



Bridges

Teacher Survey
Spring 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	67% ▲ 7 since last survey	41% SSD of St. Louis (MO) 57% Special School District
Communicating results	88% ▼ 12 since last survey	69% SSD of St. Louis (MO) 72% Special School District
Communications	78% ▲ 9 since last survey	64% SSD of St. Louis (MO) 64% Special School District
Deia	64% ▼ 5 since last survey	66% SSD of St. Louis (MO) 63% Special School District
Feedback and Coaching <small>Perceptions of the amount and quality of feedback faculty and staff receive.</small>	24% ▲ 4 since last survey	34% SSD of St. Louis (MO) 35% Special School District
Mission and vision	79% ▼ 4 since last survey	68% SSD of St. Louis (MO) 70% Special School District
Overall engagement	67% ▼ 12 since last survey	70% SSD of St. Louis (MO) 75% Special School District



Professional Learning

38%

▼ 2

since last survey

41%

SSD of St. Louis (MO)

43%

Special School District

School Climate

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

39%

▼ 8

since last survey

45%

SSD of St. Louis (MO)

44%

Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

41%

▲ 4

since last survey

48%

SSD of St. Louis (MO)

47%

Special School District

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

64%

▲ 3

since last survey

62%

SSD of St. Louis (MO)

61%

Special School District

Well-being

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

71%

▲ 15

since last survey

58%

SSD of St. Louis (MO)

63%

Special School District

Work environment

90%

▲ 17

since last survey

75%

SSD of St. Louis (MO)

81%

Special School District

6 responses



Additional questions

Your average

67%

6 responses

Change

▲ 7

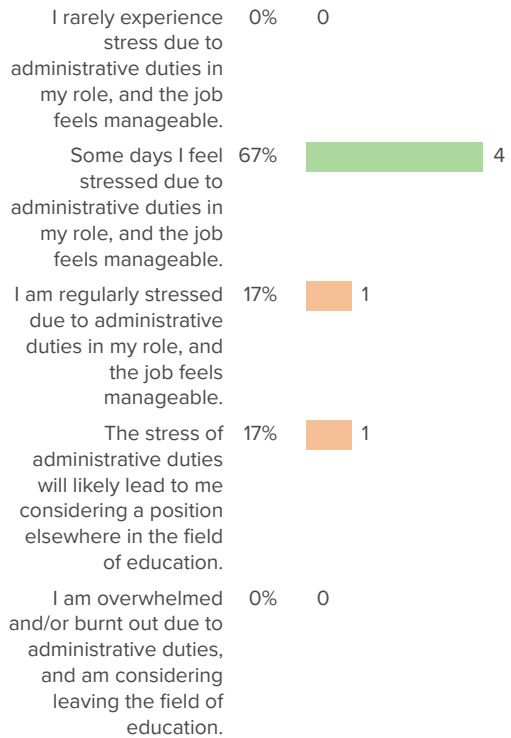
since last survey

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?



▲ 7 from last survey

Favorable: **67%**



Communicating results

Your average

88%

6 responses

Change

▼ 12

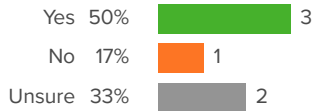
since last survey

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

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

How did people respond?

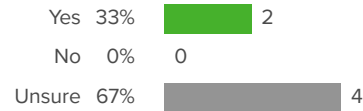
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▼ **25** from last survey

Favorable: **75%**

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



Favorable: **100%**



Communications

Your average

78%

6 responses

Change

▲ 9

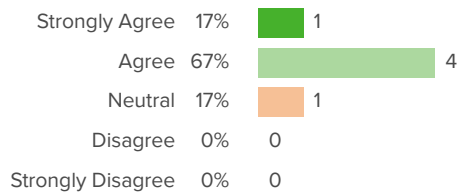
since last survey

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

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

How did people respond?

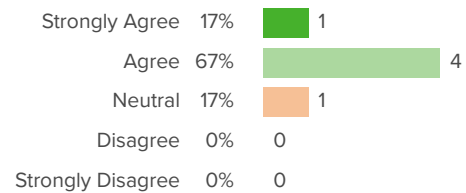
Q.1: My direct supervisor provides me with constructive feedback.



