



Hastings Public School District

Staff Survey Report

November 19, 2025

Contents



Background



**Respondent
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Results & Analysis



Wrap-up/Questions





Our mission is to help educational leaders gather, organize, and use data to make strategic decisions.

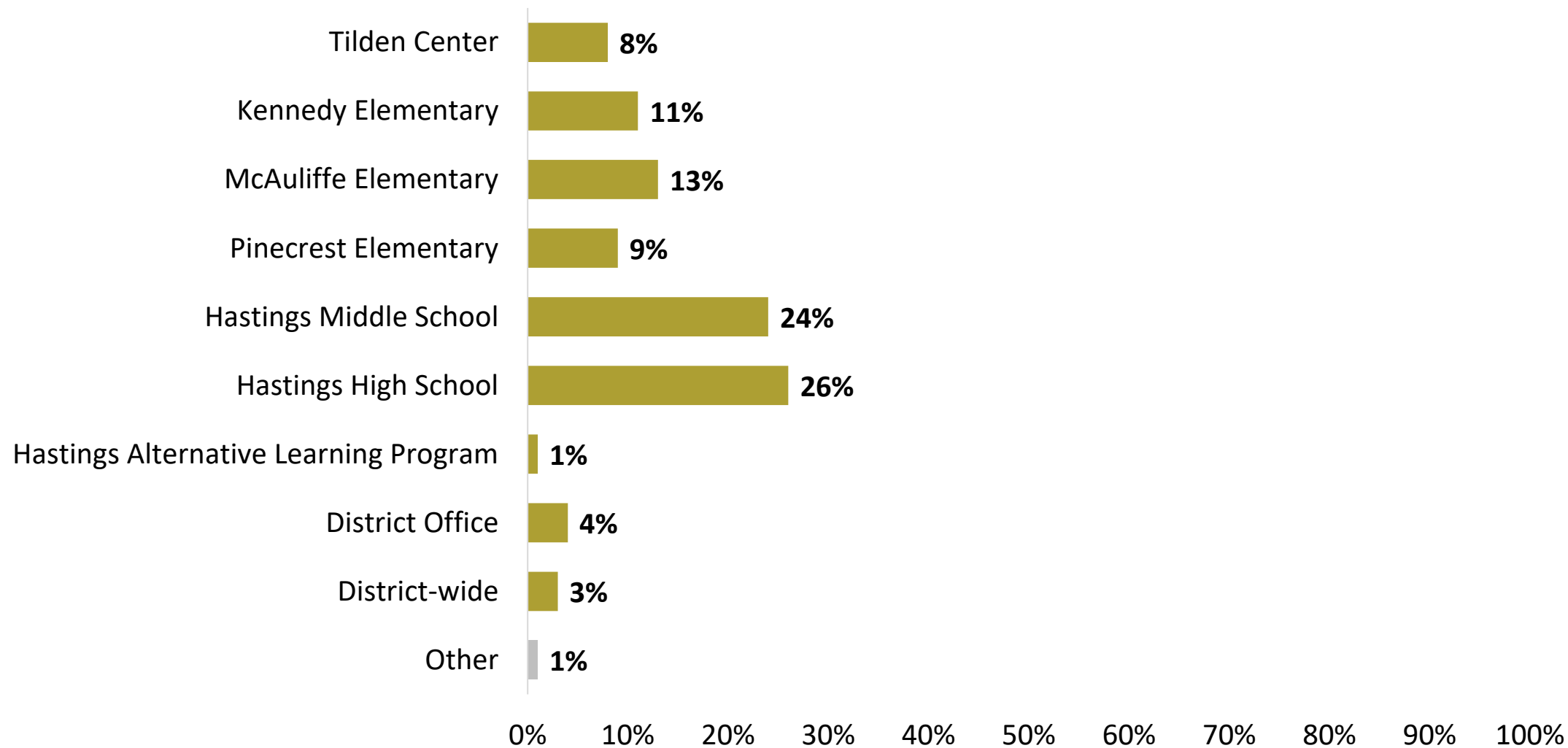
- Founded in **2002** to provide independent research
- Conducted over **3 million** staff, parent, and student, and community surveys for school improvement
- Helped more than **1,300** school districts navigate the strategic planning and referendum planning process

Staff Survey Information

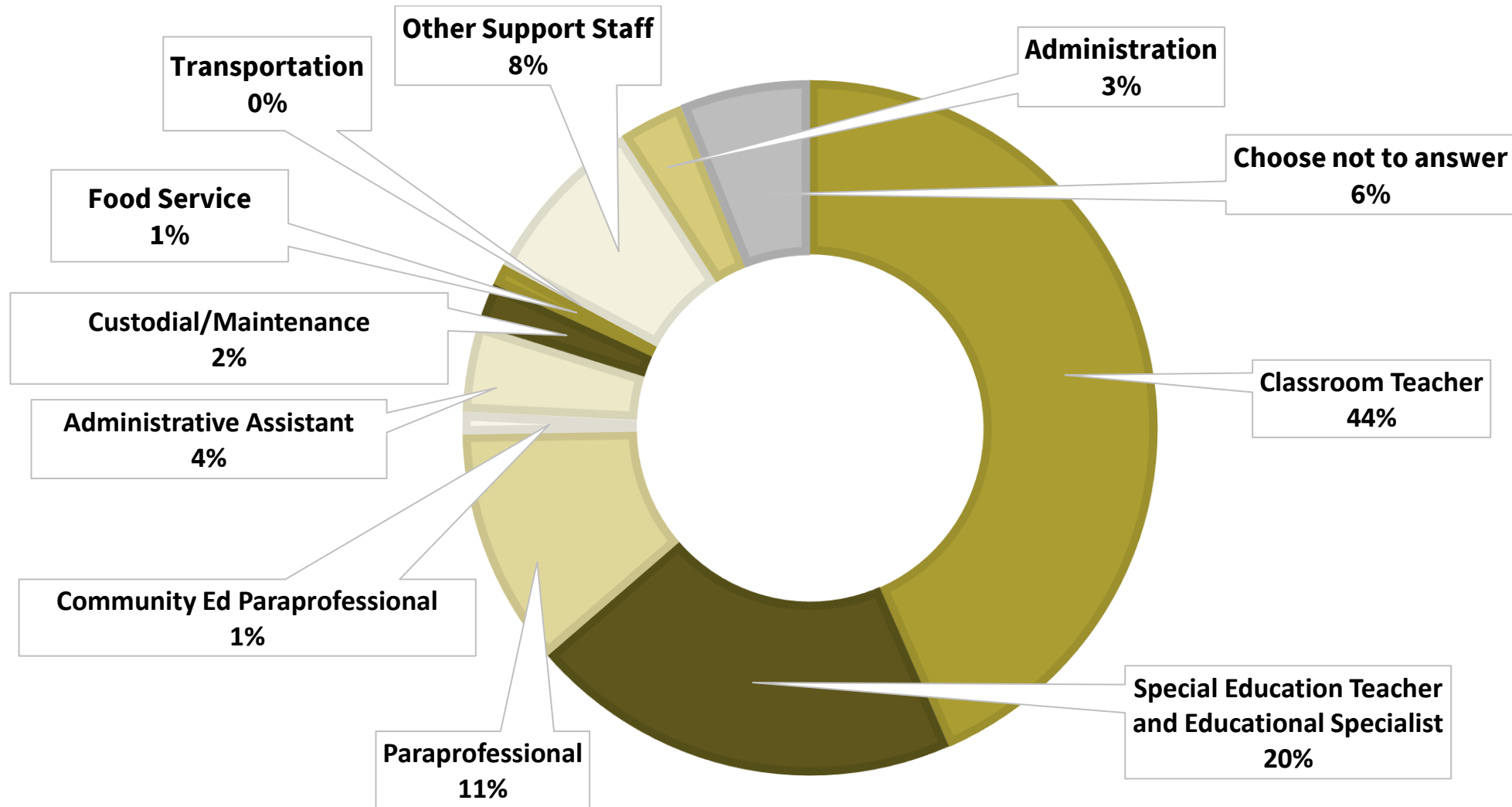
- **October 27, 2025** survey deadline
- **328** respondents
- **49%** participation rate



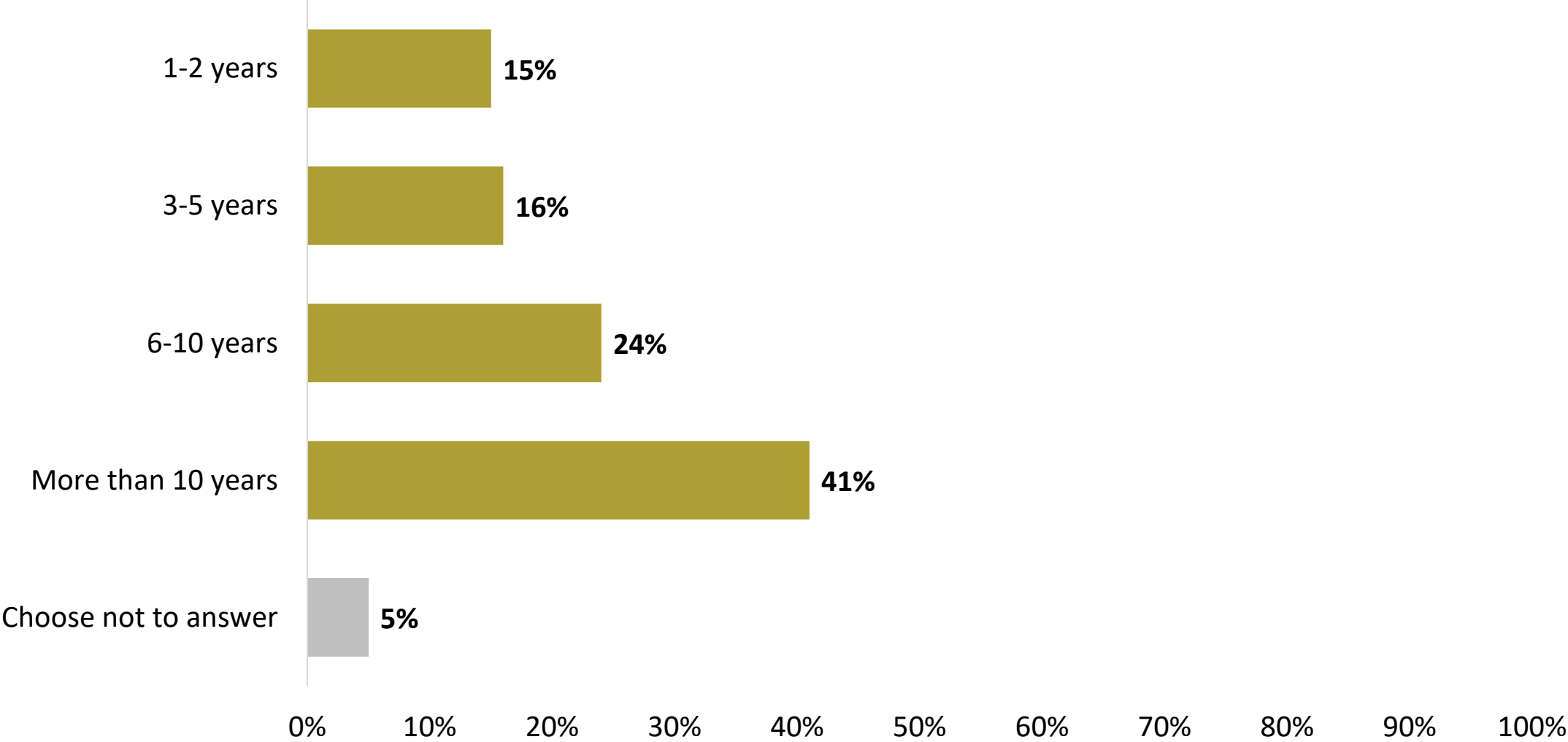
At which location do you spend the most time?



What best describes your position?



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





Index Analysis

Indexes are designed to provide education leaders with a snapshot of the results.

Scores are calculated based on the following scale:

Strongly Agree = 5






Agree = 4

Disagree = 2

Strongly Disagree = 1

“Don’t know/doesn’t apply” are not included in the calculation.

Staff Indexes

INDEX	CURRENT SCORE	PREVIOUS SCORE	% CHANGE	COMPARISON
 ACADEMICS We are effective in teaching and supporting our students.	3.27	3.64	-10.2%	44 th
 ENGAGEMENT I like working at this school because I am valued, heard, and can contribute.	3.54	3.75	-5.6%	24 th
 SUPPORT I have the support I need to help educate our students and work as a team.	3.60	3.76	-4.3%	22 nd
 STUDENT EXPERIENCE Students are accepted, respected, and supported at school.	3.73	3.87	-3.6%	34 th
 STAFF EXPERIENCE Staff are accepted, respected, and supported at school.	3.57	3.81	-6.3%	16 th





Item Analysis

Unless otherwise noted, scores are calculated based on the following scale:

Strongly Agree = 5

Agree = 4

Disagree = 2

Strongly Disagree = 1

“Don’t know/doesn’t apply” are not included in the calculation.

