



Normandy School District

Para Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	38% ▼ 41 since last survey	62% SSD of St. Louis (MO)
Communications	69% ▼ 1 since last survey	68% SSD of St. Louis (MO)
Deia	68% ▼ 9 since last survey	70% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	40% ▼ 1 since last survey	43% SSD of St. Louis (MO)
Mission and vision	82% ▲ 26 since last survey	68% SSD of St. Louis (MO)
Overall engagement	82% ▼ 9 since last survey	79% SSD of St. Louis (MO)
Partner Districts	73% ▲ 3 since last survey	68% SSD of St. Louis (MO)



Professional Learning

47%

44% SSD of St. Louis (MO)

▼ 6

since last survey

School Climate

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

67%

58% SSD of St. Louis (MO)

▲ 1

since last survey

School Leadership

Perceptions of the school leadership's effectiveness.

46%

56% SSD of St. Louis (MO)

▼ 4

since last survey

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

53%

64% SSD of St. Louis (MO)

▼ 6

since last survey

Well-being

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

72%

73% SSD of St. Louis (MO)

▼ 3

since last survey

Work environment

77%

81% SSD of St. Louis (MO)

▲ 3

since last survey

20 responses



Communicating results

Your average

38%

20 responses

Change

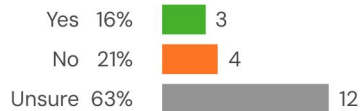
▼ **41**

since last survey

Client average: **62%** SSD of St. Louis (MO)

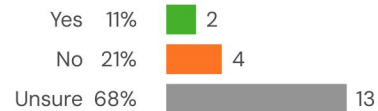
How did people respond?

Q.1: The SSD Employee Engagement Survey was last administered in Fall 2024. Were the results shared with you?



Favorable: **43%**

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



▼ **67** from last survey

Favorable: **33%**



Communications

Your average

69%

20 responses

Change

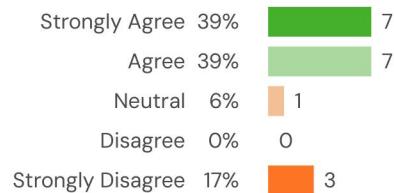
▼ **1**

since last survey

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

How did people respond?

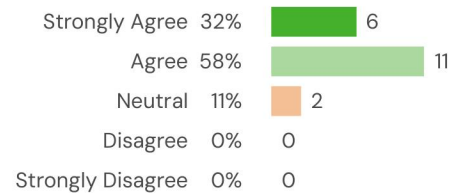
Q.1: My direct supervisor provides me with constructive feedback.



▲ **16** from last survey

Favorable: **78%**

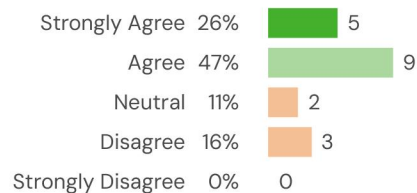
Q.2: I receive adequate and timely information about district news and initiatives.



▲ **6** from last survey

Favorable: **89%**

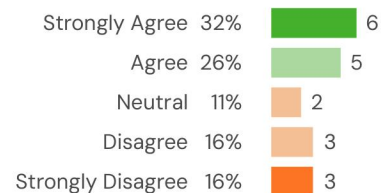
Q.3: I am aware of where and how I can direct a question or concern.



▲ **12** from last survey

Favorable: **74%**

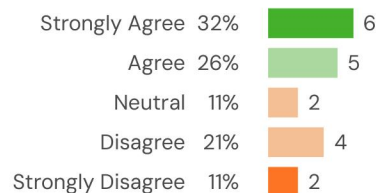
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ **17** from last survey

Favorable: **58%**

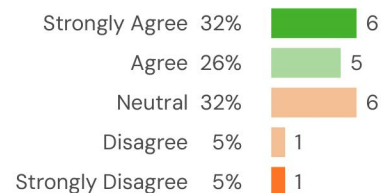
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▼ **19** from last survey

Favorable: **58%**

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



▼ **4** from last survey

Favorable: **58%**



Deia

Your average

68%

20 responses

Change

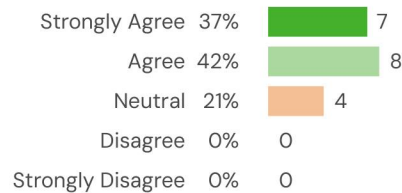
▼ **9**

since last survey

Client average: **70%** SSD of St. Louis (MO)

How did people respond?

