



SSD of St. Louis (MO)

Para Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
Communicating results	62% ▼ 7 since last survey	
Communications	68% ▼ 4 since last survey	
Deia	70% ▼ 4 since last survey	
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	43% 0 since last survey	 20th - 39th percentile compared to others nationally
Mission and vision	68% ▼ 6 since last survey	
Overall engagement	79% ▼ 3 since last survey	
Partner Districts	68% ▼ 7 since last survey	



Professional Learning

44%

▼ 4

since last survey



School Climate

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

58%

▼ 7

since last survey

School Leadership

Perceptions of the school leadership's effectiveness.

56%

▼ 3

since last survey

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

64%

▼ 4

since last survey



Well-being

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

73%

▲ 1

since last survey



Work environment

81%

▼ 1

since last survey

614 responses



Communicating results

Your average

62%

614 responses

Change

▼ **7**

since last survey

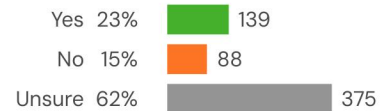
How did people respond?

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



Favorable: **62%**

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



▼ **12** from last survey

Favorable: **61%**



Communications

Your average

68%

614 responses

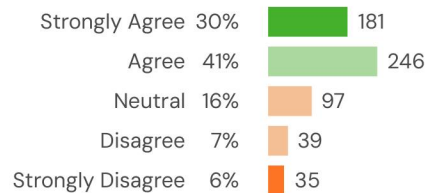
Change

▼ 4

since last survey

How did people respond?

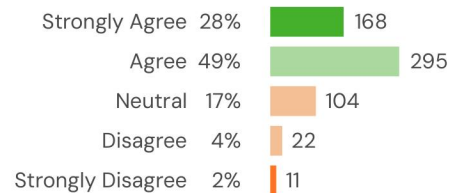
Q.1: My direct supervisor provides me with constructive feedback.



▼ 2 from last survey

Favorable: **71%**

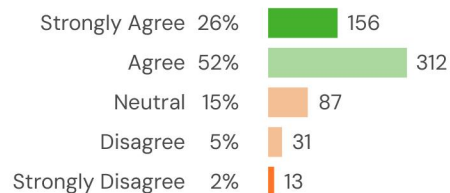
Q.2: I receive adequate and timely information about district news and initiatives.



▼ 4 from last survey

Favorable: **77%**

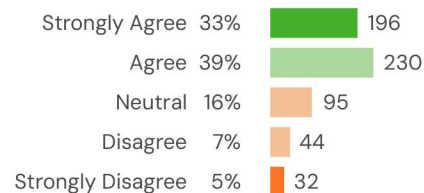
Q.3: I am aware of where and how I can direct a question or concern.



▼ 2 from last survey

Favorable: **78%**

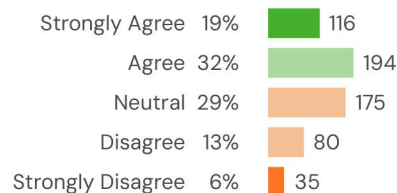
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▼ 3 from last survey

Favorable: **71%**

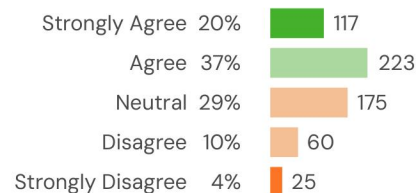
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▼ 6 from last survey

Favorable: **52%**

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



▼ 7 from last survey

Favorable: **57%**



Deia

Your average

70%

614 responses

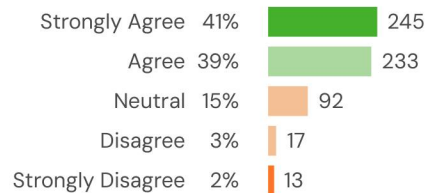
Change

▼ 4

since last survey

How did people respond?

