



New England School Development Council

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**North Kingstown Public Schools
Superintendent Search
Open-Ended Survey Responses**

July 2022

PLEASE NOTE:

The views, opinions and/or comments offered by the respondents to the online questionnaire do not necessarily represent the views, opinions and/or comments of the North Kingstown School Committee or its individual members, school district officials, or the New England School Development Council (NESDEC). Neither the North Kingstown School Committee nor NESDEC make any claims as to the accuracy or propriety of any of the views, opinions and/or comments expressed by the respondents. The respondents are solely responsible for their views, opinions and comments.

The data, views, opinions and/or comments compiled in this Section were provided by parents, teachers, administrators, support staff, community members, and individuals who elected to respond as "Other".

An Invitation from the North Kingstown School Committee © NESDEC 2022	
Q2: In the space provided below, you are invited to provide your reasons and/or additional commentary regarding the five qualities/skills/experiences you chose as the most important for the new Superintendent's success in this school district.	
Response Date	Responses
Jun 30 2022 10:26 AM	Currently moral is at an all time low for NEANK and NKESP members. Staff are constantly barraged with disrespect from students and parents and do not feel supported. Many highly qualified, hard working, compassionate staff are considering leaving the profession.
Jun 28 2022 09:46 PM	Recognize special education, next steps please and thank you!!!
Jun 28 2022 08:32 PM	I want a superintendent that will understand the unique and variety of Special Education programs in North Kingstown such as Davisville Academy, Next Steps, and the life skills programs. These programs need attention to support these students within our school district and it is important to have our new superintendent understand and advocate for these programs. Many of these students cannot advocate for themselves or fill out equity surveys so it is dependent on a small amount of caregivers and teachers for their voices to be heard.
Jun 28 2022 04:59 PM	without being able to motivate and cooperate with people the best skilled and qualified person is inept and ineffective . Proof that someone has good people skills is key in this high profile position.
Jun 24 2022 05:45 AM	I believe that the next supt. should have experiences being a school teacher, building admin and district admin.
Jun 22 2022 12:10 AM	The role of the superintendent is to lead the district by being visible in the buildings and supportive of all programs in the schools. At this point, the school dept. needs a leader who has experience in a district similar to NK. NK is an excellent district and has some wonderful teachers/staff! Hoping the new supt. understands the healing this town needs to move forward and improve the moral.
Jun 21 2022 01:19 PM	We need a superintendent with ZERO ego. The past superintnedent used his power to get back at people who disagreed with him. Someone who knows success comes from within not by jumping on every next best thing.
Jun 21 2022 12:23 PM	I randomly chose 5 because you forced me to. Saying "Select exactly 5 items from my approved list of qualifications" is NOT selecting community input. This is a great example of what is wrong with our current School Committee and Administration.
Jun 20 2022 06:26 PM	Make decisions with input from appropriate and relevant staff members.
Jun 20 2022 02:16 PM	The foundation of our school system is inherently good. However, our community is broken. We need a superintendent who will place people first, who values the expertise of teachers, and who understands that participation, responsiveness, and healing is required before other NKSD goals (e.g. facilities, etc.).
Jun 20 2022 07:35 AM	All of the above are important in a candidate.
Jun 19 2022 05:49 PM	Transparency to the community/parents is key with regards to our children's education.
Jun 18 2022 08:30 AM	measurable standards for success are needed.
Jun 16 2022 07:44 AM	Systems and commitment to students and the community are essential and necessary including visibility in the schools and community

Jun 15 2022 07:50 AM	<p>We need a leader who is committed to the betterment of this district. These students deserve a Superintendent who is accountable, accessible, responsive, and has a clear mission. This school system is broken in so many ways and trust and respect needs to be reestablished. This cannot be business as usual, someone who has been doing this work for decades. We need a motivated & innovative leader who can prove that it's possible to lead and also inspire this community!! This is important work and requires an individual who has the education, passion, and time to rebuild this district!</p>
Jun 12 2022 01:26 PM	<p>I would like to see the new candidate NOT have a long standing involvement in NK as far back as graduating from here or being too friendly with staff outside of the classroom.</p>
Jun 10 2022 12:16 PM	<p>In the wake of the last year (resignations, lawsuits, continued allegations), teacher morale is low. Teachers are scared. Teachers are exhausted. Teachers are sad for our colleagues. Teachers are worried about our students. The new superintendent will face the challenge of changing the tone of the district. We need a leader who will rise to this challenge head on and understand where teachers/faculty and staff are coming from, what we have lived through especially at the high school. We need a leader who will foster teacher wellness and support us without demanding more initiatives, changes to curriculum, or creating new positions at central office. We need a leader who will encourage the school committee to continue to do what is best for students by supporting educators and support staff. Currently, a teacher assistant substitute makes more money per day than a 1st year TA NKSD employee. It is no wonder we can not hire TA's in our district. These staff members are vital to student success. Without these members of our district our classrooms would collapse. The new superintendent will also need to regain the trust of the community, this will go a long way to support district employees. Teachers usually are at the frontlines of public opinion and often take the brunt of the complaints.</p>
Jun 09 2022 03:58 PM	<p>As someone who believes strongly in an having an educated populace as the basis for a strong economy and healthy community, the superintendent of schools should have a primary focus on delivering the highest quality education possible for the residents they serve. No one person can achieve this on their own and any person in position of leadership should be just that, a leader. Strong leaders are those who do not manage their subordinates but LEAD them. Motivation is a driving factor to allow educators to do what they do best and not be hindered by unnecessary burdens passed down by their leadership. Many of the most consistently successful businesses thrive on this model. Southwest Airlines puts their employees first because employees who are treated well treat their customers well, and when customers are treated well the company thrives much to the benefit of shareholders. Without well lead employees, customer satisfaction takes a back seat. While shareholders may benefit in the short term, the health and reputation of the company declines and ultimately fails. Our school community is our business, our educators are our employees, our customers are our youth, and the shareholders are the community at large. When educators are supported in their roles, our youth will thrive, and when our youth thrive, our community benefits in so many ways. Please select a superintendent who will be a true leader to our educators, so they can lead our youth to their fullest potential and continue to make our community a wonderful place to live.</p>

Jun 07 2022 09:02 PM	must have strong leadership skills and a collaborative spirit with school staff
Jun 07 2022 06:13 PM	I administrate in post secondary education, and have found these to be the skills I need to use the most.
Jun 07 2022 05:52 PM	Someone who will see the classes as more than just numbers and will advocate for what is best for the students even if that's not what is the most cost effective
Jun 07 2022 03:01 PM	Values transparency, communication, and professional development of educators.
Jun 07 2022 01:23 PM	We need a leader who will reunite North Kingstown School Department and has a vision that will bring us back to the path of excellence.
Jun 07 2022 09:49 AM	A Superintendent should appreciate and acknowledge the work that teachers do for the district on a daily basis. It is important to see and hear from the Superintendent regularly, not someone who stays in their office and is not a presence in the schools.
Jun 07 2022 08:18 AM	<p>Of the five qualities I chose, I view 'i' as the most critically important one. I think the leader of the school district needs to be someone with an understanding and appreciation of the diversity within the schools and the community, and a commitment to acknowledging and serving that diversity through school programs. After all, if we aren't serving all the students, in their various capacities, then what is the point? <input type="checkbox"/></p> <p><input type="checkbox"/></p> <p>I believe quality 'i' is the first step in achieving qualities 'b' and 'd', which I've also selected in my top five. High quality, diverse, committed staff is a bedrock of good education, as well as appropriate, timely, and inclusive learning materials. I think the next superintendent must possess the skill to attract, hire, and retain high quality staff and teachers, who will in turn be able to effectively teach high quality, inclusive educational material.</p>
Jun 06 2022 07:01 PM	My children will be attending schools in north kingstown. North kingstown parent who wants to ensure her children get the best education possible!
Jun 06 2022 05:56 PM	Progressive educational leadership. Too many square pegs in round holes. Students need multiple hole shapes.
Jun 06 2022 03:51 PM	No one impacts the educational quality kids experience more than the teacher in the classroom. A superintendent needs to be capable of delivering outstanding teachers to every classroom.
Jun 06 2022 03:30 PM	It is important for whoever we hire to lead our educational team to walk a fine line. They must be realistic, strong willed, and inspiring while also being kind and understanding to the needs of the student body.
Jun 06 2022 10:27 AM	Teachers are the ones interacting with the students every day and are integral to ensuring instruction and programs are current and teaching is effective.
Jun 06 2022 03:25 AM	The most important quality for this position is the understanding and facilitating the needs and morale of the teachers. The more support a superintendent can provide to the teaching staff both financially and empathetically while still maintaining clear leadership boundaries is top priority. Happy and excited teachers equals happy and excited students.

