

Staff Survey - Commitment of Staff to Student Learning (Comments)

Amazing at the job!

As a teacher, I don't feel valued by the district. I've also noticed that many of our MOST qualified principal's or highly effective teachers have moved to district level positions, where they no longer work in positions that DIRECTLY affect the children we are serving. Professional Development days are often unorganized and

As staff, who are also educated and highly qualified in our positions, it would be fantastic if our recommendations or requests were taken seriously aside from just our input for the essential standards. When requests are made to help students close the gap or become more active in their learning, but get denied and then suggest that those funds can be used on other things, one of which being furniture, it seems a bit confusing. One of the programs that was requested was AR which I still remember from when I was in school. In fact, it was my number one motivator to not just read, but comprehend what I was reading. The books are chosen by students and can be read during free time or at home. It does not take away from any of the curriculum or resources that the district has already

At the latest round table discussion, I asked Dr. Gent if we've conducted an ROI assessment of our methodologies, vis-a-vis trading seat time for PLC time, the online curricula, credit recovery, and all the testing--ACT, NWEA, SBAC, etc. Is student engagement up? Are test scores up? Have lexile scores and writing scores risen? OR is it quite the

At this current time, Mr. Gent a couple times at our school. I do not feel I am able to adequately evaluate him. Our school. It is very difficult to

Based on my observations, experiences, and conversations with others in the district, it is strongly suggested that there is a significant disconnect and a lack of effective management within the Superintendent's leadership. It appears he operates with a hands-off approach regarding the day-to-day operations and the implementation of his strategic plan. His infrequent visits to schools, coupled with a lecture-style communication that discourages genuine dialogue, indicate a lack of direct engagement and understanding of the realities within the schools. The tendency of both the Superintendent and his team to make excuses for repeated inconsistencies further points to a lack of accountability and potentially a deficiency in problem-solving. The questions surrounding his hiring choices and the leadership capabilities of those appointed also raise concerns about his judgment in building a competent and cohesive team. The apparent disconnect between his overarching leadership style and the actions

Dr. Gent has been a very effective leader and superintendent. However, there is one item that I feel is being ignored. That would be the four-day school week to go district wide. Since it has gone ignored, all the planning has already been done and we are going to ignore it again this next year. I fear that it shall go ignored another year and the district will plan around the four and five day school week next year and it will be too late again. Address it. Have Dr. Gent has demonstrated exceptional leadership by thoughtfully developing and implementing a comprehensive strategic plan aimed at fostering professional growth and maximizing staff potential. Through this initiative, he is cultivating an environment that encourages continuous learning, self-motivation, and active engagement, leading

Dr. Gent is such a passionate person! I can 100% tell that he has the best interest of this district in mind. I appreciate the fact that he is approachable and encourages us to contact him even about things we don't agree with or see from a different perspective. I believe in his 1st year, Dr. Gent has made a valiant effort to make improvements within our district. He has short term and long term goals and is doing remarkably well in his first year. He seems to have a love of learning and shows a strong desire to grow in this position. He does not claim to have all the answers. I really appreciate that he asks for input from teachers and staff regarding the path our

Dr. Gent is what the district has needed for years. He interacts with students, exhibits strong work ethic, and truly cares about NCSD.

Dr. Gent means well - but his messages are confusing. He struggles to complete a thought in front of large audiences. He seemed confident at the start - but now he seems to be defensive and scrambling.

Dr. Gent provides great energy and shows a passion for the work.

Dr. Gent's strong vision for school improvement and academics is commendable, and his passionate communication is a great asset. However, I have concerns in several areas. First, there's a perception of insufficient accountability for some support staff, teachers, and administrators, leading to inconsistent expectations and practices. Second, the hard work of support staff, teachers, and administrators deserves more visible district-level recognition to boost morale. We need a system to acknowledge those doing well, similar to the positive reinforcement used in classrooms. Currently we have the shout outs and celebrations that can be submitted, but we rarely see district-level employees acknowledging schools or school employees. Third, inconsistencies exist between and within schools, particularly at the elementary level, with some schools perceived as "good" and others as "bad." This lack of standardization creates inequitable experiences for students, families, and staff. Administrators should try to foster consistency between their schools. be held accountable for any

Dr. Gent is going in the right direction to making this district better.

