



Ackerman

Teacher Survey
Fall 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	40%	43% SSD of St. Louis (MO) 55% Special School District
Communicating results	88% ▲ 18 since last survey	74% SSD of St. Louis (MO) 76% Special School District
Communications	62% ▲ 10 since last survey	67% SSD of St. Louis (MO) 65% Special School District
Deia	51% ▲ 2 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.	27% ▲ 11 since last survey	34% SSD of St. Louis (MO) 33% Special School District
Mission and vision	70% ▲ 2 since last survey	69% SSD of St. Louis (MO) 70% Special School District
Overall engagement	76% ▲ 5 since last survey	71% SSD of St. Louis (MO) 74% Special School District
Partner Districts	78% ▲ 36 since last survey	70% SSD of St. Louis (MO) 50% Special School District



Professional Learning

48%

▲ 16

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.

36%

▲ 7

since last survey

46%

SSD of St. Louis (MO)

45%

Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

50%

▲ 11

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.

67%

▲ 3

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.

66%

▲ 17

since last survey

58%

SSD of St. Louis (MO)

62%

Special School District

Work environment

75%

▲ 1

since last survey

75%

SSD of St. Louis (MO)

77%

Special School District

22 responses



Additional questions

Your average

40%

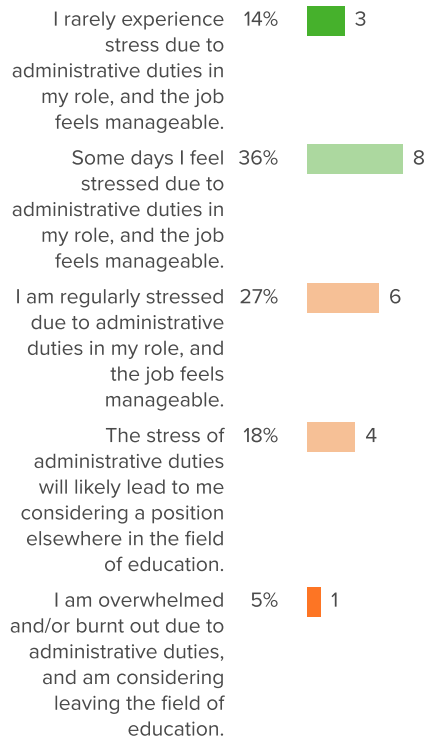
22 responses

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

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

How did people respond?

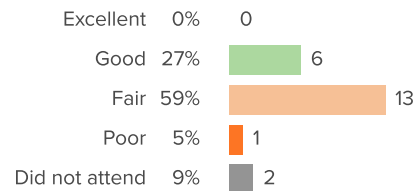
Q.1: To what extent do administrative duties (e.g. data entry, email, filling out forms, etc.) impact your personal level of stress?



▲ 0 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: **30%**



Communicating results

Your average

88%

22 responses

Change

▲ 18

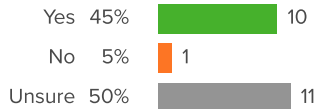
since last survey

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

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

How did people respond?

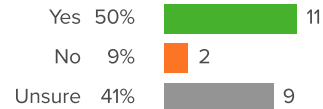
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▲ 22 from last survey

Favorable: **91%**

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



▲ 14 from last survey

Favorable: **85%**



Communications

Your average

62%

22 responses

Change

▲ 10

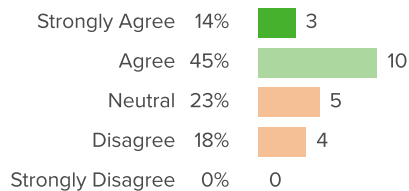
since last survey

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

District average: 65% Special School District

How did people respond?

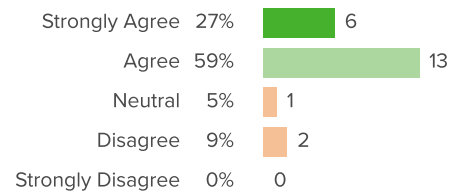
Q.1: My direct supervisor provides me with constructive feedback.



