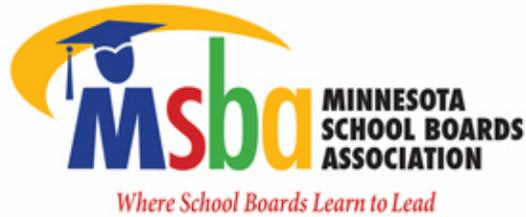


Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, December 4, 2024
Work Session
Middle School Media Center

- I. **Items for Discussion**
 - a. Gymnastics Update
 - b. Revised 2024-2025 Budget
 - c. Kennedy Privacy Restroom Information Update
 - d. 2025 School Board Committee Recommendations
 - e. Strategic Plan Refresh with Gail Gilman from MSBA



Hastings Public Schools Strategic Planning Community Input Session November 18, 2024

LINK Survey Responses: https://www.surveymonkey.com/results/SM-l44FSF9ixniVrwyctfit12Q_3D_3D/

Positives

Submitted Form Responses

- Well-developed music program.
- Culture where involvement in art and athletics is not mutually exclusive.
- Staff that about their students.
- Involved families.
- Great teachers and staff.
- Excellent facilities.
- Great school spirit and sense of community.
- Great extracurricular activities: sports, music programs, etc.
- Forward thinking.
- Communication.
- Electives/choices for students.
- Students feel welcome.
- Great academic and extracurricular opportunities for our kids.
 - Academic: accelerated learning including AP, PESEO, multiple tracks, ECFE program
 - Extracurricular: music, theater, sports, clubs
- Great special education staff and supports for our kids.
- Great leadership in our superintendent.
- Great teachers and staff.
- Multiple tracks
- ECFE programs/support
- Kids on the school board. Great communication. Kids felt their opinions were heard.
- The interior of buildings are refreshed and inviting.
- Programs are available for all types of learners.
- Trending toward inclusivity for all types of students regardless of race and learning ability.
- Communication with community about important concepts of student needs.
- Lunches are good.
- Buses
- I know of many Hastings grads that are doing very well.

- Multiple tracks for post high school including four-year, tech/community, and careers.
- Strong alumni community.
- Great community partners including United Way, Rotary, and other businesses.
- Engaging programs including respect retreats, service learning, and extracurricular offerings.
- Low income options for participation.
- Strong communication. People feel heard.
- Dedicated educators – 80% with higher degrees.
- Community collaboration events.
- Strong AAA – arts, academics, activities.
- Cell phone policy.
- Student engagement.
- Event planning.
- Communication.
- Staying up to date with policies.
- Broad range of classes: Honors, CIS, AP.
- Strong staff, arts, and athletics.
- Student voice.
- Communication – open-mindedness.
- Quality classes and teachers. AAA.
- Consistently meets needs for growth.
- Safety and security.
- Current school board.
- School board communication.
- All sides are being heard.
- Wide variety of clubs.
- Welcoming environment – community participation.
- Graduation rate.
- Fund balance.
- Highly trained staff.
- Special education services.
- Pathways development.
- MTSS tiered supports.
- Community education – early childhood.
- Middle school restructure.
- Communication.
- Strong SEL support staff.
- Teachers' expertise.
- Pride in facilities.
- Cell phone policy.
- Differentiated learning opportunities.
- Response times for requests.
- Superintendent.
- Students as tutors.
- Elementary STEM lab.
- Gifted and talented program.
- Behavior specialist.
- Opportunities for students to explore skills and interests are reaching many individuals.

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- Teachers express care for students and challenge growth.
- Buildings are maintained to a high standard.
- Great sports programs.
- In person and online availability.
- Kind staff.
- Music/band.
- Opportunities for many areas for kids in the community.
- Good school maintenance.
- Amazing staff and administration.
- Community support – passed tech levy.
- Engage community and parents.
- Teachers.
- Extracurricular for all.
- Successful academic paths.
- Superintendent.
- Cell phone policy.
- Opportunities for students – band/choir, Todd Field, music, athletics, club offerings, PSEO, online options.
- Facebook updates.
- Community engagement.
- Gifted and talented.
- Solid teachers.
- Communication from leaders.
- Career pathways.
- Character development.
- Clean, nice buildings.
- Communication to parents. Newsletters from schools and district.
- Variety of activities offered for students.
- Strong, supportive staff and leadership.
- Willing to try something new (house model at HMS).
- Strong leadership and staffing.
- Variety of activities and clubs.
- Moving forward.
- Strong communication.
- Welcoming.
- Activities, arts, clubs, AP, CIS, honors.
- Supportive staff.
- Willingness to try new things.
- Communication.
- Transportation.
- Cocurricular opportunities – lots of ways for students to find social connections.
- Caring staff and administrators.
- Willingness to try new things. Change when issues are recognized.
- Caring staff.
- Strong sped department.
- Open communication to parents.
- Parent involvement.
- More positive FB postings.

- Community engagement.
- Parent-school interaction.
- Safety and security.
- Honors/AP classes.
- I feel my children have all been well-supported by teachers and support staff.
- I have always been comfortable going to teachers with any concerns/questions.
- Hasting has a variety of extracurricular activities.
- Variety of classes for different career fields.
- School board is more cohesive than the last school board.
- Fund balance is strong.
- Staffing ratio.
- Honor, AP classes.
- Cocurricular activities.
- Graduation rate.
- Experienced teachers.
- Community meetings/engagement.
- Physical safety in buildings.
- Driving forward.
- Sports, clubs, activities.
- Open forums.
- Financially responsible.
- Higher than average teacher to student ratio.
- Experienced teachers.
- Safety/lockdown procedures.
- Strong leadership – superintendent and board.
- Level of instruction.
- Communication between district and teachers and families.
- Physical safety.
- Great educators.
- Amazing opportunities for high school students.
- Supportive community.
- Transportation.
- Strong school board.
- Variety of honors classes – PSEO, U of M credits, AP classes.
- Intervention teachers.
- Current school board cares in making a positive change.
- Superintendent and current school board.
- Music program through all grades.
- Identifying kids who need help in reading.
- Activities/groups for extracurriculars.
- Communications.
- Pathways – AP, CIS, etc.
- Engagement of stakeholders.
- Superintendent is a rock star.
- My teaching colleagues are outstanding. They care, listen, take pride in their craft, build relationships, and life-long learners.
- Community support.
- Improving support systems for students, always room for growth.

