

Q1 Please select your current job assignment.

Answered: 2,476    Skipped: 0

ANSWER CHOICES	RESPONSES	
Administrator	12.96%	321
Teacher	64.42%	1,595
Support Staff	23.30%	577
Total Respondents: 2,476		

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

Answered: 2,199    Skipped: 277

ANSWER CHOICES	RESPONSES	
Elementary School	47.57%	1,046
Middle School	19.60%	431
High School	32.83%	722
TOTAL		2,199

### Q3 Please select the FIVE (5) most significant strengths of the Wake County Public School System.

Answered: 2,454 Skipped: 22

	STRENGTH 1	STRENGTH 2	STRENGTH 3	STRENGTH 4	STRENGTH 5	TOTAL	WEIGHTED AVERAGE
Supportive community	19.38% 271	17.88% 250	17.45% 244	22.10% 309	23.18% 324	1,398	3.12
Excellent teachers and staff	46.41% 962	19.54% 405	11.43% 237	10.52% 218	12.11% 251	2,073	2.22
Size of system	17.80% 76	18.97% 81	18.74% 80	21.08% 90	23.42% 100	427	3.13
Student achievement	9.62% 119	25.38% 314	25.63% 317	22.31% 276	17.06% 211	1,237	3.12
Location of system	19.39% 205	23.46% 248	21.95% 232	16.75% 177	18.45% 195	1,057	2.91
Available resources	16.46% 228	25.34% 351	25.05% 347	18.84% 261	14.30% 198	1,385	2.89
Good school facilities	7.27% 76	20.00% 209	26.41% 276	26.32% 275	20.00% 209	1,045	3.32
Supportive parents	5.72% 46	16.04% 129	26.99% 217	29.10% 234	22.14% 178	804	3.46
Quality of life	15.62% 174	18.31% 204	20.47% 228	23.25% 259	22.35% 249	1,114	3.18
Reputation of system	19.12% 260	16.84% 229	16.62% 226	19.04% 259	28.38% 386	1,360	3.21

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

Answered: 2,463    Skipped: 13

	FIRST	SECOND	THIRD	FOURTH	FIFTH	TOTAL	WEIGHTED AVERAGE
Fiscal management and budgeting	15.46% 181	21.95% 257	25.62% 300	20.32% 238	16.65% 195	1,171	3.01
Organizational leadership	16.10% 180	20.39% 228	20.13% 225	23.08% 258	20.30% 227	1,118	3.11
Interpersonal and public relations skills	15.55% 156	22.03% 221	24.73% 248	21.34% 214	16.35% 164	1,003	3.01
Educational leadership	33.44% 504	21.70% 327	16.46% 248	15.26% 230	13.14% 198	1,507	2.53
Facilities management/building construction	10.05% 38	21.69% 82	24.87% 94	25.40% 96	17.99% 68	378	3.20
Curriculum development and instruction	20.49% 175	22.25% 190	18.50% 158	19.44% 166	19.32% 165	854	2.95
Communication with parents and community	22.02% 253	17.06% 196	16.71% 192	19.32% 222	24.89% 286	1,149	3.08
Staff relations	22.98% 270	17.79% 209	15.83% 186	20.26% 238	23.15% 272	1,175	3.03
Professional development	5.92% 21	20.00% 71	21.97% 78	24.79% 88	27.32% 97	355	3.48
School-based technology	7.76% 25	18.32% 59	24.22% 78	21.74% 70	27.95% 90	322	3.44
Defining system goals	21.69% 190	20.55% 180	19.86% 174	17.58% 154	20.32% 178	876	2.94
Academic standards/student assessment	26.12% 180	15.38% 106	14.37% 99	18.87% 130	25.25% 174	689	3.02
Managing a diverse staff and student body	18.20% 229	19.87% 250	23.29% 293	19.63% 247	19.00% 239	1,258	3.01
Staff evaluation	7.27% 8	17.27% 19	22.73% 25	30.91% 34	21.82% 24	110	3.43
Digital learning	15.63% 40	20.31% 52	19.92% 51	21.09% 54	23.05% 59	256	3.16

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

Answered: 2,460 Skipped: 16

	MANDATORY	IMPORTANT BUT NOT MANDATORY	LESS IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Doctorate or terminal degree	22.74% 548	54.40% 1,311	16.85% 406	6.02% 145	2,410	2.94
Experience as a superintendent with a proven record of success	52.79% 1,286	40.07% 976	6.16% 150	0.99% 24	2,436	3.45
Experience as a superintendent in a similar size system	30.22% 734	54.38% 1,321	13.42% 326	1.98% 48	2,429	3.13
Experience as an assistant superintendent	29.03% 699	48.63% 1,171	19.06% 459	3.28% 79	2,408	3.03
Experience as a principal	57.91% 1,405	32.77% 795	7.30% 177	2.02% 49	2,426	3.47
Experience as a classroom teacher	75.07% 1,831	19.76% 482	4.18% 102	0.98% 24	2,439	3.69
Experience in finance, budgets, and acquiring outside funding	48.18% 1,168	44.14% 1,070	7.10% 172	0.58% 14	2,424	3.40
Experience in human resources	26.12% 632	49.17% 1,190	22.31% 540	2.40% 58	2,420	2.99
Experience in instruction and curriculum development	38.36% 929	48.14% 1,166	12.39% 300	1.11% 27	2,422	3.24
Experience in facility management	14.47% 349	49.38% 1,191	32.42% 782	3.73% 90	2,412	2.75
Experience in educational technology	14.64% 353	49.96% 1,205	31.47% 759	3.94% 95	2,412	2.75
Experience in a similar system	24.34% 586	52.74% 1,270	19.93% 480	2.99% 72	2,408	2.98
Experience in North Carolina education	31.35% 759	40.64% 984	19.87% 481	8.14% 197	2,421	2.95
Other leadership experience (e.g., military, business)	9.14% 220	32.85% 791	36.67% 883	21.35% 514	2,408	2.30

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

Answered: 2,459 Skipped: 17

	FIRST	SECOND	THIRD	FOURTH	FIFTH	TOTAL	WEIGHTED AVERAGE
Commitment to high student achievement	35.28% 562	19.96% 318	14.94% 238	13.12% 209	16.70% 266	1,593	2.56
Commitment to technology	11.90% 45	21.96% 83	20.90% 79	25.93% 98	19.31% 73	378	3.19
Commitment to the community	11.82% 145	20.05% 246	19.80% 243	23.06% 283	25.26% 310	1,227	3.30
Confidence	8.01% 31	16.80% 65	21.45% 83	24.55% 95	29.20% 113	387	3.50
Enthusiasm	8.66% 70	17.57% 142	24.50% 198	26.98% 218	22.28% 180	808	3.37
Integrity	30.62% 489	20.04% 320	20.91% 334	15.34% 245	13.09% 209	1,597	2.60
Change agent	12.63% 60	17.89% 85	25.26% 120	24.42% 116	19.79% 94	475	3.21
Risk taker	7.12% 19	22.85% 61	23.22% 62	28.46% 76	18.35% 49	267	3.28
Negotiator	6.36% 15	13.56% 32	25.85% 61	26.27% 62	27.97% 66	236	3.56
Mediator	3.89% 7	16.11% 29	23.89% 43	26.11% 47	30.00% 54	180	3.62
Visionary	13.31% 123	19.48% 180	23.27% 215	25.43% 235	18.51% 171	924	3.16
Values employees	35.58% 749	24.32% 512	15.39% 324	13.40% 282	11.31% 238	2,105	2.41
Motivator	6.02% 55	21.12% 193	23.52% 215	25.27% 231	24.07% 220	914	3.40
Proactive	7.57% 87	16.26% 187	20.35% 234	21.48% 247	34.35% 395	1,150	3.59

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

Answered: 2,446 Skipped: 30

	MANDATORY	IMPORTANT BUT NOT MANDATORY	LESS IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Ability to build consensus and commitment among individuals and groups with emphasis on parental involvement	43.27% 1,042	50.25% 1,210	6.10% 147	0.37% 9	2,408	3.36
Ability to develop and maintain a mutually beneficial relationship between the business community and the school system	35.78% 864	52.92% 1,278	10.52% 254	0.79% 19	2,415	3.24
Able to work with legislators	59.13% 1,425	35.73% 861	4.81% 116	0.33% 8	2,410	3.54
Commitment to community visibility with high interest in a broad range of community groups and organizations	31.26% 748	53.20% 1,273	14.38% 344	1.17% 28	2,393	3.15
Inspires and motivates others	67.54% 1,627	27.60% 665	4.57% 110	0.29% 7	2,409	3.62
Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance	84.56% 2,037	14.32% 345	0.95% 23	0.17% 4	2,409	3.83
Possesses excellent people skills and can present a positive image of the system	77.37% 1,867	20.43% 493	2.07% 50	0.12% 3	2,413	3.75
Ability to develop and communicate a vision of quality education for the future to the board, staff, and community	73.16% 1,761	24.18% 582	2.53% 61	0.12% 3	2,407	3.70
Demonstrated ability to work with the media	23.57% 567	55.44% 1,334	19.20% 462	1.79% 43	2,406	3.01
Effective communication skills, including speaking, listening, and writing	77.81% 1,866	20.23% 485	1.83% 44	0.13% 3	2,398	3.76
Ability to secure and promote positive student behavior conducive to student achievement/learning climate	60.13% 1,445	33.58% 807	5.87% 141	0.42% 10	2,403	3.53
Commitment to the importance of both the academic and activity programs	53.69% 1,295	38.52% 929	6.97% 168	0.83% 20	2,412	3.45
Demonstrated ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement	56.90% 1,360	37.20% 889	5.10% 122	0.79% 19	2,390	3.50
Demonstrated ability to integrate instructional and administrative technology	23.10% 554	54.50% 1,307	20.60% 494	1.79% 43	2,398	2.99
Knowledge of emerging research and best practice in the area of curriculum/instructional design and practice	43.04% 1,033	44.04% 1,057	11.29% 271	1.63% 39	2,400	3.29
Ability to delegate authority appropriately while maintaining accountability	62.31% 1,496	33.40% 802	4.08% 98	0.21% 5	2,401	3.58

Ability to develop both short and long-range system goals	65.15% 1,561	30.22% 724	4.22% 101	0.42% 10	2,396	3.60
Ability to identify and select building and central office administrators who are capable of advancing the system vision	64.40% 1,545	30.43% 730	4.50% 108	0.67% 16	2,399	3.59
Ability to lead a large organization dedicated to goals of continuous improvement	71.93% 1,725	25.35% 608	2.50% 60	0.21% 5	2,398	3.69
Experience in the management of system resources and knowledge of sound fiscal procedures	50.69% 1,209	42.81% 1,021	6.12% 146	0.38% 9	2,385	3.44
Possesses the leadership skills required to respond to the challenges presented by a diverse community	72.62% 1,745	24.59% 591	2.50% 60	0.29% 7	2,403	3.70
Recommendations and decisions are data-driven	39.23% 938	42.03% 1,005	15.52% 371	3.22% 77	2,391	3.17
Skilled leadership in the planning, implementation, and assessment of relevant professional development for all staff members	38.29% 917	46.51% 1,114	13.74% 329	1.46% 35	2,395	3.22
Strongly committed to a "student first" philosophy in all decisions	62.02% 1,489	31.32% 752	5.50% 132	1.17% 28	2,401	3.54
Successful experience in sound management practices, including appropriate participation of others in planning and decision-making	53.33% 1,274	42.44% 1,014	3.98% 95	0.25% 6	2,389	3.49
Successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board, and community	59.21% 1,421	36.63% 879	3.88% 93	0.29% 7	2,400	3.55
Willing to listen to input, but can make tough decisions when necessary	81.66% 1,964	17.34% 417	0.96% 23	0.04% 1	2,405	3.81



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

Answered: 683 Skipped: 1,793

#	RESPONSES	DATE
1	The new superintendent should be a visionary leader and effective communicator who can prioritize substantive, student-centered learning and expert, inspired teaching. There have been waves of somewhat gimmicky initiatives that have sometimes seemed more focused on the PR of the school district than on the core mission of high-quality learning and teaching. The WCPSS Strategic Plan has many excellent aspects, but it is much too complex and poorly communicated to be effective. I have seen a spectrum of simplistic infographics, the language of the 4Cs used so much that it is unhelpful because it collectively means whatever vague practice a speaker suggests, and opaque grid-based charts that only serve to confirm for me that what I'm looking at seems to be a rough draft of many ideas rather than a polished, comprehensible strategic plan. The myopic focus on graduation rates for high schools has had some perhaps unintended consequences. There is too much pressure from district leadership to make the percentages the sole measure of success, and, as investigative news reports have indicated, some of these high graduation rates are suspect and potentially inflated by the practice of moving students to online classes before they fail in a face-to-face classroom environment. Teachers should be supported to be innovative and creative in their classrooms, and the new superintendent should do more to tap the incredible resources of the Research Triangle Region, including its many universities, innovative businesses, and cultural gems.	1/17/2018 8:02 PM
2	I would like our new superintendent to have successful experience in implementing programs to reduce and end sexual harassment and sexual misconduct by employees (towards students and other employees). Our sexual harassment training is not comprehensive enough and is directed more towards protecting employees from sexual harassment allegations than towards actually ending sexual misconduct by employees. It is very important that the superintendent is willing to be proactive about sexual harassment and misconduct in schools and to prove to employees that the behavior will not be tolerated.	1/17/2018 7:26 PM
3	The new superintendent should be a strong leader who is committed to improving student achievement and employee effectiveness and capable of making objective decisions based on thorough research and sound data.	1/17/2018 2:09 PM
4	An understanding of our current strategic plan and that MTSS is the foundation of the district's work.	1/17/2018 2:02 PM
5	Willingness to continue current strategic plan should be required	1/17/2018 8:27 AM
6	Get back to proficiency. Being data-driven is a very reasonable goal, however, our systems has become so data-driven and crazed that what we are seeing now is a value on quantity over quality. Students are receiving high school diplomas and entering society as adults at an academic deficit. Students are reaching high school well below grade level in math and reading. Students are graduating high school at barely a 9th grade level. This should not be acceptable under any circumstances. Educators who work directly with students should not feel pressure to pass/graduate students for the sake of reaching a benchmark. Rather than take the route that is easiest, accept the challenge of getting back to holding students, teacher and educators to a higher standard where QUALITY is valued over quantity. Develop a curriculum and dedicate the time needed to see it through to success. Constant change has not created a space where teachers and students can begin to see success, it is a major set-up each time the curriculum undergoes and overhaul. Stop taking away teacher workdays and using them as make-up snow days. Teachers are already overworked, there is never enough time in the day to complete all of the non-instructional duties and the instructional responsibilities that are compounded daily. We need those workdays. Find another way that meets the needs of all involved without sacrificing teachers.	1/17/2018 12:01 AM

7	1. I would hope that the superintendent and county consider shifting the focus from graduating 'college ready' students to graduating 'contribution ready' students. Each student needs to have their abilities recognized, appreciated and fostered. Vocational skills could go hand-in-hand with academics. Please give all our students a reason to come to school. 2. Students are addicted to their technology. Please consider any policy that might help students regain their control. Thank you.	1/16/2018 11:54 PM
8	If a suitable potential candidate is available, I always like to consider hiring from within.	1/16/2018 3:35 PM
9	Rather than just focus on athletics and academics, we also need to focus on building character and accountability within the students. We spend so much time making sure that they pass, that we don't spend any time thinking about teaching them things like work ethic, accountability, or integrity. The evaluation tool was supposed to hold teachers accountable, but we have little mechanisms, and the culture does not support, keeping the students accountable for their own learning.	1/16/2018 3:35 PM
10	Our new superintendent should prioritize REAL educational achievement, instead of complicity with the continual watering-down of everything for which we purport to stand. An honors class should require honorable conduct and legitimate effort. Final exams should not be curved to a degree at which a which a money could pass them. The "Student-First at All Costs" approach to which WCPSS adheres is tantamount to "The Customer is Always Right" philosophy of big-box retail America; it absolves students and parents of responsibility and places teachers in the role of surrogate parents. Our new superintendent needs to support teachers and empower us to do our jobs.	1/16/2018 12:35 PM
11	This person needs to be HONEST in all matters, at all times. ( even in the political stage ) Yes, He needs to be able to support the teachers with what they need to be effective in their classrooms.	1/16/2018 12:23 PM
12	This very large school system leans toward serving large groups of students, which often doesn't meet the needs of individual students. It seems that a student often has to fit a program rather than the program fitting the student and the "student first" philosophy mentioned above, is forgotten.	1/16/2018 10:25 AM
13	Race relations need to improve tremendously in order for academics to improve.	1/16/2018 10:12 AM
14	Our focus should not be on curriculum anymore, it should be on ways to get student and parents engaged in learning. We need to find ways to make school accessible to parents early while students are young. All parents should have email addresses at this point, because phone numbers change or get cut off all the time. If parents can only be reached in bad times, then our message is not going to be received. Just like with police and community relations, if communities only see police when arrests are needed then the only image is negative. We need communities to see the love teachers have for their jobs. When the board keeps pressuring us with curriculum changes constantly, the love of teaching goes down. Let us enjoy the students.	1/16/2018 8:27 AM
15	We need someone who values, celebrates and acknowledges staff. We often look outside of the system when the best person may be right here-- [REDACTED] possess the skills that our district needs and the employees long for. [REDACTED] is relatable, knowledgeable and a class act. Having someone who can see us through the 2020 vision is important.	1/15/2018 10:02 PM
16	Must be willing to step up to timely address known issues and pull the trigger on necessary changes to better the organization and protect the organization and Board from risk. Must be visible and engaged - not just a spectator or allow the appearance of disengagement. It must be unacceptable to tolerate incompetence particularly when coupled with a persistent lack of accountability. Don't hide employees who should have been fired by moving them around to other departments where they absorb needed positions and keep inordinately higher salary levels than that of the position they were placed in. Make a difference. Take risks and be innovative. Plan ahead - be nimble and adjust when appropriate. The "3 Ds of management of delegate, [REDACTED], delegate" is a strategy of siloed plausible deniability - not an acceptable standalone leadership strategy. A change agent with integrity is critical. Gender bias isn't a thing of the past - it should be. Must develop strong relationships with municipal and County leaders. Visibility is important.	1/15/2018 8:34 PM
17	N/A	1/15/2018 5:47 PM
18	For years now we have been flipping from one initiative to the next without giving things a chance to take hold at the school level. We also seem to be drifting away from site-based management towards a more homogenous approach. This worries me greatly. We have been one of the top districts because we don't follow the same path as other large districts and we rely on the talented school level leadership that we have in our schools.	1/15/2018 1:47 PM