▼ 2 from last survey

Favorable: 59%

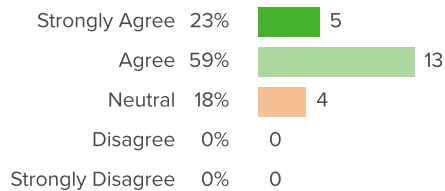
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 23 from last survey

Favorable: 86%

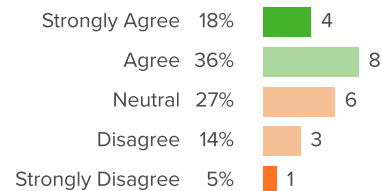
Q.3: I am aware of where and how I can direct a question or concern.



▲ 11 from last survey

Favorable: 82%

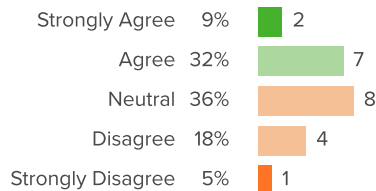
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 9 from last survey

Favorable: 55%

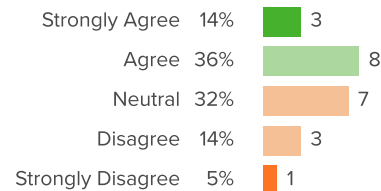
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 8 from last survey

Favorable: 41%

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



▲ 12 from last survey

Favorable: 50%



Deia

Your average

51%

22 responses

Change

▲ 2

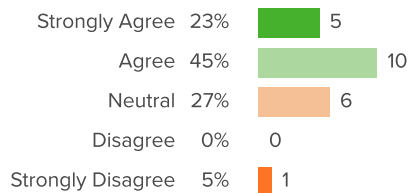
since last survey

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

District average: **63%** Special School District

How did people respond?

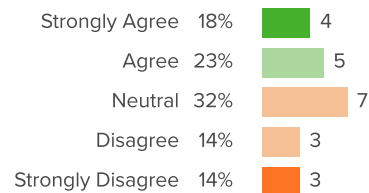
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 3 from last survey

Favorable: **68%**

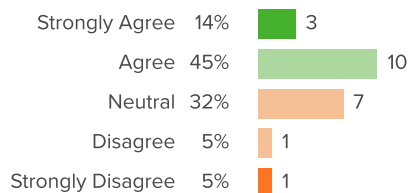
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 11 from last survey

Favorable: **41%**

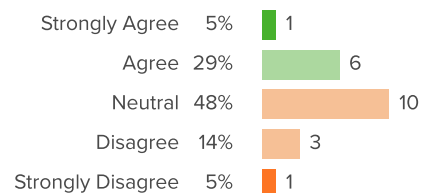
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 20 from last survey

Favorable: **59%**

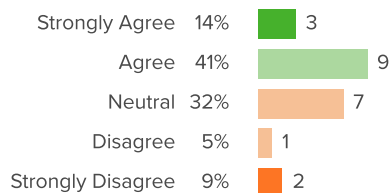
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▼ 2 from last survey

Favorable: **33%**

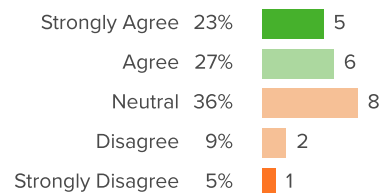
Q.5: I feel my background and identity are valued at SSD.



▲ 7 from last survey

Favorable: **55%**

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



▼ 2 from last survey

Favorable: **50%**



Feedback and Coaching

Your average

27%

22 responses

Change

▲ 11

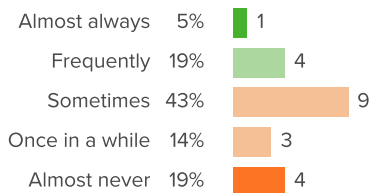
since last survey

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

District average: **33%** Special School District

How did people respond?

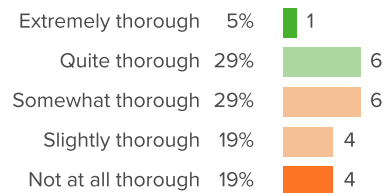
Q.1: How often do you receive feedback on your teaching?



