



Normandy School District

Para Survey
Fall 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	62%	73% SSD of St. Louis (MO)
Communications	71%	72% SSD of St. Louis (MO)
Deia	75%	72% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	31%	44% SSD of St. Louis (MO)
Mission and vision	73%	74% SSD of St. Louis (MO)
Overall engagement	77%	82% SSD of St. Louis (MO)
Partner Districts	60%	71% SSD of St. Louis (MO)
Professional Learning	32%	47% SSD of St. Louis (MO)
School Climate Perceptions of the overall social and learning climate of the school.	59%	64% SSD of St. Louis (MO)
School Leadership Perceptions of the school leadership’s effectiveness.	45%	59% SSD of St. Louis (MO)
Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.	54%	68% SSD of St. Louis (MO)



Well-being

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

71%

72%

SSD of St. Louis (MO)

Work environment

70%

82%

SSD of St. Louis (MO)

14 responses



Communicating results

Your average

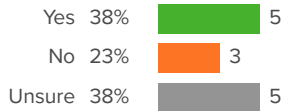
62%

14 responses

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

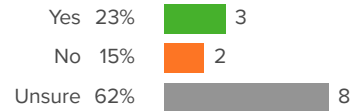
How did people respond?

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



Favorable: **63%**

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



Favorable: **60%**



Communications

Your average

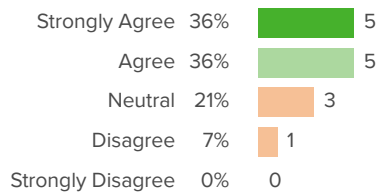
71%

14 responses

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

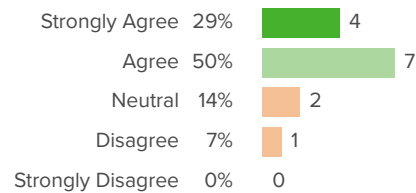
How did people respond?

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



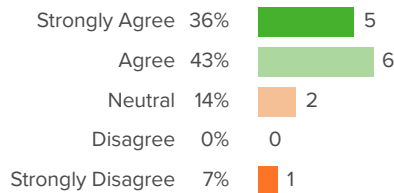
Favorable: **71%**

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



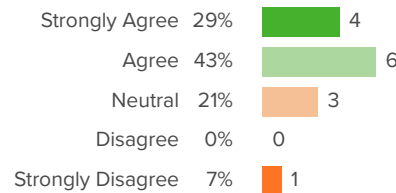
Favorable: **79%**

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



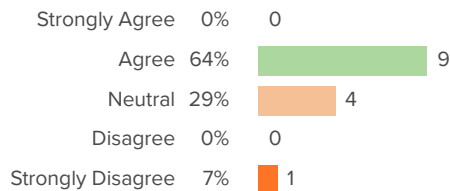
Favorable: **79%**

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



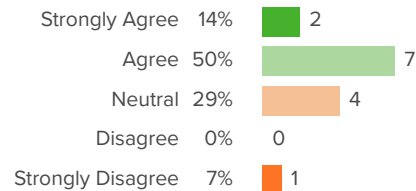
Favorable: **71%**

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



Favorable: **64%**

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



Favorable: **64%**



Deia

Your average

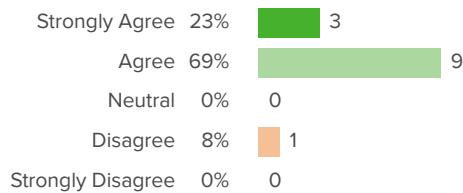
75%

14 responses

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

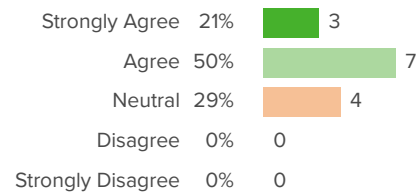
How did people respond?

