



Maplewood School District

Teacher Survey
Fall 2023



Report created by
Panorama Education



Summary

| Topic Description | Results | Comparison |
|--|-------------|----------------------------------|
| Additional questions | 33% | 36% SSD of St. Louis (MO) |
| Communicating results | 100% | 74% SSD of St. Louis (MO) |
| Communications | 85% | 69% SSD of St. Louis (MO) |
| Deia | 79% | 69% SSD of St. Louis (MO) |
| Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive. | 12% | 35% SSD of St. Louis (MO) |
| Mission and vision | 86% | 71% SSD of St. Louis (MO) |
| Overall engagement | 85% | 71% SSD of St. Louis (MO) |
| Partner Districts | 78% | 66% SSD of St. Louis (MO) |
| Professional Learning | 44% | 43% SSD of St. Louis (MO) |
| School Climate Perceptions of the overall social and learning climate of the school. | 58% | 48% SSD of St. Louis (MO) |
| School Leadership Perceptions of the school leadership’s effectiveness. | 57% | 52% SSD of St. Louis (MO) |



Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

78%

64%

SSD of St. Louis (MO)

Well-being

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

66%

58%

SSD of St. Louis (MO)

Work environment

88%

78%

SSD of St. Louis (MO)

12 responses



Additional questions

Your average

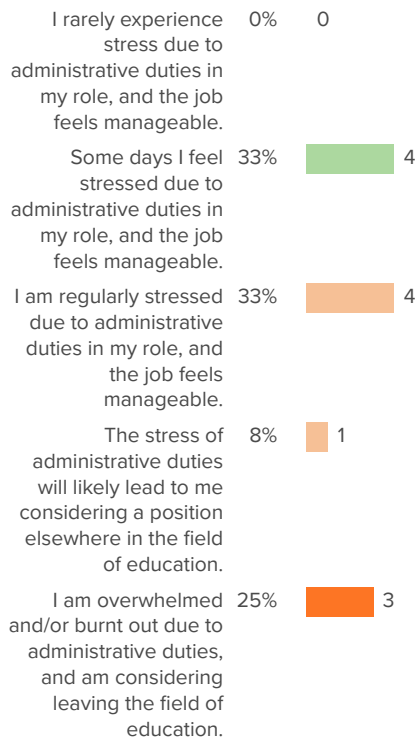
33%

12 responses

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

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: **33%**



Communicating results

Your average

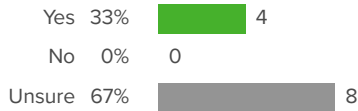
100%

12 responses

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

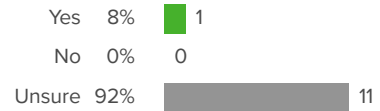
How did people respond?

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



Favorable: **100%**

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



Favorable: **100%**



Communications

Your average

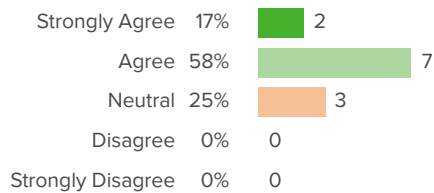
85%

12 responses

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

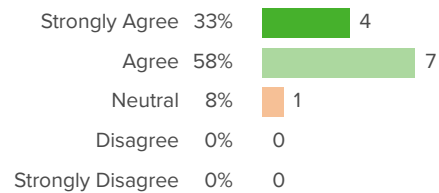
How did people respond?

