



# Hazelwood School District

Teacher Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

| Topic Description  | Results                                 | Comparison                       |
|--|---|----------------------------------|
| <b>Additional questions</b>  | <b>42%</b><br>▲ 12<br>since last survey | <b>41%</b> SSD of St. Louis (MO) |
| <b>Communicating results</b>   | <b>56%</b><br>▲ 8<br>since last survey  | <b>69%</b> SSD of St. Louis (MO) |
| <b>Communications</b>  | <b>73%</b><br>▲ 5<br>since last survey  | <b>64%</b> SSD of St. Louis (MO) |
| <b>Deia</b>  | <b>68%</b><br>▲ 2<br>since last survey  | <b>66%</b> SSD of St. Louis (MO) |
| <b>Feedback and Coaching</b><br>Perceptions of the amount and quality of feedback faculty and staff receive. | <b>36%</b><br>▲ 3<br>since last survey  | <b>34%</b> SSD of St. Louis (MO) |
| <b>Mission and vision</b>  | <b>70%</b><br>▼ 1<br>since last survey  | <b>68%</b> SSD of St. Louis (MO) |
| <b>Overall engagement</b>  | <b>74%</b><br>▲ 4<br>since last survey  | <b>70%</b> SSD of St. Louis (MO) |



**Partner Districts**

**43%**

▼ 5

since last survey

**60%**

SSD of St. Louis (MO)

**Professional Learning**

**32%**

▲ 2

since last survey

**41%**

SSD of St. Louis (MO)

**School Climate**

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

**48%**

▲ 2

since last survey

**45%**

SSD of St. Louis (MO)

**School Leadership**

Perceptions of the school leadership's effectiveness.

**47%**

0

since last survey

**48%**

SSD of St. Louis (MO)

**Staff-Leadership Relationships**

Perceptions of faculty and staff relationships with school leaders.

**60%**

▲ 2

since last survey

**62%**

SSD of St. Louis (MO)

**Well-being**

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

**53%**

▲ 4

since last survey

**58%**

SSD of St. Louis (MO)

**Work environment**

**63%**

▼ 6

since last survey

**75%**

SSD of St. Louis (MO)

139 responses



## Additional questions

Your average

**42%**

139 responses

Change

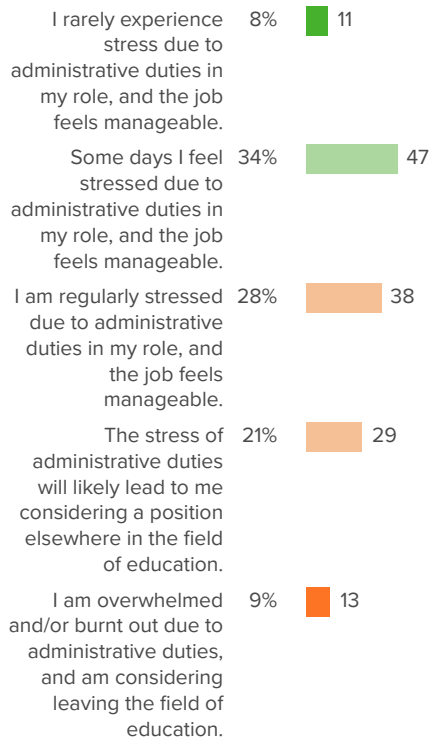
**▲ 12**

since last survey

Client average: **41%** 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?**



▲ 12 from last survey

Favorable: **42%**



## Communicating results

Your average

**56%**

139 responses

Change

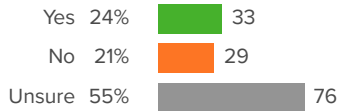
**▲ 8**

since last survey

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

### How did people respond?

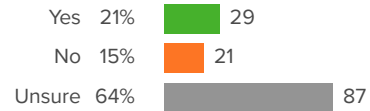
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▲ 8 from last survey

Favorable: **53%**

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



▲ 7 from last survey

Favorable: **58%**



# Communications

Your average

# 73%

139 responses

Change

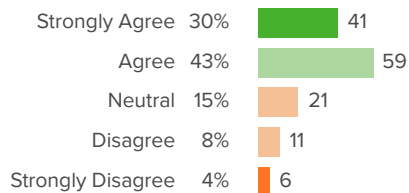
# ▲ 5

since last survey

Client average: **64%** SSD of St. Louis (MO)

## How did people respond?

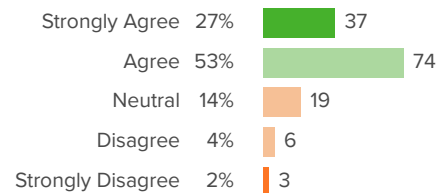
**Q.1: My direct supervisor provides me with constructive feedback.**



