



CLAYTON MUNICIPAL SCHOOL DISTRICT NEEDS ASSESSMENT

David Chavez

CES 4216 Balloon Park Rd. NE, Albuquerque, NM 87109



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NEEDS ASSESSMENT**

February 7, 2019

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I. An Introduction to the Problem

The process of determining the needs of schools is vital in helping districts provide educational programs that satisfy their constituents. There are several methods that might be employed in assessing the needs. One might mail a survey instrument to those in the community, hire an external consultant to state the needs, use the current administration's expertise to summarize what the perceived needs are, or compose a "blue ribbon" committee to prioritize identified areas of need. The Clayton Municipal School District has chosen the latter method in assessing the needs of the district, and this report will summarize the findings.

The theory behind this needs assessment process was to gather, for a brief meeting, a committee of persons interested in and knowledgeable about the needs of the school district. The session was divided into three parts.

During the first part, the participants were asked to identify what they perceived as the needs of the district. secondly, those in attendance were then divided into groups to rank the suggested needs as being of high, average, or lesser importance. These peer groups were structured so that members had a like interest or background, and their rating reflected the perceptions of that group.

Thirdly, the results of all the groups were then combined and those concerns rated as being of the highest importance by most of the groups were presented to stratified groups, which theoretically were comprised of one representative from each of the previous peer groups. The needs were again ranked, and committee members shared their reasons for ratings as determined by the previous peer groupings.

The resultant ratings then were the product of two rankings by differing groups of committee members. The remainder of this report will detail the process of holding the meeting and presenting the results.

II. The Process

An initial meeting was held on January 9, 2019 with Superintendent Stacy Diller to approve and outline the process. The purpose of this meeting was to review the needs assessment process, identify potential participants from members of the district, and establish timelines for the needs assessment meeting. Additional tasks identified for completion prior to the actual meeting included finalizing a date and a meeting site, mailing letters to prospective attendees, arranging the final peer groups, and preparing nametags with group assignments.

A. Gathering of the Participants

The needs assessment meeting was held at the Clayton Municipal Schools Cafeteria on Thursday, February 7, 2019 at 6:00 p.m. As attendees arrived, they received a nametag, which indicated their name and contained a number and letter code. Appendix A, attached, indicates the names of all those invited to the meeting, and for each notes if they were present or did not attend. School Board President Riley opened the Board work session and welcomed the participants and introduced David Chavez, Executive Director at Cooperative Educational Services, who organized and conducted the meeting. A consultant external to the current operations of the district was selected to preside and provide a neutral facilitator.

B. Identification of Current Needs

The meeting agenda was presented, and the concept of a need was defined. For the purpose of this endeavor, a need was defined as the difference between where the district is now and where the district ideally should be. Needs were encouraged in any area. Some typical need areas cited included facilities, funding, parent involvement, curricular programs, adequate staffing, policies and extracurricular programs. Participants were then asked to identify perceived needs related to the needs of the district. As the needs were stated, they were numbered sequentially, and entered into a spread sheet. Appendix B lists these identified needs.

C. Prioritization of the Needs by Peer Groups

After about an hour, it became apparent that no more needs were to be stated. The attendees were then divided into one of the pre-defined peer committees:

Group A:	Administrators/Board Members (10)
Group B:	Teachers (24)
Group C:	Support Staff (17)
Group D:	Parent (27)
Group E:	Government (Clergy, Media, Law Enforcement) (11)
Group F:	Business (14)
Group G:	Student (8)
Group H:	Community Members (26)

The numbers in parentheses show the number of people in that group who attended the meeting and the letters correspond with the peer group letters recorded in the Appendix. Instructions were given to the groups to prioritize the stated needs so that 75 points were distributed. 24 needs were to receive two points (high ranking), 22 needs were to receive one point (average ranking), and twenty-

one needs were to receive zero points (low ranking). Guidelines were established that decisions were to be made by each committee, and no needs could be combined or changed. After about 45 minutes, all groups reported their results, and the tallies were presented. Appendix C indicates the results of the first matrix.

