

Suggestion Box #1

Question #1

Why is LCSD a great place to work?

The genuine concern for children's education and future.

Good pay

It's ok

I love the small town feel of knowing most everyone in the district. It feels like a true collaborative environment.

LCSD is a great place to work because of the staff

Teachers care about the kids. Most people are kind.

I have a great leadership and coworkers

Great Teachers

Great Benefits

My colleagues and the best practices they share. Everyone is a team and supports one another. We all have the same goal in mind; to grow and improve so we can better help the students.

I appreciate the medical and insurance benefits the school district offers. I have thoroughly enjoyed staff and employees that I work with everyday. There are always various training and extended learning opportunities provided constantly.

open communication with other district employees

Friendships

The location

There are worse places to work!

Great coworkers.

I love my job. I like the team I work with feel I have support from admin.

I love that we know so many fellow employees as our communities are small.

LCSD is a great place for me to work because it is close to home, I can be on campus for my children as well as have the same days off with them. I do not actually work for the school district. I work for Chartwells in the School nutrition department. I really enjoy being involved with all the school activities and making sure our students are getting options for proper nutrition.

The small district community and relationships.

Students have ample opportunity to achieve.

My peers.

I like the family centered approach. They care about your family and understand when family things happen that you have to take care of. I also think at my school at least we have amazing admin who care about us. I like the small town feel and that you can know most of the people in the district.

the people

The very best part of LCSD is the staff. From every school to the District level, we are here for kids. The absolute dedication and devotion that LCSD employees put forth for our students so often goes above and beyond as we dedicate our own time, money, and energy into finding ways to support our kids and create the best possible outcome for every student.

This workplace could be significantly improved with a few modifications.

I enjoy the freedom to do what I need to that is best for my students. I feel like a member of the team and have the ability to share ideas that will make the school a better place.

It used to be 100% a great place to work because I felt welcomed as an individual and understood.

I wouldn't use the word 'great', it seriously needs some discipline flexibility.

We work as a team. We all have a common goal which is to help kids grow their potential.

Students and Staff, they both make coming to work a joy!

Support from colleagues and administrator

Great people working hard to provide education, nutrition, guidance and love to great kids.

Curriculum is somewhat advanced and challenges students

The people. Everyone that I have encountered, whether it be at the District office or at a school, actually care about what they are doing and why.

Helpful people and staff everywhere.

Pay and benefits are better than other districts. I feel valued and appreciated.

My individual school is a great place to work because of my administrator and my colleagues. They are knowledgeable about their craft and work hard to make our school a collaborative and inspiring place to work. Teachers are treated with respect and we are supported and cared about. I don't feel the same way about the district at large.

It depends on the school you work at in Lyon. I have worked at 2 different elementary schools. One was okay and one I loved. It really depends on administration.

Helping our community by guiding our children to become better citizens as they grow up.

This district is kid first and family oriented. Keep up the great work!

There are those kids who make it worth coming to work every day----

Good question...

Co-workers are awesome

It is supportive to employees continued education and growth, they try to do what is best for kids and employees and there is a feeling of genuine care.

LCSD is a great place to work because it fosters a close-knit community where the superintendent

knows teachers by name. It also offers valuable opportunities for growth, such as the "Grow Your Own" scholarship, which helps bring more educators into the field.

There is more focus on success and nurturing of the whole student and less focus on test scores.

I love my work environment. I feel so appreciated and valued by my administration and colleagues. I also love the quality of life my work schedule allows.

Great and caring people that have a student first mentality!

I have lived in Dayton 33 years and really like this area. All 4 of my children graduated from DHS and they are all successful.

I have been supported and encouraged by the Leadership at LCSD. I believe LCSD listens and really tries to help where it is able.

Tim Logan is a man of integrity who leads our district with integrity. LCSD got it right when they made him our new superintendent.

The connections I've made in my position. I get to work with a realm of departments and enjoy being part of making a difference in all students in Lyon County.

Everyone is friendly and helpful

The cabinet, admin, teachers and all staff are always supportive of everyone and make it a great place to work.

All staff, from District Office, to school site Admin to certified and classified staff care about the kids.

Support, training, and great students!

There are a few staff members that are knowledgeable and helpful. I am growing more and more because of them.

The district is filled with nice people to work with.

The staff is wonderful, flexibility when we ask for time off, I love the children.

People care about each other.

It feels like a big family to me! I feel welcomed and cared about at my schools.

It is a family friendly environment and is so nice when you are a working parent. Working at LCSD feels like having a second family. There are a lot of things that you won't find anywhere else that we offer.

Admin is supportive. Kids are awesome.

For the friendships i have made and feeling like a family

Great people - great community

Supportive and encouraging place to spend my days with amazing students and attentive staff.

The teachers and staff

Connection to Staff, Bosses, Support

I enjoy the people I work with.

EVES admin is amazing. Parents are involved.

Lyon County is a good place to live, but many psrts of the district are not good places to work.

My principals, teacher leaders and some of my core team are terrific to work with

It no longer is anymore. 20 years in and I'm looking to leave now as I can not allow my children to remain in this school system

The people I work with care about the students in our school and want what is best for them to succeed.

The tight knit community feel, rural kids are the best.

LCSD is a nice place to work because I work at a site with an amazing administration that make you feel valued and heard. I also have some great coworkers at my site.

LCSD is an incredible place to work because of the emphasis district and school leaders place on students. I love the portrait of a learner and how it focuses on the students and their individual needs and not on putting them in a box or category based on a ridiculous test score. Why would anyone ever label a student based on an arbitrary test score? Students are so much more than just a test score and I'm so grateful that LCSD leadership emphasizes this!

