



# Affton School District

Para Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Communicating results</b>	<b>96%</b> ▲ 6 since last survey	<b>62%</b> SSD of St. Louis (MO)
<b>Communications</b>	<b>83%</b> ▼ 3 since last survey	<b>68%</b> SSD of St. Louis (MO)
<b>Deia</b>	<b>85%</b> ▲ 9 since last survey	<b>71%</b> SSD of St. Louis (MO)
<b>Feedback and Coaching</b> <small>Perceptions of the amount and quality of feedback faculty and staff receive.</small>	<b>61%</b> ▲ 6 since last survey	<b>42%</b> SSD of St. Louis (MO)
<b>Mission and vision</b>	<b>86%</b> ▲ 1 since last survey	<b>73%</b> SSD of St. Louis (MO)
<b>Overall engagement</b>	<b>90%</b> ▲ 3 since last survey	<b>81%</b> SSD of St. Louis (MO)
<b>Partner Districts</b>	<b>74%</b> ▼ 17 since last survey	<b>67%</b> SSD of St. Louis (MO)



### Professional Learning

**54%**

▼ 6

since last survey

**46%**

SSD of St. Louis (MO)

### School Climate

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

**77%**

▼ 5

since last survey

**63%**

SSD of St. Louis (MO)

### School Leadership

Perceptions of the school leadership's effectiveness.

**69%**

▼ 8

since last survey

**54%**

SSD of St. Louis (MO)

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**81%**

▼ 7

since last survey

**64%**

SSD of St. Louis (MO)

### Well-being

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

**74%**

▼ 7

since last survey

**72%**

SSD of St. Louis (MO)

### Work environment

**86%**

▼ 5

since last survey

**80%**

SSD of St. Louis (MO)

22 responses



## Communicating results

Your average

**96%**

22 responses

Change

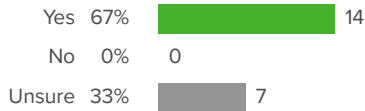
**▲ 6**

since last survey

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

### How did people respond?

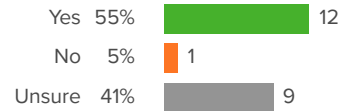
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▲ 14 from last survey

Favorable: **100%**

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



▼ 1 from last survey

Favorable: **92%**



# Communications

Your average

# 83%

22 responses

Change

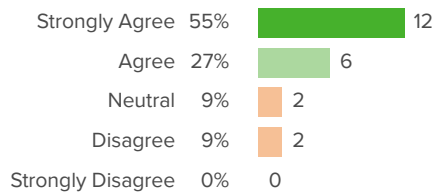
# ▼ 3

since last survey

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

## How did people respond?

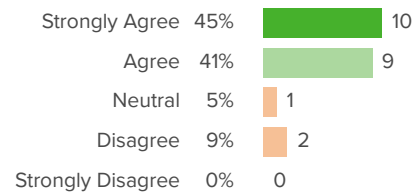
### Q.1: My direct supervisor provides me with constructive feedback.



▼ 5 from last survey

Favorable: **82%**

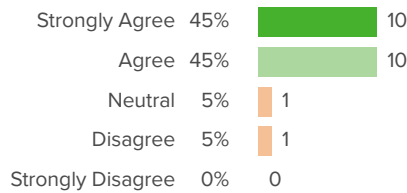
### Q.2: I receive adequate and timely information about district news and initiatives.



▼ 4 from last survey

Favorable: **86%**

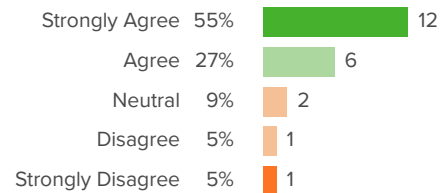
### Q.3: I am aware of where and how I can direct a question or concern.



