



Litzsinger

Teacher Survey
Spring 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	33% ▼ 13 since last survey	41% SSD of St. Louis (MO) 57% Special School District
Communicating results	88% ▼ 7 since last survey	69% SSD of St. Louis (MO) 72% Special School District
Communications	70% ▼ 9 since last survey	64% SSD of St. Louis (MO) 64% Special School District
Deia	70% ▼ 1 since last survey	66% SSD of St. Louis (MO) 63% Special School District
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	40% ▼ 4 since last survey	34% SSD of St. Louis (MO) 35% Special School District
Mission and vision	81% ▲ 4 since last survey	68% SSD of St. Louis (MO) 70% Special School District
Overall engagement	93% ▲ 15 since last survey	70% SSD of St. Louis (MO) 75% Special School District



Partner Districts	0%	60%	SSD of St. Louis (MO)
	▼ 100	50%	Special School District
	since last survey		
<hr/>			
Professional Learning	49%	41%	SSD of St. Louis (MO)
	▼ 1	43%	Special School District
	since last survey		
<hr/>			
School Climate	46%	45%	SSD of St. Louis (MO)
Perceptions of the overall social and learning climate of the school.	▼ 6	44%	Special School District
	since last survey		
<hr/>			
School Leadership	52%	48%	SSD of St. Louis (MO)
Perceptions of the school leadership's effectiveness.	▼ 4	47%	Special School District
	since last survey		
<hr/>			
Staff-Leadership Relationships	58%	62%	SSD of St. Louis (MO)
Perceptions of faculty and staff relationships with school leaders.	▼ 10	61%	Special School District
	since last survey		
<hr/>			
Well-being	62%	58%	SSD of St. Louis (MO)
Faculty and staff perceptions of their own professional well-being.	▲ 1	63%	Special School District
	since last survey		
<hr/>			
Work environment	84%	75%	SSD of St. Louis (MO)
	▼ 2	81%	Special School District
	since last survey		

17 responses



Additional questions

Your average

33%

17 responses

Change

▼ 13

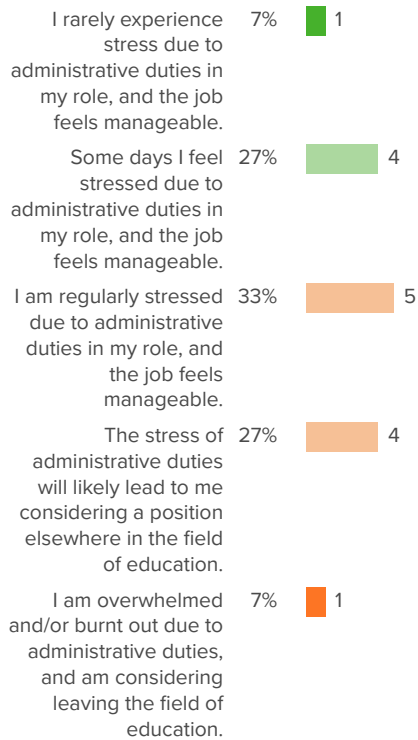
since last survey

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

District average: **57%** Special School District

How did people respond?

Q.1: To what extent do administrative duties (e.g. data entry, email, filling out forms, etc.) impact your personal level of stress?



▼ 13 from last survey

Favorable: **33%**



Communicating results

Your average

88%

17 responses

Change

▼ 7

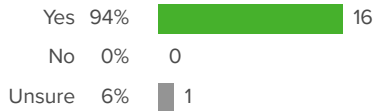
since last survey

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

District average: **72%** Special School District

How did people respond?

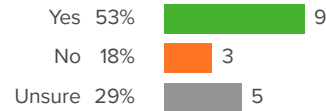
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▲ **3** from last survey

Favorable: **100%**

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



▼ **17** from last survey

Favorable: **75%**



Communications

Your average

70%

17 responses

Change

▼ 9

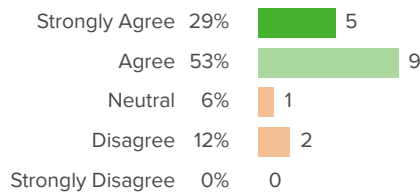
since last survey

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

District average: **64%** Special School District

How did people respond?

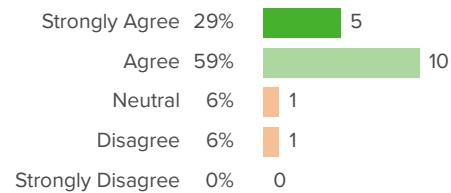
Q.1: My direct supervisor provides me with constructive feedback.



