# Litzsinger

## Teacher Survey
## Fall 2024

Report created by
Panorama Education

# Summary

| Topic Description | Results | Comparison |
|---|---|---|
| **Additional questions** | 46% | 43% SSD of St. Louis (MO)<br>55% Special School District |
| **Communicating results** | 80%<br>▼ 8<br>since last survey | 74% SSD of St. Louis (MO)<br>76% Special School District |
| **Communications** | 61%<br>▼ 9<br>since last survey | 67% SSD of St. Louis (MO)<br>65% Special School District |
| **Deia** | 68%<br>▼ 2<br>since last survey | 70% SSD of St. Louis (MO)<br>63% Special School District |
| **Feedback and Coaching**<br>Perceptions of the amount and quality of feedback faculty and staff receive. | 26%<br>▼ 14<br>since last survey | 34% SSD of St. Louis (MO)<br>33% Special School District |
| **Mission and vision** | 72%<br>▼ 9<br>since last survey | 69% SSD of St. Louis (MO)<br>70% Special School District |
| **Overall engagement** | 77%<br>▼ 16<br>since last survey | 71% SSD of St. Louis (MO)<br>74% Special School District |
| **Professional Learning** | 30%<br>▼ 19<br>since last survey | 43% SSD of St. Louis (MO)<br>46% Special School District |

## School Climate

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

**51%**
▲ 5
since last survey

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

## School Leadership

Perceptions of the school leadership's effectiveness.

**45%**
▼ 7
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.

**52%**
▼ 6
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.

**60%**
▼ 2
since last survey

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

## Work environment

**84%**
0
since last survey

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

15 responses

# Additional questions

**Your average**

**46%**

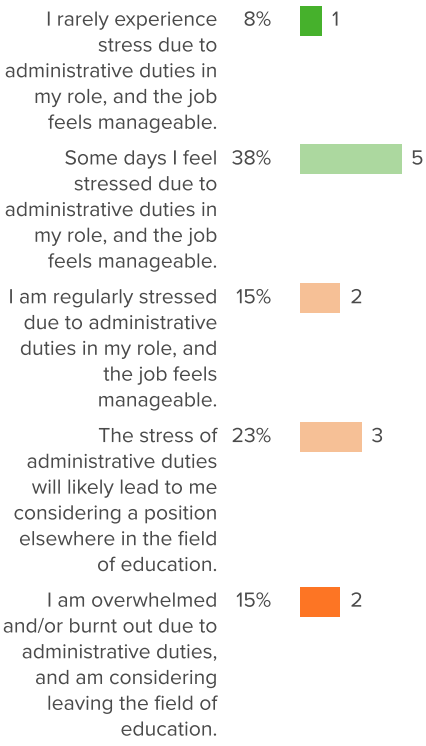
15 responses

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

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

## How did people respond?

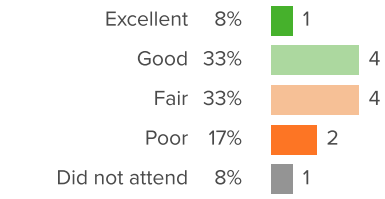
**Q.1: To what extent do administrative duties (e.g. data entry, email, filling out forms, etc.) impact your personal level of stress?**




▲ 13 from last survey

Favorable: **46%**

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




Favorable: **45%**

# Communicating results

**Your average**

**80%**

15 responses

**Change**

▼ **8**

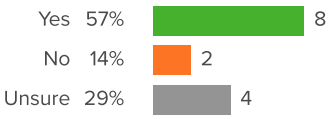
since last survey

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

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

## How did people respond?

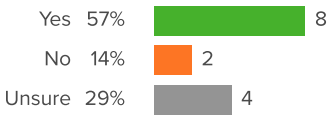
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**




▼ **20** from last survey

Favorable: **80%**

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




▲ **5** from last survey

Favorable: **80%**

# Communications

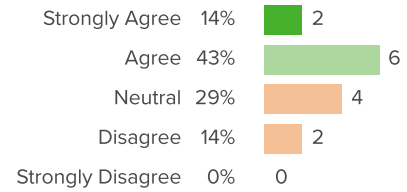
**Your average**
**61%**
15 responses

**Change**
▼ 9
since last survey

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

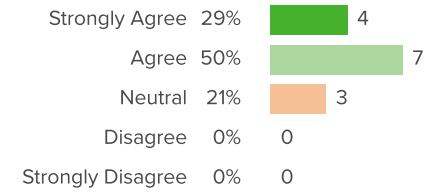
## How did people respond?

