



*New England School Development Council*

28 Lord Road, Marlborough, MA 01752 ➤ Tel: 508-481-9444 ➤ [www.nesdec.org](http://www.nesdec.org)



## **Newtown Public Schools**

### **Superintendent Search Successful Candidate Profile**

April 14, 2022

*"Great things are not done by impulse, but by a series of small things brought together."  
- Vincent van Gogh*

#### **Newtown Board of Education:**

Deborra Zukowski, Chair  
John N. Vouros, Vice Chair  
Donald Ramsey, Secretary  
Daniel Cruson  
Rebekah Harriman  
Janet Kuzma  
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**To:** Newtown Board of Education  
**From:** Dr. Randall Collins  
New England School Development Council (NESDEC)  
**Date:** April 2022

This packet contains a final report of the Newtown Superintendent *Successful Candidate Profile* along with accompanying support material.

My task was to gather input from the community of Newtown so that the qualities desired in the next superintendent and the challenges that would be faced by that person would be known and would be factored into the search for the right person to assume this position. There are a range of comments and I sought to discover the themes that were present. These are not my ideas, not my agenda (although I may share some of the sentiment), but that of Newtown. I hope I have captured the essence of what I heard and have accurately captured the themes. Not everyone will agree with everything, but I have tried to reflect what I heard and not impose my own philosophy, as that would have been inappropriate.

Thank you.

## **INTRODUCTION**

Throughout the month of March 2022 and into April, the Newtown Board of Education, with the assistance of the New England School Development Council (NESDEC), conducted a Community Needs Assessment through a series of focus groups, interviews, and an online survey. Over six-hundred (600) community/staff members participated in this outreach process. All comments that were submitted are included on the following pages except those that reference personnel issues using personally identifiable information. Additionally, the following documents were carefully reviewed: Newtown BOE Resolution "Promoting Diversity & Equity (adopted: 7/7/20), Newtown Public Schools Strategic Plan (9/6/16), and SPED Self-Study Action Steps (June 2019), along with relevant BOE policies.

Participants provided their insights and views in response to two prompts:

- What are the qualities, characteristics, skills, knowledge and experience you desire in a new superintendent of schools?
- What do you see as the pressing tasks and challenges ahead for them during the first year?

The Newtown Board of Education subsequently reviewed and analyzed the community's input and then added its own perspective to create this *Successful Candidate Profile*. The *Successful Candidate Profile* is designed to guide the Search Committee as it considers candidates for the position of superintendent of schools. It is a critical step in determining the best superintendent for Newtown and guides the BOE as it develops questions to ensure the community's priorities are addressed.

The Board wishes to thank and commend all those who took the time to participate in the community needs assessment process. The Board appreciates the valuable insights gained through this process.

Respectfully submitted,

The Newtown Board of Education

## **NEWTOWN SUCCESSFUL CANDIDATE PROFILE**

The Newtown community and the Newtown Board of Education expect a high level of competence across all aspects of the position of Superintendent. To ensure the selected Superintendent is a match for Newtown's unique needs and goals, the Board reached out for input from the community through a series of focus groups, interviews, and an online survey. The Board used the valuable information gathered through this outreach process to inform its decisions in creating the following *Newtown Successful Candidate Profile*.

*Preference will be given to the **Education Leader** who demonstrates a significant depth of skill and knowledge in the following seven key areas:*

*(Key areas are not in prioritized order.)*

- ❖ **Has the Ability to Cultivate an Environment of Academic Achievement for all Newtown Students, Address their Social-Emotional Needs, and Support the District's Diversity, Equity and Inclusion Efforts**
- ❖ **Has Demonstrated Collaborative Leadership and Team-Building Success**
- ❖ **Has Excellent Organizational and People Skills and is a Good Communicator; Proven Ability to Resolve Organizational Conflicts**
- ❖ **Demonstrates the Ability to Involve the Community in Goal Setting and Implementation**
- ❖ **Has the Ability to Recruit and Retain High Quality Staff; Strong Personnel Management Skills**
- ❖ **Understands School Budgeting and Financial Oversight**

*To the Newtown community, a depth of skill and knowledge in the above seven areas is demonstrated by the following measures:*

### **Has the Ability to Cultivate an Environment of Academic Achievement for all Newtown Students, Address their Social-Emotional Needs, and Support the District's Diversity, Equity and Inclusion Efforts**

- has and communicates a clear plan for the academic future of Newtown Public Schools
- can work with others to develop and implement a plan to close the gap in learning
- has clear and well-defined transition plan
- ensures that the academic program provides equity of services and supports for all students, including those with emotional and behavioral needs, those who need increased academic challenges, or those with special needs

- must be familiar with and supportive of the diversity, equity and inclusion initiatives in a manner that enhances the central task of providing a quality education for all students
- unites the community behind solid, fundamental, and inclusive education for every child
- is innovative and can be sure our students are receiving best programs and education possible.
- focuses on the appropriate definition and goals of DEI
- demonstrates a genuine openness to all ideas, backgrounds, and perspectives
- values the input of the professional educators working in the school system
- articulates a clear plan to offer support for the social-emotional needs of Newtown students
- ensures that the needs of special education students and other diverse learners are being met and that the unique support required is provided
- has the ability to analyze and address the delivery of special education services
- is the superintendent of every student, including those with special needs and those who are not college-bound; provides differentiated supports and structures to address the multiple and varied academic, social, emotional, and mental health needs of students
- demonstrates support for diversity, equity and inclusion; someone who supports the DEI Coordinator and the Board of Education resolution "Promoting Diversity and Equity" (adopted 7/7/20)
- has demonstrated skill in ensuring equal treatment of expectations, access, and quality across all schools; ensures that each school building is treated fairly
- leads with compassion, empathy, and sensitivity
- ensures that the academic program provides equity of services and supports for all students, including those with emotional and behavioral needs, those who need increased academic challenge, or those who have special needs
- someone who does not push an agenda but takes the time to understand and learn what is working in Newtown and what needs to improve

### **Has Demonstrated Collaborative Leadership and Team-Building Success**

- builds a culture that is inclusive; someone who understands and invites involvement; establishes shared goals; once a decision is made holds administration accountable for implementing those goals with fidelity
- takes the pulse of the community; is receptive to listening; able to work with administration to develop a cohesive team
- engages all stakeholders, including students, in discussions, planning, and problem solving; willingly shares and seeks information from all stakeholders to ensure that the results and direction reflect a representative consideration of community input and build a common vision and understanding
- engages in collaborative negotiations and collaborative budget development
- establishes a collaborative working relationship with the Board of Education

- models a tone of collaboration and a common purpose; works closely with teachers, administrators, and the Board of Education to create a team that operates with mutual respect with the goal of academic excellence and diversity
- keeps the lines of communication open and is visible in the schools and the classrooms
- has excellent strategic planning and implementation experience and skills
- has great interpersonal skills and can build a team with a common focus and vision
- is committed to staying on the job and making a difference
- demonstrates visibility, communication and taking action, which will be key to building strong relationships with teachers, administrators and students

**Has Excellent Organizational and People Skills and is a Good Communicator; Proven Ability to Resolve Organizational Conflicts**

- is visible in the schools, at school activities and is an active member of the community
- is someone who will not marginalize people holding minority opinions
- practices transparent communication and strong interpersonal skills
- provides programs and practices that effectively support the social and emotional health of students
- listens and is responsive; keeps people informed throughout the process, and explains decisions
- is someone who takes the time to listen attentively prior to reaching conclusions
- provides parents, community members, students, and staff great opportunities to be heard on a regular basis; establishes regular times to engage both staff and community in ongoing communication; is a transparent communicator
- is an articulate, knowledgeable, and respectful advocate for students
- speaks, writes, and presents well through multiple mediums; is experienced and comfortable with social media
- is someone who wants to lead and not dictate; can connect the town back to the school and get families involved
- someone who can establish credibility with the community and not look at Newtown as a stepping-stone in career advancement; this individual should be somebody committed to staying in Newtown and making a difference; administrative stability, including the superintendent, is essential to real and prolonged growth and success
- models open, responsive, and respectful communication
- understands that the superintendent is the "face" of the district
- focuses on the appropriate definition and goals of DEI
- demonstrates a genuine openness to all ideas, backgrounds, and perspectives
- values the input of the professional educators working in the school system
- articulates a clear plan to offer support for the social-emotional needs of Newtown students
- ensures that the needs of special needs students are being met and that the unique support required is provided
- has the ability to analyze the special education services and when needed make changes

### **Demonstrates the Ability to Involve the Community in Goal Setting and Implementation**

- involves the community in goal setting and, most importantly, implementation
- is someone who can listen effectively, given the many emotionally driven factors affecting Newtown Schools, but can facilitate, produce and effectively communicate a district-wide vision regarding K-12 education
- is someone who wants to lead and not dictate; can connect the town back to the schools and get families involved
- has the ability to listen to parents, staff and the community regarding their concerns and help create a solution and follow through on the solution
- is a leader who views themselves as a member of a larger team, with unique duties within that team
- develops a process that encourages, enables and facilitates community voices in the development of goal setting direction for the school system
- guards against the silencing of voices that may articulate a minority or different opinion
- focuses on the students and ensures that the word inclusion applies to special needs students, students of color, students from lower social-economic background, etc.

### **Has the Ability to Recruit and Maintain High Quality Staff; Strong Personnel Management Skills**

- analyzes the reasons why teachers are leaving Newtown and develops a plan to address teacher retention
- structures the teacher recruitment process to ensure that the pool of candidates is representative of all ethnic groups
- works with the coordinator of DEI to ensure that questions asked of candidates do not inadvertently contain bias
- is someone who knows and works with the staff so they can develop relationships and retain good staff
- is someone who should be visible and connected in order to understand the needs of students and staff
- is someone who absolutely holds staff accountable as professionals, but also lets them know that as superintendent they have their back
- is a superintendent with excellent people skills who values climate and culture
- is a strong leader; who puts the children first while motivating the staff and personnel
- practices shared decision making through committees focusing on district beliefs and purpose

### **Understands School Budgeting and Financial Oversight**

- is willing and able to be fully transparent about how school budget is utilized
- keeps the community informed; is someone who is transparent with the community about where their tax money is going

- is diplomatic, patient, and honest
- understands special education laws and regulations and is an experienced overseer of the special education budget
- can work with the town to meet the needs of all students; builds a strong school system into a highly competitive system.
- understands all aspects of school budgeting and can explain the needs to the community in a forthright, understandable manner; can discuss and explain the budget without jargon, and in language that clearly reflects the needs of the school system
- constructs and administers budgets with a focus on and support for diversity, academic excellence, mental health needs and one that is fair to the needs of all buildings.

### **Desired Experience**

- has experience with negotiations and working successfully with unions
- has classroom experience
- has demonstrated support for academic excellence, diversity, students with special needs and the social-emotional needs of all students
- has building level leadership experience
- has experience in special education
- has been an assistant superintendent or superintendent
- has experience working effectively and cooperatively with a Board of Education

**TASKS and CHALLENGES UPON WHICH THE COMMUNITY WISHES THE NEW  
SUPERINTENDENT TO FOCUS IN YEAR ONE**

**(Not listed in Prioritized Order)**

❖ ***Learning Loss:***

Develop a clear, student-focused plan to address the learning loss during the pandemic. While Newtown was one of the school systems that returned to hybrid learning fairly quickly, there is still work to do.

❖ ***Communication:***

Communicate clearly and listen to all voices to ensure all are heard. Ensure that you seek out and communicate with all groups in the community on an on-going basis. Create a structure whereby all will feel that they can have a voice.

The current debate over Diversity/Equity/Inclusion and Academic Achievement (returning Newtown to a Blue Ribbon school district) needs someone who can bring the two groups together for the good of the students. This is not and should not be a “one or the other” debate as both goals are essential to a school system that desires to be all it can be for every student. Currently people are talking past each other, and the gap is not as significant as it appears.

Both the previous and current superintendents have developed a committee structure to ensure community input – committees such as PEAC, Climate and Culture Committee, A-Team meetings, etc. It is important to maintain these avenues for constructive input, ensure that members of the committees are representative of their respective communities and do a careful analysis prior to making changes.

❖ ***Special Education/Social Emotional Support:***

Provide a focused special needs support, especially social/emotional support, for students. Assess the needs of the special education programs. Pay close attention to the findings of the SPED Self-Study Action Steps. Ensure that the plan is still relevant and, if so, that the findings have been implemented.

Pay particular attention to the social and emotional needs of families and staff throughout the transition. Newtown is unlike any other town because of the ongoing effects of December 14 2012, and the pandemic has compounded the unique needs for students and community. It will require an understanding, gentle approach to the healing that will take a long time. It would be wise to consult with those who have an understanding of the needs.

❖ ***Budget:***

Deal creatively and effectively with budget issues. Ensure transparent communication of budget spending and needs. Student population is declining until very recently, and many of the positions that were created during the pandemic are grant positions that will need to be integrated into the school budget if they are to remain.

❖ ***Relationship Building:***

Develop an effective and collaborative working relationship with the Newtown Board of Education and with the teachers' union in general, but especially during upcoming contract negotiations. Be visible in the schools and community. Establish a process where parents and the community at large can have a voice on a regular basis regarding decisions that impact the children of Newtown.

## Appendix A

### Newtown Focus Groups/Interview Schedule

March 24	2:00 Anne Uberti, Asst. Supt. and Dr. Frank Purcaro, Director of Teaching and Learning 4:00 Middle Gate School Staff
March 28	10:00 Newtown High School Students 11:30 Dan Rosenthal, First Selectman 12:15 Board of Education Members 1:30 Chief Dave Kullgren and Brian Bishop, Newtown Police 2:00 to 3:30 Central Office Staff 4:00 Head O 'Meadow School Staff 7:00 Newtown High School Lecture Hall Parents/Community
March 29	11:30 Dr. Lorrie Rodrigue 12:00 Board of Education Member 12:30 Board of Education Member 1:00 Senior Center 2:00 Paraprofessional Union President 3:00 Newtown Middle School Staff 4:00 Hawley School
March 30	7 p.m. <b>Virtual</b> Parents/Community
March 31	12:00 Wes Johnson, Coordinator – Diversity, Equity & Inclusion 1:00 Principals 3:00 Newtown High School Staff 4:00 Sandy Hook School Staff
April 4	12:00 Board of Education Member 1:00 Assistant Principals and Lead Teachers 2:30 Drop-ins 4:00 Reed Intermediate School Staff 7:30 p.m. <b>Virtual</b> Board of Finance
April 7	7:00 p.m. <b>Virtual</b> Legislative Council

## **Appendix B**

### **A Note on Focus Groups**

In addition to the community survey and review of selected documents, the input gathering process included 17 focus groups and numerous interviews. The comments during those sessions are consistent with the comments on the community survey. The focus groups/ interviews conducted with staff stressed the support for classroom teachers and the recruiting of highly qualified staff, maintaining current committee structure design to elicit staff input, and not assume the superintendency with a pre-determined agenda. While the community also expressed these desires, they also stressed the need to address the issues of social-emotional support, diversity, and including parents and community partners with the school system. Excellent communication skills and an individual with strong people skills was also a sentiment expressed.

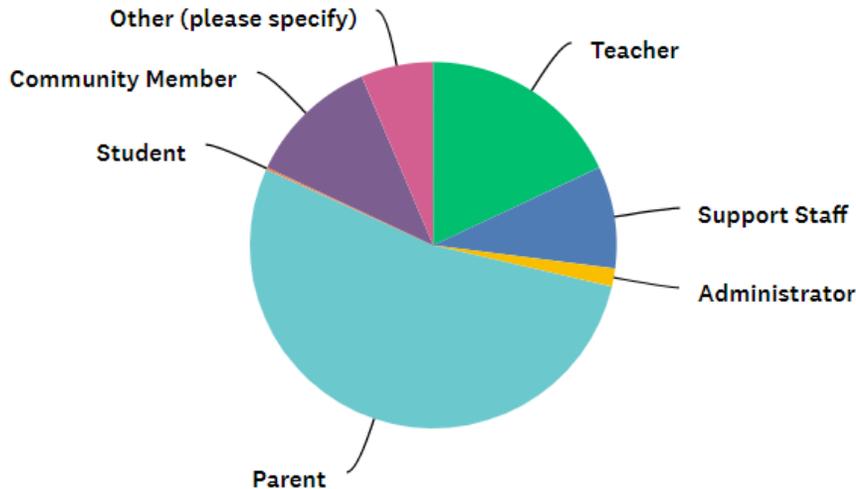
In almost all meetings there was frustration that only the Board of Education would be interviewing and hiring the new superintendent without administrator, teacher, or parent involvement in that part of the process. It was stressed that this was done to ensure confidentiality and was not an uncommon practice.

**Please note:** The views, opinions and/or comments offered by the respondents to this needs assessment do not necessarily represent the views, opinions and/or comments of the Newtown Board of Education or its individual members, school district officials, or the New England School Development Council (NESDEC). Neither the Newtown Board of Education 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, students, teachers, administrators, support staff, community members, and individuals who elected to respond as "Other".

## Appendix C Online Survey Results

**Which ONE of the following best describes your role in the school system?**



Teacher	18.02%	102
Support Staff	9.01%	51
Administrator	1.59%	9
Parent	53.18%	301
Student	0.18%	1
Community Member	11.66%	66
Other*	6.36%	36
<b>Total</b>		<b>566**</b>

\* Responses included: "Community member and parent of students who grew up through the Newtown school system"; "Parent of children who went through their entire education and graduated from Newtown schools"; "Community Member, former Parent"; "Teacher and parent"; "Parent/PTA Leader"; "Intern"; "professional staff"; "Chemistry Teacher and Boys Basketball Coach"; "Behavior Therapist"; "Substitute Teacher"; "Taxpayer"; "para educator"; "counselor"; "Local government rep."; "I am a teacher and a parent in this district."; "Retired teacher from NHS & community member for almost 30 years"; "Grandparent of students in Newtown school system."; "Parent, Teacher and community member"; "Parent/Former BOE Member"; "Grandparent and university professor"; "Reading Specialist"; "Parent, staff and involved community member"; "Administrator in another district"; "Former district leader"; "Disgruntled former student"; "Community member with a child starting in 23-24 school year"; "Recent Former parent of students in the school system"; "BOE Member"; "I am a teacher here but also was a student myself and also a parent, when my kids attended."; "Parent/ health care worker-pharmacist"; "Teacher, Parent of 2 students in district, and community member"; "Former Student and Community Member"; "Parent, and also someone who works with over 350 schools across CT & MA for work"; "I'm a parent in this district but a teacher in another"; "Program Administrator of the free/reduce lunch program/Cafeteria Bookkeeper"

\*\* Two respondents chose not to answer

### **QUESTION 1:**

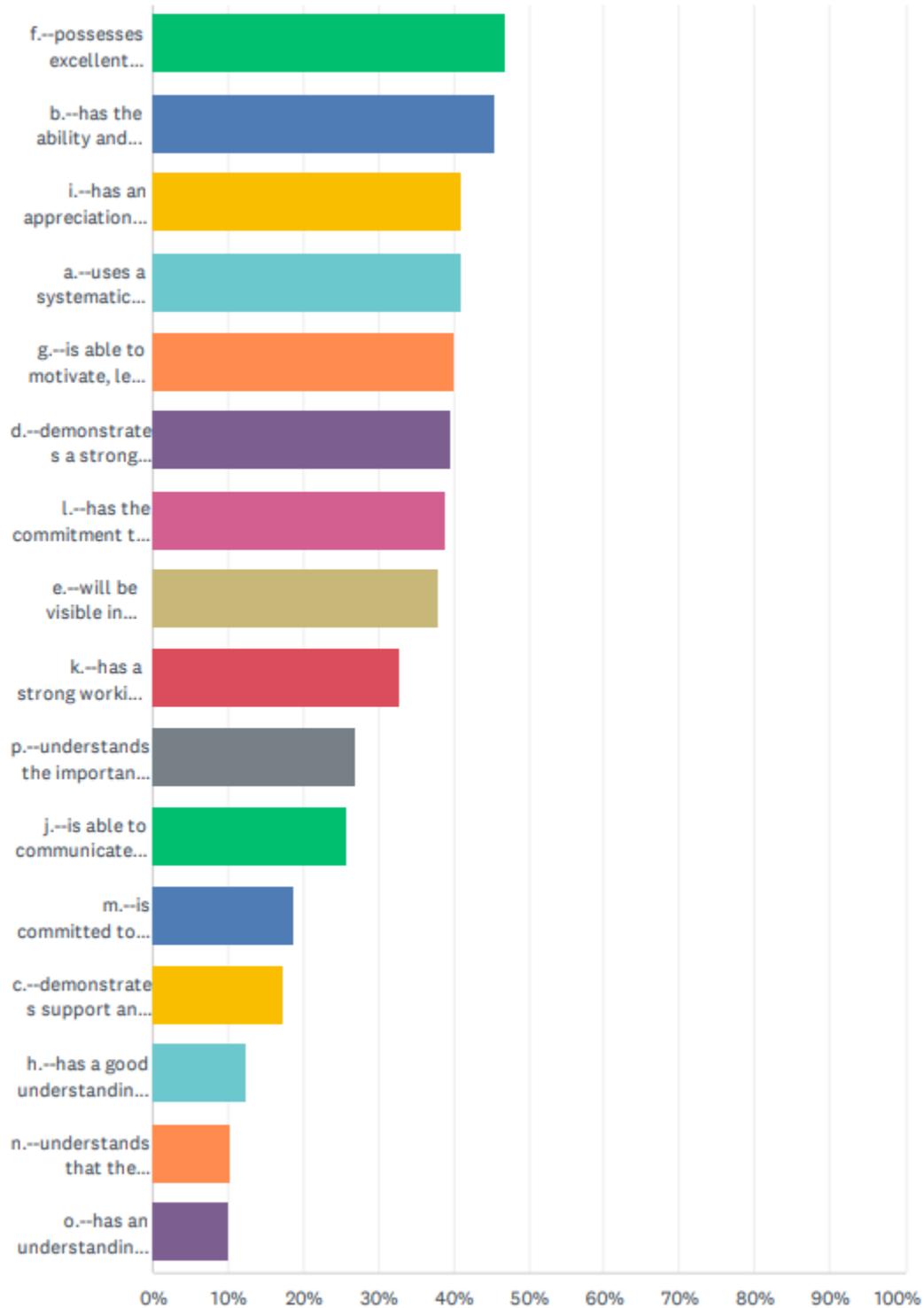
**Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...**

- a.** uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.
- b.** has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.
- c.** demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.
- d.** demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.
- e.** will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.
- f.** possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.
- g.** is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.
- h.** has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.
- i.** has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.
- j.** is able to communicate clearly both verbally and in writing.
- k.** has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.
- l.** has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.
- m.** is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.
- n.** understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.
- o.** has an understanding of technology as it applies to teaching and learning.
- p.** understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.

## ALL RESPONDENTS

N=568

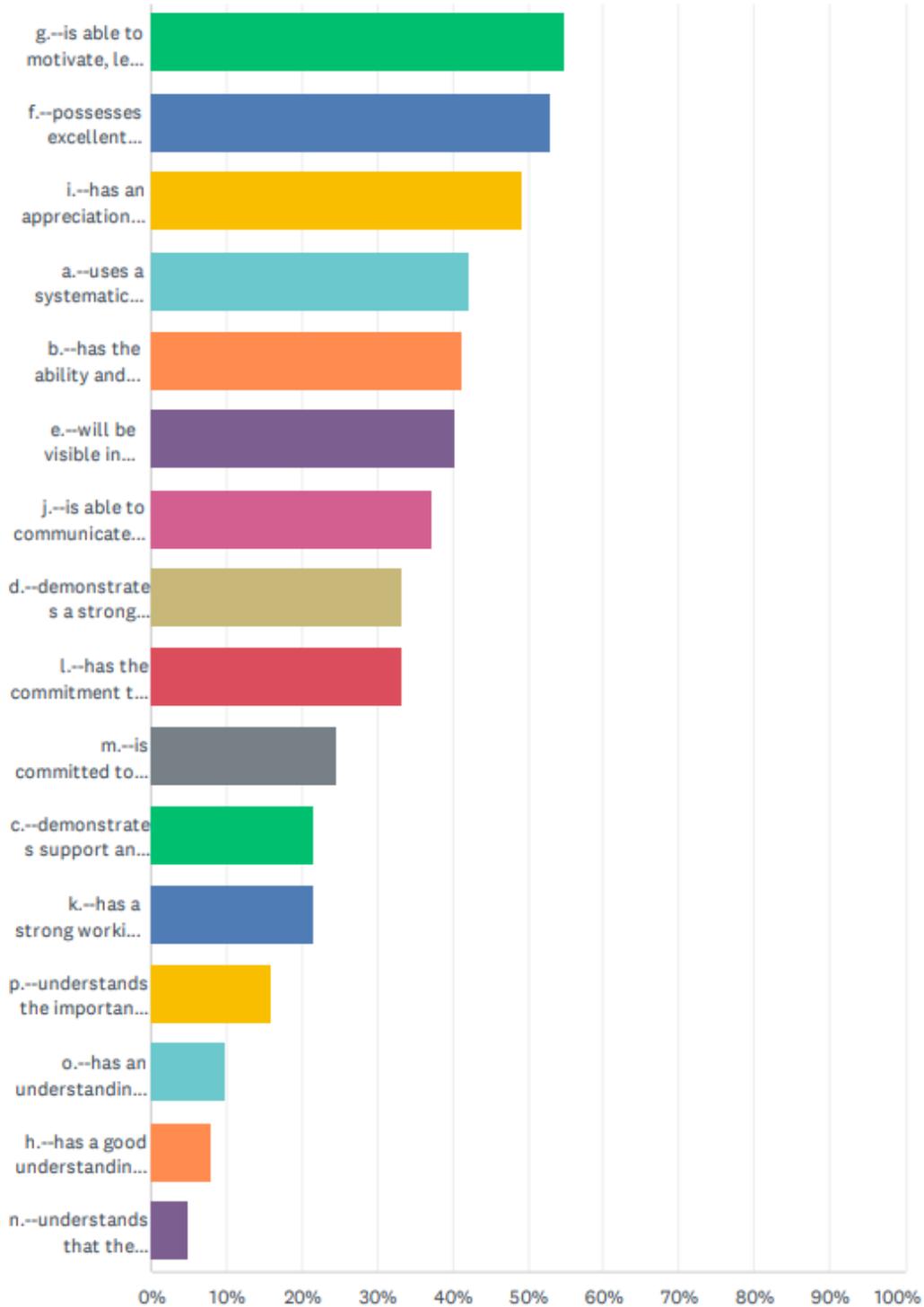
Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...



ANSWER CHOICES	RESPONSES
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	47.01% 267
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	45.42% 258
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	41.02% 233
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	40.85% 232
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	40.14% 228
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	39.61% 225
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	38.91% 221
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	38.03% 216
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	32.92% 187
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	26.76% 152
j.--is able to communicate clearly both verbally and in writing.	25.70% 146
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	18.66% 106
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	17.25% 98
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	12.32% 70
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	10.21% 58
o.--has an understanding of technology as it applies to teaching and learning.	10.04% 57
Total Respondents: 568	

**TEACHERS**  
**N=102**

Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...

