

East Greenwich School Committee

111 Peirce Street
East Greenwich, RI 02818

March 4, 2022

Dear East Greenwich School Community,

To launch the search for our next Superintendent, during the last two weeks of January 2022, the East Greenwich School Committee, with the assistance of the New England School Development Council (NESDEC), conducted a Community Needs Assessment through three focus groups and an online survey.

In the forums, participants provided their responses to two prompts:

- What are the qualities, characteristics, skills, knowledge, and experiences you desire in a new Superintendent of Schools?
- What do you see as the pressing tasks and challenges ahead in his/her/their first year in the position?

NESDEC distilled this feedback, together with the survey responses, into a Successful Candidate Community Profile. That profile and the underlying report are attached. The School Committee has reviewed and analyzed your input, and is using this feedback as a guide in the Superintendent selection process.

The survey and forum invitations were made available to all. Everyone who wanted to participate in the survey or one of the forums was given that opportunity. The East Greenwich School Committee wishes to commend and thank all those who took the time to participate in the community needs assessment process. Additional thanks go to the members of the Superintendent Screening Committee who will participate in the first round of interviews, and will provide us with their feedback.

This Screening Committee has the same stakeholder composition as the one from our last Superintendent search. In addition to the full School Committee, the following will serve on the Screening Committee:

Amy Healey, Confidential Assistant to the Superintendent and SC Clerk
Michael Podraza, Assistant Superintendent
Maggie Baker, Director of Finance, Administration and Operations

Dr. Lisa Hughes, Director of Student Services
Neil Marcaccio, Director of MTSS
Brianna Moody, Human Resources Coordinator
Dominic Giusti, Principal, Meadowbrook Elementary
Donna McFee, Teacher
Paula Randolph Vensel, Paraprofessional
Ed Cleary, Custodian
Valerie Knight, President, East Greenwich High School PTG
Lisa Davis, Special Education Advisory Committee member
Dr. Robert Siminski, EG Juvenile Hearing Board, and retired superintendent

Superintendent candidate interviews start tomorrow, Saturday, March 5, and will continue through the month of March in a series of executive sessions to protect the privacy of the candidates. We are deeply grateful for the community's continued feedback and support as we undertake this very important decision on behalf of the District.

Sincerely,

A handwritten signature in black ink, appearing to read "Anne Musella", written in a cursive style.

Anne Musella, Chairperson
East Greenwich School Committee



New England School Development Council

28 Lord Road, Marlborough, MA 01752 ➤ Tel: 508-481-9444 ➤ www.nesdec.org

**East Greenwich Public Schools
Superintendent Search
Successful Candidate Community Profile**

January 2022

SECTION 1:

SUCCESSFUL CANDIDATE COMMUNITY PROFILE

While it is understood that the East Greenwich Public Schools community and School Committee expect a high level of competence across all aspects of the position of Superintendent, to ensure a new Superintendent is a match for East Greenwich, ***preference will be given to the educational leader who demonstrates a high level of experience and skill in the following areas:***

Creates and maintains a positive and professional district culture and climate

- leads with empathy and respect and fosters collaboration and a sense of common purpose
- has a strong moral compass and is able and willing to advocate on behalf of students, staff and the district
- builds a sense of team among administrators and staff; sees themselves as a member of a high-functioning team
- is present on a regular basis in the community, schools, and classrooms; engaging in conversations with parents, staff, and students; listening, learning, and building relationships
- demonstrates respect for the valuable contributions of staff and the views and ideas of parents, staff, and students
- is culturally competent and strives to ensure that the diverse backgrounds and perspectives of students, families, and staff are valued, and that students' diverse academic, social, and emotional needs are met
- works in collaboration with the School Committee for the benefit of students

Fosters creativity and innovation in achieving the district's mission and goals

- looks for new ways to use district and community resources such as partnerships, volunteer opportunities, etc. for the benefit of students
- stays current in the field and is knowledgeable about proven, effective best practices and programs; collaborates with staff to learn and evaluate current programs in light of alternative approaches
- holds forums for parents, students, and staff to seek ideas and address concerns

Holds high expectations for the achievement of students, staff, and the district as a whole

- provides student-centered leadership and evaluates programs and instructional practices based on the learning of students
- believes in continuous improvement; brings a sense of excitement and enthusiasm for setting and achieving challenging goals
- uses multiple sources of student learning data/evidence, including national, regional (New England), state, district, school, and individual program data, to collaboratively improve performance
- provides meaningful and ongoing professional development for staff
- ensures that the instructional practices in all classrooms across the district meet the high expectations for content and engagement of students

DESIRED EXPERIENCE

- has organized initiatives that have had tangible results
- has mustered political and community support and successfully seen initiatives through from inception to implementation
- has been part of a high-performing district; can provide examples of how they improved student performance
- has a track record of delivering against challenges
- has been a principal or leader who has overcome problems
- has a diversity of experiences to fuel our efforts to innovate and improve
- has classroom, administrative, and other district experience that enables them to understand the challenges of each role

TASKS AND CHALLENGES IN YEAR ONE

- Get to know East Greenwich's community, district, and schools. Be present in the community, schools, and classrooms. Listen and learn. Engage in conversations and build relationships. Learn our programs, study our achievement data, learn firsthand what is working well and what areas need improvement.
- Build your team. Build a strong sense of team with your administrators and staff. Build a common vision, mission, and expectations. Demonstrate your respect and value for all staff and the contributions they make toward the success of the district.
- Establish open lines of communication with the community, staff, and students. Hold forums to seek and share information.
- Reestablish a sense of joy and optimism as we come out of this pandemic. Lead with empathy and understanding .
- Bring a new perspective to our district and look at our current programs and practices under a new light. Use data and national and state achievements and best practices as a lens to start conversations around change and improvement.

SECTION 2: FOCUS GROUP INPUT

PLEASE NOTE:

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

PARENTS/GUARDIANS/COMMUNITY MEMBERS

PROMPT 1: I think the new Superintendent should possess the following qualities, characteristics, skills, knowledge and experience...

A Superintendent who:

- is intuitive with the children's social and emotional needs as well as their academic needs
- is obviously student-centric
- is charismatic
- sets a great tone and gets everyone on board
- is empathetic
- has the leadership qualities to lead a vision that is focused on what is in the best interests of students
- ensures that students have a consistent experience not matter which teacher they have; someone who has effectively use the evaluation system to improve a district; someone who can mentor, support and provide professional development
- who has a concept of accountability that is consistent with strong student engagement; someone who can provide examples of how they have changed or improved a situation through the evaluation system
- who recognizes when good/great teaching and learning is occurring and when there are areas in need of improvement; can talk about how they handle and deal with this
- can come in and influence the district's vision
- understands that this community is thirsty for exceptional performance
- understands that we want to have the best district in New England
- will bring in an outside context to our district and merge the two
- is innovative, brings a new perspective and ideas and a sense of excitement to the position; is creative, thinks outside of the box
- brings an excitement to the district, a feeling of "let's go, let's innovate...let's get to the next level"
- brings a combination of empathy and pragmatism and is passionate about the work and the mission
- is up to date in the field and knowledgeable about national trends and effective scientifically based instructional practices
- can look at things not just in a localized context but in a national context as well; knows that we want to be not just locally competitive but nationally as well
- will reflect on where we are and will recognize that while we are high performing, we could do so much more; we want to compete with high performing districts in MA and in the nation
- can present on where they have affected change and elevated performance; can state, "here is where I moved the needle in the district or department and here is where I really upped the performance..."
- is capable and willing to assess our curriculum and programs for effectiveness, particularly our literacy program
- defines effectiveness as meeting the needs of students and enabling students to master the standards
- will take a deep dive into the analysis of curriculum and present facts and data to the School Committee that give a true picture of effectiveness of lack of effectiveness

- is continually inspecting and evaluating...someone constantly evaluating for success; someone who is obsessively student centric
 - is proficient in what our expectations are in what our kids deserve; can build a vision around the knowledge that not all kids learn in the same way or have the same interests and needs; offers courses in citizenship, problem-solving...
 - knows effective programs; someone who is up to date on rigorous and scientifically proven curriculum, particularly in math and literacy
 - looks at the metrics of students and teachers and helps keep East Greenwich a high performing district
 - is a leader not afraid to say, "It's not right" if our math curriculum or our reading curriculum is not effective; someone who will say "Let's figure out what does work...maybe bring in experts..."
 - is not afraid to bring a non- traditional approach to how things are done; someone who will take a hard look at their vision and what works and determine what is and is not working; someone willing to make decisions, even if they are not popular, if they are in the best interest of students; someone who has a track record of doing this
 - will engage the teachers and the community and students so that they feel empowered and heard and valued
 - views the role of superintendent as that of a CEO who reports to the School Committee as the board; someone who can collaborate with the School Committee to build support for the district's vision; someone able to interact with the School Committee to provide his/her vision and to drive the district's vision in the district and community
 - is a really strong leader to whom the School Committee will listen
 - will have a level of autonomy to have a vision and to see it through
 - is a strong leader with autonomy and vision able to share that vision with the School Committee
 - will recognize that we have some gaps and that we have all these assets and resources in our community (for example, could we use our facilities for after school study groups for students led by community volunteers and student leaders?) This is just one idea
 - can and will use the resources available in the community to support the learning of students and learning opportunities available to our students; we have a community willing and able to get behind initiatives and to provide opportunities for students
 - will reach out and partner with the resources we have available to this community - such as the institute of technology, Brown University...and parents and community members from many fields- to build and offer courses and opportunities for the benefit of our students and that will attract students from other districts to attend our schools (this is a win-win situation, our kids get a stronger education and our district gets the tuition money)
- knows how to put a budget together

EXPERIENCE

- has organized initiatives that had tangible results; has mustered political and community support and has successfully seen initiatives through to successful implementation
- has been part of a high performing district or has led a district to become high performing
- can show a track record of delivering against challenges

- has been a principal or leader who has overcome problems
- has a resume that holds up to scrutiny/investigation
- can bring an outside the district perspective – maybe someone from out of state
- has a diversity of experiences to fuel our efforts to innovate and improve

PROMPT 2: What are the immediate challenges and tasks the new Superintendent should focus upon in the first year in the position?

- This is an important turning point for our district. Everything at this point should be assessed in light of our mission and goals. This is a time to inspire people.
- Create a post covid vision. When we emerge from this pandemic, we want a new way of doing things. Build on what we learned through technology, build on innovation. Do not just focus on taking us back to where we started...move the needle...move us forward.
- Expects consistent expectations across the district so that a student's learning or grade is not subjective or based on which teacher they have. Have one standard, have one evaluation criteria and make criteria transparent to parents.

ADMINISTRATORS/DISTRICT LEADERSHIP

PROMPT 1: I think the new Superintendent should possess the following qualities, characteristics, skills, knowledge and experience...

