



North Tech

Teacher Survey
Fall 2023



Report created by
Panorama Education



Summary

| Topic Description | Results | Comparison | |
|--|------------|------------|-------------------------|
| Additional questions | 68% | 36% | SSD of St. Louis (MO) |
| | | 54% | Special School District |
| Communicating results | 58% | 74% | SSD of St. Louis (MO) |
| | | 78% | Special School District |
| Communications | 71% | 69% | SSD of St. Louis (MO) |
| | | 68% | Special School District |
| Deia | 66% | 69% | SSD of St. Louis (MO) |
| | | 66% | Special School District |
| Feedback and Coaching | 41% | 35% | SSD of St. Louis (MO) |
| Perceptions of the amount and quality of feedback faculty and staff receive. | | 35% | Special School District |
| Mission and vision | 74% | 71% | SSD of St. Louis (MO) |
| | | 75% | Special School District |
| Overall engagement | 78% | 71% | SSD of St. Louis (MO) |
| | | 76% | Special School District |
| Partner Districts | 17% | 66% | SSD of St. Louis (MO) |
| | | 44% | Special School District |
| Professional Learning | 44% | 43% | SSD of St. Louis (MO) |
| | | 47% | Special School District |



School Climate

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

72%

48%

SSD of St. Louis (MO)

51%

Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

74%

52%

SSD of St. Louis (MO)

54%

Special School District

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

84%

64%

SSD of St. Louis (MO)

67%

Special School District

Well-being

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

77%

58%

SSD of St. Louis (MO)

64%

Special School District

Work environment

81%

78%

SSD of St. Louis (MO)

83%

Special School District

33 responses



Additional questions

Your average

68%

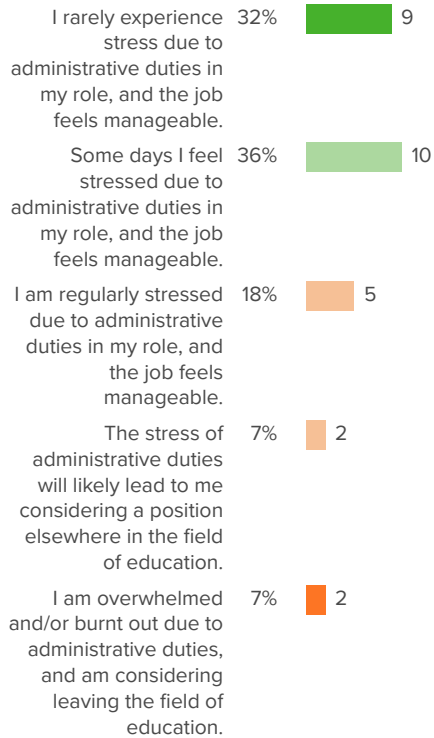
33 responses

Client average: **36%** SSD of St. Louis (MO)

District average: **54%** 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?



Favorable: **68%**



Communicating results

Your average

58%

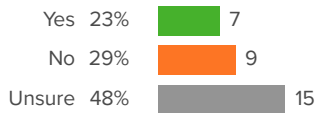
33 responses

Client average: **74%** SSD of St. Louis (MO)

District average: **78%** Special School District

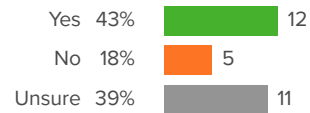
How did people respond?

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



Favorable: **44%**

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



Favorable: **71%**



Communications

Your average

71%

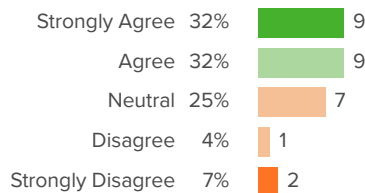
33 responses

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

District average: **68%** Special School District

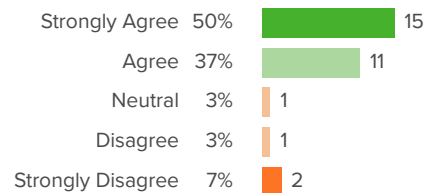
How did people respond?

