



Normandy School District

Teacher Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	35%	37% SSD of St. Louis (MO)
Communicating results	77% ▼ 4 since last survey	69% SSD of St. Louis (MO)
Communications	61% ▼ 17 since last survey	64% SSD of St. Louis (MO)
Deia	49% ▼ 28 since last survey	63% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	27% ▼ 32 since last survey	35% SSD of St. Louis (MO)
Mission and vision	70% ▼ 15 since last survey	62% SSD of St. Louis (MO)
Overall engagement	69% ▼ 13 since last survey	65% SSD of St. Louis (MO)



Partner Districts

48%

▼ 10

since last survey

64%

SSD of St. Louis (MO)

Professional Learning

34%

▼ 15

since last survey

43%

SSD of St. Louis (MO)

School Climate

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

57%

▼ 2

since last survey

40%

SSD of St. Louis (MO)

School Leadership

Perceptions of the school leadership's effectiveness.

42%

▼ 15

since last survey

50%

SSD of St. Louis (MO)

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

52%

▼ 18

since last survey

64%

SSD of St. Louis (MO)

Well-being

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

63%

▲ 4

since last survey

58%

SSD of St. Louis (MO)

Work environment

73%

▼ 2

since last survey

77%

SSD of St. Louis (MO)

20 responses



Additional questions

Your average

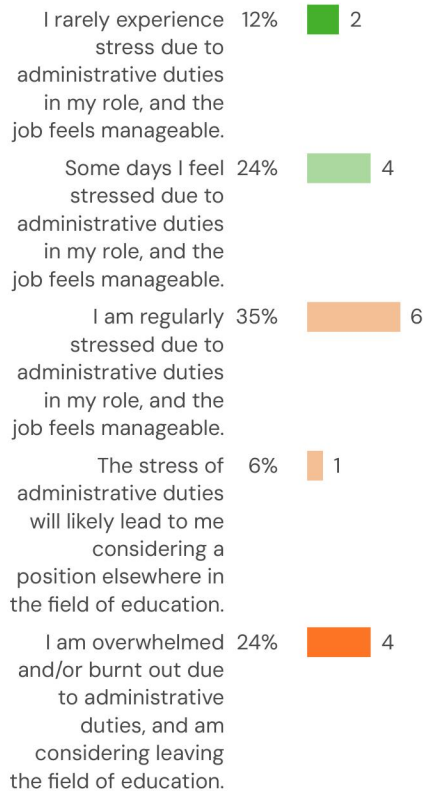
35%

20 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?



▼ 12 from last survey

Favorable: **35%**



Communicating results

Your average

77%

20 responses

Change

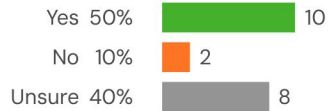
▼ **4**

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: **83%**

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



▼ **12** from last survey

Favorable: **71%**



Communications

Your average

61%

20 responses

Change

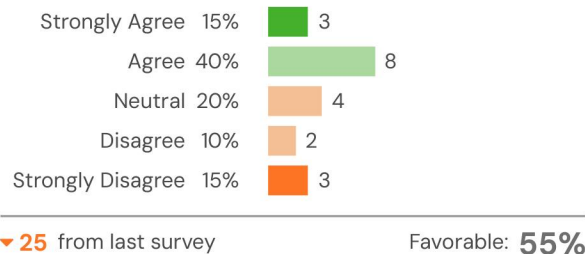
▼ 17

since last survey

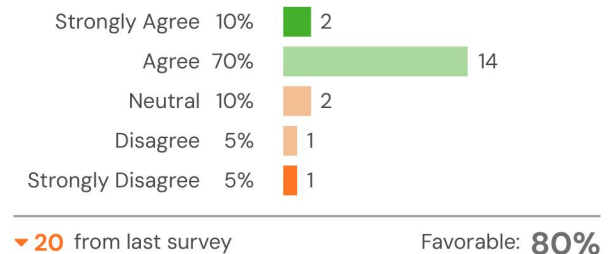
Client average: 64% SSD of St. Louis (MO)

How did people respond?

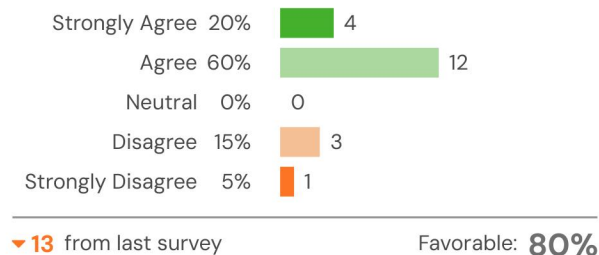
Q.1: My direct supervisor provides me with constructive feedback.



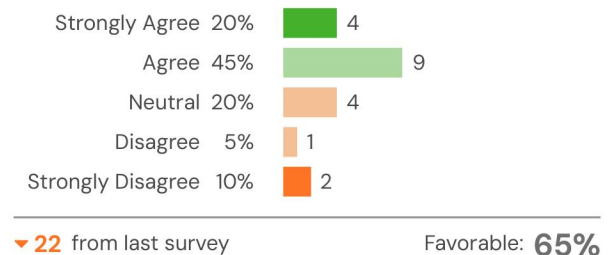
Q.2: I receive adequate and timely information about district news and initiatives.



