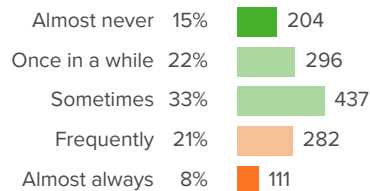
▲ 0 from last survey Favorable: **45%**

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



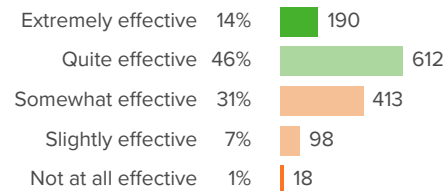
▲ 1 from last survey Favorable: **46%**

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



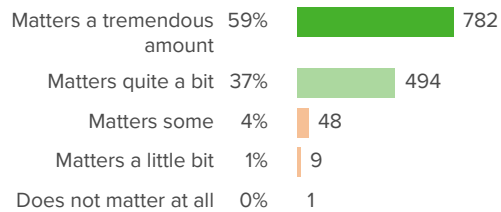
▲ 2 from last survey Favorable: **70%**

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



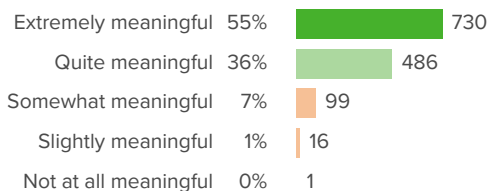
▲ 5 from last survey Favorable: **60%**

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



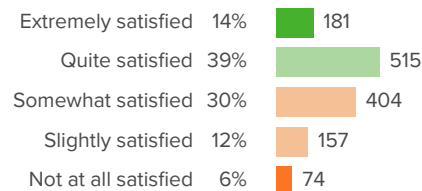
▲ 0 from last survey Favorable: **96%**

**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?**



▲ 3 from last survey Favorable: **52%**



# Work environment

Your average

**75%**

1,336 responses

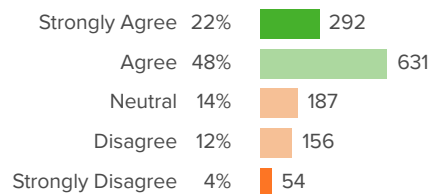
Change

**▼ 3**

since last survey

## How did people respond?

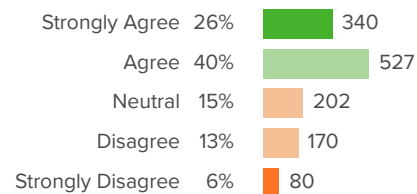
**Q.1: I have the materials and resources to do my job effectively.**



▲ 1 from last survey

Favorable: **70%**

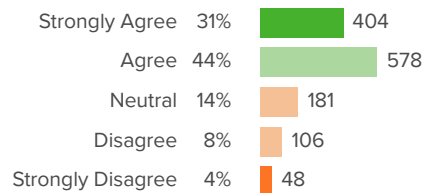
**Q.2: My school/location is in good condition and well-maintained.**



▼ 6 from last survey

Favorable: **66%**

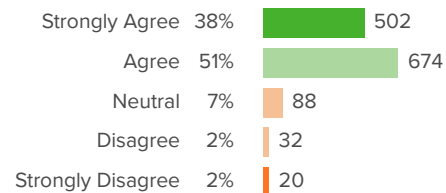
**Q.3: I feel safe in my school/location.**



▼ 1 from last survey

Favorable: **75%**

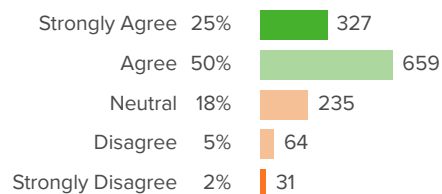
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 3 from last survey

Favorable: **89%**

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



▼ 4 from last survey

Favorable: **75%**

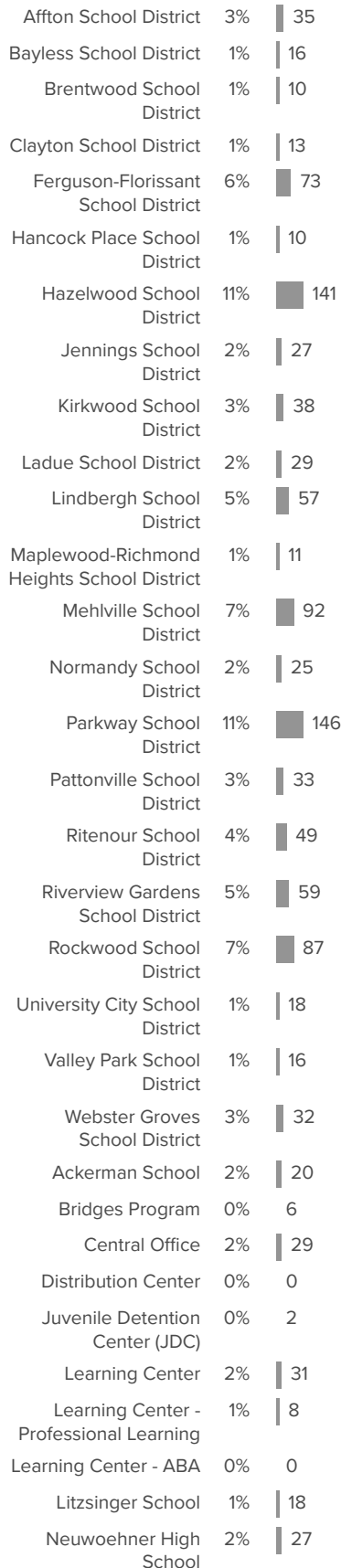


# Background Questions

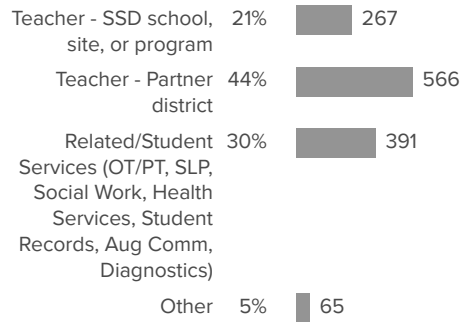
How did people respond? \_\_\_\_\_



Q.1: Location



Q.2: Job type







## SSD of St. Louis (MO)

"Spring 2024 2023-24 SSD Employee Engagement and Climate Survey , Teacher Survey"



North Tech High School	2%	26
Northview High School	2%	21
South Tech High School	2%	26
Southview School	2%	28
Vocational Skills Program (VSP)	2%	21