Jun 05 2022 06:46 PM	Our next Superintendent needs to have a knowledge base of each individual school community in order to solidify North Kingstown schools as a whole. This person should be a strong leader who is not only able, but has the drive, to bring leadership out in their educators. With this needs to be effective communication, but also someone who is present to listen to teachers, students, and families and reflects before making proactive changes not reactive change.
Jun 04 2022 04:30 PM	Candidate operates a ~\$70 million business so needs business skills more than teaching/education skills.
Jun 04 2022 01:09 PM	Get rid of common core
Jun 03 2022 09:12 AM	All of the above are important to consider in hiring a new Superintendent
Jun 03 2022 08:42 AM	NK has an outstanding school system....unless you have significant learning disabilities. Different schools in NK offer wildly different resources and approaches to special education. It is inconsistent at best (and arguably illegal in some cases).
Jun 02 2022 01:41 PM	While I do believe the options I selected above are important, I think it will be most important to select a candidate who has experience teaching, preferably at more than one level (elementary/middle/high). It has been my experience that administrators with a teaching background have a better understanding of the day to day requirements for educators and are better able to plan for a support these needs.
May 30 2022 11:39 AM	Evaluation of the current structures in place-with national standards and research knowledge-and openness to collaborate through discussion is always best. This shows me that he/she will make decisions based on a shared vision of all involved.
May 30 2022 09:33 AM	Our superintendent needs to be approachable and a good listener. With the amount of change that has occurred across the district, it is very important that our new leader listens. He/she needs to listen to the concerns of families AND staff. Being present in buildings is also important.
May 28 2022 07:14 AM	Management of teachers and enforcing standards. There is a higher than thou mentality that is becoming more evident in the NKSD.
May 27 2022 02:21 PM	Humility, understanding, ability to do something the people want even when it's contrary to what the superintendent would want. Advocate for the parents at the State level. Have the courage to stand up to the Teacher Unions and RI School Dept and not just go along to get along.
May 27 2022 11:18 AM	We need a superintendent who understands the daily struggles and successes teachers experience.
May 26 2022 09:01 PM	The next Superintendent must demonstrate the abilities to motivate our staff, students, and community to work on common goals for our district. It is important that the Superintendent is visible in the schools and active in our community. This individual needs to have a strong understanding of curriculum and the legislation that is related to education.
May 26 2022 07:38 PM	I only chose 3 because truth be told, I don't understand all those options. My opinion about a superintendent is that they need to actually care about the kids and families. They need to be communicative and not dismissive. They need to have an updated and forward looking mindset about social issues. They need to not be a "good ole boy". They need to not sweep issues under the proverbial rug.
May 26 2022 03:38 PM	Put students first, and let someone else handle finance and budgets.

May 26 2022 03:38 PM	It is important that the superintendent actually spends times in the schools that they are overseeing rather than just making judgement calls from numbers and scores.
May 26 2022 10:29 AM	Superintendent should be in support of critical race theory (CRT) & embrace such related curriculum in the school district.
May 26 2022 10:10 AM	The superintendent needs to be an educational leader. Dynamic and inspire the best in others. But also that individual needs to expect and hold building level administrators accountable for the same behaviors.
May 26 2022 09:51 AM	It is important to have a SI that is involved in extra curricular activities, community, familiar with financial aspects of school district, and has a presence in the school/community
May 26 2022 08:02 AM	In order for the next Superintendent to be successful it will be important for the future members of the school committee to have a vision and focus that represents the community/parents/students.
May 25 2022 02:13 PM	Upper administrators always seem so disconnected and far removed from the classroom. We need a leader who is a educator first, and a manager second.
May 25 2022 10:25 AM	I tried to select the larger skills that will enable a Superintendent to handle the smaller, more specific issues that are important--like technology or the emotional dessert that so many students and faculty are in right now.
May 25 2022 10:24 AM	It is important for a superintendent to be able to select highly qualified individual for all vacant positions. Also, it is important to use appropriate data and evidence based research when selecting curricula and practices for the district.
May 25 2022 09:47 AM	I work in the high school and many students are struggling with mental health and academics and the high school is not easy to navigate for these students. There is an ever present archaic belief on the part of administration and faculty that kids who are not doing their work or missing class are "making a choice" or being lazy vs. having mental health symptoms, dysfunction at home, or being a learner who is neurodivergent. The morale of the teachers is very low, and there is a complete lack of strong leadership for a very large school with a lot of personalities and roles. The unfortunate result is that the strongest personalities of staff then emerge to dictate how things function. Staff members who are unprofessional, bully children and other staff then are the loudest voices. There is a culture where there is a lack of accountability for poor professional behavior, and the leadership is not viewed as effective. I'm hoping that a superintendent will be able to oversee a huge culture shift and leadership shift in the high school. Too many vulnerable students are getting left behind.
May 25 2022 09:16 AM	NK has been known for high quality schools with rigorous expectations, and well-respected staff and faculty. It is important that the the new superintendent acknowledge this by getting to know the NK schools' faculty and staff, and utilize these professionals as assets when planning for systemic improvements. The new superintendent should have face to face conversations, solicit feedback from the school community and utilize faculty/staff to help carry out systemic improvement plans. This instills trust in the teaching community and builds the relationship between the school community and the new superintendent, this is going to be important for NK.