▲ 1 from last survey

Favorable: **91%**

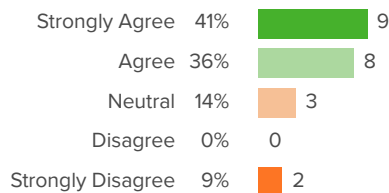
### Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 11 from last survey

Favorable: **82%**

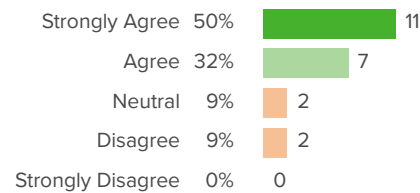
### Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 5 from last survey

Favorable: **77%**

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



▼ 1 from last survey

Favorable: **82%**



# Deia

Your average

# 85%

22 responses

Change

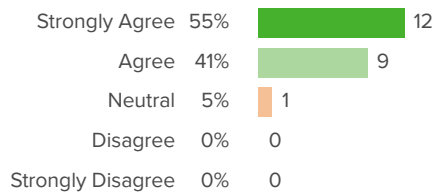
# ▲ 9

since last survey

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

## How did people respond?

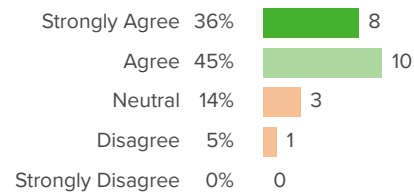
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ 8 from last survey

Favorable: **95%**

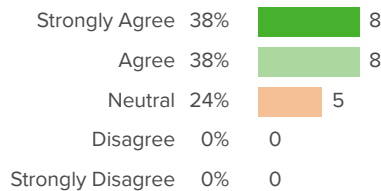
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▼ 1 from last survey

Favorable: **82%**

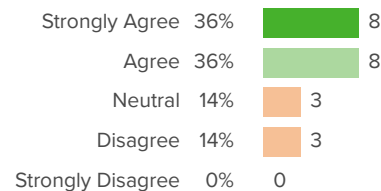
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▲ 6 from last survey

Favorable: **76%**

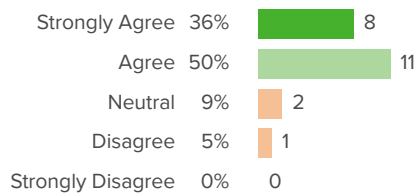
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▲ 6 from last survey

Favorable: **73%**

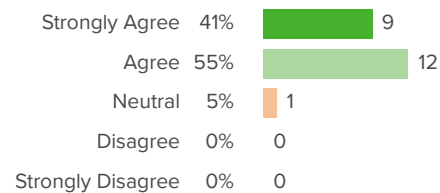
**Q.5: I feel my background and identity are valued at SSD.**



▲ 9 from last survey

Favorable: **86%**

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



▲ 25 from last survey

Favorable: **95%**



# Feedback and Coaching

Your average

# 61%

22 responses

Change

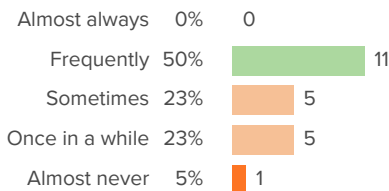
# ▲ 6

since last survey

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

## How did people respond?

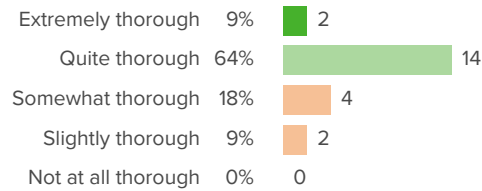
### Q.1: How often do you receive feedback on your teaching?



▲ 5 from last survey

Favorable: **50%**

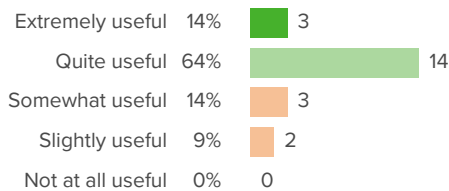
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 8 from last survey

Favorable: **73%**

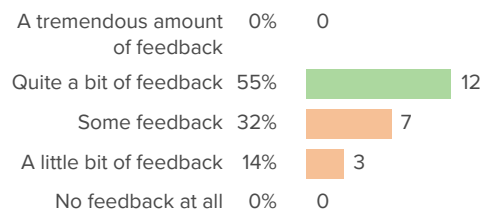
### Q.3: How useful do you find the feedback you receive on your teaching?



▲ 10 from last survey

Favorable: **77%**

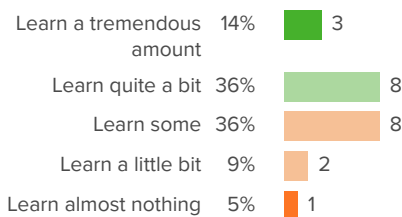
### Q.4: How much feedback do you receive on your teaching?