▲ 1 from last survey

Favorable: **72%**

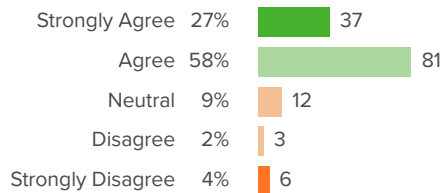
**Q.2: I receive adequate and timely information about district news and initiatives.**



▲ 4 from last survey

Favorable: **80%**

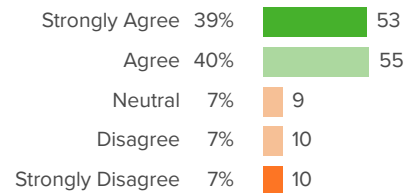
**Q.3: I am aware of where and how I can direct a question or concern.**



▲ 5 from last survey

Favorable: **85%**

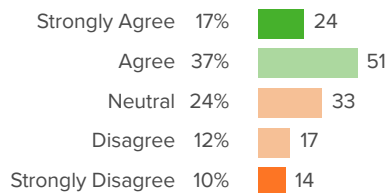
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▲ 8 from last survey

Favorable: **79%**

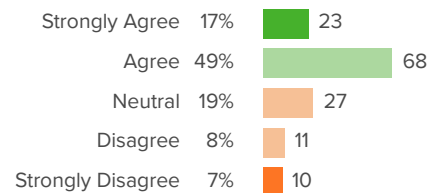
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▲ 2 from last survey

Favorable: **54%**

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



▲ 9 from last survey

Favorable: **65%**



# Deia

Your average

# 68%

139 responses

Change

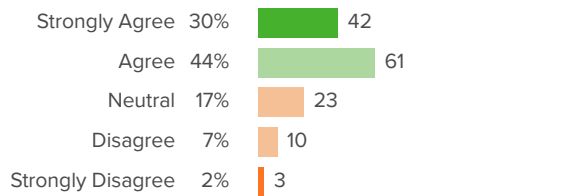
# ▲ 2

since last survey

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

## How did people respond?

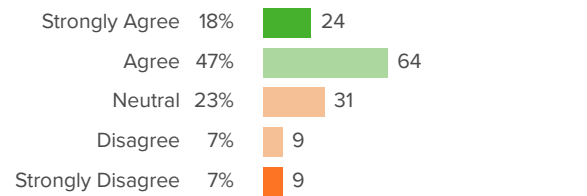
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▼ 3 from last survey

Favorable: **74%**

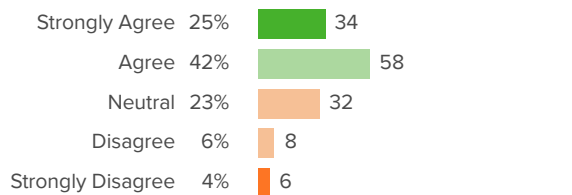
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▲ 0 from last survey

Favorable: **64%**

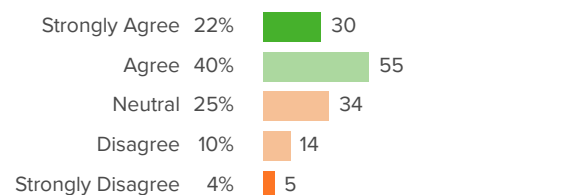
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▼ 1 from last survey

Favorable: **67%**

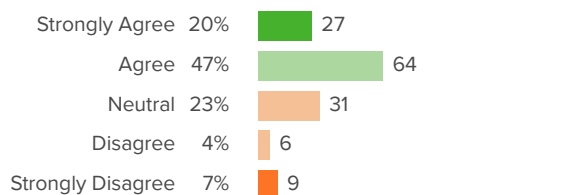
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▲ 5 from last survey

Favorable: **62%**

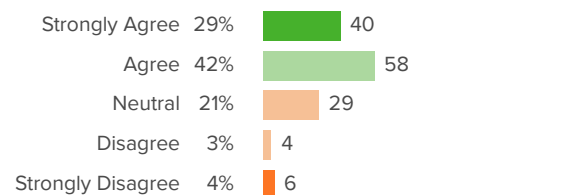
**Q.5: I feel my background and identity are valued at SSD.**



▲ 2 from last survey

Favorable: **66%**

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



▲ 5 from last survey

Favorable: **72%**



# Feedback and Coaching

Your average

# 36%

139 responses

Change

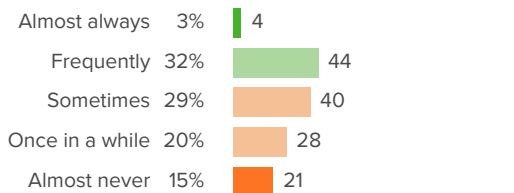
# ▲ 3

since last survey

Client average: **34%** SSD of St. Louis (MO)

## How did people respond?

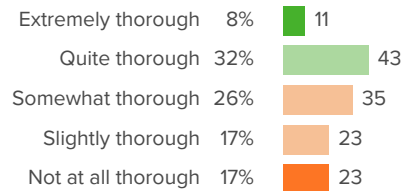
### Q.1: How often do you receive feedback on your teaching?



