SSD of St. Louis (MO)

Para Survey
Fall 2024

Report created by
Panorama Education

Summary

Topic Description	Results	Benchmark
Additional questions	76%	
Communicating results	69% ▲ 7 since last survey	
Communications	72% ▲ 4 since last survey	
Deia	74% ▲ 3 since last survey	
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	43% ▲ 1 since last survey	20th - 39th percentile compared to others nationally
Mission and vision	74% ▲ 1 since last survey	
Overall engagement	82% ▲ 1 since last survey	
Partner Districts	75% ▲ 8 since last survey	

Professional Learning

48%

▲ 2
since last survey

40th - 59th percentile compared to others nationally

School Climate

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

65%

▲ 2
since last survey

School Leadership

Perceptions of the school leadership's effectiveness.

59%

▲ 5
since last survey

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

68%

▲ 4
since last survey

20th - 39th percentile compared to others nationally

Well-being

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

72%

0
since last survey

60th - 79th percentile compared to others nationally

Work environment

82%

▲ 2
since last survey

618 responses

Additional questions

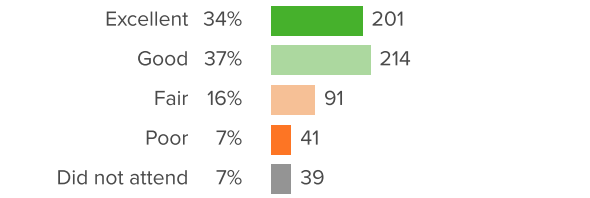
Your average

76%

618 responses

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: **76%**

Communicating results

Your average

69%

618 responses

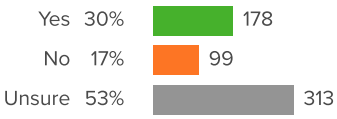
Change

▲ **7**

since last survey

How did people respond?

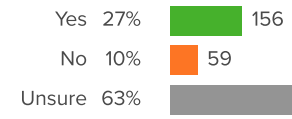
Q.1: The SSD Employee Engagement Survey was last administered in February/March 2022. Were the results shared with you?



▲ **0** from last survey

Favorable: **64%**

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



▲ **13** from last survey

Favorable: **73%**

Communications

Your average

72%

618 responses

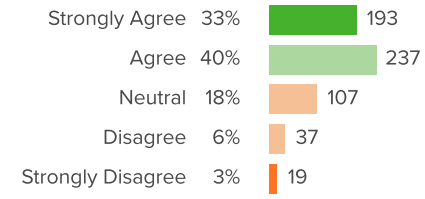
Change

▲ 4

since last survey

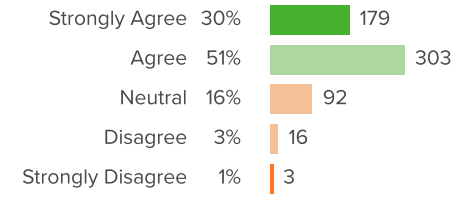
How did people respond?

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



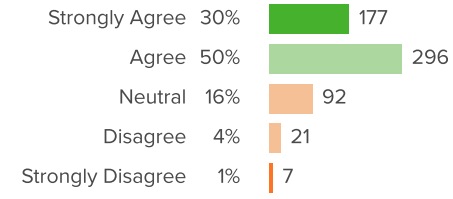
▲ 6 from last survey — Favorable: **73%**

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



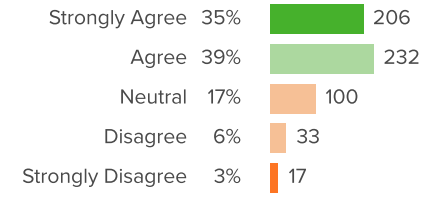
▲ 3 from last survey — Favorable: **81%**

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



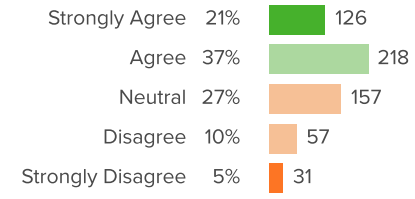
▲ 2 from last survey — Favorable: **80%**

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



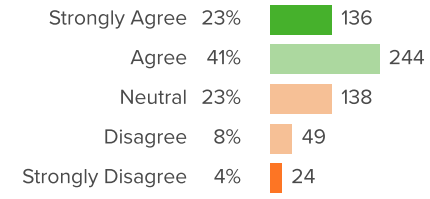
▲ 5 from last survey — Favorable: **74%**

