

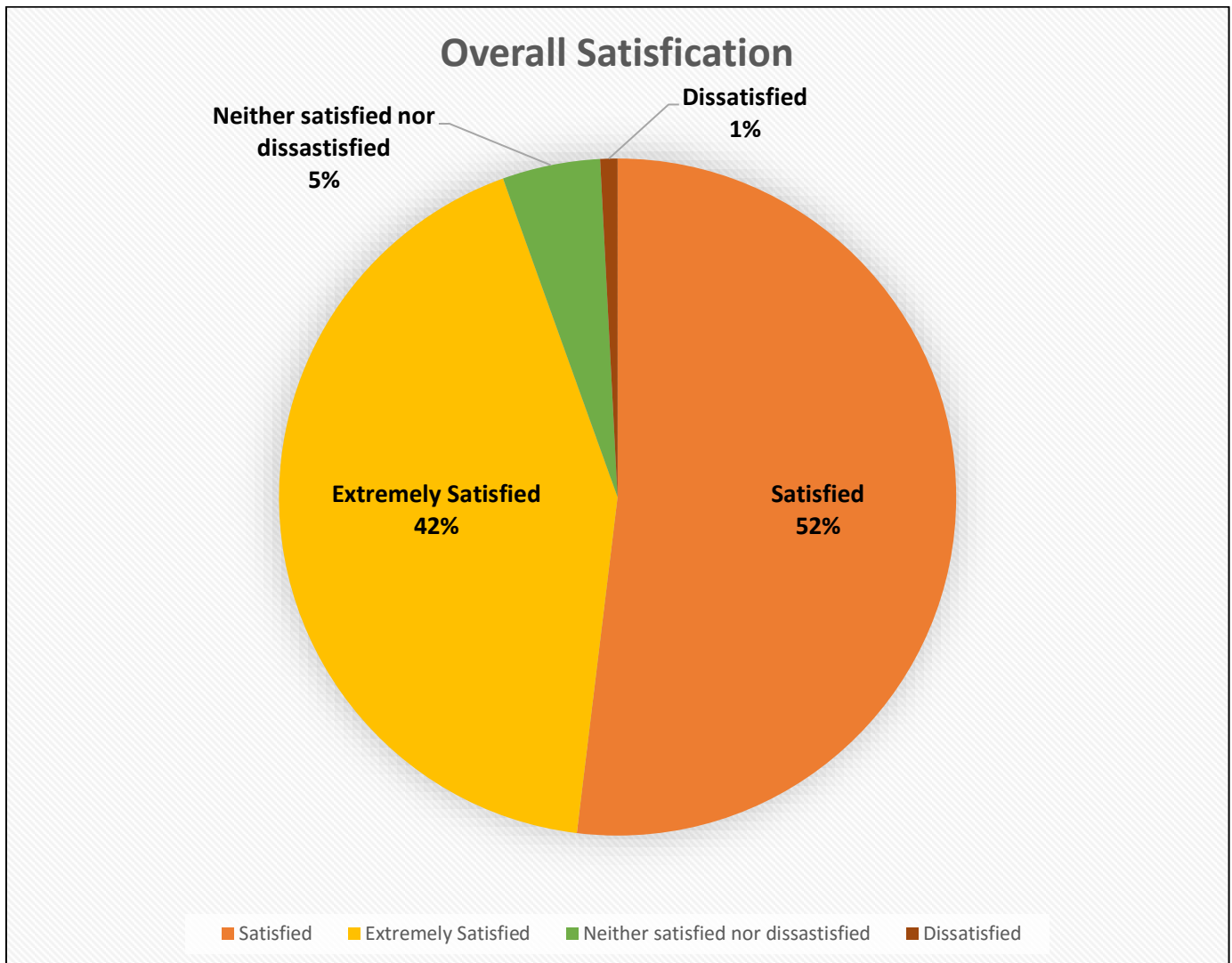


# Gainesville City Schools Employee Stay Survey

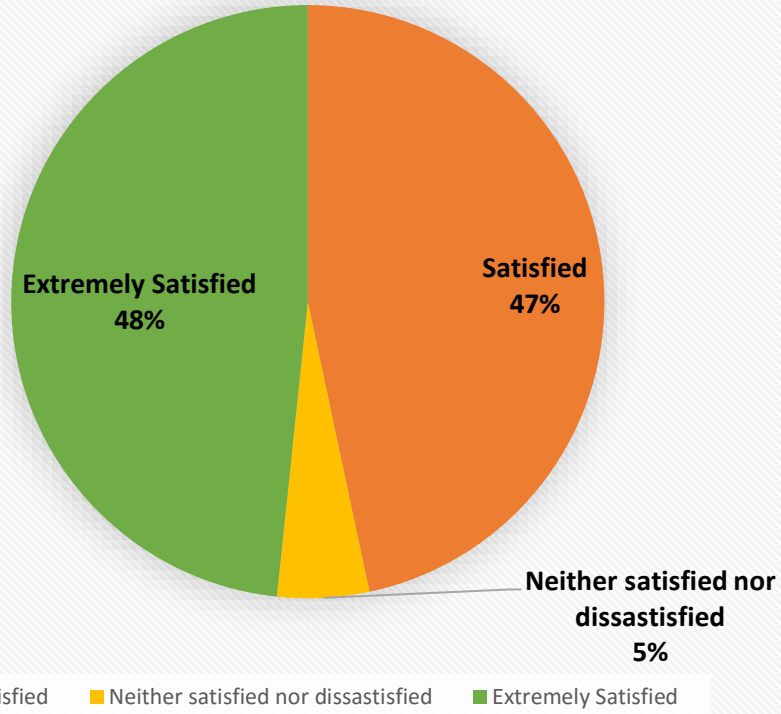
Total Survey Participation: 365

## Question 1:

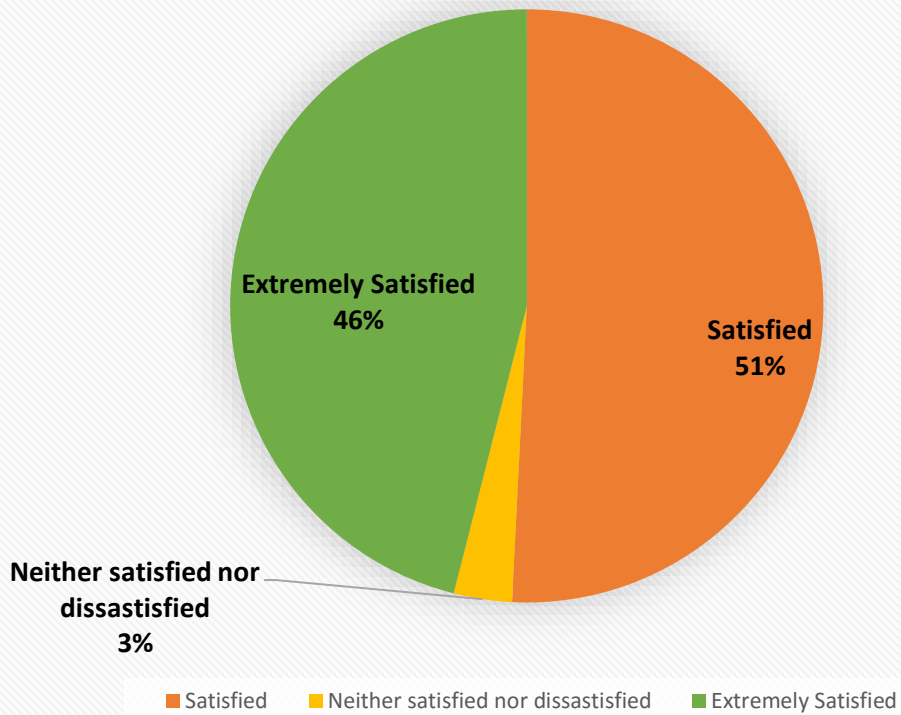
Overall, how satisfied are you with your experience working at Gainesville City Schools?



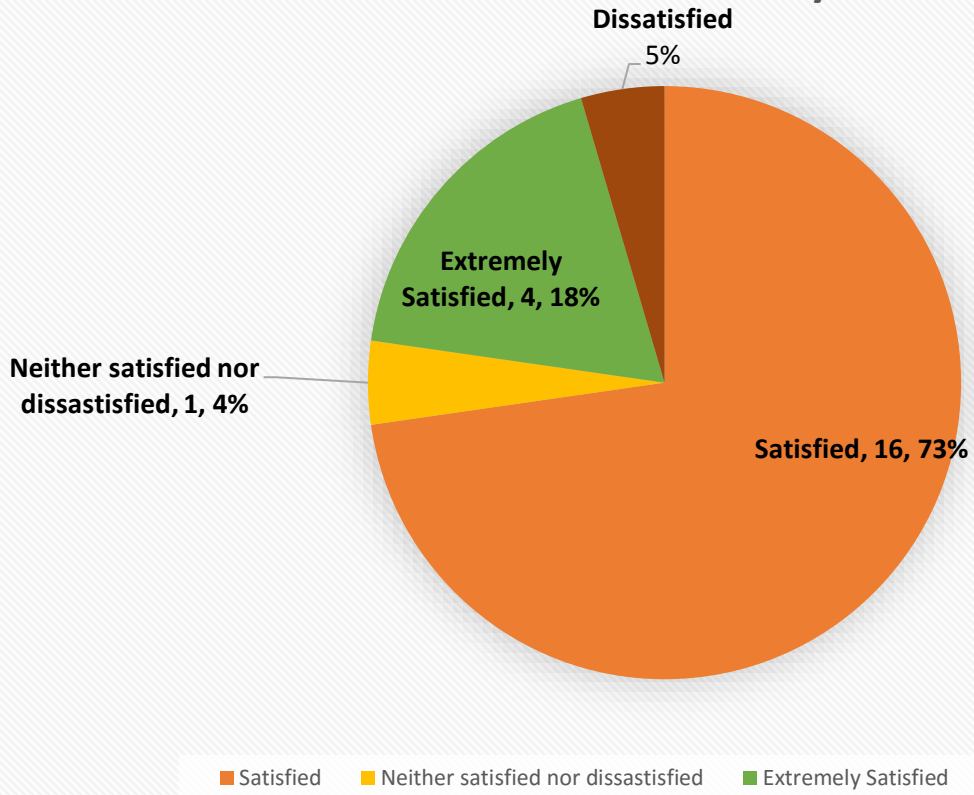
## Centennial Satisfaction Survey



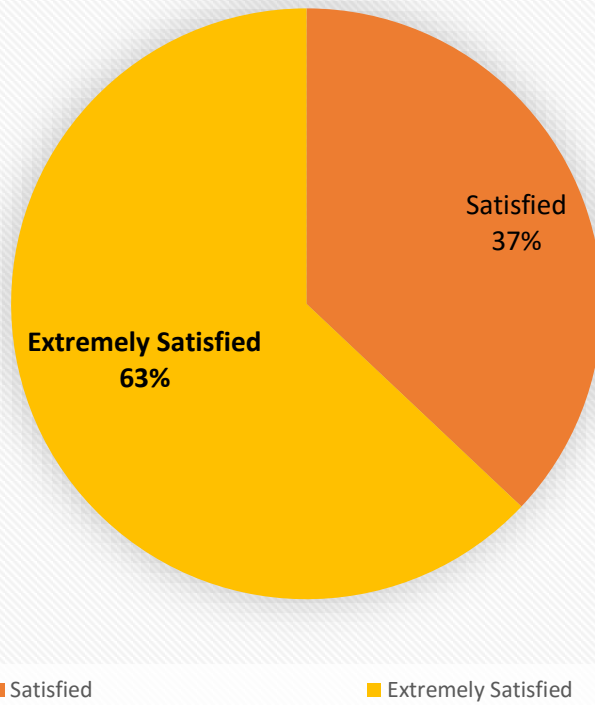
## Enota Satisfaction Survey



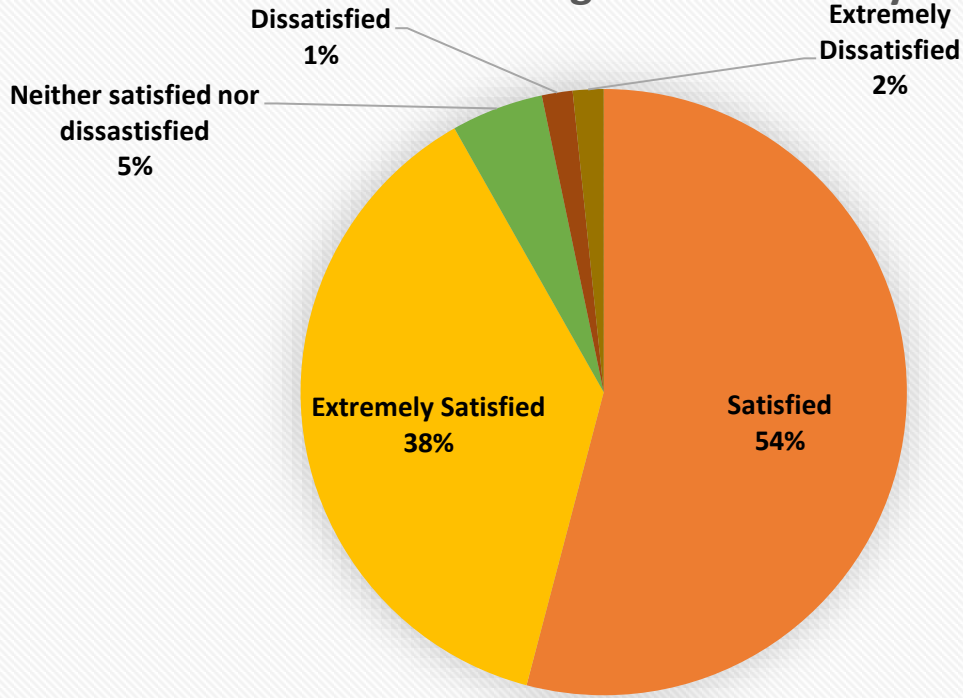
## Fair Steet Survey



## Gainesville Exploration Academy Survey

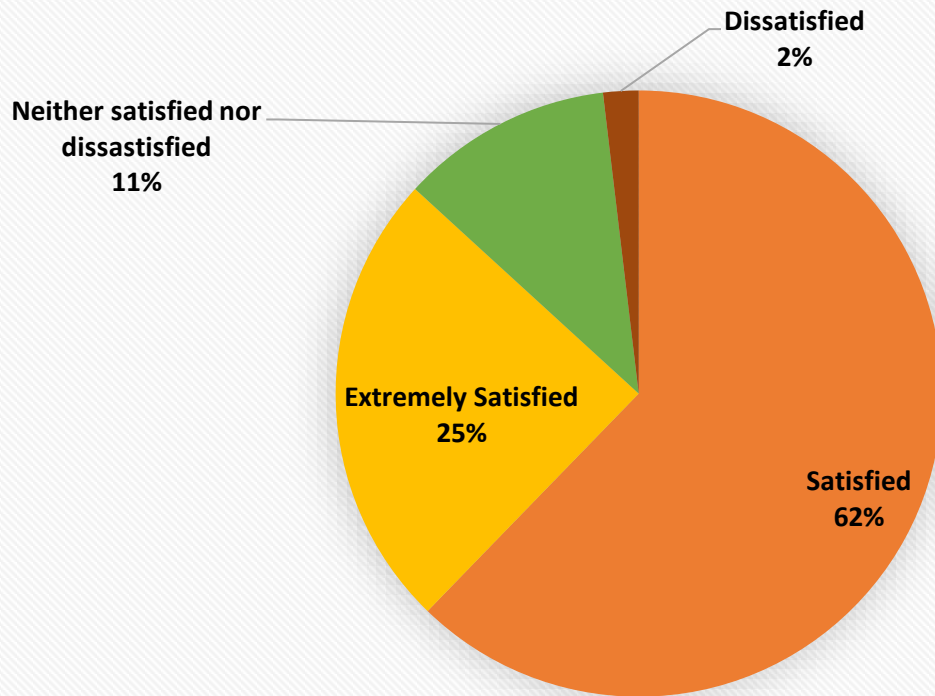


## Gainesville High School Survey



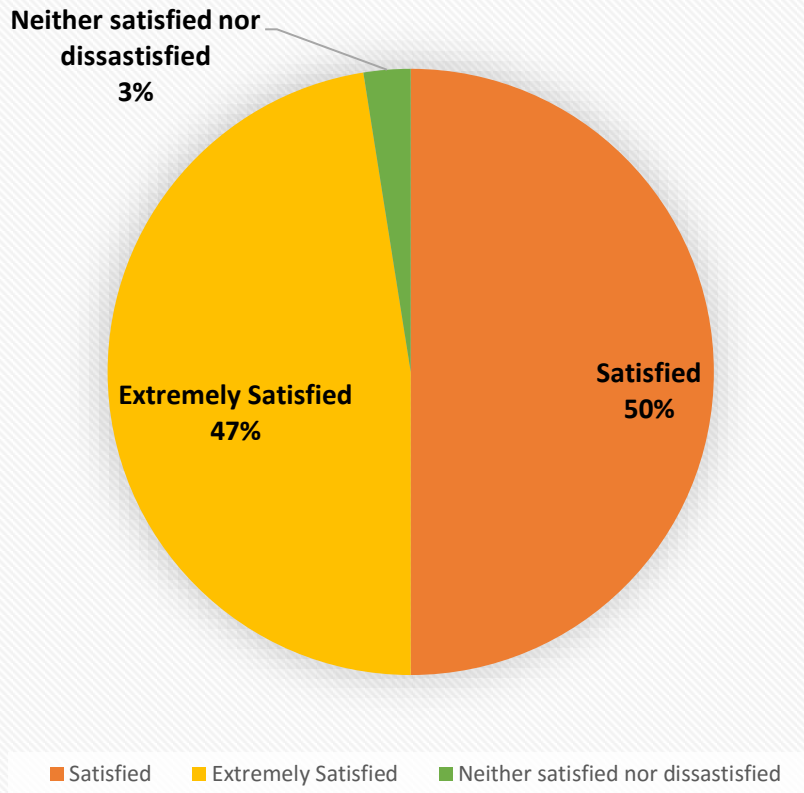
■ Satisfied ■ Extremely Satisfied ■ Neither satisfied nor dissatisfied ■ Dissatisfied ■ Extremely Dissatisfied ■

## Gainesville Middle School Survey

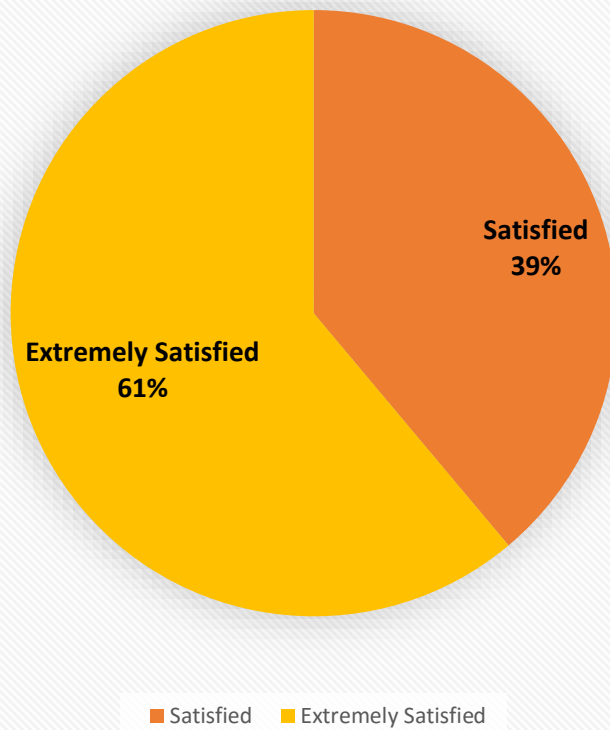


■ Satisfied ■ Extremely Satisfied ■ Neither satisfied nor dissatisfied ■ Dissatisfied

