

SOAR V COMMUNITY RESEARCH



STAFF SURVEY 2023 REPORT OF FINDINGS

April 26th, 2023

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INTRODUCTION AND METHODOLOGY

As Hudsonville Public Schools revisits and updates its SOAR strategic plans for SOAR V, it recognizes it is essential to communicate with and involve its communities of parents, residents, staff and students into its planning process. Consequently, Hudsonville Public Schools has asked Gartner & Associates to conduct this related community research.

The value of this community research is threefold:

1. First, this community research collects each stakeholder group's distinct perceptions of the Hudsonville district's relevant education needs, issues, culture and performance.
2. Simultaneously, this research enables Hudsonville Public Schools to dialogue with its various community members and strengthen its relationship with them.
3. Finally, this research also acts to inform district residents, staff and students about the issues facing Hudsonville Public Schools and alternative solutions.

This community research centers around plans to improve teaching and learning within Hudsonville Public Schools -- including academic achievement, instruction and curriculum, supporting transitions from one school levels to the next (such as elementary to middle school), parents support for their children's learning, the surrounding educational culture and environment, and supporting programs, services and infrastructure comprising the total educational experience for Hudsonville students and their families.

This report describes findings from an online survey of Hudsonville Public Schools' staff conducted March 28 – April 21, 2023. A **total 619 staff members** completed and submitted the online questionnaire, including **341 teachers**.

The initial phase of this community research was a set of seven focus group discussions in February-March 2023 with parents, grandparents, other residents, business people, staff and students to confirm major issues and guide development of survey questionnaires.

Other online surveys have been conducted this Spring 2023 with Hudsonville High School 9th-12th graders and with all parents with children currently attending Hudsonville Public Schools.

All 1,251 staff members were sent an email March 28th from the district's superintendent, describing the survey's purpose and importance along with the link to the online survey hosted transparently via Gartner's professional subscription with Survey Monkey. A reminder/thank you email was sent again from the superintendent on April 18th.

Sampling error associated with a completed sample of 619 total staff, proportionately adjusted for the population of 1,251 staff members, ranges from 0.6% to 2.8% at the 95% confidence level. Sampling error associated with a sample of 341 teachers, proportionately adjusted for the population of 477 teachers, ranges from 0.6% to 2.8% at the 95% confidence level.

Data in this report is presented for total staff and teachers responding, along with data from the 2020 Staff survey. Verbatim responses to questions calling for additional comments are summarized in this report, with individual verbatim comments provided in an appendix separate from this report.

Gartner designed and directed the research, developed the questionnaire in consultation with Hudsonville Public Schools, provided web access, analyzed the data, and provided this written report of the survey findings and companion presentations of the findings to the Hudsonville administration, Board and other designated groups.

The contributions of Dr. Doug VanderJagt and his leadership team are duly and appreciably noted here.

SUMMARY OF FINDINGS

1. 70% of HPS total staff and 66% of teachers are **“completely or very satisfied” as a staff member of Hudsonville Public Schools**, which are both noticeably declined from the 2020 SOAR Staff survey.
Zero percent of HPS staff “not at all satisfied.”
2. **More frequently cited unaided reasons for dissatisfaction include:**
 - ❖ Some do not feel sufficiently valued by the Hudsonville Public Schools organization, especially by the Board members.
 - ❖ Some do not feel sufficiently valued by the larger Hudsonville community.
 - ❖ Not enough individual connections with both Central Office and building administrators.
 - ❖ Feeling undercompensated, especially compared to other careers.
 - ❖ A new culture that is not inclusive to all students.
3. 82% of total HPS staff and 80% of teachers would **recommend to families to enroll their children in Hudsonville Public Schools**, including 43% of total HPS staff and 42% of teachers who reply “definitely yes.”
4% of total staff and 5% of teachers do not recommend HPS, while 14% of total staff and 15% of teachers reply “not sure.”
Both the percentages of “definitely yes” and the combined “definitely/probably yes” responses by both total staff and teachers are noticeably declined from the 2020 SOAR Staff survey.
4. **More frequently mentioned unaided strengths of HPS include:**
 - ❖ Caring and dedicated staff.
 - ❖ Wide variety of academic and extracurricular opportunities and options.
 - ❖ High expectations and standards
5. **More frequently mentioned unaided suggestions for improvement include:**
 - ❖ Hold students accountable for inappropriate behavior.
 - ❖ More time for teachers to collaborate to improve instructional strategies and implementation.
 - ❖ Bring teachers and relevant staff more into the planning process before decisions are made
 - ❖ Renew trust between the Board and the staff with a Board that supports ALL students and doesn’t have personal political agendas.
 - ❖ A culture that honors and supports ALL students.
 - ❖ More support for students struggling in school, both academically and behaviorally.
 - ❖ More teachers to have fewer students in each classroom.

6. 95% of all HPS staff and 92% of teachers agree that they are **proud to be a staff member of Hudsonville Public Schools.** This includes 49% of all HPS staff and 45% of teachers who “strongly agree,” which are both noticeably declined from the 2020 SOAR Staff survey.
7. 90% of all HPS staff and 89% of teachers agree that **“When someone praises Hudsonville Public Schools, it feels like a personal compliment.”** This includes 36% of all HPS staff and 37% of teachers who “strongly agree,” which are both declined from the 2020 SOAR Staff survey.
8. 95% of all HPS staff and 94% of teachers agree that **“You enjoy your work.”** This includes 45% of all HPS staff and 38% of teachers who “strongly agree,” which are both noticeably declined from the 2020 SOAR Staff survey.
9. 98% of all HPS staff and 97% of teachers agree that **“Quality work is expected of you.”** This includes 58% of all HPS staff and 55% of teachers who “strongly agree.”
The percent who reply “strongly agree” is the highest for both total staff and teachers among these 35 statements about the culture and work environment at HPS.
10. 76% of HPS total staff and 74% of teachers agree that **“You are recognized for good work.”** This includes 22% of all HPS staff and 17% of teachers who “strongly agree,” which are both noticeably declined from the 2020 SOAR Staff survey.
11. 65% of HPS total staff and 58% of teachers agree that **“Your voice is heard within the Hudsonville Public Schools organization.”** This includes only 13% of all staff and just 8% of teachers who “strongly agree.”
These findings for “strongly agree/agree” and for “strongly agree” are considerably declined from the 2020 SOAR Staff survey.
12. 73% of all HPS staff and 70% of teachers agree that **“Administrators give good reasons for changes in how you do your job.”** This includes 23% of all staff and 19% of teachers who “strongly agree,” which are both declined from the 2020 SOAR Staff survey.
13. 89% of all HPS staff (94%) and 91% of teachers agree that **“You have opportunities to enhance your skills develop new skills.”** This includes 26% of total staff and 26% of teachers who “strongly agree.”
14. 82% of all HPS staff and 78% of teachers agree that **“Our schools are safe on an everyday basis.”** This includes 25% of all staff and 22% of teachers who “strongly agree.”
Not surprising because of the many school shootings throughout the US, these “strongly agree” findings are noticeably declined from the 2020 SOAR Staff survey.

15. 79% of all HPS staff and 75% of teachers agree that **“Our schools would be safe in an emergency situation.”** This includes 21% of all staff and 17% of teachers who “strongly agree,” which are noticeably declined from the 2020 SOAR Staff survey.
16. Only 57% of all HPS staff and 49% of teachers agree that **“Appropriate student behavior and discipline is consistently enforced.”** This includes just 10% of all staff and 8% of teachers who “strongly agree.”
These findings for “strongly agree/agree” and for “strongly agree” are considerably declined from the 2020 SOAR Staff survey.
This attribute received the lowest percentages of “strongly agree” responses by total staff and teachers among the 35 statements about the culture and work environment at HPS.
17. 77% of all HPS staff and 73% of teachers agree that **“HPS supports ALL students to feel that they are connected to other students at their school.”**
This includes only 17% of all staff and 15% of teachers who “strongly agree.”
18. 75% of all HPS staff and 72% of teachers agree that **“HPS provides a school environment that feels welcoming to ALL students and their families.”**
This includes only 19% of all staff and 16% of teachers who “strongly agree.”
19. **More frequently mentioned unaided comments about Culture and Work Environment include:**
- ❖ Students are not consistently held accountable for inappropriate behavior and disrespect to both teachers and other students.
 - ❖ Not as welcoming or inclusive for ALL students as in previous years, especially with respect to race, ethnicity, sexual orientation, and income level.
 - ❖ Working relationships could be improved in their building.
 - ❖ Do not feel adequately listened to and supported.
 - ❖ Professional development can be more focused and in-depth.
 - ❖ There is too much professional development.
20. 95% of all HPS staff and 96% of teachers agree that **“HPS provides me with the tools to communicate effectively with parents.”**
This includes 34% of total staff and 35% of teachers who “strongly agree.”
21. 80% of all HPS staff and 76% of teachers agree that **“HPS has a good public image.”**
This includes just 17% of total staff and 16% of teachers who “strongly agree.”
These findings for “strongly agree/agree” and for “strongly agree” are considerably declined from the 2020 SOAR Staff survey.

22. **More frequently cited unaided comments about Communications include:**

- ❖ Teachers and staff ask for more training on PowerSchool so that they can use it more effectively.
- ❖ Some staff like the website changes, while others say more still needs to be updated.
- ❖ There is concern that the Board is harming Hudsonville Public Schools' reputation.

23. **“Completely or very satisfied” with the Hudsonville district’s leadership** includes 69% of HPS total staff with their building’s or immediate supervisor’s leadership, only 48% with the Central Office’s leadership, 75% with the Superintendent’s leadership, and just 26% with the Board of Education’s leadership.

“Not at all satisfied” responses from all HPS staff include a scant 1% with their building’s or immediate supervisor’s leadership, 5% with the Central Office’s leadership, just 1% with the Superintendent’s leadership, and 14% with the Board of Education’s leadership.

These findings for the Board’s leadership are significantly declined from the 2020 SOAR Staff survey, and likely associated with the similar declines in many of the findings on the HPS Culture and Work Environment.

24. **More frequently mentioned unaided comments about Leadership include:**

- ❖ Teachers do not feel respected by some of the Board members.
- ❖ Staff feels the Board has become too political, and are not putting all students and their education first.
- ❖ Staff feels Central Office administrators and a few building administrators are not connected enough to what teachers and staff do on a daily basis, leading to decisions that don’t work out as intended.
- ❖ Many staff express their appreciation for Dr. VanderJagt.

25. 96% of HPS teachers and 97% of total HPS staff agree that **“HPS staff believes every child can learn.”** This included 45% of teachers and 44% of total staff who “strongly agree.”

Moreover, this “strongly agree” percentage is the highest for both teachers and total staff among the 42 attributes evaluated for Student Learning and Achievement.

26. 84% of HPS teachers agree that **“HPS provides an atmosphere where every child can succeed.”** This includes 24% who “strongly agree,” which is declined from the 2020 SOAR Staff survey.

27. 94% of HPS teachers agree that **“Classes and subjects taught at HPS are relevant to the life of most students.”** This includes 23% who “strongly agree.”

28. 93% of HPS teachers agree that **“HPS helps parents support their children’s learning.”** This includes 16% who “strongly agree.”
29. 94% of HPS teachers and 94% of all HPS staff agree that **“HPS supports effective parent involvement.”** This includes 19% of teachers and 20% of all HPS staff who “strongly agree.”
30. 76% of HPS teachers agree that **“Students’ social and emotional needs are being supported by HPS.”** This includes 14% who “strongly agree.”
31. 81% of HPS teachers agree that **“HPS’ staff works effectively with families with children with significant social, behavioral and emotional issues.”** This includes 16% who “strongly agree.”
32. 58% of HPS teachers agree that **“HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues.”** This includes just 10% who “strongly agree.”
33. 67% of HPS teachers agree that **“The implementation of PBIS positively affects my work environment.”** This includes 20% who “strongly agree.”
34. 70% of HPS teachers agree that **“PBIS has had a positive impact.”** This includes 21% who “strongly agree.”
35. 92% of HPS teachers agree that **“HPS staff works effectively with students who receive special education services.”** This includes 29% who “strongly agree.”
36. 96% of HPS teachers agree that **“HPS values inclusion of students with special needs.”** This includes 33% who “strongly agree.”
37. 91% of HPS teachers agree that **“HPS staff works effectively with students who live in poverty.”** This includes 19% who “strongly agree.”
38. 85% of HPS teachers agree that **“HPS staff works effectively with students who are English Language Learners.”** This includes 13% who “strongly agree.”
39. 77% of HPS teachers agree that **“HPS staff works effectively with students who are struggling OVERALL academically (but do not receive special education services).”** This includes 16% who “strongly agree.”

40. 67% of HPS teachers agree that **“HPS provides appropriate resources for teachers to help academically struggling students.”** However, this includes just 10% who “strongly agree.”
41. 77% of HPS teachers agree that **“If a student is struggling in a class, it is easy for them to get assistance or tutoring support after school from a teacher or another staff member right at their school.”** This includes 15% who “strongly agree.”
42. Only 59% of HPS teachers agree that **“HPS staff works effectively with academically advanced students.”** This includes just 10% who “strongly agree.”
43. 93% of HPS teachers agree that **“HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically.”** This includes 21% who “strongly agree.”
44. 69% of HPS teachers agree that **“The number of students in most classrooms is reasonable to teach effectively,”** which is slightly improved from the 2020 SOAR Staff survey. However, this still includes just 10% who “strongly agree.”
45. 97% of HPS teachers agree that **“HPS supports positive personal relationships between students and staff.”** This includes 31% who “strongly agree,” which is declined from the 2020 SOAR Staff survey.
46. 87% of HPS teachers agree that **“HPS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms,”** including 17% who “strongly agree.”
These findings are significantly improved from the 2020 SOAR Staff survey.
47. 87% of HPS teachers agree with the statement **“HPS should explore alternative pathways to graduation.”** This includes 27% who “strongly agree.”
48. More than three-fourths of HPS teachers agree that **“HPS should expand its world/foreign language instruction”** for all school levels ... 76% for the elementary school level, 81% for the middle school level, and 83% for the high school level.
49. 97% of HPS teachers agree that **“In HPS, student learning and achievement is being enhanced by: Our preschool programs.”** This includes 25% who “strongly agree,” which is improved from the 2020 SOAR Staff survey.
Both of these percentages are the highest among the 17 enhancements to student learning and achievement evaluated in this survey.

50. 58% of HPS teachers agree that **“In HPS, student learning and achievement is being enhanced by: Focus on Skills4Success (secondary),”** including only 10% who “strongly agree.”

Both of these percentages are the lowest among the 17 enhancements to student learning and achievement evaluated in this survey.

51. **More frequently mentioned unaided comments about Student Achievement and Learning include:**

- ❖ Teachers are frustrated by students who continue to exhibit inappropriate behavior without consequences.
- ❖ Some teachers note that PBIS is essential, while some teachers feel students don’t take PBIS seriously.
- ❖ Too many students in their classrooms, especially with more students demonstrating inappropriate behaviors.
- ❖ More support for students struggling academically, especially reading and math support, as they take too much of the teacher’s attention on the other students in the classroom.
- ❖ More challenges for academically advanced students
- ❖ More social workers are needed to assist troubled students, and more paraprofessionals are needed to assist students with individual attention who are either struggling academically or are academically accelerated.
- ❖ More attention to life skills and career pathways at both the middle and high school levels.
- ❖ There is some skepticism about the value and relevancy of Skills4Success.

52. 42% of total HPS staff and 41% of teachers **prefer the current trimester schedule for Hudsonville High School.** This includes 23% of total staff and 26% of teachers who reply “definitely trimesters.”

24% of total staff and 26% of teachers prefer semesters, including 10% of total staff and 12% of teachers who reply “definitely semesters.”

34% of total staff and 33% of teachers are “not sure.”

53. 54% of total HPS staff and 53% of teachers prefer **a later (30 to 60 minutes) start and end for middle and high school students, with elementary school students then starting and ending their school day 30 to 60 minutes earlier.** This includes 28% of total staff and 28% of teachers who reply “definitely yes.”

28% of total staff and 33% of teachers reply “no,” while 20% of total staff and 17% of teachers are “not sure.”