D. Re-Prioritization of the Needs by Stratified Groups

A visual analysis of the data indicated 17 of the 75 identified items had strong interest indicated by the peer groups. The attendees were then restructured into stratified groups and asked to reprioritize those 17 items, ranking 8 as high priority (two points), seven as average priority (one point), and four as low priority (zero points). The total allocated points per group could not exceed 20 points. The stratified groups completed the task in about thirty minutes. The results were again summarized, and 17 are presented in Appendix D. The meeting was then adjourned.

III. Presentation of Results

Results of the data gathered will be presented in three areas. First, a Summary of the Currently Defined Needs. Second, a listing of the Current Needs Identified as Priorities by the Peer Groups, and third is the list of High Priority Needs Identified by the Stratified Groups.

A. Summary of Currently Defined Needs

The facilitator told the participants that in the listing of current needs that any previous need could be listed from areas related to any needs of the district. They should focus on or relate to such areas as the financial, curricular, facility, community, staff, or administrator.

As needs were given, they were restated by the facilitator for clarification. Needs were accepted as long as the participants indicated an area of need.

C. Peer Group Rankings

During the first setting of current priorities, nine (9) needs were awarded 11 or more points each, and were rated high or middle importance by all nine (9) groups. The priority needs receiving the highest scores were:

- Parental and student accountability
- Teacher support from parents and community
- Increased reading proficiency at a younger age (K-3)
- Expanding trade skills in the curriculum
- Universal pre-school for all 3 and 4 year olds'
- School Pride
- Teacher Retention
- More support staff for athletic safety
- Student Retention bringing back students to Clayton

Eight additional needs were ranked "medium" by at least eight (8) groups. These very important needs received 10 points and were ranked high by at least eight (8) of eight (8) groups. These needs were:

- Bullying prevention
- Higher percentage of students bilingual K-12
- P.E. K-12
- Increased funding
- Mental health support
- Basic life skills
- Reduction of drug and alcohol use
- Better tools for discipline

These nineteen (17) needs were then selected to be ranked by the stratified groups.

D. Stratified Group Rankings

During the re-prioritization that occurred, there were two important modifications. First, the groups changed so participants were no longer from the same peer structure (that is, parents, board members, businesses). These stratified groups were theoretically comprised of one representative from each of the peer groups. Because attendance included guests and many walk-in members of the community, actual stratified group composition varied slightly. Second, the items to rank were significantly more limited in number so that choices had to be made between needs already identified as relatively important.

Analysis of the second setting of the priorities indicated that one need was ranked as most important by all the eight stratified groups and given 15 points. The top priority need was:

Expanding trade skills

The next five highest-ranked items were awarded 11, 12 or 13 points and received high marks from at least half of the stratified groups and no more than one low score for any group. These needs were:

Bullying prevention
Teacher support from parents and community
Teacher retention
Mental health support
More support staff for athletic safety

None of the remaining 13 items had several groups indicating it was a high importance. While other needs were identified and supported, it is recommended that these six be given initial priority by identifying tasks, timelines, staff, and financial considerations for addressing them. It is further recommended that the two next most important needs also be addressed with a longitudinal plan which indicates only cost and tasks. As appropriate, the district should combine the identified needs with test results and financial constraints to verify areas of greatest need in the needs assessment.

The following chart summarizes the 17 highest-ranking needs and indicates how the peer groups and stratified groups ranked each need as high, average, or low. It also shows the final ranking based only on the stratified group score.