A Superintendent who:

- knows that East Greenwich is becoming an increasingly diverse community and that this is projected to continue; someone who believes that *all* – and all means all – children can learn
- has a vision and a plan to meet the challenges that we have and can expect in the future
- has a deep understanding of what teaching and learning looks like at the classroom level and uses that as a lens to drive the whole mission and vision of the districts
- progress monitors at all the different levels to ensure that implementation is happening with the rigor it is supposed to
- can successfully develop collaborative relations with, and navigate the work with, the school committee and establish a boundary between the governance and administration of the district
- can manage the town/school relations in a positive way; someone who can work well with the School Committee, the Town Council...
- never loses sight of our mission and purpose
- has an empathetic leadership approach and uses an empathetic lens when dealing with our district – especially after the trauma of covid – is empathetic in their dealings with staff and kids; is able to foster longevity in staff
- can balance the mental health and emotional components of the job with the other components and expectations
- is realistic and at the same time optimistic
- knows that we are a high performing district with high expectations and knows how that affects what kids are going through
- understands that we are always improving but who will recognize the good that is going on and build on that
- is visible, this is very important, someone with boots on the ground; someone very supportive of the work that is going on in the district
- has the unique wisdom and knowledge that is gained only through hands-on experience in myriad roles in a school system: classroom, building level leadership..., this gives them a lens across roles
- is driven by a clear moral and ethical compass in their day-to-day work and who has a clear purpose that drives their work
- has the capacity to navigate the political climate here in East Greenwich
- having a thick skin is critical
- has charisma because that is where inspiration is rooted
- is able to do presentations in many different settings: budget, community building...through all the changes..., able to think off the top of their head and to be a good speaker
- knows that it can be different when coming into a high performing district like EG that has high expectations...understands that one of those expectations is that they be out and about in the district and community
- is accessible to the community

- engages in authentic interactions with all stakeholders
- is charismatic, empathetic...
- gets to know people in a meaningful way and gleans meaningful information
- exudes respect with regard to individual interactions and group interactions
- has conversations with people, teachers, paras, parents, students...
- is authentically and genuinely respectful and genuinely respects everyone's contribution
- is able to say "no"; able to establish boundaries and draw a line in the sand; able to thread that needle
- is "real people" who administrators can text and call to discuss ideas and issues; someone who appreciates what administrators bring to the table; trust in their administrators is essential
- builds administrative comradery; we have this, we want it to continue
- is a learner who is willing to own their mistakes publicly
- can say, "I am sorry" and pivot if the road taken turns out to be not as expected
- has a strong moral purpose that is the backbone of their everyday work; knows that we are not about schooling but about learning
- anyone in the district can approach with confidence and trust; someone with whom administrators can discuss issues and collaborate in a nonjudgmental, non-critical way with a focus on the issues
- has a balance in their life and is willing to speak about that
- has a strong ethical compass that helps guide them when facing community pressure

PROMPT 2: What are the immediate challenges and tasks the new Superintendent should focus upon in the first year?

- Teacher contract negotiations will most likely occur in your first year. You may be in the throes of things but be able to motivate and continue to be optimistic
- A tremendous amount of work went into developing our five-year plan. You will begin at the end of year 1. Assess where we are after year 1

TEACHERS/PARAPROFESSIONALS

PROMPT 1: I think the new Superintendent should possess the following qualities, characteristics, skills, knowledge and experience...

A Superintendent who:

- knows what they will be getting into, knows East Greenwich and its demographics, its highly involved parents and teachers...because if they do not know they may find that they are not a match and will want to leave after a year or two
- knows East Greenwich, has done their research, knows the unique environment we have here
- wants to be here with us to help us achieve our vision; is not using the position as a steppingstone
- wants to work with teachers to collaboratively achieve goals; is not looking to control teachers
- wants to be here for students and work along side teachers to achieve our goals; wants us all to be on the same page
- is great at relationship building; someone who wants people to feel good about themselves and the job that they are doing
- is not only able to lead but to inspire those they lead; able to inspire the teachers who do the work
- understands labor relations and respects the Association as part of the problem-solving team, not as opponents...knows that collaboration is the key
- builds district rapport
- builds a bridge between the teachers and the school committee; knows how to connect the two
- works well with others
- is a teacher, is an educator; understands that to be a good leader you have to be able to walk a mile in their (those you are leading) shoes
- listens, values what people have to say even if they do not agree
- is approachable
- is open to listening to teachers
- is comfortable leading people; sees teachers, parents and students are people...not as members of a group
- is visible in the classrooms on a regular basis; someone who knows teaches by name; someone we can get behind because they are not just a face behind a desk
- is comfortable in the classrooms interacting with teachers and students – even subbing
- is calm and stabilizing; is one of the faculty, one of the team; makes us feel like they have our back; someone who understands that we are the district, we are the constant, we are the stable entities, we are here working for the good of kids year after year; someone who knows that they can learn as much from us as we from them
- you can approach with a problem and work together to find a solution
- cares about East Greenwich and wants to see our kids and staff do well; wants to be here to help make us better
- is someone who understands the challenges and the high expectations from parents and teachers and is excited about working here
- knows that people here want the best of the best

- is prepared for the level of intense involvement and pressure and academic rigor and will not be someone who wants to leave after a year or two
- comfortable holding their own ground
- understands that we are considered an affluent community with parents who want to be highly involved in the decision-making process
- can effectively manage pressure from individuals and groups
- is able to listen to the argument or the situation rather than just gaveling down like a judge
- is excellent and effective communicator
- is very eloquent and able to communicate to multiple audiences over multiple mediums
- can communicate with, and respond to senators, teachers, parents, town leaders...and students in a way that is appropriate, informative and respectful
- can clearly communicate their expectations
- has a clear understanding of the role of education in society and the critical role it plays in the lives of students; inspires students and teachers to create a better future
- is a visionary who not only helps us to create a vision but leads us in a systematic way to implement it
- is able to inspire the people and staff who need to carry out the vision and do the work to achieve it
- can say, "here are some ideas of what I did before – maybe we could tweak it to fit EG"
- knows that people expect them to be everywhere and all things to all people

EXPERIENCE

- comes from an education background
- has experience in the classroom; knows how to relate to classroom teaches
- has experience leading a building
- has seen multiple perspectives in a district
- has experience successfully working in a district of high demands
- has led a district through changes and understands that process

PROMPT 2: What are the immediate challenges and tasks the new Superintendent should focus upon in the first year in the position?

- Listen and learn and build relationships. Be in the classrooms meeting the teachers and students. Hold conversations. We have gone through a pandemic and can not face any more dramatic changes just now...take it slow, become a trusted part of the teaching and learning community.
- We have a lot going on in the district right now. You are coming in at a time when a lot is happening, a lot of initiatives, expansion and growth. Learn what is going on and help us achieve our goals.

SECTION 3: ONLINE SURVEY RESULTS

PLEASE NOTE:

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

Superintendent Qualities/Skills/Attributes Inventory

The East Greenwich School Committee invites you to provide input regarding the characteristics believed to be important in the next Superintendent of Schools. Below are listed some of the qualities, skills and attributes research indicates are necessary to be an effective Superintendent. By checking the boxes next to your choices, please select the five (5) that you think are most important. You are also invited to comment on your five choices. All responses will be considered anonymous.

Thank you for your participation in this questionnaire.

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

I would like a leader who...

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

2. In the space provided below, you are invited to provide your reasons and/or additional commentary regarding the five qualities/skills/experiences you chose as the most important for the new Superintendent's success in this school district.

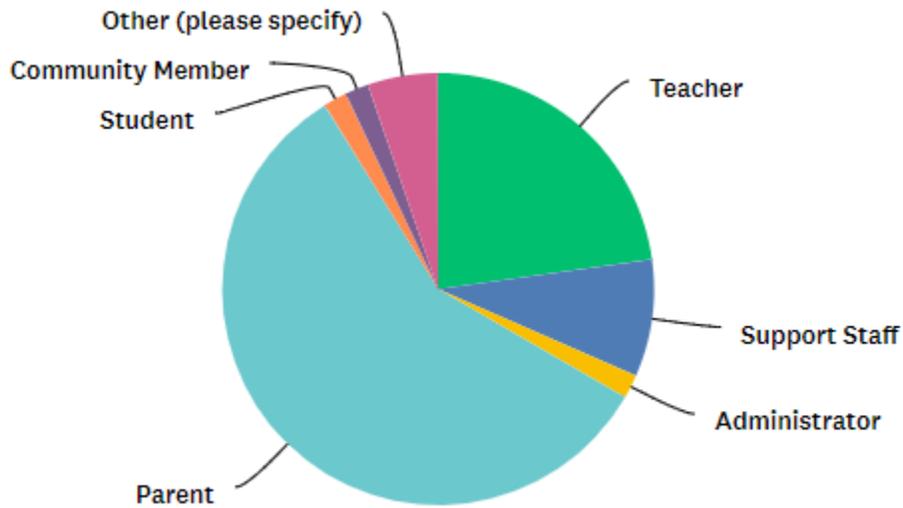
3. In the space below, please indicate the challenges and tasks you think are important for the new Superintendent to focus upon in their first six to twelve months in the position.

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

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

- Teacher
- Support Staff
- Administrator
- Parent
- Student
- Community Member
- Other (please specify)

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



Teacher	22.81%	26
Support Staff	8.77%	10
Administrator	1.75%	2
Parent	57.89%	66
Student	1.75%	2
Community Member	1.75%	2
Other*	5.26%	6
Total		114**

* Responses included: "Does it really matter what we are"; "EG School Committee Member"; "Thank you for the opportunity."; "town councilor who is also a teacher"; "Parent and Substitute teacher"; "Support Service in Special Education"

** One respondent chose not to answer

QUESTION 1:

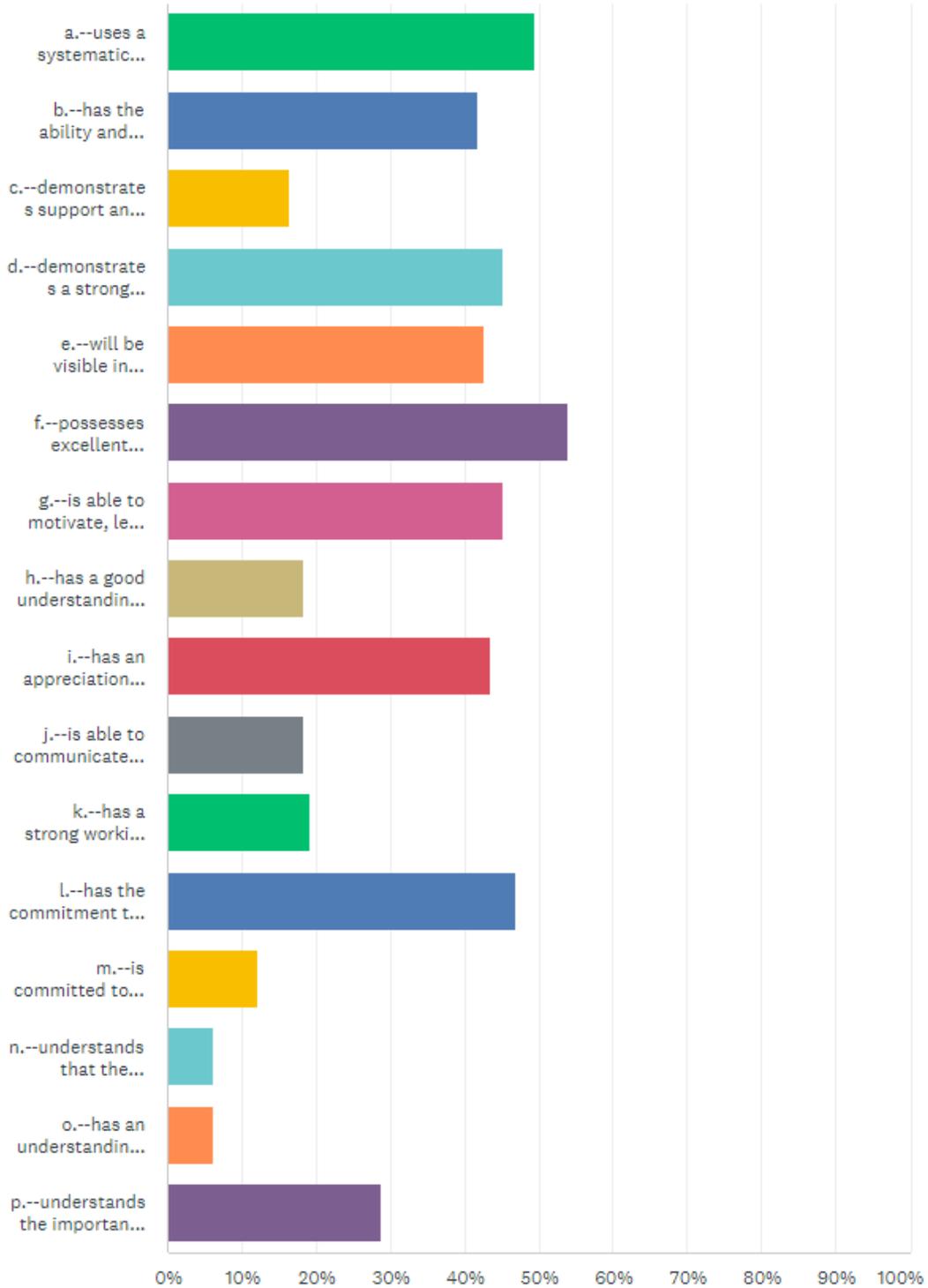
Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...

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

ALL RESPONDENTS

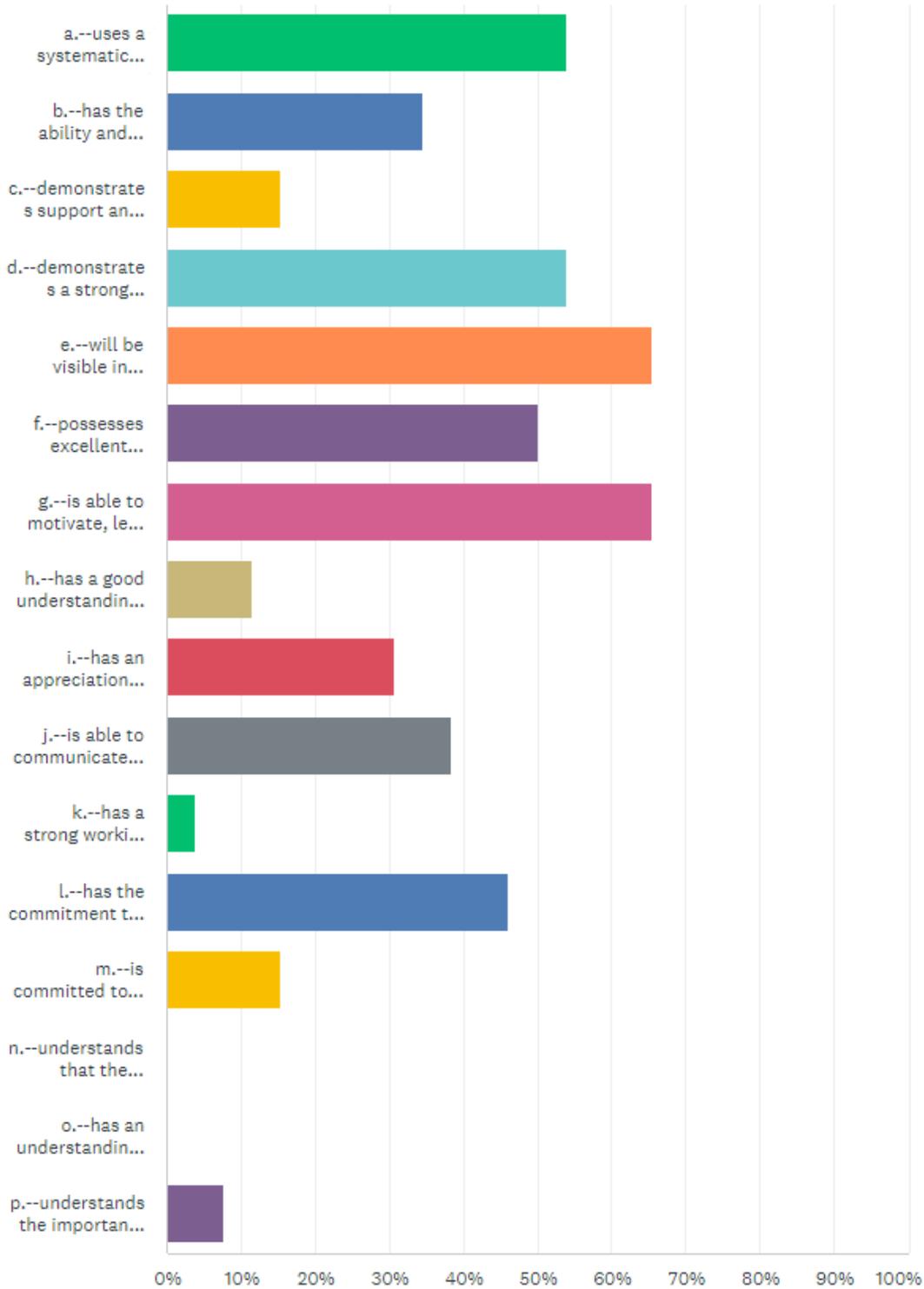
N=115

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



TEACHERS
N=26

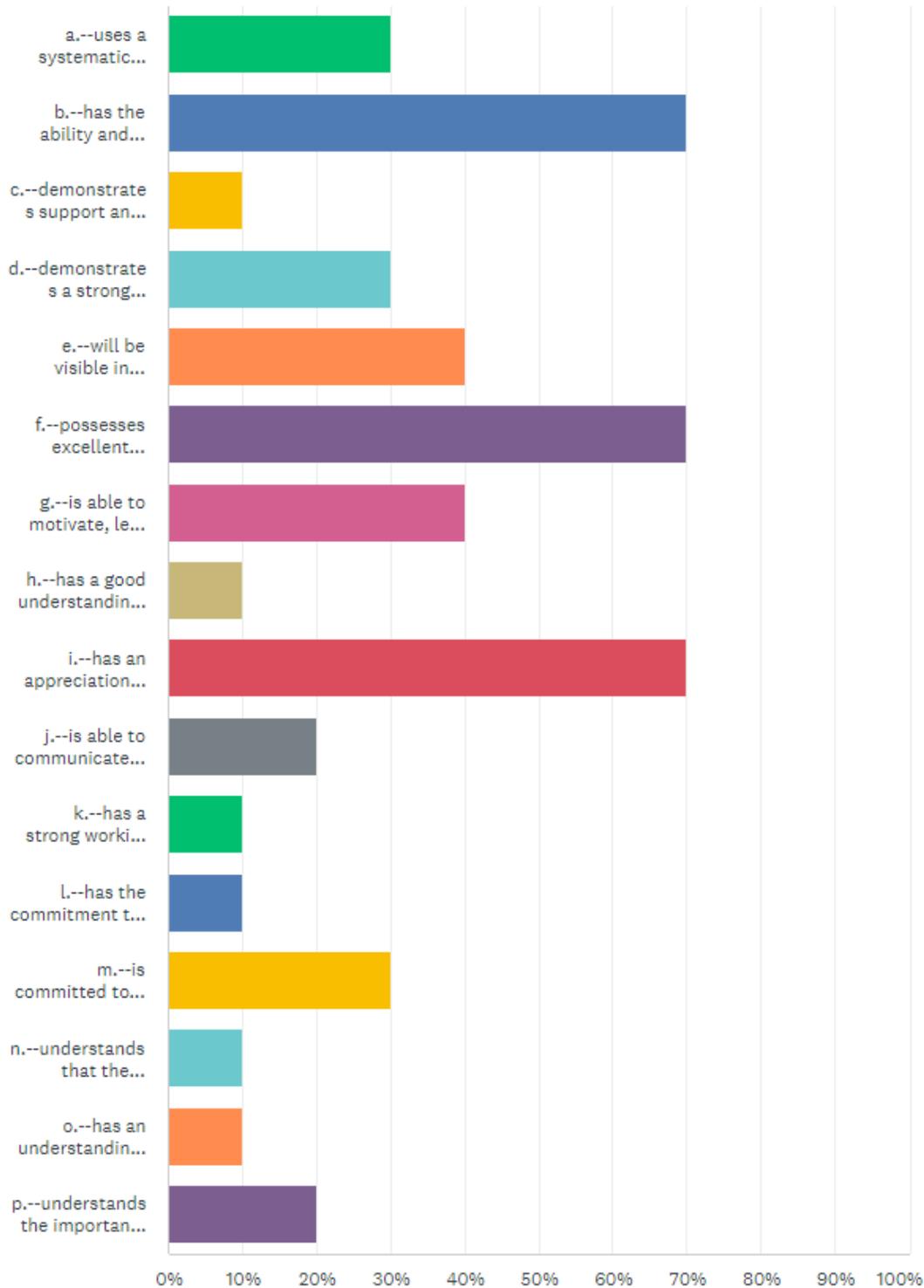
Q1. Of the qualities/skills/attributes listed in "a" - "p" below, choose the FIVE (5) you think are the most important for the new Superintendent's success in this school district. I would like a leader who...