▲ 5 from last survey

Favorable: **55%**

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



▲ 0 from last survey

Favorable: **50%**



# Mission and vision

Your average

# 86%

22 responses

Change

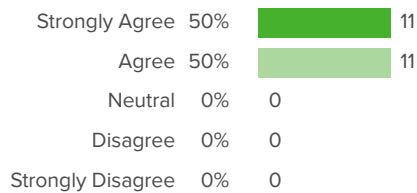
# ▲ 1

since last survey

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

## How did people respond?

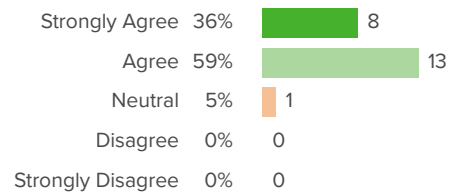
**Q.1: I am familiar with and support the mission and vision of SSD.**



▲ 3 from last survey

Favorable: **100%**

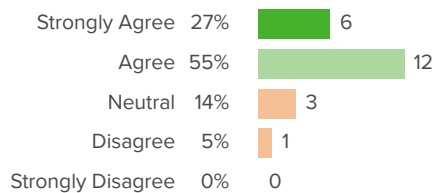
**Q.2: The district's mission and vision are clearly defined.**



▲ 2 from last survey

Favorable: **95%**

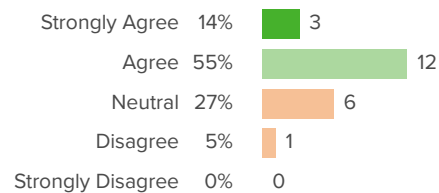
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▼ 4 from last survey

Favorable: **82%**

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



▲ 5 from last survey

Favorable: **68%**





# Overall engagement

Your average

# 90%

22 responses

Change

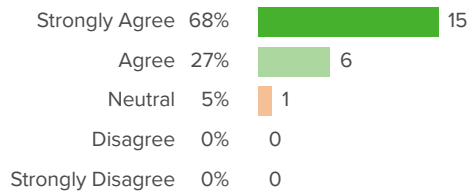
# ▲ 3

since last survey

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

## How did people respond?

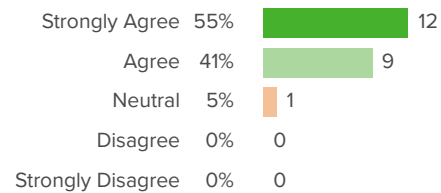
### Q.1: I am proud to work for SSD.



▼ 2 from last survey

Favorable: **95%**

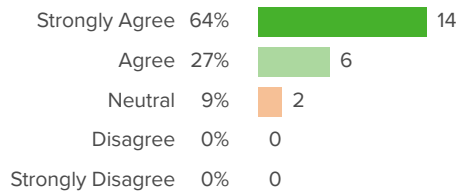
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 5 from last survey

Favorable: **95%**

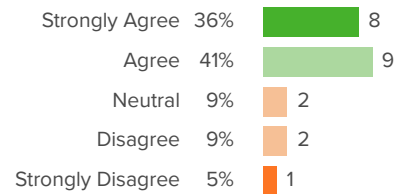
### Q.3: I am engaged in my work.



▼ 6 from last survey

Favorable: **91%**

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



▲ 14 from last survey

Favorable: **77%**



## Partner Districts

Your average

**74%**

22 responses

Change

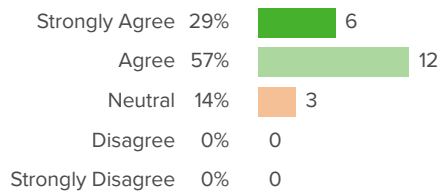
▼ **17**

since last survey

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

### How did people respond?

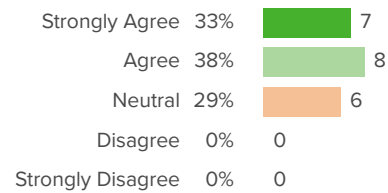
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▼ **14** from last survey

Favorable: **86%**

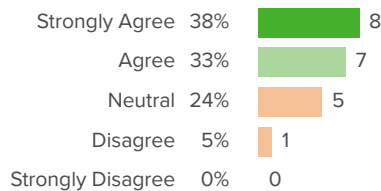
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▼ **19** from last survey

