Hancock School District

Para Survey
Fall 2024

Report created by
Panorama Education

Summary

Topic Description	Results	Comparison
Additional questions	67%	76% SSD of St. Louis (MO)
Communicating results	100% ▲ 100 since last survey	69% SSD of St. Louis (MO)
Communications	83% ▼ 3 since last survey	72% SSD of St. Louis (MO)
Deia	95% ▲ 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.	57% ▲ 17 since last survey	43% SSD of St. Louis (MO)
Mission and vision	71% ▼ 20 since last survey	74% SSD of St. Louis (MO)
Overall engagement	92% ▼ 2 since last survey	82% SSD of St. Louis (MO)
Partner Districts	72% ▼ 14 since last survey	75% SSD of St. Louis (MO)

Professional Learning	**52%** ▼ 6 since last survey	**48%**	SSD of St. Louis (MO)
School Climate Perceptions of the overall social and learning climate of the school.	**81%** ▲ 6 since last survey	**65%**	SSD of St. Louis (MO)
School Leadership Perceptions of the school leadership's effectiveness.	**63%** ▲ 7 since last survey	**59%**	SSD of St. Louis (MO)
Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.	**76%** ▲ 10 since last survey	**68%**	SSD of St. Louis (MO)
Well-being Faculty and staff perceptions of their own professional well-being.	**80%** ▼ 4 since last survey	**72%**	SSD of St. Louis (MO)
Work environment	**93%** ▼ 7 since last survey	**82%**	SSD of St. Louis (MO)

6 responses

Additional questions

Your average

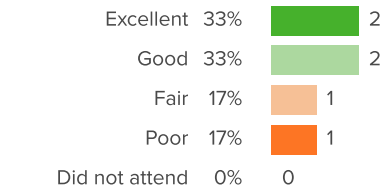
67%

6 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: **67%**

Communicating results

Your average

100%

6 responses

Change

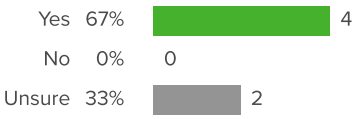
▲ 100

since last survey

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

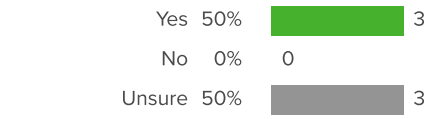
How did people respond?

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



▲ 100 from last survey — Favorable: **100%**

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



▲ 100 from last survey — Favorable: **100%**

Communications

Your average

83%

6 responses

Change

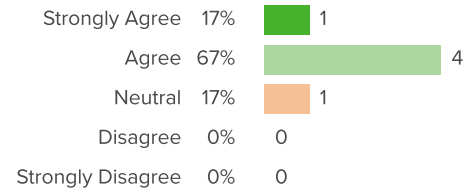
▼ **3**

since last survey

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

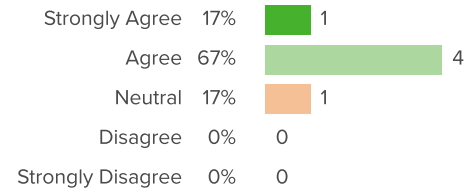
How did people respond?

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



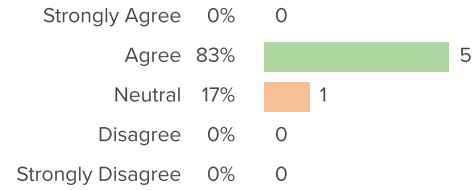
▼ **5** from last survey — Favorable: **83%**

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



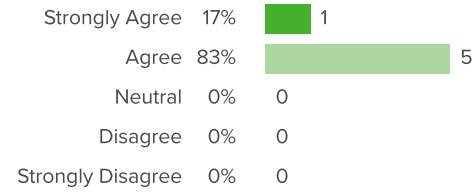
▼ **5** from last survey — Favorable: **83%**

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



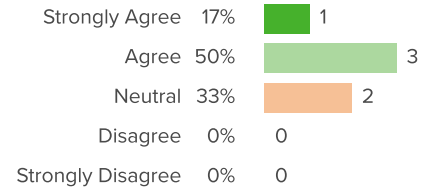
▲ **8** from last survey — Favorable: **83%**

