



# Westwood Regional School District

Board of Education

Township of Washington, NJ 07676  
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October 28, 2021

Dear School Community Members,


On behalf of the entire Board of Education, I write to thank you for your participation in our two recent survey efforts regarding board meeting video streaming and our superintendent search. Both were very successful in that the first yielded 652 responses and the second yielded 331 responses. We emailed you the results to the video streaming survey on October 1, 2021, and today, we are happy to provide results for the superintendent search survey. As we hope you will see in the weeks and months to come, your input plays an important role in board planning and decision-making.

Regarding the second survey, please see the enclosed data sheets to access the associated charts, which summarize community responses for items 1, 2, 3, 6, 7, 8, 9, 10, 11, and 12. Regarding open-ended survey items 4, 5, and 13, here are some initial terms item analyses in descending order from greatest frequency for items with more than ten references:

Item 4: In your view, what are the current strengths of our district?		Item 5: From your perspective, what challenges do you think our school district will face over the next five years that could impact educational programs for our students?	
Teacher	95	Student , learning, health, support, well-being	60
Staff	57	Teacher hiring, retention, support, shortage, increase	58
Community	37	COVID, Pandemic	48
Communica(tes)(tion)	35	Crowding, space	40
Student (focus on)	34	Board of Ed, BoE, members	34
Parent(s)	28	Class Size	30
Educa(tor)(tion)	24	Air conditioning, quality, filtration, HVAC	25
Admin	24	Mental Health	19
Mortimer/Superintendent	10/10	Technology (upgrade advancement)	15
Principal	15	Facility(ies)	12
Item 13: Tell us why you chose your answer in Item 12 (above). Based on what you have seen in the past few months, if you think the District should stay the course, what aspects of the District give you that confidence in its leadership? Again, based on what you have seen in the past few months, if you think the District should change course, what changes would you want the permanent superintendent to make and why?			
Item 13: The answers in this item were quite varied and reflected the distribution presented in item 12. Many contained names and evaluative comments that require more careful vetting before making specific data available for public consumption.			

Please look for future email messages regarding the progress of our superintendent search. Again, we thank you for your time and participation. Your contributions make a significant difference.

Sincerely,

  
Frank Romano III, Ed.D.  
Board of Education President

Joseph Abou-Daoud, Vice President  
Maureen Colombo  
Andrew Gerstmayr  
Roberta Hanlon

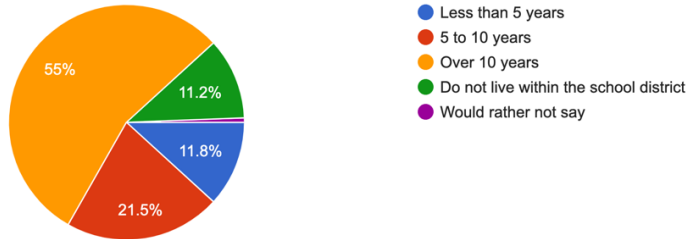
Michael Pontillo  
Stacey Price  
Michelle Sembler  
Thomas Sneec

# SUPERINTENDENT SEARCH SURVEY

331 Responses

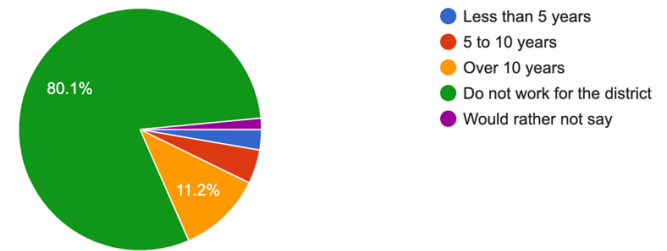
1. If you are a resident, how long have you lived in our school community?

