

Q1 If you are a resident, how long have you lived in the school district?

Answered: 3,434 Skipped: 9

ANSWER CHOICES	RESPONSES	
Less than 5 years	10.22%	351
5 to 10 years	11.36%	390
Over 10 years	70.33%	2,415
Do not live within the school district	6.76%	232
Would rather not say	1.34%	46
TOTAL		3,434

Q2 How long have you worked for the school district?

Answered: 3,431 Skipped: 12

ANSWER CHOICES	RESPONSES	
Less than 5 years	12.88%	442
5 to 10 years	12.04%	413
Over 10 years	27.31%	937
Do not work for the district	45.99%	1,578
Would rather not say	1.78%	61
TOTAL		3,431

Q3 Which type(s) of stakeholder are you? Check ALL categories below that apply to you.

Answered: 3,427 Skipped: 16

ANSWER CHOICES	RESPONSES	
Administrator for the school district	4.64%	159
Teacher for the school district	26.38%	904
Support staff for the school district	17.92%	614
Parent/guardian of current elementary student	25.04%	858
Parent/guardian of current middle school student	16.52%	566
Parent/guardian of current high school student	22.70%	778
Grandparent of current student	8.20%	281
Resident without children currently in the school district	18.15%	622
Member of an area community organization (e.g., Rotary Club, Interfaith Council, Chamber of Commerce, etc.)	8.40%	288
Current elected school board member	0.26%	9
Would rather not say	3.71%	127
Total Respondents: 3,427		

Q4 How important is it that the new superintendent has upper level leadership experience in a district of a similar size to Gaston County?

Answered: 3,418 Skipped: 25

ANSWER CHOICES	RESPONSES	
Relatively Unimportant	3.28%	112
Below Average Importance	2.75%	94
Of Average Importance	20.86%	713
Above Average Importance	33.97%	1,161
Critically Important	39.15%	1,338
TOTAL		3,418

Q5 How important is it that the new superintendent has upper level leadership experience in a district of similar demographics/geographic area to Gaston County?

Answered: 3,423 Skipped: 20

ANSWER CHOICES	RESPONSES	
Relatively Unimportant	2.86%	98
Below Average Importance	3.56%	122
Of Average Importance	21.44%	734
Above Average Importance	35.85%	1,227
Critically Important	36.28%	1,242
TOTAL		3,423

Q6 What is the minimum level of education you want the Board to consider when evaluating candidates for the superintendent position? (Check ONE answer below.)

Answered: 3,419 Skipped: 24

ANSWER CHOICES	RESPONSES	
Bachelor's degree	8.22%	281
Master's degree	13.04%	446
Masters plus administrative certification/endorsement	37.26%	1,274
Specialist	1.67%	57
Specialist plus administrative certification/endorsement	12.90%	441
Doctorate	26.91%	920
TOTAL		3,419

Q7 Below is a list of positions that superintendent candidates may have held in the past. Which prior positions do you think would prove most valuable for the next superintendent? (You may check up to THREE positions below.)

Answered: 3,425 Skipped: 18

ANSWER CHOICES	RESPONSES	
Teacher	75.12%	2,573
Principal	71.45%	2,447
Human Resource Director	9.40%	322
Finance Director	10.42%	357
Special Education Director	11.53%	395
Assistant Superintendent	38.10%	1,305
Superintendent in another school district	38.04%	1,303
Curriculum Development Specialist	14.25%	488
Public Relations/Communications Director	10.28%	352
Leadership position outside Education	14.19%	486
Prior position doesn't matter that much as long as the candidate has the right skill set	13.43%	460
Total Respondents: 3,425		

Q8 In choosing the next superintendent, which path or strategy below do you think the Board of Education should take? (Choose ONE answer.)

Answered: 3,416 Skipped: 27

ANSWER CHOICES	RESPONSES
Find a candidate who will stay the course and continue the good work of the current administration	10.10% 345
Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes	40.19% 1,373
Find a very different kind of candidate—one who is ready to take the district in a significantly different direction	49.71% 1,698
TOTAL	3,416

Q9 Listed below are specific experiences and skill areas that could be important when evaluating the superintendent candidates. From your perspective, how much weight should the Board place on each area? Rate the importance of each area.

Answered: 2,969 Skipped: 474

Gaston County Schools Board of Education Superintendent Search Survey

	RELATIVELY UNIMPORTANT	BELOW AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	ABOVE AVERAGE IMPORTANCE	CRITICALLY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Values, appreciates, and supports teachers and staff members.	0.40% 12	0.17% 5	3.44% 102	12.89% 382	83.10% 2,463	2,964	4.78
Demonstrated success in improving student achievement.	0.67% 20	0.61% 18	8.98% 266	28.69% 850	61.05% 1,809	2,963	4.49
Familiar with our school district.	5.43% 161	7.52% 223	37.29% 1,106	28.25% 838	21.51% 638	2,966	3.53
Experience with school bonds.	2.50% 74	4.93% 146	38.32% 1,135	33.69% 998	20.56% 609	2,962	3.65
Skilled in dealing with media and public relations.	3.17% 94	5.33% 158	37.51% 1,111	33.93% 1,005	20.05% 594	2,962	3.62
Experience working with school boards.	1.72% 51	2.30% 68	27.34% 809	39.24% 1,161	29.40% 870	2,959	3.92
Will be visible and accessible to students.	1.62% 48	3.55% 105	20.28% 600	29.57% 875	44.98% 1,331	2,959	4.13
Will be visible and accessible to parents.	0.81% 24	2.06% 61	16.60% 491	32.70% 967	47.82% 1,414	2,957	4.25
Will be visible and accessible to school staff.	0.37% 11	0.41% 12	6.55% 194	24.61% 729	68.06% 2,016	2,962	4.60
Will be visible and accessible to the broader school community.	0.91% 27	2.10% 62	23.39% 692	38.70% 1,145	34.91% 1,033	2,959	4.05
Excellent written communication skills.	0.84% 25	1.39% 41	21.97% 650	40.49% 1,198	35.32% 1,045	2,959	4.08
Proven dedication to students with different learning needs.	0.41% 12	0.84% 25	10.98% 325	34.29% 1,015	53.48% 1,583	2,960	4.40
Effective public speaking skills with both large and small groups.	0.84% 25	1.65% 49	24.62% 729	40.26% 1,192	32.62% 966	2,961	4.02
Successfully worked with diverse communities.	1.62% 48	2.03% 60	18.80% 556	34.12% 1,009	43.42% 1,284	2,957	4.16
Thinks creatively and finds innovative solutions to	0.37% 11	0.54% 16	9.47% 280	38.84% 1,149	50.78% 1,502	2,958	4.39

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complex problems.							
Capable of building and leading an effective management team.	0.30% 9	0.27% 8	6.20% 183	32.05% 946	61.18% 1,806	2,952	4.54
Wide-reaching love of kids	0.41% 12	0.51% 15	9.25% 273	25.53% 753	64.31% 1,897	2,950	4.53
Works well with elected officials beyond the School Board.	1.01% 30	2.30% 68	24.63% 728	41.31% 1,221	30.75% 909	2,956	3.98
Highly responsive and follows through on commitments.	0.30% 9	0.10% 3	3.86% 114	25.16% 743	70.57% 2,084	2,953	4.66
Will maintain visibility and accessibility to parents.	0.64% 19	1.73% 51	16.23% 479	32.73% 966	48.66% 1,436	2,951	4.27
Demonstrated advocacy for public education.	0.88% 26	0.71% 21	9.28% 274	27.18% 803	61.95% 1,830	2,954	4.49
Strong communication skills with School Board members.	0.64% 19	0.64% 19	18.52% 547	38.49% 1,137	41.71% 1,232	2,954	4.20
Promotes professional development for teachers and staff.	0.95% 28	1.69% 50	16.29% 481	35.30% 1,042	45.77% 1,351	2,952	4.23
Proficient in school financial matters.	0.37% 11	0.75% 22	13.64% 402	36.43% 1,074	48.81% 1,439	2,948	4.33
Will maintain visibility and accessibility to school staff.	0.41% 12	0.61% 18	9.26% 273	30.97% 913	58.75% 1,732	2,948	4.47
Strong knowledge of curriculum research and implementation.	0.71% 21	1.05% 31	14.43% 425	37.72% 1,111	46.08% 1,357	2,945	4.27

Q10 Listed below are personal characteristics that different superintendent candidates could possess. From your perspective, how much weight should the Board place on each personality characteristic when assessing each candidate? Rate the importance of each characteristic.

Answered: 2,955 Skipped: 488

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	RELATIVELY UNIMPORTANT	BELOW AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	ABOVE AVERAGE IMPORTANT	CRITICALLY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Visionary	0.65% 19	0.95% 28	19.83% 583	47.01% 1,382	31.56% 928	2,940	4.08
Personable	0.41% 12	0.81% 24	14.69% 433	38.94% 1,148	45.15% 1,331	2,948	4.28
Resourceful	0.37% 11	0.10% 3	9.03% 265	45.81% 1,344	44.68% 1,311	2,934	4.34
Culturally competent	1.53% 45	2.00% 59	18.20% 536	37.59% 1,107	40.68% 1,198	2,945	4.14
Kind	0.41% 12	0.88% 26	16.63% 489	33.02% 971	49.06% 1,443	2,941	4.29
Sense of humor	3.91% 115	5.64% 166	40.39% 1,188	29.79% 876	20.27% 596	2,941	3.57
A risk taker	2.62% 77	8.94% 263	44.05% 1,296	30.18% 888	14.21% 418	2,942	3.44
Collaborative	0.54% 16	0.65% 19	12.03% 354	38.91% 1,145	47.88% 1,409	2,943	4.33
Inclusive	2.15% 63	2.28% 67	20.30% 596	30.45% 894	44.82% 1,316	2,936	4.14
Tenacious/doesn't give up	0.48% 14	0.48% 14	12.92% 380	41.40% 1,218	44.73% 1,316	2,942	4.29
Goal-oriented	0.37% 11	0.41% 12	11.13% 327	40.25% 1,183	47.84% 1,406	2,939	4.35
Firm	0.99% 29	2.93% 86	32.29% 949	40.97% 1,204	22.83% 671	2,939	3.82
A strong listener	0.31% 9	0.24% 7	6.24% 184	30.39% 896	62.82% 1,852	2,948	4.55
Transparent	0.61% 18	0.58% 17	7.34% 216	27.40% 806	64.07% 1,885	2,942	4.54
Self-reliant	1.16% 34	3.24% 95	28.94% 849	39.30% 1,153	27.37% 803	2,934	3.88
A strong communicator	0.27% 8	0.17% 5	10.27% 302	36.93% 1,086	52.36% 1,540	2,941	4.41
Flexible	0.55% 16	0.51% 15	20.17% 592	43.30% 1,271	35.47% 1,041	2,935	4.13
Honest and ethical	0.27% 8	0.17% 5	2.04% 60	11.25% 331	86.27% 2,539	2,943	4.83
Empathetic	0.61% 18	0.54% 16	13.76% 404	34.16% 1,003	50.92% 1,495	2,936	4.34
Approachable	0.44% 13	0.48% 14	9.94% 292	30.49% 896	58.66% 1,724	2,939	4.46
Thick-skinned	1.47% 43	3.04% 89	26.50% 777	34.99% 1,026	34.00% 997	2,932	3.97
Sensitive	4.29% 126	9.23% 271	40.40% 1,186	28.64% 841	17.44% 512	2,936	3.46
Assertive	0.68%	2.69%	28.09%	41.04%	27.51%		

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20

79

826

1,207

809

2,941

3.92

Q11 What are the three most important things the new superintendent should focus on during the first 100 days?

Answered: 2,357 Skipped: 1,086

#	RESPONSES	DATE
1	Becoming familiar with the schools and admin . Also reviewing and looking for way to make an impactful change	7/17/2023 11:46 PM
2	Fairness Student Achievement	7/17/2023 11:32 PM
3	Meeting the needs and learning styles/ capabilities of all students regardless of race, religion, residency, socio economic background. Sensitivity to Teaching and Administrative Staff members as we have obligations outside of the school walls. Prevention of weapons, drugs, vaping, from entering school environments. Safety of all students K-12th. All school buildings should have keyless entries, and all entrances should be locked the entire school day, and only accessible by GCS Staff Member(s).	7/17/2023 11:21 PM
4	Making sure school is operating well, demands being meet funding	7/17/2023 11:05 PM
5	Students growth. Teacher strongest concerns. Administration strongest support for the community's.	7/17/2023 10:50 PM
6	Getting finance disaster worked out and everyone fairly compensated Figure out why this situation happened and who benefited from it Working on regaining the trust and reputation of the position of superintendent back. The employees and public deserve better than what has been allowed in recent years.	7/17/2023 10:10 PM
7	Getting the pay system straighten out. Respect for teachers and other employees Willing to listen to suggestions from those with past experience in the school system	7/17/2023 9:58 PM
8	(1) Establishing Relationships, (2) Listening to Concerns of Staff, Teachers, Students, & Parents; and (3) Meeting with Administrative Team	7/17/2023 9:55 PM
9	1 ensure all schools have necessary tools ie computers, books, 2 listen & be supportive of teacher's needs in classroom ie assistants 3 Be visible more visible in the field than behind closed doors	7/17/2023 9:48 PM
10	Students, employees, and fixing issues with in the school system it's self	7/17/2023 9:41 PM
11	Increase Teacher Salary Improve student curriculum Budget school improvements	7/17/2023 9:31 PM
12	Helping the teachers, principals in the district to be successful, Team work collectively with the vision to Improve in areas that need improvement.	7/17/2023 9:25 PM
13	Make sure ALL payroll issues are resolved, connect with staff, Make sure ALL students are priority.	7/17/2023 9:20 PM
14	Getting to know staff and building moral Getting familiar with the current status of Gaston School System Introducing himself/herself to the community	7/17/2023 8:08 PM
15	Strong team within schools	7/17/2023 7:49 PM
16	1. Student success 2. Staff morale and support 3. Finance problems	7/17/2023 7:34 PM
17	Employee Morale, paychecks, being visible	7/17/2023 7:31 PM
18	1. Correcting all payment issues to school staff, including retirement payments. 2. Showing support to school staff and students.	7/17/2023 7:17 PM
19	Share vision with the community. Be open to listening and learning from all levels in the school system.	7/17/2023 7:17 PM
20	Communicating effectively with staff & students. Listening to what the past problems have been & seeking solutions. Being honest & dependable!	7/17/2023 6:49 PM

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21	Making sure there are opportunities to get all positions filled in all schools . Whether that may be adding bonuses or incentives . students cannot learn and schools cannot be proficient without adequate staff .	7/17/2023 6:27 PM
22	Understanding the new environment that they now manage	7/17/2023 6:15 PM
23	1) Focus on understanding the dynamics as they are today with all facets including students, facilities and the lack thereof, teachers, administrators, and the interplay of it all. 2) Focus on taking time to build relationships, seeking counsel from all the players so as to give everyone a voice, while identifying key individuals who have obvious wisdom and objective balance (and are not singularly focused on pet issues). 3) Use this "Wisdom team" to help produce the plan with proper priorities, action steps and contingencies.	7/17/2023 6:15 PM
24	No more bullying in the school and drugs.	7/17/2023 6:14 PM
25	The best way to empower and support students is to empower and support teachers. In the first 100 days, our new superintendent should focus on meeting with the staff at each school to discuss with teachers what they truly need to feel supported and succeed. Meeting with parents and students to take a similar "temperature check" within the community would be valuable as well. Finally, we need to look at restructuring/overhauling the current structure of the central office. We are short teachers in every school in the county and there are many positions that seem redundant/unnecessary that could fill these needed positions to help students achieve at the school level!	7/17/2023 5:47 PM
26	Resolving the paycheck issue, getting rid of politics in education and improving school safety	7/17/2023 5:22 PM
27	Know your clientele, be present, make school staff and students a priority	7/17/2023 5:04 PM
28	Clean up the Oracle payment system disaster [REDACTED] board. This has been going on for nearly two years with NO resolution from the board.	7/17/2023 4:59 PM
29	Students, budget to continue the improvement of schools and office space, etc.	7/17/2023 4:59 PM
30	The pay on time. Right changes.	7/17/2023 4:55 PM
31	make sure the teachers are paid correctly and on time	7/17/2023 4:55 PM
32	Getting pay straightened out. Getting feedback from the teachers. Get needed supplies to teachers.	7/17/2023 4:49 PM
33	Relationships, getting to know Gaston County, and listening to our educators.	7/17/2023 4:38 PM
34	With the different diversity of kids he or she should be making sure that all the kids are understanding the subject matter and no child is left behind.	7/17/2023 4:22 PM
35	1. the schools 2. students teachers	7/17/2023 4:19 PM
36	Get the payroll problem fixed. Open line of communication with teachers and students. Have a backbone for common sense rules.	7/17/2023 4:10 PM
37	Goal oriented, empathetic to the teachers needs and parents, assertive to make a change	7/17/2023 4:05 PM
38	school safty	7/17/2023 4:03 PM
39	1. Fixing/replacing Oracle 2. Communicating with principals the importance of not allowing individual faculty members to interfere with/complain about the schedules/responsibilities of fellow staff members. In other words, stress the importance of each faculty member doing their job to the best of their ability and not focusing on what another staff member should be doing. 3. Inovating a county wide support team for the specialists (PE, music, art, Spanish, and media); which will recognize the importance of their subjects and scheduling as being of the same importance of grade level teachers and EC teachers. And then requiring principals to honor it.	7/17/2023 3:58 PM
40	getting to know team members	7/17/2023 3:51 PM
41	.	7/17/2023 3:49 PM
42	Building relationships, quality workforce and communication.	7/17/2023 3:46 PM
43	Budget, curriculum, personnel	7/17/2023 3:44 PM

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44	Better support of our instructors and making sure they are receiving there correct & fair wages. Making sure the correct educators are in the places they belong with our exceptional children.	7/17/2023 3:41 PM
45	Community involvement and inclusiveness Teacher and staff production Finances and payroll for teachers	7/17/2023 3:39 PM
46	Finding good teachers to fill open positions. Stop demanding so much additional training and new change for experienced teachers. Less technology time for students.	7/17/2023 3:16 PM
47	Promoting parent involvement and partnership in the schools Establishing appropriate class sizes in the schools/making appropriate hiring decisions Ensuring that teachers have adequate resources and support in place	7/17/2023 3:15 PM
48	Restoring confidence in addressing payroll issues.	7/17/2023 3:12 PM
49	Oracle - program is running correctly and effectively School year success - how the school year is starting or if begun, how is it going (data) Important Goals to achieve for the first 100 days	7/17/2023 2:52 PM
50	Putting a plan in place to improve student achievement.	7/17/2023 2:38 PM
51	Check and update programs	7/17/2023 2:28 PM
52	Work ethic o employees Making sure all students are safe for years now we have be to leinent	7/17/2023 2:18 PM
53	Should make themselves available for the community to meet, should visit all 56 schools, and meet with legislators both local and state.	7/17/2023 2:15 PM
54	To know the people he will be working with	7/17/2023 2:13 PM
55	Honesty Integrity and visionary	7/17/2023 2:10 PM
56	Addressing school leadership principals and assistants. Putting teachers first and the development, pay and support. Making Gaston county one of the top counties in the state for technology, science and math.	7/17/2023 2:06 PM
57	Resolving the payroll issues that Gaston County teachers have faced. Familiarizing themselves with the county, including the schools and students--not just those at the county administration level. Reviewing curriculum.	7/17/2023 2:05 PM
58	students, teachers and education	7/17/2023 1:58 PM
59	Be trained properly Get to know everyone Start looking for ways to make GCS better	7/17/2023 1:57 PM
60	Reversing the direction that our education is moving. Teach real facts, science, math, life skills, morality, civics, government, health.	7/17/2023 1:56 PM
61	Rebuilding confidence in our school system with the faculty and staff at each school. Creating a posotive workplace environment that will help retain and recruit talented teachers to our system.	7/17/2023 1:51 PM
62	Getting teachers and administrators paid accordingly.!!!!	7/17/2023 1:50 PM
63	Fix the still broken payroll fiasco. [REDACTED]. Require the "specialist" positions (HR, payroll, benefits, etc) to actually know and do their jobs without treating teachers as a nuisance to their day.	7/17/2023 1:44 PM
64	1. Being supportive to all staff in Gaston County 2. Being visible on first days of school for support to students and parents. 3. Stating his vision for Gaston County Schools.	7/17/2023 1:25 PM
65	Establishing curriculum that challenges students and keeps students engaged. Balancing a budget so costs stay low.	7/17/2023 1:19 PM
66	Execute the plan to engage students and staff. Have students and staff success as a priority. Protect the integrity of the basics, Reading, Writing, and Mathematics	7/17/2023 1:18 PM
67	Teacher retention; Updating out-of-date school facilities/resources (ie, restrooms, school communications systems, security); Visiting schools	7/17/2023 12:59 PM
68	Paying teachers, teacher workload, student behavior	7/17/2023 12:52 PM
69	Safety, more was to get the students to understand work assignment so they will be more	7/17/2023 12:46 PM

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willing to do the work efficiently, better lunches.

70	Paying and supporting teachers.	7/17/2023 12:40 PM
71	Equal opportunity for all students, safety for the students and ensuring we are staffed with competent employees.	7/17/2023 12:36 PM
72	Being honest, get aquatinted with policies that need a change, be willing to listen	7/17/2023 12:30 PM
73	Transparent Communication Curriculum	7/17/2023 11:59 AM
74	Acquisition of teachers and their support staff, bus drivers, assurance that all schools are secure.	7/17/2023 11:44 AM
75	Unknown	7/17/2023 11:30 AM
76	Communicating well with staff and students Getting better resources to underfunded schools. Portraying and building a sense of community with students and staff and parents.	7/17/2023 11:23 AM
77	1 ANSWER TO GOD, NOT MONEY OR POLITICAL FAVOR 2. NEVER LEVERAGE THE CHILDRENS WELFARE TO FOLLOW ORDERS THAT PUT THEM IN HARMS WAY LIKE COVID AND THE UNLAWFULNESS OF COVID MANDATES 3. BE WILLING TO FIGHT FOR THE KIDS AND WALK AWAY FROM THE JOB IF YOU ARE INDOCTRINATING THEM IN ILLEGAL MANDATES, TRANSGENDERISM OR CRITICAL RACE THEORY. IF YOU DONT PUT THEM FIRST, WE THE PARENTS WILL ENSURE YOU WILL, SO THINK FOR YOURSELF AND YOUR OWN SOUL.	7/17/2023 11:17 AM
78	-fixing all the payroll issues -getting to know the staff -open lines of communication for all issues going on	7/17/2023 11:12 AM
79	Building trust in the teachers and administrators. Creating a strong team with the same mission and vision. Be visible.	7/17/2023 11:12 AM
80	being visible in the community, messaging to stakeholders, student attendance	7/17/2023 11:09 AM
81	For the next 100 days, I think the superintendent needs to consider the high volume of teacher turnover rate. This is of critical importance and if we value our students as much as we love our teachers, we must consider why teachers are constantly leaving.	7/17/2023 10:56 AM
82	Strong support for teachers and staff, competent in race and cultural diversity, and support of future technologies.	7/17/2023 10:54 AM
83	1. Getting the financial situation resolved. 2. Make.sure the curriculum is inclusive of all races and that proper truths are taught a out black history. It's more than slavery. That the playing field are equal for all students in every way. 3. Making sure the staff and tea hers voices are heard and responded to.	7/17/2023 10:44 AM
84	[REDACTED] Also making sure that it is a smooth transition the first 100 days.	7/17/2023 10:38 AM
85	Be able to talk with stakeholders to get the vibe for the school system. Be able to talk about goals for the school system. Work with administrators and teachers to come up with a plan for our schools.	7/17/2023 10:35 AM
86	Be nice, be a team player, don't be condescending or self-absorbed.	7/17/2023 10:17 AM
87	Meeting employees, meeting the community including families, and communicating his/her plan for the future.	7/17/2023 9:48 AM
88	Payroll system,graduation rates,curriculum	7/17/2023 9:45 AM
89	Morale Unity Healing	7/17/2023 9:40 AM
90	identifying existing problems	7/17/2023 9:37 AM
91	students, readiness and schools	7/17/2023 9:33 AM
92	Develop a plan to evaluate the school choice and magnet schools -- duplicate the ones that are popular and eliminate the ones that have gotten little to no interest. Overall, school choice and magnet schools should be expanded, but you have to make sure the expansion includes programs that families have an interest in. There needs to be a plan on what is being done to improve struggling schools based on academics and it should be clearly communicated to	7/17/2023 9:30 AM

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parents what is being done to improve. It also is time to look at district attendance lines and make adjustments. You cannot continue to keep kids in affluent neighborhoods in affluent schools and keep kids in distressed neighborhoods in distressed schools -- doing so limits the opportunities for the kids in the distressed schools and creates community animosity towards the affluent schools. The playing field needs to be equalized to give all kids the same opportunities and maximize the use of and support for our current schools.

93	Staff receiving pay, holding principals and staff accountable	7/17/2023 9:23 AM
94	students, parents and staff	7/17/2023 9:19 AM
95	Safety,caring,and concernment	7/17/2023 9:19 AM
96	communication with school board, community, and school staffs/ lay out plans for the future/ be transparent about anything involving future plans for Gaston schools	7/17/2023 9:18 AM
97	Visiting and assessing needs in ALL Gaston County Schools, not just the schools located in the better areas of the county. Taking the time to get to know the current school board members. Learning the different demographics of the county, not every school is in a "well to do" and higher income areas like Belmont or Cramerton and those schools have different needs than the ones that are in lower income areas.	7/17/2023 9:14 AM
98	Forecasting student population increase, no special curriculum for students that are not qualified special needs	7/17/2023 9:06 AM
99	Parent concerns Improving test scores of students Teachers happy with their jobs	7/17/2023 8:59 AM
100	Creating a team Becoming familiar with each school Establishing their personal style	7/17/2023 8:54 AM
101	1. School safety 2. Employee compensation 3. Recruiting staff	7/17/2023 8:54 AM
102	Learning Gaston County Schools (who the stakeholders are; strengths and weaknesses, etc.) Developing a strategic plan with the leadership team; Addressing/Correcting problem areas (Oracle);	7/17/2023 8:54 AM
103	Understanding and focusing on critical aspects of educational needs.	7/17/2023 8:38 AM
104	Making sure the kids and everyone feel like the first day of school! Excited ! And ready to learn . Keep that energy, promote achievements.	7/17/2023 8:35 AM
105	Students Staff Parents	7/17/2023 8:32 AM
106	As we begin a new school year please find ways to improve employee wellness. I see burnout, compassion fatigue, secondary trauma, in the employees I work with daily.	7/17/2023 8:18 AM
107	1) ensuring critical academic, program and support staff are in place ASAP 2) Communicate goals and plans with all stake holders 3) Get to know school personnel	7/17/2023 8:06 AM
108	Payroll, curriculum, budget	7/17/2023 8:03 AM
109	Get back to the basics of teaching our kids. Lesson to parents concerns and address them in a timely manner.	7/17/2023 8:03 AM
110	Build an effective team. Do team-building. Get to know your teachers and their needs. Review current policies and practices and choose a few that need revision.	7/17/2023 7:58 AM
111	Become familiar with the schools and meet with admin. Establish themselves as an approachable and open leader. Review current systems and initiatives and evaluate their effectiveness.	7/17/2023 7:56 AM
112	Students(Scores), Staff(Support), Payroll(be assertive and get payroll on track, in order to keep employees and morale. Schools are slowly falling apart due to staff feeling not important enough. The payroll department has a way of making the employees feel less than just because they are asking for their pay to be correct and for a payslip to be readable. NC's pay is at 48 in the country but GCS is far less than that, which makes us unattractive to job seekers. Our children's education is the future for all of us and without staff in our schools, this is impossible. I feel that Department level employees have increased while the schools are struggling. We are overworked with very little pay if at all.	7/17/2023 7:50 AM
113	communication with teachers .. visible to community .. visit each school	7/17/2023 7:46 AM

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114	Parent involvement, staff involvement, cleaning house	7/17/2023 7:44 AM
115	Make sure children are taught and not indoctrinated. Improve students reading and math skills lost during pandemic. Insure parental rights over what children are taught in school.	7/17/2023 7:34 AM
116	Survey to schools in the districts for feedback on resources Survey to teachers for feedback on current support levels and needs within the classroom Research to see that all schools across the district are providing the same opportunities to students no matter the location of the school.	7/17/2023 7:29 AM
117	Taking care of the teachers so they'll stay. Taking care of the students and the curriculum they are learning. Not be afraid to stand up for what is right.	7/17/2023 7:29 AM
118	Review of Payroll and Finance current state. New Grier Middle school process and construction. Life Safety (School Bond) projects.	7/17/2023 7:27 AM
119	Talk to parents about the goals for their children and speak to children about their educational goals.	7/17/2023 7:20 AM
120	Ensuring that students are educated and not indoctrinated. Improve reading and math skills. Parents rights over what children are taught in school.	7/17/2023 7:17 AM
121	Teachers and staff Students Identify and fix internal administration issues	7/17/2023 7:05 AM
122	1. Being visible in schools, especially Title 1 schools and connecting with teachers and students 2. Listening to the needs and concerns of stakeholders in schools (particularly teachers and students) 3. Vision of GCS based on the input of others	7/17/2023 6:45 AM
123	Focusing on parent teacher communication Security within schools Cost of lunches	7/17/2023 12:46 AM
124	Visit every school, speak to the students and especially Staff	7/17/2023 12:04 AM
125	-Fix the payroll problems -Hire more TAs for elementary schools -Give teachers time and flexibility to get their classes up and running and to build relationships with students. Don't take up their planning time with meetings.	7/16/2023 11:40 PM
126	Rebuilding the trust of the staff and of the community by attending to and fixing the pay issue and other issues District assessment Development of a plan to address the things gathered from assessing the district	7/16/2023 11:35 PM
127	1. Educator/Staff morale 2. Assessing/visiting each school 3. Come in confident but not arrogant or with too much "know-it-all" attitude	7/16/2023 11:26 PM
128	Fixing Pay roll, teacher pay, money for schools	7/16/2023 11:20 PM
129	Getting to know the teachers and making time to meet the students.	7/16/2023 11:14 PM
130	1. Build cooperation with the school 2. Make changes where needed 3. Make contact with PTAs for information in assisting in school improvements in education.	7/16/2023 10:49 PM
131	Making sure that staff is getting paid. Stop hitting staff that start off as full time with insurance and end up part-time because of low morale which causes them to take money back in insurance and makes the employee feel like they are only working for insurance payments to be paid. Give bus drivers 6 to 8 hrs automatically for their time because they are there in the morning and afternoon.	7/16/2023 10:49 PM
132	Teacher Pay, Aggressive Curriculum, NO WOKE AGENDA/INDOCTRINATION of our children.	7/16/2023 10:48 PM
133	Students needs Students safety Teacher's needs	7/16/2023 10:34 PM
134	Get to know schools/teachers/administration/students, display leadership and support for public education, understand challenges and strengths of the county	7/16/2023 10:29 PM
135	Clean up the Oracle debacle and restore a minimum of employee trust in the financial/retirement/earned leave systems. Chart a course toward recovery from student learning loss. Plan for ways to restore employee morale and retention.	7/16/2023 10:28 PM
136	Ensure administrators and staff receive their correct compensation. Establish consistent policies and procedures. Use resources wisely.	7/16/2023 10:12 PM
137	Removal of woke policies and any policies related to race, being sensitive to the history of Gaston County schools and their mascots which were selected by students.	7/16/2023 10:03 PM

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138	School staff support	7/16/2023 10:02 PM
139	Establish a strong rapport with other administrators and teachers. Strong leadership in guiding the system to improved academic achievement. Ensure teachers have necessary resources.	7/16/2023 10:00 PM
140	Hosting town hall event to get acclimated to the parents, students, and staff. Submit list of goals he or she has for the school district. Push diversity/cultural training for staff	7/16/2023 9:53 PM
141	finances for school staff and teachers, parents involved in their children's education, correct conservative cur	7/16/2023 9:51 PM
142	1. Restoring faith with teachers after the payroll errors 2. Listen to teachers on how best support them 3. Spend time at Title I schools and conduct a listening tour- focus groups.	7/16/2023 9:51 PM
143	Improving the literacy and numeracy rate Improving teaching conditions especially in Title 1 schools More professional development for teachers	7/16/2023 9:45 PM
144	Conservative values curriculum Protecting children from being forced to hear about/deal with gender issues and sexual choices at a young age Ensure all students have strong reading and math skills	7/16/2023 9:41 PM
145	Payroll	7/16/2023 9:31 PM
146	1) Communicating the vision by meeting all the employees via a meet and greet session to establish an initial visibility within the GCS family and follow-up with up with the school board to review the critical areas of concern. 2) Review, Assess and evaluate the current system via team leaders to ensure that each department is meeting the needs of the children with individuals who desire and have a passion for their positions. 3) Review the cultural diversity within the GCS.	7/16/2023 9:31 PM
147	Getting to know teachers and principals. Evaluating known issues in schools. Evaluating changes that need to be made to make our schools better.	7/16/2023 9:17 PM
148	Get feedback from staff that personally interact with students on a daily basis prior to making major decisions	7/16/2023 9:05 PM
149	Communication Filling positions Knowing this county and the needs of our children	7/16/2023 8:54 PM
150	Filling every classroom with a teacher. Meeting the entire staff with a plan. Making sure he or she has the best uderlings.	7/16/2023 8:54 PM
151	Make sure all teachers/staff have been paid Getting to know all schools (demographics, needs) Making sure all teachers have what they need to be successful	7/16/2023 8:47 PM
152	Learning of priorities in school system Extent to which parents have a voice Understanding importance of teaching kids basic skills in reading, writing, math, science and civics.	7/16/2023 8:33 PM
153	Getting resources that the students need, recruiting/ retaining good teachers/principals, reevaluate the school calendar and course offerings.	7/16/2023 8:32 PM
154	What schools are are considered below average. How to get them up to par. Make sure the curriculums are what kids really need for life's survival	7/16/2023 8:24 PM
155	parent involvement with workshops to help parents understand reading and math strategies	7/16/2023 8:17 PM
156	1. Payroll issues. 2. Special Education Department 3. School improvements	7/16/2023 8:16 PM
157	x	7/16/2023 8:11 PM
158	1. How will he/she best serve the needs of those students who are falling behind in their education 2. Get out to every school within the county and learn some of the pain-points that are present with both students and teachers. 3. Come up with a plan on how to address these pain-points and provide an actionable plan on how he/she plans to address by providing transparency to parents, teachers, and students.	7/16/2023 8:02 PM
159	Diversity, inclusion and supporting	7/16/2023 8:01 PM
160	Teachers, students and parent feedback	7/16/2023 8:00 PM
161	Finance problems and pay for staff	7/16/2023 7:52 PM

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162	Champion conservative values Stand firm against the idea that small children are capable of making life altering decisions (i.e. gender related) Stop permitting adult topics from invading our middle, elementary and preschool classrooms	7/16/2023 7:48 PM
163	Safety of the schools Respect of students, teachers, principals Emphasis on Quality learning but also developing kind responsible human beings.	7/16/2023 7:40 PM
164	Engagement of parents, all school same access and quality teachers not just a body in the classroom	7/16/2023 7:18 PM
165	Having a heart with God's wisdom to do the right thing in all he does. Kindness and love for children	7/16/2023 7:05 PM
166	Protect young students from woke politics	7/16/2023 6:56 PM
167	Teacher moral Letting teachers know they are supported Advocating for students while also supporting teachers	7/16/2023 6:53 PM
168	1. ESTABLISH WORKING RELATIONSHIP WTH BOARD AND SCHOOL STAFFING AND TEACHERS. 2. TEACHING READING, WRITING AND ARITHMETIC 3. DEVELOPE A LEARNING PROGRAM FOR STUDENTS THAT HAVE LEARNING DIFFICUTLIES OR WHO HAVE BEEN LEFT BEHIND DUE TO COVID BY USING VOLUNTEERS AND STAFF TO CATCH THEM UP.	7/16/2023 5:49 PM
169	Kids	7/16/2023 5:43 PM
170	Kids who are behind Kids who are struggling Kids who need mental assessment	7/16/2023 5:35 PM
171	1.Establishing a positive working relationship with the School Board 2. Define their vision and goals for Gaston County schools 3.Make personal public appearances in the school systems	7/16/2023 5:24 PM
172	Gaining a detailed understanding of the academic strengths and deficiencies within the [REDACTED] to forthrightly and honestly identify critical educational curriculum needs and assessment of need for levels of administration. Determine the effectiveness of teaching in basic areas such as civics, reading/comprehension, math, and science and focus on ensuring the effectiveness of resources and teaching in these areas. Determining the effectiveness of current organizational structure and classroom discipline and order to channel emphasis to classroom learning and to promote real learning.	7/16/2023 5:01 PM
173	Teacher moral Discipline Safety	7/16/2023 4:55 PM
174	getting teachers paid correctly. supporting teachers - whatever they say. If the teachers are happy, my kids are happy and I'm happy	7/16/2023 4:51 PM
175	Meet with finance to review the budget Analyze student/school data Articulate the vision and build relationships	7/16/2023 4:44 PM
176	To assess the current state of affairs, develop a strategy for improved and offer collaborative solutions.	7/16/2023 4:23 PM
177	1.Listening to prioritize short and long range goals. 2. Visit each school and have opportunity for teachers to express their concerns 3. Work to resolve pay issues	7/16/2023 4:20 PM
178	teachers, students and parent concerns for Gaston County Schools	7/16/2023 4:19 PM
179	Boost morale for teachers Make sure all finances are in order Getting to know his teacher, staff and students	7/16/2023 4:10 PM
180	1. Uniting the district (schools, principals, teachers) 2. Getting to know Gaston County (visits to ALL schools in order to see the widespread needs of the county) 3. Review district data for areas of need and learn about curriculums/supports in place and develop a plan to improve them.	7/16/2023 4:10 PM
181	1) Having Principal's & teachers ready to achieve all goals for school year. 2) Correct things are being taught at all schools not politics. 3) The superintendent addresses any problems right off and has them solved.	7/16/2023 4:06 PM
182	Bullying totally intolerated, Reading skills, Teachers evaluations and qualifications.	7/16/2023 4:05 PM
183	Communication, vision for the school system and transparency.	7/16/2023 4:04 PM

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184	Listen, care and observe	7/16/2023 3:49 PM
185	—Students -Staff	7/16/2023 3:43 PM
186	Meeting with community members, staff and students, fixing the payroll issues and beginning the steps to a new strategic plan.	7/16/2023 3:35 PM
187	1)Open communication with parents. See what is there main issue or issues with “the system” 2)help for parents with kids with disabilities or autism, or an IEP so they can get tested and get help NOW. 3) have a nurse in every school so children with severe food allergies dont have to feel like they will die daily at school. Why should a school not have a nurse, and kids splash or trip and spill milk in the lunch room? People only think nuts are harmful- peanut butter is sticky... milk flies...	7/16/2023 3:19 PM
188	Help my children to be successful in the future	7/16/2023 3:18 PM
189	Get out of your office and into the school classrooms, cafeterias, on the buses. Get to know everyone in the schools and demonstrate appreciation to teachers and staffs. Be accessible to all stakeholders. Listen and learn!	7/16/2023 3:07 PM
190	Putting the school district in a better direction, better wages for all school employees and better hours worked for different type month workers	7/16/2023 2:53 PM
191	Hiring new teachers with higher pay Bullying at schools More teacher bonuses	7/16/2023 2:38 PM
192	Teachers pay being corrected, school calendar, safety	7/16/2023 2:36 PM
193	1. Focus on developing plan to hire more diverse teachers. 2. Develop plan to bring up minority students test scores. 3. Speak with principals and school administrators, if possible.	7/16/2023 2:06 PM
194	Learn to Listen and work an implementation plan for school system	7/16/2023 2:02 PM
195	Instill confidence and security in teachers and staff. Create a plan for student excellence. Recruit quality educators.	7/16/2023 2:02 PM
196	Teachers Teachers Teachers- without them there are no schools	7/16/2023 1:56 PM
197	Assess current state; determine desired state; develop inclusive action plans; implement and access results; adjust as needed.	7/16/2023 1:46 PM
198	teacher and staff communication,and getting acquainted.	7/16/2023 1:24 PM
199	1. Restore Core values of education - reading, math & science. Hold teachers accountable for their performance in these areas. 2. Focus on fundamental morality rather than divisive, racist, sexual deviancy, separatism... Restore consideration to the 10 commandments. 3. Explore more support for home schooling and Charter/school choice - the goal is educational excellence for all the children of the county/district.	7/16/2023 1:20 PM
200	Providing more support to teachers, providing more support to students with exceptions such as 504 and IEP plans, making themselves familiar to parents and guardians	7/16/2023 1:08 PM
201	Equality, consistently, job performance of teachers.	7/16/2023 1:02 PM
202	Success of the students, staff, and district they're supporting.	7/16/2023 12:54 PM
203	Ensure curriculum is above average Staffing highest educated	7/16/2023 12:53 PM
204	1. Getting to know the teachers and staff and determining their needs. This includes 100% assurance their salaries and benefits are correct. 2. Getting back to basics in the classroom. This includes a review of the curriculum from kindergarten thru 12th grade. 3. Discipline across the board. No gray areas- follow the rules or you cannot attend.	7/16/2023 12:53 PM
205	1. Getting to know the GCS school system/staff 2. Getting to know the parents/students/community 3. Payroll matters (Oracle)	7/16/2023 12:47 PM
206	Meet the team Get out in the schools Understand current results	7/16/2023 12:46 PM
207	Supporting teachers	7/16/2023 12:36 PM
208	Faith	7/16/2023 12:36 PM
209	Communication. Relationship building. Promote accessibility.	7/16/2023 12:33 PM

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210	Focus on educational fairness and equality no matter what school you are at. Focuses and class offerings should be the same at each school. I would like to see more funding to the schools that are older for cosmetic purposes. The schools that are new with new buildings and finishes should receive less funding. More resource officers at problem schools... [REDACTED]	7/16/2023 12:33 PM
211	Teacher pay, transparency with finances, direct communication with staff and students	7/16/2023 12:32 PM
212	1. Understanding the staff that you have on your team & listening to their needs to better assist the children. 2. Building a positive rapport with the children & listening to the things that they say need too. 3. Building strong partnerships with the parents so you can understand the things that needed to fully articulate to the leadership (school board, elected officials, ^ the state of NC).	7/16/2023 12:26 PM
213	Best education for the children. Do not bend to politics or WOKE culture. Safety of children	7/16/2023 12:25 PM
214	Build Trust with Staff and Board, Understand the needs, figure out what is working and what needs to be improved, and set a plan.	7/16/2023 12:18 PM
215	Better student curriculum. Will being of students. Parent advocate	7/16/2023 12:17 PM
216	Staff Diversity teacher retention and management team cohesive	7/16/2023 12:16 PM
217	Diversity, inclusiveness and growth	7/16/2023 12:15 PM
218	Payroll issues - getting teachers what they are owed and more.	7/16/2023 12:12 PM
219	1) meet with stakeholders on what needs to change 2) have 3 of the above highest priority needs listed to change now 3) inform stakeholders how the priorities will be met	7/16/2023 12:11 PM
220	Diverse teachers recruitment payroll and classroom size	7/16/2023 12:02 PM
221	Make sure the children are at or above grade reading level The children are at or above grade math level At or above grade science levels	7/16/2023 11:42 AM
222	Getting to know the staff in the county Getting to know the concerns of parents and the academic needs of students in the community Regarding the financial concerns of Oracle, A complete individual review of each employee's paycheck from the start of the Oracle system is needed to ensure that all sums of funds and time were correctly calculated and properly disbursed to employees' accounts. Most employees are unaware of all the affected areas where mistakes have been made and have no idea if they have had mistakes made in the process of their funds. A personal outline of review would help with trust and assurance of our county if this review was done and personally noted by Finance that all areas of issue and concern have been reviewed, corrected (if needed) and any time or money has been updated to all of the accounts as needed.	7/16/2023 11:23 AM
223	Academic achievement, diversity in staff and students, transparency	7/16/2023 10:57 AM
224	Instruction, Culture, and Responsiveness	7/16/2023 10:55 AM
225	Focus in the success of students that may be struggling or assteted below grade level. Resources for after school programs No child is left behind or overlooked	7/16/2023 10:54 AM
226	Attendance, teacher pay on time, busing to school needs	7/16/2023 10:54 AM
227	Collaboration; advocacy; culturally diverse	7/16/2023 10:50 AM
228	Attendance. Professionalism of teachers,	7/16/2023 10:43 AM
229	Getting back to education for these kids	7/16/2023 10:28 AM
230	Open communication with ALL Gaston County School employees and students! Get out of your office and spend the day at each school in Gaston County. Experience what your teachers, students and support staff do in our schools everyday! Ride the bus to school with your bus driver and students. Experience morning drop off and afternoon pick up of students. Serve breakfast or lunch with cafeteria staff and enjoy a meal with students and other school staff. Learn what happens after the dismissal bell rings and what after schools programs are provided! Get to know what goes on in Gaston County Schools! I think you will learn and be amazed at what happens every school day in Gaston County!	7/16/2023 10:20 AM

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231	Teacher Training Student Equity Budget	7/16/2023 9:47 AM
232	The continued growth and quality of the gaston county area	7/16/2023 7:07 AM
233	Knowing the schools and different needs	7/16/2023 5:22 AM
234	A detailed plan to ensure that teachers are paid on time and accurately Ensuring that schools are properly preparing seniors for post high school life beyond secondary education	7/16/2023 2:44 AM
235	Creativity. Breakfast and lunch Nutrition. Vocabulary Skills and math. Learning a different language.	7/15/2023 11:50 PM
236	Drugs, education, school maintenance	7/15/2023 11:10 PM
237	Kind caring helpful	7/15/2023 10:09 PM
238	Getting teacher pay fixed for those that have ongoing issues, visiting the schools (Elementary, Middle, High) and present themselves to teachers, students and staff, personally introduce yourself, and work with the school board members to set forth goals of the future for Gaston County Schools	7/15/2023 10:07 PM
239	Getting the payroll issue fixed (completely) for staff of GCS, focusing on curriculum that not only is inclusive but not a waste of tax payers dollars/ teachers time (give your teaching staff an option to weigh in on the pros and cons HONESTLY without any retaliation), building rapport with the staff, community, and visitors without being conceited (listen to these groups and what they think would be an acceptable approach to making this County the best education in not only NC but the country.	7/15/2023 9:32 PM
240	The safety of the students and staff. Make sure it is hard to get into school. KEEP OUR BABIES SAFE!!	7/15/2023 9:24 PM
241	Honest, Giver, Open minded, Willing to be a listener to the employers.	7/15/2023 9:01 PM
242	Implement procedures to make sure all staff are completing their shift tasks in the allotted time.	7/15/2023 8:59 PM
243	Push back and resist the social driven policies and foolishness that is trying to be implemented in our schools.	7/15/2023 8:43 PM
244	Staffing concerns. Getting to know our students. How can Gaston County schools grow.	7/15/2023 7:19 PM
245	Supporting teachers, protecting lgbtq+ kids and minorities, and shutting down any and all calls for book bans.	7/15/2023 6:34 PM
246	School set up of programs Learning styles being met Discipline procedures set and enforced so teachers can teach and students can learn	7/15/2023 6:08 PM
247	1. Take the time to overview student successes and individual student needs throughout schools. Many kids are struggling with being able to have the right education because of their different needs. 2. Provide more opportunities for students to learn through wider perspectives. For an example, offering more ways to study abroad, Homeschool opportunities for kids who struggle within the public, summer events or possible 2 week programs in the summer for certain curriculums. 3. Focus on schools that need more funds to improve, as well as make better opportunities for students to seek mental health support. Having a guidance counselor isn't enough as they half the time don't do their job right. These people need to consider the complexity of mental health, As well as understanding school is a big reason for mental health decline.	7/15/2023 5:45 PM
248	Behavior in all schools, school safety, teacher support	7/15/2023 4:15 PM
249	Funding for teachers, funding for schools funding for teachers	7/15/2023 4:15 PM
250	The new superintendent should focus on leadership, communication skills and setting goals.	7/15/2023 3:33 PM
251	Welfare of the children's and there education, teachers and the things concerning the school	7/15/2023 3:30 PM
252	Solving all problems the first hundred days bring. Making everyone feel good about their job, no matter how small. Showing he is human too.	7/15/2023 3:20 PM
253	Assessment, Goals, & realistic steps to effect growth and change in those areas - Increasing our effectiveness and efficiency as a guiding body in our kids education 😊	7/15/2023 1:56 PM

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254	New schools Children Teachers	7/15/2023 1:16 PM
255	Get in the school and talk to the people on the ground doing the work Find out what is and isn't working	7/15/2023 1:12 PM
256	Bus drivers routes and pay, also teachers pay!	7/15/2023 12:14 PM
257	filling teacher openings, meeting with the elected school board . meet and greet with the counties residents	7/15/2023 12:13 PM
258	But teachers Hold the teachers accountable Hold the princess accountable for the bullying in there schools	7/15/2023 12:12 PM
259	1.) Take a holistic approach to student safety and wellness by providing proactive solutions to mental health among students and measures to prevent school shootings. 2.) Prioritize serving families by strengthening customer service for Gaston County so you can proactively support the needs of families and staff and alleviate stress and strengthen relationships between the district and school. 3.) Be fiscally aware, not only should teachers and administrators get paid a little more, our schools need to have the proper/updated resources to teach kids. This goes with textbooks to technology. Other areas include an evaluation of the district's programs, hiring practices, and position control. You could design a "what if" budget review with your cabinet to help identify pockets or trends that would be helpful for potential budget support in future school years.	7/15/2023 12:11 PM
260	Diversity Staffing students	7/15/2023 12:07 PM
261	Making sure the teachers get paid, discipline, better education for all	7/15/2023 12:03 PM
262	Finding out the needs of the students and staff, developing an improvement plan with the input of those in the trenches, plan to bring in additional funds, grants etc... for GCS.	7/15/2023 11:57 AM
263	Getting our schools back the way they should be. We are now one of the worst school districts in NC. The SC shoools are better than ours. and that is sad	7/15/2023 11:56 AM
264	Focus on all students and all staff .	7/15/2023 11:52 AM
265	The payroll debacle, keeping teachers by fighting for better pay and benefits, building a skilled trades high school that funnels students into Gaston College trade associates degrees.	7/15/2023 11:10 AM
266	Fixing the payroll issues	7/15/2023 10:37 AM
267	Teacher pay Building relationships with administrators and school staff Building relationships with the community	7/15/2023 10:28 AM
268	Looking at the needs of students, staff morale, creating a strategic vision	7/15/2023 9:40 AM
269	Acknowledge the needs of both staff and students and try to provide them with supplies they may need for all school years, Listen to the people's concerns and provide solutions and answers accordingly, and aim to improve the school curriculum and provide the best education to students in all grade levels.	7/15/2023 9:39 AM
270	What the kids need to learn to succeed	7/15/2023 9:19 AM
271	Meet at each school with teachers! Meet with each school with Children! Meet with each school with Parents and Community leaders business leaders and any stakeholder wanting to join partnership to strengthen school resources developed to improve learning and development of children at that school!	7/15/2023 8:42 AM
272	Understand the culture of Gaston County and know the strengths and weaknesses of our School system	7/15/2023 8:37 AM
273	Making sure the Administration supports the teachers. Making sure that all schools knows that he/she supports every school. Making sure he/she supports all students.	7/15/2023 7:57 AM
274	Teacher pay rate increase and respect Realistic curriculums to raise grades Maintaining moral and honest virtues in the school system	7/15/2023 7:39 AM
275	Funding for support staff and TAs and drivers. Reviewing the use of funding for school buildings. Review all leadership positions in schools.	7/15/2023 7:04 AM
276	Getting GCS back on the right track to be able to continue excellent staff for our children. Hold	7/15/2023 4:51 AM

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administration accountable for their actions and no using their powers to be all mighty. There should be a process of handing decisions by principals that include other administration before decisions are final. Make sure teachers are in fact held accountable for doing their job correctly following all rules of IEP and so forth they have to prove they are following federal rules.

277	1. What are the problems in the schools and how to fix them 2. What are ways to help advance students 3. Helping teachers	7/15/2023 3:11 AM
278	Na	7/15/2023 12:43 AM
279	Pay	7/15/2023 12:23 AM
280	Connection with all parties involved, especially teachers and students. Acknowledging the strengths and positives of the district and truly listening to the needs being expressed. Considering creative solutions by the new information garnered, but willing to collaborate and let go of ego or the need to prove anything. Doing right by the entire district, not just themselves or others in leadership roles.	7/14/2023 11:54 PM
281	Opportunities for top students to compete for national awards, relax the attendance policy for students, safety at school.	7/14/2023 11:14 PM
282	He should be listening to the students parents and staff to make sure that all things are flowing smoothly and the best for his employees and students that they have the best resources available to them so that they can teach and learn in the best way possible he needs to correct some of the payroll issues that were so bad hel needs to come in and listen to all employees and make a decision on what is best for the students and employees.	7/14/2023 11:06 PM
283	Hiring educators, addressing payroll issues, meeting the people involved in our school system	7/14/2023 10:31 PM
284	Payroll, student achievement, teacher morale	7/14/2023 9:48 PM
285	1) get to bottom of pay issues (I still have one 17 months outstanding) 2) meeting principals and setting expectations 3) staffing needs	7/14/2023 9:37 PM
286	1. teacher morale 2. student discipline and accountability 3. Academic improvement	7/14/2023 9:26 PM
287	Emplenting moral curriculum and weeding out the nonsensical.	7/14/2023 8:46 PM
288	Establish relationships with staff,and school board . Meet every principal and visit every school Hold town meeting and get to know the community at large	7/14/2023 8:07 PM
289	Improving students skills	7/14/2023 7:35 PM
290	Getting to know the position of the job and know what your up for and up against. Learn how to approach situations and things that they may not even understand.	7/14/2023 7:35 PM
291	-Software for paying our employees -Student Achievement -Listen and then make a plan	7/14/2023 7:12 PM
292	Transparency in the school lottery. Implement a strategy to improve the non-magnet high schools so the lottery doesn't feel like the only option for getting my son into a "good" school that excels in education. Teacher pay and satisfaction	7/14/2023 6:19 PM
293	get things that have been left unfinished completed Get teachers & students together on a good level Keep good teachers in schools	7/14/2023 6:15 PM
294	During the first 100 days, the news superintendent must make sure teachers get paid correctly and on time. Get the bugs in the payment program fixed. Next, there needs to be a from the top down discipline plan put in place that requires all schools to hold students accountable for their behavior and that reinforces to parents that their disrespectful behavior at parent conferences will no longer be tolerated. The plan should include a "put your phone in a locker policy" that is the same for all schools. Lastly, the superintendent needs to hold mandatory town hall parent meetings at schools to stress to parents the importance of their respect and reinforcement at home for schools rules and policies.	7/14/2023 5:46 PM
295	Filling vacancies, staff retention, and addressing learning gaps	7/14/2023 5:39 PM
296	Ethics, funds, and safety.	7/14/2023 5:14 PM
297	tour all schools, familiarize self with community as s whole, ensure a well-planned school opening	7/14/2023 5:07 PM

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298	1 Getting to know the students and staff (be in the schools) 2. Be visible to the community. 3. Ensure a smooth school opening	7/14/2023 5:05 PM
299	N/A	7/14/2023 4:52 PM
300	Stabilize the ship Set a future direction Stand up to political pressures	7/14/2023 4:48 PM
301	1. Visit all schools and the principals in district to get "a lay of the land" so to speak. 2. Visit as many after school activities as possible. 3. Attend school board meetings and meet school board members.	7/14/2023 4:44 PM
302	The new superintendent should get to know the area, students, parents and teachers first. He/she should familiarize themselves with the needs of the schools, curriculum (going back to basics and identifying the needs of each student).	7/14/2023 4:34 PM
303	1. Not going woke with such nonsense as CRT, gender confusion and all that goes with that. 2. Not allowing history books that have reimagined and rewritten true history, nor allowing ANY curriculum or teacher rhetoric that would deny actual history. 3. Staying true to the firm biblical foundation on which this nation was established.	7/14/2023 4:24 PM
304	Public, not private and parochial, education is key. It is essential to making Gaston County a great place to live and work. The County Commission tries to educate this county on the cheap.	7/14/2023 3:44 PM
305	Outside perspective, Honest, proven success	7/14/2023 3:08 PM
306	Getting acquainted with the community. Meeting with teachers and listening to their concerns. Become familiar with the current level of learning our students have and how to improve that.	7/14/2023 2:39 PM
307	* Adopt, communicate and enforce (to parents, students, educators and other stakeholders) a business model that clearly establishes schools as a service provider. The primary service schools provide is a well rounded education to prepare young citizens for engaged and productive citizenship, and just like any other business, there are conditions for receiving that service. (i.e. You go to Subway for a sandwich, but while you're there you don't expect to also be able to shop for new shoes, get a haircut and an oil change and undergo heart surgery.) Receiving the primary service (a sandwich) is dependent upon your behavior in the establishment and meeting your transactional obligation (in this case, to pay for the service/product; in the case of school, to do the required work). People fundamentally understand this concept... except when it comes to schools....?! Somewhere along the line, we started allowing people to expect, demand and receive new shoes, a haircut, an oil change and heart surgery while they're waiting on a sandwich..... Priority #1: (re)establish a clear purpose for and value of schools. * prioritize making teachers feel seen, supported and valued (including but not limited to fixing the payroll debacle) * Encourage and EMPOWER educators to teach the unique human beings in their classrooms using authentic, active and engaging methods (rather than continuing to promote/require a one-size-fits-all impersonal and disconnected nose-in-a-chromebook model of instruction).	7/14/2023 2:28 PM
308	Teachers, getting to know the school, curriculum studies.	7/14/2023 1:57 PM
309	1. Communicating a clear vision and mission. 2. Transparency in all areas of leadership. 3. Rapport building with all stakeholders.	7/14/2023 1:53 PM
310	Increasing compensation for teachers, Solve the ongoing pay process problems for system employees so that workers are paid what they are owed on time, Increase security for all schools including using metal detectors and random searches of student lockers and students when necessary	7/14/2023 1:39 PM
311	Talking to staff, hearing their concerns and successes	7/14/2023 1:36 PM
312	Taking responsibility for remediating the finance/pay fiasco.	7/14/2023 1:31 PM
313	The superintendent should focus on getting GCS' financial house in order. In particular, payroll problems should be resolved expeditiously and transparently. The superintendent should have a plan ready for implementation to recruit and retain excellent teachers. The superintendent should have a plan ready for implementation to effectively communicate the districts vision to the overall community.	7/14/2023 12:58 PM
314	Moral	7/14/2023 12:43 PM
315	Reading and math scores - removing political ideology and culture wars from education	7/14/2023 12:39 PM

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316	Determining vision for school district, Determining if current structure is appropriate, working effectively with board members	7/14/2023 12:39 PM
317	hiring of teachers, getting out in the community and evaluating student scores and successes	7/14/2023 12:32 PM
318	Policies, Professionalism, Support.	7/14/2023 12:29 PM
319	Financial issues still plaguing those who have not received all of their money. Continuity and consistency in what is expected of teachers. Guidance and education for administration on ways to support staff and students.	7/14/2023 12:27 PM
320	Moral Payroll/finance Teacher retention and recruitment	7/14/2023 12:20 PM
321	1. Setting Vision, 2. Implementation, 3. Inclusion/Communication of Purpose	7/14/2023 11:35 AM
322	Financial situations, speaking with teachers and administrators about building up school performance, and listen to what is being said.	7/14/2023 10:54 AM
323	Financial audit and transparency of results Developing a sense of well-being within the district for stakeholders Assess perceptions of wants and needs of stakeholder groups (especially teachers, admin., students, and parents)	7/14/2023 10:37 AM
324	Asses the needs of the business community. Implement the program.	7/14/2023 10:01 AM
325	Teacher retention, building relationships, and fixing pay system	7/14/2023 9:32 AM
326	Teacher salary Teacher retention Curriculum/streamlined teaching	7/14/2023 9:15 AM
327	Meet and Greet the students, employees and community Address employee concerns Construction/additions and technology	7/14/2023 8:56 AM
328	Getting to know the school community. Current structure to see what is working and what is not. Talk with teachers and school stake holders - not just the executive directors.	7/14/2023 8:47 AM
329	Na	7/14/2023 7:57 AM
330	Faculty and students safety. Making sure that the faculty uses good moral teachings. Zero tolerance for abuse and bullying.	7/14/2023 6:01 AM
331	Teachers, students, visiting all schools	7/14/2023 5:51 AM
332	Pay increases for maintenance employees	7/14/2023 4:59 AM
333	Maintaining the safety of children since Covid is still present. Needs to be stricter consequences for failing students. Not just passing them to next grade with D's. Actually have these kids repeat the grade. Making sure children don't feel pressured and uncomfortable with others life choices.	7/14/2023 3:20 AM
334	Academics, Budget, Relationships!	7/14/2023 2:07 AM
335	Oracle, visiting all schools,	7/14/2023 12:00 AM
336	Making sure the children gets what they need to be successful, school bulling and violence, safety for students and teachers	7/13/2023 11:03 PM
337	Ensuring there are no payroll issues, ensuring adequate staff is in place at schools, focusing on prioritizing the many facility improvements needed among buildings, athletic fields, and playgrounds and how to fund them.	7/13/2023 11:03 PM
338	1. Making connections with all stakeholders of the school district through meetings and visits. 2. Providing hope for staff members to help with teacher retention in schools. 3. Maintain high-quality education through curriculum integration and demonstrate that all students can learn by supporting staff members.	7/13/2023 10:31 PM
339	Making sure students are protected against other students and outsiders. Don't always take teacher sides listen to both sides.	7/13/2023 10:27 PM
340	I believe the new Superintendent should be visible in the first 100 days and introduce themselves to the community. Tell us what they bring to GCS and listen a lot.	7/13/2023 10:05 PM
341	Care about people Education is important Shows interest in students well being	7/13/2023 9:54 PM

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342	Teacher retention, we are losing too many really good teachers in Gaston county because of working conditions, outrageous county expectations, and lack of teacher input into what is best practice by children. 2. curriculum to best meet the needs of students, in working with my grandchild it appears that the focus has moved from mastery of standards to quickly moving through a variety of standards. 3. Let's get back to a grading system that families can understand and helps support students to get into college. Grading students on a scale of 1-4 does not relate well to college and career readiness. Let's please get back to A-F grading.	7/13/2023 9:06 PM
343	1. better pay for teachers 2 better curriculum so students can learn more 3 uniforms.	7/13/2023 9:03 PM
344	Organizing their goal, a plan to execute, and keeping order to the school system.	7/13/2023 8:51 PM
345	Renovation of some of the older schools. Metal detectors in all schools. Better pay and lower cost for health insurance.	7/13/2023 8:14 PM
346	Retain teachers with decent growth and tenure. We need experienced teachers for our students. Support expectations for students growth to be on grade level. Heighten public awareness of public education.	7/13/2023 7:20 PM
347	Fixing the mistakes made in employee pay. Getting to know their surroundings. Not letting continued projects fall through the cracks	7/13/2023 6:52 PM
348	1. The behavior issues that are demonstrated by students and teachers are subjected to which greatly affect their ability to teach. 2. More security resources that will promote a safer environment for students. 3. More resources for parents...especially single parents and/or grandparents who are trying to navigate the technological atmosphere they are not accustomed to.	7/13/2023 6:42 PM
349	Curriculum, financial funds to assisting students, and media with teenaged children.	7/13/2023 6:38 PM
350	1. Helping students and teachers reach their potential. 2. Communicating with parents on the goals of the administration. 3. Being ready for the challenges ahead.	7/13/2023 6:15 PM
351	1. Staff retention 2. Staff recruitment 3. Staff empowerment	7/13/2023 6:03 PM
352	Getting to know his district. Present themselves to the communities of Gaston County. Set new goals for the district	7/13/2023 5:45 PM
353	Set appropriate goals with benchmarks Set evaluation standards with reporting timeline(s) Include and relate to all stake holders	7/13/2023 5:29 PM
354	School safety (would like to see metal detectors actually used), bullying, better pay for skilled teachers	7/13/2023 5:01 PM
355	Relationships (staff and students, be visible in the schools for more than just the 1st day of school)	7/13/2023 4:45 PM
356	The Well being of all Employees. Getting money to whom ever it needs to go to. Truthful.	7/13/2023 4:40 PM
357	Taking care of the school system and making the pay right and help lead the schools systems	7/13/2023 4:32 PM
358	Finances, getting away from wokeness, know your area	7/13/2023 4:13 PM
359	Getting to know the staff and students in the district. Observing the way things are currently done. Listen to what members of the district have to say.	7/13/2023 4:11 PM
360	Look into the needs of the special education staff and students. Make sure they have the support they need and work on more inclusion for them.	7/13/2023 4:08 PM
361	In everything concerns to the students in the good way. (Behavior, grades Do not teach anything that is abnormal, outside of gay concepts. Etc...) Do not teach things without parental consent.	7/13/2023 4:03 PM
362	Listening, understanding different perspectives and flexibility	7/13/2023 3:53 PM
363	1. Listen and learn- visit schools and meet with principals, teachers, and support staff to hear their concerns/ things they think the district is doing well. 2. Analyze what he or she has learned and provide feedback. 3. Collaborate with relevant parties to establish or solidify goals to begin working on.	7/13/2023 3:41 PM
364	Being VISIBLE in EVERY SINGLE SCHOOL	7/13/2023 3:29 PM

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365	Employees getting pay on time	7/13/2023 3:25 PM
366	Making sure oracle is fixed. Finding a way to retain teachers. Getting away from our Block Schedule. Tv shows are at most 42 minutes, only a few can stay on task for 90. Also taking a State Report Card class say in the fall of one year then the next level say spring the following year there is a lot of knowledge lost.	7/13/2023 3:23 PM
367	The new superintendent should focus on learning about the district and its needs during the first 100 days. While making positive changes is a great thing, I feel that the leader needs to know the district very well before he or she starts implementing new policies.	7/13/2023 3:23 PM
368	Payroll issues Salary of Teachers and support staff	7/13/2023 3:20 PM
369	1. Make sure that all finances are up front, transparent, and ethically used. FIX ORACLE. 2. Listen to district staff (all staff - certified, classified) for ideas to improve the district and help students become productive citizens. 3. Understand what every staff member does everyday..	7/13/2023 2:45 PM
370	Support for staff, equity for student education (language, access), getting to know GCS	7/13/2023 2:26 PM
371	Communicating with the principals, teachers, and staff of the schools across Gaston County. Understanding the vast diversity of the different districts in Gaston County and working with the families, students, and staff to bring all learning to the highest potential possible for those in the district. Understanding that staff is stressed from the changes brought on after returning to school since Covid. That staff feels the importance of trying to make up for the lost time during Covid but also needs the support of the administration to move forward from this point on.	7/13/2023 2:24 PM
372	Ensure proper teacher to student ratio Visit each school in the district Communicate goals with a timeline to teachers/staff, students and parents	7/13/2023 2:20 PM
373	Not sure.	7/13/2023 2:09 PM
374	Critically, the superintendent should be ensuring that pay for teachers is consistent and on time. The financial side of the district should always be above board and looking out for those in their employ. There is no reason why teachers should be asked to double check the work of competent personnel to make sure they have done their jobs. Secondly, the superintendent should ensure that the district personnel are all operating with ethics and integrity and doing their jobs to the best of their ability. Thirdly, the role of the superintendent, I believe, is to manage the personnel of the district. The Superintendent doesn't have to be knowledgeable about curriculum, the teachers have that knowledge. The Superintendent doesn't have to know everything, they have to be able to find, keep, and back-up the right people already in their roles.	7/13/2023 1:48 PM
375	1. Getting to know his environment (visiting schools) 2. Finding out what's working with relation to processes and procedures of the district 3. Talking with more than just district leaders about their ideas related what's working and what can be improved upon.	7/13/2023 1:39 PM
376	1. Straightening out the payroll problems for the teachers and staff. 2. Making sure we have adequate staff hired- teachers and bus drivers 3. Getting to know parents, staff, students	7/13/2023 1:38 PM
377	Pay Roll issues. Some of the Teachers not getting paid right for two or more years. The old system was not broken. The new one is.	7/13/2023 1:34 PM
378	Fixing all the payroll issues. It has been a nightmare for many staff members. Fair compensation for bus drivers. We are losing many driver to clover school district the starting pay there is the top pay for our bud drivers. It is increasingly harder to obtain drivers. And they are treated as if they are disposable by many upper management staff. Especially some of those in the transportation department. Lots of talk of drivers leaving the district for other employment.	7/13/2023 1:22 PM
379	more money	7/13/2023 1:09 PM
380	N/a	7/13/2023 1:08 PM
381	The money problem Oracle	7/13/2023 1:03 PM
382	Getting to know the schools, teachers, and administrators, as well as families; learning the budget and plans for meeting the needs of a growing population (particularly in Belmont); professional development opportunities for staff	7/13/2023 12:57 PM

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383	Learning the culture of the schools and the immediate community they feed from. Go into the schools and ask the students what they see as positives and negatives. Ask subs why they go to/avoid certain schools/principals.	7/13/2023 12:56 PM
384	Current curriculum; create plan of action; assessing areas of approvemement.,	7/13/2023 12:54 PM
385	making themselves known to the parents and teachers. looking at the way the schools are being ran now and seeing what needs to be fixed. having a gameplan on how to move forward.	7/13/2023 12:52 PM
386	Reading writing arithmetic	7/13/2023 12:39 PM
387	Special needs students. Education for special needs students. Making staff be more educated with special needs students	7/13/2023 12:38 PM
388	Communicating goals and expectations, Communicating with teachers and staff, Learning more about GCS.	7/13/2023 12:19 PM
389	Teacher retention and recruitment initiatives Fixing lingering human resource issues Moving education away from testing and toward education practices that will help students become amazing prosperous citizens	7/13/2023 12:13 PM
390	Establishing trust with staff, parents. Fix current pay issues	7/13/2023 12:08 PM
391	Enhancing Pre-K programs Filling vacant teacher spots	7/13/2023 12:03 PM
392	Fixing the fouled-up teacher pay system Assess the competency of school administrators Get rid of the inept	7/13/2023 12:00 PM
393	1. Works well with other to build a strong relationship. 2. Focus on what students need to improve on their study. 3. Have a well-developed view on how schools improve and how students learn and develop.	7/13/2023 11:42 AM
394	Get feedback from principles, parents and teachers. Look at ways to be more resourceful. Set goals.	7/13/2023 11:41 AM
395	Supports principals, teachers and staff members Improving student achievement Visible and accessible	7/13/2023 11:38 AM
396	1. Gain trust of teachers and employees 2. Provide goals for the next 2 year, 5 year, and 10 years 3. Outline approach to making education of students a priority	7/13/2023 11:35 AM
397	Visiting schools, talking to administrators and teachers about needs and changes	7/13/2023 11:32 AM
398	Teachers payment system fix. Clearly communicating expectations are requirements to improve Gaston county test scores. Develop collaborative industry and high school apprenticeship programs for current and soon to be graduates.	7/13/2023 11:20 AM
399	Student accountability, Teacher accountability, and fellowship with each school	7/13/2023 11:16 AM
400	Fixing payroll system Overcrowding in the school Teacher pay	7/13/2023 11:13 AM
401	Teacher pay Professional enrichment Community support	7/13/2023 10:56 AM
402	Making certain the teacher pay sitaution is resolved. Come forward and explain that correction. Meet as many principals and teachers as possible and be in the community.	7/13/2023 10:52 AM
403	Teachers Students Safety	7/13/2023 10:48 AM
404	The fact that the average grade of students my son's age in the school was a failing grade needs to be address immediately.	7/13/2023 10:37 AM
405	Do what they say. Get the details right. Bring a positive attitude. Do the right thing. Improve, always.	7/13/2023 10:26 AM
406	Meet with principals, Understand the budget, Ensure that payroll and other finance issues continue to be addressed, view and understand strategic plan for continued success.	7/13/2023 10:21 AM
407	becoming familiar with the school system, listening to concerns of staff and parents, finding out why some schools in the system have low scores	7/13/2023 10:19 AM
408	Evaluating current processes, establish goals for improving school system, deliver goals and action plan by the end of 100 days.	7/13/2023 10:15 AM

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409	Special needs children An the bullying the special needs children go through	7/13/2023 10:13 AM
410	Keeping public schools strong. Supporting teachers and staff. Inclusiveness	7/13/2023 10:06 AM
411	Investing in our teachers Understanding why there is so much turnover with staff in Gaston County schools	7/13/2023 10:03 AM
412	1) Correct the issues for staff who have lost wages [REDACTED] 2) Work on recruitment and retention policy to attract outstanding teachers. 3) Build relationships and learn the top priorities of the district.	7/13/2023 9:54 AM
413	Relationships with students, teachers, and the community.	7/13/2023 9:41 AM
414	Listening/observing/learning Building trust and relationships with students and staff Searching for what needs to be changed/improved and start building a solid plan before implementing (don't jump the gun, soak it in)	7/13/2023 9:34 AM
415	Hiring teachers to fill all empty slots Teacher retention Fixing payroll problems for teachers and staff	7/13/2023 9:33 AM
416	Teachers needs, students needs especially those with learning difficulties/special ed teachers, and classes, And parent communication.	7/13/2023 9:33 AM
417	1. Fixing the payroll system 2. Creating a strong leadership team of diverse thinkers 3. Meeting with staff/teachers in a community forum to hear their concerns.	7/13/2023 9:21 AM
418	1. Making sure that the teachers have more than enough resources to get school supplies for the classroom 2. That students will be safe in school(from bullies and terrorist) 3. That parents feel comfortable with what their children are learning.	7/13/2023 9:18 AM
419	• implementation of security measures so that all kids are safe at school • making sure schools are accessible to kids with physical disabilities •making sure schools are maintained e.g bathrooms work, that ac/heat works at all schools. Etc	7/13/2023 9:10 AM
420	Student learning skills, behavior,	7/13/2023 9:04 AM
421	More pay for teachers!!	7/13/2023 9:03 AM
422	Teachers and staff moral and how things flow daily in the schools and overall what is needed for connecting with employees and parents/students.	7/13/2023 8:59 AM
423	Anti bullying campaigns in schools Teacher pay (ensure they are getting their checks timely) Better education in public schools	7/13/2023 8:49 AM
424	Helping all students to catch up to their grade level with focus on all learning types. By doing this I believe it will require hiring more teachers, PARAS and encouraging qualified parent volunteers. It takes a village!	7/13/2023 8:46 AM
425	the staff	7/13/2023 8:43 AM
426	Mental health awareness/support for teachers/staff. Mental health education/support for all students. Adding more counseling staff members to each school.	7/13/2023 8:33 AM
427	1 - Solve the pay system issues for our teachers. They can't focus on our children if they're worried about being paid. 2 - Review performance and budget of our schools. Every child in the school system should be funded equitably and none should subsidize another.	7/13/2023 8:32 AM
428	Teacher support, you can't have great schools without the support of you leader. Safety, and communications with the community.	7/13/2023 8:29 AM
429	We need empathy in schools to bring teachers and students together, lift all of their voices. Allot of negative student-teacher relationships stem from how teachers respond to misbehavior. Even if it's a seemingly small thing, it can spark a cycle where the student doesn't trust the teacher and makes it more likely that the student becomes less engaged across all their classes. It also makes it more difficult for teachers to reach their teaching goals or benchmarks. Every year my child has struggled to learn due to emotional and behavioral problems from "problem kids in the class room" that interfere with his engagement while the teachers are teaching. Educators need effective strategies to support students who want to learn and try hard, so they are healthy and thrive in their learning. A teacher disciplines a student harshly to respond to misbehavior, or students don't learn as much as they should. Everyone loses.	7/13/2023 8:28 AM

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430	Payroll, being visible to all students and staff, community relations	7/13/2023 8:21 AM
431	Challenge NC to bring back Skilled Trades and Agriculture Challenge NC to build new schools Challenge NC to give teachers a Raise	7/13/2023 8:17 AM
432	1. Getting to know the faculty and staff at all schools 2. Listening to THEIR (especially the teachers) concerns 3. Introduction to the parents... let us get to know you!	7/13/2023 8:08 AM
433	Ensuring the focus of curriculum is on academics and not politically charged nonsense. Reading, Science, Math, physical and health. Keep the Sexuality, and Racial talk out of the classroom as it does nothing to further the basic education of children of all backgrounds.	7/13/2023 7:32 AM
434	Focus on building trust and open communication with teachers and staff.	7/13/2023 7:24 AM
435	1.Making sure every employee is treated fair across the board. 2. Making (his or herself) very visible to community. 3. Getting the finance problem fixed.	7/13/2023 7:12 AM
436	Creating an environment that allows kids to learn in their own different ways. Creating an environment that allows teachers to help kids think critically. Create incentive to motivate teachers over and above their salary.	7/13/2023 7:11 AM
437	Pay raises for all staff, smaller class sizes and more support staff	7/13/2023 6:41 AM
438	How to fix Payroll and to improve relationships with Teachers.Also not give a student a passing grade if it was not earned.	7/13/2023 6:14 AM
439	What needs to be changed within the system How to better help teachers and staff Getting to know the schools on their levels	7/13/2023 5:40 AM
440	Curriculum Diversity Finance	7/13/2023 5:35 AM
441	Establishing his or herself in the community of schools/parents, getting to know the current budget, curriculum overview	7/13/2023 4:38 AM
442	The kids and how he can help them learn better as a whole and the teachers that are there to help the kids learn and making sure the teachers have what they need to give the kids a better education	7/13/2023 2:15 AM
443	Establishing an effective internal management team. Meet with as many groups as possible. Include other government entities. Team build with school board.	7/13/2023 1:39 AM
444	Security	7/13/2023 1:23 AM
445	??	7/13/2023 1:07 AM
446	Ethical, team building. Equality	7/13/2023 12:08 AM
447	1. Teachers well-being 2. Students attitude towards teaching and learning 3. Resources for both students and teachers	7/12/2023 10:59 PM
448	1. Finance department 2. Listen to staff 3.be fair to everyone	7/12/2023 10:44 PM
449	Helping retain good teachers and administrators. Giving the teachers the encouragement to do what they are passionate about...teaching, instead of tying their hands with the hours they spend on regulations and administrative duties. Encouraging a higher level of pride in the teaching profession while helping the community rebuild a sense of honor and respect toward the teachers.	7/12/2023 10:40 PM
450	School Safety, Less Technology- promote written word, Cell phone policy enforced for students and teachers, maintain discipline to promote safety and environments conducive to learning for all students	7/12/2023 10:19 PM
451	Aprende el tipo de estudiante que está enseñando. Debería centrarse en lo que enseña a los estudiantes. Buen ambiente entre maestro alumno	7/12/2023 10:15 PM
452	Getting the staff paid and back pay [REDACTED] To understand parents have a say so but not the ultimate last word, take into consideration all opinions but not react. It is difficult to take everyone's opinion to heart but yet to come to them with a problem and solution.	7/12/2023 10:03 PM
453	Staff and teacher comprehensive support, annual goals, and student engagement	7/12/2023 10:03 PM