Favorable: **71%**

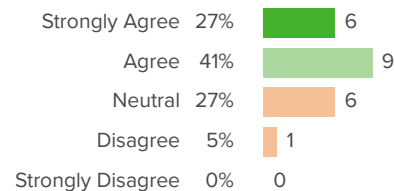
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▼ **22** from last survey

Favorable: **71%**

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

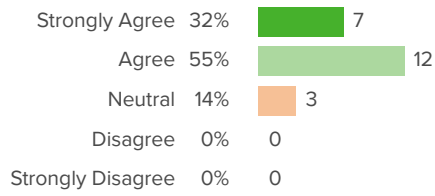


▼ **25** from last survey

Favorable: **68%**



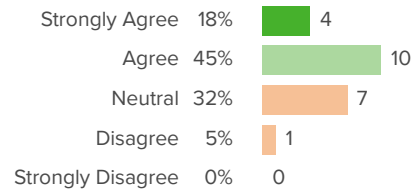
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▼ 4 from last survey

Favorable: **86%**

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



▼ 16 from last survey

Favorable: **64%**



# Professional Learning

Your average

# 54%

22 responses

Change

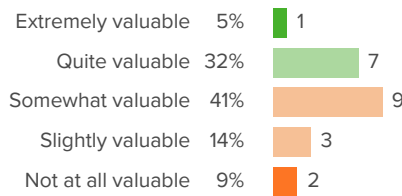
# ▼ 6

since last survey

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

## How did people respond?

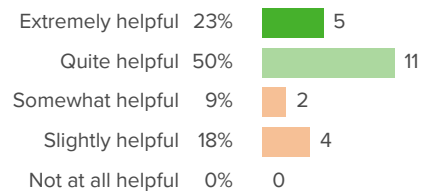
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 7 from last survey

Favorable: **36%**

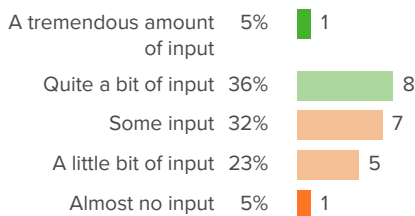
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 16 from last survey

Favorable: **73%**

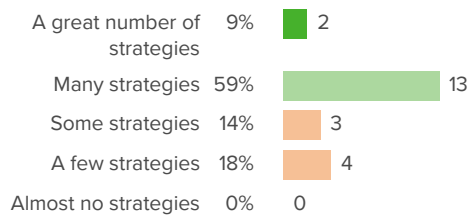
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 12 from last survey

Favorable: **41%**

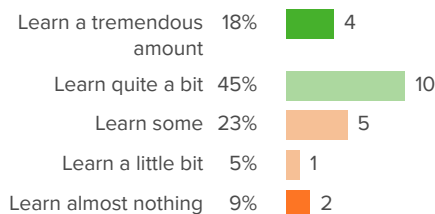
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 4 from last survey

Favorable: **68%**

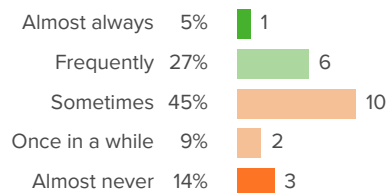
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 1 from last survey

Favorable: **64%**

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

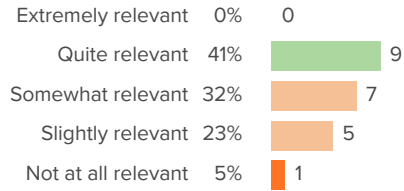


▼ 5 from last survey

Favorable: **32%**



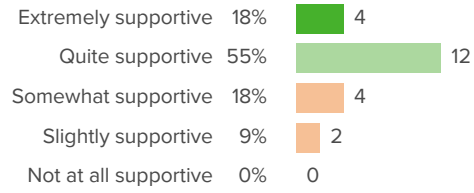
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▼ 7 from last survey