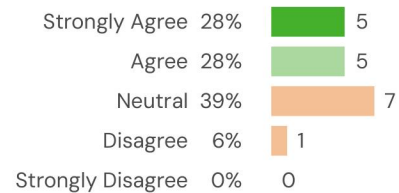
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ **2** from last survey

Favorable: **79%**

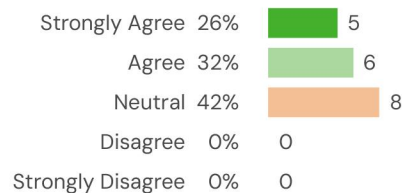
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ **21** from last survey

Favorable: **56%**

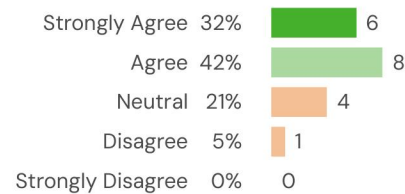
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ **11** from last survey

Favorable: **58%**

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

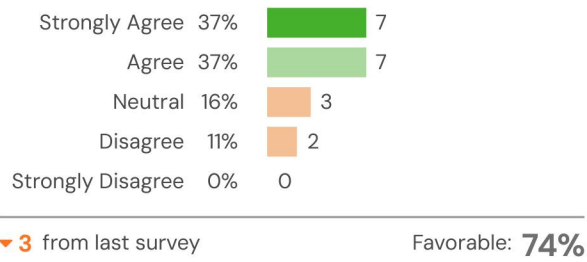


▼ **3** from last survey

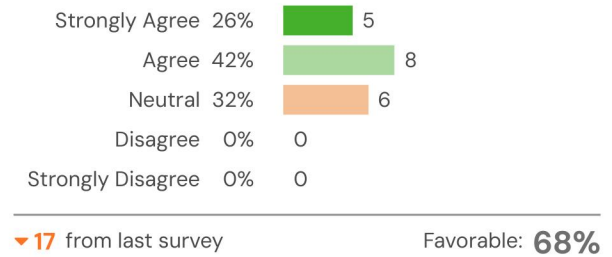
Favorable: **74%**



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



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





Feedback and Coaching

Your average

40%

20 responses

Change

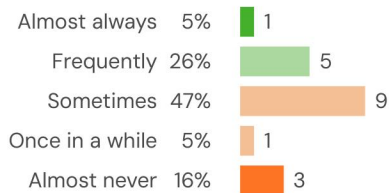
▼ **1**

since last survey

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

How did people respond?

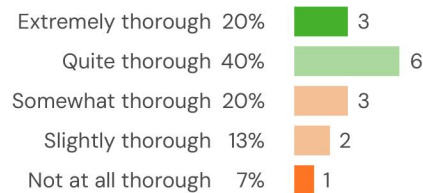
Q.1: How often do you receive feedback on your teaching?



▼ **14** from last survey

Favorable: **32%**

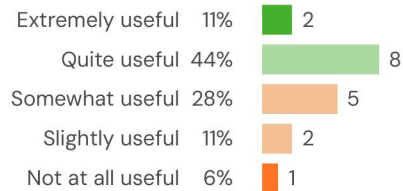
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ **14** from last survey

Favorable: **60%**

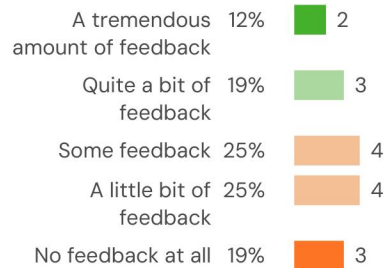
Q.3: How useful do you find the feedback you receive on your teaching?



▲ **6** from last survey

Favorable: **56%**

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

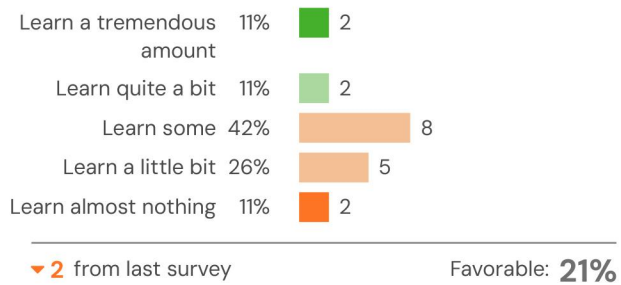


▼ **7** from last survey

Favorable: **31%**



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





Mission and vision

Your average

82%

20 responses

Change

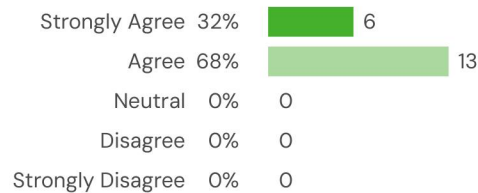
▲ 26

since last survey

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

How did people respond?

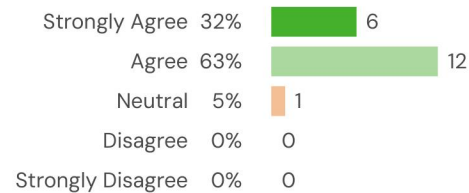
Q.1: I am familiar with and support the mission and vision of SSD.