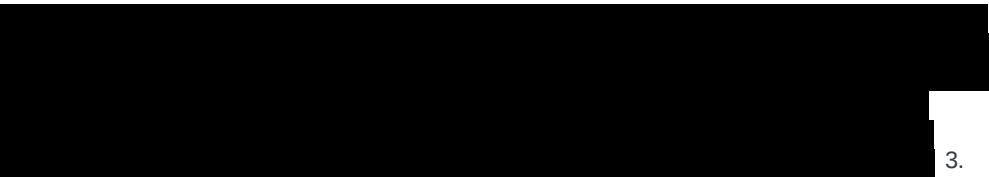
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454	Discipline attendance payroll	7/12/2023 9:51 PM
455	Better school system. Understanding of children. Better management.	7/12/2023 9:44 PM
456	Supporting teachers, students, and parents.	7/12/2023 9:40 PM
457	Hire more teachers and bus drivers Better curriculum Necessities for students	7/12/2023 9:40 PM
458	Fix payroll issues, reinforce school programs for special needs/gifted learners, work on unifying and fixing fractures/division.	7/12/2023 9:30 PM
459	Student rules, safe transportation and staff members being prepared in material	7/12/2023 9:26 PM
460	Secure payroll for teachers	7/12/2023 9:25 PM
461	Discipline policies is schools Support for teachers Being involved in our schools	7/12/2023 9:24 PM
462	Getting to know the district	7/12/2023 9:23 PM
463	Improving school resources Improving school health Being inclusive of all students	7/12/2023 9:22 PM
464	Meeting with teaching staff	7/12/2023 9:22 PM
465	Visit schools to get a better understanding of each school, staff, and students. Needs to have respect of the principals and so they feel valued and heard . This will trickle down to the teachers and other staff , then most importantly, the students	7/12/2023 9:20 PM
466	Making sure all staff of Gaston county have been paid what has been owed to them from previous work performed and holding payroll company accountable. Making sure teachers have adequate supplies to perform their job. Adjusting accordingly the teacher/student ratio with the community growth.	7/12/2023 9:05 PM
467	Making sure that the teachers get paid on time and the paycheck is correct. Put the needs of the teachers and students first	7/12/2023 9:01 PM
468	Take away I-Ready testing & let teachers actually have more days to teach more. These kids need to hear information more often & have reasonings for why their answers are incorrect so they can actually learn!!	7/12/2023 8:54 PM
469	Inclusivity for diverse learners	7/12/2023 8:46 PM
470	Fixing Gaston county schools as a whole.	7/12/2023 8:46 PM
471	Making sure the teachers are paid properly	7/12/2023 8:45 PM
472	1. Making sure everyone gets paid on time. 2. Making sure Teacher's get what they need in the classroom to be successful. 3. Making sure workshops are provided for parents. Every school needs a parent involvement.	7/12/2023 8:44 PM
473	1. Ensure all staff paychecks/back pay/vacation is corrected and caught up 2. Stop hemorrhaging excellent teachers (see #1) 3. Create a recruitment plan to hire top teachers into GCS	7/12/2023 8:34 PM
474	Academics, budget and relationships	7/12/2023 8:20 PM
475	1. Do not get infatuated with testing. Students are tested too much. Let's use more time for instruction and getting to know our students. 2. Use money to reduce class size instead of using money for frivolous resources. (I-Ready is a double edged sword). It may be good at predicting outcome of an EOG but it does nothing to build relationships between student and teacher. It is just another mode of transmission of content that the teacher should be teaching. It also does not always align to the standard. Mandating that teachers use it is painful. 3. Increase Accountability- This is a lacking attribute in many areas of education. Teacher accountability, parent accountability, and student accountability.	7/12/2023 8:15 PM
476	Restoring faith in public school System- Protecting our teachers livelihoods, making a positive change in fixing morale	7/12/2023 8:14 PM
477	Getting to know the district Visiting all schools Getting to know the highs and lows of the district	7/12/2023 8:09 PM
478	Academics, teachers needs, behavior in school	7/12/2023 8:07 PM

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479	Learning See what's going on look at weakness and strength of the school system evaluate and prioritize before jumping in and making changes	7/12/2023 7:58 PM
480	Eliminating unnecessary spending and departments/positions within GCS. Allocate funds for teachers to use in their classrooms. Better food in cafeterias!	7/12/2023 7:54 PM
481	*Visiting and meeting staff at each and every school.] *Learning about and getting to know the different types of schools that are not "regular" public schools, ex: Warlick, Webb Street, etc.. *Finding out from employees what the most important things are to us to make Gaston County Schools better.	7/12/2023 7:49 PM
482	Students, teachers and families	7/12/2023 7:48 PM
483	Learn about the community. Build trust with teachers. Build trust with parents.	7/12/2023 7:47 PM
484	Getting to know our school system. Listening to teachers/staff of what changes need to be made as well as what needs to stay in place. Being present in schools and open to conversations.	7/12/2023 7:44 PM
485	Focusing on creating a good curriculum for the making of creative kids, separating any other stuff other than educational from the kids curriculum or the school environment, creating more educational challenges for the kids like the stuff be taught in other countries	7/12/2023 7:44 PM
486	Safety in ALL schools. Better lock down training. Every school needs metal detectors. Clear bookbags. More security at schools. Random bag checks.	7/12/2023 7:37 PM
487	Protecting the educational priorities from bias/parisan political agendas, Teacher pay, and adequate staffing	7/12/2023 7:32 PM
488	Communication!	7/12/2023 7:31 PM
489	I don't know	7/12/2023 7:24 PM
490	Discipline, curriculum and student mental health	7/12/2023 7:24 PM
491	setting goals and expectations. creating clear lines of communication. build a staff to gather and compile information beneficial to the school system.	7/12/2023 7:22 PM
492	Learning, listening, and leaning. Learn the policies, the district, and the people. Listen to support staff, parents, and the public. Lean on support staff for consistency and guidance during the transition as to not erupt in sudden change.	7/12/2023 7:21 PM
493	1.An in-depth knowledge of his job requirements. 2. A good team-mate 3. An excellent listener.	7/12/2023 7:18 PM
494	Making our schools productive and safe for students within reason. Nurture the relationship ship with teaching staff. Repair damages [REDACTED]	7/12/2023 7:15 PM
495	SWOT analysis by meeting with teachers and staff (even sometimes one-on-one) throughout the district to understand what has worked well in the past and what needs to change	7/12/2023 7:12 PM
496	The kids	7/12/2023 7:11 PM
497	Getting to know the school in the area	7/12/2023 7:07 PM
498	Getting acquainted with the community, staff, and students.	7/12/2023 7:03 PM
499	Fix payroll issues. More personal working with students, not new curriculum. Employee raises	7/12/2023 7:03 PM
500	Teacher retention Staff development District needs assessment	7/12/2023 7:00 PM
501	Teacher extra work/overload in k-3	7/12/2023 6:57 PM
502	Safety Scheduling Transportation	7/12/2023 6:55 PM
503	Teacher pay Classroom size Getting kids engaged at school	7/12/2023 6:50 PM
504	Teacher retention, students core knowledge, and backing of the school board.	7/12/2023 6:49 PM
505	Leadership, Character, Family Values	7/12/2023 6:47 PM
506	Payroll and teacher retention specifically supporting beteran teachers who are running committees, supporting new teachers and take on large loads. Consider stipends for these types of items.	7/12/2023 6:47 PM

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507	School safety, happy teachers, resources	7/12/2023 6:46 PM
508	Safety, Kids and staff	7/12/2023 6:45 PM
509	Safety, that all children have what they need to start and help in what is necessary to solve any problem that arises at school	7/12/2023 6:44 PM
510	Gain familiarity with strengths and weaknesses of county; advocate for public education; strive for financial fairness at all levels	7/12/2023 6:39 PM
511	Fixing the ongoing pay issues, have a clear plan of action to deal with employee issues, and getting to know the faculty and support staff	7/12/2023 6:38 PM
512	Improving student achievement. Healthier school lunches.	7/12/2023 6:35 PM
513	Asking staff what has worked well and what hasn't worked in the past. Building rapport with staff and the community. Talking to actual educators before making decisions.	7/12/2023 6:33 PM
514	Getting to know the teachers and staff, listening to their concerns and suggestions. Meeting students and listening to their concerns and suggestions. Meeting parents and listening to their concerns and suggestions.	7/12/2023 6:31 PM
515	More safety in school. Make sure classes are not overwhelmed. Make sure that children are not involved with sexual orientation from teachers.	7/12/2023 6:30 PM
516	Teacher retention, budgets, and what individual school needs are	7/12/2023 6:29 PM
517	1 Student, teachers, and staffs needs. 2 Organization skills 3 Maintaining a productive working environment for teachers. Going over each teachers work performance and practices teaching in the classroom. Evaluation to see if there's room for improvement. Sometimes new skill sets can be learned from other teachers experiences. We can all learn new ideas from each other in life.	7/12/2023 6:26 PM
518	1. Review, analyze, and interpret the current situation of the district. 2. Teachers' welfare, safety, and professional growth. 3. Plan on improving students' academic performance, addressing the behavioral issues, and values formation.	7/12/2023 6:23 PM
519	Safety of students and staff Support for teachers Promote and enhance conducive learning environment for students	7/12/2023 6:22 PM
520	1. Special Education- we are so disappointed with our experience getting speech therapy for  3. Increasing parent volunteer opportunities	7/12/2023 6:22 PM
521	Should focus on the best salary for teachers, rehabilitation of old school structures and their safety, and schedule an after-school tutoring program (students and parents with academic disadvantages).	7/12/2023 6:21 PM
522	Listening to parents & teachers	7/12/2023 6:20 PM
523	Being better for special needs children and resources for those that need it	7/12/2023 6:19 PM
524	Seriously considering how to retain existing staff and attract skilled new teachers; ensuring pay system is functioning and staff aren't penalized for the district's payroll mistakes; ensuring only evidence-based programs are implemented, and only with adequate staffing and monetary support.	7/12/2023 6:19 PM
525	Building relationships with students, parents, and employees. Plans for student improvement, employee retention	7/12/2023 6:18 PM
526	Be familiar with the school district as a whole. Keep up with progress of schools especially the ones in lower districts. Have awareness of the needs of teachers in the classroom.	7/12/2023 6:18 PM
527	Diversity of staff Meeting and establishing goals Curriculum	7/12/2023 6:17 PM

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528	Fixing Oracle	7/12/2023 6:15 PM
529	It would be nice for the new superintendent to be attendant to the children who needs extra help with the children with IEPs. Be more available to parents. Work better with teachers and staff, for the students.	7/12/2023 6:15 PM
530	How to improve students performance, new resources for the teachers and also continuous monitoring on the implementation.	7/12/2023 6:15 PM
531	FIX ORACLE, Ensure all schools are following district directives, and meeting students, parents, and staff.	7/12/2023 6:14 PM
532	1-Bring all schools up to the same par as much as possible. A child from a poorer area should get the same education as the child from the wealthier area. 2-Have meetings with staff, see what they need to be most efficient in their jobs	7/12/2023 6:14 PM
533	Knowing and understanding the staff. Update themselves on issues that have not been resolved. Clean house as needed to eliminate any bad views or situations that occurred.	7/12/2023 6:13 PM
534	Bus schedule. Keeping the bathrooms clean Making sure the food stay fresh	7/12/2023 6:13 PM
535	Inclusion of all children regardless of ethnicity or abilities and not let a few parents decide for all children when it comes to political issues.	7/12/2023 6:13 PM
536	Learning the district and understanding the needs of the schools	7/12/2023 6:12 PM
537	Decent food for the children. Children being taught to respect the flag. Teachers need to be taught not to put children down or force them to do activities they can't do.	7/12/2023 6:10 PM
538	Reading Writing Math	7/12/2023 6:09 PM
539	Should look at how well each student are learning!! What areas need to be improved and what has worked well with other school districts around our area!	7/12/2023 6:09 PM
540	Resolve of payroll issues, talk with staff about needs and be open to the community.	7/12/2023 6:07 PM
541	Figuring out how we can make things better in school specially, Ashbrook	7/12/2023 6:07 PM
542	Listening to all employees. Be willing to stand behind us. Visiting all schools.	7/12/2023 6:06 PM
543	I think the new superintendent should be pay attention to attention, attitudes,and the students goals to succeed	7/12/2023 6:05 PM
544	Making the changes absolutely necessary for our kids to thrive. Right now kids feel like prisoners in the school system. They do not get breaks to go outside and stretch their legs or get energy out. This creates issues in the classroom which should be common sense but isn't. There are also a handful of teachers who have NO business teaching and that needs to be looked at.	7/12/2023 6:04 PM
545	Students	7/12/2023 6:03 PM
546	Making sure the teachers and staff are paid on time, correctly , consistently with a bonus for what happen the prior year	7/12/2023 6:03 PM
547	1. Start the school year so Fall Semester testing is completed before Winter break (Stand Strong) 2. Promote public schools over Charter 3. Leave politics behind and focus on the betterment of students and staff.	7/12/2023 6:03 PM
548	N/a	7/12/2023 6:02 PM
549	Teachers, students	7/12/2023 6:00 PM
550	Support the teachers, discipline changes & pay roll checks corrections	7/12/2023 6:00 PM
551	Bus transportation Staffing Eliminate unnecessary testing	7/12/2023 6:00 PM
552	Correcting payroll fiasco, attracting teachers and staff, good grief are there even enough Principals to go around?!	7/12/2023 5:59 PM
553	Curriculum to make sure kids are not behind Incentives for faculty and staff Inclusivity	7/12/2023 5:59 PM
554	Academic/ behavior/ be involved with students, staff and parents.	7/12/2023 5:58 PM

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555	Class room size and bus behavior	7/12/2023 5:57 PM
556	Grades, achievements, and safety	7/12/2023 5:56 PM
557	Community values, keeping our children safe, making sure students feel comfortable at school	7/12/2023 5:53 PM
558	Openness. Don't hide in the ivory tower. Listen to your boss (the parents/taxpayers).	7/12/2023 5:34 PM
559	building trust with staff and the community, addressing any concerns that are brought to them	7/12/2023 5:08 PM
560	Running the schools efficiently, discipline in the schools and addressing unruly students	7/12/2023 4:59 PM
561	1 Bonding with staff 2 Strong relationships with school board 3 Articulate and communicate clearly goals and expectations	7/12/2023 4:18 PM
562	teacher pay system, eliminating CRT, getting back to basics of reading, writing, math	7/12/2023 3:26 PM
563	Budgetary needs Faculty and staff pay issues Curriculum	7/12/2023 3:21 PM
564	Making sure teachers are happy, Making sure every kid has the same opportunities, making sure students get individual care	7/12/2023 3:05 PM
565	Getting to know the staff	7/12/2023 3:00 PM
566	Get rid of any CRT curriculum. Get rid of sexual oriented books in libraries. Get back to basics of education our future adults to be knowledgeable in reading/writing/math/science/history and community	7/12/2023 2:36 PM
567	Oracle and getting finances straight and correct with all employees School vacancies / personnel Relationships with employees	7/12/2023 2:27 PM
568	Teacher pay and benefits are in line after the system issue. Resources within the district alignment on the strategic goals and execution plan	7/12/2023 2:25 PM
569	Listening, Listening and Listening - to staff, parents and community	7/12/2023 12:52 PM
570	1. Organizational Management 2. Community Outreach 3. Policy and Procedure Review	7/12/2023 12:20 PM
571	1. Apologize for the pay debacle and work on a comprehensive plan to safeguard against that type of irresponsibility again. 2.Connect with local leaders and discuss a comprehensive plan for population growth. 3. Hold a district-wide meeting with all staff and teachers pledging to be more transparent and accountable while making measurable goals that does just that.	7/12/2023 12:03 PM
572	1. Finance/Payroll/Staff pay 2. Meet with EDS, Directors from all departments-hear from them/role/work 3. School Principals-they need sowed into	7/12/2023 11:55 AM
573	Security, get rid of anyone promoting CRT, teach true history of this country	7/12/2023 11:31 AM
574	Ensure all payroll issues are fixed, adjust teacher pay including veteran teacher pay to retain highly qualified teachers, ensure teachers have the resources and support they need to effectively do their jobs.	7/12/2023 11:07 AM
575	Understanding the current climate with respect to the Oracle transition. Learning about our various schools: demographics, performance, community and culture. Learning about those in leadership positions.	7/12/2023 11:04 AM
576	Get to know staff and their ideas Team-building Get to know the district in order to formulate growth ideas and goals	7/12/2023 10:10 AM
577	1. Putting the students' best interest back into the decision-making in ALL ASPECTS of education. Especially in regard to the ridiculous amounts of unnecessary testing that our "higher-ups" require our students to participate in. Teachers and Principals are held to the fire when it comes to test scores, yet our teachers have ZERO time to teach our students because of all of the optional tests that they are required (by OUR district) to administer. 2. Payroll/Oracle Issues 3. Addressing Staff Morale (ensuring that staff feels heard & understood)	7/12/2023 10:05 AM
578	Figure it out	7/12/2023 9:11 AM
579	Returning this county to good old fashioned education. Let teachers teach. Return discipline to the schools.	7/12/2023 8:10 AM
580	getting back the teachers support ,working together (community , teachers/ staff) And reveal a	7/11/2023 10:52 PM

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New direction for the School System

581	Making sure we have quality teachers/ administrators, giving them the support they need to do their jobs efficiently, find better ways or better testing platforms. I can personally attest that the EOGs are totally inaccurate.. [REDACTED] These tests are useless	7/11/2023 10:01 PM
582	Let it be known that the fundamentals of learning will be emphasized rather than the liberal and woke indoctrination many school systems allow regarding gender issues, pronouns, sex education and abortion, the disregarding of parents' concerns, and the false teaching that America is not a great nation.	7/11/2023 8:42 PM
583	Focusing on the fundamentals of educating the students - NOT woke indoctrination. Boys and girls need their own bathrooms. Gender switching and multiple pronouns should have no place in public education.	7/11/2023 8:05 PM
584	1. listening. 2.set a goal 3.start working toward the goal	7/11/2023 7:52 PM
585	1. Get to know know the district(strengths and weaknesses) 2. Plan community outreach meetings across the county(build community where everyone is considered a stake holder.) (Meet the Superintendent's Vision) 3. Seek input from employees(representatives from teachers, principals, and administrators)	7/11/2023 6:37 PM
586	1. Get to know the staff they will be working with 2. Figure out where they will need to implement their skills and where they will need to strengthen their skills. 3. Start making plans to make whatever changes they think are needed and set plans in motion.	7/11/2023 6:22 PM
587	1) Listen to the needs 2) Set goals involving the community 3) Get involved	7/11/2023 5:24 PM
588	*Closing the gap created by COVID. Students and teachers need extra supports. *Parents need to know what their children are learning and the expectations in achievement. *A different and more rigorous program to replace iReady. Differentiation needed other than just iReady homework. RazzKids and an appropriate, engaging math program needs to be implemented. Interest based like RazzKids. Something for Math that can be used in the summer like RazzKids for reading.	7/11/2023 5:06 PM
589	Pay system Teacher recruitment Team building	7/11/2023 4:55 PM
590	Getting rid of CRT and Common Core Math	7/11/2023 4:37 PM
591	Ensuring teaching positions are filled, ensuring budgets and the finance department is all set, books balanced, and everything is finalized.	7/11/2023 4:23 PM
592	Safety in schools, teacher pay, school resources/supplies	7/11/2023 4:03 PM
593	get out and see condition of schools	7/11/2023 3:51 PM
594	getting to know staff & current policies & ask which teachers and staff think need to be changed; watch & learn	7/11/2023 2:44 PM
595	Inspiring teachers Assuring parents Supporting principals	7/11/2023 1:18 PM
596	#1 Learning the issues around Oracle and helping with the ongoing difficulties #2 Helping to restore our reputation in the community due to the bad publicity we have received due to Oracle #3 Show empathy for everything our district has gone through due to new system and all the good employees we have lost as a result	7/11/2023 12:21 PM
597	Ending all covid protocols still seen in various schools throughout the district. All gaston county schools should follow same covid protocols at all times. Includes letting parents in the building. There should be no required education material dealing with gener identification or sexual preferences. Student safety protocols should include building conditions. Ceiling tiles should not be falling out in the middle of lessons. Also, our teachers and staff should be paid timely and adequately.	7/11/2023 11:43 AM
598	Connecting in person to staff and students; Setting a positive but honest tone of the current state; Have data dive meetings with all departments and listen to all voices	7/11/2023 11:34 AM
599	teacher pay visiting schools and meeting with staff visiting schools and meeting with students	7/11/2023 11:27 AM
600	Unify of teachers and Administration.	7/11/2023 11:14 AM

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601	Administrative staff, teacher staffing vacancies, compensation inequities	7/11/2023 11:05 AM
602	Implementing plans to put the basic education of students (math, reading, language, and science) at the forefront to assure students have the skills necessary to successfully achieving all educational goals and tasks!	7/11/2023 11:04 AM
603	Get to know your people! Addressing, and fixing the crazy & inconsistent procedure, protocol, and policy interpretations from one school to another. It's a hot mess! Visibility and communication throughout the entire school system.	7/11/2023 10:58 AM
604	Fixing the payroll Rooting out corruption Being transparent about what they find	7/11/2023 10:40 AM
605	Students, Staff and building relationships	7/11/2023 10:29 AM
606	Gaining trust with parents, learning relationships between school board members, identifying key staff that will ensure success.	7/11/2023 10:20 AM
607	New Curriculum search Staff/turnover List of goals	7/11/2023 10:02 AM
608	Improvement of all school locations and bringing our public schools up to the same classroom options as local charter school. Removing political topics from all schools except teaching government. Focusing on teaching kids values that improve our community (kindness, respect, love of country)	7/11/2023 10:00 AM
609	Bringing community back to the children. Helping the children to engage and be more active in the community. Helping the children with academics. There was a huge need for tutors last year.	7/11/2023 9:43 AM
610	Insuring that basic skills are taught Clearing out any decisive and harmful ideologies surrounding race and gender	7/11/2023 9:28 AM
611	Building a great leadership team that works well together. Getting to know the members of the school community and the community at large. Inclusive towards all students and staff.	7/11/2023 9:03 AM
612	Teacher evaluations Teacher recruitment Teacher pay	7/11/2023 8:58 AM
613	Win the trust back from the employees !!! Fix mistakes immediately!	7/11/2023 8:56 AM
614	Visit each school and conduct a town hall to quickly learn 3 best and 3 most challenging at each location (data points); Meet with school board members individually and as a team; Develop a future state plan 3-5 years as compared to current state- Develop map and milestones to reach the goals.	7/11/2023 8:54 AM
615	Staff Development Budget Communication with the community	7/11/2023 8:52 AM
616	Students, teachers, and finances	7/11/2023 8:38 AM
617	Back pay!!! It is gone on to long.	7/11/2023 8:38 AM
618	Getting to know the school system. Getting to know the community Gaining buy in with all staff	7/11/2023 8:36 AM
619	Getting to know the individuals who are leading the schools. Be visible in the community - Learn the different communities the schools are in	7/11/2023 8:34 AM
620	Teacher support Dedication to student success Visibility	7/11/2023 8:31 AM
621	Sit down with teachers and listen to their thoughts, be present in the schools, provide schools with the support they need.	7/11/2023 12:57 AM
622	Focus on education of children, support teachers and charismatic in implementing the core values of learning.	7/10/2023 10:52 PM
623	Get to know staff and students in different schools in the area. Develop goals with staff, students and parents input.	7/10/2023 10:45 PM
624	Lay out the agenda. Vet the teachers based on new standard. Abolish tenure.	7/10/2023 9:43 PM
625	Putting plans in place for... 1. Improving student literacy 2. Improving student's mathematics proficiency 3. Easing strain from classes being overcrowded at times.	7/10/2023 9:17 PM
626	Respecting the parents first. Keeping inappropriate curriculum out of the classroom. Always	7/10/2023 9:12 PM

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thinking of the parents will first.

627	Yes	7/10/2023 6:18 PM
628	Increasing opportunities to work with local government on capital projects, work with local government to raise taxes for increased teacher pay, focus on higher needs schools and providing the support they need.	7/10/2023 3:05 PM
629	Building new schools ,retaining teachers, continue growth	7/10/2023 3:02 PM
630	Cleaning out unneeded and unwanted positions that are taking up valuable time and space at the county level. Meeting teachers and speaking with them about their needs, not just passing out doughnuts. Making themselves seen in the community.	7/10/2023 2:03 PM
631	Building relationships, finding the kinks in our district and making changes, understanding teachers and our everyday work.	7/10/2023 1:04 PM
632	Collaborating with staff!	7/10/2023 12:01 PM
633	1 Hiring a staff that works well together and understands the individual needs of each school 2 Getting to know the dynamics of each school so that resources can be allocated based upon NEED, not just across the board every school gets the same thing 3 Town hall meetings with TEACHERS from each level (elementary, middle, and high school) to hear what they perceive to be the most pressing issues that need to be addressed	7/10/2023 11:39 AM
634	1) Restoring trust between district leadership and the front-line employees--this has been destroyed over the last 2-3 years, and not just by Oracle. 2) Assessing the current district-level staff in terms of job functions, effectiveness, and competence. 3) Restoring relationships with principals; [REDACTED] connections with the 56 leaders of the schools	7/10/2023 11:27 AM
635	1. Review reports from previous leadership; (including financial), use data to develop short and long terms goals with action plans that will promote positive student outcomes 2. Building trust with employees; payroll and HR issues along with the lack of REAL communication have created distrust and resentment resulting in struggles with hiring and retaining staff across all departments within Gaston County Schools. 3. Meet with leaders of ALL departments to become familiar with current issues and goals specific to , in order to assist with the development of the aforementioned goals and plans.	7/10/2023 10:02 AM
636	1) Sharing their role/vision for the county. 2)Building and fostering relationships with all stakeholders. 3)Being visible in the community and within schools.	7/10/2023 9:03 AM
637	Transportation. Need a bus yard, more buses, dispatcher, and find out what is the reason we don't have enough bus drivers. School zoning, give the option of parents to pick up to 3 schools for their children and transportation provided no matter what. More teaching less testing.. more creativity given to teachers to help children learn. They only learn to test. Not taking in the knowledge they need	7/10/2023 8:51 AM
638	Gaining trust and respect from school employees. Gaining trust and respect from parents. Listen to what teachers are saying is their most challenging aspect of their teaching day.	7/10/2023 8:08 AM
639	Clear introduction of themselves and their goals for GCS	7/10/2023 7:28 AM
640	Moral of the staff, appreciation of the staff, and leadership for the community are the most important.	7/9/2023 11:19 PM
641	1.Has a clear vision for the district.2, A great instructional leader. 3. A great and effective communicator.	7/9/2023 9:55 PM
642	1. Making sure pay is 100% fixed! 2. Listening/hearing to the concerns of staff, especially seasoned staff members of the county. 3. Get into the actual schools and see and assess problems at individual schools.	7/9/2023 7:30 PM
643	Approval for school principals to administer firm and fair consequences to students that do not care about expectations.	7/9/2023 3:35 PM
644	Set a goal to reach. Recognize great staff at different schools. Have a positive and Godly school system.	7/8/2023 11:26 PM
645	Teacher pay and worrh	7/8/2023 8:31 PM

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646	Getting to know teachers, teaching children life skills, not succumbing to social pressures	7/8/2023 7:18 PM
647	Teacher pay and retention,	7/8/2023 4:52 PM
648	Clearing up payroll issues with audit of all accounts, setting goals for future projects, building up staff promoting respect and worth.	7/8/2023 1:51 PM
649	Teacher needs Principal needs Parental responsibility	7/8/2023 9:03 AM
650	Build effective leadership team [REDACTED] Meet front-line workers (TEACHERS) and show he/she cares (the past person was rude to most employees) Articulate vision for next 5 years	7/8/2023 8:37 AM
651	filling positions, thinning out country level positions (too many "Dr." with leadership positions that seem to not really contribute to the schools), fix the finance fiasco.	7/7/2023 8:39 PM
652	Visit each school campus to meet the students, staff, and get a feel for the community the students live. Understand the uniqueness of Gaston County and it's diversities. Allow teachers to feel their worthiness in the education of the students.	7/7/2023 6:17 PM
653	Employee morale Learning the district initiatives and programs Learning the community/listening	7/7/2023 3:04 PM
654	Realistic expectations for teachers, more transparency about what is occurring, fixing the payment systems for teachers	7/7/2023 11:37 AM
655	Payroll issues Getting to know staff needs and concerns Letting staff and students see them	7/7/2023 9:55 AM
656	1. Building relationships with school principles. 2. Ensuring everyone is kept up to date with a monthly email. 3. Listen to parents and teachers. Focus on the big stuff and empower others to carry out tasks.	7/7/2023 9:47 AM
657	Staff, Students and Parents	7/7/2023 9:12 AM
658	I believe that the first three things that the superintendent should focus on during the first 100 days should be building relationships with our School Board Members, teachers, school personnel, students, and all employees withing our county. Secondly, study the demographics and operation of the county. Thirdly, show that you care about the needs and well-being of all students in the despite their ethnic backgrounds or what schools they attend. I believe that the compassion that our new superintendent has will be vital to the success and achievements of all students in the academic learning environment.	7/7/2023 7:24 AM
659	The new superintendent must have a plan to improve academic achievement. There are 28 schools listed on your website that have a D or F grade. How can this be acceptable? The new superintendent must be able to evaluate the entire school system and make any necessary changes to ensure efficiency. The new superintendent must come up with a plan to address the teacher shortage. You are going to have to work with what you have because there isn't an abundance of teachers out there. The superintendent is going to have to be creative to ensure that my children, and all children, have a teacher and not a teacher assistant or substitute teacher. That could be part of the problem with academic achievement.	7/6/2023 10:58 PM
660	Working on the Oracle debacle.	7/6/2023 6:18 PM
661	Improving the monthly supplemental of teachers and add some benefits in cash. Health supplement etc.	7/6/2023 4:33 PM
662	Making sure our teachers/staff are getting paid correctly. Ensuring our staff are equipped to do their job. Ensuring that our students have equal access to resources.	7/6/2023 3:21 PM
663	1. Student safety 2. Are your employees getting paid? 3. Filling empty teaching positions appropriately - not just putting subs in classrooms.	7/6/2023 12:46 PM
664	Building relationships. Assess the districts needs and challenges- some include low performing schools, retaining highly qualified educators and staff. Develop a strategic plan to meet those needs.	7/6/2023 11:46 AM
665	Fixing payroll issues, Fixing payroll issues, and stop running from employee's who have a lawful right to know where their pay has gone.	7/6/2023 11:38 AM
666	Teacher moral Teacher pay problems visiting all schools for introductions to staff and students	7/6/2023 10:07 AM

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667	Connecting with school board, school leadership, and county commissioners.	7/5/2023 9:17 PM
668	building rapport with everyone their work directly affects. Familiarizing self with the strengths and needs of each school. Putting together diverse teams with each school represented that will help capitalize on each schools strengths while making sure needs can be met.	7/5/2023 7:45 PM
669	working with teachers and adm stop all unnecessary expectation for teachers and adm GCS is top heavy in the county office	7/5/2023 6:09 PM
670	Make sure the problems with the Oracle payroll system is corrected. Employees need to be assured that they will be paid on time and correctly.	7/5/2023 5:39 PM
671	Finance Teacher retention Student achievement	7/5/2023 5:30 PM
672	1.Schools have what they need for their students 2.Teachers have all of their instructional materials before school starts. 3.communication of any changes	7/5/2023 5:00 PM
673	Restoring confidence in quality, equity, opportunity	7/5/2023 4:49 PM
674	Fixing all payroll issues Cutting unnecessary/redundant central office positions Getting to know students/staff needs at schools	7/5/2023 3:02 PM
675	Staff and students	7/5/2023 3:00 PM
676	Development Firm Understanding	7/5/2023 3:00 PM
677	I think the new superintendent should focus on how to maximize learning at the highest level, throughout the district. The bar should be set higher than it is today.	7/5/2023 12:44 PM
678	1. Students 2. Employee morale 3. Ensuring employees are paid for a job well done, regardless of a conversion to a new payroll system.	7/5/2023 12:29 PM
679	Focus on student proficiency rates and why we are graduating so many students with low proficiency rates, building relationships with employees, being a strong instructional leader from the top-down...emphasis on supporting principals as strong instructional leaders in their buildings	7/5/2023 12:11 PM
680	1. Begin to rebuild the trust and partnership in his/her role as Superintendent with Principals, Teachers, Support Staff, Parents, and Students. The key ingredient here, as in all things, is effective, positive, and ongoing Communication! The first step will be to actually and immediately get all GCS Employees who are still awaiting their pay for work they have done PAID...no more excuses and lip service! And the current policy of OVERWORKING the Payroll and Finance departments, as well as other GCS Executive officials to try to fix this huge problem was truly a ridiculous notion from the start, and hugely unfair to the member of these departments, who were and continue to already be under immense pressure to perform their standard duties. 2. Recognize the gross inequity of support and encouragement that has existed for many years in GCS as it relates to Athletics, Academics, and the Arts. Then work with all to establish new, much better expectations of strong encouragement and support of ALL of our kids in ALL of the areas in which they have strong interests and passion. In other words, we should all, as Educators, be engaged in nurturing the "Total Student"! For far too long, our GCS Leadership has shown its priorities to be as follows: a) Athletics (Football, most specifically) b) Academics (to the point that, as one example, middle school Band students are, on the whole, discouraged from participating in high school Band, so they have more room in their class schedules for AP Honors courses. 3. Our GCS Leadership finally needs to fully recognize and more effectively address the Mental Health needs of all School Employees and Students. Even before the Employee Pay fiasco, many teachers and school administrators were highly stressed by the pandemic, most specifically due to the lack of communication, and the very clearly displayed and deeply disappointing fact that our county leadership cared little to nothing at all about the health (mental & physical) and well-being of its students, teachers, and administrators.	7/5/2023 12:07 PM
681	Getting inside of all of GCS school locations, interacting with staff and students, ensuring teachers have the resources they need to be successful in the start of the year	7/5/2023 11:49 AM
682	Fix staffing pay issues Address staffing issues especially with bus drivers Address overcrowded schools	7/5/2023 11:36 AM
683	Guiding the children on how friendship are supposed to look. Not letting them "figure it out" but speaking with them about how we treat others with respect, regardless if a friendship is	7/5/2023 11:04 AM

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present. To have kindness, compassion, spoken words in the power of working together to focus... reminding them "we are in this together." So many children don't hear positive feedback or receive grace at home regarding school. The children were taken out of their accustomed work flow secondary to Covid and thrown back in with the same level of work flow/expectations. Most of the working class didn't even go back to work full throttle like our children did in public schools. I suggest having conversations or a separate day to go over expected School etiquette, healthy personal boundaries and what to do if bullies surface, fundamentals of "how to act" within school hours, the strength in numbers "when I shine, we all shine. When you win, we all win." I don't think it's ethical to have them keep up with the old ways of going about schooling when the whole world has shifted/never went back to the old ways. I think there should be more application to the emotional harmony within the students opposed to the pressure/results of their test scores/grades/outcomes of hustle/work. It's too rigid where grace is needed. What are we teaching them? To be camels? Keep pushing when our bodies or emotions are calling to us to be addressed, but pushed under the rug to get to the next topic on the next test. There is give and take in life. Many pour from empty cups. How can anyone be expected to excel if there's nothing to give from?

684	Relationships with all stakeholders Finance issues Safety	7/5/2023 10:34 AM
685	Understand community Analyze student achievement School budget	7/5/2023 9:47 AM
686	1.) Ensuring our district does not fall into the "woke" cultural directions and pressures that many other places are. 2.) Rebuilding trust from current teachers and staff.	7/5/2023 9:20 AM
687	*Student's needs-a curriculum that has our students best interest in mind. Do we need IReady and all the other extra "tests" our students are taking. *Employee morale-we as employees need to feel like we are genuinely heard and listened to, that our employer cares about us and values our opinions and suggestions	7/5/2023 8:56 AM
688	The first issue that needs to be focused on is fixing all of the issues in the payroll department and making sure everything is squared away. It is insane that are still outstanding issues with employee members pay that has not been resolved.	7/5/2023 7:17 AM
689	What are the biggest needs of the teachers in our community, how can they best assist our teachers in order to better serve kids in our community, making sure the systems are running properly to make sure our school employees are paid correctly and on time.	7/5/2023 12:27 AM
690	Go back to following the schools handbook on how the kids act and dress Teachers going back to teaching Including all the staff In information sharing	7/4/2023 10:30 PM
691	-Getting to know the different schools, their needs, and the culture of staff, students, and community. -Communication with all stakeholders to gain insight -Meeting with administrators to openly listen as well as share vision for the future of Gaston County Schools.	7/4/2023 10:14 PM
692	Student accountability Teacher retention	7/4/2023 4:26 PM
693	1. Hiring enough teachers 2. Teacher retention 3. Budget	7/4/2023 3:03 PM
694	school safety, student well being/mental health, education	7/4/2023 2:42 PM
695	* Needs of the schools in our County * Teacher morale * Student needs and diversity demonstrated in the schools!	7/4/2023 12:26 PM
696	Gaining the support of the teaching and administrative staff. Getting to know the community and the educational needs of the community. Quality of the school buildings and tools needed to teach the students.	7/4/2023 12:02 PM
697	Visiting schools, Visit classrooms, Creating a bond with kids and teachers.	7/4/2023 10:54 AM
698	Building rapport with the school community, visiting schools, assuring families that he/she is in partnership with teachers, students families to continue Superintendent role and not drastically change things.	7/4/2023 10:08 AM
699	Getting to know schools and staff, addressing finance concerns, share vision	7/4/2023 9:37 AM
700	Getting to know the GCS staff at the school level Understanding our kids, as kids and not statistics	7/3/2023 11:39 PM
701	1. Provide for equal curriculums at all schools. 2. Ensuring that there is enough school competent teachers in place to begin the school year. 3. Ensuring that competent support staff	7/3/2023 11:21 PM

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is in place.

702	Getting to know the schools and staff; listen to teachers	7/3/2023 9:17 PM
703	1. Knowing the needs of each school's demographics. 2. Reaching and retaining teachers 3. Understanding that growth over proficiency is critical for EOG.	7/3/2023 8:37 PM
704	Resolving the Gaston County employees' payroll issues Recruiting new teachers Provide extra support/PTO engagement for the employees at title 1 schools	7/3/2023 7:25 PM
705	Being available. Gaining the trust of teachers/staff. Getting to know the children.	7/3/2023 7:04 PM
706	Moving system forward positively affecting ALL staff, employees & students...	7/3/2023 4:55 PM
707	I don't know the job requirements of a superintendent. I would like to see a very disciplined, focused take on the education system.	7/3/2023 4:15 PM
708	1. Make sure that the new superintendent resolves the payroll problem and make some staff changes in the finance dept. Teachers who were negatively impacted by the payroll situation should be pay reparations for the hardships. 2. The new superintendent should take a good luck at discipline in the district's school and make sure that principals and teachers follow the guidelines that are addressed in the student handbook. Everyone needs to be held more accountable. 3. Every school needs a full time nurse and the appropriate number of guidance counselors according to the school population. After the first hundred days :) 4. There are several schools in the district that are in bad shape. There are also schools that will be bursting out at the seams with the increasing housing developments being built.in the area. 5. Public schools need to be competitive with the increasing charter schools. Many of the parents in the county have switched to home schooling their children Why and how could that be addressed. Our schools should be academically competitive enough that the superintendent should want to send his/her children if he/she has school aged children. 6. The school principal should know what books are being offered in the school's media center. 7. Superintendent should encourage more parent involvement at the school board meetings and anything academically. Superintendent/Asst. Superintendent should be involved in the research process when considering new academic programs being promoted by school board members and not just giving them the thumbs up without any questioning and insight.	7/3/2023 3:39 PM
709	1. Technologies for study - actual skills - it's a different economy from when the teachers were graduates or students 2. Financial Education - debt, interest etc. 3. Business experience - nothing works to the book in the real world	7/3/2023 3:19 PM
710	Hiring the executive team Ensuring that employees are getting paid on time including retirement pay Listening to stakeholders including staff on the front lines	7/3/2023 2:42 PM
711	recruiting and retaining good educators Student performance (raise proficiency) Being supportive of all schools, staff members and students	7/3/2023 12:56 PM
712	Making a budget plan, build relationships and make a plan to close education gaps.	7/3/2023 12:32 PM
713	Getting the pay situation fixed. Morale of The Employees. Getting rid of Oracle Cloud.	7/3/2023 12:26 PM
714	Payroll fiasco, visiting the schools, payroll fiasco. You see how I wrote it twice? That better get fixed or people will continue to leave the profession.	7/3/2023 12:22 PM
715	Getting to know our district, staff and students Listen, observe, ask lots of questions. Understand our priorities and gaps before jumping in and making changes for the sake of making your mark, at the risk of harming our students. Any outstanding teacher pay issues	7/3/2023 11:38 AM
716	Collaboration with Gaston College Growing number of graduates attending Gaston College	7/3/2023 11:28 AM
717	Connecting with staff; internal organization/structure; principal hiring/firing/shifting	7/3/2023 11:00 AM
718	build relationships analyze where we stand in achievement levels and financially meet with stakeholders	7/3/2023 10:46 AM
719	Rectify the teacher pay issues before we lose more teachers Support the arts to further students abilities in communication and build character. Work to keep money coming into public education	7/3/2023 10:19 AM
720	-Communication with parents, students, and staff -Fixing any remaining issues with teacher pay -Stated commitment to supporting the arts in our schools	7/3/2023 9:45 AM

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721	That he/she wants to educate our children with an education that will actually help them succeed at getting a job with or without a college education. Provide classes like auto mechanics and clerical studies, etc for our high school students who don't want to go to college so they can leave school ready to join the work force and pay your teachers their full 40 hours, [REDACTED] allowed teachers to be underpaid by making them be at school but not paying them for their time, no wonder we can't keep teachers.	7/3/2023 9:45 AM
722	Correcting employee salary Diversity in curriculum School funding	7/3/2023 9:28 AM
723	Improving academics, improving school board, and ensuring teachers and staff are properly paid this coming school year.	7/3/2023 9:12 AM
724	Getting to know stakeholders Learning the school system Building a team to support the schools	7/3/2023 8:14 AM
725	Maintaining stability in the district. Get to know the staff who work in the schools. Begin a plan to increase pay for classified employees.	7/3/2023 7:10 AM
726	Knowledge of schools and their staff Needs of each schools. Support with community organizations	7/2/2023 9:42 PM
727	1. Unifying the needs of the schools. For example, some middle school aged students being allowed to go outside during the day or having lockers and other middle school students at another school not having outside time or lockers. 2. Curriculum 3 Teacher/ancillary staff recruitment and retention (bus drivers!)	7/2/2023 8:39 PM
728	Learning the different schools Learning the faculty and staff Appreciating the hard work everyone does	7/2/2023 4:59 PM
729	Accessible Opportunities for high school students Special Ed opportunities/ challenges Financial/Teacher wages	7/2/2023 1:43 PM
730	Students,teachers,money	7/2/2023 12:56 PM
731	teacher moral, test scores,funds for new schools	7/2/2023 12:27 PM
732	Fixing pay-roll issues Staffing Transparency	7/2/2023 11:40 AM
733	Strengthening the magnet/choice programs	7/2/2023 11:04 AM
734	Classroom supplies and materials, oracle issues, honesty	7/2/2023 1:10 AM
735	1.continuing the school choice programs. 2.addressing school safety. 3.supporting the special needs students in our community and funding for improving special needs students life skills training.	7/2/2023 12:13 AM
736	1. Concentrate on curriculum and do not follow national trends (education not woke ideologies) 2. Keep parents informed and provide an outline of what is being taught to our kids (transparency). 3. Safety for all children and staff. Implement new safety measures to keep our children safe from any form of violence (within or outside of the school).	7/1/2023 6:04 PM
737	1. Not everyone is destined or cares about being successful - so instead of dumbing down the curriculum to give everyone a diploma, focus on helping those who do want to succeed achieve their goals. 2. Buckle down on rule-breakers and bullies. There are way too many in Gaston County, but perhaps if they respected the people in charge and knew who was boss, they would think twice about breaking a rule. A few ways to achieve this would be to have the teachers dress more professionally (like a banker or professor would) to demand higher respect and admiration. (This includes no jeans, T-shirts, having the females wear makeup, business skirts and pants, males wearing business pants, collared shirts, etc.) Send any misbehaving kids to redirect on the spot. Watch the bathrooms carefully for vapers. Reward good behavior (not with some cheap ice cream cup once a semester, because that's not going to motivate anybody). Remind people that someone is always watching. 3. Treat the teachers as professionals and value their opinions, because they deserve it.	7/1/2023 4:46 PM
738	Students, Teachers, and how the school is being ran	7/1/2023 4:08 PM
739	Get rid of Oracle, pay raises in facility, people or not being paid what they're worth what is the time it's been a long time that we have a not spell respective	7/1/2023 3:32 PM

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740	1) Salaries - hire a third party to come in and audit. 2) disciplinary contingencies for schools when Warlick is full. Sending them to a brand new school and starting the paperwork over again doesn't work. 3) teacher retention- we need to earn back the trust of the teachers in order to gain new employees. [REDACTED]	7/1/2023 2:46 PM
741	Establishing a relationship with teachers and staff members across the district, being visible at school sites and opening lines of communication with stakeholders	7/1/2023 12:36 PM
742	1. understand the biggest challenges the district faces 2. understand the why - why things may be done in a certain way 3. understand the challenges teachers are facing specific to our district	7/1/2023 12:24 PM
743	Understand the demographics. Understand the needs Understand the challenges	7/1/2023 11:43 AM
744	Be honest, Pay the teachers, adequately staffing the schools	7/1/2023 10:54 AM
745	1) ensuring smooth transfer of knowledge, authorities, processes, etc from previous superintendent with no lapses or missed items 2) ensuring all incoming 2023-2024 students feel welcome, comfortable, and accepted in a safe school environment where they can openly be themselves free from prejudice 3) ensuring harmful groups such as Moms for Liberty have minimal influence over school curriculum and policies, and that all school staff feel supported by the superintendent other upper leadership in performing their roles.	7/1/2023 10:42 AM
746	Students needs for academic success. Budget Implementation of county wide programs to foster student success.	7/1/2023 10:37 AM
747	Student phone usage and access during the school day.	7/1/2023 10:34 AM
748	Building trust Focus on immediate needs over their personal plans/agenda Not to add more PD or make major changes for teachers. Infact, lessen the PD. The educators have been through enough between Covid and changing computer platforms (Google Classroom to Canvas/Schoology) in the middle of first-ever remote learning for education	7/1/2023 1:01 AM
749	Getting parents involved & back into tge schools! Since covid parents have been kept out of schools unless money is needed for a book fair, bbq sale, etc & it blows my mind that I, as a parent, cannot visit my children's classrooms or eat lunch with them yet I can come into the school to spend money at the book fair, Santa shop, etc.	6/30/2023 11:09 PM
750	Visit schools, talk with teachers and groups of school staff, develop relationships	6/30/2023 9:58 PM
751	1. Getting to meet school staff and students of all Gaston County Schools. 2. Start to fix payroll issues affecting many people. 3. Establish relationships with colleagues.	6/30/2023 8:25 PM
752	The superintendent should focus on the following: solving the crisis with teacher pay, banning all native american mascots that mock their respective communities, and focus on improving school buildings.	6/30/2023 8:00 PM
753	Finances, curriculum and recruitment	6/30/2023 7:37 PM
754	Remind students and teachers that learning is our superpower and our choices will color every single page of tomorrow. Speak to the heart and mind first.	6/30/2023 6:43 PM
755	Love for students Presence support for students	6/30/2023 5:45 PM
756	1 - Getting to know GCS students, teachers, parents, BOE & community 2 - Setting standards for fiscal responsibility 3 - Establishing inclusive practices that embrace the diverse student body, staff, & community	6/30/2023 5:37 PM
757	Getting out to schools and communities (meet and greet) not just board/administration Proactive in learning about issues that need to be corrected. Sharing with all stakeholders their plan/visions for Gaston County Schools	6/30/2023 5:10 PM
758	Correcting payroll system! Increase teacher pay Filling teacher positions in each school	6/30/2023 3:41 PM
759	Listening to staff about issues they have seen over the years. Creating a strong presence into the community. Ensuring to clearly communicate stance and any plans that are being worked on.	6/30/2023 3:12 PM
760	The well being of...1. Students, 2. Teachers, 3. Support staff.	6/30/2023 1:00 PM
761	Meet administrators and teachers on site at every school. Support our teachers and students.	6/30/2023 12:58 PM

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Advocate for better funding of our public schools.

762	Fixing Teacher pay. Filling open positions. Fixing [REDACTED] Baseball Field!	6/30/2023 12:24 PM
763	Teacher Pay Classroom size Getting to know the staff & students	6/30/2023 11:42 AM
764	1.need to focus on the kids 2.work on things to help kids more to help them understand 3.get more staff	6/30/2023 11:34 AM
765	fix the payroll system	6/30/2023 11:30 AM
766	Teacher retention, improving learning goals for all students, reduced homework in order to focus on project based initiatives because research indicates homework is ineffective at learning retention	6/30/2023 11:13 AM
767	1. Stop changing curriculum so teachers can focus on teaching and not checking boxes off. 2. Consequences for behavior of students AND staff. Schools should not be penalized for suspensions if in the end there is a change for the positive. 3. Less tests and more teaching!	6/30/2023 11:12 AM
768	Students, students, students	6/30/2023 11:10 AM
769	Equitable resources for all schools in all departments. Examples: quality physical education equipment, art materials, etc.	6/30/2023 9:52 AM
770	Vision growth curriculum	6/30/2023 9:15 AM
771	Fixing the payroll mess [REDACTED] Building trust Getting to know the system	6/30/2023 9:15 AM
772	Building a comprehensive vision across all departments, getting feedback from educators, and building relationships with students and staff.	6/30/2023 9:08 AM
773	back to the basics	6/30/2023 9:02 AM
774	Teacher Vacancies Low Teacher Morale Securing Financial Matters	6/30/2023 8:44 AM
775	Getting to know the support staff Understanding what needs to be done first Understanding policies and procedures	6/30/2023 8:14 AM
776	Teacher retention bonuses or increase in supplement, addressing concerns mentioned to the board during monthly meetings	6/30/2023 12:45 AM
777	1.Getting acquainted with area schools, staff, & students	6/30/2023 12:08 AM
778	Authentically visible and listening to staff members. Not just photo opportunities.	6/29/2023 9:40 PM
779	Hire for open positions Visit Schools Re-Organize the central office	6/29/2023 8:50 PM
780	Enforcing rules of the school Stop letting parents run the schools Make school personnel do their jobs	6/29/2023 8:02 PM
781	Educational Programs Salary of Teachers Equity in the schools	6/29/2023 7:57 PM
782	1.) Reversing the culture at the county and school level. It is currently poisonous. 2.) Focus on educating students not politics or PR. 3.) Work for teachers not against them.	6/29/2023 7:45 PM
783	1. Listen to teacher/employee grievances 2. Cut the fat (wasteful positions) 3. Overhaul school discipline/consequences	6/29/2023 7:21 PM
784	Clearing up problems with pay and the optics associated with pay problems Teacher retention Student behavior	6/29/2023 7:19 PM
785	Improving morale, removing district level leadership that should have never been hired in certain positions, providing a concrete plan to navigate any financial issues.	6/29/2023 6:09 PM
786	Diversity and inclusion Teacher/ staff pay Teacher/ staff morale	6/29/2023 6:06 PM
787	*Public School Funding *Upgrading school facilities *	6/29/2023 5:50 PM
788	NA	6/29/2023 5:39 PM
789	Insuring that all students have the material needed to get courses started on time and effectively.	6/29/2023 5:09 PM

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790	1.Establish a strategic plan that institutes the performance expectations of the "private sector" within this public entity. In other words...remove the current residual covid culture of mediocrity at all levels. 2.Confirming existing policies are understood and being adhered to across all campuses. 3.Confirm to all district employees what is expected of staff and give school administrators authority to enforce that staff to perform their duties.	6/29/2023 4:46 PM
791	Round table discussions with groups of parents and teachers. Analysis of satisfaction and performance of principals at each school. Analysis of school safety.	6/29/2023 4:07 PM
792	Make sure we have no further payroll problems, teacher retention, or diversity training with staff.	6/29/2023 3:30 PM
793	1. Establishing a Vision and Strategic Direction: One of the first priorities for a new superintendent is to establish a compelling vision for the district and develop a strategic plan to achieve it. This includes addressing specific concerns such as teacher retention and attraction. To attract and retain teachers, it will be important for the superintendent to work closely with the commissioners and other relevant stakeholders to identify and implement incentives that make Gaston County an appealing place for educators to work. By engaging in constructive dialogue with the commissioners, the superintendent can advocate for policies and initiatives that promote teacher satisfaction, professional growth, and overall well-being, ultimately leading to increased retention and recruitment efforts. 2. Building Relationships with Stakeholders: Strong and collaborative relationships with stakeholders are essential for effective leadership. During the first 100 days, the new superintendent should prioritize building relationships with key individuals and groups within the district and community, particularly those representing diverse backgrounds. It is crucial for the superintendent to demonstrate a commitment to supporting teachers and students from diverse backgrounds. This includes actively seeking their input, addressing their concerns, and implementing inclusive practices and policies that promote equity and cultural competency within the district. By fostering an environment of support and inclusivity, the superintendent can create a positive climate that encourages diversity, respect, and engagement among all stakeholders. 3. Conducting a Comprehensive Assessment: It is critical for the new superintendent to conduct a thorough assessment of the district's current state of affairs, taking into account the specific needs of teachers and students from diverse backgrounds. This assessment should include an examination of factors affecting teacher retention and attraction, as well as an evaluation of the support systems in place for diverse populations. By gathering data and insights on these matters, the superintendent can identify areas of improvement and develop targeted strategies to address the unique needs of teachers and students. Additionally, the assessment should encompass an analysis of cultural proficiency and the availability of resources and support structures that foster an inclusive and equitable learning environment for all. By focusing on these three key areas—establishing a vision and strategic direction, building relationships with stakeholders, and conducting a comprehensive assessment—the new superintendent will be better positioned to lead the district towards positive change, improved teacher retention and attraction, and enhanced support for teachers and students from diverse backgrounds.	6/29/2023 3:19 PM
794	1. Demonstrate his/her commitment to employees of GCS AND to the communities where a GCS is located, especially parents/guardians of a child enrolled. 2. Establish a "State of the System" to be published and/or spoken live or recorded, to be given at least semi-annually. 3. ?	6/29/2023 2:59 PM
795	The new superintendent should focus on assessing what programs and strategies are already working well and what changes need to be made, understanding the needs of our diverse student population, and figure out how we can make progress in providing equitable learning environments for ALL students at ALL schools in our district.	6/29/2023 2:53 PM
796	Building morale, instituting a robust favorable district-wide culture that fosters pride to work in Gaston Co Schools, and making educating children the priority.	6/29/2023 2:39 PM
797	1. Ensuring the instructional needs of schools are being met before allowing the Central Office to be fully staffed with instructional leadership in the form of facilitators. 2. Evaluate the number of programs being used in schools as teaching tools. These tools are often used as a means of teaching and not a supplement to actual teaching. 3. How the district is meeting the needs of students at risk of dropping out of school.	6/29/2023 1:44 PM
798	Academics, Enrollment, Attendance Lines	6/29/2023 1:39 PM
799	Reading, writing and arithmetic.	6/29/2023 1:31 PM

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800	get staff and students on board and excited about new ways of learning and different learning opportunities that can help motivate one to come to school and excel	6/29/2023 12:12 PM
801	Fixing the payroll system Fixing the students learning-going back to books and the teachers teaching, getting rid of chrome books Supporting all staff-teachers, office, cafeteria, etc..	6/29/2023 11:56 AM
802	Fix payroll & retirement pension issues, attract & hire more staff in all areas, change culture that seeks higher grade level promotion numbers rather than making sure students can read at their grade level.	6/29/2023 11:39 AM
803	Understanding the current state of district, collaborating with current leadership to set goals, gap analysis	6/29/2023 11:11 AM
804	Paying the employees, fixing the payroll issue, hiring bus drivers!	6/29/2023 11:11 AM
805	Rebuilding trust from the community and teachers (pay issues) Being visible in the community and throughout all schools Consolidating county positions - too many chefs in the kitchen	6/29/2023 11:08 AM
806	school safety	6/29/2023 11:06 AM
807	Students' School environment Staff concerns Students' Success	6/29/2023 10:34 AM
808	Listening to needs of teachers and staff Collaborate and build relationship with the board members Make good decisions for student growth	6/29/2023 10:32 AM
809	1. Fix teacher's paychecks and retirement issues 2. Get rid of the Grade A goals so that teachers can focus on education and behavior in their classrooms 3. Revise curriculum goals based on where children have been impacted by COVID	6/29/2023 10:27 AM
810	1.Getting the pay situation 100% addressed and fixed no matter what the cost. 2.Assessing and addressing security vulnerabilities at each campus. Our kids need to feel safe and my 2nd grader can point out all the ways he could be shot at school. 3. Transparency	6/29/2023 10:24 AM
811	Cleaning up the lingering mess from the payroll issues, re-establish trust with the staff and community, begin addressing overcrowding issues in east side elementary schools	6/29/2023 9:54 AM
812	1. Clean up the payroll mess, reestablish trust with staff and community that the district will take care of its staff. 2. Find effective solutions for overcrowded schools. 3. Encourage, promote, and incentivize longevity among staff and administration.	6/29/2023 9:54 AM
813	Correcting any payroll issues still happening. Pay employees a livable wage, especially support staff. \$16 an hour is almost impossible to live on in this economy. Support teachers by having enough supplies in the classroom and having enough room for students in the classroom.	6/29/2023 9:47 AM
814	1. Getting out of the Oracle debacle. 2. Hiring staff for the schools 3. Address maintenance, especially with the older schools.	6/29/2023 9:26 AM
815	1. Finance/Payroll 2. Teacher Shortage & Proper Administrator Placements in schools, especially low-performing schools 3. More modernized approach/choice for staff (work from home days on teacher work days and central office allowed to work from home in the summer)	6/29/2023 9:22 AM
816	Building a relationship with teachers/ staff. Modifications for kids who need extra help. Not afraid to fight for whats best for our schools.	6/29/2023 8:11 AM
817	Payroll system issue new school year continue implementation of bond projects	6/29/2023 7:29 AM
818	Repairing the broken relationship/trust with teachers and staff due to the pay issues of the last two years and ensuring that all issues have been completely fixed. Restoring discipline and order in middle and high schools and getting the out of control situations under control. Working on the public reputation of the district.	6/29/2023 6:48 AM
819	A brief overview of the district, and budget/payroll concerns, settle the uneasy feeling from the exit from upper management positions.	6/29/2023 6:33 AM
820	Adjustments to the curriculum that would allow for all students to succeed on their tests. Reevaluating schools, teachers, and students, because many of which have classes whereby the teachers don't teach anything and simply allow students to just play or chat. (Talking about WC Friday, my [REDACTED] spent more days in the gym playing than actually learning in the class.) Communicating changes with parents because schools tend to leave us out until it is too late.	6/29/2023 6:28 AM

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821	Educational excellence Student safety AI	6/29/2023 6:25 AM
822	Attendance of students and teachers, improvements need at older schools, financial needs if schools	6/28/2023 11:20 PM
823	staffing, finance issues, getting to know the school climate/needs	6/28/2023 10:15 PM
824	Observing to see that principals are backing up teachers. Shadow and learn the jobs of employees in finance department. Emphasize uniformity--i.e., if it's a county rule, ALL schools be following it.	6/28/2023 9:44 PM
825	Getting to know the staff. Giving a clear understanding of his or her goals for our district. Making clear of his or her expectations from his staff.	6/28/2023 9:28 PM
826	1the safety of schools 2. The mental health of students/staff 3. More interactive, teacher led curriculum,	6/28/2023 8:40 PM
827	Gain an understanding of conditions and needs in the following areas while establishing goals to promote progress: Student achievement County finances Teacher retention	6/28/2023 7:36 PM
828	1. Be physically present in the schools, talking with teachers specifically, not just selected staff. 2. Listen to parent and teacher concerns and develop a plan to address them 3. Develop relationships with all the schools in the district	6/28/2023 7:25 PM
829	*Our School Staff (ie working conditions, supportive interactions, HR payroll conditions resolved etc) *Our Students and communities	6/28/2023 6:47 PM
830	Having a meet and greet (making their way around to the different schools so everyone can see who they are). Addressing any issues or projects that have to be completed or are in the middle of completion. Sending out communication to families.	6/28/2023 5:50 PM
831	Teacher Morale and how to get out schools fully staffed Teacher support Teacher attendance	6/28/2023 5:15 PM
832	1) make sure the payroll system is working correctly for all employees and make sure employees are made whole and overpayments are reclaimed. 2) visit ALL schools and prioritize needs 3) look at fairness and equality between schools and student assignments to work towards school equality throughout the county	6/28/2023 5:14 PM
833	Support the people that work in the school buildings	6/28/2023 5:04 PM
834	Fixing all of the current issues with Oracle/Payroll, making sure that all of our employees are paid a livable wage, and to find a way to hire more employees so we are not understaffed and burnt out as soon as the school year starts.	6/28/2023 4:49 PM
835	The needs of the Hispanic community in the school environment. 2. Availability of bilingual staff especially. 3. Focus on the needs of schools, both in employees and students. 4. Tools to create new courses that meet the needs of each student.	6/28/2023 4:48 PM
836	1. Get to know your teachers and staff at each school. 2 Listen to your elementary teachers who are loaded down with programs that aren't research based and proven . 3. Take the time to value and appreciate what teachers do trying to reach EVERY student with different learning styles and who are differently abled.	6/28/2023 4:42 PM
837	Getting to know the district. Meeting the employees. Don't make promises you can't keep.	6/28/2023 3:56 PM
838	1- getting to know his staff and community 2- what has worked/not worked and been tried in the past 3- what are the goals/vision for the district	6/28/2023 3:49 PM
839	Teacher support, Student support and school support.	6/28/2023 3:48 PM
840	Get to know your schools. Get to know your people. Shadow to get a fill of what needs changed.	6/28/2023 3:45 PM
841	Visibility in the district - walking each school. Maybe a school each day and stay for half a day to take in the climate and culture and meet the people? Focus Groups with all levels of stakeholders (parent/community, teachers/staff, school administration, and central office leadership) Sharing of a strategic plan, short and long term goals, etc.	6/28/2023 3:44 PM
842	Establishing important relationships with students and staff Familiarizing him/herself with policies and procedures Establishing contacting with county and state leaders	6/28/2023 2:01 PM

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843	hiring teachers with experience and who want to do their job above and beyond figure out what is broken and why students aren't learning and meeting growth and fix it when hiring teachers if first year teachers is there background isn't strong enough to higher grades do not hire them for a that position. Children are not learning if the teacher is not capable of teaching that grade if they are struggling and don't understand the curriculum	6/28/2023 1:49 PM
844	Restore confidence with staff, students, parents and community. Communicating with public resolution of payroll issues. Respect for staff	6/28/2023 1:45 PM
845	1. Fix Payroll Issues 2. Recruit and Retain quality employees 3. All school sites should be equal in staffing, materials, openness to families, etc.	6/28/2023 1:31 PM
846	Financial stability Transparency intentions	6/28/2023 1:26 PM
847	student behavior, teacher pay, making sure choice schools are following transfer guidelines	6/28/2023 1:19 PM
848	1) Remember to keep the students first when making decisions. 2)Support the schools as they work to educate our students. 3) Lead by example.	6/28/2023 1:03 PM
849	1. Give all employees a raise to match surrounding counties 2. Show all staff they are valuable. 3. The teachers have the tools they need to work with and the support they need.	6/28/2023 12:55 PM
850	Building AUTHENTIC morale in schools and pride in working for this county.	6/28/2023 12:53 PM
851	Students, teachers, community relations	6/28/2023 12:45 PM
852	Simple payroll system	6/28/2023 12:39 PM
853	The first thing is remove Oracle or have better management of it to ensure retirement & pay are accurate & no one is left wondering whether it's correct each month. They need to visit every school & spend time in classes showing sincere support of ALL staff & students & provide a way for staff to do anonymous surveys of administrative staff to help eliminate negative & build up positive morale of staff & students.	6/28/2023 11:41 AM
854	Getting to know all stakeholders so that they are visible & accessible. Demonstrating that they value, appreciate, and support all teachers and staff members.	6/28/2023 11:35 AM
855	1. Teacher morale 2. School safety and security 3. Relationships with employees and parents	6/28/2023 11:34 AM
856	Spending time in each school/class (and for more than a photo op) talking to the students and staff. Listening and responding to staff concerns within the system. Be ready and willing to help out in any area.	6/28/2023 11:23 AM
857	stop focusing on "stats" and numbers. Start focusing what is best for our students. transfer student population has grown out of control. The agreement between parent in school is not honored. Behavior issues need to be sent back to their home school. Students need to be held accountable for their behavior. Parents need to be held accountable for their childrens behavior.	6/28/2023 11:21 AM
858	1. Fix any ongoing issues with people getting paid. 2. Repair all the relationships that have been damaged by the pay issues including staff, students, family members, and the community at large. 3. Repair the damage to the reputation of the Gaston School System.	6/28/2023 10:20 AM
859	1. Ensuring school safety - policies and procedures related to this and brick and mortar/facility needs. 2. Connecting with staff, parents. 3. Constructing a clear goal with checkpoints for the school year.	6/28/2023 10:17 AM
860	School security, students and teachers	6/28/2023 10:15 AM
861	Paying the employees. Making Gaston county a play teachers want to work. Too many are leaving.	6/28/2023 10:12 AM
862	1) Human Resources. [REDACTED] the new superintendent and board should focus significantly on hiring qualified, visionary leaders for [REDACTED] positions who are also committed strongly to GCS and its success. Additionally, we must continue to focus on innovative and creative recruitment and retention strategies for all of our school staff, especially teachers and bus drivers. 2) Capital Improvements and Safety. With the number of aging schools, we must continue to focus on making regular improvements to infrastructure, facilities and safety features on all of our campuses. Many campuses are not as secure as they should be in regards to entry procedures, secure front lobby areas, and security fencing. We must invest in updating our schools' safety features in an effort to keep	6/28/2023 9:58 AM

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our students safe from the tragic incidents we have seen take place across our country in recent years. 3) Student Supports. Post-pandemic, our students need support more than ever before. From an increase in EC needs to a need for more mental health services, our students are struggling and their struggles are varied. For example, we have seen an increase in the number of students with autism who have very specific needs. We have also seen increases in harmful or negative behaviors resulting from trauma or other mental health issues. We must be innovative and work to develop support systems for these students, such as: a mental health clinician in every school, greater access to school-based therapy, qualified EC teachers in every school, and implementation of a variety of interventions including restorative practices. Essentially, schools need sufficient and qualified staff to support these students, and all school staff need the training to know how to do so.

863	Building relationships with district employees Improving morale Listening and collaborating with district leadership	6/28/2023 9:35 AM
864	Supporting ALL Employees	6/28/2023 9:28 AM
865	1. Payroll issues need to be addressed and resolved. Provide an opportunity for employees to know how much their paychecks should be with deductions and supplements. 2. Incentives to increase attract skilled employees and retain those that are tempted to leave due to neighboring counties offering incentives/bonuses. 3. Happy employees mean happy students and will increase student progress by supporting the teachers/staff who will provide appropriate and effective education to our students.	6/28/2023 9:18 AM
866	Race, equity and inclusion of all backgrounds is important	6/28/2023 9:09 AM
867	Understanding the culture of the overall district Understanding the culture of the individual schools Understanding the needs for our students	6/28/2023 9:06 AM
868	Getting to know other leaders in the district (school board members, district leaders, school leaders); Getting to know other leaders in the community; Understanding the history of the district and progress made over the last 10 years as well as relevant issues facing the school system as a whole	6/28/2023 8:58 AM
869	Understanding more about Gaston County and the population that we serve	6/28/2023 8:45 AM
870	Teacher appreciation Be seen Listen	6/28/2023 8:42 AM
871	Straightening the lack of confidence in payroll. Help to make Gaston County Schools more attractive to new future teachers. Student discipline in the classroom.	6/28/2023 8:37 AM
872	1.Meet the staff and students as far as possible- Create a presence 2.Establish an open line of communication between staff and his/her team- Transparency 3.Establish a rigorous plan of action for the district to increase growth	6/28/2023 7:46 AM
873	Students,Staff including Maintenance,School buildings	6/28/2023 7:29 AM
874	Make sure they sit down with finance and understand how budget decisions affect students. Be visible to the students and staff. Build a strategic plan.	6/28/2023 7:20 AM
875	School safety and making sure ALL school staff and students are required to go through metal detectors and/or bag searches EVERY morning, academics and making sure our students are taught the truth and not what the new WOKE culture is trying to ruin our children with, and school traffic issues in many school zones that are now unsafe for students and parents due to the extreme increase in houses and population	6/28/2023 6:51 AM
876	Assuring the community that GCS will honor all financial commitments, paying all local vendors moneys owed. Make sure all teachers are paid, change if necessary. Be seen and be available to the school community and the Gaston county community as well.	6/28/2023 6:41 AM
877	teacher relationships student relationships family relationships	6/28/2023 6:39 AM
878	Payroll, recruiting and processing new employees and applicants, payroll	6/28/2023 3:52 AM
879	TEACHERS GETTING THE SUPPORT THEY NEED!!!!!!	6/28/2023 1:37 AM
880	Being visible to staff, finance department, connecting with the schools, children and staff	6/28/2023 12:48 AM
881	Payroll, Staffing and fighting to keep our educators!	6/27/2023 11:52 PM
882	The new superintendent should do something to boost teacher morale, listen to the concerns	6/27/2023 10:17 PM

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903	Making sure all employees are paid correctly Meeting with principals and employees to hear concerns and what is working well in GCS Visit schools	6/27/2023 3:38 PM
904	Getting to know staff and students	6/27/2023 3:34 PM
905	Payroll issues Staffing shortages Incentives for current employees	6/27/2023 3:32 PM
906	1. Academics 2. Budget 3. Relationships	6/27/2023 3:30 PM
907	Listen to needs of teachers, staff and students Current leadership Payroll	6/27/2023 3:20 PM
908	Making sure our teachers/staff are paid on time.	6/27/2023 3:18 PM
909	the teachers promoting student motivation educational opportunities at each school	6/27/2023 3:17 PM
910	School staff (pay, professional development, quality), school safety, and progressive student curriculums.	6/27/2023 3:11 PM
911	#1-Teacher/staff morale. Payroll issues fixed. Advocate for higher pay. #2-Top notch, proven curriculum implementation. Not bouncing around from program to program. Something proven successful needs to be put in place and kept there long enough to see results through the years. Teachers will become masters at teaching something and will get better and better at it if it doesn't change from year to year, and this can only benefit students. My personal favorite is Saxon Phonics/Reading/Spelling. Saxon Math is also good. Shurley Grammar is excellent! He or she needs to put a team in place to research curriculum. The slides that are put together by the county have many flaws and errors and sometimes they have resources and sometimes they don't so I think curriculum needs to be more dependable and consistent. #3-School safety concerns	6/27/2023 3:09 PM
912	Restoring confidence to the wonderful teachers in Gaston County and on retention of them.	6/27/2023 3:02 PM
913	Get rid of this pay system. If DPI is not going to bring all the other districts on line with Oracle, then chalk it up as a loss and bring the old back. Keep the current school schedule. Continue to build/ update current facilities.	6/27/2023 2:56 PM
914	Learning. He or she should sit back and learn how the system is currently functioning. You cannot make changes without seeing what is happening around you.	6/27/2023 2:52 PM
915	1. Building relationships with students, teachers, and support staff 2. work with teachers to improve reading skills in students 3. Reduce the amount of time students are on Chromebooks in the elementary schools; students use them to play games, but don't like to do lessons on them; students need more face time with their teachers.	6/27/2023 2:52 PM
916	Visibility within schools Listening to administrators and teachers Spending time in classroom at all levels	6/27/2023 2:49 PM
917	I think the superintendent should visit each of the schools in the county and specifically speak to staff and introduce themselves. I also think he or she should make the effort to visit classrooms. Ultimately, the decisions and direction that our new superintendent will spearhead will affect students and staff the most.	6/27/2023 2:45 PM
918	1) Meeting staff and community stakeholders 2) Implementing strategies to improve academic performance of students 3) Creating ways to improve classroom teaching-not using just a Chromebook	6/27/2023 2:32 PM
919	fixing any and all outstanding payroll issues for EVERYONE, not just teachers; hiring missing components of his/her team; getting to know the district & its staff & students	6/27/2023 2:26 PM
920	1. Settling the issue of payroll 2. Visiting and learning about the schools 3. Meeting with school staff members	6/27/2023 2:25 PM
921	Providing financial incentives to the teachers. Put a STEAM teacher at a school choice magnet STEAM School. Make sure there is proper leadership (principals) in our schools, that supports and works well with the staff and parents.	6/27/2023 2:23 PM
922	Giving everyone raises.	6/27/2023 2:19 PM
923	1. Working to ensure that teachers feel valued, appreciated, and heard. 2. Being a "cheerleader" for Gaston County Schools. 3. Learning about the different areas of the school system with a concentration on academics.	6/27/2023 2:17 PM

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924	Staff shortages	6/27/2023 2:00 PM
925	<p>First of all is the Oracle system. This system has caused Gaston County Schools to lose valuable employees. If employees are not paid correctly and on time, along with their earned days/time off not calculating correctly, how can you expect them to do their best job if the GCS Board can't appreciate them enough to get to the bottom of the issues.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>We deserve better from GCS and I hope with new administration we can see some great changes coming. Next - Oracle again but on the purchasing side this time.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>Financial secretaries have to check, check and check more to make sure everything transferred for payment for paychecks and they have to key in scan receive and close the purchase orders. Oracle has made such a mess of a system that did not need changes and it has caused GCS to lose a lot of valuable employees.</p>	6/27/2023 1:59 PM
926	Time clock — pay — kids	6/27/2023 1:54 PM
927	Employee Morale Employee Morale Employee Morale-	6/27/2023 1:49 PM
928	<p>1) Retention of current teachers and recruitment of new teachers due to the overwhelming number of teacher vacancies. 2) [REDACTED] resolve all the payroll issues that CONTINUE to occur daily. 3) Consider implementing a Sign-On Bonus (similar to many of our neighboring counties) and a Retention Bonus (similar to the Covid bonuses this year). We are in desperate need of certified teachers, EC teachers, psychologists, speech pathologists, etc.</p>	6/27/2023 1:49 PM
929	Students safety Teacher's safety	6/27/2023 1:47 PM
930	Filling teacher and staff vacancies. Discipline. Accountability for all involved.	6/27/2023 1:46 PM
931	How to effectively oversee the new school year and focus on maintaining teachers, encouraging students and organizing the system to have more in class helpers/ teachers.	6/27/2023 1:44 PM
932	Fixing financial woes that have plagued the county for the last two years, removing the need to move administration for no reason other than to make lateral moves, look at how to place personnel where they're best suited to help our students succeed	6/27/2023 1:31 PM

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933	Eliminating LGBTQIA agendas into the school and curriculum. Increasing funding for teachers pay. Eliminating Critical Race Theory from the classroom and school related events.	6/27/2023 1:23 PM
934	Establishing leadership roles Changes to EC dept More teachers in classrooms and less facilitators/curriculum teachers	6/27/2023 1:17 PM
935	Getting to know the districts ins and outs	6/27/2023 1:15 PM
936	Correcting payroll issues! Sticking to one curriculum and allowing it to work before spending/wasting money on the next great thing.... Clean house of inefficient administration.	6/27/2023 12:45 PM
937	1. How to get teachers and other staff paid correctly. 2. How to get more teachers and other support staff into school buildings to work with students (we need more bodies to work with students, NOT to micromanage teachers). 3.Hire people to fill all of these new vacancies- teachers, HR, etc. (we are ALL drowning because we are overwhelmed and overworked.	6/27/2023 12:38 PM
938	Making sure all schools employee s are looking out for the best interest of the children. Making sure the school's have the right resources for special education. Making sure all the bus drivers are tested and change trained properly and are the best for the children.	6/27/2023 12:31 PM
939	Teacher salaries, Human Resources department, equal funding between schools	6/27/2023 12:30 PM
940	1. Fixing the pay issues and having a plan in place to prevent that. 2. Uniting the teachers in the county to buy in to their vision. 3. Making it known that they will support the most important part of teaching our students: the teachers.	6/27/2023 12:22 PM
941	*Fixing the Oracle mess--with honesty, regular communication and transparency *Re-establishing trust with District Employees *Filling vacancies	6/27/2023 12:19 PM
942	Getting to know the community he/she will serve Making sure teachers are paid properly and consistently Thinking outside the box to solve issue with vacancies	6/27/2023 12:18 PM
943	Making sure students are comfortable, needs taken care of and that teachers have everything they need.	6/27/2023 12:06 PM
944	Building relationships & rapport with staff, students, and families.	6/27/2023 12:04 PM
945	Making sure all payroll issues are resolved Making sure administrators and staff know his expectations Have town hall meetings for staff and parents listen to his goals for GCS	6/27/2023 12:00 PM
946	Getting to know the community Getting to know the district's teachers and staff Getting to know the students	6/27/2023 11:46 AM
947	The kids	6/27/2023 11:40 AM
948	Proper funding of schools especially schools that need facility maintenance. Auditing the payroll system going back all the way to 2019 via an outside audit company Listen to the teachers about the needs at the school and address principles and administration that have failed to create an inclusive environment	6/27/2023 11:40 AM
949	Investigating the Oracle debacle and what can be done Knowing the employees Visiting the schools to see how some schools need some TLC (other than the ones that always get updated)	6/27/2023 11:38 AM
950	Skill	6/27/2023 11:33 AM
951	Giving assurance that they will be the right person for the job to the community, teachers, and staff. Learning current issues and correcting them throughout the system, and focusing on building a better future for all of our students.	6/27/2023 11:30 AM
952	students teachers support staff	6/27/2023 11:26 AM
953	listening sessions with teacher leadership group and central office staff	6/27/2023 11:25 AM
954	Childrens education. teachers needs.over all your employees needs	6/27/2023 11:17 AM
955	Visiting and interacting with students and staff at every school, meeting with at least representatives of stakeholder groups, really learning about our history, present and imagining our future.	6/27/2023 11:12 AM
956	Terrible leader!!!!	6/27/2023 11:08 AM

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957	The next superintendent needs to be in the schools actually seeing how each school is. Getting to know Administration and school staff/teachers. Also looking into school security and providing more personal to secure the buildings and revamping school security searching policy to where school admin can not mandate searching on students to enter a public school building. Also looking into hiring a security company to do any searching the schools need to be done and getting the teachers off of that duty. Teachers need to focus on teaching and not security.	6/27/2023 10:59 AM
958	Getting to know staff. Issues schools/teachers are having or facing in classrooms like discipline issues. Finances of the school system.	6/27/2023 10:59 AM
959	Resolving the Oracle system that has wreaked havoc on teacher and staff paychecks. I have had my check shorted by thousands of dollars and have had to get the district office try to resolve it.	6/27/2023 10:58 AM
960	finances - staff paychecks and creating sticking to a budget overhaul of too many personnel at the county level discipline - allowing schools to give consequences as stated in the school handbook	6/27/2023 10:56 AM
961	Teacher pay Parent involvement/transparency efforts	6/27/2023 10:56 AM
962	getting to know your community.	6/27/2023 10:44 AM
963	Looking at school data and be visible in low performing schools with admin having action plans Showing up to every school to speak with school staff about school climate Showing up with surprise visits to see what teachers and students are doing at different points in the day	6/27/2023 10:28 AM
964	1. Staff (Admin, teachers, assistants, etc.) morale and retention 2. Parent/stakeholder support and buy-in 3. Board relations	6/27/2023 10:23 AM
965	Staff/Teacher Appreciation School Safety Community Outreach	6/27/2023 10:22 AM
966	Bringing unity and healing amongst teachers and staff within the district. The board is unaware of how very bad moral is within the district. This is a critical issue that has been overlooked for entirely too long.	6/27/2023 10:22 AM
967	Oracle, School staff pay raises, not just teachers. Student behavior issues in the class rooms. Teachers are overwhelmed and are unable to focus on teaching effectively due to excessive behavior problems.	6/27/2023 10:20 AM
968	Title 1 Schools that are low performing. Visiting Schools and Communities Talking with Teachers/Parents	6/27/2023 10:16 AM
969	1. Gain an understanding of the complex challenges and opportunities Gaston County School is facing by having listening sessions with a wide variety of stakeholders (students, staff, parents, BOE, community members, etc.), so that he/she can develop a clear vision to move forward. 2. Demonstrate an investment in the Gaston County Schools. Be visible. Learn names. Communicate excitement and appreciation. 3. Begin to speak publicly about dreams and hopes for GCS. Allow people to hear and develop trust in where our school system is heading.	6/27/2023 10:09 AM
970	1.learning the needs of our frontline educators. 2.becoming familiar with how Gaston County politics work. 3.assessing what infrastructure needs improvement	6/27/2023 10:05 AM
971	It is critical to address the issues with student behavior and the increasing teacher shortage. In doing this, there has to be some tough conversations with community leader, parent, etc to address the problems with behavior/ student engagement. It has become a huge issue in many schools and consequences seem to be dwindling. I am a committed teacher retiring at the conclusion of 2024. I have many years ahead of me if we can figure out a creative way to reemploy retiring teachers. The reason teachers cannot be successful at this job currently is that jobs with "High Expectaions" with "NO Control" are toxic.	6/27/2023 10:03 AM
972	Hiring more support/assistants in schools. Hiring more teachers and support for EC students.	6/27/2023 9:59 AM
973	Meeting teachers, parents, community members and getting their input Restoring Title One budgets	6/27/2023 9:57 AM
974	We need to spend less time putting elementary children on devices and more time teaching reading and writing skills. We need to hire elementary school administrators with elementary backgrounds. We need to reevaluate the duties of our teachers. We need more time to teach.	6/27/2023 9:56 AM

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Trust the experienced teachers who remember when kids learned through hands-on experiences.