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



▲ 5 from last survey — Favorable: **58%**

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



▲ 1 from last survey — Favorable: **64%**

Deia

Your average

74%

618 responses

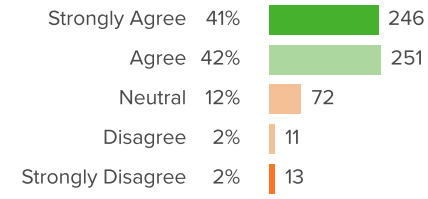
Change

▲ 3

since last survey

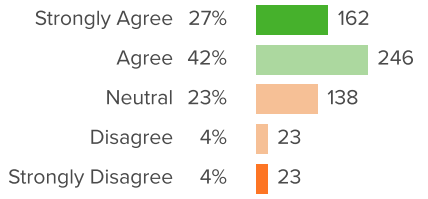
How did people respond?

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



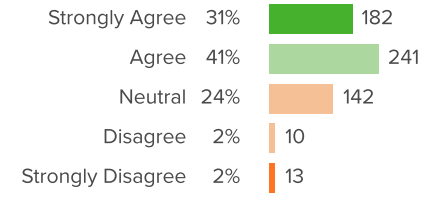
▲ 2 from last survey — Favorable: **84%**

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



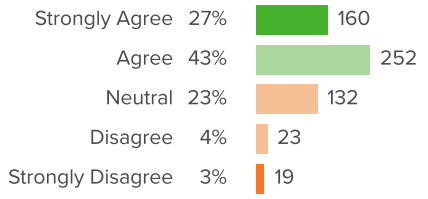
▲ 5 from last survey — Favorable: **69%**

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



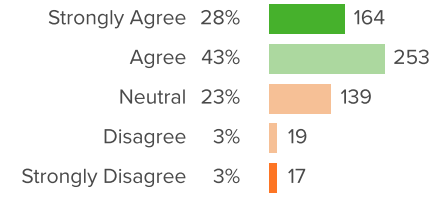
▲ 2 from last survey — Favorable: **72%**

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



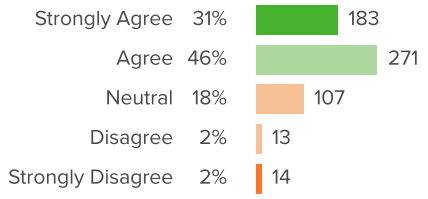
▲ 1 from last survey — Favorable: **70%**

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



▲ 0 from last survey — Favorable: **70%**

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



▲ 5 from last survey — Favorable: **77%**

Feedback and Coaching

Your average

43%

618 responses

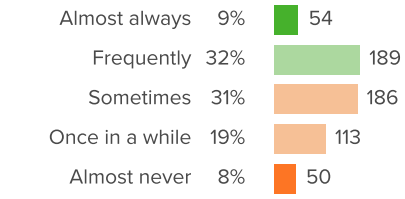
Change

▲ 1

since last survey

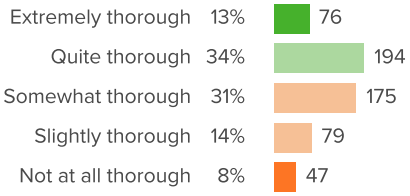
How did people respond?

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



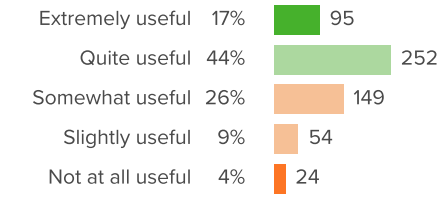
▲ 4 from last survey — Favorable: **41%**

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



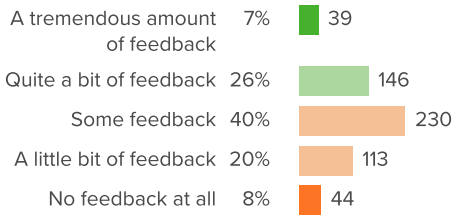
▲ 1 from last survey — Favorable: **47%**

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



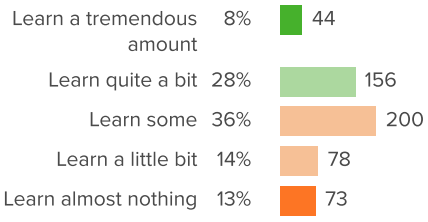
▲ 3 from last survey — Favorable: **60%**

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



▲ 1 from last survey — Favorable: **32%**

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



▼ 4 from last survey — Favorable: **36%**

Mission and vision

Your average

74%

618 responses

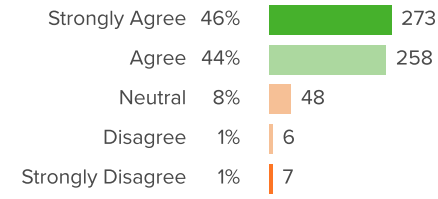
Change

▲ 1

since last survey

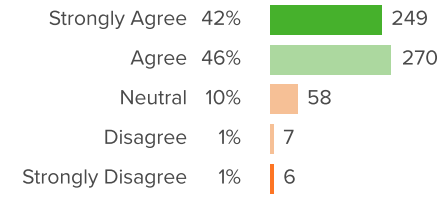
How did people respond?

