

## Q1 Please select your current job assignment.

Answered: 830   Skipped: 0

ANSWER CHOICES	RESPONSES	
Administrator	9.16%	76
Teacher	63.01%	523
Support Staff	28.19%	234
Total Respondents: 830		

## Q2 If assigned to a specific school, what grade level?

Answered: 748 Skipped: 82

ANSWER CHOICES	RESPONSES	
Elementary School	55.21%	413
Middle School	21.93%	164
High School	22.86%	171
TOTAL		748

## Q3 Please select the FIVE (5) most significant strengths of the New Hanover County Schools.

Answered: 827    Skipped: 3

	STRENGTH 1	STRENGTH 2	STRENGTH 3	STRENGTH 4	STRENGTH 5	TOTAL	WEIGHTED AVERAGE
Supportive community	21.50% 109	20.51% 104	17.75% 90	18.15% 92	22.09% 112	507	2.99
Excellent teachers and staff	50.95% 377	19.86% 147	8.24% 61	9.59% 71	11.35% 84	740	2.11
Size of system	10.42% 27	22.01% 57	19.69% 51	20.08% 52	27.80% 72	259	3.33
Student achievement	5.32% 23	28.01% 121	28.47% 123	22.69% 98	15.51% 67	432	3.15
Location of system	22.42% 102	21.54% 98	23.74% 108	14.73% 67	17.58% 80	455	2.84
Available resources	7.47% 29	21.91% 85	26.03% 101	25.26% 98	19.33% 75	388	3.27
Good school facilities	8.86% 32	16.62% 60	24.38% 88	30.75% 111	19.39% 70	361	3.35
Supportive parents	10.26% 31	15.56% 47	27.15% 82	22.19% 67	24.83% 75	302	3.36
Quality of life	11.55% 44	16.27% 62	22.05% 84	28.87% 110	21.26% 81	381	3.32
Reputation of system	21.17% 29	16.79% 23	15.33% 21	13.87% 19	32.85% 45	137	3.20

**Q4 Please select the FIVE most important areas of skill or expertise that the next superintendent should possess (you should only check five bullets in this section).**

Answered: 826 Skipped: 4

	FIRST	SECOND	THIRD	FOURTH	FIFTH	TOTAL	WEIGHTED AVERAGE
Fiscal management and budgeting	8.39% 23	20.80% 57	22.63% 62	25.18% 69	22.99% 63	274	3.34
Organizational leadership	18.39% 73	22.42% 89	21.91% 87	21.16% 84	16.12% 64	397	2.94
Interpersonal and public relations skills	17.94% 73	25.06% 102	23.34% 95	16.46% 67	17.20% 70	407	2.90
Educational leadership	27.34% 143	21.22% 111	16.83% 88	17.97% 94	16.63% 87	523	2.75
Facilities management/building construction	15.56% 14	13.33% 12	15.56% 14	25.56% 23	30.00% 27	90	3.41
Curriculum development and instruction	12.68% 27	22.07% 47	23.47% 50	24.41% 52	17.37% 37	213	3.12
Communication with parents and community	24.68% 117	15.40% 73	17.93% 85	20.04% 95	21.94% 104	474	2.99
Staff relations	28.11% 131	17.38% 81	16.95% 79	17.81% 83	19.74% 92	466	2.84
Professional development	4.29% 3	18.57% 13	17.14% 12	31.43% 22	28.57% 20	70	3.61
School-based technology	14.02% 15	15.89% 17	20.56% 22	24.30% 26	25.23% 27	107	3.31
Defining system goals	14.94% 49	24.09% 79	16.77% 55	17.68% 58	26.52% 87	328	3.17
Academic standards/student assessment	21.23% 38	16.76% 30	17.32% 31	19.55% 35	25.14% 45	179	3.11
Managing a diverse staff and student body	22.95% 95	17.87% 74	25.12% 104	19.08% 79	14.98% 62	414	2.85
Staff evaluation	18.37% 9	18.37% 9	22.45% 11	22.45% 11	18.37% 9	49	3.04
Digital learning	8.60% 8	23.66% 22	24.73% 23	21.51% 20	21.51% 20	93	3.24

## Q5 Please rate the following experience and qualifications according to their importance (you should check fourteen bullets in this section - one for each row):

Answered: 826    Skipped: 4

	MANDATORY	IMPORTANT BUT NOT MANDATORY	LESS IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Doctorate or terminal degree	29.75% 241	51.98% 421	14.81% 120	3.46% 28	810	3.08
Experience as a superintendent with a proven record of success	61.90% 507	33.58% 275	3.91% 32	0.61% 5	819	3.57
Experience as a superintendent in a similar size system	33.00% 268	52.96% 430	12.68% 103	1.35% 11	812	3.18
Experience as an assistant superintendent	28.22% 228	50.99% 412	18.81% 152	1.98% 16	808	3.05
Experience as a principal	58.80% 481	33.74% 276	6.23% 51	1.22% 10	818	3.50
Experience as a classroom teacher	73.88% 608	21.75% 179	3.40% 28	0.97% 8	823	3.69
Experience in finance, budgets, and acquiring outside funding	41.18% 336	49.51% 404	8.46% 69	0.86% 7	816	3.31
Experience in human resources	37.10% 302	49.02% 399	12.29% 100	1.60% 13	814	3.22
Experience in instruction and curriculum development	43.49% 354	44.23% 360	11.18% 91	1.11% 9	814	3.30
Experience in facility management	19.28% 156	54.26% 439	25.22% 204	1.24% 10	809	2.92
Experience in educational technology	17.80% 144	56.74% 459	23.73% 192	1.73% 14	809	2.91
Experience in a similar system	24.60% 200	53.14% 432	19.68% 160	2.58% 21	813	3.00
Experience in North Carolina education	29.08% 237	39.88% 325	21.72% 177	9.33% 76	815	2.89
Other leadership experience (e.g., military, business)	11.47% 93	44.02% 357	34.16% 277	10.36% 84	811	2.57

**Q6 Please select from the list below the FIVE most important traits you would like the next superintendent to exhibit (check only five items in this section).**

Answered: 828    Skipped: 2

	FIRST	SECOND	THIRD	FOURTH	FIFTH	TOTAL	WEIGHTED AVERAGE
Commitment to high student achievement	22.98% 114	17.94% 89	20.77% 103	17.74% 88	20.56% 102	496	2.95
Commitment to technology	4.35% 5	23.48% 27	18.26% 21	29.57% 34	24.35% 28	115	3.46
Commitment to the community	13.90% 61	19.59% 86	17.77% 78	22.78% 100	25.97% 114	439	3.27
Confidence	4.00% 5	13.60% 17	28.00% 35	23.20% 29	31.20% 39	125	3.64
Enthusiasm	9.48% 22	18.10% 42	21.12% 49	26.72% 62	24.57% 57	232	3.39
Integrity	49.46% 323	18.84% 123	14.40% 94	9.80% 64	7.50% 49	653	2.07
Change agent	13.70% 20	13.70% 20	21.23% 31	28.08% 41	23.29% 34	146	3.34
Risk taker	4.84% 3	14.52% 9	22.58% 14	24.19% 15	33.87% 21	62	3.68
Negotiator	6.67% 2	13.33% 4	26.67% 8	33.33% 10	20.00% 6	30	3.47
Mediator	1.47% 1	14.71% 10	25.00% 17	30.88% 21	27.94% 19	68	3.69
Visionary	6.79% 19	16.43% 46	25.36% 71	27.50% 77	23.93% 67	280	3.45
Values employees	29.41% 215	33.38% 244	16.55% 121	11.35% 83	9.30% 68	731	2.38
Motivator	4.56% 14	17.26% 53	23.13% 71	30.29% 93	24.76% 76	307	3.53
Proactive	4.15% 18	12.21% 53	25.81% 112	24.42% 106	33.41% 145	434	3.71

**Q7 Please rate the following characteristics according to their importance  
(check one rating for each item):**

Answered: 827   Skipped: 3

# New Hanover County Schools Staff Survey

	MANDATORY	IMPORTANT BUT NOT MANDATORY	LESS IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Ability to build consensus and commitment among individuals and groups with emphasis on parental involvement	44.02% 361	51.59% 423	4.27% 35	0.12% 1	820	3.40
Ability to develop and maintain a mutually beneficial relationship between the business community and the school system	32.64% 268	55.42% 455	11.45% 94	0.49% 4	821	3.20
Able to work with legislators	49.08% 401	44.92% 367	5.88% 48	0.12% 1	817	3.43
Commitment to community visibility with high interest in a broad range of community groups and organizations	38.39% 314	49.02% 401	11.74% 96	0.86% 7	818	3.25
Inspires and motivates others	71.43% 585	25.27% 207	3.30% 27	0.00% 0	819	3.68
Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance	88.59% 730	10.68% 88	0.73% 6	0.00% 0	824	3.88
Possesses excellent people skills and can present a positive image of the system	82.32% 675	16.34% 134	1.22% 10	0.12% 1	820	3.81
Ability to develop and communicate a vision of quality education for the future to the board, staff, and community	78.37% 645	19.81% 163	1.58% 13	0.24% 2	823	3.76
Demonstrated ability to work with the media	26.76% 220	54.50% 448	17.27% 142	1.46% 12	822	3.07
Effective communication skills, including speaking, listening, and writing	76.74% 630	22.17% 182	1.10% 9	0.00% 0	821	3.76
Ability to secure and promote positive student behavior conducive to student achievement/learning climate	60.83% 500	35.89% 295	3.04% 25	0.24% 2	822	3.57
Commitment to the importance of both the academic and activity programs	54.56% 449	40.83% 336	4.37% 36	0.24% 2	823	3.50
Demonstrated ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement	58.24% 477	36.39% 298	4.88% 40	0.49% 4	819	3.52
Demonstrated ability to integrate instructional and administrative technology	26.98% 221	56.41% 462	15.38% 126	1.22% 10	819	3.09
Knowledge of emerging research and best practice in the area of curriculum/instructional design and practice	42.20% 346	47.56% 390	9.39% 77	0.85% 7	820	3.31
Ability to delegate authority appropriately while maintaining accountability	67.19% 553	29.53% 243	3.16% 26	0.12% 1	823	3.64
Ability to develop both short and long-range system goals	66.59% 544	30.35% 248	2.94% 24	0.12% 1	817	3.63



