

Education Level	#18 Comments
Elementary School	Special Education students should not be included in our value-added.
Elementary School	- I do not think other teachers should evaluate teachers. - I do not think that Kindergarten students should have to do so much testing (SAT 10, writing assessments, etc.) - For unannounced evaluations, we should get a month, or few weeks warning.
Elementary School	I think Knox County Schools have improved the educational experience for our students, but I don't think the hard-working teachers that have a lot to do with these educational improvements get the credit we deserve. I have embraced the changes, but have stressed out over <u>all</u> of them. It's been a lot of changes at once. Our Math/Tech coach is wonderful!
Elementary School	I went into this job as a lifelong dream. I love my kids, I love my parents, and I love teaching and seeing my kids grow and learn; HOWEVER, I have found the things I love are being taken away. We test too much and are way too stressed as teachers...it is not right.
Elementary School	Last 5 years have been very stressful, and I feel that I struggle with becoming a #5 - teacher. There were too many changes during a small amount of time.
Elementary School	More classroom teachers (counselors, ESL, special areas, etc.) should not be evaluated using the same rubric. Some indicators <u>do not</u> apply to them.
Elementary School	In regards to #3 - 5's are not hardly given. We've been told that they're told not to give 5's. 4. If there are 8 weeks in summer. 9. Just extra work - data to have data - not effective. 13. We often have to be babysat.
Elementary School	Having a PLC meeting and a cluster meeting each week becomes redundant. Teachers really value their plan time.
Elementary School	I love my principal and who I work with, but the district and the county continue to disregard teachers' opinions. I feel valued by my administrators, but not my school district. Our school board and district leaders are out of touch with what we do/need.
Elementary School	Testing is completely taking over our instruction. Students are exhausted, teachers are exhausted. The tests do <u>not</u> show what my students are capable of. They discourage students and teachers alike. PLCs are the biggest waste of instructional time. Coaches do not help -- they create more work and stress (and they are friends of mine -- so nothing personal). We test to track data we already know!! Trust teachers' professional judgment - we are educated and we know the kids in our schools best!
Elementary School	<ul style="list-style-type: none"> · Number 1 does not pertain to a TAP school. All schools should follow the team evaluation model. · Knox County District is not a good place to work as compared to other surrounding districts. The morale is at its lowest ever.

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Elementary School	<p>The atmosphere in the school has drastically changed over the last few years. It is an unhappy, depressive place. Too many changes, too suddenly is not conducive to teaching or learning.</p> <p>We have lost some of our most creative, dedicated teachers because of these changes.</p> <p>The teachers, as well as students, are more anxious, stressed out and consequently unhealthy.</p>
Elementary School	<p>More planning time is needed within the school year for teachers to work on preparing differentiated instructional materials, visual aids, and individualized performance assessments. The curriculum does not match the standardized assessment.</p>
Elementary School	<p>We are told what to do even when as the expert we know it is not beneficial to students. The 5th grade writing in February is far beyond what ten year olds can handle. It is stressful to students and teachers.</p>
Elementary School	<p>I would love to see the School Board actually making an effort to allow teachers to be a part of the decision making in this county. I would like a CURRENT teacher with TEACHING EXPERIENCE to be a member of the school board, voted on by the teachers.</p>
Elementary School	<p>Evaluators need to be licensed classroom teachers. Special area teachers are not familiar with classroom curriculum and do not need to be evaluating teachers; classroom teachers have to teach several skills a day and every week they are different for our students. Special area teachers focus on one lesson for weeks with a grade level and do not have a realistic view of a classroom. Evaluators also need to not be in the building with the teachers. It is like walking on egg shells to stay on the evaluator's "good" side.</p>
Elementary School	<p>I think overall there is too much emphasis on evaluations and standardized testing. This causes anxiety for staff, students, and teachers and often punishes those who choose to work in more difficult settings where the kids have outside stressors and needs affecting performance.</p>
Elementary School	<p>I feel if the <u>APEX money</u> and <u>numerical numbers</u> on the evaluations were taken away then the <u>stress</u> level would drastically decrease. Our students can sense when we are stressed or upset. What would be wrong with just a check sheet for evaluations with continues areas of strengths and refinements? Letters of Concern are merely a "slap in the face" to educators who work hard. Not to mention the embarrassment! Students, no matter the age, K-2 should never evaluate their teachers - NEVER! Knox County needs to STOP jumping on every bandwagon that comes by and think about our students and STOP trying to look good. It's not working! It's a joke! PLC's - a total waste of time!! Why only a small place to comment?</p>
Elementary School	<p>We need to slow down the pacing with not as much testing. Teachers need to feel they have control of their own schedule and classroom. We are so stressed with feeling our jobs are always on the line. We need to be treated as professionals.</p>
Elementary School	<p>I do not agree with standardized testing below 3rd grade. The SAT 10 is developmentally inappropriate for young children. We should be instilling a love of reading <u>not</u> teaching them how to take a test or bubble answers. We are testing just to test <u>NOT</u> guide instruction!</p>

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Elementary School	Please allow our children the opportunity to learn at their own pace. Should the children be challenged? Absolutely! But not to the point their health is affected by overbearing tests! Let me do my job! I'm great at what I do. Too many seasoned veterans are being forced to leave this notable profession.
Elementary School	1. too much testing, too much time used for testing. 2. Observations are <u>subjective</u> .
Elementary School	On TEAM Rubric I believe we should have a change from words like "most of the time" and "sometimes" to a concrete <u>measurable</u> goal. i.e. - 2 out of three.
Elementary School	I am a victim of administrative retaliation from a previous school and administrator.
Elementary School	I feel that TEAM evaluations are too stressful and too overwhelming for teachers to be effective teachers. Breakfast in the classrooms is also too messy and time consuming and should be in cafeteria.
Elementary School	Too much testing -- let us teach!
Elementary School	Common Core need NEVER have been put in place!
Elementary School	<u>All</u> answers pertain to the <u>district</u> , not my school. My principal and assistant principal do the most in their power to make me feel respected as a professional. GET RID OF SAT 10!!
Elementary School	With the increased number of meetings both during and after school it is <u>vital</u> that teachers are given assistants to help with clerical duties such as making copies and preparing materials. Assistants throughout the county are being used as intervention group teachers and as substitute teachers. We also need more substitute teachers. Pay them <u>more</u> ! Classes should not be combined or sent to other teachers when a sub is not available. This is not beneficial for our children.
Elementary School	As an Encore teacher in Knox county, I feel that the TEAM model does not "fit" with a performance-based curriculum-entirely. The FAP strategy that is being piloted is confusing, and asks too much of a music teacher who only sees her students once in an 8-day period.
Elementary School	Evaluators should not be evaluating at the schools they teach at. This allows for too much irregularity.
Elementary School	<ul style="list-style-type: none"> - DEA that is aligned to Common Core is a waste of time since we are giving the TCAP this year! - Get rid of all non-state mandated testing. - PLCs should be no more than twice a month! - Get rid of Conference of Concern! - Comparing 2nd Grade read-aloud SAT-10 to 3rd Grade TCAP is ridiculous! How did 3rd grade teachers receive 1's in Science/SS when 2nd wasn't tested in Science/SS?
Elementary School	I feel there has been too much change without time to adjust and adapt. I also feel that the amount of additional work required without regards to teachers' personal life is insulting. You cannot continue to add water to a cup that is full and expect the cup to be effective. Something spills.
Elementary School	<ul style="list-style-type: none"> - There should be a team rubric that is more appropriate for a special education setting. - One of the evaluations for a special ed teacher should be an IEP meeting observation.

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Elementary School	<p>* What is an "informal" walk through - more explanation needed.</p> <p>#17 - There's a bad feeling within the district right now. My school is wonderful.</p> <p>#6 - I don't think the students have the understanding or depth of knowledge to answer all those types of questions.</p>
Elementary School	<p>My school is a good place, because I have peers to support me. However, my district is not a good place and that is why good teachers are leaving because of the DISCTICT! Teachers have the opportunity to provide input however the input not being listened to. Teachers feel as if they have no say. I like CC however teachers have not been fully trained so once again everyone is on <u>all</u> different pages.</p>
Elementary School	<p>Common Core is not Kindergarten developmentally appropriate.</p>
Elementary School	<p>ESL PLS's do <u>not</u> enhance my instructional practice.</p>
Elementary School	<p>Using a SAT 10 score to administer conferences of concern does not seem like the correct direction to take. When a teacher is receiving average scores on summative assessments. Also, it does not seem fair that higher scores are given in schools that are TEAM when TAP schools are trained to keep a "3" as a solid lesson. You should not be penalized for working at a TAP school.</p>
Elementary School	<p>We provide input but the district doesn't listen. I love my school but disappointed by the district's lack of support.</p>
Elementary School	<p>I feel that we should have 2 evals a year -- one announced, one unannounced. We are being turned into robots -- I can't do what I need to do for the kids in my room. We are "encouraged" to speak up and give an opinion, but then we are labeled and targeted because we spoke ill of our superiors. I used to have joy in my job, but I don't anymore. I am too far into this career to start something new because I am thinking of my <u>own</u> three children. I feel stuck and stressed!</p>
Elementary School	<p>We assess students <u>way</u> too much. Students are getting burnt out in the primary grades because of too much testing, which is the time when they should be learning to love school. Also, I am all in favor of Common Core, however, we are not allowed to teach Common Core. Instead, we get Knox county's version of Common Core, which is where all the testing comes from.</p>
Elementary School	<p>As a primary teacher, time in my classroom to plan and organize is ESSENTIAL. Please let us have our in-service days back! I do not think it is fair that resource students' test scores should count toward my value added. I had <u>five</u> students that did not qualify for resource services until after the tiers in January-February. Resource students are in resource because it is difficult for them to make average gains! TEAM does not work for every lesson. Problem solving in primary school doesn't work every day for every lesson. With that being said, I think we should know the 2 months we're going to be observed each year. i.e. October and April. It would relieve a lot of stress while still having an unannounced aspect.</p>
Elementary School	<p>Teachers do not receive the credit we deserve. Our salaries are too low. It's sad when I have to struggle to pay bills, give my ALL at work, and be treated like a second class citizen!</p>

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Elementary School	I would much rather have 2 walk throughs. Principals/Evaluators can tell if a teacher is teaching when he/she comes in room. It would be more valuable information to see day to day teaching than a dog and pony show trying to include all indicators. Kindergarteners and First Graders should <u>not</u> be tested. It is inappropriate.
Elementary School	<p>- I do <u>not</u> like how we are to teach common core and test TCAP! With no district support! BAD!!</p> <p>- I used to like to work here. Now I don't and I can't tell if it is my school or the district.</p> <p>- I feel PLC's are too harsh and that staff does not trust us at <u>ALL</u> to make instructional decisions...for anything!</p>
Elementary School	APEX is a very frustrating and negative program, overall. Before APEX, we all worked hard on different programs, committees, and community events. Since APEX, we are aware that only a few "leadership" activities count for anything and result in extra pay. Everyone else has less motivation to do the work they used to do because APEX deems it unimportant. Personally, I resent that others are paid extra and I am not. It builds resentment.
Elementary School	I am sad that our school has become so negative and stopped being child oriented. We are all discouraged and want out of education. We receive no encouragement, yet, want to do our jobs right.
Elementary School	#13, 14, 15 --> While I agree that these do occur at my school and I do have autonomy to make decisions, these doesn't happen at <u>all</u> schools in KCS. Many teachers are required to use county made PPT, basals, etc. even if it is not appropriate for their students.
Elementary School	In response to #6 - it could be valuable if it was seen by the teacher - results shared with the classroom teacher would be nice.
Elementary School	I really do not agree with the current teacher assessment procedures. I never, ever mind people coming into my classroom. I am proud of the work that I do with my students. However, the anxiety of unannounced formal observations is just terrible. I would like to go back to the old model.
Elementary School	<p>- Teachers need more plan time.</p> <p>- I don't know if Common Core is the answer, but what we are doing was <u>not</u> working. "You can't keep doing the same thing and expect different results." So I will embrace common core and do my best for my students.</p> <p>- We need to find a way to encourage parent involvement in inner city schools.</p>
Elementary School	The unprofessionalism lies in the board members and Knox County administration downtown, not the teachers. It saddens me not only as a teacher but a parent of a Knox County student as well as a taxpayer that the system is failing so miserably. I am <u>OVER</u> working countless hours for a job where I don't feel appreciated or respected and where children are failing due to poor decisions.
Elementary School	The pace at which we work and learn is unhealthy (way too stressful). Requirement for teachers continue to grow and <u>nothing</u> is ever taken away from our plate. Many professionals are struggling to balance family time and career, often leading to stress in both work relationships and personal relationships. We need better balance and more uninterrupted work time.

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Elementary School	Knox County used to be a good place to work and learn. I felt the autonomy to teach the way I felt was best for the class I had. I now feel there is too much testing and too many "directives" handed down to us. There are too many meetings during our planning time. Evaluations are ridiculous. We are so exhausted trying to have all these indicators in every lesson, we cannot think or operate even close to what the students deserve.
Elementary School	TEAM monies should be divided the way TAP schools do.
Elementary School	My big concern is that we are having assessments for students that we do not have the means to prepare for. The students are not prepared to take a typed writing assessment when we do not have enough computers for them to have regular typing practice.
Elementary School	I did not go into this profession to test my students to death and take the imagination out of CHILDREN's learning. Coming to school with knots in my stomach because of unannounced observations is not ideal. Thankfully we have an AMAZING lit coach (who is only here 3 days a week - MAX) who helps me feel prepared for testing/observations.
Elementary School	*K teachers need their own growth assessment in regards to the 15 and 35% rather than latching on to another grade level, to show true growth of students they have taught. I.E. as a K teacher I had to chose another grades growth for my own evaluation score.
Elementary School	I feel bullied by the superintendent. My last superintendent came to the room by himself, and always made me feel comfortable. This one comes with an army and it freaks me out. This survey is a step in the right direction.
Elementary School	<ul style="list-style-type: none"> · Tripod survey is useful in all grades, but the questions are not worded in a way to get correct feedback from K-2 students. · KCS should look at allocating more money for teacher pay, especially to be more competitive with surrounding school systems. If you increase the rigor of the job and the outside time "on-the-job", pay has to be increased.
Elementary School	Breakfast in the classroom is horrible. It takes away from instruction time to clean up afterwards.
Elementary School	<p>Concerning the following questions:</p> <p>#7 - Our children are tested too much!</p> <p>#8-#9 - We focus too much on data! Need to collaborate more on instruction.</p> <p>#12-13 - We are not treated as professionals from people outside of our building.</p>
Elementary School	I feel my school is so micromanaged that I am limited to complete the needed things that I <u>know</u> my kids need. PLC's at our school feel forced and counter productive. The students are tested <u>WAY</u> too much and don't have time for authentic learning opportunities.
Elementary School	We have a very good director of schools. However, if he would lead with his heart as well as his head, he could be exceptional! Educators are not "human capital!" We could be excellent partners in making our school district a truly exceptional one, if allowed the opportunity!
Elementary School	Teachers need more pay to be competitive and retain the quality teachers. Our salaries do not compare to similar cities' pay.

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Elementary School	To assess a teacher for an entire year on 2 one hour observations is <u>ludicrous</u> and absolutely disheartening. There is <u>far</u> too much on our plates at this time to do anything <u>really well</u> and this is a disservice to our students.
Elementary School	Students surveys that are given at the beginning of the year results should be given to teachers so they can have the opportunity to adjust anything that needs to be fixed. Primary students do not understand the language of the survey. Observations should be 1 announced and 1 unannounced instead of 2 unannounced. Can Spring observation be announced?
Elementary School	I have felt overwhelmed for quite some time now (2+ years) due to the constant barrage of new initiatives. I spend so much time planning, grading, testing, and so on that I lose time with my family. I should not have to spend hours after school trying to keep my head above water. Also, I am disgusted at the repetitive professional development and <u>lack of time</u> in my classroom doing <u>useful</u> tasks. We are not lazy. We won't waste our days at school. Don't waste my time.
Elementary School	<ul style="list-style-type: none"> - Allow teachers to plan pacing and materials for their students based on data. Allow them time to teach the standards to the students. - No Tripod survey. - No lead teachers - have a team to evaluate teachers across the County (their job) so no biased. All on same level - let teachers and principals have jobs back.
Elementary School	I think teachers should be given more freedom in the classroom. They should be allowed to make judgment calls and tailor instruction how they see it. I think teachers should not be given conference of concern letters, especially not after their first year of teaching.
Elementary School	My school needs to be replaced. My students and I do not have an adequate or safe place to teach my curriculum. Teachers should be able to determine the pace that they move on to the next lesson. Presenting and moving on to the next lesson to keep up with the pacing guide is not working. Trusted teachers are better teachers.
Elementary School	Common Core standards will benefit students but the materials we currently have to implement common core to do not pace for mastery and deep thinking.
Elementary School	I think that many of the district's ideas come from the best of intentions, but teachers must be able to approve the measures taken and be able to give feedback if something <u>is</u> or <u>is not</u> working.
Elementary School	My school is wonderful! The district often time makes decisions that are not the best for all schools.
Elementary School	This survey is too little ... too late.
Elementary School	I love the support I receive from my principal and teammates. However, the district requirements don't always seem student centered. For example, PLCs should give teachers the chance to actually plan instruction as a team. Sometimes, PLC's seem like more about checking off boxes.
Elementary School	I think we should be evaluated and encourage to correct areas in need of improvement. I do not think our TVAAS scores and evaluation scores should be used as a punitive measure.

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Elementary School	Plan Time - for many teachers, there is <u>zero</u> plan time. Maybe special ed students could attend an enrichment/social group to give CDC teachers some time to plan / do paperwork?
Elementary School	While teachers have the opportunity to provide input, there is little done to address the input. Also, level 4 and 5 teachers should have the number of observations lowered.
Elementary School	I do not believe the district listens to its professional educators when it come to developmentally appropriate practice. This amount of testing <u>is not</u> useful or appropriate for primary aged children. SAT 10 is <u>not aligned</u> with Common Core nor is it fair to young children to put them through 3-4 days of testing just to generate a score for teacher evals.
Elementary School	The environment in this school district has changed from a place for learning to an enterprise-type atmosphere. The current evaluation process is not a growth model as it was described when implemented. It is a "gotch" system used to end careers.
Elementary School	My school is a good place to work however I feel this is rare. Overall, Knox County Schools have become very hostile. You have people in positions in power with their own agendas, and use their positions in petty ways. (Over, at my school this is not true, but system wide it is.)
Elementary School	APEX is unfair. It is "secret" who gets money, very biased system, does not uplift. Feedback is rote, not helpful. Teachers who earned school scores bump others into pay. Students are floundering in CC . Poor reading department. Math is great.
Elementary School	<p>#1-3 - If a teacher proves to be a 4 or 5 - they shouldn't have to be observed yearly or <u>ever</u>. If a teacher is a 3 (which is a good solid teacher) they should also be exempt from yearly observations. Come in - visit often - see the kids learning - but do NOT "OBSERVE" one lesson and think that is how I teach daily.</p> <p>#16-17 - I came to this district from a different state about 7 years ago. I used to say my worst day here was better than my best day there. I used to love working here. About 4-5 years ago it became harder and harder to do my job because all I am doing is testing and paperwork! I'm ready to find a new job...that is really sad because I LOVE TEACHING!</p>
Elementary School	I think PLC takes too much time away from teacher planning time. Teachers are having to stay after school for hours and still take things home to work on because our planning time is spent in meetings and PLC/preparing for PLC. Testing for PLC's takes away from instructional time in the classroom. <u>Weekly</u> PLC are a waste of needed planning time for teachers.
Elementary School	Look at the whole individual and not just the test scores.
Elementary School	PLC's are ineffective in a TAP school. Teachers are already using student data on a regular basis to make instructional decisions. In my experience they are poorly run, and are largely a waste of time. Please remove PLC's from TAP schools. Thank you.

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Elementary School	<p>The whole evaluation <u>process is wrong</u>. I believe in accountability, but I don't believe <u>1 test</u> is a <u>valid</u> measure of anyone's ability student or teacher! I would recommend the politicians and school board members come into a low income school and observe students who take the test. Many do not care at all! Some will try for a while but get tired and it is all done! Some can't focus long enough to sit in a chair let alone take a 3 hour test.</p> <p>The evaluations are too subjective and ridiculous! I have worked in other districts. Knox County is the most stressful and dictative district I've working in. I work at least 60 hours a week trying to meet all the demands. I don't have time for my family or anything else. PLC's are a waste! I am sick of contrived data for the sake of a meeting. The only data I want to analyze in a <u>meeting</u> is data that drive instruction! Not <u>waste</u> my time!</p>
Elementary School	<p>#11 - Providing input is not the same as responding positively to input. The opportunities seem to be falsely advertised as the district's way to "listen" when, in fact, hey seem to be ignoring major problems and concerns. <u>Very frustrating</u>.</p>
Elementary School	<p>With the steps taken by our district and "upper levels" we are being continuously unheard. This survey does not address our true concerns - only items we've already exhausted - and still <u>not heard!</u> My love for children is the <u>only</u> thing keeping me with this profession. We are facing these issues everyday. <u>Please listen!</u></p>
Elementary School	<p>Let teachers vote on the school calendar by <u>giving several calendar options to choose from</u>.</p>
Elementary School	<p>A balanced calendar is a great idea only if intervention / remediation takes place during all breaks not just at the end. The TRIPOD survey is valuable for grades 1-5. K is too young; 6-12 can be self-serving.</p> <p>My overall feeling in KCS is that we have been given so many things to learn and teach that we do not have the time to do them well. It is very disheartening.</p>
Elementary School	<p>I do not feel that the county, city or school see teachers as competent, talented or able to teach. There appears to be no recognition of our college degree through requiring PD that "reteach" our knowledge. Several staff have indicated that if we had planning time instead of constant meetings (4/5 days a week) we could better plan, instruct and help our students progress.</p>
Elementary School	<p>#3 - 5 score are not obtainable = corporate America.</p>
Elementary School	<p>The school district as well as my school has very low teacher morale; it's a very stressful place to work right now.</p>
Elementary School	<p>Communication about what I need to do in my classroom with these changes is <u>not</u> good. I am told to do things, however, I am not given materials and time/training to prepare. I feel uneducated about these changes and do not want to look like a not so good teacher for the lack of information.</p> <p>*TRIPOD does not fit for my job.*</p>
Elementary School	<p>There is no respect for teachers and their decision making abilities. We have too many coaches and coaches who don't work with students - we would be better off with teacher assistants. Nothing addressed TAP schools.</p>

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Elementary School	Teachers are expected to spend too much time off contract on things that are mandatory. 60+ hours is too much time to expect us to spend without additional compensation. We need to be trusted as professionals and be paid for an additional 5-10 days to make up for all overtime hours. There should only be 5 or less built in snow days. We haven't used more than 3 or 4 in many years. Elementary teachers are giving the county 4-6 days of free labor.
Elementary School	PLCs are fine, but should occur less often (possibly monthly).
Elementary School	As a professional, I am mostly ok with our evaluation process -- it helps us stay accountable and it's aim is to help us grow. However, I do not agree with my APEX award being tied to another teacher's growth scores (I am a non-tested teacher). My receiving compensation should be on <u>my</u> students not someone else's. I work at an <u>awesome</u> school with an amazing staff and an incredible administrator!
Elementary School	<ul style="list-style-type: none"> · PLCs are about DATA. In years past we have watched videos and observed PLCs at other schools. To <u>now</u> say <u>PLCs</u> are about <u>planning</u> is a <u>complete opposite</u> as to what we have been told! · After attending several district wide strategic meetings, what <u>you</u> heard and what <u>others</u> heard were 2 different things. Teachers never said they needed more coaches, they said they needed more help (assistants). Coaches are an extension of administration and are <u>mouth pieces from downtown</u>. Get rid of them. · Many questions about evaluations and TVAAS unanswered. · Talk is cheap, put action behind your words. · Teachers work 10-12 hours daily for little pay.
Elementary School	Teachers are pushed to do more with less time. Meetings (like PLC's) should be during the day without students - not during a 40 minute planning period. Unannounced observations are <u>not</u> professional !
Elementary School	Every year my joy for teaching has diminished more and more. This job has become more and more stressful. There are entirely too many demands with not enough time to accomplish those tasks. The hard work we put in is unappreciated! There are way too many skills to be covered for students to master. The TEAM rubric is not realistic!
Elementary School	Special Education students should not be included in the teacher's value-added. Teachers who have a Level 5 summative evaluation score should have only 1 Observation <u>this year</u> like other School Systems in the State.
Elementary School	There has simply been too much change, too quickly in Knox County.
Elementary School	Adjusting teachers experience of the TEAM evaluation process may significantly reduce the stress level experienced currently. Provide an announced and unannounced observation or give a window of time in which unannounced will be conducted. (i.e.: during month of December, "your unannounced will be Wed.")
Elementary School	#12 - #13 - Is that why we have all curriculum provided - Encore, Reading Street, Core PowerPoint, writing PowerPoint?
Elementary School	I feel the district puts the cart before the horse in many aspects. Intentions, I do believe, are good. However, as an educator I do not feel teachers are given an appropriate amount of time to implement new mandates.

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Elementary School	I believe we are trying to fix too many things at one time. All teachers want to push themselves and their students, however, teachers are not able to get sound planning and expertise in what is to be taught because we are thrown different things left and right very last minute. We didn't even get our teaching materials until after the school year began, for example.
Elementary School	Student testing should not be tied to employment or renewal of your license.
Elementary School	Overall, I think the evaluation system stresses teachers out. Scores are not consistent between evaluators and often don't correlate with test scores. - I think the Tripod data is a joke. - I also believe some students don't test well and therefore don't make great scores.
Elementary School	I feel like P.E. teachers have autonomy to make decisions about instructional delivery but as far as classroom teachers are concerned I disagree.
Elementary School	Licensed teachers/personnel in my district are treated with disrespect, and experience is undervalued. If positions are cut, we are required to start the application process as if we are fresh out of college. We have no voice!
Elementary School	#3 - How can I select when there is no clear definition to these choices. Unclear! #4 - What does this mean? All schools? Do we not do that now? #6 - I do not <u>trust</u> the district to answer.
Elementary School	#14: Only certain people are encouraged. Special Ed is often told "No, you can't be a mentor teacher, if you have time for that, you can see more kids."
Elementary School	I believe that having 2 unannounced evaluations per year that account for a higher percentage of teacher evaluations than TCAP scores is entirely disproportional. I think having more informal walk-throughs would offer a more fair opportunity. Furthermore, with the new stresses that I have been under with the exorbitant amount of changes this year, I would expect a significant increase to my salary.
Elementary School	Teachers are extremely stressed out right now with so many different changes going on. There are too many things pulling at teachers pressuring them to teach specific things in specific ways. If changes are being made, everyone needs to be on the same page to make those changes the same way. Many teachers do not feel supported, they feel overwhelmed, with their teaching. We are being asked to teach too much to students that aren't always developmentally ready for certain things. Teachers and students teach and learn in different ways and should be allowed to do that with content to be learned.
Elementary School	TAP schools should not have PLCs. TAP schools should have their evaluations reduced to 2 evaluations a year. (More "drop-ins" would be welcomed.) Also, third grade teachers should not get a TVAAS score based on a read-aloud SAT 10 test.

Education Level	#18 Comments
Elementary School	#12 - Not true for all schools, but true for mine. #13 - Not true for all schools, but true for mine. #14 - Relates to school rather than district. #15 - Not true for all schools, but true for mine.
Elementary School	State requires one observation - state requires 1. Level 4 or 5 = one observation. #10 - Whole Language did not work in the 70s / 80s. #14 - No time - JOB = 70 hrs./wk. #15 - We want to departmentalize
Elementary School	Teacher salaries do not match the level of professionalism expected. Simply put - teachers do not get paid enough. The time spent at home - on weekends, holidays and in the summer - on school work is all <u>voluntary</u> - for our kids at school - not for evaluations! High expectations = higher pay scale!
Elementary School	I feel that Common Core is American arrogance at its worst. Intellect is a gift equal to music, athletics, arts. Not everyone wants <u>or</u> needs to go to college but all citizens need basic math and reading skills which are being overlooked in the interest of higher standards. There is honor in being self sufficient in a trade.
Elementary School	I feel that my direct "bosses" give their all to this school. They make it a lot easier and enable us to use our professional judgment. Actions by the district have appeared to reflect otherwise.
Elementary School	Sped TEAM evaluations need a different rubric. Also, one of Sped's evaluations should be an iep meeting since we spend half our time in meetings.
Elementary School	Testing for K-2 should stop. This is not age appropriate. Stop DE testing. Allow special ed kids concessions based on iep during test. Get retired teachers / or teachers out of building to evaluate teachers.
Elementary School	Evaluations are very useful in providing a teacher with feedback about his/her instruction, improvements necessary to make instruction more effective, and encouragement to continue using strategies that are best practices. The current evaluation system, causes so much stress and seems like the aim is to be punitive rather than productive and encouraging. There is so much that goes on in a classroom and such a wide variety of influences on student motivation, behavior, and learning. Two evaluations cannot possibly reflect a teacher's effectiveness.
Elementary School	I do not enjoy teaching anymore. I hate all the common core, APEX, TEAM blah-blah.
Elementary School	My school is great where my principal treats me with dignity and as a professional. I no longer feel this way as far as my school system is concerned! My principal values my input. As far as the school system is concerned, I feel like the enemy. Talk is cheap, I want to see action from uptown.
Elementary School	Assessments are excessive. Students in K-2 should not be expected to participate in high stakes testing. They are not developmentally ready for this and it is pitiful to watch them take these tests. Our decision-making as teachers has been reduced and we are not allowed to make decisions about what benefits our kids if it isn't what the district said is right. Meetings are excessive and worthless!

Education Level	#18 Comments
Elementary School	I have concerns about the rubrics used for evaluation, should the same rubrics be used grades prek to 12? I feel we are assessing students too frequently without giving students time to develop their understanding of concepts.
Elementary School	For #15, many teachers are very capable of this; however, there are some (2 on my team) who are definitely not capable of making some of these decisions.
Elementary School	Administrators no longer have time to perform school wide duties such as IEP meetings, discipline, teacher support due to the extensive amount of time spent on teacher evaluations.
Elementary School	We are not valued or viewed as educational <u>professionals</u> . We are told we are, but actions speak louder than words. We don't mind being evaluated, we mind being evaluated with a rubric that <u>does not</u> work for all lessons especially not all grades K-12. Also, I would rather have a salary increase than an unattainable APEX reward! A little respect and appreciation would be nice!
Elementary School	I believe that teachers in Knox County <u>deserve a pay increase</u> because we are given a <u>million responsibilities with little pay!!!</u>
Elementary School	Using the common core for special education students is very challenging. These goals are very broad and often these students need to address the minute steps within the goal which make mastery very difficult.
Elementary School	--Too much stress placed on teachers - let us do our job. --Too much student testing - let them have more time to learn. --Give teachers the freedom to teach how the students learn best at the students' pace.
Elementary School	Please provide all schools with equal technological resources and facilities. Currently, there is a great deal of inequity between individual schools in regards to facilities and technology.
Elementary School	Questions #11-15 should have separated school and district. The situations between both places are very different and will give faulty results.
Elementary School	Knox Co Schools have become a very stressful place to teach. We begin the school year with one plan for instruction and it continually changes throughout the year. Teachers are overworked, putting in 60+ hours a week, at the expense of time with their own families. The students are as stressed as the teachers!
Elementary School	Our children are <u>over-tested!</u> Politicians think this is necessary. Educators need to stand up and let the politicians know this. <u>Everyone</u> working for a school district need to be an educator, not a politician.
Elementary School	--Common Core is a great idea in theory but it is not being appropriately implemented or assessed in our school system. --Teachers should <u>not</u> be assessed on just <u>test scores</u> -- they should be allowed to have some of the data <u>they</u> collect throughout the year count toward that.

Education Level	#18 Comments
Elementary School	<p>- PLC's are a waste of time for primary grades. Could meet monthly for intermediate grades.</p> <p>- Common Core is good - PARCC is not - Pearson is not - Our county is <u>not</u>. Our Reading Department has <u>NO IDEA WHAT THEY ARE DOING!!</u></p> <p>-I'M NOT A Knox County native. I have taught in other states and grew up in a different one as well. This is one of the most unorganized counties I have EVER worked in.</p>
Elementary School	<p>I disagree with having evaluations every year. I also feel our input is not heard and acted upon. Students are more than data and test scores - so is teaching! My school is a wonderful place, but the pressure from higher up is stressful and unproductive.</p>
Elementary School	<p>I appreciate the Apex money that teachers are receiving for doing a good job. I have been wanting this move for years!</p>
Elementary School	<p>With so many initiatives being put into action, I do not feel like I am doing anything well. Every department has a plan to implement. I am the only person implementing all of these plans for my students. IQ and PBL target research skills. Why is it necessary to do both? Even integrated, doing both takes too much time from Science and social Studies, of which I am still accountable for. I feel like our administration is so removed from the classroom that they have no idea what their grand plans look like in action and what it requires from us. Going home at 5:00 and working for 3-4 more hours at home isn't working for my 2nd grader. Who should help him with his homework? I can not sit through another repeat Accountable Talk PD at Charting the Course. Using the same resources, doing the same activities, and hearing the same message has made me feel disrespected by those I work for. I am a level 5 teacher, I don't know if I can make it to 30 years. I don't think that matters to anyone.</p>
Elementary School	<p>The question is (1) can our leadership rally and lead staff through a difficult change and (2) which business model will the district follow; Wal-Mart or Trader Joes. Is the district hiring and burning out staff or mentoring quality staff with the goal of long term retention and high quality service.</p>
Elementary School	<p>Please work to decrease K-2 testing. I'm tired of seeing students be anxious because they are taking developmentally inappropriate tests. We need to build students up, not knock them down. Also, please change the evaluation system and decrease our stress.</p>
Elementary School	<p>I agree that the transition to common core is essential in educating our students, but Knox County needs to leave them alone and let us teach them. Primary students are being tested <u>too</u> much and it is affecting their view of education. I am ok with evaluations! The evaluation rubric <u>needs revamping</u> for primary teachers.</p>
Elementary School	<p>Teacher stress level is too high -- Conflicting information from downtown cause communication issues. PLC's -- too much data not enough planning.</p>
Elementary School	<p>We have earned the title of professional but are not given that respect or authority - parents however, are a large part to good learning and need to <u>be held accountable!</u></p>

Education Level	#18 Comments
Elementary School	I am enjoying my job less and less. We test too much. The county gives inconsistent directions. I am not allowed to make the best decisions for my students. Parents are less involved, and my students are getting lower each year. I have little ownership in my classroom. My stress level is at an all time high. My own child is very stressed about testing in school.
Elementary School	<ul style="list-style-type: none"> · I would like to be given more information as to how a years growth is determined "magic formula". · In reference to #11, 12, 13, & 15 my answers are in reference to how I feel I am valued / listened to/ viewed by my district. However, at my school level by administrators I feel <u>very</u> valued and listened to. · I am troubled that I'm expected to teach Common Core but am assessing my students with SAT 10 and that is not aligned to common core -- then in turn I am "judged" as a teacher on a test that doesn't match what I'm being asked to teach.
Elementary School	Evaluations are subjective and too frequent. In a class of 18-20 students, it's almost impossible to meet all the learning styles of every child and that's what the rubric for evaluations wants us to do in each lesson. I have no personal life anymore because of what teaching has required of me. I am working my behind off, scared to death that I will lose my job if I don't 1) get good eval scores on subjective evaluations 2) get good rating from 5 years olds and 3) make sure 5 year olds score well on standardized tests they don't even understand directions on. This is no way to spend your life. I just want to teach kids! And I also think their parents should bear a little responsibility for their education as well! It's not just the teacher's fault.
Elementary School	We are testing children <u>way</u> too much. The superintendent doesn't listen or care about what's happening in the classroom. I'm working harder than ever and the TEAM rubric is <u>very</u> unfair. It's based on evaluator interpretation. Teacher morale is very low. It's a real sad time for the state of education. Common Core can be a good thing if implemented correctly. PLC also can be good if implemented correctly. We're expected to do too much data!
Elementary School	I feel we are heading down the wrong path. The stress put on students is unacceptable. Children "hate" school. It is not like this in other counties. Knox County is in a downward spiral and we are doing a grave injustice to our students.
Elementary School	Special education classes such as students who are ID - evals should not be graded as strict on some areas such as Thinking and Problem Solving <u>or</u> use a different rubric. Only people certified Special Ed should evaluate these people - teachers.
Elementary School	My main concerns center around #12 and #13 - lack of trust and respect for individual staff by district.
Elementary School	The school/district statements should be separate. My school treats me like a professional and I have the autonomy to teach as needed to meet the needs of the students. However, I find the district to be one in which teachers are being overworked and underpaid. Pay increases are needed in order to deem one as an educational expert and professional. Teachers are working 12 hour days to meet the demands.

Education Level	#18 Comments
Elementary School	There is too much testing. We are teaching kids to hate learning. They will not be life-long learners. This has made me decide to retire early. The reading department is unprofessional. They send us materials on Sunday for the next day. Everything from them has been unorganized and untimely. I feel disorganized -- LLI kids coming and going; SPED, fluency groups, also in and out. STRESS! We need to calm down!!
Elementary School	Teachers no longer are treated as professionals in Knox County. We do not respect our superintendent and feel strongly he is not qualified for his job. We also are very disappointed in our school board. Teachers with experience are not valued highly. Knox County wants to save money by hiring new teachers instead. All we do is test, test, test. There is not enough time to Teach, Teach, Teach. Also, all these endless evaluations take so much time away from instruction. Evaluators are being urged to lower scores. How does that make a teacher feel? Listen to the outcry of your teachers.
Elementary School	I am pleased with my districts progress and ability to inform teachers and staff on instructional practices and outlines that are meaningful to student learning.
Elementary School	Of course, you don't give us enough room to write. Evaluations are ridiculous! Too much to hit in 1 lesson. I feel as though the county wants to see "struggle" among the faces of the educators who work for them. They do not want to see "success" on their faces, why not? We need to be teaching these children the love of learning -- we are teaching them to hate school - that is not preparing them for college. I want to have fun in class and make every lesson a learning experience. I wanted to be the educator who inspired these children's minds - I am the one forced to bring them down and tell them its NOT enough -- DO MORE. Well enough is enough Knox County - I'm not a robot and neither are my students. STOP being a bully!
Elementary School	Teacher effectiveness scores do not correlate with true "teacher effectiveness" at my school. Several strong teachers that teach KCS curriculum using KCS directed strategies and pacing have low effectiveness scores. This has caused a lot of stress and confusion at my school.
Elementary School	As a primary school teacher I am frustrated with the expectations for my students. I want to challenge them, but most of my students need to learn the foundational skills and basics to solve these problems, write to sources, etc. The block scheduling aspect for elementary school is extremely limiting and restrictive for our age students. I need to be able to adapt my schedule to meet the needs of my children (resource leaving, ELL leaving, etc.). Too much testing for K-2. I like assessments to tell how my students are doing with a skill, but not testing for testing sake.
Elementary School	I feel like these questions do not target some of the <u>main</u> problems, so I don't know how this will help.
Elementary School	I think it would be more helpful to have PLC's once a month rather than once a week. Having Encore teachers work with small reading and math groups is not helpful to anyone. Please get rid of block scheduling! Block scheduling creates inequities in the amount of time kids get to spend in these specialized classes, depending on which school they attend. Carefully sequenced music instruction, in particular, has been shown to increase student achievement. There has been <u>much</u> research done on this! Give them <u>more</u> music time, not less!!

Education Level	#18 Comments
Elementary School	<p>Questions #2-#3 - All schools should have the same numbered and type of evaluations regardless to TEAM or TAP and scores.</p> <p>Question #4 - My initial inclination is to disagree, but I need more information.</p> <p>Question #8 - Collaborative planning doesn't take place (we are told what to do).</p> <p>Question #10 - I believe CCSS leave a lot of undefined areas that are left to be interpreted differently. I don't feel we are trusted because we have to fit all standards in the box of a grade level when some are high and some are low - modifications are not enough. We should also have a stronger say in retentions. The district needs to strongly consider pay raises and more uninterrupted planning time.</p>
Elementary School	<p>I feel the evaluation system doesn't respect the teachers that are trying to do better. It only punishes them. 2 observations a year does not provide enough information to base a teacher's life on. It's very stressful and 2 hours doesn't prove if a teacher is adequate. Get rid of this evaluation system!!!!</p>
Elementary School	<p>I suggest doing 2 unannounced observations but <u>give</u> a time frame in which it will occur (ex - between Oct and Nov. or in Oct).</p> <p>* I want the results of this survey to be shared with teachers clearly and transparently.</p> <p>PLCs are time consuming - we give tests just to have data. This takes away <u>precious</u> instruction time. Reduce the required goals to one academic area, not both math and ELA.</p>
Elementary School	<p>The reason I became a teacher more and more fades away. My love for students and their love for learning leaves because of the stress placed upon everyone involved. Teaching is not about students anymore. They are seen more as data and statistics rather than a personal child. Teachers are constantly taking things home and staying late to get work complete.</p>
Elementary School	<ol style="list-style-type: none"> 1. Our curriculum (Pearson) is NOT common core. It says it is... it is not. CC is less standards but should delve deeper. That is <u>not</u> what Pearson Math or Reading does! 2. #4 - Are teachers required to teach intervention/enrichment during those week breaks? 3. PLCs are a waste of my planning time!
Elementary School	<p>I think all level 4 or 5 Summative evaluations scores from the prior year should have state-required observation protocol - should be reduced for 2 formal observations per year to 1 unannounced and 1 informal.</p>
Elementary School	<p>Teachers have the "opportunity" to provide input but whether or not it is listened to is up in the air. We are over meeting, over testing, over stressed and underpaid. I have been a teacher for many, many years and have never been so unhappy. I dread getting out of bed some mornings because school is so heavy these days. The job I once loved and was impassioned by, is now just a heavy load I drudge through.</p>

Education Level	#18 Comments
Elementary School	<ul style="list-style-type: none"> · I feel that adding more assessments in Spring 2014 will take time away from instruction right before TCAP. · We already assess so much that it is hard to complete all instruction. · We have very little planning time due so many meetings. <p>Per #11-15 - we can speak our mind, but nothing comes of it. We are still dictated to and have very little input that leads to change.</p>
Elementary School	<p>As a K teacher, I would like to have the option to choose my 15%/35% from a score that comes from the year that I have taught the students. As it is now, I am forced to choose an assessment score and receive a score from a year of growth when students were not in my classroom. I would like my score to reflect my teaching and not a year of growth when I did not teach the students. Also, I would like to know why we have to make up snow days if we use too many, but what happens to the snow days that we work but don't use?</p>
Elementary School	<p>I'm hopeful that the morale of KCS teachers will improve when meaningful changes are made. I have seen wonderful teachers leave Knox County for surrounding districts, so I'm hoping that we can keep our amazing educators in Knox County.</p>
Elementary School	<p>I feel this survey truly does not address the teachers' concerns or worries. It isn't the common core that teachers are having a problem with. It is the new evaluation system. Teachers are not given the scores that they deserve. Principals are being told they better not give 5s.</p>
Elementary School	<p>I am disheartened and discouraged to see teacher morale in KCS so low. In 24 years, I've <u>never</u> felt so stressed and unappreciated. My school and administration is great, but while the board won the battle 12/9/2013, you are losing the war with your foot soldiers. Too much testing!</p>
Elementary School	<p>I feel teachers are viewed negatively from the top down. Overall, while evaluations can have a positive influence, top level KCS views it and treats it as punitive. There are also many styles of teaching the evaluations do not include. Finally, having worked in business previously, I never endured an evaluation of this nature (and I worked for Fortune 100 companies). Evaluations of KCS nature are ones that show how well you can put on a "show".</p>
Elementary School	<p>The amount of testing going on throughout the school year consumes a ridiculous amount of time ... time where instruction could be occurring. I believe we should <u>decrease</u> testing and <u>increase</u> instruction time.</p>
Elementary School	<p>I believe further attention and training should be provided in how the CCSS, Reading Street series, and TEAM evaluation system align within classroom instruction.</p>
Elementary School	<p>Elementary students are over assessed. K-2 should build foundational skills. Too much training time (worthless) not enough Planning/implementing.</p>

Education Level	#18 Comments
Elementary School	<p>If student surveys are given at the beginning of the year, then teachers should be able to see the results and be given the opportunity to adjust or improve. Personally, I don't believe them to be valuable especially when you have students who don't understand the questions/statements.</p> <p>Evaluations should return to one announced and one unannounced. Can we begin this in Spring 2014?</p>
Elementary School	<p>I would feel as though our school/district would be a good place to learn if there wasn't so much emphasis on testing and if teachers were allowed to make decisions based on knowledge of students and their professional judgment.</p>
Elementary School	<p>Eliminate K-2 testing as it is not mandated by the state.</p> <p>Do not place a 1 if something is unseen on the rubric. Place a N/A and come back to see it within the next few days.</p> <p>Both observations should be announced.</p> <p>Eliminate APEX.</p> <p>I do not feel respected by my superintendent, district leaders.</p> <p>Re-evaluate worth of 50 literacy coaches. I have not seen direct benefit in my many years experience.</p>
Elementary School	<p>PLC's are a waste of time. We are told what to teach, how to teach, and when. Teaching is stressful and not enjoyable anymore.</p>
Elementary School	<p>I <u>love</u> the direction our district is headed. This is my 10th year in this profession and I'm so happy to finally see someone holding teachers accountable. No one can argue with the results (report card). Go Dr. McIntyre!</p>
Elementary School	<p>TEAM rubric and evaluation system needs to be differentiated for special areas as well as special ed. Their jobs are <u>so</u> different from regular classroom teachers and their responsibilities are very different. Also, evaluators need to be expertise / teaching experience in the fields of teachers they evaluate.</p> <p>The school board needs a teacher representative.</p> <p>I feel very valued and respected at my school, however, at the district level I do <u>not</u> feel valued or like a professional at all.</p>

Education Level	#18 Comments
Elementary School	<p>The amount of time required to teach each subject, do intervention and enrichment, administer medications, answer parent emails, review data, create lesson plans and grade papers <u>FAR</u> exceed the time that we have a professionals. I am expected to teach a Voyager Intervention group for 3 minutes, meet 1 on 1 with a Tier 2 student for 15 minutes, teach Spelling and Whole Group Reading for 30 minutes (even though the story is 15-20 pages long), teach Grammar, Process Writing, Write to the story for 30 minutes. I am required to meet with every student in small groups for at least 20 minutes, so if you have 4 small groups, that is 1 hour 20 minutes. Students need their 45 special area time to be kids. I am required to teach math for 90 minutes and if there is anytime left, then I can teach Science, Social Studies or maybe read aloud a book for fun. Oops. I forgot the 30 minute lunch and 20-minute recess. Meanwhile, every 5 weeks I have to conduct a "mini-research" paper that ends up taking at least 30 minutes daily for at least 5 days. Then there's CMB testing, Discovery Ed testing, TCAP testing, CRA tests which truly do not give me any data, but I have to do. I can't forget the 4 out of 5 planning periods that I get when I'm not in an S-Team meeting or working on out-of-date technology. I wonder why I want to quit!</p>
Elementary School	<p>We need more time in our rooms/own school on in-service days. Although district professional development can be good we need time to work without teams and to plan for our own students.</p>
Elementary School	<p>The perception among teachers I've spoken with is that they are asked for feedback but seldom see that feedback leading to positive change. Teachers enter this profession wanting to make a <u>difference</u> but the strictness of pacing guides and evaluation rubrics have us feeling unable to exercise any creative measures to reach those at risk students who NEED that difference.</p>
Elementary School	<p>#6 I usually pass out a survey for my students to fill out to help my instruction. Therefore, the tripod survey is an unnecessary expense. Too much money is spent on extra personnel to coach us. 4 in 1 school is overkill. We do not need to have a PLC meeting and TAP meeting weekly.</p>
Elementary School	<p>I think the TEAM rubric is a good tool to use to guide instruction, HOWEVER I do <u>not</u> think it is an effective way to evaluate a teacher's performance throughout the year. A few observations cannot effectively measure a teacher's holistic performance. I think a <u>better</u> assessment format would be to give more request, informal pop-in visits to observe instruction and classroom culture. It is unrealistic to expect to see <u>all</u> indicators met in one 60 minute visit.</p>
Elementary School	<ul style="list-style-type: none"> · So many students are tardy and miss breakfast. They also miss instruction. I feel that the school day should start later for K-5. · I think that having 2-3 walk throughs a day is not necessary. I think the administrative team should work better to plan walk throughs. · I think 4 evaluations is way too many for TAP schools. We should have the same evaluation method as <u>all</u> schools.
Elementary School	<p>I think the Teaching Assistants should be included in the TAP Bonus...<u>as originally planned and agreed upon!!</u></p>

Education Level	#18 Comments
Elementary School	TEAM makes everyone the same - no creativity - everyone should teach exactly the same. This eval system has lowered morale and made everyone feel ineffective. And why is 5 on the rubric if it is unattainable? The whole eval system is <u>demoralizing!</u>
Elementary School	This is my 5th year. Teaching has been my passion and direction since a child. In the last 2 years I have seriously considered quitting the profession. The amount of work and expectations from the district are unrealistic. My school administration are the ones who life me and keep other stressful duties out of my control (S-Teams, IEPs, etc.) has caused health issues.
Elementary School	I am extremely disappointed in the direction our district is moving. New leadership is needed at the extreme top. Teachers desire to have their classrooms back rather than following the dictates of those who have little to no experience.
Elementary School	Common Core expectations, new reading series, intervention responsibility, TEAM being relatively new -- all these changes are causing stress for teachers. These changes came too quickly -- each year something <u>MAJOR</u> is added!
Elementary School	I'm over all the "lip service". I wish that the superintendent would actually take action instead of "acting" as if he cares about teacher comments. Student growth should be the indicator of how effective a teacher is, <u>NOT</u> subjective observations. Stop K-2 testing!
Elementary School	The current evaluation system feels confrontational and provides additional undue stress on a new teacher. There is too much to do each and every day and not enough time. My biggest concern is the lack of administrative support with discipline issues.
Elementary School	Testing too much creates students who are over stressed. Coming to school and learning should be fun but if all we are interested in is students who do well on tests we are not doing our jobs. We should be teaching students the love of learning not the stress of test taking.
Elementary School	Teacher input is a must! Our input has been given but not valued. Teachers know what works best in our classrooms. The TEAM rubric and evaluations have caused <u>much</u> undo stress. It is not possible to have a fair evaluation based on the same rubric for k-12. Teaching is a difficult job with many demands. Children need love and nurturing. When stress levels are high because of unannounced evaluations, it is difficult to nurture. Teachers do not feel valued anymore! This is a change that has occurred since Superintendent McIntyre has been here.
Elementary School	Question #11 asks about input. The district just recently started asking for input, but I am not confident that the district is open to hearing the input. I am grateful for my school administrators. They do listen and help when they can. Things feel very cookie cutter due to leadership downtown.
Elementary School	Primary/Elementary students should focus on learning the foundational skills. They are over-assessed! Lighten up on the research papers and Math tasks for K-2.
Elementary School	We are told that things provided by Knox County are simply tools to further education yet are told by instructional coaches we <u>must</u> use Knox County's created resources. We are not trusted as professionals.

