



# Parkway School District

Staff Survey  
Fall 2024



Report created by  
Panorama Education



## Summary

| Topic Description                                                                                            | Results                                 | Comparison                       |
|--------------------------------------------------------------------------------------------------------------|-----------------------------------------|----------------------------------|
| <b>Additional questions</b>                                                                                  | <b>64%</b>                              | <b>76%</b> SSD of St. Louis (MO) |
| <b>Communicating results</b>                                                                                 | <b>97%</b><br>▲ 34<br>since last survey | <b>82%</b> SSD of St. Louis (MO) |
| <b>Communications</b>                                                                                        | <b>82%</b><br>▲ 10<br>since last survey | <b>72%</b> SSD of St. Louis (MO) |
| <b>Deia</b>                                                                                                  | <b>80%</b><br>▲ 7<br>since last survey  | <b>65%</b> SSD of St. Louis (MO) |
| <b>Feedback and Coaching</b><br>Perceptions of the amount and quality of feedback faculty and staff receive. | <b>40%</b><br>▲ 5<br>since last survey  | <b>41%</b> SSD of St. Louis (MO) |
| <b>Mission and vision</b>                                                                                    | <b>83%</b><br>▲ 9<br>since last survey  | <b>73%</b> SSD of St. Louis (MO) |
| <b>Overall engagement</b>                                                                                    | <b>89%</b><br>▲ 4<br>since last survey  | <b>78%</b> SSD of St. Louis (MO) |
| <b>Professional Learning</b>                                                                                 | <b>60%</b><br>▼ 3<br>since last survey  | <b>47%</b> SSD of St. Louis (MO) |



## School Climate

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

**72%**

▲ 1

since last survey

**54%**

SSD of St. Louis (MO)

## School Leadership

Perceptions of the school leadership's effectiveness.

**68%**

▲ 4

since last survey

**58%**

SSD of St. Louis (MO)

## Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**77%**

▼ 1

since last survey

**69%**

SSD of St. Louis (MO)

## Well-being

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

**78%**

▲ 7

since last survey

**64%**

SSD of St. Louis (MO)

## Work environment

**92%**

▲ 3

since last survey

**81%**

SSD of St. Louis (MO)

22 responses



## Additional questions

Your average

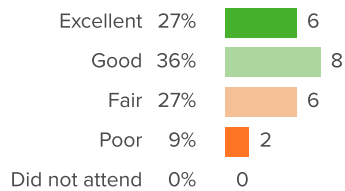
**64%**

22 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: **64%**



## Communicating results

Your average

**97%**

22 responses

Change

**▲ 34**

since last survey

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

How did people respond?

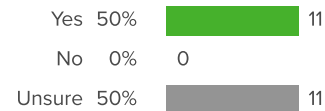
**Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?**



▲ **69** from last survey

Favorable: **94%**

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



▲ **0** from last survey

Favorable: **100%**



## Communications

Your average

**82%**

22 responses

Change

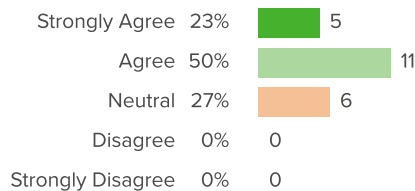
**▲ 10**

since last survey

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

How did people respond?

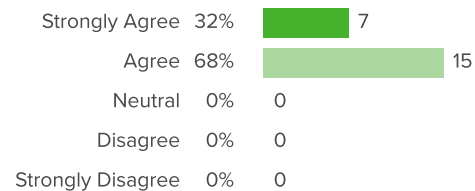
**Q.1: My direct supervisor provides me with constructive feedback.**



▲ 6 from last survey

Favorable: **73%**

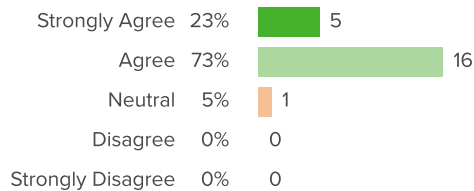
**Q.2: I receive adequate and timely information about district news and initiatives.**



▲ 12 from last survey

Favorable: **100%**

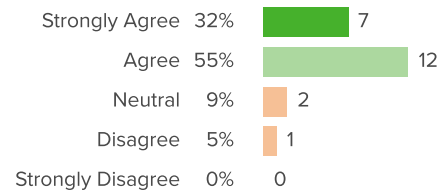
**Q.3: I am aware of where and how I can direct a question or concern.**