975	1. Teacher morale 2. Attracting new teachers to the county 3. Find strong leaders	6/27/2023 9:53 AM
976	Expressing goals for the district. Reviewing teacher/assistant retention percentages Setting expectations for schools	6/27/2023 9:52 AM
977	Addressing and resolving the issues/screwups [REDACTED] and creating a sense of trust	6/27/2023 9:51 AM
978	1- Addressing employees' insecurities about the finance situation head-on 2 - Maintaining clear and regular communication with all stakeholders 3 - Improving transparency across the district in all areas	6/27/2023 9:49 AM
979	Pay, support, building the culture they want	6/27/2023 9:44 AM
980	Taking the pulse of the district stakeholders (visit schools, teachers, local community partners, families, etc.). Evaluate the teacher shortage situation. Review district and school level organizational structures.	6/27/2023 9:34 AM
981	1. Letting the staff know that he is here to support them and have their back no matter what. 2. To understand that teachers and teacher assistants are way over worked and underpaid. Many of us feel unappreciated. 3. Prioritize the needs of staff and students rather than just pacifying parents.	6/27/2023 9:31 AM
982	Resources to equalize school experience in the lesser populated areas of the county. Those living in the rural areas of the county have a harder time with school choice decisions due to traffic, distances, and finances. Ensuring that rural students/families have access to the same benefits/opportunities as students in higher population areas, taking into consideration financial differences and travel distances. School bonds are based on population density, and rural schools are getting the short end of the stick. Extra-curricular activities that extend beyond sports. Things like FFA would be a fantastic addition to Gaston County. Some students are not athletic, but really don't have many other options because they aren't available.	6/27/2023 9:30 AM
983	Equitable access to education for all. Eliminating student lunch cost/debt. High speed internet access and technology for remote learning.	6/27/2023 9:28 AM
984	A new superintendent would need to focus on getting to know the district.	6/27/2023 9:19 AM
985	Being seen in ALL locations, not just the top schools. Follow through with plans. Raising morale in all schools, for all employees.	6/27/2023 9:13 AM
986	We need a valid, reliable superintendent who will be transparent at all times.	6/27/2023 9:12 AM
987	1. Student Learning 2. Teacher Growth 3. Transparency	6/27/2023 9:09 AM
988	Visibility-teachers and students, not just visiting in the front office/visiting all educational facilities, not just select ones Making sure schools are staffed with qualified individuals who sincerely care for children and desire to help each one is a vital focus. The new superintendent should be prepared to be responsible and accountable for all GCS employees. (Payroll and staff issues)	6/27/2023 9:07 AM
989	Learn, Listen, Meet. Watch and learn from classes happening and of demographics, the culture and values (because they range throughout the county). Listen to the stakeholder people, what are the students saying, the teachers, the office staff, the principal (and maybe in that order, kids first) Meet, talk to the people that make the schools run, the actual schools. The finical secretaries, the support /office staff, the librarians and tech people, the custodians. Because the teachers and principals are so important, but it is that group that are really making schools run.	6/27/2023 9:05 AM
990	Improving teacher moral Improving teacher salaries Improving student academics	6/27/2023 9:03 AM
991	1. Visiting all of the schools and saying hello to all teachers, staff, and students. 2. Have a meeting with the board to begin building relationships and hearing from them their feedback/thoughts/etc. in relation to the schools and current needs. 3. Reviewing the budgets for the schools and finding ways to increase support at schools most in need.	6/27/2023 9:00 AM
992	1. Fixing Payroll (all payroll issues, immediately) Enough is enough. 2. Setting goals for every school. 3. Support systems in place for teachers.	6/27/2023 8:59 AM

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993	Getting a new system to replace Oracle. Fixing all the errors caused by Oracle.Gaining the confidence of all employees.	6/27/2023 8:59 AM
994	Staff morale; core instruction; behavior support	6/27/2023 8:51 AM
995	Evaluate current disciplinary policies available to teachers and staff...ridiculously lacking in effectiveness today...disruptive behavior is rampant and "trending" Ensure financial base is stable and set fiscal path for growth and refurbishment throughout the county. Engage educators and staff at all levels to set priorities for success	6/27/2023 8:48 AM
996	Raises. New Teachers are getting a starting bonus but what about other employees? I believe times are getting tougher and tougher. Families are struggling to survive. I believe we need more money and incentives. As well as promoting jobs more out there. More Social media advertising. Put the word out that we are looking for Teachers in all areas. Promote ESL more. We have many new families in the community. Lots of families from other countries.	6/27/2023 8:48 AM
997	Getting the financial problems fixed!!!	6/27/2023 8:46 AM
998	1. Learning the county structures 2. Staff retention 3. Supporting staff to ensure they help students achieve their full potential.	6/27/2023 8:46 AM
999	1. Correcting any teacher/staff pay issues 2. Enforcing dress codes at all Schools - the students seem to rule the schools in this area 3. Adding more curriculum choices (languages, arts, technology)	6/27/2023 8:46 AM
1000	Establish a true cabinet that includes all directors in order to have all departmental voices heard and the best decisions being made for the district. Incentives to recruit the most qualified candidates and incentives for retaining our most talented and highest quality employees. Focus on accountability in doing all jobs in the district. (ex. Principals truly evaluating teachers and providing feedback for improvement. Directors following up with their employees in their departments to ensure they to are doing their jobs to support the work of the district.) Our district has been focused on implementing the newest, latest and greatest, trying new things every year and we need to get back to the basics which include checks and balances.	6/27/2023 8:45 AM
1001	The oracle debacle should be high on the list, teacher and support staff pay & teacher retention.	6/27/2023 8:43 AM
1002	1. Ensuring that Oracle is running correctly and that all staff members are being paid properly (and getting the pay they are owed from past payroll mistakes) 2. Implementing a firm attendance policy. In other words, there should be consequences to laying out of school 45 (this is just a random number I used) days a year. Notice I said "Laying out". I am not referring to students with special health or other circumstances that prevent them from attending school regularly. 3. Put student needs first!!! Let's get back to students actually learning and stop focusing on things that don't matter.	6/27/2023 8:40 AM
1003	Concerns from staff members at schools. Visit all classrooms and schools. Positive/encouraging attitude toward all stakeholders.	6/27/2023 8:35 AM
1004	Supporting staff, spending an extensive amount in title one schools that lack parent support to see what is really happening in classrooms, spend an extensive amount of time in EC resource classrooms, building relationships	6/27/2023 8:30 AM
1005	Teacher support, Parent involvement, principal support	6/27/2023 8:28 AM
1006	N/A	6/27/2023 8:27 AM
1007	Visibility Student Support GCS Staff/Teacher Support	6/27/2023 8:27 AM
1008	Meeting current staff, getting into the community, looking for solutions	6/27/2023 8:26 AM
1009	- Teacher/Admin relationship building - Being seen/ visit schools, out of the office - advocating for students	6/27/2023 8:25 AM
1010	Discipline Consequences Consistency of the above	6/27/2023 8:24 AM
1011	Insuring that Oracle is correct and that everyone having issues with the system has been addressed. He or She needs to have visited all schools and departments. Share their vision for the district.	6/27/2023 8:23 AM

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1012	Seeing what educators need to perform their jobs and educate the students the main point of school board is to make sure students receive an education and teachers need help	6/27/2023 8:22 AM
1013	Oracle, Teacher's Pay, Student needs (curriculum, budget, supplies, etc.)	6/27/2023 8:20 AM
1014	Love for the children, staff support, fairness	6/27/2023 8:20 AM
1015	Student success School Leadership Teacher Support	6/27/2023 8:18 AM
1016	Listening to teachers experiences with lack of support from Central Office.	6/27/2023 8:15 AM
1017	The mess with employee paychecks. Maintaining teachers.	6/27/2023 8:14 AM
1018	Team work Education Improving EOG scores	6/27/2023 8:14 AM
1019	Fixing the payroll catastrophe. Increasing pay and benefits to retain teachers. Developing a stronger and more effective but inclusive curriculum for students.	6/27/2023 8:13 AM
1020	Oracle issues with teacher/staff pay	6/27/2023 8:12 AM
1021	Getting briefed on where the district stands currently. Get input from the board on where the vision is for the future of our district, students, staff and teachers. Focus on what to do to retain the good teachers because more and more are leaving or retiring and that leaves our kids with very new out of college teachers or anyone willing to sit in a classroom all day and that's scary for the future of our students education.	6/27/2023 8:09 AM
1022	Cleaning up the Oracle/CRT mess establishing trust among the workforce Commitment to excellence in public education through GCS	6/27/2023 8:09 AM
1023	Gaston county teacher pay/ salary, curriculum, more funding for Cherryville schools. Our school are old and are falling apart	6/27/2023 8:07 AM
1024	Establishing relationships with the faculty community and assuring financial stability.	6/27/2023 8:02 AM
1025	Staff.concerns. Student needs. Facilities in need of repair	6/27/2023 8:00 AM
1026	Go to all schools in district Make sure established school rules strictly enforced Zero tolerance for drugs or weapons in school--automatic expulsion	6/27/2023 7:59 AM
1027	Building relationships with staff and students Give a realistic vision for the school year Strive to listen to teachers	6/27/2023 7:56 AM
1028	Look at the Oracle System and find out what can be done better. This effects all employees. If you care about the employees then this will trickle down to the students.	6/27/2023 7:53 AM
1029	Safety, order and a positive attitude.	6/27/2023 7:52 AM
1030	Correction of pay for teachers and staff, Teacher and staff support, and communication	6/27/2023 7:51 AM
1031	teachers, students	6/27/2023 7:43 AM
1032	1. Ensuring the payroll fiasco is resolved so that Gaston County school employees are paid correctly and on time 2. Preparing our schools for the future to devise a plan that addresses community growth so that students are not at overcrowded schools that lack resources needed for learning. 3. Continue school choice options (there are some great options) and add options for students in the arts.	6/27/2023 7:43 AM
1033	Getting acquainted with the new work environment and his or office support staff.	6/27/2023 7:41 AM
1034	Teacher pay Teacher/ student ratio Elementary starting time	6/27/2023 7:40 AM
1035	Payroll issues and reading in elementary.	6/27/2023 7:40 AM
1036	First, assessing the curriculum in elementary schools and the requirements for the teachers (there are too many requirements to complete with fidelity; our students are failing b/c the county is requiring us to cram too much into a day and nothing can be done well/completely; the times allotted for certain curriculum/blocks is literally impossible to complete in the time allotted) Second, establish confidence in the school system's name/reputation. Our county is viewed negatively b/c of the curriculum choices we have and the pay fiasco related to oracle. Third, correct the high school curriculum/schedule. Our students are at a disadvantage when applying to colleges. Our AP courses and ESPECIALLY English and Math; should be offered ALL YEAR long. Science, SS, and other electives should be offered as semester long	6/27/2023 7:40 AM

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classes. This allows our highschoolers to be more prepared for AP exams and maintain their math/English skills so they are not sliding and are more prepared for SATs and college essay writing.

1037	The new superintendent will need to build a connection with administration and find out how to help them in their respective schools. We are a large system and our needs are different across the county. We need someone who will look at what is needed in different communities and demographics so all schools can succeed. The new superintendent will need to meet with teachers and staff to learn what concerns they are facing in the classroom and how to help support them in their work in the classroom. The new superintendent will need to meet with families to see what concerns and celebrations they have for the district.	6/27/2023 7:38 AM
1038	Building relationships with community Observing and looking over needs in area Focus to think what changes are needed	6/27/2023 7:37 AM
1039	Relationships with school staff Looking at current budget Establish goals for our district	6/27/2023 7:36 AM
1040	Reducing (weeding out) non performing (responsive) principals Getting more behavioral therapists in the schools, especially at elementary age. More bud drivers. Rewarding performing teachers, principals and students.	6/27/2023 7:34 AM
1041	County School leadership evaluations (Supers/Principals), Prioritizing bond projects in critical growth areas, more magnet/charter opportunities, trade high school programs.	6/27/2023 7:33 AM
1042	1 - Getting the payroll nightmare straightened out. 2 - Meet with staff, principals and teachers to allow them to voice their concerns about our school system. 3 - Have town hall meetings with parents and others in the community.	6/27/2023 7:28 AM
1043	retaining staff and finding staff to fill vacancies	6/27/2023 7:20 AM
1044	Staff, being visible and approachable, schools	6/27/2023 7:20 AM
1045	Teacher retention and compensation! Increased accountability/higher quality principals	6/27/2023 7:12 AM
1046	learning about the current situation, determining what can be improved, making a plan to improve	6/27/2023 7:10 AM
1047	Filling positions Support of existing staff/teachers Foundation of our instructional environment	6/27/2023 7:09 AM
1048	Controlling vaping, making sure teachers are doing what's needed, and food in schools	6/27/2023 7:08 AM
1049	Teacher Pay Curriculum Stop worrying about gender and teach our future.	6/27/2023 7:04 AM
1050	Getting to know all the Schools. Getting to know ALL the Staff including Teachers, Custodians, Cafeteria workers. Helping anyone who requests help and listening and taking their concerns into consideration.	6/27/2023 7:03 AM
1051	I don't know	6/27/2023 6:56 AM
1052	1. Fix payroll issue, stop lawsuit 2. Compensate teachers for lost wages, damages 3. Build team to start rebuilding trust with staff	6/27/2023 6:53 AM
1053	Building a relationship with teachers, staff, students and parents.	6/27/2023 6:49 AM
1054	Safety Smooth transition Enjoyable	6/27/2023 6:46 AM
1055	Research, observe current operations, and review [REDACTED] personalities and practices.	6/27/2023 6:45 AM
1056	Building their staff, learning the culture of the community if needed, goal setting	6/27/2023 6:18 AM
1057	getting adequate staffing: teachers, support staff, administrative	6/27/2023 6:05 AM
1058	Teacher retention and teacher pay.	6/27/2023 6:01 AM
1059	What the students and staff complaints are, schools that are in need of financial help, better counseling for students.	6/27/2023 5:49 AM
1060	Listening to parents	6/27/2023 5:40 AM
1061	Finance Curriculum Employees	6/27/2023 5:08 AM

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1062	Students with special needs, school scorecards meaning low performing schools and hiring competent teachers	6/27/2023 4:52 AM
1063	Assessing the school environment	6/27/2023 3:10 AM
1064	The three most important things, are the teachers, because they have direct contact with students DAILY. Investing in and encouraging teachers will make them feel valued, respected and like their job matters. The current board and county administration does a HORRIBLE job of making sure teachers always feel supported and like their job matters. Pay is horrible. Support is lacking. And empathy is unavailable. The second thing is students. Ensuring that our students have educators, administrators, and other school personnel that not only matches their diversity, but also, that they see more county administrators and other school personnel taking a direct interest in their learning and abilities. Students should be aware of who the superintendent, asst. superintendent and school board members are. Our students and teachers, deserve so much better than what we currently have. Diversity of administration in schools, and in the county family	6/27/2023 1:53 AM
1065	Listening to students, implementing reliable and qualified instructors, paying teachers and fixing the payroll system and their morale (which affects the students)	6/27/2023 1:28 AM
1066	Make sure ALL employees are paid correctly; Special Education; diversity in ALL schools	6/27/2023 1:01 AM
1067	Remove offensive Native mascots, ensure teachers are paid and retro paid, stop stereotypes in schools.	6/27/2023 12:55 AM
1068	Attendance across all grade levels, security of all schools, and budget cutting at main office to give schools more money.	6/27/2023 12:40 AM
1069	Honest, been a teacher during a pandemic, goes to school that are on the outskirts of town (low income school)	6/27/2023 12:33 AM
1070	1. Staff development 2. Students development 3. Payroll issues	6/27/2023 12:18 AM
1071	1. Fixing payroll 2. Meeting teachers and principals and asking for ideas and suggestions to make the district better. 3. Meeting with members of the community to seek input for changes.	6/27/2023 12:15 AM
1072	1. Improvement of magnet programs (meet the stated expectations) 2. Advocate for Masters pay in state and improved working conditions. 3. Shake up of district office, prove self or move self.	6/27/2023 12:08 AM
1073	<p>Making no child left behind go away. Make students responsible for turning in their assignments on time or allowing the teacher to give them zeros. Get rid of Gaston County's policy of giving full credit to students who turn in work late because they don't want to do it. Make all children pass the EOC exam or fail just like every other county in NC does. Make kids that have LD and an IEP get graded on their grade level not the grade level they are performing on.</p> <p>[REDACTED]</p> <p>he schools need classes that prepare students for life. They need budgeting, classes to write a check. They need to learn how to fill out a application and write a resume. Theses kids are in no way prepared for life. This needs to be a top priority in the school system. Other school districts are using budget classes as a math credit. It helps. I've seen it help [REDACTED] The dress code needs to be put back in place and the respect for teachers needs to be given first place in all the schools. Non of the teachers should ever be disrespected or cursed at by a child. If they do suspend them. The third time throw them out of public education. It takes away from the education of the students who want to learn. School needs to go back to its a gift and an honor for students to be allowed to receive. Let them earn it just like we did. If everything wasn't handed to them so much they wouldn't be so bad. I look forward to seeing so hard changes.</p>	6/26/2023 11:41 PM
1074	Finance - Teacher moral - All student's achievements	6/26/2023 11:33 PM
1075	Fixing discipline within schools. Doing more to support teachers. Hold students accountable.	6/26/2023 11:30 PM

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1076	Establishing a program within the school system to educate youths on substance use disorder. Make naloxone available in schools, should an overdose occur.	6/26/2023 11:14 PM
1077	continue [REDACTED] make sure school personnel are paid on time!!! hold open sessions with parents	6/26/2023 11:14 PM
1078	Fixing the pay for all educators. Visit each school often and discuss any concerns staff may have. Have a school wide meet and greet allow parents and students to meet our new superintendent.	6/26/2023 11:08 PM
1079	1-Fix the payroll issues for staff members 2-Show appreciation of all educators/staff 3-Open the lines of communication for all stakeholders	6/26/2023 11:01 PM
1080	Safety for staff and students Bullying Safe transportation on buses	6/26/2023 10:58 PM
1081	Address past mistakes from previous decisions to pursue a reading program without solid phonics instruction before this past school year (9 years without proper phonics instruction) Also, that we have more to do and less funding- How can we meet the student's needs when funding is drastically cut and not enough paraprofessionals to give support.	6/26/2023 10:50 PM
1082	Have goals set and start to implement them immediately. Engage with as many people as possible, not just special groups.	6/26/2023 10:41 PM
1083	Listen to the issues, listen to the teachers, and listen to the parents	6/26/2023 10:32 PM
1084	Compensating teachers and support staff for what they're worth so they'll want to stay at their jobs. High visibility in all schools to students, staff, and families. Find out what each school needs and work on solutions to begin fixing them.	6/26/2023 10:21 PM
1085	Begin integration with (school board, principals, teachers and staff), Collaboratively identify opportunities within the district, and level-set expectations that align in meeting short and long-term goals for Gaston county.	6/26/2023 10:20 PM
1086	Building Trust and relationships. Understanding the budget Creating short and long term vision to share	6/26/2023 10:20 PM
1087	Solving payroll problems Competitive salaries with surrounding counties Doing what is best for students and staff not themselves.	6/26/2023 10:13 PM
1088	1. [REDACTED] hiring a finance director who can be open and honest and fix the bollocks that is the Oracle/Cherry Rd. disaster. 2. Find money for teacher supplement increases to make GCS competitive with area districts instead of being at the bottom of the barrel. 3. Find money for textbook purchases. I have been in the district 19 years and used the same book for 18 of them.	6/26/2023 10:06 PM
1089	Putting people not computers in elementary classrooms. Paying employees for missed pay due to Oracle. Focusing on all GCS schools not just the schools that help GCS maintain a state average.	6/26/2023 9:59 PM
1090	Salaries, Transparency (if teachers should give weekly/monthly/quarterly newsletters, [REDACTED], and Salaries (actually fixing them) [REDACTED] should be the next GCS Superintendent!!	6/26/2023 9:50 PM
1091	Payroll, employee morale	6/26/2023 9:49 PM
1092	Financial needs Appreciate longevity Meeting his staff	6/26/2023 9:42 PM
1093	Implementing science of reading in the district, fixing teacher paycheck issues, focus on teacher support and satisfaction.	6/26/2023 9:39 PM
1094	Getting to familiarize themselves with the schools (especially if outside candidate) Categorize immediate needs of schools and compile solutions/answers to needs Listen to employees from top to bottom of what they would like to change or what they like about the current state of the schools	6/26/2023 9:37 PM
1095	I don't feel qualified to answer this.	6/26/2023 9:35 PM
1096	Teacher pay - keep the schools running - do NOT ban books	6/26/2023 9:34 PM
1097	Funding for new schools to replace aging and overcrowded schools, raising teacher pay to compete with Charlotte, recruiting bus drivers	6/26/2023 9:17 PM

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1098	Being visible to teachers and staff and getting out into the schools to see what we are dealing with. Also we need to look at why we continue to pass students that do nothing and behaviors are horrible instead of retention. I would love to have the idea of credit recovery or Saturday school for Middle schoolers that refuse to do the work and use found language at teachers. There has got to be a way to stop this cycle. These kids are getting lower and lower and behavior worse every year. We need accountability for lack of effort or disrespect. We need programs in place that hold them accountable and are mandatory. I guarantee you implement Saturday school that is mandatory and we follow through.	6/26/2023 9:17 PM
1099	Visibility with all stakeholders, payroll issues, teacher retention	6/26/2023 9:07 PM
1100	1. Teacher retention 2. Increased supplements for teachers and coaches 3. Balancing school boundary lines	6/26/2023 9:05 PM
1101	Up keep of older schools Exceptional kids Training	6/26/2023 9:04 PM
1102	1. Getting the pay for ALL employees corrected, if it hasn't been, so that all employees are up to date on their paychecks and will NOT go through the same thing that they went through last year. 2. Checking all the results for the reading and math tests and identifying where the problems are and in which grades. 3. Have a plan in place on how to bring up scores in reading and math and put it into place immediately with the proper personnel to help implement that plan. This planning could also be done over the summer So that the plan could be implemented at the beginning of the school year.	6/26/2023 9:03 PM
1103	1. Supporting teachers/staff 2. Learning what the needs of our schools are 3. Figuring how to support kids with skills they're behind in due to COVID	6/26/2023 9:01 PM
1104	Exceptional Children's Dept/ EC services Improving staff moral & retention	6/26/2023 8:53 PM
1105	First: PAY YOUR TEACHERS AND OTHER EMPLOYEES THEIR PROPER PAY CHECKS!! Second: FIX this pathetically HORRIBLE payroll system [REDACTED] [REDACTED] Third: RAISE the PAY of ALL the teachers to retain good ones, and to bring in new teachers!	6/26/2023 8:49 PM
1106	Mentals emotions an safety	6/26/2023 8:48 PM
1107	Teacher's, Pay and current upper management	6/26/2023 8:43 PM
1108	Getting to know the Board Getting to know the students/staff Getting to know the community	6/26/2023 8:43 PM
1109	1. School safety, 2. Teacher resources and support, 3. Address teacher turnover specifically in magnet programs.	6/26/2023 8:42 PM
1110	Payroll, teacher support, staff support	6/26/2023 8:39 PM
1111	Fix the payroll issues. I can't believe teachers still are dealing with this. Find ways to keep good teachers. So many are leaving the district for other places. A stronger focus on actual learning in the classrooms and not putting kids on Chromebook's.	6/26/2023 8:38 PM
1112	1. Reviewing past year(s) and current policies, produces, curriculum, etc and see areas of potential improvement. 2. Seek out staff, parents and students to listen for ways they feel there is needs of support or change. 3. Communicate effectively prior to making any changes.	6/26/2023 8:36 PM
1113	1. Building relationships with teachers, students, families 2. Getting to know the community and students served. 3. A listening ear	6/26/2023 8:33 PM
1114	School safety, understanding of diversity, teacher retention	6/26/2023 8:31 PM
1115	Keeping teachers!!	6/26/2023 8:30 PM
1116	1 Redraw the attendance lines so they are based on common sense and community based. Along with that the middle school feeder issues, some of these kids don't even know where they are going to high school. They have to travel too far and we clearly can't bus them appropriately. 2. Teacher pay/ turnover. Teachers are leaving and principals bounce around and now the kids are moving around it's chaos ! We need stability in our buildings and starts by paying our teachers. Go to the public and ask for a teacher stipend increase so you can compete 3. The facilities. We have spent millions on lights , electronic signs and improving the front "look" of schools but the ceilings and floors and walls are crumbling. The athletic facilities are neglected relying on boosters in rich areas and the broken backs of loyal coaches in other areas.	6/26/2023 8:23 PM

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1117	Payroll, Low performing schools, school needs	6/26/2023 8:18 PM
1118	Ensuring teachers are being paid and enhancing their pay if possible, ensuring yachting positions are staffed with qualified teachers and getting out to schools to assess the current situation - meet with principals for feedback	6/26/2023 8:18 PM
1119	Students needs and teachers and staff needs and look for way to improve our schools	6/26/2023 8:15 PM
1120	Teachers, kids, and education, parent involvement	6/26/2023 8:14 PM
1121	1. Conduct interviews with students/teachers/parents to determine needs learn by listening. 2. Ask questions/discussions with community leaders. 3. Develop a plan to improve student performance.	6/26/2023 8:13 PM
1122	Higher expectations for students	6/26/2023 8:12 PM
1123	Visible. Go to each school and introduce them selves and communicate with staff Transparent	6/26/2023 8:11 PM
1124	Repairing the financial situation with employees Helping teachers and staff feel valued. Promoting an atmosphere that will motive teachers to remain in the county.	6/26/2023 8:07 PM
1125	They should make their presence known to not only the staff, but to the community. Clear goals explained in place. Identify the strengths and weaknesses to be improved within the district.	6/26/2023 8:04 PM
1126	Teacher pay Education Safety	6/26/2023 8:02 PM
1127	Becoming familiar with School community. Becoming aware of school concerns. Encourage unity among upper level management and school staff.	6/26/2023 8:02 PM
1128	Stop passing the buck ...	6/26/2023 8:01 PM
1129	Listening, learning, meeting students and staff.	6/26/2023 8:01 PM
1130	Getting the district finances in a better situation, think of a plan to get teachers and support staff to stay with the district, and working with the community to build a better relationship among school and community	6/26/2023 8:01 PM
1131	1: Making sure that the everyone that works for the school system is paid is right. 2: that he or she listens to what the employee's need before making any decisions. 3: listen to everyone and understand what is going on with staff and students.	6/26/2023 8:00 PM
1132	Assessment of the current conditions, decide what areas need improvement/refocusing, create a preliminary plan of the new agenda.	6/26/2023 7:59 PM
1133	Fixing the financial errors from [REDACTED] meeting with administrators and teachers, transparency with families/students.	6/26/2023 7:56 PM
1134	Schools and getting to know the teachers and staff from the school	6/26/2023 7:54 PM
1135	1) Make all GCS employees WHOLE again regarding payroll - all facets of an employee's pay. 2) Full transparency [REDACTED] and what kind of communication will be given to employees moving forward. 3) [REDACTED]	6/26/2023 7:53 PM
1136	Enhancing curriculum Post high school educational path's Safety/security	6/26/2023 7:51 PM
1137	Getting to know the staff and students and the needs of each school	6/26/2023 7:50 PM
1138	1.)Oracle issues ! This has been ongoing for over 1 year it's times to get this settled . 2.)Safety of the school 3.)extra protection when outsiders enter the building (getting wand , metal detectors in all schools and used on a daily bases !!	6/26/2023 7:49 PM
1139	Helping teachers with resources they need to be successful, helping students and parents with resources to help them succeed and learning our school system and the schools with the most needs.	6/26/2023 7:48 PM
1140	GETTING OUR TEACHERS PAID GETTING OUR TEACHERS PAID GETTING OUR TEACHERS PAID	6/26/2023 7:46 PM

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1141	Being available for students, parents, staff and faculty. Making sure students are getting the help they need. Making sure students are safe.	6/26/2023 7:46 PM
1142	Working relatively close with the children and staff to ensure that he is working towards addressing all needs.	6/26/2023 7:44 PM
1143	Making sure schools are good Students Parents The teachers	6/26/2023 7:41 PM
1144	Figuring out how to support our schools and programs that are understaffed Ensuring schools have appropriate and adequate resources and staff Promoting district wide learning initiatives and opportunities for staff and students	6/26/2023 7:40 PM
1145	Na	6/26/2023 7:30 PM
1146	Curriculum, helping all students succeed, math skills for kids falling behind	6/26/2023 7:21 PM
1147	Student success but not at all costs. Fundamental learning methods that reach all students. Not just the ones with special needs and regardless of the demographics. Focus on teaching students the basic subjects not subjects of gender or equality. Trust in the students as a whole rather than the few who dictate changes and rules because of their choices.	6/26/2023 7:20 PM
1148	Working with building communication with the whole school district and working with the payroll department getting everyone money right.	6/26/2023 7:19 PM
1149	1) Stronger cooperation with school choice options 2) school building repairs 3) private sponsorships for athletics	6/26/2023 7:17 PM
1150	Getting to know the schools and children who encompass Gaston county. Seeking, finding the faults within the school system and trying to implement ways to fix them. School start at 8 am, more bus drivers. Better pay for teachers	6/26/2023 7:15 PM
1151	Staff retention, over crowding, wasteful spending	6/26/2023 7:15 PM
1152	Teacher/principal support, getting resources to schools, and attracting new employees	6/26/2023 7:14 PM
1153	Employee pay, conduct of students, integrity of student performance.	6/26/2023 7:11 PM
1154	Students, teachers, and support staff	6/26/2023 7:07 PM
1155	Continue to focus on teaching students and not entertain the cultural agenda.	6/26/2023 7:07 PM
1156	Focus on straightening out the mess that GCS has been experiencing. (2) Drawing teachers back to GCS while keeping the ones here happy as well. (3) Show appreciation to the teachers who have been loyal to GCS.	6/26/2023 7:06 PM
1157	Ensure employees are paid appropriately and timely. Actively listen to front line employees. Hire competent staff to alleviate staff shortages therefore ensuring the children's needs are taken care of.	6/26/2023 7:05 PM
1158	Our stupid curriculum!!! How about let a teacher teach instead of teaching a useless test all year. A test that's just for the purpose of the state! EOG's mean nothing to the kids they are being used for grants and money and it's really sad	6/26/2023 7:04 PM
1159	Student behavior, administrative management skills, cleanliness in schools	6/26/2023 7:03 PM
1160	Student discipline. Team building. Fixing the problems with Oracle.	6/26/2023 7:01 PM
1161	Inclusion, teachers, all staff	6/26/2023 7:00 PM
1162	Developing Trust Getting to know his/her staff Achievement Attendance	6/26/2023 7:00 PM
1163	Diversity of the principals, assistant principals, teachers and counselors - should reflect the diversity in the community.	6/26/2023 7:00 PM
1164	Leadership of staff Bonds and school assignment Curriculum and Instruction	6/26/2023 6:59 PM
1165	Team Building with School Board, Teachers and Parents Identifying goals and objectives for the School System. Interaction with Teachers and School staffs.	6/26/2023 6:56 PM
1166	Doing what is best for the staff and students, getting to know their role and being kind.	6/26/2023 6:54 PM
1167	At the elementary level it is imperative that we make sure that the science of reading is not	6/26/2023 6:54 PM

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ignored. For too long we have not taught our children phonemic awareness and phonics, which is why we have students in middle and high school that are reading below grade level. We need a superintendent who understands and prioritizes the science of reading implementation. We can come out of low performing status if we use a real systematic, explicit approach to teaching children how to read, even in our lowest performing schools. We must make sure that happens in K-3.

1168	Teacher responsibility and ability to teach to different types of students. One way or no way is not a popular concept.	6/26/2023 6:53 PM
1169	The needs of our current staff and support personnel. How to make staff feel appreciated.	6/26/2023 6:53 PM
1170	1. Listen 2. Fix teacher payroll problems 3. Listen	6/26/2023 6:52 PM
1171	Communication, finance, observation	6/26/2023 6:52 PM
1172	1. Curriculum review to assist the students with meeting district goals. 2. Working on ensuring schools are adequately staffed to assist with learning requirements 3. Understanding areas of improvement and draft a plan to conquer	6/26/2023 6:52 PM
1173	Making themselves visible in the schools, not just with principals and administrators, but with all school staff/ school families.	6/26/2023 6:52 PM
1174	1.Improving athletic facilities in GCS to make the school district more competitive 2. Increase teacher retention 3. Getting to know the school district teachers and staff and all schools	6/26/2023 6:50 PM
1175	Teacher retention/satisfaction, fulfilling needs of lower income schools, fill missing gaps in staffing	6/26/2023 6:43 PM
1176	Safety upgrades, Oracle pay issues, morale	6/26/2023 6:42 PM
1177	Pay system Balance districts Teacher needs	6/26/2023 6:42 PM
1178	Payroll issues Teacher shortages Reducing any wasteful spending	6/26/2023 6:41 PM
1179	Students Staff Getting to know the district	6/26/2023 6:37 PM
1180	Making teachers and staff feel equipped, make students feel cared for, help improve overall holistic learning	6/26/2023 6:36 PM
1181	Touring the schools. Getting an effective team. Getting a handle on discipline.	6/26/2023 6:36 PM
1182	Stop pushing standardized testing down the throats of students. The pressure that is pressed upon these children regarding EOG's is ridiculous.	6/26/2023 6:32 PM
1183	Reevaluate the grading system and if it is benefitting the students. Set strict disciplinary policies ie: how many times should a student be allowed to be suspended before they are expelled? Are the administrators giving consequences in a timely matter? Physical condition of schools - children learn better in a place they want to be and can be proud of - many of the schools need renovations.	6/26/2023 6:29 PM
1184	Getting more teachers for the EC classes! Letting the EC students have a chance to learn just as everyone else..	6/26/2023 6:28 PM
1185	Finances- staff pay and a budget Discipline- allow students to receive consequences for actions and not sweep under the rug Leadership- have less county office personnel who do little and spend the money on teachers, TAs, etc	6/26/2023 6:28 PM
1186	School moral of ALL students. Academic and parents	6/26/2023 6:27 PM
1187	Address careless issues with payroll. Teacher pay (advocate) Make self known to school and address issues teachers may have.	6/26/2023 6:26 PM
1188	Administration support of teachers and staff. The failure of the new payroll system and the lies/coverup. Critical staff shortage.	6/26/2023 6:26 PM
1189	Discipline Retaining teachers More teachers in EVERY school	6/26/2023 6:25 PM
1190	Curriculum relevance, teacher support, financial reassurance for teachers	6/26/2023 6:23 PM
1191	Financial issues with the staff Getting to know staff Inconsistencies with the staffs checks	6/26/2023 6:22 PM

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1192	1.Listen to teachers and schools to see what areas need to be improved on and make themselves visible to GCS employees. 2. From what teachers and schools share, decide what areas need to be focused and worked on first. 3. Work on building morale and not worrying about test scores. There is more to education than test scores. I know this might be an issue with the state but if other things are not changed first the test scores will not improve.	6/26/2023 6:19 PM
1193	Listening, Listening & Listening	6/26/2023 6:18 PM
1194	1. Appropriate curriculum and syllabus for appropriate ages in place. 2. Teachers understand educational expectations and boundaries with students. 3. Necessary resources are available to meet expected goals for the year.	6/26/2023 6:18 PM
1195	Fair treatment of employees, change, and fix oracle	6/26/2023 6:10 PM
1196	Meeting staff, listening to concerns, focusing on the needs of the schools	6/26/2023 6:07 PM
1197	Teacher shortage Teacher salaries Students' need	6/26/2023 6:07 PM
1198	Supporting teachers and not the latest curriculum trend. Teachers know best how to teach. Get rid of iReady Love all kids but do not incorporate LGBTQ+ in their education, especially at such young ages	6/26/2023 6:07 PM
1199	1.Getting the pay debacle sorted out and communicated to all employees and the community. 2. Ensuring students have the curriculum materials necessary for success; no more teachers needing to make copies of student books (what a waste of time and effort) 3. Being visible to the staff and getting around to meet with all schools	6/26/2023 6:06 PM
1200	Teachers being paid correctly, loss of staff (especially EC staff) and teacher retention	6/26/2023 6:02 PM
1201	Know county goals, visit schools	6/26/2023 5:58 PM
1202	Student misbehavior Student misbehavior! Student misbehavior!!!	6/26/2023 5:57 PM
1203	Focus on students achievement	6/26/2023 5:56 PM
1204	Getting to know his district strange and weakness and know how to make it better for the school that he is saving.	6/26/2023 5:47 PM
1205	Student needs Teachers needs Mental health	6/26/2023 5:46 PM
1206	Teacher support Student success Parental engagement	6/26/2023 5:44 PM
1207	A focus on strengthening the reading skills of all students, making sure the teachers are trained in the multiple learning styles, focus on making sure "All"children receive a quality education.	6/26/2023 5:43 PM
1208	Oracle issues, Improving Student Attendance and Staff Morale	6/26/2023 5:42 PM
1209	His/Her TEACHERS..... they are short staffed, not getting paid, put in danger every day.	6/26/2023 5:41 PM
1210	Building relationships, continuing building a cohesive school system	6/26/2023 5:39 PM
1211	Bringing back the focus on RIGOR, RELEVANCE and RELATIONSHIPS. focus and keeping staff and faculty supported which will, in turn , keep students happy, and encourage ACCOUNTABILITY FROM ALL (central office, parents, teachers, students, administrators)	6/26/2023 5:38 PM
1212	Visiting schools, talking to stakeholders, getting acquainted with our district needs	6/26/2023 5:37 PM
1213	Communication, evaluation, commitment	6/26/2023 5:37 PM
1214	1. Resolve the teacher pay issue. It is unacceptable that we have had this issue going on for as long as it's been and still have the expectations for teachers to come in and do their jobs when others in administration and elsewhere are being paid. How does that show value to the ones who ensure the students are taught and the learning environment continues. 2. Understanding the budget and ensuring equitable resources are available for all schools and problem areas within schools are addressed appropriately. Making sure funding is allocated appropriately and holding schools accountable for using those resources appropriately 3.Getting to know staff, understanding the needs, and working with leadership to develop strategies and plans to address those needs. He/She needs to do listening tours.	6/26/2023 5:35 PM
1215	1. Fixing teacher pay 2. Advocating for better pay and benefits to recruit new teachers. 3. Learn about the diverse needs of schools across the county, with an emphasis on schools in	6/26/2023 5:34 PM

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poor and rural areas.

1216	The kids the staff over all the school	6/26/2023 5:29 PM
1217	Student behavior/accountability Parental Accountability County Expectations	6/26/2023 5:27 PM
1218	Making sure the teachers and staff have everything they would need to get the students off the ground running toward their goals.	6/26/2023 5:27 PM
1219	1.Fixing payroll issues for the teachers 2.Meeting with the community to set vision 3.Recruiting teachers and staff	6/26/2023 5:24 PM
1220	Listening to teachers and admin, listening to parents, visiting all the schools	6/26/2023 5:20 PM
1221	Teacher and support staff pay/any outstanding payroll issues should be first and foremost. Secondly, class size and classroom needs being met. A kindergarten class with 24 students but only supplies/tables/etc for 18 students is almost impossible to teach successfully. Third, staff shortage. If the other 2 items are addressed, the third would be easier to fix. Teachers are leaving GCS due to the first two issues. We need to make GCS a good place to work for again.	6/26/2023 5:19 PM
1222	Fixing the Oracle debacle with transparency, work on teacher retention, and work on teacher recruitment	6/26/2023 5:16 PM
1223	Meeting teachers Learning the unique needs of each school	6/26/2023 5:15 PM
1224	Finding great teachers Retaining great teachers Removing disruptive students	6/26/2023 5:13 PM
1225	Making sure the payroll situation is fixed, meeting with current employees at all levels, and finding ways to recruit and retain good faculty. And if they mention the words "woke" or "CRT" in any context like "we gotta get that CRT out of schools" in their interviews, you shouldn't hire them.	6/26/2023 5:12 PM
1226	Fixing the payroll mess permanently; building teacher and staff up, learning the challenges of the system and community	6/26/2023 5:10 PM
1227	Payroll, staff loyalty, getting to know Gaston County	6/26/2023 5:10 PM
1228	Pay for staff, we shouldn't be making property standards and have open commutation and students success	6/26/2023 5:10 PM
1229	Diversity, inclusivity and making up for learning lost during the pandemic	6/26/2023 5:05 PM
1230	In Gaston County 1. Make sure employees are paid correctly 2. Have a meeting where each school is represented by at least one teacher 3. Talk to parents about how they can be a productive part of their child's education.	6/26/2023 5:05 PM
1231	Getting to know the district leadership teams, schools, and administrative staff. They should also be familiar with budget and have a clear idea of goals for the district.	6/26/2023 5:04 PM
1232	They should spend time with the interim superintendent to learn the state of our district. (strengths and weaknesses) Begin building community relationships. Meeting and greet with stakeholders. (Closer to the end of the 100days)	6/26/2023 5:03 PM
1233	Fixing the financial issues for the teachers and staff. Looking at the school district zones.	6/26/2023 5:01 PM
1234	Fixing the problems with teacher pay. Filling vacant positions. Beginning to craft a plan to increase test scores and proficiency.	6/26/2023 4:59 PM
1235	Employee morale, organization and goal setting	6/26/2023 4:58 PM
1236	Creating a school system focused on students and educators Weeding out administration that is not student focused Get rid of the system that only supports specific students and parents	6/26/2023 4:57 PM
1237	Sharing vision with school community Visiting schools Input from stakeholders	6/26/2023 4:57 PM
1238	Don't know	6/26/2023 4:56 PM
1239	This person's 1st 100 days are going to be unique in that he/she will be hired in January...mid school year. The new superintendent should focus on 1 - finding ways to restore confidence in GCS (Oracle has hurt us... no matter who's to blame, it has) AND private/home/charter schools continue to chip away at our student populations b/c there's perceived weakness &	6/26/2023 4:56 PM

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misdirection, 2 - establishing a clear vision for the next school year (there are LOTS of GCS staff wondering what the heck is going on right now), 3 - meeting the schools and school staff he/she will be charged with leading.

1240	Teacher pay Leadership Equitable	6/26/2023 4:55 PM
1241	Getting kids to grade level Support good teachers Treat all schools equally	6/26/2023 4:55 PM
1242	How to hire and keep teachers, what schools need to be built to deal with overcrowding, expanding early college programs.	6/26/2023 4:54 PM
1243	Gaining teacher/staff trust Asses student performance Build relationship with community	6/26/2023 4:53 PM
1244	Getting the payroll/finance department straightened out so employees can be compensated for the work they do. Fix the mess in upper management. Less chiefs and more Indians!!!	6/26/2023 4:53 PM
1245	Becoming familiar with our school system, visiting the schools, talking to the staff	6/26/2023 4:53 PM
1246	Learning what works and does not work Advocate for smaller class sizes for teachers. Ensure funding is there to take care of teachers.	6/26/2023 4:53 PM
1247	1. Ensure all pay issues are corrected. 2. Reallocation of resources from the bloated central offices back to the school level. 3. Complete overhaul of upper level administration.	6/26/2023 4:51 PM
1248	Teacher support, teacher retention, space solutions (not enough classrooms/mobile units)	6/26/2023 4:51 PM
1249	Teacher morale, pay problem, curriculum	6/26/2023 4:50 PM
1250	Sorting out payroll/Oracle, listening to people and learning about the office and district, finding some talented people to bring on board his/her administration	6/26/2023 4:48 PM
1251	Making sure payroll for staff is correct as the problems we faced of teachers not being paid Adequate staffing	6/26/2023 4:46 PM
1252	1. LESS SCREEN TIME for students!!! They are all overstimulated by screens, and it's impacting the way their brains are forming and functioning! It needs to be curbed, SIGNIFICANTLY! The students need socialization, more reading actual books (that aren't filled with over-sexualized language or concepts that only serve to distract them and pull their focus away from their academics) and collaborative learning! They need teachers who don't yell or demoralize them and more teachers who understand developing brains. Students NEED to exercise their critical thinking skills...and be extended the grace to do so...and exercise their bodies! 2. The new superintendent should focus on maintaining the excellent school choice plan [REDACTED] To quote the southern euphemism, "If it ain't broke don't fix it!" [REDACTED] one caveat: that AI (Artificial Intelligence and ChatGPT are thoroughly understood by teachers/staff responsible for teaching curriculum that will be impacted by those tools, so students are equipped to pivot and use them to enhance their chosen career fields rather than running the risk of their educations becoming obsolete by robots and automation.) 3. NOT implementing CRT or DEI programs within our schools!!!! CHILDREN AND ADOLESCENTS DON'T *NEED* THIS! It isn't the job of the schools to teach our children about fundamental morals parents teach at home. PERIOD! ONE SIZE DOES NOT FIT ALL!!! Leave the adolescents the heck alone about things they don't understand, anyway! Stop calling attention to skin color and gender identity! It's a waste of time, taxpayer dollars and teachers shouldn't be framing an understanding of these things FOR SOMEONE ELSE'S CHILDREN! Stop opening Pandora's box for kids...it's CREEPY and a lot like a "groomer"!	6/26/2023 4:46 PM
1253	Surrounding him/her with front office that has the same values as him/her. Making sure the teachers are being taken care of first and foremost. Without them there is no education. Making sure all employees are on the same page and eliminating out the employees' causing problems or not willing to work as a team no matter their tenure.	6/26/2023 4:45 PM
1254	Traveling to see the schools, introducing him to the different departments, learning the culture	6/26/2023 4:45 PM
1255	Raising pay for support staff Change the mind set of that is the way we have done it for the last 50 years. That mind set is not working. Switching to a 4 day school week. Other systems have converted to this and seems to be working.	6/26/2023 4:45 PM
1256	1. Public speaking for the GCS Board of Education they are embarrassing when the board meetings are public. 2. State the focus to retain veteran teachers as they are the ones that greatly assist the new teachers. No one wants the apprentice plumber working on your house.	6/26/2023 4:44 PM

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Do you want a veteran who has 20 years of experience in the industry? Why would we want anything less for our students in this county? 3. Visit the choice schools to see if they are upholding the goals and views of the magnet program in which they are advertising.

1257	Meeting staff, children and community leaders	6/26/2023 4:43 PM
1258	Students, staff, and parents	6/26/2023 4:42 PM
1259	Learning what Gaston County schools, are and are not. Meeting staff, parents and children Understanding what the current goals and direction the district is going in.	6/26/2023 4:41 PM
1260	Oracle problems, understaffing of EC teachers and TA, providing a strong statement of intent as to where he wants the schools to grow and work on.	6/26/2023 4:41 PM
1261	Students teachers and staff	6/26/2023 4:36 PM
1262	Sharing his vision with stakeholders. Getting to know his staff and being seen in the schools. Hiring in key missing county level personnel	6/26/2023 4:36 PM
1263	Rebuilding trust with teachers and staff, clear messaging around vision and path for student success, clear communication of central themes... we as a county need to focus on central educational needs and less on leftist or rightist political agendas	6/26/2023 4:35 PM
1264	Better working conditions for teachers, better pay and incentives for teachers, and the safety of teachers	6/26/2023 4:35 PM
1265	Pay/benefits Curriculum	6/26/2023 4:34 PM
1266	Teacher vacancies, getting to know school administrators, and working with school board	6/26/2023 4:33 PM
1267	1. Teacher retention 2. Student growth and performance 3. Funding of programs	6/26/2023 4:30 PM
1268	Behavior Retention of teachers	6/26/2023 4:29 PM
1269	Communication Communication Community communication	6/26/2023 4:29 PM
1270	1. Building and repairing the connection the district has with its teachers, staff, and parents. 2. Hire and retain a competitive work force again. 3. Address and find real solutions to better address communication within its schools.	6/26/2023 4:29 PM
1271	Transparency on payroll problems Educating staff on new paychecks and how to read Establish a process to have each employee's pay records audited and reviewed with employees.	6/26/2023 4:29 PM
1272	Give the power back to the principals. Each school is like it's own community and the principals should absolutely know what is best for their community, not a superintendent sitting miles away. Fight to make salary's higher for teachers so the can be paid their worth while teaching our children. The morale of teachers is at an all time low, whether they will admit it our not. Some type of quality control measure should be in place for high school counselors to make sure every child has the same opportunities.	6/26/2023 4:29 PM
1273	Getting pay right, introducing self to staff and students, and addressing goals for the county.	6/26/2023 4:28 PM
1274	Listening tour- schools, principals, teachers, parents, community Learning our community Start working with an executive coach	6/26/2023 4:28 PM
1275	Introduce See what is working and not Start new plan	6/26/2023 4:27 PM
1276	Fixing any existing problems. Payroll problems some are having. Definitely our children.	6/26/2023 4:27 PM
1277	Dedication Respect to teachers, staff, bus drivers, janitorial staff, and assistants. sub teachers more pay	6/26/2023 4:26 PM
1278	1) Talk with schools staff and LISTEN! 2) Fix or change Oracle. 3) Try to fill open teacher positions.	6/26/2023 4:26 PM
1279	Fix the backlogged payroll problems. Ensure that all schools have adequate teaching staff. Create a quarterly survey for teachers about their school's working/learning conditions and concerns. Do this for families and caregivers of students as well.	6/26/2023 4:24 PM
1280	Students	6/26/2023 4:24 PM

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1281	Get to know the communities that makeup Gaston County. Gather feedback from parents, teachers and school leaders. Loved the Community Meetings that took place [REDACTED] [REDACTED]	6/26/2023 4:23 PM
1282	Visiting the schools, understanding the community, and seek input from stakeholders	6/26/2023 4:22 PM
1283	Fix the payroll issues in the county. Restore Gaston County as a community that is welcoming to new teachers and transfers. Supports improving school facilities and teacher pay.	6/26/2023 4:22 PM
1284	Adequate staff!	6/26/2023 4:22 PM
1285	Having people in the right positions. Many are in roles that they are not successful at, are not doing what is best for children, or do not understand the people they are leading. Leaders are not granted, they are grown. Not, necessary homegrown because it is time. Grown through development and preparation, never losing their North Star - children.	6/26/2023 4:22 PM
1286	Analyze the situation, cultivate relationship with school board, get finances as transparent as possible	6/26/2023 4:21 PM
1287	Getting students above grade level in academia, better lunches so students aren't starving because the food served is not adequate, parent involvement. Don't make parents feel like they are criminals when they come to the school to get their kids because they aren't allowed in the office.	6/26/2023 4:19 PM
1288	Getting to know teachers, staff, board members, etc Making sure all schools are ready and prepared for the school year	6/26/2023 4:18 PM
1289	Staff Morale Student & Staff Safety Enrollment numbers p	6/26/2023 4:18 PM
1290	Reaffirming a commitment to all Gaston County employees, testing scores for schools and how to improve them, reevaluate district lines due to new homes and apartments being built everywhere.	6/26/2023 4:17 PM
1291	Supporting staff so they want to stay Get student behavior in control Make sure teacher issues are addressed and fixed	6/26/2023 4:16 PM
1292	The state of our school, ensuring teachers are paid timely, ensuring classroom are staffed	6/26/2023 4:15 PM
1293	Building strong relationships with parents. Focus on putting students first above politics, support teachers and other school staff as it relates to ensuring our children get a great education.	6/26/2023 4:15 PM
1294	Oracle payroll issues Teacher Supplies Unlimited copying for teachers or give the students books.	6/26/2023 4:15 PM
1295	Curriculum that aligns with the state standards Teacher support Incentives for student growth/reaching their academic goals (rewarding students)	6/26/2023 4:15 PM
1296	Knowledge of the county, meeting school leaders, sharing vision for future	6/26/2023 4:14 PM
1297	Listening to teachers and staff, Understanding the state of affairs, Setting near term achievable goals to address pain points	6/26/2023 4:14 PM
1298	Ways to save money by looking at management positions..have way too many positions that are not necessary. Too many people have too much time on their hands.	6/26/2023 4:13 PM
1299	supporting teachers and school administrators	6/26/2023 4:13 PM
1300	1.). Be open to listening to others/ COMMUNICATE 2.). Make decisions based on the DATA acquired and be sure you are using the guiding along with the Mission and Vision of GC. 3.). THINK OUTSIDE THE BOX and allow other to do the same.	6/26/2023 4:13 PM
1301	Moving away from Oracle, Researching the damage Oracle has created, reassuring the Staff that it will be corrected.	6/26/2023 4:13 PM
1302	Support of staff and teachers Curriculum Getting to learn what are the most important pressing issues parents and teachers are voicing	6/26/2023 4:12 PM
1303	Getting to know the schools they are representing and the challenges they face.	6/26/2023 4:12 PM
1304	Employee appreciation across the district each school and each department. Transparent with goals and direction Employee retention -- not just teachers	6/26/2023 4:12 PM

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1305	The issues with oracle, loss of staff, loss of morale	6/26/2023 4:10 PM
1306	1. The students. 2. The students. 3. The students.	6/26/2023 4:10 PM
1307	Teacher support, curriculum development, push for older school building to receive repairs and improvements	6/26/2023 4:10 PM
1308	Being there for family needs and supporting the the community and the children and for the people	6/26/2023 4:09 PM
1309	1. Teacher/Staff Retention. 2. Modernizing the workplace (Teachers should be able to work from home on optional workdays if they choose to do so. Central Office staff should have flexibility in the summer to work from home especially when tasks can be done via computer. How can we be expected to modernize classroom when we haven't experienced this ourselves? 3. Competitive local supplement for all staff (and central office staff raise). compared with CMS and other surrounding counties.	6/26/2023 4:09 PM
1310	Teacher and Staff Support, understanding diverse needs of students, relationships among the community and all members involved.	6/26/2023 4:08 PM
1311	Talking to school admin, teachers and staff, find out their needs. Working together to create a great school system that works and pay on time for commitments made by all Working with educators to create a better learning environment for kids who want to learn and help (classrooms) for those with learning issues causing disruptions.	6/26/2023 4:08 PM
1312	Test scores, teacher growth retention, being accessible and transparent to parents and students.	6/26/2023 4:06 PM
1313	-Increase in teacher salary to be competitive with CMS and Clover. A flood of teachers leave Gaston for better paying counties close by. - Gun safety actions - Cell phone use bans during school hours (look at the research from other larger counties) - Increase support for Special Ed and AIG programs - Make sure the teachers are paid correctly (and more) after all the problems last year.	6/26/2023 4:02 PM
1314	1. Getting to know the community 2. Getting to know the leadership styles of principals 3. Reviewing each school's data and the district's strategic plan	6/26/2023 4:01 PM
1315	Fixing pay/retirement of teachers with Oracle Mental Health of teachers ..especially veterans. Do not put demands if "new curriculum " over daily needs of teachers/students	6/26/2023 4:00 PM
1316	This question was a good way to kill the response rate of your survey. I suspect most people closed it right here. Unfortunately, I don't have a good answer here, certainly not 3 of them. He or she should focus most on listening and asking lots of questions of everyone around that are in leadership roles, as well as large numbers of teachers.	6/26/2023 4:00 PM
1317	Implementing a successful database management system and replacing the current one we have now. Fair pay and raises across the board, and not just in certain departments. Rectify the payroll issues, accumulation of days, etc.	6/26/2023 4:00 PM
1318	Getting to know his teaching staff at all levels. Getting to know the community. Getting to know the diversity in his/her schools.	6/26/2023 3:58 PM
1319	Meet and talk with teachers and students.	6/26/2023 3:58 PM
1320	Taking care of the needs of teachers, fix the financial issues, repairs to older schools.	6/26/2023 3:57 PM
1321	Mental health Curriculum Attendance	6/26/2023 3:56 PM
1322	Curriculum, Stop end of grade testing, teachers pay	6/26/2023 3:56 PM
1323	More diverse offerings - dual language immersion schools like other counties in this region Teacher/parent visibility	6/26/2023 3:53 PM
1324	Curriculums, scores on testing	6/26/2023 3:53 PM
1325	Rebuilding rapport with current staff. Making certain ALL financial issues are resolved. Recruit quality candidates to fill vacancies.	6/26/2023 3:53 PM
1326	Evaluation of Board and their vision Listening to teachers about curriculum, student behavior needs Salaries for teachers	6/26/2023 3:53 PM

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1327	Getting teachers better pay because they are the lifeline for our children's future. No teacher should be struggling or waiting on a paycheck! These teachers would stay and I believe it would be more effective to give them better pay! Make sure the schools all have enough classrooms. There are several schools with ONE pre-school class and more people are trying to get their children in but can't! They need to provide these classrooms as well as special education classrooms in more schools! Children with autism and other disabilities matter, they should not have to go OUT OF DISTRICT to get their needs met! [REDACTED] [REDACTED] Give these kids a break! Extend school morning drop off in some schools such as Stanley NC to 8am so parents are rushing and so kids aren't just being rushed out of the car and into the building. Growing communities means growing traffic! Give people time and help them as many are working parents trying to provide for their families just as teachers and even the Superintendent!	6/26/2023 3:53 PM
1328	Child safety, education programs (aig & gems), teacher development	6/26/2023 3:52 PM
1329	Fix the Oracle debacle.	6/26/2023 3:51 PM
1330	Understanding that children do not all learn the same way. Some need hands on experience, visual learners, while others just need to hear it. Smaller groups develop better learning experiences. More communication provides the opportunity for ideas in problem areas in learning environments.	6/26/2023 3:51 PM
1331	Teacher pay increases Productivity Overall students	6/26/2023 3:51 PM
1332	School scores	6/26/2023 3:50 PM
1333	Communicating with all Principles/Staff at all schools. Speak about all students being treated equally and when parents have real concerns speak up and help when it comes to child's education. Have backup help and resources that will help students be more successful through the school year.	6/26/2023 3:50 PM
1334	Quality of education teachers who teach not use class for agendas, making sure school principles are right for their school	6/26/2023 3:50 PM
1335	1. Making sure all staff and teachers are paid in good time. 2. Implementing new safety precautions for schools. (ie. Bullet proof windows and doors) 3. Proper funding for low income schools and advocacy for the students and staff.	6/26/2023 3:50 PM
1336	Money-issues Leadership Support (principals and Vice principals) Student learning	6/26/2023 3:49 PM
1337	1. Safety 2. Ensuring employees get paid. 3 Staff retention	6/26/2023 3:48 PM
1338	Make Gaston Co. Schools Great Again Resolve payroll issues Restructure	6/26/2023 3:48 PM
1339	Getting the moral back for our teachers, meeting them listening to their concerns. Have a parent form and listen to the concerns of the parents and how they feel about things going on. Make sure all schools are doing the same. Some will allow parents in while others keep doors locked and treat the parents as if they have no business being in the school or even coming into the school	6/26/2023 3:48 PM
1340	Employee payroll, teacher/staff morale, team building	6/26/2023 3:47 PM
1341	payroll problems, staff shortages, student behavior	6/26/2023 3:46 PM
1342	1. How to get more support for teachers 2. Analyze student achievement and financial status 3. Learn community expectations	6/26/2023 3:46 PM
1343	Get to know schools! Talk to teachers and administrators! Let all know his or her goals for the district!	6/26/2023 3:45 PM
1344	Making sure employees are compensated correctly Rebuilding relationships with employees Looking at curriculum issues to be able to grow students	6/26/2023 3:44 PM
1345	Diversity Funding for all schools instead of just certain areas (need new schools in Mt Holly) Hire and pay Science and Math teachers	6/26/2023 3:44 PM
1346	1. Making sure payrolls issues are fixed 2. Getting to know the employees and children 3. Listening to staff, children, parents with concerns and addressing them over time	6/26/2023 3:43 PM
1347	1) Student Discipline 2) Teacher Pay 3) Teacher evaluation process	6/26/2023 3:43 PM

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1348	Communication, applying actions to reality and building relationships with teacher, parents and students	6/26/2023 3:42 PM
1349	Building a bond with staff of all schools in Gaston county, listening to staff and parents of their needs/concerns, meeting the students	6/26/2023 3:42 PM
1350	Helping students catch up on delays from COVID. Addressing the negative presence of effects of devices brought to school by kids including cell phones. Communicating with parents the direction our school district is going in terms of the social issues being faced.	6/26/2023 3:42 PM
1351	Addressing the severe staffing shortages in schools. Increasing pay for all staff including support staff and substitutes. Looking at student growth rather than proficiency in making decisions.	6/26/2023 3:42 PM
1352	Focus more on education and less on testing	6/26/2023 3:41 PM
1353	Focus on teacher support Focus on the children's needs Focus on mental health of everyone	6/26/2023 3:41 PM
1354	Payroll, payroll, payroll.	6/26/2023 3:41 PM
1355	Ensure adequate staff. Ensure adequate resources. Establish safety and student/parent/ and administrators adherence to policies and procedures!	6/26/2023 3:41 PM
1356	Visiting schools, meeting with feeder area parents, setting vision for administrators.	6/26/2023 3:41 PM
1357	Advocate for the teachers, their workloads and the types of students they work with. Curriculum doesn't fit in the amount of hours teachers have with classes, because time doesn't include Connections, clubs, megawords, small groups and everything else that gets added into a week of teaching. Stop relying on Chromebooks so much. Chromebook equals games for kids.	6/26/2023 3:41 PM
1358	Educational deficiencies Staff capability's Capital expansion	6/26/2023 3:40 PM
1359	1. School Safety 2. Teacher and School Staff Pay, including Bus Drivers 3. Getting to know and understand how the schools/district are currently operating	6/26/2023 3:40 PM
1360	Teacher pay within the District. Our children deserve well paid teachers who have a passion to teach.	6/26/2023 3:40 PM
1361	Visiting every school and meeting every administrator, get in classrooms to see students, be optimistic in outlook	6/26/2023 3:40 PM
1362	New teacher hires, finances, buildings	6/26/2023 3:38 PM
1363	Being in the schools and classrooms, showing that he or she cares more about the employees than the voting public, and ensuring students that they matter more than their test scores.	6/26/2023 3:38 PM
1364	The three most important things the new superintendent should focus on during the first 100 days are: 1. Focus on finding top notch curriculum to educate our children! This would include creating a team who will help him/her find that curriculum, regardless of cost or kick backs. 2. Listen to and respect our teachers and their knowledge of what is working and not working curriculum wise in our classrooms. 3. Fight for teacher and support staff raises! Moral is low!	6/26/2023 3:38 PM
1365	1. Provide a clear vision for GCS moving forward 2. Communicate with all stakeholders 3. Be out in the community	6/26/2023 3:38 PM
1366	Visiting schools Observing Learning who we are as a school system	6/26/2023 3:38 PM
1367	1. Getting into the school to assess need 2. Having a good support staff 3. Getting to know our community	6/26/2023 3:37 PM
1368	Student curriculum Fixing teacher pay or we won't have any teachers left!!	6/26/2023 3:36 PM
1369	Engage and relationship building with staff Engage and relationships building with community Direct/transparency in goal setting for initial phase in of new role/expectations and short term goals for first 6 months-year	6/26/2023 3:36 PM
1370	Financial transparency as it regards Oracle, Hiring quality teachers, Addressing staffing challenges	6/26/2023 3:36 PM
1371	Introduce and inform employees of plans going forward- Bring (staff together -	6/26/2023 3:35 PM

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1372	Tour the schools, get a true comparison of what they're dealing with (ie Belmont Middle vs York Chester).	6/26/2023 3:35 PM
1373	Teachers. Students and staff	6/26/2023 3:35 PM
1374	Familiarizing themselves with our schools and staff, students and families. Meeting teachers and principals, meeting support staff and office personnel. Making a concerted effort to know our schools and the people that work inside them.	6/26/2023 3:35 PM
1375	Getting to know the staff, students, & parents Fixing the finance issues with payroll Finding ways to fix the teacher shortage	6/26/2023 3:34 PM
1376	Improving local supplements for teachers to complete with CMS. Fix payroll glitches. Give retention bonuses to teachers based on experience and EVAAS data.	6/26/2023 3:34 PM
1377	Defining the problems, getting input on the problems from multiple sources, and setting a path to resolve the problems	6/26/2023 3:34 PM
1378	Provide equality to low income schools, get rid of curriculum programs that teachers think are not effective instead of continuing the status quo, and [REDACTED]	6/26/2023 3:34 PM
1379	continue current projects,	6/26/2023 3:33 PM
1380	Fixing employee payroll, letting teachers and staff know how valued they are. Put an emphasis back on education.	6/26/2023 3:32 PM
1381	Keeping the teachers we have & working to expand overall staff to reduce overcrowding.	6/26/2023 3:32 PM
1382	1. Support of our staff, especially teachers, so that they can give our kiddos their all everyday, knowing that someone has their best interests and needs at heart too. 2. Consistent project planning, management, training, and discipline across all realms of the district: the board, the staff of each campus, and the main office. 3. Needs of the students academically, socially, emotionally, and financially in regards to resource allocation for the school needs	6/26/2023 3:32 PM
1383	Staffing for our schools, smooth start to the year, being visible	6/26/2023 3:31 PM
1384	Safety in schools Moral of staff teachers students Funding for higher learning projects	6/26/2023 3:31 PM
1385	new curriculum, add more challenge for the kids. Keeping teaching fun is also important. I have bored children. Funding is very important. Teachers shouldn't have to take on so much for their room and parents are asked to bring a lot of supplies and cleaning supplies as well. More communication for bullying and looking at the bullying policies. I expect the bullies to be reprimanded more then the child defending themselves.	6/26/2023 3:31 PM
1386	Be present. Go to the schools meet the children, custodians, cafeteria workers, teacher assistants, teachers, receptionist, and administrators. Be able to be real and an individual.	6/26/2023 3:31 PM
1387	Listening to parents and teachers	6/26/2023 3:30 PM
1388	1. Getting teacher pay correct. 2. Transparency on issues. 3. Getting communities to invest into their local schools.	6/26/2023 3:30 PM
1389	Make sure teachers has knowledge And Kind to interacting with kids. Focus in grades of kids , to help each one depend needs. Help kids the way to love read.	6/26/2023 3:29 PM
1390	1) The number one focus should be on correcting the payroll issues that employees have faced in the past two years. We have lost so many incredible educators to other school systems since the payroll issues began. Taking care of your own employees who show up every day and put their heart and souls into their jobs should be priority #1, no question.	6/26/2023 3:29 PM
1391	Ensuring all staff are paid correctly, building relationships with staff and students, learning the schools.	6/26/2023 3:28 PM
1392	Teacher needs & support; Education equity for students; School growth plan due to community	6/26/2023 3:28 PM

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	growth	
1393	Honesty, integrity and openness.	6/26/2023 3:28 PM
1394	Reading comp, test taking strategies	6/26/2023 3:27 PM
1395	Visiting schools showing his face Mandate school board members volunteer in their districts. Improve employee morale	6/26/2023 3:27 PM
1396	Attract and keep the good teachers. Ensure each teacher has what they need to successfully teach their students. Find ways to make learning more fun and less stressful for elementary school students	6/26/2023 3:27 PM
1397	1. Having all staff in place for school level positions. 2. Being seen and encouraging.	6/26/2023 3:27 PM
1398	Communication with Schools in the district, share visions, give encouragement, not some bubbly excuses to say yours doing great, actually consider the struggles and hardships of how tough it can be the first 100 days of school. I also believe that they need to be on top of the people in charge of finances, no one wants the mess we had last year, I know all will agree with that.	6/26/2023 3:26 PM
1399	Culture and climate in our schools and central office.	6/26/2023 3:25 PM
1400	Students Faculty & Staff Human Resources & Payroll	6/26/2023 3:25 PM
1401	1. The new superintendent should focus all resources necessary on making sure the district's employees are taken care of by resolving any outstanding issues related to the Oracle conversion. 2. The new superintendent should take a listening tour of the district, and should listen to all stakeholder groups (teachers, admin, parents, students, other employees) about what our district does well, and what it needs to improve. 3. The new superintendent should be in school buildings as much as possible. S/he will learn a great deal more about what happens in the schools, and about what is needed, by observing for him/herself rather than trying to manage the district from the central office.	6/26/2023 3:25 PM
1402	Get to know the community he or she will serve. Share the vision and improvement plan. Implement strategies to increase student achievement.	6/26/2023 3:25 PM
1403	attracting and keeping good teachers	6/26/2023 3:24 PM
1404	Be visible in the schools to meet students and staff. Hold public forums for parents. Share vision for the System.	6/26/2023 3:24 PM
1405	IEP, Profesional Development for teachers, Inclusiveness for students and teachers	6/26/2023 3:23 PM
1406	Payroll issues Teacher accountability Rebuilding trust with staff and parents	6/26/2023 3:22 PM
1407	Gaining trust, learning people/schools, listening to teachers	6/26/2023 3:22 PM
1408	Figure out how to have 0 students by 3rd grade who are illiterate! Not graduate a single high-school student who is illiterate!	6/26/2023 3:22 PM
1409	The new superintendent needs to focus on fixing ongoing issues with Oracle. Staff moral and needs need to be addressed. Vacancies, especially at the school level needs quick focus too.	6/26/2023 3:22 PM
1410	Proven experience raising student achievement with a diverse student population Transparency Listens to parents and students	6/26/2023 3:22 PM
1411	teacher shortages, regaining the confidence of employees/ establishing trust	6/26/2023 3:22 PM
1412	Looking at the discipline in the elementary Schools. students are hitting teachers, cussing teachers, etc. Looking at how the curriculum is not based on students needs. This needs to be implemented by the teachers. Look at how the admin is treating teachers, parents	6/26/2023 3:21 PM
1413	Establish professional relationships with staff and the community.	6/26/2023 3:21 PM
1414	1. Building trust with the employees. 2. Making sure that Oracle system is working properly and all employees are paid correctly. 3. Focus on instruction so our schools can come out of low performing.	6/26/2023 3:21 PM
1415	Employee retention Classroom size/ new schools/the way enrollments are approved. I feel we have people at our school who do not live here becausee the process to get approved is too easy (RA) Higher pay for office staff	6/26/2023 3:20 PM

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1416	The main thing that the superintendent should focus on is fixing the mess that is Oracle. Teachers must be paid. Teachers and other staff MUST understand their pay stubs. No more beating around the bush. The secondary thing is to provide ACTUAL incentives for teachers to sign on - like bonuses, etc.	6/26/2023 3:20 PM
1417	Beabke to work and understand the teachers. Have the students interest on your side.	6/26/2023 3:20 PM
1418	Introducing themselves to the community through an interview may be with the newspaper or media. Introducing themselves to the schools, one of the time through visits. Making sure the payroll is working right the way it supposed to be right off the bat this August unlike August 2022.	6/26/2023 3:20 PM
1419	1. Creating a positive atmosphere and climate where all teachers, staff, and principals feel appreciated and valued. 2. Being visible in all schools. 3. Providing needed resources to schools when possible (additional assistant prinicpals, etc.)	6/26/2023 3:20 PM
1420	connecting with as many stakeholders as possible	6/26/2023 3:19 PM
1421	supporting staff, visible to community, and raises for all employees	6/26/2023 3:19 PM
1422	Fixing the payroll system issue for teachers, coming around to meet principals and school staff, and starting to plan for the school year.	6/26/2023 3:19 PM
1423	The new superintendent absolutely MUST listen to and gain the respect of the classroom teachers employed by Gaston County schools. Teachers have not been heard or supported and Gaston County schools is losing good teachers. I strongly believe that public education is in crisis due to a lack of support for the classroom teacher from administration and school board. It simply MUST change. I would encourage the new superintendent to conduct a thorough review of procedures and processes currently used by Gaston County schools and the overall administration. Again, I would look to the classroom teachers for guidance as to critical needs and priority of the review.	6/26/2023 3:19 PM
1424	Payroll. Relationships with students, teachers, and community	6/26/2023 3:18 PM
1425	Remuneration of teachers, retention of teachers in the county, curriculum development	6/26/2023 3:18 PM
1426	Hiring teachers, Special education programs, helping the low income schools	6/26/2023 3:18 PM
1427	Remove all LGBTQ agenda. Student preparation for continuing education (trade school, military, or college) in all schools, and Teacher pay.	6/26/2023 3:18 PM
1428	N/A	6/26/2023 3:17 PM
1429	1. Set forth a vision and clear goals for the district going forward ensure student success. 2. Establish a positive, supportive, and respectful relationship with principals, teachers and school staff. 3. Get to know the values of Gaston County residents and the community and reflect those in decisions, not bow to any political agenda.	6/26/2023 3:17 PM
1430	Taking time to get to know the community & schools and employees.	6/26/2023 3:17 PM
1431	Payroll Going back and checking each and every employee that was working during the new payroll change over to make sure they received any and all raises, all deductions are checked. Do this for retired employees as well.	6/26/2023 3:17 PM
1432	Setting a strong safety detection for entry and keeping our students safe, Setting strong rules on bullying and making sure staff doesn't ignore the situation and they take action and making sure every school has the leadership it needs to succeed by evaluating them more so they don't get slack in their performance.	6/26/2023 3:17 PM
1433	Respectfully listen Be Kind Take Charge	6/26/2023 3:17 PM
1434	Teachers payroll,,	6/26/2023 3:16 PM
1435	Fix payroll, audit past books, get bussing to all schools of Choice.	6/26/2023 3:16 PM
1436	Listening observing leading	6/26/2023 3:16 PM
1437	Getting to know the community and building relationships with school-level employees (principals, teachers & Staff). Understanding the needs of each community and school.	6/26/2023 3:16 PM
1438	Special education, student inclusion, school safety.	6/26/2023 3:15 PM

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1439	Schedule Budget Vision for next 3-5 years	6/26/2023 3:15 PM
1440	Building relationships, learning the district, prioritizing concerns mike staffing and busses.	6/26/2023 3:15 PM
1441	1. Keeping topics around sex, sexual orientation, gender, gender identification, or other sex/gender related topic out of the curriculum, classroom, and discussion with students. That is my job as a parent. 2. Keeping topics around sex, sexual orientation, gender, gender identification, or other sex/gender related topic out of the curriculum, classroom, and discussion with students. That is my job as a parent. 3. Keeping topics around sex, sexual orientation, gender, gender identification, or other sex/gender related topic out of the curriculum, classroom, and discussion with students. That is my job as a parent.	6/26/2023 3:15 PM
1442	1. Listen Closely 2. No sudden changes 3. Get to know your peers	6/26/2023 3:15 PM
1443	(1) Address and repair the infrastructure of the Finance Dept. so that all employees are compensated and all finance concerns are resolved. (2) Restructure the upper levels of district leadership to encourage transparency and increase responsiveness of district leaders. (3) Ensure that every student has a highly qualified teacher in their classroom and for all subject areas.	6/26/2023 3:14 PM
1444	Creative classroom learning, critical thinking incentives	6/26/2023 3:14 PM
1445	Racial Fairness Leadership positions	6/26/2023 3:13 PM
1446	Oracle is not conducive to a school system. We need a plan of action to cease business with Oracle. The board is under the impression that things are better since payroll is processed more accurately but there are many more ways this system fails us and there is no solution or resolution. It's Oracle's business practice that their system works for the corporate world therefore we are forced to use this product that fails us still at every turn.	6/26/2023 3:13 PM
1447	The growing population of non-English speaking students and the importance to help provide them with resources they need to succeed. Also the importance of being able to communicate with the students and the parents who speak a language other than English. The increasing need to establish a bilingual school. Gaston County is surrounded by counties with bilingual schools yet here we don't have one. Our population is perfect for one. Realize that iReady is NOT helping the students. It is a program intended to be used at a max of 45 minutes a week yet students spend all day on iReady at school and have to spend 2 hours a week at home on iReady. It is putting our kids behind.	6/26/2023 3:13 PM
1448	1. Recruiting and retaining high quality teachers - it's ok to leave Gaston Co to recruit teachers... 2. Visible in schools and building relationships with all stakeholders so that he/she can hear the voices in the trenches 3. Addressing payroll issues -	6/26/2023 3:13 PM
1449	Teachers, staff and students	6/26/2023 3:12 PM
1450	1. Getting know the schools and staff at every Gaston County School. 2. Create ways to make Gaston County Schools more successful 3. Be transparent with parents and staff your goals and plans GCS and get insight	6/26/2023 3:12 PM
1451	Class size Sub pay Cell phones	6/26/2023 3:11 PM
1452	Assess the needs of the school system Address the most critical needs - in my opinion this is retention of teachers which should include teacher pay increases Assess the current school board and deal with any personnel issues that may be present among current board members	6/26/2023 3:11 PM
1453	1 payroll issues that have been ignored and overlooked for over a year 2. Bonuses & Raises for all staff that stayed during Oracle transition despite not being paid correctly 3. Salary increases for Masters Degree	6/26/2023 3:11 PM
1454	Restructuring the Moral Respect the Teachers and Ensure a Safe Calm Caring Work Environment Equity vs Inequity is a concern for our Students Ensure principals and teachers know how to be resourceful, compassionate, and nonjudgmental.	6/26/2023 3:11 PM
1455	Oracle-figure out how to replace this. Climate- the morale of the staff is low. Transparency with all stakeholders.	6/26/2023 3:11 PM
1456	Employee Morale.	6/26/2023 3:10 PM
1457	-Ensuring School Safety -Familiarizing herself/himself with the current challenges in GCPS -	6/26/2023 3:10 PM

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Design a plan for addressing those challenges.

