

### Q1 Communicates well with all community groups.

Answered: 747 Skipped: 3

Answer Choices	Responses	
Most Important	34.27%	256
Very Important	53.82%	402
Important	10.58%	79
Less Important	1.20%	9
Least Important	0.13%	1
<b>Total</b>		<b>747</b>

## Q2 Communicates well with people of all races and socioeconomic status.

Answered: 747 Skipped: 3

Answer Choices	Responses	
Most Important	53.82%	402
Very Important	39.09%	292
Important	5.89%	44
Less Important	1.07%	8
Least Important	0.13%	1
<b>Total</b>		<b>747</b>

### Q3 Has strong human relations or "people skills."

Answered: 747 Skipped: 3

Answer Choices	Responses	
Most Important	45.11%	337
Very Important	44.44%	332
Important	8.84%	66
Less Important	1.61%	12
Least Important	0.00%	0
<b>Total</b>		<b>747</b>

### Q4 Understands research-based school programs.

Answered: 745 Skipped: 5

Answer Choices	Responses	
Most Important	34.09%	254
Very Important	41.88%	312
Important	20.81%	155
Less Important	2.82%	21
Least Important	0.40%	3
<b>Total</b>		<b>745</b>

### Q5 Supports the use and development of technology in teaching and learning.

Answered: 743 Skipped: 7

Answer Choices	Responses	
Most Important	23.42%	174
Very Important	44.01%	327
Important	27.99%	208
Less Important	4.17%	31
Least Important	0.40%	3
<b>Total</b>		<b>743</b>

### Q6 Is willing to take new approaches to teaching and learning.

Answered: 741 Skipped: 9

Answer Choices	Responses	
Most Important	28.74%	213
Very Important	47.64%	353
Important	19.57%	145
Less Important	3.64%	27
Least Important	0.40%	3
<b>Total</b>		<b>741</b>

### Q7 Has ideas and approaches to close achievement gaps.

Answered: 743 Skipped: 7

Answer Choices	Responses	
Most Important	40.38%	300
Very Important	42.53%	316
Important	15.61%	116
Less Important	1.08%	8
Least Important	0.40%	3
<b>Total</b>		<b>743</b>

### Q8 Has ideas and approaches to improve graduation rates and prevent dropouts.

Answered: 743 Skipped: 7

Answer Choices	Responses	
Most Important	34.45%	256
Very Important	44.82%	333
Important	17.09%	127
Less Important	2.96%	22
Least Important	0.67%	5
<b>Total</b>		<b>743</b>



### Q9 Understands school finance, budgets, and business management.

Answered: 741 Skipped: 9

Answer Choices	Responses	
Most Important	39.14%	290
Very Important	45.07%	334
Important	13.77%	102
Less Important	2.02%	15
Least Important	0.00%	0
<b>Total</b>		<b>741</b>

**Q10 Understands how to effectively  
advocate for resources needed to operate  
the schools.**

Answered: 742 Skipped: 8

Answer Choices	Responses	
Most Important	52.96%	393
Very Important	38.41%	285
Important	7.95%	59
Less Important	0.67%	5
Least Important	0.00%	0
<b>Total</b>		<b>742</b>

**Q11 Knows how to get staff, students, parents, and community to work together to help children learn.**

Answered: 745 Skipped: 5

Answer Choices	Responses	
Most Important	50.60%	377
Very Important	37.45%	279
Important	11.01%	82
Less Important	0.81%	6
Least Important	0.13%	1
<b>Total</b>	<b>745</b>	

### Q12 Understands how to, and is able to effectively delegate authority.

Answered: 744 Skipped: 6

Answer Choices	Responses	
Most Important	24.87%	185
Very Important	46.37%	345
Important	25.67%	191
Less Important	2.82%	21
Least Important	0.27%	2
<b>Total</b>		<b>744</b>

### Q13 Supports firm discipline in schools.

Answered: 745 Skipped: 5

Answer Choices	Responses	
Most Important	38.52%	287
Very Important	34.09%	254
Important	20.67%	154
Less Important	5.64%	42
Least Important	1.07%	8
<b>Total</b>		<b>745</b>

### Q14 Understands how to provide safe environments for students and staff.

Answered: 741 Skipped: 9

Answer Choices	Responses	
Most Important	49.53%	367
Very Important	38.87%	288
Important	10.53%	78
Less Important	0.81%	6
Least Important	0.27%	2
<b>Total</b>		<b>741</b>

### Q15 Has experience with building, maintaining, and managing schools.

Answered: 740 Skipped: 10

Answer Choices	Responses	
Most Important	29.46%	218
Very Important	44.19%	327
Important	20.41%	151
Less Important	5.27%	39
Least Important	0.68%	5
<b>Total</b>		<b>740</b>

### Q16 Has been an effective classroom teacher.

Answered: 745 Skipped: 5

Answer Choices	Responses	
Most Important	38.79%	289
Very Important	34.23%	255
Important	19.06%	142
Less Important	6.71%	50
Least Important	1.21%	9
<b>Total</b>		<b>745</b>



### Q17 Has been a successful principal.

Answered: 744 Skipped: 6

Answer Choices	Responses	
Most Important	31.05%	231
Very Important	38.58%	287
Important	20.16%	150
Less Important	9.01%	67
Least Important	1.21%	9
<b>Total</b>		<b>744</b>

**Q18 Has been a successful assistant or associate superintendent.**

Answered: 742 Skipped: 8

Answer Choices	Responses	
Most Important	23.58%	175
Very Important	32.21%	239
Important	29.25%	217
Less Important	12.26%	91
Least Important	2.70%	20
<b>Total</b>	<b>742</b>	

### Q19 Has been a successful superintendent.

Answered: 741 Skipped: 9

Answer Choices	Responses	
Most Important	24.02%	178
Very Important	26.18%	194
Important	28.07%	208
Less Important	19.30%	143
Least Important	2.43%	18
<b>Total</b>		<b>741</b>

### Q20 Has worked in North Carolina public education.

Answered: 743 Skipped: 7

Answer Choices	Responses	
Most Important	23.55%	175
Very Important	29.88%	222
Important	22.48%	167
Less Important	16.82%	125
Least Important	7.27%	54
<b>Total</b>		<b>743</b>

### Q21 Should have high visibility in our schools.

Answered: 744 Skipped: 6

Answer Choices	Responses	
Most Important	30.51%	227
Very Important	38.04%	283
Important	23.92%	178
Less Important	6.45%	48
Least Important	1.08%	8
<b>Total</b>		<b>744</b>

### Q22 Should spend time in individual classrooms.

Answered: 744 Skipped: 6

Answer Choices	Responses	
Most Important	20.70%	154
Very Important	31.72%	236
Important	31.32%	233
Less Important	13.31%	99
Least Important	2.96%	22
<b>Total</b>		<b>744</b>

### Q23 Should continue the current direction of the school system.

Answered: 741 Skipped: 9

Answer Choices	Responses	
Most Important	9.58%	71
Very Important	24.16%	179
Important	31.17%	231
Less Important	22.40%	166
Least Important	12.69%	94
<b>Total</b>		<b>741</b>

**Q24 Should be accessible and respond to concerns in a timely fashion.**

Answered: 749 Skipped: 1

Answer Choices	Responses	
Most Important	29.91%	224
Very Important	47.13%	353
Important	22.03%	165
Less Important	0.80%	6
Least Important	0.13%	1
<b>Total</b>	<b>749</b>	



**Q25 Please share any additional comments  
that you may have.  
(Redacted for Public Record)**

Answered: 280 Skipped: 470

#	Responses	Date
1	Pay increase.	6/19/2017 4:00 PM
2	Should know Durham and DPS.	6/19/2017 3:42 PM
3	Needs to understand that our children have trauma, come from poverty and drugs.	6/19/2017 3:29 PM
4	We need someone that has seen other school districts perform successfully. They need to be well diversified and willing to go out into the community. He or she must study and learn what this district requires to move forward.	6/19/2017 3:27 PM
5	It has always been the most important thing is for our children to have a teacher who is caring and always putting the children's needs and safety first.	6/19/2017 3:25 PM
6	Effective classroom teacher etc. makes an effective superintendent.	6/19/2017 3:23 PM
7	Raises and bonuses should be equally shared for all DPS employees.	6/19/2017 3:12 PM
8	Very important that he or she understand what is transpiring in the classroom; and to listen to the teachers with an open mind. Be fair but be stern.	6/19/2017 3:11 PM
9	Be honorable and fair.	6/19/2017 3:06 PM
10	Should be willing to stay for the longevity and make an effort to get to know staff to work together for a better school system.	6/19/2017 12:28 PM
11	I nominate myself to be superintendent. [REDACTED]	6/19/2017 12:26 PM
12	Please find someone like [REDACTED].	6/15/2017 11:12 AM
13	We need a reform-minded, outside candidate. There are too many good-ole-boy networks within DPS that need to be dismantled.	6/14/2017 2:30 PM
14	A Unifier who can bring all stake holders to the table and make them all feel valued and heard while continually moving our district forward in achieving success for all students.	6/12/2017 1:40 PM
15	The rise in charter schools and homeschools is understandable. Traditional public schools are bogged down in a swamp of testing and it's time to fight for a change. We need leadership that isn't afraid to do this.	6/12/2017 8:20 AM
16	[REDACTED]	6/12/2017 7:28 AM
17	Needs to be able to effectively create a budget that will not reduce resources further	6/8/2017 12:45 PM
18	Please look for a superintendent that has a heart for "all" children and one that wants to see "all" students advance and have every opportunity to be successful.	6/8/2017 10:28 AM
19	Needs to support teachers to help with district moral and retention of teachers. Teachers need to feel appreciated - not as much need for central office staff and money spent there.	6/7/2017 8:38 AM
20	She or he should work with all to develop a clear vision, strategic plan with timelines to meet the needs of our diverse students, staff and community.	6/6/2017 7:50 PM
21	The new superintendent must have a strategic plan that will allow all teachers and staff to know what the priorities of the school district are. DPS needs specific goals and measurable objectives with strategies on how to achieve those goals.	6/3/2017 5:34 PM
22	We have a lot of exciting movement happening in the district and I hope he or she will continue on the path that we have created!	6/2/2017 1:23 PM
23	We need someone to be a unifier in our schools, who has a strong educational background.	6/2/2017 1:01 PM