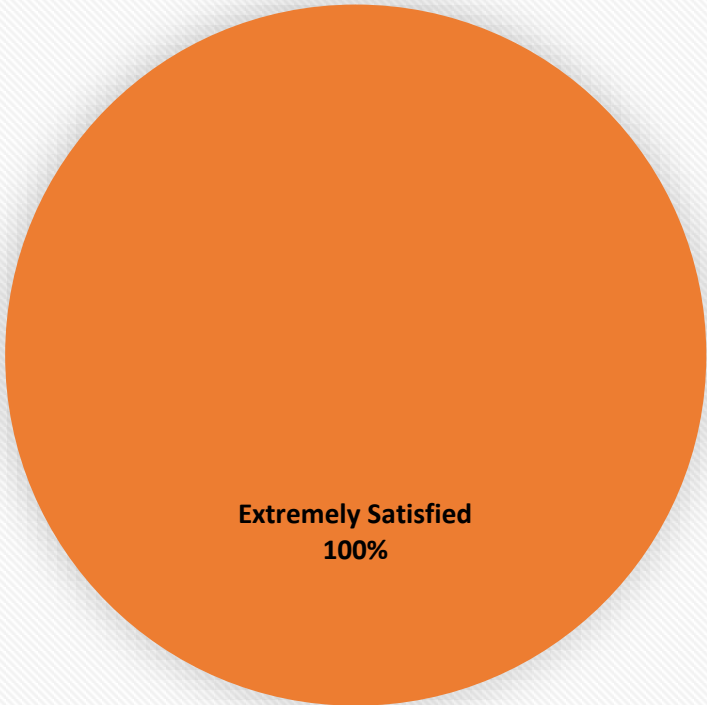
## New Holland Survey



## District Office Survey

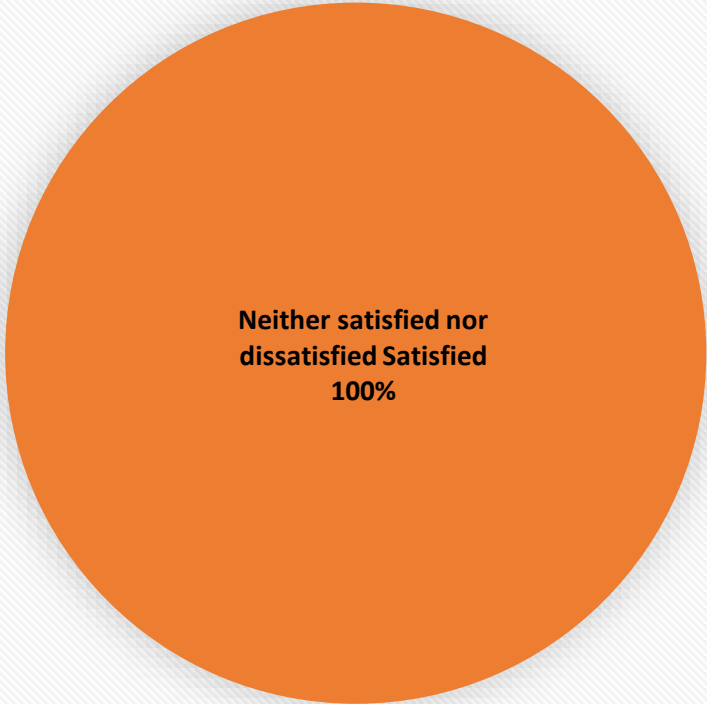


# School Nutrition Survey



Extremely Satisfied

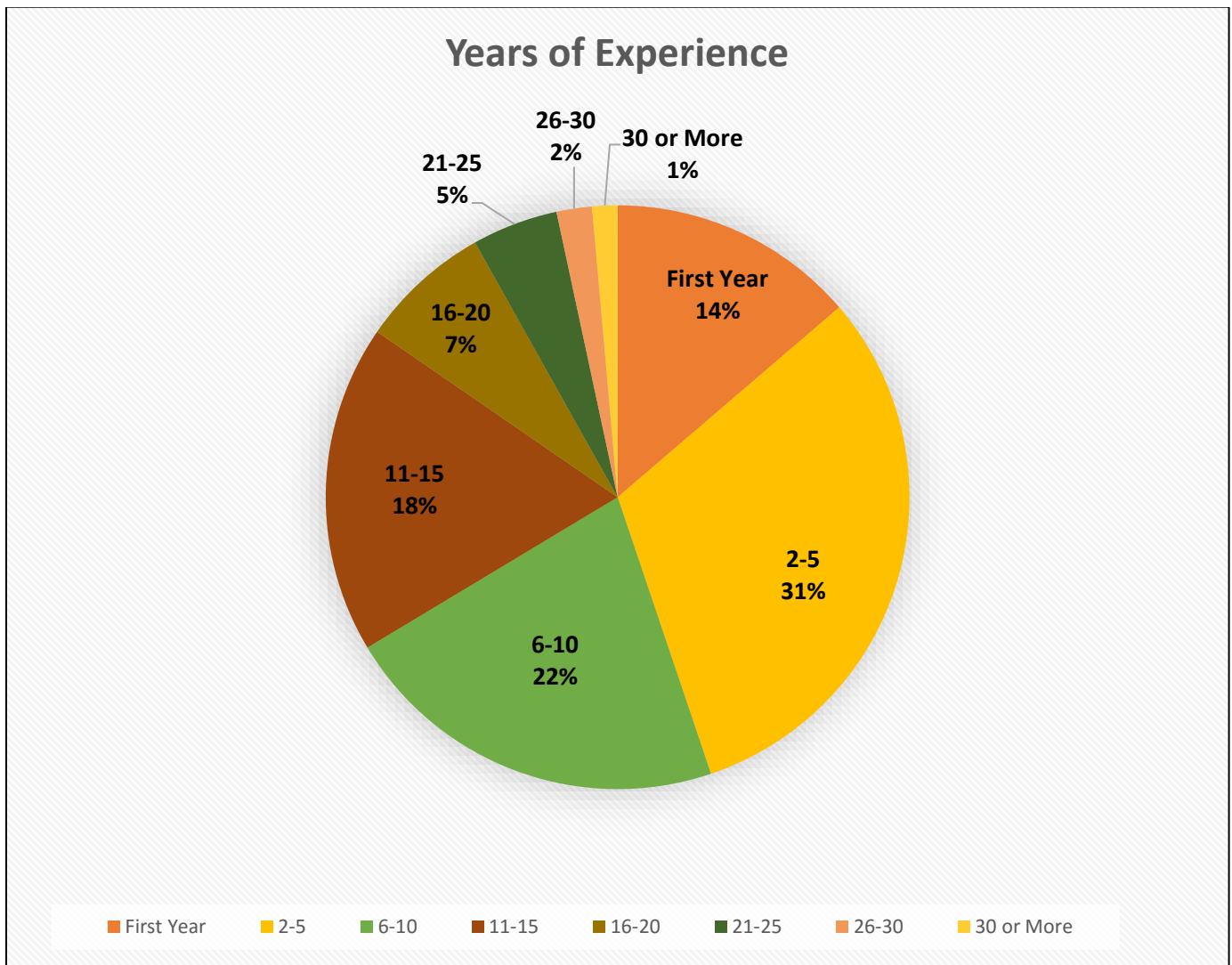
# Transportation Survey



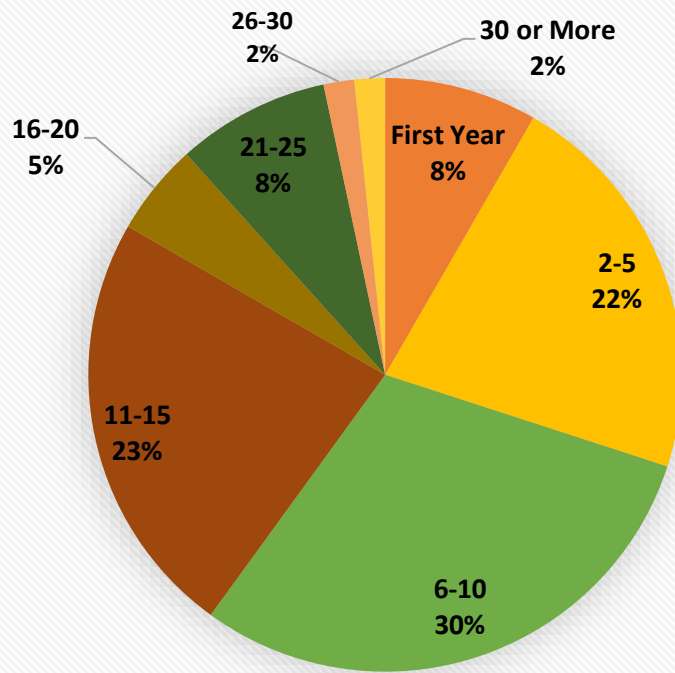
Neither satisfied nor dissatisfied Satisfied

## Question 2:

How many years have you worked for Gainesville City Schools?

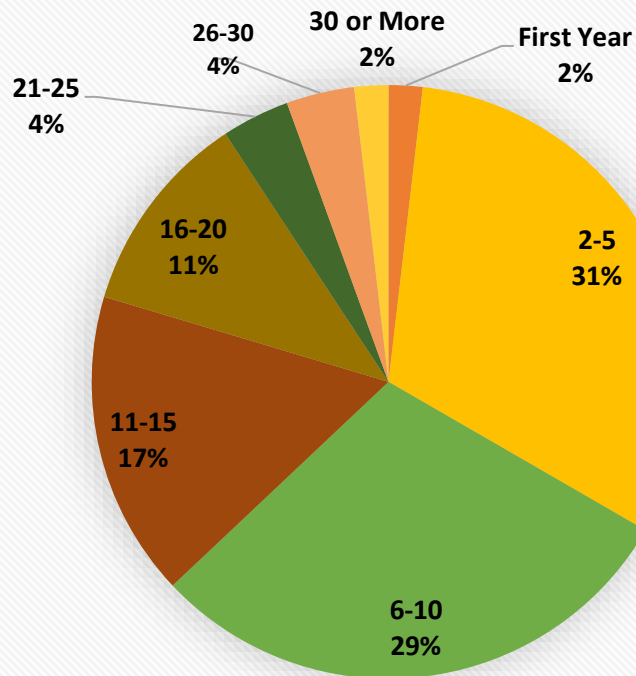


## Centennial Years of Experience



First Year 2-5 6-10 11-15 16-20 21-25 26-30 30 or More

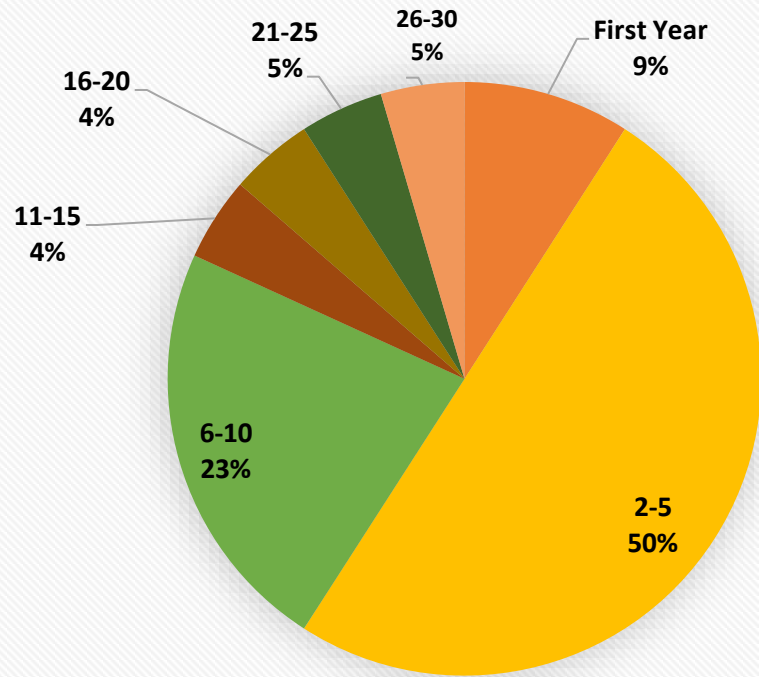
## Enota Years of Experience



First Year 2-5 6-10 11-15 16-20 21-25 26-30 30 or More

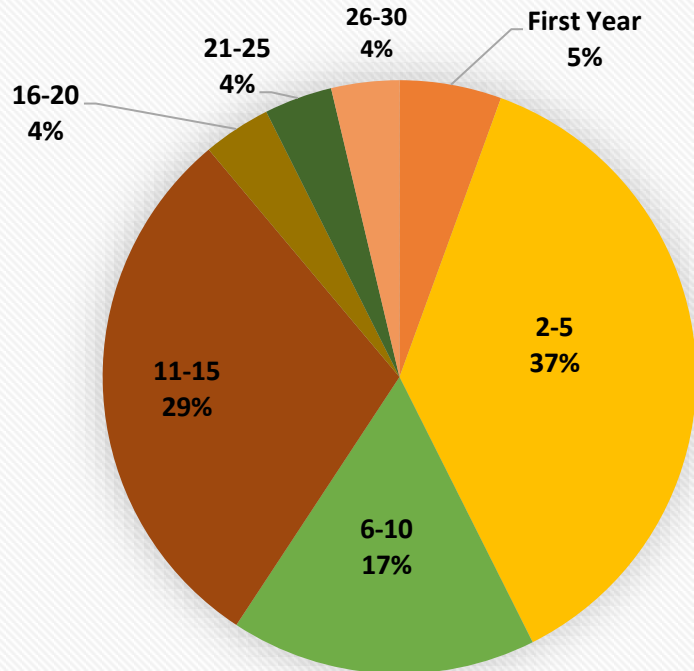


## Fair Street Years of Experience



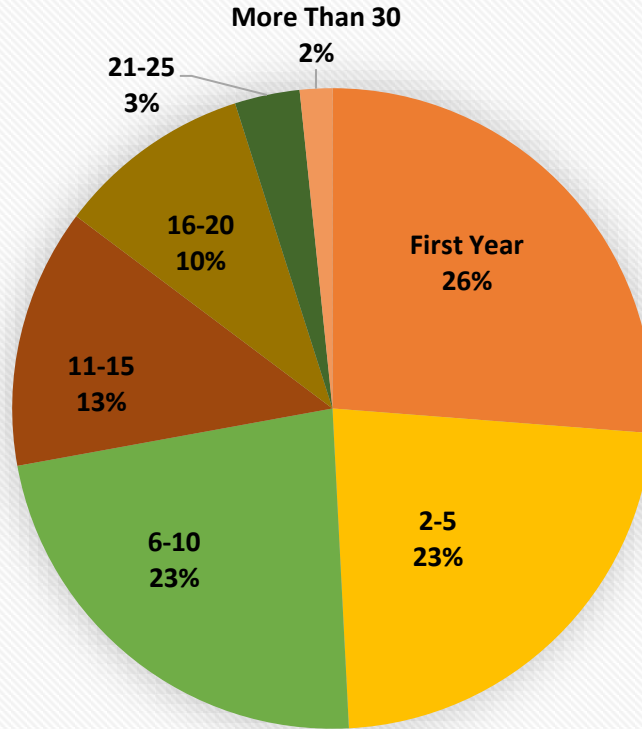
First Year 2-5 6-10 11-15 16-20 21-25 26-30 30 or More

## Gainesville Exploration Academy Years of Experience



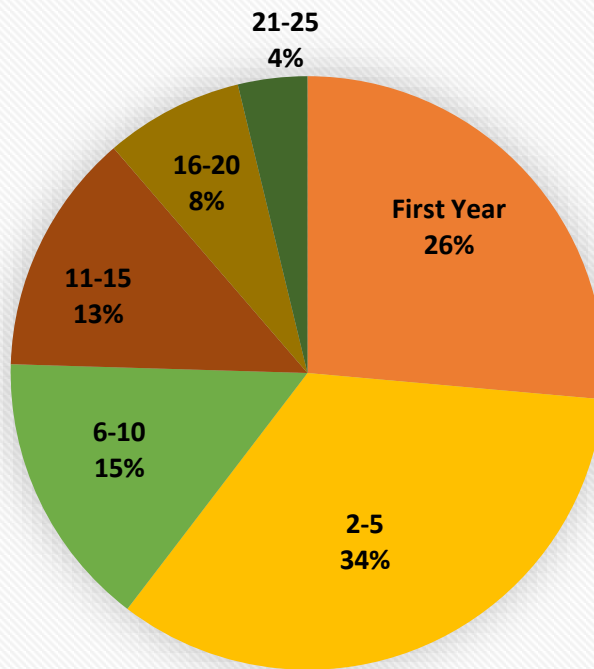
First Year 2-5 6-10 11-15 16-20 21-25 26-30

### Gainesville High School Years of Experience



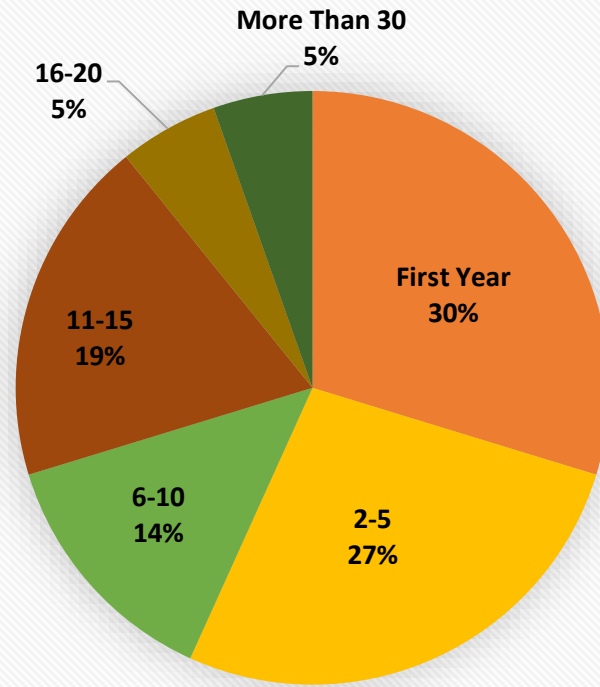
Legend: First Year (orange), 2-5 (yellow), 6-10 (green), 11-15 (brown), 16-20 (olive), 21-25 (dark green), More Than 30 (light orange)

### Gainesville Middle School Years of Experience



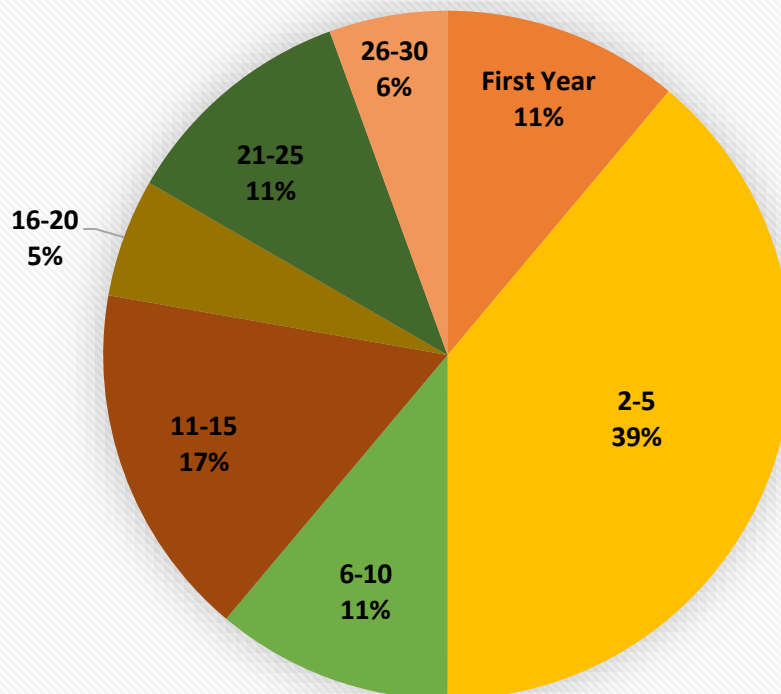
Legend: First Year (orange), 2-5 (yellow), 6-10 (green), 11-15 (brown), 16-20 (olive), 21-25 (dark green), 26-30 (light orange)