The relationships with some staff and students.

Small community at my school site allows for more interaction

The collaboration amongst staff and educators.

It allows me to do what I enjoy, teaching

Wonderful co-workers

It used to be.

The people I work with are amazing. They care about the students and the staff.

It's okay, but it could be much better.

The people

YES

Great staff, dedicated employees - a desire to see students succeed. At the heart they are good kids, who are struggling with what they've been handed in life. LCSD is helping them find a good path as best as we know how.

I have a strong administration the makes me feel heard and supported.

LCSD is a great place to work because of our small communities. Our small communities truly give a small town feel.

The students is why I want to be here. The way the district treats the teacher is terrible. I feel that we are not respected as the professionals we are. We have teacher leaders who get a monthly stipend who don't do anything to help the teachers and when we have PD they know less about the PD than others do. Look at our turn over and absents to see how happy your staff is with the way things are going in Lyon County.

It will be, if LCSD adjusts what is actually feasible within a contract day. Do enjoy the friendly atmosphere and great co-workers.

Close to home, small communities each with own unique experiences

I am paid well and live close.

the staff

The people that I work with are great. I feel as if they appreciate me and I appreciate them.

The staff. Everyone is easy to get along with. If I have questions I can always find someone willing to help.

I truly enjoy working for Lyon County School District and appreciate the support I receive from my school administrators. I believe the Portrait of a Learner provides clear direction for teachers, guiding us in what we aim to teach our students to help them become successful.

Holds to an ethical and moral compass

Great pay, classroom funding, and district support.

Sadly it is only a good place to work for those that are favored by the administration or district. I like close by so it is a place to work.

My staff are great, as in teachers and office staff. Zero complaints there. That's the only thing I can say I've enjoyed the last two years. In yerington, I love Mr. Gs discipline. He is a master when it comes to respect and accountability. Those kids respected him and all of his staff felt like he was there to support. He would never leave me in a bad situation and would stop what he was doing if I needed his support in the room.

Employees are cared about. District and administration listen and work to find the supports to assist you. Teachers work hard to support each other.

LCSD works hard to try and treat all employees as equals/fairly

The people are friendly and willing to work with everyone.

The school district is small enough that it feels like it has a connectiveness with the community

It could be better if teachers had the support they needed from all levels.

my colleagues

The sense of community

Most of the people that work here will do anything to help each other.

-LCSD continues to put these surveys out

Amazing staff! Familial environment. Good benefits. Great structure and leadership.

Approachable staff and administration.

The children.

LCSD is about kids. We meet all kids where they are and truly care about helping them to grow.

It is close to home and I live in a great community.

Lyon County School District is exceptional because it is made up of individuals who genuinely care at EVERY level. As a teacher, I appreciate having district office leaders who are not only dedicated to students but also strong advocates for teachers and classified staff. As long as they continue to support everyone, Lyon will remain the best place to be.

It's meh due to the district not focusing on the education of the children's needs

Good people and benefits

I can work where I live. The pay is pretty decent. When I call the District Office, I feel the staff is friendly and helpful.

LCSD is filled with passionate and dedicated educators and staff that put students first. The district leadership makes decisions that are in the best interest of staff and students. They are supportive and always there when we need them.

I love working in this district for many reasons! LCSD is supportive, from DO to school admin, to staff and students. There is a family feel here and everyone works together towards one goal - our students' success. Employees feel comfortable to reach out to all Cabinet members and admin with a question or need. Everyone helps each other and acknowledges the hard work that happens every day. It makes coming to work a pleasure which is the best retention strategy - supportive culture of respect!

Question #2

What is your primary concern with LCSD today?

Parents are not prioritizing their children

Nepotism and top heavy administration

Mental health with teachers and students

Education as a whole, nation-wide, needs to meet the needs of a rapidly changing social structure and ensure students are ready to work/life in this vastly different economic structure that seems to change more rapidly by the year. Keeping up with this rate of change seems very challenging.

Children's Behaviors

Poor leadership. While nice people, administration needs training on real leadership. Communication is poor and directives not clear or sustained/followed-up. Admin plays favorites and expectations are not equitable amongst all staff.

The board doesn't like teachers/schools or understand that schools are not a business.

Lack of value of education of families and students resulting in work not being completed, low attendance, failing grades, lack of class participation

Staff doesn't have any faith in leadership because they are inconsistent on discipline issues.

I wish that schools (high schools) and the SRO had back the ability to take care of trancies at our site. The process of the SAAB is hindering us from being able to take care of it before the problem gets to the point of the student being unenrolled. And once unenrolled they are no longer a student of LCSD and there for can no longer try to help. SAAB meeting only once a month and a student is unenrolled if we haven't heard anything and has missed 10 days, does not align.

Wages not keeping up with the economy

Apathy and phones. Many students do not care or see the point in school. This is a minority of students but it still is a problem. How do you get a kid to care about their own education when they grow up in poverty and trauma. They are not going to college and can not understand life after high school. Their parents do not parent and the students have no support at home.

In the school facility that I currently work in there is an extreme lack of communication between administration and staff. If there is any communication, it is second hand and at times very last minute. I find that questions or concerns are frequently disregarded or overlooked. I wish there was more training on classroom management or preparation for long term subs and new teachers, or teachers in training before school begins, and through out the school year.

Incentives for teaching as we are losing our teachers and no one to replace them.

The school board has not treated teachers like valued, respected members of the team, we are not at cross purposes. Our shared purpose is the growth and well being of our students.

The lack of true leadership. The administration (district and school sites) hire their friends and then look the other way when said friends violate policies and ethics. In the End, our children are the ones that suffer because good teachers and employees have and are leaving in droves and long term substitutes and Edgenuity are left to teach our kids basic skills.

