



Northview

Para Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Communicating results	64% ▼ 5 since last survey	62% SSD of St. Louis (MO) 64% Special School District
Communications	68% ▲ 8 since last survey	68% SSD of St. Louis (MO) 67% Special School District
Deia	75% ▲ 14 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.	42% 0 since last survey	43% SSD of St. Louis (MO) 45% Special School District
Mission and vision	75% ▲ 6 since last survey	68% SSD of St. Louis (MO) 65% Special School District
Overall engagement	86% ▲ 9 since last survey	79% SSD of St. Louis (MO) 77% Special School District
Partner Districts	63% 0 since last survey	68% SSD of St. Louis (MO) 42% Special School District



Professional Learning

46%

0

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.

59%

▲ 6

since last survey

58%

SSD of St. Louis (MO)

55%

Special School District

School Leadership

Perceptions of the school leadership's effectiveness.

59%

▲ 11

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.

69%

▲ 10

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.

75%

▲ 11

since last survey

73%

SSD of St. Louis (MO)

73%

Special School District

Work environment

85%

▼ 1

since last survey

81%

SSD of St. Louis (MO)

83%

Special School District

23 responses



Communicating results

Your average

64%

23 responses

Change

▼ **5**

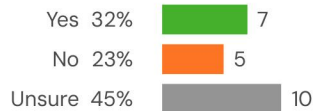
since last survey

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

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

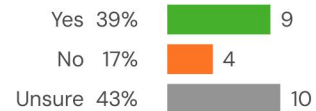
How did people respond?

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



Favorable: **58%**

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



▼ **2** from last survey

Favorable: **69%**



Communications

Your average

68%

23 responses

Change

▲ 8

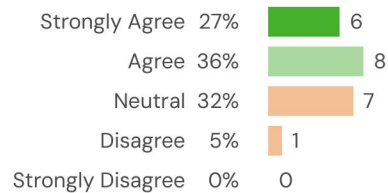
since last survey

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

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

How did people respond?

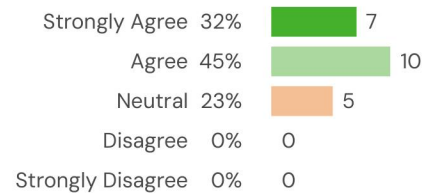
Q.1: My direct supervisor provides me with constructive feedback.



▼ 9 from last survey

Favorable: **64%**

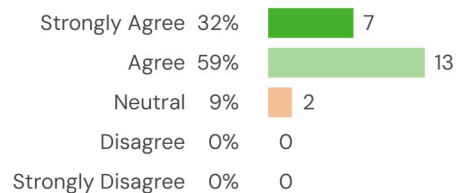
Q.2: I receive adequate and timely information about district news and initiatives.



▲ 4 from last survey

Favorable: **77%**

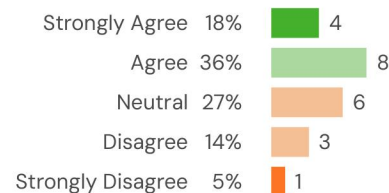
Q.3: I am aware of where and how I can direct a question or concern.



▲ 22 from last survey

Favorable: **91%**

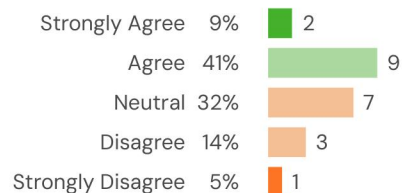
Q.4: The actions of my immediate SSD supervisor are consistent with his or her words.



▲ 5 from last survey

Favorable: **55%**

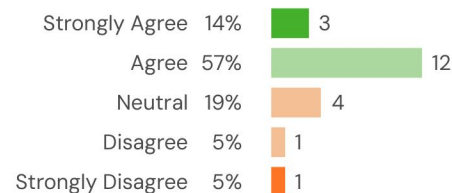
Q.5: SSD leaders clearly explain the reasons behind decisions on key issues.



▲ 12 from last survey

Favorable: **50%**

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



▲ 17 from last survey

Favorable: **71%**



Deia

Your average

75%

23 responses

Change

▲ 14

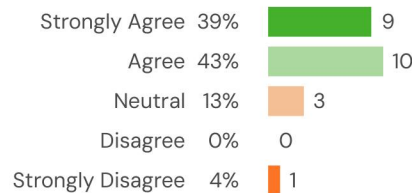
since last survey

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

District average: **69%** Special School District

How did people respond?

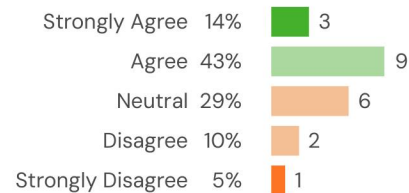
Q.1: SSD staff values and embraces diversity, equity, inclusion, and accessibility.