## New Holland Years of Experience



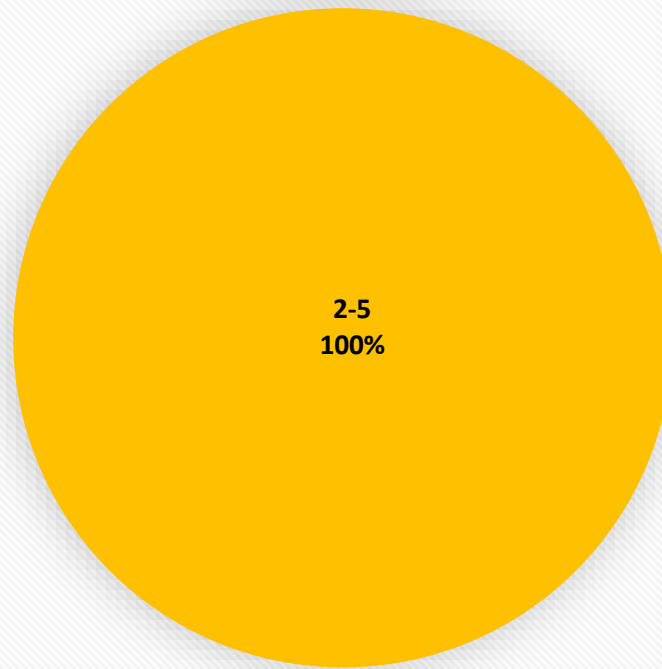
■ First Year   ■ 2-5   ■ 6-10   ■ 11-15   ■ 16-20   ■ More Than 30

## District Years of Experience



■ First Year   ■ 2-5   ■ 6-10   ■ 11-15   ■ 16-20   ■ 21-25   ■ 26-30

## School Food Nutrition Years of Experience



■ First Year

■ 2-5

■ 6-10

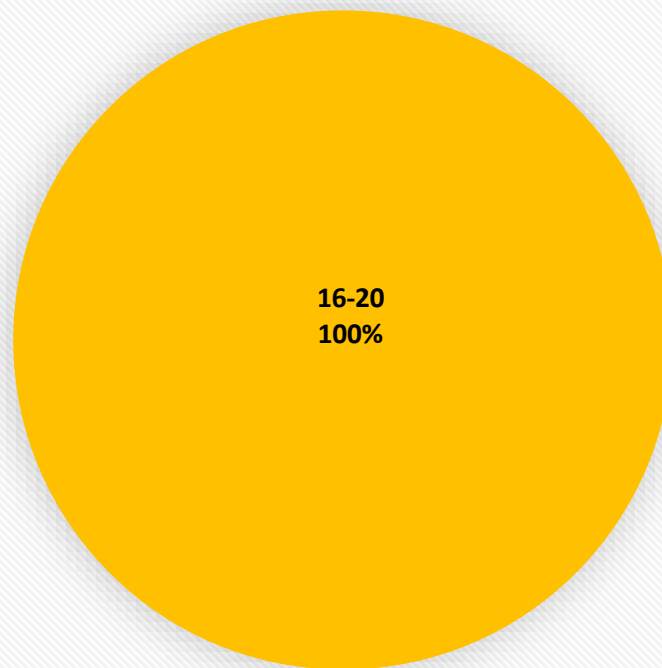
■ 11-15

■ 16-20

■ 21-25

■ 26-30

## Transportation Years of Experience



■ First Year

■ 2-5

■ 6-10

■ 11-15

■ 16-20

■ 21-25

■ 26-30

### Question 3:

#### Why did you decide to return to Gainesville City Schools next year?

- Why did you decide to return to Gainesville City Schools next year?
- Because GCSS is home. I feel like part of this family and am proud of what we are working together to accomplish. I have no reason to leave.
- I am happy with the work that I do at CAA and wish to continue this work next year.
- I love my job and I love my school!
- I am very content with my job.
- I love my school and the staff I work with.
- I love my job with my ESOL family and my CAA family. I learn more and more each year. I look forward to coming to school everyday and being met with positive attitudes and we all work together collaboratively.
- I enjoy my current position and have created lasting friendships with my colleagues.
- Job Security. I love the kids.
- I greatly enjoy teaching at Centennial Arts Academy because of Mrs. Frierson's leadership, our amazing students, and the caliber of my colleagues.
- I love working for the system. I attended this system and wanted my children to attend too.
- I enjoy my school, administration and co workers. I am happy in my grade level and position.
- I live in Gainesville and have been employed here for 14 years. I do not plan on teaching anywhere else.
- Love working in the school system where my children attend school.
- I enjoy my job.
- I enjoy my job and who I work with. I have formed relationships with the many families that I've worked with over the years. I wouldn't want to work anywhere else.
- My children are students here, I reside here, and I have worked hard to establish my relationship both as an employee and a parent with GCSS.
- I love my school, students and admin.
- I LOVE working with the kids and I adore the kids and staff at Centennial Arts Academy!!
- I'm very happy at GCS. I feel that administration makes a real effort to ensure the entire CAA family, to include faculty, staff, and students, feel welcome and supported both academically and emotionally.
- I am returning to Gainesville City Schools next year, because we put our focus on students-system wide.
- I love the positive atmosphere, strong leadership, and collaborative community.
- I love working at Centennial Arts Academy! My colleagues and administration are a caring and supportive group of individuals who value my work.
- I am happy at the school that I am at.
- I enjoy the small family feel of Gainesville City Schools.
- I decided to return to GCS because I have no reason to leave. I am happy where I am.
- I grew up a red elephant and will always be a red elephant. I am so blessed to have a position here. Mrs. Frierson is a wonderful principal and is a big reason I would like to stay at Centennial. The system is not perfect. There are still things that need to be improved but I appreciate the quality of employment.
- Career opportunities
- Close to home and satisfied at current school.
- I have worked my entire teaching career in GCSS...at CAA! I am completely committed to the principles of GCSS and feel it is one of the strongest systems in the state.
- I am happy with my work environment.

- I am encouraged by my fellow teachers and administrators, to lend my expertise to a school that is committed to every students' success.
- I love the diversity here
- It's a good place to be!
- I have been employed with the GCSS for over 20 years. I have been diligent and effective in my duties and responsibilities to help provide the best education possible for our students. I have seen and been a part of many changes over the years, and t I can say with pride GCSS has never wavered in setting high expectations for student achievement.
- That is where God wants me.
- I enjoy my work and feel affirmed in my efforts to serve the children.
- Principal at our school
- I enjoy my job and my coworkers. I especially enjoy working with the kids
- I decided to return to Gainesville City Schools next year because I love working with the children in our district.
- I love that Gainesville City strives to provide appropriate resources and training for all teachers. We know that our concerns will be heard, and we can be confident that everyone is working to ensure the best for our students.
- I enjoy working with the kids. It is very satisfying to see a child make a connection and understand an idea that they where struggling with.
- I chose to return to Gainesville City Schools next year because I am enjoying my time here and look forward to many more years to come!
- I attended Gainesville City Schools as a child. I love teaching in my home town. I have connections with many parents and colleagues from my school days as a child as well as being an educator for 18 years. We at Gainesville City are invested in our students and our community. This is why I will return to Gainesville City.
- It's a nice place to work. Love the kids☺
- I love the teachers I work with and enjoy working for our administration.
- I love my current position with my team.
- I enjoy my current position and the environment in which I work.
- I love my school; I love my position; I love my students; I love what the school is doing and have entrusted this school to educate my own child as well.
- I enjoy my job and can't imagine doing anything else.
- I love the children at our school.
- I love teaching and I love my students and this community. My family in invested here, this is my home.
- I enjoy working in Gainesville City schools and am glad to be a part of the new initiatives in reading and math which help me to strengthen my own skills and professional practice.
- I have been teaching here for over 25 years and I can't imagine teaching anywhere else. I love my colleagues and precious children.
- This was my first year at a Gainesville City School but my 5th year teaching in Georgia. I enjoyed the staff, city system, and overall community that I became a part of while working at CAA. I grew up in Gainesville, but attended Hall County Schools and have enjoyed the city system very much so. I am proud to be a Gainesville Red Elephant!
- As an alumni of Gainesville City Schools, I love the tradition and compassion from the staff and students at CAA.
- I enjoy the environment and feel like it is a good place to grow as a teacher.
- I am returning because I have a great support system and I like my coworkers and students.
- I enjoy working with the student population of GCSS and wish to continue impacting them in a positive manner.
- I enjoy my job working with preschool special ed and the people that I work with.
- Gainesville City Schools is an employment setting that continues to provide professional challenges and development as well as flexibility in professional responsibilities.

- Because #1 I love working with people and Gainesville City Schools gives me that opportunity plus I love my job (except for dealing with the ADP). I used to love the health insurance piece until ADP was introduced.
- I am returning to GCSS next year for two reasons:
- 1....because I believe wholeheartedly in the direction our school system is going. The plan that we have in place is grounded in what's best for students.
- 2...I work with some of the most thoughtful, hardworking, and smart individuals who want nothing less than the best for every single child in our system.
- I want to see through things that have started to fruition.
- I love my job and the people I work with
- Opportunity for growth and new challenges.
- I feel appreciated and supported in my role and feel I am contributing to teams when we get together to discuss a student who is struggling either academically or with behaviors.
- I like what I do.
- The opportunity to continue having a leadership role in the district as it moves forward in increasing student achievement and addressing all the issues that impact student learning (family, community, etc).
- To see the continued work for students play out in the local schools.
- I enjoy the opportunity to do meaningful work that impacts students. There are many opportunities for growth here, and I am very appreciative of that.
- Working for Gainesville City Schools is like being in a family; we may not be perfect, we may occasionally fight among ourselves, but in the end we are family who care about one another and care about educating children. And if we do fight, ultimately, given time and opportunity, we'll eventually hug and make up.
- I enjoy my job and the program I represent.
- I like the work place environment!
- I enjoy working with the students and staff members and have a strong passion for supporting the red elephant family.
- Love the people and the culture; we put students first.
- I decided to return to Gainesville City Schools because, it's my first year working for the district. I have had a good time so far.
- I enjoy my job and my co-workers.
- I love the HOME TOWN Athletics and overall experience for my family and I.
- I love being a teacher at Enota.
- To make a value contribution to the school, children, and stake holders.
- There have been many changes over the past 11 years I've worked in the system. Some changes were less desirable than others. There have been years I wasn't sure I'd stay with the system, but since Dr. Creel joined our team, I feel like the district is going in the right direction. I have confidence that we will continue to head in the same positive direction with the path she has led and helped us build. Additionally, working at Enota has been like no other place I've worked. I love the students and the employees at Enota, making work a pleasure!
- Because of Job security and I have been safe here for 15 years
- I live in the city and have a vested interest in my schools being the best they can be. In addition, I have a child at the high school and on at an elementary school.
- I enjoy teaching for Gainesville City Schools.
- Love kindergarten
- It is my community, and I love being a part of this organization.
- To continue the education of my gifted students. Their standards stretch across the elementary grades. It is my goal for them to master those standards before they leave to go to middle school.
- I love my students

- I enjoy working with the faculty and staff. The school is conveniently located near my house.
- I love teaching in the system in which I grew up and where my children attend! The faculty and students are awesome!
- To continue teaching career
- I love my job, the students and the people I work with daily.
- Gainesville City School is a wonderful place to work. We have a family type of working environment.
- I appreciate the positivity in the Gainesville City School system. Students are constantly lifted up and loved. I want to always work for a school system that puts students' well being first and foremost.
- I want to be part of the transition year for Enota. I do plan to move to Florida in the Summer 2018, but I want to help the children of Enota have a great year even with all of the transitions.
- I have been happy in this system for four years and look forward to the 2017-2018 school year. The faculty and staff are a pleasure to work for and with!!
- Great Leadership
- I enjoy what I do as a school counselor at Enota MI Academy, and love the students that I work with on a daily basis.
- I enjoy working for the GCSS because I went here as a student, and I love helping improve the system.
- I'm a graduate of Gainesville City Schools, my children attend Gainesville City Schools, I live in the city, and I care about the system.
- I enjoy the school and the district I am employed at. I feel that it is the right place for me to currently be.
- I love my position, and working with the students that I get to work with.
- I have positive relationships with my colleagues and I feel supported by my admin.
- I enjoy the group of teachers that I work with each day.
- I enjoy the staff members I work with at my school.
- Students
- I love my school and the people I work with!
- My children go to school here, and I am looking for leadership opportunities in the district.
- I feel called to teach and I believe in the vision and mission here.
- Enjoyed the students and staff
- I love to teach children and I think I am a good role model.
- Because of the people I work with.
- I love my job and enjoy working with my coworkers. I appreciate and value them. I enjoy working with the students and their families.
- I love that our system is a family! I love my school, my colleagues, and the children.
- I feel satisfied with my salary and working conditions.
- I enjoy the students, parents, and co-workers I work with. They make coming to work enjoyable!
- I love my job and would be honored to continue working at Enota.
- I feel like a valued member of my team and school.
- I find that teaching in Gainesville City School System is rewarding and enjoyable.
- Don't want to restart career at new location.
- This is where I currently work and live.
- No comments
- like my job
- This is the best school to work at, along with the best principal who heads up Enota.
- I love my Enota family.
- I enjoy my job.
- This is my job! It is what I do. I love my kids!



- I like working for the school system.
- I like the people I work with and helping the students.
- I love how Gainesville City Schools work towards helping children strive and achieve success.
- I am a true red elephant and I believe in what Gainesville stand for and the things is striving to achieve. Gainesville City Schools is my home.
- I truly enjoy working for Gainesville City Schools.
- I like working at GCSS because of it's diversity.
- Over all I feel extremely satisfied that Gainesville City School System is working for all students to receive the best education possible and has many striving schools. They offer the opportunity to grow as a teacher.
- I love the concept of One Gainesville! It's great to be able to collaborate across the district with other teachers.
- I truly admire and appreciate the wonderful sense of community among the staff of GCSS! I have never worked with more caring, thoughtful and genuine people than the ones at GCSS. I love the "small town" feel of GCSS & just how accessible people are to you at the board of education office. I feel that the majority of employees of the GCSS truly care for our students and staff members & it shows!
- I would like to continue to make a difference in the lives of our students. These students come to school with a lot of potential. I believe that I have the ability to help channel their potential into dreams; their dreams into goals; their goals into achievements and their achievements into SUCCESS.
- I enjoy the student body and the culture of Gainesville City. GCSS has a wonderful vision that I strive to present to my classroom.
- I love my job and my kids, and I want to continue to work with them.
- I enjoy the profession that I chose.
- I love our children. I can't see myself anywhere else.
- I feel the Gainesville City School System provides opportunities for professional development, a sense of family, and provides an opportunity to work with awesome children.
- I have always had a desire to teach in the Gainesville City School System ever since I decided that education was the career path for me. I love all of the positive changes that Gainesville City School System is implementing and I think that these changes are only going to continue to allow our students to shine, especially in the years to come. I have decided to return to Gainesville City School System because Gainesville is and always has been my home and I love being a part of helping to raise our future community members. I love that our school system embraces our student's backgrounds both culturally and economically, which is something that I deem crucial in successful education.
- I am able to pursue the rewarding career of school counseling.
- I feel privileged to work with the children in the community where I live. I am grateful for the option of continuing to work here. The work that I do is meaningful to me.
- I hope to transfer schools. I truly believe in this system. I have discovered that Fair Street teachers work very hard each and every day. Unfortunately, teachers feel underappreciated and to micromanaged. We need to be treated as professionals. We want to consistent and fair evaluation based on TKES. If a principal is upset with a teacher, it should not be why the teacher gets a 1 or 2 on an evaluation.
- My roots are in Gainesville and in Gainesville City Schools. I believe in the children and educators of this area. I was educated here, my children were educated here, and I educate her now.
- I love my job and feel a loyalty to our system.
- I love the people I work with, and the students we serve.
- I believe that GCSS has a great student population and has implemented new programs to help aid in vertical planning. I like the fact that we now have similar programs, at the

elementary level, especially since we are filtering into one middle school. It provides a common ground for the middle school teachers.

- I am very excited to be a part of what is happening at Fair Street Academy. I thoroughly enjoy the student population and their desire to be the best they can be. I also enjoy working with the current Principal and Coaches.
- Because I love my co-workers and the kids here at Fair Street.
- I love my school! The population of students that I teach are my driving factor. I cannot imagine myself working in any other school system and have a commitment to serve this community and the students within.
- I have had a long and successful career in this System and would like to continue with it.
- I love the school I work with, the system, the students, the faculty, and parents. All are reasons I will continue to be a part of Gainesville City Schools.
- Is the best place in the world!!!
- enjoyable team to work with
- I enjoy teaching the students who live in Gainesville City. I like the personal feeling of a small school system. I also like working with other professionals that are in their field of expertise.
- I enjoy the job that I do helping the students to be successful and I appreciate all the things GEA has done for me.
- I feel like it is a great system to work for.
- I enjoy the students. My work environment is friendly and professional.
- I love the staff and students at my school. Friendly work environment.
- I love what I do and I have great resources.
- I really enjoy working with all of the people I work with and this is a great school system. Also, my own kids go to the city schools and I like having the same schedule as they do.
- It is close to my home. It is a great system
- I know what is expected of me and I have a close relationship with my team.
- I have a family with the people I work with a support system.
- I'm happy working for GCSS.
- I really enjoy teaching and love Gainesville City Schools! ONE GAINESVILLE!!
- I love the school system's dedication to preparing all students for graduation.
- I love my school and the faculty and students I am able to work with each day.
- I appreciate the vision of the district, and I value the goals that are in place.
- I have decided to return because I truly enjoy my job. Every morning when I wake up I am excited to go to work. How many people can say they LOVE what they do! I am blessed and honored to work for such an incredible district. I have no plans of leaving GCS anytime soon.
- I love my administration, the staff I work with, and my student clientele. I wouldn't want to be anywhere else.
- I really enjoy my job.
- I love where I work.
- I decided to return to the school system because there is no place like home and I love my Gainesville family. I wouldn't want to be anywhere else learning and growing for my teaching career.
- because participating in the education process is a fulfilling job
- and the staff at GEA is like a second family
- Gainesville is my home. I went through Gainesville City Schools as a student and I love being able to teach in the same system. I love my school and I love this system.
- I feel very supported within my current position and school. I enjoy coming to work and love what I do.
- I appreciate being treated professionally and with respect by administrators, staff, and students.
- My experience with Gainesville City Schools has been very positive. I enjoy working with staff who love teaching and collaborate with enthusiasm. I feel that the Gainesville City School

System is a wonderful organization and I am proud to be a part of a school system that always takes students' best interest and makes it a priority.

