PCSD
Parma City School District

Parma City Schools

Proudly serving Parma, Parma Heights and Seven Hills



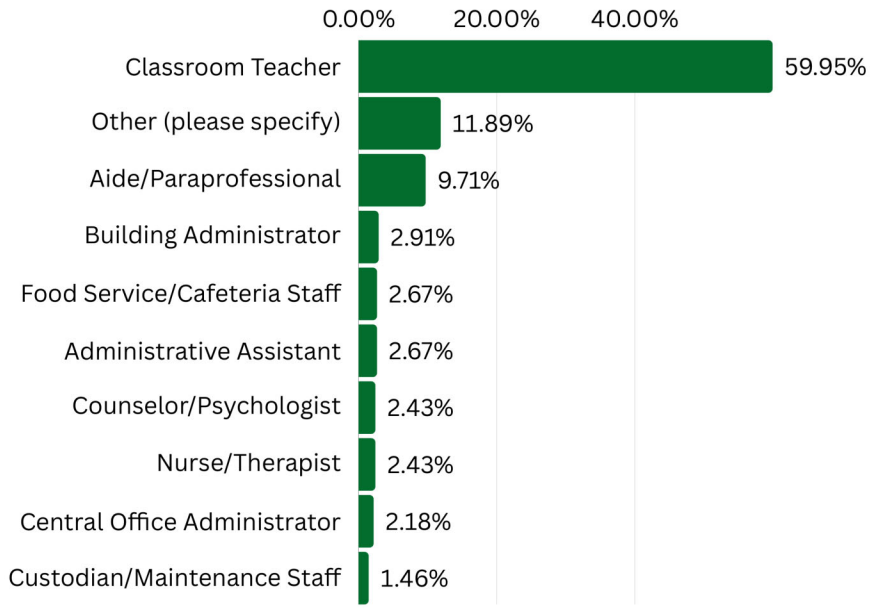
STRATEGIC PLANNING

Staff Survey Results

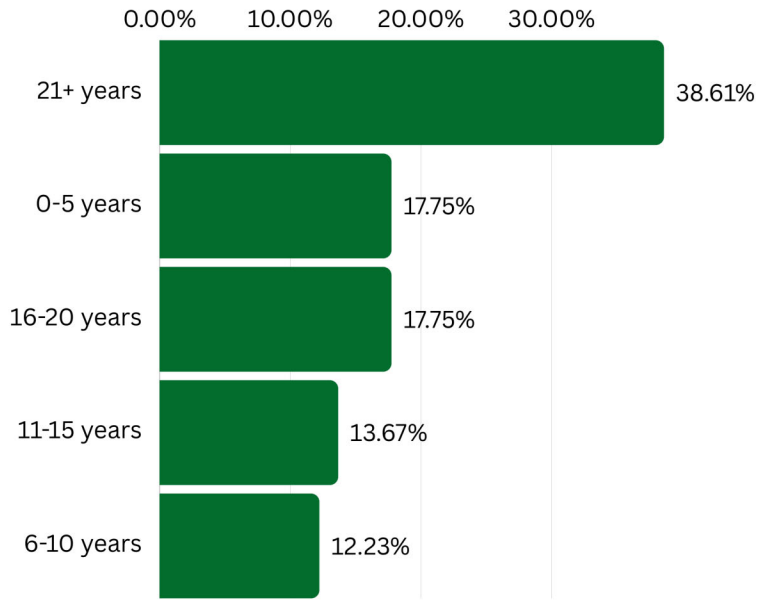
418 Responses

Participation

Of the following options, which most closely describes your role in Parma City Schools:

