



# Webster Groves School District

Para Survey  
Spring 2024



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Communicating results</b>	<b>77%</b> ▲ 7 since last survey	<b>62%</b> SSD of St. Louis (MO)
<b>Communications</b>	<b>58%</b> ▲ 8 since last survey	<b>68%</b> SSD of St. Louis (MO)
<b>Deia</b>	<b>68%</b> ▲ 11 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>31%</b> ▼ 2 since last survey	<b>42%</b> SSD of St. Louis (MO)
<b>Mission and vision</b>	<b>81%</b> ▲ 9 since last survey	<b>73%</b> SSD of St. Louis (MO)
<b>Overall engagement</b>	<b>86%</b> ▼ 5 since last survey	<b>81%</b> SSD of St. Louis (MO)
<b>Partner Districts</b>	<b>60%</b> ▼ 13 since last survey	<b>67%</b> SSD of St. Louis (MO)



### Professional Learning

**39%**

▲ 1

since last survey

**46%**

SSD of St. Louis (MO)

### School Climate

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

**59%**

▲ 7

since last survey

**63%**

SSD of St. Louis (MO)

### School Leadership

Perceptions of the school leadership's effectiveness.

**48%**

▼ 5

since last survey

**54%**

SSD of St. Louis (MO)

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**58%**

▲ 1

since last survey

**64%**

SSD of St. Louis (MO)

### Well-being

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

**71%**

▼ 6

since last survey

**72%**

SSD of St. Louis (MO)

### Work environment

**84%**

▲ 8

since last survey

**80%**

SSD of St. Louis (MO)

17 responses



# Communicating results

Your average

**77%**

17 responses

Change

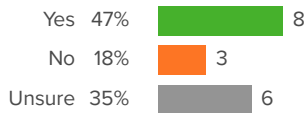
**▲ 7**

since last survey

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

## How did people respond?

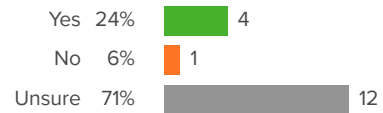
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▼ **16** from last survey

Favorable: **73%**

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



▲ **30** from last survey

Favorable: **80%**



# Communications

Your average

# 58%

17 responses

Change

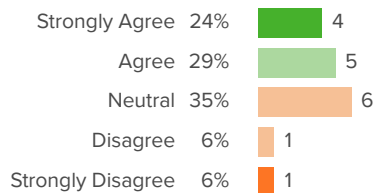
# ▲ 8

since last survey

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

## How did people respond?

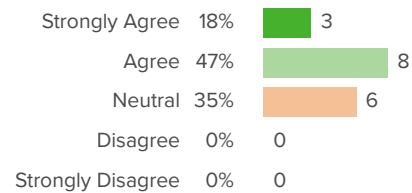
**Q.1: My direct supervisor provides me with constructive feedback.**



▲ 5 from last survey

Favorable: **53%**

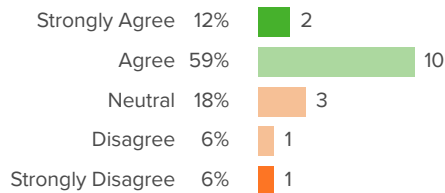
**Q.2: I receive adequate and timely information about district news and initiatives.**



▼ 2 from last survey

Favorable: **65%**

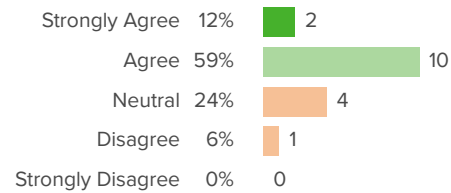
**Q.3: I am aware of where and how I can direct a question or concern.**



▲ 19 from last survey

Favorable: **71%**

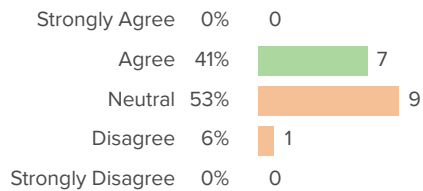
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▲ 21 from last survey

Favorable: **71%**

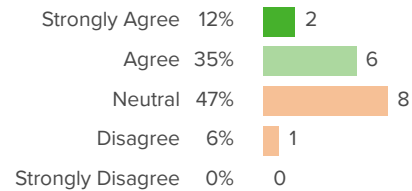
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▲ 6 from last survey

