Ritenour School District

Para Survey
Spring 2025

Report created by
Panorama Education

Summary

Topic Description	Results	Comparison
Communicating results	42% ▲ 3 since last survey	62% SSD of St. Louis (MO)
Communications	60% ▲ 1 since last survey	68% SSD of St. Louis (MO)
Deia	65% ▼ 13 since last survey	70% SSD of St. Louis (MO)
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	29% ▼ 12 since last survey	43% SSD of St. Louis (MO)
Mission and vision	61% ▼ 8 since last survey	68% SSD of St. Louis (MO)
Overall engagement	75% 0 since last survey	79% SSD of St. Louis (MO)
Partner Districts	65% ▼ 8 since last survey	68% SSD of St. Louis (MO)

Professional Learning

32%
▼ 18
since last survey

44% SSD of St. Louis (MO)

School Climate

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

47%
▼ 11
since last survey

58% SSD of St. Louis (MO)

School Leadership

Perceptions of the school leadership's effectiveness.

42%
▼ 13
since last survey

56% SSD of St. Louis (MO)

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

51%
▼ 9
since last survey

64% SSD of St. Louis (MO)

Well-being

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

66%
▲ 3
since last survey

73% SSD of St. Louis (MO)

Work environment

69%
▼ 5
since last survey

81% SSD of St. Louis (MO)

35 responses

Communicating results

Your average

42%

35 responses

Change

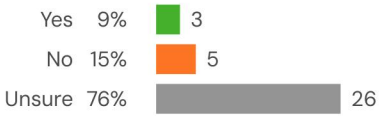
▲ 3

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: **38%**

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

▼ 12 from last survey

Favorable: **45%**

Communications

Your average

60%

35 responses

Change

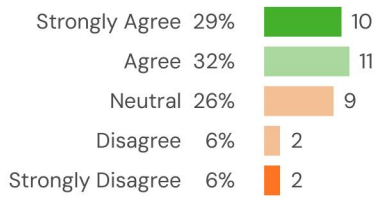
▲ 1

since last survey

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

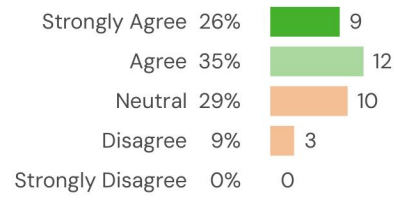
How did people respond?

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



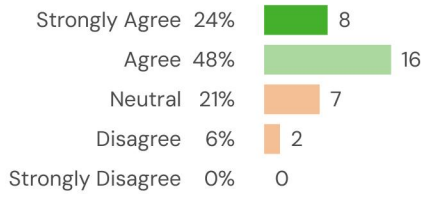
▲ 10 from last survey — Favorable: **62%**

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



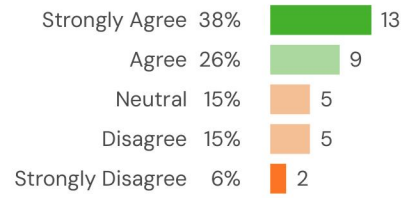
▼ 8 from last survey — Favorable: **62%**

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



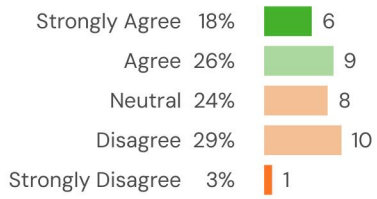
▲ 4 from last survey — Favorable: **73%**

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



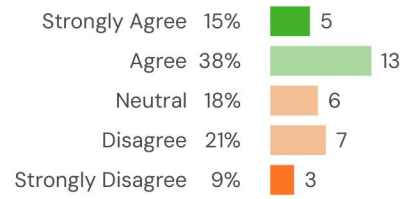
▲ 7 from last survey — Favorable: **65%**

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



▼ 4 from last survey — Favorable: **44%**

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



▼ 6 from last survey — Favorable: **53%**

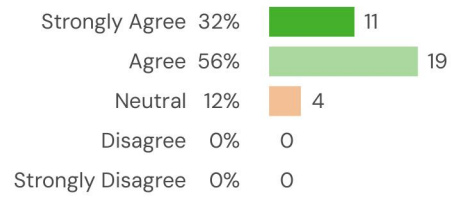
Deia

Your average	Change
65%	▼ 13
35 responses	since last survey

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

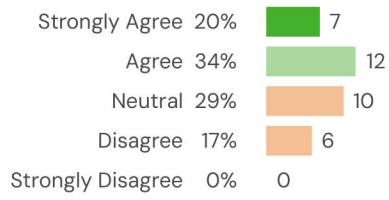
How did people respond?

