



# North Tech

Teacher Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Additional questions</b>	<b>78%</b> ▲ 10 since last survey	<b>41%</b> SSD of St. Louis (MO) <b>57%</b> Special School District
<b>Communicating results</b>	<b>44%</b> ▼ 14 since last survey	<b>69%</b> SSD of St. Louis (MO) <b>72%</b> Special School District
<b>Communications</b>	<b>61%</b> ▼ 10 since last survey	<b>64%</b> SSD of St. Louis (MO) <b>64%</b> Special School District
<b>Deia</b>	<b>58%</b> ▼ 8 since last survey	<b>66%</b> SSD of St. Louis (MO) <b>63%</b> Special School District
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>37%</b> ▼ 4 since last survey	<b>34%</b> SSD of St. Louis (MO) <b>35%</b> Special School District
<b>Mission and vision</b>	<b>67%</b> ▼ 7 since last survey	<b>68%</b> SSD of St. Louis (MO) <b>70%</b> Special School District
<b>Overall engagement</b>	<b>71%</b> ▼ 7 since last survey	<b>70%</b> SSD of St. Louis (MO) <b>75%</b> Special School District



<b>Partner Districts</b>	<b>36%</b>	<b>60%</b>	SSD of St. Louis (MO)
	▲ <b>19</b>	<b>50%</b>	Special School District
	since last survey		
<b>Professional Learning</b>	<b>36%</b>	<b>41%</b>	SSD of St. Louis (MO)
	▼ <b>8</b>	<b>43%</b>	Special School District
	since last survey		
<b>School Climate</b>	<b>52%</b>	<b>45%</b>	SSD of St. Louis (MO)
Perceptions of the overall social and learning climate of the school.	▼ <b>20</b>	<b>44%</b>	Special School District
	since last survey		
<b>School Leadership</b>	<b>49%</b>	<b>48%</b>	SSD of St. Louis (MO)
Perceptions of the school leadership's effectiveness.	▼ <b>25</b>	<b>47%</b>	Special School District
	since last survey		
<b>Staff-Leadership Relationships</b>	<b>64%</b>	<b>62%</b>	SSD of St. Louis (MO)
Perceptions of faculty and staff relationships with school leaders.	▼ <b>20</b>	<b>61%</b>	Special School District
	since last survey		
<b>Well-being</b>	<b>72%</b>	<b>58%</b>	SSD of St. Louis (MO)
Faculty and staff perceptions of their own professional well-being.	▼ <b>5</b>	<b>63%</b>	Special School District
	since last survey		
<b>Work environment</b>	<b>74%</b>	<b>75%</b>	SSD of St. Louis (MO)
	▼ <b>7</b>	<b>81%</b>	Special School District
	since last survey		

28 responses



# Additional questions

Your average

**78%**

28 responses

Change

**▲ 10**

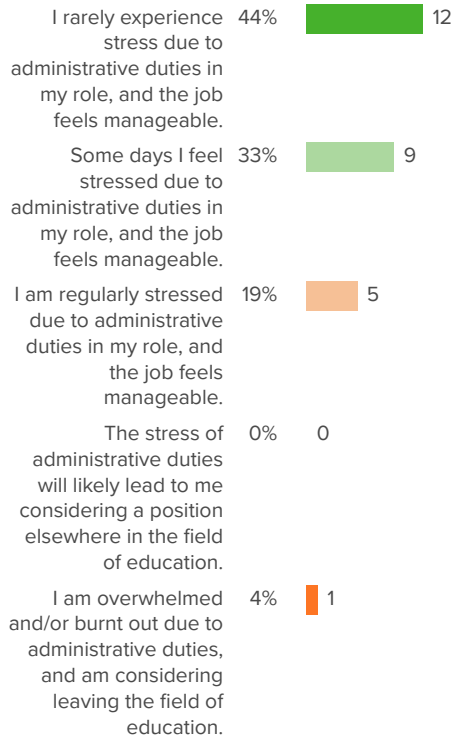
since last survey

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?**



▲ 10 from last survey

Favorable: **78%**



# Communicating results

Your average

**44%**

28 responses

Change

▼ **14**

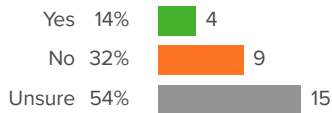
since last survey

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

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

## How did people respond?

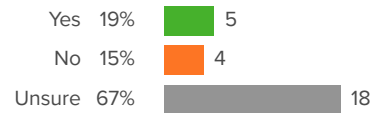
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ **13** from last survey

