



SSD of St. Louis (MO)



Para Survey
Fall 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
Communicating results	73%	
Communications	72%	
Deia	72%	
Feedback and Coaching <small>Perceptions of the amount and quality of feedback faculty and staff receive.</small>	44%	 40th - 59th percentile compared to others nationally
Mission and vision	74%	
Overall engagement	82%	
Partner Districts	71%	
Professional Learning	47%	 20th - 39th percentile compared to others nationally
School Climate <small>Perceptions of the overall social and learning climate of the school.</small>	64%	
School Leadership <small>Perceptions of the school leadership's effectiveness.</small>	59%	



Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

68%



20th - 39th percentile compared to others nationally

Well-being

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

72%



60th - 79th percentile compared to others nationally

Work environment

82%

817 responses



Communicating results

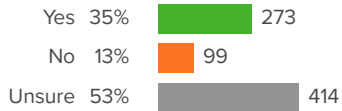
Your average

73%

817 responses

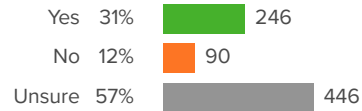
How did people respond?

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



Favorable: **73%**

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



Favorable: **73%**



Communications

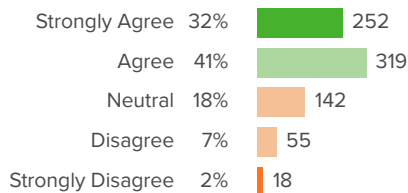
Your average

72%

817 responses

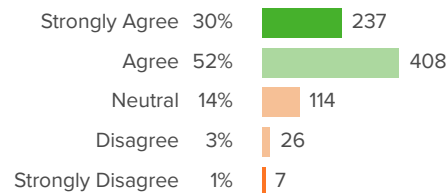
How did people respond?

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



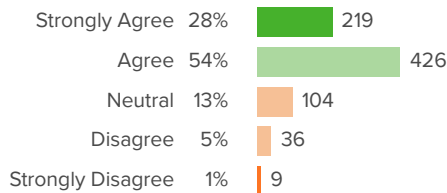
Favorable: **73%**

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



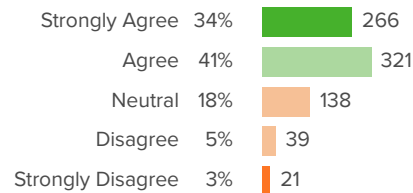
Favorable: **81%**

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



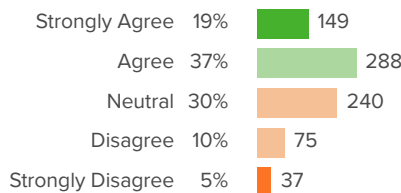
Favorable: **81%**

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



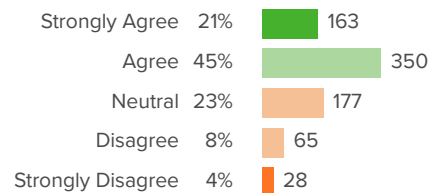
Favorable: **75%**

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



Favorable: **55%**

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



Favorable: **66%**



Deia

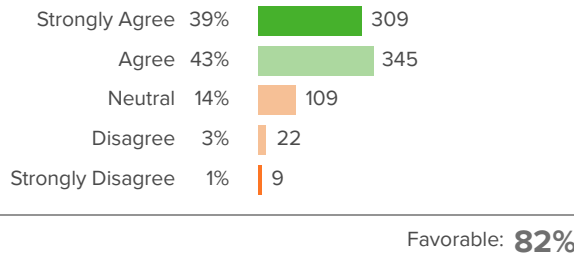
Your average

72%

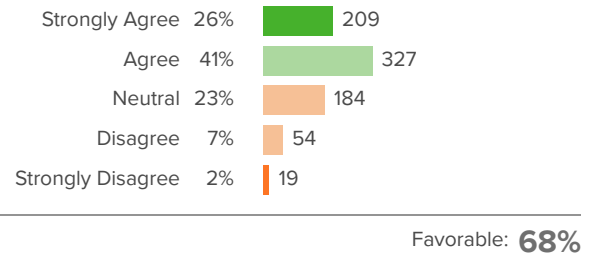
817 responses

How did people respond?

