Northview

Teacher Survey
Fall 2024

Report created by
Panorama Education

Summary

Topic Description	Results	Comparison
Additional questions	66%	43% SSD of St. Louis (MO) 55% Special School District
Communicating results	73% ▲ 18 since last survey	74% SSD of St. Louis (MO) 76% Special School District
Communications	60% ▲ 7 since last survey	67% SSD of St. Louis (MO) 65% Special School District
Deia	64% ▲ 9 since last survey	70% SSD of St. Louis (MO) 63% Special School District
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	32% ▼ 6 since last survey	34% SSD of St. Louis (MO) 33% Special School District
Mission and vision	70% ▲ 8 since last survey	69% SSD of St. Louis (MO) 70% Special School District
Overall engagement	72% ▲ 5 since last survey	71% SSD of St. Louis (MO) 74% Special School District
Partner Districts	0% ▼ 17 since last survey	70% SSD of St. Louis (MO) 50% Special School District

Professional Learning

37%
▲ 5
since last survey

43% SSD of St. Louis (MO)
46% Special School District

School Climate

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

34%
▼ 1
since last survey

46% SSD of St. Louis (MO)
45% Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

39%
▲ 1
since last survey

53% SSD of St. Louis (MO)
49% Special School District

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

58%
0
since last survey

67% SSD of St. Louis (MO)
64% Special School District

Well-being

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

55%
▼ 3
since last survey

58% SSD of St. Louis (MO)
62% Special School District

Work environment

74%
▼ 2
since last survey

75% SSD of St. Louis (MO)
77% Special School District

22 responses

Additional questions

Your average

66%

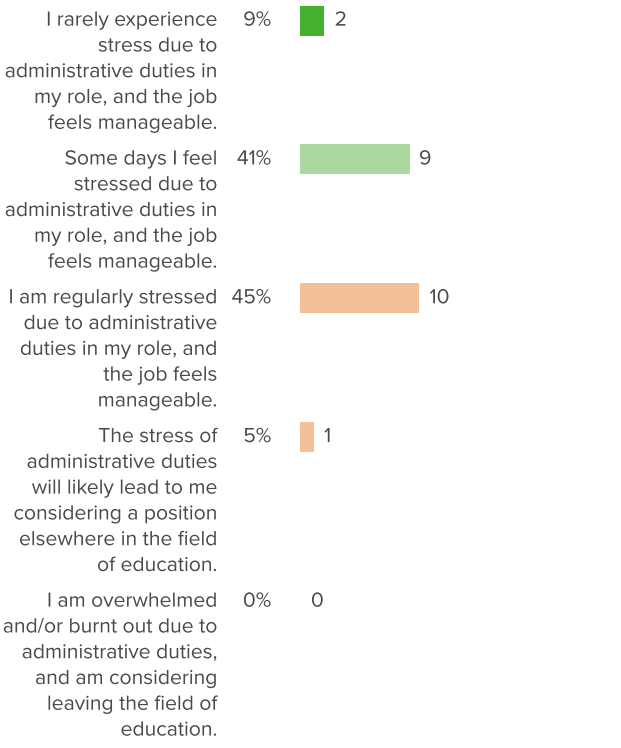
22 responses

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

District average: **55%** Special School District

How did people respond?

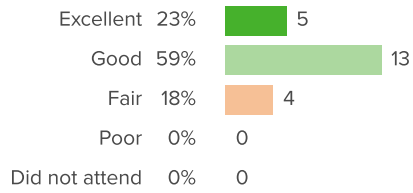
Q.1: To what extent do administrative duties (e.g. data entry, email, filling out forms, etc.) impact your personal level of stress?



▼ 24 from last survey

Favorable: **50%**

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



Favorable: **82%**

Communicating results

Your average

73%

22 responses

Change

▲ 18

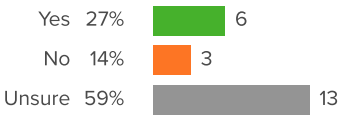
since last survey

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

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

How did people respond?

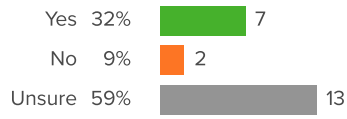
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▲ **12** from last survey

Favorable: **67%**

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



▲ **24** from last survey

Favorable: **78%**

Communications

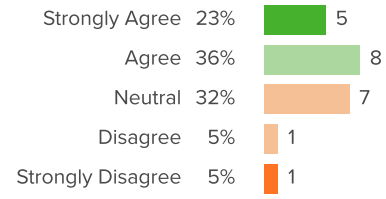
Your average
60%
22 responses

Change
▲ 7
since last survey

Client average: **67%** SSD of St. Louis (MO)
District average: **65%** Special School District

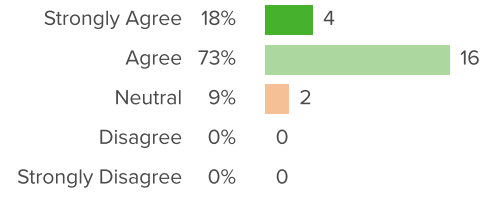
How did people respond?