May 25 2022 09:01 AM	The superintendent is the head of the school district. He or she needs to be able to communicate effectively and consistently with teachers, staff and parents.
May 25 2022 08:53 AM	Students are not standardized. While many of our students continue to post secondary institutions, a fair number of them also pursue a career immediately after HS. For the success of our students, we need a leader who will encourage and implement a holistic approach so that every student is offered a plethora of diverse opportunities that will help them all find their success.
May 25 2022 08:51 AM	Our previous super intendent was focused on our standing in the state with regard to state and national initiatives at the expense of overlooking the broken systemic needs of the district as reported to school leaders by teachers in every school and at every level of the district. Being more responsive to the needs of students as identified by the professional teachers of the district will lead to a more effective professional working environment where all stakeholders' expertise is acknowledged and valued.
May 25 2022 08:51 AM	Having great people skills is a must, there is some relationship repair that has to happen with the community. However more important is the ability to recruit and maintain talented staff for the district. Plus have the follow through for the long term goals of the entire district.
May 25 2022 08:49 AM	A quality candidate should have been a teacher for a significant amount of time and value above all else the role of the classroom teacher.
May 25 2022 08:43 AM	I think education is shifting toward a private sector paradigm and need a leader that uses that shift as an advantage not a dystopian construct.
May 25 2022 08:34 AM	Someone who is driven and motivated to achieve goals. Does not settle.
May 25 2022 07:46 AM	Gaining trust and transparency is key to winning back parents and educators in the school community. Focus on maintaining academic excellence through data and objectivity, NOT a lens of diversity and equity.
May 25 2022 03:24 AM	A leader needs to be able to see through and cut through the nonsense, (half truths, excuses, "sugar coating") while still remaining integrity and dignity. Too much unacceptable behaviour from students, parents and staff gets "swept under the rug," or "turn[ed] a blind eye to," and there is little reprocution. Let's get serious and realistic and address problems in an appropriate and diplomatic way so that we may foster a community of respect and behavior that is taught and expected. I don't mean to take every word as offense, however, when students, parents and teachers get close to "crossing the line, address it.
May 24 2022 10:25 PM	A superintendent should know, first handedly the school climate and culture. Also a superintendent should be comfortable communicating with all members of the school Community including- teachers, staff, parents, students and make them feel safe, respected and valued.
May 24 2022 09:11 PM	The superintendent needs to lead and manage the NK schools in partnership with the community. The superintendent needs a proven record of managing high performing schools with fiscal responsibility.

May 24 2022 08:29 PM	In the wake of the school curriculum book bannings and chilling opposition to "CRT" and social-emotional learning in this country and in our own community, we need a superintendent who will stand up for all students' right to learn accurate material that is appropriate to their age-level. Teachers and students alike need to know that the important topics of race, gender, and sexuality are not off-limits, and that students can learn about these topics in a complex and age-appropriate way in school.
May 24 2022 08:17 PM	The new superintendent must continue and focus on building a strong team, so that all employees/teachers feel valued, working with all constituencies both internally and externally to bring out the best in them so our students will benefit and flourish.
May 24 2022 06:08 PM	View teachers as partners. Be in the schools. Visit them, once a week on rotating basis. Have "coffee talk" times with teachers. Support extra curricular and opportunities for students beyond the traditional four walls of the classroom. Bring back RESPECT for teachers. Create and tighten school policies for filing false accusations against teachers, with applicable penalties. School uniforms would be nice. Work to retain veteran teachers to serve as mentors to new teachers. Treat teachers as persons of value and worth. Pay them. Ask teachers what they want for technology, and what they don't want. They are in the trenches every day. Listen to them.
May 24 2022 04:45 PM	Visibility is extremely important. He/She needs to lead from the front and not hide in their office all day. They need to get to know staff and students and really care about them.
May 24 2022 04:34 PM	There were more than just 5 that were important in this role - I am not a fan of the current curriculum or DEI or equity audits. I do not support hiring a superintendent using that criteria as a focus.
May 24 2022 04:33 PM	Needs to not be political and put students first. Needs to be an effective leader of quality people.
May 24 2022 04:25 PM	Accountability of staff and teachers, particularly regarding allegations of misconduct, fell to the wayside under the previous superintendent. It is time to focus on this. In addition, programs that assist students of different capability levels are extremely important to me. We are currently choosing to stay in the NK school district because of the special education programs and support available for my autistic son. I want the superintendent to genuinely support and protect my son while he grows up in the NK school district.
May 24 2022 04:24 PM	We need a leader who is capable of leading us out of a system first introduced in 1800's to a system cognizant of current employer and workforce needs.
May 24 2022 04:23 PM	All of the above attributes/indicators are important, however, they all also are required to have a leader who will be direct, strong-willed and supported by the school committee to stave off members of the community who are willingly trying to steer our school system away from its mission and values.
May 24 2022 02:54 PM	Diversity and inclusion are very important to me. Transparency is also of high importance.
May 24 2022 01:57 PM	It is important that we continue to move forward developing well rounded and accurate historical curriculum that does not glaze over what people consider unsavory or parts people want to deny. <input type="checkbox"/> Also to assure staff that title 9 is fair and not used by students or families with grudges to hurt staff.

May 24 2022 01:55 PM	With all the recent cases of teachers/coaches inappropriate conduct around students, more than anything I want a superintendent to communicate well with the community and to be involved and protective of students
May 24 2022 01:32 PM	I think it is important for the new Superintendent to emphasize diversity in the school district and throughout the classroom experience.
May 24 2022 01:25 PM	I believe the Superintendent should understand how to run a school district efficiently and know what each school needs to be successful for the students. They should be present in the schools and accessible so that staff and community members can feel comfortable going to them with issues or concerns. These concerns should be addressed immediately and with the safety and security of the students as the first priority. Someone who understands how to be an effective advocate for all students needs. Also, knowing and understanding what each individual school needs to help support its students (educational services, school repairs, etc).
May 24 2022 12:40 PM	One additional quality that I think is important is an awareness and ability to speak to both current trends in education and current criticisms of teachers and schools. We need someone who can eloquently answer community flare-ups about issues like public policy, racial tensions, health mandates, etc.
May 24 2022 12:06 PM	It is so important for the new superintendent to be visible in the schools, participate in school activities when able, play an active role in the community, and have a good relationship with teachers, faculty, and all staff.
May 24 2022 11:20 AM	All the attributes are important but this encompasses all. Compassionate, Fair Leader is needed. <input type="checkbox"/> <input type="checkbox"/> g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.
May 24 2022 10:52 AM	I believe more than the 5 selected choices are critical, however, at this point NK needs to find a leader that is going to move this district forward and in whom families and personnel can trust.
May 24 2022 09:38 AM	The superintendent needs to be a reason for teachers/students to stay in the district. We need a strong, present, understanding, and personable leader. The person needs enthusiasm and energy. They need to be willing to put themselves out there, not hide in an office.
May 23 2022 08:55 PM	This person needs to be an advocate for all students. They need to end the red lining and mix up the populations in the elementary schools. quidnessette has a much larger population of students with low income . The other schools lack diversity. It is important for students to go to school with diversity. In addition, many people in the quid neighborhood don't send their kids to public schools because of the behavioral issues. If the populations were spread out these people would send their kids to quid.
May 23 2022 07:17 PM	Intelligence, kindness, education, community aware.

May 23 2022 06:24 PM	Education is in a time of change. It's important for a Superintendent to be able to manage resources and maximize time, people, and money devoted to students while resisting knee jerk trends and reactionaries. For NKSD to stay in a preeminent position in RI, it will need to expand to support additional students as well as do a better job supporting current students. But, being the best in RI is not good enough. Look to CT and Mass for best practices to improve student outcomes and experience.
May 23 2022 04:50 PM	All of the above are important, hopefully, the search committee will use all of the above as a checklist.
May 23 2022 03:14 PM	It is important that the next superintendent puts the academic and social/emotional needs of the students first- but they also must be able to work to repair the communities trust of the school department.

Q3: In the space below, please indicate the challenges and tasks you think are important for the new Superintendent to focus upon in their first six to twelve months in the position.