19	All teachers must feel like their ideas and contributions are relevant despite the race belief and ethnicity	1/15/2018 12:57 PM
20	I would like a superintendent who is not bigger than the school system. Superintendents' salaries are embarrassingly high. Find someone that can run the school system, then if desired, hire another person who can do the hobnobbing and political part. Ethically, this makes more sense.	1/12/2018 2:21 PM
21	I hope that our new superintendent would be visible in ALL schools, making site visits to stay engaged with the "boots on the ground."	1/12/2018 11:51 AM
22	Trust in your teachers. Know that we are the ones with them everyday therefore we know what each child needs. Provide plenty of training before implementing something new.	1/12/2018 8:32 AM
23	I would like to have a superintendent who is committed to accountability. A superintendent who holds students, teachers, and parents accountable for wrongdoing and stays committed to holding a high level of expectations. I want to see a superintendent who does not shy away from confrontation and is willing to respects/support all Wake County staff members.	1/12/2018 8:21 AM
24	.	1/11/2018 9:49 PM
25	someone who understands the needs of special education students as well as special education programs and staff.	1/11/2018 6:53 PM
26	Our leader should have experience as an educator.	1/11/2018 5:45 PM
27	I believe that WCPSS employees felt that [REDACTED]. I hope the next Superintendent has that passion to support the employees of WCPSS and continue to fight for advancements in teacher pay and pupil funding.	1/11/2018 2:29 PM
28	What is the candidate's plan to visit schools throughout the county each school year? How comfortable is the candidate in visiting classrooms and letting teachers and students know that they are interested in their learning and success as well as concerns at the local level. Visibility is important at the school level. [REDACTED].	1/11/2018 2:28 PM
29	I am praying for a leader who will make changes based on what is best for preparing students for life after high school rather than improving "test scores".	1/11/2018 2:21 PM
30	A leader who seeks input from stakeholders who work in the schools is critical in creating proactive change.	1/11/2018 1:48 PM
31	Students First. Understanding of the teaching profession and the tremendous pressures placed on teachers from all angles. Understand that ALL curriculum is important in the shaping of our students education not just "core" classes. The more diverse the classes, the more complete the student will be.	1/11/2018 12:37 PM
32	While the success of the students in our system hinges on strong instructional leadership, it is imperative the superintendent of WCPSS be a strong organizational and managerial leader. He/She must have a vision of what success looks like for all stakeholders in order to build and maintain a network of strong leaders within the system to carry out this vision. He/She must understand the range of diverse needs and types of schools within the system and manage resources appropriately to support growth of students.	1/11/2018 12:20 PM
33	A former teacher, assistant principal, and principal is a must for me. Someone who can help all facets of education in this county work more effectively and smarter.	1/11/2018 11:37 AM
34	We need a great visionary as a superintendent. I believe that a great visionary picks appropriate goals, not just a vision that sounds wonderful. A manageable and attainable vision with clear short and long term goals is extremely important. People can lose motivation and connection to the district's vision if there is not a way to get there. We can achieve great things, but only if we can feel like a team that can win. When the goal is too broad or too far out of reach it feels like a pipe dream. We may believe in it in theory, but there is not a driving force around it.	1/11/2018 11:04 AM
35	You should consider someone like [REDACTED].	1/11/2018 10:57 AM
36	I nominate [REDACTED] as WCPSS Superintendent.	1/11/2018 10:55 AM

37	In the current culture, educators and the public school system is under constant attack and criticism. Putting our hair on fire, every day, seems to be the wish of many students/teachers/community members. A superintendent who is willing to have those serious, and often times, uncomfortable conversations with STAFF, is vital (eg "Day without Women" last year). Thank you.	1/11/2018 9:41 AM
38	Please consider someone who cares about staff at all levels, not just the school level. [REDACTED] [REDACTED] [REDACTED]. In addition, a strong communicator with elected officials, community groups, parents, school and central office staff is really needed. This is a great school system and we need someone who clearly articulates that with enthusiasm.	1/11/2018 9:37 AM
39	I like for the school system to value the contribution that the arts have to the education of the whole child and find a candidate that has strong academic and arts program success.	1/11/2018 9:07 AM
40	Someone who is honest and ethical. Someone who values teachers and [REDACTED].	1/11/2018 9:06 AM
41	Need someone who sees the issue with the education system, especially in North Carolina. Who has the willingness, determination, persistence, and stubbornness to change it. Developing a culture where educators are respected and trusted as professionals by their administration, parents, peers, and community members.	1/11/2018 9:03 AM
42	Someone that highly values teachers and believes that education is a collaboration that includes teachers, parents and students.	1/11/2018 9:02 AM
43	Hire from within the system. Preferably someone who has worked their way up the ladder.	1/11/2018 8:57 AM
44	I would really like to see a superintendent that is committed to address issues of equity in education. In particular, addressing and changing district policies that negatively impact and create barriers especially for our minority males. WCPSS does an excellent job of meeting the needs of most students but we really need to start not just reflecting (current initiatives) on our equity issues but addressing the systemic issues and policies that create barriers and/or lack of access to needed services (tutoring, mentoring, discipline, mental health, appropriate alternative placements) for our minority males and those impacted by poverty. I'd like to see an attempt to address issues like our appeal process especially when it comes to discipline. I don't think our process and/or location is known, accessible and equitable for our most vulnerable students.	1/11/2018 8:41 AM
45	A superintendent that does not fear students or parents. That trusts that a faculty and teaching staff that does love and want to teach every Wake County student and supports that staff in tough decisions. That wants to hold students accountable because the world will. Teaching them accountability is teaching 21st century skills. Support is all we ask and to not fear for our jobs when we have to do the job of giving a student a grade they or their parents do not like, but what they have earned.	1/11/2018 8:32 AM
46	It has been a long time that the employees have felt empowered and cherished. I would like to see someone come that realizes how much everyone is working and simplify. It is becoming a lot. Thanks	1/11/2018 8:30 AM
47	If the new superintendent has a team of people who are enthusiastic, optimistic, and great people skills then I don't think it matters as much if he possesses those qualities. I am more worried about having someone who has his priorities right, puts the kids first, and is willing to make hard decisions and have tough conversations with school leadership.	1/11/2018 8:19 AM
48	A superintendent needs to understand school from the teaching level up with good experience in the teaching level, not just staying there long enough to have the education to move forward. He or she must also understand that the different sides of Wake County are vastly different and must work for all the students and meet them where they are, not push aside the east side of the county and focus on the others.	1/11/2018 8:07 AM
49	North Carolina rates near the bottom in what they spend on education. We need a leader who will communicate the importance of investing in our future, our students!	1/11/2018 8:06 AM
50	I would like someone willing to fight for and support and listen to teachers, not just the students.	1/11/2018 8:06 AM
51	Ability to work with legislation to increase pay.	1/11/2018 7:47 AM

52	Must also have a willingness to listen to and address teachers and staff concerns and value their input. I would stronger encourage the consideration of a well qualified woman for the position.	1/11/2018 7:42 AM
53	The superintendent should have some coaching / extra duty experience.	1/11/2018 7:39 AM
54	The disrespectful and unprofessional behavior that teachers continually endure at the hands of administrators is archaic and disgraceful. Administrators need to treat teachers like professionals and colleagues, not like inmates in a prison! I would hope that whoever is in this position will provide continued professional develop to teach administrators proper and acceptable behavior towards teachers. Changing the constant belittling and bullying that teachers are subjected to at the hands of administrators, will create an environment that is beneficial for every school.	1/11/2018 7:30 AM
55	I would like there to be a significant increase in attention paid to intervention services for our students that go beyond the regular education classroom. Our hands are tied with adopted curriculum (EL) and our time is limited. Bringing in additional personnel to support students will be necessary in my eyes. More than half of my students each year are not reading proficient. That must change.	1/11/2018 7:15 AM
56	More bonuses for quality teachers.	1/11/2018 7:12 AM
57	A commitment to the development of maverick and innovative teaching theories, even if they are not the most politically popular.	1/11/2018 7:04 AM
58	Must be visible, positive, great communicator, "good to great" mentality and attitude, and willing to increase teacher pay and fight for a (significant and lasting) increase in teacher pay	1/11/2018 7:02 AM
59	Listen to your teachers. Recognize teacher value and experience. Support teacher decisions.	1/11/2018 6:55 AM
60	I believe the new superintendent should be someone who values citizenship education as much or more than standardized assessments/testing.	1/11/2018 12:56 AM
61	We must have a superintendent that places academic rigor above any other consideration. If we are not focused on high academic standards for all students then we are failing them. The 95% graduation rate is a terrible gauge of how we are doing as a school system because it means that kids get credit for essentially sitting in a classroom for 13 years and then they move on prepared to do what? Work at Burger King? Sell drugs?	1/10/2018 11:40 PM
62	[REDACTED]. Would like someone with diversity knowledge to help ALL students	1/10/2018 9:19 PM
63	I feel that if you found a person who is very successful in business and finance and has the ability to hire skilled people in the education field for appropriate positions.	1/10/2018 9:00 PM
64	We need a superintendent that will fight for our kids at the state level. For example getting the school calendar changed so we can have exams before Winter break. Decisions about education should be made based on what is best for the students, not tourism money.	1/10/2018 8:30 PM
65	A candidate needs to be visible to all stake holders. Be unbiased politically.	1/10/2018 8:30 PM
66	The unfortunate push towards standardization of curriculum and emphasis on standardized tests is disconcerting to me as both a teacher in WCPSS and a parent of two WCPSS students. Not only have I considered employment outside of WCPSS, but I have considered pulling my students out of WCPSS. Standardized test scores are not the only measure of student achievement, and we are doing a great disservice to students by heading more and more in this direction. I would like to see a superintendent who values innovation and diversity in education, and recognizes that standardization is not the answer. And, I would like to see a superintendent who values and trusts teacher autonomy and innovation in making important decisions regarding student learning.	1/10/2018 7:40 PM
67	Values experienced teachers! Supports continued education such as masters with supplemental pay.	1/10/2018 6:56 PM
68	I would like the new superintendent to possess experience, understanding, and dedication to the education of students with disabilities.	1/10/2018 6:54 PM
69	I would love to have someone hired from within the Wake County School System.	1/10/2018 6:46 PM
70	(1) Knowledge of relevant federal and state policy, (2) experience as an educator, (3) experience in another state.	1/10/2018 5:20 PM
71	Proven experience is a necessity!	1/10/2018 4:53 PM



72	Due to the size of Wake County, it is important that the new Superintendent understands the responsibility they are taking on. It is imperative that they explicitly state high expectations and ensure these standards are met by those they place and/or keep in leadership roles at the school and county level.	1/10/2018 4:46 PM
73	We need a superintendent who values the whole child - academically, artistically, and athletically.	1/10/2018 4:31 PM
74	Please choose someone who has actual experience working in the field of education. A teacher who has actually been in the classroom and really knows what it is like to work there will have far better ideas and make better decisions than someone who is just a business person or politician that looks good on paper or in the media. Let's stop putting politics first and finally start making some decisions that are actually good for the students and staff of WCPSS. But, based on your previous track record, you won't actually do that, and you don't actually care what the teachers have to say, so I'm not really sure why I've wasted my already overused and abused time filling out this survey.	1/10/2018 4:26 PM
75	The most important thing to me is to have someone who has been a classroom teacher for at several years, since teachers are the ones most impacted by county-wide decisions. Teachers would be more willing to get behind and support a superintendent who understands what it is truly like to be in the classroom and understands all the responsibilities and extra work teachers put in every day of their lives. It is always hard to believe in someone who doesn't know what it is like to be a teacher.	1/10/2018 4:23 PM
76	I think the most important thing is that this person has been a teacher. How can you manage teachers if you have no idea what we do each day in a classroom?	1/10/2018 4:10 PM
77	I would hope that the next superintendent will have passion and a heart for working /w the special needs population to make sure they are not 'overlooked' or not 'considered' in major school decisions/improvements/visions. **special needs*=generic term= ... ADHD students/at-risk students/hearing,speech impaired/ targets of bullies/etc. ...I am using it in a much broader sense than 'SEd.' ~Thank you.	1/9/2018 7:20 AM
78	We need a superintendent who is progressive and willing to lead our system forward. A lot of our schools are stuck in the past of education. We need more resources to teach from, STEM education and PBL. Students need to know how to be successful in this fast paced world and problem solve. We need a superintendent who values this. Our superintendent should be visible in schools and should support our teachers and seek their input.	1/7/2018 8:05 PM
79	Enthusiasm and relationship building with students, staff and parents is extremely important. Someone who is approachable and not "out-of-reach". They should have confidence to make decisions that will effectively impact the students in a positive way and believe in work-life balance for employees since many of us are parents of students and that time is precious for us, too.	1/5/2018 3:25 PM
80	I would like to see a Superintendent who is visible and committed to building strong internal communications. It would be nice to have a superintendent who wanted to be out in schools and other facilities, speaking with and listening to staff and modeling good internal communications.	1/5/2018 11:32 AM
81	Important to have someone who can help continue the work of the strategic plan.	1/5/2018 10:53 AM
82	[REDACTED] student focused and can make difficult decisions [REDACTED] very transparent - [REDACTED]. I hope that we can find someone who can continue to move WPCSS forward.	1/5/2018 10:52 AM
83	[REDACTED]. We need someone we can all stand behind-- and lead us-- teachers, parents, community.	1/5/2018 10:44 AM
84	At this time, it is critical that the Superintendent can successfully negotiate with legislators to solve HB13.	1/5/2018 9:52 AM
85	Want a superintendent that understands the gaps in learning stem from the home and the parents must be educated in best parenting practices.	1/4/2018 11:11 PM
86	We need a superintendent who is willing to come into the schools to get to know the personalities of each school. Huge time commitment up front, but a commitment that puts faces to a school name. We're not all the same. Our students are not all the same. Educators work extremely hard to meet the needs of our students. One blanket decision is the "best" for all. Just like people, schools should be faces, not just names on paper.	1/4/2018 2:28 PM

87	Educating our students is our work product. I hope our new superintendent focuses on holding all educators accountable for following standards. I would also like to see someone in place who functions under the "agile" business model, rather than trying to micro manage our building level staff (unless they have proven that they need more attention). Our superintendent should be able to set the tone for our district to recruit and retain effective teachers.	1/3/2018 8:15 AM
88	I think it is important that our new superintendent unites our entire county...every region, every school, every student. Each area of the county has its own unique needs, but we need to work together to be united as one county.	1/2/2018 5:11 PM
89	I have worked for Wake county for nine years and the changes have been overlapping to say the least. The new superintendent hopefully will communicate with staff more and especially the support staff. Many have been working a long time and still feel on the bottom of importance. Good luck	1/1/2018 4:14 PM
90	We need a superintendent that value employees and their input. I would like for the superintendent to be more visible with school based employees. The school based employees need to feel valued and heard....we are the closest contact with our students and in the trenches everyday.	12/29/2017 8:26 AM
91	Thank you for considering our needs.	12/28/2017 12:48 PM
92	Commitment to the 4Cs	12/26/2017 11:24 AM
93	We need a superintendent who recognizes that the hard work is done in the classrooms and who is willing to come and see for him or herself and ask the hard questions of those actually educating students! We need a superintendent who is committed to hiring and training strong administrators who can hold parents and students accountable so that teachers can do their jobs. We also need someone who is bold enough to stand up to the legislators to help them see that their decisions are not beneficial to our students. If we spend all of our time progress monitoring students, when are we going to teach them? We also need someone to hold the [REDACTED] folks at Central Office accountable to actually communicate with one another and stop making unreasonable demands on teachers.	12/23/2017 1:27 PM
94	Must have been in the classroom for at least 10 years to understand the needs to teachers, students, support staff and administrators.	12/22/2017 12:17 PM
95	We need someone who is going to listen to the teachers. We are the ones that are fighting every day for our students and need someone who will listen to our concerns and go to find solutions. We need someone who understands that the teachers are the people who make the learning happen, keep the parents happy, and give their heart and soul to the job. He/She should be able to see our vision and help it by supporting us (appropriate calendars, expectations of assessments, etc.).	12/21/2017 7:51 PM
96	As a classroom teacher, it would be nice to know that from the top down, the commitment is to the students. Decisions should be made for the students and about the students. I know that Wake County is a huge system encompassing many schools and staff, but it would be nice for the superintendent and staff to periodically visit all the schools - not for public relations, but to know what goes on in a classroom and to be visible to the staff - all over the county, not just the very affluent schools in Wake County.	12/21/2017 4:03 PM
97	They should live in our community while serving as superintendent. They should introduce themselves to school system employees and the community quickly once they are hired.	12/21/2017 3:34 PM
98	I would like our next Superintendent to have the ability to deal with equity and put teachers before students. One that can look out for teachers and ensure that raises are proposed and given at ALL teaching levels, not locking out teacher raises for those that are veteran teachers. A happy worker is a more productive worker! I believe when teachers are treasured and valued that they are more willing to build better relationships with parents/students and this in turn results in better teaching, learning and growth.	12/20/2017 10:37 AM
99	He or she needs to lobby for school to start earlier in August and have longer breaks during the school year.	12/20/2017 8:37 AM
100	I would like to see the new superintendent prioritize the development/acquisition of a wide range of high quality curricular resources for regular education classrooms.	12/20/2017 8:31 AM
101	The next superintendent should value the teachers who are delivering instruction. Take their feedback to determine things that are working well, or need improvement. Decisions should be made with data as well as informal anecdotal records of student learning.	12/19/2017 9:16 PM

102	Please please consider splitting our gigantic district. We could have Northern Wake and Southern Wake, or Eastern Wake and Western Wake. We are too big.	12/19/2017 4:43 PM
103	I would prefer that the search committee seek a candidate who has experience with the Wake County Public School System. Our system is moving a positive direction. I would like to see it continue with a new superintendent.	12/19/2017 3:17 PM
104	I feel that the new superintendent should be able to include teachers in the important decisions of the district. Any situation where teachers will have to implement policy that is decided by the superintendent, board and other personnel teachers should have a say. This authority and voice should be granted by the superintendent. An ideal superintendent would have an advisory board made up of teachers and should hear input from educators if it is to affect students and teachers! The new person should be a spokesperson for students and teachers FIRST!!!!	12/19/2017 1:44 PM
105	Sorryto say, but the Wake County School Board could FIRE 2 out of 3 persons at WCPSS - Administrators located OUTSIDE of the schools, and NOTHING would change. WCPSS is top heavy with people who make far more than classroom teachers, are totally unaccountable, and literally add nothing to the schools and students of WCPSS. This is a sentiment that is expressed openly in the schools. By the way, I have been with WCPSS for 3 decades or so.....Not that I think the board actually cares to really know what us teachers know to be the truth.	12/19/2017 1:25 PM
106	We need someone who values and honors the rich WCPSS history while also able to move us forward in innovative ways. The person needs to help us focus our energies and stick with initiatives long enough to see if they are effective. Protect us from initiative whip lash.	12/19/2017 11:58 AM
107	For question 7, I would have liked to put a check under "Mandatory" for all items, however, it is nearly impossible for one person to possess all those attributes. We have a lot of tremendous leadership to include assistant superintendents already in WCPSS who represent many of those attributes. Our new superintendent needs to be a team player who recognizes the strengths of his or her team and trusts them to lead in that capacity. Our new superintendent needs to continue the prioritization of social justice and equity work [REDACTED].	12/19/2017 10:21 AM
108	It has been believed that the county supports its schools; whereas the schools are the frontline, the purpose of county office employees and services is to support school-based efforts. Over the last few years, it seems like this has reversed. More is put upon the individual schools, county office employees are very difficult to contact or are "restructuring," and messages put out by county employees are often at cross purposes. The feeling now is that schools are serving the county office. Schools are asked to make decisions on their own, but when it does not convey an appropriate "county" message, that decision is changed, often with little investigation or communication with the school.	12/19/2017 10:05 AM
109	When staff feel valued it inspires trust, optimism, and increased personal performance. For a system to show they value an employee they must listen, demonstrate fairness, and create an environment that inspires each to become their best.	12/19/2017 9:58 AM
110	I would love to have a superintendent who is hands-on and well involved in WCPSS - not just someone who delegates.	12/19/2017 8:55 AM
111	Wake County is a very large and diverse school system, as we are all aware. Our school system presents many unique challenges to a superintendent, such as balancing student achievement, teacher support, fiscal responsibilities, and family involvement. I am hoping our county is able to secure a superintendent who values our teachers, supports our students, is able to make decisions on how and where funds are most needed. The role of leader of the states largest school district will be a hefty responsibility but I believe that with the right person we can ALL achieve great things.	12/19/2017 8:42 AM
112	Needs to be able to speak to the law makers of counties to enforce the responsibility of builders to build schools to lower class sizes and get ahead of the growth explosion of Wake County for the betterment of our students.	12/19/2017 8:04 AM
113	I have had experience with a new superintendent coming to a county that I taught in here in N.C.. He talked big at the beginning of the year. However, when push came to shove and he was informed of testing irregularities and racial issues, he sided with his friends and people he knew that were the ones breaking the rules and allowing discrimination, bullying of teachers and a horrible work environment. It floored me that this person was a superintendent. We do not need that here in Wake County. CYA is not conducive to a great work environment.	12/18/2017 9:56 PM