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



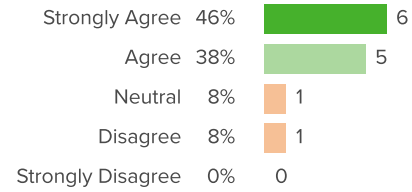

▼ 25 from last survey — Favorable: **57%**

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



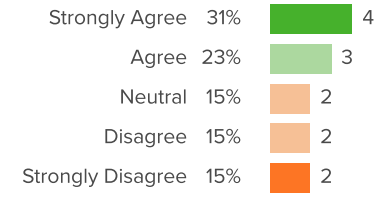

▼ 9 from last survey — Favorable: **79%**

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



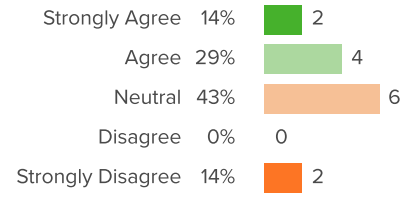

▲ 3 from last survey — Favorable: **85%**

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



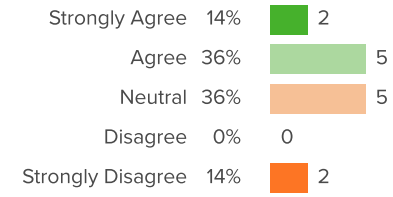

▼ 17 from last survey — Favorable: **54%**

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




▲ 2 from last survey — Favorable: **43%**

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




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

# Deia

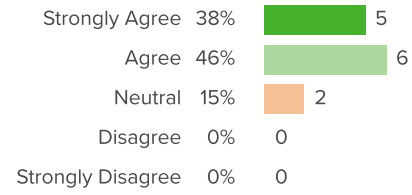
**Your average**
**68%**
15 responses

**Change**
▼ 2
since last survey

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

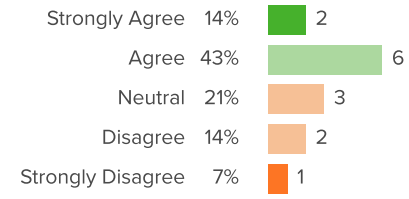
## How did people respond?

