



## SUMMARY OF FEEDBACK

### INTRODUCTION

In early November 2018, the School District of Clayton hosted a series of Open Houses as part of its **FOCUS** community engagement program. The Open House events were designed to gather feedback from parents, students, staff and community members about important decisions that will be made this school year, including the possibility of asking voters for a tax increase in April 2019 and establishing community priorities for our students' future. The three Open Houses provided participants the opportunity to hear foundational information about the issues facing the District. **FOCUS** participants then provided thoughts and feedback to the District by completing a paper or online survey.

More than 110 participants attended one of the Open Houses, with about that same number taking the time to provide feedback online. The format for the events was developed with the help of an Advisory Team of parents, staff and community members.

Each Open House provided participants with the opportunity learn at each of the three stations. The materials presented at the stations are available online at [claytonschools.net/focus](http://claytonschools.net/focus).

- **Maintaining Our Excellence** - Participants learned about the many aspects that make Clayton one of the state's highest performing school districts.
- **Our Challenge** - Attendees reviewed information about our District's fiscal challenges and ongoing facility needs.
- **A Potential Solution** - Participants reviewed ideas for what steps could be taken in order to maintain academic excellence for our students.

After working through the stations at their own pace, attendees visited with Board of Education members and administrators to share their thoughts.

The **FOCUS** Feedback Survey was completed by a total of 97 respondents, with the majority being parents of current students (66 percent). A strong sample of District employees also completed the survey (28 percent), followed by residents of the District with no children currently enrolled in the schools (10 percent). Survey participants were asked to identify themselves in as many groups that applied.

The following information provides a summary of the responses on the **FOCUS Feedback Survey**. The survey included four questions for participants and the community to consider (*a verbatim account of all the responses to questions two and four is included in the appendix of this document*):

1. Indicate affiliation with the District by checking all that apply. (Current student, Parent of current student, Parent of future student, Employee of the District, Resident of the District with no children currently in the schools, Grandparent of current student, Age 65 or over or Other)

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2. As you think about moving the School District of Clayton forward, what else should we consider regarding finances, facilities, staffing, or programs in our planning?
3. Without an increase in funding, the District will be forced to make additional cuts to staff and programs. Should the District place a proposal on the April 2019 ballot to address its current financial and facility challenges?
4. Please briefly explain why you responded “yes” or “no” to question 3.

**Question 2: As You Think About Moving The School District Of Clayton Forward, What Else Should We Consider Regarding Finances, Facilities, Staffing, Or Programs In Our Planning?**

Several themes emerged related to additional considerations for future planning from the survey responses. Responses related to curricular suggestions, facility needs and social-emotional/mental health concerns were most frequently mentioned.

- **Curricular Suggestions:** Respondents expressed a desire to continue to provide innovative and rigorous curricular options for students. One survey respondent said, “I think it is important to think outside the box. Let’s get creative and explore cutting-edge programming to meet the needs of our dynamic group of students.” Another indicated a desire to increase rigor saying, “I’d like a more rigorous academic program. More emphasis on vocabulary, math, and attaining a basic fund of knowledge.” It should be mentioned that a group of responses focused on providing additional/appropriate supports for students who have learning challenges. A few specifically mentioned students who do not qualify for services, but still would benefit from interventions. Another survey participant noted an interest in maintaining academic excellence stating, “I hope the District continues to dream big, follow research and best practice and allow teachers the autonomy to teach our students to be lifelong learners by taking risks themselves.”
- **Facility Needs:** A common response referenced the need to update the older facilities. One respondent specifically mentioned outdated heating and cooling systems while another mentioned a need for adequate space in the school buildings. A few survey responses specifically suggested ensuring funds for Adzick Field are included in any future planning. Some respondents also mentioned safety improvements, with one saying, “Funding for school safety and security should be increased. These funds should be used for capital improvements to school buildings...”
- **Social-Emotional/Mental Health Concerns:** There was an interest in addressing social-emotional/mental health needs. Comments related to social-emotional/mental health concerns were frequently mentioned such as, “Reducing the stress the students feel – providing mindfulness sessions or activities throughout the day,” and “There are so many challenges with mental illness, trauma, autism, dyslexia, auditory processing, etc. in the elementary level...At the high school level, students need mental illness education for depression and where they can get help.”
- **Other Suggestions:** Other themes emerged showing common concerns and/or suggestions for consideration. Ensuring appropriate and quality staffing, addressing increasing class sizes and providing effective student support services were also mentioned with some degree of frequency.