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



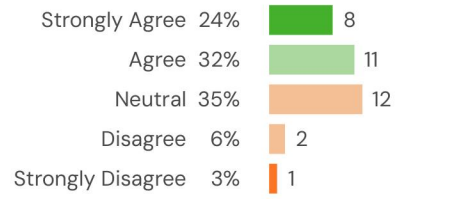
▲ 4 from last survey — Favorable: 88%

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



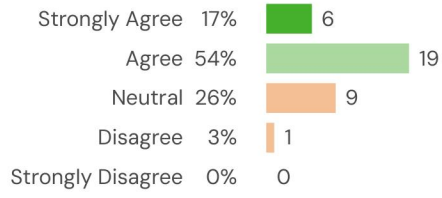
▼ 15 from last survey — Favorable: 54%

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



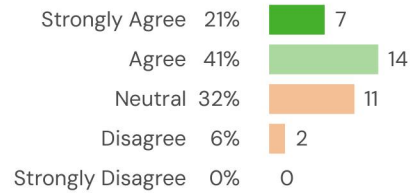
▼ 21 from last survey — Favorable: 56%

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



▼ 10 from last survey — Favorable: 71%

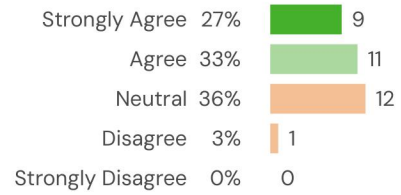
Q.5: I feel my background and identity are valued at SSD.



▼ 15 from last survey

Favorable: **62%**

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



▼ 20 from last survey

Favorable: **61%**

Feedback and Coaching

Your average

29%

35 responses

Change

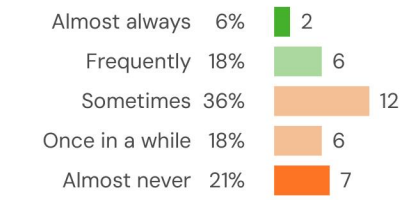
▼ 12

since last survey

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

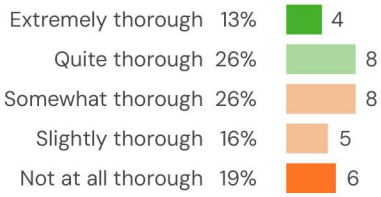
How did people respond?

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



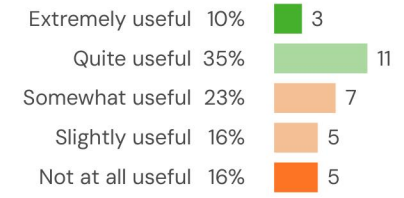
▼ 15 from last survey — Favorable: **24%**

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



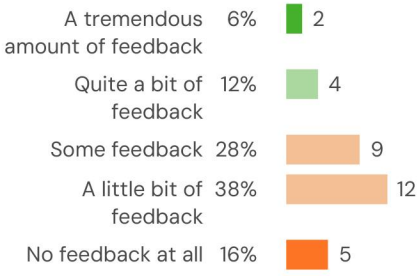
▼ 1 from last survey — Favorable: **39%**

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



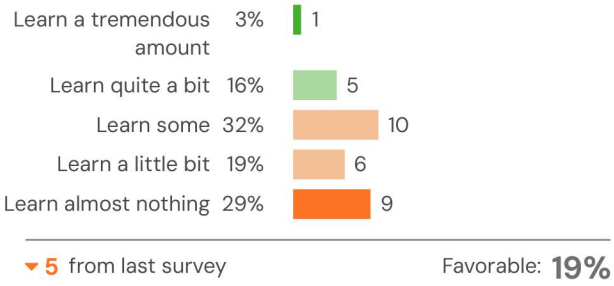
▼ 26 from last survey — Favorable: **45%**

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



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

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



▼ 5 from last survey

Favorable: 19%

Mission and vision

Your average

61%

35 responses

Change

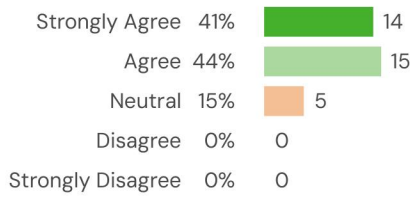
▼ **8**

since last survey

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

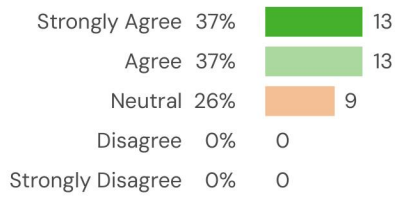
How did people respond?

