



# Kirkwood School District

Teacher Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Additional questions</b>	<b>19%</b> ▼ 7 since last survey	<b>41%</b> SSD of St. Louis (MO)
<b>Communicating results</b>	<b>71%</b> ▲ 12 since last survey	<b>69%</b> SSD of St. Louis (MO)
<b>Communications</b>	<b>60%</b> ▲ 1 since last survey	<b>64%</b> SSD of St. Louis (MO)
<b>Deia</b>	<b>68%</b> ▲ 5 since last survey	<b>66%</b> SSD of St. Louis (MO)
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>33%</b> ▲ 5 since last survey	<b>34%</b> SSD of St. Louis (MO)
<b>Mission and vision</b>	<b>65%</b> ▲ 3 since last survey	<b>68%</b> SSD of St. Louis (MO)
<b>Overall engagement</b>	<b>59%</b> ▲ 4 since last survey	<b>70%</b> SSD of St. Louis (MO)



<b>Partner Districts</b>	<b>69%</b>	<b>60%</b>	SSD of St. Louis (MO)
	▲ 10		
	since last survey		
<b>Professional Learning</b>	<b>41%</b>	<b>41%</b>	SSD of St. Louis (MO)
	▲ 3		
	since last survey		
<b>School Climate</b>	<b>32%</b>	<b>45%</b>	SSD of St. Louis (MO)
Perceptions of the overall social and learning climate of the school.	▲ 1		
	since last survey		
<b>School Leadership</b>	<b>46%</b>	<b>48%</b>	SSD of St. Louis (MO)
Perceptions of the school leadership's effectiveness.	▲ 7		
	since last survey		
<b>Staff-Leadership Relationships</b>	<b>58%</b>	<b>62%</b>	SSD of St. Louis (MO)
Perceptions of faculty and staff relationships with school leaders.	▲ 9		
	since last survey		
<b>Well-being</b>	<b>56%</b>	<b>58%</b>	SSD of St. Louis (MO)
Faculty and staff perceptions of their own professional well-being.	▲ 12		
	since last survey		
<b>Work environment</b>	<b>85%</b>	<b>75%</b>	SSD of St. Louis (MO)
	▲ 4		
	since last survey		

37 responses



## Additional questions

Your average

**19%**

37 responses

Change

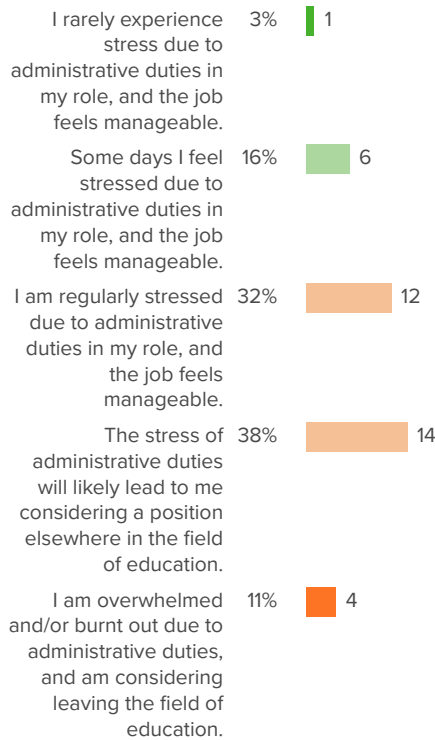
**▼ 7**

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?**



▼ 7 from last survey

Favorable: **19%**



## Communicating results

Your average

**71%**

37 responses

Change

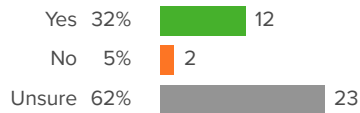
**▲ 12**

since last survey

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

### How did people respond?

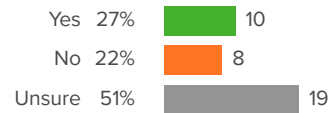
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▲ 17 from last survey

Favorable: **86%**

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



▲ 8 from last survey

Favorable: **56%**



# Communications

Your average

**60%**

37 responses

Change

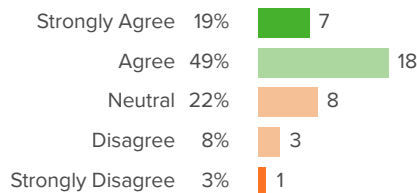
**▲ 1**

since last survey

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

## How did people respond?

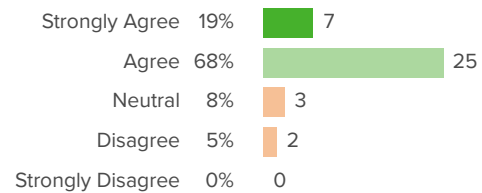
**Q.1: My direct supervisor provides me with constructive feedback.**