- Arts and athletics.
- Event planning.
- School board open – works with the public.
- Cell phone policy has been successful – accepted by students.
- Caring staff/teachers.
- Areas of strong leadership.
- Lots of options for extracurricular activities – band, choir.
- Some involved parents.
- I am really thankful for a high school that has faith-based music in their choir and band programs.
- I am thankful for excellent teachers.
- I am really thankful for an amazing music program.
- Teachers care and have passion for their work.
- No phone policy is going well.
- Variety of programs.
- Adding student to school board.
- Extracurricular activities.
- More discussion/open communication.
- More cohesive board and new superintendent.
- Good teachers.
- Respectfulness.
- Staff.
- Communication.
- Arts/athletics.
- Student program.
- College in the schools.
- Community support.
- Buildings are maintained.
- Many post-secondary options.
- VoTech options.
- Supportive communities.
- Elective offerings.
- Good teachers.
- Fifth grade in middle school.
- School board – student board members, open to public, transparent.
- Student recognition.
- Moving toward more college in the school vs. AP.
- Continuing to support the arts as well as athletics.
- Social/emotional/mental health.
- Teaching and staffing.
- Partnerships with community in schools.
- Range of opportunities.
- Each and every student being recognized and seen.
- Beginning to connect students and adults.
- Staying up to date when needed with new policies.
- Communication between schools.
- Alignment.
- Focus on student literacy.

- Communication.
- Transparency.
- Fiscal management.
- Visionary.
- Cell phone policy.
- Staff.
- Families.
- Historical perspective that community/schools are important.
- Support for students/caring personnel.
- Pride in our schools.
- Supportive businesses/foundation.
- Staff pride in craft.
- Improving inclusivity.
- Strong leadership staff.
- Driving forward.
- Welcome input.
- Communication.
- Activities/choices.
- Streamlined conferences.
- Intervention specialists.
- Teachers care and challenge students.
- Buildings are maintained.
- Honors classes – AP, CIS.
- Fund balance strong.
- Graduation rate.
- Community engagement/support.
- Student/teacher ratio.
- Safety and security.
- Events of connect to the community.
- Teacher/student ratio.
- Community interaction – events to hear community.
- Safety and security.
- ECFE.
- Specialized para staff.
- Interior of buildings – refreshed/look great.
- Mental health support.
- School board more cohesive.
- Support for students.
- Social emotional support.
- Strong leadership in staffing.
- Welcoming input.
- Strong superintendent.
- Extracurricular options including sports, clubs, theater, music.
- Graduation rate.
- Streamlined conferences.
- Better communication/updates from admin and teacher.
- AP, CIS classes, mechanical hands-on classes.
- Intervention specialists.

- Cell phone policy.
- Communication.
- ECFE.
- Academic focus and great arts and music.
- Amazing staff.
- Safety.
- Elective options/CIS/honors.
- Student engagement.
- Teacher/student ratio.
- Building interiors.
- More inclusivity.
- Strong support staff.

Link Responses (38)

- Teachers are dedicated and caring
- Excellent teachers
- Caring teachers who collaborate well and who put in a lot of unpaid time to make school an enriching experience for students in Hastings
- dedicated teachers
- Excellent sports and music programs
- Staff create a positive social environment
- Excellent Arts programs
- Opportunities for students to earn college credits
- Great teachers!!!!
- Recent safety improvements
- Variety of classes
- Leadership
- Beautiful building
- Good music programs, band and choir.
- Options for college credit within standard curriculum classes
- Raider recognition
- Communication
- Hiring great educators and support staff
- Great community events
- Great teachers and support staff
- Keep doing the fun run!!
- Teachers
- The new houses by grade.
- How helpful and supportive the teachers are
- Orchestra
- Link crew
- Quality staff
- Superintendent is very good at the job
- Dr. Champa is an asset to our district
- Teachers
- Opportunities for input through surveys
- Excellent teachers
- Focus on the whole student

- Dedicated and caring staff
- Most staff are wonderful with my children
- Extracurricular activities at hhs
- Good variety of course options
- Excellent counselors and school psychologists
- Dedicated staff
- School board and superintendent receptive to feedback
- Music class
- Incredible staff throughout the district
- Opportunities for students to be involved activities & sports
- Fantastic music program
- timely information
- Extracurricular opportunities
- Energy
- Wonderful teachers who care
- Great opportunity for honors students.
- Great fine arts programs
- Music opportunities
- Amazing grade level principal (specific) - super impressed with communication and follow through
- Warm and welcoming classroom environments
- Office staff are warm, inviting, and knowledgeable
- Music programs-the directors are amazing!
- Love free Kennedy shirts for every child.
- Engagement
- Drop off and pick up by grade, front and back.
- Choirs
- Music Program
- Open communication
- The elementary teachers work hard
- Caring and dedicated staff
- Superintendent Champa
- Dr Champa is genuinely interested in community input and support
- Use of data for decision making
- Opportunities for wide variety of courses. Extra and Co-curricular opportunities
- Eagle Bluff field trip
- Team structure at hms
- Chromebooks for every kid
- A variety of courses, clubs, and sports despite our size
- Strong extracurricular activities
- Appropriate classroom size
- Well rounded educational offerings
- District leadership is ensuring accountability
- Large variety of activities and sports for students
- Recognition of student achievements
- Committed/engaged staff members
- Communication
- Technology program

- Teachers and staff that care.
- Academics are emphasized along with athletics
- Teachers
- Culture is coming back to positive and fun
- Reading - my kids are strong readers and love reading
- Principal is approachable
- Sports- I appreciate the focus on sportsmanship and team building
- Great field trips for all grades
- Classes offered
- College in the schools
- Communications from the district and leadership
- Supportive community
- Extracurricular activities for all ages
- Great teachers and staff
- District administration and principals
- Beautiful buildings and positive atmosphere
- Many opportunities for advanced courses at hhs
- Schoology makes it easy to check homework and grades
- A few college/ dual-enrollment courses
- Well-funded infrastructure
- Well kept, welcoming buildings and properties
- Well tended facilities
- School board actions reflect community values
- Communication home has improved
- Student engagement opportunities
- AVID is a great program
- After school opportunities
- Math skills
- Staff works hard to keep kids safe and learning based
- A feeling of community in the school
- Excellent weekly communication from teachers
- Second education
- Existence of writing center
- Attempts to address rather than passivity for health & safety
- A lot of opportunities for students
- Opportunities for all HS students to be involved
- Safe place for all students
- Responsive discipline regarding phone policy, etc.
- Wit and wisdom-I like what I see so far
- Good counselors to help kids as needed
- Our assistant principals are great supports
- A librarian that understands library science
- Attention to special needs students
- New Superintendent
- Lots of electives to chose from at high school.
- safe
- Classes are teaching critical thinking
- Communication with Parents