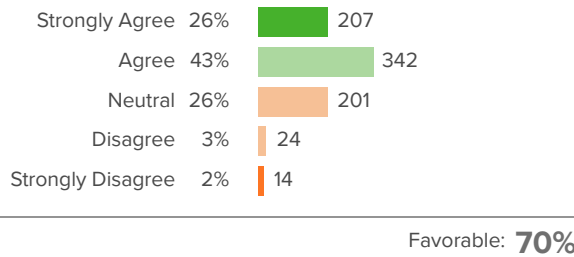
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



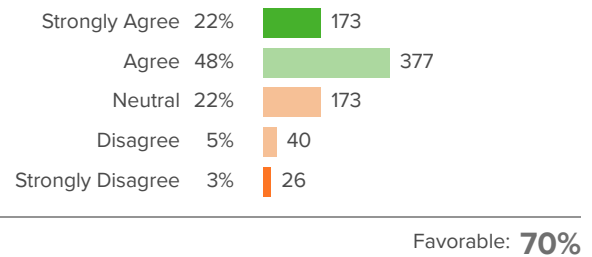
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



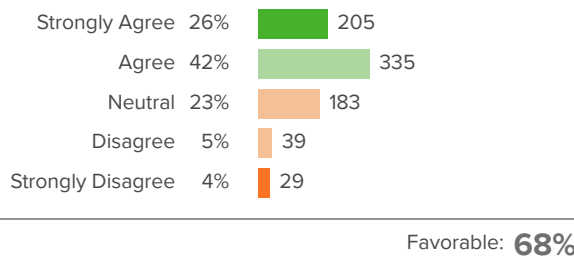
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



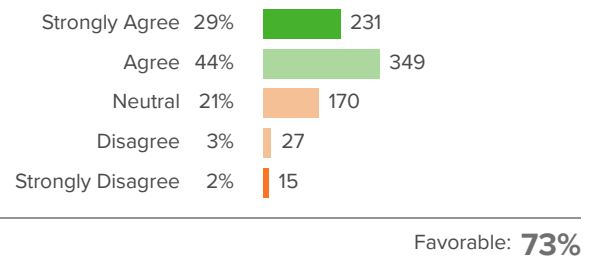
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



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

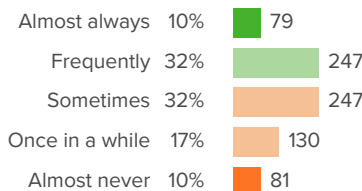
Your average

44%

817 responses

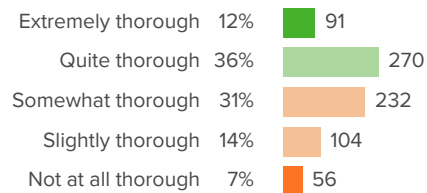
How did people respond?