Favorable: **41%**

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



▼ 2 from last survey

Favorable: **73%**



# School Climate

Your average

**77%**

22 responses

Change

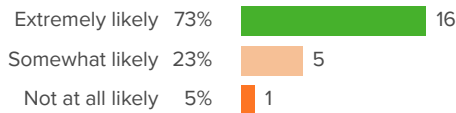
▼ **5**

since last survey

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

## How did people respond?

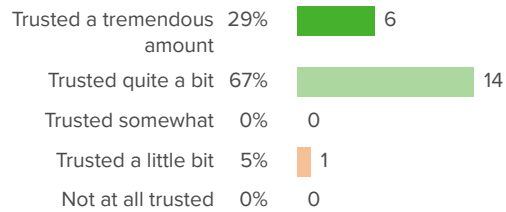
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▲ **3** from last survey

Favorable: **73%**

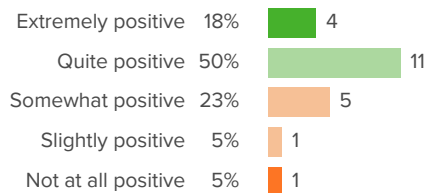
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ **5** from last survey

Favorable: **95%**

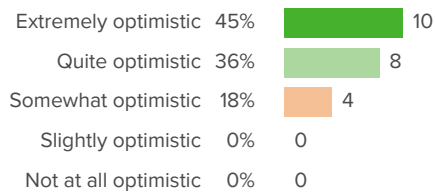
**Q.3: How positive are the attitudes of your colleagues?**



▼ **15** from last survey

Favorable: **68%**

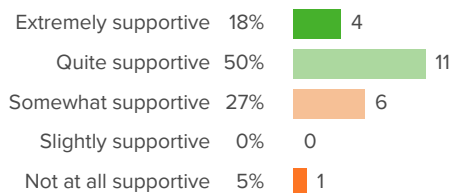
**Q.4: How optimistic are you the future of Special School District?**



▼ **5** from last survey

Favorable: **82%**

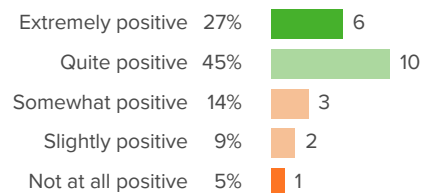
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ **11** from last survey

Favorable: **68%**

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



▼ **10** from last survey

Favorable: **73%**



# School Leadership

Your average

**69%**

22 responses

Change

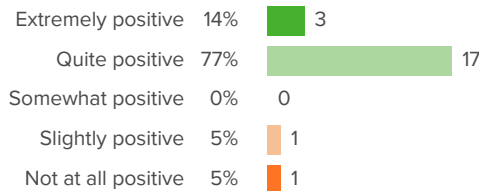
**▼ 8**

since last survey

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

## How did people respond?

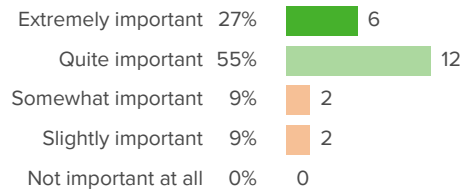
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 4 from last survey

Favorable: **91%**

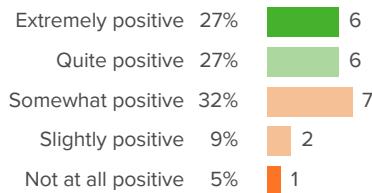
### Q.2: For your school leaders, how important is staff satisfaction?



▼ 4 from last survey

Favorable: **82%**

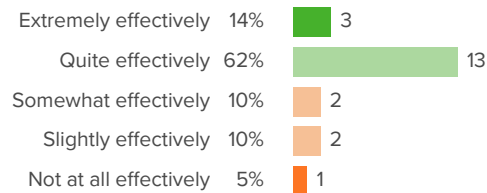
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 35 from last survey

Favorable: **55%**

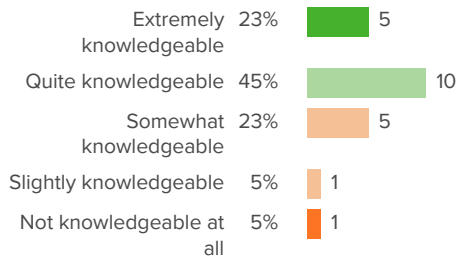
### Q.4: How effectively do school leaders communicate important information to teachers?



