



# Northview

Para Survey  
Fall 2023



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<b>Communicating results</b>	<b>75%</b>	<b>73%</b> SSD of St. Louis (MO) <b>77%</b> Special School District
<b>Communications</b>	<b>74%</b>	<b>72%</b> SSD of St. Louis (MO) <b>73%</b> Special School District
<b>Deia</b>	<b>63%</b>	<b>72%</b> SSD of St. Louis (MO) <b>71%</b> Special School District
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>53%</b>	<b>44%</b> SSD of St. Louis (MO) <b>47%</b> Special School District
<b>Mission and vision</b>	<b>73%</b>	<b>74%</b> SSD of St. Louis (MO) <b>75%</b> Special School District
<b>Overall engagement</b>	<b>82%</b>	<b>82%</b> SSD of St. Louis (MO) <b>84%</b> Special School District
<b>Partner Districts</b>	<b>50%</b>	<b>71%</b> SSD of St. Louis (MO) <b>56%</b> Special School District
<b>Professional Learning</b>	<b>57%</b>	<b>47%</b> SSD of St. Louis (MO) <b>51%</b> Special School District
<b>School Climate</b> Perceptions of the overall social and learning climate of the school.	<b>49%</b>	<b>64%</b> SSD of St. Louis (MO) <b>64%</b> Special School District



**School Leadership**

Perceptions of the school leadership’s effectiveness.

**62%**

**59%**

SSD of St. Louis (MO)

**61%**

Special School District

**Staff-Leadership Relationships**

Perceptions of faculty and staff relationships with school leaders.

**70%**

**68%**

SSD of St. Louis (MO)

**70%**

Special School District

**Well-being**

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

**67%**

**72%**

SSD of St. Louis (MO)

**73%**

Special School District

**Work environment**

**83%**

**82%**

SSD of St. Louis (MO)

**86%**

Special School District

28 responses



# Communicating results

Your average

**75%**

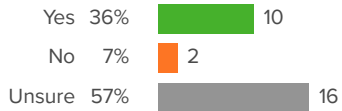
28 responses

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

District average: **77%** Special School District

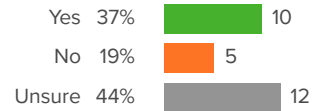
## How did people respond?

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



Favorable: **83%**

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



Favorable: **67%**



# Communications

Your average

# 74%

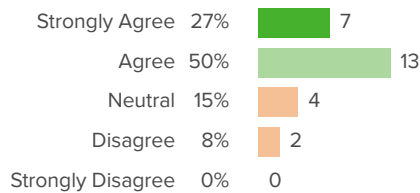
28 responses

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

District average: **73%** Special School District

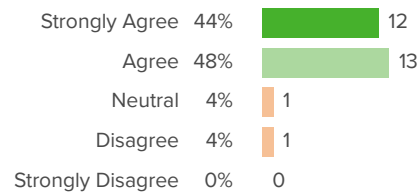
## How did people respond?