Favorable: **31%**

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



▼ **15** from last survey

Favorable: **56%**



# Communications

Your average

# 61%

28 responses

Change

# ▼ 10

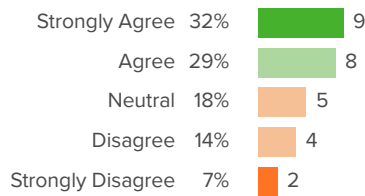
since last survey

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

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

## How did people respond?

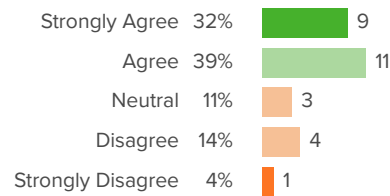
**Q.1: My direct supervisor provides me with constructive feedback.**



▼ 3 from last survey

Favorable: **61%**

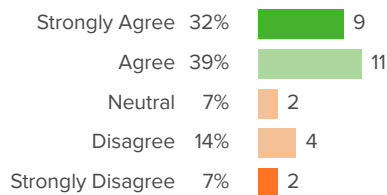
**Q.2: I receive adequate and timely information about district news and initiatives.**



▼ 16 from last survey

Favorable: **71%**

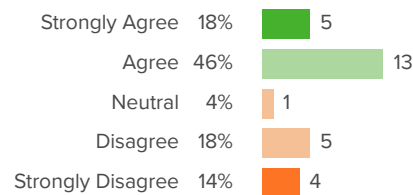
**Q.3: I am aware of where and how I can direct a question or concern.**



▲ 6 from last survey

Favorable: **71%**

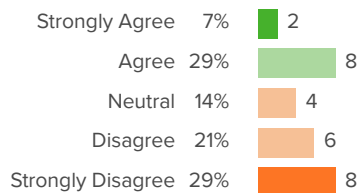
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▼ 7 from last survey

Favorable: **64%**

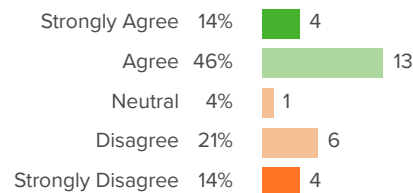
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▼ 26 from last survey

Favorable: **36%**

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



▼ 13 from last survey

Favorable: **61%**



# Deia

Your average

# 58%

28 responses

Change

# ▼ 8

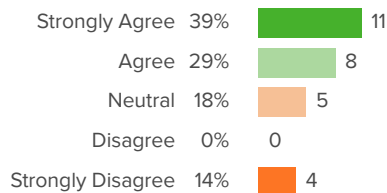
since last survey

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

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

## How did people respond?

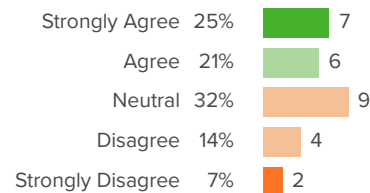
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▼ 13 from last survey

Favorable: **68%**

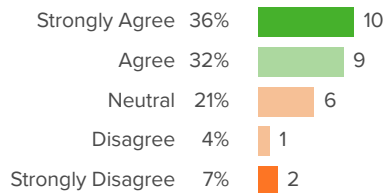
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▼ 19 from last survey

Favorable: **46%**

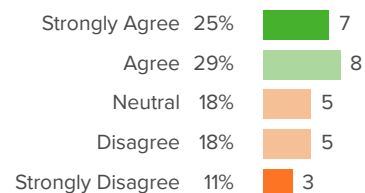
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▼ 4 from last survey

Favorable: **68%**

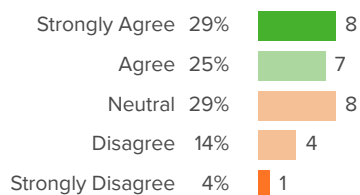
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▼ 3 from last survey

Favorable: **54%**

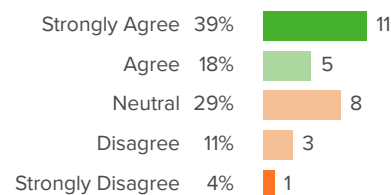
**Q.5: I feel my background and identity are valued at SSD.**