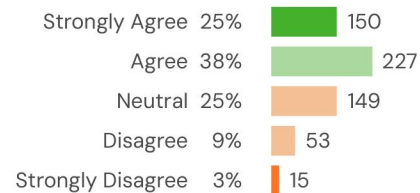
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▼ 4 from last survey

Favorable: 80%

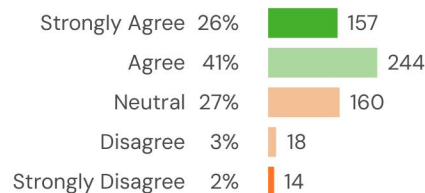
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 6 from last survey

Favorable: 63%

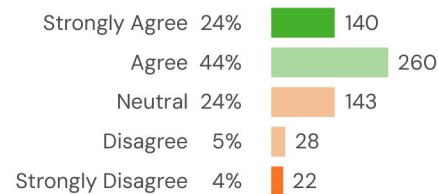
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▼ 4 from last survey

Favorable: 68%

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

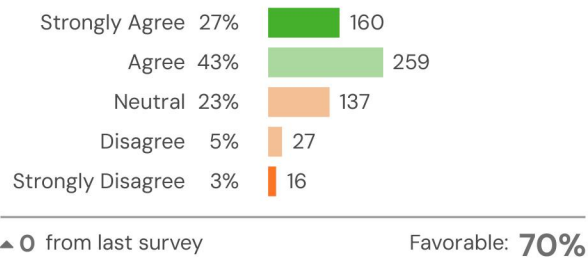


▼ 3 from last survey

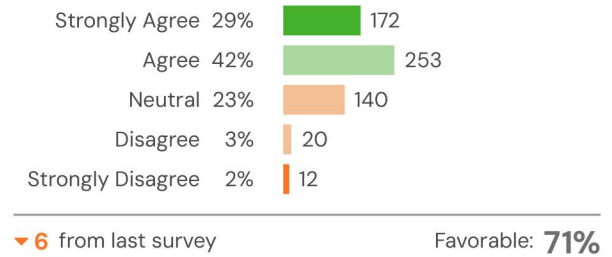
Favorable: 67%



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

43%

614 responses

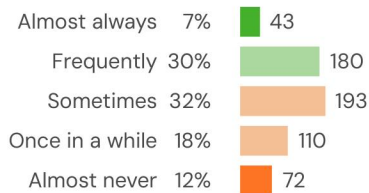
Change

0

since last survey

How did people respond?

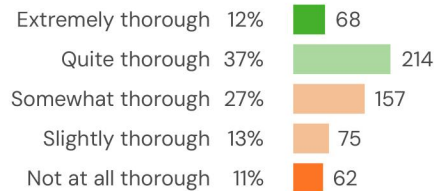
Q.1: How often do you receive feedback on your teaching?



▼ 4 from last survey

Favorable: **37%**

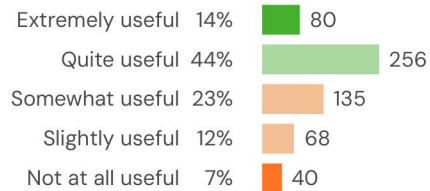
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 2 from last survey

Favorable: **49%**

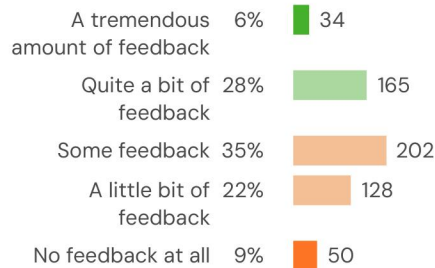
Q.3: How useful do you find the feedback you receive on your teaching?



▼ 2 from last survey

Favorable: **58%**

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

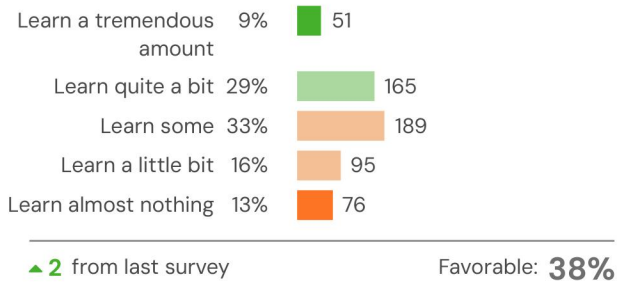


▲ 2 from last survey

Favorable: **34%**



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





Mission and vision

Your average

68%

614 responses

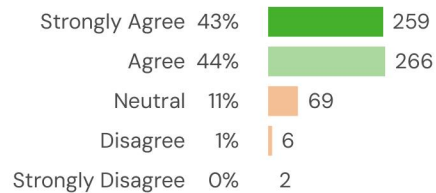
Change

▼ 6

since last survey

How did people respond?