54. **More frequently mentioned unaided additional comments include:**

- ❖ A number of staff members exclaim their pride with being an educator ...“ I love my job! I love my colleagues and my students.”
- ❖ Some are concerned that as Hudsonville Public Schools has grown so much, its family-like connections among staff have weakened.
- ❖ Some voice concern for the number of teachers and staff who can now retire if desired along with a shortage of available teacher to replace them.
- ❖ Several express their appreciation for being asked for their opinions with this SOAR research and strategic planning ... “Thank you for giving us this opportunity to share our thoughts and experiences.”

STAFF SAMPLE PROFILE

With children attending Hudsonville Public Schools

	Total staff (n=619)	Teachers (n=341)
Yes, currently	38%	32%
Yes, previously	22%	19%
Yes, expected to attend in the future	6%	8%
No, never	42%	46%

Position

	Total staff (n=607)	Teachers (n=341)
Administrative Assistant	5%	
Athletic Coach	0%	
Bus driver/Transportation	1%	
Counseling/Diagnostic	5%	
Custodial/Maintenance	2%	
District administrator	2%	
Food service	1%	
Instructional Assistant/Parapro	18%	
Instructional Coach/PBIS/MTSS	4%	
School administrator	2%	
Security	<1%	
Teacher	56%	100%
Technology	1%	
Other	<1%	

School level serving

	Total staff (n=595)	Teachers (n=331)
Administration Building	3%	0%
District-wide or multiple buildings	5%	1%
Early Childhood Center	5%	4%
Alward Elementary	6%	7%
Bauer Elementary	7%	7%
Forest Grove Elementary	6%	4%
Georgetown Elementary	8%	6%
Jamestown Lower Elementary	6%	6%
Jamestown Upper Elementary	4%	4%
Park Elementary	7%	7%
South Elementary	4%	5%
Baldwin Middle School	9%	12%
Riley Middle School	9%	10%
High School Campus	23%	26%
Transportation	1%	0%

Working tenure

	Total staff (n=613)	Teachers (n=338)
Less than 1 year	11%	11%
1 to 3 years	14%	10%
4 to 6 years	19%	13%
7 to 10 years	12%	8%
More than 10 years	45%	60%

SURVEY FINDINGS AND DISCUSSION

Hudsonville Public Schools Culture and Work Environment

You belong at your school (building or department, whichever is most appropriate for you).

You are proud to be a staff member of Hudsonville Public Schools.

When someone praises Hudsonville Public Schools, it feels like a personal compliment.

You enjoy your work.

Your colleagues care about you.

Student learning is the focus at your building.

Student learning is enjoyable at your building.

Quality work is expected of you.

You are recognized for good work.

You are clear about your role at your building.

Others are clear about your role at your building.

You work with people who treat you with respect.

Working collaboratively is valued.

Your voice is heard within the Hudsonville Public Schools organization.

Your colleagues support shared decision-making.

Your immediate supervisor supports shared decision-making.

Administrators give good reasons for changes in how you do your job.

The vision for Hudsonville Public Schools is shared by staff.

You have opportunity to innovate.

You have opportunities to enhance your skills or develop new skills.

You have opportunities to receive professional development.

You are receiving effective professional development.

You have opportunities to learn from your colleagues.

You work in an intellectually stimulating environment.

You are challenged to grow as a professional.

Our schools are safe on an everyday basis.

Our schools would be safe in an emergency situation.

Our school entrances are secure.

Appropriate student behavior and discipline are consistently enforced.

Hudsonville Public Schools supports students to be safe from intimidation and harassment.

Hudsonville Public Schools supports students to be safe from texting/online intimidation and harassment.

Hudsonville Public Schools supports ALL students to feel that they belong at their school.

Hudsonville Public Schools supports ALL students to feel that they are connected to other students at their school.

Hudsonville Public Schools provides a school environment that feels welcoming to ALL students and their families.

Hudsonville Public Schools provides a school environment with opportunity for ALL students to grow and succeed.

Additional comments about Culture and Work Environment

Hudsonville Public Schools Culture and Work Environment

Total Staff

Many of these 35 statements experienced a considerable decrease in the percentage of “strongly agree” responses from the previous SOAR IV survey by the Hudsonville total staff, suggesting a change in the HPS culture and work environment from Spring 2020 to Spring 2023.

Among 35 statements about the culture and work environment at HPS, with response options strongly agree, agree, disagree, or strongly disagree:

At least half of the total staff “strongly agree” with:

- “Quality work is expected of you” (58%)
- “You belong at your school” (53%)
- “Your colleagues care about you” (50%)
- “You work with people who treat you with respect” (50%)

At least 40% of the total staff “strongly agree” with:

- “You are proud to be a staff member of HPS” (49%)
- “You are clear about what your role is at your building” (48%)
- “Your immediate supervisor supports shared decision making” (46%)
- “You enjoy your work” (45%)
- “Student learning is the focus at your school” (45%)
- “Working collaboratively is valued” (45%)

15% or fewer of the total staff “strongly agree” with:

- “HPS supports students to be safe from intimidation and harassment” (15%)
- “HPS supports students to be safe from texting/online intimidation and harassment” (14%)
- “You are receiving effective professional development” (13%)
- “Your voice is heard within the HPS organization” (13%)
- “Appropriate student behavior and discipline are consistently enforced” (10%)

Hudsonville Public Schools Culture and Work Environment

Teachers

Many of these 35 statements experienced a considerable decrease in the percentage of “strongly agree” responses from the previous SOAR IV survey by the Hudsonville teachers, suggesting a change in the HPS culture and work environment from Spring 2020 to Spring 2023.

Additionally, the “strongly agree” percentages by teachers are less than they are for total staff for most of these 35 statements about the HPS culture and work environment.

Among 35 statements about the culture and work environment at HPS, with response options strongly agree, agree, disagree, or strongly disagree:

At least half of the teachers “strongly agree” with:

- “Quality work is expected of you” (55%)
- “You belong at your school” (54%)
- “You are clear about what your role is at your building” (50%)
- “Your colleagues care about you” (50%)

At least 40% of the teachers “strongly agree” with:

- “You work with people who treat you with respect” (48%)
- “You are proud to be a staff member of HPS” (45%)
- “Student learning is the focus at your school” (44%)
- “Others are clear about what your role is at your building” (42%)
- “Your immediate supervisor supports shared decision making” (42%)
- “Working collaboratively is valued” (40%)

15% or fewer of the teachers “strongly agree” with:

- “HPS supports ALL students to feel that they belong at their school” (15%)
- “HPS supports ALL students to feel that they are connected to other students at their school” (15%)
- “HPS supports students to be safe from intimidation and harassment” (11%)
- “HPS supports students to be safe from texting/online intimidation and harassment” (10%)
- “You are receiving effective professional development” (10%)
- “Your voice is heard within the HPS organization” (8%)
- “Appropriate student behavior and discipline are consistently enforced” (8%)

Hudsonville Public Schools Culture and Work Environment

2023 Total staff (n = 619)

	Strongly agree	Agree	Disagree	Strongly disagree
You belong at your school	53%	43%	3%	1%
You are proud to be a staff member of HPS	49%	46%	4%	<1%
When someone praises HPS, it feels like a personal compliment	36%	54%	10%	<1%
You enjoy your work	45%	50%	5%	0%
Your colleagues care about you	50%	48%	3%	0%
Student learning is the focus at your school	45%	50%	4%	<1%
Student learning is enjoyable at your school	35%	60%	5%	<1%
Quality work is expected of you	58%	40%	2%	0%
You are recognized for good work	22%	54%	22%	2%
You are clear about what your role is at your building	48%	49%	4%	<1%
Others are clear about what your role is at your building	37%	53%	10%	<1%
You work with people who treat you with respect	50%	46%	4%	<1%
Working collaboratively is valued	45%	49%	6%	<1%
Your voice is heard within the HPS organization	13%	52%	29%	6%
Your colleagues support shared decision making	31%	62%	7%	0%
Your immediate supervisor supports shared decision making	46%	45%	8%	1%
Administrators give good reasons for changes in how you do your job	23%	50%	23%	4%
The vision for HPS is shared by staff	21%	64%	14%	1%
You have opportunity to innovate	23%	64%	12%	1%
You have opportunities to enhance your skills or develop new skills	26%	63%	11%	<1%

Hudsonville Public Schools Culture and Work Environment

{continued}

2023 Total staff (n = 619)

	Strongly agree	Agree	Disagree	Strongly disagree
You have opportunities to receive professional development	30%	58%	11%	<1%
You are receiving effective professional development	13%	53%	30%	4%
You have opportunities to learn from your colleagues	25%	64%	11%	<1%
You work in an intellectually stimulating environment	31%	63%	6%	<1%
You are challenged to grow as a professional	30%	56%	14%	0%
Our schools are safe on an everyday basis	25%	57%	15%	3%
Our schools would be safe in an emergency situation	21%	58%	18%	3%
Our school entrances are secure	25%	58%	15%	2%
Appropriate student behavior and discipline are consistently enforced	10%	47%	34%	9%
HPS supports students to be safe from intimidation and harassment	15%	65%	18%	3%
HPS supports students to be safe from texting/online intimidation and harassment	14%	67%	17%	2%
HPS supports ALL students to feel that they belong at their school	18%	58%	21%	3%
HPS supports ALL students to feel that they are connected to other students at their school	17%	60%	20%	3%
HPS provides a school environment that feels welcoming to ALL students and their families	19%	56%	22%	3%
HPS provides a school environment with opportunity for ALL students to grow and succeed	21%	58%	20%	2%

Hudsonville Public Schools Culture and Work Environment

2023 Teachers (n = 341)

	Strongly agree	Agree	Disagree	Strongly disagree
You belong at your school	54%	42%	3%	1%
You are proud to be a staff member of HPS	45%	47%	6%	1%
When someone praises HPD, it feels like a personal compliment	37%	52%	10%	<1%
You enjoy your work	38%	56%	7%	0%
Your colleagues care about you	50%	46%	4%	0%
Student learning is the focus at your school	44%	50%	5%	<1%
Student learning is enjoyable at your school	32%	63%	5%	<1%
Quality work is expected of you	55%	42%	3%	0%
You are recognized for good work	17%	57%	23%	3%
You are clear about what your role is at your building	50%	47%	3%	0%
Others are clear about what your role is at your building	42%	50%	7%	<1%
You work with people who treat you with respect	48%	47%	4%	<1%
Working collaboratively is valued	40%	53%	6%	<1%
Your voice is heard within the HPS organization	8%	50%	35%	7%
Your colleagues support shared decision making	29%	63%	8%	0%
Your immediate supervisor supports shared decision making	42%	47%	9%	1%
Administrators give good reasons for changes in how you do your job	19%	51%	25%	5%
The vision for HPS is shared by staff	18%	64%	16%	1%
You have opportunity to innovate	21%	66%	12%	1%
You have opportunities to enhance your skills or develop new skills	26%	65%	8%	<1%

Hudsonville Public Schools Culture and Work Environment

{continued}

2023 Teachers (n = 341)

	Strongly agree	Agree	Disagree	Strongly disagree
You have opportunities to receive professional development	33%	61%	5%	<1%
You are receiving effective professional development	10%	56%	29%	5%
You have opportunities to learn from your colleagues	20%	66%	14%	<1%
You work in an intellectually stimulating environment	26%	67%	6%	<1%
You are challenged to grow as a professional	27%	60%	13%	0%
Our schools are safe on an everyday basis	22%	56%	20%	2%
Our schools would be safe in an emergency situation	17%	58%	23%	2%
Our school entrances are secure	22%	58%	19%	1%
Appropriate student behavior and discipline are consistently enforced	8%	41%	38%	12%
HPS supports students to be safe from intimidation and harassment	11%	66%	20%	3%
HPS supports students to be safe from texting/online intimidation and harassment	10%	65%	22%	2%
HPS supports ALL students to feel that they belong at their school	15%	58%	22%	5%
HPS supports ALL students to feel that they are connected to other students at their school	15%	58%	22%	4%
HPS provides a school environment that feels welcoming to ALL students and their families	16%	56%	23%	5%
HPS provides a school environment with opportunity for ALL students to grow and succeed	18%	56%	24%	3%

You belong at your school

Almost all HPS staff (96%) and teachers (96%) agree with the statement “You belong at your school (building or department).”

This includes more than half of all HPS staff (53%) and teachers (54%) who “strongly agree.”

The percent who reply “strongly agree” is the second highest for both total staff and teachers among these 35 statements about the culture and work environment at HPS.

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	53%	54%
Agree	43%	42%
Disagree	3%	3%
Strongly disagree	1%	1%
(n)	(526)	(305)

2020 Survey

	Total staff	Teachers
Strongly agree	64%	64%
Agree	33%	33%
Disagree	2%	2%
Strongly disagree	<1%	<1%
(n)	(485)	(264)

You are proud to be a staff member of Hudsonville Public Schools

Most HPS staff (95%) and teachers (92%) agree with the statement “You are proud to be a staff member of Hudsonville Public Schools.”

This includes 49% of all HPS staff and 45% of teachers who “strongly agree.”

These “strongly agree” findings are noticeably declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	49%	45%
Agree	46%	47%
Disagree	4%	6%
Strongly disagree	<1%	1%
(n)	(519)	(302)

2020 Survey

	Total staff	Teachers
Strongly agree	76%	77%
Agree	23%	22%
Disagree	1%	<1%
Strongly disagree	0%	0%
(n)	(486)	(263)

Praise for Hudsonville Public Schools feels like a personal compliment

Most HPS staff (90%) and teachers (89%) agree with the statement “When someone praises Hudsonville Public Schools, it feels like a personal compliment.”

This includes 36% of all HPS staff and 37% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	36%	37%
Agree	54%	52%
Disagree	10%	10%
Strongly disagree	<1%	<1%
(n)	(512)	(299)

2020 Survey

	Total staff	Teachers
Strongly agree	53%	53%
Agree	44%	43%
Disagree	3%	3%
Strongly disagree	0%	0%
(n)	(484)	(263)

You enjoy your work

Most HPS staff (95%) and all teachers (94%) agree with the statement “You enjoy your work.”

This includes 45% of all HPS staff and 38% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	45%	38%
Agree	50%	56%
Disagree	5%	7%
Strongly disagree	0%	0%
(n)	(528)	(304)

2020 Survey

	Total staff	Teachers
Strongly agree	69%	70%
Agree	30%	30%
Disagree	<1%	0%
Strongly disagree	<1%	0%
(n)	(488)	(264)

Your colleagues care about you

Almost all HPS staff (98%) and teachers (96%) agree with the statement “Your colleagues care about you,” including 50% of all HPS staff and 50% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	50%	50%
Agree	48%	46%
Disagree	3%	4%
Strongly disagree	0%	0%
(n)	(522)	(302)

2020 Survey

	Total staff	Teachers
Strongly agree	58%	61%
Agree	40%	37%
Disagree	2%	2%
Strongly disagree	0%	0%
(n)	(482)	(261)

Student learning is the focus at your school

Most HPS staff (95%) and teachers (94%) agree with the statement “Student learning is the focus at your school.”

This includes 45% of all HPS staff and 44% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	45%	44%
Agree	50%	50%
Disagree	4%	5%
Strongly disagree	<1%	<1%
(n)	(493)	(303)

2020 Survey

	Total staff	Teachers
Strongly agree	63%	62%
Agree	34%	34%
Disagree	3%	4%
Strongly disagree	0%	0%
(n)	(468)	(261)

Student learning is enjoyable at your building

Almost all HPS staff (95%) and teachers (95%) agree with the statement “Student learning is enjoyable at your building,” including 35% of all HPS staff and 32% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	35%	32%
Agree	60%	63%
Disagree	5%	5%
Strongly disagree	<1%	<1%
(n)	(486)	(302)

2020 Survey

	Total staff	Teachers
Strongly agree	53%	50%
Agree	46%	48%
Disagree	1%	3%
Strongly disagree	0%	0%
(n)	(458)	(261)

Quality work is expected of you

Almost all HPS staff (98%) and teachers (97%) agree with the statement “Quality work is expected of you,” including 58% of all staff and 55% of teachers who “strongly agree.”

The percent who reply “strongly agree” is the highest for both total staff and teachers among these 35 statements about the culture and work environment at HPS.