Survey Section: Workday



Item	Score	Previous Score	Change	Comparison Percentile
Our staff does a good job of educating our students.	4.48	4.46	0.4%	86 th
Our staff handles student discipline in a consistent manner.	3.42	3.43	-0.3%	85 th
Information important to my work is shared with me in a timely and effective manner.	3.34	3.38	-1.2%	21 st
Most days, I look forward to going to work.	3.91	4.00	-2.3%	29 th

Workday Continued



Item	Score	Previous Score	Change	Comparison Percentile
The amount of work I am asked to do is reasonable/manageable.	3.13	3.22	-2.8%	5 th
I feel comfortable sharing input and concerns with my supervisor/administrator.	3.65	3.89	-6.2%	8 th
I feel supported by my supervisor/administrator when I make a decision.	3.72	4.00	-7.0%	9 th
Our school's student discipline practices and policies are effective.	3.05	3.31	-7.9%	56 th
The District seeks input from a broad group of staff members.	2.86	3.36	-14.9%	11 th

Survey Section: Environment



Item	Score	Previous Score	Change	Comparison Percentile
I have training and support to work with students from different backgrounds.	3.31	3.38	-2.1%	15 th
In the last year, I received useful feedback to help improve my work.	3.41	3.49	-2.3%	23 rd
All students in our school are respected for their values and beliefs.	3.73	3.88	-3.9%	26 th
I feel safe at work.	4.05	4.23	-4.3%	15 th

Environment Continued



Item	Score	Previous Score	Change	Comparison Percentile
I am recognized when I do a good job.	3.29	3.45	-4.6%	14 th
I have opportunities for training/professional development to improve my work.	3.51	3.70	-5.1%	11 th
District administration is doing what it takes to make our district successful.	3.11	3.82	-18.6%	16 th
The District is heading in the right direction.	2.80	3.78	-25.9%	7 th
The school board is doing what it takes to make our district successful.	2.15	2.99	-28.1%	2 nd

Survey Section: Support



Item	Score	Previous Score	Change	Comparison Percentile
I have the materials and supplies I need to do my job well.	3.80	3.71	2.4%	21 st
Our school has a process to ensure every student has a connection with at least one adult in the school.	4.02	4.05	-0.7%	69 th
I have the technology I need to do my job well.	4.05	4.11	-1.5%	40 th
I have healthy working relationships with my coworkers.	4.45	4.53	-1.8%	84 th

Support Continued



Item	Score	Previous Score	Change	Comparison Percentile
All students in our school are given equal opportunities to learn and experience success.	3.73	3.86	-3.4%	31 st
Our school supports students from diverse backgrounds.	3.73	3.86	-3.4%	8 th
I have access to the technology support I need.	4.13	4.28	-3.5%	45 th
Our parents and community support the school district.	3.62	3.88	-6.7%	31 st

Support Continued

Item	Score	Previous Score	Change	Comparison Percentile
The social and emotional needs of all students are being met.	3.08	3.31	-6.9%	30 th
Staff input is valued.	3.23	3.64	-11.3%	20 th
The District's pay practices are fair.	2.47	2.94	-16.0%	7 th



Our school supports equal opportunities for:

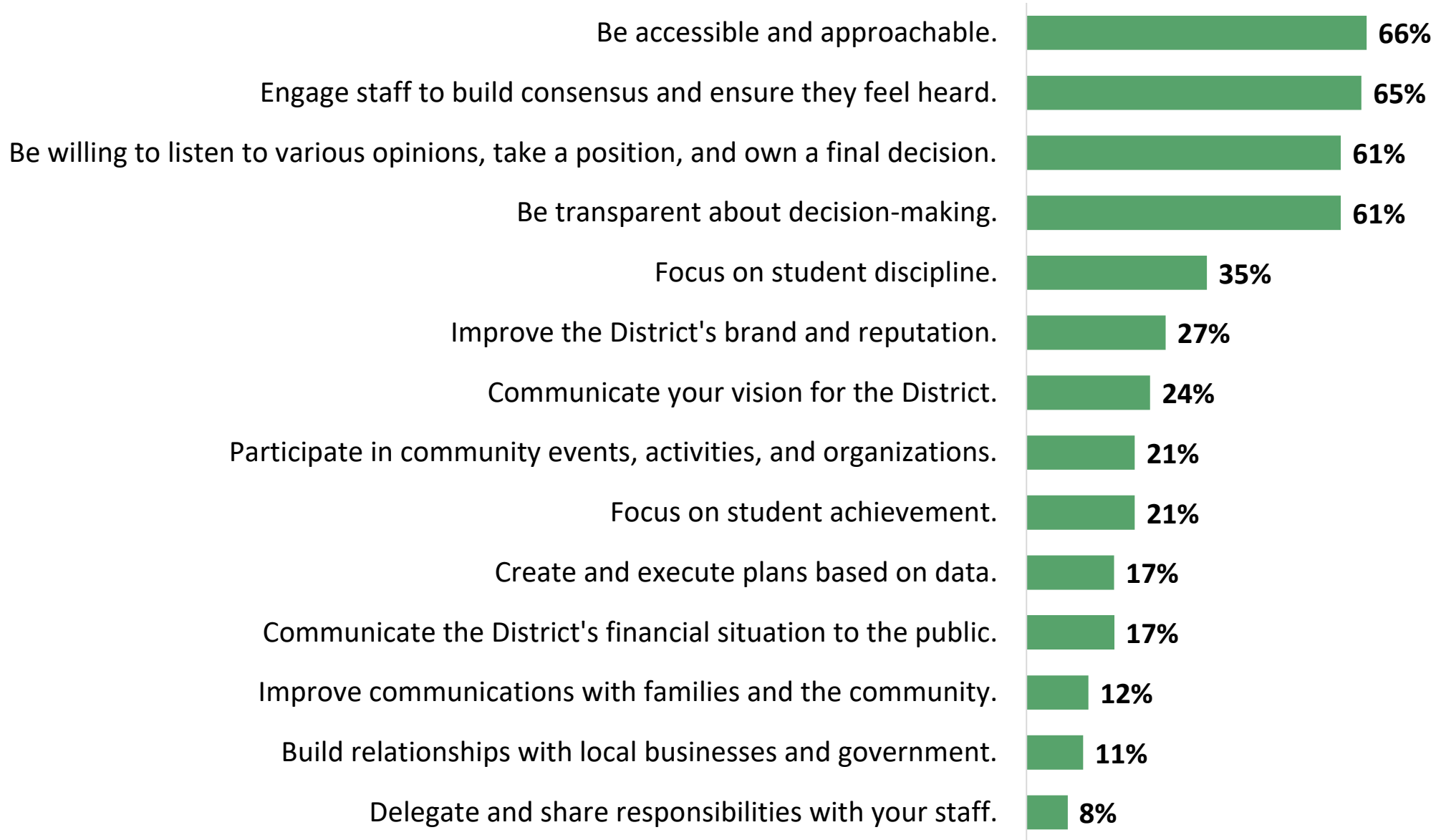


Item	Score	Previous Score	Change	Comparison Percentile
Different cultural backgrounds	3.73	3.89	-4.1%	5 th
Different economic backgrounds	3.96	4.16	-4.8%	18 th
Different racial backgrounds	3.80	4.02	-5.5%	9 th
All genders	4.00	4.26	-6.1%	13 th
Students with special needs	3.81	4.12	-7.5%	20 th



Advice for the New Superintendent

Please choose up to five pieces of advice you would give Dr. Kristine Wehrkamp Herman:



0%

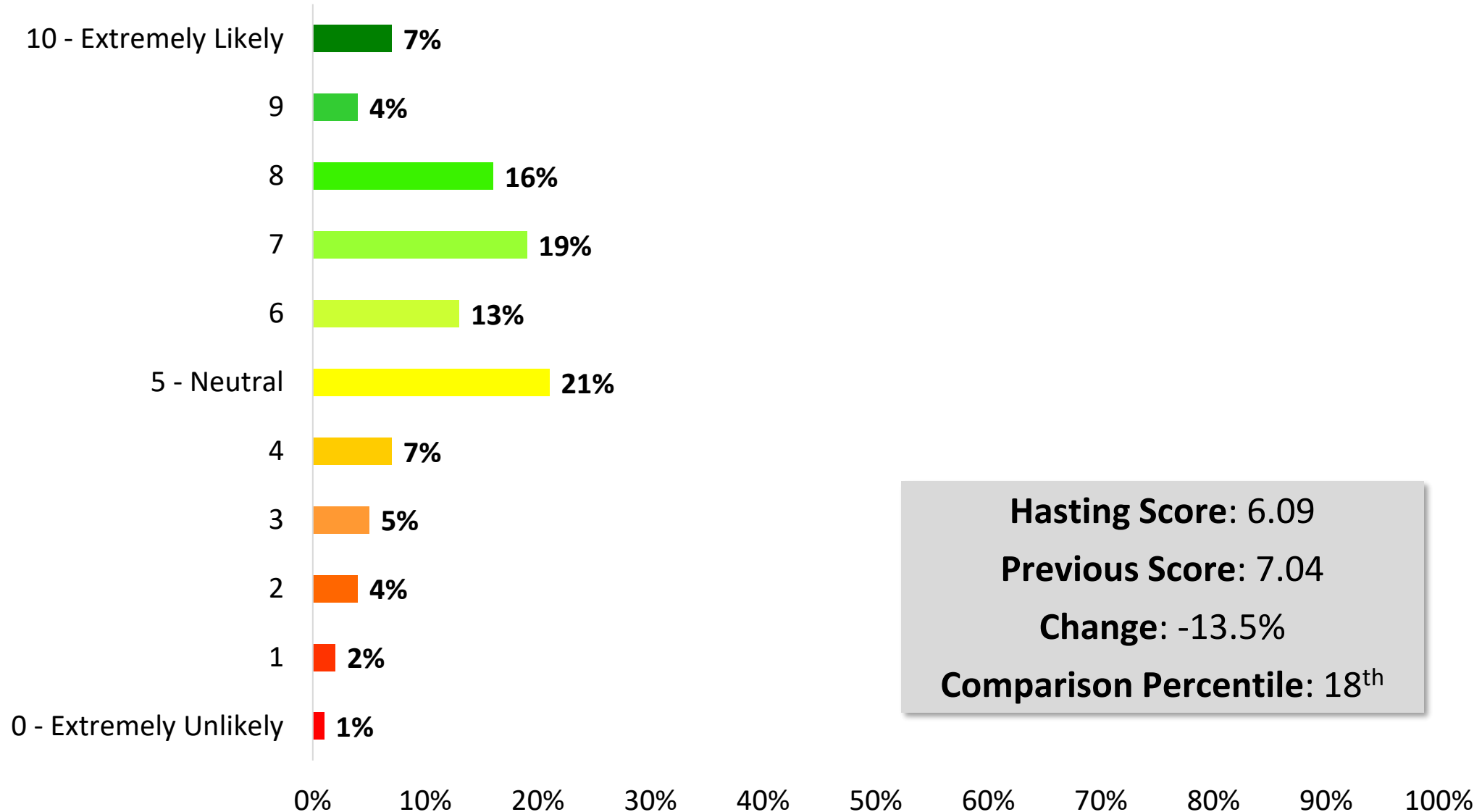
50%

100%



Overall Satisfaction

On a scale of 0 - 10, how likely are you to recommend the District as a place of employment?