24	Do not have any at this time.	6/1/2017 9:19 PM
25	Extroversion is a survival skill for this position.	5/31/2017 8:16 PM
26	N/A	5/31/2017 2:18 PM
27	This person should be an advocate for the teachers and should set systems in place to ensure that teachers have the best opportunities available to them, including the ability to transfer and effective, relevant professional development.	5/31/2017 10:31 AM
28	None	5/31/2017 9:05 AM
29	I would like to see DPS obtain an experienced superintendent, [REDACTED] [REDACTED]. [REDACTED] [REDACTED] --this is the type of superintendent I believe DPS needs to continue to have.	5/31/2017 9:05 AM
30	The new superintendent should consider mixing principals up. [REDACTED] [REDACTED] [REDACTED] The new superintendent should look closely at the system's goals and vision and monitor what schools under specific leadership share the same vision.	5/31/2017 7:48 AM
31	Believes in giving their teachers and other durham public schools staff a bonus and a raise that will support the living range in durham	5/30/2017 3:00 PM
32	none	5/30/2017 8:47 AM
33	Should be open to new ideas and listen to the concerns of his staff.	5/30/2017 8:29 AM
34	We definitely need someone who has experience working in the NC education system and believes in our public schools. They should be very strong and wiling to be our advocate and the children's advocate. This person should know what are the best appropriate practices and work with the staff and administration in all the schools to make sure those practices are being followed and carried out in each classroom. We need someone who will support our teachers and fight for what they deserve so that we can keep the good teachers from leaving our schools and state.	5/29/2017 7:47 AM
35	[REDACTED] [REDACTED] [REDACTED] We need parents and PTA's to make up for our lack of funding and Human Resources. [REDACTED]? The new superintendent needs to figure this out if we want these schools to improve.	5/28/2017 12:18 AM
36	I think it is very important that the Superintendent support teachers and staff in the front lines of education.	5/26/2017 5:06 PM

<p>37</p>	<p>I feel that teaching in DPS has become increasingly difficult as budgets have decreased and positions been cut. Classroom teachers are expected to do more with less and the pressure for test scores to increase has gotten worse each year. This year in particular, my grade level has no assistant to provide any backup if needed. There are days with no specials because a teacher is out and substitute teachers are difficult to secure. That means teaching for 7 hours with no break. Sometimes I realize that I have not used the bathroom all day. I have taught in a private school that paid slightly less, but there were two qualified teachers in a room and teaching was still challenging, but it did not feel impossible, as it does at times now. Now, if a child is sick, acting out, or off-task, I have to handle this and teach the rest of the class. This is not best-practice or good for children. Children need to feel that their environment is safe, but if there aren't enough adults around to meet the needs, the environment is not safe. I get that money is tight and something has to give, but I am a taxpayer and I would like for my taxes to go up, so that I could have a bit more assistance with the children I care for. [REDACTED] We know that single-parenting is not ideal, why would we want to think we can adequately prepare 20 children who have to share one teacher? Yes, we have AIG, ESL, EC, and interventions teachers who pull children out one or two or 5 at a time for 30 minutes to an hour, yet, these teachers are not responsible for grades, teacher conferences, lunch and recess duty. We don't really share these students. At the elementary level, I know from past experience that a team of 2 teachers, who are committed to their group can differentiate and provide a stimulating and appropriate learning environment to meet the needs of almost every learner. EC help is necessary, but every teacher should be ESL and AIG trained. We need to put more emphasis on the planning for great learning and the support needed to get classrooms ready for that. One person can't do that every day after being "on" for 7 hours. It takes me at least an hour just to straighten, clean, and organize the classroom each day after students leave. Then, I respond to emails and plan. Planning involves researching new methods and finding or creating integrated lessons, making copies, or getting materials together, and often stopping to buy needed materials on the way home. If I have a good day with no meetings after school or before school, I may put in 9-10 hours. Days with meetings or evening school events require around 11-12. I usually work some more when I get home. I am always reading and researching ways to improve my teaching, so weekends involve more planning, shopping, etc. Most of the time, I am happy. I love what I do, but I worry about getting sick, all of the things that I can never quite get to, the students who are not learning as much each year as the state thinks they should. [REDACTED] I know many great teachers who will not teach a tested grades because it is too stressful with the pressure of scores looming over them. I try not to worry about this because I teach children, the whole child, not a score, but it can get me down sometimes. I want a superintendent who will work to make our schools better for everyone. We need to become more responsive to student needs and staff needs. We need to fight for more money to give our students the best education possible, and that means having many trusted adults to insure their safety and a calm and orderly and well-organized learning environment for every child. We need a superintendent who will fight for work days for teachers. How can we have a prepared learning environment with the most stimulating and organized materials when we can only work in our classrooms after we are exhausted from a long day? We have not had a work day since February. Our winter and spring breaks were only a week this year and with visiting family and holidays, there was little time to recharge and plan for the return to school and the intensity of teaching. I feel as if my community, as progressive as it is, doesn't really know what the life of a really conscientious teach is like. We don't do this for the money, but we deserve to be treated more like human beings with needs, just like any other citizen, and to be enabled to do the best teaching we can, without having to give up family time, sleep, vacations, etc. I feel upset to my stomach when I hear the school budgets are maxed out and cannot be increased even though populations continues to increase and tax cuts continue for those at the top. I would like for the Durham that I love and have been a part of [REDACTED] to raise the bar for its public schools and be role models for outstanding education and respect in our schools. I think that we can do it. We need a leader who will speak to the many needs in a loud strong voice. We need a public that is educated about the cost that is needed to educate our children to become leaders and innovators. We need a county government that will make this happen with no excuses and a superintendent who can convince them that it is the right thing to do for our future.</p>	<p>5/26/2017 3:05 PM</p>
<p>38</p>	<p>I hope this person will work to get cost of living raises for support staff.</p>	<p>5/26/2017 2:23 PM</p>
<p>39</p>	<p>Please look outside of NC as well as outside DPS. Keep all options open. Look for someone dynamic, racially equitable and someone who isn't afraid to make huge changes on the central office level. Someone who is willing to review programming and positions and terminate those programs and positions that are not working and living up to his or her standard. Someone to review salary scales downtown and review principals performance in schools. Someone who supports TEACHERS and school building educators. Thanks.</p>	<p>5/26/2017 10:28 AM</p>
<p>40</p>	<p>I feel that the next Superintendent goals should have a major impact on the overall performance of the principals in the school system. I feel that teachers deal with a lot from the principles and they don't get the support they need from them. I want a Superintendent look well-being of all teacher and support better. I feel that there should be more programs to help TA's get certified and gain more education towards their certification goals. Durham Public Schools higher officials need to be more sensitive to their teachers needs and help make them more successful through better pay, bonuses, and just appreciate all teachers as individuals trying to make a difference in a child's life. We are all a team, working towards the same expectations and challenges. So let be on one accord.</p>	<p>5/26/2017 9:29 AM</p>
<p>41</p>	<p>Comfortable dealing with students of all cultures, not just being able to talk to them, but have some understanding of their cultural background. Speak several languages.</p>	<p>5/26/2017 9:27 AM</p>

