



# Kirkwood School District

Teacher Survey  
Fall 2024



Report created by  
Panorama Education



## Summary

| Topic Description                                                                                     | Results                          | Comparison                |
|-------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------|
| Additional questions                                                                                  | 25%                              | 43% SSD of St. Louis (MO) |
| Communicating results                                                                                 | 86%<br>▲ 15<br>since last survey | 74% SSD of St. Louis (MO) |
| Communications                                                                                        | 73%<br>▲ 13<br>since last survey | 67% SSD of St. Louis (MO) |
| Deia                                                                                                  | 73%<br>▲ 5<br>since last survey  | 70% SSD of St. Louis (MO) |
| Feedback and Coaching<br>Perceptions of the amount and quality of feedback faculty and staff receive. | 26%<br>▼ 7<br>since last survey  | 34% SSD of St. Louis (MO) |
| Mission and vision                                                                                    | 65%<br>0<br>since last survey    | 69% SSD of St. Louis (MO) |
| Overall engagement                                                                                    | 66%<br>▲ 7<br>since last survey  | 71% SSD of St. Louis (MO) |
| Partner Districts                                                                                     | 77%<br>▲ 8<br>since last survey  | 70% SSD of St. Louis (MO) |



## Professional Learning

**35%**

▼ 6

since last survey

**43%**

SSD of St. Louis (MO)

## School Climate

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

**36%**

▲ 4

since last survey

**46%**

SSD of St. Louis (MO)

## School Leadership

Perceptions of the school leadership's effectiveness.

**50%**

▲ 4

since last survey

**53%**

SSD of St. Louis (MO)

## Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**67%**

▲ 9

since last survey

**67%**

SSD of St. Louis (MO)

## Well-being

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

**50%**

▼ 6

since last survey

**58%**

SSD of St. Louis (MO)

## Work environment

**84%**

▼ 1

since last survey

**75%**

SSD of St. Louis (MO)

35 responses



## Additional questions

Your average

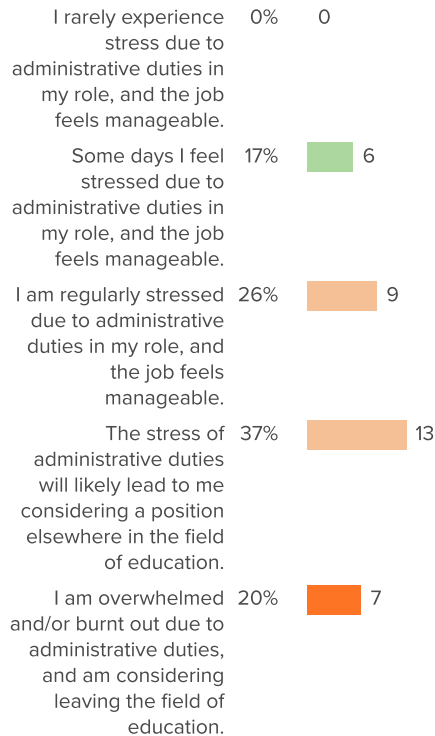
25%

35 responses

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

How did people respond?

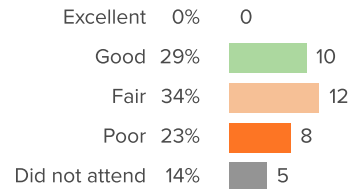
**Q.1: To what extent do administrative duties (e.g. data entry, email, filling out forms, etc.) impact your personal level of stress?**



▼ 2 from last survey

Favorable: **17%**

**Q.2: How would you rate your overall experience regarding the 2024 back-to-school convocation event, including the organization, content, and atmosphere?**



Favorable: **33%**



## Communicating results

Your average

**86%**

35 responses

Change

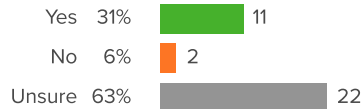
**▲ 15**

since last survey

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

How did people respond?

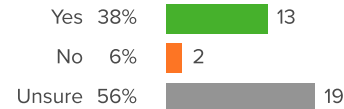
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ 1 from last survey

Favorable: **85%**

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



▲ 31 from last survey

Favorable: **87%**



## Communications

Your average

**73%**

35 responses

Change

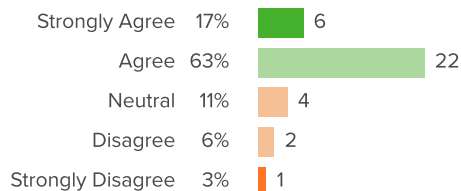
**▲ 13**

since last survey

Client average: **67%** SSD of St. Louis (MO)

How did people respond?

