

WHAT'S GOOD?	WHAT'S NOT?	WHAT'S NEXT?	WHAT'S NEXT - POINTS
Taking input from the community and being willing to listen	No Gibbs MS	Improve the morale of teachers	6
Graduation rates are up	Slow to hire teachers	Ensure there is rigor and high expectations for all students across KCS	9
Raising standards	Not enough tutoring options	More technology for students	5
Variety of programming options	Teachers can't express themselves	Expand program of studies (magnets, special programs)	4
	Too much work for teachers	Align feeder pattern with community and then align central office to feeder patterns	9
	No advocate for teachers	Offer summer school to all who want it	
	Too reliant on standardized testing	Community involvement in the schools	2
	Communication about Common Core	New Gibbs MS	12
	Difference in resources and results between schools	Keep the best teachers and staff by paying them well	6
	Voting districts and school zones are not lined up	Year-round school, balanced calendar	11
	Too much time on the bus for some kids	More diversity in the school, staff, and leadership	4
	Teacher evaluation relies too much on a high-stakes test	Improve the teacher evaluation system	
	Need to focus more on the whole child	More college prep, science, and math classes	2
	Switch to Common Core is problematic	More career, technical and vocational options	5
	Teachers not able to meet children where they are		
	Need more AVID classes		
Great students	Better pay for paraprofessionals	More support programs needed for all students	1
Increase insecurity	Pay increase for certified personnel	New Gibbs MS	12

Property that's available for building new Gibbs MS	Not enough diversity in schools	All students must have access to technology	5
Parent and student involvement at AE	More funding needed for art and music programs	Age appropriate curriculum and instruction	
Professional development for teachers and staff	Gibbs community does not have a middle school	Expansion of community schools model	7
Excellent teacher	Stome students are bused to schools when they could walk to a closer school	"Out of the box" strategies to meet the needs of various populations	3
Communication from the central office to the community	Need balanced calendar to address students' academic needs	Rezoning so that students can attend the school in their neighborhood	6
Cleanliness of inner-city schools	Inadequate summer school opportunities for struggling students	More resources for families to address mental health issues	6
Graduation rate increase	Not all populations are succeeding in KCS	Competitive salary schedule for all KCS employees	17
Increase of instructional use of technology	TEAM and TAP are not productive tools	Every child feels safe emotionally and physically	3
More involvement of community stakeholders	Feeder school programs need to mirror the next school	Balanced calendar	5
	Not fully addressing bullying in KCS	Computer for each student	2
		Early childhood education (birth to K) for all children	10
		More funding and equitable resources	6
		Programs need to mirror between feeder schools and high schools	9
		Equitable resources in feeder schools and high schools	
Insight meetings	No plan for technology updates or upgrades	Increase and improve teacher morale	10
Awesome program at Ritta and AEHS	Honors classes need to be more rigorous	Gibbs MS	25
School messenger phone system	Need for study skills	Adequate textbooks that students have access to	3

STEM academy	Discrepancy in EOC grades and final course grades; gap seems greater in lower SES communities	Ability for teachers to be more creative, differentiated instruction	3
Resource and SPED department	Not enough funding for special needs testing	Get rid of APEX	10
Students have access to technology	Need for early diagnosis for special needs	Eliminate SAT10 testing	
Security at schools	Problems with RTI	Adopt a more relevant Arts program and interdisciplinary programming	
Strong financial support	Lack of Gibbs MS	Ensuring all students' learning needs are met	7
Grant funding	Bus rides can be too long	Increase 1:1 technology	4
Bearden HS	Recruiting and retaining good KCS teachers	Better and more tech training for students and teachers	3
	Evaluation process	Programs for bullying prevention	5
	Low staff morale	Equity in programs offered at schools	4
	Tripod survey doesn't include every student's opinion	Equity between TEAM and TAP schools	8
Improved security	Challenges of technology as it can be a distraction	Achievement gap will be eliminated	9
Communities involved in many aspects of school	Speed of technology implementation is hard for teachers to stay "in front"	Open enrollment across whole system and not held to "zoned" schools	5
Awareness of students	Relationships are not sustained with parents as partners in education	Funding, training, and resources are aligned to testing needsq6	
Technology upgrades	Not enough staff and teachers to support extra curricular activities	All schools are comparable by size and programs	4
Communication to parents	Students don't have keyboard skills to do PARCC testing	School enrollment process is centralized	
Potential for positive impact from TEAM implementation	Not all communities have true feeder pattern	Free and continuous communication between school and home	6
Some strong relationships with parents as a team member of the school	School board and county commission rep is not aligned	Meaningful relationships for students and parents to navigate the school system	2