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	58%	55%
Agree	40%	42%
Disagree	2%	3%
Strongly disagree	0%	0%
(n)	(530)	(307)

2020 Survey

	Total staff	Teachers
Strongly agree	73%	70%
Agree	25%	28%
Disagree	11%	2%
Strongly disagree	<1%	<1%
(n)	(486)	(264)

You are recognized for good work

Approximately three-fourths of HPS staff (76%) and teachers (74%) agree with the statement “You are recognized for good work,” including 22% of all HPS staff and 17% of teachers who “strongly agree.”

These “strongly agree” findings are noticeably declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	22%	17%
Agree	54%	57%
Disagree	22%	23%
Strongly disagree	2%	3%
(n)	(519)	(304)

2020 Survey

	Total staff	Teachers
Strongly agree	42%	39%
Agree	49%	51%
Disagree	9%	9%
Strongly disagree	<1%	1%
(n)	(482)	(263)

You are clear about what your role is at your building

Almost all HPS staff (97%) and teachers (97%) agree with the statement “You are clear about what your role is at your building.” This includes 48% of all HPS staff and 50% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	48%	50%
Agree	49%	47%
Disagree	4%	3%
Strongly disagree	<1%	0%
(n)	(520)	(305)

2020 Survey

	Total staff	Teachers
Strongly agree	58%	61%
Agree	40%	38%
Disagree	2%	<1%
Strongly disagree	<1%	<1%
(n)	(485)	(263)

Others are clear about what your role is at your building

Most HPS staff (90%) and teachers (92%) agree with the statement “Others are clear about what your role is at your building,” including 37% of all HPS staff and 42% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	37%	42%
Agree	53%	50%
Disagree	10%	7%
Strongly disagree	<1%	<1%
(n)	(518)	(303)

2020 Survey

	Total staff	Teachers
Strongly agree	47%	52%
Agree	47%	44%
Disagree	6%	4%
Strongly disagree	<1%	0%
(n)	(483)	(263)

You work with people who treat you with respect

Almost all HPS staff (96%) and teachers (95%) agree with the statement “You work with people who treat you with respect,” including 50% of all staff and 48% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	50%	48%
Agree	46%	47%
Disagree	4%	4%
Strongly disagree	<1%	<1%
(n)	(523)	(304)

2020 Survey

	Total staff	Teachers
Strongly agree	56%	57%
Agree	40%	39%
Disagree	3%	3%
Strongly disagree	1%	2%
(n)	(485)	(263)

Working collaboratively is valued

Most HPS staff (94%) and teachers (93%) agree with the statement “Working collaboratively is valued,” including 45% of all staff and 40% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	45%	40%
Agree	49%	53%
Disagree	6%	6%
Strongly disagree	<1%	<1%
(n)	(509)	(302)

2020 Survey

	Total staff	Teachers
Strongly agree	55%	57%
Agree	39%	36%
Disagree	5%	7%
Strongly disagree	<1%	<1%
(n)	(476)	(263)

Your voice is heard within the Hudsonville Public Schools organization

Sixty-five percent of HPS staff and 58% of teachers agree with the statement “Your voice is heard within the Hudsonville Public Schools organization,” including only 13% of all staff and just 8% of teachers who “strongly agree.”

The percent who reply “strongly agree” is the second lowest for both total staff and teachers among these 35 statements about the culture and work environment at HPS.

These findings for “strongly agree/agree” are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	13%	8%
Agree	52%	50%
Disagree	29%	35%
Strongly disagree	6%	7%
(n)	(490)	(291)

2020 Survey

	Total staff	Teachers
Strongly agree	22%	20%
Agree	60%	58%
Disagree	15%	19%
Strongly disagree	3%	3%
(n)	(459)	(256)

Your colleagues support shared decision making

Most HPS staff (93%) and teachers (92%) agree with the statement “Your colleagues support shared decision making,” including 31% of all staff and 29% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	31%	29%
Agree	62%	63%
Disagree	7%	8%
Strongly disagree	0%	0%
(n)	(498)	(301)

2020 Survey

	Total staff	Teachers
Strongly agree	41%	44%
Agree	54%	51%
Disagree	4%	4%
Strongly disagree	<1%	<1%
(n)	(468)	(261)

Your immediate supervisor supports shared decision making

Most HPS staff (91%) and teachers (89%) agree with the statement “My immediate supervisor supports shared decision making,” including 46% of all staff and 42% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	46%	42%
Agree	45%	47%
Disagree	8%	9%
Strongly disagree	1%	1%
(n)	(496)	(296)

2020 Survey

	Total staff	Teachers
Strongly agree	55%	58%
Agree	37%	33%
Disagree	6%	7%
Strongly disagree	2%	2%
(n)	(469)	(260)

Administrators give good reasons for changes in how you do your job

Seventy-three percent of HPS staff and 70% of teachers agree with the statement “Administrators give good reasons for changes in how you do your job,” including 23% of all staff and 19% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	23%	19%
Agree	50%	51%
Disagree	23%	25%
Strongly disagree	4%	5%
(n)	(452)	(283)

2020 Survey

	Total staff	Teachers
Strongly agree	33%	33%
Agree	51%	48%
Disagree	13%	15%
Strongly disagree	3%	5%
(n)	(453)	(255)

The vision for Hudsonville Public Schools is shared by staff

Eighty-five percent of HPS staff and 82% of teachers agree with the statement “The vision for HPS is shared by staff,” including 21% of all staff and 18% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	21 ⁰ %	18 ⁰ %
Agree	64 ⁰ %	64 ⁰ %
Disagree	14 ⁰ %	16 ⁰ %
Strongly disagree	1 ⁰ %	1 ⁰ %
(n)	(479)	(287)

2020 Survey

	Total staff	Teachers
Strongly agree	40 ⁰ %	37 ⁰ %
Agree	53 ⁰ %	54 ⁰ %
Disagree	7 ⁰ %	8 ⁰ %
Strongly disagree	<1 ⁰ %	<1 ⁰ %
(n)	(467)	(257)

You have opportunity to innovate

Seven-eighths of both HPS staff (87%) and teachers (87%) responding agree with the statement “You have opportunity to innovate.” This included 23% of all staff and 21% of teachers who reply “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	23%	21%
Agree	64%	66%
Disagree	12%	12%
Strongly disagree	1%	1%
(n)	(477)	(296)

2020 Survey

	Total staff	Teachers
Strongly agree	36%	36%
Agree	56%	55%
Disagree	8%	9%
Strongly disagree	<1%	0%
(n)	(452)	(259)

You have opportunities to enhance your skills or develop new skills

Most HPS staff (89%) and teachers (91%) agree with the statement “You have opportunities to enhance your skills develop new skills,” including 26% of all staff and 26% of teachers who reply “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	26%	26%
Agree	63%	65%
Disagree	11%	8%
Strongly disagree	<1%	<1%
(n)	(488)	(303)

2020 Survey

	Total staff	Teachers
Strongly agree	37%	38%
Agree	57%	58%
Disagree	6%	4%
Strongly disagree	<1%	0%
(n)	(460)	(257)

You have opportunities to receive effective professional development

Seven-eighths of HPS staff (88%) and most teachers (94%) of teachers responding agree with the statement “You have opportunities to receive effective professional development.”

This includes 30% of all staff and 33% of teachers who reply “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	30%	33%
Agree	58%	61%
Disagree	11%	5%
Strongly disagree	<1%	<1%
(n)	(481)	(301)

2020 Survey

	Total staff	Teachers
Strongly agree	36%	39%
Agree	56%	58%
Disagree	7%	3%
Strongly disagree	1%	<1%
(n)	(453)	(262)

You are receiving effective professional development

Two-thirds of all HPS staff (66%) and teachers (66%) responding agree with the statement “You are receiving effective professional development.”

This includes just 13% of all HPS staff and 10% of teachers who reply “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	13%	10%
Agree	53%	56%
Disagree	30%	29%
Strongly disagree	4%	5%
(n)	(464)	(298)

2020 Survey

	Total staff	Teachers
Strongly agree	25%	22%
Agree	57%	60%
Disagree	16%	16%
Strongly disagree	2%	2%
(n)	(437)	(258)

You have opportunities to learn from your colleagues

Eighty-nine percent of HPS staff and 86% of teachers agree with the statement “You have opportunities to learn from your colleagues,” including 25% of all staff and 20% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	25%	20%
Agree	64%	66%
Disagree	11%	14%
Strongly disagree	<1%	<1%
(n)	(509)	(302)

2020 Survey

	Total staff	Teachers
Strongly agree	38%	34%
Agree	55%	57%
Disagree	6%	9%
Strongly disagree	<1%	<1%
(n)	(465)	(263)

You work in an intellectually stimulating environment

Most HPS staff (9%) and teachers (93%) agree with the statement “You work in an intellectually stimulating environment,” including 31% of all staff and 26% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	31%	26%
Agree	63%	67%
Disagree	6%	6%
Strongly disagree	<1%	<1%
(n)	(498)	(298)

2020 Survey

	Total staff	Teachers
Strongly agree	44%	43%
Agree	51%	52%
Disagree	5%	5%
Strongly disagree	<1%	<1%
(n)	(463)	(261)

You are challenged to grow as a professional

Approximately seven-eighths of HPS staff (86%) and teachers (87%) agree with the statement “You are challenged to grow as a professional.”

This includes 30% of all HPS staff and 27% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	30%	27%
Agree	56%	60%
Disagree	14%	13%
Strongly disagree	0%	0%
(n)	(485)	(299)

2020 Survey

	Total staff	Teachers
Strongly agree	44%	46%
Agree	48%	45%
Disagree	7%	8%
Strongly disagree	<1%	<1%
(n)	(459)	(263)

Our schools are safe on an everyday basis

Eighty-two percent of HPS staff and 78% of teachers agree with the statement “Our schools are safe on an everyday basis.” This includes 25% of all staff and 22% of teachers who “strongly agree.”

Not surprising because of the many school shootings throughout the US, these “strongly agree” findings are noticeably declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	25%	22%
Agree	57%	56%
Disagree	15%	20%
Strongly disagree	3%	2%
(n)	(511)	(301)

2020 Survey

	Total staff	Teachers
Strongly agree	47%	46%
Agree	47%	47%
Disagree	5%	6%
Strongly disagree	<1%	<1%
(n)	(478)	(262)

Our schools would be safe in an emergency situation

Seventy-nine percent of HPS staff and 75% of teachers agree with the statement “Our schools would be safe in an emergency situation.”

This includes 21% of all staff and 17% of teachers who “strongly agree.”

Not surprising because of the many school shootings throughout the US, these “strongly agree” findings are noticeably declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	21%	17%
Agree	58%	58%
Disagree	18%	23%
Strongly disagree	3%	2%
(n)	(498)	(295)

2020 Survey

	Total staff	Teachers
Strongly agree	38%	34%
Agree	55%	58%
Disagree	6%	8%
Strongly disagree	<1%	<1%
(n)	(472)	(259)

Our school entrances are secure

Eighty-three percent of HPS staff and 80% of teachers agree with the statement “Our school entrances are secure.”

This includes 25% of all staff and 22% of teachers who “strongly agree.”

Not surprising because of the many school shootings throughout the US, these “strongly agree” findings are noticeably declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	25%	22%
Agree	58%	58%
Disagree	15%	19%
Strongly disagree	2%	1%
(n)	(512)	(299)

2020 Survey

	Total staff	Teachers
Strongly agree	43%	42%
Agree	50%	52%
Disagree	6%	6%
Strongly disagree	<1%	<1%
(n)	(476)	(262)

Appropriate student behavior and discipline is consistently enforced

Only 57% of all HPS staff and 49% of teachers responding agree with the statement “Appropriate student behavior and discipline is consistently enforced.”

This includes just 10% of all staff and 8% of teachers who “strongly agree.”

The percent who reply “strongly agree” is the lowest for both total staff and teachers among these 35 statements about the culture and work environment at HPS.

These findings for “strongly agree/agree” are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	10%	8%
Agree	47%	41%
Disagree	34%	38%
Strongly disagree	9%	12%
(n)	(499)	(301)

2020 Survey

	Total staff	Teachers
Strongly agree	24%	19%
Agree	52%	53%
Disagree	20%	24%
Strongly disagree	4%	4%
(n)	(455)	(254)

Hudsonville Public Schools supports students to be safe from intimidation and harassment

Eighty percent of all HPS staff and 77% of teachers agree with the statement “HPS supports students to be safe from intimidation and harassment.”

This includes only 15% of all staff and 11% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	15%	11%
Agree	65%	66%
Disagree	18%	20%
Strongly disagree	3%	3%
(n)	(477)	(290)

2020 Survey

	Total staff	Teachers
Strongly agree	32%	29%
Agree	61%	63%
Disagree	6%	8%
Strongly disagree	<1%	<1%
(n)	(456)	(251)

Hudsonville Public Schools supports students to be safe from texting/online intimidation and harassment

Eighty-one percent of all HPS staff and 75% of teachers agree with the statement “HPS supports students to be safe from *cyber* intimidation and harassment.”

This includes only 14% of all staff and 10% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	14%	10%
Agree	67%	65%
Disagree	17%	22%
Strongly disagree	2%	2%
(n)	(375)	(234)

2020 Survey

	Total staff	Teachers
Strongly agree	24%	20%
Agree	68%	68%
Disagree	7%	10%
Strongly disagree	1%	2%
(n)	(387)	(216)

Hudsonville Public Schools supports ALL students to feel that they belong at their school

Approximately three-fourths of HPS total staff (76%) and teachers (73%) agree with the statement “HPS supports ALL students to feel that they belong at their school.”

This includes only 18% of all staff and 15% of teachers who “strongly agree.”

This question was not asked in the 2020 Staff SOAR survey.

2023 Survey

	Total staff	Teachers
Strongly agree	18%	15%
Agree	58%	58%
Disagree	21%	22%
Strongly disagree	3%	5%
(n)	(474)	(292)

Hudsonville Public Schools supports ALL students to feel that they are connected to other students at their school

Approximately three-fourths of HPS total staff (77%) and teachers (73%) agree with the statement “HPS supports ALL students to feel that they are connected to other students at their school.”

This includes only 17% of all staff and 15% of teachers who “strongly agree.”

This question was not asked in the 2020 Staff SOAR survey.

2023 Survey

	Total staff	Teachers
Strongly agree	17%	15%
Agree	60%	58%
Disagree	20%	22%
Strongly disagree	3%	4%
(n)	(464)	(289)

Hudsonville Public Schools provides a school environment that feels welcoming to ALL students and their families

Approximately three-fourths of HPS total staff (75%) and teachers (72%) agree with the statement “HPS provides a school environment that feels welcoming to ALL students and their families.”

This includes only 19% of all staff and 16% of teachers who “strongly agree.”

This question was not asked in the 2020 Staff SOAR survey.

2023 Survey

	Total staff	Teachers
Strongly agree	19%	16%
Agree	56%	56%
Disagree	22%	23%
Strongly disagree	3%	5%
(n)	(476)	(290)

Hudsonville Public Schools provides a school environment with opportunity for ALL students to grow and succeed

Seventy-nine percent of HPS staff and 75% of teachers agree with the statement “HPS provides a school environment with opportunity for ALL students to grow and succeed.”

This includes 21% of all staff and 18% of teachers who “strongly agree.”

This question was not asked in the 2020 Staff SOAR survey.

2023 Survey

	Total staff	Teachers
Strongly agree	21%	18%
Agree	58%	56%
Disagree	20%	24%
Strongly disagree	2%	3%
(n)	(487)	(297)

Additional comments about Culture and Work Environment

Q. Do you have any additional comments about Culture and Work Environment?

More frequently mentioned unaided comments about Culture and Work Environment include:

- ❖ Students are not consistently held accountable for inappropriate behavior and disrespect to both teachers and other students.
- ❖ Not as welcoming or inclusive for ALL students as in previous years, especially with respect to race, ethnicity, sexual orientation, and income level.
- ❖ Working relationships could be improved in their building.
- ❖ Do not feel adequately listened to and supported.
- ❖ Professional development can be more focused and in-depth.
- ❖ There is too much professional development.

Verbatim replies to this question are reported in the separate appendix of verbatim comments.