1458	Payroll, Morale, Rebuilding Admin Team	6/26/2023 3:09 PM
1459	1. Making sure that schools have the appropriate resources and support staff to make sure that teachers and students can rise to their potential. 2. Coming up with a plan to raise test scores across the board. 3. Re- evaluating current programs (i.e. I-Ready) to make sure that they are benefiting students.	6/26/2023 3:09 PM
1460	The new hire needs to make sure the employee pay system is working correctly We have lost valuable members of our team because appropriate steps were not taken He/she needs to give a clear picture of goals and objectives for our students Ways to involve families is extremely important	6/26/2023 3:09 PM
1461	Curriculum Making him/herself known to school staff members and students/families (visibility/accessibility) School safety	6/26/2023 3:09 PM
1462	Restoring faith in county with employees, fixing the payroll issues indefinitely and casting vision for the county over the next year.	6/26/2023 3:09 PM
1463	Fixing pay issues -keep good teachers Recruit good teachers	6/26/2023 3:09 PM
1464	Come up with ways to make school a safer place, giving every kid free lunch at every Gaston county school, and making teachers job a little less stressful.	6/26/2023 3:09 PM
1465	Getting to know his employees and their roles. Being visible to the community and employees. Share goals with staff.	6/26/2023 3:09 PM
1466	Visiting each school and department Focus group of administrators Focus group of school personnel and parents	6/26/2023 3:08 PM
1467	Assessing student and staff needs Being visible and approachable Providing direction and a vision	6/26/2023 3:08 PM
1468	Teacher pay, helping those teachers who have had pay issues. EC departments Behaviors in school, standing behind the teachers	6/26/2023 3:08 PM
1469	Connecting with students and staff Doing everything within power to resolve staff payment problems	6/26/2023 3:08 PM
1470	1. Getting familiar with teachers and principals 2. Setting goals and listening to feedback 3. Communicating with all stakeholders	6/26/2023 3:07 PM
1471	1. Filling all vacancies in teaching positions 2. Advocating for public education funding 3. Continue promoting extracurricular activities and events	6/26/2023 3:07 PM
1472	Building Trust with all stakeholders Effectively communicating his or her vision forward Listening to the needs of stakeholders so they felt heard and valued	6/26/2023 3:06 PM
1473	Fix the payroll system. Figure out a way to get rid of "Chromebooks" and get back to teaching in the classroom. Hold students and parents accountable for their actions.	6/26/2023 3:06 PM
1474	Within the first 100 days, I believe that it's important for the new Superintendent to meet and get to know staff at all levels.	6/26/2023 3:06 PM
1475	Determining the best way forward in regards to our current Payroll/Purchasing/HR system. Focus on employee retention.	6/26/2023 3:06 PM
1476	Oracle payroll issues, staff retention, and student achievement.	6/26/2023 3:06 PM
1477	1. The improvement of the overall morale of the district. 2. Build relationships with stakeholders. 3. Be visible and present to hear concerns, feedback, & ideas.	6/26/2023 3:06 PM
1478	Supporting current staff, teacher retention, community relationships	6/26/2023 3:05 PM
1479	Let teachers teach!	6/26/2023 3:05 PM
1480	Transparency, honesty and teacher morale.	6/26/2023 3:05 PM
1481	Visiting school sites, asking questions about what is/isn't working, prioritizing creating positive work environments for all schools	6/26/2023 3:05 PM

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1482	1. Make sure our financial dept is back on track with paying teachers correctly for this upcoming school year. 2. Become familiar with every school. Create positive relations with principals, teachers, students, etc. 3. Provide insight to the public education crisis in NC.	6/26/2023 3:05 PM
1483	1. Visibility- Make themselves known to the schools and community. 2. Listening- What's going well in the school/department/district/community? What needs improvement? 3. Collaborate- Collaborate with those who are positive about the district and community, but also acknowledge the fact that changes are needed and offer ideas for both small and big picture changes.	6/26/2023 3:05 PM
1484	Addressing employee moral and solutions for the payroll debacle. Fighting against state tests (EOG). Work to assign principals at the best fit schools to the community and remove ones that have been at their assignment for 5+ years.	6/26/2023 3:05 PM
1485	Correcting employee pay issues still lingering from the past few years, focus on finding best practices for teachers to improve student achievement, and bringing stakeholders together for the best interest of the students.	6/26/2023 3:05 PM
1486	Fixing finance concerns Be clear about future of schools(closures/mergers, etc) Meet with NCAE Local leadership and share vision for GCS	6/26/2023 3:04 PM
1487	Getting to know the leaders of the school district & visiting the individual schools	6/26/2023 3:04 PM
1488	1. Rebuilding the faith and trust in GCS for families. 2. Rebuilding the faith and trust in GCS for employees. 3. Take the time to talk to teachers to see what is liked/not liked by the curriculum/pacing guides.	6/26/2023 3:03 PM
1489	The recruitment of high-quality teachers. Retaining high-quality teachers. Addressing barriers such as payroll system to maintaining staffing needs across the district.	6/26/2023 3:03 PM
1490	School bus drivers Maintenance/up keep if schools Building my of new schools in heavily populated areas to accommodate population growth	6/26/2023 3:03 PM
1491	Improvement in the HR/Financial department Finding ways to increase teacher retention Modernize the district in regards work flexibility (remote work, etc.)	6/26/2023 3:03 PM
1492	Payroll corrections for GCS staff, inclusive environment for all students, equal opportunities at all schools	6/26/2023 3:02 PM
1493	Curriculum, budget and inclusion.	6/26/2023 3:02 PM
1494	Learning our specific needs in the County. Reviewing financial records and issues. Reviewing the current plan for our county and compiling what needs to be addressed.	6/26/2023 3:02 PM
1495	Building relationships with stakeholders Finances and curriculum	6/26/2023 3:02 PM
1496	All school districts need to push back on this voucher program. The thought of taking public school tax dollars for private school is ridiculous.	6/26/2023 3:02 PM
1497	1. Get to know all stakeholders 2. Identify and acknowledge areas of high performance and improvement 3. Set and communicate immediate, attainable goals that align with the areas of improvement identified in number 2	6/26/2023 3:02 PM
1498	The new superintendent should focus on retention of quality teaching, leadership staff, learning the school community needs, and reviewing acheivement data in order to set academic goals for students.	6/26/2023 3:02 PM
1499	N/A	6/26/2023 3:01 PM
1500	Teacher Recruitment and Retention Visiting every school, going into classrooms, meeting the staff	6/26/2023 3:01 PM
1501	Building teacher morale by telling admin at each school to support classroom efforts. Problems are to be taken from the teacher and handled expeditiously by this same support staff. Disrespectful, disruptive, defiant, and potentially dangerous students are to be dealt with firmly up to expulsion if necessary. Policies set forth by the BOE are to be followed and enforced. It should be emphasized likewise to parents that the rules will be enforced. If teachers don't get the support and respect they need, they will leave the profession which has already happened all too often.	6/26/2023 3:01 PM
1502	Teacher and staff pay (oracle) resolutions, learning about and possibly meeting with staff	6/26/2023 3:00 PM

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across programs/age levels (including prek) to become familiar with GCS programs

1503	Adequate pay for teachers and staff with proper staffing.	6/26/2023 3:00 PM
1504	Promoting Gaston County Schools and filling vacancies.	6/26/2023 3:00 PM
1505	Tests, curriculum, teacher relationships	6/26/2023 3:00 PM
1506	Connecting with students, parents, and staff Setting a vision and mission (clear direction) Designing a strong (curriculum, finance, etc.) team to support the clear direction.	6/26/2023 3:00 PM
1507	Oracle issues	6/26/2023 3:00 PM
1508	Payroll, school financial support, staff shortages	6/26/2023 2:59 PM
1509	Employee retention, resolving payment issue & relationship w/current principals	6/26/2023 2:59 PM
1510	1. Have an outside audit of the pay and leave earnings calculated since Oracle was instituted 2. Ways to improve employee morale 3. Meet with employees other than administration occasionally	6/26/2023 2:59 PM
1511	1. Teacher morale- low pay, funding, lack of subs and lack of connecting with teachers have us at an all time low.....too many quitting! 2. Fix the financial department 3. We don't need a professional business person, we need a leader who has been in our shoes (former teacher and administrator) for us to trust that they have our backs and understand how hard it is to do our jobs now.	6/26/2023 2:58 PM
1512	Setting goals and expectations. Get to know your schools and faculty. Listen to teachers and parents/concerns	6/26/2023 2:58 PM
1513	Superintendent should focus on getting to know the GCS Staff and build a trusting relationship with the teachers and other staff. The next important step is focusing on what is important to the students and the well being of the students. Last focus is being themselves and seeing what is important to all teachers such as smaller class size for all grades, having support with dealing with behaviors in the classroom and understanding demographic population that is in each school.	6/26/2023 2:58 PM
1514	1. Education and resources provided to teachers on how to teach students with learning disabilities. 2. Student safety. 3. Ensure teachers are paid on-time.	6/26/2023 2:58 PM
1515	Building relationships, learning the schools, setting long term goals	6/26/2023 2:57 PM
1516	Free breakfast and lunch for all students	6/26/2023 2:57 PM
1517	Na	6/26/2023 2:57 PM
1518	Importance of grade level extra help for students that are under achieving Adding on to schools that are striving for more room for more students Paving or adding extra lanes on busy roads that only have 2 lanes- for example [REDACTED] elementary traffic is awful	6/26/2023 2:57 PM
1519	1. getting to know people 2. evaluating how things are currently done 3. explain their vision	6/26/2023 2:57 PM
1520	Safety, taking a look at the district as a whole and see where we stand compared to the projected plan. Communication between departments. Working with the school Board and county commissioners to work with the state legislators to increase teachers pay and benefits.	6/26/2023 2:57 PM
1521	A clear vision for the district Visable to all staff and students Good upper management team to work with	6/26/2023 2:57 PM
1522	1. Fix any outstanding issues with payroll immediately. 2. Address student discipline. Teachers are dealing with serious behavior issues with little to no support. 3. Address teacher turnover and work to retain teachers.	6/26/2023 2:57 PM
1523	Morale of school employees Be aware of pay out from surrounding counties and effects on current GCS employees who stayed. Work well with school board	6/26/2023 2:56 PM
1524	Clear communication of overall priority vision/goals of the district.	6/26/2023 2:56 PM
1525	I really don't know because I don't know what Gaston County Schools need on a broader level	6/26/2023 2:56 PM
1526	Listening to teachers and supporting their needs, so they can give students the best education possible.	6/26/2023 2:56 PM

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1527	Getting to know staff, facilities, and current status of the district.	6/26/2023 2:56 PM
1528	Make lunch and breakfast free for all students. Increase support staff/teacher hiring and retention. Fix payroll issues.	6/26/2023 2:56 PM
1529	Increasing budget for next school year, getting to know the community of teachers, administrators, and support staff; and fixing payroll issues from past 2 years, so teachers and staff feel HEARD.	6/26/2023 2:56 PM
1530	Inclusion and accessibility for all students, transparent communications to student families,	6/26/2023 2:56 PM
1531	Pay issues Morale Communication between departments	6/26/2023 2:55 PM
1532	1. Using existing district level staff to fill open teaching vacancies, so students have highly qualified teacher instead of sub or teacher assistants 2. Visit each school 3. Understand any unresolved issues with Oracle and develop a plan to remedy immediately	6/26/2023 2:55 PM
1533	HR issues of the faculty and support staff - pay issues & recruitment of new talent HR initiatives to encourage retention of existing faculty and support staff	6/26/2023 2:55 PM
1534	1. Focus on reaching out to principals, teachers, and other school staff to establish a positive and respectful relationship and to understand staff needs and concerns. 2. Establish a clear vision and set rigorous, but realistic, goals for the district going forward. 3. Get to know the community and parents to understand the values and needs of the district and community. What do we want our kids to know? Make decisions based on our values and not liberal politics.	6/26/2023 2:55 PM
1535	Staff retention and incentives, evaluating the district's climate, and school safety.	6/26/2023 2:55 PM
1536	equity among all schools, resolution of financial/payroll issues, getting to know the teachers/admin/district cultures	6/26/2023 2:54 PM
1537	1. Making sure that our teachers and faculty members are treated with the utmost value and importance, and making sure that they're being paid with an efficient and working pay-direct deposit system. 2. Maintaining a firm and consistent curriculum that meets the needs of a modernizing society and is inclusive and respectable to all creeds. 3. Making sure that students are taken good care of in schools.	6/26/2023 2:54 PM
1538	1. Getting away from the current class schedule of only having 4 classes per day. 2. School calendar: starts and ends too early (mid-August to May) 3. Watered-down curriculum for the sake of passing state requirements, etc. (Ex.: giving upper-grade students a second chance to improve a poor test score)	6/26/2023 2:54 PM
1539	Understanding the system of Gastin County Schools; Cultural competence; teacher/staff support	6/26/2023 2:54 PM
1540	Learning shortfall across the school system, teacher staffing and pay, upgrading schools to be world-class	6/26/2023 2:54 PM
1541	Teachers, students, support staff	6/26/2023 2:54 PM
1542	1) Current staff recognition and retention designed to uplift and improve employee morale. 2) Deep understanding and familiarization of all areas of the district, from the very affluent to the very destitute. 3) Transparent and open communication with all levels of stakeholders including students, staff, parents, elected officials, and other taxpayers.	6/26/2023 2:54 PM
1543	Student safety,Guns,drugs,violence,bullying and most important a good environment for disabled kids	6/26/2023 2:54 PM
1544	1-School transportation 2-Reducing teacher responsibilities outside of the classroom 3-Increasing support staff	6/26/2023 2:54 PM
1545	No politics in school	6/26/2023 2:53 PM
1546	1. Adding in more physical activities for kids 2. Ensuring the kids get a strong start to the year 3. Making sure all kids are getting proper nutrition	6/26/2023 2:53 PM
1547	Visiting each school in the county.	6/26/2023 2:53 PM
1548	Finding ways to get great teachers and staff in our schools and have them stay!	6/26/2023 2:52 PM

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1549	Introductions to Principles, teachers and staff	6/26/2023 2:52 PM
1550	Please fix our payroll issues!! Some of us our still owed money with no communication. Equality amongst all schools Open minded	6/26/2023 2:52 PM
1551	Fix Payroll, increase employee moral, fix staffing issues	6/26/2023 2:52 PM
1552	He/She should focus on learning about our school district, including teachers, students, and staff. Look at where we have been and what our goals should be for the future. Instead of focusing on "how we look" to outsiders, maybe focus on what we can do to actually ensure success of our students as adults in the working world.	6/26/2023 2:52 PM
1553	School studies	6/26/2023 2:51 PM
1554	Maintain positive trajectory of gaston County schools Have a town hall session with teachers to solicit their feedback Hold a similar meeting with principals	6/26/2023 2:51 PM
1555	Assessment of physical facilities Assessment of academic achievements from 2022-2023 Listen to teachers and employees... learn about their needs	6/26/2023 2:51 PM
1556	1. Salary issues 2. Teacher recruitment 3. Curriculum	6/26/2023 2:51 PM
1557	Staff support-Reevaluate staff support salaries. Ta's are stepping up and working as Teachers of Record. Are they going to be supported and compensated for their commitment and responsibilities? Focus on schools that are not demonstrating growth.	6/26/2023 2:51 PM
1558	Becoming familiar with current initiatives Being visible to all stakeholders Addressing the immediate needs of the district (staffing)	6/26/2023 2:51 PM
1559	getting to know the school district and its populations not making any huge changes immediately seek to listen to and make connections with teachers/admins/staff/parents and guardians first	6/26/2023 2:51 PM
1560	Planning and time management of the job	6/26/2023 2:50 PM
1561	Getting children an IEP as soon as possible Ensuring the payment schedule and tax information is correct for school staff They should participate in community functions and show themselves and meet parents and members of the community	6/26/2023 2:50 PM
1562	Advancing teacher pay to ensure the best educators for our children. Focusing on improving state test scores. Make great changes quickly to earn our trust.	6/26/2023 2:50 PM
1563	Student Data & Academic Achievement, Additional Staff Funding, and Diversity and Inclusion (cultural competence training for all)	6/26/2023 2:50 PM
1564	Staff assessment- including administration, teachers, substitutes and support staff. There are not enough and some are underperforming. Educational philosophy- practices are outdated, chasing numbers, and not focused on kids Safety- protecting our children including safety of playground equipment, overcrowded classrooms/buildings, cafeteria and bathroom facilities	6/26/2023 2:50 PM
1565	Get to know the people he/she will be working with, staff/board members and families of Gaston County. Work to understand the goals we have in place - are we meeting them, do we need new goals, and how to get to work on making improvements. What are teachers/parents/students concerns/problems - how do these align with GCS goals? How can we improve our school system? Listen to the teachers and others on how to make improvements relative to teachers and students.	6/26/2023 2:50 PM
1566	Hiring new leadership and counseling out of central office existing leadership who lead us here. Rebuild the broken trust between school employees and central office due to lack of transparency and communication. Hire a 3rd party to conduct a thorough investigation into the continued payroll debacle.	6/26/2023 2:50 PM
1567	Acclimating to the new position Learning the finance aspects Building relationships	6/26/2023 2:49 PM
1568	Fixing issues with teacher paychecks(if not already fixed). Hiring wrestling coaches for the new female wrestling teams. Make sure there are enough bus drivers to start the year so as to avoid problems with overcrowded busses as we had last year.	6/26/2023 2:49 PM
1569	Student's well Being Staff Concerns Curriculum /Best Practices	6/26/2023 2:49 PM
1570	1) Strong Curriculum that teaches academics, not social/political topics 2) Update aging	6/26/2023 2:49 PM

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	schools 3) [REDACTED]	
1571	Visible in the schools Supporting ALL staff	6/26/2023 2:49 PM
1572	1) Building relationships with the educators. 2) Build confidence with parents that their thoughts and concerns will be heard and not just brushed away. 3) Work to ensure that student graduation percentages are as good as they can be.	6/26/2023 2:49 PM
1573	Communication, Consistency, Support	6/26/2023 2:48 PM
1574	Fixing the payment system Make sure the school schedule is concrete Listen to feedback	6/26/2023 2:48 PM
1575	Getting a good grasp on the culture of the community. Getting to know all the teachers and staff under home and what they need to improve. Letting the community know what his goals are	6/26/2023 2:48 PM
1576	Budget, curriculum, Be visible and talk with employees of GCS	6/26/2023 2:48 PM
1577	Building staff morale, assessing curriculum and its implementation, assessing the leadership team	6/26/2023 2:48 PM
1578	Meeting with staff, students, and parents Creating a good relationship with the school communities Developing and presenting a "direction" the school district should go in	6/26/2023 2:48 PM
1579	Teacher support/respect	6/26/2023 2:48 PM
1580	Student Safety and support for all district employees, ie; payroll issues.	6/26/2023 2:47 PM
1581	Honesty, support Staff and parents and take leadership.	6/26/2023 2:47 PM
1582	Establish rapport with teachers/employees quickly, square away the payroll situation, introduce himself to parents somehow.	6/26/2023 2:47 PM
1583	1. Fixing the finance/payroll issues. 2. Establishing/restructuring of cabinet/leadership. 3. Helping schools become fully staffed.	6/26/2023 2:47 PM
1584	Connecting with staff [REDACTED]	6/26/2023 2:47 PM
1585	Fixing payroll where staff who has not got their precious pay from mistakes by payroll. Lead but never forget his whole staff not just a few. Treat all the county as one and not do for a certain section all the time. Support and fix all of the county school situations.	6/26/2023 2:47 PM
1586	Getting to know our School District, supporting Teachers, possibly new Oracle Payroll system.	6/26/2023 2:47 PM
1587	1) Make sure that payroll is fixed and positioned to run smoothly into the future. 2) Sell Gaston County public schools to the community. Make the case that our schools provide a higher level of education than the private schools that cut corners and hire unqualified employees. 3) Repair relationships with staff who have developed a negative view of district leadership after the payroll issues.	6/26/2023 2:47 PM
1588	Diversity and inclusion, improving test scores, and implementation of safety measures at all schools	6/26/2023 2:46 PM
1589	It's important to take care of faculty and staff, especially support staff that are usually neglected or forgotten.	6/26/2023 2:46 PM
1590	Building trust Building a strong team Getting to know the district and schools he will manage	6/26/2023 2:46 PM
1591	Build relationships, understand struggles and past attempts at problem solving, be visible at schools	6/26/2023 2:46 PM
1592	Retaining teachers Aligning curriculum resources Streamlining the district	6/26/2023 2:46 PM
1593	Learning that the parents and children don't run the classroom! That pay is important! That TAs deserve respect from everyone also! That riding buses is a privilege!	6/26/2023 2:46 PM
1594	Relationships with teachers, principals, and school staff to build trust Conversations with local leaders to help gain understanding of communities	6/26/2023 2:46 PM
1595	Staff recruitment and retention, student and family engagement, and school safety.	6/26/2023 2:46 PM
1596	Teachers Security Supplies	6/26/2023 2:45 PM

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1597	Supporting teachers no matter the cost, supporting students, and promoting public education help.	6/26/2023 2:45 PM
1598	Transparency, collaboration, inclusion	6/26/2023 2:45 PM
1599	Meeting the teachers and assessing their needs. That's it. Nothing else.	6/26/2023 2:45 PM
1600	Staff morale Student Morale Finding additional resources to fully fund our schools	6/26/2023 2:45 PM
1601	Schools have what they need. Teachers and staff have what they need. Safety for all school/county personnel.	6/26/2023 2:45 PM
1602	Communication, teacher needs,	6/26/2023 2:45 PM
1603	1. Getting to know all the key players involved. 2. Set reasonable goals. 3. Listen to staff, parents' and students' concerns.	6/26/2023 2:44 PM
1604	Keep sex topics out of school.	6/26/2023 2:44 PM
1605	Setting a standard and then holding people accountable to that standard.	6/26/2023 2:44 PM
1606	Deeply understanding of the school needs Identifying priorities Goal setting	6/26/2023 2:44 PM
1607	Acquaintance with different school Observe teacher/admin interaction Monitor that educators get paid properly	6/26/2023 2:44 PM
1608	-Make teachers and staff feel valued and supported during the transition. -Encourage district leaders to find ways to decrease the workload or increase the planning time for elementary teachers. -More human support is needed in schools.	6/26/2023 2:44 PM
1609	Visiting schools, planning for the school year, assuring the teachers of GC that change for the good is coming	6/26/2023 2:44 PM
1610	Finding out what is actually important to teachers and beneficial to students	6/26/2023 2:43 PM
1611	Visiting all schools and learning demographics Assessing current strengths & weaknesses Listening sessions for staff, parents, students, stakeholders	6/26/2023 2:43 PM
1612	1. Make sure the teachers and staff have the tools they need to teach our kids. 2. Evaluate how to pay our teachers and staff a fair wage that is at or above the national average. 3. Under no circumstances should he / she fall victim to letting our school system become "woke".	6/26/2023 2:43 PM
1613	Solving teacher pay Focus on teacher retention and attraction Identify schools that are underperforming and form task force to solve.	6/26/2023 2:43 PM
1614	Morale due to pay system, transparency to ALL staff about issues, and valuing ALL employees!	6/26/2023 2:43 PM
1615	Hiring competent teachers Retaining competent teachers Supporting all staff	6/26/2023 2:43 PM
1616	Go to schools!! Not in a coat and tie to get picture taken, but to LISTEN to what employees and families need!	6/26/2023 2:43 PM
1617	Finance/payroll Teacher retention/recruitment Employee morale	6/26/2023 2:43 PM
1618	1. Start building relationships with the School Board. 2. Start building relationships with each school and the needs of that school. 3. Start building relationships with parents and be a listener first.	6/26/2023 2:43 PM
1619	budgeting, school culture, school supplies	6/26/2023 2:42 PM
1620	Making sure every student feels valued in their personal learning experience	6/26/2023 2:42 PM
1621	Being visible in school buildings, attending events in the community, meeting with principals and sharing his/her vision for GCS	6/26/2023 2:42 PM
1622	Teachers staff students	6/26/2023 2:42 PM
1623	Understand the situation that Gaston County is in, quickly assess situation and put some actions in place and hold accountable	6/26/2023 2:42 PM
1624	Student behavior, cell phones, making the teacher/support staff load more manageable and realistic	6/26/2023 2:42 PM

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1625	Fix the payroll problems, get to know employees and what the schools need.	6/26/2023 2:42 PM
1626	Making sure staff paycheck fiasco is fixed permanently. Quit wasting money on stupid training for teachers that aren't proven to be beneficial. Evaluate current plans and make sure all schools are treated equally.	6/26/2023 2:42 PM
1627	1. Getting into every school and talking with teachers and students. 2. Payroll issues 3. Finding out what teachers actually want and need	6/26/2023 2:42 PM
1628	Replacing i-Ready with something more challenging/fun/fast-paced. Kids fall behind because of this ridiculous program requirement. My son loved math until he had to trudge through this repetitive, boring program. All children are not the same and do not learn the same and this needs to be encouraged. We need different paths for different kids. And finally, THEY NEED MORE NATURE & CREATIVE OPTIONS!) We are not supposed to be creating robots for a workforce. It's time for change.	6/26/2023 2:42 PM
1629	Building employee morale. Stop the glass ceiling roof where you use who we know and not what you know. Promote people with experience and not because they know someone. This county is bad about this.	6/26/2023 2:42 PM
1630	Getting teachers pay sorted out, increasing teacher/staff pay, focusing on student learning and supplies needed by teachers so they don't have to buy it	6/26/2023 2:41 PM
1631	To make sure teachers aren't bullying students or NO STUDENTS ARE BEING BULLIED	6/26/2023 2:41 PM
1632	Test scores for district as a whole, communication with employees, better pay for ALL staff	6/26/2023 2:41 PM
1633	Communication, shows leadership, committed	6/26/2023 2:41 PM
1634	Employee moral, employee payroll, employee payroll	6/26/2023 2:41 PM
1635	I believe the new Superintendent should focus on making connections with students, faculty and school board members. They should have a vision for the upcoming year and how it should be enacted. They should look at previous issues and cultivate a plan to work on rectifying them.	6/26/2023 2:41 PM
1636	How he/she will support teachers and staff members. How he/she will be involved more with the community. How he/she will represent GCS.	6/26/2023 2:41 PM
1637	Breaking ties with [REDACTED]	6/26/2023 2:41 PM
1638	Inclusion, teacher/staff recruitment and retention, curriculum	6/26/2023 2:41 PM
1639	Building a rapport within the community. Communication with a better vision in mind for all students. Being seen within all schools.	6/26/2023 2:41 PM
1640	Fixing Oracle or Getting something else Solutions for lack of staff/teachers Solutions for lack of bus drivers	6/26/2023 2:41 PM
1641	Getting to know the teachers and students. Bring visible at the start of the year. Being transparent with goals.	6/26/2023 2:41 PM
1642	Teacher raise!	6/26/2023 2:40 PM
1643	Special education in high school Bus transportation Staff to parent communication	6/26/2023 2:40 PM
1644	Teacher Recruitment Alternative Staffing Solutions Support for Low Performing Schools	6/26/2023 2:40 PM
1645	1 - ensuring the pay system works 2 - put discipline as a guiding principle 3 - figuring out how to bring in new young teachers	6/26/2023 2:40 PM
1646	Building trust with staff Pay Eyeing new curriculum opportunities	6/26/2023 2:40 PM
1647	Spending time in our schools and listening to our teachers and school staff. Compiling a list to help find a new mission and vision for our district. Hire solid people to fill the vacancies in central office that help support the mission and goals for the district.	6/26/2023 2:40 PM
1648	.	6/26/2023 2:39 PM
1649	Personnel issues Payroll issues School based concerns	6/26/2023 2:39 PM
1650	The current issues	6/26/2023 2:39 PM

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1651	Getting employees money owed to them.	6/26/2023 2:39 PM
1652	1. Fix payroll 2. Know who you're working with. (Not a suit & tie)	6/26/2023 2:39 PM
1653	1. Establish rapport with staff members as most I know feel completely dismissed [REDACTED] [REDACTED]. 2. survey staff to evaluate real needs of our students and schools 3. fix payroll	6/26/2023 2:39 PM
1654	1) payroll issues 2) relationships 3) changes to central office	6/26/2023 2:39 PM
1655	1. an advocate for the students and teachers 2. Transparent to teachers and parents 3. Open minded	6/26/2023 2:39 PM
1656	Learning School Leaders Visiting classrooms across entire district Creating a strong and ethical instructional department	6/26/2023 2:39 PM
1657	Academic growth, pay for all school staff, and building cohesion	6/26/2023 2:39 PM
1658	Staff,students,parents	6/26/2023 2:38 PM
1659	Priority of the students education, leadership family oriented.	6/26/2023 2:38 PM
1660	Student growth, safe place for all kids, and encouraging critical thinking.	6/26/2023 2:38 PM
1661	Communication, familiarity with the district, long term goals	6/26/2023 2:38 PM
1662	SWOT stuff. Don't go in with too many preconceived notions and upset the apple cart, so to speak.	6/26/2023 2:38 PM
1663	Retaining good teachers and staff and giving them a salary, they can live on.	6/26/2023 2:38 PM
1664	Learning Gaston County, observing what is done for effectiveness and visit each school to see about needs	6/26/2023 2:38 PM
1665	Students, staff, and future of GCS	6/26/2023 2:38 PM
1666	Paying teachers Holding students accountable Listening to teacher concerns	6/26/2023 2:38 PM
1667	Establish relationships with school leadership Establish a vision for school district and plan for how to achieve the vision Get parents on board with vision	6/26/2023 2:38 PM
1668	1- to show through his/her actions that she cares about the employees of this county 2- revisit some of the items being implemented in the County (ex. standard based grading)	6/26/2023 2:38 PM
1669	Teacher and staff morale, appreciation, and opinions.	6/26/2023 2:37 PM
1670	Financial issues, facility planning, leadership team	6/26/2023 2:37 PM
1671	He should focus on fixing our pay issues Being transparent with the staff at schools and people in the community The climate or moral of our district.	6/26/2023 2:37 PM
1672	Teacher Support. Ensure that you are supporting your new, and current teachers! School Support-Help build a community and support your school administrators. Someone should always be willing to listen. Strengthen the education system-A lot of hands are tied, however, we need to get back to ensuring that students are held accountable for their behaviors, as well, their academics.	6/26/2023 2:37 PM
1673	Make sure you are meeting the children needs and very aware of how to deal with difficulties with children	6/26/2023 2:36 PM
1674	Student Achievement Student Conduct Addressing School/Educator concerns	6/26/2023 2:29 PM
1675	Understanding the district Identifying and addressing emergent needs Staffing	6/26/2023 2:16 PM
1676	Student accountability, student success, clear vision for the future	6/26/2023 2:12 PM
1677	Making sure teachers and staff are getting paid when they are supposed to. Visiting the schools to see what is needed. Making sure all employees feel supported and heard.	6/26/2023 2:05 PM
1678	Improving communication across all departments Building a network of cooperation and trust among departments Improve moral of employees	6/26/2023 2:01 PM
1679	Explore the challenges of student performance. Hold Teachers and administration accountable to their positions. Getting parents from different areas of the county involved in helping	6/26/2023 1:56 PM

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students and staff succeed.

1680	1) Going back to community schools. School choice programs have socioeconomically segregated our schools. Most of the students that attend schools of choice have parents that care and generally do well in school. That takes the upper level students away from the schools that they should attend thus leaving a void for those schools that are not schools of choice. Please get rid of the schools of choice. [REDACTED] [REDACTED] 2) Take our school system back! [REDACTED] have made our school system a system of customer service. Schools should never be all about customer service and allowing parents to make the important decisions. Parents and students should be held accountable for following the decisions that our Board of Education and GCS administration state as important to the success of our students and school system. 3) Bring back accountability for our students and parents!!!!	6/26/2023 1:53 PM
1681	Teacher paying, staffing issues, pay issues, more staff for larger schools, safety for high schools, more resource officers, updated equipment	6/26/2023 1:49 PM
1682	Payroll, 5 year plan	6/26/2023 1:27 PM
1683	Asking teachers and staff for their input and ideas. Stop letting people in high positions make all of these decisions when they don't have a clue what it's like to work as a teacher or staff member at this type of school with these type of different backgrounds and student types. Find out why our students are lower than the district average for eogs and either get rid of them or fight to get rid of them or actually make curriculums focused on these types of questions and tests. Clean out the school board and replace with teachers, school staff members, parents, etc. too many cooks in the kitchen that have never had to scrub the floor.	6/26/2023 1:14 PM
1684	Needs to visit every school monthly. Rethink attendance lines. Equal funding for schools	6/26/2023 1:14 PM
1685	Cleaning up the sludge that is the payroll debacle! Talk to all employees from custodians and teachers to find out our needs and make a plan and IMPLEMENT IT! Clean up the sludge in the school system from operations to administration.	6/26/2023 12:54 PM
1686	Ensuring a smooth start to the school year, making sure the mess in finance is fixed, showing school staff you care	6/26/2023 12:14 PM
1687	Teacher retention, visit schools to see needs, open communication with all share holders	6/26/2023 11:58 AM
1688	>payroll issues >retaining plan for quality teachers that are planning to leave within the next few years >new hires >	6/26/2023 11:52 AM
1689	Clearing up payroll issues for all employees Ensuring that educational resources are available across the board Ensuring that educational goals are being met	6/26/2023 11:42 AM
1690	1. Being visible 2. Willing to answer questions from parents/teachers publicly 3. Focus on everything that makes a great transition for teacher/students/parents at the start of school	6/26/2023 11:31 AM
1691	Repairing the relationship with the teachers, getting more teachers, getting more teacher's assistants	6/26/2023 10:40 AM
1692	1. Employees and Students 2. Community (Civic and Business Leaders) 3. Student achievement	6/26/2023 10:29 AM
1693	Getting to know each school, staff, and what are issues that are priority to each school's needs.	6/26/2023 10:01 AM
1694	1. Learning current strengths and opportunities 2. Get to know the people, position and responsibilities 3. After discovering opportunities, make action plans	6/26/2023 9:56 AM
1695	Hearing from staff and students regarding needs Working to fill cabinet with strong, knowledgeable staff and evaluating current cabinet job descriptions. Getting to know the school communities.	6/26/2023 9:44 AM
1696	1. Building a strong leadership staff - may not need to necessarily include those in position now 2. Effectively communicate vision for GCS and provide SMART Goals 3. Visit all schools and determine needs - include talking to staff and students not just administrators	6/26/2023 9:33 AM
1697	1. Do not make any major changes during the first 100 days, unless it is related to improving	6/26/2023 8:49 AM

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safety. 2. Get to know us as a community: students, teachers, administrators, parents, community partners, etc. 3. Genuinely get to KNOW all Gaston County public schools. Where do the students live? What is the culture of the building? Is there a strong, well-qualified staff? Do the Principal and Assistant Principal(s) mesh; in other words, do they work well together, share similar leadership styles, and balance each other out?

1698	Getting to know the staffs at each school and there needs. Making sure the finance situation is FIXED Support for schools with so many open positions that have not been filled.	6/26/2023 8:45 AM
1699	-Developing relationships with all community stakeholders. -Be present in the schools to see the amazing things taking place. -Get to know all facets of GCS such as finances, beliefs, mission, vision, etc.	6/26/2023 8:40 AM
1700	Teacher work load and how to lighten it, budget and the plan to update older schools, plan to hold parents more accountable and not always blaming teachers.	6/26/2023 8:03 AM
1701	Visibility and listening within the different areas of the district.	6/26/2023 8:02 AM
1702	Making sure that teachers are not overwhelmed with extra duties due to lack of staff.	6/26/2023 7:51 AM
1703	Accountability Moral Payroll	6/26/2023 7:51 AM
1704	Communications between departments. Facility operations. Needs of all departments.	6/26/2023 7:20 AM
1705	Just one thing: Staff shortages. There is no teaching, learning, building, any forward movement if kids are being babysat by the school janitor (something that happened daily at school last year), or teachers are in pure survival mode because they are being asked to help cover multiple teacher, counselor, disciplinary, etc. vacancies.	6/26/2023 7:11 AM
1706	Getting teachers back in the classroom, work on kids getting free lunch, and staff pay	6/26/2023 7:02 AM
1707	Teacher pay - correct mishaps from the past Keep woke ideology out of the classrooms No CRT	6/26/2023 6:38 AM
1708	Diversity. Educational balancing across all schools. Oracle.	6/25/2023 11:40 PM
1709	Ensure each school has a great principal.	6/25/2023 11:34 PM
1710	Fixing the remaining payroll problems, working with teachers to improve their jobs, creating a plan with teacher input to catch up on the learning loss from COVID	6/25/2023 10:34 PM
1711	Regaining trust with teachers and community. Safety of Gaston County Schools. Money provided by the state for programs (ie. EC,AIG) should remain in those areas of education and used elsewhere.	6/25/2023 10:33 PM
1712	A new and better system for applying to the school system. Current system is outdated and not user friendly. We need teachers and bus drivers. Safety procedures Grant proposals and more	6/25/2023 9:43 PM
1713	Meet and greet at every school Get payroll issues resolved Explain what he/she can bring to Gaston County Schools	6/25/2023 9:25 PM
1714	Morale in district, building relationships, student achievement	6/25/2023 8:41 PM
1715	Payroll issues Meeting/listening to staff Meeting/listening to parents	6/25/2023 8:00 PM
1716	Payroll Pay raises Fill all teaching positions	6/25/2023 7:43 PM
1717	Fixing the financial crisis that has occurred. Resolution of substitute teachers so that permanent teachers do not have to sacrifice planning periods without pay Equal comp time for ALL teachers that fulfill requirements for ballgames, plays, and other extracurricular activities that occur throughout the school year.	6/25/2023 7:24 PM
1718	Teacher support, discipline, management	6/25/2023 7:12 PM
1719	1. Teacher Pay 2. Listening to teachers both short and long termed. 3. Reassure the public of your vision and what steps you plan to take to build partnerships	6/25/2023 7:11 PM
1720	Get woke ideology out of schools band get back to focusing on basic, quality education...	6/25/2023 6:34 PM
1721	Students, staff, payroll	6/25/2023 5:38 PM
1722	Fixing payroll problems. Improving teacher moral.	6/25/2023 5:32 PM

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1723	1. Expectations for improved student behavior with consequences enforced to ensure quality learning 2. Improve safety of students and staff. 3. Work with teachers to improve morale	6/25/2023 3:29 PM
1724	Make a clear goal of adjustments to curriculum that will help close gaps and enrich students. Payroll Bus driver shortage	6/25/2023 1:35 PM
1725	Basic learning skills, the fundamentals, inspiring kids to achieve	6/25/2023 1:24 PM
1726	Students education, especially those who were impacted by the pandemic. Helping teachers understand their students needs. School funding	6/25/2023 10:45 AM
1727	Student safety Teacher protection Teacher Pay	6/25/2023 10:43 AM
1728	Teacher appreciation and recognition, making sure they get paid appropriately, figure out why there such a high turn over rate for teachers	6/25/2023 9:06 AM
1729	Teacher salaries, student success rates, more resources for special education students.	6/25/2023 8:46 AM
1730	Teacher pay Getting and retaining good staff Getting control of student behavior so teachers can teach	6/25/2023 8:34 AM
1731	Finding qualified teachers for schools Funding for schools in need Fixing teacher pay	6/25/2023 4:28 AM
1732	Teacher wages and benefits, student academics, proactive and effective anti bullying strategies and real life solutions	6/25/2023 2:11 AM
1733	Make themselves visible to all school employees, students and parents. Evaluate current conditions and set goals to maintain or correct them. Hold meeting across district and actually listen to school administration and teachers with their ideas, grievances.	6/24/2023 11:14 PM
1734	1. Learn about the schools in your district: their values, their academic standings 2. Make an appearance in each school. Make it a point to introduce yourself to each staff member. Start building these relationships early. You want teacher support. 3. Learn about the financial standing of your district and how you can support each individual school with their needs.	6/24/2023 10:28 PM
1735	1.Fixing teacher pay 2. Make sure all students are receiving the help they need (iep) 3. Staffing	6/24/2023 10:01 PM
1736	Finance issues Special Education Teacher pay	6/24/2023 9:28 PM
1737	Testing, diverse staff, culturally related courses	6/24/2023 9:10 PM
1738	Fixing payroll issues once and for all, strengthening trust and communication with Gaston county employees	6/24/2023 9:08 PM
1739	Teacher pay, job retention, boost morale	6/24/2023 8:59 PM
1740	Making sure the problems with pay is resolved Rebuilding confidence with faculty and staff Being visible in each school and accessible to both parents and employees.	6/24/2023 7:35 PM
1741	Student discipline, safe working environment for teachers and students, payroll	6/24/2023 7:20 PM
1742	1. Accountability for financial issues unresolved since ORACLE began. 2. Correct all issues related to payroll since ORACLE inception. 3. Create a system of financial accountability to retain great employees.	6/24/2023 7:20 PM
1743	1 student learning 2 culturally relevant practices 3 equity	6/24/2023 7:03 PM
1744	Get teachers on board, fix any remaining payroll issues, build strong working relationship with school board	6/24/2023 6:52 PM
1745	Make sure lesson plans do not include lgbtq topics. School discipline is important.	6/24/2023 5:53 PM
1746	The absolute most important thing for the superintendent to focus on is being visible and building relationships with teachers. So many are disenfranchised with the profession, and a lot are undervalued by Gaston County Schools. The superintendent should focus on finding out [REDACTED] what all stakeholders believe could be improved. The goal of the new superintendent in the first 100 days should be to listen and learn.	6/24/2023 5:52 PM
1747	Conservative values, pay raises, replace facilities leadership team.	6/24/2023 4:46 PM
1748	Restructuring Principals ability to manage school 's discipline policy to ensure no disruptions	6/24/2023 4:38 PM

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of challenge behaviors while children are learning and achieving goals throughout the school day. Teachers will be respected and treated professionally by principal during and after work hours. Teachers do not need to be answering ridiculous emails, fu draining for principals, and etc after work hours. Teachers need adequate rest and family time after a work day. Curriculum night should be rewarded by an incentive of a day off on a optional day district wide. Teachers are over worked in this school district. Principals are managing schools differently throughout the county under certain items such as summer trainings A+ , Curriculum Night and etc. we work 12 hour days and only paid for 7.5 hours. It's wrong. Fundraising should not be shoved in childrens and parents faces who are lacking monetary means. Teachers and TA's should evaluate Principals. Staff should not have to use different work hours through out district. Time for school should be unified. There is a lot of challenge behavior due to students not having enough of sleep. Sone schools are operating under covid hours. All staff should be allowed to transfer yearly.

1749	Meet with all administrators and area leaders	6/24/2023 3:54 PM
1750	Teachers, teachers salary, and the chikdren	6/24/2023 3:54 PM
1751	Buses! Adequate children to teacher ratio! Budget	6/24/2023 3:24 PM
1752	Teacher retention/hiring, back to basics with reading/math, parent involvement.	6/24/2023 3:06 PM
1753	Fixing payroll issues	6/24/2023 2:58 PM
1754	Review current senior leadership and determine if they have skill set to help students achieve Listen and learn from school administration and teachers Meet with groups of students to hear their thoughts on strengths and weaknesses of district	6/24/2023 1:24 PM
1755	1. Get to know various members of the school district. - From the bottom up - school support staff in ALL areas.(buses, custodial, maintenance, nutrition, teachers and teacher assistants, lead teachers, administrators, and then those in the county office along with parents and students. 2. Spend some time talking with elementary personnel, especially teachers and teacher assistants to see what is working and what isn't. Also spend some time in their classrooms - NOT just a quick walk through. Actually watch part of some lessons and see what goes on daily. 3. See what things are working/not working in the district and begin a plan to address these things involving the stakeholders in the process.	6/24/2023 12:26 PM
1756	1.) Correcting employee pay. We have lost too many good employees due to the situation with Oracle. 2.) Get to know the staff, students, and families. 3.) Complete a needs assessment to create a plan of action to improve education throughout the county.	6/24/2023 12:19 PM
1757	1.Support the educators 2. Meet the parents more than once if possible 3.Be a presence to the children	6/24/2023 12:16 PM
1758	Adequate staffing of schools; Teacher/Student ratio; payroll issues fixed	6/24/2023 12:07 PM
1759	1. Uniting the system 2. Building relationships with staff and students 3. Listening to those in the system who have proven themselves competent	6/24/2023 12:06 PM
1760	Supporting HR in their efforts to fix payroll and retirement issues, retaining teachers and staff with pay increases similar to other districts who pay their teachers and staff salaries that can support their families and support teachers efforts to discipline students to keep them safe and keep staff safe with full time resource officers at all schools.	6/24/2023 11:58 AM
1761	Student achievement improvement, curriculum, discipline	6/24/2023 11:49 AM
1762	First of all teacher and staff communications. Principals shouldn't be flipped from school to school every year. Allow departments to do their jobs with out being micromanaged so they can do what's best for students and teachers.	6/24/2023 11:28 AM
1763	A complete revamping of the entire system! It's broken!	6/24/2023 10:17 AM
1764	Staff motivation. Workers who are shown appreciation go above and beyond expectations. Give your staff the reason to do their best.	6/24/2023 10:05 AM
1765	1) Meeting and beginning to establish rapport with teachers, administrators, school staff, and district staff 2) Becoming familiar with the current state of the finance issues and tracing a path forward to resolution 3) Development of a plan to improve retention of teachers and staff	6/24/2023 9:25 AM
1766	Students come first Unity with staff Communication with students home (parent/guardian)	6/24/2023 9:16 AM

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1767	Building relationships with school administrators, teachers, and the community. Recruiting top talent Rebrand GCS's name, after the payroll fiasco	6/24/2023 9:14 AM
1768	Teachers Hiring of teachers Teacher retention	6/24/2023 8:49 AM
1769	Curriculum All Staff Relations Student scores	6/24/2023 8:47 AM
1770	Keeping drugs out of the schools Making sure teachers and staff have what they need to perform their job.	6/24/2023 8:46 AM
1771	1. Focus on core subjects of reading, writing and math. 2.Getting rid of woke curriculum. 3. Give parents total access to curriculum.	6/24/2023 8:08 AM
1772	Fixing the problems the former Superintendent created. Bring back cursive writing so the children can read the constitution. Bring back God into our schools with a prayer every morning.	6/24/2023 8:08 AM
1773	Leadership, funding, and oracle	6/24/2023 7:55 AM
1774	Teacher morale (pay accurate, feel respected and appreciated as professionals); builds community by truly listening and valuing ALL members of the community regardless of political affiliation; become adept of prior student achievement in order to address future goals.	6/24/2023 7:19 AM
1775	1) gaining trust of employees 2) looking at current principals and assessing if correct ones are in these roles. 3) achievable goals that can be measured and all have a hand in obtaining them.	6/23/2023 11:51 PM
1776	Earn trust from teachers. Quit promoting people in system without leadership skills. Quit worrying about how to manipulate testing numbers and bring back discipline and learning in schools	6/23/2023 11:37 PM
1777	1. Teacher and staff burnout 2. Increasing Teacher pay 3. Bus shortage issues	6/23/2023 10:49 PM
1778	Share vision with parents, teachers, community. Straighten out finance problems. Hire excellent and trustworthy staff	6/23/2023 10:17 PM
1779	He or she should look at the programs for our students and decide which are more effective. He should pick knowledgeable people to head departments and make sure that they fit. Talk to the teachers and students what are their concerns.	6/23/2023 9:51 PM
1780	Retaining teachers, improving morale for teachers and students, improving the central office efficiency.	6/23/2023 9:50 PM
1781	Making teachers feel valued and appreciated. Welcome students with enthusiasm. Familiarizing themselves with the curriculum and expectations put on students and staff.	6/23/2023 8:59 PM
1782	Correcting pay system and listening to Board and teachers about priorities	6/23/2023 8:22 PM
1783	Pay role issues Raises for all especially people teachers with tenure	6/23/2023 8:18 PM
1784	Acclimate to new position Become known to board, schools, principals and teachers Resolve issues outstanding prior to arrival	6/23/2023 8:04 PM
1785	Safety in schools, Special Education, fixing the Financial issues [REDACTED]	6/23/2023 7:35 PM
1786	Setting a tone of transparency from central office out to all other stakeholders to repair distrust some people have for our county. Building an instructional and HR team [REDACTED] [REDACTED] Making a concerted effort to meet and interview key contributors to improving this district instructionally, ethically, and procedurally.	6/23/2023 7:21 PM
1787	1. Fix our financial situation 2. Help struggling schools in the county 3. Allow teachers to have choices and resources for their classroom	6/23/2023 7:13 PM
1788	1. Talk to employees (not just higher ups, but those of us in schools every day) 2. Look at what money has been spent on resources and see if those resources are still used 3. Communicate with all involved	6/23/2023 7:02 PM
1789	1) Promoting a culture of respect 2) Meet with staff at each building 3) Be HIGHLY visible and involved with classrooms (students and teachers).	6/23/2023 6:35 PM

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1790	unsure	6/23/2023 6:34 PM
1791	First, fix and maintain payroll issues and human resources issues. Second, research before implementing curriculum and sticking to an effective curriculum instead of changing it over and over causing students stress and hardships in consistent learning. Third, improving teacher/staff morale instead of adding more stress.	6/23/2023 6:12 PM
1792	Fix the payroll issues that have gone on for way too long, while being transparent about them. Pick a curriculum and stay with it for more than a couple of years. I shouldn't have two children 3 years apart that learn how to do math completely different from each other. Get rid of I-Ready and use something that actually helps the kids learn instead of how to guess answered to get the boring assignment done.	6/23/2023 5:58 PM
1793	Fixing the pay problem. Hiring efficient teachers and staff. Meeting teachers and staff. Setting the county in the right direction.	6/23/2023 5:52 PM
1794	Teacher retention	6/23/2023 5:28 PM
1795	Teacher and student ratios in the classrooms, our EC population and teachers	6/23/2023 5:17 PM
1796	Getting payroll fixed for all employees	6/23/2023 5:17 PM
1797	Getting to know staff, students, community	6/23/2023 5:07 PM
1798	1. Listening to administrators/teachers/parents 2. Getting to know the district at all levels 3. Be visible so we can get to know them.	6/23/2023 4:58 PM
1799	Repairing and developing repour with the staff and gaining their trust with regard to pay equity	6/23/2023 4:54 PM
1800	Filling open positions with qualified employees.	6/23/2023 4:48 PM
1801	Pay and admin appointments	6/23/2023 4:34 PM
1802	Teaching staff, student behavior, curriculum	6/23/2023 4:33 PM
1803	Payroll Teacher Retention Hold students accountable and support teachers	6/23/2023 4:31 PM
1804	Allow teachers to work in their classroom without useless meetings. Go to every school and meet the staff. Downsize district office positions that are needed.	6/23/2023 4:06 PM
1805	Finances for all school staff, pay them back pay and give raises that show support of all staff. Clean house and get rid of some of the "good old boys"	6/23/2023 4:02 PM
1806	Fixing payroll issues, teacher retention (not just new teachers), morale	6/23/2023 3:49 PM
1807	Fixing teacher payrolls, increasing their desire to work for Gaston county, quit testing the kids ALL THE TIME and actually teach them.	6/23/2023 3:48 PM
1808	Building relationships, learning the community	6/23/2023 3:47 PM
1809	LET TEACHERS TEACH AND NOT FOCUS ON TESTS. Keeping our kids safe. Not caving to agendas that are counterproductive to childrens' education and growth.	6/23/2023 3:01 PM
1810	Plans in place to address payroll issues. Plans to get quality educators in the classroom.	6/23/2023 2:58 PM
1811	Relationships with teachers and school staff. Talking with teachers in schools to get a better understanding of curriculum.	6/23/2023 2:53 PM
1812	Fix the payroll issues with the Oracle software. Have meetings with groups of teachers and administrators to find out the needs of each individual school. Make actionable goals to provide better support for teachers and site administrators for each individual school and therefore provide better academic opportunities for students at each individual school.	6/23/2023 2:33 PM
1813	Fixing the payroll mess, advocating for teachers, improving school leadership.	6/23/2023 2:29 PM
1814	Teaching about getting along with one another. Understanding what it takes to listen to everyone. Being fair.	6/23/2023 2:26 PM
1815	Teacher pay Teacher retention Staff support and morale	6/23/2023 2:04 PM
1816	Getting to know the GCS family so he/she will have an understanding of how to help the district move forward in a way that works for all stakeholders.	6/23/2023 2:03 PM

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1817	Communication with teachers Assessment of schools and needs Setting goals for improvements	6/23/2023 1:52 PM
1818	They should focus on understanding the needs of the specific community as a whole. Gaston county schools have a terrible reputation now and it seems like the core of what matters (our children's safety and education on FACTS) are being overlooked.	6/23/2023 1:51 PM
1819	Fixing oracle finance and seeing payroll issues are fixed!	6/23/2023 1:45 PM
1820	Teacher retention and restoring trust back between the county office and staff. Teachers and staff have an extremely negative view of the central office after the mishaps with payroll and we believe they were not appropriately addressed. Also there is mistrust around the spending of Covid relief funds from the government. I feel the new superintendent would be smart to focus on rebuilding the bridges between the local schools and the central office.	6/23/2023 1:35 PM
1821	Learning about current policies and employees of GCS, surveying teachers and school employees (not necessarily the district office employees), addressing payroll and recruiting valuable employees to fill the district office positions.	6/23/2023 1:23 PM
1822	Student achievement/accountability Parent involvement/accountability Teacher retainment	6/23/2023 1:21 PM
1823	Children's Safety/Guns Failing schools Connection with the public and parents	6/23/2023 1:13 PM
1824	1. Visiting each school for more than a few minutes 2. Meeting with parent groups, student groups, and each school staff. 3. No changes until the 2nd year.	6/23/2023 1:10 PM
1825	I feel our new superintendent should focus on being a great communicator, he/she must develop a clear vision for the district and above all a great listener.	6/23/2023 1:07 PM
1826	1.fixing payroll 2. Increasing pay/making this a district people want to work for especially compared to the districts bordering us/Supporting staff (moral is low- I have worked for this district for over 20 years through some really bad years- moral is at an all time low) 3. Infrastructure. Our schools/grounds look 50 years old. Building 30 new schools is not an option, but modernizing them should be.	6/23/2023 1:00 PM
1827	Making sure that the teachers are doing their jobs to the best of their ability Making sure teachers have everything they need to be able to make their students can be successful this school year Communication and clarity on what their goals are for the school year	6/23/2023 12:49 PM
1828	Familiarize himself with everything and everyone Begin taking care of his/her employees Be honest from day 1	6/23/2023 12:41 PM
1829	1. Improving the overall student growth in the county 2. Increase incentives for teachers, including pay 3. Continue the great initiatives that Superintendent started, such as school choice	6/23/2023 12:39 PM
1830	Employee relations, honesty,budget	6/23/2023 12:35 PM
1831	Getting to know the students parents and ataff	6/23/2023 12:22 PM
1832	Teacher pay, giving the teachers back their classrooms, and students with ADHD getting the help they need.	6/23/2023 12:04 PM
1833	Making sure that each teacher gets paid! And the complete amount that they are owed!!!	6/23/2023 11:33 AM
1834	1.) Fix the Dam Payroll System, I am tired of hearing about it for the past year... [REDACTED] 2.) Go on a Hiring Spree.... Go to Colleges up North where it is hard to get a job bcz, of higher paying job but new graduates lack experience. They can get that experience here..... 3.) Make sure he is not about DEI or bringing in a Woke agenda.... Reading, Writing and Arithmetic should be the sole purpose of the Superintendent not to try to have discussions on children's sexuality. The Superintendent is not here to do nonsense like that but is here to make sure our kids excel in the academic arena far above other School Districts in North Carolina.	6/23/2023 11:30 AM
1835	Fixing teacher pay Improving schools for teachers and students Getting rid of frivolous agendas	6/23/2023 11:20 AM
1836	School safety, actually teaching, no CRT or politically motivated agendas	6/23/2023 11:19 AM
1837	1. Appreciation of employees (starting with the pay fiasco) 2. Student engagement 3. Cleaning up the mess(es) [REDACTED]	6/23/2023 11:07 AM

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1838	Students, Staff, Families	6/23/2023 11:02 AM
1839	Retaining employees, showing them why they are important. Long time employees aren't being valued as much as new hires. Losing a great generation of employees. Helping our kids truly succeed. Not just passing them for the sake of graduation rate. We are faking our kids. The obvious... PAY (ALL EMPLOYEES).re-evaluate how funds are being spent and look at the state pay scale. Some of us will never reach the max pay.	6/23/2023 10:46 AM
1840	Discipline to keep schools safe Getting drugs out of the high schools, bring back the drug dogs Fix payroll	6/23/2023 10:22 AM
1841	Evaluate school performance. Assess and take steps necessary to implement changes to increase performance. Get rid of non performing personnel.	6/23/2023 9:53 AM
1842	Gaining trust with employees	6/23/2023 9:46 AM
1843	Staff, budget, payroll issues	6/23/2023 9:46 AM
1844	Fixing the payroll system, Teacher shortage, curriculum and standards that match standardized tests	6/23/2023 9:40 AM
1845	Building Trust and Legitimacy	6/23/2023 9:40 AM
1846	Improving teachers morale, supporting all staff that make the schools run and allow principals opportunities to make decisions within their schools without fear of retribution.	6/23/2023 9:33 AM
1847	Teacher retention, addressing behavior issues to improve school environment, mental health is students	6/23/2023 9:33 AM
1848	Teacher morale, HR issues, listening to parents	6/23/2023 9:30 AM
1849	Class size, communication with parents and teachers, safety	6/23/2023 9:20 AM
1850	Teacher retention Communication with parents Prioritization of needs and policies	6/23/2023 9:11 AM
1851	Teachers, teachers, teachers! Our teachers have taken several massive blows since Covid. They are leaving in large numbers. You can never help our kids adequately if you do not stop and care for the ones leading the classrooms. It is critical and needs to be in the forefront of everyone's mind!	6/23/2023 9:09 AM
1852	Back to basics Reading, writing, and arithmetic	6/23/2023 9:08 AM
1853	Budget for school employees, increased resources for educators	6/23/2023 8:53 AM
1854	Students: getting to know and understand the types of students GCS serves and what are their greatest needs. Sincerely listening to students from all levels share their experiences and how those can be strengthened Teachers: sincerely listening to the teachers in the classroom to understand the challenges they face daily and what solutions they believe would be helpful. They are professionals who know the needs best and they need to feel supported.	6/23/2023 8:49 AM
1855	Developing a leadership team that is student focused and sensitive to family situations. Get the payroll situation under control. Develop a system that supports and appreciates teachers.	6/23/2023 8:43 AM
1856	Fixing the issues with payroll and retirement for employees, hiring new leadership, getting to know the staff, students, and families of Gaston County Schools.	6/23/2023 8:40 AM
1857	Fixing the Oracle pay system. We need an outside company to come in and audit pay roll because we still have people who are NOT being paid right or on time.	6/23/2023 8:39 AM
1858	1. Options to replace Oracle 2. Improving employee morale 3. School building security/vestibule projects	6/23/2023 8:38 AM
1859	1. Identify mediocrities, counter productive personnel promoting toxic policy goals by stealth, negative outside influences, etc. 2. Restructure based on step 1 above 3. Build Management Team !!!	6/23/2023 8:38 AM
1860	Teacher pay, teacher recruitment, teacher retention	6/23/2023 8:35 AM
1861	Teacher retention, morale, teacher appreciation	6/23/2023 8:25 AM
1862	Fixing the pay system for teachers, reaching out to current teachers/schools, reaching out to	6/23/2023 8:25 AM

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	parents	
1863	Teacher retention and pay	6/23/2023 8:24 AM
1864	1 Building back a good rapport amongst the education community. 2 address budget issues 3 work on less technology at least for a period of time to allow children to catch back up from Covid!	6/23/2023 8:23 AM
1865	Promoting all the hard work teachers do. Fixing this payroll issue. Working and pushing to get us more money, not just new teachers like the board did at the meeting. They need to be worried about keeping teachers, not just getting new ones who will leave in a few years.	6/23/2023 8:12 AM
1866	Build relationships with staff students and parents Review all school data Watch all systems at work before any changes are made	6/23/2023 8:05 AM
1867	Establishing positive relationships with teachers, students, and community members, establishing his or her "vision" for GCS, and visiting every single school in GCS to meet with staff and faculty to begin establishing the positive relationships that are vital to successfully fill the position	6/23/2023 8:02 AM
1868	Finances, curriculum, moral	6/23/2023 7:52 AM
1869	Continuing to work to fix the pay issues, make connections with staff, get to know Gaston County	6/23/2023 7:50 AM
1870	Supporting teachers, reading crisis intervention, teacher retention	6/23/2023 7:46 AM
1871	Fixing Problems with payroll. Visiting our schools and talking with students and staff. (Not just for photo opportunities) Figuring out a way to promote staffing at our schools so our students are provided all their needs.	6/23/2023 7:37 AM
1872	Payroll mistakes, enforcing student attendance, grade, behavior policies, employee morale	6/23/2023 7:31 AM
1873	Getting back to basic and core subjects. Install discipline and respect back in the classroom creating a safe learning environment. Move the teaching of social issues back to the home and focus on a solid knowledge of reading, writing, mathematics, science and history.	6/23/2023 7:27 AM
1874	1. Listen to current stakeholders to get a clear sense of GCS current reality 2. Begin to rebuild trust in GCS leadership 3. Make connections within the GCS community.	6/23/2023 7:13 AM
1875	1-Moral-making staff feel appreciated. Be creative and don't waste \$ on silly gifts. T-shirts are fine but not necessary. No frisbee etc. 2-Retention- we have lost a lot of great educators to neighboring districts. Figure out why & fix problems. 3-Budget/Finance. People need to be able to trust they will be paid accurately. Make sure everyone who is still owed \$ from the payroll fiasco is paid. It is time to move on.	6/23/2023 7:13 AM
1876	Teachers, teachers, teachers	6/23/2023 7:05 AM
1877	Curriculum Student achievement Completion of building projects	6/23/2023 7:02 AM
1878	Fixing the payroll issues within the county. There are still teachers who are owed thousands of dollars and are leaving teaching because they didn't get paychecks.	6/23/2023 7:00 AM
1879	Teacher pay Teacher retention Building strong rapport with school board and school staff	6/23/2023 6:56 AM
1880	Teachers financial situation (oracle, orbit), teachers basic classroom needs are met, schools basic needs are met	6/23/2023 6:45 AM
1881	Building trusting relationships with employees, staffing shortages (recruitment, retention and incentives), getting resources to the neediest schools (as recommended by the staff working there).	6/23/2023 6:35 AM
1882	Full focus on core subjects such as math and English to above average scores.	6/23/2023 6:19 AM
1883	Climate and culture school and county level. Be an advocate for the front line... students and classroom teachers.	6/23/2023 5:58 AM
1884	reallocate funds in order to hire more support staff for schools	6/23/2023 5:50 AM
1885	Payroll standardized testing hiring	6/23/2023 4:51 AM
1886	Making sure students are taught basic curriculum and not political agendas but also provide	6/23/2023 3:38 AM

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	help with students who struggle	
1887	Getting to know the district, meeting the staff teachers, etc . Setting goals and a game plan	6/23/2023 3:18 AM
1888	Financial issues, subs, staffing issues	6/23/2023 1:10 AM
1889	First of all the superintendent must become aware of his surroundings, to able to properly be able to perform his duties, such as learn the layout of the school district Secondly, the superintendent should attempt to his best abilities, present himself to facility, students, and parents (if able) to get to know who he will be dealing with, and for them to know who they will be dealing with. Thirdly, transparency is key.	6/23/2023 12:59 AM
1890	Rebuilding relationship/trust with school staff; Listening and using suggestions made by staff, parents & staff	6/23/2023 12:44 AM
1891	Learning the district Getting to know the staff and students Making a plan of action	6/23/2023 12:37 AM
1892	- narrowing the achievement gap - showing teachers tangible appreciation by ensuring pay is fair and on time - cleaning up Gaston County's racist image and getting a clean 21st century start by eliminating racist school mascots	6/23/2023 12:37 AM
1893	Visibility Input from teachers and staff Improvement plans for least performing schools	6/23/2023 12:30 AM
1894	Teacher getting paid on time.	6/23/2023 12:21 AM
1895	1. Student accountability 2. Parent accountability 3. Teacher accountability	6/23/2023 12:20 AM
1896	-Being out, in the schools, seeing how things work and not just out for photographic opportunities. -Talking with teachers about what possible concerns there could be and how we could work together to find solutions that work for everyone. -Being visible to the parents and community to set a great first impression.	6/23/2023 12:18 AM
1897	1. Procedures related to school safety and curriculum 2. Supporting principals and teachers to keep students and staff safe and push academic growth 3. Solve all finance issues	6/23/2023 12:15 AM
1898	Talking to teachers, raise salaries for all teachers. This county has lost alot of teachers. They should be concern about too much work on the teacher and allow them to focus on teaching the students and helping kids.	6/23/2023 12:12 AM
1899	Address the huge issue of bullying in all levels of school. Advocate for free meals for all children. Visit all schools in the district.	6/22/2023 11:51 PM
1900	To get the kids off of computers, to get the teachers back to teaching and not teaching to a test or letting a computer teach the kids, supporting the teachers and letting them do their job they actually went to school for.	6/22/2023 11:49 PM
1901	Shoring up the teacher pay benefit system. Creating positive interactions with parents and teachers. Observing what the situation is in our schools and taking close notes on where we need support and positive environments.	6/22/2023 11:46 PM
1902	Filling all teacher positions with certified staff, payroll, and position shortages in all areas	6/22/2023 11:30 PM
1903	Building rapport with staff, determining areas of need in district, setting goals/plan to achieve	6/22/2023 11:29 PM
1904	Building trust with transparency with staff and community Listening to principals and managing persistent leadership problems Funding higher supplements	6/22/2023 11:28 PM
1905	Placing the right people in the right places.	6/22/2023 11:26 PM
1906	Payroll, school buildings, and student's well being/behavior	6/22/2023 11:17 PM
1907	Getting staff and students to feel that things are being heard and making appropriate changes	6/22/2023 11:15 PM
1908	Moral Finance Filling vacancies	6/22/2023 11:13 PM
1909	Oracle Filling vacancies Building back trust	6/22/2023 11:08 PM
1910	The superintendent should focus on supporting the staff. Listen to the teachers and principals. We have concerns and feel like they have fallen on deaf ears. Be visible in the schools. Get the feel for Gaston County schools. Determine the strengths of your upper management. By learning their strengths you can know what to expect from them.	6/22/2023 10:58 PM

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1911	Finance, fixing payroll Learning our schools and staff Teacher vacancies	6/22/2023 10:50 PM
1912	Getting teacher moral back. Getting pay roll correct. Being seen and listening to the needs of parents and staff	6/22/2023 10:49 PM
1913	Payroll, Recruiting Staff, Budgets	6/22/2023 10:44 PM
1914	Teacher pay system getting fixed at certain schools, possibly retraining teachers to be passionate for their jobs, influencing students and helping them work for a strong future	6/22/2023 10:44 PM
1915	Payroll system needs to be fixed. We need to recruit and retain our experienced educators, administrators and staff.	6/22/2023 10:44 PM
1916	Payroll Teacher support Child advocate	6/22/2023 10:41 PM
1917	Getting to know the community, visiting staff and students and making self visible to all employees of GCS, parents and students.	6/22/2023 10:41 PM
1918	Getting to know the school system/GCS community & pay issues	6/22/2023 10:40 PM
1919	1) Making sure the financial issues, retirement issues, and all other issues pertaining to the transition to the Oracle program have been corrected 2) Understanding our school district as a whole and determining needs relevant to all schools individually in our county 3) Making sure those who are in leadership positions within the school district are well versed in their job areas and have prior experience in that position (for example, if a person is the executive director of elementary education or high school education, have they worked in an elementary or high school before? What background knowledge and relevance do they bring to their position? Do they make decisions in their leadership role with knowledge of how those decisions will affect those working in the classrooms?)	6/22/2023 10:39 PM
1920	Strategy, Discipline, community	6/22/2023 10:37 PM
1921	staffing issues, school safety, curriculum/resources	6/22/2023 10:32 PM
1922	Teacher retention	6/22/2023 10:31 PM
1923	Payroll, filling teacher vacancies, employee morale	6/22/2023 10:30 PM
1924	Fix employee payroll issues	6/22/2023 10:26 PM
1925	Communicating with teachers and parents. Payroll Making goals	6/22/2023 10:25 PM
1926	Lack of support for teachers from administrators, students are so behind and being pushed through the system anyway, there are EC classroom that can not service the EC students and give the the education and follow the IEPs because they have no support from administration and behaviors are not addressed appropriately	6/22/2023 10:25 PM
1927	1. Being visible at all of the schools in the district. Meeting the faculty and students. (Relationships) 2. Academics 3. Budget plans discussed	6/22/2023 10:23 PM
1928	Reading writing and arithmetic	6/22/2023 10:19 PM
1929	Students needs Parent Concerns Teachers having correct & needed resources	6/22/2023 10:13 PM
1930	Listening to teachers, gaining insight from parents on key concerns, building relationships with the community	6/22/2023 10:08 PM
1931	Solving ongoing Payroll issues, making personal connections, treating all schools equally	6/22/2023 10:03 PM
1932	PAYROLL ISSUES, payroll issues, PAYROLL ISSUES. Even for those who are not employed anymore(like me- [REDACTED] who is still owed money).	6/22/2023 9:53 PM
1933	Rapport Rapport Student data	6/22/2023 9:49 PM
1934	Teacher / staff moral. Employees are very disheartened with Gaston County Schools right now.	6/22/2023 9:47 PM
1935	Creating relationships with students, teachers, and staff. This person needs to have meaningful conversations with the people directly involved in the business of school.	6/22/2023 9:46 PM
1936	Talk with teachers and students to find out the pain points and needs and visit each school to learn the diversity and needs of each location	6/22/2023 9:44 PM

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1937	#1 BEHAVIOR FROM STUDENTS IN THE SCHOOLS. Starting to suspend students and making parents deal with their undisciplined children. #2 HIRING STRONG ADMINISTRATION WITH BACK BONES. We have too many administrators who have forgotten what it's like to be in a classroom with students all day. TEACHERS NEED SUPPORT!!! #3 TEACHERS NEED TO BE SUPPORTED. We are the ones working our behinds off every day without support of strong administrators.	6/22/2023 9:43 PM
1938	Oracle!!! TAs are still missing time. I am tired of hearing it's a global issue for all employees!	6/22/2023 9:42 PM
1939	1)Consistent Discipline across all public schools 2) Removing all curriculum / books that are questionable reading for any student. 3) Remove all racist CRT curriculum - get back to the basics, reading, writing and arithmetic... this isn't rocket science.	6/22/2023 9:41 PM
1940	Building relationships, being visible in the community, visiting schools for input	6/22/2023 9:40 PM
1941	Fix payroll issues Work with teacher retention (pay/less pd) Teacher Assistant raises! We make yearly what superintendent makes monthly	6/22/2023 9:39 PM
1942	Being there for teachers that are on the front lines doing all the hard work each day. All employees should be treated the same, especially veteran teachers that need to be felt valued. The end result is to educate the students with encouragement as the same for teachers.	6/22/2023 9:38 PM
1943	Hiring and retaining competent teachers. Visiting all the schools and introducing them self to teachers, students and staff and fixing pressing problems immediately (payroll)	6/22/2023 9:36 PM
1944	Back pay for teachers screwed over by Oracle debacle (still not corrected, some people owed thousands)	6/22/2023 9:32 PM
1945	Healing the damage that has been inflicted upon GCS educators. [REDACTED] spoke volumes to those affected by the Oracle Debacle. Form a strong relationship with teachers & school's staff.	6/22/2023 9:27 PM
1946	1) determine the schools that are underperforming, 2) determine the common reasons why the schools are underperforming. 3) take corrective actions like terminating principals and teachers that are the problem.	6/22/2023 9:25 PM
1947	Getting to know the community Getting to know the students Getting to know the parents	6/22/2023 9:24 PM
1948	Payroll, training on new reading programs, help for new teachers	6/22/2023 9:17 PM
1949	Updating the older schools, new carpets, new window, hvac.	6/22/2023 9:03 PM
1950	Students, teachers and parents	6/22/2023 8:59 PM
1951	Work on staff/employee morale and trust.	6/22/2023 8:55 PM
1952	Learning the strengths and Weaknesses of our system. Visits to schools. Hearing from parents and teachers.	6/22/2023 8:48 PM
1953	1. Supporting the teachers and the decisions they make in the classroom. 2. Fixing the financial problems that have plagued the county for the past year and a half and make sure it doesn't happen again. 3. Regain some of the respect [REDACTED]	6/22/2023 8:47 PM
1954	Listening to teachers, students, staff and parents.	6/22/2023 8:46 PM
1955	...	6/22/2023 8:44 PM
1956	Safety of students and staff Making sure the "payroll" issues are resolved Don't "reinvent" the wheel	6/22/2023 8:19 PM
1957	Including all students	6/22/2023 8:16 PM
1958	*listening to the needs of the staff in concerns of safety/ discipline.. PBS model is not working! *too much PD there is no time for it *familiarize oneself with your clientele	6/22/2023 8:16 PM
1959	Curriculum-Are we teaching what's best for the students advancement? Safety-Are our schools as safe as they can be? Unity of staff-Are all staff members trained, inspired and ready for the school year?	6/22/2023 8:15 PM
1960	1. Undo the damage done [REDACTED] 2. Make a commitment to do the	6/22/2023 8:13 PM

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	work and not just appear in photo opportunities 3. Learn what makes GCS so special	
1961	Transitioning from computer learning back to paper instruction. Ensure employees get paid. Prevent teachers from pushing political views on kids. Put traditional values back in schools.	6/22/2023 8:11 PM
1962	Not making big changes right away. Visiting each school and meeting with staff. Listen to teacher concerns/needs.	6/22/2023 8:05 PM
1963	Relationships with teachers, relationships with principals and asst principals and relationships with students	6/22/2023 8:00 PM
1964	1. Getting to know the principals and assistant principals that are boots on the ground daily in the district 2. Listen before making huge decisions. 3. Find out the positives and negatives in the county from the people who would really know.	6/22/2023 7:58 PM
1965	Ensuring that teachers are supplied with the necessary resources. Establish and enforce positive conduct among staff and students. Increase all school's performance.	6/22/2023 7:50 PM
1966	Teachers being paid Students being bullied Drop out rate	6/22/2023 7:42 PM
1967	Developing relationships with staff Transparency about their vision and agenda Provide support and advocate for teachers	6/22/2023 7:35 PM
1968	Fixing the pay system to ensure that employees don't have to worry about being compensated accurately and on time. [REDACTED] [REDACTED] Promote exceptional school base administrators to leadership positions to help right the ship.	6/22/2023 7:27 PM
1969	He or She needs to meet with principals of schools that have Ds or below have double digit staff turnovers. He needs to create action plans where these principals must have goals set and be held accountable for meeting those goals. He/She needs to tour every single school to look at the facilities and to watch how students transition during the day. He/she needs to speak with staff at each school to see what is going well, and what needs to change.	6/22/2023 7:22 PM
1970	Stand up for your teachers. Firm discipline.	6/22/2023 7:20 PM
1971	Curriculum, growth, drawing fair district lines.	6/22/2023 7:13 PM
1972	Students teachers and performance	6/22/2023 7:12 PM
1973	Getting teachers paid on time, getting supplies to the schools that the need and securing our schools	6/22/2023 7:06 PM
1974	Define measurable goals, Measure where we are, and plan a path to achieve them	6/22/2023 7:04 PM
1975	There are two genders	6/22/2023 7:04 PM
1976	Teacher resources, safety in schools and retention	6/22/2023 7:03 PM
1977	Restoring a positive energy among teachers!	6/22/2023 7:01 PM
1978	morals, honesty, faith	6/22/2023 7:01 PM
1979	Schools that underperform, discipline, teacher shortage	6/22/2023 7:01 PM
1980	Listening to teachers. Listening to administrators. Listening to parents.	6/22/2023 6:57 PM
1981	Discipline, finances, leadership	6/22/2023 6:50 PM
1982	Getting to know the individual schools and their staff	6/22/2023 6:41 PM
1983	Fixing Payroll, addressing teacher's concerns, teacher moral	6/22/2023 6:39 PM
1984	Building relationships with principals and teachers Dig into the finance fiasco known as Oracle Survey stake holders for needs	6/22/2023 6:35 PM
1985	The teachers pay! Get the payroll issue resolved. Also, address the lack of teachers in the district. Also, address the quality of teachers we are hiring.	6/22/2023 6:29 PM
1986	Get payroll issues sorted, evaluate and plan to decrease high teacher turnover root causes, become expert on current policies and procedures for all schools and recommend needed changes	6/22/2023 6:23 PM

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1987	Don't give in to lgbtq	6/22/2023 6:22 PM
1988	Fixing payroll; improving morale; enhancing student opportunities	6/22/2023 6:17 PM
1989	Visiting the schools to see their needs and let teachers know they're available to them. Figure out what works and what doesn't work by meeting with teachers and getting their feedback. Immediately fix the system of pay so that teachers get the correct pay and get the help,they need to make sure retirement is correct.	6/22/2023 6:17 PM
1990	Finance, ask teachers and parents what they want, improve discipline	6/22/2023 6:10 PM
1991	Supporting our teachers, getting the pay program for our teachers under control, meet and great with the parents	6/22/2023 6:09 PM
1992	Assessing retention of teachers Assessing condition of schools Setting goals on student development	6/22/2023 6:03 PM
1993	Getting the kids and teacher back on track and take away the laptops and let the teacher teach the subject.. and to make sure that these teacher and etc are getting paid right	6/22/2023 5:59 PM
1994	I feel that the new superintendent should be able to visit all schools and meet the staff and students to see who he or she is representing, payroll issues that still continue and compile a list of concerns that may exist.	6/22/2023 5:58 PM
1995	Teacher Relationships Diversity Responsive teaching for title 1 schools.	6/22/2023 5:56 PM
1996	Getting to know schools, staff, and being seen in schools.	6/22/2023 5:56 PM
1997	Removing common core	6/22/2023 5:53 PM
1998	Follow up with all employees. Ask for goals to be achieved. Find a list of issues to be worked on.	6/22/2023 5:51 PM
1999	Increase teacher support, parent involvement in the community, determine ways to increase teacher pay	6/22/2023 5:37 PM
2000	Teacher pay and fairness, collaboration with the school boards and the county, ensuring students get the best education they possibly can	6/22/2023 5:37 PM
2001	Understanding our demographic Which schools are failing and why Do we have enough support staff in each school to support students needs	6/22/2023 5:36 PM
2002	Learning about schools, departments, and ways to support families	6/22/2023 5:36 PM
2003	1) assess what needs to be done to bring our system out of its current mire; 2) address the tremendous number of teacher vacancies in our system: 3) address and finally correct the reprehensible payroll fiasco a number of our teachers are still facing.	6/22/2023 5:32 PM
2004	Giving office employees a raise!	6/22/2023 5:19 PM
2005	Continuing issues with new pay system Communicating with and getting to know principals and other school staff	6/22/2023 5:19 PM
2006	1-finance department 2-get rid of so much testing in all our schools 3-Go into classrooms in all schools to see the differences on each level all over the county.	6/22/2023 5:17 PM
2007	Fixing the payroll problem Hiring new teachers Fixing the toxic work environments/principals that teachers and parents have been complaining about for years. Poor leadership in schools is ruining our individual schools on top of the poor leadership we had with our previous superintendent.	6/22/2023 5:13 PM
2008	Making sure we get a good successful school year into a swing. Build a budget that can make sure teachers have plenty of supplies for the whole school year. Make sure to build those important relationships early on, and make sure to be available and apart of the kids life's [REDACTED]	6/22/2023 5:09 PM
2009	Fixing employee pay issues and take into consideration the conditions of ALL the school buildings within the district	6/22/2023 5:07 PM
2010	Build relationships & be visible in all schools. Talk to students, teachers and staff. Take part in budget planning. Work closely with the finance team to look at all the data and understand how	6/22/2023 4:59 PM

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the budget will impact our students and staff. Oversee the county's academics. Look at the data to understand student performance & create a plan for improving student performance.