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



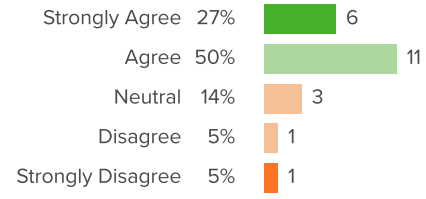
▼ 1 from last survey — Favorable: **59%**

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



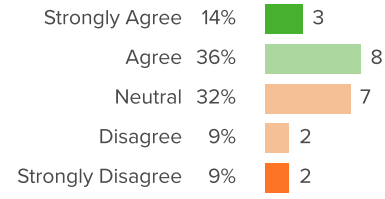
▲ 19 from last survey — Favorable: **91%**

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



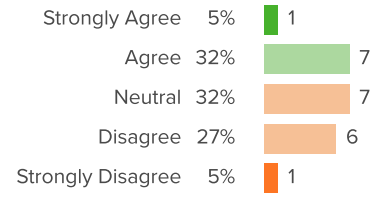
▲ 5 from last survey — Favorable: **77%**

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



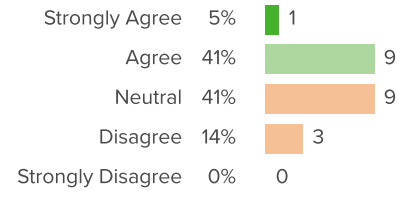
▲ 10 from last survey — Favorable: **50%**

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



▲ 7 from last survey — Favorable: **36%**

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



▲ 1 from last survey — Favorable: **45%**

Deia

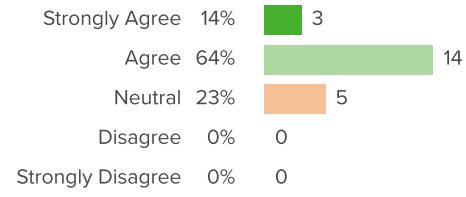
Your average
64%
22 responses

Change
▲ 9
since last survey

Client average: 70% SSD of St. Louis (MO)
District average: 63% Special School District

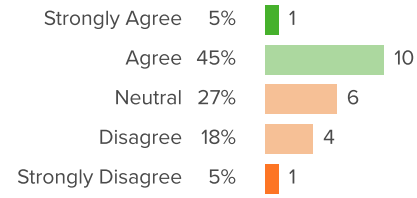
How did people respond?

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



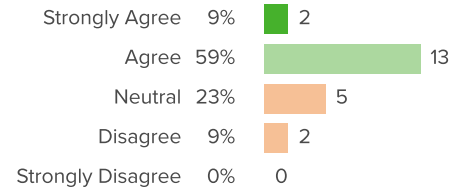
▲ 9 from last survey — Favorable: 77%

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



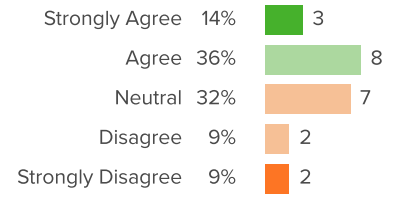
▲ 6 from last survey — Favorable: 50%

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



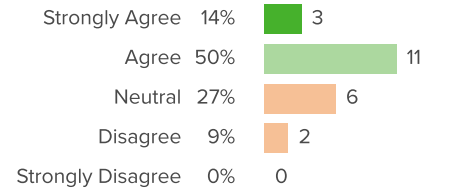
▲ 8 from last survey — Favorable: 68%

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



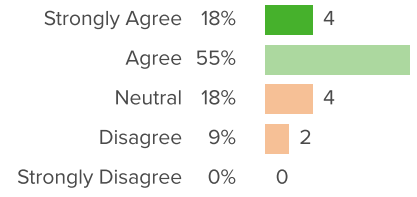
▲ 14 from last survey — Favorable: 50%

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



▲ 4 from last survey — Favorable: 64%

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



▲ 13 from last survey — Favorable: 73%

Feedback and Coaching

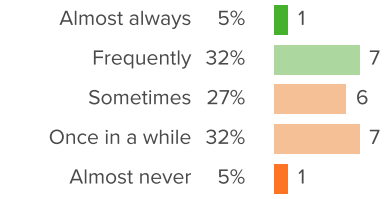
Your average
32%
22 responses

Change
▼ 6
since last survey

Client average: **34%** SSD of St. Louis (MO)
District average: **33%** Special School District

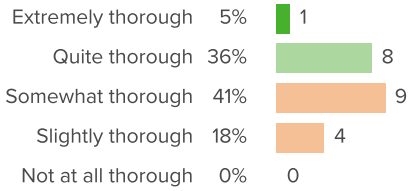
How did people respond?