Favorable: **41%**

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



▼ 1 from last survey

Favorable: **47%**



# Deia

Your average

# 68%

17 responses

Change

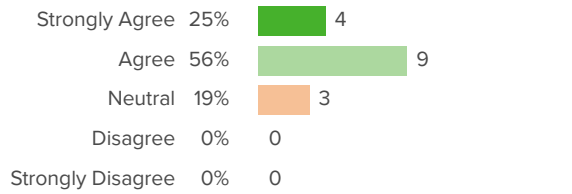
# ▲ 11

since last survey

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

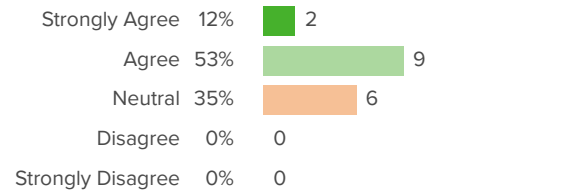
## How did people respond?

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



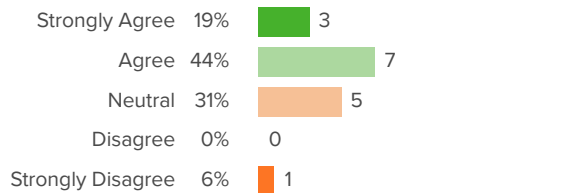
▲ 5 from last survey Favorable: **81%**

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



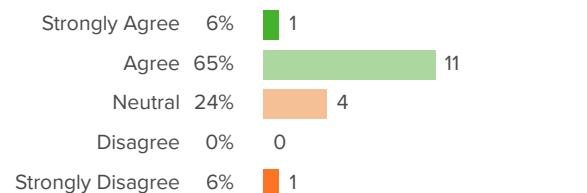
▲ 22 from last survey Favorable: **65%**

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



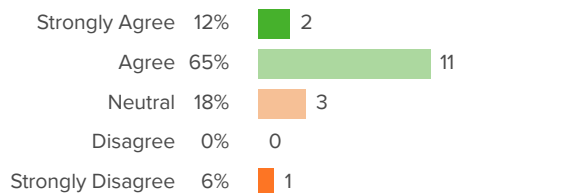
▲ 15 from last survey Favorable: **63%**

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



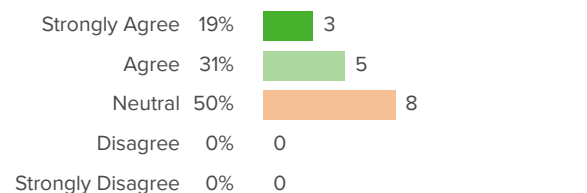
▲ 4 from last survey Favorable: **71%**

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



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

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



▼ 15 from last survey Favorable: **50%**



# Feedback and Coaching

Your average

# 31%

17 responses

Change

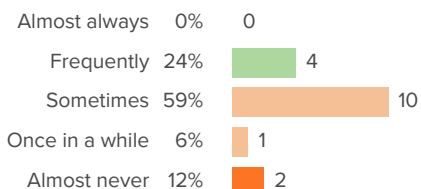
# ▼ 2

since last survey

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

## How did people respond?

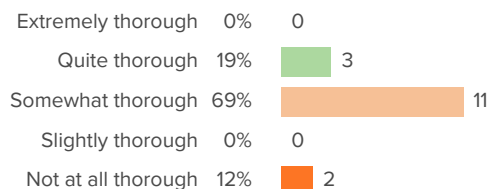
### Q.1: How often do you receive feedback on your teaching?



▼ 13 from last survey

Favorable: **24%**

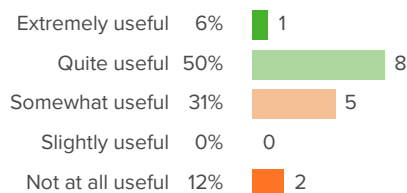
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ 13 from last survey

Favorable: **19%**

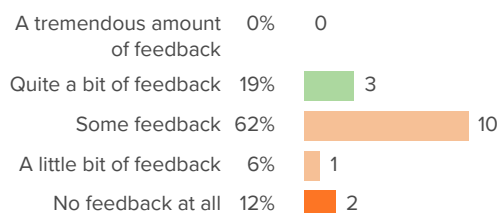
### Q.3: How useful do you find the feedback you receive on your teaching?