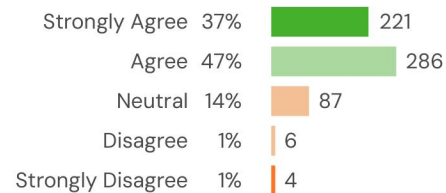
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 3 from last survey

Favorable: **87%**

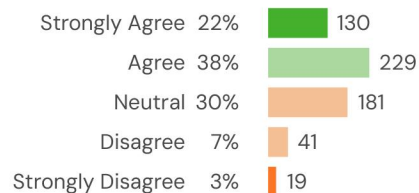
Q.2: The district's mission and vision are clearly defined.



▼ 4 from last survey

Favorable: **84%**

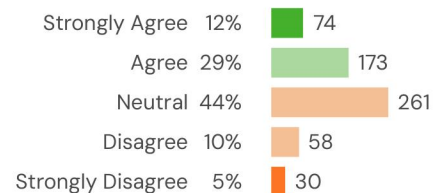
Q.3: The district is moving in a direction that reflects our mission and vision.



▼ 12 from last survey

Favorable: **60%**

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



▼ 6 from last survey

Favorable: **41%**



Overall engagement

Your average

79%

614 responses

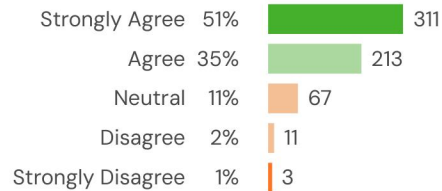
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▼ **3**

since last survey

How did people respond?

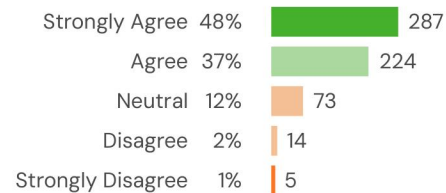
Q.1: I am proud to work for SSD.



▼ 4 from last survey

Favorable: **87%**

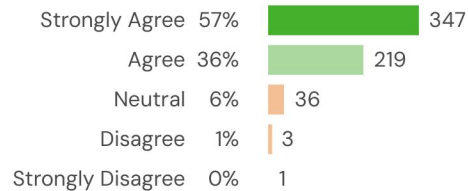
Q.2: Employment with SSD gives me a feeling of accomplishment.



▼ 4 from last survey

Favorable: **85%**

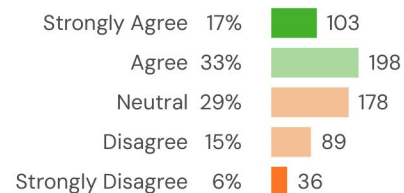
Q.3: I am engaged in my work.



▼ 1 from last survey

Favorable: **93%**

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



▼ 5 from last survey

Favorable: **50%**



Partner Districts

Your average

68%

614 responses

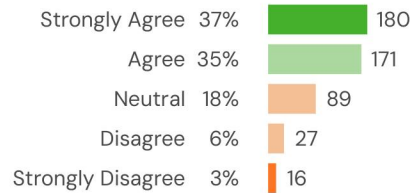
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▼ **7**

since last survey

How did people respond?

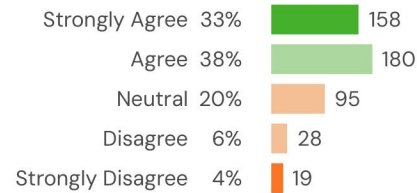
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▼ **6** from last survey

Favorable: **73%**

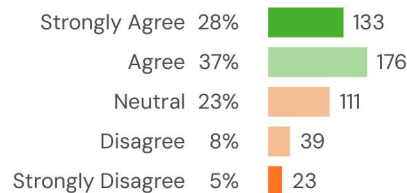
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▼ **8** from last survey

Favorable: **70%**

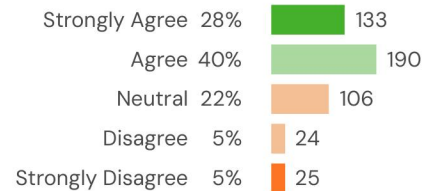
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▼ **10** from last survey

