



School Name	Survey Type	Number of Respondents (N)
051505/ Montcalm High School	Personnel Survey/06012020	18

School-Level Response Rates

Estimated Number of Faculty Members (teachers, administrators, counselors)	24
Surveys Received	18
Estimated Response Rate (%):	75.0%

Results (Percentages) by Survey Question

1. What current grade level(s) do you serve? (select all that apply)

	(%)
Grade 9	88.9%
Grade 10	72.2%
Grade 11	77.8%
Grade 12	66.7%

2a. How many years have you worked in this position or role in total?

This is my first year. (%)	1–2 years (%)	3–5 years (%)	6–10 years (%)	11–15 years (%)	More than 15 years (%)	No Response (%)
5.6%	5.6%	5.6%	44.4%	16.7%	16.7%	5.6%

2b. How many years have you worked in this position or role at the school?

This is my first year. (%)	1–2 years (%)	3–5 years (%)	6–10 years (%)	11–15 years (%)	16–20 years (%)	More than 20 years (%)	No Response (%)
5.6%	11.1%	27.8%	22.2%	16.7%	5.6%	5.6%	5.6%

3. Are you a GEAR UP site coordinator?

	(%)
Yes	5.6%
No	94.4%

4a. Please rate your level of agreement that each of the statements below accurately reflects your SCHOOL:

	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)	No Response (%)
RIGOR AND EXPECTATIONS					
a. Creativity and original thinking are highly valued.	50.0%	44.4%	5.6%	0.0%	0.0%
b. Teachers expect all students to succeed academically.	50.0%	50.0%	0.0%	0.0%	0.0%



c. Students are encouraged to do their best.	77.8%	16.7%	5.6%	0.0%	0.0%
d. Teachers regularly talk to students about the importance of college.	44.4%	44.4%	11.1%	0.0%	0.0%
e. Students care about learning and getting a good education.	27.8%	55.6%	16.7%	0.0%	0.0%
f. Students are encouraged to set future college and career goals.	55.6%	38.9%	5.6%	0.0%	0.0%
g. Students are learning effective problem-solving skills.	33.3%	55.6%	11.1%	0.0%	0.0%
h. Teachers are able to engage students in a rigorous curriculum.	33.3%	61.1%	5.6%	0.0%	0.0%
i. Advanced (i.e., honors, pre-AP, etc.) courses are appropriately rigorous.	44.4%	38.9%	11.1%	5.6%	0.0%
j. The curriculum appropriately challenges most students.	33.3%	61.1%	0.0%	0.0%	5.6%
	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)	No Response (%)
VISUAL CUES AND MATERIAL RESOURCES					
k. College pennants, banners, and posters are visible.	44.4%	50.0%	5.6%	0.0%	0.0%
l. Parents are included in the college preparation process.	50.0%	44.4%	5.6%	0.0%	0.0%
m. Students have access to the information and resources they need to support their college attendance decisions.	66.7%	27.8%	5.6%	0.0%	0.0%
n. Teachers include visual cues to encourage discussions about their own college experience.	55.6%	27.8%	16.7%	0.0%	0.0%
o. Teachers are provided information about the school's college-going rate and FAFSA completion rates.	66.7%	27.8%	0.0%	5.6%	0.0%
p. College messaging is integrated into events, including sports events or arts performances.	27.8%	55.6%	11.1%	5.6%	0.0%
q. Faculty and staff engage in professional development about ways to promote college readiness.	38.9%	44.4%	11.1%	5.6%	0.0%
r. Teachers are equipped with the knowledge to assist students in the transition from high school to college.	38.9%	55.6%	5.6%	0.0%	0.0%

3b. Please rate your level of agreement that each of the statements below accurately reflects your CLASSROOM
(Note: Only teachers were asked to respond to this item):