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



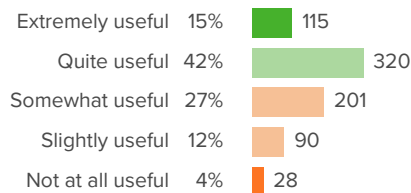
Favorable: **42%**

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



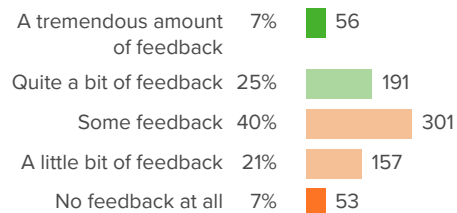
Favorable: **48%**

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



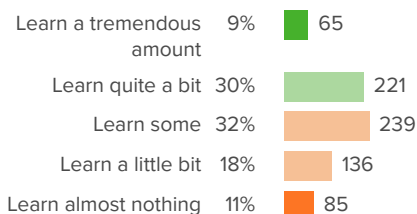
Favorable: **58%**

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



Favorable: **33%**

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



Favorable: **38%**



Mission and vision

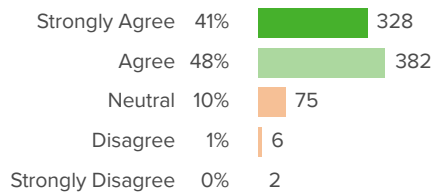
Your average

74%

817 responses

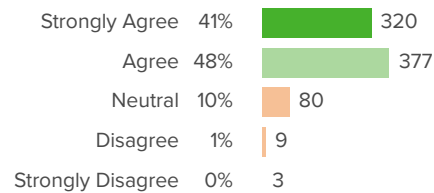
How did people respond?

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



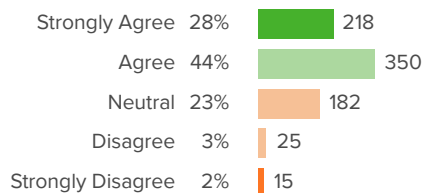
Favorable: **90%**

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



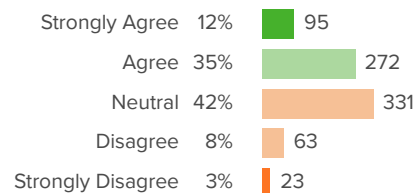
Favorable: **88%**

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



Favorable: **72%**

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



Favorable: **47%**



Overall engagement

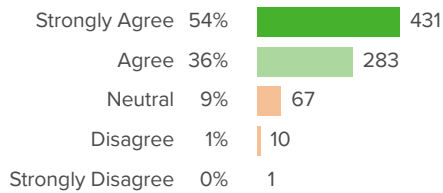
Your average

82%

817 responses

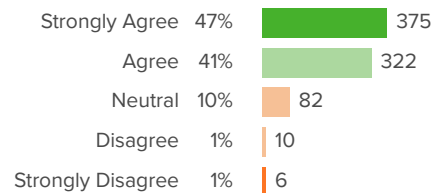
How did people respond?

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



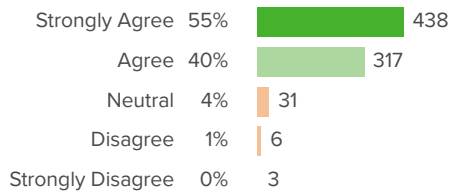
Favorable: **90%**

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



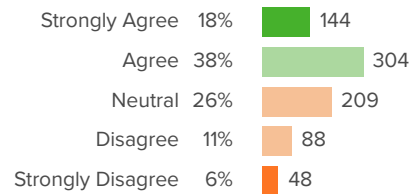
Favorable: **88%**

Q.3: I am engaged in my work.



Favorable: **95%**

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



Favorable: **56%**



Partner Districts

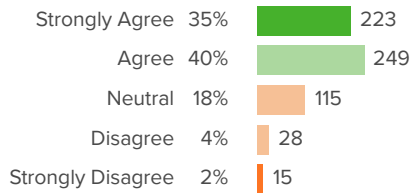
Your average

71%

817 responses

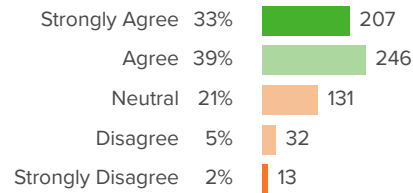
How did people respond?

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



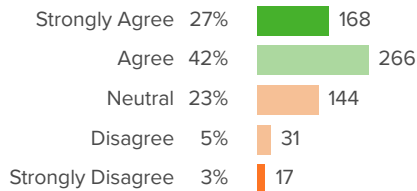
Favorable: **75%**

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



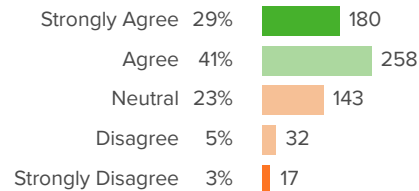
Favorable: **72%**

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



Favorable: **69%**

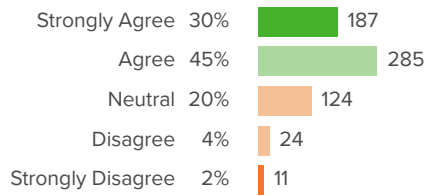
Q.4: My partner district principal effectively communicates important issues that affect me.