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



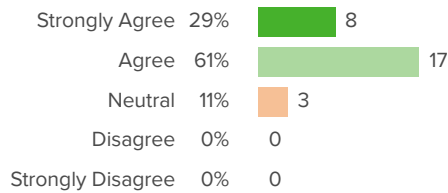
Favorable: **77%**

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



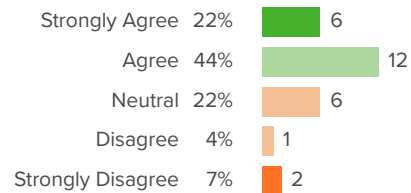
Favorable: **93%**

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



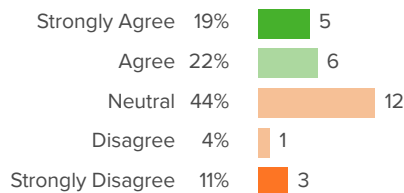
Favorable: **89%**

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



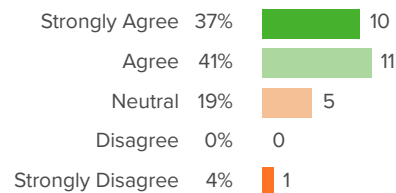
Favorable: **67%**

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



Favorable: **41%**

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



Favorable: **78%**



# Deia

Your average

# 63%

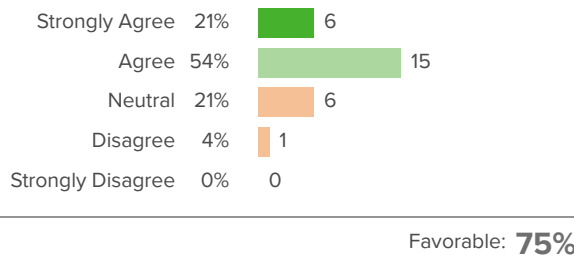
28 responses

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

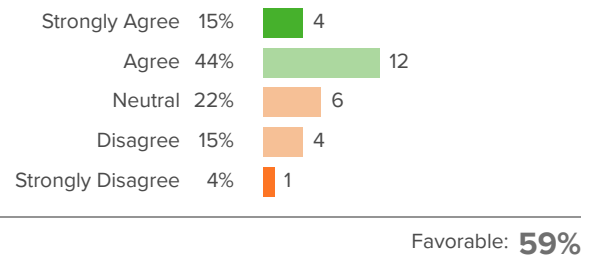
District average: **71%** Special School District

## How did people respond?

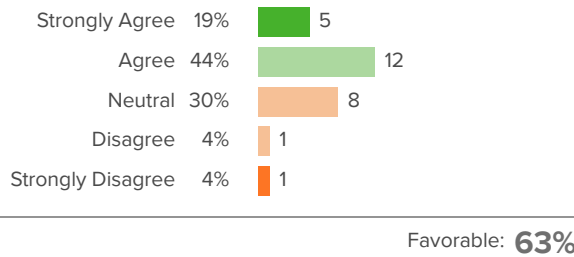
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



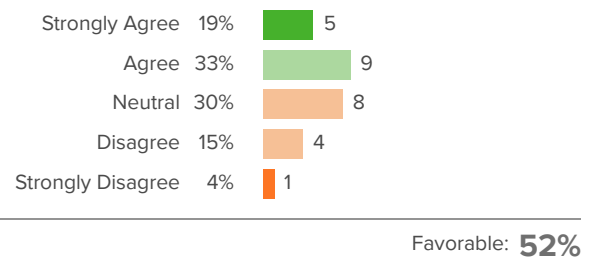
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



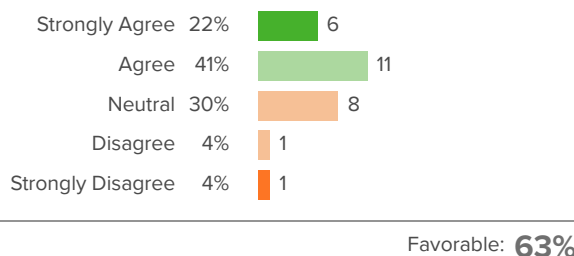
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



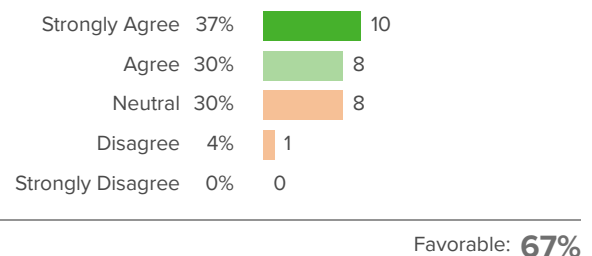
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



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



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





# Feedback and Coaching

Your average

# 53%

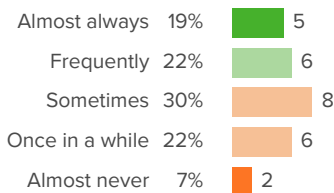
28 responses

Client average: **44%** SSD of St. Louis (MO)

District average: **47%** Special School District

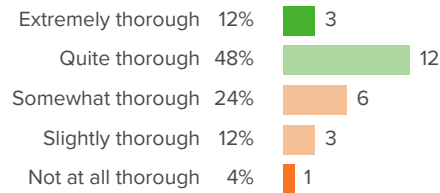
## How did people respond?