42	The most necessary characteristic of a superintendent for DPS is that they begin the process of gathering feedback about what is effective and what is not effective in our schools. They need to be willing to fire people downtown that are not doing their jobs in an effective way as the downtown portion of DPS is currently crippling the comprehensive schools that truly serve ALL of Durham's students.	5/26/2017 7:17 AM
43	Good communication skills and a vision for the future of the public school system.	5/26/2017 7:15 AM
44	The Superintendent should be fair. What I mean by that is this person should not be part of the good old boys club. [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] Teachers, non certified staff, transportation, and various programs in the district are these ones affected. [REDACTED] [REDACTED] Now I believe that everyone deserves a chance but the question is did they earn it or why do they need to earn it again. We need a Superintendent who can find ways to promote raises every year or at least every two years for everyone not just a particular group of people. He/she needs to be visible in the schools so that the staff, students and community know that you are a people person and that you are concern about their needs. When the district decides to make decisions/changes about a school include school personell in the convesation and not just the Principal. Ask us qesitons about our school, and what we would like for it to be, listen to what we have to say we are the ones who have to carry out your vision. So if we have to carry out your vision why can't we have an input in the vision. If you don't know what we do how can you make decision on how we should move forward. That's why it is so important for the Superintendent and his/her team to be visible in the schools. We need a Superintendent who holds people accountable for their wrong doings or just not doing a good job across the district. I know the Superintendent won't make everybody happy all the time but can he/she at least make genuiune effort to be honest and fair. At the end of the day that's all that you can ask for.	5/26/2017 5:25 AM
45	Speaks Spanish would be a great plus!	5/25/2017 10:39 PM
46	Please help hold parents and students accountable for the inappropriate actions of the students who make very poor behavioral choices. Student discipline issues can greatly hinder classroom progress and teachers need to feel VERY supported when dealing with these students and how to handle their issues, consequences, and interventions.	5/25/2017 9:37 PM
47	It is hugely important for the administrative district hierarchy to model/showcase an equitable and responsive work environment for the the entire range of its employees.	5/25/2017 8:41 PM
48	Durham Public Schools has an accountability and professionalism problem. While most teachers, counselors, and administrators are effective in their roles, far too many are NOT, and they need to be held accountable and removed from their positions if performance does not improve. Why are so many teachers still in their positions when their test scores have consistently fallen below state averages for years in a row, when others teaching the same course to a similar student population have far better outcomes? Why are petty personality conflicts and egos within schools allowed to get in the way of our students' learning? DPS has tolerated a culture of unprofessionalism for far too long. We need a leader to inspire a culture shift and demand excellence and accountability from all DPS employees.	5/25/2017 3:54 PM
49	I strongly feel that the next superintendent should encourage and strongly support the administrative team of each school as it relates to student discipline. At the high school level, it is important that students be held accountable for their actions as well as inactions. I think we do a disservice to our high school students when we do not hold them accountable. Their next level, whether it be college, or a job, will not allow multiple chances or options for adherence to policy and/or procedures.	5/25/2017 3:45 PM
50	In this time of intense attacks on public education, families with fewer economic resources, and the immigrant, refugee, and communities of color from which our students hail, it is impossible to overstate the importance of leadership that understands the depth of the challenges facing us and is willing to look at them head on. We need leadership that will continue to dialogue openly and honestly about how we will truly support one another in a climate of fear and division. [REDACTED] [REDACTED] It makes my job easier to know that district leadership sees our families with the same love and concern that I do and is not turning a blind eye to the ways in which they are stressed and squeezed every day. Leadership who can express those values and also advocate to other leaders in order to get resources for our schools is the most important thing to me.	5/25/2017 2:20 PM
51	The new superintendent should have a proven success record of closing the achievement gap in an inner city.	5/25/2017 10:33 AM
52	Policies for all systems should be established and written so that no matter who picks up the phone on either end, the results would be the same.	5/25/2017 9:40 AM
53	I would love to find a superintendent that supports the teachers and helping Durham continue its positive drive forward in education.	5/25/2017 9:26 AM

54	It is imperative that our next superintendent develop an attendance policy for DPS. Many of our chronic discipline and academic issues are linked to excessive unexcused absences.	5/25/2017 3:33 AM
55	The new super needs to give students and teachers more priority, even if it means calling down a principal. DPAs needs to crack down on bullying principals who make their schools look good on paper but who do not support their teachers by really encouraging parent and community input and by imposing consistent consequences for students who disrespect their teachers and other students. We teachers often feel like we are on an island with no life support. This doesn't help with the sub situation either.	5/24/2017 10:57 PM
56	All DPS schools need a PTA, to help with funding for engaging educational programs and technology and to facilitate parental involvement in our classrooms and schools. DPS needs to start utilizing the Durham community, [REDACTED], which can only be assured by the oversight of an active PTA.	5/24/2017 10:51 PM
57	The new superintendent should support parental involvement especially in our middle and high schools, and he or she should make sure [REDACTED] environments are not discouraging parents from being involved and from forming PTA's, which are a top reason Durham's 'good' schools are good. [REDACTED]	5/24/2017 9:55 PM
58	Growing more meaningful community in our schools is the #1 need. In order to do this, we need to welcome parents into our schools, encourage the formation of PTA's that are not susceptible to dominance or disorganization [REDACTED].	5/24/2017 9:42 PM
59	Support our teachers.	5/24/2017 7:46 PM
60	I would hope they would be able to commit to an extended period of time.	5/24/2017 4:23 PM
61	I believe that it is important for the new superintendent to get along with the staff and be personable not understanding or mean to staff or belittle anyone.	5/24/2017 4:17 PM
62	The person should have a passion for children and has shown evidence of being a change agent	5/24/2017 3:40 PM
63	It is important to have a new superintendent who is a bold and courageous leader. He/she should know and understand the many complexities of a school district similar to DPS. (It would be great if it is someone who is already in DPS so that we can keep moving.) If it is not someone currently within DPS, it is important to have someone who will take time to listen and learn. He/she should be willing to look at the overall district to ensure that the organization is structured and resourced in a way to best support schools. He/she should have experience and a strong track record in: strategic planning, strategic budgeting, holding staff accountable, monitoring programs/initiatives, and communication to all stakeholders. It is imperative that the new leader knows how to communicate and influence the work of the school board, the principals, and senior staff as they are the groups that he/she is directly responsible for and they are the leaders of the district. He/she has to be able to responsibly move DPS away from a focus on social justice and community issues to one with a focus on school and student improvement. We need a superintendent who is able to plan and get ahead [REDACTED]. We need someone who is proactive [REDACTED]. We need someone who can help us focus! It would also be great if we had an inspiring and motivating leader who sets a great example for students, staff, and our community!	5/24/2017 3:27 PM
64	Please select one that has a good reputation, no scandals or controversies as an educator. Supports discipline policies despite political pressure. Highly visible in the schools.	5/24/2017 3:06 PM
65	Maintance personal is very much under staffed for what they have to do on a daily basis [REDACTED] and discussions to work out the daily issues that we face every day [REDACTED]	5/24/2017 2:44 PM
66	We need someone to fight for us (Teacher Assistants) as well as the teachers! I feel we get "Left Out" a lot when it comes to raises etc.	5/24/2017 2:09 PM
67	The superintendent should objectively and actively listen to all stakeholders before making any decisions that will directly involve those stakeholders.	5/24/2017 2:02 PM
68	It is essential that the new Superintendent be a strong public advocate for immigrant students and families, regardless of documentation status. [REDACTED] It is also extremely important that the new super be committed to closing the achievement gap and protecting the rights of students in schools.	5/24/2017 2:00 PM
69	Must be culturally aware as well as culturally diverse	5/24/2017 11:51 AM
70	DPS really needs consistent discipline inside the classrooms and not just in common areas. Some kids' behavior is actually a liability to the school, and the teachers get no support [REDACTED] when they try to impose real consequences. [REDACTED] We need subs, we need teachers, we need parental involvement and money, and [REDACTED] need real oversight so they don't keep community from happening at our school.	5/24/2017 11:39 AM