Education Level	#18 Comments
Elementary School	I sincerely hope that the data collected from this survey is taken seriously. However, given recent and past examples from the District, this does not seem to be the case. My fear is that this survey is merely our superintendents way of pretending our concerns are being addressed, while in fact, they are not and things still remain to be very difficult for teachers.
Elementary School	I am retiring this year with much sadness. I have taught in three different states and the present process, especially, teacher evaluation is a <u>joke</u> . In the past, a retiring teacher was given the respect of service and exempted. You are going to have <u>massive</u> exit of good teachers - 90% of the teachers on my school staff want to exit. Good luck - this is not the answer.
Elementary School	*Common Core SS is not bad at all. It's the <u>excessive</u> testing. *Need to work on the "evaluation 61" -- this is an insult. We need to be judged on applicable grade-level bullets.
Elementary School	A rubric for evaluations of Special Education teachers should be developed that reflect the specific needs in Special Education and match the approved programs taught in Special Education.
Elementary School	Evaluation rubrics should be <u>content</u> and <u>grade level</u> specific. There should be lead teachers in each content area that evaluates that area (music evals music, art evals art, etc....).
Elementary School	<u>Teachers</u> need to be the primary decision makers in our district (not central office personnel or coaches). APEX is divisive among colleagues and is an unfair system of compensation and should be done away with. Elementary classes should be departmentalized to create more planning time for teachers.
Elementary School	Tripod survey is <u>totally invalid</u> . Principal had to explain to Kindergarten class who I am (P.E. Teacher). Knox County was at one time a system that allowed, encouraged teachers but not at the present. This system has lost many great teachers to other systems. Our "leaders" might work on developing people skills, engaging teachers, visiting schools and making an effort to understand child development.
Elementary School	Be realistic. Be appreciative. Be fair. TRUST our ability as teachers.
Elementary School	I think Common Core is an art not a science but is a good way to look into the future. My concerns are more with the TEAM evaluations. There are better ways to evaluate teachers other than TEAM.
Elementary School	- Moral is very low at my school and in the district. - Evaluators should be an expert in the grade/subject are that they are evaluating: ex. Spanish, p.e., pre-school, etc.
Elementary School	I feel the TEAM evaluation process has changed the focus. Teachers are too concerned with the rubric and the number they score rather than focusing on the students. Having pressure to teach to a rubric has taken away from students. I do not believe TEAM has been a positive impact in the classrooms.
Elementary School	I would like to see our evaluations based on the <u>required state</u> evaluations. We have already had our planning and unannounced, only environment for 2nd semester.

Education Level	#18 Comments
Elementary School	The TEAM rubric does not always correlate with the lessons I teach. SAT 10 testing should be taken away in the primary grades. It is not developmentally appropriate.
Elementary School	#3 - Should apply to those who score a 4 or 5. #11-14 - Although we are on the front lines of education our input/expertise/knowledge is not valued or considered as the professionals that we are.
Elementary School	The teachers morale is low. Principals and teachers feel at odds. Teachers are too concerned about test scores. The positive teachers are stretching themselves and doing their best to educate students.
Elementary School	I feel students and teachers need more time to learn/teach during the instructional day. Too much time is spent getting ready to test and testing. There is not much left for teachers to use their creativity since so much is dictated on what to do.
Elementary School	I feel as teachers, no one is listening to how stressed, overworked, and underpaid we truly are for the job you are expecting us to perform. I truly love being an educator, but have spent more time away from my family, in tears, and sick due to stress. This is not okay! My students need more from this district and it begins with respecting us as educators.
Elementary School	Testing is ridiculous. Teachers are <u>wasting</u> too much time collecting data (numbers of no value). 30 to 35 days out of the school year is wasted for testing. Wasted time.
Elementary School	PLCs are most helpful when teachers use it as a platform to share what they have found is helpful. It's a more positive and supportive environment. TEAM evaluations are causing a higher turnover rate in teachers.
Elementary School	I do not think that the teacher's ideas and thoughts are heard even when they are asked for input. I feel as if I am told exactly what to do and when to do. I have no say so as to how I teach my children or how much time to spend on each. There is no time to go back and re-teach or make sure each student understands.
Elementary School	CBM, TCAP, Discovery Ed, Module Test, SAT 10, CARE, summative test, formative tests, ... How much testing/assessment needs to be done to determine where a child is? What exactly are we assessing? Something is wrong when students are excited to simply watch an educational video at recess to "take a break".
Elementary School	I am concerned with all the testing, teachers are testing almost as much as they teach. If we could streamline our assessments it would be very helpful (CRA, Smart Goal Testing, Discovery Ed, etc.). Thank you.
Elementary School	We, the teachers, feel used and abused. We have the highest paid superintendent in the state with one of the lowest faculty pay scales and minimized benefits in the state. Who would want to stay in this county? Also, teachers on the East side are expected to work harder posting lesson plans and getting 4 TAP evaluations and <u>are not getting any</u> county recognition for high TVAAS!!!
Elementary School	This is the 1st year of my 28 year experience that I feel our Superintendent is inept and an asshole. I will not support my son going into education at U.T. because this school system is not a place that I want him to work. It is a shame that teachers are not trusted, encouraged, and valued as they work harder than ever and get less.

Education Level	#18 Comments
Elementary School	We are provided with pacing guides and power points that we are expected to use. We are supposed to teach the curriculum purchased by the district.
Elementary School	You should have listed school and district differently. I truly feel that it really doesn't matter what I think. When meetings are done district wide with chosen teachers, I don't know how the teachers are chosen.
Elementary School	Grades 3 and 4 should NOT be tested in the 2014 Writing assessment -- the district has absolutely NOT had its act together this year. They have put out incorrect information which has been poorly developed. I, as well as the rest of the teachers in this school, can not continue to work 11, 12, 13, 14 hours a day! I am tired of being a guinea pig for the next "bright idea" to come along to KCS. TAP is ridiculous. The master teachers should be put back into a classroom to work with kids! The expectations are unattainable and just place more work on the teachers.
Elementary School	Teachers that score below a 3 on rubric should be given extra support from a level 4 or 5 teacher and support from coach or mentor. I <u>disagree</u> with educated and experienced teachers being given "a letter". This decreases and crushes moral and makes a lot of teachers leave the profession.
Elementary School	I hope positive changes are made in response to this survey.
Elementary School	Breakfast in the classroom is <u>nasty</u> and takes away from instructional time. We are not restaurant servers! Thank you!
Elementary School	School Board Members should be required to come to schools and talk to teachers (not pop in for a quick god and pony show) once a month.
Elementary School	<ul style="list-style-type: none"> - Get rid of APEX - it is a subjective and unfair system. - SAT 10 should <u>not</u> be tied to the evaluation because it is not aligned with Common Core! - Instructional coaches are a waste of money. - KCS needs to re-evaluate how we are implementing CC. 2nd graders DO NOT need to write 5 research papers! They need to learn how to write sentences and paragraphs.
Elementary School	Put action behind <u>words</u> ! Rhetoric
Elementary School	My idea - instead of 2 observations of lessons where we try to cram all indicators into a single lesson, have 8-10 mini 15 min. observations and 1 walk-in. This gives a better useful pix of lessons in all subjects, throughout year, not just 2 snapshots. Some lessons cater to higher level assessments, problem solving, etc., others don't as well. This way also lessens stress on teachers to cram all indicators to 1 or 2 lessons if we know that over several different visits, subjects, etc. you look for indicators. also gives better overall picture of lessons (8-10) not just 2.
Elementary School	I teach encore class. PLC meetings do not function for me as described in #8 because encore teachers teach different subjects. Once a week is <u>too much</u> . Needs to be <u>every other</u> week or once a month for encore. We are doing fine arts portfolio. WHEN AM I SUPPOSED TO FIND TIME TO PLAN OUTSTANDING LESSON PLANS??!!! There are too many meetings and new strategies being rolled out. <u>SLOW IT DOWN!</u>
Elementary School	I work at a TAP school. Why didn't you ask about TAP?

Education Level	#18 Comments
Elementary School	We can not make decisions about materials if we have to choose books from an approved list. <u>Most</u> teachers would not choose inappropriate materials.
Elementary School	I have an issue with this being given after a contract renewal for Dr. McIntyre. Listen to the teachers - we are being ignored and we are in the trenches.
Elementary School	Evaluations need to be equal and fair across the county. TEAM/TAP schools are not evaluated equally and it is not fair for growth of teacher scores. Those who "lead" our county and make decisions for us should have more of a background in education. They should also come and spend more quality time in the schools to better understand our concerns and needs.
Elementary School	I think changes (to be made) have already been discussed. Hope someone listens.
Elementary School	I don't feel that I am respected as a professional educator in Knox County because of how the delivery/pacing of the curriculum is spoon-fed to us by the district, which allows little, if any, flexibility to teach the standards in the way I feel would get the greatest results.
Elementary School	TEAM evaluations do NOT measure the effectiveness of support staff such as psychologist or behavior liaison!
Elementary School	I based this upon the district and not on my specific school. Thank you.
Elementary School	Teachers are not allowed to <u>just</u> teach. Kids are tested way too much. What is this CRA for K-2? We want to just teach. Teachers are stressed with the evaluation process and we will never be able to achieve a 5 with what is not called a checklist (Rubric) but in reality it is because it is almost impossible to meet all those in one lesson and when many of our lessons and goals roll over into more than 1 day of teaching we are marked down!
Elementary School	Questions 11-15 if marked <u>school only</u> would be strongly agree.
Elementary School	I feel that there should be only 2 announced evaluations and then several walk throughs all year long. The stress teachers are being put under is making walking in the door each day as a chore not an enjoyment. I wake up each morning sick with worry.
Elementary School	Too much, too fast, OVERWHELMING! Stop putting the cart ahead of the horse! Slow down and build Rome so it will last!
Elementary School	Good try Knox County Schools. The wording is a bit tricky in some of these questions i.e. #4. While input is encouraged McIntyre and his posse just stare blankly into the crowd, like some of my students during testing. McIntyre GET OUT!
Elementary School	I feel that the district shouldn't add anything that isn't needed. The 2 unannounced observations are ridiculous. There is too much already on teachers without causing them more stress. My goal is to make everything, no matter how hard it is for me, easier for my students. Why can't the system do this?
Elementary School	It seems Knox Co. goes overboard with all the observation requirements (too many).
Elementary School	On number 11, 12, 13 my answer reflects district. I feel more positively about these at my school level.

Education Level	#18 Comments
Elementary School	<p>Special Education students should not be included in our value-added. Evaluate administration more often. If a teacher is a 4 or a 5 (total), then require <u>one</u> announced observation every 3-4 years like other school systems in the state.</p> <p>Recognize our union-bargaining power.</p> <p>No unannounced observations. Replace Dr. McIntyre and Karen Carson.</p> <p>Reward advanced degrees monetarily.</p> <p>No Tripod.</p>
Elementary School	<p>I love KCS and our superintendent. I just have issues with all the testing, required materials/pacing, and I feel an inability to be flexible. I also have extreme anxiety and reservations regarding TEAM. It's way too much! And PLCs could be a mandatory <u>monthly</u> meeting.</p>
Elementary School	<p>Students have become data bases only to reach a specific percentile with no regard to educating the "whole" child. The push for all aspects of Common Core and the Team rubric in <u>every</u> lesson <u>every</u> day is unattainable. Change is constant in education, but so much at one time with less support staff and less planning time due to meetings is taking its toll on teachers. We have given our best with little reward but "good, now let's add this" and we have nothing left to give. Our families want us back.</p>
Elementary School	<ul style="list-style-type: none"> - K-2 should not have to be tested so often. - Evaluation scores should not be 50% on how your class did on one test! - Any person can be a great/horrible teacher 2 days out of the year. Walk-throughs would be a better way to evaluate.
Elementary School	<p>The evaluation system is better than the previous model. I find it useful to have feedback about my instruction on a regular basis. An evaluation should not be on end-all, though. Rather it should reflect on areas in which to improve. PLCs are very helpful and I believe that they build comradery within a grade-level team and encourage growth and new/better instructional practices, but in order for a teacher to truly and appropriately implement strategies learned we need time to plan individually and as a team. At this moment we do not have time to adequately practice and implement strategies. Common Core is fantastic on paper and implementation -- where does it say in the CCSS that we should test our kids to death? Balanced calendar -- that would be awesome!! (speaking from experience)</p>
Elementary School	<p>District expectation / state expectations do not align with assessments. Too much emphasis is placed on driving instruction via assessments that do not measure what we teach.</p>
Elementary School	<p>#11 - Yes, we are given the opportunity but many are too intimidated to do so. Also, we don't feel like input matters.</p> <p>#12 - Not comfortable with decisions by district.</p>
Elementary School	<p>Please consider eval methods utilizing other metrics such as TIGER, etc. also research how other districts with high teacher retention apply evaluation model.</p>

Education Level	#18 Comments
Elementary School	I feel teachers are asked for input, but unless they are moved into a leadership role that input is not taken seriously. At my school the input of teachers has not been taken seriously and this is leading to a poor morale.
Elementary School	I love the children and I love teaching but I worry that all the assessment is taking the fun out of it. We can't forget they are little. I think we just need to simplify and apply moderation. PLCs are a good thing, but I do not think we need to meet weekly, monthly would be great! Some CC is great, but less assessment more fiction for the little ones. I love my school! District not so much!
Elementary School	Numbers 11-14 refer to our school atmosphere only. These do not reflect my views on the district as a whole.
Elementary School	I love Knox County Schools and have been part of the district as a student, parent, teacher and taxpayer the majority of my life. However, teachers much be trusted - <u>not micro-managed</u> ; inspired; and praised for their long and hard work. We are presently in environment of negativity and evaluations (negative "gothcha spirit") and lack of a trust among administration. Common Core needs to be developmentally appropriate.
Elementary School	#11 - We are asked but input not taken seriously. #3 - Who gets a 5 summative @ the elementary level? As far as I know this is unheard of.
Elementary School	It saddens me that our school board now functions like congress. Be prepared to loose your positions.
Elementary School	#11 asks whether we have "the opportunity for input." While we now have the opportunity to express our opinions, we have no guarantee that you will listen to our complaints and make any changes accordingly. Between TEAM and APEX, I have never before questioned my calling as a teacher. While I am experienced and valued by my students, I look for new jobs every week. I don't know how much more of this I can take.
Elementary School	Teachers need to be evaluated fairly. APEX should not be tied to pay. Students are put through too much testing. Teachers need to be trusted to do their job correctly! I am tired of pointless surveys that change nothings. Elementary needs to be departmentalized.
Elementary School	I love working at Dogwood Elementary! We are surrounded by positive, supportive administrators! I know I will receive <u>constructive</u> feedback to improve my teaching. I think we should not blame others, but work to grow as a district.
Elementary School	I believe that the school system should look more deeply into special ed and how these things (common Core, evaluation, PLC's, PARCC) relate because currently <u>they DON'T!</u>
Elementary School	I know our test scores have improved. But at what price? Are test scores the most important things in the world? Take into consideration how much you are forcing teachers to sacrifice. We <u>sacrifice</u> personal time, money, health, family and home responsibilities all because of the extremely high TEAM expectations. All for test scores!

Education Level	#18 Comments
Elementary School	I think too much testing is being forced on kids in order for teachers to collect data. We waste too much instructional time testing. I also don't feel like teachers have freedom in scheduling and planning to do what is best for their students. Scheduling is based on what is best for administration scheduling evaluations. Classes shouldn't all have to teach the same thing at the same time.
Elementary School	Students are tested <u>too much!</u>
Elementary School	I think teachers should have more opportunities to use the PLC time to process training information and to plan for future instruction. I would also like to see the evaluation system be changed to focus on providing teachers with areas to refine and grow in a more positive way. It is currently rigid, it inspires anxiety and it does not allow for real world teaching.
Elementary School	It would be helpful to have our district focus on protecting <u>instructional</u> time. PLCs at my schools have been helpful in looking at student needs, but they have not focused on collaboration or planning. Much of the work for PLCs is done away from PLC and independently.
Elementary School	This entire emphasis on test scores <u>is not</u> developing the whole child -- testing robots is what we are creating. This board and leadership needs to leave!!
Elementary School	I feel that PLC meetings would be much more meaningful if we could collaborate and plan proactively and that the meetings would be more effective if we met 1-2x per month rather than weekly. I also feel as if I am being programmed on how to teach the curriculum whether or not it best meets my students needs. I do not feel validated as a professional!
Elementary School	Time for changes! <u>Special Ed Students</u> and General Ed -- as well are not being taught to meet their needs due to the testing. Teachers are in need of being supported by our school board and by our superintendent. We should not be <u>required</u> to make students data. As an Educator I am trained to do what is best for students not what is best to show a data result. Make Changes!
Elementary School	Evaluations and observations are a helpful tool for teachers to grow and improve, but there could be a more beneficial way of conducting them.
Elementary School	I think all <u>level 3</u> summative evaluation scores should have only <u>one</u> evaluation per school year. All of my answers above, when choosing school/district, refer to district.
Elementary School	I can not control what my children do or do not do outside of my classroom, but I am held accountable for their scores when we know they don't study to prepare.
Elementary School	*While we have opportunity to express our views, I do not feel we are having any real impact on the direction. *I am expected to <u>be</u> a professional without being treated as one. *Students were so confused by the wording of the TRIPOD questions that the answers were often invalid.
Elementary School	Teachers have opportunity to provide input; however, I have seen no evidence that is it treated with regard/affects change. I'm curious how the results of these surveys will be spun anecdotally.

Education Level	#18 Comments
Elementary School	#17 The district needs to listen as <u>well</u> as <u>make changes</u> when considering teacher feedback! This is not working as is.
Elementary School	Teachers would like to be more involved in strategic plans, but are not invited to the table to make meaningful contributions. We are ignored when we do speak our thoughts / preferences. We feel that our input is "looks only". Several topics need to be reviewed: teacher evaluation, teacher autonomy, inclusion, staff assignments.
Elementary School	We need our planning time back that is taken, or has been taken due to PLC and Clusters. It is <u>very</u> difficult to even go to the bathroom on those days! PLC's and Clusters could at least have the option of being after school.
Elementary School	We are told what to teach, when to teach, where to teach, and how to teach and held to unattainable expectations. Teachers are evaluated by students, parents, peers, administrators, and any other living thing and are given no opinion in education. We work 7am to 10 pm frequently and yet who cares? It isn't enough.
Elementary School	Curriculum is too rigorous (too fast, too soon) with students learning for test and not retaining. Education is not one size fits all. Let us teach students the way we know it works and stop micro-managing us.
Elementary School	Questions 1-3 are difficult to answer since observations are not the concern. The rubric is what has been a stressor and is interpreted differently among administrators.
Elementary School	I believe that as a county we are forcing too many tests on our students. Also we are basically turning out children into robots who don't truly know how to think for themselves. The school board is continuing to put more and more on the teachers (accountability), but there is no true parent accountability for their child's education.
Elementary School	<p>1. Requiring students to type a writing assessment when we have no time to teach keyboarding is unfair to students, teachers, and schools. Our technological support is not at this level.</p> <p>2. We are the only district in the vicinity that requires our upper grades (high-stakes assessed) to teach <u>all subjects</u>, while under the pressure of evaluations.</p>
Elementary School	Teaching in another school district last year gave me freedom for creativity and exploration within the classroom aligning with the CCSS and expectations. This year, Knox County Schools has given me resources, specifically in writing, that I must use. The powerpoints and writing requirements has made my students hate writing. I am a capable teacher who can align fact-based writing with CCSS and make it fun for students. However, I'm stuck using bland resources in this area and others.
Elementary School	I appreciate the opportunity to take this survey. Unfortunately, all teachers in the county are aware that a survey like this is done to appease the masses and the information will be ignored and our tyrant superintendent will continue to destroy the school system.
Elementary School	We have a good team of admin. Team eval is the problem. Too <u>many items</u> that must be included in a 15-20 min. lesson. Scores are demeaning! I learned more the old way and I felt better about myself. I don't think teachers should be evaluating each other. If it was not so time consuming the admin. could do it as before. PLC should be teacher lead. Admin. do not need to be there (intimidating). Teachers hold the knowledge, we are in the trenches. Team is awful.

Education Level	#18 Comments
Elementary School	I believe that there are very good intentions for CCSS, but they are not working in the classroom. Teachers are too stressed assessing, going to meetings, and focusing on standards to focus on teaching. A lot of comments of help of progress and help have been promised, but not a lot of action seen.
Elementary School	Consider separating questions that include both school/district.
Elementary School	Assessments for students should be created before teachers need to implement them, not at the last minute. Materials for teacher use need to compliment the Common Core.
Elementary School	As a beginning teacher, I feel that no one is listening to the teachers about the stress that we are under. We have no time to collaborate as a grade-level or discuss current student data. We do not have the opportunity to teach how we want, but are told by others how we should be teaching.
Elementary School	I would like to see the Fine Arts Portfolio dropped because of the time consuming nature of it. Fine Arts teachers already do instruction in reading and math.
Elementary School	The expectations of the teachers are unrealistic. It is impossible to meet all of the daily requirements. Too many things are being asked to do each day. All of our abilities to make decisions have been taken away for us, even if we could do something to better help our students. It takes too long to remove a behavior problem from a classroom when it is very obvious it is impacting the other students and makes teaching by rubric impossible.
Elementary School	Pay raise would help. Teachers could use a raise without saying we are not professional for asking.
Elementary School	We want our collective bargaining rights back. We need to be equals at the table. We want our chief negotiator and negotiation team back not a "teacher task force".
Elementary School	* I feel that we are given a pacing guide and curriculum to help us but it ends up being "the" guide to follow without stepping away from even if students would benefit from studying other material or spending more or less time on a topic. * Testing takes up <u>way too much</u> time and is help as too important. Too many factors influence how students do on tests; it is not all the teachers who "determines" how well (or not) a student performs but teachers still base the brunt of scores.
Elementary School	Too much emphasis is placed on testing, and we seem to be doing more and more of that. I don't want my overall evaluation as an educator to be put on the end of year tests. When my students scored low on TCAP, my overall effectiveness score said I was an ineffective teacher. However, my classroom observations said otherwise. That doesn't seem fair to me. I don't mind being observed. I welcome it. But when we're numbers focused all the time, pressure is put on me that is unnecessary. Morale is so low and the stress to be perfect doesn't help.
Elementary School	Tripod for CDC kids is a waste of time. Why not place teachers on the school board? Progress is not measured by the amount of dollars the county system receives.
Elementary School	PLCs are not planning time. It looks at data and adds more things to our plate.

Education Level	#18 Comments
Elementary School	We are very unhappy with all planning time being taken away. My family time is now taken to have my classroom ready each day by staying late / coming in early / and working weekends to make up the time.
Elementary School	I was told with the transition to CCSS that there would be less standards to cover with the intention of more times to go deeper with the material and reach a higher level of mastery ... when will that happen? We still have to cover the same amount with means we are still moving <u>TOO fast</u> . I think the Take position was a very valuable addition. She is a tremendous resource. My kids only see a G/T coach for an hour a week. I would like to see that increase.
Elementary School	I think my colleagues and myself should be evaluated by someone who has taught or has experience in that grade level. Also my school made all 5's but I did not receive APEX money because I had to go with 1st grade scores! <u>THIS IS WRONG!</u> If your school gets all 5's everyone should get APEX money!
Elementary School	I think every school should have an assistant principal. We need more support regarding behaviorally challenged students. Behavior contracts created by the liaison are unreasonable and take away time from others. Coaches are valued. Love being a technology school. I find DE data to be valuable.
Elementary School	Teachers do not have the plan time to plan effective, higher order, etc. lessons that are demanded by TEAM and common core. Teachers feel overwhelmed <u>all</u> the time. Having stressed out teachers are not what is best for our students. The work load needs to match our 7:30 - 3:15 hours and pay/salary.
Elementary School	The state has shown the best growth in the country, our system has been graded at all A's and I am treated like I am a problem as a teacher. The upper administration is so disconnected from the reality of the day to day workings of an elementary school. I get 35 min/day to plan, grade, meet for PLC, and grade level, also all S-team and n-teams are scheduled at this time. I'd like a restroom break. By the way the definition of Elementary is pertaining to or dealing with elements, rudiments or first principles.
Elementary School	<ul style="list-style-type: none"> · Planning time needs to be protected. · We need <u>on-site</u> staff only days to work in our rooms, plan for upcoming instruction and to meet with our grade-level teams. (Not all professional development on these days.)
Elementary School	#4 - This is a very confusing question, because the 2-3 week breaks in between do not really appear to be <u>breaks</u> if they are to be used for enrichment / intervention. I 100% agree that we should extend the school year, as long as it included <u>real breaks</u> including for the <u>teachers</u> .
Elementary School	Some districts only require <u>one</u> observation per year. My district requires <u>two</u> . Why?
Elementary School	Eliminate PLC Meetings!!! Eliminate unannounced observations!!! Eliminate yearly observations!!!
Elementary School	I feel very blessed to be at my school--I am treated with great respect and my opinion matters. However, with regard to the district - there is a great rumble of dissatisfaction and within the district I feel like such disrespect. I think our 2nd evaluation this year should be changed to announced - stress taken away at <u>no</u> cost!

Education Level	#18 Comments
Elementary School	Outside evaluators need to come in, not your peers. They should also be grade appropriate. Every class is different and so should instruction. One size does not fit all.
Elementary School	My school structure is unsafe and an inadequate learning environment. We need a new building.
Elementary School	There have been massive changes in instruction, evaluation, programs, etc., over the last 5 years. NO MORE CHANGES! Teachers need time to plan, implement, and develop. We need in-service days to prepare - NOT MORE WASTED TRAINING! We need time to adapt to the changes already made! Value our time and we will feel valued! Back off!
Elementary School	Elementary teachers need more assistants to take care of many clerical non-teaching tasks that we are required to do. I work 24/7 and can <u>never</u> catch up. My personal/family life suffers. I used to love teaching. There are too many people telling me what do.
Elementary School	There is NO way for teachers to do all that is expected of us in the time we are paid for (7:30 - 3:15). The expectations continue to pile on in order to be "effective". Our families and personal lives are being sacrificed in an effort to "perform at expectations".
Elementary School	#11-13 - We are <u>forced</u> to make a flipchart for <u>EVERY</u> lesson! At Christenberry Elementary <u>no</u> teachers are trusted to make professional judgments. We are constantly being <u>spied</u> on by "coaches". We are FORCED to implement plans others make and THEN we are EVALUATED on others' plans.
Elementary School	<ul style="list-style-type: none"> · Instructional decisions, pacing, and curriculum need to involve teachers! Many of these decisions are made and implemented without those working with students. · Teachers <u>need</u> more <u>planning</u> time incorporated and less meetings during this <u>valuable</u> time to plan for instruction. We also need more TA's to help us! · Less testing · TEAM eval rubric needs to be changed.
Elementary School	<p>#5 and #7 - I know we are transitioning to common core but we also are having to stay focused on TCAPs. There are so many tests that we are required to give, we don't need any more optional ones.</p> <p>-I feel like we are being micro-managed in our classrooms. I do not feel as if we are given enough time to fully teach so students can master. I thought common core was less. I am not seeing that in reading or math. It feels like we throw it a the students and then go on.</p>
Elementary School	Level 5 evaluation scores are not possible to achieve. We are being told to expect 3s for doing well. Professionals in other fields are not treated in the unannounced evaluative manner that teachers are presently treated. Why not provide a window so that people know roughly when to expect evaluations? You have teachers with anxiety-related medical issues with the current set up. Conference of Concern Letters over things we cannot control are just ridiculous.

Education Level	#18 Comments
Elementary School	In response to question #14 - Yes, teachers are encouraged to participate and take on leadership roles or pick up extra work needing to be done. However, teachers are <u>never</u> compensated for their overtime, expertise or hard work. Teachers are simply overworked and under paid with all the changes and extra work and time put in teacher pay should increase by <u>more than</u> 1-2%!
Elementary School	When a coworker who has been with KCS for 20+ years scores a 5 on her evaluation, but is then demoted for no reason - none provided - with a \$20,000 reduction in salary, I completely quit trusting Central Office, Human Resources, etc. Our employees should be treated ETHICALLY!
Elementary School	The teachers are no longer respected for their time and hard work. We are given and demanded to do so much with nothing taken away. The stress and expectations put on staff keeps creativity down. Something has to give. Hold me accountable but don't punish me if my students are not making progress.
Elementary School	The TEAM evaluation is punitive and subjective. Take away the numbers and just provide refinement and reinforcement. Also, get rid of APEX. Get rid of PLC's to provide more time for teachers. Do not require PD's on every in-service day. A 5 on rubric is unattainable per the staff so it's not fair for that to be the only score that gets less evaluations. Teachers should be able to choose if they want announced or unannounced. Administrators are treated as micro-managers instead of support. Too much testing - What is the point? Too much stress and waste of instructional time.
Elementary School	I like my <u>ILC</u> because the debriefing is similar to a post conference, but I'm not getting scored...therefore not be judged. It feels good and is productive. Observations should feel like this.
Elementary School	Teacher evaluation is too cumbersome. Needed, but excessive. <u>Implementation</u> has been awful. Common Core <u>is good</u> . Implementation has been awful.
Elementary School	The TEAM Evaluation system is subjective, not objective. Teachers are not valued as professionals, educators are evaluated on practices and strategies as they receive training for the new procedures. Knox County is going too fast with too many changes. It hurts students, parents, teachers and supervision. This pace is overwhelming and not productive.
Elementary School	The Team model of evaluation is totally unfair to teachers and needs to be replaced. Principals use this to get rid of teachers they do not like on their staff. Common Core is very stressful for the students and teachers and leaves no room for creativity in learning and teaching. It is too regimented and time consuming. We need to go back to the way we were where teaching was fun and so was learning.
Elementary School	According to numerous trainings from the district (as well as handbooks/tool kits given to principals and coaches) PLCs had a very specific role, and we were encouraged to show the Venn diagram of difference b/t plan vs PLC. This "collaborative planning informed by student progress" is misleading to teachers.
Elementary School	More school/grade level autonomy would permit/encourage professionalism.
Elementary School	SAT 10 is <u>not</u> aligned with Common Core and developmentally inappropriate!

Education Level	#18 Comments
Elementary School	This year has been more stressful than the previous. As an untested subject I have been asked to take part in a pilot program to develop a portfolio. I think this is a great idea, however, the timing and workload came a long with news of two unannounced observations. I can also feel the stress of the testing subjects from teachers and students. Too much, too soon.
Elementary School	The teachers are <u>not</u> treated as professionals. It's degrading to have people evaluating us that do not hold advanced degrees. They said it's the state, but other districts do not implement the "Common Core" the same way! As a parent I'm disgusted. My child hates school! My child has also had to start meds for nerves. This is unacceptable.
Elementary School	I think it is sad that KCEA has been given no power. We pay our dues to have their help if we need it. I have always felt our professional organization was helpful. I feel that teachers are treated without any respect now.
Elementary School	As a returning teacher, to the profession as a T.A. for 5 years, I believe that I should have had an announced observation to learn the process before an unannounced. I felt this was not fair.
Elementary School	The TEAM evaluation is subjective no matter what is said about <u>evidence</u> . I do not believe evaluators should be from your school and they should have experience at the appropriate level. People who do not have TVAAS score should not have to gamble or have scores come from students they have not taught. Principals could be more aware of what's going on in their schools if they were not doing so many evaluations.
Elementary School	Level 4-5 summatives should have 1 announced (NO unannounced) every 3 years. Master's degree - the same. Special Education students should not be included in teacher value added scores. Having an advanced degree is <u>not</u> rewarded.
Elementary School	<ul style="list-style-type: none"> · The evaluation system should be used to evaluate teachers in a positive way. It shouldn't threaten their job security, but highlight what they are doing well and show areas for growth. · Evaluators should not be colleagues from the same school they are evaluating in!! · It is not realistic to compare my students' scores from last year with my students' scores this year as part of my evaluation when they are 2 different sets of students.
Elementary School	We are pressed to the limit on every side. I work unreal hours everyday and weekend because I care and am conscious about doing what I am supposed to do. No extra aids in K seems to teeter on being illegal. Try as I may - I, alone, cannot meet the varied every changing instructional needs for 20 students. Lower the rates or provide instructional assistants in each class 1/2 day. HELP.
Elementary School	Due to the lack of support and refusal to make personnel changes, (state, district and school level) this will be my last year as a public educator.
Elementary School	Spring Hill Elementary has offered so much professional development that has helped me grow as a teacher, which has helped my students grow. All of my evaluations have helped me become a better teacher. I have always got great feedback that has helped improve instruction.
Elementary School	#11: Teachers have the opportunity, but I have little faith that our input is valued.

Education Level	#18 Comments
Elementary School	Question 12 - My school trusts me to make a sound professional decision about instruction. My district <u>does not</u> trust me to make a sound professional decision about decision.
Elementary School	Re: PARCC field testing - This would be very beneficial, however, the sampling of students needs to be full spectrum. Students with low reading scores but no interventions, students with little access to computers (typing skills), as well as mid-range and higher performing students. I think the writing assessment practice would be great for 4th graders to truly understand what they are faced within 5th grade. The TRIPOD survey has the potential to be helpful, taken in the correct context.
Elementary School	I feel there is a lot of wasted money spent on coaches - who have done nothing to help at my school. These positions could be used for classroom teachers, thus reducing class size. I also feel schools should be given more freedom to make site-based decisions. We are <u>not</u> all the same, yet we are treated as such.
Elementary School	Solutions: - PLCs need to occur 1-2x / month. Teachers need more time in the classroom. - <u>Stop pressuring us!</u> We are professionals but not treated as such. The evaluation system is <u>too</u> pressured. Give us a yearly goal - we will work on it. We want to do well but need support to achieve - just like our students do. - Do away with Conferences of Concern - <u>very demoralizing</u> . - Get rid of Apex money and TAP - improve Knox Co. pay from 38th to 10th. <u>We deserve it</u> . That would improve morale, which is horrible now.
Elementary School	"data"-driven observations have <u>much</u> that is <u>subjective</u> . Common Core is <u>much</u> more in line with college prep!
Elementary School	TN requires 1 observation for level 4 or 5 teachers.
Elementary School	There has been so much stress, that teachers are developing health problems!
Elementary School	When teachers are treated as professionals with the ability to participate in discussing procedures and strategies, then this survey would be more positive. I don't need a <u>hard sell</u> of Common Core. I'm a lifelong learner!!
Elementary School	Find a way to improve the evaluation process to evaluate a teacher all year instead of two snap shots.
Elementary School	I feel like Knox County does a horrible job relaying information. They do not tell us in time to apply the strategies to our classroom. We are pulled from our class too much and it effects our students' achievement.
Elementary School	As a teacher with many years of experience in Knox County, this past year of teaching has required more of my own time than any year prior to this. This evaluation system has placed so much stress on myself and coworkers to the point that I have several great teachers looking for other employment. I have also served as a lead teacher for 2 years. I feel that the rubric is not appropriate for all grade levels and that a teacher shouldn't be expected to include all indicators in 1 lesson. Teachers shouldn't have to be evaluated yearly.
Elementary School	Our system and state needs more teacher input!
Elementary School	As a professional I feel that we are undervalued and disregarded in this system we are making too many changes at one time and holding everyone accountable to those changes without a transition or process time. I love to teach, but I HATE my job.

Education Level	#18 Comments
Elementary School	I feel it is a shame that Knox County chooses not to listen to teacher input.
Elementary School	This survey does <u>not</u> address the issue at hand. The superintendent is not concerned with the children. He does not value his teachers and has not tried to help with the evaluation process.
Elementary School	Morale low! - Too much meaningless testing -- too much instructional time lost to testing - Pacing of instruction isn't adequate for learning. PLC's take away valuable planning time. Two hour staff meetings (after contract hours) with no compensation.
Elementary School	None of this matters if you are not going to listen!! If all schools are not treated equally, this is a waste of time!
Elementary School	You can get more accomplished if you encourage teachers to be successful not force new ideas or force objective. Just like encouraging our students instead of forcing a reformed program. It should be about the kids not the data. The kids cannot be looked or treated like a number. PLC's should be geared toward Subject area.
Elementary School	#3 Level 4-5 teachers should have options as far as being evaluated. #5 If the field test would be after TCAP than I agree with doing it. #8-#9 - PLC should be run by the members of the group with coaches / admin being in more of a facilitating role.
Elementary School	TEAM evaluations have put major stress on educators, especially when all are unannounced. PLC's have a tendency to cause teachers to all be alike, thereby stifling creativity. We have 2 wonderful administrators!
Elementary School	PLC - Monthly Common Core - Over tested - to get students interested in reading you should use some fiction. I love my school, but it is said what Knox County has done to teaching.
Elementary School	It is too early in teaching Common Core for me to evaluate whether or not they will be beneficial to students.
Elementary School	I think our district is heading in the right direction! I absolutely enjoy my job each day and appreciate strong leadership at my school.
Elementary School	I feel that we are given several opportunities to provide feedback but I feel that the feedback is often overlooked and nothing comes of these meetings.
Elementary School	Questions 11, 12, 13, 14 were answered regarding district. I feel very appreciated and supported at my school, but not my district.
Elementary School	I think PLC and cluster time could be used more wisely. It takes away from prep time. Three meetings a week is too much and I am constantly taking work home that could be done at school. The testing is also too much for students and it takes away instructional time.
Elementary School	We should not be teaching for TCAP and PARCC. Give us a 2-year hiatus from testing, then add PARCC a subject at a time!

Education Level	#18 Comments
Elementary School	With so many initiatives, the workload can be very overwhelming! It is difficult to attend System Wide meetings that are very repetitive. For example, we were required to attend Common Core trainings over the summer and then sat through 2 in-service days that covered the same material, because it is perceived that we "sit idly" at our school on these days. I NEED time to work in my class to accurately understand the new initiatives I am to implement. I work at school until 5:00 PM everyday and spend hours working at home, because I love my students. Is this fair to my 10 year old and 4 year old? Do we need PBL and IQ? This is obscene!
Elementary School	I am saddened by the level of stress put on teachers and kids. We say we are doing what's best for kids but I don't believe so. I am shocked by the amount of teachers <u>and</u> students (elementary) on medication for stress. Something must be fixed.
Elementary School	How is it possible to base a teacher's worth, ability, and knowledge off of 2-4 observations totaling 2-6 hours of observation from 1,260 hours in a school year? It's not.
Elementary School	Balanced calendar - teachers should be able to take the 2/3 weeks off and choose to work if they want to, but not be required to. Student perception data - students in K-1 should have a modified survey and shouldn't be expected to answer the same questions as 5-12.
Elementary School	Get rid of APEX. It is not fair. Lead teacher concept does not work (friends evaluating friends, single man flirting with them evaluating single young teacher). One special area teacher at our school is never seen out of her chair, kids in her class do nothing but play games, yet she gets bonus pay based on hardworking classroom teachers' scores (who do not get bonus). APEX has destroyed the collaborative atmosphere. Pits people against others. Scores should never be tied to pay especially when meeting requirements is nearly impossible.
Elementary School	I think what Common Core was sold to us as would be a "wonderful". The way Knox county is requiring us to do "curriculum" is horrible and way too much. The schedule is so "tight" that there is no room for extending or re-teaching. *Need more information on balanced calendar. Questions unclear.
Elementary School	I feel micromanaged and that my professionalism is continually undermined. No one size-fits-all program or evaluation process will ever work.
Elementary School	I think the superintendent should come visit classes alone without others and participate/or read w.sts. He should not be allowed to gain more salary unless all TRs can. If he wants veteran teachers to leave, quit or resign, given them an early full package with benefits retirement (call it "Golden Handshake" with no penalties.) Then KCS can have 2 new TRs for the price of one. He is a bully and puts his PR and reputation first.
Elementary School	I transferred to KCS and have worked in TN for 6 years public, 10 years private. The teachers, for the <u>most</u> part, are the hardest working, dedicated group of professionals I have encountered, but through multi-levels of supervisorship and coaching, they're instructional expertise is shackled by micromanagement and policy, curricular non-negotiating, short-sightedness of the life long learning processes.

Education Level	#18 Comments
Elementary School	<p>I question how valid the teacher evaluation process is that is being used in Knox County. Being evaluated by people who have not taught the level they are evaluating is a concern.</p> <p>I have been in a TAP school for 3 years. Every year my evaluation scores have decreased. so I was a better teacher before TAP? This year in an evaluation I was marked down for using the word genre in referring to encyclopedia. I had to prove to the evaluator that the term was valid and used correctly. The response was that well there were other things that were wrong with my lesson and my score would not change. Really? Fair? Why was it throughout the write up?</p>
Elementary School	<p>Please help us at Sam E. Hill.</p>
Elementary School	<p>APEX should be reconsidered. Teachers should be given equal bonuses, because all schools, data, and students differ in growth and scores from year to year.</p>
Elementary School	<p>I was hired as a teacher at my school because I impressed my principal as an intern and a substitute. I was hired and <u>trusted</u> to do my job. That was 6 years ago. Each year, I have seen teacher judgment become less and less valued. Teacher judgment has steadily been replaced with districts/school wide mandates and non-negotiable. I would like to have more freedom to make decisions in my classroom. My scores are my scores and I should be trusted to influence them in the way that I see fit.</p>
Elementary School	<p>I am concerned about the rigor in the changes made. Everything is being implemented <u>WAY</u> too quickly. The rubric is <u>ridiculous</u> and I wonder if Dr. McIntyre himself can deliver a lesson that hits <u>all</u> indicators at a 3 or above! Put yourself in the shoes of the teachers.... It takes at least 10 yours out of contract to plan lessons accordingly! <u>Unpaid time!</u></p>
Elementary School	<p>No planning is taking place during PLC - we are only using this to look at data. We can provide input but it isn't valued and I feel like we can't express ourselves without punitive damages.</p>
Elementary School	<p>I have no problem being evaluated at any time. I do have problems with strict wording of rubric and different evaluators interpreting differently. Also need to be given credit if evaluator knows you do something regularly even if not done during official visit.</p> <p>**Too much testing in primary grades.</p> <p>**Too much red tape removing emotionally disturbed student from class!</p>
Elementary School	<p>#3 - Why is this question on here when we are told we can't get 5's and barely 4's?</p> <p>#6 - I have no problem with students evaluating me. However, the surveys are confusing for the children and teachers are not allowed to read the questions to the students. Therefore, these student feedback evaluations are <u>invalid</u>.</p> <p>#11-14 - The input we are involved in is for show. No one listens or gives us accurate feedback information and they don't really want our feedback or expertise.</p>
Elementary School	<p>We need to <u>stop</u> standardized testing in K-2!! Teacher's evaluations need to be revised by teachers and not by people who have never been in a classroom.</p>

Education Level	#18 Comments
Elementary School	The pacing that we are driving our K-2 students is overwhelming. Students are moving at such a rapid pace they are losing the enjoyment of learning. Many students that are already struggling feel defeated. As teachers without many extra hands, we feel overwhelmed with a task that seems out of reach. Please give more support staff.
Elementary School	There is enough assessments now. Unless you use the same evaluators to evaluate everyone, scores don't have much validation. There should be evaluators in all subject areas. Shouldn't have a classroom teacher evaluating a PE teacher. 15% of my evaluation shouldn't be measured on areas I don't teach.
Elementary School	This year has been very challenging and disheartening at times. Teachers are tired of being asked for more with less input. I feel as though teachers are providing input and the district is failing to listen to their wants and needs as an educator.
Elementary School	Too much pressure on students and teachers. As teachers, we cannot get all subjects covered. Instead, we are having to take valuable learning time to teach typing or do meaningless assessments.
Elementary School	I love the idea of a balanced calendar year! I think with all of the demands for planning teachers <u>need</u> much more planning time!
Elementary School	Student data should not be tied to teacher salary or license. Everything being forced to be focused on test scores and data does not allow for professional teacher judgments to occur and meaningful teaching/learning to happen. Teachers focus on the scores for evaluation instead of creating an environment for learning and making mistakes.
Elementary School	<ul style="list-style-type: none"> · TAP teachers have 4 observations. Why can we not have 2? · Teachers are provided opportunities for input, however our ideas are rarely valued. · PLC's do focus on student progress, but with PLCs in Reading and Math, cluster meetings for TAP, <u>and</u> my weekly ILC leaves me with <u>no</u> days to plan in my room and gather/prepare materials. (I have grade level meetings the other two days.) I want plan time!
Elementary School	This survey has the power to change the perception that teachers have about Knox County Schools -- Strongly Disagree.
Elementary School	<p>Teachers in Knox County are not trusted to be a professional and teach students in the way they know best. Every aspect is nitpicked and examined for data points.</p> <p>Students learn best when teachers have the dignity and trust of the district.</p>
Elementary School	PLCs in a TAP school are an added responsibility that ends up taking away then adding to my planning and instructional practice. It doubles our workload to have both PLCs and Clusters. They both take time for a meeting and they both have follow-up meetings that are debriefed during our planning time which takes away from your own teaching planning that is also necessary.
Elementary School	My comments concern standards and special ed. How can grade level testing for students who are functioning below their grade level be valid?
Elementary School	I am very disappointed that teacher's professional opinions are valued so little. We have the greatest knowledge of our students, but we are not "allowed" to make decisions that are in their best interest.

Education Level	#18 Comments
Elementary School	I feel that the in-service days are better spent in-house versus meeting with teachers of all grade levels. I feel that I could have been more productive staying at my school. In the lower elementary grade levels, many of the lessons we teach do not allow for every indicator to be met.
Elementary School	PLC meetings are so data focused, not enough time to plan for instruction or share strategies. The data briefly drives the instruction direction, the time to design effective plans requires more time in elementary schools. Elementary needs <u>more</u> time to collaborate for all <u>7</u> lessons, not 1 like middle and high. I'm an experienced professional, I don't need micro-management.
Elementary School	I appreciate that Dr. McIntyre listened to principals who expressed their opinions about the Letters of Concern for teachers who scored a "1" on the TVAAS composite and agreed to place the letters in a separate file. However, this still does nothing to change the teachers' morale, lack of confidence, embarrassment, and lack of trust in the evaluation process. This process is a result of our test-centered, data-driven culture and does not even take into account the teachers' evaluation scores or the differences in the capacity to learn and individuality of our students. Most teachers who received this letter have very solid evaluation scores which were <u>earned</u> , not <u>given</u> by evaluators. This process needs to go away or change!
Elementary School	I feel that use of the TVASS scores should not outweigh other parts of the evaluation process. Teachers that receive letters of concern are sometimes doing all that is possible for student growth. Many things factor into student growth such as home life, etc. Use of one test to make such harsh decisions about teachers and students should be revisited. We give many tests so maybe more than one could count toward teacher evaluations.
Elementary School	Teacher moral is at an all time low (20 years experience is Knox County). Teachers are <u>not</u> respected as educational experts. The evaluation system is hard to understand and <u>unrealistic</u> .
Elementary School	#2 - #3 - I think levels 4 and levels 5 should only have one announced evaluation. If a school has excellent scores, we should be given more autonomy. My school used to be a wonderful place. When I started teaching, I couldn't believe that people would pay me to do my job. It was that wonderful. Now it is a very stressful place to be. Many days I dread coming. We are trusted with less and less and micro-managed.
Elementary School	· Children are not data producers. We have moved away from concern for the whole child and the importance of relationship. · I am more than a number or a test score. As a 3rd grade teacher with <u>ONE</u> year of a "three year average", I have been labeled as <u>ineffective</u> . SAT 10 to TCAP is my measurement. This is an unjust defamation of my professional character. A conference of concern letter sits alongside evaluation scores of 3's, 4's, and 5's, as well as letters from parents commending my work with their child.
Elementary School	Unfortunately, Knox County Teachers are <u>NOT</u> viewed as professionals. We have <u>NO</u> freedom in terms of teaching style, etc. We are <u>NOT</u> treated with respect at the <u>County</u> level. Our <u>school</u> administrators are the ones who value and respect us.

