



# Ackerman

Teacher Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Additional questions</b>	<b>50%</b> ▲ 4 since last survey	<b>41%</b> SSD of St. Louis (MO) <b>57%</b> Special School District
<b>Communicating results</b>	<b>70%</b> ▼ 6 since last survey	<b>69%</b> SSD of St. Louis (MO) <b>72%</b> Special School District
<b>Communications</b>	<b>52%</b> ▼ 19 since last survey	<b>64%</b> SSD of St. Louis (MO) <b>64%</b> Special School District
<b>Deia</b>	<b>49%</b> ▼ 12 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>16%</b> ▼ 11 since last survey	<b>34%</b> SSD of St. Louis (MO) <b>35%</b> Special School District
<b>Mission and vision</b>	<b>68%</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



### Partner Districts

**42%**

▲ 9

since last survey

**60%**

SSD of St. Louis (MO)

**50%**

Special School District

### Professional Learning

**32%**

▼ 15

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.

**29%**

▼ 17

since last survey

**45%**

SSD of St. Louis (MO)

**44%**

Special School District

### School Leadership

Perceptions of the school leadership's effectiveness.

**39%**

▼ 16

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%**

▼ 6

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.

**49%**

▼ 15

since last survey

**58%**

SSD of St. Louis (MO)

**63%**

Special School District

### Work environment

**74%**

▼ 3

since last survey

**75%**

SSD of St. Louis (MO)

**81%**

Special School District

24 responses



# Additional questions

Your average

**50%**

24 responses

Change

**▲ 4**

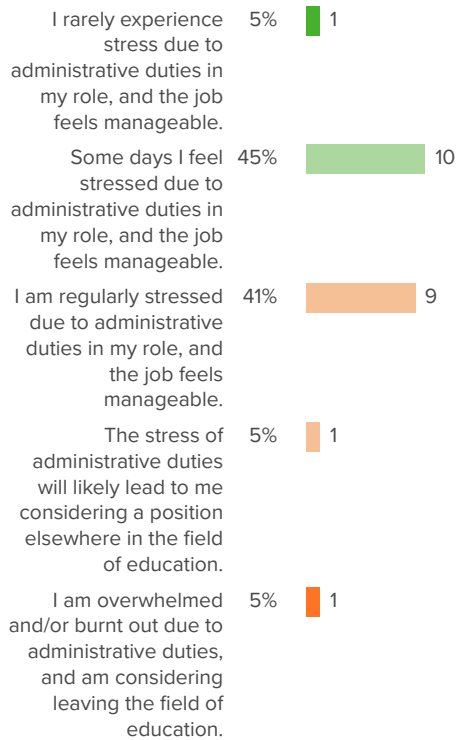
since last survey

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?**



▲ 4 from last survey

Favorable: **50%**



# Communicating results

Your average

**70%**

24 responses

Change

**▼ 6**

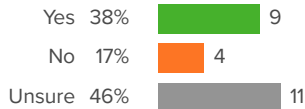
since last survey

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

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

## How did people respond?

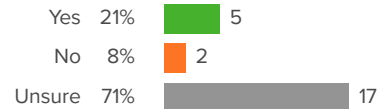
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▲ 0 from last survey

Favorable: **69%**

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



▼ 11 from last survey

Favorable: **71%**



# Communications

Your average

# 52%

24 responses

Change

# ▼ 19

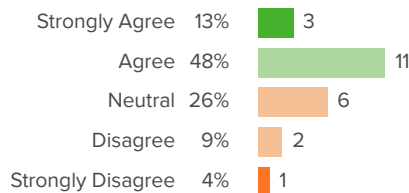
since last survey

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

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

## How did people respond?

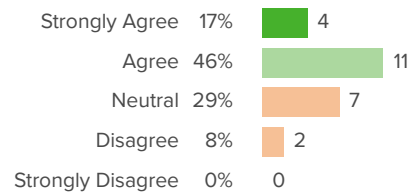
**Q.1: My direct supervisor provides me with constructive feedback.**



▼ 13 from last survey

Favorable: **61%**

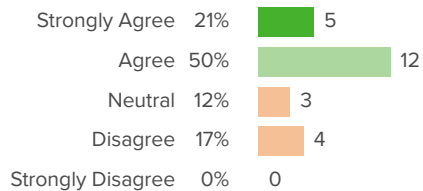
**Q.2: I receive adequate and timely information about district news and initiatives.**