▲ 0 from last survey

Favorable: **83%**

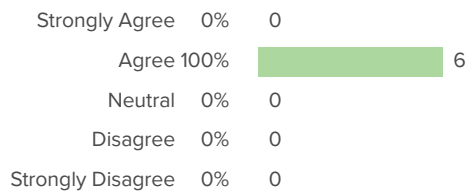
Q.2: I receive adequate and timely information about district news and initiatives.



▼ 17 from last survey

Favorable: **83%**

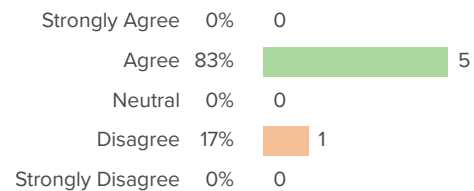
Q.3: I am aware of where and how I can direct a question or concern.



▲ 0 from last survey

Favorable: **100%**

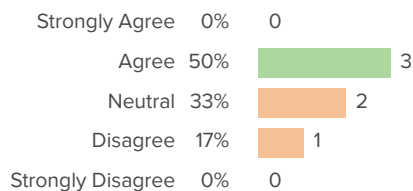
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 33 from last survey

Favorable: **83%**

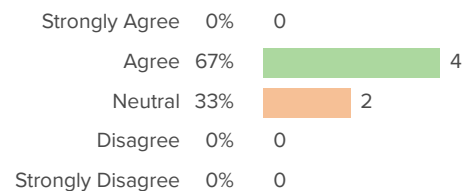
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 17 from last survey

Favorable: **50%**

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



▲ 17 from last survey

Favorable: **67%**



Deia

Your average

64%

6 responses

Change

▼ 5

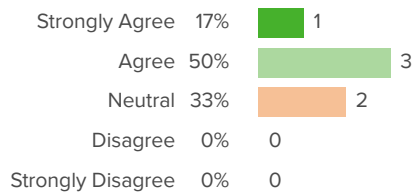
since last survey

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

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

How did people respond?

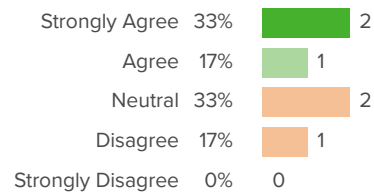
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 0 from last survey

Favorable: **67%**

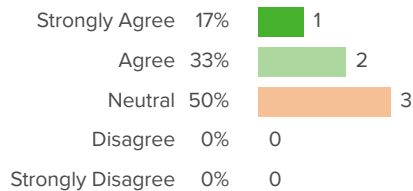
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 33 from last survey

Favorable: **50%**

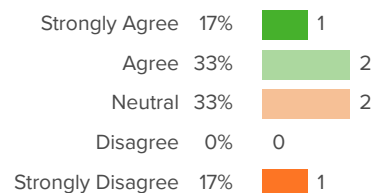
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ 17 from last survey

Favorable: **50%**

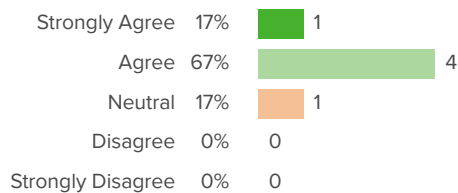
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▲ 17 from last survey

Favorable: **50%**

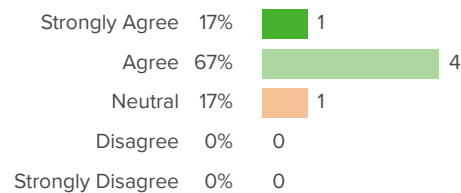
Q.5: I feel my background and identity are valued at SSD.



▲ 0 from last survey

Favorable: **83%**

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: **83%**



Feedback and Coaching

Your average

24%

6 responses

Change

▲ 4

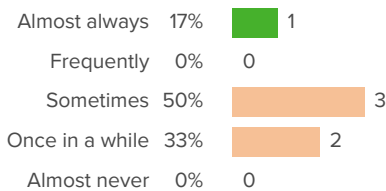
since last survey

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

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

How did people respond?

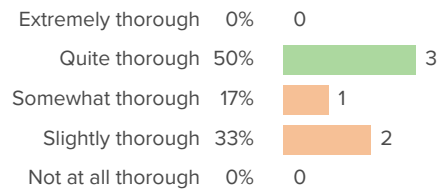
Q.1: How often do you receive feedback on your teaching?