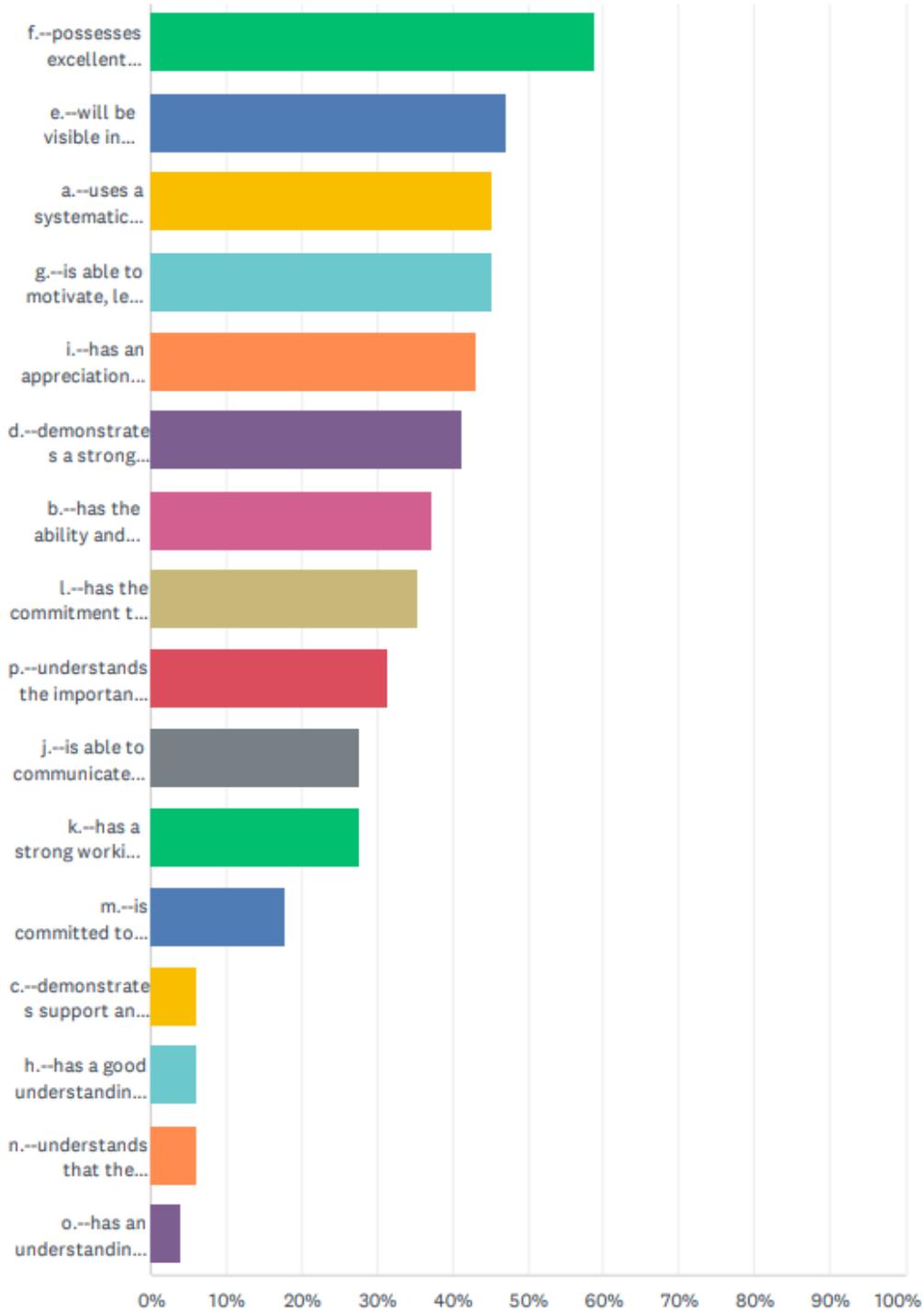


ANSWER CHOICES	RESPONSES	
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	54.90%	56
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	52.94%	54
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	49.02%	50
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	42.16%	43
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	41.18%	42
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	40.20%	41
j.--is able to communicate clearly both verbally and in writing.	37.25%	38
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	33.33%	34
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	33.33%	34
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	24.51%	25
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	21.57%	22
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	21.57%	22
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	15.69%	16
o.--has an understanding of technology as it applies to teaching and learning.	9.80%	10
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	7.84%	8
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	4.90%	5
Total Respondents: 102		

## SUPPORT STAFF

N=51

Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...

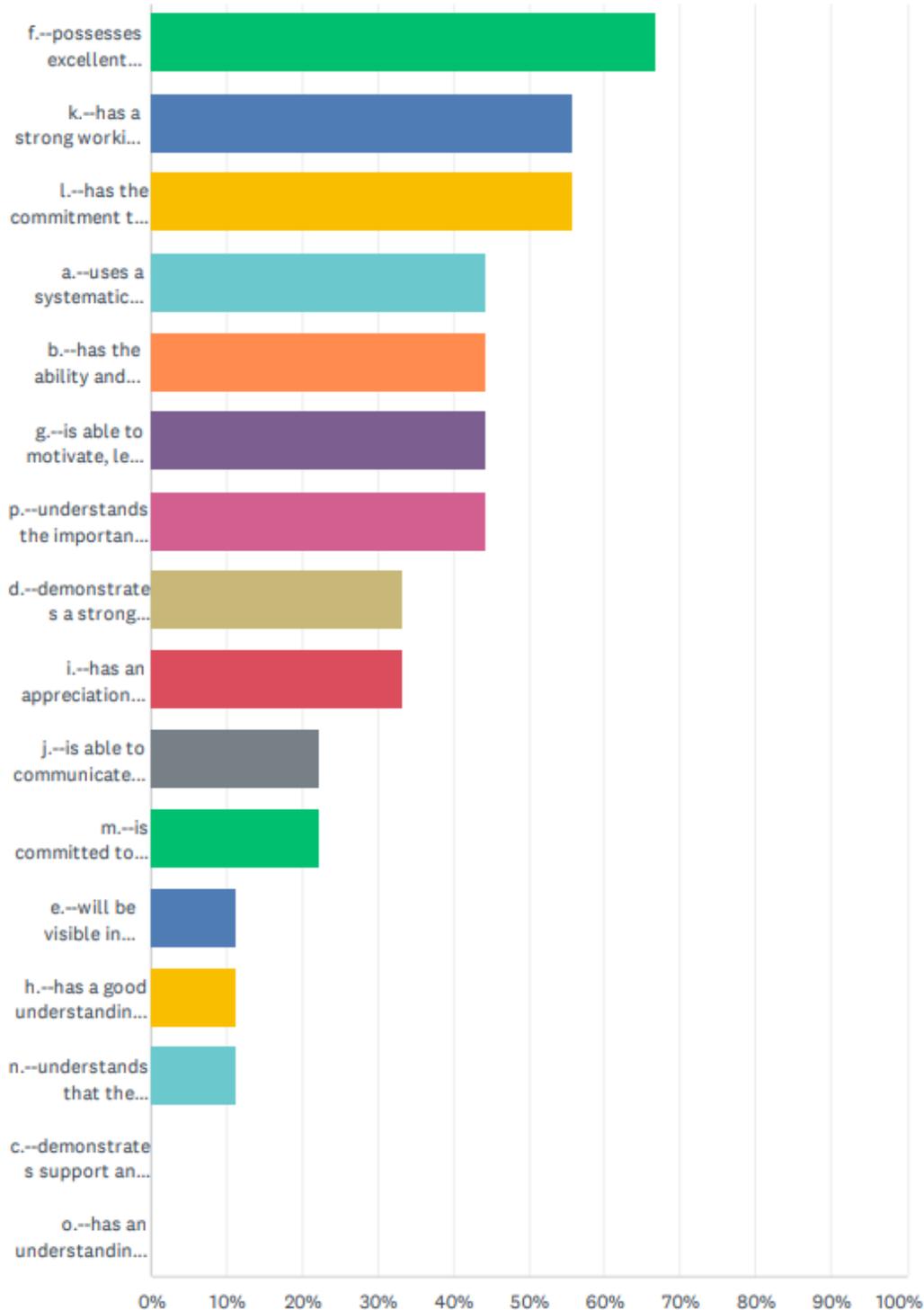


ANSWER CHOICES	RESPONSES	
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	58.82%	30
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	47.06%	24
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	45.10%	23
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	45.10%	23
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	43.14%	22
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	41.18%	21
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	37.25%	19
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	35.29%	18
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	31.37%	16
j.--is able to communicate clearly both verbally and in writing.	27.45%	14
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	27.45%	14
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	17.65%	9
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	5.88%	3
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	5.88%	3
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	5.88%	3
o.--has an understanding of technology as it applies to teaching and learning.	3.92%	2
Total Respondents: 51		

## ADMINISTRATORS

N=9

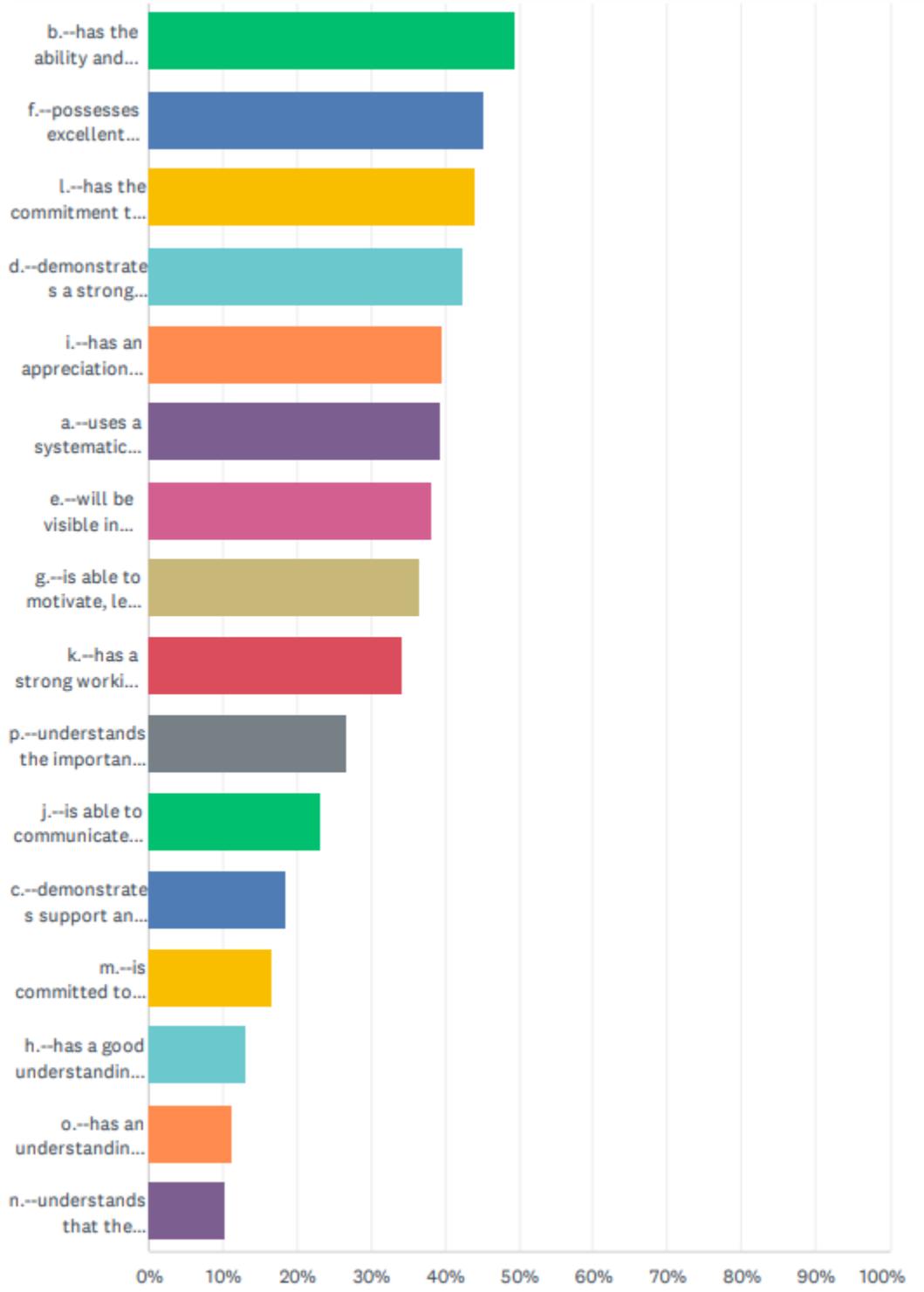
Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...



ANSWER CHOICES	RESPONSES	
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	66.67%	6
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	55.56%	5
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	55.56%	5
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	44.44%	4
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	44.44%	4
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	44.44%	4
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	44.44%	4
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	33.33%	3
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	33.33%	3
j.--is able to communicate clearly both verbally and in writing.	22.22%	2
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	22.22%	2
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	11.11%	1
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	11.11%	1
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	11.11%	1
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	0.00%	0
o.--has an understanding of technology as it applies to teaching and learning.	0.00%	0
Total Respondents: 9		

**PARENTS**  
**N=301**

Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...



ANSWER CHOICES	RESPONSES	
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	49.50%	149
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	45.18%	136
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	43.85%	132
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	42.52%	128
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	39.53%	119
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	39.20%	118
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	38.21%	115
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	36.54%	110
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	34.22%	103
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	26.58%	80
j.--is able to communicate clearly both verbally and in writing.	22.92%	69
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	18.27%	55
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	16.61%	50
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	12.96%	39
o.--has an understanding of technology as it applies to teaching and learning.	11.30%	34
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	10.30%	31
Total Respondents: 301		

**STUDENTS**  
**N=1**

Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...

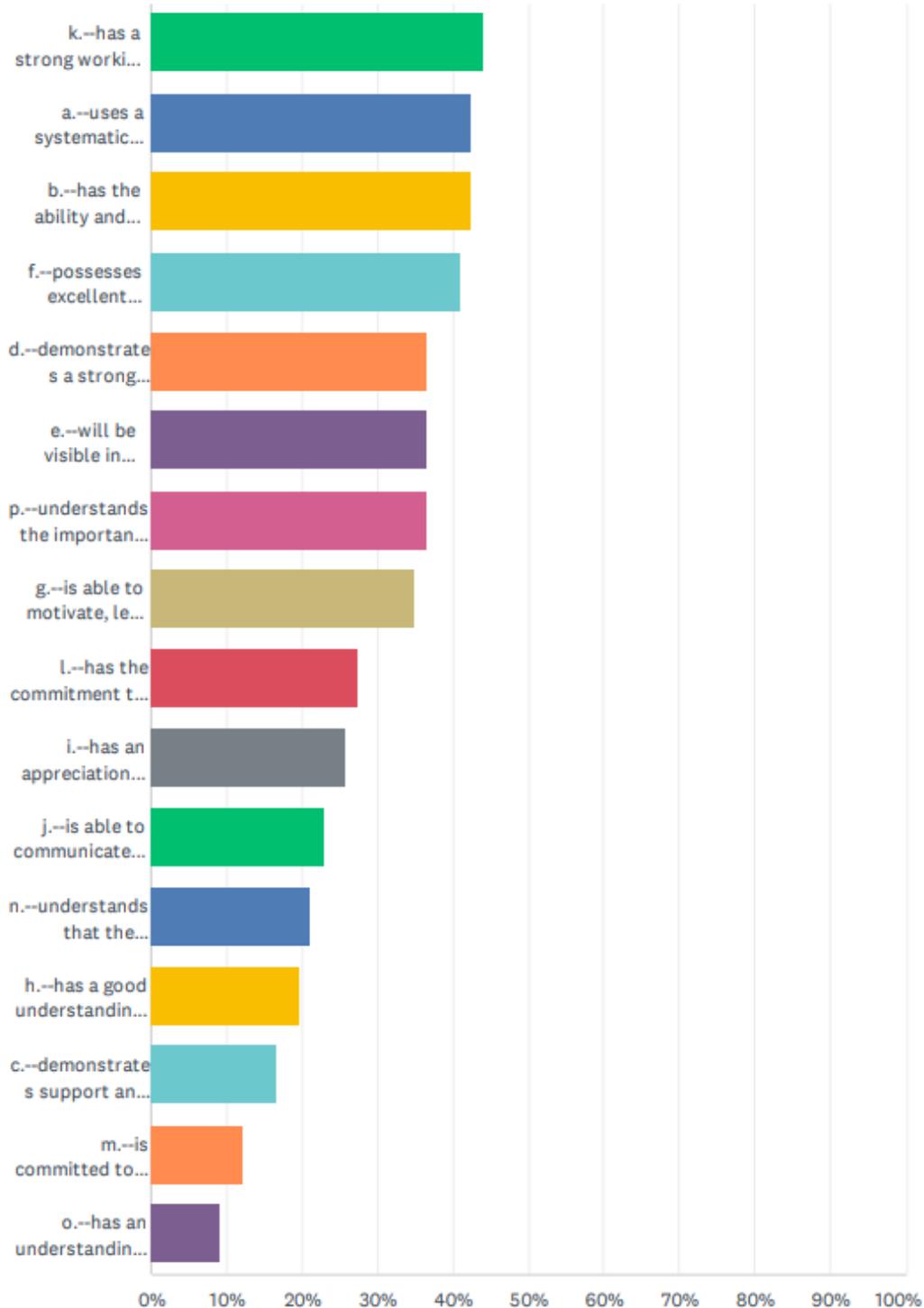


ANSWER CHOICES	RESPONSES	
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	100.00%	1
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	0.00%	0
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	0.00%	0
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	0.00%	0
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	0.00%	0
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	0.00%	0
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	0.00%	0
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	0.00%	0
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	0.00%	0
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	0.00%	0
j.--is able to communicate clearly both verbally and in writing.	0.00%	0
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	0.00%	0
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	0.00%	0
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	0.00%	0
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	0.00%	0
o.--has an understanding of technology as it applies to teaching and learning.	0.00%	0
Total Respondents: 1		

## COMMUNITY MEMBER

N=66

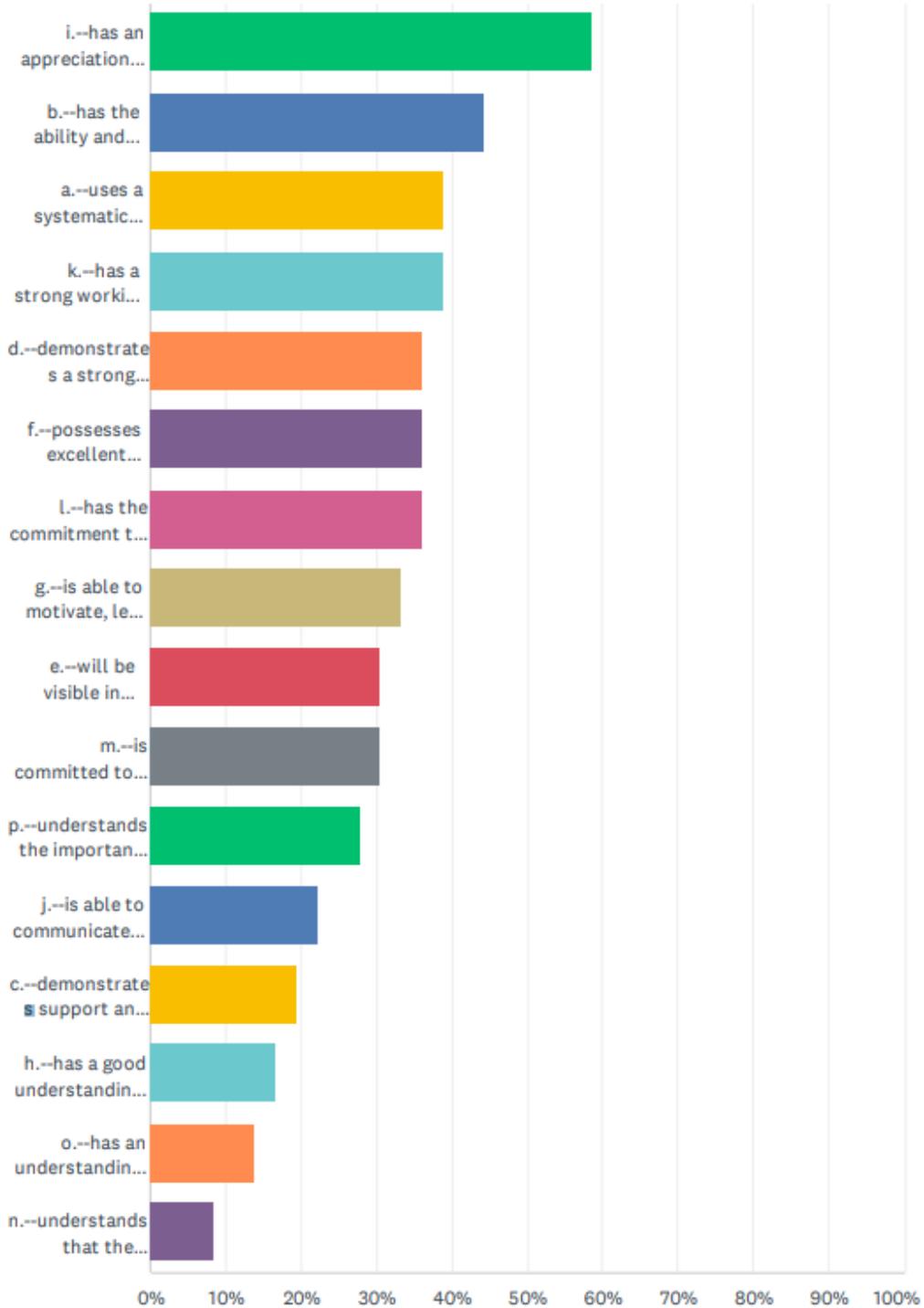
Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...



ANSWER CHOICES	RESPONSES	
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	43.94%	29
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	42.42%	28
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	42.42%	28
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	40.91%	27
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	36.36%	24
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	36.36%	24
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	36.36%	24
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	34.85%	23
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	27.27%	18
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	25.76%	17
j.--is able to communicate clearly both verbally and in writing.	22.73%	15
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	21.21%	14
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	19.70%	13
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	16.67%	11
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	12.12%	8
o.--has an understanding of technology as it applies to teaching and learning.	9.09%	6
Total Respondents: 66		

**OTHER  
N=36**

Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...



ANSWER CHOICES	RESPONSES	
i.--has an appreciation for the diverse academic and social-emotional needs of students and has an understanding of the development and implementation of support and intervention strategies to meet those needs.	58.33%	21
b.--has the ability and insight to recruit and retain high quality staff; has strong personnel management practices and understanding of collective bargaining process.	44.44%	16
a.--uses a systematic approach to managing and improving the schools; has excellent organizational skills, working knowledge of school law and proven ability to resolve organizational conflicts.	38.89%	14
k.--has a strong working knowledge of school finance, including budget development and management; has the ability to effectively communicate regarding budgetary issues with the Board of Education, staff, community and local municipal officials; has clear understanding of federal, state, and local funding issues.	38.89%	14
d.--demonstrates a strong commitment to leading the effort to define and deliver an effective, consistent 21st Century education program for students of all backgrounds and ability levels.	36.11%	13
f.--possesses excellent people skills; demonstrates the ability to involve the community in developing and implementing goals; views the community/school relationship as a partnership.	36.11%	13
l.--has the commitment to supervise and evaluate school programs in the spirit of continuous improvement; has an understanding of educational practices, research and national/state/local initiatives; has the ability to frame issues for discussion, reach timely decisions and implement change.	36.11%	13
g.--is able to motivate, lead, guide and direct people; is committed to implementing the mission statement and vision statement of the school system.	33.33%	12
e.--will be visible in schools, aware of current issues and activities in the schools and shows an interest in community affairs.	30.56%	11
m.--is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development.	30.56%	11
p.--understands the importance of accountability for staff and self; understands how to design and implement an evaluation process that establishes clear performance standards and follows through to resolve performance issues.	27.78%	10
j.--is able to communicate clearly both verbally and in writing.	22.22%	8
c.--demonstrates support and has an appreciation for the role of extra-curricular (co-curricular) activities in the educational experiences of students.	19.44%	7
h.--has a good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.	16.67%	6
o.--has an understanding of technology as it applies to teaching and learning.	13.89%	5
n.--understands that the Superintendent is responsible for management of the schools in compliance with applicable laws and regulations and also in compliance with the Board of Education's policies.	8.33%	3
Total Respondents: 36		

An Invitation from the Newtown Board of Education © 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.**

<b>Answered</b>	<b>289</b>
<b>Skipped</b>	<b>279</b>
<b>Response Date</b>	<b>Responses</b>
Mar 31 2022 11:45 AM	As a teacher in a different district, having someone that can attract and retain quality teachers, trust those teachers to implement curriculum, and connect personally with students can make an enormous difference for students and staff alike.
Mar 31 2022 11:28 AM	I think one of the most important things to be focused on is diversity, equity and inclusion. This is especially important as our students will be entering a diverse world.
Mar 31 2022 10:50 AM	Newtown is a great school district. The new Superintendent would be joining a system that is already committed to high standards and performance.
Mar 31 2022 10:50 AM	I would add that the superintendent needs to make sure That the students are protected from corporate, government, and NGO interests that harm them.  In the end nothing in the above this matters if that is not done.
Mar 31 2022 10:37 AM	As a parent whose children have grown up through the Newtown school system, I believe the superintendent's main focus should be on enabling each individual student to reach their God-given potential. While we have excellent support for those students with special needs, we lack adequate academic challenges for those students who are intellectually gifted, and we risk having these students lose their zeal for learning due to boredom. That said, I would hope the new superintendent would institute creative ways to keep these students challenged and engaged, such as differentiating individual learning in the classrooms for K-8 (perhaps with the help of technology), and providing more AP classes in the high school.  As for extra-curriculars, my children were in the NHS marching band, and I saw how important that program was to fostering team work and discipline, while striving for excellence. And it gave all those students a home away from home in the school—the band room.
Mar 31 2022 10:31 AM	All of these are important, but many are managed by other administrators . They in turn keep the superintendent apprised of those issues.
Mar 31 2022 10:18 AM	It is important that we have a Superintendent committed to fostering an environment of diversity, equity, and inclusion, and upholds a system that prioritizes developing the social identity and academic achievement of every child.
Mar 31 2022 10:11 AM	A superior education for all students should be the overarching goal of the Board of Education and the Superintendent. The Superintendent needs the skills to define, deploy, measure, and refine the tactical actions to achieve that goal.
Mar 31 2022 09:43 AM	I am concerned about the backlash from some in Newtown regarding DEI. With some parents coming to meetings and demonstrating their fear of LGBTQ kids, of teaching historically accurate, fact-based American history, and of culturally responsive/diverse teaching materials, I fear for the future of Newtown students in terms of their preparedness.

Mar 31 2022 09:16 AM	We need someone with strong emotional intelligence who as our leader. There are many emotionally driven factors that affect our school system, and we need someone who can listen effectively, but also who can make - and clearly communicate with all parties - a fair and productive path forward. We also need someone who is going to work on creating a district-wide vision and who truly has a K-12 perspective.
Mar 31 2022 08:54 AM	I just want to see a descent person in this leadership role.
Mar 31 2022 08:45 AM	We need a Superintendent that understands us as a school district. We are not like other districts- we come from a place of severe tragedy and the person coming in needs to understand we have family's and teachers who are still very much impacted by the events of 12/14. We also needs someone who understands we have lost 2 years of learning. Yes, learning happened but not to the rigor it should have. We need a overhaul on what is expected of students with clear benchmarks for each grade, We need a Superintendent that will let each building principal operate their own building- not a micromanager. We need someone who is committed to diversity, equity and inclusion and who will support staff and students first!
Mar 31 2022 08:42 AM	In regards to c) I have been extremely disappointed with the lack of field trips in the lower schools this year. High School seems to not be affected. There haven't been any 7th grade field trips where in the past the children went to Hartford (Capital), Ellis Island, the Library (not really a field trip but I'll take it!) and of course the Washington DC trip was canceled for the 8th graders this year but I did see that the HS Marching Band went there! To put this in perspective the last time a class was on a field trip at the Middle School it was the current Class of 2023. I'm aware we have had a pandemic but we need to move on. The 5th grade field trip to the Bronx Zoo disappeared as well after my sons class went (2023)...because the teachers said it was too long of a day for them! I also heard that they have done away with the 6th grade field trip to High Meadow as well! The Bronx Zoo and High Meadow field trips were both wonderful field trips that the children loved! What did they replace them with??
Mar 31 2022 07:59 AM	A good administrator needs to understand both the people (students/teachers/parents) in the district as well as the budget. They need to understand how to maintain and improve the education opportunities of the school district within the constraints of a budget that the people of the town can afford. We unfortunately live very close to towns that can spend much more than we can so keeping good staff can be hard, but a good Superintendent should know and work with the staff so they can develop relationships and keep the good staff.
Mar 30 2022 08:44 PM	Potential candidates need to have training/experience in DEI and in culturally responsive classroom practices.
Mar 30 2022 05:12 PM	The new superintendent has to be a quick learner. Newtown is extremely complex and requires someone with a lot of knowledge in education and finance. There are over 800 employees here and it is also important that whoever comes on board is able to interact with all levels of employees. This person should also possess skills on following up and following through on incentives and plans.
Mar 30 2022 04:23 PM	Since the district is large and the superintendent is only one person, written communication skills are essential. Clear, cogent, and concise (and timely and authentic) email communication is essential.

Mar 30 2022 03:39 PM	The message is not always enjoyable, but the ability to communicate it should be.
Mar 30 2022 02:34 PM	The Superintendent should be a leader for all the students, Staff, Board of Ed, and Community. They be a leader not afraid to make decisions but able to lead from the front.
Mar 30 2022 02:15 PM	<p>All my selections have the common theme of effective leadership. but the DIRECTION of leadership is what matters most.</p> <p>I rated "define and deliver effective 21st Century education programs" as the most important. I believe preparing students to earn living-wage jobs in today's competitive global economy should be the # 1 priority of the next Superintendent and, in this regard, public education has been failing.</p> <p>Off the record, major employers describe today's graduates as all-to-often deficient in basic skills, overly critical, entitled, and prone to the victimization narratives now taught in public education. What employers need are highly competent, resilient, and motivated graduates. What they're getting are graduates unnaturally jaded and subliminally at war with the society they are entering. They didn't get this from their parents, they got this from public education.</p> <p>Our next superintendent needs to fundamentally understand this problem and education's role in it. They need to lead an unapologetic return to "Back to Basics" education based solely on scholastic excellence and competitive Merit... not the political agendas that have insinuated themselves into academia. This alone will save our schools from continuing to fail our students.</p>
Mar 30 2022 01:50 PM	We need a superintendent who is supportive of what teachers and staff do, and uses the power of the position to the minimal degree necessary.
Mar 30 2022 12:45 PM	They need to be visible to and connected to understand the needs of students and staff.
Mar 30 2022 12:42 PM	build an understanding of the diverse needs of the community and its students
Mar 30 2022 11:26 AM	This is a unique school system with diverse needs, learners, and staff. Communication, insight, and foresight are of critical importance, as are accountability and innovation.
Mar 30 2022 11:16 AM	I liked how the last two superintendents of Newtown were approachable. This is most important to me. Someone who is approachable, from staff, parents and students.
Mar 30 2022 11:05 AM	I want a superintendent that realizes that Computer science MUST be prioritized in all grades -- try computer science, not just using an ipad or google docs.... Significant changes NEED to be made to the existing schedule/rotation to allow for adequate direct teaching of computer science.
Mar 30 2022 11:02 AM	The Superintendent is the top leader in the district so, as such, must be able to lead effectively. That means being able to communicate effectively as well as listen to others. He/she should also be able to motivate and support staff in any way possible.
Mar 30 2022 10:58 AM	I think that the 5 attributes that I chose are the most important qualities for our new Superintendent to possess because they need to have a great understanding of student needs (i.e. social emotional learning, especially now that we are recovering from a major global pandemic). There must also be an understanding of staff needs and diversity.