Good speakers talk loud - Great speakers stay on point.

Have not had much interaction with the superintendent
He has been a positive influence in the district.
I am not sure how the 10/16 points will be utilized. It would be unfair to be a percentage score. I was unable to score higher than a 2 on the last two items as many of personnel positions are dictated more by contract then by
I appreciate the positive evolution of our professional development, which is becoming increasingly focused and aligned with the district's strategic plan. I believe we are heading in a promising direction. However, I've noticed some inconsistencies between stated goals and recent actions that could benefit from attention. For instance, despite the consistent message of "growing our own," several recent hires have been external candidates.
I believe more time is needed to discuss the needs of rural schools.
I believe that Dr. Gent is a superb leader for NCSD. He understands the limitations of his job and works tot he best of his ability to provide a safe, engaging, and competitive work environment for all including staff, students, and
I believe that he is doing a good job, especially with the diverse needs across the schools and the district. We wish he were more visible and clearer in his communication. I think the vision is clear, but the message gets muddy.
I believe the goal for our district is great and it will take time to be successful.
I believe the superintendent is performing his role exceptionally well. He motivates us, actively engages with us, maintains a positive attitude, and is consistently uplifting.
I do not feel like I interact with the superintendent enough to answer any of these questions.
I do not feel that the superintendent is very visible or on the same wave length as personnel.
I do not know what the district mission means. Higher learning for all (I think this means give students tests every and teachers go to meetings every day). We don't allow students to search on their computers...everything is blocked. We talk about differentiation for kids but expect every single teacher to be on the same lesson and every student to test exactly the same. A ridiculous amount of students are marked Read by Grade 3 but we don't have any real help for them. We do have an academic coach...we don't need a reading specialist? Reading is the most fundamental skill. Where is the higher learning? I have a limited number of minutes in a day. I'm tired. I'm tired of testing. I don't get to teach, I babysit and I test. Then the district tells me I just am not doing enough. How do I add more minutes to fix my day? I need to add more tests. I need to differentiate enough that my kids catch up. I need to make sure every moment of my day is dedicated to data. Then when I differentiate, the high kids get higher and the low kids catch up....eventually. I do not blame my kids for hating school. I want them to want to come. I want to enjoy coming to work. Sadly, right now I do not. We base our education system off of the medical industry in which we need data. If a doctor has patients who don't follow the recommendation, the doctor isn't to blame. Sadly in teaching, you blame us. The superintendent said that we have to follow the research. The research says kids need
I do not see the superintendent doing any of these things. We are a large district, and most of the above mentioned actions seem to be completed by other people, not the superintendent. Teaching in a rural area, I think I have had one interaction with Dr. Gent this whole school year. Laura Weir has been on our campus much more throughout
I don't see him too often, but he seems pretty nice.
I don't understand why he keeps a principal that runs off almost every employee she gets and the moral couldn't be lower. It's sad. I just spoke with 4 staff members yesterday and the things they shared turned my stomach.
I feel he has done a great job and has supported MOSS. Teachers and staff know they can reach out directly to our department and have if there are issues. They will call me direct or use the suggestion box anonymously which is a great tool. In my new role I feel I have lots of support from the Cabinet if needed and know they are only a call away. He makes sure that I am aware of any visions he sees so I have clear direction of what the department needs to work on. Overall the I feel the maintenance team feels valued and always make them self available as we
I feel he is disconnected to the what is actually happening in schools.
I feel more micromanaged than ever before in this district. The changes to our vision as a district are definitely positive on paper, but the implementation and extra work put on teachers just to consistently be told that we are not meeting expectations is very frustrating and demoralizing. We as teachers are continuously working to improve our craft in the classroom, but we are told time and time again that we are the reason students are not improving
I feel that employees struggles are not addressed and resolved.
I feel there is a major disconnect between all schools throughout the district.
I feel valued in my position.
I gave a 1 because if the Superintendent is giving opportunities for employees to engage the district beyond the classroom, I do not know of any ways I may have made any impact or change things that might affect me.
I had no basis for comparison on a couple of these questions

