



# SSD of St. Louis (MO)

Para Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Benchmark
<b>Communicating results</b>	<b>62%</b> ▼ 11 since last survey	
<b>Communications</b>	<b>68%</b> ▼ 4 since last survey	
<b>Deia</b>	<b>71%</b> ▼ 1 since last survey	
<b>Feedback and Coaching</b> <small>Perceptions of the amount and quality of feedback faculty and staff receive.</small>	<b>42%</b> ▼ 2 since last survey	 20th - 39th percentile compared to others nationally
<b>Mission and vision</b>	<b>73%</b> ▼ 1 since last survey	
<b>Overall engagement</b>	<b>81%</b> ▼ 1 since last survey	
<b>Partner Districts</b>	<b>67%</b> ▼ 4 since last survey	



### Professional Learning

**46%**

▼ 1

since last survey



20th - 39th percentile compared to others nationally

### School Climate

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

**63%**

▼ 1

since last survey

### School Leadership

Perceptions of the school leadership's effectiveness.

**54%**

▼ 5

since last survey

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**64%**

▼ 4

since last survey



20th - 39th percentile compared to others nationally

### Well-being

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

**72%**

0

since last survey



60th - 79th percentile compared to others nationally

### Work environment

**80%**

▼ 2

since last survey

705 responses



# Communicating results

Your average

**62%**

705 responses

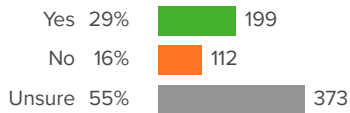
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**▼ 11**

since last survey

## How did people respond?

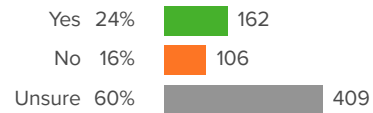
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ 9 from last survey

Favorable: **64%**

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



▼ 13 from last survey

Favorable: **60%**



# Communications

Your average

# 68%

705 responses

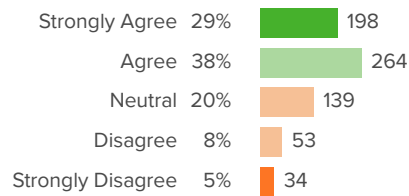
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# ▼ 4

since last survey

## How did people respond?

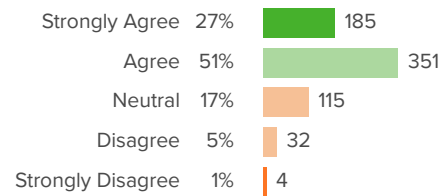
**Q.1: My direct supervisor provides me with constructive feedback.**



▼ 6 from last survey

Favorable: **67%**

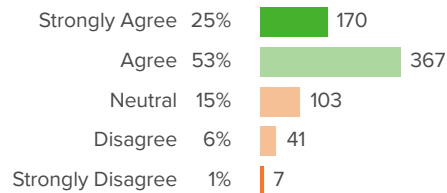
**Q.2: I receive adequate and timely information about district news and initiatives.**



▼ 3 from last survey

Favorable: **78%**

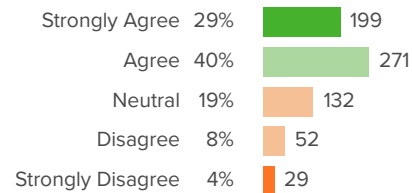
**Q.3: I am aware of where and how I can direct a question or concern.**



▼ 3 from last survey

Favorable: **78%**

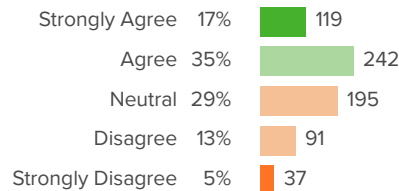
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▼ 6 from last survey

Favorable: **69%**

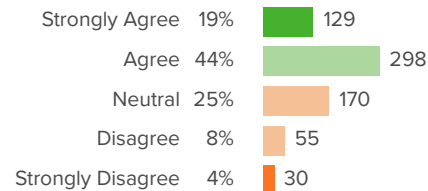
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▼ 2 from last survey