- Opportunities for parent engagement
- Staff listens to concerns with my child's wellbeing and education
- Rigorous classes that provide college credit
- Music, orchestra, band, physical education, arts, horticulture, industrial tech
- PTA activities
- Academics and student well being are priorities
- Hastings schools seem to do all they can to meet all students needs
- Students are at the heart of we do!!
- Facebook focusing on "good vibes"

Opportunities

Submitted Form Responses

- Revisit meeting development needs of students by having k-4 have the early start time verses the middle school/high school.
- Offer summer school options for students wanting to free up a period of electives (such as health or physical education).
- Improve communication gaps.
- School breakfast and other food: need healthier options in general.
- Staff retention.
- Control of the use of technology.
- No cell phone policy.
- Improve the healthy choices for school breakfast.
- More gymnasium space to reduce congestion.
- Cultural opportunities for students.
- Voice and choice.
- Each and every student.
- Business partnerships.
- Pathway opportunities.
- Improve diversity of staff.
- More library staff.
- Offer a training for parents on Schoology and other educational platforms.
- DEI/exposure to the greater world outside of Hastings.
- Drugs and vaping problem.
- Live stream or video/record and upload all board meetings (policy, work session, general meeting).
- Get political agendas out of our schools.
- Equity/learning, closing the gaps.
- Landscaping and grounds management needs improvement. (curb appeal)
- Continue to make sure each and every student feel safe and always cracking down on bullying.
- Continue to offer a diverse curriculum that allows students to see all aspects of our evolving society.
- Students that are not usually represented should be heard and supported.
- Students should have a rich and diverse range of resources in their classrooms and library.
- Geography/civics.
- Cell phones.
- DEI vs. IDEA.

- Liaison/committee
- Responsiveness to community.
- Changing demographics.
- Continuing education for the community like ECFE model for ongoing ages and CFE (continuing family education).
- Educating the community in person.
- Technology – cost/benefit analysis. Consider safety issues and overreliance.
- Need more library staff.
- Drugs/vaping.
- Test scores.
- Value diversity. Increase diversity in staff.
- More adult education and Schoology 101.
- Lunch/Breakfast @HHS
- Looking back at kids who went to school during COVID.
- Older students engaging with younger students.
- Drugs and vapes.
- Transitions.
- Teacher retention.
- Classes in classes
- Behavior policy.
- School board communication.
- Definition of authority. Write who has authority to make what decisions.
- Update school safety.
- Align scope and sequence.
- Build connection between buildings.
- Adhere to 504's and IEPs.
- Disruptions during classes.
- Safety.
- Alternative measures of success.
- Scaffold computer services down through elementary.
- Gym space.
- Preventing all student to work with cell phones.
- Start times.
- Summer opportunities.
- Staff retention.
- Inclusivity.
- Equity – advocate for every learner.
- Board transparency.
- Reaching community groups.
- Alignment of board work sessions.
- Policy committee meeting time.
- Better accountability – restroom/hallway monitoring.
- Communication of issues.
- Quality of outdoor grounds
- Always raise student achievement.
- Acknowledge excellent achievement.
- Make board work accessible to the community.
- Drug cessation. Need DARE.

- Quality of outdoor grounds.
- Improved test scores.
- Acknowledgement of the exceptional students.
- Early communication of concerns with families.
- Ensuring advocacy for all students.
- Exposure to diverse experiences beyond our cultural norm.
- Increasing board transparency and connection to community. Ask question at meeting even if you already know the answer.
- Bathroom and hallway monitoring.
- Increase connection with non-white stakeholders.
- Board meetings at variety of time to make it easier to connect.
- Better restroom/hall monitoring.
- Communication of issues. Battles kids are having.
- Over communicate. Teamwork with child guardians.
- Outdoor ground maintenance.
- Policy meeting time of 11 am on a Friday being changed every other month to a later time of day for people at work to have a chance to attend.
- More support for out top staff who take on so many additional duties.
- Continued communication.
- Pathways for high school.
- Declined enrollment to neighboring districts.
- Staff retention.
- Drug problems/support for kids using.
- Parent education.
- Diverse resources.
- Safety.
- Drug education.
- Disruptive learning environments.
- Media staff.
- Learning loss from COVID.
- More social/emotional learning.
- Making learning inclusive – be an advocate for every learner.
- Restroom/hallway monitoring.
- Vaping.
- Parent engagement.
- Teamwork/partnerships.
- Over communication.
- Outdoor ground.
- Increase test scores.
- Acknowledge exceptional achievers.
- Discipline issues – accountability.
- Financial transparency.
- Certain populations not represented.
- Expand online learning.
- Policy meetings too early.
- Changing start times.
- Online classes not ideal.
- Improve academic performance.

- Cultural opportunities.
- Diversity of staffing.
- Diverse curriculum that represents society.
- Technology – reliable internet in buildings.
- More space for early childhood programming.
- Being able to hire and keep staff (competitive salaries).
- More support for special ed (paras, teachers, etc.)
- Better infrastructure funding.
- Gymnastics.
- More space for ECFE.
- Discipline, bathrooms, vaping.
- Communication from activities.
- Staff retention-morale.
- Special ed – need consistency.
- Start times.
- Summer school options.
- Pathways.
- Cultural.
- Staff diversity.
- Presume positive intent.
- Not shying away from allowing kids to be challenged socially.
- Innovative ways of teaching – evolving teacher styles to each all kids.
- Competitive salaries for admin, staff, and teachers.
- Staff retention.
- Invest in technology upgrades.
- Cell phone policy enforced.
- Student attitude.
- Reopen elementary libraries.
- Attract new families.
- Finances.
- Focus on core education: reading, writing, math, science.
- Review start times.
- Summer school for extra credit.
- Staff retention.
- Fiscal accountability and visibility.
- Following established decision making, procedures, and policies.
- Get more community involvement and diversity on who is involved.
- Get community help.
- Make decisions that involve all the students.
- Decisions shouldn't be made by a handful of students.
- Keeping growing business partnerships.
- Grow more school to work opportunities.
- Continue to have PreK-12 programming.
- Support each other throughout.
- Focus on core instruction.
- Keep interaction and communication with community.
- Long term financial planning.
- Test scores.

