

PURPOSE

The themes below reflect teacher voices and highlight the priorities shared to help shape our path forward. Seventeen staff listening sessions were held across school sites to gather feedback on:

- **WHAT'S WORKING WELL**
- **WHAT MUST CHANGE**
- **HOW TO BETTER USE RESOURCES**

WHAT'S WORKING WELL

INSTRUCTION & STUDENT SUPPORT

- Tier II Interventions
- Smaller Classes
- 9th Grade on Track Initiatives
- After-School and Summer Programs

STAFF WELLNESS & MORALE

- Sunshine Clubs
- Early Release Days
- Strong Peer Collaboration Culture

DISTRICT TOOLS

- ParentSquare
- Campus Security
- Tech Support
- Leadership Engagement

BETTER USE OF RESOURCES

- Reinstate Master Teachers and leverage internal expertise
- Align instruction, SEL, and advisory systems
 - Invest in literacy tools and mastery-based assessments
- Streamline supply ordering and improve transportation
- Launch staff milestone awards and explore retirement incentives

"MESSAGING AROUND 'US' VERSUS THE SILOS, HAS BEEN VERY POSITIVE TO FOCUS ON..."

—Bullard Region Teacher

WHAT MUST CHANGE

STUDENT BEHAVIOR & SAFETY

- Inconsistent Discipline
- Phone Misuse

CURRICULUM & PROFESSIONAL DEVELOPMENT

- Misaligned Scope and Sequence
- Confusing Assessments
- Need for Differentiated Training

RESOURCES & FACILITIES

- Overcrowding
- Old Portables
- SPED Facility Issues
- Inequities in Staffing
- Delayed Hiring

MORALE, RECOGNITION, & RETENTION

- Transparent Evaluations
- Milestone Recognition

FALL 2025 PRIORITY ACTIONS

DEPARTMENT	ACTIONS
Instructional Division	Teacher Led/Directed Professional Learning
Board Office	Cell Phone Policy
Human Resources	Supervision & Evaluation: Two Way Feedback Evaluations
Facilities	Facilities Assessment Review