▲ 5 from last survey

Favorable: **68%**

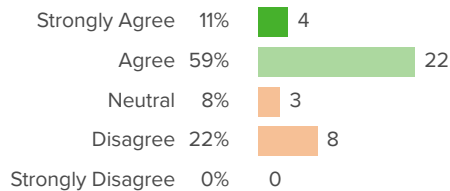
**Q.2: I receive adequate and timely information about district news and initiatives.**



▲ 12 from last survey

Favorable: **86%**

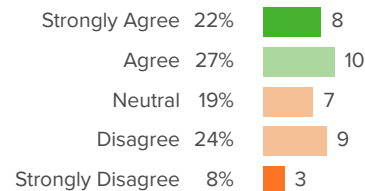
**Q.3: I am aware of where and how I can direct a question or concern.**



▼ 4 from last survey

Favorable: **70%**

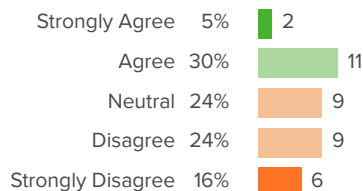
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▼ 7 from last survey

Favorable: **49%**

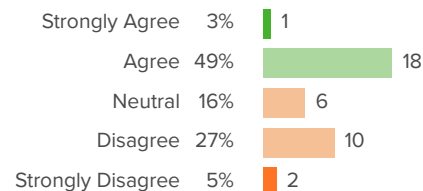
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▲ 2 from last survey

Favorable: **35%**

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



▲ 0 from last survey

Favorable: **51%**



# Deia

Your average

# 68%

37 responses

Change

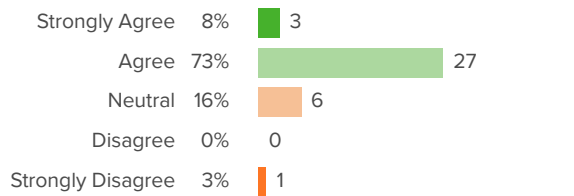
# ▲ 5

since last survey

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

## How did people respond?

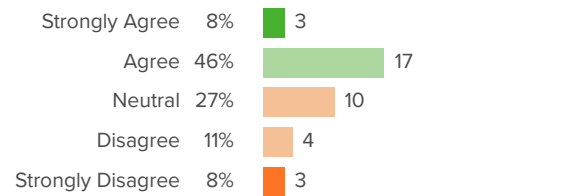
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ 0 from last survey

Favorable: **81%**

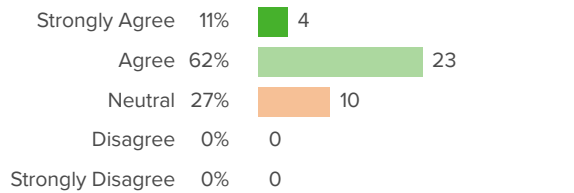
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▼ 9 from last survey

Favorable: **54%**

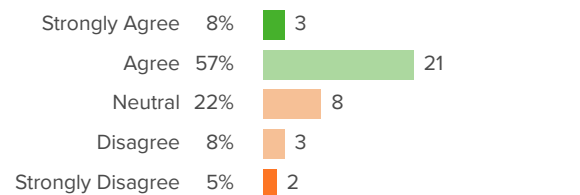
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▲ 15 from last survey

Favorable: **73%**

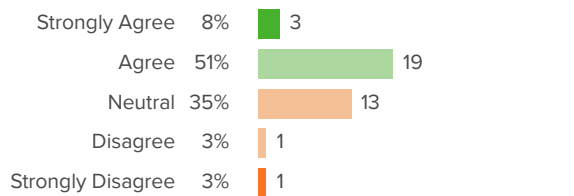
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▲ 0 from last survey

Favorable: **65%**

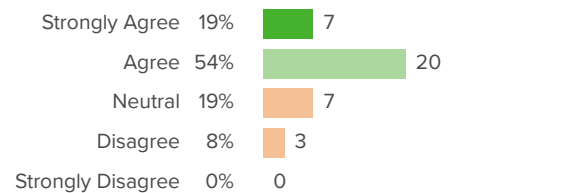
**Q.5: I feel my background and identity are valued at SSD.**



▲ 8 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.**



▲ 13 from last survey

Favorable: **73%**



# Feedback and Coaching

Your average

# 33%

37 responses

Change

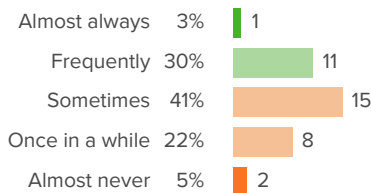
# ▲ 5

since last survey

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

## How did people respond?

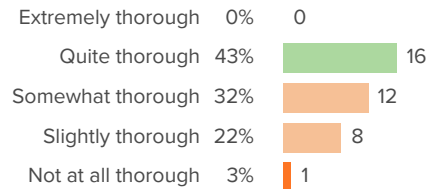
### Q.1: How often do you receive feedback on your teaching?