Favorable: **70%**

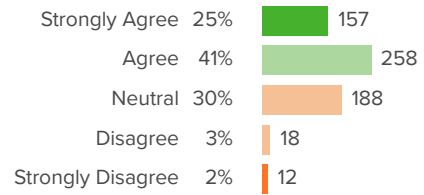


Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



Favorable: **75%**

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



Favorable: **66%**



Professional Learning

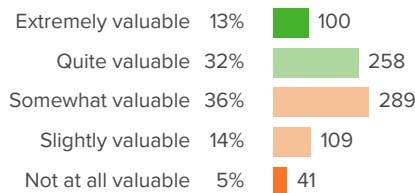
Your average

47%

817 responses

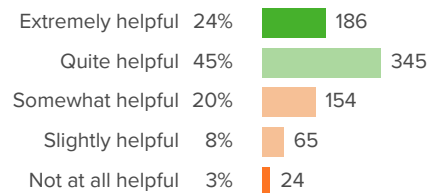
How did people respond?

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



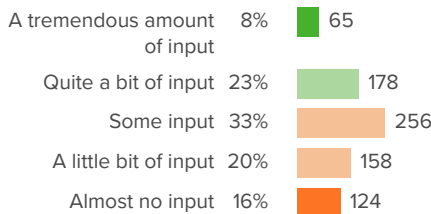
Favorable: **45%**

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



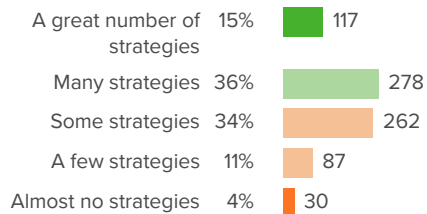
Favorable: **69%**

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



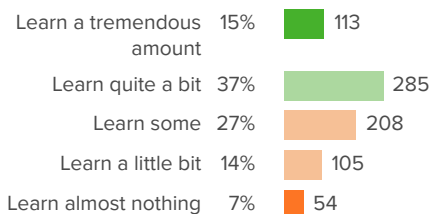
Favorable: **31%**

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



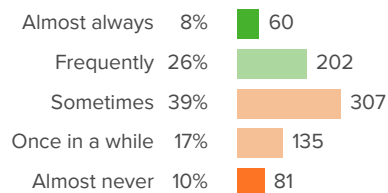
Favorable: **51%**

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



Favorable: **52%**

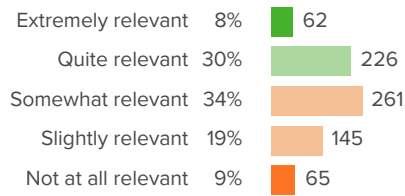
Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **33%**

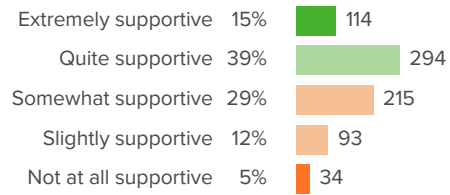


Q.7: How relevant have your professional development opportunities been to the content that you teach?



Favorable: **38%**

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



Favorable: **54%**



School Climate

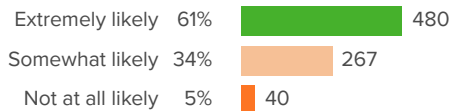
Your average

64%

817 responses

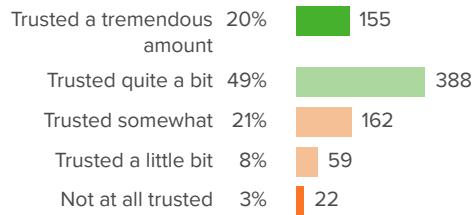
How did people respond?