▲ 0 from last survey

Favorable: **17%**

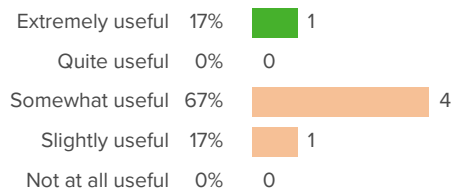
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 33 from last survey

Favorable: **50%**

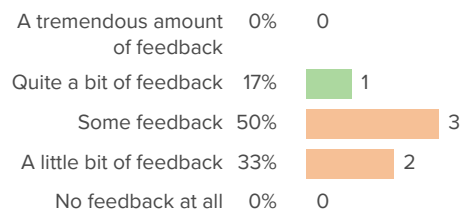
Q.3: How useful do you find the feedback you receive on your teaching?



▼ 16 from last survey

Favorable: **17%**

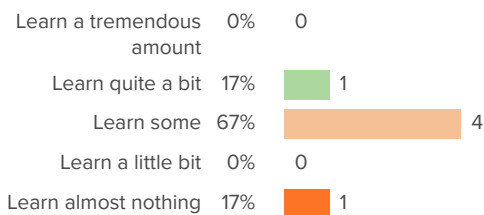
Q.4: How much feedback do you receive on your teaching?



▲ 0 from last survey

Favorable: **17%**

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



▲ 0 from last survey

Favorable: **17%**



Mission and vision

Your average

79%

6 responses

Change

▼ **4**

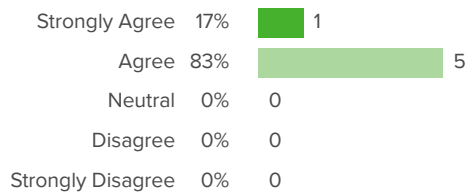
since last survey

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

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

How did people respond?

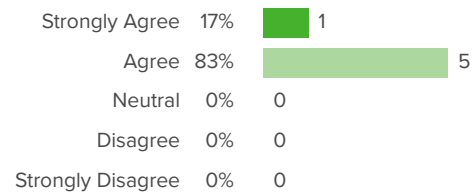
Q.1: I am familiar with and support the mission and vision of SSD.



▲ 0 from last survey

Favorable: **100%**

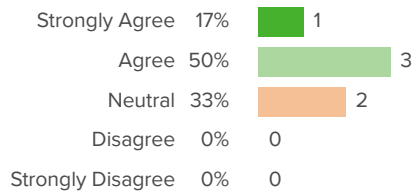
Q.2: The district's mission and vision are clearly defined.



▲ 0 from last survey

Favorable: **100%**

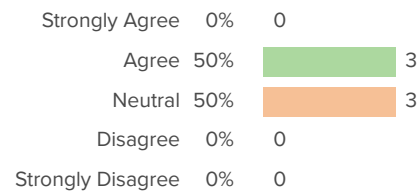
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 16 from last survey

Favorable: **67%**

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



▲ 0 from last survey

Favorable: **50%**



Overall engagement

Your average

67%

6 responses

Change

▼ 12

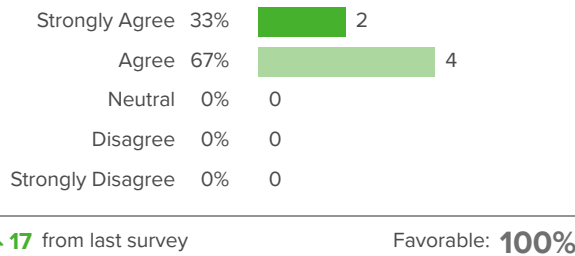
since last survey

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

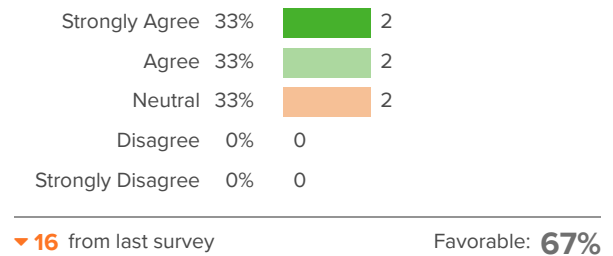
District average: **75%** Special School District

How did people respond?