▼ 10 from last survey

Favorable: **76%**

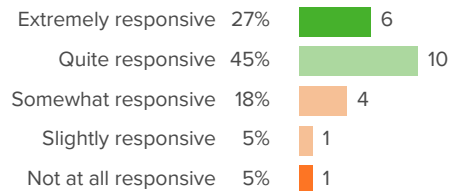
### Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 25 from last survey

Favorable: **68%**

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

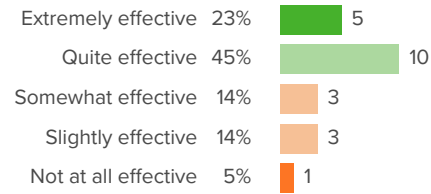


▲ 0 from last survey

Favorable: **73%**



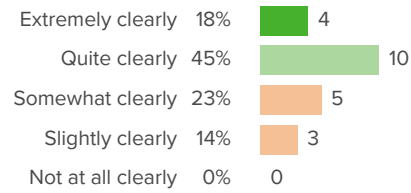
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 2 from last survey

Favorable: **68%**

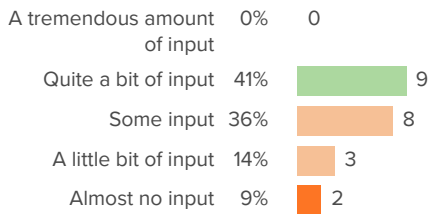
**Q.8: How clearly do your school leaders identify their goals for staff?**



▼ 12 from last survey

Favorable: **64%**

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



▲ 9 from last survey

Favorable: **41%**





# Staff-Leadership Relationships

Your average

# 81%

22 responses

Change

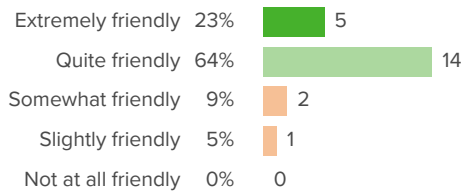
# ▼ 7

since last survey

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

## How did people respond?

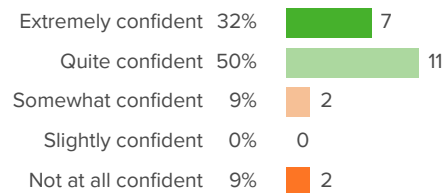
### Q.1: How friendly are your school leaders toward you?



▼ 14 from last survey

Favorable: **86%**

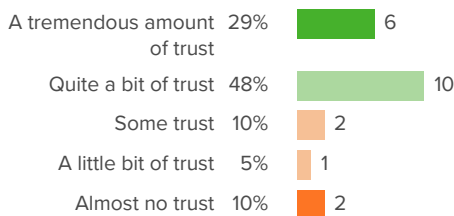
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 5 from last survey

Favorable: **82%**

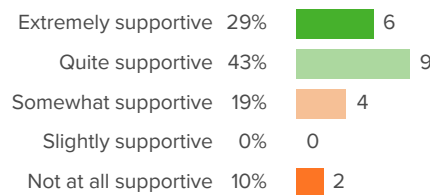
### Q.3: How much trust exists between school leaders and staff?



▼ 7 from last survey

Favorable: **76%**

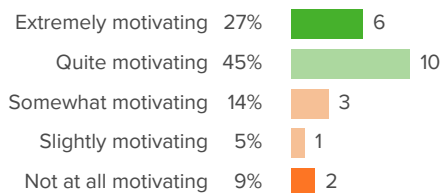
### Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 16 from last survey

Favorable: **71%**

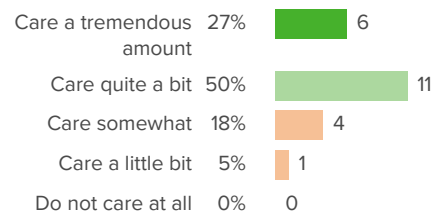
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 6 from last survey