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



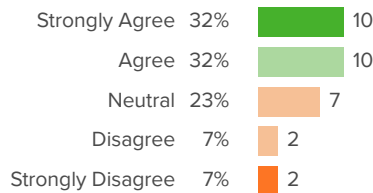
Favorable: **64%**

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



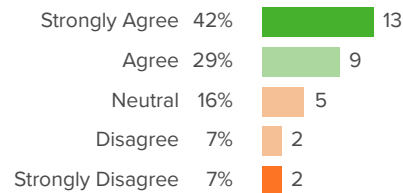
Favorable: **87%**

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



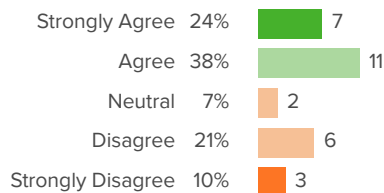
Favorable: **65%**

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



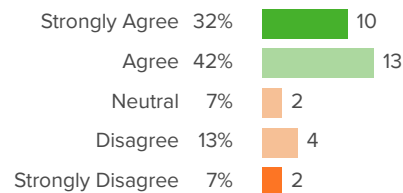
Favorable: **71%**

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



Favorable: **62%**

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



Favorable: **74%**



Deia

Your average

66%

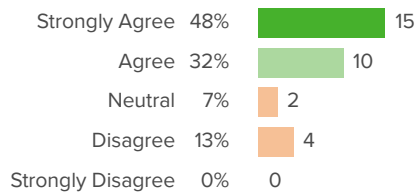
33 responses

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

District average: **66%** Special School District

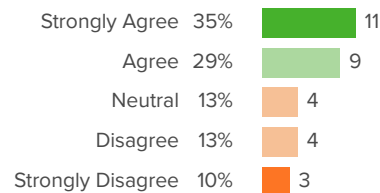
How did people respond?

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



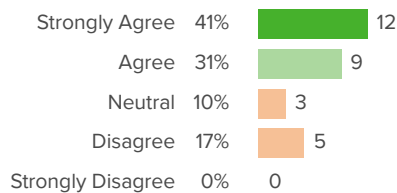
Favorable: **81%**

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



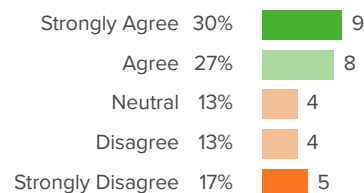
Favorable: **65%**

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



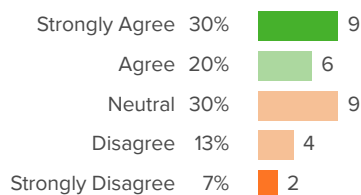
Favorable: **72%**

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



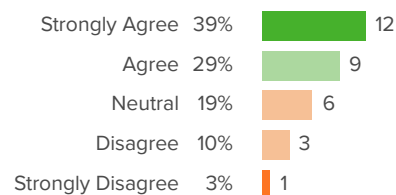
Favorable: **57%**

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



Favorable: **50%**

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



Favorable: **68%**



Feedback and Coaching

Your average

41%

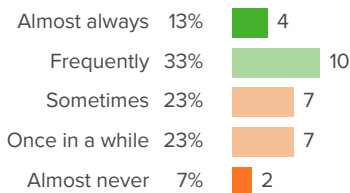
33 responses

Client average: **35%** SSD of St. Louis (MO)

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

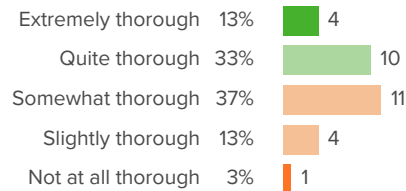
How did people respond?