We are way too top heavy, too many admin, DO personnel, etc. eating up funds who are rarely or never in direct contact with students while teachers hold all the weight of the district and get paid less!? Does not make sense. If we are here for the students, why do so many staff members not work with them?

There is no social studies curriculum for teachers to follow. The science foss kits are outdated and rundown.

Teachers not having the skills to keep our sped kids in class even with an 1:1

The district has too many teachers who are not in the classroom. Very concerning and expensive.

My primary concern is Chartwells. Their contract is up soon and I am wanting to look into different positions in the school. Pay is starting at \$13 per hour. I can make more working at Dollar General. The pay and raise steps are not adequate for as much hard work we get done. We serve approx. 6700 lunches and 4600 breakfasts every month. We value our work and enjoy being the smiling face that our students see while coming through line. Also since I started there has been no director.

Just the future growth as the town grows with the distribution centers.

The School Calendar. We are out of sync with WNC & the rest of the school districts in the state. Our students are weeks behind the WNC schedule & this puts more pressure on them than they deserve. We NEED to go back to our old schedule so our students have the same opportunities as their counterparts in other districts.

There appears to be a lack of visible support and positive engagement from several administrators. Often, administrators are either absent or present but disengaged, rarely acknowledging staff or fostering a welcoming environment.

There are very few repercussions for staff who are lazy or mistreat special education students. These individuals continue working with students despite not fulfilling their responsibilities, which makes dedicated employees feel undervalued. It's frustrating to see hard work go unnoticed when others receive the same pay for doing less. There's no real incentive to work hard, and it send the message that poor performance is acceptable within the district.

Too many new initiatives are being pushed out. If everything is important, nothing is. Perhaps the district could try to focus on one or two key changes, educate staff and implement them *before* chasing the next shiny coin?

Politics. I feel the Board is very political, has preconceived ideas, and not a lot of actual understanding of how schools operate. It does not make for a secure or comfortable environment.

Low salary schedule.

There are a lot of wires crossed in terms of communication and support. While the MTSS Facilitator roles and Teacher Leaders are helpful, it would be more beneficial to bring back coaching roles within the school as full time positions. There have also been instances where the MTSS team and the Teacher Leaders are given conflicting information.

Consistency with administration across all the schools. There are amazng administration but what I

notice is we have at several school administration that lean too authoratarian either with the students or with the staff. Staff need to feel supported and understand not only as a teacher but as individual people. At several schools administrations give too much credit to students and it is causing issues with the students knowing that they can get away with breakig the rules.

Teacher flexibility

I see so many great educators/administrators/ etc. working incredibly hard, yet it is like they are all Sysiphus because they no longer have the respect or collaboration with parents/guardians. We are trying to mold these kids with values when their families do not hold the same ones that we do as a school district. Unfortunately, it is not a school problem- it is a societal problem.

I feel there may be a disconnect with the community. I would love to know what the main community concerns are about the Dayton area from the community during school board meetings and what I can do to help address those concerns as a teacher?

We should move to a 4 day school week like other rural counties and districts are doing and continue (or start) letting the schools/teachers have smaller class sizes (18 and under). There are so many benefits of having smaller class sizes.

Class sizes are too large. Educators would be more successful if they had more time and energy to provide the quality education their student's deserve. If all class sizes were capped at twenty students or less for PreK and K, educators would be able to manage behaviors more effectively and have more time to dedicate to one on one instruction.

There are still classrooms without phones. In emergencies some teachers have to use their own cell phones. During the emergency before Winter Break, I had to break one of my own boundaries with my parents and use my cell phone to call them. Some of them now have abused having my phone number and made it difficult to maintain a personal boundary of contact.

That the future growth of Lyon County will impact the culture of the school district in a negative fashion.

Standards based grading - need % based for grade 5 and up.

Class sizes - especially in early elementary - are too high to adequately meet the needs of students. Lack of adequate planning/prep time due to morning meetings and loss of prep times when specials teachers are pulled due to lack of substitutes.

When I first came to LCSD I was so happy to see that the district invested in training teachers and treated them like professionals. I no longer feel that way. Now a select few 'teacher leaders' get the real training and the rest of us get whatever we get. District leaders now treat us imbeciles who have to be micromanaged because our myriad of professional training and personal achievement mean nothing against the we-know-best attitude coming from the DO.

Behavior and no behavior support or behavior program...Last year I evacuated my class multiple times a day. The student is now in 2nd grade and it still continues... what happens when PBIS and check in check out doesn't work? What do we do when a student has no academics concerns, but they need major behavior intervention or support at the elementary level that is more than a gen ed teacher can provide.

The self esteem of our students. Our youth, need to understand that they are important

Concerned with the school board starting to look a lot like Douglas County's school board.

DO throwing more and more on out plates when they are already overflowing.....we are working with long term subs, subbing during preps, trying to catch students up on skills they are missing, mentoring students/staff, attending 504/IEP meetings, working through behaviors not acceptable to the classroom, and still trying to incorporate Character Strong, Portrait of a Learner, and new curriculum. All within contract time:-(

TOO MUCH put on teachers.

Lack of reasonable pay

The new Board and how things will turn out.

My primary concern with LCSD is the large number of struggling readers. Without strong foundational skills, students struggle in all subjects. If they can't read a math problem, they can't solve it—even if they understand the math. The district hired classified staff (CCRIs) to lead reading interventions, but our most at-risk students need expert support. We need dedicated reading intervention positions staffed by certified teachers with specialized training in the science of reading.

outdated classrooms & equipment:

some classrooms have smartboards; some classes have small televisions that don't connect to the old Elmos, while other classrooms have giant televisions; some teachers have had to buy their own Elmos and/or projectors; the desks are old; some classrooms only have one white board, while others have two

The lack of accountability with the students

No concerns at this time.

