

Fall 2025 Staff Check-In Survey Hastings Public School District

Project Administrator:
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The survey is organized into sections and typically takes less than 10 minutes to complete. Participants are able to easily move back and forth through the sections. If, for any reason, you need to leave the survey, you can reenter the survey access code, and the survey will pick up where you left off.

All responses will be received and tabulated by School Perceptions. Data will be reported for groups of respondents, and individual names will never be used. Data cannot be disaggregated in subgroups of fewer than three to ensure confidentiality.

Thank you for participating!

Respondent Information

1. At which location do you spend the most time?

- | | |
|--|--|
| ☐ Tilden Center | ☐ Kennedy Elementary |
| ☐ McAuliffe Elementary | ☐ Pinecrest Elementary |
| ☐ Hastings Middle School | ☐ Hastings High School |
| ☐ Hastings Area Learning Program | ☐ District Office |
| ☐ District-wide | ☐ Choose not to answer |
| ☐ Other: _____ | |

2. What best describes your position?

- ☐ Classroom Teacher
- ☐ Educational Specialist (certified staff including counselor, reading specialist, library media specialist, etc.)
- ☐ Paraprofessional
- ☐ Support Staff (food service, transportation, custodial/maintenance, administrative assistant, etc.)
- ☐ Administration
- ☐ Choose not to answer

3. Including the current year, how many years have you worked for this district?

- | | | | |
|--|---------------------------------|----------------------------------|--|
| ☐ 1-2 years | ☐ 3-5 years | ☐ 6-10 years | ☐ More than 10 years |
| ☐ Choose not to answer | | | |

Workday					
1. To what extent do you agree with each statement below?					
The amount of work I am asked to do is reasonable/manageable.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Information important to my work is shared with me in a timely and effective manner.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
The District seeks input from a broad group of staff members.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I feel comfortable sharing input and concerns with my supervisor/administrator.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I feel supported by my supervisor/administrator when I make a decision.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Our staff does a good job of educating our students.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Our staff handles student discipline in a consistent manner.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Our school's student discipline practices and policies are effective.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Most days, I look forward to going to work.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply

Environment					
1. To what extent do you agree with each statement below?					
I feel safe at work.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I am recognized when I do a good job.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
In the last year, I received useful feedback to help improve my work.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I have opportunities for training/professional development to improve my work.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I have training and support to work with students from different backgrounds.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
All students in our school are respected for their values and beliefs.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
District administration is doing what it takes to make our district successful.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
The school board is doing what it takes to make our district successful.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
The District is heading in the right direction.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply

Support					
1. To what extent do you agree with each statement below?					
I have the materials and supplies I need to do my job well.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I have the technology I need to do my job well.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I have access to the technology support I need.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
I have healthy working relationships with my coworkers.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Staff input is valued.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
The District's pay practices are fair.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Our parents and community support the school district.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
All students in our school are given equal opportunities to learn and experience success.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Our school has a process to ensure every student has a connection with at least one adult in the school.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Our school supports students from diverse backgrounds.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
The social and emotional needs of all students are being met.	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
2. Our school supports equal opportunities for:					
All genders	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Different economic backgrounds	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Different racial backgrounds	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Different cultural backgrounds	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply
Students with special needs	☐ Strongly agree	☐ Agree	☐ Disagree	☐ Strongly disagree	☐ Don't know / doesn't apply

Advice for the New Superintendent

1. As you know, Dr. Kristine Wehrkamp Herman is our new superintendent. Please choose up to five pieces of advice you would give her.

- ☐ Be accessible and approachable.
- ☐ Be transparent about decision-making.
- ☐ Be willing to listen to various opinions, take a position, and own a final decision.
- ☐ Build relationships with local businesses and government.
- ☐ Communicate the District's financial situation to the public.
- ☐ Communicate your vision for the District.
- ☐ Create and execute plans based on data.
- ☐ Delegate and share responsibilities with your staff.
- ☐ Engage staff to build consensus and ensure they feel heard.
- ☐ Improve communications with families and the community.
- ☐ Improve student achievement.
- ☐ Improve student discipline.
- ☐ Improve the District's brand and reputation.
- ☐ Participate in community events, activities, and organizations.

2. Is there other advice you would give that's not listed above?

Recommendations		
1. On a scale of 0 - 10, how likely are you to recommend the District as a place of employment?		
☐ 0 - Extremely Unlikely	☐ 1	☐ 2
☐ 3	☐ 4	☐ 5 - Neutral
☐ 6	☐ 7	☐ 8
☐ 9	☐ 10 - Extremely Likely	
2. What are some of the District's biggest strengths?		
3. What are some areas in which the District could improve?		