▲ 15 from last survey

Favorable: **83%**

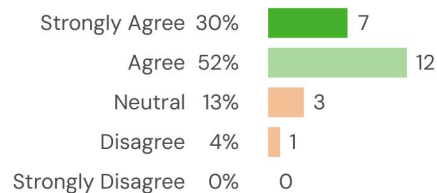
Q.2: SSD provides an environment for the free and open expression of ideas, opinions, and beliefs.



▼ 7 from last survey

Favorable: **57%**

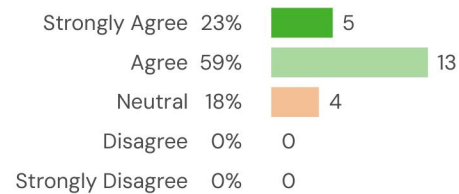
Q.3: SSD Administration communicates effectively with others from diverse backgrounds.



▲ 31 from last survey

Favorable: **83%**

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

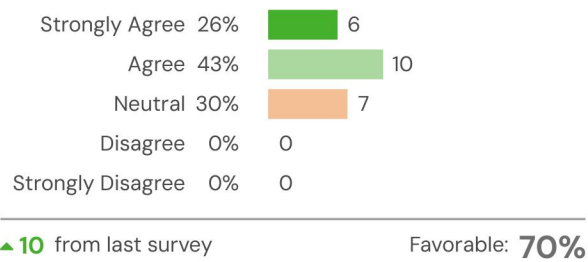


▲ 22 from last survey

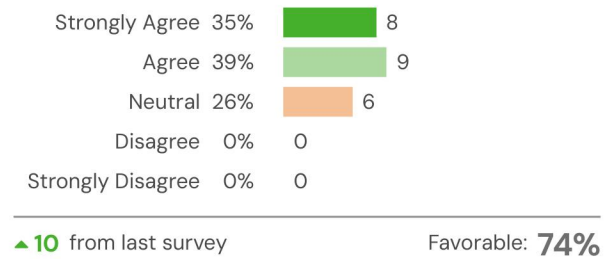
Favorable: **82%**



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

42%

23 responses

Change

0

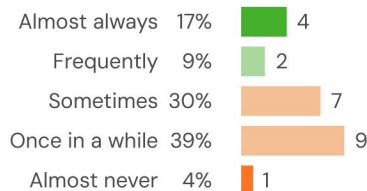
since last survey

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

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

How did people respond?

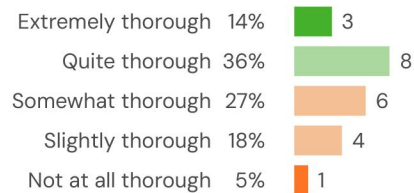
Q.1: How often do you receive feedback on your teaching?



▼ 10 from last survey

Favorable: **26%**

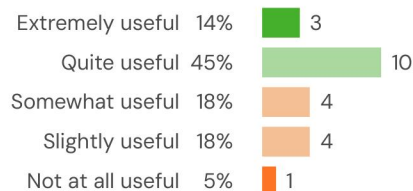
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 7 from last survey

Favorable: **50%**

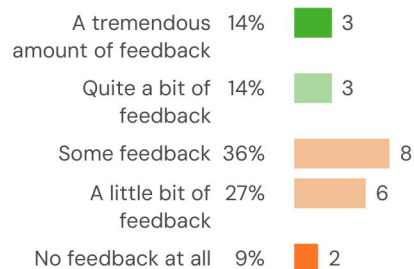
Q.3: How useful do you find the feedback you receive on your teaching?



▲ 11 from last survey

Favorable: **59%**

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

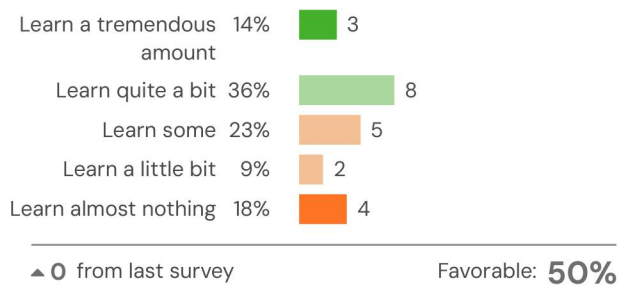


▼ 6 from last survey

Favorable: **27%**



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





Mission and vision

Your average

75%

23 responses

Change

▲ 6

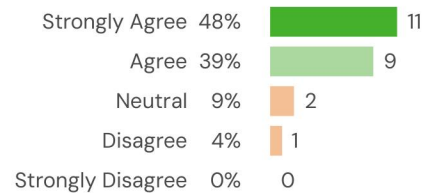
since last survey

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

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

How did people respond?