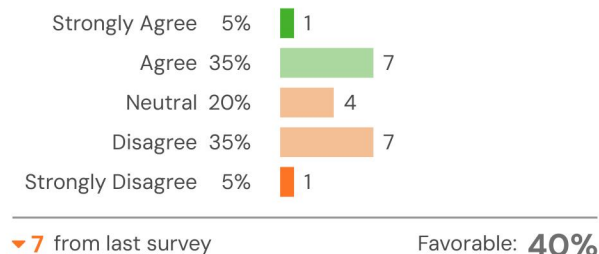
Q.3: I am aware of where and how I can direct a question or concern.



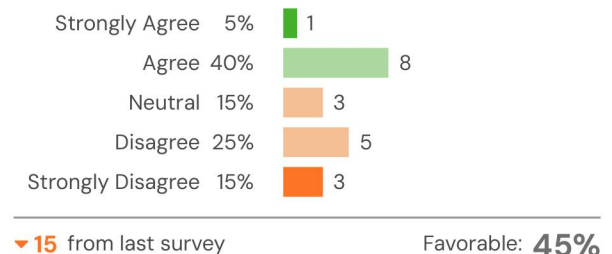
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



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



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





Deia

Your average

49%

20 responses

Change

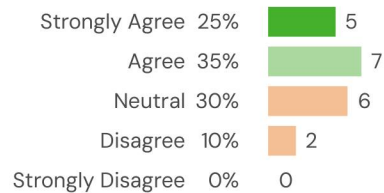
▼ **28**

since last survey

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

How did people respond?

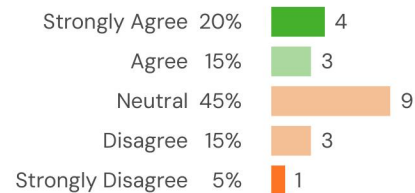
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ **20** from last survey

Favorable: **60%**

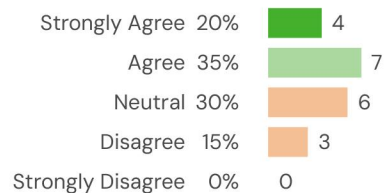
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ **32** from last survey

Favorable: **35%**

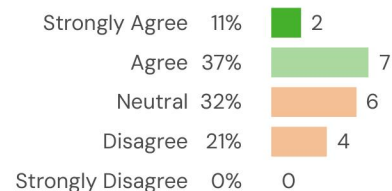
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ **25** from last survey

Favorable: **55%**

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

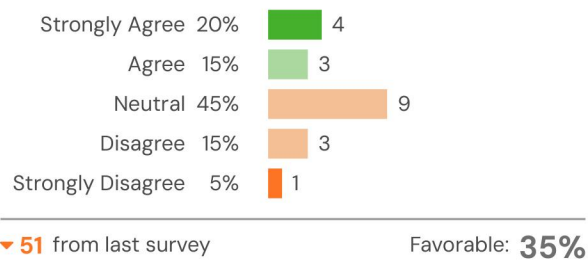


▼ **26** from last survey

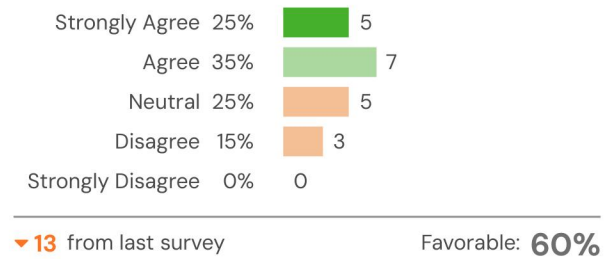
Favorable: **47%**



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

27%

20 responses

Change

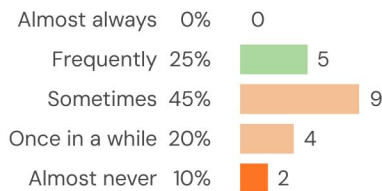
▼ **32**

since last survey

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

How did people respond?

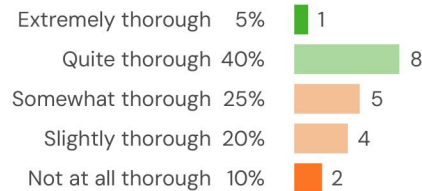
Q.1: How often do you receive feedback on your teaching?



▼ **32** from last survey

Favorable: **25%**

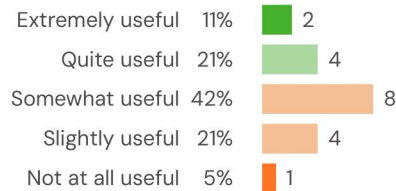
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ **19** from last survey

Favorable: **45%**

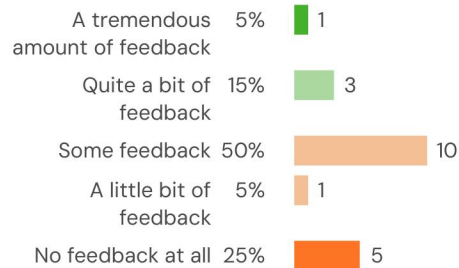
Q.3: How useful do you find the feedback you receive on your teaching?