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



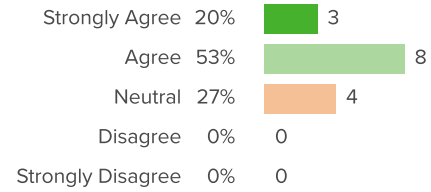

▲ 3 from last survey — Favorable: **85%**

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



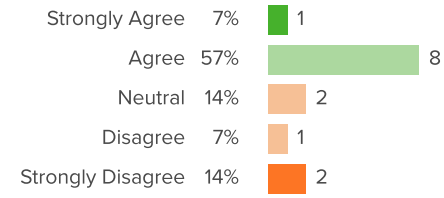

▼ 8 from last survey — Favorable: **57%**

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



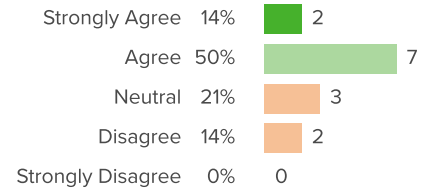

▲ 4 from last survey — Favorable: **73%**

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



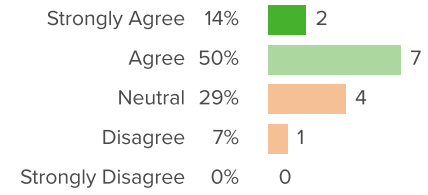

▼ 1 from last survey — Favorable: **64%**

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




▼ 1 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.**




▼ 12 from last survey — Favorable: **64%**

# Feedback and Coaching

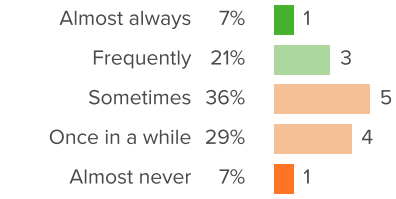
**Your average**
**26%**
15 responses

**Change**
▼ **14**
since last survey

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

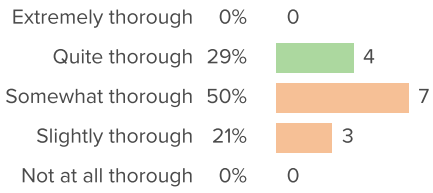
## How did people respond?

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



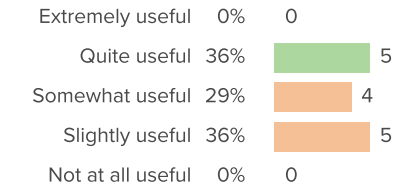

▲ **0** from last survey — Favorable: **29%**

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



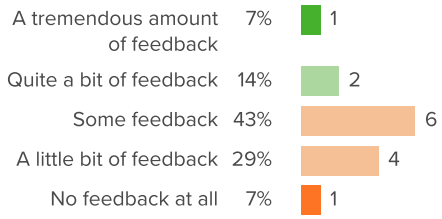

▼ **18** from last survey — Favorable: **29%**

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



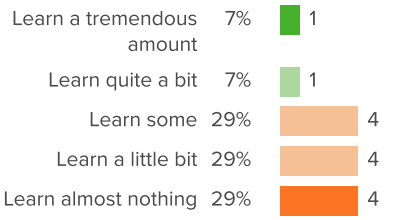

▼ **17** from last survey — Favorable: **36%**

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




▼ **14** from last survey — Favorable: **21%**

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




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

# Mission and vision

**Your average**

**72%**

15 responses

**Change**

▼ **9**

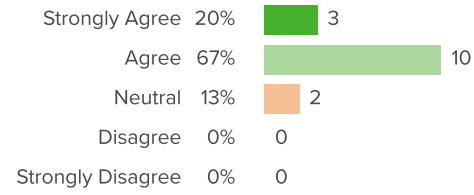
since last survey

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

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

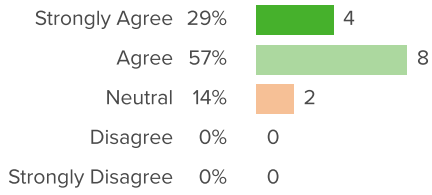
## How did people respond?

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



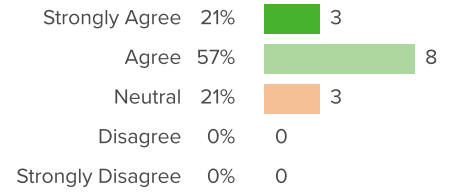

▼ **1** from last survey — Favorable: **87%**

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



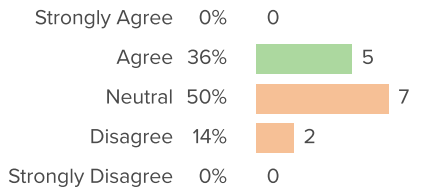

▼ **8** from last survey — Favorable: **86%**

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




▲ **3** from last survey — Favorable: **79%**

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




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

# Overall engagement

**Your average**

**77%**

15 responses

**Change**

**▼ 16**

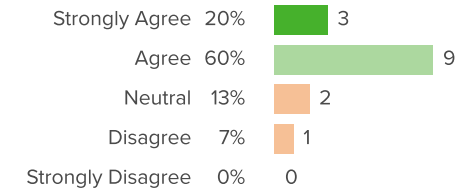
since last survey

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

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

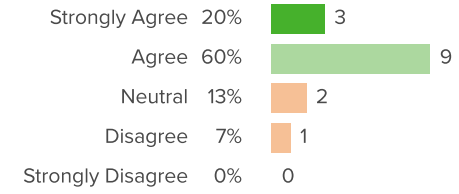
## How did people respond?