## New Hanover County Schools Staff Survey

Ability to identify and select building and central office administrators who are capable of advancing the system vision	69.31% 569	26.55% 218	4.14% 34	0.00% 0	821	3.65
Ability to lead a large organization dedicated to goals of continuous improvement	74.02% 604	23.77% 194	2.08% 17	0.12% 1	816	3.72
Experience in the management of system resources and knowledge of sound fiscal procedures	47.68% 391	44.76% 367	7.32% 60	0.24% 2	820	3.40
Possesses the leadership skills required to respond to the challenges presented by a diverse community	73.02% 598	24.05% 197	2.81% 23	0.12% 1	819	3.70
Recommendations and decisions are data-driven	39.85% 326	46.33% 379	12.47% 102	1.34% 11	818	3.25
Skilled leadership in the planning, implementation, and assessment of relevant professional development for all staff members	37.70% 308	48.84% 399	12.48% 102	0.98% 8	817	3.23
Strongly committed to a "student first" philosophy in all decisions	62.53% 514	31.87% 262	4.62% 38	0.97% 8	822	3.56
Successful experience in sound management practices, including appropriate participation of others in planning and decision-making	60.61% 494	35.83% 292	3.44% 28	0.12% 1	815	3.57
Successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board, and community	66.83% 548	31.10% 255	2.07% 17	0.00% 0	820	3.65
Willing to listen to input, but can make tough decisions when necessary	84.63% 694	14.88% 122	0.24% 2	0.24% 2	820	3.84

Q8 The New Hanover County Board of Education expressly requests and welcomes all additional comments. If you have anything that you would like to add related to the board's search for a new superintendent, please provide in the space below.

Answered: 271   Skipped: 559

## New Hanover County Schools Staff Survey

#	RESPONSES	DATE
1	Not at this time.	4/20/2020 4:44 PM
2	N/A	4/20/2020 4:04 PM
3	We need a person of integrity for our next NHCS superintendent	4/20/2020 3:31 PM
4	None	4/20/2020 1:48 PM
5	Our community needs a Superintendent who is engaged with the community and cares about earning the trust back.	4/20/2020 11:21 AM
6	Listen to the survey results - don't just do a survey and then do what you were going to do anyway!!!	4/20/2020 10:55 AM
7	It is important to find someone that has had years experience in education and willing to come into schools and be involved with the community to understand needs and helping with analyzing data to make sound decisions to support all our community needs. Knowing our students, staff and school communities will help with his or her micropolitical leadership, involving stakeholders and securing resources to continue out student achievement and growth. More importantly knowing the students, staff, and school communities will then allow for the relationship building and trust for them to make important decisions in their best interests. Thank you for taking the time to ask our input which I hope you, as a Board, take into serious consideration.	4/20/2020 10:15 AM
8	I think someone outside of North Carolina could help bring more current and effective practices to the county. I feel that New Hanover County Schools is lagging in certain areas compared to other parts of the country even though we are ahead compared to other parts of NC.	4/20/2020 10:12 AM
9	We need someone honest and who will not [REDACTED]	4/18/2020 11:30 AM
10	N/A	4/18/2020 9:27 AM
11	Values,respects and supports the staff of New Hanover County.	4/17/2020 11:08 PM
12	I would like to see a new fresh vision for our county. It is apparent that the "old ways" are not working and we need a new outside fresh vision!	4/17/2020 2:38 PM
13	The superintendent should be someone who really values teachers instead of just ignoring our suggestions and needs.	4/17/2020 2:33 PM
14	The new superintendent should be transparent, with an, "open door policy," allowing communication to flow both up and down. He or she should be approachable by the staff as well as not be relegated to making decisions based on their (or the board's) political leanings. This individual should be one that can, and will, make decisions from the middle of the aisle, as well as be able to steer into the direction that is needed, regardless of any potential political backlash. This new superintendent needs to be able to look past the "data" and see that the NHCS community (students, teachers, and staff) are flesh and blood people who's needs may not always be reflected by numbers, graphs and flowcharts. He or she must put the needs of the NHCS community ahead of their own, and continue to push forward for the health and well-being of NHCS.	4/17/2020 1:22 PM
15	Good Luck!	4/17/2020 1:19 PM
16	We are in an interesting place. Many parents support their teachers and their schools overall but they are weary about being heard. I have heard parents state that they feel ignored. The county must work on ways to increase community, parent, input and communication for us to move forward	4/17/2020 12:18 PM
17	Continued focus on Early Education and the social and emotional development of children and staff.	4/17/2020 12:10 PM
18	This is a big job and will be a huge undertaking for those involved in the selection process. While all of the indicators are important, I would really love to see a superintendent who is personable, trustworthy, and 100% in the job for the students, guardians, and staff of the District. Thank you.	4/17/2020 10:39 AM
19	We need someone who will represent all employees of NHCS, not just the interests of salaried and certified staff. Those who occupy the 10 month positions, your bus drivers, custodians and	4/17/2020 10:09 AM

## New Hanover County Schools Staff Survey

child nutrition personnel, should be held in the same esteem as those who are deemed certified, etc.

20	<div style="background-color: black; width: 100%; height: 40px;"></div> <p>The new administration needs to be a branch that will reach out to our educators and students to encourage the best out of each and every school. This means being transparent, actively engaging the district for direction, and listening to the needs of the community.</p>	4/17/2020 9:58 AM
21	Please hire outside of the district and take a look at who you still have in leadership positions (district office and schools). Many are and were part of the problems we have in this county (including cover ups and retaliation). The good old boys/girls club needs to go. They went along with those that are no longer with us and will continue to as many are willing to do "whatever" it takes to reach their personal goals. We need a Fresh start from the top down with our leadership.	4/17/2020 9:40 AM
22	na	4/17/2020 9:24 AM
23	Needs to have some knowledge and believe in Early Childhood Education.	4/17/2020 8:41 AM
24	Professional staff needs to be treated as such. The superintendent needs to discover the teaching and student support talent s/he has in the district and celebrate that, not micromanage it. This person needs to be willing to understand the culture of each individual school in the district and that a one size fits all approach may not be the most effective. This person should be a teacher in practice and at heart, prepared for the challenge of our very diverse system.	4/17/2020 8:38 AM
25	I think we would benefit from hiring someone who has been a local in our community for some time. Such a person would be considerate of his/her "hometown," and feel a stronger obligation to listen to the community, parents, and staff.	4/17/2020 8:29 AM
26	No	4/17/2020 7:53 AM
27	Please find someone who puts our STUDENTS and Staff first.	4/16/2020 11:31 PM
28	Our new superintendent should be fair, consistent and moral. They need to know what the guidelines/laws are at the state and FEDERAL level. They need to QUESTION current board members and school officials ( ) and not blindly follow anyone's lead. There has been a culture of bullying and demotion in this county. Staff has been in fear for decades of retaliation. I think an outsider especially from a more progressive state/area would be EXACTLY what our county needs. NHCS is a good school system with the potential to be GREAT!!! I pray that we can gain back the respect of our community.	4/16/2020 7:27 PM
29	The next superintendent should have a diverse background. Honestly I would like to see a minority in this position that will reflect as well as who will be sensitive to the diverse needs, student and staff within our system.	4/16/2020 6:27 PM
30	The new superintendent should meet all the qualifications that is on this survey.	4/16/2020 5:44 PM
31	Strong morals. Influence the state budget leaders about the importance of teachers with 30+ years of experience. Monitor the activity of principals. An open door policy with confidentiality to teachers. Approachable Evaluate current district office employees with input from school personnel. Equity in bonuses for teachers. More funds available for classroom teachers and less inequity from school to school. Less money spent in schools on things other than classroom materials. Thank you!	4/16/2020 4:50 PM
32	The future superintendents experience in education should trump any business or military experience. Having worked for the largest school district in the country and see first hand the failure of a district selecting a superintendent with buisness/military background and no education background; it would make me very concerned and disappointed to see our board select a leader that does not have educational experience	4/16/2020 4:17 PM
33	I would like the new superintendent to promote and provide resources toward becoming a trauma informed school system.	4/16/2020 4:04 PM
34	Thank you for soliciting this information from stakeholders!	4/16/2020 3:56 PM
35	We don't need someone who is known for "turning schools around". Those folks tend to come with an ego.	4/16/2020 3:10 PM

