



# Pattonville School District

Teacher Survey  
Spring 2025



Report created by  
Panorama Education



## Summary

| Topic Description                                                                                     | Results                         | Comparison                |
|-------------------------------------------------------------------------------------------------------|---------------------------------|---------------------------|
| Additional questions                                                                                  | 20%                             | 37% SSD of St. Louis (MO) |
| Communicating results                                                                                 | 85%<br>▲ 5<br>since last survey | 69% SSD of St. Louis (MO) |
| Communications                                                                                        | 68%<br>0<br>since last survey   | 64% SSD of St. Louis (MO) |
| Deia                                                                                                  | 67%<br>▼ 4<br>since last survey | 63% SSD of St. Louis (MO) |
| Feedback and Coaching<br>Perceptions of the amount and quality of feedback faculty and staff receive. | 35%<br>▼ 3<br>since last survey | 35% SSD of St. Louis (MO) |
| Mission and vision                                                                                    | 63%<br>▼ 9<br>since last survey | 62% SSD of St. Louis (MO) |
| Overall engagement                                                                                    | 69%<br>▲ 1<br>since last survey | 65% SSD of St. Louis (MO) |



## Partner Districts

67%

▼ 10

since last survey

64%

SSD of St. Louis (MO)

## Professional Learning

40%

▼ 10

since last survey

43%

SSD of St. Louis (MO)

## School Climate

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

42%

▼ 7

since last survey

40%

SSD of St. Louis (MO)

## School Leadership

Perceptions of the school leadership's effectiveness.

52%

▼ 9

since last survey

50%

SSD of St. Louis (MO)

## Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

69%

▼ 3

since last survey

64%

SSD of St. Louis (MO)

## Well-being

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

54%

▼ 7

since last survey

58%

SSD of St. Louis (MO)

## Work environment

78%

▼ 1

since last survey

77%

SSD of St. Louis (MO)

45 responses



## Additional questions

Your average

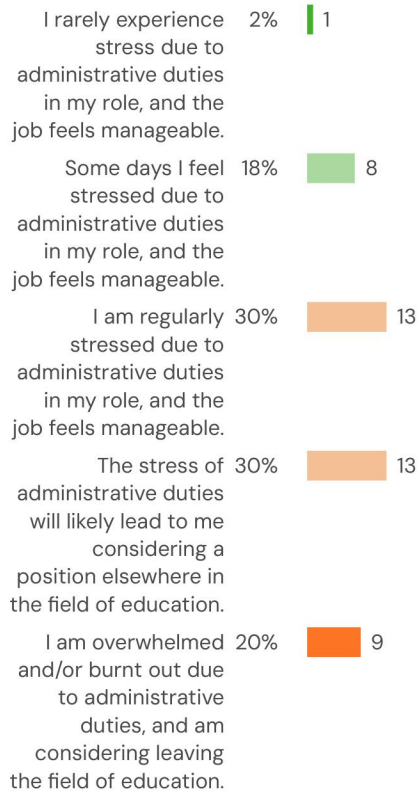
**20%**

45 responses

Client average: **37%** SSD of St. Louis (MO)

How did people respond?

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



▼ 2 from last survey

Favorable: **20%**



## Communicating results

Your average

**85%**

45 responses

Change

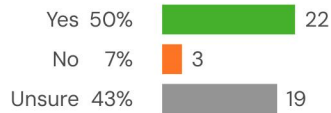
**▲ 5**

since last survey

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

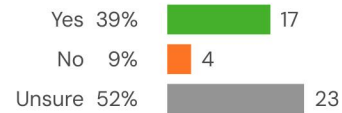
How did people respond?

**Q.1: The SSD Employee Engagement Survey was last administered in Fall 2024. Were the results shared with you?**



Favorable: **88%**

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



▼ **5** from last survey

Favorable: **81%**



## Communications

Your average

**68%**

45 responses

Change

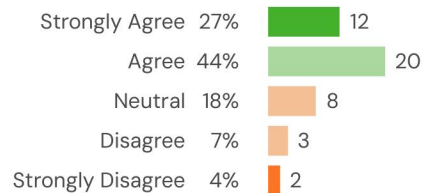
**0**

since last survey

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

### How did people respond?

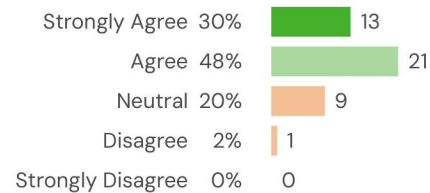
#### Q.1: My direct supervisor provides me with constructive feedback.



▼ 3 from last survey

Favorable: **71%**

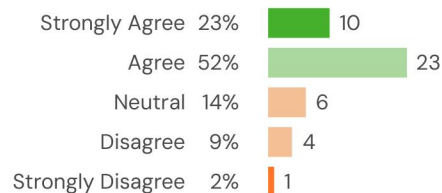
#### Q.2: I receive adequate and timely information about district news and initiatives.