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



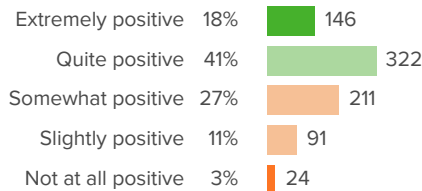
Favorable: **61%**

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



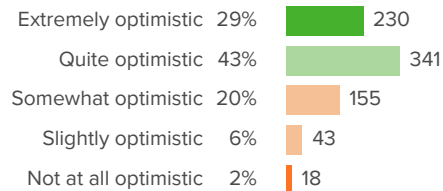
Favorable: **69%**

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



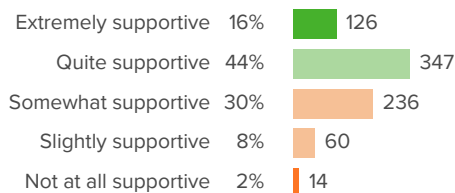
Favorable: **59%**

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



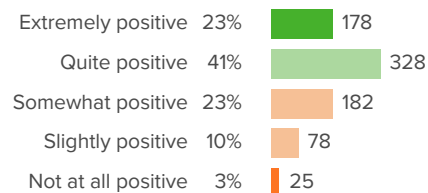
Favorable: **73%**

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



Favorable: **60%**

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



Favorable: **64%**



School Leadership

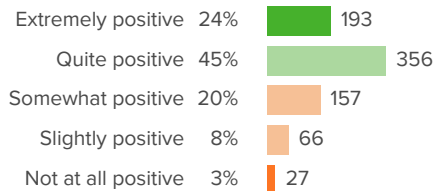
Your average

59%

817 responses

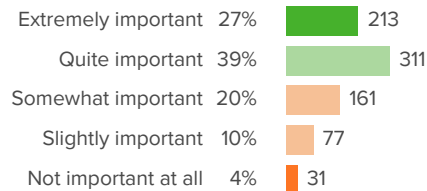
How did people respond?

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



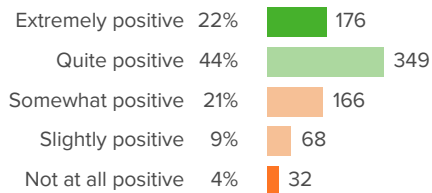
Favorable: **69%**

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



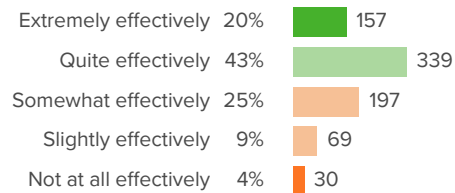
Favorable: **66%**

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



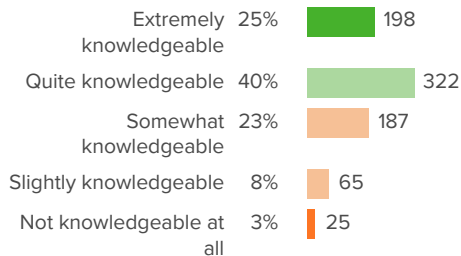
Favorable: **66%**

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



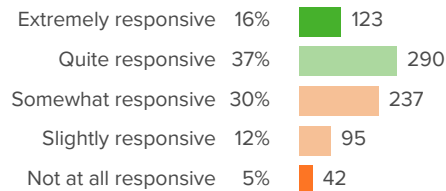
Favorable: **63%**

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



Favorable: **65%**

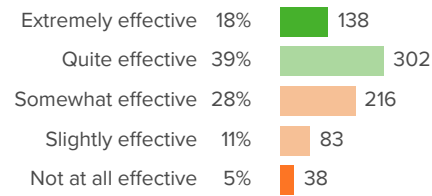
Q.6: How responsive are school leaders to your feedback?