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



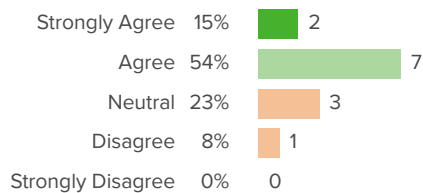
Favorable: **92%**

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



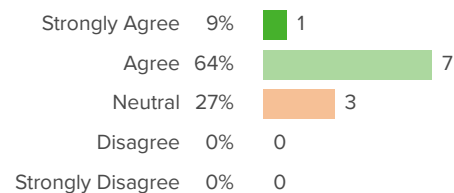
Favorable: **71%**

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



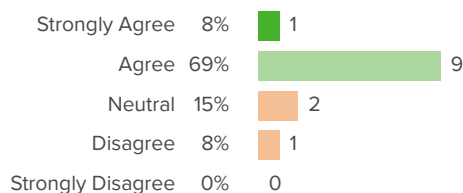
Favorable: **69%**

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



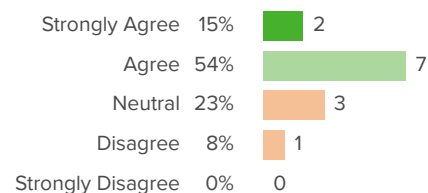
Favorable: **73%**

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



Favorable: **77%**

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



Favorable: **69%**



Feedback and Coaching

Your average

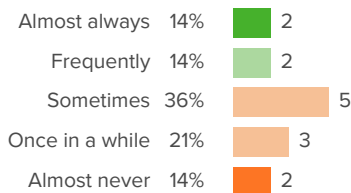
31%

14 responses

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

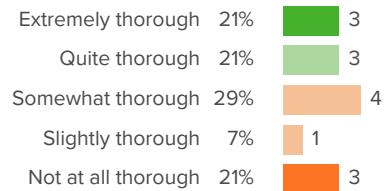
How did people respond?

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



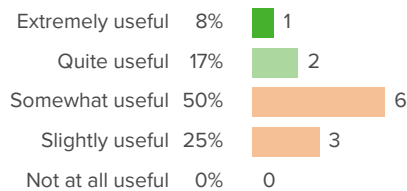
Favorable: **29%**

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



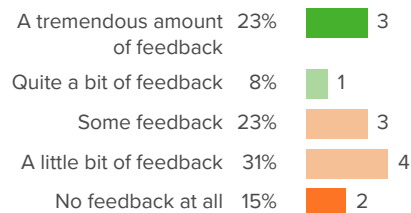
Favorable: **43%**

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



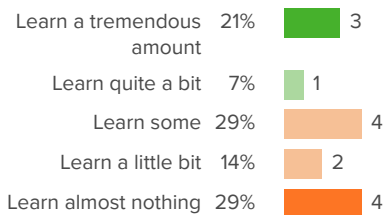
Favorable: **25%**

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



Favorable: **31%**

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



Favorable: **29%**



Mission and vision

Your average

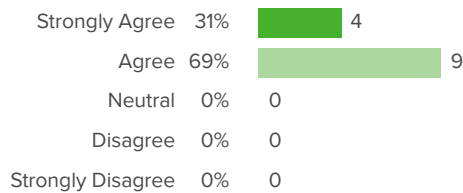
73%

14 responses

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

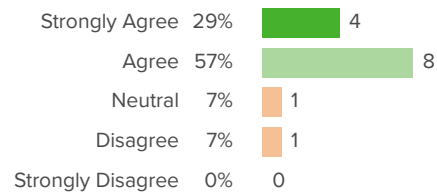
How did people respond?

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



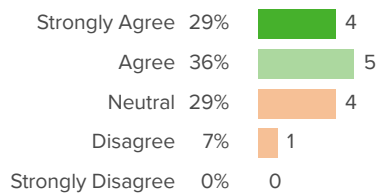
Favorable: **100%**

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



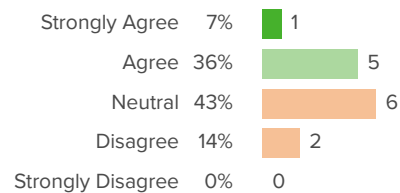
Favorable: **86%**

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



Favorable: **64%**

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



Favorable: **43%**



Overall engagement

Your average

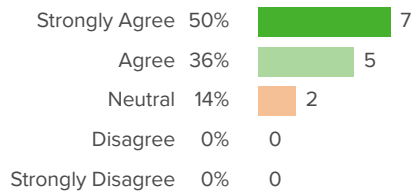
77%

14 responses

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

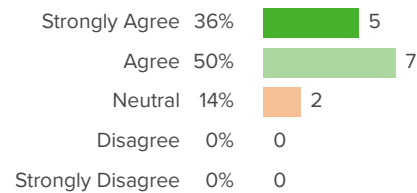
How did people respond?

