



# Rockwood School District

Para Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

| Topic Description   | Results                                 | Comparison                       |
|---|---|----------------------------------|
| <b>Communicating results</b>  | <b>45%</b><br>▼ 24<br>since last survey | <b>62%</b> SSD of St. Louis (MO) |
| <b>Communications</b>   | <b>62%</b><br>▼ 4<br>since last survey  | <b>68%</b> SSD of St. Louis (MO) |
| <b>Deia</b>   | <b>76%</b><br>▲ 10<br>since last survey | <b>71%</b> SSD of St. Louis (MO) |
| <b>Feedback and Coaching</b><br><small>Perceptions of the amount and quality of feedback faculty and staff receive.</small> | <b>41%</b><br>▲ 6<br>since last survey  | <b>42%</b> SSD of St. Louis (MO) |
| <b>Mission and vision</b>   | <b>72%</b><br>▼ 1<br>since last survey  | <b>73%</b> SSD of St. Louis (MO) |
| <b>Overall engagement</b>   | <b>80%</b><br>▼ 1<br>since last survey  | <b>81%</b> SSD of St. Louis (MO) |
| <b>Partner Districts</b>  | <b>80%</b><br>▼ 4<br>since last survey  | <b>67%</b> SSD of St. Louis (MO) |



### Professional Learning

47%

▲ 5

since last survey

46%

SSD of St. Louis (MO)

### School Climate

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

70%

▲ 5

since last survey

63%

SSD of St. Louis (MO)

### School Leadership

Perceptions of the school leadership's effectiveness.

58%

▼ 8

since last survey

54%

SSD of St. Louis (MO)

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

70%

▼ 3

since last survey

64%

SSD of St. Louis (MO)

### Well-being

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

74%

0

since last survey

72%

SSD of St. Louis (MO)

### Work environment

87%

▲ 4

since last survey

80%

SSD of St. Louis (MO)

46 responses



# Communicating results

Your average

**45%**

46 responses

Change

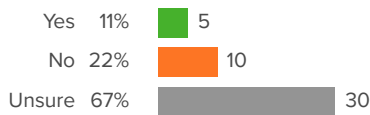
**▼ 24**

since last survey

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

## How did people respond?

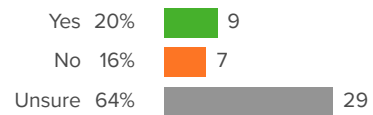
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ **36** from last survey

Favorable: **33%**

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



▼ **12** from last survey

Favorable: **56%**



# Communications

Your average

# 62%

46 responses

Change

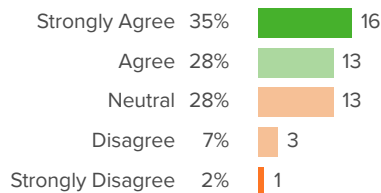
# ▼ 4

since last survey

Client average: **68%** SSD of St. Louis (MO)

## How did people respond?

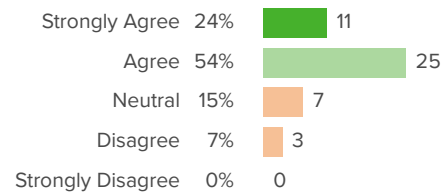
**Q.1: My direct supervisor provides me with constructive feedback.**



▼ 6 from last survey

Favorable: **63%**

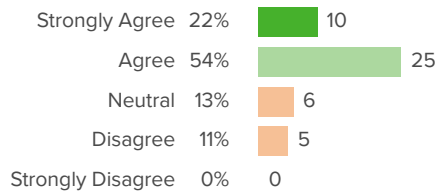
**Q.2: I receive adequate and timely information about district news and initiatives.**



▲ 6 from last survey

Favorable: **78%**

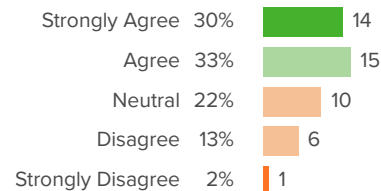
**Q.3: I am aware of where and how I can direct a question or concern.**



▲ 4 from last survey

Favorable: **76%**

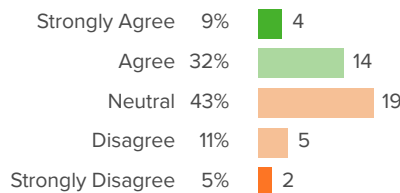
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▼ 9 from last survey