114	We have great leaders within Wake County and across North Carolina. It would also be helpful to have a superintendent who has some knowledge of year-round schools and/or is supportive of having year-round options.	12/18/2017 5:29 PM
115	There are a lot of mandatory characteristics because we are such a big system and we need a lot from our leaders. I would hope our new leader will embrace the current direction of WCPSS and lead us into a strong future for our students, teachers, parents and community members.	12/18/2017 12:44 PM
116	I would like the new Superintendent to review the adoption of the EL Curriculum...I do not believe that it is truly meeting the needs of our students or properly preparing them for state assessments. I also think that it is time for a superintendent to review current central office staff/procedures. Professional development for teachers is weak, repetitive and frequently a waste of time.	12/18/2017 12:41 PM
117	The superintendent needs to be focused on raising teacher retention through a commitment to improve NC teachers' quality of life by having an immediate and direct impact on teacher salary, working conditions, supporting teachers going through difficulties, giving teachers an actual voice in the important decisions regarding staff and students.	12/18/2017 12:36 PM
118	SHE should a true reflection of WCPSS.	12/18/2017 10:53 AM
119	Wake county schools needs a superintendent who spent many years as a classroom teacher. An individual like that would know the struggles that each classroom teacher faces daily. They would understand that we go through each day juggling the needs of each student while still trying to make instruction interesting for students. Wake county schools needs a superintendent who understand that the status quo isn't good enough and is willing to take risks and try something new. The county needs an individual who understands that our students will needs to be able to use technology throughout their lives, but the basics are still important. To put it simply Wake county schools needs a superintendent who understands the past, embraces it, but still looks to the future.	12/18/2017 8:17 AM
120	I would recommend someone who has experience in Wake County, who is familiar with its structure and different types of schools (year-round, magnets, rural, urban), and who has experience in a high level of authority within the school system would be a good fit as a replacement.	12/17/2017 11:52 PM
121	I would like for the board to consider [REDACTED] as a candidate.	12/17/2017 10:52 PM
122	The ability to value teachers and all of their hard work on doing what is best for each individual student, without piling more and more on them.	12/17/2017 9:22 PM
123	Classroom teachers are in desperate need of curriculum and instructional resources. I would like to see the new superintendent prioritize curriculum procurement and development.	12/17/2017 6:36 PM
124	If we find someone [REDACTED] [REDACTED] what we want in a new superintendent: honesty, capability, ability to work with various stakeholders, knowledgeable about all aspects of the system, and so forth.	12/16/2017 1:27 PM
125	Fair working conditions for all teachers - i.e. planning time consistent for all grade levels.	12/15/2017 6:50 PM
126	I would like the next superintendent to be a people person, and relate to the teachers working in the trenches day in and day out. I would like for the superintendent to 'go to bat' for education with the legislature. I would like for the superintendent to realize student test scores are not the end all, be all of education. [REDACTED].	12/15/2017 5:02 PM
127	[REDACTED] would be ideal.	12/15/2017 4:51 PM
128	I feel strongly that the superintendent needs to have sound experience and success with education. We need leaders who are knowledgeable about learning, teaching, schools, rather than on just leadership or business. This makes all the difference in the entire vision and direction of the school system.	12/15/2017 3:49 PM
129	Needs to clean house at Crossroads! Many jobs there are not needed and money can be spent at the school level for classrooms and students! ie: area supers., literacy coaching, etc...	12/15/2017 3:17 PM

130	<p>When I think about how to turn this huge boat (WCPSS) around, several thoughts come to mind:</p> <p>1)If the parents are not with us, our success will be limited. One of the ways that this is true is with discipline, especially if the expectations are low or are in conflict at home vs. the ones at school. We HAVE to do a better job with connecting with parents and getting them invested in their children's education -- from pre-k on. We need leadership driving/reinforcing this. I truly believe that nothing will make more of a difference than this. When we act like we are scared of parents (or that we don't care what they think), things just get worse. If a student is disruptive, the parents need to come get him or her. Unless and until the parents are inconvenienced, many of our parents will continue to keep the school at arm's length and their child's behavior will not improve.</p> <p>2)We have got to treat staff better. WCPSS and the state legislature seem to look for any opportunity to spend the least amount of money. While we do need to be fiscally responsible, we need to acknowledge and address our pitiful wage and salary position. It's bad for teachers and HORRIBLE for assistants. . Retail positions are increasingly starting at \$15. TAs get 2/3 of that! We are here because it is a calling, but we need to be paid appropriately. Candidates with "outside" experience should NOT be forced to start at the bottom of the pay scale. We have been "saving" our way to mediocrity. Cutting taxes just to cut taxes will exacerbate this. 3)I am increasingly convinced that the WCPSS is too big and thus not serving students well. How could we divide the district so that it is not a lumbering giant? Each of the "areas" of the county could easily be school districts on their own and could be more responsive and connected to its families and communities. We need a superintendent who is highly visible -- [REDACTED] -- who can truly make decisions in the best interest of students and their families - even if it means loss of some power and structure.</p>	12/15/2017 3:13 PM
131	<p>Elementary teachers are spending too much of their time assessing and not teaching students. More needs to be done to inform DPI of this growing problem.</p>	12/15/2017 2:27 PM
132	<p>The superintendent will need to be able to step up when the NC legislature does not. Over the past 15 years as an educator in North Carolina, public education funding and teacher pay has not kept up. The WCPSS has done a fantastic job of stepping up to make sure that teachers are being compensated and that we have the resources we need to do our job. We need a superintendent who can say " We value our teachers and the needed resources they need and we will do what we can to make that happen !"</p>	12/15/2017 12:43 PM
133	<p>I would love for our superintendent to have the ability to work with the NC General Assembly on allowing more local control - the GA's calendar constraints are not in the best interest of our children, and I've been surprised that our district has not successfully managed to create a calendar that starts earlier in August and allows our high school students to take exams before leaving on a long break. I am also deeply concerned about the size of high school classes (we have multiple math classes with 36 - 40 students on the roster). I'd like to see a leader who can balance and anticipate the growth in our schools (every August, our schools seems surprised at all of the new students that have arrived).</p>	12/15/2017 11:56 AM
134	<p>It would be nice to have a superintendent who is vested in Wake County and one who knows the District.</p>	12/15/2017 10:47 AM
135	<p>The county has a clear strategic plan, but often how that is implemented in different departments and shared with schools is difficult to manage at the school level. Too much information comes in from too many directions. I would love a superintendent who is committed to making sure communication to schools is clear and concise; making sure there is equity in that schools receive the same information in a format that they can easily understand.</p>	12/15/2017 10:39 AM
136	<p>Would like the person to be more visible. [REDACTED].</p>	12/15/2017 9:49 AM
137	<p>We would like someone [REDACTED].</p>	12/15/2017 9:36 AM
138	<p>It is important to have a leader who recognizes and celebrates the diversity of our district - diversity at the district level and at the school level.</p>	12/15/2017 8:35 AM
139	<p>WCPSS is the home to many diverse groups of students and the faculty to represent that.</p>	12/15/2017 8:18 AM
140	<p>The key factor in selecting the next superintendent is that they are fair to all employees not just the administration.</p>	12/15/2017 8:05 AM
141	<p>We really need a superintendant who will stand up against a general assembly who is not in public education's corner!</p>	12/15/2017 7:12 AM

142	I would like for our new superintendent to take a closer look at the equity of resources distributed throughout the county. Schools that are not in the north and west part of the county do not have the same resources available, including parent support, specialists, fully staffed schools, and technology (support and equipment). I am aware of elementary schools in the eastern part of Raleigh that do not have computers in their classroom. With the focus on 21st learning, how can this be accomplished without the necessary tools in the hands of our teachers and students..	12/14/2017 9:14 PM
143	I do hope that this survey provides some useful information to the board. I fear that most of the responses, because of how the prompts are worded, will result in bias towards "Mandatory" and Important but Not Mandatory."	12/14/2017 1:39 PM
144	Listen to the teachers!	12/14/2017 1:37 PM
145	The new person should be able to adjust to the situation and base decisions on need. Not all schools are equal and throwing money at them is not always best. Evaluating needs based on the individual schools and not system wide is important.	12/14/2017 1:37 PM
146	Committed to keeping the strategic plan	12/14/2017 1:21 PM
147	A superintendent with recent (in the past 5 years) experience in the school or classroom is ideal, because they are aware of recent (and ever-going) changes and how this affects students from the ground level.	12/14/2017 1:11 PM
148	It seems as though there has been much change in the system over the past 10 years. Selecting a candidate who is willing to comit to a longer period of time would support stability in the district. It is also important to select a candidate who believes in and who will support the strategic plan.	12/14/2017 12:52 PM
149	I am an art teacher... so I am going to be frank. I would like to see someone who is visible, actively engaged in the growth and progress of WCPSS, promotes family involvement and inspires families to be more engaged.	12/14/2017 12:43 PM
150	Make sure you find someone that is committed to sticking around a while. Since I have been paying attention, I know we have had three Supers. would be nice if someone would come in that perhaps this is the peak of their career and next stop, in 10 yrs or so, is retirement. We do not want to be a stepping stone for someone else, we want to be the finish line.	12/14/2017 12:34 PM
151	All WCPSS have received information on Vision 2020 and most of us have taken deliberate steps in our professional lives to support this vision and support our colleagues in doing the same. It would be disheartening to see Vision 2020 fade into the background if a new Superintendent chose a very different path. Please consider that as this transition occurs. Secondly, I have seen increased conversations around the importance of advocacy in our school district. Many WCPSS employees do not understand how much their vote and voice contributes to supporting the needs of a truly diverse student population. Please continue and increase the detailed communication with teachers/staff about the ill effects of poorly planned pubic policy and the impact these policies have across WCPSS and our state. Many of our staff do not realize the importance of understanding this information and often 'blame' WCPSS for things that go wrong. This will only get worse as certain public policies and a lack of full funding in education work to deteriorate our delivery of education. Finally, a superintendent who understands how the various student support services positively impact student achievement is important. Please consider this when making your selection.	12/14/2017 12:31 PM
152	Please consider candiates who are committed to remaining as Superintendent for 5+ years. The district deserves to get someone who can stay the course to see their own goals achieved.	12/14/2017 12:13 PM
153	I feel that it is very important to have a superintendent who will NOT support the continual changes in programs from year to year but choose programs that can be taught and teachers can achieve mastery to be most effective in teaching these programs to students. I also feel that teachers and staff be given an opportunity to evaluate the principals both their leadership skills and the climate they bring to the school. I feel this will promote better school climate and less turn over which will benefit students with consistency within a school.	12/14/2017 12:02 PM
154	[REDACTED] vision and eagerness to improve WCPSS	12/14/2017 11:56 AM
155	Must have been a teacher in North Carolina	12/14/2017 9:38 AM
156	I think [REDACTED], would make an EXCELLENT candidate for WCPSS Superintendent position.	12/14/2017 9:35 AM

157	Select someone who is a "big picture" person...we allow good to get in the way of great in WCPSS. We need a substantive base of empowerment for our teachers and staff. This public education thing is a big deal...we need to lead the change and not be behind the change...	12/14/2017 9:20 AM
158	Please get someone with experience in education. I feel this is one of the most important factors when leading a group of educators.	12/14/2017 8:25 AM
159	Emphasis on the 4C's are vital for student success.	12/14/2017 8:24 AM
160	Added some kind discipline back to school system	12/14/2017 8:10 AM
161	The most important thing is to realize that education is about students/children and teachers and parents. It is not a business. While legislators would like to run schools on a business model, students do not respond to testing and grades in the same way that adults respond to financial incentives for their jobs in the same way. Education is not a business.	12/14/2017 8:08 AM
162	Please give first consideration to candidates with experience in North Carolina who have worked in the NC educational system. Please only consider candidates who have a minimum of 10 to 15 years of teaching experience in the actual classroom working with a variety of diverse students.	12/14/2017 7:31 AM
163	The new superintendent should be aware of the plights of the minorities and the low-income families. In order to recognize that, it can help students succeed in their education. Additionally, the new superintendent should recognize the hard work the support staff gives to their respected school.	12/14/2017 7:22 AM
164	This person needs to be able to read people and figure out their why. [REDACTED].	12/14/2017 7:11 AM
165	Need to hire Safe School coordinators to be placed in the schools.	12/14/2017 6:32 AM
166	Someone who can help ensure we hire the BEST!	12/14/2017 5:56 AM
167	Hire someone within wcpss like [REDACTED].	12/13/2017 10:07 PM
168	Please hire someone who will be with the school system for at least 10 years. We've had too many in my teaching career in this state.	12/13/2017 7:01 PM
169	The new leader needs to support school based administrators from Social media and be accessible and listen to all principals instead of threatening their position	12/13/2017 6:15 PM
170	It is important to find someone who understands the importance of [REDACTED] and who values the teachers, principals, and staff at all schools.	12/13/2017 3:38 PM
171	From the ground level (teacher's level), it appears that the Central Office is over-staffed and perhaps over-paid in relationship to the those in the trenches with the students. A new superintendent should be able to evaluate the staffing requirements of the Central Office and make it more efficient and cost-effective.	12/13/2017 3:29 PM
172	Please do not select someone like [REDACTED] is the total opposite of what we need!!!!	12/13/2017 3:28 PM
173	Not as this time.	12/13/2017 2:28 PM
174	The new superintendent will need to be politically savvy to be successful locally and at the state level.	12/13/2017 2:21 PM
175	We need a more visible superintendent! Someone who actually goes into schools.	12/13/2017 2:07 PM
176	I am thankful that the board has provided district staff with the opportunity to complete this survey. I would urge the board to consider, with great seriousness, having representation from a wide range of stakeholders on the search committee (i.e. classroom teachers, teacher assistants, bus drivers, etc.). The examples provided are groups of vital stakeholders who often feel that decisions are made on their behalf without consideration from them. I would also like to add that I believe that the next superintendent of the school system should be one who has a high level of commitment to educational diversity and equity. Ensuring that ALL students have opportunities to be successful in our schools, and are prepared to college and/or career upon graduation should be a top priority for the succesful candidate. Should you need further explanation I can be reached at [REDACTED].	12/13/2017 12:31 PM

177	The district is in a good place but there are some large issues looming that threaten our standing on a variety of different fronts. We would benefit from having a leader who is battle-tested and has had experience in navigating through dicey waters. Past superintendent experience is a definite plus but a track record of identifying, troubleshooting, developing a plan, and implementing plans with fidelity and success on important matters is a non-negotiable.	12/13/2017 12:16 PM
178	we do not need a politician or a dictator [REDACTED], just saying Wake County needs someone who has been a teacher in the system and gets it, understands it and can help by being effective.	12/13/2017 12:12 PM
179	As the leader of the largest school system in NC, the new superintendent will have considerable influence and need to work effectively with local and state legislators on the practical needs of the school system (funding, class size, testing, etc.). He/she will need to be able to run interference for the school system and be an advocate for public schooling. We have established a strategic plan through community input and aligned a number of resources toward it. The new superintendent should honor this plan and support the continued work toward goal 2020. As a school system, we don't have a very good track record of picking one thing and sticking to it. Our work around the strategic plan is the first thing where we have shown continued focus on one thing in a long time.	12/13/2017 12:10 PM
180	I would love to see a superintendent who represents a diverse population - female, ethnic or racial minority.	12/13/2017 11:57 AM
181	We need a leader who is not afraid to fire people who [REDACTED] bully [REDACTED]. We need someone that will choose ethics over making someone upset. We also need someone that will stand up for teachers and actually DO something about their frustrations. We need a leader who will hire people based on a successful track record, [REDACTED].	12/13/2017 11:56 AM
182	As an educator who has been part of WCPSS for the past 16 years, and as a parent of two children in the system, is it important to me that we shift our focus from concern for our public image and graduating students on time (no matter what the cost) to ensuring that every student has a rigorous education that prepares them for success in college.	12/13/2017 11:52 AM
183	No educational leadership can truly be successful if there is a lack of "field" experience. A person who has not been in a classroom for at least half of their career, will not be able to make decisions in the absolute best interest of the students, staff and overall educational community.	12/13/2017 11:49 AM
184	Selection of principal positions primarily from within the district as opposed to candidates from outside WCPSS.	12/13/2017 11:43 AM
185	The consideration of the variety of calendars in Wake County should also be included. The skill of time management is valuable when implementing new policies in July for year round schools, though traditional calendar doesn't begin until August.	12/13/2017 11:32 AM
186	None at this time.	12/13/2017 11:11 AM
187	Thank you for asking for our input. Selecting a superintendent that will guide us, with what is best for students and teachers and community in mind, is of the utmost priority. As a parent and a teacher in this system, the time, effort, and attention to detail you put into this process is appreciated and respected. Thank you for serving our county!	12/13/2017 11:11 AM
188	I would like someone: - that makes an attempt to meet the teachers that are in Wake County. [REDACTED] -someone who understands that some teachers work 10 to 11 hour days plus 5 to 6 hours on the weekend. We never have the time to complete duties because of new mandatory initiatives adopted. More time is spent on assessing than teaching. -I am retiring this year ONLY because of all the paperwork, data collection, and assessing. Teaching is my calling but only half of my time is spent teaching.	12/13/2017 11:08 AM
189	I feel it is very important for our new Superintendent to have a strong educational leadership background. Although WCPSS is a business, we are driven by the educational needs of our students, and this must be the top priority of our next leader.	12/13/2017 11:07 AM
190	It is essential that the new Superintendent have thorough knowledge and experience with instruction and have experience working as an educator, preferably as a teacher, administrator, and assistant superintendent.	12/13/2017 10:23 AM
191	I just want someone who understands what it's like to be a teacher. I feel that systems and ideas are put in place that aren't always manageable/feasible with the amount of workload they put on us. It would be helpful for someone to understand what we deal with every day.	12/13/2017 8:38 AM