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



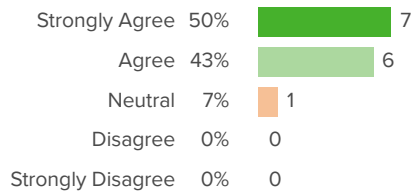
Favorable: **86%**

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



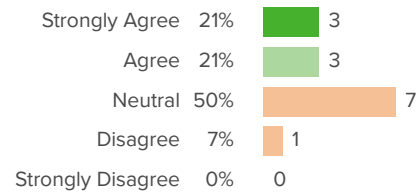
Favorable: **86%**

Q.3: I am engaged in my work.



Favorable: **93%**

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



Favorable: **43%**



Partner Districts

Your average

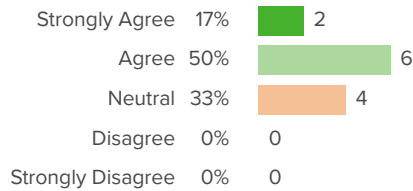
60%

14 responses

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

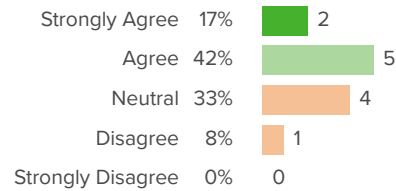
How did people respond?

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



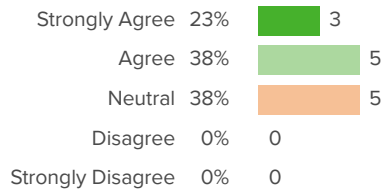
Favorable: **67%**

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



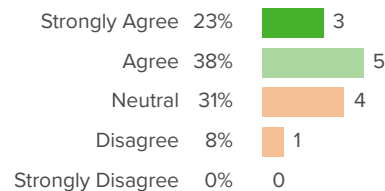
Favorable: **58%**

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



Favorable: **62%**

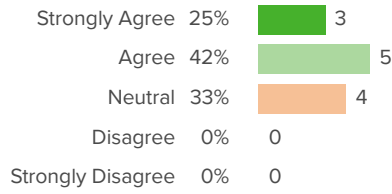
Q.4: My partner district principal effectively communicates important issues that affect me.



Favorable: **62%**

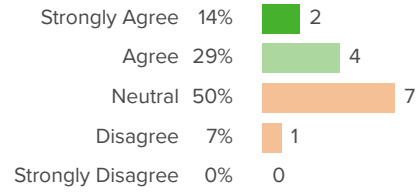


Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



Favorable: **67%**

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



Favorable: **43%**



Professional Learning

Your average

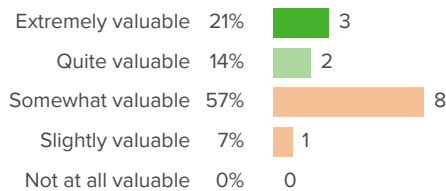
32%

14 responses

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

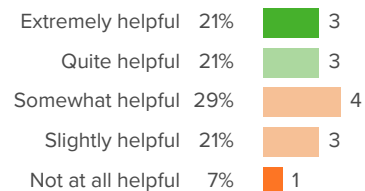
How did people respond?