Favorable: **63%**

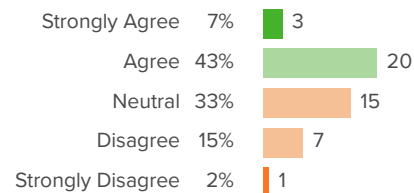
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▼ 13 from last survey

Favorable: **41%**

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



▼ 9 from last survey

Favorable: **50%**



# Deia

Your average

# 76%

46 responses

Change

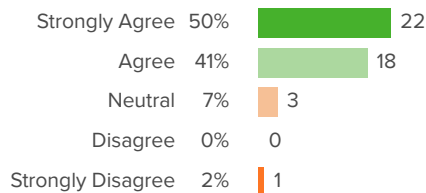
# ▲ 10

since last survey

Client average: **71%** SSD of St. Louis (MO)

## How did people respond?

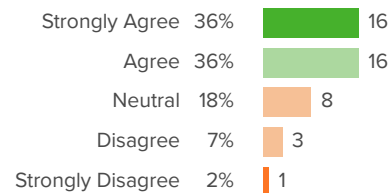
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ 9 from last survey

Favorable: **91%**

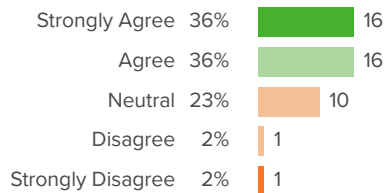
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▲ 12 from last survey

Favorable: **73%**

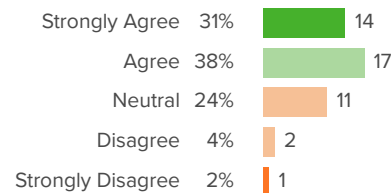
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▲ 9 from last survey

Favorable: **73%**

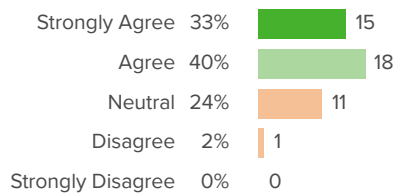
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▲ 10 from last survey

Favorable: **69%**

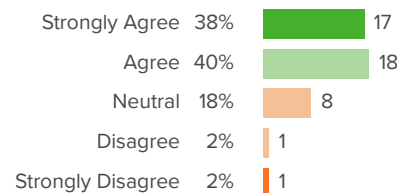
**Q.5: I feel my background and identity are valued at SSD.**



▲ 14 from last survey

Favorable: **73%**

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



▲ 9 from last survey

Favorable: **78%**



# Feedback and Coaching

Your average

# 41%

46 responses

Change

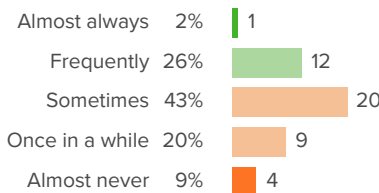
# ▲ 6

since last survey

Client average: **42%** SSD of St. Louis (MO)

## How did people respond?

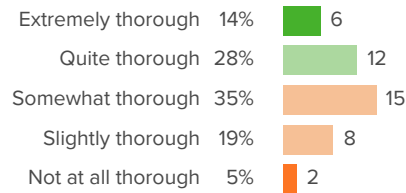
### Q.1: How often do you receive feedback on your teaching?



▲ 0 from last survey

Favorable: **28%**

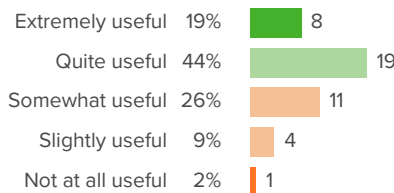
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 2 from last survey

Favorable: **42%**

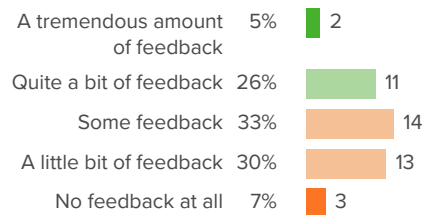
### Q.3: How useful do you find the feedback you receive on your teaching?



▲ 5 from last survey

Favorable: **63%**

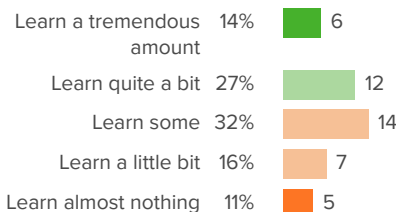
### Q.4: How much feedback do you receive on your teaching?



