Online Survey of Staff
School District of Clayton
Final Report
May 12, 2012

Number of participants: 145

Mission – Staff

3-point weighted scale points for each Mission Statement idea

Concept	3-point weighted scale points
Preparing students to make a meaningful contribution to the world	169
Developing critical thinking skills in all students	143
Developing students of solid character	133
Meeting the individual needs of each student	119
Setting high academic expectations for students	97
Empowering students' academic achievement	76
Partnering with families and the community	50

Evidence of each item (top answers only, as coded from open-ended responses)

Preparing students to make a meaningful contribution to the world

Evidence	Number of mentions
Number/frequency of service projects students engage in	13
Results from tracking the progress of alumni in college and beyond	7
Offering students a well-rounded program	7
Having programs focused on the individual needs of students	5
Having students solving real-world problems	4
Students demonstrating respectful behavior to all	3

Developing critical thinking skills in all students

Evidence	Number of mentions
Students develop skills to suitably identify their positions on issues and defend those positions verbally and in writing	10
Students are engaged in projects that connect them to the real world/global society	8
Students are engaged in work that requires analysis, rather than just reciting/remembering facts	4
Students participate actively in local community issues/challenges	4
Improvement is seen on student assessment scores/data	3
Students are better able to adapt/deal with ambiguous issues	3

Developing students of solid character

Evidence	Number of mentions
Increase in students' participation in community service	13
Students demonstrating respectful behavior to all	9
Frequency of cheating in the district declines	9
Fewer discipline incidents occur	6
District programs educate the "whole child"	3

Meeting the individual needs of each student

Evidence	Number of mentions
Adapting to meet specific/individual student learning styles/needs	10
Differentiated classrooms	6
Data on student performance improves overall	6
All students have access to enrichment opportunities	3

Setting high academic expectations for students

Evidence	Number of mentions
Having curriculum with suitable/enhanced rigor	8
Improvement in test scores	6
Access to more help for lower-performing students	6
A school-wide belief/practice to help all students succeed/achieve	4
Adopting high standards, district-wide	3

Empowering students' academic achievement

Evidence	Number of mentions
Student involvement in goal-setting/creating his or her own plan	5
Academic growth of students	4
Students have a better understanding of the value of each course in their overall education	3

Partnering with families and the community

Evidence	Number of mentions
Enhanced communication with parents	9
More community service opportunities/community events	6
Strong/active parent organizations	3

Vision –Staff

3-point weighted scale points for each Vision Statement idea

Concept	3-point weighted scale points
To ensure that all students have opportunities for academic success	281
To create innovative educational strategies	111
To have all students achieve their highest academic potential, post-high school graduation	109
To provide a real-world experience for students	102
To actively engage community members in the work and mission of the school district	34
To become a nationally recognized school district	13

Evidence of each item (top answers only, as coded from open-ended responses)

To ensure that all students have opportunities for academic success

Evidence	Number of mentions
Differentiation/differentiated classrooms	14
Evidence of improved performance serving "middle" students	6
Offering students a wide variety of course options	5
Having students who want to succeed	4
Providing adequate staff (number of staff members) at all levels	4
Evidence of yearly student progress	4
Improvement in achievement/test scores	4
Early intervention for students who are struggling	3

To create innovative educational strategies

Evidence	Number of mentions
Greater opportunities for PD/for teachers to attend conferences	7
Evidence of BOE support of teachers/new teaching methods	4
Greater focus on what is best for students, rather than best/least expensive for district	3
Teachers having the opportunity to present at conferences	3
Enhanced community support	3

To have all students achieve their highest academic potential, post-high school graduation

Evidence	Number of mentions
Follow up/track progress of alumni	9
Percentage of students who enroll in/get accepted to college	8
Evidence that students have a plan for their future, whether or not that plan includes college	7
Percentage of students enrolling in prestigious colleges	4

To provide a real-world experience for students

Evidence	Number of mentions
Greater opportunities for community-based learning	13
More field trips (with a true educational purpose)	12
Presence of a well-rounded curriculum	5
Evidence of active collaboration by the district/schools with businesses	4
More project-based learning	4
Evidence of success by graduates in college and beyond	4

To actively engage community members in the work and mission of the school district

Evidence	Number of mentions
Evidence of partnerships with local businesses	6
Increase in parent participation in the district	6
Greater community awareness of school/school news	3

To become a nationally recognized school district

Evidence	Number of mentions
Continue doing what we are doing	3
Achieve a high ranking in national polls	3

Core Values – Staff

3-point weighted scale points for each Core Value idea

Concept	3-point weighted scale points
Academic excellence	187
Teacher excellence	160
Integrity	123
Academic diversity	55
Cultural diversity	52
Forward thinking	42
Transparency	24
Fiscally responsible	24

Evidence of each item (top answers only, as coded from open-ended responses)

Academic excellence

Evidence	Number of mentions
Evidence of high-achieving students	11
Improvement in test scores	11
Enhanced rigor in curriculum	5
Regular review of best practices to make certain district is up to date	3
Improved access to professional development for staff	3

Teacher excellence

Evidence	Number of mentions
Updated hiring practices, so that only the best teachers are hired	29
Improved access to professional development for staff	21
Better support of teachers by administration	11
Better support of teachers by the BOE	10
Stronger/more effective evaluation program for teachers	7
Teachers who actively collaborate	3

Integrity

Evidence	Number of mentions
Being accountable/follow through on promises	4
Basing decisions on what is best for students/not what is best for district	3
Following/abiding by published policies	3
Abiding by discipline guidelines	3

Academic diversity

Evidence	Number of mentions
Offering a broad-based education	5
Access for students to multiple extracurricular opportunities	5
Evidence of a focus on individual student needs	4
Utilization of multiple/varied teaching approaches	3

Cultural diversity

Evidence	Number of mentions
Having a diverse student body	6
Maintaining the district's participation in the Voluntary Transfer program	5
Having a diverse staff	5
Having students who are respectful to everyone	3

Forward thinking

Evidence	Number of mentions
Utilization of the latest teaching methods	3
Utilization of the latest technology	3
Elimination of micromanagement of teachers by district leadership	3

Transparency (no items with at least three mentions)

Evidence	Number of mentions
Regularly seeking input from community	2
Evidence of the district's decision-making process	2
Evidence of greater trust by stakeholders	2
Better communication with stakeholders	2

Fiscally responsible (limited ideas expressed)

Evidence	Number of mentions
Always having a balanced budget	3
Regularly evaluating all expenditures	2