▼ 1 from last survey

Favorable: **35%**

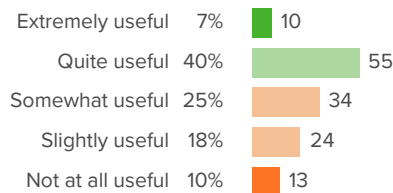
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 2 from last survey

Favorable: **40%**

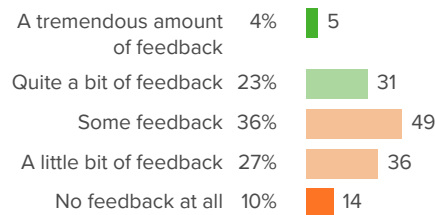
### Q.3: How useful do you find the feedback you receive on your teaching?



▲ 5 from last survey

Favorable: **48%**

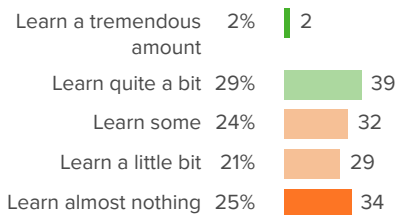
### Q.4: How much feedback do you receive on your teaching?



▲ 1 from last survey

Favorable: **27%**

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



▲ 7 from last survey

Favorable: **30%**





# Mission and vision

Your average

# 70%

139 responses

Change

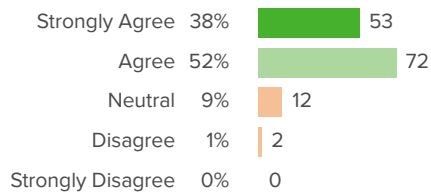
# ▼ 1

since last survey

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

## How did people respond?

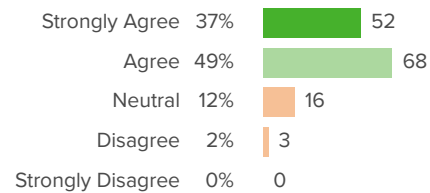
**Q.1: I am familiar with and support the mission and vision of SSD.**



▲ 1 from last survey

Favorable: **90%**

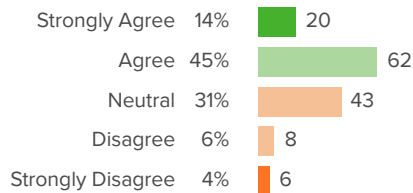
**Q.2: The district's mission and vision are clearly defined.**



▼ 4 from last survey

Favorable: **86%**

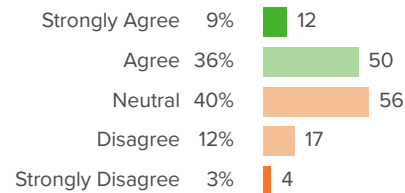
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ 2 from last survey

Favorable: **59%**

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



▲ 1 from last survey

Favorable: **45%**



# Overall engagement

Your average

# 74%

139 responses

Change

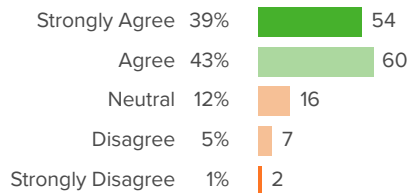
# ▲ 4

since last survey

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

## How did people respond?

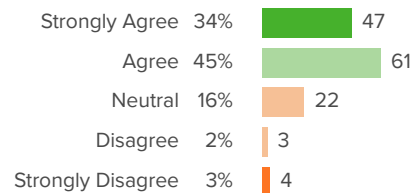
### Q.1: I am proud to work for SSD.



▲ 4 from last survey

Favorable: **82%**

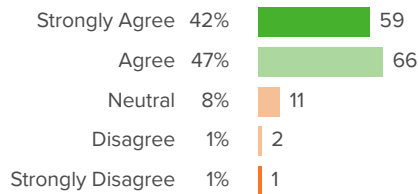
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 6 from last survey

Favorable: **79%**

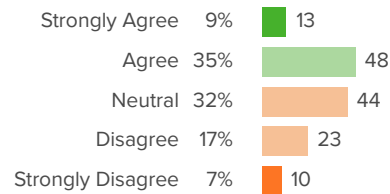
### Q.3: I am engaged in my work.