▲ 9 from last survey

Favorable: **56%**

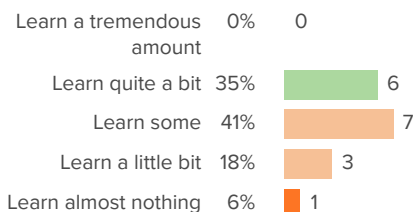
### Q.4: How much feedback do you receive on your teaching?



▼ 3 from last survey

Favorable: **19%**

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



▲ 7 from last survey

Favorable: **35%**



# Mission and vision

Your average

**81%**

17 responses

Change

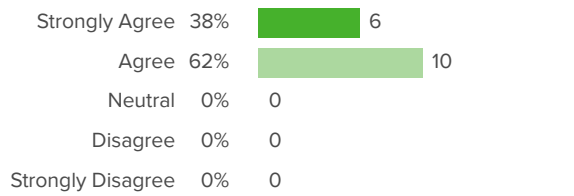
**▲ 9**

since last survey

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

## How did people respond?

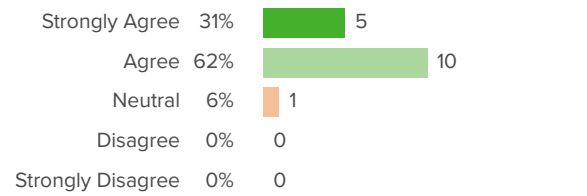
**Q.1: I am familiar with and support the mission and vision of SSD.**



▲ 14 from last survey

Favorable: **100%**

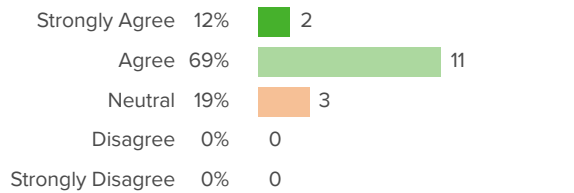
**Q.2: The district's mission and vision are clearly defined.**



▲ 8 from last survey

Favorable: **94%**

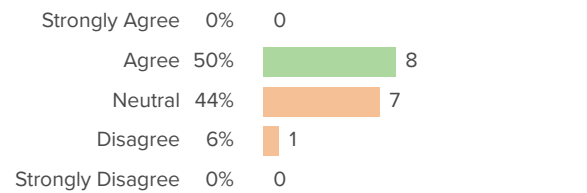
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▲ 10 from last survey

Favorable: **81%**

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



▲ 7 from last survey

Favorable: **50%**





# Overall engagement

Your average

# 86%

17 responses

Change

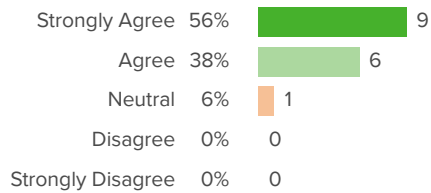
# ▼ 5

since last survey

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

## How did people respond?

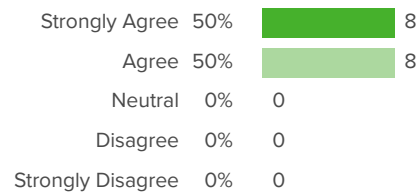
### Q.1: I am proud to work for SSD.



▼ 6 from last survey

Favorable: **94%**

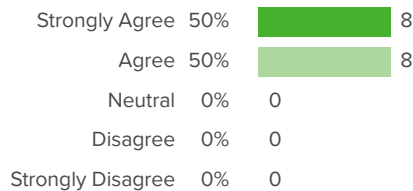
### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 0 from last survey

Favorable: **100%**

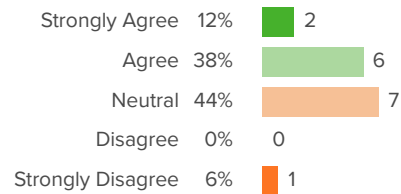
### Q.3: I am engaged in my work.