▼ 5 from last survey

Favorable: **77%**

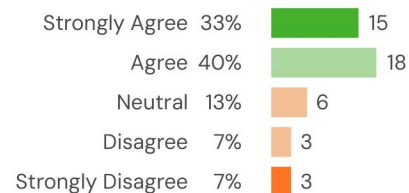
#### Q.3: I am aware of where and how I can direct a question or concern.



▲ 2 from last survey

Favorable: **75%**

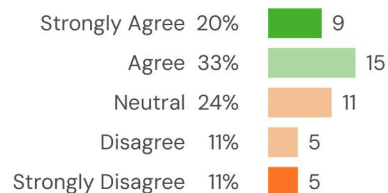
#### Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 3 from last survey

Favorable: **73%**

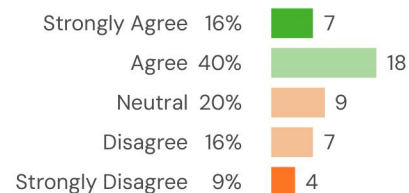
#### Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 6 from last survey

Favorable: **53%**

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



▼ 1 from last survey

Favorable: **56%**



## Deia

Your average

**67%**

45 responses

Change

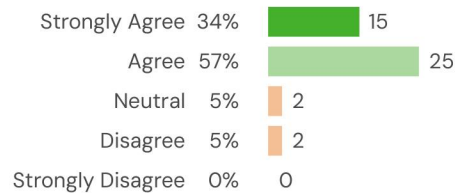
▼ **4**

since last survey

Client average: **63%** SSD of St. Louis (MO)

### How did people respond?

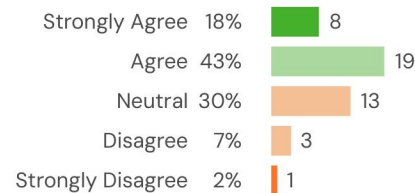
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ **7** from last survey

Favorable: **91%**

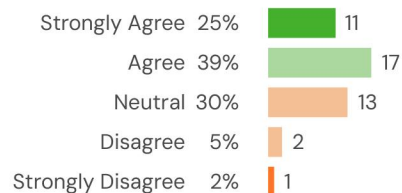
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▼ **6** from last survey

Favorable: **61%**

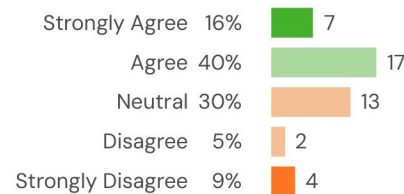
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▼ **8** from last survey

Favorable: **64%**

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

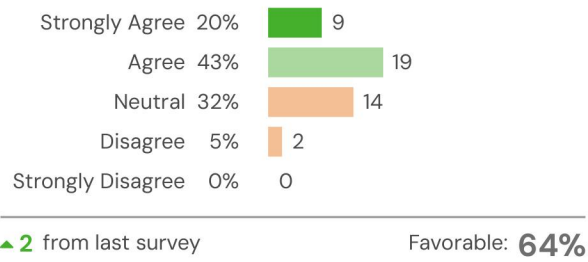


▼ **5** from last survey

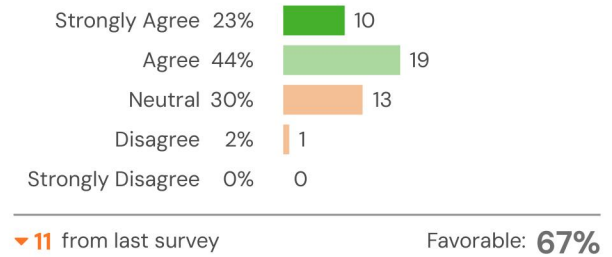
Favorable: **56%**



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



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





## Feedback and Coaching

Your average

**35%**

45 responses

Change

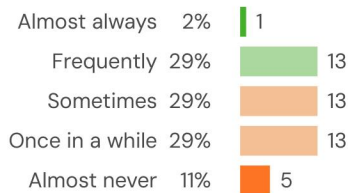
▼ **3**

since last survey

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

How did people respond?