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



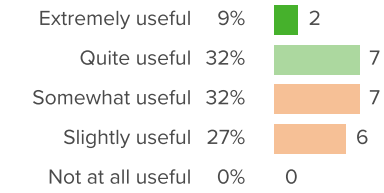
▼ 4 from last survey — Favorable: **36%**

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



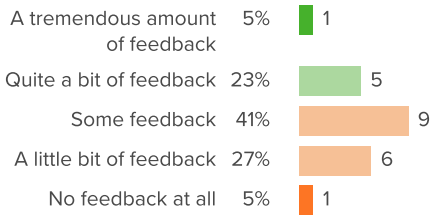
▼ 11 from last survey — Favorable: **41%**

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



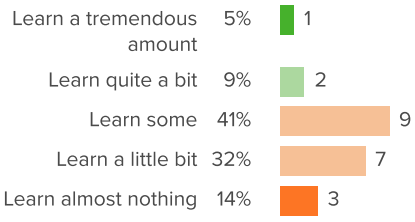
▼ 3 from last survey — Favorable: **41%**

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



▲ 3 from last survey — Favorable: **27%**

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



▼ 15 from last survey — Favorable: **14%**

Mission and vision

Your average

70%

22 responses

Change

▲ 8

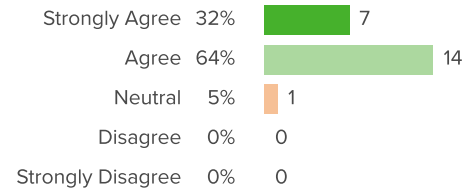
since last survey

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

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

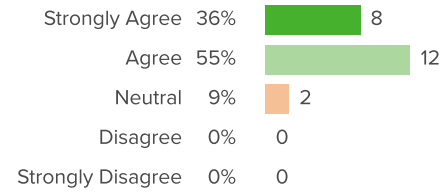
How did people respond?

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



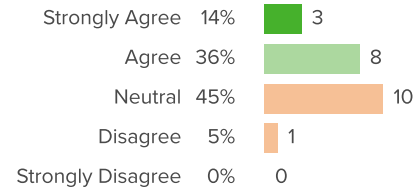
▲ 7 from last survey — Favorable: **95%**

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



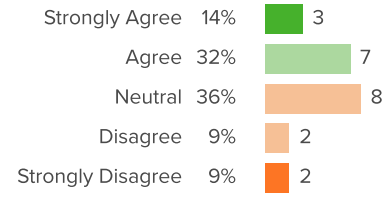
▲ 3 from last survey — Favorable: **91%**

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



▲ 18 from last survey — Favorable: **50%**

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



▲ 5 from last survey — Favorable: **45%**

Overall engagement

Your average

72%

22 responses

Change

▲ **5**

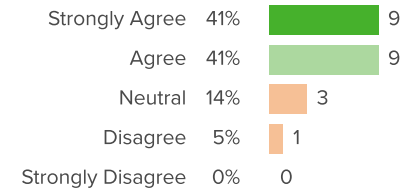
since last survey

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

District average: **74%** Special School District

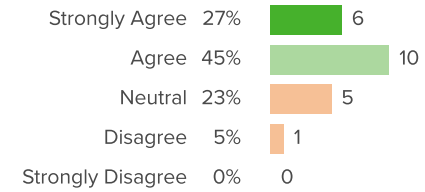
How did people respond?

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



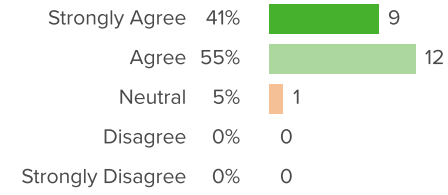
▲ **10** from last survey — Favorable: **82%**

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



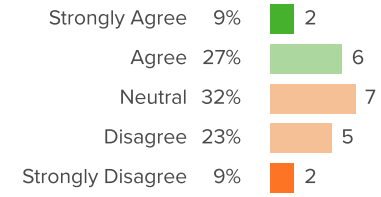
▼ **3** from last survey — Favorable: **73%**

Q.3: I am engaged in my work.