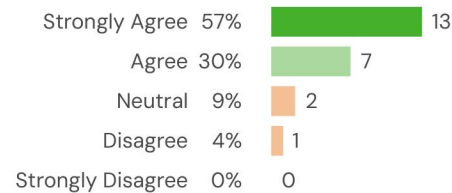
Q.1: I am familiar with and support the mission and vision of SSD.



▼ 1 from last survey

Favorable: **87%**

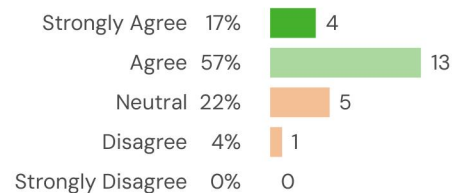
Q.2: The district's mission and vision are clearly defined.



▲ 4 from last survey

Favorable: **87%**

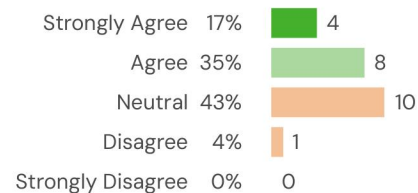
Q.3: The district is moving in a direction that reflects our mission and vision.



▲ 7 from last survey

Favorable: **74%**

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



▲ 14 from last survey

Favorable: **52%**



Overall engagement

Your average

86%

23 responses

Change

▲ 9

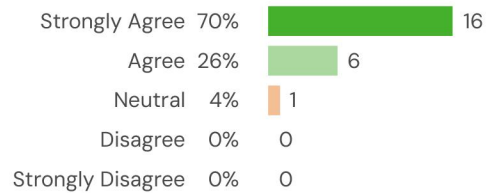
since last survey

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

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

How did people respond?

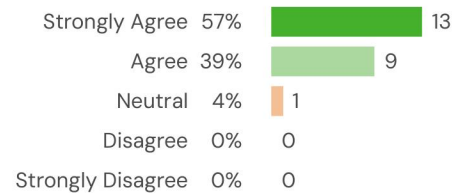
Q.1: I am proud to work for SSD.



▲ 4 from last survey

Favorable: **96%**

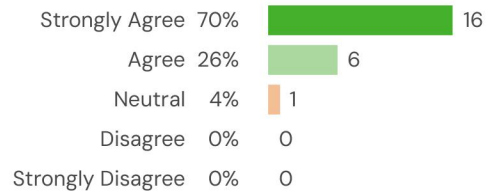
Q.2: Employment with SSD gives me a feeling of accomplishment.



▲ 16 from last survey

Favorable: **96%**

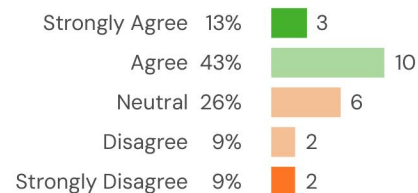
Q.3: I am engaged in my work.



▲ 4 from last survey

Favorable: **96%**

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



▲ 15 from last survey

Favorable: **57%**



Partner Districts

Your average

63%

23 responses

Change

0

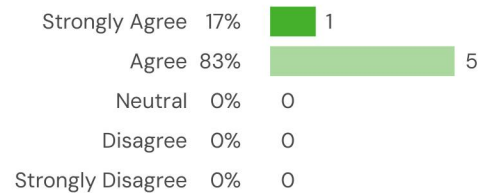
since last survey

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

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

How did people respond?

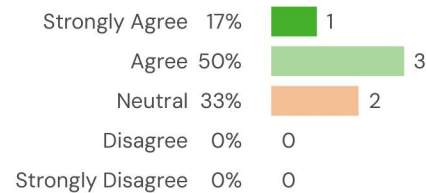
Q.1: I feel respected and supported by the partner district principal and other administrators at this school.



▲ 20 from last survey

Favorable: **100%**

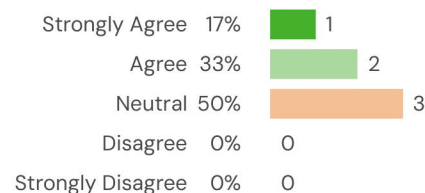
Q.2: My partner district principal fosters a shared vision and a sense of community and cooperation at this school.



▲ 7 from last survey

Favorable: **67%**

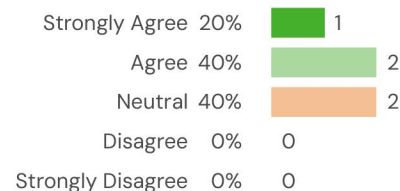
Q.3: In my partner district school, the atmosphere is one of mutual respect among general education staff and SSD staff.