▲ 5 from last survey

Favorable: **90%**

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



▲ 1 from last survey

Favorable: **44%**



# Partner Districts

Your average

# 43%

139 responses

Change

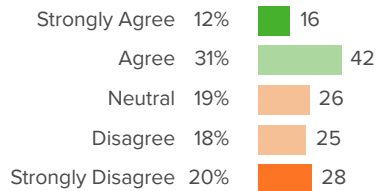
# ▼ 5

since last survey

Client average: **60%** SSD of St. Louis (MO)

## How did people respond?

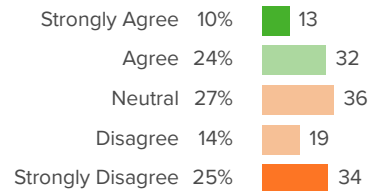
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▼ 5 from last survey

Favorable: **42%**

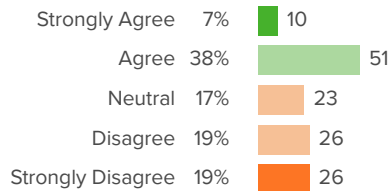
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▼ 14 from last survey

Favorable: **34%**

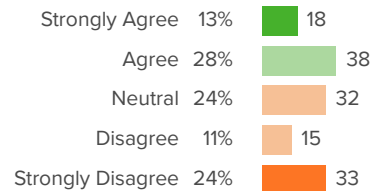
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▲ 0 from last survey

Favorable: **45%**

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

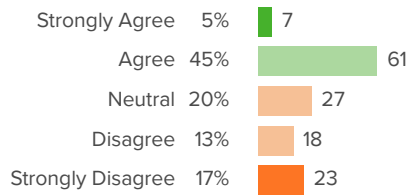


▼ 11 from last survey

Favorable: **41%**



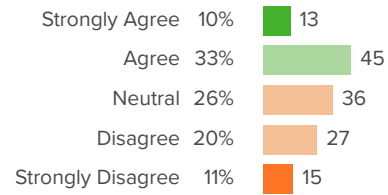
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▼ 5 from last survey

Favorable: **50%**

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



▲ 0 from last survey

Favorable: **43%**



# Professional Learning

Your average

# 32%

139 responses

Change

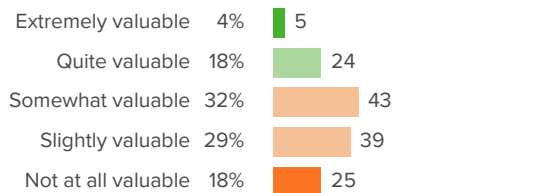
# ▲ 2

since last survey

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

## How did people respond?

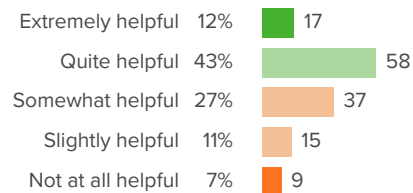
### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 0 from last survey

Favorable: **21%**

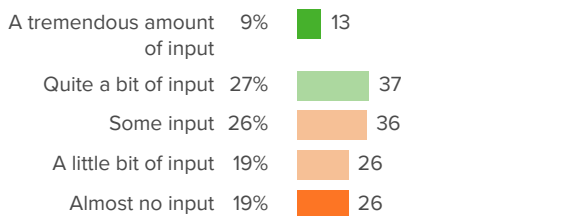
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 7 from last survey

Favorable: **55%**

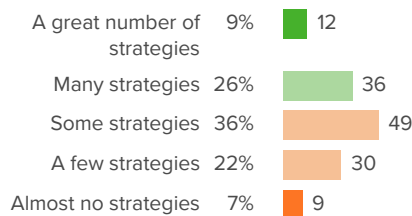
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 0 from last survey

Favorable: **36%**

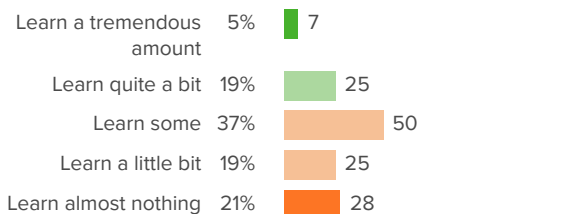
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 5 from last survey

Favorable: **35%**

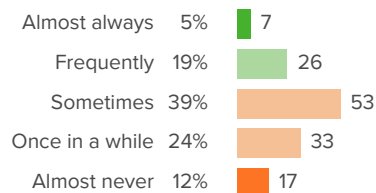
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 2 from last survey