▲ **15** from last survey — Favorable: **95%**

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



▼ **4** from last survey — Favorable: **36%**

Partner Districts

Your average

0%

22 responses

Change

▼ 17

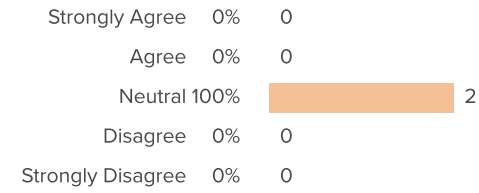
since last survey

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

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

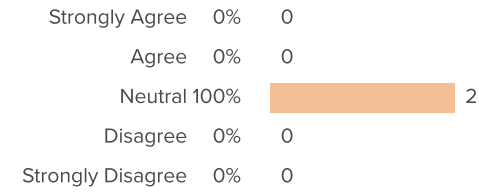
How did people respond?

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



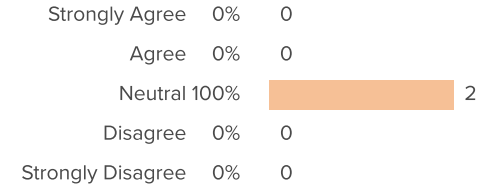
▼ 50 from last survey — Favorable: **0%**

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



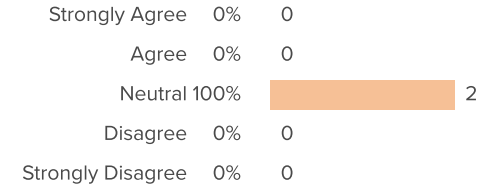
▲ 0 from last survey — Favorable: **0%**

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



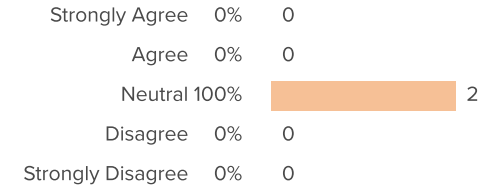
▲ 0 from last survey — Favorable: **0%**

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



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

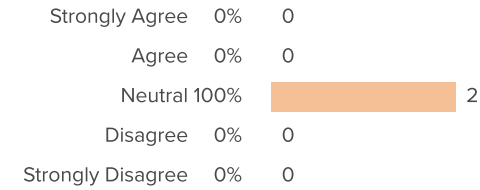
Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



▼ 25 from last survey

Favorable: 0%

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



▼ 25 from last survey

Favorable: 0%

Professional Learning

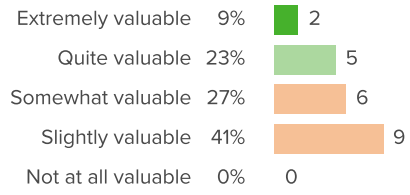
Your average
37%
22 responses

Change
▲ **5**
since last survey

Client average: **43%** SSD of St. Louis (MO)
District average: **46%** Special School District

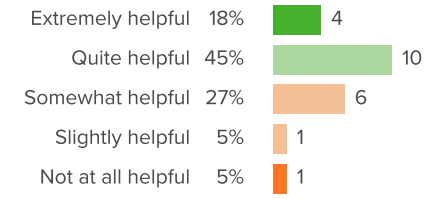
How did people respond?

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



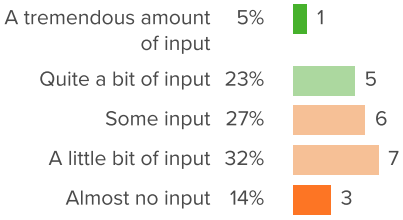
▲ **15** from last survey — Favorable: **32%**

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



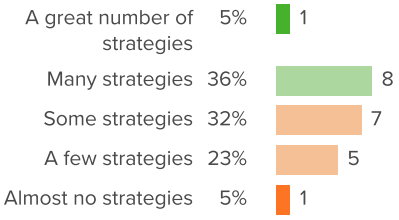
▲ **0** from last survey — Favorable: **64%**

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



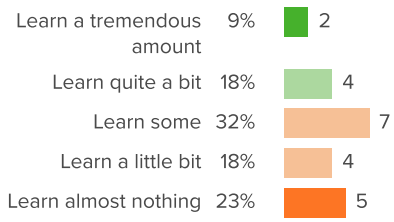
▲ **3** from last survey — Favorable: **27%**

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



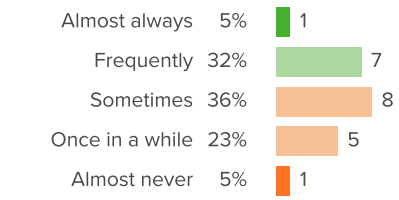
▲ **1** from last survey — Favorable: **41%**

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



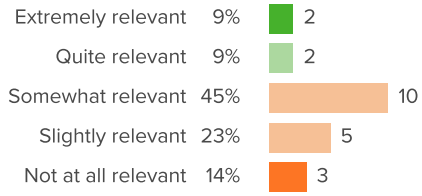
▼ **1** from last survey — Favorable: **27%**