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



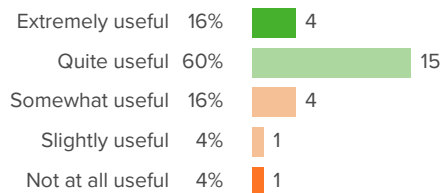
Favorable: **41%**

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



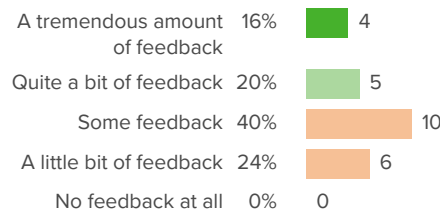
Favorable: **60%**

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



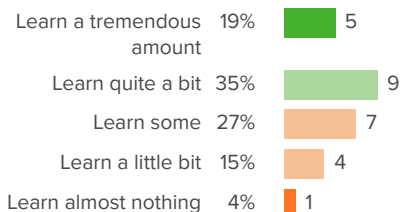
Favorable: **76%**

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



Favorable: **36%**

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



Favorable: **54%**



# Mission and vision

Your average

# 73%

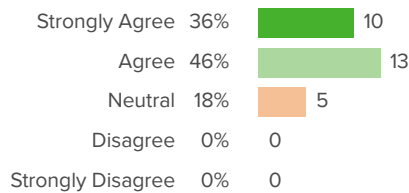
28 responses

Client average: **74%** SSD of St. Louis (MO)

District average: **75%** Special School District

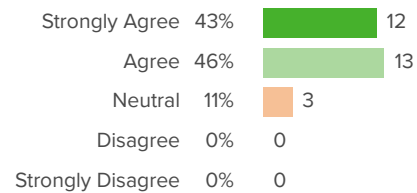
## How did people respond?

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



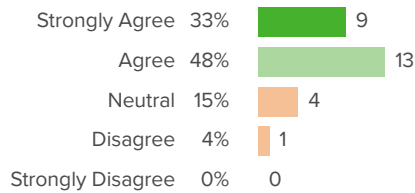
Favorable: **82%**

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



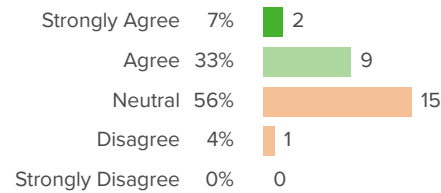
Favorable: **89%**

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



Favorable: **81%**

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



Favorable: **41%**





# Overall engagement

Your average

# 82%

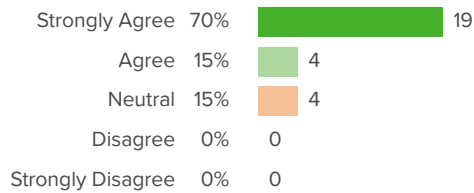
28 responses

Client average: **82%** SSD of St. Louis (MO)

District average: **84%** Special School District

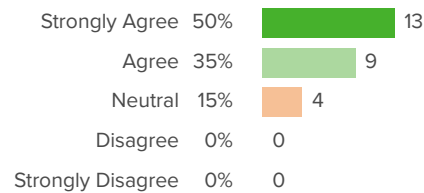
## How did people respond?