71	An individual who is willing to think out of the box and challenge the state proposals. An individual who believes in educating the whole child (think Community School) and understands that developing prosocial skills will drive the academics.	5/24/2017 11:32 AM
72	The new superintendent needs to impart consistent protocols for consequences and discipline within all DPS classrooms and across all DPS principals. Too often behavior problems could disrupt the learning environment are ignored, or moved to another classroom, or swept under the rug by the administration too often behavior problems could disrupt the learning environment are ignored, or move to another classroom, or swept under the rug by the administration, so that teachers are left to deal with serious discipline problems on their own, or be seen and treated as a teacher who "can't handle her students". Consistent protocols for consequences for bad behavior is needed across all DPS schools and should be communicated not just to principles, but to all teachers as well.	5/24/2017 11:15 AM
73	needs to be able to exhibit stamina and commitment to the DPS school system for the "long hall"	5/24/2017 11:04 AM
74	none	5/24/2017 11:00 AM
75	Must support teachers with discipline of students in the classrooms so they can do their jobs!!!	5/24/2017 10:42 AM
76	I would hope that the next superintendent does a good job of evaluating the effectiveness of various departments in the district. It is my hope that there can be some restructuring and opportunities for growth once the new superintendent comes in. I would like to see wiser spending throughout the district as well as programs that assist our students with growing. I would love for our focus to stop being the test and school grades but more so about growing our students to ensure that they are ready to be successful adults once they leave us. Durham is in a time of growth and I would love to see a superintendent who understands the opportunities that come with that growth and can identify ways to have that growth assist our school system in the long run. I want there to be a time when teachers from other districts in the state don't cringe when I tell them where I work. I want to be proud of my district and all that we do everyday as we work to become better.	5/24/2017 10:15 AM
77	Must love her/his job!	5/24/2017 10:10 AM
78	With school resources at an all time low, we need leadership that embraces parental and community involvement, especially at our low-performing schools. [REDACTED] Parents should not be bullied out of being involved in their kids' schools. We need a DPS Superintendent committed to this and who ensures DPS principals are committed to this.	5/24/2017 9:38 AM
79	I would prefer someone who will cut the bureaucratic nonsense that is crippling our schools. Someone who will fire bullies [REDACTED] and who won't kowtow to liberal special interests just to appease the perpetually offended. The new superintendent needs to put the needs of the students ahead of the politics and the unions and the bureaucrats.	5/24/2017 9:34 AM
80	We need a superintendent that is not just willing, but committed to providing opportunities to build the capacity of leaders in our district. He/she should also understand the importance of magnet schools attracting and retaining the students in the county while keeping diverse populations.	5/24/2017 9:23 AM
81	The best superintendents are those who have had relatively recent classroom experience and have not forgotten what it takes for teachers to deliver instruction each day. He or she should be very visible in each school and/or community and be aware of the population served in each school because this has bearing on the grades that schools receive. I would love for a superintendent to put an end to our schools that tend to have an overabundance of high poverty clientele and are unbalanced racially. I believe if we could "share the wealth" of our Durham population equally among the schools, we would not have schools replete with high-needs students. This is not fair to the community, students, or the teachers who work in such settings because it is a bit more demanding in these isolated schools. If that cannot be managed, then I believe these high-priority schools should have more resources in form of teachers, assistant principals, counselors, and programs or initiatives to better serve these students.	5/24/2017 9:23 AM
82	[REDACTED] We need a superintendent who puts teachers and students first, well above upper leadership egos and need to control.	5/24/2017 9:14 AM
83	Must be equal to veterans with degrees	5/24/2017 8:50 AM
84	The superintendent should communicate the idea that he or she is approachable by all segments of the community. He or she should have shown success working in a community that is racially and culturally diverse.	5/24/2017 8:21 AM
85	n/a	5/24/2017 7:51 AM
86	Should be concern about parents, students and staff and here there concerns, and don't be judge mental.	5/24/2017 7:40 AM
87	Should be someone new that is not currently in DPS so that we can have a chance at a new Direction.	5/24/2017 7:29 AM
88	Should be able to treat all employees with respect no matter their background or position.	5/24/2017 6:58 AM

89	[REDACTED]	5/23/2017 9:30 PM
90	Must understand the needs of classroom teachers. Must appreciate that effectiveness is not necessarily measured by data. Focus on the whole child needs to become a top priority. Pressure to teach for data points has got to be relieved. Superintendent needs a new vision for DPS that can attract families away from Charter schools. Superintendent needs to work for all students, families and teachers by being able to articulate what works to motivate learning.	5/23/2017 8:45 PM
91	This is one of the most important public jobs in the Durham community. And one of the most difficult jobs.	5/23/2017 7:44 PM
92	do not hire superintendents that have not make progress in previous school districts - [REDACTED]	5/23/2017 6:25 PM
93	Just be present and listen to the concerns of staff and parents. Be positive and fair have a plan for success and carry it out.	5/23/2017 5:50 PM
94	I urge that the board selects a superintendent who is an educator.	5/23/2017 4:28 PM
95	[REDACTED]	5/23/2017 4:24 PM
96	Needs to be the instructional leader for the District and not delegate this responsibility to someone else. Must hold schools accountable for expectations.	5/23/2017 3:45 PM
97	[REDACTED]	5/23/2017 3:43 PM
98	N/A	5/23/2017 3:37 PM
99	This person should have worked in an major urban district and understand the needs of a diverse community. He/She should be a person of color, and look like the district they serve!	5/23/2017 3:23 PM
100	I am looking for a Superintendent that is sensitive to the needs of the students. [REDACTED] I do not want to lose arts programs within our schools. We need a Superintendent who will fight to keep good things in our children's lives.	5/23/2017 3:19 PM
101	A superintendent should be a peoples people one who understands what we as the people want for our children and that's a great education for all races, all different learning styles. That the superintendent be supportive and what they don't understand they go and get the answers from the source not some research done years back. Each day is a new day with new challenges. The superintendent can't run a successful school district without knowing exactly for themselves what your up against, you can't go on hear say or notes left from previous superintendents. Isn't true that if principals don't walk around and make themselves known and seen that staff and students will get off course, same goes for the superintendent, walk around make yourself known, stand out front with the parents converse every morning about what is going on. To do is to know and to know is to ask and to ask you better be ready to make it happen!	5/23/2017 2:59 PM
102	We need a leader who is innovative and not afraid to look at the data that portrays the unsuccessfulness of the district & not afraid to share that data with the Board and community. We need a leader who holds people and depts accountable for not doing their jobs and who is not afraid to act on continued ineffectiveness of teaching, learning, inability to serve students as defined by IEPs, inability to serve employees rightfully as is expected of an HR organization. [REDACTED]	5/23/2017 2:59 PM
103	The person MUST BE someone NEW to Durham Public Schools and A PROVEN SCHOOL SUPERINTENDENT in a challenging urban school district to create some REAL POSITIVE CHANGE in DPS.	5/23/2017 2:58 PM
104	[REDACTED] We need more parents in our schools, not less, [REDACTED]. We also need *consistent* and predictable codes of conduct and consequences and better and easier collaboration with social services. Right now, all students are not treated the same, and too many disrespectful and misbehaving students are being shuffled from one class to another, spreading the disruption with little Toni meaningful consequences. DPS needs a steady, stern, and apolitical hand at the helm, particularly when it comes to those in leadership positions, [REDACTED].	5/23/2017 2:50 PM
105	I desire a superintendent that inspires me to be the BEST professional and leads by example. I do not respect superintendents who are punitive, unapproachable or have difficulty creating synergy among staff, faculty and the community at large.	5/23/2017 2:38 PM
106	Thank you.	5/23/2017 2:37 PM

107	The behavior system we have in this district does not work in any way. When you do not balance positive rewards with consequences students do not learn from the mistakes they make. We have no authority over them at all; life does not work this way in which you have no punishment for choices and only rewards. This is a disservice to our children as they will grow up not understanding when they must face a consequence for unacceptable behavior. This also causes other students to not receive the education they deserve, because teachers are busy dealing with an unruly student who decides to be rebellious and disruptive and then to not receive any kind of consequence is unfair to the teacher and the students. Something must change!!	5/23/2017 2:23 PM
108	I really don't care who you will assign the position to, just don't give it to [REDACTED]	5/23/2017 2:15 PM
109	One should value the instructional support assistants provide for the success of our students and believe our salary should reflect our level of education. Now it doesn't	5/23/2017 1:38 PM
110	N/A	5/23/2017 1:29 PM
111	Support the teachers in discipline. If someone gets in trouble, he/she needs consequences regardless of race.	5/23/2017 1:06 PM
112	None at this time.	5/23/2017 1:03 PM
113	I don't have any to share at this time.	5/23/2017 12:56 PM
114	We need to have someone that has previous success in managing a school system effectively. One who knows how to put a team together to make the most of our resources such as money, teachers, staff, and support groups. A school system will reflect its management as i have learned in my own management experience. Thanks.	5/23/2017 12:48 PM
115	[REDACTED] Overloaded EC caseloads mean tired teachers. Tired teachers mean less effective programming for our students with special needs.	5/23/2017 12:40 PM
116	None	5/23/2017 12:33 PM
117	Please pick someone who has been a classroom teacher in the last 5 years!!!	5/23/2017 12:23 PM
118	Be someone we can count on to support our schools, students and staff. Someone who shares our concerns and looks to work diligently to increase teacher salaries.	5/23/2017 12:07 PM
119	This should be one who has educational background and understand how students learn. This should be one who is very protective of the instructional time and not allow teachers to be removed from their school during prime instruction. Should have an open door policy and be willing to talk with the district leaders. Also they need to ensure that all employees knows that he is appreciative of the work he does. [REDACTED] It is important to be visible. [REDACTED]	5/23/2017 11:58 AM
120	Believe the new Superintendent should come from outside the DPS system and not be afraid to make the hard and necessary changes that are needed.	5/23/2017 11:35 AM
121	Needs to go into the schools and meet the teachers and students on a regular basis.	5/23/2017 11:25 AM
122	Concern about support staff as much as teaching and administration staff	5/23/2017 11:19 AM
123	Candidate should have an understanding of the importance of considering the whole child (mind-body-spirit) in education. Meaning supporting mental health intervention, appropriate nutrition and physical activity, culture considerations. (AND) superintendent to be reasonably available to school faculty and staff as well as parents and community shareholders.	5/23/2017 11:13 AM
124	I feel like EC TA needs to get more support from board and we need more money . We love our jobs some of us travel 45 minutes one way cause we passionate about the kids	5/23/2017 10:57 AM
125	This individual should know who DPS is and what challenges are being faced, in and out of the district. NC is in a dangerous time for education, and we need someone who believes in traditional public schools.	5/23/2017 10:40 AM
126	Please find someone who doesn't need to scapegoat anyone to play politics, who understands and supports teachers, who values community relationships and can maintain strong ties, and who can advocate and get the resources our schools need! [REDACTED]	5/23/2017 10:27 AM
127	We need someone who is willing to strategize to try to help each student each their maximum potential. It's important that this person is someone who can also think outside of themselves and try to picture what it would be like for the teacher, student, counselors, or whoever they may be deciding placement or teaching instruction for. It's important this person think about what is in the best interest of the student, AND teachers. This person has to be able to brainstorm new ideas and also be able to delegate well.	5/23/2017 10:26 AM
128	none at this time please.	5/23/2017 10:26 AM



