

WHAT'S GOOD?	WHAT'S NOT?	WHAT'S NEXT?	WHAT'S NEXT - POINTS
Move towards better technology	RTI cumbersome and too long of a process, need earlier intervention	Gibbs Middle School	3
Amazing teachers	Discrepancy in class sizes across county, need smaller class sizes	More technology support	
High quality instruction	Inclusion classes keep students from asking for help	Raises across the board to all teachers and support staff	23
Parent portal	Mainstream students not having proper support	Support for students with extreme behaviors in elementary school	3
Moving towards better communication between schools in a community	In math, cumulative tests weighted too heavily	Year round (balanced) calendar	3
New safety measures	too much emphasis on testing	Teachers focus less on data and more on creativity of instruction	7
New math and reading curriculum	APEX just based on one test	Internships/career awareness for high school students	1
Excellent students	SAT 10 is not aligned to Common Core, but is tied to evaluation	Stick with Common Core and stop making changes	2
Better and additional support staff	Teacher morale very low	Educate parents on Common Core	2
Good parent involvement	Low morale due to long hours	Revamp APEX	5
	Students feedback important but should not be part of the evaluation	Different assessments for RTI, need to test more on comprehension for reading and math	6
	Student feedback survey is worded very ambiguously	Need to secure state funding earlier in the school year	3
		When new initiatives are enacted, district needs to be more proactive in implementation to foster stake-holder buy-in	
		Clearer expectations for students	1
		Investigate workload of SPED teachers vs. regular teachers	2
		Get more teacher input - make sure it's listened to, asked for, and valued	23

		Teacher morale needs to be improved	9
		Less formal assessments and more teaching	8
		Value professionalism of the teacher	1
		More support staff for inclusion classes	3
		Special needs students tested at performance level and not age level	3
		TEAM not appropriate for primary and SPED teachers	
Increased security	Low staff morale as teachers are afraid of losing their jobs	Expand vocational offerings county wide	7
Hard working staff	Gibbs community having to bus kids to Holston MS	Teacher advisory council to the school board	6
Talented students	not enough flexibility in course offerings	New Gibbs MS	9
Amazing SPED team at Bearden HS	RTI isn't working in elementary schools, the programs and the tiers don't match student needs	More computers in all schools to allow for 1:1 technology and the elimination of textbooks	11
Strong extracurricular programs	Not enough vocational programs at HS	Tables (not desks) in classrooms	1
Good communication to parents and staff (i.e. website, calls, newsletters)	Not enough technology overall	Option for year-long classes for core classes in all schools	6
Good options for Gifted & Talented students (Science Olympiad)	Current classroom technology is outdated and limited to teachers' use	Central Office employees should spend 1 day/month in schools	
Getting college credit at the high school level	Losing teachers to higher paying districts	Schools have flexibility in creating their schedules	6
	Losing teachers because TEAM/TAP seems to be a numbers game and the rubric doesn't work for all grade levels and content areas	More resources (supplies) for teachers	
	Too many of the tests don't match our curriculum	Require drivers' education for every HS student	
		Need nonfiction resources to implement Common Core	2
		Build another all vocation HS	3

		Smaller class sizes	4
		Find a way for teachers to be able to speak freely without fear of repercussions	2
		Criteria for SPED to be revamped back to discrepancy model (no RTI at elementary level)	3
		Bring back resource classes so that all kids are on the same level	2
		More foreign language options (including foreign exchange programs) that start in elementary school with the goal of fluency by the end of high school	5
		Awareness of unaligned comparisons between US and other countries	
		Development screen for early childhood into Kindergarten and 1st grade	8
		Option for students to be retained due to a need for an additional year at the grade level	
		Summer school should be offered to any interested student	4
		PE should be every day	
Good, hardworking, dedicated teachers	Gibbs community having to bus kids to Holston MS	New Gibbs MS	12
Passionate teacher	Large elementary schools	Keep passionate and experienced teachers	1
Great principals	Passionate teachers with experience are leaving	Focus on student/teacher relationships during the school day	
	Teachers are reduced to a "number"	Consider community schools concept (less than 700 kids at an elementary)	10
	Too much testing	Teacher more fundamental skills in grades K-2	1
	Data can't capture students' qualities	Focus on realistic and attainable goals	17
	Focus on money and not kids	Focus on developmentally appropriate goals	6
	APEX options are limited based on appointments and leadership opportunities	PLCS should be teacher driven	2