The increased focus on test results! Our students are far more than a test score and their success stories through school and post HS tell far more of a success story than test scores do!

student behaviors. Student behaviors have gotten horrible the last few years.....couple that with student work effort—they don't care about passing and they don't care whether they interrupt the learning of others

Staffing which meets the needs of our students. Large classroom and caseload sizes make it very difficult to meet the increasing needs our students bring to us.

My concern with LCSD is the breakfast and lunch served at school. Breakfast most of the time contains so much sugar and is not well balanced. Lunch is like this to at times. Both breakfast and lunch lack protein which is so important for these littles!

Lack of accountability for site-based administrators. In more than 15 years with the district, I have never been asked to provide feedback about my administrator. I genuinely believe that this has a significant impact on teacher morale and retention. Staff feels like there is nowhere to turn when issues arise because administrators are untouchable. I think it would be quite eye-opening to survey teachers at each site to see how much confidence each staff has in their administration.

Curriculum seems to be chosen based on price not what is best for students . Example: iReady pathway for reading. If the reading program wasn't even approved by the state why would you purchase it???? HMM had a pathway but "way too expensive." Maybe start prioritizing student education over increasing salaries for the higher ups or actual expensive seminars for select staff. Super ridiculous. Our school budget got cut? So what happens with that extra money? It doesn't disappear.

The new board members and the issues they are bring to our district. The way they handle them selves

and treat others is ridiculous. They aren't putting students first. They should learn the current policies before speaking on them and how to conduct a meeting.

Slip and falls in the boy's bathrooms. I have seen head injuries and jammed fingers in the Health Office due to students falling from slippery floors. This is a liability for the school.

We need smaller class sizes, behaviors are on the rise, we need a stronger restorative discipline plan,

There is a greater need for Admin support in the classrooms as instructional leaders and in student behavior/discipline support. However, there are so many things put on the plates of Admin that they can't truly be effective at supporting either of these areas. Schools, particularly high schools, need an extra Admin on site to help with the growing number of behavioral issues and to also provide instructional support to the growing number of newer teachers.

I could list many but my primary concern is that when listing or voicing my concerns, they fall upon deaf ears. Our school board does not respect the opinions of those on the front lines that are teaching.

██████ needs to send emails that those of us non-computer people can easily understand

My concerns are the lack of communication, transparency, and explaining why we are asked to take on more.

LCSD is a subpar organization at best. Two main areas of concern: (1) talent acquisition and retention of staff and (2) lack of discipline and order at schools. In the last 6 years, I have witnessed half of the teaching staff at DHS leave for greener pastures, with only 1 or two teachers actually retiring. The lack of consequences for poor student behavior only compounds the ability to maintain order on campuses. A minority of students consistently disrupt our schools daily with no consequence.

Respect among co-workers, if your not in the inner circle things are different.

Too many positions have long-term subs, and it's negatively impacting student learning.

Our healthcare options

We have board members that focus on their own personal agendas rather than seeing all the hard work that goes on behind the scenes that is currently being done. I hope they have their hearts and minds on the right track and do what is truly right and just for the district.

Counselors being very resistant to any changes. They tend to throw kids in my classes and claim that it's what they wanted, when the kids do not agree with that statement. They end up failing because they are unhappy being stuck where they have no prior skills. When I call them out on it, they do everything they can to make it sound like it's my fault, or the student's fault. Not every elective is for everyone. I can engage kids who are reluctant, but I can't do anything with refusals.

More team Building Activities for Staff. Board members learning our policy's better and acting in a professional manner.

My primary concern is with the photocopier contract. The new machines arrived with issues and continue to experience frequent malfunctions, which disrupts workflow. Additionally, LCSD needs to ensure that the contract includes a provision for staples. Including staples in the service agreement is essential and should be considered a priority moving forward.

Staff retention/recruitment.

Inconsistency (discipline, action, expectations, dress code, behaviors, disrespect)

Reactive not proactive. But not in all situations or sites.

1. The progressive discipline plan is too lenient. EX) A student should not be able to accumulate 5 tardies before the receive a consequence. This is just one example of how soft it is.

2. Students should be retained for lacking mastery of standards. There are too many kids at the high school level who come to us lacking basic reading and math skills. There are no consequences until they reach high school and then when they don't pass classes they don't graduate.

HMH isn't a good curriculum. It doesn't leave any time for creativity and it expects too much writing way over grade level abilities.

Unprofessional and unethical administrators and district office staff who are more concerned with bullying/establishing and maintaining power over workers than they are with supporting teaching staff in delivering educational opportunities.

Lack of discipline/consequences

No board policy is followed. At SMS kids walk around violating dress code, using ear buds with phones to which if anyone says anything to them they cuss you out! When Admin is approached with concerns they pass it off saying the board or district office will not allow them to do anything.

Some students do not appear to be "college and career ready" when they come to school in their pajamas and wear their hoods all day so that they don't have to do their hair. Maybe we could do a better job of instilling a greater level of care/pride in their work and their appearance from the very beginning of their education?

Teacher recruitment/ retention - with far more appealing offers at other districts, teacher retention and recruitment doesn't seem to be a primary concern. We need to be competitive. There also seems to be a lack of feeling generally supported as teachers, by the district.

My main concern is teacher retention and incentives to come and work in Lyon County. It is hard when the other schools our size have a 4 day school week and pay incentives to come and work in their county. I also feel that there is a disconnection between the District office and the actual sites, they do not seem to truly listen to our needs and concerns and I also felt that with the past board. I do not know if the new board will be different.