Favorable: **52%**

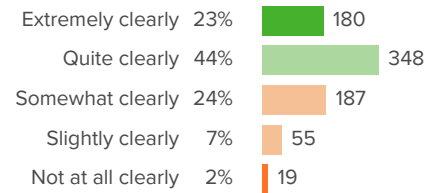


Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



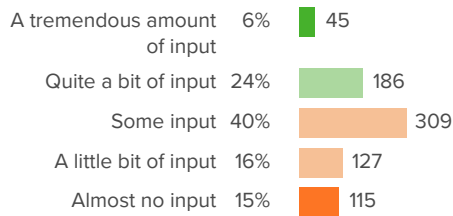
Favorable: **57%**

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



Favorable: **67%**

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



Favorable: **30%**



Staff-Leadership Relationships

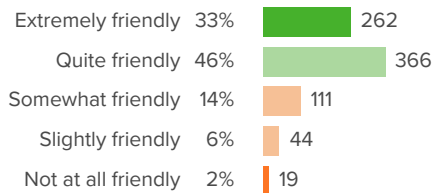
Your average

68%

817 responses

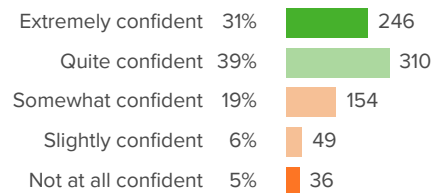
How did people respond?

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



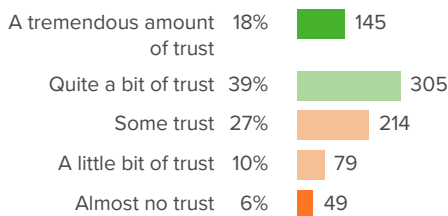
Favorable: **78%**

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



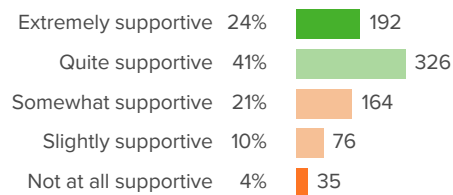
Favorable: **70%**

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



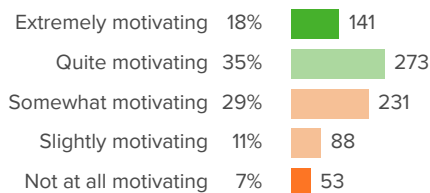
Favorable: **57%**

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



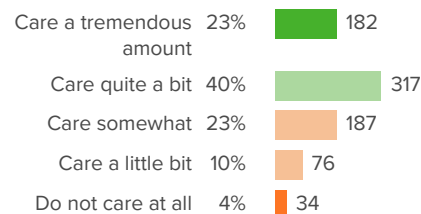
Favorable: **65%**

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



Favorable: **53%**

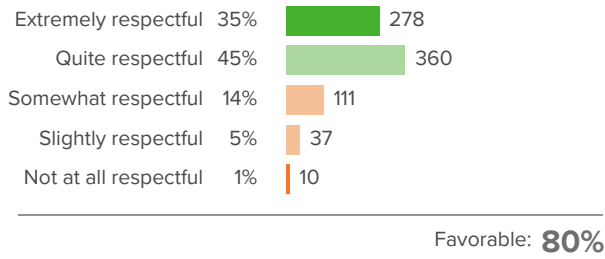
Q.6: How much do your school leaders care about you as an individual?



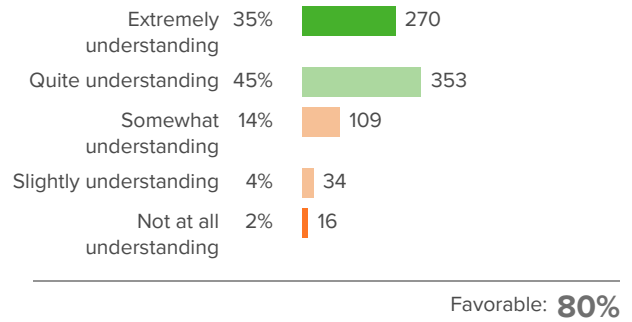
Favorable: **63%**



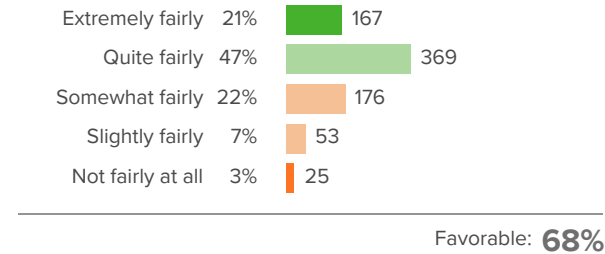
Q.7: How respectful are your school leaders towards you?