	School zones don't encompass communities	Continuous messaging to stakeholders how things are going (good and bad)	4
	We're not equipped to address increasing diversity, especially with ELL population	More opportunities to educate about career options in middle school	2
		Parents provided tools to make decisions based on data	1
		Return physical activity as part of every student's day	5
		In-house tech support at each school and at the system level that matches tech device deployment	7
Upward trends in graduation rates	Unrealistic academic goals for students without taking into account individual differences	More trust and confidence in teachers and administrators	10
Quality of teachers	Every school not on same pace across grade levels	Parents survey of administrators and teachers	8
Opportunities for meaningful input	Achievement gaps continue	Curriculum and hiring decisions made based on making learning fun	3
kids getting a good education	Overcrowding at Halls MS and Holston MS	Weed out poor teachers without alienating teachers	3
Emphasis on excellence	Too much testing, less time for teaching	Increase funding for schools	3
Teacher support and development	Not enough time for effective planning	Reevaluating zones	4
Having a vision and following through	Teachers spending too much time in PLCS - need more time for quality collaboration	New Gibbs MS	22
Training for principals	Neighborhood schools are losing community students	More physical space in schools	3
High expectations for teachers	Too much emphasis on data and numbers	At 6th, 8th, and 9th grades evaluate students in reading and math	3

Diversity in information	Increased times for math and ELA blocks the master schedule and makes it difficult to manage priorities	More open access to schools for the community	6
TAP model	Zoning	Help for slower students	7
APEX system	No Gibbs MS	More professional respect, too much micromanagement	9
TEAM evaluates all teachers	Technology and building maintenance	Full-serving schools	14
	APEX does not work for kindergarten teachers	Opportunities for student helpers	
	Partners and community relationships are not at all schools	Less emphasis on data and numbers	10
	Loss of experienced teachers	More parent responsibility	4
	Dropping contract time for employees from 255 to 225 days	Teachers having more input into what goes on in the system	10
	Transportation time on the bus is too long	Better and competitive pay for teachers	32
	Limited athletics at L&N Academy		
Teachers	No Gibbs MS	Gibbs MS	27
Staff development	Not enough technology	Community support to get legislators to get resources to implement "good things"	6
New security measures	Educational gaps	IEP for each middle and high school student	
Opportunity to engage community in discussion	More programs for special needs students	School Board should liquidate property instead of letting it sit idle to fund initiatives	
Reflecting on what's working and what needs to be tweaked	Better focus on the student	Be in top 10% of school systems in the southeast US	
	Length of time to identify special needs students is too long	Revisit bus routes and add buses if necessary	7
	Busing	Increase technology in schools	2
	ACT scores are not improving	Add mental health counselors and school psychologists in every school	6
	School are unequal	Narrowing of initiatives for teachers	3

		School Board, Superintendent, and Supervisors need to get input from teachers when making academic decisions	7
	Teacher evaluation process		
	Food	Lower teacher to student ratio	5
	Bus stops not accessible to students	Increase parent participation	11
	Too many coaching positions and not enough teaching positions	Money distributed equally among all schools	9
	Compensation	Reconsider school curriculum	
		Full-time nurse in every school	1
		Increase technology instruction and devices	8
		Decrease amount of homework	2
		Make HS courses more rigorous to prepare for college	2
		More developmentally appropriate curriculum for early grades	1
		Revisit TEAM evaluation and implement with fidelity	3
		Coordinate curriculum among feeder schools and across district	
School-based leadership	Communcation from school district leadership	Same subjects and courses offered at all schools	
Materials	No Gibbs MS	More vocational education and internship opportunities	1
Common Core	Inadequate funding	Technology plan and tech person at each school	1
Strong teachers	APEX	Gibbs MS	16
Higher standards	Lost teacher ownership of learning	School based decision making and site-based management	6
School Board and administration are hard working	Lack of professional treatment of teachers	More special education resources	1
School Messenger	Teacher evaluation feels like a "gotcha"	Teachers having more autonomy to teach how they want	11
Community voice	Too much testing	More activities for SPED	5

Improved graduation rates	Communication between teachers and parents	Increased funding	15
Evaluation system	Teacher pay is too low	Strengthening opportunities for parents to be heard by improving customer service	2
Community awareness	Kids aren't ready for a 4-year college	Better bus drivers	4
	Poor teacher morale		
	Common Core is too much for kids		
	More rigor needed		
	More support for intervention systems		