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



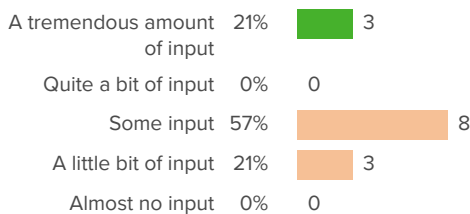
Favorable: **36%**

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



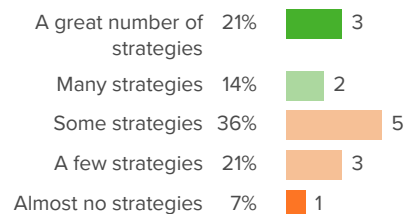
Favorable: **43%**

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



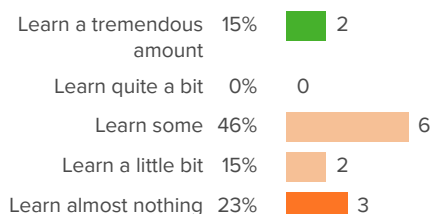
Favorable: **21%**

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



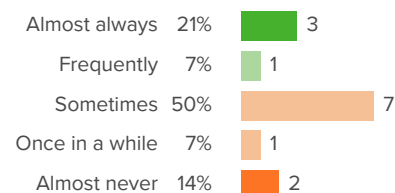
Favorable: **36%**

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



Favorable: **15%**

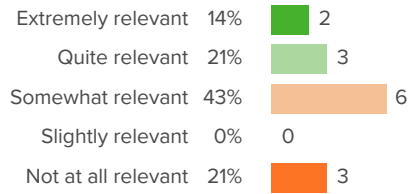
Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **29%**

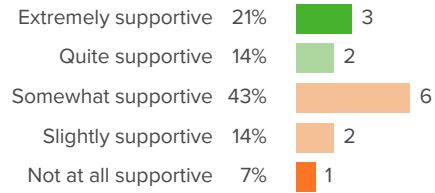


Q.7: How relevant have your professional development opportunities been to the content that you teach?



Favorable: **36%**

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



Favorable: **36%**



School Climate

Your average

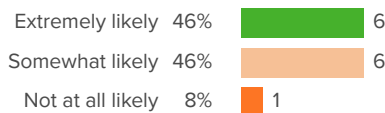
59%

14 responses

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

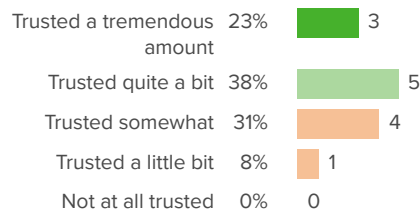
How did people respond?

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



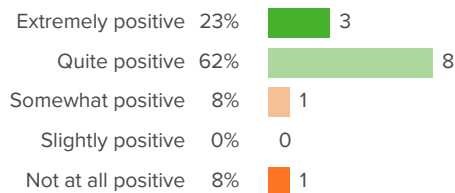
Favorable: **46%**

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



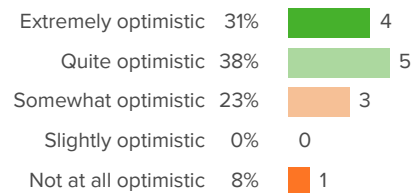
Favorable: **62%**

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



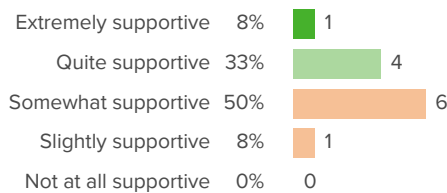
Favorable: **85%**

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



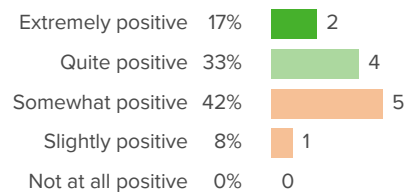
Favorable: **69%**

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



Favorable: **42%**

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



Favorable: **50%**



School Leadership

Your average

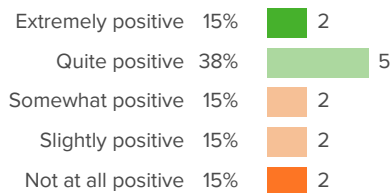
45%

14 responses

Client average: **59%** SSD of St. Louis (MO)

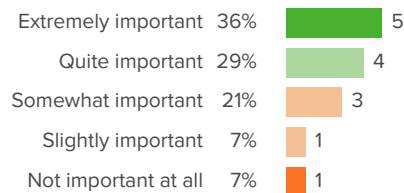
How did people respond?