192	As an educator in this system for over a decade, I have seen different styles of leadership at the district level. Professionally and personally, I value leadership styles wherein the words spoken align with the actions taken to demonstrate credibility and integrity. Building mutually supportive relationships with all stakeholders in the school community is the way to continue to move this system forward and reach all students. I am hopeful we can find such a candidate- we deserve the best. Thank you for seeking input.	12/13/2017 8:32 AM
193	The new superintendent should be able to provide resources to parents in low-performing areas on how best to meet the needs of their children. Without parent supports, teachers will have little opportunity to do what they went to school for-to teach. The cycle of poor parents leads to poor behavior in students which leads to issues in the school setting which leads to inability to teach. Teachers are managing behaviors, and without the support of the community, they won't be able to really teach. We need supports from those higher than us who can garner support from the parents, provide access to resources to help them, and maybe the cycle will break. Teachers also need supports in the form of higher pay. Many teachers in the area are having to find a second job to make ends meet. We didn't go to school for 4+ years to not afford to live. The salaries need to match the property values so that we can afford to buy a house that isn't 30+ miles from our jobs. There needs to be less attention to data and more attention to the students that are in front of us. Data will say what you want it to say, but the issue lies within what to do with the data? The new superintendent needs to be proactive and have solutions that aren't backwards or specific to one particular area or group of people. Those in lower income areas need more resources, not less. The new superintendent needs to listen to the teachers and consider their opinions when making "tough decisions" because the choices that are made affect the teachers the most.	12/13/2017 8:14 AM
194	Hire a Superintendent who would eliminate Central Office positions with important-sounding titles but which have little or no impact on instruction and use these monies to hire teachers to lower classroom size.	12/13/2017 8:08 AM
195	Aware of the support needed by the teachers, and is geared towards the strong stabilization of a challenging inter-changing educational system.	12/13/2017 8:05 AM
196	A candidate who knows the Wake County System well would be my preferred choice for Superintendent opposed to a person new to this area.	12/13/2017 7:55 AM
197	I would like our new superintendent to be ready for the challenge of the Class Size Bill in the General Assembly and have a creative/efficient way of dealing with the bill. I am a 4th grade teacher at a year round school and I am worried about having 30 plus students in my classroom next year.	12/13/2017 7:47 AM
198	He/She should care about the needs of the special education population/classrooms and their funding.	12/13/2017 7:35 AM
199	I would really appreciate having someone who has been in the classroom before and understands what current teachers are experiencing.	12/13/2017 7:32 AM
200	There should be opportunities for WCPSS staff input throughout the entire process, especially once the candidates have been narrowed down to the top choices. One survey at the beginning of the process is not enough to ensure buy-in from all members of the WCPSS community.	12/13/2017 7:06 AM
201	Someone with experience in the education field, [REDACTED]	12/12/2017 10:04 PM
202	We need someone who knows our district that the people respect like [REDACTED].	12/12/2017 8:52 PM
203	Educational leadership must be prioritized. Our state and district are in a position where public education must be led by superior educators.	12/12/2017 7:40 PM
204	I hope that the next superintendent is able to effectively balance the needs of students, employees, parents, and the community. I also hope that employees are promoted based on their merits and not their ability to network.	12/12/2017 7:26 PM
205	Someone with a vision of promoting and strengthening public education through unifying students, staff, and community while creating alliances in the political arena who are committed to the same.	12/12/2017 6:37 PM
206	No politics! Teachers have knowledge, experience, and are in the trenches. Listen.	12/12/2017 6:15 PM

207	We need someone who has a realistic vision for the MAJORITY of the students in Wake County. We also need someone who will listen to teachers. Our ideas are valuable and it feels like no one listens. Our world is changing and we need someone who can help teachers adapt to the way students are behaving and performing in the classroom. Our old methods of teaching are not working and no one will help us find news way of teaching students who are addicted to technology. We also need someone who is not going to disregard all that we have done in the past. Growth is important but we will never grow if the bar is set so high we must inflate grades or give re-tests so students can pass. Sure the numbers look good but students are not proficient because we are not teaching using the correct methods for today's students. Teachers need help, we need someone who will listen and help us adapt.	12/12/2017 5:37 PM
208	Good luck.	12/12/2017 5:17 PM
209	A superintendent that is committed to equality of ALL students, equality being providing support to those with less in order to support academic growth. (i.e. if majority of school is free/reduced lunch) provide increase in school hours to allow for breakfast and lunches. Potentially increasing time not for academic rigor but for developmental and socially empowering activities, to help the Whole Child develop. Also Using STUDENT FIRST Data to drive decisions regarding school hours and logistics. ( i.e. Not athletic schedules... High schoolers need sleep? Start them LATER. Elementary students ready to learn at 8:30 start them EARLIER)	12/12/2017 5:07 PM
210	In addition to the skills listed above, it is imperative that our next Superintendent is a strategic thinker and problem solver such that he/she continues to proactive as opposed to reactionary when issues arise. He/she has to be willing to step outside the box and go into uncomfortable territory which will sometimes make students, staff and all community stakeholders uncomfortable. This has to be consistent and not in reaction to specific issues.	12/12/2017 4:47 PM
211	N/A	12/12/2017 4:41 PM
212	I would like a superintendent who puts students first and not the needs/wants of parents.	12/12/2017 4:39 PM
213	It is essential that all staff at all levels are considered valuable. [REDACTED]	12/12/2017 4:31 PM
214	I would like to have a Superintendent who highly values the hardworking teachers and support staff at every school, and trusts that we are giving our all for our students.	12/12/2017 4:21 PM
215	Please be transparent about the process. And when a candidate is chosen, tell us WHY that person is the right person for the position. We have MANY internal candidates who should be considered if any of them want the job. What's the point in having area and assistant superintendents if we don't promote from within?	12/12/2017 4:20 PM
216	I believe it will be important to select a candidate who understands and values the work that has been done to move toward Vision 2020, so that (s)he can provide consistency through the continuation of that work, with minor tweaks as necessary.	12/12/2017 4:16 PM
217	As school staff we are on the "front line" of WCPSS, but I don't feel like we have been treated as being important at all. In the past, it seems like there's been much lip service given to site-based decisionmaking, as well as to tackling the achievement gap, but not much actual action.	12/12/2017 4:06 PM
218	I work in the special ed sector of education/teaching and we are underfunded, under resourced, overlooked and understaffed! It is disheartening and if would be nice for the superindent to consider the effects that change will have on the special ed population and provide more incentives/benefits and support to those teachers	12/12/2017 3:30 PM
219	Support for developing leadership with Principals/Assistant Principals as the district has started with the Master Leadership Symposium and the DPAP has donw through it's leadership committee.	12/12/2017 3:16 PM
220	Please speak our legislators about tenure. I am in my fifteenth year and will never achieve tenure due to changing school districts. This is something that is very important to me. It does not mean once I achieve it I will rest on my laurels, it is a milestone that I have worked hard to achieve. I feel as though we are forgotten as educators and the movement towards privatizing education is prevalent. If I had known what education would look like at this present time, I sincerely doubt I would have chosen this pathway.	12/12/2017 3:12 PM
221	My family is praying for just the right person to lead our county to even bigger and better things. Merry Christmas!	12/12/2017 2:47 PM
222	I would like to see a positive face of Wake County Public Schools and someone I can look up to with integrity and professionalism.	12/12/2017 2:45 PM

223	When implementing new policies and tools, like ASW or CMAPP, please ensure that it has been thoroughly tested with a small group of schools before made a district wide policy. A lot of these tools are good ideas at the core, but many of them are only half finished when presented to teachers. It does not leave teachers with a good impression of our leadership, nor does it reflect well on administration or teachers to the public.	12/12/2017 2:45 PM
224	Robust support for the magnet program and its goals of improving student achievement at lower-performing schools.	12/12/2017 2:41 PM
225	Someone who is willing to listen to teachers when presented with unethical behavior of principals and assistant principals and actually address it-- [REDACTED].	12/12/2017 2:35 PM
226	I really would like to see a Superintendent with a long history and much experience in the field of education!	12/12/2017 2:26 PM
227	It would be delightful to have someone who will represent the "little man" as well as the "top dog" around. As a support staff member, I truly feel that we need someone who will realize the "lower" rungs on the ladder support the top rungs. In other words, stop emphasizing success through teacher implementation and recognize that it takes EVERYONE ( custodians to the Board) to make the school system the success it is....no matter how little the job may be!!	12/12/2017 2:21 PM
228	Experience in the classroom and school system is a must. Trust in your teachers and provide them with solid materials and training.	12/12/2017 2:16 PM
229	Someone with Fail Forward thinking and provide support to principals to take risks to support whole student, not just academics/test scores.	12/12/2017 1:58 PM
230	Someone who understands the concept of students first, not high test scores. Promotes alternative avenues of success (trade skills). Pushes for a model of focusing on changing how we instruct (dynamic learning) vs constant intervention and assessment. Someone with a vision of doing school differently to improve student outcomes and deepen student understandings rather than just pushing high scores.	12/12/2017 1:58 PM
231	I would like to see more support of staff when a parent doesn't get their way and goes straight to the school board. It seems as though the faculty/staff's side isn't taken into consideration when a system is implemented based on one parent complaining.	12/12/2017 1:56 PM
232	The system has seem to not be in touch with lower level students and their academic progress. I would like to see the new superintendent address success of those lower level and create more programs for those who may not attend college. Also make an effort to visit no "honor" classrooms as the other types make up for the majority of the classrooms within the district.	12/12/2017 1:55 PM
233	Need someone who can redefine staff development and instructional supports for all employees, including assistant principals. We have a superintendent advisory committee for students and teachers. Principals meet on a regular basis with leadership. Assistant Principals have no voice and APs are the future leaders of the District.	12/12/2017 1:54 PM
234	Thank you for attempting this enormous role in our community.	12/12/2017 1:51 PM
235	Diversity and Academic Achievement should be a focus for the next Superintendent.	12/12/2017 1:50 PM
236	Having a clear understanding of the classroom realities is a must.	12/12/2017 1:48 PM
237	[REDACTED]!	12/12/2017 1:43 PM
238	An area for consideration is someone with knowledge/experience in aligning all departments,schools, groups, etc.. within the organization so that communication and collaboration happen in all areas to insure consistent, productive services and to maximize and build the capacity of those serving the organization.	12/12/2017 1:40 PM
239	Be more visible to WCPSS employees, champion the hard work of teaching and learning ~ focus on teacher retention and student achievement. Respect the work.	12/12/2017 1:37 PM



240	Wake County Board of Education needs to look at other ways to provide education to our diverse students other than traditional schools that completely geared for students heading for college. Vocational schools and night schools for students that don't "fit" into the traditional day will prevent students from dropping out of school. There is a lot of research showing that we need people to enter the trades - a vital part of our society. WCPSS's next superintendent needs to begin the process of expanding into these other approaches to keep our students participating in furthering their education and preparing for independent life.	12/12/2017 1:37 PM
241	The next Wake County Superintendent should be one who puts our students and teachers first in an effort to promote a positive morale with the system. Happy employees and students are what make a system run well.	12/12/2017 1:33 PM
242	Hire someone who is or has worked for WCPSS	12/12/2017 1:31 PM
243	Will the new superintendent still embrace the vision 2020 plan that is driving school improvement plans and professional development throughout the district?	12/12/2017 1:26 PM
244	Visibility in schools would be ideal. I understand we have many schools, but site visits would increase visibility, deepen relationships in various communities and give a first hand account to the functioning of the schools. These site visits would give a comprehensive view of the strengths and even the inequities in the schools to support our Superintendent in his or her decision making for our district.	12/12/2017 1:25 PM
245	It is important the Wake County chooses someone who is ready to accept the challenge of the this job. Wake needs someone who is committed to the student's of this county and not someone who is looking beyond this job to one that is in a larger city or better district. The new superintendent should be someone who is looking to improve OUR system.	12/12/2017 1:22 PM
246	Our next Superintendent should be [REDACTED] a true visionary and teacher advocate! Thanks!	12/12/2017 1:11 PM
247	As a principal I believe it is imperative that the new superintendent establish and maintain productive relationships with all principals. Principals are the conduits of change and superintendents should want to maximize the impact of principals and leverage the influence principals have within their schools and communities.	12/12/2017 1:10 PM
248	The ability to say, "I don't know but I'll find out."	12/12/2017 12:48 PM
249	Emphasis on educational equality within NC	12/12/2017 12:43 PM
250	None at this time!	12/12/2017 12:42 PM
251	A thorough understanding of the needs of students with disabilities and the teachers and staff that support them.	12/12/2017 12:35 PM
252	I think it would be helpful to have a superintendent who has [REDACTED].	12/12/2017 12:32 PM
253	I really think it needs to be somebody who has been in a classroom before, either as a teacher or having observed teachers for a few days.	12/12/2017 12:31 PM
254	Honesty and openness when dealing with building level administrators. Showing sincere appreciation for the efforts of our teachers in the classroom.	12/12/2017 12:27 PM
255	Demonstrated ability and solid knowledge base regarding working with the diverse needs of students with disabilities, especially with respect to curriculum and testing.	12/12/2017 12:18 PM
256	Someone should reach out to [REDACTED] and see if he is interested in applying for the position.	12/12/2017 12:18 PM
257	Nothing to add...	12/12/2017 12:14 PM
258	Wake County needs someone committed to creating, maintaining, and promoting a positive climate in Wake County for students and staff, and securing additional funding for our school system. We need a superintendent that is able to focus additionally on Special Education far more than has been in the past. Particularly the self-contained and extended content settings are under-funded, misunderstood and not included in decisions about financial or county-wide initiatives. Students with severe special needs deserve a great education too.	12/12/2017 12:13 PM
259	It is essential that the new superintendent have a background in PreK-12 public education.	12/12/2017 12:12 PM

260	Please find someone who understands the plight of teachers right now. We are struggling to find respect and appreciation in a career that seems to get a little less appreciated and respected each day. The students should be top priority, but the staff that educates and guides those students needs to be supported as well.	12/12/2017 12:11 PM
261	Continue to review the salaries of Teachers and Staff to maintain quality employees that will strengthen the growth of our children	12/12/2017 12:06 PM
262	We an individual who is confident, innovative and provides excellent professional development for ALL Wake County Teachers.	12/12/2017 12:01 PM
263	The superintendent should have a strong commitment to public education and should have a proven track record that he or she is comfortable with diversity, since we are such a diverse community.	12/12/2017 12:00 PM
264	The [REDACTED] department [REDACTED] was so supportive and the professional development they gave and curricula they adopted was clear and effective. More recently, the Effective Teaching Framework was a superb initiative that helped my professional career the most out of everything I've experienced since becoming an administrator. Among many others, [REDACTED] high standards for the department and the ability to bring together the best and brightest in the county to collaborate. I would love to see [REDACTED].	12/12/2017 11:58 AM
265	[REDACTED] be directed towards what's best for students while maintaining good stewardship of my taxpayer dollar. [REDACTED]	12/12/2017 11:56 AM
266	N/A	12/12/2017 11:55 AM
267	N/A	12/12/2017 11:53 AM
268	I believe the hire should be someone from within Wake County who is already familiar with our vision and workings and can hit the ground running from day one.	12/12/2017 11:51 AM
269	Please choose a candidate that has actually been in a school as a teacher or principal!	12/12/2017 11:50 AM
270	Recommend someone with similar experience & background who has worked in or around the WCPSS.	12/12/2017 11:47 AM
271	Many individuals in Central Office often forget the classroom life and forget the bigger picture that we are all here for the students....we often see administration within out own schools who are just trying to climb the political school system ladder. I would like to see someone who hasn't forgotten the teachers and students.	12/12/2017 11:41 AM
272	[REDACTED]	12/12/2017 11:40 AM
273	[REDACTED], as a teacher at a minority, low income school in Wake County, it is clear that resources flow to rich white schools, while the rest of us are left to fight for our students needs with the scraps. Greater focus on the needs of minority / low income students are going to be essential if we are serious about closing the achievement gap and retaining high quality teachers committed to students with the greatest needs.	12/12/2017 11:39 AM
274	Be a lion for your teachers. We deserve more than we get, more than we've gotten in decades. If a top-notch system is what you desire, teachers must be your priority.	12/12/2017 11:38 AM
275	It is important to me that we go back to 12 month pay.	12/12/2017 11:38 AM

276	Given the momentum our district has developed toward achieving Vision 2020 and realizing the goals of the current Strategic Plan, from a staff perspective, if ever there was a time for the board to hire from within for a superintendent, this is that time. Hiring from within is one way to ensure continuity, maintaining momentum, and at the same time stability. We are likely to stay on course and continue momentum with an inside hire. It would be very difficult for someone from the outside with no knowledge of how the Strategic Plan came to be to achieve the outcomes we seek. Certainly, there is a strong candidate in [REDACTED] who can continue this effort for our system should she be given the chance.	12/12/2017 11:34 AM
277	WCPSS needs a superintendent who can advocate for WCPSS staff (ALL staff) and who sees the value of how current positions support student achievement. This advocacy is critically important when interacting with state legislators and county commissioners.	12/12/2017 11:33 AM
278	I would like to see someone hired who is committed to being here for at least the next eight years.	12/12/2017 11:31 AM
279	[REDACTED]	12/12/2017 11:27 AM
280	A superintendent that will bring the county together, teachers, administration, support staff, students and community. A superintendent who is visible in the community as well as available to staff.	12/12/2017 11:20 AM
281	Data can be spun. The objective use of data is what is required. Objectivity, in all things, is the key to making WCPSS the best it can be.	12/12/2017 11:16 AM
282	I think it is beneficial to have a Superintendent that can represent the students in the district. It needs to be a person that can understand the students, parents, and staff.	12/12/2017 11:14 AM
283	I've been a teacher in the WCPSS for 17+ years, and was a parent of WCPSS children for 9 years prior to that, so I've been associated with the system for a long time. [REDACTED]	12/12/2017 11:10 AM
284	It would be vital to have a superintendent that reflects the staff. Having a superintendent of minority, either in gender or race, would go a long way to changing the perception of Wake County.	12/12/2017 11:07 AM
285	We have [REDACTED] that currently is very well respected, [REDACTED] integrity, vision and quality. I do hope you all consider internal candidates. [REDACTED]. We need someone who can build relationships and revive the quality that once existed in Wake County.	12/12/2017 11:06 AM
286	N/A	12/12/2017 10:58 AM
287	Supportive of all areas of the curriculum--especially the arts and arts teachers. Supportive of adding more arts opportunities for our students. Not reliant on assessment after assessment after assessment.....	12/12/2017 10:56 AM
288	I think the Superintendent should come in and revamp the entire system. The county system should be divided into four districts in order for better performance. Right now it is extremely disorganized and the people working at central office are not people friendly.	12/12/2017 10:55 AM
289	We are on a solid path and the next leader must honor this work.	12/12/2017 10:55 AM
290	We need an superintendent thats going to be about his employees and their well being and lively hood, and we also need one that cares about OUR children and care about their education and progress while in Wake County Public Schools..	12/12/2017 10:53 AM
291	Would love to see more diversity in the search for a superintendent.	12/12/2017 10:51 AM
292	Please look at local candidates first. Someone that knows the "Wake Way".	12/12/2017 10:48 AM
293	There are far too many administrators and too few people who touch children in the system. Cut out most of the district administrators.	12/12/2017 10:46 AM
294	We really need an experienced educator, one that knows what he is doing, can speak intelligently in front of the media, etc. and cares about ALL staff at schools.	12/12/2017 10:40 AM
295	Someone who will continue with Vision 2020. Don't stop it and start something new. We are working towards this...we have a common language!	12/12/2017 10:37 AM