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**Question 3: Without An Increase In Funding, The District Will Be Forced To Make Additional Cuts To Staff And Programs. Should The District Place A Proposal On The April 2019 Ballot To Address Its Current Financial And Facility Challenges?**

There was significant support for placing a proposal on the April 2019 ballot. Of the 95 respondents to this question, 89 people, or 94 percent, said they were in support of a ballot proposal. This is higher than the support expressed on the June 2018 public opinion survey (60.0 percent of phone respondents versus 58.8 percent of online respondents) but expected given the higher percentage of current parents who participated in the Open Houses.

**Question 4: Please Briefly Explain Why You Responded “Yes” Or “No” To Question 3. (Above)**

The quality of education in the School District of Clayton was the main reason for supporting a ballot proposal, as indicated by 45 percent of respondents. “I believe it is critical for the community to place its funding into the most important resource we have – our students,” stated one survey participant, while another said, “The success of the School District keeps property prices high, therefore, an extra amount in tax makes sense to keep the District performing well.” Yet another stated, “I live in Clayton for quality schools and am willing to pay for that excellent education.” Respondents consistently expressed this sentiment.

Another distinct rationale for supporting the ballot proposal related to staffing. Retaining quality staff and avoiding cutting staffing levels was a clear priority for 31 percent of survey respondents. One survey response noted, “Clayton needs high salaries to continue to attract the top teachers,” while another stated, “The most valuable resource in a district is maintaining quality teachers.” Other comments focused on the impact of staff cuts to the District and its students. Comments included, “Losing 50 teachers would be devastating. This can’t happen,” and “Cutting current staffing is not a solution.” A number of comments that mentioned staff cuts also mentioned the effect of the staff cuts on programs. “It seems obvious to me that anything we need to do to avoid cuts to staff and programs we should do,” stated one respondent.

About 12 percent of survey participants noted the amount of time that has passed since the last tax increase for the School District of Clayton. Several comments mentioned that it has been a long time and the District has managed “...resources so well we have squeezed years out of our last increase. It is time and, if we want to keep what we have, we need to fund our schools properly.”

Six people, or about six percent of respondents, indicated they would not support a ballot proposal. Various reasons were provided for their choice. A few comments centered on taxes. One respondent said, “Home prices have again gone up...and this is not sustainable to the average citizen who wants to live in Clayton.” Some also suggested other considerations such as requiring businesses, especially new businesses, to offset some of the tax burden.

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## APPENDIX

### Advisory Team Members

An Advisory Team of parents, community members, teachers, students and administrators are working together to ensure that the **FOCUS** of this program remains on Clayton students and their future. Team members include:

Jenny Abeles, parent  
Rhonda Adams, parent  
Dave Aiello, Clayton High School teacher  
Chip Casteel, community member  
Andy Crouppen, parent  
Gary Feder, former Board of Education member  
Jeni Goode, Captain Elementary teacher  
Jamie Jordan, Wydown Middle School principal  
Keith Kramer, community member  
Erin Linnenbringer, parent  
Brennah McAuley, Clayton High School student  
Steve Singer, former Board of Education member  
Stacy Siwak, parent  
Laura Stanton, parent

Sean Doherty, Superintendent  
Chris Tennill, Chief Communications Officer  
Mary Jo Gruber, Chief Financial Officer  
Robin Fultz, Communications Coordinator

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Included below are the verbatim responses to questions two and four the feedback survey, which was completed at one of the three **FOCUS** Open Houses or online.