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



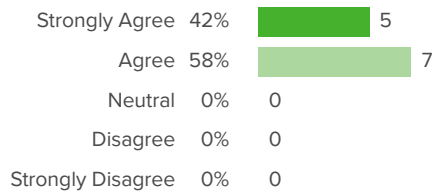
Favorable: **75%**

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



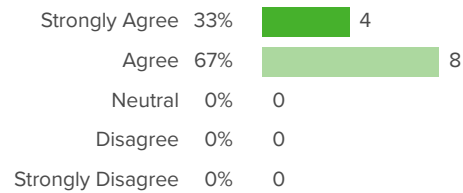
Favorable: **92%**

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



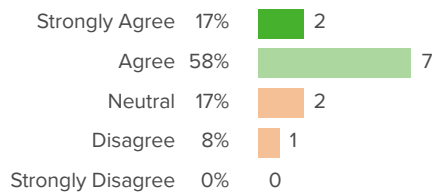
Favorable: **100%**

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



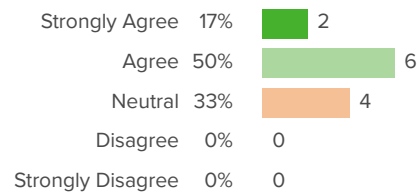
Favorable: **100%**

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



Favorable: **75%**

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



Favorable: **67%**



Deia

Your average

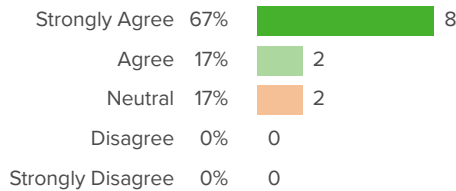
79%

12 responses

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

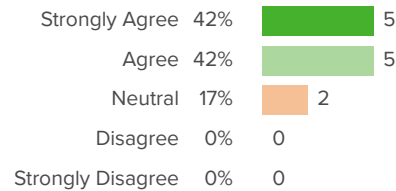
How did people respond?

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



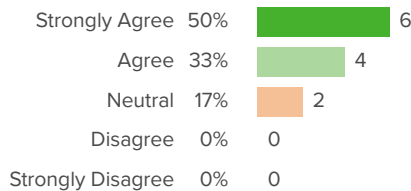
Favorable: **83%**

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



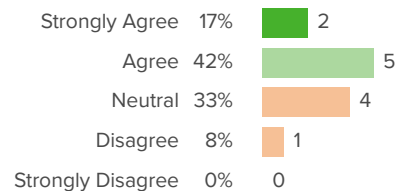
Favorable: **83%**

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



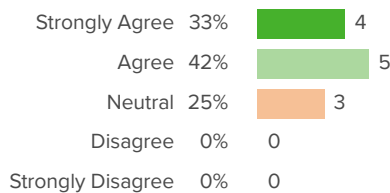
Favorable: **83%**

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



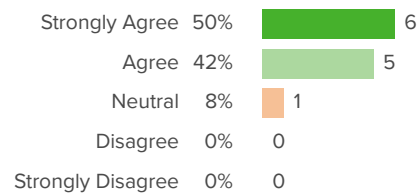
Favorable: **58%**

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



Favorable: **75%**

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



Favorable: **92%**



Feedback and Coaching

Your average

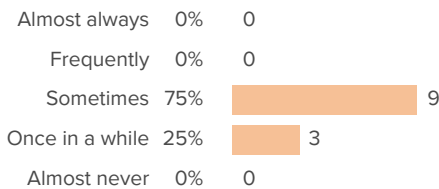
12%

12 responses

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

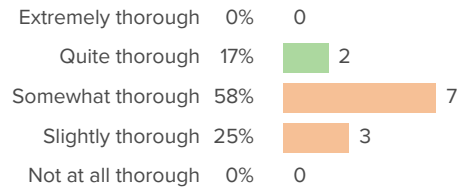
How did people respond?