SURVEY FINDINGS AND DISCUSSION

Communication

Have the tools to communicate effectively with parents

Support to understand and use newer technology communication tools to communicate effectively with parents

Public image

Web site – to inform parents

PowerSchool – to inform parents

Appleseed district newsletter – to inform parents and community

Communication

Total staff (n = 619)

	Strongly agree	Agree	Disagree	Strongly disagree
HPS provides me with the tools to communicate effectively with parents	34%	61%	5%	0%
HPS provides me with the support to understand and use newer technology communication tools to communicate effectively with parents	23%	60%	15%	1%
HPS has a good public image	17%	63%	19%	1%
HPS web site is easy for me to use to inform and communicate to parents	22%	67%	8%	2%
PowerSchool online system is easy for me to use to inform and communicate to parents	23%	62%	15%	<1%
<i>Appleseed</i> district newsletter informs parents and our community about our Hudsonville district and its education successes and achievements, programs, services, operations & events	28%	70%	2%	<1%

Teachers (n = 341)

	Strongly agree	Agree	Disagree	Strongly disagree
HPS provides me with the tools to communicate effectively with parents	35%	61%	4%	0%
HPS provides me with the support to understand and use newer technology communication to communicate effectively with parents	23%	61%	15%	<1%
HPS has a good public image	16%	60%	23%	1%
HPS web site is easy for me to use to inform and communicate to parents	20%	70%	8%	2%
PowerSchool online system is easy for me to use to inform and communicate to parents	25%	61%	14%	<1%
<i>Appleseed</i> district newsletter informs parents and our community about our Hudsonville district and its education successes and achievements, programs, services, operations & events	28%	70%	1%	<1%

HPS provides me with the tools to communicate effectively with parents

Almost all HPS staff (95%) and teachers (96%) agree with the statement “HPS provides me with the tools to communicate effectively with parents.”

This includes 34% of all HPS staff and 35% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	34%	35%
Agree	61%	61%
Disagree	5%	4%
Strongly disagree	0%	0%
(n)	(433)	(285)

2020 Survey

	Total staff	Teachers
Strongly agree	42%	46%
Agree	56%	52%
Disagree	2%	2%
Strongly disagree	0%	0%
(n)	(405)	(258)

HPS provides me with support to understand and use newer technology communication tools to communicate effectively with parents

Eighty-three percent of all HPS staff and 84% of teachers agree with the statement “HPS provides me with the support to understand and use newer technology communication tools such as blogs, texts and social media to communicate effectively with parents.”

This includes 23% of all HPS staff and 23% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	23%	23%
Agree	60%	61%
Disagree	15%	15%
Strongly disagree	1%	<1%
(n)	(407)	(277)

2020 Survey

	Total staff	Teachers
Strongly agree	24%	25%
Agree	59%	54%
Disagree	17%	20%
Strongly disagree	<1%	<1%
(n)	(367)	(252)

Hudsonville Public Schools has a good public image

Eighty percent of all HPS staff and 76% of teachers responding agree with the statement “HPS has a good public image.”

This includes just 17% of all staff and 16% of teachers who “strongly agree.”

These findings are significantly declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	17%	16%
Agree	63%	60%
Disagree	19%	23%
Strongly disagree	1%	1%
(n)	(473)	(280)

2020 Survey

	Total staff	Teachers
Strongly agree	59%	59%
Agree	40%	40%
Disagree	<1%	2%
Strongly disagree	0%	0%
(n)	(475)	(259)

HPS web site easy to use to inform and communicate to parents

Most HPS staff (89%) and teachers (90%) responding agree with the statement “The Hudsonville Public Schools web site is easy for me to use to inform and communicate to parents.

This includes 22% of all staff and 20% of teachers who “strongly agree.”

These “strongly agree” findings are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	22%	20%
Agree	67%	70%
Disagree	8%	8%
Strongly disagree	2%	2%
(n)	(401)	(259)

2020 Survey

	Total staff	Teachers
Strongly agree	32%	30%
Agree	60%	62%
Disagree	7%	7%
Strongly disagree	<1%	<1%
(n)	(365)	(231)

PowerSchool easy to use to inform and communicate to parents

Eighty-six percent of HPS teachers (94%) and 85% of HPS total staff agree with the statement “PowerSchool is easy for me to use to inform and communicate to parents.”

This includes 23% of teachers and 25% of total staff who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	23%	25%
Agree	62%	61%
Disagree	15%	14%
Strongly disagree	<1%	<1%
(n)	(365)	(249)

2020 Survey

	Total staff	Teachers
Strongly agree	27%	27%
Agree	65%	67%
Disagree	7%	6%
Strongly disagree	<1%	<1%
(n)	(327)	(219)

***Appleseed* district newsletter informs parents and community**

Almost all HPS staff (98%) and teachers (98%) responding agree with the statement “The *Appleseed* district newsletter informs ***parents and our community*** about our Hudsonville district and its education successes and achievements, programs, services, operations and events.”

This includes 28% of all staff and 28% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	28%	28%
Agree	70%	70%
Disagree	2%	1%
Strongly disagree	<1%	<1%
(n)	(454)	(267)

2020 Survey

	Total staff	Teachers
Strongly agree	35%	31%
Agree	63%	66%
Disagree	1%	2%
Strongly disagree	0%	0%
(n)	(427)	(243)

Additional comments about Communication

Q. Do you have any additional comments about Communication?

More frequently mentioned unaided comments about Communications include:

- ❖ Teachers and staff ask for more training on PowerSchool so that they can use it more effectively.
- ❖ Some staff like the website changes, while others say more still needs to be updated.
- ❖ There is concern that the Board is harming Hudsonville Public Schools' reputation.

Verbatim replies to this question are reported in the separate appendix of verbatim comments.

SURVEY FINDINGS AND DISCUSSION

Leadership

Building's or immediate supervisor's leadership

Central Office leadership

Superintendent's leadership

Board of Education's leadership

Additional comments or suggestions about leadership

Leadership

Total staff (n = 619)

Satisfaction with	Completely	Very	Somewhat	Slightly	Not at all
Your building's or immediate supervisor's leadership	33%	36%	23%	7%	1%
Leadership from the district's Central Office	14%	34%	34%	13%	5%
Superintendent's leadership	30%	45%	19%	5%	1%
Board of Education's leadership	6%	20%	37%	23%	14%

Teachers (n = 341)

Satisfaction with	Completely	Very	Somewhat	Slightly	Not at all
Your building's or immediate supervisor's leadership	29%	36%	26%	8%	1%
Leadership from the district's Central Office	9%	31%	38%	16%	6%
Superintendent's leadership	26%	49%	20%	4%	<1%
Board of Education's leadership	4%	20%	35%	25%	15%

Your building's or immediate supervisor's leadership

Sixty-nine percent of HPS staff and 65% of teachers are “completely or very satisfied” with their building's or immediate supervisor's leadership, which are declined from the 2020 SOAR Staff survey.

This includes 33% of all HPS staff and 29% of teachers who are “completely satisfied,” which are also declined from the 2020 SOAR Staff survey.

Just 1% of all HPS staff and 1% of teachers are “not at all satisfied.”

2023 Survey

	Total staff	Teachers
Completely satisfied	33%	29%
Very satisfied	36%	36%
Somewhat satisfied	23%	26%
Slightly satisfied	7%	8%
Not at all satisfied	1%	1%
(n)	(480)	(256)

2020 Survey

	Total staff	Teachers
Completely satisfied	48%	50%
Very satisfied	31%	29%
Somewhat satisfied	13%	13%
Slightly satisfied	4%	4%
Not at all satisfied	3%	4%
(n)	(465)	(256)

Central Office's leadership

Only approximately half of HPS total staff (48%) and teachers (50%) are “completely or very satisfied” with the district’s Central Office’s leadership.

This includes just 14% of all HPS staff and 9% of teachers who are “completely satisfied.”

Five percent of all HPS staff and 6% of teachers are “not at all satisfied.”

2023 Survey

	Total staff	Teachers
Completely satisfied	14%	9%
Very satisfied	34%	31%
Somewhat satisfied	34%	38%
Slightly satisfied	13%	16%
Not at all satisfied	5%	6%
(n)	(462)	(278)

2020 Survey

	Total staff	Teachers
Completely satisfied	19%	14%
Very satisfied	45%	39%
Somewhat satisfied	26%	34%
Slightly satisfied	8%	11%
Not at all satisfied	2%	2%
(n)	(440)	(256)

Superintendent's leadership

Three-fourths of all HPS staff (75%) and teachers (75%) responding are “completely or very satisfied” with the Superintendent’s leadership.

This includes 30% of all HPS staff and 26% of teachers who are “completely satisfied.”

Just 1% of all HPS staff and fewer than 1% of teachers are “not at all satisfied.”

2023 Survey

	Total staff	Teachers
Completely satisfied	30%	26%
Very satisfied	45%	49%
Somewhat satisfied	19%	20%
Slightly satisfied	5%	4%
Not at all satisfied	1%	<1%
(n)	(465)	(280)

2020 Survey

	Total staff	Teachers
Completely satisfied	36%	27%
Very satisfied	44%	47%
Somewhat satisfied	15%	21%
Slightly satisfied	4%	5%
Not at all satisfied	<1%	<1%
(n)	(453)	(253)

Board of Education's leadership

Only approximately one-fourth of all HPS staff (26%) and teachers (24%) responding are “completely or very satisfied” with the Board of Education’s leadership.

This includes just 6% of all HPS staff and 4% of teachers who are “completely satisfied.”

A substantial 14% of all HPS staff and 15% of teachers are “not at all satisfied.”

These findings are significantly declined from the 2020 SOAR Staff survey, and likely associated with the similar declines in many of the findings on the HPS Culture and Work Environment.

2023 Survey

	Total staff	Teachers
Completely satisfied	6%	4%
Very satisfied	20%	20%
Somewhat satisfied	37%	35%
Slightly satisfied	23%	25%
Not at all satisfied	14%	15%
(n)	(457)	(272)

2020 Survey

	Total staff	Teachers
Completely satisfied	33%	28%
Very satisfied	54%	55%
Somewhat satisfied	12%	15%
Slightly satisfied	1%	2%
Not at all satisfied	0%	0%
(n)	(422)	(247)

Additional information or suggestions if “slightly or not at all” satisfied with Hudsonville Public Schools leadership

Q. In an effort to help everyone grow as leaders, if you selected “slightly” or “not at all” satisfied to any of the above, please provide us with additional information or suggestions.

More frequently mentioned unaided comments and suggestions about Leadership include:

- ❖ Teachers do not feel respected by some of the Board members.
- ❖ Staff feels the Board has become too political, and are not putting all students and their education first.
- ❖ Staff feels Central Office administrators and a few building administrators are not connected enough to what teachers and staff do on a daily basis, leading to decisions that don’t work out as intended.
- ❖ Many staff express their appreciation for Dr. VanderJagt.

Verbatim replies to this question are reported in the separate appendix of verbatim comments.

SURVEY FINDINGS AND DISCUSSION

Student Achievement and Learning

HPS staff believes every child can learn.

The instructional program at HPS is challenging.

HPS provides an atmosphere where every child can succeed.

Quality work is expected of all students at HPS.

The classes and subjects taught at Hudsonville Public Schools are relevant to the life of most students.

Our students place a very high importance on their own academic achievement.

Hudsonville's parents place a very high importance on their children's academic achievement.

The Hudsonville community places a very high importance on academic achievement at HPS.

Hudsonville Public Schools helps parents support their children's learning.

Students' social and emotional needs are being supported by HPS.

HPS has prioritized the development of systems and programs that support students' emotional growth.

HPS' staff works effectively with families with children with significant social, behavioral and emotional issues.

HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues.

The implementation of PBIS positively affects my work environment.

PBIS has had a positive impact.

HPS staff works effectively with students who receive special education services.

HPS values inclusion of students with special needs.

HPS staff works effectively with students who live in poverty.

HPS' staff works effectively with students who are struggling with READING (but do not receive special education services).

HPS' staff works effectively with students who are struggling with MATH (but do not receive special education services).

HPS' staff works effectively with students who are struggling OVERALL academically (but do not receive special education services).

If a student is struggling in a class, it is easy for them to get assistance or tutoring support after school from a teacher or another staff member right at their school.

HPS staff works effectively with academically advanced students.

HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically.

HPS staff works effectively with students who are English Language Learners.

HPS students have good study and homework skills.

HPS students have effective persuasive writing skills.

HPS students have effective reading skills.

HPS provides appropriate resources for teachers to help academically struggling students.

HPS offers its middle school students a wide variety of electives.

Hudsonville High School's graduates are well prepared for everyday life.

Hudsonville High School's graduates are well prepared for work and careers.

Hudsonville High School's graduates are well prepared to continue their formal education.

HPS staff works effectively with students who take an alternative pathway to graduation.

HPS teaches its students to be self-aware.

HPS teaches its students to learn to have empathy for others.

HPS teaches its students to learn to be responsible for their own actions.

I can see the results of my work with students.

The number of students in most classrooms is reasonable to be able to teach effectively.

HPS supports positive personal relationships between students and staff.

HPS supports effective parent involvement.

HPS facilities are adequate for learning and teaching.

Additional comments about Student Achievement and Learning

Student Achievement and Learning

At your grade level, incoming students are prepared for the challenges of your curriculum.

Your students are sufficiently progressing to be prepared for the challenges of the curriculum at their next year's grade level.

HPS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.

HPS should explore alternative pathways to graduation.

HPS provides sufficient STEAM opportunities.

HPS should expand its world/foreign language instruction.

In HPS, student learning and achievement are being enhanced by:

Differentiating instruction.

Addressing individual learning styles.

Integrating technology into the everyday curriculum.

Integrating instruction across the curriculum.

Curriculum consistently applied among teachers teaching the same grade or class.

Multi-tiered Systems of Supports (MTSS).

PBIS.

Trauma informed practices.

Social Emotional Learning (SEL).

Using common assessments related to standards.

Student self-assessments.

Our preschool programs.

Teaching to the State of Michigan's standards.

Teachers' use of student achievement data.

Including character principles into our curriculum.

Including career awareness and career pathways in our curriculum.

Focus on Skills4Success (secondary).

Additional comments about Student Learning and Achievement.

