



End of Year - Staff Perception Survey Results

2025 - 2026



Presentation - Objective & Targets

Objective - Use the data from both our End of Year Panorama staff perception survey and our TLCC results to form conclusions on staff perception in Steamboat Springs School District and next steps that need to be taken to continue our focus on improvement of staff morale.

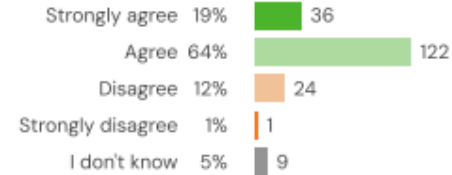
- **Target 1** - Share the strengths of staff perception based on the TLCC and Panorama results
- **Target 2** - Share some opportunities for improvement based on the TLCC and Panorama results
- **Target 3** - Share next steps regarding the perception data from the TLCC and Panorama results



Data Gathering

TLCC - Agree = Green & Disagree = Pink - Answers either agree or disagree

Q.2: The diverse academic needs of our students are met by this school.



▲ 10 from last survey

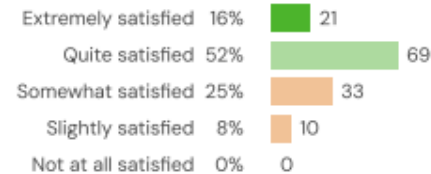
Favorable: **86%**

TLCC vs. Panorama

- How do each do the scoring?

Panorama - Most positive = Green & less positive = Pink
- Most opportunities affirm the question

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



▲ 6 from last survey

Favorable: **68%**



Strategic Plan Focus Area 3 Goal



FOCUS AREA THREE:

Thriving Educators and Community

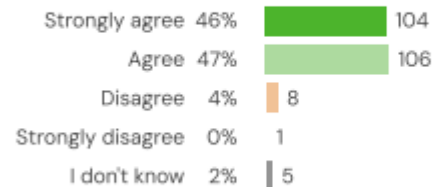
PRIORITY ONE: *Positive Culture of Teaching and Learning*

Steamboat Springs School District has a positive culture of trust and transparency for educators and staff.

By June 2026, 90% of SSSD teachers and staff will respond favorably to the question “I would recommend this school as a good place to work,” on the Teaching and Learning Conditions Colorado (TLCC) survey (83% responded positively in school year 2021-2022)

We met our Strategic Goal!

Q.1: I would recommend this school as a good place to work.



Favorable: **96%**



Strengths Based on Staff Perceptions

TLCC & Panorama Comparables

1. In 15 out of the 20 topics SSSD is at or above the state average
2. Belonging and Well Being have a high amount of affirmative responses
 - a. Well Being (Panorama)
 - i. Staff = 64%
 - ii. Certified Staff = 61%
 - b. Belonging (Panorama)
 - i. Staff = 67%
 - ii. Certified Staff = 72%
 - c. Overall General Reflection (TLCC)
 - i. 87% (State = 81%)
3. School Leadership has high amount of affirmative responses
 - a. School Leadership (Panorama)
 - i. Staff = 72%
 - ii. Certified Staff = 67%
 - b. Professional Climate (TLCC)
 - i. 91%

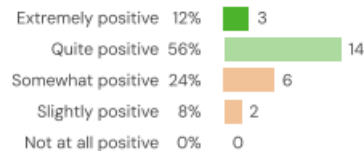


Strengths Based on Staff Perceptions

Additional Noticings from TLCC (or) Panorama

1. Staff has increased positive perceptions of Supportive Conditions to support their instruction and their learning (compared to 2024)
 - a. Instructional Practice - Supportive Conditions
 - i. 91% (+13% compared to 2024 & 6% higher than the state)
 - b. Professional Development (All Staff)
 - i. 71% (+9% compared to 2024 and even with the Colorado State Average)
 - c. Professional Development (Instructional Staff)
 - i. 71% (10% higher than 2024 and 2% lower than state average)
2. Staff Evaluation has a higher percentage of staff who see the feedback as effective
 - a. Staff Evaluation (All Staff)
 - i. 86% (12% higher than 2024 and 3% higher than state average)
3. An increased number of staff believe they have sufficient time
 - a. Time (All Staff)
 - i. 63% (12% higher than 2024 & even with the Colorado State Average)
4. A higher percentage of school staff believe the district leaders set a positive tone compared the the Beginning of the Year

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



▲ 4 from last survey

Favorable: 68%



Opportunities for improvement from our staff perceptions

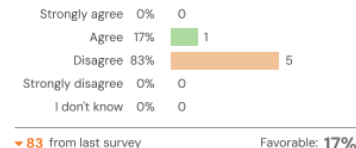
TLCC & Panorama Comparables

- Individual questions were analyzed when necessary

1. Perceptions of Support from District Leadership was low

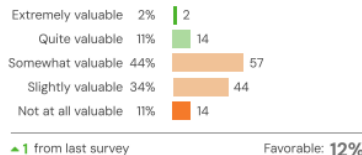
a. PD Principals (TLCC)

Q.3: The district makes principal professional development a priority.

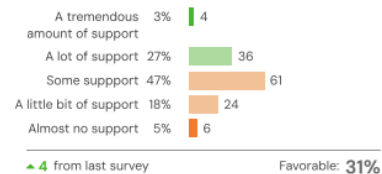


a. Certified Staff (Panorama)

Q.5: At your district, how valuable are the available professional development opportunities?

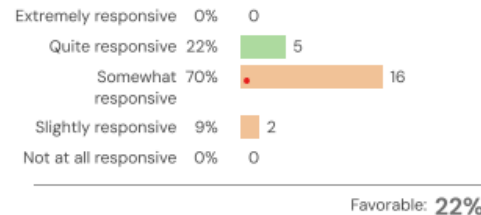


Q.6: Overall, how much does the district support your learning about teaching?



a. School Staff (Panorama)

Q.4: How responsive are district leaders to your feedback?



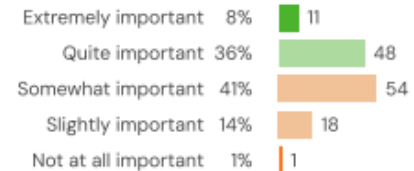


Opportunities for improvement from our staff perceptions

TLCC or Panorama

1. The ability to recruit and retain staff is seen less favorably than the state average (TLCC)
 - a. Recruitment and Retention (Leaders)
 - i. 60% (- 15% compared to the Colorado average)
2. Teacher satisfaction is seen as less important at the end of the year compared to the beginning (Panorama - Certified Staff)

Q.1: For your district leaders, how important is teacher satisfaction?



▼ 3 from last survey

Favorable: **45%**

Next Steps



1. Review results - Dr Ridder and Dr Wicks
2. Present celebrations at the District Admin Team Meeting
3. Building Administrators - Follow Processes they have utilized in the past
 - a. Review results as Building Admin Team
 - b. Review results as a Building Leadership Team/ Culture and Climate Team
4. Director of Teaching and Learning
 - a. Use of teacher leaders to work on improving relevance of professional development opportunities
 - b. Principals - Work on ILCs
5. Develop a plan with our new Superintendent