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



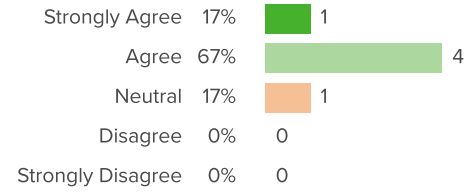
▲ **0** from last survey — Favorable: **100%**

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



▼ **21** from last survey — Favorable: **67%**

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



▲ **8** from last survey — Favorable: **83%**

Deia

Your average

95%

6 responses

Change

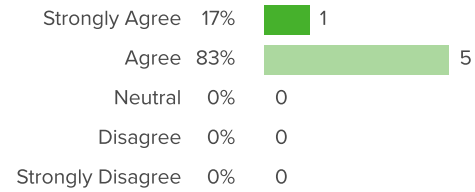
▲ 2

since last survey

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

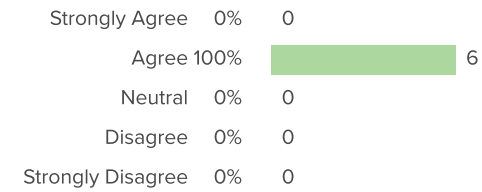
How did people respond?

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



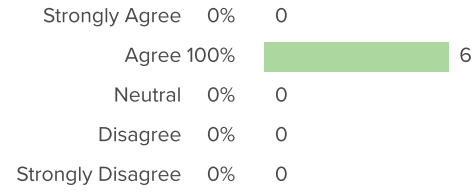
▲ 0 from last survey — Favorable: **100%**

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



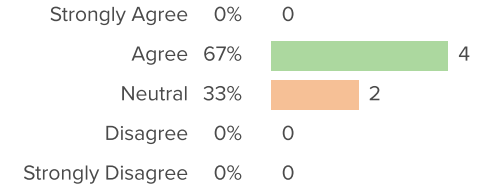
▲ 12 from last survey — Favorable: **100%**

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



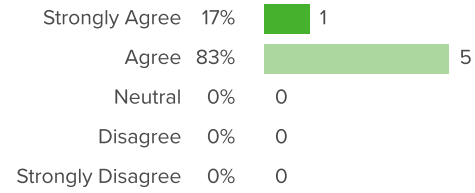
▲ 0 from last survey — Favorable: **100%**

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



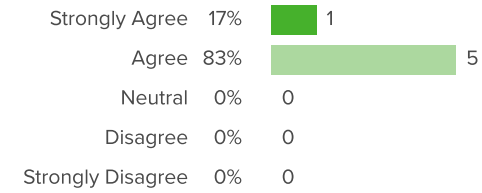
▼ 33 from last survey — Favorable: **67%**

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



▲ 14 from last survey — Favorable: **100%**

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



▲ 14 from last survey — Favorable: **100%**

Feedback and Coaching

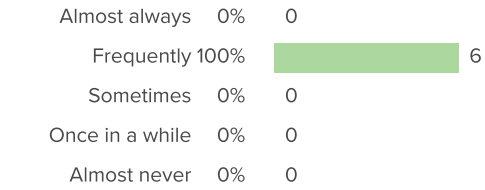
Your average
57%
6 responses

Change
▲ **17**
since last survey

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

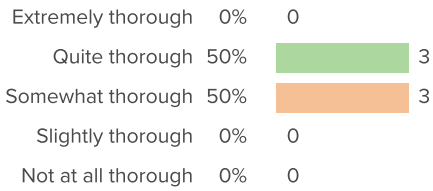
How did people respond?

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



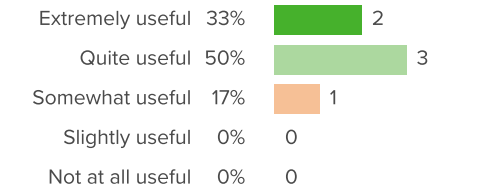
▲ **75** from last survey — Favorable: **100%**

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



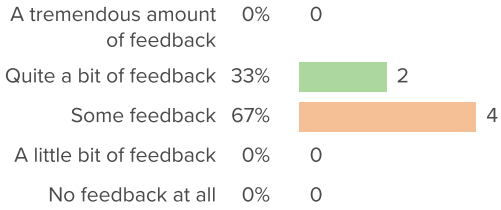
▲ **0** from last survey — Favorable: **50%**

