

SOAR 4 COMMUNITY RESEARCH



STAFF SURVEY 2020 REPORT OF FINDINGS

May 28th, 2020

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INTRODUCTION AND METHODOLOGY

As Hudsonville Public Schools revisits and updates its SOAR strategic plans for SOAR 3, 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 May 8-22, 2020. A **total 529 staff members** completed and submitted the online questionnaire, including **276 classroom teachers**.

The initial phase of this community research was a set of seven focus group discussions in February 2020 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 2020 with Hudsonville High School 9th-12th graders and with all parents with children currently attending Hudsonville Public Schools.

All 1,254 staff members were sent an email May 8th 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 May 15th.

Sampling error associated with a completed sample of 529 total staff, proportionately adjusted for the population of 1,254 staff members, ranges from 0.6% to 3.2% at the 95% confidence level. Sampling error associated with a sample of 276 teachers ranges from 1.2% to 5.9% at the 95% confidence level.

Data in this report is presented for total staff and teachers responding, along with data from the 2017 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. Eighty-nine percent of HPS staff and 87% of teachers **“completely or very satisfied” as a staff member of Hudsonville Public Schools**, including 38% of total HPS staff and 35% of teachers who are “completely satisfied.”
Only 1% of both all HPS staff and teachers are “slightly satisfied,” with zero percent of HPS staff “not at all satisfied.”
2. **More frequently cited unaided reasons for dissatisfaction include:**
 - ❖ Not feeling sufficiently valued by the Hudsonville Public Schools organization or by their building principal
 - ❖ Not enough attention to the relationships among staff members, both at a district level and at some buildings
 - ❖ Not enough opportunity to influence decisions before they’re made
 - ❖ Inadequate or stagnant compensation
3. Almost all HPS staff (97%) and teachers (96%) would **recommend to families to enroll their children in Hudsonville Public Schools**, including an impressive 78% of total HPS staff and 75% of teachers who reply “definitely yes.”
Fewer than 1% of both total staff and teachers do not recommend HPS, while 3% of both total staff and teachers reply “not sure.”
4. **More frequently mentioned unaided strengths of HPS include:**
 - ❖ Caring and dedicated staff
 - ❖ Relationships connecting staff, students, parents and community
 - ❖ Focus on what’s best for the kids
 - ❖ Parent and community value education and support their schools
 - ❖ High expectations and standards
5. **More frequently mentioned unaided suggestions for improvement include:**
 - ❖ More support for teachers to assist with students with social, behavioral and emotional needs
 - ❖ Smaller class sizes
 - ❖ Bring teachers and relevant staff more into the planning process before decisions are made
 - ❖ More available technology in the classrooms
 - ❖ More support for students struggling academically

6. Almost all HPS staff (99%) and teachers (more than 99%) agree that they are **proud to be a staff member of Hudsonville Public Schools**. This includes a very impressive 76% of total staff and 77% of teachers who “strongly agree.”
7. Almost all HPS staff (97%) and teachers (96%) agree that **“When someone praises Hudsonville Public Schools, it feels like a personal compliment.”** This includes 53% of all HPS staff and 53% of teachers who “strongly agree.”
8. Almost all HPS staff (more than 99%) and all teachers (100%) agree that **“You enjoy your work.”** This includes a noteworthy 69% of all HPS staff and 70% of teachers who “strongly agree.”
9. Most HPS staff (91%) and teachers (91%) agree that **“You are recognized for good work.”** This includes 42% of all HPS staff and 39% of teachers who “strongly agree.”
10. Almost all HPS staff (96%) and teachers (96%) agree that **“You work with people who treat you with respect.”** This includes 56% of all staff and 57% of teachers who “strongly agree.”
11. Eighty-two percent of HPS staff and 78% of teachers agree that **“Your voice is heard within the Hudsonville Public Schools organization.”** This includes 22% of all staff and 20% of teachers who “strongly agree.”
This attribute received the lowest percentages of “strongly agree” responses from the HPS **total staff** among the 31 Culture and Work Environment statements in this survey.
12. Eighty-four percent of HPS staff and 81% of teachers agree that **“Administrators give good reasons for changes in how you do your job.”** This includes 33% of all staff and 33% of teachers who “strongly agree.”
13. Most HPS staff (94%) and almost all teachers (96%) agree that **“You have opportunities to enhance your skills develop new skills.”** This includes 37% of total staff and 38% of teachers who “strongly agree.”
14. Most HPS staff (93%) and teachers (94%) agree that **“You are challenged to grow as a professional.”** This includes 42% of total staff and 43% of teachers who “strongly agree.”
15. Most HPS staff (94%) and teachers (93%) agree that **“Our schools are safe on an everyday basis.”** This includes 47% of all staff and 46% of teachers who “strongly agree.”

16. Most HPS staff (93%) and teachers (92%) agree that **“Our schools would be safe in an emergency situation.”** This includes 38% of all staff and 34% of teachers who “strongly agree.”
17. Approximately three-fourths of all HPS staff (76%) and teachers (72%) agree that **“Appropriate student behavior and discipline is consistently enforced.”** This includes 24% of all staff and 19% of teachers who “strongly agree.” .”
This attribute received the lowest percentages of “strongly agree” responses from the **teachers** among the 31 Culture and Work Environment statements in this survey.
18. **More frequently mentioned unaided comments about Culture and Work Environment include:**
- ❖ Working relationships could be improved in their building.
 - ❖ Do not feel adequately listened to and supported, so they don’t feel they are valued or respected as contributors to district’s success.
 - ❖ Student extreme behavior creates unsafe conditions for both staff and other students.
 - ❖ Professional development can be more effective and relevant.
19. Almost all HPS staff (98%) and teachers (98%) agree that **“HPS provides me with the tools to communicate effectively with parents.”** This includes 42% of total staff and 46% of teachers who “strongly agree.”
20. Almost all HPS staff (more than 99%) and teachers (99%) agree that **“HPS has a good public image.”** This includes 59% of both total staff and teachers who “strongly agree.”
21. Most HPS teachers (94%) agree that **“PowerSchool is easy for me to use to inform and communicate to parents.”** This includes 27% of teachers who “strongly agree.”
22. **More frequently cited unaided comments about Communications include:**
- ❖ PowerSchool could be a better tool if other features are available or used.
 - ❖ Communication from the Central Office could be improved.
 - ❖ More specific technology training.
 - ❖ The Appleseed does not effectively communicate news and events from the entire district and all its schools and programs.
23. **Strong satisfaction with the Hudsonville district’s leadership** includes 79% of HPS total staff “completely or very satisfied” with their building’s or immediate supervisor’s leadership, 64% with the Central Office’s leadership, 80% with the Superintendent’s leadership, and 87% with the Board of Education’s leadership.

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

- ❖ Some of the staff want more clear and consistent direction from the leadership in their buildings or in the Central Office.
- ❖ Some staff members feel too disconnected from important decisions affecting how they perform their job.
- ❖ Some staff are still becoming familiar with the changes in leadership throughout the district, both in leadership style and just the number of new people.

25. Almost all HPS teachers (more than 99%) agree that **“HPS staff believes every child can learn.”** This included 53% who “strongly agree.”

Moreover, this “strongly agree” percentage is the highest for teachers among the 34 attributes evaluated for Student Learning and Achievement.

26. Eighty-eight percent of HPS teachers agree that **“HPS provides an atmosphere where every child can succeed.”** This includes 34% who “strongly agree.”

27. Almost all teachers (97%) agree that **“Classes and subjects taught at HPS are relevant to the life of most students.”** This includes 34% who “strongly agree.”

28. Almost all HPS teachers (95%) agree that **“HPS helps parents support their children’s learning.”** This includes 27% who “strongly agree.”

29. Almost three-fourths of HPS teachers (73%) agree that **“Students’ social and emotional needs are being supported by HPS.”** This includes 18% who “strongly agree.”

30. Seventy-nine percent of HPS teachers agree that **“HPS has prioritized the development of systems and programs that support students’ emotional growth.”** This includes 17% who “strongly agree.”

31. Seventy-eight percent of HPS teachers agree that **“HPS’ staff works effectively with families with children with significant social, behavioral and emotional issues.”** This includes 23% who “strongly agree.”

32. Sixty percent of HPS teachers agree that **“HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues.”** This includes 15% who “strongly agree.”

33. Most HPS teachers (91%) agree that **“HPS staff works effectively with students who receive special education services.”** This includes 26% who “strongly agree.”

34. Most HPS teachers (93%) agree that **“HPS staff works effectively with students who live in poverty.”** This includes 22% who “strongly agree.”
35. Eighty-two percent 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 13% who “strongly agree.”
36. Slightly more than three-fourths of HPS teachers (77%) agree that **“HPS provides appropriate resources for teachers to help academically struggling students,”** which is improved from the 2017 SOAR Staff survey. However, this includes just 13% who “strongly agree.”
37. Almost three-fourths of HPS teachers (73%) agree that **“HPS staff works effectively with academically advanced students.”** This includes 15% who “strongly agree.”
38. Almost all HPS teachers (95%) agree that **“HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically.”** This includes 23% who “strongly agree.”
39. Almost two-thirds of teachers (63%) agree that **“The number of students in most classrooms is reasonable to teach effectively,”** which is significantly improved from the 2017 SOAR Staff survey. However, this still includes just 9% who “strongly agree.”
40. All HPS teachers agree (100%) agree that **“HPS supports positive personal relationships between students and staff.”** This includes 46% who “strongly agree,” which is improved from the 2017 SOAR Staff survey.
41. Sixty-one percent of HPS teachers agree that **“HPS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.”** But, this includes only 12% who “strongly agree.”
42. Large majorities of HPS teachers agree that **“HPS needs to expand the number of laptops on carts available for students in their everyday classrooms,”** especially for classrooms in 3rd-grade and higher ... 78% for grades PK-2 classrooms, 92% for grades 3-5 classrooms, 94% for grades 6-8 classrooms, and 94% for grades 9-12 classrooms.
43. Comparatively, large majorities of HPS teachers agree that **“HPS should give a laptop (such as a Chromebook) to every student to take back and forth between school and home”** for middle school (75%) and high school (81%) students, but not for elementary school (14% for grades PK-2 and 34% for grades 3-5) students.

44. A majority of HPS teachers agree that **“HPS should give a laptop (such as a Chromebook) to every student, but this laptop would stay at school”** for all school levels ... 56% for grades PK-2 classrooms, 78% for grades 3-5 classrooms, 69% for grades 6-8 classrooms, and 62% for the high school students.
45. At least two-thirds to almost three-fourths of HPS teachers agree that **“HPS should expand its world/foreign language instruction”** for all school levels ... 73% for the elementary school level, 68% for the middle school level, and 73% for the high school level.
46. Eighty-seven percent of HPS teachers agree that **“HPS provides sufficient STEAM opportunities.”** This includes 25% who “strongly agree.”
47. Almost all HPS teachers (97%) agree that **“In HPS, student learning and achievement is being enhanced by: Our preschool programs.”** This includes 20% who “strongly agree.”
48. **More frequently mentioned unaided comments about Student Achievement and Learning include:**
- ❖ Teachers acknowledge additional resources are now available to support students with behavioral or emotional problems, but more support is often still needed for both students with and without an IEP. Perhaps a mental health professional assigned to every building and investing in a Social/Emotional curriculum.
 - ❖ Overcrowded schools and too many students in their classrooms
 - ❖ More PD to implement PBIS and trauma informed teaching strategies
 - ❖ More support for students struggling academically, especially reading and math support
 - ❖ More technology devices need to be available for the students,, need more laptop carts. Device availability and proficiency becomes more important if there is a return to remote at home learning for everyone
 - ❖ More challenges for academically advanced students
49. More than half of total HPS staff (54%) and teachers (53%) 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 24% of total staff and 23% of teachers who reply “definitely yes.” Twenty-four percent of total staff and 29% of teachers reply “no,” while 22% of total staff and 19% of teachers are “not sure.”

50. More than one-third of total HPS staff (38%) and teachers (36%) feel that **a later start time for middle and high school students would improve their BEHAVIOR in school.** This includes only 10% of total staff and 8% of teachers who reply “definitely yes.” Approximate similar percentages are “not sure” ... 33% of total staff and 33% of teachers. Twenty-nine percent of total staff and 31% of teachers reply “no.”
51. Thirty-nine percent of total HPS staff and 98% of teachers believe that **a later start time for middle and high school students would improve their GRADES in school.** This includes only 9% of total staff and 8% of teachers who reply “definitely yes.” Approximate similar percentages are “not sure” ... 39% of total staff and 38% of teachers. Twenty-two percent of total staff and 23% of teachers reply “no.”
52. Many HPS staff (88%) and teachers (89%) support **restricting student cell phone use in the CLASSROOMS**, including 69% of total staff and 73% of teachers who reply “definitely yes.”
- Comparatively, less than half of total staff (42%) and teachers (44%) support **restricting student cell phone use in the CAFETERIA AT LUNCH**, including 23% of total staff and 25% of teachers who reply “definitely yes.” Total “no” responses equal 40% for total staff and 36% for the teachers. Eighteen percent of total staff and 19% of the teachers are “not sure.”
- Approximately half of total staff (49%) and teachers (52%) support **restricting student cell phone use in the HALLWAYS**, including 27% of total staff and 27% of teachers who reply “definitely yes.” Total “no” responses equal 30% for total staff and 26% for the teachers. Twenty-one percent of total staff and 22% of the teachers are “not sure.”
53. **More frequently mentioned unaided additional comments include:**
- ❖ A number of staff members exclaim their pride with Hudsonville Public Schools ... *“I love being an Eagle!!”* and *“I love my job and miss being there every day.”*
 - ❖ Cell phones use by students ... some staff ask for restrictions, while other staff argue HPS needs to teach students more how to be responsible cell phone users
 - ❖ Later start/end time for secondary students with an earlier start/end time for elementary students ... some acknowledge the science, while other staff feel it’s too much of a change and not practical
 - ❖ A few cite issues with diversity and awareness of cultural differences

STAFF SAMPLE PROFILE

With children attending Hudsonville Public Schools

	Total staff (n=529)	Teachers (n=276)
Yes, currently	36%	33%
Yes, previously	23%	17%
Yes, expected to attend in the future	9%	12%
No, never	41%	46%

Position

	Total staff (n=524)	Teachers (n=276)
Administrative Staff/Clerical	5%	
Bus driver/Transportation	5%	
Classroom teacher	53%	100%
Coach	1%	
Custodial/Maintenance	2%	
District administrator	2%	
Food service	1%	
Instructional assistant/Parapro	24%	
Media/Counseling/Itinerant	5%	
School administrator	<1%	
Security	<1%	
Technology	<1%	

School level serving

	Total staff (n=497)	Teachers (n=272)
Administration Building	2%	0%
District-wide or multiple buildings	5%	<1%
Early Childhood Center	11%	7%
Alward Elementary	6%	6%
Bauer Elementary	8%	10%
Forest Grove Elementary	5%	4%
Georgetown Elementary	9%	8%
Jamestown Lower Elementary	6%	6%
Jamestown Upper Elementary	5%	5%
Park Elementary	6%	6%
South Elementary	5%	6%
Baldwin Middle School	8%	11%
Riley Middle School	6%	9%
Freshman Campus	6%	8%
Hudsonville High School	11%	13%
Transportation	4%	0%

Working tenure

	Total staff (n=526)	Teachers (n=275)
Less than 1 year	8%	7%
1 to 3 years	19%	13%
4 to 6 years	15%	11%
7 to 10 years	11%	9%
More than 10 years	47%	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.