▼ 26 from last survey

Favorable: **63%**

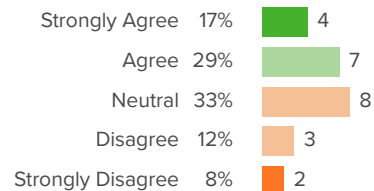
**Q.3: I am aware of where and how I can direct a question or concern.**



▼ 2 from last survey

Favorable: **71%**

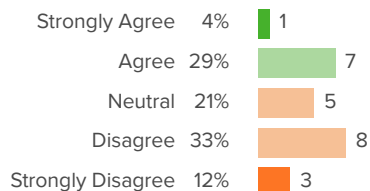
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▼ 32 from last survey

Favorable: **46%**

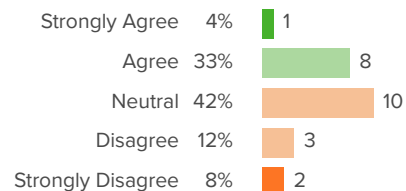
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▼ 19 from last survey

Favorable: **33%**

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



▼ 22 from last survey

Favorable: **38%**



# Deia

Your average

# 49%

24 responses

Change

# ▼ 12

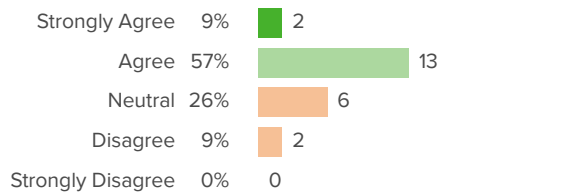
since last survey

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

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

## How did people respond?

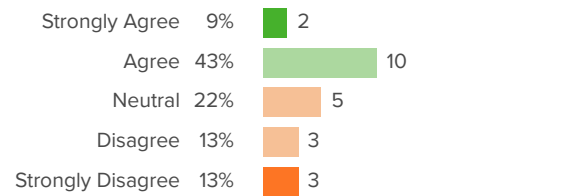
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▼ 23 from last survey

Favorable: **65%**

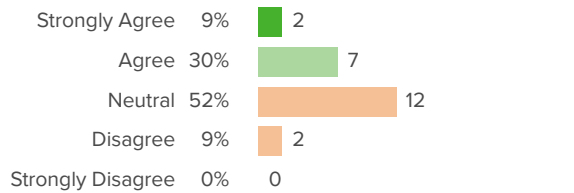
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▼ 10 from last survey

Favorable: **52%**

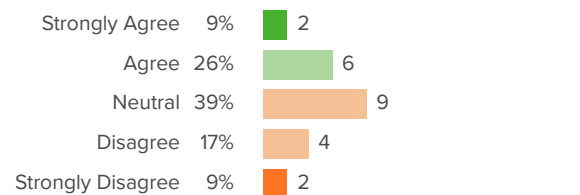
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▼ 23 from last survey

Favorable: **39%**

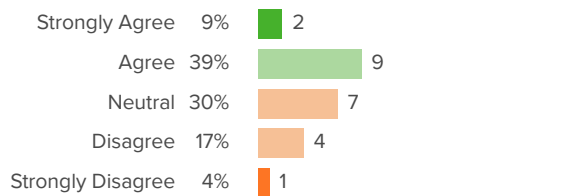
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▼ 15 from last survey

Favorable: **35%**

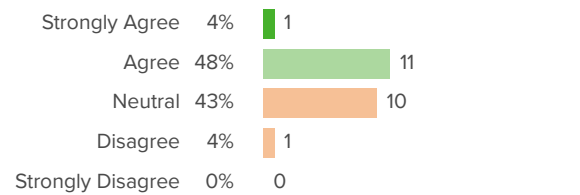
**Q.5: I feel my background and identity are valued at SSD.**



▼ 4 from last survey

Favorable: **48%**

**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: **52%**



# Feedback and Coaching

Your average

**16%**

24 responses

Change

**▼ 11**

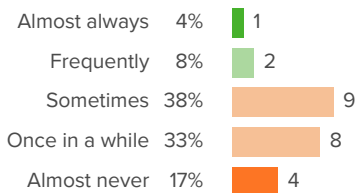
since last survey

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

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

## How did people respond?

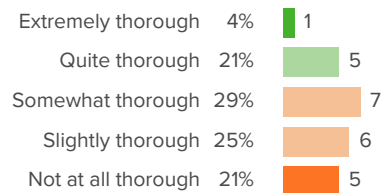
### Q.1: How often do you receive feedback on your teaching?