	APEX is not valid or fair	Re-evaluate evaluation system and APEX	29
	Unrealistic expectaions and goals that are not attainable	Address equity in compensation and contracts (221 vs. 255)	3
	Long days for teachers	Administrators in the central office need to listen to stakeholders	3
	Not enough planning time	Address SPED and Common Core	2
	Fundraisers	Administratrion and central office can teach on in-service days to save money	1
	Student surveys	Stakeholders should evaluate Dr. McIntyre	33
Increased rigor	Weak technological infrastructure	Build new Gibbs MS	12
Commitment to improving student learning	Busing Gibbs kids to Holston	Build new Hardin Valley Middle	
Increased number of AP classes	Communication	Freedom for educators to speak critical thoughts freely	
More materials for intervention (i.e. Voyager)	Not enough parent and community input	More public support for funding to do what we want to do for students	16
Parent support	Low number of teaching assistants	Prioritize dollars based on student needs as opposed to the source of funding. Don't use grant money to fund basic education programs	12
	Poor customer service	Teachers need flxibility to implement CCSS	7
	Bad school lunches	Cohesive technology across the system	10
	Low morale	Smaller class sizes	3
	Poor long-term fiscal planning	Homogenous grouping in classes	3
		More school choice (more options); Open zone	
		More transparency from Superintendent	
		Anonymous feedback opportunities	2
		More communication and better customer service	
		Decisions not made by politicians	2
		Less micro-managing from the central office and more teacher control in the classroom	
		Less "protocol" and more expediency based on student need	

		Shorter school day	1
		Longer school day	1
		Balanced calendar	
		Two-tiered system (advanced vs. non-advanced tracks)	5
		Longer summer	4
Parent input and involvement	No middle school in Gibbs community	Capital improvement plan based on population patterns to create community schools, Gibbs needs a new middle school	20
Strong classroom leadership	No K-12 feeder patter in Gibbs community	Insistence by school community to raise more economic resources	3
Gibbs community proud of two good schools	Quality of school lunches is poor	Campaign for all schools to be rated "A+" on websites	
Scores and data are moving in good direction	Schools are overcrowded	Increased community input on what money is spent on	
Availability of new technologies	Too much emphasis on evaluation rubric scores for teachers, too many indicators to hit	Reallocation of some resources to offset new demands	
Already own properties to expand	Testing kids too often to do anything with the results	Independent financial audit of central office	4
Schools are safe and secure	Teacher pay is too low, losing too many teachers to communities around us	Central office needs to respect teachers	1
	Class size is too large	Smaller class sizes and more work time during the school day	3
		More food choices (i.e. a food court)	5
		Revisit evaluation system as it's lowering teacher morale	12
		Focus on teacher morale	7
		Let evaluation process stabilize	1
		Money should be split more equitably	5
		Bus routes are too long	3
		Invest focus on Common Core implementation	2

		Central office should be held accountable like teachers are	
		All students should have access to all the same classes and opportunities	
		Group students homogenously so they can progress faster	4
		Faulty implement inclusion models with proper supports in classroom	3
		Teachers need processing time (they currently receive training on a Friday and expected to implement on Monday)	2
		Reduce mismatch between student outcome data and evaluation indicators so teachers can focus on students more	2
5 year strategic plan is used as a living document to guide	Gibbs community having to bus kids to Holston MS	Build new Gibbs MS	24
Teachers and staff care about teachers	Teachers aren't treated respectfully - central office making decisions, materials delayed, classes disrupted, climate of fear	Build a Hardin Valley Middle School	
Bar has been raised	Strategic compensation divides staff	Money budgeted for technology	2
Children inspired to reach for higher standards	Rules and guidelines are constantly changing	Include teachers more in the curriculum	6
Security increased	Education is subjective and being used punitively	Reduce the number of - and the focus of - testing	9
Opportunity to share feedback	Rubric not tailored for different grade levels	Test students on covered materials and not pressured	2
Opportunities for special needs students increased	Parent involvement	Focus on improving the health and wellness of teachers and students	8
	Losing students and families to private schools and home schooling	Simplify the evaluation process and give more trust to teachers	27
		Less frequent changes in administration	3
		Increase the number of preschool programs and not based on income	2

		More developmental time in younger grades	7
		Parenting classes that are geared towards parent involvement	
		Parents liable for HW	
Embrace new members to the community	Low morale	Move away from too much data	
Community - sense of belonging	Teacher burnout	Other testing options for SPED	6
Teachers are making it work for students	Teacher evaluation is too much	CTE focus for students	
Teachers	Improve focus on vocational skills for special needs students	Less testing and more focus on learning	6
Strategic planning process is seeking input from community	Forgetting that every child is different	Recognition of individual students and individual needs	8
Rigor in courses	Too data focused	Testing should not be a percentage of a student's grade	
Communication between parents and teachers	Void for a middle school in Gibbs	Voice of teachers needs to be heard	9
Higher expectations	Technology is not keeping up with the world	Gibbs Middle School	6
Teachers feel "called" to the profession and putting students at the center	Young students are not prepared to use technology	More technology	10
Technology	Teachers don't have freedom to fit the needs of students	More money supporting the school system	3
Emphasis on writing	Class sizes are too large	Equal opportunities across all communities	8
	Losing art and music programs	Recognize not all are Christian	
	Too much testing	Teachers should be able to work in a pleasant environment where they are not afraid of losing their jobs	12
	Too much teaching to the test	Educate parents and teachers about data and what scores mean	