SUPPORT STAFF

N=10

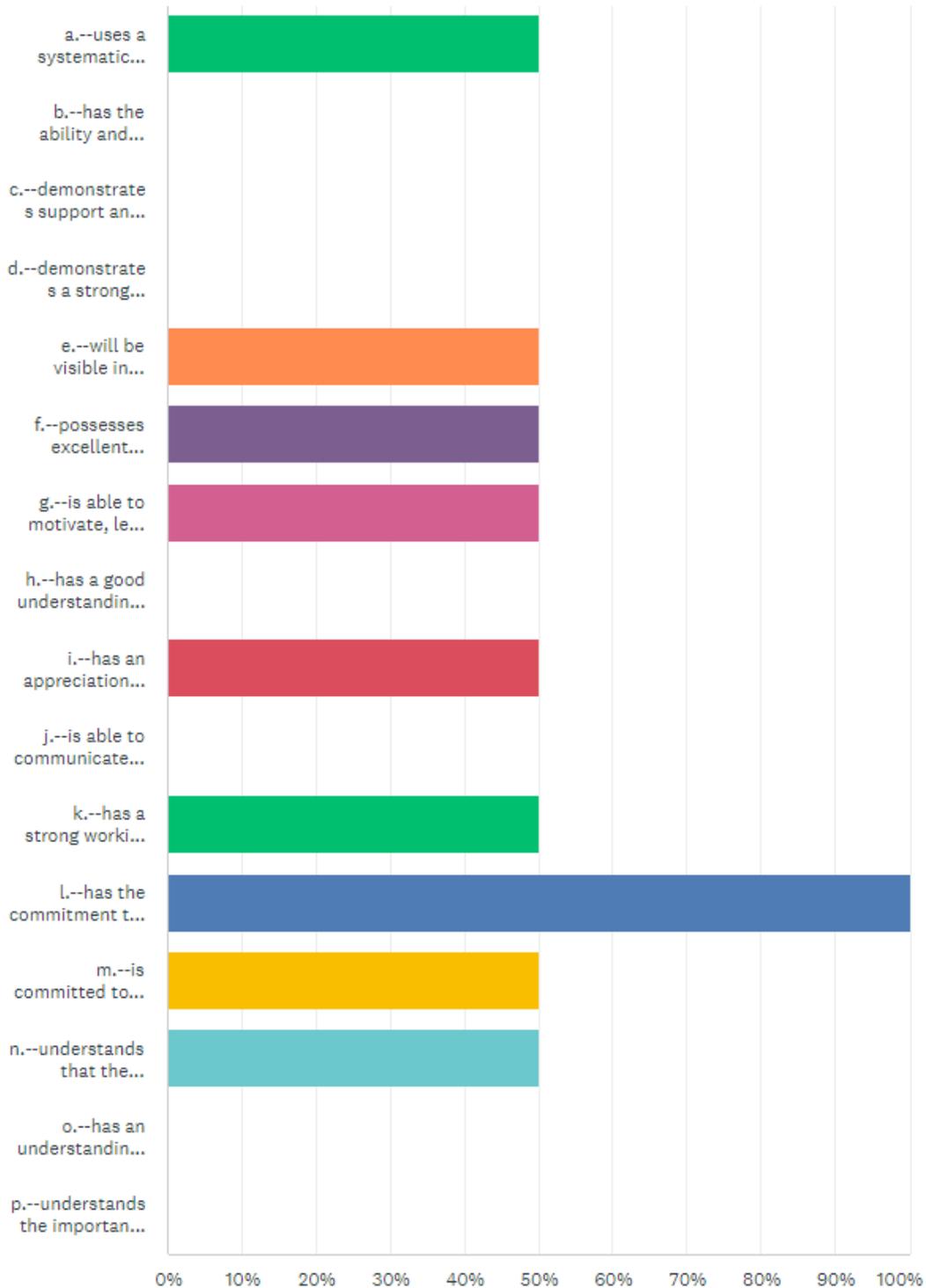
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ADMINISTRATORS