Mar 30 2022 10:53 AM	<p>E.) I think it's very important for a superintendent to be in touch with the student body of the district. Doing something as simple as meeting students and learning some of their names goes a long way in being an effective leader.</p> <p>F.) A large part of being the superintendent is being a voice between the schools and the community at large, both in-person and via social media.</p> <p>I.) Too often it is easy, (especially when not directly interacting with students), to become unaware of the specific needs of the current generation of students. As students develop and as current events continue to shape our worldviews, the needs of those students can be in constant flux and providing appropriate support regardless of this is vital.</p> <p>K.) These are crucial administrative responsibilities that a superintendent should understand with confidence. Budget is always a hot topic for the community and staff and knowing the ins-and-outs can help ease concerns that people might have.</p> <p>L.) Having a background in teaching and understanding the current developments in educational theory and practices will help to better elevate our schools to provide students with the most effective education possible.</p>
Mar 30 2022 10:51 AM	I believe the superintendent is the "face" of the district and needs to hold strong communication and people skills. S/he must be willing to dive right in and learn the needs of the district. They should be supportive of the educators and families in the district while also being a strong leader.
Mar 30 2022 10:33 AM	I have been most appreciative of the leaders who know their staff, their expertise, and encourages them and communicates with them.
Mar 30 2022 10:27 AM	Visibility is key. New sup should absolutely hold staff accountable as professionals, but also let them know that s/he has their back.
Mar 30 2022 10:25 AM	While all off the statements above are important, our superintendent needs to have an understanding of the Newtown community, our staff and student needs to successfully lead and implement change when needed. Doing so requires that person to be visible, approachable and connected so that they will be established enough to motivate and promote growth and development at all levels. With that rapport and respect, the community, staff and students will trust their judgement, thus enhancing accountability, performance and willingness to change for all stakeholders.
Mar 30 2022 10:21 AM	Additional skills/qualities/ etc. that would be helpful to a new Superintendent's success is kindness and having strong listening skills.
Mar 30 2022 10:14 AM	Attaining good staff seems to be something that has been difficult- with inequalities in the step freezes, limited support against parents, and lack of support in the classroom are all reasons why teachers are leaving this amazing field and no one seems to be doing anything about it.
Mar 30 2022 10:11 AM	Without high-quality staff, you have a low-quality school system. Those people need to be motivated toward the same goal. All students, no matter their background should receive an education that prepares them for the global world, which includes the integration of technology into the classroom and the product.
Mar 30 2022 10:10 AM	I believe many of the attributes above similar but nuanced. However, I am troubled that I did not see anything regarding the diversity, equity and inclusion as a value, skill or attribute.
Mar 30 2022 10:04 AM	In this day and culture I believe it is critical that a school leader understand the social emotional needs of our students and our families. Resources and interventions are key and the foundation to supporting students who may not be available for learning.

Mar 30 2022 10:03 AM	Be available to all staff, understand how the decisions that are made at central office play out at the building level. In addition, an investment in following up on reports/complaints that are made within buildings. Understanding that there is an increase in SEL needs and appropriate staff should be available to meet this increase of needs
Mar 30 2022 09:53 AM	I feel that the arts (art, music, theater) have been getting further pushed to the side as a priority as an intense focus on STEM has developed. Finding a superintendent that is aware of what goes on in schools/community and is truly focused on the rounded well-being of the average student knows that the arts should be considered one of the areas of priority to help students develop and succeed all around in other classes.
Mar 30 2022 09:50 AM	N/A
Mar 30 2022 09:49 AM	Implementing change is a MUST HAVE for this next superintendent. The level of accepted behavior in schools is unacceptable and until our principals have upper leadership support on more available consequences, the teachers are going to continue to struggle. We need to be tracking in school suspensions and at some point,.....this needs to lead to out of school suspension. Until the parents are inconvenienced.....behaviors aren't going to change.
Mar 30 2022 09:49 AM	Clear working knowledge of this position is crucial, but a new superintendent needs to be a strong, passionate, considerate, and well spoke communicator. Consistently sharing school and budget news with parents and students is vital to maintain a good, strong, trusting partnership with the community.
Mar 30 2022 09:47 AM	A strong advocate for teachers
Mar 30 2022 09:10 AM	We need a superintendent with excellent people skills who values climate and culture. We do not need a change agent or someone who will flip the system on his head or someone who is a micromanager..
Mar 30 2022 08:24 AM	Looking for a compassionate and smart leader who can bring Newtown forward both in diversity and technology.
Mar 29 2022 11:50 AM	The new Superintendent needs to concentrate on closing the learning gap resulting from the Covid. Students are behind due to the online learning. Scores were already down before covid. Second, I would like to see better use of tax dollars. The administration is top heavy. Enrollment is down to the levels in the 1990's, yet administrators have doubled. Third, it's time to stop all the social engineering, fads, revisionist history and indoctrination of the cultural topic du jour. Teach the academic subjects-Math, Science, History, Reading.
Mar 29 2022 10:34 AM	It's important for the superintendent to be a strong leader who puts the children first while motivating the staff and personnel. He/She should be able to budget appropriately. Another big factor is problem resolution. The ability to listen to parents or staff or the community regarding their concerns and help create a solution and follow through on the solution.
Mar 28 2022 02:34 PM	In this day and age, It is important to effectively and influential keeping the focus on the advancement of our students education and not be compromised by outside organizations that look to disrupt and dilute the curriculum. CRT is not an acceptable curriculum.

Mar 28 2022 09:24 AM	Although the events of 12-14 took place many years ago, it is still very much present in the soul of our district. Anyone stepping into a leadership role such as this, in our town, must understand that and see it as an opportunity to continue to put emphasis on the social emotional health of all staff and students. Creating and maintaining a safe, welcoming and rewarding place to work will inevitably lead to a school system that students can grow in and a place where they can learn tolerance, acceptance and empathy.
Mar 27 2022 08:22 PM	It's important that the new superintendent be a leader, with whom the community can feel confident at the helm. It's important they stay aware of changing needs of education, particularly SEL. They cannot guide the schools without knowing what goes on inside the schools, so frequent visits to all of the schools is crucial.
Mar 27 2022 01:04 PM	I do not want an ultra left wing superintendent☐
Mar 27 2022 11:16 AM	Must be devoted to being fiscally responsible in consideration of the taxpayers
Mar 26 2022 08:25 PM	The superintendent needs to effectively manage a lot of things. They oversee an enormous operation that is an entire school district with many moving parts. I don't want someone who is just an "academic" who has no idea how to manage the rest.
Mar 26 2022 05:30 PM	I believe the leader of the pack should have endure all of the above skills at one time or another. I feel that connecting with the demographics of our town, NEWTOWN is unique and that with those skills the best candidate will fit into our fold and find solutions to unify the many different ideas parents and tax payers have. I don't believe that the state should govern our policies and parents make the best choices for their student. We do not live in an undeveloped, poor uneducated community.
Mar 26 2022 05:01 PM	Needs to put educational needs of students ahead of political fads.
Mar 26 2022 10:40 AM	IMO, a good leader is one who cultivates good leadership. Several of the questions above, e.g., those related to finance, facilities, curriculum, are necessary skills for his/her team. A superintendent needs to communicate with the community, set the educational culture, and have the management/interpersonal skills to guide the staff and students to success.
Mar 25 2022 04:20 PM	I was hoping to see an option that spoke to a track record in progressing schools along in terms of test scores. Newtown was once a blue ribbon district and there has been no focus on trying to return to it. While I support the DEI initiatives that seem to have been at the forefront and the focus in the district, it would be nice to see a focus on grades and test scores. We pay a very high cost per student, and as someone who does not have children in the district any longer, I am still focused on my tax dollars being spent wisely.
Mar 25 2022 11:03 AM	Communication, leadership, financial aptitude, empathy, and vision are all necessary attributes for anyone serving in this capacity.

Mar 24 2022 10:24 PM	When failing corporations higher turn around CEOs the qualifications they seek are aligned with providing evidence that this person will turn the corporation profitable again. How about seeking a superintendent who is demonstrably experienced in raising test schools, building blue ribbon schools, making the school system shine again instead of just the money pit we currently have. If that person exists, he it she will have all the qualities above, not just five.
Mar 24 2022 10:20 PM	A superintendent that comes from a high performing district and has shown improvement in test scores <input type="checkbox"/> <input type="checkbox"/> Strong contract negotiations- we are getting taken advantage of by vendors <input type="checkbox"/> <input type="checkbox"/> A superintendent who is focused on academic enrichment vs social justice
Mar 24 2022 10:14 PM	No social justice activism!! Leave the parenting to the parents. Remove the madness of CRT and DEI it has no place here. I hope you will choose a superintendent that is most qualified and not based solely on the color of his/her skin.
Mar 24 2022 06:48 PM	People oriented, energetic, creative
Mar 24 2022 06:40 PM	I think interpersonal skills are key to leading successfully. Being a good communicator and being able to bring people together is critical. Being able to lead in a non biased way so that multiple groups with diverse opinions all feel heard is most important.
Mar 24 2022 08:05 AM	Having high talented staff that is focused on educating and not social activism to ensure our students are knowledgeable in the curriculum to set them up for success in life
Mar 23 2022 06:13 PM	The superintendent should be involved with the kids best interest in mind and listen to the parents
Mar 23 2022 02:24 PM	I feel students deserve best practices and staff who are held accountable for doing their jobs well.
Mar 23 2022 02:00 PM	Recommit to math and literacy, which have been crowded out by other efforts. Lagging scores relative to our DERG indicate we should be doing better
Mar 23 2022 01:45 PM	Would appreciate someone who listens to all and not only specific groups in town.
Mar 23 2022 01:35 PM	The most important part of this is obviously educating the students to the highest standards. Leaving politics out of the classrooms.
Mar 23 2022 11:53 AM	a,h,l) There are many moving parts within a school district and it is important to be organized and focused on improving, rather than preventing decline <input type="checkbox"/> c,d) Co and extra-curricular activities are very important to many students, and are sometimes the only reason they come to school. They provide an accepting space for many students. The arts, specifically, provide numerous opportunities for social emotional learning and improvement of mental health, as well as help develop students' brains so that they can become the creative thinkers that the future needs.
Mar 23 2022 11:44 AM	Communication is key. Decisions should not be made in a vacuum. There are people in the district with knowledge regarding the technical needs of the individual schools. Use their knowledge before spending money.

Mar 23 2022 09:12 AM	Newtown has a very different type of social emotional need. The superintendent should have sensitivity to the town's tragedy while remaining focused on resiliency and optimism. We have had an increase in mental health needs and student behaviors. The Superintendent should be able to recognize and support the challenges.
Mar 23 2022 08:34 AM	Every attribute on the list is important. The 5 I selected overlap with others on the list. Supt. walks both sides - school and community. Vision, communication, understanding and support for all programs (curricular and extra-curricular) in our schools to create well-rounded graduates. Someone who can put together a responsible budget to support our programs, educate community and get what schools need to be successful for students.
Mar 22 2022 05:04 PM	Candidate must have strong leadership and budget management skills. Too much emphasis has been placed on education background in past, this is not enough to run a large school system with a significant budget to be managed. Candidate must be able to deal with reality of flat to declining enrollments and hard decisions that may come regarding staffing and budgeting and impact on staff unions. Candidate must represent the taxpayers needs and desires, not just those of the staff unions. Candidate must be able to manage a budget effectively and not manage school system by seeking ever higher percentage increases each year.
Mar 22 2022 04:29 PM	These are all important qualities but there are other qualities that are also more important to me. We need someone who is not going to be politically swayed by groups of people who want to maintain status quo. Several members of the current board of education hold racist viewpoints that need to be challenged by someone who understands the bigger picture and who strives to build a community of students who are ready for the real world. This person has to have considerable backbone to face the challenges that our community presents.
Mar 22 2022 04:14 PM	Supports curriculum that promotes inclusion and diversity
Mar 22 2022 01:49 PM	Strong leadership is critical, now more than ever. A leader must view themselves as a member of a larger team, with unique duties within that team. A persistent focus on quality improvement is essential to ensure progress.

Mar 22 2022 09:22 AM	I think it is important for the new superintendent to be a leader, but more importantly a team player. Newtown has incredible teachers, administrators, and support staff, they need someone who will provide them the support to continue providing the best for the children of Newtown. We need a leader who understands our children need more than just an education out of textbooks and benchmarks. Education is not one size fits all and children need individualized education, meeting the child where they are at, whether in need of additional support or to challenge them beyond grade level and see how far they can go. Our teachers, administrators, and support staff all need to be supported and feel appreciated to continue to meet the needs of every child. A superintendent needs to understand that school staff are exhausted from navigating education through COVID. Children are struggling emotionally and many are behind educationally. We need a superintendent who will not only think outside the box to help all, but someone who is willing to roll up their sleeves and jump right in. Communication and transparency has been diligent and consistent, we need a superintendent who will continue the level of communication the families of Newtown have grown to expect.
Mar 21 2022 01:55 PM	Na
Mar 21 2022 10:46 AM	The town could easily lose many staff members because they are not as competitive with their salaries as other towns. It is important that the town is retaining their staff, provide a fair and diverse education to all students and make sure money is being allocated correctly and efficiently.
Mar 20 2022 04:17 PM	The qualities I most appreciated in Dr. Reed's ( <b>former superintendent</b> ) tenure focused on shared decision making through committees focusing on district beliefs and purpose.
Mar 19 2022 06:02 PM	For a superintendent to be successful they must have a working knowledge of each school they manage thus be aware of concerns of not only principles and teachers but other members of the staff including but not limited to para professionals, substitutes and office staff these folks are often the most involved in the day to day workings of the schools.
Mar 19 2022 02:33 PM	Fosters a program that is welcoming to students of all types races, genders.

Mar 19 2022 01:24 PM	<p>From NHS perspective, quality of education, teachers and department heads has deteriorated over the past 6+ years. A good percentage of staff are nearing retirement age and honestly, it appears they are "coasting" to retirement and don't care about the quality of education are children receive. Ranking with in CT and nationally, Newtown has continued to drop since we moved here in 2008. There is something not working here - I don't know what it is but lack of quality and engagement by the department heads and teaching staff is something I have witnessed for years - especially from 7-12 grades.</p> <p>My child was at Sandy Hook School during the shootings and in a classroom greatly impacted due to proximity. I have empathy and know we must acknowledge, accommodate and address the unique challenges that this tragedy has brought to our community. We must rebuilt and move forward with sensitivity, though it seems like an excuse for poorer academic performance and focus on "soft" skills and traits. We need a quality education for our children - that is often reflected in rankings, where we have continued to decline.</p>
Mar 19 2022 11:42 AM	<ul style="list-style-type: none"> <li>-Communication needs to change for the better, usage of social media etc. <input type="checkbox"/></li> <li>-Present at school and community wide events <input type="checkbox"/></li> <li>-better relationship with the town</li> </ul>
Mar 19 2022 10:09 AM	It is important that the superintendent understand and be open with the community plus be able to motivate and lead teachers and staff.
Mar 19 2022 09:55 AM	More recently I've witnessed national political issues creeping in to our local district. I think it's very important to have a superintendent who understands the laws and polices to protect everyone, not just those that align with national politics. Transparency with parents is key.
Mar 19 2022 09:36 AM	Newtown needs someone who will come in and focus on educational excellence. Our students are not excelling and the pandemic is no excuse. Our scores were down before then. Covid is over, and it's time to act accountable for our kids education and stop making excuses. Stop focusing on all these social justice and activism issues and get back to teaching our kids.
Mar 19 2022 09:19 AM	Their job is to make the teachers the best they can be. then excellence trickles down. I am less concerned with other communication. Also the job is to see through beurocracy to make processes efficient and sensible.
Mar 18 2022 12:21 PM	I believe communication and collaboration is absolutely key in a superintendent. I believe having a backbone and being able to stand up to, as well as for, various stakeholders is key.
Mar 18 2022 10:43 AM	Communication is very important for all staff

Mar 18 2022 10:41 AM	Children with learning differences (those on 504s and IEPs) have very inconsistent experiences in our district, resulting in greatly varied outcomes (and some of them not very good at all). Newtown has a lot of room to improve in this area. I would like a Superintendent who has a true emotional attachment to this cause, and has the skills, knowledge and determination to make this a top priority. This includes making sure ALL children with differing needs have the ability to thrive; making sure we offer pay and incentives to fully staff para positions with qualified, talented people; making sure we staff robustly for supports, such as speech, PT, OT, learning specialists (why do they always seem to thinly stretched?); making sure the district is fully supportive of the latest training, tools, and technology; making sure that he/she is approachable and accessible to Special Education parents with concerns; etc. We can and must do better for our "learning differences" kids!
Mar 18 2022 08:27 AM	Perhaps it's worded in a way that I don't quite grasp, but would love for a superintendent to be a supporter of their teachers. The closest is perhaps about retaining high quality staff, but I also want a superintendent that is willing to go to bad for their faculty and staff, support them in what they are doing, and respect them as the professionals of the educational experience that they are.
Mar 18 2022 07:51 AM	The superintendent and board should be focused on educating our children, not raising them or indoctrinated them.
Mar 17 2022 10:21 PM	The town is very closely divided between Democrats and Republicans. We need a centrist Superintendent.
Mar 17 2022 08:26 PM	a common themes among these attributes is an individual that values staff and approaches their position as that of a servant leader; one who recognizes the expertise of staff and leverages that expertise in the development of systems that move towards continuous quality improvement
Mar 17 2022 05:34 PM	My ideal candidate for superintendent is one who maintains direct communication with department heads and rolls up his/her sleeves to understand the intricacies of how each department is functioning and whether there is efficiency/waste of resources. Particularly in the area of technology. I also want a superintendent who can stand firm against unreasonable requests and who implements a program of accountability for underperforming teachers--particularly those who do not wish to expand skill sets to meet the needs of an increasingly-ethnic diverse population.
Mar 17 2022 03:50 PM	Community-values and, especially, parental engagement must be considered a the ultimate stakeholders in our children's education. Focus must be on core STEM curriculum and fundamentals of critical thinking, NOT on teacher's-union activism or an agenda of indoctrination.
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Mar 17 2022 03:31 PM	Excellent teachers, motivated students who are learning every day, pleased parents who pay the bills: the new superintendent will have many constituents depending on him or her for leadership. The new superintendent should avoid the pitfalls of the current administration of our schools which has overemphasized the differences between people, and hired at great cost (taxes went up 4 percent) someone from Danbury supposedly to help us see the error of our ways. The shout down of taxpayers opposed to these ideas and excoriated in the local press has been stressful and unfair in the extreme. Critical race theory and its various forms should have no place in our Newtown schools and thankfully have now been banned in many states.
Mar 17 2022 03:03 PM	Only one!! <input type="checkbox"/> Gets the appropriate curriculum for kids on the Autism spectrum and stop pushing them through your school systems!!!!!!!!!!
Mar 17 2022 12:25 PM	Hold teachers accountable <input type="checkbox"/> Interest in extracurriculars/athletics <input type="checkbox"/> Accessible to parents <input type="checkbox"/> Learning loss top academic priority
Mar 17 2022 10:23 AM	More accountability of school principals <input type="checkbox"/> Better standardization of performance between elementary schools <input type="checkbox"/> Return Newtown to blue ribbon standards <input type="checkbox"/>
Mar 17 2022 09:38 AM	As a public school teacher of 15 years with experience in both the Greenwich public school system and currently in the Wilton school district, I have been through a multitude of superintendents. Greenwich had 9 supers in 10 years. As a mother of 2 children who will be in the Newtown public schools, I want a superintendent who will invest in the school. In Wilton, the superintendent moved to the community and enrolled his children in the system. That shows commitment. Too many supers bounce around and leave unfinished work and loose ties. What can we do as a community to ensure the longevity of the next superintendent? Also, as a public school teacher, it is not a secret that Newtown (and Ridgefield) pay considerably lower salaries to teachers than the surrounding towns. Hopefully the next super will ensure Newtown has an opportunity to secure the most qualified of staff by offering competitive wages for staff.
Mar 17 2022 09:29 AM	While a superintendent manages so many things, our prime mission is education and therefor must be an instructional leader.
Mar 17 2022 08:49 AM	The Superintendent needs to be able to withstand progressive calls for change for change's sake.

Mar 17 2022 08:35 AM	<p>We still need a better diversity program in the schools. I know parents will not allow extra curricular programs to falter so that is just part of the education / extra curricular equation in NHS so that won't change. We do need someone who understands how technology applies in a learning environment as well and needs to always upgrade our students availability to those tools of the future.</p> <p>Accountability of staff is key to a great teaching environment as well. I wish the superintendent understands more regarding programs available in teaching and working with children that have trauma backgrounds. That they would support the staff in learning more about teaching children with traumatic backgrounds and disabilities. I also hope we have a superintendent who knows how to reach out to the business community in town to help motivate and lecture to Seniors and possibly Jrs on interviewing, working for companies, etc - also having a better way of doing an interning program.</p>
Mar 17 2022 08:07 AM	My son has autism, his success is only as well as the schools
Mar 17 2022 07:13 AM	Ability to stand strong and not waiver due to who is shouting the loudest in community, do what is best for students, staff and stick too it vs go back and forth. Prioritize Education.
Mar 16 2022 10:32 PM	the new superintendent should be well versed in most all boxes above weather they are checked or not. they should focus on the excellence in the core of our education ie; math, English, science, history, not on racial tensions equity etc.as we as a town, did not have much of a problem in that area except what a small (loud) group claimed.
Mar 16 2022 09:04 PM	The superintendent must work with and rely on existing staff/experts in curriculum, evaluating testing, budgeting and special education and come with a strong understanding of those areas but bring their own strengths that enhance that expertise.
Mar 16 2022 02:18 PM	The Superintendent must possess the ability to balance maintaining the best curriculum, staff and facilities against the fiscal capabilities of the residents of Newtown.
Mar 16 2022 02:04 PM	Dr. Rodrigue led us through the pandemic with confidence and has always been respectful, responsible and communicative. Find someone else like her. Someone who leads and is trustworthy. I suggest hiring from within the District. We have plenty of talent already here with earned reputations.
Mar 16 2022 01:47 PM	There appears to be a mental health issue epidemic - please bring someone in who can help the students.
Mar 16 2022 01:27 PM	Newtown has a unique history and the education of our students is very important. I would like to see a true census taken of school age children - some of which are in private schools, or due to divorce may be in another district. How do we address the needs of all Newtown's children?
Mar 16 2022 12:32 PM	I think the new Superintendent should reflect the 21 century in all areas including diversity, equity and inclusion. This person should strive to provide our students with quality education both academically and social emotionally. While also maintaining a diverse staff of highly qualified educators.
Mar 16 2022 12:23 PM	I believe the Superintendent should be visible in all schools, know what is going on while interacting with their staff. It seems that staff gets overlooked, and they are just as important as the students. They should listen to their staff and see where the needs are.

Mar 16 2022 12:02 PM	We need a superintendent who will actually get things done and not just do a lot of talking.
Mar 16 2022 11:58 AM	"A consistent 21st Century education program" MUST include anti-racist content and programs geared toward inclusivity and diversity. Otherwise none of us are moving forward.
Mar 16 2022 11:52 AM	A superintendent should first and foremost have and appreciate the skills to be a superb educator and should have excellent leadership skills to inspire both staff and students.
Mar 16 2022 11:19 AM	Loved kids. Is a good educator who has administrative and communication skills. Does not want to siphon money off of taxpayers and who has nothing to do with the allegedly corrupt school attorneys in CT. Someone who is not a puppet for the progressive agenda Someone who is not overpaid as today's superintendents tend to be with an asset superintendent and secretaries who do the bulk of the work while school attorneys puppeteer the school board and superintendents. The attorneys teach the superintendents who teach the school staffs Not to find problems with children so they don't have to pay for services while the superintendents and attorneys walk away with the tax money that was marked for education. Someone who is not a fan of the Chinese Communist education system.
Mar 16 2022 10:55 AM	Just a quick FYI. There are ways to set limits to how many answers someone can choose. I'm curious how you were going to deal with extra responses from people who don't read the instructions. Are you just going to cut out the responses at the end of the list? Are you going to count peoples extra choices? It seems like this might cause a bias. In reference to the question, I feel like our students are dealing with an emotional crisis that no age group has dealt with before. It is going to be imperative that we focus on the Socio emotional state of the students and perhaps place assessment and standardized testing on the back burner. Let's also find someone who is continuously researching new educational sciences And piloting new methods. For instance, all of educational science speaks against homework, yet we still give it.
Mar 16 2022 10:16 AM	As a parent of two children in this district, and as a veteran Special Education teacher in another district, I feel strongly that the skills, qualities, and experiences I chose are extremely important when looking for our new leader. The Superintendent's role is a huge responsibility, and the district must find the "right fit" for Newtown and what we need. I believe that the person best suited for this job must be a proven leader in their current role, have strong connections with the school staff and always do what is best for our children.
Mar 16 2022 09:57 AM	Experience in the field of education is important.
Mar 16 2022 09:46 AM	We NEED a superintendent who is dedicated to DEI. Our district has a long way to go concerning DEI efforts, so this needs to be strong at the top, so it can be enforced on all the other levels as well.
Mar 16 2022 09:31 AM	95% of students are receiving inappropriate reading curriculum and intervention practices that do not follow the Science of Reading. Proper screening can be completely as early as preschool. Proper intervention can be provided at four times less the cost when a child is identified in 3-4rd grade. This needs to become a priority for our district.
Mar 16 2022 07:15 AM	builds on our strong newtown community by supporting teachers and staff with open communication and guidance to make our school system a top performing school which provides the best opportunity for our childrens learning.
Mar 16 2022 12:32 AM	I feel these 5 will have greater impact on creating a quality education environment within a reasonable budget

Mar 15 2022 08:54 PM	As a 35 year educator, I have seen firsthand the importance of a superintendent who supports and communicates well with staff and who is a listener/learner themselves.□ Additionally important is the need to support all kinds of students with a variety of programs and curricula which meet diverse needs.
Mar 15 2022 08:43 PM	Continuous improvement is key. Data Driven. Courage to end programs that are are not high value
Mar 15 2022 08:09 PM	Have the ability to understand the financial responsibilities of running out district.
Mar 15 2022 07:48 PM	A superintendent should have a well rounded knowledge of all the functions of a school, understand the community they are serving and most importantly the dynamic of their staff and students. This individual should represent all of the highest moral and ethical characteristics that we would want instilled in our children; and also have the highest degree of knowledge of what it takes to lead by example in the twenty-first century, not only with morals and ethics, but with their empathy and understanding of what our community has been through. This individual should be aware of staff and student needs, as well as the invaluable culture of our community, as it truly is like none other. Being a superintendent is no easy feat, being a Newtown superintendent is truly like none other.
Mar 15 2022 07:43 PM	Please get someone who supports special education students fiercely. There are so many well-intentioned staff who simply don't have adequate training or resources to maximize these students performance both socially & academically.
Mar 15 2022 07:17 PM	Actually cares about the students mental health.
Mar 15 2022 07:10 PM	A resident for 35 years, a district administrator in Newtown, a proud parent of a Newtown graduate. This list above is an uninformed, outdated, not reaserched based list of qualities. Embarrassing really. I have known and worked with NESDEC since 1980. Shame on you. Feel free to contact me directly.
Mar 15 2022 07:00 PM	The Superintendent should understand and act upon the concept that the school system is not a closed system. The school system operates in the context of the Town and its resident taxpayers whose opinions and wishes should be respected and followed.
Mar 15 2022 06:58 PM	We need someone exactly like Dr. Rodrigue. She was a calm presence and made smart, trustworthy decisions for our schools.
Mar 15 2022 06:49 PM	A strong budget understanding will be important to analyze why other districts in our DERG are outperforming Newtown with lower PPEs. These will be areas for improvement in our education results
Mar 15 2022 06:46 PM	A good superintendent knows how to bring people together with varying focus and interests: students, educators, administrators, parents and community. It's difficult to please everyone at times but a good superintendent knows how to balance