I have had the Pleasure of working with many staff of NCSD, and all though dr Gent is huge improvement over the last Super since he has taken over alot of the same problems exist. I have enjoyed working with Dr Gent in the past and I know this is only the first year and there was alot of repairing that needed to be done. I have faith that Dr Gent
I have no hard feelings for the Superintendent. I don't think he is utilizing the technology availavle for transparency for higher moral. A weekly upbeat video message could help his reputation and leadership confidence.
I know Mr. Gent is a great person. However, I don't come in contact with him often enough to know all that he does. It was hard to provide feedback on this. My school has struggled drastically over the last two years. So I feel my environment is the worse it has ever been. My admin definitely needs support and help to facilitate these things. I know it is a team effort. Manse has the worst sense of community it ever has. I wish more action was taken in this area. I continue to show up as my best self for my team/students. I'm truly passionate about teaching. I love my
I know that you were trying to keep the number of questions to a minimum but, a few question covered multiple topics that I felt where not all at the same level. So I just scored those sections on the most important aspects to me. Question 1 could have been two or three questions. Outside of that I feel that the district has once agian become to top heavy. We continue to have openings across the district that never seem to get filled and the district continues to pull teachers out of the classroom to fill director and other district level positions. Also many of the "directives" that have been started over the past few years takes time away from teachers to do our job of actually teaching. Each new initiative just adds more to ours plates and feels far more micromanaging then it does being
I know the Superintendent is extremely involved and is truly working to help the students. I don't think the information of what all the Superintendent does for us gets passed down.
I love that the superintendent visits schools and builds a great team by being seen and approachable. Thank you
I personally don't work with the superintendent but I have been to a meeting where I was able to speak directly to him and he was very helpful and understanding regarding my questions.
I think depending on your school, some of these rating could be higher. Moral and placement of administrative staff with quality training for principals is a must! Gen is mentoring new principals when she was only one for a
I think Dr. Gent has been wonderful!
I think Dr. Gent is doing a fantastic job. As with any position change cannot happen overnight but he is trying to keep the momentum going to make it happen as fast as is appropriate.
I think Dr. Gent is doing a good job. I think he's working to improve a great deal. While we may not yet meet the goal, I know we are making progress towards it.
I think Dr. Gent is doing a great job and learning along the way.
I think Mr. Gent is committed to the students of Nye Counf Nye County But I am not sure about some discissions to use different programs And have never been a fan of the cookie cutter approach.
I would have liked to see a change in atmosphere to match the vision. The principal at my school should have been provided more leadership and guidance or been removed from our school. The morale and student centered focus isn't good and needs to be changed moving forward. There's a disconnect in communication between the district
I would like to see district level employees in schools more regularly, in the role of interacting with students. I think district employees including superintendent and assistants would be better connected to schools, students and teachers if they worked as rotating subs 1-2 times per month on a scheduled basis. They would glean insight to initiatives were just giving to teachers without clear directions, working platforms and goals, often told we will come back to this or we are still working on that, and never hear from district on the issues again. Professional Development is often a company coming to the school and giving a presentation with no connection to NCSD and cannot relate to Nevada Standards because they are from out of state. In 7 years, 3 different superintendents, I have not had a quality professional development. Next year we are supposed to focus on Literacy, will we get training prior to the school year? I would rather meet with my supervisor and show them my Mastery Connect Data and other things going on in my class, as per how I use the district curriculum then just doing a one and done activity that never effects my students' education. We hear how poorly PLC's are done but when asked how to improve or seek feedback, there is just another task giving instead of engaging with the question or often I hear how others are not doing well but there are blanket statements said to all. Mr. Harris would agree that PLC's in the High School are not effective because we teacher different grade levels and 3-4 different classes with different or no standards from the state. I meet with the previous two superintendents for think tanks recruiting
It has been a good year. Teachers can use more training for the programs that the district is pushing. District should consider a 4 day school week for students and the 5th day for teachers to PD/PLC. I think this would create
It is my pleasure to work with and for the NCSD Superintendent.
Its great to have quality leadership
I've seen Dr. Gent at my school and district inservices multiple times. He engages with staff, presents well, and makes his positive intentions known. I also see Dr. Gent at school sporting events supporting our student-athletes.