▲ 23 from last survey

Favorable: **100%**

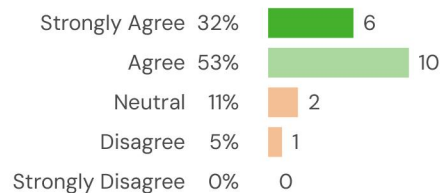
Q.2: The district's mission and vision are clearly defined.



▲ 26 from last survey

Favorable: **95%**

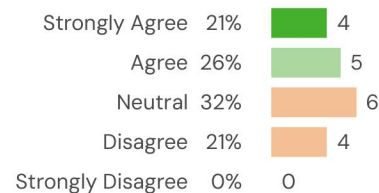
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 22 from last survey

Favorable: **84%**

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



▲ 32 from last survey

Favorable: **47%**



Overall engagement

Your average

82%

20 responses

Change

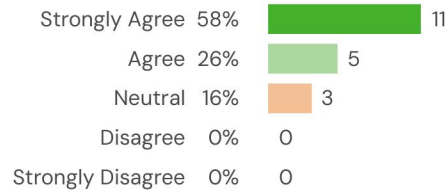
▼ **9**

since last survey

Client average: **79%** SSD of St. Louis (MO)

How did people respond?

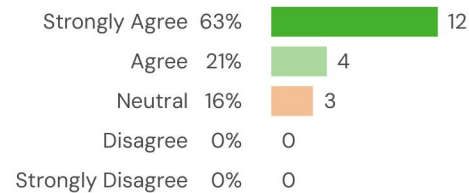
Q.1: I am proud to work for SSD.



▼ **16** from last survey

Favorable: **84%**

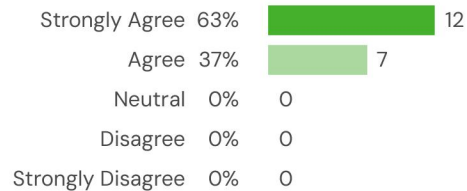
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ **16** from last survey

Favorable: **84%**

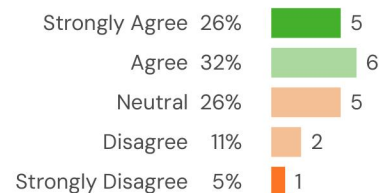
Q.3: I am engaged in my work.



▲ **0** from last survey

Favorable: **100%**

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



▼ **4** from last survey

Favorable: **58%**



Partner Districts

Your average

73%

20 responses

Change

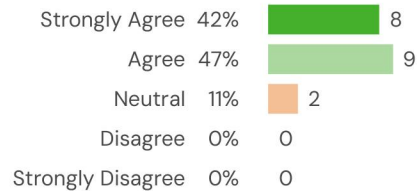
▲ 3

since last survey

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

How did people respond?

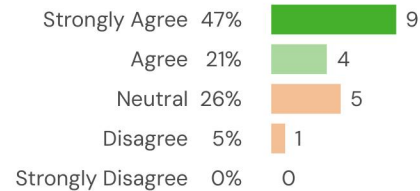
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▲ 20 from last survey

Favorable: **89%**

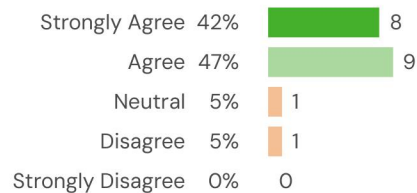
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▼ 1 from last survey

Favorable: **68%**

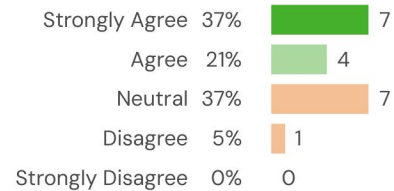
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▲ 4 from last survey

Favorable: **89%**

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

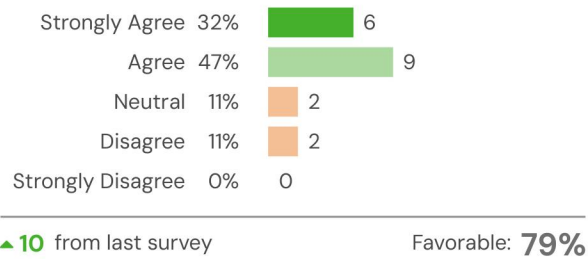


▼ 9 from last survey

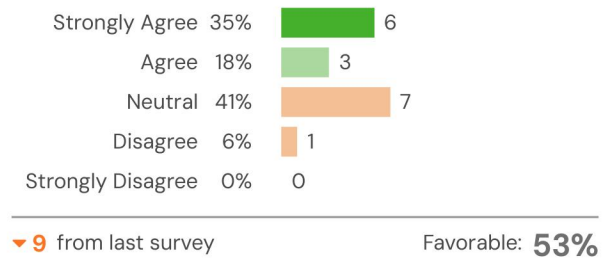
Favorable: **58%**



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



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





Professional Learning

Your average

47%

20 responses

Change

▼ **6**

since last survey

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

How did people respond?