Response Date	Responses
Jun 30 2022 10:58 AM	The new superintendent will need to focus on rebuilding the support and trust of the school staff and students. Put measures in place to promote positive change and cut out a lot of the noise from local groups trying to divide us.
Jun 30 2022 10:26 AM	1. Listen to staff currently working in the buildings for input/suggestions before implementing policy changes.□ 2. If a parent/students complains about a staff member, speak personally to the staff member to obtain both sides of the story before any action is taken to negatively affect the staff members reputation.
Jun 28 2022 09:46 PM	Please look at our special education program in Hamilton elementary school with our next steps program, it is a great program that just needs the special person to come in and help these special students □
Jun 28 2022 08:32 PM	Please bring unity and communication back to our district. We need a plan for mental health. Our teachers need to feel heard.
Jun 28 2022 08:29 PM	The new superintendent's first focus should be on the culture of North Kingstown and the future of the district. Trust needs to be established between the superintendent and staff as well as with the greater community of families. The North Kingstown teachers need a leader who trusts as well as guides educators through a huge moment of change.
Jun 28 2022 04:59 PM	Changing the momentum of the public due to media and mass opinion from targeted branding of ideas. Proving that they can delegate work needed but still have effective impact with the power of one person where needed to maximize impact. □ Being able to address the needs of the few when they support so many. Students who do not fit the mold of the typical student have a way of getting lost in the system. Finding followup support for those students and teachers and not just checkboxes that support was offered.□
Jun 24 2022 05:45 AM	Students mental and emotional health along side the safety of everyone in the school.
Jun 22 2022 12:10 AM	-entry plan to include being in all the buildings to learn the programming and meet with staff.□ -Look at all curriculum and make changes that can be rolled out in stages. Too much, too fast will not be effective.□ -Meeting with other admin in the district to listen to issues they are having
Jun 21 2022 01:19 PM	Needs to assure faculty and staff that local well being is better then having to take on every new initiative provided by RIDE

Jun 21 2022 12:23 PM	The new Superintendent must be humble and must have her or his head and focus on what is happening in North Kingstown schools and the community and not what bureaucrats, politicians and union offices in Washington DC are saying. She needs to get her head in the game here in THIS town and in OUR schools and out of national politics. The current School Committee (which will soon be cleaned-out) and Administration is clearly exhausting the teachers, students and the community with completely miss-aligned priorities.
Jun 20 2022 06:26 PM	Realize the value of each and every staff member.
Jun 20 2022 02:16 PM	Building trust is going to be challenging because so many teachers and staff feel undervalued, ignored, and avoided. Trust building with follow-through will be a key component to success, yet one of the most challenging aspects.
Jun 20 2022 07:35 AM	I think the new superintendent will need to focus on building trust with the community after all that has occurred. Personally I believe the district does a great job academically and with extra curricular things, so the new superintendent should come in and just observe how well those areas run before looking to make any changes.
Jun 19 2022 05:49 PM	Communication and Transparency to the community and parents.
Jun 18 2022 08:30 AM	developing public trust after recent failures and unethical and possibly illegal conduct by faculty and administrators.
Jun 16 2022 07:44 AM	reestablish the system that have been eroded or neglected. get involved in the community
Jun 15 2022 07:50 AM	Trust, team building, visibility! This new leader needs a broad understanding of administrative issues facing the daily challenges being faced in addition to being in the schools personally to experience first hand the challenges at this time.
Jun 12 2022 01:26 PM	The new Superintendent has a lot of repair work to day. They need to establish an environment of genuine trust for students,staff and parents alike.
Jun 10 2022 03:45 PM	Building relationship & trust with teachers, staff, and the community. Supporting teachers!
Jun 10 2022 12:16 PM	In the wake of the last year (resignations, lawsuits, continued allegations), teacher morale is low. Teachers are scared. Teachers are exhausted. Teachers are sad for our colleagues. Teachers are worried about our students. The new superintendent will face the challenge of changing the tone of the district. We need a leader who will rise to this challenge head on and understand where teachers/faculty and staff are coming from, what we have lived through especially at the high school. We need a leader who will foster teacher wellness and support us without demanding more initiatives, changes to curriculum, or creating new positions at central office. We need a leader who will encourage the school committee to continue to do what is best for students by supporting educators and support staff. Currently, a teacher assistant substitute makes more money per day than a 1st year TA NKSD employee. It is no wonder we can not hire TA's in our district. These staff members are vital to student success. Without these members of our district our classrooms would collapse. The new superintendent will also need to regain the trust of the community, this will go a long way to support district employees. Teachers usually are at the frontlines of public opinion and often take the brunt of the complaints.

Jun 09 2022 03:58 PM	<p>In the wake of recent scandals and resignations, morale amongst our educators and confidence in school administration is very low. Trust has been broken and it is hard to recover. With the opportunity to start new with new leadership, the challenge becomes gaining the trust that has been lost. Broken trust can take time to recover. Actions, not words, will ultimately regain the trust that has been broken and start to repair the damage left by passed actions. Educators are the front line to our youth. A good teacher will be remembered far longer than a bad one. Teachers can only be good when supported, just as a soldier can only be good when they are supported. It is up to leadership to provide that support. If staff and educators are no long confident in their leadership, motivation to perform their job to it's fullest can wane. In the first 6 to 12 months the new superintendent should focus on staff wellness and support, and regaining trust in the community. When educators are supported they will provide the best education possible to our youth. Listen to their concerns, take serious their suggestions, encourage an atmosphere of open dialog. Problems can only be solved with good communication, just as trust can only be regained with good communication.</p>
Jun 08 2022 03:35 PM	Building a rapport with staff and focusing on the mental well being of teachers as well as students.
Jun 07 2022 09:02 PM	<p>Facing the negative press surrounding recent sexual harassment allegations. □ Dealing with the continuing effect that Covid 19 has had on the school community.□ Addressing the emotional issues facing students today and providing support for extended learning loss due to the pandemic.</p>
Jun 07 2022 06:13 PM	- genuine community survey about how schools are meeting student needs - proposed curriculum review process that supports transition to sustainable economy (green) and is anti-racist - plan to shift school start times so that high school starts later (as is developmentally appropriate)
Jun 07 2022 05:52 PM	More mental health staff within the schools not part time between buildings
Jun 07 2022 03:05 PM	Uniting the town and engaging them to trust the leaders, teachers, staff and coaches
Jun 07 2022 03:01 PM	Evaluate and possibly redesign procedures to make sure situation never happens again. Develop flexible responses to the possibility of pandemic resurgence. Continue to develop rigorous and holistic approaches to academic, emotional, and social learning.
Jun 07 2022 02:28 PM	past central administration has left a train wreck for the incoming administration. Teachers feel they have been lied to repeatedly by central admin. The school department makes decisions and then asks for staff input.
Jun 07 2022 01:23 PM	Moral - staff, students, leadership, and community

Jun 07 2022 12:17 PM	<p>Repair of trust in high school and district leadership. Follow through and take action on lingering issues of staff conduct.</p> <p>Address that the music program is riding on prior years of success but has been dwindling in quality for some time now. Fortunately the students are so talented that they themselves carry the program. New, inspiring and organized leadership in this area is overdue!</p> <p>Social Emotional support of students is on a come and seek it out basis.....this format needs to change and staff providing this support needs to be more regularly present with students either by way of every other month "inservices" with students or some other method to provide education and support, preferably interactive in smaller groups.....Or hire an outside entity to provide this for the middle and high school. Social emotional education and support exists and is done well at the elementary level....but the ball is dropped as kids get older and need it just as much.</p>
Jun 07 2022 10:54 AM	<p>Morale in NK is at an all time low for teachers and staff. We feel undervalued, overworked, and that our voices are not being heard. We are frustrated that we don't have the supports that we need but yet money is being spent for positions at Central Admin at the blink of an eye. A daily TA sub makes more than a Step 1 TA. That is atrocious! No wonder why we can't hire TAs! Our most vulnerable students have been left without the staff that they are legally entitled to because we can't find anyone to work for such little money! I used to be proud to say I worked in NK but now I don't mention where I work!</p>
Jun 07 2022 10:40 AM	<p>Building community and relationships. Listening to the school community as a whole.</p>
Jun 07 2022 09:49 AM	<p>Building a positive school environment across the district, supporting the learning of students but also the mental well being of teachers and showing that through initiatives and professional development that is offered.</p>
Jun 07 2022 08:18 AM	<p>At this time in our community, I think there is going to have to be a focus on repairing the strained relationship between the school administration and the community. I think this can be achieved through continued efforts to involve parents and the community in discussions, as well as listening and responding to concerns in a timely manner. (Just to be clear, I'm referring to legitimate concerns, not something like a parent disliking a few books in the library.)□</p> <p>□</p> <p>I also think that the athletic department specifically needs to be looked at more carefully and thoroughly. I listened to the presentation by the athletic director at a recent school committee meeting, and while the presented plan does seem to improve on the system, I think a lot more could and should be done.</p>
Jun 06 2022 07:01 PM	<p>Developing a relationship with the families and students in our community. Show support for extra curricula such as sports and the arts.</p>
Jun 06 2022 05:56 PM	<p>Offering non-traditional learning opportunities at the high school, as well as update the pedagogical approaches in grades 1-8</p>
Jun 06 2022 03:30 PM	<p>The awful infrastructure of the high school building and making a solid plan on how to replace the current, pancaking building.</p>