▲ 0 from last survey

Favorable: **100%**

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



▼ 12 from last survey

Favorable: **50%**



# Partner Districts

Your average

# 60%

17 responses

Change

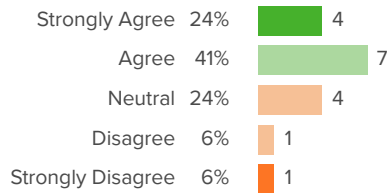
# ▼ 13

since last survey

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

## How did people respond?

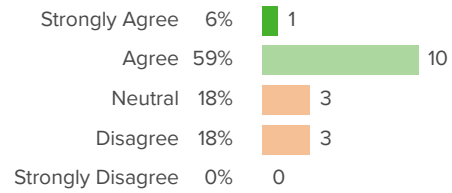
**Q.1: I feel respected and supported by the partner district principal and other administrators at this school.**



▼ 11 from last survey

Favorable: **65%**

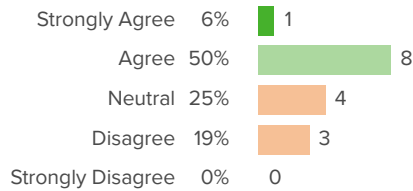
**Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.**



▼ 11 from last survey

Favorable: **65%**

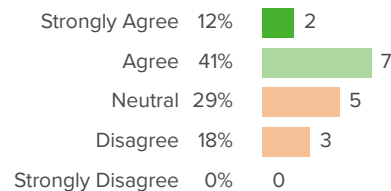
**Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.**



▼ 11 from last survey

Favorable: **56%**

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

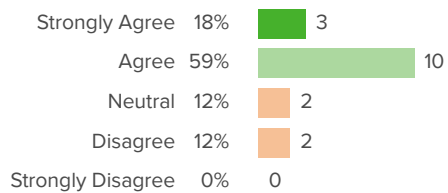


▼ 18 from last survey

Favorable: **53%**



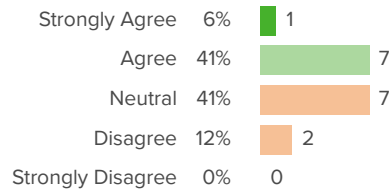
**Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.**



▼ 10 from last survey

Favorable: **76%**

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



▼ 15 from last survey

Favorable: **47%**



# Professional Learning

Your average

# 39%

17 responses

Change

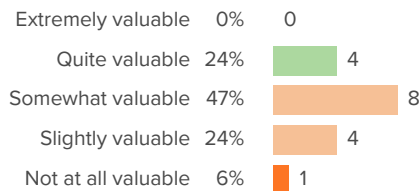
# ▲ 1

since last survey

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

## How did people respond?

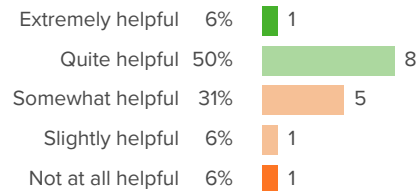
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 9 from last survey

Favorable: **24%**

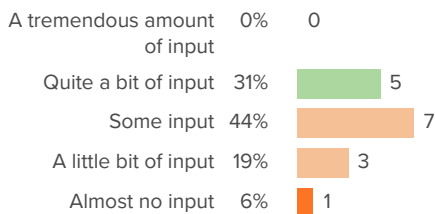
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 7 from last survey

Favorable: **56%**

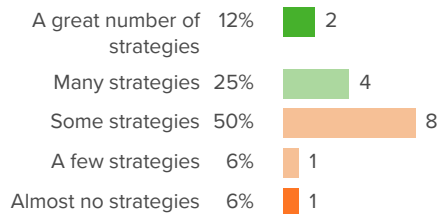
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 1 from last survey

Favorable: **31%**

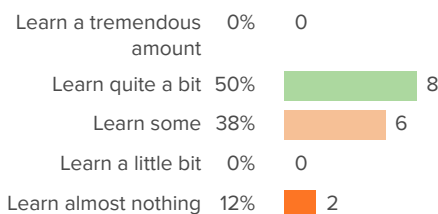
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 20 from last survey

Favorable: **38%**

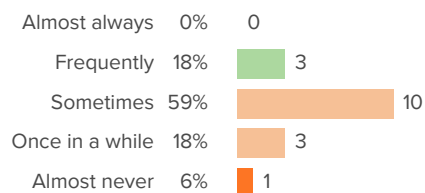
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 11 from last survey

Favorable: **50%**

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

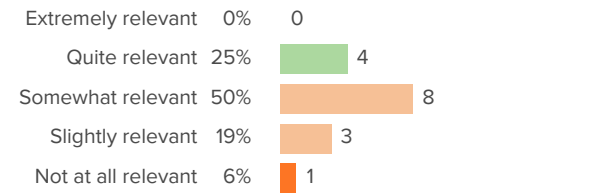


▼ 7 from last survey

Favorable: **18%**



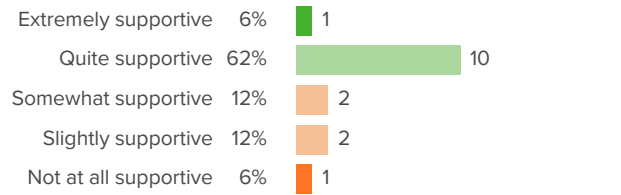
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▲ 8 from last survey