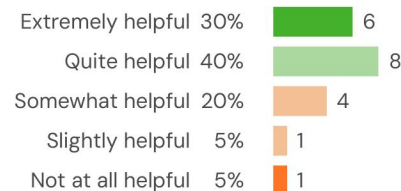
Q.1: At your school, how valuable are the available professional development opportunities?



▼ **11** from last survey

Favorable: **60%**

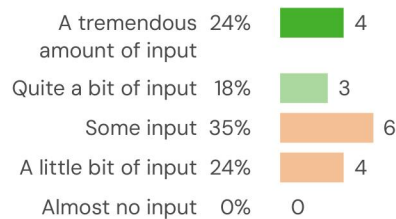
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ **7** from last survey

Favorable: **70%**

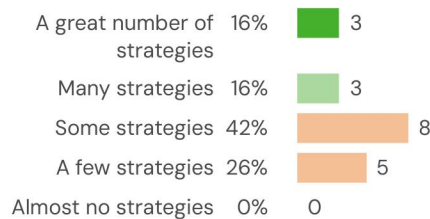
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ **9** from last survey

Favorable: **41%**

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

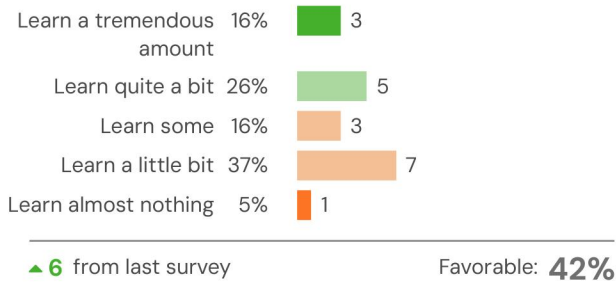


▲ **3** from last survey

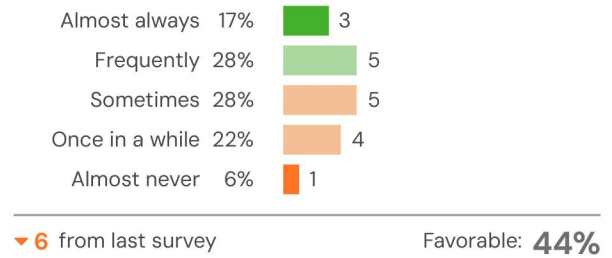
Favorable: **32%**



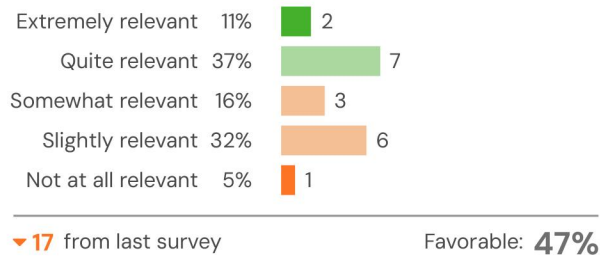
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



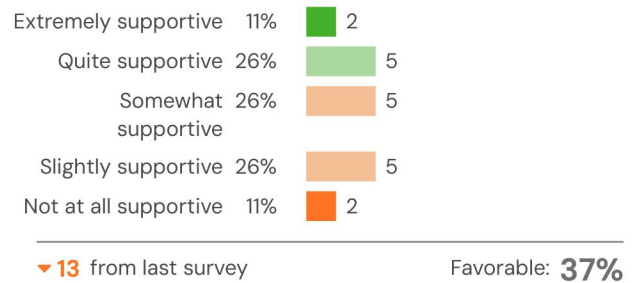
Q.6: How often do your professional development opportunities help you explore new ideas?



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



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





School Climate

Your average

67%

20 responses

Change

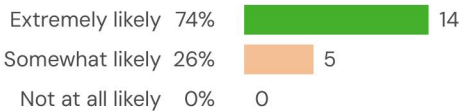
▲ 1

since last survey

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

How did people respond?