▼ **35** from last survey

Favorable: **32%**

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

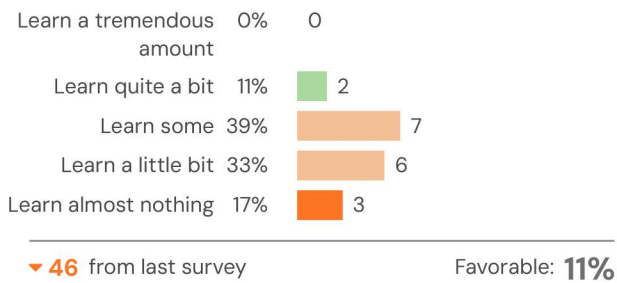


▼ **30** from last survey

Favorable: **20%**



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





Mission and vision

Your average

70%

20 responses

Change

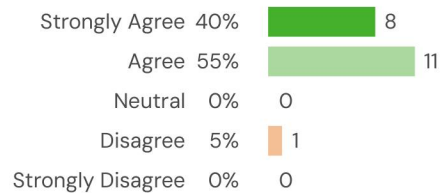
▼ **15**

since last survey

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

How did people respond?

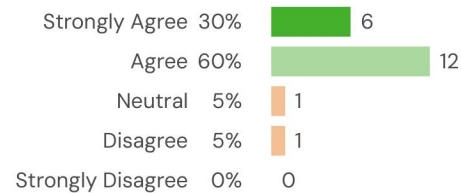
Q.1: I am familiar with and support the mission and vision of SSD.



▼ **5** from last survey

Favorable: **95%**

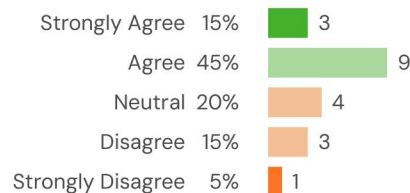
Q.2: The district's mission and vision are clearly defined.



▼ **10** from last survey

Favorable: **90%**

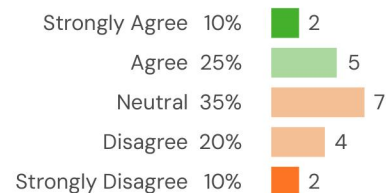
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ **13** from last survey

Favorable: **60%**

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



▼ **32** from last survey

Favorable: **35%**



Overall engagement

Your average

69%

20 responses

Change

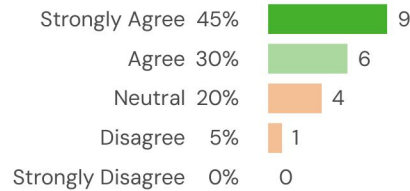
▼ **13**

since last survey

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

How did people respond?

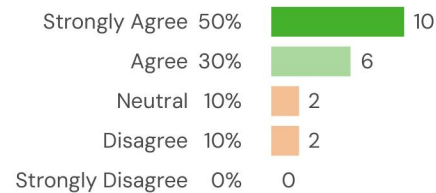
Q.1: I am proud to work for SSD.



▼ **18** from last survey

Favorable: **75%**

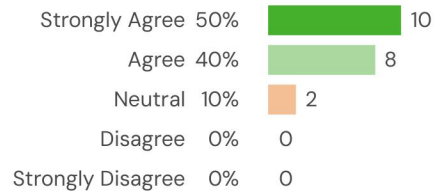
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ **13** from last survey

Favorable: **80%**

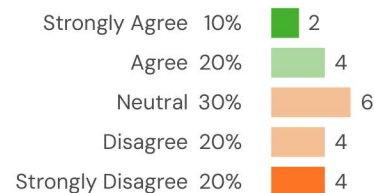
Q.3: I am engaged in my work.



▼ **3** from last survey

Favorable: **90%**

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



▼ **20** from last survey

Favorable: **30%**



Partner Districts

Your average

48%

20 responses

Change

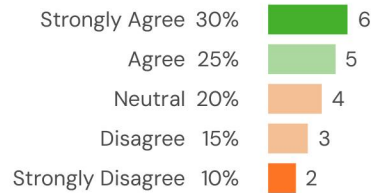
▼ **10**

since last survey

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

How did people respond?

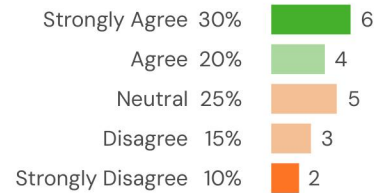
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▼ **25** from last survey

Favorable: **55%**

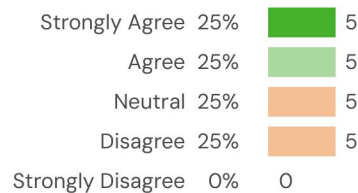
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▼ **10** from last survey

Favorable: **50%**

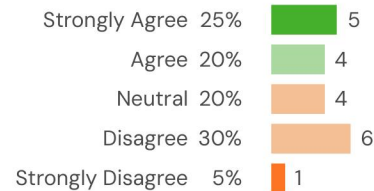
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▲ **3** from last survey

