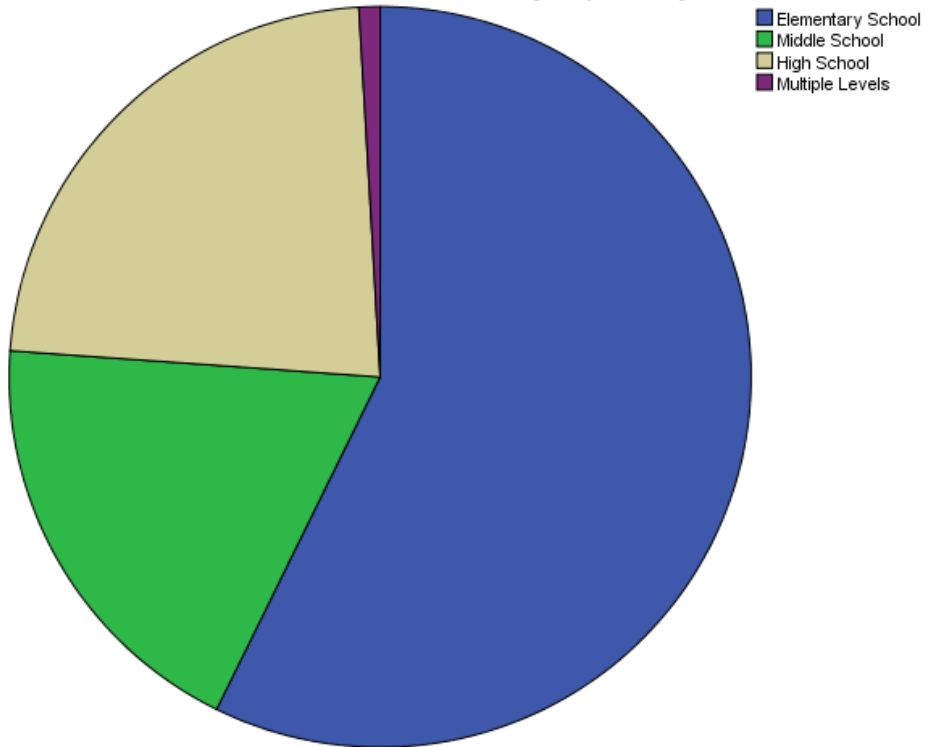


Knox County Schools Teacher Survey – April 2015 Results

At which education level are you primarily involved?

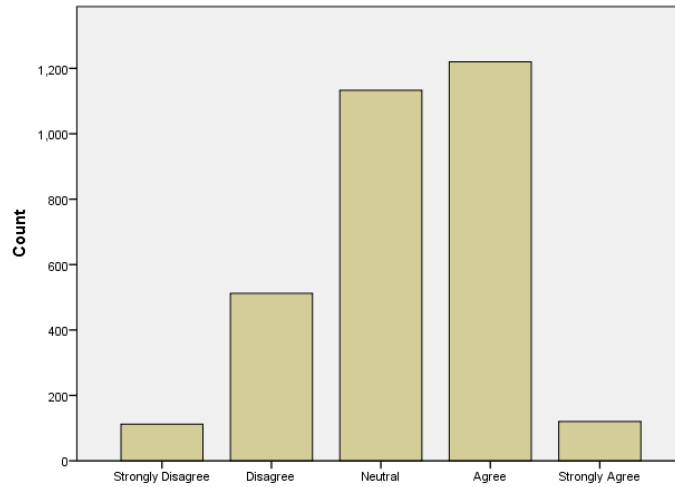
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Elementary School	1816	57.3	57.3	57.3
	Middle School	598	18.9	18.9	76.1
	High School	728	23.0	23.0	99.1
	Multiple Levels	29	.9	.9	100.0
	Total	3171	100.0	100.0	

At which education level are you primarily involved?

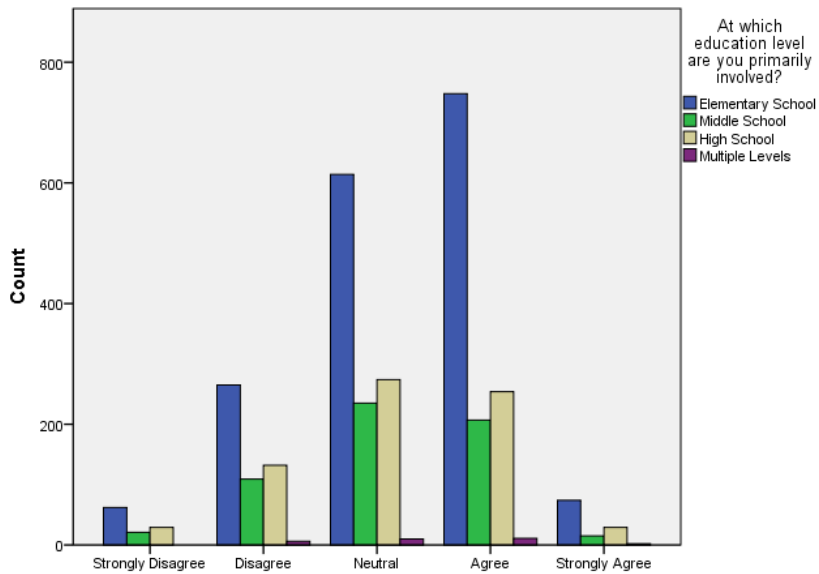


Question 1

		In August the board approved the new strategic plan, Excellence for Every Child. Knox County Schools is working on the right priorities to improve our schools.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	3.5%	15.0%	34.8%	42.4%	4.2%
	Middle School	3.6%	18.6%	40.0%	35.3%	2.6%
	High School	4.0%	18.4%	38.2%	35.4%	4.0%
	Multiple Levels	0.0%	20.7%	34.5%	37.9%	6.9%
	Total	3.6%	16.5%	36.6%	39.4%	3.9%



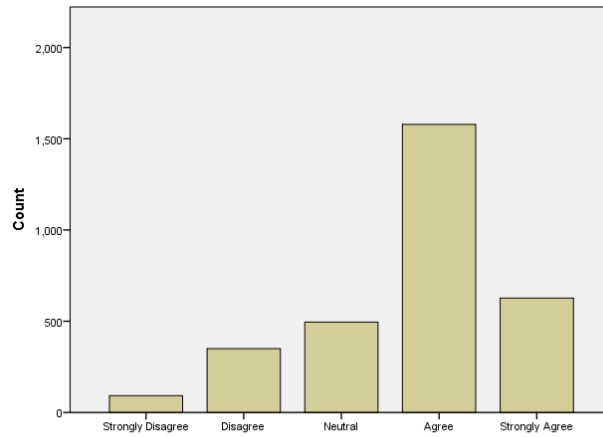
In August the board approved the new strategic plan, Excellence for Every Child. Knox County Schools is working on the right priorities to improve our schools.



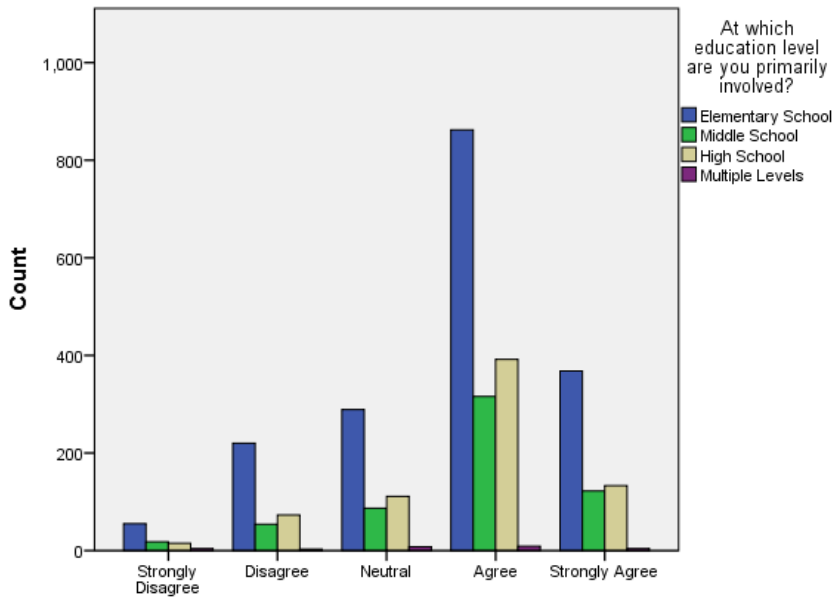
In August the board approved the new strategic plan, Excellence for Every Child. Knox County Schools is working on the right priorities to improve our schools.

Question 2

		Professional Learning Communities (PLCs) for a specific grade and/or subject are intended to be weekly collaborative planning informed by student progress monitoring. This is the way PLCs function at my school.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	3.1%	12.3%	16.1%	48.0%	20.5%
	Middle School	3.0%	9.0%	14.6%	52.9%	20.4%
	High School	2.1%	10.1%	15.3%	54.1%	18.4%
	Multiple Levels	14.3%	10.7%	28.6%	32.1%	14.3%
	Total	2.9%	11.1%	15.7%	50.2%	19.9%



Professional Learning Communities (PLCs) for a specific grade and/or subject are intended to be weekly collaborative planning informed by student progress monitoring. This is the way PLCs function at my school.



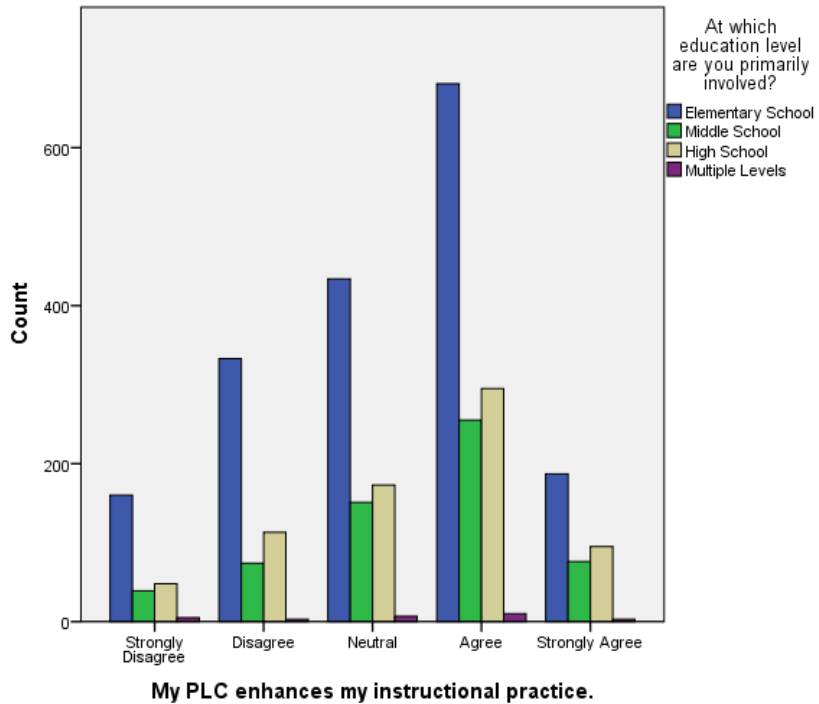
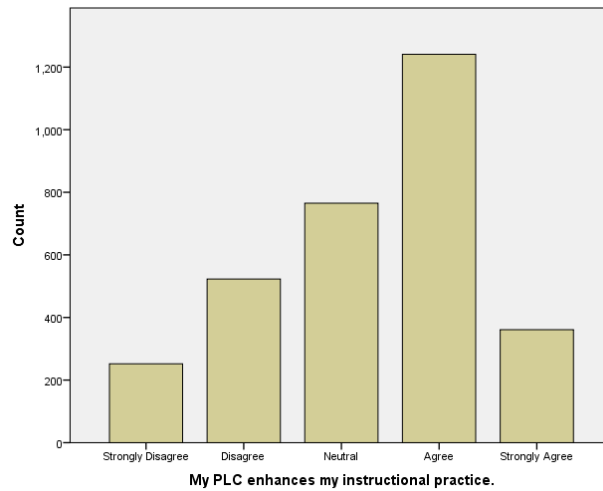
Professional Learning Communities (PLCs) for a specific grade and/or subject are intended to be weekly collaborative planning informed by student progress monitoring. This is the way PLCs function at my school.

Question 2 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

December 2013		Professional Learning Communities (PLCs) for a specific grade and/or subject are intended to be weekly collaborative planning informed by student progress monitoring. This is the way PLCs function at my school.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	10.8%	19.3%	15.6%	38.1%	16.1%
	Middle School	7.6%	14.6%	15.0%	45.8%	17.1%
	High School	9.5%	14.7%	15.2%	43.3%	17.3%
	Multiple Levels	5.7%	22.9%	37.1%	22.9%	11.4%
	Total	9.8%	17.3%	15.9%	40.5%	16.5%
April 2015		Professional Learning Communities (PLCs) for a specific grade and/or subject are intended to be weekly collaborative planning informed by student progress monitoring. This is the way PLCs function at my school.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	3.1%	12.3%	16.1%	48.0%	20.5%
	Middle School	3.0%	9.0%	14.6%	52.9%	20.4%
	High School	2.1%	10.1%	15.3%	54.1%	18.4%
	Multiple Levels	14.3%	10.7%	28.6%	32.1%	14.3%
	Total	2.9%	11.1%	15.7%	50.2%	19.9%
Change from December 2013 to April 2015		Professional Learning Communities (PLCs) for a specific grade and/or subject are intended to be weekly collaborative planning informed by student progress monitoring. This is the way PLCs function at my school.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-7.8%	-7.0%	0.5%	9.9%	4.4%
	Middle School	-4.6%	-5.6%	-0.4%	7.2%	3.4%
	High School	-7.4%	-4.6%	0.2%	10.8%	1.0%
	Multiple Levels	8.6%	-12.1%	-8.6%	9.3%	2.9%
	Total	-6.9%	-6.2%	-0.1%	9.7%	3.4%

Question 3

		My PLC enhances my instructional practice.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	8.9%	18.6%	24.2%	37.9%	10.4%
	Middle School	6.6%	12.4%	25.4%	42.9%	12.8%
	High School	6.6%	15.6%	23.9%	40.7%	13.1%
	Multiple Levels	17.9%	10.7%	25.0%	35.7%	10.7%
	Total	8.0%	16.6%	24.3%	39.5%	11.5%



Question 3 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

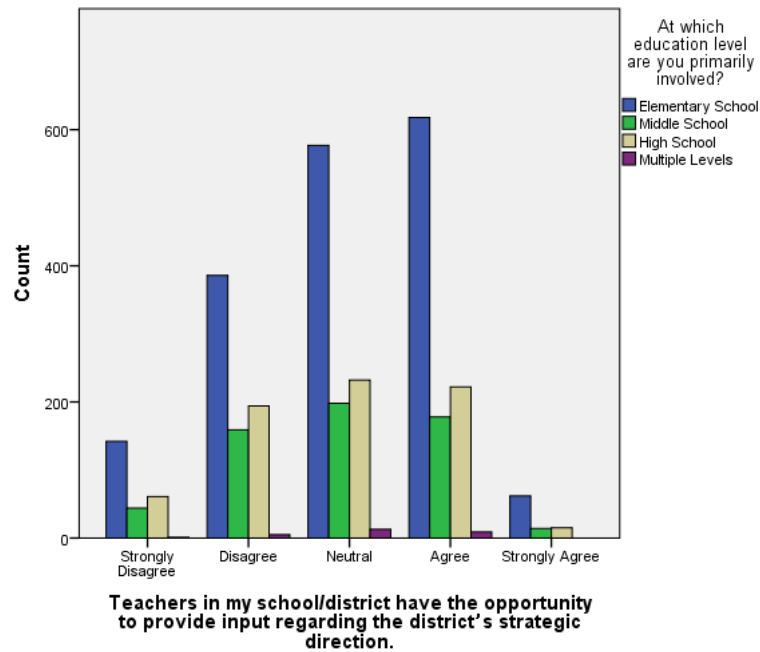
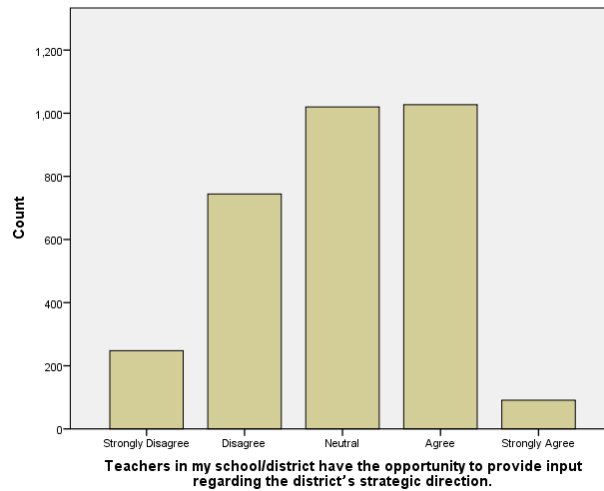
December 2013		My PLC enhances my instructional practice.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	23.4%	25.8%	21.3%	24.8%	4.7%
	Middle School	17.8%	20.9%	21.3%	30.2%	9.8%
	High School	17.8%	19.9%	22.8%	31.7%	7.8%
	Multiple Levels	7.2%	10.1%	33.3%	40.6%	8.7%
	Total	20.6%	23.0%	22.0%	28.0%	6.5%

April 2015		My PLC enhances my instructional practice.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	8.9%	18.6%	24.2%	37.9%	10.4%
	Middle School	6.6%	12.4%	25.4%	42.9%	12.8%
	High School	6.6%	15.6%	23.9%	40.7%	13.1%
	Multiple Levels	17.9%	10.7%	25.0%	35.7%	10.7%
	Total	8.0%	16.6%	24.3%	39.5%	11.5%

Change from December 2013 to April 2015		My PLC enhances my instructional practice.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-14.5%	-7.2%	2.9%	13.1%	5.7%
	Middle School	-11.2%	-8.5%	4.1%	12.6%	2.9%
	High School	-11.2%	-4.3%	1.1%	9.0%	5.4%
	Multiple Levels	10.6%	0.6%	-8.3%	-4.9%	2.0%
	Total	-12.5%	-6.4%	2.4%	11.5%	5.0%

Question 4

		Teachers in my school/district have the opportunity to provide input regarding the district's strategic direction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	8.0%	21.6%	32.3%	34.6%	3.5%
	Middle School	7.4%	26.8%	33.4%	30.0%	2.4%
	High School	8.4%	26.8%	32.0%	30.7%	2.1%
	Multiple Levels	3.6%	17.9%	46.4%	32.1%	0.0%
	Total	7.9%	23.8%	32.6%	32.8%	2.9%



Question 4 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

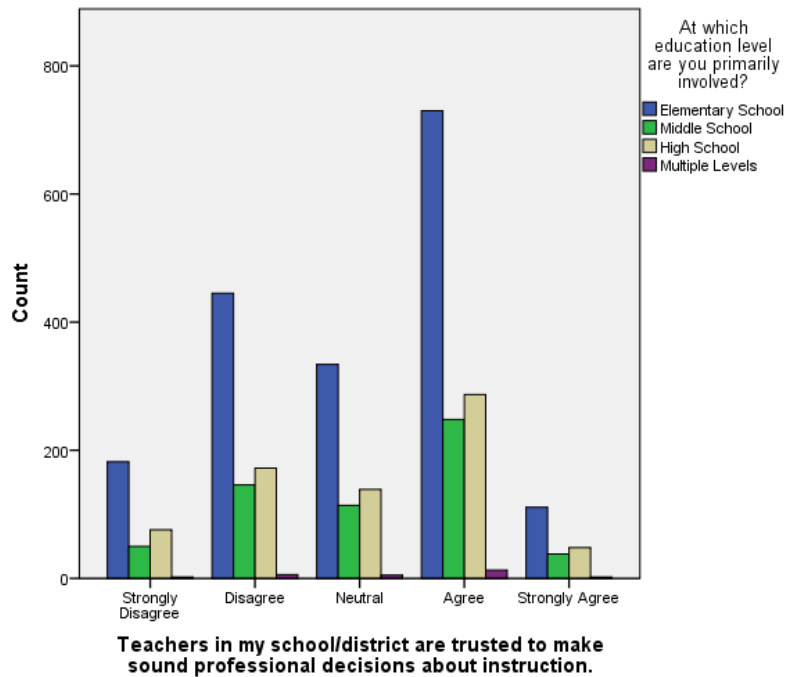
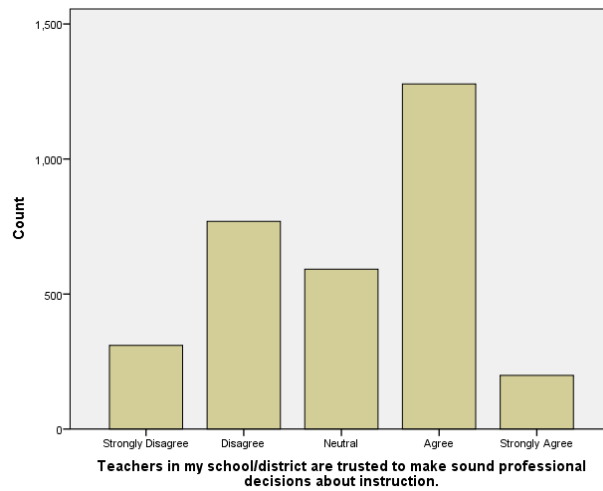
December 2013		Teachers in my school/district have the opportunity to provide input regarding the district's strategic direction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	28.2%	32.8%	19.8%	17.8%	1.4%
	Middle School	25.0%	32.0%	20.4%	20.9%	1.8%
	High School	31.3%	32.0%	20.3%	15.2%	1.3%
	Multiple Levels	24.6%	37.7%	14.5%	23.2%	0.0%
	Total	28.4%	32.5%	19.9%	17.8%	1.4%

April 2015		Teachers in my school/district have the opportunity to provide input regarding the district's strategic direction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	8.0%	21.6%	32.3%	34.6%	3.5%
	Middle School	7.4%	26.8%	33.4%	30.0%	2.4%
	High School	8.4%	26.8%	32.0%	30.7%	2.1%
	Multiple Levels	3.6%	17.9%	46.4%	32.1%	0.0%
	Total	7.9%	23.8%	32.6%	32.8%	2.9%

Change from December 2013 to April 2015		Teachers in my school/district have the opportunity to provide input regarding the district's strategic direction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-20.2%	-11.1%	12.5%	16.8%	2.1%
	Middle School	-17.5%	-5.2%	13.0%	9.1%	0.6%
	High School	-22.9%	-5.2%	11.8%	15.4%	0.8%
	Multiple Levels	-21.1%	-19.8%	31.9%	9.0%	0.0%
	Total	-20.5%	-8.7%	12.7%	15.0%	1.5%

Question 5

		Teachers in my school/district are trusted to make sound professional decisions about instruction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	10.1%	24.7%	18.5%	40.5%	6.2%
	Middle School	8.4%	24.5%	19.1%	41.6%	6.4%
	High School	10.5%	23.8%	19.3%	39.8%	6.6%
	Multiple Levels	7.1%	21.4%	17.9%	46.4%	7.1%
	Total	9.8%	24.4%	18.8%	40.6%	6.3%



Question 5 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

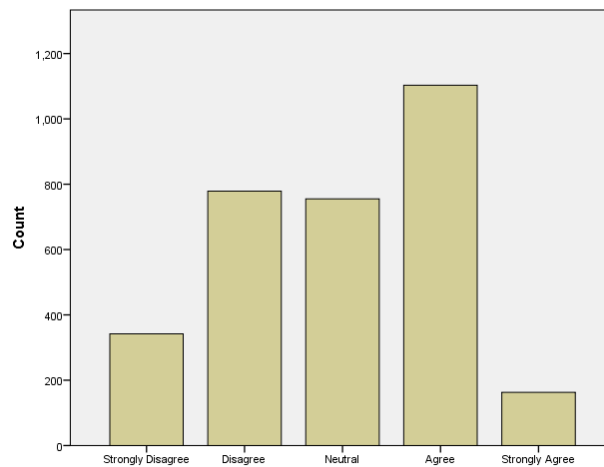
December 2013		Teachers in my school/district are trusted to make sound professional decisions about instruction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	35.9%	36.1%	9.4%	15.4%	3.1%
	Middle School	30.6%	36.4%	10.9%	17.2%	4.9%
	High School	33.4%	31.3%	12.6%	19.8%	2.8%
	Multiple Levels	25.7%	32.9%	20.0%	20.0%	1.4%
	Total	34.1%	34.8%	10.8%	17.0%	3.3%

April 2015		Teachers in my school/district are trusted to make sound professional decisions about instruction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	10.1%	24.7%	18.5%	40.5%	6.2%
	Middle School	8.4%	24.5%	19.1%	41.6%	6.4%
	High School	10.5%	23.8%	19.3%	39.8%	6.6%
	Multiple Levels	7.1%	21.4%	17.9%	46.4%	7.1%
	Total	9.8%	24.4%	18.8%	40.6%	6.3%

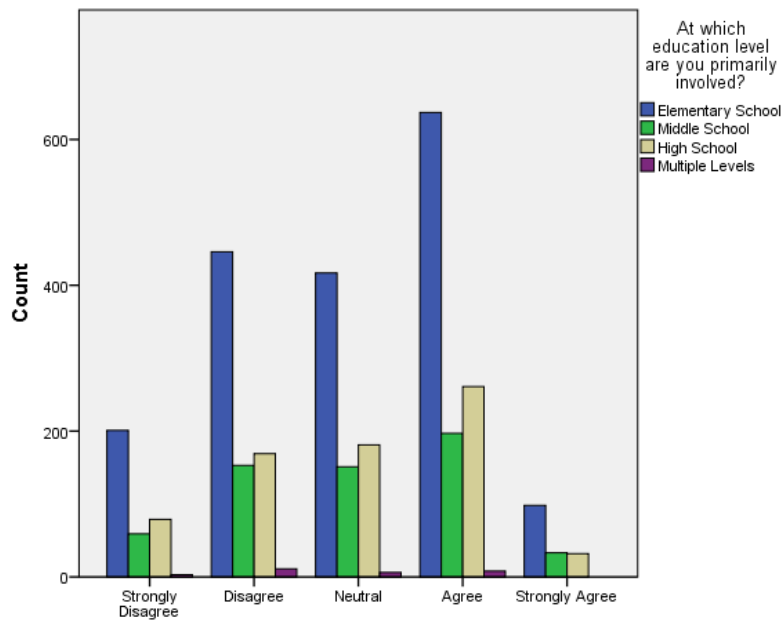
Change from December 2013 to April 2015		Teachers in my school/district are trusted to make sound professional decisions about instruction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-25.8%	-11.4%	9.2%	25.1%	3.0%
	Middle School	-22.3%	-11.9%	8.3%	24.4%	1.5%
	High School	-22.9%	-7.5%	6.6%	20.0%	3.9%
	Multiple Levels	-18.6%	-11.4%	-2.1%	26.4%	5.7%
	Total	-24.3%	-10.4%	8.1%	23.6%	3.0%

Question 6

		Teachers in my school/district are recognized as educational experts.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	11.2%	24.8%	23.2%	35.4%	5.4%
	Middle School	9.9%	25.8%	25.5%	33.2%	5.6%
	High School	10.9%	23.4%	25.1%	36.1%	4.4%
	Multiple Levels	10.7%	39.3%	21.4%	28.6%	0.0%
	Total	10.9%	24.8%	24.0%	35.1%	5.2%



Teachers in my school/district are recognized as educational experts.



Teachers in my school/district are recognized as educational experts.