Favorable: **53%**

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



▼ 3 from last survey

Favorable: **63%**



# Deia

Your average

# 71%

705 responses

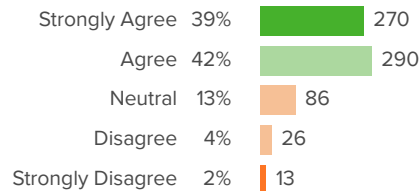
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# ▼ 1

since last survey

## How did people respond?

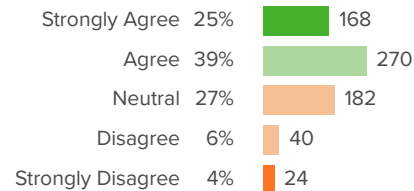
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ 0 from last survey

Favorable: **82%**

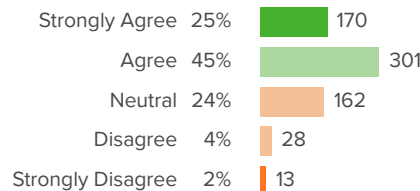
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▼ 4 from last survey

Favorable: **64%**

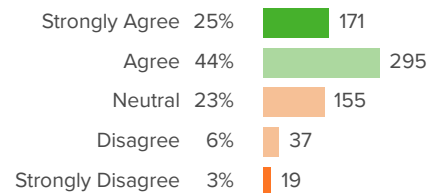
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▲ 0 from last survey

Favorable: **70%**

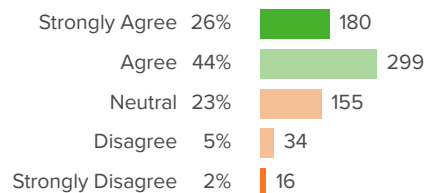
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▼ 1 from last survey

Favorable: **69%**

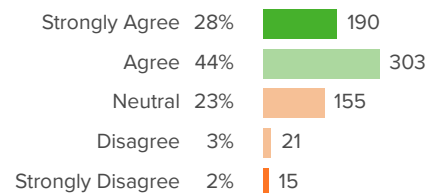
**Q.5: I feel my background and identity are valued at SSD.**



▲ 2 from last survey

Favorable: **70%**

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



▼ 1 from last survey

Favorable: **72%**



# Feedback and Coaching

Your average

# 42%

705 responses

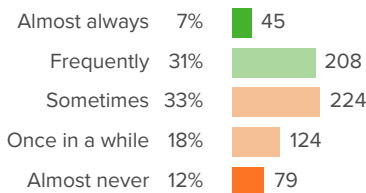
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# ▼ 2

since last survey

## How did people respond?

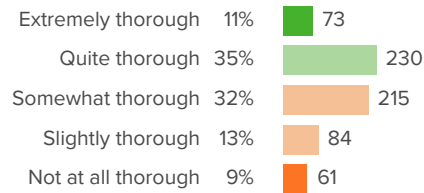
### Q.1: How often do you receive feedback on your teaching?



▼ 5 from last survey

Favorable: **37%**

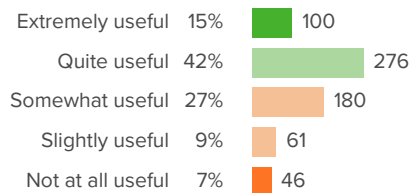
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ 2 from last survey

Favorable: **46%**

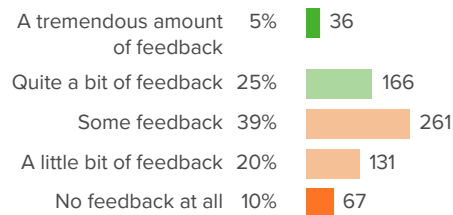
### Q.3: How useful do you find the feedback you receive on your teaching?



▼ 1 from last survey

Favorable: **57%**

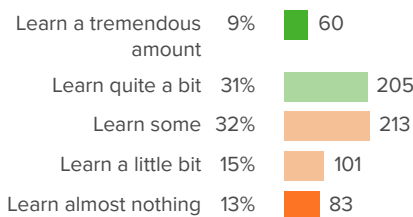
### Q.4: How much feedback do you receive on your teaching?