Favorable: **73%**

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

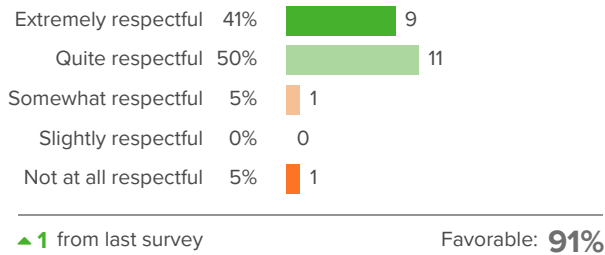


▼ 6 from last survey

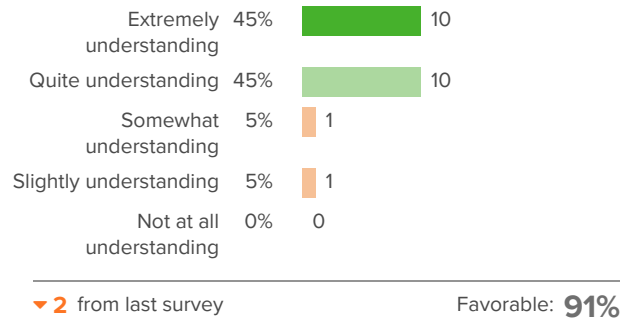
Favorable: **77%**



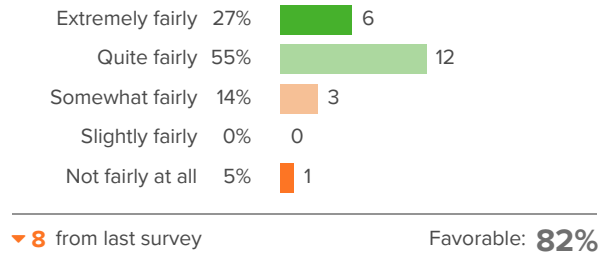
**Q.7: How respectful are your school leaders towards you?**



**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

# 74%

22 responses

Change

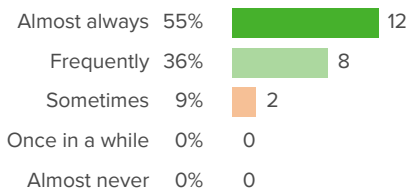
# ▼ 7

since last survey

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

## How did people respond?

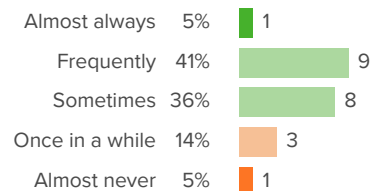
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 9 from last survey

Favorable: **91%**

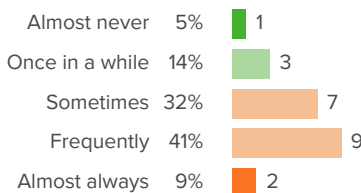
**Q.2: During the past week, how often did you feel excited at work?**



▼ 4 from last survey

Favorable: **82%**

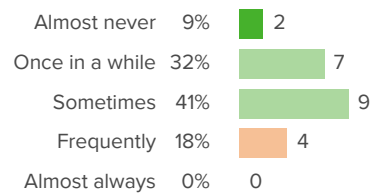
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 3 from last survey

Favorable: **18%**

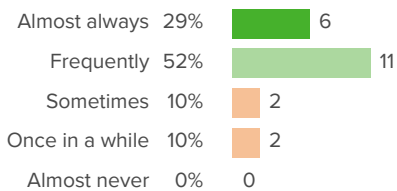
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 4 from last survey

Favorable: **82%**

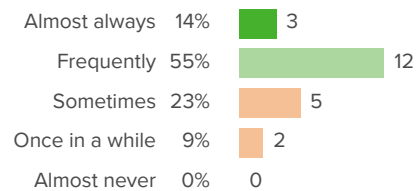
**Q.5: During the past week, how often did you feel happy at work?**



▼ 9 from last survey

Favorable: **81%**

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

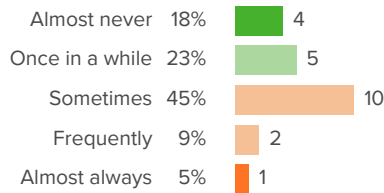


▼ 4 from last survey

Favorable: **68%**

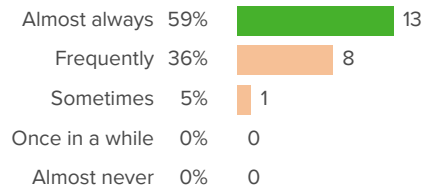


**Q.7: During the past week, how often did you feel overwhelmed at work?**



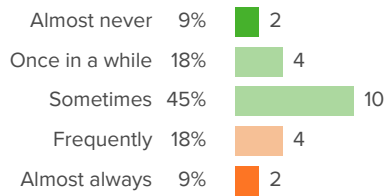
▼ 18 from last survey Favorable: **41%**