Favorable: **50%**

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

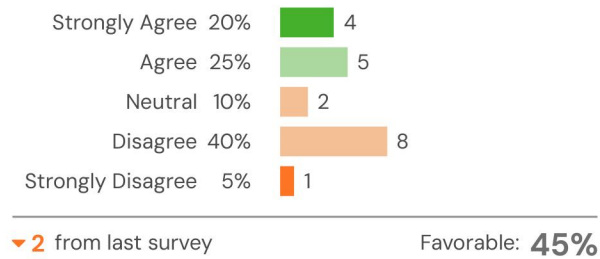


▼ **15** from last survey

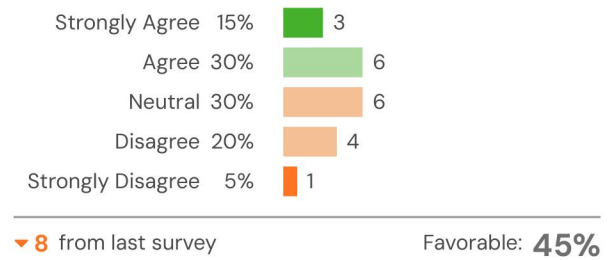
Favorable: **45%**



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

34%

20 responses

Change

▼ **15**

since last survey

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

How did people respond?

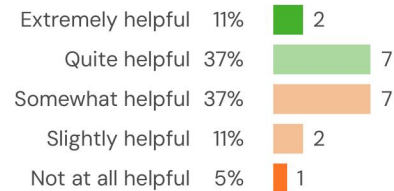
Q.1: At your school, how valuable are the available professional development opportunities?



▼ **10** from last survey

Favorable: **30%**

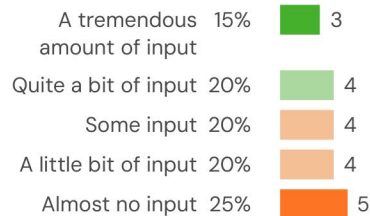
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ **10** from last survey

Favorable: **47%**

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



▼ **32** from last survey

Favorable: **35%**

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

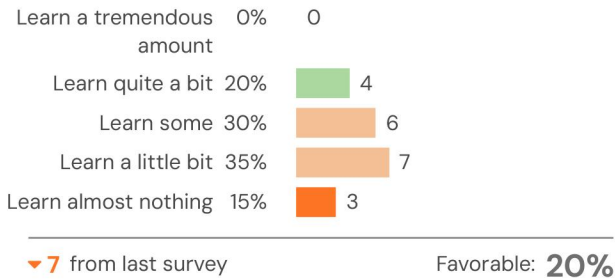


▼ **25** from last survey

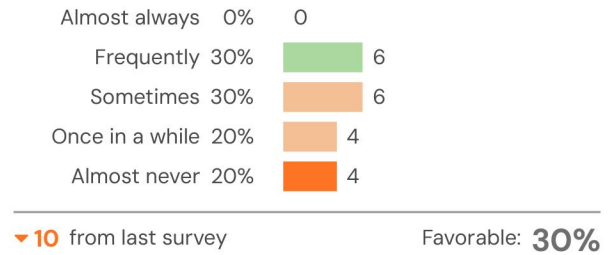
Favorable: **25%**



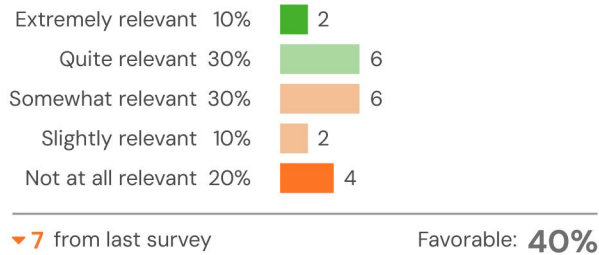
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



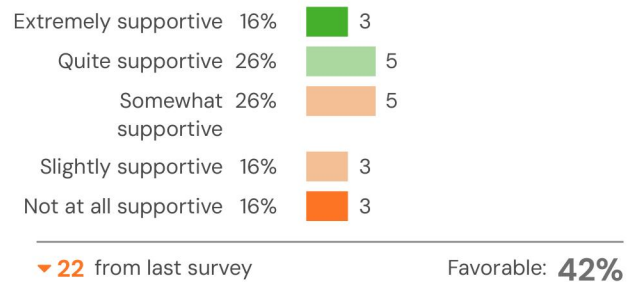
Q.6: How often do your professional development opportunities help you explore new ideas?



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

57%

20 responses

Change

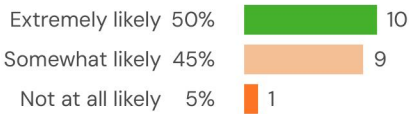
▼ **2**

since last survey

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

How did people respond?

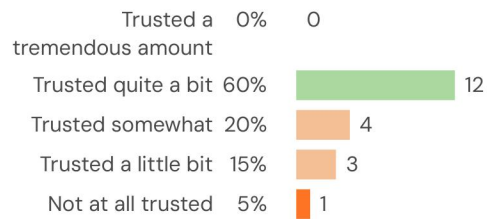
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ **23** from last survey

Favorable: **50%**

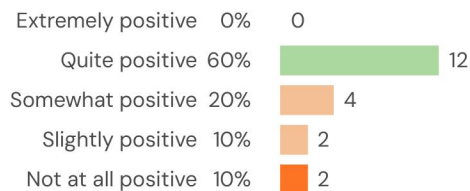
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ **19** from last survey

Favorable: **60%**

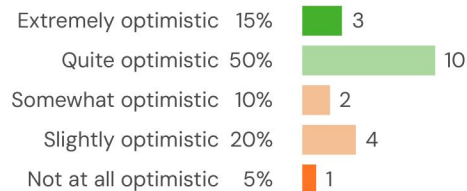
Q.3: How positive are the attitudes of your colleagues?