Education Level	#18 Comments
Elementary School	<p>Stop DE testing. Stop testing K-2. Allow Special Ed kids concessions based on IEPs during testing. Get special area evaluators for special areas.</p>
Elementary School	<p>I am only in favor of a balanced calendar if the intervention/enrichment weeks are optional and not mandatory (and teachers would be paid a stipend).</p>
Elementary School	<p>I wish our district would take into consideration the time it takes being a teacher. The time it takes to plan lessons, gather materials/resources, research topics, etc. If this were taken into consideration, we would have in service days to plan and organize, not sit in meetings all day that are not that beneficial to our teaching. I also think in-service days with meeting should be better organized with everyone hearing the same presenter instead of being divided up and hearing different presenters who provided different information. We need to be on the same page.</p>
Elementary School	<p>Education is not a business.</p>
Elementary School	<p>The leaders of this school district are not qualified to be in charge of such a big school system.</p>
Elementary School	<p>#15 - Not so due to testing (module) schedule and test matter. I need more time to prepare my classroom without the management and pressures of daily preparations which most of my planning time goes toward running copies, planning next week, preparing test booklets and learning about new tests and guidelines.</p>
Elementary School	<p>The teacher evaluation process undermines the quality reflection our administration could otherwise provide if morale, growth, and motivation weren't eclipsed by scores that are inconsistent across the district, that do not translate into overall teacher achievement, or limit teacher autonomy. I find myself trying to outsmart the rubric in ways that allow me to use my professional judgment to develop lessons that utilize my education to ensure my students are learning the information at the rate I know they need -- sometimes at the cost of my scores, if necessary, because quality education is my <u>first</u> priority.</p>
Elementary School	<p>Regarding evaluations, teachers evaluations are important (this is how we grow). However, the rigorous standards make great teachers look mediocre. We went to school to become professionals in our field. If we are to be so rigorously evaluated, at least let that evaluation be done by an <u>EXPERT</u> in that subject area.</p>
Elementary School	<p>There is too much put on our plates. Teachers are so stressed and no one seems to understand/care. We feel as if decisions are being made by people who are out of touch with the realities of the classroom. The evaluations are not the same school - school (or even evaluator - evaluator). You are pushing a lot of teachers out of the field or to better districts!</p>
Elementary School	<p>How are students with disabilities addressed with the PARCC?</p>
Elementary School	<p>We are giving way too many assessments and writing the score too many times on different pieces of paper. There is too much stress on teachers to perform. Too much is thrown at us at the last minute from coaches. Report card for Kindergarten is a joke. The right hand does not know what the left hand is doing. Teaching is not the love it once was. The Superintendent should be elected -- He does not respect us as professionals.</p>

Education Level	#18 Comments
Elementary School	Team rubric is a checklist. Primary teachers should have the opportunity to build strong foundations in their classrooms. The team rubric doesn't allow great teachers to score above expectations. While building solid foundations - the team-lead teachers is not fair - need a team of outside evaluators. APEX is ridiculous need to get rid of it - causes competition and no collaboration (opposite of what we want). Eliminate K-2 testing!!
Elementary School	The overall morale of our school has greatly decreased in the past few year due to the evaluation model and implementation of Common Core. Having non-tested teachers evaluated and scored based on scores of other subject areas is absolutely RIDICULOUS. Many excellent teachers are being reprimanded based on testing outcomes of students/subjects they do not teach!
Elementary School	11. We have input but it is not valued. 12. Teachers with low TVAAS are not given 2 full years to improve. Data arrives at the end of the year and then the following year must have improved greatly. Support is not given to improve.
Elementary School	We are told what to do regarding instruction by the district. Our decisions are sometimes not supported by parents and/or the administrators.
Elementary School	All statements pertain to district <u>not</u> the school. What do you mean by input on the questionnaire? Year round school would have optional breaks for teachers. SAT 10 should not be used for k-2.
Elementary School	<ul style="list-style-type: none"> · Too much focus on data and not enough focus on what really is good for children. We already know who needs help. · We need help in the classroom managing special needs children. I am in favor of inclusion, but not when it takes the teacher away from other children.
Elementary School	I wish we were respected more and our pay reflected what we did for our societies future generations.
Elementary School	Way too much testing. I think evaluations should be 1 for the year with frequent walk thoughts. Principals need to be allowed to run the schools, and not be constantly doing evaluations. Let us do what we have been trained to do!
Elementary School	I will find any way to get a job in a different field after this year. I no longer can do everything required and have a life. The amount of new things brought to PLC's is outrageous. A suggestion is to meet 1 time a month. Testing is way to much for K-2 students. We are not treated as professionals who know what to do in our classrooms. Evaluations should be done by a trained group that travels to every school to keep the process fair.
Elementary School	Evaluations should be used to help a teacher grow and should <u>not</u> be used towards bonuses and salary evaluations are needed but should not be so stressful on the teacher. Evaluations should have a different Rubric for team teachers.

Education Level	#18 Comments
Elementary School	Our ELL PLC's are not helpful. Instead of it being a time to collaborate as professionals on instructional ideas, it has become a time to have to focus on numbers and data. Then on top of that time once a month on my own time, I am required to do "homework" of vertical PLC's. I would rather be involved in PLC's among the grade levels with which I work.
Elementary School	<p>#1-2 - Announced vs. unannounced - could be teacher preference.</p> <p>#3 - Are there people that get 5's? They are not at our school. If 3 is Rock Solid - why can't 3's, 4's, or 5's get that break?</p> <p>#6 - I survey my class. They are given a chance to say what they liked and what they didn't.</p> <p>#8-9 - PLC's are not beneficial to my class instruction. I do not need to write a SMART goal. I know my students and would have more time to enrich and reinforce if I did not have to go to a meeting.</p> <p>#11 - Insight sessions are good, but were started too late. And are we really listening and willing to change some things?</p> <p>#12-13 - We went to college. Many of us have other degrees but are constantly being told what to do and when to do it. People seem to be checking up on us and constantly pointing out what we haven't done instead of focusing on ALL that we do. I love teaching but don't feel I get to do what I feel needs to be done.</p>
Elementary School	<p>Teachers should be evaluated by evaluators that are experts in the special area.</p> <p>Teachers should be able to score "5s" on their observations -- should not be told this is not an option.</p> <p>My school is a very wonderful special place to work! However, the district is not as teacher friendly. "Head of HR told teachers we are lucky to have jobs and are expendable. 500 applicants for your jobs." No sense of professional respect.</p> <p>TVAAS - scores should be linked to students I teach. My scores are tied to student who are <u>not</u> even in my building.</p>
Elementary School	I would like for the people "making the rules" to come spend extended time in the real classroom setting (more than 1 day). See how their decisions affect our students. Show you understand the impact of your decisions.
Elementary School	Teachers are being micro-managed to death. PLC and cluster interfere with planning, changes need to be made. Teacher evaluation needs to be redesigned. Stressful work environment!
Elementary School	I wonder how the TEAM evaluations went from being an opportunity to improve teaching and have meaningful conversations about instruction to being punitive with people losing their jobs or getting teacher certificate. Question #3 is a joke! Very few people get an over all 5 because principals / lead teachers are told to lower scores to save money for the district -- How sad! I think having lead teachers in a school to evaluate causes lots of hard feelings among teachers. No one minds being evaluated but the current model is completely unrealistic to score well in all areas in a 1 hour lesson. Many teachers got a bonus the 1st year and then never again. I have had good/great scores on my evaluations but think teachers are being overburdened with high stakes evaluations. Children in early elementary should not hate coming to school due to the excessive testing practices Knox County has adopted. Thank you for the opportunity for us to voice our concerns although I doubt anyone is listening.

Education Level	#18 Comments
Elementary School	What are we doing to hold parents accountable for students behavior and attitude toward school.
Elementary School	Those working in Low Income / Title I schools need incentives / compensation to stay on those schools.
Elementary School	Certain aspects of Common Core are acceptable, but others are not. For example, the selling point for CCSS, was that we would teach less standards more in-depth. We haven't seen the "less" yet. More and more keeps getting added to our plates. Teachers aren't allowed to use their own judgment in making decisions for their classrooms. The district has put more value on data and numbers and have forgotten that we are teaching children who have human characteristics and problems. We are teaching to the test and students aren't truly learning for life. That is why we have to spend time reteaching the same skills every year.
Elementary School	I feel like I have to defend my instructional practices even though I have successful observations. I'm tired of having meetings "because we have to" and county instructional pacing guides and guidelines changing from month to month. Every time we meet with our coach (weekly) she has something to tell us that is changing or going to require more time or something else KCS wants us to do (esp. with the reading department).
Elementary School	The evaluation system should be modified for special education classes. Many of the areas do not fit in the special education classroom. Also, special education teachers should not be evaluated by anyone without a special education background.
Elementary School	I do not see the use in <u>announced</u> observations unless the educator is a new teacher.
Elementary School	When will instruction for typing take place in an elementary setting for PARCC testing?
Elementary School	We need a developmentally appropriate curriculum.
Elementary School	There are great opportunities <u>but</u> what is required of me in the classroom doesn't allow for me to pursue public forum and additional outside meetings. Working 6-8 daily doesn't allow for anything else. Much is demanded of us and NEVER am I encouraged outside the walls of my building.
Elementary School	For number 7, it would be good practice but should <u>not</u> affect teacher's evaluations. <u>Practice only</u> . 11 - They have opportunities to give input but nothing changes. The people making decisions should visit classroom <u>often</u> to see the reality of what they are voting on. It all looks good on paper but is not reality. 17 - Other counties make more money.
Elementary School	The amount of time spent on <u>tests</u> and data takes away from actual teaching! We focus more on teaching for the tests, then teaching to learn.
Elementary School	2 evaluation for TAP!!
Elementary School	School/District are two different things. Teachers should be trusted to do what is best for their students. All students are not the same--they are not all cookie cutter students!
Elementary School	I am very disappointed in the School Board and Dr. McIntyre. You could of at least shown some support for teachers by waiting to extend Dr. McIntyre's contract based on teacher concerns. It is sad that only <u>one</u> person on the board was supportive.

Education Level	#18 Comments
Elementary School	The letters of concern, after 15+ years of teaching, make me fear for my job based on only a few isolated snapshots of my relationship with students. We have too many meetings to get data for things we have not tested just to have data and not use planning time for planning.
Elementary School	I believe that if an unannounced observation is performed and the teacher feels it was not a true picture of a typical lesson. She/he could ask for that observation be tossed and a new one performed.
Elementary School	Our district presses for excellence, but lacks the support and motivation given. Teachers are required to give so much, but we receive so little. We have districts like Oak Ridge who do a great job and there are Knox County teachers who have left and went there who say that was the best move. Stop looking at the teachers and look at the district.
Elementary School	#9 - My PLC enhances my instructional practice when we are given time to plan with our grade level, which is not often any more. It is usually about more new things that we have no room in our brain to process. - The fact that teachers are now required to do so much more is understood. I care about my students and want them to be successful. I work on things for school (planning, grading, attending school events, etc.) that leaves no time for a life. The level of stress and pressure that this job presents is not worth the low salary. Teachers should be more respected.
Elementary School	Beaumont is a negative place to work. Administrators do not care about their employees.
Elementary School	You need to take into consideration there are students who do <u>not</u> test well and others who know the system and will do badly so that the teacher is scored low.
Elementary School	I am VERY new to my school and my district so I've answered neutral on many questions. I still need some time and experience to answer some questions.
Elementary School	I love the students I work with, but all we focus on it testing and data. I spend more time collecting data than planning rich lesson plans.
Elementary School	You are placing <u>too</u> much stress on the children. You will earn my respect back when you determine their overall well being is greater than the money you seek and the position you desire. Education cannot continue to work at this rate, history proves this. Meanwhile your agenda continues to damage children. Get out of the office and into the trenches.
Elementary School	I thought the state mandate for Level 5 teachers is 1 required observation. Therefore, how can we reduce it from 2 to 1? Is it KCS that has increased it to 2 from the state? The TRIPOD expresses more personal feelings than providing instructional feedback.
Elementary School	I feel teachers are not listened to. Discipline at my school is HORRIBLE and admin does NOTHING to help. Observations are ridiculous and people are being scored low because our previous testing was low. RIDICULOUS. Also racist administration.

Education Level	#18 Comments
Elementary School	I am very tired of told what to teach, how to teach, when to teach it! I have a teaching degree!! In this system, you are never good enough! Question 3 on this survey is a joke because teachers aren't supposed to get a 5! The Central Office is clueless about what goes on from one department to another. Doing a research paper in 2nd grade every 9 weeks, is that really what a 7 year old should be doing? All you do is add, add to our plates and nothing is ever taken off!
Elementary School	We need less testing. Curriculum is too fast and pacing is not appropriate. We need to be treated as professionals. Teachers who get 4 of 5s should only be observed every 3-5 years.
Elementary School	The evaluation system is a JOKE! My principal gave me an average of a "rock solid" 3. My TVASS was 4's and 5's. Where is my APEX money for working harder? She gave me mostly 3's because she didn't want most teachers to get the money. This is one of several reasons I am leaving Knox Co. People that make the most money do not always know what is best.
Elementary School	The downtown leadership is untrusting.
Elementary School	My concerns are with the TEAM evaluation process and the way it has effected moral as well as how I perform as an educator. I know I will not last in education if the pressure continues. I have been teaching 5 years. I enjoy <u>my school</u> but not the pressure that comes from the county.
Elementary School	Team observations are very stressful. It is unlikely even the <u>best</u> teachers will be able to score 4s and 5s on unannounced visits in an elementary classroom. Most indicators are hit weekly but not all day long, every lesson.
Elementary School	I love my school and my job. However, I feel that in the district and state, my voice and other teachers' voices are not heard or their points are simply overlooked. Honestly, I am not confident this survey even scratches the surface of teachers' concerns.
Elementary School	I will be evaluated that year by 4 people -- three of which have never taught in a classroom. 2 are former PE teachers, one is an art teacher. I teach ELA. How can they evaluate my teaching?
Elementary School	The current evaluation process requires too much time of the teacher and administrators. The process is unfair and provides meaningless information to teachers. The Knox County school system has administrators that are out of touch with the realities of teacher. The students are given too many tests and are experiencing far too much stress than is necessary.
Elementary School	My school used to be a <u>great</u> place to work and learn. As a veteran teacher it is extremely sad and disappointing to see that teachers are no longer trusted to do their job. As a parent, I am in a constant state of worry as to how to keep my son, who works hard to keep average grades, motivated to tackle what is considered a "normal" school day. At this time he will probably not be attending a public school next year. This is <u>not</u> based on teacher performance, he has had wonderful teachers. This is based on Knox Co. making poor decisions and making it almost impossible for struggling students to be successful.

Education Level	#18 Comments
Elementary School	Please allow some freedom for teachers to make a professional decision about curriculum, pacing and student achievement. Students need time to develop and not be pushed until they are ready for certain activities.
Elementary School	<p>Re: Question #3, It sums up the evaluation process problem -- too complicated and cumbersome.</p> <p>Re: Question #9 - I am SpEd SLS and school level PLCs reduce my therapy time and are difficult to participate in. I also lead a PLC for my Department that meets monthly. I am PLC'd out.</p> <p>Re: Question #17. Since working for KCS, I have been called names in a meeting by a high level Supervisor, written up as insubordinate, watched the Peter Principal in action. FYI, I was 3x a Knox Business Woman of the Year.</p>
Elementary School	Year round school hugely benefits students, teachers, and parents. Students retain information so much better and there doesn't need to be a month of review at the beginning of each school year. Also, it is so nice for teachers to keep them fresh and not burn out.
Elementary School	Questions 11-15 should be separated. One for school and one for the district. I agree with the statements for my school but not my district.
Elementary School	All of the new procedures and evaluations has created a lot of extra work for teachers. <u>All</u> of the extra load has to be done at home or on my own time. This takes time away from my family. Teachers have to be given time to complete paperwork, plan, grade papers, create items for instruction, input grades, etc. on <u>contract</u> time. My family is suffering and my health is suffering because it can <u>not</u> all be done in the day. We need planning time that isn't taken away for meetings.
Elementary School	Let teachers be teachers and students be students.
Elementary School	Evaluation rubric should be <u>content</u> and grade level specific! Evaluation rubric should be a professional development tool, but not a threat to job security, nor should student test scores.
Elementary School	Pay us more.
Elementary School	Pay increase would help attitudes
Elementary School	I think that CCSS, TEAM rubric, and block scheduling are not appropriate for the foundational primary years. We are asking students to do things they haven't been taught or prepared to do. There is too much testing at all levels. I believe in best practices but I think as a professional I should be able to use them to design my own lesson according to my students.
Elementary School	Teacher input is not valued yet we are directly and personally held accountable for student success measured <u>solely</u> on DATA!

Education Level	#18 Comments
Elementary School	I do not feel the district has an equal representation of teachers, or listens to everyone's voice, unless you are a downtown lackey. They only listen to the opinions that are the same as their own! In elementary schools we teach 7 subjects and get 40 minutes of "plan time" each day. Middle/high school teachers get 1 1/2 hours per day to plan one subject that they teach over and over! One to two days a week I don't get that because I have a PLC or a meeting. All we do this year is assess, assess, assess. I have no time to teach b/w assessments. Evaluations are unfair and to subjective which is causing a ridiculous amount of stress -- you can't give a pre-k student and a senior the same assignment/rubric and expect success. That is what has happened with the evaluation system!
Elementary School	Regarding #17, I think there is a lot of disparity among different schools.
Elementary School	I feel that this school year is by far the worst experience I've had in teaching. I feel demoralized and exhausted. We have no time to be a teacher because we were so busy jumping through hoops and attending PD that provide no real benefit. I have never felt so much stress. I have never felt so sad and defeated. I have started looking for other employment.
Elementary School	<ul style="list-style-type: none"> · Too many tests that don't match the SAT 10 · Too much curriculum to cover per week. I work more than 20 extra hours. · I'm nervous every day at work.
Elementary School	The time teachers are given to do all that has to be done to be an excellent teacher requires that they work for free <u>3-4</u> hours a day!
Elementary School	Numbers 11-15 is based on my opinion in the district. Not necessarily my school. I feel like my school is more trusting to me as an educator.
Elementary School	TEAM has dramatically stressed teachers and administrators to the point of illness and retirements. There is nothing wrong with observing teachers, but the system needs to be more encouraging and provide <u>constructive</u> criticism that will allow teachers to grow, feel encouraged and not be reduced to a SUBJECTIVE NUMBER. Give us time to work together constructively instead of meeting us to death all the time.
Elementary School	I <u>love</u> my school I am currently teaching at and feel like my administrators firmly believe in my ability to teach my students; however, based on the number of non-negotiable required by the district, I don't have the same feelings / trust in the district.
Elementary School	<p>-School and district <u>are not</u> the same. The school/district questions should be separated.</p> <p>-I think the district tries; however, I don't think they go directly to the source (teachers) to find out what we need, what feedback we have, etc. Even those in position of dept. heads/coaches most likely have not been in a classroom within the last 3-5 years. Things have changed dramatically in the day-to-day machinations. Also by the time information gets down to us, sometimes it is distorted or presented as a mandate whether it was intended or not.</p>
Elementary School	In my school, teachers are able to make decisions and have leadership roles, but not in district. <u>DISTRICT</u> not school problems.

Education Level	#18 Comments
Elementary School	<p>I think it would be okay to have one announced observation -- that way you plan things you would normally do and then the observer can guide you in areas that may need refining.</p> <p>*#3 - It's very difficult to achieve level 5.</p> <p>*#11 - I'm not sure that the Administration has truly listened to the concerns of the teachers. I'm not sure they communicate with each other and they are all pushing their ideas without considering the complete impact of what they are asking. Not listening to teacher input. Strategic direction that has been dictated then teachers are asked how to make it work.</p> <p>*#17 - I feel the district is really struggling to find some cohesiveness between Administration and Teachers.</p>
Elementary School	<ul style="list-style-type: none"> · The TEAM rubric is unrealistic and way too extensive. · I do not mind being observed announced or unannounced. However, the expectations of the rubric are far more than any lesson should be evaluated on. · My district has added to my workload and stress without eliminating any tasks or regard to my time for planning. · Class sizes are too large. Testing is excessive. · I do not feel supported, appreciated, or valued by my district.
Elementary School	<p>--The wording of questions tends to be tricky and misleading.</p> <p>--My tripod survey was given to 25 5th graders when I actually have over 1000 students over multiple grades.</p>
Elementary School	<p>Unannounced observations have caused me high levels of stress. It is unfair to put so much emphasis on 1-2 lessons! Walk-ins would be much better. Testing shouldn't count towards our score. We aren't the problem! We can't control students' home lives.</p>
Elementary School	<ul style="list-style-type: none"> - Too much testing! - In-services are not productive/informational enough to justify losing a day to work in my room. We need time! - TEAM rubric needs to be differentiated by subject and age group. - Asking for feedback is worthless if changes are not made!
Elementary School	<p>I think Knox County is losing valuable teachers by making the observations/evaluations too hard. (Common Core) Knox County is taking the creativity and enjoyable part of learning out of the classroom.</p>
Elementary School	<p>PLC would help my instruction if we only met every few weeks instead of weekly. Many weeks I feel that 45 minutes could have been put to better use. I agree we need to meet, but not so often.</p>
Elementary School	<p>In questions 11-15, I am referring to the district, not my school. I feel my school would give me more autonomy as a teacher if the district trust my professional judgment.</p>
Elementary School	<p>We need to look more closely at the nature of our evaluation and how it helps teachers with guidance toward better instruction with CCSS.</p>
Elementary School	<p>There needs to be more pressure on <u>parents</u> and <u>students</u> to fulfill their responsibilities for student learning. "No man is an island" and <u>no</u> teacher should have sole accountability for student achievement and growth. Students need <u>practice</u> of skills for <u>mastery</u>.</p>

Education Level	#18 Comments
Elementary School	SAT 10 training? How to read the data? This is part of my evaluation, yet I don't know what it means.
Elementary School	Raise our pay.
Elementary School	<ul style="list-style-type: none"> · We have given input in regarded to #11 for 3 years and it has not been recognized. · District wide we are not trusted to make professional decisions about instruction. · Money spent on K-2 testing should be spent on early behavioral and educational identification.
Elementary School	The district has not provided adequate training to implement CCSS. The training that has been provided has been poor quality. Teachers lack the time needed to work in their classrooms on in-service days to fully prepare for CCSS. Our district does not do a good job of helping students who are not proficient, but don't qualify for resource. The same students are in intervention every year, get passed on to the next grade but never achieve proficiency.
Elementary School	Listen to teacher and respect them as individuals. This is <u>not</u> a one size fits all model.
Elementary School	Give the principals the power to make decisions and teachers too. Professionals should be allowed and encouraged to use their expertise.
Elementary School	I feel there needs to be more balance. I feel that some policies are unreasonable. I think policies are implemented too soon. We struggle with constant policy changes.
Elementary School	My biggest concern at this time is the SAT 10 for kindergarten. I do not agree with putting the kids through 4 days of 1-2 hours each day of sitting still and attending to a test. They cry, get frustrated, have belly aches, and talk throughout the test. The scores you receive from these tests are not a good picture of what they know. The kids would be better served if we kept portfolios, narratives, and running records.
Elementary School	<p>I <u>love</u> my job and working for KCS. I feel that I am considered an expert in my school, but not in my district. I would like to see KCS follow TN requirements for evaluations and not make it even more stringent.</p> <p>I have seen some benefits of CC, but also some problems. I have seen teachers get very stressed over it. They do not understand that we are still allowed to use professional judgment. Some CC skills are not developmentally appropriate.</p>
Elementary School	Rate your professor is an invalid measure! Teacher morale is at an all time low across all schools in Knox County and this negatively impacts <u>all Knox County students</u> .
Elementary School	Many teachers are overwhelmed right now due to all the new learning that many are having to undertake. The CCSS and evaluations are meant to enhance instruction and allow teachers to be reflective. Reflective teachers are better able to adapt to change and build instructional capacity.
Elementary School	<p>Some of the questions were difficult to answer, as things that apply in my school do not apply in the district. I do feel my school allows for autonomy, but I feel like, at times, the system is one size fits all.</p> <p>I <u>do</u> feel evals are necessary, as teachers should be expected to do their jobs adequately, just like any other job! I am in a TAP school, and I think the missing link in TEAM is the additional layer of support.</p>

Education Level	#18 Comments
Elementary School	<p>Teachers in Knox County are no longer treated as professionals. We are not encouraged in <u>any</u> manner. We are continually micro-managed and discouraged. We are not allowed to teach in a creative manner to enhance student learning, cooperate with colleagues and raise tests scores.</p> <p>No one <u>asks</u> for our input on anything!!</p>
Elementary School	<p>I am in a not tested area, so due to no guidance I chose the wrong % and received no bonus.</p> <p>The year prior, I was not given professional points and didn't receive a bonus that year. No grievance was filled due to worry about administration reaction.</p> <p>One teacher can teach and one can get others lesson and still score well.</p>
Elementary School	<p>Too many meetings that are counter productive - suggestion - take into account teachers need time to plan.</p>
Elementary School	<p>I am a relatively new teacher who is currently very happy in my profession. I do not always like everything going on in the district but choose to not overly involve myself in the matters.</p>
Elementary School	<p>#14 - You can encourage but we have no time left after required meetings.</p> <p>#9 - PLCs could be monthly.</p>
Elementary School	<p>I do not think that any special ed students should take the same test that regular ed students take.</p> <p>I do not think that teachers should be evaluated by student test scores.</p> <p>Testing K-2 students is developmentally inappropriate.</p>
Elementary School	<p>#11-15 are based on the district.</p> <p>#16 reflects how I feel about my school. I love it!</p>
Elementary School	<p>I don't want to be the robot teacher the nation, state, and district want me to be. My dream was to be a fun wise teacher. To show students the love of learning. You all are taking that away from me. Let me teach the way I was taught how in my <u>four</u> years of college.</p>
Elementary School	<p>Please consider changing the rubric for special educators. Our type of materials/instruction do not fit. We have been trained by the school system (at a cost to the system) to teach these programs <u>exactly</u> as they trained us so as to insure fidelity, but we are being hurt by it in evaluations.</p>
Elementary School	<p>We are TAP school and it would have helpful to provide questions pertaining to TAP issues. You did not ask if we thought PLC is necessary to be held weekly. I believe monthly is sufficient in most cases. Planning time for teachers in the elementary level is vital!</p>
Elementary School	<ul style="list-style-type: none"> · Too much pressure on testing. · Have been in another TN County not as stressful, treated as a professional. · Students who are below grade level should be retained (even if it brings increases in retention rate and they've been in voyager).

Education Level	#18 Comments
Elementary School	<p>I think my school is a good place to work. However, it is limited due to KCS directives. Standardized testing is not fair for <u>many</u> students. I am fine with drop-in observations that do not have an impossible rubric as an evaluative tool. There are better ways to improve our instructional practices.</p> <p>I'm concerned that school has become too stressful for students. Our math curriculum is especially too wise and too fast. High achievers can succeed, but many struggle.</p>
Elementary School	<p>The morale is low among teachers, due to the fact that we are no longer treated as a "family", but feel that everything surrounds a <u>dictatorship</u>. I often feel like a robot and just when I think things are better, something else is added on. Too much, too soon. Using any standardized tests to determine an Elementary teacher's scores is <u>insane</u>. A letter of concern is if you hit a child, insubordination, not a test score. I feel if the Superintendent is guaranteed his contract, so should the teachers. He has a lot to improve on <u>building teacher morale!</u></p>
Elementary School	<p>Teachers are given opportunities to give input, yet what is <u>done</u> with teacher input? Voiced concerns don't seem to change much.</p>
Elementary School	<p>12. I feel that teachers in my school are trusted to make wise decisions, but in the district we are not.</p> <p>I feel the evaluation system is not increasing teacher performance in the classroom, it is demeaning to teachers to who are continually doing their best but only scoring a "3". We want feedback, but don't need the number assigned to it as a judgment call. Also, in lower grades it is impossible to hit all of the indicators and still have a developmentally appropriate lesson that is not a dog and pony show.</p>
Elementary School	<p>Need a dedicated evaluation team for each area (special areas, high school / middle / elementary, special ed) to do the whole county. This is <u>crucial!</u> That would remove much of the subjectivity and other factors that impact many schools.</p>
Elementary School	<p>Everyone at my school is under too much pressure. Plan time at elementary level is too short.</p>
Elementary School	<p>Please look at teachers' work load <u>not</u> just the case load. Too many initiatives cannot be implemented successfully at the same time. I believe the instructional coaches are extremely important to helping us implement any and all strategies.</p>
Elementary School	<p>Stop SAT 10</p>
Elementary School	<p>I believe that many informal observations throughout the year provides the most accurate picture of what goes on in the classroom.</p>
Elementary School	<p>I am pleased with Knox County! I do feel Knox County needs to do a better job to welcome teachers <u>new</u> to TN.</p>
Elementary School	<ul style="list-style-type: none"> · I feel that my strengths are being suppressed and my natural teaching ability is not trusted or valued. I ask that we are given more trust to do what we do if we are meeting the expectation. · In upper grades the curriculum is intense. Partial or total departmentalization would help me focus in on one/two subjects therefore be more effective and go deeper. Less spread thin.

Education Level	#18 Comments
Elementary School	The continual testing and paperwork for teachers and students is uncalled for. Disrupts pacing guides and achieving optimal learning. This much testing is worse and doesn't give anymore information than a test given once or twice. K-5 students should enjoy learning rather than stress over tests and hate showing up everyday.
Elementary School	The TEAM rubric does not fit all lessons and should not drive instruction in a classroom. It does not indicate or reflect the ability of a good teacher.
Elementary School	1. Give <u>each teacher</u> the opportunity to have announced or unannounced observations. 2. PLCs are a waste of time!
Elementary School	There should only be 1 announced observation and 4 to 6 walk-throughs for professional certification. The walk-throughs should consist of 15-20 minutes. The walk-throughs could be combined to score as unannounced observation.
Elementary School	Questions 11-15, I believe my Principal views me as a professional, but my district I feel does not view me in this way.
Elementary School	12. Teachers are told when to teach a skill and how to teach it. That does not leave room for teachers to decide when they need to slow down, extend, speed up, etc.
Elementary School	I teach in a non-tested subject. I lost incentive based pay this year (APEX) due to value added scores in my school, despite my high scores in observation, leadership, and professionalism. What is being done to address this issue???
Elementary School	I resent teacher step increases being taken away by Haslam, Huffman, and McIntyre after the 11th year of service. This shows a total lack of concern and care for teachers. They ask more and more, but take away our yearly increases.
Elementary School	PLCs should be monthly. People making decisions about teaching and evaluations need to be teachers. Those in the classroom understand what goes on in the classroom. I love teaching and my school, just do not like the other extra stuff.
Elementary School	We need technical experts full time in elementary to keep up with technology demands. If everything in a classroom works and tech reps provided mini-classes for staff, instruction would have a better delivery for students.
Elementary School	<ul style="list-style-type: none"> · PLC take away from planning effective lessons. Too many meetings for principals and teachers. · Rubric is unrealistic. Every lesson can not possibly hit all points on the rubric. · Evaluations are too much. Evaluate like most companies do. Once a year. Remember, not every evaluator is evaluating correctly. · Taking read aloud away from students that are having reading disabilities. They might actually pass a test if its read to them. · Scores should not count against teacher with special ed students!
Elementary School	Teachers need to have the freedom to teach the way that benefits their students. Too much testing!!
Elementary School	Elementary teachers that are responsible for and accountable for 4 areas of TVAAS while others that have none of their own rely only on Literacy and numeracy are in a huge disadvantage.

Education Level	#18 Comments
Elementary School	Teachers are not being treated with respect.
Elementary School	PLC's are a complete waste of time! The evaluation rubric is not realistic and designed to make you strive for unreachable scores.
Elementary School	PLC's should be only once a month at the most. We are having to create data just to discuss it. Also, I feel that teachers are constantly being watched over our shoulders. No one trusts us to really teach the way to meet our students' needs. There is also a lack of communication and empathy/compassion from Central Office. I feel they do not care or even like teachers, so there's a disconnect. Finally, the evaluation system is stressful, time-consuming, unfair due to being subjective, and the feedback does not help me as an educator.
Elementary School	Desire a way to lesson competition for evaluations and lower anxiety / fatigue within the professions.
Elementary School	Special education is expected to close the gap. This gap closure is unreasonable. As general ed students are expected to grow, we are asking special ed students to show progress beyond that of their gen ed peers. In addition, special ed does not have enough materials and is understaffed.
Elementary School	While I believe the CCSS will benefit instructional practice and student learning, I don't believe teachers are being treated as professionals in making decisions about this instruction. Teachers are being told what to teach, when to teach it, and how to teach it. While I believe Knox County is overall a good place to learn, (I have or have had 3 students in the system) I don't feel KC is a good place to work because there are so many demands for time learning <u>how</u> to teach, there is not time to <u>plan</u> to teach or grade/assess.
Elementary School	All of the fun and enjoyment has been taken out of the teaching profession and replaced with tons of stress and pressure; more work than can feasibly be accomplished even when taking several hours worth home each night.
Elementary School	I am concerned that there is so much riding on 2 random unannounced observations. I believe observations should be announced and if a teacher is a level 5, there should only be walk throughs.
Elementary School	It's very discouraging when there are students who are destroying classrooms and disrupting instructional time and there is absolutely nothing that can be done due to hands being tied and policy. I have been teaching for 15+ years and am very seriously leaving a profession I once loved because of discouragement.
Elementary School	Its unfair to put school and district in the same category.
Elementary School	Standardized testing (SAT 10) in early grades should be taken away! There should be one announced, one unannounced observation per year for all teachers!
Elementary School	Morale is at an all-time low. This could be easily addressed by giving teachers respect and <u>real</u> opportunities to give feedback about our own working environments. There must be changes!
Elementary School	#15 - We are not allowed to make decisions about instructional delivery at my school. We are dictated and mandated to by coaches and principals too <u>strictly</u> . Use a flipchart and plan as team. I <u>do not</u> have a say in how I teach.
Elementary School	There is not enough time spent on instruction. There should be fewer assessments and PLC meetings.

Education Level	#18 Comments
Elementary School	<p>#6 Tripod is a waste of money! How do you expect <u>any</u> child K-12 to give fair assessments of teachers???</p> <p>#11 - We have opportunity for input, but we feel like we are not "respected" enough for our input to matter. AND...TOO MUCH TESTING!!!! Our elementary kids are crying about coming to school because of all the testing. WHY DO WE NEED THAT MUCH TESTING?????????</p>
Elementary School	<p>Parenting and teaching are <u>not</u> popularity contests. Dump the student surveys. Get rid of McIntyre and most of the staff downtown. Model KCS after a successful Virginia or Maryland school system. Stop testing and rushing the students to death! Give the teachers the time and freedom to teach and the students the time and freedom to learn. Stop running off experienced teachers to hire new graduates. Nothing replaces experience in the classroom. Stop pressuring evaluators to give mostly "3"s and score on a bell curve.</p>
Elementary School	<p>The common core is great for the mid to upper grades, but I totally disagree with the K-2 standards. They are not <u>developmentally</u> or not <u>age</u> appropriate.</p> <p>The state only requires 1 unannounced observation, why can't we abide by this? Since we have had 1 unannounced this fall, can we just do environment in the spring?</p>
Elementary School	<p>School psychs are NOT appropriately evaluated under TEAM model!</p>
Elementary School	<p>I think weekly/bi-weekly/monthly walk throughs would be more beneficial than 2 unannounced observations each year. It would give a better picture of teaching and would provide more opportunities for feedback and growth. How can a teacher truly be measured on a 2 hours out of an entire year? Also, basing everything on those evaluations is so stressful.</p>
Elementary School	<p>I want year around!</p>
Elementary School	<p>PLCs should be held once a month. Stop wasting our time and adding more tests. Let us work in our rooms on in-service days. What a waste they've been this year. Put reading and math coaches in classrooms. It's insulting how little they do and how uninformed they are. We're stuck with Common Core but what are we doing to ourselves with 5 research reports in second grade. Reading department is out of touch! I'm out after this year!</p>
Elementary School	<p>1. Our school has severe discipline problems. Our evaluations should be weighed with this in mind but we are graded harder here than in the west Knox schools I have taught at.</p> <p>2. My tripod survey was given to kindergarteners I had not seen for 6 weeks!!!</p>
Elementary School	<p>I hope this survey is read. Rarely do we get listened to when we speak up. Last night's school board vote was a prime example. We are stressed out, morale is low, we are working 60+ hours each week, and now we are given a survey to take - extra work. Our kids are over all of the testing and school is no longer enjoyable. We realize common cores is a state decision, but not <u>all</u> the testing we do is <u>required</u>. Also, none of us are upset about being evaluated, but KCS could review what other counties evaluation processes are like and see how much better things could be. It is also a tragedy that our pay scale is what it is, our superintendent is overpaid and we are some of the lowest paid teachers in east TN. That needs to be <u>fixed</u>.</p>

Education Level	#18 Comments
Elementary School	I think the scoring of teachers should be fairer across the district. A 3, 4, 5 at one school should be a 3, 4, 5 at other schools, including TAP schools. We were told a 5 is like "walking on water, don't even expect a five." We wouldn't set unobtainable expectations/goals for our students. I would like to see the valuations be more consistent across the county.
Elementary School	I usually leave PLC's thinking "What else can be added to my plate." I don't feel I am always spending my time wisely. I think bi-weekly PLC's would be enough so we could actually have more plan time in our classroom and with our grade level. I also think teachers should be able to utilize teaching assistants more. We have more and more added and not enough time or help to get it done.
Elementary School	I love Spring Hill!
Elementary School	Teachers keep speaking up at district level, when will district start listening. Put a teacher on school board!
Elementary School	Special area teachers need to have a different set of guidelines for observations and PLC's. Our skill set and lessons look completely different than a regular education teachers. Please hear our cries in this area. At times I feel like our viewpoint and classes do not matter to the district.
Elementary School	I feel we are being turned into robots and our kids are nothing but a bunch of test takers. Take question 7 for example. Why?! You'll stress them out for no reason.
Elementary School	PLCs are not beneficial to my teaching in any way. I agree that we should adopt common standards, but the standards are not developmentally appropriate. I would be in favor of revised standards. Co-workers should evaluate each other. Teachers with level 5 scores in previous year should have 1 ANNOUNCED observation and 1 informal walk through.
Elementary School	I don't feel that KCS cares about diversity, better salaries or benefits for all of its employees. I hope to move to a more progressive district in the future. Too many personal agendas among administration and supervisors.
Elementary School	Most of what we've learned in college about education has been taken away from us. We have been told what to teach, how to teach, and how to discipline. We are given no time for planning and are required to attend meetings for which we are given no extra pay.
Elementary School	Teachers are too controlled. They need to be given more respect and trust to do the right thing in their classrooms.
Elementary School	I believe if money were used to provide a Teaching Assistant in all primary grades, there would be a vast difference in meeting the needs of students falling behind academically.
Elementary School	In regards to questions #11, I do have the opportunity to provide input, but I do not feel like the teachers are listened to or respected. Teachers are <u>overworked</u> and under paid. I really wish teachers could gain respect from the community and central office.

Education Level	#18 Comments
Elementary School	1. Reduce PLC to monthly instead of weekly. 2. Reduce amount of testing in K-2. 3. Provide a window for observations and collect lesson plans for that week to keep the lesson from being "canned". 4. Show and discuss each score during post conference instead of interviewing the teacher and handing them the scores as they leave. 5. Eliminate self score/evaluation unless it will impact the outcome of evaluation. 6. Provide a choice: 1 eval. per year - no bonus option or 2 eval. per year - bonus option.
Elementary School	If our test scores are good then I do not feel that multiple evaluations are necessary.
Elementary School	The direction CCSS has taken the district and state has caused unnecessary stress on teachers and students. I do not believe that we are keeping what is best for children in mind. The morale is the lowest I've ever seen and everyone feels unable to "prove" themselves.
Elementary School	If we are to take on PARCC - we need to eliminate many of the others. So far common core has not delivered the narrowing of skills to <u>give time</u> for deeper focus. We are given more skills such as the I.Q. research project and less and less time to address individual needs.
Elementary School	Changes take time in any business. The education business has tried to adopt the business model too quickly thus not utilizing the expertise that they have in their teachers. Quick is good in a race but once it is over what do you have?
Elementary School	Teachers should not feel like everything they do is wrong - we are professionals and should be treated as such. We have not been adequately trained on either the evaluation rubric nor Common Core but are expected to be experts. This is unfair practices.
Elementary School	I really believe that TAP and TEAM schools being separate has been bad for morale. I know it has at my school. It creates resentment. Regarding the TRIPOD survey: I know that my students don't understand what is being asked of them, and my sister, who is a high school teacher, had a student threaten to give her poor scores if she made her do her homework. That student understood <u>exactly</u> what was being asked of her.
Elementary School	West Haven needs new administrators or half the school is transferring.
Elementary School	My school is a fine place to work, but again questions are side stepping the true questions. Are teachers happy? No! There is entirely too much testing in the elementary grades! Where is the question about how we feel about SAT 10? Get rid of it. Who wrote these questions? It would be nice to have teachers design the survey with open ended questions, instead of questions designed for you to manipulate the answers. I feel free to make decisions about instruction after my unannounced observation is over. Where are the questions about special head? Do I think this district is going in the right direction? NO! Do I think this survey wants to find out what teachers really think? NO. This comment box should be bigger!!

Education Level	#18 Comments
Elementary School	Too often decisions are being made for me, not by me. My PLC coaches show me <u>how to teach</u> a lesson then expect me to teach it so they can see me do it. They also plan assessments for my team to use. TEAM lesson plans feel unnatural and unnecessary for every lesson. My co-workers create an environment of low morale because they feel too much responsibility is put on them. Not enough support is given to reach the needs of <u>all</u> students, especially high achieving ones.
Elementary School	Regarding Question 3, one observation "puts all the eggs in one basket" for Level 5 teachers. Why are we spending time and money evaluating them? Why not simply do walk-throughs?
Elementary School	My school is a great place, but my district needs work with benefits, pay, and leadership, and morale.
Elementary School	<p>PLCs are a waste of time to justify coaching positions. We don't need coaches, allow teachers the professional courtesy of allowing them to make decisions.</p> <p>Feel as though hostile work environment has been fostered at upper level administration.</p> <p>Resent PR positions created for Superintendent.</p> <p>Too much testing.</p> <p>Where does money go from Grade Schools?? Concerned about fiscal accountability.</p>
Elementary School	<p>I am exhausted and don't think I can continue at this pace.</p> <p>I wish I made \$222 because I'm pretty sure I work as hard and as many hours as our superintendent.</p>
Elementary School	Teachers in my district have no voice - PLC meetings are a waste of time.
Elementary School	I think recently the district is making attempts to listen to teacher input but it does not appear that any <u>real</u> action is being taken yet. Communication is always inconsistent from downtown. The TEAM evaluation does <u>not</u> allow for teachers to have autonomy to make decisions about instructional delivery (#15). We are afraid to have a day / lesson of review if needed for students because we could be observed on that lesson. Morale is low!! <u>Not</u> because of my school.
Elementary School	Team evaluations can be a good tool, but it is unfair for special area teachers to get less time than classroom teachers. Also too much personal discretion can be allowed in scoring by evaluation such as "I would do or did this in my classroom." Also telling us we can't get to is ridiculous.
Elementary School	<ul style="list-style-type: none"> · I appreciate the district's current effort to hear from teachers about our direction. So often we are asked to give input, but we are not convinced that it will be worth our time, since we have to attend a function outside contract time and we also are not convinced it will make a difference or are concerned that our input will be seen as complaining or trouble making. · There is going to have to be less testing for students and less stress for teachers.
Elementary School	Employee morale is <u>very, very</u> low. Students are hating learning and suffer multiple physical ailments over testing, their teacher's stress, and it affects student well being.

Education Level	#18 Comments
Elementary School	<p>In reference to TEAM: If we differentiate for our students, why can we not differentiate our evaluations? There needs to be a specific rubric for each level: elementary, middle, high, special area, SPED, etc.</p> <p>In reference to in-service days - in the primary grades we need time in our classrooms. County wide in-services are <u>NOT</u> beneficial to us.</p> <p>In reference to PLC: PLC needs to be more focused on planning, not Data. We spend time making <u>more tests</u> just to have data to talk about. <u>Waste of time.</u></p>
Elementary School	I think that MORE autonomy ought to be given to teachers regarding pacing and materials, and I think teachers should be held more accountable for TVAAS scores in order to provide accountability to offset the freedom in pacing/materials.
Elementary School	I should have the option to be observed for additional money or not. I do not mind being observed, but I do mind being judged and being asked to do things that are impossible! I hear students tell me they <u>hate</u> school when in the past they had loved it. I understand their frustration!
Elementary School	SAT 10 is developmentally inappropriate.
Elementary School	<p>We are giving too many assessments.</p> <p>Elementary teaches more subjects but is given less planning time. We should have two different rubrics, one for elementary, one for middle / high. I feel like our district does not have teachers best interest. We need a <u>raise!</u></p>
Elementary School	The district has a habit of implementing things without knowing how they will work out therefore, we try something only to find that the method put in place doesn't work or has been changed. Follow through is a big problem. County wide in-services are horrible and unplanned.
Elementary School	TEAM does not fit all lessons. Rubric is overwhelming.
Elementary School	<ul style="list-style-type: none"> · Change can never be implemented <u>too</u> slowly. That has never been recognized in K.C.S. · The idea that evaluations can be pigeon-holed into a bell-shaped curve. Wouldn't you want to have most of your teachers at 3 and <u>higher</u>? How would parents react if we forced all our students into that curve? That's just ridiculous! Other companies have tried it and ultimately rejected that idea.
Elementary School	As a 20+ year educator, I am extremely disappointed in the changes and implementation of the new evaluation system and common core standards. I have and am considering new employment opportunities.
Elementary School	I feel the assessments used for PLC on skills that in most cases have not been taught are a waste of instructional time.
Elementary School	<p>The rubric for TEAM is too extensive and impossible to achieve in one lesson - especially when using the same rubric for all grade levels and subjects.</p> <p>Teaching is <u>no longer fun.</u></p> <p>We need all teaching materials and assessments <u>before</u> the school year starts in order to be most effective in our instruction!</p>

Education Level	#18 Comments
Elementary School	I wish teachers were trusted to teach and supported in their decisions. TEAM hurts our instruction and students and learning and atmosphere and future teachers.
Elementary School	I really do wish the micro-managing - that seems rampant in Knox County - would focus on teachers that need it based on test scores not evaluations.
Elementary School	The TEAM evaluation rubric does not allow teachers to make professional decisions regarding pacing and pedagogy. <u>All</u> indicators of the TEAM rubric should not be evaluated in each and every lesson. Teachers should use all the indicators over a period of time during a unit. Student should not be assessed on a taught lesson that day, but monitored and evaluated over time with ample practice if the teacher deems necessary. Teachers who are proven effective per TEAM evaluation, scoring 3-5, should not be evaluated the next year or at least 1 announced w/o walk through.
Elementary School	#10 - I think common core state standards could benefit instructional practice and student learning if teachers were allowed to go into more depth with their lessons, as we were taught in CC training this summer. However, the current pacing and materials of Pearson Reading Street do not provide an opportunity for more in-depth learning.
Elementary School	District staff should give observations instead of principals/lead teachers. This would be fair for everyone involved.
Elementary School	There is no input for TAP schools. Teachers know that money is the bottom line. It's all about saving money to pay for an inflated AJ building. If I could leave the county, I would. Downtown has hampered my creativity and risk taking in the classroom. All the platitudes teachers have heard in the past few weeks is lip service to deflect from not changing anything. I was a much stronger teacher before PLCs and cluster. I've lost 2+ hours a week to be told, "Keep doing what you're doing." Shoot me an e-mail and give me my time back. The size of this box tells me how much you intend to change anything.
Elementary School	Teachers are no longer teachers. They are no longer facilitating unique academic minds. They are robots trying to produce cookie-cutter students under extreme expectations with little recognition or compensation.
Elementary School	I don't know where to begin.... There is too much testing, too much of a teacher's overall performance is based on <u>2 observations</u> (which only shows 2 class periods out of a whole year's performance) and data from students <u>beyond their control</u> . Classes are too full. Special Ed students are a constant distraction and disruption to other students and to the Encore teachers without any assistance with those students. We are not getting any information on how to accommodate those students. Our schools are expected to test with computer and we simply are not able to do this without us raising money/classes being cancelled or split up which disrupts learning etc., etc., etc.
Elementary School	Evaluations/Evaluators/the rubrics are too subjective to be able to base incentive pay or future evaluations on such. Until this can be fixed, every teacher should have several walk-through evaluations. PLC's are a waste of time at my school, I have yet to talk to a teacher that has actually changed instruction based on a PLC data. I was very appreciative of the insight meetings but I felt at the feedback session that many things were left out of the 5 year plan and the 5 year plan should not be put forth until this has been thought through and discussed more.