## New Hanover County Schools Staff Survey

36	Thank you for working so hard to listen to our thoughts about the next superintendent	4/16/2020 3:07 PM
37	Over the past decade the "good old boys" network has negatively impacted the integrity of this school system and tarnished what was years ago a shining example of how a school system should treat all stake holders.	4/16/2020 3:04 PM
38	Through my years of experience teaching in this district, it has shown itself to be very principal oriented. The priority scale should begin with the students and follow up with the teachers. The new superintendent should be open with and regularly involved with the teachers of the district. Teacher Advisory committee in not a adequate method for this interaction. The teachers are the ones who directly interface with the students, therefore their thoughts and considerations should be a priority. There are principles in the district that are out of touch with the needs of the students and teachers, lack adequate follow through, and the principals tend to take into consideration the needs, wants, and thoughts of a select few as opposed to gathering input from the broader collective.	4/16/2020 3:02 PM
39	Teachers need more of a voice in this county. I want a leader who talks to us, listens and makes decisions after hearing from the experts of the schools...us...teachers!	4/16/2020 2:48 PM
40	Someone with similar characteristics, experiences & leadership that [REDACTED] has demonstrated thus far would be a great candidate to consider.	4/16/2020 2:42 PM
41	It is essential that the new superintendent first establishes transparency, and engenders trust within and toward, the board of education. It is also vital that the she/he implements measures that seek to diversify the school board to better represent the community it serves, especially those parents and students of color in our community who are underrepresented, segregated by redistricting, and marginalized by the current NHCS board. A female candidate of color, while not mandatory would be an excellent starting place.	4/16/2020 2:24 PM
42	Would love to have a candidate who would see themselves staying with NHCS for 10 years. Must have good people skills with employees and community.	4/16/2020 1:51 PM
43	You need leadership and that does not necessarily mean an educator. Follow the principles of the corporate word. Leadership is what they are looking for. Not experts at making something.	4/16/2020 1:46 PM
44	In classroom teaching experience is of the utmost important. I would like to see more leadership from a female person of color.	4/16/2020 1:31 PM
45	I think someone with integrity and a strong work ethic would be helpful. The person should use data to inform decisions.	4/16/2020 1:29 PM
46	When I first began teaching [REDACTED] years ago my first day of teaching the school superintendent at the time came to the school I was teaching at to meet me. He was just there to meet me and to say hello, he came in to visit my classroom (kids were at lunch so he even checked the schedule). I did not feel like he was there to judge me or to evaluate me, he was there to say hello, give me support and encouragement and put a face to his name. That made such an impression on me and gave me a great start to my first year. That is one quality of an excellent superintendent.	4/16/2020 1:19 PM
47	We are such a hot, embarrassing mess in NHCS, we need someone who can clean this mess up!	4/16/2020 1:16 PM
48	n/a	4/16/2020 12:31 PM
49	I would like to see someone who is fair, across the board, and is impartial regarding any and all matters.	4/16/2020 12:06 PM
50	Integrity!	4/16/2020 12:05 PM
51	I would really like a superintendent that keeps ESL students in mind. I moved here from [REDACTED] and I was extremely shocked at the lack of research based materials available to ESL teachers upon starting my new job here. Additionally with our increase in ELs I am interested in a superintendent that sees the importance in mandating research based PD for all classroom teachers to ensure that they know how to work with this new influx of diverse students. Too many of the teachers that I have worked with seem to go into almost a panic mode when they get a new zero English newcomer despite our large population at our school. This is due to a lack of serious formal training in their education for this situation. ESL teachers are constantly trying to problem solve and remedy this, but there needs to be support and action from those in charge. Otherwise, our actions will continued to be brushed off as not top priority.	4/16/2020 11:51 AM

## New Hanover County Schools Staff Survey

52	Must be personable.	4/16/2020 11:39 AM
53	The superintendent should have teaching experience.	4/16/2020 11:33 AM
54	INTEGRITY Pay should be appropriate for all. How can a secretary make more than a teacher on the front lines?	4/16/2020 11:27 AM
55	N/A	4/16/2020 11:24 AM
56	I hope that the Board of Education will look outside of this local system for the best candidates.	4/16/2020 11:23 AM
57	Someone who is personable and is willing to talk and listen to teachers. Not ignore or disregard teachers [REDACTED]. One that communicates with our community. Not just stating all the "Great jobs" they've accomplished without the majority even knew of.	4/16/2020 11:18 AM
58	Look for experience with diversity and serving low SES populations. I feel like our school is overlooked and under-celebrated because we don't meet the norms for typical school success. A lot of focus goes into pleasing the populations that have a voice, but what about those that don't?	4/16/2020 11:13 AM
59	I hope the Board will at least take the Survey that was requested of the staff into serious consideration, unlike past surveys that have been given and ignored.	4/16/2020 11:04 AM
60	I think experience is just as important as education.	4/16/2020 10:57 AM
61	We need someone with good interpersonal skills to motivate employees, with past experience where references are checked to make sure the person has a solid track record, and the ability to listen to others and compromise for what is best for staff and students.	4/16/2020 10:53 AM
62	[REDACTED]	4/16/2020 10:46 AM
63	Acknowledge the maintenance department at central office and in your schools.	4/16/2020 10:40 AM
64	In the previous set of questions, it would be nice to be able to explain our response. This isn't an either-or choice. All of these qualities are important but what is more important is that we get back to the basics of not only education but life skills and what is important in the real world for ALL students. The apathy and lack of commitment from our students is increasing at an alarming rate. It is my opinion that this occurs when we continuously lower expectations across the board to accommodate a small percentage. This is affecting the growth of our students overall. While I agree that we must bridge the gap and focus on growth in lower-performing demographics it is important that we do not lessen the quality of education in the process or pave the way for students to lower the expectations of themselves. If we continue this pattern our students will not be prepared to compete in a global and ever-changing society. More importantly, they will be less equipped to compete with students graduating from educational systems within our own country that understand that data is an important indicator of student performance it should not be the sole focus when making decisions for our student's education and teacher expectations. We need to be proactive in technological trends and preparing our students for a digitalized world they will inevitably be required to compete in. This means allowing for exploration and work-based strategies that can not be measured by data. Training and trusting teachers to do their jobs without micro-management. Teachers do not do this job for the money. We need to feel encouraged and excited to share our talents. We are on the front lines and have the most experience in what is going on in the classroom day-to-day and how it's changing. Data communicates this over time but often much too late! For me, I would like a superintendent that understands this and is willing to step out of the box and make NHCS a leader not a follower.	4/16/2020 10:38 AM
65	In looking forward for NHCS, it would be a welcomed benefit to have a leader who expresses a vision and goals that are obtainable for educators. Decisions made on the top level should be made with educators in mind, feasible for us to make the changes quickly and without adding more to our "plates" than we already have.	4/16/2020 10:36 AM
66	I think we have really well educated people to manage the details of finances, professional development, instruction, etc. I think the most important characteristics of our superintendent is the ability to manage the people who are already doing the work, and be a face to the public for our system. Thank you for allowing us to provide our input on this process. It is much appreciated!	4/16/2020 10:33 AM
67	n/a	4/16/2020 10:23 AM

## New Hanover County Schools Staff Survey

68	Thank you for the opportunity to provide input	4/16/2020 10:21 AM
69	Someone who would see a need to add diversity to teachers and administration in NHCS.	4/16/2020 10:14 AM
70	Visibility!! Able and, more importantly, willing to be accessible to any staff or community member.	4/16/2020 10:13 AM
71	I would like to see a Superintendent that will create a school calendar that is more in line with other systems throughout the state. For example, Cumberland county schools end school for students the end of May and are still able to complete all education hours by simply adding some increments of time to each school day. Also having Spring Break when most other schools in the state have their Spring Breaks. These are things that can be achieved by listening to staff and not always focusing on what the business community is saying. By working with staff and really considering what is needed and requested by them can create a very positive and strong school community.	4/16/2020 10:12 AM
72	None	4/16/2020 10:10 AM
73	I would like to work with a leader who has high expectations and strong belief in accountability. I want someone who is transparent, fair, and views educational equity as the highest priority in our district.	4/16/2020 10:08 AM
74	<p>We need a superintendent that is of upstanding moral character. A leader in the general community and their faith community. Maybe a family person with kids in the system or as some may say some skin in the game. Not a dictator to employees and parents.</p> <p>[REDACTED]</p> <p>We need a school board that holds the superintendent to the highest moral and ethical standards. Something that is woefully inadequate at this point. Someone that can form a vision of what the community wants and needs from the public schools. This person should also have the ability to explain that vision to employees so they successfully implement it in the education of district students. I want a superintendent and senior staff that knows every employees name and not just the principals and office secretaries.</p>	4/16/2020 10:05 AM
75	please select someone that is more interested in real student achievement than in how to make our graduation rate look good	4/16/2020 10:05 AM
76	Someone who will stand up for not only the best interest of the students but also the teachers.	4/16/2020 9:57 AM
77	It's simple, the new superintendent must be able to manage critical staff. SHE/HE does not need to be the "best ever" educator. SHE/HE can hire individuals that posses the necessary skills. I will say that the new superintendent better have the ability to choose the support staff needed. If they do not have this ability, they will NOT be successful! " You cannot repeat the same actions and expect a different result". (Sun Tzu: The Art of War)!	4/16/2020 9:56 AM
78	The new Superintendent regardless of credentials, certifications or degrees needs to be someone who can be non bias to the entire system and make changes and enforce standards equally for the benefit of the entire system. This person should be able to call it like it is, if there is a problem handle it, not look the other way. All who work under this person should be held accountable for their actions or inaction's whichever the case would be and only promoted or advanced on their own merits and work performance, not just because of who they are or who they know. I also believe he/she must be open minded and seek out ideas for improvement within the system from those persons who are on the ground actually doing the work, be it teaching the students, maintaining the grounds, the buildings, or the buses, etc. These are the people who can give the best insight on what may need to be changed to better the system. Not saying he/she has to do what may be suggested but should and must at least get input from those people to aid in making effective change within the system. Finally I would say the most important trait or type of person the system needs is someone with an open mind. Meaning they have good ideas and experience to bring to our system but are willing to hear and seek out advice and ideas from others within our system and beyond.	4/16/2020 9:56 AM
79	-	4/16/2020 9:55 AM
80	A role-model with integrity that can be an inspiration to both staff, teachers and students.	4/16/2020 9:50 AM
81	Someone with knowledge or willingness to learn about special education- especially the SDA classrooms- someone who will help get more resources and funding and help those who are struggling	4/16/2020 9:45 AM
82	Education is less important than experience, positivity, excitement, integrity, and confidence.	4/16/2020 9:45 AM