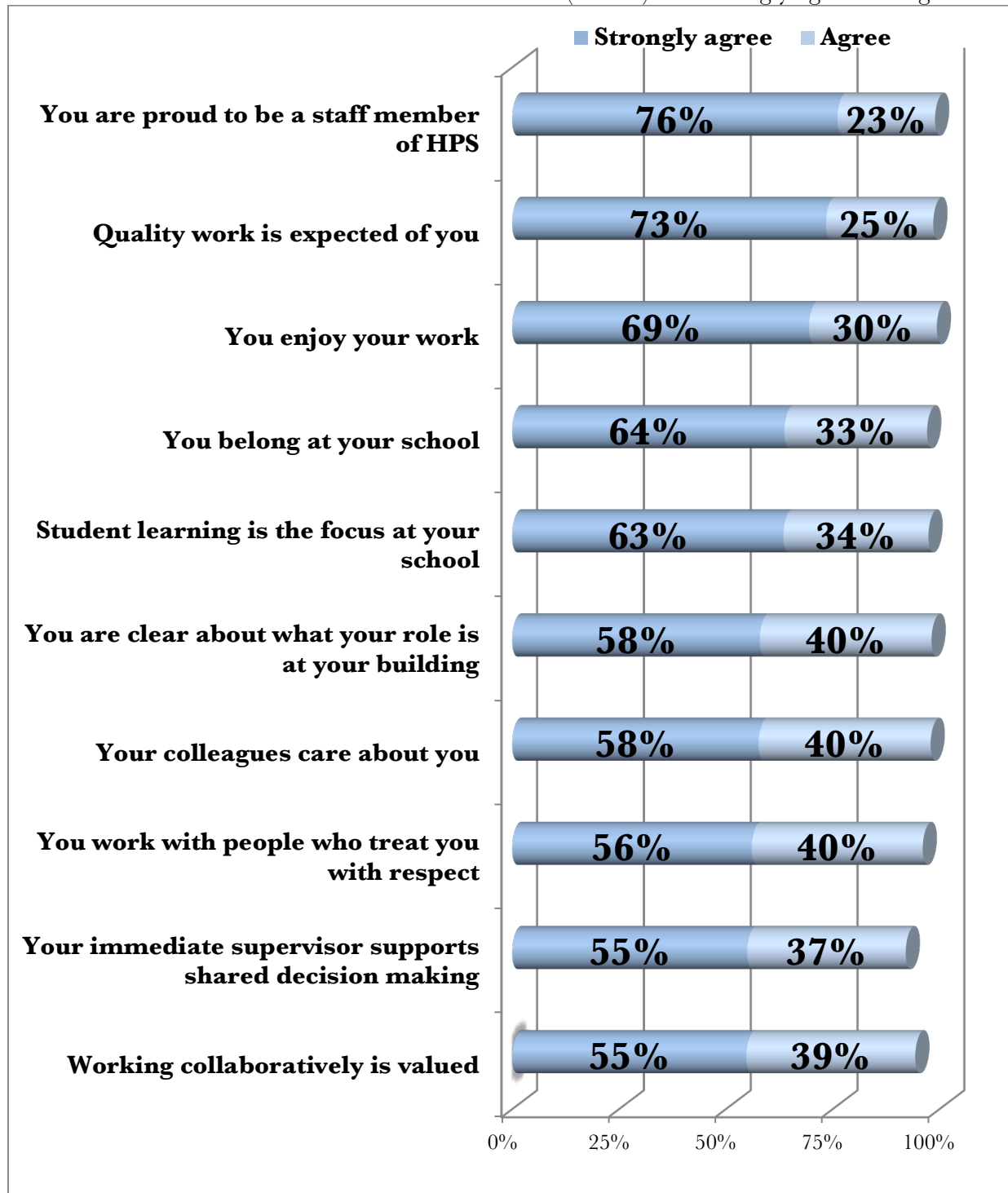
Hudsonville Public Schools supports students to be safe from intimidation and harassment.

HPS supports students to be safe from texting/online intimidation and harassment.

Additional comments about Culture and Work Environment

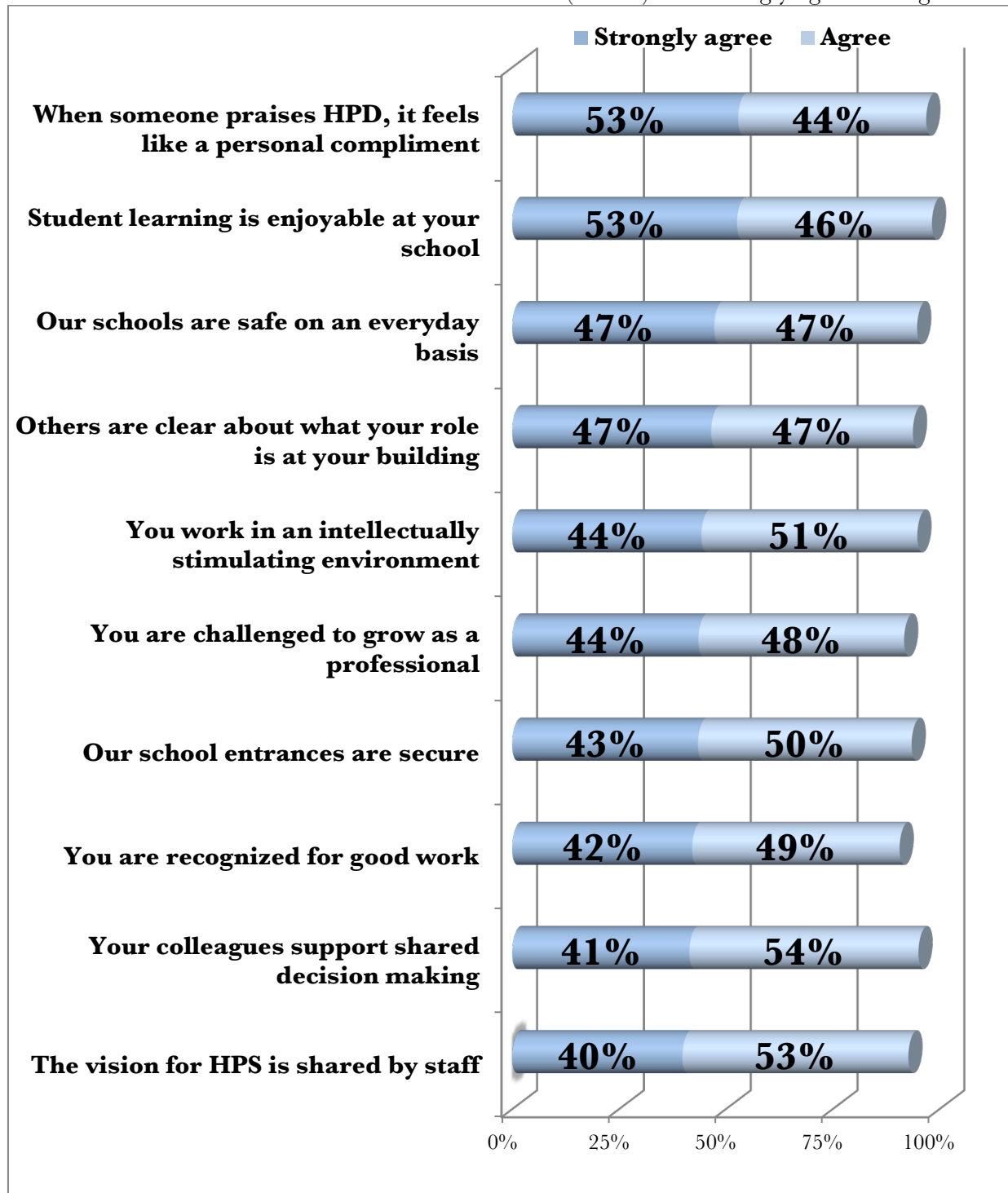
Hudsonville Public Schools Culture and Work Environment

% of all HPS staff (n=529) who strongly agree and agree



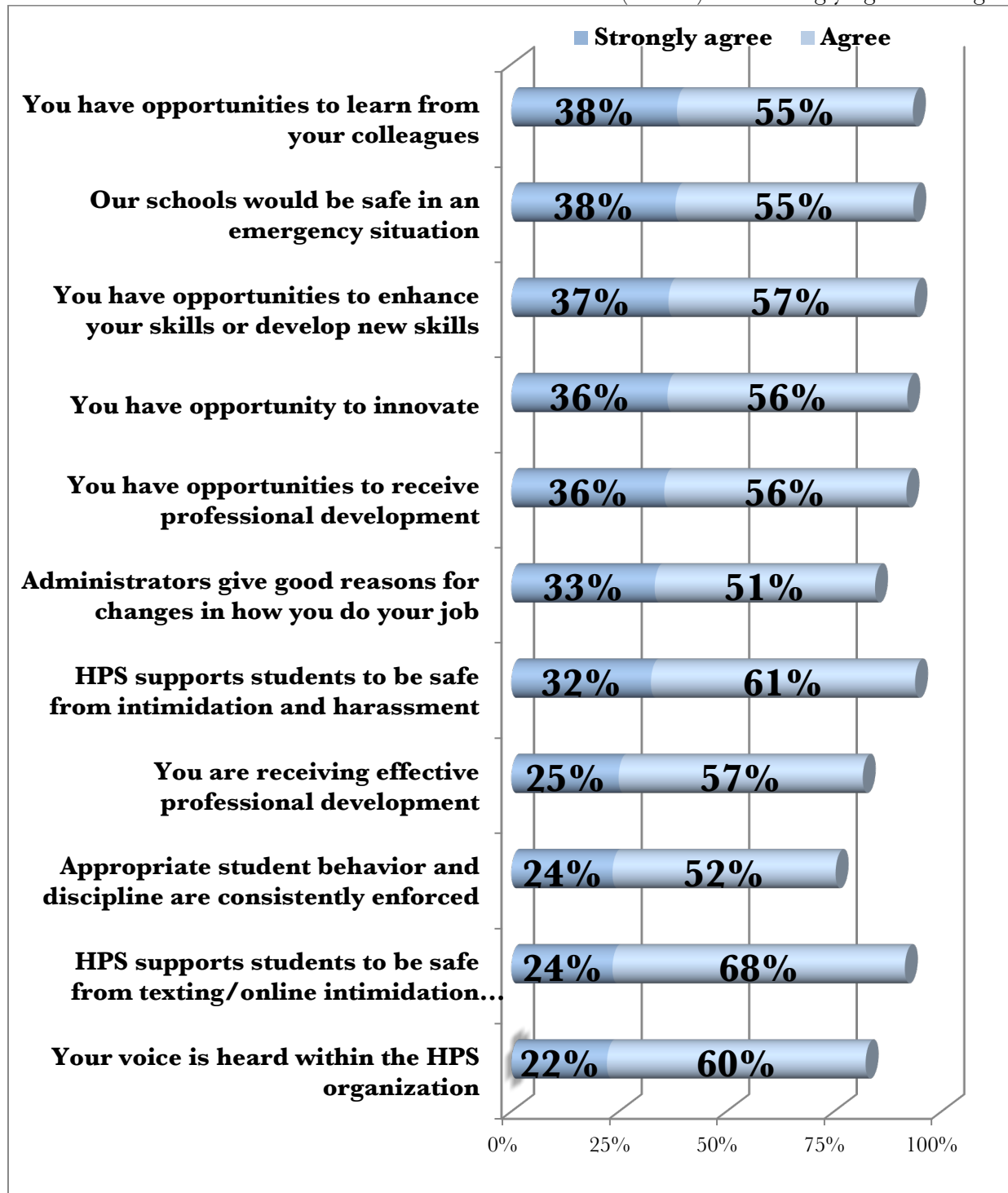
Hudsonville Public Schools Culture and Work Environment

% of all HPS staff (n=529) who strongly agree and agree



Hudsonville Public Schools Culture and Work Environment

Percent of all HPS staff (n=529) who strongly agree and agree



Hudsonville Public Schools Culture and Work Environment

2020 Total staff (n = 529)

	Strongly agree	Agree	Disagree	Strongly disagree
You belong at your school	64%	33%	2%	<1%
You are proud to be a staff member of HPS	76%	23%	1%	0%
When someone praises HPD, it feels like a personal compliment	53%	44%	3%	0%
You enjoy your work	69%	30%	<1%	<1%
Your colleagues care about you	58%	40%	2%	0%
Student learning is the focus at your school	63%	34%	3%	0%
Student learning is enjoyable at your school	53%	46%	2%	0%
Quality work is expected of you	73%	25%	1%	<1%
You are recognized for good work	42%	49%	9%	<1%
You are clear about what your role is at your building	58%	40%	2%	<1%
Others are clear about what your role is at your building	47%	47%	6%	<1%
You work with people who treat you with respect	56%	40%	3%	1%
Working collaboratively is valued	55%	39%	5%	<1%
Your voice is heard within the HPS organization	22%	60%	15%	3%
Your colleagues support shared decision making	41%	54%	4%	<1%
Your immediate supervisor supports shared decision making	55%	37%	6%	2%
Administrators give good reasons for changes in how you do your job	33%	51%	13%	3%
The vision for HPS is shared by staff	40%	53%	7%	<1%
You have opportunity to innovate	36%	56%	8%	<1%
You have opportunities to enhance your skills or develop new skills	37%	57%	6%	<1%

Hudsonville Public Schools Culture and Work Environment

{continued}

2020 Total staff (n = 529)

	Strongly agree	Agree	Disagree	Strongly disagree
You have opportunities to receive professional development	36%	56%	7%	1%
You are receiving effective professional development	25%	57%	16%	2%
You have opportunities to learn from your colleagues	38%	55%	6%	<1%
You work in an intellectually stimulating environment	44%	51%	5%	<1%
You are challenged to grow as a professional	44%	48%	7%	<1%
Our schools are safe on an everyday basis	47%	47%	5%	<1%
Our schools would be safe in an emergency situation	38%	55%	6%	<1%
Our school entrances are secure	43%	50%	6%	<1%
Appropriate student behavior and discipline are consistently enforced	24%	52%	20%	4%
HPS supports students to be safe from intimidation and harassment	32%	61%	6%	<1%
HPS supports students to be safe from texting/online intimidation and harassment	24%	68%	7%	1%

Hudsonville Public Schools Culture and Work Environment

2020 Teachers (n = 276)

	Strongly agree	Agree	Disagree	Strongly disagree
You belong at your school	64%	33%	2%	<1%
You are proud to be a staff member of HPS	77%	22%	<1%	0%
When someone praises HPD, it feels like a personal compliment	53%	43%	3%	0%
You enjoy your work	70%	30%	0%	0%
Your colleagues care about you	61%	37%	2%	0%
Student learning is the focus at your school	62%	34%	4%	0%
Student learning is enjoyable at your school	50%	48%	3%	0%
Quality work is expected of you	70%	28%	2%	<1%
You are recognized for good work	39%	51%	9%	1%
You are clear about what your role is at your building	61%	38%	<1%	<1%
Others are clear about what your role is at your building	52%	44%	4%	0%
You work with people who treat you with respect	57%	39%	3%	2%
Working collaboratively is valued	57%	36%	7%	<1%
Your voice is heard within the HPS organization	20%	58%	19%	3%
Your colleagues support shared decision making	44%	51%	4%	<1%
Your immediate supervisor supports shared decision making	58%	33%	7%	2%
Administrators give good reasons for changes in how you do your job	33%	48%	15%	5%
The vision for HPS is shared by staff	37%	54%	8%	<1%
You have opportunity to innovate	36%	55%	9%	0%
You have opportunities to enhance your skills or develop new skills	38%	58%	4%	0%

Hudsonville Public Schools Culture and Work Environment

{continued}

2020 Teachers (n = 276)

	Strongly agree	Agree	Disagree	Strongly disagree
You have opportunities to receive professional development	39%	58%	3%	<1%
You are receiving effective professional development	22%	60%	16%	2%
You have opportunities to learn from your colleagues	34%	57%	9%	<1%
You work in an intellectually stimulating environment	43%	52%	5%	<1%
You are challenged to grow as a professional	46%	45%	8%	<1%
Our schools are safe on an everyday basis	46%	47%	6%	<1%
Our schools would be safe in an emergency situation	34%	58%	8%	<1%
Our school entrances are secure	42%	52%	6%	<1%
Appropriate student behavior and discipline are consistently enforced	19%	53%	24%	4%
HPS supports students to be safe from intimidation and harassment	29%	63%	8%	<1%
HPS supports students to be safe from texting/online intimidation and harassment	20%	68%	10%	2%

You belong at your school

Almost all HPS staff (97%) and teachers (97%) agree with the statement “You belong at your school (building or department).”