▲ 4 from last survey

Favorable: **54%**

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



▼ 11 from last survey

Favorable: **57%**



# Feedback and Coaching

Your average

# 37%

28 responses

Change

# ▼ 4

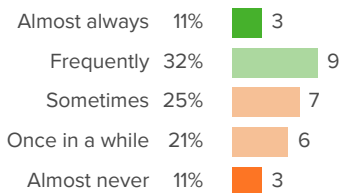
since last survey

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

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

## How did people respond?

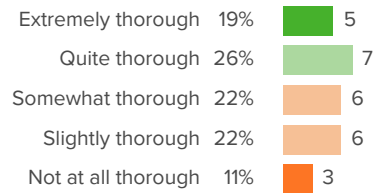
### Q.1: How often do you receive feedback on your teaching?



▼ 4 from last survey

Favorable: **43%**

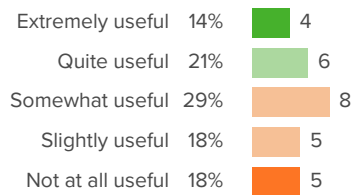
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ 3 from last survey

Favorable: **44%**

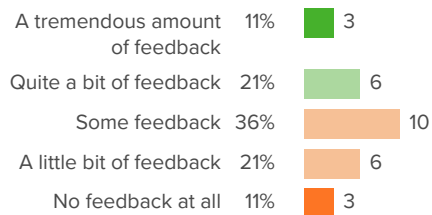
### Q.3: How useful do you find the feedback you receive on your teaching?



▼ 11 from last survey

Favorable: **36%**

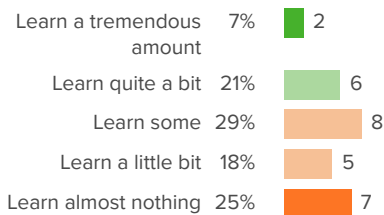
### Q.4: How much feedback do you receive on your teaching?



▼ 8 from last survey

Favorable: **32%**

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



▲ 7 from last survey

Favorable: **29%**





# Mission and vision

Your average

**67%**

28 responses

Change

**▼ 7**

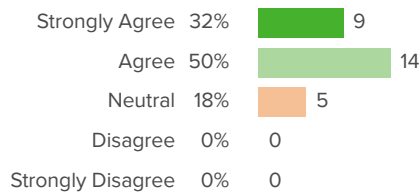
since last survey

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

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

## How did people respond?

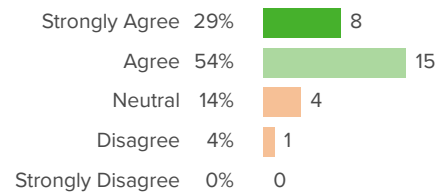
**Q.1: I am familiar with and support the mission and vision of SSD.**



▼ 9 from last survey

Favorable: **82%**

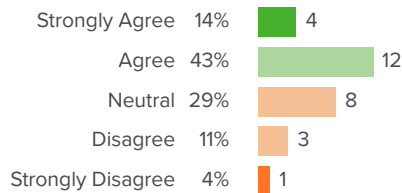
**Q.2: The district's mission and vision are clearly defined.**



▼ 9 from last survey

Favorable: **82%**

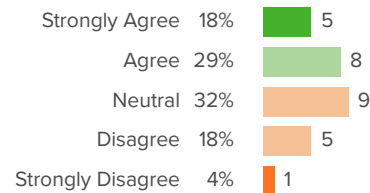
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ 16 from last survey

Favorable: **57%**

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



▲ 5 from last survey

Favorable: **46%**



# Overall engagement

Your average

# 71%

28 responses

Change

# ▼ 7

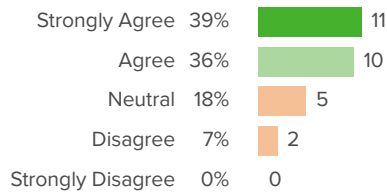
since last survey

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

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

## How did people respond?

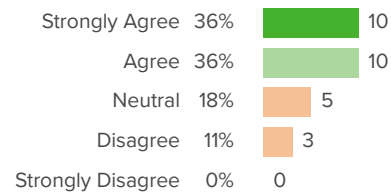
### Q.1: I am proud to work for SSD.