▼ 2 from last survey

Favorable: **31%**

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



▲ 2 from last survey

Favorable: **40%**



# Mission and vision

Your average

# 73%

705 responses

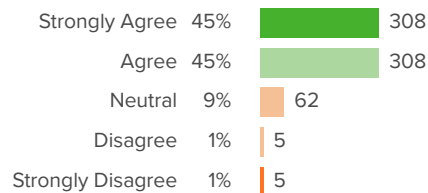
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# ▼ 1

since last survey

## How did people respond?

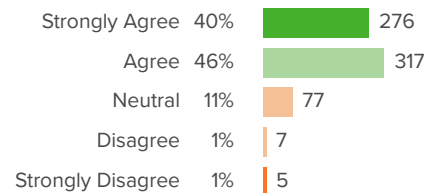
**Q.1: I am familiar with and support the mission and vision of SSD.**



▲ 0 from last survey

Favorable: **90%**

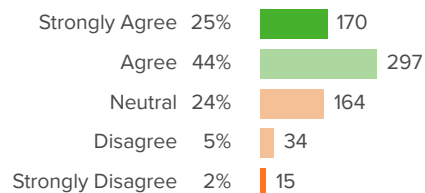
**Q.2: The district's mission and vision are clearly defined.**



▼ 1 from last survey

Favorable: **87%**

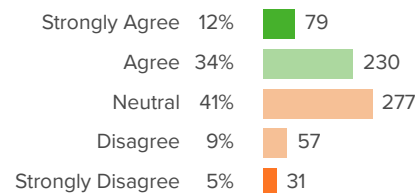
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ 3 from last survey

Favorable: **69%**

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



▼ 1 from last survey

Favorable: **46%**





# Overall engagement

Your average

**81%**

705 responses

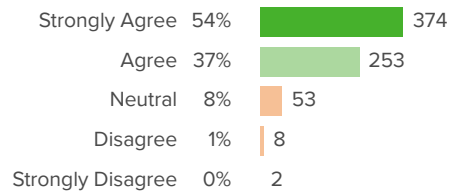
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▼ **1**

since last survey

## How did people respond?

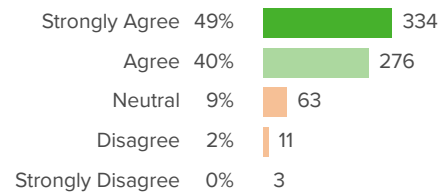
### Q.1: I am proud to work for SSD.



▲ 1 from last survey

Favorable: **91%**

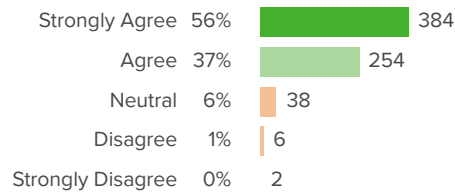
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 1 from last survey

Favorable: **89%**

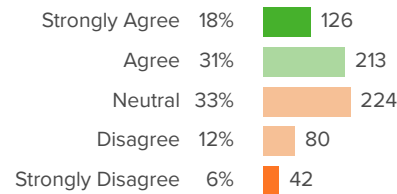
### Q.3: I am engaged in my work.



▼ 2 from last survey

Favorable: **93%**

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



▼ 7 from last survey

Favorable: **49%**



# Partner Districts

Your average

# 67%

705 responses

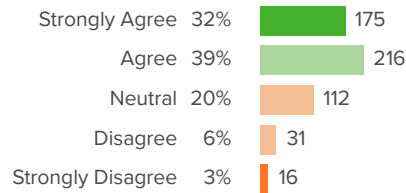
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# ▼ 4

since last survey

## How did people respond?

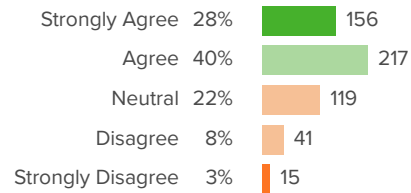
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▼ 4 from last survey

Favorable: **71%**

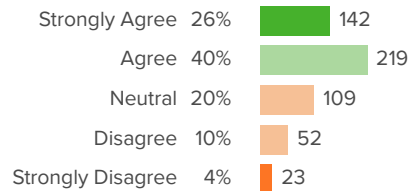
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▼ 4 from last survey

Favorable: **68%**

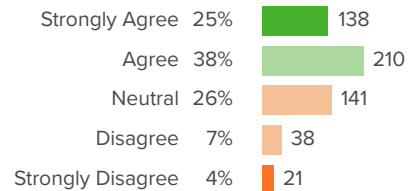
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▼ 3 from last survey