- I enjoy my staff and team at the school and look forward to learning more from them.
- because i enjoy my job
- .
- I decided to return to Gainesville City Schools because my school sets high expectations for students and staff and I enjoy being a part of a school system that wants to make sure every student succeeds.
- I decided to return to GCSS because I love my team! They make work so enjoyable. They are supportive and helpful. I also decided to return because I love working with the current demographic of students.
- I really like the camaraderie I have with my team and I also appreciate the technology that we are allotted.
- This is my home. I have only ever worked here. I love this system!
- Gainesville City School System has given me the opportunity to grow towards my goals as a professional educator. The administrators have been supportive and the system has provided me many opportunities for professional learning. I appreciate the Gainesville City School System and their efforts to support their teachers.
- I enjoy teaching. I really love finding new ways to present standards, and seeing students that I have taught.
- Teaching is my life!. My three children are grown and my grandchildren are either in school or too far away to need me regularly I choose to work in order to help the children of Gainesville prepare themselves for the world ahead. Teaching gives me a purpose for this stage of my life and reassures me that I can make a difference in the lives of others.
- I'm very satisfied with the leadership at GEA and also teaching students with a diverse background.
- I love the staff and the students and can't imagine working anywhere else.
- I support and believe in our vision and mission statement, I believe in our district, and the morale at my school is positive and welcoming. I enjoy our district policies, I love the population I teach, and I thoroughly enjoy being a coach at GHS.
- I plan to stay here until I retire at 65. I like my school and my co-horts.
- I like the way students, teachers, and staff are united for the betterment of the schools. Everyone is treated like a family.
- I like my school and the administration. My principal, Ms. Boatright, leads by example. She works VERY hard, she cares a lot about our school and the kids, and I just like to work for her.
- I love this school system and grew up going to this school system. I love giving back to a community that has given me so much in my life.
- I like the people I work with and the students I teach
- I know what is expected of me and I have a close relationship with my team.
- I have felt so welcome by all staff members at GEA. My team and my administration have been incredibly helpful and supportive of me this year.
- I am treated like a valuable asset to the system, and feel like I am provided with tons of resources to complete my job efficiently.
- I love the environment, faculty, and staff! It is a please getting to spend everyday with them!
- I like it here.
- I enjoy working with Gainesville City Schools. It is a wonderful place to be and it fits me and I believe that I fit it.
- I feel as if I am making a difference by working with ESOL students. It is very challenging but challenging is what makes it interesting. I hope to be able to assist other ESOL instructors feel as if they are making a difference.
- I like my job
- Enjoy working with the children

- School Location
- School Incentives
- I'm excited about the possibility of teaching American Lit and US History as a combined year long course next school year. I also enjoy working with my co-teacher.
- Love children, love teaching!
- I love the kids and community that I serve.
- I love my job.
- The team of teachers I work with has created a collaborative environment that best supports the needs of the students. As such, students are showing excellent growth.
- I enjoy everything about working in the first floor office, especially interacting with the students and staff.
- Family decision
- I am an integral part of the team and am not independently wealthy.
- Items that need to still be accomplished with my students and Chapter members.
- I feel like I have found a home in the city system within my career decision. I am furthering my education at Brenau University right now and hope to stay within the city system when I am finished. I'm currently working on my special education degree.
- I enjoy the curriculum and people
- I am very happy in my position and truly enjoy working at GHS.
- Convenience to home
- I live in the community and love working for a school with such a diverse student body. I have always supported GCSS even before I decided to take on a position and love playing a bigger role.
- I have the opportunities for future growth in my teaching field,
- I enjoy the work environment at the High School I feel that you are treated as a professional.
- I appreciate that the leadership cares about the teachers, and protects their instructional time. I also appreciate that leadership is willing to provide resources and support for academic and discipline needs. The fact that each content area has collaborative planning is also a huge plus. I am able to get a ton of work done during the day, instead of staying late, because I am able to collaborate with my team members.
- Because this is where I work. My department rocks. I appreciate the professional autonomy I'm afforded.
- I have enjoyed my experience here at GCSS and want to continue working with my colleagues, student, and athletes.
- Enjoy my position and co-workers, continued progress in educational plan for GHS as a whole
- I enjoy working with my students and colleagues.
- While the school system is struggling with it's growth and keeping up with all the changes that being such a large and diverse population, it is making strides to think out of the box and I see really good things happening, which encourages me.
- Since my transfer to the high school, I feel like I am treated like a professional. If Mr. Smith or his admin team have an issue, they address it and then go back to an assumption of confidence in my professionalism.
- I am staying with GCSS because I feel that I am under leadership that is trying to develop and hone in on my gifts.
- Because since I arrived in Gainesville, I've worked for the system and I love what I do helping students have a better future and a strong education
- I love my job at GHS. This is also my home. I am an alumni, as are my children. I feel that this school system has been a vital part of my life and I want to give back.
- I enjoy working at the GHS and would like to continue working here.
- I love teaching and working in a community that I live in.
- I love my job and the people I work with...I love being part of the Red Elephant family!!

- I love the city, the school system, the faculty, and students. I am passionate about educating the youth in our city and helping them accomplish their goals and dreams. I love the young people in our system and I want to see and help them flourish.
- To establish and grow the program here.
- I enjoy my day to day job.
- Less stressful and more professional environment.
- Compared to surrounding area schools, GHS pays a higher local supplement.
- 
- I enjoy the work environment, including my coworkers and the diverse student population.
- I'm excited about the direction Mr. Smith seems to be taking us.
- I enjoy what Gainesville High school offers.
- N/A
- I am continuing my career as a teacher.
- I enjoy working in Gainesville overall. My decision to return is because of the students that I have gotten to know and grown to love. Building relationships is essential in my position and I have an investment in their lives and making sure that they reach their goals.
- I like teaching in a smaller system, and I like that I seem to have found my niche here. There is a nice sense of community, traditions, and pride in our system.
- Because of these students and my incredible department
- I am a Red Elephant through and through. There is something special about the students, faculty, administration, etc. at GHS that seems like home away from home. I enjoy getting up each morning, singing in the shower and looking forward to arriving early in order to be here to greet those students that ride the bus and want a warm setting to do homework and or prepare for an audition or simply chat and know they are cared about by everyone in our department. GHS has been like a second home to me since 1974. I am still in good health and have energy and knowledge to share with my students.
- Gainesville City Schools is a wonderful place to work. I enjoy my students, coworkers, and the environment that has been created for us all to thrive in.
- The incredible Administration support for my program, amazing school spirit, sense of community, and the wonderful students.
- dedication of leadership, faculty, and staff
- I have been very happy working here and enjoy coming each day. I enjoy all those I work with and we always help each other out.
- I have thoroughly enjoyed my first year at GHS. In my twenty years of teaching, I have never been treated so well. This is truly a family environment. I absolutely LOVE my new department. It's almost as if I've been here forever! Morale is high--and school spirit is even higher! I also love the location of our school and the diversity it offers. The administrative team is amazing, as well. For the first time in many years, I actually feel like I belong to a team with a higher purpose in mind. I appreciate being held to such high standards, and I also appreciate having the freedom to build an exciting and engaging classroom environment. It would be an honor to be invited back each year until I retire. For me, this is truly home.
- Great environment ; great kids
- I enjoy the people I work with, the students I am educating, and the opportunity to be part of a world-class school system
- I am excited about teaching again. I love the admin here.
- The mission of Gainesville City Schools fits my reason for going into the teaching profession. I love the cultural diversity that we have. I have been very welcomed by administrators and staff. It feels like family.
- The diversity of faculty, staff, and students enriches the teaching and learning experience. I'm personally drawn to the breadth of ideas and the richness of the school environment in terms of creativity, innovation, and problem solving.

- I have just started with GCSS after returning from retirement. The 49% position with ESOL is exactly what I feel I would like to continue with for a number of years ahead.
- I would like to continue serving the district.
- I have always enjoyed working with the "low level" students to get them prepared academically, socially, as well as prepare for their future upon graduation. I would like to continue that challenge here at Gainesville High School to encourage and prepare these students for their future successes in all areas.
- I decided to return to Gainesville City Schools next year because of the supportive administration as well as my wonderful coworkers. The students can be very challenging, but I know I can depend on the administration and my fellow teachers to help me make it through another day!
- Love working for GCSS
- I decided to return because I enjoy the student population and its diversity as well as the teachers and staff who work here. The school is supportive and inclusive which I admire.
- I have been working for the system for many years. I enjoy working with the students and getting to know them and their families. Working for GCSS has given me the the opportunity to gain experience working in different departments within the school and the experience to directly work with students, parents and the community. I am currently in UNG preparing for my teaching degree, and am very thankful to Mrs. Audrey Simmons for her inspirations over the years.
- I want to change my atmosphere from middle school to elementary because my degree will be in early childhood/special education. Working in the new elementary will give the proper experience and exposure needed to obtain my degree.
- I love my job as a co-teacher, and the grade level I work with is awesome.
- I love the diversity of the school system, I teach great kids, the school climate has improved greatly, and I love my colleagues. I know there are still issues to improve upon but the leadership listens and supports the teachers. I can see wonderful things happening at GMS and I want to be a positive part of the process.
- I am not interested in making a job change at this time.
- enjoy people I work with
- proximity to my house
- adequate resources for teaching
- I have filled out applications for higher employment, but will stay here if a perfect match does not occur.
- I have an affinity to Gainesville City Schools. My children attended here, I enjoy the teachers and students.
- I believe my work to be worthwhile.
- I'm personally invested and enjoy teaching GCSS students.
- I am happy here and feel needed.
- I feel this is the system that God has put me in to make a difference in the lives of these children.
- I held a different position (Student Services) this year, with which I have been completely satisfied and would love to continue doing for next year.
- I enjoy working with the Gainesville City community, and truly care about the children that attend Gainesville Middle School. I feel that I am supported, challenged, and inspired daily by the teachers, faculty, and administration.
- I really enjoy my job. It is satisfying and rewarding. It gives me a sense of purpose.
- I enjoy my school, team, grade level, and content.
- I enjoy the subject I teach.
- The pay is higher than working for the county.
- I can see that people are trying to improve the school.
- This is a great community who deserves commitment to their children.

- I enjoy the students at GMS. There are many students that face tremendous challenges and I hope that I can help them work through those challenges, better themselves, and motivate them to seek a bright future for themselves. I enjoy the people I work with and enjoy working for my assistant principal.
- It's a good school.
- Great administrators, Implementation of PBIS, support of colleagues, and I feel the need to motivate our students.
- I enjoy the position and grade level I am currently in.
- I like and respect the principal and teacher colleagues in our grade level. I feel supported by the campus principal.
- Because I just wrote a grant for \$30,000 for new equipment, training, and support, and I want to build the program and have established routines and best practices for the equipment.
- I enjoy the work and atmosphere.
- I can see an improvement in the school climate. I respect my school leaders and I feel that they respect me. Resources are provided to us without restriction. I notice a professionalism in my colleagues that makes working with them a pleasure.
- Enjoy my students and co-workers
- Gainesville Middle School was always where I wanted to be, even before I became certified as a teacher. I love the students that I get to work with and that they come from a variety of backgrounds. Although there are challenges at times, the opportunity to get to teach these students is worth it. I'm proud that our school system holds high expectations for its teachers and its students to hold us accountable, and I'm proud to be a part of a school system that truly cares about nurturing and challenging its students so that they can succeed in all they do.
- Because I love my teaching job and the students.
- I love my job!
- I enjoy what I am teaching.
- Diversity and money
- Staff comradrie and challenging students
- Feel established
- I enjoy my position and the students who I teach.
- Commitment
- I love the students I work with and the subject I teach.
- GCSS is a great place to work! GCSS is supportive and provides opportunities for growth and advancement.
- I want to give it another try. This year has been frustrating, but hopefully next year will be better.
- I love the energy and flexibility of the staff. While it was challenging at the beginning of the year, I appreciate the sense of comaraderie and caring among the staff
- My immediate supervisor is very supportive of all of his teachers. Additionally, there is a strong family atmosphere in our grade level. I think this is invaluable when you consider that we spend more time at our workplace than we do at home.
- I am hoping to return as a teacher if there is a position. I am paraproing at the moment. I love the environment. The staff is wonderful. I do believe I am an asset to this team.
- I love being apart of this community and this school. The teachers that I work with are amazing and the students who I get to teach and interact with are a blessing. This is the first school system I've worked for where I actually feel apart of the family. I wake up in the morning and I look forward in coming to school.
- One Gainesville is my reason. Everyone is on one team. We all are working toward the same goal of helping "Kids"
- I decided to remain at GCSS because I really enjoy serving our population. I also like working with my administrators. I feel that they are here to support us.
- I believe in the trajectory of the school district.

- Gainesville feels like home because it's been a part of my teaching world since my Sophomore year of college.
- I enjoy working here and the staff is GREAT.
- 
- I am real pleased with my experience at Gainesville Middle School so far. The support of administration is wonderful and I love how encouraging and supportive my colleagues are.
- I enjoy working with the staff and administrators here. Additionally, I believe that our students have so much potential and it is rewarding work to see them reach their goals.
- Love what I'm doing. Love the kids. Love the other teachers.
- I like working with 8th graders. The ELA team is strong at the school.
- I love it here!
- I like working with GCSS. I enjoy my job and the people with whom I work -- the staff and the students.
- I enjoy my job and the people with whom I work!!!!!!
- Happy
- I decided to return to GCSS because I love my job and my current position.
- Continue career where I was given an opportunity to begin my career.
- I enjoy going to work at NH as well as who I work with, students and employees.
- I just can't imagine working with another system. I have tremendous support and lots of opportunities to grow as a professional.
- I enjoy and like working with our community parents
- It's a wonderful place to work. I really enjoy the kids.
- I greatly enjoy my current position and the people I work with.
- I love being able to serve the community. Being a Hispanic teacher, I feel I can reach out to our population, making our students a little bit more comfortable and making sure that they know that they have someone here that will always be here for them.
- I am happy with my current position and my current school.
- I love the fact that GCSS operates as a close-knit community where everyone collaborates for the greater good of each student. I also like the fact that the employees at District Office are very involved and put forth effort to know and help the employees at each school.
- I like my school environment, students, and co-workers.
- It is a good place to work with a positive environment.
- Please with the location and position. ESOL population
- I love my school, and the people I work with.
- Enjoy working with my co-workers
- I love working with staff and students at New Holland.
- I enjoy working for the system and want to retire from school.
- I feel that I can do the most good teaching in a system with so many students who have socioeconomic concerns. I truly appreciate working with students who need my help and are ready to accept it. I enjoy the teachers I am privileged to work with.
- Both of my own children went through GCSS and are intelligent, well read, and productive adults.
- Job satisfaction
- The students and the staff make teaching a positive learning experience for all and am excited about teaching.
- I love my job!
- I enjoy working at my school and the location is very convenient for my family and me.
- I like my school and the students at New Holland.
- I have been employed by this system for over 31 years and would
- like to eventually retire from this beloved system
- a great place to work



- I love my job and the children here are awesome.
- I feel comfortable with my colleagues and in my classroom.
- I am very pleased with the professionalism of the teachers and staff and enjoy the welcoming and challenging environment provided to the students.
- I believe in the district's mission statement. I also want to keep learning and growing in this school system.
- I love the position that I am currently in. Overall it has been a positive year.
- I love NHKA, everyone is extremely helpful, we have amazing students, and you never feel like you have to do anything on your own.
- I enjoy working with the team of teachers I work with.
- I would like to return to Gainesville City Schools because I love the students and the staff that I work with.
- Location
- I believe in the Gainesville City School system and have found a home at New Holland. There is a family atmosphere at New Holland and support when sought. I feel that my team has made progress towards a cohesive plan and I would like to see it through. I feel that I can reach students and help them soar to their potential with the support and guidance of Principal Wood.
- I enjoy working at my school and it is close to my home.
- I really enjoy my job and the people I work with.
- Not eligible for retirement.

#### Question 4:

#### What do you feel are the strengths of the Gainesville City School System and/or school?

- What do you feel are the strengths of the Gainesville City School System and/or school?
- Our people-students, staff, parents. We are goal oriented and work well as a team toward a goal. PBIS initiatives have added so much to the atmosphere at our school.
- I feel that there is an opportunity to communicate with and receive guidance from the entire GCSS family.
- I feel that our school is transparent in showing areas we need improvement and strategies are developed to see what works in order to meet needs of students.
- The system has a strong community feel. It is a close knit community.
- Meeting the needs of many different needs.
- Collaboration, innovation and data so that we can help our students in every way necessary.
- The Red Elephant pride! When tragedy strikes I am always humbled to see the giving hearts and love that the Red Elephant community extend not only to staff, but students and their families. I also love how our community rallies around our students and their achievements athletically and academically.
- At one time a real sense of community
- Never give up attitude
- Accepting of all students
- Centennial Arts Academy is a school filled with love and learning. Every student that enters our doors know we believe in them, and will do everything in our power to make them successful.
- The traditions

- I think Mrs. Frierson trusts wants CAA to be the best it can be. I believe she puts the needs of the students and faculty at the forefront and does what she can to make our days here the best they can be.
- Small enough to get to know students and build lifelong connections.
- Gainesville City School System is a wonderful system as a whole.
- caring, dedicated, knowledgeable staff
- administration listens
- Since GCSS is still somewhat small, we are able to come together and work with each other frequently. We are a family, and are always willing to help each other.
- Tradition, Diversity, Athletics and Location.
- Everyone working together.
- We are a family where the traditions run deep. I feel heard and listened to by the staff at Centennial. If I have a problem or concern, there is always someone there to help.
- I feel that GCS handles problems and issues as quickly as they possibly can.
- My school focuses on being consistent from K to 5th. We have implemented new frameworks (system wide as well) that I believe will help close the gaps that our students have in reading and math.
- PBIS has been a huge strength for CAA. It has proven to help the WHOLE child.
- Students are first...We make plans based on what is best for our students and how to best meet their needs.
- That y'all are making the same expectations across every school.
- -
- The commitment to the schools, staff, students and the families of Gainesville
- I feel that our diversity is definitely something to be proud of.
- Mrs. Frierson is a wonderful principal at Centennial. I feel that most of administration in the system truly care about the quality of the system and employees. I believe that most of the teachers here truly love their students and are trying to make a positive influence in their lives.
- The teachers' dedication to not only the system but the kids as well
- Community Involvement
- Willingness to help students by teachers
- Excellent teaching principles
- Dedicated administrators
- Supportive central office staff
- Quality education
- The administrators care about their employees.
- Gainesville City works well with the school board to communicate goals and next steps needed for student populations to improve.
- Teachers and staff truly care about the students in this system
- tradition
- small system
- The strengths of GCSS is the willingness of all stakeholders to collaborate and cultivate a climate of success for our students.
- People
- I feel that the leadership is accessible and willing to listen to the ideas of the teachers. Also, I feel that creativity with structure are supported.
- Our Principal and Leaders
- They are focus on student achievement and finding solutions to met those needs.
- I feel the strengths of the Gainesville City School System are the quality of teachers in the system.
- Teacher support and the strong sense of community are the strengths of GCSS.
- The system gives every child tools to succeed. The children that need help are given extra help and the ones that are advanced are given work to challenge their abilities.

- I feel that Gainesville City Schools does a good job at marketing our system to the community.
- I feel that we are truly striving to do what is best for our students. We want to see them succeed and overcome challenges that they may be having in school.
- Working together
- The love we show to our students. No matter their home/life situation, they are treated with love and respect in our school.
- One Gainesville
- Our leadership at CAA is a strength. They are unified, have a vision, present in the building, and hard working.
- There is much diversity: culturally, ethnically, and academically; yet all students are looked at as individuals and the academics can be curbed to meet their specific needs.
- The staff cares for the overall well being of the children and not only how they are doing at school.
- I believe that we have an outstanding group of teachers that care about the success of the students. Gainesville schools also have a rich sense of tradition and community.
- The amount of resources available.
- Family environment, approachable leaders, strong teachers, diverse population, rewarding positive behaviors.
- strengths
- diverse group of children
- small size of the system
- teaching materials
- The community feel and family oriented relationship between the schools. I like that no matter which school you attend we are all Red Elephants, and we are all out for the same goals as educators. Working in previous larger systems there are few relationships between schools and even fewer opportunities to collaborate together the way the GCSS has.
- Tradition, experience, passion, and the willingness to do what is best for the students
- I feel like GCSS is moving toward being entirely data driven, and is constantly looking for strategies to improve.
- I think that the pride and heart within the Gainesville City school system is great. I also believe that our school is working hard to better students and staff members at all times.
- Sense of community and compassion toward one another.
- Gainesville City is responsive to the individual needs of children and families. It is a flexible, family-friendly environment.
- Strengths include a continued close knit group of employees who truly value professional interaction and support.
- SBO is customer service oriented, moral is great here (better than in past years) and I love working with Dr. Creel and Priscilla Collins. Also, HR has a great team and we all work well together.
- Gainesville City seeks to continuously improve what they're doing in a way that is not overwhelming. They also put the integrity of their students and people first, always attempting to do what's right.
- Friendliness
- The leadership
- I get a lot of support from my supervisors.
- Effective leadership from district office and with school administrators and collaboration between administrators, teachers, social workers, counselors, staff, and therapists
- No comment
- Having and continuing to value transformational leadership to drive the necessary changes to improve student outcomes and the professional learning and collaborative environment between staff
- Passion the people have

- Our school system is filled with caring and compassionate people who work hard daily to do what is best for children.
- Having insights into Hall County Schools, I think our smaller size allows us to be more aware of each other, aware of the triumphs as well as the struggles, other have. A system the size of Hall County seems to operate as a series of individual fiefdoms, each doing their own thing, good or bad.
- The District has a clear and public statement of purpose, mission and means.
- District Leaders have implemented Policies and Procedures, continues to clearly communicate with all staff and stakeholders.
- That Gainesville City School System is able to help in any situation, like one family for the benefit of all.
- I feel that I can work with anyone and have the ability to teach, grow, and troubleshoot problems.
- Listening and making changes when needed.
- Honoring tradition while pushing for growth.
- Taking care of our students and doing what is best for all.
- Communication skills between the employer and employee.
- I feel that the system is always trying to put the best interest of students first.
- Caring for all families.
- I enjoy the school culture at Enota and I feel that that our School System is dedicated to best practices for educating our students.
- Tradition and history of excellent is our system and school greatest strength.
- I feel like our district is always a step or more ahead of other districts in the areas of technology, innovative practices, and curriculum initiatives.
- Job safety and security ONE Gainesville
- The commitment to learning how to effectively combine professional knowledge, instructional delivery, assessment of and for learning, and positive learning environments to ensure that students graduate ready to continue their education at the college level and / or technical level depending on their preference.
- Providing mentors to help new teachers to the system and newly graduated teachers is an excellent resource we provide.
- Our teachers are very well trained. We are excellent educators. Our teachers work very hard to make sure students succeed.
- Community spirit
- community-oriented
- great staff
- data is a priority
- We put the children first. We have valued traditions and great team spirit. I have enjoyed opportunities to grow as a leader and look forward to more as I continue my career in education.
- Data driven instruction
- The working environment at Enota is supportative and closely knit.
- Tradition and innovation combined!
- Diversity, tradition
- The atmosphere
- Gainesville City School is focus on education and working with family.
- I think that PBIS is a very strong part of Gainesville City Schools. The positive influence on children during the learning process is very important. I also think that the system does well with community outreach elements.
- I love the School of Choice and that each school has unique characteristics. At the same time all of the system has a feeling of being ONE Gainesville. The PBIS initiative has been effective

so far and I believe it will continue to make positive change on achievement. The balanced literacy model has been extremely effective so far.