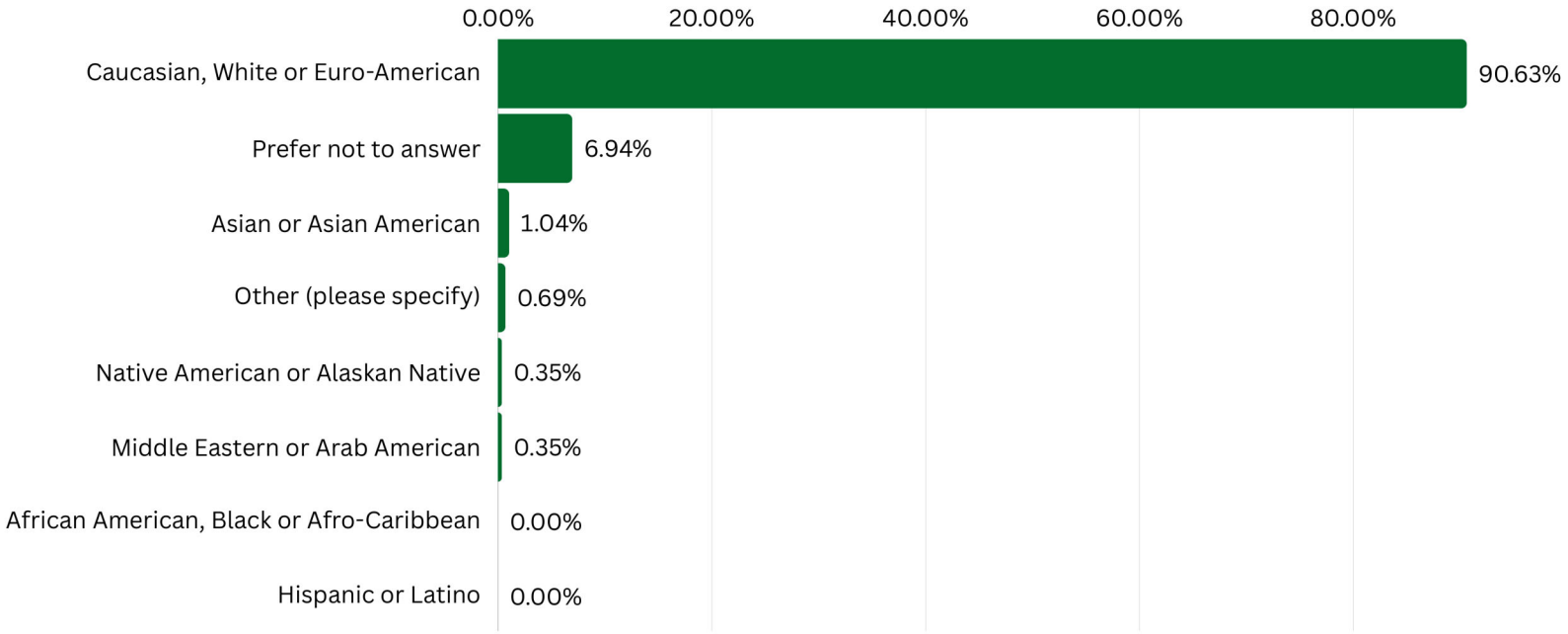


How many years have you been employed in the district?



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Demographics



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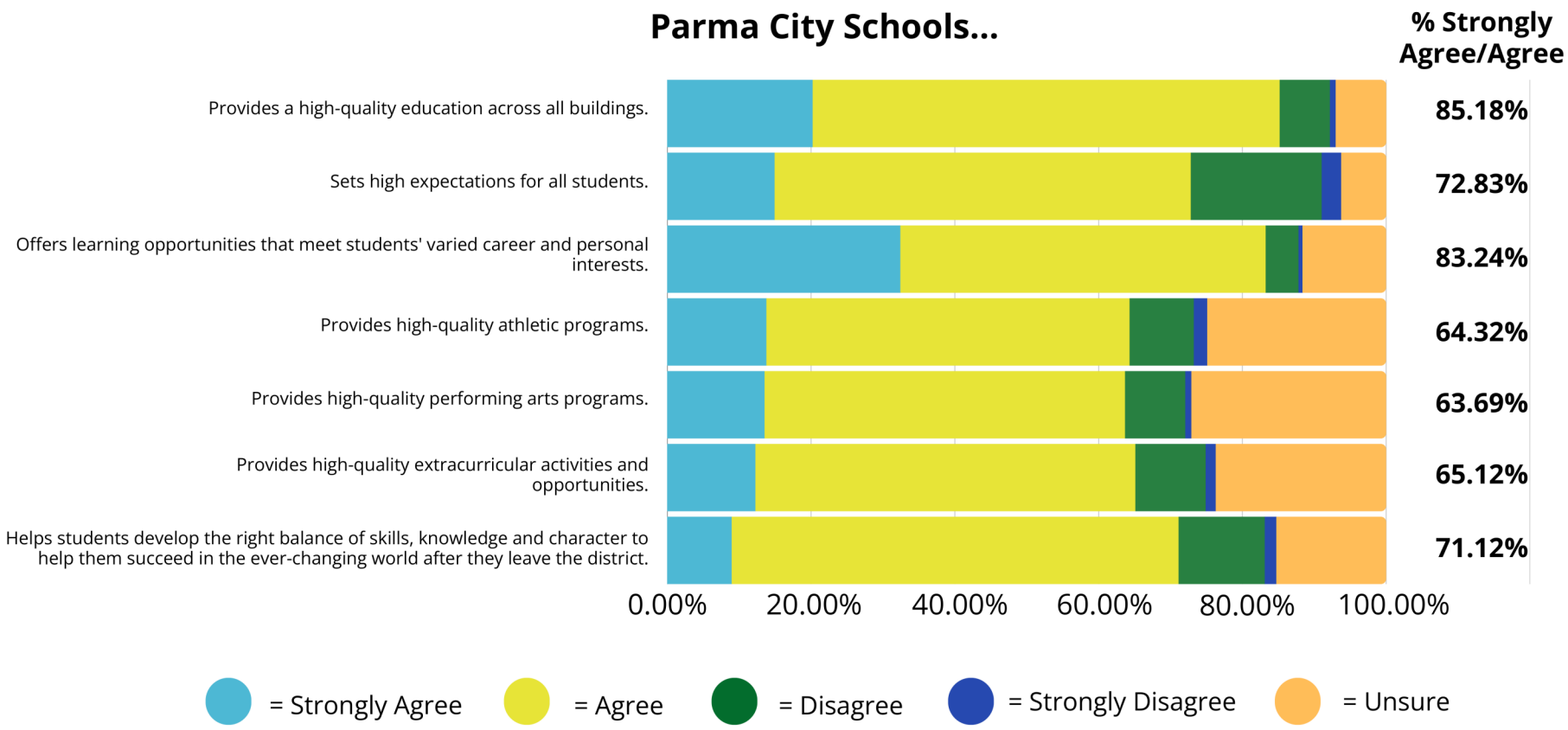
How would you describe the Parma City School District in two or three words?

- **Diverse Community:** Many respondents highlighted the diversity within the district, both in terms of student population and staff members. This diversity was often coupled with mentions of being inclusive and welcoming.
- **Dedicated Staff:** There is a consistent recognition of the dedication and hard work of the staff within the district, including teachers, administrators and support personnel.
- **Striving for Improvement:** Several respondents expressed that the district is continually striving to improve despite facing challenges and limitations.
- **Financial Challenges:** There is a notable acknowledgment of financial constraints and the need for additional funding to support various aspects of the district, including facilities, staffing and resources.
- **Community Perception and Support:** Respondents highlighted both positive and negative perceptions from the community about the district. There's a desire for increased community support and unity to address challenges and drive positive change.
- **Facilities and Infrastructure:** Many respondents mentioned issues related to the district's facilities, including outdated buildings, overcrowding and the need for updates and improvements.
- **Student-Centered Approach:** Despite challenges, there's a consistent focus on student well-being and success, with many responses emphasizing the importance of student-centered education.
- **Communication and Transparency:** Some respondents expressed concerns about communication within the district and the need for greater transparency in decision-making processes.
- **Challenges and Resilience:** Overall, there's a recognition of the challenges faced by the district, but also resilience and determination to overcome obstacles and make positive changes.