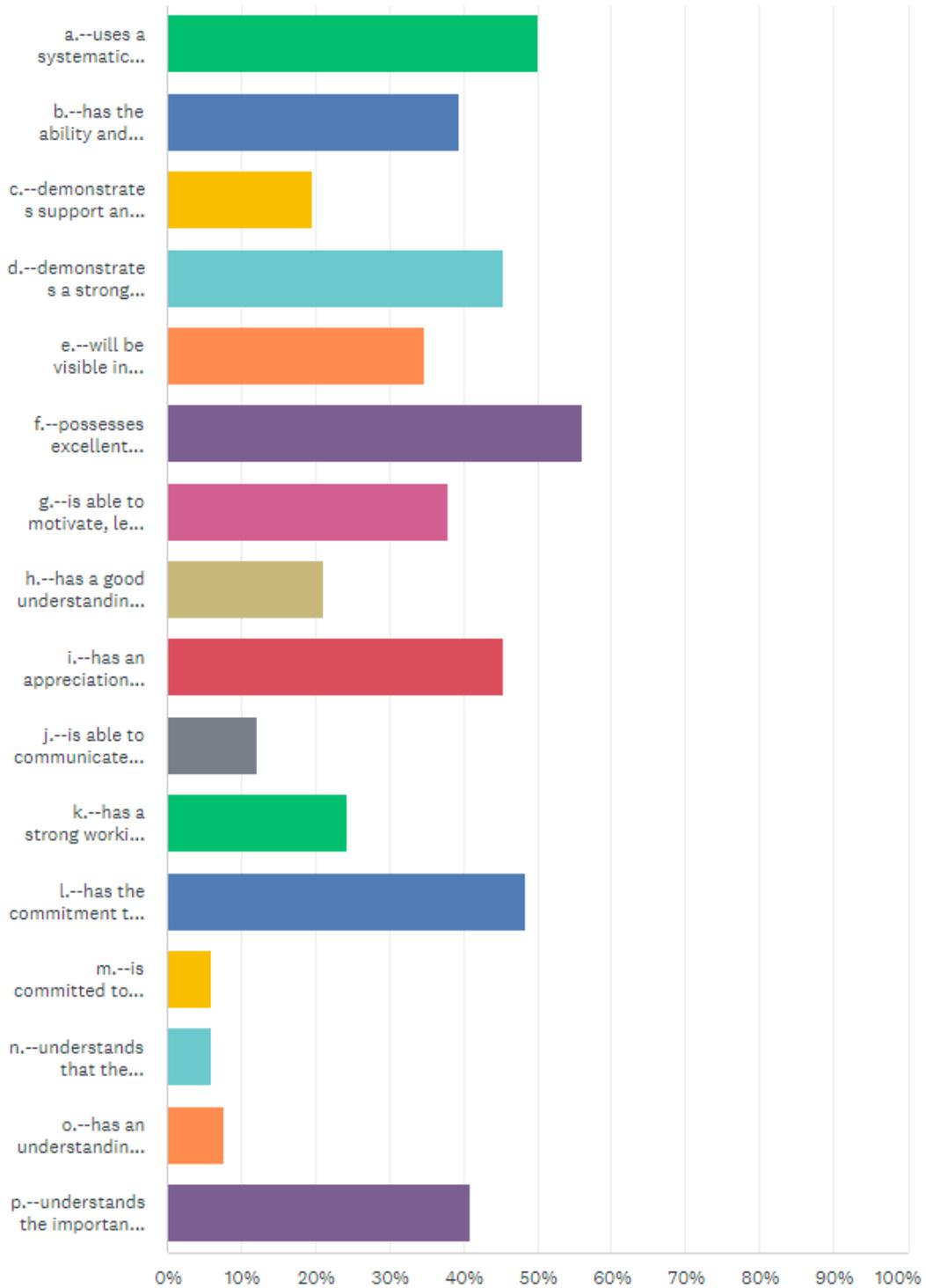
N=2

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



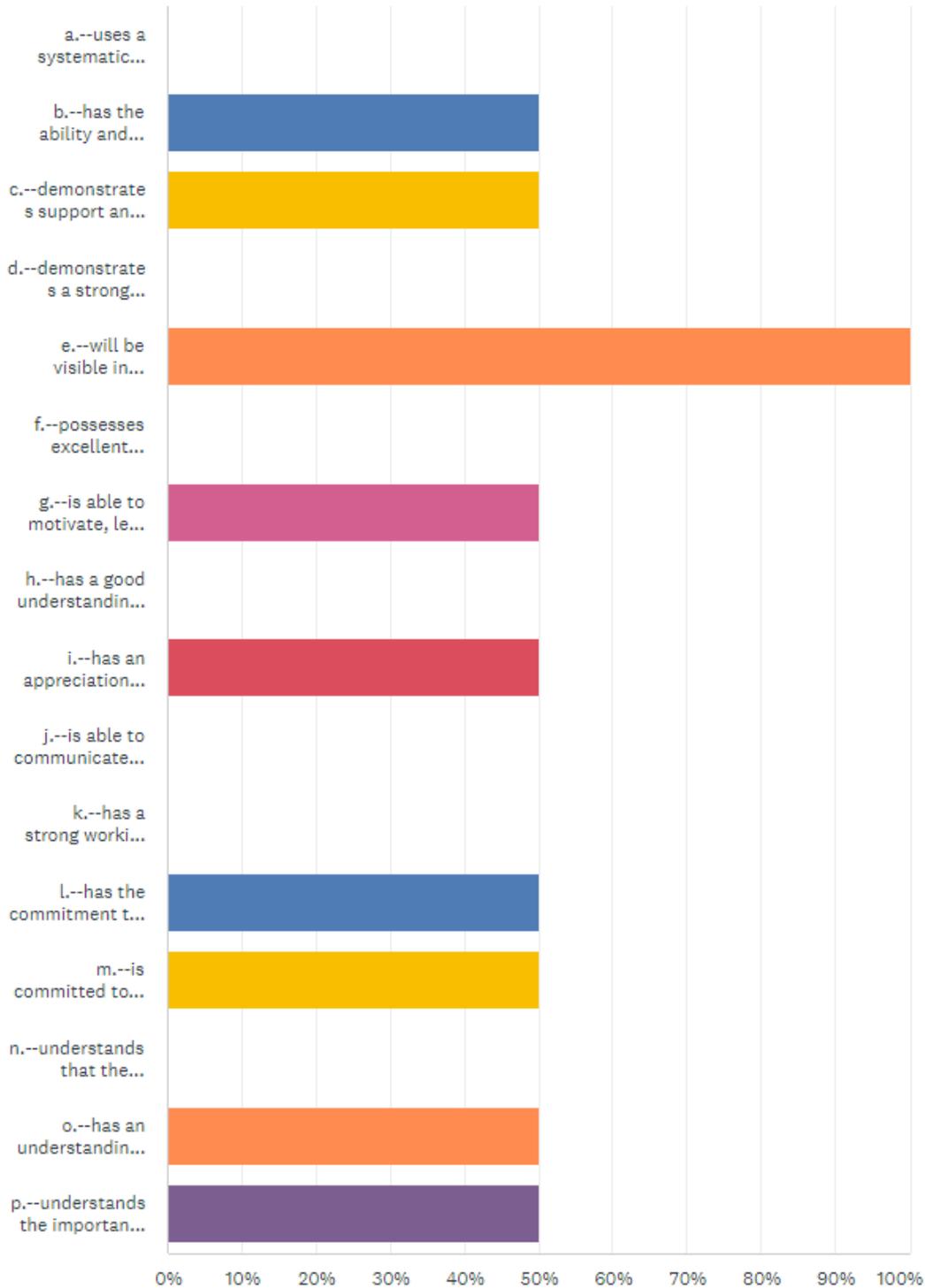
PARENTS
N=66

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



STUDENTS
N=2

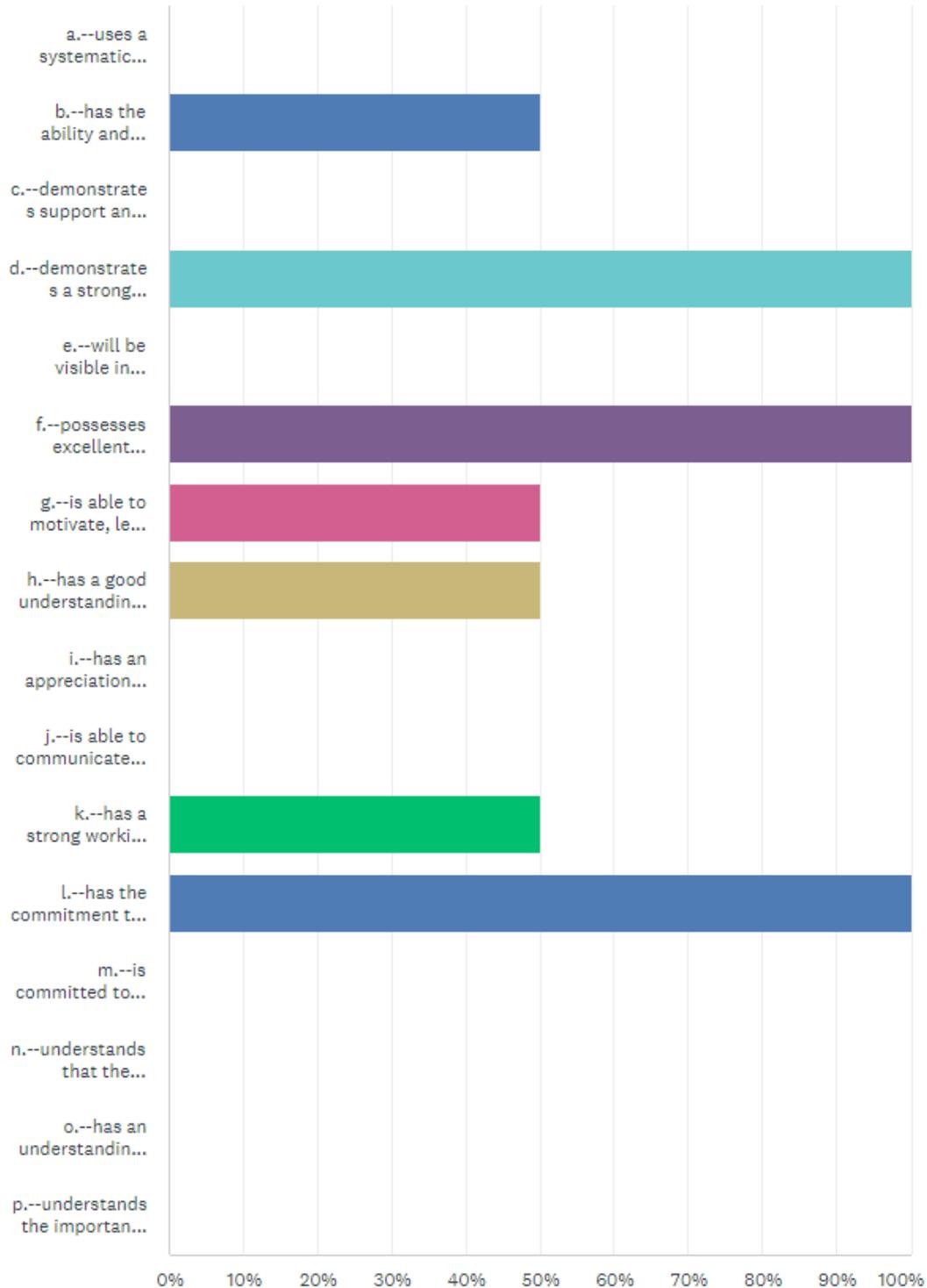
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COMMUNITY MEMBER

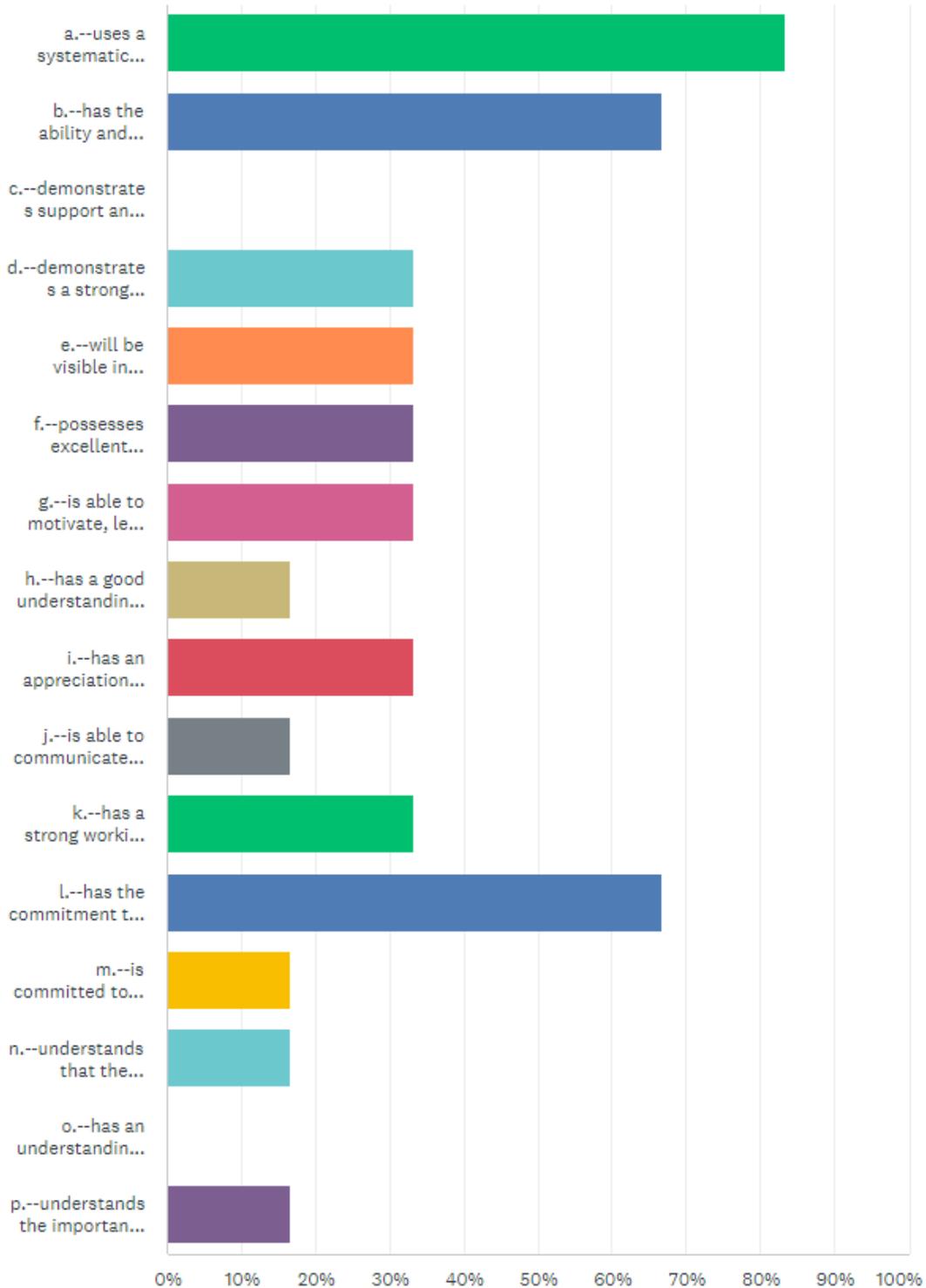
N=2

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



**OTHER
N=6**

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



An Invitation from the East Greenwich School Committee © NESDEC 2022

Q2: In the space provided below, you are invited to provide your reasons and/or additional commentary regarding the five qualities/skills/experiences you chose as the most important for the new Superintendent's success in this school district.

Answered	58
Skipped	57
Response Date	Responses
Jan 24 2022 01:45 PM	As a parent, I want my children surrounded by educators who feel empowered to teach and are supported by the entire community, and who teach a diverse curriculum that builds critical thinking skills.
Jan 24 2022 01:35 PM	Clear and concise communication to all staff, parents, and community members is IMPERATIVE when running a school district. Mrs. Meyers has set the bar high and I hope we find someone who is as effective at communication and as organized as she is.
Jan 24 2022 09:47 AM	Developing learning and accommodations for different learning styles/differences and understanding the importance of social-emotional learning is key. Would love to see development in other areas of intelligence (other than purely academics/cognitive).
Jan 24 2022 08:18 AM	Superintendent will need to be effective in managing conflicts. There seem to be 2 very vocal parent groups in town, each pulling to the opposite side of the sociopolitical spectrum. We need a leader who can find the common ground, a centrist. Please....school should not be political.
Jan 23 2022 09:42 PM	We need another strong people person who is compassionate and a strong communicator. The person should be able to identify gaps in staffing/faculty performance and be able to manage it effectively so that our kids receive a top notch education.
Jan 23 2022 02:01 PM	I really would like to see a Superintendent who is dedicated to innovative educational practices that are consistent with the 21st Century world in which we live. I would like to see a change from the outdated educational practices and assessment systems we currently have in our schools as well as a primary focus on social/emotional learning and mental health practices for students and staff.
Jan 23 2022 11:15 AM	We need someone who will LISTEN, especially listen to the lower tier employees such as support staff. That is lacking severely in central office administration and School Committee.
Jan 23 2022 10:54 AM	Listen to teachers at all levels and in all programs
Jan 23 2022 10:46 AM	I believe the superintendent needs to make the children of this town a priority. Focus should be on the learning, extra curricular activities and mental health of the students. These all go hand in hand. Also that teachers need to be superior in this town and held accountable if not performing.
Jan 23 2022 10:18 AM	I believe it is important for the Superintendent to be visible, approachable, and collaborative with all members of the school community in order to build the relationships which will be vital in building the future of EG schools.
Jan 22 2022 09:36 PM	I would like a leader who is also an educator. I would like a leader who is invested in the community.
Jan 22 2022 07:22 PM	A superintendent needs to be comfortable making the difficult and sometimes unpopular decisions that align with a steadfast commitment to the district's strategic goals and its members.