Summary Analysis

Five Items with the Highest Scores

Item	Score
Our staff does a good job of educating our students.	4.48
I have healthy working relationships with my coworkers.	4.45
I have access to the technology support I need.	4.13
I have the technology I need to do my job well.	4.05
I feel safe at work.	4.05



Five Items with the Lowest Scores

Item	Score
Our school's student discipline practices and policies are effective.	3.05
The District seeks input from a broad group of staff members.	2.86
The District is heading in the right direction.	2.80
The District's pay practices are fair.	2.47
The school board is doing what it takes to make our district successful.	2.15



Five Items with the Most Improvement/ Least Decline

Item	% Change
I have the materials and supplies I need to do my job well.	2.4%
Our staff does a good job of educating our students.	0.4%
Our staff handles student discipline in a consistent manner.	-0.3%
Our school has a process to ensure every student has a connection with at least one adult in the school.	-0.7%
Information important to my work is shared with me in a timely and effective manner.	-1.2%



Five Items with the Greatest Decline

Item	% Change
The District seeks input from a broad group of staff members.	-14.9%
The District's pay practices are fair.	-16.0%
District administration is doing what it takes to make our district successful.	-18.6%
The District is heading in the right direction.	-25.9%
The school board is doing what it takes to make our district successful.	-28.1%





Hastings Public School District

Parent Survey Report

November 19, 2025

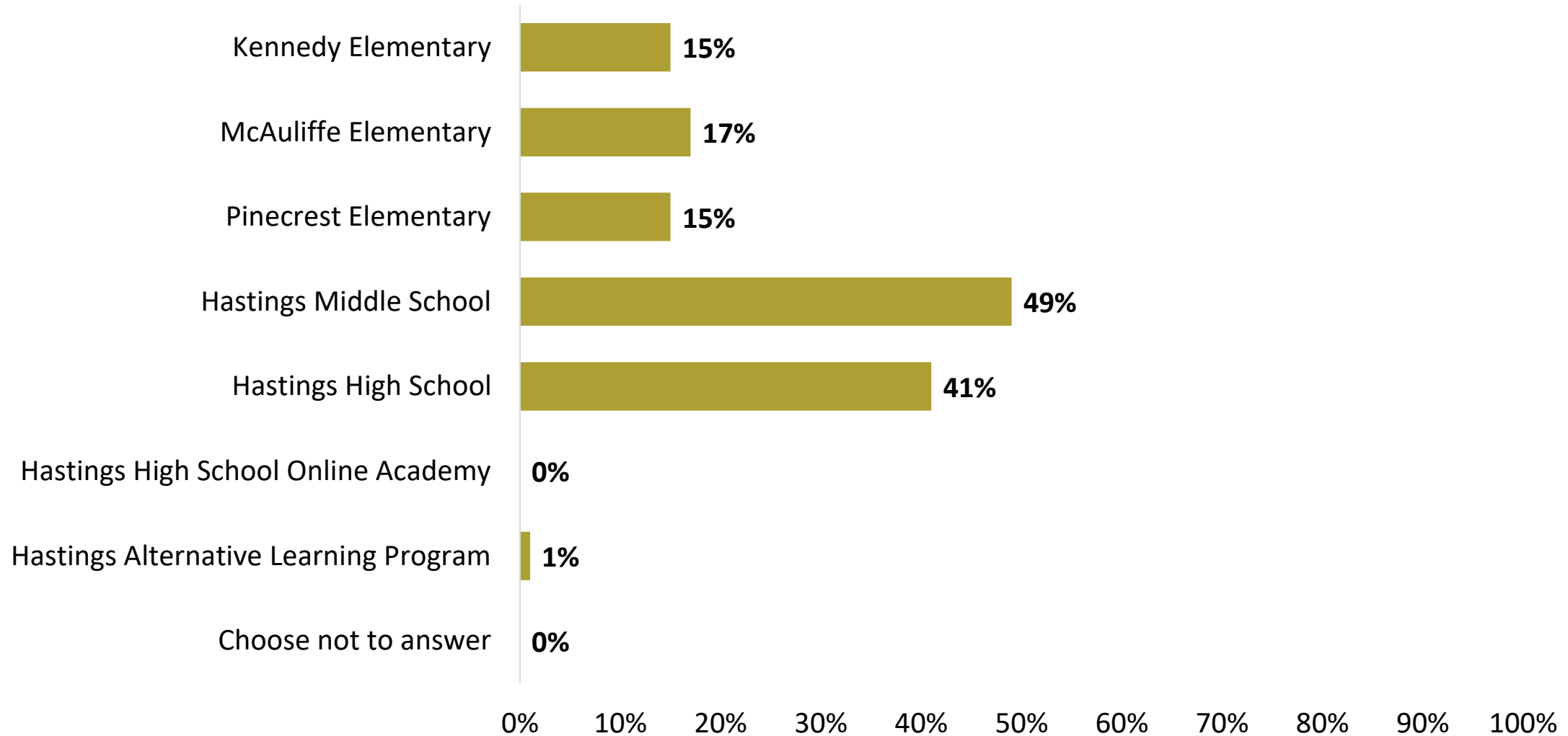
Parent Survey Information

- **October 27, 2025** survey deadline
- **583** respondents
- **14%** participation rate



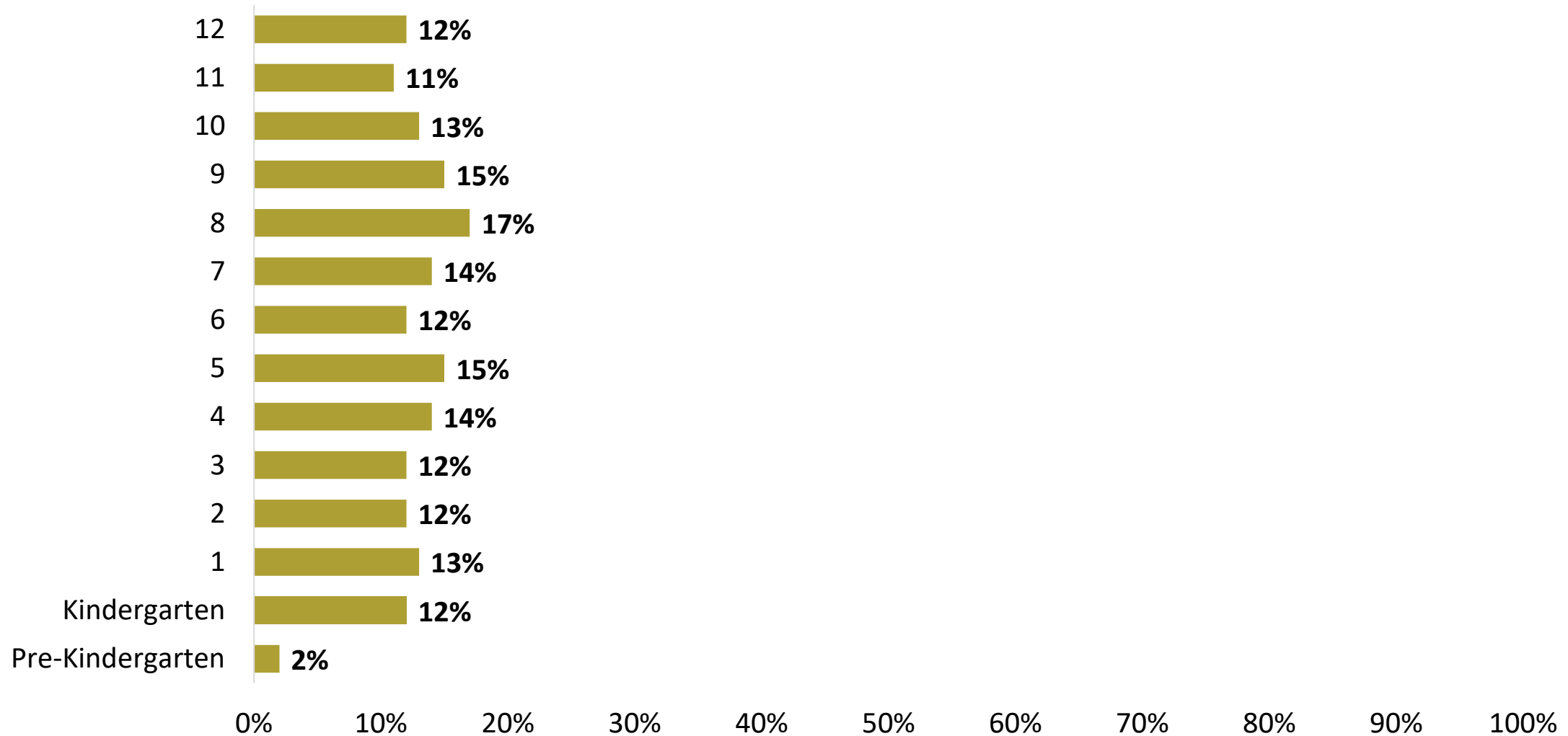
Which schools do your children attend?

(Select all that apply.)

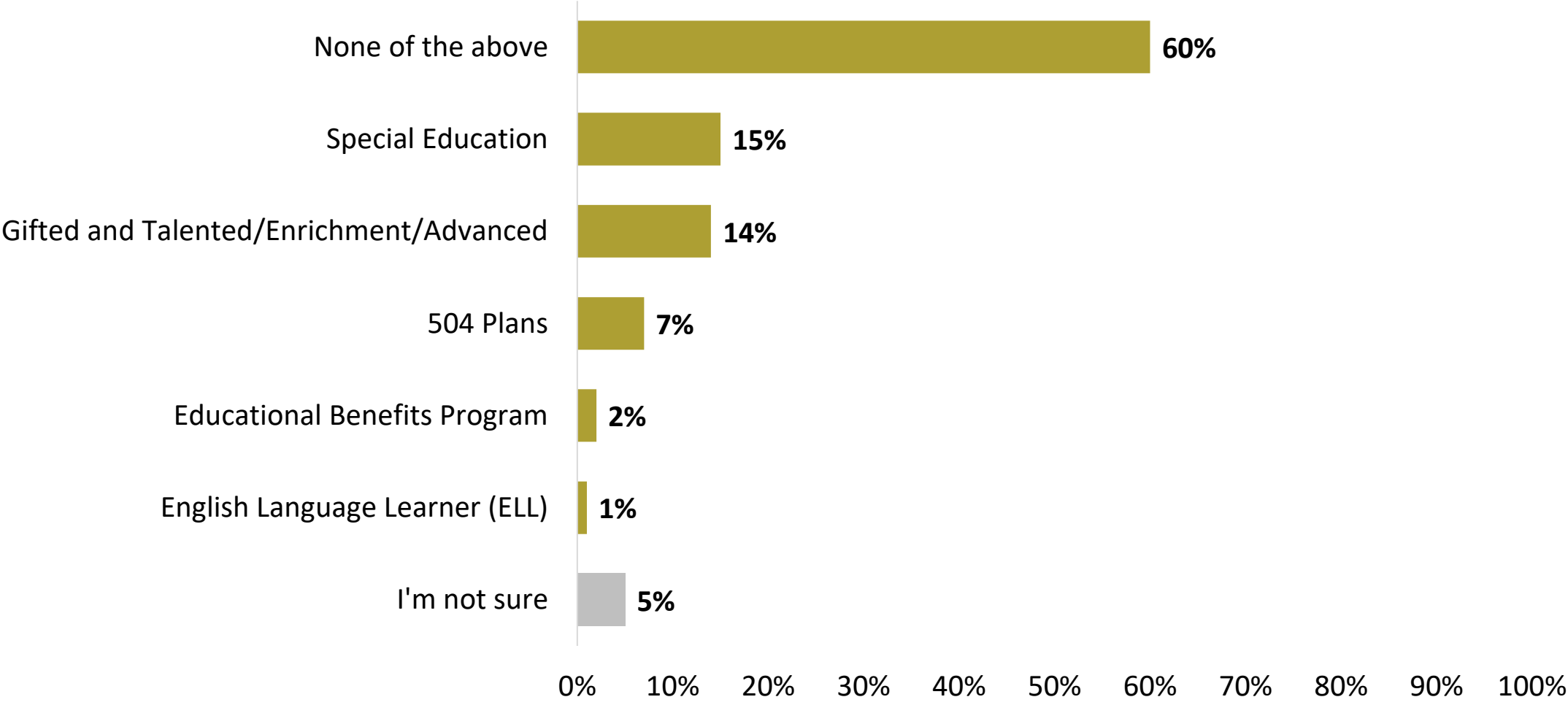


Grade level of your child(ren):

(Select all that apply.)

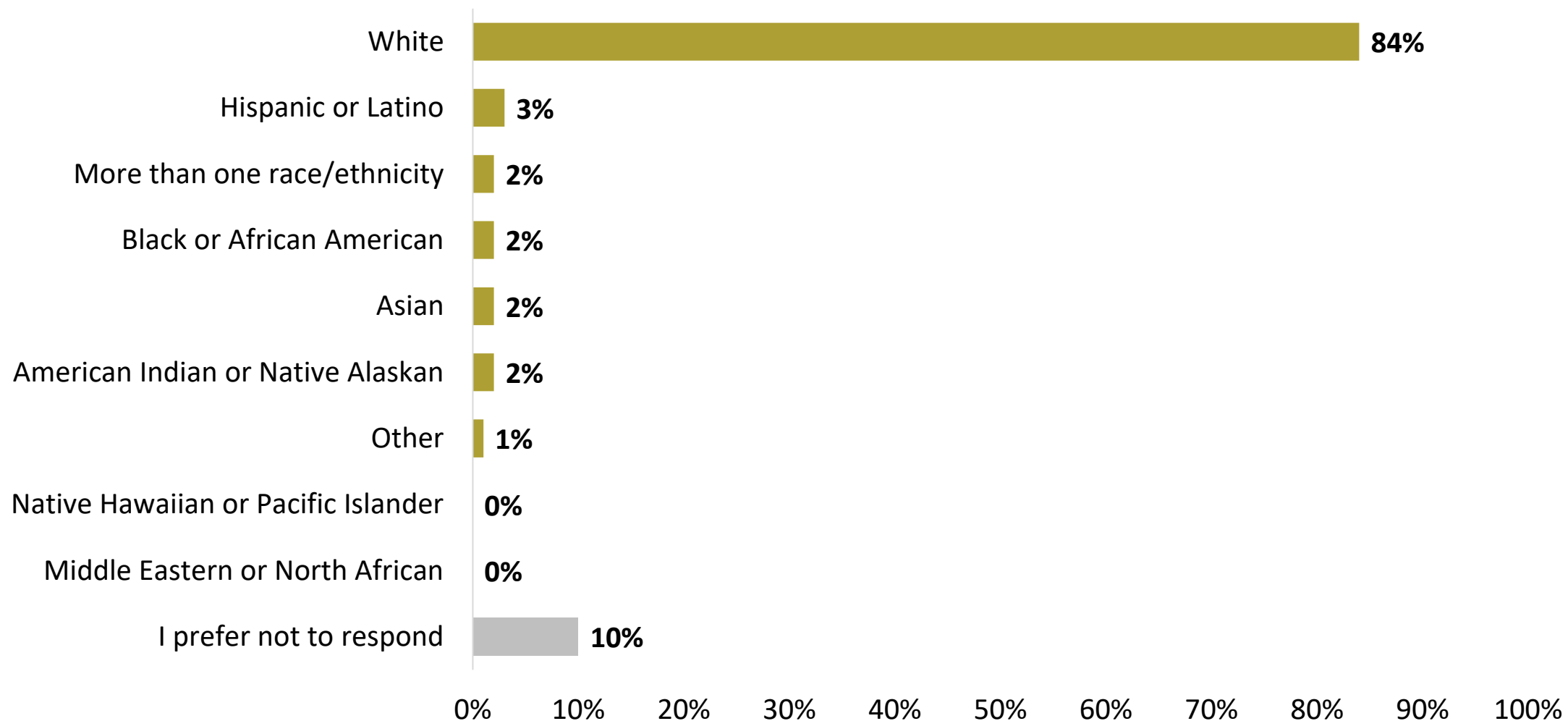


One or more of my children receive the following services: *(Select all that apply.)*



I identify as:

(Select all that apply)





Index Analysis

Indexes are designed to provide education leaders with a snapshot of the results.