▲ 14 from last survey

Favorable: **95%**

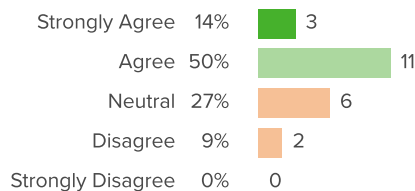
**Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.**



▼ 2 from last survey

Favorable: **86%**

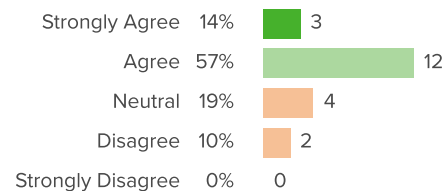
**Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.**



▲ 11 from last survey

Favorable: **64%**

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



▲ 18 from last survey

Favorable: **71%**



## Deia

Your average

**80%**

22 responses

Change

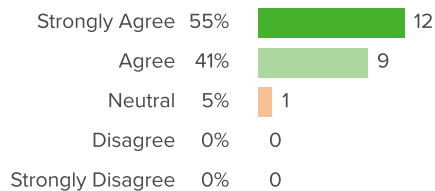
**▲ 7**

since last survey

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

### How did people respond?

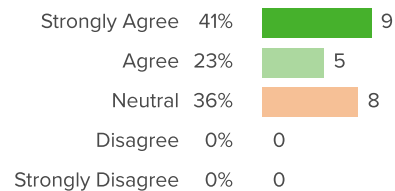
**Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.**



▲ 7 from last survey

Favorable: **95%**

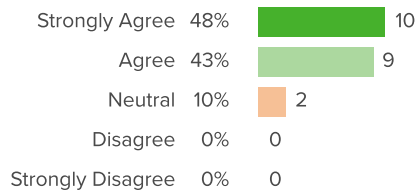
**Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.**



▲ 5 from last survey

Favorable: **64%**

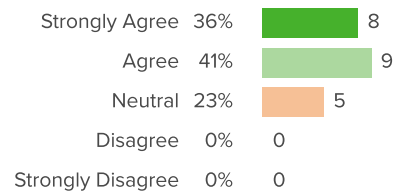
**Q.3: SSD Administration communicates effectively with others from diverse backgrounds.**



▲ 25 from last survey

Favorable: **90%**

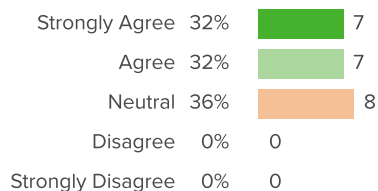
**Q.4: SSD's equity professional development is valuable, and I have used what I have learned in my work.**



▼ 5 from last survey

Favorable: **77%**

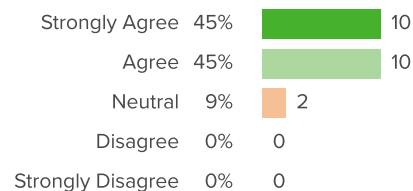
**Q.5: I feel my background and identity are valued at SSD.**



▼ 1 from last survey

Favorable: **64%**

**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: **91%**



## Feedback and Coaching

Your average

**40%**

22 responses

Change

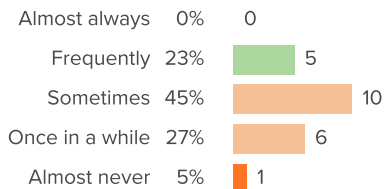
**▲ 5**

since last survey

Client average: **41%** SSD of St. Louis (MO)

### How did people respond?

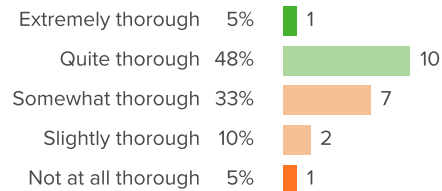
#### Q.1: How often do you receive feedback on your work?



▲ 12 from last survey

Favorable: **23%**

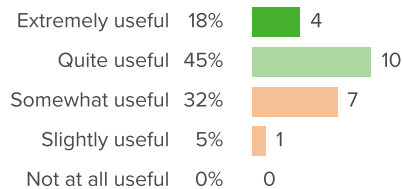
#### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 13 from last survey

Favorable: **52%**

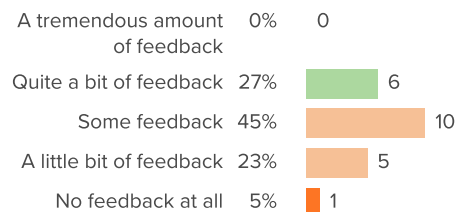
#### Q.3: How useful do you find the feedback you receive on your work?



