

Hastings Public School District
Fall 2026 Staff Check-In Survey

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.

*Do not mention or identify any individual by name, position, or role in your comments. Instead, focus your responses on shared experiences, team dynamics, workplace processes, and overall organizational practices. If you have feedback or concerns regarding a specific individual, please address them directly with that person or through standard administrative channels.

Thank you for participating!

Respondent Information

At which location do you spend the most time?

- ☐ Tilden Center
- ☐ Kennedy Elementary
- ☐ McAuliffe Elementary
- ☐ Pinecrest Elementary
- ☐ Hastings Middle School
- ☐ Hastings High School
- ☐ Hastings Alternative Learning Program
- ☐ District Office
- ☐ District-wide

What best describes your position?

- ☐ Teacher
- ☐ Educational Specialist (certified staff including counselor, school psychologist, social worker, reading specialist, library media specialist, etc.)
- ☐ Paraprofessional
- ☐ Community Ed Assistant (Kids Campus and EC Program Assistant)
- ☐ Administrative Assistant
- ☐ Custodial/Maintenance
- ☐ Food Service
- ☐ Transportation
- ☐ Other Support Staff (Supervisor, District Office Staff, Nurse, Tech Support, Coordinator)
- ☐ Administration
- ☐ Choose not to answer

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

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 policies are effective.	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
The adults in my building implement student discipline procedures consistently.	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
I have meaningful ways to collaborate with my peers and contribute my expertise.	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply

If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

Environment

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 feel respected 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 treated with respect.	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.(The school board governs through strategic planning, policy, fiscal management, superintendent oversight, curriculum and resources, facilities and property, and community and state advocacy.)	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
District administration is doing what it takes to make our district successful.(Administration manages the operation of the district.)	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

District priorities are clear to me.	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
The District communicates the reasons for significant decisions clearly.	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
I know the appropriate channel to use when I have a workplace concern or need support.	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
When I raise a concern through the appropriate administrative channel, I receive a timely response.	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
My school provides learning opportunities that push students to analyze, evaluate, and solve complex problems.	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply

If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

Support

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
Our school provides all students with the support they need to be successful.	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

Our school supports equal opportunities for:					
All genders	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
Different economic	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply

All genders	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply
Different economic	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply

backgrounds					
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
Students who are English Learners	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ doesn't apply

If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

Recommendations

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

What are the District's top three strengths?

What are the top three ways the District could improve?