



Ritenour School District

Teacher Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	47%	37% SSD of St. Louis (MO)
Communicating results	75% ▲ 11 since last survey	69% SSD of St. Louis (MO)
Communications	66% ▲ 2 since last survey	64% SSD of St. Louis (MO)
Deia	70% ▼ 2 since last survey	63% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	40% ▲ 14 since last survey	35% SSD of St. Louis (MO)
Mission and vision	72% ▲ 2 since last survey	62% SSD of St. Louis (MO)
Overall engagement	74% 0 since last survey	65% SSD of St. Louis (MO)



Partner Districts

65%

▼ 16

since last survey

64%

SSD of St. Louis (MO)

Professional Learning

45%

▲ 1

since last survey

43%

SSD of St. Louis (MO)

School Climate

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

58%

▲ 10

since last survey

40%

SSD of St. Louis (MO)

School Leadership

Perceptions of the school leadership's effectiveness.

51%

▲ 5

since last survey

50%

SSD of St. Louis (MO)

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

65%

▲ 4

since last survey

64%

SSD of St. Louis (MO)

Well-being

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

61%

▲ 6

since last survey

58%

SSD of St. Louis (MO)

Work environment

73%

▲ 7

since last survey

77%

SSD of St. Louis (MO)

51 responses



Additional questions

Your average

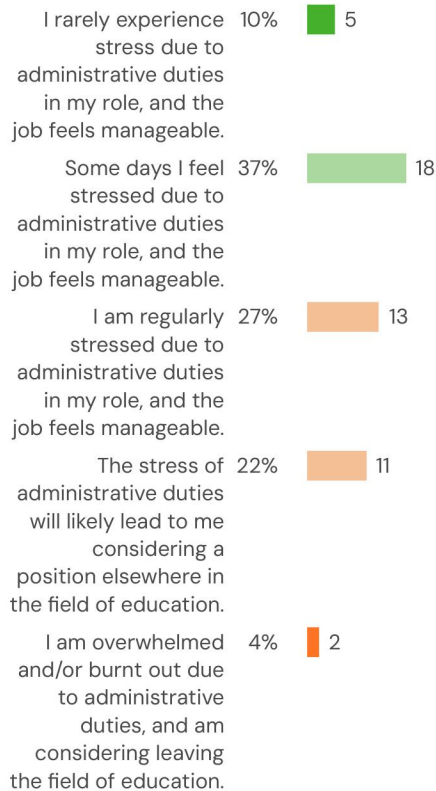
47%

51 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?



▲ 9 from last survey

Favorable: **47%**



Communicating results

Your average

75%

51 responses

Change

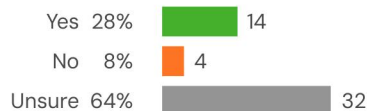
▲ 11

since last survey

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

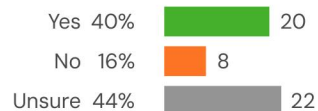
How did people respond?

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



Favorable: **78%**

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



▲ 11 from last survey

Favorable: **71%**



Communications

Your average

66%

51 responses

Change

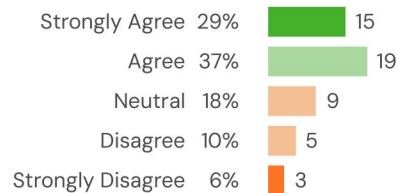
▲ 2

since last survey

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

How did people respond?

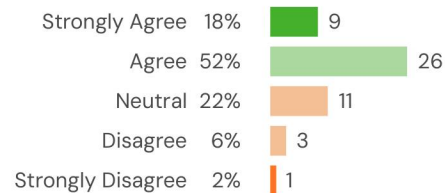
Q.1: My direct supervisor provides me with constructive feedback.



▲ 11 from last survey

Favorable: 67%

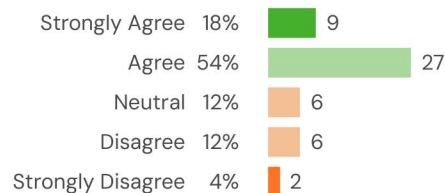
Q.2: I receive adequate and timely information about district news and initiatives.



▼ 9 from last survey

Favorable: 70%

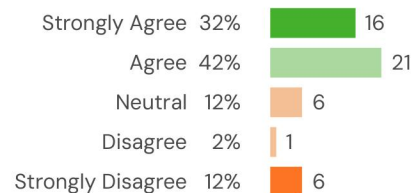
Q.3: I am aware of where and how I can direct a question or concern.