▲ 11 from last survey

Favorable: **24%**

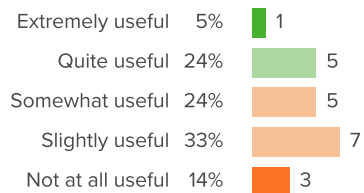
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 8 from last survey

Favorable: **33%**

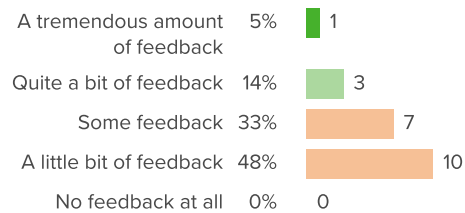
Q.3: How useful do you find the feedback you receive on your teaching?



▲ 8 from last survey

Favorable: **29%**

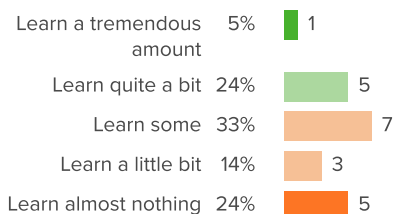
Q.4: How much feedback do you receive on your teaching?



▲ 11 from last survey

Favorable: **19%**

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



▲ 16 from last survey

Favorable: **29%**



Mission and vision

Your average

70%

22 responses

Change

▲ 2

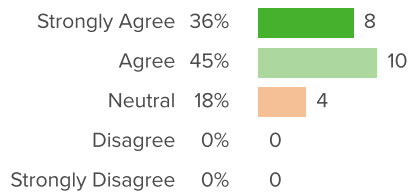
since last survey

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

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

How did people respond?

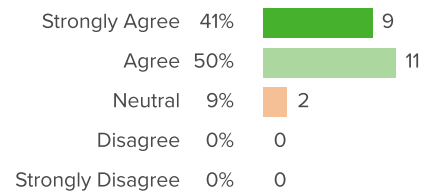
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 5 from last survey

Favorable: **82%**

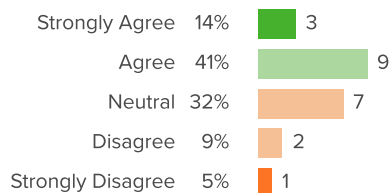
Q.2: The district's mission and vision are clearly defined.



▲ 8 from last survey

Favorable: **91%**

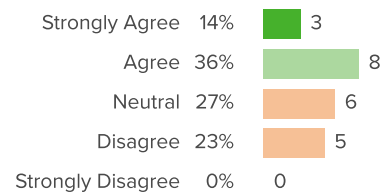
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 3 from last survey

Favorable: **55%**

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



▲ 2 from last survey

Favorable: **50%**



Overall engagement

Your average

76%

22 responses

Change

▲ 5

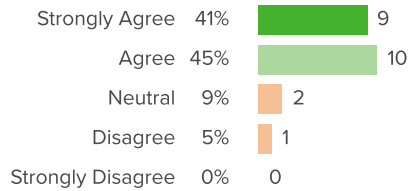
since last survey

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

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

How did people respond?

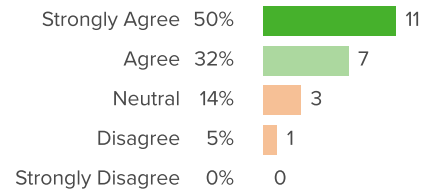
Q.1: I am proud to work for SSD.



▲ 3 from last survey

Favorable: **86%**

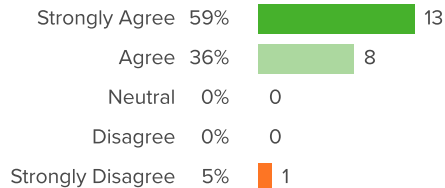
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 1 from last survey

Favorable: **82%**

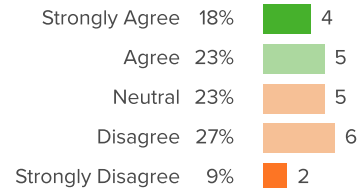
Q.3: I am engaged in my work.



▲ 8 from last survey

Favorable: **95%**

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



▲ 9 from last survey

Favorable: **41%**



Partner Districts

Your average

78%

22 responses

Change

▲ 36

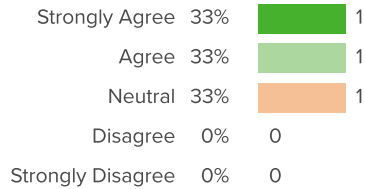
since last survey

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

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

How did people respond?