▲ 3 from last survey

Favorable: **82%**

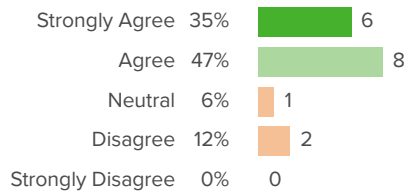
Q.2: I receive adequate and timely information about district news and initiatives.



▼ 6 from last survey

Favorable: **88%**

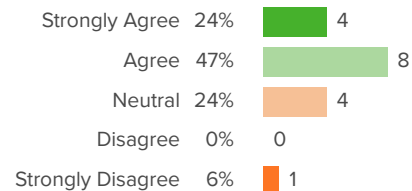
Q.3: I am aware of where and how I can direct a question or concern.



▼ 9 from last survey

Favorable: **82%**

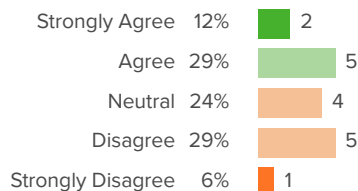
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 1 from last survey

Favorable: **71%**

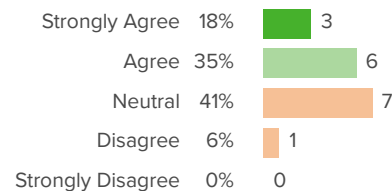
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▼ 23 from last survey

Favorable: **41%**

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



▼ 23 from last survey

Favorable: **53%**



Deia

Your average

70%

17 responses

Change

▼ 1

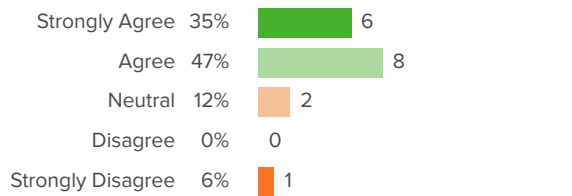
since last survey

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

District average: **63%** Special School District

How did people respond?

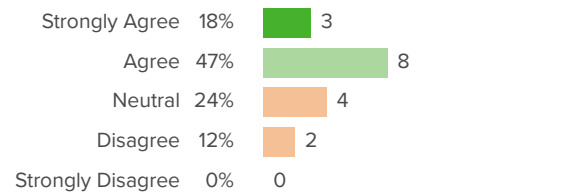
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ 3 from last survey

Favorable: **82%**

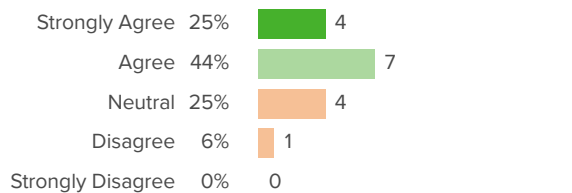
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 7 from last survey

Favorable: **65%**

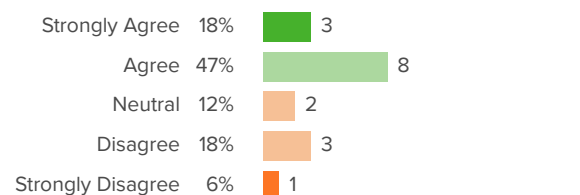
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 0 from last survey

Favorable: **69%**

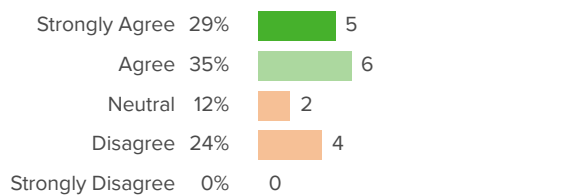
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ 6 from last survey

Favorable: **65%**

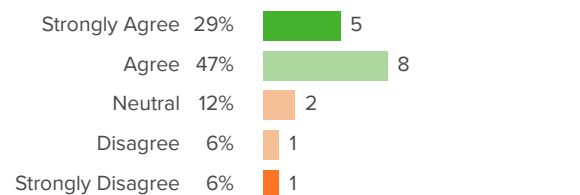
Q.5: I feel my background and identity are valued at SSD.



▼ 2 from last survey

Favorable: **65%**

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



▲ 0 from last survey

Favorable: **76%**



Feedback and Coaching

Your average

40%

17 responses

Change

▼ 4

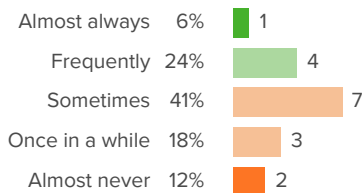
since last survey

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

District average: **35%** Special School District

How did people respond?