Favorable: **64%**

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

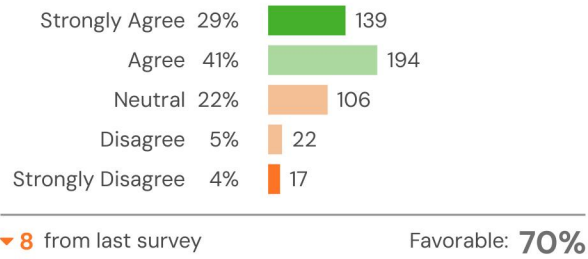


▼ **6** from last survey

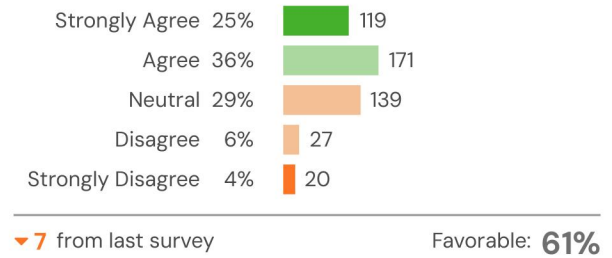
Favorable: **68%**



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

44%

614 responses

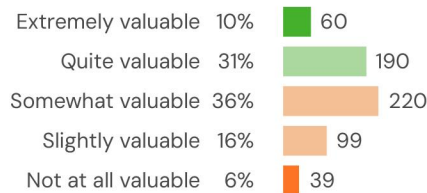
Change

▼ **4**

since last survey

How did people respond?

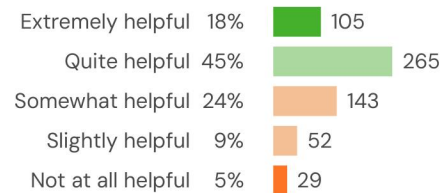
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 8 from last survey

Favorable: **41%**

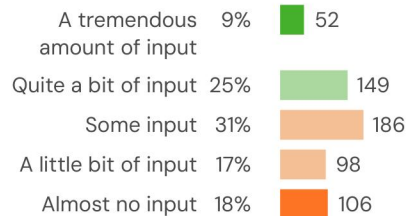
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 8 from last survey

Favorable: **62%**

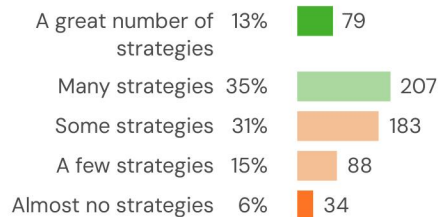
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 2 from last survey

Favorable: **34%**

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



▼ 1 from last survey

Favorable: **48%**



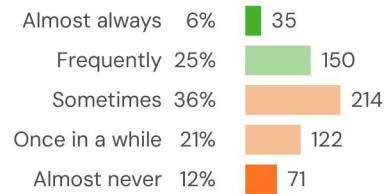
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 6 from last survey

Favorable: **46%**

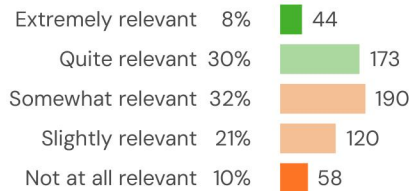
Q.6: How often do your professional development opportunities help you explore new ideas?



▼ 4 from last survey

Favorable: **31%**

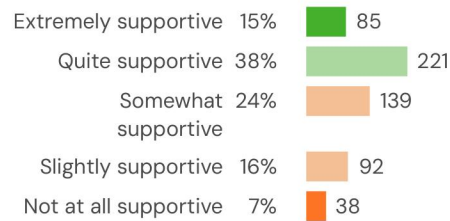
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▼ 1 from last survey

Favorable: **37%**

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



▼ 2 from last survey

Favorable: **53%**



School Climate

Your average

58%

614 responses

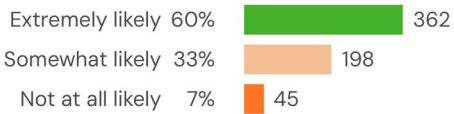
Change

▼ **7**

since last survey

How did people respond?

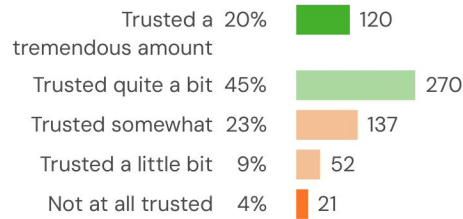
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▼ **5** from last survey

Favorable: **60%**

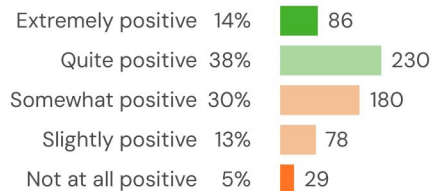
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ **3** from last survey

Favorable: **65%**

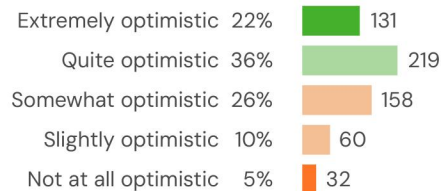
Q.3: How positive are the attitudes of your colleagues?