	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)	No Response (%)
RIGOR AND EXPECTATIONS					
a. Creativity and original thinking are highly valued.	60.0%	40.0%	0.0%	0.0%	0.0%
b. I expect all students to succeed academically.	86.7%	13.3%	0.0%	0.0%	0.0%
c. Students are encouraged to do their best.	86.7%	13.3%	0.0%	0.0%	0.0%



d. I regularly talk to students about the importance of college.	53.3%	46.7%	0.0%	0.0%	0.0%
e. Students care about learning and getting a good education.	40.0%	46.7%	13.3%	0.0%	0.0%
f. Students are encouraged to set future college and career goals.	60.0%	40.0%	0.0%	0.0%	0.0%
g. Students are learning effective problem-solving skills.	53.3%	40.0%	6.7%	0.0%	0.0%
h. I am able to engage students in a rigorous curriculum.	46.7%	46.7%	6.7%	0.0%	0.0%
i. Advanced (i.e., honors, pre-AP, etc.) courses are appropriately rigorous.	33.3%	53.3%	13.3%	0.0%	0.0%
j. The curriculum appropriately challenges most students.	40.0%	46.7%	13.3%	0.0%	0.0%
	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)	No Response (%)
VISUAL CUES AND MATERIAL RESOURCES					
k. College pennants, banners, and posters are visible.	26.7%	60.0%	13.3%	0.0%	0.0%
l. Parents are included in the college preparation process.	40.0%	53.3%	6.7%	0.0%	0.0%
m. Students have access to the information and resources they need to support their college attendance decisions.	46.7%	53.3%	0.0%	0.0%	0.0%
n. I include visual cues to encourage discussions about students' college experience.	53.3%	46.7%	0.0%	0.0%	0.0%
o. I am provided information about the school's college-going rate and FAFSA completion rates.	53.3%	46.7%	0.0%	0.0%	0.0%
p. College messaging is integrated into events, including sports events or arts performances.	20.0%	60.0%	20.0%	0.0%	0.0%
q. I engage in ongoing professional development about ways to promote college readiness.	40.0%	46.7%	13.3%	0.0%	0.0%
r. I am equipped with the knowledge to assist students in the transition from high school to college.	46.7%	53.3%	0.0%	0.0%	0.0%

4. What tools or sources of information have you found most valuable in helping to answer students' questions accurately about financial aid for college?

See the all school/county report for comments.

5. How comfortable do you feel about your level of knowledge to assist students with the following college topics?

	Rather Not Say (%)	Not at All (%)	Slightly (%)	Moderately (%)	Extremely (%)	No Response (%)
FAFSA (Free Application for Federal Student Aid)	0.0%	0.0%	5.6%	61.1%	33.3%	0.0%
College savings plan/529	0.0%	16.7%	27.8%	44.4%	11.1%	0.0%



WV Higher Education Grant	0.0%	0.0%	27.8%	50.0%	22.2%	0.0%
Federal grants, loans, work-study	0.0%	0.0%	5.6%	66.7%	27.8%	0.0%
West Virginia PROMISE Scholarship	0.0%	0.0%	11.1%	50.0%	38.9%	0.0%
Scholarships from organizations, institutions, and other entities	0.0%	0.0%	5.6%	66.7%	27.8%	0.0%
WV Invests Grant	0.0%	22.2%	33.3%	44.4%	0.0%	0.0%
College selection (match and fit)	0.0%	0.0%	11.1%	44.4%	44.4%	0.0%
Requirements for college acceptance	0.0%	0.0%	5.6%	50.0%	44.4%	0.0%
The importance/benefit of college education	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%
High school graduation requirements	0.0%	0.0%	38.9%	61.1%	0.0%	0.0%
ACT/SAT prep	0.0%	11.1%	27.8%	55.6%	5.6%	0.0%

6. On average, how much do you think it costs for one year of in-state tuition at...

	4-Year Public College (%)	2-Public Community or Technical College (%)
Up to \$3,000	0.0%	27.8%
\$3,001 - \$6,000	22.2%	33.3%
\$6,001 - \$10,000	38.9%	22.2%
\$10,001 - \$15,000	5.6%	16.7%
\$15,001 - \$20,000	16.7%	0.0%
\$20,001 - \$25,000	11.1%	0.0%
More than \$25,000	0.0%	0.0%
No Response	5.6%	0.0%

*The correct amounts are highlighted in green.

7. What do you think is the maximum amount of money per academic year that is available to help pay for college through each of the following programs?

	Federal Pell Grant (%)	WV Higher Education Grant (%)	PROMISE Scholarship (%)
Up to \$1,000	0.0%	0.0%	0.0%
\$1,001 - \$2,000	0.0%	5.6%	0.0%
\$2,001 - \$3,000	16.7%	27.8%	11.1%
\$3,001 - \$4,000	11.1%	22.2%	11.1%
\$4,001 - \$5,000	5.6%	0.0%	11.1%



\$5,001 - \$6,000	27.8%	11.1%	5.6%
\$6,001 - \$7,000	11.1%	16.7%	11.1%
More than \$7,000	22.2%	16.7%	50.0%
No Response	5.6%	0.0%	0.0%

*The correct amounts are highlighted in green.