Jun 06 2022 10:27 AM	Clearly understood chain of command reporting.□ Budgeting□ Monitor CTE programs at the high school level and maybe survey students for opinions/insights into how the programs class curriculum is operating and improvements that may be recommended.□ School safety
Jun 06 2022 03:25 AM	Clear and present leadership as well as trust building are going to relax the general unease in the community towards the school department. A calm, directed plan to settle the current disruptions is going to take some creative problem solving and a bureaucratic response can come across cold; likewise an impassioned response can seem wreckless and emotional. Striking that balance over the beginning term is going to be challenging.
Jun 05 2022 06:46 PM	We need to stop focusing on bringing "equality" to North Kingstown. Having the same curriculum does not heal the inequities of our district. We need to start seeing that the district from the lens of the socio economic differences that lay within one town, but work to bring strength to each school. We need an equity lens, not an equal one. I also think we currently are in a position of fostering strong teacher leaders, which should continue, and we could be the model for other districts across the state in this area. Finally, our district needs to heal. This has been a very difficult year for so many and educators need to know that their wellness matters. The stronger the educator, the stronger the students, leading to stronger student outcomes.
Jun 05 2022 06:22 PM	The next superintendent needs to be willing to fire and replace employees who have not been looking out for the safety of our children.
Jun 04 2022 04:30 PM	Effectively delegate certain levels of authority to select subordinates. Define 3 high-level, long-term, large-scale goals with the framework plan for achieving same. Identify difficult but necessary personnel changes and act swiftly within union and other rules/laws.
Jun 04 2022 01:09 PM	Reverse discrimination is discrimination
Jun 03 2022 09:12 AM	Accountability, transparency
Jun 03 2022 08:42 AM	There are many, but most important to my family is that the superintendent focus on ensuring that all schools are equally committed to educating students with special needs. Some schools in NK are far behind their peers. Financial concerns are important, of course, but they should not be the sole consideration in determining education resources for children with special needs. We have a legal and moral obligation to meet students where they are, and to do that, NK must ensure a more uniform approach among schools, hire more teachers who are sensitive and knowledgeable about special education issues, and hire a new attorney for the school district who is more collaborative and less litigious.
Jun 02 2022 01:41 PM	Our district is diverse and the needs and resources of all schools are not the same. It will be important for the new Superintendent to take the time to learn the different communities within each building, including educators, students, and families and their unique skills, needs and systems. In today's climate, it will also be imperative for the new Superintendent to focus time, energy and monetary support to ensure the safety of all students and staff in our district.
May 31 2022 11:21 AM	I feel that the new super will need to listen to all sides, balance the good practice vs. the loud complaints, and most of all solicit knowledge and support from staff members doing the daily work.

May 30 2022 11:39 AM	Given the current climate, it will be important for him/her to connect with the community-staff, students, and parents. Having an open, approachable personality will help as will scheduling time to learn from this school committee. Also, and sadly, a strength of character to deal with the naysayers of the town. "Soft power" to bring back some ease and pride.
May 30 2022 09:33 AM	LISTENING AND BUILDING RELATIONSHIPS WITH THE STAFF!!!! The new superintendent needs to listen to the staff in the schools and figure out what is working and what isn't. While the school committee is important, the faculty and staff need to be heard. They need to feel like someone is listening to their concerns.
May 29 2022 09:22 AM	Ensuring no child is hurt again Implementation of programs to prevent abuse from occurring again and empowering students to speak up Increase in school safety measures/reevaluate/continue to make school safety a top priority
May 28 2022 07:14 AM	Establishing gifted and talented programs in elementary and middle schools to allow more advanced students to be continuously challenged.
May 27 2022 06:04 PM	communication with parents and getting to know each unique school community in the district
May 27 2022 02:21 PM	Reverse course with DEI. Eliminate Anti-American instruction. Remove explicit imagery and books from ALL NK school libraries. Prohibit all sex education until Grade 4.
May 27 2022 11:18 AM	The new superintendent needs to reunite us as a district. Make us a team again.
May 26 2022 09:01 PM	I believe that the educator who is selected as the new Superintendent of NK must prioritize restoring the trust within the community while creating long lasting relationships with staff, students, family, and community partners. It is important that this individual is a strong leader who possesses effective communication and interpersonal skills to bring all the members of our community together to collaborate on improving our schools.
May 26 2022 07:38 PM	My opinion is that one major challenge is going to be the anti dei protestors and the book banning people. I'm not sure if there are any more allegedly creepy teachers that have to go, but that might pose a problem as well. And lastly, safety and security.
May 26 2022 03:38 PM	Make our schools safer from external AND internal threats.
May 26 2022 03:38 PM	It is important that the superintendent understands the different programs in the schools and the staff that's needed to implement these programs.
May 26 2022 10:29 AM	Regaining trust & continued transparency on the investigation & any related issues or new unrelated issues that arise. A challenge should be undertaken to hire & retain teachers & support staff who are persons of color. The HS teaching staff lacks diversity.
May 26 2022 10:10 AM	The culture of this district needs a complete remake. The nature of school committee meetings needs to be shaken up. Administration and by that i mean district level administration have allowed. the meetings to devolve into sounding boards for the most negative members of our community. Mr. Waterman is trying to turn this around but it will take months of concerted effort and community outreach.
May 26 2022 09:51 AM	Being involved within the school and town community.