### As You Think About Moving The School District Of Clayton Forward, What Else Should We Consider Regarding Finances, Facilities, Staffing, Or Programs In Our Planning?

- STEM curriculum
- I realize that this would force increase funding, but it is absurd that students are not welcomed to stay after school to study until their parents are off work. You have several students going home to no supervision and making poor decisions. In addition have a schedule that reflects a college schedule. Taking every class every day is old school and does not teach our children the value prioritizing projects and using time wisely. The

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attitude of giving our students as much homework each night as possible does not serve a purpose.

- Keep providing support for teachers to retain and attract the best.
- In order to be a first class, cutting edge district, we need to have staff to support this work. We have cut our administrative staff to the bone and are relying on teacher leadership for the bulk of the work. While that is admirable to a point, teaching, especially in this district, is hard all consuming work. To find additional time to do this important work means we are stretching our staff to thin. They are exhausted and we are not getting their best.
- Continue the excellent work begun in our strategic plan to care for the whole child, support learning and encourage academic excellence.
- I read your handout and can't think of anything to add to it. You seem to have your bases covered.
- The increased number of students in the district, particularly with how this affects the quality of the learning experience for each student, should also be a consideration.
- Equity for all students with disabilities! Decisions of full access to all school activities and opportunities should be based on doing the right thing and not be tied to cost and staff availability. Sorry, no staff is available to support your child so they cannot come to school early or stay after school for clubs or to be in a play. It even goes as what classes a child has access to or a field trip they go on. Separate rooms and classes for students with disabilities, this is not inclusion. History has taught us that separate is NEVER equal and research shows that a fully integrated school environment benefits all. Students with even the most severe disabilities have significantly better outcomes when they are educated side by side their non disabled peers. SSD knows this to be true, but is more focused on cost and convenience for staff. Clayton is better than this and needs to advocate for their students!
- Retaining the best staff and teachers to lead excellent programs is most important. Financially, is VST still a wise investment considering new growth in Clayton housing and the annual revenues provided by VST?
- I think things seem to be balanced.
- Adequate staffing to meet all student needs, academic and social emotional; adequate space in school buildings; all students have access to school programs
- reducing the stress the students feel- providing mindfulness sessions or activities throughout the day.

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- communicate with other school district and look for solution
- Non-traditional models in high school education, partnerships with local businesses, school districts and universities to get kids out of our bubble and into the community solving real world problems, fostering curiosity and creativity. Encourage the teachers to dream and be visionaries and adapt the budget to accommodate that
- Keeping class size down
- Finding ways to have money set aside for unknowns- staff increases due to enrollment, new programs.
- Putting ALL students at the heart of all decisions is what is most important to me. When thinking about finances, facilities, staffing or programs, I want our students to be an enriching environment, one that values the emotional health along the academic excellent in our students.
- I think it is important to think outside the box. Let's get creative and explore cutting-edge programming to meet the needs of our dynamic group of students.
- As an employee of the middle school, I think the kids would benefit from a restructuring and creative approaches to the day, even if it results in the loss of a possible elective choice. How many students feel rushed and frazzled already, at the middle school level?
- It would be nice if funds were available to subsidize international travel opportunities for all students.
- I'm concerned about the continued commitment to diversity in the district after the VICC program ends next year. In particular, how will you attract African American students that can't afford to live in the district? I'm fearful that the district will become less diverse without the presence of African American students.
- I think the issues we discussed in the communication lab were very good. I have no more to add.
- Couldn't the school district have got to the politicians - the same ones who voted to give Centene tax abatements - and ask them to reduce those abatements? Where would Centene have gone anyway. They were not going to build anywhere else. Why did we need to give them abatements. They invest in the physical structures of our schools, why not the operating budget. Of course we don't want to be reliant on a business for revenue for the school district, however this is a large increase that you are trying to hit residents with not businesses.
- Prioritizing both science and art, currently not afforded as much time as other classes at least at grade school levels.