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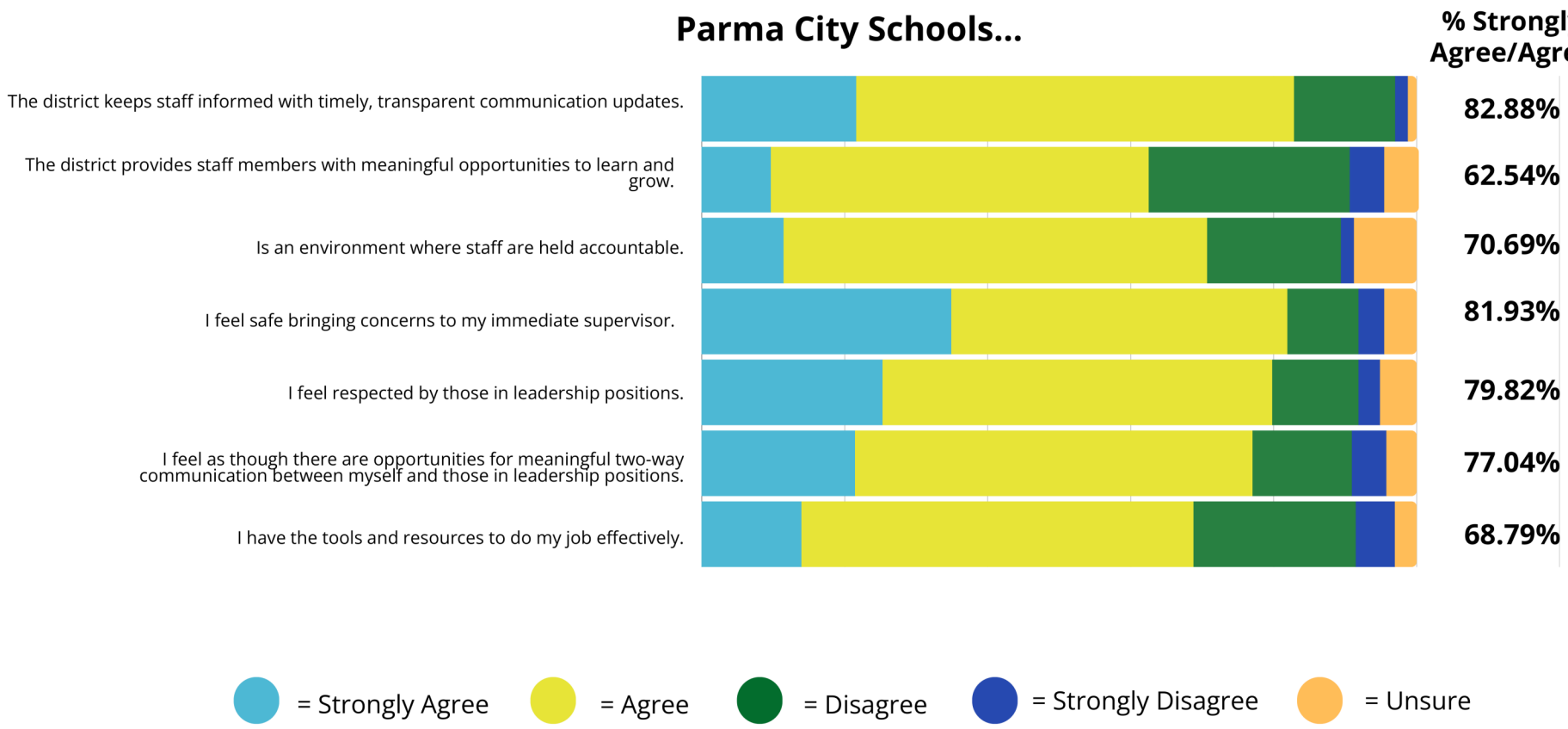
Teaching & Learning

In thinking about **Teaching and Learning** in the Parma City School District, please rate your level of agreement with the following statements.