▲ 2 from last survey

Favorable: **32%**

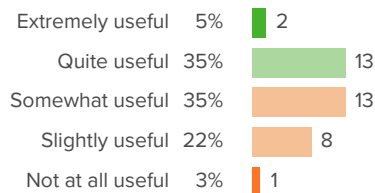
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 10 from last survey

Favorable: **43%**

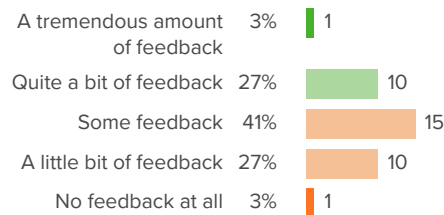
### Q.3: How useful do you find the feedback you receive on your teaching?



▲ 13 from last survey

Favorable: **41%**

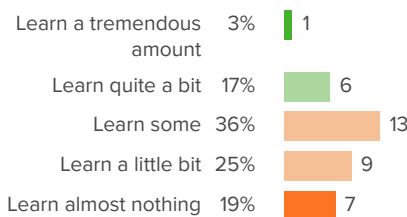
### Q.4: How much feedback do you receive on your teaching?



▼ 3 from last survey

Favorable: **30%**

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



▲ 3 from last survey

Favorable: **19%**





# Mission and vision

Your average

# 65%

37 responses

Change

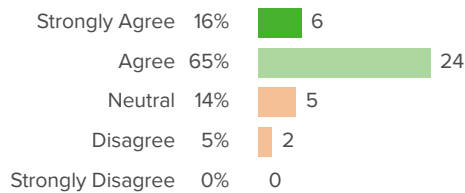
# ▲ 3

since last survey

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

## How did people respond?

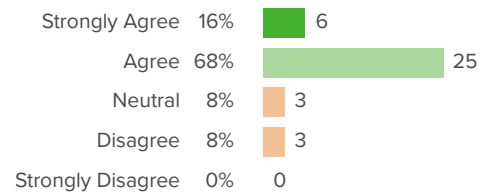
**Q.1: I am familiar with and support the mission and vision of SSD.**



▼ 3 from last survey

Favorable: **81%**

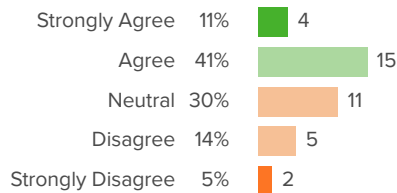
**Q.2: The district's mission and vision are clearly defined.**



▲ 7 from last survey

Favorable: **84%**

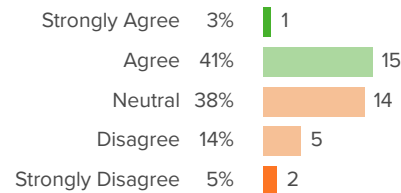
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ 5 from last survey

Favorable: **51%**

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



▲ 13 from last survey

Favorable: **43%**



# Overall engagement

Your average

# 59%

37 responses

Change

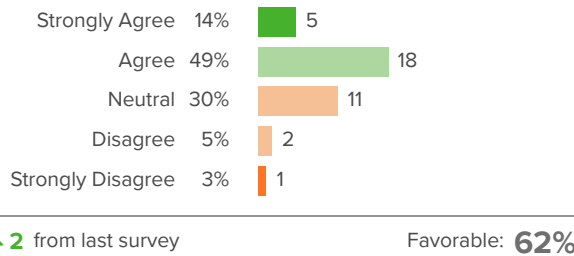
# ▲ 4

since last survey

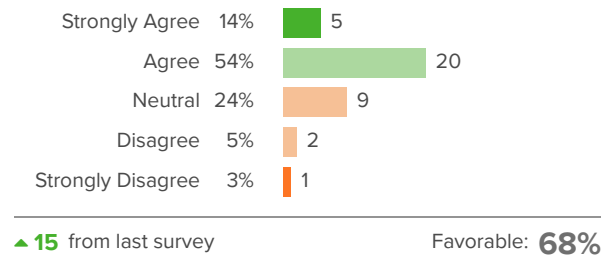
Client average: **70%** SSD of St. Louis (MO)

## How did people respond?

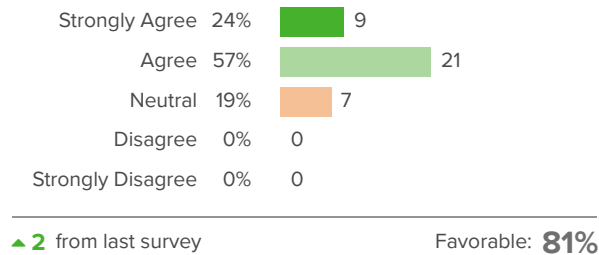
### Q.1: I am proud to work for SSD.