129	know how to raise money.	5/23/2017 10:24 AM
130	This person should have a proven track record in helping ALL types of schools (demographics) succeed. They should also be very aware of the challenges teachers face in the classroom and should be on board with cultivating an environment which facilitates academic growth without numerous disruptions based on student behavior. They should have ideas on how STUDENTS could be held accountable for their education.	5/23/2017 10:20 AM
131	very important Spiritual background	5/23/2017 10:10 AM
132	I am excited about securing a new Superintendent for Durham Public Schools! I hope that he/she can be sensitive to the needs and culture of DPS students and staff and will work to bridge any achievement gaps, as well as support Educators in a manner that will continue to motivate us to positively implement effective teaching strategies and ideologies.	5/23/2017 10:04 AM
133	The new superintendent should be a person who feels as if he can try out some plans that might impact the two most important problems this district is facing - attendance and discipline. Both of these problems exists because they are generated by Board policy. The effort to reduce suspensions has a direct influence on school disorder, and the effort to increase graduation rates has a negative impact on rigor and staff integrity. Most importantly, the lack of any alternate paths to graduation create a student body in which two-thirds of its members cannot be successful.	5/23/2017 10:00 AM
134	An equitable and fair view of ALL schools is important.	5/23/2017 9:55 AM
135	The next superintendent needs to know the names of the students, families, and teachers in our district. S(he) needs to be present, have plenty of teaching experience, and be able to have the crucial conversations that DPS needs to have.	5/23/2017 9:55 AM
136	Too much time is spent testing kids that they are missing critical instructional time.	5/23/2017 9:55 AM
137	n/a	5/23/2017 9:55 AM
138	We need a superintendent that will support the recruitment and retention of EFFECTIVE teachers and on the other side of that coin, will support the school level administration in deciding which teachers are ineffective and should be removed for their classroom positions. We also need a superintendent with experience in budget deficits, balancing the budget and making appropriate cuts (i.e. not classroom teachers or specials teachers). Finally, we need a superintendent that is present in the community and able to [REDACTED] in order to bring families back to our schools!	5/23/2017 9:54 AM
139	None	5/23/2017 9:53 AM
140	Should value and appreciate the contributions of support staff in addition to classroom teachers. Schools are not staff by teachers alone.	5/23/2017 9:42 AM
141	Their experience should include having worked in a low performing school or district to understand the true issues of such schools. Also, someone who is ready to hold parents more accountable, especially with regards to attendance of students.	5/23/2017 9:42 AM
142	Need someone well-rounded, has a strong belief in being fair and able to successfully implement those qualities within their responsibilities. Especially among faculty and staff. There is a lot of favoritism within DPS which essentially causes low morale and ultimately trickles down to the success of the students.	5/23/2017 9:35 AM
143	I believe the most effective person would be someone who has experience in all parts of the North Carolina school system. It would be nice to have someone who has come up through the ranks of DPS or a system similar to ours. I believe it is also important to have someone that is "people friendly"-someone who has experience with the diverse cultural community that Durham has. Thank you for asking teachers what they think. It means a lot to me as a DPS teacher that we would be thought of during this process.	5/23/2017 9:33 AM
144	None at this time.	5/23/2017 9:29 AM
145	Must support teachers over administrators and office staff	5/23/2017 9:28 AM
146	The superintendent should be able to embrace the unique and lived experiences of the Durham community, school personnel, and local initiatives, and incorporate research-based practices that will elevate our school community. A genuine desire to raise student achievement should always be the primary focus.	5/23/2017 9:28 AM
147	It is important that the new superintendent that will work collectively with all departments to have a cohesive unit that supports all students. Also this person needs to be in touch with all levels of staff. Fiscally, the focus needs to be on supporting solid instructional practices in the classrooms that supports all students.	5/23/2017 9:28 AM

148	This must be a person who has an understanding of how to reach those students who are low-performing as well as the high performing and how to bridge the gap between the two. One who can be a strong advocate for experienced teachers, new teachers, teacher asst. and the lowest paid in the system and create strategies which will cause this school system to be the brightest in all the counties. And one who will put the interests of the students first place because alternately its truly about the children.	5/23/2017 9:20 AM
149	I would like to see someone new, not currently working in our district. Someone that can assess the problems we have ( ) and have the courage to lead the district toward change. Teachers need to be encouraged and they will encourage and advocate for their students. As a consequence, student performance will improve. Everything else is "fluff".	5/23/2017 9:19 AM
150	I'd like for the new Superintendent to be one who is willing to give dedicated, highly qualified teachers who've been in the system for many years, a monetary incentive to keep them here for many more.	5/23/2017 9:08 AM
151	Thoroughly investigate background and previous relationships. (Newspapers, too) Some individuals interview well to get the job, and then let his/her horns out. We don't need that type of person as superintendent.	5/23/2017 9:07 AM
152	The candidate for DPS Superintendent should first and foremost have the students in mind and at heart. Second, to be very supportive of the teaching staff and others around him or her. Thirdly, consistency is always key to a successful academic community.	5/23/2017 9:06 AM
153	A breadth of experience and a liberal mindset, as in "open to new behavior or opinions and willing to discard traditional values", regarding education is very important. Having a deep understanding of children's developmental milestones is vital. Firsthand knowledge of the classroom, teaching, and the challenges we face is tantamount.	5/23/2017 9:06 AM
154	The DPS superintendent should be an educator, not a business manager. Our business is education. The superintendent should be a disciplinarian. We cannot teach with the current level of classroom and school disruption. The superintendent should lead by example, so that building level supervisors and principals are active, hands on, and visible in the halls and classrooms. ( )	5/23/2017 9:01 AM
155	I am very much for providing each child an opportunity to learn, and at the same time we also need to be able to have the a safe environment where teachers can teach and not be babysitters for those that want to disrupt.	5/23/2017 9:01 AM
156	( ) ( ) ( ) While the superintendent can't change the state budget and fix our paltry and SHAMEFUL compensation singlehandedly, knowing that s/he is on our side ( ) ( ) would help build some positive morale. I want to know that my superintendent has my back and is a tireless advocate for me, my colleagues, and my students.	5/23/2017 8:57 AM
157	I am hoping for a superintendent who will stay on top of low performing schools and be willing to make the hard decisions of removing personnel and programs that do not work.	5/23/2017 8:55 AM
158	The individual should also understand and see the importance of student health and wellness and it's role in academic success.	5/23/2017 8:50 AM
159	We need this person to think about the safety and security as well the needs of the school system.	5/23/2017 8:49 AM
160	The Superintendent should be someone who is willing to make decisions based on his own observations and not the opinion of others. The Superintendent should be someone who is willing to bring new ideas, and new executive leaders. The Superintendent should be someone who is willing to free of bias and one who does not believe in nepotism and "The Good Old Boy" Regime. The Superintendent should be one who is willing to have a team who is willing to work hard and free of work discrimination. The Superintendent should be one who is willing to look at budget and current executive leadership positions and departments to determine the effectiveness of such personnel and departments. This district is not that large, therefore, we need someone who knows how to budget central personnel positions that are needed and know how to consolidate departments in a very effective manner. Durham Public Schools is too top heavy and we don't have enough people with their feet on the ground in the areas most vulnerable areas such as discipline, the acheivment gap, and drop outs. Durham Public Schools has enough personnel to reduce class sizes. There are more department heads in DPS than classes. DPS needs a Superintendent that going to make an effective change. DPS can no longer afford the "Buddy System" of personnel. This type of system has had a negative effect on student acheivement.	5/23/2017 8:49 AM
161	I very concerned that we are spending more tax payers dollars to hire a group to find a superintendent when we already have a very highly qualified individual ( ) who can assume the position and allow us to continue on our missions to improve teaching and learning in Durham Public Schools.	5/23/2017 8:46 AM
162	( ) ( ) Where is the data to prove this works? Why do principals need mentors? Why are they principals if they don't have a proven track record? Dedicated classified staff has to pay for this with reduction in hours or lay-offs. Very stressful!	5/23/2017 8:38 AM