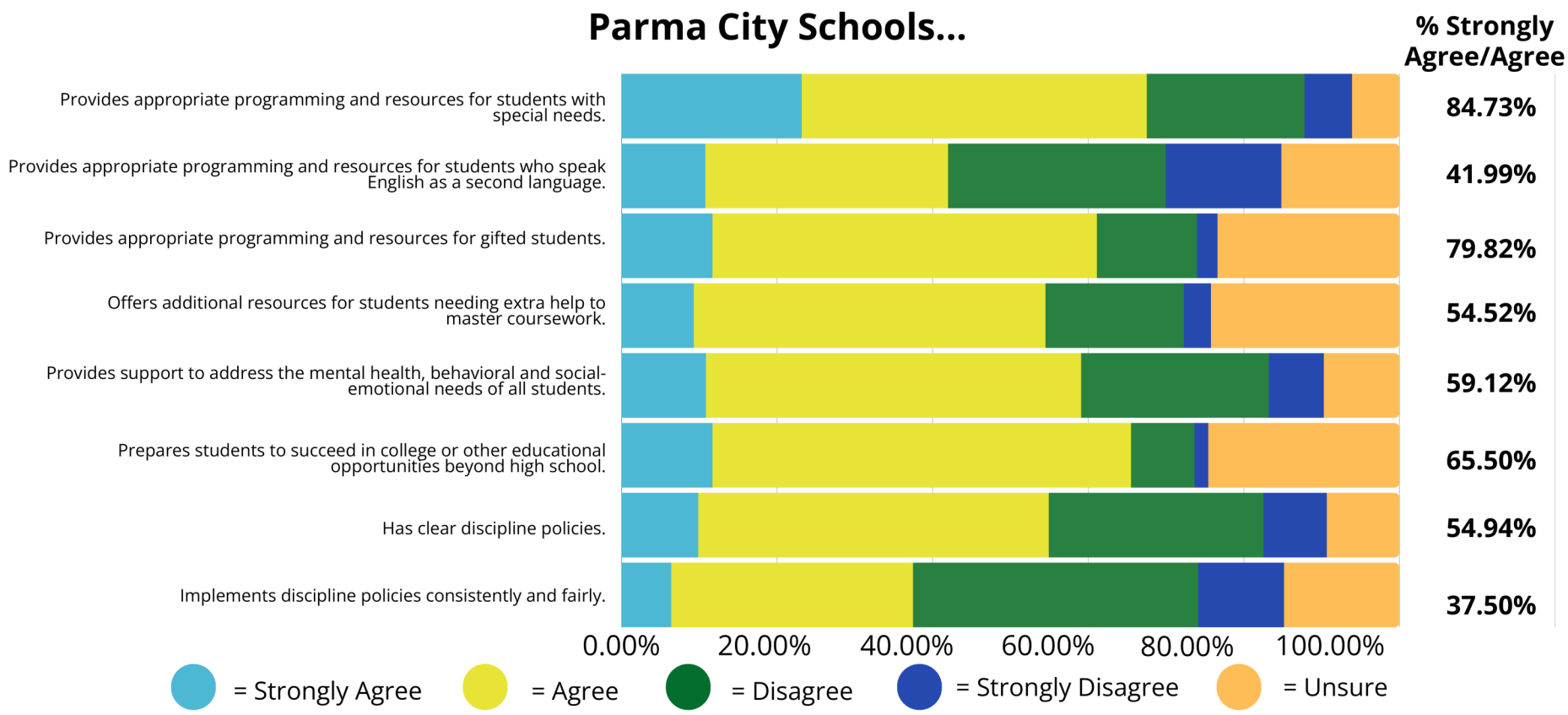
Communication & Staff Development

In thinking about **Communication and Staff Development** in the Parma City School District, please rate your level of agreement with the following statements.

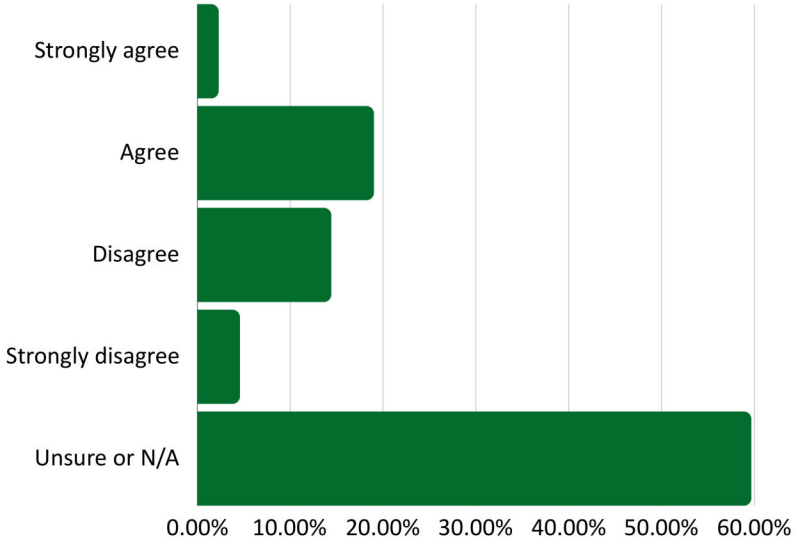


Student Support

In thinking about **Teaching and Learning** in the Parma City School District, please rate your level of agreement with the following statements.



The district provides Preschool-Grade 5 facilities that are safe, comfortable and conducive to learning.

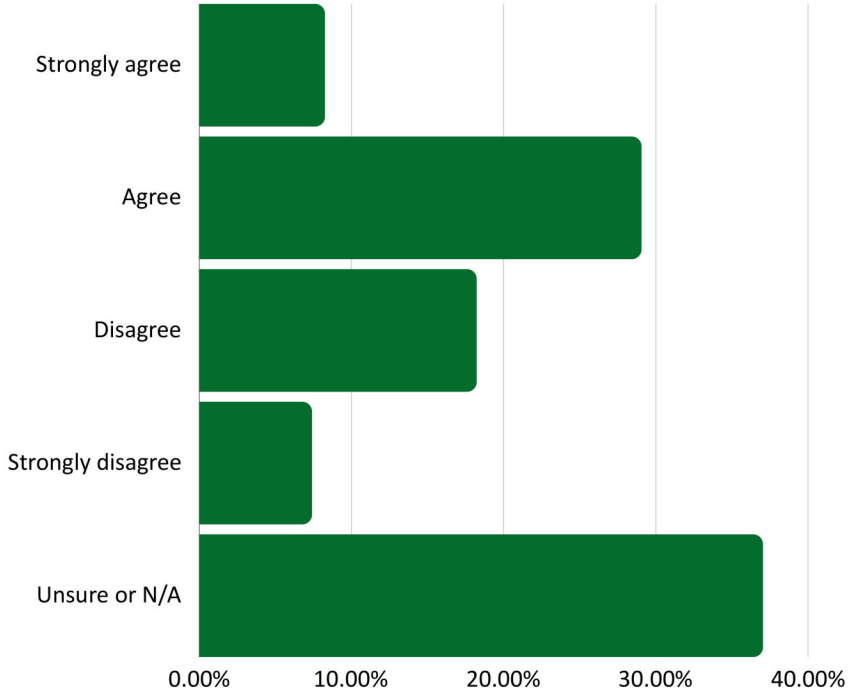


Why did you answer the last question regarding Preschool-Grade 5 facilities as you did?