Favorable: **66%**

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

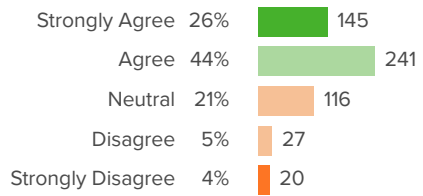


▼ 6 from last survey

Favorable: **64%**



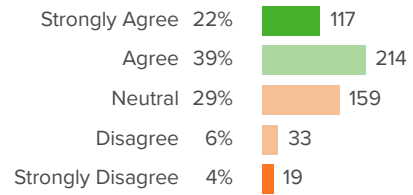
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▼ 5 from last survey

Favorable: **70%**

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



▼ 5 from last survey

Favorable: **61%**



# Professional Learning

Your average

# 46%

705 responses

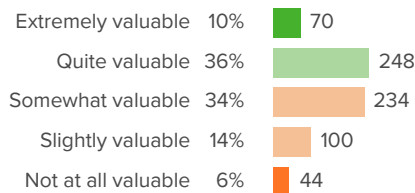
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# ▼ 1

since last survey

## How did people respond?

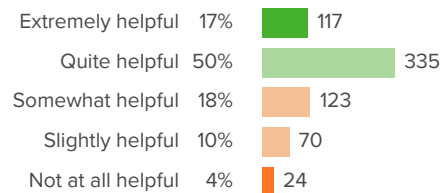
### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 1 from last survey

Favorable: **46%**

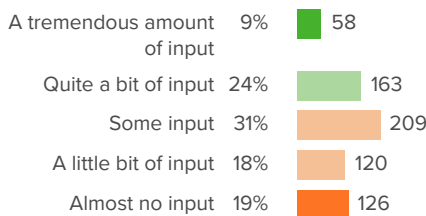
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 1 from last survey

Favorable: **68%**

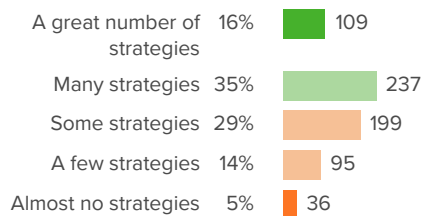
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 2 from last survey

Favorable: **33%**

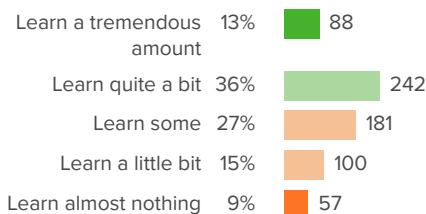
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 0 from last survey

Favorable: **51%**

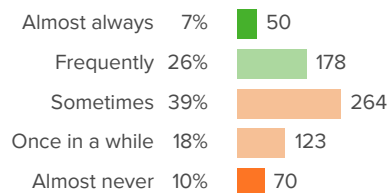
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 3 from last survey

Favorable: **49%**

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

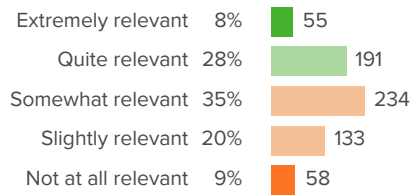


▲ 0 from last survey

Favorable: **33%**



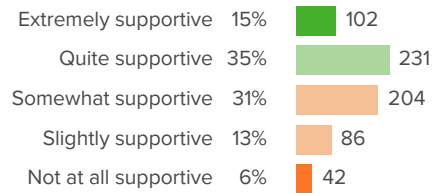
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▼ 1 from last survey

Favorable: **37%**

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



▼ 4 from last survey

Favorable: **50%**



# School Climate

Your average

# 63%

705 responses

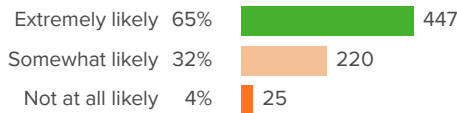
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# ▼ 1

since last survey

## How did people respond?

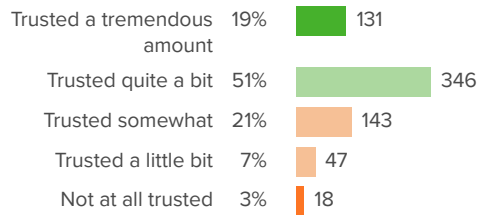
### Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 4 from last survey

Favorable: **65%**

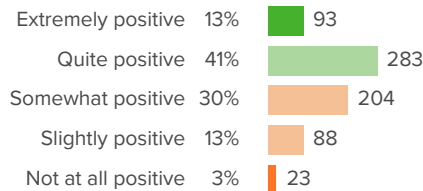
### Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 1 from last survey

Favorable: **70%**

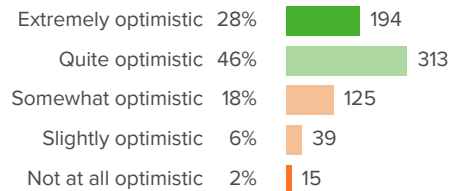
### Q.3: How positive are the attitudes of your colleagues?



