



Ackerman

Para Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	69% ▼ 11 since last survey	62% SSD of St. Louis (MO) 64% Special School District
Communications	79% ▲ 1 since last survey	68% SSD of St. Louis (MO) 67% Special School District
Deia	66% ▼ 4 since last survey	70% SSD of St. Louis (MO) 69% Special School District
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	53% ▲ 14 since last survey	43% SSD of St. Louis (MO) 45% Special School District
Mission and vision	57% ▼ 15 since last survey	68% SSD of St. Louis (MO) 65% Special School District
Overall engagement	85% ▲ 1 since last survey	79% SSD of St. Louis (MO) 77% Special School District
Partner Districts	38% ▼ 1 since last survey	68% SSD of St. Louis (MO) 42% Special School District



Professional Learning

50%

▼ 1

since last survey

44%

SSD of St. Louis (MO)

44%

Special School District

School Climate

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

55%

▼ 2

since last survey

58%

SSD of St. Louis (MO)

55%

Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

61%

▼ 9

since last survey

56%

SSD of St. Louis (MO)

54%

Special School District

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

68%

▼ 13

since last survey

64%

SSD of St. Louis (MO)

62%

Special School District

Well-being

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

79%

▲ 2

since last survey

73%

SSD of St. Louis (MO)

73%

Special School District

Work environment

86%

▼ 3

since last survey

81%

SSD of St. Louis (MO)

83%

Special School District

19 responses



Communicating results

Your average

69%

19 responses

Change

▼ **11**

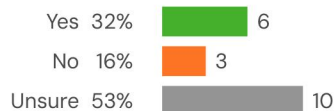
since last survey

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

District average: **64%** Special School District

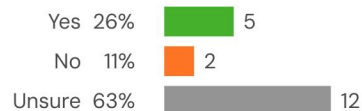
How did people respond?

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



Favorable: **67%**

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



▲ **0** from last survey

Favorable: **71%**



Communications

Your average

79%

19 responses

Change

▲ 1

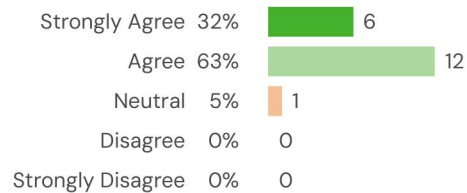
since last survey

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

District average: **67%** Special School District

How did people respond?

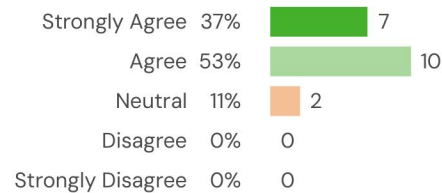
Q.1: My direct supervisor provides me with constructive feedback.



▲ 6 from last survey

Favorable: **95%**

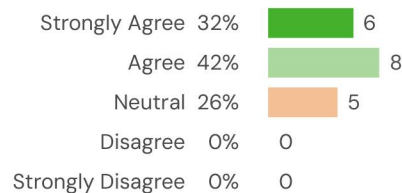
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 0 from last survey

Favorable: **89%**

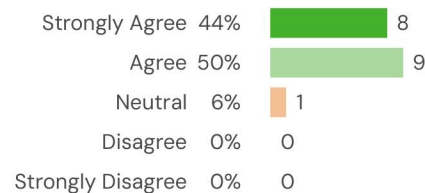
Q.3: I am aware of where and how I can direct a question or concern.



▼ 8 from last survey

Favorable: **74%**

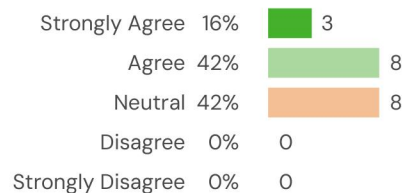
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 22 from last survey

Favorable: **94%**

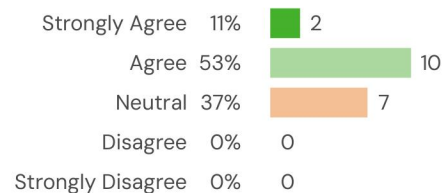
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▼ 3 from last survey

Favorable: **58%**

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



▼ 9 from last survey

Favorable: **63%**



Deia

Your average

66%

19 responses

Change

▼ 4

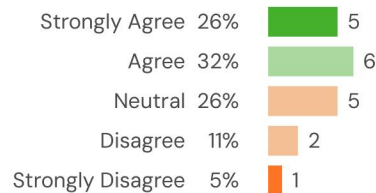
since last survey

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

District average: 69% Special School District

How did people respond?