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

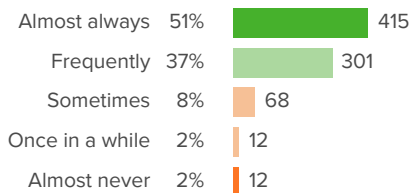
Your average

72%

817 responses

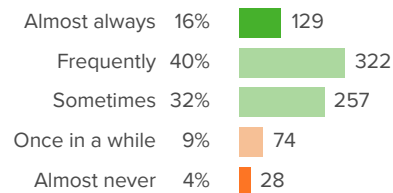
How did people respond?

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



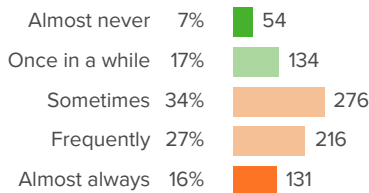
Favorable: **89%**

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



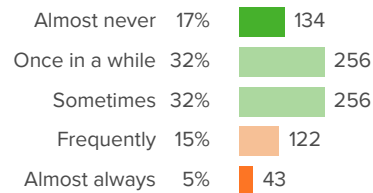
Favorable: **87%**

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



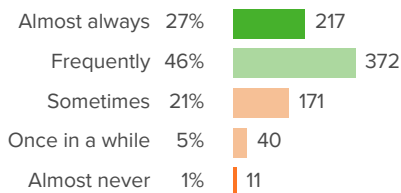
Favorable: **23%**

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



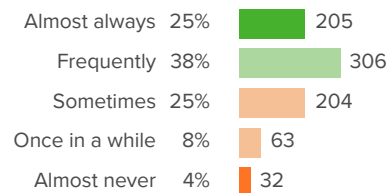
Favorable: **80%**

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



Favorable: **73%**

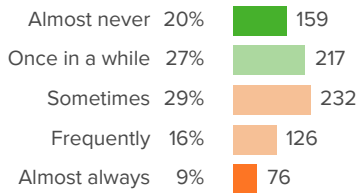
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **63%**

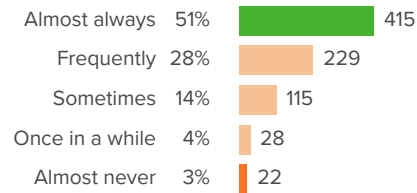


Q.7: During the past week, how often did you feel overwhelmed at work?