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



▲ **12** from last survey — Favorable: **36%**

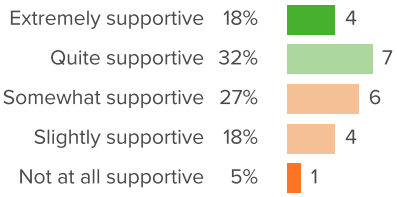
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 2 from last survey

Favorable: 18%

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



▲ 10 from last survey

Favorable: 50%

School Climate

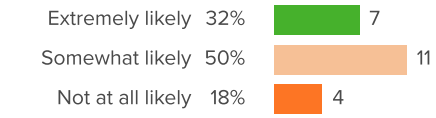
Your average
34%
22 responses

Change
▼ 1
since last survey

Client average: **46%** SSD of St. Louis (MO)
District average: **45%** Special School District

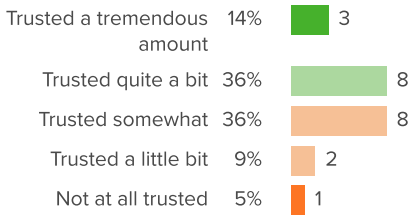
How did people respond?

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



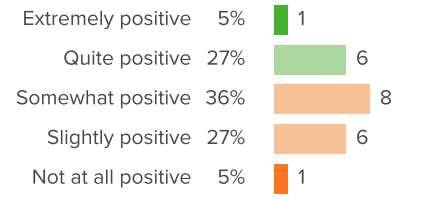
▲ 8 from last survey — Favorable: **32%**

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



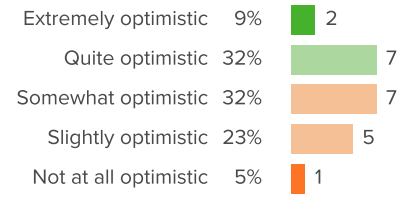
▼ 18 from last survey — Favorable: **50%**

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



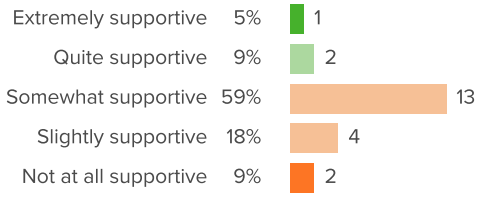
▲ 4 from last survey — Favorable: **32%**

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



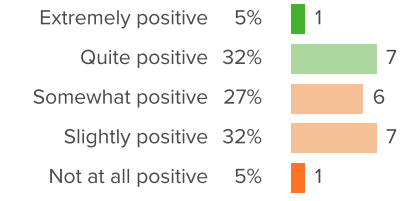
▲ 9 from last survey — Favorable: **41%**

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



▼ 14 from last survey — Favorable: **14%**

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



▲ 4 from last survey — Favorable: **36%**

School Leadership

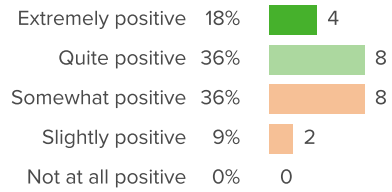
Your average
39%
22 responses

Change
▲ 1
since last survey

Client average: **53%** SSD of St. Louis (MO)
District average: **49%** Special School District

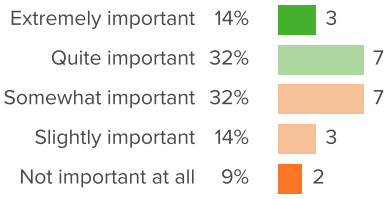
How did people respond?

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



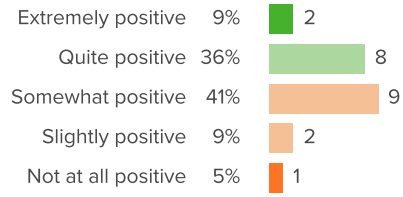
▲ 3 from last survey — Favorable: **55%**

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



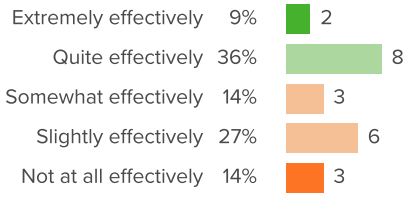
▲ 9 from last survey — Favorable: **45%**

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



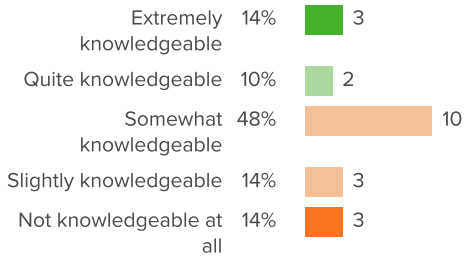
▲ 3 from last survey — Favorable: **45%**