296	The County is large and a one size fits all doesn't always work and is not in the best interest of the students. Schools need to be allowed to have more school based decisions on programs and academics so that they can do what is best for their students at their school. We are trying to compare apples to oranges in many instances and that data is not valid.	12/12/2017 10:35 AM
297	It would be great to have candidates that are in touch with the teachers, value what the teachers do, recognize teachers, etc. If teachers are taken care of, the rest will fall into place (student achievement and excellent schools).	12/12/2017 10:29 AM
298	We need someone that will make a strong impact with the community, parents, teachers, staff. One with prior leadership in a business industry, yet is one that comes from the educational system. This person will be able to surround themselves with data, HR, management individuals. We need challenging yet realistic goals set.	12/12/2017 10:29 AM
299	It would be helpful for the new superintendent to have a good understanding of the role of school counselors and other Counseling and Student Services members and that he/she value the work that CaSS does. Along with this, it would be good for the new superintendent to be well educated on social/emotional learning to help all employees know how to teach social/emotional skills.	12/12/2017 10:23 AM
300	WCPSS needs a leader who will ensure equity. This includes ensuring ALL schools have the same technology (not just new), supplies, and equipment.	12/12/2017 10:22 AM
301	Since so many employees are women, it would be great to have a woman superintendent with the skills and ability to do the job. A woman working in this area would be empathetic to female care givers, parents, and staff. They would recognize the need to boost female students and staff within the education system to bring them up to par with males.	12/12/2017 10:22 AM
302	The new superintendent should be cognizant of the challenges posed by the Vision 2020 goal. The two-fold goal pushes for 95% graduation of college and career ready students. Recently, the push for a 95% graduation rate has vastly outweighed the secondary aspect of the goal. Graduating students who are not prepared and who are not students of accountability will not benefit them in the future. The new superintendent should focus on rigor and quality of instruction and responsibility of students, understanding that the graduation rate will be a natural byproduct of quality instruction.	12/12/2017 10:21 AM
303	someone who makes decisions based on student needs not just financial/ fiscal issues and one who truly values its teachers and staff who work directly with students.	12/12/2017 10:18 AM
304	As a teacher in the trenches, a few areas of concern: -lack of research-based curriculum and resources at all levels -lack of consistency among messages/ themes/ changes as communicated to staff- I think there is likely a connection at times, however, that connection and growth of ideas isn't communicated to staff -start times are not in line with brain development research -lack of bus drivers -lack of consideration for teachers' financial well being- not only the pay (which I realize is more of a state problem than district at this point), but more so that it's not a 12 month check for everyone, even if employees are 10- or 11- month, those salaries can be distributed in 12 month checks. The fact that at the fiscally most difficult part of the year, we receive the "end" of December paycheck at the middle of the month, and then don't get paid again until the end of January. Other states are capable of these financial tasks to help ease the burden on teachers. We're in the 21st century where technology abounds.	12/12/2017 10:16 AM
305	In number 5, I do not see honesty as a trait.	12/12/2017 10:15 AM
306	We have made great strides in promoting consistency across schools and levels with our expectation that all students can and will achieve. This has not been an accident. [REDACTED] it is important that we continue with this path as we transition.	12/12/2017 10:14 AM
307	Wake County Public Schools was once a national leader in education. We had well integrated schools, were closing the racial gap, while increasing overall student achievement and rigor. We have rested on our laurels for too long. It is time we become the innovative leaders again. I wish for a superintendent that can envision and achieve such a goal.	12/12/2017 10:14 AM
308	While everything listed in prior questions are important for the overall school system, no one person can be all those things. A true leader is able to surround him/herself with good people that can cover all those areas and be able to recognize their own areas of weakness. We need someone with a heart, a love for children, dedicated and passionate about every WCPSS student receiving a quality education that will serve them well as adults. WCPSS is large and very diverse in all areas and our next superintendent needs to have excellent interpersonal skills and be approachable	12/12/2017 10:09 AM

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329	<p>A leader who will place the views of the professionals in the school above the views of the parents. While the parents know their child, they DO NOT know education and all that we do. A leader who will put the school back in charge! A leader who recognizes that if we keep piling work on our teachers and take nothing away that has become obsolete, then they will continue to leave. We already know that there will be a shortage of teachers in the near future - and who can blame these kids. Teachers get a bad rap and all because we are not supported at the highest level. A leader who will put vocational education back in the schools and publicly state that NOT all kids need to go to college; and we need academic and vocational programs readily available to address their needs. This should lead to less drops out, better attendance, and fewer discipline problems as school will be structured academically for these students, just like it is for college-bound students. Lets face it - we require 4 years of math for students who are not going to college and would be better off learning small business accounting practices, balancing a checkbook, etc. I attended a school of 3,000 that had college-bound and vocational training. In my 4 years we had stellar attendance and only 1 fight in a very diverse environment. School mattered as the needs of each student was met and they had a desire to be successful. Lastly, put credence back in the diploma. Education is so watered-down now because the system is so concerned about the graduation rate. A 10-point scale and kids still fail because they get retest after retest, test correction after test correction. What ever happened to do your job? This does NOT set them up to be successful in real life. In real life, you don't show up, you get fired. In school you don't show up we put you on an attendance contract, hold your hand, say it will be ok. It won't. I strongly believe that offering votech will fix 95 % of our problems, so we can truly focus on leaving no child behind and having them invest in their future. This is not a job we can do without the student wanting to also do it; and the parents need to get out of our way. Let their child fail if need be - this is when they learn!</p>	12/12/2017 9:46 AM
330	The superintendent MUST have an educational background and have been extensively in the classroom, not just a leader of any other organization.	12/12/2017 9:42 AM
331	I have taught in WCPSS for 15 years and have met 2 superintendents. [REDACTED]	12/12/2017 9:41 AM
332	I would like to see us hire a superintendent who sets goals [REDACTED].	12/12/2017 9:41 AM
333	<p>In this sad new era in our state and in our country of private school/charter school vouchers, increased interest in virtual schools/homeschooling, lack of funding from our legislators, a shortage of qualified, committed teachers, etc., this job probably requires a magician. I sincerely hope we don't look to business people or business models for our school system. Teachers and principals are the 'front line' in our system. They need to be valued, listened to, respected and be a major part of the decision-making process. They ARE the safety net, but they also NEED a safety net. Public relations skills will be increasingly important as we compete for students, money, and public support. Creativity and 'thinking out of the box' will be critical skills. Having the courage to stand up for a large population of marginalized children and their families is another trait that will be necessary for our next leader. Thank you for seeking our input.</p>	12/12/2017 9:41 AM
334	Mandatory: Experience as a classroom teacher!	12/12/2017 9:39 AM
335	<p>In wake county we should be changing the way we view education and push to change from the status quo to leading the country to lead the world...to do this we have to stop pushing curriculum above all else and focus on the students needs, listen to the teachers in the classroom about what they see their students need, stop teaching to test and teach to light a fire in the children to learn more. More needs to be done for our poorest schools with more resources going to schools that have parents who need to work two jobs just to keep a roof over their heads and less going to schools with a strong PTA and parent involvement. This would help keep and bring the strongest teachers to these schools to help and not have the teachers already there feeling so stressed. The district cannot say they want all students to succeed at the same level while making the poorest schools feel like you are punishing them and taking away their resources.</p>	12/12/2017 9:38 AM



336	I emphatically believe that our next Superintendent should be a person who critically examines our Department and prioritizes staffing it with bold, articulate, highly vetted experts in [REDACTED]. I am an [REDACTED] with many years of experience in the WCPSS system. I have very strong concerns about the well-being of our [REDACTED]. A Superintendent who insists on superior leadership from the [REDACTED], will pave the way back to reclaiming our status as one of the Top Academic Systems in the Country.	12/12/2017 9:34 AM
337	Must understand the daily issues faced within classrooms and be able to do what is best for students and teachers. Must be able to work with the legislature and help prevent harmful things like the unfunded classroom size mandate.	12/12/2017 9:33 AM
338	As a district, Vision2020 is the most cohesive, well-thought out plan we have seen in a long time. The commitment to continueing to uphold this vision is critical. There are also constantly changes being made with curriculum, resources, departments. Teachers just start to feel comfortable with something and then we change it before we even have the chance to see the data based on the time implementation science shows it takes for change to take place. Solid research and well-planned roll outs of new intiatives should be important to the new superintendent.	12/12/2017 9:32 AM
339	Please give us someone who understands what it's like to be in the classroom. We need better curriculum, better resources, and LESS assessments. We also need someone who will value teachers and fight for the pay we deserve. We also need to find someone who can figure out the class size issue while making sure there is adequate space for the children.	12/12/2017 9:32 AM
340	[REDACTED] would bring the knowledge of the school system and the ability to continue the implementation of the Strategic Plan without losing momentum and [REDACTED] has huge integrity. I would be proud to work for [REDACTED]	12/12/2017 9:32 AM
341	We need a superintendent who is going to make positive curriculum changes for all students. Parent input is important, but should not drive decisions. Someone who is going to see big picture and not make decisions based on the parents who "bark the loudest."	12/12/2017 9:30 AM
342	I think it is SO IMPORTANT that they be a former classroom teacher!!!	12/12/2017 9:28 AM
343	Here we go again! What can the BOARD do this time, so that all of us don't get thrown into yet another "Goal 20--" reboot? I have been a teacher or administrator in wcpss for 20 years, and a parent for 11. This district has a serious problem with focus. [REDACTED] But they seem to get tasked with 'making change' instead of finding, focusing on and replicating successful instruction. Every five years, we spend about 2-3 years coming up with a new Plan (which is different than the old plans mainly/only in terms of semantics and buzzwords), and then a couple of years beginning to implement, and then... time for a whole new plan! Let teachers teach and children learn, and get out of the way!! Set some realistic goals and strategies, and give them 10 years to bear fruit. Regardless of personnel changes, even at the very top. Our poor high schoolers don't know if they are coming or going at this point!	12/12/2017 9:26 AM
344	It is important that the new superintendent looks at every group, even ethnic, gender, and economic minorities.	12/12/2017 9:25 AM
345	should be aware of special education students assessments and their appropriateness	12/12/2017 9:24 AM
346	As a classroom teacher, I would love for the new superintendent to have had classroom experience on some level in their career.	12/12/2017 9:23 AM
347	As a Teacher, I truly feel superintendents should built positive relationships with teachers.	12/12/2017 9:23 AM
348	Above all, please select someone who is about the STUDENTS, teachers/staff, and community. Please no [REDACTED].	12/12/2017 9:20 AM
349	Superintendent should be able for focus on what really matters and not get caught up the 'the shiny ball' syndrome. Get back to basics, support employees and guide students/parents without kowtowing to every last demand.	12/12/2017 9:20 AM
350	I would look for someone who can [REDACTED]. I do not think we need a major directional shift but someone that can build upon the recent successes of the school system.	12/12/2017 9:18 AM
351	We need someone who appreciates peoples' differences, and strives to listen and understand more about those differences in order to make sound decisions that affect ALL types of people.	12/12/2017 9:17 AM

352	Find someone that will get rid of all of the excessive testing and does what's best for students and staff.	12/12/2017 9:16 AM
353	Quick decision making when bad weather hits!	12/12/2017 9:09 AM
354	It seems that the more we focus on data, the less the children benefit. It becomes all about the "TEST". I am looking for a superintendent that sees we can effectively educate these children in ways that go beyond "teaching to the test." I would like to see a superintendent that values hands on learning, technology, collaboration, and allows teachers to have more freedom to expand upon lessons in a creative way.	12/12/2017 9:08 AM
355	[REDACTED]	12/12/2017 9:06 AM
356	Teachers, Counselors and Social Workers are always the last to get raises and recognition for the great work that we do. It would be nice to have someone who values us as much as the six figure employees.	12/12/2017 9:05 AM
357	The new superintendent needs to be fair especially with hiring protocol within this district. [REDACTED]	12/12/2017 9:02 AM
358	They need to be an educator. No more [REDACTED]	12/12/2017 9:01 AM
359	I was disappointed that this survey did not have more items related to equity, diversity and cultural competency. I think this is an emerging concern nationally and locally and the new superintendent's commitment to these values (and to collaborate with the office of equity affairs) is one of my biggest concerns. I think many other educators would agree if it had been more present in the survey.	12/12/2017 9:00 AM
360	Time and time again it has been proven that the #1 most influential thing in the education of young people is the classroom teacher. In a state where educators are valued less and less each year, our next Superintendent needs to value good teachers and rigor in the classroom, rather than be focused solely on getting diplomas in the hands of kids who can barely read them because it's all about what the bean counters want. Lets get someone who understands the professional aspect of teaching and values teachers rather than micromanaging them (like some Central Office people seem to think should be done), so the students get more of their teachers' focus each day and can get a real education, rather than being churned out of a diploma mill.	12/12/2017 8:58 AM
361	We need a leader that has been in the classroom and understands the needs of students and teachers alike.	12/12/2017 8:57 AM
362	I would like to request that the Wake County Board of Education begin with it's search with the current staff within our county that embody the characteristics of a superintendent and look to promoting within, if possible.	12/12/2017 8:56 AM
363	The following attributes are the most important to me: -someone with classroom experience - someone who supports academics AND extracurriculars -someone who is willing to initiate change for the better of the system and our students -someone who will make data driven decisions in a practical manner (hence the classroom experience) Thank you for allowing us staff to have a voice in the hiring of a new superintendent.	12/12/2017 8:55 AM
364	Our next superintendent should be able to guide work with the county commissioners and state legislators to build fiscal support for public education.	12/12/2017 8:51 AM
365	It is vital that whomever is selected as Superintendent has educational experience as a teacher, school based administrator, and central based administration. If this person is to manage all of these people, it is important that this person has done these jobs before and has a good understanding of what the jobs entail.	12/12/2017 8:51 AM
366	The new super should have at least 10 years of teaching experience. It is so frustrating when leaders have zero to little experience in the classroom. [REDACTED]. This is so demoralizing.	12/12/2017 8:46 AM
367	A person should always put the Administrators, Leadership teams and especially the support staff FIRST, without these there is no teaching.	12/12/2017 8:45 AM



368	I think Wake County needs a superintendent that has experience in working with a diverse community of students, families, and teachers.	12/12/2017 8:45 AM
369	I believe teachers would appreciate the hiring of a superintendent who empowers them and views them as experts in their subject/grade level and would allow the autonomy to teach in ways they feel are most beneficial, as well as, increasing joy in learning.	12/12/2017 8:44 AM
370	I want someone who's willing to fight for the students. I am a second grade teacher and would rather have a larger class size than see specials taken away to make smaller classes. Specials are vital to develop a well rounded child.	12/12/2017 8:44 AM
371	In a district this large, it is important that the employees do not get lost in the list of priorities. At the school level many do not feel supported or valued by the district as a whole. A leader who clearly values each and every employee and supports them as appropriate is important.	12/12/2017 8:43 AM
372	It should be a goal that the new Super take a walk into a school and their classrooms to see how little time is spent actually teaching kids and how much time is used up to assess, test, assess, and test. And to take a look at some lesson plans because they are clearly made by people who haven't been in a classroom in years.	12/12/2017 8:43 AM
373	The new superintendent needs to remember that school staff works harder each year, sometimes with less resources than the year before. Classroom sizes are in question for the upcoming school year which will be a huge challenge for all.	12/12/2017 8:43 AM
374	It is very important to principals and administrators that the new superintendent is personable and gets to know us as a group and on an individual level despite the challenges associated with a large system.	12/12/2017 8:43 AM
375	Understanding the necessity of compensation to keep up with national standards.	12/12/2017 8:42 AM
376	Wake County needs a superintendent who will help teachers in the classroom. Too many non-teachers create all the things teachers are required to do and is a lot of non-sense stuff that does not help students or teacher. I've done this for 22 years, and every year extra stuff is done to make my job more complicated and none of it is beneficial to the students in my class. I've given my kids the best lessons possible to ensure they learn the material but the "state" consistently add mess to my load. This new superintendent should make sure classroom teacher can "teach", and eliminate all the extras.	12/12/2017 8:42 AM
377	Our next superintendent should be broadminded. We need to address the causes of negative student behavior and supply remedies to correct them. He must be open-minded, and very concerned with the attitude exuded by teachers and administrators towards African Americans. We are a viable part of the system, and until the system starts regarding these young people and encouraging them, we will have problems, and ISS and suspension are NOT helpful solutions! These methods encourage hopelessness, negativity, a very critical view of leadership, and are not therapeutic! The same emphasis we place on Counselors administering schedules, we need to place on granting them time to communicate with and get to know these students better. We all need to recognize the potential that all of our students possess. A positive approach really involving community, sororities, fraternities, and other agencies supporting students needs to be initiated and maintained. What do we have to lose? I've been a student in this system, a counselor, teacher, now retired, working part time, a mother, and grandmother. One of my comforts is being able to communicate with my students. They are dealing with so much pressure in their lives - some of their stress levels are unbelievable, and they are fighting to survive. My comments are to benefit any student who is not succeeding, but the majority of the problems are experienced by African Americans. The view I express is compiled of observed practices over a lifetime of public school experiences. We also need a superintendent who values the pool of excellent teachers we have. I am National Board Certified, and have always considered teaching a privilege. We are a commodity that is taken for granted.	12/12/2017 8:41 AM

378	I would recommend a superintendent who understands the importance of outside commitments in employee health, well-being, and retention. Our teachers and staff are way overworked, and our students are extremely over-tested. Data, not matter the insurmountable amounts of it, only paints part of the whole picture. An effective superintendent, one who will move the school system forward, is one who has classroom and real-world experience, someone who has dealt with student behavior problems and lack of parental involvement and discipline. Someone who appreciates other staff besides teachers and administrators, like extracurricular teachers, coaches, media specialists, teaching assistants, instructional coaches, counselors, and the like...that keep schools running and who without, the schools would crumble. This person should also hold administrators accountable for enabling and building up their employees, not tearing them down and trying to rid their schools of them. The superintendent will respect those who are near or eligible for retirement, and their decisions to continue working...in lieu of having a get-rid-of-them attitude. This person, an effective leader, will understand that needs are met from the top down. So, supported administrators will in turn support their staff, who in turn are better-abled educators. The "students first" mentality only opens the door for them to run the schools. It's time to hold students accountable for their behavior...which directly and immediately impacts instruction for populations. And, it's time to hold parents accountable for their children...how they respect their superiors.... An effective superintendent will know how to do this, because the more teachers feel empowered, the more likely they will stay in the profession, which means consistency for students. The superintendent will also value the importance of breaks, recess, and other activities that are not be test-taking drills, but are essential for providing an outlet for students so they are better able to focus while in class. I possess a doctoral degree in educational leadership, and these are some of the key points I focused on as part of my graduate studies. I am school-based, and I see the daily occurrences that disrupt instruction directly and immediately. Student discipline is the main issue, and that can be helped with some reprioritization of best instructional practices and "maximizing the instructional minute." Thank you.	12/12/2017 8:40 AM
379	Create an environment of sound learning with caring teachers	12/12/2017 8:39 AM
380	An ideal superintendent would be able to navigate a path that returned discipline to the classroom environment while increasing the rigor and standards of student achievement in a manner not measured by teacher grades but a standardized assessment that allows for comparison of WCPSS students to the nation and world.	12/12/2017 8:37 AM
381	n/a	12/12/2017 8:37 AM
382	The school system serves the community and families within the community. No more leadership that is not sensitive to the fact that most employees have families too. No more data driven decision making in programming, it should be data influenced, not data driven. We are people driven, not data. Data supports the narrative, it is not the narrative.	12/12/2017 8:36 AM
383	I would love to see [REDACTED] as the new superintendent. [REDACTED] has a proven track record to be for the students, staff and the community.	12/12/2017 8:35 AM
384	A person of substance and empathy	12/12/2017 8:34 AM
385	The next superintendent HAS to be make special education a HIGH priority. Every class at our school has at least one student that has been identified or needs to be identified. To be able to serve them adequately, we need more staff or seperate classrooms in each school!	12/12/2017 8:34 AM
386	[REDACTED] highly visible superintendent.	12/12/2017 8:33 AM
387	The superintendent needs to understand the importance of all non-academic programs to the success of the school system. Arts classes/programs offer just as much to education as CTE and Physical Education.	12/12/2017 8:33 AM
388	Focus on expanding the Equity Affairs division.	12/12/2017 8:32 AM
389	Wake County needs a leader who will strongly encourage the Board of Commissioners to fully fund and support the Wake County Public School system. The smaller classroom size would not be an issue of concern if the county would be willing to invest money into the school system that continues to grow by leaps and bounds every year!	12/12/2017 8:31 AM
390	A superintendent with enough experience to run one of the largest system's in the country but still a long term commitment of at least 5 years to complete his mission in WCPSS.	12/12/2017 8:30 AM
391	We need a visionary who is able to do things differently with a goal of all WCPSS schools achieving 90% CCR!	12/12/2017 8:29 AM
392	Seek out [REDACTED]. Get her here.	12/12/2017 8:29 AM