My primary concern with the LCSD is the new board members! Why were board members allowed to accept campaign contributions from LCEA leadership? [REDACTED] received \$200 personally from [REDACTED]. [REDACTED] received \$3000 from the LCEA and so did [REDACTED]. That means the LCEA has contributed \$6200 to certain board members! Why? This is absolute corruption and means that these board members should never vote on anything that has to do with the LCEA!

There is a major disconnect between the District and what is really going on in our schools.

Progressive discipline policy issues too many warnings for the high school level which seems like lack of accountability on our students we are working to graduate out into society.

Phone policy needs to be aligned--give everyone boxes/pouches/a turn in place if we are to implement the policy give us the tools, not just the words.

I believe an employee should be allowed to use their sick time/personal time however they choose. I would like to see that we combine sick time and personal time.

No support from my school current administration

Sick days and personal days should be moved to PTO. If someone is going to file multiple grievances against an employee, that that employee is not doing anything wrong, the grievance filer should be moved to a different school.

The District office! [REDACTED] quits but then the DO fabricates a job for [REDACTED]. They altered job requirements so they could hire a [REDACTED] with absolutely zero educational experience. They hire [REDACTED] person who's only experience in education was with pre school. They are so disconnected with the daily goings on in the schools

How can we find a way to discipline students and hold them accountable for their actions while helping the teachers be safe and not be verbally attacked?

1) Behaviors: The behaviors are out of control, and the school doesn't seem to have adequate resources to deal with the large number of social-emotionally disturbed students with mental issues. They are routinely sent back to class to continue to torment their peers (hitting, yelling, throwing things) while preventing other students from having a safe, effective learning environment. Teachers simply cannot teach with these behaviors.

2) The SPED department is over-loaded and understaffed.

Behavior problems in Elementary classrooms.

The pay needs to be more competitive, not getting a raise during this economy makes really hard for employees to stay making a huge turn over. We need to appreciate the employees that stay tear after year and the only way to do this is paying better

The growth in our community

Lack of incentives for kids to do well on excessive testing -

Support for teachers with behavioral issues in their classrooms.

My primary concern for LCSD is teacher retention. There does not seem to be many incentives to keep teachers.

High health insurance rates. When looking at our districts surrounding us, their rates are significantly lower. Lowering LCSD's insurance rates would make us a more desirable area for future employees to work in. As a parent with qualifying dependents and a spouse, I would be more interested in working in a district that has great health insurance at an affordable rate. WCSD, Churchill County, and Clark County all have lower health insurance rates than LCSD.

The Board who have not taught or say they have been teachers and do NOT have a teaching degree.

Unable to do everything that is required within contract time. Too many extra duties and unrealistic expectations. Shouldn't have to take things home.

Student apathy- learned helplessness, watered down expectations for students - no more homework or lots of extra time to complete assignments (especially when extra time was given and not used in the first place), lack of teacher accountability at some locations.
Sorry that was more than one.

Students enter our high school unable to read and write at or even near grade level.

too many behaviors that I feel are enabled because consequences are not tough enough.

Restorative practices and too much state testing.

That we have such disparate purchasing processes in Technology, each school purchases what the principals want for the schools, for example one school will have promethean boards the next will have televisions. Continued under additional comments.

Not enough Custodians, substitutes, and Teachers. As a result class sizes are larger then they should be.

I wanted to express some concerns regarding the level of support from some parents toward teachers and administrators, as well as instances of disrespectful student behavior. A strong partnership between educators, administrators, and parents is essential in maintaining a positive and productive learning environment for all students.

PBIS referral doesn't seem to hold much weight. Needs to be immediate consequences for good and bad behaviors

Medical / dental insurance not that good.

The favoritism & games that administration play. If you are not in the club you do not have an opportunity to grow in the district. You will never move up, never get to move from your current school site due to behind the scene deals & y be blackballed from getting a fair opportunity at a new school. Teachers have left LCSD for personal reasons, and now would like to return and they are not even interviewed. Meanwhile their vacant position is filled with a long term substitute teacher.

Discipline. As a teacher, I was sexually harassed with zero consequences so was harassed repeatedly the entire year. This year that same kid has sexually harassed two more teachers without consequence. I feel like a fake teacher here. Like I'm forced to do all of these things required of me, while I'm trying to teach at an actual prison. That's what it feels like daily. At my old school, it wasn't like this, but where I'm at now, I have never seen it in my life.

The amount of disrespectful students and there are never any repercussions for students that act up. There is little to no support from admin when it comes to this.

I'm concerned about the direction of our board and the ties they have with LCEA. As a member of LCEA I hear a lot on how the board is in LCEA's pocket. LCEA moves forward with decisions and input to the board that are only made by those at the top and the rest of employees with the union are left in the dark. It's getting super negative and drawing a line in the sand, this is what will ruin the working environment between all employees.

That LCSD will lose it's vision that ALL employees matter and are key to the success of our students. Every single employee, no matter what their position, has a role in the success of LCSD Students

There seems to be a trend that we are moving towards a cookie cutter education of only using one curriculum and taking the teachers knowledge out of it. We have the portrait of a learner with lots of hands on sections but are mandating that we only use the curriculum that does not align together so there is not the ability to do project based learning and follow the curriculum.

The parents are catered to when it's not in the best interest of their child, academically and behaviorally.

That students are not really held accountable for their behavior and the parents aren't always right and students should not be switched classroom teachers so much.