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



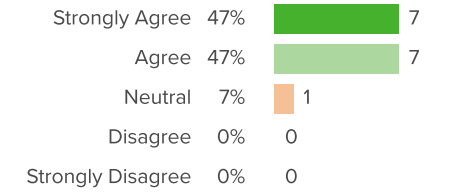

▼ 14 from last survey — Favorable: **80%**

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



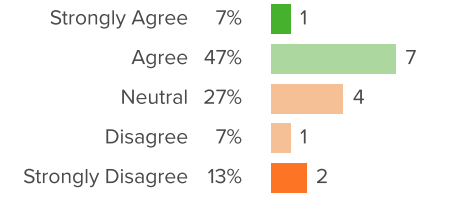

▼ 20 from last survey — Favorable: **80%**

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




▼ 1 from last survey — Favorable: **93%**

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




▼ 29 from last survey — Favorable: **53%**

# Professional Learning

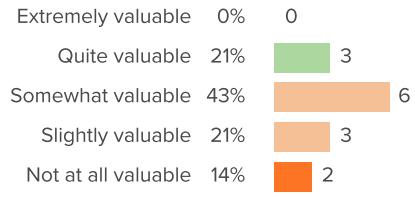
**Your average**
**30%**
15 responses

**Change**
▼ 19
since last survey

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

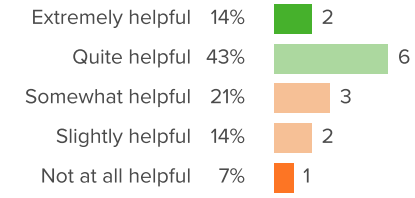
## How did people respond?

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



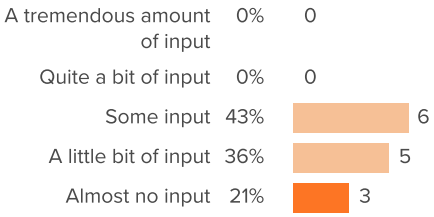

▼ 50 from last survey — Favorable: **21%**

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



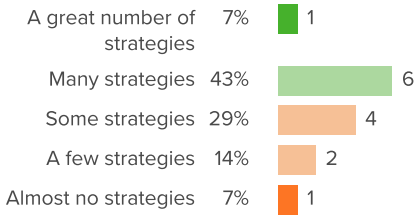

▲ 4 from last survey — Favorable: **57%**

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



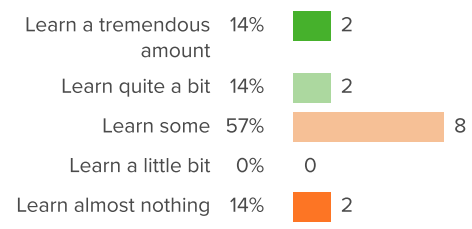

▼ 35 from last survey — Favorable: **0%**

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



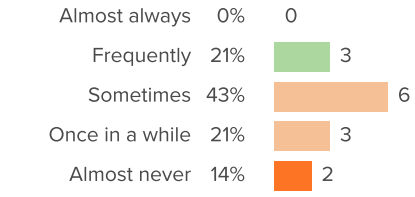

▼ 26 from last survey — Favorable: **50%**

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



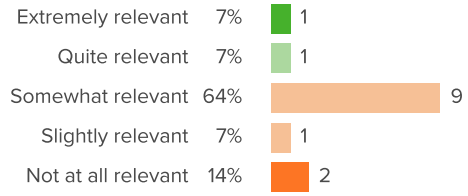

▲ 11 from last survey — Favorable: **29%**

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




▼ 20 from last survey — Favorable: **21%**

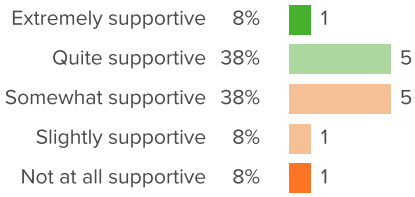
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**




▼ 21 from last survey

Favorable: **14%**

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




▼ 13 from last survey

Favorable: **46%**

# School Climate

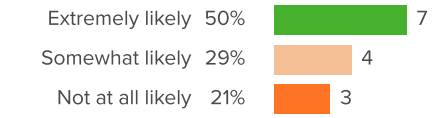
**Your average**
**51%**
15 responses

**Change**
▲ **5**
since last survey

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

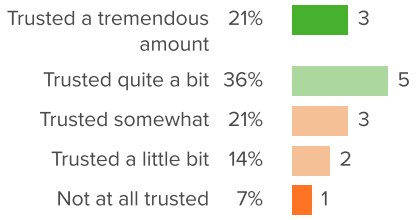
## How did people respond?