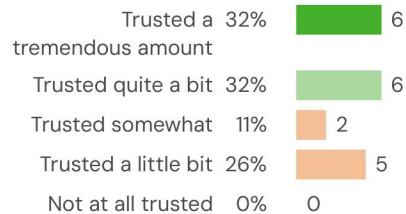
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ 1 from last survey

Favorable: **74%**

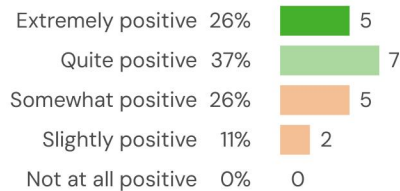
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 6 from last survey

Favorable: **63%**

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



▲ 13 from last survey

Favorable: **63%**

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

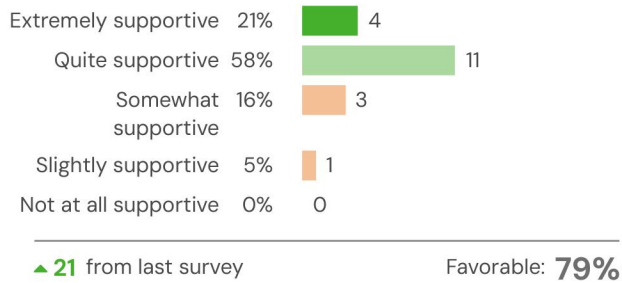


▼ 19 from last survey

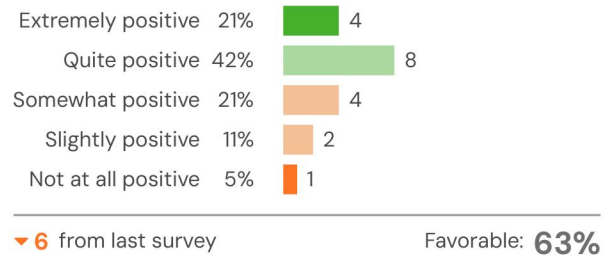
Favorable: **58%**



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



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





School Leadership

Your average

46%

20 responses

Change

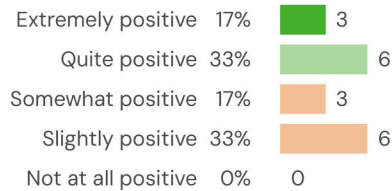
▼ 4

since last survey

Client average: **56%** 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?



▲ 0 from last survey

Favorable: **50%**

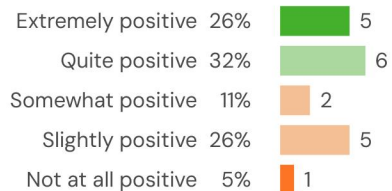
Q.2: For your school leaders, how important is staff satisfaction?



▼ 24 from last survey

Favorable: **47%**

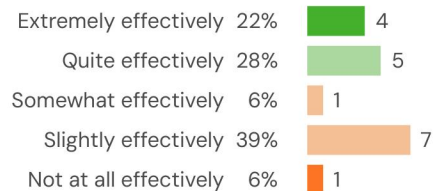
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 15 from last survey

Favorable: **58%**

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

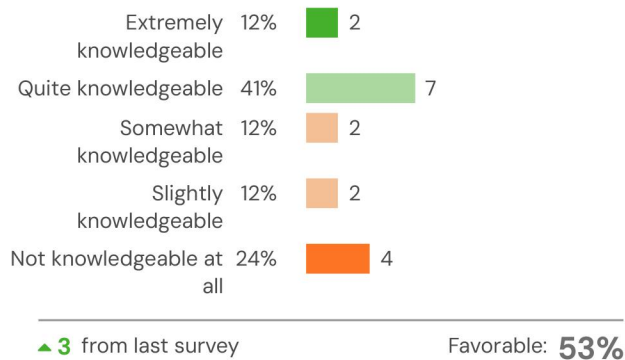


▼ 14 from last survey

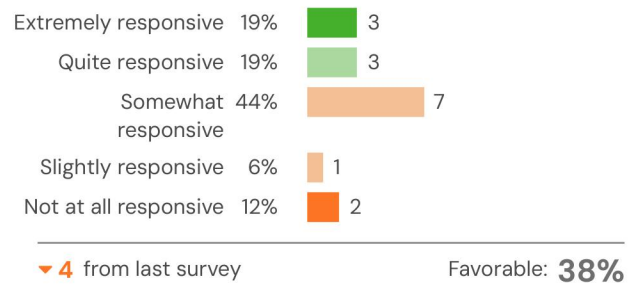
Favorable: **50%**



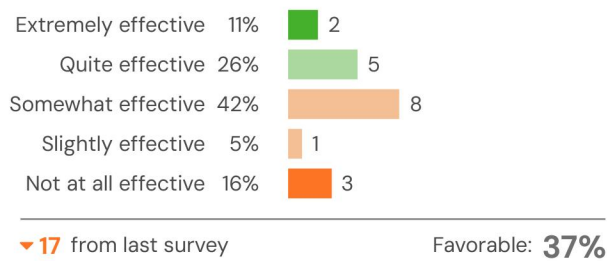
Q.5: How knowledgeable are your school leaders about what is going on in the school?



