



Normandy School District

Para Survey
Fall 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Additional questions	91%	76% SSD of St. Louis (MO)
Communicating results	79% ▲ 18 since last survey	69% SSD of St. Louis (MO)
Communications	70% ▲ 1 since last survey	72% SSD of St. Louis (MO)
Deia	77% ▲ 2 since last survey	74% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	41% ▼ 2 since last survey	43% SSD of St. Louis (MO)
Mission and vision	56% ▼ 21 since last survey	74% SSD of St. Louis (MO)
Overall engagement	91% ▲ 11 since last survey	82% SSD of St. Louis (MO)
Partner Districts	70% ▲ 18 since last survey	75% SSD of St. Louis (MO)



Professional Learning

53%

▲ 1

since last survey

48%

SSD of St. Louis (MO)

School Climate

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

66%

▲ 3

since last survey

65%

SSD of St. Louis (MO)

School Leadership

Perceptions of the school leadership's effectiveness.

50%

▼ 8

since last survey

59%

SSD of St. Louis (MO)

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

59%

▼ 3

since last survey

68%

SSD of St. Louis (MO)

Well-being

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

75%

▲ 3

since last survey

72%

SSD of St. Louis (MO)

Work environment

74%

▲ 15

since last survey

82%

SSD of St. Louis (MO)

14 responses



Additional questions

Your average

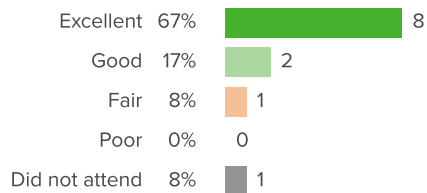
91%

14 responses

Client average: **76%** SSD of St. Louis (MO)

How did people respond?

Q.1: How would you rate your overall experience regarding the 2024 back-to-school convocation event, including the organization, content, and atmosphere?



Favorable: **91%**



Communicating results

Your average

79%

14 responses

Change

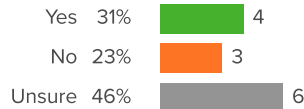
▲ 18

since last survey

Client average: **69%** SSD of St. Louis (MO)

How did people respond?

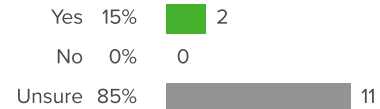
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▼ **7** from last survey

Favorable: **57%**

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



▲ **43** from last survey

Favorable: **100%**



Communications

Your average

70%

14 responses

Change

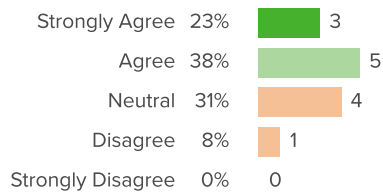
▲ 1

since last survey

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

How did people respond?

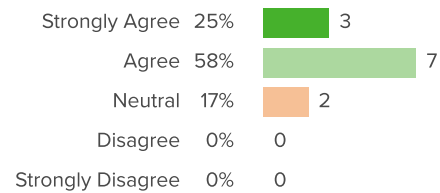
Q.1: My direct supervisor provides me with constructive feedback.



▼ 7 from last survey

Favorable: 62%

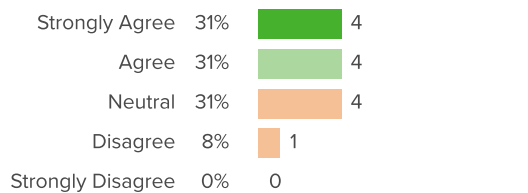
Q.2: I receive adequate and timely information about district news and initiatives.



▼ 4 from last survey

Favorable: 83%

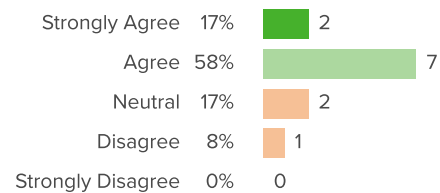
Q.3: I am aware of where and how I can direct a question or concern.