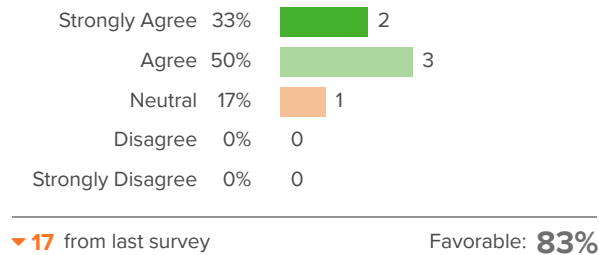
Q.1: I am proud to work for SSD.



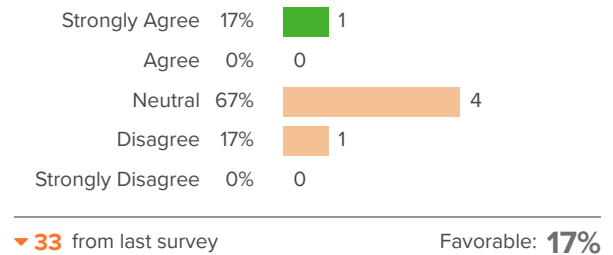
Q.2: Employment with SSD gives me a feeling of accomplishment.



Q.3: I am engaged in my work.



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





Professional Learning

Your average

38%

6 responses

Change

▼ 2

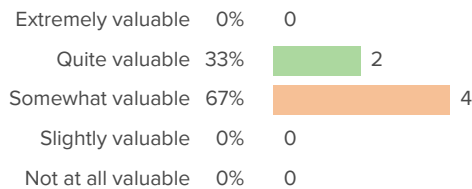
since last survey

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

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

How did people respond?

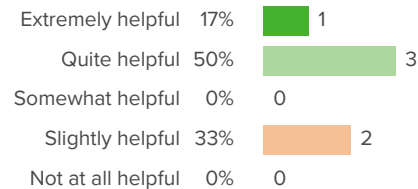
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 16 from last survey

Favorable: **33%**

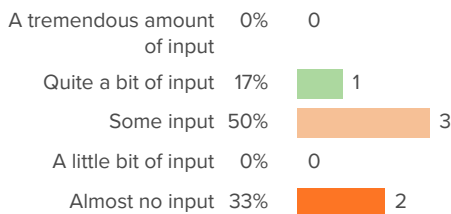
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 16 from last survey

Favorable: **67%**

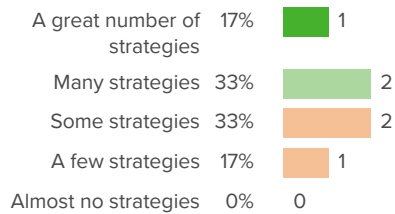
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 3 from last survey

Favorable: **17%**

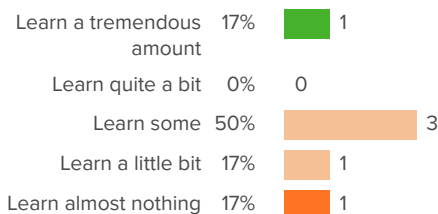
Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 0 from last survey

Favorable: **50%**

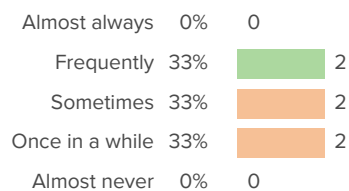
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 16 from last survey

Favorable: **17%**

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

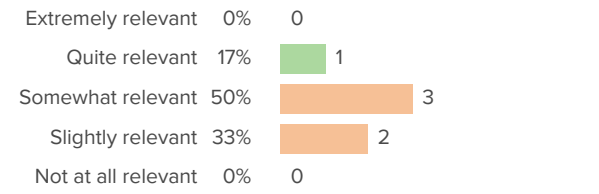


▲ 0 from last survey

Favorable: **33%**



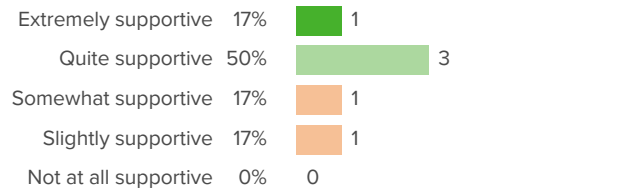
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▼ **16** from last survey

Favorable: **17%**

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



▲ **17** from last survey

Favorable: **67%**



School Climate

Your average

39%

6 responses

Change

▼ 8

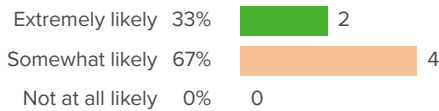
since last survey

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

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

How did people respond?