393	The new superintendent needs to focus less on assessment and more on the "whole" child. Our students are not numbers and their test scores are not wholly indicative of their ability or achievement. Nurture the ENTIRE child and change generations to come.	12/12/2017 8:28 AM
394	Experience with special education	12/12/2017 8:28 AM
395	The ability to understand the dedication of and relate to the stress of being teachers in a system that continually demands more of teachers but has difficulty supporting them both financially and with regards to resources.	12/12/2017 8:28 AM
396	I strongly believe that the next Superintendent should have an educational background. I have reservations with someone coming from [REDACTED].	12/12/2017 8:28 AM
397	take care of your teachers!	12/12/2017 8:27 AM
398	Data is a wonderful thing. But data can be (and is) misinterpreted sometimes. No decision should be based on data alone, and I fear the push to become data driven is harming our system. To illustrate this point, look no further than the data that shows our graduation rate increasing and how easily it is to conclude that more of our students are learning. Other data, however, proves that actual student learning is decreasing. I know you know this, so I ask, Why do we continue to use graduate rate as our system's goal instead of real student achievement? I have always tried to impress upon my students that their mindset must be to learn, not to pass. Those who concentrate on learning rarely fail and learn as much as they can, whereas those who try just to pass, not only threaten failure more often, but learn far less than they could have. Let's return to a goal that emphasizes real student achievement, not the facade of achievement. Let's make learning the number one priority. It seems to have been lost in the maze of keeping up appearances and the fears of lawsuits.	12/12/2017 8:27 AM
399	Hiring a superintendent that values teacher work and creativity is imperative. We need a leader who understands the teacher as a professional and who will not push pre-packaged curricula. Our superintendent also needs to value our diverse community and who understands and appreciated the history and importance of a unified WCPSS.	12/12/2017 8:25 AM
400	I think it is very important to consider the fact that we serve a diverse student population and have many white males in positions of authority. I would like to see someone with a different perspective and connection to the community.	12/12/2017 8:25 AM
401	The district is at a critical point of implementation of a strategic plan. It is important that there is consistency in leadership and the current path. It would be better to focus on familiarity of WCPSS vs someone with all new ideas.	12/12/2017 8:25 AM
402	I would like a superintendent that is visible in the schools as well. I have been a teacher for 22 years. This is my fourteenth year in Wake County. [REDACTED].	12/12/2017 8:22 AM
403	Teachers need more classroom support, less committee work and less paperwork to enable effective planning and classroom instruction.	12/12/2017 8:21 AM
404	Please be visible and accessible to the public	12/12/2017 8:20 AM
405	The next superintendent needs to pay special attention to the racial minority student population. While we are making honest efforts to ensure equity, the conversations that we are having during our professional development lack depth because many staff members do not truly understand racism as a SYSTEM. What changes has the county made since the joining of Wake County and Raleigh City Schools that have provided opportunities for students who have been traditionally excluded. The next superintendent needs to deal with issues such as: The lack of Black, Hispanic, and Native American teachers. Professional development that first teaches teachers about equity before attempting solve issues of inequities. Standard testing biases. The School to Prison Pipeline Hiring Processes Mental Health Days for teachers.	12/12/2017 8:17 AM
406	The new superintendent should be willing to accept forward failure in order to improve the system and the livelihood of all students. There are too many instances of administrators changing failing grades to passing to improve graduation numbers and to satisfy parents. Integrity needs to be a priority in all school systems. Wake County is too large to effectively manage with current practices.	12/12/2017 8:17 AM

407	Please let us teach. [REDACTED]. We have lots of acronyms thrown at us (4 Cs, etc) that don't stick more than 2-3 years before a new idea comes out. Teachers are not guinea pigs for central office. Central office should work for us.	12/12/2017 8:16 AM
408	Please consider choosing an administrator with experience in our NC school system. Someone who is very familiar with our NC values and expectations of students, staff, and parents.	12/12/2017 8:16 AM
409	It is very important to have realistic goals that are actually beneficial not just for show.	12/12/2017 8:15 AM
410	Some of my answers were not based on a "student first" philosophy, this is not because I do not value that students come first, they do. It is because while we must always keep students the number one priority, we must also keep in mind what is feasible in a classroom setting. A stressed out, over worked, can't teacher because they are always assessing teacher, is not a teacher that can do their job effectively or efficiently. This is something to keep in mind when making curriculum, laws, and putting other demands on teachers.	12/12/2017 8:15 AM
411	Although no one can predict the future, hopefully a superintendent will be selected that can commit to staying in the position for a number of years.	12/12/2017 8:14 AM
412	Address the serious issue of employee retention by being flexible with employee hours and other issues as reflected in the 21st Century workplace.	12/12/2017 8:14 AM
413	I strongly feel it is imperative that the superintendent has a doctorate in educational leadership or educational administration.	12/12/2017 8:11 AM
414	The candidate needs to realize that what works at a Green Hope and Heritage may not work at a Garner or Fuquay. One size does not fit all of the demographics represented in Wake County	12/12/2017 8:10 AM
415	Good luck. This person is going to have to be a superhero!	12/12/2017 8:10 AM
416	It seems this school system has been negatively influenced by partisan politics for the last few years. It would be nice to find a superintendent who is a moderate and flexible when it comes to politics.	12/12/2017 8:10 AM
417	Please work to identify a candidate who can "think globally, but act locally." i.e. a candidate who will be able to look at the big picture, but focus on those areas that have actual and direct impact staff, teachers and students, rather than just those high level conceptual areas that have little impact in the classroom.	12/12/2017 8:08 AM
418	Please consider a candidate that is not at the end of their career- having a stable, reliable Superintendent that will be in the position more than 3 or 4 years.	12/12/2017 8:08 AM
419	A leader who is committed. Wake County has a reputation for jumping on different bandwagons and abandoning them (programs, etc...) before they've been adequately implemented. Someone with vision and commitment to the long haul, who will recognize the needs of teachers as well as students and seek to take something off of their plates instead of continuing to add more and more.	12/12/2017 8:07 AM
420	I have been a teacher in the WCPSS for 24 years. I strongly believe that we have the resources around us to make us the #1 school system in the United States. We need a superintendent who shares this goal, one who can harness the resources of the community and the teachers/staff within the system to move us toward this goal. We tend to be to "defensive" and too "numbers driven" as a school system; always concerned about not keeping up versus asking what it would take to be #1 in every category--academic, athletics, arts, overall climate, etc.	12/12/2017 8:06 AM
421	We need a person who will be able to put the education of all students first. That means they will be able to lead a differentiated instructional focus. We need instructional practices focused on the high flyers, the extreme struggling learners and the kids that fall in between. We also need someone who will come in and expect good behavior in schools and support those expectations.	12/12/2017 8:06 AM
422	Needs to be People oriented, Visible out side Cross Roads	12/12/2017 8:06 AM
423	It will be very important to select a Superintendent who can keep the momentum going [REDACTED].	12/12/2017 8:05 AM
424	Strong, communicative, and decisive leadership is necessary at this time. I feel there is too much "settling" for less. Establish a high bar an then aggressively promote and communicate what resources and sacrifices are necessary to achieve that high goal.	12/12/2017 8:04 AM
425	[REDACTED]. The strategic plan and the standards work needs to continue!	12/12/2017 8:01 AM

426	[REDACTED]. Having someone who is an advocate for students and teachers and does not have a political agenda would be the best choice for our school system.	12/12/2017 8:01 AM
427	We need a superintendent that possesses the ability to communicate effectively and will purposefully engage with the students, faculty, staff, and community. We need a true leader who can manage a large organization well. We need a visionary who wants to lead this system forward and will see us as more than a stepping stone to a good retirement. Please take the time to make an informed, purposeful decision regarding our new leader. Without a vision, the people perish.	12/12/2017 8:01 AM
428	I'd hope that the new superindendent will continue with the commitment that Wake County has shown towards special needs students, I'd also hope that they will reconsider the former stance of eliminating the ID Mild courses in the elementary schools.	12/12/2017 8:00 AM
429	New person needs to visit every single school in the system for a Q & A and truly listen to questions asked, advice offered to gain the perspective, wisdom, and knowledge from all employees	12/12/2017 7:59 AM
430	I believe it would be nice if the superintendent has the ability to be visible in the schools(all grade levels) and possibly even speak to the student body of some of the more diverse schools especially on the middle school level when the students can be growing and struggling with themselves and relationships with peers.	12/12/2017 7:58 AM
431	I think it is important that the next superintendent is also experienced and comfortable with the special education world. WCPSS is behind in its inclusive practices, with many closed mindset instructors. We need to bridge the gap between special education and Core, it is not two separate worlds but rather should be a collaboration. Special education is also an area where we spend a lot of money giving compensatory services because IEP's have not been followed. If we strengthen/support this area with more accountability, we could save money or use that money for being proactive and the benefit of all students. Rather than being reactive for a few.	12/12/2017 7:57 AM
432	A person with integrity, open-mindedness and considerable classroom experience would be best suited to this position. Too often it seems that many do not have education classroom experience or have forgotten how their 'visions' affect the classroom teacher and thus, the students. It is imperative that a person in such a position has direct knowledge and experience within the classroom in order to directly understand the needs of the students and the educators of Wake County.	12/12/2017 7:57 AM
433	[REDACTED]	12/12/2017 7:56 AM
434	Willingness to tackle the issues of diversity, not sugar coat the need to have a more diverse pool of educators and not just the LGBT? diversity. Also more proactive of promoting from within.	12/12/2017 7:55 AM
435	Especially in the current educational climate, I think it is important for a future superintendent to value and actively promote arts education at ALL levels of education. While arts education has strong intrinsic value, It has also been proven time and time again that strong arts education programs promote student attendance and achievement. We have areas in Wake County that have strong programs, but then other areas are severely deficient. If we are going to be working to have consistency across the district as well as a focus on vertical alignment within the curriculum, then the district needs to address this issue with vigor and commitment.	12/12/2017 7:51 AM
436	[REDACTED]	12/12/2017 7:50 AM
437	The new superintendent should be someone who will value, support, and protect the strong fine arts programs in the school system.	12/12/2017 7:50 AM
438	I want [REDACTED] to be promoted from within.	12/12/2017 7:48 AM
439	please hire someone outside of wake county, preferably outside of north carolina, to bring fresh ideas and sound educational practices to this district.	12/12/2017 7:48 AM
440	Experience in the ground level of education. This includes teacher and principal.	12/12/2017 7:48 AM
441	I believe it would be very important to find a superintendent that is less concerned with what the discipline data and graduation rates suggest than what students are actually achieving. We need a superintendent who, [REDACTED] We need to ensure we are truly educating children and preparing them for their future after graduating from our school system; we cannot continue to simply graduate unprepared children for the sake of appearances.	12/12/2017 7:47 AM



442	The whole point of a school system is to help/teach the students. This means preparing them for the future.....not just graduation. Teachers know what is best for students and student learning/success. A superintendent should have experience as a teacher so he/she can relate to the teachers and students. Every year we have students graduate from high school that are not ready for college level classes let alone the real world.	12/12/2017 7:47 AM
443	WCPSS really needs a leader that is willing to address the "lack of diversity" in this county. Address the way children of color are treated and hire diverse teachers. Listen to your communities and put people in schools not because they have been in the system for a long time but really try to match qualified people with the demographics of a school...for example some schools need strong Afro-American/Latino leadership...not only on the administration side but in particular in the school setting....	12/12/2017 7:46 AM
444	Must be someone with extensive classroom experience and who is going to advocate for teachers and students.	12/12/2017 7:44 AM
445	We need someone who will listen to the teachers to understand the needs of our students. We also need someone who is unafraid to restructure and "clean out" central office to better serve our students, teachers and admin in the schools.	12/12/2017 7:42 AM
446	I have worked in the Wake County Public School System for over 20 years as a teacher, Assistant Principal and Principal. I worked in other school systems early in my career and observed that there is a distinct difference in WCPSS. There is a level of professionalism and an expectation of excellence in WCPSS that does not exist in other school systems. I am proud to work for WCPSS. I want a Superintendent that understands the culture of excellence and level of high expectations for staff and students in WCPSS. I want someone who knows the history of WCPSS and will support the Strategic Plan. [REDACTED] [REDACTED] WCPSS is one of the best school systems in the country. We have excellent leaders within our district. I would like to see the WCPSS Board of Education seriously consider current WCPSS staff members as the next Superintendent. We have several candidates who [REDACTED] [REDACTED] would be outstanding leaders for our district. Thank you for seeking our input.	12/12/2017 7:42 AM
447	We need someone to fight for teachers. Teachers work a tremendous amount of hours they are not compensated for, especially special education teachers. Fighting for a pay raise for hard working teachers should be a priority. If you want to have student growth, you need amazing teachers, and to get those amazing teachers...you need to pay them what they deserve.	12/12/2017 7:40 AM
448	Please hire someone that is from North Carolina. They understand parents and students better....	12/12/2017 7:38 AM
449	Concentrate on support of the whole child and his/her teachers first, and the success of the system will be imminent. Slogans and bureaucracy do NOT achieve this goal - action only.	12/12/2017 7:38 AM
450	Trusting, supporting and listening to teachers is most important.	12/12/2017 7:38 AM
451	Someone who constantly works with teachers.	12/12/2017 7:37 AM
452	I would like to see a leader who is realistic. Being visible and warm [REDACTED] [REDACTED]. Staff should feel valued and school administrators should be accountable to this person.	12/12/2017 7:37 AM
453	I believe we need to put more focus on technology in education and work toward a one to one model.	12/12/2017 7:36 AM
454	Needs to see the importance of support staff. Teachers are overwhelmed and underpaid leaving Wake County and now the support staff is following. Really needs someone who has seen first hand the need and value of support staff in the success of the students and staff.	12/12/2017 7:35 AM
455	Relevant classroom and administrative experience is an important trait. The selection of a superintendent candidate [REDACTED] sends a troubling message to staff and the community; please don't do that.	12/12/2017 7:34 AM

456	We are years behind in using leading educational research, still using disproven and outdated methods such as the block schedule, early start times, and over-testing. We also implement self-defeating mechanisms such as large class sizes and removal of teaching assistants, and expect teachers to do more with less. We need someone with experience in the classroom who knows how hard it is to be an effective teacher in this day and time, and who will advocate for policies that empower teachers rather than hinder them, no matter what the cost. The current educational model is dead or dying and ineffective for a large number of students. Someone needs to make hard decisions to move us into the 21st century instead of continuing to embrace methods from the 19th century that are no longer valid. Leaders and legislators always say the student is what is important, but we all know that money drives every decision that is made, and the fallout, in lack of student achievement and loss of valuable teachers who are fed up with the system, is not worth it. We are selling the future of our community, state, and nation by sticking with the status quo. Who has the courage to make the change? That is who we need.	12/12/2017 7:33 AM
457	Please conduct a nation wide search and don't just go to the next person "in line" for it.	12/12/2017 7:32 AM
458	Would love for our next superintendent to have some sort of prior experience and/or connection to WCPSS.	12/12/2017 7:29 AM
459	An understanding that students not only need success on core areas for standardized testing and graduation rates, but it is almost more important for students to have a holistic education that includes elective courses and other life skills.	12/12/2017 7:26 AM
460	I hope that our next superintendent treats staff, especially our principals, with respect and dignity. [REDACTED]. The kind of person that comes to mind that is the type of leader we need is [REDACTED] inspires the people that work with and for [REDACTED] to be their best. I would love to see [REDACTED] as our next system superintendent!!!	12/12/2017 7:25 AM
461	Would like someone that understands all positions in the school not just teachers and administrations but everyone inbetween.	12/12/2017 7:25 AM
462	WCPSS needs a leader who is not afraid to face one individual or 100. A leader who is not afraid to say "no" to parents and staff because they have a better plan that benefits the system as a whole.	12/12/2017 7:25 AM
463	We don't need a cheerleader we need strong in the trenches experience. We need someone who is strong on student behavior issues.	12/12/2017 7:23 AM
464	We should try to hire someone who will stay in the job longer than just a few years.	12/12/2017 7:22 AM
465	Experience with astoundingly fast growth in a must.	12/12/2017 7:22 AM
466	My hope is that the next Superintendent will focus more attention on the students that actually want to be in school. Too much of my time is spent on students who are disruptive to the learning process and are hindering my ability to be the best teacher I can be for all my students. As a system, we focus the majority of the time and attention on the minority of students who are disruptive. If more strict discipline would be allowed (suspensions, expulsions), I think we could take back control of our schools. As a parent and teacher in this system, I see students being allowed to curse at teachers, fight with little to no consequences, miss extreme amount of days of school, etc. Then the teacher is EXPECTED to bend over backwards, work additional hours before and after school or what ever else if necessary to catch the child up so that they can graduate on time. Sometimes, the child needs to experience failure so that they can learn from that and make better choices in the future.	12/12/2017 7:17 AM
467	Wake County needs a superintendent who appreciates its strengths, including its community, staff, and most importantly, its students. All decisions should be student-driven; however, it is important that valuable and variable resources are utilized beyond just data or the newest trends -- teachers and highly capable educators should always be included in important decisions. They are the ones who interact on a day to day basis with the population we are trying to best serve. In addition, we need a superintendent prepared to work with our large, gifted, and extremely diverse population -- we are not a one size fits all county. I also hope for a superintendent who truly values education, who can articulate a shared vision, and emphasize what we can do and stand up for public education whenever necessary.	12/12/2017 7:15 AM
468	Please make sure this person has actually been a teacher in the classroom.	12/12/2017 7:15 AM