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



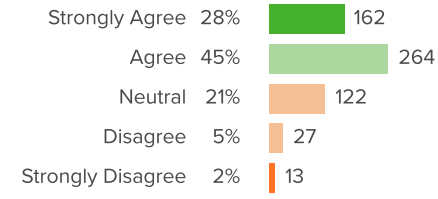
▲ 0 from last survey — Favorable: **90%**

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



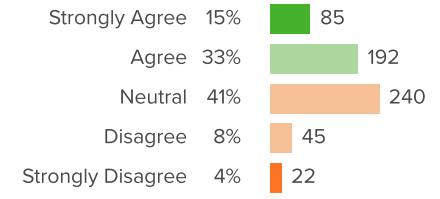
▲ 1 from last survey — Favorable: **88%**

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



▲ 3 from last survey — Favorable: **72%**

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



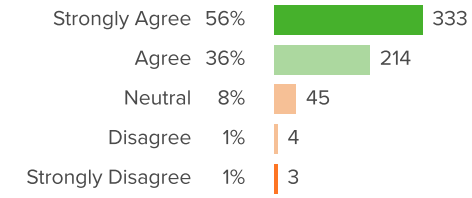
▲ 1 from last survey — Favorable: **47%**

Overall engagement

Your average	Change
82%	▲ 1
618 responses	since last survey

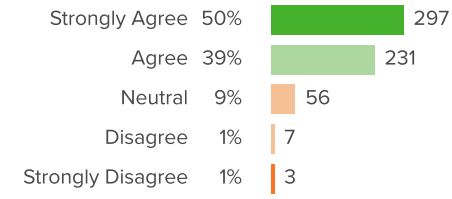
How did people respond?

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



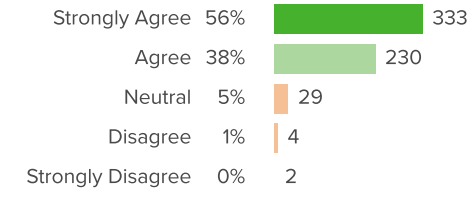
▲ 0 from last survey — Favorable: **91%**

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



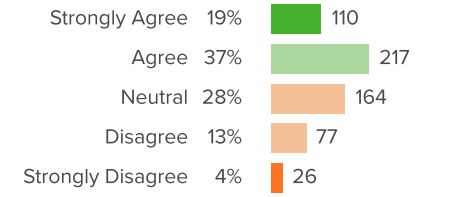
▲ 0 from last survey — Favorable: **89%**

Q.3: I am engaged in my work.



▲ 1 from last survey — Favorable: **94%**

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



▲ 6 from last survey — Favorable: **55%**

Partner Districts

Your average

75%

618 responses

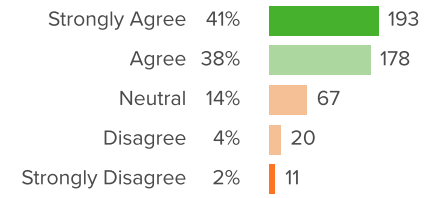
Change

▲ 8

since last survey

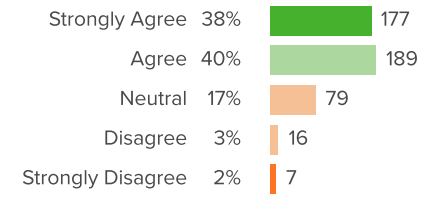
How did people respond?