▼ 10 from last survey

Favorable: **75%**

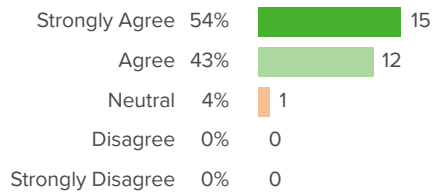
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 11 from last survey

Favorable: **71%**

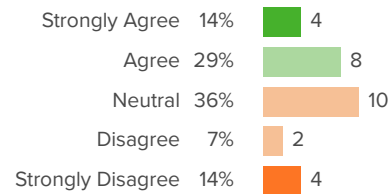
### Q.3: I am engaged in my work.



▼ 1 from last survey

Favorable: **96%**

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



▼ 5 from last survey

Favorable: **43%**



# Partner Districts

Your average

**36%**

28 responses

Change

**▲ 19**

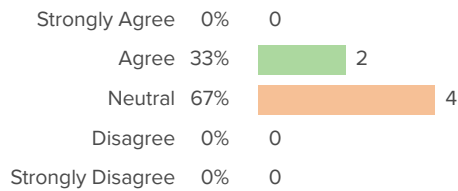
since last survey

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

District average: **50%** Special School District

## How did people respond?

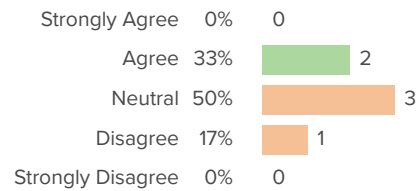
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▲ 0 from last survey

Favorable: **33%**

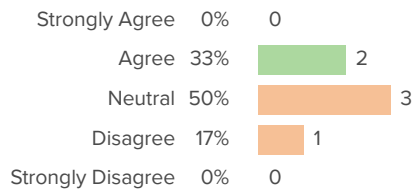
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▲ 22 from last survey

Favorable: **33%**

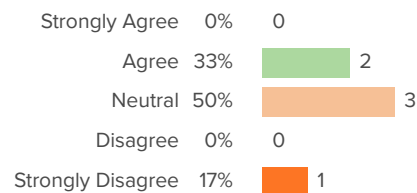
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▲ 22 from last survey

Favorable: **33%**

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

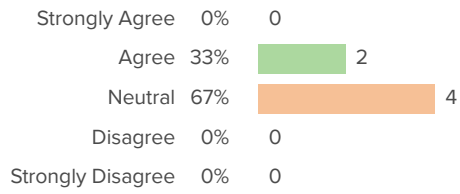


▲ 20 from last survey

Favorable: **33%**



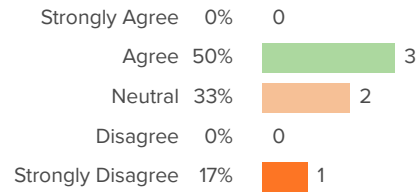
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▲ 22 from last survey

Favorable: **33%**

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



▲ 28 from last survey

Favorable: **50%**



# Professional Learning

Your average

# 36%

28 responses

Change

# ▼ 8

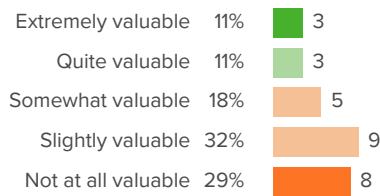
since last survey

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

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

## How did people respond?

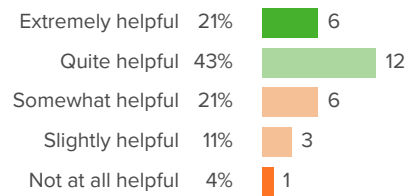
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 9 from last survey

Favorable: **21%**

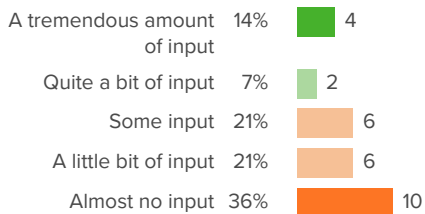
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 4 from last survey

Favorable: **64%**

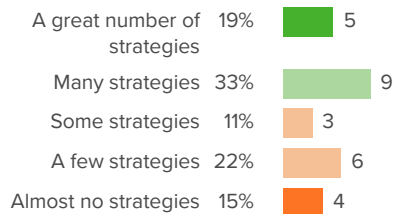
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 6 from last survey