Question 6 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

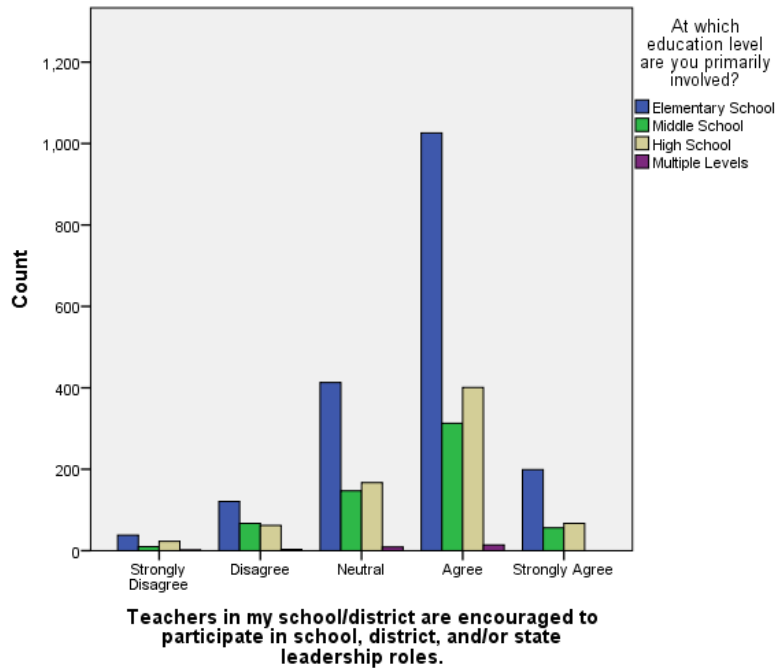
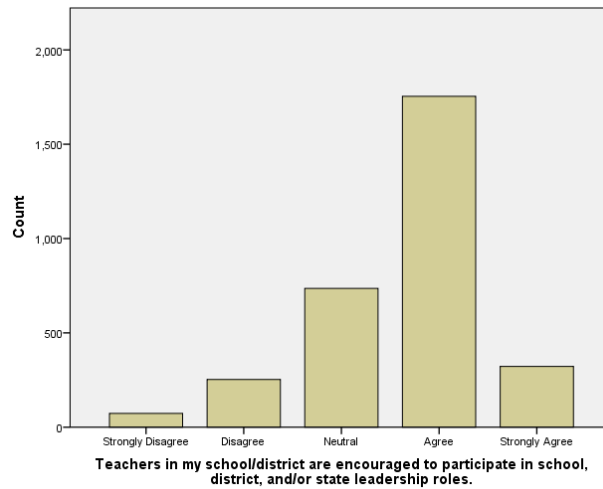
December 2013		Teachers in my school/district are recognized as educational experts.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	36.9%	35.5%	12.3%	13.5%	1.8%
	Middle School	33.0%	33.2%	17.2%	14.4%	2.1%
	High School	34.0%	31.4%	16.7%	15.5%	2.5%
	Multiple Levels	22.9%	40.0%	20.0%	17.1%	0.0%
	Total	35.2%	34.1%	14.5%	14.3%	2.0%

April 2015		Teachers in my school/district are recognized as educational experts.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	11.2%	24.8%	23.2%	35.4%	5.4%
	Middle School	9.9%	25.8%	25.5%	33.2%	5.6%
	High School	10.9%	23.4%	25.1%	36.1%	4.4%
	Multiple Levels	10.7%	39.3%	21.4%	28.6%	0.0%
	Total	10.9%	24.8%	24.0%	35.1%	5.2%

Change from December 2013 to April 2015		Teachers in my school/district are recognized as educational experts.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-25.8%	-10.7%	10.9%	21.9%	3.6%
	Middle School	-23.1%	-7.4%	8.2%	18.8%	3.5%
	High School	-23.0%	-8.0%	8.4%	20.7%	1.9%
	Multiple Levels	-12.1%	-0.7%	1.4%	11.4%	0.0%
	Total	-24.3%	-9.3%	9.5%	20.8%	3.2%

Question 7

		Teachers in my school/district are encouraged to participate in school, district, and/or state leadership roles.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	2.1%	6.7%	23.0%	57.1%	11.1%
	Middle School	1.7%	11.3%	24.8%	52.8%	9.4%
	High School	3.2%	8.6%	23.2%	55.7%	9.3%
	Multiple Levels	7.1%	10.7%	32.1%	50.0%	0.0%
	Total	2.3%	8.1%	23.5%	55.9%	10.3%



Question 7 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

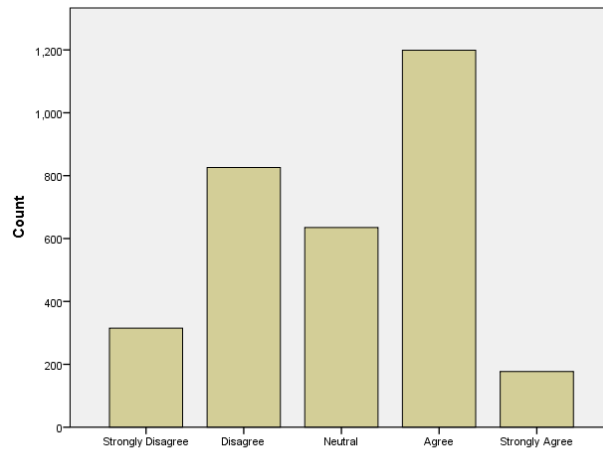
December 2013		Teachers in my school/district are encouraged to participate in school, district, and/or state leadership roles.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	8.3%	16.6%	31.3%	40.3%	3.5%
	Middle School	10.7%	18.1%	30.3%	35.9%	4.9%
	High School	13.0%	16.7%	30.5%	35.0%	4.8%
	Multiple Levels	5.7%	20.0%	20.0%	48.6%	5.7%
	Total	9.9%	17.0%	30.7%	38.3%	4.2%

April 2015		Teachers in my school/district are encouraged to participate in school, district, and/or state leadership roles.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	2.1%	6.7%	23.0%	57.1%	11.1%
	Middle School	1.7%	11.3%	24.8%	52.8%	9.4%
	High School	3.2%	8.6%	23.2%	55.7%	9.3%
	Multiple Levels	7.1%	10.7%	32.1%	50.0%	0.0%
	Total	2.3%	8.1%	23.5%	55.9%	10.3%

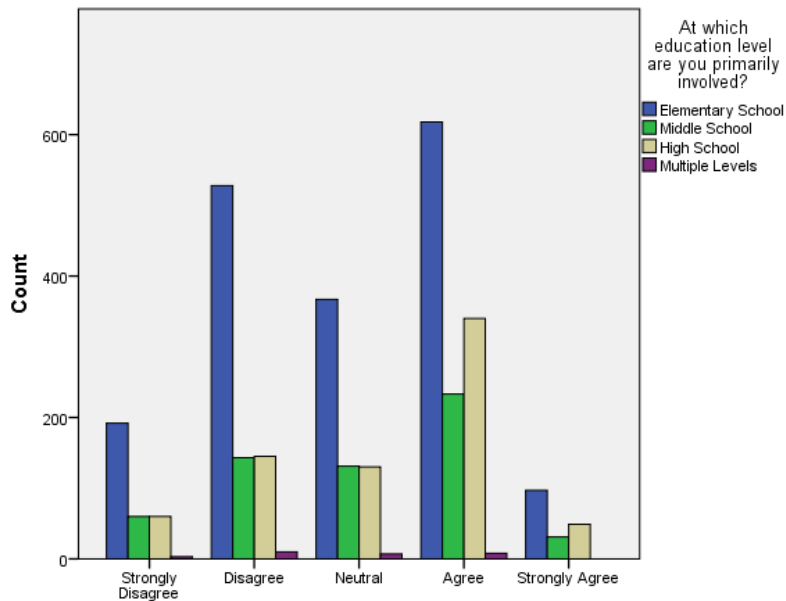
Change from December 2013 to April 2015		Teachers in my school/district are encouraged to participate in school, district, and/or state leadership roles.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-6.1%	-9.9%	-8.3%	16.8%	7.6%
	Middle School	-9.1%	-6.8%	-5.5%	16.9%	4.5%
	High School	-9.8%	-8.1%	-7.3%	20.7%	4.5%
	Multiple Levels	1.4%	-9.3%	12.1%	1.4%	-5.7%
	Total	-7.6%	-8.9%	-7.2%	17.6%	6.1%

Question 8

		Teachers in my school/district have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy).				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	10.7%	29.3%	20.4%	34.3%	5.4%
	Middle School	10.0%	23.9%	21.9%	39.0%	5.2%
	High School	8.3%	20.0%	18.0%	47.0%	6.8%
	Multiple Levels	10.7%	35.7%	25.0%	28.6%	0.0%
	Total	10.0%	26.2%	20.1%	38.0%	5.6%



Teachers in my school/district have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy).



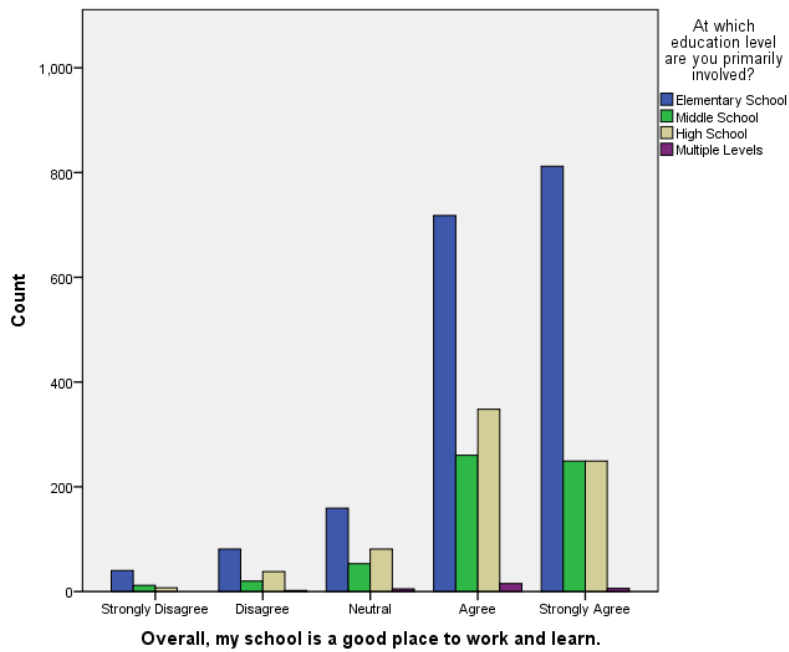
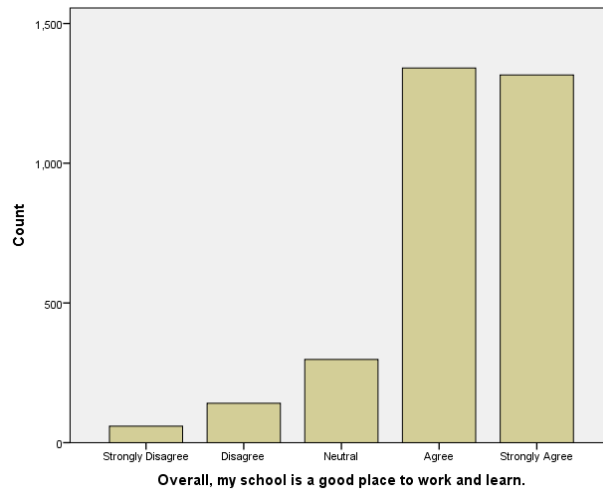
Teachers in my school/district have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy).

Question 8 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

December 2013		Teachers in my school/district have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy).				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	37.9%	39.0%	10.5%	11.0%	1.6%
	Middle School	29.1%	35.1%	14.8%	18.0%	3.0%
	High School	26.9%	32.9%	16.2%	22.2%	1.8%
	Multiple Levels	40.0%	24.3%	21.4%	12.9%	1.4%
	Total	33.5%	36.3%	13.0%	15.3%	1.9%
April 2015		Teachers in my school/district have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy).				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	10.7%	29.3%	20.4%	34.3%	5.4%
	Middle School	10.0%	23.9%	21.9%	39.0%	5.2%
	High School	8.3%	20.0%	18.0%	47.0%	6.8%
	Multiple Levels	10.7%	35.7%	25.0%	28.6%	0.0%
	Total	10.0%	26.2%	20.1%	38.0%	5.6%
Change from December 2013 to April 2015		Teachers in my school/district have autonomy to make decisions about instructional delivery (i.e. pacing, materials and pedagogy).				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-27.3%	-9.7%	9.8%	23.3%	3.8%
	Middle School	-19.1%	-11.2%	7.1%	21.0%	2.2%
	High School	-18.6%	-12.9%	1.8%	24.8%	5.0%
	Multiple Levels	-29.3%	11.4%	3.6%	15.7%	-1.4%
	Total	-23.5%	-10.1%	7.1%	22.8%	3.7%

Question 9

		Overall, my school is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	2.2%	4.5%	8.8%	39.7%	44.9%
	Middle School	2.0%	3.4%	8.9%	43.8%	41.9%
	High School	1.0%	5.3%	11.2%	48.1%	34.4%
	Multiple Levels	0.0%	7.1%	17.9%	53.6%	21.4%
	Total	1.9%	4.5%	9.4%	42.5%	41.7%



Question 9 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

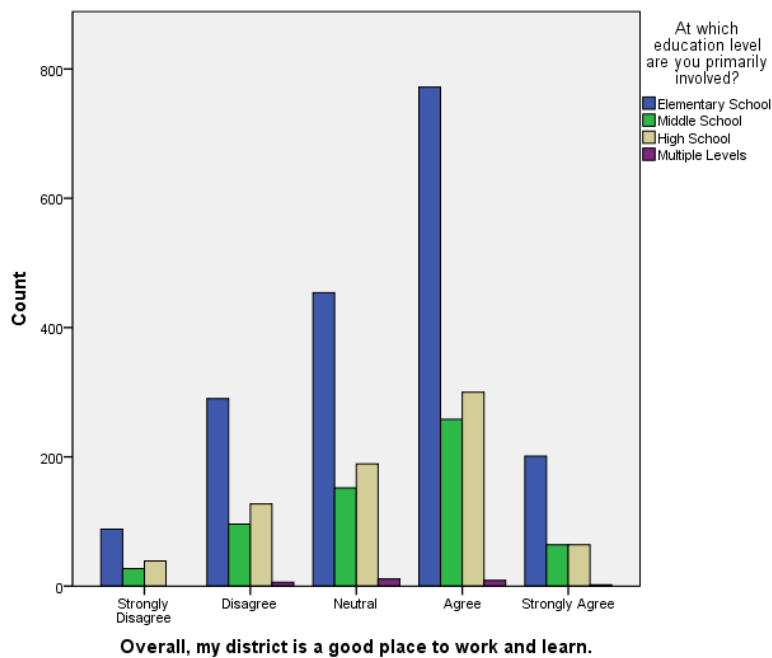
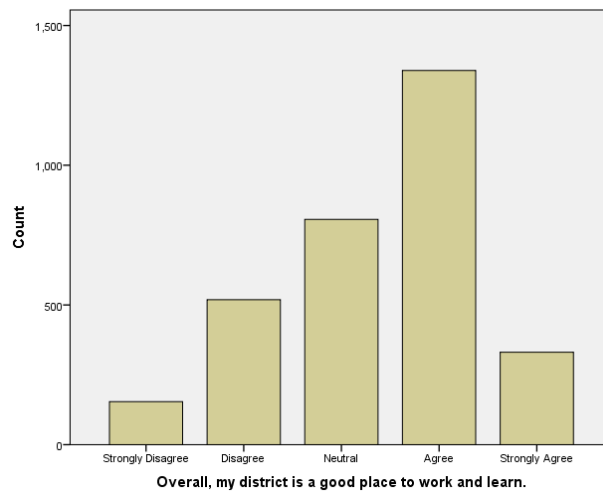
December 2013		Overall, my school is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	3.2%	8.7%	10.4%	46.1%	31.6%
	Middle School	3.5%	9.1%	12.4%	43.9%	31.2%
	High School	3.2%	5.5%	12.1%	45.7%	33.5%
	Multiple Levels	0.0%	4.3%	10.0%	58.6%	27.1%
	Total	3.2%	7.8%	11.2%	45.9%	32.0%

April 2015		Overall, my school is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	2.2%	4.5%	8.8%	39.7%	44.9%
	Middle School	2.0%	3.4%	8.9%	43.8%	41.9%
	High School	1.0%	5.3%	11.2%	48.1%	34.4%
	Multiple Levels	0.0%	7.1%	17.9%	53.6%	21.4%
	Total	1.9%	4.5%	9.4%	42.5%	41.7%

Change from December 2013 to April 2015		Overall, my school is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-1.0%	-4.2%	-1.6%	-6.4%	13.2%
	Middle School	-1.5%	-5.7%	-3.4%	-0.1%	10.7%
	High School	-2.3%	-0.2%	-0.9%	2.4%	1.0%
	Multiple Levels	0.0%	2.9%	7.9%	-5.0%	-5.7%
	Total	-1.3%	-3.3%	-1.8%	-3.4%	9.8%

Question 10

		Overall, my district is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	4.9%	16.1%	25.2%	42.8%	11.1%
	Middle School	4.5%	16.1%	25.5%	43.2%	10.7%
	High School	5.4%	17.7%	26.3%	41.7%	8.9%
	Multiple Levels	0.0%	21.4%	39.3%	32.1%	7.1%
	Total	4.9%	16.5%	25.6%	42.5%	10.5%



Question 10 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

December 2013		Overall, my district is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	21.1%	29.3%	24.6%	21.6%	3.3%
	Middle School	18.8%	28.8%	22.2%	26.5%	3.7%
	High School	17.3%	28.5%	23.8%	26.4%	3.9%
	Multiple Levels	7.1%	24.3%	22.9%	40.0%	5.7%
	Total	19.4%	28.9%	23.9%	24.2%	3.6%

April 2015		Overall, my district is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	4.9%	16.1%	25.2%	42.8%	11.1%
	Middle School	4.5%	16.1%	25.5%	43.2%	10.7%
	High School	5.4%	17.7%	26.3%	41.7%	8.9%
	Multiple Levels	0.0%	21.4%	39.3%	32.1%	7.1%
	Total	4.9%	16.5%	25.6%	42.5%	10.5%

Change from December 2013 to April 2015		Overall, my district is a good place to work and learn.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-16.3%	-13.3%	0.5%	21.2%	7.9%
	Middle School	-14.3%	-12.7%	3.3%	16.7%	7.1%
	High School	-11.9%	-10.9%	2.5%	15.3%	5.0%
	Multiple Levels	-7.1%	-2.9%	16.4%	-7.9%	1.4%
	Total	-14.5%	-12.4%	1.6%	18.4%	6.9%

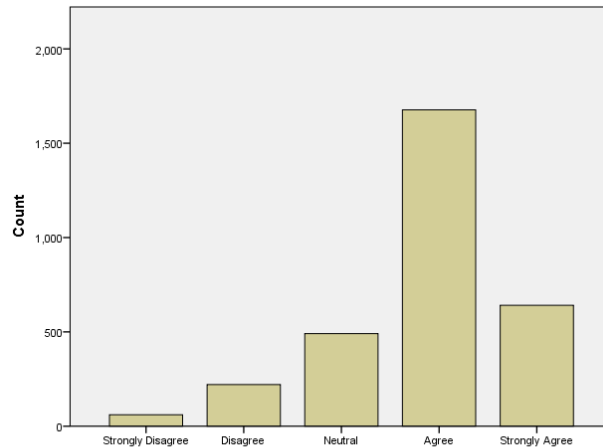
Question 11: The Knox County Schools always seeks ways to maximize our resources to support education. Do you have any suggestions for opportunities for savings or efficiencies in the budget?

Out of the 3171 scanned surveys, 482 (15.2%) left comments. These comments can be found starting on page 33. The percentage of commenters by level can be found in the chart below.

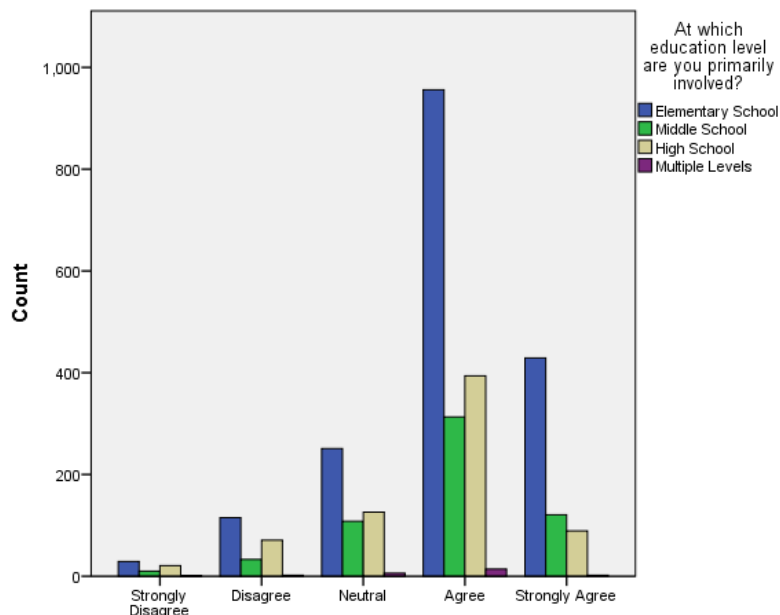
Level for #11	Number of Commenters	Total Number	Percent of commenters
Elementary	280	1816	15.4%
Middle	104	598	17.4%
Multiple	3	29	10.3%
High	95	728	13.0%
Grand	482	3171	15.2%

Question 12

		I use information and data from standardized assessments to inform my instruction.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	1.6%	6.5%	14.1%	53.7%	24.1%
	Middle School	1.7%	5.6%	18.5%	53.5%	20.7%
	High School	3.0%	10.1%	18.0%	56.2%	12.7%
	Multiple Levels	4.0%	8.0%	24.0%	56.0%	8.0%
	Total	2.0%	7.1%	15.9%	54.3%	20.7%



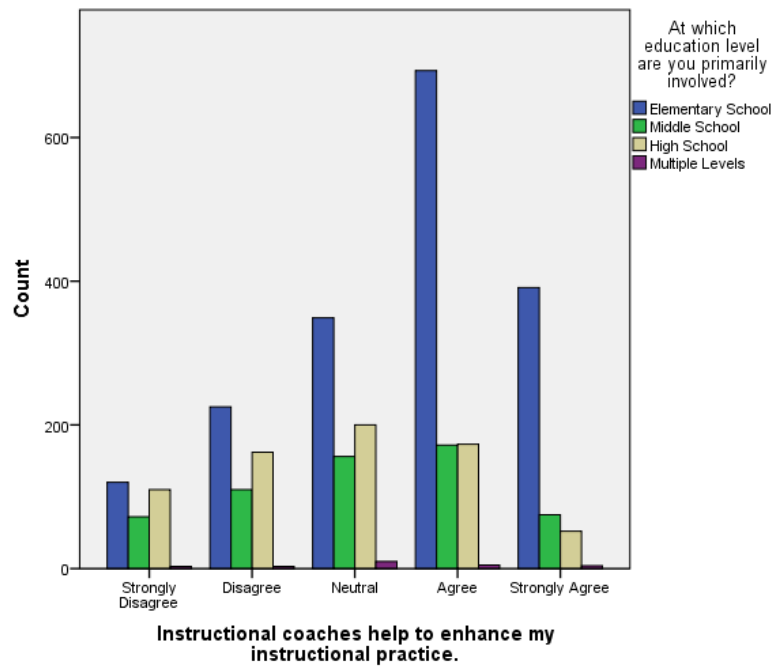
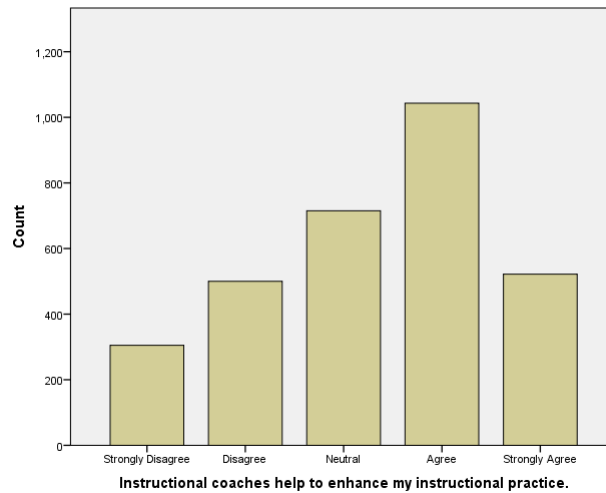
I use information and data from standardized assessments to inform my instruction.



I use information and data from standardized assessments to inform my instruction.

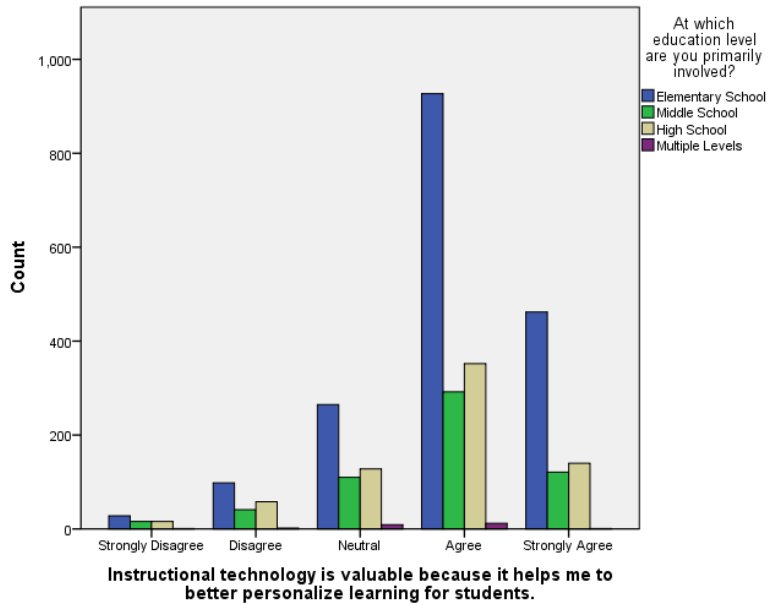
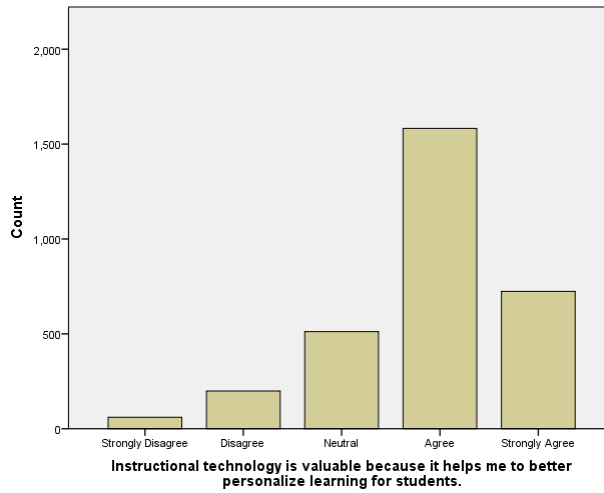
Question 13

		Instructional coaches help to enhance my instructional practice.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	6.7%	12.7%	19.6%	39.0%	22.0%
	Middle School	12.3%	18.8%	26.7%	29.4%	12.8%
	High School	15.8%	23.2%	28.7%	24.8%	7.5%
	Multiple Levels	12.0%	12.0%	40.0%	20.0%	16.0%
	Total	9.9%	16.2%	23.2%	33.8%	16.9%



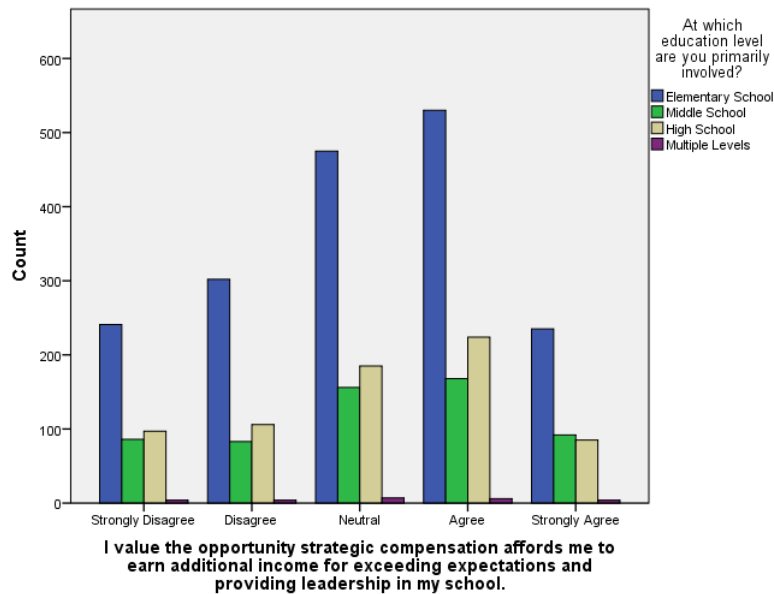
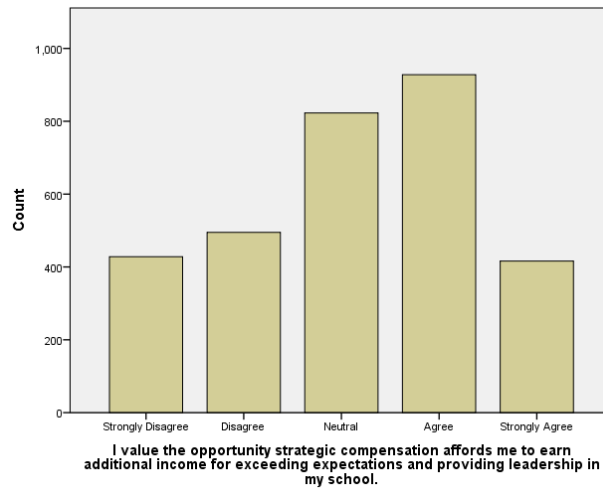
Question 14

		Instructional technology is valuable because it helps me to better personalize learning for students.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	1.6%	5.5%	14.9%	52.1%	26.0%
	Middle School	2.8%	7.1%	19.0%	50.3%	20.9%
	High School	2.3%	8.4%	18.4%	50.7%	20.2%
	Multiple Levels	4.0%	8.0%	36.0%	48.0%	4.0%
	Total	2.0%	6.5%	16.6%	51.4%	23.5%



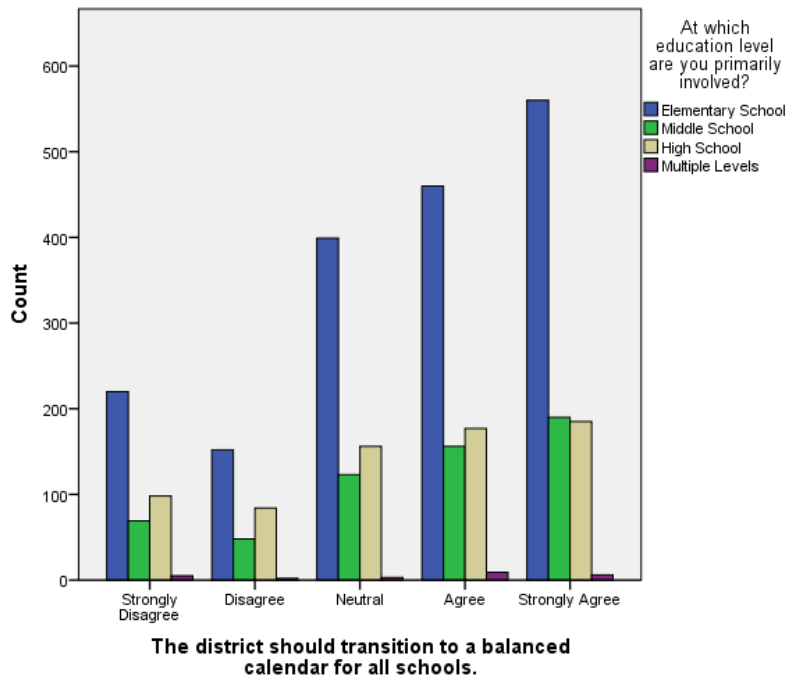
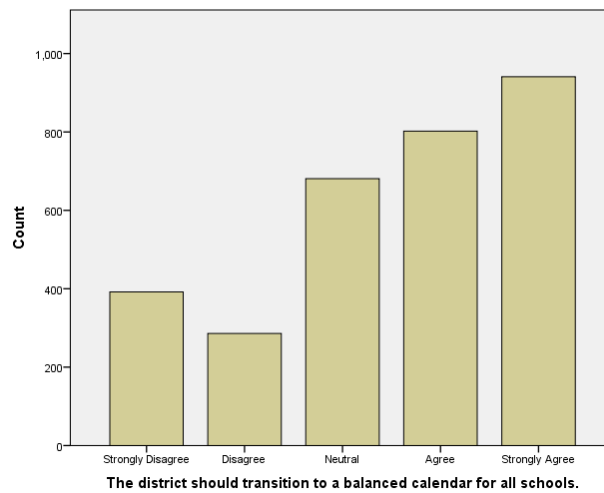
Question 15

		I value the opportunity strategic compensation affords me to earn additional income for exceeding expectations and providing leadership in my school.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	13.5%	16.9%	26.6%	29.7%	13.2%
	Middle School	14.7%	14.2%	26.7%	28.7%	15.7%
	High School	13.9%	15.2%	26.5%	32.1%	12.2%
	Multiple Levels	16.0%	16.0%	28.0%	24.0%	16.0%
	Total	13.9%	16.0%	26.6%	30.0%	13.5%



Question 16: A balanced calendar would redistribute the existing 200-day teacher contract throughout the year, with 2 or 3 weeks breaks (which could be used for additional intervention and/or enrichment between 9-week marking periods), and a 6 to 8 week summer break.