This includes almost two-thirds of all HPS staff (64%) and teachers (64%) who “strongly agree.”

These findings are improved from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	57%	56%
Agree	39%	39%
Disagree	2%	3%
Strongly disagree	1%	2%
(n)	(487)	(300)

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

Almost all HPS staff (99%) and teachers (more than 99%) agree with the statement “You are proud to be a staff member of Hudsonville Public Schools.”

This includes a very impressive 76% of all HPS staff and 77% of teachers who “strongly agree.”

This attribute received the highest percentage of “strongly agree” responses from the HPS total staff among the 31 Culture and Work Environment statements in this survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	74%	73%
Agree	26%	26%
Disagree	1%	1%
Strongly disagree	<1%	<1%
(n)	(488)	(301)

Praise for Hudsonville Public Schools feels like a personal compliment

Almost all HPS staff (97%) and teachers (96%) agree with the statement “When someone praises Hudsonville Public Schools, it feels like a personal compliment.”

This includes 53% of all HPS staff and 53% of teachers who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

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

Almost all HPS staff (more than 99%) and all teachers (100%) agree with the statement “You enjoy your work.”

This includes a noteworthy 69% of all HPS staff and 70% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	63%	59%
Agree	35%	39%
Disagree	1%	1%
Strongly disagree	<1%	<1%
(n)	(488)	(301)

Your colleagues care about you

Almost all HPS staff (98%) and teachers (98%) agree with the statement “Your colleagues care about you,” including 58% of all HPS staff and 61% of teachers who “strongly agree.”

These findings are improved from the 2017 SOAR Staff survey, especially among teachers.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	52%	50%
Agree	46%	48%
Disagree	1%	1%
Strongly disagree	<1%	<1%
(n)	(483)	(300)

Student learning is the focus at your school

Almost all HPS staff (97%) and teachers (96%) agree with the statement “Student learning is the focus at your school.”

This includes 63% of all HPS staff and 62% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	62%	61%
Agree	35%	37%
Disagree	2%	2%
Strongly disagree	<1%	<1%
(n)	(463)	(299)

Student learning is enjoyable at your building

Almost all HPS staff (99%) and teachers (98%) agree with the statement “Student learning is enjoyable at your building,” including 53% of all HPS staff and 50% of teachers who “strongly agree.”

These findings are improved from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	43%	40%
Agree	54%	57%
Disagree	3%	3%
Strongly disagree	<1%	<1%
(n)	(461)	(300)

Quality work is expected of you

Almost all HPS staff (98%) and teachers (98%) agree with the statement “Quality work is expected of you,” including a noteworthy 73% of all staff and 70% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	73%	72%
Agree	26%	27%
Disagree	<1%	<1%
Strongly disagree	<1%	1%
(n)	(485)	(299)

You are recognized for good work

Most HPS staff (91%) and teachers (91%) agree with the statement “You are recognized for good work,” including 42% of all HPS staff and 39% of teachers who “strongly agree.”

These findings are improved from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	32%	27%
Agree	53%	55%
Disagree	13%	15%
Strongly disagree	2%	3%
(n)	(481)	(299)

You are clear about what your role is at your building

Almost all HPS staff (98%) and teachers (99%) agree with the statement “You are clear about what your role is at your building.” This includes 58% of all HPS staff and 61% of teachers who “strongly agree.”

“Strongly agree” percentages are improved from the 2017 SOAR Staff survey, especially among teachers.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	52%	51%
Agree	45%	47%
Disagree	3%	1%
Strongly disagree	<1%	<1%
(n)	(485)	(301)

Others are clear about what your role is at your building

Most HPS staff (94%) and teachers (96%) agree with the statement “Others are clear about what your role is at your building,” including 47% of all HPS staff and 52% of teachers who “strongly agree.”

“Strongly agree” percentages are improved from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	39%	42%
Agree	54%	52%
Disagree	7%	5%
Strongly disagree	<1%	<1%
(n)	(483)	(300)

You work with people who treat you with respect

Almost all HPS staff (96%) and teachers (96%) agree with the statement “You work with people who treat you with respect,” including 56% of all staff and 57% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	52%	51%
Agree	45%	45%
Disagree	2%	3%
Strongly disagree	<1%	<1%
(n)	(467)	(292)

Working collaboratively is valued

Almost all HPS staff (94%) and teachers (93%) agree with the statement “Working collaboratively is valued,” including 55% of all staff and 57% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	52%	51%
Agree	42%	42%
Disagree	5%	5%
Strongly disagree	1%	2%
(n)	(462)	(291)

Your voice is heard within the Hudsonville Public Schools organization

Eighty-two percent of HPS staff and 78% of teachers agree with the statement “Your voice is heard within the Hudsonville Public Schools organization,” including 22% of all staff and 20% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	22%	17%
Agree	62%	65%
Disagree	12%	15%
Strongly disagree	3%	4%
(n)	(434)	(280)

Your colleagues support shared decision making

Almost all HPS staff (95%) and teachers (95%) agree with the statement “Your colleagues support shared decision making,” including 41% of all staff and 44% of teachers who “strongly agree.”

The “strongly agree” percentage is improved from the 2017 SOAR Staff survey among teachers.

2020 Survey

	Total staff	Teachers
Strongly agree	41 ⁰ %	44 ⁰ %
Agree	54 ⁰ %	51 ⁰ %
Disagree	4 ⁰ %	4 ⁰ %
Strongly disagree	<1 ⁰ %	<1 ⁰ %
(n)	(468)	(261)

2017 Survey

	Total staff	Teachers
Strongly agree	37 ⁰ %	34 ⁰ %
Agree	59 ⁰ %	62 ⁰ %
Disagree	4 ⁰ %	5 ⁰ %
Strongly disagree	0 ⁰ %	0 ⁰ %
(n)	(450)	(287)

Your immediate supervisor supports shared decision making

Most HPS staff (92%) and teachers (91%) agree with the statement “My immediate supervisor supports shared decision making,” including 55% of all staff and 58% of teachers who “strongly agree.”

“Strongly agree” percentages are improved from the 2017 SOAR Staff survey, especially among teachers.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	48%	45%
Agree	46%	46%
Disagree	4%	6%
Strongly disagree	2%	3%
(n)	(457)	(288)

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

Eighty-four percent of HPS staff and 81% of teachers agree with the statement “Administrators give good reasons for changes in how you do your job,” including 33% of all staff and 33% of teachers who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

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

Most HPS staff (93%) and teachers (91%) agree with the statement “The vision for HPS is shared by staff,” including 40% of all staff and 37% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	36%	35%
Agree	59%	59%
Disagree	5%	6%
Strongly disagree	<1%	0%
(n)	(425)	(287)

You have opportunity to innovate

Most HPS staff (92%) and teachers (91%) responding agree with the statement “You have opportunity to innovate.” This included 36% of all staff and 36% of teachers who reply “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	34%	34%
Agree	56%	55%
Disagree	8%	9%
Strongly disagree	1%	2%
(n)	(435)	(281)

You have opportunities to enhance your skills or develop new skills

Most HPS staff (94%) and almost all teachers (96%) agree with the statement “You have opportunities to enhance your skills develop new skills,” including 37% of all staff and 38% of teachers who reply “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	35%	36%
Agree	56%	55%
Disagree	9%	8%
Strongly disagree	1%	1%
(n)	(443)	(287)

You have opportunities to receive effective professional development

Most HPS staff (92%) but almost all teachers (97%) of teachers responding agree with the statement “You have opportunities to receive effective professional development.”

This includes 36% of all staff and 39% of teachers who reply “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	36%	40%
Agree	53%	55%
Disagree	9%	4%
Strongly disagree	2%	<1%
(n)	(432)	(290)

You are receiving effective professional development

Eighty-two percent of all HPS staff and 82% of teachers responding agree with the statement “You are receiving effective professional development.”

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

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	22%	21%
Agree	54%	56%
Disagree	20%	20%
Strongly disagree	3%	2%
(n)	(417)	(287)

You have opportunities to learn from your colleagues

Most HPS staff (93%) and teachers (91%) agree with the statement “You have opportunities to learn from your colleagues,” including 38% of all staff and 34% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	31%	30%
Agree	62%	62%
Disagree	7%	9%
Strongly disagree	<1%	0%
(n)	(434)	(276)

You work in an intellectually stimulating environment

Almost all HPS staff (95%) and teachers (95%) agree with the statement “You work in an intellectually stimulating environment,” including 44% of all staff and 43% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	38%	37%
Agree	56%	56%
Disagree	4%	6%
Strongly disagree	1%	1%
(n)	(435)	(279)

You are challenged to grow as a professional

Most HPS staff (92%) and teachers (91%) agree with the statement “You are challenged to grow as a professional.”

This includes 44% of all HPS staff and 46% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	42%	43%
Agree	51%	51%
Disagree	6%	4%
Strongly disagree	1%	1%
(n)	(431)	(282)

Our schools are safe on an everyday basis

Most HPS staff (94%) and teachers (93%) agree with the statement “Our schools are safe on an everyday basis.” This includes 47% of all staff and 46% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	46%	47%
Agree	52%	51%
Disagree	2%	2%
Strongly disagree	<1%	<1%
(n)	(452)	(282)

Our schools would be safe in an emergency situation

Most HPS staff (93%) and teachers (92%) agree with the statement “Our schools would be safe in an emergency situation.”

This includes 38% of all staff and 34% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	35%	34%
Agree	61%	61%
Disagree	4%	5%
Strongly disagree	0%	0%
(n)	(446)	(278)

Our school entrances are secure

Most HPS staff (93%) and teachers (94%) agree with the statement “Our school entrances are secure.”

This includes 43% of all staff and 42% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	41%	41%
Agree	53%	53%
Disagree	5%	6%
Strongly disagree	<1%	0%
(n)	(452)	(281)

Appropriate student behavior and discipline is consistently enforced

Approximately three-fourths of all HPS staff (76%) and teachers (72%) responding agree with the statement “Appropriate student behavior and discipline is consistently enforced.”

This includes 24% of all staff and 19% of teachers who “strongly agree.”

This attribute received the lowest percentages of “strongly agree” responses from the HPS total staff and teachers among the 31 Culture and Work Environment statements in this survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	24%	19%
Agree	58%	60%
Disagree	16%	20%
Strongly disagree	2%	2%
(n)	(442)	(280)

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

Most HPS staff (93%) and teachers (92%) agree with the statement “HPS supports students to be safe from intimidation and harassment.”

This includes 32% of all staff and 29% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	31%	26%
Agree	65%	68%
Disagree	4%	5%
Strongly disagree	<1%	<1%
(n)	(426)	(269)

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

Most HPS staff (92%) and teachers (88%) agree with the statement “HPS supports students to be safe from *cyber* intimidation and harassment.”

This includes 24% of all staff and 20% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	26%	22%
Agree	64%	67%
Disagree	10%	11%
Strongly disagree	1%	<1%
(n)	(323)	(203)

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:

- ❖ Working relationships could be improved in their building.
- ❖ Do not feel adequately listened to and supported, so they don't feel they are valued or respected as contributors to district's success.
- ❖ Student extreme behavior creates unsafe conditions for both staff and other students.
- ❖ Professional development can be more effective and relevant.

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

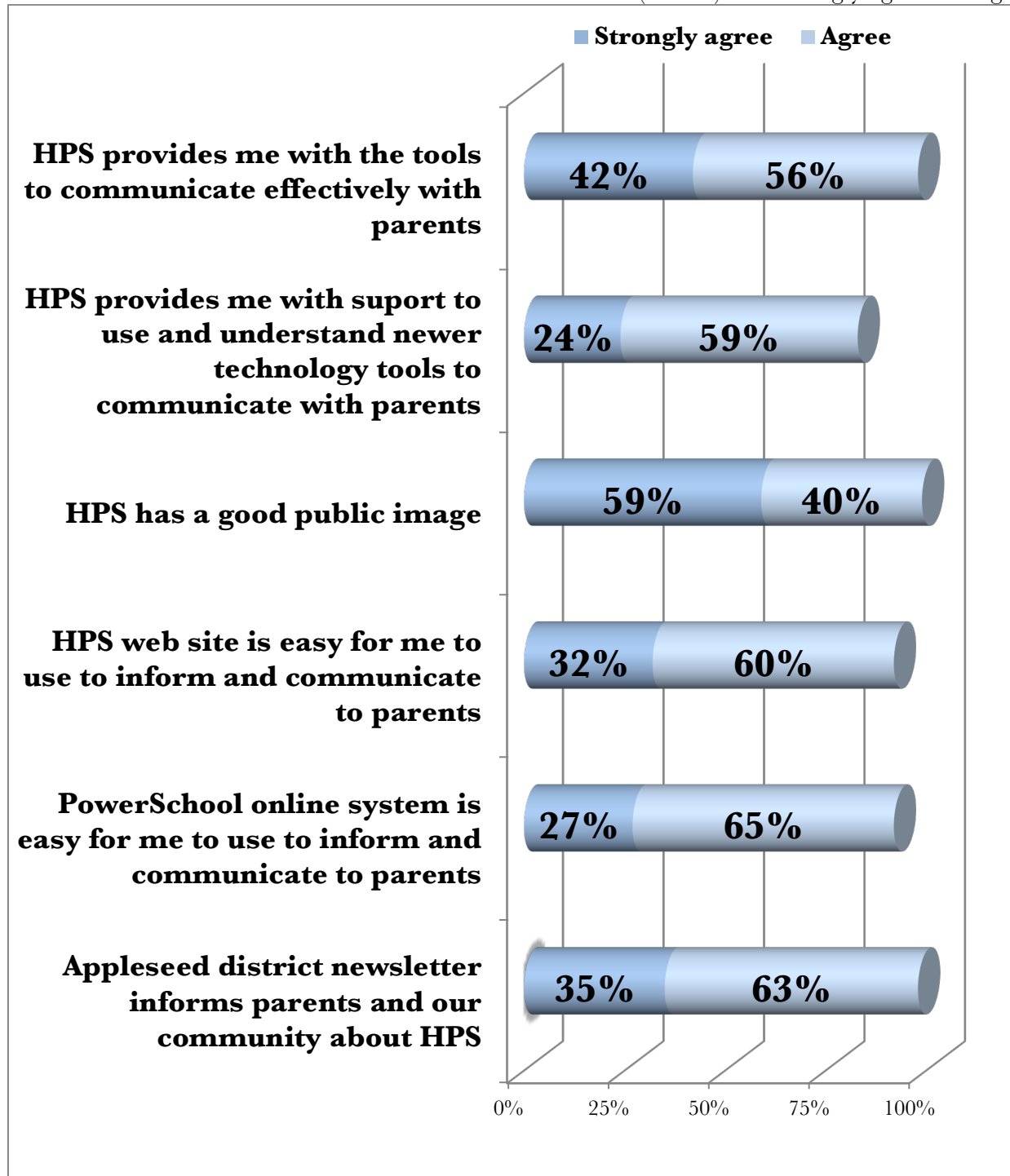
Web site – to inform parents

PowerSchool – to inform parents

Appleseed district newsletter – to inform parents and community

Communication

Percent of HPS staff (n=529) who strongly agree and agree:



Communication

Total staff (n = 529)

	Strongly agree	Agree	Disagree	Strongly disagree
HPS provides me with the tools to communicate effectively with parents	42%	56%	2%	0%
HPS provides me with the support to understand and use newer technology communication tools to communicate effectively with parents	24%	59%	17%	<1%
HPS has a good public image	59%	40%	<1%	0%
HPS web site is easy for me to use to inform and communicate to parents	32%	60%	7%	<1%
PowerSchool online system is easy for me to use to inform and communicate to parents	27%	65%	7%	<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	35%	63%	1%	0%

Teachers (n = 276)

	Strongly agree	Agree	Disagree	Strongly disagree
HPS provides me with the tools to communicate effectively with parents	46%	52%	2%	0%
HPS provides me with the support to understand and use newer technology communication to communicate effectively with parents	25%	54%	20%	<1%
HPS has a good public image	59%	40%	2%	0%
HPS web site is easy for me to use to inform and communicate to parents	30%	62%	7%	<1%
PowerSchool online system is easy for me to use to inform and communicate to parents	27%	67%	6%	<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	31%	66%	2%	0%

HPS provides me with the tools to communicate effectively with parents

Almost all HPS staff (98%) and teachers (98%) agree with the statement “HPS provides me with the tools to communicate effectively with parents.”