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



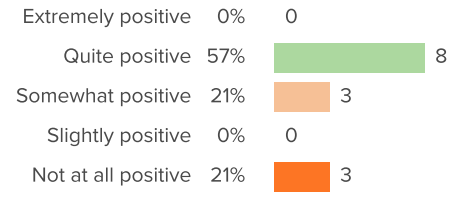

▲ **3** from last survey — Favorable: **50%**

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



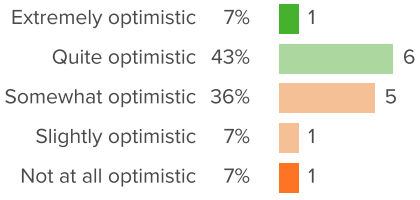

▼ **2** from last survey — Favorable: **57%**

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



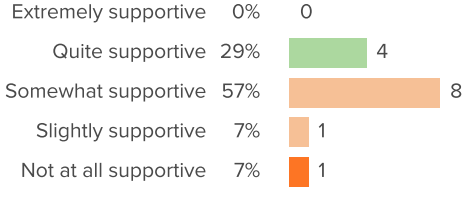

▲ **10** from last survey — Favorable: **57%**

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



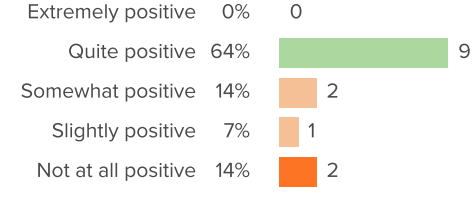

▲ **3** from last survey — Favorable: **50%**

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




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

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




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

# School Leadership

**Your average**

**45%**

15 responses

**Change**

▼ **7**

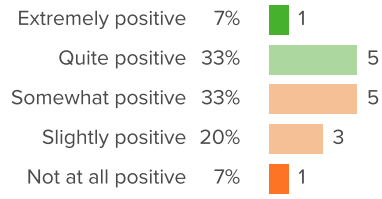
since last survey

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

District average: **49%** Special School District

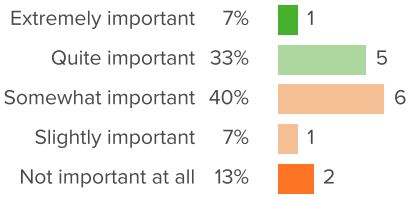
## How did people respond?