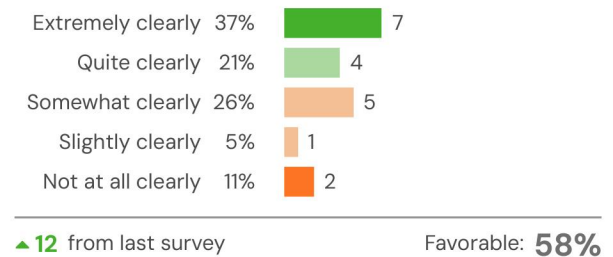
Q.6: How responsive are school leaders to your feedback?



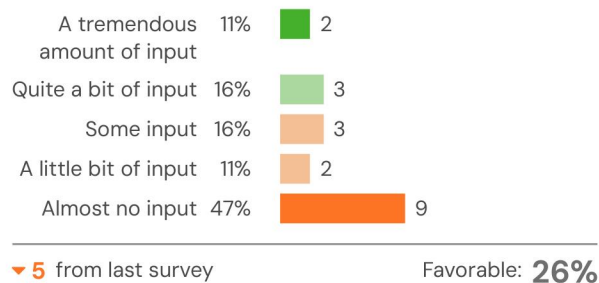
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



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



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





Staff-Leadership Relationships

Your average

53%

20 responses

Change

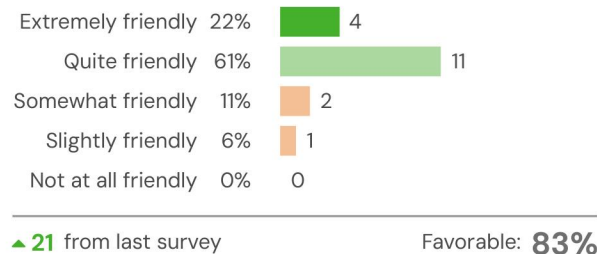
▼ **6**

since last survey

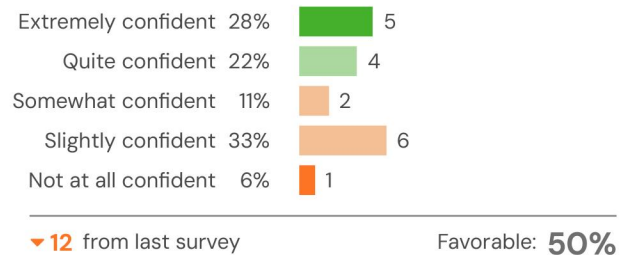
Client average: **64%** SSD of St. Louis (MO)

How did people respond?

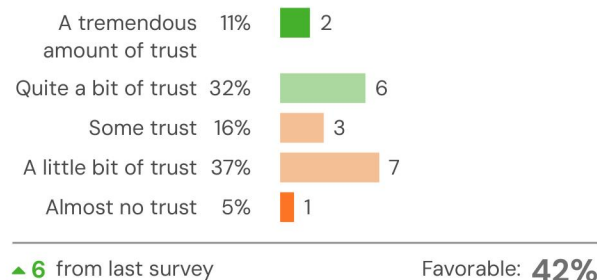
Q.1: How friendly are your school leaders toward you?



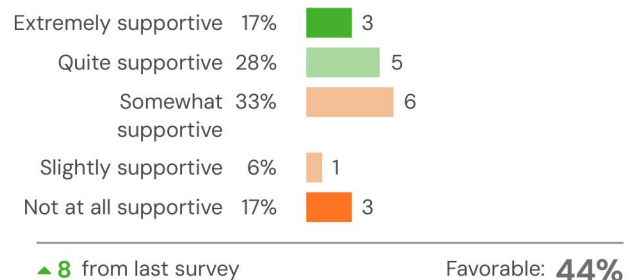
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



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

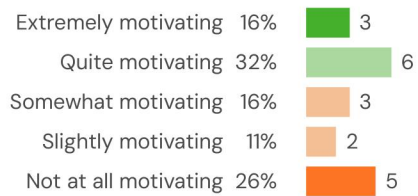


Q.4: When you face challenges at work, how supportive are your school leaders?





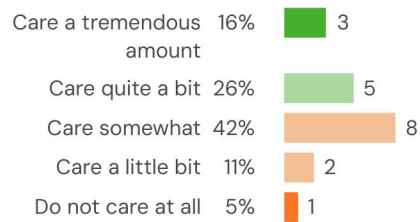
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 11 from last survey

Favorable: **47%**

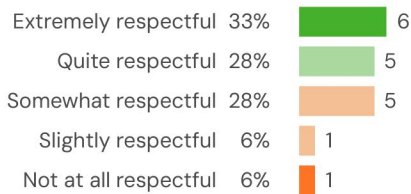
Q.6: How much do your school leaders care about you as an individual?