▼ 7 from last survey

Favorable: 62%

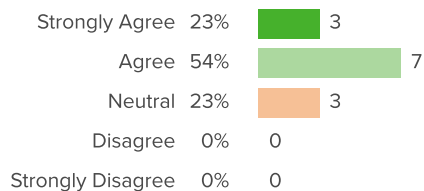
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 12 from last survey

Favorable: 75%

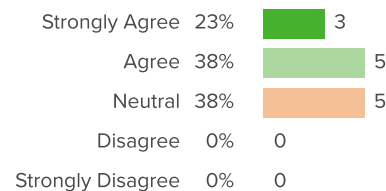
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 27 from last survey

Favorable: 77%

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



▼ 11 from last survey

Favorable: 62%



Deia

Your average

77%

14 responses

Change

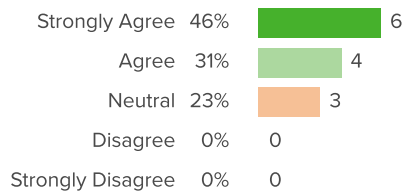
▲ 2

since last survey

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

How did people respond?

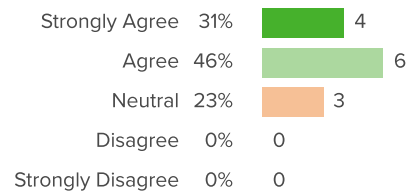
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ **11** from last survey

Favorable: **77%**

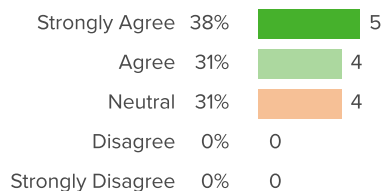
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▲ **14** from last survey

Favorable: **77%**

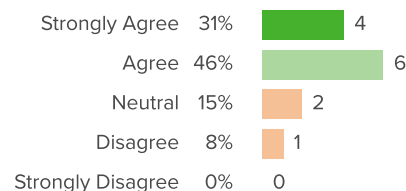
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ **16** from last survey

Favorable: **69%**

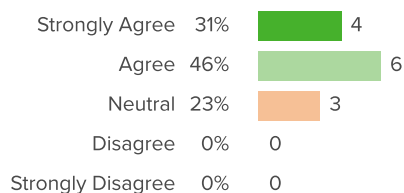
Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.



▼ **4** from last survey

Favorable: **77%**

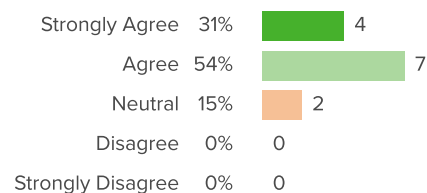
Q.5: I feel my background and identity are valued at SSD.



▼ **4** from last survey

Favorable: **77%**

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



▲ **4** from last survey

Favorable: **85%**



Feedback and Coaching

Your average

41%

14 responses

Change

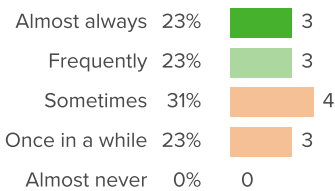
▼ **2**

since last survey

Client average: **43%** SSD of St. Louis (MO)

How did people respond?

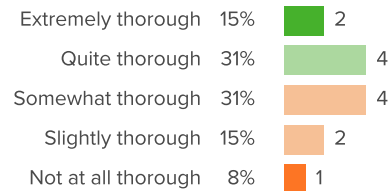
Q.1: How often do you receive feedback on your teaching?



▲ 6 from last survey

Favorable: **46%**

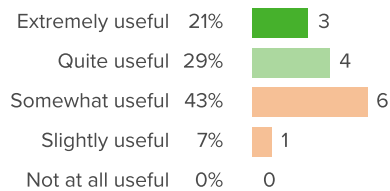
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ 7 from last survey

Favorable: **46%**

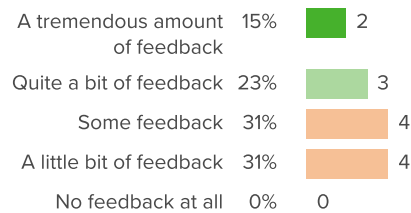
Q.3: How useful do you find the feedback you receive on your teaching?



▲ 3 from last survey

Favorable: **50%**

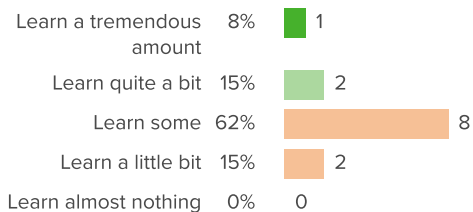
Q.4: How much feedback do you receive on your teaching?