This includes 42% of all HPS staff and 46% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	44%	45%
Agree	53%	52%
Disagree	3%	2%
Strongly disagree	<1%	<1%
(n)	(393)	(275)

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 79% 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 24% of all HPS staff and 25% of teachers who “strongly agree.”

These findings are significantly improved from the 2017 SOAR Staff survey.

2017 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	20%	19%
Agree	50%	46%
Disagree	28%	31%
Strongly disagree	2%	3%
(n)	(367)	(267)

Hudsonville Public Schools has a good public image

Almost all HPS staff (more than 99%) and teachers (99%) responding agree with the statement “HPS has a good public image.”

This includes 59% of all staff and 59% of teachers who “strongly agree.”

These findings are very similar to the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	60%	58%
Agree	40%	41%
Disagree	<1%	<1%
Strongly disagree	0%	0%
(n)	(442)	(275)

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

Most HPS staff (92%) and teachers (92%) 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 almost one-third of all staff (32%) and teachers (30%) who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	34%	32%
Agree	55%	55%
Disagree	10%	12%
Strongly disagree	1%	1%
(n)	(346)	(236)

PowerSchool easy to use to inform and communicate to parents

Most HPS teachers (94%) and most HPS total staff (92%) agree with the statement “PowerSchool is easy for me to use to inform and communicate to parents.”

This includes 27% of teachers who “strongly agree,” which is slightly declined from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	34%	32%
Agree	57%	57%
Disagree	8%	9%
Strongly disagree	1%	1%
(n)	(291)	(207)

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

Almost all HPS staff (98%) and teachers (97%) 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 35% of all staff and 31% of teachers who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	38%	36%
Agree	60%	63%
Disagree	2%	2%
Strongly disagree	0%	0%
(n)	(405)	(255)

Additional comments about Communication

Q. Do you have any additional comments about Communication?

More frequently mentioned unaided comments about Communications include:

- ❖ PowerSchool could be a better tool if other features are available or used.
- ❖ Communication from the Central Office could be improved.
- ❖ More specific technology training.
- ❖ The Appleseed does not effectively communicate news and events from the entire district and all its schools and programs.

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

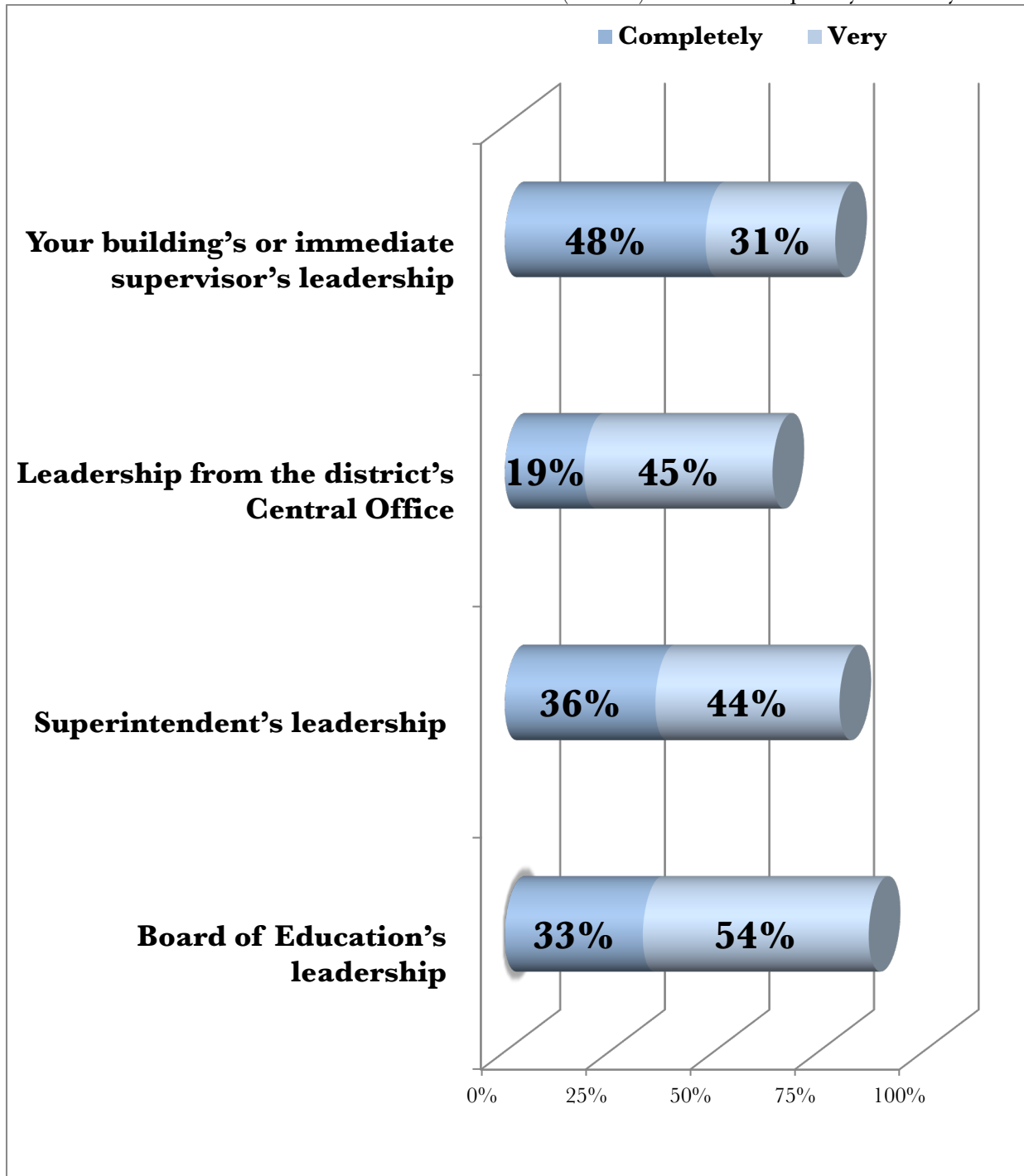
Superintendent's leadership

Board of Education's leadership

Additional comments or suggestions about leadership

Leadership

Percent of HPS staff (n=529) who are completely and very satisfied:



Leadership

Total staff (n = 529)

Satisfaction with	Completely	Very	Somewhat	Slightly	Not at all
Your building's or immediate supervisor's leadership	48%	31%	13%	4%	3%
Leadership from the district's Central Office	19%	45%	26%	8%	2%
Superintendent's leadership	36%	44%	15%	4%	<1%
Board of Education's leadership	33%	54%	12%	1%	0%

Teachers (n = 276)

Satisfaction with	Completely	Very	Somewhat	Slightly	Not at all
Your building's or immediate supervisor's leadership	50%	29%	13%	4%	4%
Leadership from the district's Central Office	14%	39%	34%	11%	2%
Superintendent's leadership	27%	47%	21%	5%	<1%
Board of Education's leadership	28%	55%	15%	2%	0%

Your building's or immediate supervisor's leadership

Seventy-nine percent of HPS staff and 79% of teachers are “completely or very satisfied” with their building's or immediate supervisor's leadership.

This includes 48% of all HPS staff and 50% of teachers who are “completely satisfied,” which is significantly improved for teachers from the 2017 SOAR Staff survey.

Three percent of all HPS staff and 4% of teachers are “not at all satisfied.”

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)

2017 Survey

	Total staff	Teachers
Completely satisfied	43%	36%
Very satisfied	37%	40%
Somewhat satisfied	13%	15%
Slightly satisfied	4%	6%
Not at all satisfied	2%	3%
(n)	(427)	(267)

Central Office's leadership

Almost two-thirds of HPS staff (64%) and more than half of teachers (53%) are “completely or very satisfied” with the district’s Central Office’s leadership. This includes 19% of all HPS staff and 14% of teachers who are “completely satisfied.”

These percentages of strong satisfaction are declined from the 2017 SOAR Staff survey.

Just 2% of all HPS staff and 2% of teachers are “not at all satisfied.”

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)

2017 Survey

	Total staff	Teachers
Completely satisfied	31%	25%
Very satisfied	49%	51%
Somewhat satisfied	17%	17%
Slightly satisfied	4%	6%
Not at all satisfied	<1%	<1%
(n)	(412)	(265)

Superintendent's leadership

Eighty percent of all HPS staff and 74% of teachers responding are “completely or very satisfied” with the Superintendent’s leadership. This includes 36% of all HPS staff and 27% of teachers who are “completely satisfied.”

These percentages of strong satisfaction are declined from the 2017 SOAR Staff survey.

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

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)

2017 Survey

	Total staff	Teachers
Completely satisfied	49%	45%
Very satisfied	44%	47%
Somewhat satisfied	5%	6%
Slightly satisfied	1%	2%
Not at all satisfied	<1%	<1%
(n)	(417)	(266)

Board of Education's leadership

Eighty-seven percent of all HPS staff and 83% of teachers responding are “completely or very satisfied” with the Board of Education’s leadership.

This 33% of all HPS staff and 28% of teachers who are “completely satisfied.”

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

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)

2017 Survey

	Total staff	Teachers
Completely satisfied	34%	30%
Very satisfied	52%	52%
Somewhat satisfied	12%	15%
Slightly satisfied	2%	2%
Not at all satisfied	<1%	1%
(n)	(386)	(250)

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:

- ❖ Some of the staff want more clear and consistent direction from the leadership in their buildings or in the Central Office.
- ❖ Some staff members feel too disconnected from important decisions affecting how they perform their job.
- ❖ Some staff are still becoming familiar with the changes in leadership throughout the district, both in leadership style and just the number of new people.

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.

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).

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 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.

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 needs to expand the number of laptops on carts available for students in their everyday classrooms.

HPS should give a laptop (such as a Chromebook) to every student to take back and forth between school and home.

HPS should give a laptop (such as a Chromebook) to every student, but this laptop would stay at school.

HPS should expand its world/foreign language instruction.

HPS should explore alternative education opportunities.

HPS provides sufficient STEAM opportunities.

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.

Using common assessments related to standards.

Student self-assessments.

Our preschool programs.

Trimester calendar.

Teaching to the State of Michigan's standards.

Teachers' use of student achievement data.

Including character principles into our curriculum.

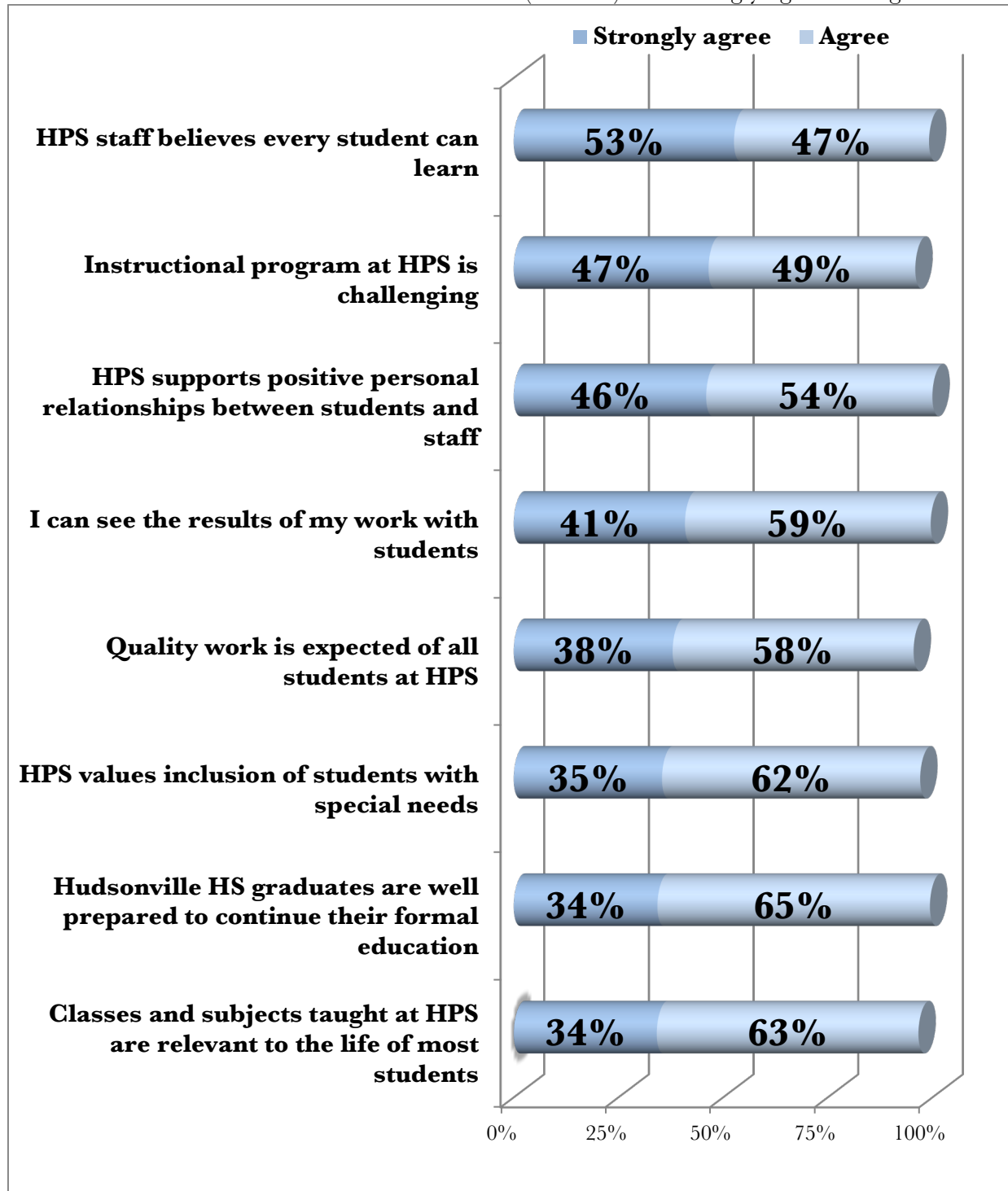
Including career awareness and career pathways in our curriculum.