Jan 22 2022 06:11 PM	<p>A superintendent should be current with the science of reading and support early intervention for young students. Ultimately it is cost-effective to intervene earlier in a student's academic life. □</p> <p>□</p> <p>In general but especially with COLE and EGHS, collaborate more with local resources like New England Technical School</p>
Jan 22 2022 04:42 PM	<p>The superintendent needs to always put the interests of the students ahead of any political influences on district policy. He/she needs to be able to effectively advocate for students and families even when the school committee does not.</p>
Jan 22 2022 03:00 PM	<p>The new superintendent should possess all the skills above while putting students first and being receptive the parent concerns. He or she should provide leadership and advise the school committee accordingly on policies that impact students.</p>
Jan 22 2022 02:45 PM	<p>Someone who is student focused. Education is for the students and they should be the primary focus of the school department. Providing excellent education to students should be the main goal.</p>
Jan 22 2022 01:08 PM	<p>As a teacher in another district, it is extremely important for the new Superintendent to be a partner for all stakeholders - including students, parents, teachers, staff, etc. Being able to lead an entire district while maintaining awareness of the needs of schools, students, populations, etc is extremely difficult. The new Superintendent needs to have the ability to manage all of these stakeholders while creating a positive environment where people feel invested and listened to.</p>
Jan 21 2022 07:22 PM	<p>My one hope is for the new superintendent is politically neutral. This town and the schools have been so one sided for so long that we are in dire need of a neutral voice. There is going to be extreme pressure from the dominant political force in this town and this person needs to be able to stand up to it.</p>
Jan 21 2022 05:01 PM	<p>Our district facilities planning that is currently underway should be a main focus for our new superintendent. Our facilities require big changes if we are able to meet our mission for each student (and future students). It is my hope that our new superintendent will be knowledgeable of a project of this magnitude, ready to lead us to success.</p>
Jan 21 2022 03:48 PM	<p>I strongly believe, as a district, we have become too data driven and not looking at the role of schools as a whole. There are so many social/emotional/behavioral issues that are not be addressed, but we frequently here about test scores and how to use data to drive change. Personally, I feel that we are unable able to address academic needs until students are emotionally and physically ready to learn. That is why I choose "has an appreciation for diverse academic and social-emotional needs of students" as my most important quality</p>
Jan 21 2022 08:31 AM	<p>Many of these are qualities that seem obvious for a superintendent so even though I think they're important, I did not select them. I think Alexis has shown us that being visible in the community and connecting the schools to the community is important and invaluable. These last 2 difficult years, I personally have felt that leadership was consistently present and doing the best for everyone - in part because of her constant communication with the community. I am looking for someone who will continue that. I would also like to see a superintendent who considers education from a holistic viewpoint (nutrition, sleep, mental health, etc.) and addresses the needs of those kids who are not on the college track.</p>

Jan 20 2022 07:57 PM	<p>I think letter b is important because it is necessary to have a superintendent that is aware and part of the process of hiring staff as having high-quality staff is essential to student learning. <input type="checkbox"/></p> <p><input type="checkbox"/></p> <p>I think letter c and e are important because I have seen the impact on my students when they see Superintendent Meyers attending activities or assemblies that we have at our school. I believe that it positively impacts students when they know that the superintendent is invested in them and cares about them by being visible at their school and events. <input type="checkbox"/></p> <p><input type="checkbox"/></p> <p>I think letter f is important because within schools we do not work in isolation and it is imperative that the superintendent is able to hear feedback and involve the community in order to best support the schools and the students.</p>
Jan 20 2022 03:38 PM	We need someone who can free us of individuals who routinely fail to meet expectations -including some who have been in the district for years- and who will provide opportunities for staff and students who demonstrate interest in performing well.
Jan 20 2022 03:27 PM	Increased vocational program opportunities for non career development path kids
Jan 20 2022 01:27 PM	This district needs to employ teachers of color. We need to recruit a more diverse staff.
Jan 20 2022 12:59 PM	Our next superintendent of schools, will need to have a steady temperament, deep respect for the community and schools, ability to guide the school committee, lead with heart, and have the ability to inspire faculty, staff, and district administration.
Jan 20 2022 12:40 PM	Education is about the parent expectations of how the teacher will educate the children in the core elements to create a educated person who can reason and think for themselves. Politics of the teacher should never be discussed, they are just a facilitator.
Jan 20 2022 12:09 PM	I have appreciated the time that I have worked in the East Greenwich school system. Those superintendents that I have felt have been most effective have been those that had a strong educational vision grounded in research for not just today's learners but for the future. These leaders have shared this educational vision and then provided a plan for continuous improvement and staff development. Their ability to clearly articulate with enthusiasm their plan to all parties has helped to make educational progress. As a speech and language pathologist, I have valued being part of the discussion as well as the part of the solution which in some cases has meant thinking innovatively. I have felt heard and valued.
Jan 20 2022 11:54 AM	<p>Be open to and respect the need for increasing vocational training opportunities for those not intending to go to collect. <input type="checkbox"/></p> <p>Both previous superintendents (including our current one) have done a nice job of respecting the role of teachers and the incredible demands placed upon them. They knew we aren't machines and did not seek to pile on additional responsibilities on staff.</p>
Jan 19 2022 06:12 PM	If the superintendent has a strong commitment to leadership and uses that leadership position to focus on 21st century education for all background etc (i.e. item D in question 1 above), then everything should flow from there.

Jan 19 2022 10:08 AM	Teachers are struggling right now and feel that they are competing with data driven curriculum and assessments. The use of technology and scripted curriculum has taken away from the personal touch educators have with their students. It's important for our superintendent to have an understanding of what educators need and to really listen to them.
Jan 16 2022 06:22 PM	We need enthusiasm, and hope that things will get better for the teachers and students recovering from this pandemic and shift
Jan 16 2022 10:37 AM	I would like a superintendent to know/understand the curriculum being taught at the schools for grades 3-5. I would also like for that person to involve teachers in the conversation if change is to be implemented. I would like a superintendent who respects teachers and the hard work we do...we are a part of the district along with the students and parents....
Jan 15 2022 11:24 AM	This community is comprised of highly educated and connected citizens who are not afraid to openly question leadership and, at times, demand change that may not be in the best interest of the entire school community. We require a Superintendent/leader who can finesse the peaks and valleys of leadership in this kind of community.
Jan 14 2022 11:13 AM	We need someone who will stand up for our kids and not force these covid restrictions with no evidence or science to back it up. Our kids are so far behind thanks to distance learning and all of these policies. Depression and suicide are way up thanks to these policies. We are in calendar year 3 of this and nothing has changed. These kids will be paying for the school committees decisions for the rest of their lives.
Jan 14 2022 10:35 AM	All of these skills/ strengths are important and not mutually exclusive
Jan 14 2022 10:24 AM	As someone newer to the area, I have found that the facilities are in need of "facelifts" compared to where I have previously lived. I was surprised to see an affluent area as as this with such run down dusty facilities.
Jan 14 2022 10:09 AM	Most important to our family is an understanding of neurodiversity and respect for diverse experiences of the world. Social-emotional learning is more important than anything academic.
Jan 14 2022 10:05 AM	Consistent communication of the values and plans he/she is leading with are important, and should do he/she equally respects the needs and voices off all parents.
Jan 14 2022 10:03 AM	I'd like to see a Superintendent who is firmly involved with the local community (someone who resides in town would even be preferable) so that they are present, reachable and approachable, and fully understands the makeup and needs of our community.
Jan 14 2022 09:54 AM	It is not easy to be a Superintendent in education right now. EG's Superintendent should possess the skills to work collaboratively, address issues, and continue to provide high quality staff and curriculum to our students.
Jan 13 2022 08:35 AM	I'd like to see a superintendent that provides leadership and support to the special needs students and community
Jan 13 2022 08:22 AM	Teaching practices and curriculum are in a dire need of a overhaul. We need a leader who will make sure the system meets the needs of all students. Actually says what they mean, and who's actions match their words.
Jan 13 2022 07:59 AM	We need a leader who can inspire our staff to grow and change, pushing them and never accepting complicity. We desperately need a leader with deep understanding of special needs.

Jan 12 2022 10:12 PM	I have been disappointed by the educational rigor and integration of technology within our younger schools. I am looking for a leader who will push EG to be on par with the best districts regionally - not just in RI - and will also push us into a more modern approach to education using technology and other recommended approaches.
Jan 12 2022 09:28 PM	The person in this role needs to not only lead but foster leadership from within to support our students, faculty and families
Jan 12 2022 04:07 PM	The superintendent must understand all state, federal and local laws, be able to work with staff and committees and be committed to the excellence of our education at the public school level. The well-being of the average student should come first, not the outlying individuals or special interest groups. And, of course, there is always a budget.
Jan 12 2022 03:57 PM	I think the superintendent should have a system for evaluating teachers and resolving problems in their performance. I think all parents' voices should be listened to, not just the few elected.
Jan 12 2022 03:45 PM	Someone who knowledgeable of evidenced based research as well as being open minded to new and creative ideas to improve the curriculum and school environment ex. movement breaks and later school start times improves academic performance for all students at all grade levels.
Jan 12 2022 02:12 PM	Not listed - Ability and fortitude to challenge the teacher's union. The union is not interested in our children and their education. We need to get our schools back to normal.
Jan 12 2022 02:07 PM	I think it is really important that this person is committed to the job for at least 5 years.
Jan 11 2022 12:06 PM	The superintendent must understand that the relationship with parents and community members is unique. They should be aware that the level of involvement is different.
Jan 11 2022 08:28 AM	I think a Superintendent, while needs to have many qualifying factors, should see their school community and teachers as the humans that they are. Accessibility, openness, and support can make a great leader.
Jan 10 2022 03:35 PM	While EGSD continues to be a high-performing district, we need to improve our outcomes for ALL students. We need to get away from the traditional and antiquated systems in place and begin to teach innovatively in order to prepare students for a future that we cannot imagine at this point.
Jan 10 2022 02:28 PM	I would hope that the finalist would be an experienced superintendent who has a track record of successful application of the above qualities. Knowing the right skills to market in yourself and being gifted at talking about things is not the same as being able to practically apply and implement such skills. A seamless transition would require the hiring of someone who has proven themselves successful as a superintendent previously.
Jan 10 2022 01:00 PM	I think it is very important for our new Superintendent to truly see the work being done in the schools by teachers and students. Spend time in the classrooms to see both our successes and our struggles to understand what we need. I also believe that our new Superintendent should be understanding and supportive of Science of Reading practices. We are making a big shift from balanced literacy and we need the gentle but firm push to continue in the direction toward structured literacy.
Jan 10 2022 12:37 PM	excellent people skills

Jan 06 2022 04:53 PM

In this ever changing world filled with uncertainties, a sense of calmness, perseverance and compassion in a candidate for superintendent will be vital. This person has insight to the school community's needs for high standard education for all students and has the confidence and commitment to lead in a open, yet strong way.