▲ 3 from last survey

Favorable: 72%

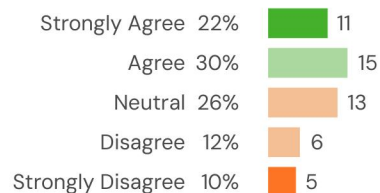
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 11 from last survey

Favorable: 74%

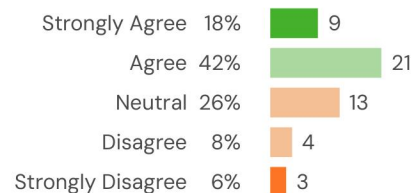
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 1 from last survey

Favorable: 52%

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



▼ 6 from last survey

Favorable: 60%



Deia

Your average

70%

51 responses

Change

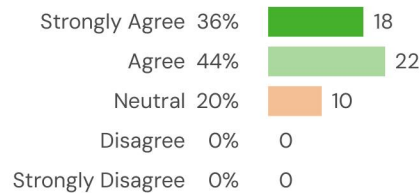
▼ 2

since last survey

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

How did people respond?

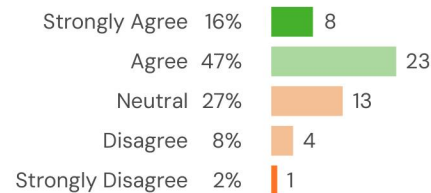
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ 3 from last survey

Favorable: 80%

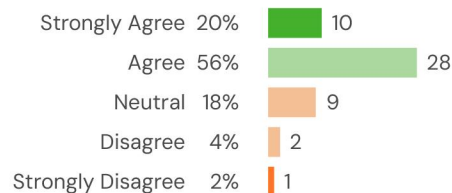
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 11 from last survey

Favorable: 63%

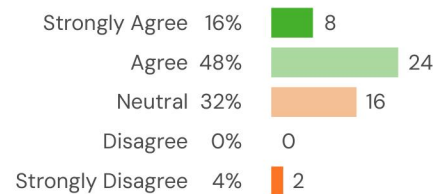
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 12 from last survey

Favorable: 76%

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

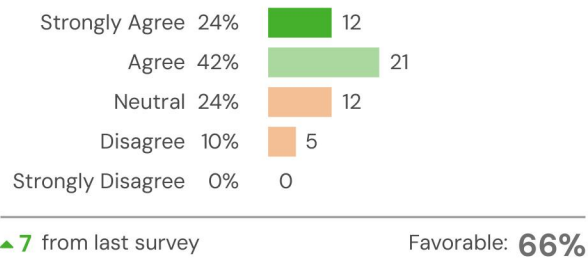


▼ 16 from last survey

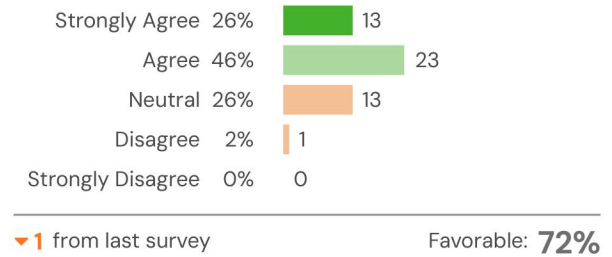
Favorable: 64%



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

40%

51 responses

Change

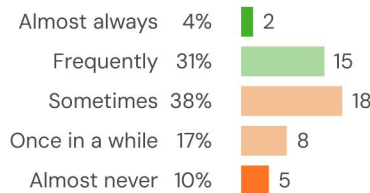
▲ 14

since last survey

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

How did people respond?

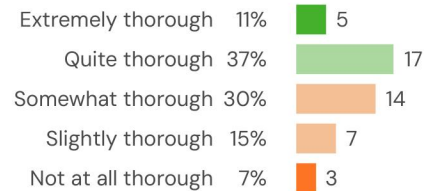
Q.1: How often do you receive feedback on your teaching?



▲ 14 from last survey

Favorable: **35%**

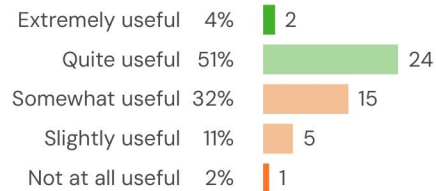
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 14 from last survey

Favorable: **48%**

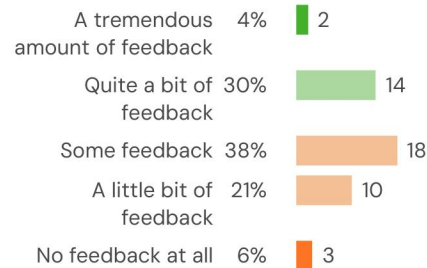
Q.3: How useful do you find the feedback you receive on your teaching?