May 26 2022 09:42 AM	Bringing this whole school dept. together. □ Redistricting again to remedy enrollment issues at Hamilton El. School immediately. □
May 26 2022 08:02 AM	Filling vacant positions by recruiting high quality educators, develop a plan for retention of currently employed high quality educators and dismissal of educators that aren't committed to professional growth to better serve the students.
May 26 2022 07:53 AM	Familiarity with staff, students and family as well as the culture and diversity of North Kingstown as a whole. Being present, being accountable and maintaining/communicating a clear vision for success.
May 25 2022 09:07 PM	I believe, as the leader of the NKSD, the superintendent should support both students and staff by providing adequate mental health supports (clinicians, counselors)for each school. In the current school environment, the mental health of students and staff is not being adequately supported.
May 25 2022 04:03 PM	The first obstacle the superintendent will face is gaining the trust of parents, students, and staff after a tumultuous year.
May 25 2022 02:13 PM	Restoring the integrity and honor of this district. I feel it's an honor to teach in my school and the people with which I work. I used to be proud to say I was an NK teacher, now I cringe when someone says, "Oh, you're a teacher? Where do you teach?"
May 25 2022 11:26 AM	The biggest challenge the new Superintendent will have to face is gaining the trust of parents and show she/he can follow through on complaints.
May 25 2022 10:25 AM	We have a small group of people dedicated to disrupting the school system. Teachers are tired, burned out and sad.□ The culture in our schools (across RI, as indicated in the evaluation system) but whole-heartedly embraced by our past Administration, is to discourage teachers from expressing their professional opinions. We are expected to agree with Administrators.
May 25 2022 10:24 AM	A challenge would be how diverse this district is. With diversity comes different/varies perspectives, test scores, ability, needs, social-emotional needs, etc. Although some parents are not as vocal as others, it does not mean that there aren't needs not being met. It is important for a superintendent to be visible and present in all buildings to witness and understand the needs of all buildings/students.
May 25 2022 10:18 AM	Understanding current organizational structure and role/behaviors of the leadership team.□ Identifying key strengths and weaknesses of the organization.□ Tasking leadership team to research identified weaknesses.□
May 25 2022 10:14 AM	Improving staff morale; nobody feels valued
May 25 2022 09:47 AM	Again, evaluating the leadership at the school level. Being able to understand the dynamics of all of the schools and evaluate what is truly happening on a day to day basis. Accountability for professionals, not just in terms of their job tasks, but in terms of professional behavior with colleagues, and especially with students is so important. I have witnessed teachers call students "babies" for not completing work when there are clearly mental health issues at play. Personnel management is huge and it starts from the top.

May 25 2022 09:29 AM	Rebuilding the public's trust in our school district through transparency of operations and implementing remedies and safeguards.
May 25 2022 09:26 AM	The new Superintendent will need to build trust within the community. They will need work long and hard to earn this trust after all the deceit that has been uncovered within our school system.
May 25 2022 09:16 AM	Rebuilding culture and climate, and trust in the schools.
May 25 2022 09:01 AM	The most important is to change the morale of the teaching staff. It's at an all time low due to the events of the past few years. There is no sense of support from Central Administration over anything from health care forms, Covid, or accusations.
May 25 2022 08:56 AM	revamping the system to serve student needs.
May 25 2022 08:53 AM	The trust that our community placed in us, and that we had in each other has been shaken. We need a leader who will be transparent; to students, to parents, and to staff. No one is motivated to learn from/work with someone they do not trust.
May 25 2022 08:51 AM	They are going to have their hands full! Growing up in this town and purposely choosing to raise my daughter here because the school district is and has been amazing. Yes, there are some bad apples however a majority of the district staff is fantastic. They should do their best to ferret out the bad apples but continue to support the staff which has made this district amazing.
May 25 2022 08:51 AM	Create a safe environment for our school community by addressing the systemic mistakes of the past and indicate the clear decisions being made to repair those systemic failings.
May 25 2022 08:49 AM	Rebuilding the trust of the school system employees and the community.
May 25 2022 08:47 AM	Recognizing and supporting the diverse needs of different schools/programs throughout the district.
May 25 2022 08:47 AM	It would be tremendous to have a superintendent who will listen to the teachers and staff that are in the classrooms each day. There are several regulations, requirements, curriculum changes, etc. that our schools need to implement. Our teachers are ready and willing to take on these new initiatives, but we also need real support from our leader and one who is willing to hear what is working and not working in our classrooms on a day-to-day basis. We need to be able to instill a culture of communication so we can work together to solve our struggles, rather than live in a state of worry or fear when we are forced to make things work that may not actually be working for our kids in NK or our individual classrooms. There is a lot of distrust from our administrators towards our teachers right now, and having someone lead us who truly believes in the staff they have hired and truly believes in what is best for students (the whole student and not just their test score) would help bring our NK community of learners closer while still achieving our district goals.
May 25 2022 08:43 AM	I would say first is budget. We currently lease a building when we could have renovated and had non-lease structure. We are also top heavy with many positions while cutting educators.
May 25 2022 08:34 AM	Active Shooter Training. Too many school shootings. Focus on the safety of our children. Design plan to have armed officer at school or metal detection. Something to prevent a tragedy from touching our schools.
May 25 2022 08:08 AM	Bringing the community together to rebuild the dsitric-community partnership

May 25 2022 07:46 AM	Gaining trust, transparency in objectives, staying objective despite flaws/ongoing investigations pertaining to School Committee
May 25 2022 03:24 AM	Getting to know the routine, put him or herself out there so that people know who they are, maintain approachability while still being authoritative, and thinking of and coming up with solutions to areas of needed improvement.
May 24 2022 10:25 PM	Building trust back <input type="checkbox"/> More open communication <input type="checkbox"/> Seeking out more ways to make NK a leader in education
May 24 2022 10:08 PM	SAFETY AND SECURITY OF OUR CHILDREN. Physical security should be of utmost importance. In the wake of yet another school shooting - what is being done or asked of finance wise to create a more physically secure building and parking area for our children. Not only this, but the sexual assault and misconduct allegations coming from staff is obviously an extreme issue. What is going on inside - are teachers routinely passing background checks to maintain employment? Are there red flags or paper trails kept? Is there a system for making sure that every person in the district that is spending ALL DAY with our children is a good/safe role model and person? Are the teachers / staff obeying security protocols other than lockdown drills?
May 24 2022 09:11 PM	The superintendent needs to rebuild the community's trust in our schools and ensure the physical and educational safety of our children.
May 24 2022 08:29 PM	In the "living with COVID" world we find ourselves in, the Superintendent needs to navigate how schools can adapt and best prepare for further outbreaks and become healthier environments for our children. This means school repairs and upgrades with an eye to ventilation and spaciousness, windows that open, HEPA filtration, etc. It also means meeting the social and emotional needs of all students whose education has been disrupted in ways large and small.
May 24 2022 08:17 PM	Superintendents are to be the leaders of our community. They're tasked with the challenge of achieving the big-picture educational goals for the school district while managing administrators and all educators. They are responsible for the academic success of the community; they have the opportunity to make a significant impact on education in their district. They need to understand the underlying issues affecting learning outcomes of the students while directing change when needed.
May 24 2022 06:08 PM	Divided community. Treachery have targets on their backs. Some in community just want to disrupt. Get SC meetings back under control.
May 24 2022 05:33 PM	Emergency management and safety protocols in our schools. A formal risk assessment performed on all NKPS facilities, and a plan for addressing the concerns/outcomes defined in that assessment. Provide the appropriate training to teachers with clear guidelines in the event of an active shooter or other threat. Invest in deterrent systems and additional passive security solutions to better protect our students and faculty in the event of an emergency.
May 24 2022 04:45 PM	Getting the community to trust our school leaders again,
May 24 2022 04:34 PM	Bringing integrity and trust back to the position
May 24 2022 04:27 PM	Rebuild trust