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



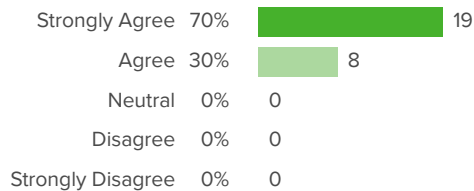
Favorable: **85%**

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



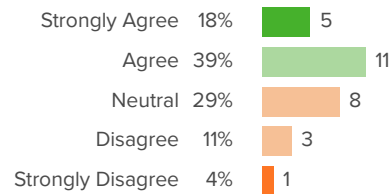
Favorable: **85%**

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



Favorable: **100%**

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



Favorable: **57%**



# Partner Districts

Your average

# 50%

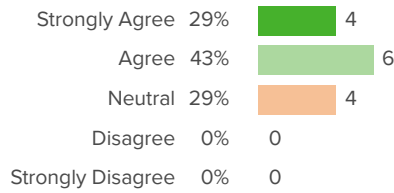
28 responses

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

District average: **56%** Special School District

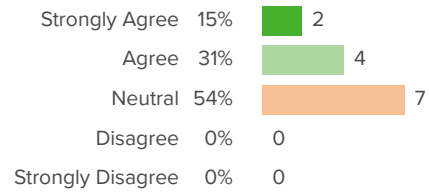
## How did people respond?

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



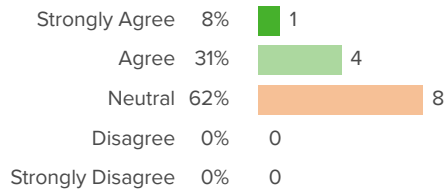
Favorable: **71%**

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



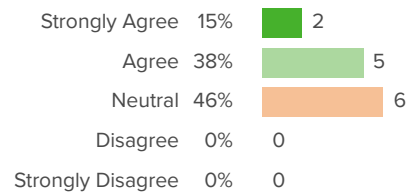
Favorable: **46%**

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



Favorable: **38%**

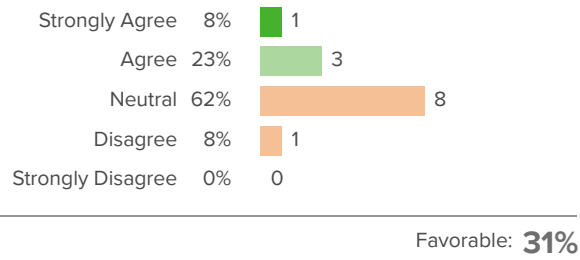
**Q.4: My partner district principal effectively communicates important issues that affect me.**



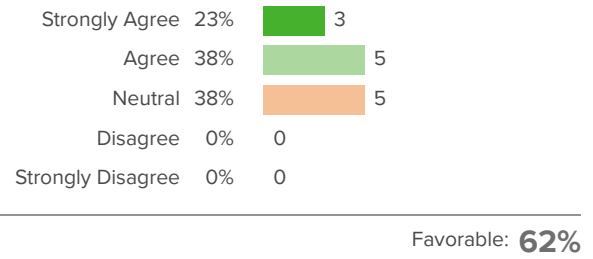
Favorable: **54%**



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



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





# Professional Learning

Your average

# 57%

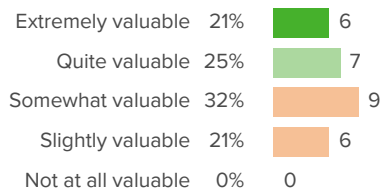
28 responses

Client average: **47%** SSD of St. Louis (MO)

District average: **51%** Special School District

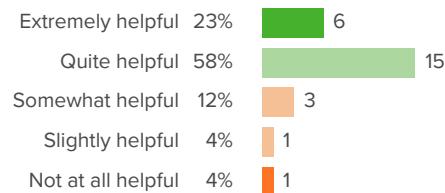
## How did people respond?