▼ 10 from last survey

Favorable: **13%**

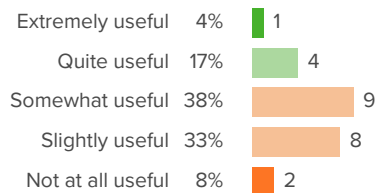
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ 10 from last survey

Favorable: **25%**

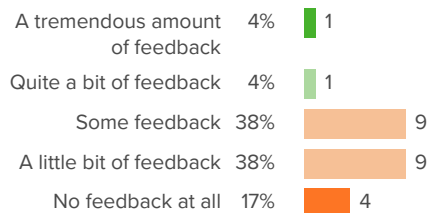
### Q.3: How useful do you find the feedback you receive on your teaching?



▼ 10 from last survey

Favorable: **21%**

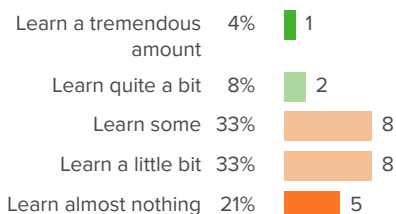
### Q.4: How much feedback do you receive on your teaching?



▼ 9 from last survey

Favorable: **8%**

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



▼ 16 from last survey

Favorable: **13%**





# Mission and vision

Your average

**68%**

24 responses

Change

**▼ 7**

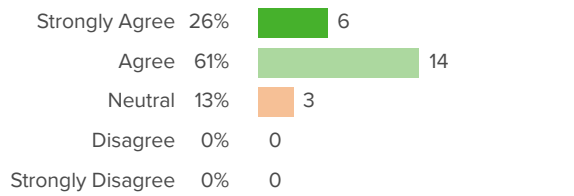
since last survey

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

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

## How did people respond?

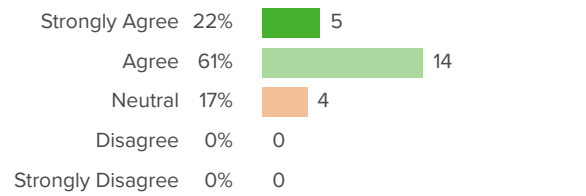
**Q.1: I am familiar with and support the mission and vision of SSD.**



▼ 9 from last survey

Favorable: **87%**

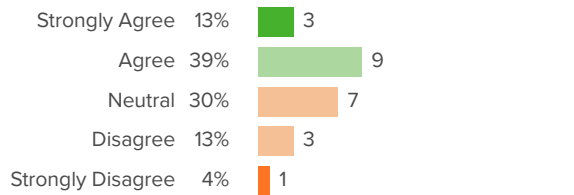
**Q.2: The district's mission and vision are clearly defined.**



▼ 6 from last survey

Favorable: **83%**

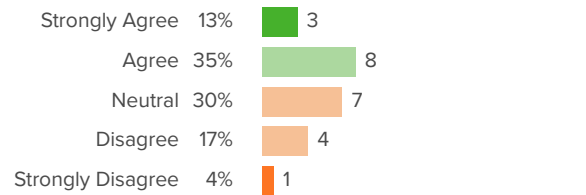
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ 7 from last survey

Favorable: **52%**

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



▼ 6 from last survey

Favorable: **48%**



# Overall engagement

Your average

# 71%

24 responses

Change

# ▼ 7

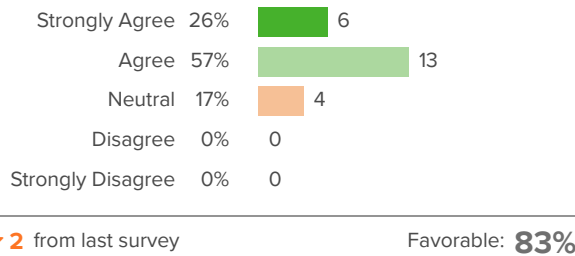
since last survey

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

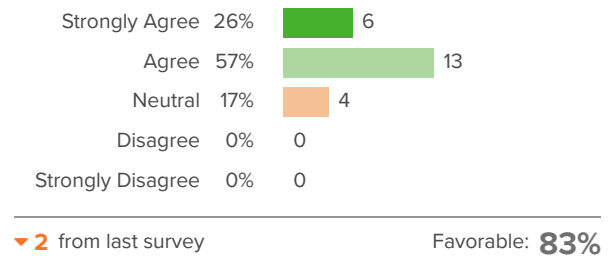
District average: **75%** Special School District

## How did people respond?

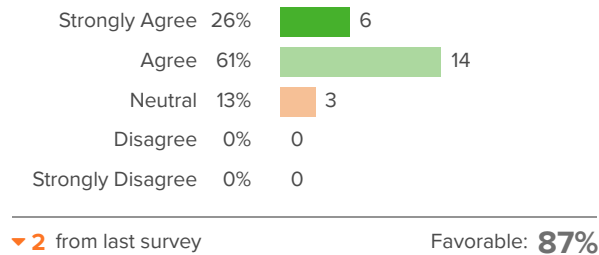
### Q.1: I am proud to work for SSD.