▼ **6** from last survey

Favorable: **52%**

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

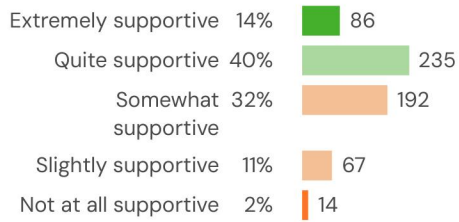


▼ **17** from last survey

Favorable: **58%**



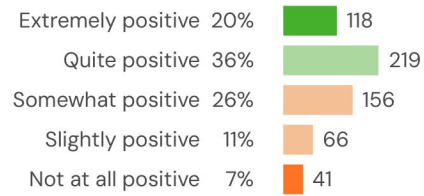
Q.5: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 3 from last survey

Favorable: **54%**

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



▼ 8 from last survey

Favorable: **56%**



School Leadership

Your average

56%

614 responses

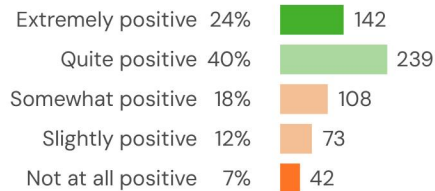
Change

▼ **3**

since last survey

How did people respond?

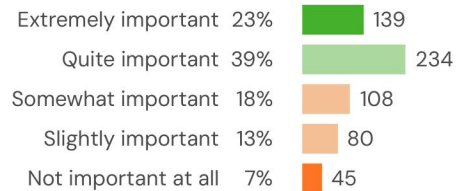
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 4 from last survey

Favorable: **63%**

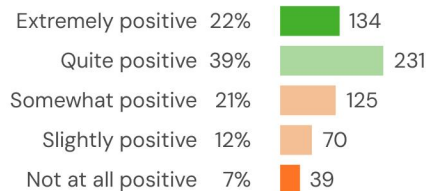
Q.2: For your school leaders, how important is staff satisfaction?



▼ 4 from last survey

Favorable: **62%**

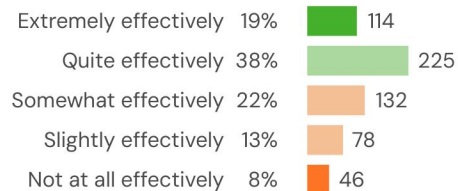
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 3 from last survey

Favorable: **61%**

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

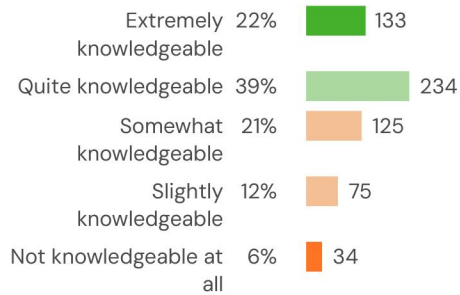


▼ 5 from last survey

Favorable: **57%**



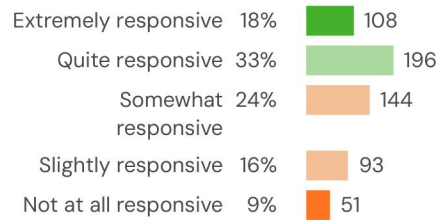
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▼ 4 from last survey

Favorable: **61%**

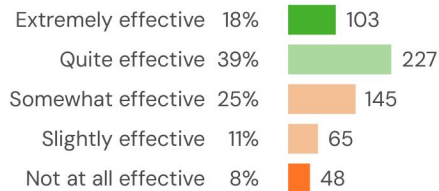
Q.6: How responsive are school leaders to your feedback?