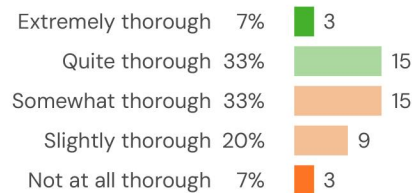
**Q.1: How often do you receive feedback on your teaching?**



▼ 6 from last survey

Favorable: **31%**

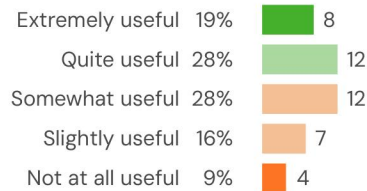
**Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?**



▼ 9 from last survey

Favorable: **40%**

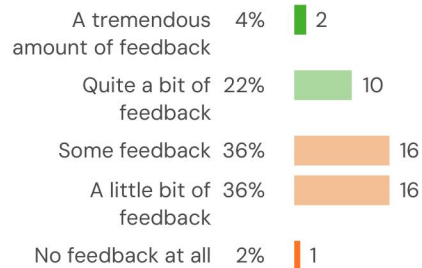
**Q.3: How useful do you find the feedback you receive on your teaching?**



▼ 6 from last survey

Favorable: **47%**

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

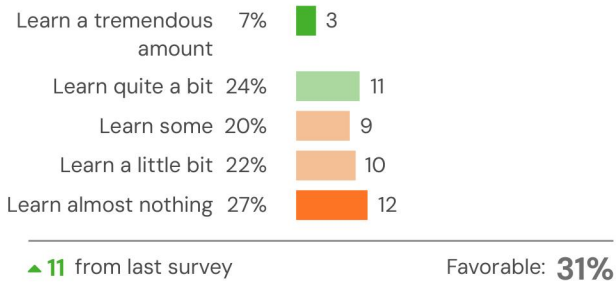


▼ 6 from last survey

Favorable: **27%**



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





## Mission and vision

Your average

**63%**

45 responses

Change

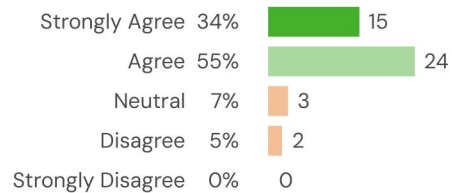
▼ **9**

since last survey

Client average: **62%** SSD of St. Louis (MO)

### How did people respond?

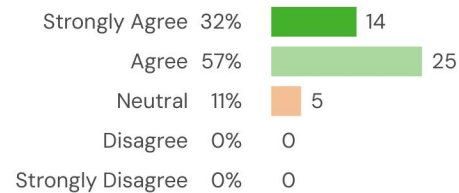
**Q.1: I am familiar with and support the mission and vision of SSD.**



▲ **1** from last survey

Favorable: **89%**

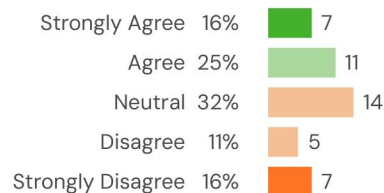
**Q.2: The district's mission and vision are clearly defined.**



▼ **1** from last survey

Favorable: **89%**

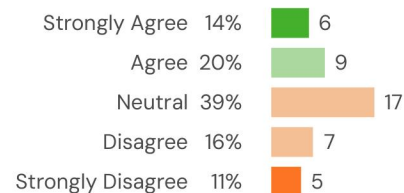
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ **20** from last survey

Favorable: **41%**

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



▼ **14** from last survey

Favorable: **34%**



## Overall engagement

Your average

**69%**

45 responses

Change

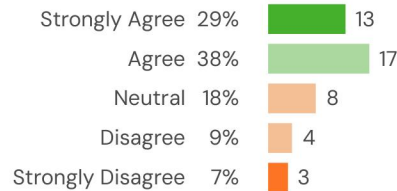
**▲ 1**

since last survey

Client average: **65%** SSD of St. Louis (MO)

### How did people respond?

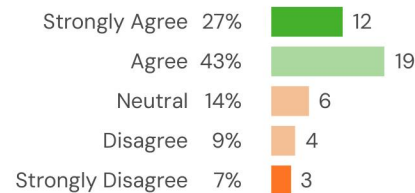
#### Q.1: I am proud to work for SSD.



▼ 1 from last survey

Favorable: **67%**

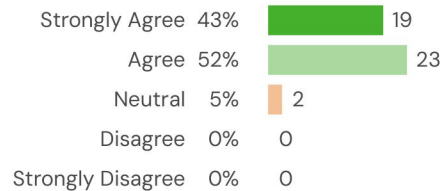
#### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 3 from last survey

Favorable: **70%**

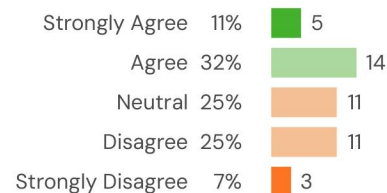
#### Q.3: I am engaged in my work.



▲ 3 from last survey

Favorable: **95%**

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



▼ 1 from last survey

Favorable: **43%**



## Partner Districts

Your average

**67%**

45 responses

Change

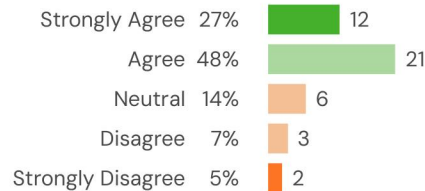
▼ **10**

since last survey

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

How did people respond?