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



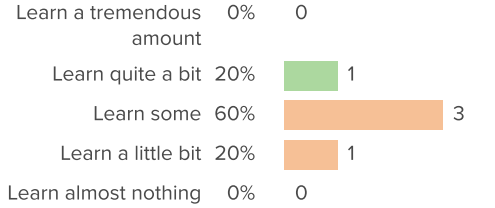
▲ **20** from last survey — Favorable: **83%**

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



▲ **8** from last survey — Favorable: **33%**

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



▼ **18** from last survey — Favorable: **20%**

Mission and vision

Your average

71%

6 responses

Change

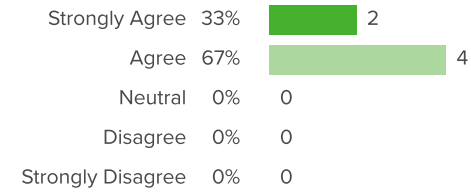
▼ 20

since last survey

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

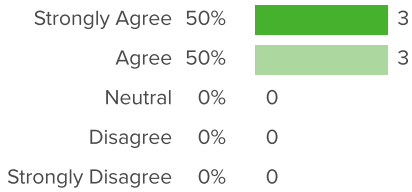
How did people respond?

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



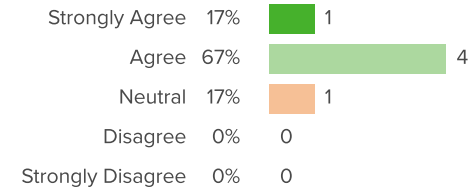
▲ **0** from last survey — Favorable: **100%**

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



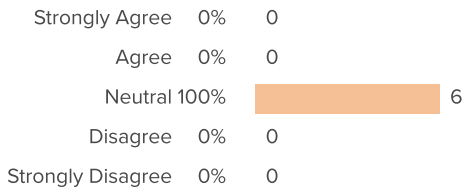
▲ **0** from last survey — Favorable: **100%**

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



▼ **17** from last survey — Favorable: **83%**

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



▼ **63** from last survey — Favorable: **0%**

Overall engagement

Your average

92%

6 responses

Change

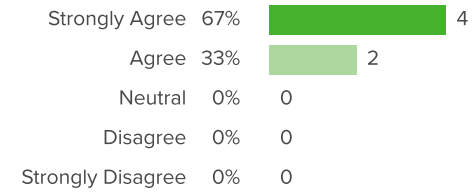
▼ **2**

since last survey

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

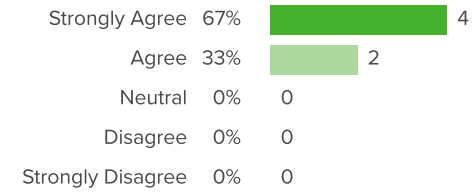
How did people respond?

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



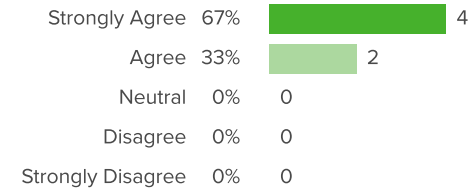
▲ **0** from last survey — Favorable: **100%**

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



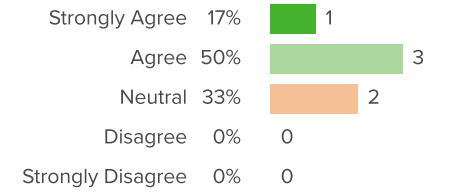
▲ **0** from last survey — Favorable: **100%**

Q.3: I am engaged in my work.



▲ **0** from last survey — Favorable: **100%**

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



▼ **8** from last survey — Favorable: **67%**

Partner Districts

Your average

72%

6 responses

Change

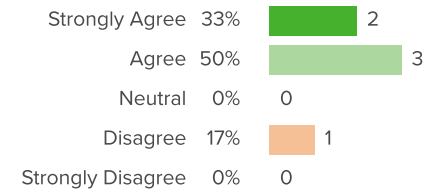
▼ 14

since last survey

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

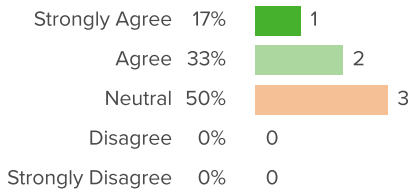
How did people respond?