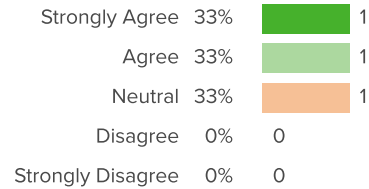
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▲ 17 from last survey

Favorable: **67%**

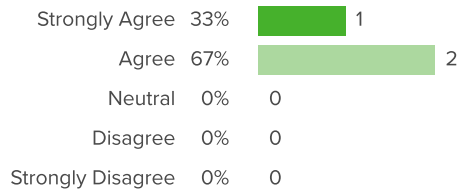
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▲ 67 from last survey

Favorable: **67%**

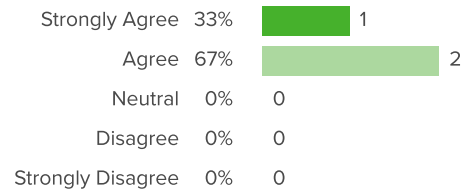
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▲ 50 from last survey

Favorable: **100%**

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

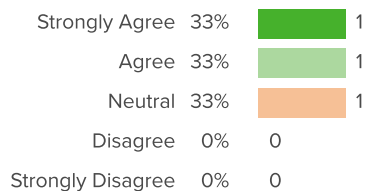


▲ 50 from last survey

Favorable: **100%**



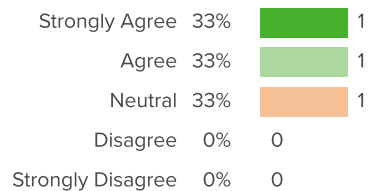
Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



▲ 17 from last survey

Favorable: 67%

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



▲ 17 from last survey

Favorable: 67%



Professional Learning

Your average

48%

22 responses

Change

▲ 16

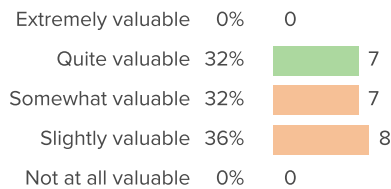
since last survey

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

District average: **46%** Special School District

How did people respond?

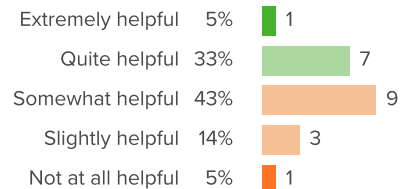
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 11 from last survey

Favorable: **32%**

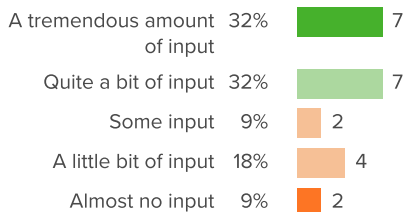
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 5 from last survey

Favorable: **38%**

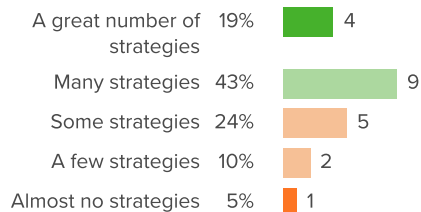
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 22 from last survey

Favorable: **64%**

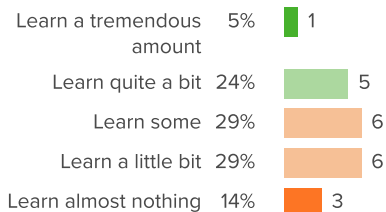
Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 24 from last survey

Favorable: **62%**

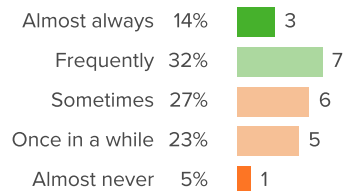
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 16 from last survey

Favorable: **29%**

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

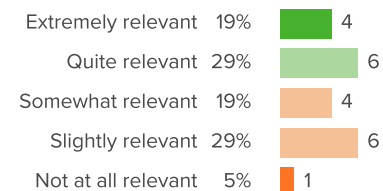


▲ 16 from last survey

Favorable: **45%**



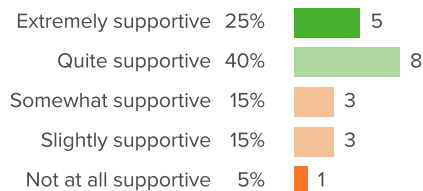
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 19 from last survey

Favorable: 48%

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



▲ 15 from last survey

Favorable: 65%



School Climate

Your average

36%

22 responses

Change

▲ 7

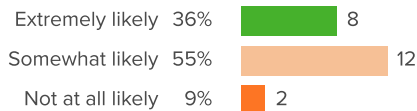
since last survey

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

District average: **45%** Special School District

How did people respond?