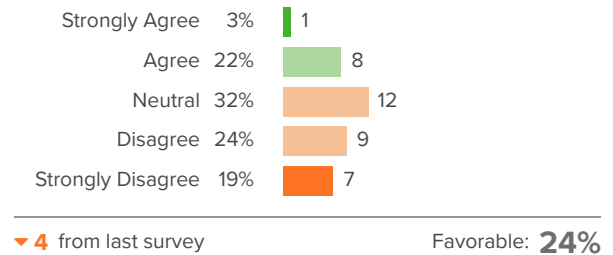
### Q.2: Employment with SSD gives me a feeling of accomplishment.



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



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





## Partner Districts

Your average

**69%**

37 responses

Change

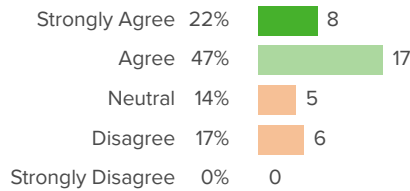
**▲ 10**

since last survey

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

### How did people respond?

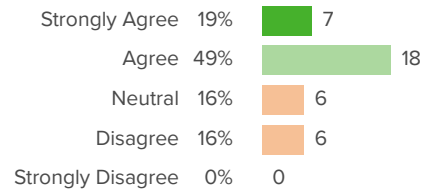
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▲ 9 from last survey

Favorable: **69%**

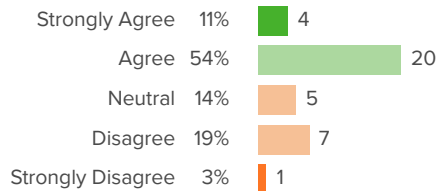
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▲ 19 from last survey

Favorable: **68%**

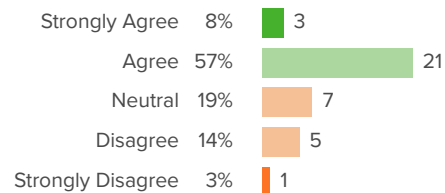
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▲ 7 from last survey

Favorable: **65%**

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

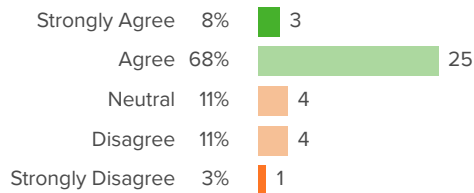


▼ 4 from last survey

Favorable: **65%**



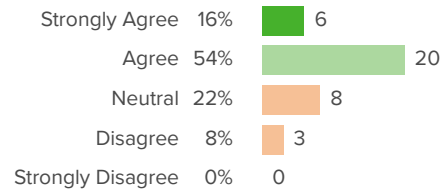
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▲ 18 from last survey

Favorable: **76%**

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



▲ 12 from last survey

Favorable: **70%**



# Professional Learning

Your average

**41%**

37 responses

Change

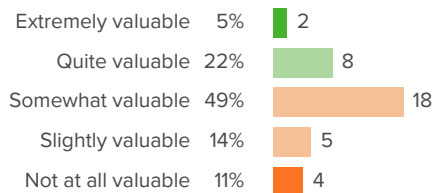
**▲ 3**

since last survey

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

## How did people respond?

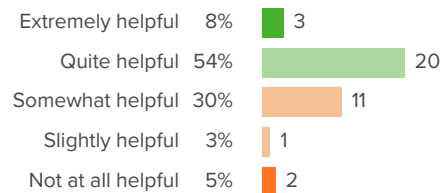
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 8 from last survey

Favorable: **27%**

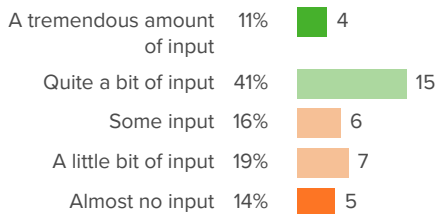
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 4 from last survey