- Strong leadership
- Great Leadership
- Gainesville City Schools strives to be "One Gainesville". They have a strong sense of tradition, yet they understand the importance of educating each and every student that walks through the doors of their schools.
- N/A
- Diversity, Tradition, Big Red Pride, Our athletic program, drama program, and AP classes
- I feel that the school system strives for excellency and wants to help students grow and become the best they can be. I also feel that it is employed by people who truly care about the diversity of the system, and strives to meet the needs of all students.
- I feel that one of the major strengths is the strong sense of community within the schools and school system.
- I also feel that one of the strengths is the constant desire to improve the schools and what we are doing as a system. It is very refreshing to work for a system that wants to improve.
- GCSS is small and supportive. My admin are open to ideas and work collaboratively with teachers to help us achieve classroom success. Our admin ensure that we have needed resources.
- Diversity
- The movement to streamline into a "one" Gainesville.
- The administration in my school is supportive.
- Communication with teachers.
- GCSS does a good job of keeping up with best practices and trends in education. Enota has an amazing school culture!
- Small district; tightly-knit community; we are on the right track with the ONE Gainesville initiative, but we still have a long way to go with curriculum implementation
- I believe our diversity is a strength.
- Staff
- children
- Great administration, wonderful teachers and staff
- A smaller system helps you get to know the people you work with in the system better.
- The strength of the Gainesville City School System is the quality of it's employees and the ability to develop a strong core of veteran staff members who know and care about each other.
- tradition, doing what's best for the children
- I feel the greatest strength of GCSS is that we are genuinely concerned for the good of each student.
- Parent and Community Involvement
- Enota really focuses on student growth. Our administration holds us accountable for our students' success.
- I love the positive behavior invention system being implemented system wide.
- I like how I work where I live; I feel there is strong sense of community here. We are small enough to be personal in our daily communication and collaborative efforts.
- I think that the strengths of the Gainesville City School System are its leaders (i.e., principals, assistant principals, SpEd directors, SpEd coordinators, coaches, team leaders, etc.). I have learned a great deal since I have become employed within the system, and look forward to learning a great deal more!
- School of Choice
- Enota - Family atmosphere, Challenging children to do their best,
- Innovative
- No comment

- na
- great leadership
- Working together
- The primary focus of educating all students. Longstanding history in the Community. The School Board.
- The strength of our teachers.
- The family type atmosphere.
- The faculty and staff are very dedicated to our school.
- Use of data to drive instruction and meet students needs.
- I feel the strengths of Gainesville City Schools are the desire to go above and beyond to make sure all students are successful. The teachers and everyone involved in the student's life care.
- Opportunities
- GCSS seeks to unify the system and grow as a whole.
- One great strength that Gainesville School System has offered is the Bookworm program which is set, so all students are offered Tier one instruction along with Tier 2 or 3 if needed. In my class the first two RIs I saw progress growing greatly. I also like that they offer the Envision program. I do wish I had my own sign on, so I could enter my class and practice with computer testing.
- Gainesville City seems to care more about their employees than some districts and there is a wonderful sense of community.
- The use of technology is definitely a huge strength of the GCSS. The zoom conferences are beneficial, user-friendly & such a great way to communicate. I love the use of Google sites & I have learned more about Google than I have ever known before. I also think communication, in general, is a huge strength of the GCSS. Emails are pleasant, detailed & provide pertinent and timely information. The website stays current and easy to navigate. The voicemail systems are timely and convenient. I am impressed by the Leadership academy, and I hope to one day be apart of it. I think it is such a beneficial/hands-on way to gain leadership knowledge and experience. In addition, I will say I was impressed with the new teacher's orientation experience for the district. It was well organized & the activities were nicely planned. I loved the fact that information was collected from teacher's directly at the orientation which saved us from making trips to the board of education office. I was also impressed with the new teacher orientation and mentor program at Fair Street academy. The principal of Fair street arranged for new teachers to get a shopping spree at a local school supply store & we also received gift cards for "business attire dress" from Belks! We finished the day getting to know each other at a restaurant for lunch. I just thought the whole new teacher experience was nicely put together at Fair Street & it truly set a positive and warm tone to the school year.
- The school system is progressive and are growing their own leaders. This is to be applauded.
- Strengths are the culture that GCSS possesses. We are busy in the community and bring awareness to our goals. A strength that FS possesses is the ability to be flexible. Change is always expected in this area of education, but I truly feel that we have the most flexible teachers in the system!
- I feel like it is a hard job to serve low income children, because they have so many obstacles to overcome. I love that Gainesville City does an excellent job serving the children who need it the most.
- It's family oriented.
- This year I feel we have all gotten (getting) on the same page. Recognizing that we are ONE helps to bridge gaps within our schools. The more we do this, the better we will be.
- One strength that I feel the Gainesville City School System has is the sense of togetherness. I feel there has been many opportunities for all schools to come together and be "One Gainesville".
- Gainesville City School System has many strengths, one of the greatest being our love for embracing diversity and making it a part of who we are as a school system. This School

System works hard to be united and support one another in achieving the same goal, which is the success of our students.

- Fair Street works hard to support the Gainesville City School System in making sure that all of our students are successful. It also does a great job at embracing and celebrating the diversity of its students. Fair Street is working very hard to make sure that all students are learning and growing, while also providing the necessary support to its students to ensure this.
- GCSS seeks continual improvement. They celebrate diversity & equality. They are continually aware of appreciating their employees.
- Support of the community
- Proud tradition
- High expectations
- The One Gainesville model is a wonderful idea that has trickled into more common implementation of Bookworms, Envision Math, PBIS, District -Wide Meetings via Zoom, Learning Supports, common grading and report cards, etc.
- Family and school connections
- We have a legacy of greatness and it feel of family.
- The strength is the commitment of everybody to do what is best for kids.
- I enjoy working for at FS because I feel that we are very community oriented. Our students respect the teachers because we get to know their families. We have had much support in the past year as far as discipline is concerned, especially from leadership.
- I feel that the biggest strength of Fair Street Academy is the desire for individual students to grow, achieve, and be challenged to become lifelong learners.
- Fair Street has a strong support team.
- Support of the board, quality of leadership and teachers at my school, pay and support given to us in general.
- Love of Knowledge and teaching it to the students.
- Strength of the teachers and their dedication to the students, community and the schools.
- There is a great deal of organization and I know what is expected of me and my students.
- Student achievement is priority and we take pride of that
- We work as a family
- We communicate
- We are ONE GAINESVILLE!
- administration works well with teachers and give constructive criticism
- I feel that the students have more attention to their particular needs. Our school system focuses on curriculum and instruction to challenge all of our students.
- we do not give up on our students, we try to find different strategies to help them accomplish their goals in life.
- Small system.
- Strong, compassionate teachers.
- Family oriented
- Friendly Staff
- Student Centered
- High expectations
- I feel that the strengths of the city schools is that we are considered ONE Gainesville and work as one system.
- It is my opinion that a large part of the strength of the system has been the leadership of Dr. Dyer and Dr. Creel. They both have set high standards for our system and encouraged us to reach for the stars.
- Teachers know they are supported.
- ?
- Always striving to do what's best for the students.

- The support from the community in Gainesville and the amazing athletic programs that Gainesville has established.
- Opportunities to grow as an educator
- Technology availability for students
- Our school has such a positive and caring environment. It feels like you are truly a part of one big family. Every faculty member and administrator goes above and beyond to meet the needs of our students.
- PBIS implementation
- Communication
- Putting the students first.
- -Structure/Procedures in place
- -Equality
- -Compassion
- -Diversity
- We all work together as a team.
- GEA is like family, we work together to help all students.
- I think the strengths in the systems and in all schools is the family like atmosphere and the determination we have towards making all students succeed.
- caring for each other and the students
- I think over the last few years, Gainesville City Schools have become more unified, which I think is a strength of the system. I also think pride is a strength of the system. Teachers and students take pride in their work and accomplishments.
- Within my particular school, I think one of our strengths is the sense of community our school has. I love coming to work everyday and it has a lot to do with the people I work with.
- I love the sense of community the school system and city have. I truly feel like we are a family and support each other. I also feel that everyone puts the students first and works together to make sure that each child is reaching their potential.
- The ongoing support of our Board Members, parents, and other stakeholders lends to the strength of our school system.
- I feel that Gainesville City School System does a great job of providing students with positive learning experiences and providing students with the necessary opportunities to grow.
- Caring people and helpful
- they feel like family and work together as a team
- Gainesville City Schools have high expectations for students and staff and provide training and instruction to ensure goals are met. We also promote a positive environment for our students so that they feel comfortable and accepted in our school.
- Some strengths of the GCSS is that we feel like a family unit because we are a smaller system.
- We also have an abundance of technology and supplies which makes learning much more relevant.
- I feel as though Gainesville City Schools take care of their teachers and their needs.
- GEA- I really love my team. They are always super supportive and caring.
- The family feeling we get from having a smaller system. We are a family at GEA.
- The Gainesville City School System works together as One Gainesville. The Gainesville City School System puts the students and their learning first above all else. All the students are considered gifted in some way by having a strength in some area. The system is a family that collaborates and supports their employees. I am proud to be a part of the GCSS family.
- One strength is having former teachers in leadership position. For example, Mrs. Collins worked and was trained by Dr. Whitaker. She has GCSS history and has witnessed the community's growth. Having a mixture of new and home grown leadership is a positive for Gainesville City.



- My age has brought me full circle in the teaching profession. I can be the disciplinarian, the grandmother, and the teacher to both the students and the new teachers. I can relate the changes I have experienced in my lifetime and help prepare others to understand the relevance of preparing for future changes.
- The strengths include embracing diversity and having high expectations for all students.
- Our school system works collaboratively together, really caring and setting the bar high for our diversified population.
- We are constantly reminded of the purpose for why we do what we do, implement certain programs, and follow certain policies. The support of the board and the admin staff at GEA is profound and reassures teachers that they will be taken care of.
- we continuously strive as a team to improve everything at our school. We are innovative and progressive.
- Collaboration among staff. Teachers are always willing to go the extra mile to support students' learning.
- We are like a big family, helping and encouraging each other.
- Community. I feel that although there will be 6 elementary schools, a middle school, and a high school we are all supportive of each other. Together we work together to make GCSS the best we can. One Gainesville.
- caring,dedicated teachers
- -teachers know that they are supported
- Students feel safe and comfortable coming to school everyday. Staff members are knowledgeable and passionate.
- I think that the rules and regulations that are in place help the system run smoothly. I like knowing my expectations and being guided through any new changes. This system also treats their teachers like professionals and allows them to have a voice during the decision making process.
- We are definitely family strong and have high expectations for our students!
- Collaborative planning and a department that works well together.
- Diverse population
- High-quality professionals
- Commitment to excellence
- Great working environment
- A myriad of course offerings, extracurricular activities, and opportunities for personal and professional growth
- The Gainesville City SChool system has some of the most professional and dedicated instructors I have ever seen. Most teachers have risen to the challenge of a changing cultural climate and have tried to serve their students to the best of their ability.
- Great place to work
- Willingness to provide diverse strategies for students
- Willingness to work with diverse cultures
- I have had the pleasure of working with extremely supportive, creative, and generous colleagues in the Wood's Mill program, the Special Ed program, and the GHS Social Studies department.
- -legacy of success
- -tradition of high expectations
- -diversity in the student body and the faculty
- The commintment we have for our kids.
- Tries to meet the needs of all students
- The diversity of the students and the commitment of the teachers.
- The strong administrative leadership at GHS gives clear expectations and a seeks input from all stakeholders when making decisions.
- High School administration

- We are diverse and have much to offer all.
- Ability to work on own and personnel that are there to help when needed.
- Everyone is always working together to achieve the common goal no matter what it takes.
- The feeling of community and the love of the children
- GHS has such diversity and I feel that we give an amazing effort to serving everyone.
- Love and pride for the student population
- Support for such a diverse student body and diverse group of teachers. I also love the pride that the community and school system have for each other.
- 1.Many CTAE opportunities
- 2.High Pay
- We have a commitment to tradition while still trying to move forward in the way we do things.
- GCSS has a strong sense of community. Everyone is willing to help you out whether you need a desk moved, or copies made, or a cover for a class that the sub showed up late.
- Well, they knew enough to hire me, so that's good.
- Everything is done for the good of the school as a whole rather than to satisfy any one group.
- diversity, admin with a vision, sense of community
- The strength of Gainesville City School System is its commitment to improve
- I think the staff is above average, everyone cares about the students on a personal level, seeing them (for the most part) as individuals and caring about their struggles and encouraging them in their strengths. I have seen groups of folks working together to get struggling students across the finish line.
- I feel like the strength of Gainesville City is in its commitment to tradition AND progress. We have a strong foundation of support and success but we recognize that our work is not done. I appreciate the dedication Gainesville City employees exhibit to uphold a high standard.
- 1, Administrators who support workers, students, parents and the community.
- 2. That we are one Gainesville in a whole family that supports each other.
- 3. Diversity of cultures
- Strengths include a diverse population and strong, committed teachers.
- The care and concern some teachers and counselors have for their students is a strength of GHS.
- I like the direction that my leadership is taking at my school, the high school.
- The leadership of Tom Smith (my principal) and all the administrators.
- The strength of GCSS is the teachers and the efforts the put in to raise up the generations of young people entrusted to them. GCSS has also been blessed with some great leaders who are tried and true educators.
- The faculty.
- I think we offer a wide variety of classes and opportunities to our students
- Diversity
- Gainesville High School is diverse and the morale has greatly improved since Mr. Smith has arrived.
- Our community.
- N/A
- Focus on student achievement
- I love that Gainesville City Schools has administrators and Leaders that are approachable. I know that if I have a concern that I can speak with someone openly and honestly.
- Gainesville believes in community. When need be we really pull together for greater good of the whole.
- At Gainesville high School, there are great educators that are for all students.
- We are data driven
- We are aware that there is room for improvement, and we work together to improve our schools.

- Board members are out and about and can be seen in the community. People know who they are.
- a sense of community, traditions, and pride
- respecting tradition while still looking forward
- There is a pride that Gainesville City School System instills in one's total being from the moment that a teacher and/or student enters the building. The support system from Central Office to local administrators and secretaries in the GHS Front Office is welcoming, and one senses immediately a needed presence and appreciation of the work being done with our students and for their well being. The communication from our administration coupled with their expectations is clearly stated so there is no doubt what is expected of each of us as educators.
- Gainesville City Schools cares for their employees and students and does what is best for them.
- TEAMWORK.
- Strong commitment to the students
- We are dedicated to student improvement as well as achievement. We are able to adapt our teaching to help the greatest number of students possible.
- The administrative team is amazing. I have never felt so supported in my twenty years in the profession. My department is equally amazing. They have treated me like a king. They have offered me friendship, help, and support. Regarding the system, I'm deeply impressed by the level of communication and professionalism. Being informed is an absolute necessity. Being treated like a professional and having an opportunity to grow along with my colleagues is inspiring. The students here are awesome! They treat each other with kindness and respect.
- Commitment reaching out to every student, regardless of ability level or motivation level. Never giving up on a kid. Very principled leadership, and supportive peers
- Community involvement and response. Parents are invested in the education of the students in this community
- I absolutely feel welcomed here, like my opinion mattered from the beginning of the school year.
- Mission statement and goals for the school system.
- Cultural diversity
- Family feeling I get from staff.
- I am not micro-managed and allowed to teach my students without that added stress.
- The diversity of the population, both students and staffs alike, fosters academic excellence and better social interactions.
- I haven't been in long, but I have heard about the system. Everything that I have heard has helped me to decide on requesting the position I now have. The school has a reputation for professionalism and care for its students. The district is known for the ability to adapt and try different methods as the changes present themselves to the demographics, both students and staff.
- Diverse course offerings.
- I love the way Gainesville High School trusts and allows teachers to teach the way they feel is best for their individual classrooms. Each class is an entity in itself and GHS allows for that individual instruction to occur for what is best for each classroom and individual student in that classroom.
- Great administration!
- Diversity of student body
- The strengths are the commitment to academic rigor and achievement as well as the commitment to differentiation and inclusion. The sense of community within the departments is great as well.
- Gainesville City Schools have been resourceful in utilizing various methods of technology that support our students educational environment and help to assist with various teaching methods for our staff. Gainesville also promotes positive re pores with all students and their

families. I have had the opportunity to see first hand over the years how we come together and unite as a family to help nurture the students we service.