▼ 12 from last survey

Favorable: **42%**

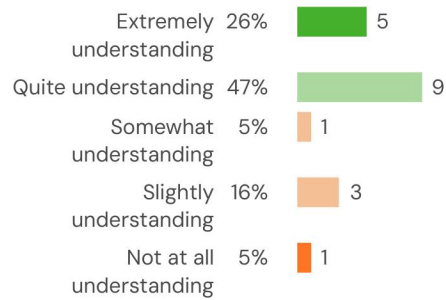
Q.7: How respectful are your school leaders towards you?



▼ 24 from last survey

Favorable: **61%**

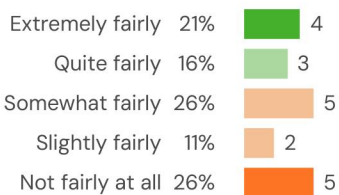
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 9 from last survey

Favorable: **74%**

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



▼ 21 from last survey

Favorable: **37%**



Well-being

Your average

72%

20 responses

Change

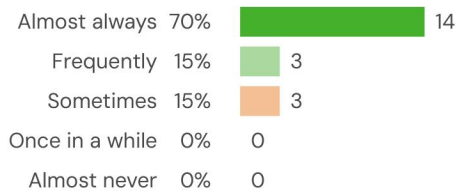
▼ **3**

since last survey

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

How did people respond?

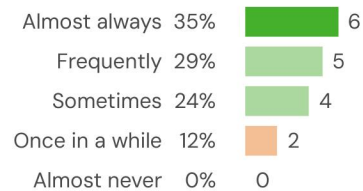
Q.1: During the past week, how often did you feel engaged at work?



▼ **15** from last survey

Favorable: **85%**

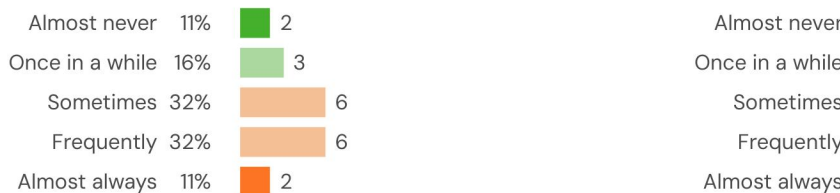
Q.2: During the past week, how often did you feel excited at work?



▲ **9** from last survey

Favorable: **88%**

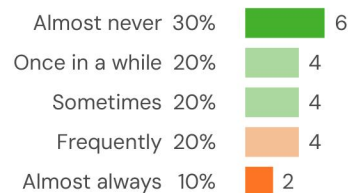
Q.3: During the past week, how often did you feel exhausted at work?



▼ **24** from last survey

Favorable: **26%**

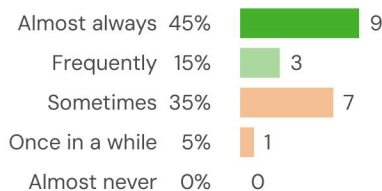
Q.4: During the past week, how often did you feel frustrated at work?



▼ **9** from last survey

Favorable: **70%**

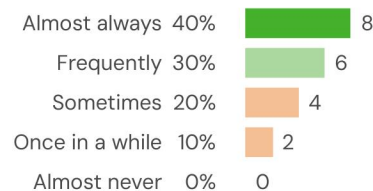
Q.5: During the past week, how often did you feel happy at work?



▼ **19** from last survey

Favorable: **60%**

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

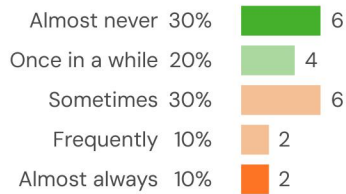


▼ **1** from last survey

Favorable: **70%**



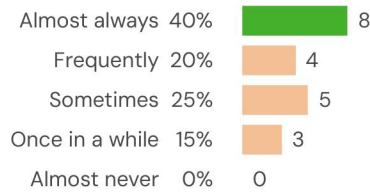
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 14 from last survey

Favorable: **50%**

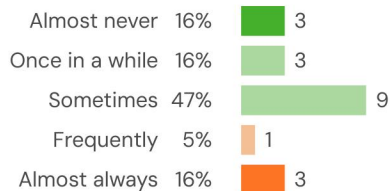
Q.8: During the past week, how often did you feel safe at work?



▲ 19 from last survey

Favorable: **40%**

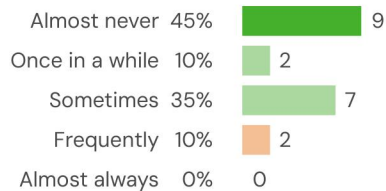
Q.9: During the past week, how often did you feel stressed out at work?