▼ 5 from last survey

Favorable: **54%**

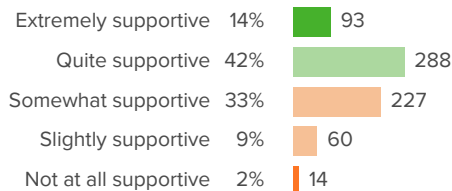
### Q.4: How optimistic are you the future of Special School District?



▲ 1 from last survey

Favorable: **74%**

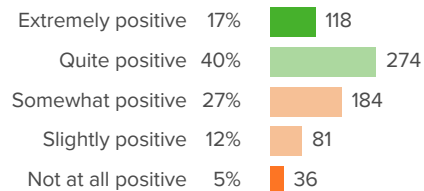
### Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 4 from last survey

Favorable: **56%**

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



▼ 7 from last survey

Favorable: **57%**



# School Leadership

Your average

# 54%

705 responses

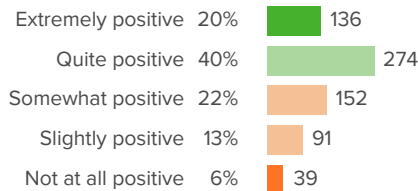
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# ▼ 5

since last survey

## How did people respond?

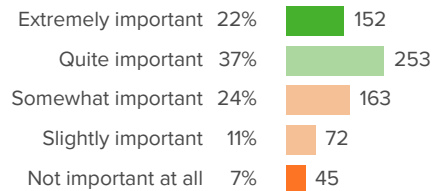
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 10 from last survey

Favorable: **59%**

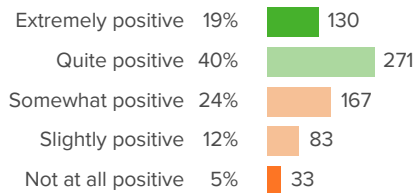
### Q.2: For your school leaders, how important is staff satisfaction?



▼ 7 from last survey

Favorable: **59%**

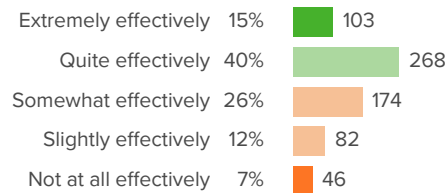
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 7 from last survey

Favorable: **59%**

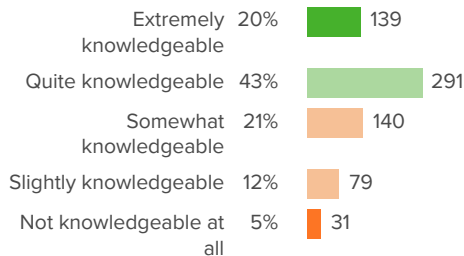
### Q.4: How effectively do school leaders communicate important information to teachers?



▼ 8 from last survey

Favorable: **55%**

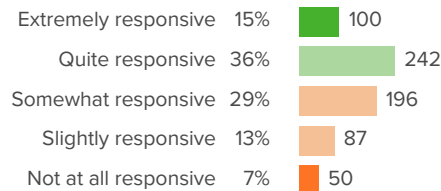
### Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 2 from last survey

Favorable: **63%**

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

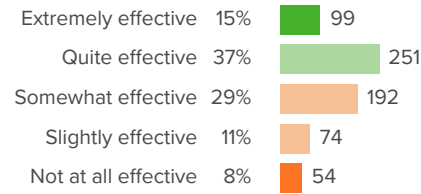


▼ 1 from last survey

Favorable: **51%**



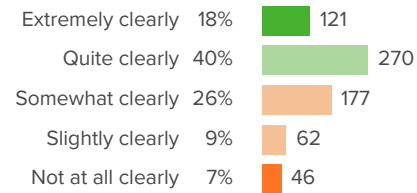
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 5 from last survey