IV. Tables in Appendix

- A. Appendix A - Participants That Attended by Group
- B. Appendix B - List of Currently Identified Needs
- C. Appendix C - Peer Committee Rankings High-Low
- D. Appendix D - Stratified Group High Priority Needs in Rank Order
- E. Appendix E – Highest Priority Needs

Appendix A
Clayton Municipal School District
Needs Assessment
Participants That Attended by Group

Riley	Barbara	231 Oldfield Rd	Clayton	NM	88415	B-Teacher
Riley	Patrick	231 Oldfield Rd	Clayton	NM	88415	A-Admin Board Member
Diller	Stacy	323 S. Fifth St.	Clayton	NM	88415	A-Admin Superintendent
Jacobs	Lanette	PO Box 122	Grenville	NM	88424	B-Teacher
McCain	Henry	619 4th St 75	Clayton	NM	88415	A-Admin Principal
McCain	Cindy	619 4th St	Clayton	NM	88415	B-Teacher
Allen	Lori	514 Walnut St.	Clayton	NM	88415	B-Teacher
Book	Julie	305 Walnut St	Clayton	NM	88415	B-Teacher
Coulter	Neta	14800 FM 296	Texline	NM	79087	A-Admin
Hidalgo	Richard	1006 First St	Clayton	NM	88415	B-Teacher
Hidalgo	Christina	1006 First St	Clayton	NM	88415	B-Teacher
Labastida	Andres	94 Fairground St	Clayton	NM	88415	B-Teacher
Levi	Paula	935 Walnut St	Clayton	NM	88415	B-Teacher
Poling	Jennifer	19 Windmill	Clayton	NM	88415	B-Teacher
Profitt	Sara	US 60 Box 19	Springer	NM	87747	B-Teacher
Valdez	Chelsea	301 5th St	Clayton	NM	88415	B-Teacher
Vigil	Betty Joe	8 Aspen	Clayton	NM	88415	B-Teacher
Walker	Ginger	712 Nara Visa	Clayton	NM	88415	B-Teacher
Massey	Elizabeth	10 Zurick	Clayton	NM	88415	B-Teacher
Maestas	Geoffrey	12 Court St.	Clayton	NM	88415	C-Support Staff
Holmes	Hilary	406 Magnolia St.	Clayton	NM	88415	A-Admin Principal
Durbin	Paul	115 Washington St.	Clayton	NM	88415	C-Support Staff
Crisp	Myah	125 Sand Draw Rd	Clayton	NM	88415	C-Support Staff
Mosness	Lance	29 Truman Dr.	Clayton	NM	88415	A-Admin Principal
Reeser	Beverly	731 Thomas Hwy	Clayton	NM	88415	C-Support Staff
Ruf	Janice	931 Walnut	Clayton	NM	88415	A-Admin
Sanchez	Irma	424 Chestnut	Clayton	NM	88415	C-Support Staff
Sandoval	Richard	1406 Webster Lane	Clayton	NM	88415	C-Support Staff

Segura	Diana	416 Cherry	Clayton	NM	88415	C-Support Staff
Wells	Hannah	401 Monroe	Clayton	NM	88415	C-Support Staff
DiFrancesca	Hailey	612 S. 6th St.	Clayton	NM	88415	C-Support Staff
Lawrence	John	151 Booster Station Hwy	Clayton	NM	88415	D-Parent
Ramirez	Rose	207 Curren St	Clayton	NM	88415	D-Parent
Ramirez	Carlos	207 Curren St	Clayton	NM	88415	G-Student
Valdez	Talisha	42 Springer Hwy	Clayton	NM	88415	D-Parent
Arrington	James	1800 Kenton Hwy.	Clayton	NM	88415	D-Parent
Floyd	Randall	1005 S. First St.	Clayton	NM	88415	E-Clergy
Loy	Ran	201 Pine St	Clayton	NM	88415	E-Clergy
Kiesling	Clay	41 Jenny Lane	Grenville	NM	88424	E-Government
Stump	Tammie	300 Wilson St	Clayton	NM	88415	E-Health Serv
Trujillo	Shelly	311 Aspen	Clayton	NM	88415	C-Support Staff
Martin	Terry	PO Box 486	Clayton	NM	88415	E-Media
Rose	Marianne	421 Washington	Clayton	NM	88415	E-Media
Cordova	Loretta	1201 S. First St	Clayton	NM	88415	F-Business
DeHerrera	Rosie	501 S. First St	Clayton	NM	88415	F-Business
Carter	Shirley	624 Maple St.	Clayton	NM	88415	F-Business
Chaparro	Rita	1723 Thomas Hwy	Clayton	NM	88415	F-Business
Fluhman	Jay	20 Fluhman Rd.	Clayton	NM	88415	E-Health Serv
Hass	Michael	324 Main St.	Clayton	NM	88415	F-Business
Montoya	Lorenzo	904 Maple St	Clayton	NM	88415	D-Parent
Montoya	Lori	904 Maple St	Clayton	NM	88415	F-Business
Reif	Donald	312 Locust St	Clayton	NM	88415	F-Business
Fluhman	Larry	20 Fluhman Rd	Clayton	NM	88415	F-Business
Poling	Todd	996 Dorsey Rd	Clayton	NM	88415	F-Business
Poling	Honey	996 Dorsey Rd	Clayton	NM	88415	D-Parent
Caldwell	Judy	311 Aspen	Clayton	NM	88415	H-Community Member
Caldwell	Johnny	311 Aspen	Clayton	NM	88415	H-Community Member
Creighton	Ben	28 Creighton Rd	Sedan	NM	88436	H-Community Member
Creighton	Elaine	28 Creighton Rd	Sedan	NM	88436	H-Community Member
Emery	Sara	12 Court St	Clayton	NM	88415	H-Community Member
Poling	Trent	19 Windmill Lane	Clayton	NM	88415	H-Community Member
Wells	Thomas	401 Monroe	Clayton	NM	88415	H-Community Member