331 responses



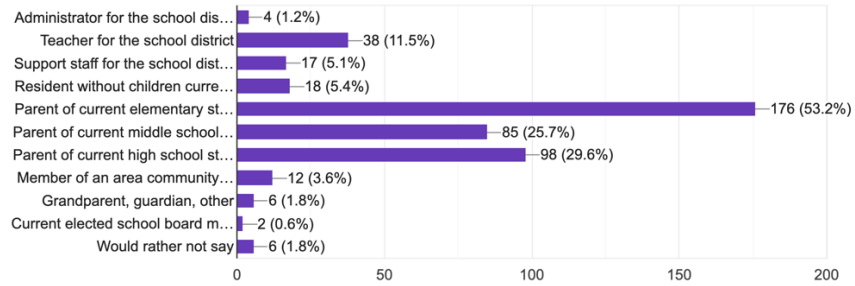
2. If you are a faculty or staff member, how long have you worked for our school district?

331 responses



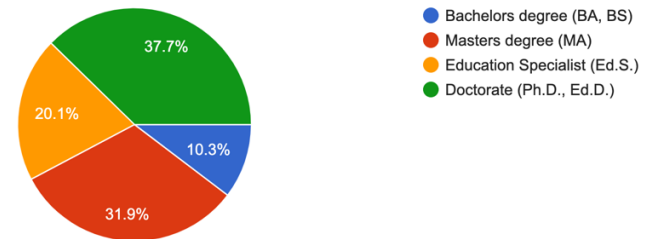
3. Which type(s) of stakeholder are you? Check ALL categories below that apply to you.

331 responses



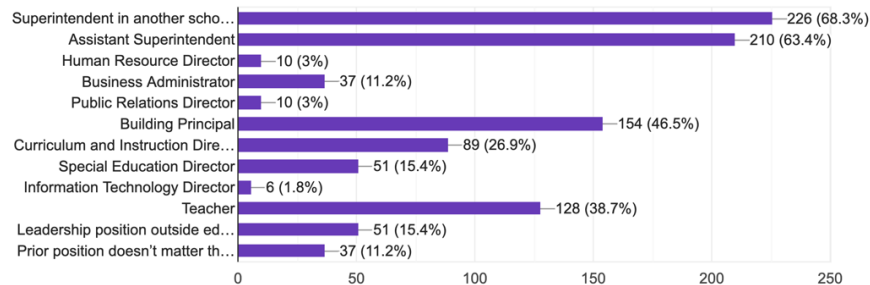
6. What is the minimum level of education that you would like the Board to consider when screening candidates for the superintendent position? Check only ONE answer:

329 responses



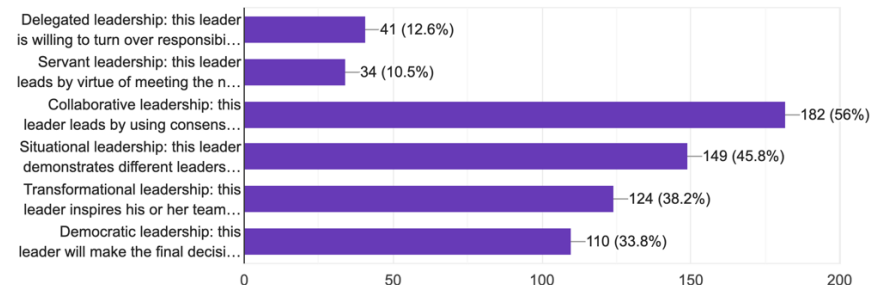
7. Below is a list of positions that superintendent candidates may have held in the past. Which prior positions do you think would prove most valuable for the superintendent? You may check up to THREE of the following positions:

331 responses

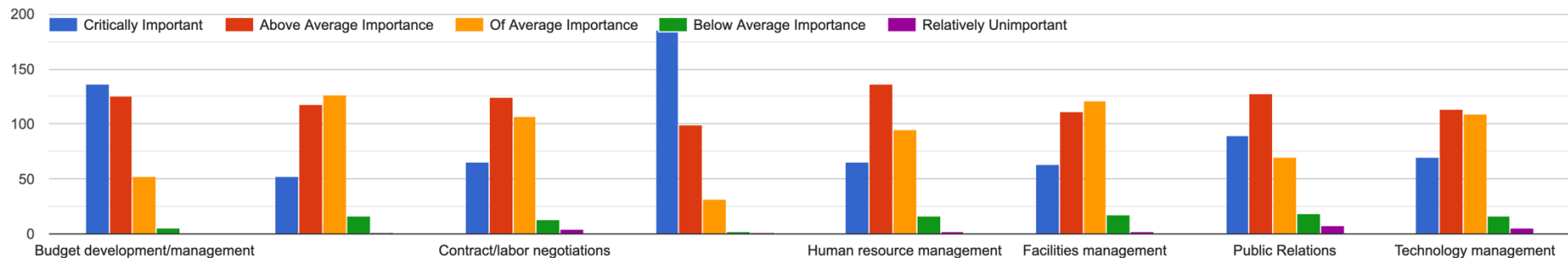


9. Below are six different leadership style descriptions. Recognizing that a leader may employ all of these management styles in different situations and circumstances, which leadership style would you like the next superintendent to employ most often?

325 responses



8. Listed below are specific areas of expertise that different superintendent candidates may possess. From your perspective, how much weight should the Board place on each area? In order to distinguish the most important to you, please rate the importance of each area using the full range of the scale to the right.

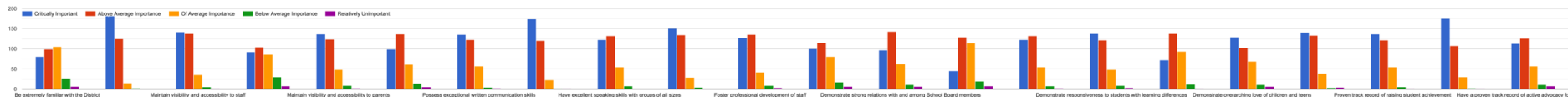


- Curriculum Development and evaluation (185)
- Budget development/management (136)
- Public relations (89)
- Human resource management (66)

### 10. Experiences and Skills (in order of importance - blue)

- Demonstrate ability to develop and direct an effective management team (182)
- Demonstrate a keen ability to think outside the box and develop creative solutions to complicated problems (175)
- Be exceedingly responsive (follow-through and follow-up) (174)
- Recognize, value, and affirm staff members (150)
- Maintain visibility and accessibility to staff (142)
- Show strong knowledge of curriculum research and deployment (141)

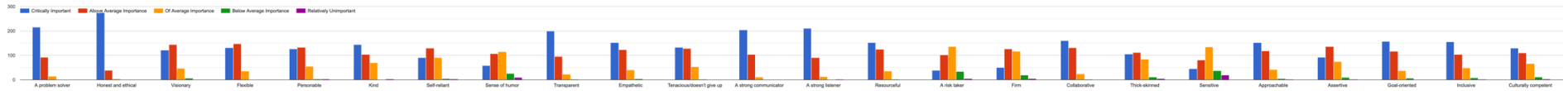
10. Listed below are specific experiences and skill areas that could be important when evaluating the superintendent candidates. From your perspective, how much weight should the Board place on each area? Rate the importance of each area using the scale to the right.



## 11. Personal Characteristics (in order of importance - blue)

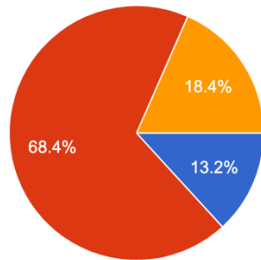
- Honest and ethical (275)
- A problem solver (215)
- A strong listener (211)
- A strong communicator (204)
- Transparent (200)

11. Listed below are personal characteristics that different superintendent candidates could possess. From your perspective, how much weight should the Board place on each personality characteristic when assessing each candidate? Distinguish the importance of each by using the full range of the scale to the right.



12. In choosing the permanent superintendent, which path or strategy below do you think the Board of Education should take? Choose only ONE answer.

326 responses



- Select a candidate who will continue the vision and the resulting work in which the District has engaged during the past few months
- Select a candidate who holds the vision that the District has followed during the past few months, but who can also make some necessary changes
- Select a candidate who is ready to take the District in a significantly different direction