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- Make sure you are consulting with each group along the way!
- Replacing the middle school schedule. The 9 period day is not child/student centered. Too much movement for children. Forty minute classes are too short for authentic learning. The entire day is nothing but a rush through the day and it is really a total waste of everyone's time.
- mental health of students
- commitment to service of others
- More time for physical activity during the school day to increase physical and mental health and opportunity to learn
- Focus on communication skills and expression of feelings starting in pre-school
- Incorporate the arts as often as possible with other disciplines
- Career Exploration elective course at the middle school level or as a 9th grade elective course.
- Safety Vestibules for entry at all schools for visitors.
- Maintaining and increasing diversity in teaching staff and students. Leveraging the technology currently available in mindful ways to supplement students' learning without adding increased financial responsibilities around tech maintenance & implementation, or negatively impacting students' cognitive development.
- I would love it if the facilities could be as environmentally sound as possible within the financial restrictions...solar, wind, good insulation, and less reliance on fossil fuels. I really appreciate how hard you all have worked to keep within the finances you had available by being creative.
- We should consider planning spaces for more interdisciplinary work in our schools.
- The proposed tax increase seems reasonable to me and I will support it. I also wonder if additional corporate sponsorships (e.g., donating a large amount for naming rights to one of the buildings, etc.) beyond sports could be considered.
- It seems that the district has managed its faculty and staff fairly well, but consider not replacing people who retire. Also consider how many administrative positions the district has and consider reducing them before eliminating any faculty positions.

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- Funding for school safety and security should be increased. These funds should be used for capital improvements to school buildings as well as violence prevention programming in classes.
- Older Elementary school buildings need updates in terms of learning facilities. Heating and air conditioning are not up to standards. We are asked to embrace current learning trends such as flexible seating options that we don't have space for. Classrooms don't have doors which feels unsafe. Most importantly, wide ranges of learning needs requires additional staff at our Elementary schools. Interns are routinely utilized as subs which then impacts classroom teachers who need support in the classroom.
- I want us to keep what we have and build on it. I would love to see more resources available for testing kids for learning challenges and resources to help those kids and their parents. Kids that are going through less than serious problems are falling through the cracks. I would also like to see some updates to our buildings to reflect the outstanding things going on inside. Some of our school buildings could use some updating.
- apparently, our schools need more financial support in order to maintain our great performance so far.
- bringing back German; starting survey about current interest of other parents/students in the German language
- possible city/county merger?
- I have concerns for future capital needs in the middle school (and high school when these "bubbles" move forward. Class sizes are enormous and space/re-alignment of staff may have to happen if the "bubble" doesn't fall soon.
- In terms of the current issue, obviously we are in favor. The list of what the money is going to seems less glorious than new construction. I think emphasizing the desperate need of some spots and give visuals (of library updates and such) when possible. Simply reading "new boiler" on the sheet doesn't create enthusiasm.
- Clayton does everything right. Telling the story is always an important thing; and Clayton mostly does that right as well.
- student experience and preparation for their future, parent involvement, faculty innovation and satisfaction
- How expenditures directly relate to improved educational outcomes
- greater community involvement,,,we care greatly about our schools
- safety

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- I think the district should make an effort to ensure that new construction, which you correctly cite as your only source of new revenue, is properly assessed and generating the revenue it should. 212 S Meramec is a \$75M project. When it was initially assessed as new construction, the assessor valued in at \$50m. In addition, it wasn't initially assessed until nearly 6 months after it should have been. That under assessment just cost the district \$140,000 per year forever. Ceylon was a \$41M project, it's assessed at \$22.8M. The Barton is even on the assessment roll yet and it was initially occupied, and thus assessable sometime in late 2017. Residential property is assessable the first of the month following occupancy in Missouri. I could go on and on and on, but I'm guessing there's at least a million dollar annual leak here just on recent/under construction projects which is now lost forever, and the districts solution seems to be to talk about the cost of starbucks and to ask taxpayers for more money.
- Though it is hard, I think it is important we don't try and cut too much simply to ask for more. Sometimes a little fat is a good thing.
- Continue to consider the small class size and the focus on the values shared in the thought exchange a very worthy investment in our future.
- Keep students the top priority.
- more safety procedures and nicer bathrooms.
- more field and class trips for high school students at least one a year. chromebook chargers in every room
- Environmental issues awareness should be part of the curriculum because studies show how this generation will suffer if effective measures to control global warming are not put in place. Students should also learn how to move from awareness to action to protect their interests.
- You - we must to consider than give opportunities to our students is expensive, so probably is necessary increase the incomes
- The district must develop an effective program to help children with dyslexia that is not severe enough to be eligible for SSD services. The district must effectively identify children with dyslexia and help them reach their full potential.
- I urge you to add additional academic (such as dyslexia education) and social programs to the list of priorities to fund with the proposed tax increase. I understand the current list of priorities are "needs" and "must dos", but they do not represent the kind of growth and excellence I expect from the Clayton School District.
- I'd like to see more attention paid to reducing costs.