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



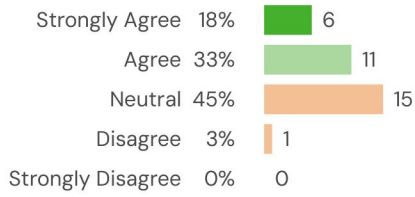
▲ **0** from last survey — Favorable: **85%**

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



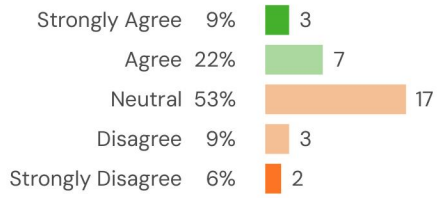
▼ **11** from last survey — Favorable: **74%**

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



▼ **10** from last survey — Favorable: **52%**

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



▼ **11** from last survey — Favorable: **31%**

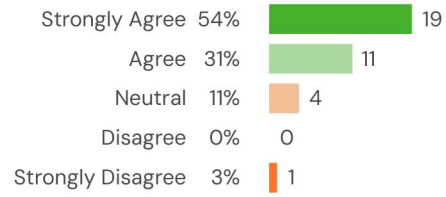
Overall engagement

Your average	Change
75%	0
35 responses	since last survey

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

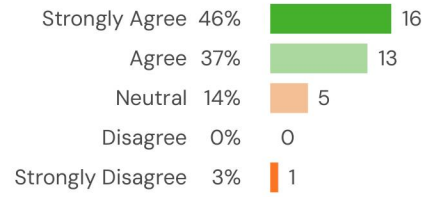
How did people respond?

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



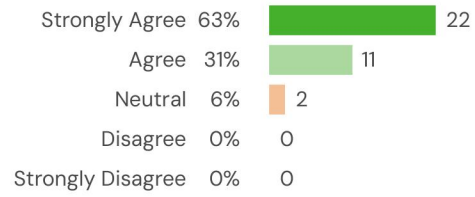
▲ 1 from last survey — Favorable: **86%**

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



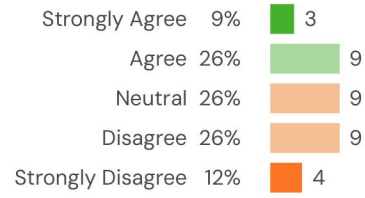
▼ 2 from last survey — Favorable: **83%**

Q.3: I am engaged in my work.



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

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



▼ 9 from last survey — Favorable: **35%**

Partner Districts

Your average

65%

35 responses

Change

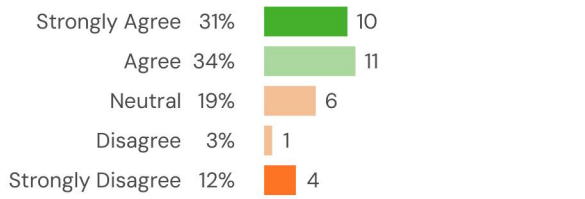
▼ 8

since last survey

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

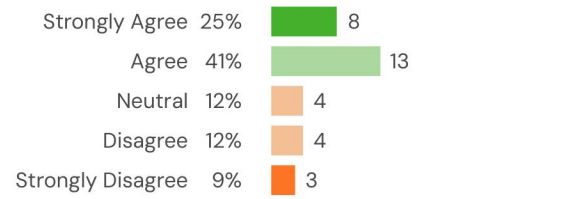
How did people respond?