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



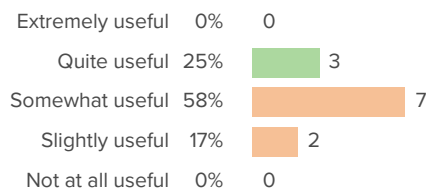
Favorable: **0%**

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



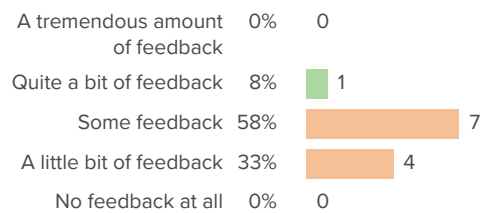
Favorable: **17%**

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



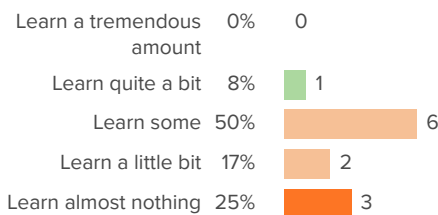
Favorable: **25%**

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



Favorable: **8%**

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



Favorable: **8%**



Mission and vision

Your average

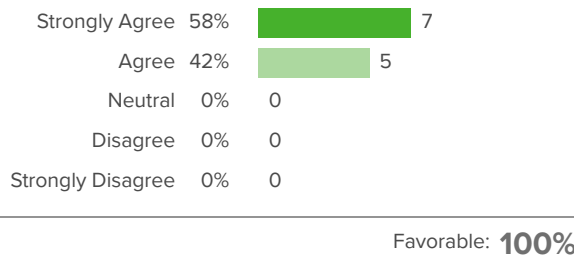
86%

12 responses

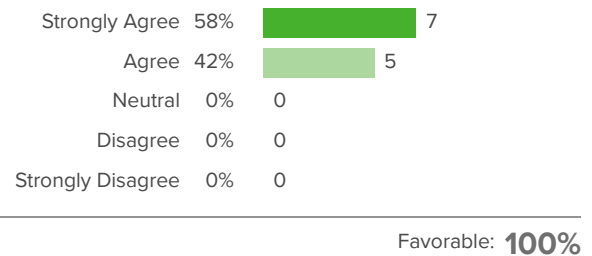
Client average: **71%** SSD of St. Louis (MO)

How did people respond?

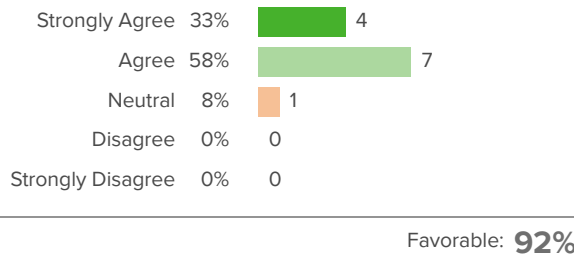
Q.1: I am familiar with and support the mission and vision of SSD.



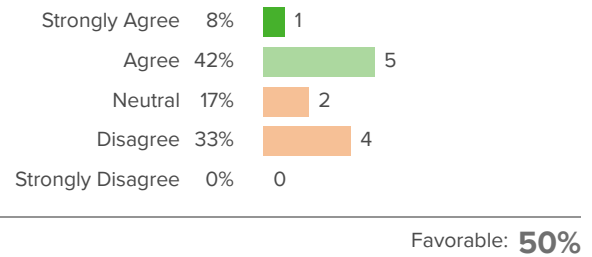
Q.2: The district's mission and vision are clearly defined.



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

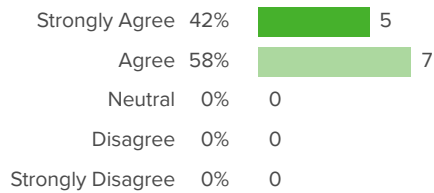
85%

12 responses

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

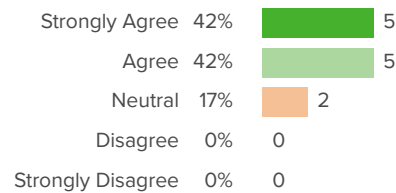
How did people respond?

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



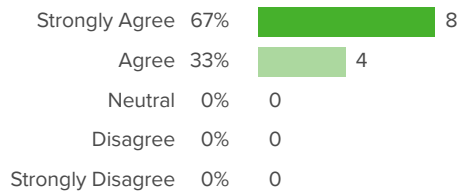
Favorable: **100%**

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



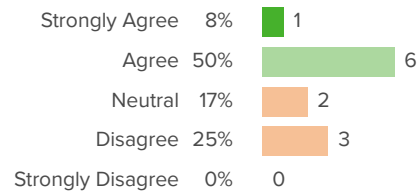
Favorable: **83%**

Q.3: I am engaged in my work.