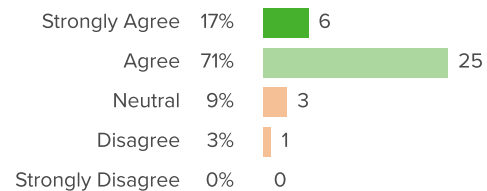
**Q.1: My direct supervisor provides me with constructive feedback.**



▲ 12 from last survey

Favorable: **80%**

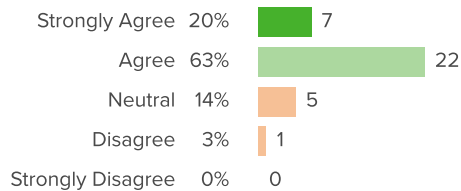
**Q.2: I receive adequate and timely information about district news and initiatives.**



▲ 3 from last survey

Favorable: **89%**

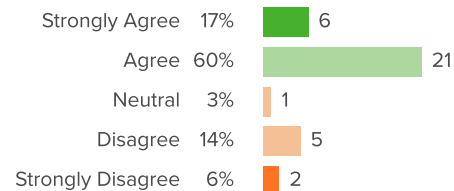
**Q.3: I am aware of where and how I can direct a question or concern.**



▲ 13 from last survey

Favorable: **83%**

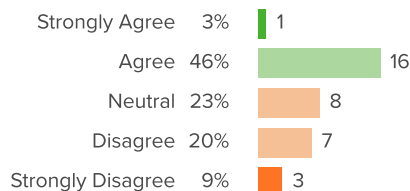
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▲ 28 from last survey

Favorable: **77%**

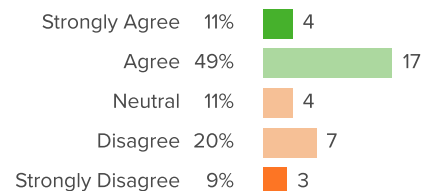
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▲ 14 from last survey

Favorable: **49%**

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



▲ 9 from last survey

Favorable: **60%**



## Deia

Your average

**73%**

35 responses

Change

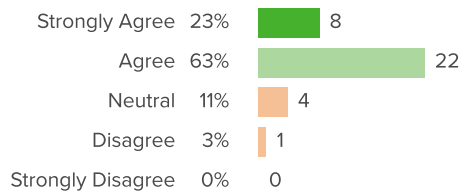
**▲ 5**

since last survey

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

### How did people respond?

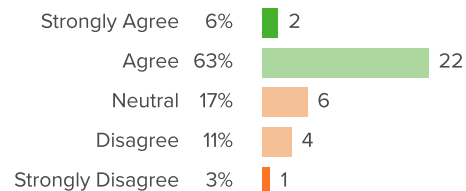
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ 5 from last survey

Favorable: **86%**

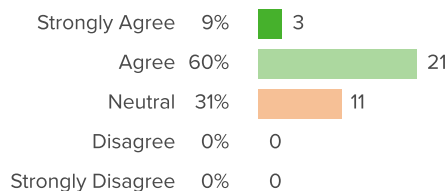
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▲ 15 from last survey

Favorable: **69%**

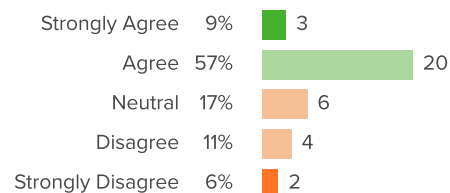
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▼ 4 from last survey

Favorable: **69%**

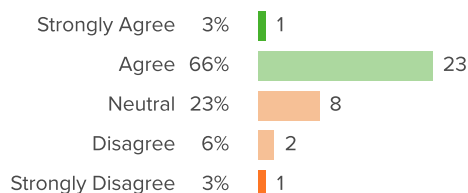
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▲ 1 from last survey

Favorable: **66%**

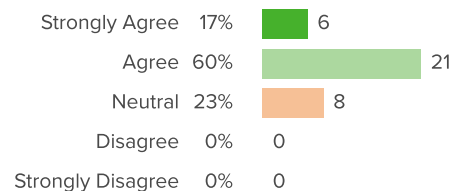
**Q.5: I feel my background and identity are valued at SSD.**



▲ 10 from last survey

Favorable: **69%**

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



▲ 4 from last survey

Favorable: **77%**



## Feedback and Coaching

Your average

**26%**

35 responses

Change

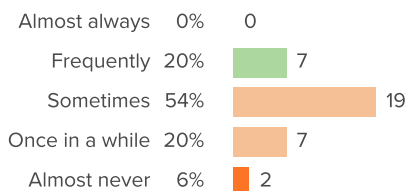
▼ **7**

since last survey

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

### How did people respond?

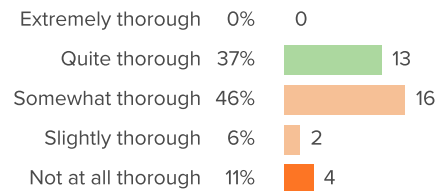
#### Q.1: How often do you receive feedback on your teaching?