- Some strengths of GMS are the support of the staff, the encouragement of the administrators, and our secretaries are the best in the system.
- The welcoming attitude of a majority of our faculty/staff.
- The flexibility of the faculty/staff when the need arises.
- Allowing teachers creativity of lessons/assessments and instructions.
- Teachers are allowed to be part of the planning for School Improvement Plan.
- Leadership opportunities within the district for all faculty.
- Attempt to teach all children equally.
- adequate leadership
- stakeholders take pride in the district
- teachers are held to a high standard
- Many great teachers.
- The teachers are exceptional professionals. They are concerned for the the students' success and well being.
- Individual staff members.
- Close knit, small system
- Strengths include student diversity and parental involvement. Most of the time, there are high expectations for students, but not always.
- We have some amazingly dedicated teachers that go above and beyond to help each other and the students. Many of these do not disclose what all they do because it is not done for recognition but it is what they feel is right.
- Some of the strengths of the Gainesville City School System/GMS is the Teachers/Administrators/Counselors
- High Expectations of Excellence
- Development of Problem Solvers
- Professional Development
- Small Size of District
- Student Relationships
- Resources
- Extracurriculars
- Diversity
- Tolerance
- Community Value of Education
- Facilities
- Heritage/Tradition of Success
- The motivation and drive to continuously improve the quality of life and education available to the students who attend our schools.
- Leadership is very good.
- My grade level is very supportive.
- Diversity
- Technology
- The sense of school pride.
- Dedicated teachers
- Community involvement
- I think the strengths of the school system are supporting teachers and seeking to make teachers feel important. I think the system truly has the students best interest at heart and does a good job of attempting to involve parents in the education of their children.
- Community involvement and support from the community.
- PBIS, appreciation for teachers, celebration of cultures

- I love the diversity that our school has and how the diversity is celebrated.
- The small charter system gives teachers a relative amount of freedom to work to improve their unit and lesson plans while giving guidance to how this should happen.
- I think one of the strengths of the Gainesville City Schools is that it feels like everyone is a family. We have a very good group of educators and support staff.
- Student diversity and colleagues
- The school has an excellent community built in.
- Tradition. Feeling of family.
- The Gainesville City School System genuinely cares for its students and will do whatever possible, no matter what kind of environment a student may be coming from, to help them to thrive in the midst of any type of circumstance. This system wills and strives to meet the various needs of all students throughout its plans and implementation of plans alongside of the community, teachers, administrators, etc. This school system does not lower its expectations for administrators, teachers, students, etc. so that they can all work well together and succeed together to reach their maximum potential.
- They hire within the school district
- We provide all students with access to the content based on their individual needs.
- Many good teachers work for this system.
- Diversity and money
- Passionate teachers willing to teach challenging students.
- Reaching the advanced and struggling students.
- Tradition, sense of community, diversity
- ??
- Data collecting
- Support and opportunities for professional learning
- We hold many parent conferences per week to stay in communication with families.
- The sense of community
- This is my first experience in the middle school and I like that most students stay within a team of teachers. The team teachers work well together. The same can be said, in my circumstance, of the camaraderie with my co-teachers.
- The teachers work really well together to find success for the students.
- Strong leadership from administration and veteran teachers, a community who takes pride in the school, and students who are eager to learn and want to better themselves not just in the classroom but outside of it as well.
- The strength of GMS is the family atmosphere and the want to be the best.
- The strengths of GMS are the feeling of family, and the commitment to the betterment of the students.
- Parental involvement is a huge strength of the GCSS.
- Diversity. Willingness to make needed changes.
- The staff.
- The support of administration, collaboration among colleagues, PBIS,
- There are some really positive teachers and staff on board- teachers who care and are not willing to give up on any student.
- Teachers are the strength.
- It's clean and organized.
- I love the fact that we are always on the cutting edge of learning and we encourage growth. We have a great collaborative environment.
- I think there's a sincere care and concern for the education and well-being of our students and our staff members.
- The focus on student achievement.
- school morale

- The greatest strength of the Gainesville City School System is ensuring that we are "One Gainesville".
- Smaller size, strong sense of community & pride.
- The many resources it can provide it's community.
- Everyone wants all to succeed.
- Diversity, is our biggest strengths
- The staff. People working together.
- The option to choose the school that best fits each students need.
- As a district, we want to make sure that all of our students succeed.
- Valuing employees
- The close-knit community and the earnest desire to do what is best for students.
- Here at this school, I feel as though the structure, resources, and support that the school provides helps make a teacher's year successful.
- Positive work environment.
- Family atmosphere, support from principal.
- Community
- I do not have a response
- We work hard to prepare our students.
- The System is truly concerned for the welfare and success of our children.
- The strengths at New Holland are its teachers and staff. There is a sense of community and working together as teams to educate our children. The staff works very hard to incorporate the new ideas set forth by our administration while keeping in place the strategies we already know that work. We are professionals who act in a professional manner.
- A well designed organizational structure
- Students, staff, community.
- Communication
- Working as a team - collaboration among teachers and schools
- I feel like GCSS puts in the adequate work and preparation to have successful schools.
- This is a diversified systems that put the total child first
- This system is very supportive of all staff members
- data driven
- support from district level staff
- commitment to student success
- The environment and the learning.
- I feel communication is one strength of the GCSS.
- The strengths of the school are that the teachers and staff take the time to get to know the students and engage with them in a variety of positive ways. The teachers and staff are very supportive of one another as well.
  - dedication
  - succeeding
  - working together
  - helping
- Everyone is friendly and always willing to help others be the best that they can be.
- I feel like everyone has the students best interest at heart. The faculty and staff are well respected and well represented.
- The motivation of the teachers to continually improve strategies
- I feel like the administrative team is very supportive. The particular school I work with listens to teacher concerns and tries to resolve them.
- The resources available
- I feel that the Gainesville City Schools are in a transition period. I feel that with the new changes in curriculum and staffing we will only move forward. There is a strong since of tradition and loyalty from the staff and families within the city school system.

- -Supportive administration
- The staff who inspires and challenge students in order to prepare them for the future.
- Hum

## Question 5:

### What do you feel are the weaknesses of the Gainesville City School System and/or school?

- We sometimes take on too many initiatives and have a hard time doing justice to all that we do. We are eager and sometimes bite off too much. Another weakness of our system is how we treated our superintendent. She did not deserve to take the fall for things that were board and district decisions. Letting her go is going to prove to be a big mistake.
- There tend to be lots of things happening all at once. Sometimes this is unavoidable and necessary. It is a challenge when at certain times of the year the staff does become overwhelmed.
- Dealing with discipline problems is a major concern and teacher morale seems to be low.
- I believe the system could do more to support the teachers in developing instructional strategies that support our second language learners. There needs to be a more intentional focus on this area.
- Space
- None
- I am uncertain whether various curriculum/instructional programs and or practices are a system decision or a school decision, but we really need to try to choose something and stick with it for more than a couple of years. We can't expect teachers to become masters at their craft, if they are constantly learning new programs that are being delivered by people who are not experts. Gainesville City regularly tries to juggle too many things at once. For example we implemented the new reading framework this year in addition to a new math framework in which k-2 was expected to design their own materials because they don't exist commercially. Our academic coach worked tirelessly to help us and prep materials, but it was an extremely stressful time for everyone which could have been drastically reduced if it was phased in. If first quarter was used to administer the IDI, gather all of the materials, see and or watch models of various skills groups being taught, it would have alleviated a lot of stress.
- To much influence from central office
- School level administration doesn't have enough control over schools
- Overly focused on assessments/data collection
- Lack of practical solutions to solve problems (Data wont solve everything)
- No practical solution and response to student behavior issues
- Loss of sense of community
- Try too many programs, but stick to none
- I feel that we lacked strong leadership for several year. Mrs. Frierson, Mr. Crumley and Mrs. Shields are working hard to ensure continuity across grade levels (to include curriculum, our PBIS program, RTI, etc.)
- A weakness would be not having enough classrooms for every teacher..Especially ESOL, EIP and gifted.
- Always changing curriculum. I don't feel like with stick with a program long enough to see it's successes. The current reading "program" was not given enough time to make sure the kinks were worked out and materials were all ready before we jumped into it. Teachers are expected to fill in the pieces alone and rush to put material together. This has been a consistent problem in my years here. We are not given enough training before being expected to begin a new program. Training needs to be adequate and time needs to be provided so we can carry out

our instruction with fidelity and consistency. We also need support from our Literacy Coach. This includes hands on training and modeling as needed. Often we ask for clarification or modeling and do not receive that in a timely manner or are pushed off to "review a video" or are forced to rely on a co-worker to put the pieces together. Teachers who are struggling receive little if any assistance from the literacy coach despite asking.

- Diversity always presents issues. Having language barriers and rapidly changing programs for these students makes it more difficult to teach everyone best.
- Not all schools are equal and not all teachers within a school are treated equal
- communication could be a little better, but I do think it is improving
- I wouldn't want to call the following weaknesses, however I'd like to view them as areas to GROW!
- I feel that GCSS switches "programs" too often. When this happens, we do not stick with a particular "program" long enough to see the results.
- We really need to have an RTI person at each school, where it is their only job is to pull students, test them, and work on paperwork. This job seems to fall on other people and they need to be doing other things during the school day.
- Teachers should be given quarterly assessments that are given to us by central office where all students in each grade level are given the same assessment. This will help us measure student growth. Our system has spent money making these tests before, and some of them have never been given. Using AimsWeb and RI should not be the only things we use.
- Size. Oversized elementary schools to be more specific. Reducing the overall populations at our lower schools would provide more opportunities for scheduling creativity, more specialized connections and enrichment classes and more opportunities to make tight-knit environments. This would, in turn, encourage families to feel more involved, give schools more opportunities to tap into student talents and interests at earlier ages and therefore retain families rather than losing them to private schools and the county schools in the area.
- Schools across district not always doing the same thing.
- I feel cleanliness is not a priority at any of the schools. The floors get swept, but that is about all. The walls should be cleaned, At least in the summertime. Walk through any elementary school and look at the walls. Gross!! Where all those little hands touch and rub. Ugh!
- I always appreciate time allotted for planning in the classroom. I would like to see less meetings on teacher work days so teachers can have more time for planning in the classroom, especially during pre- and post- planning.
- Our population is made up of mostly ELLs and I feel that we need to have more resources for those students and their parents.
- A strong, consistent writing program.
- Human Resources is behind in technology (for example...we still sign in on paper pencil)
- That people seem to worry about what's happening at another school instead of doing what they should be doing.
- Provide more Professional learning days
- I feel that we sometimes try to implement too many new things at one time.
- I feel that there are some administrators in the system that do not fully understand/remember what it is like to be in a classroom. I feel that they are requiring teachers to do a lot of unnecessary work instead of supporting them productively. I do not believe that discipline and accountability is at a high level and the students are disrespectful. PBIS is great but I believe there is a lack of discipline in our school.
- Lack of discipline in the school
- Lack of training/support for new teachers
- Discipline issues not resolved in meaningful ways for kids
- Overcrowding at some schools...to be resolved in the fall.
- I can't think of any.
- Technology glitches persist from time to time



- Changing curriculum too often without enough research and training
- too much testing
- I feel that more growth in the area of collegial conversations/dialogue is needed. The Leader Academy is a step in the right direction.
- People
- This is my first year working at Centennial and is NOT the case, but in my past experience I feel that change was too frequent.
- Technology Resources and Support , it's sporadic
- I do not have any input on this subject
- I feel the weaknesses of the Gainesville City School System are the lack parent involvement, I also feel there is a lack of input from teachers and staff in decision making by the school board.
- I think the mentor/protege program for new teachers could perhaps be revamped. While I did not begin my career in GCSS, I have heard from several beginning teachers across the district that they did not always feel like the support was sustaining.
- Lack of discipline. No stern learning actions are given as deterrents.
- I feel as though Gainesville City Schools/my particular school doesn't do a very good job at making teachers feel like true professionals. Sometimes I feel that we are "bossed around" in regard to the implementation of new initiatives and time consuming things within our schools. When we mention how much extra time it will take to complete something (outside of school hours), we are just told that "we are salaried employees so we don't have set hours". This doesn't sit well with someone like myself who already spends countless hours outside of school working on things to make my classroom more successful and then to be made to feel like our time is not valued.
- I feel that teachers are not given enough time to collaborate as a team. There are so many meetings that teachers are not able to plan together. We all have different strengths that may benefit someone else that may be struggling in a certain area.
- Communication
- Way too many assessments especially in the early grades due to the need for one-on-one assessment. This takes away valuable teaching time.
- leaders that are micro-managers and rude and sarcastic
- I think more structure with our school's writing segment is needed. That seems to be the last piece to tweek.
- The number of students is overwhelming; some schools are full to the brim while others have room to grow. This has been a weakness of the "school of choice"--Centennial has over 900 while other elementary schools have hundreds less.
- Organization and planning.
- One weakness is that we are a Title 1 school and our parent involvement is lacking. Another weakness is in the area of discipline. I feel we are doing the children a disservice if they (and their parents) are not held accountable for their actions. This has led to an increased amount of disrespect toward the teachers and administration. Teacher morale is low. The amount of testing and added responsibilities such as data collection, adjusting new curriculums every year because of low test scores are not allowing the teachers to teach. I feel we are teaching the children how to pass a test and not inspiring a love for learning.
- The lack of collaboration between each school and consistency.
- effectively handling discipline or behavior issues, parental involvement, common assessments for grade levels across the system.
- disciplining disruptive behavior
- I would say technology and overall communication at times. I also wish the system had a resource for all elementary schools to share and use the same common core assessments.
- n/a

- I am still learning what it takes to be a successful school, so I have not been able to identify any weaknesses so far that have directly impacted me as a teacher or my classroom.
- I think that the discipline varies within each school and the accountability and camaraderie is missing between schools. I wish that were more accountable to each other.
- It appears as though many initiatives are being attempted and due to the wide range, none are being implemented well. Staff, teachers, and administration are stretched thin and find it challenging to implement anything wonderfully when attempting to implement so many things.
- Poor implementation of resource funding and student services. Student scores are incredibly low and the strategies being used to improve these are subpar.
- Communication is sometimes lacking between schools and departments.
- The primary weakness at this time is the inevitable growth of the system and the challenges this presents.
- We tend to think that some people have more to do than others. Maybe shadowing another department or person to see what they do (when time permits) may change some of that thinking. We stay super busy at the SBO and sometimes I wonder if schools and other locations are aware. Also, I think it would be good for HR sometimes to take a day and shadow a teacher, to see why we hire who we do and to see what they go through.
- As with any organization, the main thing that can be improved is communication. And, maybe it's not so much as the communication that needs to improve but the "hearing" so that the information that is communicated can be relayed correctly.
- Not enough accountability
- Some of the internal problems our own people cause in the community
- High teacher turnover.
- Student transfers between our schools and Hall County schools
- No comment
- A current, but expected weakness is the challenge with changing longstanding mindsets about the evolving student demographics and challenging the process of how things have traditionally been done. A work in progress
- Communication within the schools.
- Details about what people do and how they support schools.
- I wouldn't exactly say that this is a current weakness, but we need to continue to develop processes and procedures and then give those processes time to work before latching on to something new.
- I don't like that Gainesville, the city as a whole as well as the school system, are now designated as "urban" and considered part of metro Atlanta. I also think we have a tendency to put the wrong person in a position, or perhaps put someone in a position for the wrong reasons. I realize that sometimes we have to hire under less than ideal circumstances, like when students are starting school soon and we are still not fully staffed. But whenever possible we need to diligently look for the best qualified person and then find the funds to pay them adequately for their talents. Talents should guide funding rather than funding guiding talent.
- N/A
- That Gainesville City School System should have an updated improvement plan in all areas.
- Knowing which direction or task that needs to be completed first.
- Legacy issues - "always been done this way"
- N/A
- I feel that there are too many meetings and a lot of what is covered in an hour long meeting could be handled more efficiently through email.
- How we group students and lack organization in some areas.
- N/A
- We need to improve transparency and communication with our community.
- I often feel like the board isn't on the same page amongst the members, making the system look unorganized to the public eye.

- At times I wonder if our One Gainesville motto is observed by all. I say this because it seems to be known that there are issues with leadership, procedures, and/or behaviors at some of the schools, but those things are not noticeably addressed. Teacher turnover, student transfers, noticeable behavior issues, and chronic failures, seem to continue to take place. In my opinion, this day in age, the media focuses on failures, and a small community like Gainesville, talks. By not addressing the issues listed above, leaves employees to continuously defend the school system and their motives.
- the pay is weak for those in my position. Registrars are given a lot of work and I feel we are unappreciated and I can't speak for the others, but definitely under paid.
- We do a great job of mentoring teachers. I do think that it would be beneficial for teachers to master early elementary skills before trying to teach upper grades such as third, fourth, and fifth. I think developing a progression of understanding would help teachers master the art of understanding what students need to know before they get to a grade and after they leave a grade. It would make upper elementary teachers better able to recognize educational gaps, potential LDs and other associated challenges easier and in turn understanding the best way to help for a teacher with experience at the younger grades rather than a new teacher playing catch-up.
- We need to focus or work on teaching to our middle/average students. These students are not pushed to their potential. These students needs are not being addressed. It is these children who will make up our working class.
- Changing curriculums so much
- Testing has its place, but we test too much as a system. It would be great to streamline this process further.
- I feel that some teachers in the upper grades (middle and high) make it hard to succeed. Scheduling extra one on one time is sometimes the cause. Study skills also need to be taught heavily. I also truly believe that we need to be thinking about technology from a parents perspective. It is almost impossible for kids to manage the multiple social apps while using their own device for school & homework. The constant barrage of information shortens their attention to learning. Parents need to be able to limit or cancel their child's access to such devices. It's a problem that needs some attention.
- Communication and a standard flow of information
- We have made progress, but we still need to sharre resourses and information to make sure each school is teaching and assessing in a similar manner.
- We make positive changes and don't stick with them long enough to see the positive results before we move to the next best thing.
- Changing procedures and programs too often
- I would like to see more collaboration between special education teachers and general education teachers.
- I haven't experienced any weakness.
- I feel that there are some weaknesses in the Language Arts and Reading curriculums. I think that students are missing important elements with comprehension, sentence structure, and basic grammar.
- I cannot think of any specific issues at the moment.
- more technology
- Each school could have a Teachers Bar like New Holland Elem.
- We need to continue to strengthen our behavior support in schools by providing professional development to our teachers on Tier 1 and Tier II level interventions that can take place in the classroom. PBIS is helping with Tier I, but additional support is needed to show teachers what it looks like to re-teach, collect data, etc.
- N/A
- Teachers do not have a voice. We are never asked before a new "program" or decision is rolled out. Our opinions are not valued.

- I feel that sometimes too many things are placed on us to do at the same time. Sometimes I get very overwhelmed by the amount of things required of me.
- n/a
- GCSS often abandons curriculums quickly after they are introduced. We need to stick with programs a bit longer to see results.
- Support for ell students/teachers of that speak other languages than Spanish-
- Busing system
- Support for self-contained academics
- Achievement
- N/A
- We are on the right track with the ONE Gainesville initiative, but we still have a long way to go with curriculum implementation.
- We need to do more acceleration for high-ability elementary school students.
- We need more support personnel - more sped, ESOL, and EIP teachers.
- We need instructional coaches who consult with teachers and actually coach them to improve the craft of teaching. That is NOT the model we currently have.
- We often reinvent the wheel by having teachers create common benchmark assessments year after year. If we need common benchmark assessments for each grade, they should be created to use district wide. Teachers from each school can help.
- none
- Need more parent involvement and team work together
- We change reading and math programs too often. I feel we need to stick with one program for a while before we change it.
- Staff turnover can be a weakness of any school system. I have not seen a large amount of staff turnover at my school, but it is always something to consider.
- grading differences from Elementary school to middle and high school levels
- I feel a weakness is the lack of prompt testing and provision of special education support services for students with severe issues that prevent them and consequently their classmates from receiving instruction.
- N/A
- We consider ourselves "One Gainesville" but I feel that oftentimes this isn't true. All elementary schools do not use the same assessments to guide their instruction and resources are not readily shared from school to school.
- I don't have any complaints. I feel like my voice is heard and suggestions are welcomed.
- The current weaknesses at my school is the technology. Often times it is slow, and sometimes does not work correctly.
- System: -Treating staff as professionals,(I should not be required to have another employee do tasks like make changes to report cards or download things on my computer. I spend twice the amount of time trying to complete tasks because I wait on others to do their part.)
- - Valuing staff input (We are often asked after decisions have been made. The system goes through the motion.)
- - Not giving new things enough time to fairly evaluate effectiveness. (Research shows 3 years are needed, We change yearly.)
- - Having multiple steps to do things like absences. We have way too many ways to complete each individual task.
- Continually changing things very quickly in regards to curriculum.
- No comment
- na
- Not having enough paraprofessionals for special ed
- nothing really
- Lack of communication or support in areas regarding PBIS/behavior issues, learning support and Personal Development.