Favorable: **25%**

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



▲ 32 from last survey

Favorable: **69%**



# School Climate

Your average

# 59%

17 responses

Change

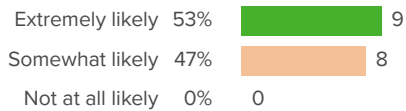
# ▲ 7

since last survey

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

## How did people respond?

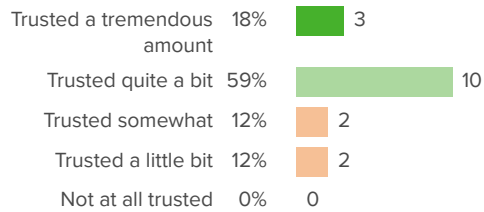
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▲ 10 from last survey

Favorable: **53%**

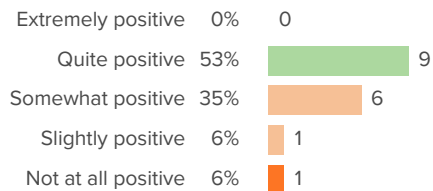
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▲ 9 from last survey

Favorable: **76%**

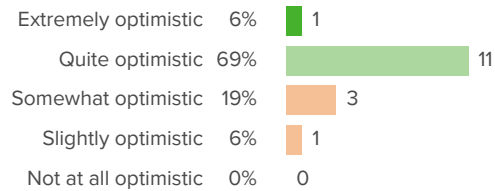
**Q.3: How positive are the attitudes of your colleagues?**



▲ 10 from last survey

Favorable: **53%**

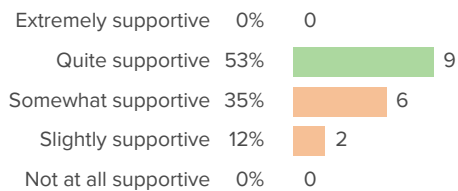
**Q.4: How optimistic are you the future of Special School District?**



▲ 18 from last survey

Favorable: **75%**

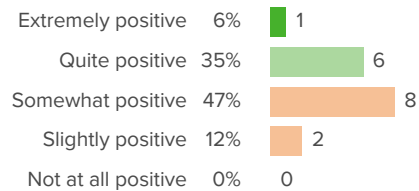
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▲ 10 from last survey

Favorable: **53%**

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



▼ 16 from last survey

Favorable: **41%**



# School Leadership

Your average

# 48%

17 responses

Change

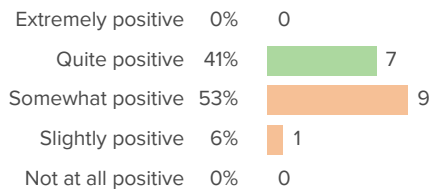
# ▼ 5

since last survey

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

## How did people respond?

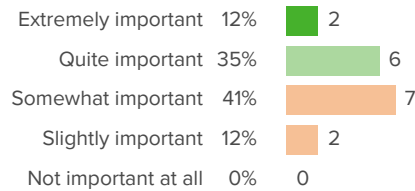
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 30 from last survey

Favorable: **41%**

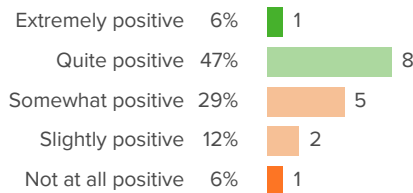
### Q.2: For your school leaders, how important is staff satisfaction?



▼ 18 from last survey

Favorable: **47%**

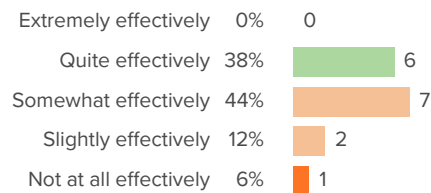
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 3 from last survey

Favorable: **53%**

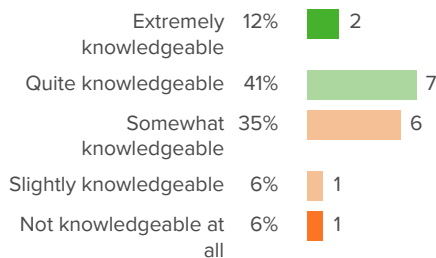
### Q.4: How effectively do school leaders communicate important information to teachers?