Favorable: **52%**

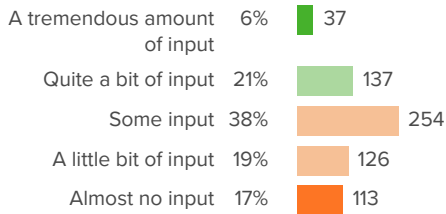
**Q.8: How clearly do your school leaders identify their goals for staff?**



▼ 9 from last survey

Favorable: **58%**

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



▼ 4 from last survey

Favorable: **26%**





# Staff-Leadership Relationships

Your average

# 64%

705 responses

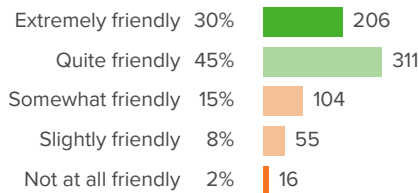
Change

# ▼ 4

since last survey

## How did people respond?

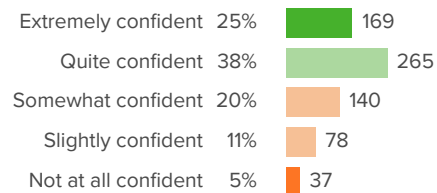
### Q.1: How friendly are your school leaders toward you?



▼ 3 from last survey

Favorable: **75%**

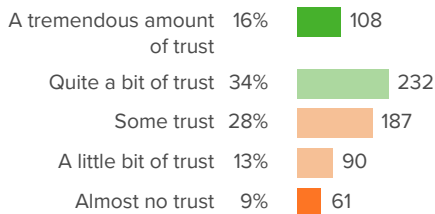
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 7 from last survey

Favorable: **63%**

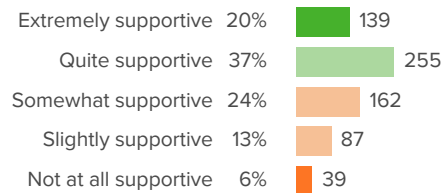
### Q.3: How much trust exists between school leaders and staff?



▼ 7 from last survey

Favorable: **50%**

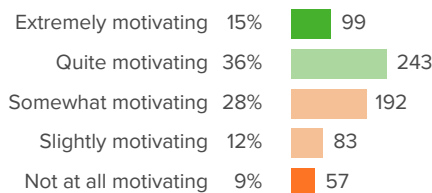
### Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 7 from last survey

Favorable: **58%**

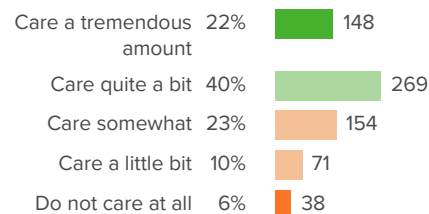
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 2 from last survey

Favorable: **51%**

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

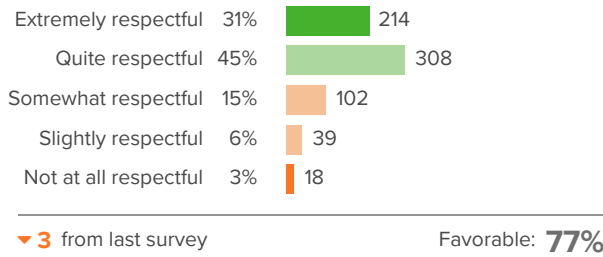


▼ 2 from last survey

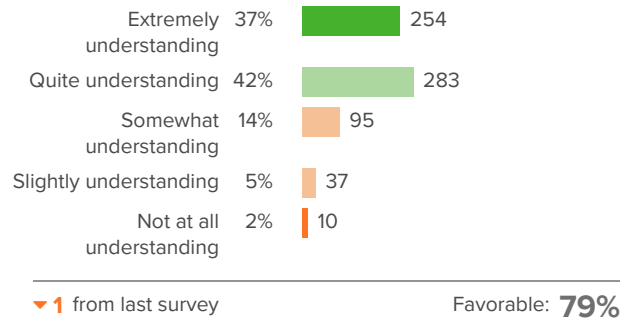
Favorable: **61%**



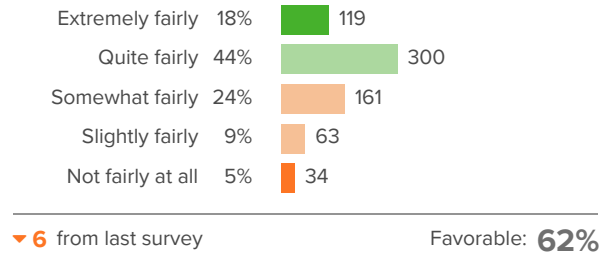
**Q.7: How respectful are your school leaders towards you?**