- More focus on individual academic growth on basics.
- Knowing communication and writing skills.
- Disruptive student discipline.
- Feel like we're stuck in the 50's.
- Cliques.
- Staffing in insular – somewhat too close to nepotism.
- Align better with benchmarks and standards.
- Continue to focus on student outcomes.
- Safety/drugs.
- Disruption free learning spaces.
- Disruptive classrooms.
- Media center staff.
- Quality outdoor grounds.
- Board schedule.
- Classroom time spent on teaching.
- No more homework.
- Inappropriate library materials.
- Relaxed discipline actions.
- Student testing results.
- Excessive app/websites for managing education.
- Raider days – either expand/communicate the purpose or experience it's a negative experience.
- Bring it back to being about the kids and not politics.
- Not going by the “one size fits all approach”
- Leaving some under challenged or overwhelmed or ignored.
- Preparing students for future careers in tech.
- Busing.
- Help kids who are poor test takers, but other do good in that subject.
- Teacher retention.
- Helping struggling students without learning plan or diagnosis.
- Safety – monitoring and transportation.
- Transportation.
- Dropoff and pickup.
- Business partnerships.
- Resources are stretched.
- Ask to do more with less is frustrating.
- How to continue to attract quality staff in a difficult climate.
- How to keep out students in our building? It is not better somewhere else.
- Drug problem. How do we educate students?
- Attendance issues.
- ESL families.
- Parent education.
- Homecoming issue – decision by a few.
- Data info request.
- Equity-equality.
- Economic diversity is not often seen.
- Ratio of teachers.
- Diversity.

- Disruptive/chaos of students.
- What does admin do?
- Students can't write in cursive and can't type.
- Staff retention.
- Declining enrollment.
- Students graduate with degree and can't handle the job.
- Community should presume positive intent.
- Cohesive education – class/grade/state/
- Teacher compensation.
- Address learning loss.
- Test scores – prediction of later success.
- Some building principals are checked out.
- Parent engagement.
- Adherence to 504's and IEP's. They are not optional.
- Extra options for added after school support.
- Ability to connect with military recruit to get answers more easily and quicker.
- To support the work/needs of students.
- Teachers are stretched thin.
- Retain staff.
- Culturally responsive practices.
- Profile of Hastings graduate.
- Safety.
- Knowledge.
- Disruptive free learning environment.
- Reduce/revaluate abundance of administration.
- No pen and paper, cursive teaching.
- DARE program.
- Opportunity of advancement or pride for those doing well.
- Structured discipline and respect of others.
- Is there a strategic plan to help students regain lost academics during COVID?
- Academic excellence for all students.
- Hasting schools need to return to levels of academic excellence they had in the past. They have fallen behind.
- Inclusivity of each and every student.
- Can students see themselves in the curriculum? Remember we still have white, Christian students who attend.
- Continue to move towards college in the schools options vs. AP.
- Communication from teachers.
- Safety and security. Drug issues.
- Merit-based teacher retention.
- Family engagement and involvement.
- DARE program.
- Disruptive free learning.
- Concerned about trend by current board to build a policy for everything.
- Develop a scaffolded program for computer science.
- Move toward teaching/building core competencies. Not so much focuses on MCAS.
- Drug problem in HS and MS.
- Engagement in some classes.

- Learning gaps from COVID.
- Test scores.
- Parents engagement.
- Record school board work session.
- Ensure each and every.
- Gymnastics solution.
- Additional CIS/pathways.
- Family engagement.
- Safety and security – can never do enough.
- Curriculum cycle – ensure alignment.
- Partnerships.
- Don't lose focus on meeting the needs of all.
- Parent education K-12.
- Pathways – coursebook aligned.
- Recognized individuality.
- Start time.
- Enrichment during summer.
- Retention of staff.
- Access to devices.
- Exterior landscaping.
- Focus on technology.
- Fully staffing special education.
- Value diversity.
- Lack of equity coordinator.
- New hires – process hiring committee doesn't see resumes and only has 30 minutes.
- Too many data requests.
- Need diverse curriculum that reflects always evolving society.
- Think about core competencies to measure success.
- Rich and diverse range of resources.
- Need media center staff.
- Disruptive students.
- Community should assume positive intent.
- Address learning loss from COVID.
- Teacher retention – merit based/not tenure.
- Math challenge.
- Academic rigor overall.
- Discipline is getting better, but still needs work.
- Pathways for academic and life direction.
- Get local businesses on board for hands-on training and internships.
- Gifted and talented nonexistent.
- Disruptive learning environment.
- Student discipline.
- Parent pick up.
- Homecoming decision making.
- Get more diverse perspectives at input sessions.
- Quality outdoor grounds.
- Early communication with concerns.
- More media center staff.

- Cohesive curriculum between classrooms.
- Assume positive intent as a community.
- Loss of student programs.
- Diverse curriculum.
- Computer coding at elementary level.
- Stick to cell phone policy.
- Safety – drugs education, DARE.
- Fully staff special education.
- Academic success/literacy.
- Ag program – add additional pathway.
- Continue to focus on goal alignment.
- Communication gaps.
- Start time changes.
- Summer school options for non-failing students.
- Too much focus on technology.
- Meals are unhealthy – donuts for breakfast.
- Business partnerships.
- Recover COVID learning loss.
- More connections with community.
- Long range financial planning.
- STEAM vs. art in elementary.

Link Responses (38)

- Middle school courses offerings
- Block periods so that kids have homework for 4 classes instead of 7.
- We need to do work around DEI. In the past two years, we've had significant experiences with hate speech that could have easily been on the 5 o'clock news. Yet we don't train staff on how to address it, and we don't address it at all with students. Are we waiting for a crisis before we act? This should be more important than strengths training.
- The board could stop meddling in library book choices
- Increased security (monitors) in hallways, bathrooms
- Proper identification of gifted children from an early age
- Hostile school board chair that doesn't appear to have the well-being of students in mind
- Discipline for actions- students need consequences for their poor behavior
- Leadership at the high school
- Improved education to students and parents on the ap, college in school and other high school classes.
- Bullying remains a huge concern
- Public perceptions of the district/school experience. Based on what you see on fb, people think our buildings are wastelands
- Long-term goal setting and vision for future planning and continuous improvement
- Hands on learning for all subjects
- More focus on students that are slipping through the cracks academically, offering more tutor programs or one on one support.
- More support for mental health
- Disruptive student behavior that impact students that want to be there and learn