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



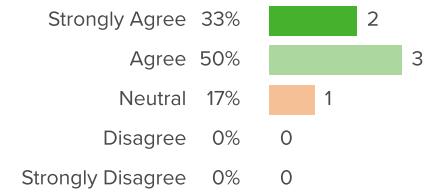
▼ 5 from last survey — Favorable: **83%**

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



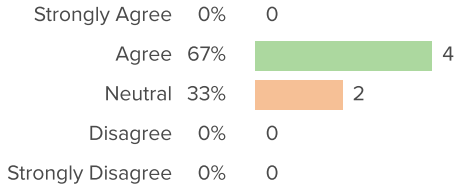
▼ 38 from last survey — Favorable: **50%**

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



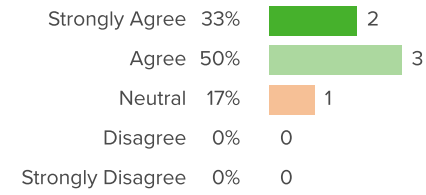
▼ 5 from last survey — Favorable: **83%**

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



▼ 19 from last survey — Favorable: **67%**

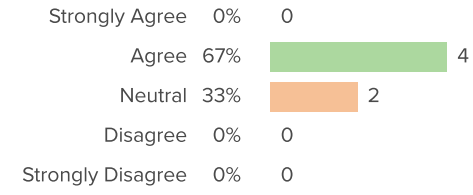
Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



▼ 5 from last survey

Favorable: 83%

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



▼ 8 from last survey

Favorable: 67%

Professional Learning

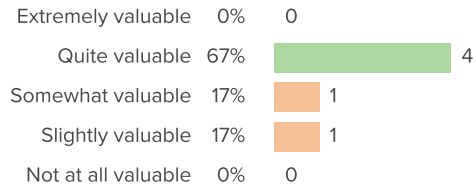
Your average
52%
6 responses

Change
▼ 6
since last survey

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

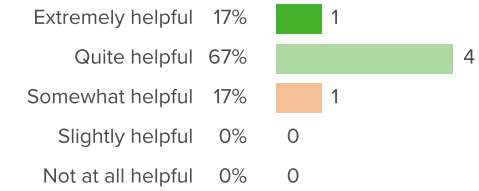
How did people respond?

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



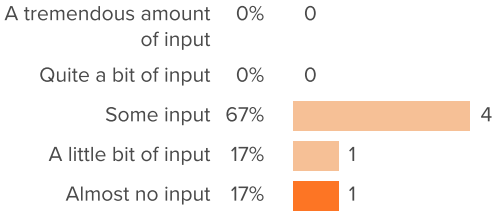
▲ 4 from last survey — Favorable: **67%**

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



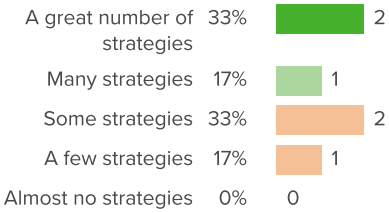
▲ 8 from last survey — Favorable: **83%**

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



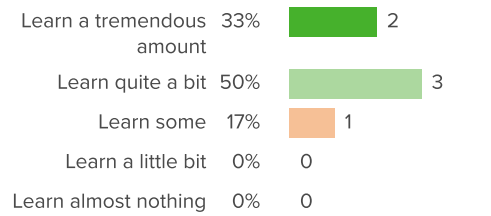
▼ 50 from last survey — Favorable: **0%**

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



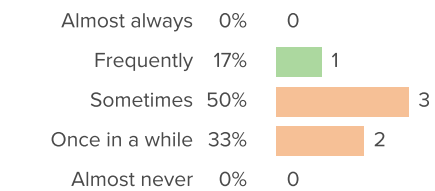
▼ 13 from last survey — Favorable: **50%**

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



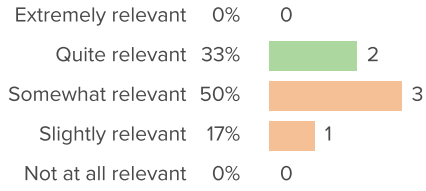
▲ 20 from last survey — Favorable: **83%**

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



▼ 21 from last survey — Favorable: **17%**

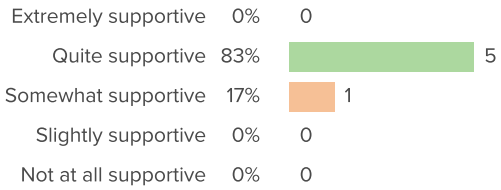
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▼ 17 from last survey