Walk Ups						
Valdez	Bertha	13 Spruce St	Clayton	NM	88415	C-Support Staff
Trujillo	Ginger	317 E Broadway	Clayton	NM	88415	H-Community Member
Trujillo	John	317 E Broadway	Clayton	NM	88415	H-Community Member
Oney	Marilyn	901 Curren	Clayton	NM	88415	H-Community Member
O'Bryant	Gloria	420 W Broadway	Clayton	NM	88415	H-Community Member
Garcia	Rikki	815 Cedar	Clayton	NM	88415	D-Parent
Garcia	Josh	815 Cedar	Clayton	NM	88415	D-Parent
Sisneros	Amanda	57 Mountain View Road	Clayton	NM	88415	B-Teacher
Aragon	Rhonda		Clayton	NM	88415	H-Community Member
Drumm	David	13 Drumm Lane	Clayton	NM	88415	H-Community Member
Holland	Gail	PO Box 64	Texline	TX	79087	B-Teacher
Lobb	James	100 Court St Suite 1	Clayton	NM	88415	E-Law Enforcement
Carter	Chase	524 Mays	Clayton	NM	88415	D-Parent
Hopper	James	6 Harding	Clayton	NM	88415	B-Teacher
Rossen	Debbie	221 W. Broadway	Clayton	NM	88415	B-Teacher
Riley	Jerra	115 Pogue Rd	Clayton	NM	88415	D-Parent
Riley	Solon	115 Pogue Rd	Clayton	NM	88415	D-Parent
Leal	Jon	15 Mountain View Road	Clayton	NM	88415	D-Parent
Irwin	Levi	202 Washington	Clayton	NM	88415	A-Admin Board Member
Leal	Kobe	15 Mountain View Road	Clayton	NM	88415	G-Student
Leal	Kim	15 Mountain View Road	Clayton	NM	88415	A-Admin Board Member
Scott	Grace	316 W Broadway	Clayton	NM	88415	B-Teacher
Scott	Curtis	316 W Broadway	Clayton	NM	88415	H-Community Member
Mayfield	Arlene	301 Wilson	Clayton	NM	88415	H-Community Member
Mayfield	Jim	301 Wilson	Clayton	NM	88415	F-Business
Herrera	Vicky		Clayton	NM	88415	H-Community Member
Gonzales	T. George		Clayton	NM	88415	H-Community Member
Crisp	Audra	23 Butt Rd	Clayton	NM	88415	B-Teacher
Crisp	Clay	23 Butt Rd	Clayton	NM	88415	D-Parent
Lefebvre	Peter	224 N 1st Ave	Clayton	NM	88415	D-Parent
Beck	Robert	219 Main St	Clayton	NM	88415	F-Business
Gonzales	Jennifer	5 Dillon Lane	Clayton	NM	88415	D-Parent
Marquez	Julie	207 W Broadway	Clayton	NM	88415	D-Parent