163	Please choose a person who has experience out of state and understands the challenges of an Urban school district. Willing to support teachers, diversity, and student achievement as well. Good luck!	5/23/2017 8:36 AM
164	The district needs a superintendent that will hold all employees accountable. He/she should understand educational research and seek to implement only best practices to improve the district. The district needs someone who is more strategic in nature and someone who will pay more attention to low performing students, minority students and students with disabilities.	5/23/2017 8:36 AM
165	It is extremely important that the next superintendent is highly visible and accessible to all employees within DPS. He/she must be willing to dismantle harassment and divisiveness and favoritism throughout the district, discipline management, uplift staff morale, and create an evaluation tool that can be used by staff to provide feedback about supervisors/upper management, etc. The next superintendent must also be willing to thoroughly investigate parent complaints that are escalated up to his/her office. Also, he/she must be willing to embrace technological upgrades that will produce productivity.	5/23/2017 8:36 AM
166	Focusing on the "achievement gap" is focusing on a symptom... not the underlying ailment. Our superintendent needs to have a grounded understanding of where this "gap" is coming from and what factors are perpetuating it. I have a large number of students (primarily minority) who are extremely intelligent and who have high academic prowess, however what they genuinely lack is experience in the family with the actual school setting. They don't know about transcripts, class rank, GPA, honors and AP classes, college admissions requirements, clubs and organizations, team tryouts, etc. They simply don't know and it's not their fault. Getting students and families plugged into and educated on the system MUST be a priority for our incoming superintendent.	5/23/2017 8:32 AM
167	Discipline issues are going to eventually overtake ALL of our public schools if we don't get a superintendent that will stand up for our teaching and put the responsibility back on the parents. I would like to see a superintendent that stands up for his teachers and principals.	5/23/2017 8:31 AM
168	The Superintendent needs to have a plan for how to successfully promote the well being of students with mental health issues as well as their parents. These situations will make a teacher walk away from education. You can't teach students when they are crawling on the floor or foaming at the mouth. This situation is a sign of the times. It will only get WORSE. We need a plan. The schools need full time support. [REDACTED] [REDACTED] It takes too long to get action put into place. Where is the sense of urgency? GO DPS ! You can do this!	5/23/2017 8:31 AM
169	None	5/23/2017 8:30 AM
170	Do not hire [REDACTED] someone that will come in and create pointless new positions within the school system.	5/23/2017 8:27 AM
171	It would be very beneficial if he/she has experience working with children with special needs.	5/23/2017 8:21 AM
172	It is of the utmost importance that future leadership have a clear understanding of and the ability to create a support plan for schools that do not perform at a high caliber, to include the transfer or release of principals receiving continued complaints due to performance. The new superintendent should also have a vested interest in recruiting and hiring employees who are dedicated to the district, especially classroom teachers.	5/23/2017 8:17 AM
173	As a leader of DPS, we need someone who is going to hold administrators, staff, and teachers to accountable for the responsibilities they have been given. If we have programs in place and expectations are set then there needs to be consequences if stakeholders do not meet those expectations.	5/23/2017 8:13 AM
174	The next superintendent should focus on schools, not branding or photo ops. [REDACTED] [REDACTED] [REDACTED] [REDACTED]	5/23/2017 8:13 AM
175	discipline issues are a great concern. Bullying by students, teachers and ADMINISTRATION (of students and staff) in schools need to be addressed	5/23/2017 8:12 AM
176	we need a strong figure that will work FOR the students and the teachers and help us gain what we need to be successful.	5/23/2017 8:10 AM
177	[REDACTED] [REDACTED] [REDACTED]	5/23/2017 8:09 AM
178	I would love to see a superintendent who wants to be a part of the Durham community and does not mind speaking their mind on the most important issues we face as a school district.	5/23/2017 8:05 AM

179	SOOOOO much time, money, and energy is spent on the students who are disrupting the general classrooms. Often times the kids that are here, willing to work hard, and not causing any disruptions are ignored. Not as much time, money, and energy is given to them. This may be why people are leaving Durham or choosing the charter/private school system for their children. They should not be given less opportunities because they "require" less of our energy.	5/23/2017 8:05 AM
180	DPS has to take control of what is not happening in our schools. Parents, teachers and students take advantage to the lack of structure DPS provides. The Parent/Student handbooks and the teacher handbooks need to provide clear expectations regarding attendance, tardies, dress code and other things that impact student performance. Although those things are not going to be tested, those things reflect how professional we all view school. When the culture is professional the outcomes are greater.	5/23/2017 8:04 AM
181	must be an advocate and have experience with behavior management	5/23/2017 8:01 AM
182	Needs to listen to teachers' concerns [REDACTED].	5/23/2017 8:01 AM
183	Supports the arts and physical education!	5/23/2017 7:55 AM
184	The superintendent must be a leader that effective puts the needs of the classroom first. [REDACTED]	5/23/2017 7:48 AM
185	[REDACTED] Our new superintendent should be accessible to all teachers.	5/23/2017 7:46 AM
186	I do not believe it would be in the best interest of DPS to hire an outside firm to help search for our next Superintendent. This school system is stalled already.	5/23/2017 7:40 AM
187	Should have knowledge of and be supportive of special education. I feel this is an area that is not always recognized. Should be in special education classrooms some as well.	5/23/2017 7:38 AM
188	Leading DPS will be a very difficult job - perhaps one of the most difficult jobs in education in NC. The person must understand how to build consensus among numerous groups that frequently have conflicting goals. Not only must the person have outstanding people skills, they must be a true educational leader who can operate in an environment with shrinking financial support - or else they will be the last superintendent of Durham Public Schools	5/23/2017 7:36 AM
189	Our next superintendent needs to have a higher concern for the students and teachers within the district than the downtown office support people.	5/23/2017 7:31 AM
190	N/A	5/23/2017 7:31 AM
191	I strongly feel that we should search outside the District and/or even outside North Carolina for our new superintendent. We need a new face with new ideas. [REDACTED] Please STRONGLY consider searching for a highly qualified, passionate educator who will lead this district to new heights!	5/23/2017 7:25 AM
192	The leader of Durham Public Schools needs to be an advocate for all students in our community. Development of strategies to increase the achievement of our students who are struggling is critical.	5/23/2017 7:24 AM
193	I feel it is important for staff to have access to our superintendent.	5/23/2017 7:19 AM
194	Practically all of these are important! Is this survey designed solely to create the impression that classroom teachers have some input?	5/23/2017 7:15 AM
195	None at this time.	5/23/2017 7:06 AM
196	None	5/23/2017 7:00 AM
197	[REDACTED] and hope the new superintendent can continue [REDACTED] bringing a stronger level of professionalism to district services and creating an inclusive district that welcomes and supports students of all backgrounds. I hope we can have a visionary leader that can build upon district assets to think creatively about new possibilities. There is a lot of good stuff going on in DPS, and there are a lot of skilled staff members, but there still seems to be a tendency to invest money in bringing in outside consultants rather than nurturing these assets (for instance, spending \$\$\$ on PD workshops that staff members are capable of teaching, but failing to prioritize support for existing school-level programs).	5/23/2017 6:29 AM
198	I would like the new superintendent to have a history of leading with integrity.	5/23/2017 6:27 AM
199	Needs to address white flight issue and also address increase in Hispanic population needs within our schools	5/23/2017 6:11 AM
200	N/A	5/23/2017 5:41 AM