▼ 13 from last survey

Favorable: **79%**

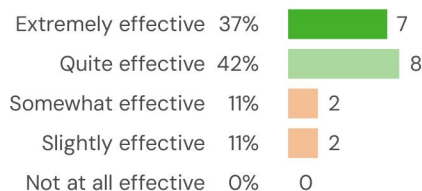
Q.10: During the past week, how often did you feel worried at work?



▼ 3 from last survey

Favorable: **90%**

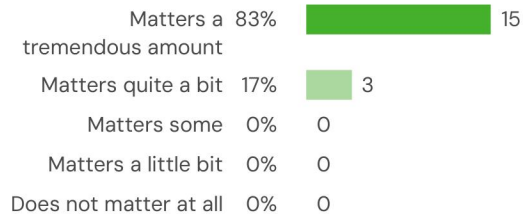
Q.11: How effective do you feel at your job right now?



▲ 10 from last survey

Favorable: **79%**

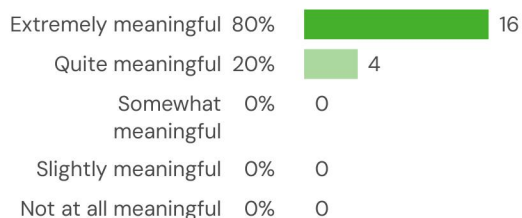
Q.12: How much does your work matter to you?



▲ 0 from last survey

Favorable: **100%**

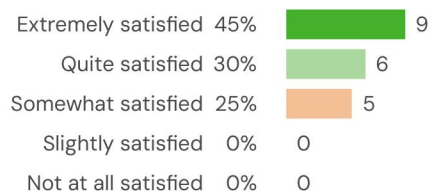
Q.13: How meaningful for you is the work that you do?



▲ 0 from last survey

Favorable: **100%**

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



▼ 4 from last survey

Favorable: **75%**



Work environment

Your average

77%

20 responses

Change

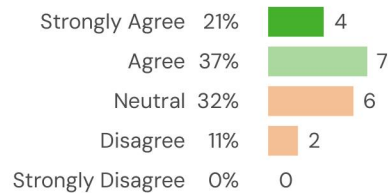
▲ 3

since last survey

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

How did people respond?

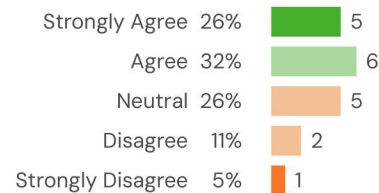
Q.1: I have the materials and resources to do my job effectively.



▲ 4 from last survey

Favorable: 58%

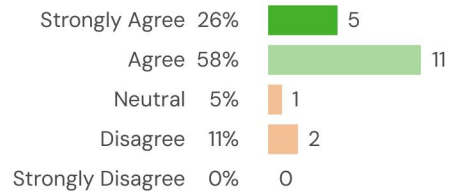
Q.2: My school/location is in good condition and well-maintained.



▼ 17 from last survey

Favorable: 58%

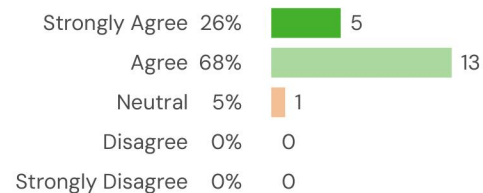
Q.3: I feel safe in my school/location.



▲ 22 from last survey

Favorable: 84%

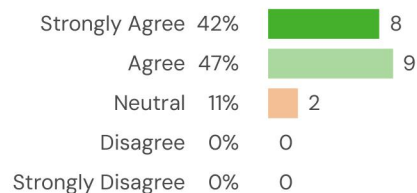
Q.4: I am aware of safety and security procedures at my school/location.



▲ 3 from last survey

Favorable: 95%

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



▲ 4 from last survey

Favorable: 89%



Background Questions

How did people respond?



Normandy School District

"Spring 2025 2024-25 SSD Employee Engagement and Climate Survey, Para Survey"



Q.1: Location

Affton School District	0%	0
Bayless School District	0%	0
Brentwood School District	0%	0
Clayton School District	0%	0
Ferguson-Florissant School District	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	6%	1
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	94%	17
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

Q.2: Job type

Paraprofessional – SSD school, site, or program	6%	1
Paraprofessional – Partner district	94%	17



Normandy School District

"Spring 2025 2024-25 SSD Employee Engagement and Climate Survey, Para Survey"



Learning Center – Professional Learning	0%	0
Learning Center – ABA	0%	0
Litzsinger School	0%	0
Neuwoehner High School	0%	0
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