▲ **13** from last survey

Favorable: **60%**

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

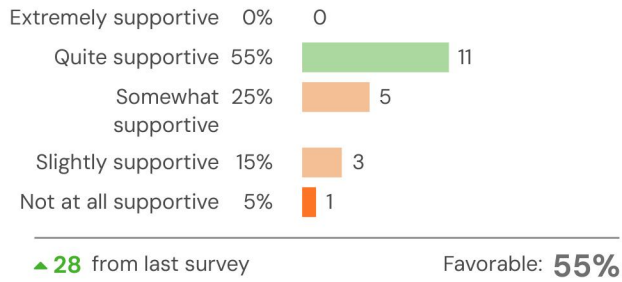


▼ **22** from last survey

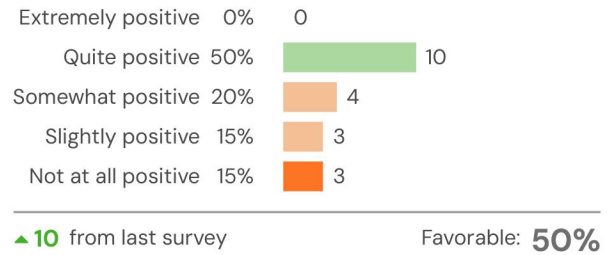
Favorable: **65%**



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

42%

20 responses

Change

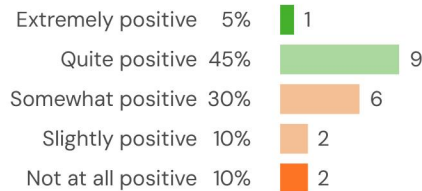
▼ **15**

since last survey

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

How did people respond?

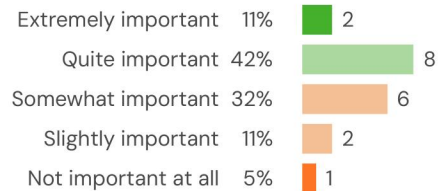
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ **17** from last survey

Favorable: **50%**

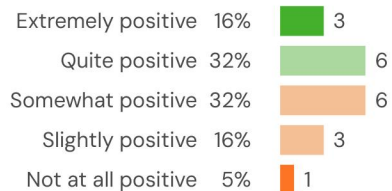
Q.2: For your school leaders, how important is teacher satisfaction?



▼ **14** from last survey

Favorable: **53%**

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



▼ **13** from last survey

Favorable: **47%**

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

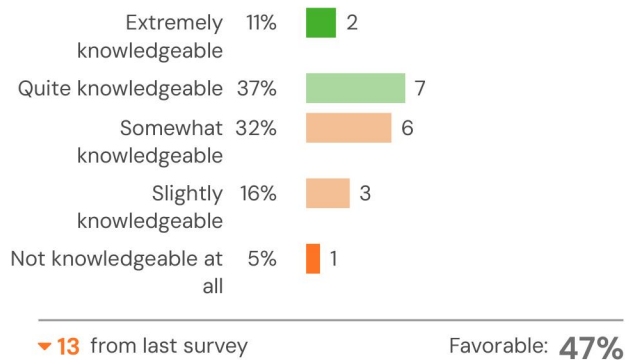


▼ **32** from last survey

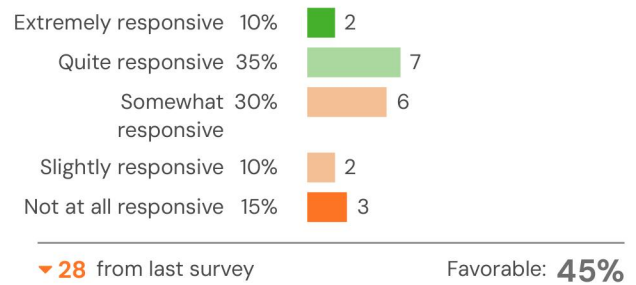
Favorable: **35%**



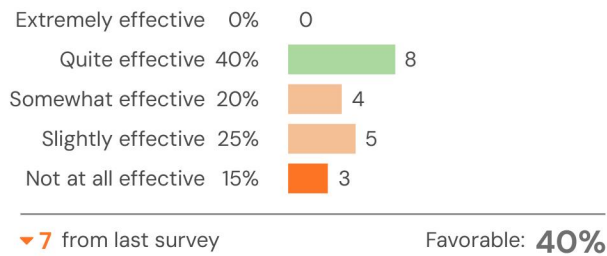
Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



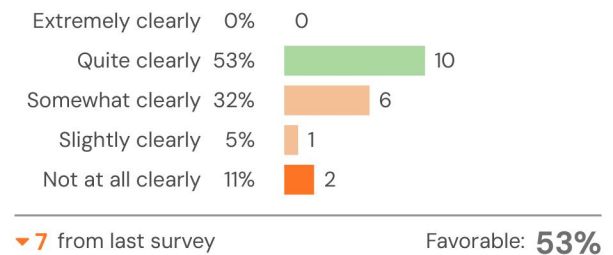
Q.6: How responsive are school leaders to your feedback?