Mar 15 2022 06:01 PM	This is such a difficult question. I'm a parent in Newtown and a classroom teacher of 23 years in a nearby district. All the options are important but I feel as a teacher and parent, the new superintendent needs to be present in the professional world of their teachers and the challenges teachers are facing, especially in the social/emotional realm. The new superintendent needs to be aware of the challenges and the needs of the families in Newtown. In this moment I'm thinking of the difficulties with school closure notify and the issues with buses not being available. The new superintendent needs to be able to balance the pressure to keep the budget low while also willing to spend money on support staff and teacher professional development.
Mar 15 2022 05:24 PM	Has experience as a teacher. Understands how things work in person, not just on paper.
Mar 15 2022 05:19 PM	I'm far less interested in a "by-the-book" leader. I don't want someone interested in the latest trends. I just want someone who can relate and lead people.
Mar 15 2022 05:12 PM	Retaining high quality staff is of the utmost importance, so developing and maintaining relationships with teachers is key. This includes fair negotiations and competitive salaries.
Mar 15 2022 04:38 PM	With polarization of the public that is rampant in our state and country I feel strongly the next superintendent needs to have a strong background in the national research behind education best practices and the ability to frame this research for productive discussions among teachers, administrators, and the community. She/he will need a strong grounding in and an appreciation of the social, emotional and educational needs of students of ALL ages, ethnicities, backgrounds, educational levels. Given the high rate of depression among the young members of our society, understanding their social and emotional needs is HUGELY important. A strong knowledge of the issues encompassed within the broad subject of school budgeting and financing is a must. This is evident from the 40+ years I have lived in Newtown!
Mar 15 2022 04:25 PM	They need to spend less money.
Mar 15 2022 04:04 PM	As a teacher in a nearby district, these are qualities I would look for in an employer. Having knowledge of the role of a superintendent from a teacher perspective, I often wish parents knew more about the behind the scenes aspects of this role and the general running/decision making of a school district. I would hope for a superintendent in my hometown to be knowledgeable of the research of how students learn and be someone willing to listen to teachers, parents, and community members with expertise when making decisions for the district rather than simply thinking about the bottom line.
Mar 15 2022 03:40 PM	This is a ridiculous list. <input type="checkbox"/> <input type="checkbox"/> All of the above are important plus a concerted focus on DEI initiatives. Superintendent is a big job with a big salary. <input type="checkbox"/> <input type="checkbox"/> Where is the DEI component????
Mar 15 2022 03:34 PM	I think finding and retaining quality staff and educators is of upmost importance

Mar 15 2022 03:31 PM	A superintendent who is visible and dedicated. Communication is very important- communication on social media is important today to reach both students and parents.
Mar 15 2022 03:29 PM	I think the superintendent needs to have an understanding of the diversity and differences of the student population and be knowledgeable of up to date teaching methods and how to implement them.
Mar 15 2022 03:27 PM	STUDENTS FIRST AGENDA; MUST WITHSTAND BULLYING FROM TEACHERS' UNION.
Mar 15 2022 03:26 PM	The Superintendent has to be a leader both in and out of the schools and has to have a clear understanding of roles and responsibilities of all while balancing both the needs of the school district against the costs for the taxpayers.
Mar 15 2022 03:22 PM	all of the above are important - we don't need a survey to hire a good candidate. I have hired hundreds of people in my career and never used a survey to help me
Mar 15 2022 03:18 PM	Looking for a leader that listens to parents and makes decisions for the greater good of the entire community.
Mar 15 2022 03:11 PM	Why do Newtown schools continue to allow - 1) bullying of students by teachers 2) teachers who year after year do not post grades into powerschool until last day of marking period 3) situations where 75% of a class fails the final with no curve or consideration that the results are at least partly reflective of teaching efficacy and the students' GPAs suffer for it 4). two or more teachers teaching exactly the same class with widely disparate distributions of final grades. 5) a no school spirit policy in athletics - no fan buses, no cheering
Mar 15 2022 03:02 PM	This Superintendent must understand the needs of all students. Our children are struggling and we need someone who understands that and will make a plan to take care of ALL children in Newtown. SPED is a mess and we need a focus there. If this Superintendent can not communicate - that would be huge issue. Lorrie responds, interacts and welcomes engagement, I'd expect nothing less from a new person.
Mar 15 2022 11:25 AM	organizational skills and effective communication with all stakeholders is key
Mar 15 2022 11:21 AM	The importance of preparing our youth to live happily and successfully in a diverse environment cannot be overstated.
Mar 15 2022 11:10 AM	As anyone who works in the current education climate understands, teachers are incredibly overworked and underappreciated. We currently have a Superintendent who understands that, and her replacement would need to have that understanding as well.
Mar 15 2022 10:55 AM	I think the five qualities/skills I selected speak for themselves. It's an all encompassing task and assignment to demonstrate these characteristics. I hope the hiring committee emphasizes the value of these components with the best candidate for the job. In turn, I hope the emerging candidate genuinely honors these qualities to help Newtown continue to offer a positive educational climate in an atmosphere that can often feel defeating. I think morale is a tall order to restore for this Superintendent!!!!
Mar 15 2022 10:31 AM	Our school system is devoid of leadership with strong financial acumen. We spend without regard to effectiveness of spending. We do not make hard choices between alternatives.

Mar 15 2022 10:30 AM	The new Superintendent should be able to effectively lead, motivate and acknowledge a very stressed out staff coming off the tail end of the most challenging few years of working in education. They should also be student focused and be able to understand and act upon the many deficits and challenges that students have faced due to the (necessary but difficult) Covid protocols that prevented many in-person and social emotional experiences. Additionally, it is imperative that our new Superintendent understands the complex issue of DEI and gives full support to the DEI initiatives and Director.
Mar 15 2022 10:26 AM	I think these five skills are important because I need to know there is someone who will put my children first before anything political (or 21st century based because that isn't always best). People skills is also important due to dealing with parents/staff.
Mar 15 2022 10:20 AM	We need a Superintendent that can carry on the work established by Dr. Rodrigue and with a passion to take it further. They must be people-oriented and at the same time savvy enough to manage the intricacies of "politics of the office."
Mar 15 2022 08:04 AM	This person should provide the rare combination of being a visionary inspirational leader and a practical concrete manager.
Mar 15 2022 12:00 AM	Nothing is more important than our kids education, keep the kids in school in their routine.
Mar 14 2022 08:03 PM	We need to lead rather than follow in embracing modern concepts of diversity, equity and inclusion as well as culturally responsive curricula.
Mar 14 2022 07:55 PM	We have been experiencing a somewhat distanced Superintendent with questionable respect for teachers as professionals. I have checked here the most currently deficient and yet imperative of qualities.
Mar 14 2022 07:15 PM	We don't need a "politician", we need an educator. Someone who has done the job before and not just as an administrator. In 26 years of teaching the most effective people to lead are people who have been there before.
Mar 14 2022 03:28 PM	I am hoping to see a successor to Dr. Rodrigue. Someone who knows how to balance managing our schools while maintaining a sense of normalcy for our kids amidst this pandemic. We need a leader who thinks of not only the staff's emotional well being but our children's too. Someone who allows us to have a say in our children's future, no vaccine mandate, mask optional continuing.
Mar 14 2022 02:59 PM	Clear communication is one of the most important qualities any leader can possess. I might not agree with you, but if you have communicated your ideas or thoughts or plans to me clearly, at least I understand where you're coming from. If I don't have this understanding, it makes it much more difficult for me to follow your leadership. This goes right along with People Skills, which was my 6th choice, but is no less important than the other five.
Mar 14 2022 01:54 PM	There is an understanding of the school as a business and someone needs to oversee that. That said, professionals are hired (teachers) and there needs to be someone to facilitate the interaction between the different stakeholders.
Mar 14 2022 12:40 PM	Coming out of the past 2 years, staff need to see our leadership, and they need to see what is going on (for an hour or a day, not just a 5 or 10 minute pop in) in the classrooms.

Mar 14 2022 12:06 PM	You need a friendly ,forward thinking, grounded individual with an education background who has a variety of in depth experiences who can motivate, delegate, and make important decisions with the available information at hand at the time.
Mar 14 2022 11:28 AM	The new Superintendent needs to be a good manager who can get all the schools on the same page. The special education self study highlighted multiple examples of where this coordination has been lacking
Mar 14 2022 10:56 AM	I would like a leader who is honest and up front with no hidden agenda or ideology. One whose main focus is providing true, accurate academic content to all students.
Mar 14 2022 10:51 AM	I feel the applicant should posses all of these qualities to be the superintendent. <input type="checkbox"/> <input type="checkbox"/> If one is applying for this position I don't think we need to call out that they should be able to : *j.--is able to communicate clearly both verbally and in writing.* That should already be a skill they have developed.
Mar 14 2022 10:24 AM	I think it is imperative our schools continue to evolve. The world is not the same as it was 50 years ago. The schools need to be sure that like the ever changing math curriculum and system of teaching it, we put in place plans to set up curriculum and practices for attitudes and behaviors which incorporate inclusiveness and acceptance. The DEI program should be forefront, and training for all is paramount.
Mar 14 2022 09:45 AM	All of the qualities/skills/experiences I selected focus on instructional leadership and school and district improvement. I view these qualities as the most important in a Superintendent in all cases, but especially now in a post-Covid world where students have a wide range of academic and social emotional needs that should be addressed in a systemic fashion.
Mar 14 2022 09:28 AM	A pledge to promote the diversity, equity, & inclusion are vital attributes that our next superintendent must have. The last few years have emboldened the racists in town & I am so tired of listening to them act like their racist ideas must be protected in our schools. Connecticut is already completely segregated, and the slivers of diversity that we do have in this town need to be highlighted, encouraged, celebrated, and most importantly, normalized, so our kids have experiences that actually match the outside world once they graduate and lave this area. We need a superintendent who understands that & isn't afraid to celebrate it.
Mar 14 2022 09:07 AM	Keeping lines of communication open is key. Parents need to be informed of the goid, the bad and the ugly - but always informed.
Mar 14 2022 08:26 AM	While all of the above are extremely important, each person in this district brings a wealth of knowledge and a superintendent who works with the people that they are leading is going to foster a positive environment. This is needed now more than ever. At the core, we have to remember that we need to be doing what is best for ALL students.
Mar 14 2022 08:22 AM	We need a strong leader who can make tough decisions as the dynamic is changing in town.
Mar 13 2022 08:04 PM	All of the listed items are critically important, however, most of them can be better handled by competent staff who can allow him to keep focus on the big picture; not getting mired in minutia.

Mar 13 2022 07:40 PM	The ability to inspire without micromanaging intermediate supervisors is paramount. Trust building leaders to inspire building staff as you inspire their educational leaders.
Mar 13 2022 05:14 PM	I would like a superintendent who works to stop racism in Newtown schools. My brother and I have both experienced being called n***s in school (him in 7th grade and me in 4th). I attended an event where more than 20 bipoc students spoke and every single one of them felt that being a student in Newtown was harder because of their skin color or sexual orientation. I'm in 5th grade now. We also need to learn about the history of black and brown people and not only white people.
Mar 13 2022 05:02 PM	All of those thing are equally important.
Mar 13 2022 04:45 PM	Specifically working toward and supporting diversity, equity, and inclusion measurable goals for the district. Recruiting a diverse staff, working to increase current staff's understanding of the needs of bipoc students. Teaching staff how to create an inclusive classroom. Ensure all incidents of racism are addressed and that data is kept.
Mar 13 2022 03:42 PM	I want strong curriculum development to educate & prepare students to enter workforce in today's world - DEI curriculum!!! I want teachers strongly trained. I also want them seriously evaluated on their abilities to teach & treatment of ALL students
Mar 13 2022 03:20 PM	In all positions like this leadership is the key skill. In my mind this equates to courage, commitment to innovation and fierce commitment to continuous improvement of staff. In this role that extends to students.
Mar 13 2022 03:15 PM	It is so important that the superintendent can effectively communicate similar to what we have been receiving over the pandemic.
Mar 13 2022 02:09 PM	All of the qualities are important, but finding someone who is well rounded and versed in all pertinent areas is of utmost importance
Mar 13 2022 01:55 PM	The superintendent needs to be able to guide the BOE on the increasing liabilities related to DEI and be able to effectively and quickly implement these policies in the schools so that students are able to graduate with a realistic expectation of what the world is like.
Mar 13 2022 01:12 PM	I feel a superintendent should be able to rely on experts for detailed legal, technical and financial advice. They should be involved in supporting and training teaching staff, providing a safe space for everyone within the school system.
Mar 13 2022 12:56 PM	Being supportive of DEI is so important
Mar 13 2022 12:51 PM	Clear communication with parents is key. Fresh ideas for how to educate not only those that are struggling, but those who are excelling as well are important. Education should be catered to each student's needs to the greatest extent possible.
Mar 13 2022 12:50 PM	I would like to see someone with a proven track record of supporting DEI initiatives.
Mar 13 2022 12:37 PM	To be an effective superintendent, organizational skills are a must, as well as communication skills to implement your plans. You have to understand what is going on in the school's and the community. Financial and budget knowledge is also crucial.
Mar 13 2022 12:09 PM	We need someone that can listen yet enforce the rules. We need someone that will ensure that all staff makes sure we get what we are paying for

Mar 13 2022 11:40 AM	Our district must improve its ability to meet a child where they are and serve the children appropriately who are outliers in our community. In my view these are children with disabilities and children who are from minority groups. These two groups have been greatly marginalized and under served in our community.
Mar 13 2022 11:20 AM	Coordination and management needs to be a strength, deficiencies in this area were identified in the special education self study
Mar 13 2022 11:17 AM	This Superintendent should be committed to recognizing the value of diversity and inclusion. Lead. Not react.
Mar 13 2022 10:19 AM	There is clear division in the community which is being lead by the current Board of Education. There is a lack of responsiveness to the cries of the community, parents, and students about ongoing concerns about racism in the curriculum and day-to-day interactions. The district needs a superintendent who can guide the BOE to understand that their lack of responsiveness is setting the district up for significant expenses in the form of law suits. This would not be beneficial to the town or the school. For this reason, Newtown needs a superintendent who is strong in this area and who can guide the BOE from financially ruining the budget due to their own buy in to systemic racism.
Mar 13 2022 08:26 AM	The number one thing a good Super can do is pass budgets on the first try. How is this done? Someone who realizes there is no "budget season" Budgets are built person to person over a long period of time.
Mar 12 2022 06:17 PM	Respecting the diverse group of students is critical - there are many racial backgrounds, including multi-racial students who are and have been marginalized by both fellow students and teachers, I suspect largely by accident or by ignorance. Many of these students have just kept quiet so we need leadership that will stand for ALL students.
Mar 12 2022 04:31 PM	I'd like to see a superintendent who is focused on bridging the learning gap that the past few years has presented to our students. I feel like we've lost a lot of ground and there are so many students that have fallen very far behind during that time. I have high achieving students who need to be pushed and challenged and at the same time others need to be brought back to prepandemic levels. I feel like students are graded too easily in the 5-9 grades. Not the teachers fault though. They are doing their best and probably would need to fail a good number of students if using the same measurements as pre pandemic.
Mar 12 2022 03:57 PM	I believe the new Superintendent must be a good educator as well as administrator. Communication is key - we have recently benefited from 3 leaders who communicated well and I think this has reduced a lot of friction with the community on sensitive areas.
Mar 12 2022 03:05 PM	Treat professionals like professionals. Trust that we have students' best interests at heart and in-mind. THIS should be a Super's default setting.
Mar 12 2022 03:00 PM	Alot to tackle but keep it simple... You are working for and with this community. Keep our kids safe, offer lots of support, resources and opportunities, and keep trending politics out of the classroom.
Mar 12 2022 02:50 PM	More interested in helping the students in the middle and below
Mar 12 2022 01:52 PM	Our schools need a superintendent that will hire, retain, and manage high quality staff. We need someone who will use common sense and make objective decisions.

Mar 12 2022 12:56 PM	Focus should be on accountability to the students and families in the community
Mar 12 2022 12:12 PM	As these are all important skills indicative of a strong candidate for the role of Superintendent, if the candidate is not an effective communicator, leader, motivator, planner Newtown will be taking a step backwards. The past two Superintendents possessed these qualities and have brought transparency as well. The new Superintendent must also value the work of ALL staff and continue the committees already in place including Climate and Culture of the paraeducators. This group is the front line delivering services alongside teachers and need to be heard and valued.
Mar 12 2022 11:28 AM	Communication is of paramount importance in this district. It can make or break a superintendent. It must be genuine and frequent, whether working with staff, parents, elected officials, or the community. Also important is a commitment to continuous improvement, particularly in areas of academic achievement and culture and climate.
Mar 12 2022 11:11 AM	I think the district, while run excellently, lacks an innovative vision for improvement for the future. I see the leadership of the district resting on its laurels doing much of the "same-old-same-old" and not setting a clear, actionable, innovate approach to improvement. This is based on the observation that the majority of students and families are high achieving and things are easy. The system does not meet the needs of all students.
Mar 12 2022 11:05 AM	I would like a superintendent who gets out of their office and spends a lot of time visiting all of the schools to get a better understanding of what is happening in each school. I also want someone who sets expectations for the staff and teachers and holds them accountable if they are not meeting those standards. My kids teachers are routinely absent( I mean constantly). They are given a sub that gives them nothing. Are there any expectations that our teachers actually show up for work. They have weekend, holidays and school breaks off. Showing up on school days and actually putting in the effort to teach isn't too much to ask. I would like a superintendent who clearly sets the tone that that is the expectation.
Mar 12 2022 10:20 AM	I think we need a superintendent who is going to be attentive to issues of diversity, equity, and inclusion. They should have a strong background in creating culturally responsive classrooms since that is a recent, and much needed, focus of the State BOE.
Mar 12 2022 09:39 AM	I'm just looking for someone who will enable teachers to educate the kids on the subjects they'll need to grow into contributing members of society. Math, writing, science, etc..□
Mar 12 2022 08:57 AM	The prospective candidate should have a 'warmth' about them, not just someone who can lead, but who possesses gentleness and humility.
Mar 12 2022 08:46 AM	I feel it is important to practice closed loop conversation. To explain, I feel it is important to follow through with all emails that are sent out. In the past we have all received emails about a situation that happened. But there has never been a follow through email with how it was resolved or the result of the situation. This leaves wonderment and lingering which promotes falsities to be passed around.

Mar 12 2022 08:32 AM	Newtown has a great sense of community and I think it's important for the new superintendent to partner with the community and recognize that parents and the community play a huge role in the development of students. It's also important that a superintendent be fiscally responsible and consider how the budget will impact the entire community.
Mar 12 2022 07:20 AM	Continuous improvement is the goal. This time in our schools is like no other and we need to adapt and grow with change.
Mar 12 2022 07:15 AM	I feel the administration in Newtown has excellent communication and interpersonal skills which sets Newtown apart from other districts. It feels people first. Anyone can have the ability to budget, supervise, manage, etc... a school system. The same is not true for the ability to be personable, respectful, considerate, and an effective team leader. I am hopeful that above all else the new superintendent fits the current "feel" of Newtown.
Mar 12 2022 06:32 AM	Our school district is severely lacking a diverse and honest curriculum. it is almost embarrassing to talk to other parents we know that don't even necessarily live in a diverse town who have a more diverse education than our kids get-its borderline micro aggressive. it is very important for all people involved to be accountable, students, teachers, staff and of course the superintendent. the community is where the students and parents are from if we don't bridge the school with the community what is the point.
Mar 12 2022 06:29 AM	The new superintendent will face a fractured, uninformed, wildly speculating population in this town, primarily parents and grandparents. Communication and the ability to educate parents without triggering insecurities is essential.
Mar 12 2022 05:38 AM	I feel a superintendent should have experience as an educator in a content area.
Mar 11 2022 11:23 PM	DEI is incredibly important in Newtown, and it's vital that we find a superintendent committed to fostering an environment that is tolerant of diversity.
Mar 11 2022 09:50 PM	Im father of Hispanic background kids. So most important for me is my kids have a feeling of this school system works for them too. I have seen some improvements last 2 years. Thank you
Mar 11 2022 08:50 PM	Supports ptas across the district and holds principals accountable!
Mar 11 2022 08:45 PM	Our elementary schools are seriously lacking in support for gifted learners. There are multiple paras in every grade to support the learning of those with IEPs but Gifted students are not granted that kind of help even though the mainstream classroom does not meet their educational needs.
Mar 11 2022 08:01 PM	The superintendent needs to be visible in the schools. Students should know who they are and they should be out of their office in the schools at least 2 days a week. <input type="checkbox"/> <input type="checkbox"/> The goal shouldn't be to only be visible at Central Office but in the different school communities getting their hands dirty in the classrooms!
Mar 11 2022 07:57 PM	I think it is important that the superintendent have previous experience in this position and has the ability to properly budget and ensure the students are receiving the best education possible. I am very concerned that following the pandemic we had severe learning loss and the students need an innovative leader in the district to make sure we have programs in place to catch them up. If they don't have the proper foundational skills it will follow them for years.

Mar 11 2022 07:43 PM	This school system needs a superintendent who will focus on improving the instructional program in Newtown.
Mar 11 2022 07:12 PM	Needs to be able to inspire, motivate, and appreciate teacher voice to promote student learning.
Mar 11 2022 06:52 PM	We need more focus on academics and test scores than DEI stuff. All the DEI talk to paralyzing our system from doing the real work.
Mar 11 2022 06:32 PM	I would like someone who doesn't micro-manage teachers but supports them.
Mar 11 2022 06:27 PM	The primary function of leadership should be to assemble, equip, and train the best possible staff, then support their efforts within their areas of expertise.
Mar 11 2022 06:25 PM	We need to promote and/or increase pay to retain great teachers while looking to unload bad apples as quickly as possible. Accountability is a must. We are spending too much money on completely unnecessary staff like the new wellness coordinator and diversity coordinator. These are absurd jobs and it's absurd that we're paying for these salaries when the money should be going to our kids. We need a superintendent who will say no to this type of thing.
Mar 11 2022 06:03 PM	Our mission should be embedded in what we do K-12 and all that the superintendent does should be part of carrying out that mission. Consistency among all grade levels regarding SEL and academic needs is critical to the success of our district.
Mar 11 2022 05:56 PM	I believe the superintendent should be leading the schools to catch up with modern learning styles and teaching habits and break free from an archaic education system based in the 1940's.
Mar 11 2022 05:38 PM	Regarding I. It is important to me that the superintendent comes from a background or school district of providing excellent programming and support for students of diverse abilities. My son has ASD and it is essential to me that the district continues to provide appropriate programming for him.
Mar 11 2022 05:26 PM	Especially after the last several years, Newtown Public Schools desperately need a leader who is honest, accountable, and an effective communicator, someone who can rebuild our community's faith in the district's leadership.
Mar 11 2022 05:06 PM	I chose the 5 above embodiments of a new superintendent because I am more concerned with someone who is most interested in meeting the needs of children's emotional and social needs before anything else. When these needs are met, academic success is more apt to occur.
Mar 11 2022 04:39 PM	I believe that a superintendent should above all be decisive and be able to communicate those decisions to the community in an effective manner. I am not a fan of those who are obsessed with the minutiae of the job that is mostly irrelevant.
Mar 11 2022 04:19 PM	While the ones I chose are most important in my view, there are several others that are also very important.
Mar 11 2022 04:13 PM	Focus on traditional subjects - Math, English, American History and science. Less attention to social and cultural trends.
Mar 11 2022 03:57 PM	Academic achievement of our students must be the highest priority. Other districts are out performing us.
Mar 11 2022 03:57 PM	A superintendent needs to clearly, effectively and transparently communicate with many different stake holders (students, parents, staff, community).

Mar 11 2022 03:54 PM	With the pandemic and the ever-changing climate of the world, students have much to contend with, and the importance of SEL and its strategies are crucial to being a 21st Century contributor.
Mar 11 2022 03:45 PM	Not only should the superintendent be able to recruit high quality staff, but also diverse staff (with respect to background and way of thinking).
Mar 11 2022 03:40 PM	Many supers have educational experience but just a few years away from the classroom can diminish the quality of how that experience informs district-wide decision making. A superintendent should be primarily concerned with the administrative duties of running a district. Leave the curriculum development and school culture initiatives to the teachers. They get instant feedback on a daily basis about what works and doesn't.
Mar 11 2022 03:38 PM	One who is honest, open-minded, compassionate, listens and follows through. One who can listen to everyone's concerns no matter how big or small, no matter their status.
Mar 11 2022 03:34 PM	The new Superintendent should be approachable as well as a good communicator. While continuous improvement and new programs are necessary, a lot has been implemented in the last couple years, so he/she should take time to listen and observe before adding anything new. Talk to teachers. Get their input.
Mar 11 2022 03:31 PM	Demmonstrates ability and perseverance in avoiding poitically driven decision making practices, pressure, and unilateraism in promoting school curriculum improvements and expansion. Leverage sound and proven approaches to expand students' knowledge, experiences, and skills that will give them the strongest global advantages from a solid education.
Mar 11 2022 03:29 PM	The candidate should be aware of the demands and schedules of working parents and not make quick changes of schedules or plans without adequate notification in advance. Clear and accurate communication are key. The Candidate needs to realize that we the parents and taxpayer are their customer.
Mar 11 2022 03:26 PM	Addresses the excessive use of drugs within the schools.
Mar 11 2022 03:16 PM	There has been so much learning loss due to the pandemic. This district needs less focus on initiatives such as DEI and more priority put on getting our students caught up academically.
Mar 11 2022 03:14 PM	I believe they should treat all staff equally and do their best to keep staff happy as happy and engaged staff, in my opinion, is in the best interest of our children.
Mar 11 2022 03:09 PM	<ul style="list-style-type: none"> <li>1- experience with a higher technological approach for attendance, grades and records system, like or similar to the campus app. □</li> <li>2- proven to have increased testing scores for students in all grades. I think newtown is falling behind. □</li> <li>3- improving the school curriculum and actually implement changes in a timely manner. □</li> <li>4- continue to grow the school-parent relationship. □</li> </ul>

Mar 11 2022 03:01 PM	Newtown has been committed to revising curriculum and refining instruction to meet the needs of our diverse community. I am looking for a superintendent who is knowledgeable in curriculum and instruction, as well as lead a school system in developing students who are prepared for college or vocational studies. Additionally, the budget process is. Large part of the superintendent's role. Balancing a budget, cutting funds, or finding new ways get money to support initiatives without increasing taxes.
Mar 11 2022 02:56 PM	I would like a superintendent who is more visible in the school and community.
Mar 11 2022 02:53 PM	In light of our recent experience with Dr. Rodrigue, and her deft and skillful leadership of our district through the pandemic, I believe our next Superintendent must be someone viewed as a pillar of excellence in serving our community and our children. I would like to see someone strong enough to stand up and be a voice for all of our students, someone who is visible all over community, and accessible to our families and the various groups of teams and committees who work on behalf of our goal to continuously improving our district and educational experience, and not bow down to the special interest groups who seem to become the vocal majority. Honestly, I hope we hire someone in the same mold of Dr. Rodrigue. A leader does not have to be all of the things that are represented in A through P above, especially if they have strong, capable team of experts in some of the other areas (maintenance, business operations, curriculum development
Mar 11 2022 02:53 PM	I would love a superintendent that is a honorable, authentic human being, that is not in the position for status, but who is here because they are truly committed to educating students and providing the best possible learning experience for our students, teachers and staff. I hope the most valuable asset of this person would be emotional intelligence.
Mar 11 2022 02:51 PM	The Superintendent needs to be able to fully embrace the concepts of DEI without the distractions of political baggage or irrational fear from community members. Newtown should honor the intent without referencing the abbreviations
Mar 11 2022 02:51 PM	A strong eye towards diversity and inclusion for minority populations in the school district
Mar 11 2022 02:50 PM	It is imperative that the superintendent remain neutral and not allow outside sources to skew their view. It is also very important for clear effective communication and to make sure that
Mar 11 2022 02:50 PM	I think it is so important that a superintendent be visible and accessible, demonstrating great desire to learn more and get involved.
Mar 11 2022 02:44 PM	While I understand that a school system comprises students of all backgrounds and educational abilities, I am surprised that none of the above choices closely tie to someone who is dedicated to improving the academic experience for all students (including driving and motivating students and staff to reach higher levels of achievement). Choice L comes closest to this, but it seems a bit distinct.