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- I would hope we would look for ways to finalize a fully funded Adzick Field in addition to all the other projects. We should do it all.
- want to make sure the new Adzick Field expenses are included
- Our counselors and instructional coordinators at the elementary level are overworked. As a classroom teacher, meeting the needs of students means supporting their development educationally, socially, and emotionally. These staff members go above and beyond, but the expectations put on them are huge. To effectively do their jobs, they need more support.
- We need to think about more systemic programs for intervention.
- My main priority for my kids is maintaining academic excellence. I would like to be assured that my kids are receiving the top elementary (and later on junior high and high school) education in Missouri (and one of the top in the country). Do whatever you need to do to hire top teachers and support staff.
- Keeping the district great!
- Raising the tax rate so students would not have costs like field trips, sports supplies and such. Asking students to get scholarships for things puts them in a bad situation when we should be able to pay for these things as a district. As a homeowner, I would rather pay more in taxes so I can stop writing checks all year and all students would be able to participate equally.
- Pay subs more money to attract them to our district or think about having a full-time sub at each building that can also push in to help teachers.
- There are so many challenges with mental illness, trauma, autism, dyslexia, auditory processing, etc. in the elementary classrooms. Teachers are burning out and they need more human resources or smaller class sizes to meet the needs of all students.
- At the High School level, students need mental illness education for depression and where they can go to get help.
- More voice in decision making from teachers rather than dictated by other parties.
- \*We spend a lot of time proving our worthiness to the board members. Stop making teachers jump through so many hoops. Let us put our energy into our teaching.
- Are there opportunities for job shadowing for Senior students?
- Are there opportunities for High School students to contribute to the community?

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- Programming to draw resident children who do not attend school district
- What volunteer programs are in place? What computer classes are in place for grade school classes?
- do not currently know
- include Adzick field (without broadcasting it) into funding for capital improvements in the levy. Programming: include funding for Social emotional students to bring a cutting edge program to district.
- DK
- realistic
- I think that class sizing in regards to students per teacher needs to be top priority. As cuts have been made and class sizes have grown, I have heard and found that individualization and differentiation for students really falls off or to the back of the line. Facilities will always need improvements and as the buildings age some of those cost will increase, getting the district to a preventative maintenance level and not a reactive maintenance level will over the years save tens of thousands of dollars that could be better used for renovations or staffing or learning.
- I hope during this process our district builds in budget space to keep us on the cutting edge and not just passing a tax increase to keep the current programs running. We should be pushing the envelope with curriculum experiences that we offer our students and we possibly should look at student whose real needs might not be covered by our collaboration with SSD because because there is not a large enough gap in their testing scores when being evaluated for support. I hope this district continues to dream big, follow current research and best practices and allow teachers autonomy to teach our students to be lifelong learners by taking risks themselves.
- I would advocate that we should give Literacy/English teachers fewer students at Wydown so that we can build on the exemplary conference English program that happens at the high school. I am not sure why we don't place as high of a value on our writing instruction at the middle level as we do at the high school. So, no, we should not be cutting programming. That's the wrong direction.
- Publicizing what colleges students are accepted to like private schools do. I think the district is doing an excellent job.
- Don't spend more than we take in. Raise taxes and keep a very high quality school system. Build in a financial payout if developers sell their development to help cover costs. Developers sell Clayton schools as part of their product, let them help pay for it.