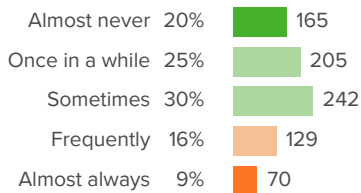
Favorable: **46%**

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



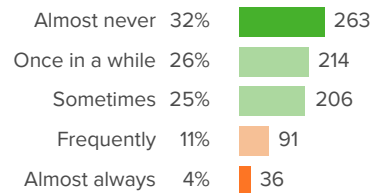
Favorable: **51%**

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



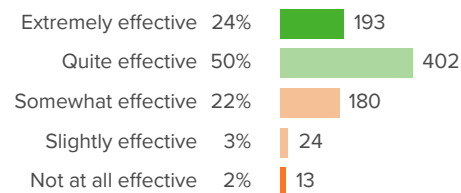
Favorable: **75%**

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



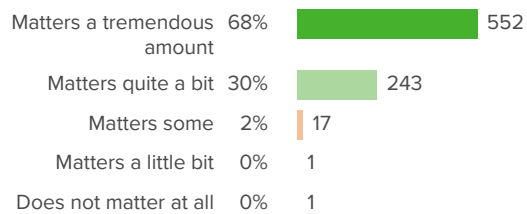
Favorable: **84%**

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



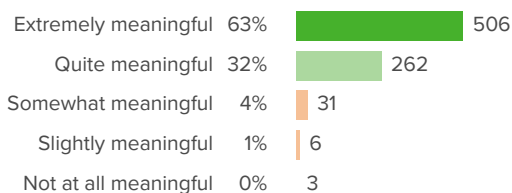
Favorable: **73%**

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



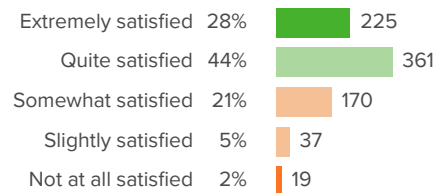
Favorable: **98%**

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



Favorable: **95%**

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



Favorable: **72%**



Work environment

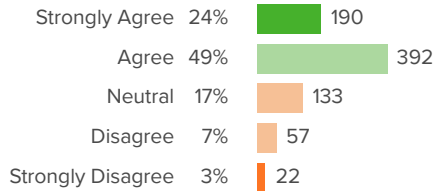
Your average

82%

817 responses

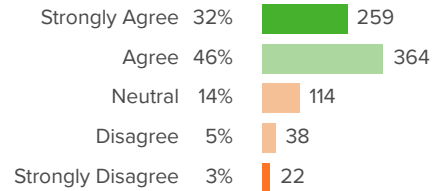
How did people respond?

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



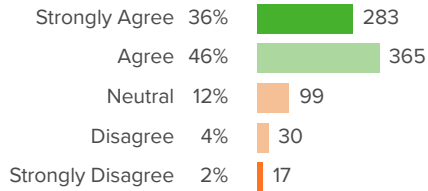
Favorable: **73%**

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



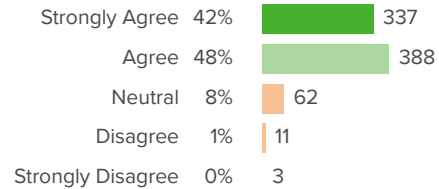
Favorable: **78%**

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



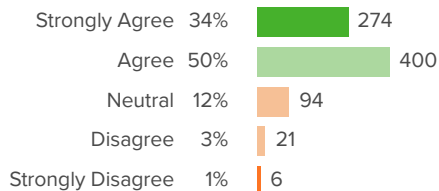
Favorable: **82%**

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



Favorable: **91%**

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



Favorable: **85%**



Background Questions

How did people respond? _____



Q.1: Location

Affton School District	4%	30
Bayless School District	3%	21
Brentwood School District	1%	6
Clayton School District	1%	6
Ferguson-Florissant School District	4%	27
Hancock Place School District	1%	8
Hazelwood School District	8%	59
Jennings School District	2%	13
Kirkwood School District	3%	20
Ladue School District	3%	24
Lindbergh School District	5%	36
Maplewood-Richmond Heights School District	1%	11
Mehlville School District	5%	41
Normandy School District	2%	13
Parkway School District	11%	85
Pattonville School District	3%	21
Ritenour School District	4%	33
Riverview Gardens School District	3%	20
Rockwood School District	9%	69
University City School District	2%	12
Valley Park School District	0%	3
Webster Groves School District	3%	20
Ackerman School	3%	26
Bridges Program	0%	2
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	1%	4
Learning Center	0%	1
Learning Center - Professional Learning	0%	0
Learning Center - ABA	0%	1
Litzsinger School	5%	39
Neuwoehner High School	5%	35

Q.2: Job type

Paraprofessional - SSD school, site, or program	38%	302
Paraprofessional - Partner district	62%	483



SSD of St. Louis (MO)

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



North Tech High School	0%	2
Northview High School	3%	22
South Tech High School	0%	2
Southview School	5%	36
Vocational Skills Program (VSP)	2%	16