Favorable: **24%**

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

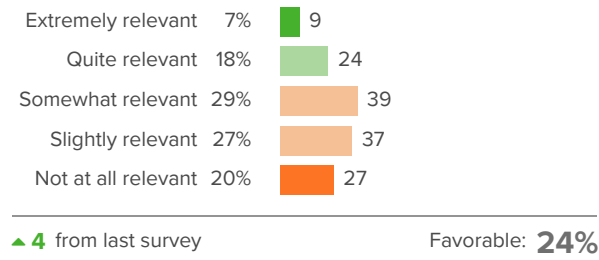


▲ 2 from last survey

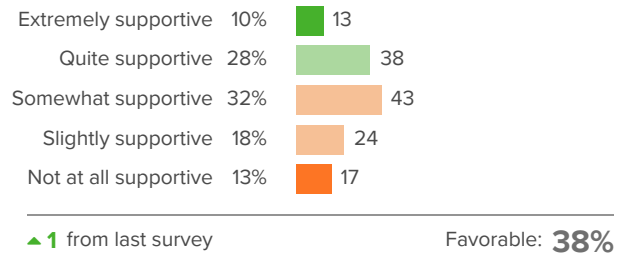
Favorable: **24%**



**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

# 48%

139 responses

Change

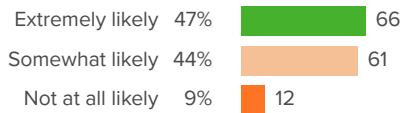
# ▲ 2

since last survey

Client average: **45%** SSD of St. Louis (MO)

## How did people respond?

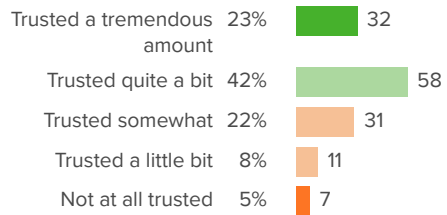
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▲ 2 from last survey

Favorable: **47%**

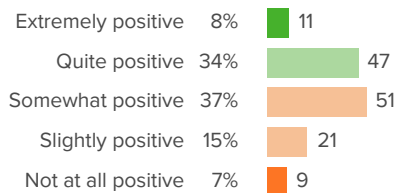
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 1 from last survey

Favorable: **65%**

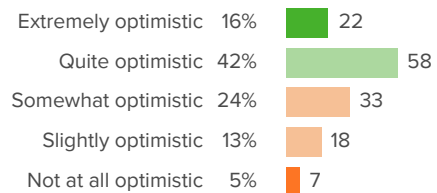
**Q.3: How positive are the attitudes of your colleagues?**



▲ 1 from last survey

Favorable: **42%**

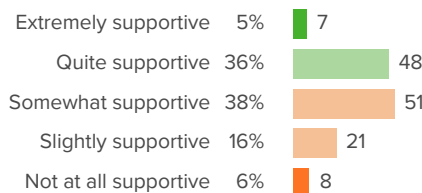
**Q.4: How optimistic are you the future of Special School District?**



▲ 1 from last survey

Favorable: **58%**

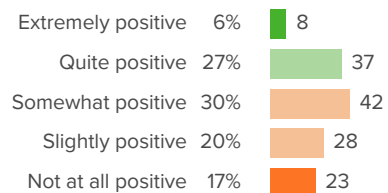
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▲ 1 from last survey

Favorable: **41%**

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



▲ 2 from last survey

Favorable: **33%**



# School Leadership

Your average

**47%**

139 responses

Change

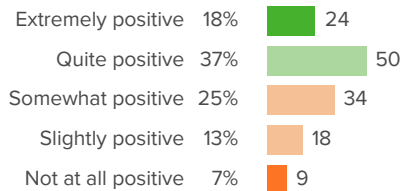
**0**

since last survey

Client average: **48%** SSD of St. Louis (MO)

## How did people respond?

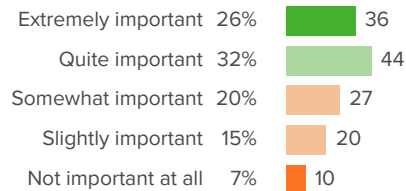
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 3 from last survey

Favorable: **55%**

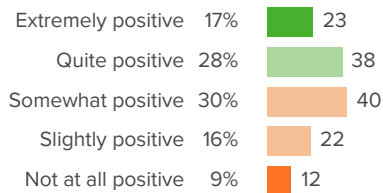
### Q.2: For your school leaders, how important is teacher satisfaction?



▲ 7 from last survey

Favorable: **58%**

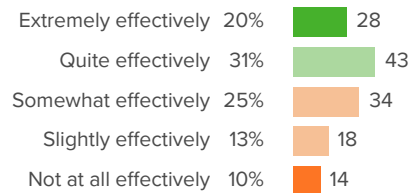
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 6 from last survey

Favorable: **45%**

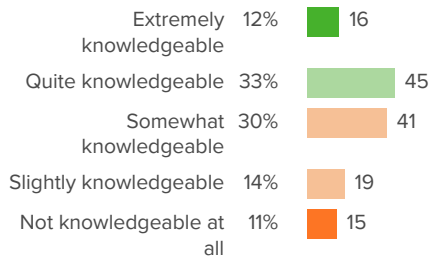
### Q.4: How effectively do school leaders communicate important information to teachers?