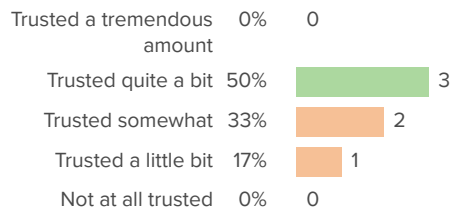
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ 17 from last survey

Favorable: **33%**

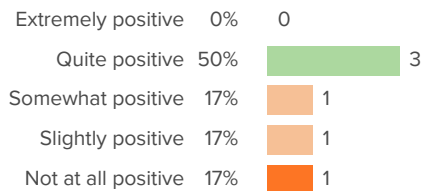
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 17 from last survey

Favorable: **50%**

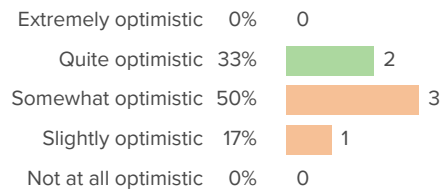
Q.3: How positive are the attitudes of your colleagues?



▲ 0 from last survey

Favorable: **50%**

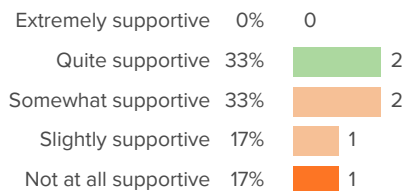
Q.4: How optimistic are you the future of Special School District?



▲ 0 from last survey

Favorable: **33%**

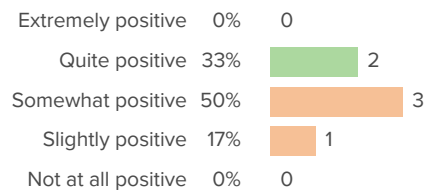
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 0 from last survey

Favorable: **33%**

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



▼ 17 from last survey

Favorable: **33%**



School Leadership

Your average

41%

6 responses

Change

▲ 4

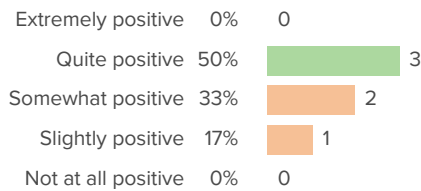
since last survey

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

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

How did people respond?

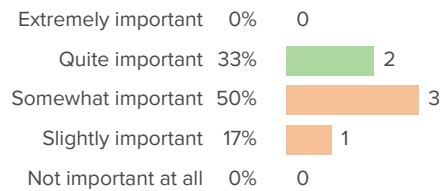
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 0 from last survey

Favorable: **50%**

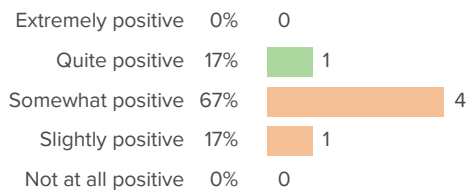
Q.2: For your school leaders, how important is teacher satisfaction?



▲ 0 from last survey

Favorable: **33%**

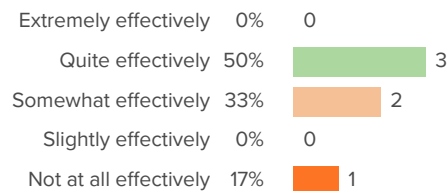
Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 16 from last survey

Favorable: **17%**

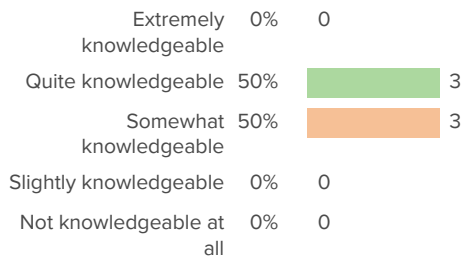
Q.4: How effectively do school leaders communicate important information to teachers?