2011	Showing respect for teachers and families. Allow teachers to find ways to address class needs individually, with less across-the-board testing	6/22/2023 4:54 PM
2012	Fixing the pay problems, become familiar with schools in the district, support teachers	6/22/2023 4:49 PM
2013	-Getting payroll issued fixed permanently if it still is an issue (6-21-23 still has problems - Positive PR campaign to make it desirable to work in GCS again -Positive PR campaign for home schools and their accessibility for all students	6/22/2023 4:49 PM
2014	Making sure that ALL schools are safe. Fix the payroll situation, increase punishments	6/22/2023 4:46 PM
2015	Fixing the current issues with the new payroll system. Working with the school board and getting to know them. Becoming visible to the community.	6/22/2023 4:45 PM
2016	Teachers-retaining, finding qualified, bonuses for those staying in education	6/22/2023 4:41 PM
2017	1. Fixing this oracle payroll mess and cleaning up the image of GCS due to it. 2. Recruiting Highly qualified teachers to fill vacant positions. We are in a dangerous position filling teacher roles with those lacking degrees. 3. Being present with students and staff. [REDACTED]	6/22/2023 4:31 PM
2018	1. Visiting the schools and meeting teachers and school staff 2. Listen to the students and what they say their needs are 3. Establish a forum for parents to have regular access to the superintendent to share their input	6/22/2023 4:29 PM
2019	Establish goals and address all necessary issues or problems. Introduce themself personally to each school	6/22/2023 4:28 PM
2020	Finance Student improvement on tests Visionary	6/22/2023 4:27 PM
2021	Fixing Payroll, replacing staff at district level, hiring teachers	6/22/2023 4:15 PM
2022	Data, class sizes, curriculum	6/22/2023 4:09 PM
2023	Working on the financial problems with staff, building back trust in teachers and employees, building relationships with and being present in the schools with students and employees	6/22/2023 4:01 PM
2024	Teacher retention, community involvement, student needs	6/22/2023 3:50 PM
2025	1. Getting teachers and other staff paid correctly. 2. Removing any existing DEI programs and/or any staff member who insists upon using DEI. 3. Focus on improving student behavior and discipline.	6/22/2023 3:27 PM
2026	Communicate support to teachers and principals of the work they are doing and recruit qualified new and retain our good teacher - Be an advocate for increase pay for qualified teachers. Continue to support our School choice options and Career and technical Education Recognize the potential for expansive growth within the school district and continue to upgratde aging school building and plan to build new buidling for future growth.	6/22/2023 3:27 PM
2027	Resolve the payroll problems Gaston County Teaching Staff are still experiencing. As of March 2023 there were still employees with discrepancies in their paychecks. To me that is unacceptable and needs to be addressed and resolved immediately.	6/22/2023 3:19 PM
2028	1.) Visiting schools and classrooms. 2.) Restricting or limiting staff development, so that teachers can focus soley on their new students. 3.) Survey GCS employees to ask what they really want and need from their Superintendent and act upon the survey.	6/22/2023 3:16 PM
2029	Paying teachers Teacher to student ratios Offering ideas on how to fix ongoing issues	6/22/2023 3:12 PM
2030	Supporting teachers and school staff. Supporting county staff (specifically those that work closely with the schools) Watch and learn (Visit all schools quietly, take notes for changes)	6/22/2023 3:11 PM
2031	Support for teachers across the board reaching parents to work with teachers/staff to improve behaviors and work ethic EC support	6/22/2023 2:59 PM
2032	Morale of teachers, filling all positions to prevent burn out of teachers covering multiple positions, support of new/young teachers to prevent burn out/frustration causing them to leave the field	6/22/2023 2:52 PM

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2033	Kids, teachers needs, getting to know everyone	6/22/2023 2:48 PM
2034	Getting to know the facts of the status of the finances of the district. Getting to know the facts of the student and staff data of the district. Personally interfacing with each staff and facility owned by Gaston Co Schools to demonstrate new visibility and relationships in the district.	6/22/2023 2:47 PM
2035	Relationships with administrators, teachers and staff, school safety, presence in the entire gaston county community	6/22/2023 2:39 PM
2036	Building honest relationships with school staff. Working to raise staff moral and wages. Bringing discipline back into the schools to protect and support school staff and students.	6/22/2023 2:38 PM
2037	Core learning such as reading and math. Civics especially in high school. Student behavior on school campuses	6/22/2023 2:37 PM
2038	1) Fostering trust and truth with the current payment system, absolutely no excuses, build a better relationship between Superintendent and teachers 2)Teacher recruitment, recruitment and retaining highly qualified teachers with degrees, not just warm bodies for a classroom. 3) Safety, true safety, not just what should be done, after a tragedy, but implement a solid plan and do it at every school within GC.	6/22/2023 2:37 PM
2039	Meeting with teachers and staff Fixing payroll issues New school year kickoff	6/22/2023 2:35 PM
2040	Staff/kids/safety	6/22/2023 2:32 PM
2041	Staffing, getting to know the board	6/22/2023 2:32 PM
2042	1. Retaining veteran teachers and making GCS a place teachers want to work 2. Ways to deal with social-emotional issues and discipline for students 3. Improvements in curriculum and instruction	6/22/2023 2:31 PM
2043	Finances/ payroll/ budget Teacher retention Student attendance	6/22/2023 2:27 PM
2044	Straighten out the staff paycheck problem. Dialogue with teachers about what they need and where the county needs to put resources. Address teacher morale.	6/22/2023 2:26 PM
2045	1.Getting to know our teachers and their needs. 2.Cutting back on unnecessary staff and sub staff positions. 3. Using funding wisely for our entire school system.	6/22/2023 2:22 PM
2046	Teacher shortages, Listening to what the teacher have to say since they are the ones in the classrooms, and making sure all students/ families are being heard.	6/22/2023 2:20 PM
2047	Teacher/Staff Moral Giving instruction/direction to Principals in view of accountability Finding an interim for the open positions in the senior staff	6/22/2023 2:18 PM
2048	Getting to know the teachers and staff in each school in the county Payroll Teacher retention	6/22/2023 2:17 PM
2049	They should focus on professional development for all staffing needs (including retention and recruitment), supporting classroom teachers' needs, and leading the county in redirection toward higher proficiency in reading, writing, math, science, and social studies.	6/22/2023 2:16 PM
2050	Hggjjhmk	6/22/2023 2:12 PM
2051	Unsure	6/22/2023 2:04 PM
2052	Innovation - Gaston County needs to move forward in curriculum offerings. Not afraid to redraw district lines - some schools are not near capacity while others overflow. Understand the children in the middle deserve support too - not just those on IEPs or DEPs.	6/22/2023 2:03 PM
2053	Giving hope and encouragement to teacher, letting them know he/she is on their side. Making sure ALL employees are up to date and correct on their income, retirement, etc, monies. Setting attainable goals for the first school year for all schools.	6/22/2023 2:03 PM
2054	Teacher/School Staff Pay Title 1 Schools input district Curriculum	6/22/2023 2:01 PM
2055	Getting into each school building and getting to know the strengths and areas for growth. Address how we will retain and recruit the best educators to our county. The current county supplement is pitiful when teachers can go a county over to receive a significant pay bump... what makes it worth it for teachers to teach here? Assess the curricular programs of the schools to ensure they're aligned to current research, updated, and are garnering desired results.	6/22/2023 1:51 PM

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2056	1 - Repairing employee morale damaged by payroll issues and other interactions with some district level staff. 2 - Seek input from the school level staff - the system is full of employees with significant expertise in their respective areas. 3 - Encourage accountability from all stakeholders, not just educators.	6/22/2023 1:46 PM
2057	Staff development, student engagement, and community relations	6/22/2023 1:42 PM
2058	As an employee, please fix payroll problems As a teacher, continue to provide the means to teach science classes with labs Provide more options for students that teach skilled trades in high schools	6/22/2023 1:41 PM
2059	Correcting and making right the Oracle debacle with all employees, improving morale in order to improve recruitment and retention of employees, attendance.	6/22/2023 1:37 PM
2060	Communication of goals with teachers. Focus on equality among schools. Stop teaching the test.	6/22/2023 1:34 PM
2061	Making employees feel valued and respected by being totally honest and transparent. Create a leadership team that includes 1 staff member from every school in the county that is chosen by each school that helps in decision making matters rather than only administration and county office personnel. Improving morale	6/22/2023 1:34 PM
2062	Teachers,Principles, over crowded schools	6/22/2023 1:30 PM
2063	(1) Student attendance (2) Professional Learning for teachers (3) Family engagement	6/22/2023 1:29 PM
2064	Safety of students and staff Dress code- Not demoralizing girls for what they are wearing when it's perfectly acceptable Education	6/22/2023 1:29 PM
2065	1. Our payroll system 2. Delay standards based grading 3. Show support for teachers and staff instead of hiding away from us.	6/22/2023 1:24 PM
2066	Gaining the community and employees' trust	6/22/2023 1:23 PM
2067	1)Fix the payroll, investigate the real problems that occurred, 2) look at the ways COVID money was spent, and 3) hire more support staff, teachers and assistants (people) vs. spending money on programs and equipment.	6/22/2023 1:17 PM
2068	Fixing Oracle issues. Keeping current employees and filling current vacancies.	6/22/2023 1:15 PM
2069	Teachers, students, life skills	6/22/2023 1:13 PM
2070	Fixing payroll/Oracle problems; repairing the trust and working relationship between school employees and the board; setting an agenda that outlines how Gaston County Schools will proceed into the future.	6/22/2023 1:13 PM
2071	1. Experienced teacher retention! 2. We have a handbook! Follow the rules printed inside, ie dress code and attendance policy. There is no reason to see teenagers butt cheeks, butt cracks, underwear, bras or anything else vulgar and distracting to both students and staff! 3. HAVE THE GUTS TO STAND UP TO PARENTS WHO MAKE EXCUSES FOR THEIR CHILDRENS POOR PERFORMANCE, ATTENDANCE AND ATTITUDE! No child left behind is garbage!	6/22/2023 1:11 PM
2072	Student basis improvement. Reading Math Etc Visiting every school Begin past grades for students	6/22/2023 1:03 PM
2073	Ask staff and community what goals need to be accomplished first.	6/22/2023 1:02 PM
2074	Fixing the pay system Ensuring each school is getting the same attention (some schools never get improvements while others continually receive them) School discipline- there are no repercussions to students with multiple offenses (cussing teachers, fighting, vandalism, etc)	6/22/2023 1:01 PM
2075	Vision Build Relationships Community	6/22/2023 12:56 PM
2076	Needs of the teacher to be able to best teach students. Removal of excess central office directives that so not allow teachers to teach. Visitation of every classroom in the system.	6/22/2023 12:48 PM
2077	1. Opening the school year 2. Familiarizing him/herself with the school system 3. Meet/Greet school staff and personnel.	6/22/2023 12:38 PM
2078	Set attainable but necessary goals, be present in schools to get to know the environment, get	6/22/2023 12:34 PM

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feedback from those within the classroom.

2079	Teachers (pay being corrected) School safety	6/22/2023 12:20 PM
2080	Not worry about how we look or as I've said last Supt worried only about the show not real problems	6/22/2023 12:20 PM
2081	Cutting out paperwork for teachers Student discipline-many classes are out of control and there are no repercussions. Stop favoritism of parents in power positions.	6/22/2023 12:17 PM
2082	The obvious answer is payroll issues. However teacher morale and support should be at the top of the list. The county continues to lose good teachers.	6/22/2023 12:17 PM
2083	payroll issues- some are still not fixed staff hiring- stop doin away with jobs. employee pay- Gaston County is the lowest in the state for teacher pay	6/22/2023 12:12 PM
2084	Teacher pay, something to promote teachers to stay, and student safety	6/22/2023 12:11 PM
2085	Remove CRT, shift focus and money from administrators to teacher, and refocus teachers away from DEI to reading, math, science, and history.	6/22/2023 12:11 PM
2086	Visiting each school & meeting teachers Reviewing facilities Meeting all support staff & maintenance	6/22/2023 12:09 PM
2087	Ways to improve morale and attention from students. Why do the students not want to learn or attend school? What could be improved to encourage students to stay in school and complete their assignments? Collaboration with teachers of different grade levels and specialties is important to find answers.	6/22/2023 12:00 PM
2088	Getting to know the diverse social economic background of our students. Visiting several elementary schools middle schools and high schools. Becoming acquainted with the school board and what their vision is for Gaston county schools.	6/22/2023 12:00 PM
2089	Safety and security of students and staff. Ability and empathy of teachers. Excellent and proper approved curriculum.	6/22/2023 11:58 AM
2090	Supporting teachers & TAs in all levels of schools (elementary, middle, & high school) . We need resources & respect. We need our pay fixed (Oracle problems still have not been rectified), implement county wide comp time (if we are there early or late for meetings/back to school nights we should be compensated), & implement county wide incentives for teachers to supply their classrooms at the beginning of every school year.	6/22/2023 11:56 AM
2091	Recruiting and Retaining Teachers Employee Relations / Pay System Student Achievement	6/22/2023 11:53 AM
2092	1. Being present throughout the entire county 2. Effective at fixing teachers issue with pay stubs 3. Communicate expectations	6/22/2023 11:50 AM
2093	Curriculum, Payroll, hiring	6/22/2023 11:49 AM
2094	The Public Schools need to teach kids how to write, read and do math. We don't need the teachers or principals to be crusaders for woke, liberal nonsense.	6/22/2023 11:45 AM
2095	Teacher bonding; visibility, hiring core strong managerial team	6/22/2023 11:43 AM
2096	Pay system reworked	6/22/2023 11:38 AM
2097	Looking at current GCS policies and finding much needed improvements, focusing on teacher need, fixing dire financial situation	6/22/2023 11:38 AM
2098	Staff moral The way staff act towards and treat each other Staff resources and benefits	6/22/2023 11:38 AM
2099	Assessing needs of educators and students in the current state	6/22/2023 11:34 AM
2100	Pulse on the organization Gaining insight on current initiatives Getting to know being visible to to community and other stakeholders within the district	6/22/2023 11:28 AM
2101	Getting teachers their pay on time Visiting each school Listening to the concerns of the teachers	6/22/2023 11:27 AM
2102	Getting the payroll fixed. Looking beyond teachers and giving the bus drivers cafeteria staff and other alike the Recognition and pay they deserve. Stop giving full amount bonus to 8 hour	6/22/2023 11:27 AM

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employees only! The “part time” staff worked just as many days and just as hard as any full time employee but didn’t receive the full bonus and never do!

2103	Employee morale Student morale Public engagement	6/22/2023 11:21 AM
2104	Funding in some of the smaller schools for education and athletics. Brink back lunch in cafeteria for grade school. Field days and field trips should be mandatory.	6/22/2023 11:20 AM
2105	Get payroll situation under control. Keep politics out of the classroom. Get rid of standardized tests.	6/22/2023 11:18 AM
2106	Teacher retention!	6/22/2023 11:18 AM
2107	having a good first impression with the staff in all of the schools, make an effort to make it to all of the schools even the ones on the outside of the county, and overall carry themself with confidence	6/22/2023 11:17 AM
2108	Staff hiring and retention efforts. (Better pay, benefits, etc...) More counselors in all schools. (250:1 ratio as recommended by ASCA) More support and resources for Title I schools including mental health care, and additional social workers.)	6/22/2023 11:15 AM
2109	Personable, knowledgeable, and making relationships with the community.	6/22/2023 11:11 AM
2110	Fully Correcting Pay for all Employees.	6/22/2023 11:09 AM
2111	Teacher morale and teacher appreciation, listening to teachers. Take politics out of curriculum. Being present and seen.	6/22/2023 11:02 AM
2112	Fix the payroll system issues	6/22/2023 11:00 AM
2113	1) get out Finance department in order 2) NCPK and EC pre-k have been placed on the back burner for years. We want to feel valued and important, as we are the beginning of a child's education. 3) I want a superintendent that doesn't ignore negative situations going on in the district	6/22/2023 10:58 AM
2114	Morale of teachers, teacher expectations and teacher pay	6/22/2023 10:57 AM
2115	Retention of Teachers and being competitive with surrounding school districts Fixing Payroll Issues period!!!! Fairness in conditions of school facilities	6/22/2023 10:56 AM
2116	Taking care of our teachers and their needs for the classroom, making sure all schools are being led by principals who are more than just qualified for the job, and focusing on making sure every student reaches their full potential based on their classroom placement.	6/22/2023 10:56 AM
2117	Finances Athletic Facilities Getting our test scores up	6/22/2023 10:54 AM
2118	Fix payroll issue [REDACTED] Build relationships w/ principals	6/22/2023 10:52 AM
2119	Looking at student performance data compared to comparable counties. Implement goals. “Clean house” of board members who are unwilling to change the course in order to meet those goals.	6/22/2023 10:51 AM
2120	1)student success 2) teacher support 3) listening to the needs	6/22/2023 10:49 AM
2121	Having conversations with teachers and what they need to be successful. Being present at schools and being approachable by staff and students. Determining what CTE programs need to continue/revamp in order to stay relevant.	6/22/2023 10:45 AM
2122	School safety, making sure the students have the tools they need to be successful (chrome books, books, qualified teachers) and busses are getting the kids to school on time .	6/22/2023 10:44 AM
2123	Hiring qualified teachers in all grades / schools.	6/22/2023 10:43 AM
2124	Building trust with teachers Building trust with parents Building trust with students	6/22/2023 10:42 AM
2125	Fixing Payroll, Transparency - outside audit of the way funds have been used, advocating for more bonus money for educators due to the payroll fiasco.	6/22/2023 10:32 AM
2126	Teacher retention, staff engagement, student safety	6/22/2023 10:30 AM
2127	1- Crisis Management with accurate follow through. 2- Collaborates with other school districts that are successful. 3- Assist teachers with realistic goals & strategies. Provide guidance and	6/22/2023 10:30 AM

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support that will help them achieve success & do what you say you are going to do.

2128	Building relationships with the school board, principals and teachers. Understanding and rectifying the payroll issues that have plagued the employees of GCS. Be visible within the schools he/she will serve.	6/22/2023 10:27 AM
2129	Handling and officially finalizing/fixing any remaining or lingering payment issues. This will make school staff feel heard and supported which I believe is critical for moving forward. Another thing would be making sure that teachers have the correct resources and training moving forward with our new ELA curriculum. With that, making sure teachers are equipped and know how to implement the new strategies we have learned through LETRS with our new ELA curriculum to make it as seamless of a transition for both teachers and students. Finally, I think the new superintendent should go and visit every single school in the county during the school day. It is so important for us as teachers and other school staff to get to know our superintendent — to get to shake their hand, speak with them, see them in front of students and out in a school setting. I believe this would help teachers, school staff, and students feel more comfortable with our new superintendent. If the teachers and school professional feel comfortable with the superintendent then they are the ones who can be vocalizing that out into the public and allowing/making the community feel good about them as well.	6/22/2023 10:26 AM
2130	Making sure teachers know they're appreciated in a personable way Visiting schools and talk to teachers, not just show up for looks Address all parents and students	6/22/2023 10:23 AM
2131	Staff, staff, staff! This includes correcting ongoing payroll issues and exceeding staff expectations on this issue.	6/22/2023 10:23 AM
2132	Building relationships with staff and parents. Fixing the situation with pay roll. Focus on teacher shortage.	6/22/2023 10:23 AM
2133	Increase teacher pay More funds dedicated to Prek Better outcomes/learning objectives for students	6/22/2023 10:21 AM
2134	Creating a plan of action to fix district failures, meeting schools and staff, creating more jobs that support current staff and students (i.e. TAs, paraprofessionals, SAC, etc.)	6/22/2023 10:19 AM
2135	Looking at the data from the last 10 years to look at the turn over of teachers and why they are leaving. Letting teachers have the ability to teach in k-5 instead of having them micromanaged from city office. Principals are doing their best but are under the gun when implementing all the needs from higher ups. This adds unneeded stress that trickles down to school morale	6/22/2023 10:15 AM
2136	Fixing the payroll problems!	6/22/2023 10:13 AM
2137	Finances, communication with school board members and staff, and data.	6/22/2023 10:08 AM
2138	Establishing confidence and integrity with GCS employees Correcting financial debacle Evaluating Leadership team	6/22/2023 10:07 AM
2139	Student achievement, staff and teacher morale, innovation	6/22/2023 10:06 AM
2140	Meet and greet Know our principals Listen	6/22/2023 10:00 AM
2141	Teacher salary Being present at the schools Learning the staff and kids	6/22/2023 9:59 AM
2142	1. Visit every school. 2. Personal contact with teachers. 3. Let teachers, parents and students know you.	6/22/2023 9:56 AM
2143	Retaining and attracting the best teachers available Bringing classroom instruction into the 21st Century Rebuilding trust with faculty and staff	6/22/2023 9:54 AM
2144	Communication with teachers, students, and community	6/22/2023 9:52 AM
2145	Getting our students above and beyond where they should be in school. We need to get the teachers everything they need to do their jobs and stop worrying about if the students want to be a he or she. Get the kids back to respecting the rules and teachers. Start suspending the trouble makers and not the innocent. Wrong is still wrong. Not wrong is right.	6/22/2023 9:51 AM
2146	Payroll, staffing	6/22/2023 9:49 AM
2147	Listening to all stake-holders and learned about our communities. Getting to know our students and staff.	6/22/2023 9:45 AM

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2148	There is only one: fixing the payroll issues	6/22/2023 9:44 AM
2149	Be visible in all schools and office buildings. Listen to those who are in the trenches everyday with kids and the concerns of staff members. Plan with a collaborative team who can help on all levels not just the upper management circle.	6/22/2023 9:42 AM
2150	Making sure school staff are paid correctly and on time. Attracting and retaining educators. Providing appropriate resources for staff and students.	6/22/2023 9:36 AM
2151	Teacher appreciation and reduce their workload. Stop changing curriculum. Recruit new teachers and listen to seasoned teachers.	6/22/2023 9:34 AM
2152	Fixing Oracle and Payroll, building rapport with all stakeholders, regaining trust of employees	6/22/2023 9:32 AM
2153	Teacher pay	6/22/2023 9:31 AM
2154	Focus on kids needs Such as reading, writing, and computer skills. Focus on kids life and not their lifestyles.	6/22/2023 9:30 AM
2155	Getting teachers pay straight and increased. Need bonds to improve and build new schools. Keeping CTR out of the public school system. This is a must!	6/22/2023 9:28 AM
2156	Fix payroll issues, Teacher pay raise, incentives to keeps teachers	6/22/2023 9:24 AM
2157	Everything	6/22/2023 9:19 AM
2158	Goals and expectations for all	6/22/2023 9:15 AM
2159	Getting to know the Principals and Assistant Principals. Visiting schools and being visible to teachers and other staff.	6/22/2023 9:15 AM
2160	Establishing rapport with their team and school admin, visiting all the schools, visible to parents and community through some sort of meet and greet or similar event	6/22/2023 9:14 AM
2161	Teacher shortage, Teachers getting paid and importance of NCPREK	6/22/2023 9:13 AM
2162	Improving the GCS pay system and creating a plan to update infrastructure.	6/22/2023 9:12 AM
2163	Payroll issues, listening to teacher/staff issues, building a cohesive team	6/22/2023 9:11 AM
2164	Paycheck system being corrected School Board focused on their jobs Curriculum	6/22/2023 9:09 AM
2165	What has been successful in the past What has not been successful in the past Listening but stay neutral	6/22/2023 9:05 AM
2166	Payroll Staffing issues EC support	6/22/2023 9:05 AM
2167	Looking at what has worked in the past and what hasn't worked. Visit each school and talk to a variety of people/staff. Ask teachers what is working/not working.	6/22/2023 9:02 AM
2168	Putting and end to payroll issues. Teacher retention.	6/22/2023 9:01 AM
2169	Teachers missing pay checks and getting it corrected. Pay increases for teachers. We have way way to may positions open in Gaston County	6/22/2023 9:00 AM
2170	Fixing payroll, implementing a system where different departments in GCS know what the other is doing, fixing issues in school buildings	6/22/2023 9:00 AM
2171	1- assemble a strong leadership team, may need to do some house cleaning 2- put something in place to boost morale for all GCS employees... we've been beat up the last several years 3- work on the image perception from the community... payroll debacle made the administration appear incompetent, callous, and downright foolish	6/22/2023 8:59 AM
2172	District-level administrative team restructuring... our district is too top heavy, without any accountability or oversight!!! Presence in schools... ALL schools! Meet us, know us, love us... without us, the district collapses!!! We are in DESPERATE need of bus drivers, and accountability for students on those buses!!!	6/22/2023 8:58 AM
2173	Teacher recruitment and retention	6/22/2023 8:53 AM
2174	Making sure all kids get free breakfast and lunch everyday it shouldn't be about how much the parents make, Hiring more teachers. Making sure our teachers never have a problem getting	6/22/2023 8:51 AM

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	paid again like they did this past year	
2175	The curriculum, making sure rules and guidelines are the same across the board at every school and having certified teachers for every classroom in the county.	6/22/2023 8:51 AM
2176	Getting the teachers pay corrected and all positions filled. Working with the ec program to ensure all the needs are filled. Making sure students with special needs (behavioral or educational) are not set to a different standard if they are transfer students as students in their home school.	6/22/2023 8:46 AM
2177	Meeting present support staff and their roles. Identifying major areas that are functioning well. Identifying major areas that are needing support.	6/22/2023 8:46 AM
2178	Teacher retention Teacher pay Student needs	6/22/2023 8:41 AM
2179	Fixing teacher pay. Listen to teachers. Return discipline in the schools.	6/22/2023 8:39 AM
2180	Being able to address the issue that GCS have and tackle the problem. Build rapport with the staff. Tackle the pay issue.	6/22/2023 8:37 AM
2181	Teacher appreciation/support, getting acclimated with the current goals and traditions of GCS before making new decisions, build relationships with current leadership, administration and be presents in school buildings.	6/22/2023 8:29 AM
2182	Get to know the schools, their differences, their problems and their principals. Be an effective leader with a school board where the majority of members are not educators and do not understand what it is to teach children and the problems teachers deal with daily! Create and listen to a "teacher" board and a "student" board made up from the different schools listening to needs, problems and accomplishments going on with each school.	6/22/2023 8:27 AM
2183	Being visible and forming relationships with all stakeholders, address ongoing issues with pay and curriculum	6/22/2023 8:26 AM
2184	1. Teacher/staff needs 2. Re-evaluate old curriculums that have not shown success 3. Evaluate/work to improve School safety issues	6/22/2023 8:25 AM
2185	Getting to know his schools and staff. Listen to the needs of what the districts needs	6/22/2023 8:24 AM
2186	Amount of teacher responsibilities with the amount of vacancies- sense of feeling overwhelmed or given too much to handle. Beginning of year student data to help provide support/direction for student growth Student behavior trends	6/22/2023 8:23 AM
2187	What's most important for the children of the county and their safety. Children in schools have gotten really bad with discipline, respect, bullying, and drugs. We have got to start making the families of the children more accountable for their children's actions. If we do not get a hold of our children I'm not sure what will happen with our children and our futures. Second is the respect again for the teachers and to be on their side when it comes to the actions of the students in the schools. Our teachers are scared now for what their futures will be like. And last is of course get our schools back on track with education and scores. I feel our schools have slipped because of peer pressure on our children from other children. Children can not concentrate in school for the bullying that takes place and it has got to stop!	6/22/2023 8:23 AM
2188	1. Find funding to pay competitive wages 2. Oracle 3. Re-establish value of staffs	6/22/2023 8:20 AM
2189	Making GC school district better.	6/22/2023 8:20 AM
2190	Staffing shortage, teacher payroll issues, morale	6/22/2023 8:16 AM
2191	Staffing classrooms Ways to increase morale for students and teachers Ways to increase learning and retention of knowledge in students in a fair model that works for all	6/22/2023 8:16 AM
2192	1. Critically review curricular resources purchased and the required time the district has students on software program. 2. Look at senior leadership to ensure that the team of individual is cross-functional and all stakeholders have a voice there. 3. Transparency, transparency, transparency. Faculty and staff should be aware of all things happening in the district because it effects the classroom.	6/22/2023 8:14 AM
2193	1. Get a good understanding of all district-wide initiatives. 2. Visit all schools and get an understanding of the diverse communities 3. Develop a list of the top five challenges facing the district	6/22/2023 8:14 AM

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2194	Making sure payroll is correct and fixed	6/22/2023 8:13 AM
2195	Trust , a solid business philosophy personal transparent core values that he/she incorporates in every aspect of who they are in this role	6/22/2023 8:12 AM
2196	Fixing payroll for GCS teachers and staff, building relationships with administrators and teachers, looking into curriculum for K-2nd grade that meets the needs of individual schools' needs rather than a blanket curriculum for all schools	6/22/2023 8:08 AM
2197	Student appreciation Staff appreciation Consistency assurance	6/22/2023 8:06 AM
2198	1. Listen and review current state of the district 2. Talk to as many people as possible 3. Support current staff	6/22/2023 7:59 AM
2199	The class size of classrooms. The payroll issue Making sure their is enough teachers	6/22/2023 7:51 AM
2200	Teacher pay Removing so much testing for students Stop spending school year teaching kids how to pass test that have no impact on them	6/22/2023 7:46 AM
2201	-getting oracle fixed -building a relationship with teachers -	6/22/2023 7:45 AM
2202	Student academic achievement improvement Elimination of social justice elements of curriculum Teacher and staff support	6/22/2023 7:44 AM
2203	Payroll, student behavior, reading	6/22/2023 7:35 AM
2204	There are so few A rated schools. The county needs a plan on how they are going to raise test scores. The county also needs a plan for how to hire and keep teachers. They should also fix the teacher paycheck issues.	6/22/2023 7:33 AM
2205	Financial problems Teacher support Behavior issues across the county	6/22/2023 7:32 AM
2206	Getting the teachers paid. Make sure good transition for next school year. Have a plan	6/22/2023 7:27 AM
2207	Building School Morale, fixing oracle issues, replacing key central office level administrators	6/22/2023 7:25 AM
2208	Employee moral, needs of each school, celebrations for each school	6/22/2023 7:25 AM
2209	Testing students way too much !!!! Problem behavior from repeat students and over population of schools	6/22/2023 7:16 AM
2210	1) academic opportunities and maybe get rid of principals who don't do much (we have a couple [REDACTED]) 2) clubs 3) get to know the school board	6/22/2023 7:14 AM
2211	1. Visibility in schools with a focus on building rapport with staff and students. 2. Visibility in the community. 3. Building a strong team bond with current leadership.	6/22/2023 7:09 AM
2212	Children's education without indoctrination	6/22/2023 7:04 AM
2213	Getting to know the schools and staff, deciding which educational programs will be the focus and need most attention in the first year, reviewing the budget	6/22/2023 6:54 AM
2214	Finances Working with the School Board Getting familiar with the each school's situations	6/22/2023 6:48 AM
2215	Student discipline and teacher support	6/22/2023 6:46 AM
2216	Correcting staff pay. Getting rid of Edgenuity and Saturday school. If a student fails a class, they should be required to retake the class. Seeing that all students in the county have access to equal education and opportunities.	6/22/2023 6:33 AM
2217	Teacher pay School district morale Holding Q and A's for school staff	6/22/2023 6:31 AM
2218	Audit finances, teacher retention and recruiting , discipline procedures in schools	6/22/2023 6:27 AM
2219	Clear leaders of departments- too many people positions with little to do example title 1 Focus on the pay issue that is not getting better, stop blaming a program error. A computer program is only as good as the user. Give budgets to departments and stick to them, example summer school last year was never given a budget for supplies, lots of waste	6/22/2023 6:27 AM
2220	Cleaning up the mess the finance team has created with the payroll system. School administration changes because many have been in place for years and the schools they managed have become stagnant and need new life.	6/22/2023 6:19 AM

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2221	Salaries Filling teaching positions Facilities	6/22/2023 6:18 AM
2222	Set expectations, fix pay, recruit talent	6/22/2023 6:16 AM
2223	Child education	6/22/2023 6:14 AM
2224	Getting an in depth look at how we (GCS) function day to day operationally. Look at the Oracle issue as well. Then see what we can do to be better!	6/22/2023 6:14 AM
2225	1) I have always believed if you take care of your people it will take care of the business so I believe we need to start taking care of staff/teacher issues first. Our loss of the good, child focused teachers in the district is overwhelming and we need to work hard to get back the good ones we lost, keep the good we have and weed out the ones that are there only for a pay check and do not care about our children's education. 2) Take a look at curriculum. Our kids are falling far behind in true knowledge/education that they need just to survive life after high school. 3) school conditions. The schools that need the most attention and upgrades don't seem to be the ones receiving. The areas with higher income or where the last "decision " makers thought would impact their vote more seem to get the bigger upgrades and better new schools.	6/22/2023 6:13 AM
2226	Learn about our county and see how it was run in the past - what worked and what didn't. Visit every school in the county. Meet with principals and get their feedback.	6/22/2023 6:10 AM
2227	Payroll issues for staff, teacher retention, and finding new staff.	6/22/2023 6:01 AM
2228	Finance issues, building maintenance/updates Classified employee pay	6/22/2023 5:24 AM
2229	Being visible in schools and community, getting to know his school district	6/22/2023 4:43 AM
2230	1. Learning about the community they serve. 2. Learning about the role. 3. Listen to mentors around them to identify current challenges.	6/22/2023 4:18 AM
2231	1. Reintroduced Godly Curriculum 2. Be firm with staff who wants to affect their own personal and political agendas. 3. Push for the right for teachers/staff to exercise their 2nd Amendment rights to protect themselves and our children.	6/22/2023 4:03 AM
2232	Appointing management personnel at the district level that will support current science based practices in curriculum and appropriate and effective coaching practices in our low performing schools, looking into admin changes in schools that are performing well below their potential, visiting schools and speaking with stakeholders about what is not working in schools performing below potential.	6/22/2023 3:24 AM
2233	Payroll system, support of teachers,	6/22/2023 2:34 AM
2234	Fix the financial mess with teacher/staff pay Return to developmentally appropriate instruction Improve school security/remove disruptive students	6/22/2023 2:30 AM
2235	Teacher retention, curriculum, and mental health for students	6/22/2023 1:53 AM
2236	Staff pay	6/22/2023 1:51 AM
2237	Getting payroll system fixed. Staff morale! Teacher recruitment	6/22/2023 1:34 AM
2238	Familiarization with current system Identification of specific goals for improvement Establishment of good communication with all stakeholders	6/22/2023 1:33 AM
2239	Teacher retention, finance/payroll department, teacher shortage across the county in critical areas	6/22/2023 1:30 AM
2240	Audit finances, stop scripted teaching and mandated daily pacing guide, look at the amount of testing and eliminate unnecessary ones	6/22/2023 1:10 AM
2241	Finance	6/22/2023 12:55 AM
2242	Getting to know our community Meeting staff Listening to staff needs.	6/22/2023 12:54 AM
2243	Correcting financial errors; improving teacher morale; holding ALL personnel (including central office) accountable	6/22/2023 12:44 AM
2244	1. Getting familiar with the school district, if not already 2. Welcome himself/herself to public 3. Step foot into the schools to welcome himself/herself to ALL school staff (staff meeting type) so school staff can learn the face, name, and voice of who will be representing them	6/22/2023 12:38 AM

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2245	Getting a new and reliable payment system.	6/22/2023 12:28 AM
2246	1. Getting to know each school . Visiting unannounced to each one . 2. Schools need to go back to beginning school day at 8:00 a.m. This changed during Covid and has not been changed back for Elementary Schools . 3. Making all schools follow the GCS guidelines that are in the handbook . These guidelines vary from school to school and they shouldn't .	6/22/2023 12:20 AM
2247	Getting payroll fixed, limit chrome book use, listening to staff and actually implement some of their ideas	6/22/2023 12:12 AM
2248	Finding out what works in schools with high performance, find out what is lacking in schools with low performance. Getting to know administration and listening	6/22/2023 12:03 AM
2249	Morale, student achievement and access to better courses	6/21/2023 11:53 PM
2250	Starting off with positive actions Listening Encourage staff to care about the students they teach	6/21/2023 11:49 PM
2251	Retaining teachers and school staff + **visibly, vocally, tangibly**supporting teachers and staff. Teachers' working environment = students' learning environment. This is critically important and should be priority #1. (I am a former teacher in Gaston County Schools and current parent.)	6/21/2023 11:44 PM
2252	Getting their team put together and in place, having a meeting with all current administrators to share their vision and expectations... and also to listen to the current issues/obstacles each school in the county is facing, and then begin developing plans and goals to address those things.	6/21/2023 11:32 PM
2253	Fixing payroll issues, lack of discipline by school administrators and gutting the EOG testing to restore credibility.	6/21/2023 11:22 PM
2254	Pay increase for GCS employees. Getting a budget ready. Finding the best opportunities out there for the kids.	6/21/2023 11:21 PM
2255	Make sure teachers are paid a fair salary on time. Supply each school with enough staff/teachers. Review security at each school and implement improved security plans.	6/21/2023 11:21 PM
2256	Safety of students and staff More hands on skills taught	6/21/2023 11:20 PM
2257	Teachers being paid to timely Well rounded education for all Stop with passing students that are not failing - children need to learn academically, but also be prepared for real life. Failure doesn't work in real life	6/21/2023 11:18 PM
2258	Adopting new curriculum, quit moving staff around And building morall	6/21/2023 11:16 PM
2259	Learning the district Learning the needs of staff Learning the needs if all students	6/21/2023 11:13 PM
2260	Resolving payroll once and for all, including clearing out those who are at fault. Visit schools and principals. Gaining a true scope of the tasks at hand and goal setting.	6/21/2023 11:10 PM
2261	Payroll, inclusion, getting to know staff	6/21/2023 11:00 PM
2262	Fixing teacher pay problems Restoring confidence with teachers Find what teachers feel is the greatest need for students and provide the solution	6/21/2023 10:59 PM
2263	Academics Relationships Students	6/21/2023 10:58 PM
2264	Student behaviors (In all grades) Pay roll issues Diversity	6/21/2023 10:57 PM
2265	#1. teacher retention (myself and many others have left the school system, to travel to another area, due to high demands placed on teachers). Do things to show that you are SUPPORTING staff/teachers. #2: teacher pay issues #3: analyze ALL of the testing that takes place (K-2) and 3rd grade-12th grade & cut down on what can be cut down on. Ask yourself, "are these assessments needed and an accurate representation of the students/teachers?" eliminate any that are not crucial to child development and success.	6/21/2023 10:56 PM
2266	Payroll Coming to our schools- and not just for show Town meetings for us all	6/21/2023 10:55 PM
2267	Teacher pay and resources	6/21/2023 10:53 PM
2268	1. Where do we go from here. 2. Back pay to teachers. Insurance payment issues to be	6/21/2023 10:53 PM

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addressed. 3. Change directions in which our county school system is currently headed.

2269	1. Getting the right personnel to correct all pay issues from the last 1 1/2 years.	6/21/2023 10:49 PM
2270	B	6/21/2023 10:49 PM
2271	Building teacher morale Fixing the payroll problems Have experience in and around the schools ie former teacher, principal, someone from the 'front lines'	6/21/2023 10:47 PM
2272	Communication with teachers. Being open to talk with parents or Guardians	6/21/2023 10:45 PM
2273	Finance & Payroll- why are there still issues? [REDACTED] [REDACTED] [REDACTED] Teacher Recruitment & Retention- no one can choose GCS, regardless of the "choice offerings" when your child doesn't have a teacher. While there is a national teaching crisis, the payroll fiasco cost this system countless other outstanding employees. Stakeholder (teacher/administrator/parent/community) trust- [REDACTED] [REDACTED] are not held in high regard in our community. Carefully monitor their job performance, effectiveness, communication, and overall job performance. Additional change is needed in repairing and rebuilding our system.	6/21/2023 10:43 PM
2274	Taking care of teachers. Taking care of students. Fixing previous issues.	6/21/2023 10:41 PM
2275	Pay roll, curriculum, teachers	6/21/2023 10:40 PM
2276	Special needs children. My son is disabled, and medically fragile and he deserves access to more than one school.	6/21/2023 10:39 PM
2277	Knowing the staff in schools and VISITING schools Establishing credibility Cleaning house as needed	6/21/2023 10:39 PM
2278	Teacher morale, pay, overcrowding	6/21/2023 10:38 PM
2279	Introducing him/herself and getting to know community. Mission statement and objectives Understanding our community dynamics	6/21/2023 10:38 PM
2280	Teacher support Payroll Discipline	6/21/2023 10:38 PM
2281	1. Becoming acquainted with the areas of improvement for student performance 2. Become acquainted with stress of improvement for staff performance 3. Staffing needs	6/21/2023 10:35 PM
2282	Learn Gaston County Watch, listen, observe Be ready to face obstacles	6/21/2023 10:34 PM
2283	1. Getting teachers back into Gaston county 2. Student accountability 3. Setting high expectations for students	6/21/2023 10:32 PM
2284	Resources	6/21/2023 10:30 PM
2285	Listening to concerns, visiting schools, creating goals for the year	6/21/2023 10:30 PM
2286	-Fixing pay issues -being seen in the schools -open forum for staff and parents to share concerns	6/21/2023 10:28 PM
2287	1. Special education resources 2. Support for teachers/staff 3. Listening to feedback from teachers on what is working/not working	6/21/2023 10:26 PM
2288	Fix financial debacle for teacher pay, visiting and getting to know staff in each school, learning how GCS currently operates.	6/21/2023 10:25 PM
2289	Payroll, raises, equal opportunity for all schools	6/21/2023 10:24 PM
2290	Teacher retention, teacher pay, teacher bonuses for years of service	6/21/2023 10:22 PM
2291	Rebuilding teacher morale due to payroll issues and current state of affairs in NC Rebuilding community trust. A lot of the payroll issues caused mistrust in the community Listen to other staff. I believe custodians, bus drivers, etc felt like their voices weren't important [REDACTED] [REDACTED]	6/21/2023 10:22 PM
2292	Ensuring that teachers are being paid correctly. 1.2.3!	6/21/2023 10:19 PM
2293	1.Ensuring they get to know all school communities across Gaston County. 2. Ensure they have a cabinet that can carry out the mission and vision for the county. 3. Develop a firm understanding of what it's like to work inside the schools in today's society.	6/21/2023 10:14 PM

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2294	Teacher and staff pay issues	6/21/2023 10:11 PM
2295	Relationships with building leaders Present vision for the district and plan to get there Determine leadership structure and hire/promote leaders to those positions from district level	6/21/2023 10:11 PM
2296	Gaining trust if the teachers/staff!	6/21/2023 10:08 PM
2297	Getting to know district and school leadership to hear strengths and areas of need; learning past and present spending patterns and budgeting plans; communicating vision for GCS with stakeholders.	6/21/2023 10:07 PM
2298	Restructuring CO Leadership positions, increasing support in finance department, recruitment efforts	6/21/2023 10:06 PM
2299	Getting teachers and administrators back on the same page. Address district lines. Be vocal and visible whenever possible.	6/21/2023 10:06 PM
2300	Safe schools Strong curriculum Helping children make up for the time lost from Covid	6/21/2023 10:06 PM
2301	The teacher pay issue that was messed up [REDACTED] The ridiculous curriculum that was just past for elementary school that promotes woke ideology Finding incentives for teachers and staff to want to stay	6/21/2023 10:05 PM
2302	Listening to teachers and principals on current struggles and successes.	6/21/2023 10:04 PM
2303	Learning the district Resolving the Oracle debacle Assess central office staff	6/21/2023 10:01 PM
2304	Getting teacher's pay fixed. Giving teachers the resources they need to be successful in the classroom. Actually disciplining the kids that cause problems & disrupt the class that prevent our kids from learning while at school.	6/21/2023 9:44 PM
2305	Introduce yourself to the county and be present and visible. The county needs to know who our Superintendent is, and know that we are in capable hands. Addressing district lines and consider realignment Talk to teachers, coaches, support staff to learn what we are missing as a county. We can not continue to lose quality employees!	6/21/2023 9:41 PM
2306	Teacher stability, Learning flexibility, Parental control of children's exucation.	6/21/2023 9:38 PM
2307	Settling in to the new position, being approachable by those he/she work with including parents, and decision making.	6/21/2023 9:29 PM
2308	More personalized approach to curriculum Eliminating politics and PTO advancements of students based on parent/administrative relationships. Reaching diversity and special needs on a more detailed plan of action.	6/21/2023 9:27 PM
2309	Commission an audit of the books and solve all payroll problems	6/21/2023 9:25 PM
2310	Employee morale, employee equity, student achievement	6/21/2023 9:23 PM
2311	Correcting the debacke that comtines to be payroll Relationships with teachers and administrators	6/21/2023 9:19 PM
2312	Meeting with administrators to understand their current successes and needs in being able to run their schools. Meet with teachers to show support and share vision, have dialogue and understand what they need to be successful. Meet with the board to educate them on educational priorities, needs, and requirements of support for successful, safe, creative schools.	6/21/2023 9:16 PM
2313	Oracle Open staff positions Curriculum	6/21/2023 9:09 PM
2314	Building relationships with staff Payroll Basic school needs	6/21/2023 9:08 PM
2315	Teacher raises, bring back master's pay, fix Oracle/pay issues	6/21/2023 9:06 PM
2316	I'm not sure	6/21/2023 8:59 PM
2317	Understanding GCS and meeting the employees Meeting with groups and learning particular needs Making sure that teacher are being paid correctly!	6/21/2023 8:59 PM
2318	Staff morale Payroll Facilities improvement	6/21/2023 8:56 PM
2319	Being visible. Being approachable. Being family oriented and understanding.	6/21/2023 8:52 PM

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2320	Not from GCS Understand special education Understand teacher and student needs	6/21/2023 8:49 PM
2321	Relationships School funds for teacher pay Resources	6/21/2023 8:48 PM
2322	Cleaning house!	6/21/2023 8:46 PM
2323	Meeting and connecting with GCS staff. Evaluating systems and practices. Gaining an understanding of operations and brainstorming ways to improve.	6/21/2023 8:44 PM
2324	Correct teacher and staff pay issues. Getting kids caught up from Covid education loses. Find ways to recruit new staff.	6/21/2023 8:40 PM
2325	Understanding current status through on-site engagement, connecting with school board and public forums.	6/21/2023 8:40 PM
2326	Eliminate too many central office personnel.	6/21/2023 8:37 PM
2327	Making sure pay is correct Supporting teachers with their needs Cut bloated positions from the county office to provide more money for positions who actually make a difference to kids	6/21/2023 8:34 PM
2328	Pay raise for Teachers/staff members, Curriculum being taught in schools, school choice	6/21/2023 8:20 PM
2329	Safety, stop letting bad kids be bad and get away with it!, pay- find out the problems in financial depart!, also worry about more that just teachers and principals, us cafeteria workers and bus drivers and custodian and maintenance work just as hard if not harder at times!	6/21/2023 8:19 PM
2330	Get to know your people—students, employees, community stakeholders. Be visible to your stakeholders—and not just for photo ops. Begin evaluating that the “right people are in the right seat” on the bus.	6/21/2023 8:16 PM
2331	Class sizes, staffing concerns and addressing behavior management. PBIS is counterproductive to keeping classrooms manageable, safe and conducive to learning.	6/21/2023 8:16 PM
2332	School safety, teacher shortage, funding	6/21/2023 8:11 PM
2333	Knowledge of the school district Work and have communication with the personnel Be truthful	6/21/2023 8:00 PM
2334	Teacher pay system, listening to parents, children and teachers and staff, taking their suggestions seriously	6/21/2023 7:59 PM
2335	Safety Curriculum Personal growth	6/21/2023 7:52 PM
2336	Listen to what teachers want/need, payroll, who can be streamlined within the county	6/21/2023 7:48 PM
2337	-learning our schools and culture -meeting our teachers -getting into each and every school and learning their leadership and needs Depending on their own experiences, meetings, and data evaluation of each school. Not just listening to others.	6/21/2023 7:43 PM
2338	Na	6/21/2023 6:49 PM
2339	Retaining staff, payroll, teacher support	6/21/2023 6:17 PM
2340	1) Lowering teacher turnover 2) Lowering the dependency on Chromebooks and Canvas to teach. Teachers have not changed their curriculum back to pre-virtual learning from before Covid times, so they have become babysitters while the kids are expected to teach themselves and watch videos all day, and manage everything through Canvas. 3) Fixing the payroll issues and Gaston county's reputation with teachers so principals can fill vacant positions.	6/21/2023 5:45 PM
2341	Acclimate themselves with school staff and admin needs, connecting with school families, addressing the teacher shortage and moral issues	6/21/2023 4:19 PM
2342	Teacher pay, teacher retention, school safety	6/21/2023 4:05 PM
2343	Getting acquainted with the demographics of the community. Getting acquainted with the demographics of each school. Presenting themselves in a positive manner	6/21/2023 3:24 PM
2344	Recruitment and retention of good employees, understanding the community and partnering agencies, feedback from employees	6/21/2023 3:24 PM
2345	Paying our teachers. Support staff and making sure we have enough staff in our schools	6/21/2023 1:54 PM

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2346	Transparency, deciding what works and what doesn't and listening to all stakeholders.	6/21/2023 1:39 PM
2347	Re- building trust with the community and school staff Establishing relationships with internal and external partners Establishing a process by which concerns are heard and responded to effectively	6/21/2023 12:44 PM
2348	Improving pay, resources, and improving schools	6/21/2023 12:43 PM
2349	Employee Pay- Oracle Human Resources- How do promote GCS, working to obtain new teachers and support them? We are losing too many teachers. Needs of our Individual Schools, including being seen in the school	6/21/2023 12:32 PM
2350	The needs of the teachers and staff, filling vacancies	6/21/2023 11:08 AM
2351	Getting to know the current situation of our district. Being visible in schools among teachers and staff. Making it clear his/her vision for the direction of our county	6/21/2023 11:04 AM
2352	Support of his teachers and staff, learning everything that is currently going on in GCS schools, and filling all positions with qualified staff	6/21/2023 11:03 AM
2353	Safety, teachers pay, teachers retention and hiring	6/21/2023 10:58 AM
2354	Payroll system, Casting Vision/Creating Strategies for future, Building rapport with staff and community	6/21/2023 10:49 AM
2355	Discipline Teacher Retention EC support	6/21/2023 10:30 AM
2356	Payroll issues Budgeting Overcrowding	6/21/2023 10:13 AM
2357	1.Making sure everyone's pay is fixed. 2. Goals to have better student achievement. 3. Admin placements	6/21/2023 9:56 AM

Q12 What is something that you would like the Board to consider when interviewing for the new superintendent?

Answered: 2,228 Skipped: 1,215

#	RESPONSES	DATE
1	Experience , professionalism, and why they would be a great fit for this role	7/17/2023 11:46 PM
2	All students are treated fair	7/17/2023 11:32 PM
3	Cultural Diversity. The new superintendent should be able to be a "real" male, or female that can speak up for "all" of Gaston County School students regardless of racial differences. We need a superintendent who can lead all of GCS students based on empathy, not sympathy.	7/17/2023 11:21 PM
4	Diversity	7/17/2023 11:05 PM
5	To that all students matter. Every student deserves a chance.	7/17/2023 10:50 PM
6	That the world is a diverse place and everyone should be given a fair opportunity to show their talent	7/17/2023 10:10 PM
7	Does he have respect for his employees w/o acting as if he is so far above them.	7/17/2023 9:58 PM
8	Promoting African Americans and Hispanics in key roles.	7/17/2023 9:55 PM
9	1. Credentials, experience & visibility in actual schools	7/17/2023 9:48 PM
10	Years of experience and knowledge of being able to lead staff and the board	7/17/2023 9:41 PM
11	Experience as Superintendent Understands County growth (increase developments and impact of school) Well rounded individual and involved with communities	7/17/2023 9:31 PM
12	Get someone that is well qualified for the position that will do the job effectively and not chose a friend etc.	7/17/2023 9:25 PM
13	Experience and track record from previous assignments.	7/17/2023 9:20 PM
14	Making sure he/she is focused on equity, equality and inclusion of all people	7/17/2023 8:08 PM
15	Experience and vision	7/17/2023 7:49 PM
16	Focus on supporting staff more instead of adding more for them to do	7/17/2023 7:34 PM
17	How they communicate	7/17/2023 7:31 PM
18	Honesty, ethics and common sense approach to education. A real educator would be preferred.	7/17/2023 7:17 PM
19	The role of a superintendent in an evolving educational environment.	7/17/2023 7:17 PM
20	A person with conservative values & a person with integrity.	7/17/2023 6:49 PM
21	Superintendent should be approachable and visible. Risk taker and innovative ideas .	7/17/2023 6:27 PM
22	Can they change the archaic and quite honestly, TERRIBLE education system that GCS has provided students for several years.	7/17/2023 6:15 PM
23	Conservative values with their own house in order. This person needs to echo the predominant value systems (Judeo-Christian) of this county, and be driven by love such that there's room for all worldviews, yet strong enough to lead with their convictions. It is important to note that if their house is not stable and in order, that is a clear picture that they are not presently in a position to lead a whole county of people.	7/17/2023 6:15 PM
24	I think it's critically important to have a teacher/former teacher in this role. No one truly understands education or what it's like to be in the classroom unless they have been a teacher themselves. I know it can be tempting to hire someone with a business background to help	7/17/2023 5:47 PM

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with the financial side, but what we really need is someone with education experience first, and business experience second.

25	That the superintendent would promote conservation values.	7/17/2023 5:35 PM
26	Has this person ever been a teacher/ principal and do they understand what it takes vs being behind the scenes in an office and has no idea what they are doing.	7/17/2023 5:22 PM
27	Please do not pick/hire someone just to check a box. Make sure you are hiring someone who will work with our county and will not ruffle feathers just to be "diverse"	7/17/2023 5:04 PM
28	Please ensure the new superintendent is FOR public education and will fully stand for their teachers and support staff. We need to KEEP teachers whereas [REDACTED]	7/17/2023 4:59 PM
29	Level of education, experience working with the school system.	7/17/2023 4:59 PM
30	Do every body right	7/17/2023 4:55 PM
31	keeping conservative values. Need to keep "trans" and "woke" out of our schools	7/17/2023 4:55 PM
32	Someone who has experience in the classroom!	7/17/2023 4:38 PM
33	Consider that this person will be preparing your child, nice, nephew, cousin for the future and you don't want to sell them short.	7/17/2023 4:22 PM
34	Understanding of teachers and schools.	7/17/2023 4:19 PM
35	Find out if he or she is a Christian or has values similar.	7/17/2023 4:10 PM
36	to make sure he/she is personable and genuine to collaborate with all ages and staff better,	7/17/2023 4:05 PM
37	To search for one with integrity rather than political strategy.	7/17/2023 3:58 PM
38	is he open to listen & help parents	7/17/2023 3:51 PM
39	.	7/17/2023 3:49 PM
40	Familiarity with diverse student population in GCS	7/17/2023 3:46 PM
41	Well rounded individual with a personality	7/17/2023 3:44 PM
42	Does this candidate understand and value the actual needs of this school district? We don't have tiny school district or super large school district issues and needs but a mid range district that is growing and developing into a shining star.	7/17/2023 3:41 PM
43	Their ability to reach and impact our community as a whole while being inclusive to all cultures.	7/17/2023 3:39 PM
44	Allow schools to function as needed and don't micromanage everything.	7/17/2023 3:16 PM
45	Resolving any outstanding payroll disputes, followed by closely examining the stipend currently offered to GCS teachers	7/17/2023 3:15 PM
46	Understanding their role as opposed to the Superintendents role.	7/17/2023 3:12 PM
47	Does the new superintendent have classroom experience?	7/17/2023 2:52 PM
48	Allow me to interview him/her.	7/17/2023 2:38 PM
49	His(her) expertise in the educative system so he doesn't loose time learning how it works, and also Wich are his points of view of the mayor problems in the system and how could he'll manage them.	7/17/2023 2:28 PM
50	Strong personality	7/17/2023 2:18 PM
51	Candidates should possess a knowledge of North Carolina General statute regarding public education. They should be aware of Gaston county, and it's diverse towns and cities.	7/17/2023 2:15 PM
52	Proven track record	7/17/2023 2:10 PM
53	Prior leadership position, how they were viewed by their staffs. Communication skills and overall ability to make decisions in tough situations.	7/17/2023 2:06 PM

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54	We need a superintendent who is there to help teachers and students be the best they can be-- not one who is self-serving.	7/17/2023 2:05 PM
55	Find a God fearing person who will love, protect and care for the students while helping them to learn. If we get pray and Bible back in our schools you would see problems go away and education grow!	7/17/2023 1:58 PM
56	Experience, Confidence, communication skills and Compassion	7/17/2023 1:57 PM
57	Moral conscious, his plan for the direction of our school system, how he plans to redirect and turn our schools education around so all kids will be at average in all areas.	7/17/2023 1:56 PM
58	The board should consider looking for some one who has help many positions in education and knows the jobs that are being done at the student level. The board should also look for someone who has unblemished integrity.	7/17/2023 1:51 PM
59	Superintendent should be very well rounded / athletics / academics/ institute LIFE SKILLS. Bring back home economics/ shop / woodworking shit that matters instead of useless manipulative shit	7/17/2023 1:50 PM
60	That the person has actually been a classroom teacher and principal, [REDACTED]	7/17/2023 1:44 PM
61	Focus on a leader that can collaborate and unite a team to achieve goals. They do not need to be an educator themselves, but they need to be able to rally educators and school system leaders to all row in the same direction.	7/17/2023 1:19 PM
62	A committed Christian with conservative values	7/17/2023 1:18 PM
63	Teacher needs should be at the forefront of conversations since they are the cornerstone of education. Without QUALITY teachers, there can not be QUALITY education.	7/17/2023 12:59 PM
64	Our county needs a fresh change [REDACTED] Teachers have not felt appreciated in years and retaining good teachers for our children should be of upmost importance, starting with getting the pay system straightened out. That is just the beginning though. The expectations on teachers have gotten completely out of control and the lack of support from administration is a huge problem. The new superintendant should back his teachers and principals and not overrule their authority just to make parents happy. Continuing to do this will cause more and more teachers to leave and the students are the ones who suffer when there is a shortage of teachers to meet their needs.	7/17/2023 12:52 PM
65	N/a	7/17/2023 12:46 PM
66	Their capabilities to perform as superintendent.	7/17/2023 12:40 PM
67	You are the voice and face of the District, represent us well.	7/17/2023 12:36 PM
68	The reason they want to take on this huge job.	7/17/2023 12:30 PM
69	Someone who is open to new ideas, and not afraid to say NO to the Woke Mob mentality...if a candidate uses "buzz words" in the interview, they are likely too far Left for Gaston County!	7/17/2023 11:59 AM
70	The candidate accepts responsibility of their actions and quickly resolves issues caused by the action.	7/17/2023 11:44 AM
71	Na	7/17/2023 11:30 AM
72	Does this person have good critical thinking skills? Are the open to other ideas and trying new ways of doing things? Do they show longevity in past jobs? Are they open and friendly/ show honesty and integrity?	7/17/2023 11:23 AM
73	WHETHER THEY SOLD THEIR SOUL FOR POLITICAL GAIN AT THE EXPENSE OF OUR CHILDREN LIKE LAST BOARD, MINUS A FEW MEMBERS WHO DIDNT. THE MAJORITY FAILED OUR CHILDREN AND PARENTS...	7/17/2023 11:17 AM
74	someone that has been in the school district but wants change	7/17/2023 11:12 AM
75	I think the Board should highly consider someone with lots of educational experience. The employees need to see that he/she has been in their current position. This will gain respect.	7/17/2023 11:12 AM
76	The board needs to consider whether the incoming superintendent has previous experience with students.	7/17/2023 10:56 AM

Gaston County Schools Board of Education Superintendent Search Survey

77	The School Board should consider somebody with race and ethnic competence. Somebody who really understands the current population and somebody who really supports teachers and staff.	7/17/2023 10:54 AM
78	His honesty and integrity, what his plans are for Gaston county school district.	7/17/2023 10:44 AM
79	Making sure that they are there for the right reasons. Taking care of the employees so that they don't get shorted or go without their paychecks.	7/17/2023 10:38 AM
80	We need a superintendent that is going to look at all children. The choice school programs did not include all children.	7/17/2023 10:35 AM
81	Don't just think of your own agenda. Remember there are taxpayers that want a good job while keeping a pleasant learning environment.	7/17/2023 10:17 AM
82	The new superintendent should have an educational background and have been a former teacher and principal.	7/17/2023 9:48 AM
83	Values, ethics, knowledge of the teacher duties	7/17/2023 9:45 AM
84	Ability to lead positively without making employees feel unworthy.	7/17/2023 9:40 AM
85	Ethics	7/17/2023 9:37 AM
86	do you have a heart for leading	7/17/2023 9:33 AM
87	The new superintendent has to understand the importance of diversity, equity, and inclusion and have a high level of respect for different ideas, people, backgrounds, religions, cultures, etc. The new superintendent also needs to understand that this is the public school district, not the predominantly Christian school district, and there should be respect for and support of ALL people.	7/17/2023 9:30 AM
88	Accountability	7/17/2023 9:23 AM
89	make sure they have the knowledge of all areas they will be supervising	7/17/2023 9:19 AM
90	checking his background	7/17/2023 9:19 AM
91	beliefs concerning CRT, gender, and any topic of concern to conservative leaning parents and grandparents	7/17/2023 9:18 AM
92	Their background... not just professionally or academically, but where they came from. If they had to work hard to get where they are. Someone who has been handed everything their entire life is going to react differently to our lower income schools.	7/17/2023 9:14 AM
93	Individual should have conservative nature but recognize where skills in schools need to be at a level to compete in our local industry and those going on to college.	7/17/2023 9:06 AM
94	A conservative person with experience and a desire to improve our school system while protecting parents rights to seek the best for their children. A good listener who is humble. Great communicator. Available to all with a real concern. Family man. Willing to be a vital part of the community. Praying for you all to find the right candidate.	7/17/2023 8:59 AM
95	Their ability to prepare students to deal with the world beyond Gaston County	7/17/2023 8:54 AM
96	Does he or she value the role of parents in the education of their children. Would the candidate encourage open communication with parents about what is being taught in the schools.	7/17/2023 8:54 AM
97	[REDACTED] I would make sure that the candidates understood that this management style was not acceptable and ask how they would have approached the issue.	7/17/2023 8:54 AM
98	Clear understanding of the track Clear understanding of proven track record of past events and practices.	7/17/2023 8:38 AM
99	Ask them what the color yellow means to them? Yellow is a bright color, the answer should always be a happy one , (for example when I think of yellow I think of family , sunflower , beaches , ice cream , summer fun .)	7/17/2023 8:35 AM

Gaston County Schools Board of Education Superintendent Search Survey

100	The knowledge of staff. How hard they work. The knowledge of how some of our children struggle and putting some of the low performing schools first, rather than the schools with all the parent involvement.	7/17/2023 8:32 AM
101	Human Resources needs an employee wellness overhaul. We need to know our health and mental well-being is important as we try our best to care for students and families in crisis' on a daily basis.	7/17/2023 8:18 AM
102	The individuals management style. Will the new superintendent get buy-in/cooperation from stake holders? or will there be conflicts in how to achieve goals?	7/17/2023 8:06 AM
103	Someone who genuinely means what they say.	7/17/2023 8:03 AM
104	Experience is not as important as heart. The superintendent needs to be Christian, willing to stand up for what is right, good, and true, and always putting students and teachers first. He/she needs to be a team-builder that will bring the district's leaders together. He/she needs to be willing to consider ideas and willing to listen to teachers.	7/17/2023 7:58 AM
105	Candidates should have an educational background. Our next superintendent needs to have credibility with teachers and principals, as well as the ability to promote trust.	7/17/2023 7:56 AM
106	Their stance on controversial issues such as Critical Race Theory .. a school's role on Gender Ideology .. Teaching of basic positive character traits.	7/17/2023 7:46 AM
107	someone with a bigger vision as our district is growing.	7/17/2023 7:44 AM
108	Christian, ethical values in lifestyles of candidate.	7/17/2023 7:34 AM
109	Someone who can separate political and religious beliefs and focus truly on the children in the district receiving the best education.	7/17/2023 7:29 AM
110	Someone who will make a difference in a positive way for Gaston county.	7/17/2023 7:29 AM
111	<div></div>	7/17/2023 7:27 AM
112	The person dedication and commitment and ability to change things that wasn't working before.	7/17/2023 7:20 AM
113	Ensure Christian and ethical values in lifestyle.	7/17/2023 7:17 AM
114	See previous question #11	7/17/2023 7:05 AM
115	The new superintendent must be an instructional leader and one that has not forgotten what it is like to be in the classroom - able to reflect on challenges within the classroom, and be able to speak about the struggles and ways to reduce the student learning gap and how to support teachers to want to stay in education.	7/17/2023 6:45 AM
116	All children & families should be treated equally.	7/17/2023 12:46 AM
117	If they have children, If they have compassion and support for students and parents	7/17/2023 12:04 AM
118	Please look for someone who has significant experience as an educator.	7/16/2023 11:40 PM
119	Is the person willing to do the work necessary to rebuild? Do they have a passion for people? Are they transparent? Are they relentless and can they be trusted?	7/16/2023 11:35 PM
120	We are desperate for change and no longer want to be the bottom of the education barrel. We no longer want to be embarrassed that we have failed our children.	7/16/2023 11:26 PM
121	<div></div>	7/16/2023 11:20 PM
122	To ensure equity in all schools	7/16/2023 11:14 PM
123	Flexibility to institute new reforms in schools	7/16/2023 10:49 PM
124	To make sure that whoever they are believes in God along with being qualified and who cares about the children and staff.	7/16/2023 10:49 PM
125	Conservative Track Record	7/16/2023 10:48 PM

Gaston County Schools Board of Education Superintendent Search Survey

126	How well he did on his previous job. Is they a team player.	7/16/2023 10:34 PM
127	A love for children and a passion for public education should be paramount	7/16/2023 10:29 PM
128	The process for filling positions at the central office level raises questions and sometimes the results increase the lack of trust in leadership. We are missing transparency in our central office and when our opinions are solicited, they are quickly dismissed.	7/16/2023 10:28 PM
129	Candidate should be morally sound and one who is focused on academic achievement and NOT cultural issues.	7/16/2023 10:12 PM
130	The superintendent must not be a Marxist (i.e., socialist, communist, or fascist). Gaston County has a rich community of Christian faith and we do not need a leader who attempts to be divisive, disruptive, and destructive. [REDACTED]	7/16/2023 10:03 PM
131	A candidate with strong conservative views.	7/16/2023 10:02 PM
132	Please consider a person who has high moral standards and who will focus on academics and not current cultural trends!	7/16/2023 10:00 PM
133	Remain open-minded. Select person with best qualifications but also factoring in diversity and how that can help transform the school district for the minority students	7/16/2023 9:53 PM
134	same as above	7/16/2023 9:51 PM
135	I think it's important that our new superintendent either has her/his children in public schools or attended public schools.	7/16/2023 9:51 PM
136	Experience in leadership and management	7/16/2023 9:45 PM
137	The new superintendent should be a conservative Christian with strong values.	7/16/2023 9:41 PM
138	How well the applicant understands cultural diversity, equity, and inclusion across the board.	7/16/2023 9:31 PM
139	His thoughts on children transgender issues.	7/16/2023 9:17 PM
140	Education background is much more important than business interests	7/16/2023 9:05 PM
141	Strong morals and a love for education	7/16/2023 8:54 PM
142	Religious beliefs.	7/16/2023 8:54 PM
143	Someone with teaching experience amd who understands the community	7/16/2023 8:47 PM
144	Philosophy of sound education and not indoctrination	7/16/2023 8:33 PM
145	The candidate's ability to elevate the level of education in GCS, in terms of teaching, curriculum, and facilities/student resources.	7/16/2023 8:32 PM
146	Make sure he's well rounded. We need some one who knows how to communicate to all people. Knows what our schools need to succeed.	7/16/2023 8:24 PM
147	the drive the person has for the job	7/16/2023 8:17 PM
148	We need someone who will take the diversity of our school district into consideration and see that opportunities are equally divided among the district.	7/16/2023 8:16 PM
149	Someone who understands how learning to live in the real world is reflected in learning at school	7/16/2023 8:11 PM
150	Does this person have faith in Jesus Christ?	7/16/2023 8:02 PM
151	Well diverse	7/16/2023 8:01 PM
152	If he taught and what kind of educator were they? Students GPA from the former students in there class	7/16/2023 8:00 PM
153	Someone that is humble	7/16/2023 7:52 PM
154	Find a Christian, conservative candidate	7/16/2023 7:48 PM
155	The moral standing of the candidate. Belief in and lives by example of Biblical principles. The	7/16/2023 7:40 PM

Gaston County Schools Board of Education Superintendent Search Survey

candidates own moral code

156	To get a superintendent that is always looking out for teacher and staff. One that will always have our backs..	7/16/2023 7:24 PM
157	Background	7/16/2023 7:18 PM
158	Check his back ground	7/16/2023 7:05 PM
159	Moral/Christian beliefs	7/16/2023 6:56 PM
160	Age and how culturally aware the candidates are	7/16/2023 6:53 PM
161	A CANDIDATE THAT WILL GET BACK TO THE BASIS OF EDUCATION AND TEACH OUR CHILDREN	7/16/2023 5:49 PM
162	High school	7/16/2023 5:43 PM
163	That they believe in the 3 most important things.. God Family Country	7/16/2023 5:35 PM
164	Consider their moral character using the Holy Bible as a rule and guide.	7/16/2023 5:24 PM
165	The level of dedication to traditional basic educational needs with a refusal to deny political influences in the public school classroom.	7/16/2023 5:01 PM
166	I would want them to have Christian conservative values. I would like them to be against CRT and SEL, with focus on reading writing and arithmetic. I would like to see that an appropriate dress code is adhered to.	7/16/2023 4:55 PM
167	is this person someone who can make this school system great...or just wanting to maintain status quo	7/16/2023 4:51 PM
168	Their hands on experience and their success rate in terms of results achievement.	7/16/2023 4:44 PM
169	To take into consideration the exploding population growth of Gaston County and its effects on the community and resources.	7/16/2023 4:23 PM
170	Research this person to ensure they fit within Gaston County as person who values Christian beliefs so we will not fall prey to politicizing the education system.	7/16/2023 4:20 PM
171	How are you going to retain teachers for our County?	7/16/2023 4:19 PM
172	Interview females for position	7/16/2023 4:19 PM
173	Make sure he is a christian with conservative views.	7/16/2023 4:10 PM
174	The new superintendent needs to have had multiple years (10+) in the classroom prior to moving into administration. Teachers have felt that leadership has forgotten what it is like in the classroom when developing new mandates and curriculum. Our student populations have changed drastically over the past decade.	7/16/2023 4:10 PM
175	A superintendent who is for Gaston County children and parents values.	7/16/2023 4:06 PM
176	Someone with morals and values of family life!	7/16/2023 4:05 PM
177	That he or she is a Christian with strong integrity and morals.	7/16/2023 4:04 PM
178	Caring individual	7/16/2023 3:49 PM
179	Someone who is local and knows this region.	7/16/2023 3:35 PM
180	To have a thick skin. Gaston county is a different group of people. It needs to be someone that if they aren't from here they actually go around and listen to the parents and listen to the lunch staff, janitors, all the staff, coaches...not just the few high superintendents that attend the board meetings that maybe removed from the day to day.	7/16/2023 3:19 PM
181	A leader, inspiration to the next generation	7/16/2023 3:18 PM
182	Consider applicants from GCS system and beyond. We need a leader who appreciates and will demonstrate support to teachers and school staffs who are on the front lines.	7/16/2023 3:07 PM
183	Experience	7/16/2023 2:53 PM

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184	Do Not focus on his or her Political status	7/16/2023 2:38 PM
185	How dedicated they are to the students and teachers	7/16/2023 2:36 PM
186	Look at candidates who have Fiscal management experience and is open to inclusivity.	7/16/2023 2:06 PM
187	Look at their previous experience and would they be a great fit for the school system	7/16/2023 2:02 PM
188	There is a need for academic improvement among minority students and the new superintendent should address that need.	7/16/2023 2:02 PM
189	Not a name but a person that wants to build better	7/16/2023 1:56 PM
190	Importance of diversity and reflection of the community	7/16/2023 1:46 PM
191	communication,interpersonal skills and open for change.	7/16/2023 1:24 PM
192	Moral character and organizational leadership in sectors other than education.	7/16/2023 1:20 PM
193	We need a strong leader who is willing to make some serious changes.	7/16/2023 1:08 PM
194	Ethnic background. Job performance. Interviews formal employees.	7/16/2023 1:02 PM
195	That the candidate has experience.	7/16/2023 12:54 PM
196	The candidates beliefs, their sense of right and wrong.	7/16/2023 12:53 PM
197	The candidate should have a passion for what is best for students. The candidate needs to be capable, knowledgeable, able to make decisions and enjoy what he/she does.	7/16/2023 12:47 PM
198	Candidates past success in regard to documented results.	7/16/2023 12:46 PM
199	Strong experience in educational leadership	7/16/2023 12:36 PM
200	Faith	7/16/2023 12:36 PM
201	Not afraid to stand alone. Willing to accept criticism. Ability to be a leader not a follower.	7/16/2023 12:33 PM
202	Someone who demands change, current system is not working.	7/16/2023 12:33 PM
203	That fine arts are incredibly important to students and to this county and need to be given the same respect and funding throughout the county	7/16/2023 12:32 PM
204	Someone that really take diversity & inclusion seriously. It is very frustrating seeing the same type of Superintendents. Black & Brown students need to see leadership that look like them, & have the compassion, passion, & action to help all students.	7/16/2023 12:26 PM
205	Christian person. Strong ethics & values. Cares about educators & children. Concerned about their welfare	7/16/2023 12:25 PM
206	Understand if they are faith-based and grounded to lead a team.	7/16/2023 12:18 PM
207	Prior Experience	7/16/2023 12:17 PM
208	Minority representation at the school level	7/16/2023 12:16 PM
209	Do they have a political Agenda or the true interest of the growth of the district	7/16/2023 12:15 PM
210	Make sure they is collaborative and conservative, not a liberal	7/16/2023 12:12 PM
211	Need an actual former educator in the position- so he/she can understand the fundamental reason he has a job. The teaching of our children and growing public education for Gaston County.	7/16/2023 12:11 PM
212	Race	7/16/2023 12:02 PM
213	Conservative values. Morally and financially.	7/16/2023 11:42 AM
214	Focus on the academic and professional needs of the students and staff. (Not personal or political agendas) From the beginning of the use of Oracle, Ensure that the county will review every employee's financial payment and time accounts(CT, Annual Leave, Sick Days, SS, Insurance, all areas) have been managed appropriately (recorded and taken accurately) An individual account statement of review for correctness and accuracy would improve staff trust and assurance that the county is ensuring care about the employees by reviewing and	7/16/2023 11:23 AM

Gaston County Schools Board of Education Superintendent Search Survey

correcting known areas of concern without the persons having to ask for a review of their payments.

215	Consideration of diversity in staff and students, separation of political view from promotion of academic achievement, Past proven accomplishments	7/16/2023 10:57 AM
216	The candidate's Diversity experiences and cultural competency	7/16/2023 10:55 AM
217	Work history Goals Purpose	7/16/2023 10:54 AM
218	Do they have experience with same size or larger districts and how did they solve problems in those districts.	7/16/2023 10:54 AM
219	Diverse experience	7/16/2023 10:50 AM
220	Experience and change maker	7/16/2023 10:43 AM
221	Everything	7/16/2023 10:28 AM
222	Cultural Competence of applicant Experience and knowledge of racial equity Job EXPERIENCE	7/16/2023 9:47 AM
223	The superintendent's character	7/16/2023 7:07 AM
224	Being kind and humble	7/16/2023 5:22 AM
225	New and improved ideas	7/16/2023 2:44 AM
226	Field. trips and school programs. Sports	7/15/2023 11:50 PM
227	Criminal and drug history, social media posts, past job reviews.	7/15/2023 11:10 PM
228	To be mindful	7/15/2023 10:09 PM
229	Someone who is personable and isn't afraid to go into the trenches (the schools) and meet with teachers, staff and students. How well do they know what students are suppose to be learning. Someone who sincerely cares about the teachers and staff of Gaston County.	7/15/2023 10:07 PM
230	Personality, can people approach this individual and be treated with the utmost respect and have their point heard, whether it be GCS staff, the community, or visitors.	7/15/2023 9:32 PM
231	Structure of school. No need to push LGBTQ on our little kids.	7/15/2023 9:24 PM
232	He's long and short term goals..	7/15/2023 9:01 PM
233	The ability to think and plan ahead.	7/15/2023 8:59 PM
234	What are their beliefs on CRT? We don't want it!!	7/15/2023 8:43 PM
235	Classroom knowledge.	7/15/2023 7:19 PM
236	I want a superintendent with experience in the schools as a teacher or principal. I want someone who is dedicated to providing teachers with the necessary support to do their jobs and then get out of the way. And I want someone who is not afraid to stand up to parents/community members who are intent on book bans, anti lgbtq policies and controlling what is taught in school.	7/15/2023 6:34 PM
237	Qualifications and communication	7/15/2023 6:08 PM
238	Evaluate their strong beliefs in student achievement and success. Don't focus so much on making your main district staff better when there are students that need to be focused on.	7/15/2023 5:45 PM
239	Consistency	7/15/2023 4:15 PM
240	Have they had school room time teaching.	7/15/2023 4:15 PM
241	This person should have been a teacher and understand the demands that a teacher faces daily. This person should not be about making a name for themselves. The should be dedicated and realistic when setting goals.	7/15/2023 3:33 PM
242	Their personality	7/15/2023 3:30 PM
243	If he shows confidence when interviewing. Listens to a problem and figures it out quickly. Acts	7/15/2023 3:20 PM

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like he is one of us.

244	Strong moral character	7/15/2023 3:17 PM
245	Moral code, strong ethics and communication skills, and vision for growth - Resources to effect that change is a positive way that benefits all!	7/15/2023 1:56 PM
246	Stands up for the citizens against the state if needed	7/15/2023 1:16 PM
247	Teaching experience. We need someone who understands what being in a classroom is like.	7/15/2023 1:12 PM
248	Salary raise	7/15/2023 12:14 PM
249	what are some of the reasons that the applicant chose Gaston County ,NC for the job ?	7/15/2023 12:13 PM
250	Man a good judgement and do heavy background check on them	7/15/2023 12:12 PM
251	1.) How well do you know your community and school district? 2.) What is your education preparation for this superintendency and how do you plan on incorporating that within this position? 3.) What are your professional experiences? 4.) How do you plan on creating/implementing change for the district? What are your priorities and what areas do you think are fine the way they are?	7/15/2023 12:11 PM
252	Being inclusive of all. Looking out for what is best for GCS.	7/15/2023 12:07 PM
253	<div style="background-color: black; width: 100%; height: 100%;"></div>	7/15/2023 12:03 PM
254	Looking for someone with experience or willingness to work with diverse language, ethnic and socio-economic communities	7/15/2023 11:57 AM
255	Get rid of common core math. And go back to teaching the right way	7/15/2023 11:56 AM
256	They need to go to all schools and see all staff.	7/15/2023 11:52 AM
257	We need a consensus builder, not an autocrat.	7/15/2023 11:10 AM
258	How the new superintendent will fix the payroll issues	7/15/2023 10:37 AM
259	Please choose someone who has experience in schools as a teacher, who can understand what it is like in the classroom for staff and students.	7/15/2023 10:28 AM
260	How forward-thinking the new superintendent is	7/15/2023 9:40 AM
261	I would like the Board to consider whether this individual is considerate, possesses strong leadership skills, and is not easily influenced when interviewing for the new superintendent position.	7/15/2023 9:39 AM
262	Changes to high school curriculum. Teach what kids need to know for the real world	7/15/2023 9:19 AM
263	Number of teachers and students leaving schools and number of students enrolling schools from outside the county	7/15/2023 8:42 AM
264	Making sure that they have been a teacher in a classroom and knows the importance of the students.	7/15/2023 7:57 AM
265	They have to look for a sincere honest person that isn't just in it for the money and the retirement package That should not be the incentive for this type of position	7/15/2023 7:39 AM
266	Someone with a background in education similar to our district and diversity.	7/15/2023 7:04 AM
267	That they have a voice of their own and not ruled by the board. Is able to stand on his on and fight for the things we need and not just agree with others.	7/15/2023 4:51 AM
268	What are their goals and how will they affect different groups of people	7/15/2023 3:11 AM
269	How much do you understand financing	7/15/2023 12:23 AM
270	A deep love of humanity and the education of young people (our entire future) is key.	7/14/2023 11:54 PM

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271	No right or left wingers, please.	7/14/2023 11:14 PM
272	What is his goals and what he thinks is emportant .	7/14/2023 11:06 PM
273	Ability to interact with people from different walks of life	7/14/2023 10:31 PM
274	A person who is ready to solve the payroll issues for employees.	7/14/2023 9:48 PM
275	effective leadership examples	7/14/2023 9:37 PM
276	Must have a background as a competent, classroom educator for more than 5 years prior to pursuing administrative path.	7/14/2023 9:26 PM
277	God centered with strong focus on the needs of the students.	7/14/2023 8:46 PM
278	How transparent he/ she intends to be with matters that may reflect drastic changes district wide .	7/14/2023 8:07 PM
279	Are they serious about the job	7/14/2023 7:35 PM
280	There are many things you must consider. I do not have the magic bullet.	7/14/2023 7:12 PM
281	See if the candidate has solid ideas to improve high schools. See if they've researched what works in other school districts in the country.	7/14/2023 6:19 PM
282	Get someone who is not afraid of being a risk taker to be the new superintendent.	7/14/2023 6:15 PM
283	If religion or politics have any part of their background or is a subject in anyway whatsoever, this is not who we need for our children or community to progress.	7/14/2023 5:57 PM
284	I would like for the Board to consider whether or not the would be superintendent understands the daily/weekly life of a teacher. Does he have a classroom/lesson planning background? Such a background means he understands curriculum and the need for curriculum to set a standard for growth and development. Also, some knowledge of finance and how money flows through the system for all monetary needs is important.	7/14/2023 5:46 PM
285	Education and experience should be high priority.	7/14/2023 5:39 PM
286	what are the professional experiences that correlates with this position?	7/14/2023 5:14 PM
287	Will he/she use proven and reliable teaching methods to improve student learning or jump on the bandwagon of the latest in-vogue trends? Present methods just aren't working.	7/14/2023 5:07 PM
288	I would like the new Superintendent to be knowledgeable and willing to use researched and reliable methods of teaching that actually improve student learning, not just what is trendy in educational circles, but not proven to work. Lucy Calkins and Investigators (on its own) DO NOT work!	7/14/2023 5:05 PM
289	Include community members in the interview process. This person answers to the board but works for the community. Be aware that your narrow viewpoints may not represent the entire community.	7/14/2023 4:48 PM
290	He/she should be likeable, show confidence, be a good communicator and a record of solving problems.	7/14/2023 4:44 PM
291	The board should consider applicants experience and accomplishments. A thorough background check should be done. A former teacher who has shown care for the children and respect for the teachers and parents is vital.	7/14/2023 4:34 PM
292	Ask if the candidate believes the core values of sticking with mathematics, actual history, and language arts is the foundation for education. Ask if the candidate would insist that promoting a woke idealism is detrimental to the students and contrary to the constitution of the united states'. Ask if the candidate has read the Declaration of Independence and the Constitution of the United States and stands 100% in agreement with these? Don't hire someone who isn't a patriot and believer in our Democratic Republic. Ask us the candidate understands that parents have the right to know what is being taught, and can bring any issues at any time to question the teachers, the authorities and not need " handled" as if they have no right to demand answers.	7/14/2023 4:24 PM
293	Listen to teachers!	7/14/2023 3:44 PM
294	Go outside the system	7/14/2023 3:08 PM

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295	Experience in actual teaching and working with students.	7/14/2023 2:39 PM
296	The critical importance of regaining employees' trust and confidence and (re)establishing the community's respect of our educational institutions.	7/14/2023 2:28 PM
297	For him or her to enjoy being a superintendent and not think of it as just a job	7/14/2023 1:57 PM
298	Culturally competent	7/14/2023 1:53 PM
299	The superintendent needs to be someone from Gaston County. New hires coming from the west or the north usually bring ideas that don't or won't work for Gaston County. The candidate should be conservative in all aspects of their life.	7/14/2023 1:39 PM
300	The current negative view of the public to GCS	7/14/2023 1:36 PM
301	Someone who can confidently answer "I don't know" to an "impossible" interview question is actually probably worth considering for the role.	7/14/2023 1:31 PM
302	The board should seek to hire/promote someone within the district if possible. Barring that, they should hire someone who is very familiar with the community in general and the district specifically.	7/14/2023 12:58 PM
303	Classroom Background	7/14/2023 12:43 PM
304	Support for the arts	7/14/2023 12:39 PM
305	Approach to interacting with community at large	7/14/2023 12:39 PM
306	Someone that has worked in a larger district, we are a growing county and the person chosen needs to know how to think ahead for the growth.	7/14/2023 12:32 PM
307	SUPPORT TEACHERS first and foremost.	7/14/2023 12:29 PM
308	Someone who is kind, ethical, a hard worker and who truly cares for not only our students but the staff as well.	7/14/2023 12:27 PM
309	A strong advocate for public education	7/14/2023 12:20 PM
310	I would like the board to consider the voice of the all stakeholders- and be guided by what we want GCS and communities to represent.	7/14/2023 11:35 AM
311	To have a ethical and transparent person as the new superintendent.	7/14/2023 10:54 AM
312	Would ask that they choose an outside candidate that is not part of the "good old boys/girls club".	7/14/2023 10:37 AM
313	Someone who has previous education experience and was once a teacher	7/14/2023 9:32 AM
314	How to build a better community with teachers, administrators and parents.	7/14/2023 9:15 AM
315	Make sure he's in love with Jesus, One nation under God!	7/14/2023 8:56 AM
316	We need more open communication then what we currently have. Someone who is willing to get the hard work done and not just assume that the next in line are doing it.	7/14/2023 8:47 AM
317	Na	7/14/2023 7:57 AM
318	Choose someone that has good Christian standards in personal life as well as in professional life.	7/14/2023 6:01 AM
319	Experience IN A CLASSROOM	7/14/2023 5:51 AM
320	NA	7/14/2023 4:59 AM
321	How are they going to handle keeping students safe.	7/14/2023 3:20 AM
322	What was their first impression of the interview?	7/14/2023 2:07 AM
323	If they have ever worked in a school system before To truly understand how schools function.	7/14/2023 12:00 AM
324	Grant writing experience.	7/13/2023 11:03 PM
325	I would like the Board to consider maintaining teacher retention by providing H1B visas to	7/13/2023 10:31 PM

Gaston County Schools Board of Education Superintendent Search Survey

International Teachers.