▲ 2 from last survey

Favorable: **52%**

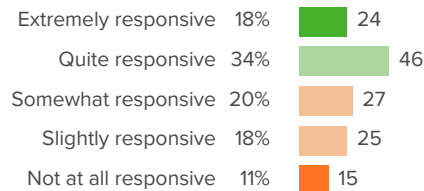
### Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



▲ 0 from last survey

Favorable: **45%**

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



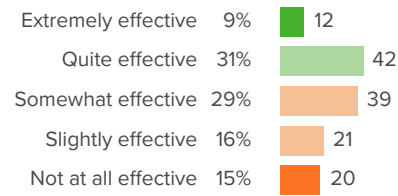
▲ 3 from last survey

Favorable: **51%**





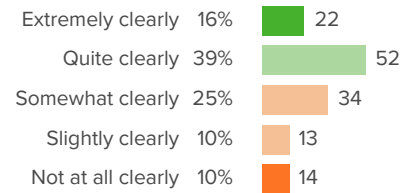
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 2 from last survey

Favorable: **40%**

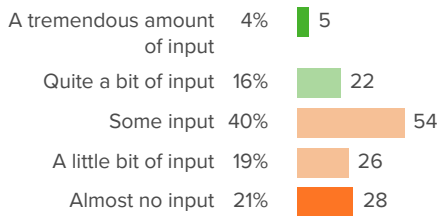
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▼ 4 from last survey

Favorable: **55%**

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



▼ 6 from last survey

Favorable: **20%**



# Staff-Leadership Relationships

Your average

# 60%

139 responses

Change

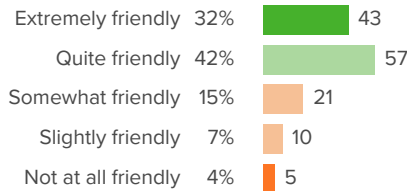
# ▲ 2

since last survey

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

## How did people respond?

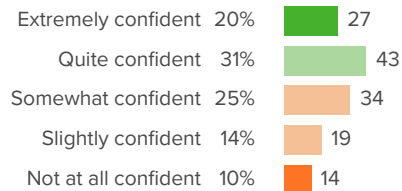
### Q.1: How friendly are your school leaders toward you?



▲ 8 from last survey

Favorable: **74%**

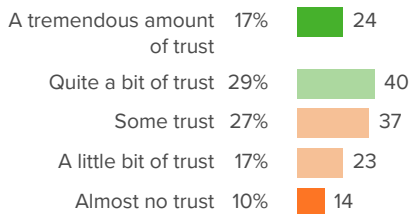
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 1 from last survey

Favorable: **51%**

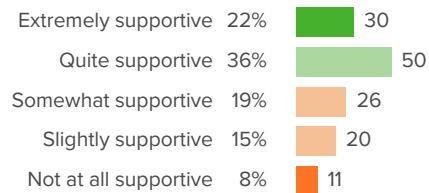
### Q.3: How much trust exists between school leaders and faculty?



▲ 3 from last survey

Favorable: **46%**

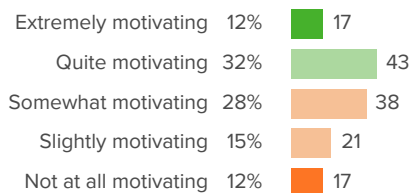
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 2 from last survey

Favorable: **58%**

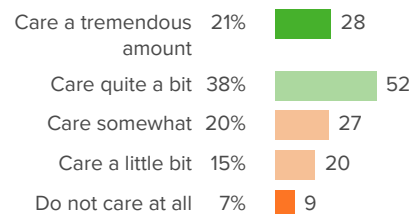
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ 4 from last survey

Favorable: **44%**

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

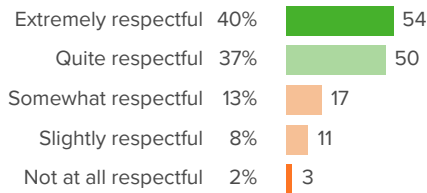


▲ 3 from last survey

Favorable: **59%**



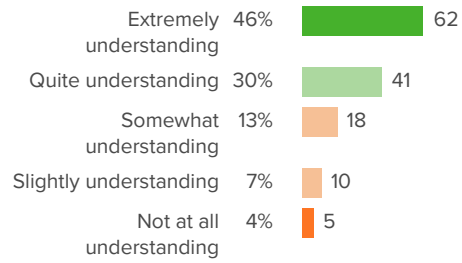
**Q.7: How respectful are your school leaders towards you?**