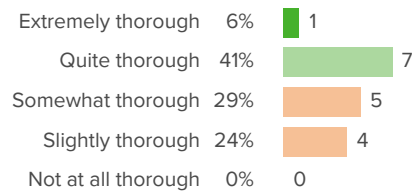
Q.1: How often do you receive feedback on your teaching?



▼ 15 from last survey

Favorable: **29%**

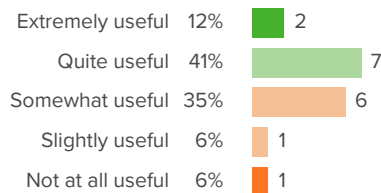
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ 6 from last survey

Favorable: **47%**

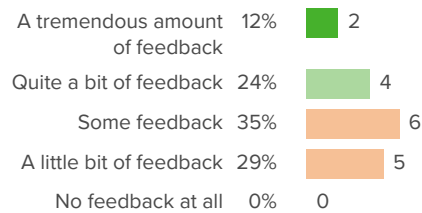
Q.3: How useful do you find the feedback you receive on your teaching?



▼ 5 from last survey

Favorable: **53%**

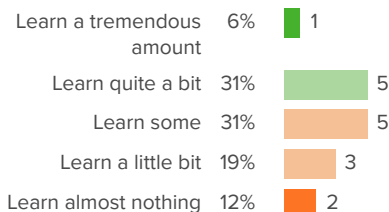
Q.4: How much feedback do you receive on your teaching?



▼ 6 from last survey

Favorable: **35%**

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



▲ 13 from last survey

Favorable: **38%**



Mission and vision

Your average

81%

17 responses

Change

▲ 4

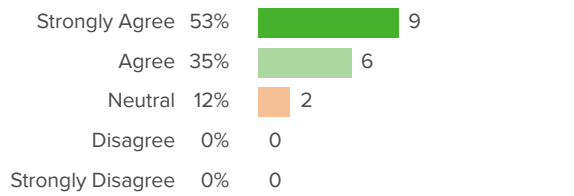
since last survey

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

District average: **70%** Special School District

How did people respond?

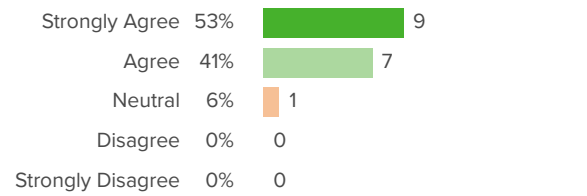
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 6 from last survey

Favorable: **88%**

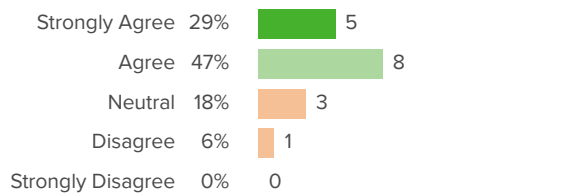
Q.2: The district's mission and vision are clearly defined.



▲ 0 from last survey

Favorable: **94%**

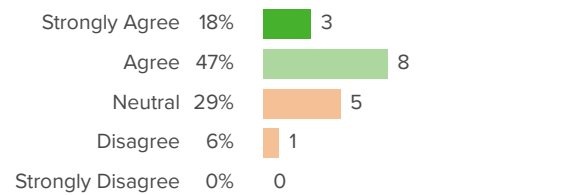
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 8 from last survey

Favorable: **76%**

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



▲ 15 from last survey

Favorable: **65%**



Overall engagement

Your average

93%

17 responses

Change

▲ 15

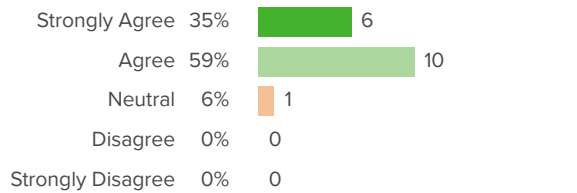
since last survey

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

District average: **75%** Special School District

How did people respond?

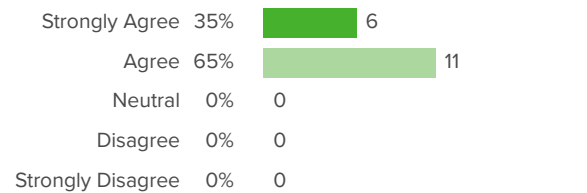
Q.1: I am proud to work for SSD.