▼ 22 from last survey

Favorable: **38%**

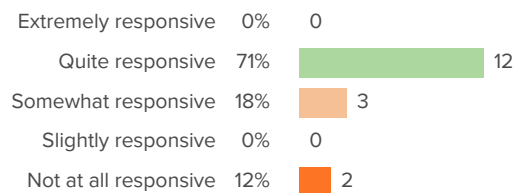
### Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 4 from last survey

Favorable: **53%**

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

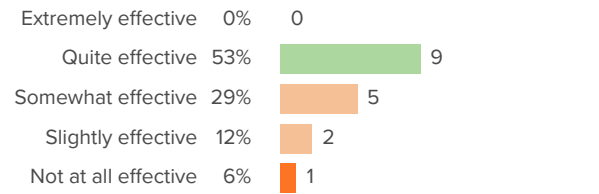


▲ 23 from last survey

Favorable: **71%**

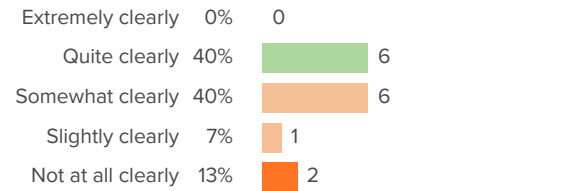


**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



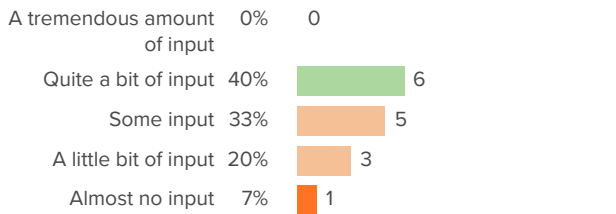
▲ 3 from last survey Favorable: **53%**

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



▼ 12 from last survey Favorable: **40%**

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



▲ 16 from last survey Favorable: **40%**





# Staff-Leadership Relationships

Your average

# 58%

17 responses

Change

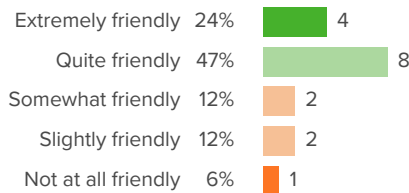
# ▲ 1

since last survey

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

## How did people respond?

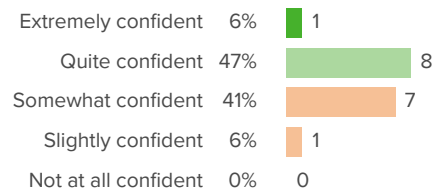
### Q.1: How friendly are your school leaders toward you?



▲ 0 from last survey

Favorable: **71%**

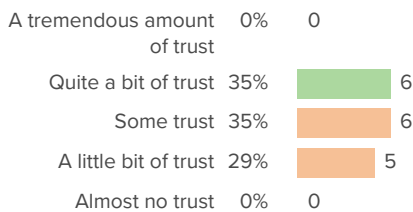
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 4 from last survey

Favorable: **53%**

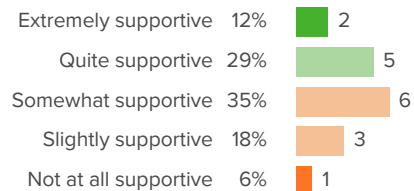
### Q.3: How much trust exists between school leaders and staff?



▲ 2 from last survey

Favorable: **35%**

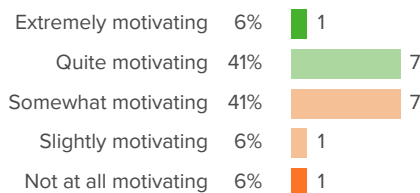
### Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 11 from last survey

Favorable: **41%**

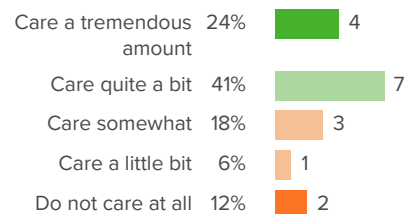
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ 9 from last survey