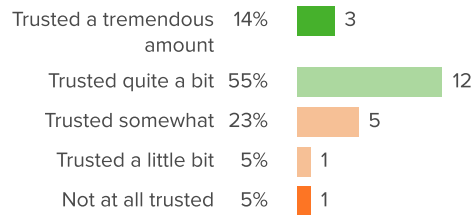
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ **11** from last survey

Favorable: **36%**

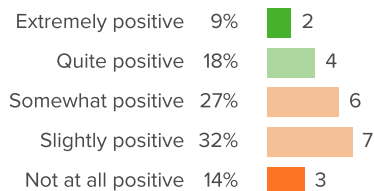
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ **6** from last survey

Favorable: **68%**

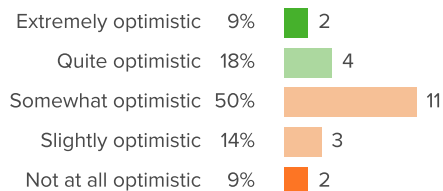
Q.3: How positive are the attitudes of your colleagues?



▲ **14** from last survey

Favorable: **27%**

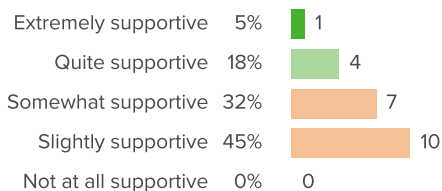
Q.4: How optimistic are you the future of Special School District?



▼ **2** from last survey

Favorable: **27%**

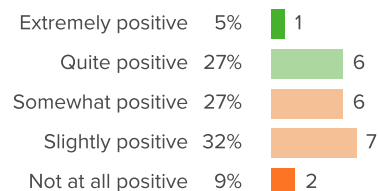
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▲ **6** from last survey

Favorable: **23%**

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



▲ **19** from last survey

Favorable: **32%**



School Leadership

Your average

50%

22 responses

Change

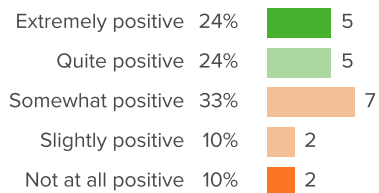
▲ 11

since last survey

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

How did people respond?

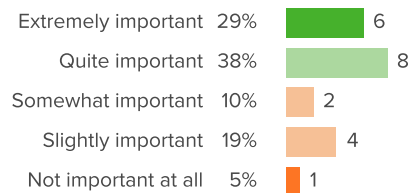
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 10 from last survey

Favorable: **48%**

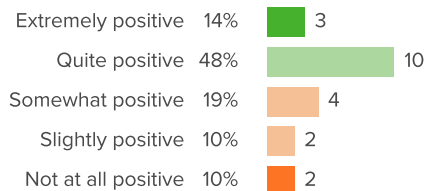
Q.2: For your school leaders, how important is teacher satisfaction?



▲ 17 from last survey

Favorable: **67%**

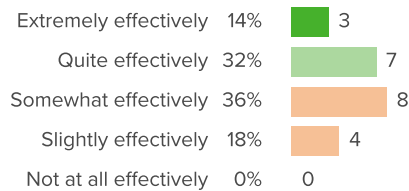
Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▲ 8 from last survey

Favorable: **62%**

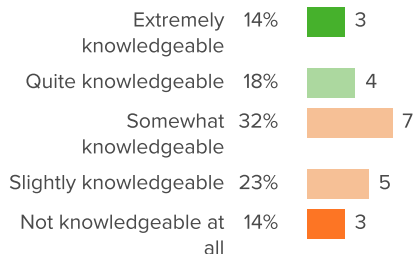
Q.4: How effectively do school leaders communicate important information to teachers?