▲ 12 from last survey

Favorable: **94%**

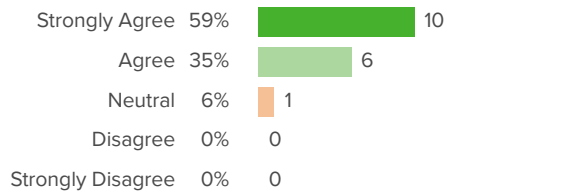
Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 12 from last survey

Favorable: **100%**

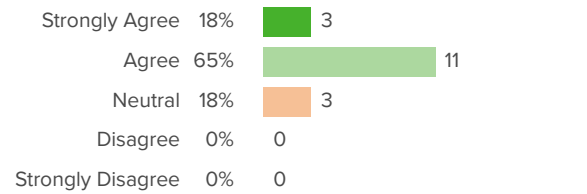
Q.3: I am engaged in my work.



▲ 3 from last survey

Favorable: **94%**

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



▲ 32 from last survey

Favorable: **82%**



Partner Districts

Your average

0%

17 responses

Change

▼ 100

since last survey

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

District average: 50% Special School District

How did people respond?

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

Strongly Agree	0%	0
Agree	0%	0
Neutral	100%	1
Disagree	0%	0
Strongly Disagree	0%	0

▼ 100 from last survey

Favorable: 0%

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

Strongly Agree	0%	0
Agree	0%	0
Neutral	100%	1
Disagree	0%	0
Strongly Disagree	0%	0

▼ 100 from last survey

Favorable: 0%

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

Strongly Agree	0%	0
Agree	0%	0
Neutral	100%	1
Disagree	0%	0
Strongly Disagree	0%	0

▼ 100 from last survey

Favorable: 0%

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

Strongly Agree	0%	0
Agree	0%	0
Neutral	0%	0
Disagree	100%	1
Strongly Disagree	0%	0

▼ 100 from last survey

Favorable: 0%



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

Strongly Agree	0%	0
Agree	0%	0
Neutral	100%	1
Disagree	0%	0
Strongly Disagree	0%	0

▼ 100 from last survey

Favorable: 0%

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

Strongly Agree	0%	0
Agree	0%	0
Neutral	100%	1
Disagree	0%	0
Strongly Disagree	0%	0

▼ 100 from last survey

Favorable: 0%



Professional Learning

Your average

49%

17 responses

Change

▼ 1

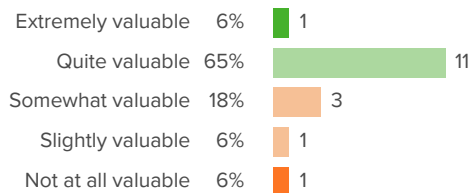
since last survey

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

District average: **43%** Special School District

How did people respond?

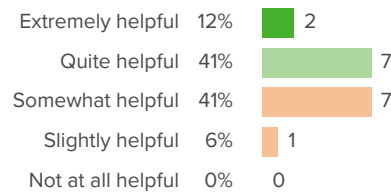
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 23 from last survey

Favorable: **71%**

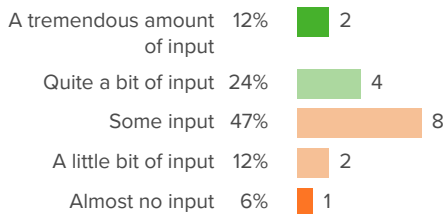
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 21 from last survey

Favorable: **53%**

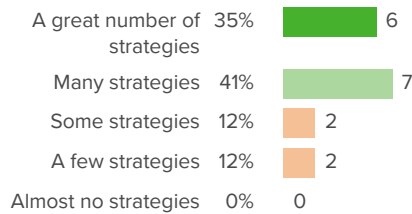
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 2 from last survey

Favorable: **35%**

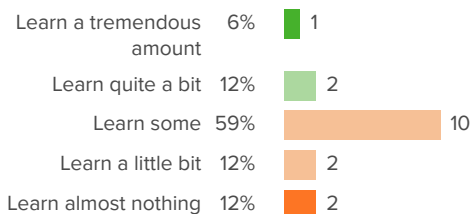
Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 9 from last survey

Favorable: **76%**

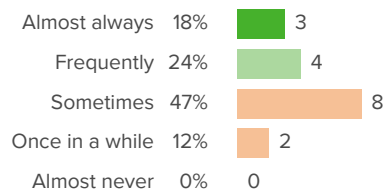
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 21 from last survey