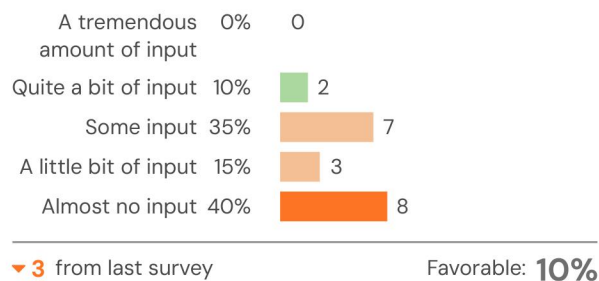
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



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

52%

20 responses

Change

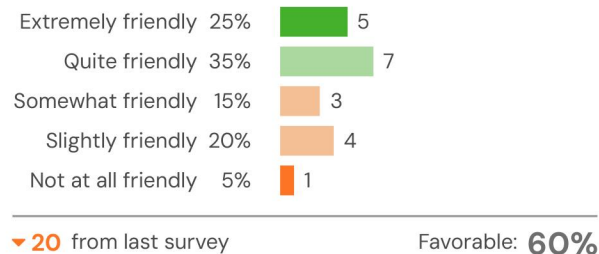
▼ **18**

since last survey

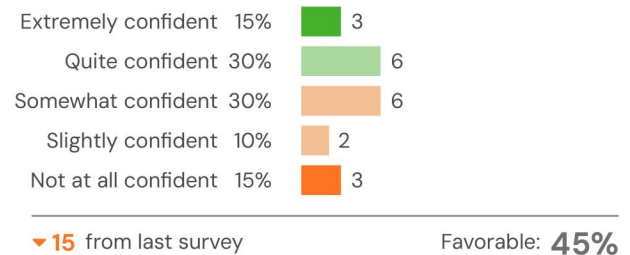
Client average: **64%** SSD of St. Louis (MO)

How did people respond?

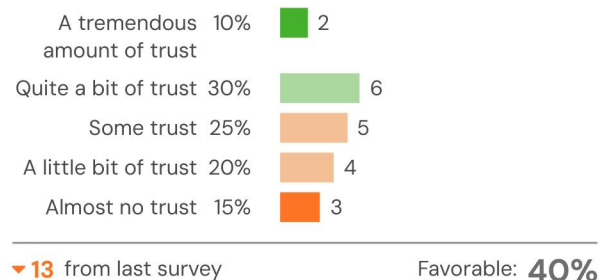
Q.1: How friendly are your school leaders toward you?



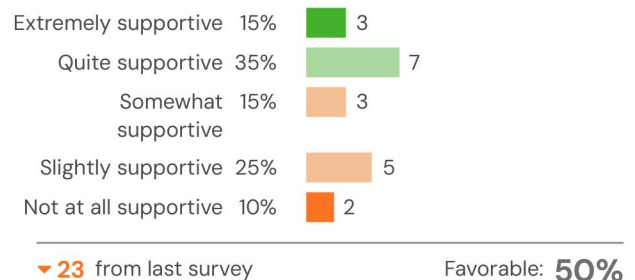
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



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

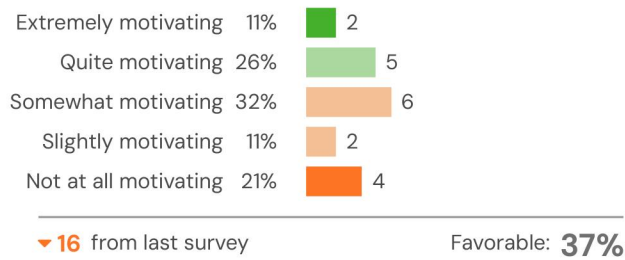


Q.4: When you face challenges at work, how supportive are your school leaders?

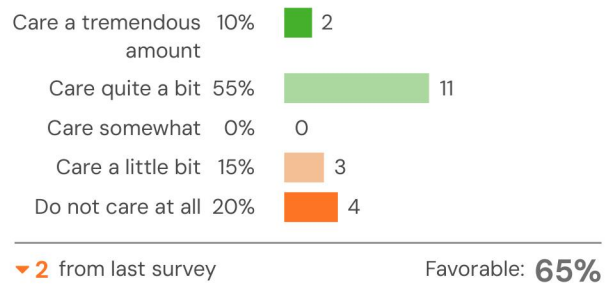




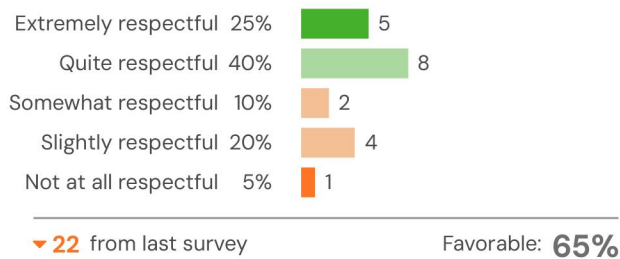
Q.5: At your school, how motivating do you find working with the leadership team?