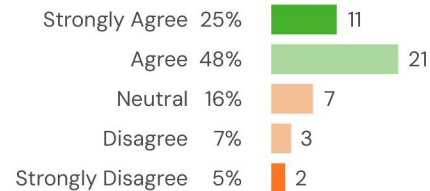
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▼ **11** from last survey

Favorable: **75%**

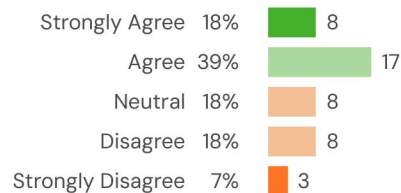
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▼ **8** from last survey

Favorable: **73%**

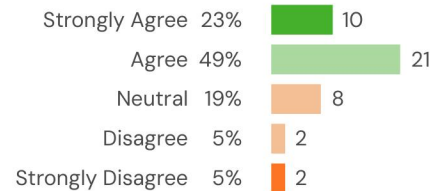
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▼ **14** from last survey

Favorable: **57%**

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

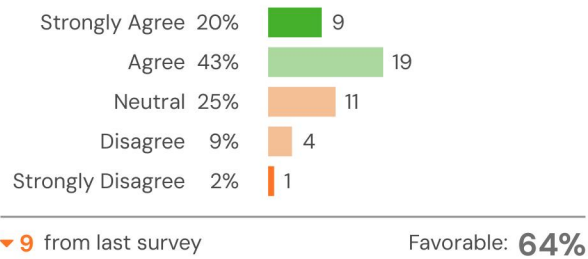


▼ **9** from last survey

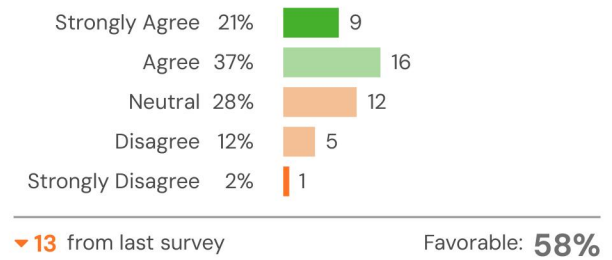
Favorable: **72%**



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



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





## Professional Learning

Your average

**40%**

45 responses

Change

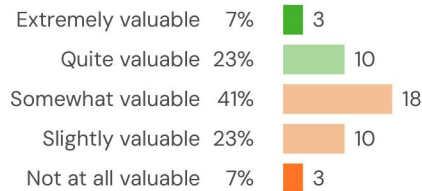
▼ **10**

since last survey

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

### How did people respond?

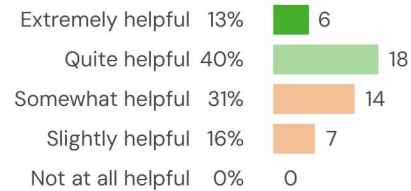
#### Q.1: At your school, how valuable are the available professional development opportunities?



▼ **14** from last survey

Favorable: **30%**

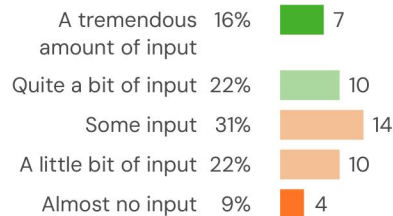
#### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ **15** from last survey

Favorable: **53%**

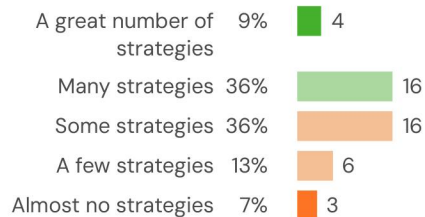
#### Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ **13** from last survey