		The district should transition to a balanced calendar for all schools.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	12.3%	8.5%	22.3%	25.7%	31.3%
	Middle School	11.8%	8.2%	21.0%	26.6%	32.4%
	High School	14.0%	12.0%	22.3%	25.3%	26.4%
	Multiple Levels	20.0%	8.0%	12.0%	36.0%	24.0%
	Total	12.6%	9.2%	22.0%	25.9%	30.3%



Question 16 was a question in common with the December 2013 teacher survey. Here is a comparison of the results:

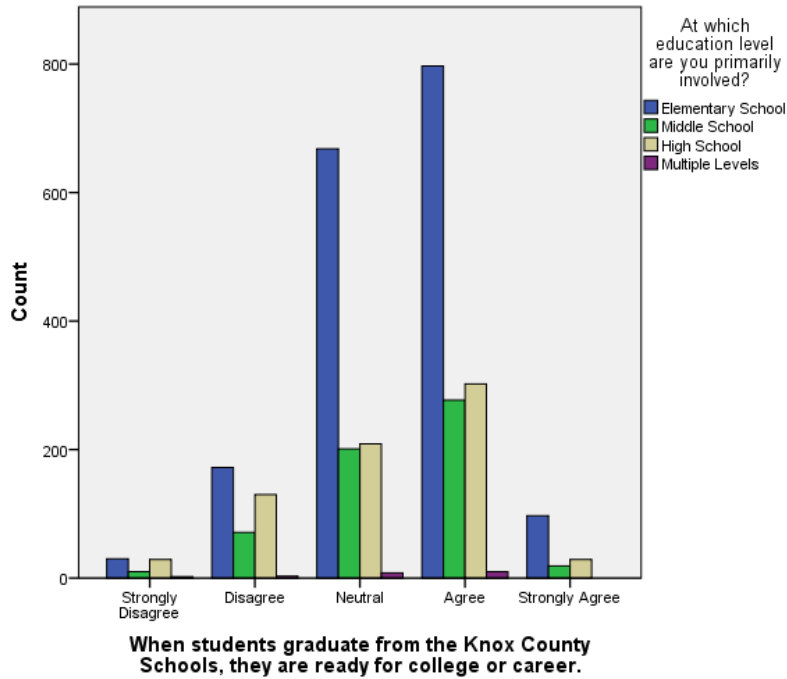
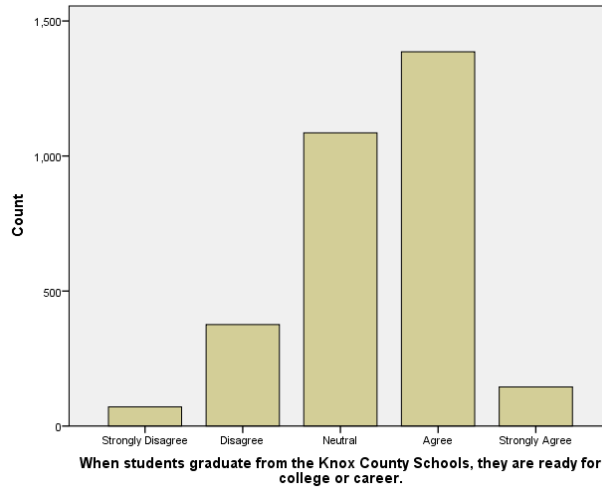
December 2013		I think the district should transition to a balanced calendar for all schools.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	16.7%	11.0%	15.1%	27.8%	29.5%
	Middle School	16.8%	9.0%	18.0%	27.6%	28.6%
	High School	21.1%	14.1%	13.9%	24.2%	26.8%
	Multiple Levels	15.5%	12.7%	11.3%	28.2%	32.4%
	Total	17.9%	11.5%	15.2%	26.7%	28.7%

April 2015		The district should transition to a balanced calendar for all schools.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	12.3%	8.5%	22.3%	25.7%	31.3%
	Middle School	11.8%	8.2%	21.0%	26.6%	32.4%
	High School	14.0%	12.0%	22.3%	25.3%	26.4%
	Multiple Levels	20.0%	8.0%	12.0%	36.0%	24.0%
	Total	12.6%	9.2%	22.0%	25.9%	30.3%

Change from December 2013 to April 2015		The district should transition to a balanced calendar for all schools.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	-4.4%	-2.5%	7.2%	-2.1%	1.8%
	Middle School	-5.0%	-0.8%	3.0%	-0.9%	3.8%
	High School	-7.1%	-2.1%	8.4%	1.1%	-0.4%
	Multiple Levels	4.5%	-4.7%	0.7%	7.8%	-8.4%
	Total	-5.3%	-2.3%	6.8%	-0.9%	1.7%

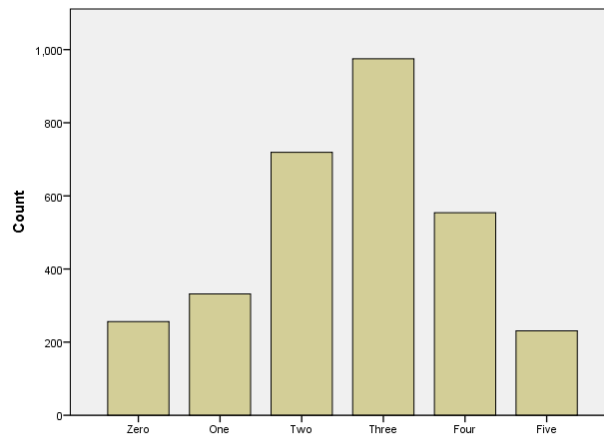
Question 17

		When students graduate from the Knox County Schools, they are ready for college or career.				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	1.7%	9.8%	37.9%	45.2%	5.5%
	Middle School	1.7%	12.3%	34.8%	47.9%	3.3%
	High School	4.1%	18.6%	29.9%	43.2%	4.1%
	Multiple Levels	8.7%	13.0%	34.8%	43.5%	0.0%
	Total	2.3%	12.3%	35.4%	45.2%	4.7%

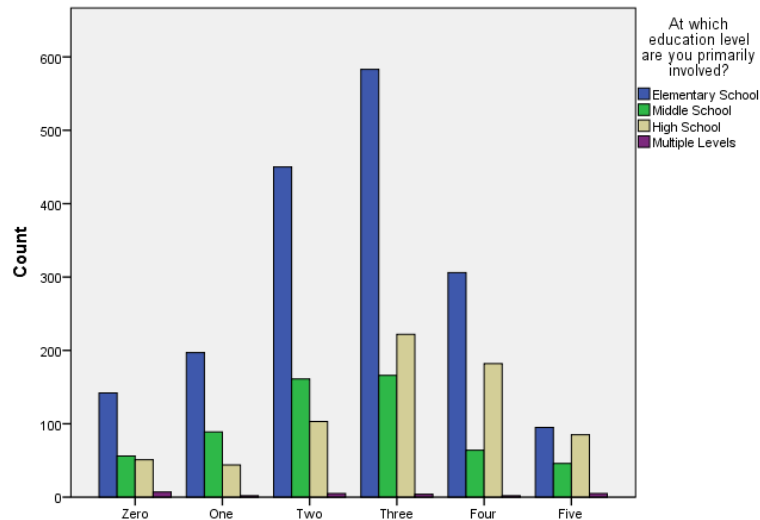


Question 18

		In a typical five day week, how many of those days do you get individual planning time that is not already committed to school or district responsibilities?					
		Zero	One	Two	Three	Four	Five
		Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	8.0%	11.1%	25.4%	32.9%	17.3%	5.4%
	Middle School	9.6%	15.3%	27.7%	28.5%	11.0%	7.9%
	High School	7.4%	6.4%	15.0%	32.3%	26.5%	12.4%
	Multiple Levels	28.0%	8.0%	20.0%	16.0%	8.0%	20.0%
	Total	8.3%	10.8%	23.4%	31.8%	18.1%	7.5%



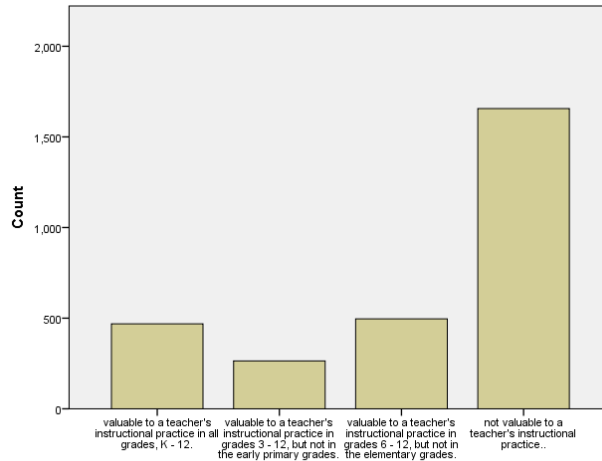
In a typical five day week, how many of those days do you get individual planning time that is not already committed to school or district responsibilities?



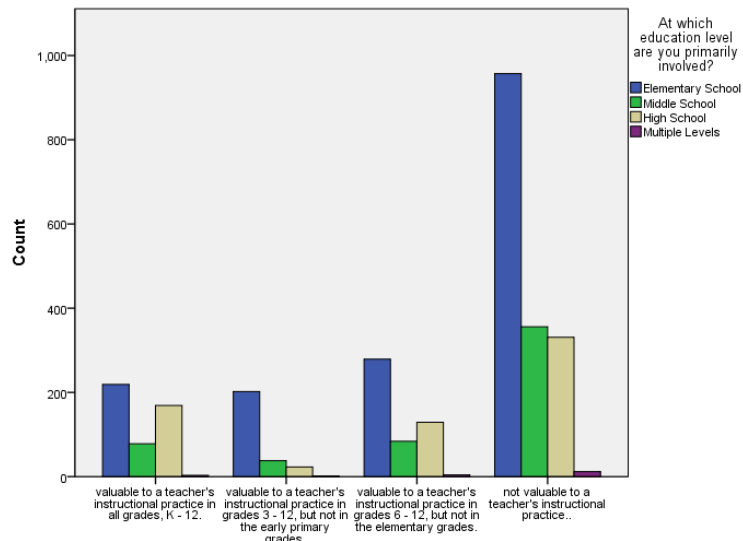
In a typical five day week, how many of those days do you get individual planning time that is not already committed to school or district responsibilities?

Question 19: Considering student perception data – such as that collected via the Tripod or Panorama survey – as developmental feedback only and not for teacher evaluation, please complete the statement that most closely describes your viewpoint:

		Student perception data provides student feedback that is . . .			
		valuable to a teacher's instructional practice in all grades, K - 12.	valuable to a teacher's instructional practice in grades 3 - 12, but not in the early primary grades.	valuable to a teacher's instructional practice in grades 6 - 12, but not in the elementary grades.	not valuable to a teacher's instructional practice..
		Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	13.2%	12.2%	16.8%	57.8%
	Middle School	14.0%	6.8%	15.1%	64.0%
	High School	25.9%	3.5%	19.8%	50.8%
	Multiple Levels	15.0%	5.0%	20.0%	60.0%
	Total	16.3%	9.2%	17.2%	57.4%



Student perception data provides student feedback that is . . .



Student perception data provides student feedback that is . . .

Question 19 was a question in common with the December 2013 teacher survey. The questions were not stated exactly the same, but were very similar. Here is a comparison of the results:

December 2013		Considering student perception data as developmental feedback only and not for teacher evaluation, please choose the statement that most closely describes your viewpoint:			
		Valuable in all grades	Valuable only in grades 3 to 12	Valuable only in grades 6 to 12	Not valuable
		Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	2.1%	11.6%	17.5%	68.8%
	Middle School	5.0%	6.1%	15.6%	73.3%
	High School	7.4%	5.6%	21.4%	65.6%
	Multiple Levels	7.6%	19.7%	19.7%	53.0%
	Total	4.1%	9.2%	18.3%	68.4%

April 2015		Student perception data provides student feedback that is ...			
		valuable to a teacher's instructional practice in all grades, K - 12.	valuable to a teacher's instructional practice in grades 3 - 12, but not in the early primary grades.	valuable to a teacher's instructional practice in grades 6 - 12, but not in the elementary grades.	not valuable to a teacher's instructional practice..
		Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	13.2%	12.2%	16.8%	57.8%
	Middle School	14.0%	6.8%	15.1%	64.0%
	High School	25.9%	3.5%	19.8%	50.8%
	Multiple Levels	15.0%	5.0%	20.0%	60.0%
	Total	16.3%	9.2%	17.2%	57.4%

Change from December 2013 to April 2015		Student perception data provides student feedback that is ...			
		valuable to a teacher's instructional practice in all grades, K - 12.	valuable to a teacher's instructional practice in grades 3 - 12, but not in the early primary grades.	valuable to a teacher's instructional practice in grades 6 - 12, but not in the elementary grades.	not valuable to a teacher's instructional practice..
		Row N %	Row N %	Row N %	Row N %
At which education level are you primarily involved?	Elementary School	11.1%	0.6%	-0.7%	-11.1%
	Middle School	9.0%	0.7%	-0.5%	-9.3%
	High School	18.5%	-2.1%	-1.6%	-14.8%
	Multiple Levels	7.4%	-14.7%	0.3%	7.0%
	Total	12.1%	0.0%	-1.1%	-11.0%

Question 20: Please use this space to provide any comments.

Out of the 3171 scanned surveys, 666 (21.0%) left comments. These comments can be found starting on page 55. The percentage of commenters by level can be found in the chart below.

Level for #20	Number of Commenters	Total Number	Percent of commenters
Elementary	381	1816	21.0%
Middle	120	598	20.1%
Multiple	4	29	13.8%
High	161	728	22.1%
Grand Total	666	3171	21.0%

Comments #11

Level	Comments #11
Elementary	#13 - Math coach supports very well -- ELA does not provide much beneficial support
Elementary	#16 - which balanced calendar? I prefer the 2 week breaks and 8 week summer if I had to choose one. #13 - math coach is very beneficial
Elementary	#5 is misleading - I feel I am trusted to make decisions at my school but not at the district level. #6 I am recognized as an expert at the school level but don't feel recognized at the district level.
Elementary	#9 - Teacher wise (yes) #16 - It depends on which balanced calendar -- (with the 8 week summer) #13 - Math coach is helpful
Elementary	#9 I would like to be more respected as a professional.
Elementary	* Increase teacher salaries!
Elementary	1) We don't need elementary school coaches. 2) Central Office too top heavy. 3) Superintendent salary too high.
Elementary	4 day school week with extended hours - 7:45-4:45. Saves on transportation costs, substitutes, utilities, food service, etc
Elementary	5 & 6 I strongly believe this about my school. 8 I agree with this for my school.
Elementary	9-2 balanced calendar
Elementary	A strong commitment to increasing teachers' pay - a plan that does not make increases a supplemental part of the budget, but a key part of the budget. I think the districts policies are improving.
Elementary	Air at Sarah Simpson is ALWAYS on and freezing.
Elementary	ALL teachers should get the 4% raise and none of it should be used for Apex!! This is not fair to the teachers who do not have a leadership role due to not enough roles.
Elementary	Allocating monies to para professionals and support services rather than strategic compensation would impact more stakeholders. Teachers and students who are provided with adequate support perform exponentially better than those without. More special ed, school psychologists, counselors, interventionists
Elementary	Allow time for teachers to become familiar with a program before changing. Order enough supplies.
Elementary	Allow us to turn off the AC unit. It blows all the time and is cold. Don't fund unnecessary coaches. If coaches are not actively working with teachers, they should not be here. WASTE OF MONEY.
Elementary	Are all positions downtown necessary? That money should be for more teachers & assistants. If I had fewer kids or another body in my room, I could do so much more!
Elementary	As I am SpEd & a department of 1, I collaborate extensively rather than doing PLCs. This is very effective. I do participate in TPEG but it doesn't help for TPEG.
Elementary	Automatic water shut offs at sinks, because every time I walk past the restroom sinks, at least one is dripping/left running
Elementary	Ax directors and "Executive Directors"
Elementary	Balanced calendar is more expensive and does not target your problem/low achieving population. Teacher salaries are too low/teacher:student ratio is too high. Coaches salaries do not directly impact students. Less coaches more aids
Elementary	Begin school later in August and go <u>later</u> in June. Energy costs should be reduced significantly.

Comments #11

Level	Comments #11
Elementary	Being a transfer teacher from another state, I am struck by the number of TA's used for copying, laminating and/or running errands. I am dumbfounded as to why TA's would be hired to run errands instead of provide support in Title I classrooms where there are more than 20 kindergartners per one teacher.
Elementary	Better heating/cooling. Sometimes too cold in summer and too hot in winter.
Elementary	Build onto existing overcrowded schools when possible, as opposed to building a new school.
Elementary	Change calenar year to avoid <u>August</u> heat Save on energy bill.
Elementary	Change evaluation system to 10-10 minute evals. Stop requiring computer based test.
Elementary	Change teacher compensation to salary scale, remove Apex. It is not given consistently
Elementary	Coaches do not <u>coach</u> . <u>Cut</u> these positions and add assistants to work with students.
Elementary	Coaches not needed - Don't help with instructional practices - mostly clerical work. (GT is exception - they work with kids)
Elementary	Coaches tell us what we should do but provide little resources - they'd be better used as teachers back in classrooms.
Elementary	Coaching positions in elementary schools are not needed.
Elementary	Compared to other large school districts we have too many people working "downtown". We need more people in the schools working with the students. Travel expenses for a superintendent should be submitted and reimbursed This is required for other employees. He should not get a set amount or have a car provided. This is a gross use of funds.
Elementary	Computer use (1 to 1 technology) in my grade level has significantly reduced our use of paper. Also, not using programs like moving with math or spires would reduce spending.
Elementary	Continue with the same math & reading series for several years. Keep Envisions and Reading Street!
Elementary	Curtail/elminiate out-of-state & out-of-county trips for admin. & coaches (Taiwan, etc.)
Elementary	Cut all downtown employees pay -- starting at the top.
Elementary	Cut back the coaching positions. They are, for the most part, useless. RTI2 positions are also a waste. I am capable of looking at a graph to see if my students score went up or down without it being read to me.
Elementary	Cut extra administration and instructional support to provide resources, like more teachers that students and schools actually need.
Elementary	Cut Family Engagement and Family Services Depts. Replace coaches with 2 TAs and give TAs a small raise with the savings.
Elementary	Cut jobs in AJ Building - to many chiefs
Elementary	Cut out some of the coaching positions.
Elementary	Cut positions/pay at Central Office!
Elementary	Cut Reading & Numeracy Coaches - put back into class - lower class sizes! Cut positions at Central Office - it is not lean! There are pages of 100K + positions that duplicate jobs! Starting with superintendent.
Elementary	Cut salaries at the top! (administration)
Elementary	Cut SuperIntendent's expense account and pay. Teachers do not get free lunches or gas. We don't even get the supplies needed to attempt the "rigorous" goals and curriculum. Technology for students is not updated. Most computers won't run Pearson E-Tools.

Comments #11

Level	Comments #11
Elementary	Cut superintendents pay such as gas card, lunch account, entourage. Cut his spending and give to the people who count, the <u>teachers</u> , <u>schools</u> , and <u>student technology</u> . Cut principal pay -- they don't do as much as teachers. Teachers want what principals and the superintendent are getting. BE FAIR AND REAL.
Elementary	Cut the huge salaries in admin and the AJ building and pay teachers what they are worth. School & district needs to be differentiated. My school is great - district needs huge improvement
Elementary	Cut the PR for McIntyre out of the budget! Also, cut his car allowance! I drive 25 miles one way every day and I don't get a car/gas mileage allowance!!
Elementary	Cut unnecessary position at the district level. Quit spending money on new textbooks at the elementary level that don't cover what we need to teach.
Elementary	Cut unnecessary positions, i.e., GT coach, Broad Academy, and hire more classroom teachers. We <u>do not</u> need new math textbooks.
Elementary	cut upper administrative positions, such as those funded by Broad Academy. Cut instructional coaches and replace with administrative assistants to be shared by principals. Do not adopt new math textbooks.
Elementary	Cutting the evaluations for teachers that get a 3 or higher. If you teach a certain class you should be evaluated by someone who has taught your subject.
Elementary	Data and money driven district
Elementary	Departmentalization at the elementary level 4/5 would save \$ on books! (one for every 2 students w/online edition for home use)
Elementary	Departmentalize and provide online textbooks for homework. Allow one copy in classroom for instructional use.
Elementary	Digital textbooks
Elementary	Discontinue the use of redundant programs
Elementary	District wide fundraisers for lower income schools whose parents cannot afford to donate during school fundraisers.
Elementary	Do away with BROAD Center Grants requiring matching funds. Reduce Central Office administrative positions. Stop paying outside groups to evaluate and make recommendations. The moneys could be better used paying teachers.
Elementary	Do CORI reports to background check volunteers instead of buying 50 cameras per school. That money could have gone to actually education our students instead of watching them in the hallway.
Elementary	Do not adopt a new math series any time soon.
Elementary	Do not allow Boys & Girls Clubb to use our facilities. It is a waste of electricity and destructive to our classrooms and buildings. It is not a productive or useful program.
Elementary	Do not do APEX
Elementary	Do not need Envision large black workbooks (class sets), Do not need small black workbooks (class sets), Stop all the inservice/prof. dev. and let me work in my room and with teachers in my grade level at my school.
Elementary	Do not run buses on half days of school. Attendance is usually not taken any way on these days and many students lay out of school.
Elementary	Do not spend money on math textbooks this year. If standards change based on proposed legislation, it will be a waste. We need more teacher assistants in elementary schools.
Elementary	Do not spend money on new textbook series that have only been used for a few years.

Comments #11

Level	Comments #11
Elementary	Do not spend more monies on a new Math or readind series. We need additional help with working with our Tier groups. Also, do not spend money on county wide inservices that do nothing to help us in our classrooms. We need more people!
Elementary	Don't adopt a new math series. We've only had this one for 3 years and we don't even know if TN is sticking with Common Core
Elementary	Don't buy more textbooks until the dust settles regarding changes in testing/curriculum.
Elementary	Don't waste so much money on the ridiculous envision math work mods!
Elementary	Educational Assistants work hard and are left out!
Elementary	Eliminate funds going to the Broad Academy and any person or products of that organization. Decrease Cr. McIntyre's ridiculous salary. Add teachers and decrease class sizes - this is what's BEST for kids!
Elementary	Eliminate Leadership Academy. Stop purchasing new programs every year.
Elementary	Eliminate unnecessary and unused workbooks - especially in primary schools.
Elementary	Evaluations should be completed by supervisors that are trained in the subject matter in which you teach. (Ex. ESL teachers evaluated by ESL supervisors)
Elementary	Evaluators should not be teachers from the school we work at. Knox County should hire a team to go out and evaluate teachers.
Elementary	<u>Fewer "chiefs," more Indians as the saying goes.</u> Also, I understand that principals put in many hours beyond the "8-hour" day. However, so do asst principal and teachers (especially elementary classroom teachers). If principal's contracts have been increased by 30+ days in the past few years, KCS obviously has the \$ to provide a 4% rather than 3% raise to teachers.
Elementary	<u>Fewer chiefs/more indians as the saying goes!</u>
Elementary	Fewer coaches, get out of Pearson's pockets.
Elementary	Fewer coaches. No APEX. One evaluations per year (lessen TEAM)
Elementary	Fewer instructional coaches and staff in central office. Higher more staff to support teachers i.e.: Taps
Elementary	Fire Jim McIntyre (I can't stress that enough). No more Broad Academy graduates in the Central. Let people who know how education is supposed to work make important decisions about the budget.
Elementary	For high needs schools, attaining additional income is nearly impossible. Particularly for professionals where progress is measured by entire school achievement when some professionals only work with a small percentage across all grade levels where majority of students are special ed.
Elementary	For struggling readers, please hire tutors and fewer coaches. Students need people working with them. It is much more helpful.
Elementary	Fully fund schools and do not start charter schools under the Knox Co. Budget.
Elementary	Get rid of coaches - I still can't figure out what they do.
Elementary	Get rid of coaches! There are too many supervisors. Too much money and time is wasted on testing. I don't need a test to tell me how my students are doing. I work with them everyday.
Elementary	Get rid of coaching positions. The State mandates more and more paperwork. Coaches are utilized to do paperwork instead of helping students! Then, they micromanage teachers!
Elementary	Get rid of <u>RTI!</u> <u>Voyager is Horrible.</u> <u>NO DATA for young children.</u>
Elementary	Get rid of so many "Top Supervisors" and put money in personnel for Intervention at school level.

Comments #11

Level	Comments #11
Elementary	Get rid of so many downtown positions and coaches. Extra teachers/assistants in each school would help students directly.
Elementary	Get rid of Star testing and computerized testing.
Elementary	Get rid of Superintendent McIntyre! He is not in touch with how the schools are really being run. His salary could be used to hire teachers and things to help the students succeed.
Elementary	Get rid of unreachable bonuses - "strategic compensation"
Elementary	Get rid of useless instructional coaches (our Tpack coach knows nothing about technology). Allow teachers to turn off A/C units.
Elementary	Give teachers a way overdue pay raise. Cut out the top heavy positions at central office that aren't needed and trips to China!
Elementary	Given the positive impact community schools have generated, explore the possibility of adding more community schools within the district. Restore one week of fall break to the traditional calendar instead of moving to a year-round school calendar considering how little information is available regarding cost of implementation, effectiveness
Elementary	Go electronic for textbooks (one-to-one).
Elementary	Got this 4-21-15. Our curriculum generalist is a third administrator. Get rid of unnecessary administration and make class sizes smaller so teachers can focus on smaller groups.
Elementary	GT and Academic coaches should be cut/and placed back in a classroom. They do not benefit enough children to justify their salaries. Why have good fences been torn down and replaced?
Elementary	Having math and literacy coaches are very helpful to our staff by supporting the teachers and students w/ the curriculum and strategies to meet the diverse learners.
Elementary	I agree with #16 as long as teachers do not have to spend the the <u>whole</u> break working.
Elementary	I believe there are not enough resources to support education for each child.
Elementary	I do not feel that schools need 1:1 technology.
Elementary	I do not. I know that at my school we (being the staff) actively participate in dec. making concerning funding.
Elementary	I feel I have a voice in my school for input but not in my school district. The wording on #4-8 cannot be answered by me in regards to my school, where I do have a voice. As an educator in this district for 27 years. I feel my voice does not matter at all.
Elementary	I feel we have several "coach" throughout the district where we could have one curriculum coach for each school. Stop giving <u>expensive</u> surveys/tests that have no effect on teaching.
Elementary	I have been provided with many, many teaching tools that I don't need, don't use, and didn't ask for. Yet, when I <u>do</u> need something, funds are hard to find. Allow teachers more choice in how money is spent.
Elementary	I have seen new schools/additions that are given all the same, expensive equipment for each classroom and then not used! (ie each class at H.V. Elem. Was given video cameras. At the end of 2 years, only 3 or 4 had used them.) What a waste of money. Could of bought 2 to keep in office and check out.
Elementary	I sincerely believe there are too many expert teachers and master teachers working on the Tier's while there are constant vacancies not filled. These positions should all be filled before it is determined that Instructional coaches have positions. Open vacancies cause way too many students to suffer.
Elementary	I strongly agree that teacher's deserve a raise from achieving goals and reaching straight A's across the state. Our salary should at least be fair and consistant with other districts within the state.