▲ 10 from last survey

Favorable: **55%**

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

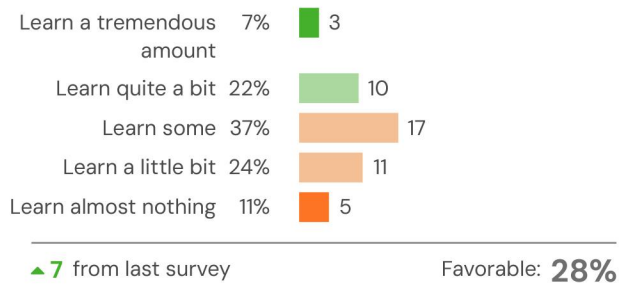


▲ 26 from last survey

Favorable: **34%**



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





Mission and vision

Your average

72%

51 responses

Change

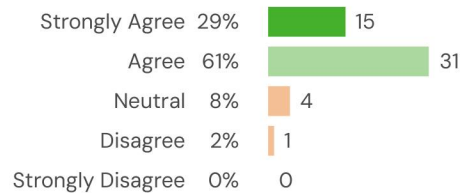
▲ 2

since last survey

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

How did people respond?

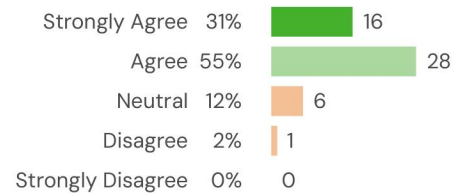
Q.1: I am familiar with and support the mission and vision of SSD.



▲ 4 from last survey

Favorable: 90%

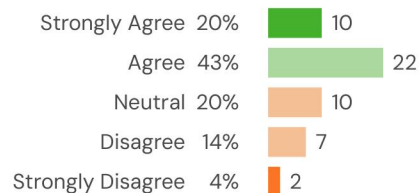
Q.2: The district's mission and vision are clearly defined.



▲ 3 from last survey

Favorable: 86%

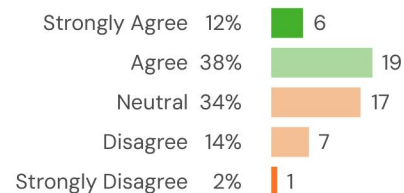
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 1 from last survey

Favorable: 63%

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



▲ 2 from last survey

Favorable: 50%



Overall engagement

Your average

74%

51 responses

Change

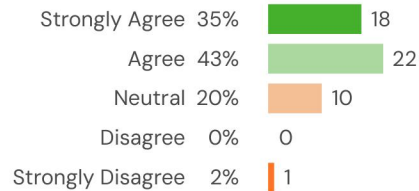
0

since last survey

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

How did people respond?

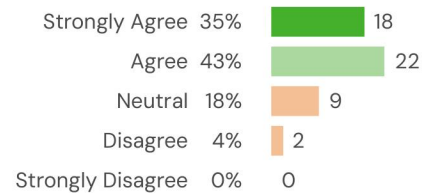
Q.1: I am proud to work for SSD.



▼ 1 from last survey

Favorable: **78%**

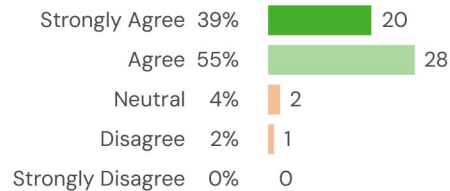
Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 2 from last survey

Favorable: **78%**

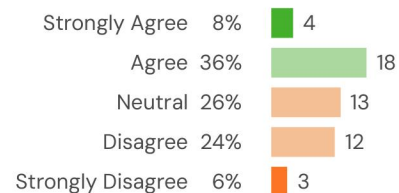
Q.3: I am engaged in my work.



▼ 1 from last survey

Favorable: **94%**

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



▼ 2 from last survey

Favorable: **44%**



Partner Districts

Your average

65%

51 responses

Change

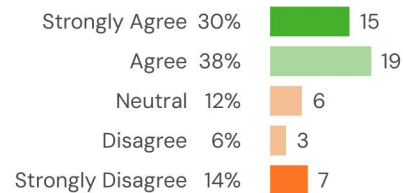
▼ **16**

since last survey

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

How did people respond?

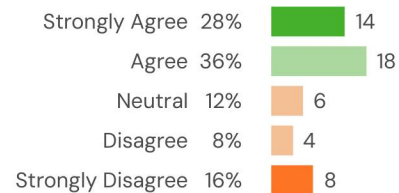
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▼ **18** from last survey

Favorable: **68%**

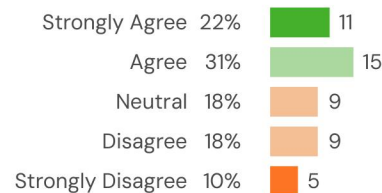
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▼ **16** from last survey

Favorable: **64%**

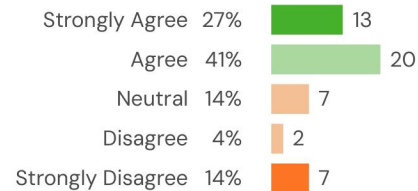
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▼ **25** from last survey