▲ 8 from last survey

Favorable: **30%**

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



▲ 12 from last survey

Favorable: **41%**



# Mission and vision

Your average

# 72%

46 responses

Change

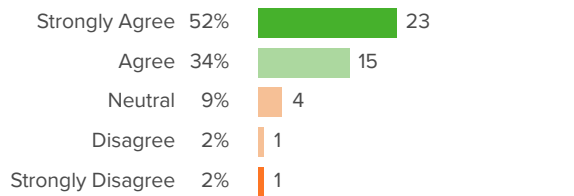
▼ 1

since last survey

Client average: **73%** SSD of St. Louis (MO)

## How did people respond?

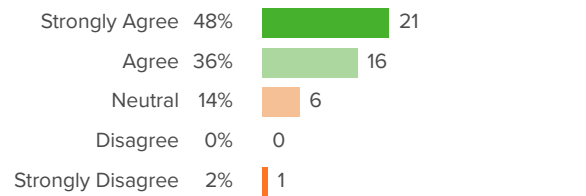
**Q.1: I am familiar with and support the mission and vision of SSD.**



▼ 5 from last survey

Favorable: **86%**

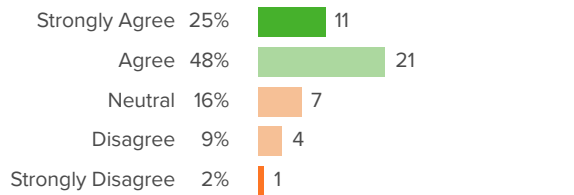
**Q.2: The district's mission and vision are clearly defined.**



▼ 3 from last survey

Favorable: **84%**

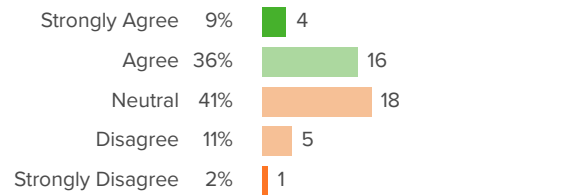
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▲ 3 from last survey

Favorable: **73%**

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



▲ 2 from last survey

Favorable: **45%**





# Overall engagement

Your average

# 80%

46 responses

Change

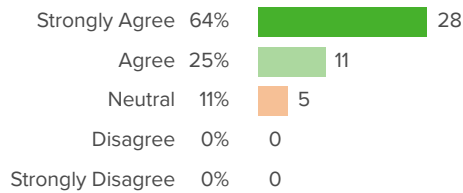
▼ 1

since last survey

Client average: **81%** SSD of St. Louis (MO)

## How did people respond?

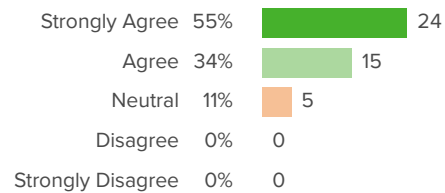
### Q.1: I am proud to work for SSD.



▼ 1 from last survey

Favorable: **89%**

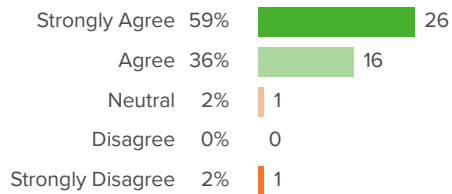
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 0 from last survey

Favorable: **89%**

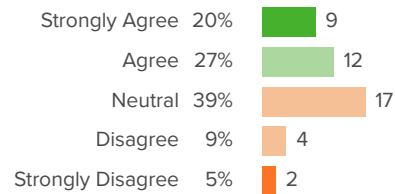
### Q.3: I am engaged in my work.



▲ 2 from last survey

Favorable: **95%**

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



▼ 5 from last survey

Favorable: **48%**



# Partner Districts

Your average

**80%**

46 responses

Change

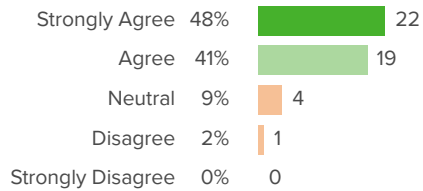
**▼ 4**

since last survey

Client average: **67%** SSD of St. Louis (MO)

## How did people respond?

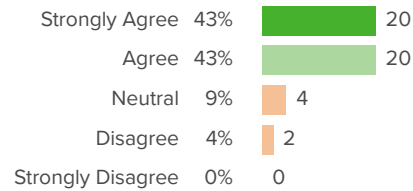
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▲ 2 from last survey