▲ 17 from last survey

Favorable: **50%**

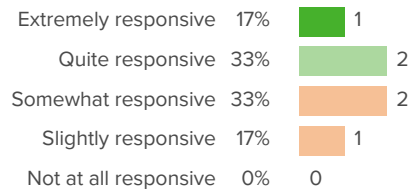
Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



▲ 17 from last survey

Favorable: **50%**

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

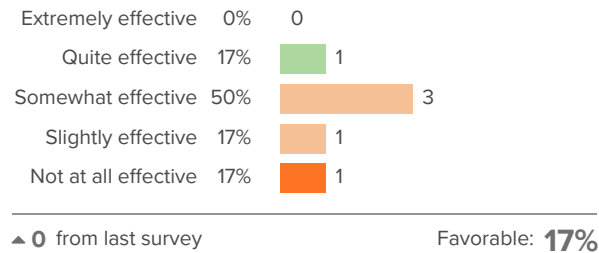


▲ 17 from last survey

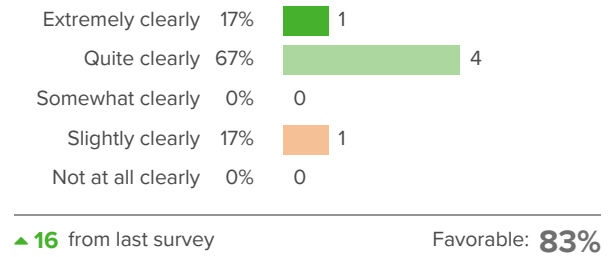
Favorable: **50%**



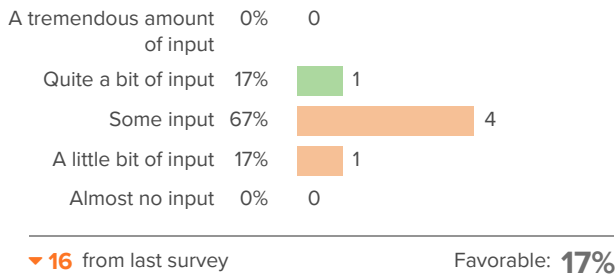
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



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



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





Staff-Leadership Relationships

Your average

64%

6 responses

Change

▲ 3

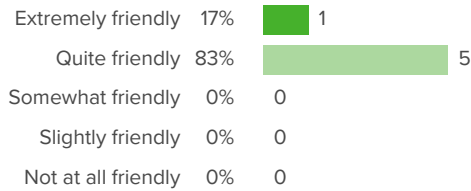
since last survey

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

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

How did people respond?

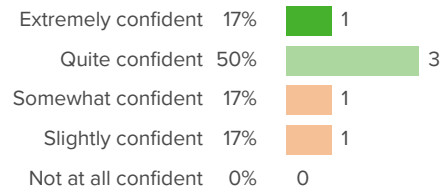
Q.1: How friendly are your school leaders toward you?



▲ 17 from last survey

Favorable: **100%**

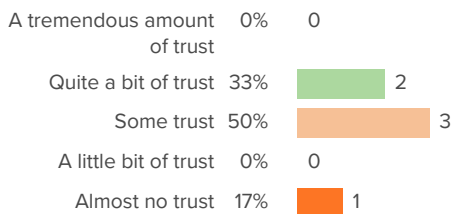
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 34 from last survey

Favorable: **67%**

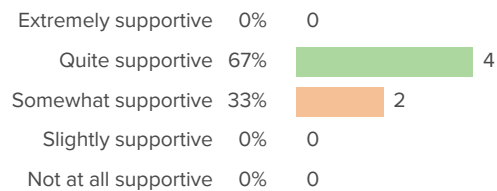
Q.3: How much trust exists between school leaders and faculty?



▲ 16 from last survey

Favorable: **33%**

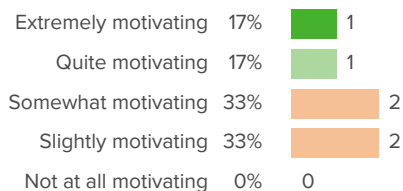
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 34 from last survey

Favorable: **67%**

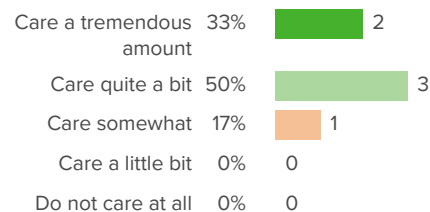
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: **33%**