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- Finding ways to maintain or increase the diversity of students and staff.
  - staff diversity, socioeconomic diversity in student body
  - I'd like a more rigorous academic program. More emphasis on vocabulary, math, and attaining a basic fund of knowledge.
  - A lot of time seems wasted on computer slide shows, where the student wastes time on picking out a font as opposed to improving the content.
  - The world is automating!
  - Where can costs be shaved with automation, outside the classroom?
  - Excess screen time is not good for kids on many levels. I'd like to minimize cell phones, screens until maybe 7th grade. It could save money on IT, all that technology in the lower levels.
  - I do not think that the district gets enough word out about your successes.
  - Are there any safety issues that may arise by not making the necessary improvements?
- 

**Please Briefly Explain Why You Responded “Yes” Or “No” To Question 3.**

- Education and future of our kids is at stake
- All of us with children in Clayton schools moved here for the school district and it is why our property values are higher than the surrounding area.
- Our schools are the most important factor in quality of life and financial benefit that living in Clayton provides
- See my response to #2 - we need more staff not less.
- The District has done the work to keep the tax proposal from the ballot for many years. It is time to ask the taxpayers for an increase to ensure the District does not have to further spend in their reserve or drastically cut teachers.

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- I am impressed that you stretched the money raised from Prop E an additional 13 years! And you have made many adjustments along the way. I feel confident that a "small" tax increase now will be used just as judiciously.
- I strongly believe staff and programs should not be cut. Based on the compiled information, it looks like this is the most realistic/practical means for the funding needed to avoid those things.
- I think the District would be significantly impacted negatively if additional cuts to staff and programs took place.
- I value a high quality education for all students. There are things in life that you can cut corners on, but the education of our children, our future is not one of those things! We need to attract and retain the best and brightest, have the resources to offer the most robust programs and opportunities. It is a very slippery slope to start cutting the number of teachers, we already have issues of class sizes that are too big... my son's class was 16 when he came in second grade and ballooned to 24 by 5th grade. Raise my taxes...it is worth it! We are the very least affluent amongst Clayton families, but it is important to us.
- Let the voters decide. The Clayton community has always valued academics and provides access to excellence for students who have the grit, gratitude, and curiosity for a Clayton education.
- Look at current resources and look at ways to maximize before asking for more.
- Staffing cuts should not happen; it will be detrimental to students' academic achievement.
- It has been a while since the district has asked for a tax increase. The community usually supports the school district.
- I think it is better to address the challenges and look for possible solutions.
- If we want to maintain or increase our status as a high achieving district we need to fund it.
- Leadership seem more interested in social justice issues or pet charities than in educating children in the basics. Perhaps it is time for change.
- I moved to Clayton for the schools- I will certainly vote yes to increase funds to maintain and improve our district.
- Less staff means a higher ratio of students to staff. When a school is fully staffed, there can be less focus on the management of meeting students needs and more focus on high quality instruction and interventions.