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



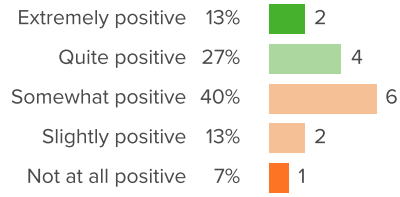

▼ **13** from last survey — Favorable: **40%**

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



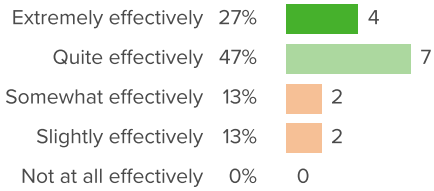

▼ **7** from last survey — Favorable: **40%**

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



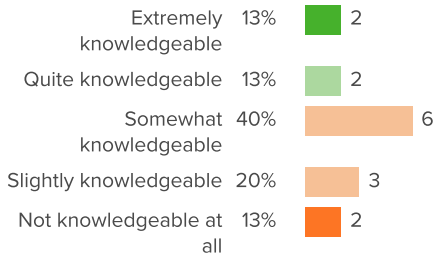

▼ **7** from last survey — Favorable: **40%**

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



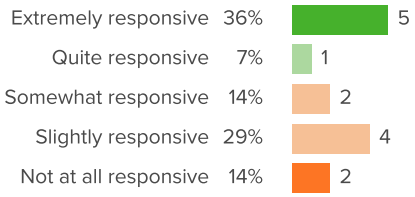

▼ **9** from last survey — Favorable: **73%**

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



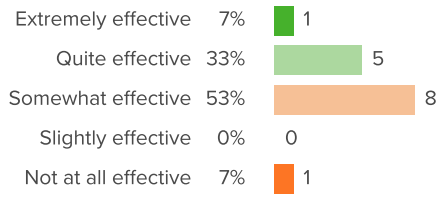

▼ **8** from last survey — Favorable: **27%**

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



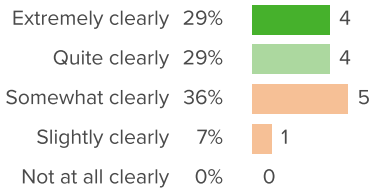

▲ **2** from last survey — Favorable: **43%**

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



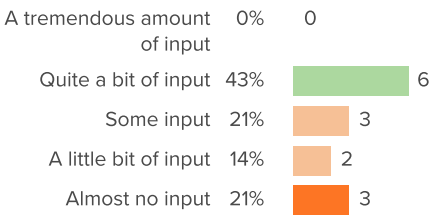

▼ 16 from last survey — Favorable: **40%**

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




▼ 19 from last survey — Favorable: **57%**

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




▲ 14 from last survey — Favorable: **43%**

# Staff-Leadership Relationships

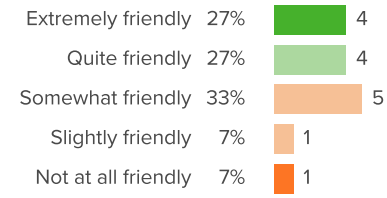
**Your average**
**52%**
15 responses

**Change**
▼ 6
since last survey

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

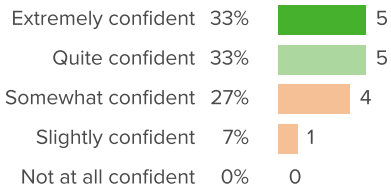
## How did people respond?