May 24 2022 04:25 PM	I think a full investigation of all teachers and staff is necessary, to make sure that anyone else guilty of misconduct towards students past and present are removed from the school system.
May 24 2022 04:24 PM	Install teacher morale building ethics into the high schools in the area.
May 24 2022 04:23 PM	Staying focused on stated goals.
May 24 2022 04:09 PM	Rebuilding trust and morale
May 24 2022 02:54 PM	Uniting the community is a big challenge.
May 24 2022 01:57 PM	Earning the public's trust and getting people reinvested in the school system.
May 24 2022 01:55 PM	Housecleaning.
May 24 2022 01:25 PM	I believe the challenge will be repairing the relationship between the community and the school administrations. Trainings for all staff and reviews of policy will be important. As well as being transparent when there are issues that the community should be aware of.
May 24 2022 12:40 PM	In their first 6-12 months, I would like to see the new superintendent present in the schools, making an effort to get to know the students, faculty and staff as well as familiarizing themselves with the various school buildings and cultures. One idea would be to have a sign up sheet for once a week 20 minute one-on-one conferences with faculty members or observations of classrooms.
May 24 2022 12:14 PM	Staff accountability
May 24 2022 12:06 PM	Get to know the buildings, staff, and the parents.
May 24 2022 11:20 AM	Rebuild reputation of school department and reach out to faculty, staff and community to encourage, motivate and lead.
May 24 2022 10:52 AM	Gaining trust and giving answers as to the pending investigations and steps to ensure similar scenarios don't happen again. A strategic plan for facilities and the future of our school buildings. Addressing the personnel issues that are a nationwide concern.
May 24 2022 09:38 AM	Gaining TRUST from the community. Making teachers feel appreciated. Convincing teachers/student and families to stay in the district/profession.
May 23 2022 08:55 PM	Revamping the mtss process/ training staff
May 23 2022 07:17 PM	A superintendent that actually listens to parents and not radical progressive DEI activists.
May 23 2022 06:54 PM	Excellence in schools is #1 priority. Student achievement in all disciplines ; 100% graduation rate goal; SEL and DEI for students as a safety zone; teacher accountability.
May 23 2022 06:24 PM	Identify and correct cultural issues which contributed to recent controversies. Expand the faculty and improve compensation. Lead the discussion with the community to demonstrate the value and critical function of public education.
May 23 2022 04:50 PM	Regaining the trust of the citizens.
May 23 2022 04:40 PM	Gaining the trust of the staff, the students and the community will be a challenge.
May 23 2022 03:37 PM	Getting to know all of the teaching and administrative staff and making an effort to promote 2-way communication with staff, parents/guardians and the school committee.□ Focusing on the current issues at hand and finding a way to move forward in a carefully thought out manner.

May 23 2022 03:14 PM	<ul style="list-style-type: none"> -Making sure that the students feel supported and safe in their school community. <input type="checkbox"/> -Building back trust in the community. <input type="checkbox"/> -Ensuring that there continues to be a focus on DEI. <input type="checkbox"/>
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Q4: In the space below, you are invited to provide additional comments or information that you think would be helpful to the School Committee as it seeks to find a new Superintendent of Schools.

Response Date	Responses
Jun 30 2022 10:26 AM	Please consider applicants from outside of Rhode Island in order to bring fresh perspective to the role of the new Superintendent.
Jun 29 2022 02:27 PM	We need a superintendant who is focused on improving the reading, writing, arithmetic, and scientific knowledge in our students. Diversity, Inclusion, and Equity agendas are not welcome in the system. These programs teach students to judge one another based on the color of their skin which is wrong and counter productive in the education of our children.
Jun 28 2022 09:46 PM	Next's steps need the love of every classroom, never to feel on its own island
Jun 28 2022 08:32 PM	Please have a representative from SELAC.
Jun 28 2022 08:29 PM	When making your decision please look for a leader who will bring our district into the next era of education. We need a visionary who can reimagine the structure of our very successful district.
Jun 28 2022 04:59 PM	A transition from the old prior superintendents who can help the new super. □
Jun 24 2022 05:45 AM	This person should be open-minded and ready for challenges. They should be able to fight for their staff and students because it is what's right.
Jun 22 2022 12:10 AM	Hoping the school committee does a wide search for candidates in this process. The town really needs to heal and find some peace. The school committee meetings are absolutely ridiculous each month.
Jun 20 2022 06:26 PM	Use technology as needed to enhance education but also make certain that it is not being overused or used as a default. Encourage ample hands-on learning also.
Jun 20 2022 02:16 PM	The superintendent should value teachers, support staff, librarians, nurses, the arts, and every single one of the experts in their fields as experts. Instead of avoiding input from these staff, we would like a superintendent who wants to hear our opinions and listens to and values our input before decisions are made. We also MUST have more support for our students in the secondary schools. It is important to address and prioritize all of these things for the success of our students.
Jun 20 2022 07:35 AM	See my above comment.
Jun 19 2022 05:49 PM	Community and parent input would be valuable.
Jun 18 2022 08:30 AM	Put your political and social biases aside, if you can, and hire a candidate with a prove record of improving schools as measured by testing score performance, graduation rate, college acceptance and graduation rate, and vocational school acceptance and graduation rate.
Jun 15 2022 07:50 AM	The school committee needs to steer the directives of the task priority based on the feedback from the community they have received over the last year. These individuals should NOT be pushing their own agendas, but echoing the communities concerns.

Jun 09 2022 03:58 PM	I would only suggest the school committee perform their due diligence in finding a new Superintendent who will satisfy the needs of the community. This person should be someone who is committed to lead the school district with solid and clear communication, a focus on the well-being of staff and educators, and the priority of regaining the trust of the citizens.
Jun 07 2022 06:13 PM	would prefer someone who has proven record of dedication and execution (5-7 years in 2 other positions) than someone with elaborate degrees etc.
Jun 07 2022 03:05 PM	Be sure he is on board with advocating with what the schools need: mental health support, updated course selection at the high school. A high school that provides learning opportunities for ALL students not just the college bound. Also, the grading policy needs to be updated as it is punitive. Be sure to ask parents and educators for input.
Jun 07 2022 02:28 PM	Find someone who does not hate teachers and does not view them as the enemy as the past central administration did.
Jun 07 2022 10:54 AM	Please find a Superintendent who is passionate about turning around the culture of our schools and uplifting the teachers to be proud, once again, to teach in NK.
Jun 07 2022 09:49 AM	Someone from out of district who come highly recommended and has positive feedback from previous district.
Jun 07 2022 08:18 AM	Aside from possessing the general skills and qualifications to perform the job functions of Superintendent, I think it's imperative to find someone who is committed to diversity, equity, and inclusivity efforts; someone who will be supportive of social-emotional learning and the mental wellbeing of students, teachers, and other staff members. In the role of Superintendent, I think a person's character is as important as their skill, and I would urge the school committee to consider that substantially in their decision.
Jun 06 2022 07:01 PM	A passion for education and improvement
Jun 06 2022 05:56 PM	No middle school consolidation. Small schools are better at fostering whole, balanced, and healthy children
Jun 06 2022 03:30 PM	I attended NK schools, I run a small business and know many business owners with different educational backgrounds. Please look at all candidates from a well rounded perspective and not just who is the most educated or who looks best on paper. Please keep our children inspired and safe.
Jun 06 2022 03:25 AM	Good luck
Jun 05 2022 06:46 PM	I do not think this should be a closed door conversation. We have always been a high ranking district and in order to ensure we continue, a variety of grade levels and voices need to be at the table for the interview process.
Jun 04 2022 04:30 PM	Candidate needs to resurrect manual trades in lieu of current overemphasis on college for everyone. Candidate might want to query parents on possibility of reestablishing Jr ROTC.
Jun 04 2022 01:09 PM	Must be pro American and any socialist/ communist
Jun 03 2022 09:12 AM	Make sure you do a thorough job of checking out any of your applicants. Don't rely on just the NESDEC reports. Google, if someone knows someone in the applicant's current community, make the call, have a chat!
Jun 02 2022 01:41 PM	We should be looking for someone who strives to be a collaborative supporter of educators, students and families. Someone who is accessible, but also respectfully maintains professional boundaries. I believe it is important to find a candidate who fosters a positive work environment.