▼ 4 from last survey

Favorable: **51%**

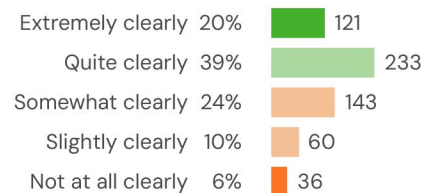
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▼ 2 from last survey

Favorable: **56%**

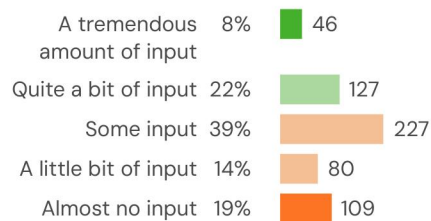
Q.8: How clearly do your school leaders identify their goals for staff?



▼ 7 from last survey

Favorable: **60%**

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



▼ 2 from last survey

Favorable: **29%**



Staff-Leadership Relationships

Your average

64%

614 responses

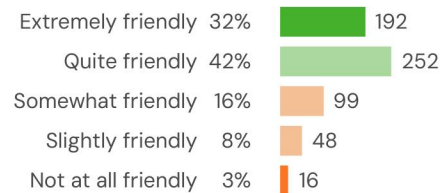
Change

▼ 4

since last survey

How did people respond?

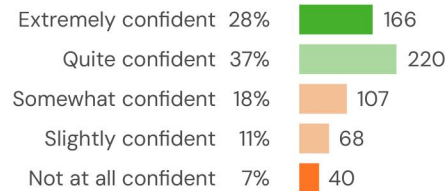
Q.1: How friendly are your school leaders toward you?



▼ 5 from last survey

Favorable: 73%

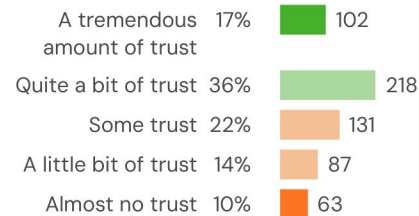
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 5 from last survey

Favorable: 64%

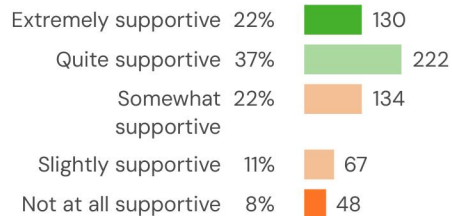
Q.3: How much trust exists between school leaders and staff?



▼ 3 from last survey

Favorable: 53%

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

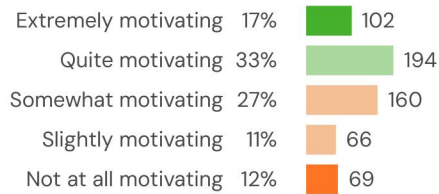


▼ 5 from last survey

Favorable: 59%



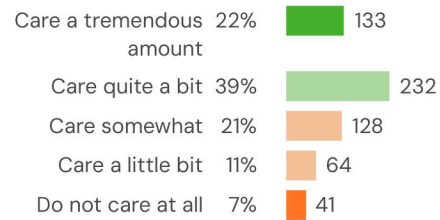
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 4 from last survey

Favorable: **50%**

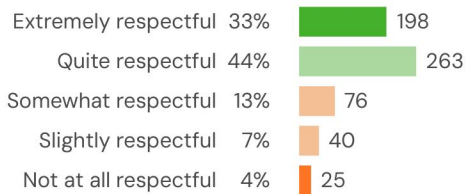
Q.6: How much do your school leaders care about you as an individual?



▼ 3 from last survey

Favorable: **61%**

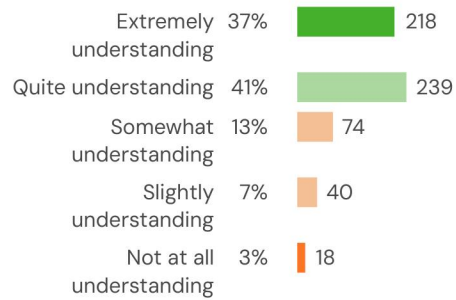
Q.7: How respectful are your school leaders towards you?



▼ 3 from last survey

Favorable: **77%**

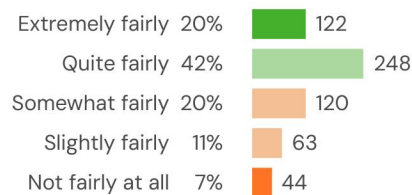
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 1 from last survey

Favorable: **78%**

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



▼ 4 from last survey

Favorable: **62%**



Well-being

Your average

73%

614 responses

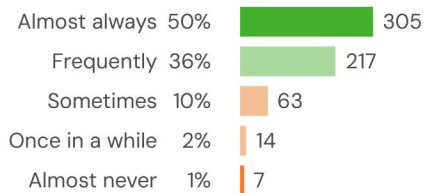
Change

▲ 1

since last survey

How did people respond?