Favorable: **38%**

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

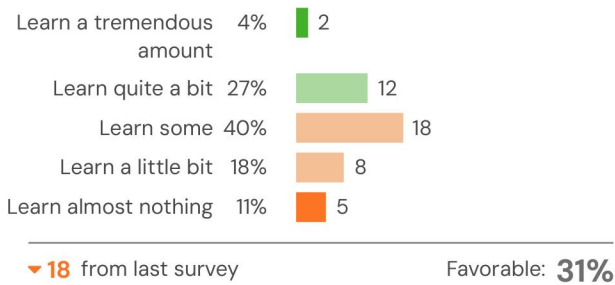


▲ **0** from last survey

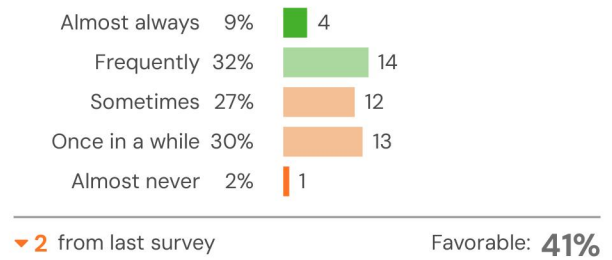
Favorable: **44%**



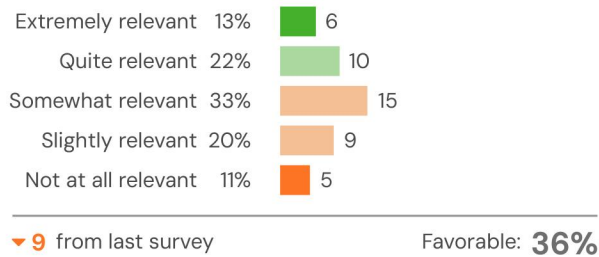
**Q.5: Overall, how much do you learn about teaching from the leaders at your school?**



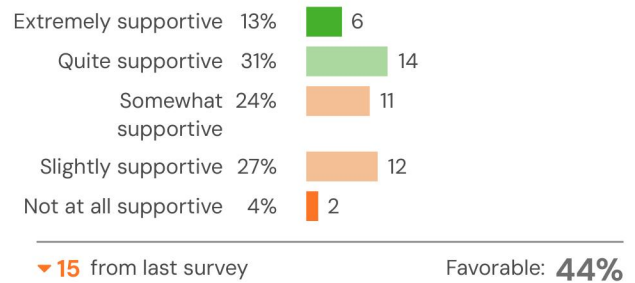
**Q.6: How often do your professional development opportunities help you explore new ideas?**



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



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





## School Climate

Your average

**42%**

45 responses

Change

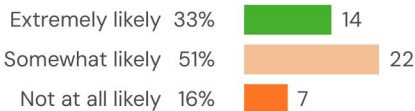
**▼ 7**

since last survey

Client average: **40%** SSD of St. Louis (MO)

### How did people respond?

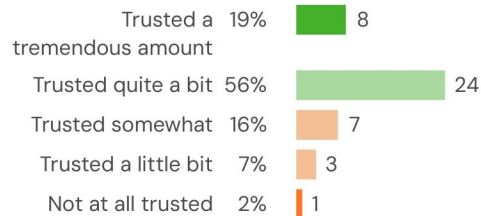
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▼ 12 from last survey

Favorable: **33%**

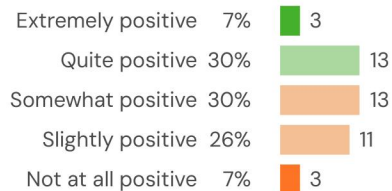
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 4 from last survey

Favorable: **74%**

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



▼ 11 from last survey

Favorable: **37%**

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

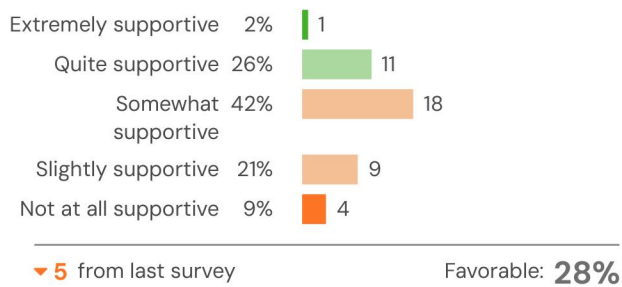


▼ 13 from last survey

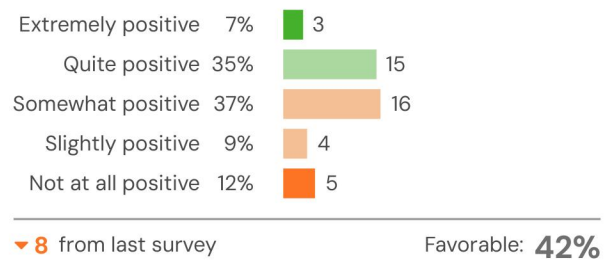
Favorable: **35%**



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



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





## School Leadership

Your average

**52%**

45 responses

Change

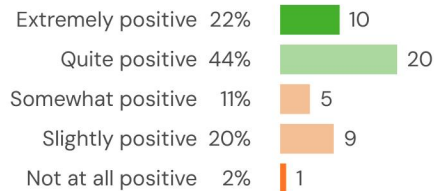
▼ **9**

since last survey

Client average: **50%** SSD of St. Louis (MO)

### How did people respond?

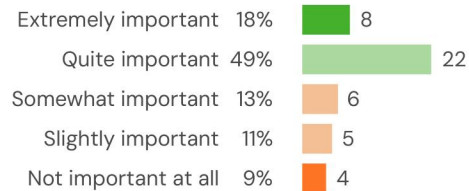
#### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ **0** from last survey

Favorable: **67%**

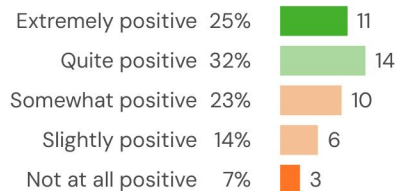
#### Q.2: For your school leaders, how important is teacher satisfaction?