Joe is a breath of fresh air, love the direction the district is heading
Looking forward to Phase 2 next year.
Mastery Connect (MC) is a cornerstone of Dr. Gent's five year plan and we have been inadequately trained or supported in it. We were required to complete two full CFA cycles through MC, before we received any training on how to make an assessment in MC. The blind have been leading the blind all year. We are required to complete a CFA, analyze the data, and reteach every week. We only have 70 minutes a week to do this work during PLC time. We simply can't do all that work in the time given to us. This has been the single most difficult and stressful year of teaching in my career, and I was here through the Covid years. Our Professional Development (PD) "Trainings" have been only surface level info. One of our official PD's was a 25 minute mini lesson on classroom management
Multiple times throughout the year teachers have asked for specific support on topics being pushed by the district and training has not been given. Teachers also ask for support to be given using certain programs that have increased student achievement in classrooms and they have been denied and then blocked by technology. This
My answers only reflect my experience teaching at Gabbs schools and may not be indicative of the rest of the schools in NCSD
My comments are the following. Mr Gent is doing Great! What I personally would like to see in this valley is a strong approach to the children in the school in regards to Behavior. I know that they are children, but their needs to be implemented that parents and their children are held to a stronger responsibility on their end. As a Sub and I travel to the elementary schools in this valley - it is shocking on what I see. Mr. Gent has a good set of teachers
My only comment is as a para I feel when there are staff meetings that we can't be a part of because it's outside our time that admin put the info in an email for us. This would give us any info that might be important.
Our Principals and our staff do these things for each other. The superintendent is very much a politician and says what sounds good to make himself look good but has no follow through and really doesn't listen. He needs to take a step back and look at what he is placing on the teachers and look at the unique demographics that makes up our district because we are not cookie cutter and what works for one area/school doesn't for for the rest. He is not clued into what the schools or the teachers need to be successful. He is driving off great teachers and that is
Please know that all of my comments are meant for constructive criticism and to reflect upon how we can improve together as a district. Question 1- Mastery Connect was rolled out very quickly with little to no guidance. It seemed like it was supposed to be a tool to use to help close gaps. However, it wasn't functioning properly and I spent a lot of time trying to get it to work and felt like I was being told to do it to "check a box" off a list of things to do. I would love to see it be implemented, but with a lot more guidance. Question 2- Professional development is very important. Is there a way to get away from the "one size fits all" approach and have sessions that directly relate to our needs? I understand if that is not possible. However, it would be extremely useful and teachers would have more buy in. Question 3- I wasn't quite sure what this question was referring to. Question 4- Please look at the amount of positions at the administrative level and the "instructional coach" positions. We are in dire need of help to get our class sizes lowered so that we can give the students more support. Is it possible to have the
Retention of employees begins with respect for the employees. It's critical that voices that disagree with district policies are heard and environments are encouraged for individuals to speak out. The superintendent has actively discouraged discourse at our school and doesn't utilize the latent talents and expertise of the individuals who work here. Curriculum and instruction saw major shifts the past several years. The truth is that they are stretched too thin. I would rather take a course at Great Basin College or RPDP than attend the professional development that
Teachers don't feel valued if more responsibilities are added to their already full plates. Schools operate with less and less support personnel which puts all of the onus on classroom teachers. When the superintendent visited our school site, our teachers felt like he was out of touch with our current reality and only wanted to push his agenda. I love the Superintendent's positive attitude, but the drill sargeant spiel can feel unrelatable at times. Everyone is working as hard as they can and being told to push harder and work harder is disheartening. I realize the fine line
Teachers' voices are not being heard. It seems like teachers are the last to be heard, no matter the situation.
test scores and discipline records should tell you everything you need to know
The 11 years I have been working for NCSD Dr. Gent surpasses all past superintendents. He has a warm caring heart for our students and staff. He is a team building guru. Dr. Gent is absolutely the BEST!!!
The current Superintendent lacks the compassion and discipline to run this district. He is full of pretty words and promises with no substance. It is clear to me through my interactions that this gentleman does not care about his
The district has no added value, training or development, recognition, team building, inclusion in their Licensed Subs. I can't even get a key to access the building on school assignments to utilize the restrooms. Never included
the first question asked use to rate four different things with one rating
The push for schools to fill all positions with licensed personal is pushing out home grown educators who understand the community and students from it