- Behavior - inconvenience parents if their child is out of control instead of taking time from a room full of students
- I strongly believe there should be more time spent outside and letting kids develop their gross motor skills and peer relationships
- Streamlined communication: Seesaw, Class Dojo, teacher email/newsletter. Too many options for communication. Choose one and have that be the way expectation.
- Some kids are excluded/bullied
- Hire more paras to help special needs kids
- Keep our excellent teachers
- Teach executive skills for life, not just school skills
- Discipline from principal for students who are constantly misbehaving
- The willingness for the teachers to help my child
- Build the drama program
- AP classes & Testing
- More students opportunity for advanced education programs. ie. Avid program.
- Negativity and lack of skill in sub teachers
- School board that doesn't micro manage and allows the experts in the field to do their job
- School board needs to leave their Christian Nationalist ideals out of the classroom
- Data requests that have the ability to financially crush this district
- School board is off track - taking up too many district resources
- Media center specialists needed at each school

- Wit and Wisdom in Elementary



Hastings Public Schools Community Input Session Summary November 18, 2024

Attendance: 65

Link Responses: 38

1. What are some things that are: done well/working/going well/strengths in the school?

<p>Hastings Public Schools is celebrated for its caring and highly trained educators and staff who build strong relationships, provide exceptional support services, and foster student success.</p> <ul style="list-style-type: none"> • <i>Staff that care about their students.</i> • <i>Great teachers and staff.</i> • <i>Great special education staff and supports for our kids.</i> • <i>Dedicated educators – 80% with higher degrees.</i> • <i>Highly trained staff.</i> • <i>Strong SEL support staff.</i> • <i>Teachers’ expertise.</i> • <i>Teachers express care for students and challenge growth.</i> • <i>Amazing staff and administration.</i> • <i>Kind staff.</i> • <i>Strong, supportive staff and leadership.</i> • <i>Caring staff and administrators.</i> • <i>Strong SPED department.</i> • <i>My children have all been well-supported by teachers and support staff.</i> • <i>Experienced teachers.</i> • <i>Staff that care, listen, take pride in their craft, build relationships, and life-long learners.</i> • <i>I am thankful for excellent teachers.</i> • <i>Teachers care and have passion for their work.</i> • <i>Teachers care and challenge students.</i> • <i>Helpful and supportive teachers.</i> 	<p>98 related responses</p>
<p>Hastings Public Schools offers a wide range of extracurricular opportunities,</p>	<p>68 related</p>

<p>including exceptional music and sports programs, diverse clubs, and early childhood education, providing students with numerous ways to engage, explore interests, and connect with their community.</p> <ul style="list-style-type: none"> • <i>Well-developed music program. (18 related responses.)</i> • <i>Great extracurricular activities: sports, music programs, etc.</i> • <i>ECFE programs/support.</i> • <i>Wide variety of clubs.</i> • <i>Community education – early childhood.</i> • <i>Great sports programs.</i> • <i>Opportunities for many areas for kids in the community.</i> • <i>Variety of activities offered for students.</i> • <i>Extracurriculars for all.</i> • <i>Variety of activities and clubs.</i> • <i>Hasting has a variety of extracurricular activities.</i> • <i>Event planning.</i> • <i>Lots of options for extracurricular activities – band, choir.</i> • <i>Extracurricular activities.</i> • <i>Continuing to support the arts as well as athletics.</i> • <i>Excellent sports and music programs.</i> • <i>Opportunities for students to be involved activities & sports.</i> • <i>A variety of courses, clubs, and sports despite our size.</i> 	<p>responses</p>
<p>Hastings Public Schools provides a well-rounded education with diverse learning opportunities, including rigorous courses, support for all types of learners, career pathways, and programs that help students explore interests and earn college credits.</p> <ul style="list-style-type: none"> • <i>Academic: accelerated learning including AP, PESEO, multiple tracks.</i> • <i>Programs are available for all types of learners.</i> • <i>Broad range of classes: Honors, CIS, AP.</i> • <i>Differentiated learning opportunities.</i> • <i>Students as tutors.</i> • <i>Elementary STEM lab.</i> • <i>Gifted and talented program.</i> • <i>Opportunities for students to explore skills and interests are reaching many individuals.</i> • <i>In-person and online availability.</i> • <i>Gifted and talented.</i> • <i>Level of instruction.</i> • <i>Identifying kids who need help in reading.</i> • <i>VoTech options.</i> • <i>Focus on student literacy.</i> • <i>Opportunities for students to earn college credits.</i> • <i>Good variety of course options.</i> • <i>Well-rounded educational offerings.</i> • <i>Existence of writing center.</i> 	<p>64 related responses</p>

<ul style="list-style-type: none"> • <i>AVID is a great program.</i> • <i>Rigorous classes that provide college credit.</i> 	
<p>Hastings Public Schools fosters a welcoming and inclusive environment with a strong sense of community, pride, and respect, where students feel valued, recognized, and supported in engaging and respectful classrooms.</p> <ul style="list-style-type: none"> • <i>Great school spirit and sense of community.</i> • <i>Students feel welcome.</i> • <i>Trending toward inclusivity for all types of students regardless of race and learning ability.</i> • <i>Willingness to try new things.</i> • <i>Welcoming.</i> • <i>Respectfulness.</i> • <i>Student recognition.</i> • <i>Each and every student being seen and recognized.</i> • <i>Beginning to connect to students and adults.</i> • <i>Pride in our schools.</i> • <i>Improving inclusivity.</i> • <i>Student engagement.</i> • <i>More inclusivity.</i> • <i>Focus on the whole student.</i> • <i>Warm and welcoming classroom environments.</i> • <i>Recognition of student achievements.</i> • <i>A feeling of community in the school.</i> • <i>Welcoming environment.</i> 	53 related responses
<p>Hastings Public Schools demonstrates strong communication and transparency through regular updates, fostering engagement by welcoming input from families and the community.</p> <ul style="list-style-type: none"> • <i>All sides are being heard.</i> • <i>Facebook updates.</i> • <i>Communication from leaders.</i> • <i>Strong communication.</i> • <i>Open communication with parents.</i> • <i>Open forums.</i> • <i>Engagement with stakeholders.</i> • <i>Transparency.</i> • <i>Updates from teachers and admin.</i> • <i>Opportunities for input through surveys.</i> • <i>Timely information.</i> • <i>Open communication.</i> • <i>Excellent weekly communication from teachers.</i> • <i>Staff listens to concerns about my child's wellbeing and education.</i> • <i>School board receptive to feedback.</i> • <i>Welcome input from families.</i> 	39 related responses