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



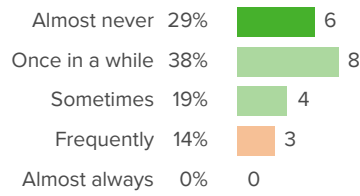
▼ 7 from last survey Favorable: **59%**

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



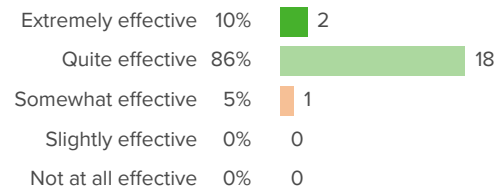
▼ 13 from last survey Favorable: **73%**

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



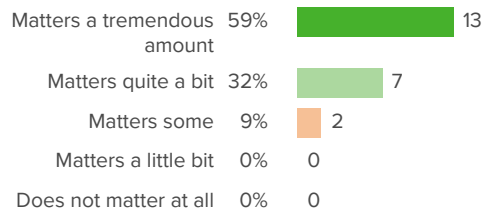
▼ 7 from last survey Favorable: **86%**

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



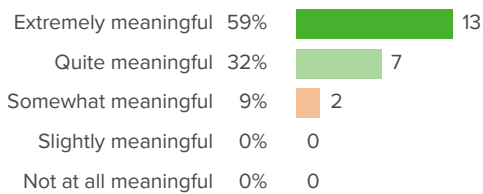
▲ 9 from last survey Favorable: **95%**

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



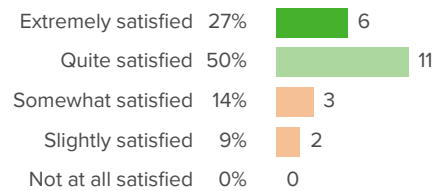
▼ 9 from last survey Favorable: **91%**

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



▼ 9 from last survey Favorable: **91%**

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



▼ 9 from last survey Favorable: **77%**



# Work environment

Your average

# 86%

22 responses

Change

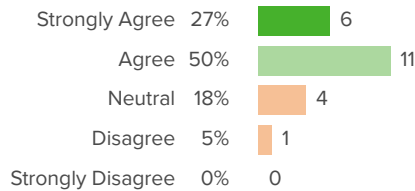
# ▼ 5

since last survey

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

## How did people respond?

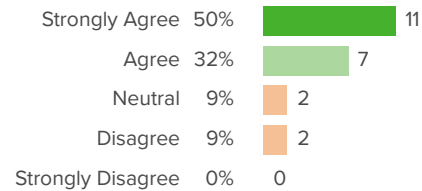
**Q.1: I have the materials and resources to do my job effectively.**



▲ 0 from last survey

Favorable: **77%**

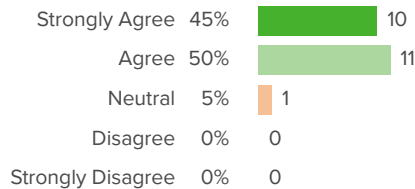
**Q.2: My school/location is in good condition and well-maintained.**



▼ 18 from last survey

Favorable: **82%**

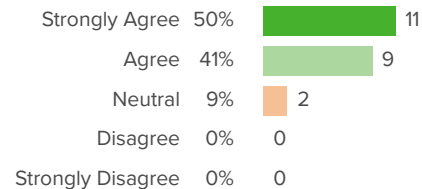
**Q.3: I feel safe in my school/location.**



▲ 2 from last survey

Favorable: **95%**

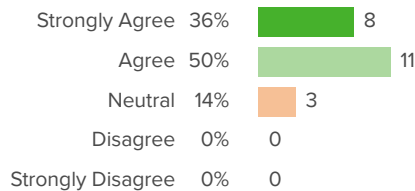
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 2 from last survey

Favorable: **91%**

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



▼ 7 from last survey

Favorable: **86%**



## Background Questions

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



**Q.1: Location**

Affton School District	100%	22
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	0%	0
University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	0%	0
Ackerman School	0%	0
Bridges Program	0%	0
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	0%	0
Learning Center	0%	0
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	14%	3
Paraprofessional - Partner district	86%	18



**Affton 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