Favorable: **89%**

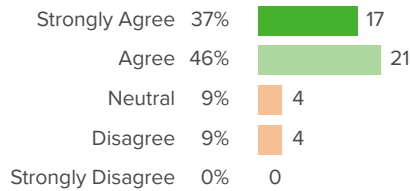
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▲ 3 from last survey

Favorable: **87%**

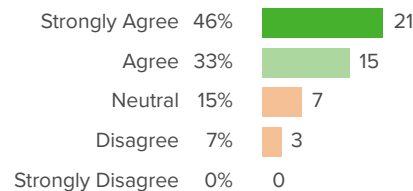
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▲ 0 from last survey

Favorable: **83%**

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

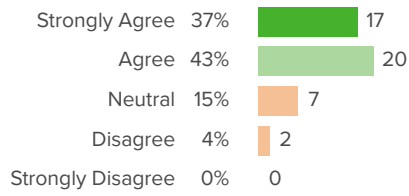


▼ 3 from last survey

Favorable: **78%**



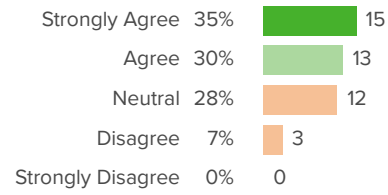
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▼ **11** from last survey

Favorable: **80%**

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



▼ **12** from last survey

Favorable: **65%**



# Professional Learning

Your average

# 47%

46 responses

Change

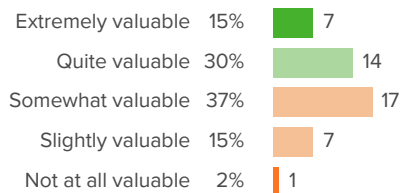
# ▲ 5

since last survey

Client average: **46%** SSD of St. Louis (MO)

## How did people respond?

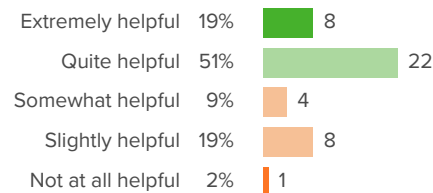
### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 8 from last survey

Favorable: **46%**

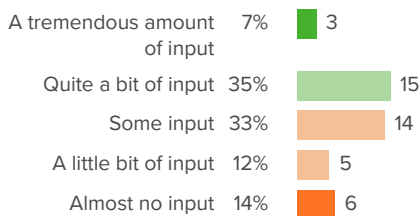
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 2 from last survey

Favorable: **70%**

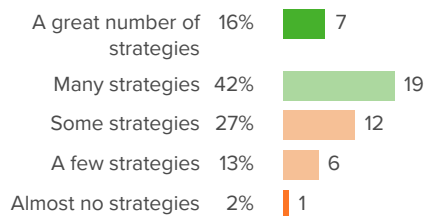
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 20 from last survey

Favorable: **42%**

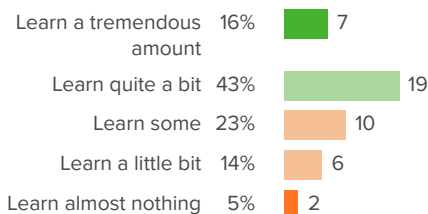
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 9 from last survey

Favorable: **58%**

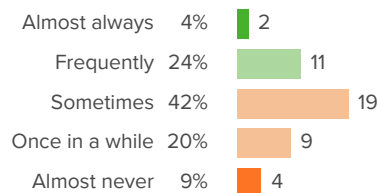
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 6 from last survey