Favorable: **18%**

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

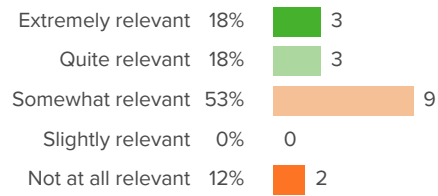


▲ 5 from last survey

Favorable: **41%**



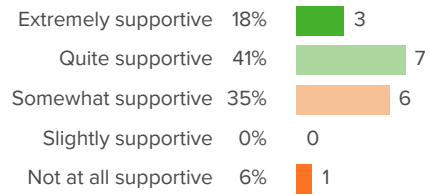
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▼ 10 from last survey

Favorable: **35%**

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



▲ 1 from last survey

Favorable: **59%**



School Climate

Your average

46%

17 responses

Change

▼ 6

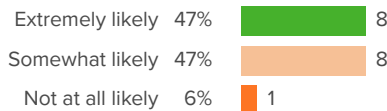
since last survey

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

District average: **44%** Special School District

How did people respond?

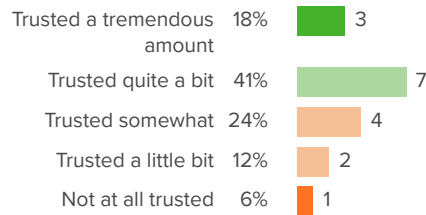
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ 6 from last survey

Favorable: **47%**

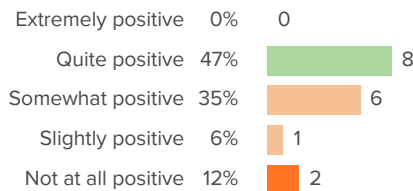
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 6 from last survey

Favorable: **59%**

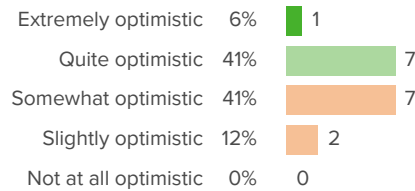
Q.3: How positive are the attitudes of your colleagues?



▲ 5 from last survey

Favorable: **47%**

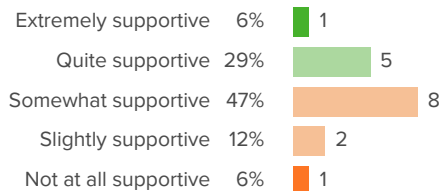
Q.4: How optimistic are you the future of Special School District?



▼ 9 from last survey

Favorable: **47%**

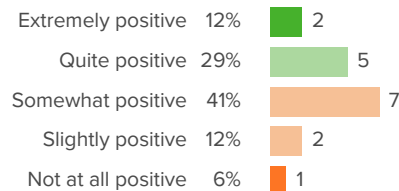
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 6 from last survey

Favorable: **35%**

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



▼ 15 from last survey

Favorable: **41%**



School Leadership

Your average

52%

17 responses

Change

▼ 4

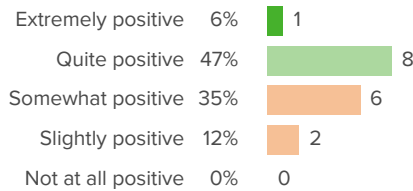
since last survey

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

District average: **47%** Special School District

How did people respond?

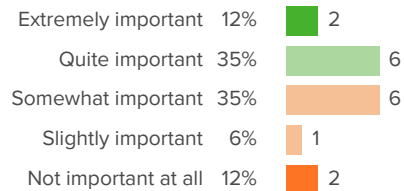
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 21 from last survey

Favorable: **53%**

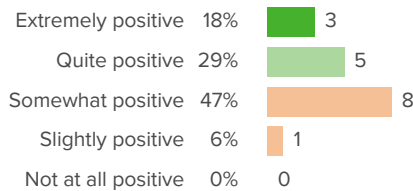
Q.2: For your school leaders, how important is teacher satisfaction?



▼ 18 from last survey

Favorable: **47%**

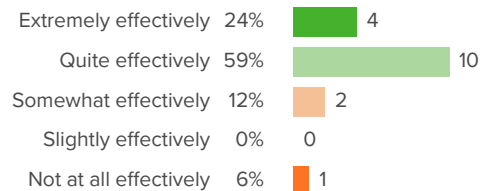
Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 15 from last survey

Favorable: **47%**

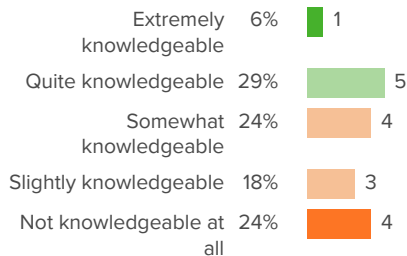
Q.4: How effectively do school leaders communicate important information to teachers?