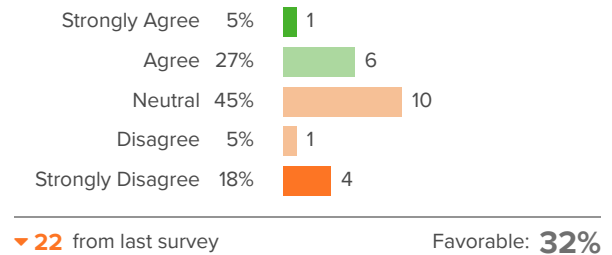
### Q.2: Employment with SSD gives me a feeling of accomplishment.



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



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





# Partner Districts

Your average

**42%**

24 responses

Change

**▲ 9**

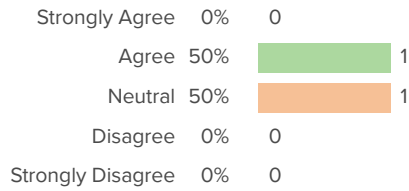
since last survey

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

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

## How did people respond?

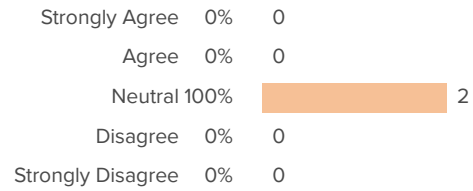
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▲ **50** from last survey

Favorable: **50%**

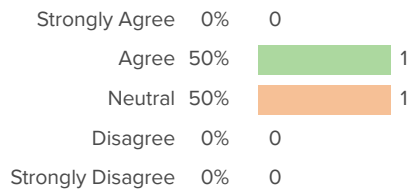
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▼ **50** from last survey

Favorable: **0%**

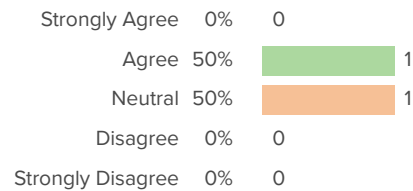
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▲ **0** from last survey

Favorable: **50%**

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

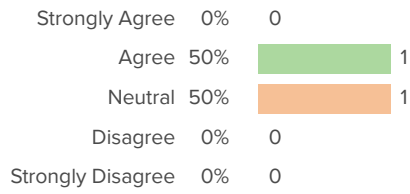


▲ **50** from last survey

Favorable: **50%**



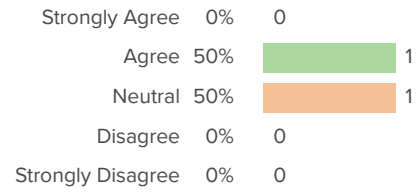
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▲ 0 from last survey

Favorable: **50%**

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



▲ 0 from last survey

Favorable: **50%**



# Professional Learning

Your average

# 32%

24 responses

Change

# ▼ 15

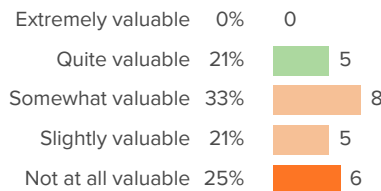
since last survey

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

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

## How did people respond?

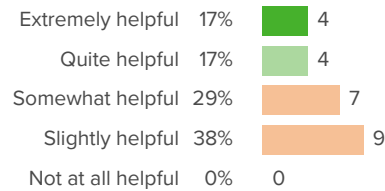
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 16 from last survey

Favorable: **21%**

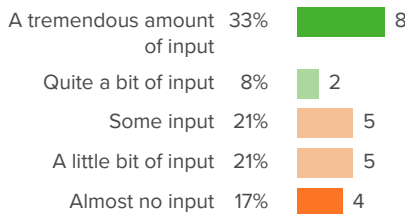
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 25 from last survey

Favorable: **33%**

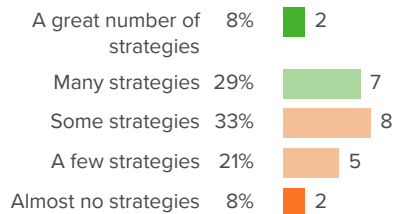
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 2 from last survey