Favorable: **62%**

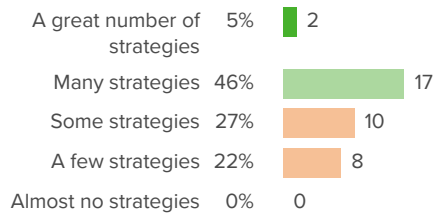
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 9 from last survey

Favorable: **51%**

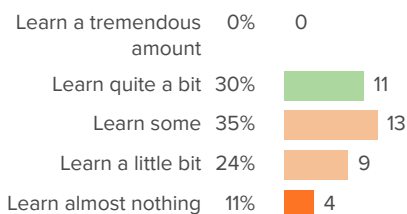
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 7 from last survey

Favorable: **51%**

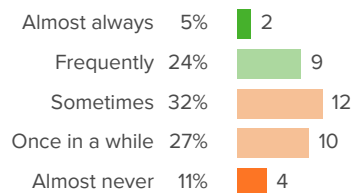
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 7 from last survey

Favorable: **30%**

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

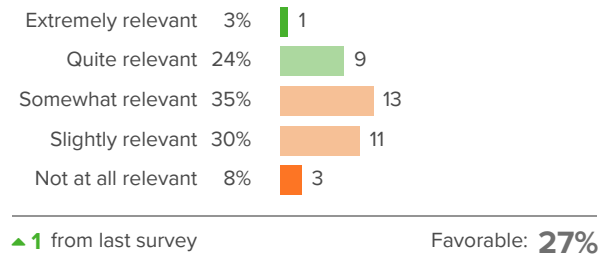


▼ 3 from last survey

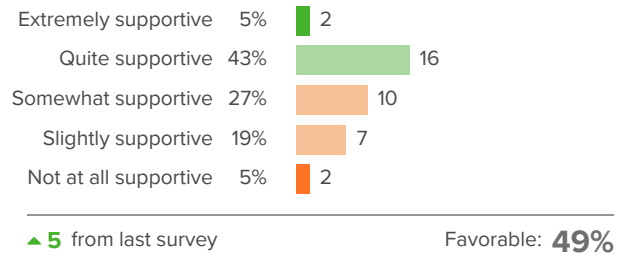
Favorable: **30%**



**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

# 32%

37 responses

Change

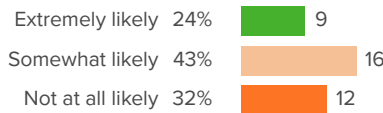
# ▲ 1

since last survey

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

## How did people respond?

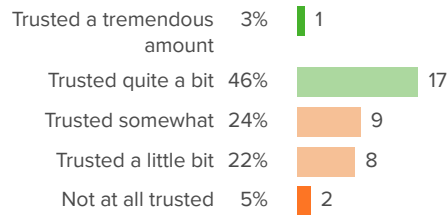
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▲ 5 from last survey

Favorable: **24%**

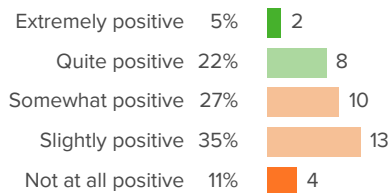
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 0 from last survey

Favorable: **49%**

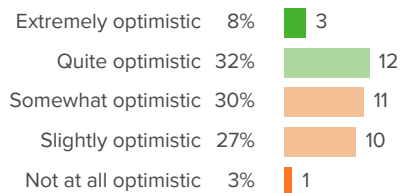
**Q.3: How positive are the attitudes of your colleagues?**



▲ 1 from last survey

Favorable: **27%**

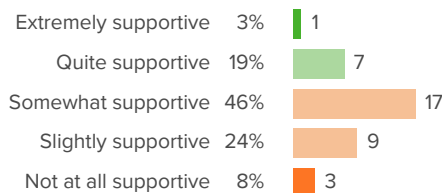
**Q.4: How optimistic are you the future of Special School District?**



▲ 6 from last survey

Favorable: **41%**

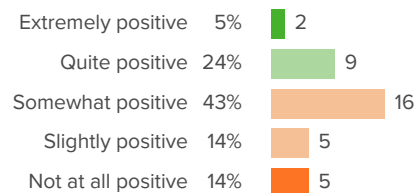
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ 6 from last survey

Favorable: **22%**

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



▲ 4 from last survey

Favorable: **30%**



# School Leadership

Your average

# 46%

37 responses

Change

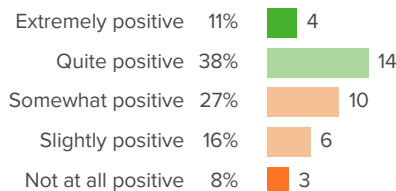
# ▲ 7

since last survey

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

## How did people respond?

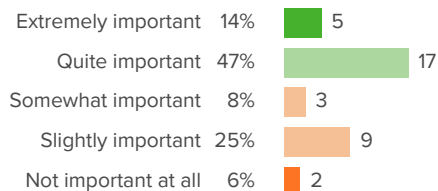
**Q.1: How positive is the tone that school leaders set for the culture of the school?**