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



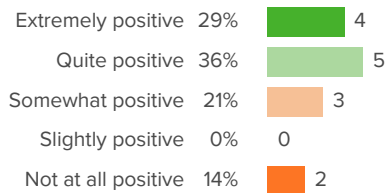
Favorable: **54%**

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



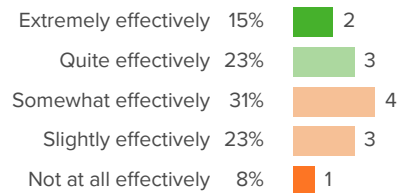
Favorable: **64%**

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



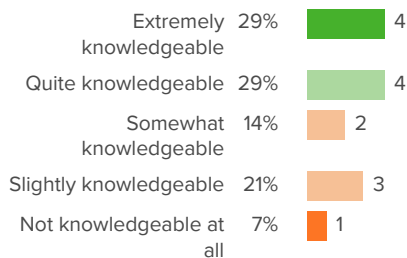
Favorable: **64%**

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



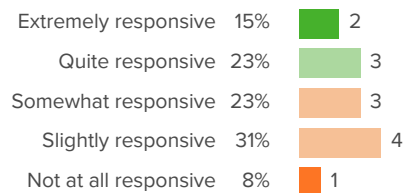
Favorable: **38%**

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



Favorable: **57%**

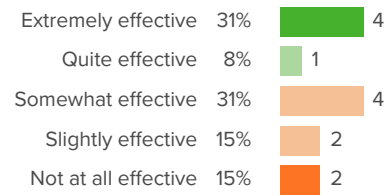
Q.6: How responsive are school leaders to your feedback?



Favorable: **38%**

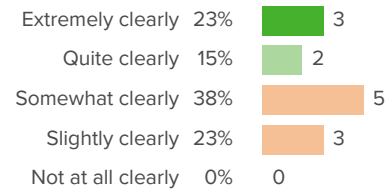


Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



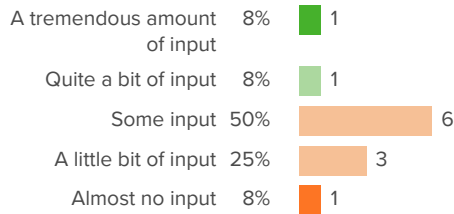
Favorable: **38%**

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



Favorable: **38%**

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



Favorable: **17%**



Staff-Leadership Relationships

Your average

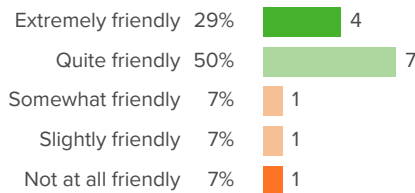
54%

14 responses

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

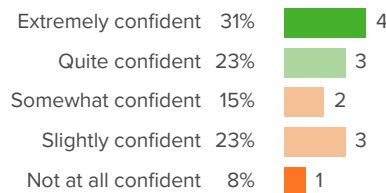
How did people respond?