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- The proposed tax increase is reasonable; we want to maintain quality of education for our students.
- I think the tax increase is so minimal that, even as a non-resident, I would approve it to help with facilities and programs.
- More details with why the tax increase is needed would be helpful to the voters.
- An increase seems justified by financial need and not out of line with tax growth in the region.
- As a city resident and a former member of the MO Legislature, I am aware that property taxes are the largest part of the education foundation formula. I have supported tax increases in my home district as well.
- No one wants to cut teachers so this question is loaded, however the tax increase should not be what you are proposing. I think it is too much. How are the local businesses sharing in this expense. They want to be in Clayton, how are they paying for the benefit of being in Clayton. Many of the homes in Clayton are being bought up by foreigners who can pay for the homes and the taxes but it is charging the rest of us citizens out of the area due to the rise in costs. Home prices have again gone up by 1/3 in the last 5 years and this is not sustainable to the average citizen who wants to live in Clayton.
- I think it's important to make the challenge aware to our community and work together to find a solution.
- Keeping Clayton great means spending more money. That is expected and ok.
- Increased resources, applied smartly, can only act to support a positive learning environment.
- We must keep our kids needs first. Quality education costs money.
- I believe it is critical for the community to place its funding into the most important resource we have - our children.
- Want the best resources for my children. I would rather do this than pay for private education.
- No request for increased funding since 2003 - world is different now and more funds are required resulting in decreased incoming monies and increased outgoing monies.
- Cutting staff will take away from programs that provide learning opportunities that set Clayton apart from other districts - Writing conference periods at the HS level, every day PE at elem level, Spanish at elem level, Science Teacher at elem level, MS drama program, etc.

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- Want to continue to attract & retain diverse and talented teachers & administrators, and to provide outstanding education to current students and leverage the district's excellence to impact the broader region with respect to equitable access to outstanding education.
- I want our schools to be funded, definitely do not want to go backwards. Staff is your greatest asset.
- It's been a long time since we asked voters for a tax increase. We want to remain a top school in the state and need to make improvements to our schools.
- The financial situation does warrant additional funding through taxation, and it has been long enough since the last increase was voted on and approved.
- The success of the school district keeps property prices high therefore an extra amount in tax makes sense to keep the district performing well.
- Our class sizes in Clayton are too high! The teacher to student ratio is far from ideal and does not allow for differentiated learning, which is critical to meeting all students learning needs. If staff and teachers are cut, teacher to student ratio would only get worse and eventually the quality of education offered in the district would suffer.
- I don't believe that our Elementary schools could function well with reduced staffing. I can't speak for the middle or high school, which seem to have more staff and more support personnel. This is only my impression. I don't know if this is actually true.
- We need it. The resources we have have been managed so well we have squeezed years out of our last tax increase. It is time and, if we want to keep what we have, we need to fund our schools properly.
- our schools have done excellent jobs so far, but face great challenge to maintain high rating performance, even extend more opportunities for our kids with a great and safe environment .
- I agree because it's been a long time and I would not like staff to be let go or the quality of the district to suffer for lack of funding; I also hope we can find more/other funds
- essential
- Without knowing exactly what staff and programs would have to be cut, it is hard to give specific feedback. Our excellence cannot be maintained, though, if we are making any cuts so, obviously, I am in favor of the ballot issue.

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- Schools need funding and resources. No one does a better job than Clayton. I'm sure they'll use the funding well.
- the Clayton Community significantly benefits from the presence and impact of the school district; the schools are a true asset of our community
- A better performing school district means a better performing community.
- If you place it on the ballot, you will clearly identify your thinking and your options in al areas,
- I believe our public schools are our greatest asset and what draws people to the area.
- I think the first cut should be the salary of the person who is responsible for making sure that the property in the district is property assessed and those taxpayers are paying their fair share! Once the district shows it can be responsible in fighting for the money it should be getting under the current voter approved tax rate, if there is still a need, it should be considered.
- The next cut should be the person who thinks it's appropriate to compare operating rates between school districts. The Affton School District's total assessed value is \$353M, Clayton's is nearly \$1.1 Billion, of course their rate is higher.
- I hate the thought of paying more taxes, but I hate stupid children even more!
- I can't fathom something more important to invest in than the education of future generations. Even if it causes potential inconvenience, there are things that may not seem like luxuries that are ... and are worth sacrificing to continue improving our children's educational experience.
- A forced cut to staff and programs is not worth a tax increase. Especially since it hasn't happened in over 15 years.
- please don't cut the wonderful Clayton school staff
- because we don't need less staff we need more
- Studies show that teachers are the most important factor when talking about student achievement. If the district cannot keep having great educators because of funding, the quality of the education the students will suffer.
- Good professionals deserve their correspondent salaries. Consider to collect incomes from different contest