▼ 10 from last survey

Favorable: **50%**

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

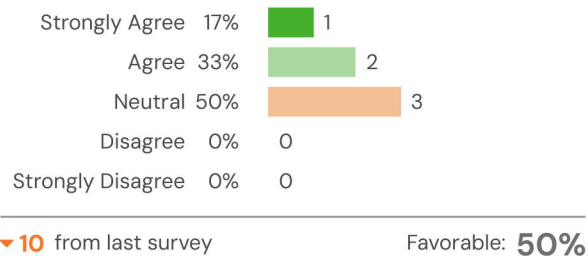


▲ 0 from last survey

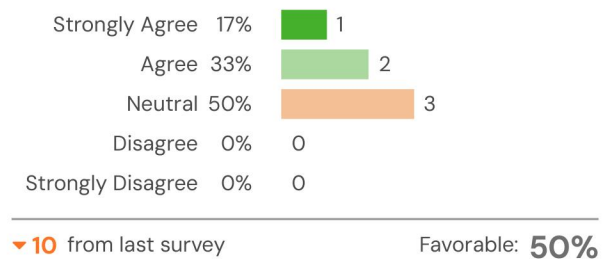
Favorable: **60%**



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

46%

23 responses

Change

0

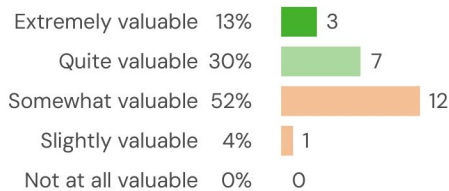
since last survey

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

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

How did people respond?

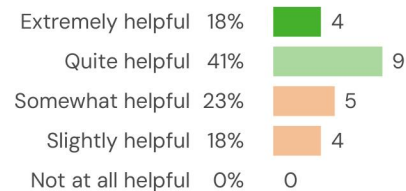
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 5 from last survey

Favorable: **43%**

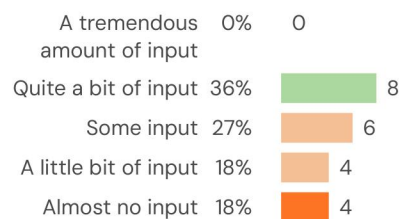
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 4 from last survey

Favorable: **59%**

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



▲ 9 from last survey

Favorable: **36%**

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

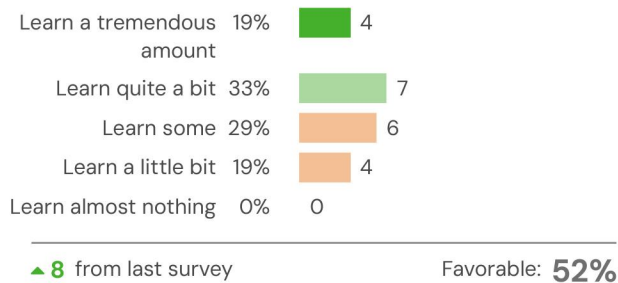


▲ 7 from last survey

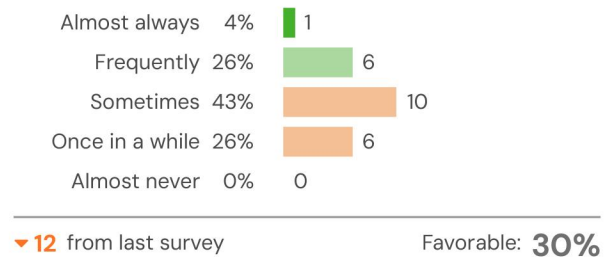
Favorable: **59%**



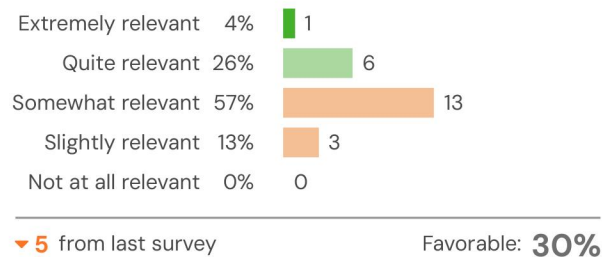
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



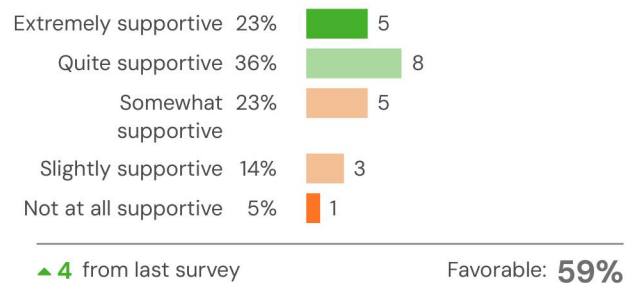
Q.6: How often do your professional development opportunities help you explore new ideas?