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

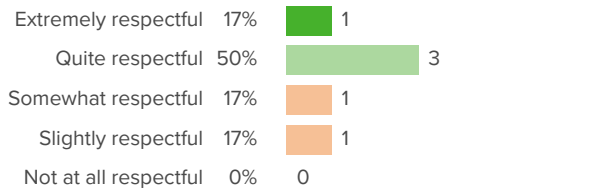


▲ 0 from last survey

Favorable: **83%**

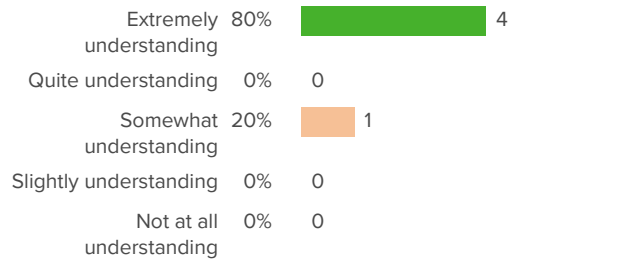


Q.7: How respectful are your school leaders towards you?



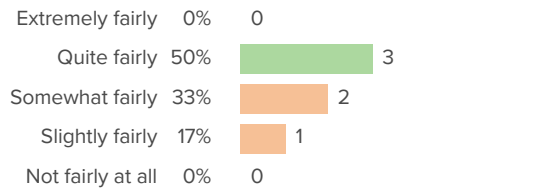
▼ **33** from last survey Favorable: **67%**

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



▼ **20** from last survey Favorable: **80%**

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



▼ **17** from last survey Favorable: **50%**



Well-being

Your average

71%

6 responses

Change

▲ 15

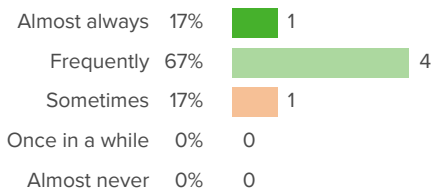
since last survey

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

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

How did people respond?

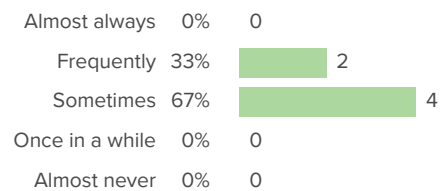
Q.1: During the past week, how often did you feel engaged at work?



▼ 17 from last survey

Favorable: **83%**

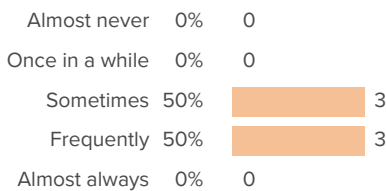
Q.2: During the past week, how often did you feel excited at work?



▲ 17 from last survey

Favorable: **100%**

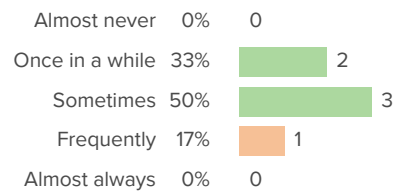
Q.3: During the past week, how often did you feel exhausted at work?



▼ 17 from last survey

Favorable: **0%**

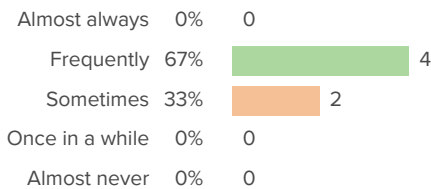
Q.4: During the past week, how often did you feel frustrated at work?



▲ 16 from last survey

Favorable: **83%**

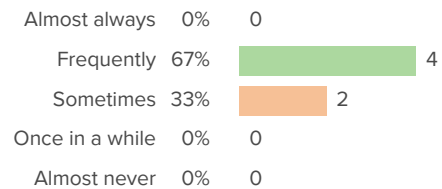
Q.5: During the past week, how often did you feel happy at work?



▲ 17 from last survey

Favorable: **67%**

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

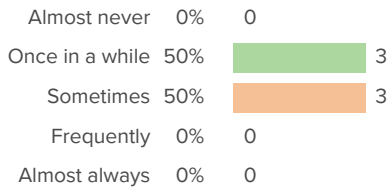


▲ 17 from last survey

Favorable: **67%**

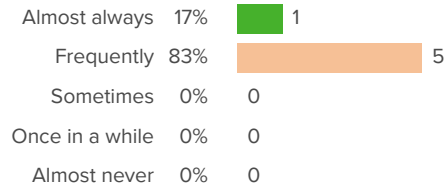


Q.7: During the past week, how often did you feel overwhelmed at work?