Mar 11 2022 02:44 PM	I think that the new Superintendent needs to be focused on a variety of issues that face the Newtown School System. The most important of which is returning this school district to the blue ribbon of excellence distinction it previously held. We need to ensure that our students, especially at the elementary level where my children are, receive the best in academic education. I do not believe it is the place of the school district to place greater emphasis on societal issues to the detriment of delivering academic education that will allow our children to excel at secondary schools and in the real world.
Mar 11 2022 02:43 PM	We live in a very divisive and political climate, so a personable superintendent who can bring together a broad base of the community (staff, students, parents, town) would be huge.
Mar 11 2022 02:43 PM	Strong interpersonal skills will be essential to lead the school community at a time of divisiveness locally and nationally
Mar 11 2022 02:41 PM	A stronger focus on diversity, equity, and inclusion is imperative in this district; therefore, the new superintendent should have this at the forefront of anything they plan to do in their position.
Mar 11 2022 02:40 PM	The quality of education is negatively affected by superficial, narcissistic political fads of the day.
Mar 11 2022 02:38 PM	Keep politics out of it. Kids should be taught how to read, write, think critically, not HOW or WHAT to think. "Diversity" notions should be replaced with notions of "Equality".
Mar 11 2022 02:36 PM	The right teachers and support staff (counselors in particular) who support and inspire our children are the most important component of a school. School counselors should be up to date on their tools to support children after Covid. I haven't seen this in action and it's a glaring miss.
Mar 11 2022 02:34 PM	Someone who is comfortable making decisions, and stands by their decisions.
Mar 11 2022 02:33 PM	As the leader of a large community (staff, parents, students - across multiple locations), the ability to communicate clearly, thoughtfully, and effectively is critical.
Mar 11 2022 02:32 PM	I think a view towards diversity- in race, sex, sexual orientation, etc - is vital to an effective Superintendent that will work with the best interest of ALL children in mind.
Mar 11 2022 02:32 PM	I believe a superintendent needs to understand the needs of a community and effectively communicate with the community. The superintendent needs to have student needs first and foremost and have the backbone to stand up to members of the community who try to undermine the efforts of the district
Mar 11 2022 02:31 PM	Someone who is not swayed by the masses and will use logic in decisions and not fear of angry parents.
Mar 11 2022 02:29 PM	Newtown has worked hard to improve our curriculum regarding diversity, equity, and inclusion. I would like our future superintendent to continue this important work.

**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.**

<b>Answered</b>	<b>327</b>
<b>Skipped</b>	<b>241</b>
<b>Response Date</b>	<b>Responses</b>
Mar 31 2022 11:45 AM	Getting to know the schools, staff, and students on a meaningful level. While budgetary concerns are a high priority, understanding a school's culture is incredibly impactful and can help better inform decisions upon understanding needs voiced from within the buildings.
Mar 31 2022 11:32 AM	Address the role of Diversity, Equity and Inclusion in the current planning and implementation of school programs in support of the current DEI coordinator.
Mar 31 2022 11:28 AM	Update social studies curriculum, be sure all students are included and feel included, end bullying
Mar 31 2022 10:50 AM	Social/Emotional Learning and behavioral needs of students based on the loss of learning during the pandemic as well as the changing needs of the district and our society.
Mar 31 2022 10:50 AM	As someone with a masters degree in education I am so surprised that the above list says nothing about curriculum.  At the moment parents are very disappointed in the curriculum. I am distraught over the lack of classical education and foundational skills being taught in the schools.  We are concerned that compared to the private schools the public school curriculum is devoid of real history and bereft of critical thinking and debate skills. We are concerned that multinational companies have a growing influence in the school systems, from which our children deserve protection.
Mar 31 2022 10:31 AM	Continue to support DEI and broadening what and how we teach so that all are included and all stories are told. Convey to the board and parents that this is fact-based, as well as in support of state initiatives. Work to include the largest single issue in our lives and certainly the students' lives: incorporate real climate science into the education of our students.
Mar 31 2022 10:18 AM	1. Finishing out timelines related to the DEI resolution (Curriculum audit) <input type="checkbox"/>
Mar 31 2022 10:11 AM	Describe the strategic vision for achieving the delivery of a superior education for all students: What is the vision? What is needed to implement it? How will it be measured? How and where have you done this type of work in the past and what were the results?

Mar 31 2022 09:43 AM	I think the new Superintendent needs to be someone who is strong in their belief that all students are entitled to equitable educational opportunities. This person needs to be a good communicator who can explain the importance of DEI and culturally responsive education to those who have misconceptions about it (ie, think it's Critical Race Theory, think transgender girls are a threat to other girls in bathrooms or in sports, ...). There is bullying, racism, and transphobia in the schools and in town, and the families of these children need to know that their superintendent has their backs—particularly given the current BOE.
Mar 31 2022 09:16 AM	Meeting changing needs of our population as we come out of the pandemic. Getting to know all school stakeholders. Working on establishing more interventions for students.
Mar 31 2022 08:54 AM	Certain groups politically motivated town trying to influence decisions that may not be in our collective student interest.
Mar 31 2022 08:45 AM	Focuses on how to get us out of the learning slump we fell into in the pandemic.
Mar 31 2022 08:44 AM	Above all, there needs to be a continuous commitment to transparency of the school curriculum and library collection and willingness to address parent concerns of the same.
Mar 31 2022 08:42 AM	The first 6-12 months should be about communication, getting to know the needs of the district, and getting to know their staff/students as much a possible. Also, they should be as visible as possible in the community to show how important the school district is to its community overall!
Mar 31 2022 08:23 AM	Form a good working relationship with the Paraeducators who are the backbone of the school system and treat them as such.
Mar 31 2022 07:59 AM	Education, of course, is the top priority. <input type="checkbox"/> Learning has been lost due to COVID and that needs to be addressed (funds from government should be used for that).
Mar 31 2022 07:30 AM	Balancing needs for academic success with the community's ability to pay.
Mar 30 2022 08:44 PM	<ul style="list-style-type: none"> <li>- support for teachers and students who are trying to bridge learning challenges of the past 2 years brought on by interrupted academics due to the pandemic<input type="checkbox"/></li> <li>- mental health support/resources for school staff and students due to above<input type="checkbox"/></li> <li>- Prioritize DEI initiatives at all schools</li> </ul>
Mar 30 2022 05:12 PM	Our district, like many others, have been hit hard by the pandemic. Not only educationally, but operationally. It will be important for the new superintendent to facilitate the "rebuild" in all areas.
Mar 30 2022 04:35 PM	I think it would be wonderful for the new superintendent to spend time in each of the schools to observe the unique inner workings and dynamics between staff members, principals and students, as well as observe the climate of each building.
Mar 30 2022 04:23 PM	Staff morale is suffering from the combined blows of staff reductions over the past several years and strain caused by the pandemic. The new Superintendent will need to find ways to acknowledge, and ideally assuage, those concerns to repair staff morale.
Mar 30 2022 03:39 PM	Emphasis on the importance of academic growth. Staff development.
Mar 30 2022 02:34 PM	The tough task that will be facing our new Superintendent will be coming out of the pandemic into a new normal.

Mar 30 2022 02:15 PM	<p>Newtown is in the midst of an unwanted “intervention” on behalf of radical academia which was initiated by the previous Board. It’s called “DEI”. DEI did not arise organically from the people of Newtown, it was imposed by academic oligarchs who essentially think they own our schools and our kids and we should be quiet and accept it.</p> <p>For many it has turned the time-honored profession of education into an oppressive and tyrannical institution. [Should the new Superintendent doubt this, the answer is simple... give parents CHOICE. They can enroll their kids in DEI, or curricula based solely on academic “Excellence &amp; Merit”. We all know how that would turn out so we should not abide the notion that our community is equally divided on this subject.] In their first 6-12 months I think the Superintendent needs to begin the process of neutralizing and detoxifying this venomous ideology. And do so knowing they have the support of the vast majority of our community.</p>
Mar 30 2022 01:57 PM	Being able to develop a rapport with town elected officials and foster trust and confidence that the Board of Ed's goals are aligned with the town's
Mar 30 2022 01:50 PM	Develop a sensible teacher evaluation plan that is authentic, wholistic, and does not rely on dubious "student performance" data.
Mar 30 2022 12:45 PM	Proactive social emotional support and more resources especially for unsafe behaviors exhibited by many students such as eloping, physical and environmental aggression
Mar 30 2022 12:42 PM	tier 1, 2 and 3 supports for social emotional learning; schoolwide social, emotional, and behavioral systems implemented with fidelity
Mar 30 2022 11:39 AM	The challenges that are faced are bringing the schools together and make them more cohesive especially at the elementary level. Superintendent should also get to know the leadership styles of all principals and bring them all to the same level and hold them accountable for any actions they have done in the past and going forward.
Mar 30 2022 11:26 AM	The new Superintendent will face many challenges, the most critical being accelerating student learning and support teacher morale.
Mar 30 2022 11:16 AM	<ul style="list-style-type: none"> <li>- Hawley School Transition <input type="checkbox"/></li> <li>-Behavior Management with consequences, moving away from rewarding poor behavior <input type="checkbox"/></li> <li>-Monitoring climate in the school buildings among staff and intervening if necessary <input type="checkbox"/></li> <li>-Support for teachers as cultural issues arise for Social Studies and History, but also support for families feeling strife with anything related to this area. <input type="checkbox"/></li> <li>-Support for families of people of color or different languages and cultures</li> </ul>
Mar 30 2022 11:05 AM	Computer Science formal education k-12 with vertical curriculum alignment
Mar 30 2022 11:02 AM	The first 6 months will be spent learning the workings and needs of the individual schools as they are all different. If the person is hired within district, that will be helpful but there will still be a learning curve as no staff member has worked in all the schools in the district.
Mar 30 2022 10:58 AM	<ol style="list-style-type: none"> <li>1. Making sure that they get to know the schools if they have not already been part of the district- meet the administrators, students, and other staff. <input type="checkbox"/></li> <li>2. See classrooms!</li> </ol>

Mar 30 2022 10:53 AM	<p>I think one of the biggest areas of focus for a new superintendent will still be on the pandemic. Case numbers continue to fluctuate to an alarming degree, and new strains are continually becoming prevalent. It is important to recognize that regardless of the actual level of concern that is necessary, if case numbers go up, people will start to worry. Deciding what to do in these peaks and valleys to help alleviate parent/student concerns is critical. □</p> <p>I also think the new superintendent will have to become acclimated to the culture of our schools by spending time in classrooms and getting to know faculty/students personally. Alongside this, the superintendent should talk with teachers about potential areas of improvement in instruction to keep education fresh and as effective as possible.</p>
Mar 30 2022 10:51 AM	Learning the "ins and outs" of the district - each district has a unique culture and practices
Mar 30 2022 10:33 AM	<p>Increasing diversity- in content and teachers, □</p> <p>Recognizing the weaknesses in programs and allocating funds to fix them</p>
Mar 30 2022 10:31 AM	Recognize the fatigue and moral of staff. The last 2 years have taken a toll on ALL staff and feel that it is not currently being addressed. Staff is tired and stressed.
Mar 30 2022 10:27 AM	<p>1. Prioritizing and showing tangible support for the social/emotional health of both staff and students. As we come off (hopefully!) of these pandemic years, there are students who are suffering emotionally. Behavioral boundaries, as well as the consequences for not adhering to them, MUST be clear and must be enforced for the safety of all. Our students need to feel like school is a VERY safe place. This has to come from the top down. Our new leader should be able to articulate this clearly and repeatedly, in a manner that is consistent and supportive.</p> <p>2. Establishing a sense of true pride, unity, and oneness in our schools and community (while celebrating our diversity). It might sound trivial, but it starts with things like t-shirts, and other opportunities for staff to model this type of spirit.</p> <p>3. Increasing staff morale/unity with school visits, flexible coffee hour type meetings, and expressing interest in staff challenges/celebrations.</p> <p>4. Establishing him/herself as a truly visible, transparent, approachable, and accessible figure to students, staff, and parents.</p>
Mar 30 2022 10:25 AM	The highest priority and time challenge is connecting with the school community in a meaningful and efficient manner. You have to know us to lead us.
Mar 30 2022 10:21 AM	Getting to know the school and town community
Mar 30 2022 10:14 AM	The new Superintendent will need to be able to not be worn down by parents and support his or her staff
Mar 30 2022 10:11 AM	Evaluate if our curriculums adequately prepare students for a global world. Enforce a zero-tolerance policy for drugs, violence, and bullying. Make sure students at the high school level are enrolled in the maximum number of courses so they are engaged.
Mar 30 2022 10:10 AM	Ensuring the initiatives put forth by the previous Superintendent are carried out. Adpot a more robust plan for ensuring DEI systemically becomes a part of our educational framework
Mar 30 2022 10:04 AM	Visiting buildings, meeting staff making connections.

Mar 30 2022 10:03 AM	Additional support to meet the SEL and special needs of the district
Mar 30 2022 09:54 AM	A new superintendent should initially focus on getting to know the school and community.
Mar 30 2022 09:53 AM	NHS and NMS (as far as I've heard, perhaps other schools too) have been facing extreme behavior issues, from student fights to dress code to overall student attitude towards teachers. If the school culture is not immediately changed, nothing else will improved. From setting clear expectations to making sure that teachers, other staff, and principals follow through with discipline for falling out of line, nothing will change until a new superintendent takes the lead in this area.
Mar 30 2022 09:50 AM	Getting to know his/her leadership team, district faculty and staff, and well as the nuances of the Newtown Parent Community (social media - some nonsense).
Mar 30 2022 09:49 AM	Challenges are having community support for budgets, communicating well with parents and students the plan for the district, and building support with residents who do not have children in the schools.
Mar 30 2022 09:49 AM	As stated above, the behavior in school is at a level that I've never seen. We need someone who is willing to PUSH BACK against parents with children who continue to get in trouble and take away from the education of other students.
Mar 30 2022 09:48 AM	Considering the current bias of the BOE we need a strong superintendent who will look out for ALL families in our school community and who will also look out for the staff.
Mar 30 2022 09:47 AM	real consequences and paper trails for student behavior
Mar 30 2022 09:10 AM	1. Build healthy climate and culture.□ 2. Learn what works here and not implement change for change.
Mar 30 2022 08:24 AM	The number of kids who have fallen behind because of the pandemic.
Mar 29 2022 04:44 PM	Coming upon the 10th anniversary of the tragedy, we need a Superintendent who is sensitive the the SEL needs of both the students and the staff.
Mar 29 2022 10:34 AM	I hope the new superintendent continues to focus on DEI within our schools. I also hope the new superintendent takes a closer look at the eleven programs in town. The last several years the focus seems to always be on the older students and the younger students continue to have programs removed and never put back (concerts, field trips)
Mar 28 2022 02:34 PM	*Clearly stating and defining the expectations.□ * Ramifications for any attempt to sabotage the students educational focus□ * Define what is appropriate subject matter and what is not.□ * Safety is of utmost importance
Mar 28 2022 09:24 AM	It is important to establish a connection with all parts of the staff in the district. Unfortunately, not every group of staff is large enough to be able to join a union. Those are the staff for whom it is very important that the Superintendent sees and hears them as valued members of the district.
Mar 27 2022 01:04 PM	adapting to the school, students and Board of Education
Mar 27 2022 11:16 AM	Opposing Critical Race theory curriculum. Our kids fall short on the basic curriculum, focus on improving our low standardized test scores in math, science, analytical skills, reading comprehension first.

Mar 26 2022 08:25 PM	The biggest challenge in this town will be the overly emotional parents who constantly complain about everything - the ones who claimed the district is "racist" for example. I and others will be watching to make sure he/she doesn't kowtow to those irrational and illogical people.
Mar 26 2022 05:30 PM	Currently we have many hot topic issues which need to be addressed. Our town has always functioned on committee and ad how groups yo explore an implementation into town policy. I think when it. Ones to school policy's that the same can be done. I don't think that that drastically changing curriculum, materials, policy makes sense. Research what is best for everyone. Create a new system drawing on the opinion of parents, high school aged children, spiritual leaders. Make NEWTOWN strong, strengthen the fabric of our community.
Mar 26 2022 05:01 PM	Strong look at number and qualities of teachers.□ As the student numbers go down the number of teachers increase why is this.
Mar 26 2022 10:40 AM	1: Get to know the staff, students, and community. Our current superintendent is well-loved, and there will likely be some grieving and uncertainty.□ 2: Learn about the current culture and expectations of our schools and community. Understand what aspects of that culture help our students and staff flourish and what aspects could/should be improved upon.
Mar 25 2022 04:20 PM	I would focus on getting to know everyone at all levels. Spend time taking a look BACK, see where the district has been, and make your own assessment as to where you can make you biggest mark. Covid has left the kids socially, and acedemicly behind. What can be done to help? Many parts of the country did not close down like we did, and when it comes time for our seniors to go to college they are going to need to be able to compete to get into the same schools.
Mar 25 2022 11:03 AM	Examining the impact of the pandemic on education in Newtown.
Mar 24 2022 10:24 PM	Test scores, discipline, basics; Humanities, sciences and math. No CRT, no DEI.
Mar 24 2022 10:20 PM	Get all busses running □ Law and order in the high school□ Special education self study □ Learning loss gap due to covid □ Better drug programs
Mar 24 2022 10:14 PM	Please find a superintendent who will denounce CRT and DEI and focus on academics.
Mar 24 2022 10:08 PM	Academics, academics. academics! Less SEL, less focus on social issues.
Mar 24 2022 06:48 PM	new programming□ community connections□ community outreach
Mar 24 2022 06:40 PM	I think it will be incredibly hard to step into Dr Rodrigue's role when many have truly found her a champion for so many. They have big shoes to fill
Mar 24 2022 03:18 PM	Bring prayer and God back into the schools.
Mar 24 2022 01:19 PM	Teacher support - these days, school administrators side with parents rather than supporting their teachers. We need strong leadership - leadership that understands what it's like to be with students and every day, and leadership that is not afraid to stand up to parents and defend its professional educators.

Mar 24 2022 08:05 AM	The challenge is not to bend to a loud minority whose goal is to enact social justice. Stay the course and do what you were hired to do and educate in math, science, English, history and civics
Mar 23 2022 06:13 PM	Challenges would be taking on the post covid role in the schools and keep in mind the best interests for the kids
Mar 23 2022 02:24 PM	Getting familiar with all buildings and staff.
Mar 23 2022 02:00 PM	Establish consistency across schools. Special education self study highlighted one example of where this is lacking
Mar 23 2022 01:45 PM	There are several groups in town with issues regarding race. Decrease DEI and social emotional learning. Increase our reading writing and math scores!!!!
Mar 23 2022 01:35 PM	Bring our schools up to Blue Ribbon.
Mar 23 2022 11:53 AM	Scheduling. Study all schedules throughout the school district, and work with faculty in all departments to build schedules that allow students to pursue their passions. Many excellent courses are offered, however it is a challenge for students to enroll in the classes they would like. School is a time for students to learn, and 1) they should not be forced on a path that is singular in focus (Arts only, STEM, vocational, etc.), and 2) they do not need "down time" or any time where they can sit on their phone. They need structure.
Mar 23 2022 11:44 AM	That would depend on whether they have prior knowledge of the district. If they do not, then getting to know the specific needs of this district should be priority one.
Mar 23 2022 09:12 AM	-social emotional learning <input type="checkbox"/> -integrity of academics after remote learning <input type="checkbox"/> -teacher/staff burnout <input type="checkbox"/> -adult SEL
Mar 23 2022 08:39 AM	Newtown must find a Super that understands the challenges of getting the kids back into having academic success after failure of Covid and shuttering the schools. The challenges facing our children are going to be difficult and a long road ahead.
Mar 23 2022 08:34 AM	Balancing programs to meet the needs of all students. Our population requires many supports for student needs. It is a huge influence in our programming, staffing, scheduling. Those students need what they need, but how are balancing so as not to forget about the average student? We struggle in scheduling meetings to literally find every minute that can be devoted to instructional time and student support. As we transition back from Covid, how do we keep students in school and taking/going to classes? The privileges of coming late, leaving early, 'frees' and the time students spend on cell phones takes away valuable opportunities and instructional time. We offer a rich and wide variety of elective programming in which students should be enrolled.
Mar 22 2022 05:10 PM	Learning loss <input type="checkbox"/> Learning loss <input type="checkbox"/> Learning loss <input type="checkbox"/> Learning loss <input type="checkbox"/> Learning loss

Mar 22 2022 05:04 PM	Candidate must be able to manage budget effectively and not submit unrealistic year over year spending increases, particularly when enrollment is flat at best. Candidate must be willing to deal with flat to declining enrollment and hard choices of closing schools and reducing staffing. Candidate must be able to deal with diversity and inclusion initiatives in a manner that does not take away from central task of providing a quality education for our students.
Mar 22 2022 04:53 PM	It will be import for this superintendent to not be a “yes” person, and not a people pleaser to the point where they talk out of both sides of their mouth. We have some tough issues here in town that we need a strong person to stand up to.
Mar 22 2022 04:29 PM	Very important to get in and spend a lot of time listening and learning. The new person should get to know the goals and challenges of the district. Understand what has historically worked and what has not. Compare data from other districts to see where we measure up and study best practices to see how we can improve.
Mar 22 2022 04:14 PM	Community engagement; issues related to inclusion and diversity; retaining quality staff
Mar 22 2022 01:49 PM	Organize and direct school policy that remains in line with public health recommendations, while engaging many divergent opinions.
Mar 21 2022 01:55 PM	Getting to know staff and key constituents. Identifying key priorities.
Mar 21 2022 10:46 AM	Teacher retention and diverse education
Mar 20 2022 11:53 PM	DEI and social emotional learning. Let’s leave the parenting to our parents and get back to reading math and science!!
Mar 20 2022 08:13 AM	Cost containment.
Mar 19 2022 06:02 PM	Student accountability
Mar 19 2022 02:33 PM	Working well to foster DEI programs
Mar 19 2022 01:24 PM	Balancing the soft skill needs (being nice, kind, empathetic) with driving quality education where students perform at their best by motivated and quyaified staff. With budget constraints, compromises were made which translate to poorer quality education. Example - my child had a hard time in geomtery with a teacher that came from middle school 3 years before - I asked to have them meet either before/after or during free periods (once a week) for awhile until she got on the right path. Teacher indicated that "she was not a tutor" and my child would need to find alternative ways for success. We did hire a tutor and grades imporved tremendously and let me also share that >1/3 of the class has tutors - does that not indicate that the teacher is ineffective? She is eligible for retirement within 2 years and probably was better suited to staying at the middle school. I've had 3 children go through NHS in the past 6 years - with each of them - they have at least one teacher that appears to be just counting the days to reitirement.
Mar 19 2022 11:42 AM	getting to know community partners, resources great raport with staff
Mar 19 2022 10:09 AM	Evaluate the educational programs and be sure the primary focus is on the basics - teaching children to read critically, communicate clearly, and have understand math.
Mar 19 2022 09:55 AM	I think focus should be kids mental health and getting them back to complete normalcy. There should also be a focus on academic achievement which will make our district desirable for young families.

Mar 19 2022 09:36 AM	Student achievement <input type="checkbox"/> Special Education Self study <input type="checkbox"/> Elementary reading program - finish wilson rollout <input type="checkbox"/> Focus on filling open staffing positions
Mar 19 2022 09:19 AM	Plan for contingencies in learning with covid. We have to adapt.
Mar 18 2022 06:26 PM	Get to know the staff, Board Members and Town officials. Learn the condition of the facilities and review the current budget and strategic plan.
Mar 18 2022 12:21 PM	The biggest immediate challenge for us is recovering from the pandemic. I don't feel that students have fallen behind academically as much as we feared, but social/emotional and behavioral issues are higher than ever. Teachers are under a tremendous amount of pressure and stress, and we need a superintendent who will go to bat for us.
Mar 18 2022 10:43 AM	Get to know ALL staff..it is good for morale.
Mar 18 2022 10:41 AM	Clear, concise, honest communication. <input type="checkbox"/> A desire to continuously improve and challenge the status quo <input type="checkbox"/> A knowledge of, and a desire to learn more about, all the possibilities available to learn through technology, include more technology in the kids' daily learning, etc. For example, what about promoting coding or programming or lessons about computer hardware amongst younger kids, through a once-a-week class? <input type="checkbox"/> An assertive, decisive action plan to resolve problems around serving the Special Needs population. <input type="checkbox"/>
Mar 18 2022 08:27 AM	Staff retention. We have always focused on the important task of student health and wellness, but teachers are struggling now (perhaps not all, but a number are). Increasing the number of positions at all levels and reducing unnecessary duties wherever possible.
Mar 18 2022 07:51 AM	Focus on continuing Dr. Rodrigues work.
Mar 17 2022 10:21 PM	opposing polarizing positions that find fault where it does not exist
Mar 17 2022 09:03 PM	Academics!!! Stop with the "trendy" things and get back to the basics.
Mar 17 2022 08:31 PM	Do not cave into the latest "trends". Understand that the school has its limits, so not try to parent my child. Know when not to over reach.
Mar 17 2022 08:26 PM	Gaining the trust and confidence of staff, who will be justifiably leery after the way they have been treated over the past several years <input type="checkbox"/> Integrating SEL and academic learning; supporting both/and thinking from all stakeholders <input type="checkbox"/> Demonstrating a commitment to inclusivity for all children <input type="checkbox"/> Clearly communicating vision and mission and supporting staff, students, families and community to live those two statements
Mar 17 2022 05:34 PM	I think there is a lot of pressure to interject progressive, current social issues into curricula and I strongly object to this. Not because it is not an important subject, but because children have not reached the proper stage of development to be able to meaningfully discourse in this area. I want a superintendent who is committed to teaching history--both African American and Native American--and the atrocities of the past. However, current social problems such as gender identity issues have no place in grade school lessons. I would also like a superintendent who is willing to take an honest look at the current SEL curriculum and revamp it to something that is relevant. Based on conversations I have had with my own children who are in the school system and parents of other children, the current SEL program is ineffective and takes away valuable time that could be used for other substantive learning. A more narrowly tailored curriculum for the students who are in need of this program is a better fit for our school system.

Mar 17 2022 03:50 PM	Uniting the community behind solid, fundamental, inclusive education for every child. Walk away from the divisive political us versus them garbage.
Mar 17 2022 03:50 PM	Uniting the community behind solid, fundamental, inclusive education for every child. Walk away from the divisive political us versus them garbage.
Mar 17 2022 03:31 PM	Return to the fundamentals and the basics of education. Reinstate script handwriting for those who would appreciate having the skill, which is so much speedier than printing. Healthy competition in academics just as in athletics inspires students to excel. It is okay to love learning, to be able to quote the first paragraph of the Declaration of Independence from memory, and to complete one's homework on time. Parents, ultimately, --not teachers--, know what is best for their own children.
Mar 17 2022 12:25 PM	Learning loss should be #'s 1,2, and 3 on the academic/curriculum side. No new academic programs or curriculum changes matter if the kids are behind.
Mar 17 2022 10:23 AM	Special education self study <input type="checkbox"/> Learning programs to address learning loss brought on by covid <input type="checkbox"/> Better transparency between school system and community.
Mar 17 2022 10:15 AM	Challenges will be other special interests groups trying to infiltrate the school system and we need someone strong enough not to let that happen.
Mar 17 2022 09:38 AM	Aligning the elementary schools. Working on a FLES program to be introduced in the elementary schools.
Mar 17 2022 09:29 AM	Building an understanding of existing programs and practices to develop/adapt their vision for our schools.
Mar 17 2022 08:49 AM	Get the school budget under control
Mar 17 2022 08:35 AM	Staff evaluations, accessing "holes" in our HS program where areas can be strengthened. Work on Diversity (I have three internationally adopted children and diversity and acceptance in this town is still a big problem). We have all the capabilities of being a top school in the State - yet we fall behind other schools. That needs to be addressed . I wish there was a stronger program in the school to get kids better prepared for college and working. One class in personal finance is NOT enough. It should be some type of a one part and two part class that they are instructed to have their own accounts and work with teachers on how to plan for purchases etc. We try to do it at home - but I think the way it is taught at school is pretty darn boring and the kids don't like the class. Another thing is really getting young people exposed to the interning and interviewing process. I have college students that have literally no idea of how to interview. It would be awesome if you have business people come in and seriously teach what they are looking for - at least for Senior year students - it will help them get a basis of what to do and what not to do on an interview. I can't even begin to tell you the number of horrible interviewers that come in from the college level. Also I feel that they need better teaching of kids with emotional / trauma backgrounds. They have no understanding in general and it is something that is way overlooked in our school system.
Mar 17 2022 08:07 AM	I don't feel I'm qualified to answer this my family is new to the school system.
Mar 17 2022 07:13 AM	Include curriculum best for all but also begin to offer other types of support for both those struggling and those thriving. Support traditional learning, as well as expanding STEM and Creative as well.
Mar 16 2022 10:32 PM	get to know the BOE as well as all personnel to understand who does what job.
Mar 16 2022 09:44 PM	getting to know staff and student needs <input type="checkbox"/> <input type="checkbox"/> listening to community but supporting staff first and foremost

Mar 16 2022 09:04 PM	Diversity, Equity & Inclusion <input type="checkbox"/> Staff morale <input type="checkbox"/> Social emotional supports for students & staff <input type="checkbox"/> An unhealthy political environment that is impacting our schools
Mar 16 2022 02:18 PM	Develop and maintain a linked K-12 curriculum <input type="checkbox"/> Focus on offering an educational experience that will best prepare our students for the next step in their life, whether it is work or higher education
Mar 16 2022 02:04 PM	1. Continuing to lead through the pandemic. 2. Getting school facilities like Hawley and the Middle School up to 21st Century standards. 3. Implementing meaningful discipline and behavior standards. The Middle School and likely also the HS are having issues with student behavior that is beyond the norm for Newtown. It's disruptive to the classroom teaching environment and disrespectful to the teachers and students who are trying to learn.
Mar 16 2022 01:47 PM	Mental health.
Mar 16 2022 01:27 PM	The challenge will be to look at enrollment trends before, during and after the pandemic. This impacts budgeting and planning.
Mar 16 2022 12:32 PM	I think it will be most important for the Superintendent to address the issue of diversity, equity and inclusion in this district, both academically and with students and staff. Also, this person should review the academic calendar, keeping in mind students, staff and families, and making bold changes that make sense for all.
Mar 16 2022 12:02 PM	Focus on fostering an atmosphere of inclusion and acceptance for ALL, cracking down on bullying, updating the school infrastructure--my daughter says "air conditioning for the Middle School!!!"
Mar 16 2022 11:19 AM	Educating children in reading, writing and math. History classes should be a multiple of online choices that parents choose for their children. No common core.
Mar 16 2022 10:55 AM	Our town has become highly politically divisive in the last few years, not unlike most of the country. Our new superintendent is going to have to rise above petty politics. In a town where some board members ran solely on the platform of taking masks off their kids, our superintendent will have to cut out the noise. <input type="checkbox"/> Also, although I very much appreciate the opportunity to respond to this survey, I don't think the wheel of the parents is really the most important thing. Adhere to the latest in educational science. If a parent doesn't like it, they are within their right to homeschool.
Mar 16 2022 10:16 AM	I wholeheartedly believe that the first six to twelve months is a time for the new Superintendent to observe the current practices and gain knowledge about what is working and what needs to be changed before rolling out an agenda that can be detrimental to our children and staff. After that time, I support revisions to our curriculum in order to implement more systematic explicit decoding instruction in the elementary schools and to ensure that our graduates are prepared to be positive contributing members of society.