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

Answered	66
Skipped	49
Response Date	Responses
Jan 24 2022 01:35 PM	I would prefer that a new leader NOT make many changes in the first 6 months. Instead, get to know the community and each school and how they are run. Its important to know the history behind past decisions.
Jan 24 2022 09:47 AM	Covid! There is so much polarization in the community - would love to see someone who is empathic, reasonable, and uses science as a guide.
Jan 24 2022 08:18 AM	East Greenwich used to be a leader in the state for education. It seems now that other districts are leading and we are following. We need a superintendent who can be innovative with our curriculum to challenge students at all levels of ability.
Jan 24 2022 08:10 AM	How to get us through the end of the COVID pandemic and lead us into a post-pandemic world with skill and empathy for students, teachers, parents and everyone in the EG community.
Jan 24 2022 07:38 AM	Learning to live with covid. Unmask our kids. Socially & mentally they are suffering. No vaccine mandates.
Jan 23 2022 09:42 PM	Understanding how to manage in a long term Covid environment and using data to understand the dire effects distance learning and masking has had for kids. We need to figure out how to get our kids back on track. They are falling behind across the country - not just RI.
Jan 23 2022 02:01 PM	<ol style="list-style-type: none"> 1. Bringing a divided parent/family constituency together. Lots of conflicting opinions/ideas on how/what children should be taught. <input type="checkbox"/> <input type="checkbox"/> 2. Bringing innovative ideas to a school system that "rests on its laurels" and rarely takes risks that bring us to the 21st century. <input type="checkbox"/> <input type="checkbox"/> 3. Addressing the mental health and social/emotional needs of our staff, students, and families. <input type="checkbox"/>
Jan 23 2022 10:54 AM	Making parents understand that they must follow all school and community health protocols to not endanger the health of other students and/or staff members in all school buildings. Many parents in EG are not following all the health protocols, are trying to shorten the dates that their quarantined child can return to school, sending their child to school with symptoms, and/or taking vacations around the country and world with their children during the school year and not following health protocols when they return home and sending their children back to school with symptoms. It is getting reckless and endangering the health and safety of others in school buildings.
Jan 23 2022 10:46 AM	Getting schools more back to 'normal' as we come out of the Covid crisis. And continuing with the plan to accommodate the increase in students throughout the school system.
Jan 23 2022 10:18 AM	I would suggest that the Superintendent go to every school, every classroom, meet every employee, and be present at school events. The Superintendent will need to learn who we are before they decide what is best for EG schools.
Jan 22 2022 09:36 PM	Fostering a relationship with faculty and staff. Observing what systems are in place and evaluating what works and what needs to change.

Jan 22 2022 07:22 PM	Setting clear standards for the building administrators. Ensuring that those administrators have the intellectual capacity, leadership skills and daily operating experience to establish and maintain high standards.
Jan 22 2022 06:11 PM	Community building <input type="checkbox"/> More grants <input type="checkbox"/> More staff available for students as a resource for social-emotional issues.
Jan 22 2022 04:42 PM	Repairing morale of students and staff. Fostering a collaborative relationship between students and staff. Bringing back mutual respect between students, staff, and families.
Jan 22 2022 03:00 PM	The new superintendent will likely want to pick up the mantle of the current SC, which is problematic as it is lacking in diversity of opinion, which has led to a lack of critical thinking about policy decisions.
Jan 22 2022 02:52 PM	Look, listen and learn before implementing change.
Jan 22 2022 02:45 PM	The decisiveness that is beginning to develop between some staff and students
Jan 22 2022 01:08 PM	- Maintaining safety with COVID practices <input type="checkbox"/> - Working with SEAC parents and students to ensure special services continue to be a priority to the district
Jan 21 2022 09:47 PM	While I support and embrace the need for special education of all our kids, I feel the gifted and highly gifted are forgotten in our community, especially in elementary school. I would love to see a program that would cultivate the gray matter that is plentiful in our community. <input type="checkbox"/> I would also love to see more stem oriented activities for our children (robotics, science, chemistry, etc).
Jan 21 2022 07:22 PM	To try to fix the divide that is prevalent in this town. The fight for the rights of the children and not follow a political narrative that is untrue. Put the children first and not the unions. Think about the kids.
Jan 21 2022 05:01 PM	Obviously we are still dealing with Covid. I believe our administration and staff are doing their best in very difficult circumstances. I hope that we will see a shift from "education triage" back to some of the teaching and learning initiatives that were underway before the pandemic.
Jan 21 2022 03:48 PM	Getting to truly know the schools, their unique cultures and the staff. That committee to the community is important
Jan 21 2022 03:44 PM	Making sure via data and implementing programs and change that place EG schools in rankings that are comparable with MA's top performing schools.
Jan 21 2022 03:13 PM	I believe one of the most important tasks of the new Superintendent should focus on is the unmasking of the children
Jan 21 2022 12:16 PM	Drug/Alcohol abuse amongst high school students. The parents who are hosting parties need to be spoken to. The #NOHOCO nightmare, with students showing up drunk, alcohol bottles on the dance floor and in the bathroom, as well as alcohol found buried in the field by the town workers.
Jan 21 2022 08:31 AM	This community is VERY vocal, especially on social media. It is impossible to please everyone, as we have seen with mask mandates and distance learning. I think the biggest challenge will be withstanding the criticism, as whatever decisions he or she makes, there will be an unhappy mob. In other words, the new superintendent needs to have thick skin and know that many of us have her/his back regardless.
Jan 20 2022 07:57 PM	1. Getting to know those in the school community. (Faculty/staff, students, families) <input type="checkbox"/> 2. Further developing Social-Emotional support for all.

Jan 20 2022 03:38 PM	There should be a complete overhaul of the administration in East Greenwich, paying special attention to school principals. There should be a complete assessment of all instructors, and those who are not contributing should be eliminated.
Jan 20 2022 03:27 PM	Learn about the differently abled children, and their needs. Understand the needs of students with invisible disabilities
Jan 20 2022 01:27 PM	More innovative programs are needed. Less data focused, more holistic approach to education. Start listening to the professional opinion of the teachers. Implement programs outside of the school week. Saturday school, etc., to help remediate the effects of the covid pandemic on the readiness of children to learn.
Jan 20 2022 12:59 PM	<ul style="list-style-type: none"> -Clear communication regarding roles and responsibilities across the district: school committee, administrators, faculty, staff, students, families□ -Recognizing the excellence already occurring in our schools and using this excellence as a catalyst for continuous improvement. □ -Building relationships among various stakeholder groups in a warm and engaging manner. Significant "people skills" are needed in this role and community. Someone to bring people together rather than polarize is needed in this role□ -Alignments of practices and measurement of progress toward our Strategic Plan□ -Continued building of respectful discourse across the district and particularly at public meetings□
Jan 20 2022 12:40 PM	There are wants and needs when managing any organization. We need to focus on needs which may not include vendors who sell curriculum to the town. The department heads can do this function
Jan 20 2022 12:09 PM	The effects of COVID on the educational system will continue to plague the next superintendent. This includes ensuring students close the gaps in education that may have resulted from time out of the classroom. It also may need to continue to support and recruit school personnel. There is a need to continuously look at the profiles of students to ensure that there is the appropriate number and skill level of faculty and support staff to provide a free and appropriate public education for all. This may mean that there is a need for specialized training for staff or it may mean that there is a need for additional staff. The school of today is very different from even five years ago and there is a need to have a plan for this.
Jan 20 2022 11:54 AM	Send a message to teachers that our staff resources are precious. Seek to retain great staff. Too many are struggling to stay in their position and just trying to hang in there. Give them the respect and support so they will want to stay.
Jan 19 2022 06:12 PM	Becoming familiar with the leadership group and high-level administrators would be the most important factor; once he/she knows the important players and their roles, then he/she can manage the department heads etc.; the superintendent can (and should) learn the "culture" during this process as well.
Jan 19 2022 10:08 AM	I would like to see more faculty/staff support from our superintendent. There has been a tremendous drop in respect for teachers from parents and students over the past few years and that extra backing from our superintendent would set a precedent for the community.
Jan 16 2022 06:22 PM	Clean and updated buildings we can all be proud of

Jan 16 2022 10:37 AM	They need to know that the teacher contract is going to be/or is being negotiated...and to be fair to teachers...our facilities are all in need of updating and to make that a priority.
Jan 15 2022 11:24 AM	<p>1. Spend time getting to know the principals, schools, and staff. Ask questions and use this time to develop 1-3 areas of focus moving forward.□</p> <p>2. Establish a working relationship and trust with the school committee and community is imperative. If they do not trust, all else fails.□</p> <p>3. Covid has changed the way we do business. This must be evaluated and policies and procedures updated to reflect what is necessary and happening in schools today. Covid coordinators, Denise Sullivan and Colby Anderson, should be celebrated and given a huge raise for their unending commitment this year. They have been working 24/7, often giving up holidays, etc. This must be recognized/celebrated.□</p> <p>3. Leading the development of a CTE (Career & Technical Ed) program at EGHS, which is desperately needed.</p>
Jan 14 2022 02:21 PM	I think the biggest challenge the new Superintendent will face is the fact that there is a significant dichotomy in the beliefs of the EG parents as it relates to the pandemic, masking and vaccination requirements. I hope that you will hire someone that believes strongly in the need to vaccinate kiddos and teachers alike to help ensure that we can maintain in-person learning with minimal disruptions.
Jan 14 2022 11:13 AM	We need to let these kids be kids. We have taken everything from them. My son hasnt seen a teachers smile since he started school (hes in 1st grade now), and doesnt know what its like not to live a normal life and interact with his classmates. These kids are constantly held to a standard that no other population is held. They have no risk of illness with this disease yet they are the only ones forced into these cruel and unreasonable restrictions and protocols. it needs to STOP and we need a leader who will do this for us, Not someone who is just concerned with political cover your ass policies.
Jan 14 2022 10:35 AM	Boost to staff moral (It's been a rough couple years) and smaller class sizes. For a small district, Elementary class sizes are very large.
Jan 14 2022 10:32 AM	The way in which we will continue navigating the pandemic/ post pandemic world. Looking out for the mental health of the student and innovating new approaches to learning in the future
Jan 14 2022 10:24 AM	I think the biggest challenge will be facilitating and empowering the teachers to bring the students back up to their expected learning and performance levels prior to the onset of Covid. We should accept a dip in performance or skills acquired due to the complications Covid placed on the system.
Jan 14 2022 10:09 AM	Reducing class sizes□
Jan 14 2022 10:03 AM	Our next Superintendent should be prepared to set goals and objectives, in partnership with the entire community, for the school and students to achieve. I also would want them to be prepared to address the inevitable propagation of misinformation around issues such as Critical Race Theory as I'm concerned things like this will end up dividing our community and will take away from our focus on educating our children.
Jan 14 2022 09:54 AM	Being visible, listening to principals, teachers, and staff.
Jan 13 2022 08:35 AM	Special needs....
Jan 13 2022 08:22 AM	Special education services abs math department overhaul.□
Jan 13 2022 07:59 AM	Evaluating his/her admin team and dept chairs.