Scores are calculated based on the following scale:

Strongly Agree = 5






Agree = 4

Disagree = 2

Strongly Disagree = 1

“Don’t know/doesn’t apply” are not included in the calculation.

Parent Indexes

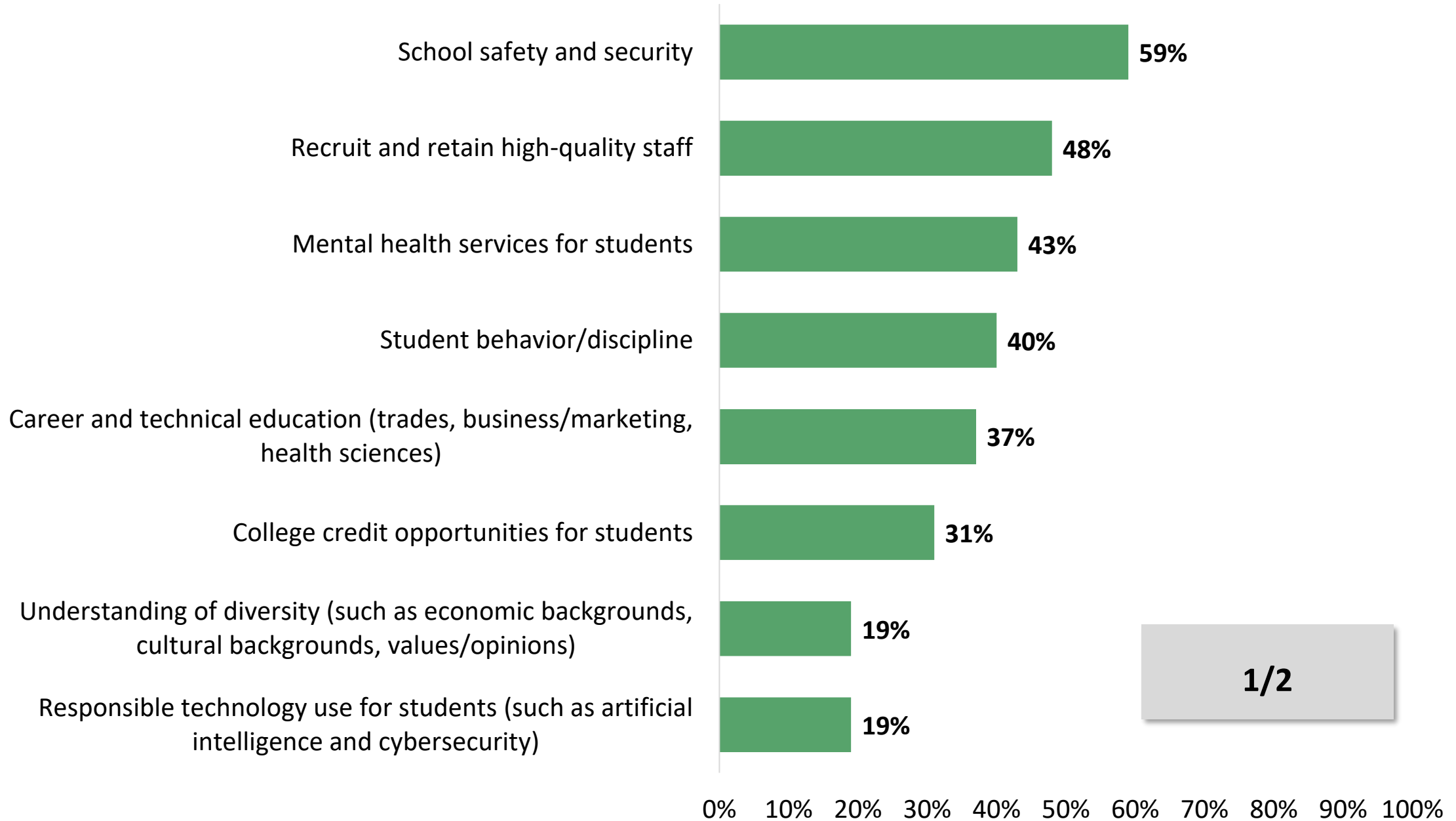
	INDEX	CURRENT SCORE	PREVIOUS SCORE	% CHANGE	COMPARISON
	INFORMED I am kept up to date on my child's progress and what's happening at school.	4.02	4.01	0.2%	55 th
	INCLUDED I am welcomed, respected, and part of the school community.	3.92	3.90	0.5%	48 th
	EDUCATIONAL EXCELLENCE My child's school is effective in helping them learn, develop, and succeed.	3.67	3.73	-1.6%	39 th
	ATMOSPHERE My child feels safe and supported at school.	4.01	4.00	0.2%	49 th
	EXPERIENCE My family is accepted, respected, and supported at school.	4.05	4.03	0.5%	52 nd

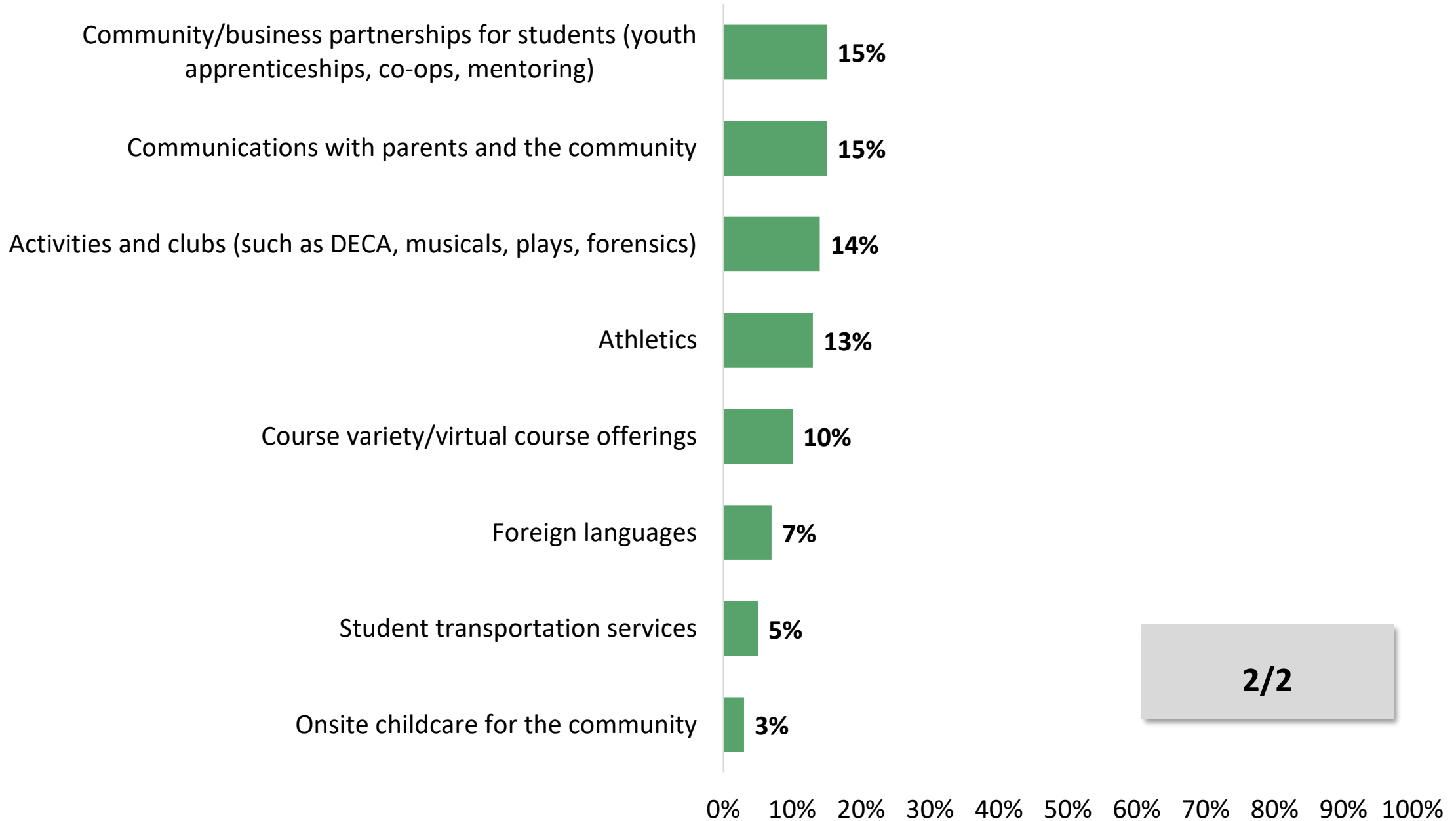




Planning Priorities

Please choose up to four areas you believe we should focus our planning efforts.







Item Analysis

Unless otherwise noted, scores are calculated based on the following scale:

Strongly Agree = 5

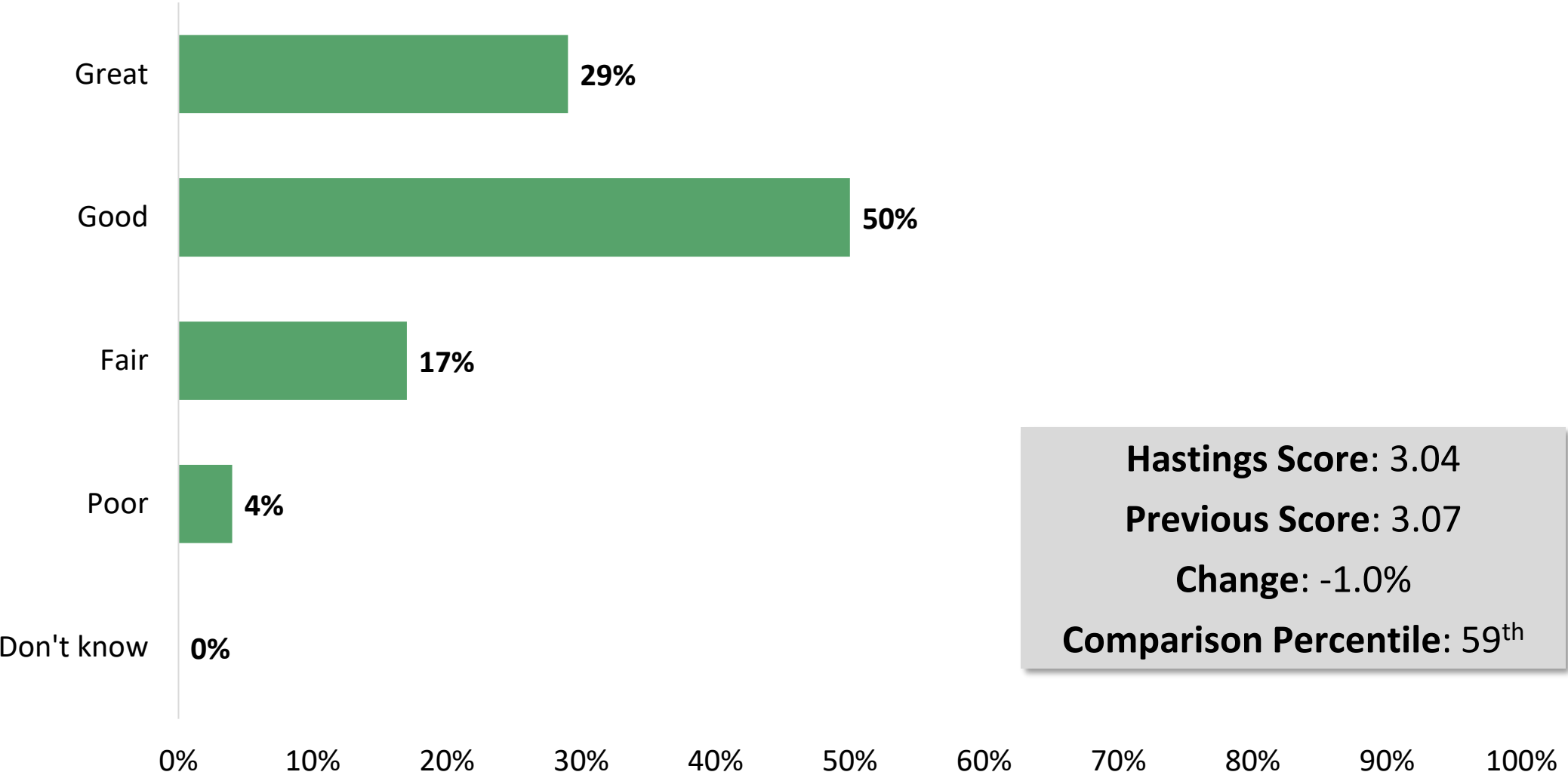
Agree = 4

Disagree = 2

Strongly Disagree = 1

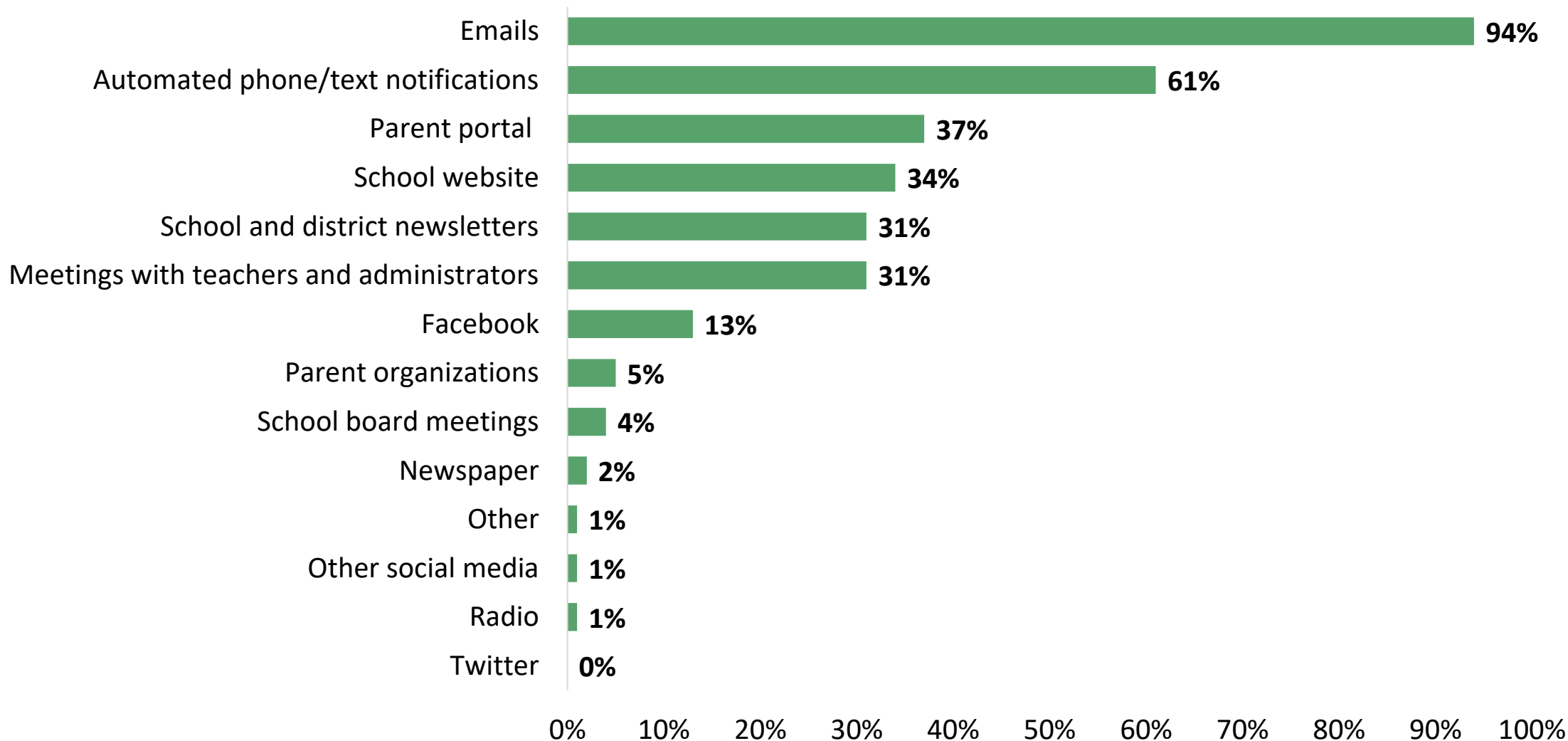
“Don’t know/doesn’t apply” are not included in the calculation.

Overall, how would you rate communications from school?



How would you like to receive school information?

(Select all that apply.)



Survey Section: Leadership & Communication



Item	Score	Previous Score	Change	Comparison Percentile
District administration is doing what it takes to make our district successful.	3.79	3.82	-0.8%	43 rd
The District is heading in the right direction.	3.41	3.59	-5.0%	25 th
The school board is doing what it takes to make our district successful.	3.17	3.38	-6.2%	8 th

Survey Section: School Experience



Item	Score	Previous Score	Change	Comparison Percentile
The school has high expectations for my child.	3.97	3.92	1.3%	54 th
I'm satisfied with how much my child is learning.	3.99	3.94	1.3%	63 rd
School facilities are clean and well-kept.	4.18	4.13	1.2%	22 nd
There is a healthy culture at our school.	3.81	3.77	1.1%	47 th

School Experience Continued



Item	Score	Previous Score	Change	Comparison Percentile
School staff treat my child with dignity and respect.	4.30	4.26	0.9%	73 rd
I have at least one school staff member I feel comfortable contacting when I have an idea or concern.	4.07	4.04	0.7%	35 th
I have opportunities to provide feedback to the school/teachers.	3.88	3.86	0.5%	64 th
I am updated on how my child is doing at school.	3.95	3.93	0.5%	65 th

School Experience Continued



Item	Score	Previous Score	Change	Comparison Percentile
I am satisfied with our school's efforts to address bullying.	3.41	3.40	0.3%	39 th
My child gets help when they need it.	3.99	3.98	0.3%	56 th
I feel welcome in my child's school.	4.16	4.15	0.2%	37 th
I know how to support my child's learning.	4.07	4.07	0.0%	66 th

School Experience Continued



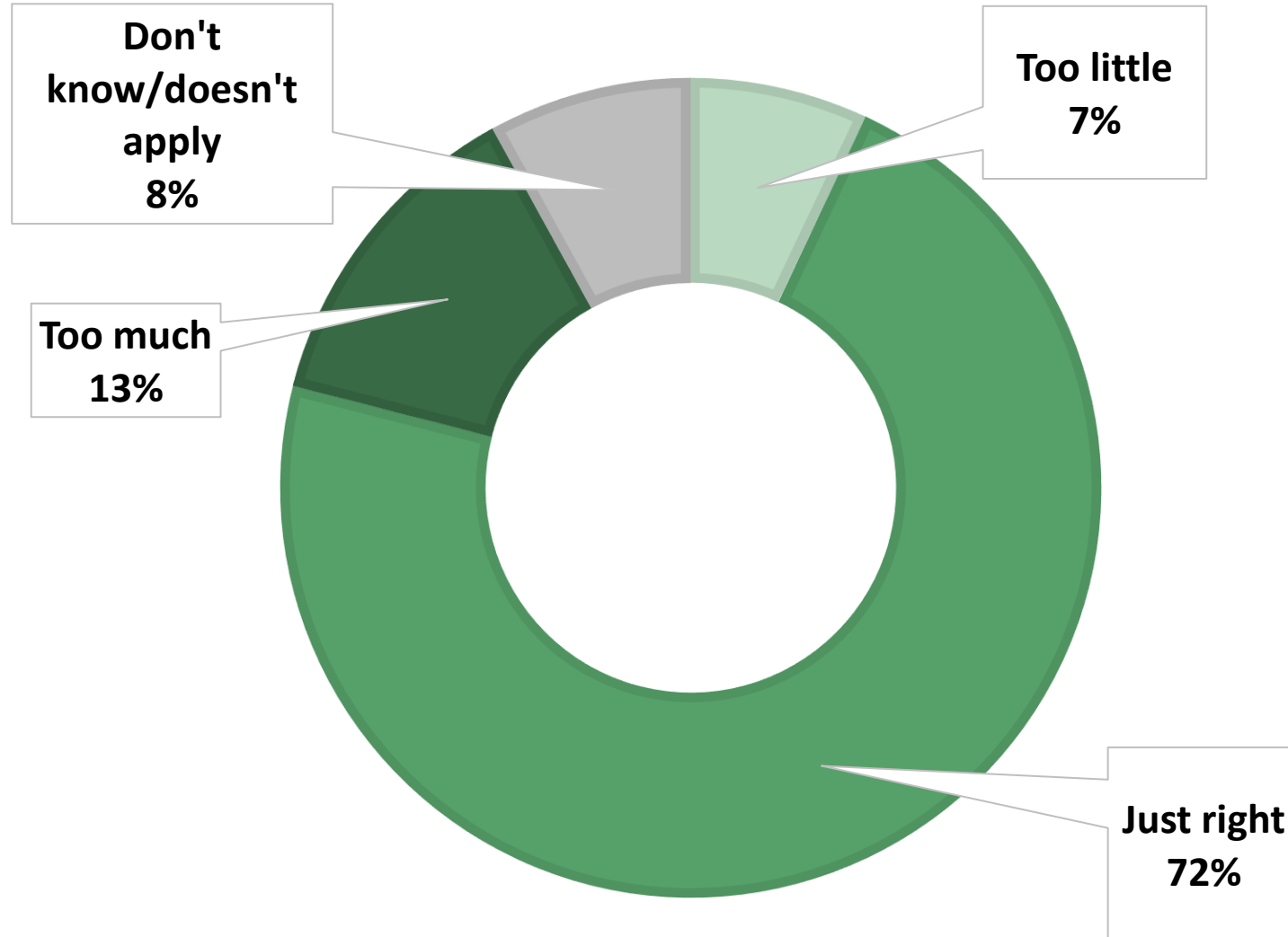
Item	Score	Previous Score	Change	Comparison Percentile
School communication is both timely and transparent.	3.98	3.98	0.0%	71 st
The school teaches with materials that reflect my family's cultural and racial backgrounds.	3.95	3.95	0.0%	38 th
The school provides opportunities for parental involvement.	3.82	3.82	0.0%	41 st
My child feels safe at school.	4.04	4.05	-0.2%	24 th

School Experience Continued

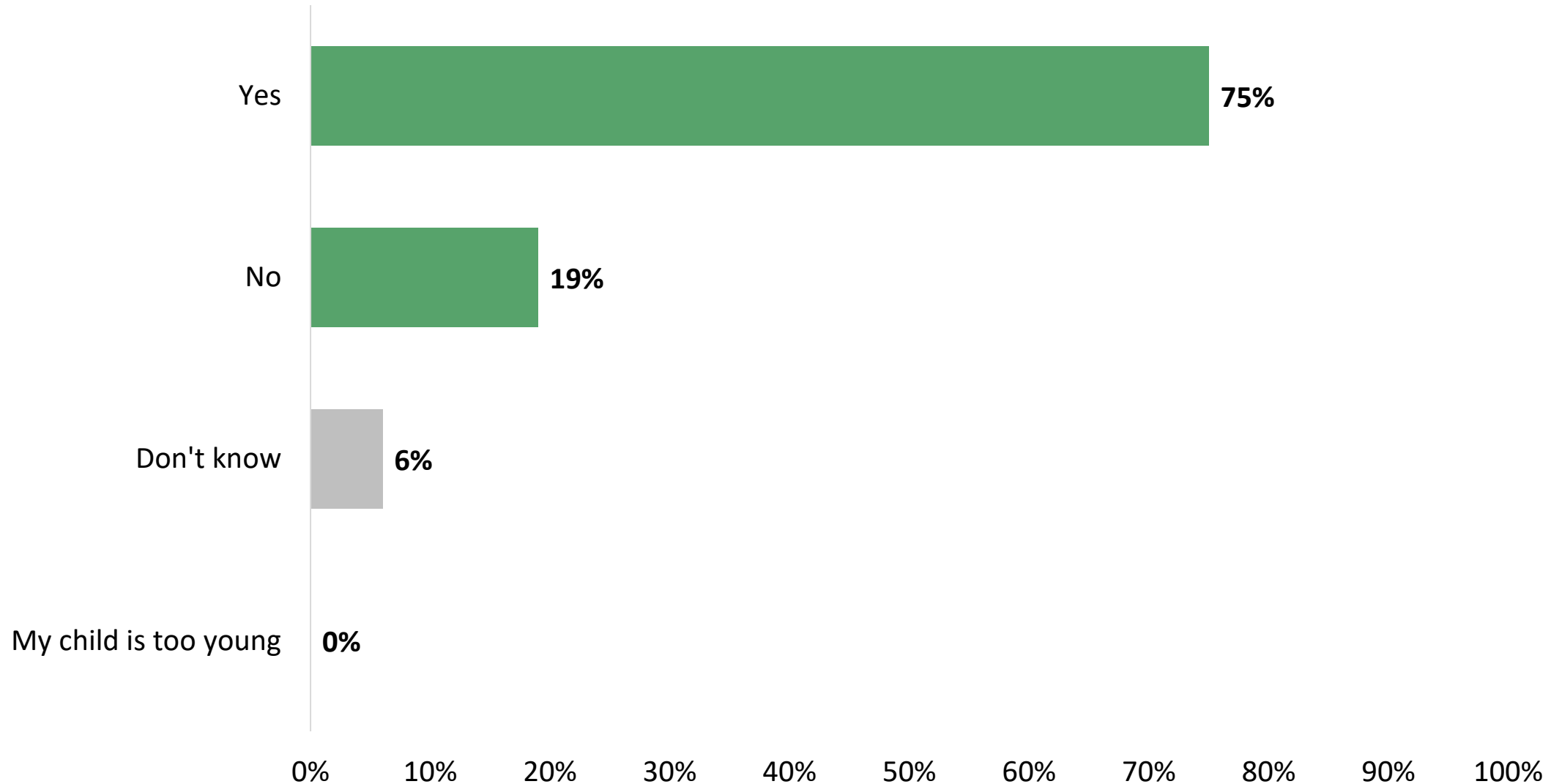


Item	Score	Previous Score	Change	Comparison Percentile
Overall, my child is able to handle the emotional challenges of school.	4.01	4.02	-0.2%	40 th
If my child breaks a rule at school, they are treated fairly.	4.14	4.17	-0.7%	73 rd
Most days, my child enjoys going to school.	3.99	4.04	-1.2%	50 th