▼ 1 from last survey

Favorable: **64%**

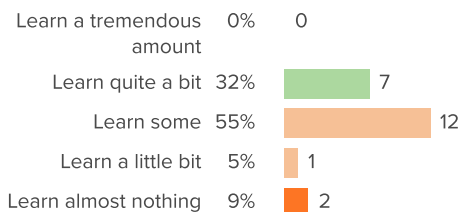
#### Q.4: How much feedback do you receive on your work?



▲ 10 from last survey

Favorable: **27%**

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



▼ 12 from last survey

Favorable: **32%**



## Mission and vision

Your average

**83%**

22 responses

Change

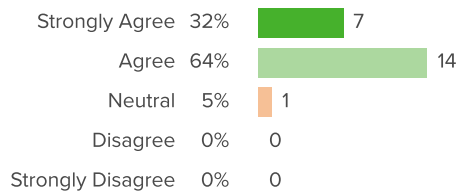
**▲ 9**

since last survey

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

How did people respond?

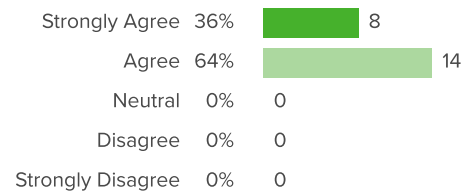
**Q.1: I am familiar with and support the mission and vision of SSD.**



▼ 5 from last survey

Favorable: **95%**

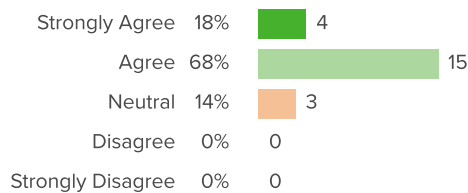
**Q.2: The district's mission and vision are clearly defined.**



▲ 11 from last survey

Favorable: **100%**

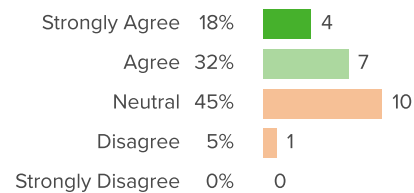
**Q.3: The district is moving in a direction that reflects our mission and vision.**



▲ 15 from last survey

Favorable: **86%**

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



▲ 15 from last survey

Favorable: **50%**



## Overall engagement

Your average

**89%**

22 responses

Change

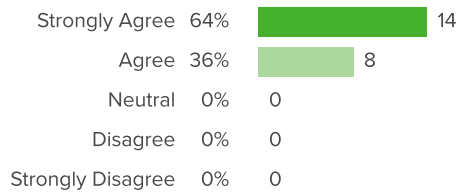
**▲ 4**

since last survey

Client average: **78%** SSD of St. Louis (MO)

### How did people respond?

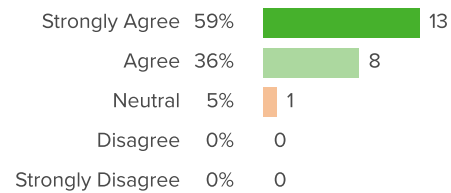
#### Q.1: I am proud to work for SSD.



▲ 6 from last survey

Favorable: **100%**

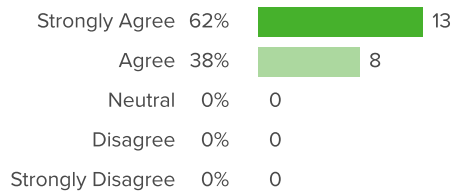
#### Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 6 from last survey

Favorable: **95%**

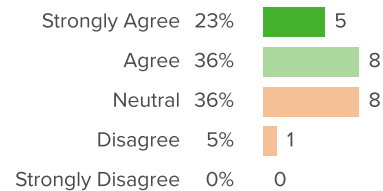
#### Q.3: I am engaged in my work.



▲ 6 from last survey

Favorable: **100%**

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



▼ 2 from last survey

Favorable: **59%**



## Professional Learning

Your average

**60%**

22 responses

Change

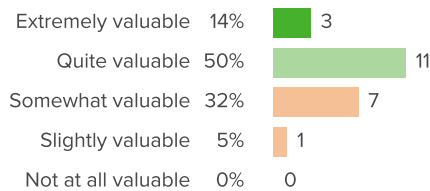
▼ **3**

since last survey

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

### How did people respond?

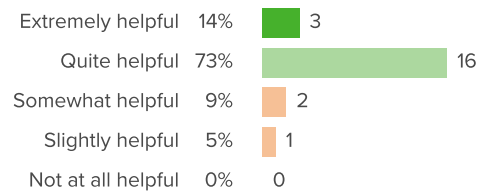
#### Q.1: At your school, how valuable are the available professional development opportunities?