326	Be there for the students as much as you are for the teachers.	7/13/2023 10:27 PM
327	I would like to see a former school administrator. [REDACTED] [REDACTED]	7/13/2023 10:05 PM
328	All of the subjects I listed above.	7/13/2023 9:06 PM
329	two people as superintendents, this is too much responsibility for one person.	7/13/2023 9:03 PM
330	Consider their creativity and problem solving, have they made solutions to other problems in the past made by giving their own visions on how to change something?	7/13/2023 8:51 PM
331	A person who places our district first. What will they do to bring Gaston County to the top of NC Public Education?	7/13/2023 7:20 PM
332	Consider female leader. Must have teaching experience. Honesty and transparency are key	7/13/2023 6:52 PM
333	1. That this person has been exposed not only to the communities that are well adjusted and have "picture perfect families"...but to those who have families that come from broken homes...these kids need help!	7/13/2023 6:42 PM
334	Resourcefulness	7/13/2023 6:38 PM
335	Do not listen to survey answers as we are NOT certified human resource specialist. Do YOUR job, elected officials.	7/13/2023 6:03 PM
336	Be open minded.	7/13/2023 5:45 PM
337	How has s(he) been evaluated What was his/her evaluations Why does s(he) want to come to Gaston County Does s(he) have the experiences to make the best superintendent? How long does this person need to accomplish his/her professional goals?	7/13/2023 5:29 PM
338	Experience with inclusivity and diversity	7/13/2023 5:01 PM
339	Candidates need to have taught in a classroom	7/13/2023 4:45 PM
340	How they feel about people in general. Make sure his or her Heart is in the right place. Needs to have a Great attitude.	7/13/2023 4:40 PM
341	How are you gonna be helpful to the school board	7/13/2023 4:32 PM
342	How long will it take to know your job?	7/13/2023 4:13 PM
343	Please get someone with experience in education. Education should not be run like a business. Students are not widgets on a factory line. Each one brings with them their home environment. For some students food and living insecurities are more important to them than learning.	7/13/2023 4:11 PM
344	The topic they are teaching in schools about sex and transgender freedom in schools.	7/13/2023 4:03 PM
345	see above	7/13/2023 3:53 PM
346	The board should consider whether they feel the candidates will be able to effectively handle the challenges facing this district.	7/13/2023 3:41 PM
347	Attitude and ability to stay the same in all situations with EVERYONE - no playing favorites and making it obvious Can you handle money and pay your employees?	7/13/2023 3:29 PM
348	Do the right thing	7/13/2023 3:25 PM
349	Someone who was in a classroom for a while in a demographic area like ours	7/13/2023 3:23 PM
350	I would like the board to search for someone who will advocate for the well-being of teachers, support staff, and students.	7/13/2023 3:23 PM
351	If the person is a visionary, innovative leader who values transparency. An inspirational leader who is accountable and bases decisions based on what is best for students and staff. Strong financial intelligence,	7/13/2023 3:20 PM
352	Na	7/13/2023 3:14 PM

Gaston County Schools Board of Education Superintendent Search Survey

353	Diversity is not evil. Consider all qualified candidates who would make a difference in our community.	7/13/2023 2:45 PM
354	Someone who has a good reputation for caring about staff and getting to know them	7/13/2023 2:26 PM
355	That the candidate is a visionary who is willing to take measures that best bring the most possible to the students and families in Gaston County. That the candidate takes into consideration that the teaching staff of Gaston County needs the support of the Superintendent as well as the administrators of each school (principals).	7/13/2023 2:24 PM
356	We need someone who truly cares and leads with compassion rather than focused only on the business/financial side. We need someone who makes themselves visible and available to the community.	7/13/2023 2:20 PM
357	More teachers for EC classes.	7/13/2023 2:09 PM
358	Is this person able to lead and manage others?	7/13/2023 1:48 PM
359	Consider the amount of classroom teacher experience the new superintendent has had.	7/13/2023 1:39 PM
360	Their faith, their career goals and plans.	7/13/2023 1:38 PM
361	Do something more than pay raises for Substitute Teacher no matter is they work in interim position or just part time. Like keep bonus allowing us to do the work enrichment classes that the EC Regular teaches and EC Teacher Assistants get to do.	7/13/2023 1:34 PM
362	The importance of ALL staff. They talk about how important support staff is.... But are they really acting like they are important?!?!?	7/13/2023 1:22 PM
363	christian belief	7/13/2023 1:09 PM
364	Someone who is not overly political . Understands the staff who keeps the system going. Understands how broken the education system is and a vision to start some changes.	7/13/2023 1:08 PM
365	People person	7/13/2023 1:03 PM
366	The candidate's ability to plan for population growth; the candidate's experience with exceptional children; the candidate's experience with raising test scores	7/13/2023 12:57 PM
367	Other regions of the country do things way better than NC...consider choosing someone who's been in education outside of this area for a stretch.	7/13/2023 12:56 PM
368	diversity	7/13/2023 12:52 PM
369	Avoid progressive woke individual	7/13/2023 12:39 PM
370	Na	7/13/2023 12:38 PM
371	I feel it is imperative the new superintendent have prior educational experience...teacher, principal , or supervisory role.	7/13/2023 12:35 PM
372	Does this person have experience in the classroom? Do they know what it is like actually working with students?	7/13/2023 12:19 PM
373	Integrity and desire to improve the community through education. Bringing back home economics and other critical curriculum that is in some cases more important than the standards currently tested	7/13/2023 12:13 PM
374	Someone that will stay in the position for a little while and not just come and go. Someone that will be invested in the community.	7/13/2023 12:08 PM
375	Consider candidates that have the perspective of teachers.	7/13/2023 12:03 PM
376	Will he present the truth to the board and not try to put lip stick on problems.	7/13/2023 12:00 PM
377	Vision and mission for this school year and the plan how to improve.	7/13/2023 11:42 AM
378	Consider past teachers, principles (educators) for the position.	7/13/2023 11:41 AM
379	Education and experience	7/13/2023 11:38 AM
380	Find someone who is personable and interested in helping our students and teachers.	7/13/2023 11:32 AM

Gaston County Schools Board of Education Superintendent Search Survey

381	Leadership capabilities. Someone who is not a special interest group puppet.	7/13/2023 11:20 AM
382	That he/ she is for the students and teachers needs first and foremost.	7/13/2023 11:16 AM
383	Classroom experience Running a large organization	7/13/2023 11:13 AM
384	Transparency	7/13/2023 10:56 AM
385	The individuals understanding of education.	7/13/2023 10:52 AM
386	Experience	7/13/2023 10:48 AM
387	We need someone how has a mindset for immediate and dramatic change.	7/13/2023 10:37 AM
388	Please consider their ability to share stories about their values and capture them elsewhere to use as examples.	7/13/2023 10:26 AM
389	See what Ideas or steps superintendent would take toward one of these Ideas: how to better support high schools in dealing with at risk youth, expanding college bound and vocational programs, link education with increasing internships in various fields that link to summer jobs for youth, address literacy and math skill deficiencies through community partnerships and innovative programs with business/community involvement. Encourage more creative programs for creative/ performing arts. Partner with Social services and Community Organizations to build a stronger workforce with bus driver/attendees/ teacher assistance. They are essential for school operations including providing moral support and encouraging academic achievement.	7/13/2023 10:21 AM
390	how the current school system is antiquated and what each candidate can offer to bring it into the present	7/13/2023 10:19 AM
391	someone who knows how to separate religion from schools.	7/13/2023 10:15 AM
392	The compassion that they hold for the job the children an the teachers.	7/13/2023 10:13 AM
393	Strong support of teachers	7/13/2023 10:06 AM
394	Was this person ever in role as a teacher? It's critically important to have that experience and perspective.	7/13/2023 10:03 AM
395	Education, experience and dependability. Look for a candidate that plans on staying for the long haul. The changes needed cannot happen overnight.	7/13/2023 9:54 AM
396	Vision of obtaining and keeping teachers in the classroom.	7/13/2023 9:41 AM
397	Emotional intelligence, compassion, empathy, and sensitivity are arguably more important than cold logic and rigidity. Children are complex and require an understanding that takes their feelings and emotions into consideration as more than just burdens	7/13/2023 9:34 AM
398	n/a	7/13/2023 9:33 AM
399	Someone who understands the importance that not everyone learns the same, Or at a fast pace. Also someone that is kind while also being someone whom is proactive, And involved.	7/13/2023 9:33 AM
400	Take this survey and the results seriously. Really hear what the people have to say and combine that with the knowledge that they have that is not publicly known. Let's face it, there is information the Board is privy to that the public is not. That's okay as long as it does not create bias in selecting the next Superintendent.	7/13/2023 9:21 AM
401	If he or she has children, and what school they are in.	7/13/2023 9:18 AM
402	Their willingness to improve the school system	7/13/2023 9:10 AM
403	Personable, connecting with employees, parents, students and community with a leadership that involves an open mind and heart with kindness and an approachable spirit.	7/13/2023 8:59 AM
404	Ethics & morals	7/13/2023 8:49 AM
405	Who does he or she please? Meaning, are they pleasing the parents or the goal of educating their students? It's important to recognize that the future Superintendent has a vision, and goals for the education of ALL students. That they listen and HEAR the concerns from Principals, and their teacher's that are in the trenches of education.	7/13/2023 8:46 AM

Gaston County Schools Board of Education Superintendent Search Survey

406	EXPERIENCE	7/13/2023 8:43 AM
407	Implementing mental wellness time for all students k-12 every single day of the school year. Our children have faced some of the most mentally challenging times in the past few years, some more than others, and some on a continuous basis with no means of learning resilience and how to manage emotions. Some parents don't have the tools to help themselves let alone their children. Many families cannot afford services to teach their children these skills or the variety of options to use to properly, and in a healthy way, process and work through traumas and stressors. Improving our children's mental health properly can lead to improving their educational experiences and growth. Not only can this help our children grow in a healthy way, it can increase their love and passion for learning, and life itself. These children are our future and it is our responsibility to teach them well and teach them right. It's extremely important, as well, for our teachers and staff to also be provided with the best health care and mental wellness for themselves so they can be the leaders by example for our children. They are given an extreme responsibility which can weigh heavily on their emotional wellness. Taking care of our teachers should be number one priority, our children depend on them and many leave a life long impression of them.	7/13/2023 8:33 AM
408	The board is encouraged to check their own egos and personal agendas at the door when selecting and interviewing candidates. Find the most qualified candidate who will work for all of our children. Race/Diversity is on the rise as a qualifier and should not factor into the hiring decision. It is expected you will share the qualifications of all candidates openly to ensure your objectivity in the search.	7/13/2023 8:32 AM
409	Someone that has worked in a school so they understand the pressures put on Teachers.	7/13/2023 8:29 AM
410	Leadership & Ability to Solve Problems Stay Consistent	7/13/2023 8:28 AM
411	Someone who has been in the classroom	7/13/2023 8:21 AM
412	Standing by the Teachers and Students Not listening to board members past and present	7/13/2023 8:17 AM
413	Classroom experience is a must... if one has never been inside a classroom, they lack the experience. Maybe they have a parent or spouse or son or daughter who is or was a teacher... that would be a next-best.	7/13/2023 8:08 AM
414	Their merit, experience, and their devotion to ensuring ALL children receive a proper education on fundamental topics of learning, ie: Math, Science, Reading, Writing, and teamwork.	7/13/2023 7:32 AM
415	How many years of experience they have teaching.	7/13/2023 7:24 AM
416	Getting someone who will fight for the (part-time) employee who goes out and perform just as well the (full-time) employee.	7/13/2023 7:12 AM
417	Look for a love of kids and someone that loves the process of developing kids.	7/13/2023 7:11 AM
418	To make sure you hire a qualified candidate who cares about improving education for students.	7/13/2023 6:41 AM
419	To focus on what is good for our schools and not what others schools are doing. These kids are not prepared to go out into the world on what they are learning.	7/13/2023 6:14 AM
420	How will the new superintendent make sure the needs are specifically met for staff and students of all schools in a timely manner.	7/13/2023 5:40 AM
421	Diversity	7/13/2023 5:35 AM
422	Tenure at previous district, someone who advocates for special needs children.	7/13/2023 4:38 AM
423	Make sure he is up for the job to be a leader to our kids to make a brighter future	7/13/2023 2:15 AM
424	That the candidates have the appropriate skill set to balance the demands of an elected board, financial knowledge in school funding, the appropriate level of knowledge in state curriculum requirements, and the ability to communicate with all levels of people (students, teachers, staff, administrators, parents, elected officials, and the general public.	7/13/2023 1:39 AM
425	Commitmet	7/13/2023 1:23 AM
426	??	7/13/2023 1:07 AM
427	Race	7/13/2023 12:08 AM

Gaston County Schools Board of Education Superintendent Search Survey

428	Look for someone who is passionate about working with children	7/12/2023 10:59 PM
429	Someone who will be honest and fair to everyone.	7/12/2023 10:44 PM
430	A change is needed to keep good teachers and make them feel heard and valued.	7/12/2023 10:40 PM
431	The new superintendent should have a background in education- classroom and administrative time.	7/12/2023 10:19 PM
432	Sus estudios, Good Pedagogue, Good presentation and. Character:	7/12/2023 10:15 PM
433	Inclusion and growth oriented leader	7/12/2023 10:03 PM
434	Ability to tell the truth	7/12/2023 9:51 PM
435	Qualifications, understanding, drive to do it correctly.	7/12/2023 9:44 PM
436	Lider Team work	7/12/2023 9:40 PM
437	What are the goals for the upcoming years to come	7/12/2023 9:26 PM
438	Can fix a mess	7/12/2023 9:25 PM
439	Stop worrying about graduation numbers and concentrate on raising education levels. Stop lowering the bar for education █████ do students will pass.	7/12/2023 9:24 PM
440	Ultimately the main consideration is for the new superintendent to work for the good of all the students that they will serve.	7/12/2023 9:23 PM
441	Someone who puts students and teachers first despite the political agenda in the community.	7/12/2023 9:22 PM
442	competent, honest and ethical	7/12/2023 9:22 PM
443	To keep politics out of the decision making. I am support staff and so many teachers/ staff bring politics to school, even wearing t shirts displaying their opinion this is not appropriate. We need someone who will not stand for this behavior. We need professionals teaching our kids	7/12/2023 9:20 PM
444	How well will the Superintendent will be able to manage his/her time with the demanding schedule.	7/12/2023 9:05 PM
445	Passionate about the job & an old-fashioned mentality.	7/12/2023 8:54 PM
446	Experience with students with special needs	7/12/2023 8:46 PM
447	N/a	7/12/2023 8:46 PM
448	Views on diversity and supporting marginalized students	7/12/2023 8:45 PM
449	Hire someone not afraid to admit mistakes and own them instead of pointing fingers and hiding behind others	7/12/2023 8:34 PM
450	I would like the superindendent to have knowledge of best practices and pedagogy with instruction. It is important for him/her to "know" what is being encouraged and what is discouraged instead of relying on someone else's opinion.	7/12/2023 8:15 PM
451	Local talent and homegrown is just as valid as a lot of accolades from Other places. Let's have high quality but not overlook our amazing pool Of talent here.	7/12/2023 8:14 PM
452	Consider Gaston County place in the state when it comes to student growth, teacher retention and pay.	7/12/2023 8:09 PM
453	Consider hiring someone who is honest and truly cares about the position he holds	7/12/2023 8:07 PM
454	Will he or she represent the students first as well as the teachers and staff needed to give students the best well rounded education and environment for all	7/12/2023 7:58 PM
455	Merit	7/12/2023 7:56 PM
456	Someone with people skills and common damn sense. PLEASE. Also, education experience, a love of kids/all people, and business sense.	7/12/2023 7:54 PM
457	Does he or she have experience with and a knowledge of different schools and students within a district, for example Warlick students or students with special needs and Webb Street	7/12/2023 7:49 PM

Gaston County Schools Board of Education Superintendent Search Survey

	School.	
458	Goodness of their heart and sincerity	7/12/2023 7:48 PM
459	Having someone who has led school districts in a quickly growing district.	7/12/2023 7:47 PM
460	I think this is answered in the other questions. But also be open to new ideas that could better things in GCS. Gaston County needs to improve in many areas!	7/12/2023 7:44 PM
461	Is school safety an issue? What are your plans to ensure our kids are safe?	7/12/2023 7:37 PM
462	Diverse in thought and experience. Vision for the future with educational achievement being the top priority	7/12/2023 7:32 PM
463	Knowledge of educational needs for all students.	7/12/2023 7:31 PM
464	Honestly and integrity.	7/12/2023 7:24 PM
465	New ideas	7/12/2023 7:22 PM
466	vision of growth.	7/12/2023 7:22 PM
467	The ability to be humble and listen to the needs of students/staff while simultaneously being firm in what's right and not buckling under pressure.	7/12/2023 7:21 PM
468	Evidence of personal achievements.	7/12/2023 7:18 PM
469	Fresh face not from the same Gaston County old boys club.	7/12/2023 7:15 PM
470	Support for teachers is absolutely critical in achieving positive and effective education; targets on teachers and content should not be tolerated and will continue to lead to mass resignations	7/12/2023 7:12 PM
471	Have they worked in a diverse educational school system? Are they culturally sensitive to the needs of different people groups?	7/12/2023 7:03 PM
472	Someone who has worked in a public school before, a former teacher would be great.	7/12/2023 7:03 PM
473	Experience with diversity and history of success	7/12/2023 7:00 PM
474	Why not give primary teachers a break	7/12/2023 6:57 PM
475	Inclusive to the parents	7/12/2023 6:55 PM
476	Consider somebody younger with fresh ideas. Someone who puts the kids education as their top priority.	7/12/2023 6:50 PM
477	That they have great background in the educational field and a love of students.	7/12/2023 6:49 PM
478	Focus on the genuine and sincere part of the person character and over all viewing .	7/12/2023 6:47 PM
479	Na	7/12/2023 6:47 PM
480	Overall successful past experience, proven record of high quality teacher retention, school safety/culture	7/12/2023 6:46 PM
481	Be able to be available when we need him	7/12/2023 6:45 PM
482	That he has the aptitude for the position, that he has the appropriate training and that he has the necessary skills for the position	7/12/2023 6:44 PM
483	Select an individual who will base decisions on capabilities vs. personal friendships	7/12/2023 6:39 PM
484	NA	7/12/2023 6:38 PM
485	We should fire them if performance is lacking	7/12/2023 6:35 PM
486	Previous experience as a teacher and/or principal.	7/12/2023 6:33 PM
487	Personality, how good they are with others. Someone who is friendly and caring.	7/12/2023 6:31 PM
488	If the person has children.	7/12/2023 6:30 PM
489	Their answers about communication with parents and staff	7/12/2023 6:29 PM
490	He or she should be trustworthy, respectful, reliable and be empathic of others.	7/12/2023 6:26 PM

Gaston County Schools Board of Education Superintendent Search Survey

491	A superitendent who is firm and kind, has a strong sense of commitment and professionalism, and has a big heart for all the members of academic community.	7/12/2023 6:23 PM
492	Willingness to listen to teachers and staff about their concerns	7/12/2023 6:22 PM
493	I would want someone who is willing to prioritize students, teachers, and special education, rather than school administrators and higher education positions.	7/12/2023 6:22 PM
494	Ask what is the motivation to get the position.	7/12/2023 6:21 PM
495	Diversity	7/12/2023 6:20 PM
496	Female.	7/12/2023 6:19 PM
497		7/12/2023 6:19 PM
498	Faith	7/12/2023 6:18 PM
499	Just the overall experience in actual function of the school district.	7/12/2023 6:18 PM
500	Finance Skills	7/12/2023 6:15 PM
501	For someone to have more patience with the parents, and be more involved.	7/12/2023 6:15 PM
502	He/she should have clear vision of the position	7/12/2023 6:15 PM
503	CAN THEY FIX OUR PAYROLL SYSTEM?!	7/12/2023 6:14 PM
504	Make sure the new superintendent realizes that this is a very diverse area, they need to be able to listen and have conversations to parents and students from all walks of life.	7/12/2023 6:14 PM
505	Be open minded and look for an individual that is humble.	7/12/2023 6:13 PM
506	They need to have better help when it comes to kids getting bullied at school they need to do a whole lot better pertaining to things like that.	7/12/2023 6:13 PM
507	Honesty	7/12/2023 6:13 PM
508	The focus on schools that need the most support, not overly concerned with the bureaucracy.	7/12/2023 6:12 PM
509	The new superintendent doesn't take sides with the teachers over the children or the children over the teachers.Everything must be truthful.	7/12/2023 6:10 PM
510	Making sure schools are safe, students behave and are learning how to read, write and perform math	7/12/2023 6:09 PM
511	Someone with a lot of education experience and hand on experience with working with children all children!! Someone who looks more in the curriculum other than Core!!	7/12/2023 6:09 PM
512	Background in education.	7/12/2023 6:07 PM
513	Deeper into some of the schools like Ashbrook high school	7/12/2023 6:07 PM
514	That he shared the same values as we as teachers/assistants share. Love for our students	7/12/2023 6:06 PM
515	I would like the board to consider ,their drive to succeed in educational goals for the children and make sure they're an understanding, child loving person	7/12/2023 6:05 PM
516	What changes are they willing to fight for.	7/12/2023 6:04 PM
517	Making sure the candidate is heavily involved with the students and teachers consistently and without prejudice	7/12/2023 6:03 PM
518	The focus should be on education and not outside political influence.	7/12/2023 6:03 PM
519	N/A	7/12/2023 6:02 PM
520	Experience with children	7/12/2023 6:00 PM
521	Outside person who understands our needs. Is ready to make a difference and change.	7/12/2023 6:00 PM
522	That they have a love of children and want to see them succeed	7/12/2023 6:00 PM

Gaston County Schools Board of Education Superintendent Search Survey

523	We need a go getter to compete with surrounding counties in teacher acquisition and student success.	7/12/2023 5:59 PM
524	How long they have been in their previous jobs so this is not a revolving position	7/12/2023 5:59 PM
525	Background check	7/12/2023 5:58 PM
526	Prior experience	7/12/2023 5:57 PM
527	Background check and all how many years they worked and all	7/12/2023 5:56 PM
528	Their views on the current condition of the world, society, and political aspects, and how those views will effect the students and the curriculum.	7/12/2023 5:53 PM
529	Someone that is honest enough to admit a mistake should one occur, and strong enough to demand excellence from all levels of the learning community.	7/12/2023 5:34 PM
530	I hope the new superintendent will foster a collaborative spirit when working with community partners. Reputable partners with proven track records should be able to work with the schools to benefit our kids and our community.	7/12/2023 5:08 PM
531	Someone who can come in and assess which people are doing their jobs and which are not and also are not related to anyone on the school board or school staff!	7/12/2023 4:59 PM
532	Connection with Gaston county school system	7/12/2023 4:18 PM
533	financial knowledge; ideas for enhancing student achievement	7/12/2023 3:26 PM
534	Please consider only candidates with previous teaching and school management experience. Running a school purely like a business will not be successful and we need someone who understands the plight of current facility and staff.	7/12/2023 3:21 PM
535	Is this person part of a teaching community, stop running the school district like a business	7/12/2023 3:05 PM
536	n/a	7/12/2023 3:00 PM
537	Consider their skills and integrity and keep race and gender and now sexual orientation OUT of the decision!	7/12/2023 2:36 PM
538	New superintendent should develop a plan to first address financial issues that have been ongoing since the transition to Oracle.	7/12/2023 2:27 PM
539	Reference check on outcomes already delivered and the strategy used to deliver the results. Do not get caught up in jerks with credentials like CLT	7/12/2023 2:25 PM
540	Collaboration with community organizations - our Schools have been exclusive to community organizations.	7/12/2023 12:52 PM
541	Proven track record of management of a large organization.	7/12/2023 12:20 PM
542	There should be a level of experience either as a teacher and/or principal. business acumen is fine, but it needs to be balanced with real world education experience.	7/12/2023 12:03 PM
543	What is their definition of personalized learning? Centralized vs School level leadership	7/12/2023 11:55 AM
544	I know this is not politically correct, but the person should have a relationship with JESUS CHRIST	7/12/2023 11:31 AM
545	Must have some level of experience working in education.	7/12/2023 11:07 AM
546	Must have teaching and school-level leadership experience.	7/12/2023 11:04 AM
547	Plain and simple: he/she has to have the highest of morals and ethics and be willing to do what is right even if it is not popular. He/she also has to have deep care for kids and their futures, without care for his/her own glory.	7/12/2023 10:10 AM
548	I would like for the new superintendent to be someone who is bold enough to stand up to anyone, including the BOE, Executive Directors, Senior Leadership, etc., who doesn't have the best interest of the students and employees of this county. We need someone who is willing to stand firm on what is right and wrong regardless of who's toes may be stepped on along the way. We are in a situation where there are a lot of decisions being made based on who is friends with who instead of what is RIGHT for this district. It's time to break up the "Good Ole	7/12/2023 10:05 AM

Gaston County Schools Board of Education Superintendent Search Survey

Boys Club" and get back to running this district the way it should be ran.....WITH STUDENTS BEST INTEREST AT HEART!

549	Christian	7/12/2023 9:11 AM
550	Good moral character.	7/12/2023 8:10 AM
551	how many years in , where did they come from and Back Ground Check	7/11/2023 10:52 PM
552	Their belief systems should be in line with the majority of the community. For instance, someone far left would not do well for this community. Someone who has the same core values but also enough creativity and drive to think outside the box but will stand firm on certain issues that will not work for this community. Ie: outside pressuring for schools to teach things that are not their job or business to teach (ex: gender identity) that's up to the parents not the school	7/11/2023 10:01 PM
553	We need an individual who on day one establishes clear and effective lines of communication with parents, all other stakeholders, and the media.	7/11/2023 8:42 PM
554	A professional of sterling character and solid track record as a superintendent. I would like to see someone who is not beholden to the teachers' unions and associations, but rather places the students in highest regard and listens to parents.	7/11/2023 8:05 PM
555	Does this person have the morals that our children need to engage in a better world?	7/11/2023 7:52 PM
556	Expand your search outside of the community	7/11/2023 6:37 PM
557	Although experience is always a plus, consider someone with fresh , young, new outlooks and ideas. Someone who can separate politics from education	7/11/2023 6:22 PM
558	The right candidate may seem like the wrong one based on experience and education.	7/11/2023 5:24 PM
559	Someone who is well versed in the scaffolding needed from Kindergarten to 12th. How can we build each child? Give them a catch up from what was lost during COVID?	7/11/2023 5:06 PM
560	Interviewing people who actually worked for the candidate recently	7/11/2023 4:55 PM
561	Their views on Getting rid of CRT and Common Core Math	7/11/2023 4:37 PM
562	Find someone who has actually been the teacher in a classroom.	7/11/2023 4:23 PM
563	needs to spend time at schools ,not in office	7/11/2023 3:51 PM
564	the things listed above	7/11/2023 2:44 PM
565	Christian values- putting kids first. Every decision made should be filtered with the questions- 1. How does this benefit our students? 2. Do those benefits outweigh the impact on teachers, admins and staff?	7/11/2023 1:18 PM
566	Finding a candidate that has worked in many different areas of a school system.	7/11/2023 12:21 PM
567	Political issues should not be in any of our schools.	7/11/2023 11:43 AM
568	I want to see someone who truly understands the literacy crisis in our county, state and country and is up to date on research and what works for all students at all stages of learning. Please also consider the sincerity of the candidate towards improving the moral of teachers, principals, support staff and students. The candidate needs to understand the true meaning of coaching, that it is not meant to be a position of administration but that of relationship and trust. A related issue is teacher and specialty staff (school psychologists, SLPs, OTs, PTs, behavior) recruitment and retention. We need to be able to close the gaps for students. I do not want to see someone who is using the superintendent position as a stepping stone for political gains.	7/11/2023 11:34 AM
569	Prior Experience in order to measure future abilities.	7/11/2023 11:14 AM
570	The degree of experience with a growing population and demands growth places on the school system	7/11/2023 11:05 AM
571	A man or woman who is conservative and not liberal in worldviews or pushing the woke agenda on our cherished young people!	7/11/2023 11:04 AM
572	Is the candidate a true "people" person?	7/11/2023 10:58 AM

Gaston County Schools Board of Education Superintendent Search Survey

573	Do they know them? Is it just another "Good Ole Boy"? That's the last thing we need in this corrupt county.	7/11/2023 10:40 AM
574	Well rounded and honest!	7/11/2023 10:29 AM
575	It doesn't matter the size of the district they come from. Someone from Charlotte is not more prepared than someone from small town USA.	7/11/2023 10:20 AM
576	Age, older does not mean wiser. Generational differences and culture is important	7/11/2023 10:02 AM
577	Our county is not ready for a superintendent who wants to go like major cities. We are still a manufacturing and red county and the board should remember that.	7/11/2023 10:00 AM
578	Be sure they have a compassion for children, and that they understand the vast difference among the children in the community. Ways to be able to assist all students so, that all feel welcomed in public schools.	7/11/2023 9:43 AM
579	Integrity Conservative values Backbone	7/11/2023 9:28 AM
580	I would like the superintendent should be able to build relationships with all stakeholders and get to know them.	7/11/2023 9:03 AM
581	We are hiring the best candidates regardless of there sex, race, and or political views.	7/11/2023 8:58 AM
582	Is he first and foremost there for the children And employees!!!!	7/11/2023 8:56 AM
583	Opposite of what we had; Brilliant, collaborative, caring, authentic; willing to make tough decisions for the betterment of our schools. Don't allow politics to enter the discussions.	7/11/2023 8:54 AM
584	Making sure the potential candidate understands the education needs of the community as well as the financial needs	7/11/2023 8:52 AM
585	Finding someone to maintain our Christian beliefs and not give in to the politics and propaganda of the lgbtq community.	7/11/2023 8:48 AM
586	We need someone that plans on staying in the position for a long time and dedicated to make changes for the better.	7/11/2023 8:38 AM
587	DO NOT HIRE A YES PERSON!!!! That is the problem we have had in the past. Someone who will do what you say with out thinking through the consequences. While you hire the superintendent you need to remember that you as the board reflect your constituents.	7/11/2023 8:36 AM
588	I think we needs someone who is competent but also exhibits high character.	7/11/2023 8:34 AM
589	Gaston County is on the verge of a massive influx of students do to urban sprawl. We need to make sure that the new superintendent of schools joins forces with local leaders to make this school system the strongest in the state. We need to focus on improving scores, making teachers feel appreciated, and improving facilities. This is the MOST important decision Gaston County has. It will impact our community and students for years to come.	7/11/2023 8:31 AM
590	Consider the long term goals and direction of our schools.	7/11/2023 12:57 AM
591	The ability to communicate their vision and implementing through delegation.	7/10/2023 10:52 PM
592	How is his demeanor with different interviewers	7/10/2023 10:45 PM
593	Have they ever competed in sports?	7/10/2023 9:43 PM
594	Having lots of experience in the classroom is valuable, it feels that sometimes superintendents can have outdated or too little experience in a classroom but speak "on behalf of teachers" at times.	7/10/2023 9:17 PM
595	Please don't be woke.	7/10/2023 9:12 PM
596	Yes	7/10/2023 6:18 PM
597	It is imperative that they have been on the frontlines of education to truly be able to "walk a mile" in the shoes of an educator.	7/10/2023 3:05 PM
598	Integrity	7/10/2023 3:02 PM
599	Has this person actually been in a classroom before?	7/10/2023 2:03 PM

Gaston County Schools Board of Education Superintendent Search Survey

600	diversity, reliable, communicative, goal oriented, aware of our district	7/10/2023 1:04 PM
601	Dependability	7/10/2023 12:01 PM
602	A candidate that is down to earth and willing to hear from various stakeholders what each group deems important goals for GCS to aspire toward for the next five years; someone that can assimilate all of the information gleaned from talking with and hearing from all the stakeholders and devise a plan to move our school system forward	7/10/2023 11:39 AM
603	I think it is critically important that the new superintendent have a thorough familiarity with Gaston County itself, and Gaston County Schools specifically. With trust and morale at such historically low levels, I feel like an outside candidate will only breed greater distrust and suspicion. Also, we have gone 10 years with a superintendent who had NO experience as an educator, and who demeaned the importance of experience as an actual educator. While the smoke-and-mirrors and "Good News" presentations often mask the impact of this, the fact is that we need a superintendent who has actually been in the trenches and understands what our folks are going through. While this might not be the worst era in the history of education, it is certainly among them. Someone who has never worked a day inside a school building simply cannot appreciate what life is like for those who do it every day. Please hire an EXPERIENCED EDUCATOR who has been a classroom teacher and a principal.	7/10/2023 11:27 AM
604	Does this person have the skills, experience, fortitude and drive to repair the distrust [REDACTED].	7/10/2023 10:02 AM
605	The whole applicant; expertise, characteristics, work ethic, and previous work history.	7/10/2023 9:03 AM
606	Open minded on all aspects. Creativity and imagination.. for some reason we're losing that. Want to actually take care of our future	7/10/2023 8:51 AM
607	Must be someone who can earn the respect and confidence quickly of all they will work with and for. I believe matching skillset is just as important (maybe even more so) as prior experience in this role.	7/10/2023 8:08 AM
608	Diversity and defiantly experience in the classroom, and or principalship	7/10/2023 7:28 AM
609	Honesty, integrity, transparency and humble. He/She needs to recognize this is a group effort if our school system is going to succeed. We don't need an "I" person that is looking to make a name for themselves at any cost. We've had enough of that at our expense.	7/9/2023 11:19 PM
610	The board should make sure the new superinterdent know the important job of the school district and to make sure students are learning and achieving at high levels and must be supportive of teachers in the district,	7/9/2023 9:55 PM
611	I see a lot of troubling trends in teachers and curriculum across the nation. I want to teach ACADEMICS and not political or personal agendas. I think it will be imperative that this superintendent focuses EFFECTIVE curriculum, not bandwagon curriculum that doesn't work like Gaston County often does.	7/9/2023 7:30 PM
612	The most important qualifying factor should be that this individual has been a teacher or principal in the last 5 years.	7/9/2023 3:35 PM
613	Have faith in God and be determined to ensure all kids have the best education.	7/8/2023 11:26 PM
614	Teacher support	7/8/2023 8:31 PM
615	Not woke, non democratic	7/8/2023 7:18 PM
616	Someone with an actual education background. [REDACTED] [REDACTED] [REDACTED] Time to clean house on the current school board and elect all new members!	7/8/2023 2:55 PM
617	Getting some who is committed to building a great school system, not in it for their self worth and pay.	7/8/2023 1:51 PM
618	In-house selection Gaston County native	7/8/2023 9:03 AM
619	Someone who doesn't treat others as "beneath them." Someone who actually has a personality	7/8/2023 8:37 AM
620	Find someone outside of Gaston County ties	7/7/2023 8:39 PM

Gaston County Schools Board of Education Superintendent Search Survey

621	Be compassionate to the front-line workers, and their dedication for the students education.	7/7/2023 6:17 PM
622	Previous experience in a school district comparable to Gaston County!	7/7/2023 4:58 PM
623	The next superintendent should be an experienced educator with the desire to continue to learn instilled. S/he should be a listener, value transparency, honest and approachable, not afraid to say I'm sorry and I made a mistake. S/he should value education from from preschool-graduation. S/he should listen to teachers, principals, and other administrators and be collaborative in leadership style. Humility and strength can co-exist and those who possess both often make the best leaders.	7/7/2023 3:04 PM
624	Someone who has been a teacher and administrator. A superintendent candidate who also has doctorate in education when they are hired.	7/7/2023 11:37 AM
625	Someone who is concerned for the student not test scores	7/7/2023 9:55 AM
626	Look for someone who is going to be dedicated to elevating the overall Experience for our children. I personally want someone who already lives here or is willing to move here and put down solid roots. Our education system is the backbone of our community. [REDACTED] [REDACTED] I am looking forward to where the next superintendent takes us.	7/7/2023 9:47 AM
627	Strong, supportive and ready to lead Gaston County Schools in the right direction.	7/7/2023 9:12 AM
628	I would like for the Board to consider the experience that our superintendent would have as well as their vision for our county. It will be important for the Board to see the heart, love, and passion that the new superintendent would have to make a tremendous impact in our county.	7/7/2023 7:24 AM
629	The school board needs to find a great superintendent who is innovative and can take the school system in a better direction. The school board has to find the right candidate and then get out of the new superintendent's way. Let the new superintendent lead the school system. We do not need the school board micromanaging the new superintendent.	7/6/2023 10:58 PM
630	Being visible in the schools. The new hire should begin each day in a school before heading to his/her office.	7/6/2023 6:18 PM
631	Kind and for teachera and students welfare.	7/6/2023 4:33 PM
632	Character and integrity. Must have education experience. How can a leader lead when they haven't a clue what is actually going on in the classroom!	7/6/2023 3:21 PM
633	It is highly important that top candidates have RECENT classroom teaching / school leadership experience.	7/6/2023 12:46 PM
634	Educational Vision: Evaluate the candidate's educational philosophy and vision for the district. They should have a clear understanding of current educational trends, innovative teaching practices, and the ability to develop a long-term vision that aligns with the needs of the district and community. Instructional Knowledge: Look for candidates who possess a deep understanding of instructional strategies, curriculum development, and assessment practices. A superintendent who is knowledgeable about effective teaching methods can provide valuable support and guidance to educators.	7/6/2023 11:46 AM
635	Leaving their jobs as they were also responsible for not paying us.	7/6/2023 11:38 AM
636	Knowledge and personable	7/6/2023 10:07 AM
637	Supportive of school staff, firm but fair leadership, transparency.	7/5/2023 9:17 PM
638	I would prefer to see someone who is trauma-informed. Someone who understands that student and community success isn't about people able to pass bubble sheet tests but who are able to have a well-rounded education of encompassing hard and soft skills. They need to understand that each student is dealing with multiple stressors that impact learning and behavior the likes of which punitive reactions don't help. Someone who understands that raising youths takes a village and will strive to reunite communities with their schools. You need someone who listens more than speaks and seeks diverse advice rather than believing they have all the answers.	7/5/2023 7:45 PM
639	someone who know what it takes to be a working at the local school	7/5/2023 6:09 PM
640	How much of an indepentant thinker the new superintendent is? They will need to be able to work together, but they need to "agree to disagree".	7/5/2023 5:39 PM

Gaston County Schools Board of Education Superintendent Search Survey

641	Definitely a people person who values teachers and students needs	7/5/2023 5:30 PM
642	Experience	7/5/2023 5:00 PM
643	Creativity and innovation and THEIR confidence to let them do their job	7/5/2023 4:49 PM
644	The new candidate MUST have extensive classroom teaching experience. The previous superintendent did not, and it showed in his lack of respect for teachers as professionals.	7/5/2023 3:02 PM
645	They have dedication and understanding of problems that could be solved	7/5/2023 3:00 PM
646	Ask the interviewee how they can make our district better then the surrounding districts, ask for supporting answers, examples of how they have already achieved these goals elsewhere. Meaning all of our schools should be a current blue ribbon school. Why aren't we and how do we achieve that status at all our schools in the district? I would hope the new candidate would be able to answer this and tell how he/she would get us there!	7/5/2023 12:44 PM
647	An honest, trustworthy candidate with experience in education.	7/5/2023 12:29 PM
648	Please hire a superintendent who has a background in education. It is vital for our district to have strong instructional leaders from the top, down as well. Our superintendent should be someone who has taught in the classroom, who has served as a school principal, and can utilize those experiences to guide him/her in the superintendent's role.	7/5/2023 12:11 PM
649	The new permanent GCS Superintendent MUST BE AN EDUCATOR, FIRST!!! Real experience as a Classroom Teacher in their background is the foundation of a truly engaging and successful Administrator. We must operate our school system as the Center of Education in our Gaston County Community, not another business trying to be successful in a competitive market. Clearly, charter schools and other private and online schools are causing impactful effects on the number of students attending our public schools. But one does not abandon the very foundation of true education, which again, is nurturing "The Total Student" by meeting all of their needs and interests whether they be Academic, Athletic, Artistic, Musical, Theatrical, or All of the above! We need a Superintendent who can fully understand this, but who can also use this to develop ways to address the competition for our Gaston County Students so that they and their parents can see what a vital and complete educational program they will experience in their own neighborhood by enrolling in their local Gaston County School!	7/5/2023 12:07 PM
650	Someone who is dedicated to being an active part of our schools, not just walking around smiling, but actually interacting and filling into positions when needed. Can they be a substitute or bus driver if needed?	7/5/2023 11:49 AM
651	Board members should focus on hiring a person that has experience in public schools, this includes having had children in public school either in the past or currently	7/5/2023 11:36 AM
652	Everything I said above	7/5/2023 11:04 AM
653	We need someone who has "been there,done that" in educational settings. Someone approachable and personable. Someone who cares for and does things for the best interest of students.	7/5/2023 10:34 AM
654	Strong leadership Personable Creative ideas	7/5/2023 9:47 AM
655	Have courage when selecting the new superintendent. This person does not need to just be an academic with lots of letters behind their name. The right person is the right person not merely because of their degrees, but more because of their convictions and chemistry with our community. They need to care more about kids and their education than their own reputation and name.	7/5/2023 9:20 AM
656	*That the candidate is prepared to do whatever is best for our students. *Is no intimidated easily and will stand up for what they believe is best for our students and staff.	7/5/2023 8:56 AM
657	I would encourage the board to look for someone who is going to be transparent with the staff of GCS and for someone who is going to put the needs of the staff at the forefront. As an employee of GCS, it often feels as if things are kept secret from us and that our needs or concerns are always pushed to the back burner. I would urge for the board to find someone who is going to advocate for us in the same way that they do for our students.	7/5/2023 7:17 AM
658	Someone that isn't afraid of change. In government we are so prone to resist change, but change and adaption are needed in order to excel.	7/5/2023 12:27 AM

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659	To make sure the candidate is very interested in making sure the school system is his first priority. To make it the best and to implement new ideas in helping all the kids and all staff members	7/4/2023 10:30 PM
660	Is this person a good communicator? Do they have a strong background in public education and do they strongly support educators and value their input and needs as well as that of the student population.	7/4/2023 10:14 PM
661	their character	7/4/2023 2:42 PM
662	Equal interest and attention to all schools and not just the high achievement schools! There is not enough focus and interest shown in improving diversity in the schools, especially the schools with low population of African Americans.	7/4/2023 12:26 PM
663	A person who can be a leader and and innovator.	7/4/2023 12:02 PM
664	His/Her knowledge of the overall workings of a school system.	7/4/2023 10:54 AM
665	Our community's values and ethics.	7/4/2023 10:08 AM
666	Experience	7/4/2023 9:37 AM
667	The most important thing is that he or she has actually worked in a school as a teacher.	7/3/2023 11:39 PM
668	The students - their individual wellbeing, and learning styles.	7/3/2023 11:21 PM
669	Previous relationships with teachers and students	7/3/2023 9:17 PM
670	Are we going to continue with previous plans for GCS, or are we going to chart a new course where all stakeholders have input?	7/3/2023 8:37 PM
671	Ask how the superintendent has resolved an issue in the past	7/3/2023 7:25 PM
672	Proven track record	7/3/2023 7:04 PM
673	Ability to make crunch-time, hard decisions for all and not be bothered by by well-meaning but infantile progressive fools who have NO skin in the game!	7/3/2023 4:55 PM
674	I would like to see a push for foreign language in schools. Are there ways to fund academic after school clubs/teachers that coach these clubs? (Science Olympiad, Math Elite, Robotics, etc.)	7/3/2023 4:15 PM
675	Have they been in the classroom in the past?	7/3/2023 3:39 PM
676	Consider how this person will get the community education into the 21st century given the trends of the last 20 years	7/3/2023 3:19 PM
677	Choosing someone who is willing to disrupt the current system in the interests of ensuring all children have the opportunity to experience academic success	7/3/2023 2:42 PM
678	The end goal-	7/3/2023 12:56 PM
679	Empathy for teachers	7/3/2023 12:32 PM
680	Making sure they are approachable, and are a person of their word.	7/3/2023 12:26 PM
681	Do not hire this person because they have gone to your church or something. Consider them a great fit by their experience and credentials.	7/3/2023 12:22 PM
682	The ideal candidate is someone who puts our students above local and national politics every single day, no matter the personal consequences.	7/3/2023 11:38 AM
683	Don't fall for a snake charmer; also, realize that this is a copy-cat industry and if anyone had a silver bullet, every other district would be using it.	7/3/2023 11:00 AM
684	background in education is crucial	7/3/2023 10:46 AM
685	Someone who understands the needs of the classroom for the students and teachers to give everyone the opportunity to grow	7/3/2023 10:19 AM
686	I would like them to consider this person's commitment to the school system and how they will address funding being diverted away from public schools to private vouchers. They should	7/3/2023 9:45 AM

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have a sincere and vested interest in making the schools the best they can be. I would also like to see a commitment to the arts and music aspect of students' education.

687	That he/she wants to get back to an education that gets rid of woke studies, he/she/we/they stupidity, girls are girls and boys are boys. Stop pretending with them and causing them more confusion. A superintendent needs to focus on Gaston County being the best school district in the state, educate our kids and pay our teachers.	7/3/2023 9:45 AM
688	Experience Education Goals	7/3/2023 9:28 AM
689	Desire to see children achieve academic success and promote to higher education successfully.	7/3/2023 9:12 AM
690	Experience as a superintendent. We are a larger school district and should look for someone who has been a superintendent for a smaller school district.	7/3/2023 8:14 AM
691	A superintendent should have experience in a school, and the change in parent and student support for education.	7/3/2023 7:10 AM
692	Having teachers and support stuff to be part of the process.	7/2/2023 9:42 PM
693	Where does the individual see themselves in 5 years? 10 years? How dedicated are they to creating and maintaining the best district in the state?	7/2/2023 8:39 PM
694	Success in the past without threading faculty	7/2/2023 4:59 PM
695	Personable,good listener, don't be swayed with few members,work together as a group	7/2/2023 4:53 PM
696	Experience with special Ed and how to expand inclusiveness in the school	7/2/2023 1:43 PM
697	Background	7/2/2023 12:56 PM
698	get someone who cares about the students.	7/2/2023 12:27 PM
699	Experience over degree/certification level	7/2/2023 11:40 AM
700	Leadership, confidence, decision making	7/2/2023 11:04 AM
701	Fixing oracle issues, goal oriented for children and school staff	7/2/2023 1:10 AM
702	Someone with a love for students and improving their future job skills.	7/2/2023 12:13 AM
703	Having local values, being part of our community and not bringing in harmful/destructive ideas to our schools. Not feeling the need to fit in with national trends. Education first.	7/1/2023 6:04 PM
704	Ask them what they plan to do, and how they plan on doing it. Inquire about their intentions, and why they want this job. Try to find someone who isn't just in it for the money.	7/1/2023 4:46 PM
705	Attitude and Appearance and if they have good customer service	7/1/2023 4:08 PM
706	██████████ ficulty members ██████████ peoons we were never respected etc	7/1/2023 3:32 PM
707	How much dedication does she/he have to Gaston County? Have they been around for this paycheck conversion and have they supported the people who have suffered the most? Will they fight more for their teachers than anyone else? ██████████	7/1/2023 2:46 PM
708	Having worked in other districts across the state, I've worked under many superintendents. I find the role to be most effective when the person hired is in it for the long haul. We need someone who is committed to Gaston County Schools and is willing to put in the work to make it better, even if it takes years. We certainly do not need someone who will view the position as a brief stepping stone to a higher-level job.	7/1/2023 12:36 PM
709	what challenges have they overcome during their pursuit of an education - programs and initiative they helped institute to promote alternative learning	7/1/2023 12:24 PM
710	Multicultural background. Experience with undeserved populations	7/1/2023 11:43 AM
711	Someone who knows what it's like to teach in a full classroom and cares about the teachers and their well being! Someone who will get in the trenches with them and help in any way possible. Not just a mouthpiece..a worker!	7/1/2023 10:54 AM

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712	Prospective candidates' membership in or support for fringe groups that frequently pursue harmful and bigoted policy goals, such as Moms for Liberty, should be viewed as harshly unfavorable. Candidates should be, within reason, largely apolitical and focused first and foremost on the health and wellbeing of their students, faculty, and school environments.	7/1/2023 10:42 AM
713	Consider new and fresh ideas and approaches that may be proposed by a potential candidate as well as the feasibility to actually implement said ideas and approaches here in Gaston County.	7/1/2023 10:37 AM
714	Basic Reading skills and Math instruction. Career based education to match business needs of the community.	7/1/2023 10:34 AM
715	Someone very familiar with education, who has a strong background in administration, and who will keep politics aside	7/1/2023 1:01 AM
716	Choose someone who has the qualifications & skill. Too many schools are following the trend of politicians & worrying about being 'inclusive' instead of hiring the candidate who is qualified!!	6/30/2023 11:09 PM
717	Past educational experience, willingness to talk with teachers	6/30/2023 9:58 PM
718	Please consider interviewing candidates with teaching or administration backgrounds.	6/30/2023 8:25 PM
719	Someone who gets things done. [REDACTED] The board must search for someone who is willing to make informative decisions on a whim.	6/30/2023 8:00 PM
720	There understanding of school finance	6/30/2023 7:37 PM
721	Has this person learned how to assimilate as much data from as many sources as possible to draw the most well informed conclusions?	6/30/2023 6:43 PM
722	Knowledge and compassion	6/30/2023 5:45 PM
723	That s/he is culturally competent.	6/30/2023 5:37 PM
724	I would like for the board to consider hiring a superintendent that has worked in schools.	6/30/2023 5:10 PM
725	Experience in Gaston County schools. Should have taught in the classroom as well as been in administration.	6/30/2023 3:41 PM
726	That the hired person would have a strong commitment to supporting the staff in the district and being willing to make necessary changes that are best for everyone.	6/30/2023 3:12 PM
727	Experience in the real world, especially the classroom	6/30/2023 1:00 PM
728	Experience in a diverse community.	6/30/2023 12:58 PM
729	What are their strategies for pay and vacancies.	6/30/2023 12:24 PM
730	What experience they have in the classroom?	6/30/2023 11:42 AM
731	Why would they like to be the new superintendent.	6/30/2023 11:34 AM
732	focus on leadership and organizational skills. make sure he/she possesses these qualities we are looking for	6/30/2023 11:30 AM
733	The superintendent should be someone with a strong teaching background. If you have never been in a classroom then you cannot be an effective leader for schools and learning.	6/30/2023 11:13 AM
734	Have they ever actually been/taught in a classroom in the past decade.	6/30/2023 11:12 AM
735	Someone who cares about all socioeconomic groups	6/30/2023 9:52 AM
736	What they would do first	6/30/2023 9:15 AM
737	Make sure it is someone who has school level experience, [REDACTED] [REDACTED]	6/30/2023 9:15 AM
738	Educational background. We need a superintendent that understands education and can build a vision and direction for Gaston County Schools.	6/30/2023 9:08 AM
739	Most competent	6/30/2023 9:02 AM

Gaston County Schools Board of Education Superintendent Search Survey

740	Honesty Integrity Transparency	6/30/2023 8:44 AM
741	Personable, approachable, professional, driven	6/30/2023 8:14 AM
742	What led each one to apply for this position & why.	6/30/2023 12:08 AM
743	Former classroom teacher that has worked their way to administration. Not an Art, Music or PE teacher.	6/29/2023 9:40 PM
744	Can he/she stand their ground with parents who think their children can treat Teachers, Staff and bus drivers any way they want	6/29/2023 8:02 PM
745	Make sure he/she is cultural competent and is committed to equity in education.	6/29/2023 7:57 PM
746	Look for a servant leader with true humility that hasn't lost touch with the reality of the classroom and school building. They should have a supernatural love for students, teachers and administration.	6/29/2023 7:45 PM
747	Prioritize school safety.	6/29/2023 7:21 PM
748	The workforce commanded by the superintendent is the strongest asset of the DoE. Someone focused on maintaining that workforce and its quality is THE most important factor for this decision. Business skills (financially savvy, tenacious, "go-getter") are only potential bonuses, and are a much lower priority for parents. IF teachers are quitting, and quality of education drops, GCS will suffer no matter the level of fiscal responsibility.	6/29/2023 7:19 PM
749	██ and that they actually hire someone who has been an educator.	6/29/2023 6:09 PM
750	Can take this school district into the future, embraces change and differing opinions	6/29/2023 6:06 PM
751	NA	6/29/2023 5:39 PM
752	Know issues with a person should not be overlooked simply because the person is qualified on paper for the position	6/29/2023 5:09 PM
753	The best person for this job is not likely from within an existing superintendent pool. This new administrator must be able to lead quickly and directly to mitigate the long term effects of covid period on our school system. This person does not need to be, nor likely will be "liked" but they must lead.	6/29/2023 4:46 PM
754	Ensure that the candidate is a strong advocate for students, teachers and parents.	6/29/2023 4:07 PM
755	How dedicated are they to fixing the payroll and keeping teachers?	6/29/2023 3:30 PM
756	1. Competence and Experience: The superintendent should possess a strong background in education administration, demonstrating a proven track record of successful leadership and management in educational settings. Experience in a diverse range of educational environments can be valuable, as it shows adaptability and the ability to meet the needs of various student populations. 2. Student-Centered Approach: The superintendent must prioritize the best interests of all students, irrespective of their backgrounds or political affiliations. They should be committed to ensuring equal educational opportunities and creating an inclusive and supportive learning environment for every student. 3. Collaborative Leadership: The superintendent should foster a collaborative leadership style, working effectively with teachers, staff, parents, and community members. Collaboration helps build consensus, encourages innovative practices, and strengthens community engagement in the education system. 4. Emphasis on Equity: The superintendent should have a deep understanding of equity issues in education and a commitment to addressing them. They should be dedicated to closing achievement gaps, reducing disparities, and providing equal access to quality education for all students. 5. Vision for Educational Excellence: The superintendent should have a clear vision for advancing the quality of education in the district. This includes promoting innovative teaching methods, implementing evidence-based practices, and leveraging technology to enhance student learning and outcomes. 6. Strong Communication Skills: Effective communication is crucial for a superintendent to engage with diverse stakeholders, convey their vision, and build trust within the community. They should be able to listen actively, communicate clearly, and respond to concerns and feedback from students, parents, and staff. 7. Ethical and Professional Conduct: The superintendent should exhibit high ethical standards, integrity, and professionalism in their role. They should demonstrate a commitment to transparency, accountability, and ethical decision-making. While political affiliation can provide	6/29/2023 3:19 PM

Gaston County Schools Board of Education Superintendent Search Survey

insights into a candidate's perspective, it should not be the sole or primary determining factor in selecting a superintendent. It is essential for the school board to prioritize the qualifications, leadership abilities, and commitment to serving all students when making their decision.

757	Obviously you cannot hire based on age. However, I do not want someone hired who is in the twilight of their career and just wants to coast into retirement as GCS superintendent. Take that for what it's worth.	6/29/2023 2:59 PM
758	The board needs to hire a candidate with a background in public education who prioritizes equity, inclusion, and student learning.	6/29/2023 2:53 PM
759	Consider someone who understands the full scope of the challenges here that's specific to Gaston County (understands the population growth, how to retain good teachers) and improves the reputation of the District.	6/29/2023 2:39 PM
760	I would like the BOE to consider the applicant's philosophy on allowing teachers freedom in their classrooms. While teachers should be required to teach standards set forth by NCDPI, how much flexibility should be allowed on what is used to teach the standards and how it is taught.	6/29/2023 1:44 PM
761	A commitment to education and NO Social Engineering.	6/29/2023 1:31 PM
762	find someone that is has worked with children and pre-teens, and teens and understands their needs when it comes to learning and reaching ones' full potential	6/29/2023 12:12 PM
763	Going back to actually teaching the students. Technology is good but all other things are necessary too. Reading and finance	6/29/2023 11:56 AM
764	Candidate should have a successful record of bringing in high quality people to work with/for him or her, and improving the lives they touch.	6/29/2023 11:39 AM
765	Do you trust the candidates judgement and ability to fairly reason through a process?	6/29/2023 11:11 AM
766	Work experience as a teacher and/or principal.	6/29/2023 11:11 AM
767	Finding a leader from OUTSIDE the school district	6/29/2023 11:08 AM
768	Integrity Diversity Visionary	6/29/2023 10:34 AM
769	How loyal is the person to our school system and the size of our system. Are the willing to prioritize the needs of our students and teachers.?	6/29/2023 10:32 AM
770	GCS needs a take the bull by the horns kind of person who is not afraid to get their hands dirty and fix the issues that are currently plaguing the district. They also need to have a vision for the future once everything has been addressed.	6/29/2023 10:24 AM
771	There is a distinct divide between the two sides of Gaston County that has not changed for over a decade. The new superintendent needs to be able to offer real, tangible, achievable solutions for those schools to close the achievement gaps.	6/29/2023 9:54 AM
772	Gaston county is an incredibly diverse county and there are clear lines within the success of schools based on their location/demographic. Special attention needs to be given to meet the needs of those schools that are falling behind.	6/29/2023 9:54 AM
773	Someone who has experience in a classroom within the last several years.	6/29/2023 9:47 AM
774	I am extremely concerned with the national agenda of pushing the transgender agenda and pit parents as enemies.	6/29/2023 9:26 AM
775	Time (this needs to happen sooner rather than later) and Passion (this individual must be passionate about education and see students and teachers as people and not numbers) There also needs to be more diversity in high school leadership	6/29/2023 9:22 AM
776	Someone who has compassion for our special population students.	6/29/2023 8:11 AM
777	Look for someone who is good at dealing wi the media	6/29/2023 7:29 AM
778	The Board needs to consider first what direction they are taking this district and the long term goals. They need to take politics out of it and look at how they are treating teachers and staff and then higher a superintendent who will be supportive of measures to increase teacher retention and not running teachers off.	6/29/2023 6:48 AM

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779	Find someone that is a visionary but a risk taker and someone who is dedicated to Gaston County.	6/29/2023 6:33 AM
780	Consider every aspect of their past deeds and its impact on others. Those tell a lot about a persons character and dedication to the school system.	6/29/2023 6:28 AM
781	References to character and teamwork with successful plans that have been implemented	6/28/2023 11:20 PM
782	Choose someone who is firm with all staff. Make it known that EVERYONE is to follow policy.	6/28/2023 9:44 PM
783	How well they are familiar with our county and its specific needs.	6/28/2023 9:28 PM
784	A real concern for children and what they learn.	6/28/2023 8:40 PM
785	Finding a candidate with a strong background in education who can be a team player while leading a large and growing school district - someone who not only looks good on paper but will fully invest himself/herself in GCS and the community	6/28/2023 7:36 PM
786	The new superintendent needs to have experience as a classroom teacher. There is no way they would be able to be an effective leader of a school district without having personal experience as a classroom teacher. That's not something you can truly understand without having been there.	6/28/2023 7:25 PM
787	Prior knowledge of the demands that are required of all school staff.	6/28/2023 6:47 PM
788	Experience. I purposely left Mecklenburg County because I was disgusted with the lack of communication to parents during covid and I personally didn't feel like my child's education was a priority. We also don't need someone who will hide behind their position and not address any real issues our schools are facing. They have to be a leader to our school board and aid in helping parents and students foster a safe environment for learning. I want them to be an advocate for mental health amongst our children and someone not afraid to challenge or question those who will fall under them. This can't be a good ol boys or girls club. It has to be someone who can be fair but firm. We also need someone who will continue to expand our school choice programs to give the parents and students more options in terms of a learning curriculum.	6/28/2023 5:50 PM
789	Have they had classroom experience?	6/28/2023 5:15 PM
790	Experience with dealing with diverse student population	6/28/2023 5:14 PM
791	Credentials, previous work history/experience, and ask him what he can do for our district.	6/28/2023 4:49 PM
792	Know the community and the needs of each region of Gaston.	6/28/2023 4:48 PM
793	Make sure this person has an education background and has been a teacher in the trenches before!	6/28/2023 4:42 PM
794	Someone NOT already in this district. Too much Good Old Boy going on anyway	6/28/2023 3:56 PM
795	Previous experience and proven success. A strong positive reference from previous district.	6/28/2023 3:49 PM
796	Finding someone who is focused on the teachers and students and has no interest in the politics. Our teachers and students deserve someone whose main interest is them and not what will get them the most money or make them look good.	6/28/2023 3:48 PM
797	That they put God first.	6/28/2023 3:45 PM
798	Someone who has educational/classroom/school/administrative experience. Someone who has been in the positions that make up a school district. Someone with a vision and plan for growing a public school district into the 22nd century!	6/28/2023 3:44 PM
799	I would like the board to find a superintendent who won't bend to or court the lgbtq alphabet soup people. A Christian Superintendent who will reestablish schools as places of learning of skills and knowledge that will actually benefit the students. Also one who will reestablish discipline back into schools, support the teachers, one who will lobby to strike down No Child Left Behind because this policy has been proven over and over to cause more harm than good. We have students graduating with an abysmal lack of skills and education to be successful.	6/28/2023 2:01 PM
800	Should have a finance background in education	6/28/2023 1:49 PM
801	Examples of how the candidate improved performance of last held school position	6/28/2023 1:45 PM

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802	Education experience is vital. The superintendent needs to have walked our shoes to understand the stresses of teaching, making growth, student behavior, professional development, etc.	6/28/2023 1:31 PM
803	Approachable personality	6/28/2023 1:26 PM
804	The superintendent should be someone with an education background. You cannot truly understand the needs of teachers/principals/school staff if you have not been in their place.	6/28/2023 1:19 PM
805	Consider someone who has an educational background and who is willing to be a servant leader. This is a very difficult job, but the rewards are great when students have academic success.	6/28/2023 1:03 PM
806	That they hire someone who cares about Gaston county and has a great vision for our futures.	6/28/2023 12:55 PM
807	Experience in the public school education system.	6/28/2023 12:53 PM
808	Consider past experience in education	6/28/2023 12:45 PM
809	The issue that made [REDACTED]	6/28/2023 12:39 PM
810	Please consider hiring someone who knows the classroom & has t forgotten how challenging it can be & take into consideration all of the testing & progress monitoring that keeps the teacher & TAs from teaching; find a way to mix old school teaching with new school teaching & produce more well rounded students who can reach & maintain grade level & above status.	6/28/2023 11:41 AM
811	Teachers CARE about our students. We will be here after the board members office and the superintendent retires. This is a lifelong career and calling. We are also parents, taxpayers, community members and voters. We want a leader who represents us, respects us, trusts us and values us.	6/28/2023 11:34 AM
812	The new superintendent should be someone who is [REDACTED] [REDACTED] Look for those who have different backgrounds and cultures to understand the complexities of the schools they serve. Find someone who cares for students above all and is not easily pushed around by families, staff, or other stakeholders. Look for a leader that is defined by their ability to remain human and humane in all situations, searching for collaboration with those who are "in the trenches" (staff, students families). Look for a person, not a puppet that will merely follow the board's will and bend to the whim of parent complaints. Look for a person who is willing to break down the wall between superintendent and "those below", someone who would readily help out because it is the right thing and not just for good press or photo op.	6/28/2023 11:23 AM
813	They need to have experience in the classroom, including in low income, title 1 schools. They need to be an advocate for the staff. The staff morale is very low. We are loosing wonderderful staff due to lack of support from the school board, superintendent, and direct adminiatration. We need a superintendent that can get all of the behavior issues under contol.	6/28/2023 11:21 AM
814	Increased transparency, when possible.	6/28/2023 10:20 AM
815	Find a solid, down to earth individual. No need for additional bells and whistles and a lot of pomp and circumstance. Find someone who has served their prior community well and respects and values those who work in partnership.	6/28/2023 10:17 AM
816	How well they respond to student issues and parents/guardians concerns.	6/28/2023 10:15 AM
817	Someone who can fix this mess	6/28/2023 10:12 AM
818	I would strongly like the board to consider hiring from within as well as hiring someone with educational experience. Hiring from within promotes a positive culture in GCS and lets everyone know that we recognize, appreciate and reward those who work hard and who are dedicated to our district. Hiring a superintendent with educational experience lets school staff know that this person is aware of the challenges, as well as the rewards, of working in a school. Someone who has served as a teacher and administrator would have a much greater knowledge of what it's like to serve "in the trenches" and a deeper perspective of what our students and staff members' needs are. Yes, business acumen and the ability to navigate the political world that is the top levels of education is important; however educational experience and awareness cannot be absent from a superintendent whose role is to support and improve the educational system for all of our students and staff.	6/28/2023 9:58 AM
819	We need to hire a superintendent that is interested in growing leaders from within our district.	6/28/2023 9:35 AM

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820	Strong ability to lead the entire staff, earned respect, and be as transparent as possible.	6/28/2023 9:18 AM
821	Finding someone who has been involved in the inner workings of a school/classroom is important	6/28/2023 9:09 AM
822	That woman are okay to hire as well.	6/28/2023 9:06 AM
823	[REDACTED]	6/28/2023 8:58 AM
824	I would like to see someone from an education background leading GCS. Schools need to have a student-centered philosophy as well as supportive of the staff of GCS	6/28/2023 8:45 AM
825	Long term goals	6/28/2023 8:42 AM
826	Consistency, does the candidate match what an interviewer expect after reviewing the candidate's resume.	6/28/2023 8:37 AM
827	Track record for student growth	6/28/2023 7:46 AM
828	Is this person from this area and does this person know anything about OUR schools	6/28/2023 7:29 AM
829	I think someone who has worked in a Library would bring a great perspective to the county. Book challenges are on the rise and the new superintendent needs to be willing to stand up for the rights of their students and staff when it comes to books specifically.	6/28/2023 7:20 AM
830	Christian values and morals	6/28/2023 6:51 AM
831	[REDACTED] Shame on GCS. We would never have been in this mess [REDACTED]	6/28/2023 6:41 AM
832	personal connection to Gaston County	6/28/2023 6:39 AM
833	This person MUST have been a school staff member at some point in their career. Teacher preferably, all levels a bonus	6/28/2023 3:52 AM
834	Thinking beyond the political views and more into what the schools need in order for our children to progress.MORE SUPPORT FOR OUR EC DEPARTMENT	6/28/2023 1:37 AM
835	Great experience as a Superintendent!	6/28/2023 12:48 AM
836	Someone not from Gaston County	6/27/2023 11:52 PM
837	The school board needs to find a superintendent who is willing and capable of looking at enrollment and school capacity. Some schools are crowded and others are under utilized. The school board might need to look at closing some schools -- the oldest schools and the schools with the lowest number of students. The school board should have closed [REDACTED] and [REDACTED] years ago [REDACTED] It might be time for the school board and new superintendent to look at redrawing attendance lines to make sure that schools are utilized equally.	6/27/2023 10:17 PM
838	Does he / she have the COURAGE to make the needed changes (see Question #11 above).	6/27/2023 9:20 PM
839	Someone who's monthly salary is less than what teachers and staff make in a year.	6/27/2023 8:48 PM
840	Make sure that she/ he is a good listener and has a idea/plan on how to make our schools better and SAFER. Also, be sure that this person has educated themselves on prior issues and is well informed on what they will be responsible for.	6/27/2023 8:45 PM
841	That school employees need to feel supported and heard by their administrations/school boards	6/27/2023 8:38 PM
842	What future direction they want GCS to take.	6/27/2023 8:35 PM
843	Does not bring the "woke" vision into our schools. Maintain conservative values	6/27/2023 8:00 PM
844	Track records	6/27/2023 7:55 PM
845	I believe it would be good to look outside the county for someone who had been successful in	6/27/2023 7:53 PM

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other counties. Also feel it is important to find someone that has experience in education and that has vision for what is successful for students and not just what “looks good” on paper. It is also important to look for someone that has consistency when it comes to curriculum, expectations, and growth.

846	So one who can look at weak areas of the district and take action to fix them. Putting this at the forefront of their plan.	6/27/2023 6:45 PM
847	Someone willing to fix the pay crisis, what are plans to do so? How can they make staff feel more appreciated? Teachers are overworked with trainings, new curriculum, etc. How can the county get new hires with so much that is expected of them? With so little time...	6/27/2023 5:46 PM
848	Believes in the power of intervention of early childhood programming and serving more children with special needs. PreK makes a difference in the behaviors, and test scores!	6/27/2023 5:30 PM
849	We need someone who is familiar with schools, has prior experience and is student oriented.	6/27/2023 5:27 PM
850	If a parent contacts the board with a concern, what would you do as the superintendent?	6/27/2023 5:07 PM
851	Please consider the candidate's philosophy of education that includes academics, developmental responsiveness, social equity and organizational structures.	6/27/2023 4:45 PM
852	I would like for the board to consider having a interviewing team consisting of educators, administrators and general community members. Many of the present school board members are not familiar with what educators and administrators are looking for in a superintendent. A superintendent should be someone who has experience in all aspects of education teacher, administrator , county office.	6/27/2023 4:34 PM
853	All that the staff and students of GCS have endured in the past few years—covid, pay issues, etc.	6/27/2023 4:11 PM
854	Character and honesty	6/27/2023 4:08 PM
855	The next superintendent MUST have experience as a classroom teacher, principal, and district office administrator.	6/27/2023 4:03 PM
856	.	6/27/2023 3:44 PM
857	That he or she is kind ,a caring person not a politician.	6/27/2023 3:40 PM
858	Strong back in running a business.	6/27/2023 3:34 PM
859	Finding a creative way to keep teachers in GCS.	6/27/2023 3:32 PM
860	Please look for a candidate that will keep his/her personal politics (opinion) out of the decision making.	6/27/2023 3:30 PM
861	Who can our population relate to	6/27/2023 3:20 PM
862	do what is right for the teachers & students	6/27/2023 3:17 PM
863	Past track record of candidate and how relates to this school district.	6/27/2023 3:11 PM
864	I think the candidate should have significant teaching experience and proven leadership skills. I think the candidate should be humble and a team player who values all employees equally.	6/27/2023 3:09 PM
865	A teacher/student advocate who strives to recruit the best teachers to our county and continue to restore normalcy post covid.	6/27/2023 3:02 PM
866	Definition of leadership	6/27/2023 2:56 PM
867	Not everything needs to be changed. The new superintendent needs to get to know the school leadership and be careful not to change what isn't “broken”	6/27/2023 2:52 PM
868	How he/she plans to build relationships and how he/she will impact the community.	6/27/2023 2:52 PM
869	Look outside Gaston County and bring in someone new	6/27/2023 2:49 PM
870	I think the Board should consider the new superintendent's commitment to what's best for students first and foremost.	6/27/2023 2:45 PM
871	Does he/she understand the importance of improving classroom instruction	6/27/2023 2:32 PM

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872	His/her philosophy on constantly moving administrators at random and the importance of principals hiring their own assistant principals (instead of having them placed at random)	6/27/2023 2:26 PM
873	What are the goals they have for Gaston County Schools in the next 5 years?	6/27/2023 2:23 PM
874	Someone with a background in education.	6/27/2023 2:19 PM
875	The Board needs to consider what the new superintendent will do to improve academics. The Board also needs to think about looking at attendance lines to make sure that children in socioeconomically-challenged areas are getting the same educational opportunities as children in affluent areas.	6/27/2023 2:17 PM
876	Dealing with teacher burn out and turn over	6/27/2023 2:00 PM
877	Personality	6/27/2023 1:54 PM
878	Ensuring the new hire is hired based on qualifications and what he/she can bring to the county versus who he/she knows or where he/she grew up!	6/27/2023 1:49 PM
879	Address the finance/payroll issues, including the current lawsuit, and what steps the new superintendent will take to address them. Also discuss their vision for increasing morale and teacher retention.	6/27/2023 1:49 PM
880	Do a good job	6/27/2023 1:47 PM
881	What would the new superintendent do to hire and retain teachers.	6/27/2023 1:46 PM
882	How would they organize the "leaders" so there are more teachers and less managers.	6/27/2023 1:44 PM
883	Someone with education in their background! Former teacher, principal, etc	6/27/2023 1:31 PM
884	If they have a liberal agenda.	6/27/2023 1:23 PM
885	Minority candidates	6/27/2023 1:17 PM
886	Experience	6/27/2023 1:15 PM
887	Are they willing to shake things up at the administration level (give them an opportunity to succeed elsewhere) for the good of the students/staff and are the will to see to it that all students have a safe and clean environment to learn	6/27/2023 12:45 PM
888	We need someone who is experienced in the classroom and understands what it takes to do this job efficiently and effectively.	6/27/2023 12:38 PM
889	That he is genuine and sincerely devoted to the schools and the children.	6/27/2023 12:31 PM
890	Goals held for the district	6/27/2023 12:30 PM
891	Would not mind them having a background in arts education. At the least, they need to be supportive of the arts as many great things are happening there.	6/27/2023 12:22 PM
892	The new superintendent needs to have strong ethical principles. S/he needs to be a good communicator--open, transparent and honest. S/he needs to be willing to become invested and to help our District "right the ship." This is going to take time, and we need someone who is willing to see things through. Please be careful to choose someone who is humble--NOT prideful and arrogant--this is critical. S/he needs to be able to re-establish trust with District employees and make it desirable to work in Gaston County again.	6/27/2023 12:19 PM
893	Empathy is very important, a kind and caring compassionate person. Not all children fit in the same box	6/27/2023 12:18 PM
894	Someone who has the best interest in the school. As a alumni of Gaston Schools, my children's education is most important to me.	6/27/2023 12:06 PM
895	Candidates background, accomplishments within education and recommendations from other businesses, school systems, people	6/27/2023 12:00 PM
896	Diversity will be beneficial.	6/27/2023 11:46 AM
897	A conservative leader	6/27/2023 11:40 AM
898	A superintendent needs to have experience within the classroom within the last 15 years	6/27/2023 11:40 AM

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people who have never been a teacher have no business being a superintendent

899	Someone with finanacial experience that will really care that his employees don't have to keep facing the payroll issues that has been endured for two years now.	6/27/2023 11:38 AM
900	Education	6/27/2023 11:33 AM
901	someone who has worked in the trenches and is knowledgeable in all areas needed to make a successful school year	6/27/2023 11:26 AM
902	include teacher and central office representatives	6/27/2023 11:25 AM
903	Does he know Gaston County, does he have employees best interests	6/27/2023 11:17 AM
904	We need a superintendent that actively promotes public schools and the necessity of public schools in our society. Without public schools many BIPOC students would be at a greater disadvantage.	6/27/2023 11:12 AM
905	Having a written policy for picking the Valedictorian County wide and all must follow. ACCOUNTABILITY!!!	6/27/2023 11:08 AM
906	Compassion for students and staff	6/27/2023 10:59 AM
907	Education & knowledge of school systems.	6/27/2023 10:59 AM
908	What is the plan for student growth in the next five years, particularly with the students who lost learning during the pandemic? What is the plan for growing virtual learning?	6/27/2023 10:58 AM
909	With the influx of students from other countries, each school is in desperate need of translators and more ESL teachers at each school, reconsider having the newcomer school so students can focus on English prior to having to sit in classes where they do not understand frustrating the student and teacher.	6/27/2023 10:56 AM
910		6/27/2023 10:56 AM
911	make sure that they did not leave another job with bad behavior.	6/27/2023 10:44 AM
912	Does this person have a proven record of success?	6/27/2023 10:28 AM
913	The diversity and diverse needs of the population that GCS serves which may look, act, and think differently than is represented by the board alone.	6/27/2023 10:23 AM
914	The new Superintendent should have experience in Education, Communication and advocating for school staff. They should be down to earth and willing to go above and beyond their duties for Students, staff and the community.	6/27/2023 10:20 AM
915	I would like them to consider choosing more of a Diverse Pool to interview. Do not go on education or experience alone. How well do they relate to people? Do they have proven results with all types of students: exceptional, minorities, AIG?	6/27/2023 10:16 AM
916	I think new blood without deep roots or ties to Gaston County could be beneficial as long as the person seeks to make an investment in GCS and is committed to stability and longevity. I would also hope that interviews could include participation from those who will be closely impacted by the decision. For instance, having a parent panel, student panel, administrator panel, teacher panel that is allowed to ask questions and then share feedback with the BOE about meetings with candidates.	6/27/2023 10:09 AM
917	Experience in the classroom above experience in the boardroom	6/27/2023 10:05 AM
918	We need a leader who can almost be magical. We need a leader who will acknowledge the problems so they can be addressed. Pretending like we are not in crisis level is not accomplishing anything. You can't fix what is not addressed. I love my job and have happily served Gaston County Schools for 28 years and I am very concerned with the way public school is trending. The environment that many of our students are living in is causing lots of stress in the classroom. We also need to find a way to help the mental needs of students. Early intervention is key. We can NO longer wait until the child gets to middle school to find an alternate school. We need to intervene early!! The extrememe mental needs of the studnets are critical but teachers and other school staff cannot meet these immense needs and teach a very rigorous curriculum. We also desperately need a track for kids that is not college bound. We need a trade school for students so they can be successful and be able to function in the work force. We like to think we have a plan for those students, but we do not. It needs to be	6/27/2023 10:03 AM

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intense so that kids who are not college bound can find their purpose and passion. We also must consider bringing back the "Newcomer" school for ESL studnets. With an open border in this country it is playing a role among our schools. I can give you countless stories from the past school year where students who could not speak English caused major issues for them and took away from the others in the classroom community. I am praying that GCS can find an innovative leader who is willing to make NECESSARY changes to point Gaston County Schools in the right direction. AGAIN, we have to acknowledge the issues in order to fix them. Teacher retention needs to be a high priority! I appreciate all of you for your service and dedication to this county. May God guide you all in this search for such a vital role.