▲ 3 from last survey

Favorable: **77%**

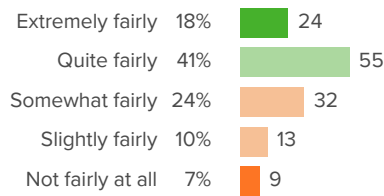
**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



▲ 1 from last survey

Favorable: **76%**

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



▲ 3 from last survey

Favorable: **59%**



# Well-being

Your average

# 53%

139 responses

Change

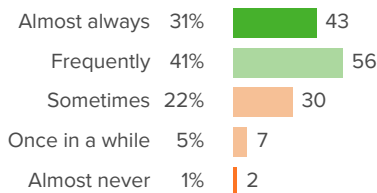
# ▲ 4

since last survey

Client average: **58%** SSD of St. Louis (MO)

## How did people respond?

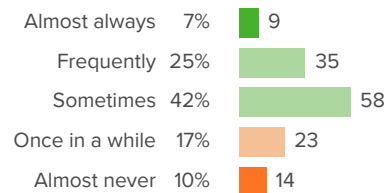
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 5 from last survey

Favorable: **72%**

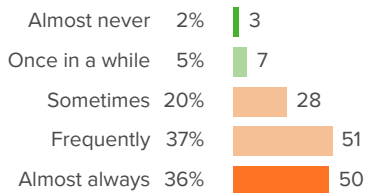
**Q.2: During the past week, how often did you feel excited at work?**



▲ 8 from last survey

Favorable: **73%**

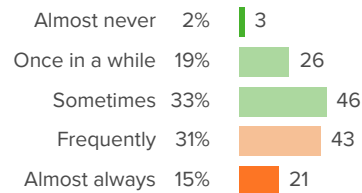
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 3 from last survey

Favorable: **7%**

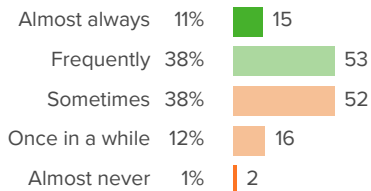
**Q.4: During the past week, how often did you feel frustrated at work?**



▲ 13 from last survey

Favorable: **54%**

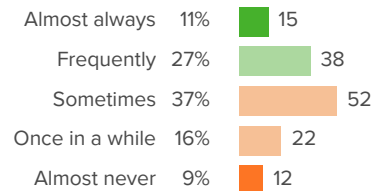
**Q.5: During the past week, how often did you feel happy at work?**



▲ 8 from last survey

Favorable: **49%**

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

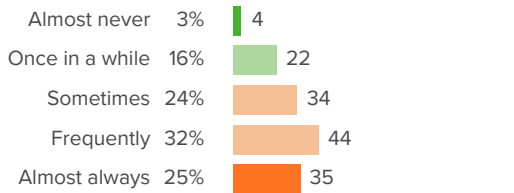


▲ 2 from last survey

Favorable: **38%**



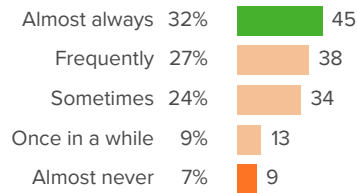
**Q.7: During the past week, how often did you feel overwhelmed at work?**



▲ 2 from last survey

Favorable: **19%**

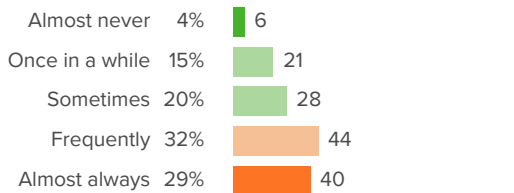
**Q.8: During the past week, how often did you feel safe at work?**



▼ 2 from last survey

Favorable: **32%**

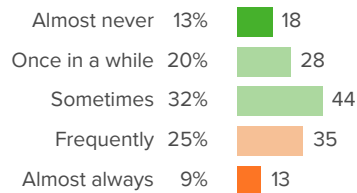
**Q.9: During the past week, how often did you feel stressed out at work?**



▲ 3 from last survey

Favorable: **40%**

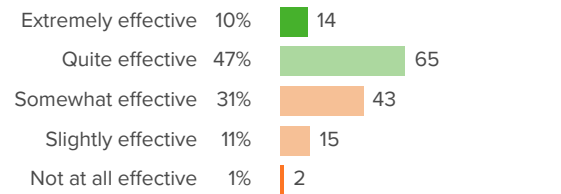
**Q.10: During the past week, how often did you feel worried at work?**