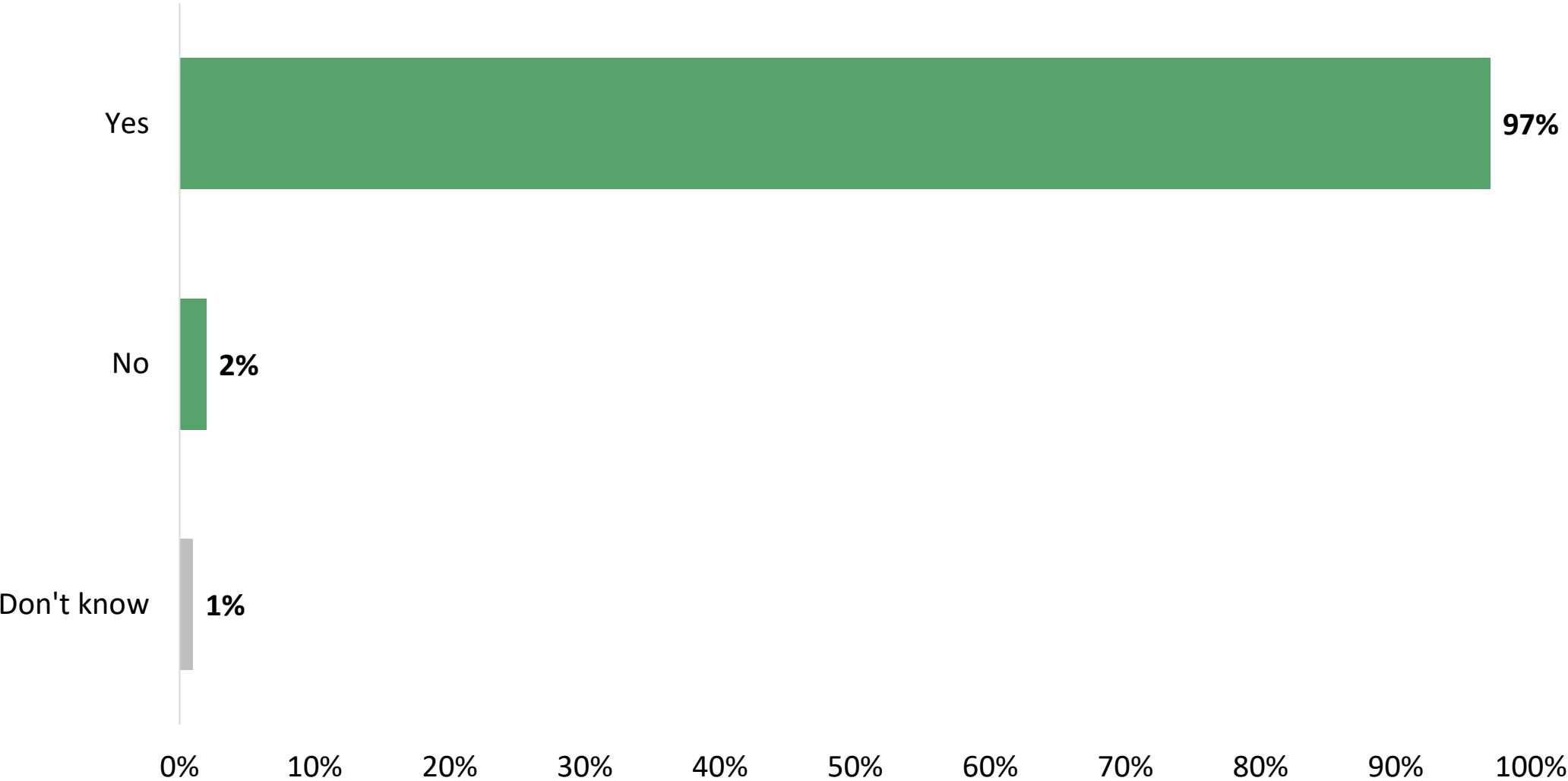
The overall amount of homework my child is asked to complete is:



Does your child currently participate or plan to participate in any school-sponsored sports and/or extracurricular activities?



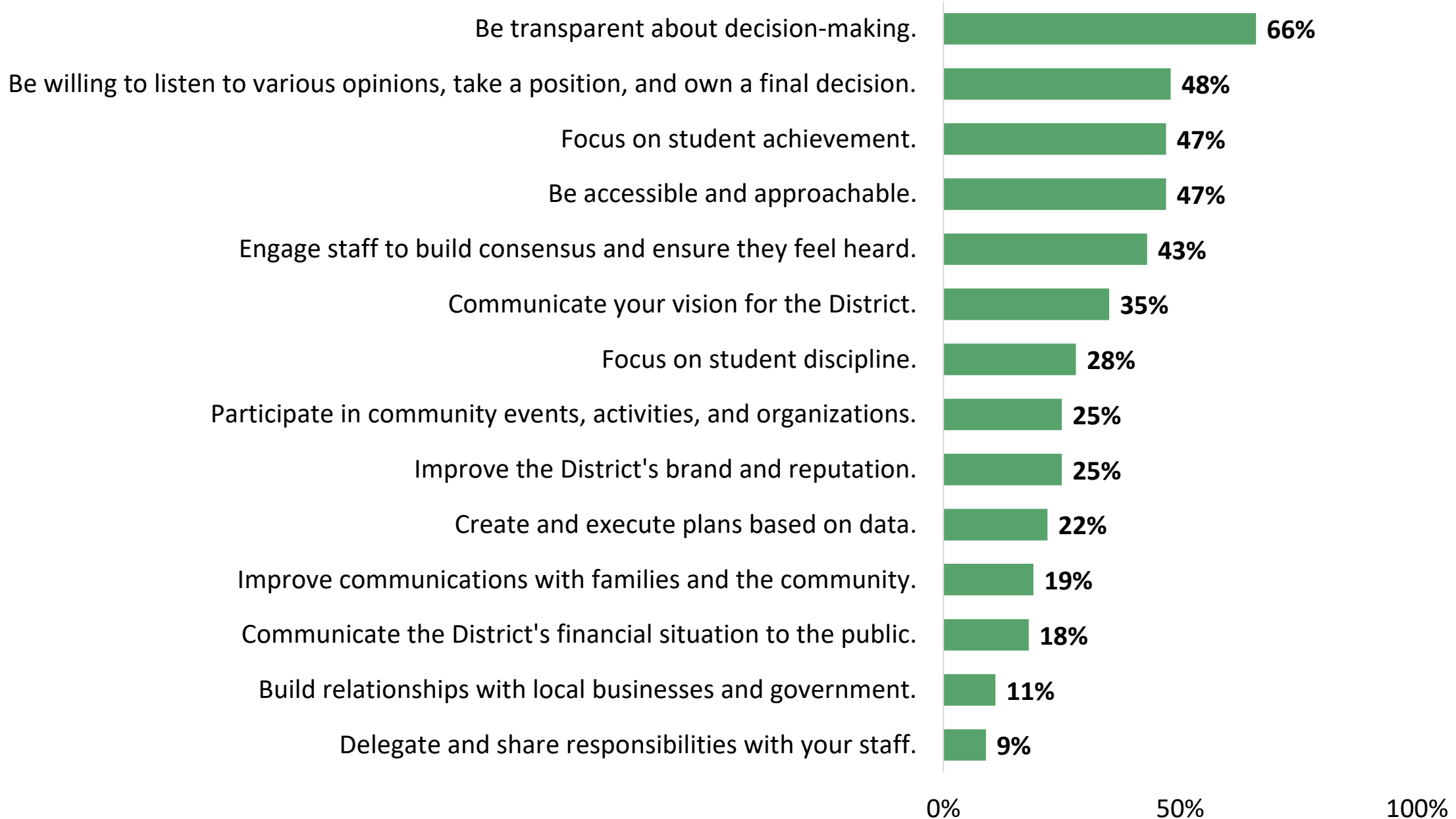
My child has access to reliable internet outside of school.





Advice for the New Superintendent

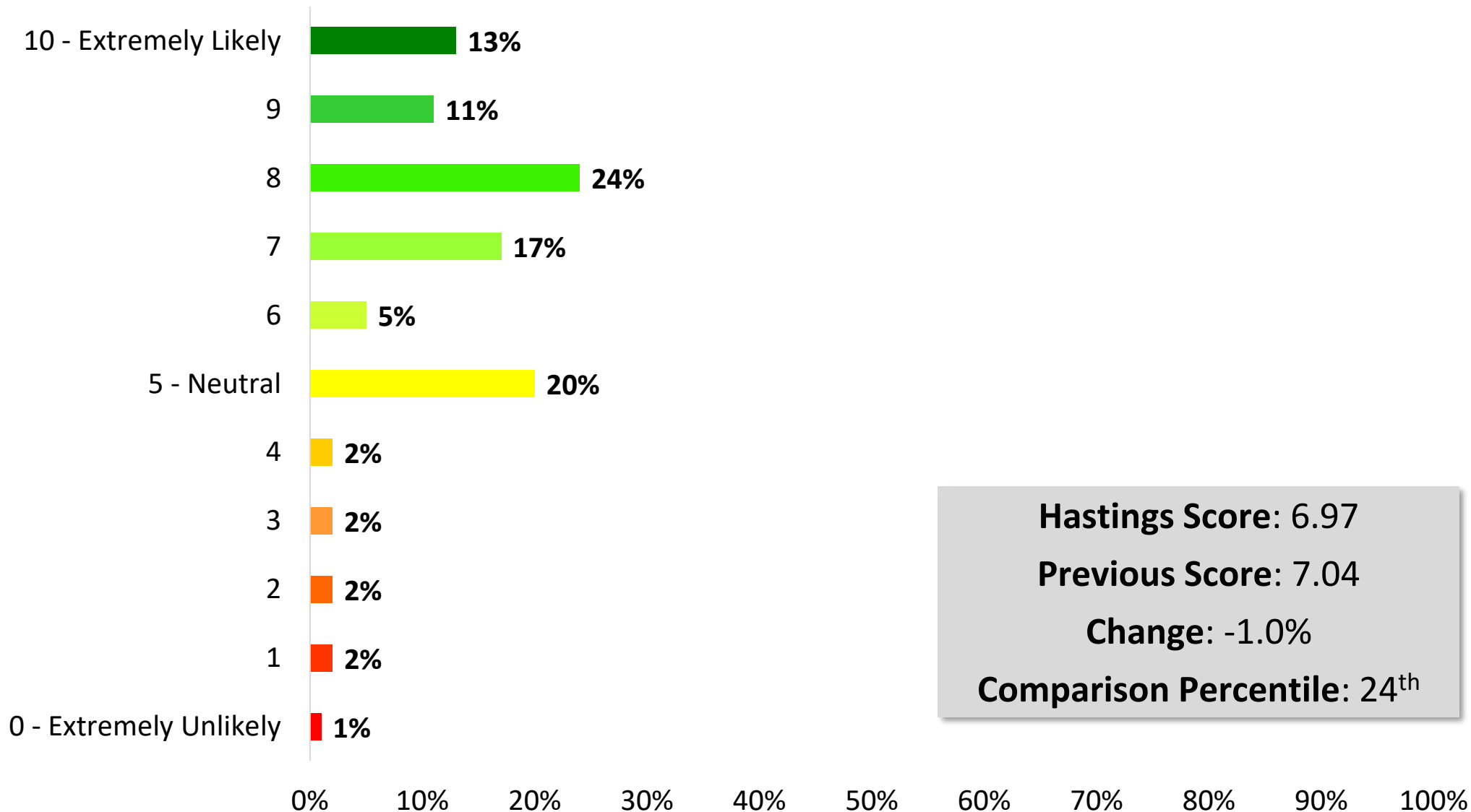
Please choose up to five pieces of advice you would give Dr. Kristine Wehrkamp Herman:





Overall Satisfaction

On a scale of 0 - 10, how likely would you be to recommend our school(s) to a friend or family member?