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



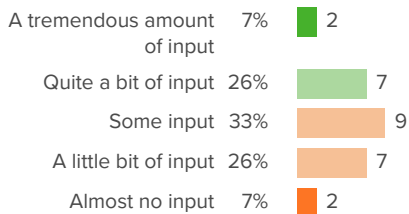
Favorable: **46%**

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



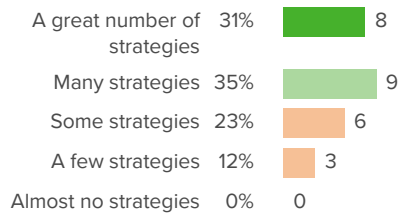
Favorable: **81%**

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



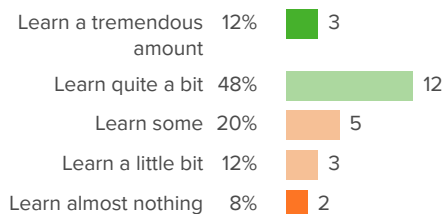
Favorable: **33%**

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



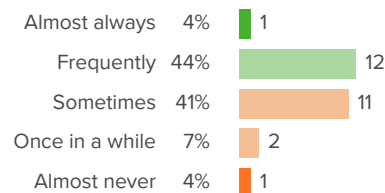
Favorable: **65%**

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



Favorable: **60%**

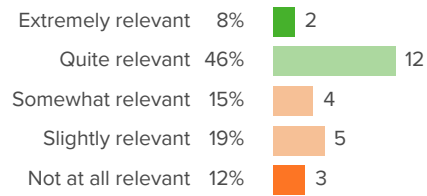
### Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **48%**

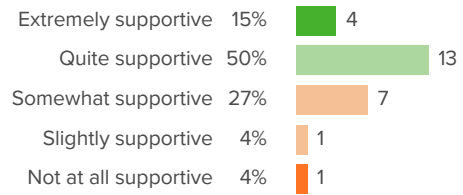


**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



Favorable: **54%**

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



Favorable: **65%**



# School Climate

Your average

# 49%

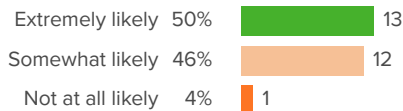
28 responses

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

District average: **64%** Special School District

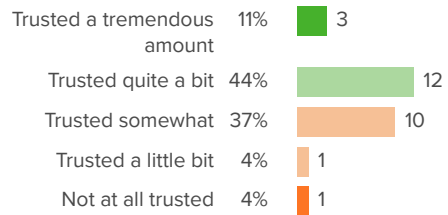
## How did people respond?

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



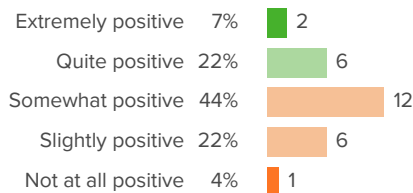
Favorable: **50%**

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



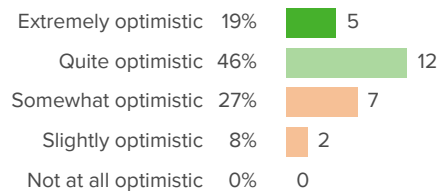
Favorable: **56%**

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



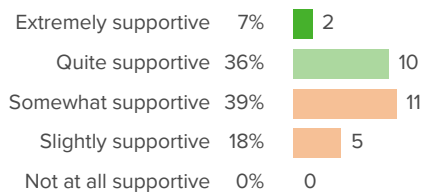
Favorable: **30%**

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



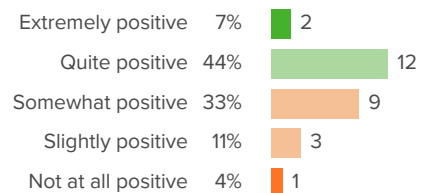
Favorable: **65%**

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



Favorable: **43%**

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



Favorable: **52%**



# School Leadership

Your average

# 62%

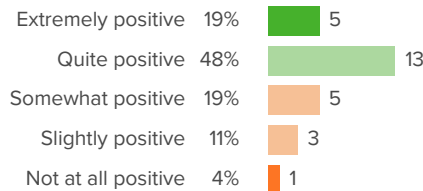
28 responses

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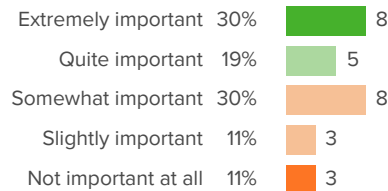
## How did people respond?