Favorable: 33%

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



▲ 20 from last survey

Favorable: 83%

School Climate

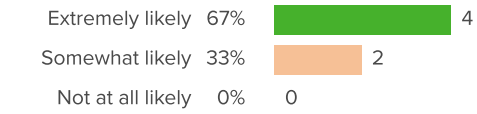
Your average
81%
6 responses

Change
▲ 6
since last survey

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

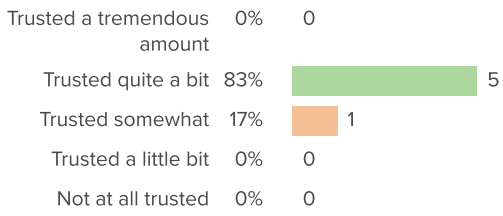
How did people respond?

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



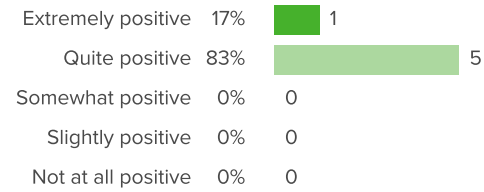
▼ 8 from last survey — Favorable: **67%**

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



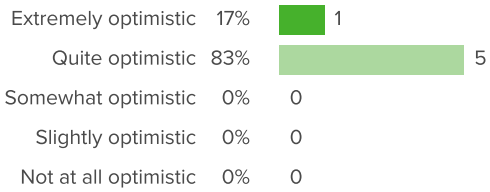
▼ 17 from last survey — Favorable: **83%**

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



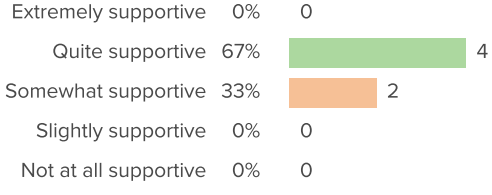
▲ 37 from last survey — Favorable: **100%**

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



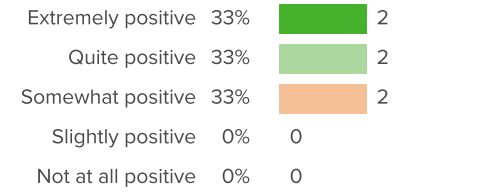
▲ 0 from last survey — Favorable: **100%**

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



▼ 8 from last survey — Favorable: **67%**

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



▲ 29 from last survey — Favorable: **67%**

School Leadership

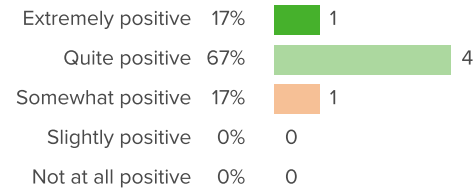
Your average
63%
6 responses

Change
▲ **7**
since last survey

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

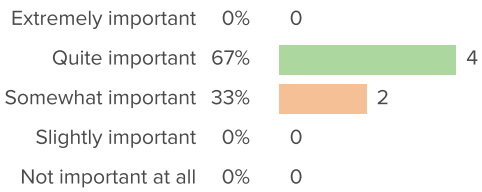
How did people respond?

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



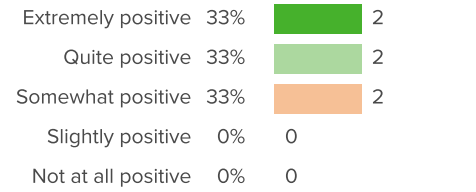
▲ **8** from last survey — Favorable: **83%**

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



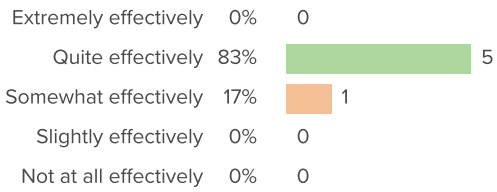
▲ **4** from last survey — Favorable: **67%**

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



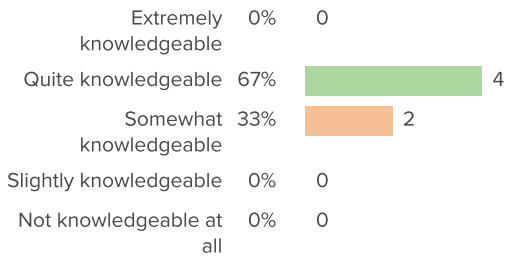
▲ **4** from last survey — Favorable: **67%**