469	Because of the nature of the current political environment regarding public education, finding a suitable candidate with experience within our state, to me, is vital. Also, because of the vast size of our district, the candidate must be able to lead in the midst of competing voices - from school leadership that voices concerns and needs from a variety of neighborhoods that have very unique and different needs. This candidate must be a visionary but at the same time, be very realistic and pragmatic - communicating the vision to staff, parents and community stakeholders clearly and effectively, yet also selecting strong leaders in each area to support the vision in a very practical sense with each school.	12/12/2017 7:15 AM
470	They should have experience working within our county for a period of time.	12/12/2017 7:14 AM
471	Someone who is willing to increase salary for school staff, including hiring more school counselors, teachers, etc. Someone who is committed to one district wide vision and initiative in order to focus the county on one main objective.	12/12/2017 7:13 AM
472	New [REDACTED] Superintendent should conduct a school review annually, looking specifically at teacher's confidence in their schools principle and assistant principles. If adopted recommend the district start their review with [REDACTED].	12/12/2017 7:13 AM
473	I would like the Board to find a leader who is interested giving all teachers raises. I have 28 years in Wake County and haven't had a raise in 6 years. I see teachers in my school that have only been teaching 6 years who make almost what I do. That is very disheartening. I understand it is important to maintain high beginning teacher pay to recruit young teachers, but you are not going to keep them if you don't pay across the pay scale.	12/12/2017 7:12 AM
474	Please listen to your teachers. This should be using a random selection process. Technology needs to listen to user problems and correct. Current technology link to classrooms is cumbersome and difficult to navigate when help is needed.	12/12/2017 7:11 AM
475	[REDACTED] would make a great superintendent!!	12/12/2017 7:10 AM
476	There should be more in the survey and the Superintendent's vision focused on the welfare of the teaching staff. Wake County will only draw and retain excellent teaching staff when the District recognizes that teachers should be paid professional wages and have help paying for advanced training	12/12/2017 7:09 AM
477	Our next superintendent should have an experts grasp of what modern education needs to be. They need to shift the focus on education to be learner centered not student or teacher centered. They also need to focus on shifting the paradigm away from compliance and onto empowerment for all stakeholders.	12/12/2017 7:06 AM
478	Willing to leave some of the new programs/practices (like the new EL curriculum) in place to allow student/staff adaptation - and give it time to show success.	12/12/2017 7:06 AM
479	A Superintendent's experience should include being a former teacher and site-based administrator.	12/12/2017 7:06 AM
480	The new superintendent should not [REDACTED]. The superintendent should not make decisions based on race and hire based on qualifications.	12/12/2017 7:05 AM
481	this person needs to help teachers lower the cost of insurance and increase teacher pay, increase teacher support at the school level when dealing directly with difficult students.	12/12/2017 7:02 AM
482	Find someone who knows/remembers what its like to be in the classroom/in a school.	12/12/2017 7:01 AM
483	I'm not sure what WCPSS is about anymore.	12/12/2017 7:00 AM
484	We need an advocate for effective public education. A proven communicator who can interact with all the pressure groups, seek input, and make the tough choices. We need an administrator who believes in public education demonstrated her or his visibility throughout the school district.	12/12/2017 6:58 AM
485	Why is Google so successful? How do they treat their employees?	12/12/2017 6:57 AM
486	Please make sure that this new person has TEACHING experience in the classroom!	12/12/2017 6:56 AM
487	I strongly believe that the best candidate for WCPSS Superintendent is an experienced educator and school administrator and someone already familiar with our enormous district is preferable.	12/12/2017 6:56 AM
488	Experience with an extensive Special Education population.	12/12/2017 6:49 AM
489	Good luck!	12/12/2017 6:48 AM



490	Many of our teachers are successful not because of some innate ability to teach, but because they are in the position they want to be in. They want to be teachers. Many of our principals are similarly successful because they want to be principals. We need someone whose end career goal is to be a superintendent. When a person has reached that goal, they can focus both eyes on the task at hand. When a person is not intending to remain in a position, they always have one eye elsewhere, reducing their effectiveness. We need more teachers who want to teach, more principals who want to be principals, and a superintendent who wants to be superintendent for the next couple of decades. We often tout that our students need consistency in the classroom to be successful. The whole systems needs consistency to be successful. The constant change we see in education benefits no one, and harms our students.	12/12/2017 6:44 AM
491	I would love to see [REDACTED] as superintendent. [REDACTED] and would be a great fit as [REDACTED] knows Wake County and was a [REDACTED].	12/12/2017 6:42 AM
492	Graduation rate is winning but student achievement and classroom rigor is falling. Not long term suspending violent students is causing a dangerous workplace and sacrificing our classrooms for the price of increasing graduation rate.	12/12/2017 6:38 AM
493	It's really important to get someone that we can trust and is willing to earn the trust of a big county like Wake.	12/12/2017 6:35 AM
494	We need someone who has been in the classroom and on the administrative side in our schools (or in any schools) because we need someone who understands what happens in the schools - not just a visionary - a realist who can speak for the profession.	12/12/2017 6:34 AM
495	We need someone that will continue to support/increase employees pay rate as an incentive for attracting more teachers to the North Carolina area.	12/12/2017 6:31 AM
496	Any casual observer can see that this school system is too large to be run effectively. The solution is not to pretend to bring in someone skill in a job nobody can do well. It is to bring in someone willing to preside over its fragmentation, even at the expense of their own political power, and, moreover, the political power such a large system affords the board that will hire the new superintendent.	12/12/2017 6:24 AM
497	[REDACTED]	12/12/2017 6:14 AM
498	In order to attract your real talent your customers are your teachers. I see funding that goes to waste and that very well could go in my pocket so that I don't have to work my summers away. Summer break is a time for teachers to recharge and become human again. If you don't believe that...you've never been a teacher.	12/12/2017 6:11 AM
499	A superintendent who will ensure that various areas of the county are getting the resources and staffing that are needed. For example, ensuring that the Eastern part of the county is not neglected. I believe that positions such as social workers, school counselors, and nurses should be designated to schools based on needs/risk factors/achievement data/F&R lunch/ESL/Spec Ed populations and NOT size of school. A superintendent who will consider this and delegate accordingly so that those needs are better met is important to me as an educator, school counselor, and school leader. Thank you!	12/12/2017 5:17 AM
500	[REDACTED] would be an excellent choice.	12/12/2017 12:36 AM
501	no comments at this time.	12/11/2017 11:12 PM
502	For me as a new teacher in wake county and to this country, I strongly believe that if you believe your staff are great, great things will happen. The teachers and support staff in WCPSS are wonderful but terribly overloaded and spread so thinly. When you look at the successes of countries such as Finland, their success lies in the importance placed on the teachers who are at the coal face of learning and the students who they teach. Their teachers are truly valued & trusted for what they do and children are allowed to be children not numbers that are assessed to within an inch of their lives- weighing the baby never made it heavier. A superintendent that can make real positive change by listening to and trusting teachers is what is truly needed here.	12/11/2017 10:41 PM
503	Hire someone with integrity that trusts teachers to teach.	12/11/2017 10:34 PM

504	Please do not bring in an individual who is not familiar with this area. Do not bring in an non-educator!	12/11/2017 10:20 PM
505	Someone from within the district may be a good way to go.	12/11/2017 10:06 PM
506	Understand going in that he/she will always ha e people upset with him/her	12/11/2017 10:01 PM
507	If you take care of employees, they will do great things for the children they work with. Extra resources, staff and supplies should be available to more schools and not funneled into fewer schools. Thank you for asking for our input. I am blessed to be in such a wonderful school system.	12/11/2017 9:58 PM
508	Would love to see the Superintendent be visibly and noticeably in touch with those directly responsible for teaching students. There is a gap between what teachers are asked to do and how that is communicated and also a lack of teacher input in making those decisions. Someone that would bridge those gaps would go a long way in building teacher morale (which despite being in a great county, is relatively low) every quarter teachers are asked to do more and more with less resources, help, and time. We have no means of expressing our needs and would love leadership that would help us feel heard and supported.	12/11/2017 9:57 PM
509	██████████ an outspoken advocate of creating a successful, high-achieving school district with a level head and professionalism. ██████████	12/11/2017 9:43 PM
510	██████████. Being there is what matters, not showing off degrees, it's about the students, not the staff. Gets rid of people in positions of power that aren't making sound decisions, like promising resources to teachers and then not delivering on them. Makes sure ██████████, and finding principals that have at least 8 years of classroom experience.	12/11/2017 9:37 PM
511	We need someone who has recently been in the classroom dealing with the struggles of Common Core. Someone who is not so data driven that they forget that real life happens in the classroom. A measure of comprehension should not be about taking a test and being able to write two written responses to a text at the age of six when the questions are not grade appropriate. mClass is a teacher tool not a way to rank children and schools. Someone who is ready for a change and will listen to the countless parents who are not happy with Common Core.	12/11/2017 9:29 PM
512	Good luck.	12/11/2017 9:26 PM
513	As a music teacher, given our current situation in the state of North Carolina, it is important to me that a new superintendent would value the arts and strive to keep music, art, and PE as part of the core classes in elementary schools.	12/11/2017 9:24 PM
514	The new Superintendent should be required to visit all schools at least 3 times per year. ██████████	12/11/2017 9:23 PM
515	We need a superintendent who will fight for the teachers. We are constantly up against horrendous legislation that makes our jobs next to impossible to do. The state has begun an attack on public education and we need someone who will know how to get what we need so that we can serve our students and community despite the roadblocks the state has given educators. We need a superintendent who understands the importance of academic core subjects as well as "specials" and that the special classes are just as important to the development of the whole child.	12/11/2017 9:20 PM
516	A leader who values ALL learners and allows resources and flexibility so their needs are met is needed at this juncture in the development of our school system.	12/11/2017 9:13 PM
517	One of my concerns, is the questions highlighted here narrow the characteristics of the attributes our school community is looking for in a new superintendent. I would like to see more open-ended questions that may field a myriad of responses. As a teacher, I feel the Superintendedent should have a strong skill set to address community concerns, yes; but the focus should be on learning (students) and teaching( teachers) and then selling it to the staff. He/she needs to have a vision that takes into account the good of the whole regardless of where we have been	12/11/2017 9:07 PM
518	I would like to see someone who will push for proper funding for schools, materials and teacher pay. Teacher are overworked and undervalued for all they do with little resources provided.	12/11/2017 9:03 PM
519	Someone who values all school based administrators. Attends all Principal meetings and values the input of all stakeholders. Allows staff to have an audience with him to share celebrations and concerns. General overall feeling of accessibility for all staff members. ██████████	12/11/2017 8:55 PM

520	I think it is very important to select someone with a variety of educational experience in a plethora of different types of environments. That person should also have some type of successful teaching experience.	12/11/2017 8:49 PM
521	There has been consistent vision and direction for Wake County schools within recent years, including appreciated support from our board for this vision; it will be important that the new superintendent is able to embrace this movement and carry it forward, rather than divert it or start over.	12/11/2017 8:44 PM
522	I would like a superintendent that has a good knowledge base of special education	12/11/2017 8:41 PM
523	Someone who is going to make a difference in class sizes for high schools.	12/11/2017 8:40 PM
524	We need someone that will value and fight for better teacher pay and that will recognize and value master teachers and fight to retain these teachers!	12/11/2017 8:26 PM
525	It would be refreshing to have someone who has had experience in the classroom and a past administrator so that they will be able to know whether any new legislation or curriculum would be beneficial. This way teachers are not constantly spending time learning new curriculum that does not last and changes frequently. It would be great to have someone that would support the idea of teachers actually teaching students information and concepts that stick for life, not just for a test.	12/11/2017 8:24 PM
526	That the new superintendent is just as responsive to his stakeholders within the school system as well as the community.	12/11/2017 8:19 PM
527	I think it's really important for the new superintendent to put accountability as a top priority. Everyone involved in the school systems should be held accountable. I know it's very important to me (and I can assume very important to many people) that the new superintendent have significant experience in the classroom. That's where it all begins and if a superintendent does not have sufficient experience as a classroom teachers there is such a disconnect.	12/11/2017 8:19 PM
528	To truly embrace this role and take on the responsibilities involved it is crucial that the incoming superintendent has had classroom experience - above all else.	12/11/2017 8:17 PM
529	<p>The new Superintendent should be willing to decline any bonus or raise that is not proportionate to what classroom teachers received ( [REDACTED] ). Any Superintendent hired should express an opinion based on understanding the experiences of classroom teachers and site based administrators when it comes to salary negotiations- do not hire if they have been out of site based admin or classroom for more than 10 years...way too out of touch! I would like someone who is a proven organizational leader. [REDACTED]</p> <p>[REDACTED] Central office should have some sort of newsletter that all departments add to and send out to site based leaders (Principal, AP, IRT, Coaches) so that everyone is on the same page. Look up something called the Essential Elements in Hillsborough County, FL. That is one easy step to creating better communication that began with a Superintendent that insisted on increasing communication and collaboration. Job duties and positions across schools need continuity and that should be defined and organized by a leader such as the superintendent at central office. There is also WAY too much change in funding for positions from year to year. Continuity is important for coaching positions to make gains- this is not done in one year! The person you hire should NOT be from Wake County, and I would argue even from NC because outside views would be very beneficial going forward. Many districts across the country have already had success is the CCSS shifts, MTSS, Culturally Sustaining Pedagogy, etc. that Wake is just now starting implement, so someone who has been part of the "it already worked when we..." crowd would be very beneficial.</p>	12/11/2017 8:17 PM
530	Be an advocate for the students and the teachers of WCPSS.	12/11/2017 8:12 PM
531	We need a superintendent that can big WCPSS allow teachers to teach speak out for teachers against all these assessments that no one is looking at and the assessments are taking away from teaching and we wonder why student achievement is down. Also there are too many administrators that are sitting around in the schools allowing students to control the school we need a strong leader	12/11/2017 8:12 PM
532	<p>[REDACTED]</p> <p>connected with teachers, students, and parents. WCPSS needs someone that would continue to move the district forward for to be cultural responsive to the diverse population we serve. Believe ALL children has access to an equitable education.</p>	12/11/2017 8:11 PM

533	Please consider [REDACTED] as candidates. [REDACTED] long successful histories with WCPSS and have lead schools effectively.	12/11/2017 8:08 PM
534	Find someone who values teachers and there efforts to increase achievement. Lack of pay for teachers and lack of upward mobility in this profession is running off some really good teachers.	12/11/2017 8:08 PM
535	As a county, we are moving away from what research, experience and successful school systems show to work for student growth and success. We need someone willing to think outside the box and advocate for our students (and school employees). The goals of the system seem wonderful, but real life shows actions that are more preventative, not proactive. Change...big change, is needed.	12/11/2017 7:50 PM
536	mandatory classroom experience	12/11/2017 7:44 PM
537	He/She has to have experience as a public school classroom teacher. He/She should change the direction our curriculum is headed. The trend within the County appears to be towards scripted curriculum. Scripted curriculums present multiple issues, including demonstrating lack of respect and confidence for teachers to plan engaging and effective instruction. The new Superintendent should strive to give freedom back to the teachers to be creative with their instruction.	12/11/2017 7:44 PM
538	[REDACTED] would be wonderful. I would like to see someone who is currently working for WCPSS. An outsider wants to do their own "new thing". Lets keep the ball rolling and not start over.	12/11/2017 7:44 PM
539	Someone with a positive attitude who is approachable and charismatic	12/11/2017 7:43 PM
540	We need someone who will start and continue fighting for the rights of teachers. We will never be able to get and keep great teachers if we continue to make WCPSS a district that is not "teacher friendly." We want people BEGGING to work here, not leaving the profession. A great first move would be to get rid of the "pay your own sub on a personal day" (even if your colleagues have to cover so you didn't have a sub to pay in the first place).	12/11/2017 7:43 PM
541	I want an experienced Superintendent who is smart, honest, supportive of the Strategic Plan, has high expectations for all staff and is a former principal.	12/11/2017 7:43 PM
542	Get someone who has actually taught and understands what it means to be a teacher! Understands what is actually best for the students and won't waste money! Split the county up!!! It's too big!	12/11/2017 7:28 PM
543	We need a superintendent that values the teachers and support staff and will be willing to go to bat for them with regard to pay raises, curriculum support, improved technology, etc.	12/11/2017 7:16 PM
544	I would love to see a person who is a strong leader, someone dedicated to education and someone who is invested in this community; someone who already lives and works here, and has an intuitive understanding of the challenges that this county faces. As I see it, many people like to flock to charter schools or private schools because they do not understand the need for new schools and the consequent need for reassignment. We need someone who can get the wealthier people of Wake County to buy into the value of diversity for all students, because right now there is so much disparity between the haves and the have nots.	12/11/2017 7:10 PM
545	I feel the new superintendent needs to have a solid understanding of the expectations in a classroom, in order to make decisions that impact the classroom.	12/11/2017 7:06 PM
546	It's really critical that we hire someone who can communicate with people and who has a friendly and welcoming demeanor. [REDACTED] [REDACTED] a superintendent who would speak to us and treat us like we mattered.	12/11/2017 7:06 PM
547	I would love to see an individual who is knowledgeable about special education. Especially in regards to best practice, moving toward a more inclusive model across the district and creating a sense of community in schools with special education and regular education students and staff members. I feel that Wake County's model for special education (from what I have seen) is one of our weakest areas.	12/11/2017 7:05 PM
548	I'd like to see a superintendent who is not influenced by politics. I'd like to see a superintendent who is willing to make changes that are best for ALL the students in the district, not just the children of the parents who are the most vocal.	12/11/2017 7:05 PM

549	I would love to see one of Wake County's own be placed in this position. I am specifically thinking about [REDACTED] has served as [REDACTED] in this district and can relate to the employees and families in this area.	12/11/2017 7:02 PM
550	None	12/11/2017 6:53 PM
551	I cannot imagine why someone would want this job, but I thank God there are good people who do! We need someone who is a magician, a juggler, a clown, a quarterback, a running back, a pitcher, a guard, and a linebacker. Someone who can listen when needed and pretend at times not to hear; who can say the hard things when needed and the polite things when the world is rude. Is Superman available? Wonder Woman?	12/11/2017 6:48 PM
552	We need a superintendent who is visible and approachable.	12/11/2017 6:39 PM
553	none	12/11/2017 6:39 PM
554	Drop EL program	12/11/2017 6:37 PM
555	The new superintendent needs to be an advocate for ALL students as well as for ALL WCPSS employees. Public education is in the spotlight and must start to see improvements across the board.	12/11/2017 6:37 PM
556	Realistic, driven, goal oriented, supportive of staff, students, and families.	12/11/2017 6:33 PM
557	We need someone who will focus on research-based strategies that make sense for students and teachers rather than trying every new fad or big money boxed program. The new superintendent needs to have a good handle on these best practices and make sure educational materials used are what's best for kids.	12/11/2017 6:32 PM
558	As a experienced teacher in Wake, I want most a professional who can truly relate to and understand the demands of our profession from our student's perspective as well as the teachers perspective. Too often, administrators are way too far removed from a classroom and thus, everything that affects our students daily. If you haven't taught in a classroom anytime recently, you have no idea of the expectations that are put upon us, and the struggle that is extremely real as we try to do everything to promote our vision and all student success. We need leadership that can lead; advocate for our financial futures; hold students to high levels of accountability; manage a diverse and large school system and be approachable, friendly and caring. I personally want a smart, risk taking (when necessary) advocate for myself and my students. I give 1,000% every single day and I want leaders that can really understand what that sacrifice looks like.	12/11/2017 6:26 PM
559	Someone who will understand that lowering academic standards to promote a higher graduation rate is a losing proposition in the long run for the students and for the community. The push toward a higher graduation rate is costly! Taking action to "catch" students that might fall through the cracks is great--but the standards for their graduation should not be consistently lowered just so that they can get a diploma and meet a lofty goal.	12/11/2017 6:19 PM
560	[REDACTED] was an amazing leader, communicator and visionary for our school system.	12/11/2017 6:17 PM
561	Discipline in the schools needs to be a focus. Students should not be allowed to enter the building and use profanity. Students should be engaged and respectful to peers and teachers or consequences should occur. ISS needs to be a rigid and strict program that does not reinforce bad behavior within the school. If students are well-behaved then graduation rates will increase. The off task and inappropriate behaviors are interfering with the learning process. Discipline was not a factor listed, but the new superintendent needs to have a plan to deal with discipline within the school system. As of now, the students are in charge and administration has their hands tied. This impacts the classroom	12/11/2017 6:16 PM
562	Not that it will do any good but, I hope you find someone who is not just looking to leave behind a legacy (which really equates to nothing more than window dressing). If a superintendent thinks he/she has so many great ideas on how to be a better classroom teacher then apply for a different position. The superintendent should focus on the business aspects of the school system and let the principals make educational decisions for their 'communities'.	12/11/2017 6:14 PM
563	Be a risk taker by reassigning most dynamic principals to high risk areas. Also seriously address the achievement gap.	12/11/2017 6:09 PM
564	none	12/11/2017 6:07 PM
565	A leader who has a heart for Exceptional Children and a focus on ALL students!	12/11/2017 5:51 PM