Student Achievement and Learning

Teachers

Among 42 statements about Student Achievement and Teaching and Learning at SJPS, with response options strongly agree, agree, disagree, or strongly disagree:

At least 40% of the teachers responding “strongly agree” with:

“Our HPS staff believes every student can learn” (45%)

At least 30% of the teachers “strongly agree” with:

“HPS values inclusion of students with special needs” (33%)

“I can see the results of my work with students” (32%)

“HPS supports positive personal relationships between students and staff” (31%)

10% or fewer of the teachers “strongly agree” with:

“HPS teaches its students to be self-aware” (10%)

“The number of students in most classrooms is reasonable to be able to teach effectively” (10%)

“HPS provides appropriate resources for teachers to help academically struggling students” (10%)

“HPS staff works effectively with academically advanced students” (10%)

“HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues” (10%)

“HPS students have effective reading skills” (8%)

“HPS students have effective persuasive writing skills” (6%)

“HPS students have good study and homework skills” (6%)

Student Achievement and Learning

Total Staff

Among 42 statements about Student Achievement and Teaching and Learning at SJPS, with response options strongly agree, agree, disagree, or strongly disagree:

At least 40% of the total staff responding “strongly agree” with:

“Our HPS staff believes every student can learn” (44%)

At least 30% of the total staff “strongly agree” with:

“HPS values inclusion of students with special needs” (34%)

“I can see the results of my work with students” (32%)

“HPS supports positive personal relationships between students and staff” (31%)

Fewer than 15% of the total staff “strongly agree” with:

“HPS teaches its students to learn to have empathy for others” (14%)

“Our students place a very high importance on their own academic achievement” (14%)

“HPS teaches its students to learn to be responsible for their own actions” (14%)

“The number of students in most classrooms is reasonable to be able to teach effectively” (14%)

“HPS staff works effectively with students who take an alternative pathway to graduation” (13%)

“HPS staff works effectively with academically advanced students” (13%)

“HPS provides appropriate resources for teachers to help academically struggling students” (12%)

“HPS students have effective reading skills” (11%)

“HPS teaches its students to be self-aware” (11%)

“HPS students have effective persuasive writing skills” (10%)

“HPS students have good study and homework skills” (8%)

Student Achievement and Learning

2023 Survey: Teachers (n = 341)

	Strongly agree	Agree	Disagree	Strongly disagree
Our HPS staff believes every student can learn	45%	51%	4%	0%
The instructional program at HPS is challenging	29%	62%	8%	<1%
HPS provides an atmosphere where every student can succeed	24%	60%	15%	1%
Quality work is expected of all students at HPS	27%	60%	11%	2%
Classes and subjects taught at HPS are relevant to the life of most students	23%	71%	6%	0%
Our students place a very high importance on their own academic achievement	12%	70%	16%	2%
Hudsonville parents place a very high importance on their children's academic achievement	16%	79%	5%	0%
The HPS community places a very high importance on academic achievement	21%	75%	4%	<1%
HPS helps parents support their children's learning	16%	77%	7%	<1%
Students' social and emotional needs are being supported by HPS	14%	62%	22%	3%
HPS has prioritized the development of systems and programs that support students' emotional growth	15%	64%	19%	2%
HPS staff works effectively with families with children with significant social, behavioral and emotional issues	16%	65%	16%	4%
HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues	10%	48%	34%	9%
The implementation of PBIS positively affects my work environment	20%	47%	27%	5%
PBIS has had a positive impact	21%	49%	26%	5%

Student Achievement and Learning

2023 Survey: Teachers (n = 341) {continued}

	Strongly agree	Agree	Disagree	Strongly disagree
HPS staff works effectively with students who receive special education services	29%	63%	8%	<1%
HPS values inclusion of students with special needs	33%	63%	4%	<1%
HPS staff works effectively with students who live in poverty	19%	72%	8%	<1%
HPS staff works effectively with students struggling with READING	18%	57%	21%	4%
HPS staff works effectively with students struggling with MATH	18%	63%	16%	3%
HPS staff works effectively with students struggling overall academically	16%	61%	20%	3%
If a student is struggling in a class, it is easy for them to get assistance or tutoring support after school from a teacher or another staff member right at their school	15%	62%	21%	2%
HPS staff works effectively with academically advanced students	10%	49%	33%	8%
HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically	21%	72%	6%	<1%
HPS staff works effectively with students who are English Language Learners	13%	72%	14%	<1%
HPS students have good study and homework skills	6%	54%	36%	4%
HPS students have effective persuasive writing skills	6%	65%	27%	1%
HPS students have effective reading skills	8%	78%	13%	<1%
HPS provides appropriate resources for teachers to help academically struggling students	10%	57%	29%	3%
HPS offers its middle school students a wide variety of electives	15%	68%	10%	7%

Student Achievement and Learning

2023 Survey: Teachers (n = 341) {continued}

	Strongly agree	Agree	Disagree	Strongly disagree
Hudsonville HS graduates are well prepared for everyday life	17%	77%	7%	0%
Hudsonville HS graduates are well prepared for work and careers	16%	78%	6%	<1%
Hudsonville HS graduates are well prepared to continue their formal education	25%	74%	2%	0%
HPS staff works effectively with students who take an alternative pathway to graduation	13%	73%	11%	3%
HPS teaches its students to be self-aware	10%	74%	16%	0%
HPS teaches its students to learn to have empathy for others	13%	73%	11%	2%
HPS teaches its students to learn to be responsible for their own actions	12%	69%	17%	2%
I can see the results of my work with students	32%	66%	2%	0%
The number of students in most classrooms is reasonable to be able to teach effectively	10%	59%	25%	6%
HPS supports positive personal relationships between students and staff	31%	66%	2%	<1%
HPS supports effective parent involvement	19%	75%	5%	<1%
Our HPS facilities are adequate for learning and teaching	23%	63%	14%	<1%

Student Achievement and Learning

2023 Survey: Total Staff (n = 619)

	Strongly agree	Agree	Disagree	Strongly disagree
Our HPS staff believes every student can learn	44%	53%	3%	<1%
The instructional program at HPS is challenging	29%	62%	9%	<1%
HPS provides an atmosphere where every student can succeed	24%	62%	14%	<1%
Quality work is expected of all students at HPS	28%	61%	10%	1%
Classes and subjects taught at HPS are relevant to the life of most students	22%	71%	7%	<1%
Our students place a very high importance on their own academic achievement	14%	70%	14%	1%
Hudsonville parents place a very high importance on their children's academic achievement	19%	75%	5%	<1%
The HPS community places a very high importance on academic achievement	25%	71%	4%	<1%
HPS helps parents support their children's learning	18%	73%	9%	<1%
Students' social and emotional needs are being supported by HPS	16%	63%	19%	2%
HPS has prioritized the development of systems and programs that support students' emotional growth	19%	62%	17%	2%
HPS staff works effectively with families with children with significant social, behavioral and emotional issues	22%	59%	16%	3%
HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues	16%	46%	30%	8%
The implementation of PBIS positively affects my work environment	26%	45%	23%	6%
PBIS has had a positive impact	28%	45%	22%	6%

Student Achievement and Learning

2023 Survey: Total Staff (n = 619) {continued}

	Strongly agree	Agree	Disagree	Strongly disagree
HPS staff works effectively with students who receive special education services	29%	63%	8%	<1%
HPS values inclusion of students with special needs	34%	60%	6%	<1%
HPS staff works effectively with students who live in poverty	22%	69%	8%	<1%
HPS staff works effectively with students struggling with READING	21%	58%	18%	3%
HPS staff works effectively with students struggling with MATH	20%	63%	15%	2%
HPS staff works effectively with students struggling overall academically	17%	61%	19%	2%
If a student is struggling in a class, it is easy for them to get assistance or tutoring support after school from a teacher or another staff member right at their school	17%	64%	18%	1%
HPS staff works effectively with academically advanced students	13%	50%	31%	7%
HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically	22%	71%	6%	<1%
HPS staff works effectively with students who are English Language Learners	16%	71%	13%	<1%
HPS students have good study and homework skills	8%	57%	31%	4%
HPS students have effective persuasive writing skills	10%	66%	22%	2%
HPS students have effective reading skills	11%	77%	11%	<1%
HPS provides appropriate resources for teachers to help academically struggling students	12%	60%	26%	3%
HPS offers its middle school students a wide variety of electives	18%	67%	10%	5%

Student Achievement and Learning

2023 Survey: Total Staff (n = 619) {continued}

	Strongly agree	Agree	Disagree	Strongly disagree
Hudsonville HS graduates are well prepared for everyday life	18%	75%	7%	<1%
Hudsonville HS graduates are well prepared for work and careers	18%	74%	8%	<1%
Hudsonville HS graduates are well prepared to continue their formal education	26%	72%	2%	0%
HPS staff works effectively with students who take an alternative pathway to graduation	13%	69%	15%	3%
HPS teaches its students to be self-aware	11%	75%	14%	0%
HPS teaches its students to learn to have empathy for others	14%	74%	10%	2%
HPS teaches its students to learn to be responsible for their own actions	14%	69%	15%	2%
I can see the results of my work with students	32%	66%	2%	0%
The number of students in most classrooms is reasonable to be able to teach effectively	14%	60%	21%	5%
HPS supports positive personal relationships between students and staff	31%	67%	2%	<1%
HPS supports effective parent involvement	20%	74%	5%	<1%
Our HPS facilities are adequate for learning and teaching	25%	63%	12%	<1%

HPS staff believes every child can learn

Almost all HPS teachers (96%) agree “HPS staff believes every child can learn,” including 45% who “strongly agree.”

Almost all HPS staff (97%) responding agree with this statement, including 44% who “strongly agree.”

Moreover, these “strongly agree” percentages are the highest for both teachers and total staff among the 42 attributes evaluated for Student Learning and Achievement.

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	44%	45%
Agree	53%	51%
Disagree	3%	4%
Strongly disagree	<1%	0%
(n)	(450)	(264)

2020 Survey

	Total staff	Teachers
Strongly agree	56%	53%
Agree	44%	47%
Disagree	<1%	<1%
Strongly disagree	0%	0%
(n)	(445)	(249)

The instructional program at HPS is challenging

Most teachers (91%) responding agree with the statement “The instructional program at HPS is challenging,” including 29% who “strongly agree.”

Most HPS total staff (91%) responding agree with this statement, including 29% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	29%	29%
Agree	62%	62%
Disagree	9%	8%
Strongly disagree	<1%	<1%
(n)	(422)	(258)

2020 Survey

	Total staff	Teachers
Strongly agree	46%	47%
Agree	50%	49%
Disagree	4%	4%
Strongly disagree	0%	0%
(n)	(420)	(245)

HPS provides an atmosphere where every child can succeed

Eighty-four percent of HPS teachers responding agree with the statement “HPS provides an atmosphere where every child can succeed,” including 24% who “strongly agree.”

Eighty-six percent of HPS total staff responding agree with this statement, including 24% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	24%	24%
Agree	62%	60%
Disagree	14%	15%
Strongly disagree	<1%	1%
(n)	(435)	(260)

2020 Survey

	Total staff	Teachers
Strongly agree	38%	34%
Agree	54%	54%
Disagree	9%	12%
Strongly disagree	0%	0%
(n)	(433)	(246)

Quality work is expected of all students at HPS

Eighty-seven percent of teachers agree with the statement “Quality work is expected of all students at HPS,” including 27% who “strongly agree.”

Eighty-nine percent of HPS total staff responding agree with this statement, including 28% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	28%	27%
Agree	61%	60%
Disagree	10%	11%
Strongly disagree	1%	2%
(n)	(436)	(262)

2020 Survey

	Total staff	Teachers
Strongly agree	41%	38%
Agree	55%	58%
Disagree	4%	4%
Strongly disagree	<1%	<1%
(n)	(427)	(245)

Classes and subjects taught at HPS are relevant to the life of most students

Most teachers (94%) agree with the statement “Classes and subjects taught at Hudsonville Public Schools are relevant to the life of most students,” including 23% who “strongly agree.”

Most HPS total staff (93%) responding agree with this statement, including 22% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	22%	23%
Agree	71%	71%
Disagree	7%	6%
Strongly disagree	0%	0%
(n)	(418)	(252)

2020 Survey

	Total staff	Teachers
Strongly agree	34%	34%
Agree	63%	63%
Disagree	4%	3%
Strongly disagree	0%	0%
(n)	(409)	(240)

Our students place a very high importance on their own academic achievement

Eighty-two percent of teachers agree with the statement “Our students place a very high importance on their own academic achievement,” including 12% who “strongly agree.”

Eighty-four percent of HPS total staff responding agree with this statement, including 14% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	14%	12%
Agree	70%	70%
Disagree	14%	16%
Strongly disagree	1%	2%
(n)	(415)	(255)

2020 Survey

	Total staff	Teachers
Strongly agree	22%	18%
Agree	73%	76%
Disagree	5%	5%
Strongly disagree	<1%	<1%
(n)	(402)	(233)

Hudsonville’s parents place a very high importance on their children’s academic achievement

Almost all HPS teachers (95%) agree with the statement “Hudsonville’s’ parents place a very high importance on their children’s academic achievement,” including 16% who “strongly agree.”

Most HPS total staff (94%) responding agree with this statement, including 19% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	19%	16%
Agree	75%	79%
Disagree	5%	5%
Strongly disagree	<1%	0%
(n)	(431)	(262)

2020 Survey

	Total staff	Teachers
Strongly agree	30%	29%
Agree	68%	69%
Disagree	2%	2%
Strongly disagree	0%	0%
(n)	(419)	(241)

Hudsonville community places a very high importance on academic achievement

Almost all HPS teachers (96%) and total staff (96%) responding agree with the statement “The Hudsonville community places a very high importance on academic achievement at HPS.”

This includes 21% of teachers and 25% of total staff who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	25%	21%
Agree	71%	75%
Disagree	4%	4%
Strongly disagree	<1%	<1%
(n)	(412)	(252)

2020 Survey

	Total staff	Teachers
Strongly agree	36%	32%
Agree	63%	67%
Disagree	<1%	<1%
Strongly disagree	0%	0%
(n)	(413)	(235)

HPS helps parents support their children's learning

Most HPS teachers (93%) agree with the statement “HPS helps parents support their children’s learning.” This includes 16% who “strongly agree.”

Most HPS total staff (91%) responding agree with this statement, including 18% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	18%	16%
Agree	73%	77%
Disagree	9%	7%
Strongly disagree	<1%	<1%
(n)	(420)	(240)

2020 Survey

	Total staff	Teachers
Strongly agree	29%	27%
Agree	67%	68%
Disagree	4%	5%
Strongly disagree	0%	0%
(n)	(421)	(240)

Students' social and emotional needs are being supported by HPS

Approximately three-fourths of HPS teachers (76%) agree with the statement “Students’ social and emotional needs are being supported by HPS,” including 14% who “strongly agree.”

Seventy-nine percent of all HPS staff agree with this statement, including 16% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	16%	14%
Agree	63%	62%
Disagree	19%	22%
Strongly disagree	2%	3%
(n)	(434)	(263)

2020 Survey

	Total staff	Teachers
Strongly agree	21%	18%
Agree	60%	55%
Disagree	18%	24%
Strongly disagree	2%	3%
(n)	(246)	(244)

HPS prioritized the development of systems and programs that support students' emotional growth

Seventy-nine percent of HPS teachers agree with the statement “HPS has prioritized the development of systems and programs that support students' emotional growth,” including 15% who “strongly agree.”

Eighty-one percent of all HPS staff agree with this statement, including 19% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	19%	15%
Agree	62%	64%
Disagree	17%	19%
Strongly disagree	2%	2%
(n)	(414)	(245)

2020 Survey

	Total staff	Teachers
Strongly agree	21%	18%
Agree	60%	55%
Disagree	18%	24%
Strongly disagree	2%	3%
(n)	(246)	(244)

HPS’ staff works effectively with families with children with significant social, behavioral and emotional issues

Eighty-one percent of HPS teachers agree with the statement “HPS’ staff works effectively with families with children with significant social, behavioral and emotional issues,” including 16% who “strongly agree.”

Eighty-one percent of all HPS staff agree with this statement, including 22% who “strongly agree.”

These “strongly agree” percentages are slightly declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	22%	16%
Agree	59%	65%
Disagree	16%	16%
Strongly disagree	3%	4%
(n)	(409)	(250)

2020 Survey

	Total staff	Teachers
Strongly agree	27%	23%
Agree	59%	55%
Disagree	13%	20%
Strongly disagree	1%	2%
(n)	(400)	(231)

HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues

Fifty-eight percent of HPS teachers agree with the statement “HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues,” including just 10% who “strongly agree.”

Sixty-two percent of all HPS staff agree with this statement, including 16% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	16%	10%
Agree	46%	48%
Disagree	30%	34%
Strongly disagree	8%	9%
(n)	(401)	(250)

2020 Survey

	Total staff	Teachers
Strongly agree	20%	15%
Agree	48%	45%
Disagree	28%	35%
Strongly disagree	4%	5%
(n)	(391)	(238)

Implementation of PBIS positively affects my work environment

Two-thirds of HPS teachers (67%) agree with the statement “The implementation of PBIS positively affects my work environment,” including 20% who “strongly agree.”

Seventy-one percent of all HPS staff agree with this statement, including 26% who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

2020 Survey

	Total staff	Teachers
Strongly agree	26%	20%
Agree	45%	47%
Disagree	23%	27%
Strongly disagree	6%	5%
(n)	(404)	(255)

PBIS has had a positive impact

Seventy percent of HPS teachers agree with the statement “PBIS has had a positive impact,” including 21% who “strongly agree.”

Almost three-fourths of all HPS staff (73%) agree with this statement, including 28% who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

2020 Survey

	Total staff	Teachers
Strongly agree	28%	21%
Agree	45%	49%
Disagree	22%	26%
Strongly disagree	6%	5%
(n)	(404)	(255)

HPS staff works effectively with students who receive special education services

Most HPS teachers (92%) agree with the statement “HPS staff works effectively with students who receive special education services,” including 29% who “strongly agree.”