Favorable: **21%**

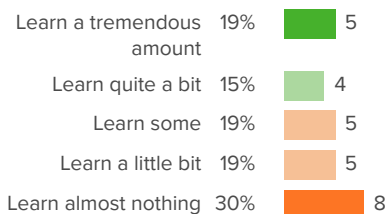
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 17 from last survey

Favorable: **52%**

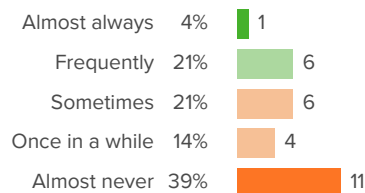
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 12 from last survey

Favorable: **33%**

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

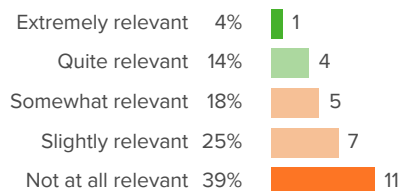


▼ 5 from last survey

Favorable: **25%**



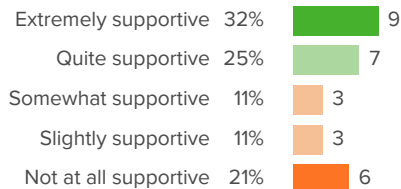
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▼ 13 from last survey

Favorable: **18%**

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



▲ 9 from last survey

Favorable: **57%**



# School Climate

Your average

**52%**

28 responses

Change

**▼ 20**

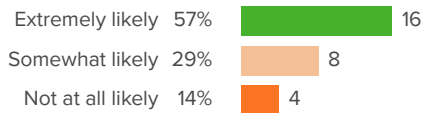
since last survey

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

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

## How did people respond?

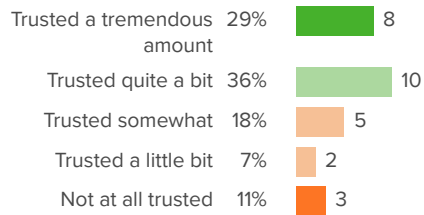
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▼ 17 from last survey

Favorable: **57%**

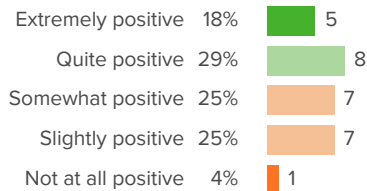
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▼ 23 from last survey

Favorable: **64%**

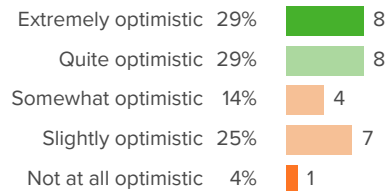
**Q.3: How positive are the attitudes of your colleagues?**



▼ 23 from last survey

Favorable: **46%**

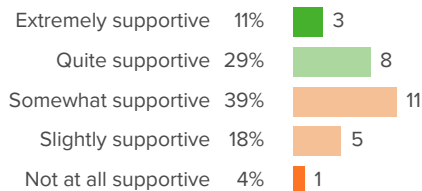
**Q.4: How optimistic are you the future of Special School District?**



▼ 20 from last survey

Favorable: **57%**

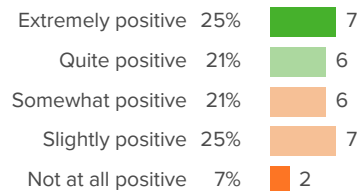
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ 14 from last survey

Favorable: **39%**

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



▼ 27 from last survey

Favorable: **46%**



# School Leadership

Your average

# 49%

28 responses

Change

# ▼ 25

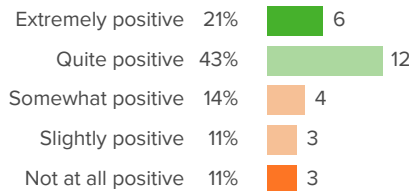
since last survey

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

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

## How did people respond?

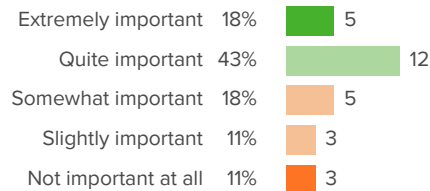
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 24 from last survey

Favorable: **64%**

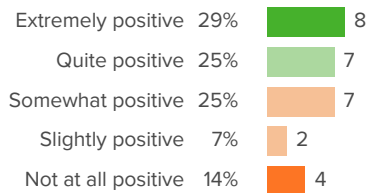
### Q.2: For your school leaders, how important is teacher satisfaction?