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



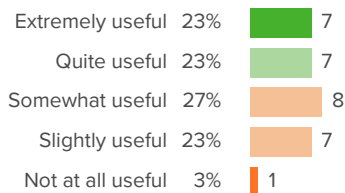
Favorable: **47%**

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



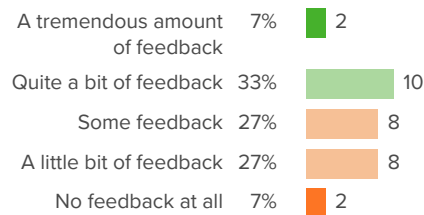
Favorable: **47%**

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



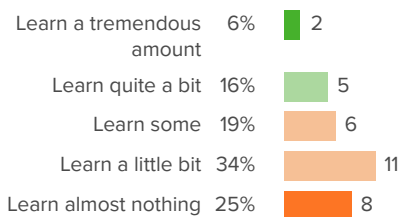
Favorable: **47%**

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



Favorable: **40%**

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



Favorable: **22%**



Mission and vision

Your average

74%

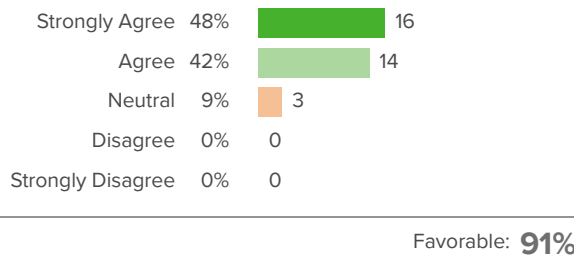
33 responses

Client average: **71%** SSD of St. Louis (MO)

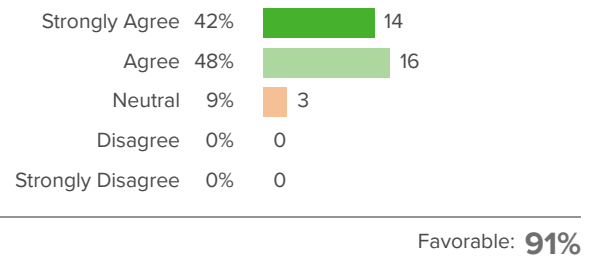
District average: **75%** Special School District

How did people respond?

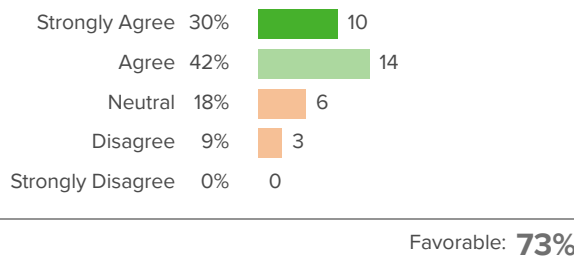
Q.1: I am familiar with and support the mission and vision of SSD.



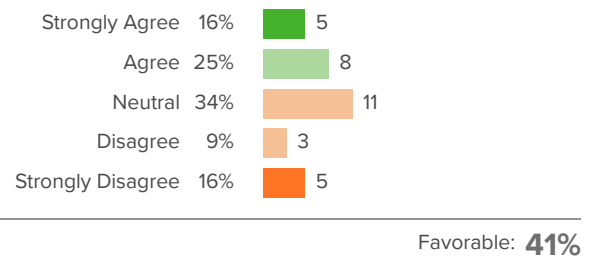
Q.2: The district's mission and vision are clearly defined.



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



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





Overall engagement

Your average

78%

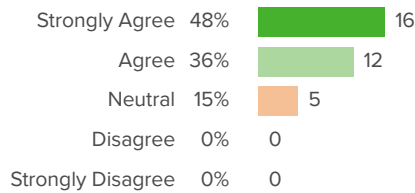
33 responses

Client average: **71%** SSD of St. Louis (MO)

District average: **76%** Special School District

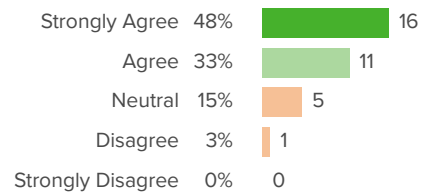
How did people respond?