Favorable: **53%**

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

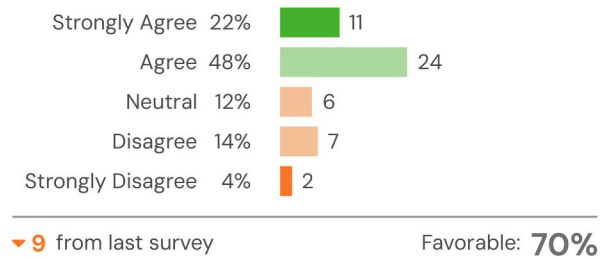


▼ **16** from last survey

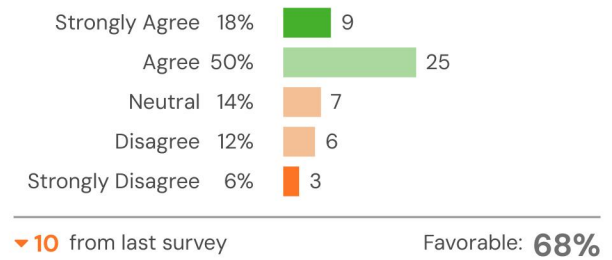
Favorable: **67%**



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

45%

51 responses

Change

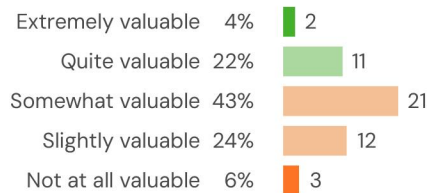
▲ 1

since last survey

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

How did people respond?

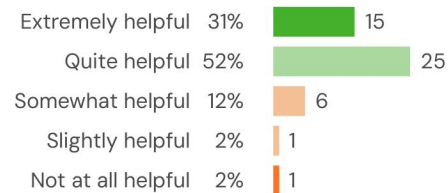
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 1 from last survey

Favorable: **27%**

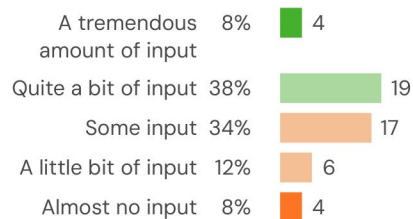
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 6 from last survey

Favorable: **83%**

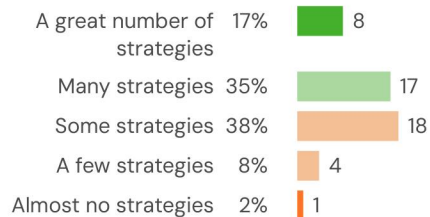
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 11 from last survey

Favorable: **46%**

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

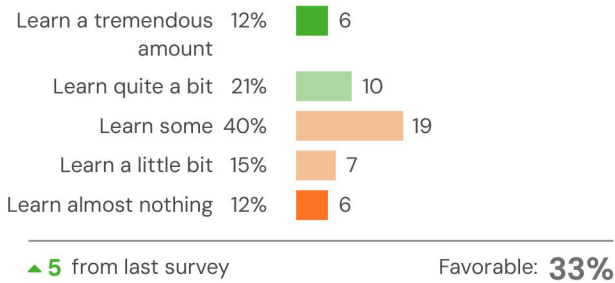


▼ 3 from last survey

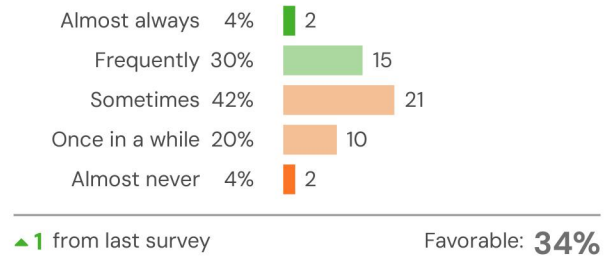
Favorable: **52%**



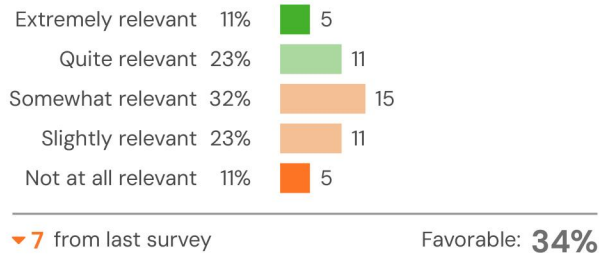
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



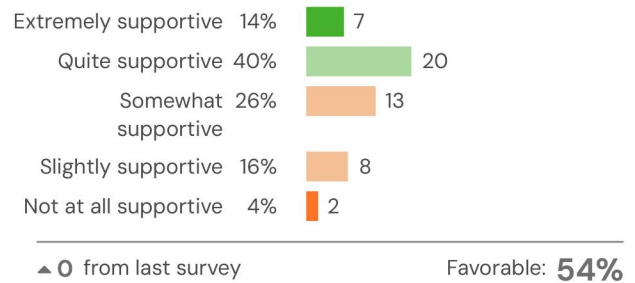
Q.6: How often do your professional development opportunities help you explore new ideas?