Comments #11

Level	Comments #11
Elementary	I think strategic compensation based pay needs to be discontinued. ALL teachers work just as hard and now that TEAM is here, it is impossible to not go above and beyond. I taught inner city. My school lacks the same resources my current rural suburban school has. Give ALL kids a fair chance at education.
Elementary	I think teacher raises are way more important than compensation/APEX
Elementary	I think the C.A.R.E. program needs to be revamped and made more progressive than it is. It relies too much on skill and drill and not enough on application. Additionally an <u>enormous</u> amount of paper is wasted each year on the packets that are sent to each school all year long for grades 1-2.
Elementary	I think the money used for instructional coaches could better be used in other ways.
Elementary	I think too much money is spend on "professional development" instead of TA/teacher salaries and money for supplies and school improvements. For example, my school is freezing in the winter and the drinking fountains have brown water, faucets all drip, etc.
Elementary	I would like to spend more time with instructional coach in class rather than PLC's
Elementary	I would suggest to decrease class size for younger students. Also, I would suggest to increase staff support. They are key to a successful environment.
Elementary	If subscription are purchased, they need to be shared with schools along with training to use the. Have just found out about valuable resources that could have been available to my students in previous years, but now the subscription is not being renewed. Feel that a new Reading series could have been put off until next time and a new Science curriculum purchased (in desperate need).
Elementary	If the TAP program is renewed, use the money to grow students and teachers. TAP is not implemented correctly at SMG. Classroom teachers receive little to no support from "Master" teachers and coaches.
Elementary	If you want high quality teachers, increase pay. Don't pay the top <u>so</u> much more.
Elementary	In order to correctly implement the I/E requirements, Knox Co. needs to hire support staff for this area specifically - at least in primary grades. It is not developmentally appropriate to ask kids to work independently for that amount of time (at age 5).
Elementary	Incentive pay is unfair especially for untested subjects.
Elementary	Instructional coaches are a waste of money and resources. We have an assistant, intervention mentor and our instructional coach that monitors intervention. That is a lot of salaries for one program.
Elementary	Instructional Coaches need to decrease. "Master Teachers: are not effective - so perhaps not necessary. Secondary teachers should have 3 sections/classes to teach rather than jobs created for coaches. Administrative position (AJ Bldg.) need to be decreased.
Elementary	Insulate buildings better. Freezing in our hallways during the winter!
Elementary	Invest in pre-school aged children to ensure more children are ready to learn & how to behave in a learning enviroment.
Elementary	It shouldn't be all about money but the children
Elementary	It would be beneficial for classroom teachers if there could be people hired to be intervention teachers for Tier students.
Elementary	It would be nice to have a week at Fall Break without the rest of the balanced calendar.
Elementary	Keep our math series.
Elementary	Keep the tradition school year calendar. Give teachers more freedom to pace instruction to meet students needs.
Elementary	Knox County appears top heavy in Administrative and Supervisory positions.

Comments #11

Level	Comments #11
Elementary	Knox County does not maximize our resources at all.
Elementary	Knox County does not take teacher input to make good decisions about what's developmentally appropriate for students in elementary grades. Inappropriate use of school time with MIST is just one example. In addition, the STAR testing happens too frequently and is not valuable data to gain insight on student growth.
Elementary	Knox County is top heavy. The extra help we do have (coaches) spend their time sifting through data and testing instead of aiding the teachers.
Elementary	Knox County spends too much money buying new text series every 4 years that are found to not fit our new standards. Also, the new series has CD's or web links that can't be read on most computers in our classrooms due to older computers. I know of one CD that is worth \$500.00 each that is not used by most teachers because one/two teachers on that grade level plans that subject. The cost of each textbook series that is purchased should be something that can last longer than 4 years and fit our curriculum. Buying this much is not necessary and the money could be used for other important items.
Elementary	Leadership Academy should recruit those who do not already have leadership degrees, the goal ought to be to grow those with MS or MA to Eds or Edd.
Elementary	Less admin at AJ
Elementary	Less high level administrative central office positions = more \$ for the classroom = smaller class sizes
Elementary	Less high paid supervisors - not academic supervisors - people with vague, new titles
Elementary	Less money on unhelpful basal materials more money on what the students <u>need</u> .
Elementary	Less money spent on teacher evaluation. Fewer coaches and supervisors. Fewer evaluations would free principals to be principals and not evaluators.
Elementary	Less new programs - let us do what works.
Elementary	Less PLCs and unnecessary meetings. The "free" breakfast and lunch isn't really free. Some pays indirectly.
Elementary	Less spending on surveys/research more on People - we need more people in building working with children not more testing, research, outside assessments
Elementary	Less testing, less RTI2, more instructional time, more autonomy to give students what they need.
Elementary	Less use on textbooks for K/1
Elementary	Let teachers have refrigerators and/or microwaves but pay a fee for that privilege.
Elementary	Letting staffing/resource decisions be made at the building level. More site based decision making with PD offered for administrators.
Elementary	Look at effectiveness of paid programs and/or assessments. Are they effective? Can some be eliminated for a better/ less expensive option.
Elementary	Look at the number of supervisors/liaisons/directors. There are so many in my department that it feels redundant, and unnecessary.
Elementary	Lower achieving schools are working our butts off! Our students make gains that do NOT show on standardized testing!
Elementary	Lower the superintendent's salary.
Elementary	Make a push for schools to be more energy efficient. (Lights are on <u>all</u> the time, wasting energy and money.)
Elementary	Make offices and classrooms have automatic lights

Comments #11

Level	Comments #11
Elementary	Many supervisors receive a salary that could fund multiple teacher salaries. These supervisors seem to support the superintendent's agenda, but their impact on student success is minimal at best. Lowering class sizes and increasing teachers' plan time could have a much greater impact.
Elementary	Minimize IT visits by reading <u>and</u> addressing the <u>first</u> ticket/request.
Elementary	Money should not be used to send coaches or administrators on expensive over seas trips or day trips. Money should be invested in teachers.
Elementary	More EA's to provide supervision and support to allow more plan time for teachers, more administrative work days for teachers to work in their rooms, less meetings and trainings.
Elementary	More effective professional development - less system-wide with items many already know about.
Elementary	More equipment, technology, materials, etc. for PreK!
Elementary	More interventionists are needed in schools. It is difficult for the coach to take on RTI2 duties and be an effective instructional coach.
Elementary	More leveled books! Fewer "programs".
Elementary	More monetary incentive for teachers - higher teacher raises.
Elementary	More on teacher's plates, less money to help support our families. I have chosen to work in a field that I love. It has not changed for the better. Find money somewhere to support our teachers!
Elementary	More pay for teachers
Elementary	More teacher input in PLCs. More teacher autonomy in pacing within the school year.
Elementary	More teachers aides in the classroom assisting.
Elementary	More teachers, less coaches, no summer school (unless A/C power and gas for buses!)
Elementary	More teachers, smaller class sizes.
Elementary	More time for planning.
Elementary	Move downtown offices to small building to save on rent.
Elementary	My concern is the fact we are not re-hiring for the choral/vocal supervisor. It would be more efficient to have this filled. Teachers new and veteran need to have this support for our kids.
Elementary	My only comment -- if we are moving towards computer based testing, each school should have the resources to best assess students. It's unfair to score constructed response questions for students with limited typing skills and no typing/computer class.
Elementary	No balanced calendar!
Elementary	No balanced calendar.
Elementary	No money spent on consultants. More teacher raises instead of Apex. Spend money on technology for schools in need.
Elementary	No need to change teaching materials/resources just to satisfy a date that it is usually done. Utilize technology updates instead.
Elementary	No, they don't increase our resources (Knox County). We (teachers) are always having to research to find way to creatively teach our skills.
Elementary	Not adopt a new math series so soon after one was just adopted. Stop creating unnecessary positions at Central Office
Elementary	Not at this time.
Elementary	Not giving grants to the Superintendent that require the school system to "match" those monies.

Comments #11

Level	Comments #11
Elementary	Not to adopt new textbooks at this time. Also, to limit downtown administrative positions that are not effective or supportive to the classroom teacher. I think there is waste in programming and to quick to change. We put 150% into new ideas and programs every year to see them leave.
Elementary	No-we have minimal budgets. I spend 100's each year to enrich my classroom.
Elementary	One way to save with cost would be to make CCRs and IEPs completely digital to save from wasting paper
Elementary	Order some of the materials for all libraries in order to get a volume discount (ex. Computers, reference materials, professional resources for teachers).
Elementary	Our school is efficient with money. District wide it seems like the budget is working well. We could always use more money to smaller schools.
Elementary	Outsource Maintenance or restructure so that 4 teams do not travel to the same school in a day for different reasons.
Elementary	Pay the Central Office less and hire professional to lead interventions and enrichment for students who need it.
Elementary	Pay the educators more than the people downtown. More education on certain programs before they are purchased.
Elementary	PLCs should be monthly not weekly - our planning time is more important. I would support balanced calendar if I knew Knox Co would not require teachers to attend workshops during the entire 2-3 wk break. Knox County needs to pay their teachers better - <u>We deserve it!</u>
Elementary	Please choose a more users-friendly grading, PD and a better way to keep our information! The systems we are using now are toooo confusing! ERO was more user friendly!
Elementary	Please don't buy any new curriculum. If any books need updated it is Science.
Elementary	Print in all garramondt save on ink cartridges.
Elementary	Provide resources used for Sarah Simpson into schools. Use funds to pay for extra teaching for balanced calendar during week off.
Elementary	Put teachers on a paper budget. The amount of copies made in the building are excessive.
Elementary	Putting this as an online survey. For trainings having all documents preloaded on main county page and have participants bring iPads to view.
Elementary	Quit paying for surveys.
Elementary	Quit paying people downtown so much. Quit buying textbooks we don't need. We jump into buying a new series before we know we can use it. Example (Common Core)
Elementary	Recycle, reduce, reuse! There are so many programs that pay to recycle or offer incentives that this is NO EXCUSE for our schools to not be training tomorrow's leaders in how to care for the planet. We should also look to gardens and solar power for self-sufficiency.
Elementary	Reduce administration in Central Office and for those that remain replace upper management. (Top heavy in administration.)
Elementary	Reduce excessive paperwork for RTI folders, letters to parents, reports, and copies required. There is an incredible amount of redundancy that can be fixed.
Elementary	Reduce material money & increase manpower to reach students better.
Elementary	Resources that directly promote teacher's ability to maximize students learning (vs. coaches tracking data @ PLC)

Comments #11

Level	Comments #11
Elementary	Ritchard Mitchell, the vocal music coordinator, retired this year. Instead of hiring a new vocal music coordinator, Knox County made Walter Mencer, instrumental coordinator, the head of both the vocal and instrumental coordinator. Knox County needs a vocal music coordinator. It is too much responsibility for one person. Also, while Walter Mencer is a fabulous instrumental coordinator, he is not a vocalist and will not be as knowledgeable as someone who is.
Elementary	Save on testing. While I agree we need data to use for instruction, it seems to be overdone with all the other assessments we're having to provide. Love STAR!
Elementary	Smaller number of students. Stop spending money for new programs, materials, ex. Pearson, etc.
Elementary	Smaller teacher student ratios. Disconnect between distract
Elementary	Some coaches do <u>much</u> better than others. (help, supplies, support)
Elementary	Spend less on curriculum and coaches and hire more classroom teachers instead
Elementary	Spend money in ways to impact the teaching & education of students. It seems we've spent a lot of funding on new unneeded curriculum, new fencing (our school's was in great shape) and various positions downtown.
Elementary	Spend more \$ on people to help in small group vs. books and series.
Elementary	Spend more money on K-2 so students are provided with more opportunities to build stronger foundations - staffing - aides - interventions.
Elementary	Spend more money on people and less money on books and curriculum.
Elementary	Stop buying text books for lower grades - use digital books.
Elementary	Stop giving bonuses!
Elementary	Stop hiring Broad Academy Fellows and paying for consulting firms that we do not need.
Elementary	Stop hiring Broad Academy grads at 90,000+ salary. The Star testing is an invalid measure of student growth/progress The Intensive Assistance Program is not needed. Instructional Coaches do not help teachers to become better teachers.
Elementary	Stop hiring staff for Central Office to supervise supervisors. It's a waste of money.
Elementary	Stop paying and hiring evaluators. Trust that we are professionals and doing our best <u>every</u> day and <u>every</u> night and <u>every</u> weekend since that is what we do as professionals.
Elementary	Stop pouring money into K-2 for overhead projectors that go bad in 1-4 years. Smart/Active boards that don't make teaching easier, and ipads. Early childhood needs hands on manipulatives, especially low performing schools.
Elementary	Stop spending all your money catering to the parents who make the most noise. Some of our best students don't get what they need because certain children are catered to because of their parent. Maybe the parent of a "normal, well-behaved child" should threaten to sue KCS!
Elementary	Stop spending money on curriculum materials (published) and allow teachers to use funds in a more beneficial way.
Elementary	Stop switching the reading and math series all the time. Buy something and stick with it for a while. And why are science and SS no longer important?
Elementary	Student teacher ratios In grades 4-5 are too high - 30 last year and again next year - yet we are to individualize while preparing for all subjects daily. RLA department continues to send conflicting messages of expectations. Ex: use writing PPTs received in summer training - made by RLA dept - then Janet Sexton contradicted the information when she visited PLC. One message needed.

Comments #11

Level	Comments #11
Elementary	Superintendent should not receive travel expenses of \$1,000/month. He should have to pay and submit ahead of time like all staff/teachers.
Elementary	Supt. needs to spend money wisely. We did not need a fence.
Elementary	TAP schools with the Masters don't need additional math and reading coaches
Elementary	Textbook adoptions are using a lot of funds when most teachers would prefer not to use them.
Elementary	The air conditioning runs too cold. Allow teachers to set the temperature so the students aren't shivering. Allowing teachers to raise the temperature would save money.
Elementary	The breakfast program is a waste due to the excess food that is left over each morning.
Elementary	The coaches should only be used for working with children. They do not do that in our school. If they don't do that then they should not have that position.
Elementary	The district is not getting its money's worth out of TAP, if that is a district expense at all.
Elementary	The evaluation process is arduous and time consuming. This needs to be streamlined.
Elementary	The repetitiveness of paper work/record keeping.
Elementary	The school board needs to be made up of more teachers. There seem to be very few sitting members who even know the mechanics of their job. That's the first step in making an efficient budget.
Elementary	The special ed and speech enrollment is very high at my school. We need more help!!
Elementary	The TEAM Model is top heavy and takes valuable resources away from programs with better results!
Elementary	There are many trips taken by Central Office that are costly that could go toward another hire of a teacher.
Elementary	There is more emphasis on <u>data</u> (records of performance) than school culture. Data is a document of the past, creating a <u>respectful</u> and <u>safe</u> school culture (focus on teacher relationships to authority, clear expectations from district, clear training for changes in tech, grades/etc., no ... <u>poor evaluations for \$</u>) less focus on "probing" your a good teacher ... more focus on student learning / environment.
Elementary	There seems to be a lot of spending on salaries for people who do not interact with children or those who work with only 1 or 2 students. Coaches, Positive Behavior Specialists, PAC teachers, etc. This money could be allocated to technology or more actual teaching positions.
Elementary	This district is extremely top heavy with coaches and downtown personnel. I would love to see another teacher of 2 TAs in my school in lieu of a downtown person.
Elementary	This is all Bull Sh__!
Elementary	To increase money resources districts have implemented a saving energy campaign where schools follow rules to turn all power off day to day and all devices and technology to be unplugged on weekends and breaks.
Elementary	Too many administrators/coaches Those salaries could go to <u>so</u> many other things!
Elementary	Too many coaches, etc.!! Wee need a raise! (and not one below 5%)
Elementary	Too many standardized tests
Elementary	Too much paperwork, testing, etc.
Elementary	Top heavy -- too many people that aren't working with children.
Elementary	Treat teachers as professionals who will mentor <u>each other</u> instead of spending resources on coaches & extra support.
Elementary	Turn the hall lights off as soon as students leave for the day - save on power bill.

Comments #11

Level	Comments #11
Elementary	Use funds budgeted for leadership academy for the schools or increase salary for teachers. Boston, Mass. Starting pay \$60,000. Ft. Worth, TX starting pay \$65,000. Counties around us starting pay higher than Knox County.
Elementary	Use iPads to replace textbooks.
Elementary	Use materials that are already working and do not replace them after a few years.
Elementary	Using my tax dollars to pay for the new employee whose job is related to the grant sharing illegally approved by Dr. McIntyre is disrespectful, irresponsible and constitutes total mismanagement of budgeted items.
Elementary	Wait until you decide whether to keep CCSS before selecting, purchasing & implementing a new CCSS Math series.
Elementary	We are top heavy. Do we need to pay people downtown or spend the money in the school? It needs to be in the school.
Elementary	We are tremendously top-heavy. Too many Broad Academy people filling vital spots. Our school is getting a new fence - wasteful use of tax dollars. APEX wastes money. Give everyone a 4% raise as the Governor has directed.
Elementary	We do not need a fence! Overpaid downtown employees.
Elementary	We do not need new math textbooks. We are comfortable with what we have.
Elementary	We do not need upper management downtown, we need more help in our classrooms. No more coaches or supervisors, more people to educate our children.
Elementary	We do TPEG not PLC. I only see our coaches at our TPEG meetings. Since they are certified teachers they should help/ work with students.
Elementary	We have 3 coaches Why? Need a teacher more than a coach.
Elementary	We need additional staff members for the RTI2 program. The intervention time of 30-45 minutes is taking away from direct classroom instruction with 80% of the students. We are too top heavy with downtown administration staff.
Elementary	We need more behavior support in our classroom. The ratio between behavior students and trained professionals to help them is outrageous. We need funding allotted for behavioral specialists in our school!
Elementary	We need to be paid more and don't need to be spending our own money on the classroom.
Elementary	We need to get some administrators back in the classroom. The ratio of administrators to teachers is crazy. Teachers salary 37th in the state. Administrators 17th in the state. :(
Elementary	We should not use our time, money or resources to cater to the few, while abandoning the many. I am taking 30 minutes away from my instruction time each day to work with 2 students in math who are a Tier 3 and test in the 1 percentile. My other 23 students are sitting quietly while I do this. I could better utilize my time trying to pull up those "middle" kids and advance my "high" kids.
Elementary	We teach the curriculum, not the text. Let teachers decide if they want the text or not. Money has been spent to join other schools districts and other groups. Keep that money in KCS. We spent 25,000 to join the Large County-wide and Suburban Consortium. Aids need raises more that we need to join this group. Get rid of the instructional coaches. They are a waste of money. Stop hiring individuals from the Broad center. We have a huge central Office of over 200 people! Our data and accountability departments are substantial.
Elementary	When making instructional practice changes, example: PBL/Buck Institute, take the time in finding quality instructors to promote the change instead of spending monies up front then trying to implement more instructional changes that many aren't comfortable on top of all the other requests.

Comments #11

Level	Comments #11
Elementary	Why do some schools not use "reusable" trays for lunch?
Elementary	Why do we need a new Math series? The one we have is perfectly fine. This is a waste of money.
Elementary	Would be wonderful to have a year that does not start in chaos due to changing requirements. This school year alone due to testing and not including snow days our student lost over 30 days of library access and many teachers were unable to effectively implement vital research projects.
Elementary	Would like ELA dept. to allow teachers more autonomy when using outside sources other than Reading Street.
Elementary	Yes, cut upper management. We do not need all the people downtown. We need help in the classroom. No money in buget for wax for floors or mowing more than 3x this summer. Unacceptable.
Elementary	Yes, I believe we should examine closely why balanced schedules have not proven to improve scores. The research indicates that 288 or more school districts who have tried alternate schedules and are now back on a traditional schedule. The money could be saved for educational improvement in other areas by using a traditional Sept.-June schedule. Scores in states on those schedules perform better. Check the research is revealing.
Elementary	You need to start listening to teachers. You need to treat your teachers with respect. Teachers are highly educated adults and should be treated as such . . . :(
High	4 day school week.
High	4 day week. 1:1 school
High	4 positions of power in HR - 2-3 positions of power in secondary education - new chief officers with new titles every year . . . but we're always cutting teachers - move out of the AJ building
High	After taking away fridges and microwaves and then installing thermostats that have no way to be adjusted, I really don't know what else we can do in the classroom.
High	Allow fund polling at end of year to enhance cross subject learning projects and materials.
High	Allow more autonomy to departments to spend money for student needs. Every school is different in their specific needs which also may change year-to-year. We could have utilized some of the money set aside for large ticket items in the classroom this year for students needs of basic classroom supplies.
High	AVID
High	Better budgeting for salaries downtown Give to those that work the hardest - teachers - not someone who sit behind a desk.
High	Cut Central Office staff salaries (they are among the highest in the state) while Knox Co. teachers are among the lowest paid in the area.
High	Cut coaches and extraneous CO positions. Stop wasting \$ on technology for technology's sake. Why do rooms @ Sarah Simpson have multiple smartboards and I don't have one in my classroom?
High	Cut out downtown "support" unless its meaningful directly for students and/or teachers.
High	Cut out unneeded "Broad fellow" positions. Don't create positions downtown -- just because you can.
High	Cut staff downtown -- increase teacher pay to reduce turn over/recruiting.
High	Cut the number of subject-area coaches.
High	Cut the salaries of the right wing political hacks & Broadies & spend the money where it's needed most!

Comments #11

Level	Comments #11
High	Define a true teacher, i.e. one that teaches at least 2 classes of 20 students & 1 class must be lower level. The others in authority position i.e. administrators, master teachers, downtown office support, educational coaches should take a pay cut.
High	District or at least school-wide teaching resources or those developed by teachers available on Google Docs or Google Education. Assign work via internet and receive work also.
High	Do not implement the balanced calendar. It has not been proven to help with anything and costs a lot of money that we don't have.
High	Downtown needs to spend money better. Too top heavy.
High	Eliminate instructional coaching positions. Reduce the number of evaluations for all teachers to save time and resources.
High	Eliminate several system administration positions and increase teacher numbers and salaries.
High	Eliminate the one on one computer initiative as it is not proving to be as effective or cost efficient. Allow students to use their own devices for research on their own time. STOP seeking the "Magic Pill" of educational return of basic proven practice in teaching which is very effective, performed by qualified teachers.
High	Examine the manning levels in district offices, specifically at the Director, Supervisor, and administrative levels.
High	Fewer coaching and higher level administrative positions. Especially those held by persons with little teaching experience.
High	Fire some of the redundant positions downtown
High	Fire the superintendent. Pay next one reasonable salary.
High	Get rid of inefficient programs, and get rid of wasteful practices that hinders teachers.
High	Greater energy efficiency of the building; more green energy
High	Have the energy control guy visit all schools with his presentation on saving energy. Do away with APEX bonuses.
High	I see "instructional coaches" in high schools who seem to have very little to do and are looking for work to stay busy. Then I see counselors stretched so thin with caseloads of 400 students. I think a better use of resources would be more counselors.
High	I think the information for available grants needs to be more readily available.
High	I would love to see the county promote teachers using a differentiated pay scale for teachers who perform. Support teachers with higher pay and/or better benefits. Reduce Central Office budget to support teachers in the schools.
High	If we do not use snow days take them off the end of the year. This will decrease Electric, water, ect. Already built in.
High	Instructional coaches, in my experience, don't do a lot. Their pay could be used for resources, more teachers to reduce class sizes, etc.
High	Knox Co alumni foundation to help schools from communities with less resources (as a supplement to existing foundations) and eliminate incentive pay.
High	Knox County is more interested in teaching kids how to take a test than true life, work force, or academic skills. Decisions about <u>anything</u> are left to people who have no classroom experience. We always do what looks good on paper even if the strategy fails in practice.

Comments #11

Level	Comments #11
High	Knox County Schools needs to STOP hiring/filling so many administrative positions downtown. It is a waste of money! Those funds should be spent on classroom teachers. Also, the Superintendent should be FIRED for violating the law and signing grants/contracts and committing Knox County taxpayer funds to a position that he has no business doing. His contract is also violating state law.
High	<u>Less coaches and downtown executives</u> , chief of staffs, etc.
High	Less coaches and people downtown.
High	Less money needs to be spent on "data" and standardized tests.
High	Less supervisory roles and more teachers. There seems to be more supervisors that there needs to be.
High	Let us teach.
High	Lots of paper waste. Travel expenses.
High	More email, fewer paper surveys. Keep teachers. Drop coaches (not athletics, academic)
High	More fair distribution of funds across all schools. Currently \$ follows \$.
High	More fine arts funding and less athletics (which are by definition <u>after</u> school). The arts involve extra time but the work <u>is</u> school, not after.
High	More teachers = smaller class size = better instruction
High	More technology (iPads, apps) leads to a decrease in the need for books and paper.
High	Move central office away from AJ building which is prime real estate for law firms. Put it in cheap property as location is not critical.
High	N/A. But all answers #4-8 for District a.. Questions pertaining to my school all strongly agree.
High	No 1 to 1.
High	No coaches (academic) - at least at high school level. Testing services and computers, Discovery Ed. testing and technology have excellent purposes, but they should not be an end unto themselves.
High	No more literacy coaches.
High	No printed textbooks. No APEX and higher pay.
High	One on One Computer initiative is not cost effective.
High	Pay cut for superintendent.
High	Pay teachers based on <u>what</u> they teach and hard to staff schools.
High	Pay teachers more -- attract/retain better teachers.
High	Prioritize small class sizes and direct classroom supply funding. Cuts should come <u>first</u> to Broad fellows, central office salaries, public relations, expensive testing, consulting firms, etc.
High	Real eyes. Realize. Real lies.
High	Redistribute unused technology that is just sitting in storage because of rules from grants, overspending, or any other reason. That is wasted money.
High	Reduce AJ building staff. Raise salaries of KCS teachers to be competitive with surrounding counties. KCS should not have so many Central Office staff being paid 80K or more. You want to be a better system. Pay to attract the best.
High	Reduce Central Office salaries
High	Reduce Central Office Staff. Give teachers more control.
High	Reduce positions downtown and reduce instructional coaches. They have not proven beneficial and have only served to take exceptional teachers out of the classroom (where they are most needed).

Comments #11

Level	Comments #11
High	Reduce the administrative hiring downtown and reduce the amount of PR that the superintendent maintains - Especially Broad academy hires.
High	Remove TAP/ No balanced calendar!!
High	Saving money should NEVER result in removing instructional programs, and should ALWAYS be determined by impact on student learning and achievement. If you want to save money, cut out unnecessary paperwork! Concentrate on the students.
High	Science department needs new textbooks; more so than "Netbooks" for teachers.
High	Shut down A-E. Stop funding useless coaching and lead teaching positions.
High	Stop buying SPED books. We are told to use reg ed books but we still get SPED books into the dept.
High	Stop buying terrible grading/attendance programs every few years. It's a waste of \$ and time. Quit hiring people in non-teaching positions.
High	Stop creating busy work for teachers so that we can concentrate on instruction and student success. I am a singleton in my school, therefore, it is difficult to find one PLC to help my practices. I need freedom to move around among PLCs.
High	Stop creating six-figure jobs for people. "Trim the Fat" w/salaries at the top.
High	Stop hiring more people to work in central office. Discuss school investments that affect teachers with leadership team and the teachers themselves.
High	Stop hiring so many directors, chiefs, assistants, executive directors, at 6 figure salaries. These are overhead and the number of departments on your organization chart is mind boggling. Students are not served or taught by these individuals. They educate no one.
High	Stop hiring sub-superintendent, high salary jobs that take away teacher positions. Central Office is bloated and needs to cut the fat!
High	Stop overpaying for the superintendent's position. Stop overpaying all of the "supervisors" that work at the Ivory Tower. Stop over-testing all the students. Eliminate these costly tests! Start spending money on your educators and treat them like the valuable resource that they are!
High	Stop pay 1/2 million dollars to rent a space down-town when you own a building free and clear in rule High - take this money renevatate then you will save. Cut out all the multiple top people.
High	Stop promoting people in the central office, which increases their salaries while cutting teaching positions.
High	STOP wasting money, time, and energy trying to make everyone equal. Common assessments and end-of-course testing.
High	Talk with the teachers about book. Some classes have books and don't use them and other classes don't have books and need them. Could save money on buying only what we need.
High	Teacher pay is terribly <u>LOW</u> ! Big salaries downtown!
High	The place to save money is by looking at large salaries in the AJ Building.
High	There are too many high paid coaching position (academic coaches) and too many high paid staff at central office. Teachers need a raise and less "Big Brother" evaluations.
High	There are too many paid positions at the AJ building. Bigger districts run on less! Superintendent ans assistant et al. should take salary cuts. Athletic programs could be fund raised for more.
High	There is to much to do

Comments #11

Level	Comments #11
High	Too many to name. Keeping classes smaller and keeping teachers should be a top priority. One on one instruction is limited when classes reach 35. The talk is always about knowing your students but not in a 35 class.
High	Too much money on administration. Not enough in the classroom. Too many surveys and expensive high stakes tests. Spend that money in the classroom on more teachers. PAARC test will be logistical nightmare. Fewer than 1/4 of students could be on a computer at one time.
High	Top down staffing and spending analysis of Downtown admin functions by independent third party to find areas of wasteful spending. Make cuts there instead of constantly cutting teaching staff.
High	water the brown grass. Don't seek out new fields.
High	We could prob save by not buying so much technology and invest in higher pay for more highly qualified teachers and TAs.
High	We do not need lead teachers. Only admin should do evals. This would save money.
High	Yes, do away with APEX money. The playing field is not equal. Not all teacher don't have the same opportunity for rewards. Some schools receive points and other cannot receive points even if the want them.
High	Yes. At night interior building lights should go off after not being used for 1 hour like bathroom lights. Interior hall lights particularly from 12-5 a.m.
Middle	- appropriate, individualized professional development rather than one-size-fits-all - lose some instructional coaches or supervisors!
Middle	- Decrease downtown personnel - When programs are purchased or implemented, please drop the one that has previously been used. Stop trying to implement everything so we can narrow our focus.
Middle	-- Do <u>NOT</u> take yearly assessments directly on a computer. Stick with the Scantron sheets.
Middle	- Eliminate GT coaches b/c there is no TAG - Eliminate some central office jobs that are not needed
Middle	- Gibbs Middle should be a priority in our county. -- Eliminate the "fluff" jobs that McIntyre has created. - Pay TA's more to keep quality staff
Middle	- Hold back on large programs and focus on doing well what we are already doing. Invest well in what we have instead of trying expansions of the system that leads to reduction in quality and funds to go around.
Middle	- Less coaches for teachers who should be let go rather than paying 2 people for that position - Less full-time technology per student, too distracting for teachers & students.
Middle	- Please stop creating high budget positions at central office with salaries greater than an educator. - Decrease class size - Put instructional coaches back in the classroom, let them hold PD's instead.
Middle	- Reduce the # of upper management positions. - Require admin to teach at least 1 <u>regular</u> not honors level course every few years to keep in touch with classroom reality. - Invest in more general computer labs and less 1-1
Middle	#4 & # 7: I often feel that decisions are made but our "input" is asked for as a PR requirement, not a part of an investigative practice that informs decisions.
Middle	All negative remarks are directed at the District and <u>not</u> my school. So often we provide input that falls on "deaf ears". There's a huge difference between hearing or listening to what is said And actually acting positively to the input.