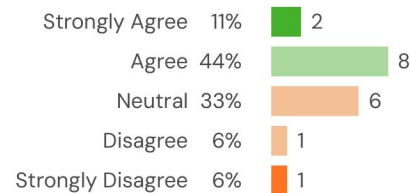
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ 20 from last survey

Favorable: 58%

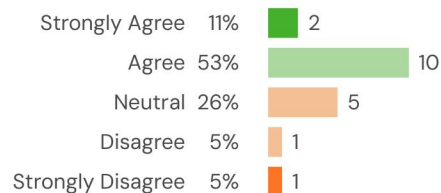
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 5 from last survey

Favorable: 56%

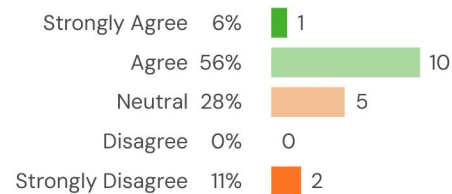
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ 9 from last survey

Favorable: 63%

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

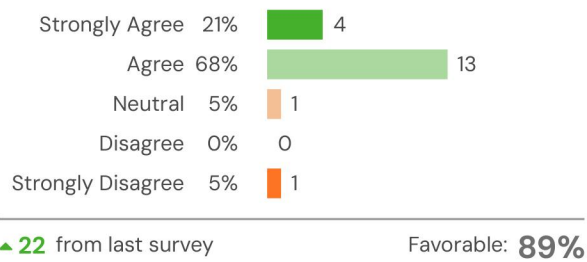


▲ 0 from last survey

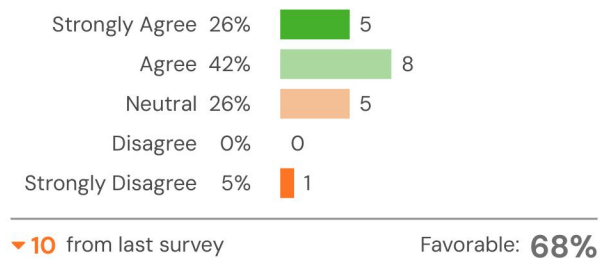
Favorable: 61%



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

53%

19 responses

Change

▲ 14

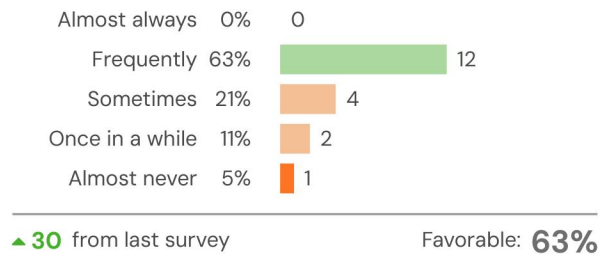
since last survey

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

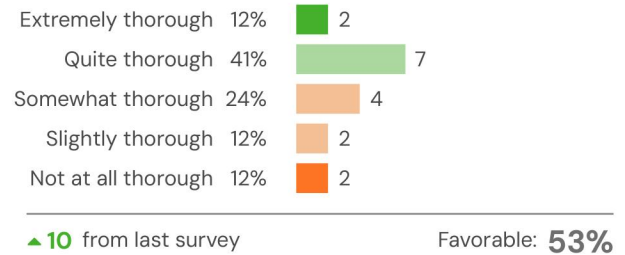
District average: **45%** Special School District

How did people respond?

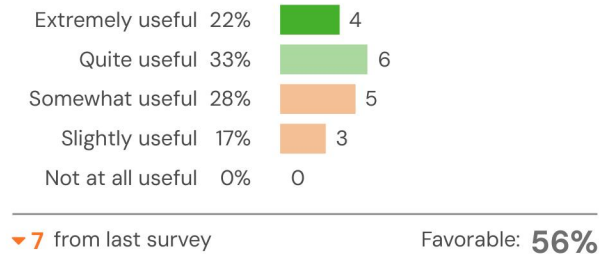
Q.1: How often do you receive feedback on your teaching?



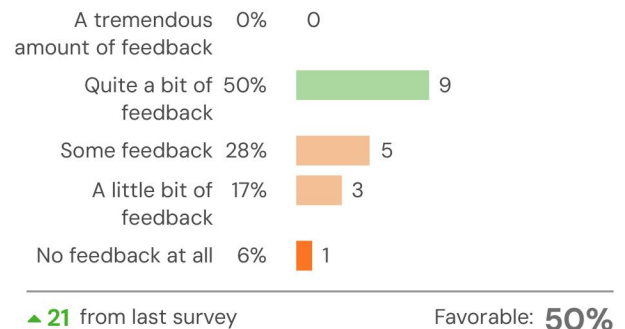
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



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

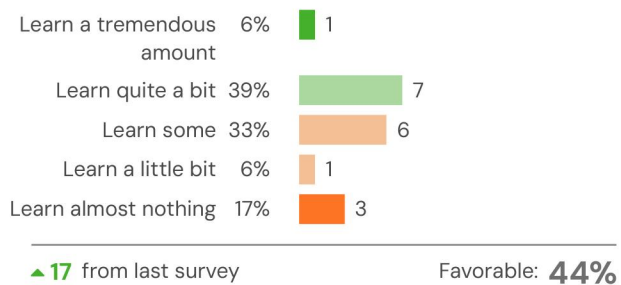


Q.4: How much feedback do you receive on your teaching?