Focus on Skills4Success (secondary).

Additional comments about Student Learning and Achievement.

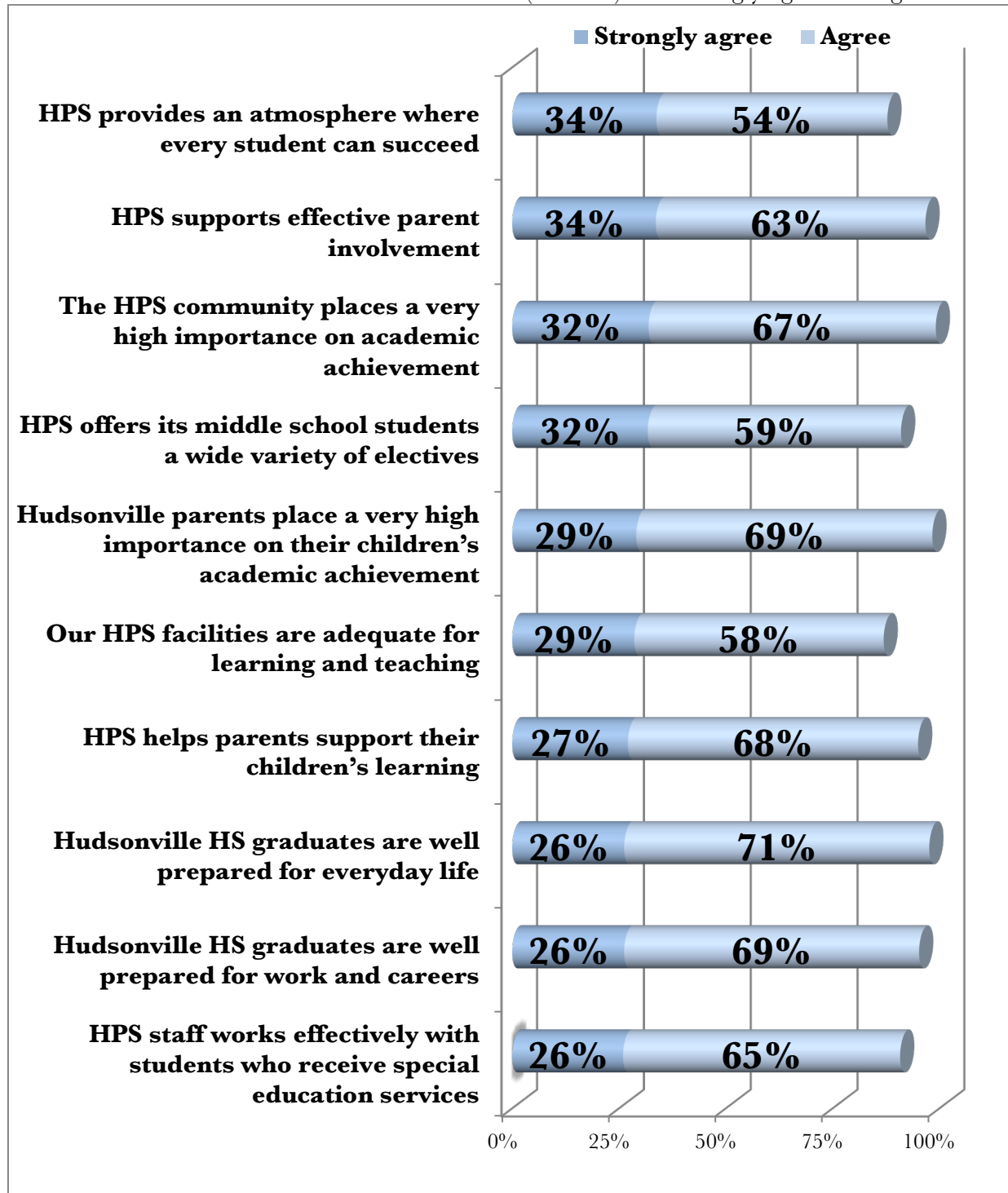
Student Achievement and Learning

Percent of HPS teachers (n = 276) who strongly agree and agree:



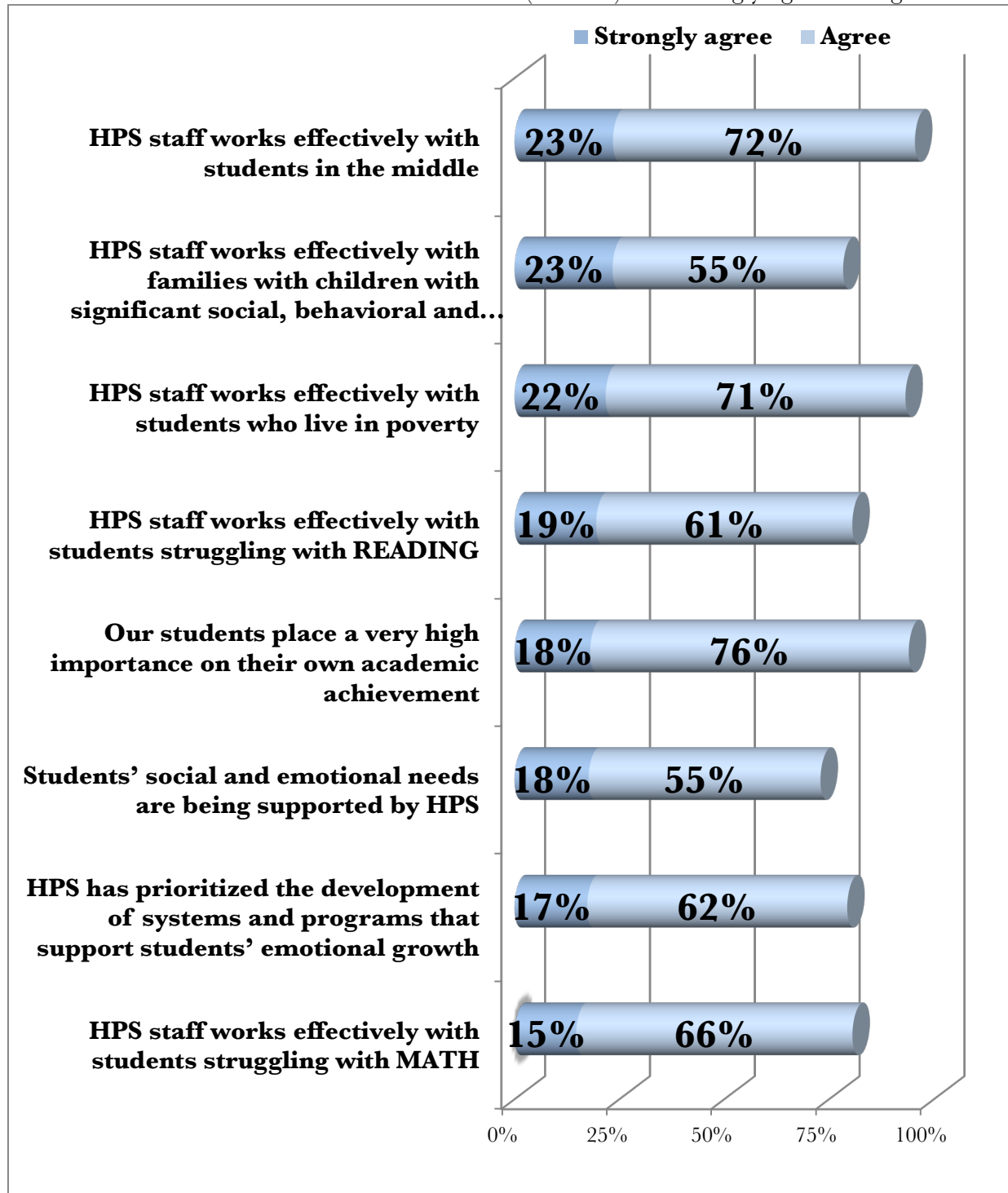
Student Achievement and Learning

Percent of HPS teachers (n = 276) who strongly agree and agree:



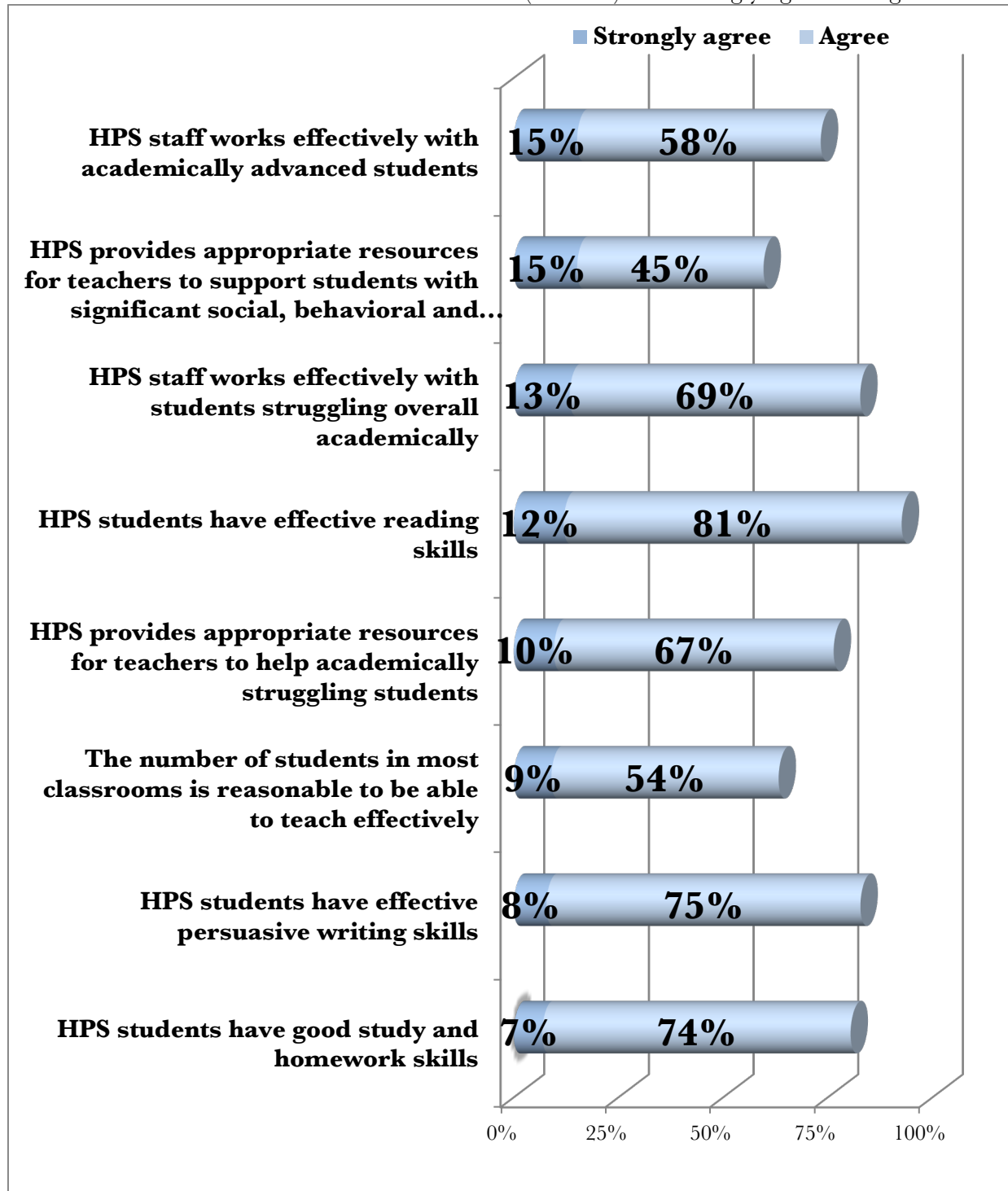
Student Achievement and Learning

Percent of HPS teachers (n = 276) who strongly agree and agree:



Student Achievement and Learning

Percent of HPS teachers (n = 276) who strongly agree and agree:



Student Achievement and Learning

2020 Survey: Teachers (n = 276)

	Strongly agree	Agree	Disagree	Strongly disagree
Our HPS staff believes every student can learn	53%	47%	<1%	0%
The instructional program at HPS is challenging	47%	49%	4%	0%
HPS provides an atmosphere where every student can succeed	34%	54%	12%	0%
Quality work is expected of all students at HPS	38%	58%	4%	<1%
Classes and subjects taught at HPS are relevant to the life of most students	34%	63%	3%	0%
Our students place a very high importance on their own academic achievement	18%	76%	5%	<1%
Hudsonville parents place a very high importance on their children's academic achievement	29%	69%	2%	0%
The HPS community places a very high importance on academic achievement	32%	67%	<1%	0%
HPS helps parents support their children's learning	27%	68%	5%	0%
Students' social and emotional needs are being supported by HPS	18%	55%	24%	3%
HPS has prioritized the development of systems and programs that support students' emotional growth	17%	62%	19%	2%
HPS staff works effectively with families with children with significant social, behavioral and emotional issues	23%	55%	20%	2%
HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues	15%	45%	35%	5%
HPS staff works effectively with students who receive special education services	26%	65%	9%	<1%
HPS values inclusion of students with special needs	35%	62%	3%	0%
HPS staff works effectively with students who live in poverty	22%	71%	7%	0%
HPS staff works effectively with students struggling with READING	19%	61%	18%	1%

Student Achievement and Learning

2020 Survey: Teachers (n = 276) {continued}

	Strongly agree	Agree	Disagree	Strongly disagree
HPS staff works effectively with students struggling with MATH	15%	66%	18%	<1%
HPS staff works effectively with students struggling overall academically	13%	69%	16%	<1%
HPS staff works effectively with academically advanced students	15%	58%	25%	2%
HPS staff works effectively with students in the middle	23%	72%	5%	0%
HPS students have good study and homework skills	7%	74%	20%	0%
HPS students have effective persuasive writing skills	8%	75%	17%	0%
HPS students have effective reading skills	12%	81%	7%	0%
HPS provides appropriate resources for teachers to help academically struggling students	10%	67%	23%	<1%
HPS offers its middle school students a wide variety of electives	32%	59%	7%	2%
Hudsonville HS graduates are well prepared for everyday life	26%	71%	2%	0%
Hudsonville HS graduates are well prepared for work and careers	26%	69%	5%	0%
Hudsonville HS graduates are well prepared to continue their formal education	34%	65%	<1%	0%
I can see the results of my work with students	41%	59%	<1%	0%
The number of students in most classrooms is reasonable to be able to teach effectively	9%	54%	32%	5%
HPS supports positive personal relationships between students and staff	46%	54%	0%	0%
HPS supports effective parent involvement	34%	63%	3%	0%
Our HPS facilities are adequate for learning and teaching	29%	58%	11%	2%

Student Achievement and Learning

2020 Survey: Total Staff (n = 529)

	Strongly agree	Agree	Disagree	Strongly disagree
Our HPS staff believes every student can learn	56%	44%	<1%	0%
The instructional program at HPS is challenging	46%	50%	4%	0%
HPS provides an atmosphere where every student can succeed	38%	54%	9%	0%
Quality work is expected of all students at HPS	41%	55%	4%	<1%
Classes and subjects taught at HPS are relevant to the life of most students	34%	63%	4%	0%
Our students place a very high importance on their own academic achievement	22%	73%	5%	<1%
Hudsonville parents place a very high importance on their children's academic achievement	30%	68%	2%	0%
The HPS community places a very high importance on academic achievement	36%	63%	1%	0%
HPS helps parents support their children's learning	29%	67%	4%	0%
Students' social and emotional needs are being supported by HPS	21%	60%	18%	2%
HPS has prioritized the development of systems and programs that support students' emotional growth	22%	62%	15%	1%
HPS staff works effectively with families with children with significant social, behavioral and emotional issues	27%	59%	13%	1%
HPS provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues	20%	48%	28%	4%
HPS staff works effectively with students who receive special education services	34%	60%	6%	<1%
HPS values inclusion of students with special needs	41%	57%	2%	0%
HPS staff works effectively with students who live in poverty	28%	67%	5%	0%
HPS staff works effectively with students struggling with READING	25%	59%	16%	<1%

Student Achievement and Learning

2020 Survey: Total Staff (n = 529) {continued}

	Strongly agree	Agree	Disagree	Strongly disagree
HPS staff works effectively with students struggling with MATH	20%	64%	15%	<1%
HPS staff works effectively with students struggling overall academically	18%	66%	15%	<1%
HPS staff works effectively with academically advanced students	19%	59%	21%	1%
HPS staff works effectively with students in the middle	26%	70%	4%	0%
HPS students have good study and homework skills	10%	75%	15%	0%
HPS students have effective persuasive writing skills	12%	75%	13%	0%
HPS students have effective reading skills	18%	77%	6%	0%
HPS provides appropriate resources for teachers to help academically struggling students	14%	66%	19%	<1%
HPS offers its middle school students a wide variety of electives	32%	62%	5%	1%
Hudsonville HS graduates are well prepared for everyday life	28%	68%	4%	0%
Hudsonville HS graduates are well prepared for work and careers	28%	67%	5%	<1%
Hudsonville HS graduates are well prepared to continue their formal education	36%	63%	1%	0%
I can see the results of my work with students	41%	58%	<1%	0%
The number of students in most classrooms is reasonable to be able to teach effectively	12%	57%	28%	4%
HPS supports positive personal relationships between students and staff	45%	55%	<1%	0%
HPS supports effective parent involvement	35%	63%	2%	0%
Our HPS facilities are adequate for learning and teaching	32%	58%	9%	1%

HPS staff believes every child can learn

Almost all HPS teachers (more than 99%) agree “HPS staff believes every child can learn,” including 53% who “strongly agree.”