▲ 17 from last survey

Favorable: **82%**

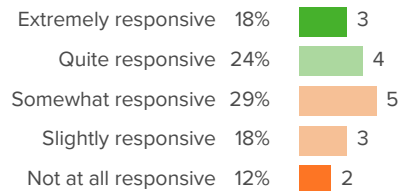
Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



▼ 3 from last survey

Favorable: **35%**

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

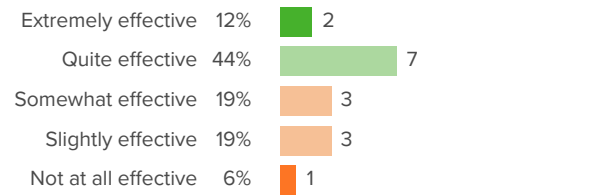


▼ 4 from last survey

Favorable: **41%**

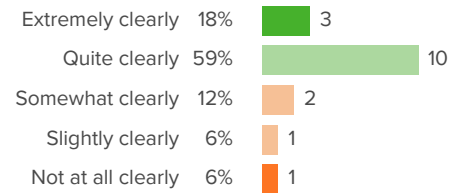


Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



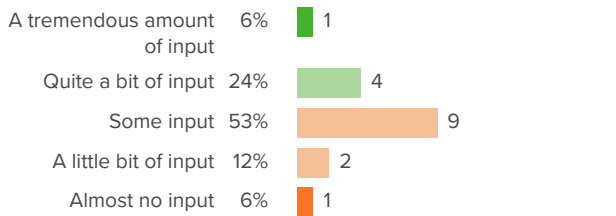
▼ 3 from last survey Favorable: **56%**

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



▲ 0 from last survey Favorable: **76%**

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



▲ 10 from last survey Favorable: **29%**



Staff-Leadership Relationships

Your average

58%

17 responses

Change

▼ 10

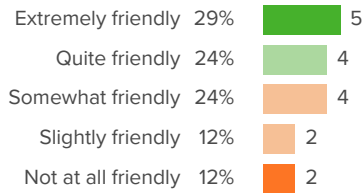
since last survey

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

District average: **61%** Special School District

How did people respond?

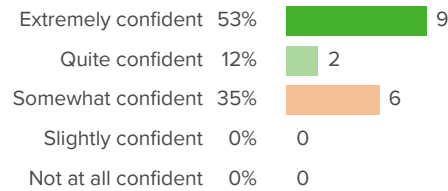
Q.1: How friendly are your school leaders toward you?



▼ 26 from last survey

Favorable: **53%**

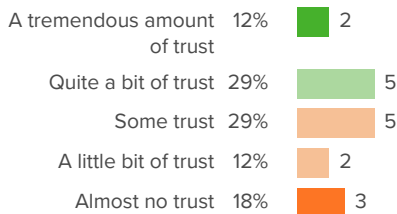
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 14 from last survey

Favorable: **65%**

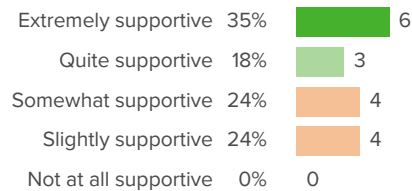
Q.3: How much trust exists between school leaders and faculty?



▼ 12 from last survey

Favorable: **41%**

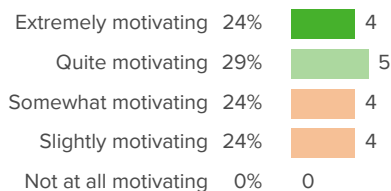
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 12 from last survey

Favorable: **53%**

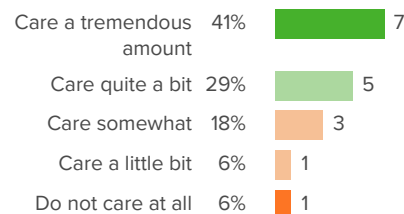
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 1 from last survey