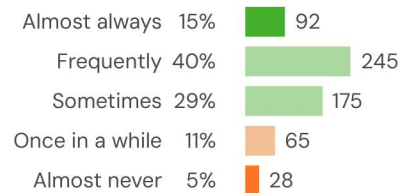
Q.1: During the past week, how often did you feel engaged at work?



▼ 3 from last survey

Favorable: 86%

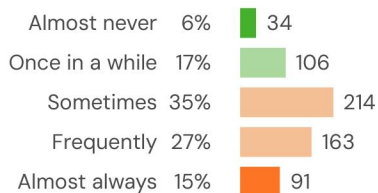
Q.2: During the past week, how often did you feel excited at work?



▼ 3 from last survey

Favorable: 85%

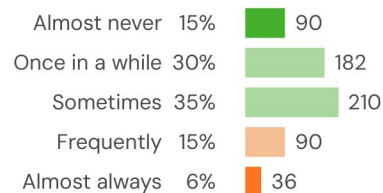
Q.3: During the past week, how often did you feel exhausted at work?



▲ 0 from last survey

Favorable: 23%

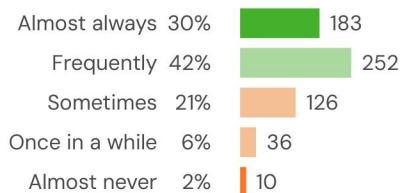
Q.4: During the past week, how often did you feel frustrated at work?



▲ 2 from last survey

Favorable: 79%

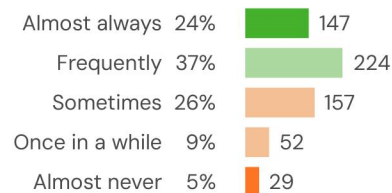
Q.5: During the past week, how often did you feel happy at work?



▼ 1 from last survey

Favorable: 72%

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

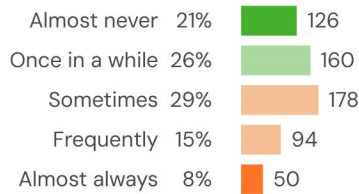


▼ 2 from last survey

Favorable: 61%



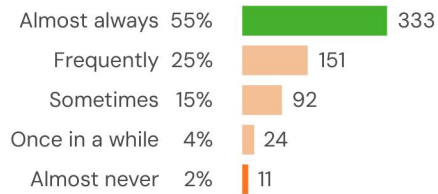
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 1 from last survey

Favorable: **47%**

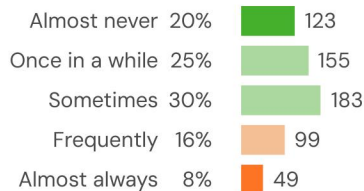
Q.8: During the past week, how often did you feel safe at work?



▲ 5 from last survey

Favorable: **55%**

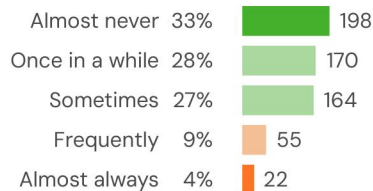
Q.9: During the past week, how often did you feel stressed out at work?



▲ 1 from last survey

Favorable: **76%**

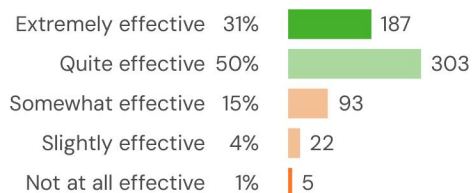
Q.10: During the past week, how often did you feel worried at work?



▲ 1 from last survey

Favorable: **87%**

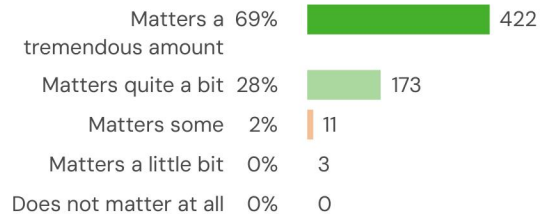
Q.11: How effective do you feel at your job right now?