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



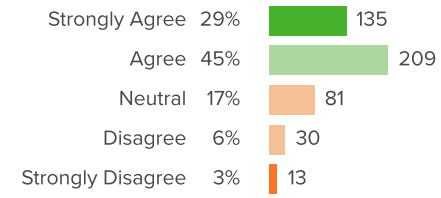
▲ 8 from last survey — Favorable: **79%**

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



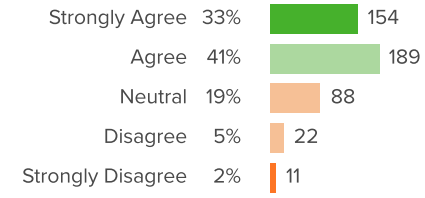
▲ 10 from last survey — Favorable: **78%**

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



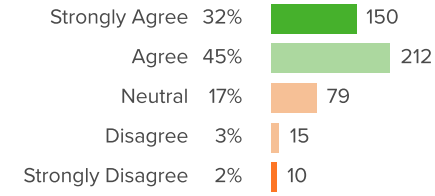
▲ 8 from last survey — Favorable: **74%**

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



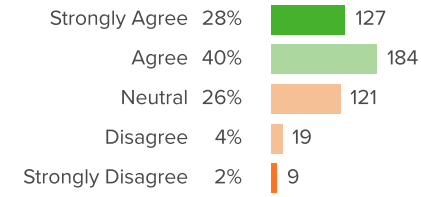
▲ 10 from last survey — Favorable: **74%**

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



▲ 8 from last survey Favorable: **78%**

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



▲ 7 from last survey Favorable: **68%**

Professional Learning

Your average

48%

618 responses

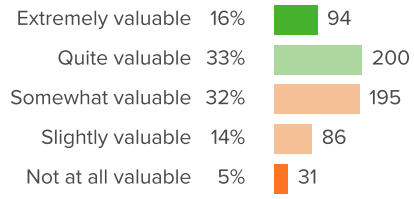
Change

▲ 2

since last survey

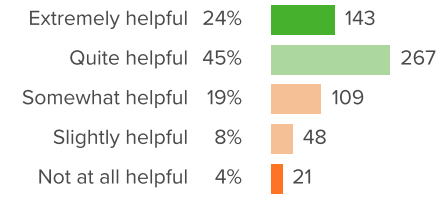
How did people respond?

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



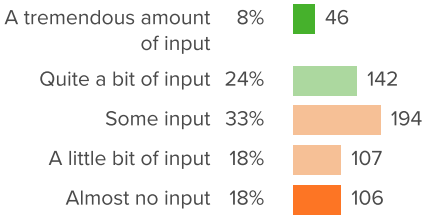
▲ 3 from last survey — Favorable: **49%**

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



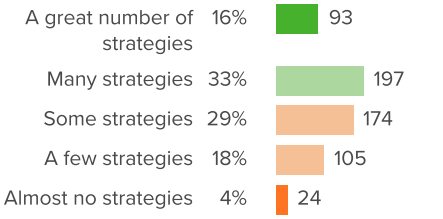
▲ 2 from last survey — Favorable: **70%**

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



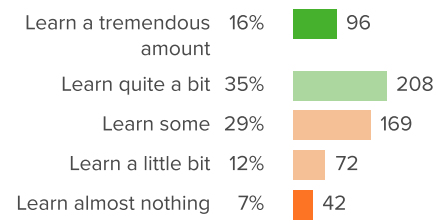
▼ 1 from last survey — Favorable: **32%**

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



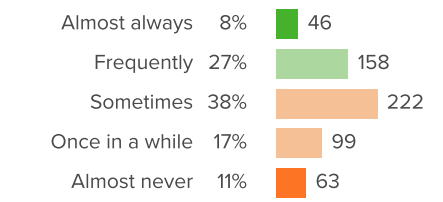
▼ 2 from last survey — Favorable: **49%**

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



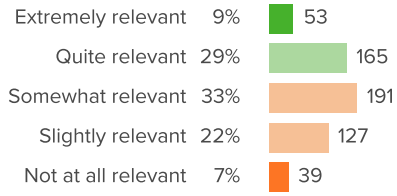
▲ 3 from last survey — Favorable: **52%**

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



▲ 2 from last survey — Favorable: **35%**

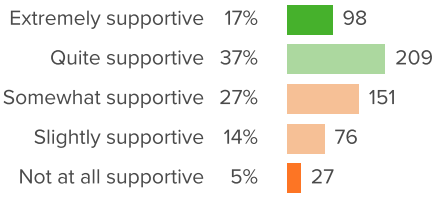
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 1 from last survey

Favorable: **38%**

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



▲ 5 from last survey

Favorable: **55%**

School Climate

Your average

65%

618 responses

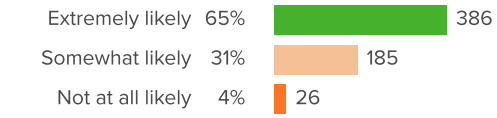
Change

▲ 2

since last survey

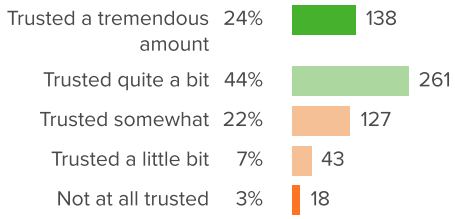
How did people respond?