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





Mission and vision

Your average

57%

19 responses

Change

▼ **15**

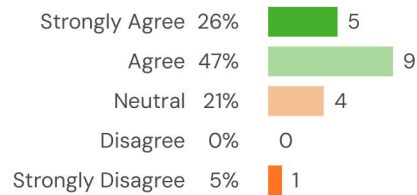
since last survey

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

District average: **65%** Special School District

How did people respond?

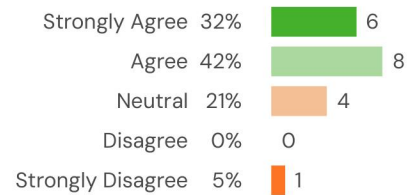
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 8 from last survey

Favorable: **74%**

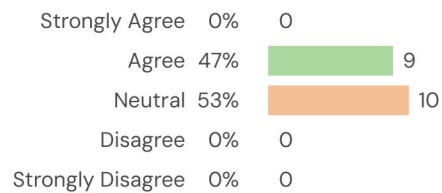
Q.2: The district's mission and vision are clearly defined.



▼ 9 from last survey

Favorable: **74%**

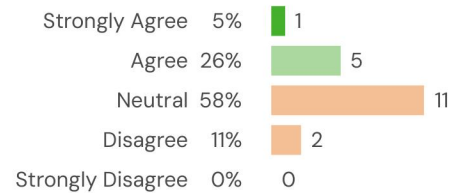
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 25 from last survey

Favorable: **47%**

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



▼ 18 from last survey

Favorable: **32%**



Overall engagement

Your average

85%

19 responses

Change

▲ 1

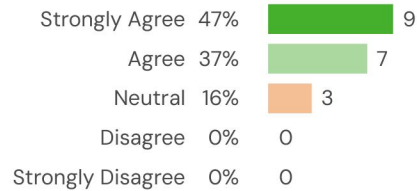
since last survey

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

District average: **77%** Special School District

How did people respond?

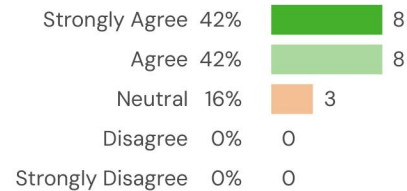
Q.1: I am proud to work for SSD.



▼ 10 from last survey

Favorable: **84%**

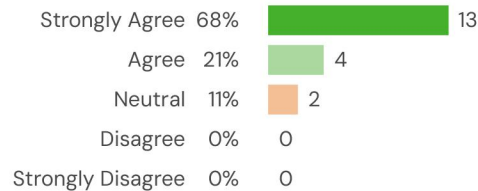
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 4 from last survey

Favorable: **84%**

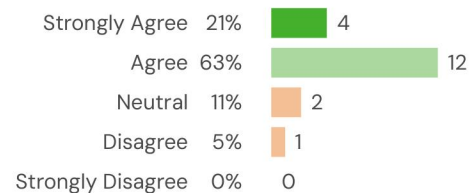
Q.3: I am engaged in my work.



▲ 1 from last survey

Favorable: **89%**

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



▲ 17 from last survey

Favorable: **84%**



Partner Districts

Your average

38%

19 responses

Change

▼ **1**

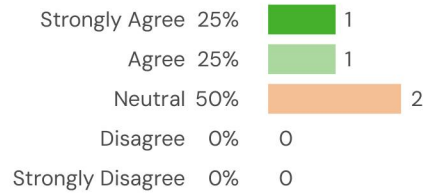
since last survey

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

District average: **42%** Special School District

How did people respond?

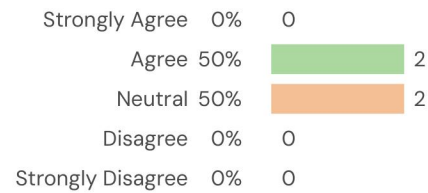
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▲ 0 from last survey

Favorable: **50%**

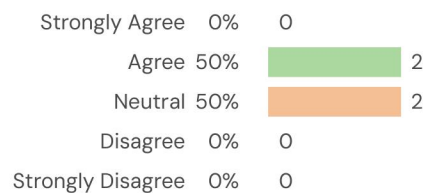
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▲ 0 from last survey

Favorable: **50%**

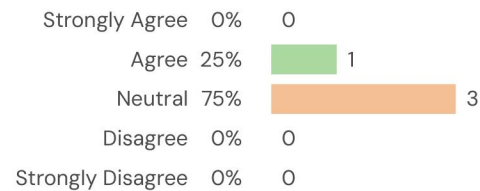
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▲ 17 from last survey