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



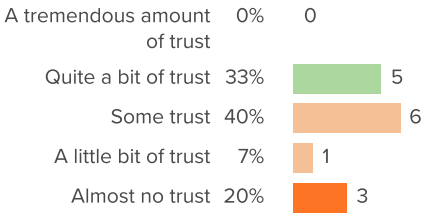

▲ 0 from last survey — Favorable: **53%**

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



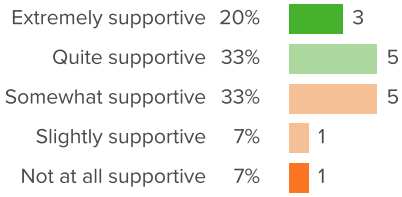

▲ 2 from last survey — Favorable: **67%**

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



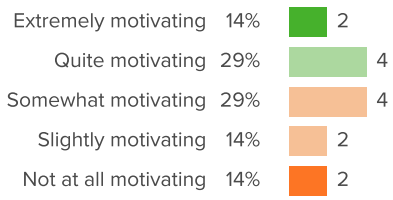

▼ 8 from last survey — Favorable: **33%**

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



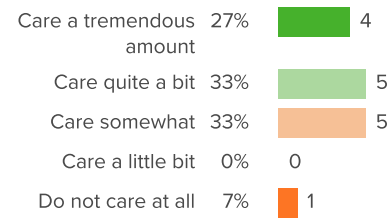

▲ 0 from last survey — Favorable: **53%**

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



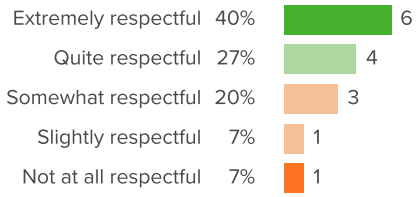

▼ 10 from last survey — Favorable: **43%**

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



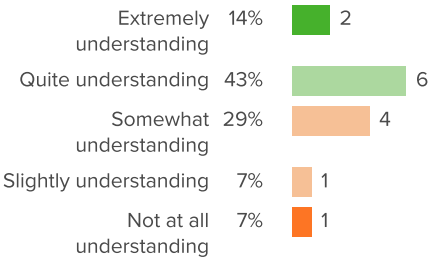

▼ 11 from last survey — Favorable: **60%**

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



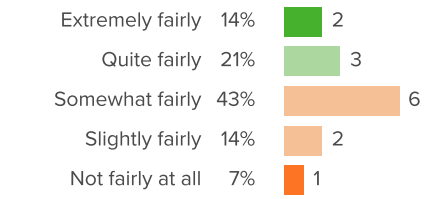

▲ 2 from last survey Favorable: **67%**

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




▼ 8 from last survey Favorable: **57%**

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




▼ 17 from last survey Favorable: **36%**

# Well-being

**Your average**

**60%**

15 responses

**Change**

▼ **2**

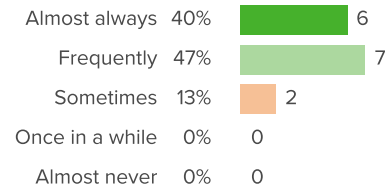
since last survey

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

District average: **62%** Special School District

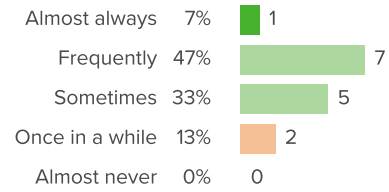
## How did people respond?