201	We need a superintendent that understands the full gamut of our community and will put resources where they are needed. We also need a superintendent that makes sure our female administrators are paid exactly what the male administrators are paid. No more good ole boys club!!!	5/23/2017 4:57 AM
202	The next superintendent needs to understand "intersectionality," and address issues of academic and social and emotional learning as it relates to our communities various intersecting identities.	5/23/2017 4:43 AM
203	Our new superintendent needs to be bold enough to advocate for teachers and staff in order to provide the academic and disciplinary needs of every child. [REDACTED] someone to listen to teachers who need an advocate when facing daily battles with students, parents, and community and in doing so build stronger bonds throughout Durham	5/23/2017 2:55 AM
204	I think our Superintendent should live in Durham and if they have school age children, attend school in Durham. I think it is important to not only have a Superintendent who talks the talk, but walks the walk. The new Superintendent should have people skills and is collaborative and has been successful in school transformation in their previous district. I also believe we need a Superintendent who understands how to improve the culture and climate of a district.	5/22/2017 10:38 PM
205	[REDACTED]	5/22/2017 9:58 PM
206	We cannot move backwards. We need a Superintendent of the highest integrity who will continue to restore the image of DPS in the community. We need someone who can motivate us all to do our best work.	5/22/2017 9:55 PM
207	Please make sure to highlight the important things going on in our schools: for instance, highlight the fact that we have a public K-8 school	5/22/2017 9:38 PM
208	Discipline is the most important factor lost in DPS [REDACTED]. We lost soo many family's to Charter schools because of constant disruption from behaviors that need tougher cosequences. Implementing BEH/BED classes back into elementary schools will help tremendously along with funding an ISS teacher position into ALL schools. The regular Ed students are now being left behind because of total inclusion, especially in the elementary grades. This is where the seed starts positive and negative behavior. Nip the negative earlier and it will subside quicker. But enabling the behavior continues it into middle school then high school.	5/22/2017 9:33 PM
209	Must be willing to put administrators in schools who are committed to making a change, and are serious professionals. There are too many people are in place who are not making good decisions nor leading the schools in the right direction. The schools need true leaders and not those who are indecisive.	5/22/2017 9:22 PM
210	None	5/22/2017 9:21 PM
211	Please hire someone outside of DPS.	5/22/2017 9:05 PM
212	Hispanic LEADERSHIP Roles must/should be available to bridge the gap with reaching out to that ethnic group. There is currently no assistant principal or principal of that ethnicity that could identify with that group and communicate findings. MORE DIVERSITY to represent ALL GROUPS MUST BE VISIBLE FOR DPS SCHOOLS AS ITS POPULATION IS EQUALLY DIVERSE.	5/22/2017 8:53 PM
213	He needs to be visible to all employees. We need great leadership someone that can understand the needs of this school system. Not someone that hides behind a desk but has people that understand others. [REDACTED] Too many that feel to empowered all the time and never get anything done. Someone that would actually talk to the people that work in a job instead of just pushing people around, we have alot of those.	5/22/2017 8:40 PM
214	[REDACTED] I want that in a new superintendent. We also need someone that supports Advanced Academics, nurturing all students, and starting this at the K level. [REDACTED] This department needs to continue to be supported as its current level. We also needed continued focus on student behavior. It is important to keep students in school, but student behavior should not infringe upon the learning rights of other students. Creating meditation areas, or alternatives for students that need to be away from other students for a short amount of time is important. Students need to be taught skills to manage their emotions and behavior during their break from others. We need appropriate staffing to make this happen.	5/22/2017 8:39 PM
215	The superintendent should be transparent and relatable. He/She needs to be able to get people to believe in the vision of our school system.	5/22/2017 8:37 PM
216	One of the most important things to consider is the role of EC teachers. Often times are under appreciated and overworked. Ideally we would have a superintendant who understands the daily struggles we face: lack of admin support, lack of funding, lack of place in the building (I.E. never, ever having a classroom or work space, floating from place to place), understanding that our children can succeed.	5/22/2017 8:37 PM
217	It is imperative that the new superintendant serve as a strong instructional leader and that this individual restores the focus of ALL programs and individuals in the school system on student learning.	5/22/2017 8:34 PM

218	It's important for him or her to realize a school is more than test scores. It important fir him or her to go to schools and talk with the students and see what they are doing. Talk to the teachers read the walls. Connect with the stakeholders right in the school	5/22/2017 8:32 PM
219	None at this time.	5/22/2017 8:30 PM
220	Being visible in schools is a waste of valuable time. Need to be able to trust the people you help put in place. Know what works, give things time to work, not jump on any new bandwagon without it having been proven as successful then give time for it to develop. We've thrown away too much money on the next new thing without giving anything a chance. Change is slow and we're too quick to spend and then re-spend replacing what we just put into place. It's almost criminal.....	5/22/2017 8:28 PM
221	Should be culturally competent and understand the unique and diverse needs of English Language Learners.	5/22/2017 8:23 PM
222	Focus on research based approaches, PBIS and an understanding of how special education fits within the school system.	5/22/2017 8:15 PM
223	I would like someone who will listen to the teachers and not just come in and want to change everything. Teachers have been in the trenches and have lots of good ideas! Also would like someone who can draw in more money, either from corporations or other places, as we do need more money in the NC schools. Needs to be someone who has worked with a diverse group of students, and definitely someone who cares about the families and the community.	5/22/2017 8:12 PM
224	Needs to see the importance of elementary education, k-2 in particular, as the foundation on which others build.	5/22/2017 8:05 PM
225	Should have more consideration for long term substitute teachers	5/22/2017 8:02 PM
226	The future superintendent should have a working knowledge of effective instruction, data analysis and proven researched based strategies. He/she should be an instructional leader who understanding the workings of schools. Superintendent candidates should be required to submit a100 day entry plan into the district for the Board to review as part of the interview process.	5/22/2017 7:59 PM
227	A superintendent who understands the value of a an education that includes the Arts and celebrates the diversity of all of our students, staff and families. We are Not just about the test scores. We want a superintendent who is accessible. We want one who listens.	5/22/2017 7:57 PM
228	We need a Superintendent who values special education, includes students with disabilities in strategic planning, protects time for conversations and planning for special education, and supports EC teachers and EC leadership. We need someone who takes the initiative to talk about EC and make it a priority in our district. [REDACTED]	5/22/2017 7:55 PM
229	[REDACTED] Classroom experience is vital. NOT a "CEO." Not hierarchical in his/her management style.	5/22/2017 7:51 PM
230	I would like to see a leader who connects with the community before he/she begins to make drastic changes and judgements.	5/22/2017 7:36 PM
231	We need a superintendent from another district, perhaps even state, so they can breathe fresh air into our district. We are sinking fast and everyone in a school can see that. We need a new perspective from someone who has a clear vision for Durham Public Schools. [REDACTED]	5/22/2017 7:33 PM
232	The new super should work to bring Durham Public Schools up to speed with Wake County and Chapel Hill schools. We are really disadvantaged in comparison and need to figure out what we can do to be competitive.	5/22/2017 7:31 PM

233	<p>DPS reading and math scores are very low and many are leaving the system, both teachers and students and that is due to the lack of firm discipline in the classroom and the schools. This lack of firm discipline leads to those who are poorly behaved and very disruptive cheating not only themselves but those who are well behaved from growing academically and from teachers teaching. The fear of lawsuits has paralyzed the school system from being as effective as it was at one time and this is a sad thing for the Durham community. Students can now curse teachers, call them names, mock them, walk out of class and slam the door and do whatever and according to the matrix we have in place, nothing is done except a conference, however if a principal or an assistant principal receives this treatment the consequence is much greater sometimes ISS or OSS. The teacher is no longer valued in the classroom and cannot teach because they are no longer respected by the students because that respect is not valued in the matrix, at least the one we use at my school. The desire to decrease suspensions is great but when you do decrease suspensions you are driving all the bad behaviors back into the classroom destroying education and decreasing test scores while looking good in the press for low suspension rates. It is really hard to teach someone who curses you out, tells you straight up what they aren't going to do and whose parents have a non-working phone number or whose number IS NOT ACCEPTING CALLS AT THIS TIME. At the base of all DPS problems is the the ineffective Discipline matrix which really needs revamping badly so that it is not designed to prevent lawsuits but to promote education. Sadly, the students this matrix is designed to protect are the ones who abuse it the most and then cry injustice. They, unfortunately are harming themselves and setting themselves up for failure which is most unfortunate, it is also playing into the pipeline to prison train of thought because we are letting them think it is okay to act badly because you are classified a certain way and that is not true in society in general. If discipline is controlled, then teachers, students, substitutes and bus drivers won't be so hard for DPS to keep. Also, please look more closely at [REDACTED].</p> <p>[REDACTED]. I have watched my school decline severely [REDACTED] and this has led to low student population and a high teacher turn over rate but it seems no one notices this but those of us who are there. [REDACTED]</p> <p>Also, the retention policy offers no motivation to students to take classes or tests seriously as they will tell you that they will be promoted regardless so they have no accountability for their education especially if the parents don't value education either. Perhaps we should look at our promotion, retention policy or provide some remediation in there somewhere for those who are placed rather than promoted so their deficiencies can be addressed properly if it means remediation classes as an elective class while others who are on grade level have enrichment classes. Also we need to provide more support for non-English speaking students in the classroom as well as resources in all subject areas especially science and social studies.</p>	5/22/2017 7:24 PM
234	<p>the superintendent, although will be involved in the community, must put the schools and staff first [REDACTED]. The superintendent should make sure there is a strategic plan and focus that the entire system knows about and should change [REDACTED] as we can see how we have so many low performing schools. The superintendent should make sure they know what [REDACTED] are doing at all times and be involved in academic meetings. The superintendent should not be comfortable in the status quo but come ready to put people in place, processes in place to raise school scores. [REDACTED]</p>	5/22/2017 7:21 PM
235	<p>We need someone who can embrace our diversity as a district. At the same time they need to be able to make hard decisions about funding, curriculum and policy.</p>	5/22/2017 7:20 PM
236	<p>The Superintendent must be a strong innocent active leader able to manage the micropolitical aspects of Durham. This must be someone willing to shift the culture and make tough and sometimes unpopular decisions on behalf of the majority of students in Durham.</p>	5/22/2017 7:14 PM
237	<p>[REDACTED]</p>	5/22/2017 7:13 PM
238	<p>Should help staff reduce paperwork so we can concentrate on teaching, and a work/life balance!</p>	5/22/2017 7:08 PM
239	<p>I would like the superintendent to use equity and fairness in distributing resources to schools. There is not enough support for low income/high poverty schools.</p>	5/22/2017 6:53 PM
240	<p>I would want him/her to become knowledgeable about the programs we have in place before changing to another program because it may have worked in another district.</p>	5/22/2017 6:51 PM