Comments #11

Level	Comments #11
Middle	Allow EAs, who have Graduate (and experience) degrees to take on more responsibilities within the classrooms, and in the school. This should also be reflected in pay scale.
Middle	Cease spending money (and lots of it!) on useless programs (like Language X). Teachers are the County's <u>best</u> resource. Pay them what they're worth and threat them with respect!
Middle	Central office is too "top heavy." We have multiple "chiefs of ..." and leaders of ... Many are necessary-but all?
Middle	Coaches / consultants? Not sure of the purpose. Use money to hire more teachers and reduce class size. Excessive testing is also expensive and does very little to increase learning.
Middle	Coaches are completely unnessesary. Lowering the number of students in each class will be the only thing that would be worth the money.
Middle	Coaches seem to be a waste of resources and are not worth the higher pay they receive. A better alternative would be hiring a teacher assistant to provide help and pairing struggling teachers with mentor teachers or have fewer, traveling coaches.
Middle	Competitive salaries: exceptional teachers create an exceptional classroom
Middle	Consolidate roles at the Central Office - roles to allow more teachers to be in the class or give teachers a raise.
Middle	Cut off the top Administration job position - increase teacher salaries - cut out intervention programs that are not working or others that are not helping the students Get back to BASICS!
Middle	Cut over paid upper management positions (downtown), especially Broad fellows!
Middle	Cut positions downtown and stop giving fancy titles to people. The kids lose when programs like TAP & AVID are cut.
Middle	cut testing way back -- also experimental strategies -- no vouchers
Middle	Cutting teaching positions <u>DOES NOT</u> help Stop changing programs/software etc. that cost a ton of \$
Middle	Did we get better results out of the schools where all the students received laptops? If not, maybe not all students need them.
Middle	Do not get rid of AVID!
Middle	Do we really need a <u>CEO</u> downtown? Or half the made up positions. I really don't think so. Strategic Compensation is not fair in several ways.
Middle	Don't buy into expensive programs such as A.V.I.D., T.A.P., Project Grad., and other fly-by-night programs that do not last and are not effective. We have too many supervisors, coaches, etc. who do not actually teach children. We waste much money on outdated or soon to be outdated technology.
Middle	Don't run buses in August or cool buildings - too expensive. Reduce central office staff & instructional coaches - unnecessary.
Middle	Electronic Bureaucracy
Middle	Eliminate instructional coaches
Middle	Eliminate Instructional Coaches. Put this resource back into the classroom. Eliminate lead teachers. I should be evaluated by a principal or supervisor. Teachers should be in their class everyday possible during the year!
Middle	Fine arts and Related Arts classes do not fit into the PLC and Evaluation Rubric. Please consider our teaching practices when creating Rubrics.
Middle	Fully fund AVID! Efficiencies/savings -- Chief of Staff, COO, Assistant Superintendent, Superintendent \$500,000 savings! Right there. No direct impact in the classroom.

Comments #11

Level	Comments #11
Middle	get rid of all the silly-titled levels of administration that didn't exist 6 years ago. Stop buying "the next big thing" in programming and technology.
Middle	Get rid of APEX and hire the teachers back!
Middle	Get rid of 'coaches'
Middle	Higher level learners are not getting the instruction they need or deserve due to <u>excessive</u> behavior issues.
Middle	I don't believe in tight budget years we should spend money on things like the IB program at BMS, or have opened the career magnet. There are too many instru. Coaches both building & system wide.
Middle	I feel that money could be better spent in the classroom on teacher and students instead of <u>countless</u> trainings and programs that never come to completion. Common Core training, writing assessments, other things that we are told to take part in that don't benefit the students should be eliminated.
Middle	I teach science in a regular classroom without a sink, table, or any other science equipment. I bought hand magnifiers and other supplies. If you want to bring STEM into the schools and increase student interest you must supply science classrooms. So I have no resources other than paper to support education in my classroom, I see no further ways to save!
Middle	I think one way our district could save money is not to buy textbooks that really don't get used, we have so much in books and pamphlets that rarely get used!
Middle	I think some teachers are encouraged/looked at as leaders - some aren't. It can create burnout in staff. Online courses are great for busy teachers who need PD. Also, I love structured collab w/other teachers, facilitated by great teachers/district leaders.
Middle	I'd suggest removing or reducing the role of instructional coaches so that all teacher salaries paid <u>directly</u> impact student achievement.
Middle	Is individual technology for students (Ipads, laptops) etc.) the be-all solution to student success? Does data quantify gains made in achievement by schools with 1:1 technology? I tutor a student outside of schooltime from STEM. He has an ipad and a TNspire calculator. His teacher posts lessons/videos in drop boxes. He still struggles and has me as a tutor. Has the investment paid off?
Middle	Knox Co Schools wastes so much money on wasted food in the cafeteria. Quit with the food mandates and asking students to eat food that tastes bad. \$1,000's of dollars are thrown away every day. If you must have the food mandates then donate the excess food; as a County we are teaching our children that there is no value in being frugal or self sufficient.
Middle	Knox County Is Top Heavy Need To Retire some county staff
Middle	Less testing and more focus on classroom instruction with teachers in mind. Stick to one thing (focus) at a time & do not change around in the school year.
Middle	Make staff accountable to turn out lights, conserve on paper, etc ultimately saving \$
Middle	Make sure monies are there to keep teachers who are already employeed, employeed.
Middle	Make the top Administrative positions fewer and place more teachers in the schools.
Middle	More TA's; better technology (Ipads for Sped) or better classroom computers.
Middle	No "Balanced Calendar" -- This would NOT save \$\$.
Middle	No all year school.

Comments #11

Level	Comments #11
Middle	Not all PLCs function the same way. My PLC is productive. More money invested in executive positions has far less impact on students than teachers. Consider every budget cut before reduction in force. Maximize resources by creating a way for parents to pay for their own background checks. Adopt Eureka math and make copies instead of buying books. This resource is FREE! Computer program subscription cost for inverentions not being used should be eliminated.
Middle	Not really - we need more funds available to help pay for higher education for teachers and more money to help pay for health insurance
Middle	Only that more should be put into benefits, especially health coverage, or that more efficient/affordable plans should be sought out.
Middle	Perhaps eliminate unnecessary positions in Central Office, such as those numerous admin. Assistants who make more than veteran teachers. Take away coaches for academics and lead teachers.
Middle	Place instructional coaches back in the classroom and stop wasting money on computer programs that are useless. Stop hiring Broad Academy graduates & creating jobs for them.
Middle	Please stop wasting teachers' time and taxpayers money on ineffective programs.
Middle	Providing schools with necessary instructional technology to facilitate learning. Get rid of "Promethean" and "Smartboards" or update so that they work.
Middle	Ques #4 is skewed. Having the <u>opportunity</u> for input is <u>NOT</u> the same as having input valued.
Middle	Quit spending millions of dollars on programs that you will not be using 2-3 years later. Let it run its proper course or repurpose the money.
Middle	Reduce high paid positions downtown & put the money into the schools.
Middle	Reduce jobs downtown
Middle	-Reduce non-critical staff/supervisors downtown. -Teacher raises -Do not fund charter schools with public money - Reduce buying testing agencies.
Middle	Reduce spending on Central Office positions so we can have more classroom teachers and a lower teacher/student ratio.
Middle	Reduce the number of tests.
Middle	Solar panels
Middle	Special Advisory groups are selected at the district level and are not a true representation of the teachers in the district. The teaching profession is not cookie cutter. What works in one school may not work in another. Square blocks will not fit in round holes.
Middle	Spend less money on standardized tests and "test prep" systems.
Middle	Spend money on things that matter instead of trips and experts and consultants to the "head". Listen to teachers. We know what matters for kids!
Middle	Spend more on students, and spend less on testing.
Middle	Sports - paid for through recreation department. <u>Fewer</u> remedial courses -- Fewer central office staff - downsize
Middle	Start using more Technology in place of paper and the initial cost would be greater, but long term would save money for copies/copiers and work related materials. Also could chart behavior/(positive/negative) individually for each student.
Middle	Stop adding unnecessary positions at central office! Eliminate Apex - Incentive pay is NOT effective! (And I have received the bonus at the highest level every year). Hire fewer & <u>more effective</u> maintenance workers. - Why does it take five people to install pencil sharpeners? Provide technology to go paperless. Eliminate the driver's ed program. Seriously. Eliminate unnecessary support staff. Remind teachers to turn off the lights!

Comments #11

Level	Comments #11
Middle	stop buying math textbooks -- they are not correlated to the standards.
Middle	Stop hiring Broad graduates and other Central Office positions. We need people in the classrooms working directly with children. Also, stop wasting money hiring consultants and other educational "experts"
Middle	Stop hiring people for top administrative positions and hire teachers.
Middle	-Stop paying coaches, central office, and superintendent so much money for doing a low-level and non effort work. - Coaches and central office do not help schools on a regular basis.
Middle	Stop paying the Superintendent so much money especially since he has limited classroom experience. Pay the people who work hard for it.
Middle	Stop spending money programs that are not implamented the way they are designed to be. Stop buying new textbooks every 3 years. If you get a good book it should last 10 years +.
Middle	Stop spending so much money on assessments.
Middle	Stop throwing money at the next new thing (like AVID) unless there is <u>genuine</u> teacher buy-in.
Middle	<u>Stop</u> wasting money of Broad Academy Grads and Millionaire companies to tell us what teachers already know. <u>Stop</u> the testing - it's too much! Put coaches back in the classroom - we don't need them.
Middle	Stop wasting money on consultants. Talk to the teachers! Get rid of coaches. They don't have time to be effective. We rarely see them. Stop pushing technology when we don't have the funds to purchase adequate technology.
Middle	Students that need a vocational emphasis are falling between the cracks.
Middle	SUGGESTION: STOP the Constant changes re. Technology / curriculum / Gradebooks / computer types / copiers, etc / it wastes \$ money & time to train staff as well as provide the equipment "AGAIN" - ex. I have a SmartBoard but w/in my building have not had an instruction on it -- NO TIME - ALLOWED.
Middle	TA's need more money. They do more than what is asked of them.
Middle	Teacher pay raises would raise morale and are in need.
Middle	Teachers need retirement insurance support.
Middle	The district is way too top heavy in staffing. Too many layers of people @ the A.J. that do not work efficiently or contribute enough to the educating of our students.
Middle	The number of Central Office staff should be cut; however, new positions are being created.
Middle	There are areas such as instructional coaches, devices chosen for PLC, excessive purchase of instructional programming that isn't used or effective.
Middle	There is way too much micro-managing in Knox County. Each school should have more autonomy to make scheduling/Curriculum decision based on their unique student population. Save resources by downsizing Central office.
Middle	This year has been vastly superior to the previous two.
Middle	Too many high-salaried people.
Middle	Treat teachers with respect. Honor the MOU.
Middle	turn down the air conditioning in my classroom. It is freezing
Middle	We need competitive compensation.
Middle	We need fewer high paid people downtown.
Middle	While the 1:1 initiative has provided new learning methods, I feel as if other areas of learning have been negatively affected. I suggest not using the laptops anymore.
Middle	work on getting computer access for every student
Middle	You could spend less money on technology and more money on staff.

Comments #11

Level	Comments #11
Multiple	Consolidate upper level positions @ the AJ building STOP hiring BROAD executives. Fix chronic maintenance issues that are eating up funds (leaking faucets, etc.)
Multiple	More help for Special Ed.
Multiple	quit hiring non educators Sick of favoritism esp. Dr. Odom's friends

Comments #20

Level	Comments #20
Elementary	<p>Principals are never in the buildings. The number of weeks this school year that both administrations have been in the building everyday all day for the entire week has been few and far between. One or the other is either out for a meeting or personal reasons. How can you expect them to do their jobs when they are constantly being required to attend meetings and trainings.</p> <p>Technology is not balanced in school system. Teachers did not ask for standardized testing to be done on the computers that was a local and state decision yet we are the ones being asked to train the students with an inadequate amount of technology available for the students. If the county and state want testing to be done on computers then they need to take on the financial responsibility to fund and supply the necessary technology along with the personnel to teach the students how to use the technology. Do you want the standards and curriculum taught or do you want test taking skills using a computer taught. If you ask for our input then listen and make changes don't just ask and then ignore our concerns over common core gaps, testing, teacher morale.</p>
Elementary	<p>#12--I use daily observation and work. It gives a truer picture. #14--You have to have technology for all students for it to help. #16--Too costly --Too much standardized testing in grades 3-5. The months of January and February were spent training the students to take the MIST test (which didn't count). Two weeks before t-cap testing students in grades 3-5 were given the field test for social studies using the new standards that had not been taught. Once again this test did not count. Those two test cost teachers in grade 3-5 5 weeks of instructional time needed to prepare for t-caps that do count in student growth scored and teacher evaluation scores. As soon as t-caps are over students in grades k-5 will be taking the universal star screening test. Teachers are made to feel as if they are doing their jobs inadequately. Teachers with growth scores in previous years of 3, 4, and 5 suddenly found themselves with a growth score of 1 for 2013-14 school year and are now being evaluated 4 times a year and having to do ILCs in which they are made to feel as if they have not idea how to teach.</p>
Elementary	<p>#12-STAR Assessment not valuable data-tested on Non 4th curriculum. TCAP Data - valuable. Please consider Discovery Ed testing over STAR. Please have 2nd grade test to help get value added data before 4th grade. Go to Balanced Cal.!</p>
Elementary	<p>#13 - Math coach supports very well -- ELA does not provide much beneficial support</p>
Elementary	<p>#14 - my school only I believe - very limited offering from district</p>
Elementary	<p>#14 - Technology is great - when there is enough - without enough it is not helpful.</p>
Elementary	<p>#14-We just got tech in our building, but I do agree it is very valuable! #15-I am very disappointed with Apex and how PreK is graded! I hope a new assessment is in the future so we are assessed on our own work not another teacher.</p>
Elementary	<p>#15 - I do not like the way this is worded - I would value it if the process was <u>fair</u>.</p>
Elementary	<p>#15 If money is your motivator, then teaching is the wrong profession. Annual raises would be more rewarding. #13 Tpack Coach is very beneficial in our school. #12 ALL grades need accountability, why can't all grades take TCAP.</p>

Comments #20

Level	Comments #20
Elementary	#15-Can cause resentment among staff members. #14-lower grades need more foundational teaching. #12- using the data may help if the skills remain the same or if the skill will be repeated - may be hind sight. #1- seems like the county focus is more on data not the students. #3-we can look over skills and see which ones we need to remediate. #7-seems like a lot of pressure because we are scored on our participation. #5 & #6 - a lot of micromanagement happening - therefore making or designing instruction seems to have to fit into a certain box.
Elementary	#15-We are a non-tested grade level Preschool. #18-We have too many meetings (which are needed) but don't have enough planning time. I spend at least 5 usually more of my own time to get things done in my room. We need a raise due to the money and extra time spent in room.
Elementary	#16 I am in agreement if <u>every</u> teacher is <u>not</u> required to teach intervention. <u>Only</u> if it is voluntary.
Elementary	#16 - which balanced calendar? I prefer the 2 week breaks and 8 week summer if I had to choose one. #13 - math coach is very beneficial
Elementary	#16 Too many questions - not sure. #18 - Plan time is only used as such on 1-2 days a week. I have other work that requires attention or am in meetings most of the time. #15 - I had scores appropriate for strategic compensation but got no money due to other scores not under my control.
Elementary	#16-Adding a week of Fall break would be a better alternative to a balanced school calendar.
Elementary	#16-Only agree if there is a 2 week break. 3 weeks is way too long! #13-Instructional Coaches are priceless - especially Michelle Harper and Liana Gibson!
Elementary	#19 - Students in upper grades have verbalized how these surveys can be skewed. They know that they can answer questions in a harmful way.
Elementary	#19-I can only speak to my experience, and I don't know if the information is helpful for the remaining grades. More special education teachers are needed in the schools. Also RTI2 seems to be so ever changing that there is not much consistency for students.
Elementary	#2-3: PLC refers to TPEG; #14: Don't have enough technology for personalized learning to answer; #15: Needs to be option for additional income for 1st and 2nd year teachers.
Elementary	#4-No voice at district. #10 - We need a voice on the amount of testing and pacing in the classroom. #13- Instructional coach does not work with all grade levels or r. arts.
Elementary	#8 - I can make decisions on a school level but <u>not</u> district.
Elementary	#9 - Teacher wise (yes) #16 - It depends on which balanced calendar -- (with the 8 week summer) #13 - Math coach is helpful
Elementary	#9 I would like to be more respected as a professional.
Elementary	(Coaches) Math coaches have helped my performance. Can't say the same for Reading/ELA.
Elementary	* Refer to #16: I agree to this <u>if</u> it's teacher's choice to teach the intervention. Teachers shouldn't be made/forced to teach intervention.
Elementary	*Our opinions are valued in our school to some degree, but are not valued in our district, therefore, I answered neutral
Elementary	1. The current evaluation/observation system is <u>flawed</u> ! 2. Teachers in low performing/Title I schools should be compensated for the extra time spent on planning, especially because planning periods are used for PLC's and meetings.

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Level	Comments #20
Elementary	16. One week fall break and one week in spring. 17. What a ridiculous generalization. Do you not realize children are individuals?! Some are and some are not. It is up to them and their parents to make sure they take advantage of the opportunities offered to them. This is also why teacher evaluations should not be tied to student test scores.
Elementary	2 week breaks for balanced calendar. Do not agree with 3 weeks.
Elementary	9 weeks and 1 week off in the fall would be NICE!
Elementary	A balanced calendar would meet the needs of our school if implemented using the 2 week break rotation with a 8 week summer break.
Elementary	Administering Tripod regarding special area teachers like music has heretofore been done by giving it to one randomly selected classroom. I question the validity of such a test because of the small population sample. Each of our 29 classroom has a different experience based on their population.
Elementary	Also, teachers want a raise - not a bonus! A raise is a motivation to stay at KCS.
Elementary	Alternate balanced calendar: 2 weeks at each break instead of 3.
Elementary	Although I am not opposed to year long school, I do not see benefits - would have to pay teachers, transportation issues, two weeks in between is long time for kids to have no instruction.
Elementary	APEX develops superficial leadership. I <u>get</u> NO valuable feedback on implement of teaching. New leadership (Superintendent) needed.
Elementary	APEX has created a divide among teachers. APEX money that is distributed is at the discretion of the admin. in charge of review. Many items that effect our teachers/students are not discussed with teachers. PLC is a waste of crucial plan time for teachers.
Elementary	As a 3rd grade teacher, we are testing our students too much, the curriculum is not age appropriate. We are giving a writing assessment without a keyboarding class and testing students without adequate computers. This is ridiculous.
Elementary	As a district, I believe we are moving in the right direction
Elementary	As a music teacher, I do not have standardized assessments to use as data. However, I create my own assessments and modify instruction from there. Content specific instructional coaches do not help to enhance my instructional practice because they do not teach my content.
Elementary	As a new teacher, this school has been amazing. I'm lucky to have started my career here.
Elementary	Balanced calendar - kids can't work in the summer.
Elementary	Balanced Calendar - we must consider the teachers that have other jobs in the summer. We must also think about students in sports. Will they be able to get rides to practice and ever have a break?
Elementary	Balanced calendar is a bad idea and implementing it shows how little KCS considers those who need the entire summer to work - students and teachers. Not everyone has unlimited resources; some depend on summer for additional income. Many lead teachers have become people who use their evals as a "get even" opportunity - it's personal/subjective and not fair in any way. Power corrupts those who can't handle it.

Comments #20

Level	Comments #20
Elementary	Balanced Calendar is made out to look and sound great, once it is passed teachers will get the crap end of deal! No plan time! IEPs during lunch times -- GET REAL! STRATEGIC comp is a joke because teachers worked extremely hard this year and we aren't getting our bonus -- THANKS to Superintendent -- like I said, <u>cut his pay!</u> Technology would be valuable but we still have Flintstone computers at our school. Knox County should fund computers. Teacher have <u>no say</u> at our school. We are told never asked.
Elementary	Balanced calendar is not a benefit for any one in Knox County. Increasing teacher's pay for the hard work we do. Coaches are more valuable than a balanced calendar. Treating teachers like we are professionals instead of incompetent bafoons would also be a nice improvement.
Elementary	Balanced Calendar with 2 week break
Elementary	Because of TEAM rubric, all subject areas must deliver instruction in one "box" - there seems to be no outlet for any other way for instruction delivery. Compensation = this applies only if your evaluations are an overall "5" - our evaluation team does NOT give 5 on more than 1 or 2 indicators; therefore, compensation is unattainable at my school.
Elementary	Best use of teacher time is not a major part of planning schedules, meetings, etc.
Elementary	BGES is an outstanding school with phenomenal leadership, staff and community of excellence.
Elementary	Bull Sh__!
Elementary	Children with speech problems are not being seen. We need more speech teachers to address this problem. We need more help with special ed. Students and students with behavior problems.
Elementary	Children with speech problems that should be seen a certain time each month are not being seen. We need more speech teachers, we need so much, it is difficult to list. Please come and talk to us.
Elementary	Class sizes are too large in grades 4-5. Use funds to reduce sizes to benefit children. Thank you for reducing redundant record keeping. It could still be more efficient. It would be helpful to be able to keep roll in Aspen for specific classes/subjects in elementary - we have many check-outs, make-up work, etc. Encourage parents to stop taking multiple week-long vacations during school. Cheer trips, etc really interfere.
Elementary	Compensation for the time required to perform this job is one area I truly seek improvement in the form of raises/bonuses
Elementary	Cut staff in upper level positions, ie central office. That would free up \$ for more <u>staff</u> in the classroom!
Elementary	Discipline continues to be an issue at our school. There are some children who constantly interrupt instruction. This is not fair to the majority of students who want to learn.
Elementary	District uses strategic compensation to attempt to get classroom teachers to do coaches and downtowns work for inservices. The amount of money is not nearly enough for the additional time spent on meetings and then presenting!
Elementary	Do not want 9/3 option for balanced calendar. Present calendar or 9/2 are great options.
Elementary	Elementary teachers need more planning time. Because of meetings, we rarely get even two days planning to work in our rooms, grade papers, plan, read emails, etc. Spending 10 hours or more a week of my family time doing school work is <u>not</u> acceptable.

Comments #20

Level	Comments #20
Elementary	ELL and EC teachers need additional hands. Both populations are growing and will continue to grow. Strategic compensation should include teachers that are enrolled in college course work that is related to the field of education.
Elementary	ELL PLCs are very rarely useful. ELL Coach - I'm not sure what her job is.
Elementary	Evals done before Spring Break. Would 2 week break and 8 week summer
Elementary	Even though we have a computer lab it is used so much for testing that students are not able to go and learn how to use technology. Stress levels on kids and teachers are way to high. Plan time is not available for planning. Working in room to prep lessons. Classroom instruction is also interrupted way too much.
Elementary	Every school should have a computer lab w/a teacher teaching technology-should be another special in all schools, not just some.
Elementary	Find a system and stay with it (Canvas, Randa, etc.)
Elementary	For #12 I answered strongly agree but it's because I'm working to make sure they do better on the next test! That's just wrong!
Elementary	For high needs schools, attaining additional income is nearly impossible. Particularly for professionals where progress is measured by entire school achievement when some professionals only work with a small percentage across all grade levels where majority of students are special ed.
Elementary	Give teacher's a raise. :)
Elementary	Go Dr. M! Great strategic plan/focus. Love my job and KCS!
Elementary	Grades 1 & 2 yes with STAR, grade K, not enough, testing needs to be done small group
Elementary	Green Magnet is an unsafe and stressful place to work. Our students are bullied on a regular basis. Students bring weapons, throw furniture, destroy property, etc. How can students learn and teachers teach when behaviors are this out of control. People from downtown came to talk with a panel of teachers and told us they would come back and check-in. They never did. Please help us!
Elementary	Having someone teach the same, at the same pace, the same information just sad. Being creative and using your ability to adjust the pace to suit your class is gone. The assessments are sometimes unfair, with different people finding different meaning in the teacher assessment tools.
Elementary	Help us at Green Magnet! Students are aggressive towards teachers and other students and nothing is done. Classrooms and materials are destroyed by students who have chronic outbursts and are sent back to class. This is an unsafe and stressful environment.
Elementary	How can primary teachers earn their bonus - even without assessments of their own?
Elementary	I agree with #16 as long as teachers do not have to spend the the <u>whole</u> break working.
Elementary	I am a special education teacher who does not regularly attend PLCs or have regularly scheduled plan time, because of scheduling across K-3 grades to serve students.
Elementary	I am for the balanced calendar 2 week version
Elementary	I am in support of a balanced calendar if funding is not taken away from the classroom or teachers' salaries. How will teachers be decided?
Elementary	I am in support of a traditional calendar or the 9/2.
Elementary	I am NOT a teacher so some of these questions do not apply to me. The problem with strategic comp. plan is my scores are impacted by how children do on TCAP when I do not teach. Regardless of my eval. Scores, I can be overlooked for a bonus depending on the school I serve - Unfair!

Comments #20

Level	Comments #20
Elementary	I am <u>only</u> in favor of the <u>2</u> week version of year-round school.
Elementary	I am strongly opposed to the 3 week/6 week break option. Summer is a necessary part of childhood in which children experience educational opportunities not found in school (camps, swim team, etc). The 6 week summer would destroy them.
Elementary	I am thankful for the opportunity to make instructional decisions for my students with administrations continued support of our decisions
Elementary	I am thinking TPEG in place of PLC because my grade level participates in TPEG. In #19 I think it would be valuable if questions weren't misleading and were worded differently.
Elementary	I am very blessed to work in the school that I work in. I value the opportunities I have been given within my school and district.
Elementary	I am very concerned about how Tier 3 children are being handled. My children have been in Tier 3 all year. There has been no testing, meeting with the parents or asking our opinion about whether this child needs to be tested. This is a disservice to our students.
Elementary	I am very interested to see the schedule if we were to have a balanced calendar.
Elementary	I am very pleased with the progress KC is making. Dr. McIntyre is a great superintendent. Hard work and dedication to students and teachers is the driving force behind our districts progress.
Elementary	I am very troubled by the lack of value seasoned teachers are given. We are made to feel like dinosaurs! Also teacher pay is a joke . . . Show me the money!
Elementary	I answered all my questions for my school NOT my district. Also, I NEED planning -that's why I am all for Balanced Cal
Elementary	I answered these questions based on my school not based on district!
Elementary	I answered this based on my school. I feel as if they need to be separated into 2 different surveys. Also, I feel as if instructional coaches are VITAL to our schools.!
Elementary	I appreciate the opportunity to get strategic compension but don't feel that the opportunity is fair for all. Without K-2 testing, 50% of our overall score is based on actions of grades 3-5 (in comment to #15).
Elementary	I believe educators are not given the quality, quantity and updated tools, technology and other resources to maximize instruction. At times you can wait up to 3 weeks for repairs on out dated technology. This does impact student learning and growth as well as teacher lesson plans which are required to be done weeks in advance.
Elementary	I choose not to do the survery.
Elementary	I consider the balanced calendar a viable idea if breaks are not used for meetings and PDs.
Elementary	I could support the Balanced Calendar only if it were the 2 week model. If 3 week model would seriously consider changing districts.
Elementary	I disagree as a K-2 teacher. I am now required to take the test scores from my school when my individual score will be higher.
Elementary	I disagree with the balanced calendar. I strongly disagree with the 3 week break /6 week summer choice. I would prefer the 2 week break/8 week summer choice. More pay for teachers, please.