▲ 5 from last survey

Favorable: **49%**

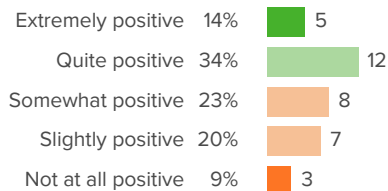
**Q.2: For your school leaders, how important is teacher satisfaction?**



▲ 21 from last survey

Favorable: **61%**

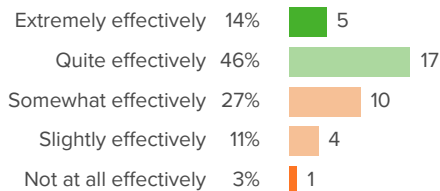
**Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?**



▲ 2 from last survey

Favorable: **49%**

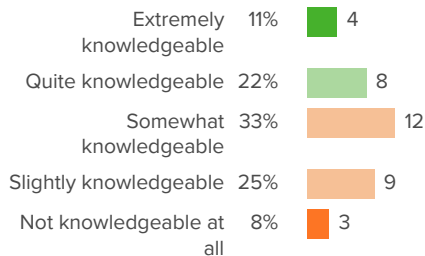
**Q.4: How effectively do school leaders communicate important information to teachers?**



▲ 10 from last survey

Favorable: **59%**

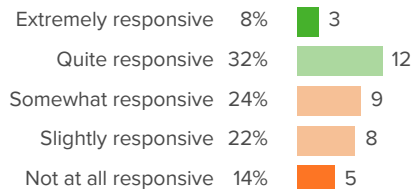
**Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?**



▼ 4 from last survey

Favorable: **33%**

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



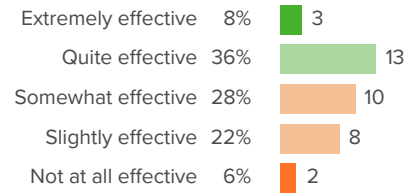
▲ 13 from last survey

Favorable: **41%**





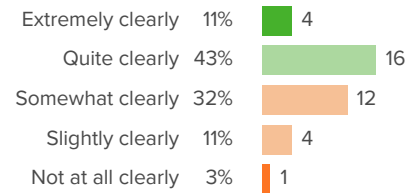
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▲ 16 from last survey

Favorable: **44%**

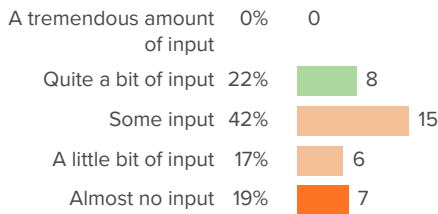
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▲ 1 from last survey

Favorable: **54%**

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



▼ 2 from last survey

Favorable: **22%**



# Staff-Leadership Relationships

Your average

# 58%

37 responses

Change

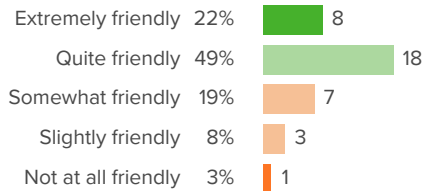
# ▲ 9

since last survey

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

## How did people respond?

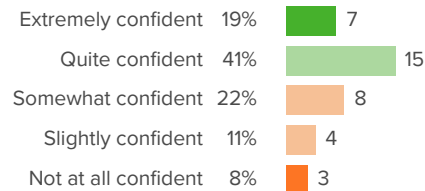
### Q.1: How friendly are your school leaders toward you?



▲ 10 from last survey

Favorable: **70%**

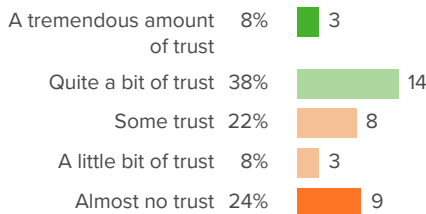
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 1 from last survey

Favorable: **59%**

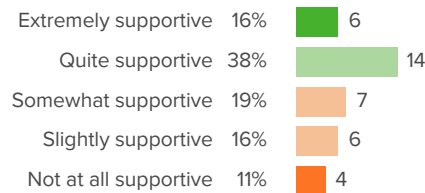
### Q.3: How much trust exists between school leaders and faculty?