Marquez	Julia	207 W Broadway	Clayton	NM	88415	H-Community Member
Harris	Jeff	356 Campbell Rd	Seneca	NM	88415	H-Community Member
Sanchez	Ernest		Clayton	NM	88415	H-Community Member
Franz	Owida	17 Boise City Hwy	Clayton	NM	88415	H-Community Member
Leal	Brook	15 Mountain View Road	Clayton	NM	88415	H-Community Member
Bates	Heather	119 Locust	Clayton	NM	88415	D-Parent
Skaggs	Toni	200 Wilson	Clayton	NM	88415	D-Parent
Lujan	Cynthia	31 Lake Hwy	Clayton	NM	88415	D-Parent
Crisp	Morgan	840 Springer Hwy	Clayton	NM	88415	G-Student
Walker	Jeanette	154 Gardner Rd	Clayton	NM	88415	D-Parent
Sullivan	Salana	91 Springer Hwy	Clayton	NM	88415	D-Parent
Walker	Derek	154 Gardner Rd	Clayton	NM	88415	D-Parent
Isaacs	Nelda		Clayton	NM	88415	H-Community Member
Geary	April	206 Miera St	Clayton	NM	88415	D-Parent
Arguello	Sophie	811 Miera St	Clayton	NM	88415	C-Support Staff
Raines	Christian	204 Locust	Clayton	NM	88415	D-Parent
Drumm	Lori	714 Walnut St	Clayton	NM	88415	D-Parent
Martinez	Eric		Clayton	NM	88415	H-Community Member
Crisp	Billy	125 Sand Draw Rd	Clayton	NM	88415	D-Parent
Barras	Jeanette	15 Main	Clayton	NM	88415	F-Business
Barras	Keith	15 Main	Clayton	NM	88415	F-Business
Wood	Sammie	14 Pasamonte	Gladstone	NM	88415	H-Community Member
Sena	Priscilla	117 Polk St	Clayton	NM	88415	C-Support Staff
Sena	Alex	117 Polk St	Clayton	NM	88415	H-Community Member
Lucero	Ferron	1 Chestnut	Clayton	NM	88415	E-Government
Reeser	Jody	219 Harding	Clayton	NM	88415	A-Admin Board Member
Vigil	Brenda	113 Filmore	Clayton	NM	88415	C-Support Staff
Dillon	Emily	5 Dillon Lane	Clayton	NM	88415	G-Student
Dellinger	Lana	63 Springer Hwy	Clayton	NM	88415	B-Teacher
Crisp	Molly	840 Springer Hwy	Clayton	NM	88415	C-Support Staff
Crisp	Chad	840 Springer Hwy	Clayton	NM	88415	D-Parent
Harris	Sheila	356 Campbell Rd	Seneca	NM	88415	B-Teacher
Gallegos	April	PO Box 232	Clayton	NM	88415	F-Business
Poling	Dustin	19 Windmill Lane	Clayton	NM	88415	G-Student

Arellano	Deano		Clayton	NM	88415	E-Government
Durbin	Shanon	115 Washington St.	Clayton	NM	88415	B-Teacher
Vital	Hilda	224 Adams	Clayton	NM	88415	C-Support Staff
Sanchez	Tom		Clayton	NM	88415	C-Support Staff
Sisneros	Avade	57 Mountain View Road	Clayton	NM	88415	E-Law Enforcement
Sintas	Christian	316 Cherry St.	Clayton	NM	88415	G-Student
Poling	Triton	19 Windmill Lane	Clayton	NM	88415	G-Student
Poling	Alison	19 Windmill Lane	Clayton	NM	88415	G-Student