Comments #20

Level	Comments #20
Elementary	I do not agree that every student should be expected to be college bound. It is a waste of money to push students in a program that they will drop out of in the first year (look at the statistics). I believe Knox County has great teachers who will continue to improve their skills because they care about the students. However, as a veteran teacher I have seen teacher morale suffer because of our leadership from a non-educator. We are expected to volunteer for leadership roles and hold ourselves in a professional manner, but we are not financially compensated, nor are we seen as capable of making educational decisions about current curriculum. Guidelines, assessments and evaluations are all necessary for teachers to use to improve their own teaching and learning. However, when teachers have to worry about constant testing, punitive evaluations and lack of understanding from leadership, it makes their daily job more difficult. I am very fortunate that I have great administration and staff support at my school. Once again, my school administration cares about the students and they continue to work hard each day to improve the lives of their students even though they have little control as to decisions they can make about how the school functions.
Elementary	I do not feel compensation is offered in a fair way. It is easily changed based on the school you work in, and the flexibility of administrators with evaluations. I believe some schools have stronger beliefs in 3s than others. The process is still subjective in my opinion. I would like to see an option that allows students to come back to school later in August when temps are cooler.
Elementary	I do not feel it is a fair compensation system.
Elementary	I do not feel valued as a professional despite my many years in college. I have been moved grade levels 4 consecutive years. This doesn't give me time to get established anywhere. I feel bullied in PLC & ILC meetings. There is a HUGE lack of communication at my school. Decisions are made with no input from the ones in the trenches. I also attempted to do a PD at my school after emailing my 2 principals and coach. None of the 3 ever emailed me back or said a word about it.
Elementary	I don't have previous experience from #19 so I can't judge.
Elementary	I don't know what student perception data is. We need more technology!
Elementary	I don't want 3 weeks between marking periods but would support a 9/2 balanced calendar.
Elementary	I don't want to wait 45 days before I reteach give me an extra 1/2 hour daily!
Elementary	I fear we are failing children in education. Students are not prepared for college, especially the bubble generation entering now. Teachers are told what to teach, when to teach it, how to teach it. We are professionals but treated like idiots. Free the teachers to free the students minds. We are quite a creative group of people.
Elementary	I feel as if the teacher morale has improved, but the district still has some improvements. I work very hard with little pay, teachers need more of a raise than what is proposed.
Elementary	I feel for most of the school/district questions my school is fine. The district and its implementation of policies/ evaluations/guidelines is where true issues lie. Trust us more to make decisions for our students w/o the constraints of evaluation models/policies and ridiculous guidelines.
Elementary	I feel it is extremely unfair to diminish teacher raises to fund Apex. Now that SAT-10 has been removed, a fewer number of teachers will benefit from this money. I don't feel it is fair to take away from my salary to fund something I may never receive again.
Elementary	I feel like teachers should not be evaluated every year. It causes more stress on teachers. The Tripod survey should not be done for Kindergarten.

Comments #20

Level	Comments #20
Elementary	I feel our time is not valued at our school. We have many after school meetings that we are required to attend that uses our time. Also at times we are not consulted about decisions that directly effect us.
Elementary	I feel respected and valued at my school, but not as much on a district level.
Elementary	I feel that answers 4-8 should be separated because I am at opposite ends of the spectrum depending on if it is my school or the district. I am answering this survey based on my school.
Elementary	I feel that my opinions, thoughts, and experiences as an educator are valued at Dogwood. I am supported and given the tools I need to help my students succeed.
Elementary	I feel that teacher opinions no longer matter. We are not free to make day to day classroom decisions.
Elementary	I feel that this county doesn't trust teachers to make decisions and treats them as far less than professionals. I feel the superintendent does not appreciate or understand the teacher employed by Knox Co. Per #14, the technology is useful, when it is up-to-date and reliable. Per #15, I feel that the compensation is great when the rules are not changed mid-year, or taken away due to "budget issues."
Elementary	I feel the problem still lies in our curriculum being a mile wide and an inch deep. We are covering too much. The students are not mastering content. We are not building strong foundations so students are crumbling as they advance grade levels.
Elementary	I feel the use of PLC time was better used in previous years. Using this time to do data checks for Intervention is a huge waste of time. This year I feel the district went too far in trying to prove it was giving teachers autonomy by making all testing etc optional. There needs to be a balance between what is expected. As usually the district put the cart before the horse, expecting teachers to do things before they were planned out at the district level.
Elementary	I had to answer disagree with #'s 4-8 because I have no say in my district.
Elementary	I had to say disagree to #12 (use data from standardized tests to inform my instruction) because these types of tests do not provide valuable data for K-12 students. I have not had the opportunity to administer a test like this that has been appropriate for my students. I get more valuable data from running records, analyzing authentic work (such as writing and hands-on activities) and individual and small group work. This requires the district to trust me as a professional and to trust the coaches and administrators who have been hired to oversee my work. Standardized test scores should never be tied to a teacher's evaluation. PLC's should be monthly, not weekly. Teachers need their plan time.
Elementary	I hate Common Core. Too much government, not enough teacher
Elementary	I have not seen research indicating significant achievement gains resulting from a balanced calendar.
Elementary	I look forward to seeing how this data is skewed.
Elementary	I love my school and its administration. I continue to believe based on my experience as a "seasoned" teacher that our district has a long way to go in mending fences with teachers.
Elementary	I love my school but I get frustrated with county protocols and demands (for example, 4 observations for high scoring observation teachers).
Elementary	I love my school situation. However, I struggle with some of Knox County's policies.
Elementary	I love the work environment at Ball Camp. Administration is supportive and encouraging. The overall climate of the school is positive. Some district policies do not take into consideration the differences between spec ed and gen ed

Comments #20

Level	Comments #20
Elementary	I love you. How do we keep a couple of board members or handful of teachers from controlling the "doom and gloom" message. I feel like the squeaky wheel is getting the grease. Love, Peace, Understanding, Hope
Elementary	I <u>need more info</u> about the balanced calendar. What will teachers be required to do during the intercessions?
Elementary	I only agree balanced calendar if we are not made to work on breaks for interventions, etc.
Elementary	I only think a balanced calendar is ok if it is a choice to work during the 2 or 3 week breaks. Teacher DO NOT make enough money as is, especially if more days are added.
Elementary	I prefer the 2-week break and the 6-week break in the summer
Elementary	I really believe the balanced calendar would be great for our county. It would be a nice break for everyone and improve overall morale at schools.
Elementary	I really enjoy working in this district, but I do think there is often a disconnect between the classroom and the district, and the district and the state. As a learning leader for my school and a leader on my grade level, I often have difficulty sharing info with my peers because I'm never sure what should trump all other info. I'd like to see a better info/comm. stream from state to district to school.
Elementary	I really value having an instructional coach who is consistently engaging me and asking how he/she can help support me - as well as helping with bouncing ideas around. It's also very important, especially in an upper, tested grade to have a Reading Coach with upper elementary experience.
Elementary	I strongly disagree with the 3 week break/6 week summer vacation balanced calendar option. However, I agree with the 2 week break/8 week summer balanced calendar if it is approved. I chose disagree because both options were in question.
Elementary	I support the 45 days summer balanced calendar. I <u>do not</u> support the 30 day summer balanced calendar.
Elementary	I think a balanced calendar would be great for Knox County. I believe that this county does not consider our teachers as experts. I would love to see more teacher input in the pacing guides
Elementary	I think APEX is biased for upper income schools. If it continues lots of changes should be made.
Elementary	I think instead of only giving certain individuals money is unfair - everyone needs a raise - majority of teachers work very hard and are not compensated or recognized.
Elementary	I think Knox County teachers should all receive raises. I don't agree with the idea of some teachers receiving more money based on somewhat arbitrary numbers.
Elementary	I think our instructional coach is a very important to our school. She has helped us so much this year. But because of the loss of Title I we could loose her. This would be a great loss to our teachers and students
Elementary	I think that our schools PLCs has created an atmosphere to inspire and promote instruction to improve the learning and instruction in my classroom. I would like to have more time planning with my team and less time going to district inservice on student holidays.
Elementary	I think we need 2 week breaks not 3 week breaks
Elementary	I understand the evaluation process but don't completely understand how evaluators in my school can vary so differently in their scoring. The process should be consistent amongst evaluators and truly reflect the hard work of teachers and students on a daily basis.
Elementary	I wish that teachers felt that they were being treated like a professional. I so often hear teachers say they feel devalued.

Comments #20

Level	Comments #20
Elementary	I wish the district would invest more in early intervention and prevention by investing in more elementary school counselors.
Elementary	I would be for balanced calendar if it would not cost the school system millions of dollars. PLC would be and instructional coaches would be beneficial if I had them in my department, but I not have access to these.
Elementary	I would be in support of a balanced calendar if I knew whether I would be required to work during the breaks.
Elementary	I would enjoy more technology in my classroom
Elementary	I would like to have more building level directed inservice.
Elementary	I would like to see funds used in the schools instead of on day trips or weekend trips for conferences for administrators or GT coaches
Elementary	I would like to see Knox County spend some money on outside-the-state-of-Tennessee training. I believe that teachers should be sent to professional conferences and then bring it back to their schools and in-service their teachers. We rely too heavily on in-house (in Tennessee) opportunities and not enough on getting a global outlook on things. It's great to have well informed Central Office staff, but even better if the teachers "in the trenches" have first hand access to current research and teaching ideas with "best practices" in mind.
Elementary	I would prefer the 2 week off, 8 week on balanced calendar model
Elementary	I would still like to learn more about the balanced calendar. Maybe in an email really breaking it down. Thanks
Elementary	I would support balanced calendar as long as teachers do not have in-services during breaks!! I also wonder if any teacher opinions matter!! Method of evaluation is flawed, worthless!
Elementary	If a balanced calendar is put into place, I would like to be informed of everything that teachers are required to do before I will vote one way or the other. I don't want to vote yes and then something be added later.
Elementary	If balanced schedule, I would only want the 9-2 schedule. My children (personal) have already asked to be home schooled if we do 9-3.
Elementary	If I was more informed of how the Balanced Calendar would work I could give a firm opinion. Will or who will work during the enrichment/intervention period? How will we know if students would show up? Are we required or is it volunteer to work during enrichment/intervention period? What would compensation look like? Not all facts are given to give a firm opinion.
Elementary	If instructional coaches were effective then Yes they could help, but when they are NEVER in our classrooms/NO! We need to look at current coaches!
Elementary	If the strategic compensation was done more fairly for the lower grades, I would agree with statement #15
Elementary	If we go to balanced calendar, I would like to see us go to 2 week breaks not 3 week breaks
Elementary	I'm hopeful the "new" BOE treats teachers with more respect than the "old" BOE. The superintendent has insulated himself from reality; he has no idea what is going on in the schools. Also, he is a quintessential bully, mistreating his employees through threats. He is the worst part of working in KCS. I feel he doesn't accept or want accountability on his part.
Elementary	I'm thrilled that we get to continue moving forward with TAP implementation! A balanced calendar would be beneficial to the students in my school. Knox County is a wonderful place to work!
Elementary	Improve scores, save money and be more effective with a traditional Sept to June schedule.

Comments #20

Level	Comments #20
Elementary	In general, I feel that my input is valued at a school level. I do not, however feel that my opinions are valued at a district level.
Elementary	In Knox County, our superintendent does not value teachers' input which is scary since we are going to a balanced calendar. Teachers are the ones carrying out all these things.
Elementary	In regards to question #15 - I appreciate the opportunity but because I have to choose system wide achievement measures it makes it pointless to put forth much leadership. This is hard to complete as I am itinerant.
Elementary	In regards to this survey, I would like there to be a distinction between district and school. The results of this survey are based on district and lower than they would be for my school.
Elementary	In response to #18 - thank you to my principal to dedicating to a schedule that allows for 5 plan times. It has been a huge benefit to myself and my students
Elementary	Increase teacher pay!
Elementary	Information about Star testing comparing all elementary schools should be available after each assessment. This would lead to better adjusting of teaching strategies and planning.
Elementary	Inner city schools must have smaller class sizes. 20+ kids is too many when looking at academic, social, emotional and mental needs
Elementary	Instructional Coaches should be used in all grade levels as a resource, team teacher, pull-out. I often see them being used primarily in 3-5. K-2 are the building blocks.
Elementary	Instructional coaches should work with students not just teachers.
Elementary	Instructional technology could be valuable if it worked and it was kept up to date for us. Computer lab should be an encore class taught by a certified teacher. There are not enough computers or even ipads for the children.
Elementary	Instructional technology is not valuable because I do not have enough technology for each student. I do not have the time to personalize the learning for each student. We do not have the support for the technology that is now in the schools.
Elementary	Instructional technology is only as good as the updates and upkeep of the tech.
Elementary	Intervention/Enrichment is not working in my classroom. I do not like spending 45 minutes with children who are not performing well and leaving the majority of my class unattended. I could get a lot of instruction in that 45 min. block.
Elementary	It doesn't matter what I write - nothing will change. APEX is a joke! Do enough, earn great test scores, great evaluation leadership roles = Nothing. Tell or show me what to teach ... I am sick of coaches saying try this or that. How do I need to do my job? Use text books or make new things/materials every single day? Does framework matter?
Elementary	It is hard to exceed expectations to receive a bonus when you work with students whose basic needs aren't being met The teachers in my building are some of the hardest working I've ever worked with, but our test scores don't reflect that. They don't reflect the time spent away from our own families, the money we spend out of our already small paychecks, and the love we give to make our school and students successful every day. Please help.
Elementary	It is <u>too</u> difficult to get children the extra help that many of them need. I found it interesting how many ELL students' test scores dropped during the weeks of testing -- how can we fix that problem?
Elementary	It is very frustrating that not many teachers can receive accurate evaluation scores because evaluators are told not every one can be a 4 or a 5. Other districts are much more generous with their scores because there is no money involved.

Comments #20

Level	Comments #20
Elementary	It was hard to answer some of these questions because if I was answering specifically for my school, I would answer differently. I think you should separate district questions and school questions.
Elementary	It would be great if teachers had the option of doing inservice hours during summer instead of on inservice days. It would be extremely helpful if some inservice days could be used to work in the classroom and/or lesson planning. Please!
Elementary	It would be nice to be treated as a professional. It would be nice to have planning.
Elementary	It would be nice to have more time to collaborate that is not our own time after school.
Elementary	K-12 students are immature and too often use their perception as revenge and not as objective instruments.
Elementary	Knox County and our school should be a separate survey. I LOVE :) my school (FPS) and our administrators. They know how to empower and motivate teachers. However, Knox County seems to make <u>everything</u> hard. For, example, we were told math records were optional and now they are required.
Elementary	Knox County needs to address the way in which are students & teachers are being evaluated and the way in which those scores are used. This needs to be addressed with the State. Additionally, going to an all online assessments is unfair for classrooms whose entire class does not have daily access to one-on-one computer practice.
Elementary	Knox County needs to look at I&E programs. There has to be a better way to service all children. Our time for SS & Science is a serious issue and middle children aren't being serviced as needed. They are our future!
Elementary	Knox County Schools needs to focus on happy teachers which will bring happy students which will equal strong performing students! We need time to teach Science & SS in 3-5 grades. It needs to be 45-60 minutes per day.
Elementary	Knox County wants to improve things but it not doing it in the most productive way. Let us be professionals! If we are not doing our job, or are not good at it, fire the teacher. Let those of us who are doing and performing teach. There are way too many rules!
Elementary	Lead teachers should not be utilized for eval, it short changes students. I feel peers evaluating peers is totally unethical. Children are more than data points.
Elementary	Less evaluations for teachers, strategic compensation should be available for summative scores of 4, 5 is unattainable and discouraging for teachers who do excel.
Elementary	Many of these questions do not apply to me - I am certified staff but not a classroom teacher.
Elementary	Maybe we should put kids <u>BACK</u> in the focus instead of Teacher Eval. & DATA that a teacher could tell you after the 1st 2 weeks of <u>school</u> .
Elementary	Moral is still really low. Academic expectations of students are unrealistic. Evaluations require too many (12) indicators that must be covered in an observation. That is so unrealistic, especially in early grades.
Elementary	More teacher input in decisions made through the district.
Elementary	Much more planning time is needed. I spend too much family time planning instruction at least 4 to 6 hours a day. Too much is expected of KCS teachers and not enough given. APEX definitely needs changes. Teachers who score a 4 or 5 should never have been left out. Hard work pays off especially with high needs students. There may not be time to participate in extra activities when you are making powerpoints that take 11 hours.
Elementary	My balanced calendar preference is 9 weeks on, 2 weeks off w/ slightly longer summer.

Comments #20

Level	Comments #20
Elementary	My compensation depends on the scores of students in a completely different grade three years after I interacted with the students. In our school, seven special education classrooms share three regular educators for IEP meetings. I am taken out of my classroom during instructional times AND during my allotted planning time.
Elementary	My opinion on balanced calendar completely changes between 2 or 3 weeks breaks. 3 week breaks are <u>too long!</u>
Elementary	My principal is amazing but there are some looney tunes running other buildings. There are also some principals who are pushed around by their staff.
Elementary	My school is a wonderful place in which to teach, but I worry about some of the leadership practices in the district.
Elementary	My school is chaotic at times. The leadership is not well organized. Evaluations are inconsistent amongst evaluators.
Elementary	My <u>school</u> values my opinion and treats me like a professional; my <u>district</u> does not.
Elementary	My strategic compensation is 35% based on a school where I don't teach. I didn't get any money based on students I don't teach.
Elementary	My strategic compensation reflects scores of an elementary school that I am not directly impacting or working in.
Elementary	My students do not test well. Standardize tests are a joke. Failing schools have some of the strongest teachers, but because of scores we are looked down upon. This isn't fair. Our school is in crisis. Students are bullied at our school, students bring weapons, destroy property, threaten each other & threaten teachers. I am at Green Magnet. A group of people came from downtown and asked questions in order "to help us". They promised resources and promised to return. We have yet to see them. This is a very stressful place to work and try to learn. We need more support. Kids return after bringing weapons. I thought Knox County has a zero tolerance policy.
Elementary	<u>No</u> Balanced Calendar!
Elementary	Non tested areas should not be held accountable for test scores. I am not licensed to teach Math or Reading but responsible for those scores.
Elementary	Not all teachers are allowed to have a leadership role, giving only the select chosen to be given the extra points.
Elementary	Not PLCs, we use TPEG
Elementary	Numbers 4, 5, 6 and 8 - I disagree with the district, however I am very happy with the school I am in.
Elementary	On numbers 6-8, school district should be separated.
Elementary	On Question 14 - Instructional Technology would be nice if we had technology for every student like other schools do. It is unrealistic to test on a computer when they do not have the resources to practice.
Elementary	On question 19 - It is valuable coming from most students but not all.
Elementary	On questions 5-8 I answered "Agree" because I answered the questions with school as the primary focus of the statement. If the question/statement uses district as the primary focus, my answer would be "Disagree".
Elementary	On the front page school and district are lumped together. These should be separated. I answered according to district. My school answers would be different.
Elementary	<u>One</u> test score is not reflective of a quality teacher.

Comments #20

Level	Comments #20
Elementary	Our Central Office is populated with incompetent sycophants that respond to Jim McIntyre's beck and call. Jim McIntyre is unfit to lead. I'm not quite sure why I bother writing this though because no one cares what we think. Sorry for wasting your time.
Elementary	Our district continually adopts new policies, procedures without first vetting them - SAT10, Tripod Survey, etc. We need to use the resources and personnel we already have before adopting "new" programs. It seems we are constantly jumping from one band wagon to the next. The RTI process is causing our regular ed and advance students to fall behind. Teachers are losing too much instruction time because of stopping regular instruction to teach small groups.
Elementary	Our district has a completely different view of teachers than our school. Within my school, I feel like a trusted professional but not within my district.
Elementary	Our instruction coach is priceless
Elementary	Our leaders simply need to remember they are dealing with kids. We don't need more technology, curriculums, textbooks or stuff! Also, giving a cumulative test in elementary and middle school is inappropriate. I rarely had these in my college courses. *Get rid of calculators in elementary school.
Elementary	Our PLCs do not give enough time for the team to discuss key points - most of the time seems to be information trickling down, not up.
Elementary	Our reading coach is much more beneficial than math.
Elementary	Our school climate has a great impact on morale and student improvement. Very negative and treats teachers as aliens. Often bullied causes stress and decreased the teachers desire to work and causes hardships on health. Pressuring teachers and effect students.
Elementary	Our school district needs to trust who they hire and appreciate how hard we work.
Elementary	Parental involvement in their child's learning would be more beneficial than technology
Elementary	PD's should be based on teaching strategies that we can implement into our classrooms right away. PLC meetings are not necessary each week. Need more planning time and time to work in classrooms!
Elementary	Peer teachers should <u>NOT</u> be evaluators.
Elementary	PLC isn't necessary on a weekly basis. We need more time in our classrooms for planning appropriate and purposeful lessons! Instructional technology would be great if we had some/more that worked!!
Elementary	PLC's are a waste of time. Data is discussed and successful strategies are left out. Instructional technology is taking away social skills and are not predictable. Disruptive kids take away too much from their peers and teachers' time. Guidance is not available or offered on a regular basis. It should be part of the rotation - not a "once in a blue moon" opportunity
Elementary	PLCs are helpful when they are used for planning purposes.
Elementary	PLCs are informative for ELA not so much for Math
Elementary	PLC's are meetings that could be reduced to monthly - especially at the primary level.
Elementary	PLC's are time we feel could be used for better teaching instead of data that is used for basically nothing. RTI is a waste of time for advanced and on grade level students. Only Below Average are getting individualized instruction. Waste of 30 minutes a day.
Elementary	PLC's at our building are not helpful for special ed teachers. I've sat through 2 years of PLC that had nothing to do with my area of expertise.
Elementary	PLCs should be monthly not weekly - our planning time is more important. I would support balanced calendar if I knew Knox Co would not require teachers to attend workshops during the entire 2-3 wk break. Knox County needs to pay their teachers better - <u>We deserve it!</u>

Comments #20

Level	Comments #20
Elementary	Please be mindful in the balanced calendar to summer camps. These are such a great experience for children to experience new things. The 8 week summer would allow students to take the opportunities.
Elementary	Please consider a different option for kindergarten other than a portfolio. These are hoops we do not need to jump through.
Elementary	Please consider adopting a balanced calendar as this is what is best for students in retaining learning. Also, common core has gotten a bad rap from many but it is more rigorous and therefore pushes students to think which will help them become problem solvers and productive members of society!
Elementary	Please do not waste time and money on student perception surveys.
Elementary	Please don't switch to balanced calendar. Stop switching the reading & math series so often. Please let us teach science and SS more in elementary school and buy us books that aren't from 15 years ago to teach with.
Elementary	Please ensure we have the technology we need in our classrooms. Get rid of the IFAB form in Reading. Continue the Teacher Advisory Board. Wax our floors - our school should be cleaner. Too many meetings, give us our planning during my plan time. PLC's need to be structured.
Elementary	Please get ride of PLC-it is a waste of time. Please give us inservice days in our classrooms.
Elementary	Please make sure you are ready to give training/before making a decree that we have to follow Randa ... Aspen ...etc.
Elementary	Please trust teachers to be the professional that they were trained to be. Train them, support them, and encourage them and they will be an "asset."
Elementary	Please value us more! Honestly, we know what we're doing! :)
Elementary	Please work on Apex program.
Elementary	Please work to make APEX fair.
Elementary	PLS refers to TPEG
Elementary	Questions 4,5,6,7,8 show school/district. My opinion of my school is much more positive than my opinion of the whole district. Very, very disappointed to learn that our promised 4% raise has been reduced to 3%. I fully expect the commission to not approve the full budget amount and then the raise will be further reduced.
Elementary	Questions on this survey with "school/district" were answered for the district, <u>not</u> my school.
Elementary	Re #17 - Students who want to be college/career ready and are willing to do the work it takes are definitely college/career ready. Those unwilling to do the work necessary (or lacking the drive necessary) are not ready. Re #4-8 - As noted in responses to the <u>LAST SURVEY</u> these items should have split up school and district. * Once again, I'm doubtful that this will change how Central Office operates/makes decisions.
Elementary	Re balanced calendar - I have children going to school in another county. I have never wanted to leave KC but a drastic change in the calander would cost me a large amount of \$\$ in child care (daycare) plus additional weeks trying to find childcare for school-age children. I do not see how I will be able to afford the extra \$\$ plus my children will lose several weeks of family summer activities.
Elementary	Reading coach way more beneficial!

Comments #20

Level	Comments #20
Elementary	<p>Regarding Number 2: PLCs at my school are held every other week because we are (currently) at TAP school. While I think it is helpful to reflect on data and target specific skills, I feel like sometimes instructional time is lost to generating data (giving quizzes or tests) for use in PLC. Also, although teachers do get to select SMART goals, PLCs are not truly run by teachers.</p> <p>Regarding number 4: I feel as though teachers are given the opportunity to provide input regarding the district's strategic direction, but I'm not sure how heavily that input is weighed when decisions are made.</p> <p>Regarding number 8: I feel like in my brief experience as a teacher there has been more autonomy given to teachers. When I first started teaching I was heavily encouraged to use certain materials and use the pacing guides. In the last year or so I have been told that pacing guides are suggestions and that I should feel free to use additional materials in my teaching. This autonomy makes me feel more respected as a professional.</p> <p>Regarding number 12: I use Tap data from the previous year to get to know my students as they enter my class. I use STAR data to create reading and math groups. I also use Star data to create specific goals for those groups.</p> <p>Regarding number 13: My school is a TAP school and only has one instructional coach (who is supposed to exclusively support kindergarten and first grade). However, my mentor and master teachers have been incredibly supportive and helpful to me. I feel as though I have had exponential growth as a teacher because of their efforts. The loss of the TAP will have a dramatic negative affect on teacher growth. Since we will no longer be a TAP school it is my strong recommendation that the district provides more instructional coaches.</p> <p>Regarding number 16: I strongly support a balanced calendar as long as teachers are not forced to teach during breaks and they provided additional compensation if they volunteer to do so.</p> <p>Regarding number 19: Student perception data is helpful to reflect upon, but it should not be used to calculate teacher proficiency or compensation.</p>
Elementary	<p>Regular educators are pulled from planning and lesson time to sit in Special Ed meetings way too much. We don't get a coach.</p>
Elementary	<p>Results from standardized assessments is delivered to late and is too vague to be effectively implemented in instruction. Formative assessments are more valuable.</p>
Elementary	<p>Return PLCs to teacher-directed, as intended and promoted through Adaptive Schools training. The Director of Schools need to honor agreements and policies involving teachers and other staff, if he expects personnel to believe he is truly interested in working with us and is appreciative of our service. Some items are worded so that agreement with the basic principle may be regarded as a blanket approval and agreement with the method of implementation which may or may not be true. Example: Item #1</p>
Elementary	<p>RTI2 needs to be revamped!</p>
Elementary	<p>RTI2 needs to be revamped. There should be interventionist to teach Tier 2 & 3 at each school.</p>
Elementary	<p>Schools need more Behavior Liaisons, Opts, TCI trained support personal because of extreme behavior issues that are negatively impacting progress. Teacher's stress levels are at a all time high. HELP!</p>
Elementary	<p>Sick of mean girls club at top - Millicent, Elizabeth, Massie, Odom</p>
Elementary	<p>Social Studies curriculum would be very beneficial to making readily available better support, resources and materials to instruct on the content. It is a lot of information to cover with very little support especially if new to teaching it.</p>

Comments #20

Level	Comments #20
Elementary	Some coaches do <u>much</u> better than others. (help, supplies, support)
Elementary	Some weeks I get NO planning time. IEPs are scheduled then sometimes.
Elementary	Special Ed should receive 45 minutes everyday of plan time. I have ZERO minutes every day.
Elementary	Special Ed teachers do not get a planning time which is not fair!!!
Elementary	Standardized testing results are usually given too late to inform instruction. I like to use formative assessments more for dictating my instruction. I really disagree with the block scheduling for primary grades. It is my job to differentiate for my students and to reteach if they don't understand something. Everyone doing the same thing at the same times doesn't allow me to do my job. It would be extremely helpful if we had a TEAM rubric for elementary school alone instead of a K-12 rubric.
Elementary	STAR Test results are not as helpful as Discovery Ed was
Elementary	Stop making your questions so broad. Be specific if you really want specific data.
Elementary	Stop wasting Knox County tax payers money by hiring Consultants and Broad Academy Fellows. Plenty of educators within KCS to make decisions. KCS needs to stop bullying teachers - from the top down!
Elementary	Strategic compensation has some problems as far as being fair and balanced. Many excellent teachers in low performing schools will have a difficult time receiving compensation pay. The systems needs to be tweaked to be fair, equal & balanced
Elementary	Strategic compensation in special day schools is unfair!!
Elementary	Strategic compensation is not a motivation for most of us. Motivated teachers are motivated by their kids. Give me a raise more often. I like tests written by people trained to write assessments. Not all of us fear/despise accountability. County assessments have value. I NEED my TPack. They cannot be a budget victim.
Elementary	Strategic compensation is not fair to PreK-2, Special Ed or Special Area teachers because we have no direct control over assessment data! Yes, I am glad SAT 10 is going as it was wildly inappropriate for K students, but we should still have control over our assessment data.
Elementary	Strategic compensation is too unclear to be effective. Does it even exist? It is like phantom money, so why bother? PLCs for Encore classes are ineffective. TEAM rubric is too inflexible, especially for Encore classes.
Elementary	Strategic compension should be a part of salary.
Elementary	Strategic compension - encourages competition and division among grade level teams.
Elementary	Strategic compension doesn't allow teachers to work together it forces teachers to fight each other for oppourtunities to receive the funds. I feel the principals already have a preconceived idea about what your getting so not to give out high scores to reduce # of payouts.
Elementary	Strategic Compension rarely, if ever applies to those who remediate students whose instructional level is below their grade level. Could this be addressed?
Elementary	Student perception data could be interesting for a teacher's personal knowledge but should NOT be used toward eval.
Elementary	Student perception data in early grades is ridiculous. They don't understand most of the questions. Older elementary students base their answers on how they feel "that day." Older students are smart enough to use it against a teacher they don't like. Teachers are not supposed to be a student's friend. A mentor, leader, facilitator, role model -- yes. The morale of teacher's in KCS is sinking lower everyday. We have no support and are so undervalued...It breaks my heart!
Elementary	Student perception data is dependent on student intentions when completing it.