▲ 5 from last survey

Favorable: **38%**

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



▼ 21 from last survey

Favorable: **23%**



Mission and vision

Your average

56%

14 responses

Change

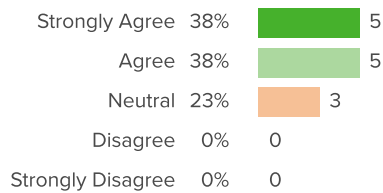
▼ **21**

since last survey

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

How did people respond?

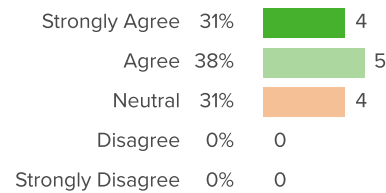
Q.1: I am familiar with and support the mission and vision of SSD.



▼ **11** from last survey

Favorable: **77%**

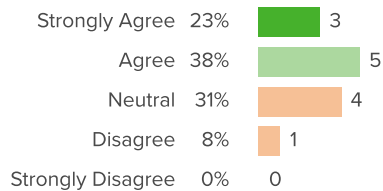
Q.2: The district's mission and vision are clearly defined.



▼ **18** from last survey

Favorable: **69%**

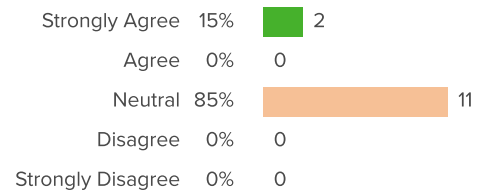
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ **18** from last survey

Favorable: **62%**

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



▼ **38** from last survey

Favorable: **15%**



Overall engagement

Your average

91%

14 responses

Change

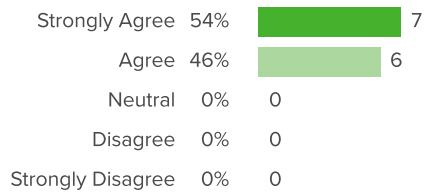
▲ 11

since last survey

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

How did people respond?

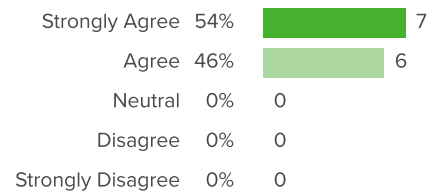
Q.1: I am proud to work for SSD.



▲ 0 from last survey

Favorable: **100%**

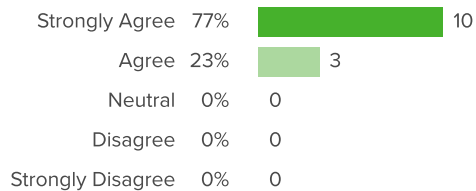
Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 13 from last survey

Favorable: **100%**

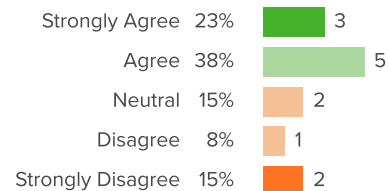
Q.3: I am engaged in my work.



▲ 7 from last survey

Favorable: **100%**

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



▲ 24 from last survey

Favorable: **62%**



Partner Districts

Your average

70%

14 responses

Change

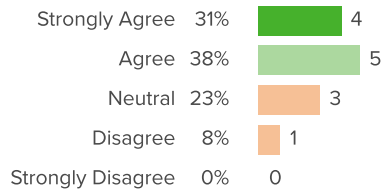
▲ 18

since last survey

Client average: **75%** SSD of St. Louis (MO)

How did people respond?

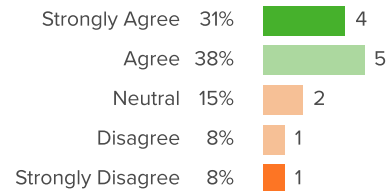
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▲ **13** from last survey

Favorable: **69%**

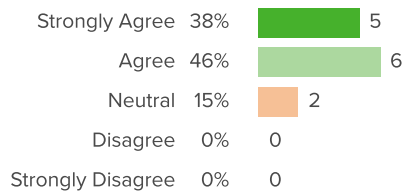
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▲ **19** from last survey