Education Level	#18 Comments
Elementary School	The observation and evaluation program has been changed from State Guidelines. This made things more difficult and stressful. We should be using state guidelines. Other Districts are using one observation and walk-through visits. It makes much more sense and allows more time for administration to see the classroom. Our District has lower pay than others with higher stress. Teachers need to get cost of living raises also. I make less every year and that adds to my stress.
Elementary School	With so many new programs and expectations for teachers this year, I have been constantly overwhelmed and discouraged. I hope those in charge will begin to listen and trust teachers to do their jobs without requiring so many extra assignments that only create stress instead of benefitting student success.
Elementary School	Morale system wide is in the toilet. It's time for all of the "powers-that-be" to put trust in their teachers and employees to do their job the best they know how, and give them some autonomy in their own schools and classrooms.
Elementary School	I strongly feel teachers earning a 5 the previous year should have their observations reduced to 1 announced. I also feel PLCs need to be reorganized...We are not robots.
Elementary School	I feel that teachers have lost respect in the public eye due to such negative publicity and due to lack of respect from administration. The TEAM module is totally inappropriate for all teachers pre-k - 12. It needs to be better inline with the academics. We teach <u>children</u> and one size does <u>not</u> fit all. Pre-k - 1 Do NOT need to be questioned <u>or</u> tested!
Elementary School	PLCs should be removed from our schedules. CLUSTER and grade level planning are all that we need. They are more beneficial.
Elementary School	#11 Yes, teachers have the <u>opportunity</u> , but I'm sure many teachers do not feel <u>comfortable</u> speaking out for fear of what central office may do or even reflecting badly to our administration. -I feel bad for students today, and I would not want to be a student in today's classroom. There's only so much we can do for a student to love learning when we have to push to much material at them.
Elementary School	I hear daily about issues regarding KCS. I have been with KCS over 25 years and have been happy. I have no problem being evaluated whether announced or unannounced. I see a big difference between teachers in my school vs. district.
Elementary School	Any business worth its salt knows that its greatest asset is its people. Knox County, on the other hand, views its employees as its greatest liability. The system is quite willing to hemorrhage personnel because they can replace the teachers with lower-paid newly graduated teachers. They are sacrificing the hard-won experience and devotion to teaching for monetary gain. No smart business would ever make this trade. Of the four school systems I have worked for, I've never seen a system that treated its employees more like disposable paper plates than Knox County.
Elementary School	Teaching is more stressful than I have every experienced.

Education Level	#18 Comments
Elementary School	As a teacher, I have had all the <u>fun</u> taken out of my job. I do not enjoy it. Too many tests and too much stress. Evaluations do <u>not</u> have to be unannounced as I have friends in other districts and that is not the case for them. I do not appreciate that from our Superintendent. As a parent, I do not like the stress my child is under either.
Elementary School	I like the idea of a common core, but I feel the way the current standards are written they are developmentally inappropriate for elementary age students. We need to first build a strong foundation, and then expand from there.
Elementary School	I am concerned about Common Core and PARCC expectations for students in CDC classes, too much is expected out of the students with disabilities. I am tired of seeing my students cry when tested.
Elementary School	Teachers lives are <u>so</u> effected by the drop-ins because we are spending family time making sure all our lessons can fit the team rubric, which God himself can not accomplish.
Elementary School	As to this survey, I would like to see school/district as separate questions on #12-15. - <u>Real focus</u> needs to be on developmentally appropriate curriculum. Our very young students are being asked to learn skills they are <u>absolutely</u> not ready for. - Teacher pay <u>must</u> increase. - <u>LOWER</u> class sizes!!!
Elementary School	I believe in Dr. McIntyre's leadership and vision. The TAP program has supported me as a professional.
Elementary School	SAT 10 needs to be Common Core aligned. I am fine to give a test and assess part of my teaching based on the results <u>but</u> the test needs to cover what I teach daily (CCSS). Observations need to be weighted more than data considering we have no idea how growth is measured.
Elementary School	There are several questions that were asked in a way that forced SD answers. The Tripod survey is not a bag thing but the questions are not asked in a way that is fair. They are worded negatively towards teachers. The same is true of the Team Evaluation. Teachers are expected to make 3's and are told that it is a "good score". But we don't expect C's from our students as "good scores" and I don't want my children to have "C" teachers. That is how we have been made to feel. However, the flip side is - it is almost impossible to make a 5. Do you want it to be impossible for our students to make an A? As far as Common Core, I actually like it but I think it is quality vs. quantity. I wish we could teach that way!
Elementary School	I am not a classroom teacher, but a school counselor, so I feel that a lot of these questions are not applicable to me. I do know that I have been made aware of school teachers who are under a tremendous amount of stress as a result of the new common core standards, which has a negative impact on students.
Elementary School	I think that our school is a great place to work. It would be important to realize that the district is very large and the needs of each area are different. Teachers should have autonomy to make decisions based on the needs of their students, not what the district determines.

Education Level	#18 Comments
Elementary School	Although teachers have the opportunity to provide input, and the perception is that we are heard,. I feel the district is only doing the minimum to make it seem to the outside world that things are being addressed. Morale is at an all time low. We are not trusted as professionals and are micromanaged beyond belief. The evaluations are absurd and the rubric too extensive.
Elementary School	I am overwhelmed and feel like something new is given to me to teach my students weekly. I do not have time to process it all.
Elementary School	There is too much! Not enough time, too high expectations and no responsibility on parents. Teachers are expected to do the impossible and raise their children.
Elementary School	I think PLC's are a waste of time.
Elementary School	This has been a difficult transition year to Common Core. Teachers have been presented with a multitude of information and not given the tools. There are not enough computers in <u>every</u> classroom to prepare students for taking computerized tests. There is not enough planning time and I do hours of work at home with no compensation for my time. I lose time with my family.
Elementary School	Less testing and teachers should retain control of their classroom. Teachers need to be recognized as professionals and allowed to <u>do our jobs</u> as such.
Elementary School	Changes need to be made to make this district a good place to work and learn!
Elementary School	I feel that they need to listen to what teachers are saying. We are professionals, and we do know how to do our jobs.
Elementary School	Counting the minutes until retirement.
Elementary School	<ul style="list-style-type: none"> · KCS offers input opportunities but I have little confidence in their listening or acting. · Where on the TEAM rubric is the love and care for the little broken lives that come to us each day? Safety and security precedes learning.
Elementary School	I feel that teachers are being unfairly evaluated in Knox County. Personally, I had a very upsetting and unfair score which was not in line with the previous year. I feel the standards were skewed, and as a result I have never felt as discouraged about my job as I do now, after 23 years of teaching.
Elementary School	Teachers need to be evaluated fairly with evaluations that should not be tied to test scores. APEX is unfair and is not used in other counties for that reason. You can save money by getting rid of coaches, SAT 10, and pointless surveys like Tripod and staff surveys that change nothing.
Elementary School	Answers 11, 12, 13, 15 --> refers to district not school. My school encourages professionalism, values opinions and provides supportive feedback.
Elementary School	I feel that the county is moving in a positive direction. Students are learning and growing; instruction is improving as we work together to do what is best for kids!
Elementary School	The STAT 10 should not determine a teacher's teaching ability. It does not show a years growth for your students. It is not common core based which we are expected to teach.

Education Level	#18 Comments
Elementary School	I have worked for Knox County for quite a few years and I've never seen such a low morale as a district. We have always been for the student and not about pay. But after the Team - Common Core began, I've had so many fellow educators tell me they are looking at higher paying districts.
Elementary School	Elementary school students are stressed because of the overloaded curriculum. Teachers are stressed and overworked and underpaid. Something has got to give. Teachers need to have input on the decision making process.
Elementary School	Decisions about instruction are made by PLC leaders and others. I feel as if I have no say in the materials, pacing and lessons taught in my classroom. I feel that I am treated like I can make no professional judgments.
Elementary School	I strongly feel that if Knox County educators felt <u>appreciated and valued</u> , you could throw anything at us and we would say "ok, what next!" We do feel like what we do is never enough. Increased pay, bonuses, time in the classroom (late start like high schools), etc. would be great incentives!
Elementary School	If we, as teachers, treated our students and considered the feelings of our students as Dr. McIntyre does his professionally educated staff, we would NO LONGER HAVE GAINFUL EMPLOYMENT.
Elementary School	I think that there are pieces of Common Core that are beneficial to our students and will impact student learning. However, there are so many uncertainties to the wording of many of the standards and how they fit into our previous standards that there is a huge disconnect in what teachers understand about how to teach them. I like the rigor that CCSS adds and I think our kids need that push. I have no problem being held accountable for my job, but I think holding teachers accountable for many factors that <u>do</u> influence student achievement for which they have no control is unfortunate. 50% of their evaluation is tied to <u>one</u> piece of data.
Elementary School	My main concern is the amount of testing we administer. Also, the pacing guide moves so quickly with very little time for good re-teaching.
Elementary School	As a teacher, I would like to have more support implementing Common Core in the classroom. I believe that if implemented correctly, students could benefit from Common Core.
Elementary School	I think evaluations are necessary to weed out certain teachers who do not need to be teaching. The current evaluation system however is stressful. Our time is valuable and we need to have time for other things besides work. It seems we have worked many long hours without proper compensation for all the additional things we are expected to do. As for extending the school year with breaks in between, I think it is totally ineffective as in states where this has been done, progress only accelerates for a short term then achievement scores go way down. I am totally opposed to redistribution of the calendar. Students and teachers both experience BURN-OUT. Much learning can be done outside the classroom during months where the weather is conducive to outdoor learning -- Biology, physical skills, etc. I am therefore totally opposed to redistribution of the school year.

Education Level	#18 Comments
Elementary School	I believe the data gathered on Tripod is gathered in a TEAM evaluation by an adult and it is unnecessary for students to take that test. Most students at my grade level don't understand the questions. I agree for the most part that PLCs are a collaborative meeting but they are heavily data-driven without a lot of planning for future instruction, but more planning for future data. I believe it is set up for teachers to feel like they have the opportunity to provide input but some members of the team who delivers the input are scared to say what their colleagues share. I am very proud that I work in Knox County Schools and thrilled that my children will be a product of KCS, but I am concerned about why there are <u>so many</u> disgruntled employees. I hate going to work knowing that all I will hear are complaints so I tend to stay in my room. That doesn't help collaboration and I'm the PLC leader so I should <u>want</u> to be collaborative, more people need to come to work to do what's <u>BEST</u> for students and not what's EASIEST for themselves.
Elementary School	Specific areas should be evaluated by that area not a regular ed teacher.
Elementary School	I don't think any testing should be given to any grades unless mandated by the state, especially in grades K-2. Also, the kindergarten curriculum is not completely developmentally appropriate. Too much is expected of kindergarteners. No wonder so many kids are approaching and below expectations.
Elementary School	Too many meetings and not enough planning time. Evaluation process is not achieving its goal -- teachers are teaching to a checklist and not according to student needs.
Elementary School	There needs to be a change with the evaluation system. We receive extensive training to teach our specific grade level, and yet an evaluator without training in our grade level scores us and provides us with feedback that is not attainable. We are told the rubric is not a checklist, however, if we do not do everything within an indicator, our score is lowered. TEAM has created too much competition amongst teachers, instead of creating a collaborative environment. It is unfair that my score, that nowadays defines me as a teacher, is given based on only 2 classroom visits and test scores from students I do not teach.
Elementary School	As a teacher, we are now assessing more than teaching. Assessment to guide instruction is important, but in order for this to happen - it needs to be more focused and less frequent so educators can actually reflect and implement the information that is given. This year we have so many meetings and so much testing that we don't have time to digest any of it -- Morale is the lowest I have ever seen!
Elementary School	Elementary students do not understand how to give reliable feedback in TRIPOD. Common Core Standards may somewhat enhance learning. The stress and expectation of carryout every standard every lesson is IMPOSSIBLE! Teaching should NOT be this stressful!!!!
Elementary School	School - happy District - sad
Elementary School	Teachers base pay should be higher than added merit pay!

Education Level	#18 Comments
Elementary School	<p>#3 - About Level 5 teachers would be fair. If evaluating were differentiated and not swayed by others.</p> <p>#6 - Students can use this opportunity for malicious intent or they may not understand (Tripod survey). I believe the implementation of many new changes in assessment, evaluation, and curriculum has negatively impacted students. They've voiced their frustrations. I do not feel that I am trusted to decide what is best for <u>my students</u>.</p>
Elementary School	<ul style="list-style-type: none"> · I want year round schooling. · I need more planning time and/or in-service days to do things in my classroom. · We need fewer tests for the kids - DE, TCAP, math module assessments, fluency tests, etc... it's too much. I want flexibility of planning my own schedule and not spending a set time on a subject.
Elementary School	<p>We are given <u>great</u> responsibility to teach our children, but we are treated like children ourselves. We ARE professionals who CAN make decisions that are good for <u>our</u> children. A certain standard is expected but we should be able to decide <u>how</u> to do it!</p>
Elementary School	<p>Team needs to be more concise. There are too many indicators to meet. SAT 10 testing is not developmentally appropriate!!</p>
Elementary School	<p>I believe the amount of data taken each week is not beneficial to the student learning or teacher growth. We take data just to have for PLCs. There is too much to filter through instead of just focusing on a few key elements that are the most important.</p>
Elementary School	<p>#6 - Far too much money is being spent on the Tripod - the little bit of input - not worth the money - could be better spent.</p> <p>#12, #13, #15 - We must follow pacing without much time to worry about mastery and time is spend "crunching" in more objectives with little time left for remediation.</p> <p>- Almost no time given to be able to enrich students -- *Glad we are giving Dr. Mc a chance to improve.</p>
Elementary School	<p>Basals are not Common Core aligned.</p> <p>No planning time.</p> <p>We create data to talk about it</p> <p>Teaching Common Core - testing TCAP</p> <p>I feel unprofessional working here.</p>
Elementary School	<p>When considering new curriculum and policies, the district needs to work on time management. Too little time during the day to implement extravagant plans.</p> <p>Teachers are true educators. They are the only ones working toward individual students' progress.</p>
Elementary School	<p>The amount of expectations given to classroom teachers to reach all students at all levels while reaching all expectations on an evaluation rubric for every lesson is an unattainable expectation when class sizes are too large and "data" meetings take over planning time.</p>

Education Level	#18 Comments
Elementary School	Observational rubrics should be grade appropriate. First grade teachers should not be "graded" with the same standards high school math teachers are "graded" with. It is impossible to hit all 61 indicators in all subject areas every day when teaching multiple subjects.
Elementary School	School and district can not be used together in the same sentences (#11-15). School and district can not be compared as equal.
Elementary School	Although my individual school is an excellent place to work, the county and state have placed unreasonable demands on teachers. Evaluation systems are NOT fair for students with severe/profound cognitive disabilities. PLCs for special education are also NOT beneficial. That time could be better used with mentor teachers well versed and equipped to answer specific questions.
Elementary School	<p>#3 - One evaluation is not representative of a year's worth of learning! That's the fundamental problem. If 2 observations aren't a true representation of the year, why would 1 be an improvement?</p> <p>#8/9 - I'm so sick of meaningless data! I want to go back to PLCs where we shared ideas and problem solved instead of going over data for the sake of it?</p> <p>#6 - Don't you <u>EVER</u> use the opinions of students to determine our effectiveness! <u>EVER</u>! I can use it to improve -- but their opinions should not be used to determine my score (and my students love me - my surveys are good).</p>
Elementary School	<p>With common core standards I believe the students now are losing a lot because of gaps.</p> <p>I believe that using assessments in the county are important but <u>not</u> the only thing you should use. The students now are gaining a gap because we went from the lowest state to the highest. We need to help those students. I am a TAP school. Dogwood shows great support on things we can't change.</p>
Elementary School	I'd like more time in my classroom to build relationships. Every moment, right now, is planned and scheduled - micro-managed to 3 minute intervals in small group. Really? Trust me, as a professional, to manage my day. If I'm in the middle of a great discussion, I want control to be able to continue. Not to have to stop - ding! - and start a new topic.
Elementary School	<p>Teachers should be evaluated by only those in the specific area (i.e. Special Ed, Arts, ELL, etc.)</p> <p>Teachers should be able to receive scores of 4s and 5s on the evaluation scores.</p>
Elementary School	4 evaluations every year are very stressful in TAP schools. Need to be reduced to 2. That would help stress level.
Elementary School	Although I do feel like increasing the rigor of lessons is improving student achievement I feel that too much is expected of the teachers.
Elementary School	<p>I am stressed most of the time. I need to feel valued. My student make me feel great. My test scores are fives. My evaluations are threes.</p> <p>Other counties have higher evaluation scores, our county seems to think the rubric goes to three instead of five.</p>

Education Level	#18 Comments
Elementary School	We need to find ways to hold parents accountable. If teachers have no support at home, then a lot of good we do throughout the day gets undone at home. We wear a lot of hats as teachers, and I am not always able to wear the right hat for each individual child because of requirements. We need to be trusted and respected to do the best for each of our children every day. They deserve that.
Elementary School	I don't like or feel discouraged by the stress levels of my teachers and students. Therefore upping the stress level of parents, making a cycle that needs to be broken!
Elementary School	Unfair process for support personnel not responsible for curriculum or testing scores.
Elementary School	Talk is cheap. We are <u>told</u> we are trusted, appreciated and respected. But we are not really treated as such. I think Dr. Mc has surrounded himself with poor leaders who do <u>not</u> respect or even understand elementary school teachers.
Elementary School	We need much more autonomy and flexibility in pacing. Having 100% of reading curriculum dictated takes a lot of the joy out of teaching. It should be a suggested guide, not a requirement.
Elementary School	* In regards to the questions that have "school/district" as a cohesive choice cannot be answered fully. As far as my feelings toward my school/administration goes. I love it - the district, however needs a complete overhaul. We have too many people in district-level leadership roles making educational decisions that have absolutely <u>no</u> due in how to teach in a classroom - period - the end.
Elementary School	This district goes overboard on testing -- we do more than is required by the stated. Young children are not developmentally ready to take the SAT 10. We do not require them to sit that long for a lesson. We should not required them to sit through these tests and then punish the teachers.
Elementary School	#11 - We have opportunities to voice opinions, but NOBODY LISTENS!
Elementary School	#11-15 my answers reflect the district, not my school. These questions would have been answered more clearly if they were divided into school specific and district specific questions.
Elementary School	The work load between elementary and secondary teachers is severely imbalanced. Elementary teachers plan 4-5 lessons every night spending twenty hours per week plus every weekend planning lessons and working beyond contract hours. Secondary teachers often only plan on lesson a night and teach the same lesson over and over. They get more plan time embedded in their schedule as well. I would also like to see 1 announced and many walk-throughs to get a better picture of a classroom.
Elementary School	I <u>need</u> a teacher assistant that can help me <u>in the classroom every day</u> .
Elementary School	Principals should have more opportunities to use their own judgment. <u>Less mandates and control from central office</u> . Teachers do not feel trusted or valued by the central office.
Elementary School	<ul style="list-style-type: none"> - There are too many tests that we are required to administer. - I don't like that teacher's no longer have bargaining power. - I think that there are too many evaluations. - Teacher time is wasted on in-services that cover material our coaches have already presented.

Education Level	#18 Comments
Elementary School	Kindergarten does not have a way to measure growth that is individual to our grade. We (k teachers) are required to choose our growth measurement from another grade level that we did not teach that years. When that score is low, we are penalized for lack of student growth for students that were not ours that year. K needs our own growth measurement.
Elementary School	Working in a special day school makes several of these questions very difficult to answer. As an elementary teacher teaching all grades, and trying to apply all standards and ensure students are mastering goals is very difficult when dealing with behaviors as well.
Elementary School	Classroom teachers are asked to do too much, with too little planning time and often with unclear expectations. I still do not <u>really</u> understand how my evaluation scores are calculated. I feel I am being judged by criteria for which I have no control. I do not feel like I am valued nor respected as a professional.
Elementary School	Professional learning opportunities provided by the district on in-service days are repetitive and not meaningful.
Elementary School	Too many assessments! Extending the school year will only add to teacher burn out and will <u>not</u> increase effectiveness.
Elementary School	I feel like we have too much curriculum to teach and not enough time to teach it. Also following the day to day pacing guides Knox County provides is impossible to follow due to those kids who do not grasp and soak up the skills in one day (60 mins lessons). The curriculum is too hard to understand for the amount of time given.
Elementary School	I am very discouraged with the TEAM evaluation. Formal evaluations are best. Walking into a teachers room for informal evaluation intimates the teacher and often it is not their best lesson. If evaluated, I want it to be my best. PE, Music, Art teachers should not be evaluators.
Elementary School	I am thankful to work at our school and district. Although there are many teachers who claim that our district is adding "too much to our plates", I believe the district has student achievement as the main objective. Although many teachers are negatively voicing their opinions, there are <u>many</u> teachers who are thankful for our district and its direction. Thank you for high expectations and continuing to peruse excellence!
Elementary School	Tests have taken over these kids lives. Assessment is good, but test for the sake of tests is educationally unsound.
Elementary School	The atmosphere in which teachers at my school overcome to be effective is one of micro-management. Our PLC's consist of zero teacher collaboration and is entirely coach centered. <u>Two</u> hour staff meetings are taxing. I do not feel trusted to do what I know is best for my students. i.e. being taught a lesson weekly in PLC and then being expected and observed teaching that lesson.
Elementary School	· I love the idea of common core but supporting materials do not allow for implementation. · Please do not keep taking our plan time away!! Something needs to happen to compensate our extended hours.
Elementary School	Under the current conditions I would <u>NEVER</u> encourage a child to become a teacher.
Elementary School	Common Core - Like the standards and practices, but not the fact that KCS doesn't follow. Professionalism - Teachers are professionals. We are educated. We need to be treated - respect as so. School Board - Would like to have school board involved in schools.

Education Level	#18 Comments
Elementary School	TN said one observation for question #2.
Elementary School	Kids are being pushed too fast and expected to do too much too soon. The young ones are too tested and assessed through things they can't even understand.
Elementary School	Our special education PLC is <u>pointless</u> and a <u>waste</u> of my 30 minutes. CDC, CDCA, Resource, Speech, ELL, INSTEAD, have monthly PLCs from all West Knox CDC, all West Knox resources, etc. - make it meaningful. I don't have a lunch or planning period - that's illegal and I feel my admin <u>don't</u> care. <u>You must</u> take care of your teachers. Evaluate Special Ed supervisory staff - they aren't doing their job well and do not support their teachers.
Elementary School	The evaluation using student test scores is unbalanced and unfair. The top students may not show great gains because there is not much room to show gains. The very low students do not receive the support they need -- the computer programs do not take the place of <u>people</u> to work with them. They may also just have an "off" day and not score well. That shouldn't reflect on my teaching scores. The tier system doesn't work with our low students, and takes much too long.
Elementary School	<ol style="list-style-type: none"> 1. Students are tested too much! Additional state and district tests take away instruction time. Remember, teachers still do their own testing outside the required tests. Students are overwhelmed and stressed! Testing is losing its effect! 2. We, as teachers, pay too much in benefits! (especially compared to other districts). 3. The ELA department is demanding too much writing. We are losing valuable teaching time for Reading. 4. Please value teachers (experience, knowledge, and love for Education)!
Elementary School	I would like to see the evaluation system used to support teachers and guide them to better teaching strategies. I feel that teachers live in fear of failing rather than feeling confident that their employer wants them to succeed and grow as an educator. I was lucky I had a chance to grow and experience support and develop my teaching skills. My husband was not so lucky. His contract was not renewed despite his tireless effort and genuine desire to be a teacher. I was in the same place as he when I was a 2 year teacher and would have faced a similar fate I'm sure. Now I score 5's and I feel that I am successful. I wish he could have had the same opportunity and a chance to grow. He would be stellar I'm sure!
Elementary School	<ul style="list-style-type: none"> · Much learning is lost because we have no 1st grade time in our micro-managed day to <u>read-a-loud</u>. Rich literature is not presented, listening skills are not enhanced, enjoyment of reading is not modeled. · SAT 10 is not appropriate for K-1 and is not aligned with Common core. Skills are tested that are not taught.
Elementary School	The PARCC Assessment is a very difficult test for children with disabilities.
Elementary School	Inner city schools need TAs in the classroom daily assisting the teachers.
Elementary School	I really feel if Special Areas is going to teach TAP and Common Core we need a curriculum book aligned to it. I always feel like I am guessing on what I need to do.
Elementary School	<p>#11 - Although we are given the opportunity to provide input, nothing seems to be done with out input.</p> <p>#14 - We are not "encouraged", in our school, we are put into positions.</p>

Education Level	#18 Comments
Elementary School	My school is a pleasant environment to work in due to the school's administrators. However, I feel that the district places too many demands on teachers resulting in a high level of stress. My work week consists of 60+ hours. It's difficult to strike a balance between this profession and taking care of your own family.
Elementary School	Too much testing. Teachers are <u>not</u> allowed or encouraged to make decisions for <u>their</u> students. Education is now data driven and doesn't take into account the student and their home.
Elementary School	I don't believe I can answer questions 16 and 17 because I do feel my school and my district is a good place to learn but I'm not as confident about a good place to work. I feel like our students get a quality education but our teachers are nervous and fearful at times. I think we need consistency in evaluation process and rubric interpretation.
Elementary School	I feel like certain schools have the autonomy to allow teachers freedom. I know this because I have worked inner-city and west and educational and teacher expectations from administrators are different. I also do not feel teacher. (Most masters of their field) are considered experts or given a true voice that is respected. also, parents needs to be held accountable, especially for absences and tardy's. How can teachers be held accountable for absent kids?
Elementary School	In regards to Question 11, while teachers are allowed to give input regarding the districts strategic direction, I believe we are heard but our concerns are not being addressed. The PARCC assessment is setting children up for failure.
Elementary School	*There are too many tests that are required that don't provide any valuable/useable data. *Teachers are not treated like the professionals they are. We should be able to plan and teach the way we see fit for our students. *Yes to year round schools.
Elementary School	· We have given input and it has not been recognized for 3 years. · Teachers are micro-managed and not treated as professionals.
Elementary School	We are not given adequate paid planning time each day. Our PLC is used to discuss one instructional goal that remains the same for an entire nine week time. Common Core cannot be taught as designed due to the extremely large number of county skills we are required to teach. Dr. McIntyre <u>and all</u> board members need to be <u>working</u> in our schools in order for them to fully understand the "what looks good in theory" and "what is a reasonable expectation of teachers and students". PLEASE DO SOMETHING!! Listen to your teachers!!!!
Elementary School	PLEASE recognize that there are certified staff who ARE NOT teachers, but are held accountable for math and reading scores. I want accountability, but in the area for which I am <u>certified</u> . Also, I serve 550 inner city kids in three days per week.
Elementary School	The TEAM evaluations can be 1/1 announced/unannounced, but the rubric should be modified in the instruction component to where teachers don't have to put on a dog and pony show to score well. Teachers should NOT observe others.

Education Level	#18 Comments
Elementary School	We need more help in urban schools. Make more incentives to attract higher quality teachers and to retain them.
Elementary School	I feel teachers are not treated with respect or as professionals. I feel the decisions are being made by politicians, business persons, and non-educators who know nothing of what goes on in the "real" classroom. Ideas that appear to look great on paper often do not work with 24 children, 6 reading levels, and 4 pull-out programs.
Elementary School	I do not like the added pressure of unannounced observations. My scores have always been excellent. Why do I have to continue feeling judged or questioned?
Elementary School	#12 and 15 - instructional delivery has been derailed in many ways by the TEAM model. Innovation is not always welcomed - we have become overwhelmed at times with concerns about fitting the model. Our greatest challenge is <u>too</u> many <u>new</u> programs and requirements at one time. We barely get a grasp on the latest requirements before another new initiative/program is required. Teaching is not only a profession, but a craft we need time to perfect in order to be effective.
Elementary School	The team assessment model is deeply flawed. Dr. McIntyre is not making decisions in the best interest of students, he is not adequately responding to specific concerns brought up by parents, teachers, and students at school board meetings. His educational and political policies which are deeply entrenched in the agendas of the Board Foundation, make me want to seek employment elsewhere and send my children elsewhere.
Elementary School	There are way too many evaluations for teachers and for administrators to handle. The rubric is not realistic and promotes robotic rather than creative teaching practices.
Elementary School	9. PLC has just begun to include Encore, which is important. 11. Opportunity to provide input regarding strategic plan is made available , however, teachers fear resentment and do not attend and speak up. 12. I do not feel upper Admin - 85% of Central Office has a real clue about teachers' abilities. 15. Most of autonomy has been taken away with TEAM. It is the only downside of TEAM. 14. A select few are encouraged to lead, the Academy is already decided each year - or it appears so.
Elementary School	I overall believe that teachers should not be evaluated as often, as I preferred it in the past when tenured teachers didn't get evaluated as often. I also believe that people who have not taught in classrooms should not be evaluating people.
Elementary School	I think our district is making positive progress to lead to student achievement.
Elementary School	Do not utilize Common Core and PARCC until they have been analyzed/approved by developmental psychologists who understand the developmental capabilities of our youth. Support us by providing adequate materials (other than computers/etc.) and stop threatening to take our licenses away.
Elementary School	Working in Knox county is a stressful and depressing choice. Our views as educators are not seen as valuable. We are dictated to as to teaching styles and instructional decisions. Our pay is one of the lowest with little help given for health insurance. Perks about extra personal days may be a way to boost some moral. I'm counting days to retirement.

Education Level	#18 Comments
Elementary School	If it were not for the supportive environment at my school, I may have left the teaching profession due to the high stress levels and demeaning attitude of the district. Teachers do not enter this field to make money. We do it to make a difference.
Elementary School	I agree with #10. However, Knox County doesn't let us follow common core. We are too busy following a pacing guide so that we can all test at the same time. Regardless of the fact that our students may need more time. I disagree with #11 because I don't feel as if we are valued or heard. This survey is a ruse to make us feel as if you care or are going to change anything. There are <u>too many</u> indicators on TEAM for a 45 min. lesson.
Elementary School	My grade level has always (for the last 13 years) met once a week to plan, collaborate, and discuss student assessments to direct our lessons. Having PLC meetings once a week is taking away from valuable planning time for me.
Elementary School	PLC's play a role in my instruction, but it is often things I do naturally. I do feel they have their place, but not on a <u>weekly</u> basis. I feel biweekly or monthly would be efficient enough. Allow the coaches to be teachers "leg" to find materials, not data collectors.
Elementary School	I understand evaluation is necessary but the rubric should be designed to fit the teachers in different subject areas, such as special ed, special areas, ELL, etc., The person who provides the evaluation should have the same qualification as the teacher. For instance, ELL teachers should be evaluated by the person who are certified in ESL field.
Elementary School	#4 - If my spouse, kids, and I were on all-year-school schedule, I'd support it. #6 - I don't like how some TRIPOD questions are worded. #7 - Our school doesn't have computers for a classroom of students, not do K and 1 have skills to participate independently. #9 - I think Art teachers would learn best from other art teachers, not from PE, Special needs, or music. PE learns from other PE and so on. Teachers are overly micro-managed, too many supervisors, unclear guidance, unrealistic evaluation expectations, a TEAM rubric should be differentiated for different team members.
Elementary School	Student testing scores should <u>not</u> be tied to employment/license renewal.
Elementary School	I feel fortunate to have a job that allows me to help children reach their potential. I believe I am doing something that I truly love and I will do it to the best of my abilities.
Elementary School	The overall problem is behavior. There is too much time spent redirecting. Kids don't care about learning and they refuse to take the time to do well on tests. It is nor fair that we are teachers suffer because of it!!!
Elementary School	We are being monitored and pushed to the 9th degree. Teachers are treated like they do not have the good sense to teach and be professional without being monitored and observed all day. Too much of teachers' time is spent working after hours.

Education Level	#18 Comments
Elementary School	Evaluations: Offer a choice to tenured teachers, since some prefer both unannounced observations, and some prefer one of each. Calendar: Balanced calendar might work - need more information. Common Core: Are all the tests required locally mandated by state, as part of CCSS, or are some of them based on local decisions? Too many tests interfere with actual instruction. PLCs: They're become min-staff development sessions. What happened to teacher-driven PLCs? District: Too much top-down, micro management. Field Test PARCC if other tests eliminated.
Elementary School	Evaluation scores should be based only on what the employee does. Non-tested teachers should <u>not</u> have 40% of their summative based on a school's scores, as this is not an accurate portrayal of the teacher's abilities. I <u>hate</u> that I have little to <u>no</u> control over <u>40%</u> of my total score. RIDICULOUS!
Elementary School	-- No Special Education students should be included on classroom teacher Value Added. -- Only 1 required evaluation every 3-4 years if you are 4 or 5 in TEAM evaluations and Value Added. -- Recognize our Teachers' Union. -- No unannounced evaluations!
Elementary School	Raise pay.
Elementary School	The overload of testing is damaging to our students especially when they are overwhelmed with tests that have not been covered yet in curriculum.
Elementary School	Can we please have our 1/2 hour each day back from the 10 snow days we don't get back?
Elementary School	We test as much as possible but we don't have the time to implement the data.
Elementary School	Questions 11-15 should have stated either school or district. There is a difference between each of those. 11-15 I strongly agree that they are evident in my school. I disagree they are evident in my district. Teachers and support staff with a level 5 summative evaluation score should be exempt from being evaluated the following year.
Elementary School	We have opportunity to provide input but it is not seen as valuable or respected. I love my school but my district needs to value us more.
Elementary School	Please let us do our jobs and enjoy our children, careers, and families!
Elementary School	I think the evaluation process needs to be revamped / tweaked a little to where it does not feel so much like a "gotcha".
Elementary School	I feel this year is more about weekly testing and not about students mastering the skills.
Elementary School	Concerning #s 16 and 17 overall my school and district are "good" places to learn and work. However, I believe they could be better places to learn and work as changes in curriculum implementation and performance evaluations for students and teachers are implemented more wisely and well thought through.
Elementary School	Special Ed and Speech Therapy feel they are walking on eggshells.

Education Level	#18 Comments
Elementary School	We are giving too many assessments. WE do not have enough plan time. The valuation system is unfair to many teachers. I feel extreme anxiety when I come to work. I do not feel respected as a professional. There is no time to teach due to assessments. Communication from departments such as reading and math are <u>not being</u> communicated.
Elementary School	-Differentiate for elementary schools - Take input from Elementary personnel as to what works BEST at this level. High school viewpoint does <u>not</u> fit everyone! - Consider a different type of evaluation system -TIGER
Elementary School	I have been an educator for 20 years. I am disappointed and ashamed of my Board of Education and Superintendent for supporting excessive testing, fiercely unfair working conditions and berating and intimidating their teachers. We are not interested in your canned curriculum nor your stupid "APEX" pay. Give us back our autonomy in the classroom.
Elementary School	I believe our teachers are not being heard by our school board. Our school board members need to have a term limit and be required to have served at least 5 years in a classroom. This goes for the superintendent as well. His position needs to be an elected position by the people of the county, not the school board.
Elementary School	- The evaluation rubric <u>NEEDS</u> to be different for primary, intermediate, middle, and high grades. - A salary increase helps moral <u>MORE</u> than the completion that APEX forces between schools and colleagues. - Do away with K-2 standardized testing!!!!
Elementary School	Please do not <u>waste</u> money on another Math series! We would rather have additional personnel with the money. Also, having the 5th graders type the writing assessment is insane!!
Elementary School	The current evaluation system is <u>reasonable</u> . It measures the quality of teaching in our classrooms <u>less than</u> we check on the cleanliness of restaurants, the quality of telemarketing professionals, and the quality of assembly line hardware and parts.
Elementary School	<ul style="list-style-type: none"> · Mandates from Central Office as often in conflict with each other. · "Coaching My comments concern standards and special ed. How can grade level testing for students who are functioning below their grade level be valid? Model has veered into telling me what to do rather than coaching me into a solution. · <u>TOO MUCH</u> emphasis on a single test. Bonus money should not be tied to this aspect. · Leaders have little understanding of how new mandates impact the daily practice/instruction.
Elementary School	There is too much testing placed on students. Instruction is fast-paced and developmentally inappropriate. Teachers are going unheard and loosing planning time and instructional time with useless test and data driven activities. The rubric TAP/TEAM are unrealistic and degrading to teachers!

Education Level	#18 Comments
Elementary School	Evaluations for special areas and librarians should be done by someone who has taught/or teaches in that area. They are <u>not</u> classroom teachers -- they have different goals and objectives and should be judged on those not classroom objectives. "Don't judge if you haven't walked in that persons shoes." Students should be able to learn at his/her personal pace and not forced to go faster than they can comprehend. The addition of a full time tech-person is an excellent asset and should be continued. If a 5 is not obtainable in an evaluation it should not be available. Principals should NOT be discouraged about giving "5's" on an eval. If one teaches well they deserve that recognition.
Elementary School	#8 & #9. PLCs for special areas cannot function the same way a grade level PLC an - not when each special area has such different requirements. Twice a month would be sufficient. #10. Common core seems to be a strengthening of what we were already doing. Anchor standards make sense. The problem isn't the standards - it's implementation. #11, 12, 13, 15 - My answer is very different for my district. At the school level, I feel positive. District level, not. Have filled our several surveys that seem to be ignored.
Elementary School	After <u>28</u> years of teaching, I have never been so <u>discouraged</u> . I am asked <u>every</u> day to perform in ways that are not humanly possible. We are asked to do <u>too much</u> with too little support.
Elementary School	Unannounced visits should at least let us know the month before. I really wish we could go back to announced in the fall and unannounced in the spring. One observation a year is sufficient.
Elementary School	I am in a TAP school. The evaluations are subjective. It is cruel to have unannounced evaluations with a 5 minute warning. The rubric is <u>not</u> a checklist, but a guideline. As stated before, it is very subjective and the indicators are set up to intimidate. SAT 10 should <u>not</u> be used to bully and intimidate teachers.
Elementary School	<ul style="list-style-type: none"> · I disagree with the whole team evaluation process. I don't mind being evaluated, but being evaluated using the rubrics of so many different areas in a 45 min. lesson is geared more to a high school level classroom than elementary level classroom. · When are we getting a decent raise? · I feel we are not being treated as professionals who know what is best for our children, but rather as robots who are told how to teach by those who have never taught.
Elementary School	Allow TAP Teachers to continue all training and observations with constructive feedback -- BUT give us a choice to opt out of extra bonus pay in lieu of just a pass/fail score -- just does not make sense to apply to e.g. guidance teachers.
Elementary School	Regarding #7, I don't think 5th grade students should have to keyboard and take the writing assessment online, because they have not had a keyboarding class. Also, I think the TIGER model used by Alcoa is a better evaluation model than the TEAM model.

Education Level	#18 Comments
Elementary School	No one state assessment can adequately measure student growth and performance nor is it indicative of excellence by the teacher. Students come to school with various skills, some greater than others. - Measure the schools growth, not individual teachers and you strengthen the school, and strengthen all students.
Elementary School	Why are we spending so much "out-of-house" money on assessment, especially when it does not affect teaching process? There are too many district "chiefs" taking away teacher creativity and sending mixed directives.
Elementary School	I used to <u>really</u> enjoy teaching, but now everything is just stressful. There is <u>too</u> much testing and not enough time to actually master any skills. The TEAM rubric is not realistic and teachers are not appreciated. No matter what, we are never good enough.
Elementary School	I am disappointed that the board extended the contract before surveys were reviewed and measures taken to see changes being made. Another way to disrespect teachers. Postponing contract would have been the first step to gaining respect of teachers back.
Elementary School	I think teachers pay should definitely be increased due to all the extended hours we put in.
Elementary School	TEAM should be more concise, less subjective and consider different grade levels. Rigorous assessments need to be reconsidered for younger grades (K/1st). NOT DEVELOPMENTALLY APPROPRIATE!
Elementary School	Micro-managing needs to cease. PLCs are a waste of time. Teachers do NOT need to evaluate co-workers.
Elementary School	Very disappointed in our school board and his extension.
Elementary School	Questions about the school/district are difficult to answer because I feel different on things on the school level and the district level. I am in favor of field testing PARCC to have experience but I am worried about the added pressure. Decisions on testing and unannounced evaluations and increased concerns about data have produced schools with horrible morale. Students cannot learn when teachers are too stressed and upset to be effective.
Elementary School	I wish communication between our coaches / downtown was clearer. I feel like we get mixed messages regarding what educational practices are acceptable / encouraged. I definitely feel that teachers should be evaluated, but I think the number of unannounced observations should be decreased. The pressure to fulfil 61 indicators at all times is too overwhelming and takes emphasis away from a teachers first love -- his/her students!!
Elementary School	I feel like teachers and schools are being micro-managed. In house/on site decisions regarding that schools needs, need to be made by people working in that building.
Elementary School	When conducting evaluations, it should be considered that evaluators need to be training for the grade they are evaluating. Ex: A 4th grade teacher may not know much about kindergarten students. Evaluations are perceived differently depending on the evaluator.

Education Level	#18 Comments
Elementary School	I am frustrated with Knox County expectations being more than what the state asks for. We do not have to take everything several steps beyond what to excel. An example would be the poor writing prompts given at the end of the first semester. They should be on topics students have background knowledge of and focus on skills we have taught.
Elementary School	PLCs should be held once a month at the most. We are having to make up extra assessments in order to have data to discuss. The majority of my PLC meetings are a waste of time.
Elementary School	The TEAM Rubric is completely unreasonable for day to day lesson planning. Walk through observations are much more realistic than announced observations. District mandated assessments and curricula leave no time for teachers to re-teach or develop relationships with students. Relationships affect student achievement <u>as much or more</u> than teaching strategies and data from assessments.
Elementary School	Teacher certification should absolutely not be based on performance. Pay steps are too infrequent. Pay in Knox County must be more equitable with neighboring school districts. Evaluators should have real experience in the grade/subjects they are evaluating. This is not a content issue but understanding nuances of another age group.
Elementary School	#11 - Having teacher "input" isn't relevant if teachers' expertise is not used. <u>We</u> aren't active partners. A "right to work" state doesn't mean teacher representatives chosen by teachers cannot be regular decision makers.
Elementary School	We need to slow down pacing and less testing. Teachers need to be the "CEO" of their classroom. Teachers should be in control of the schedule. Teachers need to be recognized as professionals! We need an explanation of why schools scores are up and teachers scores are down. Teachers with threes and fours should only be evaluated every three years.
Elementary School	I do not like evaluations being done by my peers. I would much rather an administrator. I think PLC's are busy work for teachers. Common Core was pushed on us. There are too many meetings and too much testing.
Elementary School	This is a complete waste of time! You guys don't care!!
Elementary School	<ul style="list-style-type: none"> · TEAM evaluations should be made by evaluators with 10 or more years experience in the field of which they are observing. For example, an elementary classroom teacher should be evaluated by a veteran elementary classroom teacher of like background or an administrator. Staff members receiving low scores should have the opportunity for professional refinement before letters of termination are sent. Retired teachers should be evaluators. · Limit summer in-services - we need a break. · Raise insurance benefits. · Give credit for after school hours used for planning.
Elementary School	I have no issue with unannounced observations of my classroom. I have issues with being evaluated on a rubric that <u>cannot</u> be successfully taught at a level of "5" and that is so subjective. I also take issue with teacher's being evaluated by test scores and observations that provide such a small glimpse of everything that goes into a successful classroom.

Education Level	#18 Comments
Elementary School	I think teachers are restricted and feel discouraged because the school district often puts business and money before the children. The district is hurting teacher growth and our schools are suffering because of it.
Elementary School	TRIPOD surveys are very inappropriate for all children - especially English Language Learners and very young children.
Elementary School	#1 & 2 - The word "all" - really if you evaluated seasoned, trusted teachers every 2-3 years - more than enough! #9 - We have to come up with "data" - so super will look good? So Coaches have a job? How very stupid. #11 - Provide input until the cows come home - that's not the issue! Having something done is the issue!! #15 - What a joke!! #17 - Until the present Hitler was hired!
Elementary School	We are not <u>testing</u> CCSS in Grades K-2. Would law students take the MCAT? We can be fired because of results of a test based on curriculum we don't teach. The disrespect shown teachers will not slow down / reduce stress and anxiety. Thanks for listening.
Elementary School	It is nearly impossible to receive a 5 at the elementary level on evaluations. If we modified the rubric for elementary, this would be good. Each school needs their own rubric at the level of their students (ex. Elementary, middle, high). The Discover Ed. testing and SAT 10 do not align. I don't think the excessive amount of testing at the elementary level is necessary. Teachers know their students and what they have mastered or need more intervention. I need quality time to teach and let kids explore/learn instead of taking tests all the time. *I can't speak for the entire district on #17. Overall my <u>school</u> is a great place to work and learn. I wouldn't want to work anywhere else.
Elementary School	We are given too much, too quickly. I find myself very scattered trying to implement all the new requirements, tests, PowerPoints, and lessons which are coming from the district. Overall, I feel my teaching has suffered, not improved with these mandates. Please let me be the professional I am trained to be. Allow me to make my own instructional decisions based on the needs of my class. Cookie cutter lessons do not work in every classroom. Lastly, please pay me like a professional. I am embarrassed about how little pay I receive with a Graduate degree. Thank you for listening.
Elementary School	Knox County does not trust its teachers to make decisions regarding pacing, teaching techniques, and implementation of instructional strategies. This is <u>very</u> evident in the TEAM evaluation plan. There is <u>no</u> room for teacher creativity or individualism. Knox County wants robots, not teachers.
Elementary School	I do feel that the school, where I teach is a good place to work. I think that the job has gotten too overwhelming over the past few years and has caused teachers to become stressed out more than normal. Too much pressure has been placed on teachers -- not enough hours in the day.
Elementary School	I don't think we should be giving test for no reason but for PLC meeting.

Education Level	#18 Comments
Elementary School	<p>PLC are driven by data, but this is the issue. The surveys made up for these meetings are meaningless, because it's not on material I have taught. It is a huge waste of my time.</p> <p>CCSS - Yes it is a good thing to be used to increase students readiness for the real world. <u>However</u>, it is not age appropriate for a K-2 students. These kids need to <u>master</u> foundational skills. <u>Deeper thinking</u> can come later when they are more mature.</p> <p>Central Office: Reading Supervisor and Beverley Hutchinson <u>control</u> my literacy block, not me!</p>
Elementary School	<p>I am proud to be a teacher. I love my students and I honestly don't mind being evaluated and observed regularly. The evaluation process has helped to improve my teaching. However, I do not like having test scores of students that I don't teach attached to my summative evaluation scores. I want to teach my students the things they need to know to be productive citizens and honest people.</p>
Elementary School	<p>The SAT 10 test for primary grades is not aligned with Common ore state standards and not developmentally appropriate for young children.</p>
Elementary School	<p>Bonny Kate has a great staff. Within our school, we are encouraged to speak up about all that concerns us. Our coaches and administrators lead us in a way that helps us grow as teachers.</p>
Elementary School	<p>I think if you score a level 5 on TVAAS you should only have to do 1 announced and 1 unannounced observation.</p> <p>Sometimes I question why I can't have more say with instruction in my classroom, even though I do have a Bachelor's, Masters and EIS in curriculum and instruction????</p>
Elementary School	<p>As a professional educator with 2 degrees I am profoundly disappointed in the obvious political bullying which occurred on Monday evening prior to the board's vote. It only served to show just who will come out when the board gets desperate. Since when do we use our own children as pawns? It was disgraceful and only proved teachers <u>cannot</u> teach all students and ignorance is rampant among our leaders.</p>
Elementary School	<ul style="list-style-type: none"> *TEAM Evals should be done by a neutral party with no "agenda" or "coaching". * Special Areas, SPED, and ESL teachers should be evaluated by someone certified in that area. *Curriculum is not developmentally appropriate especially for ELLs (new comers) with no English. * TVASS should be aligned with students who actually come to my class. *I love my school, my students, and teaching <u>but</u> I am not free to teach what and how I think is best based on my experience and education!
Elementary School	<p>Students and parents need to take more responsibility for student achievement.</p> <p>Education should <u>not</u> be a cookie cutter experience! Children should be instructed on their level and instructed to Mastery on core skills.</p> <p>Content does not go deep enough - children need more time to practice skills.</p>

Education Level	#18 Comments
Elementary School	<p>I believe any survey that is intended to gauge the views of KCS <u>teachers</u> should have questions designed with the cooperation of teachers to address concerns. Many of these statements do not allow views to be correctly assessed. The teachers are given opportunity to provide input, but it remains to be seen if it is really considered when making decisions.</p> <p>All <u>unrequired</u> testing (by state) should be immediately discontinued.</p> <p>All teachers should have at least half of observations announced.</p>
Elementary School	<p>Schools in the district have teachers who care about students, test scores, and about doing their best for the students each day. Teachers are very frustrated being represented by someone who has no real experience in working with students on a daily basis. Education is not a business, it is dealing with human beings!</p>
Elementary School	<p>I don't think the system is perfect. I wish I had more choice when it comes to materials.</p> <p>I'm so sick of <u>lazy</u> teachers getting up and complaining, I do not agree with some of their complaints. My principal is amazing and they are lame.</p>
Elementary School	<p>Regarding #8 - PLC in secondary may be able to plan a lesson for the one subject most teachers' at that level teach. However, elementary has decreased time for collaborative planning and data analysis, and elementary teachers make plans for ALL SUBJECTS. Please consider this!</p>
Elementary School	<p>*NO SAT 10 for K-2!!!</p> <p>#11 - Have opportunity. Do not think KCBE takes our concerns "to heart" as to what is best and developmentally appropriate for the students. (As in #12 - We are not trusted to make sound instructional decisions.)</p> <p>#14 - School leadership roles <u>only</u>.</p> <p>#16 - Would be an excellent school if state/county didn't impose so many stressful, inappropriate (not developmentally sound) decisions.</p> <p>#13 - District does not trust us, so how can we be considered experts?</p>
Elementary School	<p>Time pressures and last minute changes in schedules and meetings put an unhealthy stress and pressure on teachers and their families. Teachers who deal with extreme behavior problems should not be observed and judged in those classes.</p>
Elementary School	<p>As I understand it, there are other counties using TEAM that only require <u>one</u> evaluation per year. Why is this different than Knox?</p>
Elementary School	<p>There should be full-time counselors in all elementary schools.</p>

Education Level	#18 Comments
Elementary School	I do not have a problem being evaluated or teaching the common core. It is how we are evaluated and the lack of freedom teaching the standards in a developmentally appropriate way. To be treated as professionals, the "pacing" and curriculum should be more flexible based on school/grade/classroom performance. We should be standard based not "series" based. The evaluation rubric <u>needs to be</u> adapted for primary. No standardized testing for K-2. Not appropriate.
Elementary School	Less meetings and more planning time is needed.
Elementary School	As a teacher we need time to plan and organize our classrooms (on contract time). A lot of meetings and trainings have been a WASTE of time. We are expected to spend our "free" time getting our job done. This is exhausting! Teachers are underpaid as it is - please stop abusing our livelihood and free time.
Elementary School	I have worked in Knox Co. for many years and I feel that teachers are given less respect now than ever before. We have more on our plates and less time to do what we need for our students. The Knox Co. superintendent can state all day long that he values education but it was not until teachers started speaking out that he started making some plans to change. Nothing will change until Knox Co. stops putting money first and teachers last. It is good to say things will change...we will wait and see.
Elementary School	<ul style="list-style-type: none"> · Special education students should not be included in classroom teacher value added. · Only 1 required evaluation a year if you are a 4-5 in team evaluations and value added. · Recognize our teacher union. · <u>No</u> unannounced evaluations for teachers.
Elementary School	<p>We are not trusted enough to hold students back or resource students earlier - it takes way too long to get them through the tier process. School board members should have to work in their zone schools for a certain number of hours each month to <u>really</u> understand what teachers' jobs are like.</p> <p>We take way too many tests and there is not enough instruction time! Common Core can be done correctly if we were not doing assessments 2 out of 5 days a week! Give us time to teach the materials please!</p>
Elementary School	The requirements added to my job this year has led me to rethink my calling as a teacher.
Elementary School	<ul style="list-style-type: none"> - It remains to be seen if teacher's feedback is regarded by the district. - Teachers are hounded by parents who ultimately get their way even when educators disagree about academic issues. Parents are taking over the regular classroom and in turn disrupting learning.
Elementary School	There is no appropriate differentiation for special ed teachers when it comes to PLC's -- we sit in meetings with regular ed teachers with the focus being on them and their students. Our students' progress matters also.
Elementary School	I hope to see teachers happier in their professions. It is disheartening to see so many who are unhappy as a new teacher. I think the stress level plus low pay are taking a toll.