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



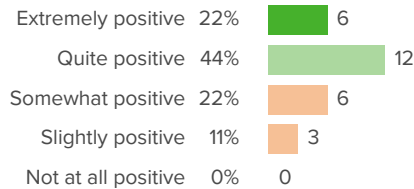
Favorable: **67%**

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



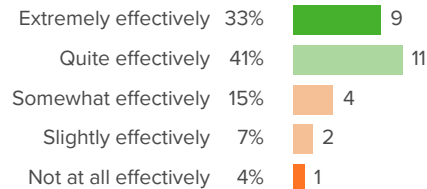
Favorable: **48%**

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



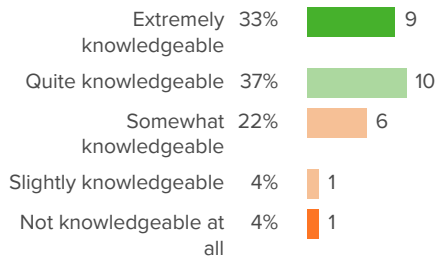
Favorable: **67%**

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



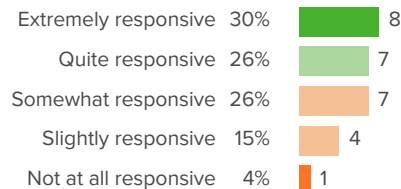
Favorable: **74%**

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



Favorable: **70%**

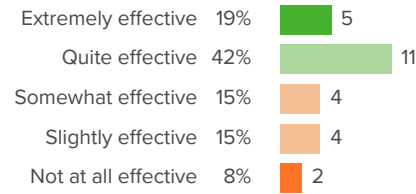
**Q.6: How responsive are school leaders to your feedback?**



Favorable: **56%**

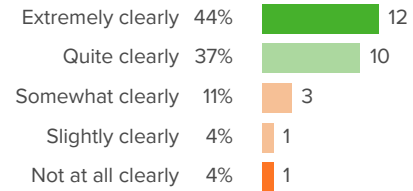


**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



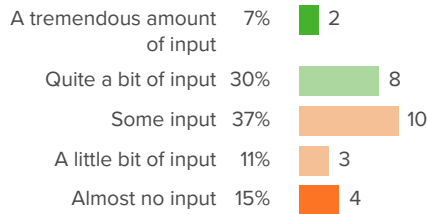
Favorable: **62%**

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



Favorable: **81%**

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



Favorable: **37%**





# Staff-Leadership Relationships

Your average

# 70%

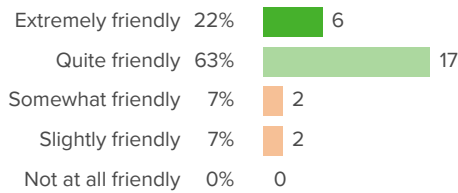
28 responses

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

District average: **70%** Special School District

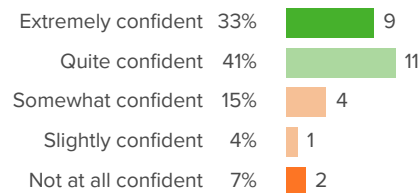
## How did people respond?