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



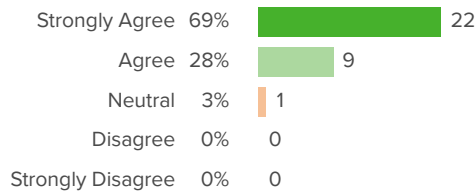
Favorable: **85%**

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



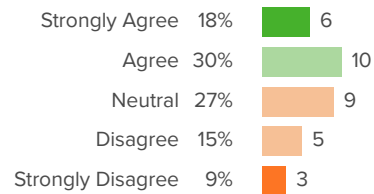
Favorable: **82%**

Q.3: I am engaged in my work.



Favorable: **97%**

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



Favorable: **48%**



Partner Districts

Your average

17%

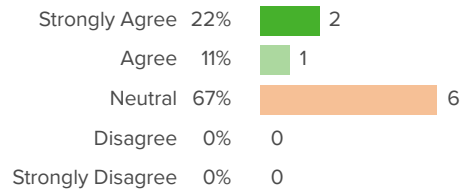
33 responses

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

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

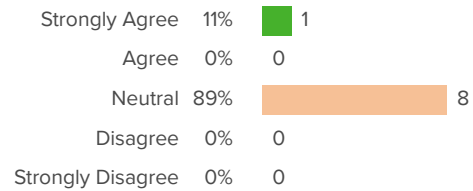
How did people respond?

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



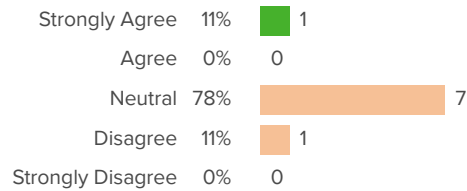
Favorable: **33%**

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



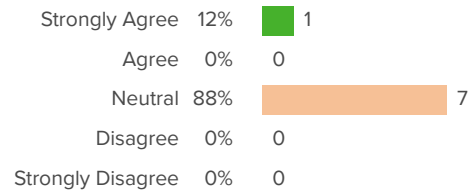
Favorable: **11%**

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



Favorable: **11%**

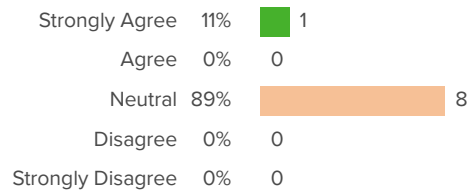
Q.4: My partner district principal effectively communicates important issues that affect me.



Favorable: **13%**

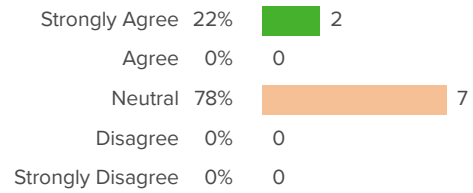


Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



Favorable: **11%**

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



Favorable: **22%**



Professional Learning

Your average

44%

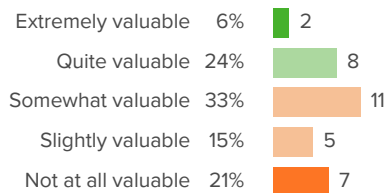
33 responses

Client average: **43%** SSD of St. Louis (MO)

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

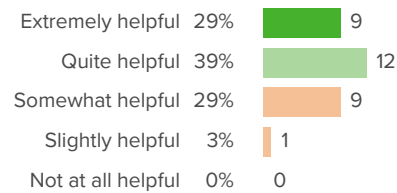
How did people respond?