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



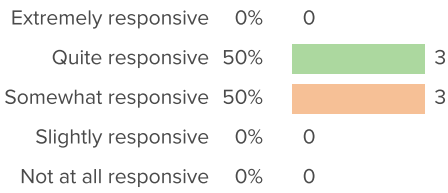
▲ **8** from last survey — Favorable: **83%**

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



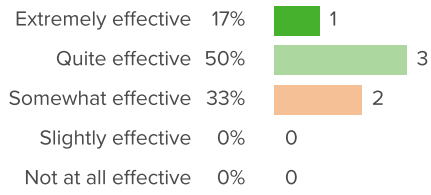
▲ **4** from last survey — Favorable: **67%**

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



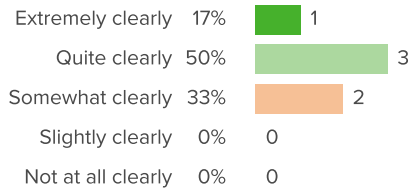
▲ **25** from last survey — Favorable: **50%**

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



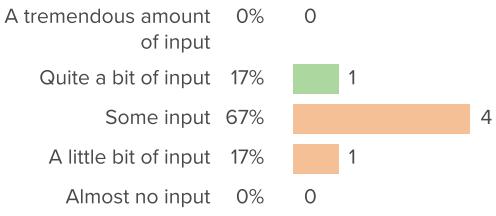
▲ 29 from last survey Favorable: 67%

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



▲ 4 from last survey Favorable: 67%

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



▼ 21 from last survey Favorable: 17%

Staff-Leadership Relationships

Your average

76%

6 responses

Change

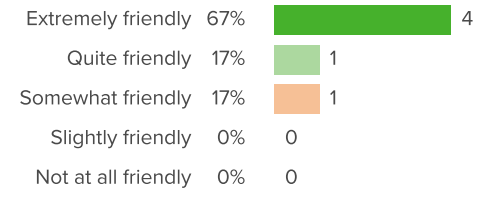
▲ 10

since last survey

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

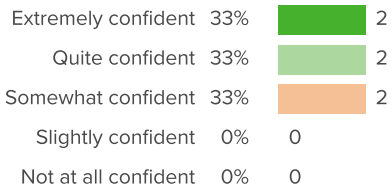
How did people respond?

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



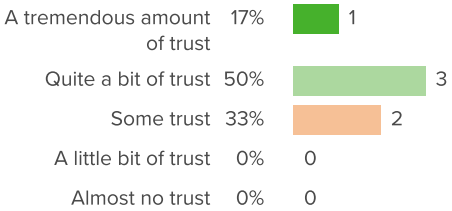
▼ 5 from last survey — Favorable: **83%**

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



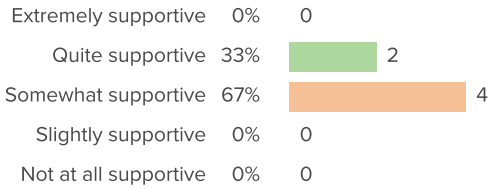
▲ 4 from last survey — Favorable: **67%**

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



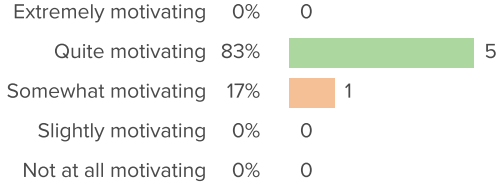
▲ 17 from last survey — Favorable: **67%**

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



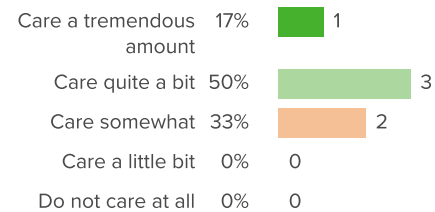
▼ 5 from last survey — Favorable: **33%**

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



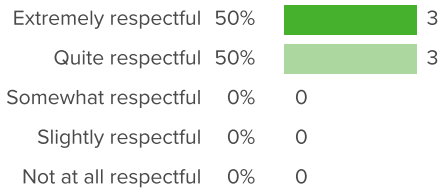
▲ 33 from last survey — Favorable: **83%**