2. What are some opportunities for improvement/areas that might be changed/things that are of concern in the school?

<p>Opportunities for improvement center on addressing academic disparities and enhancing student achievement through targeted support, equitable practices, and a cohesive curriculum that emphasizes core education, individual growth, and preparation for future success.</p> <ul style="list-style-type: none"> • <i>Test scores.</i> • <i>Looking back at kids who went to school during COVID.</i> • <i>Equity – advocate for every learner.</i> • <i>Always raise student achievement.</i> • <i>Improved test scores.</i> • <i>Focus on core instruction.</i> • <i>Increase test scores.</i> • <i>Learning loss from COVID.</i> • <i>Focus on core education: reading, writing, math, science.</i> • <i>More focus on individual academic growth on basics.</i> • <i>Align better with benchmarks and standards.</i> • <i>Not going by the “one size fits all approach” in education.</i> • <i>Leaving some under challenged or overwhelmed or ignored.</i> • <i>Preparing students for future careers.</i> • <i>Help kids who are poor test takers, but other do good in that subject.</i> • <i>Address learning loss.</i> • <i>To support the work/needs of students.</i> • <i>Opportunity of advancement or pride for those doing well.</i> • <i>Academic excellence for all students.</i> • <i>Academic rigor overall.</i> • <i>Cohesive curriculum between classrooms.</i> • <i>Gifted and talented nonexistent.</i> • <i>More focus on students that are slipping through the cracks academically.</i> • <i>Student engagement with academics.</i> • <i>Close academic gaps.</i> 	<p>93 related responses</p>
<p>Opportunities for improvement focus on enhancing school safety and creating a respectful, disruption-free learning environment through increased accountability, drug education, improved monitoring, and updates to safety measures.</p> <ul style="list-style-type: none"> • <i>Drugs and vaping problem.</i> • <i>Behavior policy.</i> • <i>Disruptions during classes.</i> • <i>Drug cessation. Need DARE.</i> • <i>Better accountability – restroom/hallway monitoring.</i> • <i>Bathroom and hallway monitoring.</i> • <i>Drug education.</i> • <i>Disruptive learning environments.</i> 	<p>87 related responses</p>

<ul style="list-style-type: none"> • <i>Discipline issues – accountability.</i> • <i>Structured discipline and respect of others.</i> • <i>Disruptive free learning.</i> • <i>Student discipline.</i> • <i>Disruptive student behavior that impact students that want to be there and learn.</i> • <i>Update school safety.</i> • <i>Increased security.</i> • <i>Better security on buses.</i> • <i>Improved district-wide safety plan.</i> • <i>Safety – monitoring and transportation.</i> 	
<p>Expanding educational opportunities could include enhancing advanced programs like advanced placement, increasing summer and after-school offerings, broadening course options, and expanded career pathways to better support diverse student interests and community needs.</p> <ul style="list-style-type: none"> • <i>Continue to move towards college in the schools’ options vs. AP.</i> • <i>Offer summer school options for students.</i> • <i>Cultural opportunities for students.</i> • <i>Pathway opportunities.</i> • <i>Continuing education for the community.</i> • <i>Summer opportunities.</i> • <i>Expand online learning.</i> • <i>Summer school options.</i> • <i>Extra options for added afterschool support.</i> • <i>Additional CIS/pathways.</i> • <i>Enrichment during summer.</i> • <i>Middle school course offerings.</i> • <i>More AP classes.</i> • <i>More opportunities for advanced education programs.</i> • <i>Offer other languages for younger students.</i> • <i>More options for electives.</i> • <i>Life skills classes.</i> 	72 related responses
<p>Improving staff support and retention emerges as a key focus, emphasizing competitive salaries, enhanced morale, and sufficient staffing. Additionally, providing professional development and support for educators is essential to attract and retain high-quality, diverse staff.</p> <ul style="list-style-type: none"> • <i>Staff retention.</i> • <i>More library staff.</i> • <i>Techer retention.</i> • <i>More support for our top staff who take on so many additional duties.</i> • <i>Media staff.</i> • <i>Being able to hire and keep staff.</i> • <i>More support for special education (para, teacher, etc.)</i> • <i>Staff retention – morale.</i> 	53 related responses

<ul style="list-style-type: none"> • <i>Competitive salaries for admin, staff, and teachers.</i> • <i>Retain staff.</i> • <i>Need media center staff.</i> • <i>Fully staff special education.</i> • <i>Hire more paras to help special needs kids.</i> • <i>Keep our excellent teachers.</i> • <i>Teachers could always use more training and peer learning opportunities.</i> • <i>Teacher support and training.</i> • <i>Attract and retain quality, diverse staff.</i> 	
<p>Fostering a more connected school environment is a key priority, emphasizing inclusivity, cultural responsiveness, and representation for all students. Building stronger connections across buildings also critical to creating a welcoming and equitable community.</p> <ul style="list-style-type: none"> • <i>Build connection between buildings.</i> • <i>Inclusivity.</i> • <i>Making learning inclusive – be an advocate for every learner.</i> • <i>Make sure all populations are represented.</i> • <i>Presume positive intent.</i> • <i>Support each other throughout the district.</i> • <i>Inclusivity of each and every student.</i> • <i>Making minority students feel included instead of feeling like an outsider no one understands.</i> • <i>Being more open to change. We need to move ahead with the times.</i> • <i>Some sort of focus on accepting and being welcoming of diversity.</i> • <i>Continue to make decisions based on humanity, knowledge, equity, and inclusion.</i> • <i>Consider students that are not usually represented should be heard and supported.</i> • <i>Culturally responsive practices.</i> • <i>Supporting students’ social/emotional wellbeing.</i> • <i>Assume positive intent as a community.</i> 	48 related responses
<p>There are opportunities to strengthen connections with the community by building partnerships with businesses, engaging families and underrepresented groups, and fostering greater involvement in school initiatives.</p> <ul style="list-style-type: none"> • <i>Build partnerships with businesses.</i> • <i>Responsiveness to community.</i> • <i>Reaching community groups.</i> • <i>Increase connection with non-white stakeholders.</i> • <i>Parent education and engagement.</i> • <i>Get more community involvement and diversity on who is involved.</i> • <i>Keeping growing business partnerships.</i> • <i>Get help from the community.</i> • <i>Grow more school to work opportunities.</i> • <i>Family engagement and involvement.</i> 	38 related responses

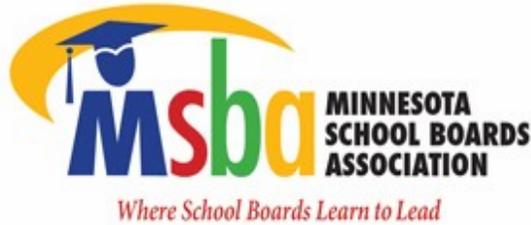
<ul style="list-style-type: none"> • <i>Parents engagement.</i> • <i>Parent education K-12.</i> • <i>More connections with the community.</i> • <i>Engagement with underrepresented families.</i> 	
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3. What are some descriptors or ideas about where you see the school three to five years into the future?