566	Focus on student proficiency and achievement rather than graduation rates. Someone who will fight for assistant principal and teacher pay. Getting out the dead weight in administration (both schools and central office). If we focus on student proficiency, graduation will naturally increase.	12/11/2017 5:48 PM
567	It would be nice to have the [REDACTED] board members spend a day in a classroom. In my 10 years working at WCPSS not one board member [REDACTED] has ever visited my classroom. He/She needs to be visible and have been a teacher, have first hand experience with what goes on in a classroom on a daily basis and meet with teachers and students.	12/11/2017 5:47 PM
568	High emotional intelligence. Can think outside the box. Is political because he/she has to be, not because he/she wants to be. Intelligent Humorous Kind	12/11/2017 5:40 PM
569	As a school administrator it is my hopes, our next school system leader believes in the investment he/she makes in administrators and doesn't mind hiring and growing the system from within. It is my hopes they will place an emphasis on equitable decision making for our students, staff, and community stakeholders. Lastly, we need a visible leader, I recognize the county is large, but visibility builds value! #wshce	12/11/2017 5:38 PM
570	NA	12/11/2017 5:35 PM
571	[REDACTED]	12/11/2017 5:27 PM
572	I would like for the person to have mandatory experience in successfully working with children with disabilities, their teachers and their parents. Also to have in-depth knowledge of the laws protecting students with disabilities.	12/11/2017 5:26 PM
573	I think [REDACTED] should be the next WCPSS superintendent. You will not find a better leader who is committed to excellence and inspires both students and teachers to give 110%.	12/11/2017 5:22 PM
574	Makes decisions based first on what is best for students.	12/11/2017 5:22 PM
575	There are a lot of things on paper for WCPSS but what is really happening in the schools is far different than the window dressing that is being presented to the public. As a parent of a student of the school system, I am very much concerned about my own child attending WCPSS. We have lost sight of the importance of holding students accountable. We have lowered the bar so everyone can reach it. In doing this we have devalued the great work we are doing. When a student can graduate high school and not put together a legible sentence or solve a basic two step equation, we are not doing the right thing. We have got to stop passing kids on to save face with the public. We are hurting their future. We are financially ruining the families whose kids with struggle greatly at the university level, if they do not give up and quit. Honors courses are not honors courses and AP courses are now being watered down to help students "pass". Students know this and they are doing less and less work to "get by" because they know they are not being held to a high enough standard. We really need to fix this before a high school diploma is not worth the paper it is printed on. I love teaching. I love educating students. It is killing me inside every time I am pressured to pass kids to the next level because we can only fail so many. When most kids are coming in far below where they should be, it is not the teacher, it is the system. We need someone who is willing and wanting to listen to teachers tell them what the REAL problems are in the classrooms/schools. We need a restart of some sort.	12/11/2017 5:22 PM
576	Must have teaching experience of more than 5 years. Too many administrators bolt from the classroom, and then dictate flawed educational practices	12/11/2017 5:21 PM
577	Give Assistant Principals in the county the same chance to be promoted as you give AP's from outside the system. Grow and promote AP's to take on principalships and let some of the retirees retire. Have faith. I love Vision 20/20. We should stay on that path and not start something new.	12/11/2017 5:21 PM
578	They should support the teachers in the school system. Too many administrators (especially at [REDACTED]) care too much about advancing their own careers at the expense of supporting their teachers or doing what is best for students. The superintendent should understand that having as a goal graduation rate only incentivizes self-serving principals such as the one at [REDACTED] to lower standards enough to meet those goals without actually preparing students for college or careers while also exhibiting a toxic attitude towards dedicated staff.	12/11/2017 5:17 PM
579	Please select someone who has been a superintendent before and wants to connect to principals.	12/11/2017 5:17 PM
580	This is kinda of related, teachers of Wake County need to be offered 12 month pay and paid before holidays. We work hard and small things like this make a major difference in our lives.	12/11/2017 5:16 PM



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593	<p>I believe it is important that we find a leader that values ALL school administrators. One that will know all administrators not just those at central office. [REDACTED]</p> <p>[REDACTED] I would like to see a leader that brings central office together. THERE ARE TOO MANY INCONSISTENTIES coming from central office. Our intervention coaches and teachers are off campus way too much (minimum of once a week) The messages they are getting are very conflicting to what Principals are told. The AP's have completely been removed from going to any Intervention meetings as it is now required that Principals go (taking us out of the building more frequently) or they allow only two slots for professional development. I would like to see a Superintendent who gets out to my school. [REDACTED]. With all the personel at Central Office you would think that they could get people into the trenches rather than having a meeting to have a meeting with people who have not been in the schools to express concerns.</p>	12/11/2017 4:55 PM
594	<p>I would like to ensure our Superintendent is committed to providing a safe and welcoming environment for ALL students and staff, regardless of race, gender, gender identity, sexual orientation, socio-economic status, level of academic achievement, etc. I would like to see our district takes steps towards making our schools and workplace more inclusive... moving away from assumptions of a gender binary. I'd like to be a progressive district that doesn't shy away from taking strong positions on political issues like HB2, lowered class size limits, and requesting/securing additional funding for support staff (bus drivers, counselors, etc.).</p>	12/11/2017 4:54 PM
595	<p>Our new superintendent hopefully will continue to lead our system in the right direction! WCPSS is such a large system. We need someone who can truly lead effectively!</p>	12/11/2017 4:54 PM
596	<p>An understanding and appreciation for the best practices of Human Capital Management along with supportive actions to build a Human Resource team that allows for the successful recruitment and retention of highly qualified candidates [REDACTED].</p>	12/11/2017 4:54 PM
597	<p>Be responsive to teacher attrition and fully understand why so many professional teachers are leaving the school system for employment elsewhere.</p>	12/11/2017 4:52 PM
598	<p>I feel strongly that our next superintendent have educational experience as a former educator or administrator.</p>	12/11/2017 4:51 PM
599	<p>We need a visionary leader who is grounded in reality!</p>	12/11/2017 4:48 PM
600	<p>We need a superintendent that will support teachers in pay raises and benefits! We are just getting further and further behind... I am close to retirement and I have never seen such low morale in teachers... even with the young ones. We need a leader to motivate and one who will bring back respect to the profession.</p>	12/11/2017 4:48 PM
601	<p>An effective superintendent should be culturally aware and responsive, as well as promote a community that is culturally aware and responsive.</p>	12/11/2017 4:47 PM
602	<p>I really would like someone with credibility that has moved up through the public school system.</p>	12/11/2017 4:47 PM
603	<p>Must have an educational background and previous experience as school superintendent.</p>	12/11/2017 4:46 PM
604	<p>I would like the Board to consider what might be the value of selecting an individual with the qualities and characteristics above and can continue to move the work of Vision 2020 that has been socialized and implemented in schools.</p>	12/11/2017 4:46 PM
605	<p>The superintendent should be able to not just preach about equity, but also put it in to practice herself/himself. For example, schools in our county should not have almost 90% FNR rates, while others have less than 25%. It should also be someone who is not out of touch with the classroom. Too many times, we have decisions that are obviously from someone who has not set foot in a classroom in 20 years.</p>	12/11/2017 4:42 PM
606	<p>I would like to see the new superintendent come from outside the district, to bring new ideas and a fresh set of eyes to the great things we a doing and Wake County and identify areas we need to improve.</p>	12/11/2017 4:39 PM

607	<p>[REDACTED] desire to move WCPSS forward into the 21st century. I loved the goals that were developed with community partners to make students college and career ready and understanding that this was more important than test scores alone. [REDACTED] has the best interests of both students and teacher alike [REDACTED].</p>	12/11/2017 4:39 PM
608	<p>I am very concerned about the class size mandate and how we are going to fund specialists. We need to teach to the whole child. Wake County has an excellent reputation of doing that. They have a strong arts and music program that assists students to make connections and be the successful student that we all aspire them to be. These classes also focus on the 4C and design goals that have been put in place. I would like to see the new superintendent work with the legislature and to see that Wake County continues to be the best school district in the state by offering these integral classes to our students.</p>	12/11/2017 4:39 PM
609	<p>Is willing to fight or find funding to continue the teaching of art, music, PE, science, technology and Spanish in the non-magnet elementary schools.</p>	12/11/2017 4:37 PM
610	<p>Please choose someone that truly understands what teachers go through on a day-to-day basis.</p>	12/11/2017 4:36 PM
611	<p>In general, educators feel walked on, taken advantage of and disregarded as professionals in their field of expertise. I strongly feel the new superintendent needs to target this as a problem connected to employee retention rates and explore ways to help educators feel empowered. In doing this, plans should not only be for teachers, but for support staff and administrators. Many area agencies fall short in giving students the assistance needed for individual problems and issues and the responsibility seems to rest on educators to take care of all needs of our students. While we give it our best, the roadblocks are high. We greatly appreciate leadership who are understanding and attentive to educator needs as well as student needs. If our educators are feeling helpless, the impact on students could be significant. Thank you for reaching out to educators to assist in your search efforts. Best regards</p>	12/11/2017 4:36 PM
612	<p>Needs to feel comfortable getting rid of the people who continue to bring in systems that have negative impacts on teachers time. We do not have hours, days, weeks and months of time waste. We need ti be able to focus on teaching.</p>	12/11/2017 4:35 PM
613	<p>Critical that the superintendent be able to navigate political waters and work with elected officials.</p>	12/11/2017 4:34 PM
614	<p>We need a total overhaul and new curriculum!</p>	12/11/2017 4:34 PM
615	<p>Understands the research and importance of early childhood intervention and is highly supportive of preschool development and inclusion within the rest of the school system!</p>	12/11/2017 4:32 PM
616	<p>I would like our new superintendent to also look at our special needs students and how they can better be served and how the teachers in our schools will be supported to meet their needs.</p>	12/11/2017 4:31 PM
617	<p>Staff thought very highly of [REDACTED].</p>	12/11/2017 4:30 PM
618	<p>[REDACTED]. Wake County employees have a clear path and vision for our future and having someone come in and change that will cause a lot of stress and tension amongst the employees.</p>	12/11/2017 4:27 PM
619	<p>The new superintendent will be able to hire others to oversee many areas that require expertise, if he/she possesses integrity and strong communication skills.</p>	12/11/2017 4:26 PM
620	<p>Choose someone that values the experience effort of the whole team. Willing to make innovative changes to progress the system for the benefit of all concerned, even if there is initially push back from some parties (such as bell schedules, calendar changes, etc.). Change is hard but very necessary.</p>	12/11/2017 4:26 PM
621	<p>Values and understands special education students and needs of providers</p>	12/11/2017 4:24 PM
622	<p>[REDACTED], we need someone who is a visionary but yet humble and able to articulate how to reach new heights in challenging times.</p>	12/11/2017 4:23 PM

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639	Higher quality teacher instruction is a must and our county struggles with filling our schools with these teachers. We need to encourage our teachers to be consistent learners and we are not there yet.	12/11/2017 4:12 PM
640	Committed to a "student first" philosophy is a definite non-negotiable requirement, but additionally-ensuring that every student (of any/all backgrounds) is put first in all decisions. We need to push equity in our district, not just speak the words, but follow through in action. We need someone capable of ensuring this.	12/11/2017 4:12 PM
641	I would hope that the new Superintendent understands how diverse our kids are, and how far behind a lot of them are too. I would also like to work with a Superintendent who understands the value of writing, not just in math or reading but truly understanding how far behind our students are compared to the rest of the world in their writing abilities. This is down to the fact that 30 minutes a day squashed between two other lessons that then just gets pushed out is not enough to teach these students the art of writing.	12/11/2017 4:11 PM
642	Most important be a former educator.	12/11/2017 4:11 PM
643	May he look at someone a bit younger (not near retirement age) so that they can stick around for a bit.	12/11/2017 4:10 PM
644	Search for one who values teachers and advocates for us to be paid a true living wage. If teachers were paid more, they may be willing to stay and you may attract more talented teachers to Wake County. In addition, helping teachers in low income schools feel appreciated and supported.	12/11/2017 4:09 PM
645	Thank you for asking for feedback. I would also like to see the next Superintendent surround herself or himself with a friendly, competent team that is relatable and kind.	12/11/2017 4:08 PM
646	Find one like [REDACTED]!	12/11/2017 4:06 PM
647	The new superintendent must find a way to monetarily attract and retain teachers and school leaders (assistant principals and principals). School building staff salaries need to increase to attract and retain highly qualified staff.	12/11/2017 4:05 PM
648	I would like to see a quality female candidate considered. We have had males of color and white males. I would like to see a strong female considered.	12/11/2017 4:04 PM
649	The WCPSS Superintendent needs to be focused on student success - both academic AND personal/social. Teaching students how to navigate the world socially is just as important as teaching them how to navigate the world academically.	12/11/2017 4:03 PM
650	Someone like [REDACTED] would be fantastic! With the challenges provided by our current NC legislators, we need a leader who is absolutely one of integrity who can stand their ground about the programs, funding, and resources for students that are essential. Strong support of the arts encouraged!	12/11/2017 4:03 PM
651	Someone who recognizes the fast growth of this area, the large number of students moving into the district and how this is affecting schools and services for students. Also, someone who recognizes that with this increase/growth that changes need to be made for schools and services to be more efficient and successful .	12/11/2017 4:03 PM
652	Would like to see the next superintendent to take a firmer stance on making sure that all schools maintain firm control of student behavior expectations	12/11/2017 4:03 PM
653	Something has to take place in the management of our county. The superintendent needs to be aware and proactive in the decisions of central office administrators who are capable of advancing the system vision. [REDACTED]	12/11/2017 4:03 PM
654	As an eastern area school teacher, I don't feel as though equitable time and resources have been given to our area as compared with other areas in our district that might be growing at a faster rate. Please visit, learn to understand our struggles, and give equitable resources in the future. Thanks	12/11/2017 4:01 PM
655	Please be mindful of the new class size law and help to support fourth and fifth grade teachers.	12/11/2017 3:59 PM

656	I would like to see a Superintendent who "gets in the trenches". I'm tired of feeling like educational decision makers have no idea what happens in the classroom. It's easy to make statements and policy, it's way more difficult to implement those grand designs.	12/11/2017 3:59 PM
657	Thank you for seeking our input...	12/11/2017 3:59 PM
658	It is important to hire someone who believes public education is important and who believes the same level of opportunity should be available to EVERY child in Wake County.	12/11/2017 3:59 PM
659	Please consider local talented individuals who have worked in WCPSS and understand its many challenges. I don't think the best candidate has to be a national figure	12/11/2017 3:59 PM
660	This person should be an advocate for students, parents, and staff members. All of these people are important and need to be valued by this person.	12/11/2017 3:58 PM
661	We need a superintendent with strong people skills, who likes to mingle with and get to know his/her staff.	12/11/2017 3:58 PM
662	Refrain from hiring any person who has a political/religious agenda contrary to maintaining strong public schools for all learners, from the highest (going to Ivy League schools to and most challenged learner who may go to college or may need preparation to be prepared for the workplace.	12/11/2017 3:58 PM
663	The new superintendent will allow principals to pick the dates and times they want to do K9 searches in their schools. The new superintendent will be more engaging and friendly with all levels of employees.	12/11/2017 3:57 PM
664	Visible in the central office to staff and good people skills	12/11/2017 3:54 PM
665	We have to do something about the potential upcoming class sizes in fourth and fifth grade. We have teachers who are considered "non-career teachers" in our state, which is an insult. Teacher retention needs to be addressed. Principals should be held to high standards and teacher feedback should be taken seriously.	12/11/2017 3:54 PM
666	Charisma with integrity. Strong instructional leader who makes thoughtful (not impulsive) decisions. Visible in central office. [REDACTED]	12/11/2017 3:54 PM
667	I think we need to start looking at how we are testing students, how often we are testing students, and how the stress on testing is not closing the achievement gap. It would be interesting to see a superintendent who has options other than more testing and more frequent testing as an option for closing the achievement gap.	12/11/2017 3:54 PM
668	Sometimes we have qualified people among our organization.....	12/11/2017 3:54 PM
669	[REDACTED] someone personable.	12/11/2017 3:54 PM
670	I would like to see a very well-rounded individual as superintendent. One who can solve problems and put our students and teachers in the best situations for learning. Also one who will be a proactive voice on behalf of the teaching profession at the state level. Thanks.	12/11/2017 3:53 PM
671	Someone who is able to present a public face to our school system.	12/11/2017 3:51 PM
672	Familiarity with the district and an individual who has experience as a Superintendent but still has years left in retirement. We need someone who has the possibility of sticking around for 10 plus years.	12/11/2017 3:48 PM
673	It would be nice to have someone in this role who has actually been in the classroom as a teacher, or in the school as a principal.	12/11/2017 3:46 PM
674	I would like a Superintendent who focuses on the whole child, not just a student's academic achievement. I want a Superintendent who recognizes the critical work of Student Services employees to support a child's social-emotional well being. I want a Superintendent who focuses on the development of the whole child.	12/11/2017 3:45 PM
675	Be sure to consider some of the excellent internal candidates that we have within the district now. Stability of leadership in the system is important right now - we are in a good place	12/11/2017 3:45 PM
676	We need a superintendent that is visible to all levels of employees.	12/11/2017 3:44 PM



677	Must be an experienced, professional, career educator who has actually worked in the schools. Private sector experience [REDACTED] doesn't equate to public sector expertise, nor does [REDACTED] make you qualified to lead WCPSS.	12/11/2017 3:44 PM
678	Promote equity in education, especially for the special needs students	12/11/2017 3:43 PM
679	A Superintendent who will visit classroom teachers and hear their needs. A Superintendent who has an open door policy where teachers can speak to him/her without fear of reprimand.	12/11/2017 3:42 PM
680	thank you for asking for our input!	12/11/2017 3:42 PM
681	We need a humanitarian leader administrator that can think of all the members of the community: students, teachers, administrators, staff and parents and how to provide the best for each subgroup.	12/11/2017 3:41 PM
682	No other information to add at this time.	12/11/2017 3:38 PM
683	a superintendent who knows their principals names and talks to them on a regular basis [REDACTED] [REDACTED] a superintendent who puts schools first and recognizes central office is there to help not hinder a superintendent who is not a current employee since there are several who would not be a good fit	12/11/2017 3:35 PM