Comments #20

Level	Comments #20
Elementary	Student perception data is skewed. Upper grades who take them do so in a joking manner. I don't feel as though most take them with a serious mindset. As an elementary teacher, I do not understand why grades have to be on a "block" schedule. My students may need more time in certain subjects and/or topics.
Elementary	Student surveys are not written in kid friendly language. Our students do not have enough maturity to give any feedback that is fair to base what learning is happening.
Elementary	Students are passed on year after year and are many grade levels behind. They need to be retained! Someone needs to keep up with tardies/absences.
Elementary	Students are tested to often. The Mist assessment is not realistic for a 3rd grader. 3rd graders do not have enough computer knowledge to be tested on a computer.
Elementary	Students need to be evenly distributed for compensation based pay. I get low students with poor behavior every year. Why can't I receive compensation for dealing with difficult students? Plus some teachers come out as a 4 but receive no additional pay because they weren't in a leadership position.
Elementary	Students with severe behavior problems need to have a place to go outside of the traditional classroom. Other students are negatively impacted and can't learn. It's not fair to them.
Elementary	Survey should separate questions for school and district.
Elementary	Teachers are being asked to do more and more without compensation. Too much emphasis is being put on testing and student scores.
Elementary	Teachers are educated professionals. They also understand children's abilities and emotions. Teachers should be provided with tools and training to further students' education but not told when and how to teach. If individualized plans are what the district wants, there will have to be more training in technology for that education. There will also have to be more aids in the classroom or higher discipline standards.
Elementary	Teachers are licensed professionals and should be treated that way.
Elementary	Teachers are not valued, or at least it seems that way. Please give teachers more autonomy. The more frequently edicts are handed down with the intent to better classroom teaching and learning, the more restrictive the job becomes. To paraphrase one of our great founding fathers "What about dat freedom tho?"
Elementary	Teachers are spending countless hours after school day to plan because "plan" time is so limited because of meetings. In order to make CCSS work I'm constantly revamping, creating, & searching for materials. Teachers are exhausted. We're working harder with no incentives!
Elementary	Teachers are still not valued to lead and work on their with all the push for PLC's, TPEG, Grade Level Data Meetings. Data still drives all choices and input of teachers is ignored. Kids are still over tested and teachers are not being listened to.
Elementary	Teachers continue to feel the stress and pressure that this district places on them that others do not.
Elementary	Teachers in lower grades K-5 need more planning time. Intervention groups are extremely helpful but they take valuable instructional time away from students and teachers who are not participating in Voyager or Spire groups. These other students are left to work in stations, cmp, reading, etc.
Elementary	Teachers in my school are treated as professionals and are trusted to make good decisions about instruction. In our school we are recognized as educational experts. This is NOT TRUE of the COUNTY'S or DISTRICTS treatment of teachers!!! The district does NOT value teacher's instructional decisions and expertise!

Comments #20

Level	Comments #20
Elementary	Teachers in our district are used. Used to communicate departments' agendas in inservice. Used to bear the weight of legislation with less support than they need.
Elementary	Teachers need salary increases and increased plan time. The workload is so much that it can never be accomplished on contract time. Teachers spend nights and weekends working on school tasks.
Elementary	Teachers need to be viewed more as professionals and be allowed to have more autonomy in PLC meetings, determining goals/needs of the school, and how to implement the curriculum. Loss of planning time is a detriment to our students.
Elementary	Teachers should be paid more!
Elementary	Teaching is NOT a clock-in/clock-out profession. MANY hours are spent before 7:30 am and after 3:15 to plan and prepare for my students each day. My plan time is taken up with useless PLC meetings which we scramble to find some kind of data to discuss. If we were actually thought of as professionals, we can use our own data to map-out our instruction. If I have to be absent, it is hours of preparing for a substitute. None of these things are taken into consideration. The evaluation system does not work! It has been made impossible to score a "5" unless your evaluator REALLY likes you and breaks the rule to give you a "5". I've been told they are NOT allowed to give any 5's. Evaluation should simply be a checklist!
Elementary	Technology can be beneficial when used strategically. Plan time for special areas is minimal. More time spent testing means less time for learning.
Elementary	Technology is great when it works! We need tech help in school (not a teacher) and or share w/2 or three schools.
Elementary	Technology is not valuable if students do not have access to a class that teaches them to use it. A classroom teacher not have time to do this.
Elementary	Thank you for giving teachers a voice. It has been encouraging to see positive changes made in response to the last survey and teacher feedback.
Elementary	The amount of teacher income does not equal hours spent preparing, working, planning and grading. On professional development days where the whole district has to go - I learn NOTHING! District professional development is Terrible. Just because someone volunteers doesn't mean they should be chosen to teach. I've even had colleagues sit in classes where the presenter was presenting incorrect information. Who vets these people? If you want your best teachers to develop and present a class you need to offer incentives (small stipends \$50 class?) Then you will see improvement in who volunteers.
Elementary	The APEX money is too hard to earn so it is discouraging
Elementary	The choices were given for school and district. Most answers were given for district.
Elementary	The curriculum is too in depth (ie too many topics) in elementary. The salaries-top out at 20 (cost of living raise). Insurance premiums go up. Salary top heavy. Teaching to the test! The transition to Common Core was costly for current 5th and 6th grade. Many children in intervention.
Elementary	The district can't say it values children or staff and not address the stress levels in schools. The narrow focus on test scores has pushed this issue off the table
Elementary	The district does not reflect my principal, so these questions are not viable to access her. It is unfair to her.
Elementary	The evaluation needs to be changed especially since money is not tied to it. Administrator only should do the evaluating and it doesn't need to be every teacher every year.

Comments #20

Level	Comments #20
Elementary	The evaluation rubrics for SPED, ELL, Encore specialists, Foreign Languages and other district wide specialists need to separate and specific to each specialty, like library and School Counselor.
Elementary	<p>The evaluation system is still not fixed. It needs to be fair, objective, and stream lined.</p> <p>We had less than 1 week to do this survey. We received this survey on the 21st and had to turn it in on the 24th.</p> <p>Lower grades have had some relief from standardized testing. Upper grades are still slammed with tests! STAR, MIST, TCAP, social studies field test (which was unreal! Who thought that was a good idea?)</p> <p>I love my students. I love teaching. I do not love the education system of KCS. I do not trust the leadership of KCS.</p>
Elementary	The Fine Arts Portfolio is not a valid measure of student growth. It is incredibly time consuming to put together and should not be counted towards teachers effectiveness score.
Elementary	The idea of instructional coaches is great, but the focus is too much on analyzing data rather than helping teachers implement effective instructional strategies. Our coaches do not provide resources.
Elementary	The instructional coach and GT coach spend a lot of time telling us what our data is, but little time giving us ideas/ support in improving our practices.
Elementary	The instructional coach at my school talks down to all support staff & Encore staff. I think this contributes to a negative environment among the staff.
Elementary	The language of the Tripod questions is vague and confusing for elementary students.
Elementary	The leadership academy is being used to pick administrators that will not question the superintendent. In 2 years, not one administrator has publicly questioned any policy. Principals should never be afraid to support their teachers but they are.
Elementary	The level of stress the TEAM evaluation (unannounced, especially) that exists in our building is ridiculous. It makes everyone anxious and bitter.
Elementary	<p>The morale in our district is deteriorating quickly. I believe this is due to leadership. Since the new evaluation process I have moved from being a level 5 teacher to a level 1 teacher simply due to TVAAS. I now have 4 evaluations instead of 2. KCS says the eval process is not meant to "punish" teachers. How is that not a punishment? Meeting in an ILC was also a requirement for me this year. Simply because my science TVAAS scores were low. I have yet to receive an answer to this question. How were 3rd grade science/social studies TVAAS scores generated if the students never took a state Social Studies/Science exam in 2nd grade? How was the data from 2nd grade SAT-10 scores manipulated in order to create a growth score for 3rd? How can you compare data from 2 different types of tests and compare growth scores? Also, how can this determine if I am an effective teacher or not? The implementation of SAT-10 caused my TVAAS scores to drop. That in turn caused me to have 4 formal evaluations and require me to participate in weekly ILC meetings.</p> <p>Testing is important, but it should not be used in the fashion KCS uses it. One score should not define a student. If that is the case, then why does KCS require 20 data points for the RTI2 process in order to just recommend formal testing? Why do we use the universal screener as much as we do?</p> <p>This survey was to be distributed on 4/13. Our staff at Copper Ridge received it at a fac. meeting on Tues 4/21. It was due on Fri 4/24. That left us 3 days to do the survey.</p>
Elementary	The new Social Studies standards are ridiculous! I have been teaching for 15 years and I am tired or teaching directly to the tests.

Comments #20

Level	Comments #20
Elementary	The only standardized assessment I find valuable is the STAR Math and Reading.
Elementary	The past two years have gotten me thinking of leaving this profession. This is my second career and I <u>love</u> teaching. However, I feel that I won't be able to do this any longer without sacrificing more family time or my health. Morale is so low at our school and across the county. Our leaders are never here to support us. Their supervisors are always here checking up on them. There is stress everywhere. We are being micromanaged and then told that it's because of the state. Too much, not enough time. We feel no one cares about us anymore.
Elementary	The practices and procedures at SMG need to be closely monitored by Knox County.
Elementary	The questions should be separated for school and district. They are not always the same.
Elementary	The school system is not benefiting Knox County teachers or students. Things are manipulated to enhance the Superintendent. I have taught for 20 years and I feel like my abilities are not valued and respected. This needs to stop. Balanced Calendar does not benefit anyone!!!
Elementary	The state I left would never allow kindergarten classrooms to be that full without a full time TA; especially in a Title I school.
Elementary	The state of Knox County Schools is sad. Teachers are the foundation and backbone of this organization. It is sad that the majority feel defeated. I wish I had the option to change careers or systems, but feel too vested here. We waste too much time on testing and being micromanaged. I don't need a coach. I don't need a weekly PLC. I need a smaller class and more assistant time. I in no way trust Central Office or my administrators. That is sad to have an us against them feeling at work.
Elementary	The survey is valuable but should never be tied to any performance or other evaluation. It is only feedback for teacher reflections.
Elementary	The survey needs to be divided between school and district. What is true of one is not always true for both. #13-Our Reading coach is very helpful. I have never met our Math coach in the 5 years I have been here. Our TAG teacher is pulled to meetings more than she is in the building.
Elementary	The way this survey was worded is inaccurate. I feel like I have autonomy, input and professional decisions within my school but not within my district. I also feel the kids are tested too much on inappropriate age level material. Also, if they want to be tested on computers then you need to provide us with computers and keyboarding teachers. It is too much to teach curriculum and computer skills to elementary students.
Elementary	There are many kids in kindergarten who are not exposed to letters prior to kindergarten. Can something be given to K students at round-up? (i.e. a workbook or educational game, etc.)
Elementary	There are several jobs that are "overstaffed". I think there are too many coaches, facilitators, etc. that could be classroom teachers as suggested at BOE meeting.
Elementary	There are too many assessments at the end of the year in grades 3-5: TCAP, Social Studies State Assessment, and STAR. The children may tire of all the testing and not do their best.
Elementary	There is more emphasis on <u>data</u> (records of performance) than school culture. Data is a document of the past, creating a <u>respectful</u> and <u>safe</u> school culture (focus on teacher relationships to authority, clear expectations from district, clear training for changes in tech, grades/etc., no ... <u>poor evaluations for \$</u>) less focus on "probing" your a good teacher ... more focus on student learning / environment.
Elementary	There is not a direct correlation between 3rd grade students standardized testing results and the ability of a teacher to be an effective teacher.

Comments #20

Level	Comments #20
Elementary	These questions are ridiculous
Elementary	Things are getting better, but we still have a long way to go to improve teacher morale. Give teachers the power to use our expertise to make decisions about the kids we are with all day long.
Elementary	This survey should not ask questions about district/school in one question. I have very different experiences with the school that I teach in and the district that I teach in.
Elementary	This survey should not be school/district combined. Responses for me are very varied depending on school vs. district. My school sees me as a professional expert, but responses for district are not always the same.
Elementary	This year I have been assaulted twice, had hundreds of dollars and personal and school property destroyed. I have felt abandoned to deal with violent and insubordinate students
Elementary	Time I put in is 70+ hours per week. We have to create our own assessments and <u>NOT</u> use Pearson! Low or no empathy from admin.
Elementary	Too many standardized tests
Elementary	TPEG I strongly disagree with TPEG.
Elementary	TPEG is used in place of the traditional PLC model. TPEG does benefit my instructional practices.
Elementary	Tripod does not prove anything for teachers at the K-12 level because they go here for free and do not understand it.
Elementary	Two week break not 3
Elementary	We as a county need to focus on less testing a meeting the needs of the student, which is instruction, compassion, and understanding of their unique needs.
Elementary	We cannot keep up with all that is thrown at us. So much additional reports/data analysis, Spire (which takes up valuable instruction time-assistants or a full-time instructor FOR this should be hired. Pay the teachers more! Give us a raise! I should not have to take time away from my family working until midnight often!
Elementary	We do not get enough planning time.
Elementary	We do not get planning time in our rooms which makes it hard to prepare materials.
Elementary	We do not have access to an instructional coach as a preschool teacher. As a special education preschool teacher with children from many different school zones, my evaluation is partly based on standardized test scores from the local elementary school. Many years none of my students are even zoned there. This can often time prevent preschool teachers from earning APEX. We do not have any direct contact w/ students from that school.
Elementary	We do not have enough technology in our school to accommodate the changes coming/present in education. Why is there not enough money to wax our floors over the summer? Media use (educational) is becoming more limited. Our administrators need more support (they are pulled in multiple directions at 1 time). Way too many meetings during my planning time. PLC's need to be restructured
Elementary	We do not have PLC meetings - instead we use the TPEG method
Elementary	We do not use PLC model at our school but instead, use the TPEG model.
Elementary	We do TPEG not PLC
Elementary	We need more planning time and team planning time.
Elementary	We need more time to collaborate with one another.
Elementary	We need stipends for after school enrichment & coaching & concerts in <u>Elementary</u> .

Comments #20

Level	Comments #20
Elementary	we need to pilot balanced calendar before we go to it as an entire system. Where will the money come from to do balanced calendar? We are giving too many tests for practice and not enough teaching time.
Elementary	We spend too much time on discipline. Students who are high achievers never get what they need.
Elementary	We still need more time in our rooms and for planning. It's difficult when the county gives us more freedom (w/PLCs for example) and then our supervisor expects us to still be having SMART goals. We also NEED to give Star Reading as the beginning of the year assessment instead of STAR Early Literacy. It was really nice this year to feel like we weren't overly assessing our students.
Elementary	We still teach to the test, not enough plan time (elementary).
Elementary	We use a TPEG model instead of PLC
Elementary	We would like full-time counselors in <u>all</u> elementary schools. Middle and high schools get multiple full-time counselors. Our students deserve the same access. They are facing many of the same problems as middle/high students (unfortunately) - drugs, sex, suicide, for example.
Elementary	What I think about my school and the entire district varies. This makes most of the questions and responses invalid.
Elementary	Will the 2 or 3 week breaks be contract or non contract days? Will teacher be required to be at PD, intervention, enrichment?
Elementary	Would prefer to have 1 week for Fall Break
Elementary	Year round school would be wonderful in the long run for all teachers, students and parents. It will take some adjusting to, but overall the best!
High	#15. Only teachers that are overly involved (lead, committees, mentor, etc.) get the money. Should be about classroom results.
High	#17 - Students are ready for college and career <u>IF</u> that is what they want to be!
High	#17 - Students are ready only if they themselves want to be ready. #19 - Realize how much 1 or 2 students affect a small class. The numbers may appear skewed.
High	#18: Would love to somehow have more planning time. As a SPED teacher, I am often in IEP meeting or preparing for IEP meetings during my plan time in addition to weekly cluster meetings, PLCs, etc.
High	#19 does not measure the effectiveness of a teacher. There are teachers who are popular and would score high from students who do not push academics.
High	1 unhappy student in a class of 15 to 20 students will skew the data. Why would we put that emphasis on DATA that is invalid? Strong teachers are not always "popular" teachers.
High	1) Pay us more 2) Respect our decision 3) For god's sake, cut TAP 4) Find Carter High with a competent head principal. 5) Don't talk about how much you value teachers until your actions actually back you up. It makes you seem disingenuous
High	1) Too many decisions are made by non-teachers. All school-board members should have mandatory "blind" substituting for 20 Days a year! This means they get any school, not just STEM or Hardin Valley And they are not allowed to announce that they are a school board member. Decisions would be made differently. 2) Sever all ties with Pearson! 3) Go back to offering Technical Path for general population and ELL students.
High	12. I don't receive appropriate feedback from standardized tests to use for my instruction. 16. I can't work my summer job if we move to balanced calendar.

Comments #20

Level	Comments #20
High	15 -- The problem with the current version of strategic compensation is that a good portion (60%) is based on 2 classes per year out of a possible 500+ different classes. I'm not sure how I feel about that.
High	15. Until the evaluation process is fair and equitable, strategic compensation will continue to be an irritant with teachers. 16> Many teachers seek summer employment opportunities to compensate for their less than stellar salaries compared to surrounding school systems. Reducing available summer days decreases potential employment opportunities. 17> We are not preparing students for college or career. Our current system fails to emphasize responsibility and accountability rests with the students, not solely with the teacher. 19. Student perceptions are just that -- perceptions. Their decisions are biased and not based on objective standards.
High	16. As long as the 2 week break is not used for inservice time.
High	4. Can give input but input is not listen to. 16. Balanced Calendar would be great, as long as teachers get to choose to work during the breaks and there is not mandatory inservice.
High	A 4% raise is ridiculous when compared to compensation in surrounding counties and lowering it to 3% to "save" a floundering bonus program that is unfair and on its last leg anyway is a terrible decision.
High	A balanced calendar is not good for students.
High	A feel motivation is the primary problem. I've read before that satisfied needs do not motivate. We are giving students too much of what they need to produce on their own. We're trying to motivate through making it fun, and incentives. We worry too much about data and technology when we should be focused on relationships, responsibility, and accountability.
High	A major drawback to student perception data (surveys) is the many students do not read the questions carefully enough or understand the questions asked.
High	After spending six years in a different school district, I have enjoyed my first year in Knox County Schools. KCS is always looking for ways to improve the quality of instruction received by the students. I'm excited for the 2015-2016 school year!
High	Although there may not be a best way to address this issue... In some subject specific areas I have concerns for the quality and experience of evaluators (GLADIS system).
High	As last year, "school" and "district" may prompt completely different answers. Please clarify this in the future for Qs 4-8. TAC needs to be peer selected and not another pseudo-consideration of teacher ideas. Leadership is more than holding positions. APEX does not consider a wealth of activities that show leadership. Instructional time is not respected. Standardized testing disrupts significantly. Testing is not teaching. Trust needs to be established that teacher survey answers will not just be used to support a pre-existing agenda. Time should be given to complete these surveys <u>without</u> school admin present.
High	As long as we force students to stay in school after age 16 we will struggle. I resent the time I have to spend on kids who do not want to be here and disrupt my class. We can't throw them out or else we don't make grad rate. We have lowered the bar so all graduate. Students know they will graduate no matter what they do. We have programs for those who wish to return after dropping out.
High	Asking whether a teacher agrees or disagrees with a statement is highly inappropriate b/c both schools and districts are lumped together. What I think about the school I work in and the district I work for are two different opinions. A separate question needs to be used for each separate opinion.

Comments #20

Level	Comments #20
High	Balanced calendar has not been fully explained and when asked for information we have been denied. To make an informed decision, we must be provided with information
High	Balanced calendar is a bad idea!
High	Balanced calendar please!!!
High	Balanced calendar: only OK if teachers are not forced to work during this time. Training and remediation that are <u>voluntary</u> are perfectly acceptable.
High	Bonus incentives are a refreshing "carrot" to strive for!
High	Comments on #18: I should have 3 days to plan that aren't devoted to official school responsibilities, but I feel like I only get 1 or 2 because of unofficial requirements/covering classes, etc. Also, I feel that a huge disconnect exists between the school faculty and the district.
High	Consider how balanced calendar would affect students in dual enrollment.
High	Don't ask questions school/district. They are not the same. My admin in my building support and tries, but are held back by the District. PAY teachers more \$, we earn it daily and the counties around us pay more so why stay? VALUE teachers at the state and local levels. The school board and county commission need to bury the hatchet and focus on -- the students!!
High	Each school should be allowed to create their own EOCs.
High	Eliminate incentive pay, which is divisive, and refocus retention/hiring on experience and education instead of performance/evaluation data. These two measures are subjective, flawed, and easily altered based on external factors.
High	End the lip service. If teachers are professionals, let us be professionals. Schools cannot have rigor and graduation rate, PICK ONE! Thankfully the divisive practice of APEX is ending! Now fix the TEAM rubric so that it can be applied fairly and correctly!
High	Evaluations by schools peers should always be unacceptable. Bias is too great for this data to be accurate, accountable, and/or reliable
High	Fewer surveys for teachers and parents so that they'll be taken more seriously.
High	Get rid of APEX. It is not a fair system. I would rather be told I'm doing a good job than to not get 4's + 5's due to money.
High	Good leadership at my school. SPED teachers will <u>never</u> be eligible for strategic comp. due to TVAAS scores of students being much lower than expected scores.
High	I (and many of my fellow teachers) feel that the district does a good job of feigning interest in teachers' opinions but does not truly care.
High	I am a little discouraged how CDC-A is excluded from gen. ed. Even in the schools upcoming events, CDC-A events we're not mentioned anywhere.
High	I am not here to make students like me, I am here to ensure student success. Students do <u>not</u> know what makes them successful. They do not have enough experience to make these judgments. PLCS are too structured from the top down to actually be beneficial to teachers. we need freedom in collaboration.
High	I am ok with the transition to a balanced calendar but only under the 9 + 2 model.
High	I am only for balanced calendar if it is two week breaks.
High	I am very upset with how funds are used at the Knox County Schools. How is it that there are funds for new schools, new technology but not the basics - paper, books and teachers!
High	I believe my school is an anomaly in the district, so answering questioning about all schools is very difficult to do in a mult. choice question.

Comments #20

Level	Comments #20
High	I believe that students perception data is valuable, but is should not be a standardized survey. I give my students a survey about the course at the end of each semester. I am able to tailor the questions to my specific class, and it affects my future instruction. My plan period is often taken up by meetings. I think each school/district needs to be more diligent to protect teachers' planning time.
High	I can't use standardized test data to guide my instruction because I never get a breakdown of my students' results on the state test. How can I use what I don't have?
High	I do not believe that students are psychologically ready to evaluate a teacher. They may be mad because they didn't do their homework, got a zero, and then evaluate the teacher poorly based on their mood of the day.
High	I do not feel that opposition to the balanced calendar will be taken into account. I feel the decision to go ahead has already been decided simply by virtue of the fact that it has been brought up for "discussion." The discussion is only token. I have strong opinions against it for many, many reasons but I have no confidence that anyone will care. I am very disappointed!
High	I don't know why I bother filling these out because no one cares about my opinion as a teacher.
High	I don't take off much but have had to cover classes multiple times due to an insufficient member of substitutes available in KCS.
High	I feel that some students are ready for a college or career after leaving Knox County Schools, and some aren't. It depends on the students.
High	I find it frustrating that certain school board members suggest that teachers never vocalized the need for rigor in education before and that now our standards are so much higher. What a joke! Now we have NO standards and are forced to pass everyone. These are the lowest students I have ever had. They are NOT ready for college/career because we are <u>forced</u> to hold their hands.
High	I find the cart is often put before the horse. "Let's have PLCs" is a great idea. However, a PLC is not modeled for anyone... teachers are too busy... they do not have time to figure everything out on their own... if district wants teachers to have successful PLCs take time to model, explain, show the value, etc.
High	I have issues with the wording of question 4. yes, you provide opportunity for input, but there is <u>no</u> guarantee that the input is used in any way at all. So when this is released to the media, congrats, it looks like you all are really listening to us. The focus on data is ridiculous. You are so concerned with what the data tells you, but never provide solutions. The standardized tests provide me irrelevant data because I am unable to see the test to determine it's a valid assessment. Fight for us. Fight for the kids. Fight for us to see the tests to determine if this data is worth looking at. AP releases portions of the tests afterwards, why doesn't the state of Tennessee? Fight for that to happen.
High	I have never received strategic compensation or do I rarely meet anyone who has. Gibbs community needs a middle school. Do away with APEX bonuses.
High	I have never seen student perception data, so cannot answer #19.
High	I love my job. Very thankful for this opportunity.
High	I never mind filling out these surveys if they are actually read and considered. Unfortunately, I feel these automatically go into the circular file as soon as they get to central office.
High	I never see data from my EOC's.

Comments #20

Level	Comments #20
High	I really want the balanced calendar!
High	I strongly support balanced calendar as long as any inservice during the weeks off was optional. Rather than APEX, I would like to see across the board pay raises. Salary scale should not stop at step 20 -- that is an insult to veteran teachers. Teachers need more autonomy -- I am not even allowed to control the temperature in my own classroom!
High	I think a balanced calendar would not be a good idea for Grades K-2 esp Kindergarden If they have time off they have to readjust everytime.
High	I think it would be very difficult to identify a decision made at the state or local level in the last 5 years that ended up boosting the morale of our teachers, the most valuable asset the school system has. I think we are seeing a dangerous philosophy evolving in education that literally anybody can do this job if given the right "instructional strategies." We should treat teachers like the professionals they are, not engage in witchhunts to score cheap political points for shady politicians.
High	I think that we need to go back to the previous evaluation practice. Being evaluated every year is a waste of time and money, especially for veteran teachers.
High	I want to see a two week break but not a three week break.
High	I would value the strategic compensation more if I actually got it. The reason why I don't get is a school-wide measure I have no direct influence on. If it weren't for that, I would get my bonus.
High	I'm a new teacher, and I sense/feel/believe that many of the evaluation methods are more flaming hoops through which we must jump in order to prove we can jump through hoops. But jumping through a flaming hoop is not teaching. Many of the indicators in the rubric are helpful, but they don't always help every teacher in every subject improve.
High	I'm concerned about the change of summer school programming. I think we will see a huge deficit in either/or achievement or preparedness for next year's classes.
High	Improve evaluation of principal effectiveness and communication strategies between the teachers and the supervisors who keep these principals employed. Show that you value teachers by improving their pay.
High	In #17, depends on the individual student.
High	In my position, I am often able to have some freedom over my curriculum, but this is not true for all teachers in my building. I believe support for teachers' plan time should have a high value, and more structure for new teachers should be a priority.
High	In response to #19, students perception of a quality teacher or practices isn't really relative. If a teacher disciplines a student or has been written up by th the teacher he/she (student) isn't going to give a fair score. I do believe that it is a biological fact that a human's mind doiesn't truely develop in that it can make decisive desisions until thier mid-20's.
High	It is a sad day when we are losing teachers; do not have the money for basic needs, i.e. paper, cleaning services, etc. but we can find money for new administrative personnel and technology that truly is not needed.
High	It's time for a pay raise!
High	I've only been teaching for 5 years and because of the stress involved and lack of communication on a school wide & district level, I am taking a break from teaching in Knox. Co. Schools.
High	Knox County is <u>too</u> top-heavy. Downtown is full of redundancy and consists of too many folks who may find new programs for teachers so they might justify their jobs. Instead of hoops with APEX, attract and retain talent by offering legitimate pay.