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



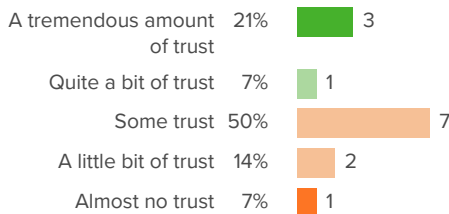
Favorable: **79%**

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



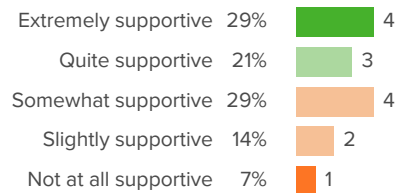
Favorable: **54%**

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



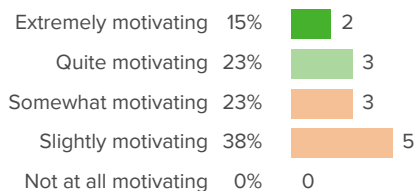
Favorable: **29%**

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



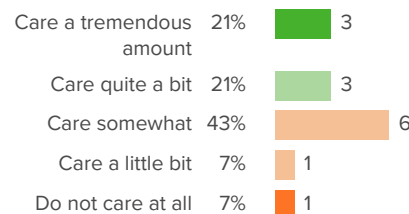
Favorable: **50%**

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



Favorable: **38%**

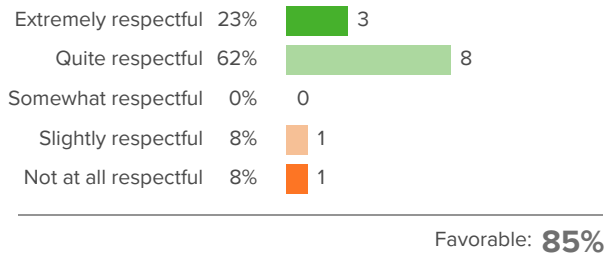
Q.6: How much do your school leaders care about you as an individual?



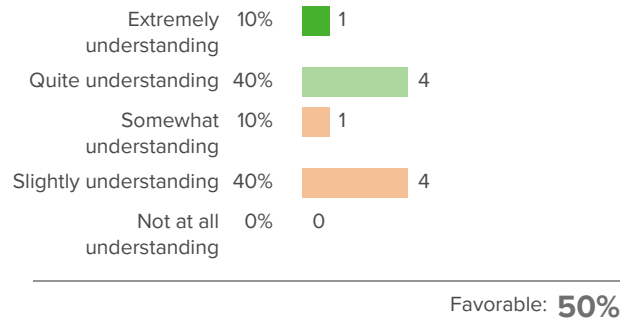
Favorable: **43%**



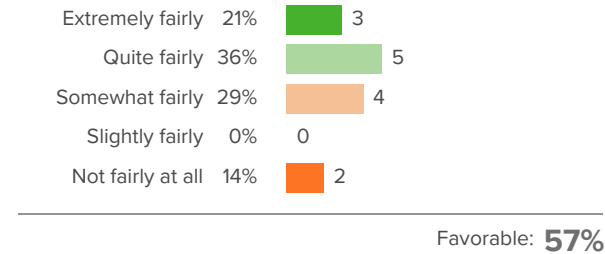
Q.7: How respectful are your school leaders towards you?



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

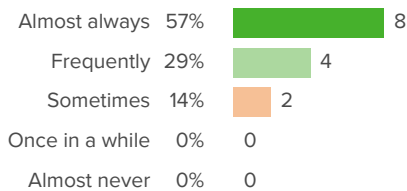
71%

14 responses

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

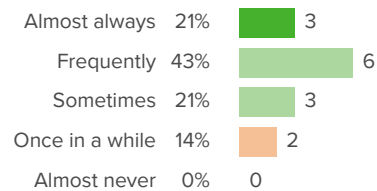
How did people respond?

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



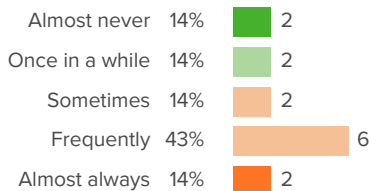
Favorable: **86%**

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



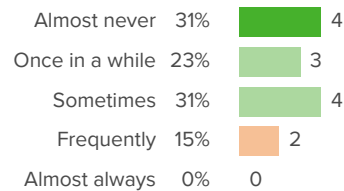
Favorable: **86%**

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



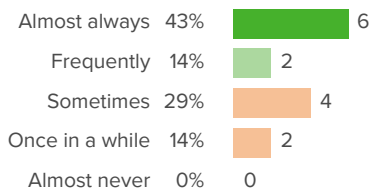
Favorable: **29%**

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



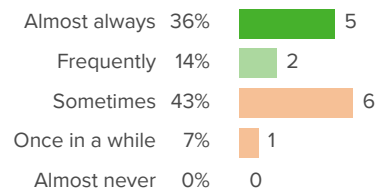
Favorable: **85%**

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



Favorable: **57%**

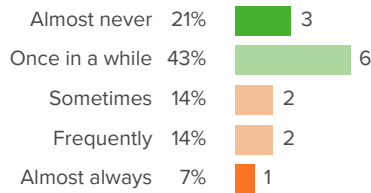
Q.6: During the past week, how often did you feel hopeful at work?