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



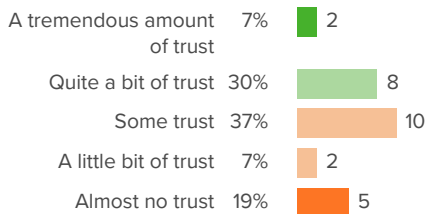
Favorable: **85%**

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



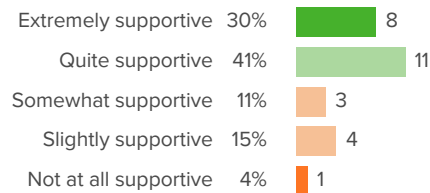
Favorable: **74%**

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



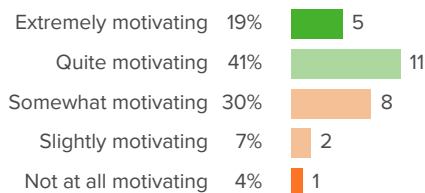
Favorable: **37%**

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



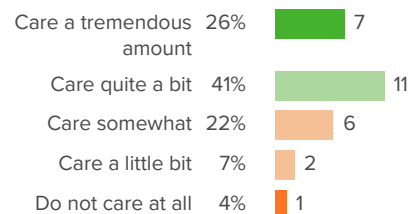
Favorable: **70%**

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



Favorable: **59%**

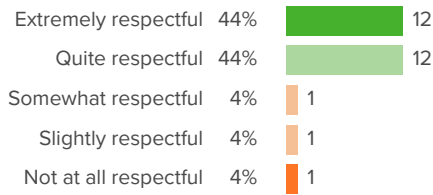
### Q.6: How much do your school leaders care about you as an individual?



Favorable: **67%**

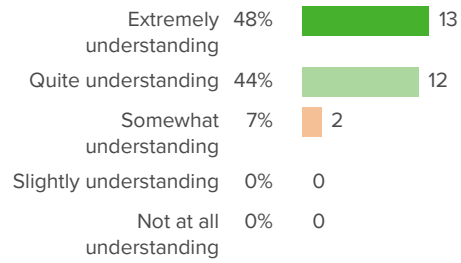


**Q.7: How respectful are your school leaders towards you?**



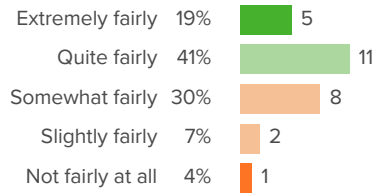
Favorable: **89%**

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



Favorable: **93%**

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



Favorable: **59%**



# Well-being

Your average

# 67%

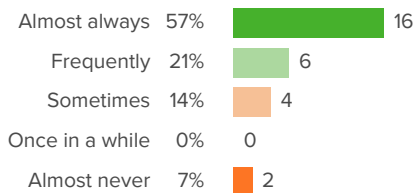
28 responses

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

District average: **73%** Special School District

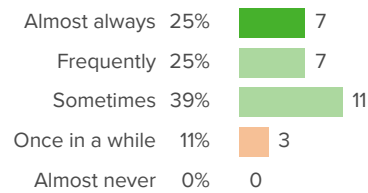
## How did people respond?

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



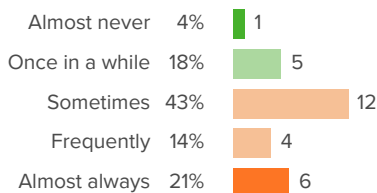
Favorable: **79%**

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



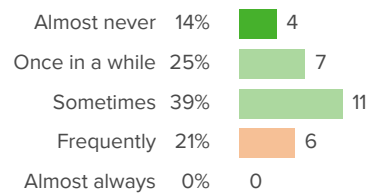
Favorable: **89%**

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



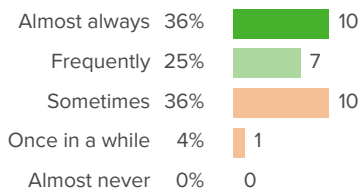
Favorable: **21%**

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



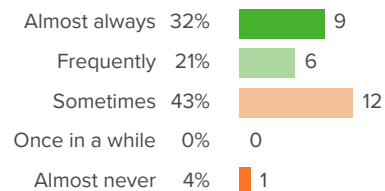
Favorable: **79%**

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



Favorable: **61%**

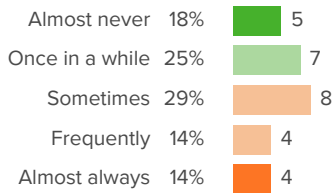
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **54%**