Favorable: **100%**

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



Favorable: **58%**



Partner Districts

Your average

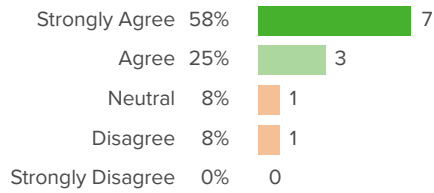
78%

12 responses

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

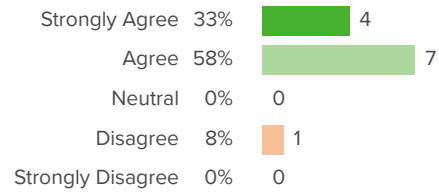
How did people respond?

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



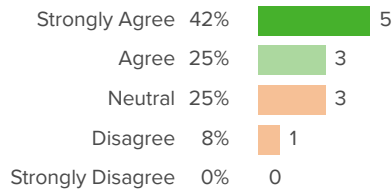
Favorable: **83%**

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



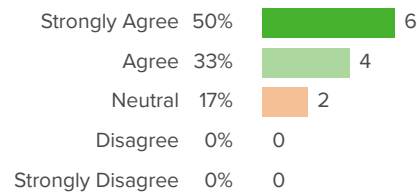
Favorable: **92%**

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



Favorable: **67%**

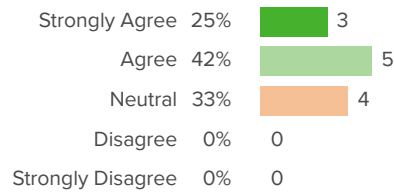
Q.4: My partner district principal effectively communicates important issues that affect me.



Favorable: **83%**

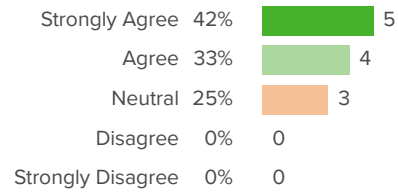


Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



Favorable: **67%**

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



Favorable: **75%**



Professional Learning

Your average

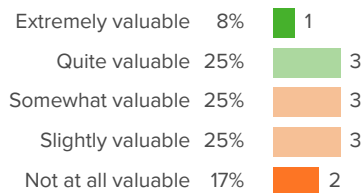
44%

12 responses

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

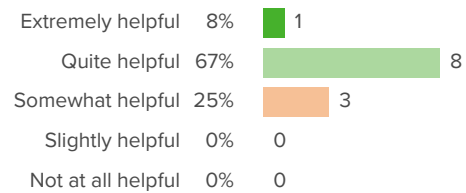
How did people respond?

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



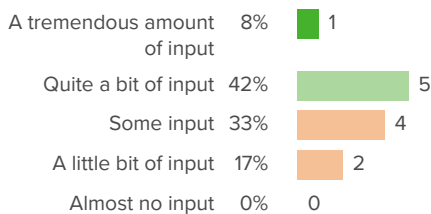
Favorable: **33%**

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



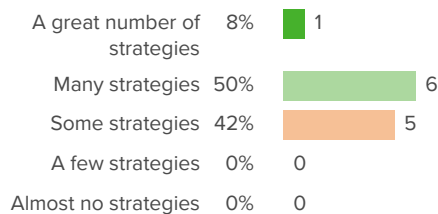
Favorable: **75%**

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



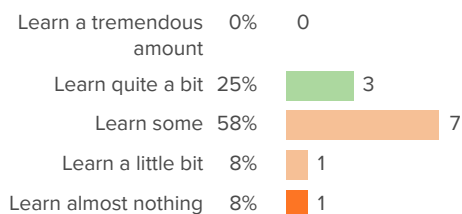
Favorable: **50%**

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



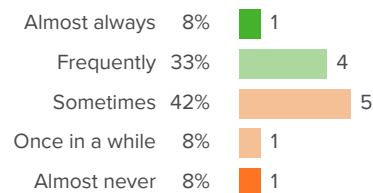
Favorable: **58%**

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



Favorable: **25%**

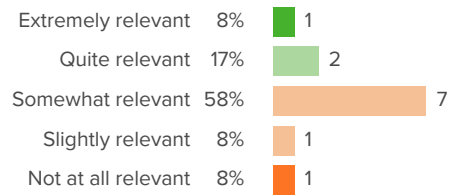
Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **42%**