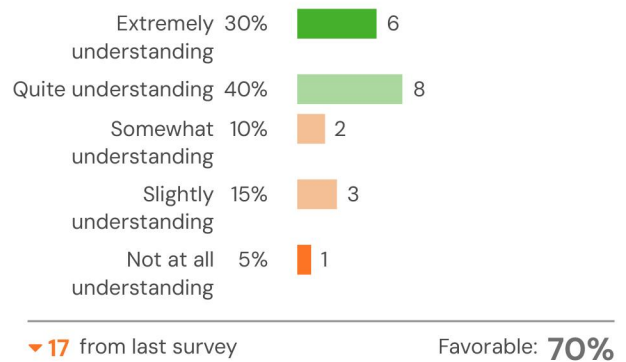
Q.6: How much do your school leaders care about you as an individual?



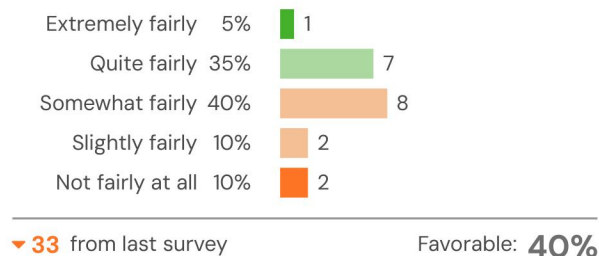
Q.7: How respectful are your school leaders towards you?



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

63%

20 responses

Change

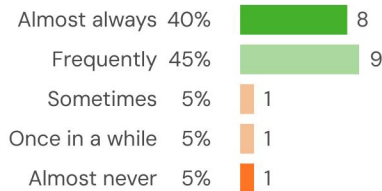
▲ 4

since last survey

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

How did people respond?

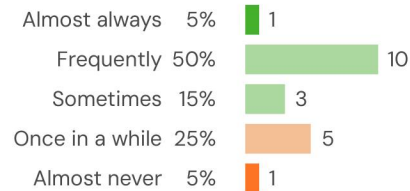
Q.1: During the past week, how often did you feel engaged at work?



▼ 8 from last survey

Favorable: **85%**

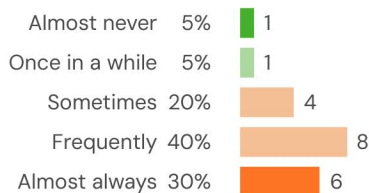
Q.2: During the past week, how often did you feel excited at work?



▼ 3 from last survey

Favorable: **70%**

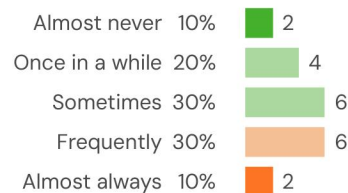
Q.3: During the past week, how often did you feel exhausted at work?



▲ 10 from last survey

Favorable: **10%**

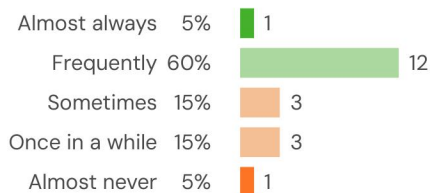
Q.4: During the past week, how often did you feel frustrated at work?



▲ 0 from last survey

Favorable: **60%**

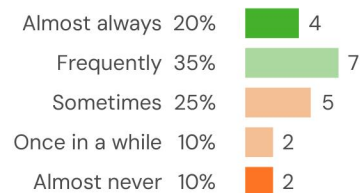
Q.5: During the past week, how often did you feel happy at work?



▲ 12 from last survey

Favorable: **65%**

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

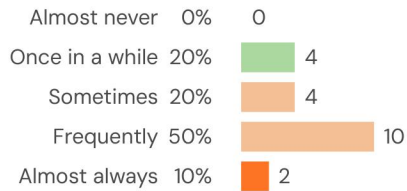


▼ 12 from last survey

Favorable: **55%**



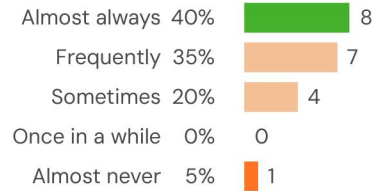
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 13 from last survey

Favorable: 20%

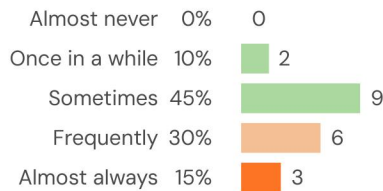
Q.8: During the past week, how often did you feel safe at work?



▲ 13 from last survey

Favorable: 40%

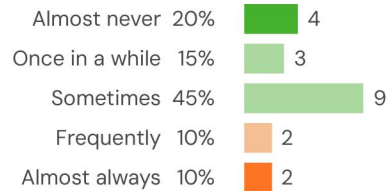
Q.9: During the past week, how often did you feel stressed out at work?