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



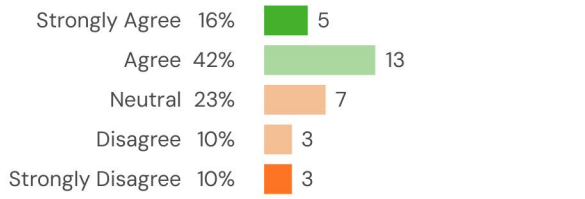
▼ 10 from last survey — Favorable: **66%**

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



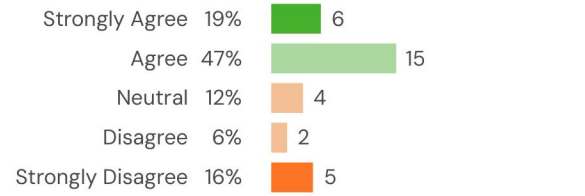
▼ 14 from last survey — Favorable: **66%**

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



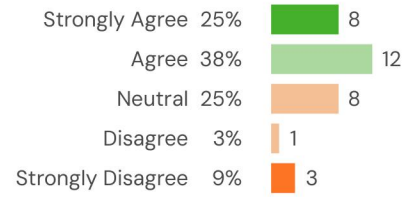
▼ 19 from last survey — Favorable: **58%**

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



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

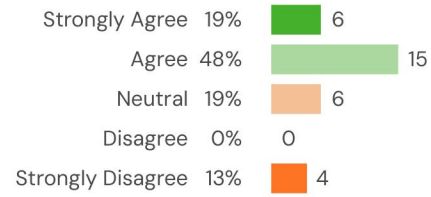
Q.5: Staff at my partner district school work together to ensure an education, student-centered environment.



▼ 14 from last survey

Favorable: **63%**

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



▲ 3 from last survey

Favorable: **68%**

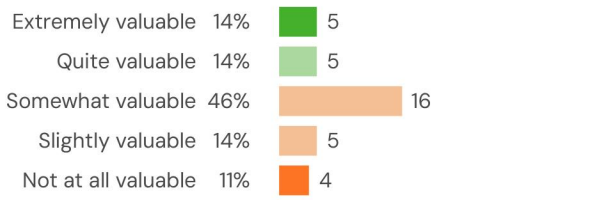
Professional Learning

Your average	Change
32%	▼ 18
35 responses	since last survey

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

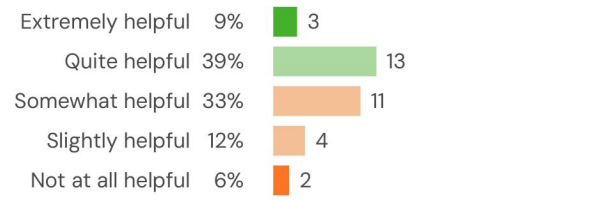
How did people respond?

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



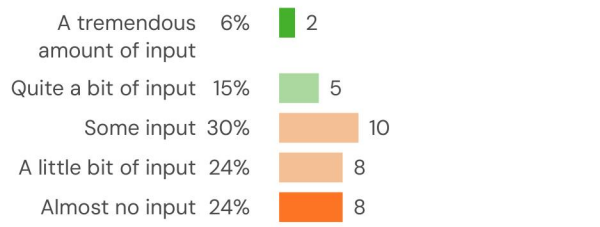
▼ 35 from last survey — Favorable: **29%**

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



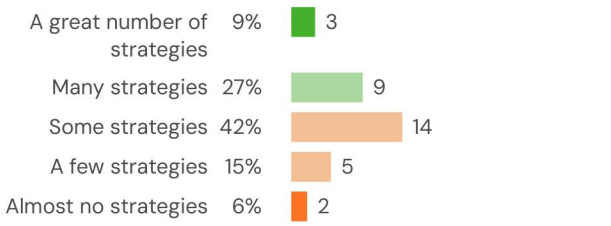
▼ 22 from last survey — Favorable: **48%**

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



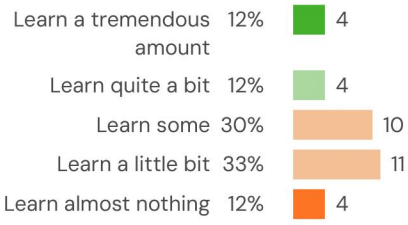
▼ 16 from last survey — Favorable: **21%**

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



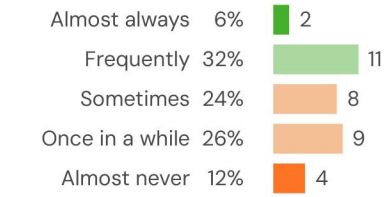
▼ 6 from last survey — Favorable: **36%**