- The scheduled and robotic way we are making our teachers teach!
- Middle School is the weakness of GCSS. Middle school is a hard time for students as is and being over crowded and not consistent can make working with students and staff tough.
- I worry about the schools be so concerned about the numbers of referrals for discipline instead of worrying about those kids that miss out on instruction time. Too much time spent on assessment; too much instruction time lost.
- Cohesiveness among the schools.
- N/A
- One of Gainesville City School System weakness is Fair Street. At Fair Street, I feel there is not a clear path which is ever changing. I understand the need to be flexible, but every two or three weeks changing one or all (curriculum, classes, schedule and students). Planning is very difficult when you do not know what the next unknown change is going to be. Principal and Coaches are all on totally different pages and with their own agenda telling conflicting information. Teachers are going to be graded on students performance they do not teach for the subject area they are going to be graded on. Plus, the decision has been made for us that only the students reading on grade level will receive Tier One instruction. The rest of students will only receive Tier two and three instruction. Bad behaviors not being addressed are another down fall. Write ups have went down because they are not being addressed. I wrote up two students up this year, one for hitting multiple students in the back of the head and the other for threatening another student and neither incident was addressed. Lastly, I feel Fair Street is out in left field doing our own thing when we should be looking to the schools who are passing for guidance and ideas to improve our school.
- Only having worked in one school within the district it is difficult to differentiate school weakness from district weakness. However, I do feel that the RTI process needs to be strengthened and teachers need formal training in tier II instructional strategies.
- I would say, that the Bookworms implementation could be better improved both at a district level and a school level. There seemed to be a lot of changes/mis-information & lack of preparation which proved to be quite frustrating to teachers as we tried to both learn and implement the program. I believe that teachers should have been well trained (prior to the start of school) on the program at a district level so we would all be "speaking the same language" & the expectations could be clearly mapped out which would cut down on inconsistencies, mis-communications and overall, frustrations. To fully benefit our kids, as a teacher, I would prefer to be well-versed on the ins and outs of a program instead of learning/re-learning, changing/switching as the year with the kids starts. Additionally, I would make a suggestion to get a "Bookworms team" together to deliver the professional developments/trainings to each individual school.
- I feel that the GCSS policy of 'schools of choice' is having a negative impact and creating division among schools. The Superintendent's vision of One Gainesville is great. However, the schools of choice policy needs to be reviewed, so that we are ONE in deed not only in words.
- I think an apparent weakness in GCSS is the consistency between/in schools. Some elementary schools seem to have systems and procedures in place that would highly benefit other schools. Inside my school, there are obvious weaknesses in leadership that have not been addressed and just snowball to the next year. Administration doesn't appear to be supportive of staff at times. Coaches are invalid in the classroom and seldom come by for follow ups or "coaching". Meetings/PLCs are not effective and time is not used wisely.
- I feel like a weakness for Gainesville City schools is the lack of planning ahead. There is a disconnect between each school year. It needs to be a smoother transition.
- Discipline policy
- N/A
- The weakness that I have encountered is the lack of consistency. I feel that as "One Gainesville" we should try to learn from each other and not try to protect what one school is doing. If a school is successful and one is not, we need to look at the successful school to see what they are doing .

- As a whole, I feel that Gainesville City School system is implementing changes that are best for our kids. Change is always a hard thing to get everyone on board with, so I know that this school year has been hard for some, on a school level. One area that I feel Gainesville City School System is currently working on correcting, is making sure that ALL students at ALL schools are where they need to be academically, and this is something that will pay off in the years ahead.
- Fair Street is a wonderful school, but it also has a lot of room for growth, both on a student level and a staff level. One weakness that I feel that Fair Street possesses is that administration does not support one another in their decisions and that causes a trickle effect down to teachers and other staff members. I also feel that there is not a lot of follow through on decisions and this stems from leaders not agreeing, supporting one another, or being on the same page.
- I understand that change is a crucial component of making sure that our students are getting what they need, but I feel that this school year, there have been many changes that have been implemented in the middle of the year, which have not only caused a lack of consistency for our students but for the teachers as well.
- One of the greatest areas that I feel Fair Street has room to grow in is dealing with behavior. I personally do not feel supported by administration in dealing with behavior and I do not feel that they are a resource to me when behavior issues arise that cause a disruption in teaching my students. I feel that my voice is not valued when it comes to seeking help from administration for behavioral issues and often times I am not even asked my side of things, before a student is returned to my classroom without any real action being done. Most often, the problem gets turned around on teachers, with insinuations that we were not doing our job in the classroom and that is why behavior issues occurred.
- As is typical in education, it is difficult to correct admin positions when the admin is not able to improve the culture of the school or the success of the students.
- I am eager for the day that Fair Street breaks down the barriers to high achievement.
- Our school weakness is not speaking up about the environment because of fear of the principal. A weakness could be the changing of the Superintendent so quickly and hiring from outside the district so much. Professionals within the district should be allowed an opportunity for advancement.
- That it's not ONE Gainesville
- Seems to be a divide.
- That's too bad
- Consistency through out the system
- Too many curriculum changes.
- I feel that my school has a weakness in leadership. Leadership has trouble with communication with staff. There are many times where the staff is confused by messages sent out by leaders because they are contradictory. The leadership team is currently working on improving this issue. It is my opinion that FS has issues with consistency as well. I have been here for many years and FS has not had consistent academic programs. Students have had to learn new programs every year and sometimes more than one in a year. This lack of consistency has led to low achieving scores. FS still does not have a writing program and therefore students are incapable of writing on grade level in most circumstances. I know that our new reading coach is in the process of making more consistency for reading expectations. However, math is still an area of concern.
- I feel that the biggest area of weakness is in curriculum development, specificity of assessments, and the RTI process. I don't know if this is system-wide or only school-related.
- I feeling of the weaknesses of the school is the discipline and the disciplinary actions. That is just my thought.
- Inconsistencies from school to school. (I love mine).
- there at times, too many different programs. sometimes we feel that there are too many things going on and not enough information or time to teach all that is required.

- It is difficult for me to list weaknesses of our system or school.
- We need more support from students' parents
- changing curriculum's too often without giving ample time to improve on it
- I would like to see more collaboration with common assessments between all the elementary schools. I know this is an area we are working on.
- I believe we do not have any weaknesses in our Gainesville city schools.
- Lots of transition of students
- Need to get a newcomer class back or a bilingual class for each grade level.
- n/a
- Too much emphasis on data
- Too much testing for our student population
- Need to focus more on community outreach and involving the community and parents ore in their child's education.
- Disunity among schools and administration.
- I really don't feel there is any major weakness of the schools here in Gainesville. If anything it is that there can be a lack of clear communication between the schools and the parents.
- A weakness of the system is the "good old boys network". In the past certain people and certain schools have always seemed to be "the leaders". That has changed greatly under the direction of Dr. Creel. It is my hope that we will continue to let the staff and schools shine that put in the work and get the results.
- curriculums are changed often.
- district wide screeners are changed often and sometimes the materials do not align with the state standards.
- If you are good at what you do you do not get promoted because you are too valuable to take out of the classroom.
- Can not think of any at this time.
- A weakness at our school would be the rules and regulations not allowing the parents and community members to be involved with the students/teachers through the day.
- None
- I feel like the only weakness could possibly be the inconsistencies between the individual schools.
- Interschool collaboration
- Training
- Up until this next year, stretching ourselves to thin. There are too many people wearing too many hats.
- n/a
- The middle school.
- Parent involvement for my particular school.
- low wages for classified staff
- While I think we are becoming more unified, I think a weakness of the system is that there isn't always consistency between schools. I think the biggest inconsistency between schools is expectations. I think we all have high expectations for our students, but I think some of the numerical grade expectations between schools is not as consistent.
- n/a
- We need to continue to work toward being "One Gainesville."
- I feel that Gainesville City Schools does a great job of providing technology for students, but teachers need more resources such as textbooks, workbooks, etc. to use as guides for the students an to supplement the hands on, interactive activities we do in class. Not to use as primary instruction, but just for guides and supplemental resources for students.
- None
- n/a
- .

- Inconsistencies between schools would be a weakness of our school system.
- I feel the weakness of the system is that there are inconsistencies between the schools within the district.
- .
- GEA- We are trying to become a steam certified school. The problem I have with this is there are several projects being started but not finished. They are just half done and then another project is started. It would be ideal to start a project, master it and then begin a new project.
- Inconsistencies among the elementary schools.
- I do feel that the Aspiring Leaders Program participants should be looked at more consistently for leadership positions in the system. The system spends a lot of time, money , and effort to offer this wonderful experience to rising teacher leaders and it would be great to give them a step up on the hiring rubric for having this training.
- It is important for each school to have the same rule and procedures. For example, why should some schools follow fire procedures differently? Shouldn't all schools have name tags with addresses during the first week of school? In my opinion, elementary students should not use electronic devices on the buses.
- Technology is a weakness that I work on daily. I know my limitations and seek instruction from those with knowledge in this area. I am constantly learning how and what to do to keep up with my responsibilities as a teacher and employee of the Gainesville City School System.
- I do not feel that GCSS has any weaknesses. All systems can improve to reach it's full potential.
- I wish there were a way for grade teams to share more of what they are doing and what is working for their grade level. It would be great if we could share mini assessments, etc.
- I feel as if the weaknesses are the complaints from teachers not being on board with implementing new programs and strategies required by the schools and district. We are ONE Gainesville and are here to do what is best for the students.
- Materials for classroom use.
- Not sure at this moment.
- Too many meetings during teachers' planning time! We also do a lot of unnecessary paperwork and we test the kids way too much.
- I feel as though there are a lot of elementary students and then they funnel all into the same middle and high school. There are a lot of children. I would hope in the future that they could build another middle school or add on. The same for the high school as well. I believe that this would make the change of moving up in schools flow much better
- poor parental participation
- -curriculums are changed often
- -the district-wide screeners are changed each year. sometimes the material does not align with state standards
- Division amongst schools throughout the system
- I cannot think of anything at this time.
- Consistency among the grading scale.
- Professional development is too often. It should be once a month. We need the time to plan within our departments each week.
- Our campus is very hard to secure
- We need a bigger school to house as many of our students and classrooms in one location and we need a bigger cafeteria and a more modernized CTAE wing.
- Our staff numbers need to reflect the ever-growing population we serve.
- The weakness I see in the GCSS is that teachers who put themselves first, refuse to teach sometimes at all, disregard the needs of students and openly dislike certain cultures, are not discharged, are not reprimanded, are not put on any type of behavioral contract but moved on to other classes. This is very hard for the rest of the staff to understand.



- Another weakness is that professional, experienced teacher's opinions on what their strengths and weaknesses are in regards to teaching, are ignored.
- We do not hold our athletes to a high standard in the classroom or on the playing field. We use these kids for one thing, and that's to win games. We change grades and intimidate teachers into passing these athletes through school. And it's been going on a long time. That's one reason I don't go to athletic events anymore!
- Lack of connect between elementary schools/GMS and GMS/GHS. This area needs attention.
- Need for more parental involvement on all levels
- I think it's unfortunate that the Wood's Mill program has been dismantled. The six week mini-mester program that was used in the 2015-2016 school year was very effective for students and raised Wood's Mill's graduation rate. I would have like to have seen that program continue, particularly since students were told in May 2016 that "nothing would change."
- -student teacher ratio...too many students in a class...
- -leadership needs professional development to create an understanding of managing behavior of children from poverty.
- -the system needs to work diligently to retain dedicated experienced teachers.
- Lack of communication and often times limited resorces.
- The classes are too large.
- There are some adults that do not follow the rules and procedures set forth by administration. This lack of consistency creates confusion among the children as well as issues with equitable discipline.
- The technology has improved, but still can be a major frustration for staff (especially the phone system outages, copy/fax machine performance.)
- Also, for a school of 2200+ students, we are understaffed in the Guidance Office, Assistant Principals, and the Main Office.
- Funding
- Our population has more than doubled in the past decade and a half and yet we are working with only one more counselor than before; that's nuts!! Also, we need more technology support. Finally, certain teachers need to be given more rights in Power School. It's crazy for a teacher to have to go and bother the already overwhelmed counselors and/or secretaries for information to be able to do his/her job effectively.
- communication between schools and faculty
- I feel some departments could use more trainings or rotate who gets to train.
- Student attendance and attitude about learning
- The technology swings from amazing to nothing at the drop of a hat and it really plays havoc with lessons and meeting the kids' needs.
- Communication; overall technology - lack of support
- I believe that the growth in enrollment numbers may require an additional middle school and high school to be built. I also have concern with how spread out the Gainesville High campus is.
- 1. Poor Information System network for a technology related class.
- 2. Cumbersome accounting systems for check processing related to CTSO payments and supplies purchases.
- Sometimes there is some lack of communication within the school.
- Although it has vastly improved over the past 2 years, I feel that discipline referrals need to be consistent and done in a timely manner. Each student with the same offense should get the same consequence, and should be told that consequence within days of admin receiving the referral.
- I'm not sure. I'm mostly focused on maximizing my effectiveness in the classroom, not looking for weakness elsewhere.
- I think we need stricter policy on habitual violators. ISS for some does not work. I believe athletes that are in ISS to many times need to have games taken away

- poor attendance of students
- I feel a weakness of Gainesville City School System is lack of equitable support of all teachers.
- Technology, but it is improving.
- I feel like the weaknesses of GCSS are:
- the convoluted way we communicate and problem solve. (Dr. Creel has done an amazing job of clarifying/streamlining personnel and procedures but we have a long, long way to go)
- how we seem to bend to the winds of community pressure in regards to policy and rules
- We need more security staff on campus and need the police
- SROs to be more involved with drug enforcement on campus. We need the counselors to be more involved with providing information and workshops covering scholarships and grants for students, especially the parents and students that come from other countries. We need to provide English as a second language course for the families of our students.
- Over the years we have placed too much emphasis on underachieving students and made the task of "fixing" their problems incumbent upon the classroom teacher. We have taken all the burden off the parent and the student and left the teacher to feel that he or she can somehow reach unmotivated students without them having to put forth effort. This has caused many creative and outstanding teachers to leave our system. Parents need to be involved in the City School system even when the involvement requires challenges and problem solving. Technology continues to be less than adequate.
- Lack of consistent discipline is a weakness. Technology and communications need improvement.
- Politics inside and outside the schools. I wish everybody would always try to pull in the same direction, regardless of the direction.
- I feel that we are short staffed - especially in the front office of the High School.
- The greatest weakness has to do with a higher and deeper metaphysical component that should not be discussed in this format.
- Technology!!!
- Student attendance and lack of discipline/consequences is out of control! We should look more at our legal responsibility of reporting absence students and the compulsory attendance law to make sure that we are in compliance.
- More opportunities for students, need more counselling for our population, need to sell the importance of education more.
- Top leadership, meaning those above the individual school level, are sometimes too defensive when confronted with a challenge standing in the way of student success.
- Not being tough on the ones that take advantage of our system.
- Technology
- Communication could improve
- Some of the weaknesses of Gainesville High School is the lack of focus on students who aren't labeled. What I mean is that we have a large group of kids in the middle who often go unnoticed. They have the ability to be successful and are successful, but they are the last ones to receive help when needed. These are our students who work hard and strive for more, but lack the proper guidance. For the last couple of years the focus has been so much on our honors level and AP kids and of course we focus on our bottom group by default, that these students don't get what they need. When it comes time for graduation they have very little knowledge of what to do and how to get there.
- I would like to see more school spirit as well. For us to be the only high school, the focus has been taken off of building a community and a healthy school environment to instruction, instruction, instruction. Instruction is important and what the students need, but how can we be more creative with building the community of the school, making kids want to come to school. I personally feel that if we focused just a little bit on building the community our attendance rate would sky rocket. Make kids want to be at school.

- Also school safety. At GHS we have too many entrances and exits. Kids can go and come in so many directions that it makes it impossible for administration and support staff to keep track of things. Closing off the different exits to the school would be beneficial. That way its one way in and one way out.
- Consistency in rule enforcement. The rules and expectations for the students are not clear and consistent. Dress code, while some may see it as a non factor, it plays a role in the atmosphere of the school. Who gets to leave campus, is a safety issue as well as a rule and expectations issue. I should not be at a meeting off campus and see a car load of Sophomores pulling up to school with chick-fil-a cups. It was said that Seniors with Platinum Pride had certain privileges, but it seems all students have privileges.
- Often, there appears to be a lack of communication or rationale for why things are done the way they are done. There also seems to be a lack of understanding from above regarding the requirements and expectations from high school students and educators. I feel that much of our system leaders are more geared towards and focused on elementary education and less on what's often needed at the higher level.
- Too many incredible teachers are leaving this system unhappy
- I prefer to look on the bright side of life; therefore, the only weakness I can state is the lack of funds to update our PAC which is 22 years ago. Equipment needs replacing and updating with the new technology. The budget needs to be increased to add these extras that some of the newer schools in the county have such as updating the lighting which would require new wiring to handle the lower wattage lamps which in time would save money. The mics that are presently being used are outdated and give too much feedback. However, at least we have what we have and make it work as best we can.
- I feel that while there are surely ways we can improve, I have not seen any glaring problems or weaknesses.
- A cultural mindset of second and third chances for assignments for students. It is an engrained mentality that if one does not get the assignment done on time, no problem, there will be another opportunity to attain those points for my grade. It makes it difficult to have students finish things on time the first time, and to the true level of their abilities.
- none that I can mention
- Not having as many full faculty meetings as some schools do. Because we do our professional learning by content area, it makes it harder to get to know teachers from other subjects, which is important to build a community.
- Well, I would love to have an unlimited budget! In all honesty, I haven't really seen any weaknesses.
- We are woefully behind/lacking in the quality and availability of technology.
- Schools ability to deal with those students who would prefer to be problems than educated.
- In my opinion, we do not to a good job with holding the students accountable for their part of the learning process.
- I have not found any at this point.
- Student attendance poses a challenge to achieving set goals.
- I haven't been here long enough to notice any weaknesses, but I'll let my supervisor know when and if I find some.
- Not support for new teachers. We were told that we will be assigned a mentor teacher but I never got one.
- The technology level in the classrooms are not up to today's school standards. Computer labs are often full and with the "block" schedule and the amount of time teachers have to complete their instruction, more technology should be available to the teachers for their classes. While not completely necessary, smartboards also encourage student participation in class and serve as a great teaching tool to keep students engaged.
- Teacher resources and materials for use in the classroom are very scarce, which means the teacher is constantly buying things out of pocket for student use.
- Lack of office space at High school

- The school does feel segmented and fractured. While there is a sense of community within departments, it does not extend to other buildings and programs.
- I feel we have a need for another Middle school, our middle school continues to grow yearly.
- A weakness in our school, GMS, is the communication from the head of our school to the teachers and staff in a timely manner. Emails are not returned and there are many questions we don't get answered.
- 1. The communication is not always clear and given in a timely manner.
- 2. Students are given multiple opportunities to correct extremely bad behavior, i.e fighting, swearing at teachers/staff, and excessive absenteeism/tardiness.
- The amount of paperwork required to track everything is a major time management concern.
- teacher concerns about discipline, apathy by students, and lack of responsibility by students are not always addressed
- The administrators need to "know" who they have in their classrooms. If administrators would take the time to understand the strengths, weaknesses, and interests of the faculty, they would be extremely enlightened as to what the faculty can do. There are many talents not being utilized and therefore teachers do not feel like administrators care or want to know them. We need to become a family again and not just say we are. GMS can be great again.
- The lack of consistent discipline with students that are frequent visitors to the ISS room. The lack of communication within the school itself. There should be more connection options. The middle school is over populated. There is a need for another middle school.
- Internal communication.
- high turnover in administration
- Communication with staff is sometimes a weakness. Last minute meetings and over-scheduling of required meetings contribute to a lack of planning and preparedness.
- Support of admin. If examples were made out of the discipline issues in the beginning of the year then the rest would fall into place. The test scores would go up and we could be great again.
- Class sizes- classes and the school numbers are to large... expecting more than 600 in one grade level with 1 principal is not successful.
- Not providing materials to successfully carry out ideas ( pbis, awards, rewards, stomp cards)
- We need classes that are specifically for those who are not ready for the next grade. 1/2 grades should be offered. There is not justice in sending a student to the next grade if they are not ready. Putting a below level student in a higher class with no support is asking for failure.
- An ebd classroom should be reinstated.
- Throwing the autistic children in with 700 other kids is a lose/lose situation for all involved.
- LTP needs to be put back in the school. Having a class of newcomers with no English is not fair for the development of the student.
- Students need to learn to be responsible. No paper, no pencil, no agenda, and no work is unacceptable. Parents and students are expecting teachers to provide all of this for the student.
- Some of the weaknesses of the Gainesville City School System/GMS is that because classrooms contain students of all abilities, brighter pupils are held-back as the weaker learners catch-up.
- As comprehensive schools have such large intakes, it makes discipline more challenging.
- The anonymity students feel in a large school like this makes it difficult for teachers to get to know children at an individual level.
- 
- Like all other systems in our area, we struggle with limited funding, availability, and resources that would greatly improve learning.
- NA
- Stricter consequences for student violations. The students do not seem to care if they get ISS or OSS.