Favorable: **69%**

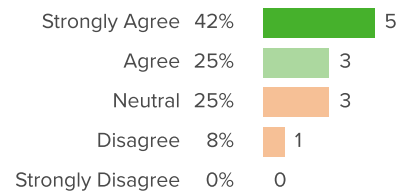
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▲ **35** from last survey

Favorable: **85%**

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

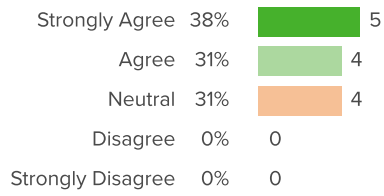


▲ **23** from last survey

Favorable: **67%**



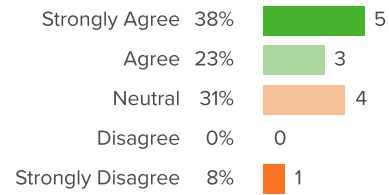
Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



▲ 13 from last survey

Favorable: **69%**

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



▲ 9 from last survey

Favorable: **62%**



Professional Learning

Your average

53%

14 responses

Change

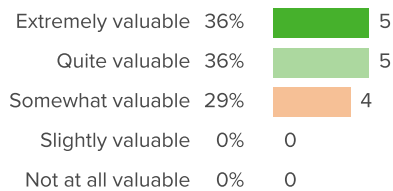
▲ 1

since last survey

Client average: **48%** SSD of St. Louis (MO)

How did people respond?

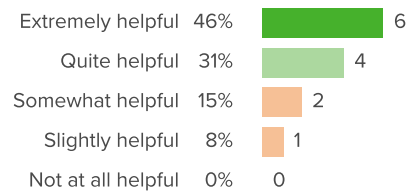
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 8 from last survey

Favorable: **71%**

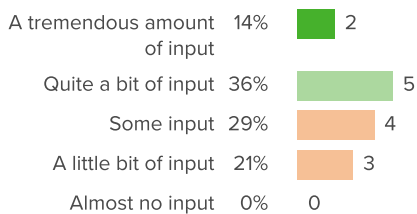
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 10 from last survey

Favorable: **77%**

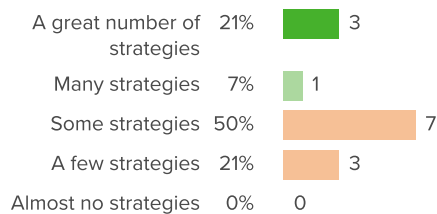
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 10 from last survey

Favorable: **50%**

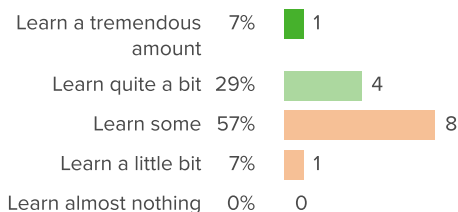
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 4 from last survey

Favorable: **29%**

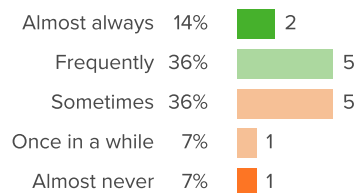
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 27 from last survey

Favorable: **36%**

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

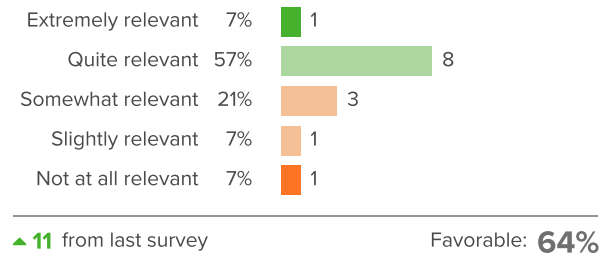


▲ 17 from last survey

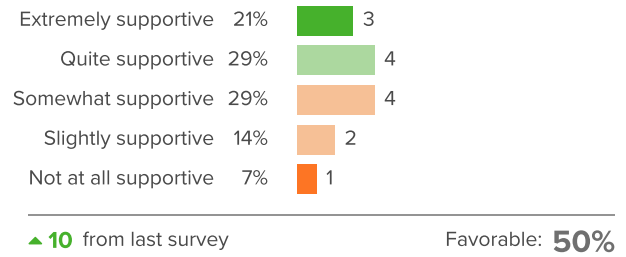
Favorable: **50%**



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



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





School Climate

Your average

66%

14 responses

Change

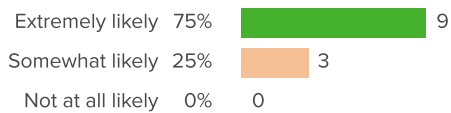
▲ 3

since last survey

Client average: **65%** SSD of St. Louis (MO)

How did people respond?