1. **Safety Concerns:** The responses highlight concerns about the need for safety updates and maintenance. While some respondents feel safe, there are calls for significant updates to ensure the safety of students and staff. Issues include neglected bathrooms, malfunctioning thermostats, leaking windows and roofs and disrepair on playgrounds.
2. **Building Conditions:** The condition of the buildings emerges as a major issue. They are described as outdated, dirty and in need of updates. Specific problems include broken equipment, trip hazards, lack of air conditioning and overcrowding.
3. **Comfort and Learning Environment:** While some feel comfortable in their buildings, there are mentions of discomfort due to lack of air conditioning, malfunctioning thermostats and outdated facilities. These conditions can impact the learning environment, especially for young children.
4. **Call for Updates and Maintenance:** There is a clear consensus on the need for updates, maintenance and possibly even new construction to address the issues raised. This includes addressing safety concerns, improving building conditions and creating a comfortable and conducive learning environment for students and staff.

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The district provides Middle School facilities that are safe, comfortable and conducive to learning.

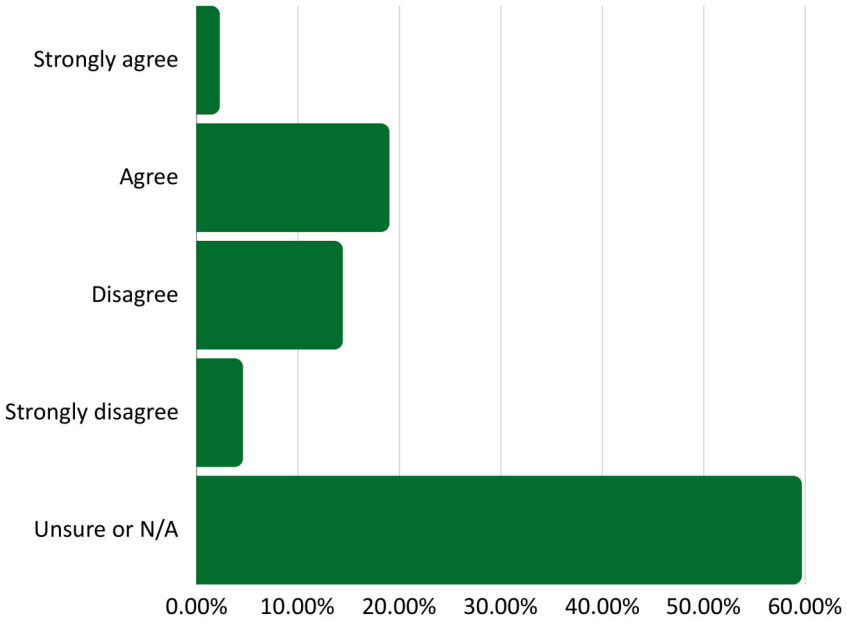


Why did you answer the last question regarding Middle School facilities as you did?

1. **Overcrowding:** Many respondents mentioned overcrowding as a significant issue in Middle School buildings. This overcrowding affects classrooms, hallways and overall safety within the buildings.
2. **Infrastructure Issues:** The buildings were reported to have various infrastructure problems, such as leaks, inadequate heating or cooling systems, outdated electrical systems and lack of maintenance, leading to issues like mold, rodents and malfunctioning equipment.
3. **Safety Concerns:** Safety concerns were raised regarding the buildings, including insufficient security measures, lack of secure entrances and safety hazards such as leaks, mold and inadequate fire exits.
4. **Comfort and Learning Environment:** Respondents expressed concerns about the comfort and suitability of the Middle School buildings for learning. Issues such as uncomfortable temperatures, lack of cleanliness, outdated facilities and insufficient space for teaching and learning were mentioned.
5. **Desire for Improvement:** Many respondents expressed a desire for improvements in Middle School facilities, including renovations, modernization, and, in some cases, the construction of new buildings to meet current standards and accommodate growing student populations.
6. **Differences Between Schools**: Some respondents noted disparities between different Middle Schools within the district, highlighting the need for equitable resources and attention to address specific needs based on demographics and conditions at each school building.

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The district provides High School facilities that are safe, comfortable and conducive to learning.



Why did you answer the last question regarding High School facilities as you did?