Most HPS total staff (92%) agree with this statement, including 29% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	29%	29%
Agree	63%	63%
Disagree	8%	8%
Strongly disagree	<1%	<1%
(n)	(424)	(257)

2020 Survey

	Total staff	Teachers
Strongly agree	34%	26%
Agree	60%	65%
Disagree	6%	9%
Strongly disagree	<1%	<1%
(n)	(408)	(239)

HPS values inclusion of students with special needs

Almost all HPS teachers (96%) agree with the statement “HPS values inclusion of students with special needs,” including 33% who “strongly agree.”

Most HPS total staff (94%) responding agree with this statement, including 34% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	34%	33%
Agree	60%	63%
Disagree	6%	4%
Strongly disagree	<1%	<1%
(n)	(429)	(259)

2020 Survey

	Total staff	Teachers
Strongly agree	41%	35%
Agree	57%	62%
Disagree	2%	3%
Strongly disagree	0%	0%
(n)	(417)	(240)

HPS staff works effectively with students who live in poverty

Most HPS teachers (91%) agree with the statement “HPS staff works effectively with students who live in poverty,” including 19% who “strongly agree.”

Most HPS total staff (91%) responding agree with this statement, including 22% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	22%	19%
Agree	69%	72%
Disagree	8%	8%
Strongly disagree	<1%	<1%
(n)	(389)	(239)

2020 Survey

	Total staff	Teachers
Strongly agree	28%	22%
Agree	67%	71%
Disagree	5%	7%
Strongly disagree	0%	0%
(n)	(386)	(221)

HPS staff works effectively with students who are struggling with Reading

Three-fourths of HPS teachers (75%) agree with the statement “HPS staff works effectively with students who are struggling with READING (but do not receive special education services),” including 18% who “strongly agree.”

Seventy-nine percent of all HPS staff agree with this statement, including 21% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	21%	18%
Agree	58%	57%
Disagree	18%	21%
Strongly disagree	3%	4%
(n)	(374)	(236)

2020 Survey

	Total staff	Teachers
Strongly agree	25%	19%
Agree	59%	61%
Disagree	16%	18%
Strongly disagree	<1%	1%
(n)	(360)	(221)

HPS staff works effectively with students who are struggling with Math

Eighty-one percent of HPS teachers agree with the statement “HPS staff works effectively with students who are struggling with MATH (but do not receive special education services),” including 18% who “strongly agree.”

Five-sixths of total HPS staff (83%) agree with this statement, including 20% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	20%	18%
Agree	63%	63%
Disagree	15%	16%
Strongly disagree	2%	3%
(n)	(377)	(238)

2020 Survey

	Total staff	Teachers
Strongly agree	20%	15%
Agree	64%	66%
Disagree	15%	18%
Strongly disagree	<1%	<1%
(n)	(351)	(211)

HPS staff works effectively with students who are struggling OVERALL academically

Seventy-seven percent of HPS teachers agree with the statement “HPS staff works effectively with students who are struggling OVERALL academically (but do not receive special education services),” including 16% who “strongly agree.”

Seventy-eight percent of total HPS staff agree with this statement, including 17% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	17%	16%
Agree	61%	61%
Disagree	19%	20%
Strongly disagree	2%	3%
(n)	(389)	(247)

2020 Survey

	Total staff	Teachers
Strongly agree	18%	13%
Agree	66%	69%
Disagree	15%	16%
Strongly disagree	<1%	<1%
(n)	(376)	(232)

Easy for students who are struggling in class to get assistance or tutoring support after school from a teacher or another staff member right at their school

Seventy-seven percent of HPS teachers agree with the statement “If a student is struggling in a class, it is easy for them to get assistance or tutoring support after school from a teacher or another staff member right at their school,” including 15% who “strongly agree.”

Eighty-one percent of HPS total staff responding agree with this statement, including 17% who “strongly agree.”

This question was not asked in previous SOAR surveys.

2023 Survey

	Total staff	Teachers
Strongly agree	17%	15%
Agree	64%	62%
Disagree	18%	21%
Strongly disagree	1%	2%
(n)	(388)	(247)

HPS staff works effectively with academically advanced students

Fifty-nine percent of HPS teachers agree with the statement “HPS staff works effectively with academically advanced students.” This includes just 10% who “strongly agree.”

Sixty-three percent of all HPS staff agree with this statement, including 13% who “strongly agree.”

These “strongly agree” percentages are slightly declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	13%	10%
Agree	50%	49%
Disagree	31%	33%
Strongly disagree	7%	8%
(n)	(369)	(240)

2020 Survey

	Total staff	Teachers
Strongly agree	19%	15%
Agree	59%	58%
Disagree	21%	25%
Strongly disagree	1%	2%
(n)	(350)	(225)

HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically

Most HPS teachers (93%) agree with the statement “HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically,” including 21% who “strongly agree.”

Most total HPS staff (93%) agree with this statement, including 22% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	22%	21%
Agree	71%	72%
Disagree	6%	6%
Strongly disagree	<1%	<1%
(n)	(396)	(252)

2020 Survey

	Total staff	Teachers
Strongly agree	26%	23%
Agree	79%	72%
Disagree	4%	5%
Strongly disagree	0%	0%
(n)	(389)	(243)

HPS staff works effectively with students who are English Language Learners

Eighty-five percent of HPS teachers agree with the statement “HPS staff works effectively with students who are English Language Learners,” including 13% who “strongly agree.”

Eighty-seven percent of total HPS staff agree with this statement, including 16% who “strongly agree.”

This question was not asked in previous SOAR surveys.

2023 Survey

	Total staff	Teachers
Strongly agree	16%	13%
Agree	71%	72%
Disagree	13%	14%
Strongly disagree	<1%	<1%
(n)	(355)	(231)

HPS students have good study and homework skills

Sixty percent of HPS teachers agree with the statement “HPS students have good study and homework skills,” including just 6% who “strongly agree.”

Sixty-five percent of all HPS staff agree with this statement, including just 8% who “strongly agree.”

Moreover, these “strongly agree” percentages are tied for the lowest by teachers and the lowest by total staff among the 42 attributes evaluated for Student Learning and Achievement.

2023 Survey

	Total staff	Teachers
Strongly agree	8%	6%
Agree	57%	54%
Disagree	31%	36%
Strongly disagree	4%	4%
(n)	(360)	(230)

2020 Survey

	Total staff	Teachers
Strongly agree	10%	7%
Agree	75%	74%
Disagree	15%	20%
Strongly disagree	0%	0%
(n)	(354)	(220)

HPS students have effective persuasive writing skills

Seventy-one percent of HPS teachers agree with the statement “HPS students have effective persuasive writing skills,” but including just 6% who “strongly agree.”

Three-fourths of total HPS staff (76%) agree with this statement, including just 10% who “strongly agree.”

Moreover, these “strongly agree” percentages are tied for the lowest by teachers and the second lowest by total staff among the 42 attributes evaluated for Student Learning and Achievement.

2023 Survey

	Total staff	Teachers
Strongly agree	10%	6%
Agree	66%	65%
Disagree	22%	27%
Strongly disagree	2%	1%
(n)	(310)	(201)

2020 Survey

	Total staff	Teachers
Strongly agree	12%	8%
Agree	75%	75%
Disagree	13%	17%
Strongly disagree	0%	0%
(n)	(303)	(192)

HPS students have effective reading skills

Eighty-six percent of HPS teachers agree with the statement “HPS students have effective reading skills,” but including just 8% who “strongly agree.”

Eighty-eight percent of total HPS staff agree with this statement, but including just 11% who “strongly agree.”

These “strongly agree” percentages are slightly declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	11%	8%
Agree	77%	78%
Disagree	11%	13%
Strongly disagree	<1%	<1%
(n)	(341)	(223)

2020 Survey

	Total staff	Teachers
Strongly agree	18%	12%
Agree	77%	81%
Disagree	6%	7%
Strongly disagree	0%	0%
(n)	(348)	(218)

HPS provides appropriate resources for teachers to help academically struggling students

Two-thirds of HPS teachers (67%) agree with the statement “HPS provides appropriate resources for teachers to help academically struggling students,” but including just 10% of teachers who “strongly agree.”

Seventy-two percent of total HPS staff agree with this statement, but including just 12% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	12%	10%
Agree	60%	57%
Disagree	26%	29%
Strongly disagree	3%	3%
(n)	(355)	(232)

2020 Survey

	Total staff	Teachers
Strongly agree	14%	10%
Agree	66%	67%
Disagree	19%	23%
Strongly disagree	<1%	<1%
(n)	(346)	(229)

HPS offers its middle school students a wide variety of electives

Eighty-three percent of HPS teachers agree with the statement “HPS offers its middle school students a wide variety of electives,” including 15% who “strongly agree.”

Eighty-five percent of total HPS staff agree with this statement, including 18% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	18%	15%
Agree	67%	68%
Disagree	10%	10%
Strongly disagree	5%	7%
(n)	(285)	(175)

2020 Survey

	Total staff	Teachers
Strongly agree	32%	32%
Agree	62%	59%
Disagree	5%	7%
Strongly disagree	1%	2%
(n)	(294)	(167)

Hudsonville High School graduates well prepared for everyday life

Most HPS teachers (94%) agree with the statement “Hudsonville High School graduates are well prepared for everyday life,” including 17% who “strongly agree.”

Most total HPS staff (93%) agree with this statement, including 18% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	18%	17%
Agree	75%	77%
Disagree	7%	7%
Strongly disagree	<1%	0%
(n)	(323)	(197)

2020 Survey

	Total staff	Teachers
Strongly agree	28%	26%
Agree	68%	71%
Disagree	4%	2%
Strongly disagree	0%	0%
(n)	(302)	(168)

Hudsonville High School graduates well prepared for work and careers

Most HPS teachers (94%) agree with the statement “Hudsonville High School graduates are well prepared for work and careers,” including 16% who “strongly agree.”

Most total HPS staff (93%) agree with this statement, including 18% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	18%	16%
Agree	74%	78%
Disagree	8%	6%
Strongly disagree	<1%	<1%
(n)	(320)	(194)

2020 Survey

	Total staff	Teachers
Strongly agree	28%	26%
Agree	67%	69%
Disagree	5%	5%
Strongly disagree	<1%	0%
(n)	(302)	(168)

Hudsonville High School graduates are well prepared to continue their formal education

Almost all HPS teachers (99%) agree with the statement “Hudsonville High School graduates are well prepared to continue their formal education,” including 25% who “strongly agree.”

Almost all HPS staff (98%) agree with this statement, including 26% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	26%	25%
Agree	72%	74%
Disagree	2%	2%
Strongly disagree	0%	0%
(n)	(320)	(195)

2020 Survey

	Total staff	Teachers
Strongly agree	36%	34%
Agree	63%	65%
Disagree	1%	<1%
Strongly disagree	0%	0%
(n)	(306)	(169)

HPS staff works effectively with students who take an alternative pathway to graduation

Eighty-six percent of HPS teachers agree with the statement “HPS staff works effectively with students who take an alternative pathway to graduation,” including 13% who “strongly agree.”

Eighty-two percent of HPS total staff responding agree with this statement, including 13% who “strongly agree.”

This question was not asked in previous SOAR surveys.

2023 Survey

	Total staff	Teachers
Strongly agree	13%	13%
Agree	69%	73%
Disagree	15%	11%
Strongly disagree	3%	3%
(n)	(261)	(159)

HPS teaches its students to be self-aware

Eighty-four percent of HPS teachers agree with the statement “HPS teaches its students to be self-aware,” but including only 10% who “strongly agree.”

Eighty-six percent of HPS total staff agree with this statement, but including just 11% who “strongly agree.”

This question was not asked in previous SOAR surveys.

2023 Survey

	Total staff	Teachers
Strongly agree	11%	10%
Agree	75%	74%
Disagree	14%	16%
Strongly disagree	0%	0%
(n)	(367)	(233)

HPS teaches its students to learn to have empathy for others

Eighty-six percent of HPS teachers agree with the statement “HPS teaches its students to learn to have empathy for others,” including 13% who “strongly agree.”

Eighty-eight percent of HPS total staff agree with this statement, including 14% who “strongly agree.”

This question was not asked in previous SOAR surveys.

2023 Survey

	Total staff	Teachers
Strongly agree	14%	13%
Agree	74%	73%
Disagree	10%	11%
Strongly disagree	2%	2%
(n)	(386)	(249)

HPS teaches its students to learn to be responsible for their own actions

Eighty-one percent of HPS teachers agree with the statement “HPS teaches its students to learn to be responsible for their own actions,” but including only 12% who “strongly agree.”

Eighty-three percent of HPS total staff agree with this statement, including 14% who “strongly agree.”

This question was not asked in previous SOAR surveys.

2023 Survey

	Total staff	Teachers
Strongly agree	14%	12%
Agree	69%	69%
Disagree	15%	17%
Strongly disagree	2%	2%
(n)	(407)	(254)

I can see the results of my work with students

Almost all HPS teachers (98%) agree with the statement “I can see the results of my work with students,” including 32% who “strongly agree.”

Almost all HPS staff (98%) agree with this statement, including 32% who strongly agree.

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	32%	32%
Agree	66%	66%
Disagree	2%	2%
Strongly disagree	0%	0%
(n)	(408)	(259)

2020 Survey

	Total staff	Teachers
Strongly agree	41%	41%
Agree	58%	59%
Disagree	<1%	<1%
Strongly disagree	0%	0%
(n)	(395)	(247)

Number of students in most classrooms reasonable to teach effectively

More than two-thirds of teachers (69%) agree with the statement “The number of students in most classrooms is reasonable to teach effectively,” which is slightly improved from the 2020 SOAR Staff survey.

However, this still includes just 10% of teachers who “strongly agree.”

Approximately three-fourths of total HPS staff (74%) agree with this statement, including 14% who “strongly agree” (21%).

2023 Survey

	Total staff	Teachers
Strongly agree	14%	10%
Agree	60%	59%
Disagree	21%	25%
Strongly disagree	5%	6%
(n)	(387)	(256)

2020 Survey

	Total staff	Teachers
Strongly agree	12%	9%
Agree	57%	54%
Disagree	28%	32%
Strongly disagree	4%	5%
(n)	(392)	(245)

HPS supports positive personal relationships between students and staff

Almost all HPS teachers agree (97%) agree with the statement “HPS supports positive personal relationships between students and staff,” including 31% who “strongly agree.”

Almost all HPS staff (98%) agree with this statement, including 31% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	31%	31%
Agree	67%	66%
Disagree	2%	2%
Strongly disagree	<1%	<1%
(n)	(418)	(256)

2020 Survey

	Total staff	Teachers
Strongly agree	45%	46%
Agree	55%	54%
Disagree	<1%	0%
Strongly disagree	0%	0%
(n)	(433)	(248)

HPS supports effective parent involvement

Most HPS teachers (94%) agree with the statement “HPS supports effective parent involvement,” including 19% who “strongly agree.”

Most total HPS staff (94%) agree with this statement, including 20% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	20%	19%
Agree	74%	75%
Disagree	5%	5%
Strongly disagree	<1%	<1%
(n)	(410)	(255)

2020 Survey

	Total staff	Teachers
Strongly agree	35%	34%
Agree	63%	63%
Disagree	2%	3%
Strongly disagree	0%	0%
(n)	(420)	(244)

HPS facilities adequate for learning and teaching

Eighty-six percent of teachers agree with the statement “Our HPS facilities are adequate for learning and teaching,” including 23% who “strongly agree.”

Eighty-eight percent of HPS total staff responding agree with this statement, including 25% who “strongly agree.”

These “strongly agree” percentages are declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	25%	23%
Agree	63%	63%
Disagree	12%	14%
Strongly disagree	<1%	<1%
(n)	(422)	(255)

2020 Survey

	Total staff	Teachers
Strongly agree	32%	29%
Agree	58%	58%
Disagree	9%	11%
Strongly disagree	1%	2%
(n)	(427)	(245)

At your grade level, incoming students prepared for challenges of curriculum

Eighty-three percent of teachers agree with the statement “At your grade level, incoming students are prepared for the challenges of your curriculum,” but including just 9% who “strongly agree.”