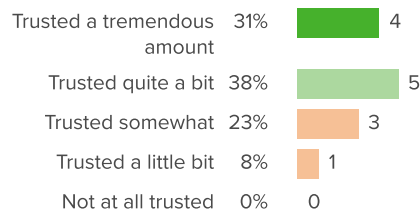
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ **19** from last survey

Favorable: **75%**

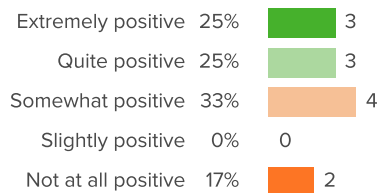
Q.2: To what extent are staff trusted to work in the way they think is best?



▲ **6** from last survey

Favorable: **69%**

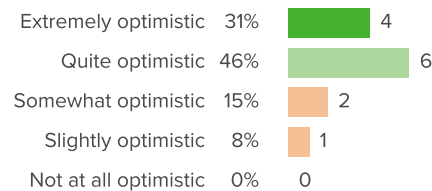
Q.3: How positive are the attitudes of your colleagues?



▲ **0** from last survey

Favorable: **50%**

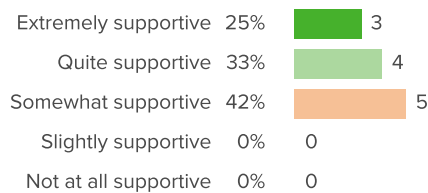
Q.4: How optimistic are you the future of Special School District?



▼ **11** from last survey

Favorable: **77%**

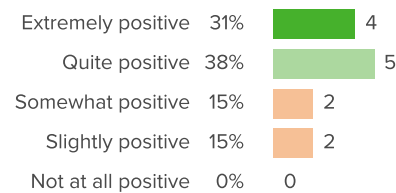
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▼ **5** from last survey

Favorable: **58%**

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



▲ **13** from last survey

Favorable: **69%**



School Leadership

Your average

50%

14 responses

Change

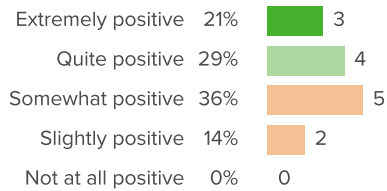
▼ 8

since last survey

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

How did people respond?

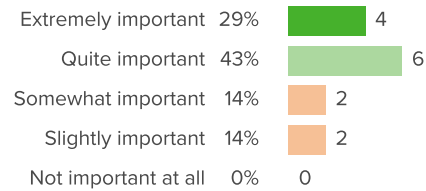
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 6 from last survey

Favorable: 50%

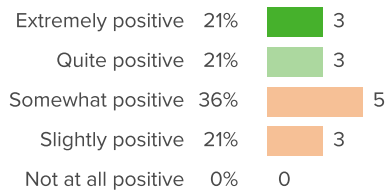
Q.2: For your school leaders, how important is staff satisfaction?



▼ 2 from last survey

Favorable: 71%

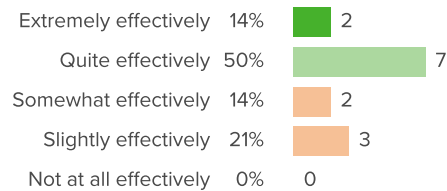
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 20 from last survey

Favorable: 43%

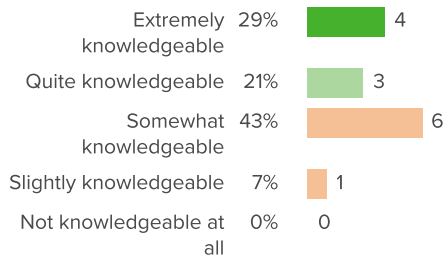
Q.4: How effectively do school leaders communicate important information to teachers?