Summary Analysis

Five Items with the Highest Scores

Item	Score
School staff treat my child with dignity and respect.	4.30
School facilities are clean and well-kept.	4.18
I feel welcome in my child's school	4.11
If my child breaks a rule at school, they are treated fairly.	4.14
I have at least one school staff member I feel comfortable contacting when I have an idea or concern.	4.07



Five Items with the Lowest Scores

Item	Score
District administration is doing what it takes to make our district successful.	3.79
I am satisfied with our school's efforts to address bullying.	3.41
The District is headed in the right direction.	3.41
The school board is doing what it takes to make our district successful.	3.17
Overall, how would you rate communications from school?	3.04



Five Items with the Most Improvement

Item	% Change
The school has high expectations for my child.	1.3%
I'm satisfied with how much my child is learning.	1.3%
School facilities are clean and well-kept.	1.2%
There is a healthy culture at our school.	1.1%
School staff treat my child with dignity and respect.	0.9%



Five Items with the Least Improvement

Item	% Change
If my child breaks a rule at school, they are treated fairly.	-0.7%
District administration is doing what it takes to make our district successful.	-0.8%
Most days, my child enjoys going to school.	-1.2%
The District is heading in the right direction.	-5.0%
The school board is doing what it takes to make our district successful.	-6.2%





Hastings Public School District

Student Survey Report

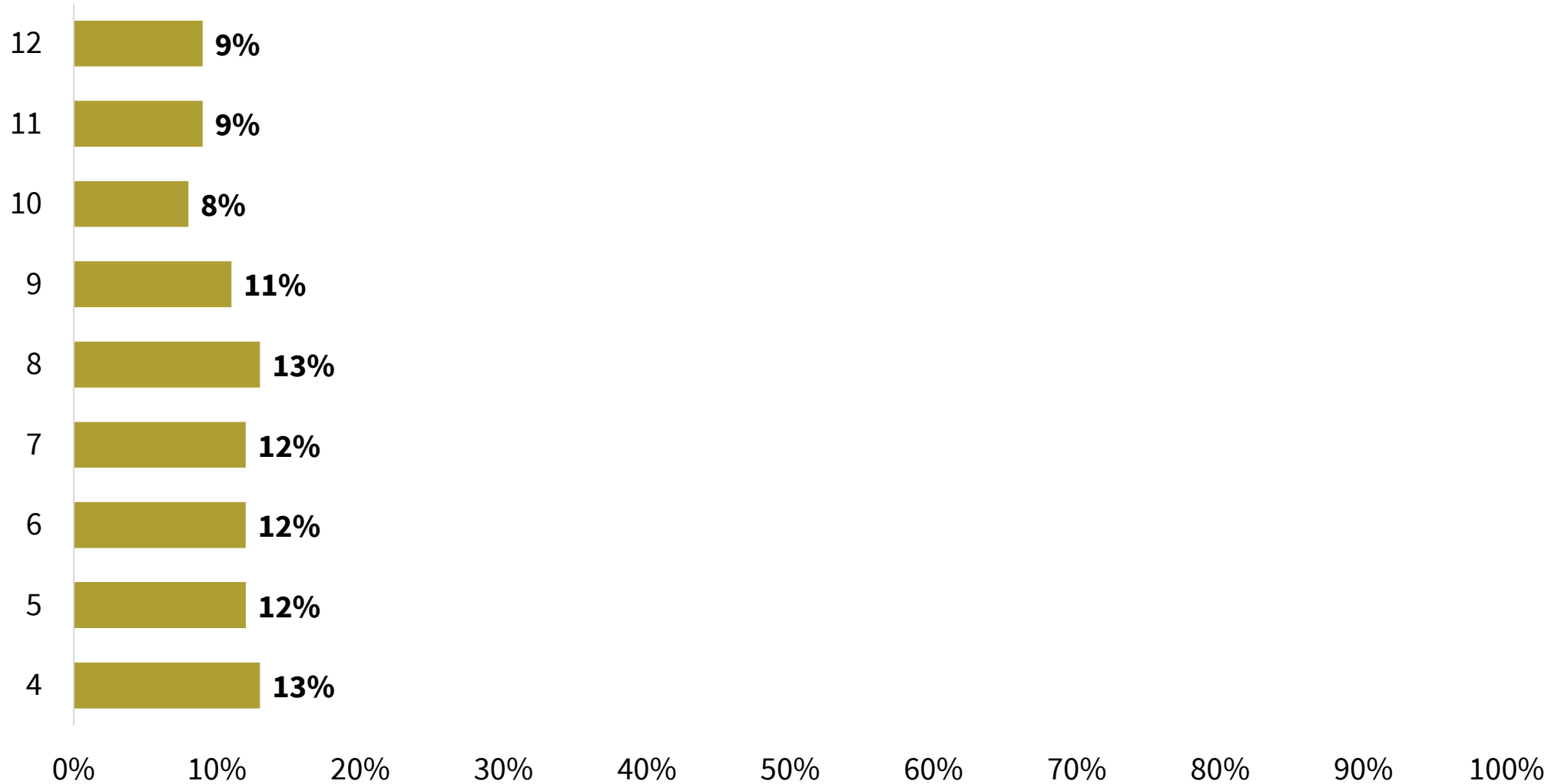
November 19, 2025

Student Survey Information

- **October 27, 2025** survey deadline
- **2131** respondents
- **78%** participation rate



What is your grade?





Index Analysis

Indexes are designed to provide education leaders with a snapshot of the results.

Scores are calculated based on the following scale :

Definitely 😊 = 5,

Sort of 😊 = 4,





Not really 😐 = 2,

No 😞 = 1

“Don’t know/doesn’t apply” are not included in the calculation.

Student Indexes



	INDEX	CURRENT SCORE	PREVIOUS SCORE	% CHANGE	COMPARISON
	CONNECTION I belong at school because I have healthy relationships with other students and adults and am actively involved in school-related activities.	4.48	4.45	0.7%	81 st
	LEARNING I learn at school because my classes are challenging, interesting, and I can get help when I need it.	4.05	4.03	0.5%	77 th
	ENVIRONMENT I like being at school because it's a place that's safe, warm, and fun.	3.95	3.91	1.0%	70 th
	EXPERIENCE I'm accepted, respected, and have the support I need to be successful at school.	4.00	3.96	1.0%	75 th



Item Analysis

Unless otherwise noted, scores are calculated based on the following scale:

Definitely 😊 = 5,

Sort of 😊 = 4,

Not really 😐 = 2,

No 😞 = 1

“Don’t know/doesn’t apply” are not included in the calculation.

Survey Section: Classes and Teachers



Item	Score	Previous Score	Change	Comparison Percentile
My teachers call on me in class.	4.05	4.01	1.0%	38 th
My teachers explain things in a way that I get.	4.05	4.02	0.7%	61 st
My teachers make their classes fun and interesting.	3.93	3.91	0.5%	63 rd
I can relate to what I'm learning at school.	3.71	3.70	0.3%	69 th

Classes and Teachers Continued



Item	Score	Previous Score	Change	Comparison Percentile
I try my best at school.	4.64	4.63	0.2%	83 rd
If I need help, I can talk to my teachers outside of class.	4.30	4.31	-0.2%	91 st
I can go online or use a device at school when I need it. (Excluding cell phones)	4.16	-	-	-

Survey Section: Life at School



Item	Score	Previous Score	Change	Comparison Percentile
Most kids at school follow the rules.	3.39	3.27	3.7%	60 th
Students treat me with respect.	4.01	3.95	1.5%	83 rd
I feel safe at school.	4.33	4.28	1.2%	57 th
Teachers treat me with respect.	4.63	4.58	1.1%	88 th

Life at School Continued



Item	Score	Previous Score	Change	Comparison Percentile
I know my teachers care about me.	4.42	4.38	0.9%	84 th
I can be myself at school.	4.14	4.12	0.5%	81 st
I feel safe answering questions in class even when I'm not sure I have the right answer.	3.73	3.72	0.3%	74 th
If I were bullied, I would feel comfortable talking to someone about it.	3.97	3.99	-0.5%	87 th
I like to learn new things.	4.19	4.22	-0.7%	58 th

Survey Section: People Around Me



Item	Score	Previous Score	Change	Comparison Percentile
I like working in groups with my classmates.	4.08	4.02	1.5%	79 th
I like helping other people when I can.	4.51	4.48	0.7%	72 nd
My parents/guardians help me with school as much as they can if I ask.	4.63	4.61	0.4%	77 th
If I have a big problem, there is an adult at school I can talk to about it.	4.36	4.35	0.2%	87 th

People Around Me Continued



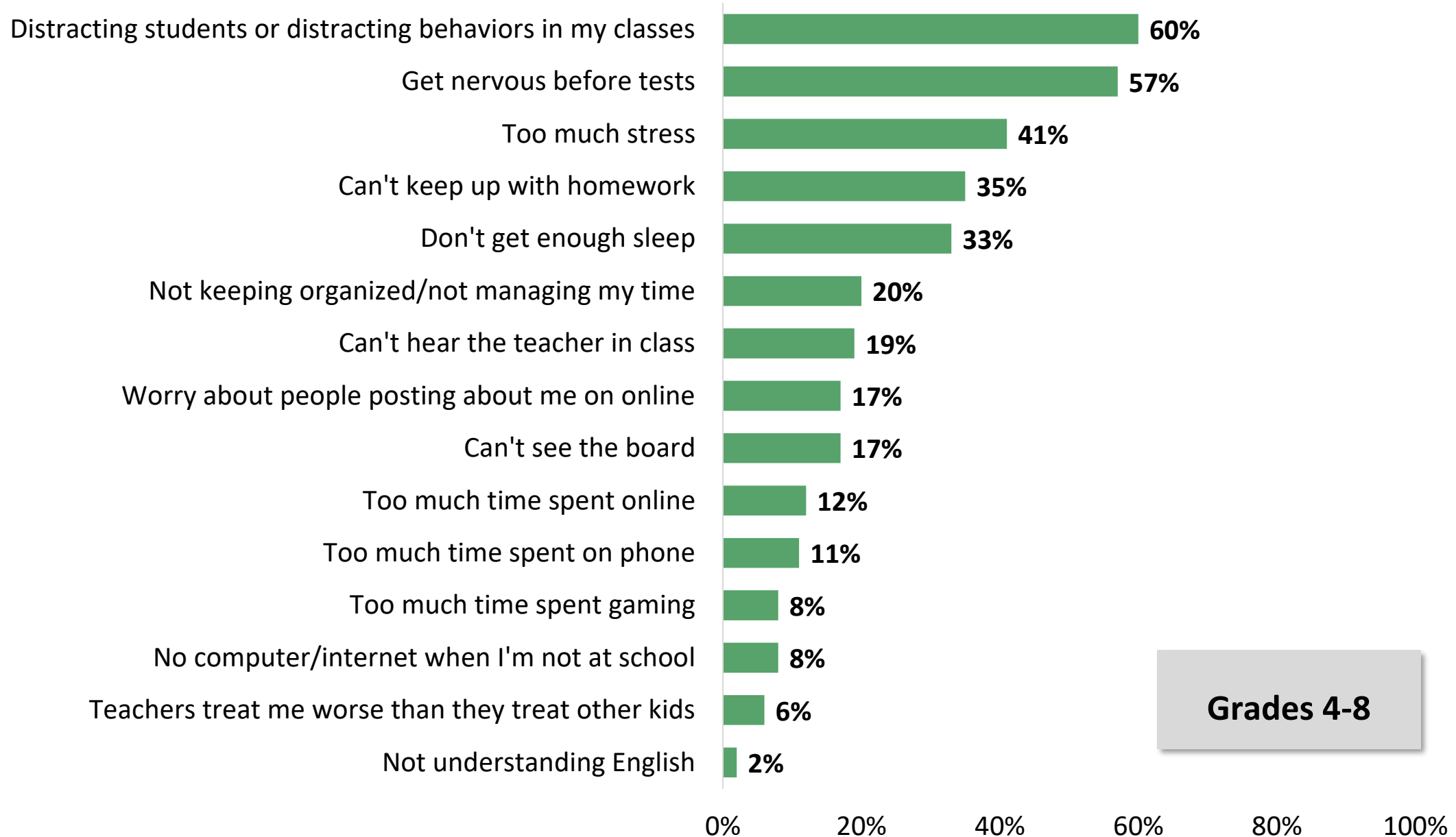
Item	Score	Previous Score	Change	Comparison Percentile
I have friends to sit with at lunch or hang out with at school.	4.78	4.78	0.0%	71 st
I have friends who help me when I need help.	4.63	4.64	-0.2%	85 th
I talk to people outside of school about what I'm learning.	3.50	3.51	-0.3%	83 rd