▼ 26 from last survey

Favorable: **61%**

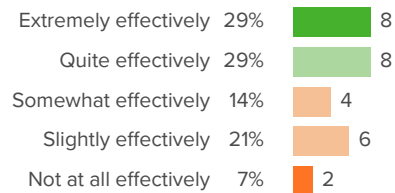
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 28 from last survey

Favorable: **54%**

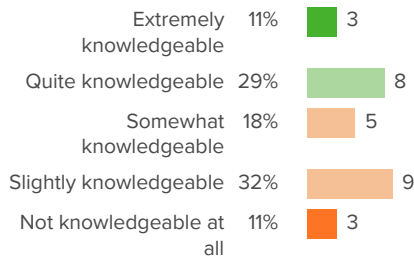
### Q.4: How effectively do school leaders communicate important information to teachers?



▼ 31 from last survey

Favorable: **57%**

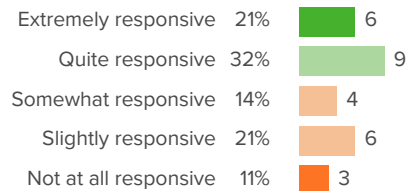
### Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



▼ 17 from last survey

Favorable: **39%**

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



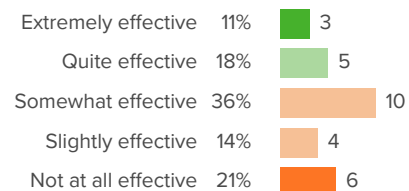
▼ 27 from last survey

Favorable: **54%**





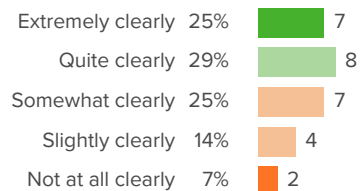
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 43 from last survey

Favorable: 29%

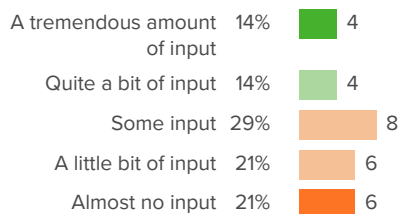
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▼ 15 from last survey

Favorable: 54%

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



▼ 16 from last survey

Favorable: 29%



# Staff-Leadership Relationships

Your average

**64%**

28 responses

Change

**▼ 20**

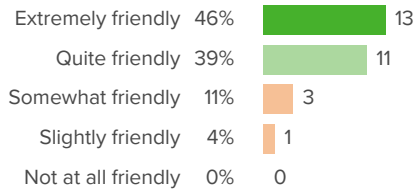
since last survey

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

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

## How did people respond?

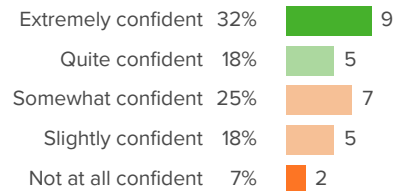
### Q.1: How friendly are your school leaders toward you?



▼ 8 from last survey

Favorable: **86%**

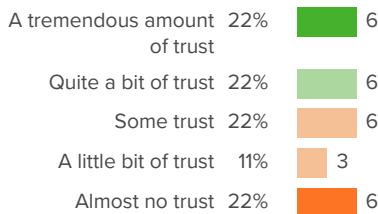
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 41 from last survey

Favorable: **50%**

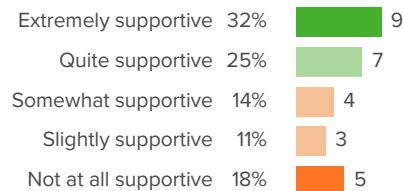
### Q.3: How much trust exists between school leaders and faculty?



