

What's Good

Themes	What We Heard
Communication	<ul style="list-style-type: none">• “communication – newsletters, phone calls, emails that go district wide”
Increased rigor and expectations	<ul style="list-style-type: none">• “increased expectations for students and teachers”• “diverse course offerings that are more rigorous”
Teachers and instruction	<ul style="list-style-type: none">• “committed teachers with a strong work ethic”• “renewed emphasis on critical thinking”
Student achievement	<ul style="list-style-type: none">• “student growth”• “students are learning”
Technology	<ul style="list-style-type: none">• “school technology challenge”• “embracing new technology”
Safety	<ul style="list-style-type: none">• “upgrades in security”

What's Not

Themes	What We Heard
Communication	<ul style="list-style-type: none"> • “inconsistent communication from central office to schools” • “too many emails”
Too Much, Too Fast	<ul style="list-style-type: none"> • “implementation of new initiatives is not fully planned out” • “putting more on our plates without more resources or time” • “overwhelmed and don’t feel valued”
Resources	<ul style="list-style-type: none"> • Money: “not meeting the needs of schools in terms of resources” • Technology: “inconsistent amounts of technology between schools” • Courses: “equal academic options across county” • Salaries: “salaries are too low” • Transportation: “too much time on buses”
Inflexibility	<ul style="list-style-type: none"> • Principal Autonomy: “site-based management has decreased” • Teacher Autonomy: “teachers can’t use their creativity to teach” • Assessment: “too many tests” • Evaluation: “using the same rubric for all teachers doesn’t work,” “based on school-wide scores and not individual scores” • Strategic Compensation: “money tied to teacher evaluations ”

What's Next

Themes	What We Heard
Invest in People	<ul style="list-style-type: none"> • <u>Support</u>: “more instructional coaches in each school” • <u>Professional Development</u>: “better and more differentiated PD for all school-based roles” • <u>Compensation</u>: “raises across the board to teachers and support staff” • <u>Collaboration & Communication</u>: “get more teacher input and make sure it’s listened to, asked for, and valued” • <u>People</u>: “attracting and retaining strong teachers”
Invest in Learning Environment	<ul style="list-style-type: none"> • <u>Buildings</u>: “new [Gibbs MS, Adrian Burnett ES, Hardin Valley MS]” • <u>Resources</u>: “teachers need current materials”
Invest in Personalized Learning	<ul style="list-style-type: none"> • <u>Individualized Instruction</u>: <ul style="list-style-type: none"> ➤ “differentiated pathways to address different learning styles” ➤ “more one-on-one attention for all students” • <u>Technology</u>: “1:1 Personalized Learning Environment for all KCS”

What's Next

Themes	What We Heard
Maintain High Standards	<ul style="list-style-type: none"> • <u>For Students:</u> <ul style="list-style-type: none"> ➤ “competitive education for students that is benchmarked internationally” ➤ “challenge high-achieving students with rigorous programs and/or more difficult classes” • <u>For Staff:</u> <ul style="list-style-type: none"> ➤ “close the achievement gap” ➤ “accountability for all school-level staff”
Engage Stakeholders	<ul style="list-style-type: none"> • “provide parents with the tools to support kids at home” • “parent accountability and increased involvement”
Explore Innovative Models	<ul style="list-style-type: none"> • <u>Supports:</u> “additional opportunities for student behavior supports ” • <u>Scheduling:</u> “balanced calendar” • <u>Courses:</u> “online learning,” “honors-level classes in elementary schools”