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

59%

23 responses

Change

▲ 6

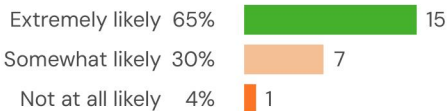
since last survey

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

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

How did people respond?

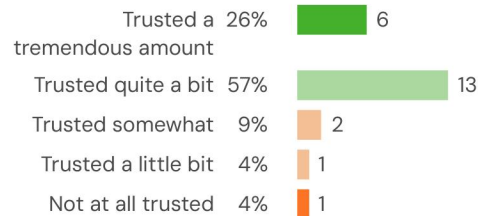
Q.1: How likely is it that you would recommend working for SSD to a family member or friend?



▲ 2 from last survey

Favorable: **65%**

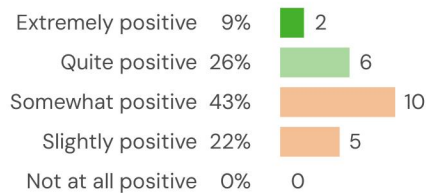
Q.2: To what extent are staff trusted to work in the way they think is best?



▲ 29 from last survey

Favorable: **83%**

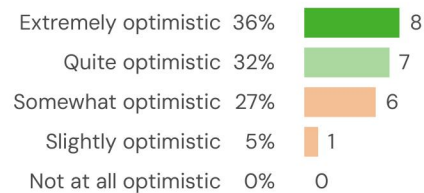
Q.3: How positive are the attitudes of your colleagues?



▼ 1 from last survey

Favorable: **35%**

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

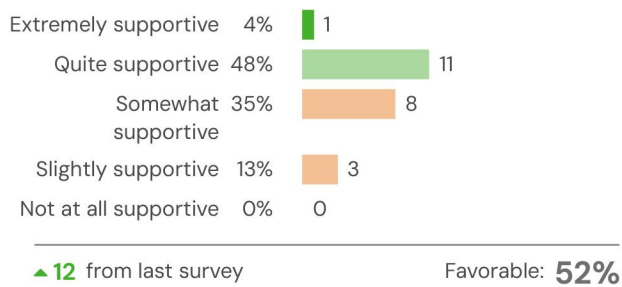


▲ 4 from last survey

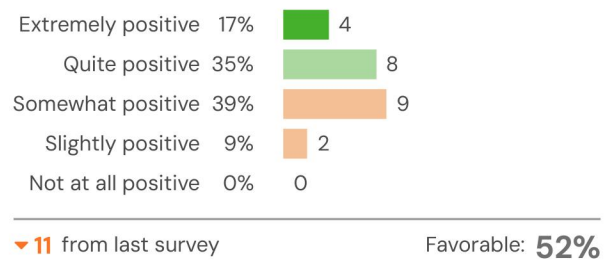
Favorable: **68%**



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

59%

23 responses

Change

▲ 11

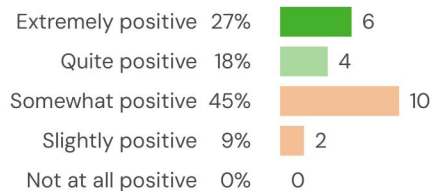
since last survey

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

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

How did people respond?

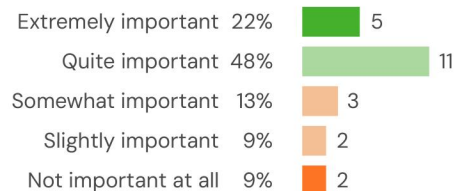
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 13 from last survey

Favorable: **45%**

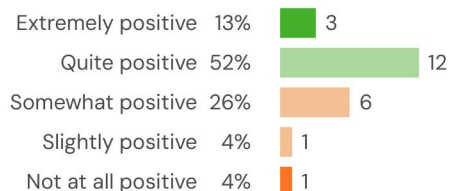
Q.2: For your school leaders, how important is staff satisfaction?



▲ 24 from last survey

Favorable: **70%**

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



▲ 1 from last survey

Favorable: **65%**

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

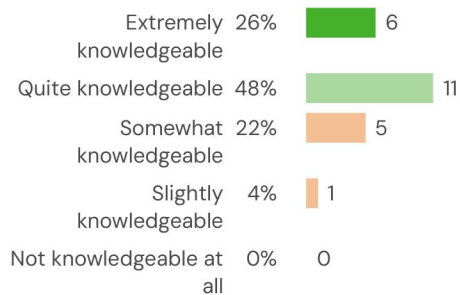


▲ 13 from last survey

Favorable: **61%**



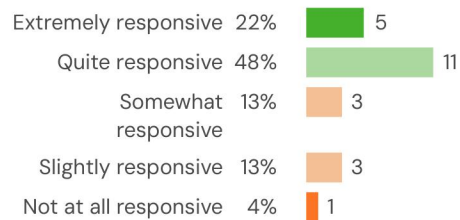
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▲ 32 from last survey

Favorable: 74%

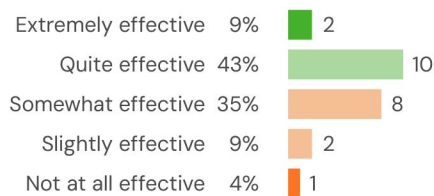
Q.6: How responsive are school leaders to your feedback?