8. How much would tuition cost at a 2-year public community/technical college in West Virginia if a student qualifies for a WV Invests Grant?

	WV Invests Grant (%)
\$0	38.9%
\$1 - \$2,000	27.8%
\$2,001 - \$4,000	33.3%
More than \$4,000	0.0%
No Response	0.0%

9. Please rate your level of involvement in the college-related activities presented below.

	Not Applicable (%)	Never (%)	Seldom (%)	Sometimes (%)	Often (%)	Always (%)	No Response (%)
I participate in the college preparation activities of my school (e.g., chaperoning college visits).	0.0%	11.1%	38.9%	22.2%	11.1%	16.7%	0.0%
I have individual discussions with students about what they want to do with their futures.	0.0%	0.0%	0.0%	5.6%	44.4%	50.0%	0.0%
I talk with students about their plans for college or work after high school.	0.0%	0.0%	0.0%	11.1%	33.3%	55.6%	0.0%
I offer students supplemental instructional support to prepare them for postsecondary options.	0.0%	5.6%	5.6%	16.7%	22.2%	50.0%	0.0%
I offer or incorporate class time to support college preparation efforts at my school.	5.6%	0.0%	16.7%	16.7%	33.3%	22.2%	5.6%
I talk with parents about their ability to help prepare their student(s)	0.0%	5.6%	11.1%	33.3%	16.7%	33.3%	0.0%



for postsecondary education.

10. Please rank order the most important aspects (1) to the least important aspects (6) to building a college-going culture at your school. Listed below are percentages of each item ranked as number 1.

	(%)
a. Encourage and support student overall success	77.8%
b. Promote post-secondary interest and options	5.6%
c. Provide application and/or college planning support	0.0%
d. Provide academic support and rigorous curriculum	11.1%
e. Talk to students one-on-one	0.0%
f. Other	0.0%
See the all school/county report for comments.	

11. Please explain why you ranked the items in that particular order.

See the all school/county report for comments.

12. Please explain what you see as your role in building a college-going culture at your school. How has your role changed, if at all, since the presence of GEAR UP at your school?

See the all school/county report for comments.

13. Please indicate how effective participation in GEAR UP-sponsored activities available at your school has been in helping your students to succeed in school/prepare for college:

	Does Not Apply/Not Offered (%)	I Did Not Attend (%)	Not at All (%)	Slightly (%)	Moderately (%)	Extremely (%)	No Response (%)
Tutoring and homework assistance	0.0%	11.1%	0.0%	5.6%	38.9%	44.4%	0.0%
Opportunities to participate in college visits	0.0%	0.0%	0.0%	22.2%	16.7%	61.1%	0.0%
Summer activities	16.7%	16.7%	0.0%	16.7%	33.3%	16.7%	0.0%
College Application and Exploration Week	0.0%	5.6%	0.0%	27.8%	22.2%	38.9%	5.6%
Information about college entrance requirements	0.0%	5.6%	0.0%	5.6%	50.0%	38.9%	0.0%
Career exploration activities	0.0%	0.0%	0.0%	16.7%	33.3%	44.4%	5.6%



Test preparation (e.g., Testive, ACT/SAT prep)	0.0%	0.0%	0.0%	11.1%	38.9%	44.4%	5.6%
Assistance with college entrance processes	0.0%	5.6%	0.0%	11.1%	33.3%	50.0%	0.0%
Assistance with completing financial aid forms (e.g., FAFSA)	0.0%	5.6%	0.0%	5.6%	22.2%	66.7%	0.0%
Teacher professional development about college awareness and success strategies	11.1%	5.6%	5.6%	11.1%	38.9%	27.8%	0.0%
Student Success Societies/mentoring opportunities	0.0%	5.6%	5.6%	16.7%	38.9%	33.3%	0.0%
Faculty Senate presentations	0.0%	0.0%	5.6%	33.3%	38.9%	22.2%	0.0%
College Decision Day and/or other college acceptance ceremonies	0.0%	11.1%	5.6%	11.1%	22.2%	50.0%	0.0%

14. FOR ADMINISTRATORS ONLY: Please rate the frequency in which you take the following actions to promote a college-going culture at your school, if at all.