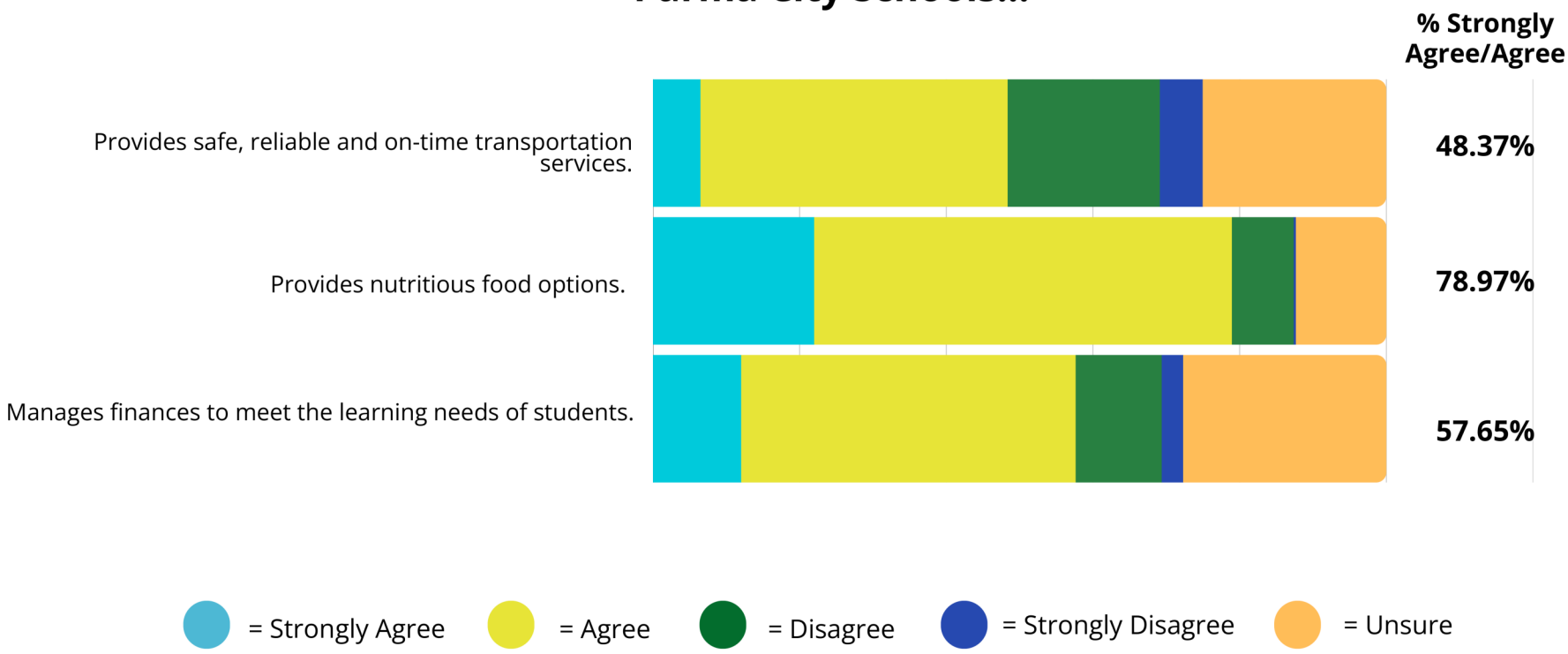
1. **Security and Safety:** Many respondents expressed concerns about security and safety in the High School facilities. Issues include unmonitored entrances, propped open doors, drug-related incidents, lack of safety and security personnel and the presence of weapons.
2. **Building Conditions:** There is a consensus that High School buildings are old, rundown and in need of significant upgrades and repairs. Concerns include temperature control issues (extreme temperatures in classrooms), outdated infrastructure, crumbling structures, leaky ceilings, mold growth, cleanliness issues and limited space.
3. **Technology and Infrastructure:** Several respondents mentioned inadequate technology infrastructure, such as a lack of outlets for charging devices, outdated audio-visual equipment and insufficient internet access.
4. **Learning Environment:** The conditions of High School facilities are seen as not conducive to learning. Factors affecting the learning environment include distractions, overcrowding, outdated classroom setups, limited access to resources and insufficient opportunities for collaboration and hands-on learning activities.
5. **Mental Health and Wellbeing:** Some respondents highlighted concerns about mental health support for students, indicating that students with mental health issues may not be properly addressed or supported within the current facilities.
6. **Call for New Buildings:** Many respondents expressed a strong desire for new High School buildings or significant renovations to existing facilities to better meet the needs of students and staff.

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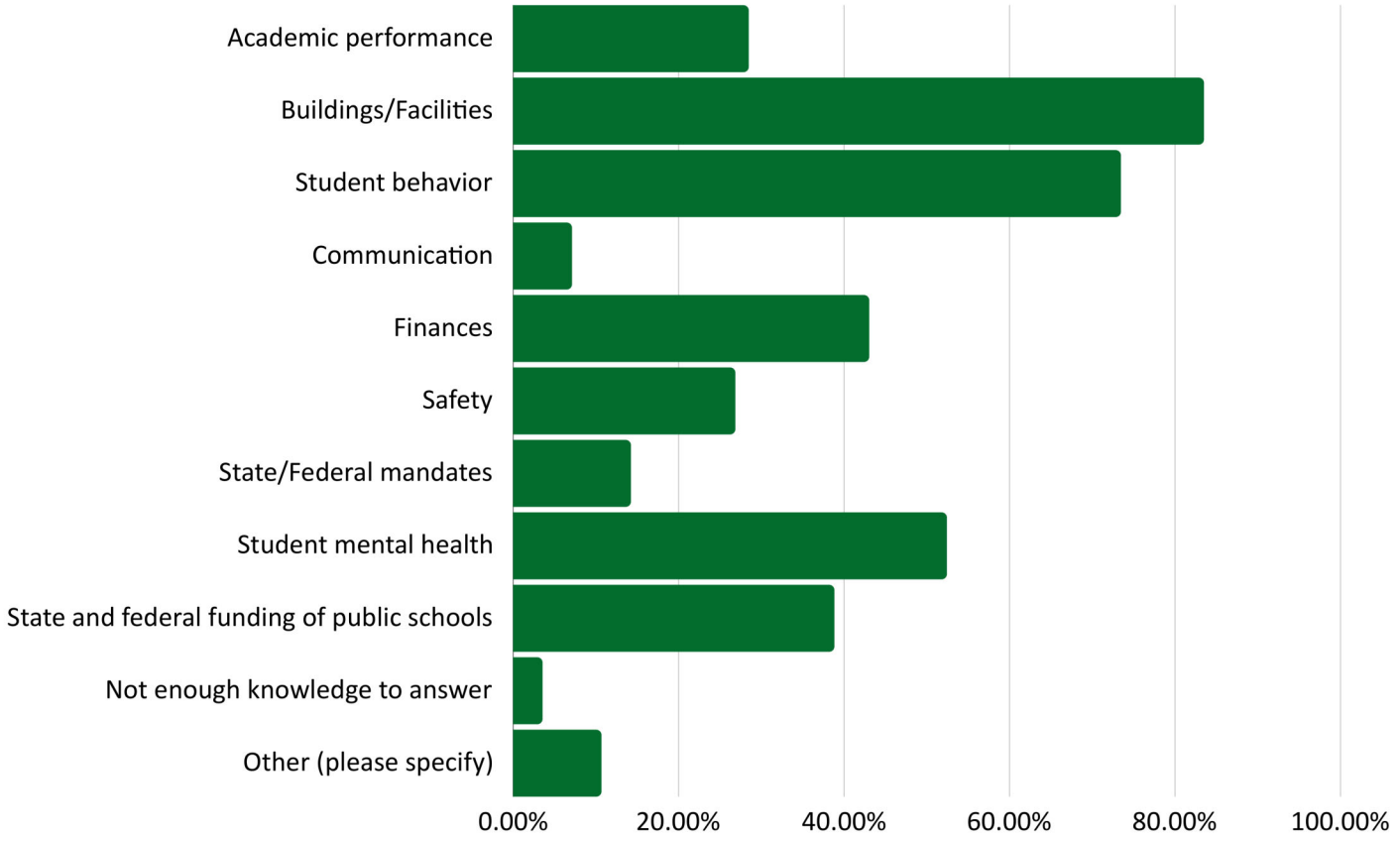
Operations

In thinking about **Operations** in the Parma City School District, please rate your level of agreement with the following statements.