Student behavior! Students aren't held accountable for their behaviors, whether it's verbal or physical

issue. In school suspension interrupts the classes that are dealing with the student during their suspension, staff is always accused of "triggering" the students behavior and basically quit "slapping them on the hand" and hold the student accountable for their behavior!

student behaviors and staff safety

It seems appreciation exists it seems to lack personalization where it is shared with people. People are doing their best but I feel that it at times doesn't seem to be noticed.

-ask people to put their names with concerns, allow people to problem solve, let's start handling issues face to face like adults instead of anonymously submitting complaints that never get handled

Discipline

Standardize Report Cards K-6 creates a false reality for parents and students entering 7th - 12th grade. We need to end Standardize Report Cards at grade 5 in order for both students and parents to be prepared for Junior High and High School.

Too many students are not receiving instruction that addresses their individual needs. There is no consistency nor accountability to the mandated State RAP Plans and our students are not receiving individualized help. In addition, teacher leaders positions are very ineffective and have not made one difference at the school. The money should be placed somewhere else.

I am concerned that we have a school board that is focused on a political agenda. Educating students is not political. Educating kids is the foundation of our future.

Lack of discipline-- a student can throw chairs, hit you, and it doesn't matter. There is no safety for teachers or any discipline for the student breaking the rule. Our administrators are highly unqualified and make no logical decisions. I also am very concerned that the YHS softball, baseball, and track areas have now become locked up. Like I said, we thrive on community and that just locked out our whole community from being involved in our schools. Numerous people used those areas.

My concern lies with the Board of Trustees. While I value their support for teachers, it is disheartening when they publicly speak negatively about district office staff, administrators, and classified employees. Every group is essential to student and district success. Hearing such dismissive remarks especially in public meetings is deeply troubling. Our administrators work tirelessly and deserve recognition, not disregard.

Follow the school missions which is doing and giving the best education for the kids not what is convenience for the district.

Lack of an open door policy, and inability to bring up concerns without retaliation. Employee concerns seem to stop at the Admin level and when pushed further the Admin state the concern is "unfounded" or unsubstantiated."

I don't feel the District Office listens to their teachers. I feel like they are forgetting most of the schools are in small communities and they are starting to run the schools and sports programs like big cities. I also don't like how the teachers voted on a school schedule and then the district did what they wanted anyways.

My primary concern with the district is the School Board. They have political agendas that are easy to see in the decisions that they suggest to make and vote on. I worry about the district and the direction it is headed with the current [REDACTED].

Chronic absenteeism and trancies continue to hamper our students' success. Our staff is diligent

about working with parents and guardians to get students to school. However, our chronic numbers remain high and when students are not in school, they cannot learn.

Additional comments:

Need a 4 day school week to improve on the mental health of all the people in our district. The benefits out way anything that's negative.

n/a

The staff needs higher pay

The school schedule needs to be back to what it was before, with us starting mid-August, and getting out the 1st of June. This mid-June end is horrible for staff and students, and puts us at odds with every other school district.

Staff and Faculty's children are not thought of when considering safety during inclement weather.

HR Staff is helpful. Administration cares about the kids - friendly staff at all locations.

I think that LYCD needs to focus more on educating staff on the programs, curriculum and policies that are already established rather than implementing new criteria, with little to no time to prepare.

How do we fill so many open positions? Where is the incentive? All other districts are offering 4 day week schedule and incentive pay.

I absolutely LOVED my job when I started with LCSD in 2020 but now work just fills me with anxiety and frustration because it seems nobody in leadership truly cares.

Please pay teachers more for longevity. It should be an ever-increasing, significant bonus every 5 years (like recruiting bonus but directed towards longevity)! Pay those that stick around what they are worth please.

I think Skyler was the best contribution to the district!

This could be classroom management skills.

I really enjoy my job and the people I work with. I work at YHS/YIS cafeteria. Please look into the reason why we pay an outside company all this money but we do not get properly compensated. The SNP is very valuable and deserves to be recognized.

It is a big-hearted district but we need to get ahead of growth, so we are not over crowded.

We also need to recruit more teachers to our district. 20 years ago, when I came to Nevada, the district heavily recruited in Montana & the majority of the teacher I taught with were from Montana. UNR & UNLV are not graduating teachers. Retirement & teachers leaving the profession are devastating our ranks. We need more recruiting to get our classrooms staffed with highly qualified teachers who will be here to sustain our schools.

One administrator in particular consistently appears to be in a bad mood, does not greet staff—even when greeted—and shows little effort to build positive relationships. This lack of connection and encouragement contributes to low morale and reflects poor leadership. Administrators should be visible, supportive, and take the time to build rapport with staff, even through simple gestures like saying hello or offering a kind word.

It is concerning how extremely violent special education students can harm staff or peers and still be returned to the classroom without meaningful consequences. Making special education staff feel

unsupported and unsafe. High turnover in special education should be a red flag, yet it seems ignored. Despite the intensity of work, special education staff are paid the same as others. The only stipend offered is tied to IEP/Re-evals, which are sometimes missed due to factors beyond our control.

Thank you for listening!

Firstly, it would be beneficial to raise the salaries, particularly for new teachers. Additionally, instead of reducing the sign-in bonus, it should be increased. A suggestion would be to shorten the summer break by one week while extending the spring break by two weeks. Furthermore, regular school hours could be extended, and every other Friday could be designated as a day off.

Students at all levels need to be accountable for their actions. A student's remarks should not be above a teacher's remarks.

Overall, LCSD needs lots of work in terms of teacher flexibility and more discipline strategies.

Thank you for providing this platform.

We need less curriculum that depends on screen time on Chromebooks across all grade levels.