Favorable: **42%**

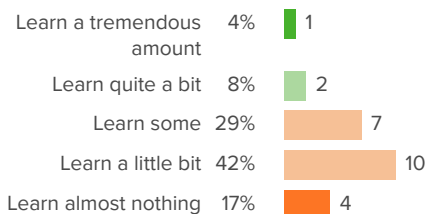
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 16 from last survey

Favorable: **38%**

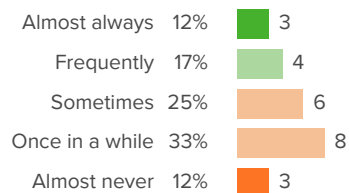
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 33 from last survey

Favorable: **13%**

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

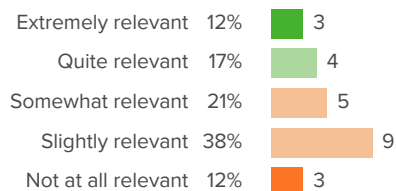


▼ 4 from last survey

Favorable: **29%**



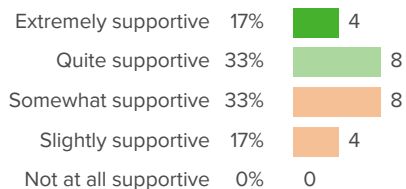
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▼ 9 from last survey

Favorable: **29%**

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



▼ 18 from last survey

Favorable: **50%**



# School Climate

Your average

# 29%

24 responses

Change

# ▼ 17

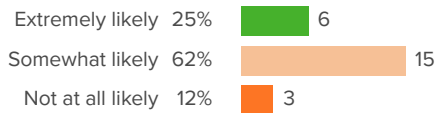
since last survey

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

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

## How did people respond?

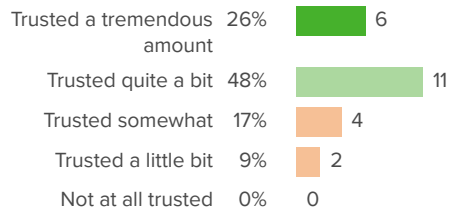
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▼ 16 from last survey

Favorable: **25%**

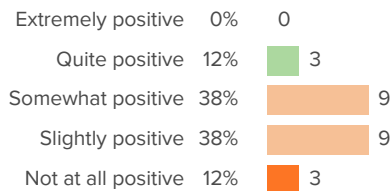
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 9 from last survey

Favorable: **74%**

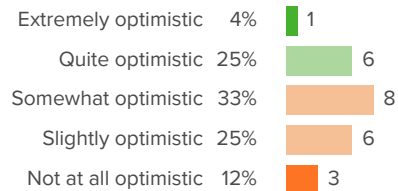
**Q.3: How positive are the attitudes of your colleagues?**



▼ 22 from last survey

Favorable: **13%**

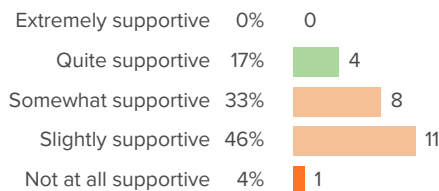
**Q.4: How optimistic are you the future of Special School District?**



▼ 17 from last survey

Favorable: **29%**

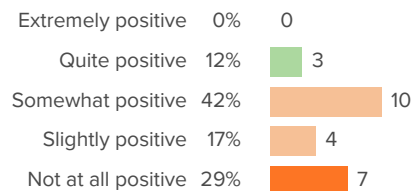
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ 14 from last survey

Favorable: **17%**

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



▼ 43 from last survey

Favorable: **13%**



# School Leadership

Your average

# 39%

24 responses

Change

# ▼ 16

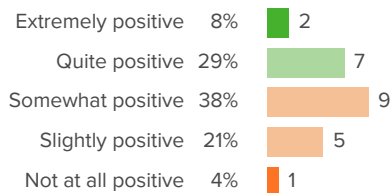
since last survey

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

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

## How did people respond?

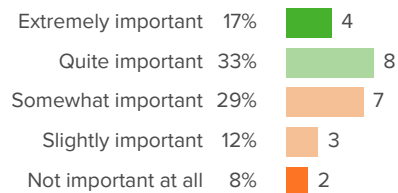
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 36 from last survey

Favorable: **38%**

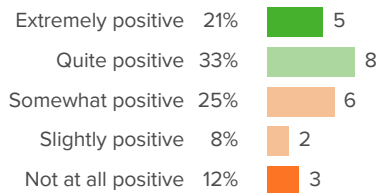
### Q.2: For your school leaders, how important is teacher satisfaction?