▼ 28 from last survey

Favorable: **44%**

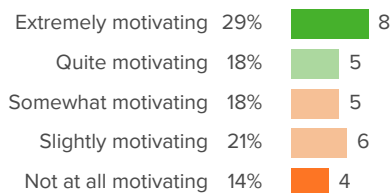
### Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 21 from last survey

Favorable: **57%**

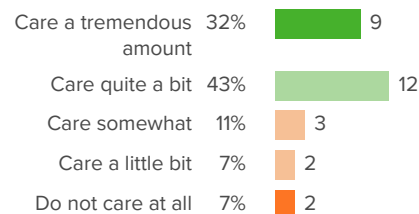
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 27 from last survey

Favorable: **46%**

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

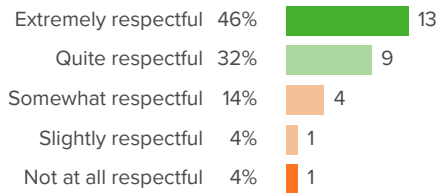


▼ 12 from last survey

Favorable: **75%**



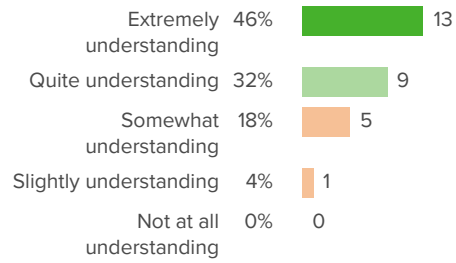
**Q.7: How respectful are your school leaders towards you?**



▼ 12 from last survey

Favorable: **79%**

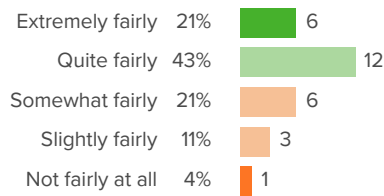
**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



▼ 11 from last survey

Favorable: **79%**

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



▼ 16 from last survey

Favorable: **64%**



# Well-being

Your average

# 72%

28 responses

Change

# ▼ 5

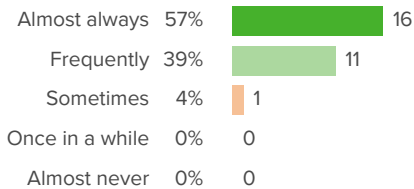
since last survey

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

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

## How did people respond?

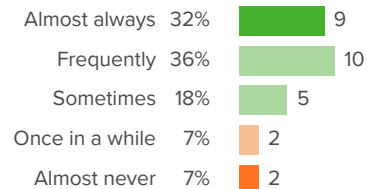
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 2 from last survey

Favorable: **96%**

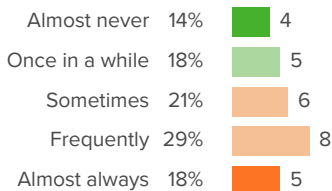
**Q.2: During the past week, how often did you feel excited at work?**



▼ 8 from last survey

Favorable: **86%**

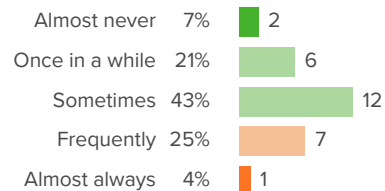
**Q.3: During the past week, how often did you feel exhausted at work?**



▲ 2 from last survey

Favorable: **32%**

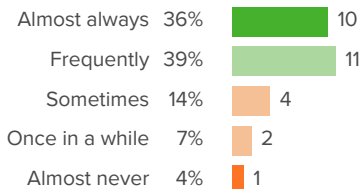
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 11 from last survey

Favorable: **71%**

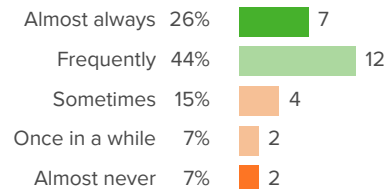
**Q.5: During the past week, how often did you feel happy at work?**



▼ 6 from last survey

Favorable: **75%**

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

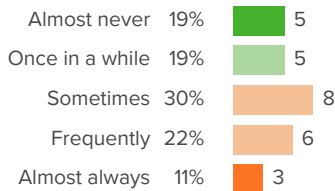


▼ 11 from last survey

Favorable: **70%**

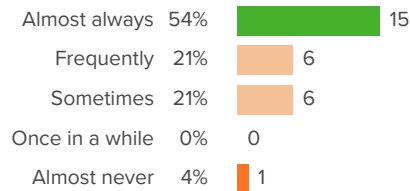


**Q.7: During the past week, how often did you feel overwhelmed at work?**



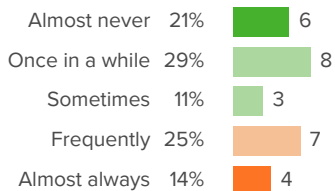
▼ 2 from last survey Favorable: **37%**

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



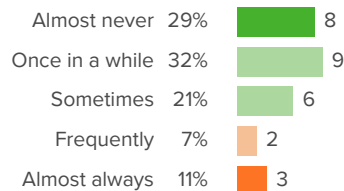
▼ 10 from last survey Favorable: **54%**