Jan 12 2022 10:12 PM	<ul style="list-style-type: none"> - ramp up the PD for teachers so that all can utilize technology to close achievement gaps in a concerted way. □ - consider how our schools are performing vs peer districts, and share concrete actions to improve. □ - successfully lobby for funding to improve our school facilities with HVAC, AC, and improved wireless connectivity.
Jan 12 2022 10:08 PM	Covid safety and ensuring quality education during this challenging time
Jan 12 2022 09:35 PM	<ul style="list-style-type: none"> - health & safety □ - recruiting & retaining teachers □ - fixing the math department in the middle school □ - making space for our ever-growing enrollment □ - advocating with school committee for adequate funding
Jan 12 2022 09:28 PM	Listen, watch, learn and assess what works, what are the areas of need and who can partner with them to make necessary changes or advancements
Jan 12 2022 05:43 PM	<ul style="list-style-type: none"> -Covid Issues in general □ -Report system for Sexual Harassment (As a female senior in high school I know people who have been harassed by janitors, substitute teachers, and coaches, and in all of the cases it has taken too much effort for something to be done about it, and the option for reporting cannot be through just going to an authority figure which can be scary) □
Jan 12 2022 03:57 PM	I think they should focus on budget, spending money on improving facilities and supplies. I think less money should be allocated to social training and instead prepare teachers in best teaching practices to actually help our children learn the material.
Jan 12 2022 02:12 PM	EGHS is a total mess. The administration is horrible. We have loved the EG schools from K-8. The current administration is not up to the challenge of leading a top tier high school. I cannot believe how disappointed we are with that school.
Jan 12 2022 02:07 PM	Most of the school buildings are old and in need of improvement/funding to improve.
Jan 12 2022 10:04 AM	A review of how the district leadership is working together as a team. Understanding the roles of each administrator. □
Jan 11 2022 12:06 PM	Balancing student need with budgetary restrictions in a great challenge. Cole is the only middle school in SORICO that does not have a math remediation specialist.
Jan 11 2022 08:28 AM	I think being seen in the buildings to really know how Special Education teams run will be important. Although staffing is an issue across the country, recognizing the need for appropriate budgeting to keep staff should be a priority.
Jan 10 2022 03:35 PM	Ensure that the special education department is functioning properly and that all staff understand and implement true differentiation strategies.
Jan 10 2022 02:28 PM	Coordination and continuity of systems across the district.
Jan 10 2022 01:00 PM	I am looking for our new Superintendent to focus on issues surrounding Diversity, Equity, and Inclusion. I think that this should be ongoing, but an important place to start. Our district is changing and we need to start understanding and appreciating diversity.

Jan 10 2022 12:11 PM	-helping with teacher/staff and student burn out after a disrupted education for the past 2 years <input type="checkbox"/> -building redesign for new teaching and learning demands <input type="checkbox"/> -balancing technology in the classroom and the downsides of its overuse <input type="checkbox"/> -recruiting new staff as people retire
Jan 06 2022 04:53 PM	First, getting to know our community. Second, having a vision in place for our schools at every level. Being present in our schools to get first hand knowledge of our faculty and staff and each buildings needs.

An Invitation from the East Greenwich School Committee © NESDEC 2022

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

Answered	40
Skipped	75
Response Date	Responses
Jan 24 2022 08:42 PM	In my opinion, strong Leadership skills is the most important quality needed for this position.
Jan 24 2022 01:45 PM	Our children do not live in a homogenous society - they should be taught that different people have different experiences, and that learning from the past is the best way to move forward.
Jan 24 2022 01:35 PM	We need a leader that strongly supports our teachers and staff members. Someone who is willing to provide staff with regular professional development and who continues to push necessary program changes that keep EG up to date with the changing times.
Jan 23 2022 09:42 PM	We should set our standards along the lines of what Massachusetts has done over the past 25 years. It's ok that we're not Mass, but that should be our goal.
Jan 23 2022 10:46 AM	As my mentor always told me, don't come to the table with a problem. Come with a solution to that problem. Look for someone who is not going to tell you everything that is wrong with our school system, but someone who tells you what they would do to improve it.
Jan 23 2022 10:18 AM	I'm not looking for a change maker. I think what we have here in EG is special. I am interested in finding a person who has a methodical approach to bringing our areas of need up to proficiency, both structural and educational, and improving on what we already do well to meet the needs of our students, staff, and community.
Jan 22 2022 04:42 PM	Please seek out opinions if all community members, not just favored members of the community. Remember that you were elected to represent EG families, not further the power of the unions.
Jan 22 2022 03:00 PM	I am not in favor of a superintendent who quickly adheres to every educational fad, such as SEL or DEI. He or she should examine how decisions about the curriculum and policy will affect the way educators teach and students learn. The supt. should be laser-focused on helping make our students competitive when applying the colleges or working after graduation.
Jan 21 2022 09:47 PM	Aside from being a good manager, I would love our new superintendent to follow the logic of science when it comes to decisions regarding our kids from educational, to safety and health.
Jan 21 2022 07:22 PM	Try to look outside of your political spectrum. Read facts. Look for the truth and not follow narrative. Stop letting political views drive decision making. Look for a neutral voice. Put the children first. Read statistics and follow the math. Depression, learning loss, and unhappiness are running rampant in our schools. It's time for change. It's time for these kids to be allowed to be kids again. They should not have to carry a burden of the elderly and sick. Our new superintendent needs to be strong enough to fight for our kids above all else.
Jan 21 2022 05:01 PM	I encourage us to seek a wide variety of applicants...internal, from other districts in the state and outside our state to find the right fit.

Jan 21 2022 03:48 PM	I strongly believe our district should hire a candidate OUTSIDE of the district. In such a small community, a new face and new ideas would be a welcome change after seeing many new admin. roles being filled within district.
Jan 21 2022 12:16 PM	Don't hire a person who says yes all of the time and caves into every parent request. <input type="checkbox"/> Don't hire somebody who sweeps things under the rug. <input type="checkbox"/> Don't hire a person who will continue to allow the loud parents of this town bully other parents online and in public. <input type="checkbox"/> <input type="checkbox"/> Hire a person who supports and will work alongside the professionals who are teaching in our school system that are here to support our students.
Jan 21 2022 08:31 AM	I think EG does an excellent job of educating our kids with rigor. I am concerned that sometimes it's a bit too rigorous, which puts stress on our teens. I would like to see more discussion about kids who are exploring options other than college. I would actually like to see those options encouraged. College is insanely expensive these days and I think if it were more socially acceptable to take a breath and let our kids grow up a bit, they might get more out of college when they're ready. there is no shame in taking some classes at CCRI and working after graduation...but that doesn't seem to be on the table as far as choices go. I think this will become even more important as these covid kids who are behind both academically and emotionally approach graduation.
Jan 20 2022 03:38 PM	Please stop hiring from within. Our district will not get stronger if we continue to rest on the talent pool that we currently have. This has gone on for too long, and the poor results are evident.
Jan 20 2022 01:27 PM	Start buying new furniture for the classrooms. Update the technology with new projectors,etc. Stop expecting teachers to make do or spend so much of their own money on supplies and materials.
Jan 20 2022 12:59 PM	A strategic leader with natural and authentic regard for people who can approach the work in a kind and compassionate manner is needed.
Jan 20 2022 12:40 PM	One that knows education of core curriculum is key. Extended care for students with early and late drop offs are for all students.
Jan 20 2022 11:54 AM	If you want to keep and retain quality staff you need to give them more reasons to stay. Do not keep piling on the responsibilities without additional resources. The profession is heading for teacher shortages due to too few entering and too many leaving the profession.
Jan 19 2022 10:08 AM	I would like to see the superintendent have an understanding of all grades and curriculum K-12, have support for all academics across the board, Arts and PE included.
Jan 16 2022 10:37 AM	I would like to see a superintendent who holds all stakeholders accountable...not just the teachers and who understands that we, as teachers, are focused on the needs of our students and sometimes we need to be thought about too when decisions about new programs/mandates are issued. It would be great if they have a working knowledge of elementary school curriculum...not just middle/high school curriculum/issues.

Jan 15 2022 11:24 AM	The successful candidate will require years of successful leadership (preferably as a Superintendent) in a district. <input type="checkbox"/> I love Alexis Meyer's leadership, though at times I have felt that this community has abused her because she is from EG (attended school, worked as a para-educator, vice principal, and principal). It may be helpful for the successful candidate to have no ties to this community.
Jan 14 2022 02:26 PM	We need support for our arts programs- learners of all abilities thrive in our programs.
Jan 14 2022 02:21 PM	The most important thing to me is a Superintendent that is focused on hiring and retaining quality staff, and also decreasing classroom sizes.
Jan 14 2022 11:13 AM	The school committee needs people who will make tough decisions and not influenced by the emotion of headlines.
Jan 14 2022 10:35 AM	I would love to see someone who is already and part of the district and already may have insight into areas of need in the district.
Jan 14 2022 10:32 AM	We moved to this town a few years ago from out of state specifically because of the town's culture and excellence in school. But not just excellence in regards to testing, but excellence in preparing critical thinkers and future leaders. While also maintaining realistic expectations for the children.
Jan 14 2022 10:24 AM	Find someone who is experienced in elevating the academic performances in its students through enrichment and allows parents to be more involved and included in the day to day operations at their children's schools once safe to allow.
Jan 14 2022 10:09 AM	We need someone who values diversity and understands that each individual human has a different & valid way of experiencing the world. Special education should not be special. It should be the norm to individually tailor learning. <input type="checkbox"/> <input type="checkbox"/> We need a superintendent who knows that people's needs, healthy relationships and kindness are the #1 most important things.
Jan 14 2022 09:54 AM	Rely on the support of the Principals and District Level Administrators
Jan 13 2022 08:35 AM	Leadership
Jan 13 2022 08:22 AM	We need a dynamic, active involved, leader who is not a "yes person" is equitable in their actions, and meets the needs of all students, not just white male athletics.
Jan 12 2022 10:12 PM	I would really like to feel as if we have recruited someone who is not just a known quantity, but rather can fuel our growth as a district. Let's think outside the box!
Jan 12 2022 09:35 PM	2 additional items of great importance: <input type="checkbox"/> 1) commitment to protecting the health of our children in accordance with national & state public health best practice <input type="checkbox"/> 2) Gifted & talented education
Jan 12 2022 09:28 PM	Option for student to identify their priorities in the leadership for their schools and education
Jan 12 2022 03:57 PM	I think it's important to consider that east greenwich schools are not performing as well as they used to, even before the pandemic. The high school building is not in good condition or adequate to serve the population.
Jan 12 2022 02:07 PM	The curriculum should include diverse stories, history from various points of view, and an appreciation of cultures different from one's own. Our school and community is not very diverse, but should feel welcoming to all and our students should learn beyond a white American world view.

Jan 11 2022 12:06 PM	Please choose someone who is planning on staying more than 3 years. We have had more than a half dozen different administrators at Cole in the last 5 - 10 years.
Jan 10 2022 02:28 PM	Pick a seasoned professional who has already demonstrated proficiency in the role of superintendent for a school district.
Jan 06 2022 04:53 PM	Alexis Meyer filled all of the above qualities. Her dedication and commitment goes above and beyond what a superb Superintendent should be. She has a heart of gold and the understanding and know how to work well with everyone to arrive a consensus in tackling our most difficult challenges. This is what the School Committee should be searching for. Alexis Meyer will be greatly missed.