▲ 16 from last survey

Favorable: **46%**

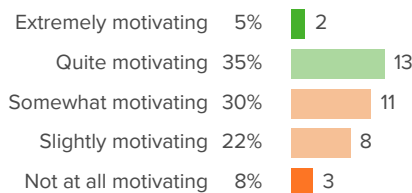
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 17 from last survey

Favorable: **54%**

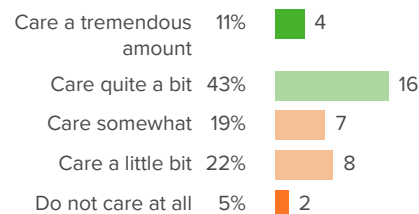
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ 10 from last survey

Favorable: **41%**

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

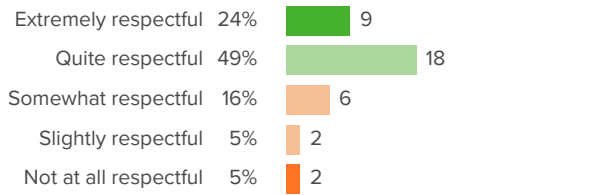


▲ 12 from last survey

Favorable: **54%**

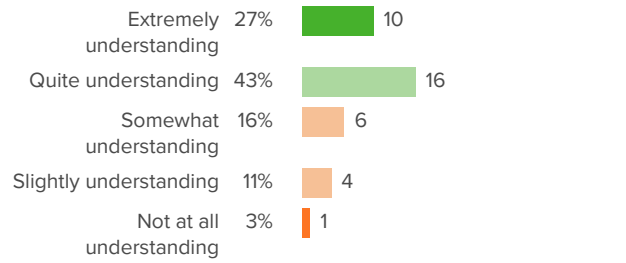


**Q.7: How respectful are your school leaders towards you?**



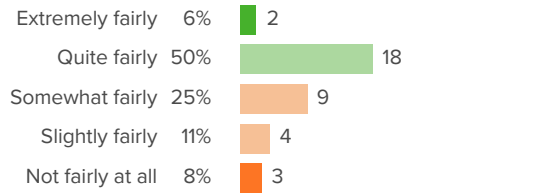
▲ **13** from last survey Favorable: **73%**

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



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

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



▼ **3** from last survey Favorable: **56%**



# Well-being

Your average

**56%**

37 responses

Change

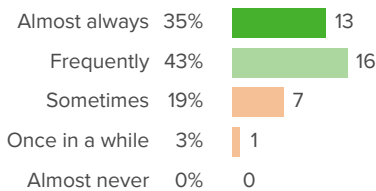
**▲ 12**

since last survey

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

## How did people respond?

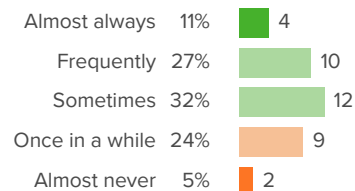
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 15 from last survey

Favorable: **78%**

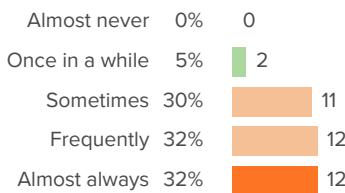
**Q.2: During the past week, how often did you feel excited at work?**



▼ 2 from last survey

Favorable: **70%**

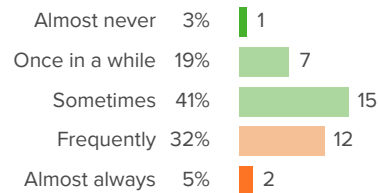
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 2 from last survey

Favorable: **5%**

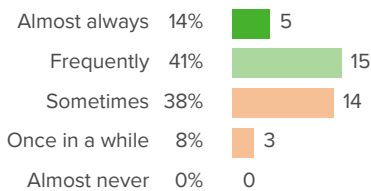
**Q.4: During the past week, how often did you feel frustrated at work?**



▲ 15 from last survey

Favorable: **62%**

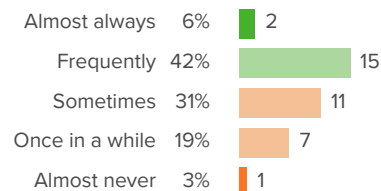
**Q.5: During the past week, how often did you feel happy at work?**