Favorable: **59%**

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

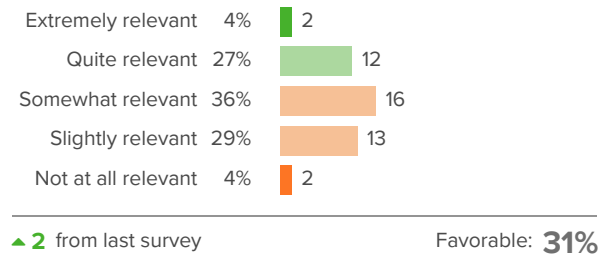


▲ 5 from last survey

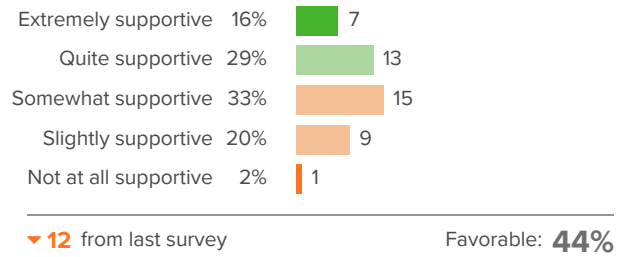
Favorable: **29%**



**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

# 70%

46 responses

Change

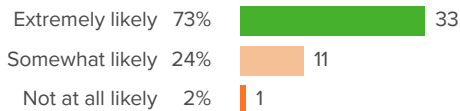
# ▲ 5

since last survey

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

## How did people respond?

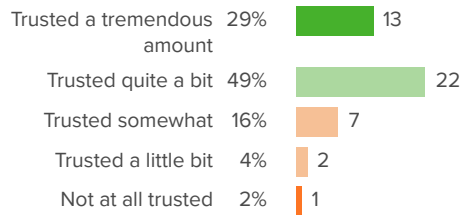
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▲ 15 from last survey

Favorable: **73%**

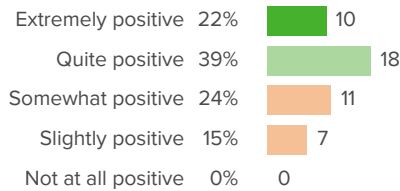
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 10 from last survey

Favorable: **78%**

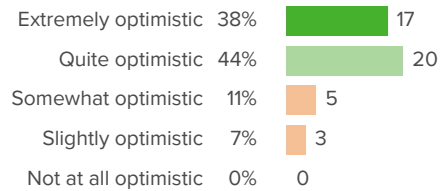
**Q.3: How positive are the attitudes of your colleagues?**



▲ 3 from last survey

Favorable: **61%**

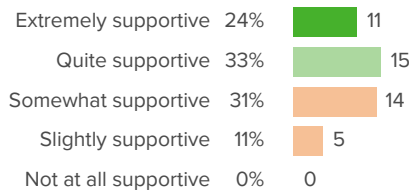
**Q.4: How optimistic are you the future of Special School District?**



▲ 10 from last survey

Favorable: **82%**

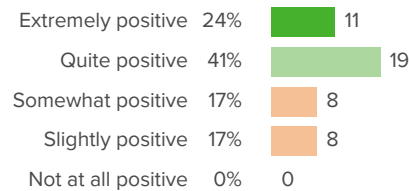
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ 6 from last survey

Favorable: **58%**

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



▼ 5 from last survey

Favorable: **65%**



# School Leadership

Your average

# 58%

46 responses

Change

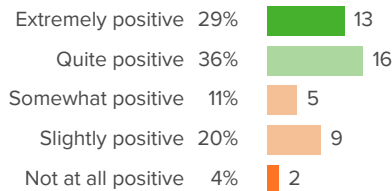
# ▼ 8

since last survey

Client average: **54%** SSD of St. Louis (MO)

## How did people respond?

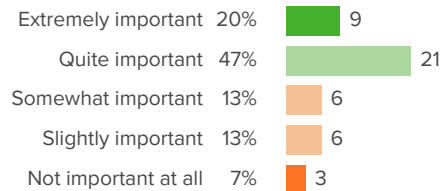
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 16 from last survey

Favorable: **64%**

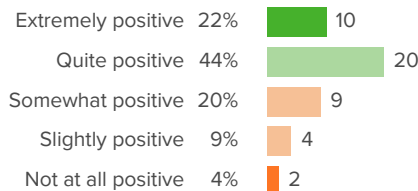
### Q.2: For your school leaders, how important is staff satisfaction?



▼ 8 from last survey

Favorable: **67%**

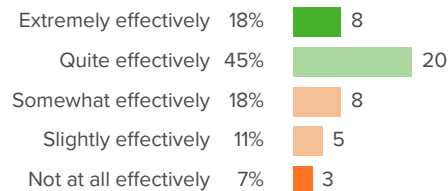
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 13 from last survey

Favorable: **67%**

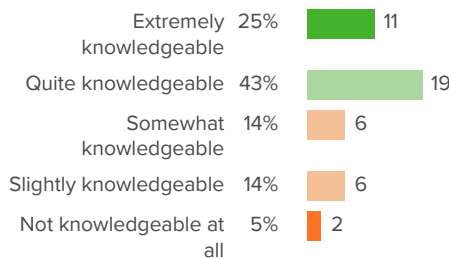
### Q.4: How effectively do school leaders communicate important information to teachers?