▼ **12** from last survey

Favorable: **64%**

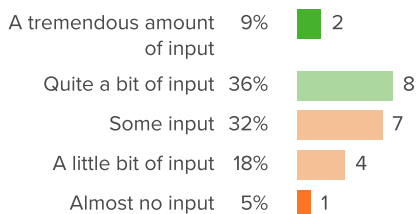
#### Q.2: How helpful are your colleagues' ideas for improving your work?



▲ **8** from last survey

Favorable: **86%**

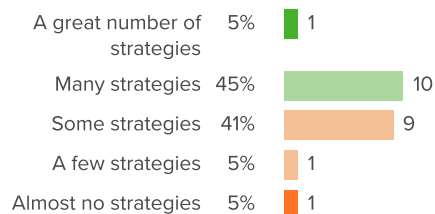
#### Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ **8** from last survey

Favorable: **45%**

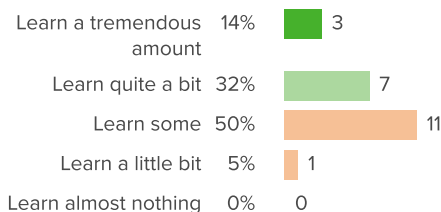
#### Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ **15** from last survey

Favorable: **50%**

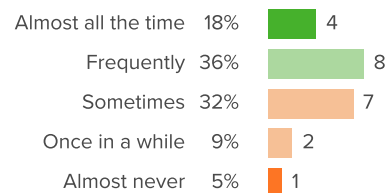
#### Q.5: Overall, how much do you learn from the leaders at your school?



▼ **5** from last survey

Favorable: **45%**

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

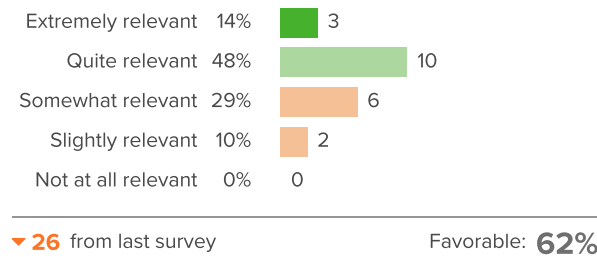


▼ **1** from last survey

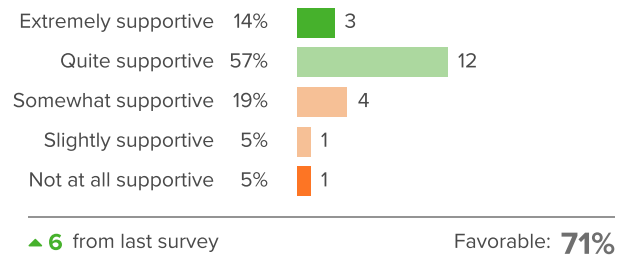
Favorable: **55%**



**Q.7: How relevant have your professional development opportunities been to your work?**



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





## School Climate

Your average

**72%**

22 responses

Change

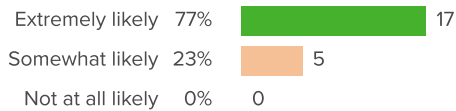
**▲ 1**

since last survey

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

### How did people respond?

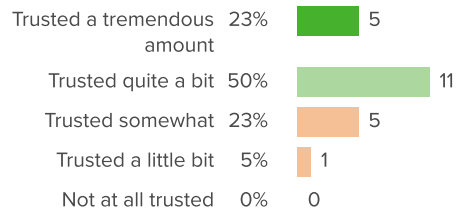
**Q.1: How likely is it that you would recommend working for SSD to a family member or friend?**



▲ 1 from last survey

Favorable: **77%**

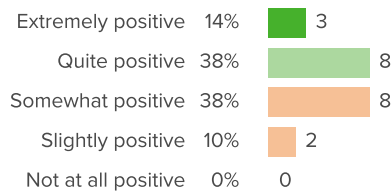
**Q.2: To what extent are staff trusted to work in the way they think is best?**