## New Hanover County Schools Staff Survey

Down to earth and humble is better than an "above all" thought process. Being genuine should be essential. While there is a hierarchy, we are on the same team and need to work in unison to function to our maximum potential.

83	I thought this was a very good survey. Thanks for the effort put into it and for allowing us to give input.	4/16/2020 9:43 AM
84	none	4/16/2020 9:43 AM
85	We need a superintendent who has high moral standards in all areas of his/her life. He/she needs to put the needs of NHCS students and staff before his/her own needs.	4/16/2020 9:41 AM
86	I would like to see someone who values the importance of the Arts in our community. Wilmington, it's residents and it's students greatly value the Arts programs in our schools. These programs enrich the lives of our students and should be appreciated and appropriately funded.	4/16/2020 9:40 AM
87	Hire a person who puts the mission of education first and does not have a political agenda.	4/16/2020 9:40 AM
88	We must prepare "signature schools for the those off pace. We have academies for those who are motivated BUT WE REALLY DO NOT HAVE ACADEMIES FOR THOSE WHO LIST THEIR WAY AND THISE WHO WOULD BENEFIT FROM FROM A DYNAMIC TRADES EDUCATION!	4/16/2020 9:39 AM
89	Teachers should most certainly have guidelines in place for the best academic experience for each individual student. Allow our talented and dedicated teachers to utilize what brought them to the career of teaching in the first place. Hold them accountable. Don't let the average over all good student who could be president one day fall thru the cracks. What do you we have in place for them? It's about all students. They certainly do not all learn the same way. What are we doing about the teachers that aren't challenging our students on a daily basis? That flat out are just not teaching because they don't care or they are under paid. Forget the excuses you either WANT to teach or not.	4/16/2020 9:34 AM
90	Have leadership and be committed to the staff members, children, parents, and community. Be a positive role model, and be committed to the needs of all the students in New Hanover. Not only to be focus on the advantage student.	4/16/2020 9:32 AM
91	It is important that our next Superintendent demonstrates the same ethical, honest, respectful and caring attitude and behaviors that are expected of teachers. Leaders cannot expect certain behavior from staff and not be the highest example of that behavior. This position should not be about promoting one's self, but about promoting and shining a light on the amazing staff and students that make this position worth the time, energy and efforts required. It is vital (and would be so refreshing) to have the kind of leader that exhibits behavior and decision making skills that indicate serving the people of our system is the first and most important goal.	4/16/2020 9:27 AM
92	I think it would be best to bring in someone from another state with that has worked in a successful school system and wants to bring that to New Hanover County. It would also be beneficial to bring in a superintendent who will be invested in our community.	4/16/2020 9:27 AM
93	Does not need to be the very best in everything that is why we have a board and department heads. Must understand the needs of the individual schools within each diverse community and look at each as a separate entity and how to combine each school into a working organization.	4/16/2020 9:26 AM
94	It should say "Strongly committed to a 'student first' and 'staff first' philosophy in all decisions"	4/16/2020 9:25 AM
95	I would suggest that the current board of education step down and let new people run for the board who are not self serving and ignore bad behavior of [REDACTED] senior staff. The school board has been ignoring bad behavior for years.	4/16/2020 9:24 AM
96	N/A	4/16/2020 9:22 AM
97	Pre K is not listed on the list of grade levels. I selected elementary for the level but would like for Pre K to be added to these lists and surveys.	4/16/2020 9:22 AM
98	To break up that "good old boys/girls club", it should be someone out of area with no current ties in this community. If you must pick someone within the community, it should not be [REDACTED]. [REDACTED]	4/16/2020 9:22 AM
99	Don't screw this up! Reach out to [REDACTED]	4/16/2020 9:21 AM
100	Please choose a new superintendent with integrity and strong leadership skills! No more "good	4/16/2020 9:21 AM



## New Hanover County Schools Staff Survey

old boys club" mentality. We need new people from diverse backgrounds that aren't part of the old NHCS group. No more promoting principals into positions at the board! We also need someone who will strongly advocate for students AND teachers. Improve working conditions for teachers and students will thrive in better school environments. This is a cultural shift and a necessary belief system when hiring someone to lead this diverse county. People need to be a priority!

101	Someone who takes accountability for actions, focuses on the teachers and students and community first and foremost.	4/16/2020 9:20 AM
102	Most importantly, we need someone who is a person of integrity and will work to make sure all students are SAFE at school. We need someone who will not protect and hide those who harm our students.	4/16/2020 9:18 AM
103	Thank you for including our opinions in the search!	4/16/2020 9:15 AM
104	Integrity and character above all.	4/16/2020 9:14 AM
105	It is time for the "Good Ole Boy" system to go. People should be hired on the basis of their skill & ability. Accountability is needed. Inappropriate activities [REDACTED] [REDACTED] should be addressed immediately and appropriately.	4/16/2020 9:14 AM
106	Honestly, we just need someone we can trust at this point, first and foremost. We need someone who isn't politically corrupt and who will stand up for our diverse community and make sure that all kids have equal opportunities as much as we can.	4/16/2020 9:14 AM
107	Na	4/16/2020 9:13 AM
108	Above all, the next superintendent should be focused on doing what is best for ALL children in this system. Not the adults. Not the students from certain sections of Wilmington, but ALL children. He or she needs to actually speak with teachers of our students to find out what their needs are so we can best serve our kids. The school I currently work in has the most dedicated professionals I have had the honor of working with in all of my years in education. Please talk to us. And give us the flexibility and professional courtesy to do what we know is best. We know our kids. We know our families. And we know what it will take to bring our students to succeed academically and personally.	4/16/2020 9:13 AM
109	High schools have become too concerned with the graduation rate. We are passing students that do not possess the skills necessary to hold a high school degree. The new superintendent needs to be willing to stand up to parents and legislators in order to bring back some form of integrity to high school diplomas.	4/16/2020 9:13 AM
110	The extent that site-based leadership is exercised in this county is not beneficial to students or the staff that are there to support them. There need to be more universal guidelines in place for all schools that will promote unity and consistency throughout the district.	4/16/2020 9:12 AM
111	Please find a person who can rebuild public trust in our public school staff and who will implement policies with the integrity necessitated in responsibility for all staff, students, and stakeholders within NHCS. May this person also not be solely beholden to the school board in policy or product. May this person re-evaluate the role that the school board holds in all decisions within NHCS.	4/16/2020 9:11 AM
112	Non-Certified staff are just as important as Teachers. They need to be treated as such.	4/16/2020 9:11 AM
113	I think it would be great to hire someone from OUTSIDE of NHCS.	4/16/2020 9:07 AM
114	I would like to see a superintendent that cares enough to speak with teachers, meet students of NHCS, of all ages and someone who is HONEST, approachable and truly cares about the teachers leading this counties schools.	4/16/2020 9:06 AM
115	Above all, I think the superintendent should be someone everyone can respect and who respects all system employees. He or she needs to be able to see the various needs of all the schools in our system and respond appropriately.	4/16/2020 9:06 AM
116	We want a Superintendent that supports teachers and is APPROACHABLE and relate-able. SHE/HE needs to have had classroom experience!	4/16/2020 9:04 AM
117	We'd like to see this superintendent out in the schools! Be visable and approachable! Get to know your school communities, teachers, students- not just the principals!	4/16/2020 9:03 AM