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



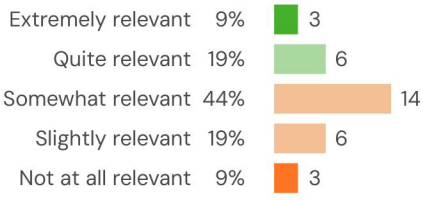
▼ 22 from last survey — Favorable: **24%**

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



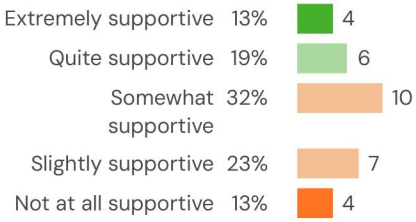
▲ 3 from last survey — Favorable: **38%**

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



▼ 30 from last survey — Favorable: **28%**

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



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

School Climate

Your average

47%

35 responses

Change

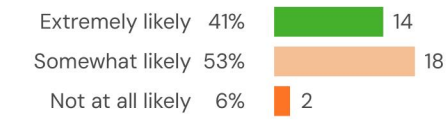
▼ 11

since last survey

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

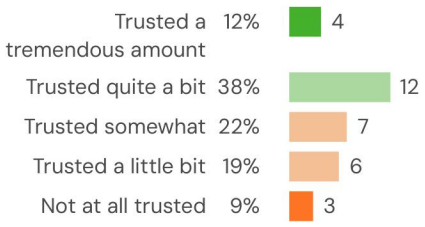
How did people respond?

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



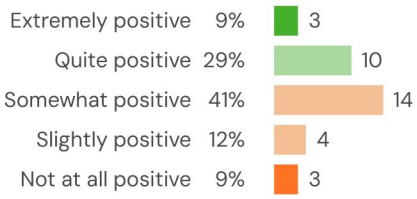
▼ 15 from last survey — Favorable: **41%**

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



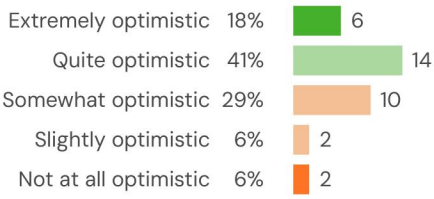
▼ 13 from last survey — Favorable: **50%**

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



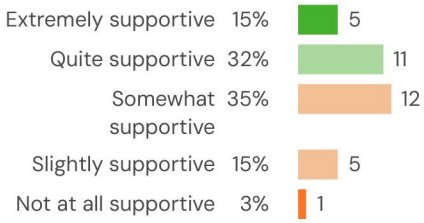
▼ 12 from last survey — Favorable: **38%**

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



▼ 11 from last survey — Favorable: **59%**

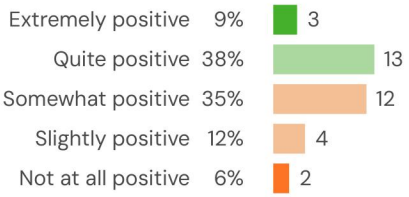
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 3 from last survey

Favorable: **47%**

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



▼ 12 from last survey

Favorable: **47%**

School Leadership

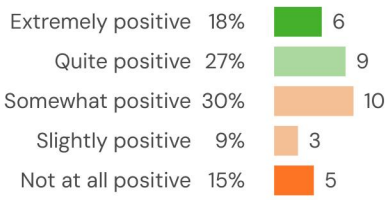
Your average
42%
35 responses

Change
▼ 13
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?

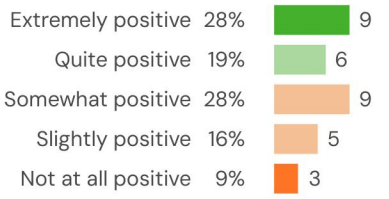


▼ 11 from last survey — Favorable: **45%**

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

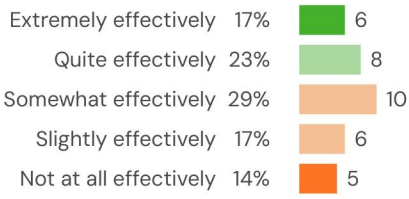
▼ 26 from last survey — Favorable: **46%**

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



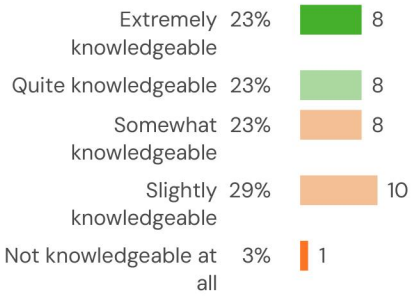
▼ 25 from last survey — Favorable: **47%**