Mar 16 2022 10:14 AM	<ul style="list-style-type: none"> <li>- Dealing with learning loss from the pandemic□</li> <li>- Keeping class sizes reasonable to help address learning loss□</li> <li>- Aligning instruction and resources between elementary schools□</li> <li>- Supporting staff development □</li> <li>- Addressing diversity and equity issues in our schools, supporting all learners □</li> <li>- Working with the community to demonstrate/explain the amazing things we are currently doing in Newtown schools□</li> <li>- Supporting and guiding school staff as we all face new challenges related the pandemic and current political climate</li> </ul>
Mar 16 2022 09:57 AM	Community building
Mar 16 2022 09:46 AM	The Board Resolution
Mar 16 2022 09:31 AM	Professional development in the science of reading should be made a priority.
Mar 16 2022 09:25 AM	I believe new superintendent needs to take in account the mental health of the entire staff. Seems the last two years have taken it's toll and don't feel teacher fatigue, anxiety, etc is being addressed currently.
Mar 16 2022 07:15 AM	understand newtown and how to make our school system perform at its best. build relationships with staff and parents. Establish open and clear communication.
Mar 16 2022 06:36 AM	Special education services and processes. There are still things that happen that border on illegal if they actually aren't. And parents are left feeling as if they aren't really part of the team or the decision making process. Also Newtown needs to take bigger steps in moving more towards the science of reading as other surrounding districts have.
Mar 15 2022 10:12 PM	Improving elementary school curriculum and opportunities beyond math and science. Making sure teachers/staff and admin feel appreciated, respected and trusted.
Mar 15 2022 08:54 PM	Creating immediate dialogs with current staff is hugely important. □ Educating the community as to what actually happens in the schools, rather than what they hear on television or social media is critical. There is so much misinformation out there about our schools that a good superintendent can help to counter.
Mar 15 2022 08:43 PM	A BOE that is learning how to function. An energized political right that is just mad a schools. Need to stand up for DEI against the anger of those that want to stop it, but don't know what it is
Mar 15 2022 08:09 PM	Focusing on educating our students and not politicizing our schools
Mar 15 2022 08:09 PM	Fair disposition of the rules and rugulations of the district.
Mar 15 2022 07:48 PM	Challenges will include understanding the staff dynamic, the cultures of the staff at the different buildings and then also understanding our student body and the cultures at the different buildings - it's one community but different students and parents at each location and expectations to each. Additionally, understanding that our community is different is important. Our dynamic is unmatched and it's not always easy for anyone to understand, shadowing building principals and other staff throughout their first month would be optimal to gain an understanding of student dynamics and staff needs. This superintendent should be very aware of all surroundings.
Mar 15 2022 07:43 PM	Help the staff/teachers feel renewed, heard & appreciated. They have had a cruddy last few years and it will affect their teaching (& staff retention) if they don't get real relief.

Mar 15 2022 07:10 PM	Listen. Lead. Listen more. Start by always keeping students needs first. Look, this new person needs to guide the board
Mar 15 2022 07:00 PM	Enrollment is the lowest it has been since 1975, but school space has at least doubled since then. Closing a school building should be given priority.
Mar 15 2022 06:58 PM	Keep the drama out of the schools. Keep out politics.
Mar 15 2022 06:49 PM	Learning loss and lagging test scores relative to our DERG. Coordination of the school administrators, such as the weaknesses identified in the Special Education Self Study that have not been addressed
Mar 15 2022 06:46 PM	I think the latest challenge for any superintendent is to manage and be able to address parents who are extremely aggressive and angry and have ideas about how school should be run despite not having any experience and education.
Mar 15 2022 06:13 PM	Developing a working knowledge and understanding of the individual schools, board leaders and community leaders in order to best partner with all to advance both student and teacher development
Mar 15 2022 06:01 PM	Social Emotional learning is a priority!!! Covid academic gaps Bus availability issues Communication
Mar 15 2022 05:24 PM	Supporting teachers & staff especially after Covid.
Mar 15 2022 05:21 PM	Must be someone committed to ending racism & bullying in our schools
Mar 15 2022 05:05 PM	Whomever is selected needs to either KNOW Newtown and our unique challenges, or show a great interest in LEARNING about Newtown and our educational and social/emotional challenges facing the community.
Mar 15 2022 04:38 PM	1.Research into and evaluation of the social and mental health needs of the town's school population. Community discussions by the sperintendent as to the findings. Then actions aimed at these needs prioritized and taken. □ 2. Strong support from the new superintendent for the new Diversity and Equity coordinator and his program plans. He/She should be a voice and example that these issues need not be divisive but rather inclusive. □
Mar 15 2022 04:27 PM	Getting the kids up to the grade level. So much has been lost due to the distant learning.
Mar 15 2022 04:25 PM	spending less money where a teachers union is involved is always hard and I wish whoever you pick godspeed.
Mar 15 2022 03:34 PM	I think that Covid lockdowns/masks have greatly traumatized the students and we are only beginning to see the results. The incoming Superintendent should be aware and sensitive to the needs of the students at this time.
Mar 15 2022 03:31 PM	Developing repoir with staff and community leaders. □ Establishing a relationship with students □
Mar 15 2022 03:29 PM	This district has lost many excellent teachers to retirement. More needs to be done to attract quality teachers including improving salaries
Mar 15 2022 03:27 PM	STUDENTS FIRST AGENDA; MAKE STUDENTS' PERFORMANCE AND MENTAL HEALTH TOP PRIORITIES POST THE DISASTEROUS EFFECTS OF LOCKDOWNS AND ONLINE "LEARNING".
Mar 15 2022 03:26 PM	Establishing a clear path to renewed and continued educational excellence as we hopefully transition away from the constraints brought upon us by the pandemic.

Mar 15 2022 03:22 PM	don't waste time on CRT - we already teach students that slavery was terrible, Rosa Parks, Jackie Robinson and MLK were heroes... Parents need to teach their kids to treat people equally - no need to blame one group of young people for
Mar 15 2022 03:18 PM	<p>Getting students back on track do to loss of learning from pandemic</p> <p>Keep focus on moving district in forward direction getting back to more normal school environment (pre-pandemic) for all students and staff.</p> <p>Work in conjunction with the BOE to always support our students, families and staff.</p> <p>Be innovative and be sure our students are receiving best programs and education possible.</p>
Mar 15 2022 03:11 PM	Spend time enforcing the fancy policies that the BOE spends so much time writing. They are useless without enforcement
Mar 15 2022 03:02 PM	Getting an understanding of the consequences Covid restrictions have had on our children and families. We need more academic and emotional support. Experiences and life lessons have been lost. Standards have been lowered to accommodate learning loss and that should not be the case, we should be working to get back on track.
Mar 15 2022 11:25 AM	getting to know the staff, students, and Newtown community; pinpointing areas for growth and strategic planning to continue to make Newtown a highly regarded district
Mar 15 2022 11:21 AM	Focus on the appropriate definition and goals of DEI without being influenced by narrow-minded noise.
Mar 15 2022 11:10 AM	I think revamping curriculum to make it more inclusive and diverse should be a priority. Additionally, while teacher created curriculum is great in theory, in practice it has a tendency to lack rigor. I think an audit of curriculum would be necessary in the first year of their position.
Mar 15 2022 10:55 AM	Like any new position, I think the most difficult challenge is making the role and position your own. It's defining your own message to your staff, establishing new goals while following through with those that were inherited from the previous Superintendent, and it's demonstrating a genuine openness to all ideas, backgrounds, and perspectives. I have often thought that one quality that makes a Principal respected and successful is never forgetting what it was like to be in the trenches of the classroom. Applying it to the Superintendent level, I believe respect and success can be achieved with a similar attitude of not forgetting what it's like to walk in the shoes of your staff... to truly value the role of each and every individual that makes a school district a school district. It's the compilation of ALL the parts to make the whole.
Mar 15 2022 10:31 AM	Current school leadership writes policies but does little to ensure they are enforced. There is little operational oversight from the superintendent. Too many teachers fail to do the basic things such as grading and reporting grades to students in a timely manner. Repeat offenders are given a pass with a "oh yes, well we know that's just how mr/ms/mrs so and so is. with we could all be him/her." There are bullying policies in place - but what about teachers bullying students? It happens.

Mar 15 2022 10:30 AM	The most important task is establishing and continuing the progress in DEI efforts and being a vocal supporter and advocate for the work being done by Mr. Wesley Johnson. There is a lot of ignorance in our community about what DEI is (and more importantly, what it is NOT) and it is critical that ALL our students - particularly minority students - feel represented and supported.
Mar 15 2022 10:26 AM	I think it is important to focus on the basic academics in schools and not follow a trend.
Mar 15 2022 10:20 AM	Bridging the gap/divide between the current BOE members and people of color that are seeking to be seen, heard, and understood. DEI is here to stay and we need a Superintendent who will support that initiative and encourage the BOE to wholeheartedly and genuinely join in the effort. □
Mar 15 2022 08:04 AM	Establishing relationships with key stakeholders as he/she helps to develop the mission, portrait of a graduate, and the strategic plan.
Mar 15 2022 07:52 AM	work with staff: □ -understanding the issues and how it impacts the climate in each building. □ -implementing change to fix the issues in each building by creating a task force involving multiple teachers from each building. □ -don't just take the administrations word for how their school is. Be present and see for yourself.
Mar 15 2022 12:00 AM	Bringing Newtown on par with lower Fairfield county schools. The busing situation, sub par school lunch / food, and constant school cancelations are completely unacceptable !
Mar 14 2022 08:03 PM	Educating themselves on the needs of the community, esp with regards to Sandy Hook survivors on staff and in the student body, and to work with Our DEI coordinator to understand the requirements for developing a more encouraging environment.
Mar 14 2022 08:01 PM	provide a vision for the district and gain buy in by staff
Mar 14 2022 07:55 PM	We need a visionary, since the flaws of our current national institution of education have been dramatically exposed by this pandemic and our political polarization. However, this person must wholly respect and consult teachers in the process of reform.
Mar 14 2022 07:15 PM	Gaining the trust and respect of all staff, personnel and the community at large. Create a working relationship with the town and not just be a faceless person in some office somewhere. 16 years in this town I believe I've seen the superintendent exactly once. Unacceptable.
Mar 14 2022 05:43 PM	Managing the post-pandemic environment. So many things have changed in the last two years, we have lost so much, and I hope for a superintendent who can manage this.
Mar 14 2022 03:28 PM	Continue as Dr. Rodrique would have. Continue ensuring a great curriculum for our kids while allowing parents to have an active role in our kid's educational life. NO VACCINE MANDATES FOR OUR KIDS. CONTINUE MASK OPTIONAL INITIATIVE.

Mar 14 2022 02:59 PM	<p>S/he needs to get to know the staff, not just by showing up at a faculty meeting, but by actually spending time with people and hearing what individuals have to say. Leadership is not possible if you don't know who you are leading. □</p> <p>□</p> <p>S/he also needs to provide all stakeholders with a vision for the direction NPS will be taking, and why s/he believes it is the right direction. We can all pull strongly together when we know where we're going and why.</p>
Mar 14 2022 01:54 PM	You need staff buy in. Meet with the different stakeholders and be seen in the buildings. Understand the culture and work towards continually improving the school culture.
Mar 14 2022 01:20 PM	<p>-Insuring a smooth transition for the Hawley/Sandy Hook/Reed students during the HVAC project. □</p> <p>-Continuing to put a priority on retaining para-educator positions for recess, lunch, and Kindergarten along with interventionists and building substitutes. Other districts have been cutting these positions and it severely limits the amount of time teachers and staff get to prep, look at data, and have necessary conversations.</p>
Mar 14 2022 12:40 PM	We need to get teachers to buy into rebuilding our curriculums. Too many schedule changes, and new programs have lead to increased stress and strain in the classrooms. We have to adapt and change, but we also have to give programs time to see if they are working before implementing more change.
Mar 14 2022 12:06 PM	Familiarize yourself with the school system, staff network, buildings under your jurisdiction, financial budget, student performance ranking against State Averages, Familiarize yourself with forward thinking initiatives in progress and continuing weaknesses. Evaluate the strength of your leadership and horizontal and vertical communication. Are there cultural differences which must be understood and adjusted to in the town.
Mar 14 2022 11:39 AM	Get to know the students and the community. Do not get involved in politics, be partisan or bow to pressure from special interest groups. Put the needs of the students and the schools first at all times.
Mar 14 2022 11:28 AM	Declining test scores show we have fallen behind many schools in our DERG, and this has been made worse by learning loss. What are they doing better than Newtown? We need to figure that out
Mar 14 2022 10:56 AM	Stop NHS from assigning books on rape, suicide, undermining of the church, activism, etc...and talks about CRT & white fragility. These topics will not help a kids pick a career path. Give parents advance notice and the choice to opt kids out of controversial topics.
Mar 14 2022 10:51 AM	The Newtown School system is amazing from top to bottom .. It is one of the main reasons we moved our family here. I think it would be important for the new Super to review the history of programs and decisions that have already been acted on and the reasons why. So that they can move forward with the an understanding of the actions that have made this district an incredibly effective school system.
Mar 14 2022 10:34 AM	Aligning practices and policies across all schools. Even with only 7 schools, we demonstrate a lack of consistency in many areas.

Mar 14 2022 10:24 AM	Working with staff for in levels of the system to be sure all are held accountable to upholding behavioral attitudes that reflect compassion and acceptance of differences in students, as well as coworkers. Upholding and emphasizing true, historically correct information passed to students in the set curriculum, not the continued spread of a whitewashed, "adjusted" to "comfort" mindset.
Mar 14 2022 09:45 AM	The challenges and tasks that are important for the new Superintendent in the first six-twelve months are to set a clear vision for where we should be headed as a district, with clear expectations and a set of measures to review progress. This includes developing a system of accountability for growth at every level of the system. The new Superintendent should be experienced and be able to hit the ground running. This district has a lot of the tools in place to grow and improve and an experienced Superintendent should be able to utilize those tools to his/her advantage in an expedited way - without sacrificing a large portion of the first year getting accustomed and acclimated to the district.
Mar 14 2022 09:28 AM	Listening to the white people in town - they seem to think they are the ones being persecuted & their fragility is on display for everyone. The last election was truly embarrassing, only 9% of the town voted, and now we have to listen to racist opinions and ideals like they are valid. It's embarrassing & hopefully our new superintendent is up for the challenge.
Mar 14 2022 09:07 AM	The new role of the DEI is being met with some adversity. I think shining the light on this new role will be imperative. Bullying is happening at every level - this must stop. 12/14/22 will be the 10 yr anniversary of the SHS, we can not lose sight that people are still suffering. The 10 yr anniversary might be triggering for many.
Mar 14 2022 08:26 AM	I think that the new Superintendent needs to focus on building the morale of the teachers in order to retain the high quality teachers that Newtown possesses. Working with Wes Johnson on our DEI initiatives and making sure that EVERY student feels accepted and safe in our schools in very important. Building a relationship with faculty and staff to initiate a feeling of trust.
Mar 14 2022 08:22 AM	Wacko CRT parents need to kept out of education, please hire someone who truly understands CRT, did not vote for Trump, doesn't watch fox lies, and has a compassionate heart.
Mar 13 2022 08:04 PM	Diversity Equity and Inclusion. Newtown schools are racially weighted and marginalized groups are being persecuted.
Mar 13 2022 07:40 PM	Observe and listen upon arrival, resisting the urge to build upon your resume by introducing more educational initiatives and professional development which may not be appropriate for our schools.
Mar 13 2022 05:14 PM	I have spoken to this Board of Education and I don't think they care. They don't even look at me or clap for me like they did for the kids who spoke about masks. I think some of them are racist so I'm pretty scared that they get to pick the new superintendent.
Mar 13 2022 05:02 PM	Accelerate the attention given to DEI issues
Mar 13 2022 04:45 PM	DEI initiatives. This leader must create an environment that is actively anti-racist, where curriculum is truthful and inclusive, and where a diverse staff provides opportunity for students of all races, religions, cultures, sexual orientations, genders, socio-economic conditions, and abilities.

Mar 13 2022 03:20 PM	Finding their place and holding true and firm to being an advocate for students, teachers and staff. This means working with, and balancing the opinions of BOE and parents, who are not experts, CT State laws and the best practices of CT and national Superintendents (experts). Also moving forward with a strong innovation initiative (taking calculated risks and experimentation at times) and following through on these with strong change management and measuring the value. Ensuring we are teaching and exposing our children to the real history of America the good, bad and ugly. Not shying away from the truth. As an adult I am ashamed at the lack of knowledge I have in the truth about our history of a country. My kids are now seeing the same thing and doing their own education which is not what should be happening. This includes DEI which is a cornerstone of culture at many corporations across the country.
Mar 13 2022 03:15 PM	Getting to know the district (students and staff), communicating with parents
Mar 13 2022 02:09 PM	Utilizing technology we acquired during the pandemic to enhance the school year, including utilizing snow days with online instruction.
Mar 13 2022 02:03 PM	We would like to see a superintendent who really focuses on the needs of all students. Someone who understands that our community diversity is steadily growing and will commit to supporting and furthering DEI work in support of the already passed resolution. We need someone who understands the concepts and can see the value and need for culturally responsive education and practices to ensure all students succeed.
Mar 13 2022 02:02 PM	Getting to know the staff and students
Mar 13 2022 01:55 PM	They should deal with the divisiveness that the BOE has created and their lack of responsiveness to community parents and students especially in regards to the ongoing activism in support of DEI, which has tremendous support.
Mar 13 2022 01:12 PM	Discrimination among students. Bullying is a big problem on the buses and in the schools and I feel victims are shamed not supported.
Mar 13 2022 12:56 PM	DEI
Mar 13 2022 12:51 PM	Develop strong math/science/computer curricula so that kids can compete in the modern economy.
Mar 13 2022 12:37 PM	To bring the community into the fold and help them to understand where he/she is coming from, as well as understanding the community point of view
Mar 13 2022 12:20 PM	Keeping the REDI work front and foremost, despite some of the BOE. Focus on learning our school communities, and how they may differ (high school, middle school, etc)
Mar 13 2022 12:09 PM	A volatile split community that extends to a split BOE that is causing more discrimination. To work with that and get things accomplished for all will be difficult
Mar 13 2022 11:46 AM	Must Remove any CRT Must Remove Cancel Culture

Mar 13 2022 11:40 AM	The new superintendent must improve our special education in town. Our special education used to be one of the best in the area and people moved to our town because of this. Currently our special education system does not have the appropriate support and has caused many disabled children and their families to not receive the proper support they deserve. Our town is spending a ridiculous amount of money on legal fees instead of improving its services to support disabled children.
Mar 13 2022 11:20 AM	Test scores relative to our DERG, especially on the elementary level are concerning. How are other districts achieving more with less?
Mar 13 2022 11:17 AM	Stand up to the whims of the fickle public. Put student learning and safety first when making decisions. Tests are only one measure of student learning.
Mar 13 2022 10:19 AM	<ol style="list-style-type: none"> <li>1. Provide for a safe, inclusive environment for ALL- no matter their background, race, sexual identity or disability.□</li> <li>2. Educate the BOE on their responsibilities in relation to FOI and civil rights.□</li> <li>3. Establish trust with all stakeholders including those who represent diverse learners (NAFC and special education).□</li> <li>4. Provide for transparency in relation to goals, objectives, challenges and obstacles in relation to implementing the BOE DEI resolution.</li> </ol>
Mar 13 2022 08:26 AM	Equity and Inclusion
Mar 13 2022 03:55 AM	<p>Special education □</p> <p>Closing the learning gap brought on by covid □</p> <p>Familiarize themselves with our budget □</p> <p>Get all the busses running</p>
Mar 12 2022 06:17 PM	Handling the issues regarding diversity and inclusion in a delicate but purposeful manner.
Mar 12 2022 04:31 PM	I'd love for them to focus on DEI
Mar 12 2022 03:57 PM	Understanding the needs of the schools and staff and showing a commitment to balancing needed changes with not being perceived as a bull in the china shop. Working well and establishing trust with the Board of Education.
Mar 12 2022 03:10 PM	Attention to expanding DEI initiatives at all campuses. Review of outdated curriculum.
Mar 12 2022 03:05 PM	Ensuring accountability at all levels, while doing the above is paramount. New initiatives, new foci on tech and related issues, etc. are window-dressing compared to it.
Mar 12 2022 03:00 PM	Current politics
Mar 12 2022 02:50 PM	Knowing the staff and most pressing school wide issues
Mar 12 2022 01:52 PM	End the DEI program as it is clearly racist, morally abhorrent, and only aims to separate all children from one another and into tribes. End the political agendas present in our education system. Make decisions objectively. Bring their brain and leave their feelings at the door.
Mar 12 2022 12:56 PM	Regaining lost ground from Covid and bad policy decisions
Mar 12 2022 12:12 PM	Work with parents to understand the process if they have questions and / or concerns and not resort to social media as the first avenue to share. Creating a partnership is a two-way street and for the most part it works but this habit of parents deflates the efforts of teachers and staff already giving more than their all to create a positive learning environment for students.

Mar 12 2022 11:28 AM	<p>The first 2 months should be devoted to listening. The superintendent should focus on meeting individually with BOE members to understand what drives each of them, developing a rapport with the elected bodies, meeting with PTAs (do not miss the SPED PTA), and inviting parents and community members in.</p> <p>The next 2 months should be devoted to setting goals (within the framework of the strategic plan and feedback from the community) and strategies for how to address them. Based on current community concerns, I would hope that two important goals would be addressing diversity, equity and inclusion and addressing academic growth.</p> <p>And the remaining 6 months should be devoted to leading, implementing, and acting on the goals.</p>
Mar 12 2022 11:11 AM	see above
Mar 12 2022 10:20 AM	They will need to work to unify the divided parents - there's a lot of tension right now caused by masking policies, busing issues, curriculum topics, and budgeting priorities.
Mar 12 2022 10:02 AM	Supporting teachers as they bring students back up to grade level while clearly communicating to parents expectations of both students and their teachers
Mar 12 2022 08:57 AM	Introduction to the community followed by communication that shows their goals for the 1st yr, etc. What their passions are, etc
Mar 12 2022 08:46 AM	<ol style="list-style-type: none"> <li>1. High visibility in the schools and community</li> <li>2. Bringing back programs that were lost to Covid</li> <li>3. Recognizing the Class of 24 has missed out on so much</li> </ol>
Mar 12 2022 08:32 AM	I believe the biggest challenge the district will face is addressing the learning loss that took place due to the pandemic.
Mar 12 2022 07:20 AM	Gaps in learning from COVID, addressing emotional needs and gaps from time away from school during COVID, implementation of school programs for elementary level especially that promote community, kindness, and self esteem
Mar 12 2022 07:15 AM	I feel that we are in good shape for someone to move right in without additional burdens. I would say the teacher contract negotiations should be a focus. Teacher's are leaving the profession and I think the contract will be a deciding factor for many.
Mar 12 2022 06:32 AM	It will be a long road and vision and patience will be the watchwords, however, the answer is simple to me and that is the foundation to be layer for all of the five selections chosen but especially diversity, community and accountability.
Mar 12 2022 06:29 AM	Digging our education system, the teachers and students and staff out of the emotional and educational hole left by the pandemic will be an enormous challenge.
Mar 12 2022 05:51 AM	The parents are tough - you can never win so have to have thick skin.
Mar 12 2022 05:38 AM	Evoking change
Mar 11 2022 09:50 PM	Integrate all community to school system.
Mar 11 2022 09:36 PM	Better pay for paraeducators

Mar 11 2022 08:52 PM	As an foreign parent who has two kids in Newtown public school I have experience that leaders in public schools never listened to me even I had truth to say <input type="checkbox"/> I'm hoping one day a leader comes to power that listens to parents without consideration of their ethnicity.
Mar 11 2022 08:45 PM	Our elementary schools are seriously lacking in support for gifted learners. There are multiple paras in every grade to support the learning of those with IEPs but Gifted students are not granted that kind of help even though the mainstream classroom does not meet their educational needs.
Mar 11 2022 08:01 PM	The first year should be a time to get to know the strengths and weaknesses of the district. Have discussions with principals and teachers and see where improvements can be made. Then create plan(s) to help turn those weaknesses into strengths.
Mar 11 2022 07:59 PM	Redirecting the school system post covid. <input type="checkbox"/>
Mar 11 2022 07:57 PM	Communication with the district. Transparency in decision making. Evaluation of where we are at academically and putting forth a proper plan to address our students needs and meet them where they are at. The special education self study.
Mar 11 2022 07:43 PM	Tasks: <input type="checkbox"/> Forming relationships, assessing the instructional quality across classrooms, and creating a plan to improve.
Mar 11 2022 07:16 PM	Listen and learn, ask questions, be visible, create a partnership with the district, their staff and the community.
Mar 11 2022 07:12 PM	Update the science curriculum to more closely follow the NGSS to promote critical thinking and problem solving.
Mar 11 2022 06:52 PM	Special education <input type="checkbox"/> Raising our reading and math scores <input type="checkbox"/> Getting all the busses running.
Mar 11 2022 06:32 PM	The new superintendent needs to negotiate the next teacher contract, and avoidance of a teacher step-salary freeze should be a priority.
Mar 11 2022 06:27 PM	We have to promote a bottom up modality where adhering to process should never become more important than producing the best possible educational experience for our individual students
Mar 11 2022 06:25 PM	The main focus should always be on increasing student performance with the goal of becoming a blue ribbon district.
Mar 11 2022 06:03 PM	The new superintendent must go on a "listening tour" to all the buildings so they can get a full picture of the challenges that each building is facing.
Mar 11 2022 05:56 PM	Testing in its current format only provides anxiety and stress. There is very little learning. Instead, there is quite a bit of regurgitation and forget.
Mar 11 2022 05:38 PM	I honestly do not know. Seems like a challenging and overwhelming job to me! Just hoping that newtown will continue to provide appropriate services for our family and not start cutting expenses by reducing special needs programs.
Mar 11 2022 05:26 PM	speaking to as many people as possible -- parents and staff -- to gain insight in our schools' strengths and weaknesses
Mar 11 2022 05:06 PM	Listening to the teachers ideas, suggestions, and concerns <input type="checkbox"/> Seeing that technology is accessible and implemented as best it could be for a technologically competitive world for our children
Mar 11 2022 04:43 PM	Letting the community get to know the person, to build trust and rapport.