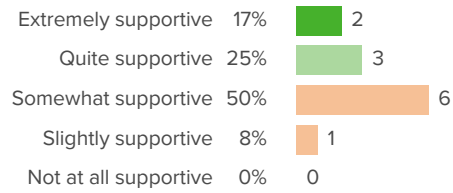


Q.7: How relevant have your professional development opportunities been to the content that you teach?



Favorable: **25%**

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



Favorable: **42%**



School Climate

Your average

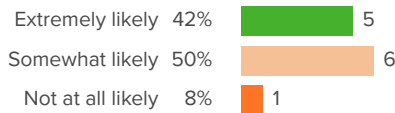
58%

12 responses

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

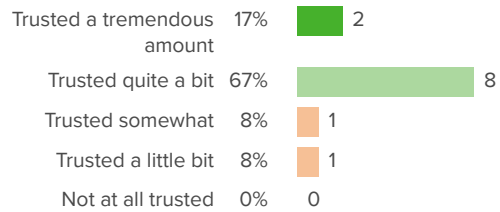
How did people respond?

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



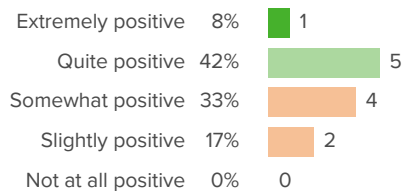
Favorable: **42%**

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



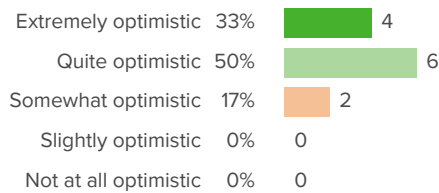
Favorable: **83%**

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



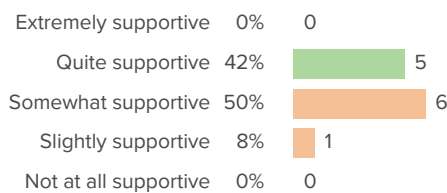
Favorable: **50%**

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



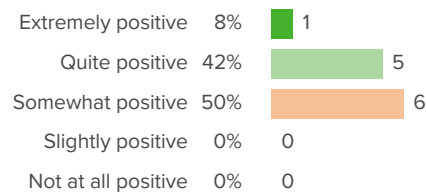
Favorable: **83%**

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



Favorable: **42%**

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



Favorable: **50%**



School Leadership

Your average

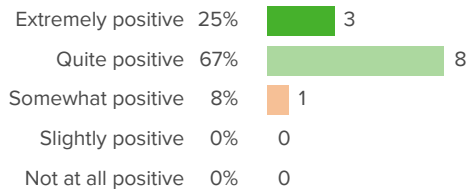
57%

12 responses

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

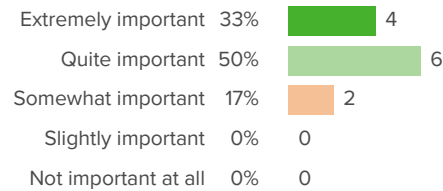
How did people respond?