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



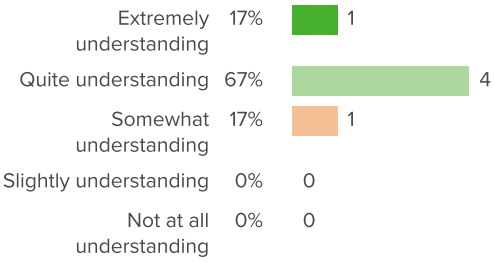
▲ 17 from last survey — Favorable: **67%**

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



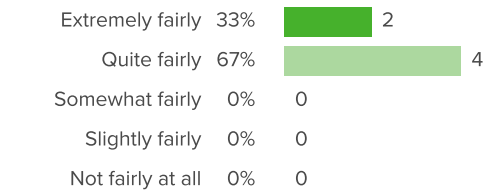
▲ 0 from last survey — Favorable: 100%

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



▼ 5 from last survey — Favorable: 83%

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



▲ 37 from last survey — Favorable: 100%

Well-being

Your average

80%

6 responses

Change

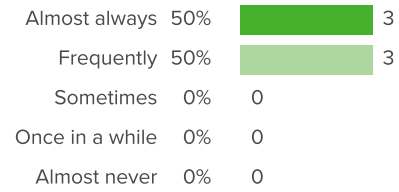
▼ **4**

since last survey

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

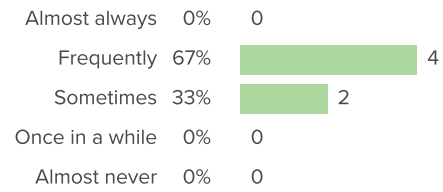
How did people respond?

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



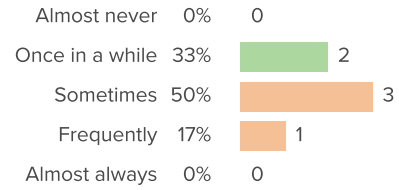
▲ **0** from last survey — Favorable: **100%**

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



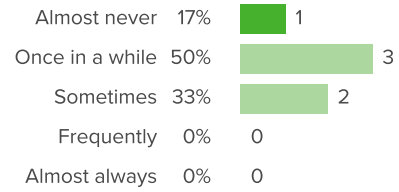
▲ **0** from last survey — Favorable: **100%**

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



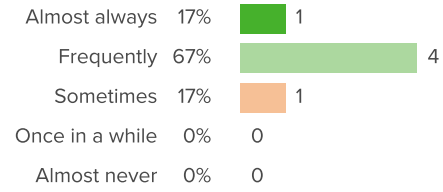
▲ **8** from last survey — Favorable: **33%**

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



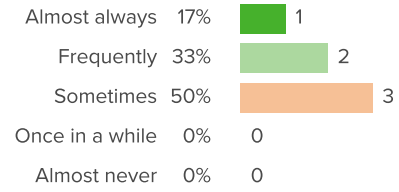
▲ **12** from last survey — Favorable: **100%**

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



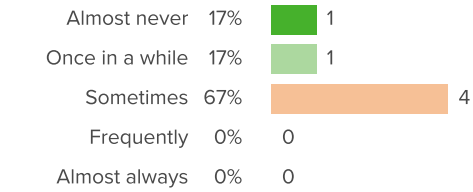
▼ **17** from last survey — Favorable: **83%**

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



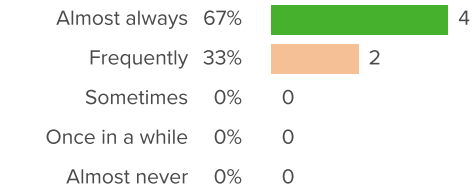
▼ **38** from last survey — Favorable: **50%**

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



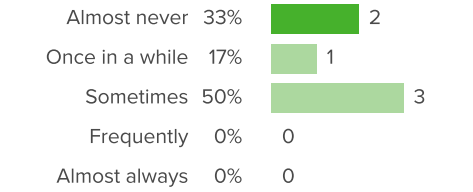
▼ 30 from last survey — Favorable: **33%**

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



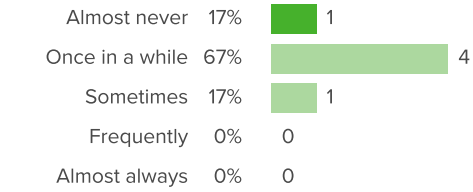
▲ 17 from last survey — Favorable: **67%**