<p>Hastings Public Schools is envisioned as a district fostering academic excellence while providing a diverse array of courses, extracurricular activities, and career-focused opportunities to support the success of all students. The district strives to be a destination of choice for families and recognized for its commitment to personalized learning.</p> <p>There were 45 comments related to general academic excellence.</p> <ul style="list-style-type: none"> • <i>Continued effort to provide quality education to students.</i> • <i>Test scores are the best.</i> • <i>Innovative/outcome focused.</i> • <i>Academic excellence.</i> • <i>Top academics in the state.</i> • <i>Rigorous academics.</i> • <i>Academic excellence.</i> • <i>Building back rigorous academic institutions.</i> • <i>Top academic district in the state.</i> • <i>Student academic focused.</i> • <i>Student outcome focused.</i> • <i>Growth. (This term was used ten times.)</i> <p>There were 15 comments related to providing a variety of courses and activities.</p> <ul style="list-style-type: none"> • <i>Continue the opportunities for academic and extracurriculars to grow well rounded kids.</i> • <i>Increase the amount of classes that provide college credit</i> • <i>Students can take classes that they are interested in.</i> • <i>Growing and sustaining the arts programs.</i> • <i>A wide variety of championships across sports, music, and other competition-engaged interests.</i> • <i>More extracurricular options -badminton, pickleball, running club (non-competitive).</i> • <i>Each and every student has unique opportunities.</i> <p>There were 14 comments related to providing differentiated instruction.</p> <ul style="list-style-type: none"> • <i>Personalized learning.</i> • <i>Programs that creatively meet every kids educational needs.</i> • <i>Develop resources to meet the needs for all kids – both high and low achieving.</i> • <i>Support for those who don't fit traditional classroom setting.</i> • <i>A great place for all students to learn, not only average students.</i> • <i>Student support.</i> 	<p>118 related responses</p>
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<p>There were 13 comments related to providing more hands-on/vocational opportunities.</p> <ul style="list-style-type: none"> • <i>More technical profession education.</i> • <i>Work based learning for all.</i> • <i>Expanded career guidance/courses.</i> • <i>Cutting edge tech and training in Industrial Arts with DCTC to promote trades.</i> • <i>Bring back the ag program.</i> • <i>More opportunities to explore careers.</i> • <i>A way for students to walk out of HS with something like a CNA or welding certification.</i> <p>There were 12 comments related to Hastings being a place where families want to bring their students.</p> <ul style="list-style-type: none"> • <i>Attractive to families.</i> • <i>That we become a destination district.</i> • <i>A place where students and staff are proud and want to stay.</i> • <i>A destination to come to learn.</i> • <i>A strong destination.</i> • <i>Hastings as a destination.</i> • <i>Destination district for the SE metro.</i> 	
<p>Hastings Public Schools is envisioned as a welcoming and inclusive community that celebrates diversity, fosters equity, and cultivates respect and compassion among all stakeholders. The district aspires to create a joyful, respectful environment where everyone feels valued and is engaged.</p> <ul style="list-style-type: none"> • <i>Holistic equity awareness and understanding.</i> • <i>Be a leader in area schools in social and cultural diversity and inclusion.</i> • <i>I hope to see a school dedicated to growth, diversity, and inclusion.</i> • <i>Celebrate diversity.</i> • <i>Respectful environment.</i> • <i>Engaging all stakeholders.</i> • <i>Compassion and respect.</i> • <i>Joyful.</i> • <i>Positive student behavior.</i> • <i>Diversity and respect.</i> • <i>Inclusive and equitable.</i> • <i>Welcoming of all genders and orientations.</i> • <i>Open-minded and welcoming of people from all walks of life.</i> • <i>More focus on respect and decorum.</i> • <i>A school with a welcoming culture.</i> 	44 related responses
<p>Hastings Public Schools is envisioned as a district that prioritizes the support, retention, and appreciation of excellent staff. The district aspires to foster a culture where teachers feel valued, heard, and excited to teach every day.</p> <ul style="list-style-type: none"> • <i>Teachers are supported.</i> • <i>More good paras are needed and we need to do things to retain great staff.</i> 	17 related responses

<ul style="list-style-type: none"> • <i>Happy teachers who feel supported and appreciated.</i> • <i>Among the top 10 percent in state for staff satisfaction.</i> • <i>Retention and support of teachers.</i> • <i>Retain excellent staff.</i> • <i>Our teachers are excited to teach every day.</i> • <i>We value what our teacher say and listen and make changes.</i> 	
<p>Hastings Public Schools is envisioned as a district deeply connected to its community, fostering strong relationships and encouraging active parent involvement.</p> <ul style="list-style-type: none"> • <i>Closeness of the community.</i> • <i>The district is not separate from the community.</i> • <i>Positive relationship with community.</i> • <i>Connection with community.</i> • <i>More parent involvement.</i> 	<p>10 related responses</p>



Hastings Public Schools Community Input Session Summary November 18, 2024

Attendance: 65

Link Responses: 38

1. What are some things that are: done well/working/going well/strengths in the school?

<p>Hastings Public Schools is celebrated for its caring and highly trained educators and staff who build strong relationships, provide exceptional support services, and foster student success.</p>	<p>98 related responses</p>
<p>Hastings Public Schools offers a wide range of extracurricular opportunities, including exceptional music and sports programs, diverse clubs, and early childhood education, providing students with numerous ways to engage, explore interests, and connect with their community.</p>	<p>68 related responses</p>
<p>Hastings Public Schools provides a well-rounded education with diverse learning opportunities, including rigorous courses, support for all types of learners, career pathways, and programs that help students explore interests and earn college credits.</p>	<p>64 related responses</p>
<p>Hastings Public Schools fosters a welcoming and inclusive environment with a strong sense of community, pride, and respect, where students feel valued, recognized, and supported in engaging and respectful classrooms.</p>	<p>53 related responses</p>
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<p>Opportunities for improvement focus on enhancing school safety and creating a respectful, disruption-free learning environment through increased accountability, drug education, improved monitoring, and updates to safety measures.</p>	<p>87 related responses</p>
<p>Expanding educational opportunities could include enhancing advanced programs like advanced placement, increasing summer and after-school offerings, broadening course options, and expanded career pathways to better support diverse student interests and community needs.</p>	<p>72 related responses</p>
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<p>Fostering a more connected school environment is a key priority, emphasizing inclusivity, cultural responsiveness, and representation for all students. Building stronger connections across buildings also critical to creating a welcoming and equitable community.</p>	<p>48 related responses</p>
<p>There are opportunities to strengthen connections with the community by building partnerships with businesses, engaging families and underrepresented groups, and fostering greater involvement in school initiatives.</p>	<p>38 related responses</p>