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



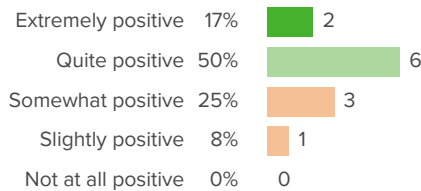
Favorable: **92%**

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



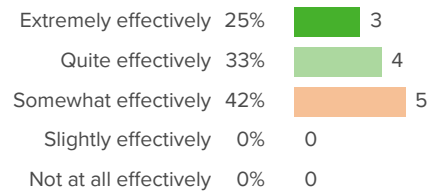
Favorable: **83%**

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



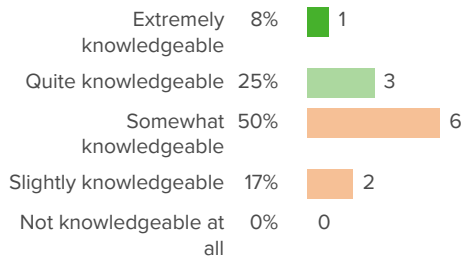
Favorable: **67%**

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



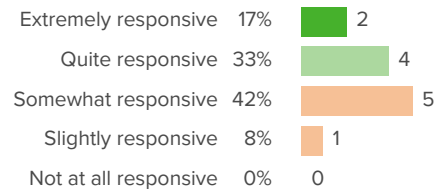
Favorable: **58%**

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



Favorable: **33%**

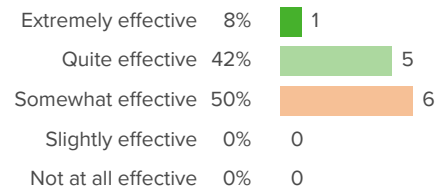
Q.6: How responsive are school leaders to your feedback?



Favorable: **50%**

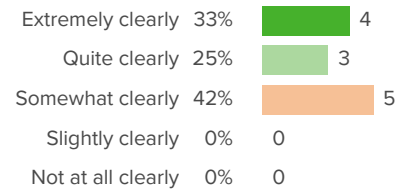


Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



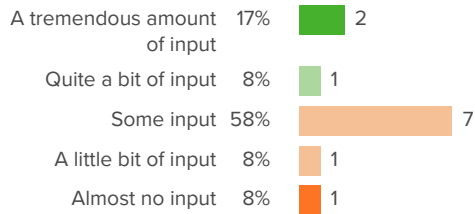
Favorable: **50%**

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



Favorable: **58%**

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



Favorable: **25%**



Staff-Leadership Relationships

Your average

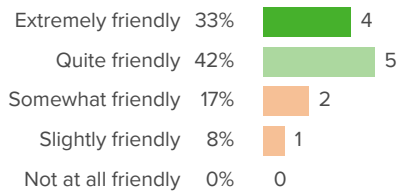
78%

12 responses

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

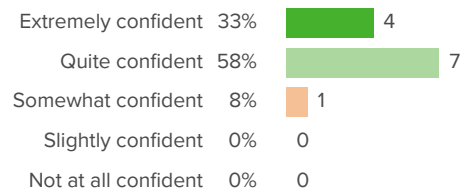
How did people respond?

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



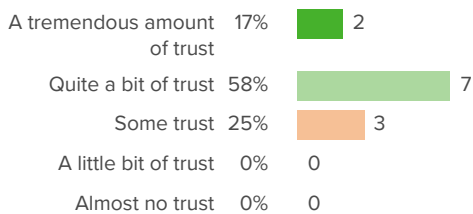
Favorable: **75%**

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



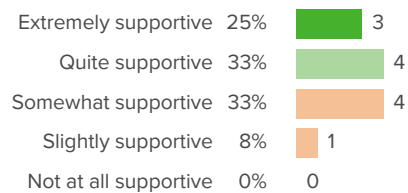
Favorable: **92%**

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



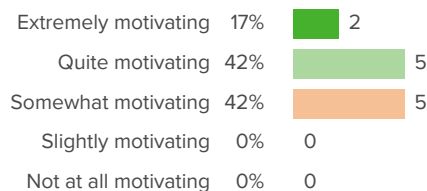
Favorable: **75%**

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



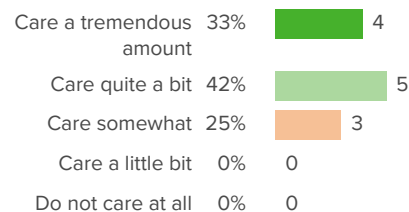
Favorable: **58%**

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



Favorable: **58%**

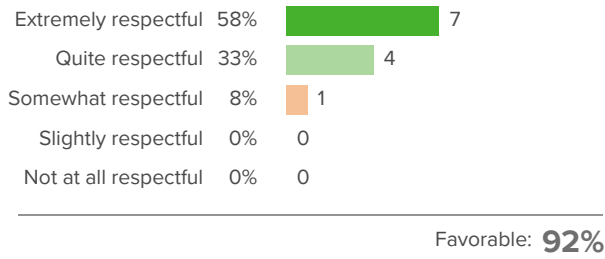
Q.6: How much do your school leaders care about you as an individual?