▲ 3 from last survey

Favorable: **45%**

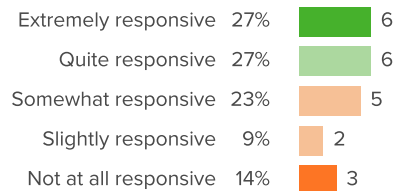
Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



▲ 3 from last survey

Favorable: **32%**

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

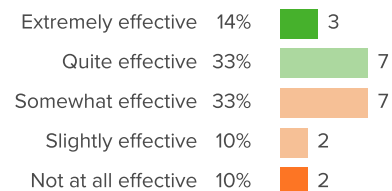


▲ 1 from last survey

Favorable: **55%**



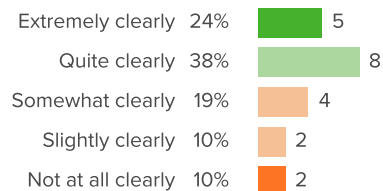
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 19 from last survey

Favorable: **48%**

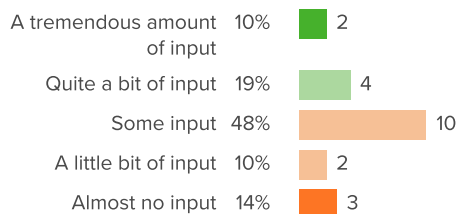
Q.8: How clearly do your school leaders identify their goals for teachers?



▲ 29 from last survey

Favorable: **62%**

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



▲ 3 from last survey

Favorable: **29%**



Staff-Leadership Relationships

Your average

67%

22 responses

Change

▲ 3

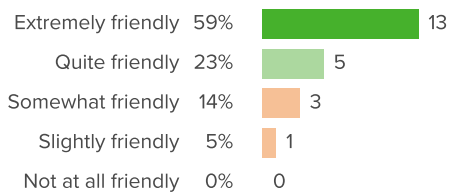
since last survey

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

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

How did people respond?

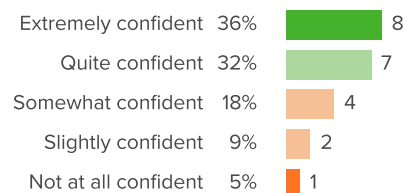
Q.1: How friendly are your school leaders toward you?



▼ 1 from last survey

Favorable: **82%**

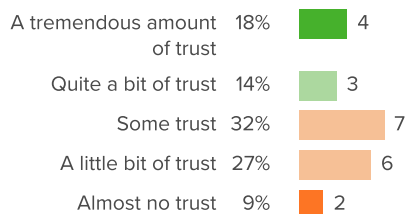
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 5 from last survey

Favorable: **68%**

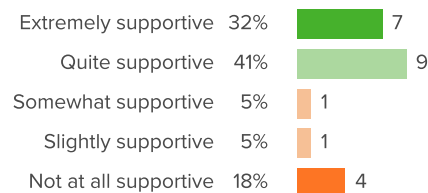
Q.3: How much trust exists between school leaders and faculty?



▲ 3 from last survey

Favorable: **32%**

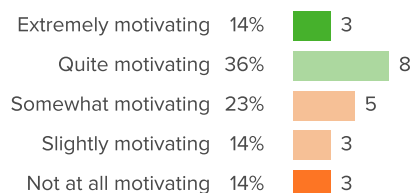
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 15 from last survey

Favorable: **73%**

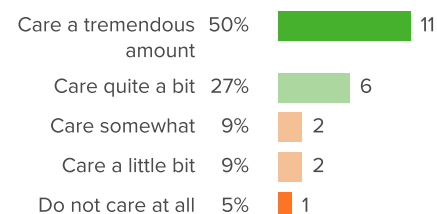
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 8 from last survey

Favorable: **50%**

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

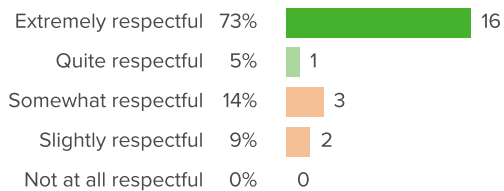


▲ 6 from last survey

Favorable: **77%**



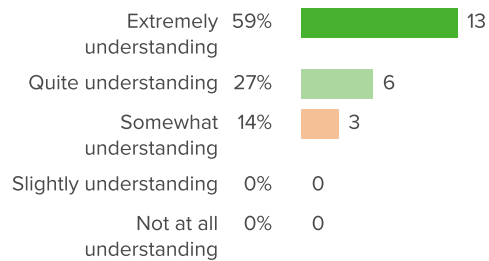
Q.7: How respectful are your school leaders towards you?