▼ **9** from last survey

Favorable: **67%**

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



▼ **5** from last survey

Favorable: **57%**

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

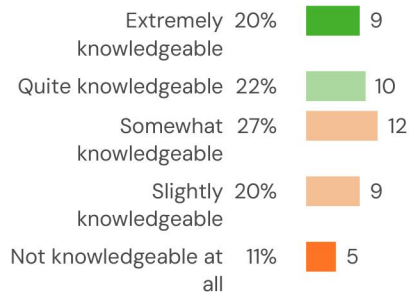


▼ **7** from last survey

Favorable: **51%**



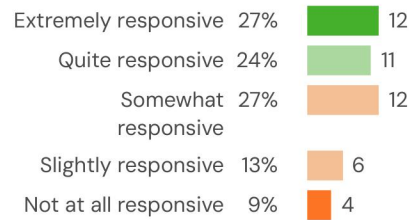
**Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?**



▼ 9 from last survey

Favorable: **42%**

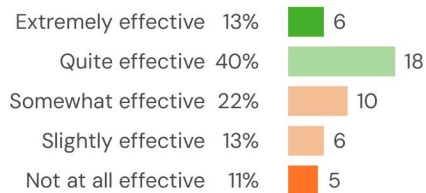
**Q.6: How responsive are school leaders to your feedback?**



▼ 18 from last survey

Favorable: **51%**

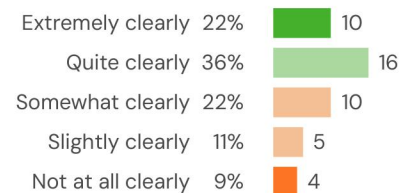
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 6 from last survey

Favorable: **53%**

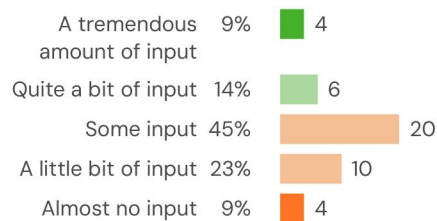
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▼ 7 from last survey

Favorable: **58%**

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



▼ 15 from last survey

Favorable: **23%**



## Staff-Leadership Relationships

Your average

**69%**

45 responses

Change

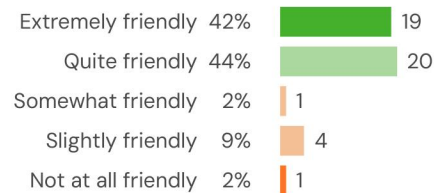
▼ **3**

since last survey

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

How did people respond?

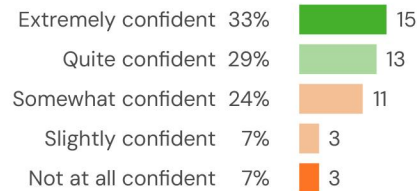
**Q.1: How friendly are your school leaders toward you?**



▲ **7** from last survey

Favorable: **87%**

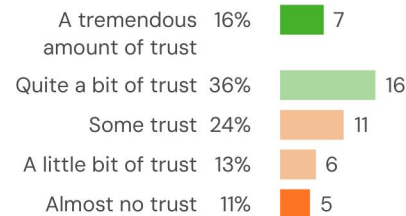
**Q.2: How confident are you that your school leaders have the best interests of the school in mind?**



▼ **5** from last survey

Favorable: **62%**

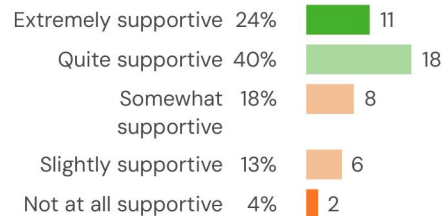
**Q.3: How much trust exists between school leaders and faculty?**



▼ **6** from last survey

Favorable: **51%**

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

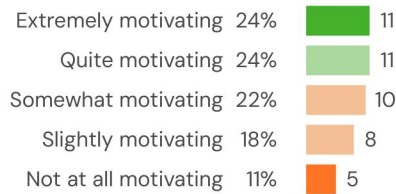


▼ **11** from last survey

Favorable: **64%**



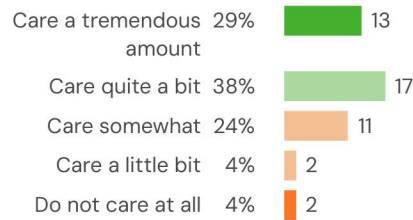
**Q.5: At your school, how motivating do you find working with the leadership team?**