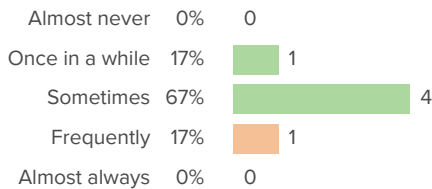
▲ **33** from last survey Favorable: **50%**

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



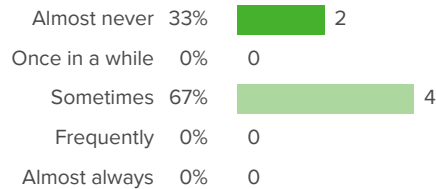
▲ **17** from last survey Favorable: **17%**

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



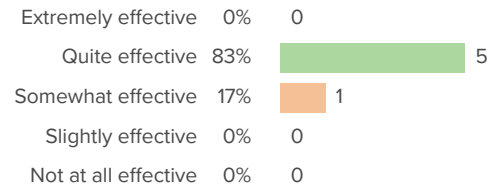
▲ **33** from last survey Favorable: **83%**

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



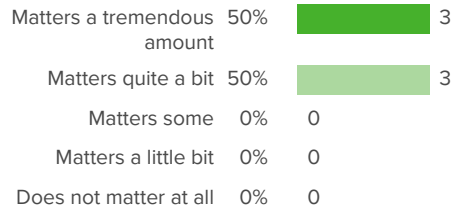
▲ **33** from last survey Favorable: **100%**

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



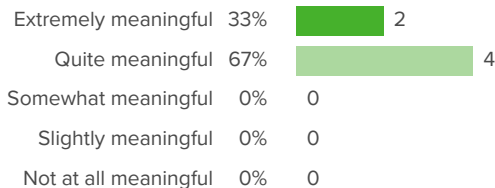
▲ **16** from last survey Favorable: **83%**

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



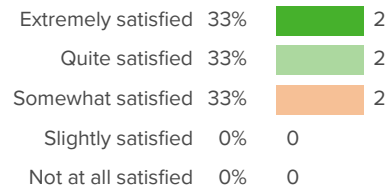
▲ **0** from last survey Favorable: **100%**

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



▲ **33** from last survey Favorable: **100%**

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



▲ **17** from last survey Favorable: **67%**



Work environment

Your average

90%

6 responses

Change

▲ 17

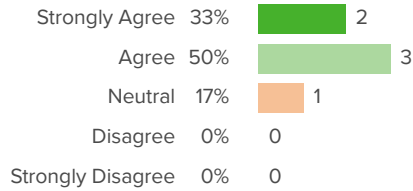
since last survey

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

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

How did people respond?

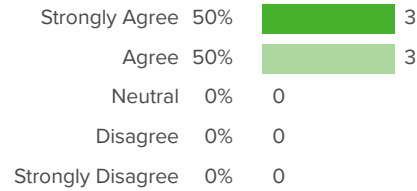
Q.1: I have the materials and resources to do my job effectively.



▲ 0 from last survey

Favorable: **83%**

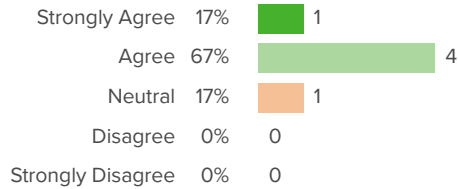
Q.2: My school/location is in good condition and well-maintained.



▲ 0 from last survey

Favorable: **100%**

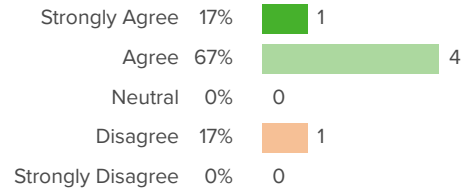
Q.3: I feel safe in my school/location.



▲ 50 from last survey

Favorable: **83%**

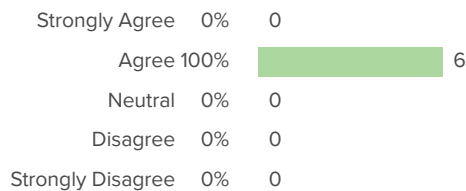
Q.4: I am aware of safety and security procedures at my school/location.



▲ 0 from last survey

Favorable: **83%**

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



▲ 33 from last survey

Favorable: **100%**



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	100%	6
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, 100% site, or program			6
Teacher - Partner district	0%	0	
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	0%	0	
Other	0%	0	



Bridges South

"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