▲ 8 from last survey

Favorable: 64%

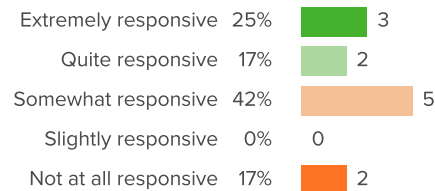
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 13 from last survey

Favorable: 50%

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

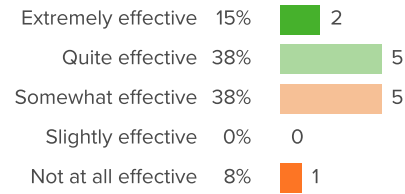


▼ 18 from last survey

Favorable: 42%



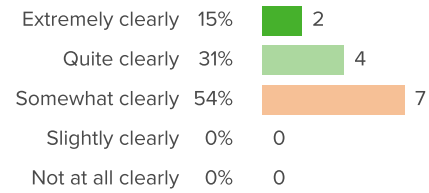
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▼ 2 from last survey

Favorable: **54%**

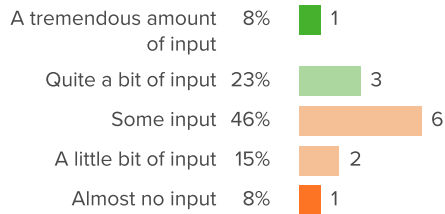
Q.8: How clearly do your school leaders identify their goals for staff?



▼ 17 from last survey

Favorable: **46%**

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



▲ 2 from last survey

Favorable: **31%**



Staff-Leadership Relationships

Your average

59%

14 responses

Change

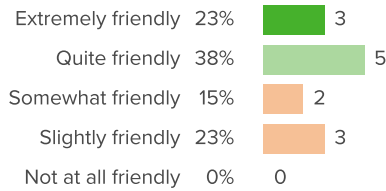
▼ 3

since last survey

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

How did people respond?

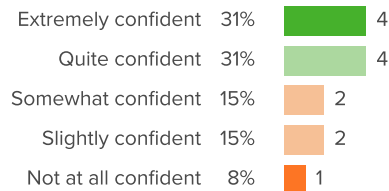
Q.1: How friendly are your school leaders toward you?



▼ 19 from last survey

Favorable: 62%

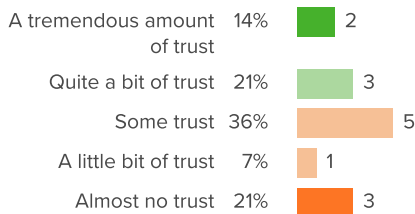
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 6 from last survey

Favorable: 62%

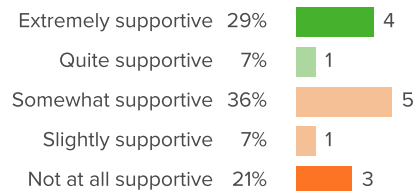
Q.3: How much trust exists between school leaders and staff?



▲ 5 from last survey

Favorable: 36%

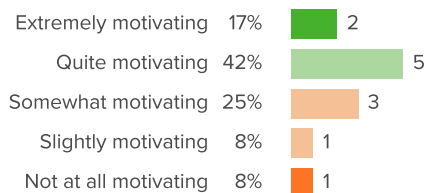
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 20 from last survey

Favorable: 36%

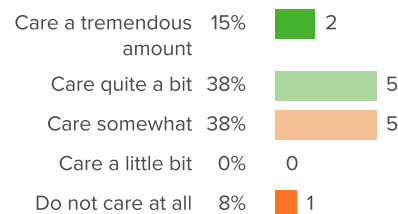
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 5 from last survey