Favorable: **50%**

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

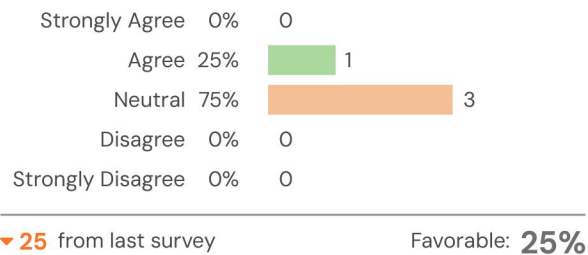


▼ 8 from last survey

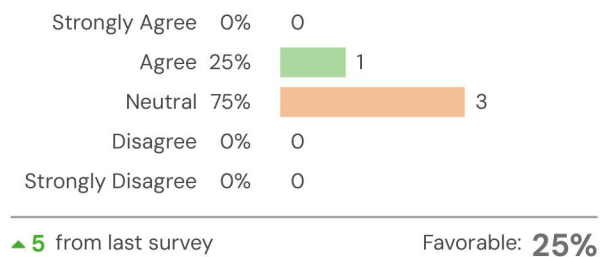
Favorable: **25%**



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

50%

19 responses

Change

▼ **1**

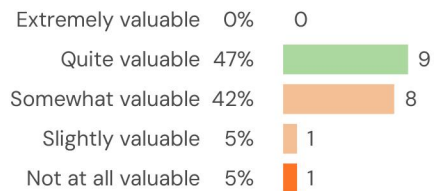
since last survey

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

District average: **44%** Special School District

How did people respond?

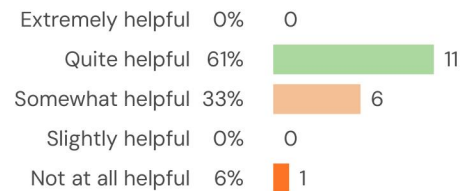
Q.1: At your school, how valuable are the available professional development opportunities?



▼ **3** from last survey

Favorable: **47%**

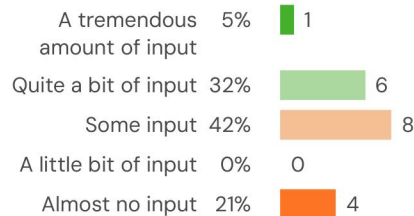
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ **0** from last survey

Favorable: **61%**

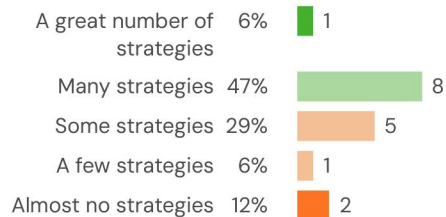
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ **2** from last survey

Favorable: **37%**

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

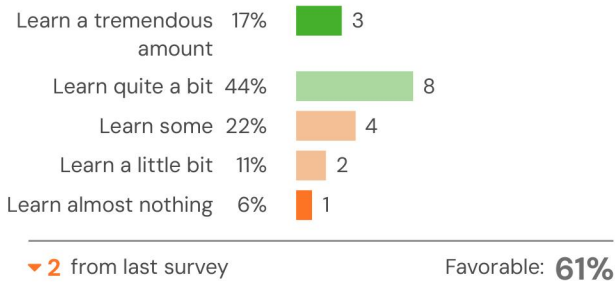


▲ **9** from last survey

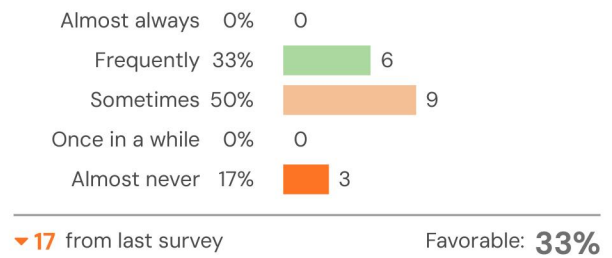
Favorable: **53%**



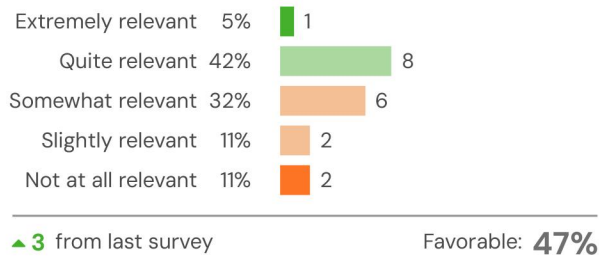
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



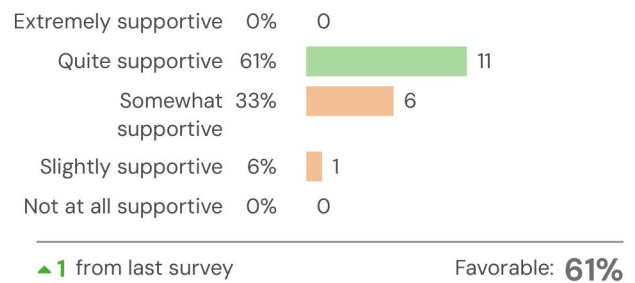
Q.6: How often do your professional development opportunities help you explore new ideas?