- communication
- The elementary schools need to speed up the RTI process. We should NOT be starting RTI's in middle school. Many students would qualify for sped if they went through the process.
- The reading and writing ability of students coming to middle school is far below grade level.
- Poor communication; last minute planning-leaving teachers on their heels and scrambling; rejection of good ideas because certain people didn't come up with them; too much micro-management; too many meetings; too much clerical paperwork pushed on the teachers; very little support for teachers who have repeated student behavior issues; using evaluations as a "gotcha"; favoritism; forced acquiescence or face negative consequences; and no advocate system.
- Too many students at gms. Why are we opening another elementary school yo feed into the sane middle school? We have teachers in closets
- Also lack of alternative schooling for students that have Difficulty behaving in a school environment
- reduced student responsibility and a fear of upsetting parents, &
- GCSS needs another middle school, desperately!
- I think the school system must devise a true promotion and retention criteria. Until we begin holding students accountable through giving strict guidelines they must follow to be promoted, we will not see vast gains in student achievement and destroy the apathy many students show toward their academic success.
- Teacher planning time could be better protected for teacher use and planning.
- Lack of textbooks, more technology, lack of parent involvement, and communication, and too many large class sizes
- Communication and fully-thought out plans can cause stress/more work for teachers. There are often conflicting information/directions that are given by different members of administration. Or we are given a task and then given different instructions days later which means, if you did it in a timely manner to begin with, you have to go back and re-do work.
- Sometimes the leadership doesn't seek out input of those of us who are capable of providing better solutions, especially when they are seeking information.
- The communication is often last minute, which leaves an impression of either poor planning or makes people feel their time is not of value. The school system needs a progressive discipline policy that is consistent among all of the schools, leaving no question of what the next step in the process is or has to be. Chronic discipline issues need to be removed to an alternative learning environment. Teachers of specialty classes, with specialized (and often expensive) equipment, need to have the freedom to remove students who are careless with equipment and safety.
- Unexplained or unclear guidelines and expectations. Lack of discipline follow through.
- As a school, we could do a lot more in community building. Parents are a great resource and it is under utilized in the middle school. They could be use to improved the school climate and in disciplinary procedures.
- Behavior of students and response by administration.
- A weakness of the school system/school is sometimes expecting a task to be completed but not giving a full explanation of the task and/or its purpose. Another weakness is sometimes expecting many extra tasks from teachers that cause the teachers to feel bogged down or overly exhausted trying to complete all that is asked of them in addition to the primary focus of providing quality instruction for students, making it hard to be exceptional in all areas since there is so much in which to try to fulfill.
- Some employees are not always heard
- As a parent of a Senior, I feel that the high school is lacking in some areas that prepare students for college, i.e., filling out college applications, scholarships, knowing what is needed for applications, SAT and ACT prep.
- Some administrators are left in positions for long periods of time and are ineffective. Also, lack of support is noted at the Central Office level - people do not answer email.

- Support and value in ALL areas dealing with humans.
- Lack of technology for every student in the system
- Lack of parental involvement for our under performing students
- Language / cultural barriers for students and parents with staff
- Reaching the average students. Behavior distractions.
- Reading, reading, reading. Preparation for grade level promotion. Consistency.
- ??
- Teaching has been pushed aside due to data collecting.
- Communication is a weakness at GMS
- Inconsistent communication, overburdening teachers with tasks that aren't necessary, ignoring suggestions from teachers
- Organization , communication and preparation
- I feel that within our school there is often difficulty communicating in a timely manner.
- The classes are large.
- I don't really feel like there are too many weaknesses, at least not as I type this out. I think if I had to pinpoint a specific area that may be weak, it's in the form of discipline for the child not matching their actions. In other words, whatever that child or student for that matter may do that is deemed inappropriate (or doesn't follow the 4 R's of GMS) that warrants punishment, it doesn't necessarily fit. The student may get off with little to no punishment.
- N/A
- I feel that a major weakness of GMS is the lack of parental involvement.
- Administration does not tap into the talents of their faculty as much as they could.
- There have been little needless changes that complicate situations at the school causing teachers to do more ontop of our normal workload.
- Lack of current technology and lack of technology support within the school walls - not the repair staff but instructional technology.
- oversized classes, lack of consequences, very little parent support, lack of or destroyed textbooks
- It can be very difficult to manage and help students when the schools have so many students in them.
- asking us to be data driven with instruction yet we do not have district level data collection program for assessments. Need a computer system to track student achievement and pre/post test data for accurate comparison. Not sure how our student growth can be accurately measured when left up to individual teachers to compile. Lots of room for error or inaccurate reporting.
- The kids give less effort than I've seen at other schools.
- I feel like parents should be more encouraged to be involved in their child's learning.
- Right now, I can think of no particular weaknesses that GCSS has.
- Sometimes there is a breakdown in communication.....
- too crowded
- Not sure.
- none
- That it is under staffed.
- All employees (in recent years) have not been given the opportunity to apply for jobs at CO.
- Language barrier
- Family members working for or with family members or friends and getting privileges with that.
- Feeding the needs of diverse learners.
- I think that we as teachers aren't allowed to teach as we seem fit. We know what are students need and what we need to do to get them where they need to be, but yet aren't given the liberty to do so. The way things are done are constantly being changed and that is hurting our babies.
- None

- Overcrowded schools with limited space and personnel.
- Getting parents to more involved.
- Communication with parents.
- not enough resources/supplies for classroom, support for extreme behavior students
- Something is always changing and nothing stays the same long enough to see if something works or not.
- I do not have a response
- Parent involvement
- I feel that the system do not show enough appreciation and recognition to our employees. No raise in 8 years is unacceptable. Finally a 3% raise this year. Hopefully we will receive it again next year.
- We have a bad habit of giving up on new ideas and strategies before we actually have time to measure their effectiveness in the classroom and with the students. We need to utilize the best people for the job and allow them to thrive.
- The System needs to remember how it is in the classroom. We are not given a level playing field from school to school, and this should be emphasized each time we are ranked or otherwise compared. How is that helpful to anyone, other than making the schools on the bottom of the list feel depressed and unappreciated? We are accused of not giving 100% when most of the teachers I know are here early, stay late, and give all they have to their students.
- ?
- None
- RTI process
- Lack of training for new programs being implemented
- I feel like certain programs are not a right fit for all the schools' types of students.
- The need for a cultural awareness class/workshops for new employees
- and a refresher for all employees So that all will see the richness of
- our population diversity
- lack of parent involvement in some schools
- n/a
- n/a
- None
- - schools needs to work together
- - the school needs to provide more planning time for teachers/ more work days
- - more ESOL, RTI and EIP support for students
- None
- Implementing new programs without being trained well enough to implement them.
- The rate at which things change
- I feel like the implementation of the new reading program was poorly executed and could of been presented to new staff in a better way or researched more before implementation.
- Size
- Whenever there is change there is growing pains. I feel that there has been growing pains but we are moving forward. As for my school, and my grade level we strive to develop team work and cohesive plans for our students...sometimes it takes a village. We are all on the same page and will do what it takes as a team and school to help our students achieve their highest potential.
- -Lack of school level training with technology.
- -Lack of district wide curriculum and professional development.
- none at this time.
- management

## Question 6:

### Please share additional comments .

- Health should be taught at the elementary level by a full time health educator.
- All in all I love our diversity and our support of one another. Each day is a blessing to behold. I take great pride in my teaching and directing and realize how fortunate I am to have students who truly care about the fine arts and are willing to accept my expectations of them not only as performers but also as good citizens.
- Although I see some parents here at GMS, they seem to be the same parents. I would like to see a push to get parents more involved in their child's education.
- Although it's only been a week, it's been quite a pleasure working with the HS and the staff.
- Anon
- Another thing that I feel has killed moral at the building level is the consistent change in expectations concerning grading. At GMS, the grading policy has changed 3 times in the 2 years I have worked for the system. Teachers cannot move forward confidently knowing the expectations of how many grades and the weights of the grades and effectively plan future units for fear of changes being made and time being wasted.
- Another issue I have noticed that leaves teachers feeling overburdened is the amount of additional duties and responsibilities being placed on teachers. The amount of information we are asked to keep up with is burdensome and quite honestly takes away from our main responsibility of teaching. I have spoken with several teachers that are actively looking for employment elsewhere to get out from under the overwhelming burden of record keeping and additional responsibilities that are placed at the teachers feet.
- Cleaning Contractors need to treat their personnel with more respect and integrity. For example, the contractor asks the employees to work extra hours, with a promise of extra pay but do not pay them as agreed once the work is done. Our school looks dirty and the cleaning supplies are not available to do the work. This leaves some cleaning jobs undone. It seems that the contractor likes to hire his relatives.
- During my stay at GCSS I have had the opportunity to gain experience working in several areas within the the middle school. My experiences are MID, EBD/Special Education, Shadowing EBD students who are being filtered into the general Ed. population of students, ISS, Student Services, Substitution in all core subjects, Attendance, Testing Proctor and serving in the Testing Lab, providing services for students with IEP'S and 504's
- From Principal Campbell I feel there is not clear path or direction. When I was given failing grades I was given no direction on how to improve even after asking. I was told I was the professional I needed to make the decisions. He also does not know the Bookworm program and the directions the coaches are sending teachers in which is causing conflict. The conflict is arising when we are being graded because he wants certain things but bookworm does this or the coaches have told us to do this.
- GCSS has made great progress and continues to evolve.
- GO BIG RED!
- Going back to grade specific schools should be revisited. Having students coming from 5 (fixing to be 6 ) elementary schools into one location is an educational nightmare. If the students were all in the same school there would be more consistently in the teaching content.
- Great improvement has been made in many, many areas this year due to the lead of the superintendent.
- Happy to be here. For many more years to come
- Has Gainesville City School System considered creating an RTI coordinator position at each school? This person would be solely responsible for pushing in to classrooms, observing students, administering any additional diagnostic tests to help pinpoint deficits and working



with the classroom teacher to create and administer the interventions? Our RTI process has really improved the past two years, and our administration is trying hard to steam line everything, but all of the tasks the teacher is responsible for are piling up and our available planning time is decreasing. We can count on meetings taking up 2 sometimes 3 days a week. That leaves about an hour and 20 minutes a week to complete lesson plans, enter data, grade, meet with parents, RTI, prep for projects, copy, create tests/assessment, attempt to collaborate again with your team because there is no way you can get all the planning done during a 40 min planning time on Thursday. I work with some phenomenal educators and I am proud to call myself a Red Elephant. However, these phenomenal educators need time during their workday to complete these things.

- I absolutely adore the Central Office Staff and how committed they are to helping our families in need, and all families at all times.
- I also think that more outside professional learning such as appropriate, subject related conferences should be offered to all of the teaching staff not just some.
- I am enjoying my year here at GHS very much. I am excited to come each day. I can see myself being here for a very long time.
- I am so proud to be a Red Elephant, and I want to continue learning and growing as a teacher at Gainesville Middle School in the Gainesville City School System.
- I am very proud of our Enota faculty. We have the best staff in the world!
- I am very thankful for my job and appreciate having the opportunity to serve Gainesville City.
- I appreciate all the opportunities for staff development and the ability to go to educational workshops.
- I appreciate the opportunities that Gainesville City School System has given me. I look forward to sending my children to be Red Elephants in the future!
- I appreciate the opportunity to be part of Gainesville City Schools and Enota Elementary.
- I believe our values as a system are in the right place. It is all of our jobs to constantly try to keep up with the issues of the times and always strive to improve. Thank you for asking!
- I came to Gainesville from another system and this is my second year here and I hope to never leave it.
- I couldn't say enough positive things about my supportive administration (Ms. Boatright, Ms. Hartley, and Mr. White). I think we're very blessed with compassionate leaders. They most definitely have the student's best interests in mind.
- I enjoy teaching at GHS, and I stay here because every year I see people using past data to make improvements for the following year. This is not a stagnant team- they are constantly growing and learning to provide a better education for the children.
- I enjoy working for Gainesville City Schools.
- I enjoy working for this system.
- I enjoy working With the principals, teachers and staff at Centennial Arts Academy.
- I feel very fortunate and blessed to work at Enota!
- I have been in other schools and counties in Ga. GEA is the place for me.
- I have enjoyed working at GAINESVILLE Exploration Academy. The staff and administration are some of the best I have ever worked with. I love my job and and all the people I work with at this school
- I have loved being an employee at CAA this year.
- I have truly enjoyed my first year back teaching since 2009. My whole goal in life is to make a difference in the lives of those I encounter. What better way than to be a teacher. I love the freedom to teach my students skills they will need to succeed in school and life after school.
- I hope the new super ....will not change all the procedures etc that we have learned to do this year.
- I like new administration. Two years ago I was actively looking for other opportunities. If the administration wasn't changed then many of us wouldn't have stayed in.

- I love being a Gainesville Red Elephant! I will take all that I have learned when I move to Florida :)
- I love Gainesville City Schools and hope to see it succeed!
- I love GCSS and GEA!
- I Love My Principle and our coworkers.
- I love my school and feel like Mrs. Frierson, Mrs. Shield, Mr. Crumley and PBIS have turned our school around. I truly enjoy my job here.
- I love teaching at Gainesville Middle School, and hope to continue growing and learning as a member of the Red Elephant Nation!
- I love the district and look forward to growing as an educator and hopefully becoming a leader in our system. -Martina Hewitt
- I love the diversity of this system.
- I love the people and school I work with. It has made me a happier person to love my job. I'm great full to have it.
- I love working here. Thank you for the opportunity and professional support!
- I sometimes feel that I am not doing jobs as well as I should. Not enough hours in the day, but I try to do everything to the best of my ability with a smile.
- I stay because I feel secure. Most of the people in the system are cool and stand up people to work with.
- I teach elementary Spanish. I would like to see more collaboration between the elementary Spanish teachers and the opportunity to go to the FLAG conference or other professional development related to foreign language teaching.
- I think we should award PLUs to teachers since we attend Professional Development Training every week.
- I would like to say that the staff and the Admin I work with is one of the Best, and I feel Blessed to work with them all.
- Instead of making blanket policies for the entire staff, deal with those who do things incorrectly on an individual basis.
- It appears that much of the pride and spirit that was abundant even a few years ago has waned. I would like to see a renewed interest in academic, athletic and extracurricular excellence.
- It is an honor to be a member of the Gainesville City School system. After twelve years in another system--and seven years in a system before that--I know that I am finally home. Mr. Smith and Mrs. Jordan gave me the opportunity of a lifetime, and I plan on making the most of it. Thank you as well to Gainesville City for offering me this tremendous opportunity to grow as a professional and as a person. I pledge to continue working hard as I serve this amazing district and its amazing students!
- It is an honor to work for our school system!
- It is my joy and my privilege to work with GCSS and has been for as long as I've worked here!
- It would be nice if some were open to suggestions from everyone instead of a "chosen few".
- It's been a pleasure working here.
- Morale is very low at school.
- None...see comments above
- Only that this is a great school system to work for and would love to stay here.
- Overall experience of the system is absolutely amazing! I love this system, I love my school!!
- Overall, I enjoy being an employee at Gainesville City Schools and Gainesville High School is truly a scholl of excellence.
- Programs are dying because of the lack of funding.
- In Gainesville City schools it more often than not, the program, and the relationships developed with the students in these programs, that get the students to school
- Report cards are the easiest they have ever been in my 11 years here.
-

- Respect.
- RTI process is improving, especially with the implementation of school-wide assessments
- Should a school's EIP team consist of teachers that have never taught inside the classroom before? I feel that EIP teams need to be extremely intentional and possess experience with effective strategies that are gained through classroom experience and exposure. That is not the case at our school.
- Teachers always try to create positive learning environment catering for the different needs of our students.
- Teachers are expected to continue improving results with less funding and time to prepare.
- Thank you for allowing me my first year immersed in public school. Although I've been in the private sector for a decade, I have immensely enjoyed my class of students.
- Thank you for giving me the opportunity to work for GCSS! I love it here and I am constantly bragging on the quality of employment here.
- Thank you for once again seeking our feedback and input.
- Thank you for taking into consideration the opinions of the faculty.
- Thank you for the opportunity to learn and grow with such incredible people.
- Thank you for the opportunity to work for GCS.
- Thank you for the opportunity to work, learn, and grow.
- Thank you for trusting in me and allowing me to work in such a wonderful system!
- Thank you,
- That's all I have at this moment.
- The amount of meetings have declined and I appreciate that!
- The Gainesville City School System makes me proud to be a part of the education we are providing our students. The opportunities for our students and staff are numerous. GCSS is an exciting place to be working.
- The Gainesville City School System, especially Gainesville Exploration Academy, is where I belong. I have worked in this system long enough to have taught in a non-air conditioned school and have had the privilege of opening two new elementary schools. Gainesville Exploration Academy has been my home since it was opened and I hope to be there until I do consider retiring. Being a part of the growth that this school has undergone has been one of the most important things in my life.
- The increase in reading time is great and really puts a variety of books in students hands to be discussed.
- The following would be beneficial as well:
  - a. developmental spelling across the system at the elementary level.
  - b. Language arts books.
- These may seem trivial when written, however, the discipline of the written, read, and spoken language requires a dedicated understanding in order to promote reading, comprehension, and higher order thinking activities. This is in part due to the fact that developmental spelling promotes phonics and word families which in turn promotes more confident readers. Language arts explicit instruction promotes critical thinking of the sentences which in turn promotes critical understanding of passages and thus increased comprehension skills.
- I believe this will also help us recognize more students reaching the middle school on grade level. I also believe that it would aid in reducing behavior problems. Students who are able to be confident and successful tend to work harder and are less likely to engage in task avoidance behaviors.
- The size of GMS in relation to the number of students, I think the building has been outgrown.
- The system REALLY must move to classroom sets of Chromebooks or iPads - should be teacher's choice in order to better allow teachers to do short assessments rather than having to spend the time and money on printing tests and answer sheets.

- There is no other system that I desire to work in at this time. GCSS is a great place to be, and I am very grateful and honored to be a part of the system.
- This is the only system and school that I have taught for and plan to continue to remain within Gainesville City Schools.
- This particular year, in my school, I've heard so many teachers & leaders point the finger on our "Latino" babies. That we are where we are as a school because of the language barrier. That is not the case. I work with all ethnicity & not only Latinos have learning problems, so it is not a language barrier. Every child learns at a different pace.
- We need to hang on to the things and traditions that have made our system strong: great academics, great athletics, and great fine arts. All are very important!!!
- We need to update powerschool to a more user friendly program. This would help us maximize funding for ell and gifted as well as limit the wasted man hours used in scheduling.
- When students have been in ESOL since early elementary and are now in middle grades, something else is wrong. It is nearly impossible to seek out any other interventions when a student has already received his/her label in the GCSS. Also, when I have to pay \$40 for my own "office holiday party" and that is the only way I can receive a small token of holiday cheer, (and this is just one example), I feel EXTREMELY underappreciated. A PTO would be nice.
- While I think Gainesville has some dynamic educators it would be nice to have more diversity at the school levels. Recruiting more african american and latino educators would be beneficial as the face of Gainesville begin to change. Especially at the Middle School and high school level we would be able to get better parent involvement when parents see people that look like them in the classroom. It is great that we have bi lingual office staff and parent coordinators, but if we want parents involved in the education of their students there has to be a better representation in the classrooms.
- While people talk a lot about data, I would like to see more real analysis of data, we are DRIP, Data Rich but Information Poor.
- Working with Dr. Prejean-Harris is a pleasure.
- You're doing a great job. Thanks for allowing me to be apart of the GCSS and GMS Family.
- Zoom conferences are not always very effective, it is often difficult to hear.