May 31 2022 11:21 AM	I would strong suggest the the new super have background in all areas of K-12, not just one level
May 30 2022 09:33 AM	The School Committee must involve as many staff members as possible. They are the ones in the trenches and have a real understand of what needs to change or improve at each building. They need to be heard!!!
May 29 2022 09:22 AM	Find someone who is physically present in these buildings not just enacting policy from behind a desk
May 27 2022 02:21 PM	Implement school choice.
May 27 2022 11:18 AM	PLEASE don't just think of the financials! Please remember that teachers' and students' lives are directly involved in your choice!
May 26 2022 09:01 PM	If it is the goal to select a Superintendent that will transform the school department and restore community relations please consider that this individual needs to be committed to this position for a long term not someone who is looking to be a transitional Superintendent.
May 26 2022 07:38 PM	NK needs someone strong and smart. A little bit of that old school smarts mixed with an updated sense of the realities of society. We need someone who knows how to communicate appropriately. No ignorant or emotional overreactions.
May 26 2022 03:38 PM	Some of the schools are overflowing; it will be important for the superintendent to address these issues.
May 26 2022 03:38 PM	Please hire someone who is truly passionate about our children, someone who will be present and accessible.
May 26 2022 10:29 AM	It is important for candidate to embrace all students despite race, religion, ethnicity, gender, gender identity, & sexual orientation.
May 26 2022 07:53 AM	Someone who poses a strong background in academics, research and leadership who has a commitment to our community.
May 25 2022 09:07 PM	I'd like to see someone who is seen and involved in all schools, and not someone who makes decisions from afar without understanding the impacts of their decisions on both students and staff.
May 25 2022 04:03 PM	Please make a concerted effort to find a superintendent that is BIPOC, especially since we have such a diverse set of students.
May 25 2022 02:13 PM	We seem to recycle upper administrators in Rhide Island, so maybe someone from outside? But also someone who is in it for the long haul, not a stepping stone to something else.
May 25 2022 10:25 AM	I'd like a Superintendent who understand how important Library Media Specialists are. They provide access to resources that help students in these trying emotional times. They teach students how to evaluate information, so that they do not develop into adults who are lured into believing false information. At the elementary level, they provide begining coding skills. We more Library Media Specialists.
May 25 2022 10:14 AM	They need to visible within the schools, not hiding away behind two locked doors on Romano Way
May 25 2022 09:47 AM	A strong, fair, balanced leader who is hands on, knows what's happening in the schools, and has systems in place to hold leadership accountable.
May 25 2022 08:53 AM	Visibility in our schools and in our community are crucial to repair the trust that has been broken. Approachability and respect will allow the community to collaborate with the district in a cooperative way. While we need someone to lead firmly, we do not need someone who the community does not trust or respect.

May 25 2022 08:51 AM	School start time at the high school needs to be pushed back. After Covid, more students than ever before are struggling with their mental health; one of the easiest measures to address this is improving sleep time for our adolescent students. We are struggling to meet the mental health needs of our population due to staffing deficiencies but this is a schoolwide decision that does not rely on hiring more mental health professionals and will impact all students positively and immediately.
May 25 2022 08:51 AM	Have faith in themselves, they have unjustly been put through some very harsh public criticism. They have a lot to take into consideration, just need to keep in mind the kids come first. Kids safety, education, sports, extra curricular activities, and over all educational experience is the most important, pick someone who gets that...
May 25 2022 08:47 AM	At this point, I think having a superintendent from outside of NK would be a benefit to the district. While we will still have some people at our central office that have been employees of NK for some time, having a superintendent that has a fresh perspective and will be able to impart this knowledge to our district (and not be swayed by current NK central office leaders) will hopefully help to keep moving our district forward in a positive direction.
May 25 2022 08:43 AM	I would say we need someone who is politically savvy but driven to be an educational leader. The old regime seemed to want people happy vs. positive progression and innovation.
May 25 2022 07:46 AM	Parents want the best candidate who will lead our community out of this current mess surrounding NK schools and lead us through needed change - NOT one who just checks boxes to satisfy what the SC think are hiring requirements
May 25 2022 03:24 AM	I think someone with a background in law or law enforcement, leadership, business, investigation, and or tactical negotiation would be good. It's a little "out of the box" thinking, but they have a HUGE responsibility. Face it, students, (especially pre-teen to teenagers), some parents and staff are probably just as difficult to deal with as international terrorists, and they make learning, parenting and teaching extremely difficult. I think finding someone who is supportive yet can stand alone, who won't fall pray to school politics would be tough yet gentle and bring about good and effective change.
May 24 2022 10:25 PM	The more recent classroom / in building in front of students, experience the more the realistic the expectations will be and will be more respected by the school employees.
May 24 2022 10:08 PM	Someone extremely motivated to create change. To protect our students and not be shy about everyone knowing it. To announce they are here to keep it children safe and provide them a loving, safe, comfortable, fun learning environment.
May 24 2022 09:11 PM	The candidate should be chosen based on the highest qualifications.
May 24 2022 08:17 PM	The superintendent needs to ensure our children are in the best learning environment possible; hire teachers who strive to meet the needs of all students, and all students receive an equitable education.

May 24 2022 06:08 PM	Teachers need to be on the committee. Too often it is too heavy with Admin., who spend no time in the actual schools, don't go into the classrooms, and have no real ideas about day to day realities and challenges in the classrooms. Teachers should lead the committee. Anyone who is not civil, should be removed from the search committee to minimized disruptive community members with agendas.
May 24 2022 05:33 PM	Someone who concentrates on teaching, learning, and student/faculty safety - not politics.
May 24 2022 04:45 PM	A person who will lead by example. No one from within district currently.
May 24 2022 04:34 PM	Transparency. Visibility. Accessibility. Involvement. That is in addition to the required day to day skills of fiscal responsibility, legal knowledge, communication, hiring etc.
May 24 2022 04:25 PM	I just ask that the School Committee chooses a superintendent extremely carefully and I hope that the choice is made based off of skill, talent, merit, and qualifications.
May 24 2022 04:24 PM	Please do not employ anyone looking to use this position as a cruise towards retirement. We need young experienced, motivational people to bring us out of 1800's style teaching methods to a more collaborative atmosphere in our classrooms. When children leave school they will be asked by employers to collaborate on projects. Lets give them the means to do that.
May 24 2022 04:23 PM	Whomever you decide to go with, make sure they have a strong, firm voice and support them. Make it clear to the public that you support them, with accountability.
May 24 2022 01:55 PM	Have a clear line of communications with the students. Listen to their concerns about specific teachers. Kids often know or feel when a teacher gives weird vibes. Maybe set up an anonymous hotline for complaints/concerns.
May 24 2022 12:40 PM	I want someone who brings joy to the position. Someone who loves schools, students and teachers and someone who believes that NK is a fantastic place to be.
May 24 2022 12:14 PM	Someone who will back teachers in keeping students accountable to their education
May 24 2022 12:06 PM	Good communication skills
May 24 2022 11:20 AM	Not an easy task. Thank you for efforts.
May 24 2022 10:52 AM	It's always important to know why someone is leaving where they are and what past experiences will be an asset to NK. This includes learning from past successes and failures.
May 24 2022 09:38 AM	You should ask teachers for input beyond this survey. Inform us (with details) of viable candidates when the time comes.
May 23 2022 07:17 PM	Education.
May 23 2022 06:54 PM	Emulate the top achieving schools in the WORLD for a proven guideline. Look at diverse schools that have overcome problematic issues. Be clear on your expectations when hiring.
May 23 2022 06:24 PM	Look for a leader.
May 23 2022 04:50 PM	Deep research on each candidate, don't rely on just the material supplied by NESDEC. Check the references, talk to someone who had dealt with them in their current/former position!