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



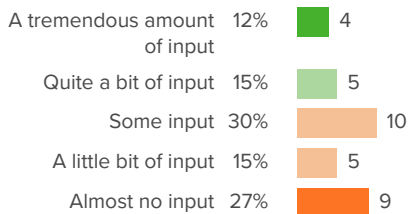
Favorable: **30%**

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



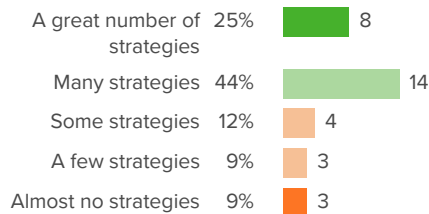
Favorable: **68%**

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



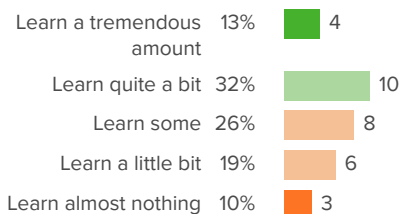
Favorable: **27%**

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



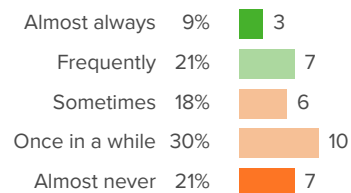
Favorable: **69%**

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



Favorable: **45%**

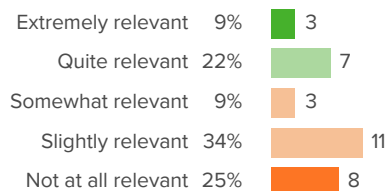
Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **30%**

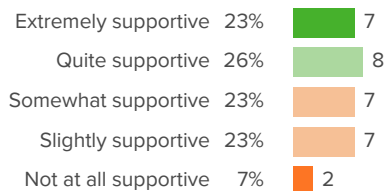


Q.7: How relevant have your professional development opportunities been to the content that you teach?



Favorable: **31%**

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



Favorable: **48%**



School Climate

Your average

72%

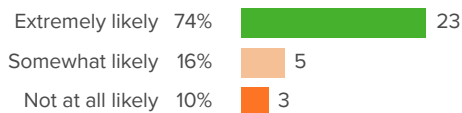
33 responses

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

District average: **51%** Special School District

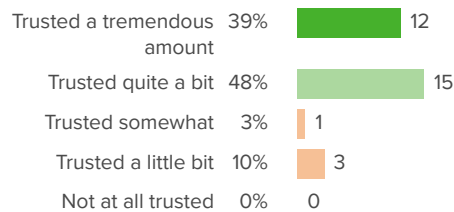
How did people respond?

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



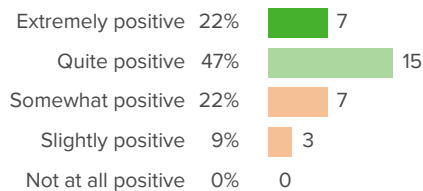
Favorable: **74%**

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



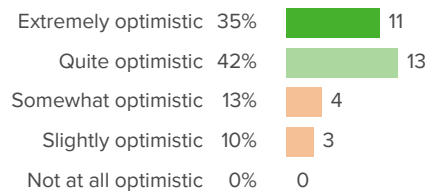
Favorable: **87%**

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



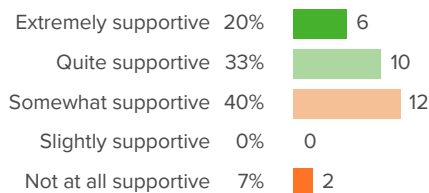
Favorable: **69%**

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



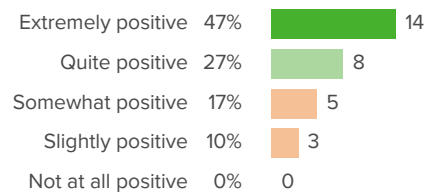
Favorable: **77%**

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



Favorable: **53%**

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



Favorable: **73%**



School Leadership

Your average

74%

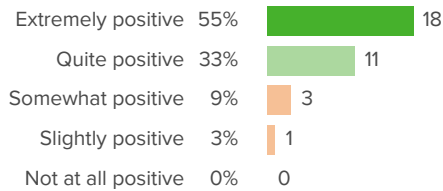
33 responses

Client average: **52%** SSD of St. Louis (MO)

District average: **54%** Special School District

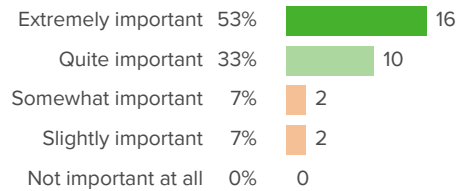
How did people respond?