▼ 8 from last survey

Favorable: **73%**

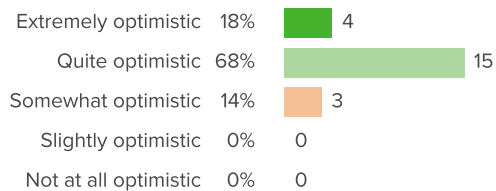
**Q.3: How positive are the attitudes of your colleagues?**



▼ 13 from last survey

Favorable: **52%**

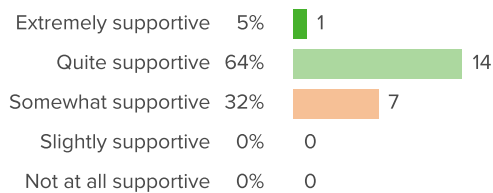
**Q.4: How optimistic are you the future of Special School District?**



▲ 4 from last survey

Favorable: **86%**

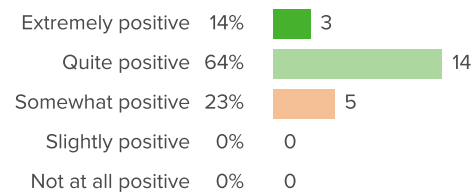
**Q.5: When new initiatives are presented at your school, how supportive are your colleagues?**



▲ 12 from last survey

Favorable: **68%**

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



▲ 10 from last survey

Favorable: **77%**



## School Leadership

Your average

**68%**

22 responses

Change

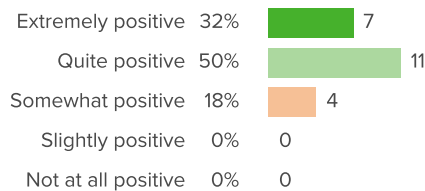
**▲ 4**

since last survey

Client average: **58%** SSD of St. Louis (MO)

### How did people respond?

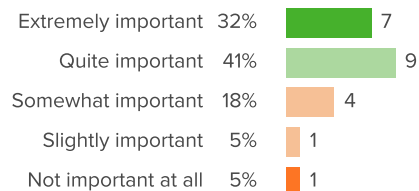
#### Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 4 from last survey

Favorable: **82%**

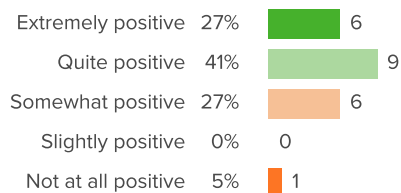
#### Q.2: For your school leaders, how important is staff satisfaction?



▼ 5 from last survey

Favorable: **73%**

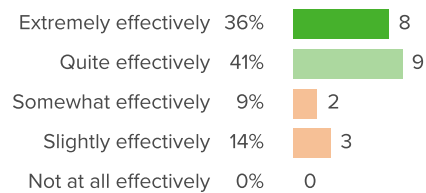
#### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 7 from last survey

Favorable: **68%**

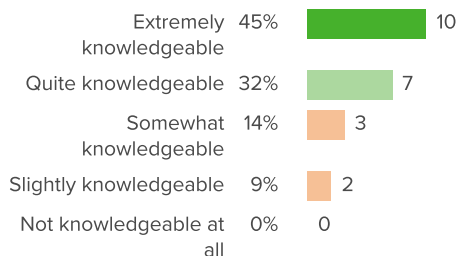
#### Q.4: How effectively do school leaders communicate important information to staff?



▲ 10 from last survey

Favorable: **77%**

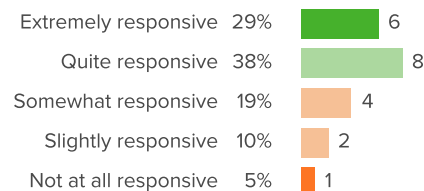
#### Q.5: How knowledgeable are your school leaders about what is going on in the school?