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



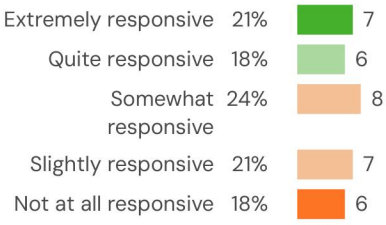
▼ 16 from last survey — Favorable: **40%**

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



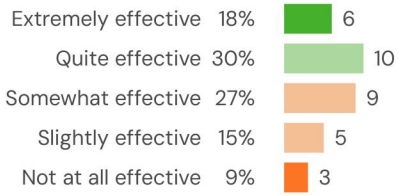
▼ 21 from last survey — Favorable: **46%**

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



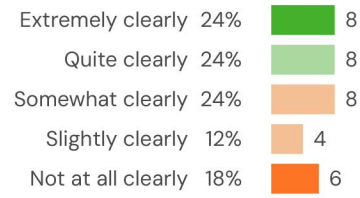
▼ 16 from last survey — Favorable: **38%**

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



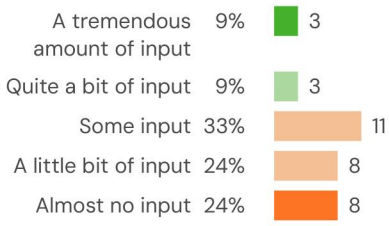
▲ 2 from last survey — Favorable: **48%**

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



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

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



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

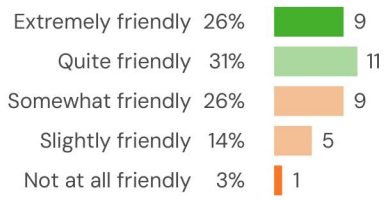
Staff-Leadership Relationships

Your average	Change
51%	▼ 9
35 responses	since last survey

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

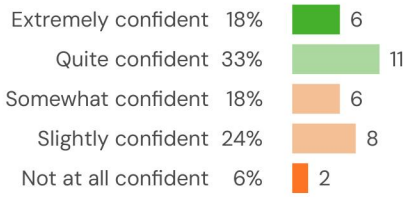
How did people respond?

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



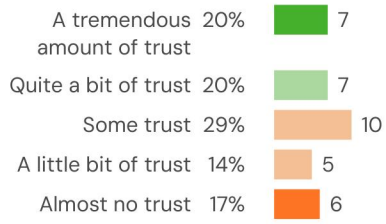
▼ 13 from last survey — Favorable: **57%**

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



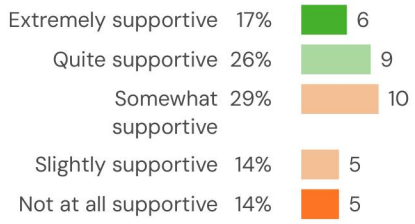
▼ 4 from last survey — Favorable: **52%**

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



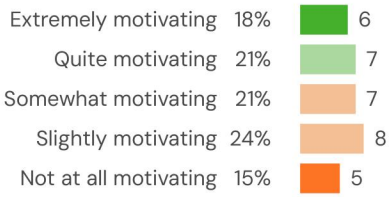
▼ 12 from last survey — Favorable: **40%**

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



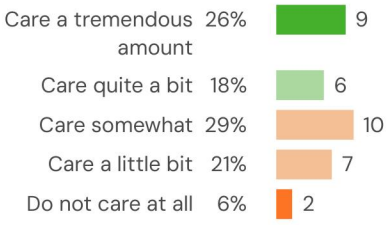
▼ 13 from last survey — Favorable: **43%**

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



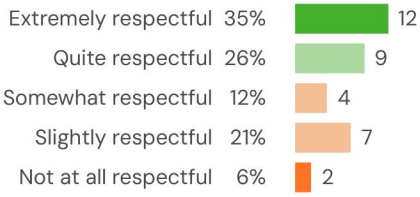
▼ 2 from last survey — Favorable: **39%**