Education Level	#18 Comments
Elementary School	Regarding #3, If a Level 3 is a rock solid teacher, why would we have to have a Level 5 for our number of observations to be reduced? Regarding PLCs, I feel that meeting every week takes from our planning time, which is very limited anyway.
Elementary School	<ul style="list-style-type: none"> -Students are being assessed too much, they as well as the teachers are suffering with health issues due to the stress this is causing. -Teachers are not being trained and given the necessary materials in time to review them before they must be implemented. -The people responsible for communicating "pacing" for subjects are not giving us the information in time. -Our writing assessment/prompt is not "age appropriate". -Our teacher training for reading was a "sales pitch".
Elementary School	PLC meetings should not be a weekly meeting, they should only be once a month. They take away our planning time which is more valuable than PLC meetings. We meet weekly as a grade level and we discuss teaching strategies together. At what point can teachers be professionals? It seems that we have to prove our self worth and abilities each year. If we have received an overall 5, why can't there be a year or two free of observations?
Elementary School	I am violently ill of people with extremely limited education/teaching experience are commanding/dictating what and how we teach. There is nothing wrong with common core, but everything wrong with the fixation on being the "fastest". We are the most stressed, defeated district even if we are the fastest improving. You are losing quality teachers. Chill on the assessments!
Elementary School	I have seen TEAM evaluations stress teachers and turn them against each other. The amount of pressure placed on us causes dome to say students are doing better than they really are. We are constantly told what to do and our opinions are NEVER taken into consideration. The terrible leadership in our county is causing good teachers to quit or retire and the students are suffering because of it.
Elementary School	We have been given opportunities to speak, but it does not feel like we are being heard. My school is a good place to work because the people care and are still here for the children.
Elementary School	I would like for Knox County Schools to follow the state required observation protocol only. The added stress from the unannounced observations is disrupting schools. Teacher morale is the lowest I have ever witnessed. The average elementary school teacher works a 60 hour or more week. I do not think that administrators and/or lead teachers should be in fear of being sanctioned if scores are high. Hire people you trust and trust their judgment. I see myself leaving teaching sooner than I had planned.
Elementary School	I believe that the Common Core and PLCs are good practices that have been adopted. However, the implementation of these programs has not been good. Teachers need to be left to their professional judgment in how to implement this. There is too much control over what happens in the classroom by people who are not teachers. We should be valued as professionals and we are not.

Education Level	#18 Comments
Elementary School	<ul style="list-style-type: none"> · Common Core Standards are a positive change, but the emphasis on testing and the methods being used to implement the changes are hurting children and the learning process. · Elementary schools <u>must</u> be equipped with technology labs and technology teachers are part of ENCORE rotations if our students are expected to take online tests. My students have rudimentary keyboarding skills, at best, and there is not time during our school day for me to teach keyboarding. · The evaluation process <u>must be transparent</u> to improve teacher morale. Rumors that come out of evaluator meetings (such as percentages of teachers that may score 1, 2, 3, 4, or 5, Bell Curve) cause stress and low morale. We need to know what evaluators hear in their meetings.
Elementary School	<p>The one question you failed to ask was whether we agree or disagree with student achievement scores being tied to a teacher's effectiveness rating. When will the district recognize that student achievement isn't solely dependent upon the teacher? If you want to hold me accountable, then pre and post test my students at the beginning and end of the year. Judge me by that score alone because that is the work that reflects my teaching. Students lose too much information over summer. I have no control over their environment or parents. Those things affect achievement too!</p>
Elementary School	<p>I don't feel that teachers are recognized as professional experts due to the fact that we are graded on a rubric that requires us to keep moving regardless if our students are ready or not. We cannot use "teacher knowledge of students" because of the TEAM/TAP rubric.</p>
Elementary School	<p>I feel the tripod survey should start in 5th for the experience but even then the students still do not understand what is being asked of them. Overall, I am very pleased with the direction the county is heading as a Knox County alumni and parent.</p>
Elementary School	<p>Thank you for asking for our input! I feel as though there are things (such as the Tripod survey, some indicators in the evaluation process, etc.) that should be reevaluated due to the vast differences between K students and 5th graders.</p>
Elementary School	<p>Having tenure no longer counts for a teacher, is there not something in place to try and help teachers who make a 1 or 2 on TVASS? Students from a Title I school do not have the support needed to home and I don't think a teacher should be punished for lack of help at home.</p>
Elementary School	<p>#13 - In my school I feel I am treated as an educational expert. The district mandates / micro-manages too much. #15 - Again, I enjoy having pacing guides, however why purchase materials laid out for us only to change the layout or the skills being delivered in them? #9 - Since PLCs have been determined to be a place for PD not only data, data, data. #12 - Within my school I am trusted, I don't feel that trust in the district.</p>
Elementary School	<p>Too much testing for data and too many PLC meetings that take away from instruction and teacher planning time. Common Core has been thrown at us <u>in too big of a chunk</u>. It's like building a plane while you are flying it.</p>

Education Level	#18 Comments
Elementary School	Kindergarten teachers are not able to receive bonus pay for progress. Please use DIBELS assessments KELA assess, etc. to show progress made. Expecting <u>all</u> students to be at an arbitrary level of end of the year to unfair to everyone.
Elementary School	#12, 13, 14 should have separate questions for school and district. The way I feel about my school is different than the district.
Elementary School	As many have stated <u>too</u> much is being put on teachers and students <u>too</u> fast. There are valid ideas that will be good for KCS but it cannot happen overnight. Slow down and scaffold and good things will come. If we continue at the pace we are going, failure is sure to happen.
Elementary School	<ul style="list-style-type: none"> · Changes need to be developmentally appropriate for children. · Less unnecessary testing just for the sake of data.
Elementary School	Smaller class sizes would allow classroom teachers to meet the needs of their students more efficiently. Having numeracy, GT, literacy coaches in each building would also add resources and support to students and staff.
Elementary School	My overall perception about Knox county School District is negative. Teachers are stressed and therefore students are too. The district has inexperienced people in position t that DO NOT understand or know what takes place in the classroom.
Elementary School	<ul style="list-style-type: none"> - Take less of the school year to test. - We need more plan time to be effective.
Elementary School	Teachers have the opportunity to give input but changes are not made in accordance with it. Administrators at my school are respectful and cooperative with teachers. District level administrators are not.
Elementary School	I do not believe a teacher's SAT1 0 score should be a determining factor when considering if growth has occurred and if the teacher properly taught the material. I strongly believe SAT 10 score <u>should not</u> impact a teacher's job especially when an evaluation meets the standards.
Elementary School	I don't feel Tripod is appropriate. Students should <u>NOT</u> be made to judge the work of an educated professional. Students do not understand why teachers do what we do when teaching.
Elementary School	<p>Thank you for doing this survey. I want to be heard, but in a civil manner.</p> <ol style="list-style-type: none"> 1. For #'s 11-15 - Please recognize I was referring to district. I feel that my school lets teachers have more input than district. 2. Please consider creating positions in 14-15 school year for Lead Teachers to be much like TAP Master teachers. They should be grade level specific and go to several different schools to evaluate. Pull lead teachers out of classroom to eliminate need for sub and give them a chance to put 100% of efforts into 1 job, not have to give partial to classroom and partial to LEAD.

Education Level	#18 Comments
Elementary School	<p>1. I feel like TEAM needs to be more concise. The rubric is too overwhelming to try to feel effective in all areas -- which is what most teachers strive for.</p> <p>2. PLC's should be more about strategies than data. I have spent more time testing skills that I have been unable to effectively teach-due to time spent testing.</p>
Elementary School	<ul style="list-style-type: none"> · Testing takes too much instructional time, is not aligned to CCSS for our grade level and is creating a great deal of stress for our youngest students (5-8 years old) lots of crying and just shutting down. · The focus of teaching has become the "tests" and TEAM-not the students. Tying your job so intensely to these scores creates high levels of stress for teachers which is passed on to students. · Teachers are being asked to teach the same way at the same time (Voyager, TPEG). Teacher professionalism, judgment - creativity are not valued.
Elementary School	<ul style="list-style-type: none"> - Observations are too subjective and are not a true reflection of a teacher's impact/success. - I feel like we are not involved enough in decision making on a larger level. - Information trickles down from the state to the County and is thrown at us at School.
Elementary School	<p>Teachers have opportunities to provide input regarding the district's strategic direction but it is very rarely actually used. The District often does what it wants anyway.</p>
Elementary School	<p>Common core curriculum has some great and not so great parts, however, we need to be careful about expecting kids to learn material that is not academically appropriate for their maturity level. Third grades, for example, do not have the organizational and life skills to do many of the things they're asked to do.</p>
Middle School	<p>Flying the plane while you are building it causes stress.</p>
Middle School	<p>15. Instructional delivery is slowly being manipulated with cookie cutter practices and seems to be headed entirely to scripted lessons. *Just a note - <u>ALL</u> stakeholders should fill out this survey: teachers, parents and students.</p> <p>6. TRIPOD is valuable, but should <u>never</u> be used as a component of a teacher's evaluation scores.</p> <p>11. Opportunities for input are offered, but are not heard. It appears that the "powers that be" neither LISTEN nor consider teacher input. The monetary/political agenda takes precedence.</p> <p>#1,2,3 - Evaluations should pertain to SLI's covered, not consist of 61 points for every lesson.</p>
Middle School	<p>Teachers need more plan time and for people who make decisions to calculate the amount of time for teacher tasks (data collection, grading, etc.) to be considered along with new instructional initiatives.</p>
Middle School	<p>In other states, tenured teachers are observed every 2-3 years and walk throughs are done weekly. All observations are announced regardless. PLC should be relevant and useful, focusing on individual classes and their needs. Not an all encompassing, overwhelming process.</p>
Middle School	<p>I believe testing takes away from valuable instructional time, therefore optional and additional testing is not something I support. Common Core/TEAM are not my primary concerns as an educator in KCS. I am more concerned with the amount of my time that is wasted by requirements that do not improve my classroom instruction.</p>

Education Level	#18 Comments
Middle School	The evaluation system has really changed my job satisfaction. While I do not mind being evaluated at all and welcome my administrators in my room any time, the anxiety and stress with unannounced observations creates a negative work environment. There are some lessons that just don't lend themselves to all indicators on the rubric. It would be much better to give us some options/choices related to our evaluations.
Middle School	<ul style="list-style-type: none"> · School/District should be two separate categories (Questions #11-15). · There should be a 2-3 week window for unannounced observations. · Excessive testing should be reduced. · Salary increase across the board for teachers.
Middle School	It is a gross disservice and personal insult to use performance of special students on one overwhelming tests (TCAP) to determine effectiveness of the teacher on their education. IEP goals are designed to move the student toward personal growth, but when they are tested on grade level, those skills are what must be taught, leaving those gaps and bombarding their minds with concepts they cannot grasp. It frustrates the student and teacher.
Middle School	No teacher input is used in Knox County. We have a superintendent who is using a business model where teacher experience is <u>not</u> valued. Testing and searching weekly for data to use in PLC meetings takes away from valuable time in the classroom and time that could be used to improve student lessons and learning. Preparing agendas for PLC's takes away from class prep. The child is no longer the focus! Data and paper trails are the focus. As responsibilities are added to teachers workload, NOTHING is alleviated! Total exhaustion and burn out. Teachers have been asking questions and NO ONE has listened or answered. The board does not ask the needed questions <u>or</u> ask for proof (data) that things work!!!
Middle School	After learning of the TIGER observation method (found at Alcoa, TN schools), I am convinced that it is a more reasonable observation means.
Middle School	<ol style="list-style-type: none"> 1. Many responsibilities prevent me from being available to my students when they need me. 2. Losing autonomy in the classroom also negatively impacts my students. <u>I</u> am the professional responsible for my students' learning.
Middle School	Can we have parent evaluations like the state of Florida has implemented? All of the stakes are on teachers -- none on parents or high level administration.
Middle School	<p>Comment section should be larger - many topics of concern not mentioned.</p> <p>While I feel that Common Core is of benefit, Teachers/Students are being asked to complete tasks that are unrealistic for their age/development level. (Writing Assessments) SPED students are being instructed on complex essay writing / higher level math when some (who do not qualify for CDC) would benefit more from a functional / Life Skill curriculum. (Filling out applications, learning to read, balancing check book).</p> <p>In regard to Observations - They should be unannounced - but could be better if smaller / move frequent "pop in". The Eval. System making teachers a number is insulting and de-values teachers. These rubrics are also inappropriate for many classrooms. Treat us as <u>professionals</u> - trust us to be experts.</p>

Education Level	#18 Comments
Middle School	<ul style="list-style-type: none"> · Many of the questions need more detail to be correctly answered and considered. · Would like to have the calendar of 9 on and 2 off.
Middle School	Pay needs help. 90 days before Christmas. 90 days after Christmas. 10 Training days optional.
Middle School	The TEAM evaluation is a flawed system. It is impossible to complete the 61 point rubric in every lesson. It should be scaled down to a more realistic rubric - check list - our school is very supportive of the teachers. The district is showing very little support of its teachers. If our district continues on its present path, we will have a very hard time keeping quality teachers or attracting quality teachers.
Middle School	Evaluations of Special Education teachers are ineffective and unfair.
Middle School	So much inequality among teaching positions! For example, if a kid is "below basic" in dodge ball or chorus, is the phys ed teacher or music teacher in danger of signing a form for low TVASS scores? Math and ELA teachers are held at high accountability standards through all of the time-consuming coaching and PLCs. Science and Social Studies teachers are not being held to the high standards as Math and ELA and neither are related area teachers.
Middle School	There are a lot of meetings that impact teachers having time to plan effective lessons. Teachers have plan time however 2 to 3 times per week you are in PLC, S-team, M-team, Grade level, data, testing, parent conferences, etc. I don't think anyone considers how long it takes to plan a lesson. How long does it take a speaker to plan a 30 minute speech? To design an effective lesson takes time that we do not have now.
Middle School	<p>I have been teaching 40 years in three different school districts from Memphis to Knoxville. We have always been evaluated fairly until now. The stress of making 4's and 5's takes away from us giving our best. We are told that 3's are great, but to us it is a slap in the face because it's the same as a C. I am Career Ladder III teacher, and I was and am very proud of that evaluation; I feel like a failure with this new one.</p> <p>The ELA curriculum is so overwhelming, and this year less time is given to both reading/language arts, but more is expected.</p>
Middle School	Teachers feel extremely overworked. Those teachers with families are often overwhelmed, and unfortunately ignore the needs of their families. Students are stressed, and feel tremendous anxiety.
Middle School	This district is more concerned with coaches and other educational support teachers that do not help the teachers doing the day to day grind. Where is the curriculum help? Our website is the weakest in the state when it comes to curriculum.
Middle School	I fear 2 walk throughs would create even more work - Professional lead teachers should have 1 unannounced or 2 walk throughs a year. PARCC Testing will disrupt the schedule for other classes not testing. I think "Teacher Talk" meetings were just the super talking. True teacher concerns were ignored and he continued to return to his political agenda. I realize we are under state directions but our super. should listen to us rather than always being the "yes" man to unrealistic demands. Classroom experience would have lent itself to trusting teachers.
Middle School	I realize that the nation is undergoing a radical change in educational practice. I disagree with the focus on testing and the large classes.

Education Level	#18 Comments
Middle School	Teachers are stressed to the breaking point! Too much mandatory testing. Not enough time to teach the material. The pacing guide is not realistic! The curriculum is <u>not</u> organized in an appropriate way. I have noticed in math that the curriculum is now intended to correspond to the CRA testing even though it does <u>NOT</u> follow logical sequencing.
Middle School	Teachers are <u>not</u> trusted and are micromanaged. Morale is the lowest I've seen <u>ever</u> (in 10+ years teaching).
Middle School	I support evaluations! I do not support the heavy handedness we are seeing in our school by an absentee head administrator and power hungry, manipulative assistant administrators. Downtown needs to call the dogs off! In the hands of irresponsible admin I have NEVER seen our school so demoralized.
Middle School	I do feel that Common Core will help prepare our students with future needed job skills. However, the transition to Common Core seems abrupt.
Middle School	The arc of the universe bends towards justice. You can't teach a child to be fearless when the teachers are afraid.
Middle School	I think dealing with change is hard for most people because it causes them to stretch out of comfort zones. While components of Common Core are effective, they mainly are common sense practices that most effective teachers already utilize in their instruction practices. I also think too much focus on data is making most teachers exhausted. The district has given teachers more to do but not taken or lessened other responsibilities. It is difficult to get everything done and done with excellence.
Middle School	Teachers need more plan time to meet all of the demands the school and district place on them.
Middle School	There is too much testing for the students. In addition, as a school counselor, my skills are a waste 2-3 months out of the year when I'm tasked with the burden of coordinating and administering standardized tests. I can make more of an impact with students and test scores if we could have a testing coordinator separate from the counseling department to coordinate the tests. A testing coordinator for each school is desperately needed.
Middle School	Bring back tenure. 2/3 scheduled evals per year or every other or informal drop-ins randomly each year.
Middle School	#6 - Students are not qualified or mature enough to be evaluators. #9 - Although I valued the information that data provides, I'd really appreciate the opportunity to plan instructionally with my colleagues. #14 - Although we are encouraged to participate, but our classroom evaluation scores prevents us from being able to do so.
Middle School	There are way too many PLCs/Smart Goals going on. Some are very valuable, while others we are just doing because we have to. Ultimately, many are a waste of time. Teachers have no voice in the way things are run in this county, but hopefully some one will actually take these comments to heart and things will change.
Middle School	2nd semester evaluations <u>should be announced</u> . Teacher pay and license should <u>not</u> be tied to student test scores or Tripod survey. Discover Ed and PLC are <u>not</u> beneficial "as they are now". Forced PLCs should be on a monthly basis.
Middle School	Do not lump the school and district together.

Education Level	#18 Comments
Middle School	#17 - Learn=Yes. Work=No. · Give new teachers a chance for success vs. tearing them down vs. the TEAM Evaluation. · KCS report card is great but letters of concern are numerous. Why is that? · Grasp the concept that kids can and will sabotage teachers on TRIPOD and standardized tests.
Middle School	#7 - Not enough technology. #8-#9 - spend too much time on smart goal instead of things that would help me on a day to day basis.
Middle School	I feel that a lot of our new policies are good, but the observations are too much stress. In the real world teachers can't follow the rubric everyday. It does have useful ideas but isn't applicable everyday. Teaching has improved but stress levels are too high. <u>Kids suffer</u> because of this.
Middle School	Level 5 teachers should be accountable for 1 announced / unannounced observation - every other year. Additional time could then be allotted to teachers who require that extra feedback and coaching from administration and lead teachers.
Middle School	Always keep learning new things.
Middle School	The evaluation system that is in place does not bother me. For myself, and many heroes of the classroom (teachers) it's not the evaluations, but if the school would do something with the students that fight all the time, cuss their teachers, and make threats we could get so much more accomplished for 98% of the kids. I don't have an answer but something should be done about the kids that other students are afraid of. I mean, teachers have been hit, kicked, and set on fire. Somebody needs to wake up.
Middle School	I am a math teacher who has seen the curriculum have 3 major curriculum changes in the past 5 years which means students have been exposed to 4 curriculums in 6 years. A textbook was purchased the year before a major curriculum changed (2012) which translates to a 'waste' in taxpayers dollars, TMS 'teacher must supplement' on the curriculum due to lack of <u>QUALITY</u> resources provided by the county to teach a new curriculum, and students not having a guide to help them learn. If we are going to implement change, we need to know what we are doing and be prepared!
Middle School	We have made too many changes without sufficient training in place to facilitate the changes. We should have <u>much more</u> planning prior to implementation of sweeping changes. Too many of the trainers of the new standards did not have enough knowledge to train.
Middle School	In regards to number 4, I only agree with this statement if it provides at least an 8 week summer break.
Middle School	#4 - Yes! Yes! Yes! #9 - County Middle School PLC for counselors. #11 - Not in a smaller group, meaningful way.
Middle School	Knox Co Schools - Don't care about teachers. The worse system in US -- All school board members except One needs to be voted off. I will work against all of them except one. If I had a child wanting to go into Education, I would refuse to pay for their college. Knox Co. Schools terrible place to work. It doesn't matter!
Middle School	All evaluations in the 1st semester should be announced. All evaluations in the 2nd semester should be unannounced but teachers should be given a two week window for their unannounced observation.

Education Level	#18 Comments
Middle School	Sometimes it seems our concerns with certain surveys, etc. are listened to but not heard because there is a financial incentive for participating.
Middle School	As an art teacher in a TAP school, I have to balance and find time for: 1-Preparing for 4 observations (per/post conferences and self-reflection). 2-Weekly Tap assignments which involve collecting and analyzing student data. 3 - Compiling 5 different evidence collections for the newly implemented FA portfolio the Art Department is piloting. 4-Incorporating Common Core practices. 5- Planning, prepping, grading, hanging work. There are too many new things being implemented all at once -- TOO MUCH!
Middle School	I would like to have planning time! I do not believe Knox County would have made all A's if we had not worked an average of <u>20 hours</u> outside of school due to lost plan time. Fortunately, we are awesome and want what's best for our kids but it is not FAIR! We should walk out everyday at the end of Contract time - then where would KCS be?
Middle School	<ul style="list-style-type: none"> · Teachers who are a 3, 4, or 5 should only be observed once a year unless <u>the</u> teacher <u>chooses</u> to be evaluated a second time. · The calendar proposal 9 weeks and 2 weeks. · Teachers used to be the "experts", but my opinion is no longer valued. · Common Core still has too much curriculum to be mastered during one school year.
Middle School	The balanced school year might be good, but for that catch of not getting any actual break due to "additional intervention and/or enrichment" which will implement as more work less break for teachers.
Middle School	Special Ed staffing should be looked at - no caseload should exceed 25 resource / 10 CDC / 6 CDC-A. Evaluation procedures / expectations for special ed co-teachers that teach multiple subjects need to be looked at. Especially unannounced because they are typically not planning lessons.
Middle School	We are on the wrong path, educationally, in Knox County. Success with high stakes testing does not mean that our students are learning anything but how to take standardized tests. Why has it taken our superintendent six years to decide to listen to teachers? If he truly cared about teachers and students he would have showed years ago. Extending his contract was a HUGE mistake! Until he shows me something new, I am completely untrusting of him, our school board, or anyone in the A.J. building!
Middle School	I feel that our schools have lost their time to develop personal relationships. Schools can not be run like a business. Every lesson does not fit into a perfect "box" that hits every standard every day.
Middle School	Year round school will prevent learning los that occurs at the beginning of each school year. Several weeks are used to review or catch up.
Middle School	Regarding #6, I think it is important <u>which</u> class is chosen to take the survey and that students may have items on the survey clarified by the administrator of the survey. Also, I think many of the questions are redundant -- some should be discarded as such while others should be rewritten. The answer choices are confusing for children. A different simpler scale should be used.

Education Level	#18 Comments
Middle School	<ul style="list-style-type: none"> · Teachers should be allowed at least a one month window for unannounced observations. · We should only give state mandated assessments · PLC's should be once a month at the most. · Current in-services should be held at one school for each subject. The travel time is not conducive for expenses. · ILC's are unnecessary. · Step increases should be reinstated, as well as pay increases in January.
Middle School	<p>There is too much testing. Teachers do not have time to process data, and testing has become meaningless to students. There is not nearly enough planning time for teachers to create the type of lessons expected to meet the rubric requirements. Teachers are not treated professionally as experts by central office, the superintendent, or the state.</p>
Middle School	<p>The TEAM Evaluation system is flawed. It is unfair the way scores are calculated for teachers in non-tested subjects. Karen Carson is incorrect to say that teachers who disagree with the evaluation system have low scores. I am a 4 and I think the rubric is unrealistic and unfair. Dr. McIntyre should stop telling the public, legislators in Nashville and Washington, DC that the teachers support it! Also, APEX is flawed. The teachers at higher achieving schools have an advantage. Receiving APEX also involved luck.</p>
Middle School	<p>We must stop adopting initiative before they are well-planned and developed with TEACHER input.</p>
Middle School	<p>After working for KCS for 17 years I was "recruited" for a stimulus coaching position. I accepted with a letter from Human Resources stating I was to be given a job with KCS commensurate with my certification and experience if the position lost funding. Instead I was given a reduction in force and told KCS would not honor the letter. HR suggested I apply for open positions with them and surrounding counties. I felt very fortunate to find employment. I started over and worked hard to be successful. I have always had good scores and evaluations. This year KCS has not given me the tools necessary to be successful and has increased demands and expectations. I am working twelve hours a day and on weekends. I am a level 5 lead teacher. I am seeking other employment. This is how KCS has treated me.</p>
Middle School	<p>Enough student testing!!! No MAS! <u>Level 5</u> teachers should not have to be evaluated every school year...perhaps every 3-5 years. Level 5 teachers should have earned the county's trust, and exceeded the expectations set forth. Annual evaluations for <u>Level 5</u> teachers wastes time/money!</p>
Middle School	<p>There are too many meetings with no time to plan and prepare. Too many days are spent testing, when only one test truly "counts". I feel like teachers aren't trusted, listened to, or respected by anyone in district. I love my school (kids, dept.) but <u>hate</u> my county. I am a level 5 teacher and my resume is current.</p>
Middle School	<p>As a special education teacher, all of the testing does NOTHING except frustrate my students. I do not need test scores to know my students strengths, weaknesses, and abilities.</p>
Middle School	<p>#4 - I would support a calendar allowing us to keep an 8 week summer.</p>

Education Level	#18 Comments
Middle School	I feel most of problems the district experiences coming from the acceptance of the "race to the top" federal money. I feel that and certain common core standards are pulling local and state control are being taken by our "beloved" federal government.
Middle School	Too much time on data and test taking!
Middle School	We need time to plan quality lessons, and some testing needs to be eliminated. Also, leading student groups should qualify for leadership points on APEX.
Middle School	In reference to # 4, breaks should be <u>TIME OFF</u> , not more work time. In reference to #5, if we participate in PARCC field testing, those students should be excused from the TCAP. #6 - Students ARE NOT qualified to be evaluators.
Middle School	Please take away strategic compensation and give everyone a raise with that money. We are underpaid. This survey did not ask about strategic compensation. It should have. Strategic compensation on team does not work in high poverty schools, especially for those without TVAAS. We should not be taking student instructional time for DEA tests that are not useful or valid for individual students. Testing in middle schools takes a lot of student learning time and means that as a counselor, I am unable to serve my students because I am responsible for organizing, sorting, overseeing, and packing up every single test. Being obligated to neglect students in dire need is unconscionable and we need a secretary to do such rote work. Discovery Ed tests are not valuable for individual students and take too much time.
Middle School	Many of the questions were vague, so it was difficult to indicate whether I strongly agreed or disagreed with the statement. For example, #13-how does the district define an "educational expert?" Is it the teacher's TEAM evaluation scores, TVAAS, Tripod results?
Middle School	I don't think a coaches score should just be based on the school that they work. The coach is assigned to a school also much of the coach's work is system wide and benefits all teachers. Thus coaches should be able to use system wide scores.
Middle School	Common Core has not been field tested or researched. As well, teachers and parents were not involved in the decision to implement C.C. Schools systems were coerced into this program by our federal government. We accepted this program in return for federal money. C.C. is irresponsible.
Middle School	I need more time to plan and prepare. Extend my contract to include plan time in the summer. Trust me to plan. Get rid of so many district in-services.

Education Level	#18 Comments
Middle School	I feel that we are teachers need to be evaluated. That is part of our profession; however, I do not believe that an evaluation score should be tied to my license or my current pay. Many teachers feel that the evaluations will determine their current standing within the county, but I believe the role of hiring or firing of a teacher should be left up to an administrator who knows that teacher. Also, I feel that teachers in this county are not respected and are not paid what they are worth. Teachers are under the pressure of the county to administer too many tests to count, master and teach ALL standards, meet 61 points on a rubric, and maintain an healthy and active role in the community. Last time I checked no one is from the planet Krypton!
Middle School	Writing practice for all grades is good, but not more testing. These kids are frustrated and burned out with testing! If Common Core were implemented more gradually, it could be successful. Teachers provide input, but feel no one listens. In the district, we are treated as though our experience and knowledge count for nothing. Our pay is lower than all states around us. We have no job security. It is unfair to tie teacher performance to student test information, as there are students whose home life/values do not promote and encourage education and whose parents do not treat education as important or support academic endeavors at home. It's unfair to bring students back from alternative placement, force them to T-CAP test (they refuse to take it or fill in randomly) and let that count against a teacher who hasn't had them in weeks or months. -- Common Core is not negative, but its implementation was too fast. Should have started K, then add a grade yearly. That builds a foundation that can be built upon. That would create success, rather than the frustration and shutting down of students we now see. -- We as teachers have no peace and security. Our pay is capped at year 11, we have no assurance of a secure job. Hard to support a family on our pay. This is a tough job where we are given less and less respect. I have been a 4 teacher and have received APEX but the process is stressful and overwhelming.
Middle School	It seems that students are not expected to take any responsibility for their own grades anymore. It is the teachers fault for not making learning fun and interesting enough. I do think we need to make learning engaging and meaningful, but students need to step up and put forth effort. If a student comes to class and is half asleep and uninterested, I should not be marked down for their lack of interest.
Middle School	<ol style="list-style-type: none"> 1. There should be a survey for TAP schools! 2. All teachers TAP and TEAM should be allowed one pass for an unannounced observation. If the observer showed up on a day when there were major disruptions happening in the class or unusual or unforeseen circumstances occurred before the class -- the teacher should be able to ask the observer to come back on another day.
Middle School	I feel the TEAM rubric is good but not good for all subjects. P.E. and some other related art classes the rubric is not a good fit. As a P.E. teacher, I did not feel that I should have the students sit and listen for 15-20 minutes while I cover points on the rubric.

Education Level	#18 Comments
Middle School	Questions 1-2, I think unannounced observations cause undue stress on teachers and teachers should at least know the month in which the observation will be done. Teachers should not be left waiting for months for the observation. For Elementary school teachers, in general, the 2 unannounced observations are unrealistic and unfair because they teach every subject. Question 6 - Students do not understand the vocabulary in the questions as 6th graders. Certainly younger students do not understand. Questions #11-14 I answered for the district level. Question 17, overall my district causes undue stress through tests/observations.
Middle School	#12 and #13 - depends on person talking to. Some parents telling us how to teach - deciding honors when <u>not</u> . Summative of 4 -->optimal to have one observation. Prefer 9 weeks 2 weeks off 10 - Depends on kid - need self motivation and support from home.
Middle School	Testing on computers is an issue at my school due to a severe lack of current technology.
Middle School	There is ZERO support from district for <u>Educators</u> and <u>Students</u> in the evaluation process in special education. SPED staff have the same evaluations, but it's not reasonable. The students are stressed due to Common Core.
Middle School	Use district level in-service days to let schools meet and plan. Time constraints prevent adequate implementation of CCSS.
Middle School	1) Students are tested way too much. There is more to education than teaching students how to fill in a scan form. 2) the team evaluation is too subjective. Example--I used a lesson 2 years ago and received an average score of 4.2, did the exact same lesson last year and received average score of 3.3.
Middle School	#9 - Not applicable. #16-17 Learn - Yes, Work - No. Evaluations should never be done by in-house peers - Can never be free of bias; creates environment of distrust and anxiety.
Middle School	The letters of concern need to go away. There are enough safeguards in place to remove ineffective teachers. Give principals power only to hire and fire. They know their teachers best. We need (math teachers) our plan time protected. I need to have time to <u>plan lessons</u> , <u>search sources</u> , enter grades, grade quizzes and tests, create worksheets, etc. We need <u>less</u> plc's and <u>less</u> prof. dev. after school. PLC's once a week are enough -- Tripod surveys are <u>not</u> productive.
Middle School	I believe that input is often sought, but is not often implemented into strategic decisions. It feels as though the decisions are already made and the request for input is for appearances.
Middle School	I don't think we should reinvent the wheel. There are districts or schools outside of Knox County that are very successful. We should model them. Two schools in particular are Brentwood and Franklin.
Middle School	- The state only requires one observation <u>not</u> 2. - Tripod is not written so students can interpret well and feedback is flawed.
Middle School	Too much testing. No one should tell us what to PLC is about -- especially when the topic is unrelated to my subject.
Middle School	· The transition to Common Core was poorly implemented. · McIntyre makes decisions <u>BEFORE</u> teacher input and then forces us to endure the consequences by ourselves.

Education Level	#18 Comments
Middle School	I left #6 blank because none of the choices is close to what I believe.
Middle School	I do not feel that I am treated as an expert capable of making instructional decisions. My class time has been cut so that I am struggling to get through material and the class time that is left is taken up with student strategies that students are burned out on since they learn them in every class. The evaluation rubric does not fit my curriculum, and I must drastically alter instruction.
Middle School	the TEAM evaluation system and the stress about pay being tied to your student's scores has put undo stress on teachers making teachers more focused on test scores and less on the student's needs.
Middle School	Teachers that score a 4 or 5 on the overall evaluation score should not be subject to the current evaluation process. One evaluation per year. "If it ain't broke, <u>STOP</u> trying to fix it!"
Middle School	The evaluation / observation process needs to be reworked to alleviate some of the stress teachers deal with on a daily basis. I don't have <u>the</u> answer, but the current process is not beneficial for instruction <u>or</u> student learning.
Middle School	School districts in general, as well as Knox county, places too much on teachers but is till on the low end of pay and is notorious for not giving teachers the plan time they need to effectively do their job. We are quickly losing quality educators who move on to find better work.
Middle School	The intervention program (RTI) is disorganized and there are too many unanswered questions. Much more development and leadership is required to implement it correctly.
Middle School	Schools are now being run with a business approach which is killing teacher morale. The evaluation process is nothing but punitive. It is a checklist and I'm tired of hearing "3 is rock solid" and "it's not a checklist". The system has made teaching a science rather than an art which limits and handicaps some of the best teachers.
Middle School	Too much emphasis on testing and Evaluations should <u>not</u> be punitive. Teachers' jobs should <u>not</u> depend on test scores. Stress is contagious and our students suffer! Math and ELA interventions should <u>not</u> prevent students from taking band and chorus and other classes.
Middle School	--I think TAP and TEAM mandate the use of direct instruction over other high quality teaching strategies. TAP and TEAM also use teacher plan time which makes my job more stressful. --I disagreed with 16 and 17 because of the large amount of tests.
Middle School	I have many (too many) comments to fit into this small block, so I will focus on this single item. This year I am teaching CCSS, but my students are going to be tested on old curriculum. I care about my scores, but I care more about my students' scores. Their scores have to be lower, as I am spending valuable time teaching concepts for which they will not be tested. Will there be a waiver or adjustment for this matter?
Middle School	- My area of teaching does not allow for PLC meetings since there aren't any other faculty in my building who teach the same subject. - Too much emphasis on data.

Education Level	#18 Comments
Middle School	I have never felt so disregarded as a professional in my life. Knox County Schools should take responsibility for creating a culture of division. Nepotism dominates the Central Office and the only way to advance in this district is to adopt the "us vs. them" mentality. NEVER AGAIN begin any public forum by saying "change is Hard". You imply that any collaborative dialogue seeking to EVALUATE the <u>effectiveness</u> of costly change is automatically reduced to whining by people who are too lazy to work. It is SHAMEFUL and the way district reps speak to teachers is SHAMEFUL!
Middle School	Please help alleviate some of this stress that has been heaped upon us.
Middle School	The evaluation rubric and evaluations provide a map for teachers to use to teach effectively <u>every</u> day.
Middle School	I believe that teachers would like to lead professional development on any topics: academic or technology. They should be allowed the opportunity. I do NOT support the Tripod survey as its creators do not support public education as an institution.
Middle School	I think the Tripod should be high school only. I would have preferred more questions dealing with evaluations as this is a big issue. What will happen when the TAP money runs out?
Middle School	I do not feel valued or appreciated for my level of expertise and education. I feel threatened to have good test scores "or else". I think that Dr. McIntyre is a good person, but he has seriously undermined trust/respect among teachers and parents, and other stakeholders with punitive practices including his implementation of Conference of Concern letters / procedures. I do not have any trust that he values me as a professional. I <u>DO NOT</u> think that Tripod surveys should count against <u>evaluations</u> .
Middle School	Within the school itself, teachers are trusted and valued among colleagues. The <u>district</u> does <u>not</u> seem to value our opinions as professionals. This opinion is based on the way pacing is laid out, as well as our time for unnecessary professional development that does nothing to help me as an educator. Students should not fill out teacher evaluations unless teachers fill out evaluations on students/parents.
Middle School	Teachers feel persecuted. We spend too much time testing. The technology gap among schools is causing a huge achievement gap. Evaluating excellent teachers every year is a wasted of administrator's time.
Middle School	While I feel these are good components to the various initiatives being implemented (i.e. TEAM/TAP, PLCs, common core rollout, PARCC, etc.); I feel not all aspects of these initiatives work for all types of teachers (elementary vs. HS, regular ed vs. SPED, Language Arts teacher vs. PE/Art teachers, etc.). I feel at times it is a cookie cutter approach and education is not cookie cutter ed. I believe honesty and reflection on these programs are necessary in order to ensure this is effective to/for all of us. The level of stress these changes are making and amount of hours are not compensated appropriately.
Middle School	We are not meeting developmental needs of students before attacking academic issues. Student learning is absolutely context-based. Our evaluation system does not reflect this.
Middle School	I suspect that my school will look very different in the Fall. I wonder if I'll be here to see it?

Education Level	#18 Comments
Middle School	<p>- The tripod survey in middle school is not a good indicator for middle school students -- they are driven too much by emotion instead of objectively making a judgment.</p> <p>- We don't have the infrastructure for online testing.</p> <p>- The kids don't take testing seriously. I've literally heard a kid say "I don't like this teacher, I'm going to fail this test so they get fired." They are <u>over</u> tested. They are tired of it.</p>
Middle School	<p>It's difficult to believe that this survey will make any difference. In twenty years of teaching, I have never felt less valued or trusted as a professional. TEAM would have been valuable as a growth tool, but it has been implemented in a punitive way and is nothing but a discouragement.</p>
Middle School	<p>All in all, teachers do not feel appreciated at this time. Certain parts (librarians, related arts, etc.) of the evaluation are skewed and should be changed to consider their school roles.</p>
Middle School	<p>In regards to the balanced calendar, I believe the 9 week/2 week is good. However, I think 3 weeks off in between would be too much time. Also, if during those weeks off we provide remediation, will students be required to attend? If no, how effective will this be? I think teachers should be able to earn 4s and 5s on evaluations if there is evidence during the evaluation.</p>
Middle School	<p>Evaluations - One announced, at least regarding the week it will happen and one unannounced. Level 4 or 5 teachers should be exempt from having to submit lesson plans for evaluation. - Recognize hat "extras" teachers do within building, <u>All</u> extras when considering "bonus". - Questions 11-15 should be focused on either school <u>OR</u> district but not both combined. - Administration, including A.J. Building should be required to teach at least one class for an entire semester, being evaluated. Classes should be a true cross-section of student abilities / behaviors within that building. This should take place once every 2-3 years. Provide stipends for PD hours above required amount. - Provide "flex days" - on system wide PD - paid day for those who have their hours.</p>
Middle School	<p>Emphasis on testing, test prep and practice tests is using up <u>way</u> too much instructional time! What has happened to teaching the <u>whole</u> child? Is this a fantasy for public schools in modern times? (The SAT-10 is NOT developmentally appropriate!)</p> <p>Also, unfair to tie <u>only</u> teachers' futures and pay to high-stakes testing...What about instructional coaches and others in the school system?</p> <p>Also, FAR TOO MANY other factors involved: parents, students, resources, etc. Also, on any given day, a teacher could be a 2 or a 5. NO MORE Corporate Consultants and Business Models!</p> <p>Please Stop running schools like businesses! They are not for profit, and need experienced <u>Educators</u>.</p>
Middle School	<p>I am disappointed by Ms. Karen Carson's comment that "teachers are frustrated with Common Core and are looking to blame someone" I.E. Dr. McIntyre. This shows that BOE are not listening to teachers. I think that Dr. McIntyre is doing his best and means well, <u>however</u> I wonder if his inner circle are "yes" men or shielding him from the reality.</p> <p>I think TEAM is good for discussion and growth, but KCS treats it as punitive too much. The window between 2.75 and 3.00 to be "Rock Solid" or subpar is way too narrow. A 2.74 is still a progressing teacher.</p>

Education Level	#18 Comments
Middle School	<u>Balance Calendar</u> : I love the idea of this, except that teachers will need time off during the 2-3 week breaks just like the students in order to reduce teacher burnout. If you require teachers to work during these breaks, I'm afraid there will be a teacher exodus from Knox County.
Middle School	Special education teachers should not be evaluated by general education classroom expectations. Special education classes and teachers do not function the same, nor should they. Special education teachers should be evaluated by someone who understanding special education, not by general education teachers who haven't got a clue.
Middle School	The system of Knox County continues to <u>pile</u> information, strategies, and busy work on teachers without taking anything away. Not all of it can be necessary. We allow for a "learning curve" with downtown, students and parents <u>BUT</u> no "learning curve" for teachers? <u>Also</u> , we work for free for 8 days for <u>snow days</u> ... that should probably change.
Middle School	High achieving schools should have teachers who score high on evaluations so why have those high performing schools been told <u>not</u> to give "5's" to deserving teachers? The two go hand in hand!
Middle School	I think the evaluation process is unfair overall, considering that you get 2 (unannounced) snapshots the entire year of your teaching. It is luck of the draw whether this is a 'normal' instruction period. This may not reflect the overall instruction through the year, and to expect one to hit so many points in a rubric, no matter who / what you teach or how much time (mine's 40min) is ridiculous. It also puts undue, unnecessary stress on teachers worrying about the impending drop-in. I also think it's a bit insulting to consider student feedback, especially the way it's been worded, to evaluated my professionalism.
Middle School	We have input but we are not listened to.
Middle School	Level 5 teachers should only be evaluated once every 5 years.
Middle School	#11-15 should be two separate categories: school and district. Any unannounced evaluation should have 2-3 week window. <u>If</u> the evaluation process continues, Level 5 teachers should have a reduced number. Students who struggle should be taught/tested on <u>their</u> levels.
Middle School	Unannounced evaluations inhibit my freedom to decide when my students need to review, practice, or go back over skills. It creates stress and anxiety about doing what's best for my students. Teachers pay and license should <u>NOT</u> be tied to student test scores. There are too many factors out of our control. I paid (and still pay) thousands for my degree - that is my means of supporting my family!
Middle School	My student scores are pretty good. I do what I think is right in my class. I used to feel like I was treated as a professional years ago. Not so much now! #7 - If district provides <u>all</u> with computers and keyboarding classes.

Education Level	#18 Comments
Middle School	I feel that DE tests are a waste of instructional time. Standards-based grading is a great way to track student progress. Curriculum pace is very fast, which does not allow time for re-teaching and concrete connections with activities. Students are extremely stressed and overwhelmed with the pace as they feel that they are always testing.
Middle School	There should be a different survey for TAP schools, or there should be a section of questions just for TAP schools. There should be a review committee for TAP schools not just APEX. Non-required testing is unnecessary and disrupts entire school schedule.
Middle School	It is great that KCS received all A's on achievement and A's and B's on value-added, which proves teachers are teaching. Why was there hundreds letters of concern sent to certified staff? The TEAM evaluation is not a fair evaluation system. The district should look at Tiger.
Middle School	Teacher base pay should be increased given the increased demands caused by TEAM. Also, teachers need to be paid every two weeks.
Middle School	#17 Quickly becoming a <u>not</u> so good place to work. #4 I would like the option of trying it first before we jump into the transition, but I know this is not doable. #3 If we cannot get a 5 on the Eval this does not matter.
Middle School	Questions 1-4 appear to be worded to purposely confuse. This is not valid data gathering.
Middle School	1. On question #2, there is only <u>ONE</u> state required observation. 2. It is difficult for me to answer some of the questions asked because I believe <u>strongly</u> that many unannounced, quick observations is the only true way to give a true evaluation. I also think that common sense is required -- every teachable day should not be an observable day! 3. It would have been nice to allow enough room for teachers to give feedback!
Middle School	There is too much testing in our district. People in leadership positions in the district should have more experience in the classroom. Discovery Ed is not a helpful tool because it does not align chronologically with out curriculum. Coaches should not create extra work for teachers to do, and should not be allowed to terrorize teachers.
Middle School	My PLC is helpful/successful because I am the only teacher member and I use it to drive my needs/instruction. This would not be the case if I shared my time with other teachers.
Middle School	I feel like APEX money should not be a part of evaluations. It has caused scores to decline because the district doesn't want to pay. I would rather have higher, accurate scores rather than the money. Lower scores create a feeling of being a failure, thus low morale. TVAAS varies so much based on subject and grade and they don't always indicate the ability to teach. The state of TN requires only one evaluation a year, but KCS makes us do two - one should be required. There is too much unnecessary paperwork for PLCs - it is meaningless.
Middle School	Questions 11-15 - not <u>all</u> teachers only those that agree with policy. I have absolutely zero confidence in this district listening to anything that is out of sync with the status quo.

Education Level	#18 Comments
Middle School	Just because I <u>feel</u> or <u>believe</u> that my school and district is a good place to work and learn does not suggest or imply that programs and assessments are best meeting students where they are currently performing.
Middle School	#6 - I would <u>hope</u> the survey is age appropriate! #11 - There were opportunities to <u>provide</u> input. However, since all previous input has been disregarded, and the district focus seems to be whatever we get a <u>grant</u> for, the was <u>not any confidence</u> in the process!
Middle School	<ul style="list-style-type: none"> · TEAM - Observer script lesson and teacher write comments and reasoning on script. · Evaluations are needed, but the paperwork is preventing teachers from staying focused. · Common Core - Would be great to align all standards with all states and ensuring that writing is across all subjects. I think all subject areas should have overlapping units. * Not heard good things from Elementary about CC.
Middle School	<ul style="list-style-type: none"> - I think level 4 and 5 teachers should have only one observation. - I feel that one observation should not count and set up more support so we can get better. Too much pressure. I was at TAP school when it was implemented. None of the observations counted the first year so we could LEARN the rubric. Team has zero support!
Middle School	Surveys need to deal with specific frustrations, as well, why is e-mail still messed up? If Common Core is finding out how students stack up across the country, why does it take a 40-minute presentation to explain it? Why do the work for Pearson (regarding PARCC)?
Middle School	<p>I do not feel that the district respects my professional judgment or my professional training. The pacing guide is unrealistic, but there is <u>no</u> time in it for me to give my students extra time on something they don't understand. Additionally, some skills are not taught in an order that makes sense, but I cannot change.</p> <p>Also, in PD, teachers are often talked down to, instructors "model" which make us feel like children.</p>
Middle School	On #11-15, I ranked the district. I teach at the best middle school in the county. I do not think so highly of the district. The district-wide decisions are made from the "top down" by a very small inner circle.
Middle School	<u>All</u> observations should be informal unannounced occurring more than <u>2</u> make or break observations. We test too much.
Middle School	Knox County leadership should reflect classroom experience. Teachers should be able to choose whether they want announced or unannounced. Teacher pay and license should <u>not</u> be tied to student scores. Discover Ed is worthless. PLCs do not need to be held weekly. Coaches can be better utilized in the classroom.
Middle School	<ul style="list-style-type: none"> · I stay in this district <u>only</u> because my own children are in school here, however, we are applying for private school next year. · Get rid of APEX - it's completely unfair. · Get rid of all testing that is not state mandated. · Don't use TVAAS scores as a bullying tactic against teachers!