▲ 21 from last survey

Favorable: **54%**

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

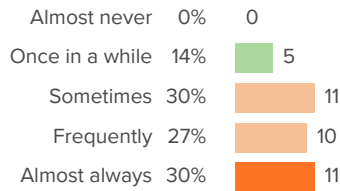


▲ 24 from last survey

Favorable: **47%**

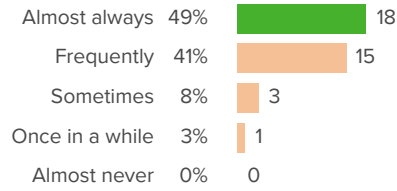


**Q.7: During the past week, how often did you feel overwhelmed at work?**



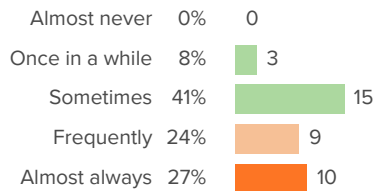
▲ 0 from last survey Favorable: **14%**

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



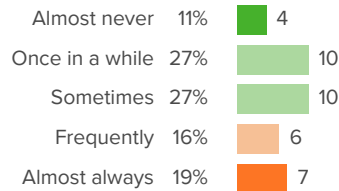
▲ 7 from last survey Favorable: **49%**

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



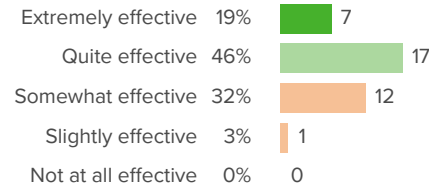
▲ 21 from last survey Favorable: **49%**

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



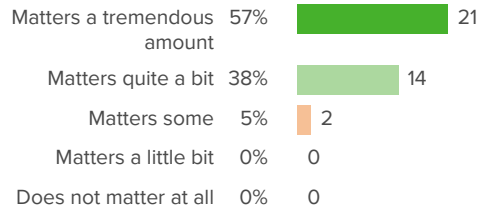
▲ 12 from last survey Favorable: **65%**

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



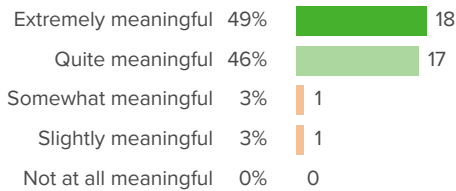
▲ 25 from last survey Favorable: **65%**

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



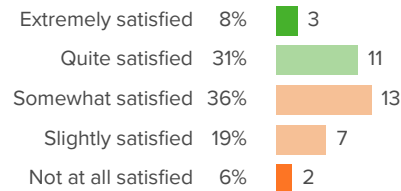
▲ 7 from last survey Favorable: **95%**

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



▲ 9 from last survey Favorable: **95%**

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



▲ 15 from last survey Favorable: **39%**



# Work environment

Your average

**85%**

37 responses

Change

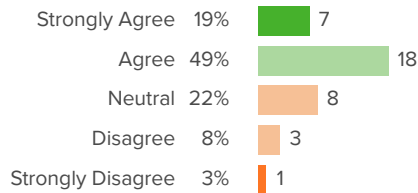
**▲ 4**

since last survey

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

## How did people respond?

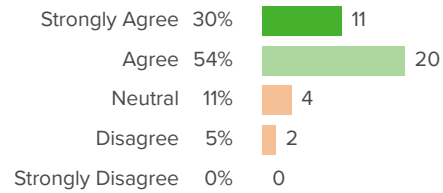
**Q.1: I have the materials and resources to do my job effectively.**



▲ 1 from last survey

Favorable: **68%**

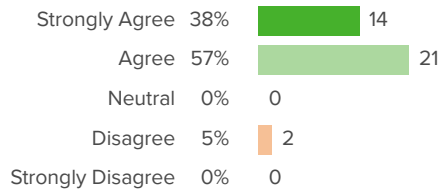
**Q.2: My school/location is in good condition and well-maintained.**



▲ 0 from last survey

Favorable: **84%**

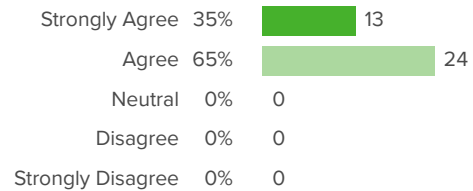
**Q.3: I feel safe in my school/location.**



▲ 11 from last survey

Favorable: **95%**

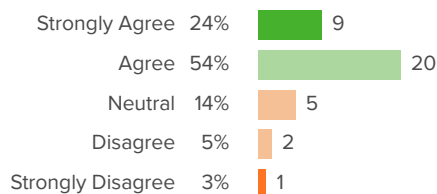
**Q.4: I am aware of safety and security procedures at my school/location.**



▲ 2 from last survey

Favorable: **100%**

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



▲ 8 from last survey

Favorable: **78%**



## Background Questions

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



**Q.1: Location**

Affton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	100%	37
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	11%	4
Teacher - Partner district	59%	22
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	16%	6
Other	14%	5





**Kirkwood 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