▲ 6 from last survey

Favorable: **80%**

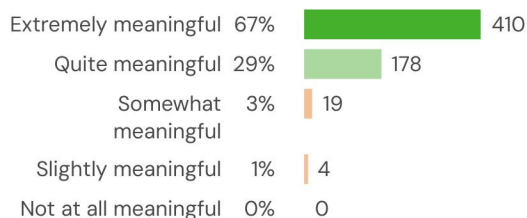
Q.12: How much does your work matter to you?



▲ 1 from last survey

Favorable: **98%**

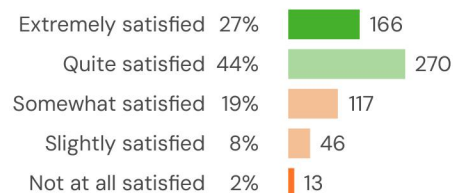
Q.13: How meaningful for you is the work that you do?



▲ 1 from last survey

Favorable: **96%**

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



▼ 1 from last survey

Favorable: **71%**



Work environment

Your average

81%

614 responses

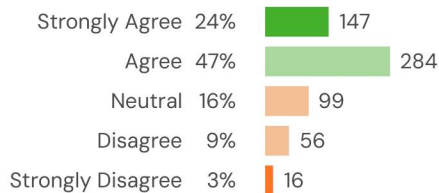
Change

▼ 1

since last survey

How did people respond?

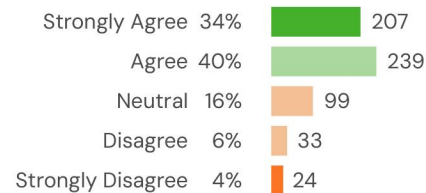
Q.1: I have the materials and resources to do my job effectively.



▼ 1 from last survey

Favorable: **72%**

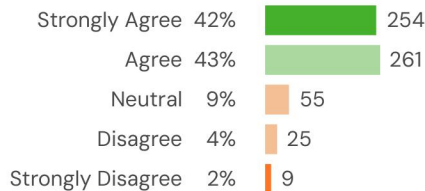
Q.2: My school/location is in good condition and well-maintained.



▼ 7 from last survey

Favorable: **74%**

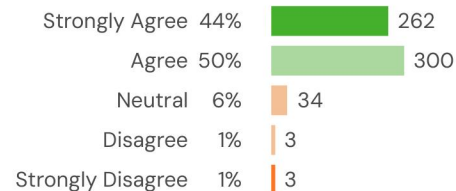
Q.3: I feel safe in my school/location.



▲ 5 from last survey

Favorable: **85%**

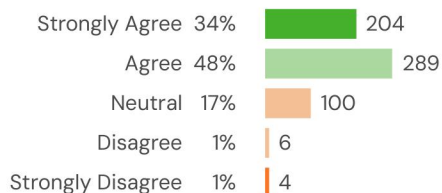
Q.4: I am aware of safety and security procedures at my school/location.



▲ 0 from last survey

Favorable: **93%**

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



▼ 1 from last survey

Favorable: **82%**



Background Questions

How did people respond? _____



Q.1: Location

Affton School District	4%	21
Bayless School District	3%	16
Brentwood School District	1%	8
Clayton School District	1%	6
Ferguson-Florissant School District	5%	29
Hancock Place School District	1%	3
Hazelwood School District	9%	50
Jennings School District	2%	14
Kirkwood School District	2%	9
Ladue School District	4%	24
Lindbergh School District	4%	24
Maplewood-Richmond Heights School District	1%	4
Mehlville School District	5%	30
Normandy School District	3%	18
Parkway School District	12%	70
Pattonville School District	2%	12
Ritenour School District	6%	34
Riverview Gardens School District	4%	23
Rockwood School District	6%	37
University City School District	2%	13
Valley Park School District	1%	3
Webster Groves School District	2%	9
Ackerman School	3%	15
Bridges Program	0%	1
Central Office	0%	0
Distribution Center	0%	0
Juvenile Detention Center (JDC)	1%	4
Learning Center	0%	0

Q.2: Job type

Paraprofessional – SSD school, site, or program	32%	188
Paraprofessional – Partner district	68%	397



SSD of St. Louis (MO)

"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	3%	15
Neuwoehner High School	4%	23
North Tech High School	1%	4
Northview High School	3%	18
South Tech High School	1%	4
Southview School	4%	24
Vocational Skills Program (VSP)	3%	17