Education Level	#18 Comments
Middle School	"PLC notes" templates are far too complicated and not concise enough. Pacing guides <u>cannot</u> always be followed perfectly. We teachers <u>MUST</u> have autonomy to do what is best for our students.
Middle School	Right at this moment it feels as if we are always under a microscope and the relationship with students is not there due to the stress of teaching now. Teachers should know when they are being evaluated - what other profession has unannounced observations?
Middle School	I believe the rubric for evaluation should be specific for discipline and for specific instructional ranges, i.e. K-2, 3-5, etc. Also, it appears special education is being "forced out". There needs to be recognition that there are children who need extra helps in classes and the testing does not reflect what they are learning.
Middle School	Collaborative planning within my grade level / subject is extremely beneficial me , but PLCs are often spent completing paperwork. I feel like my degrees mean nothing.
Middle School	The writing assessment is ludicrously set-up. Two hours reading and writing on a computer is very hard for students and a logistical nightmare for schools. School and district are 2 separate entities.
Middle School	Evaluations should not be punitive! Often, teachers who require help receive help from inexperienced people who have not been in the classroom for the past several years!
Middle School	My biggest concern with Common Core standards is that they do not focus on the lower level learner (inclusion class). If I have a class of 17 SPED kids and 7 regular ed kids it is hard to differentiate when materials <u>have</u> to be on grade level.
Middle School	There is too much testing required in all content areas. Little time is available for grading tests, entering data into system and <u>mostly</u> planning.
Middle School	<p>*TRIPOD survey would be more valuable if <u>all</u> of my students completed it for me. Having only 1 group do so paints an unreliable and unfair picture.</p> <p>*I don't want people punished for scoring a 5 - What if the 1 observation was low? Are walk-throughs scored?</p> <p>*I can see some negatives for a balanced school year, but it might be something to try with the option of turning back.</p> <p>*We have some autonomy in teaching and educational decisions. However, forced and ineffective <u>programs</u> remove the professional from the teacher. Programs are <u>not</u> for real classrooms. They don't fit real students. They demean both students and teachers. Allow us to be professionals. Allow us to know our students and to teach them.</p>
Middle School	I believe that school needs a testing coordinator to implement testing and then to help the school interpret results. With the emphasis on high stakes testing and the impact of testing on both teachers and students, counselors cannot do their real jobs (helping students) due to the enormous burden of testing.
Middle School	Having perspective from another (out of state) district, I feel that Knox County is not well organized. There are no consistent practices, and for the first time since becoming a teacher I feel like a doormat. I think Knox County needs reorganization from the State Board level down to each campus in order to <u>gain</u> a better, more efficient structure.

Education Level	#18 Comments
Middle School	We have gone too far in testing, testing, testing -- and taken away the creative mode of teaching. Teachers are not valued because too much is placed on what parents think. Students do not get home with all the information given to them by teachers and then parents blame the teachers! Respect the 99.9% of the teachers who work hard to be good and punish the 0.1% that need to be fired!!!
Middle School	Teachers are all treated like they are poorly trained educators. Their ideas and expertise are not respected, listened to, or appreciated. That's why good teachers look for work in other counties.
Middle School	#1 - Teachers should be able to decide which they prefer in the spring. #2 - Again, teachers should be able to elect in the spring how they want it done. #3 - Level 5 teachers should be able to elect to have a 2nd if the first isn't as high as they like for a chance to average. #7 - Students cannot type at young ages!! #11-15 - I answered based on the district. These questions should have been separated.
Middle School	Value experience. Moral is terrible. How about a consequence for a parent or student that makes a false accusation?
Middle School	#3 - Not all students grow at same rate, so growth score is unfair! #14 - who really has time? Cut plan time with additional teaching is impossibility. McIntyre has increased expectations to where teachers feel incompetent.
Middle School	I feel that feedback from content counterparts helps instruction, not biased non-content related evaluators.
Middle School	#1-2 - I believe the trappings of the team model prevent administration to have the best view of what instruction is happening in the building. I believe more informal observations more frequently would be far more effective. #6 - The Tripod survey can be helpful in various ways, but I am not comfortable in saying that the survey for all of certain grade levels will produce helpful surveys. These surveys should take into account the particular class/students that take the survey for a particular teacher. #8.9) When PLC topics and focus are left up to the teachers involved they can be helpful and fruitful. #12-13 - There are consistent messages to teachers that are not perceived as professionals or experts: testing procedures, coaching assigned, common core, PLC oversight.
Middle School	<ul style="list-style-type: none"> · #11-15 should be 2 categories - one for school / one for district. · Have a window for unannounced (2-3 weeks). · Level 5 teachers should have only one evaluation. · PLC's should be monthly. · Across the board salary increases for all teachers.
Middle School	Though I am grateful to work for KCS, I feel that teachers' value would be best recognized by increased pay. This would be above and beyond payouts for TEAM and TAP. There are many districts in this state that pay more than KCS, but do not have the same expectations or academic success as KCS.

Education Level	#18 Comments
Middle School	TOO many meetings, not enough plan time. PD/Meetings that don't apply to me - I shouldn't have to go to because my peers have to. Portfolio for fine arts - All 4 domains are <u>too</u> much. Not enough training that is beneficial. Seems like <u>no one</u> knows how to do this.
Middle School	#6: This survey could be more beneficial if you surveyed <u>ALL</u> students and not just 1 random class. #10: While some aspects of common core are useful, the memorization of crucial math facts (i.e. multiplication) has <u>completely</u> disappeared. Students in Knox Co. have relied heavily on calculators in elementary schools that the PARCC could be a struggle for our students.
Middle School	PLC's need to be more instructional uses for the classroom. I feel like we are meeting just "to be meeting". The Tripod survey can be good or bad. If a student feels you give them too much homework, they will mark you low. They use it to <u>personally</u> attack the teachers. I have no problem with unannounced observations, but I have been told that observers are supposed to give 2s to everyone and <u>not</u> give out 5s. If a teacher hits all requirements on a rubric for a 5, they <u>deserve</u> a 5. Different evaluators view the same lesson differently -- Teachers should <u>only</u> teach their content area -- they should not be marked as a below proficient teacher when you are above proficient in your subject area!
Middle School	A system set up to fail...plain and simple.
Middle School	*District subject area supervisors should be certified to teach both middle and high school levels. *PLCs should be done on a bi-monthly basis and should be limited to <u>collaborative planning only</u> . *Discovery Ed testing is a waste of instructional time. *Knox County should look at alternative teacher valuation systems, the TAP model leaves too much room for being subjective.
Middle School	Both formal evaluations should be announced. Good administrators know if their teachers are effective and doing their jobs without unannounced evaluations.
Middle School	I'm not sure the way team leaders are chosen in my building is fair. Currently, team leaders are chosen by the principal. If we are to step forward as leaders, team leaders should be voted on or at least put forth an interest. Also, if you are a team leader you are automatically put on to leadership, again that's not fair as this bumps you up in the rubric. Leadership and team leaders should be separate.
Middle School	Tripod should be given at same class time for all grade levels, so students will not take 6 surveys in one day. Students need more technology in order to complete writing assessment in 6th, 7th, and 8th.
Middle School	Teachers in Knox County are expected to be robots and teach exactly what we are told and how we are told.
Middle School	Students don't have basic skills. Common core difficult for gap and no time to teach them. Many leadership teams are picked by AJ so difficult to see variations.
Middle School	Common Core is a joke! Too abstract. Kids don't have the basic foundations to succeed in such a curriculum. New laws are ruining teaching. Teachers are now robots being told what, when, and how to teach. If TN and the other 45 states continue to let the government make decisions, the education system will eventually fail/fold.

Education Level	#18 Comments
Middle School	Evaluations should only cover a certain number of domains (i.e. be evaluated on 11/13 domains). Level 5 teachers should not have as many stringent evaluations.
Middle School	Superintendent's position should be <u>elected</u> , not appointed and should be someone who's worked up the ranks. Superintendent's salary should be <u>reasonable</u> and should not be so far removed from teacher pay! <u>NO</u> "Discovery Ed" testing -- total waste of time! <u>Too much</u> testing, period!!!
Middle School	We need to teach more than we give tests. We need more time to cover material more thoroughly.
Middle School	I think all teachers agree rigor was needed. We all wanted to do better than were we were! We want to improve our education levels so that our students are more successful. However, I do think this could be achieved without destroying our teachers. Teachers feel disrespected and discounted.
Middle School	Teachers in my district do not feel as if we are trusted to do our job with the students' best interest in mind. I would rather spend my time planning effective lessons to further my students than filling out paper to prove it.
Middle School	There is an opportunity to provide input, but it doesn't matter.
Middle School	Knox County Schools have taken the professionalism out of teaching by eliminating tenure, threatening to take our license, no extra pay for masters or doctorate, tripod surveys, and TEAM evaluation. Morale is the lowest I have seen in 25 years.
Middle School	PLC's should use data from already planned assessments rather than thinking up additional assessments that aren't needed. Therefore data would not be needed <u>every</u> week. Also TAP schools already have a school-wide PLC that meets <u>every</u> week. Subject area PLC's should then meet every other week. Also, please <u>stop micro-managing</u> us and telling us what we need to do. Trust us to use our professional knowledge to make decisions for our students. Let's keep testing <u>meaningful</u> . all of the unnecessary testing we do has added stress and made testing <u>meaningless</u> to students.
Middle School	* Testing the students just to get data takes instructional time away from the students causing teachers and students to feel anxious and constantly in a rush. * In my school there seems to be a great deal of playing favorites.
Middle School	Teachers are afraid to speak up. If they seek solutions to problems, they are targeted for "Conferences of Concern". Teacher morale is very, very low. Teachers are leaving the job before winter break. Staff absences are up. Teachers are drowning with discipline issues and more strategies to implement.
Middle School	*Teachers who are toward the end of an unannounced evaluation cycle are under stress waiting for it. Ex. I was evaluated in November. If the second is unannounced, my stress starts over in January and lasts until I get evaluated which may be April. *Replace Discovery Ed with a better test. *I wish my PLC were teacher led, not coach led. We meet every other day of the week without our coach in our own PLC.
Middle School	For question #1-2 I feel that one of the observations should be at least an announced time frame/observation window -- teachers should be told - the observation is going to happen sometime "this week".

Education Level	#18 Comments
Middle School	TEAM, as implemented, has killed creativity in some teacher who are better than me! I believe TEAM is a good rubric by which to guide beginning teachers or teachers struggling with instructional practices. I strongly disagree with the practice of using TEAM data in the way it is presently used.
Middle School	Something needs to be done to increase teacher salaries to rival surrounding counties.
Middle School	PLCs and clusters meetings in TAP schools on different days take away an additional plan time. Then I am required to go to IEP meetings during my plan time and I am reduced to only 1-2 plan times a week, IF I am lucky.
Middle School	I feel the programs, such as literacy coaching and TAG are very valuable in helping Teachers maintain our professional levels. I do feel at times our district moves faster than the training can prepare. Trainer learning on the fly is not an effective way to train teachers.
Middle School	My school is a wonderful place to work, but I don't feel that most Knox county schools have an environment like us. We are encouraged to lead, contribute, and collaborate, but I know that doesn't happen county wide. Our administration listens and responds to our needs and concerns.
Middle School	We were told and not asked about the 2nd unannounced observation. My stress is at an all time high in my 10 years of teaching. Please take these surveys as what teachers are really saying about this matter.
Middle School	As a teacher in a grade and subject that typically struggles to make gains versus other subjects and grade levels, I believe the percentage for gains is in need of adjustment. Teachers that are working very hard cannot control a middle school student not doing their best on TCAP. This in itself makes that data somewhat insufficient. It should be used but not a "kill shot".
Middle School	I <u>strongly</u> agree with #7! I <u>strongly</u> disagree with #10 for ELA, but for Math I agree. This question should be subject specific. The staff at my school is <u>great</u> - The student population is also respectful.
Middle School	1. Tripod information is good feedback but should <u>not</u> count as part of teacher evaluation in middle school. 2. Extreme care and discernment needs to be used in PARCC test score effect on teacher accountability scores. We need a transition period before punitively used in accountability measures.
Middle School	· Please give teachers one uninterrupted day for PLANNING at the beginning of each 9 weeks (without students). · Use snow days -- do <u>not</u> make us work longer (more than 180 days). · Any teacher who works in the inner city for 7 years should be guaranteed a transfer to the non-inner city.
Middle School	PLC - We do not get to <u>collaborate</u> . We usually talk about data and testing. We do not have enough time to plan. Special ed co-teachers <u>rarely</u> get to plan with their teachers because IEP meetings, permission meetings, happen at the same time. A designated collaborative <u>plan</u> time is so very important.
Middle School	KCS is implementing <u>too</u> many programs (strategies) at a time. Slow down so we can <u>effectively</u> use these ideas (strategies). Being the fastest improving does not mean most effective especially when programs are rolled out without a lot of thought and preparation.

Education Level	#18 Comments
Middle School	<ul style="list-style-type: none"> · My suggestion for observations is to provide a window of 2-3 weeks for unannounced observations. · Discovery Ed testing is <u>not</u> valuable to me in my instruction. · TVAAS value added is <u>not</u> an accurate or valid reflection of teaching in my subject. · Salary increases are needed across the board for teachers in order to make them feel like valued professionals.
Middle School	<p>Number 17 is a vague statement and should be reworded.</p> <p>Numbers 11-15 should <u>not</u> have school/district. I would respond to the statements very differently if they were separated. They are polarizing statements. Knox County should <u>not</u> be spending so much money and time on testing, which takes away from supporting students and instructional time. Value added should <u>not</u> be used in the evaluation of the teachers. It is flawed and there is a multitude of evidence to support that fact. The evaluation process is subjective and unfair. Knox County should be looking at other evaluation rubrics. There should be an elementary, middle, and high school teacher representative on the school board. A parent from each section of town should also be included. Dr. McIntyre should not concede to <u>every</u> standard put forth by the commionet.</p>
Middle School	<p>It is very hard to speak or give an intelligent remark in any of this with so little information coverage, i.e. (PARCC). Otherwise, the disconnect between Admin and teacher and downtown Admin and teacher should be fixed, if not we build our achievement on a house of cards.</p>
Middle School	<p>#1-#2 - Why not just let individual teachers decide if they want announced or unannounced? Situations are different.</p> <p>#3 - Level 4 and 5 teachers should choose if they want 1 or 2 evaluations since summary score is based on averages.</p> <p>#7 - Students in lower grades cannot type. The assessment would be invalid.</p> <p>#11-14 - I answered based on my "district".</p>
Middle School	<ul style="list-style-type: none"> · Due to recent Knox County teacher input, I believe Knox County is just now beginning to be concerned about our opinion. · I feel that we are <u>not</u> considered experts in our field, but considered amateurs! · Knox County feels more like a dictatorship than a democracy.

Education Level	#18 Comments
Middle School	<p>- Common Core has value in ELA, not Math. *The KCS rule of 70 min ELA is causing SCI & SS to be cut in half with 2x as many kids yet we are scored the same.</p> <p>- The Tripod survey sends a message to students that they control if we are considered "good" teachers. That undermines our authority.</p> <p>- PLCs are not bad, but unnecessary. We collaborated often before. Extreme focus on data is not helpful - planning is helpful Plus, due to state intervention requirements, plan time was reduced to 1/3! That has been so hard.</p> <p>- Instead of being treated as competent professionals, we are reduced to a number. I value more frequent evaluations with good feedback but evaluations leave no room for principals to give their professional judgment, knowing each class is unique and different subjects require different styles of teaching. The rubric should be a guideline and more flexible to accept different styles.</p> <p>- The message sent to teachers is all you care about is the end goal and not how teachers are treated to get us there. Dr. McIntyre should use his relationship with leaders in Nashville to convey how their decisions affect teachers and help created ways to implement the goals without destroying teacher morals or requiring teachers to work <u>very long</u>, unpaid hours.</p>
Middle School	Please stop making us go "above and beyond" TN mandates. This is making my job way too stressful. Please listen to us.
Middle School	We have lost focus on the individuality that a good teacher can provide. I feel like our district is looking for a "one size fits all" approach.
Middle School	Based on past surveys and feedback, it is difficult to believe that these answers will make any impact on future school/district decisions.
Middle School	Level 5 teachers <u>should not</u> be evaluated as many times as those teachers who are 2, 3, or 4 on <u>growth</u> .
Middle School	Our current system is transitioning students into test-taking automatons. I understand the need for data but if our district put money into <u>early</u> childhood education, in an innovative way, the gains we would make would be incredible. We have <u>too many</u> poor, uneducated folks in East TN to neglect the need for intervention in the 3-5 year olds. Studies/research proves this.
Middle School	Recently, I feel that Knox County educators are told what to do when and how instead of having their own choices. I believe there have been too many changes at one time which affect teacher evaluations. We have not had time to comment or acclimate before it counts for / against us.
Middle School	The overall feeling of teachers is that district level officials look at the teachers as serfs/peasants, and that we do not have the knowledge or expertise to know what is best for the schools. Even though every teacher in the district has as much or more experience than the district director.

Education Level	#18 Comments
Middle School	<p>1. Evaluations should be drop in "walk through" may times per year and mostly unannounced. Judging my entire teaching on a random 2 hours in my entire school year is ridiculous. Stop by many times and see if I'm doing my best to teach students. Walk in for 5-10 minutes several times - are kids engaged? Am I teaching a common core standard, etc.?</p> <p>2. Teachers are definitely not treated as professionals in Knox County. We are forced to do all these assessments and it's wasting precious instruction time to gain data on skills we <u>haven't taught yet</u>. We are forced pacing guides in math. Teachers are calling themselves by numbers "I'm a 3, I'm a 4", etc. This is incredibly demeaning. Student evaluations are another way to indicate teachers are not treated as professionals.</p>
Middle School	<p>I am in a TAP school so I cannot answer some questions. I think would be more well received if things were thought through BEFORE implementation not during. I think TRIPOD is somewhat valuable but I also see why some teachers may not.</p>
Middle School	<p>It's difficult to believe that this will change anything. I hope this is not just another political move to pretend you care about teacher feedback. The school board should <u>not</u> have voted Mac back so easily if they are really listening to teachers! His leadership style is awful!</p>
Middle School	<p>The district does not think things through before implementing things and causes mass confusion for schools and teacher. With Common Core, the district should provide staffing for every ELA teacher to have an extra planning period to meet the time demands. A typical work week would NOT be 60-70 hours.</p>
Middle School	<p>This survey shows again what authority interested in not staff. Should include support or not superintendent -- me - no - poor communication, relationships, moral. Human resources poor and superintendent - administration leave waste time, money -- do not follow law or equitable evaluation grievances procedure should be followed -- meet teacher. Address students before doors open security.</p>
Middle School	<p>After 20 years in this profession, I feel that my experience, intelligence, and creativity are unappreciated, even devalued. Over the past few years, I have had my own ideas squashed during a PLC in favor or an activity that everyone could present in a reasonably similar manner. Surely the original intention of a PLC was not to strip a teacher's autonomy; however, that is exactly what has happened. Just like the evaluation process was not to be used for punitive measures, but that is exactly what is happening. Scores are being intentionally lowered to get rid of teacher or to align with TVAAS data. This should disturb anyone with a thread of morality, but it's clear that our BOE and Superintendent are lacking those moral threads.</p>
Middle School	<p>The teacher evaluation process is <u>very</u> subjective. Not all teacher evaluators are "on the same page". This causes much stress among the teachers in the building. <u>This problem needs a solution!</u></p>

Education Level	#18 Comments
Middle School	It seems as if the adoption of common Core has now reached the most severely disabled students and their assessment for the next year is not in the best interest of the students, but only the company who is selling it. Common Core is affecting the less severe students with special needs. We no longer look at kids individually, but as the same. What is the difference between inclusion and resource/CDC now? Long-term this is bad.
Middle School	-Overall, the TEAM rubric is a good one; however, for a teacher to cover all the areas, s/he would have to be teaching a 2 hour class rather than a 65 minutes middle school class - or a 45 minute class. If you observed 2 or 3 days in a row, you would see all of this, but that is impractical. Also, although the rubric is designed for core classes, it is used for non-core classes such as art, music, ELL, sp ed, etc. which can cause problems. -PCL's - if you are the only one at the school to teach a subject PLC's at school are a waste of time -- you should have PLCs with people who teach what you do.
Middle School	In regards to number 11 - we are allowed to give input -- however there is absolutely NO ONE listening!
Middle School	Teacher's evaluation scores and testing numbers are taken into account too greatly with respect to the safety of their careers and positions. They should be used as tools for growth and instructional focus, respectively.
Middle School	I don't have time to do the things we are being asked to do. You know the saying, "Jack of all trades, master of none"? Well, that doesn't begin to describe what this year has been like. I work <u>at least</u> 10 + hours a day and I still can't get it all done. We don't get paid enough as it is; we lost part of our plan time to PLCs. We have PBLs, FAP, TEAM, PLC, etc. Somebody, somewhere must not care that we have family. This year I felt like a guinea pig in 10 different experiments. We're running on fumes and it's unsustainable. Do less - make it better quality!
Middle School	In regard to question 12, we are told what to teach and how to teach it. In addition administration gives us very little input and treats us like we are incompetent.
Middle School	#7 - Not enough technology.
Middle School	Rubric is a great guide, but it is impossible to hit everything on it - the stress of trying to achieve a certain number is overwhelming. Also, it feels like this students are just a "number or piece of data," not a child.
Middle School	1) Remove merit/incentive APEX bonuses and <u>increase base salaries</u> (especially for core teachers)! 2) Eliminate teacher evaluators in their base schools. Peers do not need to evaluate their building level colleagues. Improve evaluator training. 3) Reduce 61 performance standards expected for one evaluation. Be reasonable and realistic!!
Middle School	If I am going to be treated as a performance based profession, then I should be compensated as any other performance based profession i.e.: lawyer, Doctor, Professional Athletes. Not to that extent but it is the same. Adolescents and Toddlers should not determine if I have a profession.
Middle School	4) 9/2 weeks off 11) We have the opportunity to provide input, but it <u>means nothing!</u>

Education Level	#18 Comments
Middle School	This survey is so vague that Dr. McIntyre is already spinning it to WATE, which is interesting since my school hasn't turned it in yet. More o the same ... how way the committee chosen and how many of them will be in leadership academy this year? My working environment is my students' learning environment. We have had 5 years of intimidation and nothing to build trust, including being told by M. Smith to get on board or get out of education.
Middle School	#6 Students, many times, don't even understand the questions.
Middle School	As a new teacher, I am worried about how teachers <u>and</u> students are evaluated. After this school year, I'm not sure if I will stay in the teaching profession.
Middle School	Discipline (or the lack of) affects learning. Too many students are disruptive to the learning process. We need to take a harder, firmer stand with discipline. Parents need to be held accountable for their children's behavior. Also, alternative school needs to be tougher and students need to EARN their way back to school, not just serve their time. Discipline affects achievement which affects teacher evaluation scores.
Middle School	#2 and #3 I think Level 5 teachers should be given a choice of these 2. #5 - If the 3 hour portion of the PARCC occurs after TCAP, I would agree with field testing. #6 - I do not see the Tripod survey telling me anything new about how my students view me. I do see the tripod survey telling my administrators what my students think of me. I don't mind, but some might. The survey does not change my instruction.
Middle School	If I am incorrect please disregard but I believe the state only requires one evaluation if a teacher has an overall 3-5. I think it is overkill and expensive to have 2 evals for those teachers. It requires more lead teachers which requires more \$ and puts more stress on principals that isn't needed. Knox county has gone overboard!
Middle School	This district has become hostile to quality teachers. As a Language Arts teacher with multiple high degrees, I am not treated as an expert in my profession. I am not free to make decisions about pedagogy and especially not about instructional materials. I support the transition to Common Core, but the way that the district has handled it has been a complete disaster of leadership.
Middle School	We should not be required to do PD on Saturdays without pay - i.e., boot camp for honors. My school is a good place, the district - no. Level 5's should not be evaluated every year -- (once with 2 walk throughs is still too much).
Middle School	I feel the observation/evaluation process is very stressful for teachers. It would be more valuable to me for less emphasis on numbers and more just observing. Scoring is so subjective it can be used to get rid of teachers. I would appreciate a window of 1 to 2 weeks for unannounced observations. This would help with the stress.
Middle School	I think no one stands up to our kids who are getting pushed around. The bullies are protected, but what about the kids getting hit and pushed. No one stands up for them. I feel we need people on the board who have been a teacher in a classroom for 5 years or more. The superintendent needs to have been in a classroom for 10 years or more. How do they know what we go through if they haven't really taught?!

Education Level	#18 Comments
Middle School	"Value Added" represents unsound validity for the purpose for which TN uses it. My value is <u>not</u> measureable based on how they (students) perform on 6th grade and 7th grade - different content. After 24 years I feel like leaving the field! This profession is now very unprofessional.
Middle School	I think that evaluation should be used as a tool for learning, but not as a way to fire teachers. My main concern is that central office lies to their teachers and the public. We are not supported in a meaningful way, the support we get is only associated with our removal from the county.
Middle School	#1-2 - Not a one size fits all system -- needs further explanation and options. #3 - Level 5 = less observations = Yes - Possibly only 1.
Middle School	Experienced teachers are not appreciated; to the contrary, I believe the district wants <u>younger, cheaper</u> teachers. Would like to see a consequence for students who make <u>false</u> accusations against teachers. One Rubric does <u>not</u> fit every class. We are losing good, experienced teachers by the droves, due to unrealistic expectations. The team Rubric can be a good thing, but should not be used as a tool to target teachers.
Middle School	PLC's were conducted regularly and were highly productive at FMS until the district required a supervisor for every PLC. This destroyed morale because teachers no longer felt trusted.
Middle School	I'm concerned at the direction of education in Knox County. I feel that in general, we are micromanaged and that we are approaching educating kids in a reactive way. Too little time, money or attention is paid to issues of family and community and the link to school performance. Our students are being reduced to data and we are being asked to approach our kids as if they are much older and experienced than they are. In the end, we will have a generation of kids who lack a passion for learning. We will reap what we sow.
Middle School	Too much testing. Students do not see the importance of a test. They are burned out. Team schools receive higher scores on observations than tap schools. Observations are very subjective. They leave teachers feeling less of a teacher instead of feeling encouraged to work harder. Teachers are micromanaged. We need to be treated like a professional.
Middle School	I have never before seen morale this low. I love teaching, but if I were qualified to do anything else, I would. Kids are over-tested, there's no room for creativity in the classroom. Our class time has been butchered. The rubric and the scoring are overwhelming and insulting. Experience is no longer valued. Aren't you worried about what is happening to us? And to the kids??
Middle School	TAP School -- I have been a level 5 teacher for the last three years. Since going back to school to get my masters degree to teach, I have had 3-4 observations <u>every</u> year since 2001. What other profession would require 40+ observations in that short time and how many people would tolerate conditions such as this: 25 minute lunch break, meetings and more meetings that leave little planning time, 10-12 hr. work days!?!
Middle School	Option of 20 year retirement

Education Level	#18 Comments
Middle School	Two much emphasis on the implementation of new policies and directives takes away from students. Each new initiative (Common Core, TEAM, PLC, PARCC, Common Assessments, Benchmark Exams, Honors Courses, etc...) is presented and pushed as the most important aspect in our school system.
Middle School	Conferences of concern need to disappear. This is threatening people with their jobs. A doctor does not get a letter of concern when his patient dies.
Middle School	<ol style="list-style-type: none"> 1. 9-2 schedule is most preferred. 2. Team Evaluations, regardless of announced or unannounced, are inflexible for teachers who are not specifically core content subject teachers. This needs to change to be reliable and valid. 3. Teachers do not have autonomy to make decisions regarding pacing nor remediation time.
Middle School	<p>13-14 - Selected teachers are, not all.</p> <p>Overall, the district has high expectations for teacher, but not for students. The parent input <u>is</u> valued way more than teacher input. For this reason, CCSS will not work. Parents need to value teachers, not blame. This starts at district level.</p>
Middle School	I do <u>not</u> think student feedback and tripod surveys should count towards the teachers summative evaluation.
Middle School	I feel that TEAM evaluations are too subjective.
Middle School	I think the process of evaluating teachers (observation and scores) needs to be adjusted for teachers who work at "hard to staff" schools. I believe the district might lose good teachers at these schools, due to the challenge of making the scores to be considered an effective teacher.
Middle School	The state only required 1 evaluation; KCS requires 2!!! Let's be honest, this survey is nothing more than lip service by KCS!! The school board and Dr. McIntyre <u>DO NOT</u> care what teachers think at all, they are only concerned about their precious data, and looking good from the outside. <u>NOTHING</u> will come out of this survey! If KCS <u>EVER</u> listened, then my school would not continue to be run by an incompetent principal, the way it has for 5 years. He, along with McIntyre have <u>VERY</u> little classroom experience, and are not qualified in any way for third positions!!
Middle School	I work in a building of sincere, caring people.
Middle School	While I believe the standards encourage deeper thinking, I am concerned about how we are assessing the skills. The amount of testing and the pressure associated is unnecessary. My other concern is that many teachers have expressed their frustrations/concerns and we have seen very little change in our district.
Middle School	When you are in college it is all about what your teaching style is but when you get into actual classrooms it is not up to you. You do what you are told and there is no room for creativity.
Middle School	There is so much testing that my teachers no longer have time to bring their students to the library, and the teachers really want to bring them. The students are losing out on opportunities to check out and read books. This directly affects reading comprehension and writing ability.
Middle School	Too much time is <u>wasted</u> on testing. Coaches are seen as experts and we are just to perform. Teachers in TEAM need coaching like the teachers in TAP.

Education Level	#18 Comments
Middle School	Extended contract positions should not be offered to 4 and 5 ranked value added teachers only.
Middle School	Student perception data should NOT be used for teacher evaluation but for guiding and assisting teachers.
Middle School	A balanced calendar would <u>greatly</u> help lower-performing students, i.e. <u>ELL</u> .
Middle School	Not only are the constant changes stressful and absurd towards teachers, but they are also the same for our students. The vilification of teachers needs to stop. Our practices and better judgment are constantly undermined in the class and outside of the class. To have degrees in English Literature and a Master's in Education and be treated like my knowledge is nonexistent is preposterous. Education reform will never work and "gaps" will never close because we cannot relegate home life and parenting.
Middle School	Combining reading and language arts to one class period was a <u>BAD</u> decision. There is not enough time to teach it all, and students struggle with it anyway. Students need <u>more</u> instructional time, not less! Giving science and especially social studies extra time was <u>BEYOND</u> ridiculous! Change it back! The students are suffering!
Middle School	We are not a business and can't be run like one.
Middle School	* I believe that these questions are skewed to elicit a specific response. Numbers 8-17 are especially skewed. *PLC's are not helpful the way they are structured. My PLC group accomplishes far more when we aren't filling out forms for meaningless data collection but are instead collaborating and sharing in a less formal manner. Out TCAP scores and TVAAS indicate we are effective.
Middle School	The team reg ed should not be used on special ed in an adaptive school. The gaps in learning cannot be expected to be filled by 1 year of common core.
Middle School	I do support Common Core and do believe it will make a difference in student achievement; however, getting there is involving "growing pains" on both the teacher and learner's part. As with all new movement, we are going to struggle as we strive to reach the goal. I do wish, as teachers, we had more support with Common Core curriculum.
Middle School	4. I prefer a 9 week on, 2 week off calendar. 6. TRIPOD should <u>never</u> be used to evaluation purposes. 5. Would not give up an instructional day before TCAP for field test.
Middle School	We have too many PLC meetings that are more about talk and less about <u>action</u> . PLCs are rarely for planning, but more often for outlining abstract Smart Goals for subject areas, grade levels, etc. I want my planning time for planning <u>instruction</u> . There are too many coaches floating around. Rarely has a coach provided me with anything substantive to support my instruction/professional development. They seem to be here to fill time / chatter on in PCLs.
Middle School	We are over testing our students. Our goal is to prepare students for college and career, and we are not able to do this because an excessive amount of importance is placed on testing. A sprinkle of common sense would allow us to more appropriately prepare out students for adulthood.
Middle School	Teachers who score a 4 or 5 should <u>only have one or no</u> observations for that school year.

Education Level	#18 Comments
Middle School	Regarding evaluations: people should be evaluated on what they actually do instead of "one size fits all." There is TOO much testing.
Middle School	Tripod sends a wrong message to the students. Students already struggle with the ability to show respect to teachers. I feel that the Tripod helps to make them feel like we answer to them.
Middle School	Number 4 made no sense. I would like more information.
High School	The Tripod survey should never be part of a teacher's evaluation score. TVAAS scores should not be used in teacher evaluations. Our superintendent does not treat us with respect - especially since he supports Kevin Huffman.
High School	I love my school, and where I work. I think that I am trusted by my administrators, and that they firmly believe in my teaching. However, I feel that I do not have any freedom in my classroom because of the many hoops we must jump through.
High School	Tripod surveys can be <u>informational</u> to teachers but should <u>not count</u> as part of teachers' evaluation scores! Why can't English teachers claim literacy for 15%? Teachers need more time to <u>plan/grade</u> . <u>Quit</u> with all the <u>in-service</u> days. Literacy coaches?
High School	TA's need more support and pay. They are not treated as equals.
High School	Changes should be made to Rubric for special education teachers. There is no mention or evaluation of <u>ALL</u> the required paperwork that has to be completed or violation of federal law and loss of federal funding. Should be 50% of special educators evaluation. Also, I should not have to do a dog/pony show since I don't actually teach a specific subject.
High School	Teachers in my district <u>have</u> had opportunities to provide input; whether that input will be heeded at all remains to be seen. I believe the Common Core <u>rubric</u> is beneficial to teaching and learning; it is in the testing component (<u>not</u> scored by educators) that the system fails.
High School	Teachers need workman's comp!
High School	Please listen to the teachers who have expressed some serious issues with the evaluation process and common core standards. If so many people perceive problems -- there <u>are problems</u> ! Personally, having both evaluations unannounced is extremely stressful and is perceived as a way to get teachers fired. It is unfair even for experienced teachers!!!
High School	#1-3 - If you have a 4 or 5 no evaluation except every 3 years announced. #11-15 is answer for the district, not my school. Too many decisions are being made by people that no longer are teaching in a classroom. Administrators and guidance counselors and superintendent should be REQUIRED to teach at least one academic class each semester. People not working in a classroom can no longer relate to those in the classroom. When you walk away from the "product" we are working to produce, you no longer have a voice to be heard -- watch UNDERCOVER BOSS!!

Education Level	#18 Comments
High School	PLCs are very different at different schools, and grade levels / subject areas. I see everything from a faculty / housekeeping meeting to a true PLC occurring. My main worries with PLCs are 1) that there is no learning time for teachers., 2) when you require a SMART goal to be done in 6-9 weeks the PLCs focus on trivial goals to fit it into this timeline. True PLCs don't work this way. 3) You can't just say "Poof" you are a PLC. It is much more complicated than that.
High School	TEAM evaluation is a checklist regardless of what people say. I think 4-5 informal walk-throughs would be a better indicator of what a teacher is actually doing in the classroom than 2 observations. It is <u>impossible</u> for a teacher to hit all of the SPIs on the rubric in a lesson. Additionally, depending on who is doing the eval. scores vary greatly. It is not uniform and is unfair.
High School	Since the input gathered from teachers is routinely ignored, I doubt this survey will do much. How much does that tell you?
High School	We do not have the technology for PARCC or Writing Assessments. You are not asking the right questions. From this form, it seems you already know what you plan to do and just want to know if we agree. This is <u>not</u> asking for input, just agreement. At the school level, we have a lot of influence and are trusted to make sound judgments. I feel we have <u>NO</u> say at the district level. I think teacher evaluations should have more local/school control.
High School	Comment area is too small. -The state does NOT require 2 formal evaluations each year for level 5 teachers. - Dr. McIntyre and the BOE still don't understand teachers' concerns. You have shown by your actions that YOU JUST DON'T CARE about us as professionals or people. - Evaluations are VERY subjective and my first one was very <u>unethical</u> -- evaluated during an assessment, evaluator left room for 25 minutes but documented as if he never left.
High School	TVAAS scores do not need to be used in any part of the evaluation process. Teachers cannot control students' outside environment. I think too much testing will result in students' not really caring and just bubbling in responses because they haven't had a change to learn new material. I know the district wants data, but collecting it takes away from instructional time. Common Core Standards seem to lump all students into the same model, but students all have their individual strengths and weaknesses.
High School	<ul style="list-style-type: none"> * Student feedback is important, however, I do not think the TRIPOD survey is effective. (NEED BIGGER BOX HERE!) * Our SLC's are very productive and necessary while our PLC's are just "one more thing" to conform to and not vital to our school structure. * Some of the best teachers in this district are at my school, however, I do not feel that our voice is heard outside our building. * Observations are done on less than 1% of our overall classroom instruction yet they count 50%.
High School	I have developed hypertension and anxiety and take medication because of the unannounced observation. (This is very 1984.)

Education Level	#18 Comments
High School	Either I need to have fewer PLCs or fewer tap/faculty meetings. Common planning is valuable, but not when done under the pressure of an administrator. The amount I am evaluated, by the way, doesn't make me a better educator, it insults me as a professional who works very hard.
High School	As a new teacher I am overwhelmed with all of the requirements and demands from the county. It feels like all of these initiatives are taking away from teaching to the needs of my students.
High School	The county does provides opportunities for teacher input, but this does not mean that the teacher input will be heard. With Knox county being one of the lowest paid counties in the state, it is a wonder that we have not lost all of our worthwhile teachers, myself included. Stop testing our students for data purposes, give them a chance to learn their own way! Next time, provide for more space to write. You are limiting my opportunity for input!
High School	Evaluation Process is unfair and subjective I am a 4/5 educator. Using scores for something I have no impact on is unfair.
High School	Too much "instructional" non-fiction reading produces less creative adults.
High School	We are professionals who will always do what will benefit our students. Teachers must feel they are part of the solution (which we are) and not part of the problem (message from District, state leaders and media).
High School	By emphasizing data, we've reduced school to simply a place to go each morning. Learning, true learning of pertinent concepts, skills, self-knowledge, writing ability, world citizenship -- those valuable pieces have been canned in favor of some measurable piece of filth to justify our existence to people whose only knowledge of school stems from their own time as a student. Perhaps they are embittered because their teachers were inadequate. For many in the business world, I might guess they were inadequate as they allowed immoral jackasses pass through to "higher education". Furthermore, the lack of genuine experience in education amongst the PARCC Governing Board and our own education commissioner is humiliating. Furthermore, too many people enjoy sinesuits downtown. The Central Office needs to shrink. In fact, our subject area supervisors are utterly unnecessary. At least 4 people appear to be doing the same job directly below the superintendent.
High School	We, as teachers, do not feel as if we are listened to at all. We also don't feel like we are treated as professionals. In what other professional field are people held to the standards we are by the state and local officials. We chose this field because we love teaching young people to better themselves. Trust us to do that.
High School	#11 - "Provide input" - my experience was it was <u>very</u> structured so that input was controlled (manipulated -- not real constructive in reality). #11-17 - vague to lump school and KC together - and we are not willing to get real input - this, too is manipulated so that you can make it say what you want. My school/staff is great. KC is unorganized, micromanage, too much and is way out of touch with its teachers (administrators; I have worked in a school system that respected its teachers and listened / responded to them and it ranks among the very top in the country).
High School	My school, has a wonderful administration that values the teacher's competence, leadership and content knowledge. This is very different from the district that requires teacher time to participate in repetitive meetings and programs that take our time away from student enrichment.

Education Level	#18 Comments
High School	Implementation of CCSSM without a textbook that follows the pacing demanded by Central office has immensely hindered my ability to provide quality instruction to my low-level students. However, classes like Pre-Calculus, AP Statistics, Calculus, etc. have not even been mentioned for an update. I'm overall disappointed.
High School	Many states have wised up and left the Common Core Curriculum which is a one size fits all curriculum. PARCC is designed to measure common core so why participate in it? Teachers scores are tied to a test we can <u>never see</u> and our jobs are held hostage by our TVASS data? Even the ACT and Advanced Placement test from the college board are released for teacher viewing with the idea that teachers can actually use them as teaching tools for test taking strategies. Please don't tell me that I should have gotten a 5 or a 4 but you have <u>used up your supply</u> of those scores!!
High School	Statements such as "school/district" are too vague. School and district can differ greatly. I am more supported and appreciated by my principal than central office. Too many decisions made by those without recent (2-3 years) teaching experience. All administrators, including central office, should be required to teach a class. Knox county teachers salaries are well below the average of surrounding counties. Many central office staff are patronizing, condescending and rude to teachers. PLC's should be teacher driven. We know our students' needs. Technology training summer 2013 was a waste of time and money. Whoever planned it should be ashamed. I needed to learn not only how to use the mac but types of projects that were possible. APEX needs to go away, it pits teacher against teacher. --Really, only this much space for free response!!!
High School	Extremely poorly designed survey, especially on the questions regarding classroom evaluations, PARCC field testing, and TRIPOD scores. The way the questions are worded do not allow respondents the opportunity to respond about apprentice-level teachers or to provide feedback about what schedule of observations actually would work.
High School	I love my school, but I dislike greatly Knox County! I am a level 5 teacher and always have been, but I do not think things are done fairly in this district. In-service days are a waste <u>unless</u> they are at school level. The district has literacy coaches who have not taught in 14 years! Ridiculous! They can't help me!
High School	We need to do away with the subjective evaluation process and make it more objective. Evaluations should be from the same subject. In addition, observations should be videotaped for feedback and any appeals.
High School	#3 - This should include Level 4 teacher too. I think Level 5 and 4 teachers should be evaluated every 3-5 years not every year. #11-#15 - was answered for the district because the questions were too ambiguous. My school is the exact opposite. We are great and awesome. MOTTO: If you teach in Knox County: The Longer you teach the less \$ you make! We have not had a pay raise since December 2007.
High School	#11-15 are answered for the district not my school.
High School	11. They have the opportunity but they are not listed to by the superintendent nor school board.

Education Level	#18 Comments
High School	I agree with the program and that we should all be progressive in our positions. Accountability is a great thing. --BUT-- Your Observation Process is Terribly Flawed! Teachers should be observed by someone in their field and all teachers per discipline should be observed by the same person in order to have consistency. Take the school individual lead teacher money and hire <u>respectful</u> observers in every field to observe on the school level! Let's get consistent!
High School	Evaluation reduced for 4's too. Some of the questions were ambiguous with county/school. I answered for county, but my school and principal are GREAT.
High School	We are a TAP school. Having done both TAP Cluster and KCS PLC, I wholeheartedly believe that PLCs at TEAM schools should run like Cluster, not the other way around. Cluster = Good, Research based teaching strategies. Good teaching = Student achievement. Student achievement is the ultimate goal. Why alter a format that works?
High School	As far as the 2 required observations, I feel both observations should be announced.
High School	Tying student test scores to teacher pay does not promote a good work environment. It promotes competition.
High School	I feel that although teacher input is asked for often in determining district decisions, it is not often followed. I feel numbers and ear marked dollars are the driving force in all decisions and unfortunately creating an atmosphere where great educators are choosing other districts or professions. I feel the burden or responsibility has shifted from the students to the teachers. I feel the power has been given to the students and it's hard on the teachers ability to be great educators.
High School	Items 12-15 apply to the District and the State of TN. I would strongly agree with these statements in speaking about my school. I think that a faulty premise undercut all of our efforts. I do not believe that the testing that is done accurately reflects student learning or teacher effectiveness. This survey is very poorly designed!
High School	Evaluation of teacher's lessons by evaluators who lack subject area knowledge is problematic. In order to get respect, give respect; this works both ways.
High School	All educators should get 3's on evaluations. Twos and ones should only be given if they are not performing. Fours and gives should be easy to get. Our administration has told us they have to score us even harder this year since our math scores were so low. I do my job well <u>every</u> day. A person drops in gives me a 2 for having an agenda on the board and not on objective --> not fair that this will determine my raise!!!
High School	After last night's meeting, we know what you really think about educators. Why do you want our input? You're going to do what you want any way.

Education Level	#18 Comments
High School	Team evaluation process -- too many components required in evaluation process. One of following-Student Work / Problem Solving / Grouping would be excellent part of a lesson...to require <u>all three</u> only produces a chaotic, shallow and ineffectual lesson. Academic feedback, as currently being evaluated requires written, graded assessment for each lesson. May be appropriate for some lessons, but there are a multitude of ways to access student progress, only some of which are written assessments. All parts (19) of TEAM evaluation given equal weight, but some (such as Presenting Instructional Content) should have more weight than Environment. Some aspects of TEAM eval. out of teacher's control. In respectful culture, "students exhibit caring and respect for one another." How can a teacher change 15-17 years of a student's character in 1 or 2 months (time at which one likely would have been evaluated)?
High School	The TEAM model is divisive and does <u>not</u> make me a better teacher. Two times a year I am told my observation scores. There is no dialogue, there is no useful suggestions/critique of my teaching. The unwritten "no 5's" rule has brought us back to the previous system where we were all "satisfactory" AKA "Rock Solid".
High School	One of my fears has been that test data would be taken out of context (i.e., TVAAS Growth). This year I have been questioned repeatedly about growth for the same students I was praised for regarding achievement last year (same students, same test).
High School	<p>Re: Observations - long observation window causes anxiety -- the students can tell. Re: Calendar - preserve summer break in June/July -- >take weeks from May and August - 8 week summer.</p> <p>Re: Writing: our students need <u>instructional</u> time. <u>We test too much!</u> My TVAAS takes into account days in school - testing, events, ISS, practice testing, etc. are not factored in.</p> <p>Re: Tripod - Is the cost worth the feedback? Could I not get data in-house with a free service?</p> <p>Re: Team and common core - This is going to be a nightmare with giant social studies standards.</p>
High School	I am concerned about the amount of off-contract time that is required of us for special educational events - (open houses, showcases) that do not give us in-service hours. This includes events that we are required to attend beyond the normal 6 parent contact hours.
High School	some of the questions were ambiguous, therefore, I answered the questions for the county and not my school. My school is a fantastic institution with excellent administrators, who trust us as educators and treat us as responsible peers.

Education Level	#18 Comments
High School	#1-3 - I think if you have a 4 or 5 you should be evaluated every 3 to 5 years!! Waste of time otherwise. -- #5,6,7 too much class time wasted on all this stuff! #11 - not ALL teachers and if some do they are not listened to and no changes are made. #12-15 - all answered per district not school. My school, however, not been a good place to work or learn since district changes implemented. Us - Them mentality between teachers and administration now which is detrimental to education. -- Need window of time for observations!!! --I have spent the last 2 years counting the days until I can retire! This is a ridiculous way to live! There should be some method where teachers and other employees can give this type of feedback anytime (Dr. McIntyre's inbox permanently FULL!), not just request information when things have reached the breaking point!
High School	Micromanagement of classrooms, time, and teachers leads to a feeling of <u>not</u> being professionals. <u>Data</u> has become more important than the lack of learning and creativity. My students learned and retained more 10 years ago than today. We are rushing through the curriculum and graduation rates are not true.
High School	As a teacher in an alternative school, I work with many students that hate any school they are in. The Tripod survey wouldn't be valid for anyone.
High School	It's time to raise expectations for all departments that impact students and teachers. Maintenance, bookkeeping, IT, subs..... All of these positions need to be held to high standards. Teachers can't do this along and so far it seems we're the only ones being held accountable.
High School	If teacher evaluations are tied to TVAAS, there should be a push to provide better data, so teachers can actually use it to improve teaching. Actually, data should be provided even if it is not linked to evaluation. For example, knowing whether or not a student made gains is meaningless when teachers are not given specific SPIs that students missed. Teachers need to be able to find trends in performance and specific areas in which they can take measures to improve instruction and student performance.
High School	I feel like most of the questions are loaded towards a particular response. I feel differently about my school / district. Don't lump them together.
High School	While the district provided the "opportunity" to give input, it never seems that the input is used to the benefit of students / teachers in creating a more positive learning environment.
High School	Honestly, in this age of testing and competition we are killing student creativity and intrinsic drive for knowledge. Jim, I know you do what you can do, and I <u>bet</u> you wouldn't have certain "things" if you didn't have to.
High School	This survey is worded so that school and district are the same. That is very unfair. All teachers' opinions and input is respected at my school; however, the district disregards teachers' opinions and does not treat us professionally.
High School	Teachers are fighting a losing battle with apathetic parents, unruly students, and an evaluation system that leaves them far too vulnerable to the failings of others. None of this is particularly new, but the fact that only teachers are being held accountable, and that being done selectively, is disheartening. The result has been and continues to be low staff morale.