Favorable: **50%**

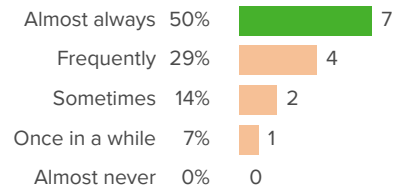


Q.7: During the past week, how often did you feel overwhelmed at work?



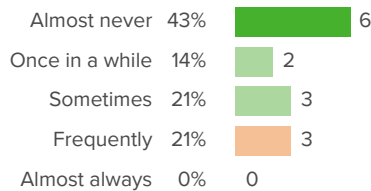
Favorable: **64%**

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



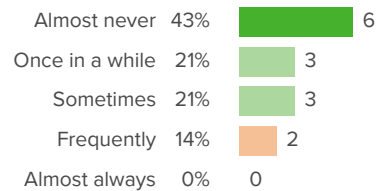
Favorable: **50%**

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



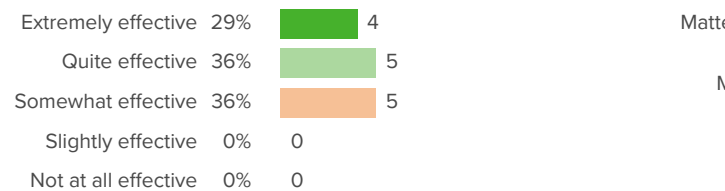
Favorable: **79%**

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



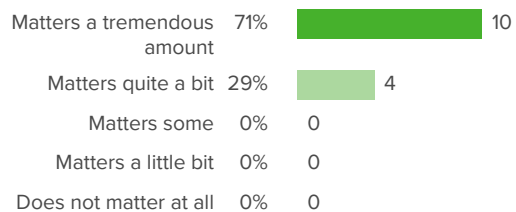
Favorable: **86%**

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



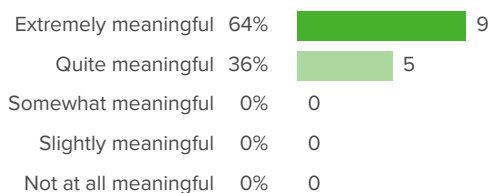
Favorable: **64%**

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



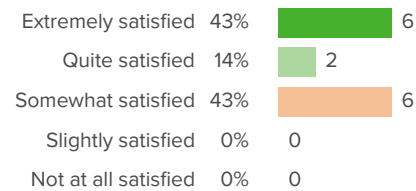
Favorable: **100%**

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



Favorable: **100%**

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



Favorable: **57%**



Work environment

Your average

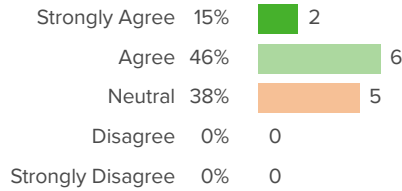
70%

14 responses

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

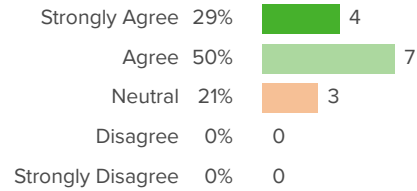
How did people respond?

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



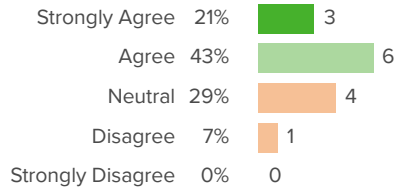
Favorable: **62%**

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



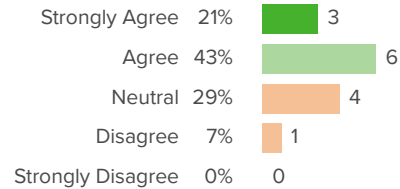
Favorable: **79%**

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



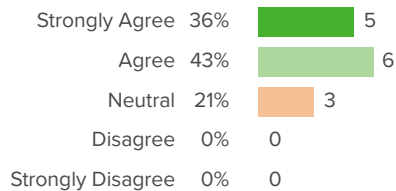
Favorable: **64%**

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



Favorable: **64%**

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



Favorable: **79%**



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	100%	12
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%	2
Paraprofessional - Partner district	86%	12



Normandy School District

"Fall 2023 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