This “strongly agree” percentage is declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	9%
Agree	74%
Disagree	16%
Strongly disagree	<1%
(n)	(229)

2020 Survey

	Teachers
Strongly agree	17%
Agree	75%
Disagree	8%
Strongly disagree	<1%
(n)	(228)

Students sufficiently progressing to be prepared for challenges of curriculum at their next year's grade level

Most HPS teachers (92%) agree with the statement “Your students are sufficiently progressing to be prepared for the challenges of the curriculum at their next year's grade level,” including 12% who “strongly agree.”

This “strongly agree” percentage is declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	12%
Agree	80%
Disagree	8%
Strongly disagree	0%
(n)	(235)

2020 Survey

	Teachers
Strongly agree	24%
Agree	74%
Disagree	2%
Strongly disagree	0%
(n)	(231)

HPS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms

Eighty-seven percent of teachers agree with the statement “HPS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms,” including 17% who “strongly agree.”

These findings are significantly improved from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	17%
Agree	70%
Disagree	13%
Strongly disagree	<1%
(n)	(239)

2020 Survey

	Teachers
Strongly agree	12%
Agree	49%
Disagree	34%
Strongly disagree	5%
(n)	(232)

Explore alternative pathways to graduation

Eighty-seven percent of HPS teachers agree with the statement “HPS should explore alternative pathways to graduation,” including 27% who “strongly agree.”

This question was phrased differently in previous SOAR Staff surveys.

2023 Survey

	Teachers
Strongly agree	27%
Agree	60%
Disagree	13%
Strongly disagree	0%
(n)	(191)

HPS provides sufficient STEAM opportunities

Eighty-five percent of HPS teachers agree with the statement “HPS provides sufficient STEAM opportunities,” including 22% who “strongly agree.”

2023 Survey

	Teachers
Strongly agree	22%
Agree	63%
Disagree	14%
Strongly disagree	2%
(n)	(196)

2020 Survey

	Teachers
Strongly agree	25%
Agree	62%
Disagree	12%
Strongly disagree	1%
(n)	(180)

Expand world/foreign language instruction

More than three-fourths of HPS teachers agree with the statement “HPS should expand its world/foreign language instruction” for all school levels.

Combined “strongly agree/agree” responses from HPS teachers include 76% for the elementary school level, 81% for the middle school level, and 83% for the high school level.

“Strongly agree” responses from HPS teachers are 39% for the elementary school level, 32% for the middle school level, and 35% for the high school level.

These percentage are improved from the 2020 SOAR Staff survey for the middle school and high school levels.

2023 Survey ... Teachers

	Elementary schools	Middle schools	High school 9-12
Strongly agree	39%	32%	35%
Agree	37%	49%	48%
Disagree	19%	16%	14%
Strongly disagree	5%	3%	3%
(n)	(207)	(178)	(165)

2020 Survey ... Teachers

	Elementary schools	Middle schools	High school 9-12
Strongly agree	29%	24%	29%
Agree	44%	44%	44%
Disagree	21%	27%	25%
Strongly disagree	6%	4%	2%
(n)	(160)	(124)	(126)

Student Achievement and Learning

Teachers (n = 341)

In HPS, student learning and achievement is being enhanced by:	Strongly agree	Agree	Disagree	Strongly disagree
Differentiating instruction	16%	72%	11%	1%
Addressing individual learning styles	14%	71%	14%	1%
Integrating technology into the everyday curriculum	19%	70%	10%	1%
Integrating instruction across the curriculum	14%	70%	15%	1%
Curriculum consistently applied among teachers teaching the same grade or class	17%	62%	17%	3%
Multi-tiered Systems of Supports (MTSS)	19%	67%	13%	1%
PBIS	21%	51%	22%	6%
Trauma informed practices	14%	66%	17%	3%
Social Emotional Learning (SEL)	19%	58%	19%	4%
Using common assessments related to standards	21%	65%	12%	2%
Student self-assessments	10%	66%	24%	0%
Our preschool programs	25%	72%	3%	0%
Teaching to the State of Michigan's standards	18%	77%	4%	1%
Teachers' use of student achievement data	18%	74%	7%	0%
Including character principles in our curriculum	15%	66%	18%	1%
Including career awareness and career pathways in our curriculum	15%	64%	19%	1%
Focus on Skills4Success (secondary)	10%	48%	30%	12%

Differentiating instruction

Eighty-eight percent of HPS teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: differentiating instruction,” including 16% who “strongly agree.”

This “strongly agree” percentage is declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	16%
Agree	72%
Disagree	11%
Strongly disagree	<1%
(n)	(240)

2020 Survey

	Teachers
Strongly agree	24%
Agree	69%
Disagree	7%
Strongly disagree	0%
(n)	(234)

Addressing individual learning styles

Eighty-five percent of the HPS teachers responding agree with the statement “In HPS, student learning and achievement is being enhanced by: addressing individual learning styles,” including 14% who “strongly agree.”

This “strongly agree” percentage is declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	14%
Agree	71%
Disagree	14%
Strongly disagree	1%
(n)	(239)

2020 Survey

	Teachers
Strongly agree	21%
Agree	69%
Disagree	10%
Strongly disagree	<1%
(n)	(237)

Integrating technology into the everyday curriculum

Eighty-nine percent of the teachers responding agree with the statement “In HPS, student learning and achievement is being enhanced by: integrating technology into the everyday curriculum,” including 19% who “strongly agree.”

This “strongly agree” percentage is improved from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	19%
Agree	70%
Disagree	10%
Strongly disagree	<1%
(n)	(237)

2020 Survey

	Teachers
Strongly agree	14%
Agree	55%
Disagree	28%
Strongly disagree	3%
(n)	(230)

Integrating instruction across the curriculum

Eighty-four percent of the HPS teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: integrating instruction across the curriculum,” including 14% who “strongly agree.”

2023 Survey

	Teachers
Strongly agree	14%
Agree	70%
Disagree	15%
Strongly disagree	1%
(n)	(220)

2020 Survey

	Teachers
Strongly agree	18%
Agree	65%
Disagree	17%
Strongly disagree	<1%
(n)	(226)

Curriculum consistently applied among teachers teaching the same grade or class

Seventy-nine percent of HPS teachers responding agree with the statement “In HPS, student learning and achievement is being enhanced by: curriculum consistently applied among teachers teaching the same grade or class.”

This includes 17% who “strongly agree,” which is slightly declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	17%
Agree	62%
Disagree	17%
Strongly disagree	3%
(n)	(229)

2020 Survey

	Teachers
Strongly agree	23%
Agree	63%
Disagree	13%
Strongly disagree	1%
(n)	(234)

Multi-tiered Systems of Support (MTSS)

Eighty-six percent of HPS teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: Multi-tiered Systems of Support,” including 19% who “strongly agree.”

2023 Survey

	Teachers
Strongly agree	19%
Agree	67%
Disagree	13%
Strongly disagree	<1%
(n)	(231)

2020 Survey

	Teachers
Strongly agree	16%
Agree	71%
Disagree	13%
Strongly disagree	<1%
(n)	(198)

PBIS

Seventy-two percent of the teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: PBIS,” including 21% who “strongly agree.”

This “strongly agree” percentage is improved from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	21%
Agree	51%
Disagree	22%
Strongly disagree	6%
(n)	(238)

2020 Survey

	Teachers
Strongly agree	15%
Agree	67%
Disagree	15%
Strongly disagree	3%
(n)	(203)

Trauma informed practices

Eighty percent of HPS teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: Trauma informed practices,” including 14% who “strongly agree.”

This “strongly agree” percentage is slightly declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	14%
Agree	66%
Disagree	17%
Strongly disagree	3%
(n)	(224)

2020 Survey

	Teachers
Strongly agree	19%
Agree	71%
Disagree	9%
Strongly disagree	<1%
(n)	(226)

Social Emotional Learning (SEL)

Seventy-seven percent of the teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: SEL,” including 19% who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

2023 Survey

	Teachers
Strongly agree	19%
Agree	58%
Disagree	19%
Strongly disagree	4%
(n)	(214)

Using common assessments related to standards

Eighty-six percent of HPS teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: using common assessments related to standards,” and including 21% who “strongly agree.”

2023 Survey

	Teachers
Strongly agree	21%
Agree	65%
Disagree	12%
Strongly disagree	2%
(n)	(236)

2020 Survey

	Teachers
Strongly agree	23%
Agree	70%
Disagree	6%
Strongly disagree	<1%
(n)	(230)

Student self-assessments

Seventy-six percent of the teachers responding agree with the statement “In HPS, student learning and achievement is being enhanced by: student self-assessments,” which is declined from the 2020 SOAR Staff survey.

This includes only 10% of the teachers who reply “strongly agree.”

2023 Survey

	Teachers
Strongly agree	10%
Agree	66%
Disagree	24%
Strongly disagree	<1%
(n)	(212)

2020 Survey

	Teachers
Strongly agree	10%
Agree	77%
Disagree	12%
Strongly disagree	<1%
(n)	(213)

Our preschool programs

Almost all HPS teachers (97%) responding agree with to the statement “In HPS, student learning and achievement is being enhanced by: Our preschool programs.”

This includes 25% who “strongly agree.”

This “strongly agree” percentage is improve from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	25%
Agree	72%
Disagree	3%
Strongly disagree	0%
(n)	(136)

2020 Survey

	Teachers
Strongly agree	20%
Agree	77%
Disagree	3%
Strongly disagree	<1%
(n)	(147)

Teaching to the State of Michigan's standards

Almost all HPS teachers (95%) agree with the statement “In HPS, student learning and achievement is being enhanced by: teaching to the State of Michigan’s standards,” including 18% who “strongly agree.”

This “strongly agree” percentage is declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	18%
Agree	77%
Disagree	4%
Strongly disagree	1%
(n)	(218)

2020 Survey

	Teachers
Strongly agree	25%
Agree	69%
Disagree	4%
Strongly disagree	1%
(n)	(224)

Teachers' use of student achievement data

Most of the HPS teachers (92%) agree with the statement “In HPS, student learning and achievement is being enhanced by: teachers’ use of student achievement data,” including 18% who “strongly agree.”

This “strongly agree” percentage is declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	18%
Agree	74%
Disagree	7%
Strongly disagree	<1%
(n)	(227)

2020 Survey

	Teachers
Strongly agree	31%
Agree	63%
Disagree	5%
Strongly disagree	<1%
(n)	(230)

Including character principles into our curriculum

Eighty-one percent of HPS teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: including character principles into our curriculum,” including 15% who “strongly agree.”

This “strongly agree” percentage is declined from the 2020 SOAR Staff survey.

2023 Survey

	Teachers
Strongly agree	15%
Agree	66%
Disagree	18%
Strongly disagree	1%
(n)	(201)

2020 Survey

	Teachers
Strongly agree	22%
Agree	63%
Disagree	14%
Strongly disagree	1%
(n)	(208)

Including career awareness and career pathways in our curriculum

Seventy-nine percent of the HPS teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: including career awareness and career pathways in our curriculum,” which is declined from the 2020 SOAR Staff survey.

This includes 15% who “strongly agree.”

2023 Survey

	Teachers
Strongly agree	15%
Agree	64%
Disagree	19%
Strongly disagree	1%
(n)	(160)

2020 Survey

	Teachers
Strongly agree	18%
Agree	71%
Disagree	10%
Strongly disagree	1%
(n)	(156)

Focus on Skills4Success (secondary)

Fifty-eight percent of the teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: Focus on Skills4Success (secondary),” including only 10% who “strongly agree.”

Both of these percentages are the lowest among the 17 enhancements to student learning and achievement evaluated in this survey.

2023 Survey

	Teachers
Strongly agree	10%
Agree	48%
Disagree	30%
Strongly disagree	12%
(n)	(122)

2020 Survey

	Teachers
Strongly agree	9%
Agree	59%
Disagree	22%
Strongly disagree	10%
(n)	(109)

Additional comments about Student Achievement and Learning

Q. Additional comments about Student Achievement and Learning?

More frequently mentioned unaided comments about Student Achievement and Learning include:

- ❖ Teachers are frustrated by students who continue to exhibit inappropriate behavior without consequences.
- ❖ Some teachers note that PBIS is essential, while some feel students don't take PBIS seriously.
- ❖ Too many students in their classrooms, especially with more students demonstrating inappropriate behaviors.
- ❖ More support for students struggling academically, especially reading and math support, as they take too much of the teacher's attention on the other students in the classroom.
- ❖ More challenges for academically advanced students
- ❖ More social workers are needed to assist troubled students, and more paraprofessionals are needed to assist students with individual attention who are either struggling academically or are academically accelerated.
- ❖ More attention to life skills and career pathways at both the middle and high school levels.
- ❖ There is some skepticism about the value and relevancy of Skills4Success.
- ❖ The absence of air conditioning in some buildings makes for a difficult learning environment in the hotter months at the beginning and end of the school year.

Verbatim replies to this question are reported in the separate appendix of verbatim comments.

SURVEY FINDINGS AND DISCUSSION

Closing Evaluations

Overall satisfaction with Hudsonville Public Schools

If not completely satisfied, why not? ([in the separate appendix of verbatim comments](#))

Recommend to families to enroll their children in Hudsonville Public Schools

Compare Hudsonville Public Schools with other nearby schools for the overall education received by their students

Greatest strength of Hudsonville Public Schools ([in the separate appendix of verbatim comments](#))

Single one most important thing to improve Hudsonville Public Schools ([in the separate appendix of verbatim comments](#))

Overall satisfaction as a staff member of Hudsonville Public Schools

Seventy percent of HPS staff and 66% of the teachers are strongly satisfied overall as a staff member of Hudsonville Public Schools.

This includes 17% of total HPS staff and 12% of teachers who are “completely satisfied,” which are considerably declined from the 2020 SOAR Staff survey.

Zero percent of HPS staff are “not at all satisfied.”

2023 Survey

	Total staff	Teachers
Completely satisfied	17%	12%
Very satisfied	53%	54%
Somewhat satisfied	26%	29%
Slightly satisfied	4%	6%
Not at all satisfied	0%	0%
(n)	(431)	(249)

2020 Survey

	Total staff	Teachers
Completely satisfied	38%	35%
Very satisfied	51%	52%
Somewhat satisfied	10%	12%
Slightly satisfied	1%	1%
Not at all satisfied	0%	0%
(n)	(431)	(239)

Reasons why not “completely or very satisfied” as a staff member of Hudsonville Public Schools

Q. If you did not reply “completely or very satisfied” to the previous question, why not?

More frequently cited reasons for dissatisfaction include:

- ❖ Some do not feel sufficiently valued by the Hudsonville Public Schools organization, especially by the Board members.
- ❖ Some do not feel sufficiently valued by the larger Hudsonville community.
- ❖ Not enough individual connections with both Central Office and building administrators.
- ❖ Feeling undercompensated, especially compared to other careers.
- ❖ A new culture that is not inclusive to all students.

Verbatim replies to this question are reported in the separate appendix of verbatim comments.

Recommend to families to enroll their children in Hudsonville Public Schools

Eighty-two percent of total HPS staff and 80% of teachers would recommend to families to enroll their children in Hudsonville Public Schools.

This includes 43% of total HPS staff and 42% of teachers who reply “definitely yes.”

Four percent of total staff and 5% of the teachers do not recommend HPS, while 14% of total staff and 15% of the teachers reply “not sure.”

Both the percentages of “definitely yes” and the combined “definitely/probably yes” responses by both total staff and teachers are noticeably declined from the 2020 SOAR Staff survey.

2023 Survey

	Total staff	Teachers
Definitely yes	43%	42%
Probably yes	39%	38%
Not sure	14%	15%
Probably no	4%	5%
Definitely no	0%	0%
(n)	(431)	(252)

2020 Survey

	Total staff	Teachers
Definitely yes	78%	75%
Probably yes	19%	21%
Not sure	3%	3%
Probably no	<1%	<1%
Definitely no	0%	0%
(n)	(430)	(238)

Greatest strength of Hudsonville Public Schools

Q. What is the greatest strength of Hudsonville Public Schools?

More frequently mentioned unaided strengths of HPS include:

- ❖ Caring and dedicated staff.
- ❖ Wide variety of academic and extracurricular opportunities and options.
- ❖ High expectations and standards.

Verbatim replies to this question are reported in the separate appendix of verbatim comments.