▼ **12** from last survey

Favorable: **20%**

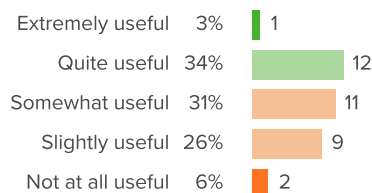
#### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ **6** from last survey

Favorable: **37%**

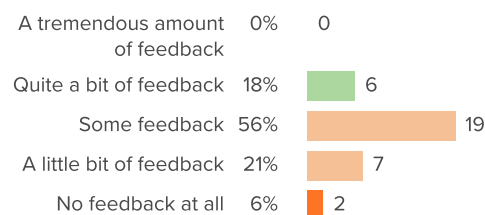
#### Q.3: How useful do you find the feedback you receive on your teaching?



▼ **4** from last survey

Favorable: **37%**

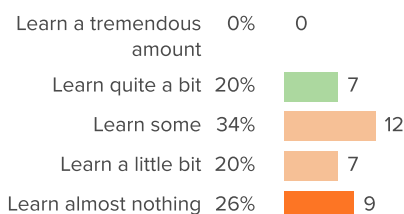
#### Q.4: How much feedback do you receive on your teaching?



▼ **12** from last survey

Favorable: **18%**

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



▲ **1** from last survey

Favorable: **20%**



## Mission and vision

Your average

**65%**

35 responses

Change

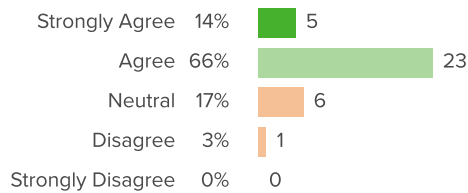
**0**

since last survey

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

How did people respond?

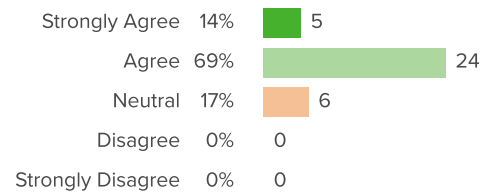
**Q.1: I am familiar with and support the mission and vision of SSD.**



▼ 1 from last survey

Favorable: **80%**

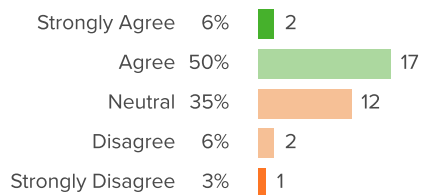
**Q.2: The district's mission and vision are clearly defined.**



▼ 1 from last survey

Favorable: **83%**

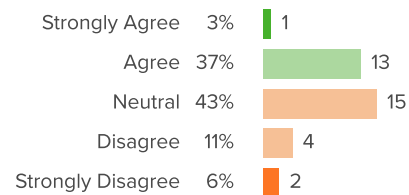
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▲ 5 from last survey

Favorable: **56%**

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



▼ 3 from last survey

Favorable: **40%**



## Overall engagement

Your average

**66%**

35 responses

Change

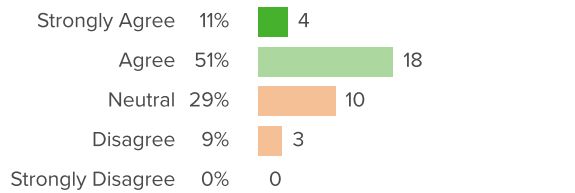
**▲ 7**

since last survey

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

### How did people respond?

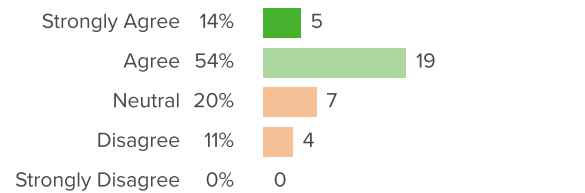
#### Q.1: I am proud to work for SSD.



▲ 1 from last survey

Favorable: **63%**

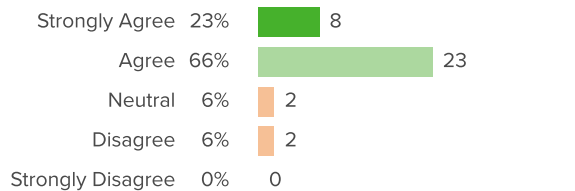
#### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 1 from last survey

Favorable: **69%**

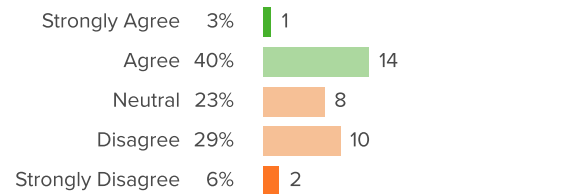
#### Q.3: I am engaged in my work.