Favorable: **53%**

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

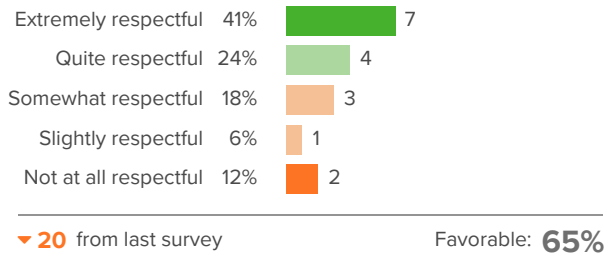


▲ 9 from last survey

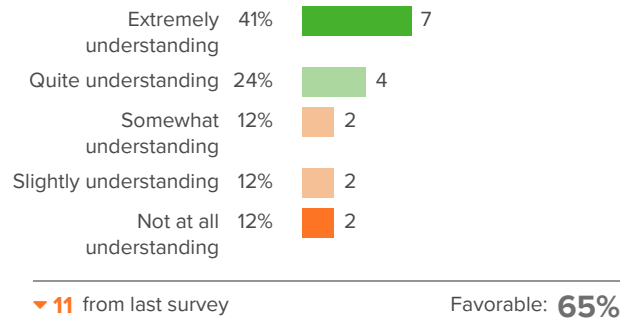
Favorable: **71%**



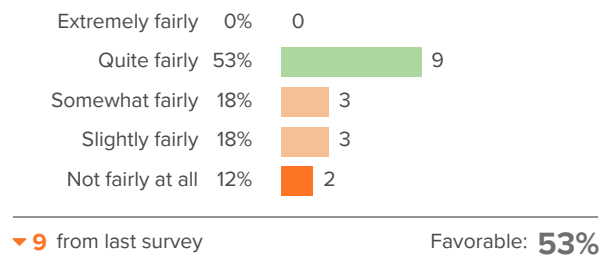
Q.7: How respectful are your school leaders towards you?



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



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





Well-being

Your average

62%

17 responses

Change

▲ 1

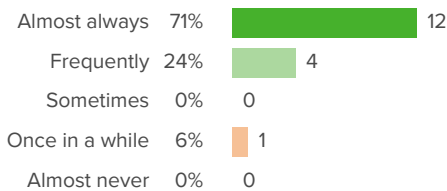
since last survey

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

District average: **63%** Special School District

How did people respond?

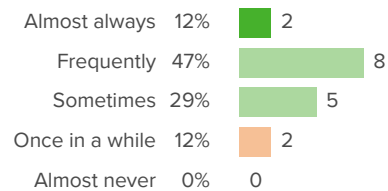
Q.1: During the past week, how often did you feel engaged at work?



▲ 6 from last survey

Favorable: **94%**

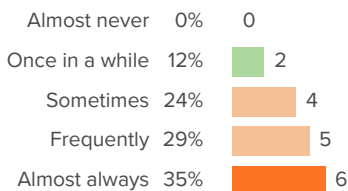
Q.2: During the past week, how often did you feel excited at work?



▲ 3 from last survey

Favorable: **88%**

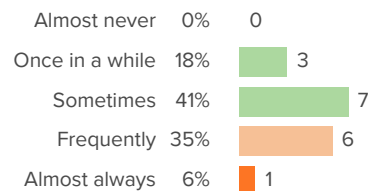
Q.3: During the past week, how often did you feel exhausted at work?



▲ 6 from last survey

Favorable: **12%**

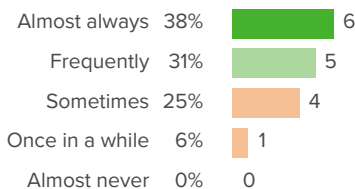
Q.4: During the past week, how often did you feel frustrated at work?



▼ 5 from last survey

Favorable: **59%**

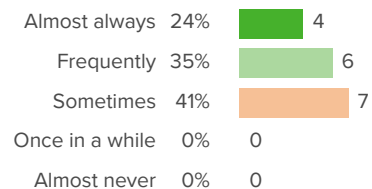
Q.5: During the past week, how often did you feel happy at work?



▲ 4 from last survey

Favorable: **69%**

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

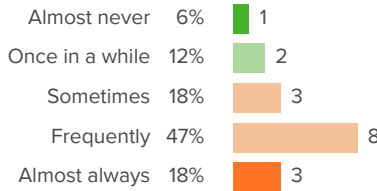


▼ 6 from last survey

Favorable: **59%**

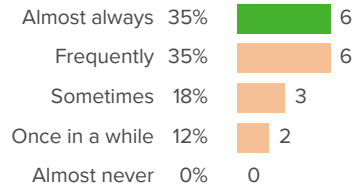


Q.7: During the past week, how often did you feel overwhelmed at work?