▲ 0 from last survey

Favorable: **49%**

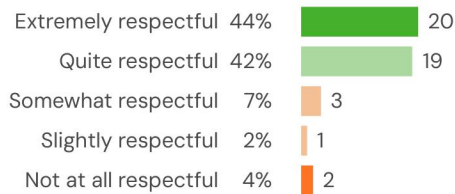
**Q.6: How much do your school leaders care about you as an individual?**



▼ 8 from last survey

Favorable: **67%**

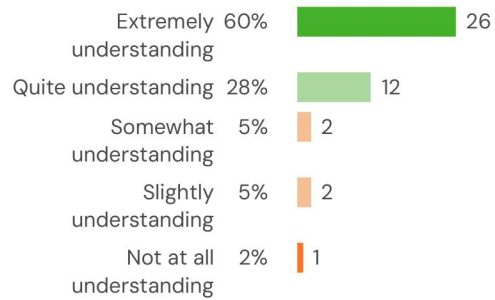
**Q.7: How respectful are your school leaders towards you?**



▲ 3 from last survey

Favorable: **87%**

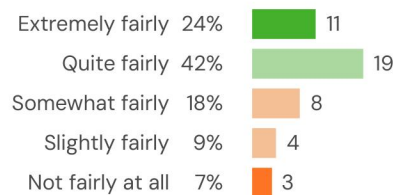
**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



▲ 4 from last survey

Favorable: **88%**

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



▼ 11 from last survey

Favorable: **67%**



## Well-being

Your average

**54%**

45 responses

Change

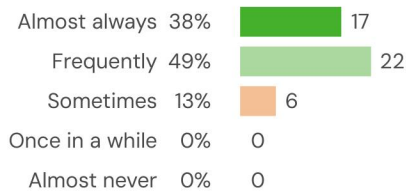
**▼ 7**

since last survey

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

### How did people respond?

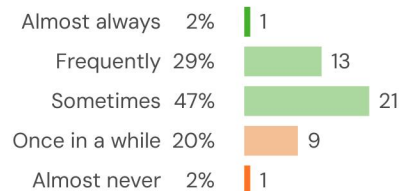
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 1 from last survey

Favorable: **87%**

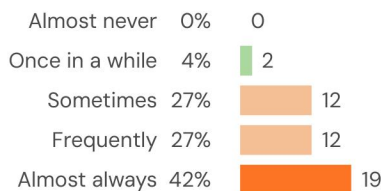
**Q.2: During the past week, how often did you feel excited at work?**



▼ 8 from last survey

Favorable: **78%**

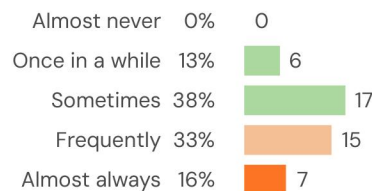
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 6 from last survey

Favorable: **4%**

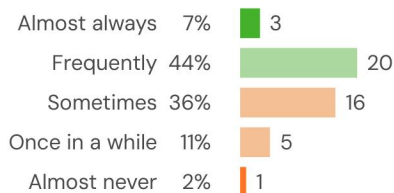
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 18 from last survey

Favorable: **51%**

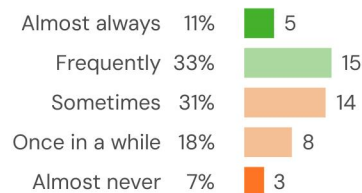
**Q.5: During the past week, how often did you feel happy at work?**



▼ 18 from last survey

Favorable: **51%**

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

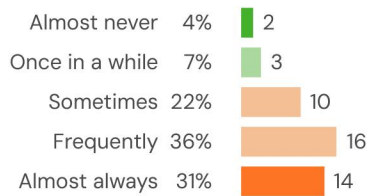


▼ 13 from last survey

Favorable: **44%**



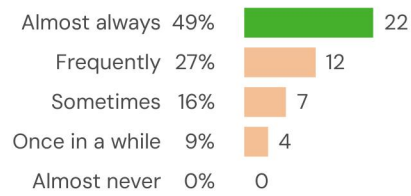
**Q.7: During the past week, how often did you feel overwhelmed at work?**



▼ 5 from last survey

Favorable: 11%

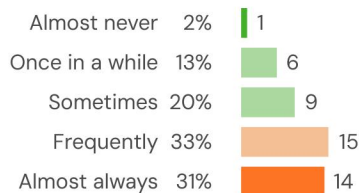
**Q.8: During the past week, how often did you feel safe at work?**



▲ 12 from last survey

Favorable: 49%

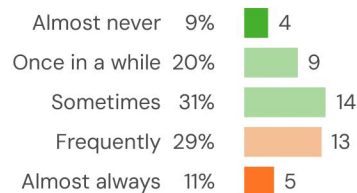
**Q.9: During the past week, how often did you feel stressed out at work?**