▲ 2 from last survey

Favorable: **77%**

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

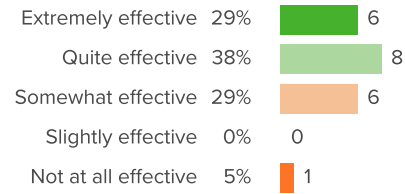


▼ 2 from last survey

Favorable: **67%**



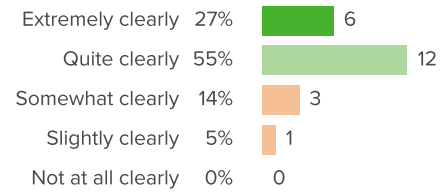
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▲ 0 from last survey

Favorable: **67%**

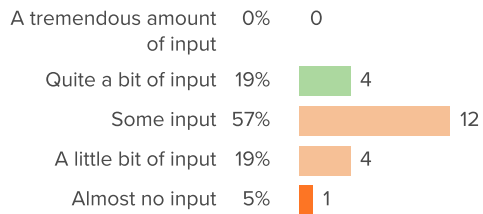
**Q.8: How clearly do your school leaders identify their goals for the staff?**



▲ 23 from last survey

Favorable: **82%**

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



▼ 6 from last survey

Favorable: **19%**



## Staff-Leadership Relationships

Your average

**77%**

22 responses

Change

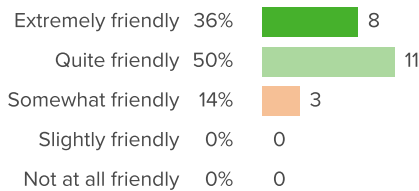
▼ **1**

since last survey

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

How did people respond?

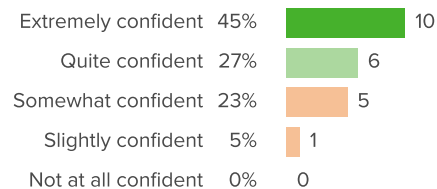
### Q.1: How friendly are your school leaders toward you?



▼ **3** from last survey

Favorable: **86%**

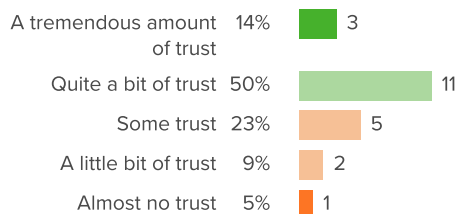
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ **10** from last survey

Favorable: **73%**

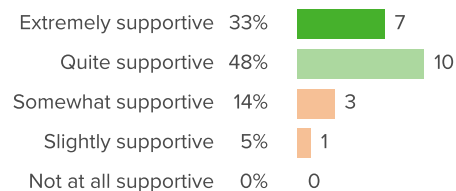
### Q.3: How much trust exists between school leaders and staff?



▲ **8** from last survey

Favorable: **64%**

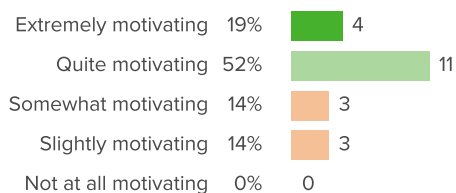
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ **16** from last survey

Favorable: **81%**

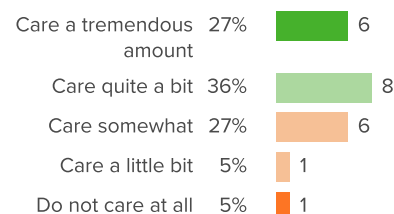
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ **12** from last survey

Favorable: **71%**

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

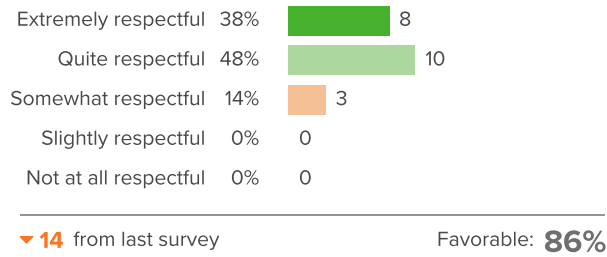


▼ **24** from last survey

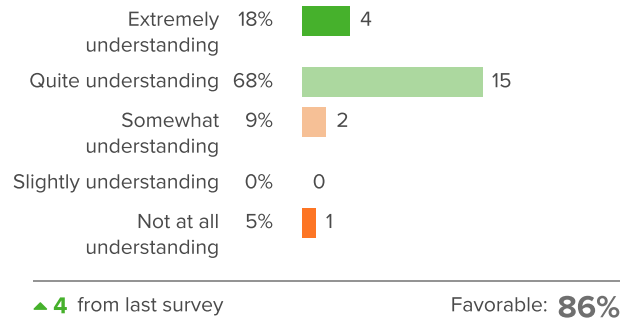
Favorable: **64%**



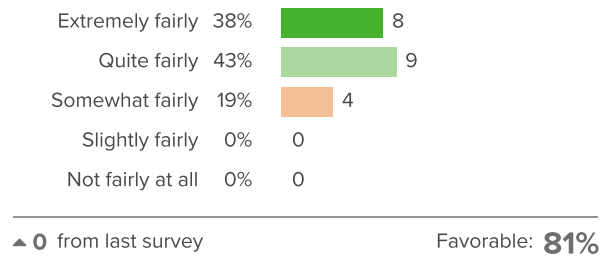
**Q.7: How respectful are your school leaders towards you?**