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

58%

51 responses

Change

▲ 10

since last survey

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

How did people respond?

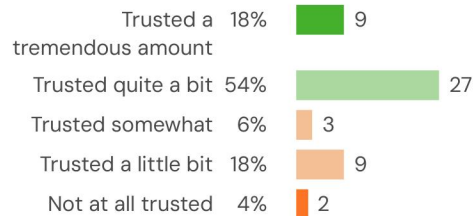
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 7 from last survey

Favorable: **50%**

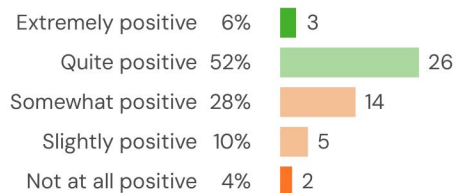
Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 13 from last survey

Favorable: **72%**

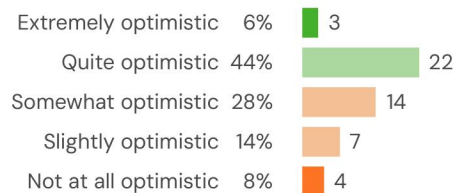
Q.3: How positive are the attitudes of your colleagues?



▲ 8 from last survey

Favorable: **58%**

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

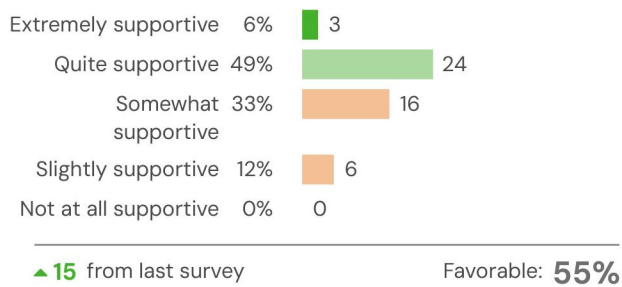


▲ 1 from last survey

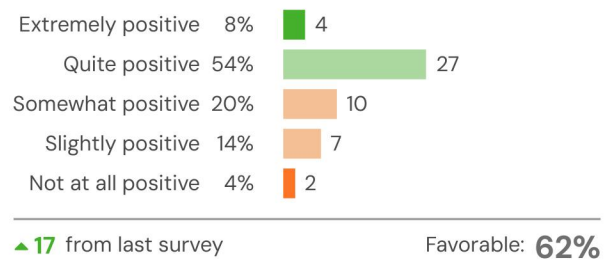
Favorable: **50%**



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

51%

51 responses

Change

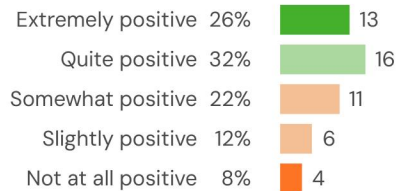
▲ 5

since last survey

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

How did people respond?

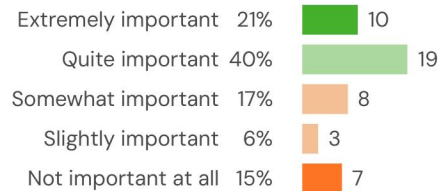
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 6 from last survey

Favorable: **58%**

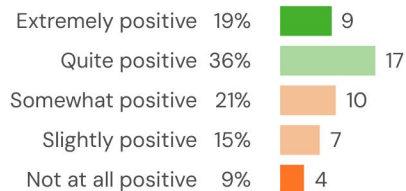
Q.2: For your school leaders, how important is teacher satisfaction?



▲ 7 from last survey

Favorable: **62%**

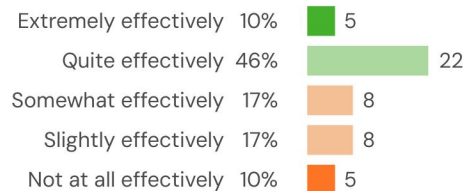
Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▲ 10 from last survey