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

55%

19 responses

Change

▼ 2

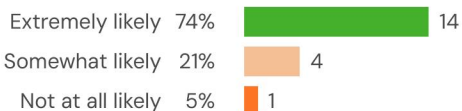
since last survey

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

District average: **55%** Special School District

How did people respond?

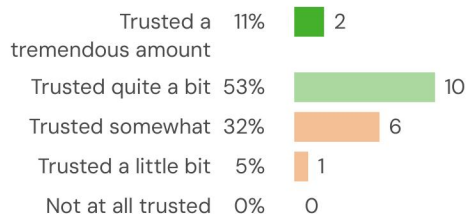
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 18 from last survey

Favorable: **74%**

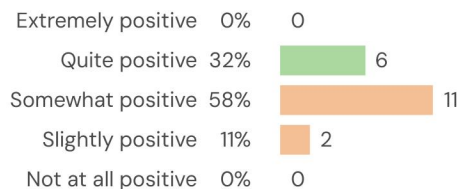
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 8 from last survey

Favorable: **63%**

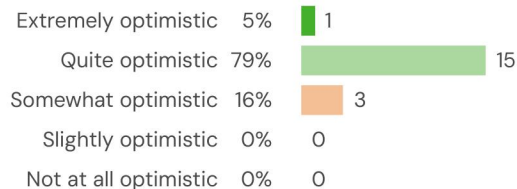
Q.3: How positive are the attitudes of your colleagues?



▼ 15 from last survey

Favorable: **32%**

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

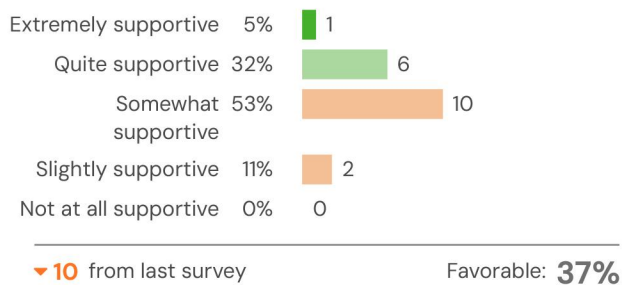


▲ 17 from last survey

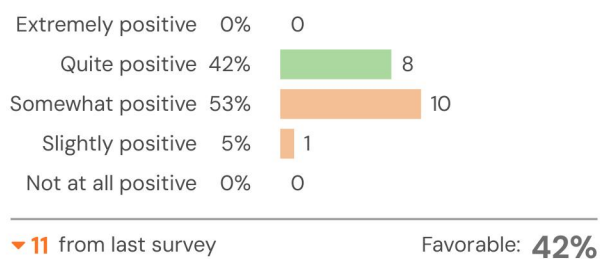
Favorable: **84%**



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

61%

19 responses

Change

▼ 9

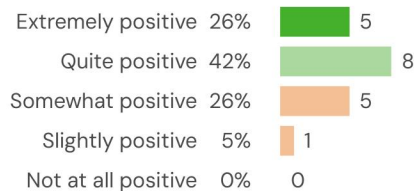
since last survey

Client average: **56%** SSD of St. Louis (MO)

District average: **54%** Special School District

How did people respond?

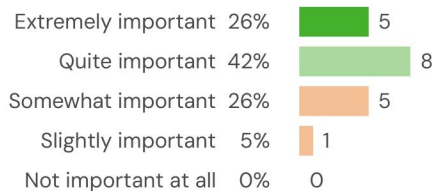
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 9 from last survey

Favorable: **68%**

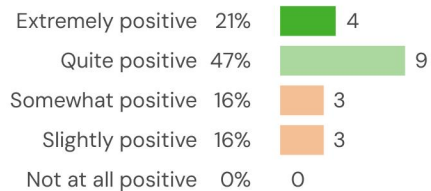
Q.2: For your school leaders, how important is staff satisfaction?



▼ 20 from last survey

Favorable: **68%**

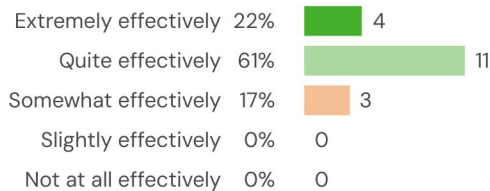
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 10 from last survey