Mar 11 2022 04:39 PM	To consider the dynamics and challenges that families face in an ever complex world. Our schedules are not flexible as we lead very busy, demanding lives. Adding to that stress is not being an effective leader in the community
Mar 11 2022 04:19 PM	The superintendent comes into our district at a very important time. The first thing they need to do is learn about the unique issues facing our district and it's students. So I would focus on getting to know who they are working with in the district first including listening to the concerns of the students.
Mar 11 2022 04:13 PM	meaningful professional development
Mar 11 2022 04:13 PM	Establish a culture of discipline and accountability.
Mar 11 2022 03:57 PM	diversity, equity and inclusion
Mar 11 2022 03:57 PM	Learning loss due to the pandemic. Our students need to be #1
Mar 11 2022 03:45 PM	considering the challenges many of our students face following the pandemic, there should be a focus on mental health. Ensuring teaching of diversity, different perspectives, accurate history (the good and the bad), freedom of speech, as well as accepting all people/students and making sure they feel welcome is important.
Mar 11 2022 03:40 PM	They are a bridge between the community's elected board members and the educational instructors. The new Superintendent needs to be trusted by the faculty and staff that they will advocate for their best interest. Simultaneously, they need to trust that the educational instructors will act and perform in the best interest of their students.
Mar 11 2022 03:38 PM	One who understands diversity and not just in the school academic, but also in each individual knowing that we are all unique.
Mar 11 2022 03:34 PM	The Superintendent needs to focus on the social emotional well-being of staff (and students). While new programs and resources are needed for continuous improvement, a lot continues to be put on teacher's plate without anything being taken off. Teachers are overwhelmed and stressed. The Superintendent needs to be empathetic and compassionate to these challenges. He/she needs to listen to our voices and come up with solutions.
Mar 11 2022 03:31 PM	Have tenacity and strong foresight of long term development goals for the district schools, and stand up for planning and implementation needed to acheive them. Look beyond the impacts of covid to pave a growth and development pathway for students and teachers that gives options for catching up while also striving for expanded challenges for the e tire community to growth and excel. Don't dumb down the system and curriculum, rather invest in short and mid term support, tutoring, and extracurriculars to help students in need get back on track.
Mar 11 2022 03:29 PM	Better use of communication tools, IT devices, and create a more diverse and flexible learning system that is adaptable to further covid and other potential pandemics.
Mar 11 2022 03:28 PM	-Serving as a leader in a politically charged environment. □ -Upholding previous commitments to promote diversity, inclusion, and equity in the schools□ -Providing meaningful support to students and families that use special education services. Act upon the audit previously conducted.

Mar 11 2022 03:26 PM	Addressing individual schools and students, supervising sexual conduct within school property, use of drugs, cuts in classes without ignoring and just pushing for the student to graduate in order to just get "rid of that student" without providing them solid foundations for good choices based on repercussions and consequences to their actions.
Mar 11 2022 03:26 PM	<ol style="list-style-type: none"> <li>1. Get to know the community and culture in the Newtown school system. This is not like other places.□</li> <li>2. Establish leadership style□</li> <li>3. Have opportunities to meet staff by offering sign-ups for 10-minute meetings at every school. The new superintendent will learn a lot about climate and culture this way. The superintendent at my previous district did this, and it was well-received by staff and informative for him.</li> </ol>
Mar 11 2022 03:16 PM	Recover from Covid learning loss.
Mar 11 2022 03:14 PM	Getting to understand our school system, talk to staff, parents and students to understand what they are looking for in a superintendent.
Mar 11 2022 03:09 PM	<ol style="list-style-type: none"> <li>1- curriculum, I think we are falling behind in math and science. expanding the steam program should be a main focus.□</li> <li>2- we need a better way to keep track of our kids attendances, grades and records. An app like campus, will be useful! Right now the only way for me to know if my child is at school or keep track of their records would be by calling the school.</li> </ol>
Mar 11 2022 03:07 PM	The new superintendent will need to be able to effectively lead all teachers and staff in efforts to put behind the learning struggles caused by Covid in these past two years, and once again maximize student performance and acheivement.
Mar 11 2022 03:02 PM	Getting to know and establishing a good working relationship with the Coordinator of DEI and BOE. Being visible in the schools and making themselves available for students, parents, and faculty.
Mar 11 2022 03:01 PM	I would like to have a superintendent focus on getting to know the administration, staff and students during the first 6 weeks. The new superintendent needs to understand that a lot of great work is already taking place within the district. I do not want the superintendent to make sweeping changes. The previous leadership that Newtown has had, and still has, has provided a strong foundation. The previous leadership has put a strong focus on revising our curriculum and instruction with regard to DEI. I would like to see this focus remain in place. I would like to see more transparency of curriculum and instruction for parents on the website. I would also like to see a focus on having our interventionists/special education teachers certified in Orrin-Gillingham or Wilson. Our most struggling students need to be taught by teachers certified in OG/Wilson instruction.
Mar 11 2022 02:56 PM	Helping the community understand why funding the education budget is such an important investment.
Mar 11 2022 02:56 PM	Foster's diversity in staff and teaching

Mar 11 2022 02:53 PM	I think a new superintendent should focus first on assessing the mental health of their entire staff and listen to the needs of the teachers and gain the ability to understand what is valid for support and what is excess. I have felt a lack of engagement from teachers to truly connect with students since Sandy Hook due to emotional exhaustion and the pandemic has only heightened that fatigue. A new superintendent needs the energy to enliven, encourage and re-engage teachers
Mar 11 2022 02:53 PM	<ol style="list-style-type: none"> <li>1. Learning loss as a result of the pandemic. □</li> <li>2. Creating a more inclusive environment, where all feel welcome and heard . . eliminating bias. □</li> <li>3. Curriculum development.</li> </ol>
Mar 11 2022 02:51 PM	The Superintendent needs to be able to fully embrace the concepts of DEI without the distractions of political baggage or irrational fear from community members. Newtown should honor the intent without referencing the abbreviations
Mar 11 2022 02:51 PM	Managing the Covid guidelines with adaptability surrounding ever-changing CDC guidelines, and CT covid numbers. Keeping kids in schools safely is #1 priority
Mar 11 2022 02:50 PM	Less focus on DEI initiatives and more focus on academia and providing quality education. Yes we are spending 18/19k per student. But is it being utilized effectively??
Mar 11 2022 02:49 PM	Diversity and promoting effective, respectful communication.
Mar 11 2022 02:44 PM	Developing a plan to return Newtown to a blue ribbon distinction. Ensuring that resourcing is sufficient to accommodate increasing enrollment within Newtown's school district.
Mar 11 2022 02:44 PM	<ol style="list-style-type: none"> <li>1. Improving the academic environment and standing of the school district. □</li> <li>2. Working with the Board of Education and community on mutually agreeable (or at least passable) school budgets. □</li> <li>3. Understanding the unique challenges in our school/community environment.</li> </ol>
Mar 11 2022 02:43 PM	<p>We have had a lot of staff turn over due to Covid-19, so a Superintendent who can retain effective staff will be invaluable. A lot of districts are dealing with teacher "burn out." SpEd department would be a particular area of concern. Keep an eye on retirements or teachers moving out of district for end of 2022 and start of 23.</p> <p>We have a growing ESL population and limited resources. We need to be prepared for more ESL students in the coming years as more people move into the community.</p> <p>Lastly, to my knowledge, most of the current administration were not around during the Sandy Hook shootings. This is a concern for students and staff. I don't have any particular solution or suggestions, but knowledge about the experience and the impact on members of the community needs to go beyond the surface. Reading about it in the news and knowing it's a sensitive subject in town is not enough.</p>
Mar 11 2022 02:43 PM	Oversee the transition back to "normalcy" and address post pandemic concerns.

Mar 11 2022 02:42 PM	The morale of staff is low due to the pandemic and the consequences on student habits and learning levels. The new superintendent needs to actively improve staff morale and restructure staff roles to ensure that we are being taken care of. If the staff and faculty aren't doing well, they cannot provide well for students and the entire system suffers. If faculty and staff are supported, then we will have the energy and ability to lift up students. The way that we have been overlooked cannot continue if you desire to have a district that continues to perform at the levels that it has historically.
Mar 11 2022 02:41 PM	gaps in learning for students due to covid time off
Mar 11 2022 02:41 PM	The challenge will be to work with the community, faculty, parents, and students to unify the efforts of diversity, equity, and inclusion.
Mar 11 2022 02:40 PM	Committing to a traditional curriculum and not being influenced by politics.
Mar 11 2022 02:38 PM	Maximizing curriculum to exceed levels of current education levels, to offset any losses from the last two years of disruption.
Mar 11 2022 02:36 PM	Understanding the roles/responsibilities of all people in the Newtown school system—teachers, paras, custodians, counselors etc
Mar 11 2022 02:36 PM	Openly get community/parent input on any all CRT initiatives and any plan to address transgendered identity in our schools and follow the parents' lead.
Mar 11 2022 02:36 PM	Bullying in Newtown public schools, favoritism among athletes at the high school. Getting rid of cell phone use in the classrooms entirely.
Mar 11 2022 02:34 PM	The superintendent needs to be aware of the curriculum continuum. My child's struggling with curriculum that is unorganized and without context, very little relates to her real life. This has not been addressed in the past few years and appears to be getting worse.
Mar 11 2022 02:34 PM	Community can be very difficult to please as a whole.
Mar 11 2022 02:33 PM	Making school as normal and as a productive (hopefully) as possible in a post Covid world.
Mar 11 2022 02:32 PM	Teacher retention <input type="checkbox"/> Full funding of the district commensurate with its needs <input type="checkbox"/> Protecting the integrity of education from the encroaching anti-intellectual mob
Mar 11 2022 02:32 PM	Get to understand the makeup of the district and how best to support continued success.
Mar 11 2022 02:29 PM	Staff development regarding diversity, equity, and inclusion.

**Q4. In the space below, you are invited to provide additional comments or information that you think would be helpful to the Board of Education as it seeks to find a new Superintendent of Schools.**

<b>Answered</b>	<b>240</b>
<b>Skipped</b>	<b>328</b>
<b>Response Date</b>	<b>Responses</b>
Mar 31 2022 11:45 AM	Please ensure it is someone with significant classroom experience in their past.
Mar 31 2022 11:32 AM	I believe it is important that the new Superintendent have knowledge and experience in developing and guiding a school system in the spirit of Diversity, Equity, and Inclusion. This means they must have experience with the implementation of practices and policies that enhance the values inherent in those words, including the prioritization of diverse candidates for positions, improvement of curriculum and identification and eradication of racism in any form.
Mar 31 2022 10:50 AM	We would love to see a superintendent who values the United States Constitution And has been educated in n schools that value it as well.
Mar 31 2022 10:50 AM	Additional focus on the elementary level would be beneficial. This level can be tough for some leaders because it is vastly different than upper grades.
Mar 31 2022 10:37 AM	<p>What is spreading like wildfire across the nation in our public schools (and thankfully, receiving parental backlash), is indoctrination of students, calling for different treatment of students based on the color of their skin, and keeping personal information about students from the parents. It's very important that our new superintendent is against this type of activity. In that vein, I suggest these questions be asked of candidates, and the answers should all be, "no."</p> <ul style="list-style-type: none"> <li>- Do you believe that individual students should be treated differently based on the color of their skin?</li> <li>- Do you believe students and staff should be taught that in the United States there is an ingrained societal privilege that benefits white people (oppressors) over non-white people (the oppressed)?</li> <li>- Do you believe that our schools should be teaching/encouraging/celebrating students' sexuality, such as the concept of "gender identity" that is unmoored to an individual's sex (male or female)?</li> <li>- If a student has confided in a school employee about their gender identity and/or sexual preference, do you believe it is okay to keep that information from the student's parents?</li> </ul>
Mar 31 2022 10:31 AM	A consensus-builder, strong in convictions but above the fray and not engaged in the politics that have recently entered into the BOE with the three new members and chairperson. Things have become petty and political and so focused on masking, rather than the really important issues at hand. The chair needs to be fair to all and the superintendent needs to be able to freely communicate what s/he is seeing and hearing in that position.
Mar 31 2022 10:18 AM	Community input such as the focus groups.

Mar 31 2022 10:11 AM	Focus on demonstrated past success of candidates for attributes you have as a priority. Know what your primary and secondary and tertiary priorities are. Look for candidates who have delivered actual results, and not just promises/platitudes.
Mar 31 2022 09:16 AM	We need a person who will be invested in our district for a significant term, not someone who is looking to build their resume.
Mar 31 2022 08:54 AM	I'd like to see someone who has the intestinal fortitude to go back to normal operating hours for kids: school start issues. Buses are a disaster. No kid should be on a bus for 45 minutes. Kids need to be in school. The PD days for teachers and assembly schedules every other week at Reed are not working. Student behavior is worse than it's ever been. Kids can't handle day to day issues because they are being taught something is always wrong and not to work through it.
Mar 31 2022 08:45 AM	We need a human- not suit. We need someone with an open door policy. We need someone who listens to all stakeholders and takes all opinions into account but puts students first. We need someone who is loyal to the students in Newtown-not to anyone else.
Mar 31 2022 08:44 AM	There was no characteristic listed in this survey which encourages the superintendent to have the ability or willingness to respond to parent concerns or acknowledge the rights of parents concerning their child's development.
Mar 31 2022 08:42 AM	I think the Board of Education seeking and hiring a new Superintendent is one of the hardest tasks they have! Especially following a beloved Superintendent leaving...to fill those shoes is extra hard. There will be many applicants and suitable candidates, and I am confident that this Board of Education will do a fantastic job finding the perfect one for Newtown!
Mar 31 2022 08:23 AM	I feel that individual desires should be set aside and seek leadership that works for all aspects of the districts needs.
Mar 31 2022 07:59 AM	Our new Superintendent should have worked in a town similar to ours so they can acclimate and move forward quickly. They should not live too far or be willing to move close to the town so they can interact with the community at school and town events.
Mar 30 2022 05:12 PM	Newtown is no place for a beginner. We need leadership and guidance to navigate us through the uncharted waters that we still face. We need a strong leader but also a compassionate leader, someone who enjoys working with our student learners as well as someone who understand the need to educate and reward our employees.
Mar 30 2022 04:35 PM	It would be wonderful to have a superintendent who has experience as an elementary school teacher and who understands the unique challenges that are unique to this age group of children.
Mar 30 2022 04:23 PM	Staff reductions are sometimes necessary however a Superintendent who shows a long-term vision both in their words and their bargaining with the board of ed for budgetary requisitions will help with this.
Mar 30 2022 03:39 PM	Provide additional training and support to teachers as emotional counselors as well as educators.
Mar 30 2022 02:34 PM	Need for a superintendent that will help build the stamina for the students, staff and community.

Mar 30 2022 02:15 PM	<p>In addition to Leadership, I think Communication skills are critical. DEI has cunningly coopted and weaponized the words “Diversity”, “Equity” and “Inclusion”. It tugs at the heart strings of decent people but uses the implied virtue of these words to sow division and dysfunction. □</p> <p>□</p> <p>The new Superintendent needs to be just as artful in neutralizing DEI, as DEI was in weaponizing it. They should take solace knowing the finest academic and moral leaders in our country have denounced DEI and written extensively about it. I hope they freely incorporate this scholarship. They should also know that the majority of Newtowners would be behind them.</p>
Mar 30 2022 01:57 PM	A leader who is able to make decisions
Mar 30 2022 01:50 PM	Do not consider any of the deranged right-wing ideas and actions that have been plaguing teachers, administrators, and school boards over the past two years.
Mar 30 2022 11:39 AM	Superintendent needs to listen to staff members who and meet the needs of their teachers in a supportive role. They also need to have an understanding of elementary school as well as upper grades.
Mar 30 2022 11:26 AM	The current Superintendent has done a masterful job communicating, collaborating, involving, engaging, and negotiating with all stakeholders. These are HUGE shoes to fill given the current educational climate nationwide and the diverse needs in Newtown. A person who understands, appreciates, and utilizes history while moving forward with the most appropriate, researched advancements in education is required. This is a 24 hour role. That person must be a community builder.
Mar 30 2022 11:16 AM	I think one of the greatest challenges for any leader today, in education or in society is trying to unite groups. I feel the greatest need is to try to find a way to unite families, staff and ultimately our students. After Covid and with the Social Dilemma, it is our greatest challenge and I think if there is any way to unite our community, a lot of our challenges will go away.
Mar 30 2022 11:05 AM	Ensure that a representative who understands the new laws and state requirements for CS education is an integral part of the selection process
Mar 30 2022 11:02 AM	I didn't check it above as I found other things more pressing but I really think it's important to hire someone that understands the importance of being visible in the schools. I know what it's like to have an absent Superintendent and one that is visible. It's so much better having him/her present and supportive.
Mar 30 2022 10:58 AM	N/a
Mar 30 2022 10:53 AM	They should have a nice smile if it can be helped! These are still difficult times for many of us and having someone with a positive demeanor goes a long way! :)
Mar 30 2022 10:33 AM	I was disappointed we chose not include anyone other than the BOE on the committee. It breaks a long tradition of a successful approach.
Mar 30 2022 10:31 AM	The relationship that the superintendent has with parents is important, but when parents have issues with teachers or administration, their first line of contact should be the individual school. Feel like current Superintendent accommodate parents and doesn't have them follow appropriate protocols when dealing with issues.

Mar 30 2022 10:25 AM	There are many perspectives to balance in any town, but Newtown's tragedies make it even more important to demonstrate a respect for individual and group trauma while working to move forward, recognizing the difference between being trauma informed and making policies and procedures that are consistent for all. □ At times it is important to hold all stakeholders accountable without diminishing a person or groups experience.
Mar 30 2022 10:11 AM	The new person should be open-minded and have the mindset to stand up for educational principles and not serve special interest groups that are not inclusive. The focus should be on a global, equitable education for all students while supporting staff.
Mar 30 2022 10:10 AM	A strong leader who is proven, principled, and culturally intelligent.
Mar 30 2022 10:06 AM	This is my 35th year in teaching and 30th year as a Coach in the State of CT. The next Superintendent will not impact me because I'm retiring within the next 15 months. You need a leader. An individual that is gonna go out and sell themselves to ALL THE STAFF, STUDENTS and Community. Someone that is gonna role up their sleeves and pound the pavement. Someone that spent at minimum of 15 years in the classroom and 10 to 15 years in administration would be nice. A CT Educator would be ideal. Going out of State doesn't make sense.
Mar 30 2022 09:53 AM	I would hope that our Superintendent will always be looking out for the students of Newtown Public Schools, but sometimes I feel that teachers and other staff members are left out of the loop completely until parents are notified of something (or even after). If the teachers are here to keep the best interest of students in line, and the superintendent is here to keep the best interest of students in line, where does the best interest of teachers come in? If teachers are not seeing that they are being supported (rather than just being told that they are) how are we supposed to be convinced to stay here and support our students?
Mar 30 2022 09:50 AM	We don't need to re-invent the wheel...the new Superintendent is being handed off a game plan that has proven effective, and which only needs occasional adjustments here and there.
Mar 30 2022 09:49 AM	Please find someone who is willing to stand up to the parents. Too much of what we do is for the squeaky wheel. We are overlooking so many children who could be performing at a better level because of the time spent with the same group of kids who refuse to change their behaviors. More consequences need to be available to our administrators.
Mar 30 2022 09:48 AM	The BOE absolutely needs to open up the interview process to include teachers and qualified community members. It is very concerning that they aren't open to input from people who will be working under the new superintendent, especially given how inexperienced almost half of the board is.
Mar 30 2022 09:47 AM	listen to teacher concerns
Mar 30 2022 09:10 AM	Someone with experience as a superintendent is valuable.
Mar 28 2022 02:34 PM	Get back to a wholesome educational experience for the students and parents.

Mar 28 2022 09:24 AM	The district only runs smoothly when the people in it feel welcomed, appreciated and heard. It takes a person with intimate knowledge of what it's like to work in a school system to truly get that. Our district comes with unique challenges and that can't be ignored. Our 'Be Kind' murals are a testament to that. Hopefully, whomever is chosen will continue the feeling of respect and be as approachable as our current Superintendent.
Mar 27 2022 01:04 PM	tread carefully
Mar 27 2022 11:16 AM	To select someone who recognizes that position is also just as responsible and accountable to the community taxpayer as well.
Mar 26 2022 08:25 PM	Do not seek or hire anyone who is trying to do "trendy woke" things that have no value or basis in schools. In other words, CRT candidates are not welcome. I am a teacher and there are countless hours wasted on these ridiculous seminars that teaches what schools already know and have been doing for years, yet they try to rebrand it and the my come very close to the textbook definition of racism while doing so!
Mar 26 2022 05:30 PM	I think that the broad experience that these candidates have endured in their past positions will express experience e which is always good to have. We may never have to embrace some of their past experiences but the diversity to problem solved multifaceted cultural and budget sliding comes in handy. What I see as the 2 most important issues facing our youth nationwide is vigilance, cyber/media misuse. The town, with the schools support should have more lenient punishments. Rather than arrest and criminal actions they should not be treated like hard core criminals and filter into a reconciliation panel within the town. The effects that face these youths under 25 who have been subjected to this system has been more detrimental. □ 2) there should be more attention of the effects if the pandemic, the change in post high school academic choices and keeping current and infiltrating the most up to date technology changes. We do not want to run behind, we want to be living in the future not preparing for it.
Mar 26 2022 05:01 PM	Look for someone who doesn't place their own career ahead of the good of the students. □
Mar 26 2022 10:40 AM	IMO, the district should strive to ensure that all students flourish in an environment that is academically challenging and that also reinforces/supports the personhood of each student.
Mar 25 2022 04:20 PM	Qualifications for the job are a must. Look for a strong leader. The district doesn't need a friend, we need leadership.
Mar 25 2022 11:03 AM	Keep a keen on local candidates. They are acutely aware of the culture of Newtown and that will always bring with it invaluable insight.
Mar 24 2022 10:20 PM	Focus on qualifications, proven success, a strong leader who is not afraid to lead and say no to certain groups in town.
Mar 24 2022 10:14 PM	Raise our test scores to be in line with surrounding towns. Fix the broken buzzing system.
Mar 24 2022 10:08 PM	Please choose a superintendent who is most qualified for the job and do not base the decision solely on race! We do not want to hire a superintendent just to please the CRT proponents in town.
Mar 24 2022 06:48 PM	-budget sensitive leader □ someone who will help continue to create low cost afterschool like community center and not edadvance □ -staff morale improvement □ -communication with the community

Mar 24 2022 06:40 PM	I think it's important to have someone knowledgeable about the needs of our kids in special education. Newtown has managed to recover a good reputation despite having a mass killing of their children in the last decade however they are losing their positive reputation because the school Overlooks the social emotional needs of our kids. It shouldn't be forgotten that mental health is what caused 12/14 and focusing on SEL is the only way to recover from this
Mar 24 2022 03:22 PM	As a parent I noticed several choices talking about emotional social and community issues as well as state and local applicable laws . However not a single choice was focused on the basics of fundamental reading ,writing ,history ,science and math skills. Are these subjects no longer the focus of our children's education ?
Mar 24 2022 03:18 PM	The person chosen needs to be an advocate for students and parents. The culture of public schools has deteriorated with political agendas being pushed on the children and staff. This person needs to keep the schools focused on children learning the History of our Nation, a Nation that is honored not despised, no CRT. And be critical of what kind of sex Ed. is taught and to an age group that is appropriate. Be very clear on the extent of how much influence Teachers Unions can have. Above all this person must want this position because they love children and want to see them cared for not indoctrinated into ideologies that harm them. Public schools and those that rule them will face opposition from concerned parents from now on if we see unacceptable agendas being taught. The person selected for this job must be open to hearing from parents and not be weak in standing up for what the majority of parents expect. Our children belong first and foremost to their parents not the State. Hope you find someone that can meet these criteria
Mar 24 2022 08:05 AM	This person must have the temerity to stand to those who are pushing social justice, transgender males from participating in girls sports and the teaching of CRT. Highly important
Mar 23 2022 02:24 PM	Someone who is open minded getting to know staff and student needs.
Mar 23 2022 02:00 PM	Hire a manager who can put the staff in the best position to succeed by establishing clear processes and expectations
Mar 23 2022 01:45 PM	Please find a candidate who is up for the challenges and willing to do the hard work.
Mar 23 2022 01:35 PM	Leave your politics at home.
Mar 23 2022 01:00 PM	Good luck!
Mar 23 2022 11:53 AM	Please consider someone who is committed to providing a well-rounded education for all students.
Mar 23 2022 11:44 AM	We have been fortunate to have people who care so much about the Newtown schools in leadership positions. While this survey invites people to voice their concerns, I just wanted to take a second to say that, on the whole, Newtown does a wonderful job!!!
Mar 23 2022 08:39 AM	Newtown is one of lowest paying districts in Fairfield County for this position. The saying you pay for what you get should be taken into account. Monroe being one of only below us. We have been fortunate with our current Super who had done a excellent job. Think big and go for the best possible candidate brought forward. This is a make or break moment for the new school board.

Mar 23 2022 08:34 AM	<p>Someone who recognizes that all programs are important.          Would like a Supt who is not going to continually compare to their previous district. Someone who acknowledges who we are, recognize the positive things we have accomplished here and spend a great deal of time in our schools, visiting all programs to get to know us and work with our teams to create direction. We always have room to grow and improve. Creating a broader vision as we move forward.</p> <p>We keep trimming at the edges of all programs to make it all fit in our 'traditional' schedules. All programs are valuable and reach learners of all abilities and styles. Don't diminish one program for another. Staff need to respect each other's disciplines and not demean colleagues.</p> <p>Creating more interdisciplinary connections in all grades.          More diverse programming - not every child is meant to go to college and we keep forcing that. What is the vision to create more technical and trades-type programming for students?          Continued support of the arts and to a deeper level - understanding what it takes for excellence and not taking away because some other new program comes along. It is all important!</p>
Mar 22 2022 05:10 PM	<p>New superintendent must learn from past mistakes and never opt for virtual/remote "learning" or masking our children. Deal breaker for the majority of parents in town.</p> <p><input type="checkbox"/> Addressing learning loss and returning academic achievement as the top priority should be items 1 and 2 on their agenda. Nuanced curriculum changes are not appropriate and mean nothing if our kids are behind academically.</p>
Mar 22 2022 05:04 PM	<p>This survey is poorly written. There are too many choices to pick 5 only. Some of the choices are very similar and wordy. Had trouble processing all the choices at one time and narrowing down to my 5 best. Suggesting next time around you pass on the NESDEC for this task. Best of luck in your hiring process.</p>
Mar 22 2022 04:53 PM	<p>Just hire the best person for the job! Don't be swayed by special interest groups and the loud mouths at the BOE meetings.</p>
Mar 22 2022 04:29 PM	<p>Please consider expanding the search committee beyond the school board. This is the only way we can have confidence in the person chosen.</p>
Mar 22 2022 01:49 PM	<p>-Organizing and enforcing policies that are based in literature, and where study falls short, sound precedent.<input type="checkbox"/></p> <p>-Ongoing attention to processes and outcomes, revising as appropriate toward continual improvement<input type="checkbox"/></p> <p>-Open ended listening to stakeholders, including parents, teachers and students</p>
Mar 21 2022 01:55 PM	<p>Please keep politics out of the search process. The role of superintendent of our district is complex and difficult and managing politics in the BOE should not be an additional challenge thrust upon them. <input type="checkbox"/></p> <p>Leverage experienced BOE members and those with education backgrounds to ensure a good process and good outcome.</p>
Mar 21 2022 10:46 AM	<p>I think the new DEI director should be an essential part of this search. In addition, teachers are going into a negotiation year for contracts and a new superintendent should be aware and prepared for this.</p>
Mar 20 2022 11:53 PM	<p>Please be mindful of the DEI culture, as it appears to be causing a great strife between most parents.</p>
Mar 19 2022 06:02 PM	<p>To not always do what's "trending" in education... question everything!!!          Curriculum.. behavioral practices... etc.</p>

Mar 19 2022 01:24 PM	Though not able to include in top 5 priorities, this is committed to and fosters continuous staff development and emphasizes system-wide as well as individual development. is important. As parents, we want teachers who are engaged, motivated and continuing to build on their skills regardless of their tenure. Additionally, I am not aware of criteria for teacher evaluations and allowing some to stay and others to be released, outside of headcount cuts due to budget, I feel the union is something a curse in protecting teachers who are not effective. In the private sector, non-performers, measured by "SMART" objectives, are put on improvement plans and either improve or are released. I don't see that at Newtown. Seasoned, experienced teachers are awesome, those not motivated or coasting to retirement - no parent wants that for their children. Be transparent on how teachers are measured - I am sure the union protects the performance info - but how can you make it more transparent so parents know - do I have to hire a tutor. Also, department chairs need to be much stronger at NHS. We need to have a strong STEM program - not just for our kids/schools but for CT and the US - overall US education quality rankings are dropping - please reverse this trend - at Newtown system first.
Mar 19 2022 10:19 AM	Do not allow left or right wing extremists to develop an active role in the school system
Mar 19 2022 10:09 AM	The current view of some Board members that the CRT philosophy is only taught in law and graduate schools is disingenuous and damages the relationship between the community and schools. The principles underlying CRT are clearly part of the DEI movement. The next superintendent needs to be open about how DEI initiatives are incorporated into class work, and listen to parents and the community when they express concern that teaching children that the group they belong to is more important than individual effort in achieving success, is destructive to the community and the student.
Mar 19 2022 09:55 AM	Please look for someone with experience who is use to working in a high performing district and who will be creative in ways to support all kids in the district.
Mar 18 2022 12:21 PM	Education seems to be at a breaking point. If we don't protect the intellectual integrity of our schools, we will lose our democracy.
Mar 18 2022 10:43 AM	Candidate should have experience
Mar 18 2022 10:41 AM	To be clear, I am NOT just advocating for special needs kids. I would love typical kids to receive an education that are constantly evolving and improving. I would love the kids to be more exposed to technology, either through actual classes, or organically, by integrating more technology into their day-to-day learning. I think this will better prepare them for life outside of school.
Mar 18 2022 08:27 AM	A reminder that schools should not be viewed as businesses to be managed but rather learning communities with myriad stakeholders that are all equally important to the process. This is a supportive collaboration.
Mar 18 2022 07:51 AM	Please keep project 1619 and CRT out of our schools. Teachers need to focus on accurate history and not a wishful thinking inaccurate version to support indoctrination and brainwashing.
Mar 17 2022 09:03 PM	Get back to the basics and support Academics and leave the social...emotional stuff to the parents.
Mar 17 2022 08:31 PM	Listen to the students and the parents.