▼ 12 from last survey

Favorable: **50%**

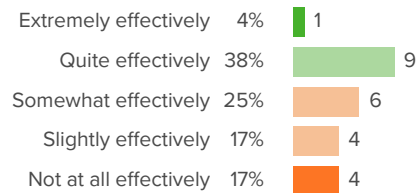
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 15 from last survey

Favorable: **54%**

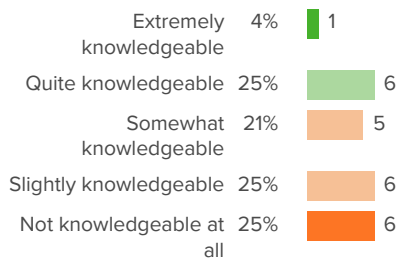
### Q.4: How effectively do school leaders communicate important information to teachers?



▼ 17 from last survey

Favorable: **42%**

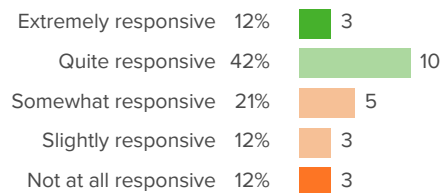
### Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



▼ 9 from last survey

Favorable: **29%**

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



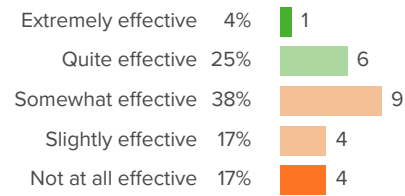
▼ 2 from last survey

Favorable: **54%**





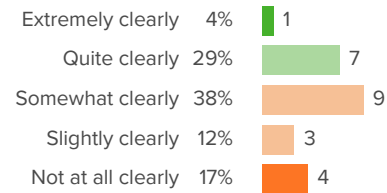
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 27 from last survey

Favorable: **29%**

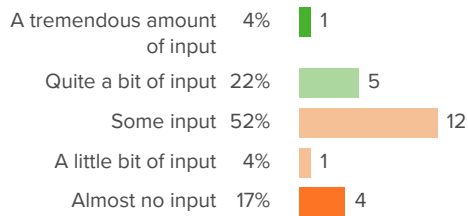
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▼ 17 from last survey

Favorable: **33%**

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



▼ 2 from last survey

Favorable: **26%**



# Staff-Leadership Relationships

Your average

# 64%

24 responses

Change

# ▼ 6

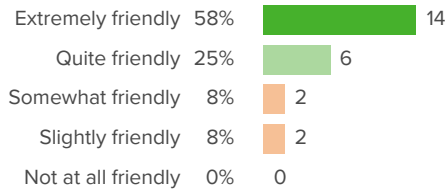
since last survey

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

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

## How did people respond?

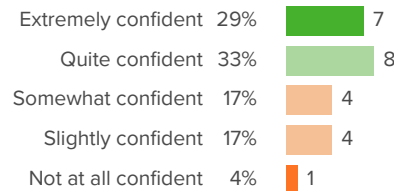
### Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: **83%**

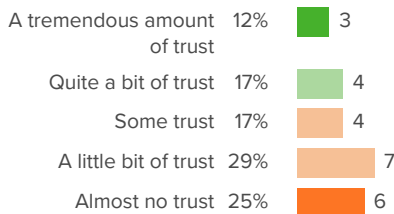
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 11 from last survey

Favorable: **63%**

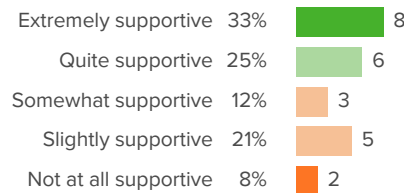
### Q.3: How much trust exists between school leaders and faculty?