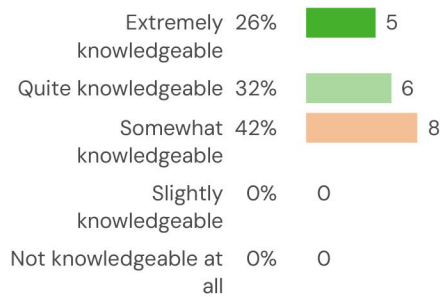
Favorable: **68%**

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

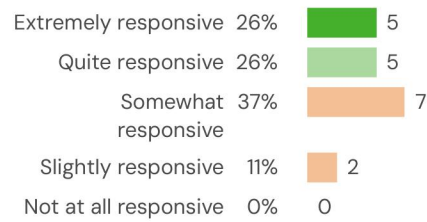


▲ 5 from last survey

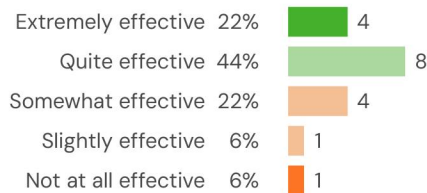
Favorable: **83%**

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

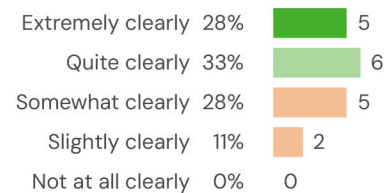
▼ 14 from last survey

Favorable: **58%****Q.6: How responsive are school leaders to your feedback?**

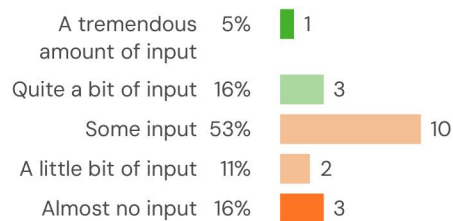
▼ 18 from last survey

Favorable: **53%****Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**

▼ 5 from last survey

Favorable: **67%****Q.8: How clearly do your school leaders identify their goals for staff?**

▼ 21 from last survey

Favorable: **61%****Q.9: When the school makes important decisions, how much input do staff have?**

▼ 10 from last survey

Favorable: **21%**



Staff-Leadership Relationships

Your average

68%

19 responses

Change

▼ **13**

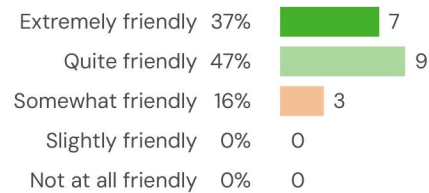
since last survey

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

District average: **62%** Special School District

How did people respond?

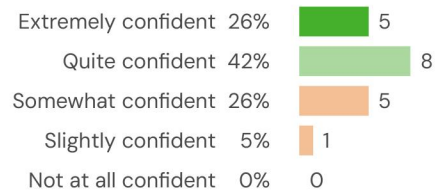
Q.1: How friendly are your school leaders toward you?



▼ **5** from last survey

Favorable: **84%**

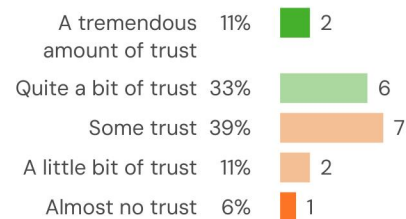
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ **14** from last survey

Favorable: **68%**

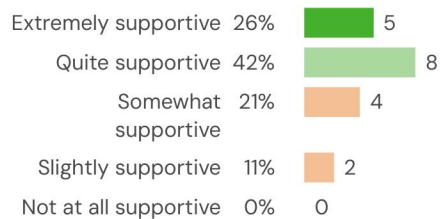
Q.3: How much trust exists between school leaders and staff?



▼ **23** from last survey

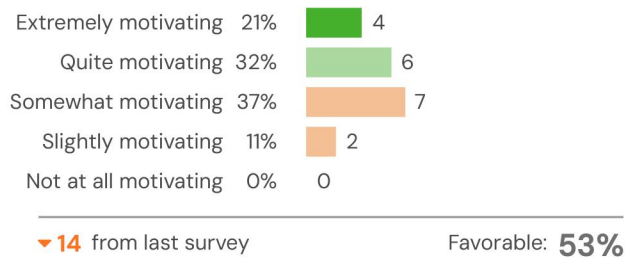
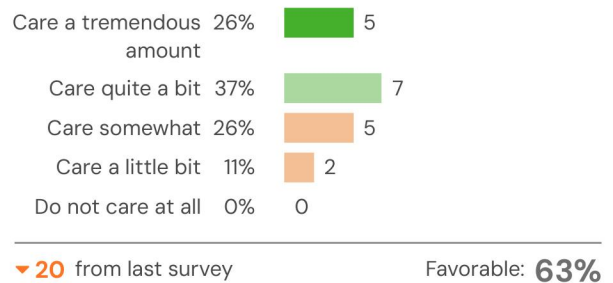
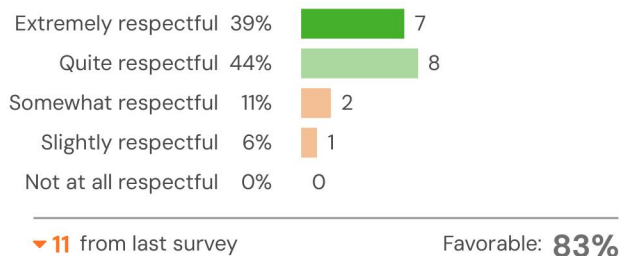
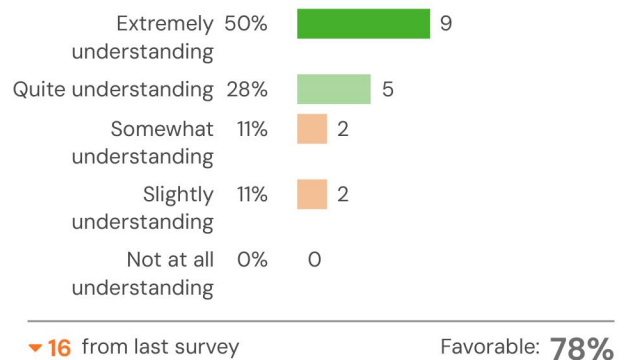
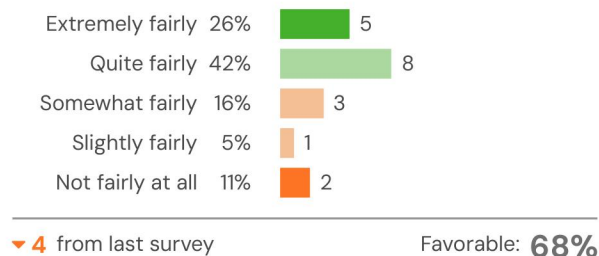
Favorable: **44%**