Mar 17 2022 08:26 PM	above all else, our superintendent should be an individual that values diversity equity and inclusion; they should be someone who has demonstrated a commitment to making substantive and meaningful change in school culture and climate leading towards an environment that feels responsive and representative to all children and staff; a professional that has experience in critiquing curriculum using an ant-racist lens and developing and implementing curriculum that is representative inclusive and justice-focused
Mar 17 2022 05:34 PM	I hope that the BOE will take a hard and honest look at the proposed candidates and choose the one that not only has the best credentials, but also one who is committed to considering all sides of an argument and not just the one that is most popular or fashionable.
Mar 17 2022 03:50 PM	Choose the best candidate based on credentials, experience, humility, love of education and a level, fair-minded disposition. Avoid hiring a political activist.
Mar 17 2022 03:50 PM	Choose the best candidate based on credentials, experience, humility, love of education and a level, fair-minded disposition. Avoid hiring a political activist.
Mar 17 2022 03:31 PM	Make sure the daily school bus experience is the best it can be for all children: no bullying allowed. Discourage the use of foul language in all school settings.
Mar 17 2022 12:25 PM	Never, ever, ever support child masking under any circumstances
Mar 17 2022 09:38 AM	A superintendent is only as good as their commitment to the community. We must offer a competitive package to the best candidate to ensure they will stay with the community as long as possible.
Mar 17 2022 09:29 AM	Newtown continues to be a complex community. Someone with a deep understanding of where we are and where we have been is critical. Few people who have not been in our community, especially with all we have overcome, can begin to truly understand, even if they think they do.
Mar 17 2022 08:49 AM	Look beyond the candidate him or her self and look at the school system(s) from which the candidate comes. Is they functional or dysfunctional; is the curriculum [sp] in or out of sync with what the board would like to see in Newtown schools. In other words, look at what has happened in the districts which the candidate has led, not just how "qualified" or engaging the candidate is.

Mar 17 2022 08:35 AM	Obviously I am asking a lot - but A superintendent of schools needs to be prepared to work with the entire school system. I am speaking as a mother of a high schooler and my children that have gone through the entire Newtown system. They dealt with racism, not understanding their issues (one had attachment disorder) and school support for my daughter from China was absolutely awesome. My son - not so much. I think teachers should have the opportunity to continue to learn new ways of teaching and given the opportunity to grow in their positions as well. The superintendent should build a strong community base. We should have children going in and meeting with our senior citizens and doing projects with the aging population. We should bring the business community in to help guide children in different areas that they may be interested in - or doing school trips to different companies that are cutting edge. There is so much that we can be doing in the town. This is a very supportive parent population. We have the tools right in our community. Now we need a leader to implement them.
Mar 16 2022 10:32 PM	I think a new superintendent's starting salary should be based on experience and expertise. they should not just pick up the same pay if they do not have the years of experience
Mar 16 2022 09:44 PM	a superintendent needs to be supportive of staff to ensure that their well being is taken into consideration <input type="checkbox"/> <input type="checkbox"/> teachers in town work under building admin that bullies and targets staff and after many attempts to rectify <input type="checkbox"/> the behavior continues and staff works in fear daily
Mar 16 2022 09:04 PM	It is important to identify the areas where our school system and administration have weaknesses and hire a superintendent with those as strengths.
Mar 16 2022 02:18 PM	It is important to maintain a stable educational environment for the children and the staff. This can be achieved by maintaining an established core curriculum based in traditional educational areas. Introduction of FAD/Political issues into the school environment only invites change through BOE majorities, instability in the educational process and a poor learning environment for our students.
Mar 16 2022 02:04 PM	Hire from within the District or locally as possible. Strongly consider their reputation. Hire someone who understands Newtown and will work well with staff and parents.
Mar 16 2022 01:27 PM	N/A
Mar 16 2022 11:19 AM	The bow should not accept the school attorneys word as law since the attorneys have financial conflicts of interest and have used lawyers from their own teams to be judges against families, judges outside their jurisdiction, making outcomes null and void. School staff has been used as judges, also conflict of interest. It is a shell game.
Mar 16 2022 10:55 AM	We need an education professional. Do not select someone based on your individual values. Do not select someone who is qualification starts and stops with thinking like you. Success always comes from diverse thinking, debate, and working together to find solutions. <input type="checkbox"/> And next time you're invited to a debate, grow up and show up.

Mar 16 2022 10:16 AM	I would also love for the Superintendent to work with the other boards in town to renovate the electrical systems of the schools that are in desperate need of air conditioning for our children, so they can be available for learning throughout the school year and not trying to find open cooling centers/rooms during the late Spring and Fall.
Mar 16 2022 09:31 AM	95% of students are receiving inappropriate reading curriculum and intervention practices that do not follow the Science of Reading. Proper screening can be completely as early as preschool. Proper intervention can be provided at four times less the cost when a child is identified in 3-4th grade. This needs to become a priority for our district.  Professional development in the science of reading should be made a priority.  Motivating, managing and communicating needs to be a strong
Mar 16 2022 12:32 AM	Do not allow woke agendas to poison our school system where it doesn't belong. Responsible families and taxpayers want their kids to go to school and receive excellent instruction from great teachers and be well-prepared.
Mar 15 2022 10:12 PM	While I appreciate our school system, it does have many areas of improvement and opportunities to grow. I hope the board finds someone who is willing to identify those areas in order to work with staff in a respectful and positive way to grow as a district.
Mar 15 2022 08:54 PM	Please value the input of the professional educators currently working in our school system as the superintendent search moves forward.
Mar 15 2022 08:43 PM	A person that speaks community English. Not an educational jargon acronym spewer. e.g. Foreign Language, not World Language. Doesn't use vocabulary to show off. "Call a spade a shovel"
Mar 15 2022 07:48 PM	They should not be a community member as our community feels very entitled to stepping over boundaries.
Mar 15 2022 07:43 PM	Several times I called Dr Rodrigue to discuss my kids IEP, class experiences, etc. Each time, she listened well, asked questions, & sought to understand the situation. She wasn't a pushover, but really sought to "get it" & help find quality solutions. Please find someone who can do this.
Mar 15 2022 07:10 PM	We need a leader who has the patience and wisdom to lead a district saddled with an ununiformed and Unwelcome partisan BOE
Mar 15 2022 07:00 PM	The school superintendent works for the residents of the Town, NOT the school district.
Mar 15 2022 06:58 PM	Someone who is fair. Someone who can keep politics out of our schools.
Mar 15 2022 06:49 PM	Seek a manager who will hire the best talent and build an infrastructure for them to succeed.
Mar 15 2022 06:13 PM	Continue with broadcasting updates to entire community

Mar 15 2022 06:01 PM	<p>I live in both worlds as a Newtown parent and a third grade teacher in a neighboring district. Covid has exasperated an already strained teaching staff. Teachers need support!!! Classroom teachers need paraprofessional support daily not just for students with "extreme" academic and/or behavioral challenges, but in the day to day.</p> <p>Teacher are facing a crisis of academic gaps and are expected to get their students to a certain level while the students are coming into their classrooms below grade level. One teacher alone cannot lift a classroom of students with individual academic needs.</p> <p>The social/emotional needs of our students are huge!! There needs to be more psychologists, social workers and behaviorists in all buildings.</p> <p>A new superintendent needs to have a plan for facing these challenges personally and with a strong sense of the best way to spend budgeted money.</p>
Mar 15 2022 05:24 PM	Experience is more important than a degree.
Mar 15 2022 05:12 PM	Please hire someone who is a good person, not out for themselves, who has students and teachers best interests at heart.
Mar 15 2022 04:27 PM	We need someone that can't be pushed around and isn't easily intimidated. But also someone that can be understanding to childrens needs and is compassionate.
Mar 15 2022 04:25 PM	I could do it, where do I sign up?
Mar 15 2022 04:01 PM	Please find a candidate that does NOT support the teaching of CRT in the school system.
Mar 15 2022 03:59 PM	Our community expects our students to be taught not indoctrination. Get back to the basics and stop the politics. Our students have suffered enough with 2 years of lock downs, which the science now shows did nothing but hurt the mental and physical health of our most vulnerable.
Mar 15 2022 03:40 PM	The last superintendent lacked attention to parent concerns. We need someone who works for staff AND students.
Mar 15 2022 03:31 PM	<p>Looking for resources in the Community to partner with on affordable school programs and childcare... ie. Community Center etc. <input type="checkbox"/></p> <p><input type="checkbox"/></p> <p>Someone who is engaged with the Community<input type="checkbox"/></p>
Mar 15 2022 03:26 PM	The Superintendent has to be the "face" of the school district. We need someone who can inspire trust and confidence through a commitment to integrity, financial efficiency, support of staff, and keeping paramount the needs of the students.
Mar 15 2022 03:17 PM	The superintendent should be the biggest supporter of the school administrators, teachers, and staff. This should be their number one goal.
Mar 15 2022 03:11 PM	Newtown prides itself of its schools. Lately, we have come to think that just by saying they're great, that our schools are great. They have slipped markedly from what they were 25 years ago.
Mar 15 2022 03:02 PM	We need an empathic leader who inspires others. Hard to find but if parents, staff and students believe in them, then we can all work together to get us back to being a town people move too for education. All opinions are welcome, we need someone who will listen and take action. Big shoes for someone to fill as Lorrie has these qualities.

Mar 15 2022 11:21 AM	Seek a high moral ground in your search for a superintendent who will have ALL students' best interests at heart.
Mar 15 2022 10:31 AM	Hire someone from outside the current school system. Don't promote from within. We need fresh eyes, fresh perspective.
Mar 15 2022 10:30 AM	As a support staff member AND a parent, I am very invested in the search process for our next leader. Our next superintendent should be very in tune with the incredibly challenging past few years faced by both staff and students, and continue to work toward supporting both factions as we get the school experience back on track to a more typical path. In addition, I see first hand the ever evolving demographic of our student body and community and feel strongly that the DEI efforts must continue in earnest.
Mar 15 2022 10:26 AM	Always keep the children in mind and Choose a superintendent that will listen to parents when they want to be heard.
Mar 15 2022 10:20 AM	I hope that the BOE will invite members of the parent, student, and staff community to serve as representatives on the search and interview committee for this position. This would build trust and show transparency on the part of the BOE.
Mar 15 2022 08:04 AM	Person should be a rare combination of humility and confidence. A curious individual about people and programs. A person capable of achieving the admiration of others, especially teachers. A good teacher, him/or her self.
Mar 15 2022 07:58 AM	Someone who has taught in the classroom and understands what it is to wear that hat would be helpful.
Mar 15 2022 07:52 AM	I'd like someone who is here to make a positive change for the teachers. We are overwhelmed to say the least! As a result that will have an impact on teaching/learning in a positive way.
Mar 15 2022 12:00 AM	Focus on academics and kindness ... after Sandy Hook The schools and town had a valuable perspective.... They have lost that, there is no room for woke culture in our schools !
Mar 14 2022 08:03 PM	Our educational staff is severely lacking in diversity. Having a superintendent who understands the importance of reflecting the community's growing diversity amongst the teacher body would help us make Newtown Schools a safer and more inviting place.
Mar 14 2022 07:55 PM	This district has been on a slow but steady decline since the departure of John Reed ( <b>former superintendent</b> ). The only reason it has been slow is the stalwart efforts of those who have recognized its decline and tried to reverse it. This Board would do well to ask the question "why?" I think it best to prioritize good character, but will this Board recognize it? Will they agree on the qualities that represent it? I am not sure. . . .
Mar 14 2022 07:15 PM	Look local. Look for someone that knows the area, the town and the community. Someone who understands what our town has been through and has a willingness to always remember but to look ahead as will. Look for someone that was an educator first. Our current Department of Education commissioner was a teacher first.
Mar 14 2022 03:28 PM	NO VACCINE MANDATES AND CONTINUE MASK OPTIONAL INITIATIVE. Please select someone who will let parents decide what's best for our kids. Please ensure that we remember these young kids need some normalcy as the long term effects of this pandemic are unknown.

Mar 14 2022 03:13 PM	The candidate should have training/experience in DEI and culturally responsive classroom practices. There are too many students, especially students of color, who don't feel safe in our schools - this is a crisis that must be addressed without politicization of the real issues.
Mar 14 2022 02:59 PM	Since DEI is our newest - and our most important - initiative, it is critical that the Board looks for someone who has experience in this area, and shows a willingness to work with our Director of DEI, students, staff, and community to foster a greater understanding of the concepts of DEI and of each other.
Mar 14 2022 01:54 PM	The superintendent should be able to function in the capacity of running an educational institution and not be bogged down in the political spectrum that we are seeing take place across the nation.
Mar 14 2022 12:40 PM	Some districts want the Superintendent to live in the town. I feel this would be something we should look into. They will be a part of the community and be visible, and will show their commitment to the community. The district is moving in the right direction, and with the students of 12/14 in the 10th grade, this is less of an issue moving forward. There is a gap due to Covid, but we should be focusing on education in the classroom large group) and less on interventionists (small group). Faculty moral will be an issue for the next year or two due to the stress of the Pandemic and also the Hawley relocation/move
Mar 14 2022 12:06 PM	Student discipline should be commensurate to the degree of the infraction. Identifying parameters with which the students must operate within is key. For instance ripping a sink off the restroom wall deserves more than one hour of ridiculous make work community service after school. That is a weak model and not a deterrent.
Mar 14 2022 11:28 AM	Find a leader who is not too proud to make changes or borrow good ideas from our peer communities. We should set a goal of out performing our DERG
Mar 14 2022 10:56 AM	Please seek a qualified candidate that will support parents' rights to have a voice in the curriculum especially at the high school level. <input type="checkbox"/> SEL topics are using up too much valuable classroom time and money. Parents should teach SEL at home for free. <input type="checkbox"/> Thank you.
Mar 14 2022 10:51 AM	I feel there should be an open dialogue with parents on the content of what is being taught and get a honest feeling for what the parents feel about the content. I feel the current curriculum and content is excellent. But as a parent I would like to be informed of any major changes to what is being brought into the classroom. With that said .. I do not feel that CRT is an acceptable content for children that is receiving public education. If topics of that nature are important to individuals it should be offered outside of the public school curriculum, or in higher education.
Mar 14 2022 10:06 AM	I am a white, cis-gender male and believe the candidate should understand, support, and prioritize best practices related to diversity, equity, inclusion, and belonging so that our students feel psychologically safe in school which allows them to participate as their whole selves.
Mar 14 2022 09:45 AM	Look for an experienced Superintendent candidate who has a proven record of being a strong instructional leader.

Mar 14 2022 09:28 AM	I understand everyone has a right to their opinion, but I don't understand why their racist and dangerous opinions are being held up as valid. The courage to dispute racist attitudes needs to be the focus on the Board right now, especially since the last few years have emboldened the racists & made them think that BOE meetings are open forums to air their grievances. As a parent of young children, I am embarrassed & terrified to learn about the bullying & racism that is still prevalent in our hallways, stuff that I thought was over & done with in the 90s. But somehow, that has morphed into being "valid opinions" and I would just love to see the BOE put their foot down & no longer entertain this nonsense.
Mar 14 2022 09:07 AM	The Board of Education meetings have taken on a negative vibe in the community. I think this negatively has to be looked at and acted on before the whole process comes apart. BOE must listen to the people and act accordingly.
Mar 14 2022 08:26 AM	Please do not forget about the arts and vet out the individuals feelings about the arts. They are a huge piece of our puzzle in Newtown.
Mar 13 2022 08:04 PM	Do not accept right wing narratives of DEI, CRE, and CRT. Instead go to source material, compare that to the narrative and teach the disparity as part of a DEI initiative.
Mar 13 2022 07:40 PM	Restore full time arts staff to all schools - their importance in the school community is critical now as we return to normalcy post pandemic.
Mar 13 2022 05:53 PM	Should be someone that understands DEI and it's importance to our education system
Mar 13 2022 05:14 PM	Pick somebody who strongly supports DEI efforts and will make our schools better for everyone.
Mar 13 2022 05:02 PM	The current superintendent lacked the ability to communicate effective and honestly with parents. The parents I know feel she was extremely dismissive whenever contacted about something important to them or their children.
Mar 13 2022 04:45 PM	This BOE is in great need of DEI training itself. There are those among you actively working against any effort to move forward with this work. I am gravely concerned that Wes Johnson and the new Superintendent will be stymied by the board.
Mar 13 2022 03:20 PM	<p>A Superintendent is a public servant but what all too often is forgotten is the true goal of public education in America.</p> <p>Public education has evolved from its start in the 1830s changing with the country, societal norms, innovation and most of all access to information via technology. It is not changing at the pace of society. Which is a cursing our children not be prepared for life as a productive, aware citizen.</p> <p>Below are some major missing topics, they are not meant to replace traditional subjects but update educational standards to the 21st-century standard.</p> <ul style="list-style-type: none"> <li>Mental Health Awareness</li> <li>Personal Finance (more than what is done today)</li> <li>Socialization and Networking</li> <li>Careers of the future</li> <li>Skepticism and Fact checking (we are already behind)</li> <li>Realism in America Society and History - not white washed and not all roses.</li> </ul> <p>America is indeed flawed. An amazing nation but are not where we need to be. How they can contribute to making it what we need it to be.</p>

Mar 13 2022 02:02 PM	Someone who is not afraid to speak his/her mind.
Mar 13 2022 01:55 PM	The actions of the BOE will likely lead to litigation if DEI continues to be ignored and pushed under the rug, which will result in substantial financial burden for the schools.
Mar 13 2022 01:12 PM	Inclusivity is the single most important issue at this time. Teaching students why aspects of the past were wrong and moving forward how we can ensure these are not repeated.
Mar 13 2022 12:56 PM	DEI
Mar 13 2022 12:51 PM	Please do NOT weigh skin color as a factor, whether under the guise of "diversity" or otherwise. Please do NOT recruit a superintendent that is obsessed with DEI initiatives. Please DO recruit candidates that support diversity of thought among teachers and students.
Mar 13 2022 12:37 PM	Remember that you need to communicate well with the superintendent but not lose sight of the fact that YOU are his/her boss & not the other way around
Mar 13 2022 11:46 AM	Must Remove any CRT <input type="checkbox"/> Must Remove Cancel Culture
Mar 13 2022 11:20 AM	Please do not get myopically focused on any one issue.
Mar 13 2022 11:17 AM	We will have to redistrict the elementary schools. Face it head on.
Mar 13 2022 10:19 AM	The BOE needs to be extremely wary of their actions as of late and how they could lead to lawsuits. They need a superintendent who is aware of these issues and can help the BOE work to reestablish trust in the community by actively ensuring that all students and families are respected, valued, and served.
Mar 13 2022 08:26 AM	I would like to see less grouping of students and tracked learning. Schedules made with tracked groups designate who the students socialize with.
Mar 13 2022 08:21 AM	Covid has divided our world and schools. We need someone who can be a cohesive force in the schools. We need unity, not division.
Mar 12 2022 06:17 PM	Seek the input of parents and student of every race/ethnicity and age group.
Mar 12 2022 03:05 PM	Good luck with the process, and with such an important choice. We're in a great place; let's keep things moving together back to "normalcy" in our schools, whatever that means now.
Mar 12 2022 03:00 PM	Keep: <input type="checkbox"/> 1) our children safe <input type="checkbox"/> 2) politics out of it
Mar 12 2022 02:50 PM	Someone that will last and cares about the school not just a paycheck
Mar 12 2022 01:52 PM	We need a superintendent who will deny the woke political ideologies entering our schools. Someone who will keep our kids together and not apart. An objective thinking individual who can clearly articulate their thoughts and decisions.
Mar 12 2022 12:12 PM	Do not settle. We have a standard set two Superintendents ago and upheld by Dr. Rodrigue. Dr. Rodrigue was willing to make decisions that may have gone against the decisions of surrounding districts (especially the past couple years). We need a candidate that is will to make a decision and stand by it.
Mar 12 2022 11:28 AM	The ability to listen and communicate should be a priority.

Mar 12 2022 11:11 AM	As a school administrator in an urban district, I have seen first hand how poorly a superintendent search was handled and how lip service was paid to all of the constituents by engaging in a farce of a process. The Board did not leverage the expertise that was available to it, and was advised poorly by the consulting firm assisting them. They did the "requisite activities," and did not fully engage with the constituents, which did not instill a sense of trust with the Board.
Mar 12 2022 10:20 AM	I would hope that the BOE plans a series of community feedback sessions and small group discussions with stakeholders.
Mar 12 2022 08:57 AM	Find someone similar to Dr. Rodrigue :) She's a true leader in all ways!
Mar 12 2022 08:46 AM	I would hope that nobody is disregarded immediately. It is not always age and experience that makes a good leader. It is not always the loudest person that makes a good leader.
Mar 12 2022 08:32 AM	Transparency and communication with entire community should be made a priority.
Mar 12 2022 07:20 AM	Someone who isn't afraid to take on bullying parents
Mar 12 2022 06:32 AM	My entire household, myself, my wife and our child sent several emails to the superintendent, the local politicians about certain simple school suggestions multiple times over a few years and never heard back once regarding responding to suggestions-that is a shame and not community, accountability or diversity. overall good school system but if we cannot do better, if we are not teachable than we will never be great and we will never really contribute to the collective or altruistic larger picture which matters again to the community and the students in my opinion.
Mar 12 2022 06:29 AM	I hate to say this, but find someone who is a captivating magnetic and dynamic personality. A brilliant leader and wiser educator is the bar that must be met.
Mar 11 2022 09:50 PM	Someone young, energetic, happy and have experience in all kind background kids.
Mar 11 2022 08:45 PM	Our elementary schools are seriously lacking in support for gifted learners. There are multiple paras in every grade to support the learning of those with IEPs but Gifted students are not granted that kind of help even though the mainstream classroom does not meet their educational needs.
Mar 11 2022 08:01 PM	Personally, I would love to see an internal hire. A person who's worked in the school district who has experience and knowledge of the student body and has an understanding of the community. I would also like to see a superintendent be more visible in the school communities where students recognize who they are and can have real conversations instead of just photo opportunities.
Mar 11 2022 07:57 PM	Someone who is strong enough not to fall for the special interest activist groups in the community.
Mar 11 2022 07:16 PM	questions should ask for specific examples to support the candidates answers
Mar 11 2022 06:52 PM	Don't settle.

Mar 11 2022 06:32 PM	<p>The Superintendent needs to be mindful of commuting teachers when it comes to school weather delays, early releases, and closings as well as scheduled evening activities.□</p> <p>□</p> <p>The Superintendent should be about supporting teachers and their needs, not about pushing test score numbers, especially since students are still adjusting to life and school at the (hopefully) end of the pandemic.</p>
Mar 11 2022 06:25 PM	We don't want any candidates with woke tendencies.
Mar 11 2022 06:03 PM	Support and respect for the challenges teachers face (the frontline workers in education) is important. Allowing teachers to be listened to and have a voice is also critical to the success of our district.
Mar 11 2022 05:56 PM	I don't think there should only be republicans on the school board. It doesn't reflect the demographic of our town and can only produce problems.
Mar 11 2022 05:26 PM	We need someone who doesn't just give lip service to concerns that are raised but who is authentic and accountable. We also really need someone who is a clear communicator -- no more emails that go on ad nauseam but that contain no real information, just catch phrases & vague platitudes. We need someone willing actually to fix problems, not just create another committee/task force/study and then do absolutely nothing about the issue.
Mar 11 2022 04:39 PM	We need a genuine person who can juggle a variety of different jobs in this role. The person is just as important as the resume.
Mar 11 2022 04:31 PM	Use the assistance of outside recruitment and consulting to help narrow the candidates. Individuals and consultants who have expertise in education and employment as a superintendent are keen to find the best and most knowledgeable candidates for interview and consideration.
Mar 11 2022 04:19 PM	This is an extremely important decision and I do not envy those of you that need to make it. Someone who is going to address the needs of all people in the district is very important.
Mar 11 2022 03:57 PM	The superintendent needs to be a champion for the students and staff of Newtown Public Schools. The person needs to help the district navigate the ongoing challenges of 12/14 and the pandemic.
Mar 11 2022 03:57 PM	Don't listen to all the noise and the negativity in town. Keep the focus on a qualified candidate who will lead our schools to the highest level of achievement
Mar 11 2022 03:45 PM	someone who understands the unique challenges our community still faces.
Mar 11 2022 03:40 PM	If you can't tell from my other two responses I'm a teacher. I currently work in a well-functioning district because of good leadership and an well-established trust system.
Mar 11 2022 03:38 PM	One who can be flexible, can be open to changes and embrace them.
Mar 11 2022 03:31 PM	Forward thinkers who have a strong professional background in education and community development.
Mar 11 2022 03:28 PM	I don't think a person can be successful here unless they become familiar with the community. Our school system includes students who survived 12/14 along with students who don't know it ever happened. This isn't just another job position.
Mar 11 2022 03:26 PM	Look in kids Tik Tok videos in order to actually see with clear eyes what is going on in Newtown schools.
Mar 11 2022 03:10 PM	Has been a superintendent or assistant superintendent in another district

Mar 11 2022 03:05 PM	-Re-institute a reading, writing and arithmetic principal of education □ -Acknowledges, but does not prioritize Diversity, Inclusion Equity □ -Eliminates Critical Race Theory and any curriculum associated therein. Be it called CRT outright or cleverly veiled in some other program, racially motivated propaganda has no place in the classroom
Mar 11 2022 03:02 PM	Please be as transparent as possible during this search and share what you can with the public.
Mar 11 2022 03:01 PM	I would like to advocate for hiring a superintendent that has experience in the role of being a superintendent. I would also like the board to hire someone who is committed to continuing the work started with DEI. Additionally, the superintendent needs to be actively involved in how our special education students are performing, monitoring their growth. Teachers that instruct these students also need to be provided with current methodologies of instruction to best meet these students' needs. Professional development and training is paramount in making sure we close learning gaps to help students succeed.
Mar 11 2022 02:56 PM	to be inclusive.
Mar 11 2022 02:53 PM	Please please please pick a person that you would be willing to live with, in your home, with your family, for a month. Sometimes we pick someone who looks good on paper or who has all the right qualifications but we need a person who can talk to others kindly and who is genuinely invested in this community and our children.
Mar 11 2022 02:53 PM	Our community is losing a wonderful, capable, and competent leader in Dr. Rodrigue, and like others have said, I have a strong belief that Dr. R's decision to retire is a direct result of a lack of interest in serving under our current BOE. I am embarrassed at the behavior our previous BOE endured from current members of the BOE, and hope that our current BOE do not politicize this process and drive away great candidates for this job.
Mar 11 2022 02:51 PM	The Superintendent needs to be able to fully embrace the concepts of DEI without the distractions of political baggage or irrational fear from community members. Newtown should honor the intent without referencing the abbreviations
Mar 11 2022 02:50 PM	Someone who is responsible and respectful and will allow dr. Suess to be a worst of our children's schooling!!!!!!
Mar 11 2022 02:49 PM	Should not hop on every new education initiative that presents itself. Should support the arts (by providing ample staffing). Should encourage and provide time for Newtown staff to improve building climate.
Mar 11 2022 02:43 PM	I appreciate all the work you are doing to select an effective candidate. Thank you for reading my comments.
Mar 11 2022 02:40 PM	Put aside petty politics and pursue someone who will take the town's education as seriously as YOU would if YOUR child's life depended on it.
Mar 11 2022 02:38 PM	They are going to have to lead a BoE who is more interested in lies about CRT and masks than truly leading education. How would they educate the Board Members?
Mar 11 2022 02:38 PM	A Republican to reflect the current Board of Education majority.
Mar 11 2022 02:32 PM	DIVERSITY! DIVERSITY! DIVERSITY! Both in the type of person selected as superintendent and in what that person values and focuses on when it comes to education within the district.
Mar 11 2022 02:31 PM	The choice should be about finding the right person and leave any politics out of it.