▼ 23 from last survey

Favorable: **29%**

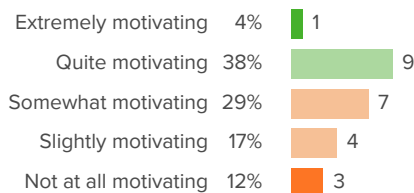
### Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 12 from last survey

Favorable: **58%**

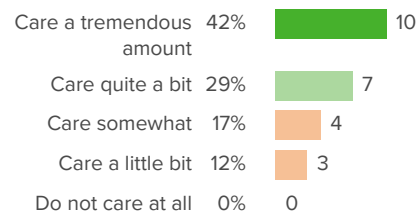
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 17 from last survey

Favorable: **42%**

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

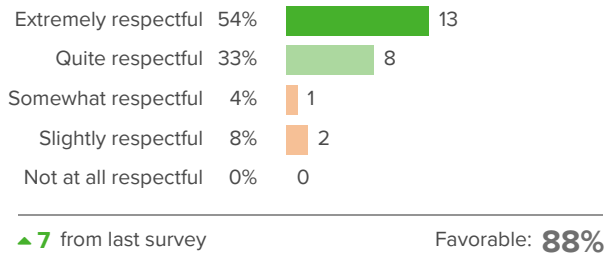


▲ 4 from last survey

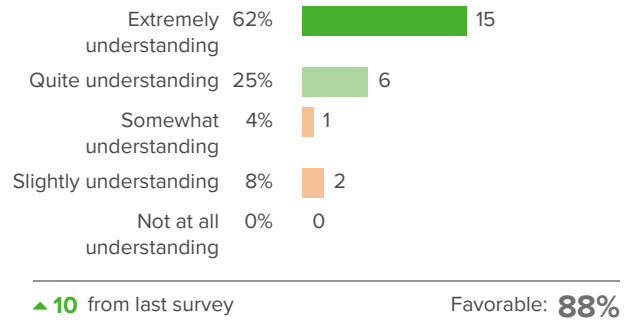
Favorable: **71%**



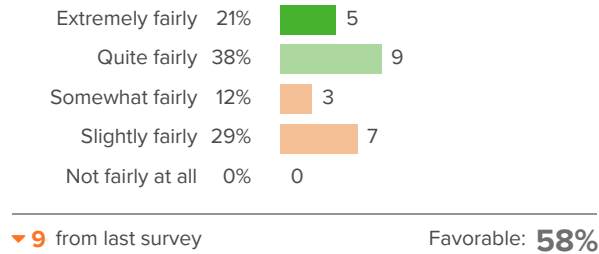
**Q.7: How respectful are your school leaders towards you?**



**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

# 49%

24 responses

Change

# ▼ 15

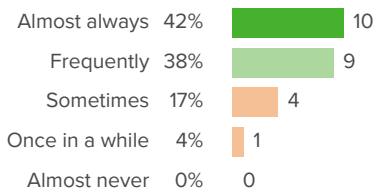
since last survey

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

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

## How did people respond?

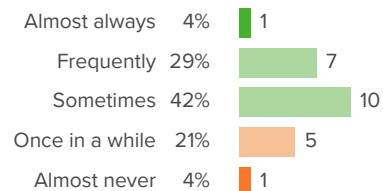
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 10 from last survey

Favorable: **79%**

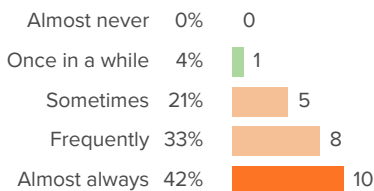
**Q.2: During the past week, how often did you feel excited at work?**



▼ 14 from last survey

Favorable: **75%**

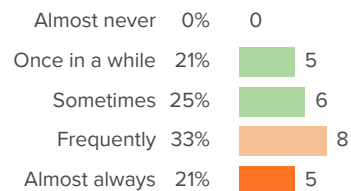
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 7 from last survey

Favorable: **4%**

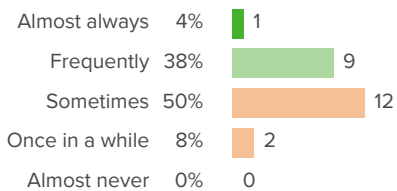
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 35 from last survey

Favorable: **46%**

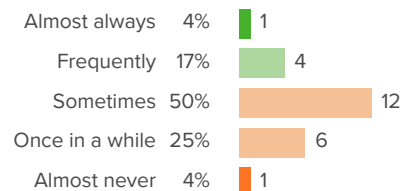
**Q.5: During the past week, how often did you feel happy at work?**