▲ 8 from last survey

Favorable: **89%**

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



▲ 19 from last survey

Favorable: **43%**



## Partner Districts

Your average

**77%**

35 responses

Change

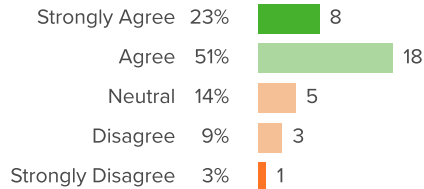
**▲ 8**

since last survey

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

How did people respond?

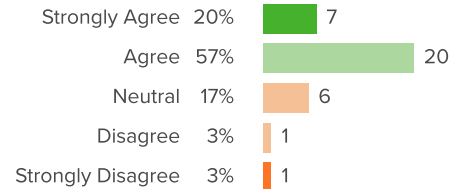
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▲ 5 from last survey

Favorable: **74%**

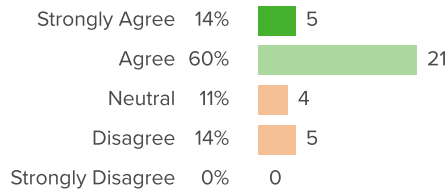
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▲ 9 from last survey

Favorable: **77%**

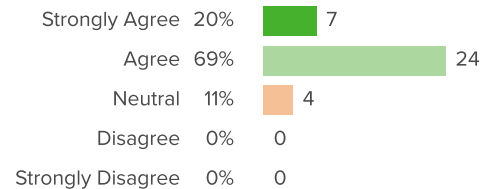
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▲ 9 from last survey

Favorable: **74%**

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

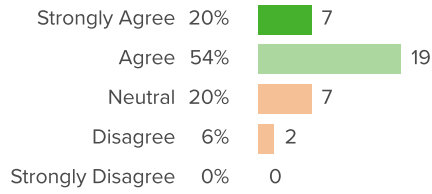


▲ 24 from last survey

Favorable: **89%**



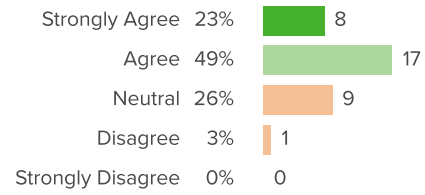
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▼ 2 from last survey

Favorable: **74%**

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



▲ 1 from last survey

Favorable: **71%**



## Professional Learning

Your average

35%

35 responses

Change

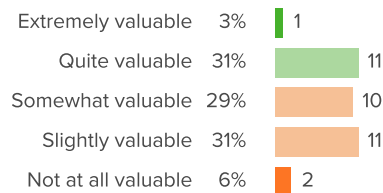
▼ 6

since last survey

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

### How did people respond?

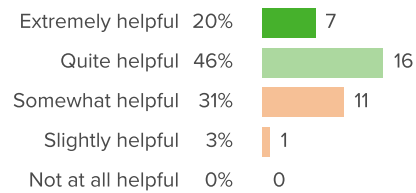
**Q.1: At your school, how valuable are the available professional development opportunities?**



▲ 7 from last survey

Favorable: 34%

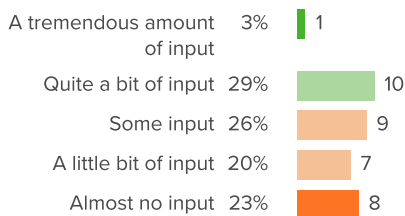
**Q.2: How helpful are your colleagues' ideas for improving your teaching?**



▲ 4 from last survey

Favorable: 66%

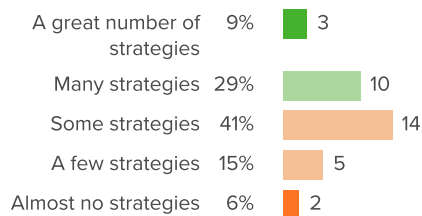
**Q.3: How much input do you have into individualizing your own professional development opportunities?**



▼ 20 from last survey

Favorable: 31%

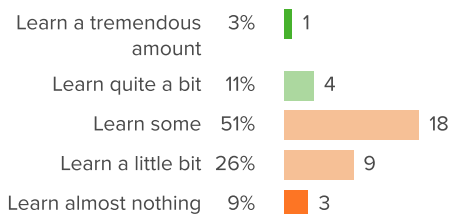
**Q.4: Through working at your school, how many new teaching strategies have you learned?**