LCSD employees would love to have 2 week long fall break, winter break and spring break like Washoe and Churchill county schools. Also we would love a 4 day school week like the other county schools do as well.

Pets in the classroom would also be nice

I have several suggestions of issues that have been happening but I do not want to provide with my email being on record. A private paper form that goes straight to district mail would be a suggestion.

Testing SBAC so early in the year. WE still have a full quarter of teaching left.

The fiasco at the district with the hiring of an unqualified person to be [REDACTED] and the convenient job created for [REDACTED] made me lose all trust in the integrity of the school board and the [REDACTED]. When the best and the brightest teachers I know talk about leaving this district because of such antics and the anti-teacher climate you've created, it makes me glad my kids do not attend an LCSD school!

Our goal should be to teach positive morals to our students

Weak leadership is part of the problem, staff taking time off frequently without a care in the world, and lack of consistency with behaviors (why aren't kids being held accountable when they CONSTANTLY interrupt the classroom environment, dress code is deplorable, and staff is divided). Lack of support in career growth, unless it is for an administration degree or a grow your own.

Lack of funds to adequately repair/replace aging buildings

I try to recruit all of the great people that I know to work with us.

LCSD offers scholarship opportunities for new teachers, but what about support for established educators? Providing scholarships for continuing education, advanced certifications, or specialized training could be a powerful incentive for teachers to stay and grow within LCSD. Investing in current staff not only enhances retention but also strengthens the quality of education for our students.

It's nice to work at a school where supplies for teachers and students are readily accessible. It isn't that way at all LCSD schools.

I honestly believe that LCSD does its best to educate ALL students, and that's extremely important to

me.

As an employee at a LCSD high school it would be nice to walk the halls with no F bombs and PDA going without notice!

I have worked in LCSD for 23 years and can not imagine working anywhere else! I have heard and seen colleagues in other districts have great concerns with their school sites and district and I have never encountered that. LCSD is a great place to live and work. I love that our primary focus is and always has been, "What is best for kids".

paraprofessionals should be assigned to the resource classes to help students. Special education teachers have a lot on their plates with constantly more be added demanded of them

I have talked to several staff members and I know I do not feel confident being honest on this platform. I think if there is a better way to ask questions that the board wants honest questions to, it would be better to not have your email attached or to do a different platform where it does not track your information. All of the staff I asked if they were going to respond to this said no, due to concerns it would trace back to the person who voiced concerns.

I have serious concerns about [REDACTED] due to his violation of the confidentiality agreement he signed when he served on the interview committee that selected our new associate superintendent. [REDACTED] shared who was on the interview committee, as well as who was interviewing for the position with an associate of mine. If [REDACTED] cannot be trusted to keep confidential information confidential, I have serious concerns about the information he has access to.

Maybe a rubber mat or some other form of flooring could help students maintain footing.

Admin only care about three things: attendance rate, failure rate, and graduation rate. Admin will do anything to keep a bad student in school for attendance data. Admin will do anything (amnesty day) to artificially lower the failure rate. And admin will do anything to boost the graduation rate. It's pathetic to brag about a 90% graduation rate when the reality is only 25% of students are proficient in math/reading at best. Remove the disrupters, raise academic standards, and bring back merit.

I feel frustrated and upset by our healthcare plan options. I am often on the phone with Aetna fighting for coverage on things that should be covered without question. My husband and newborn have to be on a different plan due to the severely high cost to add them to mine. It's cheaper for them to be on their own plan together than to join mine! I would love to see a healthcare plan that is more comparable to WCSD's.

Much like the high cost of ink for home printers, the price of staples for these machines is excessively high.

The academic calendar and insurance cost are also on my concern list. There is an huge push for graduation, careers, dual credit, but our calendar is not consistent with that vision. We start too late. This affects coursework, sports, competitions and testing. For insurance, the cost is increasing everywhere, but if you are the insurance provider for your family, it has to be more reasonable.

I love and respect my job. Supporting and giving to the students..... I am thankful and appreciate Lyon County School District

Social promotion is creating huge problems - both academic and behavioral - that keep us from being able to teach, and keep students from being able to learn.

Why do we have board policy if it is never enforced ? Parents threaten to call District Office and they get

their way so they come back rubbing in staffs face. Its so sad how the school community has gone so far down hill. Wish more people were honest and not kissing butt to get ahead. We have lost sight of actually being here for the kids.

Something needs to be done about discipline, students need to be held accountable by administrators, and parents needs to be 'inconvenienced' if it means getting their student in check and behaving appropriately at school, coming prepared, etc. Behavior management shouldn't consume as much of my day as it does, especially at the high school level.

Another huge concern is who exactly the new board members are working for? It is not for students because [REDACTED] (who have no children in the LCSD) own them! [REDACTED] took \$6600 from them. [REDACTED] took \$5000 from them. [REDACTED] took \$4000 from them and his wife ([REDACTED]) took \$15000 from them! Total money taken from the [REDACTED] is \$30,600! Why? Who do these board members work for? Obviously it is not the students & families!

Why don't we have 24-25 literacy standards for 9-12?

Why are we socially promoting 8th graders who received no credits in middle school, only to have them held accountable in 9th and they're failing here too?

How can we hold everyone more accountable when we have 9th graders with a reading level of 4th grade or below?

Would like to see an extra planning day between semesters.

The District Office is considering reducing the number of 2nd grade teachers from 4 to 3 next year (at YES)... even though the upcoming 1st grade class has the MOST SED (social emotionally disturbed) kids we've had in YEARS! We have class size reduction legislation, yet the District routinely circumvents the intent of the law--allowing a much higher number of students in the early grades. This seems disingenuous to all stake-holders and is NOT conducive for quality pedagogy.