Favorable: **55%**

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

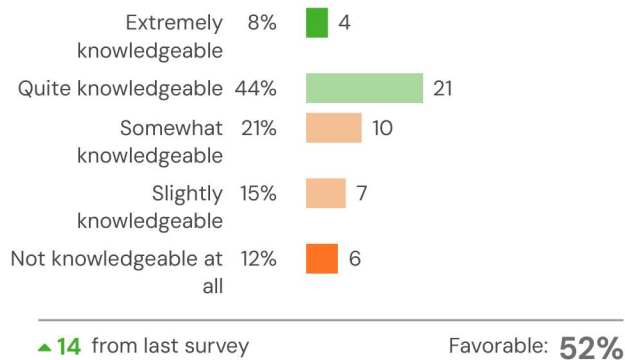


▲ 8 from last survey

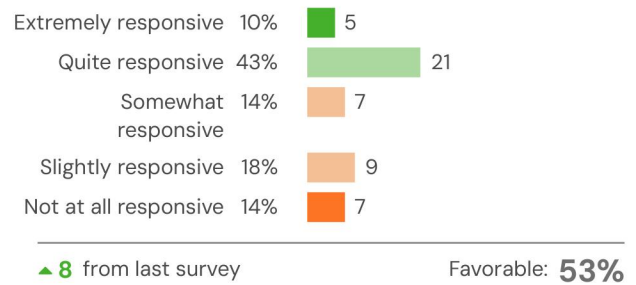
Favorable: **56%**



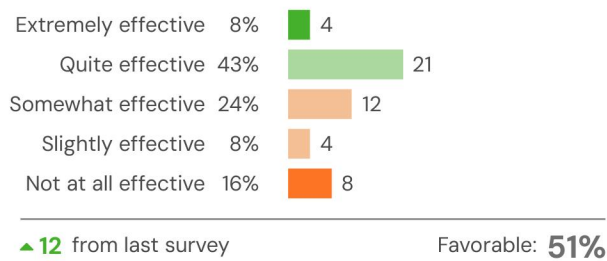
Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



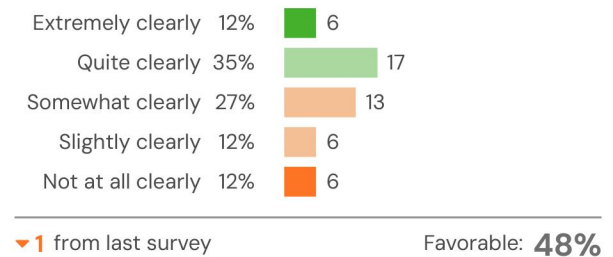
Q.6: How responsive are school leaders to your feedback?



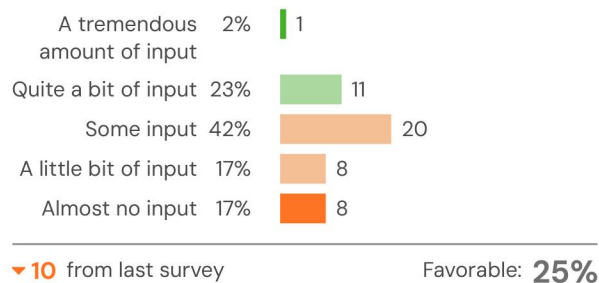
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



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



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





Staff-Leadership Relationships

Your average

65%

51 responses

Change

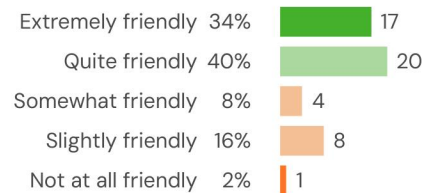
▲ 4

since last survey

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

How did people respond?

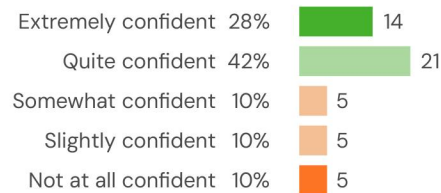
Q.1: How friendly are your school leaders toward you?



▲ 3 from last survey

Favorable: **74%**

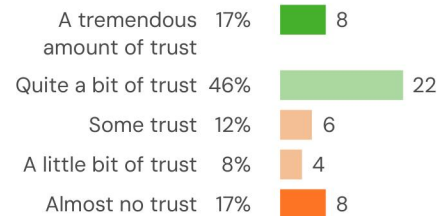
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 6 from last survey

Favorable: **70%**

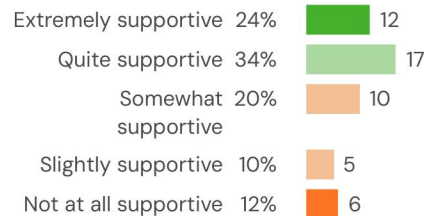
Q.3: How much trust exists between school leaders and faculty?