919	That the person is willing to spend time inside schools.	6/27/2023 9:59 AM
920	What is your plan to support failing schools?	6/27/2023 9:57 AM
921	We need an honest leader who we can trust. We need someone who understands the various stages in child development. This person needs to have worked in education at some point in his/her career.	6/27/2023 9:56 AM
922	Find a superintendent who has spent significant time in the classroom at some point in their career.	6/27/2023 9:53 AM
923	Someone who is personable with employees and being approachable.	6/27/2023 9:52 AM
924	Please select someone that is competent and not another good ole boy [REDACTED]	6/27/2023 9:51 AM
925	The most important aspect is not the money or the skills, it's their desire to help our children. Look for that in our new superintendent.	6/27/2023 9:49 AM
926	Curriculum	6/27/2023 9:44 AM
927	We need a superintendent that will work for the students and families as well as the GCS workforce, someone who will make decisions based on what's actually best for them.	6/27/2023 9:34 AM
928	They have to strongly care about the retention of staff members and make Gaston County Schools a desirable and wonderful place to work.	6/27/2023 9:31 AM
929	That they are not pushing for a politically divisive approach to education/curriculum. School is for educating our children, not pushing a political agenda.	6/27/2023 9:30 AM
930	Be progressive in your selection. Just because things are "traditional" does not make them right.	6/27/2023 9:28 AM
931	Educational experience in the classroom and school building, not just the central office.	6/27/2023 9:13 AM
932	I would like the board to consider the superintendent work history in education.	6/27/2023 9:12 AM
933	The BOE should recognize the lost trust in the community, including GCS employees. They should be personally involved in meeting with stakeholders, and not leave this to others. We need a superintendent whose #1 priority is student learning. Someone with a proven record of maximizing student learning. We need to be extremely transparent with the search process and be prepared to take as much time as possible to find a great superintendent.	6/27/2023 9:09 AM
934	Understanding that the schools in Gaston County each have different types of successes and each school has different needs for its population, integrity, child advocate, family oriented	6/27/2023 9:07 AM
935	They are inclusive and progressive yet understanding of conservative values. They support freedom to read any books and trust the hired and trained staff to choose the books in libraries.	6/27/2023 9:05 AM
936	They should be someone who understands the importance of keeping teachers in the district by improving salaries	6/27/2023 9:03 AM
937	Someone who has a strong vision and proven success in a similar role. Someone who is collaborative, genuinely listens to those that are affected and/or has suggestions for process improvements and ways to create effective positive change.	6/27/2023 9:00 AM
938	Please consider someone who supports all areas of the school not just academic. The arts are important!	6/27/2023 8:59 AM
939	Will listen to the employees as well as the Board.	6/27/2023 8:59 AM

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940	Advocacy of special needs population	6/27/2023 8:51 AM
941	Consider the candidate's motivation for the superintendent role in Gaston Co. Why does he/she want this role?	6/27/2023 8:48 AM
942	Don't consider anyone with a Political mindset. Find someone who understands and cares about STAFF in general. Not just teachers. EVERYONE. Listen to the people who actually are out there working hard for the school district. Everyone matters.	6/27/2023 8:48 AM
943	Our county does not need to get involved in "woke," political policies that divide and disrupt. If we encourage our students and staff to treat everyone with kindness and love then we won't need to teach or push ideas that have NO place in the classroom!	6/27/2023 8:46 AM
944	Look for someone who is both good at being in charge (Visionary, big picture, organized), and is a good leader (Inspires, delegates, etc.).	6/27/2023 8:46 AM
945	Their past record of partnering with teachers to solve problems. Teachers know what needs to be done more than a school board.	6/27/2023 8:46 AM
946	School business is not always easy and positive. Unfortunately but inevitably, there are times when wrong decisions have been made which affects progress. In the event that this happens, we can only do better if given all of the information/data. That is not always easy to hear and no one wants our district to ever look bad. However, we can't get better until honest conversations are being had. I would like the board to consider hiring someone who has the perfect of blend of sharing the amazing things that are going on in our district but also being honest when something is not going well.	6/27/2023 8:45 AM
947	Would love someone with a background in education instead of business etc.	6/27/2023 8:43 AM
948	I am not necessarily worried about fancy degrees or titles. I want the board to look at proven success in effectively leading people. I want to see a genuine love for helping students achieve their goals and doing what is best for STUDENTS!	6/27/2023 8:40 AM
949	Their willingness to interact with school staff members. I think it shows a lot of interest if they are willing to address issues/concerns from staff members instead of using blanket responses to emails. I don't know if this is the place to ask this, but I think it is very important for surveys to be sent from principals to their staff members. When things are not addressed during the year, it makes it difficult for staff to feel their concerns are warranted or even considered. It makes for a very long school year. Teachers are very knowledgeable and caring people. We want to make our school the best school possible. I feel like when principals don't "trust" us, why should we "trust" them. I just wish some respect was given and valid concerns considered. I don't know anybody who knows everything. Do you? I also would like to see that the superintendent's committee is brought back where concerns are shared in person and responses are given in person instead of a list of questions with prepared responses. It seems our county has really gotten away from in person concerns. I know Covid was an issue but it is not any longer. Teachers need to feel their concerns matter. With so many vacancies and teachers leaving the profession, I think it should be very important to make us feel wanted and cared for. We are the ones who are doing all of the work....for the most part teaching is a very rewarding job.	6/27/2023 8:35 AM
950	Lowering the salary so it's not like a CEO of a corporation. This is supposed to be a nonprofit organization. Divide the excess money to the schools/staff in the schools. Consider a candidate that has had a LOT of experience IN the classroom.	6/27/2023 8:30 AM
951	At Risk student experience?	6/27/2023 8:28 AM
952	N/A	6/27/2023 8:27 AM
953	Ensure that the candidate has experience with diverse demographics and communities.	6/27/2023 8:27 AM
954	the new superintendent needs to have an ability to push a positive agenda throughout the county.	6/27/2023 8:26 AM
955	Previous experience- increasing local supplement- competitive pay	6/27/2023 8:25 AM
956	The views on discipline and the consequences that go along with those rules and procedures.	6/27/2023 8:24 AM
957	That they truly consider the person based off their skills, experience, and response to questions. Don't allow the individuals race and gender to be the focus when interviewing.	6/27/2023 8:23 AM

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958	What qualities make this person a good candidate for the job as our superintendent	6/27/2023 8:20 AM
959	The requirements listed in the survey	6/27/2023 8:20 AM
960	The time the candidate has spent in the classroom to ensure that the individual understands the education system from first hand knowledge.	6/27/2023 8:18 AM
961	Logical but realistic approach to education. Listening to the experience and knowledge of someone who actually knows about educating students.	6/27/2023 8:15 AM
962	Be sure they will lead the district and not rely on the assistant superintendent to lead in most facets. An experienced teacher and administrator in education.	6/27/2023 8:14 AM
963	Good listening skills Good communication Problem solving skills	6/27/2023 8:14 AM
964	How would he fix the payroll debacle	6/27/2023 8:13 AM
965	experience in the classroom	6/27/2023 8:12 AM
966	Is he experienced to lead this most important position and decisions for all the children especially in times of crisis such as the pandemic. You never know what the future holds. I want my child safe in school. The hardest thing I have to do is let my kid out the car every morning to go to school. Then I just pray all goes well. It's a sad world we live in. I want my child safe going to school every day.	6/27/2023 8:09 AM
967	A true commitment to public education. Ethical, honest, transparent, and willing to make changes if things do not go as planned.	6/27/2023 8:09 AM
968	Teacher/ education background	6/27/2023 8:07 AM
969	That s/he is committed to supporting classroom teachers.	6/27/2023 8:02 AM
970	Character and genuine concern for staff and student needs	6/27/2023 8:00 AM
971	Someone who thinks outside of the educational system box. How about eliminating school suspensions and putting student violators to work, like they did in Bellville, IL.	6/27/2023 7:59 AM
972	Does the candidate truly understand the culture of Gaston County School and our student needs. We do not want someone who is there simply for a photo opportunity, but someone who is willing to get in the middle of the mess of education and get dirty.	6/27/2023 7:56 AM
973	Why is he or she interested in Gaston County Schools?	6/27/2023 7:53 AM
974	There accomplishments and fairness caring for students and staff.	6/27/2023 7:52 AM
975	Our school district needs a leader that communicates effectively with all parties (employees, parents, students, and community) and helps the flow of information reach everyone in a timely manner.	6/27/2023 7:51 AM
976	na	6/27/2023 7:43 AM
977	The board needs to consider that Gaston County is changing and growing and select someone that reflects that growth and not try finding someone with their traditional values. Select someone who represents the world we live in and has strong educational values and their focus is to prepare students for THEIR futures. Education should not be political.	6/27/2023 7:43 AM
978	Someone who is knowledgeable of the operations of the District and what each and every job entails. Not just the higher level positions. Always looking out for the best interest of the students.	6/27/2023 7:41 AM
979	Change is needed in Gaston County	6/27/2023 7:40 AM
980	What is the plan to improve reading levels in elementary?	6/27/2023 7:40 AM
981	Someone that has been a TEACHER, a PRINCIPAL; someone that knows what it's like in the trenches; someone that will be realistic in what can be accomplished. MORE is NOT better!! Have curriculum in elementary that can actually be completed and done well. The superintendent MUST stop the cycle of changing curriculum every year or two. THIS is why our students have such holes in learning	6/27/2023 7:40 AM
982	We need someone who has been a career educator and someone who will recognize that even though we are a large district that schools have very specific needs. We need someone who	6/27/2023 7:38 AM

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will give principals more autonomy to lead their buildings according to the needs of their students and support them in taking risks that could benefit students.

983	Consider the importance of the decision they will make that can and will effect the community	6/27/2023 7:37 AM
984	That they consider someone who has had experience in a classroom.	6/27/2023 7:36 AM
985	Screen out for wokeness or propensity for corruption	6/27/2023 7:34 AM
986	Experience outside of Gaston County from a district that had similar explosive growth and needs/demands outpacing current facilities and programs	6/27/2023 7:33 AM
987	What is the reputation of this individual when dealing with teachers and problems within the school system.	6/27/2023 7:28 AM
988	needs to be someone new, not someone who has been in the cabinet previously	6/27/2023 7:20 AM
989	prayer	6/27/2023 7:20 AM
990	Gather a community of higher qualified teachers and let them have a voice of who the final candidates should be.	6/27/2023 7:12 AM
991	someone who thinks outside the box and not worried about status quo - don't make this political	6/27/2023 7:10 AM
992	This should be a person with the ranks of educational experience, teacher, administrator, county level, etc.	6/27/2023 7:09 AM
993	Commitment history	6/27/2023 7:04 AM
994	Someone who will take action and have our back as Gaston County employees.	6/27/2023 7:03 AM
995	Honesty	6/27/2023 6:56 AM
996	Someone that focuses on educating students in a historic fashion.	6/27/2023 6:53 AM
997	Knowledgeable of lower class communities. Safety top priority.	6/27/2023 6:46 AM
998	Superintendent that is accessible and transparent with staff, students, parents and the community.	6/27/2023 6:45 AM
999	Someone that is familiar with Gaston County or an internal applicant.	6/27/2023 6:18 AM
1000	A clear dedication to the American principle of the Separation of Church and State.	6/27/2023 6:05 AM
1001	The new superintendent should have a strong education background.	6/27/2023 6:01 AM
1002	That they are willing to listen to what the students and staff have to say and taking their opinions into account while also figuring out what is best for them.	6/27/2023 5:49 AM
1003	Someone who understands the need of each individual child	6/27/2023 5:40 AM
1004	Leaders with experience and knowledge	6/27/2023 5:08 AM
1005	Finding someone who is willing to make necessary changes.	6/27/2023 4:55 AM
1006	Look for someone young and innovative who would like to stay with us	6/27/2023 4:52 AM
1007	Emphasizes education focused on classical, non ideological principles.	6/27/2023 3:10 AM
1008	ACTUAL CLASSROOM EDUCATION EXPERIENCE! No one should ever run a school system that has not ever run a classroom or a school. Although GCS may be looked at and considered a business, children 4-18 years old are the PRIMARY consumers. And teachers are the primary source of education system. Without teachers and students, you have nothing. Anyone that has been in the classroom knows and understands that. Have experience in the education field INCLUDING but not limited to classroom teaching at ALL levels (as administrators are required to do) and administration on all levels as well!! It's unacceptable to have anyone run an school system without legitimate classroom/education experience.	6/27/2023 1:53 AM
1009	They can never be too overqualified for this position, don't settle, look at their track record, and thoroughly vet them so we get the best candidate available for the position who is also respected	6/27/2023 1:28 AM

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1010	Integrity	6/27/2023 1:01 AM
1011	Diversity	6/27/2023 12:55 AM
1012	Finding someone who isn't afraid to stand up for what's right in this ever changing world we live in	6/27/2023 12:40 AM
1013	Best candidate for the job	6/27/2023 12:33 AM
1014	How will he/she make herself visible to staff, parents and students?	6/27/2023 12:18 AM
1015	Are the conservative or liberal? We do not need a liberal superintendent to run our district.	6/27/2023 12:15 AM
1016	Please choose a person who is education focused, not someone who sees this as a rung on a personal ladder.	6/27/2023 12:08 AM
1017	Hire someone who will listen and understand from the teachers first. Someone who will not be bullied by parents or the school board. Someone who will make damn sure are kids are prepared for the outside world and not just living in our basement for the next 30 years. Right now I haven't seen any of the graduates prepared for life.	6/26/2023 11:41 PM
1018	Minority Students Treatment in the curriculum and extra curriculum activities	6/26/2023 11:33 PM
1019	Prior teaching experience.	6/26/2023 11:30 PM
1020	Do not focus so much on diversity, equity, all the new social terms. Focus on the work they have done and personality. A great leader already knows to treated ALL in a fair manner. Will school personnel get along with them and be supported?	6/26/2023 11:14 PM
1021	We would love to see our superintendent in schools more often.	6/26/2023 11:08 PM
1022	Strong leadership, knowledge of education, compassion for employees, communication skills, positive attitude, hard-working	6/26/2023 11:01 PM
1023	One who likes to be involved with the students and staff and listens to their concerns. They are the ones living in it every day.	6/26/2023 10:58 PM
1024	Any previous effectiveness in a similar low performing district - especially where federal funding is far below what is needed to have enough adults to work with students in small groups - Does this candidate understand how much work teachers take home to barely keep up with the demand - and I am a veteran teacher NOT a beginner.	6/26/2023 10:50 PM
1025	Education, and experience, come from an area similar to G Co., be able to work with a diverse population, work with special needs students by providing funds for programs, and being sensitive to All communities.	6/26/2023 10:41 PM
1026	Have a few parents randomly chosen to sit in on the interview, from elementary, middle school, and high school parent.	6/26/2023 10:32 PM
1027	How they want to support teachers and staff.	6/26/2023 10:21 PM
1028	Think outside the box, and chose a candidate that aligns with what success looks like for the district.	6/26/2023 10:20 PM
1029	Attitude. You can learn and teach many things, but it is incredibly difficult to break an attitude.	6/26/2023 10:20 PM
1030	Why they are looking for new position.	6/26/2023 10:13 PM
1031	I would like to see the board seek a a diversity of candidates. [REDACTED]	6/26/2023 10:06 PM
1032	Make sure you hire an educator and not [REDACTED]. Education in GCS took a major hit [REDACTED] [REDACTED]. Only a few schools benefitted [REDACTED] GCS in not a business and that model has proven to fail our kids. Take a honest look at scores [REDACTED]. When my kid attended [REDACTED] our scores were in the 80th percentile. Hire another non educator we will have to close our schools.	6/26/2023 9:59 PM
1033	[REDACTED] should be the next GCS Superintendent!!	6/26/2023 9:50 PM
1034	Needs to have a background and experience in education Needs to be understanding and supportive of teachers. Needs to be an advocate for employees and students	6/26/2023 9:49 PM

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1035	That the person is not trying to reinvent the wheel...	6/26/2023 9:42 PM
1036	Competence in finance.	6/26/2023 9:39 PM
1037	Past experiences with school systems Visions for Gaston County School system	6/26/2023 9:37 PM
1038	Ability to relate to and communicate well, written and oral, with various populations such as school board, media, general public, school staff, various socioeconomic classes. Communication is vital!	6/26/2023 9:35 PM
1039	Focus should be on supporting the teachers. If teachers are supported they will strive to make sure students succeed.	6/26/2023 9:34 PM
1040	Compassion	6/26/2023 9:17 PM
1041	Experience in a school as a principal or leadership role	6/26/2023 9:17 PM
1042	To see that she/he values educators	6/26/2023 9:07 PM
1043	I hope that the new superintendent is not a yes man for the board and they pick some one who has new and innovative ideas that are implemented.	6/26/2023 9:05 PM
1044	Please make it a priority to have someone who actually has the best interest of children at heart.	6/26/2023 9:04 PM
1045	<p>This person needs to REALLY be supportive of teachers and ALL staff, needs to work on bringing up reading and math test scores and hiring additional personnel if necessary to do so as we've gotten SO behind since COVID hit and it's going to be a struggle to get these kids caught up to where they need to be, this person needs to make sure that ALL schools are as safe and secure as they possibly can be, he/she needs to make sure principals are doing their jobs correctly and are NOT given too much power especially in high schools. [REDACTED] Students need to feel they can go to their principal for anything and not be discriminated against or not taken seriously. Some principals feel that power, it goes to their head and it does not help their students. It is actually detrimental in some situations with students and they don't get that help that they need or they are not believed which I've seen happen and that needs to stop. Those are principals who do NOT belong in GCS and should be weeded out. We need to do the absolute BEST for our kids. They deserve the absolute BEST person that we can find to fill the spot of superintendent. I'm praying that you find the right person for this position.</p>	6/26/2023 9:03 PM
1046	Someone culturally competent and a transformative leader	6/26/2023 9:01 PM
1047	Superintendent who focus is on staff & kids needs rather than what looks good on media.	6/26/2023 8:53 PM
1048	<p>The Board should also consider if the new superintendent RESPECTS the Fine Arts classes/teachers such as MARCHING BAND STUDENTS AND DIRECTORS !!! [REDACTED] some of you on the GCS School Board did not/currently do not. 😞</p>	6/26/2023 8:49 PM
1049	All comers	6/26/2023 8:48 PM
1050	Someone who will actually do what they say.	6/26/2023 8:43 PM
1051	How firm the candidate is on his/her commitment to public elementary/secondary education.	6/26/2023 8:43 PM
1052	Their experience working in a county that is experiencing gentrification and the positive and negative aspects that come with that.	6/26/2023 8:42 PM
1053	Open minded	6/26/2023 8:39 PM
1054	We need an honest person who actually lets stakeholders know what is going on. So much seems to be hidden and we find out last. Focus on what is happening in schools and what teachers deal with not always being the first at something	6/26/2023 8:38 PM
1055	Please seek someone who has been in the trenches and worked their way up (teacher, assistant/principal). Someone who will be empathetic to staff, but also see the needs of the students.	6/26/2023 8:36 PM
1056	I think it is important to seek someone who is willing to work collaboratively with those around them, to hear people out, and not simply make changes based on own personal opinions or knowledge.	6/26/2023 8:33 PM

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1057	Choose someone who has actually taught in a classroom and one who has also been an administrator. It is important to understand the rolls performed in the trenches.	6/26/2023 8:31 PM
1058	What can we do to keep teachers in the classroom instead of them venturing out to different jobs.	6/26/2023 8:30 PM
1059	They should leave politics at home but they won't. The majority only care about criticizing public education or creating a twisted version of what they think it should be so they can elected. We need a Superintendent from a successful school district from somewhere else in the country to bring new ideas and break the chain of failure	6/26/2023 8:23 PM
1060	Experience in the classroom	6/26/2023 8:18 PM
1061	What prior successes has he/she had in previous roles ensuring positions are filled and teachers are prioritized.	6/26/2023 8:18 PM
1062	The ability to see beyond just what's in front of him and always treat people with respect and kindness	6/26/2023 8:15 PM
1063	Be accessible to all	6/26/2023 8:14 PM
1064	Excellent relationship builder/leadership skills with a proven track record of student growth.	6/26/2023 8:13 PM
1065	Their history	6/26/2023 8:12 PM
1066	Hire someone who has been a teacher and administrator	6/26/2023 8:11 PM
1067	Making sure the superintendent is a people person.	6/26/2023 8:07 PM
1068	Make sure they are the most qualified based on education level and past work experience.	6/26/2023 8:04 PM
1069	Teacher raises	6/26/2023 8:02 PM
1070	Ability to work well with others as a team approach.	6/26/2023 8:02 PM
1071	Does not matter	6/26/2023 8:01 PM
1072	Ability to deal with diverse population.	6/26/2023 8:01 PM
1073	We need leadership who understand the role of a teacher or support staff. Someone who has had experience in the field and understands what it takes to make changes within a community.	6/26/2023 8:01 PM
1074	That they are her for all employees not just teachers.	6/26/2023 8:00 PM
1075	Consider candidates that have a background in education that have been involved in the day to day struggles of the education system. Understanding the current challenges of teachers, students, and schools should be the primary objective of a candidate.	6/26/2023 7:59 PM
1076	What is their plan [REDACTED]	6/26/2023 7:56 PM
1077	.	6/26/2023 7:54 PM
1078	The Board should consider: Is the candidate a former teacher? Did the candidate spend time in public high schools? Will the candidate be visible at our various schools and not just for photo opps?	6/26/2023 7:53 PM
1079	Understanding the community to which each school is located	6/26/2023 7:51 PM
1080	Someone that will listen and do what is right but may not necessarily make everyone happy	6/26/2023 7:50 PM
1081	Budgeting and how to spend the money wisely! There is so much waste throwing the way new curriculum that teachers could potentially use that the district has decided to do away with. I see so much money getting tossed into the trash can literally every school year !!!!! Do something better with the money ...	6/26/2023 7:49 PM
1082	I would like them to consider someone who has been a teacher, and principal, and worked within the schools (plus if it was within our schools) because I feel like they have a better understanding of what is needed vs a guy with a business degree or something. A school system is very different from a business and it is better understood by people who have worked within the schools.	6/26/2023 7:48 PM

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1083	Paying our teachers and fixing payroll issues	6/26/2023 7:46 PM
1084	Empathy!	6/26/2023 7:46 PM
1085	Being mindful of the individuals mindset toward the position and goals that they will have while serving as the new superintendent.	6/26/2023 7:44 PM
1086	If they are kind , doesn't hesitate on making calls on things and please recognize students more that don't play sports	6/26/2023 7:41 PM
1087	Experience working in districts similar to GCS	6/26/2023 7:40 PM
1088	Na	6/26/2023 7:30 PM
1089	Empathy is critical	6/26/2023 7:21 PM
1090	Consider someone who has been a student in public school, a parent of a student in public school, a teacher in public school and an administrator in public school!	6/26/2023 7:20 PM
1091	Talking to [REDACTED] to see if [REDACTED] is interested in the position.	6/26/2023 7:19 PM
1092	The next superintendent needs to be independent of the teachers and willing to stand up for the kids' needs over the teachers' wants.	6/26/2023 7:17 PM
1093	The individual needs to be relatable to this county and this position. They should not be considered an outsider even if they are not from this county.	6/26/2023 7:16 PM
1094	Safety of children while in school. Computer v paper learning.	6/26/2023 7:15 PM
1095	The new superintendent needs to know the school positions from the ground up. Has he or she been in the classroom for more than 5 years as a teacher? Have they been a principal? Have they really been in the thick of it and not just a desk job position?	6/26/2023 7:15 PM
1096	Don't do what Charlotte did. Hire someone who has an advanced degree in EDUCATION.	6/26/2023 7:14 PM
1097	If students don't earn a passing grade then they don't pass the class.	6/26/2023 7:11 PM
1098	Whether the candidate has previous classroom experience	6/26/2023 7:07 PM
1099	Someone who loves this county and the teachers / students of this county.	6/26/2023 7:06 PM
1100	Relevant experience, personality, willingness to listen then discern priorities going forward.	6/26/2023 7:05 PM
1101	Hire a parent! Someone who really knows what's going on who cares their education! We need someone who's not an idiot!	6/26/2023 7:04 PM
1102	Prior experience.	6/26/2023 7:03 PM
1103	Before hiring, ask questions that prove the person has good common sense when making critical decisions.	6/26/2023 7:01 PM
1104	Experience	6/26/2023 7:00 PM
1105	Look for someone outside that can bring in new ideas and has the experience. [REDACTED] [REDACTED] but there is always room for change.	6/26/2023 7:00 PM
1106	Experience leading a successful school district with high growth and academic success	6/26/2023 6:59 PM
1107	Ethnic Diversity.	6/26/2023 6:56 PM
1108	To make sure they are qualified and capable of doing their job to the best of their ability.	6/26/2023 6:54 PM
1109	Is the candidate instructionally minded? Have they learned about the science of reading? Are they willing to put a team around them that truly wants our children to become readers? Until we get it right in K-3 our students across the county will continue to struggle.	6/26/2023 6:54 PM
1110	Progress for all different levels not just college prep. Search for an individual who is not a "good ole boy".	6/26/2023 6:53 PM
1111	New face from outside of our system.	6/26/2023 6:53 PM
1112	Organizational/Community Fit	6/26/2023 6:52 PM
1113	I would like them to consider [REDACTED] is by far the man most capable for this	6/26/2023 6:52 PM

Gaston County Schools Board of Education Superintendent Search Survey

position.

1114	Level of empathy and understanding as well as diversity inclusion	6/26/2023 6:52 PM
1115	Experience IN a AN ACTUAL SCHOOL. We do not want a superintendent who has zero school experience	6/26/2023 6:52 PM
1116	Someone who has experience as a teacher in the classroom	6/26/2023 6:50 PM
1117	Does s/he have experience reviving a district or organization who is struggling financially and losing staff? Or, how would s/she approach that?	6/26/2023 6:43 PM
1118	Someone with an education background that wants to meet with educators and school personnel to hear how things are on the front lines currently. I think [REDACTED]	6/26/2023 6:42 PM
1119	Great personality and experience	6/26/2023 6:42 PM
1120	How can a Superintendent best advocate for the County system?	6/26/2023 6:41 PM
1121	Past experiences with school systems	6/26/2023 6:37 PM
1122	The student beyond the test scores	6/26/2023 6:36 PM
1123	Get uniforms. Dress codes are nonexistent at many schools which leads to a lack of focus on education.	6/26/2023 6:36 PM
1124	Does this person have experience in running a successful district or being part of one? Are they willing to try new things - budget so that the students and teachers benefit from every dollar possible?	6/26/2023 6:29 PM
1125	Will they come to the school if needed to help teach if there is a shortage? Would they come be a test proctor if needed?? Will they back their teachers and provide protection where needed. You know what I am saying.	6/26/2023 6:28 PM
1126	Focus on safety of students from use of weapons, vases, drugs, physical violence Protect staff from hearing inappropriate language, rudeness, being singled out by admin, threats from parents and students	6/26/2023 6:28 PM
1127	No previous Pedophiles or sexual abusers. Someone who have moved from a different state and have a criminal background. Don't want who don't believe in being truthful and ethical	6/26/2023 6:27 PM
1128	Make sure it has been someone who has actually taught in the classroom before.	6/26/2023 6:26 PM
1129	There needs to be a change of attitude and policy. Must be supportive of staff.	6/26/2023 6:26 PM
1130	An outsider	6/26/2023 6:25 PM
1131	True inclusivity and equity at the forefront	6/26/2023 6:23 PM
1132	I think our new superintendent should have worked in a classroom for 10 years or more	6/26/2023 6:22 PM
1133	Education of a superintendent is important, but don't just look at candidates that have high education. It is important for the superintendent to have experience in education whether that be because they were a teacher, principal etc. Sometimes people with high degrees can be very smart, but do not have the experience or ability to work well with others. A degree does not determine how well you can do a job. We need someone who is willing to work hard, get their hands dirty, and interact with teachers and staff whether they have higher education or not. They need to know education well because they have lived it.	6/26/2023 6:19 PM
1134	Classroom Experience	6/26/2023 6:18 PM
1135	That the candidate is rooted in traditional values and proven education processes that represent the Gaston County community and families.	6/26/2023 6:18 PM
1136	Genuinely cares for employees and what is best for them	6/26/2023 6:10 PM
1137	Someone who cares about the teachers/staff and kids...not focus on making more money	6/26/2023 6:07 PM
1138	Is he/she the best fit for the job?	6/26/2023 6:07 PM
1139	Cultural biases; a commitment to helping all students achieve	6/26/2023 6:06 PM
1140	Previous teaching experience	6/26/2023 6:02 PM

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1141	Someone who is familiar with county	6/26/2023 5:58 PM
1142	That they have a strong determination to crack down on student misbehavior. Who cares about suspension numbers??? If you're bad you need consequences.	6/26/2023 5:57 PM
1143	Focus on students achievement	6/26/2023 5:56 PM
1144	To make sure that he is up to the challenge that our school are facing.	6/26/2023 5:47 PM
1145	Someone that has an education background. Someone that has our best interests.	6/26/2023 5:46 PM
1146	Someone who is not traditional and more open minded and inclusive. They should be supportive of ALL students and teachers	6/26/2023 5:44 PM
1147	Make sure the new superintendent has a background in reaching diverse communities.	6/26/2023 5:43 PM
1148	Someone that is going to be with the county for the long haul.	6/26/2023 5:42 PM
1149	Has been a teacher, principal, [REDACTED]	6/26/2023 5:41 PM
1150	Stop worrying about what we look like on paper. You don't always have to be the best in the state on paper when it doesn't represent the reality of what's really happening.	6/26/2023 5:38 PM
1151	Someone who will listen to and look out for teachers	6/26/2023 5:37 PM
1152	We are a school system not individual departments, teachers cannot teach if they have no students at place to teach.	6/26/2023 5:37 PM
1153	Ensure the individual believes in all children being educated and hiring teachers who want to teach all children. Culturally competent and fiscally responsible.	6/26/2023 5:35 PM
1154	Bringing in someone from outside with no connection to the failures of the past year.	6/26/2023 5:34 PM
1155	That that are fair and understand8ng	6/26/2023 5:29 PM
1156	What is your vision for GCS going forward? How will we attain that vision?	6/26/2023 5:27 PM
1157	How much empathy they would have towards the students and staff certified and non-certified would be wonderful since there hasn't been any before.	6/26/2023 5:27 PM
1158	Someone who genuinely has a passion to see all kids succeed educationally and will use all resources to make that happen.	6/26/2023 5:24 PM
1159	Find someone who allows teachers and admin to build relationships with students (not just focus on test scores) and who allows teachers to have some autonomy in the classroom to do what is best for their students. Creativity in the classroom vs constant testing on Chromebooks.	6/26/2023 5:20 PM
1160	Experience in a classroom, especially in the last several years. We need someone who understands things from a teacher's perspective.	6/26/2023 5:19 PM
1161	Someone who is inclusive.	6/26/2023 5:16 PM
1162	Must have experience in education as a teacher, principal, guidance counselor, media specialist, etc.	6/26/2023 5:15 PM
1163	Make tough choices	6/26/2023 5:13 PM
1164	How willing they are to listen to current Gaston County employees before trying to enact policies.	6/26/2023 5:12 PM
1165	Faith	6/26/2023 5:10 PM
1166	Family oriented	6/26/2023 5:10 PM
1167	Pay raises for staff	6/26/2023 5:10 PM
1168	Will this person truly commit to our community?	6/26/2023 5:05 PM
1169	Must be someone knowledgeable about finance and accounting as well as having classroom experience!!	6/26/2023 5:05 PM
1170	Prior experience working with a diverse school system of comparable size and demographics.	6/26/2023 5:04 PM

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1171	How will you ensure equity for all students in the district? How will administrators be held accountable when their school remains the same year after year? (low-performing school)	6/26/2023 5:03 PM
1172	Someone local who has education experience	6/26/2023 4:58 PM
1173	Look for someone that can see an issue from all perspectives Someone that is ready to get rid of the this how we have always done it system Someone that is competent enough to read and understand written policies within the county and state	6/26/2023 4:57 PM
1174	Experience with turning around low performing schools	6/26/2023 4:57 PM
1175	Don't know	6/26/2023 4:56 PM
1176	I would like for the Board to consider what they might have done [REDACTED] [REDACTED] What will they do/should they do differently [REDACTED] as they work to establish a new relationship with a new superintendent?	6/26/2023 4:56 PM
1177	Values of teacher pay	6/26/2023 4:55 PM
1178	Whether the superintendent is going to support reading writing and math, or whether they would go along with things that don't really teach.	6/26/2023 4:55 PM
1179	Please find someone who comes from somewhere more historically progressive than Gaston County.	6/26/2023 4:54 PM
1180	Consider someone who is not afraid to cut positions for the betterment of students. There are too many leaders and not enough staff to work hands on with students.	6/26/2023 4:53 PM
1181	Has a strong background in education.	6/26/2023 4:53 PM
1182	A teacher focused superintendent!!	6/26/2023 4:53 PM
1183	Our athletic facilities continue to go down hill with very little assistance from the county level. I would like to see a new superintendent that will work with the board to secure funding to upgrade and improve our athletic facilities in our less affluent areas of the county. It seems that we continue with the "lipstick on a pig approach" without any real change and improvement to facilities.	6/26/2023 4:51 PM
1184	A whole new direction- innovative ideas to build better programs (not just the appearance of 'programs' and 'choices' but actual, quality educational choices e.g. more magnet schools to both mitigate population growth and reduce class size, trade school options, etc)	6/26/2023 4:51 PM
1185	How can they work to overcome the problems [REDACTED]	6/26/2023 4:50 PM
1186	Sometimes quiet, thoughtful people are looked over, when they should be the preferred candidate.	6/26/2023 4:48 PM
1187	Honesty, integrity and grit	6/26/2023 4:47 PM
1188	I should not know the Superintendent's politics! [REDACTED] It shouldn't be easy for me to determine that persons politics based on the actions they take in the role. The divisive nature of issues we've seen in more liberal leaning states is OBVIOUSLY A PROBLEM, and it's driving people to our area because WE DON'T ADHERE to those beliefs. It's very clearly desirable to stay away from the kind of overbearing decisions that have been made by those states seeing higher rates of learning deficiencies. The person in this role should remain neutral [REDACTED] [REDACTED] we will continue to see growth.	6/26/2023 4:46 PM
1189	All the above	6/26/2023 4:45 PM
1190	Someone who can go into a classroom and teach the lesson that the regular teacher would be teaching for that day.	6/26/2023 4:45 PM
1191	Do not find the yes person, the person that always will say yes to you it will be the demise and downfall of the county in which I work and live. The yes, person is very dangerous and we need to find someone that will push people's limits and push their boundaries making them uncomfortable to do a better job than we are doing now. We are losing people at an alarming rate across this county to other neighboring districts.	6/26/2023 4:44 PM

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1192	Strong educational background	6/26/2023 4:43 PM
1193	How they are going to treat not only the students but the staff as well.	6/26/2023 4:42 PM
1194	Want the job not for money but because they want to make a difference and have impact Demonstration of working with staff and acknowledgement they personally do not have all the answers a good staff does. How will he continue to promote school choice opportunities.	6/26/2023 4:41 PM
1195	Their ability to see the different socio/demographic areas of the county. How they would improve the inclusion of students with disabilities into a county priority not a school by school decision.	6/26/2023 4:41 PM
1196	Getting rid of the payroll system	6/26/2023 4:36 PM
1197	I have worked in this district for over 20 years because of the way I was treated, and the way that we treat our teachers and students. I do not want to lose that feeling of being proud of where I work due to a questionable hire. I know our school board has our best interest in mind - for the staff, students and community as a whole - and will go above and beyond to hire the right person for the job!	6/26/2023 4:36 PM
1198	The board must work with the superintendent to improve the school system. The voices of the teachers matter, student success is highly important. You all must work together for the greater good.	6/26/2023 4:35 PM
1199	Not to focus on race or gender	6/26/2023 4:35 PM
1200	They are genuine & care about the staff of the schools	6/26/2023 4:34 PM
1201	Is he/she personally invested in GCS	6/26/2023 4:33 PM
1202	The Board should seek to find a superintendent who is committed to working with and for ALL students in the district.	6/26/2023 4:30 PM
1203	The persons stance on public education	6/26/2023 4:29 PM
1204	That the person responsible realizes that teacher & support staff are the foot soldiers in education. We must be committed to students & our leadership must be committed to Us	6/26/2023 4:29 PM
1205	The board is part of reason the district is in the position that it is in. So the board needs to finally do there job and find someone who is accountable , professional, and transparent and doesn't hide when tasked with addressing issues and problems within the district.	6/26/2023 4:29 PM
1206	Someone from education, that the county doesn't have to pay for them to get a doctorate Someone who recognizes the magnitude of the payroll fiasco and is capable of fixing it someone who does not use their position for personal gain for themselves/friends/family	6/26/2023 4:29 PM
1207	Growth comes with change, it is time to shake things up.	6/26/2023 4:29 PM
1208	The person has a background in education.	6/26/2023 4:28 PM
1209	Experience, Values, Character Input from principals, teachers and parents	6/26/2023 4:28 PM
1210	Help teachers not cover other [REDACTED] class when sick More subs or another system	6/26/2023 4:27 PM
1211	Be opened minded and use some good ole common sense.	6/26/2023 4:27 PM
1212	Stop mixing the kids who catch on with the kids who struggle	6/26/2023 4:26 PM
1213	Find a candidate who is kind and was a previous teacher. He should know he struggles teachers face. When things happen, the students are blamed, the administration takes no blame, so the teachers take it all.	6/26/2023 4:26 PM
1214	Consider their philosophy of public education and it's role in society. Public choice programs have been given importance to keep and retain families, how well are they being implemented and what evidence is there to their success?	6/26/2023 4:24 PM
1215	NA	6/26/2023 4:24 PM
1216	[REDACTED]	6/26/2023 4:23 PM

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1217	Someone younger, we need a fresh start and a new way of thinking. Stop hiring the same person for this position.	6/26/2023 4:22 PM
1218	Someone [REDACTED] Non-answers for the sake of "progress" does a disservice to us all. Acknowledge the mistakes from the past and grow from them instead of tripling down on them and alientating the base.	6/26/2023 4:22 PM
1219	Must have taught	6/26/2023 4:22 PM
1220	Status quo is not enough. We need someone willing to have the hard conversations, willing to make hard decisions, and willing to keep children at the forefront of every decision. This county has for too long allowed adult problems to impact student outcomes. If adults are not successful, the students they serve will not be successful. We need to have more student growth because of the adults that serve them. Instead, some of our students experience growth in spite of the adults that serve them. I know too many teachers are doing the best they can without the support they need. The same is true of our principals. How will a new superintendent support growing principals and teachers? Demanding more is not an option.	6/26/2023 4:22 PM
1221	Keeping the feel of Gaston County, and not trying to become the next Charlotte-Mecklenburg	6/26/2023 4:21 PM
1222	Someone who has the balls to stand up and do what is right for students and parents and not give in to the demands of the few.	6/26/2023 4:19 PM
1223	Experience in ec or as a teacher	6/26/2023 4:18 PM
1224	Experience with how schools operate	6/26/2023 4:18 PM
1225	The Superintendent should be focused more on the education and the children instead of business aspect of the job.	6/26/2023 4:17 PM
1226	Someone who will honestly listen to the issues- listen to the teachers who deal with the issues that are currently being ignored.	6/26/2023 4:16 PM
1227	There knowledge of diversity, the county is becoming more diverse by the year and to access how the candidate will address and promote diversity and racism	6/26/2023 4:15 PM
1228	Focus on the best candidate to lead our school system as it relates to ensuring our children continue to get a great education. Leave politics or identity out of the equation.	6/26/2023 4:15 PM
1229	Approachable	6/26/2023 4:15 PM
1230	Experience with and love for education	6/26/2023 4:15 PM
1231	How much experience they have within the education field	6/26/2023 4:14 PM
1232	Consider someone that is led by science, research, and facts not political winds	6/26/2023 4:14 PM
1233	Someone who will actually stand behind their word and support staff when they have grievances about programs/policies	6/26/2023 4:13 PM
1234	We need an ethical, moral, experienced person who cares about the success of our teachers and students not just putting on a show of new buildings and new curriculum!	6/26/2023 4:13 PM
1235	We need a WELL ROUNDED individual with a family.	6/26/2023 4:13 PM
1236	Does the candidate have humility and confidence without arrogance.	6/26/2023 4:13 PM
1237	I would like the Board to consider someone who is NOT deeply rooted in the "Good Ol' Boy" system. Everyone in the system need to feel that they are important and that they matter; not just a select few.	6/26/2023 4:12 PM
1238	Someone who has NOT been a part of GCS EVER Please do not hire from within. Someone with classroom experience, leadership experience and preferable department level experience outside of GCS district	6/26/2023 4:12 PM
1239	Gaston teachers feel like they are an undervalued, underpaid laughingstock in relation to other counties.	6/26/2023 4:10 PM
1240	Please consider a woman, a person of color, or both.	6/26/2023 4:10 PM

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1241	The need to be transparent with all stakeholders; make sure the candidate has a background as a teacher in the classroom	6/26/2023 4:10 PM
1242	Someone who values diversity and inclusion.	6/26/2023 4:09 PM
1243	Listen to the teachers and the staff who are seeing first hand what is happening in our schools.	6/26/2023 4:08 PM
1244	How he or she is planning on taking care of all children with and without special needs. Behaviors that are out of control!!	6/26/2023 4:08 PM
1245	Their belief on the current social climate and a focus and commitment to protecting our children from material which is inappropriate for their age, unrelated/unimportant to their education, and information which should be handled by the parents/family of the student.	6/26/2023 4:06 PM
1246	- Teaching and principal experience. The superintendent should have sustained teaching experience in order to relate to teachers and staff. Businessmen have no business leading teachers as they have no personal insight on what it is like working in a school and do not have the respect of their staff when they make decisions.	6/26/2023 4:02 PM
1247	I would like for the board to consider having someone that has gone through the traditional ranks- meaning they have served as a principal, assistant principal, director/assistant superintendent, and superintendent. It is important they have some sort of instructional background so they can go into classrooms and know without having someone tell them what is happening. They need to be able to speak instruction.	6/26/2023 4:01 PM
1248	Must have been a teacher within last 10-15 years.	6/26/2023 4:00 PM
1249	The main focus of this individual should be making Gaston Schools a top one percent district in the nation for education standards and scores, by any means necessary.	6/26/2023 4:00 PM
1250	I would like the board to consider the personality and dedication of the applicant when selecting a new superintendent. Someone who is down to earth and fair across the board and one that does not place value on people based on their job title or the importance of their job. Consider picking someone that works for their staff, students, and parents. All of them. Thank you.	6/26/2023 4:00 PM
1251	That he/she think out of the box, accept diversity with open arms and consider children as human beings.	6/26/2023 3:58 PM
1252	Make a list of their priorities to make our schools a wonderful place to work again.	6/26/2023 3:57 PM
1253	Importance of these kids lives	6/26/2023 3:56 PM
1254	If he is willing to reevaluate the curriculum.	6/26/2023 3:56 PM
1255	No preference	6/26/2023 3:53 PM
1256	Professional, ready to make things happen and better for students and employees.	6/26/2023 3:53 PM
1257	I want the board to hire someone who is not a tyrant [REDACTED] [REDACTED] You need a leader who is strong but fair and compassionate.	6/26/2023 3:53 PM
1258	Do they respect, listen to, and allow teachers to teach; yes, within the standards or do they want to force programs, which may not be best for students or teachers, on our district?	6/26/2023 3:53 PM
1259	Make sure the person is knowledgeable, understanding, doesn't give up easily and stays on track! If you set a goal, do what you SAY you will do and meet that goal! Make sure ALL students are getting a fair chance as well as the parents! Pay these teachers and bus drivers so they will stay! I can't tell you how thankful I am my job allows me to be able to get my kids to/from school because of the text I get sometimes just an hour before a child is supposed to be getting on the bus saying "No bus driver today.. find a way to get your child or they will have to wait!"	6/26/2023 3:53 PM
1260	Child safety is #1. It's not only about shooter drills but also about allergy and other sensitivities that students might have, including noise and chemical reactions.	6/26/2023 3:52 PM
1261	Will this person be visible and take responsibility for school issues (such as Oracle) even if it isn't directly their fault?	6/26/2023 3:51 PM
1262	Open to input from teachers/parents on how to better prepare students. They are the boots on	6/26/2023 3:51 PM

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the ground.

1263	Racism discriminates & unjustly	6/26/2023 3:51 PM
1264	Someone that is culturally well rounded and communicates well with teachers and parents.	6/26/2023 3:50 PM
1265	We need someone who believes in teaching not indoctrination of students	6/26/2023 3:50 PM
1266	NA	6/26/2023 3:50 PM
1267	Diversity Experience	6/26/2023 3:49 PM
1268	Candidates common sense, not necessarily how many degrees they hold.	6/26/2023 3:48 PM
1269	Chose someone who has been in our shoes before. Chose someone who understands the struggles on a school level. Choose someone employees of GCS can identify with.	6/26/2023 3:48 PM
1270	Get a committee of parents and teachers together and have them ask questions of the person the board is looking at to hire. Don't use the good ole boys system to hire or the good ole girls system. Send out and see who would like to serve on the committee for hire. I would like to serve on this committee as I am a 30 plus year teacher with Gaston County Schools and now sub in the Gaston County School System. Listen to the people of the parents of the students. WE need someone with an open door policy, someone who is going out to speak with not only principals but teachers, students and parents.	6/26/2023 3:48 PM
1271	They should have classroom experience as an educator	6/26/2023 3:47 PM
1272	The new superintendent must be an advocate for students, maintaining focus always on the mission of education: safe schools and academic proficiency.	6/26/2023 3:46 PM
1273	Someone with lots of education experience Preferably someone that has taught different grade levels for many years	6/26/2023 3:46 PM
1274	Knowledge of education!	6/26/2023 3:45 PM
1275	Their experience in public education	6/26/2023 3:44 PM
1276	Interview a diverse pool of candidates and stop hiring your friends Get rid of the good ole boy philosophy because the entire school district is suffering because you hire your friends or fail to find the entire school district based in your friendships and prejudices Select a candidate who has taught and has been a principal Select someone who has school aged kids—— parents of school aged kids actually care and empathize with what is going on in the classroom	6/26/2023 3:44 PM
1277	Making sure they are in this position to be helpful to all	6/26/2023 3:43 PM
1278	Someone who is focused on the project we produce and not money or trying to please everyone.	6/26/2023 3:43 PM
1279	Teaching experience	6/26/2023 3:42 PM
1280	The traditional values of Gaston County	6/26/2023 3:42 PM
1281	Make sure the superintendent is familiar with the science of reading and supports the push in elementary schools to implement it. Discuss placing the right administrators in the right schools with the right staff instead of gutting schools and making changes to administration staffing with no notice.	6/26/2023 3:42 PM
1282	A good attitude	6/26/2023 3:41 PM
1283	Knowledge of school and experience in the school setting (all types).	6/26/2023 3:41 PM
1284	Classroom experience is critical, and I would LOVE to see someone who is not caught up in hot button issues or trying to make a name for themselves. Someone who is in it to make our schools the best they can be.	6/26/2023 3:41 PM
1285	Experience!	6/26/2023 3:41 PM
1286	The new superintendent should be knowledgeable of education and up to date on NCDPI initiatives. They should be personable, transparent, and have progressive ideas that will align with the future goals of public education.	6/26/2023 3:41 PM

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1287	Someone who will take the time to understand the amount of work and stress Gaston County has placed on the teachers, and then listen to the teachers on how to fix the issues.	6/26/2023 3:41 PM
1288	The candidate have an educational background not just administrative	6/26/2023 3:40 PM
1289	We Need someone with an open mind that doesn't cave in to the conservative vs liberal politics - keep politics out of our schools. They need to be 100% focused on ensuring our kids get a diverse and well rounded education focused on inclusion and acceptance.	6/26/2023 3:40 PM
1290	Special needs children and the integration within all schools. It is disturbing that public schools have designated location for those academically gifted and others for those that have challenges.	6/26/2023 3:40 PM
1291	The new superintendent should have experience as a classroom teacher and empathize with what teachers are going through. Also, they must protect Gaston County Schools from equity based education (CRT, equity based grading, etc) in order to not cause division and hate amongst our students. The new Superintendent should be a man or woman of religious principles so we know they have a standard of truth that guides them. I understand you cannot ask questions about religion but candidates who express such principles should be given extra consideration.	6/26/2023 3:40 PM
1292	We need someone who truly cares about ALL students, not just the college-bound and higher socioeconomic.	6/26/2023 3:38 PM
1293	Someone who will look at the academic research about what's best. (I.e. phonics are best based on reports from the 90s, yet the system adopted Reader's Workshop in 98, which eliminated phonics... now we're in a mess and more than a decade away from help for high schoolers.)	6/26/2023 3:38 PM
1294	I would strongly suggest looking for someone who has been in the "trenches" to lead our school system. We need someone who understands what it is like to be a teacher, principal, etc. Please do not choose anyone who has never worked in public education.	6/26/2023 3:38 PM
1295	I would like the Board to consider hiring from within. Someone with a background in education that has experience as a teacher and Principal.	6/26/2023 3:38 PM
1296	Balance in their life	6/26/2023 3:38 PM
1297	Making sure they have classroom experience is key to a good superintendent. One that can empathize with teachers and their needs in the classroom. A person who is involved with the community and has a church home and is involved in church as well.	6/26/2023 3:37 PM
1298	Plans to bring real curriculum and teaching back to public schools. Leave all this BS testing out of it and actually start teaching students again! Private schools are flying past us in regards to quality of education/instruction and curriculum.	6/26/2023 3:36 PM
1299	Staff thoughts/input on future hire	6/26/2023 3:36 PM
1300	Cohesiveness of school board	6/26/2023 3:36 PM
1301	Experience working in education first hand, preferably districts with less resources and more diversity than Gaston County.	6/26/2023 3:35 PM
1302	That they are willing to make changes where they are needed in schools and staffing	6/26/2023 3:35 PM
1303	Consider how different this world is from the one the Board grew up in. Consider the different challenges our students face. Consider that they don't all learn in the same ways and that education in the classroom may have to undergo changes to meet their needs. And then remember that we do still teach children and they need to be able to experience being kids in a world that tries to rob them of their childhood. Please consider our students needs above everything else in making this decision.	6/26/2023 3:35 PM
1304	The superintendent should actually have background as a teacher.	6/26/2023 3:34 PM
1305	Proven track record of success	6/26/2023 3:34 PM
1306	Competency	6/26/2023 3:34 PM
1307	A good fit for the position would be someone who knows that teachers and staff are the backbone of our education system, not the central office staff. An overhaul of central office personnel is required. Out with the old, in with the new. We should be past the time of	6/26/2023 3:34 PM

Gaston County Schools Board of Education Superintendent Search Survey

promoting to central office for bad behavior and lacking skills as a school school administrator. We need top notch educators in our leadership, not has beens,never were, and buddies of someone.

1308	transparency	6/26/2023 3:33 PM
1309	Is this person a high-integrity person?	6/26/2023 3:32 PM
1310	A fresh face with modern ideas.	6/26/2023 3:32 PM
1311	Someone with experience in scaling an operation to support our growing district.	6/26/2023 3:32 PM
1312	Level of education and school experience	6/26/2023 3:31 PM
1313	Someone who can not rush just to get job done but who does thing's thoroughly	6/26/2023 3:31 PM
1314	enthusiasm, sometimes the least experienced has the most impact.	6/26/2023 3:31 PM
1315	They should have been a teacher and an administrator. They should be able to have worked up the ranks.	6/26/2023 3:31 PM
1316	Varied background	6/26/2023 3:30 PM
1317	1. Someone who is from this area and knows Gaston County. 2. Someone of education background. Not a business person. 3. Someone who has served as a teacher. This is critical in them understanding our needs.	6/26/2023 3:30 PM
1318	What he can do , specific a difference to another candidates?	6/26/2023 3:29 PM
1319	I strongly believe that our new superintendent needs to have a background in education, as a previous teacher and administrator. If you have never worked in education, you will never fully understand or appreciate the issues our educators face on a daily basis.	6/26/2023 3:29 PM
1320	We don't need a "yes-man". We need someone who can think critically.	6/26/2023 3:28 PM
1321	Broad experience in education career & academic training	6/26/2023 3:28 PM
1322	Open for constructive criticism and not being a dictator.	6/26/2023 3:28 PM
1323	The overall enhancement of the students ability to comprehends and retain the instructional information to be able to perform	6/26/2023 3:27 PM
1324	Background of candidate, what people think of them in their previous jobs and why they are looking for a new job	6/26/2023 3:27 PM
1325	I feel the superintendent should be someone who knows Gaston County and has been on many levels of education, teacher, school admin, etc.	6/26/2023 3:27 PM
1326	Make sure this person actually has had school experience, whether from teaching to principal to district employee. They need to have real world school experience. Be in the shoes of the teachers and administrators in our schools, it's not an easy job, I would want someone who understands that and doesn't just give encouragement from afar then leave it alone to never return too. They need to have had their feet wet in the school system, preferably someone who may be brand new to a higher position, younger in age would be nice.	6/26/2023 3:26 PM
1327	Diversity and innovation.	6/26/2023 3:25 PM
1328	To assure that they are personable, have experience in diverse settings, be able to reach a variety of audiences	6/26/2023 3:25 PM
1329	There are many employees who are hurting because they feel they have been wronged by district-level administration in the past. The new superintendent needs to be a healer: someone who will bring people together and make them believe they are valued as employees. I also think the new superintendent should not be a career-GCS employee. There are plenty of people in our district who can describe the evolution of the current state of our district from within; we need the perspective of someone from outside, with teaching and principal experience, who can see what we are doing well and what needs to be fixed.	6/26/2023 3:25 PM
1330	The board should have a high consideration for a candidate with a strong record of student and teacher achievement.	6/26/2023 3:25 PM
1331	experiences	6/26/2023 3:24 PM

Gaston County Schools Board of Education Superintendent Search Survey

1332	I feel Gaston County Schools has made huge strides to ensure our students are successful and will be career ready upon graduation. The new superintendent has a solid foundation to continue take Gaston County to expand our vision.	6/26/2023 3:24 PM
1333	Someone of minority	6/26/2023 3:23 PM
1334	How will you begin to improve the morale that seems at an extremely low level among teachers and staff? As a parent, how will you ensure that teachers show up to provide 100% to our kids everyday?	6/26/2023 3:22 PM
1335	I would like for the board to consider a candidate the can think out of the box and creatively to fix the many issues we are facing as a district across the county. Someone with fresh ideas would be great. We don't have the same problems we had 10 years ago and we need new ideas to tackle some of the issues now.	6/26/2023 3:22 PM
1336	Hire someone that has proven experience outside of GCS	6/26/2023 3:22 PM
1337	authenticity	6/26/2023 3:22 PM
1338	Someone who is proactive for the teachers. Teachers need to be supported	6/26/2023 3:21 PM
1339	I think it needs to be an outsider who is new to Gaston County. We need someone with an objective point of view who does not have preconceived notions about our school system.	6/26/2023 3:21 PM
1340	Someone who will take responsibility and raise employee moral.	6/26/2023 3:20 PM
1341	Somebody that is not far out from a teaching or principal position so that they have the knowledge of what teachers/admin ACTUALLY go through.	6/26/2023 3:20 PM
1342	That they have been a teacher so they know what really goes on in a classroom.	6/26/2023 3:20 PM
1343	How can this person literally and figuratively present something new that's beneficial for the whole district?	6/26/2023 3:20 PM
1344	It is vital that this person has prior experience as a teacher and principal.	6/26/2023 3:20 PM
1345	experience merging old facilities into one (Central office)	6/26/2023 3:19 PM
1346	na	6/26/2023 3:19 PM
1347	The candidates background history in education.	6/26/2023 3:19 PM
1348	The new superintendent should be a powerful advocate for public education, teachers, and the children of Gaston County.	6/26/2023 3:19 PM
1349	The experience the superintendent and impact on previous counties they had worked. The vision he/she has for Gaston county and timeline in which changes will be seen.	6/26/2023 3:18 PM
1350	Finding someone who has worked their way up in Gaston County Schools. Someone who has been a leader in our own school district. Someone that shows a love for our teachers and students	6/26/2023 3:18 PM
1351	Maintaining a focus on traditional learning and instruction in the classroom. Technology is a tool, not a replacement for quality instruction and personal engagement! Someone that focuses on the student's education as a whole and not the woke agenda of catering to the lowest denominator.	6/26/2023 3:18 PM
1352	N/A	6/26/2023 3:17 PM
1353	Can the new superintendent make decisions based on what is best for students, staff, and the community without letting personal bias, political affiliation, or personal agendas affect decisions.	6/26/2023 3:17 PM
1354	Someone that is opened minded and supports their staff	6/26/2023 3:17 PM
1355	Someone highly trained in school safety, someone who can visualize a way to make learning more hands on and get students more involved in their learning, Someone who can think outside the box	6/26/2023 3:17 PM
1356	Someone who know what principals, teachers and school support staff truly deal with on a daily basis. Someone who will work with them to bring up student scores and make sure	6/26/2023 3:17 PM

Gaston County Schools Board of Education Superintendent Search Survey

schools are staffed appropriately.

1357	Honest	6/26/2023 3:16 PM
1358	Their concern for financial accountability and transparency	6/26/2023 3:16 PM
1359	There experience in education. An ex-teacher/Administrator would be preferred.	6/26/2023 3:16 PM
1360	Gaston County Schools is great because of the people. We are a big district with strong values but operate as a small district, everyone's position is important. Our next superintendent needs to know this and not try to develop a hierarchy but continue to ensure our district employees are accessible, holding on to those values.	6/26/2023 3:16 PM
1361	Community School choice Administrative diversity	6/26/2023 3:15 PM
1362	Someone who can grow with district for long term. Problem solving and creativity in finding soloutons	6/26/2023 3:15 PM
1363	The candidates position on keeping topics of sex, sexual orientation, gender, gender identification, or other sex/gender related topic out of the curriculum, classroom, and discussion with students. That is not the role/responsibility of the school system.	6/26/2023 3:15 PM
1364	Years of experience and the Knowledge of Education Now then Before	6/26/2023 3:15 PM
1365	Please consider what role or position candidates held during the Pandemic. Candidates who worked more closely with schools, students, and parents during the Covid lockdown will likely bring with them very different skill sets than those who were far removed from the work teachers and school administrators had to do during the Pandemic.	6/26/2023 3:14 PM
1366	Integrity	6/26/2023 3:14 PM
1367	A strong background in leadership	6/26/2023 3:13 PM
1368	We need leadership in this time of need with Oracle and someone who is not afraid to admit this was a complete failure.	6/26/2023 3:13 PM
1369	We need a superintendent that does not just come from a business background. We need one who taught core classes and knows what the students, parents and faculty need. One that understands the growing diversity and cultural differences in the county and helps the district grow and change with it and not stay 50 years behind. One that's not scared to stand against political officials to demand what our community needs.	6/26/2023 3:13 PM
1370	We need a leader who can lead, not someone who hides in the central office. I would like you to consider someone who values being present in schools frequently and who is open to talking to random people without a "handler". I would like someone who genuinely values his/her employees and will work toward creating a great culture to work in. Our current culture is in need of an overhaul.	6/26/2023 3:13 PM
1371	The new superintendent needs to be personable with teachers/staff, students and parents. He needs to be reachable for all of them as well	6/26/2023 3:12 PM
1372	Please consider successful experience in a superintendent role. Not someone being promoted and has to be trained for the job	6/26/2023 3:12 PM
1373	Diversity	6/26/2023 3:11 PM
1374	What are some ways Gaston County schools can be improved to encourage teacher retention and drawing new teachers to the district - how does this candidate plan to address that?	6/26/2023 3:11 PM
1375	1.Where does he/she stand on the unnecessary testing that students & teachers endure? 2. More support staff in schools (mainly the need for assistants in all elementary grades)	6/26/2023 3:11 PM
1376	Search out of the state to reach a candidate who help turn schools around from low moral and low achieving to higher standards.	6/26/2023 3:11 PM
1377	Someone who has been a principal before and knows what it takes to run a school and not only look at "data."	6/26/2023 3:11 PM
1378	This county needs some one who is vested in the community. Someone who loves our community and children. We do not need another money minded, self focused superintendent.	6/26/2023 3:10 PM
1379	How much experience the candidate has as an educator (teacher/principal, etc.)	6/26/2023 3:10 PM

Gaston County Schools Board of Education Superintendent Search Survey

1380	Should have a teaching or education background.	6/26/2023 3:09 PM
1381	Someone who is willing to try something new to improve the academic success in our district.	6/26/2023 3:09 PM
1382	Don't hire anyone who does not have at least a master's this caused a major problem with staff morale [REDACTED]	6/26/2023 3:09 PM
1383	It is important that the new superintendent understands the expectations and stressors of teachers and school staff because he or she remembers being part of a school staff. We need a leader that cares deeply about the people behind the "numbers", and that also appreciates the importance of school equity. ALL GCS schools should have the superintendent's attention, not just the newest schools or schools with the best scores or even best demographics. GCS employee morale and work ethic will be strong if we know our leader believes in us equally, from the schools with the lowest proficiency to the schools with the highest proficiency.	6/26/2023 3:09 PM
1384	What benefits the county (ALL STUDENTS) and not just their pockets or own status.	6/26/2023 3:09 PM
1385	Maintain where we are and get better don't need a lot of changes Maintain good, quality teachers	6/26/2023 3:09 PM
1386	Making sure that all schools are safe	6/26/2023 3:09 PM
1387	Are they willing to work with and listen to staff/employees?	6/26/2023 3:09 PM
1388	Respect for diversity and persons with disabilities	6/26/2023 3:08 PM
1389	Diverse experiences and the ability to be flexible to meet the needs of all students, parents and staff.	6/26/2023 3:08 PM
1390	I feel like they should have strong Education background. They are ready to work along with staff to make them feel confident and that they are there for them as well as students.	6/26/2023 3:08 PM
1391	Please consider traits such personality and approach fullness, as well as experience and how the candidate has handled hard decisions in prior hardships.	6/26/2023 3:07 PM
1392	Proven, sustained, superior performance over career to date.	6/26/2023 3:07 PM
1393	Does the superintendent love kids...and teachers...	6/26/2023 3:06 PM
1394	The superintendent is the figurehead for the school district at many levels. What has this applicant done in previous positions that demonstrated results for collaboration of teachers, parents and students to overcome difficult behavior?	6/26/2023 3:06 PM
1395	I fully believe that the Superintendent needs to have a strong background in public education; not just someone who knows how to run a successful business.	6/26/2023 3:06 PM
1396	This question has a variety of answers: The candidate's feelings toward the major issues of the district (Oracle payroll system, staff retention, and student achievement). What plan would they put in place to address these issues? Possible dates of execution of these issues after a plan is in place?	6/26/2023 3:06 PM
1397	Please consider hiring someone that will advocate for all employees at all levels. GCS could and should be a leading district for anyone seeking employment because of pay, benefits, and culture despite what is taking place at the state and/or national level regarding education.	6/26/2023 3:06 PM
1398	Someone who has been in the public education field	6/26/2023 3:05 PM
1399	A new vision for the county, hands on learning and not computer learning.	6/26/2023 3:05 PM
1400	A former or current principal would be well served in this position.	6/26/2023 3:05 PM
1401	Ethics, honesty, listening, observing and asking questions before making judgments, good with advocating needs to educational, state and law authorities	6/26/2023 3:05 PM
1402	In my opinion, our new superintendent should have an EXTENSIVE background in PUBLIC education. Someone we can trust and rely on to fight for GCS students and staff!!!	6/26/2023 3:05 PM
1403	Don't jump the decision! Also, look outside, but focus more inward- WHO in GCS is already known to be a flexible, empathetic educator that has worn some of the hats we have to offer? Who has proven to be a problem solver? Select a candidate who KEEPS THE FOCUS ON KIDS!	6/26/2023 3:05 PM

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1404	A candidate that is concerned about matters from the bottom to the top. The top is unstable without a solid foundation.	6/26/2023 3:05 PM
1405	Someone who has been a classroom teacher, administrator, worked at various jobs within the county office of their district and is familiar with the demographics of Gaston County or a county with similar demographics.	6/26/2023 3:05 PM
1406	Ask their Vision for GCS Arts Programs	6/26/2023 3:04 PM
1407	Employee representative on the interview team-knowing the person wouldn't have any "voting" power for someone but the board would listen in the conversation.	6/26/2023 3:03 PM
1408	A focus on instruction with a mission/vision on how to move the district in a positive direction in student achievement. We need a visionary who focuses on improvement and not simply a trailblazer.	6/26/2023 3:03 PM
1409	Please do not get anyone from Charlotte Mecklenburg Schools	6/26/2023 3:03 PM
1410	The person selected should have experience in education and should have been a teacher for at least 5 years.	6/26/2023 3:03 PM
1411	Experience and ability to step into role quickly and efficiently	6/26/2023 3:02 PM
1412	Someone that has the best interests of our county at heart. This includes admin, staff, teachers and most of all the kids.	6/26/2023 3:02 PM
1413	Previous experience of the candidate and their plans and projections for moving the county forward	6/26/2023 3:02 PM
1414	I feel as a district, we should be focused on equal pay for teachers.	6/26/2023 3:02 PM
1415	Please look for someone who is in tune with local businesses and the community as a whole. Strong partnerships in both areas provide numerous opportunities to our students and staff.	6/26/2023 3:02 PM
1416	I would like to know their perspective on diversifying the local school board to include people from different ethic, cultural and professional backgrounds.	6/26/2023 3:02 PM
1417	N/A	6/26/2023 3:01 PM
1418	Be open to all candidates.	6/26/2023 3:01 PM
1419	Consider that graduation rates mean nothing if a graduating student can't read, does not have basic skills, and hasn't been properly prepared to enter the work force or to continue his/her education. Quality is far more important than quantity.	6/26/2023 3:01 PM
1420	Staff oriented. Happy staff means better quality of education and higher retention of educators	6/26/2023 3:00 PM
1421	We need someone reliable, and who will jump into any position to help when there is a need.	6/26/2023 3:00 PM
1422	Competence and knowledge	6/26/2023 3:00 PM
1423	Someone from outside of the district with significant experience in working in a growing diverse district.	6/26/2023 3:00 PM
1424	How to support title 1 schools and families.	6/26/2023 2:59 PM
1425	Qualifications above all. Relationship building with staff	6/26/2023 2:59 PM
1426	Please consider a candidate who has teaching and curriculum experience. Please also consider someone who understands our need to fill open positions and reduce the overload on current staff, in ALL departments.	6/26/2023 2:59 PM
1427	Need to have been a teacher and administrator. Utmost importance!	6/26/2023 2:58 PM
1428	Budget/Finances. Invest time and energy into principal leadership. What does that look like for the candidate.	6/26/2023 2:58 PM
1429	Being a well-rounded person. We need a person that understands teaching and that has been in the profession.	6/26/2023 2:58 PM
1430	How they would handle a principal that bullies students with learning disabilities and uses scare tactics on students to pass an assignment?	6/26/2023 2:58 PM

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1431	I think the Board should make sure they select a candidate that is approachable for students, parents, and staff.	6/26/2023 2:58 PM
1432	Focus on children's mental health and peer programs to decrease bullying	6/26/2023 2:57 PM
1433	Na	6/26/2023 2:57 PM
1434	Someone who has worked as a superintendent before or closely with another superintendent	6/26/2023 2:57 PM
1435	the best candidate, not the best person for a political reason	6/26/2023 2:57 PM
1436	They must have a desire to protect and teach students. They must believe in holding teachers, students and parents accountable. It truly takes a village to raise a student.	6/26/2023 2:57 PM
1437	Honest and transparent individual.	6/26/2023 2:57 PM
1438	Positions the candidate has held that will help prepare him/her to lead Gaston County Schools.	6/26/2023 2:57 PM
1439	To hire someone with an Education background	6/26/2023 2:56 PM
1440	Is the candidate open to school staff town hall meetings... candidate needs to be a strong listener due to staff feeling their questions and concerns have been ignored.	6/26/2023 2:56 PM
1441	Classroom experience counts more to me than administrative experience. It's a matter of classroom reality vs. administrative or bureaucratic ideal. Do they understand what teachers need to do their jobs effectively?	6/26/2023 2:56 PM
1442	Someone that is willing to make changes to make education the best it can be for our Kid!	6/26/2023 2:56 PM
1443	Nothing	6/26/2023 2:56 PM
1444	We need more diverse representation on the board. You should actively seek out diverse candidates.	6/26/2023 2:56 PM
1445	A candidate who embodies diversity, equity, and inclusion.	6/26/2023 2:56 PM
1446	That the new superintendent understands the diverse needs of Gaston County Schools and that there is no one size fits all approach for solving problems, providing funding, or resources.	6/26/2023 2:55 PM
1447	Diversity - it's time for female leadership	6/26/2023 2:55 PM
1448	If the new superintendent can make decisions based on what is best for the staff and students of Gaston County Schools, regardless of his/her own political beliefs or leanings.	6/26/2023 2:55 PM
1449	Someone with vision to improve the district at all levels.	6/26/2023 2:55 PM
1450	How well will they deal with the diversity that is present in the district - wide income levels, different cultures, respect for communities.	6/26/2023 2:54 PM
1451	Is this person going to be a person of change and a true representative of Gaston County Schools and its future?	6/26/2023 2:54 PM
1452	Willingness to commit to a long term tenure.	6/26/2023 2:54 PM
1453	Professional background	6/26/2023 2:54 PM
1454	I believe a non-native would be preferable in order to address curriculum, building investment, teacher salaries, additional support for schools with special needs.	6/26/2023 2:54 PM
1455	It's not about the pay he will receive! It's about his ability to do the job!	6/26/2023 2:54 PM
1456	Does the candidate have a desire and strong dedication not only to public education but to the uplifting of the future citizens of Gaston County? When the candidate reflects on the 30k students within the system, do they see individual people who will become adults and need to function within society or do they see numbers that can be translated into data-driven results? Does the candidate recognize the current trends in society facing the education workforce and have a clear vision (or at least an idea) on how to combat these challenges as they apply to Gaston County Schools? Is the candidate prepared to take on the burden and responsibility of the livelihoods of the 4k employees within the system?	6/26/2023 2:54 PM
1457	empathy,listener	6/26/2023 2:54 PM
1458	Go by the rules as everyone else	6/26/2023 2:53 PM

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1459	It's crucial for this person to have a strong history in academia. I would ideally like this person to have goals of finding a better school/life balance for kids. I would love a person that takes parental concerns into consideration when making decisions about their kids.	6/26/2023 2:53 PM
1460	Innovative thinking, problem solving techniques	6/26/2023 2:52 PM
1461	Someone who wants to be here for a while	6/26/2023 2:52 PM
1462	How the new superintendent will help employee morale after dealing with COVID and payroll issues	6/26/2023 2:52 PM
1463	What is their experience? It is helpful when the Superintendent has actual classroom experience. He/she is more likely to understand what teachers and administrators may experience in our schools. Business sense is great, but it does not make up for the fact that unless you have been in our shoes, one doesn't understand the wide array of things staff do in a school on a daily basis.	6/26/2023 2:52 PM
1464	Experience	6/26/2023 2:51 PM
1465	Support of school staff is most important to keep Gaston County schools strong and improving. I'm less interested in a superintendent who caters to parents and special interests. If three superintendents support our teachers and school staff and listen to their needs/ ideas, there will be results with the students. Care for the people leads to improvements in performance.	6/26/2023 2:51 PM
1466	Cultural competency, ability to lead a changing environment in an inclusive manner.	6/26/2023 2:51 PM
1467	1. Experience 2. Vision for GCS 3. Competitive pay for teachers and staff	6/26/2023 2:51 PM
1468	Will the new superintendent be able to create a vision that others would want to follow? What does that look like, not scripturally, but in an unconventional way? How will he/she carry our district into being the top district in the state?	6/26/2023 2:51 PM
1469	Knowledge of Gaston County and familiarity with the community. Additionally, having a solid understanding of instruction as well as being able to find a balance between meeting the overall needs of students and treating the district as a business.	6/26/2023 2:51 PM
1470	Please find someone who has been a classroom teacher before, preferably for at least three to five years. Please find someone who is not a walking controversy. Bilingual English/Spanish would be a bonus, but please make sure their accent is easily understandable and their English skills, written and oral, are exceptional. Please don't pick someone just because they have a flashy resume. Please don't pick someone who is younger than most of the teachers/admin/staff. Please don't pick someone just for the sake of diversity.	6/26/2023 2:51 PM
1471	The aspect on their outlook for the county's future	6/26/2023 2:50 PM
1472	Ensuring they have experience with many types of communities and differing abilities	6/26/2023 2:50 PM
1473	Is the new candidate willing to not only hear our concerns but stay long enough to see them through.	6/26/2023 2:50 PM
1474	Someone willing to make changes and ensure that accountability will be held at all levels within the district.	6/26/2023 2:50 PM
1475	How will they address the items listed in previous question	6/26/2023 2:50 PM
1476	Consider what the person has accomplished in his/her life. Will they push for improvements that will really work? Will this candidate let obstacles hinder their way? Do they have GRIT and determination?	6/26/2023 2:50 PM
1477	Please look for someone who is NOT part of the Gaston County "Good Old Boys" network that has led us here, with an unprecedented employee shortage, embarrassing media coverage of the district's financial failures, declining test scores, as well as a dwindling student population as parents seek better options than GCS.	6/26/2023 2:50 PM
1478	Works to serve for the success of students and staff	6/26/2023 2:49 PM
1479	Hire someone based on past success, not race or gender.	6/26/2023 2:49 PM
1480	Ensure the individual is fair to all races, economic status and has a proven track record of integrity.	6/26/2023 2:49 PM

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1481	1)Someone who is not going to be influenced or cave to county commissioners who do not run the school system. 2) Someone who expects schools board to support him and teachers/staff and push back on political agendas of the school board.	6/26/2023 2:49 PM
1482	Honest, Transparent and Safety of our schools	6/26/2023 2:49 PM
1483	Making sure that their main goal is the educational basics and fundamentals for all students. Getting back to making the "3R's" a focal priority.	6/26/2023 2:49 PM
1484	Unsure	6/26/2023 2:48 PM
1485	Open to new idea Do not give in to the fear of political mess	6/26/2023 2:48 PM
1486	Keep an open mind and dont be afraid to take a chance	6/26/2023 2:48 PM
1487	Someone who will do the right thing for GCS, even if others and maybe some board members don't agree with.	6/26/2023 2:48 PM
1488	Unsure	6/26/2023 2:48 PM
1489	Selecting someone who is transparent and willing to communicate directly with parents, students, and staff. (Check out the way [REDACTED] styles [REDACTED] social media posts - it's very upfront and honest)	6/26/2023 2:48 PM
1490	Honesty and knowledgeable	6/26/2023 2:48 PM
1491	Do not hire anyone [REDACTED]	6/26/2023 2:48 PM
1492	Diversity	6/26/2023 2:47 PM
1493	Someone is for the students and their education.	6/26/2023 2:47 PM
1494	Must have full support of teachers and school administrators.	6/26/2023 2:47 PM
1495	1. How would the new superintendent fix payroll issues and how would they plan to recover from the mass exit of teachers and support staff that is a direct effect OF the payroll issues.	6/26/2023 2:47 PM
1496	Need someone [REDACTED]	6/26/2023 2:47 PM
1497	All of the questions that I have answered on this survey.	6/26/2023 2:47 PM
1498	Just that he/she is personable and cares.	6/26/2023 2:47 PM
1499	Whether this person is passionate about public education or if they're just another self absorbed ladder climber.	6/26/2023 2:47 PM
1500	Take the time to find the right person, don't be biased in regards to appearance, ethnicity, or gender Look at what the person brings to the table.	6/26/2023 2:46 PM
1501	Does this person have the best interests of faculty and staff in mind	6/26/2023 2:46 PM
1502	Does the person have prior experience in a school setting?	6/26/2023 2:46 PM
1503	How are you different than what we've had previously?	6/26/2023 2:46 PM
1504	Philosophical belief about how people learn	6/26/2023 2:46 PM
1505	The same thing as above!	6/26/2023 2:46 PM
1506	Inclusivity Advocate for public schools	6/26/2023 2:46 PM
1507	Making sure the applicant is a visionary, multi-skilled, communicative and committed.	6/26/2023 2:46 PM
1508	Local	6/26/2023 2:45 PM
1509	That they fully support teachers.	6/26/2023 2:45 PM
1510	Background in education is a must!	6/26/2023 2:45 PM
1511	Has legitimate classroom experience. Considers the needs of teachers, staff, and students; and will delegate authority appropriately.	6/26/2023 2:45 PM
1512	Our district has been through a lot of strife in the past 5 years; therefore, we need a superintendent with positive vision and ability to implement changes in order to lift up students,	6/26/2023 2:45 PM

Gaston County Schools Board of Education Superintendent Search Survey

families and employees.

1513	Doesn't necessarily want to change everything and implement many new things but if he/she does then let the staff get used to it before the implementation changes. Listen to teachers to see what THEY like since they are the ones using new things.	6/26/2023 2:45 PM
1514	Someone who has experience in a classroom and knows what a teacher experiences	6/26/2023 2:45 PM
1515	Make sure that they have the skills to do the job and do it right.	6/26/2023 2:44 PM
1516	Make sure he or she is not a liberal.	6/26/2023 2:44 PM
1517	Competency and transparency	6/26/2023 2:44 PM
1518	Someone who has taught in a classroom.	6/26/2023 2:44 PM
1519	It is imperative that the candidate has spent time in classrooms as a teacher. Teachers and principals need the support of someone who understands.	6/26/2023 2:44 PM
1520	Is the candidate a former educator? If not, he or she is not qualified for the job. How can you lead others when you have never walked in their shoes?	6/26/2023 2:44 PM
1521	The new superintendent should have classroom experience	6/26/2023 2:43 PM
1522	No political agenda	6/26/2023 2:43 PM
1523	The person that is hired should be at least neutral political or "social change" ideology. Under no circumstances will Gaston county residents put up with a "woke" school system. Remind the candidates that this is not NYC or LA.	6/26/2023 2:43 PM
1524	Please consider that leading an educational organization like a school district should require the leader to be well-educated in the subject of education. It is not enough to be a business leader.	6/26/2023 2:43 PM
1525	Ability to have consistency across all departments	6/26/2023 2:43 PM
1526	Why is Gaston County somewhere they want to work?	6/26/2023 2:43 PM
1527	We need someone with classroom experience. Someone who understands what employees need to be successful.	6/26/2023 2:43 PM
1528	EXPERIENCE AS AN EDUCATOR.	6/26/2023 2:43 PM
1529	Making sure he is Culturally Competent and knowledgeable about our population of students with Special Needs.	6/26/2023 2:43 PM
1530	How will parents be involved and what special events will gaston county hold for community?	6/26/2023 2:42 PM
1531	Diversity and doesn't negotiate with parental terrorists	6/26/2023 2:42 PM
1532	Please choose someone approachable and willing to listen to the people in school buildings.	6/26/2023 2:42 PM
1533	Compassionate	6/26/2023 2:42 PM
1534	Advocate for our teachers and our children are going to be in an issue if we do not have teachers to teach our children. This field of professions will continue to decrease if the pay and benefits do not stay competitive, it cost too much for a 4 year education degree to come out and make what teachers make to make the impact they do in students lives.	6/26/2023 2:42 PM
1535	Stop doing it the way it's always been done, looking for a good ol boy yes man	6/26/2023 2:42 PM
1536	Think about the county and what would be best for the workers, students, and communities	6/26/2023 2:42 PM
1537	Experience in classroom, then principal then In administration. Valuable to know how all levels work and what they experience on a daily basis.	6/26/2023 2:42 PM
1538	I would like to see a superintendent that will come in classrooms and participate with students and teachers. This person doesn't need to walk around with cameras and other people. Come volunteer or sub in classrooms. See what is actually being taught and what is asked of students and teachers daily. Come participate in PLC meetings. I would like to see the new superintendent be willing to perform any job in the school if necessary.	6/26/2023 2:42 PM
1539	The importance they place on truly making a difference in education, rather than accepting	6/26/2023 2:42 PM

Gaston County Schools Board of Education Superintendent Search Survey

things being done the way they have always been.