# New Hanover County Schools Staff Survey

118	na	4/16/2020 9:01 AM
119	Integrity, integrity, integrity	4/15/2020 9:26 AM
120	The above criteria and professional practice expectations of the candidate are among other skill sets that make for a good leader which include a strong well screened historical moral and legal compass with applicable fortitude that will be monitored by the NHC Board of Education with regular evaluative processes that addresses directly, eliminate completely and swiftly those whose behavior choices are less than the best of professional choices that our fine community of families, educators and staff so rightly deserve.	4/14/2020 1:22 PM
121	NHCS has a terrible attendance policy. As a result, more and more high school students are skipping and the schools are declining because of this. What are the candidate's thoughts on creating a new attendance policy that is fair but required by all schools and how will he or she make sure that it is implemented. Also, would the candidate consider creating a newcomer program to enhance the language skills of students who are new to the country prior to enrolling in NHCS.	4/14/2020 12:54 PM
122	Please include diversity when selecting and interviewing candidates.	4/6/2020 1:03 PM
123	[REDACTED]	4/4/2020 10:05 AM
124	I'd like to see an effort toward more male role models in the lower grade levels.	4/2/2020 2:00 PM
125	We need someone we can trust and will support principals/teachers decisions.	3/31/2020 10:58 AM
126	We need an administrator that can lead with integrity and who is not afraid to make difficult decisions regardless of the situation nor the staff member involved. We need a leader who will follow the guidelines that the rest of the staff are required to follow and not make continual exceptions. We need a leader who will lead by example and hold those on Senior Staff and Administrative leadership in buildings, accountable.	3/30/2020 2:55 PM
127	We need someone who is honest and cares about the staff and students of NHC. We need someone that understands how students learn and trusts teachers instead of programs.	3/27/2020 10:49 PM
128	I value integrity and a thorough understanding of equity and advocacy for all students, regardless of politics.	3/27/2020 11:52 AM
129	I would like to see a superintendent who firmly believes in home district schools.	3/26/2020 11:56 AM
130	We need someone who will focus on more than just equity. The problems in this district and community are not isolated to just issues with equity. Few of the equity activities this year have made any sort of impact to the education system here. If anything they have created a divide among those who have participated by consistently sending a message that all white people are bad and continually serve to marginalize the black community in Wilmington. There is a complete lack of practical application in some of our most challenging and diverse schools where we are on the front lines with students and families. The assumption that racism is one-sided without any consideration for how it has flipped in this community and continues to perpetuate is flawed. Rebuilding trust within this broken, divided community is critical. We also need fresh perspective. Doing things the same way as they have always been done has gotten this district in trouble. There are too many people in leadership roles who have worked at the same school and just seem to keep moving their friends up to cushion themselves.	3/26/2020 11:38 AM
131	<p>The new superintendent needs to be able to listen to students, teachers and parents and make the best decision for students. The "good old boy" system needs to end. For example, [REDACTED].</p> <p>This kind of behavior needs to be no longer tolerated and I have continuously been in awe of why it was. Also, [REDACTED]. This absolutely needs to change. We are on the ground working with the students and we know the needs. Our superintendent needs to be one who will listen and act on those needs.</p>	3/26/2020 10:53 AM
132	It is so important to hire someone who truly listens and values what people have to say. This person also must have good morals and genuine concern for others. The new superintendent should be hands-on but not afraid to delegate and welcome opinions.	3/25/2020 9:04 PM
133	N/A	3/25/2020 3:06 PM

## New Hanover County Schools Staff Survey

134	Someone from the outside! No more of the relative(s) of current or former board members or relatives of administrators and higher-ups. Please select someone neutral and NEW, not one who has come up in our system and was put into a central office position because they alienated themselves from staff in schools.	3/25/2020 11:09 AM
135	Would like a Superintendent with some fire and energy	3/25/2020 10:31 AM
136	The superintendent represents everyone in the school system and should never be found participating in any activities that are illegal or immoral. That is not the message that Staff and students should perceive from a leadership role.	3/25/2020 10:12 AM
137	We need a person willing to listen to all community members not just ones with financial and political power. Student-first vision. A person that has walked the walk not just a talker. Someone with communication skills from a place of sincerity. Our under achieving students living in poverty need a voice. This person should work with our local government to help these students.	3/25/2020 9:55 AM
138	Trustworthy	3/24/2020 3:33 PM
139	[REDACTED]	3/24/2020 2:30 PM
140	Need to move on with a new calendar and think of the staff who overwhelming voted to end school in May and not so much about tourist and employers who are looking for cheap labor!!	3/24/2020 1:14 PM
141	Our community really needs someone that they can trust and that values our students!	3/24/2020 11:54 AM
142	This county has great potential, but does not value all of its employees. For example, TAs are not held in high regard despite their importance. Math teachers and math curriculum are seen as more important than other teachers for some reason. Everyone should be valued from the support staff, to the building maintenance and custodial staff to the teachers. In addition, the county should be identifying those teachers who are clearly ahead of the game in terms of instructional practices. These teachers are easy to identify (EVAAS and individual evaluations). These teachers need to lead their profession through authentic Professional Learning Communities. This is not happening at a school level. Mediocrity and individualism is being rewarded, as opposed to excellence and collaboration. We should reward teachers (through recognition and monetary reward) who are willing to do the latter. I Next, we need to provide the best environments for learning. Students who need mental health or guidance support should get it. We must make smaller class sizes a priority. We must make classroom disruptions become less of a burden on our teachers and students. We should have technology that supports the needs of our students. Lastly, we cannot put teachers or coaches in positions where they have to be alone, one on one with a student. There is no excuse for there to not be paid assistant coaches at all levels for athletics. If there is a concert or a performance, the lead teacher should be accompanied by another staff member, preferably an administrator	3/24/2020 10:51 AM
143	Please broaden the search beyond white males, considering qualified females and people of color for the job as well. Do a background check and thoroughly follow up on references. Have a diverse panel to interview candidates...not solely the school board. The panel should include teachers, administrators, parents, and community members, none of whom should personally know the candidates. Ideally, the panel could also include students who are 18 and are leaders in their respective high schools/community.	3/24/2020 9:12 AM
144	Please hire someone with a calm and confident personality who can manage a large system and make decisions. Somebody with moral judgement who will put the school system ahead of their needs and politics. [REDACTED] [REDACTED] Looking forward to new leadership.	3/24/2020 8:38 AM
145	I believe it is important for the new superintendent to make boosting morale within teachers a major priority. With all of the upheaval over the past two years (hurricanes, leadership changes and Covid19), teachers are exhausted and many have lost faith in leadership and the educational system in general. We need clear direction and support above all.	3/24/2020 7:15 AM
146	I don't think the new person needs to be an expert in all areas as long as he/she can delegate to a trustworthy expert in each area while still maintaining leadership.	3/23/2020 8:44 PM
147	N/A	3/23/2020 8:18 PM
148	New Hanover County has a PreK-12 school district not a K-12. Early childhood education needs to be included in this survey. I find it unacceptable that PreK is often overlooked. Did you	3/23/2020 4:41 PM

## New Hanover County Schools Staff Survey

know the Early Childhood Education program serves approximately 875 young children in programs administered by NHCS? There are over 200+ employees that teach our 3-4 years olds and support their families. We need a Superintendent that values early learning and that should be a high priority! If you have any questions, please do not hesitate to reach out to one of our team members! We would be thrilled to share the joy of early learning with you : )

149	Someone who is confident in working with diverse staff and values accountability.	3/23/2020 4:25 PM
150	Must be highly knowledgeable on how to lead NHCS to success with staff, students, and community. MUST lead with dignity, respect, and communication to all.	3/23/2020 2:51 PM
151	Do not select favorites and treat others differently because they do not fall within your affluent bubble Stop touching and grooming our children! KIDS FIRST nothing else matters at this time. Get the board under control and acting right and start using our parents as resources instead of every outside group---TALK TO FAMILIES of students!!!	3/23/2020 2:37 PM
152	Thank you for asking for our input.	3/23/2020 2:22 PM
153	Would like to see someone more nurturing and caring of the well being of staff, students, and families. When social emotional needs are met, academic needs can be met.	3/23/2020 2:13 PM
154	Someone who is FAIR to ALL STUDENTS and PARENTS in NHCS. No matter who they are !!!!	3/23/2020 12:57 PM
155	Integrity is the most important quality, above all others. It should be prioritized over all other qualities and skills.	3/23/2020 12:56 PM
156	The superintendent does not need to possess the skills to carry out the vision. She/he should be a leader/ manager and delegate to trained professionals to carry out that mission. What we need right now is a trusted professional to instill confidence and rebuild our school community.	3/23/2020 12:33 PM
157	A leader with a commitment to supporting the entire county and NHCS as a community. A leader who is passionate about helping diversify our county's schools of socioeconomic status and student achievement.	3/23/2020 12:31 PM
158	na	3/23/2020 12:09 PM
159	someone who puts the community first over the way he looks to other politicians.	3/23/2020 11:25 AM
160	While I think all of these traits are important I also feel that nobody can possess them all so a good leader will surround them selves with staff who are experts and they will be willing to take...well seek out their input.	3/23/2020 11:10 AM
161	I think it is mandatory the new superintendent is able to establish and hold proper boundaries with the Board of Education and help them distinguish what should be school board business and what is school system business.	3/23/2020 10:58 AM
162	First and foremost, our new superintendent must have integrity. His decisions must be based on what is best for all students and staff. Not what is easier to do or easier to explain. Data-driven decisions are wonderful as long as the data is sound. Sometimes data is hard to gather for situations so experience, logic and integrity must come into play then. "Closing the gap" and reducing drop out rates is great as long as all students are receiving a good education and we aren't lowering our expectations. Don't close the gap by lowering the performance of our higher-achieving students. Don't increase grad rates by passing students along and/or substituting easy classes for required ones. Stop pandering to vocal, privileged parents, enabling their children to benefit while ignoring students that have greater needs. Use our money wisely. Stop giving raises and promotions to friends. There is no need for support staff in central office to make more money than experienced teachers. This is unethical and a major morale booster. Reassess who is doing what in central office and determine where cuts can be made. Stop bowing down to sue-happy parents. Do what is right, follow the recommendations of staff working directly with the students, follow the law and if a parent sues, have them sue. Stop settling out of court and/or giving them what they want so their children get unfair advantages. FIGHT for students and teachers. We need more space - fight for us to have more schools. Teachers need more money - in our paychecks and in our classrooms. Fight the board/county to reinstate our % supplement and even increase it. If the expectation is for teachers to use computer-based lessons, make sure that all of our kids have computers when needed. But don't fall into the trap that books are antiquated. Stop trying to push these kids up and out. Save the high school courses for high school. Adhere to pre-requisites. Listen to the recommendations from teachers. Break the competition-driven mentality of our high schools and high-school students. ALL of our traditional high school are great and have great	3/23/2020 10:50 AM