Comments #20

Level	Comments #20
High	Knox County Schools discourages teacher/student creativity. Lately, the collection of uniform data seems to be the end-all. We are not valued as professionals - regardless of the lip service downtown provides. Very disheartening to work for KCS.
High	<u>Less</u> emphasis on the rush toward Federal dollars!!
High	Less meetings and more time for planning is crucial to student mastery and teacher success -- no burnout.
High	Let schools make their own scheduling decisions. District should act as support rather than punisher.
High	Let us teach!
High	Love my school, district is another matter.
High	Many teachers have learned recently that if they leave Knox County Schools, Knox County keeps 1/2 of their <u>earned</u> APEX money. This is <u>completely</u> unethical.
High	More information needs to be provided to teachers and reviewed before a jump to a balanced calendar. Special education teachers at the high school level are being given more responsibility than other teachers with the same evaluation and same pay. I believe this should change.
High	Moving to a balanced calendar will not improve student retention. Years ago, we moved final exams from Jan. to Dec. while still on a yearlong schedule because students couldn't retain material over Christmas break. After the snow days and spring break, we had to review. With a balanced calendar, we will be reviewing constantly instead of moving forward. Students are not college and career ready because there are no deadlines or consequences for failure to do work. We constantly create excuses for them. The world after high school DOES NOT!
High	My job is great b/c of my specific SLC and SLC principal. However, I think this is the exception rather than rule.
High	My school is fantastic and so is my principal. The system does not trust teachers and there is no transparency with the district. APEX needs to go away. Schools shouldn't be grade on grad rate.
High	Need to place more consideration on what is best for students when making decisions.
High	Need up-to-date and functioning technology.
High	No APEX but pay more!
High	Not enough technology in school.
High	Often times, teacher suggestions are ignored by the board or superintendent.
High	Once again DO NOT merge District and Schools together. The answers would be vastly different for questions 4, 5, 6, 7, 8. It cannot be used as valid data. #19. The choices are too specific. The Tripod involves so many questions that do not pertain strictly to learning, too many in my opinion, reflected teachers being "friends" with students. Plus, it was over one class. All should be included in a survey for valid data.
High	Our instructional numeracy coach has been incredible. We have had good success both quantitatively and qualitatively. That would not be the case without her!
High	Our school (Bearden High School) is very different than our district. I answered according to our school, not district. The district does not recognize us as educational experts or give us autonomy. My school does. Also, kids who graduate from Bearden High are ready for college and career. I have no idea about other schools.
High	Our schools is a disaster. No rule enforcement and no discipline. Things aren't always what they seem. SDHS

Comments #20

Level	Comments #20
High	Peers completing evaluations will ALWAYS be unfair.
High	Please also consider giving raises to classified and janitorial staff. Schools are not profit centers for private corporations. Balanced is very important for teachers! I support it. Also there should be less testing in elementary and middle schools
High	Please answer our questions about the Balanced Calendar <u>before</u> you implement it!!
High	Please do not put school and district in the same question. These are separate things which may have different responses.
High	Please have some common sense. We are dealing with people, not numbers.
High	<u>Positives:</u> At SDHS we have many innovative programs. I am also happy the county has a career magnet and other non-traditional school options. I believe every school has a majority of their staff striving for student success. <u>Negatives:</u> Discipline is lacking. Students need to be told the "rules" and consequences in August, not April. Discipline serves a function of establishing a positive environment. Lack of discipline, ignoring behaviors is destructive.
High	Prefer better pay over APEX.
High	Questions 4-8 should only be school <u>or</u> district. They are very different.
High	Quit sending me surveys. Quit creating busy work which cuts into instructional time. The only way to personalize instruction is to spend more time with kids.
High	Raise teacher salaries!
High	Referencing #15, I would rather have a big raise that makes my position more competitive with surrounding systems. #17 -- NOT ANY MORE, content is so watered down.
High	Regarding #15, it's not equal oppt.; seems to be among only a few for the last % for leadership.
High	Regarding #19, good teachers will do these on a classroom level. We know our students and what to take to heart. I do not believe a vague/broad evaluation for all that is visible to those outside the classroom is beneficial in any way.
High	Scoring educators 1-5 is not accurate.
High	Since we do not actually look at the EOC's or a breakdown of what questions our students missed, standardized assessments do not provide useful data to modify our instruction.
High	Some answers seem out of character - due to my position as a music teacher. I feel that the objections of the band teachers to balance calendar can be worked out along with the football calendar.
High	SPED needs more funding/staff.
High	SPED teachers teaching full class load should not have IEP caseloads of more than 15-20. I have 40 and it's killer, and there's just not time to adequately service all of my caseload all the time. Especially when 10+ I do not have in class at all, all year. If 1-2 teachers per school could drop down to teaching 1-2 or no classes and focus on caseloads, it'd help other SPED teachers tremendously.
High	Stop changing everything each year!
High	STOP curving Spanish I EOCs. Too many unprepared students are moving to Spanish II with no skills to pass or be successful!
High	Strategic compensation seems to be based more on point accumulation than actual teaching practice -- it seems particularly arbitrary and based on experience with evaluator.
High	Student surveys are valuable to a teacher's instruction practice, but should <u>not</u> be used as part of evaluation scores.
High	Students are human beings, not data points. Remember that.

Comments #20

Level	Comments #20
High	Students are passed when they should fail the class simply to avoid high failure rates. Knox County puts too much blame on teachers when the emphasis or lack of effort should be placed on students and their parents.
High	Students are receiving basic skills for education , but life skills needed beyond school are lacking. More critical thinking is needed as well as digital literacy.
High	Students don't take surveys seriously and/or rate rigorous teachers low and "easy" teachers or those that are lax on rules high. Too many changes/too often lead to burn out. (ERO - Randa, Gradebook - Aspen, Standard/curric. changes)
High	Students perception should not be considered as part of developmental feedback. If a teacher is hard on a students for their own good, they do not realize that till life experiences happen.
High	Students that take advanced CTE courses are more prepared for college and career than their peers. I hear this from former students all the time!
High	TAP schools should not be required to do the PLC since they already have cluster meetings.
High	Teacher instruction and creativity is hampered by high stakes testing. Parent/students/teachers are exhausted by the on-going pressure of the tests. Pay? - I prefer a pay raise rather than a bonus. In addition, teacher plan time must be protected if we want our teachers to improve. Teachers should <u>not</u> be required to substitute.
High	Teachers and other staff need to be compensated better and need to be treated with respect - not as "human capital."
High	Teachers are being worn out with extra responsibilities. This is hurting morale.
High	Teachers are no longer treated as professionals. Teachers are kept in the dark about decisions affecting schools and students learning. Morale is at an all time low.
High	Teachers in Knox County are extremely underpaid. We have comparable schools around the state that are earning a significant amount more.
High	Teachers that have TVAAS scores of 4 or 5 shouldn't have to be evaluated 4 times per year!
High	Teachers who have maxed out the "step" scale haven't gotten raises in years. They are being targeted to force retirement and are losing income due to cost of living increases. They (we) have a wealth of knowledge to share and are being devalued as a group.
High	Technology is not available. Teachers cannot use smartboards either the projector doesn't work or a bulb is blown. Graphing calculators die and are not replaced. Computers die and are not replaced.
High	Testing should not be as huge a part of student life as it is. Teacher evaluations should be more for coaching and less punitive.
High	The APEX was a waste and rubrics don't cover anything near the work that hard-working engaging teachers actually <u>DO</u> . Very narrow-minded and demoralizing.
High	The current strategic compensation plan is a carrot being dangled as a lure for us. Almost <u>all</u> areas of my ability to earn bonus pay are controlled by other people. Almost ALL I have no control over the test scores that impact me nor my ability to have leadership roles appointed by administration, etc. It is frustrating to be told that we have an "opportunity" when most of us do not. I work hard. I love my job. I get "above average" scores but I do not come close to earning the bonus because of variable outside my control. I definitely feel that an across the board raise would be more beneficial in the long run for everyone in terms of feeling more valued.

Comments #20

Level	Comments #20
High	The department (Special Ed) chair, along with the area supervisor for Special Education <u>have not</u> been helpful/supportive of a new teacher entering their school and Knox County. The personal attacks have been made in the presence of students and aren't appreciated. Because at the 2 year transfer rule, I'm stuck in a high school (South Doyle High) where teaching isn't enjoyable.
High	The district has not provided <u>any</u> books for upper level world language study.
High	The items with stems reading "school/district" should be separated because what is true in my school is not always true for the whole district. The survey results will be skewed until these items are edited.
High	The laptops are a distraction to learning. It is impossible to keep students off games and social media. Why can't you - Knox County IT - block all the non-educational sites from 8-3 that students go to. Until the State starts testing PLE, PBL, etc. on EOC/TCAP, I find it difficult to use these. Go back to the basics. 3rd grade - learn multiplication tables! 4th - long division with no calculators! Reading at grade level.
High	The majority of our system-wide professional development is a waste of time. Pragmatic use of available technology is an area that is under-emphasized.
High	The special ed teacher in inclusion classes is not useful or effective. They draw a paycheck but are not accountable for anything.
High	The Tripod survey is great for feedback but should not be correlated to Teacher Eval.
High	There are opportunities to provide input, however when there is a majority on the topic the decision maker has made the choice to go completely opposite. PLC are difficult when the teacher has a variety of other obligations locally and on the state level. Wish we had the choice to pick before/after school or during plan period.
High	There is so much that is wrong! So many bad things have happened to so many good people? Does anyone really feel comfortable commenting w/o the Gestapo finding out? Really?
High	This is a well designed questionnaire that asks questions I actually care about.
High	This system will not improve (except on paper with its "fabulous" test scores) until everyone actively involved acknowledges and corrects the double speak and double think in the theories of teaching. Students will push the envelope because there are <u>no consequences</u> for their misdeeds except a slap on the wrist and the joke of ISS> Kids misbehave, the principals do nothing because they aren't allowed to, and the teachers still get blamed. we need a superintendent with empowerment enough to <u>give consequences</u> instead of talking in circles and continuing to hire his own clones. This system will eventually collapse if you don't take care of your teachers and give them reason to stay in this district. I hear way too many new teachers already plotting their departure. That, combined with the mass exodus of the senior staff/teachers will put this district in a world of hurt. Already there is a shortage of certain fields in high schools. It will not go away.
High	Too many surveys. "Instructional coaches" are a waste of resources. We all need our own classrooms. PLCs are pointless.
High	Too much focus on testing; life science curriculum in unbalanced.
High	Too much importance placed on standardized tests!
High	Too much testing. We need to let Elementary teachers be more creative. High School & Middle School teachers need more time in the classroom. Not all instructional ("Cutting edge") are doable for all teachers. The district is broken and needs to be fixed. There are no plans/tools in place to help advanced kids in Elementary Schools because teachers are overwhelmed and see no relief in sight.

Comments #20

Level	Comments #20
High	Top down management has too many layers of administration and many of their roles seem redundant.
High	Tripod Survey should not be used as students do not have training in evaluating teachers or classroom activities.
High	Tripod was used and discussed in teacher evaluation how are you getting away with breaking the law. Tripod was deemed not to be used by the BOE 2 years ago. Give us principals who are not part of the old boy network of Mac leadership academy that he has a paying position in.
High	We are not robots / Let us teach the way we should!
High	We have no respect, no one listens or cares. You ask for our opinion, but continue making decisions based on the few in admin who haven't been in an actual classroom in <u>years</u> ! (walking through <u>doesn't</u> count.)
High	We need Balanced Calendar for our students! That is the reason that matters! :)
High	We need less high paid people downtown who do nothing to help teachers and/or students.
High	We receive such limited feedback from standardized tests that it is hard to use the scores to "inform our teaching." I would like to see much more itemized data for these high-stakes tests.
High	What is expected of teachers does not reflect the pay in Knox County. I feel as if I have no say in my classroom when it comes to curriculum, structure, or pacing. I am not valued as a professional, in the eyes of Knox County.
High	While most students are prepared for college, others are pushed through the system and graduated regardless of how little work the student actually puts in.
Middle	- Being a Social Studies teacher leads me to realize that the information about how changes across the district are expressed are very inefficient. - There is no chance for every teacher to express true opinions without looking negative across the district. -- The evaluation system needs to be revamped due to lack of consistency across the county.
Middle	- Field test results need to be shared at all levels to inform each level on progress - APEX is not worth the amount of work you do to earn additional money. - Balance calendar if it is <u>NOT</u> working then stop doing it for the following year
Middle	- Plan times do not exist, especially for SPED teachers - It needs to!
Middle	- Some instructional coaches, such as Cindy Shepard, are helpful. Others are either too spread out or unfamiliar with RTI2 programs.
Middle	#18, I have students with me all day except for my lunch. To have planning, I would have to leave the room, and I rarely do this.
Middle	#19 - This should not cause the time & disruption that it causes. See add'l comments on front. Many of us do not participate in the process of providing input because we don't think it will do any good; or that our participation will make us a target or at least impact the way others perceive us.
Middle	#19 If conducted differently <u>could</u> be <u>useful</u>
Middle	#19. There could be some value in all grades. Problem is when there is too much value placed on the opinion of students.
Middle	#19-takes away from instructional time. We have too many tests as is.
Middle	*"many" teachers do <u>not</u> want 45-15 calendar! - extremely concerned with possibility of inservices and PD's scheduled during these breaks

Comments #20

Level	Comments #20
Middle	*I am concerned about the lack of communication in the ELA department at the district level. *I am concerned about the <u>under-handed</u> way teachers are treated at the district level. At this point, I am convinced parents and <u>students</u> have more power over the district than district employees and principals.
Middle	18. I am always using plan time for school related activities. I am not sure what you are asking 19. Student perception data doesn't seem to help my content area, Fine Arts. We never see this data so I'm not sure how to answer this.
Middle	A clear decision about APEX compensation should have been made at the beginning of the school year as a simple yes or no. You lose the trust of the teachers when we hear different answers. A simple yes or no would work. It is still up in the air?
Middle	A lack of plan time causes me to feel undervalued, over-worked, unprepared, and frustrated. Cluster and PLC are meetings that provide great ideas to implement but take away time that I could use to plan the implementation of these ideas. Cluster and PLC should be monthly meetings.
Middle	A new superintendent is needed.
Middle	Again, have the schools w/laptops for every student outsourced those without laptops?
Middle	All we do is test prep. Students need to learn to think, reason, solve problems, find reliable information & use it to make good decisions. Not even the Common Core prompts allow them to demonstrate these skills.
Middle	Another way we can save money, would be to eliminate the excess positions above teachers and administration. There are so many positions being occupied by people with limited time in the classroom and removed from the community. These positions cause waste of resources that could be put back into our Schools.
Middle	As a Special Ed teacher, I'm concerned about giving an assessment that I have never seen the format for. My students are working on life skills, yet now will also be asked to work on grade level academics. We are setting these students up for failure in life. Not just SPED, but all students! By taking away Related Arts time and incentive assemblies, our students have nothing to work for! Too much academic time!
Middle	As far as surveys go, I give my students a survey at the end of the year for them to give me feedback about how I taught, what projects they enjoyed and suggestions for next year. As far as the evaluation goes, I feel it is not fair for <u>every</u> teacher. Depending on what department you are in, your choices for the 15% are limited or nonexistent.
Middle	As it stands all responsibility for students educational success is placed solely on the shoulders of the teacher. Some of that responsibility needs to be placed on the parents and the students themselves
Middle	-Balanced Calendar - 2 weeks fall - 3 weeks winter - 2 weeks spring -- More instructional Technology -- Strategic compensation to address areas such as Special Ed hard to staff areas
Middle	Balanced Calendar - the breaks should <u>not</u> be used for teacher inservice
Middle	Balanced calendar will not help students retention!
Middle	Balanced calendar with <u>2</u> week breaks
Middle	Balanced calendar with the two week breaks -- (43 day summer)
Middle	Balanced calendar would be a good transition as long as teachers get the 2-3 week break w/students.
Middle	But - #19 can be thrown off when student upset with teacher -- can ask others to give bad marks. Also problem when kids did every class, by end of day they are over it.

Comments #20

Level	Comments #20
Middle	Database programs such as Schoolnet is badly needed here at Cedar bluff Middle. The availability of working computers for the entire school is need for numerous reasons.
Middle	Decisions are often made without teacher input. For examples, laptops replaced desktop computers w/o asking teachers what they wanted.
Middle	Discipline is out of control.
Middle	Due to <u>no planning</u> period I do not go to PLC's or grade level meetings. I do not have time to anything extra at school. I work early, late and most weekends. I do not count on money from compensation. This year's events are an illustration of why it cannot be awarded consistently. A balanced calendar will not be supported by the day cares and parent work schedules. We will also not be afforded the opportunity to take college classes.
Middle	Fund AVID and IB for equality for all <u>kids!</u>
Middle	giving surveys the week before TCAPS is probably not a good idea. Teachers are all stressed and in bad moods.
Middle	Glad to work with youth, need more opportunities to teach behavior/maturity that in my opinion reflects a lot of our students learning capabilities.
Middle	High School doesn't get one ready for a college's freshman year. More needs to be done there.
Middle	I am for the balanced calendar involving 2 week breaks.
Middle	I could not agree to 3 week breaks at all on question 16. I would agree to 2 week breaks. I feel like 3 week breaks are too long for learning retention several times a year.
Middle	I do feel that my school is a good place to teach and learn, but I can not attend to an option for the district. Though we most commonly have PLC meetings I do not always feel that the time is used to the best advantage or to the purpose of the meeting. I have, however, felt that I've had the autonomy necessary to approach my classes with activities and materials appropriate for my students
Middle	I do not feel "safe" to offer my opinion.
Middle	I do not feel the current evaluation system adequately reflect my role as a counselor or my value to the school. I am frustrated about having to create opportunities for observation that are not actually part of my every day role.
Middle	I don't feel that counselor evaluations reflect what I do on a daily basis. I work hard for my students, develop positive rapport with students, families, & parents, work past hours on scheduling and planning events. None of this can be reflected by one of my evaluations done by a teacher not familiar with my daily role & eval. rubric.
Middle	I don't like how you can't question authority without fear. The 9 weeks limit on Algebra is not working. Students should be able to leave Algebra after Christmas. I currently teach at least 3 students that should have left after polynomials unit. How is failing and loosing hope what is best for kids.
Middle	I fear sometimes that parents & students have more control over our district than knox county staff.
Middle	I feel as if the focus is not on what's best for the students. I feel as though we are more focused on test scores. It is time for someone to listen to the teachers, parents, and students.
Middle	I feel that this is a very empty gesture; that this survey is only to say, "We surveyed the teachers," but our opinions do not matter.
Middle	I have not been eligible to receive the strategic compensation because, as a non-tested teacher, I must rely on the other teachers' test scores. Please consider allowing teachers in non-tested subjects to be evaluated on other criteria.

Comments #20

Level	Comments #20
Middle	I just wish that Knox County Schools cared about me as an educator.
Middle	-I like the balanced calendar idea as long as it doesn't cost the district more money. Our district is having budget issues which trickles down to teachers losing their job, their livelihood is being threatened. It seems to be more of a business model, instead of an educational model.
Middle	I love Karns Middle It's the Best!
Middle	I only support balanced calendar with a two week break - <u>not</u> 3 week break.
Middle	I strongly disagree with the privatization of public schools. I strongly oppose the attempted industrialization of our children's education. I believe it to be morally, ethically, and Constitutionally wrong to use public tax money for <u>any</u> private entity or charter school that is not under the authority of the elected school board the same way regular public schools are.
Middle	I think perception (student) surveys are great for insight but should only be used a small % of data b/c students are young & immature.
Middle	If we implement a program, it should be implemented fully as recommended. This includes staffing, funding, and scheduling. We have too many expensive programs that are not implemented and therefore are not beneficial.
Middle	I'm marking neutral on balanced calendar until specifics are known about it all.
Middle	Increase teacher salaries.
Middle	Instructional coaches are data focused, but it would be helpful to have literacy <u>and</u> numeracy coaches.
Middle	Instructional technology is not equitably distributed through all schools in Knox county. Nor has 1-1 proven to improve student achievement or gains significantly to warrant the funds to support.
Middle	It would be nice to have a curriculum before next year's assessments are developed. A reduction in class size would definitely improve classroom environments!
Middle	Keep the Instructional Coaches. Let them work with Teachers not just log data.
Middle	Less assessments more instructional time.
Middle	Less tests. More projects and "hands on" activities to develop students' abilities to think and work for themselves.
Middle	Many students do not understand the wording on the Tripod
Middle	Merit pay is an imperfect plan but an effort in the right direction. Teachers who focus in high stakes areas (math and ELA) who are expected to participate in RTI and teach during plan times deserve some type of extra compensation. I'm not certain what that plan should encompass and how to assess, but extra effort and time should receive just and appropriate compensation.
Middle	More merit/APEC/Bonus Pay opportunities
Middle	My administrators are good people, and that matters so much to the positive things happening in this building.
Middle	My school, Bearden Middle, is a <u>very</u> enjoyable place to work! Love it here!
Middle	My subject does not have standardized testing available other than TCAP. Strategic compensation is nice, but it has not compelled me to work harder. I should be compensated at the level of other teachers in my state & country before strategic comp is offered. Technology should be provided to support student learning.
Middle	Need to find a way to keep AVID in Knox County Schools -- permanently.
Middle	No all year calendar.
Middle	No balanced calendar! It will severely impact students with transition issues from breaks.

Comments #20

Level	Comments #20
Middle	Not all students are "college bound" and so many still get left behind because we are not allowed to teach or show them other options. Many students believe they are going to college when they have no idea how or what it takes to get in. We should go to an education system like they have in europe.
Middle	Nothing is wrong with our current school calendar, so no need to change. There is no evidence or data that would validate this change in calendar.
Middle	On Q. 19. I would only want results to be reported to me.
Middle	Pay TA's more to keep Quality staff.
Middle	Pay us a salary that recognizes our worth and forget strategic compensation. Linking SC to evaluations has caused evaluation scores to drop.
Middle	Plan time is absolutely necessary to teacher success. We have to stay after school to grade papers, plan, make copies, plan grouping, gather materials, etc. I work late in the night several days a week. I am exhausted and unhappy. I love teaching but the demands on my time prevent me from being as prepared and energized as I would like to be. Please let the teachers teach!!!
Middle	PLCs are important but can cause stress because of their frequency and length. I would love to have PLCs every other week. I typically spend 1-2 hrs. every night working on school responsibilities that I would rather do during school.
Middle	Please don't move principals from school to school. If they are doing a good job, please leave them there. We talk a lot about the achievement gap. Our gap students have many gaps including a family gap. Keeping principals & teachers consistent from year to year would build & strengthen our sense of community & our feeling of being a <u>school</u> family.
Middle	Please justify the reasoning behind cutting three positions at CBMS given how small of a school we are and our growing, diverse population.
Middle	Please, please, please start listening to those of us in the trenches with the students! I know there are those who are very vocal, but some of us are afraid to speak for fear of retribution. I am a professional educator -- I know what's best for my kids.
Middle	Please, please, please...the way to make the <u>most</u> difference in student learning is to <u>Make Classes Smaller!!!!</u> Also, more <u>real world</u> practice is needed in Middle School.
Middle	Push for a balanced calendar - until we have data that it does not work, let's try it!
Middle	Question 14: My school is not a 1:1 school so I cannot answer this. I would welcome the opportunity of 1:1 technology, but I do not ever see this happening at my school.
Middle	Question 18 - In reality, it is probably closer to 1 to 2 days that we have full planning time. I often get to school before 7:30 in order to copy materials needed that I did not have time to do during plan time. I take papers home to grade and research/plan lessons at home frequently. #16 - Balanced Calendar - Love it! I truly think this will ease the stress on teachers & students through periods of downtime to relax.
Middle	Questions 4, 5, 6, 7, 8 were based on the district not the school.
Middle	Questions 4-8: I cannot speak for other teachers, only myself. Question 12: When I was tested, I did. I do not agree with adopting TVASS scores without a choice. Question 13: Never met/received assistance from one. Question 15: I don't qualify for APEX. Question 16: I agree as long as teachers won't be required to work inservice and will be compensated <u>if</u> they volunteer. Question 19: Kids are too fickle to be evaluating Pedagogy or determining how teachers are perceived by students.

Comments #20

Level	Comments #20
Middle	Regarding my answer too #12 -- there is too much ed. Material to cover to use test data for re-teaching or individualizing re-teaching. Reading and Grammar should be 2 separate classes because of the amount of material to cover.
Middle	Related Arts, special areas, fine arts, and essential programs such as AVID are cut first in order to make room for RTI. School schedules are being controlled by RTI. Academics, arts & RTI should be able to co exist when holistically educating students. Arts classes give students critical thinking & problem solving social & humanitarian skills. There is a clear correlation between the arts, attendance & graduation rates in all districts & states.
Middle	-Snow days used = good; unused snow days should be extra compensation or taken off the end of year - Provide portable classrooms (too many kids) - Reduce stress of standardized tests on students <u>AND</u> teachers.
Middle	Special Ed teachers will never be able to have strategic compensation for the school year.
Middle	Special education spending, student behavior and rights vs. regular education students needs to be evaluated.
Middle	Staff is not appreciated by the District as was evidenced by the decision to pull APEX. No concern for our time, effort, or income.
Middle	-Star testing is beneficial, but a week of TCAPs, etc is not -Balanced Calendar option needs to be an eight-week option for summer, so that teachers have ample time for inservice and to set up their rooms.
Middle	<u>Stop</u> the additional testing. We teach to a test <u>All year long</u> . The students are sick of it and not taking tests seriously, and the results are therefore not valid.
Middle	Strategic compensation creates discord among faculty. Only a chosen few are given leadership opportunities in the district. If you are not part of the "in" crowd, your voice is not considered.
Middle	Students have fewer opportunities for fun in their day -- cutting related arts positions exacerbates the problem. #13 - Depends on the coach - Jennifer Morrell is awesome #14 - No access :(
Middle	TA's are extremely underpaid.
Middle	TA's Need more money! We teach classes and do a lot but with less pay!
Middle	Teachers need an evaluation system that is fair for all. The evaluation system Is not fair.
Middle	Teachers need more time to plan. Also, the county should make sure that the schools have the supplies they need. The school needs paper.
Middle	Teachers need raises
Middle	Teacher's planning time needs to be more protected.
Middle	Team evaluation needs to go! I teach 200 days and a score when you pop in one two individual classes is <u>not</u> Fair. Also, selecting a "choice" for 40% of my school is terrible. Over 500 students in this school <u>never</u> step into my room, however, they count for/against me. Fair??
Middle	The Co. needs a more flexible pay-scale to <u>attract</u> and <u>retain</u> exceptional educators & supervisors. It grieves me seeing <u>very</u> qualified folks leaving for nearby counties. Can U.T. football build a winning program that way?
Middle	The manner that Strategic Compensation is set up does not allow for every teacher to rec. it. Principals select teachers for leadership roles leaving a large majority out. Without leadership opportunities I do not have a chance at the bonus. * More planning period to plan for student. *Balanced calendar is a good step for KCS.

Comments #20

Level	Comments #20
Middle	The PLC I have been introduced to have not been true PLC groups. These are scripted for teachers. Middle School should be team taught with advisory program along with character education. The students I have will not benefit from an intervention unless they want one. I have found more than 50% of my students do <u>not</u> want to learn. Solve the behavior & interest!
Middle	The teachers at my school are more afraid of the principals than the students are. The principals are afraid of being independent of the superintendent and are therefore betraying their teachers and students. The Leadership Academy turns out drones who owe their livelihood to the Superintendent and therefore they fall in behind him, no matter the cost to their staff and students.
Middle	The thing I think that would most improve the students' education is not more money or time. I believe small classes and more time during the work day to plan/grade would help the attitude of teachers and then in turn help students.
Middle	There are so many variables between different classrooms that multiple choice type surveys are not valid nor reliable. However, open-ended questionnaires may be enlightening, and I already do these anonymously 2-3 times a year.
Middle	There is a big difference between "school" & "district" -- This survey needs to differentiate between the two. Treat us (teachers) with more respect.
Middle	There is entirely too much micromanagement of teachers. There are way too many meetings preventing teachers from planning lessons, communicating with parents, grading assignments, etc. Our time needs to be managed much better with all we are expected to do.
Middle	These Qs are too vague.
Middle	To evaluate counselors, librarians, social workers on factors over which they have no control (school wide scores) is not FAIR.
Middle	To what extent is it useful to continue surveying teachers with the same type of questions to fuel political disagreements? Gather data and <u>act</u> on it to find solutions; don't expect different answers to the same questions.
Middle	Too much money is spent on programs, but not instructional personnel. If the tech program is not working well for the school, fix it. Related arts is where students find niche -- and we are so lucky to have the academic support of AVID -- academic related arts? Hello high scores!
Middle	We are spread too thin!
Middle	We have no instructional coaches, but when we had a math coach, it helped instructional practice.
Middle	When the instructional technology works!
Middle	Where do I begin? My beloved profession is gone, replaced by bureaucrats, politicians, and reformers who want to privatize education and make money with charters and vouchers. I am not a teacher anymore, but a robot who proctors tests and teaches how to pass a test. I can't build relationships, have autonomy, or spontaneity in my teaching. The administration of Knox Co. does not care about students or teachers. We need to have real educators in charge of our school system not Broad Academy fellows with a destruction of public ed. agenda.
Multiple	Do Not cut AVID! It is a valuable program. Increase the number of true community schools; this is the only way to improve failing schools. Continue listening to the Teacher Advisory Committee.

Comments #20

Level	Comments #20
Multiple	For Question 16: If balanced, high schools should also transition off block scheduling. This will allow more flexible scheduling for RTI2, and help reduce review time for core classes not taken in 8-12 months. Has any consideration been given to a 5-day (instead of 10 or 15) fall break? This will make life easier for football coaches, and most burnout occurs in spring.
Multiple	I work at the Andrew Johnson Bldg, for school psychologist.
Multiple	More classroom/student time is needed. Time outside of classroom happens too often.