▼ 15 from last survey

Favorable: 36%

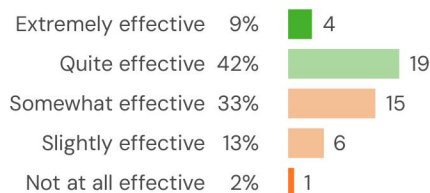
**Q.10: During the past week, how often did you feel worried at work?**



▼ 7 from last survey

Favorable: 60%

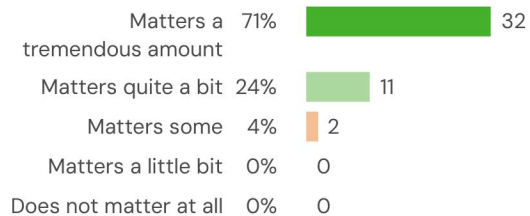
**Q.11: How effective do you feel at your job right now?**



▼ 2 from last survey

Favorable: 51%

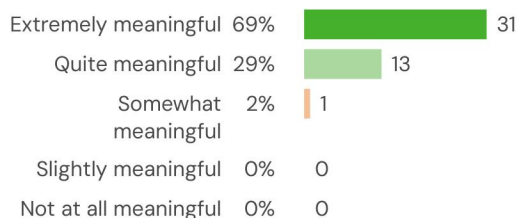
**Q.12: How much does your work matter to you?**



▼ 2 from last survey

Favorable: 96%

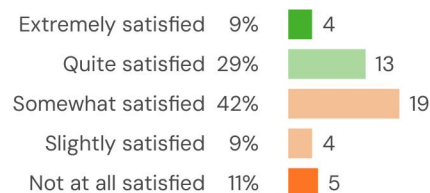
**Q.13: How meaningful for you is the work that you do?**



▲ 0 from last survey

Favorable: 98%

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



▼ 25 from last survey

Favorable: 38%



## Work environment

Your average

**78%**

45 responses

Change

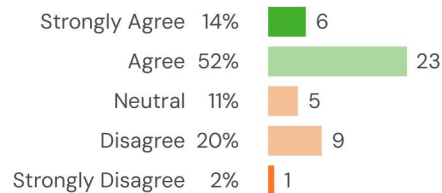
▼ **1**

since last survey

Client average: **77%** SSD of St. Louis (MO)

How did people respond?

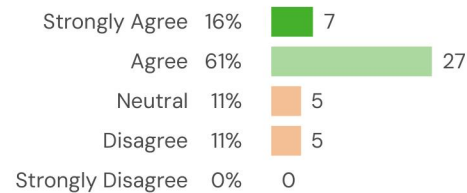
**Q.1: I have the materials and resources to do my job effectively.**



▼ **7** from last survey

Favorable: **66%**

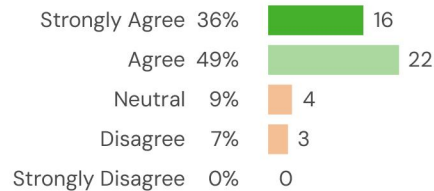
**Q.2: My school/location is in good condition and well-maintained.**



▼ **11** from last survey

Favorable: **77%**

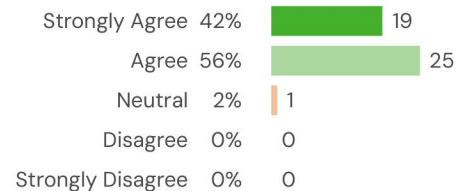
**Q.3: I feel safe in my school/location.**



▲ **4** from last survey

Favorable: **84%**

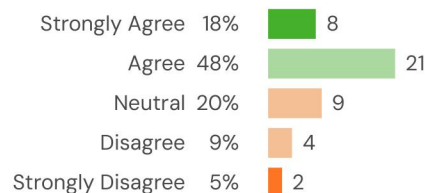
**Q.4: I am aware of safety and security procedures at my school/location.**



▲ **6** from last survey

Favorable: **98%**

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



▲ **3** from last survey

Favorable: **66%**



## 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                | 98% | 42 |
| 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                            | 2%  | 1  |

**Q.2: Job type**

|                                                                                                             |     |    |
|-------------------------------------------------------------------------------------------------------------|-----|----|
| Teacher – SSD school, site, or program                                                                      | 2%  | 1  |
| Teacher – Partner district                                                                                  | 75% | 33 |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics) | 23% | 10 |
| Other                                                                                                       | 0%  | 0  |



**Pattonville School District**

"Spring 2025 2024-25 SSD Employee Engagement and Climate Survey, Teacher Survey"



|                                         |    |   |
|-----------------------------------------|----|---|
| Learning Center – Professional Learning | 0% | 0 |
| Learning Center – ABA                   | 0% | 0 |
| Litzsinger School                       | 0% | 0 |
| Neuwoehner High School                  | 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 |