**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

**78%**

22 responses

Change

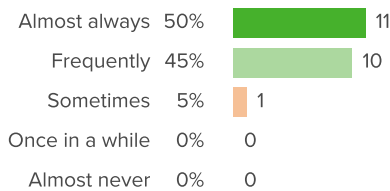
**▲ 7**

since last survey

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

### How did people respond?

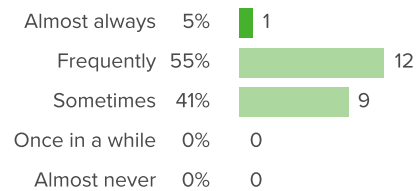
**Q.1: During the past week, how often did you feel engaged at work?**



▲ 6 from last survey

Favorable: **95%**

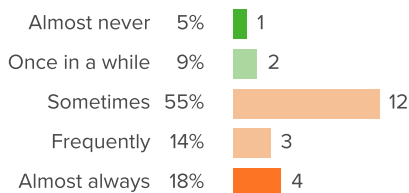
**Q.2: During the past week, how often did you feel excited at work?**



▲ 22 from last survey

Favorable: **100%**

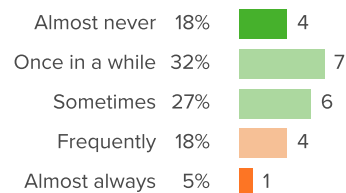
**Q.3: During the past week, how often did you feel exhausted at work?**



▲ 8 from last survey

Favorable: **14%**

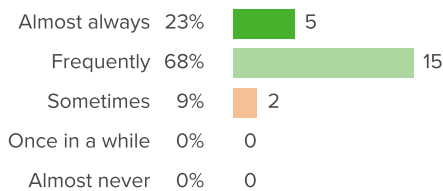
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 11 from last survey

Favorable: **77%**

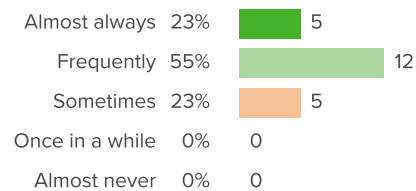
**Q.5: During the past week, how often did you feel happy at work?**



▲ 30 from last survey

Favorable: **91%**

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

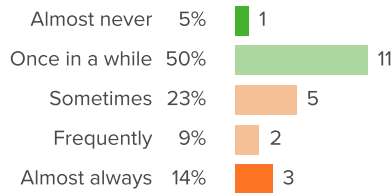


▲ 10 from last survey

Favorable: **77%**



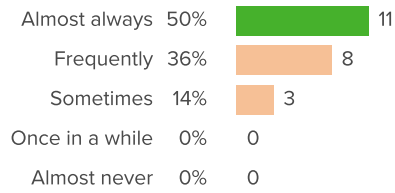
**Q.7: During the past week, how often did you feel overwhelmed at work?**



▲ 8 from last survey

Favorable: **55%**

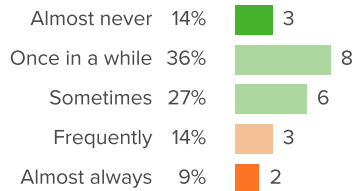
**Q.8: During the past week, how often did you feel safe at work?**



▼ 17 from last survey

Favorable: **50%**

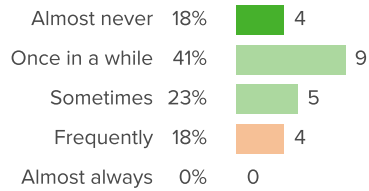
**Q.9: During the past week, how often did you feel stressed out at work?**



▲ 16 from last survey

Favorable: **77%**

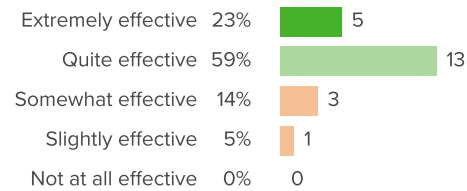
**Q.10: During the past week, how often did you feel worried at work?**