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What are the largest challenges facing the Parma City School District in the next 3-5 years?



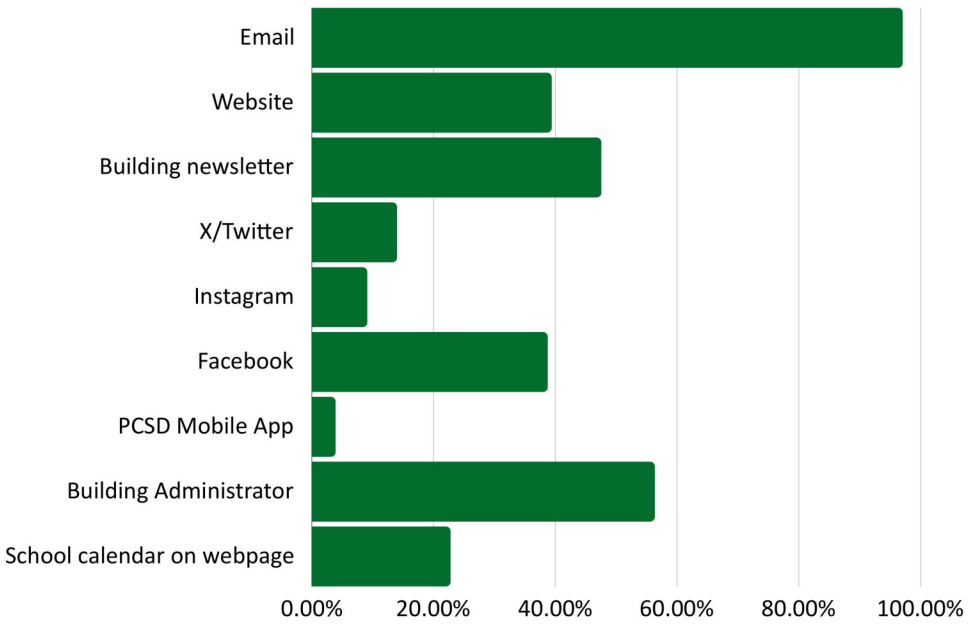
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Why did you choose these areas in the previous question?

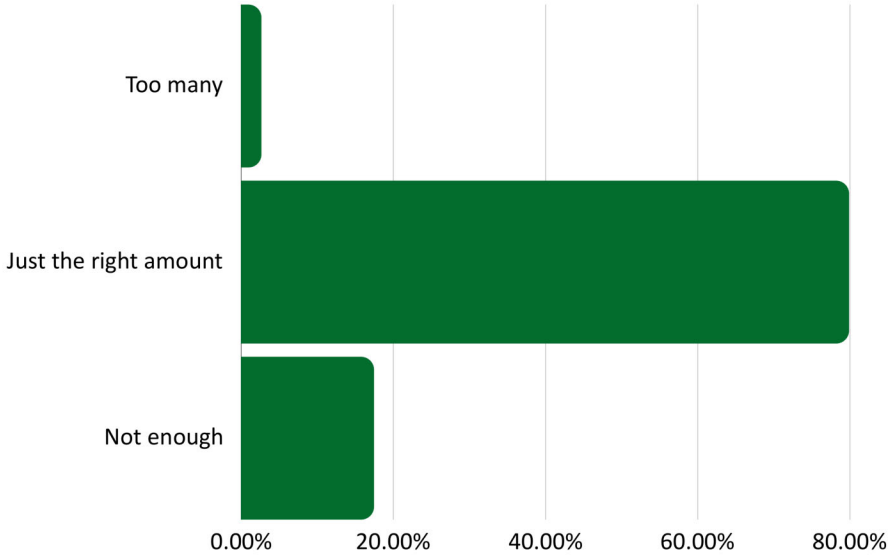
- **Financial Constraints:**
  - Lack of funding and failure to pass levies are persistent issues.
  - State and federal mandates often lack corresponding financial support.
  - The district faces a budget deficit, hindering its ability to address critical needs.
- **Infrastructure and Facilities:**
  - A significant portion of the buildings are outdated, overcrowded and in disrepair.
  - Accessibility for all students is lacking, and there is a need for modernization and renovation.
  - Concerns about safety and cleanliness in the buildings are prevalent.
- **Student Behavior and Mental Health:**
  - Student behavior is deteriorating, possibly exacerbated by traumatic experiences.
  - There is a growing need for mental health support for students, with limited resources currently available.
  - Some students exhibit disruptive behaviors, affecting the learning environment for others.
- **Community Engagement and Support:**
  - The community's lack of support for the schools, stemming from negative perceptions and past grievances, poses a significant challenge.
  - Engaging and rallying community support for school initiatives, including passing levies, remains difficult.
- **Educator Concerns and Safety:**
  - Teachers and staff face challenges with violent student behavior, leading to safety concerns in classrooms.
  - There is a need for more support and training for educators, especially in dealing with behavioral and mental health issues.
- **State and Federal Mandates:**
  - PCSD struggles to meet state and federal mandates, which often come without adequate financial backing.
  - The district faces pressure to adapt to changing educational landscapes and mandates, impacting resource allocation and programming.
- **Academic Performance:**
  - Academic performance is at risk due to behavioral challenges and inadequate support systems.
  - The district's ability to uphold academic standards and provide effective instruction is hindered by various external factors.

