

2025 Staff Survey Summary



Thank you for your honest feedback and unwavering commitment.

Throughout the process to develop the district’s foundational statements, our staff played an essential role in shaping the future of Bloomfield Hills Schools. From online surveys to on-site workshops and virtual focus groups, you showed up with thoughtfulness, honesty, and a deep dedication to our students and one another. We are incredibly grateful for your time, your insights, and your belief in the importance of this work.

You shared what’s working, where we can grow, and what kind of school culture and learning experience we want to create. You spoke openly about the importance of strong relationships, consistency, clarity of purpose, and the need to balance high expectations with the support staff and students need to thrive. Your feedback guided the development of our new vision, mission, why statement, and tagline.

What you shared with us

ON-SITE WORKSHOPS

Strong Relationships & Belonging:

You emphasized how much it matters for both students and staff to feel seen, supported, and connected.

Opportunities That Empower:

You highlighted the value of offering students meaningful pathways to explore, grow, and find purpose.

Excellence with Heart: High expectations are matched by the compassion, passion, and dedication you bring to your work every day.

By Design, for All: Equity and diversity are practiced in every interaction, not just promised in words

Future-Focused: You’re ready to embrace new ideas, purposeful technology, and evolving models to prepare students for what’s ahead.

Rooted in Purpose: You see learning as a way to build strong values, life skills, and confident young people, not just academic success.

Authentic and Dynamic

Personality: You described BHS as proud, curious, open-minded, respectful, and forward-thinking; a community with both heart and depth.

FOCUS GROUPS

Relationships Matter: Across roles, you emphasized how important it is for students and staff to feel known, supported, and truly seen.

Real-World and Experiential Learning Sets BHS Apart:

You highlighted cross-curricular projects, student-led learning, and hands-on experiences as core strengths of our schools.

Inclusivity is Lived: Meeting the needs of every learner isn’t seen as an initiative, it’s a daily commitment and a core part of who we are.

Collaboration is a Cultural Norm: You described a strong, team-oriented culture where collaboration and shared purpose guide decision-making.

Whole-Child Experience is a Differentiator: You’re proud that BHS focuses not just on academics, but also on creating an engaging, supportive environment where all students can thrive.

Innovation is Welcome: There’s a spirit of creativity across our schools. You feel trusted to try new ideas and that innovation is helping both students and staff grow.

Tradition + Evolution: There’s deep respect for the district’s history and a shared sense of excitement about where we’re headed next.

ONLINE SURVEY

You believe in the whole child. You want every student to feel safe, supported, and to grow emotionally, socially, and academically.

Equity, inclusion, and belonging are non-negotiable. You’re committed to a districtwide culture where everyone is respected, empowered, and valued.

High expectations need human support. You value academic rigor, but not at the expense of mental wellness, flexibility, or strong relationships.

Real-world learning matters. You see life skills, critical thinking, collaboration, and adaptability as essential for student success.

You’re proud, but realistic. You’re proud of the work you do, and you want clear direction, consistency, and support to keep doing it well.

You believe in the why. You believe in your students, your work, and in the impact BHS can have when we’re at our best.