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



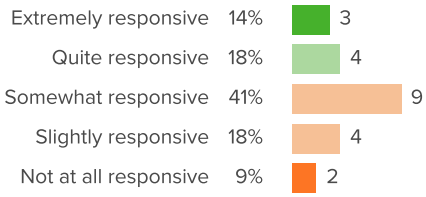
▼ 7 from last survey — Favorable: **45%**

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



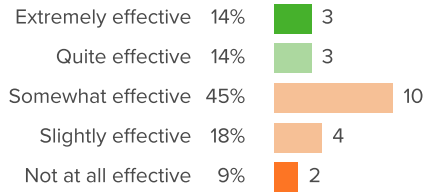
▼ 8 from last survey — Favorable: **24%**

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



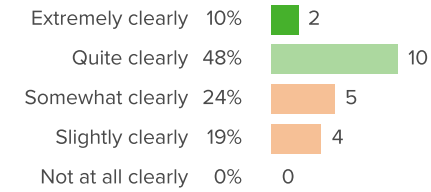
▼ 12 from last survey — Favorable: **32%**

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



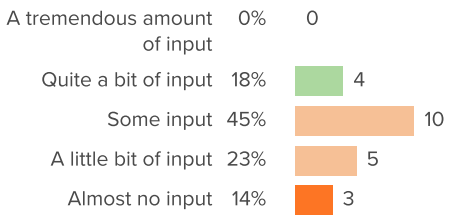
▲ 3 from last survey Favorable: **27%**

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



▲ 17 from last survey Favorable: **57%**

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



▼ 2 from last survey Favorable: **18%**

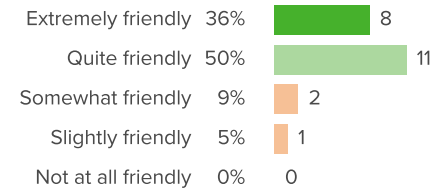
Staff-Leadership Relationships

Your average	Change
58%	0
22 responses	since last survey

Client average:	67%	SSD of St. Louis (MO)
District average:	64%	Special School District

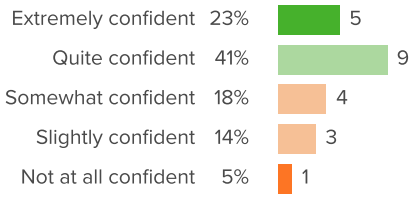
How did people respond?

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



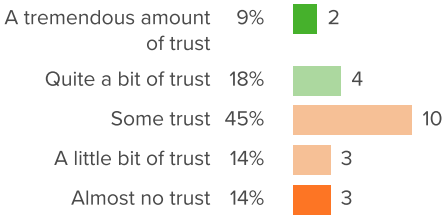
▼ 10 from last survey — Favorable: **86%**

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



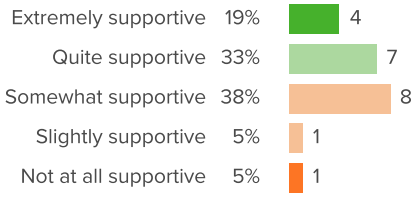
▲ 16 from last survey — Favorable: **64%**

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



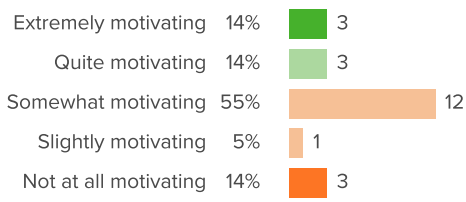
▼ 5 from last survey — Favorable: **27%**

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



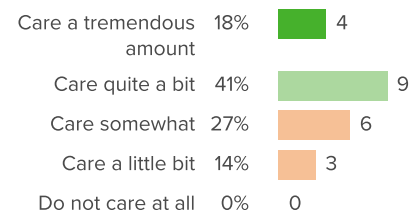
▲ 0 from last survey — Favorable: **52%**

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



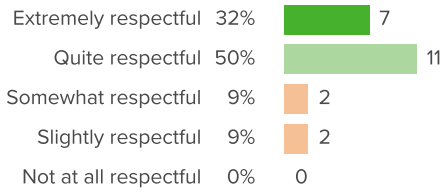
▼ 1 from last survey — Favorable: **27%**

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



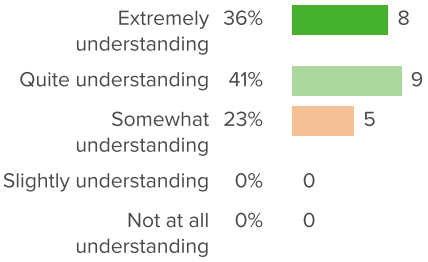
▲ 7 from last survey — Favorable: **59%**