▼ 7 from last survey

Favorable: **82%**

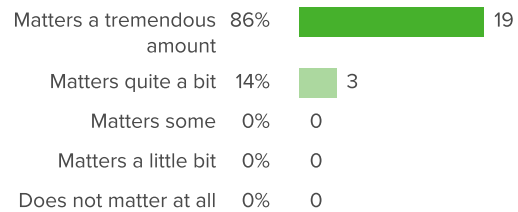
**Q.11: How effective do you feel at your job right now?**



▲ 4 from last survey

Favorable: **82%**

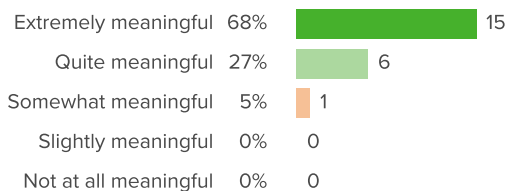
**Q.12: How much does your work matter to you?**



▲ 6 from last survey

Favorable: **100%**

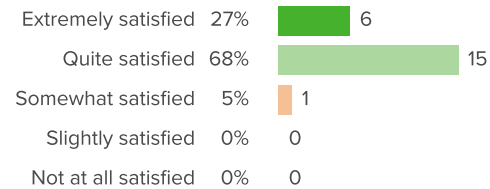
**Q.13: How meaningful for you is the work that you do?**



▲ 1 from last survey

Favorable: **95%**

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



▲ 23 from last survey

Favorable: **95%**



## Work environment

Your average

**92%**

22 responses

Change

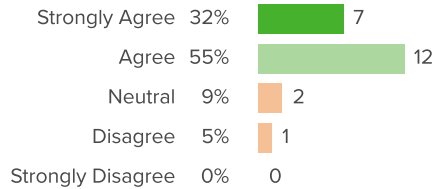
**▲ 3**

since last survey

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

How did people respond?

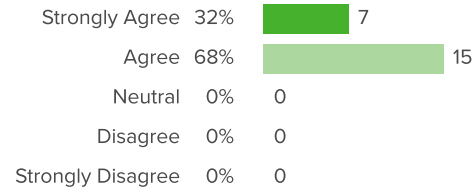
**Q.1: I have the materials and resources to do my job effectively.**



▲ 8 from last survey

Favorable: **86%**

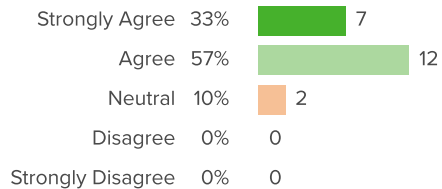
**Q.2: My school/location is in good condition and well-maintained.**



▲ 6 from last survey

Favorable: **100%**

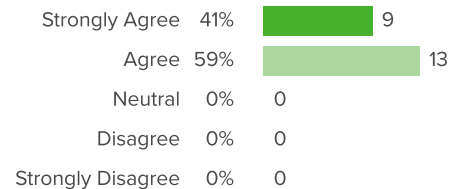
**Q.3: I feel safe in my school/location.**



▼ 10 from last survey

Favorable: **90%**

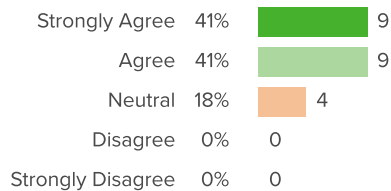
**Q.4: I am aware of safety and security procedures at my school/location.**



▲ 11 from last survey

Favorable: **100%**

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



▼ 1 from last survey

Favorable: **82%**



## Background Questions

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



## Parkway School District

"Fall 2024 2024-25 SSD Employee Engagement and Climate Survey, Staff 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  |
| Linbergh School District                   | 0%   | 0  |
| Maplewood-Richmond Heights School District | 0%   | 0  |
| Mehlville School District                  | 0%   | 0  |
| Normandy School District                   | 0%   | 0  |
| Parkway School District                    | 100% | 20 |
| 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

|                                                                                                                  |     |    |
|------------------------------------------------------------------------------------------------------------------|-----|----|
| Administrator (Managers, Area Coordinators, Directors, Chiefs)                                                   | 0%  | 0  |
| Operations (Human Resources, Finance, Facilities, Communications, Technology, Secretarial, Transportation, etc.) | 0%  | 0  |
| Related/Student Services (OT/PT, SLP, Social Work, Health Services, Student Records, Aug Comm, Diagnostics)      | 59% | 13 |
| Other                                                                                                            | 41% | 9  |



## Parkway School District

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