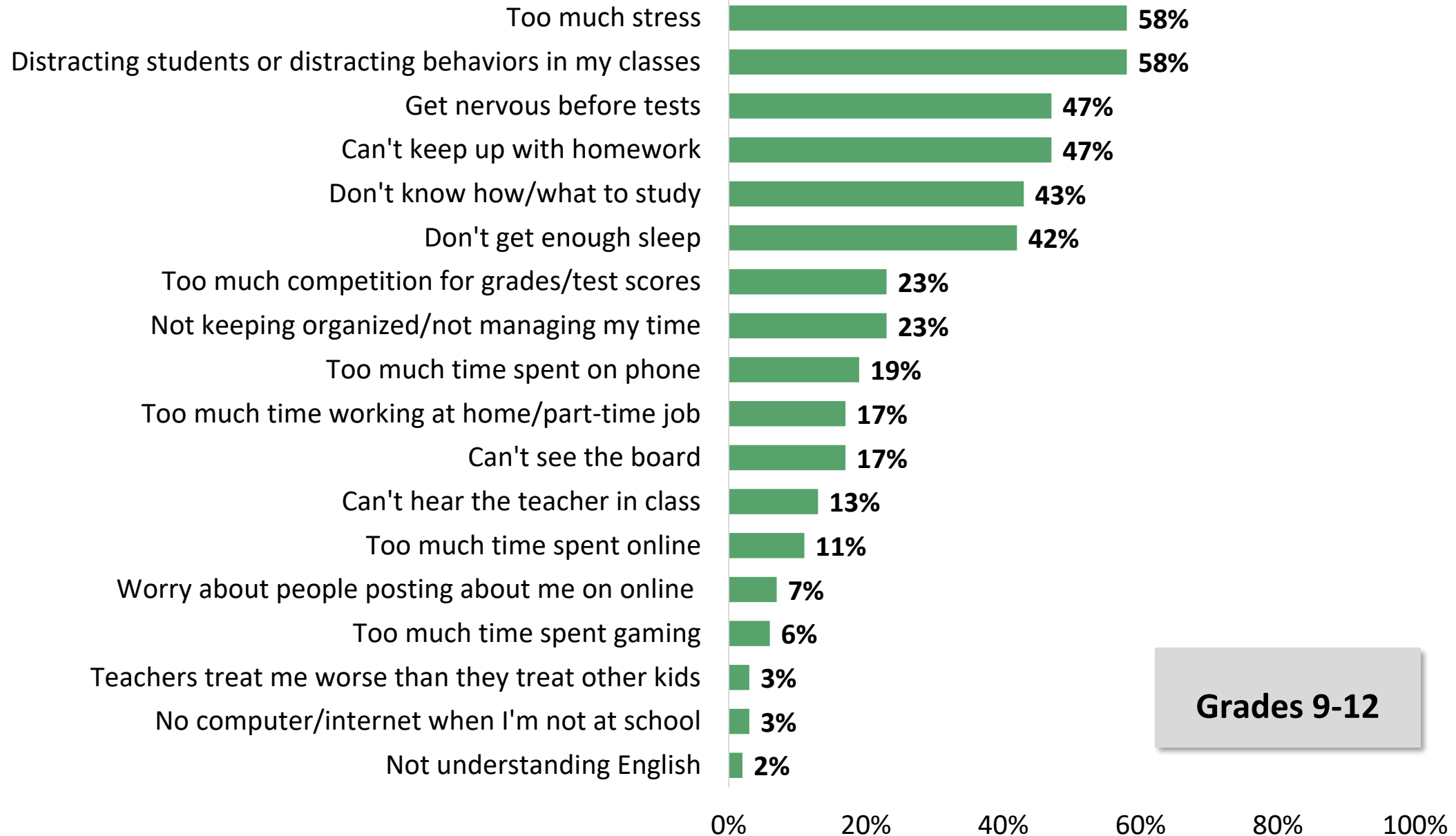


My Learning

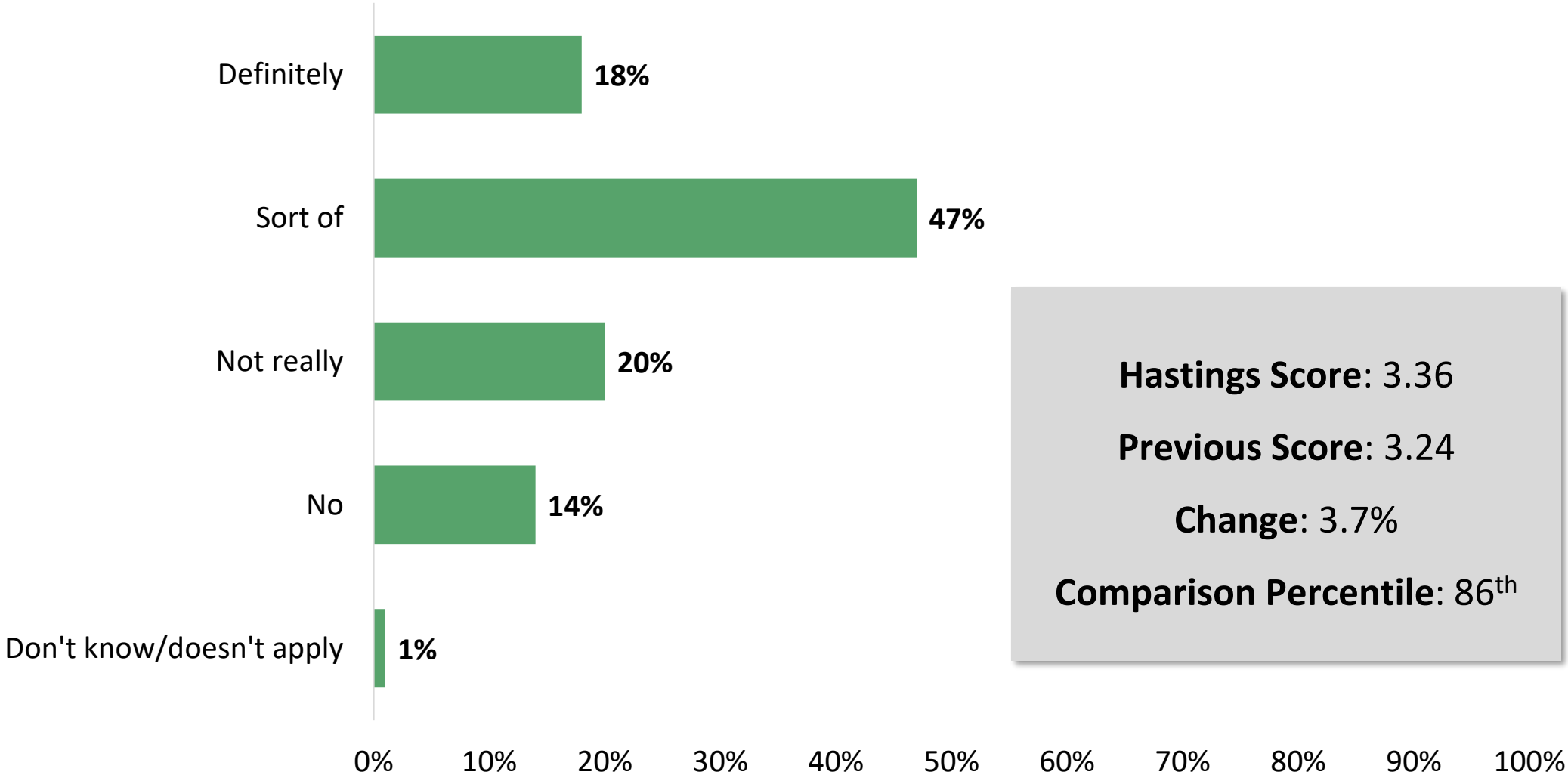
Please check any of the things in the list below that make learning hard for you.

The following slides are separated for grades 4-8 and grades 9-12.





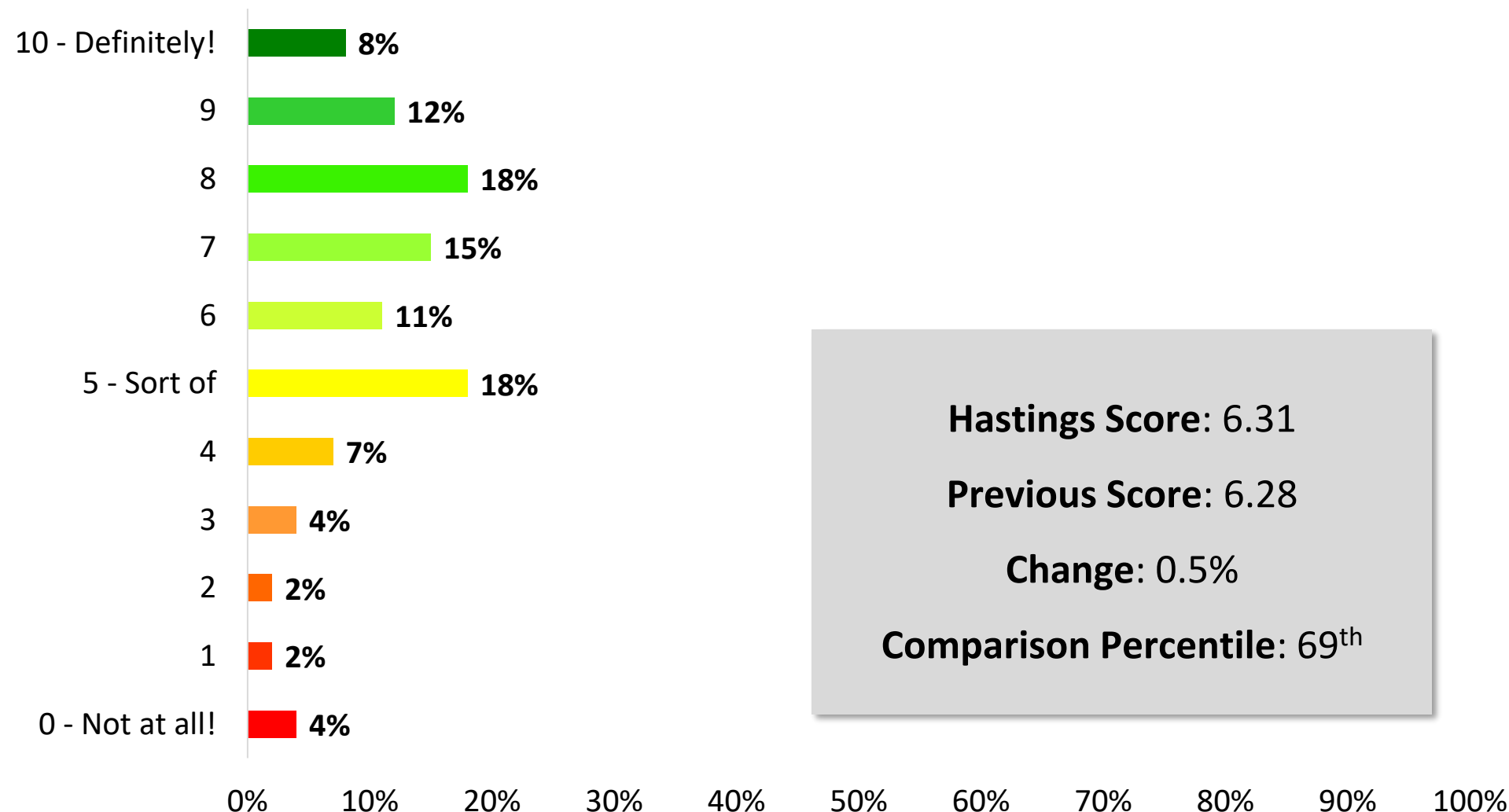
The homework and projects I'm assigned help me learn and are more than just busywork. *(Grades 9-12)*





Overall Satisfaction

Most days, I like my school.





Summary Analysis

Five Items with the Highest Scores

Item	Score
I have friends to sit with at lunch or hang out with at school.	4.78
I try my best at school.	4.64
Teachers treat me with respect.	4.63
I have friends who help me when I need help.	4.63
My parents/guardians help me with school as much as they can if I ask.	4.63



Five Items with the Lowest Scores

Item	Score
My teachers make their classes fun and interesting.	3.93
I feel safe answering questions in class even when I'm not sure I have the right answer.	3.73
I can relate to what I'm learning at school.	3.71
I talk to people outside of school about what I'm learning.	3.50
Most kids at school follow the rules.	3.39



Five Items with the Most Improvement

Item	% Change
The homework and projects I'm assigned help me learn and are more than just busywork.	3.7%
Most kids at school follow the rules.	3.7%
Students treat me with respect.	1.5%
I like working in groups with my classmates.	1.5%
I feel safe at school.	1.2%



Five Items with the Least Improvement

Item	% Change
I have friends who help me when I need help.	-0.2%
If I need help, I can talk to my teachers outside of class.	-0.2%
I talk to people outside of school about what I'm learning.	-0.3%
If I were bullied, I would feel comfortable talking to someone about it.	-0.5%
I like to learn new things.	-0.7%





SCHOOL PERCEPTIONS

Measuring what matters

262.644.4300 | schoolperceptions.com