Almost all HPS staff (more than 99%) responding agree with this statement, including 56% who “strongly agree.”

These “strongly agree” percentages are improved from the 2017 SOAR Staff survey.

Moreover, these “strongly agree” percentages are the highest for both teachers and total staff among the 34 attributes evaluated for Student Learning and Achievement.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	47%	44%
Agree	52%	54%
Disagree	1%	1%
Strongly disagree	0%	0%
(n)	(413)	(259)

The instructional program at HPS is challenging

Almost all teachers (96%) responding agree with the statement “The instructional program at HPS is challenging,” including almost half who “strongly agree” (47%).

Almost all HPS staff (96%) responding agree with this statement, including 46% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	52%	50%
Agree	46%	47%
Disagree	2%	3%
Strongly disagree	0%	0%
(n)	(403)	(258)

HPS provides an atmosphere where every child can succeed

Eighty-eight percent of HPS teachers responding agree with the statement “HPS provides an atmosphere where every child can succeed,” including 234% who “strongly agree.”

Most HPS staff (92%) responding agree with this statement, including 38% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	32%	29%
Agree	59%	62%
Disagree	8%	8%
Strongly disagree	<1%	0%
(n)	(409)	(258)

Quality work is expected of all students at HPS

Almost all teachers (96%) agree with the statement “Quality work is expected of all students at HPS,” including more than one-third who “strongly agree” (38%).

Almost all HPS staff (96%) responding agree with this statement, including 41% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	37%	36%
Agree	58%	59%
Disagree	5%	5%
Strongly disagree	0%	0%
(n)	(409)	(260)

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

Almost all teachers (97%) agree with the statement “Classes and subjects taught at Hudsonville Public Schools are relevant to the life of most students,” including 34% who “strongly agree.”

Almost all HPS staff (97%) responding agree with this statement, including 34% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	29%	29%
Agree	66%	67%
Disagree	4%	3%
Strongly disagree	<1%	<1%
(n)	(387)	(245)

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

Most HPS teachers (94%) agree with the statement “Our students place a very high importance on their own academic achievement,” including 18% who “strongly agree.”

Almost all HPS staff (95%) responding agree with this statement, including 22% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	22%	20%
Agree	69%	72%
Disagree	8%	7%
Strongly disagree	<1%	<1%
(n)	(379)	(244)

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

Almost all HPS teachers (98%) agree with the statement “Hudsonville’s’ parents place a very high importance on their children’s academic achievement,” including 29% who “strongly agree.”

Almost all HPS staff (98%) responding agree with this statement, including 30% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	30%	27%
Agree	67%	71%
Disagree	3%	3%
Strongly disagree	0%	0%
(n)	(398)	(258)

Hudsonville community places a very high importance on academic achievement

Almost all HPS teachers (more than 99%) and total staff (more than 99%) responding agree with the statement “Our Hudsonville community places a very high importance on academic achievement at HPS.”

This includes 32% of teachers and 36% of total staff who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	38%	33%
Agree	61%	66%
Disagree	1%	<1%
Strongly disagree	0%	0%
(n)	(390)	(250)

HPS helps parents support their children's learning

Almost all HPS teachers (95%) agree with the statement “HPS helps parents support their children's learning.” This includes 27% who “strongly agree.”

Almost all HPS staff (96%) agree with this statement, including 29% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	26%	24%
Agree	70%	71%
Disagree	4%	5%
Strongly disagree	<1%	<1%
(n)	(388)	(251)

Students' social and emotional needs are being supported by HPS

Almost three-fourths of HPS teachers (73%) agree with the statement “Students’ social and emotional needs are being supported by HPS,” including 18% who “strongly agree.”

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

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	20%	16%
Agree	64%	64%
Disagree	15%	17%
Strongly disagree	2%	2%
(n)	(397)	(254)

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 17% who “strongly agree.”

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

This question was not asked in previous SOAR Staff surveys.

2020 Survey

	Total staff	Teachers
Strongly agree	22%	17%
Agree	62%	62%
Disagree	15%	19%
Strongly disagree	1%	2%
(n)	(406)	(237)

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

Seventy-eight percent of HPS teachers agree with the statement “HPS’ staff works effectively with families with children with significant social, behavioral and emotional issues,” including 23% who “strongly agree.”

Eighty-seven percent of all HPS staff 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	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

Sixty 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 15% who “strongly agree.”

Two-thirds of all HPS staff (68%) agree with this statement, including 20% who “strongly agree.”

Fewer teachers and total staff reply “strongly agree/ agree” to this question than for any of the 34 attributes evaluated for Student Learning and Achievement.

This question was not asked in previous SOAR Staff surveys.

2020 Survey

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

HPS staff works effectively with students who receive special education services

Most HPS teachers (91%) agree with the statement “HPS staff works effectively with students who receive special education services,” including 26% who “strongly agree.”

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

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	36%	31%
Agree	57%	61%
Disagree	6%	7%
Strongly disagree	<1%	<1%
(n)	(395)	(251)

HPS values inclusion of students with special needs

Almost all HPS teachers (97%) agree with the statement “HPS values inclusion of students with special needs,” including 35% who “strongly agree.”

Almost all HPS staff (98%) agree with this statement, including 41% who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

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 (93%) agree with the statement “HPS staff works effectively with students who live in poverty,” including 22% who “strongly agree.”

Almost all HPS staff (95%) agree with this statement, including 28% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	23%	18%
Agree	69%	73%
Disagree	8%	9%
Strongly disagree	<1%	0%
(n)	(349)	(222)

HPS staff works effectively with students who are struggling with Reading

Eighty percent of HPS teachers agree with the statement “HPS staff works effectively with students who are struggling with READING (but do not receive special education services),” including 19% who “strongly agree.”

Five-sixths of total HPS staff (84%) agree with this statement, including 25% who “strongly agree.”

This question was not asked in previous SOAR surveys.

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 15% who “strongly agree.”

Five-sixths of total HPS staff (84%) agree with this statement, including 20% who “strongly agree.”

This question was not asked in previous SOAR surveys.

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

Eighty-two 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 13% who “strongly agree.”

Five-sixths of total HPS staff (84%) agree with this statement, including 18% who “strongly agree.”

This question was phrased differently in previous SOAR surveys.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	24%	20%
Agree	61%	63%
Disagree	14%	17%
Strongly disagree	<1%	0%
(n)	(389)	(252)

HPS staff works effectively with academically advanced students

Almost three-fourths of HPS teachers (73%) agree with the statement “HPS staff works effectively with academically advanced students.” This includes 15% who “strongly agree.”

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

This question was phrased slightly differently in previous SOAR surveys.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	22%	17%
Agree	61%	62%
Disagree	15%	20%
Strongly disagree	1%	2%
(n)	(378)	(251)

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

Almost all HPS teachers (95%) agree with the statement “HPS staff works effectively with students in the middle, who are neither advanced nor struggling academically,” including 23% who “strongly agree.”

Almost all total HPS staff (95%) agree with this statement, including 26% who “strongly agree.”

This question was phrased slightly differently in previous SOAR surveys.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	29%	26%
Agree	69%	73%
Disagree	2%	1%
Strongly disagree	0%	0%
(n)	(393)	(260)

HPS students have good study and homework skills

Eighty-one percent of HPS teachers (76%) agree with the statement “HPS students have good study and homework skills,” but including just 7% who “strongly agree.”

Eighty-five percent of all total HPS staff agree with this statement, but including just 10% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	11%	7%
Agree	70%	69%
Disagree	18%	23%
Strongly disagree	<1%	1%
(n)	(337)	(223)

HPS students have effective persuasive writing skills

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

Seven-eighths of total HPS staff (87%) agree with this statement, but including just 12% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	13%	9%
Agree	74%	77%
Disagree	13%	14%
Strongly disagree	<1%	0%
(n)	(277)	(175)

HPS students have effective reading skills

Most HPS teachers (93%) agree with the statement “HPS students have effective reading skills,” but including just 12% who “strongly agree.”

Almost all total HPS staff (95%) agree with this statement, but including just 18% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	17%	14%
Agree	75%	77%
Disagree	7%	8%
Strongly disagree	<1%	<1%
(n)	(325)	(206)

HPS provides appropriate resources for teachers to help academically struggling students

Slightly more than three-fourths of HPS teachers (77%) agree with the statement “HPS provides appropriate resources for teachers to help academically struggling students,” which is improved from the 2017 SOAR Staff survey.

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

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

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	17%	13%
Agree	54%	55%
Disagree	23%	29%
Strongly disagree	0%	3%
(n)	(340)	(232)

HPS offers its middle school students a wide variety of electives

Most HPS teachers (91%) agree with the statement “HPS offers its middle school students a wide variety of electives,” including 32% who “strongly agree.”

Most total HPS staff (94%) agree with this statement, including 32% who “strongly agree.”

This question was not asked in previous SOAR surveys.

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

Almost all HPS teachers (97%) agree with the statement “Hudsonville High School graduates are well prepared for everyday life,” including 26% who “strongly agree.”

Almost all total HPS staff (96%) agree with this statement, including 28% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	26%	22%
Agree	71%	75%
Disagree	3%	3%
Strongly disagree	<1%	0%
(n)	(308)	(193)

Hudsonville High School graduates well prepared for work and careers

Almost all HPS teachers (95%) agree with the statement “Hudsonville High School graduates are well prepared for work and careers,” including 26% who “strongly agree.”

Almost all total HPS staff (95%) agree with this statement, including 28% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	28%	25%
Agree	68%	73%
Disagree	4%	3%
Strongly disagree	0%	0%
(n)	(298)	(186)

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

Almost all HPS teachers (more than 99%) agree with the statement “Hudsonville High School graduates are well prepared to continue their formal education,” including one-third who “strongly agree” (34%).

Almost all total HPS staff (99%) agree with this statement, including 36% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	34%	31%
Agree	65%	69%
Disagree	1%	<1%
Strongly disagree	0%	0%
(n)	(302)	(188)

I can see the results of my work with students

Almost all HPS teachers (more than 99%) agree with the statement “I can see the results of my work with students,” including 41% who “strongly agree.”

Almost all HPS staff (also more than 99%) agree with this statement, including 41% who strongly agree.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	41%	40%
Agree	59%	60%
Disagree	<1%	<1%
Strongly disagree	0%	0%
(n)	(364)	(252)

Number of students in most classrooms reasonable to teach effectively

Almost two-thirds of teachers (63%) agree with the statement “The number of students in most classrooms is reasonable to teach effectively,” which is significantly improved from the 2017 SOAR Staff survey.

However, this still includes just 9% of teachers who “strongly agree.”

More than two-thirds of total HPS staff (69%) agree with this statement, including just 12% who “strongly agree” (21%).

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	8%	5%
Agree	48%	42%
Disagree	37%	43%
Strongly disagree	7%	10%
(n)	(364)	(247)

HPS supports positive personal relationships between students and staff

All HPS teachers agree (100%) agree with the statement “HPS supports positive personal relationships between students and staff,” including 46% who “strongly agree.”

Almost all HPS staff (more than 99%) agree with this statement, including 45% who “strongly agree.”

These “strongly agree” percentages are improved from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	39%	37%
Agree	60%	61%
Disagree	1%	2%
Strongly disagree	0%	0%
(n)	(388)	(250)

HPS supports effective parent involvement

Almost all HPS teachers (97%) agree with the statement “HPS supports effective parent involvement,” including 34% who “strongly agree.”

Almost all HPS staff (98%) agree with this statement, including 35% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	32%	29%
Agree	67%	69%
Disagree	2%	3%
Strongly disagree	0%	0%
(n)	(384)	(249)

HPS facilities adequate for learning and teaching

Seven-eighths of HPS teachers (87%) agree with the statement “Our HPS facilities are adequate for learning and teaching,” including 29% who “strongly agree.”

Most total HPS staff (90%) agree with this statement, including 32% who “strongly agree.”

2020 Survey

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

2017 Survey

	Total staff	Teachers
Strongly agree	31%	26%
Agree	61%	63%
Disagree	7%	10%
Strongly disagree	<1%	1%
(n)	(401)	(251)

Additional comments on Student Learning and Achievement

Q. Additional comments about Student Achievement and Learning?

- ❖ Too many of students in their classrooms
- ❖ More support for students struggling academically, especially reading support
- ❖ Social or emotional problems need to be more thoroughly addressed and supported
- ❖ Some teachers would like to have more opportunity to innovate with curriculum in their own classroom
- ❖ More computers on carts available, and more technology support on-site in their building

Teachers (n = 65)

Other HPS Staff (n = 29)

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

Most HPS teachers (92%) agree with the statement “At your grade level, incoming students are prepared for the challenges of your curriculum,” including 17% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	12%
Agree	66%
Disagree	19%
Strongly disagree	3%
(n)	(234)

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

Almost all HPS teachers (98%) 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 24% who “strongly agree.”

2017 Survey

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

2017 Survey

	Teachers
Strongly agree	20%
Agree	72%
Disagree	7%
Strongly disagree	<1%
(n)	(235)

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

Sixty-one percent of HPS teachers agree with the statement “HPS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms,” but including just 12% who “strongly agree.”

These findings are improved from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	7%
Agree	48%
Disagree	40%
Strongly disagree	5%
(n)	(237)

Expand the number of laptops on carts available for students in their everyday classrooms

Large majorities of HPS teachers agree with the statement “HPS needs to expand the number of laptops on carts available for students in their everyday classrooms,” especially for classrooms in 3rd-grade and higher ... 78% for grades PK-2 classrooms, 92% for grades 3-5 classrooms, 94% for grades 6-8 classrooms, and 94% for grades 9-12 classrooms.