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



▼ **15** from last survey

Favorable: **68%**

**Q.5: At your school, how motivating do you find working with the leadership team?****Q.6: How much do your school leaders care about you as an individual?****Q.7: How respectful are your school leaders towards you?****Q.8: When challenges arise in your personal life, how understanding are your school leaders?****Q.9: How fairly does the school leadership treat the staff?**



Well-being

Your average

79%

19 responses

Change

▲ 2

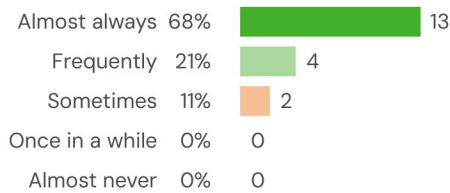
since last survey

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

District average: **73%** Special School District

How did people respond?

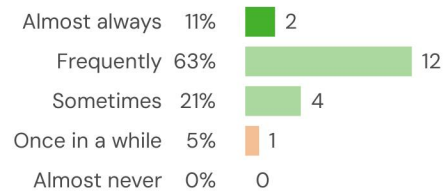
Q.1: During the past week, how often did you feel engaged at work?



▼ 5 from last survey

Favorable: **89%**

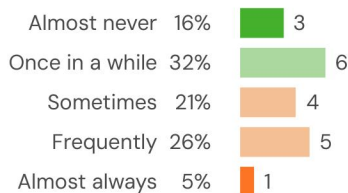
Q.2: During the past week, how often did you feel excited at work?



▲ 1 from last survey

Favorable: **95%**

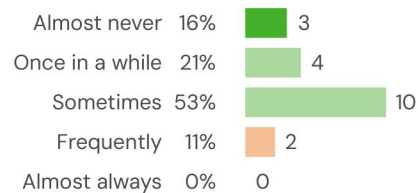
Q.3: During the past week, how often did you feel exhausted at work?



▲ 19 from last survey

Favorable: **47%**

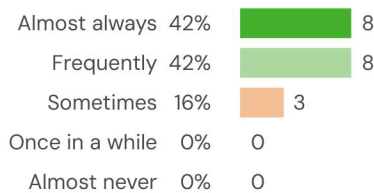
Q.4: During the past week, how often did you feel frustrated at work?



▲ 0 from last survey

Favorable: **89%**

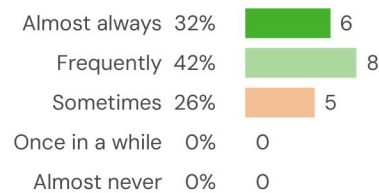
Q.5: During the past week, how often did you feel happy at work?



▲ 1 from last survey

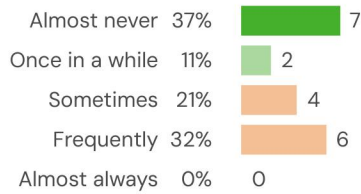
Favorable: **84%**

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

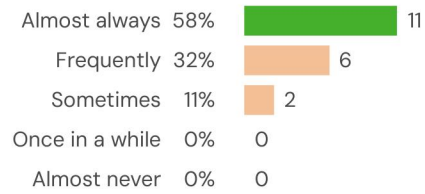


▲ 24 from last survey

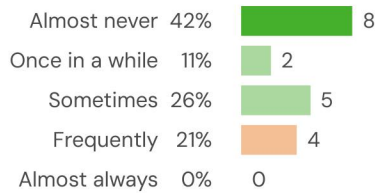
Favorable: **74%**

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

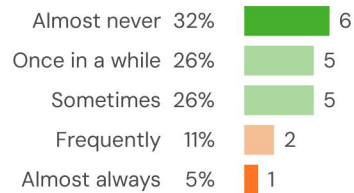
▼ 3 from last survey

Favorable: **47%****Q.8: During the past week, how often did you feel safe at work?**