**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 staff?**





# Well-being

Your average

# 72%

705 responses

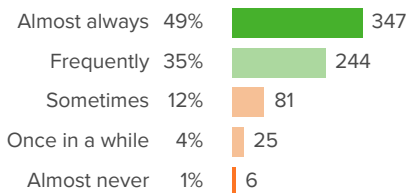
Change

# 0

since last survey

## How did people respond?

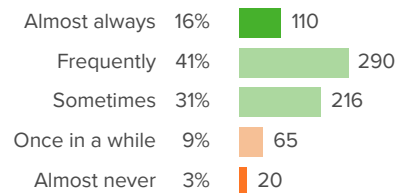
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 5 from last survey

Favorable: **84%**

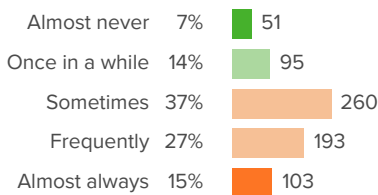
**Q.2: During the past week, how often did you feel excited at work?**



▲ 1 from last survey

Favorable: **88%**

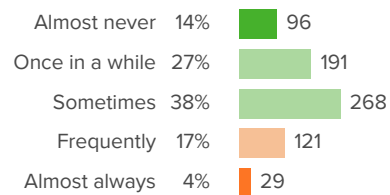
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 2 from last survey

Favorable: **21%**

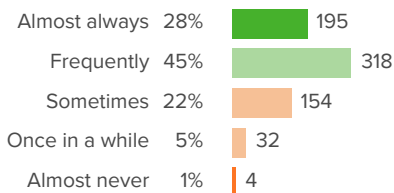
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 1 from last survey

Favorable: **79%**

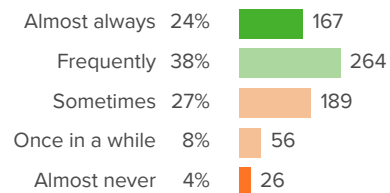
**Q.5: During the past week, how often did you feel happy at work?**