“Strongly agree” responses from HPS teachers increase with as school grade levels progress ... 43% for grades PK-2 classrooms, 58% for grades 3-5 classrooms, 72% for grades 6-8 classrooms, and 81% for grades 9-12 classrooms.

This question was not asked in previous SOAR Staff surveys.

2020 Survey ... Teachers

	Grades PK-2	Grades 3-5	Grades 6-8	Grades 9-12
Strongly agree	43%	58%	72%	81%
Agree	35%	34%	22%	13%
Disagree	17%	6%	5%	4%
Strongly disagree	4%	1%	<1%	2%
(n)	(144)	(139)	(118)	(107)

2020 Survey ... Total staff

	Grades PK-2	Grades 3-5	Grades 6-8	Grades 9-12
Strongly agree	38%	56%	69%	79%
Agree	39%	36%	26%	16%
Disagree	19%	8%	4%	3%
Strongly disagree	4%	1%	<1%	1%
(n)	(186)	(183)	(159)	(143)

A laptop for every student to take back and forth between school and home

Large majorities of HPS teachers agree with the statement “HPS should give a laptop (such as a Chromebook) to every student to take back and forth between school and home” for middle and high school students, while large majorities disagree for elementary school students.

Combined “strongly agree/agree” responses from these HPS teachers include only 14% for grades PK-2 classrooms, just 34% for grades 3-5 classrooms, but then increase to 75% for grades 6-8 classrooms, and 81% for the high school students.

“Strongly agree” responses from HPS teachers are just 4% for grades PK-2 classrooms and 10% for grades 3-5 classrooms, but then increase to 37% for grades 6-8 classrooms, and 52% for the high school students.

This question was not asked in previous SOAR Staff surveys.

2020 Survey ... Teachers

	Grades PK-2	Grades 3-5	Grades 6-8	Grades 9-12
Strongly agree	5%	10%	37%	52%
Agree	9%	24%	38%	29%
Disagree	54%	45%	18%	11%
Strongly disagree	32%	21%	7%	8%
(n)	(149)	(145)	(152)	(151)

2020 Survey ... Total staff

	Grades PK-2	Grades 3-5	Grades 6-8	Grades 9-12
Strongly agree	5%	8%	33%	51%
Agree	11%	25%	42%	31%
Disagree	54%	47%	18%	12%
Strongly disagree	32%	20%	6%	6%
(n)	(200)	(196)	(206)	(205)

A laptop for every student, but this laptop would stay at school

A majority of HPS teachers agree with the statement “HPS should give a laptop (such as a Chromebook) to every student, but this laptop would stay at school” for all school levels.

Combined “strongly agree/agree” responses from HPS teachers include 56% for grades PK-2 classrooms, 78% for grades 3-5 classrooms, 69% for grades 6-8 classrooms, and 62% for the high school students.

“Strongly agree” responses from HPS teachers are 27% for grades PK-2 classrooms, 39% for grades 3-5 classrooms, 34% for grades 6-8 classrooms, and 32% for the high school students.

This question was not asked in previous SOAR Staff surveys.

2020 Survey ... Teachers

	Grades PK-2	Grades 3-5	Grades 6-8	Grades 9-12
Strongly agree	27%	39%	34%	32%
Agree	29%	39%	35%	30%
Disagree	34%	17%	26%	30%
Strongly disagree	10%	5%	5%	8%
(n)	(154)	(150)	(141)	(133)

2020 Survey ... Total staff

	Grades PK-2	Grades 3-5	Grades 6-8	Grades 9-12
Strongly agree	23%	34%	29%	29%
Agree	33%	40%	39%	32%
Disagree	34%	20%	27%	31%
Strongly disagree	12%	6%	5%	8%
(n)	(200)	(196)	(189)	(178)

Expand world/foreign language instruction

At least two-thirds to almost 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 73% for the elementary school level, 68% for the middle school level, and 73% for the high school level.

“Strongly agree” responses from HPS teachers are 29% for the elementary school level, 24% for the middle school level, and 29% for the high school level.

This question was not asked in previous SOAR Staff surveys.

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)

Explore alternative education opportunities

Eighty-three percent of HPS teachers agree with the statement “HPS should explore alternative education opportunities,” including 17% who “strongly agree.”

This question was not asked in previous SOAR Staff surveys

2020 Survey

	Teachers
Strongly agree	17%
Agree	66%
Disagree	15%
Strongly disagree	2%
(n)	(185)

2017 Survey

	Teachers
Strongly agree	16%
Agree	63%
Disagree	20%
Strongly disagree	0%
(n)	(176)

HPS provides sufficient STEAM opportunities

Eighty-seven percent of HPS teachers agree with the statement “HPS provides sufficient STEAM opportunities,” including 25% who “strongly agree.”

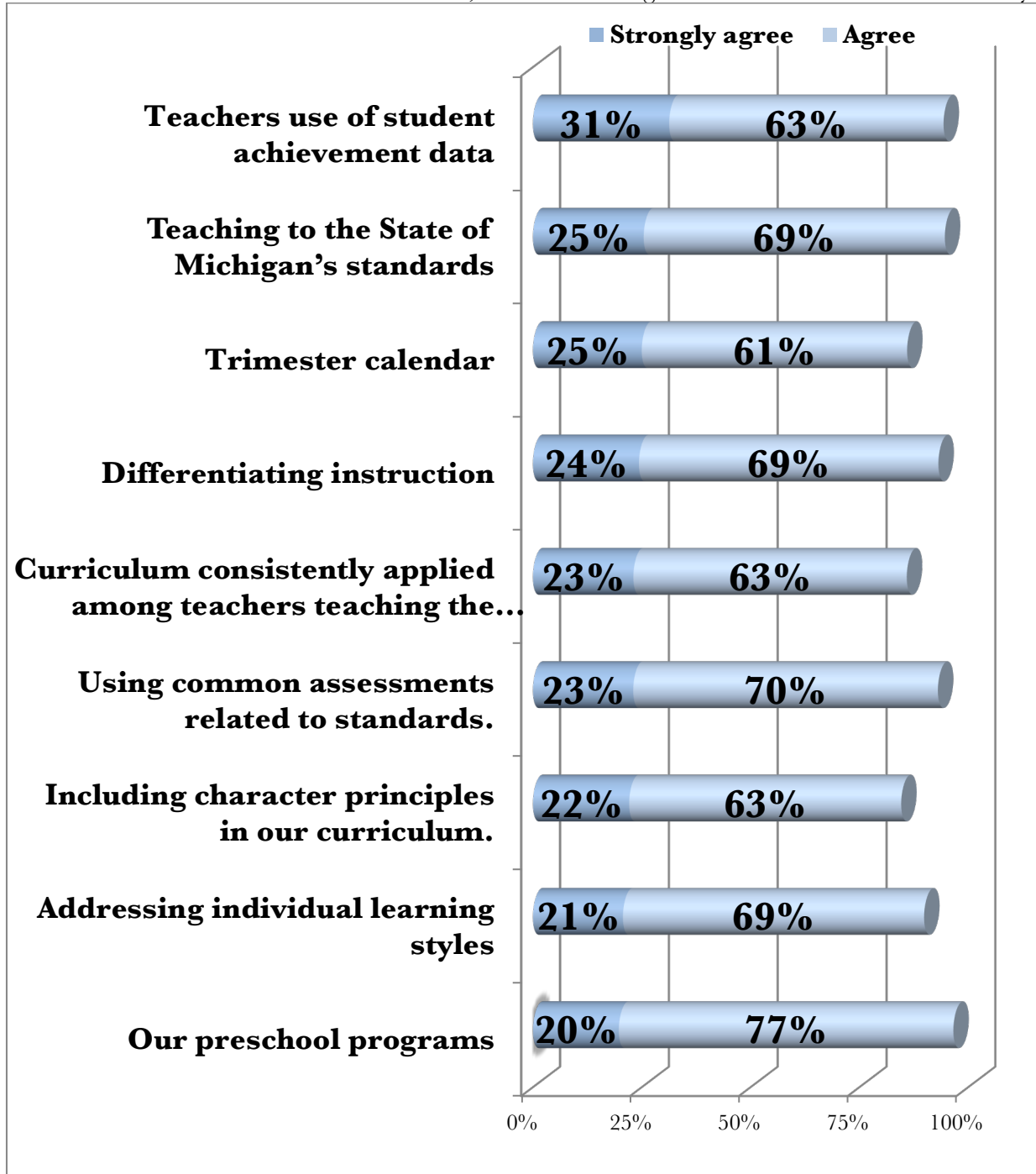
This question was phrased very differently in the 2017 SOAR Staff survey.

2020 Survey

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

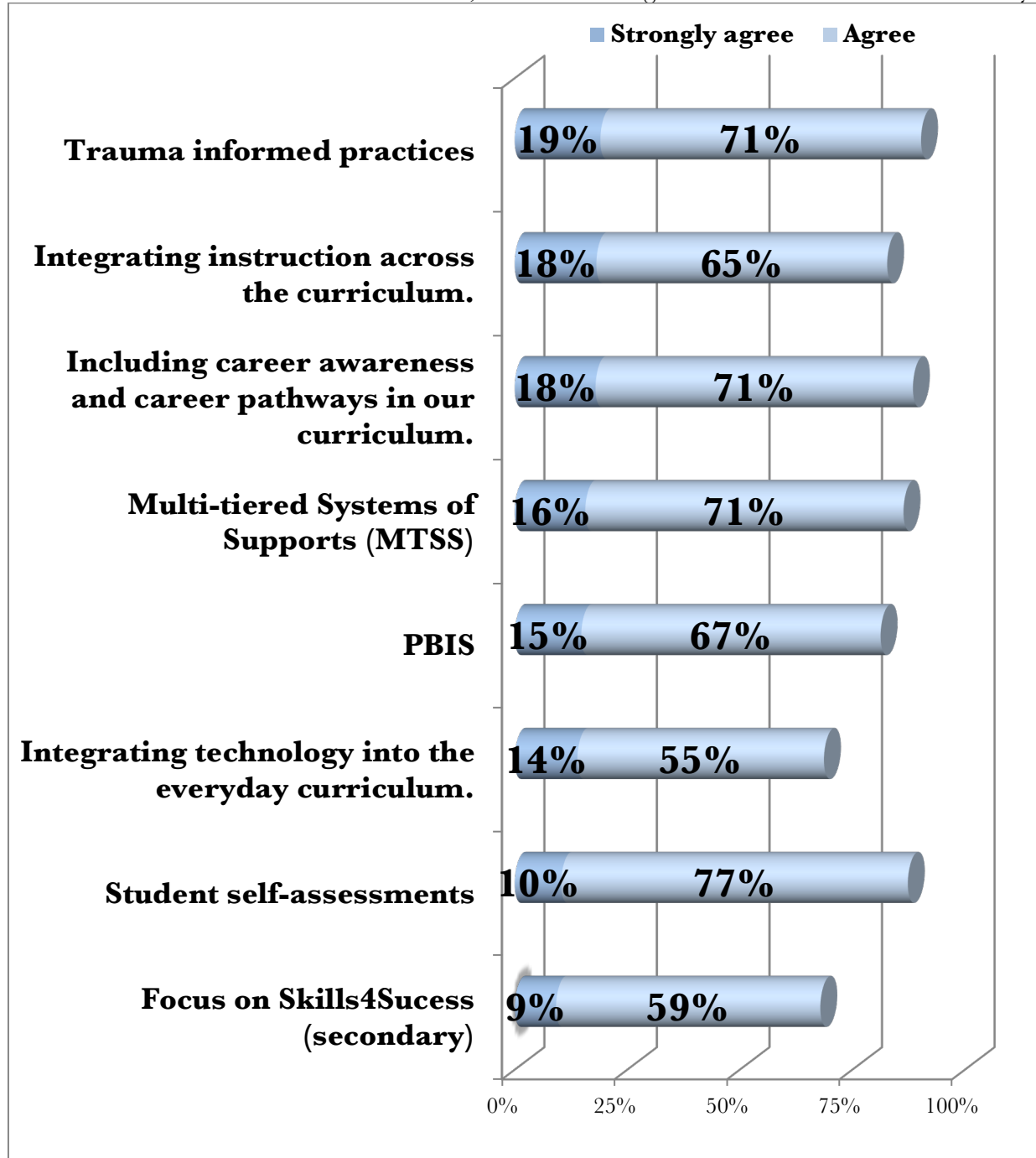
Student Achievement and Learning

Percent of HPS teachers (n = 258) who “strongly agree” and “agree” with how in HPS, student learning and achievement are enhanced by:



Student Achievement and Learning

Percent of HPS teachers (n = 276) who “strongly agree” and “agree” with how in HPS, student learning and achievement are enhanced by:



Student Achievement and Learning

Teachers (n = 276)

In HPS, student learning and achievement is being enhanced by:	Strongly agree	Agree	Disagree	Strongly disagree
Differentiating instruction	24%	69%	7%	0%
Addressing individual learning styles	21%	69%	10%	<1%
Integrating technology into the everyday curriculum	14%	55%	28%	3%
Integrating instruction across the curriculum	18%	65%	17%	<1%
Curriculum consistently applied among teachers teaching the same grade or class	23%	63%	13%	1%
Multi-tiered Systems of Supports (MTSS)	16%	71%	13%	<1%
PBIS	15%	67%	15%	3%
Trauma informed practices	19%	71%	9%	<1%
Using common assessments related to standards	23%	70%	6%	<1%
Student self-assessments	10%	77%	12%	<1%
Our preschool programs	20%	77%	3%	<1%
Trimester calendar	25%	61%	12%	2%
Teaching to the State of Michigan's standards	25%	69%	4%	1%
Teachers' use of student achievement data	31%	63%	5%	<1%
Including character principles in our curriculum	22%	63%	14%	1%
Including career awareness and career pathways in our curriculum	18%	71%	10%	1%
Focus on Skills4Success (secondary)	9%	59%	22%	10%

Differentiating instruction

Most of the teachers (93%) responding agree with the statement “In HPS, student learning and achievement is being enhanced by: differentiating instruction,” including 24% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	22%
Agree	69%
Disagree	9%
Strongly disagree	0%
(n)	(236)

Addressing individual learning styles

Ninety 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 21% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	16%
Agree	73%
Disagree	12%
Strongly disagree	0%
(n)	(242)

Integrating technology into the everyday curriculum

Slightly more than two-thirds of the teachers (69%) responding agree with the statement “In HPS, student learning and achievement is being enhanced by: integrating technology into the everyday curriculum,” including 14% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	9%
Agree	59%
Disagree	28%
Strongly disagree	4%
(n)	(262)

Integrating instruction across the curriculum

Eighty-three 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 18% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	12%
Agree	70%
Disagree	18%
Strongly disagree	<1%
(n)	(251)

Curriculum consistently applied among teachers teaching the same grade or class

Six-sevenths of HPS teachers (86%) 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 23% who “strongly agree,” which is improved from the 2017 SOAR Staff survey.

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	15%
Agree	72%
Disagree	12%
Strongly disagree	<1%
(n)	(227)

Multi-tiered Systems of Support (MTSS)

Seven-eighths of the teachers agree (87%) with the statement “In HPS, student learning and achievement is being enhanced by: Multi-tiered Systems of Support,” including 16% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	20%
Agree	67%
Disagree	13%
Strongly disagree	<1%
(n)	(191)

PBIS

Eighty-two percent of the teachers agree with the statement “In HPS, student learning and achievement is being enhanced by: PBIS,” including 15% who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

2020 Survey

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

Trauma informed practices

Most HPS teachers (90%) agree with the statement “In HPS, student learning and achievement is being enhanced by: Trauma informed practices,” including 19% who “strongly agree.”