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



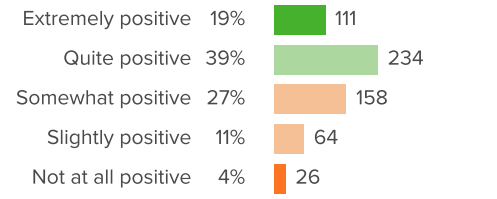
▲ 0 from last survey — Favorable: **65%**

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



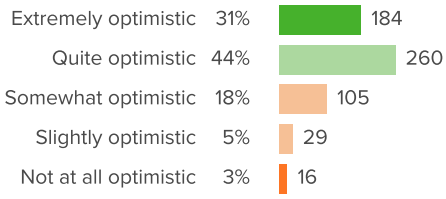
▼ 2 from last survey — Favorable: **68%**

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



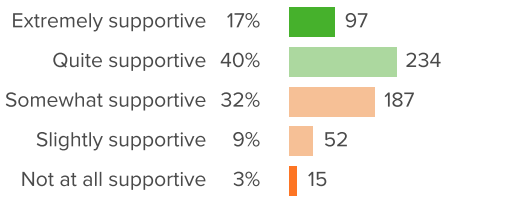
▲ 4 from last survey — Favorable: **58%**

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



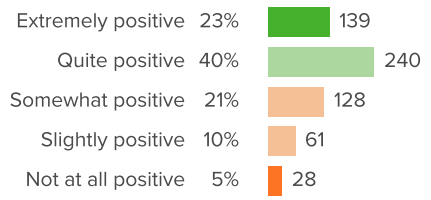
▲ 1 from last survey — Favorable: **75%**

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



▲ 1 from last survey — Favorable: **57%**

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



▲ 7 from last survey — Favorable: **64%**

School Leadership

Your average

59%

618 responses

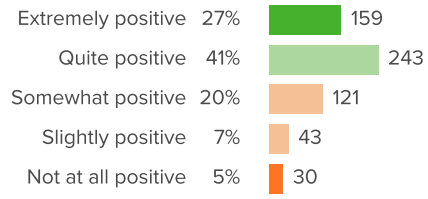
Change

▲ 5

since last survey

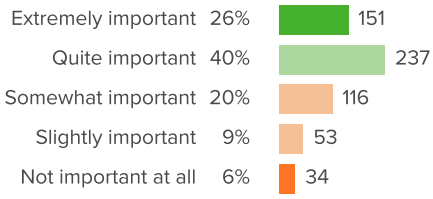
How did people respond?

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



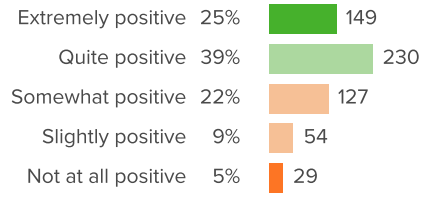
▲ 8 from last survey — Favorable: **67%**

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



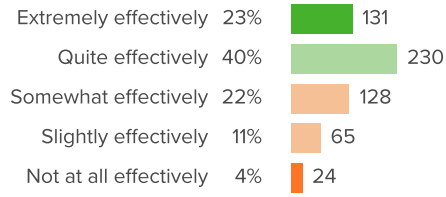
▲ 7 from last survey — Favorable: **66%**

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



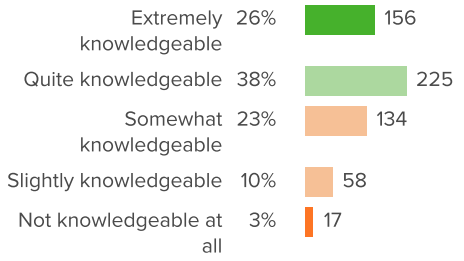
▲ 5 from last survey — Favorable: **64%**

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



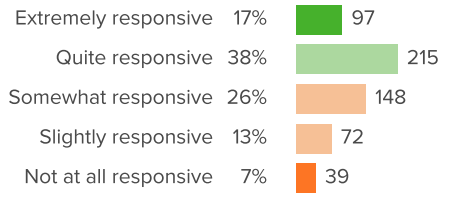
▲ 7 from last survey — Favorable: **62%**