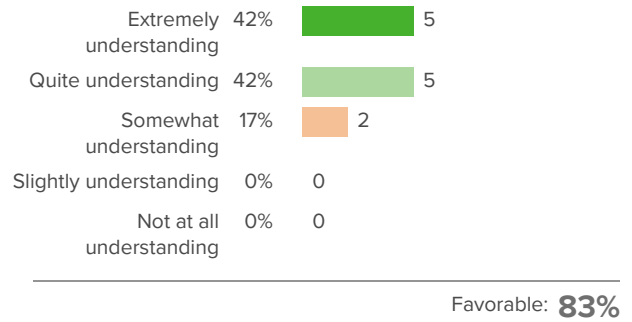
Favorable: **75%**



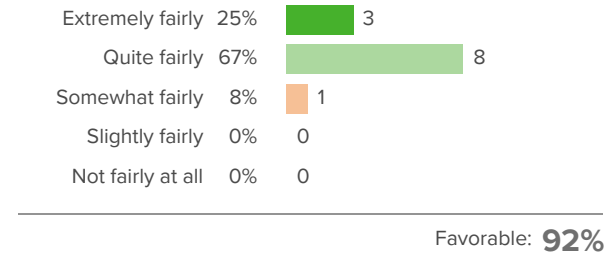
Q.7: How respectful are your school leaders towards you?



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

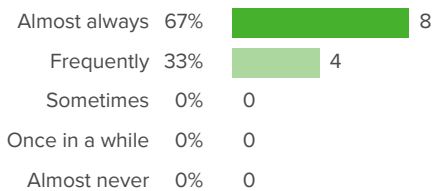
66%

12 responses

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

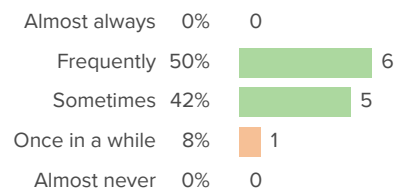
How did people respond?

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



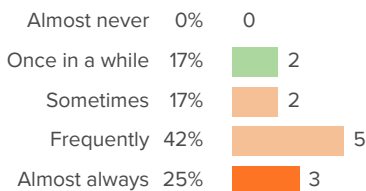
Favorable: **100%**

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



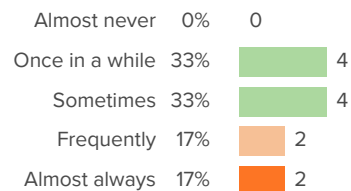
Favorable: **92%**

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



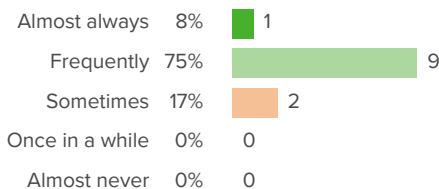
Favorable: **17%**

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



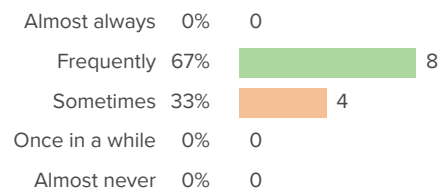
Favorable: **67%**

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



Favorable: **83%**

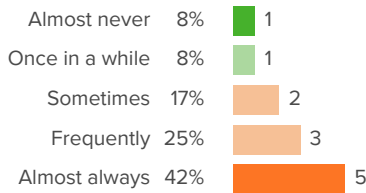
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **67%**

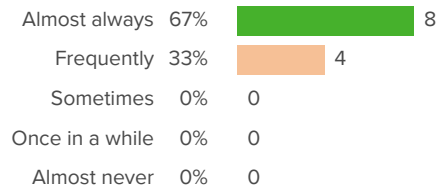


Q.7: During the past week, how often did you feel overwhelmed at work?