Trimesters or semesters for the High School

Forty-two percent of total HPS staff and 41% of teachers prefer the current trimester schedule for Hudsonville High School. This includes 23% of total staff and 26% of teachers who reply “definitely trimesters.”

One-third are “not sure” ... 34% of total staff and 33% of teachers.

Twenty-four percent of total staff and 26% of teachers prefer semesters, including 10% of total staff and 12% of teachers who reply “definitely semesters.”

This question was not asked in the 2020 Staff survey.

Q. Hudsonville High School presently utilizes a trimester schedule, while some other school districts have a semester schedule.

Which do you prefer ... trimesters with 5 classes for 12 weeks in each of 3 trimesters over the year, or semesters with 6 or 7 classes for 18 weeks in each of 2 semesters over the year?

2023 Survey

	Total staff	Teachers
Definitely trimesters	23%	26%
Probably trimesters	19%	15%
Not sure	34%	33%
Probably semesters	14%	14%
Definitely semesters	10%	12%
(n)	(375)	(221)

Later start/end for middle school and high school students, with elementary school students starting/ending earlier

More than half of total HPS staff (53%) and teachers (51%) prefer a later (30 to 60 minutes) start and end for middle school and high school students, with elementary school students then starting and ending their school day 30 to 60 minutes earlier. This includes 28% of total staff and 28% of teachers who reply “definitely yes.”

Twenty-eight percent of total staff and 33% of teachers reply “no,” while 20% of total staff and 17% of teachers are “not sure.”

Q. Some school districts in other states have modified the starting time for elementary and secondary students. This is based on the proven science that teenagers’ body clocks (circadian body rhythm) naturally fall asleep later (11:00pm or later), while younger children naturally fall asleep and awaken earlier. Moreover, teenagers’ changing hormones lead them to need more sleep. Because we need two separate bus routes, they cannot all start at the same time. So how would you feel if middle and high school students started and ended their school day 30 to 60 minutes later, while elementary school students started and ended their school day 30 to 60 minutes earlier?

2023 Survey

	Total staff	Teachers
Definitely yes	28%	28%
Probably yes	25%	23%
Not sure	20%	17%
Probably no	10%	10%
Definitely no	18%	23%
(n)	(406)	(240)

2020 Survey

	Total staff	Teachers
Definitely yes	24%	23%
Probably yes	30%	30%
Not sure	22%	19%
Probably no	12%	13%
Definitely no	12%	16%
(n)	(421)	(237)

Single one most important improvement for Hudsonville Public Schools

Q. Please suggest the ***single most important*** thing to improve Hudsonville Public Schools.

More frequently mentioned unaided suggestions for improvement include:

- ❖ Hold students accountable for inappropriate behavior.
- ❖ More time for teachers to collaborate to improve instructional strategies and implementation.
- ❖ Bring teachers and relevant staff more into the planning process before decisions are made
- ❖ Renew trust between the Board and the staff with a Board that supports ALL students and doesn't have personal political agendas.
- ❖ A culture that honors and supports ALL students.
- ❖ More support for students struggling in school, both academically and behaviorally.
- ❖ More teachers to have fewer students in each classroom.

Verbatim replies to this question are reported in the separate appendix of verbatim comments.

Additional unaided comments

Q. Additional comments the issues in this survey or anything else about being a staff member at Hudsonville Public Schools?

More frequently mentioned unaided additional comments include:

- ❖ A number of staff members exclaim their pride with being an educator ... *“I love my job! I love my colleagues and my students.”*
- ❖ Some are concerned that as Hudsonville Public Schools has grown so much, its family-like connections among staff have weakened.
- ❖ Some voice concern for the number of teachers and staff who can now retire if desired along with a shortage of available teacher to replace them.
- ❖ Several express their appreciation for being asked for their opinions with this SOAR research and strategic planning ... *“Thank you for giving us this opportunity to share our thoughts and experiences.”*

Verbatim replies to this question are reported in the separate appendix of verbatim comments.



SOAR V Community Research Staff Survey

March 28, 2023

Thank you for agreeing to participate in our survey of Hudsonville Public Schools' staff to assist our district's strategic planning. Your opinions are invaluable to our planning process; please carefully read and complete this questionnaire by April 21. Be assured that your answers will remain completely confidential and anonymous. Survey responses are only reported in aggregate. This means that NO individual can be traced or identified using any combination of responses.

Please skip a question if you feel you don't have sufficient information or experience to answer. We want to honor your time by eliminating a "don't know" or "does not apply" response.

Thank you again.

Dr. Doug VanderJagt, Superintendent and Dr. Barb Hooper, Board of Education President

Background Information to Categorize Your Responses

1. I am a:

Administrative Assistant	Athletic Coach	Bus Driver/Transportation
Counseling/Diagnostic	Custodial/Maintenance	District Administrator
Food Service	Instructional Assistant/Parapro	Instructional Coach/PBIS/MTSS
School Administrator	Security	Teacher
Other (specify) _____		Technology

2. Do you have children attending (past, present or future) Hudsonville Public Schools? (select as many as apply)

No	Yes, previously attended HPS
Yes, presently attending HPS	Expect children to attend HPS in the future

3. At which building do you teach or otherwise serve our Hudsonville district?

Administration Building	District-wide or multiple buildings	Early Childhood Center
Alward	Bauer	Forest Grove
Jamestown Lower	Jamestown Upper	Georgetown
Baldwin MS	Riley MS	Park
	High School Campus	South
		Transportation

4. How long have you been a staff member with Hudsonville Public Schools?

Less than 1 year	1 to 3 years	4 to 6 years	7 to 10 years	More than 10 years
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Hudsonville Public Schools Culture and Work Environment

For each of the following statements, please indicate if you strongly agree, agree, disagree, or strongly disagree. If you don't know or it's not applicable, please skip the question.

At Hudsonville Public Schools, you feel that:

5. You belong at your school (building or department, whichever is most appropriate for you).
6. You are proud to be a staff member of Hudsonville Public Schools.
7. When someone praises Hudsonville Public Schools, it feels like a personal compliment.
8. You enjoy your work.
9. Your colleagues care about you.
10. Student learning is the focus at your building.
11. Student learning is enjoyable at your building.
12. Quality work is expected of you.
13. You are recognized for good work.
14. You are clear about your role at your building.
15. Others are clear about your role at your building.
16. You work with people who treat you with respect.
17. Working collaboratively is valued.
18. Your voice is heard within the Hudsonville Public Schools organization.
19. Your colleagues support shared decision-making.
20. Your immediate supervisor supports shared decision-making.
21. Administrators give good reasons for changes in how you do your job.
22. The vision for Hudsonville Public Schools is shared by staff.
23. You have opportunity to innovate.
24. You have opportunities to enhance your skills or develop new skills.
25. You have opportunities to receive professional development.
26. You are receiving effective professional development.
27. You have opportunities to learn from your colleagues.
28. You work in an intellectually stimulating environment.
29. You are challenged to grow as a professional.
30. Our schools are safe on an everyday basis.
31. Our schools would be safe in an emergency situation.
32. Our school entrances are secure.
33. Appropriate student behavior and discipline are consistently enforced.
34. Hudsonville Public Schools supports students to be safe from intimidation and harassment.

- 35. Hudsonville Public Schools supports students to be safe from texting/online intimidation and harassment.
 - 36. Hudsonville Public Schools supports ALL students to feel that they belong at their school.
 - 37. Hudsonville Public Schools supports ALL students to feel that they are connected to other students at their school.
 - 38. Hudsonville Public Schools provides a school environment that feels welcoming to ALL students and their families.
 - 39. Hudsonville Public Schools provides a school environment with opportunity for ALL students to grow and succeed.
 - 40. Do you have any additional comments about Culture and Work Environment?
-

Communication

For each of the following statements, please indicate if you strongly agree, agree, disagree, or strongly disagree. If you don't know or it's not applicable, please just skip the question.

- 41. Hudsonville Public Schools provides me with the tools to communicate effectively with parents.
 - 42. Hudsonville Public Schools provides me with the support to understand and use newer technology communication tools such as blogs, texts and social media to communicate effectively with parents.
 - 43. Hudsonville Public Schools has a good public image.
 - 44. The Hudsonville Public Schools **website** is easy for me to use to inform and communicate to **parents**.
 - 45. The **PowerSchool** online system is easy for me to use to inform and communicate to **parents**.
 - 46. The Hudsonville Public Schools district newsletter *Appleseed* informs **parents and our community** about our district and its education successes and achievements, programs, services, operations and events.
 - 47. Do you have any additional comments about Communication?
-

Leadership

For each of the following, please indicate how satisfied are you with HPS leadership ... completely, very, somewhat, slightly, or not at all. If you don't know or it's not applicable, please just skip the question.

48. How satisfied are you with your building's or immediate supervisor's leadership?
 Completely Very Somewhat Slightly Not at all

49. How satisfied are you with the leadership from the district's Central Office?
 Completely Very Somewhat Slightly Not at all

50. How satisfied are you with the Hudsonville Superintendent's leadership?
 Completely Very Somewhat Slightly Not at all

51. How satisfied are you with the Hudsonville Board of Education's leadership?
 Completely Very Somewhat Slightly Not at all

52. In an effort to help everyone grow as leaders, if you selected "slightly" or "not at all" satisfied to any of the above, please provide us with additional information or suggestions.

Student Achievement and Learning

For each of the following statements, please indicate if you strongly agree, agree, disagree, or strongly disagree. If you don't know or it's not applicable, please just skip the question.

53. Our Hudsonville Public Schools staff believes every student can learn.

54. The instructional program at Hudsonville Public Schools is challenging.

55. Hudsonville Public Schools provides an atmosphere where every student can succeed.

56. Quality work is expected of all students at Hudsonville Public Schools.

57. The classes and subjects taught at Hudsonville Public Schools are relevant to the life of most students.

58. Our students place a very high importance on their own academic achievement.

59. Hudsonville parents place a very high importance on their children's academic achievement.

60. The Hudsonville community places a very high importance on academic achievement at Hudsonville Public Schools.

61. Hudsonville Public Schools helps parents support their children's learning.

62. Students' social and emotional needs are being supported by Hudsonville Public Schools.
63. Hudsonville Public Schools has prioritized the development of systems and programs that support students' emotional growth.
64. Hudsonville Public Schools' staff works effectively with families with children with significant social, behavioral and emotional issues.
65. Hudsonville Public Schools provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues.
66. The implementation of PBIS positively affects my work environment.
67. PBIS has had a positive impact.
68. Hudsonville Public Schools' staff works effectively with students who receive special education services.
69. Hudsonville Public Schools values inclusion of students with special needs.
70. Hudsonville Public Schools' staff works effectively with students who live in poverty.
71. Hudsonville Public Schools' staff works effectively with students who are struggling with READING (but do not receive special education services).
72. Hudsonville Public Schools' staff works effectively with students who are struggling with MATH (but do not receive special education services).
73. Hudsonville Public Schools' staff works effectively with students who are struggling OVERALL academically (but do not receive special education services).
74. If a student is struggling in a class, it is easy for them to get assistance or tutoring support after school from a teacher or another staff member right at their school.
75. Hudsonville Public Schools' staff works effectively with academically advanced students.
76. Hudsonville Public Schools' staff works effectively with students in the middle, who are neither advanced nor struggling academically.
77. Hudsonville Public Schools' staff works effectively with students who are English Language Learners.
78. Hudsonville Public Schools' students have good study and homework skills.
79. Hudsonville Public Schools' students have effective persuasive writing skills.
80. Hudsonville Public Schools' students have effective reading skills.
81. Hudsonville Public Schools provides appropriate resources for teachers to help academically struggling students.
82. Hudsonville Public Schools offers its middle school students a wide variety of electives.
83. Hudsonville High School's graduates are well prepared for everyday life.

84. Hudsonville High School's graduates are well prepared for work and careers.
85. Hudsonville High School's graduates are well prepared to continue their formal education.
86. Hudsonville Public Schools' staff works effectively with students who take an alternative pathway to graduation.
87. Hudsonville Public Schools teaches its students to be self-aware.
88. Hudsonville Public Schools teaches its students to learn to have empathy for others.
89. Hudsonville Public Schools teaches its students to learn to be responsible for their own actions.
90. I can see the results of my work with students.
91. The number of students in most classrooms is reasonable to be able to teach effectively.
92. Hudsonville Public Schools supports positive personal relationships between students and staff.
93. Hudsonville Public Schools supports effective parent involvement.
94. Hudsonville Public Schools' facilities are adequate for learning and teaching.
95. Additional comments about Student Achievement and Learning?
-

These next questions 94-119 are for teachers and administrators only. All other staff, please skip ahead to the next section titled "In Closing."

For each of the following statements, please indicate if you strongly agree, agree, disagree, or strongly disagree. If you don't know or it's not applicable, please just skip the question.

96. At your grade level, incoming students are prepared for the challenges of your curriculum.
97. Your students are sufficiently progressing to be prepared for the challenges of the curriculum at their next year's grade level.
98. Hudsonville Public Schools provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.
99. Hudsonville Public Schools should explore alternative pathways to graduation.
100. Hudsonville Public Schools provides sufficient STEAM opportunities.
101. Hudsonville Public Schools should expand its world/foreign language instruction.

	Strongly agree	Agree	Disagree	Strongly disagree
a) Elementary schools	—	—	—	—
b) Middle schools	—	—	—	—
c) High school 9-12	—	—	—	—

In Hudsonville Public Schools, student learning and achievement are being enhanced by:

For each of the following statements, please indicate if you strongly agree, agree, disagree, or strongly disagree. If you don't know or it's not applicable, please just skip the question.

- 102. Differentiating instruction.
 - 103. Addressing individual learning styles.
 - 104. Integrating technology into the everyday curriculum.
 - 105. Integrating instruction across the curriculum.
 - 106. Curriculum consistently applied among teachers teaching the same grade or class.
 - 107. Multi-tiered Systems of Supports (MTSS).
 - 108. PBIS
 - 109. Trauma informed practices
 - 110. SEL
 - 111. Using common assessments related to standards.
 - 112. Student self-assessments.
 - 113. Our preschool programs.
 - 114. Teaching to the State of Michigan's standards.
 - 115. Teachers' use of student achievement data.
 - 116. Including character principles in our curriculum.
 - 117. Including career awareness and career pathways in our curriculum.
 - 118. Focus on Skills4Success (secondary).
 - 119. Additional comments about Student Learning and Achievement?
-

In Closing

120. How satisfied are you overall as a staff member of Hudsonville Public Schools?

Completely Very Somewhat Slightly Not at all

121. If you did not reply “completely or very satisfied” to the previous question, why not?

122. Would you recommend to families to enroll their children in Hudsonville Public Schools?

Definitely yes Probably yes Not sure Probably no Definitely no

123. What is the greatest strength of Hudsonville Public Schools?

124. Hudsonville High School presently utilizes a trimester schedule, while some other school districts have a semester schedule.

Which do you prefer ... trimesters with 5 classes for 12 weeks in each of 3 trimesters over the year, or semesters with 6 or 7 classes for 18 weeks in each of 2 semesters over the year?

Definitely trimesters Probably trimesters Not sure Probably semesters Definitely semesters

125. Some school districts in other states have modified the starting time for elementary and secondary students. This is based on the proven science that teenagers’ body clocks (circadian body rhythm) naturally fall asleep later (11:00pm or later), while younger children naturally fall asleep and awaken earlier. Moreover, teenagers’ changing hormones lead them to need more sleep. Because we need two separate bus routes, they cannot all start at the same time. So how would you feel if middle and high school students started and ended their school day 30 to 60 minutes later, while elementary school students started and ended their school day 30 to 60 minutes earlier?

Definitely yes Probably yes Not sure Probably no Definitely no

126. Please suggest the **single most important** thing to improve Hudsonville Public Schools.

127. Additional comments the issues in this survey or anything else about being a staff member at Hudsonville Public Schools?

Thank you again for sharing your opinions and insights! We appreciate it!

Please submit your completed survey by April 21.

This survey is found online at:

<https://www.surveymonkey.com/r/HudsonvilleStaffSOAR5Survey2023>

Landing page after submitting the survey is:

<https://www.hudsonvillepublicschools.org/about/strategic-planning>