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



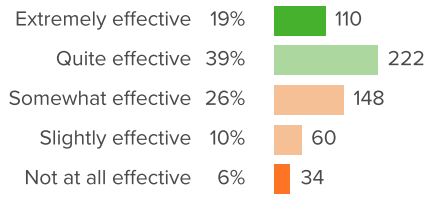
▲ 2 from last survey — Favorable: **65%**

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



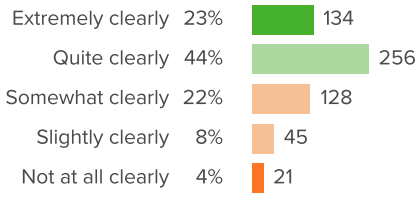
▲ 4 from last survey — Favorable: **55%**

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



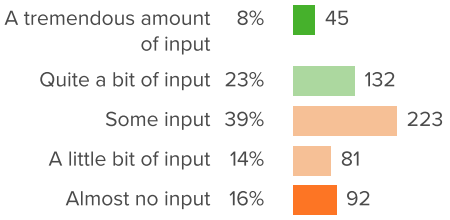
▲ 6 from last survey Favorable: **58%**

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



▲ 9 from last survey Favorable: **67%**

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



▲ 5 from last survey Favorable: **31%**

Staff-Leadership Relationships

Your average

68%

618 responses

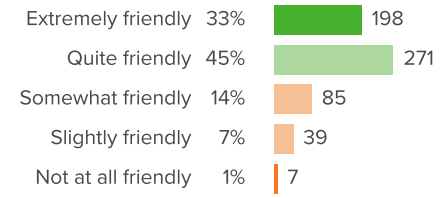
Change

▲ 4

since last survey

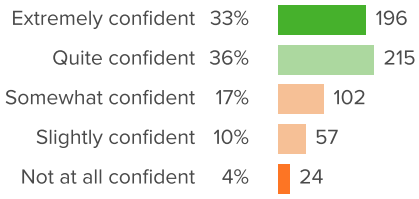
How did people respond?

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



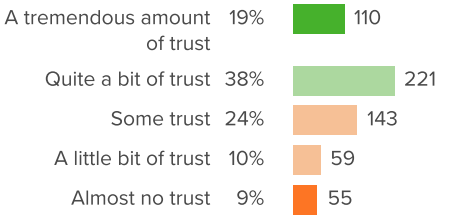
▲ 3 from last survey — Favorable: **78%**

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



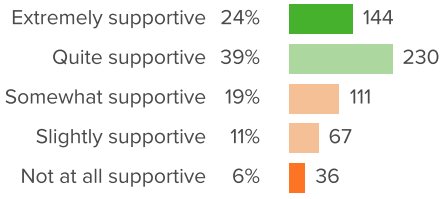
▲ 6 from last survey — Favorable: **69%**

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



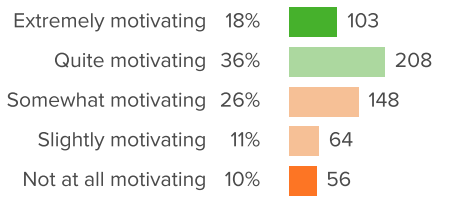
▲ 6 from last survey — Favorable: **56%**

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



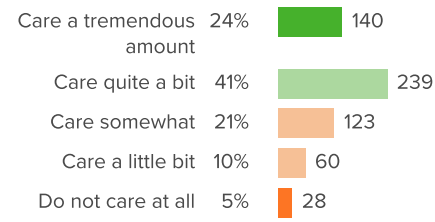
▲ 6 from last survey — Favorable: **64%**

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



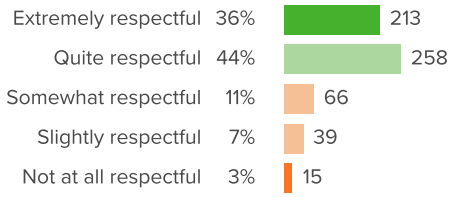
▲ 3 from last survey — Favorable: **54%**

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



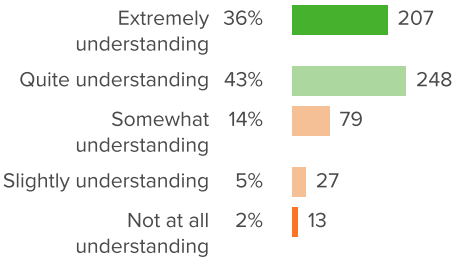
▲ 3 from last survey — Favorable: **64%**