Favorable: **47%**

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

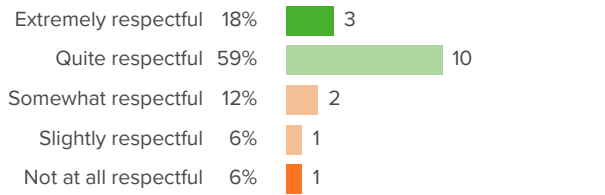


▲ 8 from last survey

Favorable: **65%**

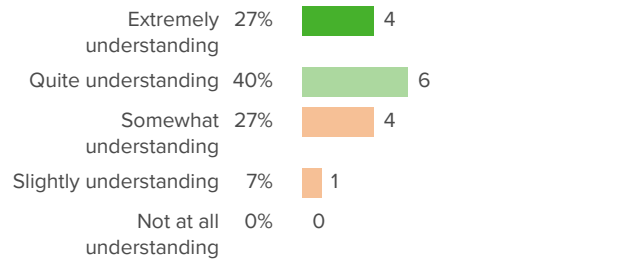


**Q.7: How respectful are your school leaders towards you?**



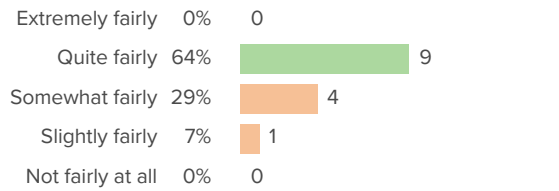
▼ **14** from last survey Favorable: **76%**

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



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

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



▲ **7** from last survey Favorable: **64%**



# Well-being

Your average

# 71%

17 responses

Change

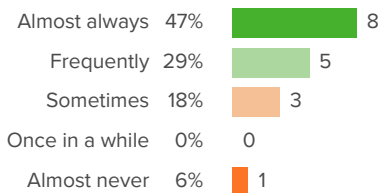
# ▼ 6

since last survey

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

## How did people respond?

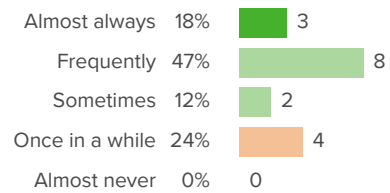
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 14 from last survey

Favorable: **76%**

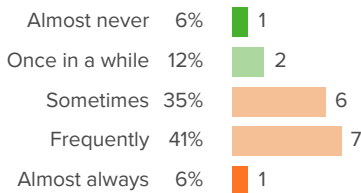
**Q.2: During the past week, how often did you feel excited at work?**



▼ 14 from last survey

Favorable: **76%**

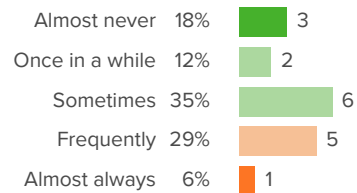
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 1 from last survey

Favorable: **18%**

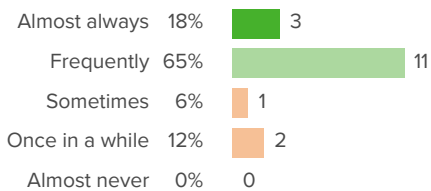
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 20 from last survey

Favorable: **65%**

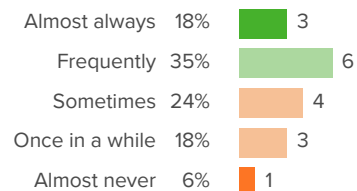
**Q.5: During the past week, how often did you feel happy at work?**



▲ 6 from last survey

Favorable: **82%**

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

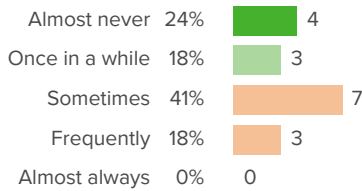


▼ 14 from last survey

Favorable: **53%**

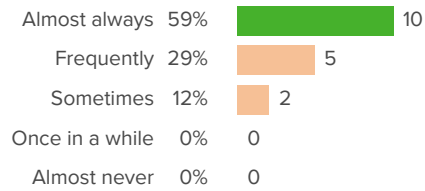


**Q.7: During the past week, how often did you feel overwhelmed at work?**



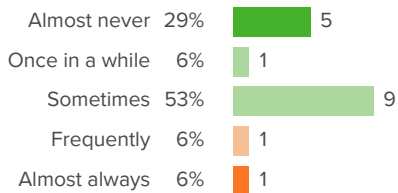
▼ **16** from last survey Favorable: **41%**