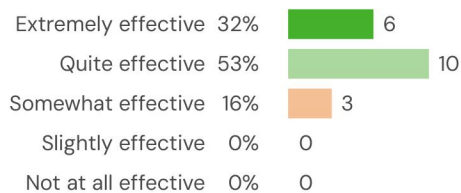
▼ 3 from last survey

Favorable: **58%****Q.9: During the past week, how often did you feel stressed out at work?**

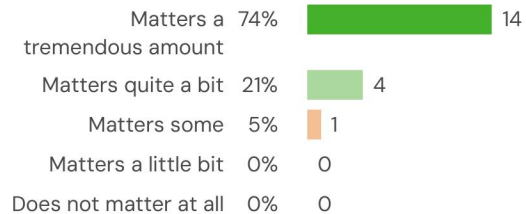
▼ 4 from last survey

Favorable: **79%****Q.10: During the past week, how often did you feel worried at work?**

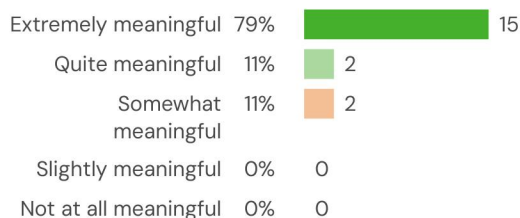
▼ 5 from last survey

Favorable: **84%****Q.11: How effective do you feel at your job right now?**

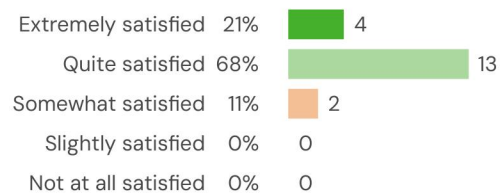
▲ 1 from last survey

Favorable: **84%****Q.12: How much does your work matter to you?**

▲ 1 from last survey

Favorable: **95%****Q.13: How meaningful for you is the work that you do?**

▼ 5 from last survey

Favorable: **89%****Q.14: Overall, how satisfied are you with your job right now?**

▲ 6 from last survey

Favorable: **89%**



Work environment

Your average

86%

19 responses

Change

▼ **3**

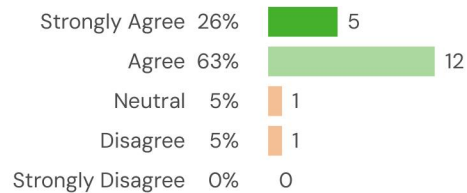
since last survey

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

District average: **83%** Special School District

How did people respond?

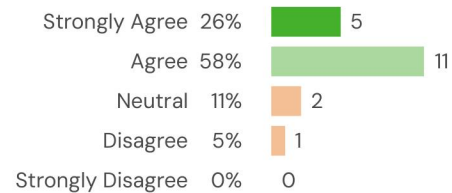
Q.1: I have the materials and resources to do my job effectively.



▼ **5** from last survey

Favorable: **89%**

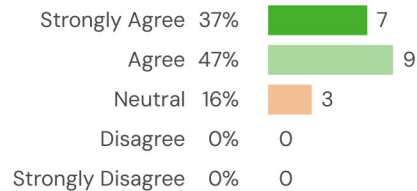
Q.2: My school/location is in good condition and well-maintained.



▼ **4** from last survey

Favorable: **84%**

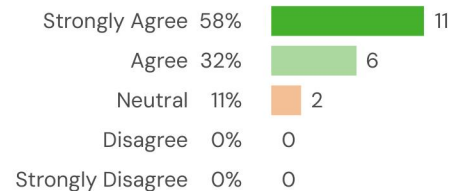
Q.3: I feel safe in my school/location.



▲ **6** from last survey

Favorable: **84%**

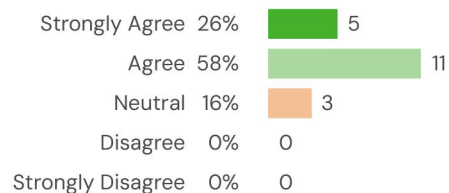
Q.4: I am aware of safety and security procedures at my school/location.



▼ **11** from last survey

Favorable: **89%**

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



▲ **1** from last survey

Favorable: **84%**



Background Questions

How did people respond? _____



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	12%	2
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	0%	0
Ladue School District	0%	0
Lindbergh School District	0%	0
Maplewood-Richmond Heights School District	0%	0
Mehlville School District	0%	0
Normandy School District	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	88%	15
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 - 100% SSD school, site, or program		19
Paraprofessional - Partner district	0%	0



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