Education Level	#18 Comments
High School	Trust teachers to teach - we are professionals. Weed out poor teachers, but let us do what us used to love -- <u>TEACH</u> . Let students be treated as students - let them <u>learn</u> - quit trying to make them testing robots. There is <u>so</u> much more to the education field other than bubbling in answer sheets and making teachers be on the same page at the same time -- really? Students are individuals, classes are different and may not need exactly the same thing every day as another class. Teaching is an art, a calling...learning should be fun, creative, and enriching -- more than what it's possible to TEST.
High School	I love my school, but the district has <u>serious</u> issues! We <u>DO NOT</u> have autonomy, our input is <u>IGNORED</u> by the school board, and we are <u>NOT</u> treated like <u>professionals</u> ! I am an expert -- treat me as such! <u>Please!</u>
High School	Common core has ruined education! I expect to see a large group of teachers quit or retire directly because of the changes. I have always been proud to be a teacher but as of now, I'm considering a career change. DOWN with Common Core.
High School	Since I was a young girl, my mom taught in KCS. KCS has been notorious for <u>not</u> supporting their teachers, giving them the shaft where they could and implementing rules and regulations that made teaching in KC a <u>burdensome chore</u> . I previously taught in another system that was wonderful! School board behind their teachers in <u>every</u> area! God sent me to KCS. After arriving, I asked Him what I had done to anger Him. I thought He had sent me straight to Hell...Total opposite from where I'd been...so much unnecessary paperwork. Now with the evaluation system, my hair has fallen out, I've broken most of my teeth and for the first time in my life...I've considered suicide. Thanks KC school board seems its not changed very much!!! You should be proud!!!
High School	In <u>no</u> other profession are individuals subject to so much accountability. This, along with common core, restricts teachers especially in high schools.
High School	#6 - the Tripod doesn't account for the ever-changing moods of teens or co-teaching situations. #9 - PLCs should <u>not</u> be off contract time and required <u>only</u> for certain teachers!!!
High School	I think the district should participate in the writing assessment only if the data is graded and used to enhance the terrible writing skills of students.
High School	Ideas behind Common Core good - over testing <u>NO!</u> This survey needs to address district / school separately -- teachers at school level feel satisfied while we are opposed to district policies. Cookie cutter evaluations promote "shows".
High School	Very dissatisfied with district, but <u>love my school</u> !. Also, CCSS are no big change for HS, but are completely killing elementary age students.
High School	Reduce PLC time. Reduce PLC activities in the classroom to obtain student data. Only state mandated evaluations. Give teachers choice of announced / unannounced.
High School	The PCLs feel like the tail wagging the dog. Too much paperwork for accountability purposes, should be time that is open for collaboration around changes in instruction for new CCSS students. PLCs are stressful and burdensome.

Education Level	#18 Comments
High School	As a teacher I feel threatened, mistrusted and disrespected as a result of reforms in education. Student progress in Tennessee is not authentic, significant or sustainable. I believe the pushback against current trends in education will be massive.
High School	The acronym "TEAM" is a misnomer. All these evaluations undermine the wonderful team we had in place for decades. Now a demoralized staff that should be focused on individual students has to worry about demonstrating a plethora of good traits every day. Our personal commitment to our students is sabotaged by concern over personal ratings. As for this survey: None of the responses provide us with authentic feedback.
High School	TRIPOD survey is useful but should not be a part of evaluation. Cutting # of observations makes each worth too much. I don't want my whole evaluation coming from 1 lesson. If I have a bad day, it could have big negative consequences. To improve the evaluation system, make it easier on the principals. Take out the scripting and just give feedback quickly.
High School	#11-15 are answered for the district. My school on #11-15 I strongly agree. #1 Give us a window. #3 Give teachers, who are achieving excellence in the classroom, the opportunity for one unannounced evaluation as stated in #3. Other teachers will be inspired to also try to achieve excellence.
High School	I truly believe that students should be expected to exceed to their best potential, however the district needs to accept reality -- it needs to look at students as individuals not as a district.
High School	The problem is with having school tests counted towards evaluations. If test scores are going to count, make it 30%. If a student's test scores are very poor from that teacher, district supervisor will complete evaluation to determine the problem. Teachers need to feel they are supported, and media hyped visits are not the way to do that.
High School	1. Teacher assessment, Common Core, and PARCC are <u>un-unified</u> , conflicting and not constructive. 2. Too much time is spent on testing which takes away from instructional time. 3. Not all schools are of the same caliber; all shouldn't be treated as such.
High School	In reference to common core and <u>all</u> the testing required by the state, I believe that public education is becoming corporate education, and I wish I could homeschool my third and fifth grade children. #16 and #17 - I love my school. I do not love my district.
High School	We are asked our opinion but it is disregarded -- which is why these evaluation, quiz forms, survey monkey etc. are worthless for us and do nothing but provide a job and money for someone else.
High School	The major problems with the evaluation system is the lack of time spent in the classroom and lack of follow up. With the TEAM model as is, I am evaluated on less than 1% of my teaching time. A good teacher could be having an "off" day leading to a low score where a poor teacher could play the game for 90 minutes and get a good score. After the post-conference, there is no follow up to help the teacher with his/her weaknesses. This makes TEAM punitive and not a growing experience.

Education Level	#18 Comments
High School	Observing every teacher every year is a waste of time, money, and energy and takes necessary time away from administrators' duties actually running the school - discipline among students and congeniality among colleagues suffers.
High School	I came into teaching from the business world. I was an extremely successful consultant and I am an excellent teacher. However, while I did not come into the teaching profession to "make money," never did I expect to work so hard for so little and be treated so unprofessionally and be unappreciated.
High School	TVAAS Data is inaccurate due to students not having an opportunity at 90 days of instruction, yet I still include everyone with less than 75 days of instruction. This survey is blind as the data does not tap into problems. Give teachers choices on both evals - announced or unannounced.
High School	Questions 11-15 are worded to include school/district. I am not able to accurately answer those as my responses differ for school and district. There is entirely too much inconsistency with TEAM scores across the district. The rubric is <u>not</u> applied consistently. Get rid of APEX -- it also is unfair and a source of low moral among teachers.
High School	Also for #6: I believe student feedback is important and aids in improving my teaching; however, it should <u>not</u> be part of the evaluation. Students are students for a reason. They are not teachers. Even high schoolers brains have not developed fully, such that cannot cognitively predict consequences to taking out their dislike of a teacher on a survey.
High School	We are treated as incompetent. Only the "right" teachers are asked their opinions. Investigate Katherine Banner at West High School and how she destroyed the school.
High School	There is too much micro-managing from people that do not understand what it is like to be in a classroom everyday.
High School	I feel too many tasks required to cover some important tasks at a slower pace. Racing through to cover all required material leaves students confused.
High School	Perhaps if the state would listen to the teachers some of the unrealistic expectations would be rescinded. Perhaps if the district would be more proactive in backing the teachers the morale would be a little better in the district. If the district was more competitive in pay perhaps teachers would be more willing to put up with the bigger problems.
High School	We are testing kids for the sake of testing. We are demoralizing teachers. There is no time for creativity in the classroom. We are too busy cramming curriculum down their throats. Teachers don't object to being evaluated. They object to being told "only Jesus can be a 5." If I told my students a C was rock solid and As weren't possible, parents would be furious. Why is this practice ok for teachers? How can scores that I don't impact be used as part of my evaluation??
High School	I like the evaluation process but it needs to be consistent with each principal and school. If you are a 5, you should have an exception to 2 unannounced evaluations. Also, grouping is stupid and doesn't work with every subject.
High School	School/District should be separate questions.

Education Level	#18 Comments
High School	There are times when we all have "bad" days. We should have opportunity to have observation re-does. Technology fails - lost files, etc. The Team rubric does not "fit" all. Students lose priority and individuality with common core. Students are also not a one size fit all and sometimes personal/home issues need to be addressed before learning can occur. Students with disabilities need to have needs met.
High School	Leadership positions are handpicked seemingly based upon agreement with the system. Those in leadership tend to be blind to the obvious flaws in the system with regards to the validity of data. The evaluation system is what it is. I alone am responsible for improving my teaching; the system does not inherently lead to improvement. I see TVAAS data as "educational smoke and mirrors". Overpaid statisticians churn out numbers that pretend student personalities, motivation, life experiences, and general humanity do not exist. I will continue to hone my craft because I enjoy my subject areas (some silly curriculum aside) and I care about the students that walk in my classroom. That includes those students who don't want to learn and I can do nothing about, even though they hurt my "growth" scores.
High School	I have worked in KCS schools other than my current assignment. #6 - Tripod data from high schoolers who may have earned less than stellar grades is invalid. #10 Common Core is a good idea developed by people not in a classroom daily. There are many wonderful ideas that are not workable solutions in reality, especially when dealing with masses of humanity. #11 Teachers have the ability to input, but the given input does not impact decisions. #12. School, yes/District-wide No. #15 Common Core and pacing guides remove any autonomy or ability to exercise the Art of Teaching.
High School	Allowing the TRIPOD survey to impact teacher evaluation is to allow students to impact teacher's profession/jobs. 2) The current incentive pay model is poorly structured, nearly impossible to keep up with, and feels like a carrot being dangled but is largely unachievable. 3) It seems that teachers are no longer trusted to do our jobs, with multiple high ed degrees and professional trainings, teachers are still losing autonomy over our students. 4) With the state's discussion of limiting/freezing step increases, I'm hopeful my district will financially acknowledge the work we do. We continue to lose teachers to surrounding areas, primarily because of pay. 5) Regardless of number of evaluations, teachers, by nature, will do our jobs. We love teaching kids. It often feels like we get pushed around because we can't fight back and won't quit on our kids. This is unfair to be trapped between loving the job and being disrespected regularly.
High School	<u>STOP reconstituting schools.</u> The small gains in data are the <u>only</u> positive benefit. Negative effects are: children who already have tumultuous home lives experience upheaval at school; the best teachers know that they should avoid low-performing schools if they want job security (we know a one-time bonus isn't worth it); teachers dedicated to inner-city children leave schools that need them due to the stress of feeling job insecurity.
High School	#13-15 - school - yes, district - no

Education Level	#18 Comments
High School	The TEAM Rubric has important instructional strategies that are beneficial for teachers to learn. <u>However</u> , the evaluation system as it is being used is <u>without</u> benefit. What you have are stressed, unhappy teachers jumping through hoops to try to meet all indicators in one lesson with way too much subjectivity in the evaluations. I don't care how many times you calibrate the evaluation team. It is unjust. People's 25% is often tied to data which has nothing to do with them.
High School	Coming from the professional "world" into teaching, I feel our whole system is archaic. The teachers are treated as second class citizens, not professionally. I don't know of any other profession that evaluates more frequently than annually, nor do I see the reason to do so.
High School	Please reduce # of pilot programs. Offer meaningful <u>professional</u> development. Less wasted classroom time.
High School	<u>All</u> evaluations should be <u>announced</u> . Surprise observations create undue stress that negatively impacts teacher's daily performances. There should not be more than 2 for any teacher. Students should <u>NEVER</u> evaluate teachers because students resent teachers who insist they pay attention and learn and can give spiteful evaluations. Many students do not read the questions carefully and some misinterpret the questions. Teachers with less than 5 years experience should <u>never</u> evaluate other teachers. School and district should be separate questions on <u>all</u> survey questions.
High School	I have many comments and thoughts that a survey and bubbles will not address! I need to know what the state requires vs. what our District chooses to do! We are trying to put our teachers and especially students into a cookie cutter. I will write details for my school rep.
High School	Not really sure what to say -- come on man!
High School	Having worked in Blount County, KCS functions more smoothly, but your teacher morale is lower. As a new teacher, the professional staff and the senior teacher morale is contagious and while I am grateful for my job and position, you are likely to lose <u>great</u> educators if there is not a boost. TEAM is necessary as not all teachers are as fantastic as KCS, but you <u>must</u> demonstrate a higher level of trust for your hires. Also, principals' attitudes are KEY to this.
High School	I don't feel like we are teachers anymore. I feel like we are just trying to make the State happy with data collection.
High School	Communication, especially if state information such as TEAM and Common Core, is inconsistent and ineffective. The presentation of this information at a district level is unorganized and inefficient - making understanding of these policies difficult and causing frustration and misinterpretation.
High School	I don't think it's fair that some teachers have 7 plan periods because they coach and can't be depended on to be in class. Not all departments have common plan so they are assigned to random PLC's. The evaluations aren't fair because evaluators can be swayed by their opinions. Some people know when and who is evaluating them. Teacher scores can go up on observation but overall score is lower because test scores that we have no control over.

Education Level	#18 Comments
High School	A. I think the state only requires 1 observation. B. With the states guidelines on scoring evaluations changing we need to be better informed to meet their new evaluation standards. C. I would like to see teachers who score a 4 or 5 on domains be excused from those domains for two years.
High School	At this time I believe students with special needs are being over looked. They are expected to complete projects that are above their level, but when educators asked they are told to do the same as always, but we have to do common core.
High School	I believe it would be better if the TEAM evaluation allowed for several short unannounced visits, so the evaluator gets a realistic idea of what class is regularly like, not just on a special observation day.
High School	Please note - Questions 12, 13, and 15 are answered regarding "my district". The answers would have been "strongly agree" if they were regarding "my school".
High School	Knox County Schools will consistently lose experienced and effective teachers to surrounding districts due to low pay, lower respect, and increased pressure to change things that we can't control.
High School	I would prefer evaluations to be unannounced, <u>BUT</u> with a window; teachers with 4-5 score should be exempted. #11-15 are answered for district, not school.
High School	Teachers have different responsibilities, duties, etc. depending on subject area, grade, school, ability level, and the motivational level of their students. Evaluating/grading teachers on one grading scale is <u>NOT</u> fair. A teacher with "low achievers" vs "high achievers," 3 preps vs 1 prep, special ed. duties vs. no special ed. duties, etc. should be considered into the evaluation model.
High School	Please remove the money from the evaluation system! Our KCS district is encouraging <u>lower</u> scoring, due to limited funds. This lowers morale as well! Level 4 and 5 should have fewer evaluations the next year!
High School	J. McIntyre needs to LISTEN -- Really Listen and not give it lip service. He has to do more than others in the state for his own recognition.
High School	We need smaller # of student per class. Hire more teachers and stop investing on ed. Programs. Too many administrative positions @ AJ . Teachers working for at least 3 years should be excused from writing lesson plans.
High School	On question 6 I chose option D not because I think the information isn't important, but because I think students don't take them seriously. I heard one student say he just filled in random bubbles and then put a Dorito bag in his envelope. How is that useful? It seemed like a waste of instructional time.
High School	I think teachers should have 1 announced evaluation per year after <u>5</u> years of teaching and 2 evaluations (1 unannounced and 1 announced years 1-4).
High School	Too much standardization across all areas, not enough room for teacher-led deviation based on individualization. Teachers/certified staff are <u>too stressed</u> . Unrealistic expectations, not enough options for leadership yet consistent focus placed on it (i.e. "professionalism report").

Education Level	#18 Comments
High School	<ul style="list-style-type: none"> · It makes no sense that teachers of untested subjects are held accountable for test scores in tested subjects and that their final evaluation score is based on the tested subjects. · Data shows that there is no correlation between the teacher evaluation score and the annual student progress. Why are teachers penalized if they are a "rock solid 3" or better? If you are "rock solid" maybe the student(s) were at fault - not the teacher?
High School	I think questions 11-15 should have been separated between school and district because some answers are different between the two. This survey is very misleading due to the format and not specifying school and district separately.
High School	I feel like we have the opportunity to make suggestions, but you don't really care! You have your own agenda and that's what you follow -- kind of like this survey. It looks good on your part to ask us what we think but I have little faith that this will even matter!
High School	I think we should stop experimenting with so called new ideas (that have failed in the past) and allow teachers to do their jobs and teach. If you want to compare us to other countries make sure that they include all students rather than just their college bound students.
High School	The expectations of TEAM rubric, the charge of state standards for CTE (that KCS approved), and Common Core are too much at one time! The demands for teachers is overwhelming, discouraging, and unrealistic!
High School	I think my <u>school</u> does an excellent job of trusting teachers. I don't believe that is the case in many other schools in the district.
High School	School and district are two totally separate entities. Our district does not value educators or for that fact students. They are not robots, they are <u>children</u> -- stop using them as <u>data</u> . Back off the PLC data nonsense! Back off all teachers being the <u>same</u> -- give us <u>autonomy</u> !
High School	Why assume we want TEAM (questions 1-2)? You won't listen to our ideas about it. Other systems chose another evaluation system. You will not consider this as an option?
High School	1. Teachers are not valued in Knox County. 2. We help shape minds not create robots. 3. Stop micromanaging schools, KCS has great professionals - let them do their job. 4. <u>Stop the incessant testing for data!</u> 5. There is a complete lack of trust between teachers and downtown, which has overflowed into teacher/admin relationship-hostile work environment due to evaluations. In 20 years - I have never had this much stress!
High School	Evaluations are unfair because even those that are unannounced people still know about. Evaluations are done by people who do not know the required curriculum. Therefore when they enter a Math class they hear Math being taught but do not know if its what is required. Favoritism runs rampant at our schools. Evaluations are not fair to sped teachers, librarians - they are evaluated based on things beyond their control.
High School	The thing I dislike the most about TEAM is the 35/15. As a special CDCA teacher, nothing in this piece is affected by what <u>I</u> do. It's purely based on luck, by picking the "right" indicator. Incredibly <u>unfair</u> . Also, why do principals get announced evaluations when teachers don't? I know this is fact.

Education Level	#18 Comments
High School	1. This survey needs to differentiate between district and school. I <u>love</u> my school, but the district is another issue. 2. Teachers are not allowed to be the expert in the classrooms. People that aren't in the classroom should not be telling me how I should be doing my job. 3. Teachers have no voice in this district. We are never asked how things should be done, even though we are the ones who are directly affecting student achievement. 4. Balanced calendars work, but not with athletics-so you will be hurting athletes and coaches.
High School	High stakes tests, evaluations, student evaluation of teacher need to be better implemented. Not only are teachers stressed out, but I feel <u>student learning</u> is suffering because teachers are overwhelmed with acclimating to recent changes and planning (and other tasks). More teacher supports are needed (better time management, PLCs dedicated to specific subject area). Teachers are also <u>very</u> aware of high faculty turnover in the Gibbs High community.
High School	If level 5 instructors (TVAAS) only have one observation it decreases their chances to score a better average. These should be 1 announced and 1 unannounced.
High School	This survey in no way measures the dissatisfaction teachers experience currently. Morale is at an all time low. There are increased expectations despite how hard we already work. The intrinsic motivation is no longer there.
High School	Algebra I at my high school - teachers have no autonomy and are not trusted to perform their job. Stress of losing job as a result of student performance.
High School	I feel confident that my principal trusts me to do my job and do it well and provides me autonomy in my instructional decisions. However, I feel the district often makes decisions that impact instruction and learning without sound knowledge and experience of the CURRENT classroom situation and how the changes will apply to the CURRENT classroom. Although I realize that within the current structure this suggestion is not possible, I think better decisions would be made if district administrators taught 1 class per year. Teaching changes so much in 3-5 years, that anyone that far removed from the classroom is no longer an expert on teaching.
High School	At my school I have a great opportunity. The administration at my school treat us professionally. The district is in left field.
High School	I believe the current evaluation system is beneficial to teachers. It requires teachers to reflect on their teaching. This allows for deeper understanding and growth.
High School	Teachers need to be trusted as the professionals they are in the fields they teach. Special Education test scores should not count as part of teachers evaluation because the students are already deemed by the federal government as being behind.

Education Level	#18 Comments
High School	It is not right that a particular student generates multiple predicted scores for TVAAS depending on teacher or school and these appear to be in the school's favor, but not the teacher's favor. A prediction should be just that and there shouldn't be 2 or more for the same student on the same test! Teacher pay is not commensurate with our area and it shouldn't be competitive! There really <u>isn't</u> a choice in the "achievement" and "growth" parts of the summative score for teachers -- depending on your job assignment you may be forced into a choice <u>or</u> the principal can override a teacher's choice! There are <u>so</u> many other questions you should have asked!!
High School	There is a huge difference between school and district. Combining them impacted my responses. I would give the district significantly lower scores.
High School	My answers to questions 1-5 are based on the current educational climate. For example, I can not control whether or not schools must do yearly observations, but given that that is the current procedure, I answered not expecting that to change. Concerning question 6, I think it is impossible to get student perception data that would not be biased in some way or diluted by biased surveys. It seems like tracking student progress for PLC's requires additional assessments and structures instead of being able to pull desired information from normal classroom assessments and structures.
High School	Give us the ability to teach and not jump through all of these hoops. We are all educated and <u>most</u> want to be here or we would not be here. Also, comparable pay to other districts would be nice. I took a huge pay cut when I moved from Florida.
High School	I feel like teachers' opinions are not valued.
High School	We need time to adjust to change. Properly trained people are successful. All other employers would like for their people to grow. This growth is expected to occur after training takes place,. We have not been trained properly in TEAM or Common Core.
High School	While I wish every child wanted to learn, this is not reality. I resent the time I must spend on children who REFUSE to learn. They are a disruption and cheat others of learning opportunities. Since I am judged on all I must keep them thus taking time from those who want to learn. Start here - rapid improvement will follow. Much of current data is smoke and mirrors.

Education Level	#18 Comments
High School	<p>Local <u>school</u> control has eroded significantly within the past 5 years. Principals are no longer allowed to sign off on college tuition discount forms causing a loss of convenience for teachers. Down town control over guest speakers instead of principal approval is another example. The asinine demand that teachers list every article, video clip, etc., and send downtown with threats of disciplinary action if not completed is demoralizing and in direct conflict with our evaluation indicators which state that we use out of school, real world materials. The narrowing of our curriculum is not good for our students. Due to high stakes testing all fiscal resources are geared toward subjects with a high stake exam attached. We are being short-sighted when we focus only on the disciplines being tested. The cutting of funds to the arts, music, world language, CTE classes, etc. is not in the best interests of our students and our county will suffer for it in the long run. I would love to see our downtown leadership empower principals once again so they could empower teachers, allowing us to do our jobs without so many constraints. I also wish that the evaluation process would allow for more flexibility between the disciplines. As teachers we are expected to differentiate between our students; however, the county is moving toward cookie-cutter teachers; all following the same rubrics. We are expected to use common assessments, pacing guides and now even lesson plans (modules) yet we are expected to provide creative and unique instruction to our students. Back off the PLCs. This used to be a time for sharing best practices, it has now morphed into a data-reaction meeting with little practical application.</p>
High School	<p>My school is a great place to work and learn. I have benefitted from change in leadership for the 2013-14 school year. However, I believe the district level, whether its state-mandated or not, does not adequately consider teachers in the process. I trust that this will improve ASAP.</p>
High School	<p>Common Core could be enhanced more within the school.</p>
High School	<p>I do not feel valued as an employee of this county.</p>
High School	<p>I think student perception is valuable but should not be used in my evaluation.</p>
High School	<p>Give a BREAK!!! Keep your money!</p>
High School	<p>All evaluations should be announced. NO unannounced.</p>
High School	<p>Collecting data is useful, but it is not an end in and of itself. Care should be taken to not limit instruction and practice time in an effort to accrue data.</p>
High School	<p>I work in a wonderful school with amazingly supportive administrative staff, but I wouldn't now say that about my district. We have lost touch with the "per student" information and are now being driven by numbers and data. Our requirements in the classroom go up every year but the amount of days for testing, writing assessments, etc. pull the students out, but we still have to finish. Elementary School is even worse. My child now has hours of homework in elementary with hours of tests on the computer. She is 10. I want teachers to once again be trust to "know" our students.</p>

Education Level	#18 Comments
High School	<p>#10 - CC standards might work if those making the decisions could give us straight answers about pacing, testing, etc., and not expect us to act on it immediately.</p> <p>#11 - Efforts have been made to get our input, but then what's targeted as input doesn't seem to reflect the majority. Many of my cohorts and I think the Board and Superintendent truly don't understand the school environments. Thank you.</p>
High School	Regarding Question 5, would teachers be able to see the PARCC, so that we understand <u>how</u> students will be evaluated? Question 15: Curriculum Guides <u>must</u> be followed. This totally hampers teachers creativity.
High School	Where shall I start? The TEAM rubric is an onerous burden to all. It assumes that all students are self-motivated, and turns teacher into circus performers. Like everything else, it was imposed upon us by politicians who have no familiarity with teaching, but a lack of experience in teaching seems to be the only requirement for making educational decisions in Knox County and Tennessee.
High School	Teaching was once very fun and enjoyable and for most of us it is not anymore.
High School	Teachers are responsible for the growth of students, and for producing productive citizens. The leadership in Knox County is more worried about a test score than the overall well-being of our students. Test scores are only part of the equation.
High School	The demands and expectations placed upon teachers far exceeds the monetary rewards for those behaviors. I like my school. I do not like the district. Pay is not competitive. Stipends for extra jobs such as coaching are awful. Workers at the school do not have a sound or employee favorable retirement system. We do not get workman's compensation, but if we place a student in a job through work based learning, that job must have workman's comp. This box is far too small to list all of the ways teachers are not taken care of enough. We have no voice the way we should.
High School	The district should never do anything that could be interpreted as targeting teachers.
High School	We need less district level in-service and more school level work days. There is so much prep work for classes that I spend 6-10 hours a week at home doing school work for my classes.
High School	I depend on a second job in the summer - if we move to balanced calendar year will you pay the difference to cover my lost income? New assessments and criteria continue to hurt our Special Education population. They are not allowed the appropriate time/classes to learn real-world skills that they can apply. Stop penalizing schools for special education diplomas. Not every kid needs to get into college. Didn't we drop NCLB?
High School	Teachers in this district are not viewed as professionals and are treated poorly. Also, leadership seems too disconnected from what's happening in each school.
High School	I love my school, but district and state policies make it a negative place to be. There is no time given to do our jobs -- all we do is analyze data, we are not treated as thinking, professional people and we give tests every day it seems. Common Core has been horrendous. Out kids cannot do it right away -- they need to have skills practice first. Dr. Mac threw teachers under the bus on Capital Hill regarding evaluations -- they are not fair and we don't like them!

Education Level	#18 Comments
High School	Evaluations for professionally licensed: 1 formally announced and 2 formal unannounced "walk through" (approximately 15-20 min/in a 90 min class). 1 Unannounced walkthrough --> 2 formally announced --> 3 unannounced walk through. This would GREATLY reduce stress for teachers, provide more time for evaluators, lead teachers, administrators to do focused evals., and provide TRUE opportunities for evaluations rather than the current system designed to demean teachers. If teachers are professionals, then treat them as such!
High School	PLC's when used solely for discussion/work on instructional practices and student learning are extremely beneficial. This only happens twice a month. As a teacher, our hands are tied as to how we teach many components due to huge time constraints placed on teachers for multiple reasons. (Testing, sports, clubs, drama absences)
High School	#14 Not everyone is encouraged to pursue leadership roles. The same people are chosen over and over instead of opening to volunteers.
High School	Freshman Algebra students do not have enough time to build a sound mathematical foundation for upper level math courses when it is taught on the block schedule. The students need a modified block so they have time to internalize the materials. The pace is simply too fast for the maturity of a 14-15 year old. I need more contact time with my Algebra 1 students for them to be fully prepared for Algebra 2.
High School	For Question 6: Young students <u>can</u> provide valuable feedback as long as the survey questions are written in a way that they understand them and can give 'easy' answers to.
High School	Everything has become about test scores. All students are judged equally based on test scores regardless of disabilities, socio-economic status, etc. As a teacher who teaches courses that have state EOC tests, I am judged by the scores my students receive on that state EOC. My rating as a teacher and possible opportunities for a bonus are based on my students' test scores. A teacher who does not have a state EOC gets to choose other scores in the school, not scores of students they actually teach, and they are judged by those scores. How is that fair?!
High School	TAP evaluation process with no follow up coaching makes a teacher feel less valued as a professional. Noelle money (TAP mentor) Greg Allen (TAP master) does not follow TAP protocol.
High School	Evaluations continue to be unannounced, however, within a block of time. Example: "I will be evaluating you in the next 2 weeks." Not waiting all semester it is too stressful. Evaluation rubric is unrealistic - 61 indicators in every lesson everyday with every class we teach? Common Core is a bad idea being pushed through without support materials. You have the cart before the horse.
High School	Math lesson: 3 out of 5: 60% failing. Stop telling me I should be happy receiving 3's. Knox County received a great report card yet teachers are paid <u>37th</u> in the state. We are good teachers!!

Education Level	#18 Comments
High School	My answers to #11-15 reference my feelings regarding the district, not my individual school. For the record, I value student input for my classes. The TRIPOD survey, however, does not accurately record student input due to how the questions are worded. If you want to know how a student feels about a class or teacher, then ask them in a direct way. Also, realize that a student may simply be unhappy with a class or teacher. As for evaluations, I personally am happy to have anyone come to my class at any time as I am a good educator and have nothing to hide. I do believe that the process should be tweaked to allow a meeting before the final post. Sometimes an observer can miss something and you would have an opportunity to show your evidence before scoring. I also believe that it is a little disheartening to know that no matter how good I am, I could never tick off all categories in one lesson. It is simply not possible. It is frustrating to get a low score on something I do regularly simply because it didn't fit into that day's lesson.
High School	For questions #11-15, you should differentiate the questions. This is trying to make the district and school be the same.
High School	The focus in schools seems to be on the higher level thought processes - and overall average ways of learning. People with unique ways of inputting information are shut down -- as are those in the special areas. We live in a real world, let's start teaching that community.
High School	Students with discipline problems disrupt the SPED direct service classroom. ISS is given, but the problem remains.
High School	I can't comment district-wide (#17) as I don't have full information on all schools. My school is excellent but the totalitarian edicts from the state and district are threatening to crush us.
High School	There should be separate questions for school/district concerns! Although I am deeply dissatisfied with the district I am <u>very satisfied</u> with my school. Also, CCSS are fine for HS, but totally inappropriate for Elementary School kids.
High School	The numerous tests required put on excessive amount of stress on the students. The students in my classroom as well as my own children. My daughter is a 6th grade Honors students and is so stressed over all of the testing she comes home crying and upset on a regular basis. As a Special Education teacher I do not feel common core works for students who are supposed to have an <u>Individual</u> education plan.
High School	Questions 11-15 are ambiguous - my school is awesome - I answered these of 11-15 for district only.
High School	I disagree with the wording of questions 11-15, because the school and the district are two separate entities and cannot be combined. I answered these questions (11-13; 15) on a district level as my school does not have problems with these statements. Could we please allow us to teach students, not be in constant meetings? Please? Please lesson the excessive testing, because we barely have time to impart content as it is....
High School	I work in a great school with great leadership but information from the district comes slowly and ill timed. I would like better communication and trust us to be the professionals that we are. The district should leave us alone to teach! Question 11-15 are invalid because you can't ask about the school and district at the same time!

Education Level	#18 Comments
High School	I've taught 19 years in KCS. The system gets worse every year. I have children in school in Knox County. We test way to much. My 2nd grader should not be tested as much as we do. His teacher should have the flexibility to make learning more creative and fun. If I could afford to I would take my children out of KCS and put them in private schools because of bad teachers. I would leave because of the dysfunction in KCS and the misguided direction provided by the superintendent and school board.
High School	I am more accountable than my students for their progress.
High School	There is too much time and value associated with state mandated testing. These scores often are not indicative of a teacher's effectiveness or a student's progress. Teacher evaluation processes need to be redesigned to accommodate variation in subject matter, student age and other common classroom variables.
High School	PLC's don't need to meet every week. We need to collaborate on best practices and no data every week.
High School	Two observations of 180 day does not reflect my efforts as a teacher. Several informal walk throughs will be a better reflection of my effort than 2 observations. I only teach 1 TVAAS class. So, only a few of the students I teach will reflect on my evaluation rather than all of my students.
High School	I think rigor can be improved in the district overall, and the expectations for our students can be greatly improved.
High School	Due to generalities of questions, survey has little to no useful reflection of my opinion. For questions 10-17, I feel my personal relationship to the school and administration is above average to good. My professional relationship to my school and my building level administration is also positive. On the other hand the constraints placed on my direct administration by downtown make professional relations cumbersome and arduous.
High School	It is not a good work environment to constantly have to look over your shoulder and worry about job security.
High School	We don't mind being evaluated, but the current TEAM evaluations are not fair to teachers and ultimately students. -- We need more evaluations to balance out scores to get a more comprehensive view of teacher performance. -- The State or County should be administering the observations, not fellow teachers.
High School	Concerns need to be recognized and addressed, not dismissed as stubborn resistance and venting. There are genuine issues to debate. The tone from the district has been dismissive and condescending.
High School	TEAM evaluation process does not measure all teaching positions accurately. Teachers in special education have very different additional responsibilities that are not recognized or given credit for on the evaluation.
High School	Common Core and NGSS are a complete intrusion on teacher autonomy of the student learning process. Not to mention a massive waste of funds that could be used where they belong -- hiring qualified individuals and giving them a competitive and fair salary.
High School	<ul style="list-style-type: none"> * Unannounced observations for professional teachers are just dog and pony shows and have no bearing on what really goes on in the classroom every day. They are fine for new teachers. * Go for year long school. * Do away with block scheduling in high school - it would greatly help our math scores and achievement.

Education Level	#18 Comments
High School	When it refers to the district, I believe Knox County is performing very poorly. The survey questions that ask school/district are unfair. For my school I am very happy about how my input is received. The district does not treat us fairly b/c our opinions are often disregarded. In questions 11, 12, 13, and 15 I answered based on my opinion about the district.
High School	I love working at my school, but I feel that we are getting a lot of directives from downtown that micromanage the way we teach. I would like to be able to use my professional judgment to decide whether a certain learning tool is appropriate for classroom use.
High School	On #11, I have to agree because we <u>do</u> have an opportunity to provide input. However, I do <u>NOT</u> feel like that input has <u>any</u> bearing on decisions that are made. Please stop the testing that is not required by the state. It is stressful for students, teachers, and principals. We have plenty of data already! Just let me <u>teach</u> !
High School	Teachers are encouraged to participate in leadership roles, but many teachers feel that the time required to do so would be time taken away from their students/focus on students. Hence, they choose students over leadership opportunities. Teachers have the opportunity to provide input, but that input never seems to amount to any tangible, positive change. We are losing too much instructional time to standardized testing (ACT, PLAN, Formative Assessments, Writing Assessment, surveys, EOCs, exams, etc.); we should discontinue all non-mandated standardized testing that occurs during the school day.
High School	#1-3 - Teachers should be allowed to choose the type of observation. Teachers with high scores should be allowed to opt out for 2 or 3 years. #11-15 - My school is great, but I do not like the decisions of the district. Too many people are making decisions who are not in the classroom. Teachers are not trusted to make decisions. Also, we have too many levels of people over us -- the state, the district, and the school all give us directions that overwhelm us. The standards placed before us by students, parents, administrators, downtown, media, public, and government are unattainable. We are constantly sent the message we "are not good enough". It is demoralizing and driving teachers to quit.
High School	This survey is irrelevant to me and a waste of my professional time. The questions do not address the concerns brought forth by teachers. I feel like this was sent out to appease us. I don't believe the board or McIntyre has any clue what we go through. They are out of touch with the job. This box for Comments is also an insult, just like the board's vote to extend McIntyre's contract. I can only hope at election time the public will stand behind its' teachers and vote out the board members.
High School	TRIPOD surveys are good when certain students complete them. Many students did not give any effort. It should be voluntary.
High School	We are a TAP school and I really appreciate the system.

Education Level	#18 Comments
High School	My school is not perfect, but it is the only reason I stay in this district. I feel like my time in the classroom and my knowledge of what is best for my students means nothing to the district. Everything is data driven-my students are more than numbers! I care about getting my students ready for college and their life away from high school, but the district insists that that is accomplished in one way. Trust in my abilities (I was hired for a reason!) and treat me like a professional. We are drowning and the district doesn't care.
High School	Balanced calendar would prevent summer work.
High School	There should be a re-examination of evaluation procedures for school services personnel - the rubrics do not accurately reflect the scope of these professionals' work in a school.
High School	Observations have caused conflicts within my department and has not motivated teachers that don't get the time bonus. Coaches salaries have not increased in 20 years, but instead decreased. What other job in America can this happen?!!
High School	For # 11-15 - these should have been separate questions and address the district and the school separately.
High School	# 11-13 responses as by district. I receive adequate support from school administrators and fellow teachers but do not feel this from district officials.
High School	I am fearful of being held insubordinate in terms of speaking out. I think the Superintendent has some good ideas but he does not respect our culture! He is too quick to chase the newest program and not even knowing the end results! I have loved working in Knox county, but not the last two years!
High School	I think the district has done a great job preparing teachers for the TEAM evaluation and the Common Core; however, we're simply doing too much too fast. Teachers are expected to grade more writing samples than every before, create lesson plans that incorporate the 50+ bullet points of the TEAM model, as well as work on our extracurricular duties. We're doing this with less planning time due to PLCs, SLCs and a variety of other meetings. It's simply too much. I love my job when I'm in my classroom and teaching students, but I do not love the amount of time that I'm required to formally collaborate or meet with others.
High School	Tripod is good for learning what our students think about us, but not for evaluation. PLCs are effective. We have to provide our smart goals each cycle and submit progress notes to principal every week.
High School	For questions #11-15 there should be a distinction between the school and the district, as there is on questions 16-17. On my survey, I answered #11-15 as they pertain to my school because my opinions regarding the autonomy and support that teachers are given on the school and district levels are vastly different.
High School	We need teacher work days (to catch up with all of this new stuff going on) instead of incessant repetitive PDs during in-service days. Also -- PLC's should not be mandatory, time consuming endeavors -- collaboration happened <u>naturally</u> when teachers feel less stressed.
High School	Better training for TEAM evaluators is needed. Ideally any evaluator should score me the same - that is not the case - my scores depend on who is evaluating me.

Education Level	#18 Comments
High School	Teachers need a cost of living raise every year (3-5% or greater). -- We also need to be paid competitively with surrounding counties. -- You can't ask a question of both a specific school and the district in the same questions. They are 2 different things and there will be a different answer for each. -- Bonuses are not raises. -- The superintendent of Knox County Schools makes too much money.
High School	The ratio of work and pleasure has really shifted. So much is expected but little compensation is given. Teachers with a 5 should have <u>no</u> observations the next year. Evaluations have been close to harassment instead of a valuable tool.
High School	The evaluation process is biased and very subjective. Scores are affected by who your evaluator is at our school. It is proven that teachers with certain evaluators have lesser scores than others. The old evaluation model worked very well for all involved. Tenured teachers were evaluated every three years. The strain on everyone was not so extreme! The evaluation system needs a major overhaul!
High School	This has been my hardest year as a teacher.
High School	The teachers are not the cause of the problems. We are treated as if we can't use professional judgment in classrooms. Experienced teachers are approached as being adverse to change and need to retire! We have the <u>professional</u> skills to help our children achieve greatness. We are not robots who need to teach the same way.
High School	Separate School and District questions
High School	#11 - 15 answered in terms of district. My school would be strongly agree for numbers 11-15.
High School	<p>These questions do not lead to meaningful solutions.</p> <p>*Why are we not discussing different methods of evaluations that are more meaningful and less "horse and pony" shows?</p> <p>*Excessive data becomes false and trite over time. Data should be gathered sparingly and not for anyone's benefit but the students!</p>
High School	I understand the reasoning behind unannounced (x2) evaluations, but it does feel like a game of "gotcha" when I sit in on evaluation with someone rating me with 2's and 1's. How can a superintendent say how pleasing scores are, then recommend a balanced calendar year? Knox Co. pay in relation to other school districts is disappointing and sad.
High School	1 - Evaluation is enough. - Adm and testing tells who is teacher. - Adm knows who does/does not teach.
High School	Eliminate APEX. Make EOC Exams 10% of a student's grade, not 25%. Eliminate the testing culture - create a thinking and doing culture. Dump Common Core and PARCC.
High School	The leadership rubric is not representative of <u>all</u> things staff do to show "leadership". Leadership is more than being department chair, or on the leadership team. It's very difficult for support staff to meet "criteria" for leadership. Also, we should be able to file a grievance about our scores and have the grievance actually considered.

Education Level	#18 Comments
High School	I love PLCs. They are fabulous and help me to succeed as a teacher, and they help my students succeed and master content. I do not think that TRIPOD is an accurate or helpful survey. Students complete it based on if they like teacher or not. They do not use it for constructive feedback.
High School	A pay raise across the certified pay scale would do much to alleviate frustration and loss of great teachers to other school systems. 20+ years = 3,500.00 / less than 20 = \$2,500.00
High School	System is not setup for Special Education students to succeed in life. Lack of real skills to apply in a work environment. *District *my school I depend on a second job in summer - will you pay me more to cover the loss?
High School	It is difficult to answer some of these questions by selecting a single bubble. For example, question 15, I agree with for myself as a chemistry teacher but I see math teachers losing autonomy with the implementation of common core. I have no way of knowing the true answers to questions 12, 13, 14, 17. I can only answer these questions based on my perception of someone else's actions (trust, recognition). Based on what I have seen, the district implements changes first, <u>then</u> asks for our professional expertise and/or opinions. What would happen if the teachers made the changes in education instead of the district?
High School	The 61 point check list used for TEAM evaluations is not a fair tool to use on. There are subjects taught in our school system that do not allow us to cover all 61 check points on a daily basis thereby we are being marked low on our evaluations. Teachers should be evaluated by a subject matter expert and not by another teacher who has no clue as to what my class is about.
High School	In the High School environment, there are too many interruptions and distractions to give us time to complete our curriculum. Our evaluation scores are tied to student performance yet I am not given time to complete the curriculum. Please stop interrupting us with shortened days for PLCs and stop requiring PBL--some classes to not lend themselves to project based learning. I need time with my students to instruct and do in-class practice. Also, why increase teachers' stress level with unnecessary evaluations. If we already have a professional license, we have already proven ourselves. Walk-throughs would be sufficient. Also, on the state level -- -please stop forcing kids to take classes they have no chance of passing -- graduation rate will be affected.
High School	Evaluations are not fair period. Different people have different perceptions. The rubrics do not fit all areas of instruction. Some evaluators more strict than others. This is a fact. Why does a football coach not have a PLC and seven plan periods? True. Why can't teachers get a real raise. All teachers are professionals!!
High School	I'm not sure students have the emotional cognitive to assess a teacher's least restrictive learning due to their emotionally driven minds. If there's a mature audience, it could be a useful tool.
High School	1) More plan time for all teachers is critical. 2) In-service days should also be used as teacher catchup, work days. 3) Class sizes should be decreased in High School from 35 to 20. 4) EOC testing dates in High Schools should be the last week for <u>all</u> courses county or state.

Education Level	#18 Comments
High School	Answers to questions 12-15 <u>only</u> are true for my school, not the district. They should have been separated into two <u>distinct</u> questions. Why are there no questions about <u>salary</u> ? This is one of the biggest issues we face in Knox County compared to other (nearby) districts. Please consider addressing issues of heterogeneous classrooms and seed inclusion, which in many educators' opinions are <u>very ineffective</u> .
High School	I don't agree that certain teachers are rated on the progress of students they don't teach.
High School	We are bogged down in <u>too</u> much data collection and are not granted sufficient time to actually help students improve.
High School	Teacher compensation, workman's compensation and benefits are well below the national average.
High School	Too many changes at once without adequate time to absorb and implement well. It feels as if we are <u>not</u> listened to.... I know people are speaking out.
High School	Students are over tested. State EOC's, writing assessments, CRA's, TRIPOD, final exams --> too much! <u>Parent & Education</u> Work on the big problems --> Attendance! Common Core is not a solution to the inefficiencies that exist in our district/state.
High School	#11-13, 15 - district only. #3 - we need a window of time for the unannounced evaluation. #2 - If a teacher has a previous year evaluation average of 3 (rock solid), 4, or 5, they should not have to be continually evaluated every year!
High School	I feel like the 7 years I spent studying my field and education were a waste because I'm not trusted to teach my content based on <u>content</u> specific research. Student surveys <u>can</u> be informative, but need to be done a lot better. Too many kids Christmas tree it.
High School	#12-13 - There is a big difference between school/district.
High School	The evaluation rubric is too bulky. I think too many indicators and is impossible to meet every day.
High School	Listening and doing something about what you hear are two different things. The word "conversation" is used far too much.
High School	Decisions are made downtown and dictated to others. Parents need to be made accountable for student behavior and learning. PLC's are a waste for departments of 1. Evaluation should be made by professionals outside the school and by teachers of the same subject. Music by music teachers, art by art teachers, foreign language by foreign language, etc.
High School	The leaders at school are more in tune than leaders at the district level. It appears that most of the people downtown from instructional coaches all the way up the ladder don't have a clue! We need less Chiefs and more Indians!
High School	Make level 5 obtainable!!!!!!

Education Level	#18 Comments
High School	Thank you for the opportunity to share! As we move forward, time that I have in the block is important to me. The block schedule allows my students to take my class and balance their graduation requirements. It <u>feels</u> as though if a teacher does not teach a "core class" then that class is less important. I work extremely hard to raise the expectations and learning in my room. There is not state EOC for my class. Time to teach them everyday is important to me. Thanks!
High School	It is much harder to get a 4 or 5 in a TAP school and that the TEAM schools hand them out like candy. The process should be more fair and impartial. Still the "good old boy" system with TEAM.
High School	Teachers are impersonalized and treated like robots. They are considered by the <u>district</u> to be immature children and they aren't. Teachers are professionals and do their work really well.
High School	The work environment created by the district is stressful and demoralizing. Teachers have actually become demonized by modern school reform -- with its emphasis on getting rid of teachers, assessing teachers by student standardized test scores and rewriting tenure and collective bargaining laws. There is no transition period as teachers implement change after change -- the evaluations continue.
High School	There is a huge difference in school-district. Questions 11-15 have combined these terms, therefore we cannot differentiate between how we feel about what is happening at each separately. Mandates are being placed on teachers by people who have no idea what it is like to be in a classroom. Teachers are being evaluated by others/peers who have no knowledge of their subject. The rubric is NOT pure.
High School	PLC for CTE when we have no TVAAS or common classes is wasting valuable time.
High School	We are the third biggest district, and we are paid at the 37th highest in the state. We say that we strive to be the best, if we paid teacher the best, we would keep our good teachers and not have them move to other districts.
High School	You asked the wrong questions -- here's your yellow card. After 2 board meetings listening to teacher, students and parents, it is sad that you are unclear about the concerns of our community on TEAM and Common Core. AND perhaps we need a new school board to go with our new Superintendent. Tripod is valuable, but should not be part of our evaluation.
High School	More rigorous evaluations and expectations, such as those in place in TAP schools, are absolutely necessary to improve instructional practices -- whether teachers like them or not.
High School	County EOCs seem ineffective measurements of student learning in certain courses - need to have more skills-based assessments and less random knowledge.
High School	Tripod information is good for me, but should not be used as part of my scores. Evaluations should be every other year unless summative scores are below 3.
High School	The recent school board decision to extend the superintendents' contract shows a lack of understanding on the part of the board concerning teacher's concerns. Too much testing and too many teacher evaluations impede learning.
High School	It is time to start listening to teacher concerns and not just mandate the adoption of every new educational program that comes along.

Education Level	#18 Comments
High School	I feel that <u>neither</u> of the state required evaluations should be <u>unannounced</u> .
High School	I do <u>not</u> mind unannounced observations -- I am happy for anyone to walk in anytime to see what is happening my classes. I <u>do</u> mind being expected to complete dozens of items on the TEAM rubric during an unannounced observation. Some lessons simply do not allow for all of those items to happen. Thank you for listening.
High School	It would be nice to receive results of the TRIPOD survey -- SDHS never saw it (the teachers didn't, anyway).
High School	The questions are vague, biased and an insult to a professional teacher. The lexile level is about 800.
High School	The current group of students is not prepared for Common Core Math Curriculum. We are really struggling to help them over forward. Also, most high school students are unwilling to do the extra work it takes to catch up. Perseverance in problem solving is scarce, and it makes teaching math very frustrating and heart breaking.
High School	These are not the important issues. We have a lot to work on at the district and school level as far as pedagogy and organizational integrity.
High School	I am not, nor have I been in a TEAM school, so I have no opinion on #1 -2. I love teaching in a TAP school for the support. It has helped me grow so much!
High School	The School board voted the <u>wrong</u> way.
High School	Historically speaking, teachers' job responsibilities are increasing while, at the same time, job security is decreasing. Teachers have, in the past, foregone earnings in exchange for this security. With increasing responsibilities and decreasing security, teachers need to be more fairly compensated. Teaching is not the job that it once was. The educational needs of students are changing and this change requires much more from teachers than has ever been asked before. Compensation needs to keep pace with increasing responsibilities to avoid the eventual negative outcomes that follow as fewer qualified teachers enter the profession. Education is <u>NOT</u> a 3 year fix.
High School	This survey is frustrating because issues I feel towards the district are not the same as I feel in my school. My school is absolutely on the right track -- this is sometimes in opposition to the district.
High School	The survey is flawed and slanted toward a desirable outcome for Dr. McIntyre. We have too much feedback and not enough listening. PLC's are flawed because they focus on adult processes and not students themselves.
High School	The TRIPOD data gets skewed by the student's fatigue over taking multiple surveys...8 in some high schools because they have 8 classes. Students will tell you that they simply "bubble in" without reading and applying the question to their current teacher. I think the big issue is TVAAS data and teachers being scored on students they don't teach (Chemistry claims Alg 1 scores?) Also, predicted score discrepancies.
High School	Evaluations should be objective, unbiased and the evaluator should be knowledgeable in content area. Teachers should be allowed to grieve and discuss TEAM scores. Lead Teachers should not be a part of TEAM. Teachers should not be a part of TEAM. Teachers with more than one preparation should be allowed to choose which subject to be evaluated on to alleviate the unfair advantage teachers with one preparation per day have. Impossible with current system!
High School	Questions 11-15 - I strongly disagree that the <u>district</u> gives opportunity to teachers.