241	As a classroom teacher, my biggest concerns are (a) safety and disciplinary issues, preferably with a restorative justice model, (b) time and resources set aside for teachers to grade and plan, which is something other districts like Wake County already have, (c) an emphasis on community involvement, especially for students who are at high risk of dropping out or getting involved in crime or gang-related activities.	5/22/2017 6:50 PM
242	This survey is set up in a way that the question support the highest answers only. I'm a little disappointed. The reality is that a qualified candidate will have these characteristics. I want him or her to understand education, support teachers, communicate with the community, and be a good face for our district.	5/22/2017 6:47 PM
243	none at this time	5/22/2017 6:46 PM
244	Hire a woman! It's about time to shatter the glass ceiling!	5/22/2017 6:46 PM
245	I hope to find one [REDACTED].	5/22/2017 6:44 PM
246	Have a deep understanding of EC and support the school level EC team	5/22/2017 6:37 PM
247	Hiring from within to continue the work [REDACTED] has done [REDACTED] !!!!!	5/22/2017 6:35 PM
248	New candidate should be willing to survey staff about administration pros and cons at each school	5/22/2017 6:33 PM
249	Should have an inclusive approach in leadership	5/22/2017 6:31 PM
250	We simply have to get a handle on accountability within our schools. Teachers, students, parents and staff MUST be held accountable for us to make our district a desirable place to be. Until we decide that protecting our classrooms is the first priority, we will NEVER fix this school district. By protecting our classrooms, I mean the following: Providing an environment that is conducive for teaching and learning - where teachers have the respect of their students (and we settle for nothing less than that!); where administrators are not afraid to suspend students in fear of meeting test results or offending parents/leadership. We need to take back our schools and make them attractive to our families or we will continue in the same downward spiral. Seek a Superintendent that applies common sense to our problems; is willing to ensure social justice, but not at the expense of everything else! Bring back discipline, high expectations and don't settle for less. Someone that can rally our troops to Join The Fight for saving our schools and is willing to hold EVERYONE accountable. Accountability! It's not a curse word; it is the key to our future!!	5/22/2017 6:28 PM
251	New hire should be an exemplary visionary with a knack for being a true advocate for students, teachers, admin and others within the district. Someone who has the heart to lead and make difficult decisions. A staff person who is committed beyond the scope of the public eye.	5/22/2017 6:17 PM
252	I am an employee and raised all of my kids in the Durham Public School System. I have seen good and bad. We need someone who will reach the most disadvantaged yet will be able to recruit the most advantaged families--and all groups in between. We can't have someone who just speaks to one group and not the other. That divide is bad for DPS and bad for Durham. Please get someone who wants to work with all stakeholders!!	5/22/2017 6:05 PM
253	This is my first year in the DCSS and I like it much better than Wake County Schools	5/22/2017 6:03 PM
254	Be able to work with outside agencies so that we can communicate effectively about the needs of our student population using money and resources wisely.	5/22/2017 5:54 PM
255	Is fair minded and treats all people with respect. Must have a proven record of integrity--willing to work collaboratively with present staff.	5/22/2017 5:51 PM
256	Need someone that will remove employees that are not passionate about what they do.	5/22/2017 5:50 PM
257	Should advocate for pay increases for all DPS staff and not just teachers!!!	5/22/2017 5:50 PM
258	The Superintendent should be someone who is accessible to and supports principals. He/she should also have a firm understanding of how to move schools and thus move a district.	5/22/2017 5:44 PM
259	Needs to support teachers and coaches. [REDACTED]	5/22/2017 5:42 PM
260	This person should have strong academic knowledge. Secure enough to "stand up" against the board for what's best for all.	5/22/2017 5:37 PM
261	Firm discipline times 1000.	5/22/2017 5:33 PM
262	Would like to have a superintendent that cares about our northern end schools as much as the others.	5/22/2017 5:30 PM
263	The superintendent should come from outside Durham Public Schools. [REDACTED] [REDACTED] [REDACTED] [REDACTED]	5/22/2017 5:30 PM
264	It will take an out-of-the-box thinker and courageous leader to support school reform that supports the academic success of every student.	5/22/2017 5:28 PM



265	I want our superintendent to be bold enough to make tough calls based on a clear vision. We have lots of problems in our district and we need someone to decide what to do about them swiftly. For instance, some schools probably need to be closed. Who will be bold enough to make this decision?	5/22/2017 5:25 PM
266	[REDACTED] I hope this next person will be as open and work closely with the business community.	5/22/2017 5:24 PM
267	Someone who we be less concerned about suspension rates and more concerned about discipline, class room disruptions and student and staff safety	5/22/2017 5:24 PM
268	It is imperative that we get someone from outside of Durham to bring real change. [REDACTED]	5/22/2017 5:22 PM
269	I am a committed public school math teacher and I look forward to a new and innovated era wherein closing the achievement gap within low income communities will increase opportunities for our children. Thank you for taking the time to consider the needs of our community.	5/22/2017 5:19 PM
270	None at this time.	5/22/2017 5:16 PM
271	[REDACTED] Though there have been some attempts to improve Durham Public Schools we are in need of a visionary who is capable of making some very difficult decisions to help guide us into the future. [REDACTED] We are losing students by the bus load to Charter schools and there are currently 3000 children that were wait listed for charter school enrollment. This is a telling situation. Parents don't want to send their children to Durham Public Schools. We need a leader who can effectively rebrand DPS and offer an educational environment that is sought after not just at a few select schools but at every school in the district. Secondly we need a leader who is willing to address [REDACTED]. As we have seen, there are millions of dollars that DPS currently spends that does not affect students or student learning. DPS is on a precipice. If we do not make the right choices now, we will continue to lose funding to Charter schools, families will continue to abandon our public schools, and our budgets will continue to shrink. We must look outside of Durham and possibly outside of North Carolina to a person who is not connected to the politics of this town who can come in with fresh eyes and help us to right this ship.	5/22/2017 5:15 PM
272	It is essential that a superintendent is found from outside DPS. Durham Public Schools has many inefficiencies and weaknesses. The overall perception is that the district wastes money on superfluous central office positions while improperly providing funds for keeping schools clean and safe. I fear we are no longer able to see our own dirt. Even if my individual perceptions are totally wrong, these are strongly pervasive perceptions among the staff. Hiring someone from within the district will degrade trust.	5/22/2017 5:14 PM
273	Believes in transparency in hiring procedures. Believes in promotion from within. Believes!	5/22/2017 5:13 PM
274	The individual needs to know something about extracurricular activities. They need to know the importance of athletics, arts, music, etc.. They also need to have a background of understanding of diversity in the schools. DPS is a diverse school system, and they need to have a background of working in an educational system of diversity. They also need to understand school culture of the different schools in DPS. They need to be open minded to understanding the history and culture of the schools, and understand what the teachers and administrators are dealing with on a daily basis.	5/22/2017 5:12 PM
275	While data, particularly graduation rates and suspension rates, is important, they should not drive all the decision-making for the superintendent, especially if focus on those numbers compromises the safety of our campuses and the integrity of our academic programs.	5/22/2017 5:11 PM
276	I would like a superintendent that is familiar with Durham and the needs of our community. One willing to visit the various community leaders and neighborhood to understand the diverse needs of Durham.	5/22/2017 5:06 PM
277	I would like a superintendent that has a focus and vision for accomplishing that goal. I also want someone who will work hard for school and what is best for schools and not just go with the organization with the loudest bark. I need someone who is approachable and understands what the school level is like. I would also appreciate someone who will stand up to the board if they are not doing what is best for schools. School safety and equity with standards is also a huge concern.	5/22/2017 5:05 PM
278	Should have a clear understanding and/or willing to learn the evidence based practices to provide behavior support to all students - Very Important	5/22/2017 5:05 PM
279	We need to find the best "turn-around" superintendent in the country.	5/22/2017 5:04 PM
280	I would appreciate the consideration of [REDACTED]. [REDACTED] is intimately familiar with the community and DPS and has the leadership skills to continue moving us in a positive direction.	5/22/2017 5:04 PM

### Q26 What is your current job assignment?

Answered: 728 Skipped: 22

Answer Choices	Responses	
Administrator	10.03%	73
Teacher	50.96%	371
Support Staff	39.01%	284
<b>Total</b>	<b>728</b>	

### Q27 If assigned to a specific school, what grade level?

Answered: 638 Skipped: 112

Answer Choices	Responses	
Elementary School	55.80%	356
Middle School	17.55%	112
High School	26.65%	170
<b>Total</b>		<b>638</b>