▲ 28 from last survey

Favorable: 70%

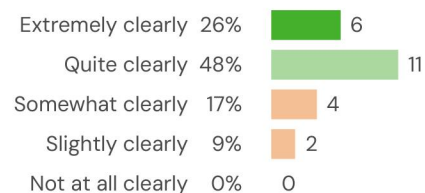
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 17 from last survey

Favorable: 52%

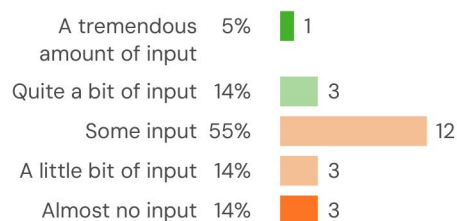
Q.8: How clearly do your school leaders identify their goals for staff?



▲ 2 from last survey

Favorable: 74%

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

69%

23 responses

Change

▲ 10

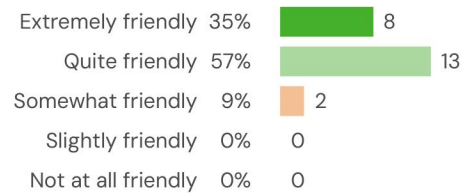
since last survey

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

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

How did people respond?

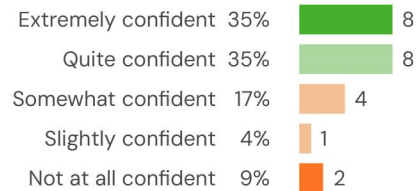
Q.1: How friendly are your school leaders toward you?



▲ 7 from last survey

Favorable: **91%**

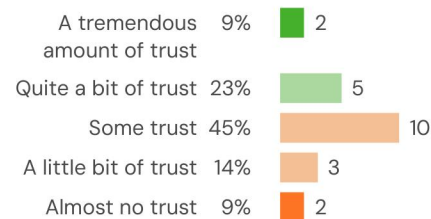
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 16 from last survey

Favorable: **70%**

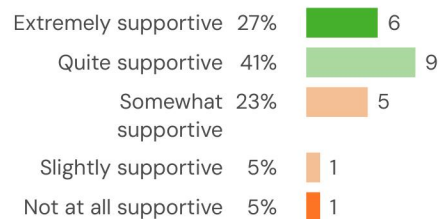
Q.3: How much trust exists between school leaders and staff?



▲ 1 from last survey

Favorable: **32%**

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

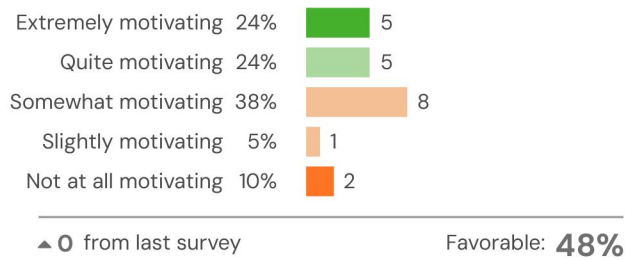


▲ 18 from last survey

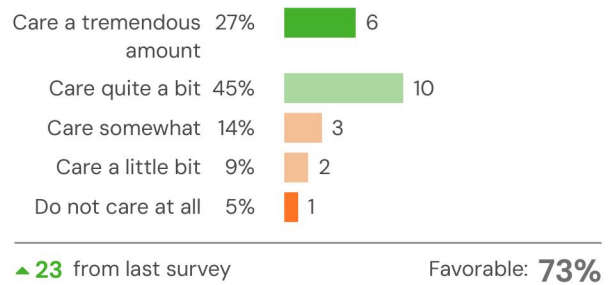
Favorable: **68%**



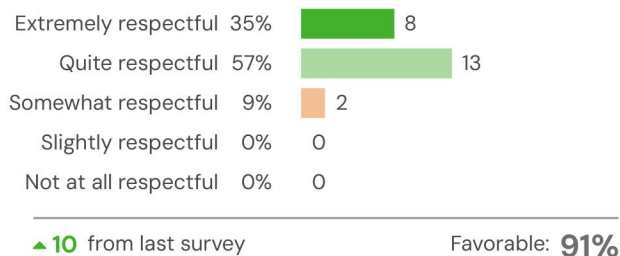
Q.5: At your school, how motivating do you find working with the leadership team?