Education Level	#18 Comments
High School	<p>#1-3 - The entire evaluation system is arbitrary and ridiculous! There certainly should be <u>no</u> unannounced - lessons can be varying and might not always hit the checklist. That does not make me a bad teacher! There has to be a different method. The entire system SUCKS!</p> <p>#11 - We have the opportunity, but does it matter? No! #12-13 - At my <u>school</u> yes - we are treated as professionals and experts / District=Hell NO! TVAAS data is garbage too! We are judged on invalid statistics and the data is not an accurate means of judging my efficacy!!</p>
High School	<p>I find it unfair that a large percentage of my total evaluation depends on student testing that I may never see. I know that this is a state evaluation requirements but I wish our district could get involved in helping to make some of these decisions. We are the third largest school district in the state and we should voice concerns to the people in the state who are making some of these decisions. I totally agree teachers should be evaluated yearly but the model only looks at 2 days a year and not what is happening every day. You cannot make all these points each lesson.</p>
High School	<p>Please distinguish between <u>school</u> and <u>district</u> on surveys. They are 2 separate entities.</p>
High School	<p>One item that I have not seen on this survey is that of a focus on students (love, care, concern) and the focus on their strengths. Unfortunately, the focus on data has superseded the focus on actual students. Our students see that they're being used like "guinea pigs" on tests in order to produce data.</p>
High School	<p>What teachers need is trust by the district level that if you give us time we will use it effectively and wisely. Too much red tape and paper work, and protocol = lack of trust.</p>
High School	<p>State Requirement = 1 announced observation. Tripod Survey - Joke - kids dislike teachers that make them do anything other than sleep or use their cell phone. No more observations by fellow teachers. PLC's have not helped my instructional practices. Observations = Checklist, low teacher morale, strained relationships between principals and teachers.</p>
High School	<p>Common core is very vague to teachers I've spoken with. Fine arts should be more emphasized and not c-t.</p>
High School	<p>In regards to #17, morale is extremely low. I do not think lead teachers should evaluate in their own schools; you are creating tension among peers that can last for years. Stop alienating veteran teachers; a teacher with 10+ years <u>is</u> a better educator than a newbie even though they are "cheaper".</p>
High School	<p>The school board should make more efforts to listen to teacher requests. They let us talk but don't listen. CCSS are good but our evaluations and compensation do not reflect my effort.</p>
High School	<p>#3 - Really? Level 5? I thought no one was supposed to get a level 5. #6 - Could you make these a little more leading? #11-15 - Different answer for school vs. district. I've answered regarding district for clarity - Go exact opposite for school. Overall, poor survey - leading questions after leading question.</p>
High School	<p>I feel that Common Core state standards are valuable; however, I feel that our district's implementation of these standards needs to be reviewed.</p>

Education Level	#18 Comments
High School	<ul style="list-style-type: none"> - Allow teachers flexibility to work with kids in a way that they can <u>all</u> experience success, (at some level). They all do not fit into a Rubric. - Do not take the most talented staff away from the student body, your most talented need to be working with the students, not in downtown jobs. - Understand what walks in the classroom. It's not always picture perfect.
High School	The evaluation system relies on assessing a teacher's entire professional ability based in randomly chosen days/times (when students may or may not be having a "normal" school day) and the subjective opinions of peers. The Tripod survey assumes children are unbiased enough and thoughtful enough to accurately evaluate a professional.
High School	I don't speak my mind because of being called out on the carpet! Who grades these and how do we know it's the <u>truth</u> ?
High School	Teacher pay needs to be increased. We are losing great teachers.
High School	See my e-mail sent to our school's representative on the teacher working committee, Coach Robby Howard. I love my school.
High School	I would love to evaluate the idiots who made these questions thinking we, the teachers, wouldn't know they are loaded questions. Kudos KCS for continuing your bullshit dictatorial leadership! Your ability to manipulate data is superb!
High School	I believe that a good principal knows what is going on in each teacher's classroom on a regular basis. If not, they should not be in the position. Having any unannounced observation is not a true reflection of the teacher, depending on the day. My principal is in and out of the classrooms on a regular basis and I should not have to be micro-managed as it is currently required by the district, board or superintendent. We are professionals. Student surveys of teachers is a huge waste of time and money. Just let us do our jobs!!!
High School	I feel like the TAP schools are forgotten. There were not any questions on this survey pertaining to our evaluations. We've always had announced/unannounced obs and everyone forgets that. I just wish to be trusted and that I know what's best for my students.
High School	I think there is an imbalance in evaluation based upon school type, SES-culture, and growth performance models. Furthermore, for schools with socio-cultural distractions such as higher crime, teen pregnancy, lack of parents in the home, lack of encouragement, etc., the challenges for teachers are greater in terms of achieving evaluation standards. There is so much that goes on beyond the teachers' control, and yet teachers seem to be bearing the brunt, increasingly so, of accountability and responsibility while students receive more "outs" and second chances. Also, there is no parent accountability (for obvious reasons). I think teachers should have definite accountability, but in lower SES schools, some sort of credit should buffer evaluation score.
High School	I hope that the full results will be released in raw form to whoever wants to see them.

Education Level	#18 Comments
High School	2 hour online writing assessments are ridiculous at any age level. Leadership roles are perceived to be given to leadership academy people only. If we are doing PLCs then <u>every</u> teacher should have to participate, not just tested subjects. Discovery Ed. testing is a waste of time twice a semester. It doesn't even correlate to PARCC.
High School	There is an overall condescending atmosphere at work. I feel that I am not valued for the level of education I have in my background. Leadership Academy fellows are not as "awesome" as you make them believe.
High School	Question 3 should be if a teacher has an overall score on Team of a 3.5-5. Also the number of years experience in the classroom should be considered. If a teacher has taught over 5 years the # of evaluations should drop. Lead teacher do not evaluate on a consistent basis. Peers should not evaluate peers. A yearly evaluation does not evaluate what a teacher does for a year.
High School	Regarding #3 - I think teachers with overall scores of above 3 should have one announced evaluation.
High School	1 evaluation per year would be enough. I observation! The admin knows who is teaching. Our super and his minions have taken great joy in being at the spear point in the attack against a great profession. The counter attack has begun! <u>BEWARE!</u> Board members will be replaced, McIntyre, you are on the clock.
High School	The teachers are not the problem! We are fighting a deteriorating society where apathy is widespread. Teachers are on the front lines in the trenches getting all the blame. Plus it is a constant FIGHT to keep students off their cell phones!!!!
High School	However, I love my faculty and students.
High School	Graduation Rates are a sham. Data has its place, but has been used inappropriately. Education is not a business, nor should it be tied to money-making ventures. KCS and its leadership is tied to Haslam and Huffman. Our leadership of KCS has met his goals, but is tarnished by state leaders.
High School	Special Ed teachers who are case managers should automatically score 10 points on evaluations regardless of being at a TAP school for all of the extra work done in addition to that of a regular teacher.
High School	TVAAS needs to be explained. Why are admin pages different from teacher pages. The scores are not the same.
High School	While my school seems to make fundamental decisions in regards to pedagogy and practice that support student centered learning while respecting the professionalism of its staff, the district seems more focused on data than best practices (for both students - curriculum development - and teachers - PLCs, etc.).
High School	#1-2 - I thought state required only 1 for 4 and 5's? I think a better evaluation would be several drop-in's throughout the year not 90 min. formal observation. #3 - should be 4 and 5. #10 - implementation was done very poorly and swiftly. #11-15 These questions are ambiguous as school/district. I answered for district. My school response would be strongly agree.
High School	Common Core standards will be good for our students. Teachers need to be evaluated, however the current evaluation process is extremely time consuming and does not provide an accurate picture of a teacher's effectiveness. As a Knox County teacher, I feel that we are underappreciated, not respected, and not regarded as professionals.

Education Level	#18 Comments
High School	Tripod is a mess and completely invalid. Please look into sound surveying practices.
High School	I have never seen a more unorganized system in all my years of teaching. Changing guidelines to tests, changing protocols for teachers without telling them, and telling observers to not score anyone at a level 5? Our administrators are weak and our students suffer. Seeing what's caring is a sign of intelligence, we are flying a plane you are building poorly.
High School	As I see it, the most important jobs of the county administration are to support the teachers as educators and to relieve them of tasks which take away from their preparation and teaching time. Instead, it is the teacher who is expected to support the administration.
High School	In one of the "premier" districts in the state, teacher salaries should be much more competitive. Knox County Schools should not jump on the bandwagon for every pilot program and field testing program in the country.
High School	The main problem we have right now is that quality teachers are constantly concerned that they will come up short on an evaluation or test scores and be fired. Bad teachers need to be e weeded out, but not at the expense of good teachers constantly worrying about their job security.
High School	Most of the teachers I work with are <u>good</u> teachers. We enjoy teaching but the pressure placed on us from increased testing, observations, etc., it's just too much. Several wonderful teachers that I know are planning to leave the teaching profession. Please value teachers and instructional time more highly so that students can receive instruction from highly qualified and well educated teachers.
High School	If test scores are going up, why are teacher observations scores going down?
High School	Let's get back to teaching and learning and not seeing the school day as an opportunity to assess students so that people not in the classroom can justify their job/decisions.
High School	At my school, teachers seem to be valued as educational experts. Across the district, this does not seem to be consistent. I like Common Core standards and PLC's. I think we spend too much time in PLC meetings. Overall, the TEAM rubric has improved my instruction, but is implementation has caused too much of a distraction in the classroom.
High School	Our district needs an athletic block. Students and staff can get home much earlier in the evening, thus have time to study and prepare for the next day. Many of the surrounding counties have this in place already and are successful at it. Student athletes would highly benefit from this. I am not opposed to band, however, it is unfair to allow a band period every semester and not allow an athletic period. I currently work an additional 36-38 hours a week in season. Students spend an extra 20-22 hours. Thank you for listening.
High School	I teach CDC-A. So many of the questions I do not feel that I can answer knowledgeably.
High School	Instead of the only 2 annual evaluations, I feel that the standard should be 4 (2 announced and 2 unannounced) for <u>all</u> teachers regardless of licensure. I also feel that in following the TAP model and its rubric, coaching similar to that in TAP schools should be present.

Education Level	#18 Comments
High School	Evaluations should apply to non-tenured only. Overall my school is interested in student learning. However, the district requirements regarding PLC's, not grading EOC's, and random evaluations tend to imply a lack of trust evident on the part of the central office. It is not my belief that the leaders of the board or their appointed chief care or concern themselves with me or my students, otherwise I wouldn't have to write this comment.
High School	<ul style="list-style-type: none"> · APEX - not fair and ineffective. If each evaluator can only give a certain # of 4's and 5's, what is the point? · Teachers have some opportunities to provide input, but we are not involved in any of the major decisions. If you want our input then let us speak freely, don't try to muzzle us with rigged/fixed surveys. Give us open ended questions! · Teachers <u>are not</u> trusted to make sound decisions about instruction. TEAM micro-manages our instruction to the point where we have lost our autonomy in the classroom.
High School	We need a <u>cost of living</u> raise every year (3-5% or greater). --We need to be paid competitively with surrounding counties. Bonuses are not raises.
High School	More compensation
High School	TVASS data is not always a good measure of a teacher's effectiveness. For example a high school teacher who has only 1 class out of 6 that has tested data. Or a chemistry teacher who has to take Alg I TVAAS data when Algebra I is a prerequisite for Chemistry. Also, if we are going to attract good teachers (especially in math and science) our Knox County teacher pay needs to match that of surrounding counties.
High School	<ul style="list-style-type: none"> - Tripod surveys can help a teacher with environment and culture in a classroom - but should not be part of evaluation scores. - Observations should <u>never</u> be unannounced. This is unfair to all involved and makes teachers feel like they are <u>not</u> respected. - Special Ed students need modified state tests.
High School	Superintendent should go year to year and not have an extended contract -- <u>just like teachers!</u>
High School	The school district should listen to teacher feedback. If we say, as a group, that things have to change, MAYBE WE HAVE A POINT.
High School	As a school district we are ranked in the bottom half of state percentages regarding teacher compensation. Conversely, Knox county ranks 3rd in the state regarding administrative compensation. Median income in our district supports higher pay. A 5% pay increase (7% average inflation per year) is a reasonable request.
High School	TEAM model is a good model, but does <u>not</u> provide the support staff to conduct the observations and support that teachers need. More Lead Teachers are needed per building who have been given additional time in their day to provide support to struggling teachers by being in their classrooms for informal feedback.
High School	There is a complete disregard of teacher's thoughts and views/ideas. Teachers are treated with <u>no</u> respect. We are a school system a business. Therefore we should not be run like a business. We teach kids and that is the important thing.

Education Level	#18 Comments
High School	The rush to common core is nothing more than a checkbox for Bill Haslam's 2016 Presidential aspirations. We as the professional educators are being forced to enact ridiculous changes. Vocational and technical students are being ignored and neglected. News Flash -- 8 out of 10 high school students will not have a college degree.
High School	We are testing these children to death! There is a divide between <u>actual</u> classroom teachers and administration (both building level and district level). All teachers should <u>teach</u> , including master and mentors.
High School	First let me say I teach because I love to help the kids. After 36 years of teaching (English major with most years in that field), I am one who usually rolls with changes quite easily. But, really ... asking anyone ... much less the younger grades to take a 2 hour writing assessment seems to me to be ludicrous. My son, for instance, who is now working toward a second degree and writes very well, had complete writer's block in the sixth grade. So, for grades one through five, an outsider would have cast this kid aside as a complete failure when it comes to writing. But, by being treated correctly by a wonderful sixth grade teacher, he finally began to come out of his shell. I could explain many other reasons I don't think this is a good idea for the younger grades, but I don't have room. I will simply say I am tired of "theory" trumping common sense.
High School	I have never seen feedback from the writing assessments - neither have the students. Teachers should and deserve to be trusted about instruction, provide input to the district, and be recognized as educational experts but we are not. I think Level 4 as well as Level 5 should have less evaluations. We should have all options available by the state for CTE and other non-tested subjects for our 35% and 15%.
High School	I feel that it is unfortunate how teachers are trusted less and less to do the jobs for which we earned advanced degrees. It saddens me that our students are tested excessively and that standards do not allow for as much teacher creativity and personalization of lessons per student needs. I am afraid that excessive standardization is dehumanizing education and the one size fits all mentality does not meet the needs of any involved. We are <u>so</u> data driven that PLC's do not allow for teacher collaboration; our time is spent analyzing test scores. Unrealistic writing lesson demands do not allow for quality feedback due to time constraints. Teachers, students, and parents have reached a critical burnout. Lastly, I am very concerned about the state's decision to eliminate pay step increases. I did not get into this profession for the money; however, I would like to afford groceries, bills, and even a baby someday. I am hopeful my district will financially acknowledge teacher value since the state now does not. We need district leadership that is willing to voice concerns at the state level in hopes of helping educators.
High School	#11-15 are answered for the <u>district</u> . #11-15 I strongly <u>agree</u> for my school. #7 - we need no more assessments. We need time to teach and finish our subjects. #1 - I would like unannounced but with a window.
High School	Teacher thoughts should be taken into consideration and Superintendent should be an elected position.
High School	It would be nice if the District would consider all educational opportunities for all students equally (i.e. arts, music, drama, CTE, vocational). Would also be nice if the School Board had experienced teachers making decisions for teachers.

Education Level	#18 Comments
High School	#6 - Especially when the majority of the students <u>don't</u> take it seriously. Those responses should be taken out. I saw many students bubble down the middle without reading the questions. Were those thrown out? If not -- then they shouldn't count.
High School	Teacher should treated as professional educators. Students and Teacher are not data!
High School	I feel that because Dr. McIntyre has been through a Private Academy that the end game in KCS and in the State of Tennessee is privatized schools/Charter schools. This is a move by elite and powerful individuals to profit from education. I feel this is <u>unethical</u> and <u>immoral</u> !
High School	I have family that are teachers and principals in surrounding counties. They do not have near the extra work or stress I have here in Knox County. LMU tells their students to apply anywhere but Knox County on account for how we are treated and added stress. The school board voted the wrong way.
High School	Evaluation system is said to <u>not</u> be checklist, but it <u>is</u> . Rubric should <u>only</u> be used to improve teaching -- not decide if teachers should lose their jobs. --Allow <u>ALL</u> classrooms better regulation of HVAC system. Some schools and some class rooms can control head/air and others freeze in winter and burn up in summer. This is <u>not</u> conducive to learning or teaching.
High School	How I feel about my school and my district are on opposite ends. I do not feel that the school board and the superintendent trusts or cares about teachers.
High School	<ol style="list-style-type: none"> 1. Go back to elected Superintendents! 2. Quite destroying community schools! 3. Leave administration alone! What do you think would have happened if you had tried to move John R. McCloud???
High School	The testing/data driven direction of education is dehumanizing and demoralizing. It feels as if all teachers, even good ones, are being treated like lazy teachers who can't be trusted.
High School	New evaluation system with <u>subject specific</u> criteria. Observations by <u>qualified</u> system-wide, subject specific staff. Alternative scoring for non-tested subjects instead of 50% being from a non-relevant source. <u>New</u> leadership for Knox County Schools. No evidence that anyone is listening to teachers. If so we would not be completing this survey. All of the survey questions are concerns that have already been voiced <u>numerous</u> times. Is <u>anyone</u> listening?
High School	I do not think the evaluation rubric is fair whether it is announced or unannounced. You can not judge if a teacher is an effective teacher based upon two evaluations. TVAAS scores should not be used as part of the evaluation score either. It is an invalid measure of a teachers effectiveness in a classroom and has been proven with experimental data.
High School	Students at my high school are wasting time taking worthless classes. Reduce graduation credits to 24. Typical schedule in my class - Finite math, PE, Film Study, Sports, Film Study.

Education Level	#18 Comments
High School	School/District are two completely different things. We do not have the time to add more writing tests. My students write so many essays every semester and would do well, but we don't have the <u>time</u> for more tests. Quit testing the students and trust us to do our job. Some schools are not. Punish those schools and those teachers. - Also we should have had <u>more</u> training in Canvas and on Canvas during the summer training we had!!! It is ridiculous that we didn't.
High School	<ol style="list-style-type: none"> 1. <u>All</u> schools should receive appropriate technology for the purpose of instruction (not testing). 2. KCS should align with state evaluation/observation norms rather than deviating from them. 3. Please be aware that new hires are left without insurance for 60 days rather than the normal 30 days. This is not good for recruiting quality candidates.
High School	As a CTE teacher, we have not been allowed any opportunity to give input to changes of the courses offered.
High School	As educators with professional degrees, we should be treated and valued as professionals. Currently, I do not see teachers in this district being treated as people with professional, logical ideas and expertise.
High School	Teachers are given the opportunity to provide input but <u>nothing</u> is done about it. Teachers can have a positive attitude and want to be problem solvers but still have serious, valid concerns. I think these concerns are brushed off as teachers just being negative and they are dismissed. Also, we have consistently been told a "3" is a rock solid teacher. If that is truly the case then why aren't there some, even if little, APEX rewards? On the professionalism scores, you cannot ever get a higher # unless you are a department chair or a coach. This is not balanced appropriately. Also, I do <u>not</u> and never will feel like a minor, regardless of age, should have any part in an adult's professional evaluation which helps put food on their family's table. If 100% of students taking the Tripod surveys aren't serious then it is <u>not</u> fair. I have good Tripod scores and I still felt this way. I think the survey should be done for informational purposes only.
High School	This survey was constructed poorly and prevents "real" feedback about "real" problems.
High School	I do not believe that Lead Teachers should evaluate their colleagues. I believe that the conference of concern letters were inappropriate and caused more distress than necessary. If the Tripod Survey is going to count than it should be distributed to a larger sample size than just one class.
High School	Tripod survey is valuable but should not be a part of evaluation. --Teaching is an <u>art</u> , concentration on data collection distracts and does not add to my planning. Bottom line -- I just need more <u>time</u> not money, fewer students and more plan time. 90% of my planning and grading now has to take place after 4:00 pm due to PLC's and meetings.
High School	I am not opposed to common core and more rigorous standards. However, I believe that the adoption/implementation was too fast to be effective. The delays on the State level for information and direction is unacceptable. I am not opposed to rigorous teacher evaluation, however, the Team Model and TVAAS component are inherently unfair across the board. Much of the problem in today's public education are the mandates of "no child left behind".

Education Level	#18 Comments
High School	<p>Common Core - All students are not college material - SPED, CDC, etc. Team Rubric is an unrealistic "snap shot" of teacher performance - application, technique, and evaluators vary greatly.</p> <p>Questions 11-15 need to be separated one for school, one for district. School is great. District?</p>
High School	<p>#1-2, I put disagree because I feel teachers should be able to choose which combination they prefer.</p> <p>#6 - I have no problem with a survey. I give them to all of my classes anyway, but DO NOT tie it to my evaluation score!</p> <p>*See my comments that correspond with each question!</p> <p>#3 - levels 4 and 5 should have evaluations reduced.</p> <p>#4 - Leave our summers alone.</p> <p>#5 - A small % field testing is a great idea.</p> <p>#6 - Let us give our own feedback surveys for our individual classes! We do this anyway, but not as part of our evaluation.</p> <p>#7 - Grades 4, 7, and 10.</p> <p>#9 - We did what we were asked to do because we are professionals! However, I could have used the time better if it weren't so data driven.</p> <p>#11 - for those who aren't afraid of retaliation!</p> <p>#12 - If we were trusted, we would be allowed to use our time as we see fit to best enhance our instruction and student learning.</p> <p>#13 - Dr. McIntyre speaks the words, but his actions don't match.</p> <p>#14 - Teachers encourage each other.</p> <p>#15 - To a point, as long as it as it's not a state-tested course.</p> <p>#16 - I love my school!</p> <p>#17 - Overall, Knox county is better than many other TN counties.</p>
High School	<p>Regarding number 6, I believe student perception data is valuable. I have given my students a similar survey and found it beneficial to me. <u>However</u>, some students do refuse to take it seriously. Therefore, it would be unfair to include the data in teacher evaluations.</p>
High School	<p>The district office treats the teachers as low level employees not as educated worthy professionals. The teachers are ignored and taken for granted. The evaluation model is misunderstood and misused. It is not a job evaluation tool.</p>

Education Level	#18 Comments
High School	Teachers who score a 4 or 5 in one year should <u>not</u> be evaluated the following year. If a teacher is doing well in the classroom we should be able to assume that will continue at least for another year. Teachers have gone from being evaluated twice in 10 years to twice in one year. That is ridiculous. No other <u>profession</u> is subjected to this -- biannual evaluations. We need to be treated as creative professionals. Teachers do not need coaches -- I have 2 degrees and a license and 30 years of experience. Students and parents need coaches. Unfortunately they cannot be regulated.
High School	This survey has been a waste of my personal and professional time. I have absolutely no confidence in Dr. McIntyre and his ability to lead our district. He and his "generals" are totally unaware of the struggles and challenges that students, teachers, and administrators truly face on a daily basis. I feel that the only reason Dr. McIntyre is "showing" any concern for the welfare of the school district is because of the national attention that has come to Knox Co. schools. Dr. McIntyre will have to back his words up with action. Therefore only time will tell whether or not he is truly "listening." To follow up on the survey, the statements would have been more effective if questions #11-15 had been separated into 2 questions -- one for district and one for school. My feelings about my school and that of my district are very different. My answers for those specific questions were aimed toward my district.
High School	The instructional support meetings and calibration have been useful for the evaluators at my school to ensure fidelity to the rubric. However, it was presented to us as a punitive measure for having too many outliers. The same safeguards should be in place at all schools to ensure they are also always true to the rubric. When taking the tripod survey, many students did up to 4 in a day -- by the 4th one, they were not taking it seriously. They just bubbled answers.
High School	TVAAS should be a public formula!!
High School	The human, relational element in our schools is being replaced by an atmosphere of fear and mistrust. My school is better than most, but the school board's replies to teacher concerns were <u>contemptuous</u> and <u>unacceptable</u> .
High School	I believe PCL time should be before or after school, not while the students are in the school. I also believe that PLC time is valuable and should be used as in school In-service hours. I believe that the current evaluation system should be modified to actually promote improvement not just scoring a 3, 4, or 5. I feel that common core is not the answer to improve student learning and will ultimately fail within 3-5 years.
High School	Our opinions/input are consistently solicited and then promptly ignored. We get an incredible amount of feedback and no time to process or implement. My concerns about Common Core are <u>not</u> with the standards, but with the specter of MORE testing vs. replacing current testing. When are you going to realize that tying teacher pay to test scores creates nothing but an unhealthy environment for <u>everyone</u> ?
High School	For questions 11-15, I answered with regard to the district. At my school, I do feel that we are trusted to make decisions regarding instruction and I do feel that I am considered as an expert within the classroom.
High School	#11-15 are referring to district, not school. Treat us like adults and not cattle - easily consumed and easily replaced.

Education Level	#18 Comments
High School	<p>#4 - No intervention or enrichment!!!!</p> <p>#5 - We should not be doing PARCC at all. There is a tremendous lack of discipline in schools. There are no consequences for actions. It is only the teacher's job to get students to graduate, not the student's. We must jump through hoops not the students. Common Core is not new, just a different name.</p>
High School	<p>PLCs function well because we have common plan time and very clear expectations from our principal.</p>
High School	<p>More and more, the time that teachers must spend doing the foundational work of our professions -- grading, planning, restructuring to meet the demands of common core -- is NOT included in the day-to-day expectations of teachers. Our time is micromanaged to the point that those tasks that are the heart and art of teaching get done off contract. We are treated as if we are not to be trusted to spend an in-service day doing the planning and rethinking our shift to a new curriculum will required. Rather, we've had our time wasted with repetitive canned presentations that seem like sales pitches. Please trust us!</p>
High School	<p>While Common Core provides rigorous standards, the amount of PARCC assessments will be a detriment to students and the learning process in general. While this is not a system problem I would like to see more advocacy for students. PLC's must be less data driven and more organize. Data always tells us what is wrong but up to this point the system and downtown have not provided many solutions to the problems the data has revealed.</p>
High School	<p>Students are being tested to death and teachers are being held in too many meetings. It feels like that is all we do.</p>
High School	<p>Balanced Calendar would be great if it still allowed Block Schedule and did not impact summer programs (like camps). PLCs are meeting but are spending all the time on data (making assessment and looking at assessments).</p>
High School	<p>The professionalism rubric is not able to give credit in school service by teachers who make sure auditoriums are always ready for meetings, concerts, etc., and put in many extra hours for no supplement. It is unfair to put these teachers in the "supporter" category because they provide specialized service.</p>
High School	<p>As a high school Special Ed I believe TVAAS in not fair. How can student growth with these students determine my value at my school? Some of my students should not even be in an Algebra class. They need to be in Consumer Math, Life Skills and Job Training. Students are crying daily in my class. A year ago I was the #1 ranked Alg. teacher in my district (self-contained Alg success) then someone decided I had to be "Math certified". I've taken the PRAXIS 5 times. I had to have a "babysitter Math teacher" last spring. Because they taught (they are not SPED certified!) I dropped to last place, I am a great teacher and rankings mean nothing to me -- it just shows there is something wrong with this system!!</p>
High School	<p>Common core training assumed we knew what it was but did not help us know what it is and how to teach that way. I love my school, feel valued and respected as a professional but the county not so much. As to a year round calendar, I think it would be okay if we work the same # of days, remedial work is done as extended contract hours, and there is time given to work on our own to improve our practice to create meaningful lessons. Team functions well here, but not so much elsewhere.</p>

Education Level	#18 Comments
High School	There should be separate questions for school/district concerns although I am deeply dissatisfied with the district, I am very satisfied with my school.
High School	We want guidance not directives. Currently we are either 1) given directive or b) given a goal but no guidance on approaching that goal.
High School	Teaching is and always will be about making connections with students and everyone does it or does not do it in their own way. You cannot put everything and judge everything in a RUBRIC. Most teachers take pride in what they do and are very professional in how they go about their jobs. We are not treated as professionals because we are being told exactly how to run our classrooms, the art of teaching is being lost and decision making is being taken out of our hands.
High School	More training on Team Evaluations. Evaluations are extremely subjective, a better way might be to be evaluated by <u>others in your content area</u> .
High School	#8 - That is NOT how ours work - ours are more collaborated -- mix of departments and grades - and thus <u>more</u> functional! #12 - Sometimes - Not all the Time! Many of these depend on the local/school situation. Therefore, my answers may be misleading.
High School	Observations should all be announced. If someone scores a 5 on TVASS they should not even have to be evaluated.
High School	I think there should be a window for evaluations. Waiting for someone is really stressful and if it drags on till December or April that is a long time to be on high alert. --Overall I am very happy with my school but feel like the state and district are out of touch. Children are not a product and teaching them can not be treated the same as an assembly line. I have no ability to make decisions that are right for my students. -- We test <u>too much</u> ! I have counted 18 days this year taken up with mandated testing not counting Discovery Ed. That is 10% of the year. -- I don't feel trusted to act in an ethical/professional way. This is horrible for moral and makes me consider other job options. -- Most telling I am not sure as a parent that I trust Knox County with my child. I am seriously considering sending my child to a private school. As a Knox County graduate this is really sad for me to say but I don't think we currently offer the best education in the area. Elementary school children (K-3) are too young for high stakes tests. -- School should be a safe place for students to come and learn. We have created a high stress environment. The stress has reached a point it is detrimental to learning. -- What exactly do coaches do? The test they send/write are not good test. They contain lots of errors and typos.
High School	I'm new and still learning about all the processes. I feel I do better in unannounced observations.
High School	There is an increasing disconnect between the district and the classrooms. The people in charge of policy are removed and unaware of the reality of most classes. There needs to be more investment in human capital and not technology. Provide more money for staffed positions to take some of the burden on teachers.
High School	My school rocks, we have great teachers, students and a very supportive administration. The district treats us like we know nothing and has no idea how their lack of education background as a whole hurts teachers, students and learning!!

Education Level	#18 Comments
High School	My main concern with a balanced calendar is lack of student retention over long breaks. (Especially lower-performing students). PLC's within my <u>department</u> are helpful. Teachers within my <u>school</u> have input to strategic direction at the school level, but I don't feel heard at the district level. My school is amazing, my administrators are wonderful!
High School	There is a big difference between school and district. The questions written school/district need to be 2 different questions.
High School	1-3. The rubric for evaluations are <u>subjective</u> regardless of whether it is announced or unannounced. A teacher cannot be labeled with a quantitative number. Teaching is a qualitative, not quantitative. I also should not be evaluated by someone <u>outside</u> my subject area. TVASS scoring needs to be <u>transparent</u> . KC teachers are the lowest paid in all the surrounding counties. So <u>NO</u> I don't feel like I'm considered an expert. I love my <u>school</u> and <u>administrators</u> . You don't care what I say or else you would have provided more room.
High School	#3 - Level 5 teachers should be excused from this demeaning process altogether! #11 - Teacher's provide input, but it doesn't seem to impact strategic direction. It seems the Parthenon group is being paid exorbitant fees to direct our schools. Over the past couple of years teachers have seen their already very low pay reduced as pay scales were restructured to end step raises after 10 years. No longer are advanced degrees valued. Teachers are evaluated on an inhumanely complicated/unattainable rubric. The remainder of their evaluation is based on TVAAS which has been widely demonstrated to be an invalid metric by statistical experts. Furthermore, principals know that their classroom observation scores must corroborate the TVAAS growth scores or they will be sanctioned. There are too many problems with the current system to elaborate here.
Multiple Levels	Teachers who have proven themselves in the classroom school should not be required to be stressed out wondering when our unannounced observations will occur. This keeps us <u>on edge</u> and is a <u>worry</u> since it is tied into <u>pay</u> and <u>employment</u> ! I also believe teachers should be observed by persons of <u>expertise</u> in that <u>field</u> .
Multiple Levels	Conference of Concern letters need to be done away with for those that have to GUESS at % with nothing to do with what they teach.
Multiple Levels	Supervisors should also be the subject of "perception data" that could potentially be used to redistribute positions.
Multiple Levels	Pay teachers what they are worth.
Multiple Levels	Question #3 - who has a 5? We were told "no one is perfect" and "I don't give 5's". Unreasonable question since you know no one is supposed to be a "5"!
Multiple Levels	The common core standards, p.us the <u>rigid</u> adherence to class subject schedules in elementary schools, have taken away the art and individualization with teaching. The teachers are not entrusted to know what is best for their students, for example, if a math lesson extends a few minutes longer than scheduled, the teacher should not be penalized for being "off schedule". Standards are vital, but not at the expense of lost creativity and joy for learning!
Multiple Levels	I have been well pleased with my school and position in the school at this time. I am not a huge proponent of Common Core, as I feel it does not accurately prepare my students for real world situations.

Education Level	#18 Comments
Multiple Levels	Questions 11-15 need to be divided into separate questions. Concerning the school and the district - those are viewed differently (2 separate entities).
Multiple Levels	#11 - They do not have enough <u>meaningful</u> opportunities without fear of retribution or unintended consequences. Currently available opportunities appear to be (are perceived to be) for show only.
Multiple Levels	Teacher Working Group should include what area and grade level they are currently in so that we can be sure all areas of educators are represented.
Multiple Levels	The stress on teachers this year is immense. In spec ed we now have 15 to 16 open positions. Something is wrong. Good conscientious teachers are feeling like incompetent non caring people! I have been around for over 25 years and am truly scared for future of the county.
Multiple Levels	Teachers need more extended breaks to <u>rest</u> (probably students, also). This would help to reduce stress - Example: week long Fall break.
Multiple Levels	Teaching has become far too rigid in KCS. They talk diversification but do not tolerate it. Schedules are now robotic and "automated".
Multiple Levels	I love the people I work with and my students but do not feel valued or recognized as a professional.
Multiple Levels	How is special education taken into account?
Multiple Levels	As a school psychologist very little, especially, on page 1 applies to me.
Multiple Levels	I think the district says they "allow" some of the items above but don't really. Almost like "passive/aggressive". We (Knox Co.) are doing this but aren't. Teachers, mostly, do not get plan time anymore, too many groups/meetings. So many people making decisions are not in the classroom.
Multiple Levels	I think the school board is to blame for this situation, not Dr. McIntyre.
Multiple Levels	Our rubric should be specific to each position. My 35% and 15% growth and achievement scores should not be based on something I have no control over.
Multiple Levels	The evaluation process for special education teachers is inappropriate - designed for regular education teachers. The IEP process (assessing students, interpreting data, creating goals/objectives, organizing and leading meeting, keeping parents informed, processing paperwork) is a significant responsibility, yet it is not part of the evaluation?! Hire good teachers, and let them teach - micro-managing will never result in excellence. Kindergarten children don't need to learn how to write - they need social skills. The superintendent should be the teachers' <u>advocate</u> when dealing with state and federal agencies. Charter schools will be a huge mistake for our communities, as will a voucher system.
Multiple Levels	There is too much pressure on teachers regarding test scores, as it relates to overall evaluation and retention. There are too many other contributing factors to learning other than instructional delivery, thus impacting test scores.
Multiple Levels	Student support staff (psychologists, social workers, school counselors, etc.) should not be evaluated by student TVAAS scores since they do not have direct impact on them. As existing, student support staff may have their overall evaluation scores lowered if assigned to a poor performing school.

Education Level	#18 Comments
Multiple Levels	The superintendent should visit with each of the special departments; e.g.. School counselors, school psychologists.
Multiple Levels	I really have no strong opinions about TEAM. If you are doing what you are expected to do, your scores will reflect that, unannounced or announced.
Blank	Powell and Gresham are incredible places to work. At those schools, we were given pens to grade with, tape, staples and even business cards. At south Doyle we have to provide our own. At South Doyle they put CDC in the regular classroom!
Blank	I'm just glad to have a job I love.
Blank	TEAM is too stressful causing anxiety to teachers. Our district has a "got you" mentality instead of a "I want to support and help you" mentality. TEAM is too many assessments! We do not have the freedom to teach to our students. Teachers are unhappy. Morale is down. Teaching is not fun anymore due to stress.
Blank	Why no questions about TAP schools?
Blank	Too many tests. Tests! Tests!
Blank	Admin uses conferences of concern, written reprimands, and intimidating e-mails to bully the staff. Administrators do not collaborate with teachers. Teachers are afraid to give their professional opinions for fear of repercussions.
Blank	#16 - 17 - good place to work, good place to learn - separate
Blank	SAT 10 or Discover Ed tests - not both. Coaches should be back in classroom.
Blank	<p>*Separate school and district questions.</p> <p>#4 - Like idea but note the <u>breaks</u> should have <u>optional</u> or not required training.</p> <p>#5 - Someone needs to do! Too much test.</p> <p>#6 - Tripod Survey - K is too young! Developmentally not appropriate.</p> <p>#10 - It's the additional stuff the district adds.</p> <p>#12 - Some are and some I question if all decisions are developmentally appropriate (ex - #6)</p> <p>#13 - District does not recognize all teachers as professional experts.</p> <p>#14 - school leadership only</p>
Blank	I think the Superintendent makes too much money and is not held to the same impossible evaluation standards his teachers suffer under. His 1st bullet point of responsibilities was to make decisions that most impact students. He wastes money and feathers for his cap when the students don't have books. He should be held to the same evaluation standards as his teachers. He is out of touch, he is out for himself. The school board will be replaced in the next election because they won't replace him.
Blank	Unannounced visits increase anxiety and teachers do not do nearly as well. Too many changes have been put on teachers at one time.
Blank	I understand that leadership is only doing what the state is asking of them, but I have never seen teachers in such horrific shape. They are stressed as can be and are miserable. When "cream of the crop teachers" want to quit, we have a problem. We have to do something.

Education Level	#18 Comments
Blank	We feel we are in a Dictatorship and our opinions are <u>never</u> considered. The School Board is elected by the voters and they have turned a deaf ear to us. This will be felt during next election.
Blank	My school is a wonderful place to work. It is led by caring and excellent administrators. However, I feel like a number in the district - a number that could easily be replaced at the whim of the superintendent.
Blank	The testing of K-2nd students is inappropriate for many students, especially Special Ed students. In general too much too fast for staff / teachers / administrators.
Blank	There is too much testing! We are losing valuable instructional time, money that could be better spent, and our students' engagement in the learning process. The pacing guides do not leave enough time for teachers to meet all their students' needs. The new instructional materials policy further limits what teachers can do to meet their students' needs. I like the idea of PLC, but so far my PLC has spent a lot of time on numbers and not learned much.
Blank	The fun in teaching <u>has</u> disappeared for me with all the TEAM/Common Core factors and "other". I provide students with opportunities for learning and a safe environment which are things I can control.
Blank	I would love for district staff to spend a day in my shoes and I spend a day in theirs. Some disagreements are viewpoints.
Blank	All schools should either be TAP or TEAM - not a mixture of both! I want the coaches put back into the classroom. Waste of taxpayers money! I want my evaluators to be people OUTSIDE of my school. Our teachers are talked about in the TAP room and they know our scores before they walk into our rooms. TAP needs to go due to the fact they are told to keep our scores low. That makes for a bogus / invalid program with unfair distribution of funds. Leadership Academy - drop it and give me a raise. Mac won't even place the graduates. New principal from Anderson Co - what a joke.
Blank	I have mixed emotions about Common Core - I do think there is definitely a need to improve the standards in general which have been reworked and I am pleased with the results of that.
Blank	If we are <u>student</u> centered it can't be all about <u>data</u> . They are more than a digit and number.
Blank	I feel as parent and teacher Tripod is disgusting and offensive. I feel the flagrant use of non-state mandated tests are highly inappropriate and will result in a massive law suite. Teachers are treated with <u>no</u> respect. The board should be <u>ashamed</u> of themselves for mocking and ridiculing teachers in work sessions. I look forward to you being voted OUT!!
Blank	As an educator that has taught in 3 states, and in Knox County for the last 11 years, my heart is broken. Teachers have lost all respect from the Superintendent, Administration, and School Board. Those making the majority of the decisions have <u>very little</u> idea how their decisions affect the students <u>lives</u> !!! Why can you not <u>trust</u> those of us in direct contact with students every day to make the best decisions? Knox County's pacing in <u>no</u> way correlates to Common Core - which is all about the individuals best interest. We have students that are being crammed with information to take a test, but no actually taught to learn!!! Every student in my classroom will learn, but not in the same way, on the same day!!!

Education Level	#18 Comments
Blank	Per #'s 12, 13, 15, 16, 17 - As every year passes, we are able to teach less and less. We are told what to do. We meet, whether in cluster or PLC's or we have people coming in frequently. Many times, our planning is taken up or what we've planned is changed by someone as if what we've done is inadequate or insufficient. An extended school year will not help. A few extra days/weeks will not overcome the inadequacies kids are coming in with.
Blank	Kids are stressed when it comes to testing - maybe too much?
Blank	Teachers should not be held 50% accountable for student performance. A Level 5 TEAM does not mean you will have level 5 TVASS (mine is). Teacher should be paid similarly to bordering counties. Our super is paid with size in consideration.
Blank	As a special areas teacher in a TAP school, I am expected to teach the entire rubric in a 45 minute lesson. If this was even possible it would be at best incoherent. I also think I should be evaluated by <u>someone</u> who actually teaches the same subject as me and has an understanding of my discipline.
Blank	The Tripod survey is not helpful because you do not get to see what your students personally think until it's too late.
Blank	The superintendent is not responsive to and seems unaware (totally) of teachers concerns. Seems experience in years taught means nothing anymore except to put your job in jeopardy.
Blank	Too much data talk and not enough planning time to come up with lessons for the children who need extra practice or more enrichment.
Blank	I have no respect for lead teachers' or coaches' opinions. There appears to be a list of teachers who are on the "in" list. They are chosen based upon unknown qualities other than a coach, lead teacher, or principal like them. Everyone else is mediocre or overlooked and left out. It was worse last year with our old principal, but still exists. PLCs, lead teachers, coaches, and TEAM are a GIANT waste of taxpayer money. If a teacher is not doing their job - then go to them.
Blank	I had a difficult time answering some of these questions, especially those on this side. I felt that the district and school should have been separated. I know that an evaluation system of teachers is necessary but in the proves we are losing the bottom line, which is the education of our kids. the bottom line of a lesson should be, was the concept mastered by most students and did the teacher do all that she could to meet the needs of all of the students.
Blank	The joy of teaching has been taken away with the stress and hours of planning that goes into each lesson. What happened to allowing <u>our</u> professional judgment, creativity and teacher/student knowledge? The team rubric is unfair for all grade levels. It is impossible to cover all indicators and cruel to ask students to perform all of them in a lesson. Let's get REAL!!!

Education Level	#18 Comments
Blank	<p>In regard to #3, I disagreed because I think a teacher that has scored a 3.5 or higher should have reduced evals since a "3" is <u>rock solid</u>!</p> <p>#4 - Would this mean teachers will be working the 2 weeks also? We need more information.</p> <p>#6 - Was given results but cannot say it helped me at all plus instructional time is lost due to survey and proctoring.</p> <p>#11 - Are invited to meetings, but we know based on past experience we won't be heard.</p> <p>#12 and #15 - If we were trusted, we wouldn't be feeling like our district/state wants robots!</p>
Blank	<p>Too much testing - <u>way</u> too much stress on teachers to jump through too many hoops. Too many changes happening far too quickly! This is all filtering down to the kids. We are seeing more misbehavior, less interest and more stressed learning. FAR LESS JOY in learning for all!!!</p>
Blank	<p>11-15 should be 2 different categories - 1 for school, 1 for district; I think that teachers should have a 1 to 2 week window to know of unannounced observations just like the <u>business world</u>. PLC's should be maybe once a month. It is not necessary for each and every week. Teachers deserve salary increases across the board.</p>
Blank	<p>PLCs are too data driven. We need more planning time for total effectiveness.</p>
Blank	<p>Over the past 5-10 years that I have taught in this district, I have witnessed the skill level, quality of performance and maturity level take a severe downward swing. Weak students are <u>not</u> being given necessary foundations in the early grades and forced to move on. Teachers are not allowed (due time constraints) to reteach. Compound this issue with mandatory testing, testing, testing and we have ill prepared students. Get that Natl. Government out of education.</p>
Blank	<p>I think we should have PLC's less. Once a week is too much and wastes time. Once or twice a month would be better.</p>
Blank	<p>Knox County teachers are among the lowest paid counties, yet held at a higher standard. The amount of testing and domains that need to be addressed takes away the creativity of good teachers.</p>
Blank	<p>Teacher careers should not be based on 2 evaluations and test scores. I cannot control my students' outside environments that influence their learning. The TVASS was <u>never</u> designed to determine future employment of teachers and to be used for their license renewal.</p>
Blank	<p>I would like to see our superintendent make unescorted unannounced visits through district schools!</p>
Blank	<p>We test too much already. My opinion on Common Core is it sounds good but we rushed it too fast. KCS uses state evaluation standards to brutalize teachers in a way they were not intended to.</p>
Blank	<p>I am embarrassed of the whole atmosphere of this district and I am leaving at the end of the year.</p>
Blank	<p>I strongly disagree with student TVASS scores being anything other than to inform instruction and monitor student growth. These should NOT be tied to teacher scores. Also, the district should limit the amount of student testing.</p>
Blank	<p>Overall, in two schools, teachers are more stressed this year than any year since I've worked in Knox county. As a result, student's overall emotional health is also suffering.</p>

Education Level	#18 Comments
Blank	Please discontinue K-2 testing which is developmentally inappropriate. Investigate different intervention strategies which will not take away time from related arts. We must find a balance to provide a well rounded education for our students.
Blank	Level 4 and 5 teachers should <u>only</u> have walk through not cumbersome evaluations.
Blank	The rubric is like any other instruction manual. The evaluator sees it their way. Then said evaluator tells you what they would have done. Too much teaching is lost due to time to test. We test more than we teach.
Blank	PLC meetings should be once a month only. We seem to meet in order to create data so that we can have a meeting to discuss said data. My time could be more efficiently used! The size of the school should determine number of assistants in Kindergarten. One assistant for 6 teachers is not enough, especially with a high number of at risk students.
Blank	I believe there should be more informal walk throughs of classrooms to assess teachers and their competency and performance. Also professional boundaries between principals / administration and teachers (those they observe) should be strictly adhered to.
Blank	I believe in unannounced evaluations, as considerations are taken for real-life circumstances that impact teacher and student performance.
Blank	Too many instructional hours taken up with testing and surveys. If teachers are recognized as educational experts, our district should trust us to know our students and their needs. Teachers are expected to work 24/7 and this is unreasonable. I seldom have free time with family on weekends and after school. PLCs are too focused on data and not on collaboration/planning.
Blank	I think out of control students (destroying classrooms) need to be placed in the classrooms intended for that type of student. I also feel we need to continue with coaches in our building.
Blank	Top leadership at Central Office needs to re-evaluate their leadership style. They need a more transformational approach and less "bullying" to intimidate teachers into compliance.
Blank	Students do answer questions correctly on the TRIPOD Survey. They answer questions or rate the teacher if she or he likes the teacher. The traditional teacher seems to have lower scores compared to the younger sweet teacher.
Blank	We are too hung up on <u>how</u> PLCs should work vs. <u>PLC results</u> . Form over substance! Let us as professionals conduct PLCs in a way that works for us. If results happen, why does it matter?
Blank	I feel TEAM model/rubric is unrealistic to fit into one hour observations. Teachers using these "best practices" do on a regular basis throughout the school day. Several shorter unannounced observations could be utilized to evaluate teachers.
Blank	I thought that waiting to extend McIntyre's contract would have been a good choice. Since that wasn't to be, I think my contract should be guaranteed until 2017 as my children were proficient and that seemed to work for him.

Education Level	#18 Comments
Blank	I have been teaching 11 years and this has been the most stressful year. I don't want to leave, but I have considered it because there needs to be lots of changes. Teachers need to be seen as professionals, given more time to plan all that has been asked of us and PLCs need to be led by teachers and what they need.
Blank	Not only should we be "year-round" but school should start and end later to go along with a child's internal clock. More writing assessments would mean more stress -- they are writing in those grades - no need for more assessments. Teachers are experts, but our judgment is not always valued. We have no power it seems. My school is awesome, but the things that come down from the district hurt the entire county.
Blank	TEAM is horrible. We are hired for our ability to think and do, yet evaluated on our ability to conform to a non-check list checklist. I like being evaluated from time to time to gauge my improvements, but TEAM is a poor evaluation model. This is education, not business.
Blank	#11-15 are answered for district. For school, strongly agree.
Blank	I think teachers should get paid better and the pay scale should not be so top heavy. Also I don't think some teachers (coaching) should have extra plan time and other coaches not get it. Football in general.
Blank	As a "5(TVAAS)" and "Highly Effective" classroom teacher, I recognize the farcical nature of the evaluation dog and pony show. As a result, I will be seeking employment outside of Knox County and for the following school year. Please continue to drive motivated teachers out of education. Thanks.
Blank	The structure of the survey is constructed in such a way that there is no room for "gray" areas. For example, there are things I love about my school / district, but also there are some extremely discouraging and overwhelmingly stressful factors that affect how I would answer #'s 16 and 17. Also, the question about the Tripod survey doesn't allow for considering elements like students with IEPs.
Blank	I have few complaints to express. Most importantly, there is too much testing. There should be a move to minimize. Students need time for exploratory learning and deep, rich discovery. Testing needs this. Student test scores should not affect my job/pay. I have students who openly admit that they guess, but my career is based on their guesses.
Blank	The Common Core, if implemented properly, could be a wonderful thing, <u>BUT</u> the heavy reliance on testing and data, data, data puts too much pressure and stress on students and teachers without taking into account their social, emotional and physical needs. (What about the kids who are in a different home every night and have no food?) If all we do is test, and then prep for the next test, the data becomes meaningless because I have no time to teach the material in a meaningful way. Having 27 kids in a 4th grade class is <u>too</u> much.
Blank	I teach students in special ed who function at levels below that of toddlers according to testing, and by the measures of our evaluation system, there are points on the rubric I will never score a 5 in because my students can't produce what a "5 teacher" needs.
Blank	Why have we been told they are reducing amount of "5" given and have to give lower scores?

Education Level	#18 Comments
Blank	<p>This is my 16th year as an educator -- I have never felt this beaten down. The people in Central Office and on the School Board need to put meaningful actions behind their empty words. Saying that you are listening but doing nothing is not good enough. It would have meant so much and been a gesture of good will if Dr. McIntyre would have told the School Board that his contract didn't have to be extended at this time. But that didn't happen - instead supporter after supporter lined up to sing his praises, some even condemning teachers who have spoken up. Legitimate concerns were overlooked. Things have to change!</p>