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How do you currently receive information regarding the district? [Select all that apply]

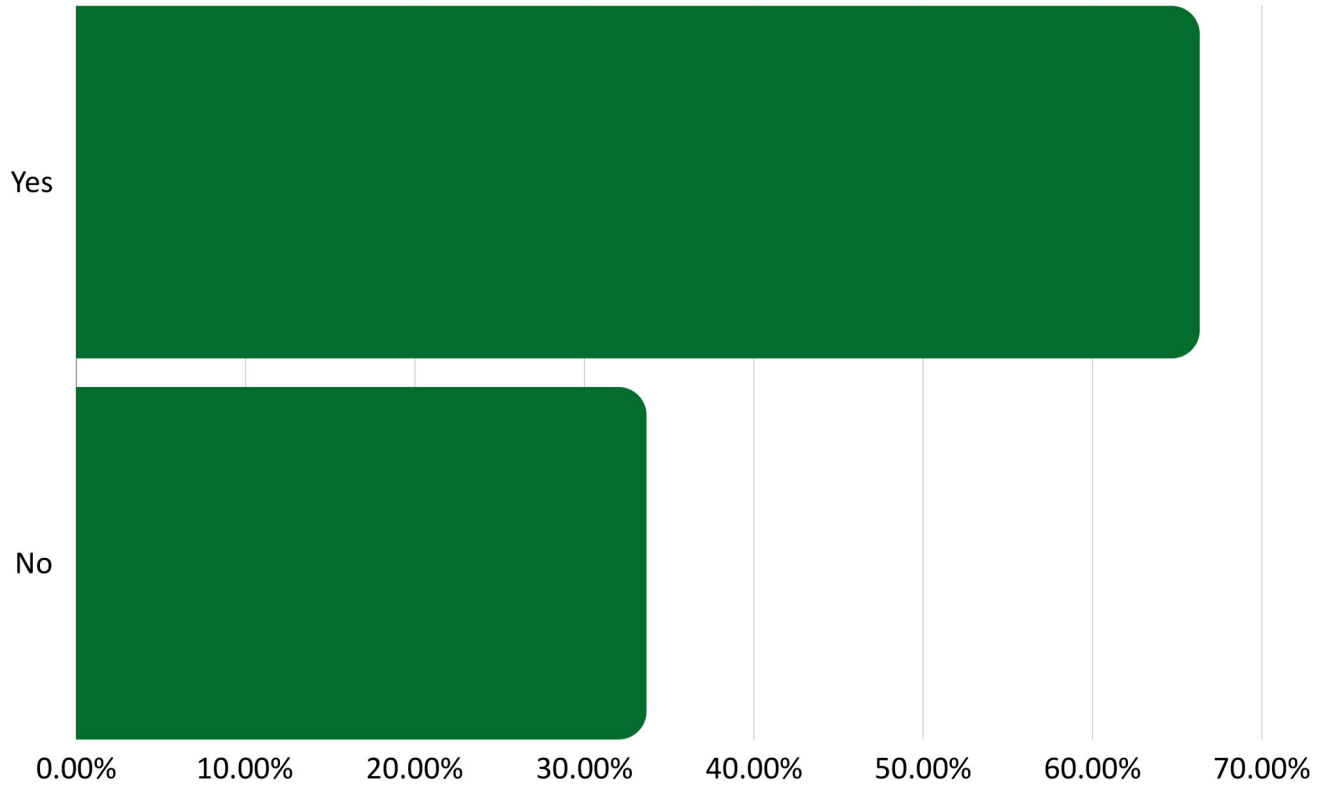


The frequency with which I receive communications from the district is:



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In general, do you believe the Parma City School District is headed in the right direction?



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As you think about the future of the Parma City School District, what is a hope/wish for the children of our community that you would like to see become a reality?

- **Community Engagement and Support:** Calls for greater involvement of parents and community members in advocating for the district, especially regarding bond issues and levies. Concerns about community support and understanding of district challenges, including building conditions, behavior issues and financial constraints, exist.
- **Leadership and Administration:** There are calls for increased visibility and involvement of board members and administrators in school operations and understanding teacher concerns. Suggestions for restorative dialogues between administration, community members and the Board of Education.
- **Student Behavior and Discipline:** Escalating concerns about student behavior and discipline issues affecting the learning environment. Calls for consistent follow-through on disciplinary policies and greater authority for staff in managing student behavior.
- **Financial Constraints and Funding:** Concerns about the district's financial stability and the ability to pass levies and bond issues. Calls for exploring alternative funding sources and prioritizing expenditures to support student needs.
- **Professional Development and Support:** Calls for tailored professional development opportunities that address teacher needs and support student learning. Concerns about workload and the need for teachers to have adequate preparation time were expressed.
- **Special Education and English Language Learners (ELL):** Calls for improved support and resources for special education and ELL programs. Suggestions include allocating more funds and attention to meet the diverse needs of students.
- **Curriculum and Expectations:** Concerns about lowered expectations and the removal of basic requirements, such as summer reading, impacting student achievement and motivation. Calls for setting high expectations and providing structure to support student success emerged.
- **Facilities and Infrastructure:** Concerns about building conditions, overcrowding and space constraints impacting student learning and safety. Investment in new buildings and infrastructure improvements to support student needs are desired.
- **Teacher Morale and Well-being:** Concerns about teacher workload, morale, and recognition. Calls for greater recognition of teacher efforts and involvement in decision-making processes.
- **Student Engagement and Success:** Calls for initiatives to retain students and improve engagement, including expanding preschool programs and maintaining high expectations for student achievement.
- **Future Planning and Direction:** Mixed sentiments about the district's direction, with concerns about financial sustainability and the need for community alignment on consolidation and construction plans.

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