Appendix B
Clayton Municipal School District
Needs Assessment
List of Currently Identified Needs

1. Literacy Coach in all sites
2. Teacher Retention
3. Mental Health Support
4. Basic Life Skills
5. Clear Vision for Tech Integration
6. More Support Staff for Athletic Safety
7. Early Childhood
8. Upgraded Facilities for Music and Arts
9. Enhance Vocational Programs
10. Reduction of Drug and Alcohol use
11. Sex and Consent Education
12. After School Programs
13. Student Retention: Bringing back students to Clayton
14. Increased Parental Involvement and Support
15. In School Tutoring
16. Instilling interest and motivation in students
17. Community Outreach for Collaboration
18. Better Tools for Discipline
19. Evaluate the test results and come up with programs to improve student learning
20. Need Basketball Courts at the Junior High
21. Healthy Social Media Use and Sleep Habits
22. Student Skills
23. Increase in STEM Curriculum
24. Bring Back the Science Fair
25. Bullying Prevention
26. P.E. K-12
27. Suicide Prevention
28. More Cooperation with NM Extension Services
29. Positive School Community Relationships
30. Better Enrichment Program
31. Increased Reading Proficiency at a younger age K-3
32. Adult Education ex. GED
33. Job Performance and Interview Skills
34. Less Required Testing
35. More Choices in the Arts
36. Strengthening all programs
37. Teacher and Student Respect for each other
38. More Outreach for Struggling Students
39. More Outreach for College Level Courses
40. Teacher Support from Parents and Community
41. Training in the Trades
42. Expanding Trade Skills in the Curriculum
43. Universal Pre-School for all 3-4 students

44. Teaching good digital citizenship and modeling by adults
45. Electives building ACT/SAT prep to reduce college level remediation courses
46. Professional Development in tandem with local businesses
47. Local History
48. Increased Funding
49. More Student Participation in Extra Curricular Activities with support
50. Grow your own Teachers
51. School Pride
52. Better Listening Skills with Disagreements
53. Improved Communication Skills
54. Reduce the amount of eligibility checks/NMAA Guidelines
55. Help Students with Motivation
56. Back to Old Math
57. Promote Parental Support for Students
58. Parental and Student Accountability
59. Have Seniors Mentor 9th Graders
60. Instill Leadership Skills with all Students
61. Home Economics and Family and Consumer Science
62. Refine process for parent volunteers
63. Plan for community investment in eliminating bullying
64. Gifted and Talented Program
65. More Bus Drivers
66. Higher Percentage of Students Bilingual K-12
67. Get more individuals qualified to be Substitute Teachers
68. Seniors share history with students
69. More Internships with Local Business for Students
70. Good P.A. System for School Board Meetings
71. Improved Consequences and Strategies in working with Students
72. Alternatives to Suspensions
73. Increasing Student Accountability
74. Better Student/Teacher Relationships to Improve Learning
75. Bring God back to School

Appendix C
Clayton Municipal School District
Peer Committees Rankings – Sorted Highest to Lowest