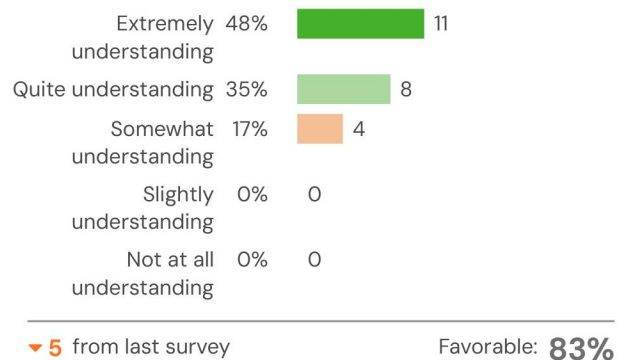
Q.6: How much do your school leaders care about you as an individual?



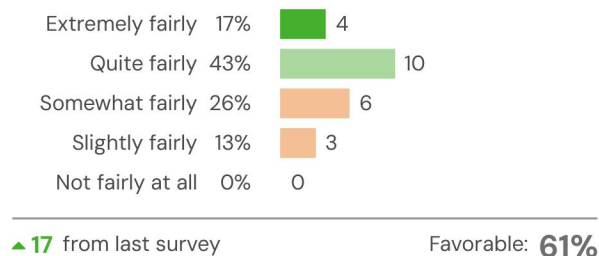
Q.7: How respectful are your school leaders towards you?



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

75%

23 responses

Change

▲ 11

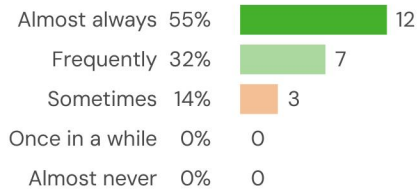
since last survey

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

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

How did people respond?

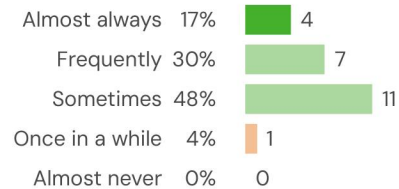
Q.1: During the past week, how often did you feel engaged at work?



▲ 1 from last survey

Favorable: **86%**

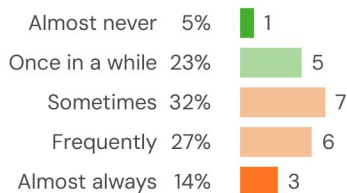
Q.2: During the past week, how often did you feel excited at work?



▲ 19 from last survey

Favorable: **96%**

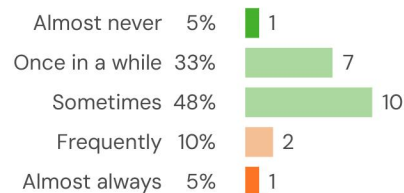
Q.3: During the past week, how often did you feel exhausted at work?



▲ 8 from last survey

Favorable: **27%**

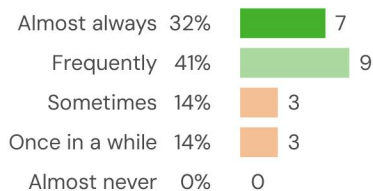
Q.4: During the past week, how often did you feel frustrated at work?



▲ 17 from last survey

Favorable: **86%**

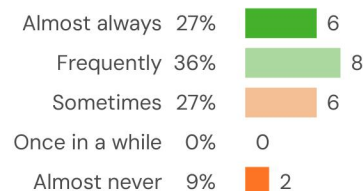
Q.5: During the past week, how often did you feel happy at work?



▲ 13 from last survey

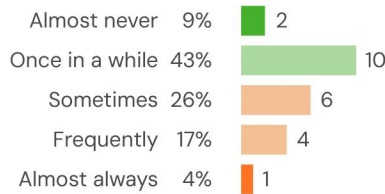
Favorable: **73%**

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

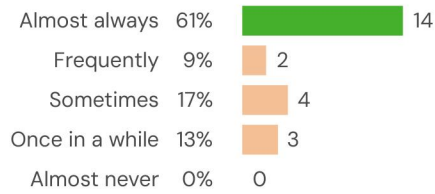


▲ 16 from last survey

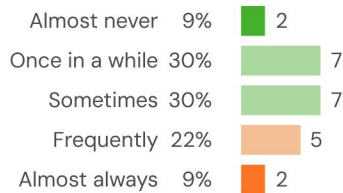
Favorable: **64%**

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

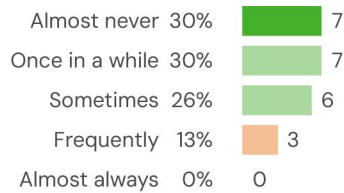
▲ 6 from last survey

Favorable: **52%****Q.8: During the past week, how often did you feel safe at work?**