In our Elementary schools we need a calm down or reset room for special needs kids who need regular breaks.

It is highly inappropriate to have a classified person doing pull-out reading interventions rather than a certified teacher with a reading specialist endorsement. You are putting the most at risk kids in an intervention program with the least qualified people.

Pushing for more inclusion for some of our kids with autism is not fair to them or others when it causes more anxiety.

We need to have follow through with consequences for lack of attendance - the kids know we can't really do anything to make them come to school - maybe offer raffles for kids 90-100% attendance every 3 week grading period - HS kids want food or money, they don't want stickers or fidgets. Or students with no tardies are put in a raffle to win 50\$ every 3 weeks - if we want them to be incentivized then we need to offer them something they want.

While my administration is supportive, I do not feel as supported by the district office and those that are above my current administration.

I am also concerned with maternity leave practices. This is an issue nationwide. Making maternity leave paid or providing additional resources will add to LCSD becoming a more desirable place to work. 2 years ago, as a new mom, I had to return to work after 7 weeks. 7 weeks is not enough time for a

mother to heal nor is it appropriate for a mother to have to leave her baby at such a young age. If we want to recruit people to come work for LCSD, we have to offer things that are truly desirable.

I would like to know how students who earn no middle school credits are allowed to enter high school. I would also like to know why students entering our high school cannot write legibly, read at grade level, and write a decent academic paragraph.

Further, does anyone care about attendance any more???

Why don't we have an in school suspension staff member at the schools for students to go to when they can't function in a normal classroom? Instead of the teachers having to put up with it, other kids being cheated out of instruction or safety and the admin unable to do their job because they are doing in school suspension. OR an alternative school.

Disruptive behavior by one or two students should not hinder the education of an entire class. It is essential to address such issues promptly, including suspension if necessary, to restore fairness and allow parents to address underlying concerns. Additionally, excessive testing causes burnout. While MAP Growth and i-Ready guide instruction, SBAC lacks relevance to our curriculum and instruction. Prioritizing meaningful assessments over redundant tests ensures better use of instructional time.

If you are a teacher who transfers from to another school or you are a substitute who works throughout the district this can be overwhelming. I think if the Technology purchases were done through the IT department or a purchasing department in conjunction with IT this would save us money as purchases could be done in larger quantities, and the Tech would be the same at all schools, it would also be easier on the IT team in supporting the Technology.

Have we thought about starting school at 8 am and getting out at 3:15 and beginning school at the beginning of September and getting out the end of May. Makes for summer time jobs being accessible for adults and students.

Why do we have an HR department? If the school sites do all the hiring, what does HR do? Also why do we not keep positions open in hopes of getting a fully licensed teacher with experience in the classroom. Already long term subs and critical needs teachers are told they have the same position, and they will be hired after July 1st.

Last: How are these surveys going to be used? Will the school board even see them or will they be censored by the district first? Read at the next board mtg.?

Financials are a huge issue. The fact that both LCSD schools i worked at ran out of pencils two years in a row and we had to have kids use colored pencils is unacceptable. I used to spend the grants so I know that money should be used to supply classrooms and not your fancy offices. Curriculum isn't being chosen for kids, it's clearly being chosen for a money incentive. IREADY IS A SUPPLEMENTAL MATERIAL DO YOUR RESEARCH. KIDS CANT LEARN MATH BY READING WITH 3RD GRADE READING LEVEL!

Everyone works hard! District office, certified, classified, and volunteers all want what is best for our students. Stay the course.

I have the unique opportunity to learn how other counties in Nevada run their districts and LCSD is doing a phenomenal job. They follow NRS and have a clear reporting of where money is spent and the district leaders appreciate all employees and see their value

Not holding students academically accountable, needs to start in elementary and not be promoted socially.

Also, pay as the district office is top heavy and pay heavy but those of us in the trenches do not have what we need and do not get paid what we are worth. There are too many noncredentialed teachers in this district.

For a district that keeps adding state tests each year and want to see our test scores increase, then stop allowing students to "opt-out" of taking these state tests, because when they opt out they are put into lower grades to babysit them while their peers are testing. This is a disruption to the other classes and makes those who are taking the test have to hold the responsibility to score high on the exams to make the district look good. Stop making this a choice but a requirement!

There seems to be a great deal of paperwork and responsibilities other than able to be present for school site admin that then effects the time they can spend with students and staff at their own school.

create a problem and solution work place like we used to do as human beings
hold DO and authoritative figures accountable for retaliation

I would love to have the kids taught self defense course, possibly in P.E.

Purchasing Facility Items (Chairs, Desks, Tables) to replace broken items making the student friendly environment more conducive for learning.

LETRS Training should be mandated for ALL K-6 Teachers

I would also like to see less District personal and a lot of those positions eliminated and them back in a teaching role. Many are out of touch with what it is like to be a teacher and the demands of the position. All district and board members should be required to sub/shadow/take over a classroom for a day/week to see the madness that is happening in our schools. I can guarantee if they were too, they would be implementing discipline and policies and schedules that actually use common sense.

I urge the board to understand that one or two voices do not speak for all. A single complaint doesn't mean a widespread issue. With over 500 teachers, broad input is essential. The same goes for Union matters, statements by leadership often don't reflect the group, and many of us aren't consulted. As for the current [REDACTED], I can confidently say he misrepresents us and frequently misleads others. His election remains baffling.

You do not wait till a child is failing then provide services for them. It's the other way around. It's not the director that has the final decision making to provide services for the sped ed kids.

I feel that Lyon County is afraid of getting sued and caters to parents of dangerous, out of control students instead of thinking about protecting the majority.

I always feel supported and love working for this school district.