Peer Groups

Needs Area	A	B	C	D	E	F	G	H	Total	Rank
Parental and student accountability	2	2	0	4	2	1	2	2	15	1
Teacher Support from Parents and Community	2	2	1	2	2	0	2	1	12	2
Increased Reading Proficiency at a younger age K-3	1	0	2	2	2	2	0	2	11	3
Expanding Trade Skills in the Curriculum	2	2	2	0	1	2	2	0	11	3
Universal Pre-School for all 3-4 students	2	0	2	0	0	2	1	4	11	3
School Pride	2	1	0	1	2	1	2	2	11	3
Teacher Retention	0	2	2	2	2	2	1	0	11	3
More support staff for Athletic Safety	2	1	1	1	2	2	2	0	11	3
Student Retention: Bringing back students to Clayton	2	0	1	2	2	2	2	0	11	3
Bullying Prevention	0	0	1	2	2	2	2	1	10	4
Higher Percentage of students bilingual K-12	2	0	1	2	1	2	0	2	10	4
P.E. K-12	2	0	2	0	0	2	2	2	10	4
Increased Funding	0	0	2	2	2	0	2	2	10	4
Mental Health Support	1	2	2	2	2	1	0	0	10	4
Basic Life Skills	1	2	2	1	0	2	2	0	10	4
Reduction of drug and Alcohol use	2	1	1	2	2	1	1	0	10	4
Better Tools for Discipline	2	2	0	2	2	0	2	0	10	4
Grow your own teachers	2	0	2	0	2	1	0	2	9	5
Instill Leadership Skills with all students	2	0	0	2	1	2	1	1	9	5
Gifted and talented program	1	0	2	1	1	2	0	2	9	5
Improved consequences for strategies in working with students	2	0	2	1	1	1	2	0	9	5
Increasing student accountability	2	0	2	1	2	2	0	0	9	5
Teacher and Student respect for each other	2	0	1	0	1	2	2	1	9	5
More Internships with local business for students	2	0	0	3	0	2	2	0	9	5
Increased Parental Involvement and Support	2	2	0	0	2	0	2	0	8	6
Increase in STEM Curriculum	1	0	1	2	2	0	0	2	8	6
Suicide Prevention	1	0	0	0	2	2	2	1	8	6
More Outreach for Struggling Students	1	0	2	0	2	0	1	2	8	6
Promote Parental support for students	0	0	2	4	0	1	1	0	8	6
More Bus Drivers	2	0	0	1	1	2	0	2	8	6
Training in the Trades	2	0	1	0	1	0	2	2	8	6
Clear Vision for Tech Integration	1	1	2	1	0	2	1	0	8	6
Upgraded Facilities for Music and Arts	0	2	2	0	2	1	0	0	7	7
Needs Area	A	B	C	D	E	F	G	H	Total	Rank
Community Outreach for collaboration	2	0	2	1	0	0	2	0	7	7

Study Skills	1	0	1	2	1	0	0	2	7	7
More cooperation with NM Extension Services	1	1	0	1	1	0	2	1	7	7
Positive School Community Relationships	2	2	2	0	1	0	0	0	7	7
More Student Participation in Extra Curriculum Activities with support	0	0	1	0	1	1	2	2	7	7
Back to old math	0	0	1	0	2	0	2	2	7	7
Home Economics and Family and consumer Science	1	0	0	2	2	0	2	0	7	7
Plan for community investment in eliminating bullying	2	0	0	1	2	0	2	0	7	7
Good PA System for School Board Meetings	1	0	0	0	1	2	1	2	7	7
Literacy Coach in all sites	2	2	1	1	0	1	0	0	7	7
Bring back Science Fair	1	0	1	2	2	0	0	1	7	7
More Outreach for College Level Courses	1	0	2	0	0	0	1	2	6	8
Electives building ACT/SAT prep to reduce College level Remediation courses	0	0	0	0	1	0	1	4	6	8
Get more qualified to be Substitute Teachers	0	0	0	0	1	1	0	4	6	8
Enhance Vocational Programs	1	0	0	1	2	2	0	0	6	8
Better Enrichment Program	1	0	0	2	1	0	0	2	6	8
Improved Communication Skills	0	0	0	0	1	2	2	1	6	8
In School Tutoring	0	0	1	2	0	2	1	0	6	8
Sex and consent Education	1	0	2	0	0	1	1	0	5	9
Job Performance and Interview Skills	1	0	2	0	1	0	1	0	5	9
Better Listening Skills with Disagreements	0	2	0	0	0	1	1	1	5	9
Reduce the amount of eligibility checks/NMAA guidelines	0	0	0	4	0	1	0	0	5	9
Better Student/Teacher relationships to improve student learning	2	0	0	1	1	0	1	0	5	9
Bring God back to school	0	0	0	2	0	2	1	0	5	9
Healthy Social Media Use and Sleep Habits	2	0	2	0	0	0	0	0	4	10
Professional Development in tandem with local businesses	0	1	0	1	0	1	1	0	4	10
Help students with motivation	2	0	0	0	0	1	1	0	4	10
Need basketball courts at Junior High	0	0	2	2	0	0	0	0	4	10
Strengthening all programs district wide	0	0	0	2	1	0	1	0	4	10
Teaching good digital citizenship and modeling by adults	0	2	0	0	0	1	1	0	4	10
Early Childhood	0	2	0	0	0	2	0	0	4	10
Alternatives to suspensions	0	0	0	0	1	1	2	0	4	10
After School Programs	0	1	1	0	0	0	1	0	3	11
Local History	0	0	0	0	1	1	1	0	3	11
Refine process for parent volunteers	1	0	0	1	0	1	0	0	3	11
Seniors share history with students	1	0	1	0	0	0	1	0	3	11
Instilling interest and motivation in students to learn	0	1	1	0	0	0	0	0	2	12
Evaluate the Test Results and come up with programs to improve student learning	0	0	0	0	0	0	2	0	2	12
More Choices in the Arts	0	0	1	0	1	0	0	0	2	12
Adult Education ex. GED	0	0	1	0	0	0	0	0	1	13
Needs Area	A	B	C	D	E	F	G	H	Total	Rank
Senior Mentorship for 9th graders	1	0	0	0	0	0	0	0	1	13
Less Required Testing	0	0	1	0	0	0	0	0	1	13