▼ 7 from last survey

Favorable: **64%**

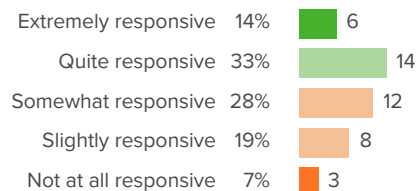
### Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 3 from last survey

Favorable: **68%**

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

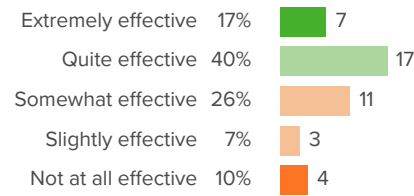


▼ 7 from last survey

Favorable: **47%**



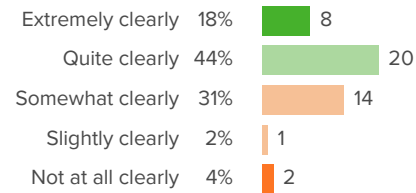
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 2 from last survey

Favorable: **57%**

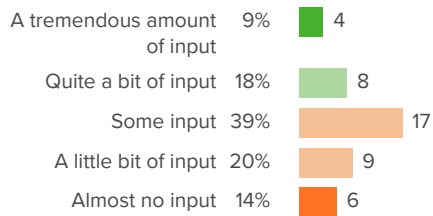
**Q.8: How clearly do your school leaders identify their goals for staff?**



▼ 13 from last survey

Favorable: **62%**

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



▼ 4 from last survey

Favorable: **27%**





# Staff-Leadership Relationships

Your average

**70%**

46 responses

Change

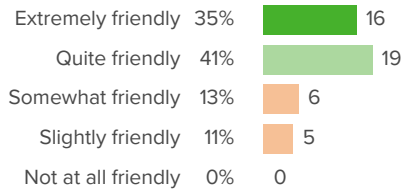
**▼ 3**

since last survey

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

## How did people respond?

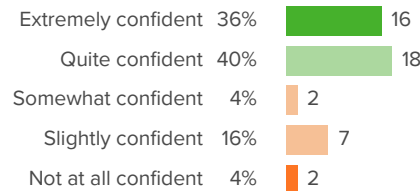
### Q.1: How friendly are your school leaders toward you?



▼ 3 from last survey

Favorable: **76%**

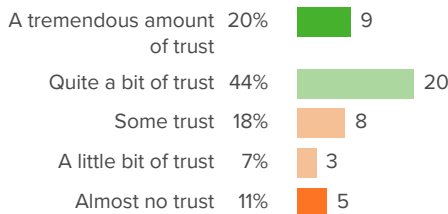
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 4 from last survey

Favorable: **76%**

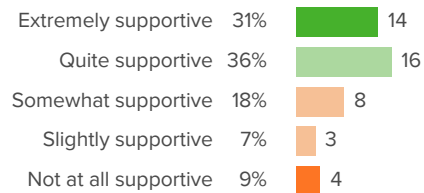
### Q.3: How much trust exists between school leaders and staff?



▼ 12 from last survey

Favorable: **64%**

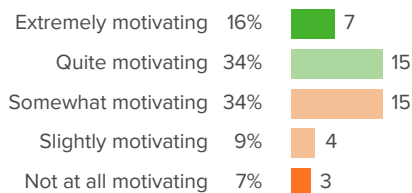
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 0 from last survey

Favorable: **67%**

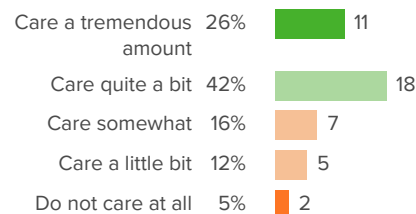
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 6 from last survey

Favorable: **50%**

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

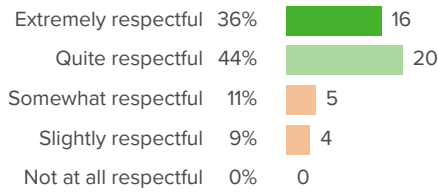


▼ 3 from last survey

Favorable: **67%**



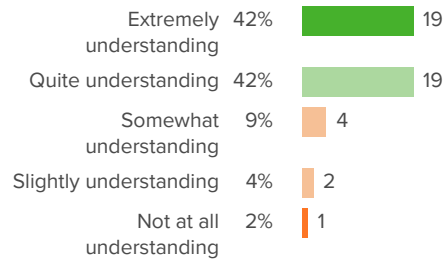
**Q.7: How respectful are your school leaders towards you?**