Favorable: 58%

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

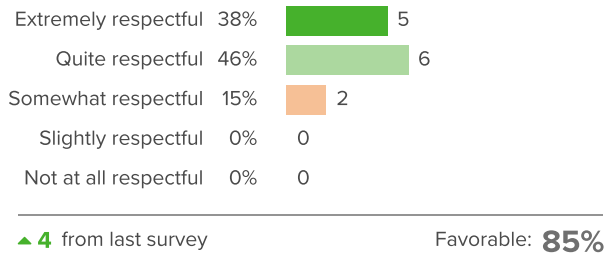


▲ 4 from last survey

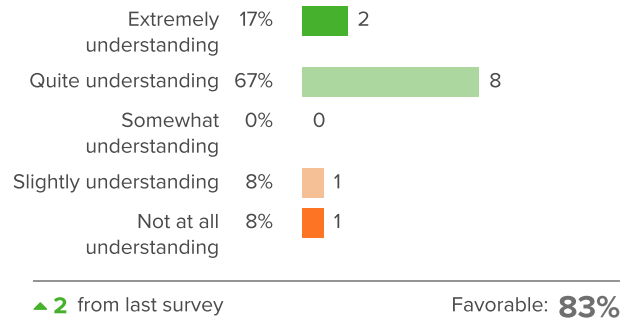
Favorable: 54%



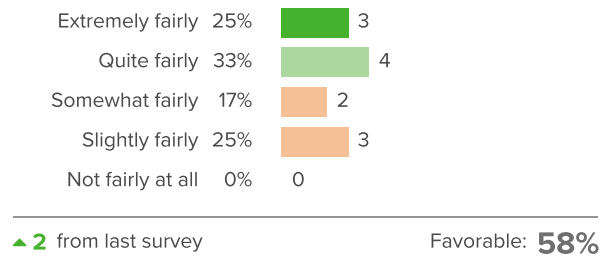
Q.7: How respectful are your school leaders towards you?



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

75%

14 responses

Change

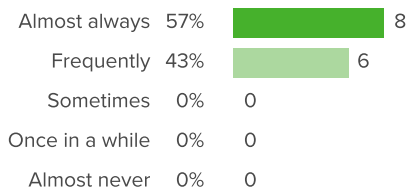
▲ 3

since last survey

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

How did people respond?

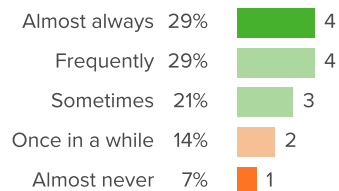
Q.1: During the past week, how often did you feel engaged at work?



▲ 25 from last survey

Favorable: 100%

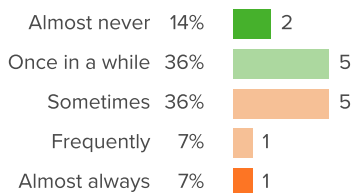
Q.2: During the past week, how often did you feel excited at work?



▼ 1 from last survey

Favorable: 79%

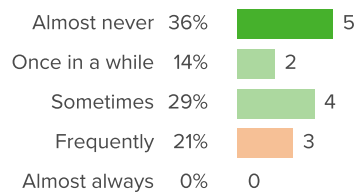
Q.3: During the past week, how often did you feel exhausted at work?



▲ 23 from last survey

Favorable: 50%

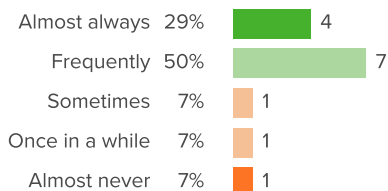
Q.4: During the past week, how often did you feel frustrated at work?



▼ 9 from last survey

Favorable: 79%

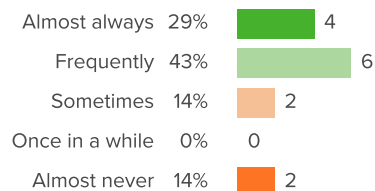
Q.5: During the past week, how often did you feel happy at work?



▲ 10 from last survey

Favorable: 79%

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

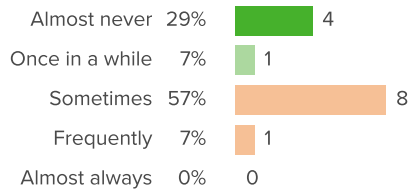


▲ 2 from last survey

Favorable: 71%



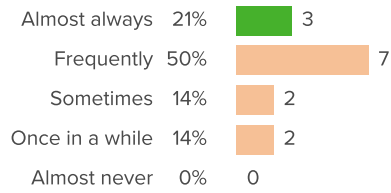
Q.7: During the past week, how often did you feel overwhelmed at work?



▼ 14 from last survey

Favorable: **36%**

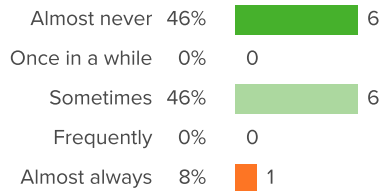
Q.8: During the past week, how often did you feel safe at work?