3. What are some descriptors or ideas about where you see the school three to five years into the future?

<p>Hastings Public Schools is envisioned as a district fostering academic excellence while providing a diverse array of courses, extracurricular activities, and career-focused opportunities to support the success of all students. The district strives to be a destination of choice for families and recognized for its commitment to personalized learning.</p> <p>There were 45 comments related to general academic excellence.</p> <p>There were 15 comments related to providing a variety of courses and activities.</p> <p>There were 14 comments related to providing differentiated instruction.</p> <p>There were 13 comments related to providing more hands-on/vocational opportunities.</p> <p>There were 12 comments related to Hastings being a place where families want to bring their students.</p>	<p>118 related responses</p>
<p>Hastings Public Schools is envisioned as a welcoming and inclusive community that celebrates diversity, fosters equity, and cultivates respect and compassion among all stakeholders. The district aspires to create a joyful, respectful environment where everyone feels valued and is engaged.</p>	<p>44 related responses</p>
<p>Hastings Public Schools is envisioned as a district that prioritizes the support, retention, and appreciation of excellent staff. The district aspires to foster a culture where teachers feel valued, heard, and excited to teach every day.</p>	<p>17 related responses</p>
<p>Hastings Public Schools is envisioned as a district deeply connected to its community, fostering strong relationships and encouraging active parent involvement.</p>	<p>10 related responses</p>

SCHOOL DISTRICT 2024 SURVEY RESULTS ARE IN

The results of the recent district-wide school perceptions satisfaction survey were just released at the November 20, 2024 school board meeting. This year's survey was launched in early October and closed immediately following the MEA fall break. This is the second consecutive year that the survey was conducted to gather critical feedback from parents, students in grades 4-12, and staff.

The survey aims to gain a comprehensive understanding of the district's strengths and areas for improvement from our key stakeholders. The district is committed to using this essential feedback to continuously improve the educational experience for everyone.

KEY PRIORITIES:

Each year, stakeholders are asked to identify the top priorities of the district. The top identified priorities are as follows:

1. School Safety and Security: 55%
2. Student Behavior/Discipline: 50%
3. Recruit and Retain High Quality Staff: 47%
4. Mental Health Services for Students AND Career and Technical Education: 41%
5. College Credit Opportunities: 32%
6. Community Business Partnerships for Students: 17%

STAKEHOLDERS TOP 5 AND LOWEST 5:

For each of the stakeholder groups, the top 5 responses with the largest growth and the lowest 5 areas of growth are provided below. Since this is our 2nd consecutive year with this survey, each score also includes the percentage change from last year.

PARENT FEEDBACK:

TOP 5

Item	2024 Score	2023 Score	Change
There is a healthy culture at our school.	3.77	3.5	7.71%
I am satisfied with our school's efforts to address bullying.	3.4	3.16	7.59%
The District is heading in the right direction.	3.59	3.34	7.49%
District administration is doing what it takes	3.82	3.6	6.11%

to make our district successful.			
The school board is doing what it takes to make our district successful.	3.37	3.2	5.31%

Lowest 5

Item	2024 Score	2023 Score	Change
I feel welcome in my child's school.	4.15	4.11	.97%
My child gets help when they need it.	3.98	3.95	.76%
Overall, my child is able to handle the emotional challenges of school.	4.02	3.99	.75%
Most days my child enjoys going to school.	4.04	4.02	.50%
I know how to support my child's learning.	4.07	4.05	.49%

STUDENT FEEDBACK:

Top 5

Item	2024 Score	2023 Score	Change
Most kids at school follow the rules.	3.27	3.15	3.81%
If I were bullied, I would feel comfortable talking to someone about it.	3.99	3.91	2.05%
My parents /guardians help me with school as much as they can if I ask.	4.61	4.56	1.10%
Students treat me	3.95	3.91	1.02%

with respect			
I know my teachers care about me.	4.38	4.34	.92%

Lowest 5

Item	2024 Score	2023 Score	Change
I can relate to what I'm learning at school	3.7	3.72	-.54%
My teachers explain things in a way that I get.	4.02	4.05	-.74%
I like helping other people when I can.	4.48	4.52	-.88%
If I need help, I can talk to my teachers outside of class.	4.31	4.37	-1.37
I can go online or use a device at school when I need it.	3.93	4.44	-11.49% *new cell phone policies in the 24-25 school year.

STAFF FEEDBACK:

Top 5

Item	2024 Score	2023 Score	Change
Our school's student discipline practices and policies are effective.	3.31	2.24	47.77%
Our staff handles student discipline in a consistent manner.	3.43	2.61	31.42%
District administration is doing what it takes to make our district successful.	3.82	3.15	21.27%
The social and emotional needs of all students are being met.	3.31	2.80	18.21%
The district is heading	3.78	3.20	18.13%

in the right direction.			
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Lowest 5:

Please note that while the following 5 had the smallest change or growth, many of these scores are noteworthy in both 23 and 24.

Item	2024 Score	2023 Score	Change
I have access to the technology support I need.	4.28	4.17	2.64%
I have healthy working relationships with my coworkers.	4.53	4.42	2.49%
Our staff does a good job of educating our students.	4.46	4.37	2.06%
I have the technology I need to do my job well.	4.11	4.08	.74%
The school board is doing what it takes to make our school successful.	2.99	3.09	-3.24

Next Steps:

It's common to wonder how survey results will be used or if they will lead to any meaningful change. Rest assured, our district takes these results seriously and has a clear action plan to drive continuous improvement. Beyond the summarized findings, each school has access to detailed, site-specific data to address their unique needs.

Starting in the new year, we will launch a community engagement tour to share these results and our strategies for improvement. If your organization would like a presentation covering the survey results and planned actions, please reach out so we can schedule a session.

Presentations typically last around 30 minutes, with 60-minute sessions available for deeper discussions and questions.