▼ 13 from last survey

Favorable: 38%

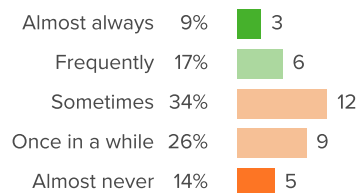
**Q.5: Overall, how much do you learn about teaching from the leaders at your school?**



▼ 16 from last survey

Favorable: 14%

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

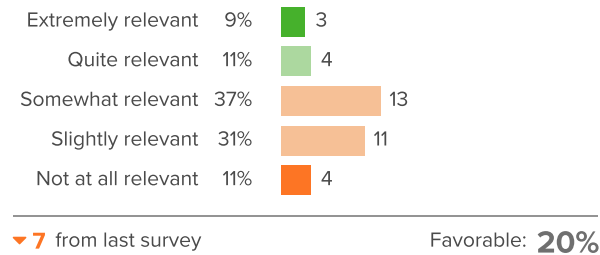


▼ 4 from last survey

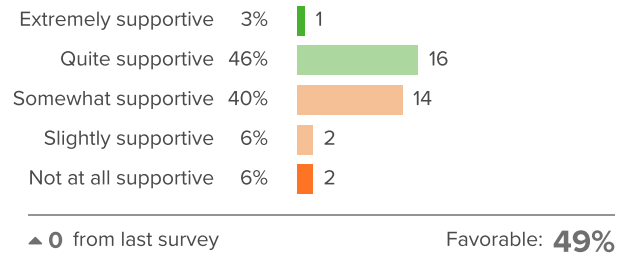
Favorable: 26%



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



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





## School Climate

Your average

**36%**

35 responses

Change

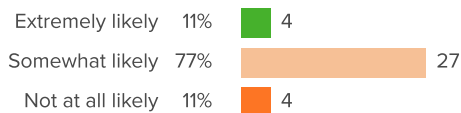
**▲ 4**

since last survey

Client average: **46%** SSD of St. Louis (MO)

### How did people respond?

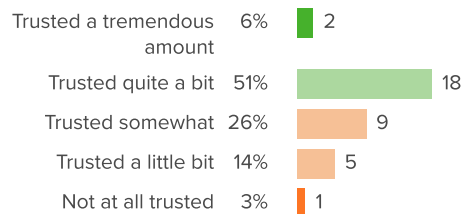
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▼ 13 from last survey

Favorable: **11%**

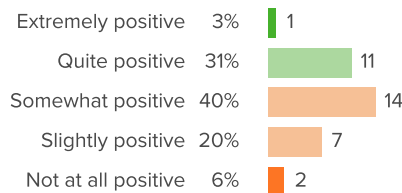
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 8 from last survey

Favorable: **57%**

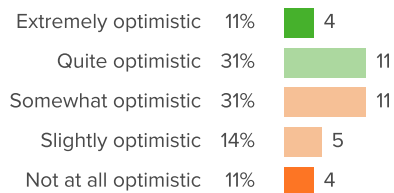
**Q.3: How positive are the attitudes of your colleagues?**



▲ 7 from last survey

Favorable: **34%**

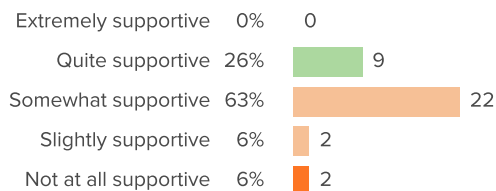
**Q.4: How optimistic are you the future of Special School District?**



▲ 2 from last survey

Favorable: **43%**

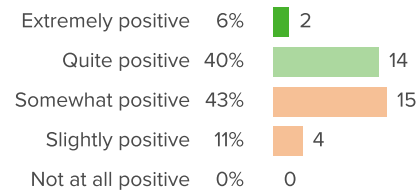
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▲ 4 from last survey

Favorable: **26%**

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



▲ 16 from last survey

Favorable: **46%**



## School Leadership

Your average

50%

35 responses

Change

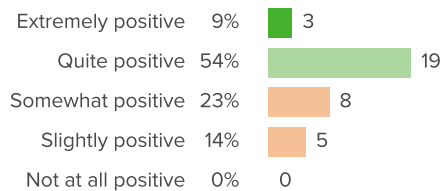
▲ 4

since last survey

Client average: 53% SSD of St. Louis (MO)

### How did people respond?

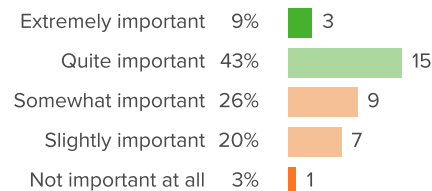
**Q.1: How positive is the tone that school leaders set for the culture of the school?**