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



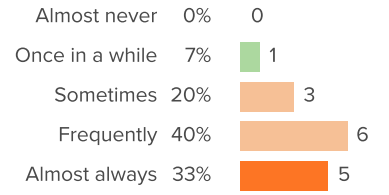

▼ **7** from last survey — Favorable: **87%**

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



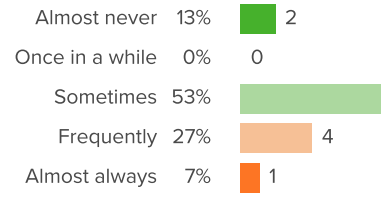

▼ **1** from last survey — Favorable: **87%**

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



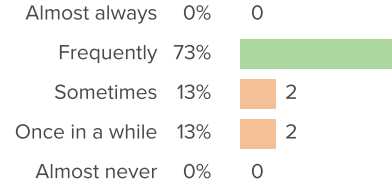

▼ **5** from last survey — Favorable: **7%**

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



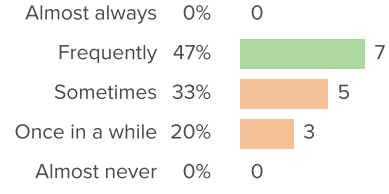

▲ **8** from last survey — Favorable: **67%**

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



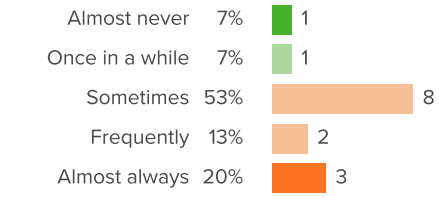

▲ **4** from last survey — Favorable: **73%**

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



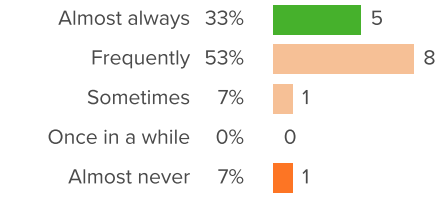

▼ **12** from last survey — Favorable: **47%**

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



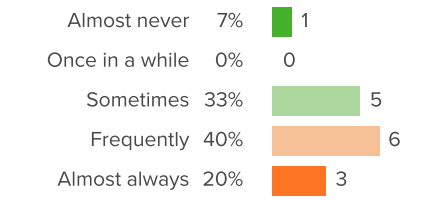

▼ 5 from last survey — Favorable: **13%**

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



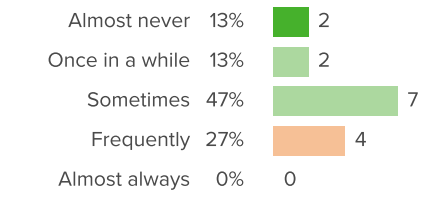

▼ 2 from last survey — Favorable: **33%**

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



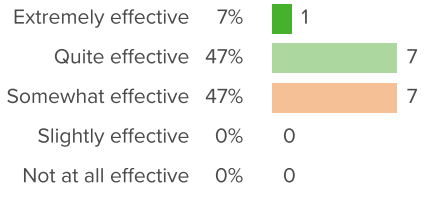

▲ 5 from last survey — Favorable: **40%**

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



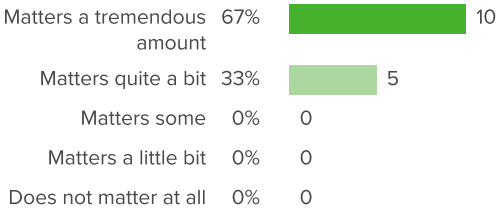

▲ 14 from last survey — Favorable: **73%**

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



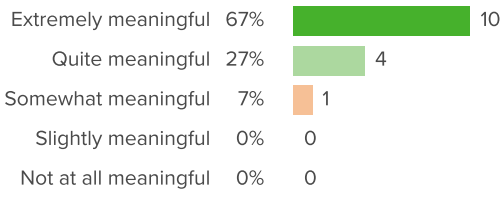

▼ 29 from last survey — Favorable: **53%**

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



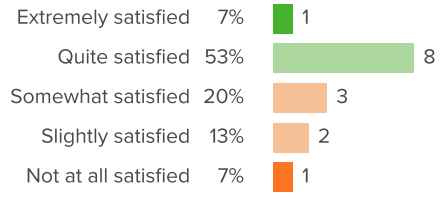

▲ 6 from last survey — Favorable: **100%**

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




▼ 7 from last survey — Favorable: **93%**

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




▼ 5 from last survey — Favorable: **60%**

# Work environment

**Your average**

**84%**

15 responses

**Change**

**0**

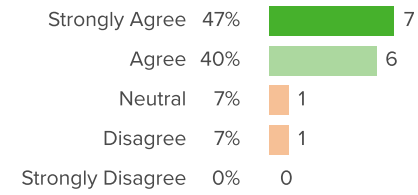
since last survey

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

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

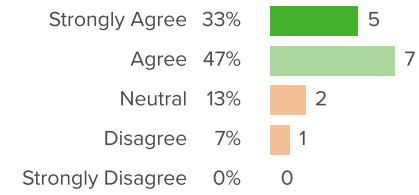
## How did people respond?

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



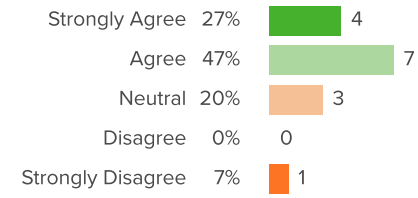

▲ 5 from last survey — Favorable: **87%**

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



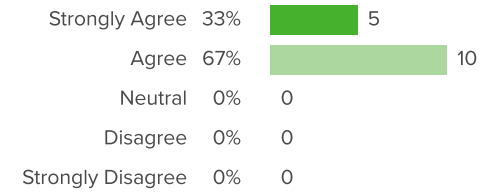

▼ 2 from last survey — Favorable: **80%**

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



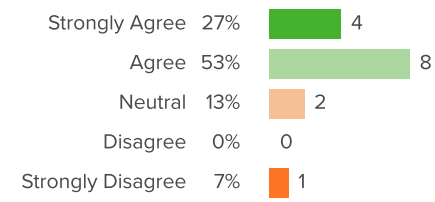

▼ 3 from last survey — Favorable: **73%**

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




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

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




▼ 8 from last survey — Favorable: **80%**

# 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 | 100% | 13 |
| Neuwoehner High School | 0% | 0 |

### Q.2: Job type

| | | |
|---|---|---|
| Teacher - SSD school, site, or program | 85% | 11 |
| Teacher - Partner district | 0% | 0 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics) | 15% | 2 |
| Other | 0% | 0 |

| | | |
|---|---|---|
| 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 |