Appendix D
Clayton Municipal School District
Needs Assessment
Stratified Group - High Priority Needs In Rank Order

NUMBER OF GROUPS

Strategies	1	2	3	4	5	6	7	8	TOTAL	Rank
Expanding trade skills	2	2	2	2	2	2	2	1	15	1
Bullying prevention	2	1	2	1	2	2	2	1	13	2
Teacher support from parents and community	2	2	2	1	2	2	1	1	13	2
Teacher retention	1	1	2	2	2	1	2	2	13	2
Mental health support	2	1	1	2	0	2	2	2	12	3
More support staff for athletic safety	2	2	1	1	1	2	2	1	12	3
Increased reading proficiency	1	1	2	2	0	1	2	2	11	4
Universal pre-school	0	1	0	2	2	2	2	2	11	4
Reduction of drug and alcohol Use	1	0	1	1	1	2	2	2	10	5
Student retention, bringing back students to Clayton	2	1	2	0	2	1	0	2	10	5
Better tools for discipline	1	2	1	1	1	2	0	2	10	5
Parental and student accountability	0	2	2	0	0	2	1	2	9	6
Improved consequences and strategies for working with students	2	2	0	0	1	1	1	1	8	7
Increasing student accountability	2	2	0	2	1	0	1	0	8	7
Clear vision for tech integration	1	1	2	0	1	2	1	0	8	7
Instill leadership skills with all students	0	0	1	1	2	1	1	1	7	7
Basic life skills	1	1	1	1	1	0	1	0	6	8
Grow your own teachers	0	0	1	0	2	1	0	1	5	9
Increased funding	1	0	0	2	0	0	0	0	3	10

This needs assessment model is dynamic in nature; that is, the results should always be changing. As an identified need is met, a lower priority need should then be addressed as a concern of the Board. It is recommended that a timetable be established for meeting each of these needs and that the timetable be reviewed periodically. Further, it is recommended that a copy of this report be sent to all of those in attendance.

Appendix E
Clayton Municipal School District
Needs Assessment
Highest Priority Needs in Rank Order

Number of Groups

Strategies	1	2	3	4	5	6	7	8	TOTAL	Rank
Expanding trade skills	2	2	2	2	2	2	2	1	15	1
Bullying prevention	2	1	2	1	2	2	2	1	13	2
Teacher support from parents and community	2	2	2	1	2	2	1	1	13	2
Teacher retention	1	1	2	2	2	1	2	2	13	2
Mental health support	2	1	1	2	0	2	2	2	12	3
More support staff for athletic safety	2	2	1	1	1	2	2	1	12	3