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



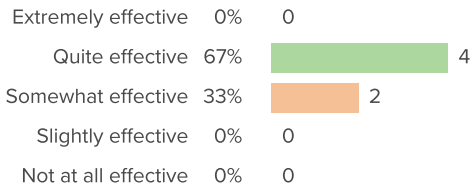
▲ 25 from last survey — Favorable: **100%**

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



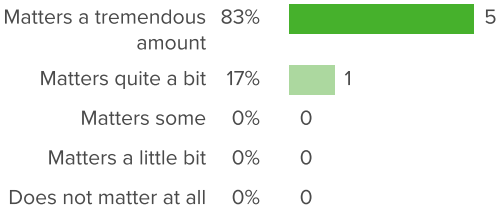
▲ 12 from last survey — Favorable: **100%**

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



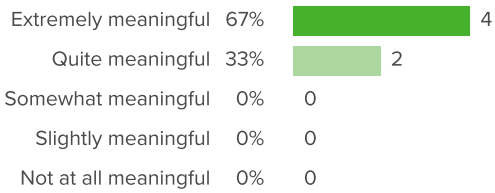
▼ 33 from last survey — Favorable: **67%**

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



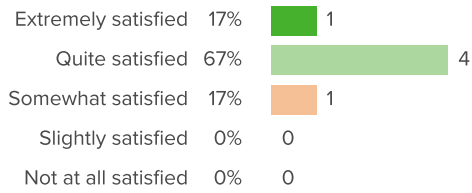
▲ 0 from last survey — Favorable: **100%**

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?



▼ 17 from last survey — Favorable: **83%**

Work environment

Your average

93%

6 responses

Change

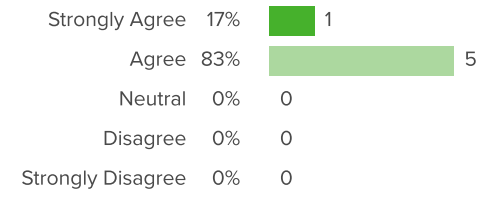
▼ **7**

since last survey

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

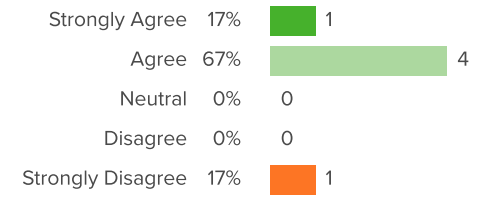
How did people respond?

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



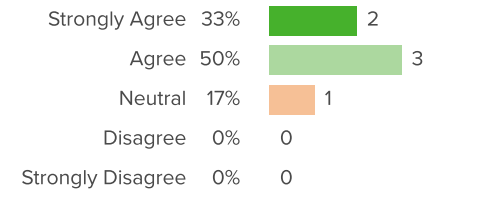
▲ **0** from last survey — Favorable: **100%**

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



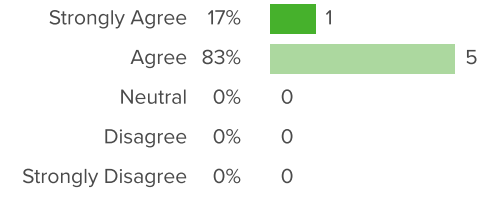
▼ **17** from last survey — Favorable: **83%**

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



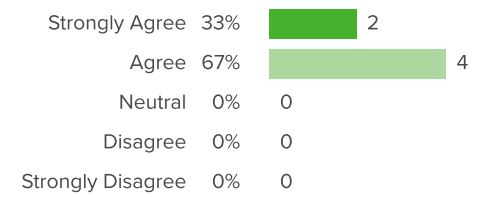
▼ **17** from last survey — Favorable: **83%**

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



▲ **0** from last survey — Favorable: **100%**

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



▲ **0** from last survey — Favorable: **100%**

Background Questions

How did people respond?

Q.1: Location

Affton School District	0%	0
Bayless School District	17%	1
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	83%	5
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	0%	0
Ladue School District	0%	0
Lindbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	0%	0
Parkway School District	0%	0
Pattonville School District	0%	0
Ritenour School District	0%	0
Riverview Gardens School District	0%	0
Rockwood School District	0%	0
University City School District	0%	0
Valley Park School District	0%	0
Webster Groves School District	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	0%	0
Paraprofessional - Partner district	100%	6

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