▼ **11** from last survey

Favorable: **77%**

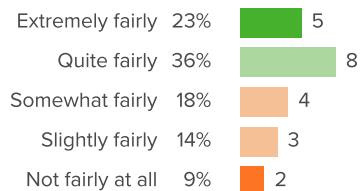
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ **2** from last survey

Favorable: **86%**

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



▲ **1** from last survey

Favorable: **59%**



Well-being

Your average

66%

22 responses

Change

▲ 17

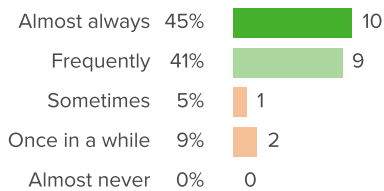
since last survey

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

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

How did people respond?

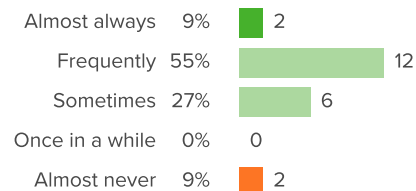
Q.1: During the past week, how often did you feel engaged at work?



▲ 7 from last survey

Favorable: **86%**

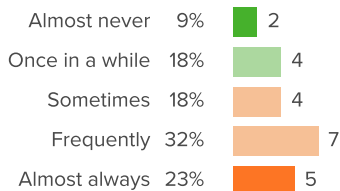
Q.2: During the past week, how often did you feel excited at work?



▲ 16 from last survey

Favorable: **91%**

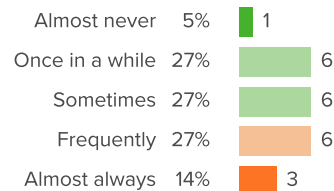
Q.3: During the past week, how often did you feel exhausted at work?



▲ 23 from last survey

Favorable: **27%**

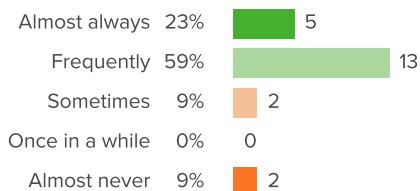
Q.4: During the past week, how often did you feel frustrated at work?



▲ 13 from last survey

Favorable: **59%**

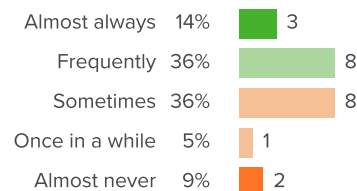
Q.5: During the past week, how often did you feel happy at work?



▲ 40 from last survey

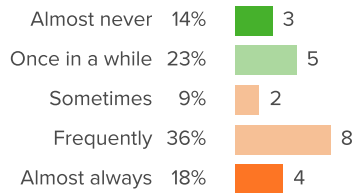
Favorable: **82%**

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

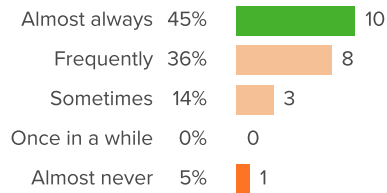


▲ 29 from last survey

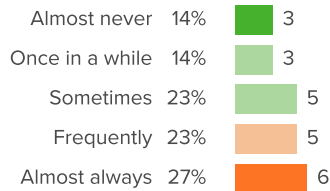
Favorable: **50%**

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

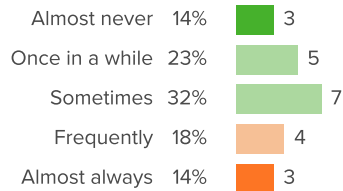
▲ 28 from last survey

Favorable: **36%****Q.8: During the past week, how often did you feel safe at work?**