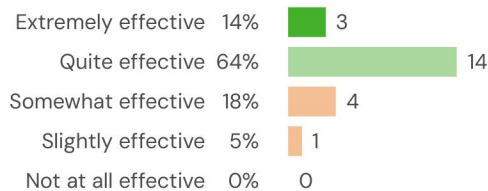
▲ 38 from last survey

Favorable: **61%****Q.9: During the past week, how often did you feel stressed out at work?**

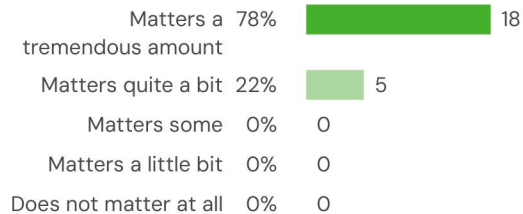
▲ 6 from last survey

Favorable: **70%****Q.10: During the past week, how often did you feel worried at work?**

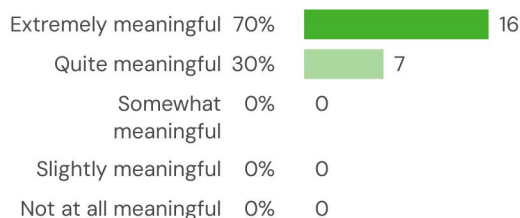
▲ 18 from last survey

Favorable: **87%****Q.11: How effective do you feel at your job right now?**

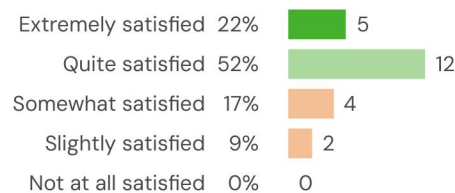
▲ 12 from last survey

Favorable: **77%****Q.12: How much does your work matter to you?**

▲ 0 from last survey

Favorable: **100%****Q.13: How meaningful for you is the work that you do?**

▲ 4 from last survey

Favorable: **100%****Q.14: Overall, how satisfied are you with your job right now?**

▲ 6 from last survey

Favorable: **74%**



Work environment

Your average

85%

23 responses

Change

▼ **1**

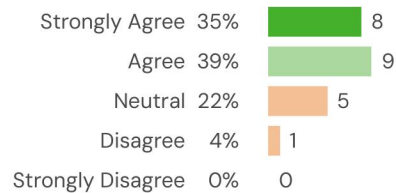
since last survey

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

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

How did people respond?

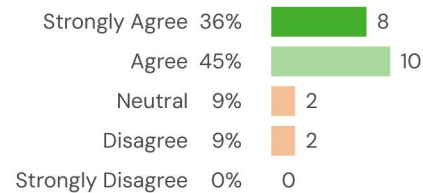
Q.1: I have the materials and resources to do my job effectively.



▼ **14** from last survey

Favorable: **74%**

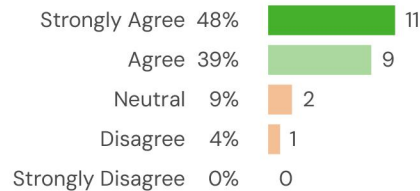
Q.2: My school/location is in good condition and well-maintained.



▼ **6** from last survey

Favorable: **82%**

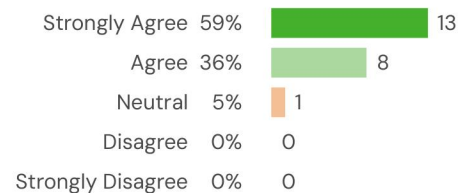
Q.3: I feel safe in my school/location.



▲ **11** from last survey

Favorable: **87%**

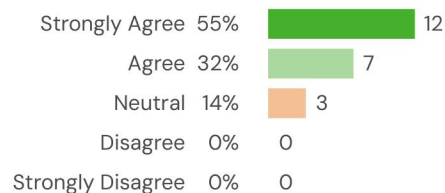
Q.4: I am aware of safety and security procedures at my school/location.



▼ **5** from last survey

Favorable: **95%**

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



▲ **10** from last survey

Favorable: **86%**



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	10%	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	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	95%	20
Paraprofessional – Partner district	5%	1



Northview

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



Learning Center – Professional Learning	0%	0
Learning Center – ABA	0%	0
Litzsinger School	0%	0
Neuwoehner High School	0%	0
North Tech High School	5%	1
Northview High School	86%	18
South Tech High School	0%	0
Southview School	0%	0
Vocational Skills Program (VSP)	0%	0