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



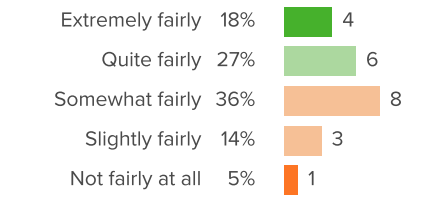
▲ 10 from last survey — Favorable: **82%**

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



▼ 15 from last survey — Favorable: **77%**

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



▼ 3 from last survey — Favorable: **45%**

Well-being

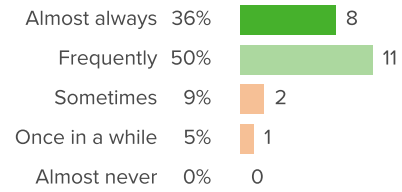
Your average
55%
22 responses

Change
▼ 3
since last survey

Client average: **58%** SSD of St. Louis (MO)
District average: **62%** Special School District

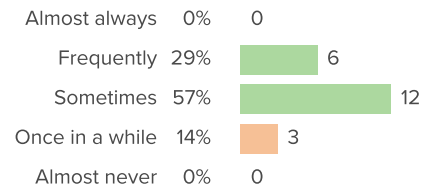
How did people respond?

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



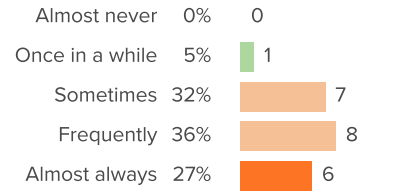
▲ 14 from last survey — Favorable: **86%**

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



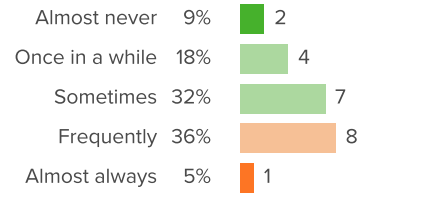
▲ 14 from last survey — Favorable: **86%**

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



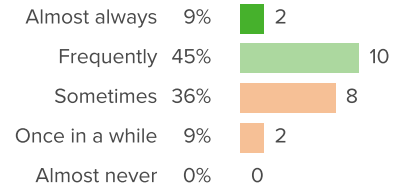
▼ 3 from last survey — Favorable: **5%**

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



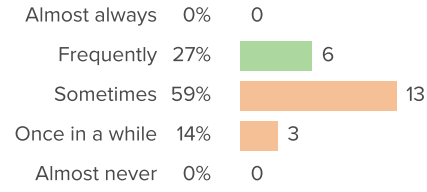
▼ 17 from last survey — Favorable: **59%**

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



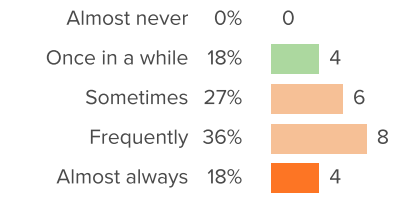
▼ 13 from last survey — Favorable: **55%**

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



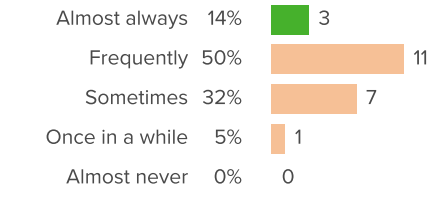
▼ 29 from last survey — Favorable: **27%**

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



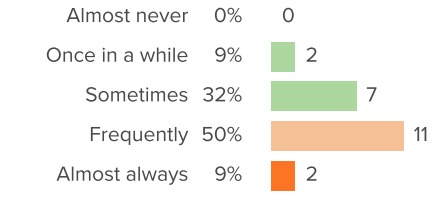
▼ 10 from last survey — Favorable: **18%**

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



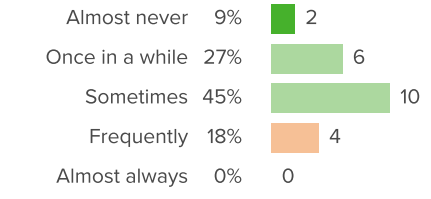
▼ 2 from last survey — Favorable: **14%**

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



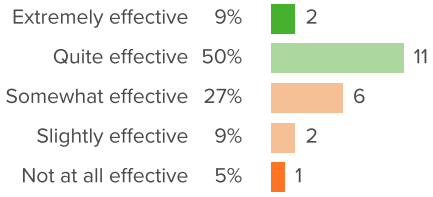
▼ 17 from last survey — Favorable: **41%**