▲ 1 from last survey

Favorable: **80%**

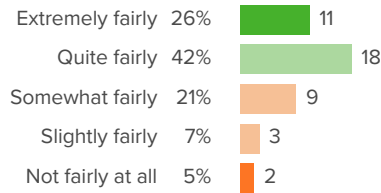
**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



▲ 3 from last survey

Favorable: **84%**

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



▼ 5 from last survey

Favorable: **67%**



# Well-being

Your average

# 74%

46 responses

Change

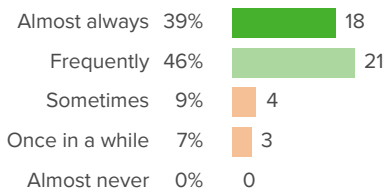
# 0

since last survey

Client average: **72%** SSD of St. Louis (MO)

## How did people respond?

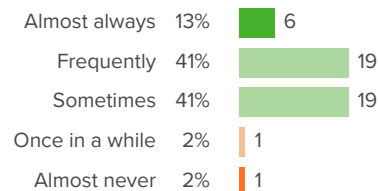
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 4 from last survey

Favorable: **85%**

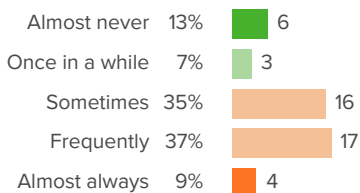
**Q.2: During the past week, how often did you feel excited at work?**



▲ 8 from last survey

Favorable: **96%**

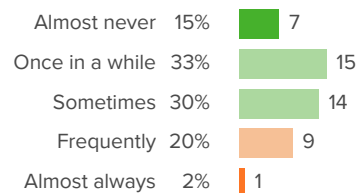
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 6 from last survey

Favorable: **20%**

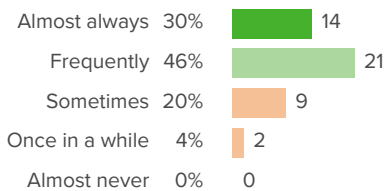
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 4 from last survey

Favorable: **78%**

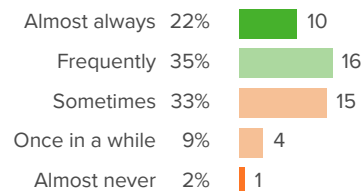
**Q.5: During the past week, how often did you feel happy at work?**