▲ 10 from last survey

Favorable: **65%**

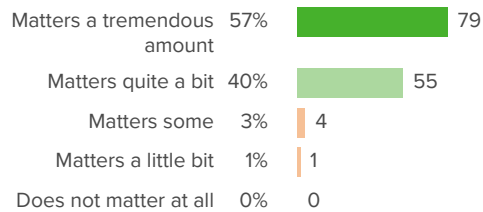
**Q.11: How effective do you feel at your job right now?**



▲ 13 from last survey

Favorable: **57%**

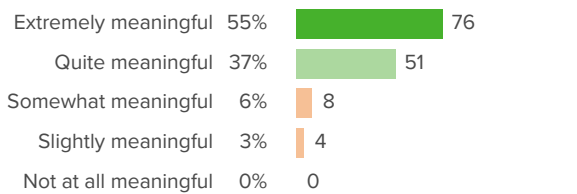
**Q.12: How much does your work matter to you?**



▲ 0 from last survey

Favorable: **96%**

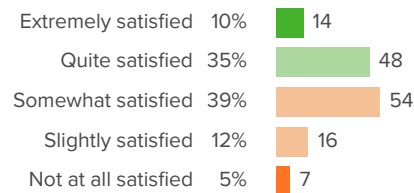
**Q.13: How meaningful for you is the work that you do?**



▲ 1 from last survey

Favorable: **91%**

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



▲ 7 from last survey

Favorable: **45%**



# Work environment

Your average

# 63%

139 responses

Change

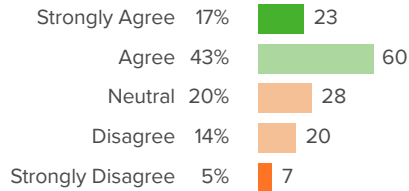
# ▼ 6

since last survey

Client average: **75%** SSD of St. Louis (MO)

## How did people respond?

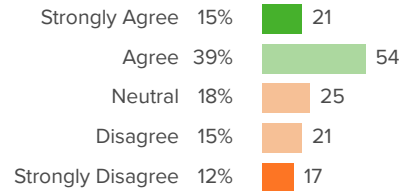
**Q.1: I have the materials and resources to do my job effectively.**



▼ 2 from last survey

Favorable: **60%**

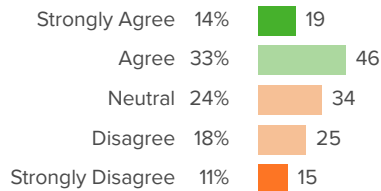
**Q.2: My school/location is in good condition and well-maintained.**



▼ 8 from last survey

Favorable: **54%**

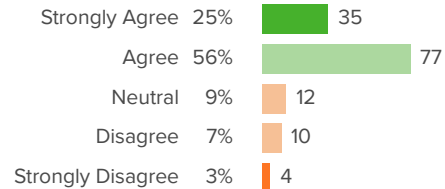
**Q.3: I feel safe in my school/location.**



▼ 13 from last survey

Favorable: **47%**

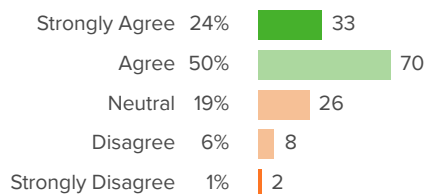
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 3 from last survey

Favorable: **81%**

**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                  | 100% | 138 |
| Jennings School District                   | 0%   | 0   |
| Kirkwood School District                   | 0%   | 0   |
| Ladue School District                      | 0%   | 0   |
| Lindbergh School District                  | 0%   | 0   |
| Maplewood-Richmond Heights School District | 0%   | 0   |
| Mehlville School District                  | 0%   | 0   |
| Normandy School District                   | 0%   | 0   |
| Parkway School District                    | 0%   | 0   |
| Pattonville School District                | 0%   | 0   |
| Ritenour School District                   | 0%   | 0   |
| Riverview Gardens School District          | 0%   | 0   |
| Rockwood School District                   | 0%   | 0   |
| 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   |
| Juvenile Detention Center (JDC)            | 0%   | 0   |
| Learning Center                            | 0%   | 0   |
| Learning Center - Professional Learning    | 0%   | 0   |
| Learning Center - ABA                      | 0%   | 0   |
| Litzsinger School                          | 0%   | 0   |
| Neuwoehner High School                     | 0%   | 0   |

**Q.2: Job type**

|   |     |    |
|---|-----|----|
| Teacher - SSD school, site, or program  | 7%  | 10 |
| Teacher - Partner district  | 63% | 87 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics) | 28% | 38 |
| Other   | 2%  | 3  |





**Hazelwood School District**

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



|                                 |    |   |
|---------------------------------|----|---|
| North Tech High School          | 0% | 0 |
| Northview High School           | 0% | 0 |
| South Tech High School          | 0% | 0 |
| Southview School                | 0% | 0 |
| Vocational Skills Program (VSP) | 0% | 0 |