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



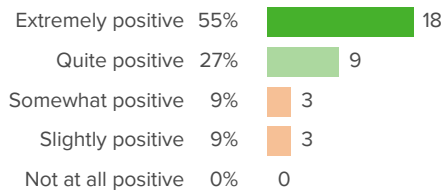
Favorable: **88%**

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



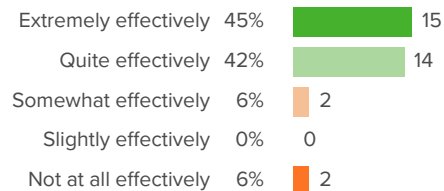
Favorable: **87%**

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



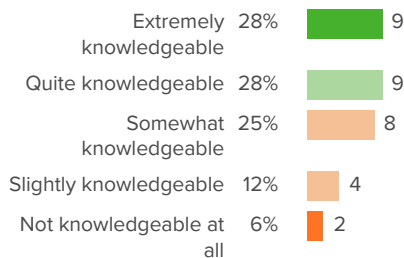
Favorable: **82%**

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



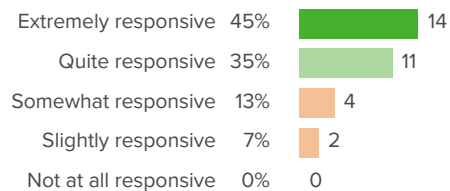
Favorable: **88%**

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



Favorable: **56%**

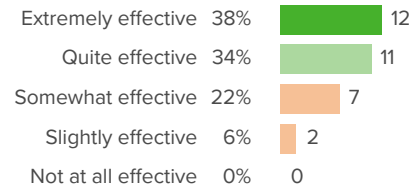
Q.6: How responsive are school leaders to your feedback?



Favorable: **81%**

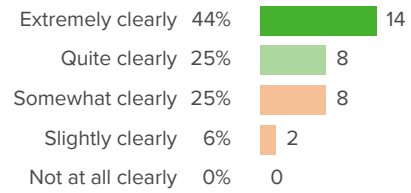


Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



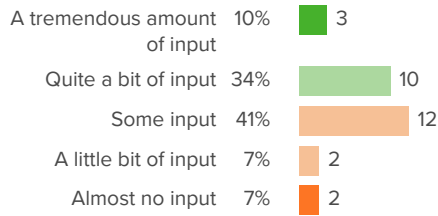
Favorable: **72%**

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



Favorable: **69%**

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



Favorable: **45%**



Staff-Leadership Relationships

Your average

84%

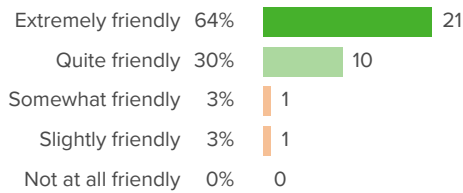
33 responses

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

District average: **67%** Special School District

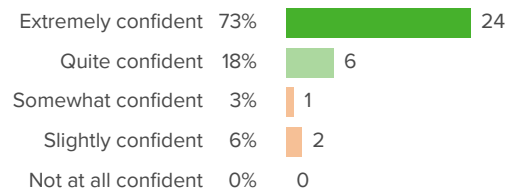
How did people respond?