▲ 14 from last survey

Favorable: **63%**

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

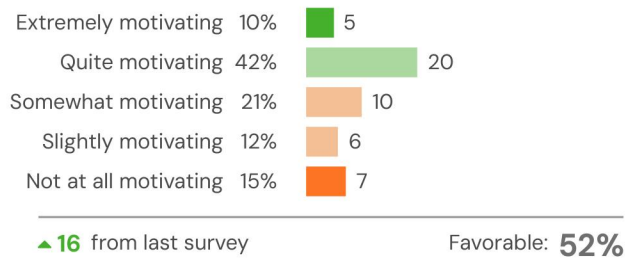


▲ 2 from last survey

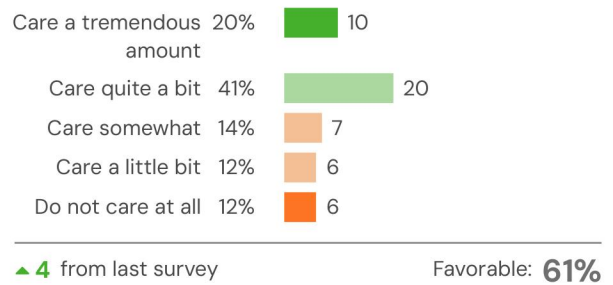
Favorable: **58%**



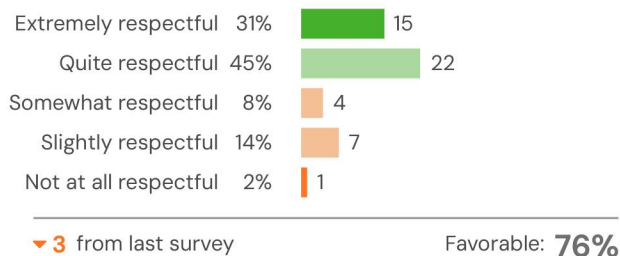
Q.5: At your school, how motivating do you find working with the leadership team?



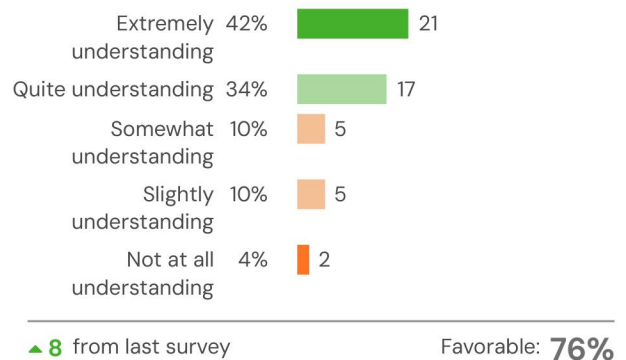
Q.6: How much do your school leaders care about you as an individual?



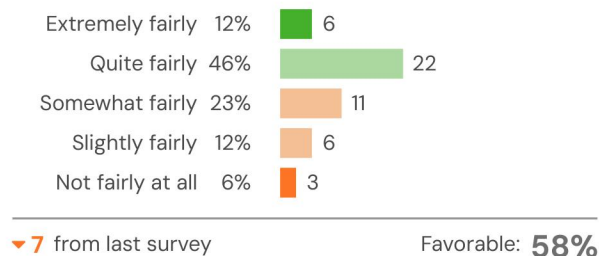
Q.7: How respectful are your school leaders towards you?



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



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





Well-being

Your average

61%

51 responses

Change

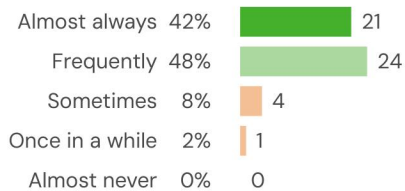
▲ 6

since last survey

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

How did people respond?

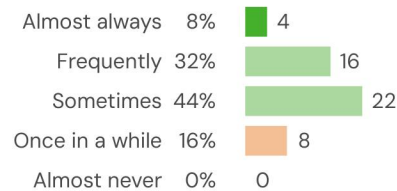
Q.1: During the past week, how often did you feel engaged at work?



▲ 2 from last survey

Favorable: **90%**

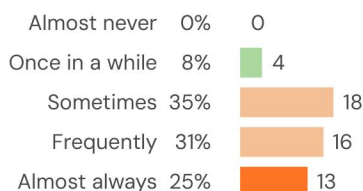
Q.2: During the past week, how often did you feel excited at work?



▲ 3 from last survey

Favorable: **84%**

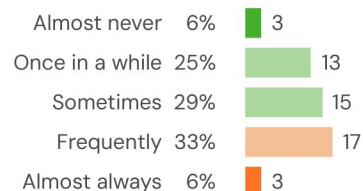
Q.3: During the past week, how often did you feel exhausted at work?



▼ 4 from last survey

Favorable: **8%**

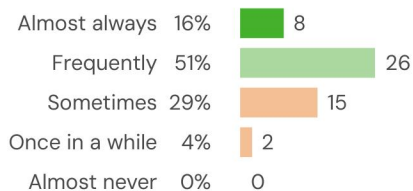
Q.4: During the past week, how often did you feel frustrated at work?



▼ 1 from last survey

Favorable: **61%**

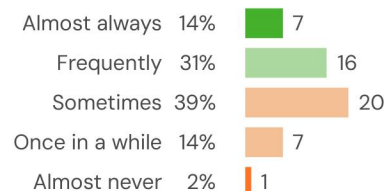
Q.5: During the past week, how often did you feel happy at work?