	Does not Apply (%)	Not at All (%)	Slightly (%)	Moderately (%)	Extremely (%)	No Response (%)
Collaboration with other personnel in your school	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%
Collaboration with personnel in other schools	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Collaboration with postsecondary partners	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Collaboration with HEPC and/or other agencies	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%
Use of high-quality college preparation/readiness curricula	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Targeted engagement of parents	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Targeted engagement of community organizations	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%
Other (see below):	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%
See the all school/county report for comments.						

15. After the GEAR UP grant leaves your school, what college-readiness activities will be the easiest to sustain?

See the all school/county report for comments.
--

16. After the GEAR UP grant leaves your school, what college-readiness activities will be the most challenging to sustain?



See the all school/county report for comments.

17. In general, how often do you participate in GEAR UP activities?

Never (%)	Seldom (%)	Sometimes (%)	Often (%)	Always (%)	No Response (%)
5.6%	22.2%	33.3%	27.8%	11.1%	0.0%

Please elaborate:

See the all school/county report for comments.

18. The next set of items ask about your level of agreement related to the overall experience provided to you through GEAR UP.

	Not Applicable (%)	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
I think GEAR UP is making a positive impact on students in my school.	0.0%	0.0%	5.6%	16.7%	77.8%	0.0%
I think GEAR UP is making a positive impact on my colleagues in my school.	0.0%	5.6%	0.0%	55.6%	38.9%	0.0%
GEAR UP activities are likely to be sustained after the grant ends.	0.0%	16.7%	5.6%	55.6%	22.2%	0.0%

19. Thinking about the future when GEAR UP services and activities are no longer at your school, to what extent will your school promote the following elements related to a college-going culture?

	Does not Apply (%)	Not at All (%)	Slightly (%)	Moderately (%)	Extremely (%)	No Response (%)
Family involvement	0.0%	5.6%	11.1%	44.4%	38.9%	0.0%
Mentoring	0.0%	0.0%	16.7%	50.0%	33.3%	0.0%
Academic support	0.0%	0.0%	16.7%	44.4%	38.9%	0.0%
Financial literacy	0.0%	0.0%	16.7%	44.4%	38.9%	0.0%
Partnership with institutions of higher education	0.0%	5.6%	5.6%	55.6%	33.3%	0.0%
Community support	0.0%	11.1%	33.3%	27.8%	27.8%	0.0%
College visits	0.0%	16.7%	22.2%	44.4%	16.7%	0.0%
Access to college professionals	0.0%	5.6%	16.7%	55.6%	22.2%	0.0%
Life-skills development	0.0%	0.0%	27.8%	50.0%	22.2%	0.0%
College Application and Exploration Week	0.0%	5.6%	16.7%	38.9%	33.3%	5.6%



College Decision Day and/or other college acceptance ceremonies/programming	0.0%	0.0%	22.2%	50.0%	27.8%	0.0%
---	------	------	-------	-------	-------	------

20. How sure are you that the majority of students...

	Not Applicable (%)	Not at All (%)	Somewhat (%)	Sure (%)	Very Sure (%)	No Response (%)
...will not attend but will seek a job or enter the military?	0.0%	22.2%	55.6%	16.7%	5.6%	0.0%
...will be eligible to apply to a postsecondary institution?	0.0%	5.6%	27.8%	55.6%	11.1%	0.0%
...can make an educational plan that will prepare them for college?	0.0%	11.1%	33.3%	50.0%	5.6%	0.0%
...can get good grades in their high school science classes?	0.0%	5.6%	33.3%	55.6%	5.6%	0.0%
...can get good grades in their high school math classes?	0.0%	16.7%	38.9%	38.9%	5.6%	0.0%
...can choose the high school classes needed to get into college?	0.0%	11.1%	5.6%	55.6%	27.8%	0.0%
...know enough about computers/ technology to get into college?	0.0%	16.7%	5.6%	38.9%	33.3%	5.6%
...can go to college after high school?	0.0%	16.7%	11.1%	55.6%	16.7%	0.0%
...could get A's and B's in college?	0.0%	22.2%	33.3%	33.3%	5.6%	5.6%
...could finish college and receive a college degree?	0.0%	16.7%	38.9%	22.2%	22.2%	0.0%

21. What do you feel is the most significant factor that prevents students from setting postsecondary education or training goals?

See the all school/county report for comments.

22. What do you feel is the most significant factor that prevents students from achieving their postsecondary education or training goals?

See the all school/county report for comments.

23. Please use this space for additional comments, questions, or concerns:

See the all school/county report for comments.