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



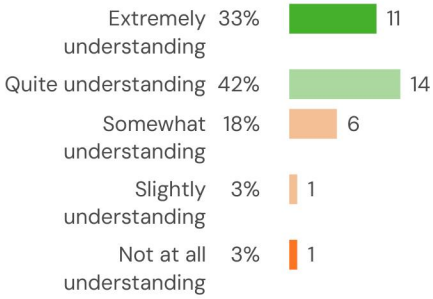
▼ 12 from last survey — Favorable: **44%**

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



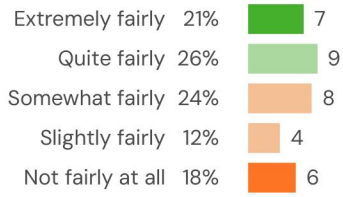
▼ 2 from last survey — Favorable: **62%**

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



▼ 7 from last survey — Favorable: **76%**

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



▼ 15 from last survey — Favorable: **47%**

Well-being

Your average

66%

35 responses

Change

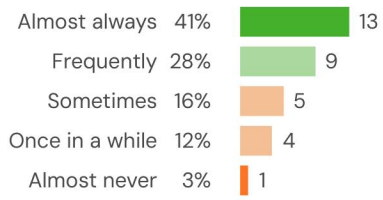
▲ 3

since last survey

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

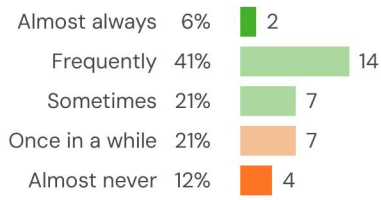
How did people respond?

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



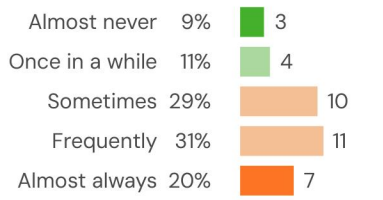
▼ 16 from last survey — Favorable: **69%**

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



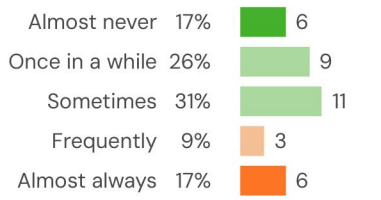
▼ 21 from last survey — Favorable: **68%**

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



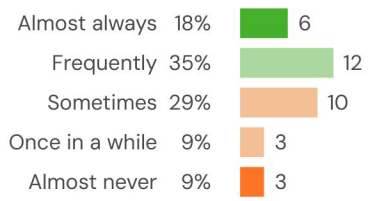
▲ 13 from last survey — Favorable: **20%**

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



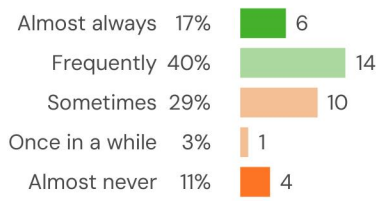
▲ 18 from last survey — Favorable: **74%**

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



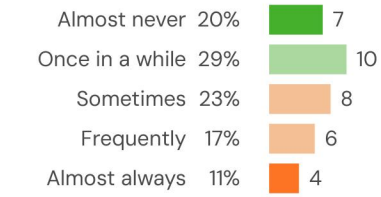
▼ 14 from last survey — Favorable: **53%**

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



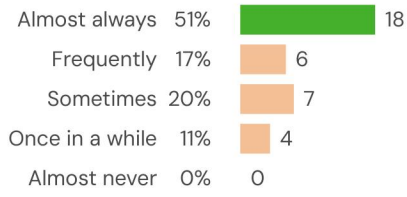
▼ 10 from last survey — Favorable: **57%**

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



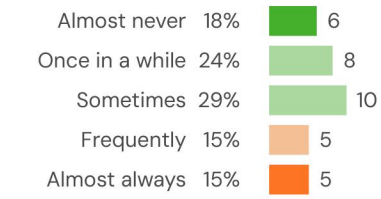
▲ 16 from last survey — Favorable: **49%**

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



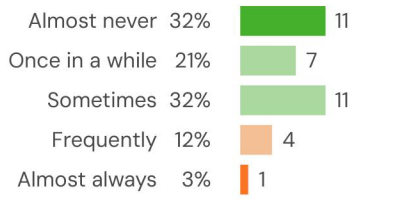
▲ 14 from last survey — Favorable: **51%**