## New Hanover County Schools Staff Survey

educators. They all have poor educators as well. No one school is better than the other. Within schools, put a stop to the competition among students. Students and parents are playing the GPA game, 'playing' counselors and admin, just to boost GPAs. They get to retake classes to replace lower grades - adding another body to an over-crowded classroom and more work to over-worked teachers. They are taking classes online when there are open seats at school because they know online classes are easier and it is easier to cheat during tests. At \$300 + per seat. Make earning class ranks equitable. Develop a plan so that all students have access to college-level courses, specifically off-campus. Even those students that do not have cars given to them. Stop worrying more about reputation and less about preparing students for life after school. Stop grade inflation. Stop passing students along to high school for the sake of social promotion. Put a stop to students earning As for compliance instead of mastery. Put academics before athletics. Reduce the amount of time students miss class for games. Make head coaches responsible for something other than the sport they coach. If they teach, they TEACH, and have the same schedule as their colleagues. If they are support staff, they support educators and students as their job description states. Please recognize that teachers are the professionals and the school system is not a customer-service organization. We are public service. We welcome parent and community input, but ultimately it is our experience and education that should drive decisions. NOT the affluence, political connections or loud voice of the parent. Good luck in your search.

163	<p>I would like to see someone who truly cares about the teachers and pays attention to their concerns. Communication is a major issue at my school from admin to staff and we feel that we get left out of important things that we should know. We are not always directed on things to do, when other schools are, and then we are stuck having to take more time to make up things due to that lack of communication. As a beginning teacher in my [REDACTED] year, it is very nerve racking when it gets to the end of the year not knowing if I am going to have a job the next year or be tossed into a completely different grade level which happened to me. [REDACTED]</p> <p>[REDACTED] I just want to feel like I am respected as a teacher and not looked as someone that they can just take away if they don't like me. I would like to be communicated with if I am doing my job correctly, and what I should be working on as there is always room for growth. Along with stressing communication in schools, there needs to be communication from the higher side of the system to the principals and staff. I have been through a few policy changes where I ask about my position and am told one thing from the people in charge, like BT coordinators. Then when I go to review things with my admin they fight me on it and say that it is not true. I don't know if this is due to a lack of communication or admin wanting to make up their rules. If teachers have to be held to certain standards, then the superintendent should make sure that admin is doing the same. I think the superintendent should be someone who can work with others, but also uses their position of authority when needed. Making a strong connection within the community is very important to show that there is a line of caring and willingness from the top to the bottom.</p>	3/23/2020 10:48 AM
164	Someone outside of the good old boys club that currently presides in NHCS. They need to be willing to look at and utilize the skills of those, in the NHCS school system, that have been on the outside of this club, thus overlooked.	3/23/2020 10:37 AM
165	reconsider site based management.	3/23/2020 10:23 AM
166	The new Superintendent should be hired from outside of the county. There should be no promotions of current NHCS staff.	3/23/2020 10:16 AM
167	We need a leader that listens to us as educators and believes in the staff and students of New Hanover County Schools, not looking out for him/herself. We as a county deserve this .	3/23/2020 10:14 AM
168	It is important that the superintendent has an educational background, to understand questions, and concerns of teachers, parents, and students. It is important that the person selected for this position is ready to really listen and think before making decisions.	3/23/2020 10:09 AM
169	It is hard to respect professional educators who have had no regular contact with students for decades. That goes for the school board as well.	3/23/2020 9:52 AM
170	Presents oneself as a positive role model for this community, as to not be viewed as "someone of power who gets away with doing the wrong thing to our students and community." One that is willing to take risks that are necessary to better the school system for our ever changing society and the academic well being of students; as well as, the safety. The superintendent should be regularly reviewed by the board; as well as, public, even if by survey. He should be able to be the person who enthusiastically sets a positive, forward thinking, cooperative, and student	3/23/2020 9:46 AM



## New Hanover County Schools Staff Survey

driven tone for our school system. This person should be able to handle the political forces and make tough decisions that keep our students at the top of resources, teachers, and safety.

171	I would like a superintendent to recognize the importance of supporting the mental health of our students. Currently our school social workers' and school counselors' case loads are way over the recommended 250:1. A few of our schools do not have a school social worker, so both roles fall on the shoulders of the school counselor. It is overwhelming. We need more school counselors and school social workers to properly support our students.	3/23/2020 9:43 AM
172	Must do what's in the best interest of students, not the whats in the best interest of money and/or politics.	3/23/2020 9:40 AM
173	I would like our new superintendent to take a serious look at the school calendar & get us starting school earlier (as both Brunswick & Pender County Schools have done.) First semester can end before Christmas break, and then the school year would end before or at Memorial Day. Our children's education should be more important than the tourism/travel industries claims about how their industries would suffer. Additionally, if there could be one early release day a month (say the last Friday of every month), then there would be ten built-in days for potential make up days. Those half days could easily transition into full days in the event they were needed. In the last 3 years we have had 2 major hurricanes and now COVID which have greatly impacted the school calendar. The other main issue I would hope our district can take a look at is the stipends to paid for extracurricular activities. I know as a coach in NHCS for the last decade, the amount of money I make has not changed (and by accounts from coaches here longer than myself) had not changed for at least 15 years. If I was doing my current job in Wake County, I would be making almost \$8,000 more just from athletics (not to mention my monthly county stipend). Wake County has a very feasible model to follow, which takes into account the sport being coached plus the years of experience. In NHCS currently, a first year varsity football coach with no experience would make more than a 25 year coach with experience in every other sport. None of us went into education (or coaching) to get rich, but we certainly didn't do enter this profession to get poor either.	3/23/2020 9:33 AM
174	We would like someone who is behind the staff first, then the students and then the parents.	3/23/2020 9:31 AM
175	We need someone who puts students and teachers first and not politics or his own well-being/career. Someone who won't push out hardworking administrators or teachers and keep poor performing admin or teachers just to protect himself. [REDACTED]	3/23/2020 9:31 AM
176	none	3/23/2020 9:29 AM
177	We need a superintendent that is not afraid to do what is best for the staff and students. One major thing if to change the school calendar to benefit all parties in the school system not just what a few local businesses think. We also need someone who values the extracurricular aspects of the county and pay our club advisers and coaches a wage that is competitive with surrounding school districts. We need our middle school and high school athletic directors to be paid a wage that reflects the countless hours that they put in. There is no reason for a middle school football coach to make \$200 less than the athletic director of a middle school (football coach \$1200, AD \$1400). We need someone who truly puts the well being of the staff and students before board members or people at central office. Without teachers, our school system wouldn't survive. We need transparency in communication from our central office	3/23/2020 9:29 AM
178	I think it is important that new superintendent has a knowledge and understanding of learners of all abilities.	3/23/2020 9:28 AM
179	It is vital that the new superintendent is highly skilled and experienced. I think it is equally important, at this time, for the new superintendent to come from outside of New Hanover County - possibly outside of NC. We need fresh ideas and we need to distance ourselves from old connections and politics. We need a student first approach that is blind to longstanding alliances. We need to feel that we can trust this new individual completely and that he/she will act with integrity.	3/23/2020 9:25 AM
180	We need someone who is less interested in maintaining the image and reputation of the system and more interested in the welfare of each and every student.	3/23/2020 9:24 AM
181	I would like for the new superintendent to value Social Emotional Learning for students and staff.	3/23/2020 9:21 AM