▲ 14 from last survey

Favorable: 63%

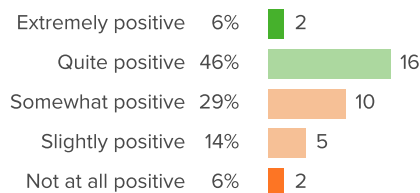
**Q.2: For your school leaders, how important is teacher satisfaction?**



▼ 10 from last survey

Favorable: 51%

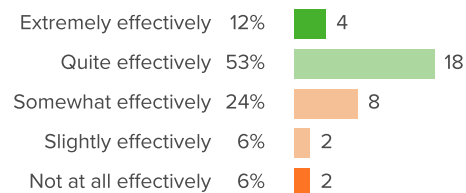
**Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?**



▲ 2 from last survey

Favorable: 51%

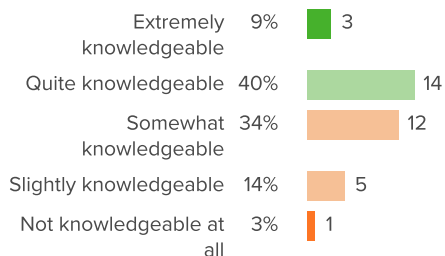
**Q.4: How effectively do school leaders communicate important information to teachers?**



▲ 6 from last survey

Favorable: 65%

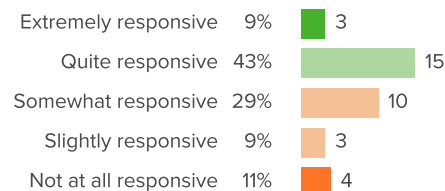
**Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?**



▲ 16 from last survey

Favorable: 49%

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

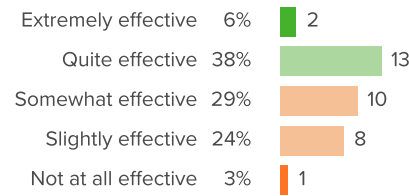


▲ 10 from last survey

Favorable: 51%



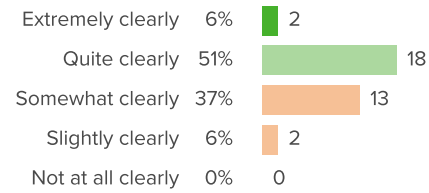
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▲ 0 from last survey

Favorable: **44%**

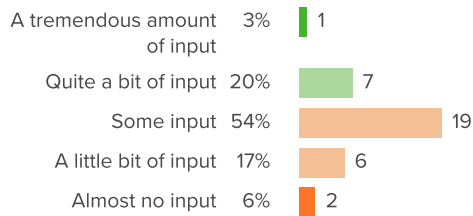
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▲ 3 from last survey

Favorable: **57%**

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



▲ 1 from last survey

Favorable: **23%**



## Staff-Leadership Relationships

Your average

**67%**

35 responses

Change

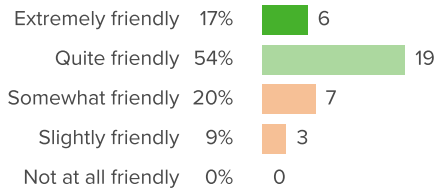
**▲ 9**

since last survey

Client average: **67%** SSD of St. Louis (MO)

How did people respond?

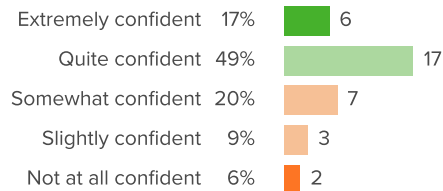
**Q.1: How friendly are your school leaders toward you?**



▲ 1 from last survey

Favorable: **71%**

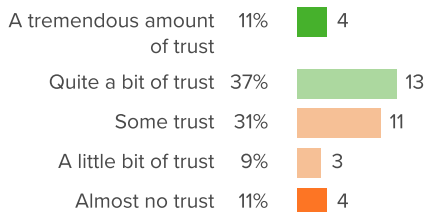
**Q.2: How confident are you that your school leaders have the best interests of the school in mind?**



▲ 7 from last survey

Favorable: **66%**

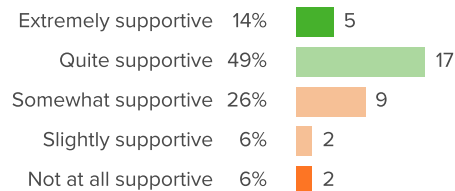
**Q.3: How much trust exists between school leaders and faculty?**



▲ 3 from last survey

Favorable: **49%**

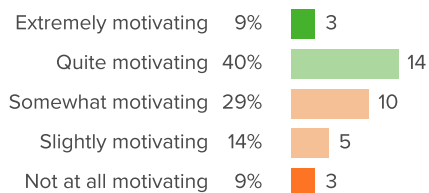
**Q.4: When you face challenges at work, how supportive are your school leaders?**