▲ 0 from last survey

Favorable: **73%**

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

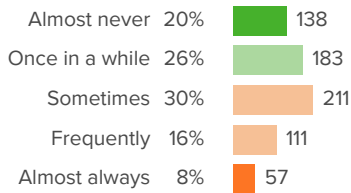


▼ 2 from last survey

Favorable: **61%**

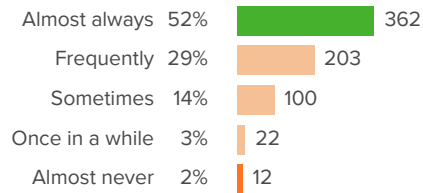


**Q.7: During the past week, how often did you feel overwhelmed at work?**



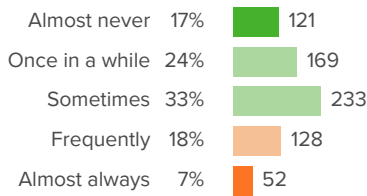
▲ 0 from last survey Favorable: **46%**

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



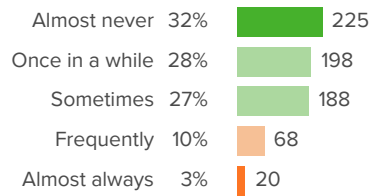
▲ 1 from last survey Favorable: **52%**

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



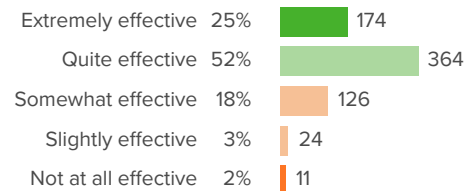
▼ 1 from last survey Favorable: **74%**

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



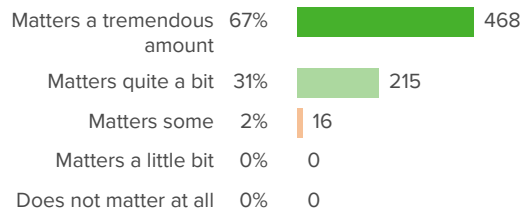
▲ 3 from last survey Favorable: **87%**

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



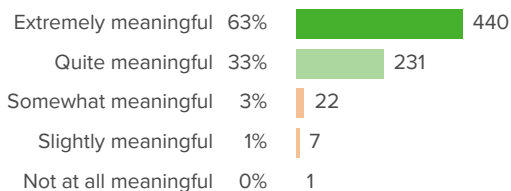
▲ 4 from last survey Favorable: **77%**

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



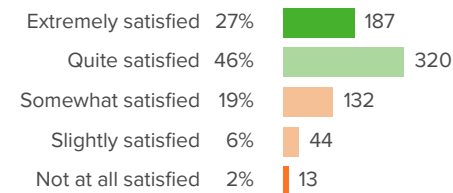
▲ 0 from last survey Favorable: **98%**

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



▲ 1 from last survey Favorable: **96%**

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



▲ 1 from last survey Favorable: **73%**



# Work environment

Your average

80%

705 responses

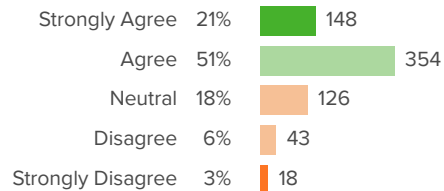
Change

▼ 2

since last survey

## How did people respond?

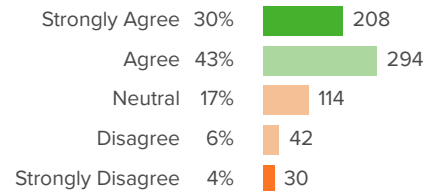
**Q.1: I have the materials and resources to do my job effectively.**



▲ 0 from last survey

Favorable: **73%**

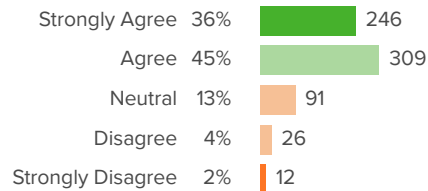
**Q.2: My school/location is in good condition and well-maintained.**



▼ 5 from last survey

Favorable: **73%**

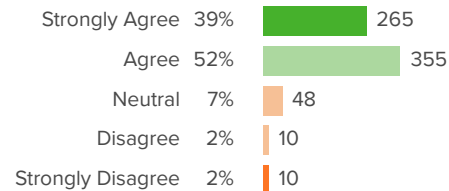
**Q.3: I feel safe in my school/location.**



▼ 1 from last survey

Favorable: **81%**

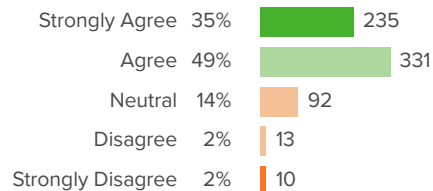
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 1 from last survey

Favorable: **90%**

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



▼ 2 from last survey

Favorable: **83%**



# Background Questions

How did people respond? \_\_\_\_\_



Q.1: Location

Affton School District	3%	22
Bayless School District	2%	14
Brentwood School District	1%	4
Clayton School District	1%	7
Ferguson-Florissant School District	5%	30
Hancock Place School District	1%	9
Hazelwood School District	7%	48
Jennings School District	3%	21
Kirkwood School District	3%	17
Ladue School District	3%	18
Lindbergh School District	6%	38
Maplewood-Richmond Heights School District	1%	6
Mehlville School District	5%	31
Normandy School District	2%	16
Parkway School District	14%	91
Pattonville School District	2%	12
Ritenour School District	6%	37
Riverview Gardens School District	5%	32
Rockwood School District	7%	44
University City School District	2%	10
Valley Park School District	1%	7
Webster Groves School District	2%	16
Ackerman School	3%	18
Bridges Program	0%	2
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	1%	5
Learning Center	0%	0
Learning Center - Professional Learning	0%	0
Learning Center - ABA	0%	0
Litzsinger School	3%	22
Neuwoehner High School	3%	20

Q.2: Job type

Paraprofessional - SSD school, site, or program	32%	219
Paraprofessional - Partner district	68%	462



## SSD of St. Louis (MO)

"Spring 2024 2023-24 SSD Employee Engagement and Climate Survey , Para Survey"



North Tech High School	0%	3
Northview High School	3%	21
South Tech High School	0%	0
Southview School	4%	27
Vocational Skills Program (VSP)	3%	22