▼ 5 from last survey

Favorable: 55%

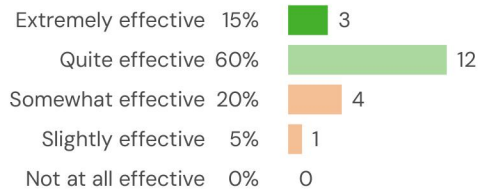
Q.10: During the past week, how often did you feel worried at work?



▲ 7 from last survey

Favorable: 80%

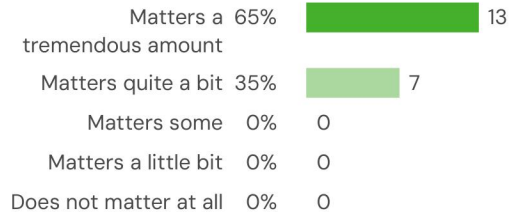
Q.11: How effective do you feel at your job right now?



▲ 2 from last survey

Favorable: 75%

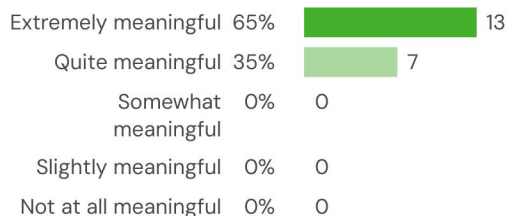
Q.12: How much does your work matter to you?



▲ 7 from last survey

Favorable: 100%

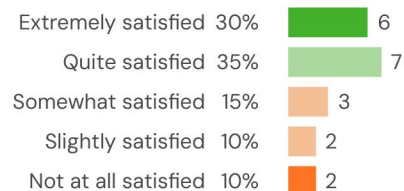
Q.13: How meaningful for you is the work that you do?



▲ 0 from last survey

Favorable: 100%

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



▲ 12 from last survey

Favorable: 65%



Work environment

Your average

73%

20 responses

Change

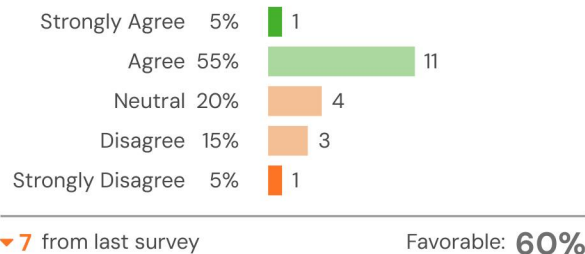
▼ 2

since last survey

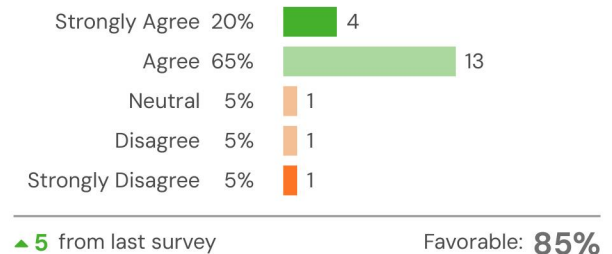
Client average: 77% SSD of St. Louis (MO)

How did people respond?

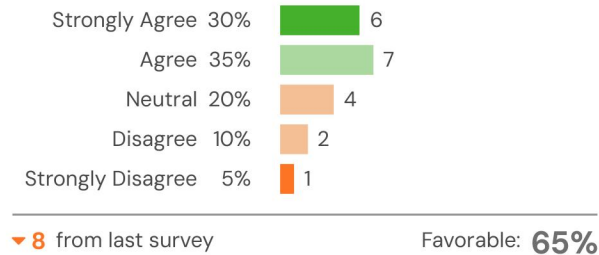
Q.1: I have the materials and resources to do my job effectively.



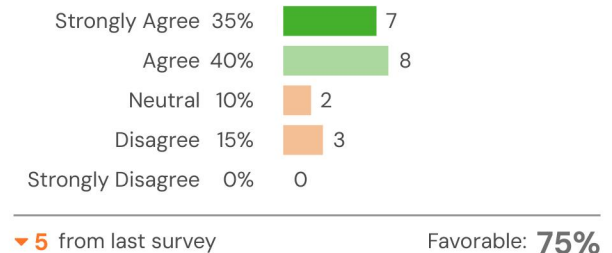
Q.2: My school/location is in good condition and well-maintained.



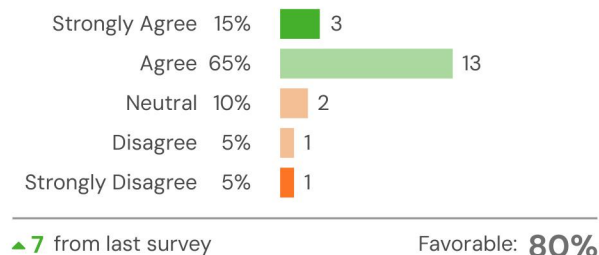
Q.3: I feel safe in my school/location.



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



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





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	100%	19
Parkway School District	0%	0
Pattonville School District	0%	0
Ritenour School District	0%	0
Riverview Gardens School District	0%	0
Rockwood School District	0%	0
University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	0%	0
Ackerman School	0%	0
Bridges Program	0%	0
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	0%	0
Learning Center	0%	0

Q.2: Job type

Teacher – SSD school, site, or program	0%	0
Teacher – Partner district	72%	13
Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)	22%	4
Other	6%	1



Normandy 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