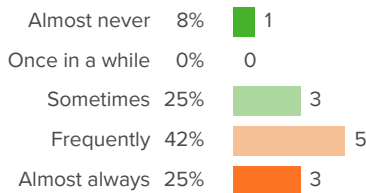
Favorable: **17%**

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



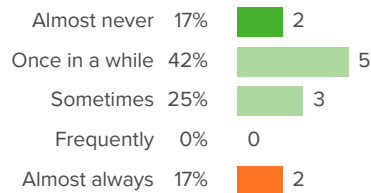
Favorable: **67%**

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



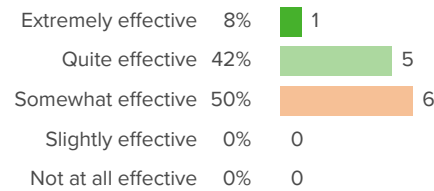
Favorable: **33%**

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



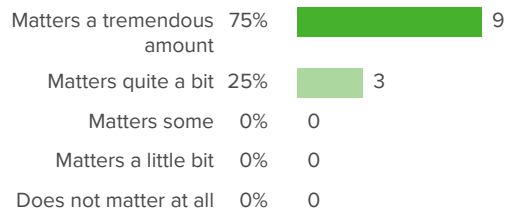
Favorable: **83%**

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



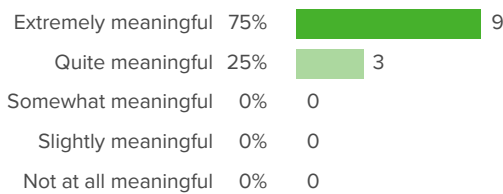
Favorable: **50%**

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



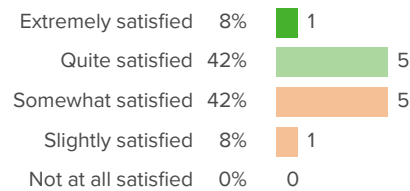
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **50%**



Work environment

Your average

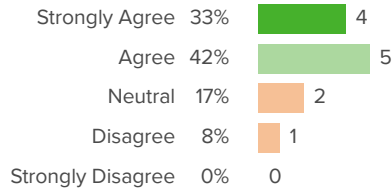
88%

12 responses

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

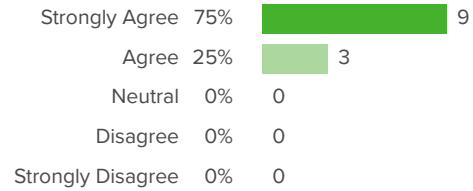
How did people respond?

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



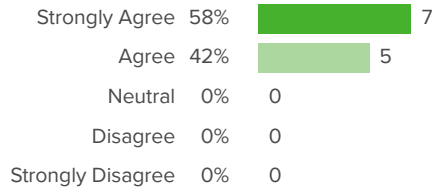
Favorable: **75%**

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



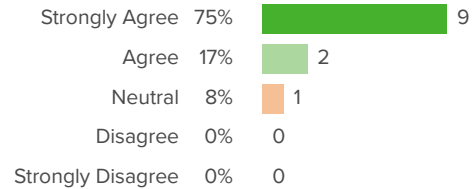
Favorable: **100%**

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



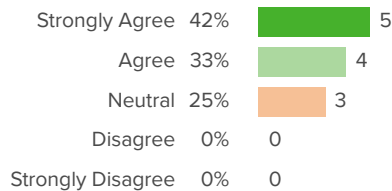
Favorable: **100%**

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



Favorable: **92%**

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



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 | 0% | 0 |
| Kirkwood School District | 0% | 0 |
| Ladue School District | 0% | 0 |
| Lindbergh School District | 0% | 0 |
| Maplewood-Richmond Heights School District | 100% | 12 |
| 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 | 25% | 3 |
| Teacher - Partner district | 42% | 5 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics) | 33% | 4 |
| Other | 0% | 0 |



Maplewood School District

"Fall 2023 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 |