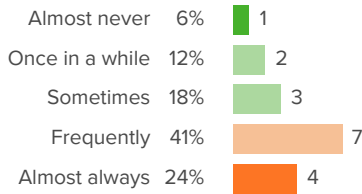
▼ 8 from last survey Favorable: 18%

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



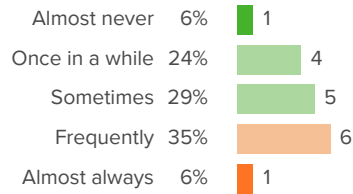
▲ 14 from last survey Favorable: 35%

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



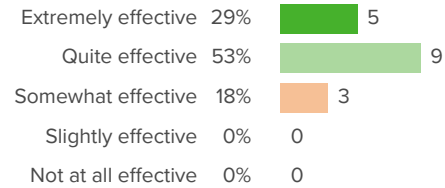
▼ 15 from last survey Favorable: 35%

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



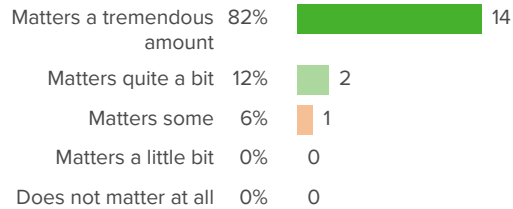
▼ 23 from last survey Favorable: 59%

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



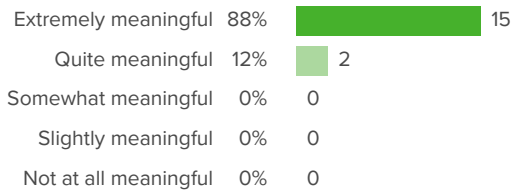
▲ 26 from last survey Favorable: 82%

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



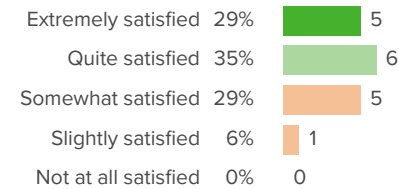
▼ 3 from last survey Favorable: 94%

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



▲ 9 from last survey Favorable: 100%

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



▲ 6 from last survey Favorable: 65%



Work environment

Your average

84%

17 responses

Change

▼ 2

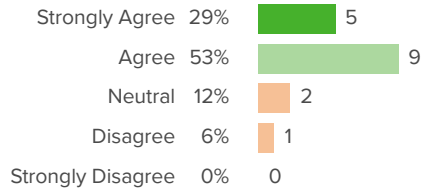
since last survey

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

District average: **81%** Special School District

How did people respond?

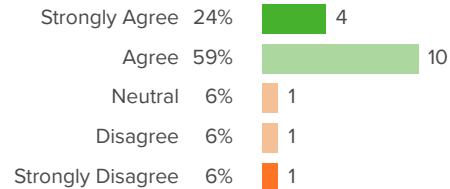
Q.1: I have the materials and resources to do my job effectively.



▲ 0 from last survey

Favorable: **82%**

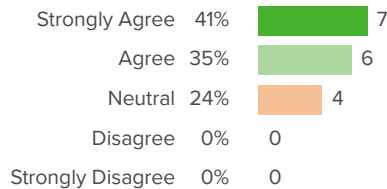
Q.2: My school/location is in good condition and well-maintained.



▼ 6 from last survey

Favorable: **82%**

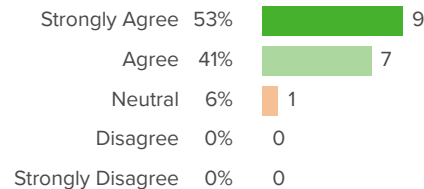
Q.3: I feel safe in my school/location.



▲ 2 from last survey

Favorable: **76%**

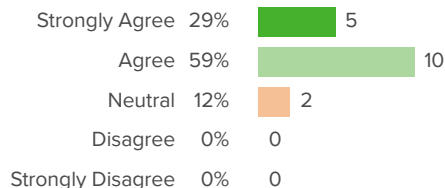
Q.4: I am aware of safety and security procedures at my school/location.



▼ 6 from last survey

Favorable: **94%**

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



▲ 3 from last survey

Favorable: **88%**



Background Questions

How did people respond? _____



Q.1: Location

Affton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	0%	0
Ladue School District	0%	0
Lindbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	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	100%	14
Neuwoehner High School	0%	0

Q.2: Job type

Teacher - SSD school, site, or program	67%		10
Teacher - Partner district	0%	0	0
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	33%		5
Other	0%	0	0



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