▲ 9 from last survey

Favorable: **63%**

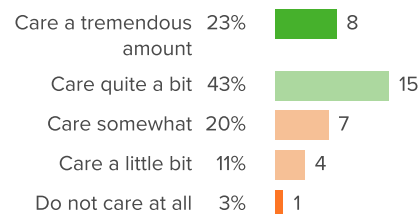
**Q.5: At your school, how motivating do you find working with the leadership team?**



▲ 8 from last survey

Favorable: **49%**

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

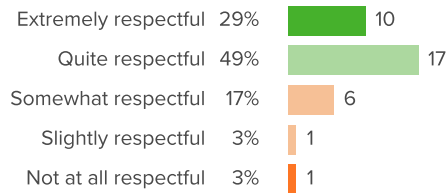


▲ 12 from last survey

Favorable: **66%**



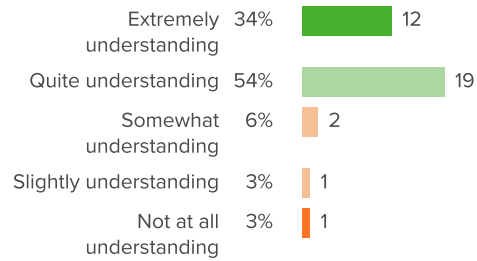
**Q.7: How respectful are your school leaders towards you?**



▲ 4 from last survey

Favorable: **77%**

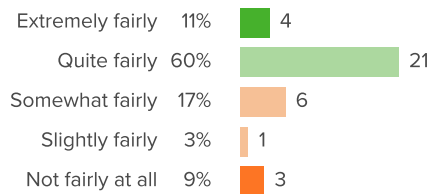
**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



▲ 19 from last survey

Favorable: **89%**

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



▲ 15 from last survey

Favorable: **71%**



## Well-being

Your average

**50%**

35 responses

Change

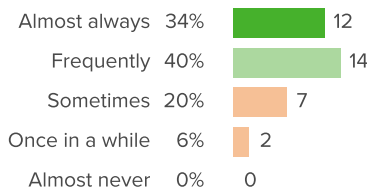
▼ **6**

since last survey

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

### How did people respond?

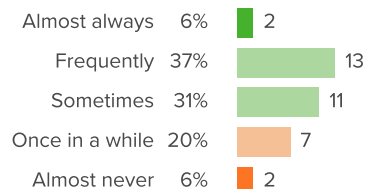
**Q.1: During the past week, how often did you feel engaged at work?**



▼ **4** from last survey

Favorable: **74%**

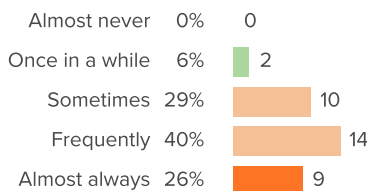
**Q.2: During the past week, how often did you feel excited at work?**



▲ **4** from last survey

Favorable: **74%**

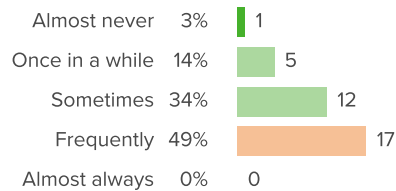
**Q.3: During the past week, how often did you feel exhausted at work?**



▲ **1** from last survey

Favorable: **6%**

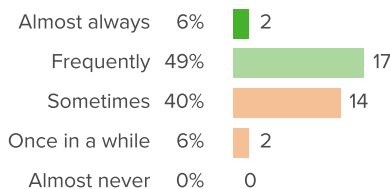
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ **11** from last survey

Favorable: **51%**

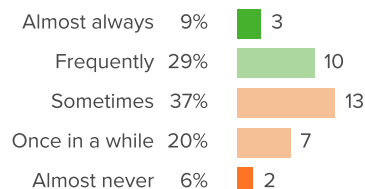
**Q.5: During the past week, how often did you feel happy at work?**



▲ **0** from last survey

Favorable: **54%**

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

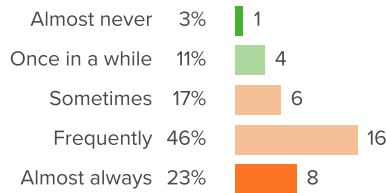


▼ **10** from last survey

Favorable: **37%**



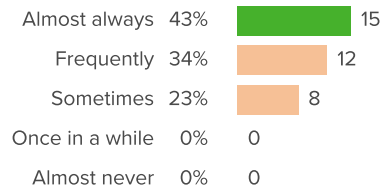
**Q.7: During the past week, how often did you feel overwhelmed at work?**