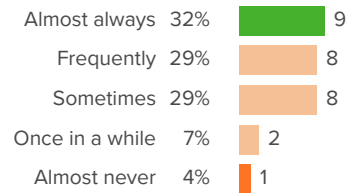


**Q.7: During the past week, how often did you feel overwhelmed at work?**



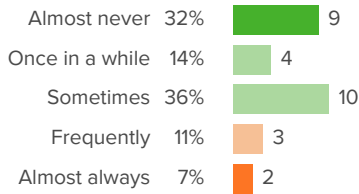
Favorable: **43%**

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



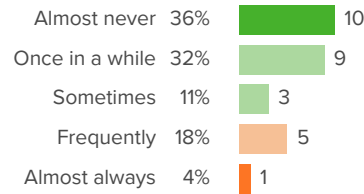
Favorable: **32%**

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



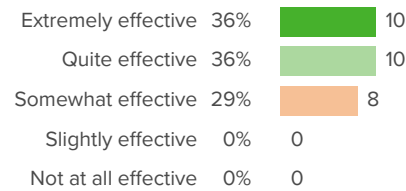
Favorable: **82%**

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



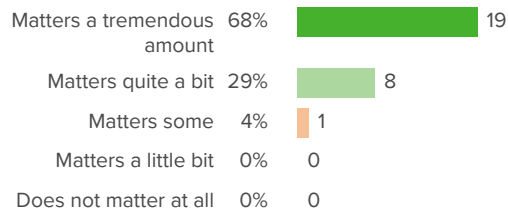
Favorable: **79%**

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



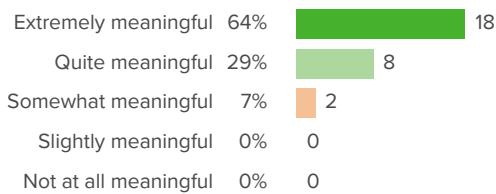
Favorable: **71%**

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



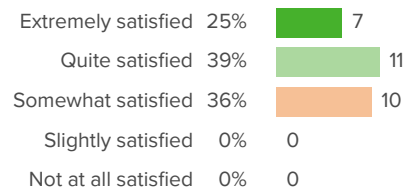
Favorable: **96%**

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



Favorable: **93%**

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



Favorable: **64%**



# Work environment

Your average

# 83%

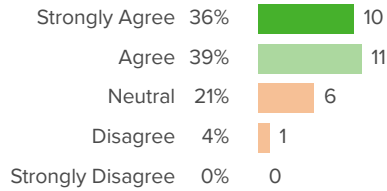
28 responses

Client average: **82%** SSD of St. Louis (MO)

District average: **86%** Special School District

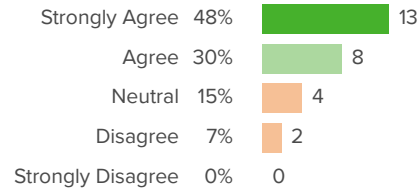
## How did people respond?

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



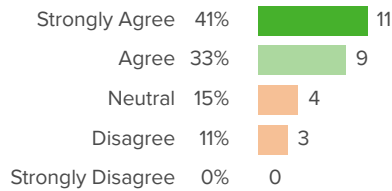
Favorable: **75%**

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



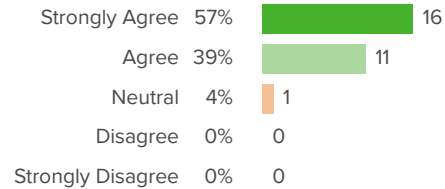
Favorable: **78%**

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



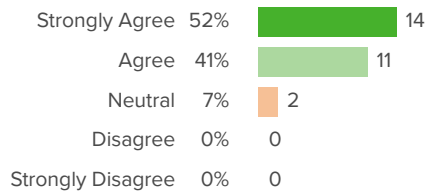
Favorable: **74%**

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



Favorable: **96%**

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



Favorable: **93%**



# Background Questions

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



Q.1: Location

Afton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	4%	1
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	4%	1
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 100% school, site, or program		28
Paraprofessional - Partner district	0%	0



## Northview

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



North Tech High School	0%	0
Northview High School	91%	21
South Tech High School	0%	0
Southview School	0%	0
Vocational Skills Program (VSP)	0%	0