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



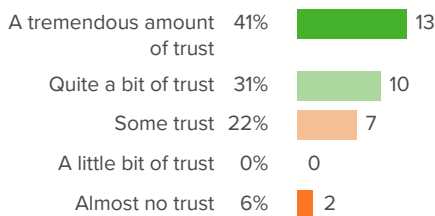
Favorable: **94%**

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



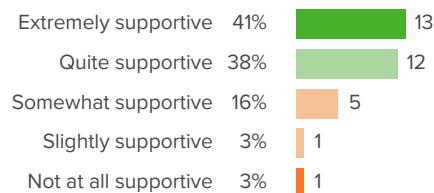
Favorable: **91%**

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



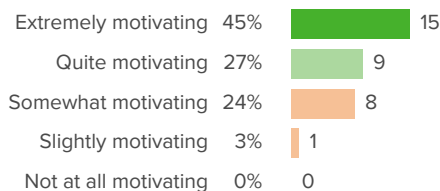
Favorable: **72%**

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



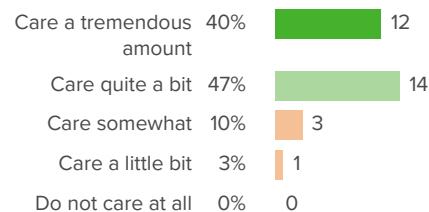
Favorable: **78%**

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



Favorable: **73%**

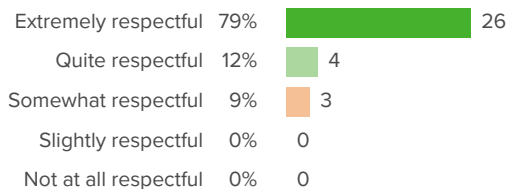
Q.6: How much do your school leaders care about you as an individual?



Favorable: **87%**

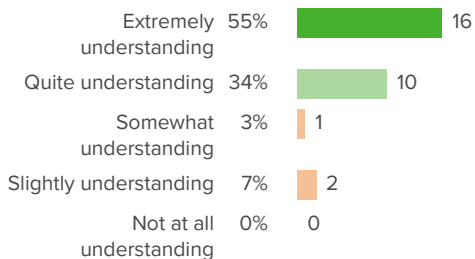


Q.7: How respectful are your school leaders towards you?



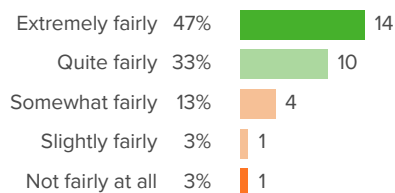
Favorable: **91%**

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



Favorable: **90%**

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



Favorable: **80%**



Well-being

Your average

77%

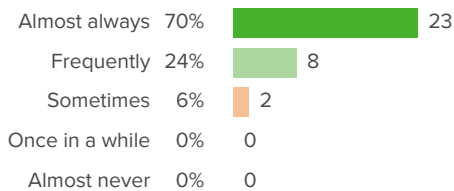
33 responses

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

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

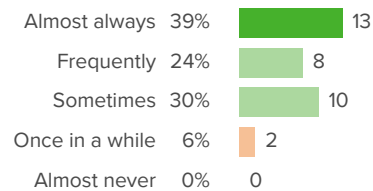
How did people respond?

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



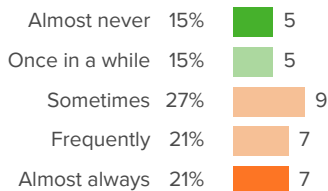
Favorable: **94%**

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



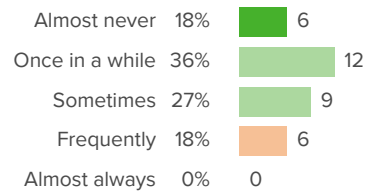
Favorable: **94%**

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



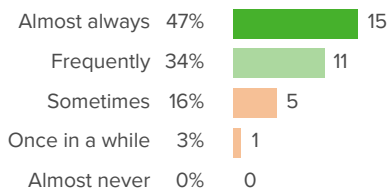
Favorable: **30%**

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



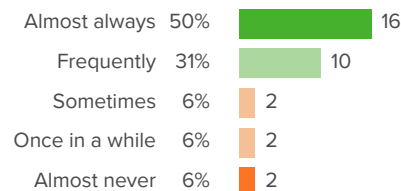
Favorable: **82%**

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



Favorable: **81%**

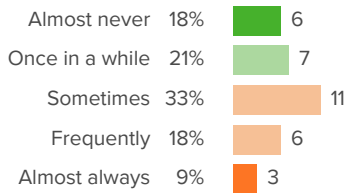
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **81%**

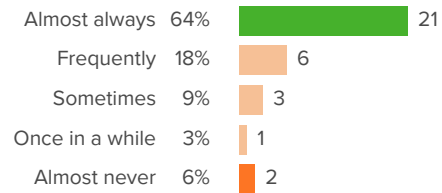


Q.7: During the past week, how often did you feel overwhelmed at work?