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



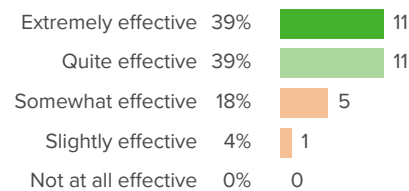
▼ 15 from last survey Favorable: **61%**

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



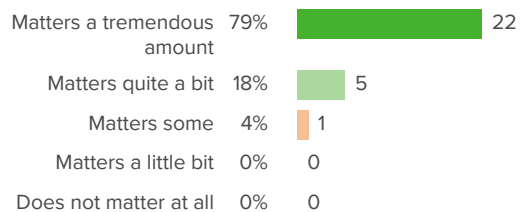
▼ 3 from last survey Favorable: **82%**

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



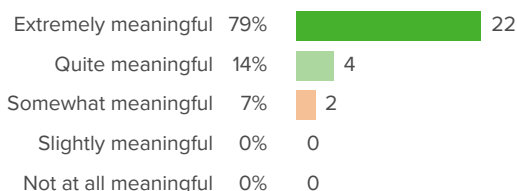
▲ 0 from last survey Favorable: **79%**

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



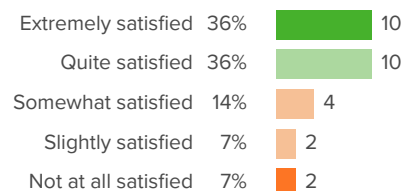
▼ 1 from last survey Favorable: **96%**

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



▼ 4 from last survey Favorable: **93%**

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



▼ 2 from last survey Favorable: **71%**



# Work environment

Your average

# 74%

28 responses

Change

# ▼ 7

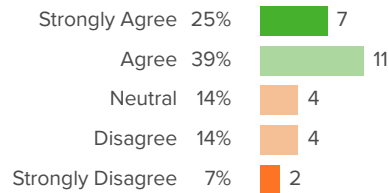
since last survey

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

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

## How did people respond?

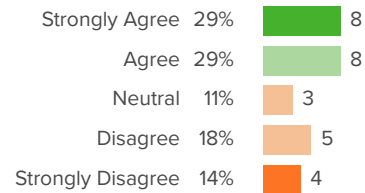
**Q.1: I have the materials and resources to do my job effectively.**



▼ 11 from last survey

Favorable: **64%**

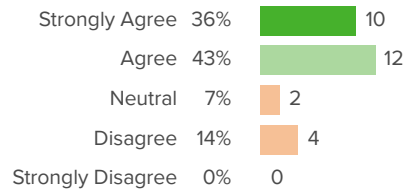
**Q.2: My school/location is in good condition and well-maintained.**



▼ 11 from last survey

Favorable: **57%**

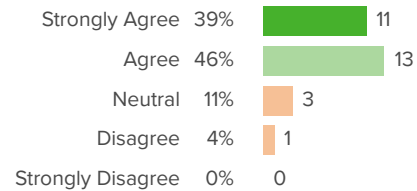
**Q.3: I feel safe in my school/location.**



▲ 1 from last survey

Favorable: **79%**

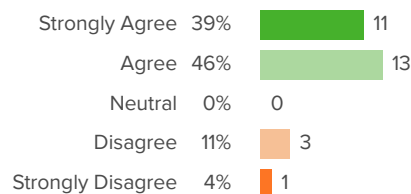
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 5 from last survey

Favorable: **86%**

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



▼ 5 from last survey

Favorable: **86%**



# 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	0%	0
Neuwoehner High School	0%	0

Q.2: Job type

Teacher - SSD school, site, or program	80%		20
Teacher - Partner district	0%	0	0
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	20%		5
Other	0%	0	0





# North Tech

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



North Tech High School	96%		25
Northview High School	4%		1
South Tech High School	0%		0
Southview School	0%		0
Vocational Skills Program (VSP)	0%		0