▲ 0 from last survey

Favorable: **14%**

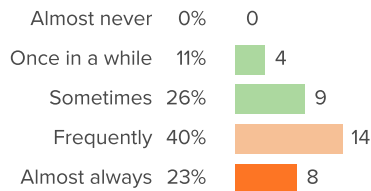
**Q.8: During the past week, how often did you feel safe at work?**



▼ 6 from last survey

Favorable: **43%**

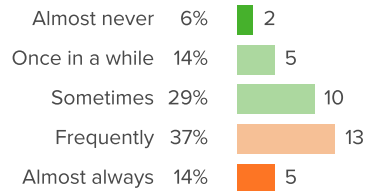
**Q.9: During the past week, how often did you feel stressed out at work?**



▼ 12 from last survey

Favorable: **37%**

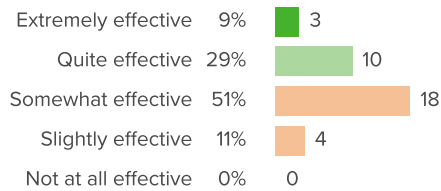
**Q.10: During the past week, how often did you feel worried at work?**



▼ 16 from last survey

Favorable: **49%**

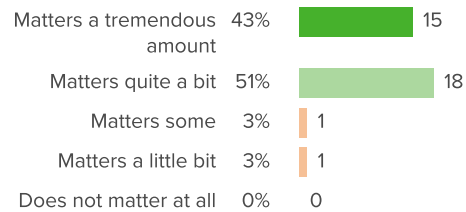
**Q.11: How effective do you feel at your job right now?**



▼ 28 from last survey

Favorable: **37%**

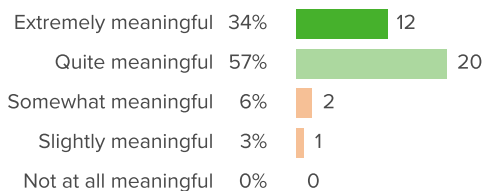
**Q.12: How much does your work matter to you?**



▼ 1 from last survey

Favorable: **94%**

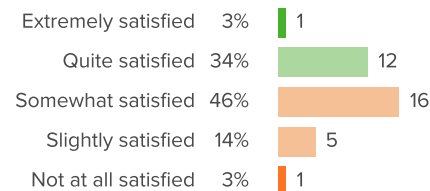
**Q.13: How meaningful for you is the work that you do?**



▼ 4 from last survey

Favorable: **91%**

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



▼ 2 from last survey

Favorable: **37%**



## Work environment

Your average

84%

35 responses

Change

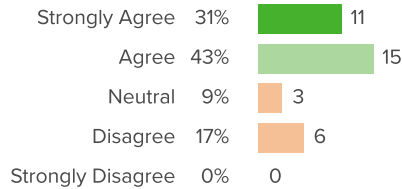
▼ 1

since last survey

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

How did people respond?

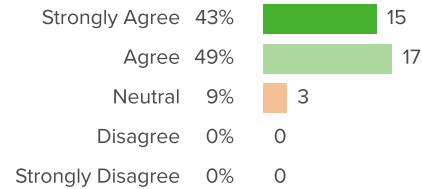
**Q.1: I have the materials and resources to do my job effectively.**



▲ 6 from last survey

Favorable: 74%

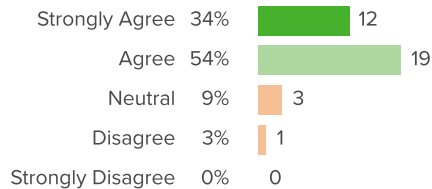
**Q.2: My school/location is in good condition and well-maintained.**



▲ 7 from last survey

Favorable: 91%

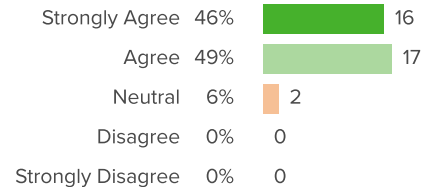
**Q.3: I feel safe in my school/location.**



▼ 6 from last survey

Favorable: 89%

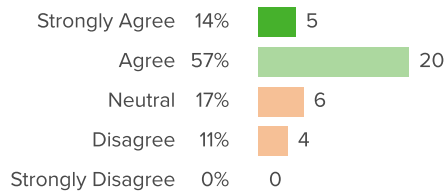
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 6 from last survey

Favorable: 94%

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



▼ 7 from last survey

Favorable: 71%



## 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                   | 100% | 33 |
| 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                                                                      | 3%  | 1  |
| Teacher - Partner district                                                                                  | 56% | 19 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics) | 38% | 13 |
| Other                                                                                                       | 3%  | 1  |



## Kirkwood School District

"Fall 2024 2024-25 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 |