▼ 4 from last survey

Favorable: **21%**

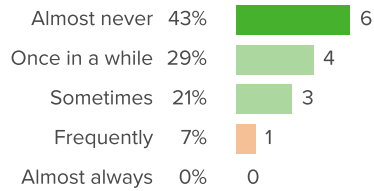
Q.9: During the past week, how often did you feel stressed out at work?



▲ 11 from last survey

Favorable: **92%**

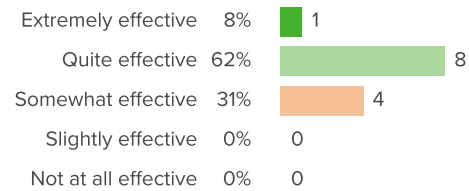
Q.10: During the past week, how often did you feel worried at work?



▼ 1 from last survey

Favorable: **93%**

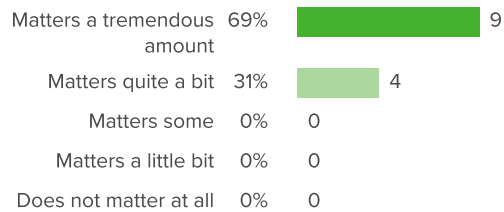
Q.11: How effective do you feel at your job right now?



▼ 10 from last survey

Favorable: **69%**

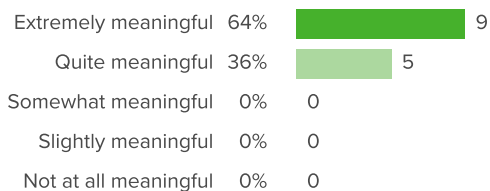
Q.12: How much does your work matter to you?



▲ 0 from last survey

Favorable: **100%**

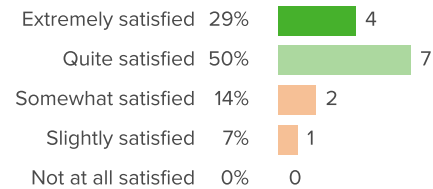
Q.13: How meaningful for you is the work that you do?



▲ 0 from last survey

Favorable: **100%**

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



▲ 4 from last survey

Favorable: **79%**



Work environment

Your average

74%

14 responses

Change

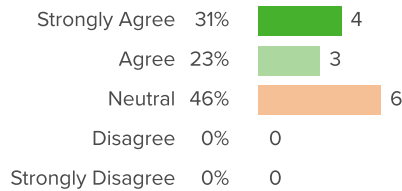
▲ 15

since last survey

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

How did people respond?

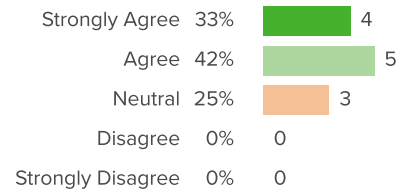
Q.1: I have the materials and resources to do my job effectively.



▼ 2 from last survey

Favorable: **54%**

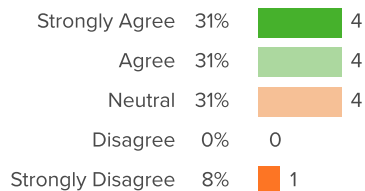
Q.2: My school/location is in good condition and well-maintained.



▲ 37 from last survey

Favorable: **75%**

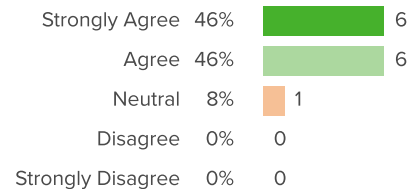
Q.3: I feel safe in my school/location.



▲ 12 from last survey

Favorable: **62%**

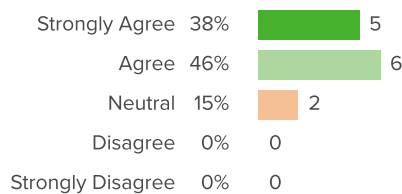
Q.4: I am aware of safety and security procedures at my school/location.



▲ 17 from last survey

Favorable: **92%**

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



▲ 10 from last survey

Favorable: **85%**



Background Questions

How did people respond? _____



Normandy School District

"Fall 2024 2024-25 SSD Employee Engagement and Climate Survey, Para Survey"



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	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%	13
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	17%	2
Paraprofessional - Partner district	83%	10



Normandy School District

"Fall 2024 2024-25 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