This question was not asked in previous SOAR Staff surveys.

2020 Survey

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

Using common assessments related to standards

Most HPS teachers (93%) agree with the statement “In HPS, student learning and achievement is being enhanced by: using common assessments related to standards,” and including 23% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	20%
Agree	67%
Disagree	13%
Strongly disagree	<1%
(n)	(191)

Student self-assessments

Eighty-seven percent of the teachers responding agree with the statement “In HPS, student learning and achievement is being enhanced by: student self-assessments,” which is improved from the 2017 SOAR Staff survey.

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

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	11%
Agree	68%
Disagree	20%
Strongly disagree	1%
(n)	(206)

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 20% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	19%
Agree	77%
Disagree	5%
Strongly disagree	0%
(n)	(154)

Trimester calendar

Eighty-six percent of the teachers responding agree with the statement “In HPS, student learning and achievement is being enhanced by: the trimester calendar,” including 25% who “strongly agree.”

2020 Survey

	Teachers
Strongly agree	25%
Agree	61%
Disagree	12%
Strongly disagree	2%
(n)	(164)

2017 Survey

	Teachers
Strongly agree	16%
Agree	65%
Disagree	14%
Strongly disagree	5%
(n)	(172)

Teaching to the State of Michigan's standards

Most HPS teachers (94%) agree with the statement “In HPS, student learning and achievement is being enhanced by: teaching to the State of Michigan’s standards,” including 25% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	18%
Agree	72%
Disagree	10%
Strongly disagree	<1%
(n)	(210)

Teachers' use of student achievement data

Most of the HPS teachers (94%) agree with the statement “In HPS, student learning and achievement is being enhanced by: teachers’ use of student achievement data,” including 31% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	28%
Agree	65%
Disagree	6%
Strongly disagree	1%
(n)	(223)

Including character principles into our curriculum

Eighty-five 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 22% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	19%
Agree	62%
Disagree	18%
Strongly disagree	2%
(n)	(200)

Including career awareness and career pathways in our curriculum

Eighty-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,” including 18% who “strongly agree.”

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	16%
Agree	68%
Disagree	14%
Strongly disagree	1%
(n)	(152)

Focus on Skills4Success (secondary)

Two-thirds of the teachers (68%) agree with the statement “In HPS, student learning and achievement is being enhanced by: Focus on Skills4Success (secondary),” including only 9% who “strongly agree.”

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

2020 Survey

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

2017 Survey

	Teachers
Strongly agree	11%
Agree	59%
Disagree	23%
Strongly disagree	7%
(n)	(114)

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 acknowledge additional resources are now available to support students with behavioral or emotional problems, but more support is often still needed for both students with and without an IEP. Perhaps a mental health professional assigned to every building and investing in a Social/Emotional curriculum.
- ❖ Overcrowded schools and too many students in their classrooms
- ❖ More PD to implement PBIS and trauma informed teaching strategies
- ❖ More support for students struggling academically, especially reading and math support
- ❖ More technology devices need to be available for the students,, need more laptop carts. Device availability and proficiency becomes more important if there is a return to remote at home learning for everyone.
- ❖ More challenges for academically advanced students

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

Eighty-nine percent of HPS staff and 87% of teachers are strongly satisfied overall as a staff member of Hudsonville Public Schools.

This includes 38% of total HPS staff and 35% of teachers who are “completely satisfied.”

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

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)

2017 Survey

	Total staff	Teachers
Completely satisfied	33%	30%
Very satisfied	56%	56%
Somewhat satisfied	10%	13%
Slightly satisfied	1%	1%
Not at all satisfied	0%	0%
(n)	(387)	(238)

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:

- ❖ Not feeling sufficiently valued by the Hudsonville Public Schools organization or by their building principal
- ❖ Not enough attention to the relationships among staff members, both at a district level and at some buildings
- ❖ Not enough opportunity to influence decisions before they’re made
- ❖ Inadequate or stagnant compensation

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

Almost all HPS staff (97%) and teachers (96%) would recommend to families to enroll their children in Hudsonville Public Schools.

This includes an impressive 78% of total HPS staff and 75% of teachers who reply “definitely yes.”

Fewer than 1% of both total staff and teachers do not recommend HPS, while 3% of both total staff and teachers reply “not sure.”

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)

2017 Survey

	Total staff	Teachers
Definitely yes	77%	75%
Probably yes	22%	24%
Not sure	1%	1%
Probably no	0%	0%
Definitely no	0%	0%
(n)	(388)	(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
- ❖ Relationships connecting staff, students, parents and community
- ❖ Focus on what's best for the kids
- ❖ Parent and community value education and support their schools
- ❖ High expectations and standards

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

Restrict student cell phone use

Many HPS staff and teachers support restricting student cell phone use in the **classrooms** ...

88% of total staff and 89% of teachers, including 69% of total staff and 73% of teachers who reply “definitely yes.”

Comparatively, 42% of total staff and 44% of the teachers support restricting student cell phone use in the **cafeteria at lunch**, including 23% of total staff and 25% of teachers who reply “definitely yes.” Total “no” responses equal 40% for total staff and 36% for the teachers. Eighteen percent of total staff and 19% of the teachers are “not sure.”

Approximately half of total staff (49%) and teachers (52%) support restricting student cell phone use in the **hallways**, including 27% of total staff and 27% of teachers who reply “definitely yes.” Total “no” responses equal 30% for total staff and 26% for the teachers. Twenty-one percent of total staff and 22% of the teachers are “not sure.”

This question was not asked in previous SOAR Staff surveys.

2020 Survey ... Total staff

Restrict students cell phone use	Classrooms	Cafeteria lunch	Hallways
Definitely yes	69%	23%	27%
Probably yes	19%	19%	22%
Not sure	6%	18%	21%
Probably no	3%	28%	23%
Definitely no	2%	12%	7%
(n)	(419)	(418)	(418)

2020 Survey ... Teacher

Restrict students cell phone use	Classrooms	Cafeteria lunch	Hallways
Definitely yes	73%	25%	27%
Probably yes	16%	19%	25%
Not sure	5%	19%	22%
Probably no	3%	27%	21%
Definitely no	3%	9%	5%
(n)	(229)	(228)	(228)

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

More than half of total HPS staff (54%) and teachers (53%) 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 24% of total staff and 23% of teachers who reply “definitely yes.”

Twenty-four percent of total staff and 29% of teachers reply “no,” while 22% of total staff and 19% of teachers are “not sure.”

This question was not asked in the 2017 Student survey.

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?

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)

Improve behavior in school if a later start/end for middle and high school students

More than one-third of total HPS staff (38%) and teachers (36%) feel that a later start time for middle and high school students would improve their behavior in school. This includes only 10% of total staff and 8% of teachers who reply “definitely yes.”

Approximate similar percentages are “not sure” ... 33% of total staff and 33% of teachers.

Twenty-nine percent of total staff and 31% of teachers reply “no.”

This question was not asked in the 2017 Student survey.

Q. If we changed to a later start time for middle and high school students, do you think it would improve their behavior in school?

2020 Survey

	Total staff	Teachers
Definitely yes	10%	8%
Probably yes	28%	28%
Not sure	33%	33%
Probably no	24%	24%
Definitely no	5%	7%
(n)	(408)	(225)

Improve grades in school if a later start/end for middle and high school students

Thirty-nine percent of total HPS staff and 98% of teachers believe that a later start time for middle and high school students would improve their grades in school. This includes only 9% of total staff and 8% of teachers who reply “definitely yes.”

Approximate similar percentages are “not sure” ... 39% of total staff and 38% of teachers.

Twenty-two percent of total staff and 23% of teachers reply “no.”

This question was not asked in the 2017 Student survey.

Q. If we changed to a later start time for middle and high school students, do you think it would improve their grades in school?

2020 Survey

	Total staff	Teachers
Definitely yes	9%	8%
Probably yes	30%	31%
Not sure	39%	38%
Probably no	18%	18%
Definitely no	4%	5%
(n)	(405)	(224)

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:

- ❖ More support for teachers to assist with students with social, behavioral and emotional needs
- ❖ Smaller class sizes
- ❖ Bring teachers and relevant staff more into the planning process before decisions are made
- ❖ More available technology in the classrooms
- ❖ More support for students struggling academically

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 Hudsonville Public Schools ... *“I love being an Eagle!!”* and *“I love my job and miss being there every day.”*
- ❖ Cell phones use by students ... some staff ask for restrictions, while other staff argue HPS needs to teach students more how to be responsible cell phone users
- ❖ Later start/end time for secondary students with an earlier start/end time for elementary students ... some acknowledge the science, while other staff feel it’s too much of a change and not practical
- ❖ A few cite issues with diversity and awareness of cultural differences

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



SOAR 4 Community Research Staff Survey

Updated April 29, 2020

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 May 22. 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 Mr. Ken Hall, Board of Education President

Background Information to Categorize Your Responses

- I am a:

Administrative Staff/Clerical	Custodial/Maintenance	Media/Counseling/Itinerant
Bus Driver/Transportation	District Administrator	School Administrator
Classroom Teacher	Food Service	Security
Coach	Instructional Assistant/Parapro	Technology
Other (specify) _____		
- 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
- 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 Upper	Park	Georgetown
Riley MS	Freshman Campus	South
		High School
		Jamestown Lower
		Baldwin MS
		Transportation
- 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. 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.

37. Hudsonville Public Schools provides me with the tools to communicate effectively with parents.
38. 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.
39. Hudsonville Public Schools has a good public image.
40. The Hudsonville Public Schools **website** is easy for me to use to inform and communicate to **parents**.
41. The **PowerSchool** online system is easy for me to use to inform and communicate to **parents**.
42. 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.
43. 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.

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

45. How satisfied are you with the leadership from the district's Central Office?
Completely Very Somewhat Slightly Not at all
46. How satisfied are you with the Hudsonville Superintendent's leadership?
Completely Very Somewhat Slightly Not at all
47. How satisfied are you with the Hudsonville Board of Education's leadership?
Completely Very Somewhat Slightly Not at all
48. 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.

49. Our Hudsonville Public Schools staff believes every student can learn.
50. The instructional program at Hudsonville Public Schools is challenging.
51. Hudsonville Public Schools provides an atmosphere where every student can succeed.
52. Quality work is expected of all students at Hudsonville Public Schools.
53. The classes and subjects taught at Hudsonville Public Schools are relevant to the life of most students.
54. Our students place a very high importance on their own academic achievement.
55. Hudsonville parents place a very high importance on their children's academic achievement.
56. The Hudsonville community places a very high importance on academic achievement at Hudsonville Public Schools.
57. Hudsonville Public Schools helps parents support their children's learning.
58. Students' social and emotional needs are being supported by Hudsonville Public Schools.
59. Hudsonville Public Schools has prioritized the development of systems and programs that support students' emotional growth.
60. Hudsonville Public Schools' staff works effectively with families with children with significant social, behavioral and emotional issues.

61. Hudsonville Public Schools provides appropriate resources for teachers to support students with significant social, behavioral and emotional issues.
 62. Hudsonville Public Schools' staff works effectively with students who receive special education services.
 63. Hudsonville Public Schools values inclusion of students with special needs.
 64. Hudsonville Public Schools' staff works effectively with students who live in poverty.
 65. Hudsonville Public Schools' staff works effectively with students who are struggling with READING (but do not receive special education services).
 66. Hudsonville Public Schools' staff works effectively with students who are struggling with MATH (but do not receive special education services).
 67. Hudsonville Public Schools' staff works effectively with students who are struggling OVERALL academically (but do not receive special education services).
 68. Hudsonville Public Schools' staff works effectively with academically advanced students.
 69. Hudsonville Public Schools' staff works effectively with students in the middle, who are neither advanced nor struggling academically.
 70. Hudsonville Public Schools' students have good study and homework skills.
 71. Hudsonville Public Schools' students have effective persuasive writing skills.
 72. Hudsonville Public Schools' students have effective reading skills.
 73. Hudsonville Public Schools provides appropriate resources for teachers to help academically struggling students.
 74. Hudsonville Public Schools offers its middle school students a wide variety of electives.
 75. Hudsonville High School's graduates are well prepared for everyday life.
 76. Hudsonville High School's graduates are well prepared for work and careers.
 77. Hudsonville High School's graduates are well prepared to continue their formal education.
 78. I can see the results of my work with students.
 79. The number of students in most classrooms is reasonable to be able to teach effectively.
 80. Hudsonville Public Schools supports positive personal relationships between students and staff.
 81. Hudsonville Public Schools supports effective parent involvement.
 82. Hudsonville Public Schools' facilities are adequate for learning and teaching.
 83. Additional comments about Student Achievement and Learning?
-

These next questions 84-110 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.

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

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

86. Hudsonville Public Schools provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.

87. Hudsonville Public Schools needs to expand the number of laptops on carts available for students in their everyday classrooms.

	Strongly agree	Agree	Disagree	Strongly disagree
a) grades PK-2	—	—	—	—
b) grades 3-5	—	—	—	—
c) grades 6-8	—	—	—	—
d) grades 9-12	—	—	—	—

88. Hudsonville Public Schools should give a laptop (such as a Chromebook) to every student to take back and forth between school and home.

	Strongly agree	Agree	Disagree	Strongly disagree
a) grades PK-2	—	—	—	—
b) grades 3-5	—	—	—	—
c) grades 6-8	—	—	—	—
d) grades 9-12	—	—	—	—

89. Hudsonville Public Schools should give a laptop (such as a Chromebook) to every student, but this laptop would stay at school.

	Strongly agree	Agree	Disagree	Strongly disagree
a) grades PK-2	—	—	—	—
b) grades 3-5	—	—	—	—
c) grades 6-8	—	—	—	—
d) grades 9-12	—	—	—	—

90. 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	—	—	—	—

91. Hudsonville Public Schools should explore alternative education opportunities.

92. Hudsonville Public Schools provides sufficient STEAM opportunities.

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

93. Differentiating instruction.

94. Addressing individual learning styles.

95. Integrating technology into the everyday curriculum.

96. Integrating instruction across the curriculum.

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

98. Multi-tiered Systems of Supports (MTSS).

99. PBIS

100. Trauma informed practices

101. Using common assessments related to standards.

102. Student self-assessments.

103. Our preschool programs.

104. Trimester calendar.

105. Teaching to the State of Michigan's standards.

106. Teachers' use of student achievement data.

107. Including character principles in our curriculum.

108. Including career awareness and career pathways in our curriculum.

109. Focus on Skills4Success (secondary).

110. Additional comments about Student Learning and Achievement?

In Closing

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

Completely Very Somewhat Slightly Not at all

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

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

Definitely yes Probably yes Not sure Probably no Definitely no

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

115. Some other school districts are restricting students from using their cell phones during the school day. This topic also emerged in our recent focus groups with staff, parents and students. For each of the following, should Hudsonville Public Schools restrict students from using their cell phones?

	Definitely yes	Probably yes	Not sure	Probably no	Definitely no
a) In the classrooms	—	—	—	—	—
b) In the cafeteria at lunch	—	—	—	—	—
c) In the hallways	—	—	—	—	—

116. 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

117. If we changed to a later start time for middle and high school students, do you think it would improve their behavior in school?

Definitely yes Probably yes Not sure Probably no Definitely no

118. If we changed to a later start time for middle and high school students, do you think it would improve their grades in school?

Definitely yes Probably yes Not sure Probably no Definitely no

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

120. 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 March 31st.

This survey is found online at:

<https://www.surveymonkey.com/r/HudsonvilleStaffSOAR4Survey2020>

Landing page after submitting the survey is:

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