▲ 17 from last survey

Favorable: **67%**

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

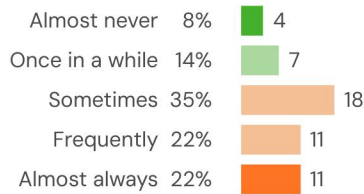


▲ 9 from last survey

Favorable: **45%**



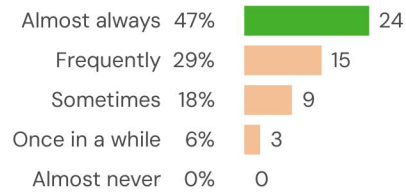
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 12 from last survey

Favorable: 22%

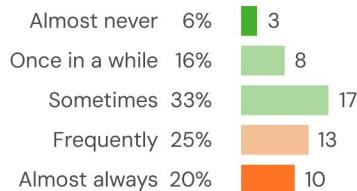
Q.8: During the past week, how often did you feel safe at work?



▲ 21 from last survey

Favorable: 47%

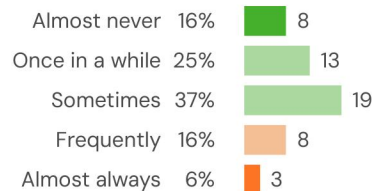
Q.9: During the past week, how often did you feel stressed out at work?



▲ 5 from last survey

Favorable: 55%

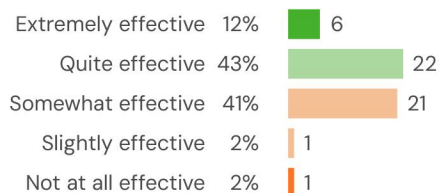
Q.10: During the past week, how often did you feel worried at work?



▲ 4 from last survey

Favorable: 78%

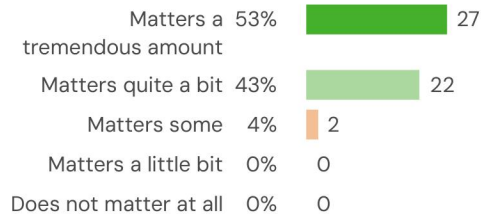
Q.11: How effective do you feel at your job right now?



▲ 0 from last survey

Favorable: 55%

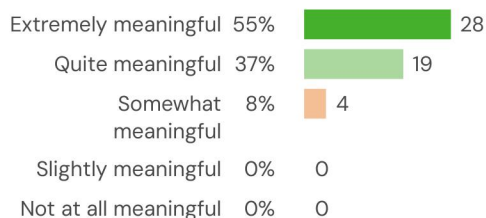
Q.12: How much does your work matter to you?



▼ 2 from last survey

Favorable: 96%

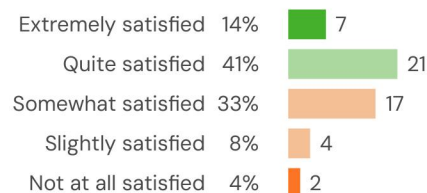
Q.13: How meaningful for you is the work that you do?



▼ 1 from last survey

Favorable: 92%

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



▲ 15 from last survey

Favorable: 55%



Work environment

Your average

73%

51 responses

Change

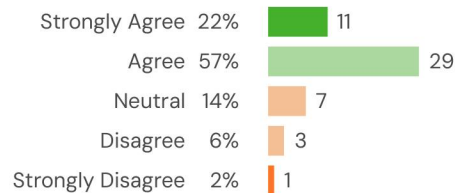
▲ 7

since last survey

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

How did people respond?

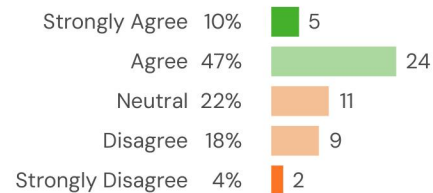
Q.1: I have the materials and resources to do my job effectively.



▲ 16 from last survey

Favorable: 78%

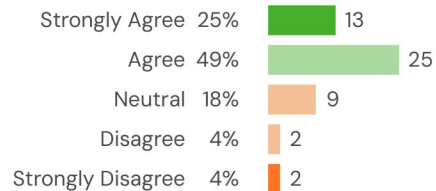
Q.2: My school/location is in good condition and well-maintained.



▼ 5 from last survey

Favorable: 57%

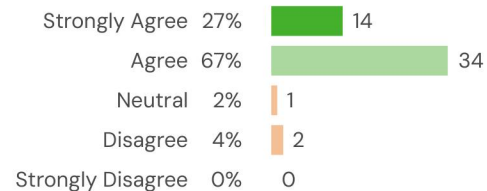
Q.3: I feel safe in my school/location.



▲ 15 from last survey

Favorable: 75%

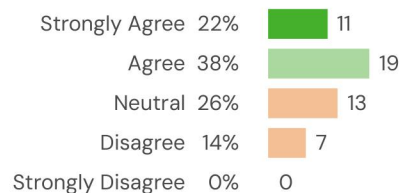
Q.4: I am aware of safety and security procedures at my school/location.



▲ 8 from last survey

Favorable: 94%

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



▲ 1 from last survey

Favorable: 60%



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	100%	49
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

Q.2: Job type

Teacher – SSD school, site, or program	6%	3
Teacher – Partner district	56%	27
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	35%	17
Other	2%	1



Ritenour 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