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



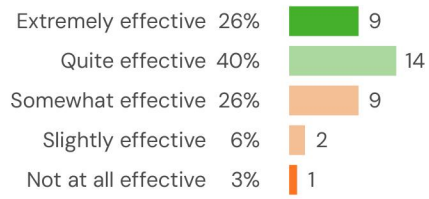
▲ 15 from last survey — Favorable: **71%**

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



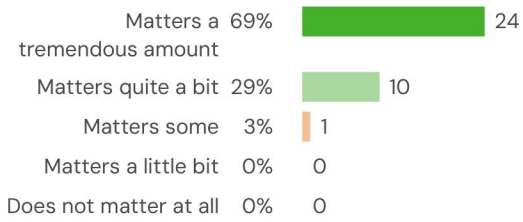
▲ 0 from last survey — Favorable: **85%**

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



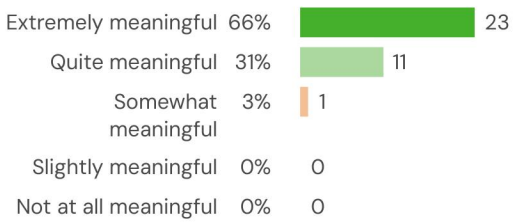
▲ 10 from last survey — Favorable: **66%**

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



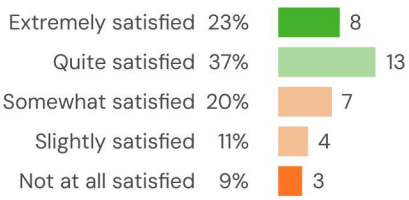
▲ 1 from last survey — Favorable: **97%**

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



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

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



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

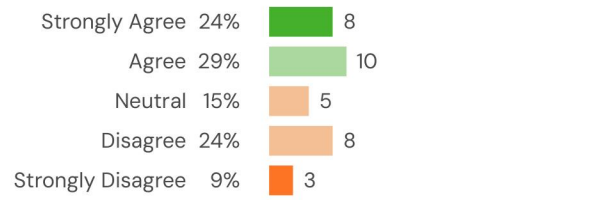
Work environment

Your average	Change
69%	▼ 5
35 responses	since last survey

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

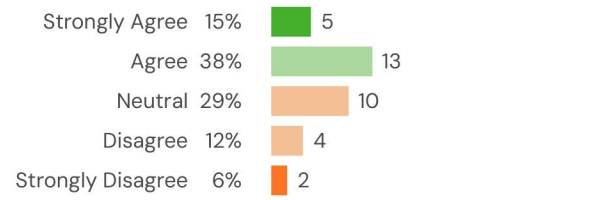
How did people respond?

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



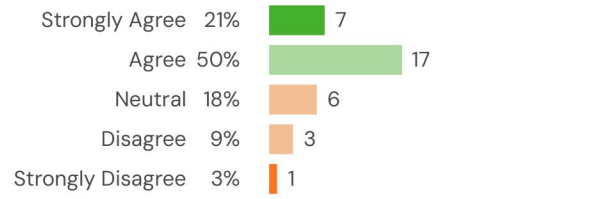
▼ 6 from last survey — Favorable: **53%**

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



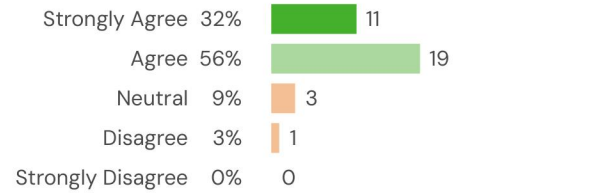
▼ 21 from last survey — Favorable: **53%**

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



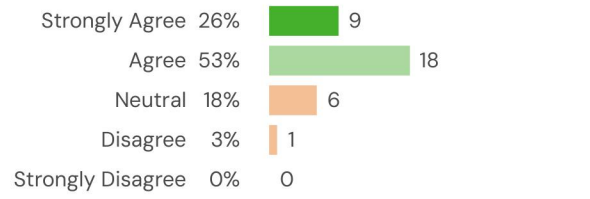
▲ 4 from last survey — Favorable: **71%**

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



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

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



▼ 6 from last survey — Favorable: **79%**

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	0%	0
Hancock Place School District	0%	0
Hazelwood School District	0%	0
Jennings School District	0%	0
Kirkwood School District	0%	0
Ladue School District	0%	0
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	100%	34
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%	2
Paraprofessional - Partner district	94%	32

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