## New Hanover County Schools Staff Survey

182	As teachers, we often feel like decisions have been made without any input from "the trenches". I'd really like to see someone invested in hearing from a wide range of teachers who can speak to the "real" world rather than just theoretical implementation and data.	3/23/2020 9:13 AM
183	Experience with CMS or at least a baseline knowledge of how they operate	3/23/2020 8:58 AM
184	We need a leader who will fight for the best conditions not only for students but also for teachers. Obtaining and retaining quality educators and weeding out the ones not committed to a better education for students is key! The next superintendent should be willing to stand up and take accountability when things are not done according to policy and then fix it immediately so that staff and students are safe!	3/23/2020 8:49 AM
185	Dedication to providing teachers with tools and facilities conducive to learning	3/23/2020 8:48 AM
186	Someone who doesn't play "favorites"! So tired of poor administrative practices being overlooked and "swept under the rug". Our poor administrators need to retire!	3/23/2020 8:38 AM
187	I hope the board truly considers the needs and wants of the school-based employees when it comes to hiring the new superintendent. The new superintendent must support and work to retain highly qualified school employees at every school. While district leadership/employees and parent input are important, the employees working in our schools everyday are the people who are on the front line of educating our students. A superintendent (and more broadly a school board) who fails to value and support the school employees teaching in our buildings will fail to retain high quality teachers. If NHCS does not retain these highly qualified and best employees the students will be the group negatively impacted. Decisions based on feelings of anger and frustration (which recently seem to be the way decisions are made) may appease some for a while, but in the long run it will not lead to the best decisions for our school system. I truly hope the data from these employee surveys is appropriately analyzed and applied to the superintendent search and this is not just simply a box to check to claim that input was requested.	3/23/2020 8:37 AM
188	n/a	3/23/2020 8:36 AM
189	NHCS is in need of support and positive reinforcement as well as strong direction and leadership. We feel a little broken right now as a whole, but there are great things happening. We need a superintendent who will mend and motivate us. We DO NOT need one that will come in with his/her own agenda and overlay it with the already working agendas from previous positions. The county needs repair, to strengthen what we have and not implement something new. A servant leadership would be wonderful! Too many teachers and staff felt detached and wronged [REDACTED]. We need leaders that we can trust and that we feel have teachers' and students' best interest in mind.	3/23/2020 8:36 AM
190	Please find someone we as a community can actually respect as a person with high morals and integrity, whom is also can connect with staff and students.	3/23/2020 8:35 AM
191	Want someone committed to bringing NHCS forward with high moral character and strong leadership qualities.	3/23/2020 8:35 AM
192	A superintendent that has high moral and integrity. Someone that will look outside NHCS when needed to fill central office positions rather than moving their friends into a position.	3/23/2020 8:33 AM
193	none	3/23/2020 8:31 AM
194	This district has developed a culture of cronyism, regularly fails to act proactively, or with best practice. We need a superintendant that can be a change agent, and that will work long term to improve the quality of leadership in this district.	3/23/2020 8:28 AM
195	I would like for our new Superintendent to be a change agent. Someone who motivates others and really works for teachers and students. I would also like them to start off strong with granting each Friday be a jeans day like most work places!	3/23/2020 8:23 AM
196	I believe integrity is vital to this position. You have to have full support from all the personal in the county, from the principals .. to the teachers .. and on down. There needs to be a trust level that this person is going to be someone that people trust, both inside and outside within the community. That people believe that this person has their best interests in mind when making decisions. I think there should be a search should include outside the scope of NHCS and maybe even the state. Why should we settle? We deserve the best. Finding the right leader is	3/23/2020 8:15 AM

## New Hanover County Schools Staff Survey

imperative to change the perception of NHCS. The process should be stringent in determining the right fit for the school system and the community.

197	We need someone who has priorities of student growth and well being first. The other important things will fall into place if our superintendent has integrity and prioritizes students needs.	3/23/2020 7:53 AM
198	None	3/23/2020 7:09 AM
199	The only reason I did not mark "students first" as most important in the above section is because that does not need to be at the detriment of the teachers. We need someone who will value teachers, has integrity, has been a classroom teacher and principal, has a commitment to getting NHCS on par with technology (staff should NOT have to either use their own laptops or borrow laptops off student carts), and help make NHCS a more competitive environment. Behavior at the school where I work is atrocious. The only way student success will improve is if that is a factor as well. We do not need a "hands-off" superintendent that no one ever sees. That is definite.	3/22/2020 9:49 PM
200	I think this person should have personal and professional integrity and should be an excellent communicator who is enthusiastic and willing to interact with people in every position in our system. We need to be restored and reunited as a system.	3/22/2020 9:48 PM
201	none	3/22/2020 8:38 PM
202	None	3/22/2020 8:19 PM
203	Someone who is honest and regards all positions as having equal value in the system and treats them accordingly.	3/22/2020 8:04 PM
204	Someone from outside the district. There are too many clouds to promote from within right now.	3/22/2020 8:02 PM
205	New superintendent should agree to only receive a pay raise when all teachers receive a pay raise and it should be equal to the % teachers receive.	3/22/2020 7:22 PM
206	Good luck!	3/22/2020 6:56 PM
207	I am in favor of choosing a person who is part of, and has been part of our system for some time. In other words, a qualified person who is currently part of NHCS. I feel that a female superintendent would bring a new era to our school system. Not sure we have ever had a woman lead our schools. I also do not think women would tolerate the "good ol'e boys club" that sometimes seem to exist in this organization. As a whole, I also feel women are more protective of children, and things of an inappropriate nature would be dealt with and not swept under the rug.	3/22/2020 6:27 PM
208	A leader who values consistency across the county when it comes to curriculum and programs instead of everything being a "site-based" decision.	3/22/2020 4:37 PM
209	It should always be students first - regardless of politics.	3/22/2020 3:47 PM
210	I would like the next superintendent to put an emphasis on the organization and academic learning in the middle schools. There is no consistency.	3/22/2020 11:28 AM
211	Establish clear expectations and then ensure that all in leadership roles and positions, especially principals follow, model and hold others accountable in consistent manner	3/22/2020 11:00 AM
212	We need a superintendent that represents family values. We need someone who will put our children and teachers first. I would like to see a woman in the role. I also think we also need someone who can represent the diversity of our community. [REDACTED]	3/22/2020 8:53 AM
213	Please look for someone who puts the physical and emotional health and well-being of our students first. We need someone who will protect student and we need administrators to hire the most qualified, talented and dedicated teachers available. The next superintendent should be an advocate for teachers and should fight to make sure teachers are respected, supported and compensated fairly.	3/21/2020 8:19 PM
214	Main focus should be on our schools- teachers, families and students. Close monitoring of who is receiving raises when in centra" office a must. Trustworthy. Genuine. Not a politician. A teacher.	3/21/2020 8:07 PM



## New Hanover County Schools Staff Survey

215	At this point in time, we need to find someone who can help us change the communities perception of NHCS. We need communication, accountability, and transparency.	3/21/2020 2:07 PM
216	Integrity has been missing for a long time, a school board that continually [REDACTED] shows us the lack of integrity is deep and rampant. Anyone hired will have to have integrity and also be able to face those that don't at every turn.	3/21/2020 1:47 PM
217	DIVERSITY!!!! No more "old boy network". It's disgusting and shows how far behind we are as a system.	3/21/2020 10:23 AM
218	Since decisions can be contrived with or without data, the role of data in decision-making will include open, risk-taking decisions based on the character of the superintendent and the vision of what they want NHCS to be. [REDACTED]	3/21/2020 9:31 AM
219	Take the Prek program seriously whether it the program is supported by County Commissioners, Head Start, or NC Prek. We are held by multiple agencies and must jump through hoops. We have no planning time, can't leave classroom for bathroom break because of student/teacher ratio. Support us like you support K through 12. Have principals in place at schools that have Prek programs that understand what our goals and missions are! Give us PD sessions that support our age group!!!!	3/21/2020 9:02 AM
220	Our new superintendent needs to go into the classrooms, experience the life of a 21st century teacher first hand, talk to parents and listen to their concerns and questions. Most importantly she or he needs to be seen and actively participating in our schools.	3/21/2020 8:54 AM
221	This county needs structure. Expectations from county level for site based decisions. PLCs should be uniform, expectations of pacing guides should be the same for all schools, utilize DPI for PD. Free yet RESEARCH driven PD should be valued. Walkthroughs should be not just be school admin. Come in and give constructive feedback. Give us more jeans days. Get the buy-in to transforming this county at every level. We are a team and we need a strong leader to expect best intentions and give positive reinforcement. Just like our wonderful students. Thanks for considering our input.	3/21/2020 8:44 AM
222	We already have a highly qualified candidate with proven ability; [REDACTED] [REDACTED]	3/21/2020 8:16 AM
223	Thank you for creating this survey- a FIRST for this county!	3/21/2020 7:12 AM
224	develop an operational vision and 5 year plan for the district, dismantle old systems and controls the based decisions when appropriate	3/20/2020 10:51 PM
225	I think we need someone who will be transparent and has ALL students' success in mind. The next superintendent should be outgoing and approachable.	3/20/2020 10:28 PM
226	Thank you for requesting feedback and input.	3/20/2020 10:13 PM
227	Choose an honest person who has been a teacher and know the science of teaching by experience and not for doctorates and diplomas because we have done before that kind of elections an at the end the results are nasty.	3/20/2020 8:52 PM
228	What a worthless survey full of catch phrases and educational "pop" lingo. We need someone who will put teachers first, who will be able and willing to remove all the excuses teachers hear for not being able to get meaningful work done, someone who can work with a school board to "cut the fat" at the Brick House (people paid too much to do little more than carry a title), someone who can cut through all the [REDACTED] that has piled up [REDACTED] and who is more of an educator than a politician.	3/20/2020 8:32 PM
229	Please choose someone with integrity and a strong moral compass. We need a leader who upholds the highest standards for themselves and everyone who works in our system.	3/20/2020 8:10 PM
230	[REDACTED] [REDACTED] I hope we are able to hire someone with [REDACTED] intelligence and vision for our district.	3/20/2020 6:35 PM
231	Please find someone who is honest and trustworthy. That's all!	3/20/2020 6:32 PM
232	My answer choices are based on what I feel we are needing now in our district, rather than a	3/20/2020 6:20 PM

## New Hanover County Schools Staff Survey

scenario where we are hiring a new Superintendent upon the retirement of the predecessor. Morale is low. We are seeking someone who is ready to visibly tap into that which is happening locally, nationally, and internationally.