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



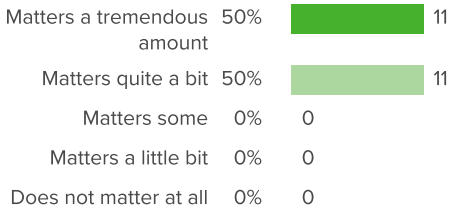
▲ 3 from last survey — Favorable: **82%**

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



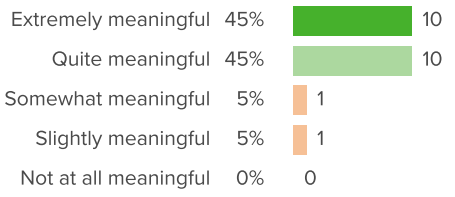
▲ 7 from last survey — Favorable: **59%**

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



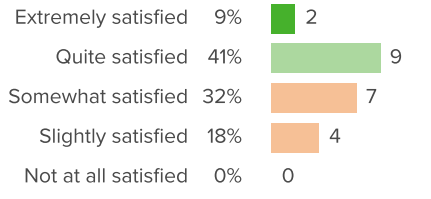
▲ 8 from last survey — Favorable: **100%**

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



▲ 11 from last survey — Favorable: **91%**

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



▼ 6 from last survey — Favorable: **50%**

Work environment

Your average

74%

22 responses

Change

▼ **2**

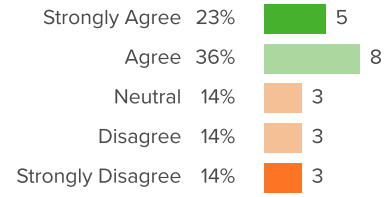
since last survey

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

District average: **77%** Special School District

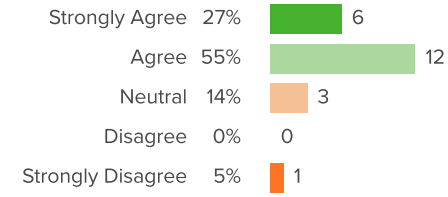
How did people respond?

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



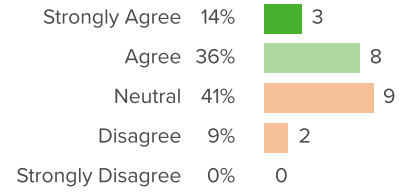
▼ **9** from last survey — Favorable: **59%**

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



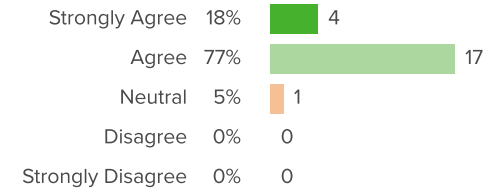
▼ **6** from last survey — Favorable: **82%**

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



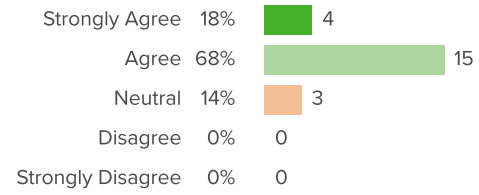
▼ **6** from last survey — Favorable: **50%**

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



▲ **7** from last survey — Favorable: **95%**

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



▲ **6** from last survey — Favorable: **86%**

Background Questions

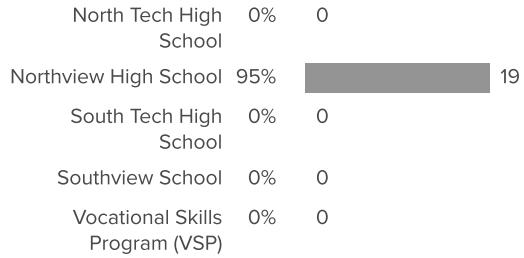
How did people respond?

Q.1: Location

Affton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	0%	0
Ladue School District	0%	0
Lindbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	0%	0
Parkway School District	0%	0
Pattonville School District	0%	0
Ritenour School District	0%	0
Riverview Gardens School District	0%	0
Rockwood School District	0%	0
University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	0%	0
Ackerman School	0%	0
Bridges Program	0%	0
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	0%	0
Learning Center	0%	0
Learning Center - Professional Learning	0%	0
Learning Center - ABA	0%	0
Litzsinger School	0%	0
Neuwoehner High School	5%	1

Q.2: Job type

Teacher - SSD school, site, or program	67%	14
Teacher - Partner district	0%	0
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	33%	7
Other	0%	0


North Tech High School 0% 0
Northview High School 95% 19
South Tech High School 0% 0
Southview School 0% 0
Vocational Skills Program (VSP) 0% 0