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



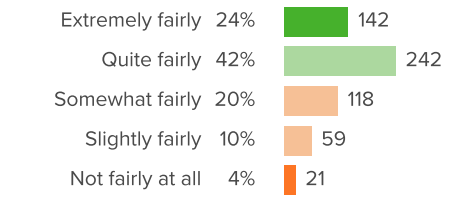
▲ 3 from last survey Favorable: **80%**

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



▲ 0 from last survey Favorable: **79%**

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



▲ 4 from last survey Favorable: **66%**

Well-being

Your average

72%

618 responses

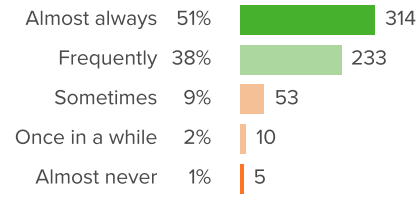
Change

0

since last survey

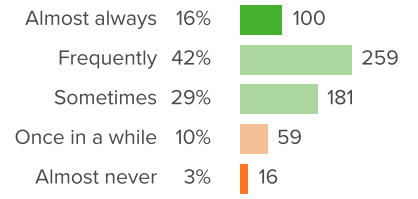
How did people respond?

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



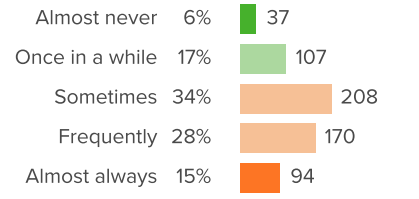
▲ 5 from last survey — Favorable: **89%**

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



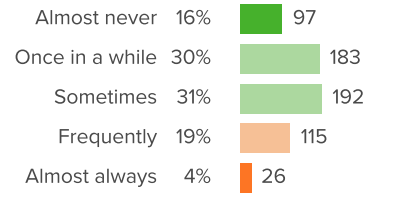
▲ 0 from last survey — Favorable: **88%**

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



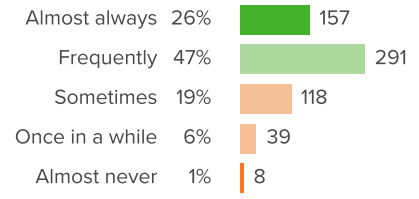
▲ 2 from last survey — Favorable: **23%**

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



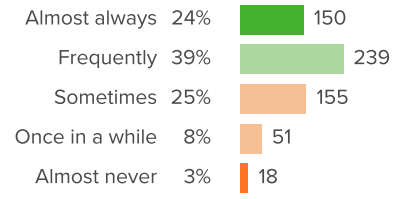
▼ 2 from last survey — Favorable: **77%**

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



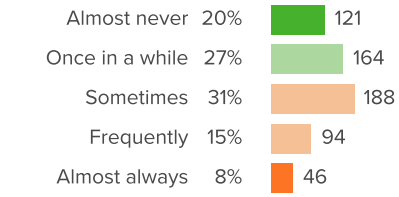
▲ 0 from last survey — Favorable: **73%**

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



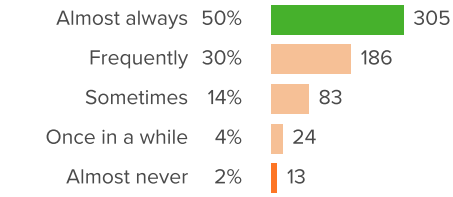
▲ 2 from last survey — Favorable: **63%**

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



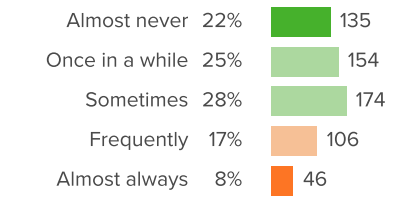
▲ 0 from last survey — Favorable: **46%**

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



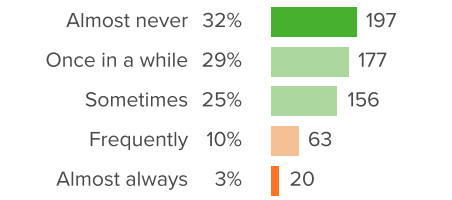
▼ 2 from last survey — Favorable: **50%**

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



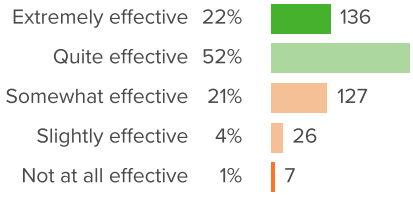
▲ 1 from last survey — Favorable: **75%**