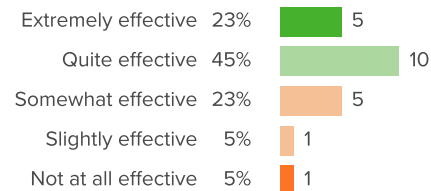
▲ 20 from last survey

Favorable: **45%****Q.9: During the past week, how often did you feel stressed out at work?**

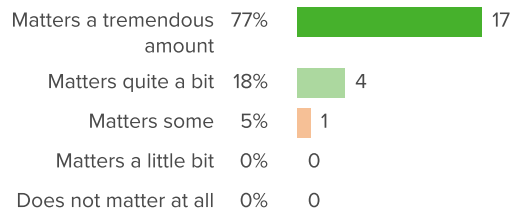
▲ 21 from last survey

Favorable: **50%****Q.10: During the past week, how often did you feel worried at work?**

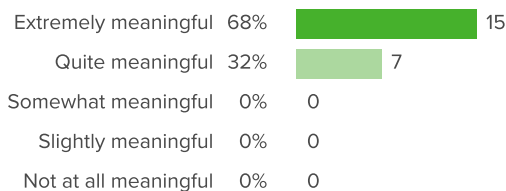
▲ 7 from last survey

Favorable: **68%****Q.11: How effective do you feel at your job right now?**

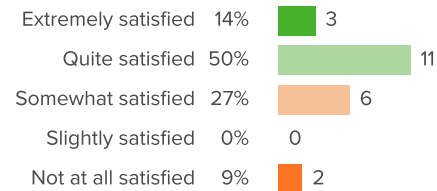
▲ 7 from last survey

Favorable: **68%****Q.12: How much does your work matter to you?**

▼ 1 from last survey

Favorable: **95%****Q.13: How meaningful for you is the work that you do?**

▲ 12 from last survey

Favorable: **100%****Q.14: Overall, how satisfied are you with your job right now?**

▲ 14 from last survey

Favorable: **64%**



Work environment

Your average

75%

22 responses

Change

▲ 1

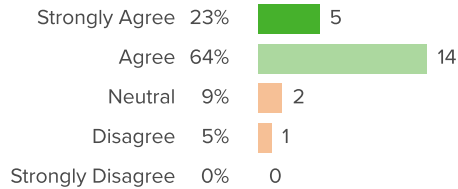
since last survey

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

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

How did people respond?

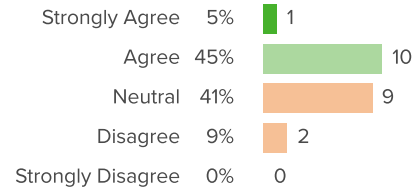
Q.1: I have the materials and resources to do my job effectively.



▲ 11 from last survey

Favorable: **86%**

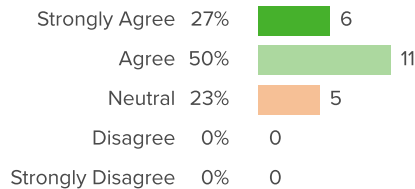
Q.2: My school/location is in good condition and well-maintained.



▼ 8 from last survey

Favorable: **50%**

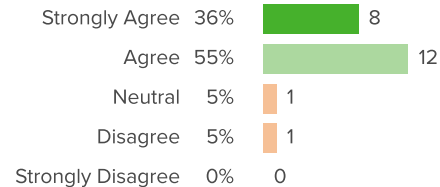
Q.3: I feel safe in my school/location.



▼ 6 from last survey

Favorable: **77%**

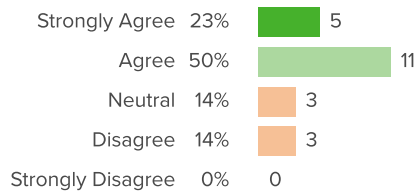
Q.4: I am aware of safety and security procedures at my school/location.



▲ 12 from last survey

Favorable: **91%**

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



▼ 2 from last survey

Favorable: **73%**



Background Questions

How did people respond?



Q.1: Location

Afton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	0%	0
Ladue School District	0%	0
Lindbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	0%	0
Parkway School District	0%	0
Pattonville School District	0%	0
Ritenour School District	0%	0
Riverview Gardens School District	0%	0
Rockwood School District	0%	0
University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	0%	0
Ackerman School	100%	22
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	41%	9
Teacher - Partner district	0%	0
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	59%	13
Other	0%	0



Ackerman

"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