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- I support spending what is needed to maintain and improve the education provided to my communities children in the Clayton School District.
- We need to keep Clayton a district of excellence. That requires funding. The last increase was 15 years ago, that is ridiculous. Let's dedicate our commitment to getting this done and fully fund all the needs academically, athletically, and socially for the betterment of the district.
- I already pay high taxes. I've got kids in college and need to pay for my own retirement. I'd like to see cuts in staffing and cuts in programs.
- It is important to maintain the school's excellence. There hasn't been an increase in many years. Our tax rate is significantly less than other school districts.
- Losing 50 staff members would be devastating. This can't happen.
- I wish there were another way. I feel like I already pay sky-high property taxes and I am in a very modest home. But, if you have exhausted every other possibility and truly need this, then I support it in order to continue receiving the level of quality that we are currently receiving.
- Because staff is essential in meeting the needs of students.
- In order to remain a world class district, it seems the only answer.
- Cuts to staff and programs would be detrimental to student learning.
- I believe it is important to maintain our current programming, resources and staffing to provide a high quality educational experience for all students.
- The district should be spending more on students by hiring more teachers and providing more services or facility improvements.
- We want to maintain the high standards of the school district.
- The most valuable resource in a district is maintaining quality teachers.
- The district is working toward moving from good to great. To do so the district must be adequately funded. With people being drawn to the district because of the schools the district must maintain a certain level of strength and student success. But this cannot be achieved without adequate financial support.
- My Clayton school property tax increased by 62% from 2016 to 2017. This was just the Clayton school part of the tax bill. There are new building going up as you show and new one on Clayton and Hadley.

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- I recognize the shortfall must come from somewhere. I am not convinced that the entire projected shortfall should be requested.
- It's been 15 yrs- we're overdue and in a deficit! We need to maintain our excellence.
- yes but not .25-40 cents not 55-65
- I think the district should try to meet current needs along with projections for future needs. Keeping in mind the length of time between tax increases the current residents may have heartburn if the district returns for more money with in 5-10 years.
- Cutting current staffing is not a solution. Our community has come to expect a world class education and with cuts there would need to be changes to the expectations.
- In a district of this caliber, I don't believe that we should be cutting staff.
- I moved here for the amazing schools. 50 employees would be a detrimental lose.
- I live in Clayton for quality schools and am willing to pay for that excellent education. Our taxes are far less than private school tuition.
- This is not the time to cut back.
- The threat of having to cut 50 instructional positions was the most compelling reason. Also, I didn't see this in the written materials, but someone explained that tax levies usually last 3-5 years but Clayton last did an increase in 2003. It might be helpful to make this case to families as well
- Costs have increased significantly and I anticipate inflation over the next several years.
- I think it is crucial to our community to continue having an exceptional school district. It is the reason why so many people move into this community. To continue the exceptional leadership and education our children deserve, it is imperative to provide the funds needed to accommodate the financial challenges the district is facing.
- Like any working person, we all know how much the costs of healthcare alone have increased. I believe Clayton needs high salaries to continue to attract the top teachers.
- The funding model for primary and secondary education education in MO limits the options. The timing is also appropriate.
- I think is important we maintain our level of excellence!

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- It seems obvious to me that anything we need to do to avoid cuts to staff and programs we should do. I also believe that the community of Clayton is very proud of the school District. Many of the citizens are either former students or are parents of Clayton Students and so I assume that a majority of people will want to support the District.
- This is the most outstanding district in the state and it has a huge impact on who is in our community. We need to keep the district in a leadership position for so many reasons.
- I think you shared some good information tonight.
- Where we stand with our rate compared to other districts
- The income we are losing with VTP, etc
- The cuts that will need to be made, if we don't pass this levy.
- Thank you for all you do!!!
- Clayton district needs to maintain standard of excellence as a parent and a homeowner in the district I consider our schools to be our greatest asset and as such must be prioritized.
- I do not want my job to be cut.
- The fund balance of the district does not go negative until 2022 so they should wait another year and see if the financials improve.

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