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



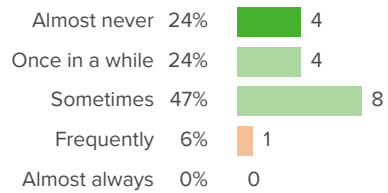
▲ **2** from last survey Favorable: **59%**

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



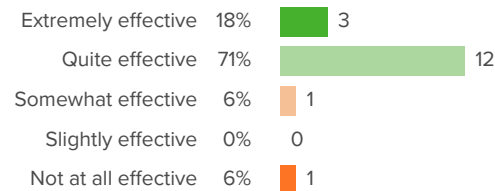
▼ **2** from last survey Favorable: **88%**

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



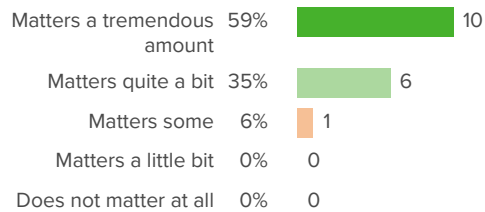
▼ **6** from last survey Favorable: **94%**

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



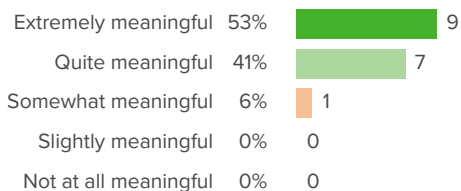
▲ **12** from last survey Favorable: **88%**

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



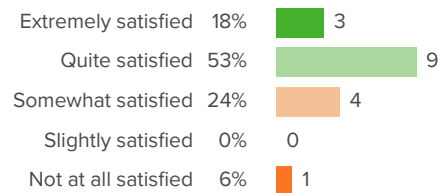
▼ **1** from last survey Favorable: **94%**

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



▼ **1** from last survey Favorable: **94%**

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



▼ **5** from last survey Favorable: **71%**



# Work environment

Your average

**84%**

17 responses

Change

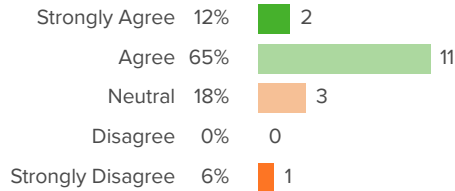
**▲ 8**

since last survey

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

## How did people respond?

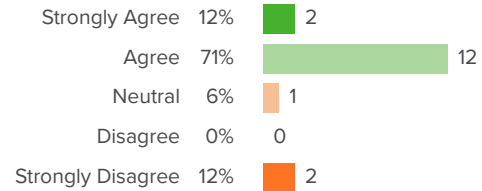
**Q.1: I have the materials and resources to do my job effectively.**



▲ 6 from last survey

Favorable: **76%**

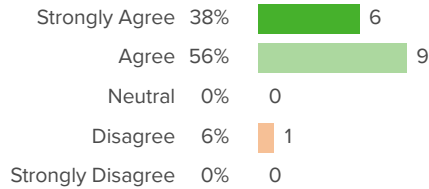
**Q.2: My school/location is in good condition and well-maintained.**



▲ 22 from last survey

Favorable: **82%**

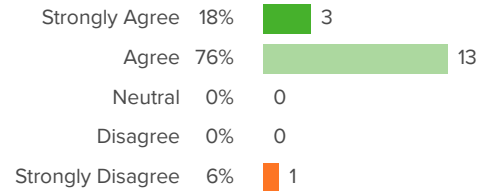
**Q.3: I feel safe in my school/location.**



▲ 13 from last survey

Favorable: **94%**

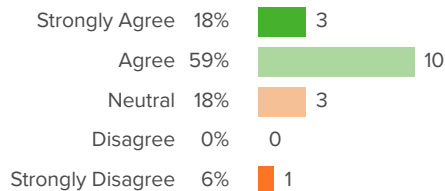
**Q.4: I am aware of safety and security procedures at my school/location.**



▼ 1 from last survey

Favorable: **94%**

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



▲ 0 from last survey

Favorable: **76%**



# 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	0%	0
University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	100%	16
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	0%	0
Paraprofessional - 100% Partner district		16



**Webster Groves 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