▼ 32 from last survey

Favorable: **42%**

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

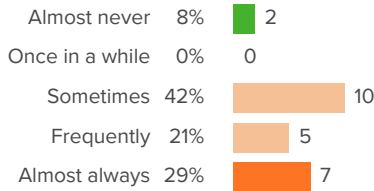


▼ 31 from last survey

Favorable: **21%**

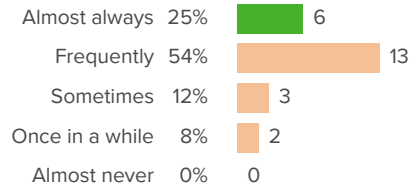


**Q.7: During the past week, how often did you feel overwhelmed at work?**



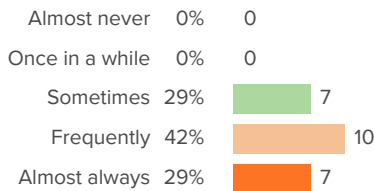
▼ 18 from last survey Favorable: 8%

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



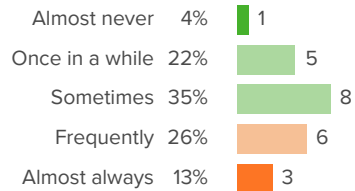
▼ 5 from last survey Favorable: 25%

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



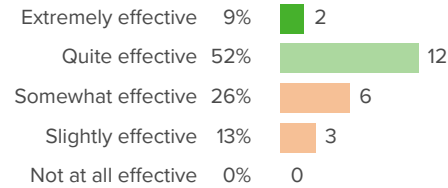
▼ 15 from last survey Favorable: 29%

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



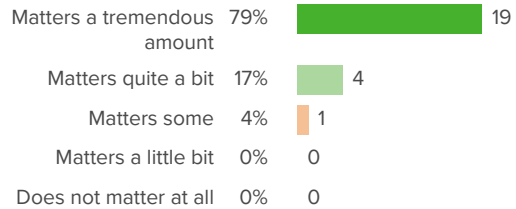
▼ 16 from last survey Favorable: 61%

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



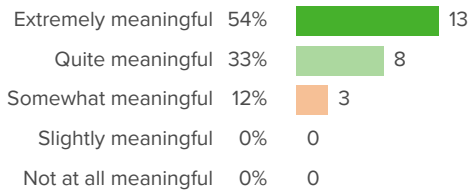
▼ 2 from last survey Favorable: 61%

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



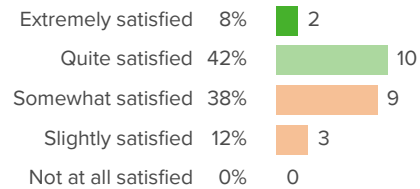
▼ 4 from last survey Favorable: 96%

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



▼ 8 from last survey Favorable: 88%

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



▼ 15 from last survey Favorable: 50%



# Work environment

Your average

# 74%

24 responses

Change

# ▼ 3

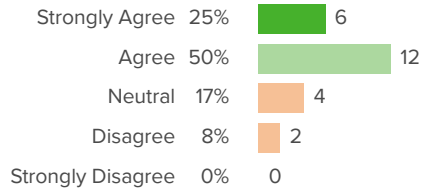
since last survey

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

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

## How did people respond?

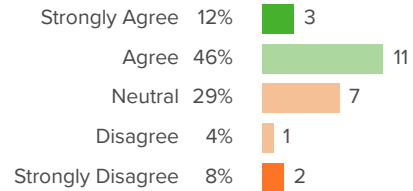
**Q.1: I have the materials and resources to do my job effectively.**



▲ 5 from last survey

Favorable: **75%**

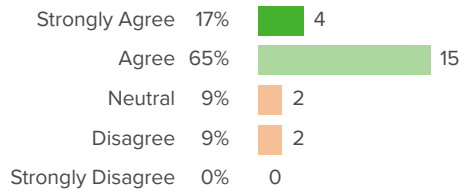
**Q.2: My school/location is in good condition and well-maintained.**



▼ 20 from last survey

Favorable: **58%**

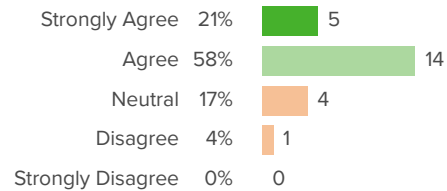
**Q.3: I feel safe in my school/location.**



▲ 13 from last survey

Favorable: **83%**

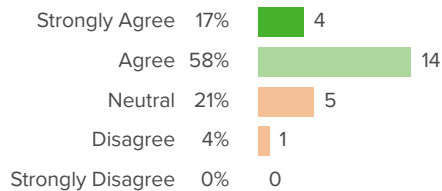
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 14 from last survey

Favorable: **79%**

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



▲ 1 from last survey

Favorable: **75%**



# 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	5%	1
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	95%	20
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	55%	12
Teacher - Partner district	0%	0
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	45%	10
Other	0%	0





**Ackerman**

"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