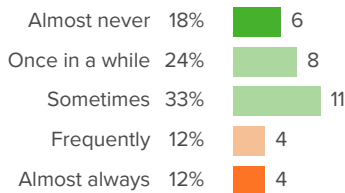
Favorable: **39%**

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



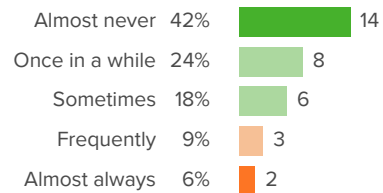
Favorable: **64%**

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



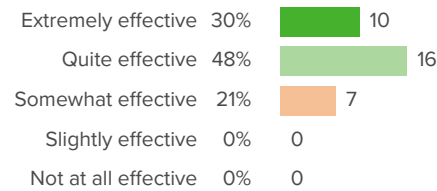
Favorable: **76%**

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



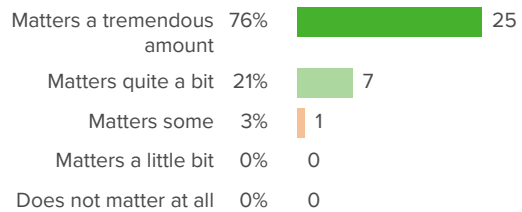
Favorable: **85%**

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



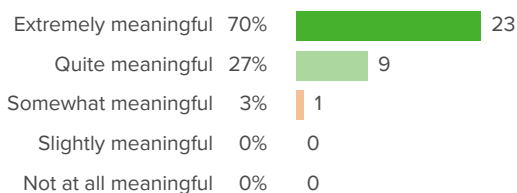
Favorable: **79%**

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



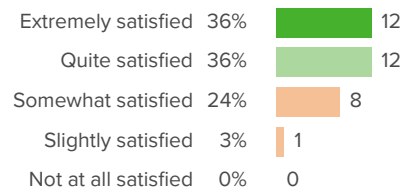
Favorable: **97%**

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



Favorable: **97%**

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



Favorable: **73%**



Work environment

Your average

81%

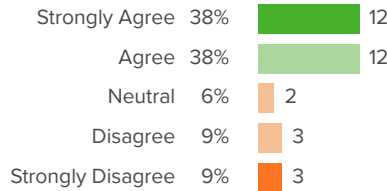
33 responses

Client average: **78%** SSD of St. Louis (MO)

District average: **83%** Special School District

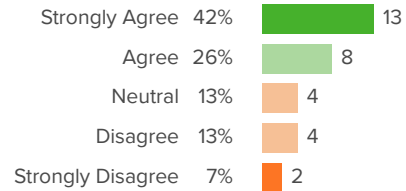
How did people respond?

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



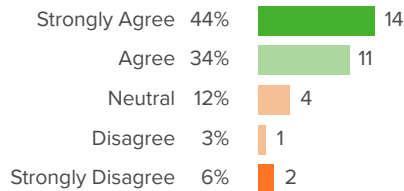
Favorable: **75%**

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



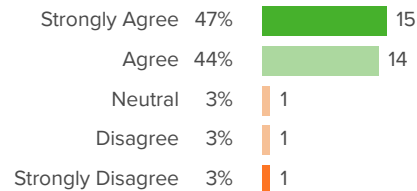
Favorable: **68%**

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



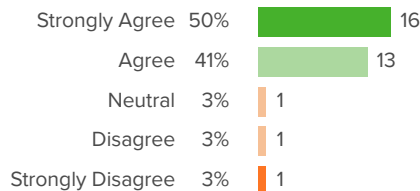
Favorable: **78%**

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



Favorable: **91%**

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



Favorable: **91%**



Background Questions

How did people respond? _____



Q.1: Location

| | | |
|--|----|---|
| Afton 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 | 83% | | 24 |
| Teacher - Partner district | 3% | | 1 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics) | 3% | | 1 |
| Other | 10% | | 3 |



North Tech

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



| | | | |
|---------------------------------|------|---|----|
| North Tech High School | 100% |  | 28 |
| Northview High School | 0% | | 0 |
| South Tech High School | 0% | | 0 |
| Southview School | 0% | | 0 |
| Vocational Skills Program (VSP) | 0% | | 0 |