The superintendent expects teachers to bridge the exceptionally wide gap between academic proficiency and grades with no additional training, or time given. The expectations are unrealistic and unattainable with the resources given. The chasm between the district and teachers is widening, teacher burnout is already increasing,
The Superintendent is creating positive changes for the district
The Superintendent is on the right track and has a consistent message. The district team could be better aligned and knowledgeable about their jobs. School staff still feel frustrated and disconnected from initiatives but this is
The superintendent is the lead learner and responsible for all functions within the district, ultimately, however I do not feel that he is personally responsible for each of these categories as there are a plethora of other individuals
The superintendent isn't the problem. Some of the administrative staff at different locations is the problem.
Micromanagement is a problem
There are definitely areas that need improvement. Coming in and talking to staff at the different schools seemed like a great idea but in the end only 2 teachers got to ask questions that didn't even pertain to everyone so I feel
There seems to be low morale here in Tonopah. Teachers are quitting after 1 year. Do I feel like they have support from the south
They don't care about their employees especially food service
Things could be better at the high school.
This doesn't mean that he isn't good at any of these topics. I just haven't seen it from my position.
This is difficult to complete just due to the very few interactions I have had with the superintendent.
This is mostly a teacher survey and that's why I rated lowerish because paras are left behind.
This survey being from a teacher's perspective feels as if it only supports their perspective. Other staff such as paraprofessionals seem to consistently fly under the radar, and it feels demoralizing. The district and local
administration do as little as they can to support them, at least in an obvious fashion. This seriously affects the
This year has felt like we are all on a ship without a captain, no compass to tell us where to go, and we have to change direction with the wind. I was hoping for leadership and a firm plan on where we are going and how we will get there, but have only experienced lack of direction, no clear plan on anything. The superintendent does not know
who I am or my school and the staff within it. The superintendent does not take into consideration the wide variety
Way too many students for only 1 middle and 1 high school.
We are grateful for having our superintendent at NCSD.
We are not working effectively toward the goal of assessment-based grading. We had a training on it with a really great book on how to implement it but instead our presenter focused on babying the sensibilities of the staff in
We do not see that much of the Superintendent where we are.
We have a clear vision of where we want our schools to be in the future, however; we are having staff being rified.
Once again we are asked to do more with less. This causes most of us to feel overwhelmed. We all want to be the
We hear a lot of things but fail to see follow-through from administration at the top.
When Dr. Gent is addressing our staff, it's very hard to follow his train of thought. This results in difficulty seeing his "vision" and knowing what is expected.
While Dr. Gent may visit the schools, he is not visible and available to ALL staff in the schools, and I feel that there is a lack of focus on academic achievement. Perhaps, with more regular meetings with the school staff and
While the Super is the head, I believe most of these issues are more of a HR issue with failures in personnel management, training and development from C&D dept. and low morale is more due to poor school level admin.
Year 1- lots of changes, yet to see results or positive impacts from changes- patience