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



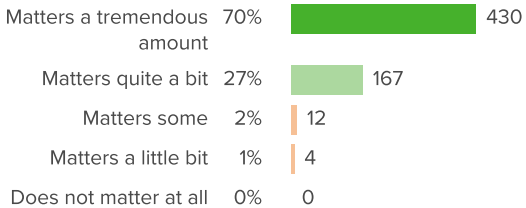
▼ 1 from last survey — Favorable: **86%**

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



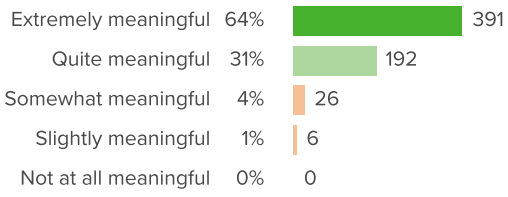
▼ 3 from last survey — Favorable: **74%**

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



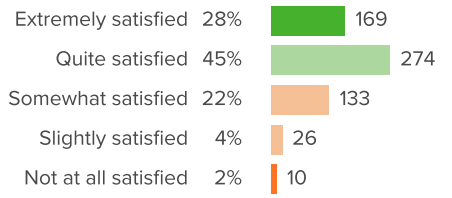
▼ 1 from last survey — Favorable: **97%**

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?



▼ 1 from last survey — Favorable: **72%**

Work environment

Your average

82%

618 responses

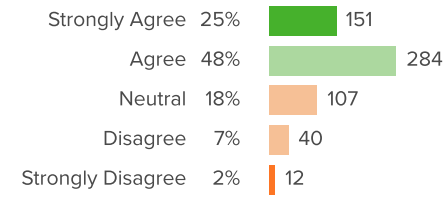
Change

▲ 2

since last survey

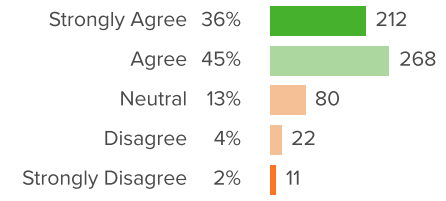
How did people respond?

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



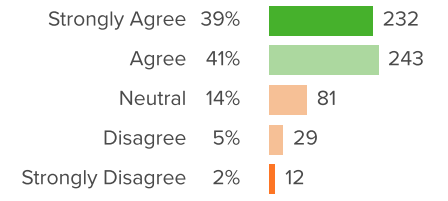
▲ 0 from last survey — Favorable: **73%**

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



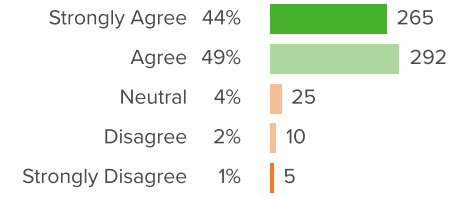
▲ 8 from last survey — Favorable: **81%**

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



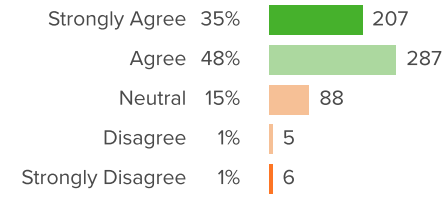
▼ 1 from last survey — Favorable: **80%**

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



▲ 3 from last survey — Favorable: **93%**

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



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

Background Questions

How did people respond?

Q.1: Location

Affton School District	4%	23
Bayless School District	2%	11
Brentwood School District	1%	7
Clayton School District	1%	4
Ferguson-Florissant School District	4%	24
Hancock Place School District	1%	5
Hazelwood School District	9%	52
Jennings School District	2%	11
Kirkwood School District	2%	12
Ladue School District	3%	19
Lindbergh School District	5%	29
Maplewood-Richmond Heights School District	1%	6
Mehlville School District	6%	32
Normandy School District	2%	13
Parkway School District	13%	74
Pattonville School District	4%	20
Ritenour School District	5%	27
Riverview Gardens School District	3%	18
Rockwood School District	8%	47
University City School District	1%	7
Valley Park School District	1%	3
Webster Groves School District	3%	15
Ackerman School	3%	17
Bridges Program	0%	1
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	1%	3
Learning Center	0%	0
Learning Center - Professional Learning	0%	0
Learning Center - ABA	0%	0
Litzsinger School	2%	13
Neuwoehner High School	3%	18

Q.2: Job type

Paraprofessional - SSD school, site, or program	32%	183
Paraprofessional - Partner district	68%	390

North Tech High School	1%	3
Northview High School	4%	23
South Tech High School	1%	4
Southview School	3%	18
Vocational Skills Program (VSP)	3%	17