233	Superintendent from outside of the school district would be best. One with experience outside of NC school districts would be ideal. Those people can bring new and fresh ideas to the district. They can raise our standard of education and become equal to the higher performing states. We need someone with new ideas who is willing to do things differently and hold our students to a higher academic standard. The new superintendent needs to make teacher and student resources a priority. They should care more about the community, students, teachers, and parents than other political motives. Someone who isn't afraid to shake things up and do the right thing.	3/20/2020 5:57 PM
234	We need leadership without showmanship. We need a superintendent who sets boundaries between parents and the system in place. At this time, parents run the school system. It is my belief that the majority of the behavior issues stem from the parents who make the rules. There is no recognition that teachers are the experts. We do not have a strong pool of teachers because the strong teachers are retiring, being hired by other industries or quitting. Teachers should be a part of the interviewing process. At this point, NHCS is a dysfunctional school system.	3/20/2020 5:52 PM
235	You need to get a good one because they have a huge mess to clean up. Great communication and community relations is a must to dig us out of this hole we are in.	3/20/2020 5:36 PM
236	<span style="background-color: black; color: black;">[REDACTED]</span> We need someone with integrity, character, and the ability to lead and inspire others without falling into the same old "good ol' boy" syndrome that seems to plague this system.	3/20/2020 5:30 PM
237	I would love to have someone most importantly that values teachers	3/20/2020 5:28 PM
238	Not at this time	3/20/2020 5:25 PM
239	I work in an amazing school, with hard working teachers, students, and support staff. Our county needs our reputation repaired. It should reflect the efforts of the many people working with children everyday, not the poor choices of a few who took advantage of their power.	3/20/2020 5:20 PM
240	I think it is imperative that staff be allowed to evaluate their administrators (Principal and Assistant) beyond what is asked in the working conditions survey.	3/20/2020 5:14 PM
241	It would be wonderful to have a superintendent who has had the role of teacher and principal. That will create trust, understanding and respect. I also think it's important that our new superintendent is committed to students and not beholden to greedy and/or misguided corporations, developers, business owners, the tourist industry, etc. Finally, a superintendent who is approachable. It's hard to maintain a line of clear and honest communication if it feels one-sided.	3/20/2020 4:54 PM
242	Strict attendance and student dress policies to be implemented and enforced by board and superintendent, the same goes with discipline policies. No more lip service.	3/20/2020 4:49 PM
243	sensitive to the history of NHCS with a vision of future goals and actionable plan for achieving them	3/20/2020 4:49 PM
244	We need someone who puts the students and staff of our district first. We do not need a politician; we need an educator. Our superintendent should be an educator of educators and a model for how faculty in our district should work and act. We need an individual who will inspire and unify us.	3/20/2020 4:48 PM
245	We need a superintendent that takes the time to come into our classrooms and see teacher, student, and administration struggles first-hand. We need someone to fight for us, like administration fights for teachers and teachers fight for students.	3/20/2020 4:47 PM
246	We need someone who demonstrates integrity, enthusiasm for innovative ideas, and we need a leader who has been "in the trenches" and understands the challenges that teachers face daily. We need someone who wants to make positive change and doesn't just quote policy numbers to explain why we can't make changes. <span style="background-color: black; color: black;">[REDACTED]</span> <span style="background-color: black; color: black;">[REDACTED]</span> We need someone who can communicate with all staff, not just principals while ignoring everyone else. We need someone who is "REAL"!	3/20/2020 4:42 PM

## New Hanover County Schools Staff Survey

247	none	3/20/2020 4:38 PM
248	I would like the future superintendent to volunteer to be a substitute teacher for at least one class period per month as well as all other central office staff.	3/20/2020 4:38 PM
249	We need a dynamic, trustworthy, and transparent leader who is a role model for younger staff, but also, one who will be data driven in their decisions. We need to stop promoting incompetence and start critically thinking about who will best serve the students and families of NHCS.	3/20/2020 4:36 PM
250	When selecting the new superintendent, the person should make decisions with input from others. Input from as many stakeholders as possible before can allow different perspectives. It takes a village and we need a village to support the needs of the educational community.	3/20/2020 4:31 PM
251	Thank you for your hard work on this. Not easy to do.	3/20/2020 4:29 PM
252	none	3/20/2020 4:27 PM
253	Most importantly, I think it is important that our new superintendent has had recent experience in a classroom as a teacher.	3/20/2020 4:22 PM
254	Teachers would like someone who can support them and back them up.	3/20/2020 4:20 PM
255	Above all our new superintendent needs to have integrity. [REDACTED]	3/20/2020 4:20 PM
256	Please do not allow a [REDACTED] Superintendent into our system who is going to sweep everything under the rug. We need someone who is going to hold their employees accountable and not allow predators to be employed in our schools.	3/20/2020 4:18 PM
257	Superintendent needs to come from out of district and out of region. Preference from out of state. We need to move in a different direction in this county. We need to be a county that other districts look to for guidance and best practices. That comes from leadership at the top down.	3/20/2020 4:15 PM
258	The crony-ism inside of the Central Office staff needs to be broken up. Currently there are [REDACTED] who do not hold the degree credentials that were advertised online as "required" for them to be hired for the position. These under-qualified people were, in fact, hired and all have an interesting connection with each other. They advance others in their "group" and the agendas of their "group". We need someone who will clear this up to attempt to regain the trust of the employees of the system. If not, our students will miss out on other dynamic leadership that won't ever be hired because they don't know the right people or aren't popular with the right people. It's also important to have someone who will hold the principals accountable. Our current Senior Leadership knows about the Principals who are poor building leaders, poor instructional leaders, and have terrible work ethics at our schools and they have been turning a blind eye for years, leaving teachers to suffer professionally and ultimately students' education to suffer. Some principals have been at their current school for over [REDACTED] years and have created a toxic culture that negatively impacts the field of education, yet they are allowed to continue. While parents and employees have reported these problems, nothing has been handled, so the reporting has stopped. There's a culture of fear of the principals at all levels. Everyone is afraid to upset a principal. It's time someone come in who isn't "friends" with the Central Office staff or the Principals, and hold everyone accountable. A system is only as strong as its' weakest link. Our children and teachers deserve much better.	3/20/2020 4:14 PM
259	I would like to have seen student achievement defined. I'm hesitant to focus on that when it exists withing the narrow interpretation of test scores.	3/20/2020 4:10 PM
260	Reiterate integrity, honesty, support for Staff. Leadership and strength begin at the top. Staff moral needs to be considered. A thorough background check is a must.	3/20/2020 4:08 PM
261	We need a Superintendent that has experience with a district our size, one that puts students first, and holds teachers in high regard. They need to be transparent and measured when making decisions. New initiatives need to be planned and proactive rather than reactive as we have seen in the past.	3/20/2020 4:06 PM
262	Select a person who is not a charmer or a people pleaser. Find one who is earnest, one who can walk through the halls and classrooms and treat students and students with dignity--one who will know the inner working of a school and classroom is the heart of what we do--one who will be in the schools more and central office less--one who will be more in touch with the	3/20/2020 4:06 PM

## New Hanover County Schools Staff Survey

realities of being a teacher and student. Truly, if a superintendent or principal or board member would make themselves at home with teachers and students--maybe even be a mentor--we would be richer. If the applicant or principal or board members see this as superfluous, we can't become all we are meant to be. Seriously, what if at least Superintendent and board members could adopt classes and build relationships with those teachers and students just an hour a month? If we have people in charge who can't see the need for this, we won't be successful. Maybe on paper, but not really.

263	ability to give real answers to our TAC questions and talk in circles, ability to do something about overcrowding and unrealistic class sizes	3/20/2020 4:05 PM
264	We need a leader that will not let the community push him around.	3/20/2020 4:03 PM
265	It would be more inclusive if NHCS included the pre-k program as an option for questions like #2. When the announcements go out to our families about k-12 cancellations, it is confusing for them. When surveys go out to staff and the preschool program isn't even listed, it makes me feel undervalued.	3/20/2020 4:00 PM
266	Please keep all inhouse employees..coming from another county... outsourcing services is a terrible idea	3/20/2020 3:58 PM
267	<p>Please consider all of our students, we have great arts students in our schools and the Central Administration vision does not seem to include the arts. Yes we get personnel and money but the money is not enough to take our arts to the next level and the Central Administration over Arts does not have a vision for growing the Arts. [REDACTED]</p> <p>[REDACTED] This seems again like poor leadership at the Central Office and that begins and ends with a quality Superintendent. Nepotism is not always a good qualifier for persons in charge of our students education. We need a leader that will consider all our our curricular and extra curricular areas as equals. Thank you and good luck! We need strong leadership and a positive leader.</p>	3/20/2020 3:56 PM
268	None right biw	3/20/2020 3:55 PM
269	Someone who supports athletic and other extracurricular activities countywide. Someone from outside of New Hanover County, that doesn't have to have had a connection with NHCS.	3/20/2020 3:55 PM
270	We have an incredibly diverse and amazing population, yet our superintendents have always been white cisgender males. I would hope that we would seek out qualified candidates who can have a better understanding through experience the needs and challenges of different areas of our community.	3/20/2020 3:54 PM
271	n/a	3/20/2020 3:52 PM