▲ 4 from last survey

Favorable: **76%**

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

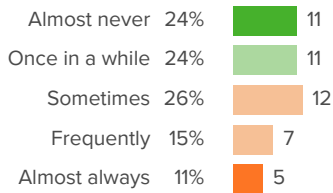


▼ 5 from last survey

Favorable: **57%**

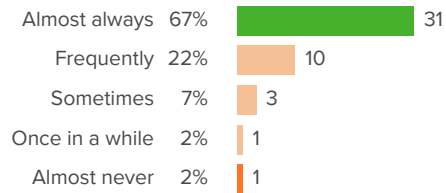


**Q.7: During the past week, how often did you feel overwhelmed at work?**



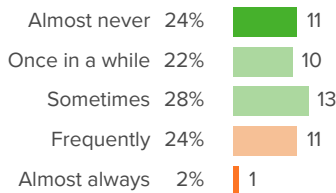
▼ 3 from last survey Favorable: **48%**

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



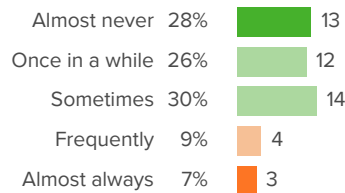
▲ 7 from last survey Favorable: **67%**

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



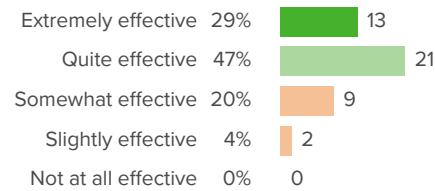
▼ 8 from last survey Favorable: **74%**

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



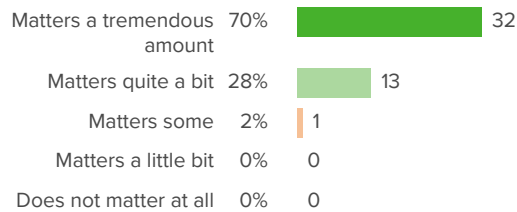
▲ 2 from last survey Favorable: **85%**

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



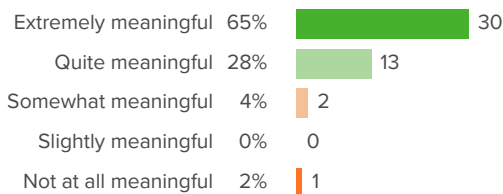
▲ 0 from last survey Favorable: **76%**

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



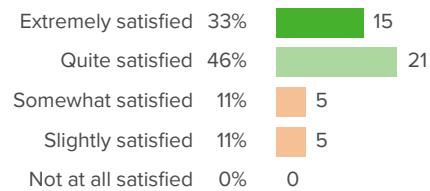
▲ 1 from last survey Favorable: **98%**

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



▼ 1 from last survey Favorable: **93%**

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



▲ 2 from last survey Favorable: **78%**



# Work environment

Your average

**87%**

46 responses

Change

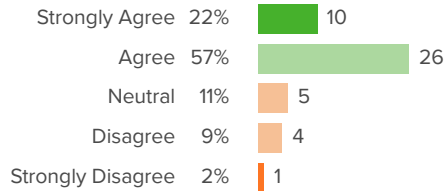
**▲ 4**

since last survey

Client average: **80%** SSD of St. Louis (MO)

## How did people respond?

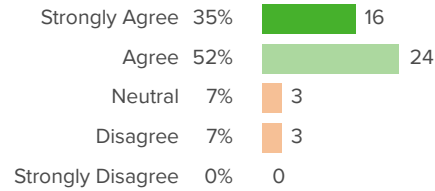
**Q.1: I have the materials and resources to do my job effectively.**



▲ 9 from last survey

Favorable: **78%**

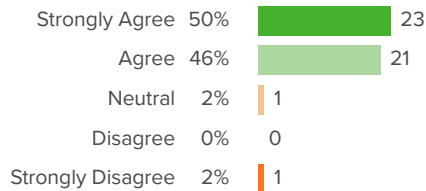
**Q.2: My school/location is in good condition and well-maintained.**



▲ 2 from last survey

Favorable: **87%**

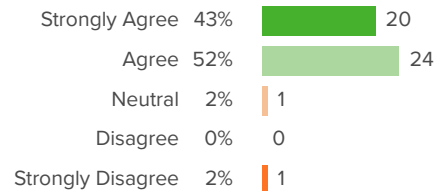
**Q.3: I feel safe in my school/location.**



▲ 4 from last survey

Favorable: **96%**

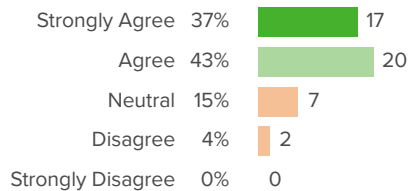
**Q.4: I am aware of safety and security procedures at my school/location.**



▲ 2 from last survey

Favorable: **96%**

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



▲ 4 from last survey

Favorable: **80%**



# Background Questions

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



Q.1: Location

|  |      |    |
|--|------|----|
| Affton School District                     | 0%   | 0  |
| Bayless School District                    | 0%   | 0  |
| Brentwood School District                  | 0%   | 0  |
| Clayton School District                    | 0%   | 0  |
| Ferguson-Florissant School District        | 0%   | 0  |
| Hancock Place School District              | 0%   | 0  |
| Hazelwood School District                  | 0%   | 0  |
| Jennings School District                   | 0%   | 0  |
| Kirkwood School District                   | 0%   | 0  |
| Ladue School District                      | 0%   | 0  |
| Lindbergh School District                  | 0%   | 0  |
| Maplewood-Richmond Heights School District | 0%   | 0  |
| Mehlville School District                  | 0%   | 0  |
| Normandy School District                   | 0%   | 0  |
| Parkway School District                    | 0%   | 0  |
| Pattonville School District                | 0%   | 0  |
| Ritenour School District                   | 0%   | 0  |
| Riverview Gardens School District          | 0%   | 0  |
| Rockwood School District                   | 100% | 44 |
| 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  |
| Learning Center - Professional Learning    | 0%   | 0  |
| Learning Center - ABA                      | 0%   | 0  |
| Litzsinger School                          | 0%   | 0  |
| Neuwoehner High School                     | 0%   | 0  |

Q.2: Job type

|   |     |    |
|---|-----|----|
| Paraprofessional - SSD school, site, or program | 9%  | 4  |
| Paraprofessional - Partner district             | 91% | 41 |



**Rockwood School District**

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



|                                 |    |   |
|---------------------------------|----|---|
| 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 |