1540	Caring honestly about the employees [REDACTED]	6/26/2023 2:42 PM
1541	Someone with lots of experience and knowledge about being a superintendent	6/26/2023 2:41 PM
1542	To make sure they are taking this job serious	6/26/2023 2:41 PM
1543	Does this person have children of their own and do they understand the vital role that it takes to manage Gaston County.	6/26/2023 2:41 PM
1544	personality	6/26/2023 2:41 PM
1545	Nothing	6/26/2023 2:41 PM
1546	Be open to different education backgrounds but focus on people who have been in the classroom. It is far forgotten on what it is like to be a teacher.	6/26/2023 2:41 PM
1547	Importance of athletics in learning life lessons	6/26/2023 2:41 PM
1548	What it really takes to lead a school district. Yes, it's a hard job. There is a person out there to do it.	6/26/2023 2:41 PM
1549	Previous experience within demographic area such as ours.	6/26/2023 2:41 PM
1550	Please find someone with a strong/long background in the education system, with experience as a teacher and administrator	6/26/2023 2:41 PM
1551	Someone outside the current county leadership.	6/26/2023 2:41 PM
1552	Being a resident of Gaston	6/26/2023 2:40 PM
1553	Ways in which the candidate builds capacity within the field of education	6/26/2023 2:40 PM
1554	Military experience.	6/26/2023 2:40 PM
1555	Previous classroom experience	6/26/2023 2:40 PM
1556	Do they already have the qualifications (degrees) they need to be successful? We need a fresh start from someone who does not have any ties to our district or community. This person needs a background in education and has spent time as a classroom teacher.	6/26/2023 2:40 PM
1557	.	6/26/2023 2:39 PM
1558	This person needs to be available to all employees	6/26/2023 2:39 PM
1559	Teacher pay	6/26/2023 2:39 PM
1560	They need to have an education background.	6/26/2023 2:39 PM
1561	experience in the school setting is an absolute must.	6/26/2023 2:39 PM
1562	Prior experience in the classroom and school setting	6/26/2023 2:39 PM
1563	The teachers opinion	6/26/2023 2:39 PM
1564	I want the board to be open to female and male candidates.	6/26/2023 2:39 PM
1565	Someone with more than a financial background	6/26/2023 2:39 PM
1566	Committed to his Job	6/26/2023 2:38 PM
1567	Success track record with better prior school counties, leadership & knowledge in education	6/26/2023 2:38 PM
1568	View on removing books, teachers, and material based on small number of parent concerns.	6/26/2023 2:38 PM
1569	Are you willing to clean up the mess and help our reputation even if it means changing roles of personnel?	6/26/2023 2:38 PM
1570	Someone who understands each school is unique and a one size fits all does not always work	6/26/2023 2:38 PM
1571	Be open minded Remember that GCS doesn't have to follow other school districts	6/26/2023 2:38 PM
1572	Needs to be the type who actually focuses on leading the school system and pays attention to issues which have arisen since COVID.	6/26/2023 2:38 PM

Gaston County Schools Board of Education Superintendent Search Survey

1573	Do they have an educational background? Their vision for the county	6/26/2023 2:38 PM
1574	proper past experience.	6/26/2023 2:37 PM
1575	Experience doing the job	6/26/2023 2:37 PM
1576	Always be resilient. Make sure that the person you are interviewing the person who, not only is respectful, someone who is very big on change for the better. Someone who is supporting the frontline (teachers).	6/26/2023 2:37 PM
1577	No child left behind	6/26/2023 2:36 PM
1578	That he/she will be transparent, willing to talk to/listen to school staff, school safety for staff and students. More mental health available for all students and staff. It took too long to get our new payroll system worked out. I understand there may be Covid money left that was not dispersed. That should be dispersed for ALL classrooms (Pre-k through 12th grade) to use in the classroom. More frequent cleaning of duct work and filter changing in classrooms. Soap dispensers should always be able to be refilled as well as paper towel holders. More visible in all the schools so all students and teachers know who you are.	6/26/2023 2:29 PM
1579	Good command of updated skills Clear understanding of diverse communities and schools Ability to make decisions that impact students	6/26/2023 2:16 PM
1580	Just pick the best person for the job	6/26/2023 2:12 PM
1581	I think it would be best if the person was a teacher or principal. Someone that understands what teachers go thru and need to provide a thriving environment. And someone that is innovative in finding ways to make changes and not just because focus on testing.	6/26/2023 2:05 PM
1582	As a parent - someone willing to stand up to the state and recognize that our education system in this country is broken and provide some fresh guidance. As someone working within the county, Teachers are super important and should be respected and paid better for what they have to deal with, but so are the support staff. Support staff shouldn't be ignored and should be recognized for the work they do as well	6/26/2023 2:01 PM
1583	His or Her previous role in the education system. Were they a teacher or principal or have or had children attend public school.	6/26/2023 1:56 PM
1584	██████████ would be an amazing superintendent for GCS! Please make certain that the superintendent has been involved in many areas of public education previously (been a teacher, an assistant principal, a principal, etc.). You can NOT effectively run a school system if you have not been ingrained in the public school system from many different perspectives. It should not be run solely as a business. A school is very unique but at the heart of every decision should be what is best for students' education. This comes from experience in public schools and from listening to educators, administrators, research, community needs, etc--NOT from listening to parents.	6/26/2023 1:53 PM
1585	Bring Gaston County out of the dark ages	6/26/2023 1:49 PM
1586	Someone who has HISTORY of lower level such as teaching in a public school classroom	6/26/2023 1:27 PM
1587	I don't trust the Board to hire what we need. The board has shown time and time again that they don't understand the community they are supposed to work for, they don't understand what these students need and they are clueless about true issues in the schools. Maybe consider hiring someone less like most of the GC board members. That's a good start.	6/26/2023 1:14 PM
1588	Educational background (needs to have been a teacher or principal to understand what happens in schools) Talk to past co-workers	6/26/2023 1:14 PM
1589	Include a teacher and a principal on the committee so they can dis cuss the true needs in the schools on the ground level. Ask about financial waste in operations.	6/26/2023 12:54 PM
1590	Someone with an extensive background in EDUCATION!!	6/26/2023 12:14 PM
1591	Checks and balances, how will things in the district be handeled. The top must know whats going on from the cleaning of schools to teaching of kids. Alll students need to be represented, no more doing that way because its always been done that way	6/26/2023 11:58 AM
1592	Payroll issues that have been swept under the rug for almost 2 years	6/26/2023 11:52 AM

Gaston County Schools Board of Education Superintendent Search Survey

1593	The main consideration should always be the students of Gaston County; the superintendent's primary concern should always be the students of Gaston County and how their educational needs and goals can best be met.	6/26/2023 11:42 AM
1594	The superintendent should have atleast 10 years as a PUBLIC SCHOOL TEACHER.	6/26/2023 11:31 AM
1595	The person being considered as a whole, not just someone with an impressive resume	6/26/2023 10:40 AM
1596	A superintendent who thinks "outside the box" and brings new ideas to the school district.	6/26/2023 10:29 AM
1597	Someone who is willing to make necessary changes without being swayed by culture and knows how to use common sense.	6/26/2023 10:01 AM
1598	N/A	6/26/2023 9:56 AM
1599	Knowledge of education system Vision for building more supports for staff and students Ideas for retaining staff	6/26/2023 9:44 AM
1600	Diversity. Move away from the Good Ole Boy mentality when hiring. Look at someone with the skill set to serve all students of GCS regardless of economic, social, or racial background.	6/26/2023 9:33 AM
1601	Have they ever TAUGHT a tested subject in a NC public school? If so, for how long?	6/26/2023 8:49 AM
1602	To hire someone that has an education background. If they have never worked in a school, how can they not what a school system needs to be successful	6/26/2023 8:45 AM
1603	Leadership experience in the classroom and at the administrative levels.	6/26/2023 8:40 AM
1604	I believe we need fresh eyes in GCS. They should also have relevant public education experience so they have an idea what teaches go through.	6/26/2023 8:03 AM
1605	Proven track record with documented evidence	6/26/2023 8:02 AM
1606	How would you advocate for the minorities?	6/26/2023 7:51 AM
1607	Finding a candidate that appreciates and supports all employee's.....	6/26/2023 7:51 AM
1608	Finding someone who will not bow down to community pressures and who will fight with County leaders to raise the level of compensation to at least state averages. Additionally someone that looks to retain good teachers (employees) that have 20 - 25+ years of service.	6/26/2023 7:20 AM
1609	Was the candidate a classroom teacher or did they work in a public school for any length or time. If effective education of students is a priority, then only candidates with at least some experience working at the school level in public schools should be considered.	6/26/2023 7:11 AM
1610	If they are willing to make a change in favor of teachers.	6/26/2023 7:02 AM
1611	Most experienced candidate regardless of color, etc	6/26/2023 6:38 AM
1612	Be open-minded. Choose a qualified candidate based on his or her track record without bias while focusing on what is BEST for everyone without the need to be a people pleaser. Stand firm and do NOT be afraid to tackle the uncomfortable.	6/25/2023 11:40 PM
1613	Hire a Gaston county native who cares about our community.	6/25/2023 11:34 PM
1614	Find someone who has lots of experience in the classroom as a teacher and as a principal	6/25/2023 10:34 PM
1615	It is critical that whomever is considered should have had experience in various positions in education to have a true understanding of what assistants, teachers, assistant principals, principals, and all other support staff do.	6/25/2023 10:33 PM
1616	Someone who doesn't bring religion and extremism to the mix. Open to all children and all books.	6/25/2023 9:43 PM
1617	To look for someone who has spent time inside a classroom so they can relate to teachers	6/25/2023 9:25 PM
1618	Candidate's ability to relate to diverse community and focus on leading the district in addressing academic needs of all students and recognize the importance of meeting the mental health/social-emotional needs of students and staff.	6/25/2023 8:41 PM
1619	Do not follow big cities like Charlotte and worry about being "innovative". Continue to stay the course GCS is on.	6/25/2023 8:00 PM

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1620	Experience in school systems.	6/25/2023 7:43 PM
1621	A new discipline policy/ or expanding the current for high school students regarding OSS to improve classroom learning and teaching environment	6/25/2023 7:24 PM
1622	I feel that it is important that they next superintendent have a background in education	6/25/2023 7:12 PM
1623	1. Previous educational accomplishments addressing critical thinking skills. 2. Will they be a great fit for our team or will this position be a stepping stone? 2. Track record of Staff and Community engagement.	6/25/2023 7:11 PM
1624	Parents & kids first...	6/25/2023 6:34 PM
1625	How they will improve staff moral and student achievement.	6/25/2023 5:38 PM
1626	Curriculum	6/25/2023 3:35 PM
1627	Please consider our new superintendent who will lead with integrity, moral values, and boldness to expect our students to be taught reading, math, science, history, etc without infiltration of topics more appropriate to be discussed by parents/guardians at home.	6/25/2023 3:29 PM
1628	Experience as a superintendent in a large suburban county	6/25/2023 1:35 PM
1629	The highest qualified candidate	6/25/2023 1:24 PM
1630	His passion for student and teachers needs	6/25/2023 10:45 AM
1631	someone who has going to make school safe and a true learning experience for students. stern and no tolerance level	6/25/2023 10:43 AM
1632	Their experience as a parent of students, for them to be able to see things from a parent's perspective.	6/25/2023 8:46 AM
1633	Focus on someone who wants to encourage a love for learning, not on end of year scores	6/25/2023 8:34 AM
1634	What is your stance on letting teachers give input and you applying that to your changes?	6/25/2023 2:11 AM
1635	Be a person of faith.	6/24/2023 11:14 PM
1636	Background! The superintendent should have some sort of background in education-teacher/admin	6/24/2023 10:28 PM
1637	Think outside the box	6/24/2023 10:01 PM
1638	Background working within a school system. Reasons for leaving past job.	6/24/2023 9:28 PM
1639	Experience in education	6/24/2023 9:10 PM
1640	Someone that's had prior experience as a teacher and also a school principal	6/24/2023 9:08 PM
1641	Someone who has had experience in the classroom and/or in a school setting	6/24/2023 8:59 PM
1642	How much they value all school district employees and the support they give for critical curriculum for the students	6/24/2023 7:35 PM
1643	Please consider a candidate that has had 5+ years teaching experience.	6/24/2023 7:20 PM
1644	Willing to meet finance issues head on and correct all problems with clear communication to employees.	6/24/2023 7:20 PM
1645	We need someone who is ready to move learning forward for the students we have, rather than the students we used to have or wish we had. All students deserve a highly qualified teacher ready to set high expectations, in a culturally responsive classroom.	6/24/2023 7:03 PM
1646	Staff was hurt by payroll incident. How to fix and maintain trust	6/24/2023 6:52 PM
1647	Strong family values that are traditional	6/24/2023 5:53 PM
1648	Please focus less on a politician and more on someone who will take care of our students and staff. [REDACTED] It caused animosity within the district.	6/24/2023 5:52 PM
1649	Make sure their values are Christian based.	6/24/2023 4:46 PM

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1650	Choose someone who is from a metropolitan city. We need modern leadership.	6/24/2023 4:38 PM
1651	Experience is the most important part and be approachable	6/24/2023 3:54 PM
1652	Person is honest and full of integrity	6/24/2023 3:54 PM
1653	Consider going outside the norm.. consider younger with fresher ideas	6/24/2023 3:24 PM
1654	Finding someone who will actually listen and work with all school personnel.	6/24/2023 3:06 PM
1655	Outside the district. Let's try someone with fresh eyes	6/24/2023 2:58 PM
1656	Have they spent time teaching and being a school administrator.	6/24/2023 1:24 PM
1657	Look outside of the school district and focus on finding someone who has been a superintendent (not just an assistant/deputy superintendent) in a district similar to GCS. We need fresh ideas, therefore looking outside the district for an experienced candidate would easier allow for changes to be made rather than following the status quo. Change is always good.	6/24/2023 12:26 PM
1658	Find someone who has experience in various educational settings- teacher, administrator, district office, etc. Also, while building new schools is great, search for someone who has more of a focus on quality instruction. A nice building with low morale doesn't get the job done at the end of the day. A leader who knows how to treat personnel with respect and empower them to achieve to their full potential as educators.	6/24/2023 12:19 PM
1659	NO wokeness at all. Conservative Christian Values would be very helpful Someone who is determined to make a difference in our community	6/24/2023 12:16 PM
1660	Do they have 10+ years of classroom or in-school experience?	6/24/2023 12:07 PM
1661	1. Former educator 2. Understand the diversity of our county and not just focus on "looking good" 3. What can the candidate bring to our county that will unite staff, employees and community? Too much negativity currently on all levels.	6/24/2023 12:06 PM
1662	Make sure he/she knows how important payroll issues are to all employees. The payroll issues should have been taken care of immediately. Someone should have been brought in to fix issues as soon as it started happening.	6/24/2023 11:58 AM
1663	Do not consider candidates from ultra-liberal school districts.	6/24/2023 11:49 AM
1664	Someone who understands parent needs but doesn't sacrifice employee dignity and will support teachers and discipline in the schools. [REDACTED] is so worried about ending up in the news. The amount of disrespect from students parents and administration toward all school employees is appalling. We talk about accountability. When will the students and parents be accountable for their apathy and lack of effort.	6/24/2023 11:28 AM
1665	Their ability to make the needed changes quickly and appropriately.	6/24/2023 10:17 AM
1666	Our public school systems are at a critical point. We can't afford to continue to lose great teachers to surrounding counties. When interviewing candidates, please ask them what ideas they have for retaining teachers and fully staffing our schools.	6/24/2023 9:25 AM
1667	Someone who is interested in making our students well rounded individuals, academics are great but students excell far beyond expectations when there are non-academic outlets supported and encouraged ... ie arts, sports, outside of class activities)	6/24/2023 9:16 AM
1668	I would like them to consider looking for a candidate who does not have their own agenda, but takes advice and opinions into consideration. It's not always about "Trusting the Process." Sometimes the process needs to be reworked.	6/24/2023 9:14 AM
1669	Will they visit our schools, especially Title 1 schools, or just high performing schools?	6/24/2023 8:49 AM
1670	Sex education philosophy Gender sports stand on Trans Historical facts taught-no deletion	6/24/2023 8:47 AM
1671	Experience for this district Support for the staff and students	6/24/2023 8:46 AM
1672	Being open to having all classes video taped similar to police officers have to wear video cameras.	6/24/2023 8:08 AM
1673	That person's faith in God.	6/24/2023 8:08 AM

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1674	.	6/24/2023 7:55 AM
1675	Someone whose agenda is transparent and inclusive of varying viewpoints and can stay focused on the goals of student achievement instead of culture wars.	6/24/2023 7:19 AM
1676	Many things can be learned about education. But...a leader who can get the right administration in the schools is key.	6/23/2023 11:51 PM
1677	Someone who is a leader who has been in classroom and an administrator that has proven they are leaders.	6/23/2023 11:37 PM
1678	Someone who values the importance of public education and equal opportunity for all students to receive it. Someone who values teachers and their worth to our school system	6/23/2023 10:49 PM
1679	Vision of candidate for our schools. Honesty and truthfulness and can follow the vision of the school board. Vast educational knowledge of candidate	6/23/2023 10:17 PM
1680	Can they make a decision on what programs they chose to use that are appropriate for the setting.	6/23/2023 9:51 PM
1681	Make sure they have a clear and firm plan to implement any change they recommend.	6/23/2023 9:50 PM
1682	Finding a natural born leader not just credentials on paper.	6/23/2023 8:59 PM
1683	Unsure	6/23/2023 8:22 PM
1684	Their ability to look and follow when needed	6/23/2023 8:18 PM
1685	Track record	6/23/2023 8:04 PM
1686	The new Superintendent should have worked their way up in public education to know what it's like to work in a classroom/school building.	6/23/2023 7:35 PM
1687	<p>Experience in leadership. I value educational leadership less than showing specific change management experience. With recent departures we have a rare and precious chance to start fresh and should make certain people in positions of senior leadership are most attuned to leading and shifting mindsets to positive, efficient, and impactful ones. There's an element of "the Gaston County way" that exists despite the passage of time and changes in leadership because past senior leaders haven't expected research-driven, proven methods of far-reaching change.</p> <p>[REDACTED]</p> <p>This has resulted in the departure of exactly that type of talent from those departments. I want someone who can come in and do things the proven way whether that matches the status quo or not.</p>	6/23/2023 7:21 PM
1688	1. This person needs to fix our finances 2. Think creatively to keep good teachers in every school	6/23/2023 7:13 PM
1689	We need someone who is going to encourage and fight to keep teachers around. We have lost a lot of teachers to other professions, districts, etc...talk to teachers and find out why	6/23/2023 7:02 PM
1690	It is important that the new superintendent demonstrates a history of compassion as well as management skills.	6/23/2023 6:35 PM
1691	unsure	6/23/2023 6:34 PM
1692	I would like the board to consider a fresh new candidate that best benefits all schools, staff, students and families and not base it on personal biases.	6/23/2023 6:12 PM
1693	Find someone who advocates for public schools and who is not afraid to help convince the NC Legislature that they need to invest in Teacher pay and benefits before we lose all of the good teachers we have to neighboring states.	6/23/2023 5:58 PM
1694	Previous experience and qualifications.	6/23/2023 5:52 PM
1695	Past experiences	6/23/2023 5:28 PM
1696	That they have a strong background in EC and special populations.	6/23/2023 5:17 PM
1697	Does the person believe that art and music should play a critical role in the district? Why don't we have an orchestra program like every neighboring community?	6/23/2023 5:07 PM

Gaston County Schools Board of Education Superintendent Search Survey

1698	Finding a candidate that can implement and communicate a clear vision for the district. A person who is a champion for students and teachers.	6/23/2023 4:58 PM
1699	that the candidate has a team approach to problem solving and can bring with him/her a balanced team to solve the problems in the system	6/23/2023 4:54 PM
1700	Drive, energy, passion. This county needs to put education first for a change. We should not be concentrating on graduation rates but the instead the quality of the education that we offer. Discipline is out of control in the schools and is affecting the ability of the staff to provide a safe and productive environment.	6/23/2023 4:48 PM
1701	Na	6/23/2023 4:34 PM
1702	Consider someone with actual teaching experience who knows what it's really like to be in a classroom	6/23/2023 4:33 PM
1703	Willingness to listen to and support teachers. Willingness to support assisting teachers to collaborate with other teachers and parents.	6/23/2023 4:31 PM
1704	Will the superintendent allow curriculum to be decided on by the classroom teachers. Right now teachers are told what to teach and how to teach it. Will the superintendent back Principals and Teachers with severe and repetitive discipline issues. Will the superintendent keep Teachers in the classroom and not take them out of the classroom for unnecessary staff development and curriculum planning.	6/23/2023 4:06 PM
1705	Someone who has a strong background in education over the business model.	6/23/2023 4:02 PM
1706	Someone who is a lifelong educator and not a business person	6/23/2023 3:49 PM
1707	The vision for this district and skill sets needed to help us get there.	6/23/2023 3:47 PM
1708	If they truly want what is best for the kids.	6/23/2023 3:01 PM
1709	A strong ethical candidate that will care about the students learning.	6/23/2023 2:58 PM
1710	Somebody personable and is invested in the district and community	6/23/2023 2:53 PM
1711	Look at how this person will support learning for all students. Look at how this person will approach discipline with challenging students who disrupt the classroom so badly that no one in the room can learn.	6/23/2023 2:33 PM
1712	Their experience in public education.	6/23/2023 2:29 PM
1713	Always being positive.	6/23/2023 2:26 PM
1714	EXPERIENCE as a successful superintendent	6/23/2023 2:04 PM
1715	Their vision for what makes an effective school	6/23/2023 2:03 PM
1716	Someone who see the needs of the schools and teachers. A person who knows how be a team player and uses the input of other to build a successful educational program.	6/23/2023 1:52 PM
1717	Keep politics out of this.	6/23/2023 1:51 PM
1718	Getting someone with experience in all aspects of school from teaching up..	6/23/2023 1:45 PM
1719	Ethics. It seems like there is a significant lack of morals [REDACTED]	6/23/2023 1:35 PM
1720	Commitment towards teachers and schools not being a customer service where the parents gets everything they want.	6/23/2023 1:23 PM
1721	Candidate should have proven track record in improving school performance county wide.	6/23/2023 1:21 PM
1722	His/Her record. They must be trustworthy and have a love for the children.	6/23/2023 1:13 PM
1723	Please make sure our new superintendent has a background in education. While certain aspects of a school system require a business mindset, education is NOT a business nor should it be treated like one. We need an educator with educator experience as our new superintendent.	6/23/2023 1:10 PM
1724	The candidate must have a genuine love of kids and understand the importance of every day and the joy of being able to laugh at the days end.	6/23/2023 1:07 PM

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1725	Their experience in a district our size.	6/23/2023 1:00 PM
1726	Who this person is, what they stand for, and if they are going to make a positive impact on the education system here in Gaston county	6/23/2023 12:49 PM
1727	Most importantly, someone who was a classroom teacher and knows the day to day that happens in the classroom. The logistics of a school building.	6/23/2023 12:41 PM
1728	Insure that the new superintendent has at least [REDACTED]	6/23/2023 12:39 PM
1729	Honesty, integrity and a genuine care for the job	6/23/2023 12:35 PM
1730	No answer	6/23/2023 12:22 PM
1731	I feel like that has been covered in the survey.	6/23/2023 12:04 PM
1732	That the person is a Christian!!!!	6/23/2023 11:33 AM
1733	Make sure that academic superiority over other North Carolina Districts is our main goal. And not DEI or a Woke agenda is needed here.	6/23/2023 11:30 AM
1734	Find someone with actual education experience.	6/23/2023 11:20 AM
1735	Hire someone who can think for themselves, isn't afraid of criticism, and can't be bought	6/23/2023 11:19 AM
1736	Experience outweighs a piece of paper (degree). Someone at this level should know what it is like from the bottom of the food chain, all the way to the top. Experience as support staff or teacher can be very beneficial to this position.	6/23/2023 11:07 AM
1737	Education Background	6/23/2023 11:02 AM
1738	Character. Ask why they are choosing GCS and what issues they will address and what is the plan for correction. If it's a current principal, look at how they run their school. Are they losing employees? What are the schools test scores, have they improved true test data, what does their school/community feel about them. Does HR get lots of complaints on them. We need honesty and integrity.	6/23/2023 10:46 AM
1739	Familiar with Gaston County but not part of the current Central Office	6/23/2023 10:22 AM
1740	Candidate must have the goal to implement changes necessary, including firing non performing personnel to improve our education system.	6/23/2023 9:53 AM
1741	Someone who is experienced, kind and yet firm.	6/23/2023 9:46 AM
1742	A visionary	6/23/2023 9:40 AM
1743	Find someone with a backbone. Do not hire anyone who is a sycophant. This county needs a leader who will stand up for what is right, not grandstanding.	6/23/2023 9:40 AM
1744	Please consider all who would be working in the schools that will directly and indirectly be affected by the decisions made. All members of the board must hear the cry of our teachers to fully know how desperate we are in needing support. This is a national problem but the solution starts small with each school district to make the changes so desperately needed.	6/23/2023 9:33 AM
1745	Experience as an educator	6/23/2023 9:33 AM
1746	Think outside the box	6/23/2023 9:30 AM
1747	Knowledge of curriculum, support for teachers, experience of being in the classroom, willingness to be approachable to teachers and parents	6/23/2023 9:20 AM
1748	The candidate vision for the county	6/23/2023 9:11 AM
1749	Problem solving! With the crisis of the teacher pay and other large issues with in our school system we need somebody who will come in and push until the problems are resolved.	6/23/2023 9:09 AM
1750	Prioritize student academic achievement not woke ideology. No CRT	6/23/2023 9:08 AM
1751	If they have teaching experience	6/23/2023 8:53 AM
1752	While higher education has benefits, it does not always make someone the best candidate. There are many people out there without a doctorate that are in fact better leaders with clearer	6/23/2023 8:49 AM

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understanding of what is needed to make a district highly successful. Please look for someone with a genuine passion for teaching and learning to support what is best for teachers and students above all else.

1753	Focus on students and teachers need to improve student performance.	6/23/2023 8:43 AM
1754	The Board needs to find a superintendent who actually cares about the students and staff of Gaston County Schools.	6/23/2023 8:40 AM
1755	Can not think of any at this time.	6/23/2023 8:39 AM
1756	1. Do they have teaching/admin/curriculum experience? 2. Do they have ideas for how retain current employees? 3. Do they have ideas for how to attract new employees?	6/23/2023 8:38 AM
1757	Do not consider traveling career academics with backgrounds in subversive areas of the country especially those recommended by the NEA or DOE. The top candidates should have focus on parental rights, academic achievement and proven methods for both.	6/23/2023 8:38 AM
1758	An understanding of curriculum, teacher challenges in the classroom and the particular challenges that come with our county's demographics.	6/23/2023 8:35 AM
1759	Someone who has worked their way up through a school system. We need someone who truly understands what teachers and school staff go through.	6/23/2023 8:25 AM
1760	Personal integrity and love of children/learning	6/23/2023 8:25 AM
1761	Can they connect and understand the families a Gaston County? Addressing the issue of losing teachers to higher paying districts	6/23/2023 8:24 AM
1762	Advocate for teachers and listen to their concerns. We have lost many good teachers due to frustration with not being heard! Candidate also must be able/willing to think outside the box and be creative in solving problems caused by Covid!	6/23/2023 8:23 AM
1763	Experience in a classroom and school, not someone from the business world. Schools can't run like a business.	6/23/2023 8:12 AM
1764	This person needs to be completely new to Gaston County	6/23/2023 8:05 AM
1765	The level of knowledge, experience, and commitment to public education possessed by each candidate	6/23/2023 8:02 AM
1766	Pressures of staff/expectations beyond the classroom.	6/23/2023 7:52 AM
1767	How well the person can work with staff to improve moral in the system	6/23/2023 7:50 AM
1768	Experience in schools (teaching experience, school administration experience)	6/23/2023 7:46 AM
1769	Someone who is here because they care about our kids and not using this as a political stepping stone.	6/23/2023 7:37 AM
1770	Do Not give position to [REDACTED]	6/23/2023 7:31 AM
1771	Find someone who is fixed on education who is more concerned about what a student learns and is not concerned with pleasing the media, politicians or special interest groups.	6/23/2023 7:27 AM
1772	The new superintendent must have past instructional experience and should be able to talk instruction.	6/23/2023 7:13 AM
1773	We need someone with proven success in education. A strong devotion to & passion for education evidenced by student success. Someone who isn't afraid to hold parents/students accountable for their stake in the education process.	6/23/2023 7:13 AM
1774	Honest and has the teachers back	6/23/2023 7:05 AM
1775	Someone rooted in the 3"R's" Someone not Woke	6/23/2023 7:02 AM
1776	The new superintendent should have experience teaching in a classroom.	6/23/2023 7:00 AM
1777	N/a	6/23/2023 6:56 AM
1778	What strategies do they have for guiding people of opposing views towards mutual respect and practical action	6/23/2023 6:35 AM

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1779	Less social Justice issues and more ways to impact the students in their education.	6/23/2023 6:19 AM
1780	Who will work for students... put politics, financial struggles, and comparisons aside.	6/23/2023 5:58 AM
1781	innovative thinker creative problem solver resourceful	6/23/2023 5:50 AM
1782	Knowledge of education in new society	6/23/2023 4:51 AM
1783	That the candidate understands the people and the area. The candidate needs to have done his or her research.	6/23/2023 3:18 AM
1784	Someone that possibly has a child of their own. This way they know the feeling of wanting to advocate for what is best for a child.	6/23/2023 1:10 AM
1785	Unbiased, nonpartisan,	6/23/2023 12:59 AM
1786	Would like the board to think "outside the box". Time for the "good ole boys" club to go away!!! The board is part of the problem for GSC.	6/23/2023 12:44 AM
1787	Open to new ideas	6/23/2023 12:37 AM
1788	Doing better than we have in the past. Recognizing that Gaston County is a different place with much more economic opportunity and diversity than when I graduated from Gaston County public school in the 1990s. We can and must evolve!	6/23/2023 12:37 AM
1789	Support and valuing teachers, principals, and staff Improvement plans for underperforming schools Methods to improve lack of student motivation	6/23/2023 12:30 AM
1790	Hiring someone that has experience in a classroom setting.	6/23/2023 12:20 AM
1791	I would love for the board to consider the applicant's background in education. We need someone with a strong education background that has some background knowledge in curriculum and instruction - rather than a strong business background with an educational admin degree acquired after the fact. :/	6/23/2023 12:18 AM
1792	First hand experience of the struggles in communities and education post pandemic with some innovative ways of handling growing behavioral and academic problems	6/23/2023 12:15 AM
1793	Kind. They have been a teacher.	6/23/2023 12:12 AM
1794	Likelihood of Longevity	6/22/2023 11:51 PM
1795	Look for someone that will get our kids more involved l learning and get the kids off the computer.	6/22/2023 11:49 PM
1796	Someone who values teachers and inspires strong leadership in school administrators.	6/22/2023 11:46 PM
1797	Has to have a background in education; preferably inside the classroom 3 or more years.	6/22/2023 11:30 PM
1798	A background in education is essential in this position	6/22/2023 11:29 PM
1799	Someone who is willing to tackle Staff concerns	6/22/2023 11:28 PM
1800	Does the candidate have prior background in education, i.e. teaching, administration, etc.	6/22/2023 11:17 PM
1801	If the individual is personable and a multiplier.	6/22/2023 11:13 PM
1802	Candidates should be from out of district and must have years of successful teaching experience.	6/22/2023 11:08 PM
1803	Consider hiring someone who will not stop when advocating for our teachers and who will get what we need. We have a severe shortage of teachers. We need a high level advocate. The new superintendent should make it their business to Ask questions. develop teacher panels and focus groups to bring forth the things that drive teachers out of our district and our profession. Focus on fixing some of those things. If we don't have enough teachers to staff the classrooms then test scores and graduation rates are next to impossible to achieve.	6/22/2023 10:58 PM
1804	Who has a big vision for a brand new team and can follow through	6/22/2023 10:50 PM
1805	Does what is right for everyone not just a slect few.Not afraid to do the work themselves. Lead by example	6/22/2023 10:49 PM
1806	Making sure the candidate has prior experience in education	6/22/2023 10:44 PM

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1807	This county needs Someone who cares	6/22/2023 10:44 PM
1808	Equity in education and also fix the payroll system	6/22/2023 10:44 PM
1809	Someone who doesn't let politics rule his decisions.	6/22/2023 10:41 PM
1810	How involved this candidate will be with the teachers, the board members and our community.	6/22/2023 10:41 PM
1811	The person having experience in the classroom and in various demographics of schools.	6/22/2023 10:39 PM
1812	Ability to implement change	6/22/2023 10:37 PM
1813	Does this person have experience as an educator?	6/22/2023 10:30 PM
1814	Someone who has been on the frontline before	6/22/2023 10:26 PM
1815	They understand education and the needs of our county	6/22/2023 10:25 PM
1816	Please consider the smaller schools in the county. So many times I feel like the schools outside of Gastonia aren't considered.	6/22/2023 10:23 PM
1817	Superior education, discipline and school safety	6/22/2023 10:19 PM
1818	G	6/22/2023 10:15 PM
1819	Someone that understands that not every part of the county has money! The upper end of the county that houses Bessemer City, cherryville, dallas, tryon elementary ALWAYS gets crapped on b/c we are not close to Charlotte needs to stop! You are showing our kids that b/c we are poor they so don't matter. Practice what you preach. You tell these kids they are ALL equal yet I do not see this end of the county getting any new schools or praises like the southern end of the county. NOT every parent can afford the financial backing that other schools get.	6/22/2023 10:13 PM
1820	Are you raising or lowering the standard by hiring who you are interviewing?	6/22/2023 10:08 PM
1821	Someone who will pay back people who are missing money. [REDACTED]	6/22/2023 9:53 PM
1822	Doing away with the good ole boy system that has ruled GCS for years	6/22/2023 9:49 PM
1823	The superintendent should be someone who has ACTUALLY worked in a school. How can someone run a school district if they have never worked in a school ?	6/22/2023 9:47 PM
1824	This district needs someone OUTSIDE of this district/area to help bring fresh ideas and help align our schools to national standards.	6/22/2023 9:46 PM
1825	Their first priority should be the students and teachers.	6/22/2023 9:44 PM
1826	We need a strong leader with good values. We need someone who is ALWAYS thinking about their teachers. Gaston County Schools needs to clean house and make major changes because with how poorly our education system is going we can only go up. WE NEED SOMEONE WHO IS GOING TO SAVE THIS COUNTY. We have lost too many amazing educators because of this messed up county.	6/22/2023 9:43 PM
1827	no comment	6/22/2023 9:41 PM
1828	Find someone with experience in education	6/22/2023 9:40 PM
1829	Not politically motivated.	6/22/2023 9:39 PM
1830	How can they improve the atmosphere of education during this time of a lot of educators leaving.	6/22/2023 9:38 PM
1831	Diversity, vision and someone who looks at the future with an open mind as education has changed and this generation learns differently	6/22/2023 9:36 PM
1832	Needs previous experience as a classroom educator (and not in something ridiculous like PE)	6/22/2023 9:32 PM
1833	That GC teachers need someone to support & fight for them and their families; the same exact way we are to support & fight for our students.	6/22/2023 9:27 PM
1834	Ensuring the next superintendent is pro American, pro USA, not an liberal activist.	6/22/2023 9:25 PM
1835	Are they a leader. This includes answering the question, what do leaders create. The answer is leaders NOT followers. They be a servant leader or they will be a failure.	6/22/2023 9:24 PM

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1836	Experience in education. A person who understands the “real” world of education.	6/22/2023 9:17 PM
1837	Someone that has the best interest of the teachers and children	6/22/2023 9:03 PM
1838	Leadership and education background	6/22/2023 8:59 PM
1839	Experience in the education field (teacher, principal, etc.) Not just upper leadership.	6/22/2023 8:55 PM
1840	Experience with a similar or larger school district	6/22/2023 8:48 PM
1841	How the person was seen in their old position if they were superintendent in another district and why they left that district.	6/22/2023 8:47 PM
1842	Experience in the classroom and at the school level!	6/22/2023 8:46 PM
1843	That they aren't a wuss	6/22/2023 8:44 PM
1844	Do not make us [REDACTED] Use someone who has experience	6/22/2023 8:19 PM
1845	[REDACTED]	6/22/2023 8:16 PM
1846	Being an educator in Gaston County for 28 years, students, and faculty are leaving for Charter Schools due to absolute lack of “Human Resources” bodies in the classroom. There are too many mental needs, behavior problems, and EVERY student is getting left behind if you are a good pupil. Too much time is spent on every other aspect and there aren't funds for assistants anymore after kindergarten. Charter schools are offering assistants up to 5th grade. The system is completely broken and accountability has to begin somewhere. There are no bus drivers, no substitutes, job openings that are never filled. Someone needs to understand the actual needs of the faculty and staff.	6/22/2023 8:16 PM
1847	Communication skills- Is the candidate easy to talk to, a good listener and can respond in a calm, friendly voice.	6/22/2023 8:15 PM
1848	As a retired GCS educator I think it's critically important that our next superintendent have classroom experience. The superintendents who are most successful “grew up” in a school system.	6/22/2023 8:13 PM
1849	Look for someone qualified who is going to think about everyone from the projects to the trailers to the country club. Someone transparent and not a politician who is going to appease people at the front end and hurt them in the end.	6/22/2023 8:11 PM
1850	Support of teachers. Consider a increase in local supplement.	6/22/2023 8:05 PM
1851	How personable he or she is	6/22/2023 8:00 PM
1852	A background in education is extremely important.	6/22/2023 7:58 PM
1853	Their ideology. Are they focused in promoting social agendas, i.e. LBGT, CRT? Are they focused on increasing school performances based on performance and metrics? I believe the next Superintendent must keep "agendas" and non educational aspects out of the classroom. They must be able to hold their ground when they receive pressure to new "trendy" ideology. They must also be resourceful with the funds they receive and understand that the parent (absent or not) is the primary leader in a child's life. Education is to teach students HOW to think, not WHAT to think.	6/22/2023 7:50 PM
1854	That they can make each school have the same rules for students	6/22/2023 7:42 PM
1855	The superintendent needs to have experience as an EDUCATOR! They do not need to be business professionals.	6/22/2023 7:35 PM
1856	I would not consider interviewing a candidate who has never spent time as a teacher or school based administrator. The last two had never taught and were a waste of time in my opinion.	6/22/2023 7:27 PM
1857	Does the superintendent have a great reputation for helping schools achieve academic success?	6/22/2023 7:22 PM
1858	When he says he is going to do something, do it.	6/22/2023 7:20 PM
1859	Outside GCS candidates	6/22/2023 7:13 PM

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1860	Competence	6/22/2023 7:12 PM
1861	Someone who is foreword thinking.	6/22/2023 7:06 PM
1862	A track record of defining a vision and following through	6/22/2023 7:04 PM
1863	Make sure they are not a pervert	6/22/2023 7:04 PM
1864	Trust their gut	6/22/2023 7:03 PM
1865	moral background	6/22/2023 7:01 PM
1866	Commitment to keeping CRT out of the school curriculum	6/22/2023 7:01 PM
1867	Someone who will help fix the lack of discipline in our schools to make teaching and learning easier	6/22/2023 6:50 PM
1868	Fairness to all school staff and caring for the children	6/22/2023 6:41 PM
1869	Experience in the education system-teaching & experience as a school administrator.	6/22/2023 6:39 PM
1870	A person who is interested in collaborating with all stake holders is important. Decisions do not always need to be made from the top down with little input from all stakeholders	6/22/2023 6:35 PM
1871	Get someone that will support the teachers!	6/22/2023 6:29 PM
1872	Will the candidate make data-driven decisions at the granular and aggregate levels?	6/22/2023 6:23 PM
1873	Ask him if he will give in to lbqtq	6/22/2023 6:22 PM
1874	Willingness to address ongoing payroll system and find solution asap.	6/22/2023 6:17 PM
1875	Need someone who will,listen and be accessible to teacher and parents. Find someone with a good track record with their current district.	6/22/2023 6:17 PM
1876	Successful business leaders	6/22/2023 6:10 PM
1877	Someone who is engaging	6/22/2023 6:03 PM
1878	To make sure he knows what he is doing for the job	6/22/2023 5:59 PM
1879	We want someone who is not afraid of our special needs population and one who is willing to work on schools that serve areas other than the upscale neighborhoods. Ex. North Gaston, WC Friday, Bessemer City...	6/22/2023 5:58 PM
1880	The ability for the superintendent to be open and honest with staff and parents but also being able to stand behind teachers.	6/22/2023 5:56 PM
1881	Approachability	6/22/2023 5:56 PM
1882	To empower our teachers, staff, and children	6/22/2023 5:53 PM
1883	Look for new ideas, communication skills and prior teaching abilities.	6/22/2023 5:51 PM
1884	Must have an educational background, preferably at least 10 years spent teaching	6/22/2023 5:37 PM
1885	Consider their accomplishments, but also their failures.	6/22/2023 5:37 PM
1886	This has to be a person who understands our kids stay in a constant fight or flight mode. In todays world, our kids face more struggle than we could ever imagine. School is often their only safe place and we have to make sure their mental health and well being is taken care of while educating them	6/22/2023 5:36 PM
1887	Experience is not the only need. A good fit for the district would need to be a supportive person for teachers. Experience on other aspects can be learned over time, through the associate superintendents, the executive directors, and directors.	6/22/2023 5:36 PM
1888	See answers to #11 above.	6/22/2023 5:32 PM
1889	Experience in the classroom	6/22/2023 5:19 PM
1890	Does this person understand the challenges that teachers and other school staff deal with; how can admin make teachers and support staff feel valued as professional educators.	6/22/2023 5:19 PM

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1891	Someone who is trustworthy and will work with the board not dictate to the board.	6/22/2023 5:17 PM
1892	How experienced are they at saving a sinking ship? How willing they are to listen to and take the advice of experts in other fields. Do they consider the opinions and data available to them before making important decisions regarding GCS. Have they worked with a rapidly growing school system and how diverse was that school system? How did they handle teacher shortages? Are they going to politicize the classroom? What are their thoughts on gun control and gun violence and school safety given the increased gun violence among youth in our local community. Are they prepared to lead a school district that is growing at the rate of Gaston County? What background do they have to support the answers?	6/22/2023 5:13 PM
1893	make sure that they are 100% ready for this job, because being the superintendent is no easy job.	6/22/2023 5:09 PM
1894	What plan does the candidate have to correct the pay issues?	6/22/2023 5:07 PM
1895	Experience and qualification.	6/22/2023 4:59 PM
1896	We need someone who is able to speak professionally and respectfully to all	6/22/2023 4:54 PM
1897	Find someone who is willing to do whatever it takes to lead our school system and someone who will support our teachers.	6/22/2023 4:49 PM
1898	Hiring someone who understands the nuances of working for a school board. The super works for the BOE.	6/22/2023 4:49 PM
1899	Mental status of making irrational impulsive decisions	6/22/2023 4:46 PM
1900	Making sure he/she is not radical in any direction politically. Understanding that parents need a voice and having respect for that.	6/22/2023 4:45 PM
1901	Have they been in education previously, are they pro teacher	6/22/2023 4:41 PM
1902	I believe we need to look outside our district to find someone with fresh ideas to help us turn things around.	6/22/2023 4:31 PM
1903	Someone who Will seriously take a look at the history on indigenous peoples taught in the schools and who will review the racist mascots in the school district.	6/22/2023 4:29 PM
1904	Future goals and beliefs	6/22/2023 4:28 PM
1905	Must be able to handle the business part as well as building a extraordinary school system.	6/22/2023 4:27 PM
1906	Experience they have at the school and district level	6/22/2023 4:15 PM
1907	Vision for Gaston County Schools	6/22/2023 4:09 PM
1908	They should have actually taught in the classroom and been a principal. I think having a superintendent that understands what it is like to be in the classroom and all the challenges we face day to day is important. This is what type of superintendents we had when I was going through Gaston county schools and when I first started working here. Hiring someone with just Hr experience or outside of education experience doesn't give this person the ability to know what teachers, admin and other employees are facing day to day.	6/22/2023 4:01 PM
1909	Previous successes within an education leadership roll	6/22/2023 3:50 PM
1910	Choose a superintendent who believes in backing the teachers as far as classroom discipline and insists, that principals do also. Give local candidates a fair chance before going outside our school system. Do not choose a Candidate who is a proponent of DEI.	6/22/2023 3:27 PM
1911	I would like to see the board work together as a unified group to secure the best candidate for Gaston County Schools. How much value, understanding and first hand experience within a school does a potential candidate have when understanding the work of teachers and principals who are the front line in making a successful school experience for our students and the parents (stakeholders) . The delivery of education has changed over the years., the pandemic experience has also altered how school is experienced and unfortunately social media and other technologies have created a generation that does not have some of the values and civility that were once a given in the way people treated one another. Many values and character are not being modeled at home. Educators may be the only exposure that some young people can have to proper character to form sound moral behavior and fair judgement.	6/22/2023 3:27 PM

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1912	Please consider looking for someone with a successful background in both teaching and administrative roles. It's also important for the new superintendent to have strong financial intelligence and outstanding communication skills as well as high ethical standards and will be able to lead Gaston County School with integrity while being transparent to staff, school board and parents.	6/22/2023 3:19 PM
1913	I would like the board to consider hiring in house. I think a longterm member of Gaston County will have a deeper love and respect for our community. I also think it is important that the Superintendent have a background in education and administration. A person whom has not been "in the trenches" with children, teachers and administration should not be making decisions on their behalf.	6/22/2023 3:16 PM
1914	Experience of the candidate	6/22/2023 3:12 PM
1915	Teachers are fleeing the profession. If GCS plans to be able to continue effectively teaching children, teachers and staff have got to be a main focus for the superintendent.	6/22/2023 3:11 PM
1916	Someone who is going to promote free appropriate public education for all ... not just new schools or affluent schools or certain magnet programs	6/22/2023 2:52 PM
1917	How well kids respond to them	6/22/2023 2:48 PM
1918	Education isn't a game and educators are really professionals. [REDACTED] The student scores, growth and teacher satisfaction has suffered. Bring in a real superintendent who knows how to do this work. The young teachers and principals are hungry for great leadership and will rise to the challenges that great leaders in education can provide. The students in Gaston County can do so much more, if they are given the right instruction and the right tools. Student achievement and growth aren't accidents and they aren't reserved for certain groups of kids. Bring in a great superintendent that will build a great team to build up this district.	6/22/2023 2:47 PM
1919	The new superintendent needs to have a connection to the classroom. Ask them about their teaching experience in the classroom! We should not hire someone who has never had classroom experience nor someone who has been out of the classroom for more than 10 years!	6/22/2023 2:39 PM
1920	Prior connection with upper management. We have enough "groupies" of past superintendents. We need real leadership and less "yes" men	6/22/2023 2:38 PM
1921	That they demonstrate a sense of fairness.	6/22/2023 2:37 PM
1922	Consider their past employment and references, really truly take a good look at that! It speaks a lot about a person and work ethic.	6/22/2023 2:37 PM
1923	Experience leading through increased growth of school system	6/22/2023 2:35 PM
1924	They have experience and love of kids and will support our teachers.	6/22/2023 2:32 PM
1925	Honesty and integrity Down to earth Makes solid decisions for the good of ALL students, all staff	6/22/2023 2:31 PM
1926	Ensure the new superintendent has a strong financial background coupled with a history in education	6/22/2023 2:27 PM
1927	Experience outside of Gaston County	6/22/2023 2:26 PM
1928	Does the person have a good basic knowledge in business...education would be a plus.	6/22/2023 2:22 PM
1929	How the new person will oversee expenditures and delegating funding from local, state and federal agencies	6/22/2023 2:18 PM
1930	It is imperative that the new superintendent has a background in education!!!!!!! A REAL background. Teaching experience. Administrative experience.	6/22/2023 2:17 PM
1931	Bells and whistles are not always the only signs of a great leader. Just because someone can toot their own horn does not necessarily reflect their ability to make sweeping changes to making Gaston County grow where it needs most.	6/22/2023 2:16 PM
1932	Hgfjjggk	6/22/2023 2:12 PM
1933	Unsure	6/22/2023 2:04 PM

Gaston County Schools Board of Education Superintendent Search Survey

1934	Someone who understands the importance of moving education forward. Who respects the principals if they're happy where they are and who absolutely will work to reduce or even out class sizes and not be afraid to redraw district lines. It's time.	6/22/2023 2:03 PM
1935	His or her past performance and reviews of teachers in their system.v	6/22/2023 2:03 PM
1936	Knowledge of district concerns for 22/23 school year	6/22/2023 2:01 PM
1937	A candidate that will be provide longevity and consistency for the role, one that puts students and teachers first in everything they do.	6/22/2023 1:51 PM
1938	What is their experience with addressing the rising mental health needs of students?	6/22/2023 1:46 PM
1939	How focused on safety concerns for students and staff as well as how open minded to understanding students with behavioral issues.	6/22/2023 1:42 PM
1940	Good financial person but needs to have spent some time in a classroom and worked as a principal	6/22/2023 1:41 PM
1941	What types of accountability will you bring to all levels of this district? How will you improve communication so all parties receive the same information equitably? Do not limit candidates to current employees of this district. Our graduates do not stay in Gaston County. They leave to go to college, military, jobs. Expand the search same as our graduates will have their minds expanded post graduation.	6/22/2023 1:37 PM
1942	Talk to some teachers from the district he/she would be coming from	6/22/2023 1:34 PM
1943	The total school experience. Not just test scores- but all aspects such as the arts, clubs, athletics, and community involvement.	6/22/2023 1:34 PM
1944	Honesty all the time	6/22/2023 1:30 PM
1945	-Hiring a leader invested in the Gaston County community	6/22/2023 1:29 PM
1946	Someone who looks out for our teachers.	6/22/2023 1:29 PM
1947	Thia person needs to have spent years inside a classroom.	6/22/2023 1:24 PM
1948	Somebody who isn't tied into the Gaston County politics	6/22/2023 1:23 PM
1949	Anyone you hire doesn't need to [REDACTED]	6/22/2023 1:17 PM
1950	To find someone with our current values and is here to benefit students.	6/22/2023 1:15 PM
1951	Need to be teacher focused we have good teachers well paid we have good students	6/22/2023 1:13 PM
1952	Be wary of nepotism should a candidate have ties to existing employees and board members. Personal interests do cause liability when they outweigh professionalism.	6/22/2023 1:13 PM
1953	Does he/she have a spine! Does he/she have a plan to keep quality teachers and let the others roll? Can he/she back the staff rather than playing games with the parents of troublesome kids.	6/22/2023 1:11 PM
1954	Student improvement	6/22/2023 1:03 PM
1955	Include teachers, parents and support staff in the interview process.	6/22/2023 1:02 PM
1956	Hire someone they won't bow to the current hierarchy in our school system	6/22/2023 1:01 PM
1957	A new direction	6/22/2023 12:56 PM
1958	Accessibility and personality. Considers all community, not just monied segments.	6/22/2023 12:48 PM
1959	Mind set Do they attend church We need stability in our schools	6/22/2023 12:20 PM
1960	One who cares about all	6/22/2023 12:20 PM
1961	How will you bring students under control?	6/22/2023 12:17 PM
1962	Please please consider someone who has been in the classroom for an extended period of time or even recently in the classroom.	6/22/2023 12:17 PM

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1963	Make sure that he/she can communicate with fellow staff members, Employees should not feel intimidated to speak or talk to the Superintendent	6/22/2023 12:12 PM
1964	Background, their vision for the job, and strong leadership	6/22/2023 12:11 PM
1965	DEI, CRT, and any other pro-Marxist beliefs are a non-starter. Anyone who advocates for hiding student information from parents will find themselves in court.	6/22/2023 12:11 PM
1966	That they have had classroom experience, worked their way up into leadership positions	6/22/2023 12:09 PM
1967	Prior teaching experience and FORMER STUDENT RECOMMENDATIONS.	6/22/2023 12:00 PM
1968	What The new superintendent's goal is for Gaston county schools .	6/22/2023 12:00 PM
1969	Properly qualified, God-fearing person!	6/22/2023 11:58 AM
1970	The candidate has actually worked in the classroom. You can't make policies & precedents if you don't know & understand what actually goes on in the classroom.	6/22/2023 11:56 AM
1971	How the new superintendent will repair the damage down to the employees by the new payroll system	6/22/2023 11:53 AM
1972	A change	6/22/2023 11:50 AM
1973	Out with the old - in with the new....meaning, no need to repeat the past leadership pathway. New is needed!	6/22/2023 11:49 AM
1974	I don't want to see some weirdo, communist, marxist, freak attempting to indoctrinate children to the liberal, progressive freak side.	6/22/2023 11:45 AM
1975	When did you last spend over three straight days in a public school and for what?	6/22/2023 11:43 AM
1976	Knows what teachers go thru	6/22/2023 11:38 AM
1977	Have they had extensive experience in education and not just as admin but on the ground as a teacher. A superintendent that does not understand what actually goes on and is needed in the classroom for our students, cannot possibly lead a school district.	6/22/2023 11:38 AM
1978	We as a district are in need of changes that will make staff enjoy being a part of Gaston County Schools. Keep in mind they way of the future in regards to technology advancements and growing staff resources.	6/22/2023 11:38 AM
1979	Experience in leadership, compassion for students and educators, knowledgeable in evidenced based education methods	6/22/2023 11:34 AM
1980	Previous experience working in and understanding of educational institutions.	6/22/2023 11:28 AM
1981	Looking for a Christian Superintendent	6/22/2023 11:27 AM
1982	That they communicate direly with staff and parents not send someone else to do their job.	6/22/2023 11:27 AM
1983	Some kind of public school teaching history.	6/22/2023 11:21 AM
1984	We don't want a politician. Can't be afraid to step on some toes.	6/22/2023 11:20 AM
1985	Bring in someone from the outside	6/22/2023 11:18 AM
1986	How do you plan on retaining teachers and fixing teacher pay?	6/22/2023 11:18 AM
1987	I think that it is important that the next superintendent is going to back his teachers and always have the best interest in his teachers who are in the classroom everyday with students. I also think that it is crucial that the new superintendent is someone who HAS taught in the classroom before.	6/22/2023 11:17 AM
1988	No more wealthy white men please.	6/22/2023 11:15 AM
1989	Strong knowledge of how to fix oracle issues	6/22/2023 11:11 AM
1990	There needs to be a love of education and the students that are being served. Also, they need to want to have a collaborative relationship with teachers and principals where they listen and take our thoughts and concerns into consideration.	6/22/2023 11:02 AM
1991	Proven experience of the applicant	6/22/2023 11:00 AM

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1992	Someone who is approachable by his employees, no matter the level of employment	6/22/2023 10:58 AM
1993	Experience in an actual classroom	6/22/2023 10:57 AM
1994	That they understanding teaching and know how to retain and get good teachers	6/22/2023 10:56 AM
1995	Will This superintendent listen to its employees and have the dependable leadership to stand up for them? Will this superintendent take the teachers' thoughts and suggestions into consideration before changing curriculum so often? Will this superintendent make sure our teachers are getting paid and are properly acquiring their retirement?	6/22/2023 10:56 AM
1996	N/a	6/22/2023 10:52 AM
1997	Track record. We need a strong leader who has taken comparable counties from fair to great.	6/22/2023 10:51 AM
1998	Consider someone who has the students and teachers best interest at heart	6/22/2023 10:49 AM
1999	Don't just interview a nice suit and tie. We need a real person leading us.	6/22/2023 10:45 AM
2000	How long they spent in the class and how long they have been in the classroom .	6/22/2023 10:44 AM
2001	Commitment to low performing schools and a plan to get them out of that status. A desire to get top-tier educators in the classrooms of our students who seem to be forgotten about.	6/22/2023 10:44 AM
2002	Research. Contact previous school district. Find out all you can about the person. Do your homework! This is an extremely important decision that will help shape our students and county's future. Gaston County is growing and we need strong leadership for our schools that will help and support our teachers and students.	6/22/2023 10:43 AM
2003	That they have no political bias. We have to much of that in the education system as it is.	6/22/2023 10:42 AM
2004	Should be new leadership outside of GCS.	6/22/2023 10:32 AM
2005	Experience in the classroom and understanding the needs and environment for teachers and students today... not what is was 25 years ago	6/22/2023 10:30 AM
2006	Think of the teachers & students first. Teachers already spend their money and their time on some unnecessary issues and their job vs pay already does not line up like it should.	6/22/2023 10:30 AM
2007	Please consider that this individual will need to build trust with all GCS employees and be a good listener when it comes to their time and values.	6/22/2023 10:27 AM
2008	I would like the board to consider that we need someone who is empathetic as well as willing to listen to others ideas.	6/22/2023 10:26 AM
2009	Someone who has had experience in a classroom	6/22/2023 10:23 AM
2010	Ensure that this person has been a classroom teacher at some point in their career.	6/22/2023 10:23 AM
2011	How to keep teachers from leaving/ get teachers to come.	6/22/2023 10:23 AM
2012	Past experience, dedication to education, 5 year career goal	6/22/2023 10:21 AM
2013	Knowing and understanding the current climate of public schools, and a willingness to improve GCS.	6/22/2023 10:19 AM
2014	Make sure they have been a teacher in the past to ensure a clear understanding of what the schools actually need instead of someone who hasn't taught in the past. I would like to see someone who isn't just showing up to schools seeing the positives for photo-ops. I also would like to see this person being able to communicate with teachers about their concerns.	6/22/2023 10:15 AM
2015	He or she needs to have the following: Experience as a teacher and administrator Have a masters in education and an administration certificate Be in the schools, be up to date on curriculum and data for themselves- not just have others tell them Celebrate their employees for successes Instead of being an PR expert, they need to be an education expert	6/22/2023 10:13 AM
2016	Please find someone outside of GCS and not someone currently employed here.	6/22/2023 10:08 AM
2017	Someone with extensive experience in education and dismiss their own personal agendas!	6/22/2023 10:07 AM
2018	Hire someone with vision	6/22/2023 10:06 AM
2019	Please let employees talk to you if needed.	6/22/2023 10:00 AM

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2020	Someone who is willing to stand up for what is right. Getting the schools staffed appropriately and maintaining retention with current staff/ fixing pay issues.	6/22/2023 9:59 AM
2021	That all jobs will be filled.	6/22/2023 9:56 AM
2022	Their teaching experience...period. It's very difficult to follow a leader who can not understand the job they are asking you to do. It's genuinely impossible to understand what a teacher does without having been one.	6/22/2023 9:54 AM
2023	Unifying the various communities in Gaston county	6/22/2023 9:52 AM
2024	Be one to hear what the teachers have to say.	6/22/2023 9:51 AM
2025	Experience in classroom	6/22/2023 9:49 AM
2026	I want the board to consider the person's experience. It is really important to have someone who has been in the classroom and in administration. You don't really understand unless you know what it is like to be a part of school.	6/22/2023 9:45 AM
2027	Board and candidate should not be politically motivated	6/22/2023 9:44 AM
2028	Be open minded for candidates who know this county system and who have the leadership skills and teaching experience to be successful with your largest number of stakeholders. Those with teaching experience will be your best candidates to communicate with the community, parents, and students.	6/22/2023 9:42 AM
2029	Consider educators are leaving the profession. How is this county going to attract/retain educators?	6/22/2023 9:36 AM
2030	Fresh ideas for education	6/22/2023 9:34 AM
2031	Experience with financial structures and decision-making in a district setting, ability to problem solve and communicate effectively, how candidate would support staff, employees, and other stakeholders responsible for educating children and reaching district goals	6/22/2023 9:32 AM
2032	Check out their past and mindset of the person to see if I match gaston county	6/22/2023 9:30 AM
2033	Christian believes. Honest and transparent. Family person	6/22/2023 9:28 AM
2034	Be sure they have experience in the classroom	6/22/2023 9:24 AM
2035	The type of person he or she is	6/22/2023 9:19 AM
2036	Business minded, service oriented, humility	6/22/2023 9:15 AM
2037	I feel the new superintendent needs to have a background in education.	6/22/2023 9:15 AM
2038	That the candidate be familiar within last 10 years or less in being in a classroom and how that looks today esp post Covid. Need candidate to be an advocate for funding of public schools and teacher pay and benefits.	6/22/2023 9:14 AM
2039	Making sure he continues to support all the school choices GCS provide	6/22/2023 9:13 AM
2040	Their experience within Gaston County School.	6/22/2023 9:12 AM
2041	What has this person done to improve other school districts in the past?	6/22/2023 9:11 AM
2042	Experience in education	6/22/2023 9:09 AM
2043	In the past, how did they handle a difficult situation. What was the outcome?	6/22/2023 9:05 AM
2044	Experience in a school system.	6/22/2023 9:05 AM
2045	Someone that will listen to teachers and stop driving them away.	6/22/2023 9:02 AM
2046	Background in education.	6/22/2023 9:01 AM
2047	Someone that cares about the EC dept and kids that need IEP. We have extremely to many positions open in the EC dept	6/22/2023 9:00 AM
2048	To have been a teacher in a classroom within the last 5-8 years	6/22/2023 9:00 AM
2049	The new superintendent MUST have a background in education!! You cannot develop realistic,	6/22/2023 8:58 AM

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timely, and attainable solutions to problems you do not understand; and you cannot even begin to understand the problems teachers, schools, and principals face everyday, if you have no experience in the trenches!

2050	Experience and a logical plan to fill the open teaching positions	6/22/2023 8:53 AM
2051	Focus on listening to the teachers in the classroom sometimes what is good for one school isn't good for another	6/22/2023 8:51 AM
2052	Has this candidate ever been in public education. We need someone who knows what is actually going on in the classrooms. Someone who has been a teacher, an administrator, not just someone who has the "degree" to be able to do the job.	6/22/2023 8:51 AM
2053	That having black and white rules are impossible standard. There is gray areas for children who aren't "normal" not every child tests well or can sit still for hours.	6/22/2023 8:46 AM
2054	Previous contributions, successes, desires, and reasons why he/she desires to bring that experience to Gaston Country.	6/22/2023 8:46 AM
2055	Experience and in what manner issues have been handled in the past.	6/22/2023 8:41 AM
2056	Bring in someone from outside Gaston County	6/22/2023 8:39 AM
2057	Be open minded and sometime the person could be within the school system or a pass employee.	6/22/2023 8:37 AM
2058	Someone who has a strong background as a former educator and principal.	6/22/2023 8:29 AM
2059	When you were a teacher, what were your biggest problems and how did you deal with the problems. Can that person still empathize with what teachers are facing in their classes today. And with principals.	6/22/2023 8:27 AM
2060	Keep an open mind and look for a visionary	6/22/2023 8:26 AM
2061	Pick someone who thoroughly understands the needs of everyone working below him/her.	6/22/2023 8:25 AM
2062	What is this persons goal on making Gaston county schools better.	6/22/2023 8:24 AM
2063	Consistency and follow through is key to make sure everyone is always on the same page.	6/22/2023 8:23 AM
2064	Great leadership and a stern hand.	6/22/2023 8:23 AM
2065	Look at the person and not their demographics.	6/22/2023 8:20 AM
2066	Just hire the best candidate not someone who was just next in line.	6/22/2023 8:20 AM
2067	I would like to see a candidate that had taught before and remembers what it is like and to take into account our learners of today	6/22/2023 8:16 AM
2068	Consider the vision of the person - are they forward thinking of how we can prepare students for their future and not our past or even the present.	6/22/2023 8:14 AM
2069	We need outside blood. We have good people working at all levels in this district, but we cannot continue to assume that we know everything. It's time to get a superintendent from outside the district who will not be afraid to kill off a few sacred cows and bring in some new ideas and new ways to solve problems. We can't keep doubling down on failing policies. We need a superintendent who will empower teachers and building administrators and let them try things that work at their schools instead of pushing so many programs from on high.	6/22/2023 8:14 AM
2070	open minded	6/22/2023 8:13 AM
2071	What is their previous accomplishment and results and does it align with their core values. Are they transparent. Are they relatable-teachers/staff/board members/students / and parents should all see and know their core values simply by their actions	6/22/2023 8:12 AM
2072	Please make sure the new superintendent has teaching experience as well as school level administrative experience!	6/22/2023 8:08 AM
2073	Capability to grow existing partnerships and foster new ones with educational offerings for the district.	6/22/2023 8:06 AM
2074	Look for the best candidate who fits the role.	6/22/2023 7:59 AM

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2075	Finding a candidate that has been a teacher and principal	6/22/2023 7:51 AM
2076	Has this person been a teacher and administrator before!!! It is crucial they have been on the other side before to realize and understand the needs of the students and school!	6/22/2023 7:46 AM
2077	If they have been in a classroom to know exactly what teachers face daily.	6/22/2023 7:45 AM
2078	Ethically minded individual who is free of social justice leanings who will put student achievement and actual education as priorities!	6/22/2023 7:44 AM
2079	Past job performance	6/22/2023 7:35 AM
2080	If they will build an inclusive environment where all students, regardless of ability, background, gender or status will feel safe and included	6/22/2023 7:33 AM
2081	Someone with teaching experience.	6/22/2023 7:32 AM
2082	Ethics morals and values	6/22/2023 7:27 AM
2083	Choose someone with education experience	6/22/2023 7:25 AM
2084	Prior building level administrative experience	6/22/2023 7:25 AM
2085	A well rounded candidate that isn't solely focused on \$\$\$ but the actual well being of students and staff	6/22/2023 7:16 AM
2086	Are they willing to think outside the box and take risks in order to have the best district in North Carolina. We have to be able to do more. We have the worst school athletic facilities in Gaston County, we have the fewest clubs, the kids aren't allowed to have dances except 2, many of the teachers don't really teach, etc etc	6/22/2023 7:14 AM
2087	Their classroom and school level experience. It is hard to be empathetic and understanding of what the teachers and administrators are experiencing when there is no prior experience from the leader who is evaluating you.	6/22/2023 7:09 AM
2088	That the candidate is not woke!	6/22/2023 7:04 AM
2089	That the candidate has a background in education, preferably someone that has been in a classroom	6/22/2023 6:54 AM
2090	Tenure	6/22/2023 6:48 AM
2091	Commitment to strong leadership and teacher/parent support	6/22/2023 6:46 AM
2092	Make sure that the superintendent has taught in a classroom before.	6/22/2023 6:33 AM
2093	Christian principles- we don't want our district to turn into a far left district like some have.	6/22/2023 6:31 AM
2094	Knowledge and understanding of laws that address disability in schools, both for students and staff	6/22/2023 6:27 AM
2095	Be supportive of his staff at the same time be firm with expectations	6/22/2023 6:27 AM
2096	Find someone who has values and wants to see Gaston County Schools succeed. Someone who will listen to the PARENTS and respect their suggestions. Someone who will have a back-bone and stand up for what is right!	6/22/2023 6:24 AM
2097	The massive departure of school staff. While some may be due to the payroll issues many are not. What is happening at the school level.	6/22/2023 6:19 AM
2098	Honesty and ethics Keep politics out of it	6/22/2023 6:18 AM
2099	Find a proven result getter	6/22/2023 6:16 AM
2100	Past successes	6/22/2023 6:14 AM
2101	Good communicator and also someone who is in this for the long haul - I want someone who is gonna invest in us as much as we will him!	6/22/2023 6:14 AM
2102	Knowledge of all aspects of the job. Is he/she truly hands on?	6/22/2023 6:13 AM
2103	The superintendent should be someone who spent time as a teacher and a principal and knows the way that the schools run within those positions. Please don't hire someone who has only	6/22/2023 6:10 AM

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ever worked in central office and has no knowledge of how schools run.

2104	GCS is in shambles at the moment.	6/22/2023 6:01 AM
2105	Loyal, punctual, reliable	6/22/2023 5:57 AM
2106	Previous work experience	6/22/2023 5:24 AM
2107	Find someone who values public education (not someone who takes kids out of private school to get the job). Find someone who has a background in education but also in higher leadership roles (not specific to education necessarily).	6/22/2023 4:43 AM
2108	I would like the Board to consider if this candidate has a current or previous child within the public school system. It would be great if they were a product of or their children were a product of Gaston County.	6/22/2023 4:18 AM
2109	I would like to see a Conservative Christian. That would be high on my list.	6/22/2023 4:03 AM
2110	There is a significant shift in the entire education community towards science based approaches in reading, specifically. We need a superintendent who is going to be aware of these shifts and hire management in the curriculum department that is going to be supportive of the latest reading initiatives, shifting to standards based grading, and support for schools performing below their potential.	6/22/2023 3:24 AM
2111	Educational background	6/22/2023 2:34 AM
2112	Remember that you missed the opportunity to have [REDACTED] in that position!	6/22/2023 2:30 AM
2113	Their plans for teacher retention and burnout because of current county expectations, their true thoughts on standards based grading, curriculum ideas to improve student learning,	6/22/2023 1:53 AM
2114	Local connections	6/22/2023 1:34 AM
2115	Carefully examine candidate's prior record of success. Deep dive effectiveness in previous systems	6/22/2023 1:33 AM
2116	Make sure the candidates are well rounded with a main focus on their experience in education. We have had ones with more of business backgrounds and it shows. We used to grow our own superintendents from within GCS. Now so many people have been brought in from other places that we don't have homegrown candidates rising up through the ranks.	6/22/2023 1:10 AM
2117	Someone genuinely dedicated to improving education in Gaston County. Not someone using this position as a "stepping stone".	6/22/2023 12:44 AM
2118	If you have ANY Education background, please think of how this new superintendent will support school staff. Maybe bring in a school staff into the interviews?	6/22/2023 12:38 AM
2119	Someone who is concerned about the amount of work all these in class special programs are placing on teachers and support staff with no increase in planning time or compensation.	6/22/2023 12:28 AM
2120	They need to research this person's background thoroughly. Find out how affective they were at their previous location . We have poor EOG scores , find out how supportive they are on testing .	6/22/2023 12:20 AM
2121	Hire someone who has worked in a classroom	6/22/2023 12:12 AM
2122	Someone who is proud to be part of district and ready to make necessary changes that may not always be the easy or popular decision	6/22/2023 12:03 AM
2123	The confidence poise and charisma of the candidates	6/21/2023 11:53 PM
2124	Hire someone of color	6/21/2023 11:49 PM
2125	The new superintendent must have strong leadership and communication skills.	6/21/2023 11:49 PM
2126	Experience in the classroom. The new superintendent should have spent significant time as a classroom teacher. Teaching is a job that you cannot fully understand unless you have done it.	6/21/2023 11:44 PM
2127	My mother was an educator, and administrator in Gaston County Schools for over 35 years. As her daughter what I know without a doubt is that what made her as successful in her career as she was was the fact that she never forgot the most important thing about her job... the kids!!! The students were always her top priority, her focus, and her main concern. I think it is	6/21/2023 11:32 PM

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extremely important that our next superintendent have prior experience on the classroom level at a public school, that they value public education, and that they understand the students in this county are the first, in a long line of many, that they are serving.

2128	Seek candidate who is accountable and proactive with fixing issues outlined above and others that are suppressing the huge potential of our district.	6/21/2023 11:22 PM
2129	experience in schools/county	6/21/2023 11:21 PM
2130	Are they competent?	6/21/2023 11:21 PM
2131	Consider the controversial issues and how those topics will be handled/resolved.	6/21/2023 11:21 PM
2132	More support for teachers Offer workshops for different teaching methods	6/21/2023 11:20 PM
2133	Experience teaching in the classroom and working directly with staff and students.	6/21/2023 11:18 PM
2134	Well rounded, knowledgeable, and not afraid to upset.	6/21/2023 11:18 PM
2135	Old school non-woke who care about students versus personal beliefs. Do what is right for the kids and parents	6/21/2023 11:16 PM
2136	Cultural competence, Special Education knowledge, curriculum	6/21/2023 11:13 PM
2137	If the candidate has walked in the shoes of an actual teacher.	6/21/2023 11:10 PM
2138	Can they fix payroll and bring a sense of community to GCS again.	6/21/2023 11:00 PM
2139	Make sure it's someone who understands education and will create an environment with the community that makes quality educators want to work for Gaston County Schools	6/21/2023 10:59 PM
2140	We need to fix what has been broken. It's time for GCS to move forward and quit paying for Superintendents to have degrees after they were hired and giving them pay increases for work that teachers did.	6/21/2023 10:58 PM
2141	How they feel about pre k programs, aig programs and ec	6/21/2023 10:57 PM
2142	Someone who has had PERSONAL experience with being a teacher or admin (bonus points if both) in a PUBLIC school setting.	6/21/2023 10:56 PM
2143	Have they been a teacher, a parent? Will they get their hands dirty or just pose for pictures.	6/21/2023 10:55 PM
2144	Personality	6/21/2023 10:53 PM
2145	Business leader that can manage people and budgets.	6/21/2023 10:53 PM
2146	B	6/21/2023 10:49 PM
2147	Plans to recruit and maintain teachers, increase teacher morale and support. Plans for correcting payroll issues without repetition of the same excuses.	6/21/2023 10:47 PM
2148	Don t hire a yes person. Someone who can work without being micro managed by the BOE	6/21/2023 10:45 PM
2149	This person absolutely must have been a school building leader. A teacher, assistant principal, and a principal.	6/21/2023 10:43 PM
2150	Have they had experience in the school.	6/21/2023 10:41 PM
2151	Get someone who knows school systems	6/21/2023 10:40 PM
2152	Someone that has a familiarity with a diverse type of student population	6/21/2023 10:39 PM
2153	A fresh perspective. It's time for new faces or [REDACTED] to come back and fix the mess we are in.	6/21/2023 10:39 PM
2154	Previous education experience	6/21/2023 10:38 PM
2155	Bringing someone from outside . Diversity. Educational Needs of the total community	6/21/2023 10:38 PM
2156	Well rounded individual	6/21/2023 10:38 PM
2157	Inclusivity	6/21/2023 10:35 PM
2158	How they fit with Gaston Co	6/21/2023 10:34 PM

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2159	Has this person experienced a classroom and admin position?	6/21/2023 10:32 PM
2160	Ability to stand up against the far right school board	6/21/2023 10:30 PM
2161	Ability to listen and lead	6/21/2023 10:30 PM
2162	What are their goals for the county? How will they improve pay issues?	6/21/2023 10:28 PM
2163	Classroom experience	6/21/2023 10:26 PM
2164	Consider if candidate understands/has been in classrooms.	6/21/2023 10:25 PM
2165	Morals and values	6/21/2023 10:24 PM
2166	Willingness to advocate for teachers and students	6/21/2023 10:22 PM
2167	Proven experience	6/21/2023 10:22 PM
2168	Honesty and kindness	6/21/2023 10:19 PM
2169	Years of experience working within a school building, and within what capacities.	6/21/2023 10:14 PM
2170	Someone who has classroom experience	6/21/2023 10:11 PM
2171	Previous school building experience	6/21/2023 10:11 PM
2172	Someone that cares for the students and staff.	6/21/2023 10:08 PM
2173	Experience as a school building principal and a central office administrator are key; checking multiple references and past work records for evidence of integrity and passion for students	6/21/2023 10:07 PM
2174	Proven record of increasing student achievement	6/21/2023 10:06 PM
2175	Someone with a background in education. Bring someone who has classroom experience as well as admin experience to get us back on the track of placing students first.	6/21/2023 10:06 PM
2176	Love for children Someone who has been a teacher/ principal Concern for children/staff safety	6/21/2023 10:06 PM
2177	Someone who has actually worked in a classroom with children	6/21/2023 10:05 PM
2178	We need a fresh start after the complete breakdown of confidence due to Oracle	6/21/2023 10:01 PM
2179	This person needs to be able to actually make needed changes and have a good history of doing so.	6/21/2023 9:44 PM
2180	Highly suggest bringing someone in who is local and has experience in GCS. Someone who is approachable and visible. A strong leader with people skills and passion for education and for our students.	6/21/2023 9:41 PM
2181	Intentions going forward for himself/herself and what the ultimate goal is for their time serving.	6/21/2023 9:29 PM
2182	Experience and passion for Gaston county specifically.	6/21/2023 9:27 PM
2183	Need someone that will be honest and not kiss their butt.	6/21/2023 9:25 PM
2184	Do not bring someone from Charlotte- Meck Schools!	6/21/2023 9:23 PM
2185	Ability to connect with students, parents, teachers and administrators and motivation to make the effort consistently	6/21/2023 9:19 PM
2186	The opinions of administrators, faculty, and other staff. Meet with them and provide a safe place for them to voice their needs and desires in a leader.	6/21/2023 9:16 PM
2187	Former teaching experience	6/21/2023 9:09 PM
2188	I feel the new superintendent should have a background in education.	6/21/2023 9:08 PM
2189	Experience with school systems of our size	6/21/2023 9:06 PM
2190	Whether the candidate is enthusiastic about making a change for the better of the schools.	6/21/2023 8:59 PM
2191	Can they handle the weight of this position? Have they been a positive leader in their prior roles?	6/21/2023 8:59 PM

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2192	Does he/she have an athletics background.	6/21/2023 8:56 PM
2193	Someone who os currently in education that understands current needs.	6/21/2023 8:52 PM
2194	Teacher and student needs	6/21/2023 8:49 PM
2195	Views on teacher/staff pay and how funding is distributed. As well as curriculum thoughts and ideas	6/21/2023 8:48 PM
2196	Someone new to gcs. New perspective.	6/21/2023 8:46 PM
2197	It's not about you (school board). Board members should recognize they are NOT an educational professional or expert. Most run unopposed. Drop your ego and search for someone who's made a career in education rather than valuing a random elected official looking for a belt notch. Lean on someone who has actually been a teacher	6/21/2023 8:44 PM
2198	A good background in leadership and a great understanding of the educational system.	6/21/2023 8:40 PM
2199	Are the candidates priorities in order, i.e. purely political or student / community focused. Are they focused on student improvement based on quality education, reasoning and solution focus rather than social indoctrination. With kids behind before covid, they have digressed.	6/21/2023 8:40 PM
2200	Their experience in education.	6/21/2023 8:37 PM
2201	Are they organized enough to hold all the strings	6/21/2023 8:34 PM
2202	Leadership skills, Visionary, surround themselves with competent people	6/21/2023 8:20 PM
2203	Make sure there not in it for the money but for the hood of the district	6/21/2023 8:19 PM
2204	A superintendent needs to know what's going on in the classrooms.	6/21/2023 8:16 PM
2205	Gaston County Schools is not a good place to work or learn. The system needs an immediate intervention.	6/21/2023 8:16 PM
2206	Passionate about public education	6/21/2023 8:11 PM
2207	You are the footprints for the new superintendent You are the eyes,ears and voice of the community There needs to be more done	6/21/2023 8:00 PM
2208	You don't have to have more than a Masters and many years of teaching to handle the job.	6/21/2023 7:59 PM
2209	Qualifications Education	6/21/2023 7:52 PM
2210	This person should be able to come in a classroom and teach if needed. Even be a sub if needed.	6/21/2023 7:48 PM
2211	Actual educational experience as a teacher and administrator. Data driven, kindness, and ethical behavior.	6/21/2023 7:43 PM
2212	Na	6/21/2023 6:49 PM
2213	Someone who will support teachers and salaries.	6/21/2023 6:17 PM
2214	The new superintendent has a proven track record of supporting teachers and students rather than giving into false media.	6/21/2023 5:45 PM
2215	Please strongly consider our area houses a very diverse group of families with vast socioeconomic differences. We need someone invested in truly connecting with our communities to bridge the gaps and address growing needs of a modern society. We need to move forward with a new, innovative and inclusive vision, not just one to check off testing boxes for the state, but to help all Gaston Co students to become skilled leaders in life. [REDACTED] we welcome and encourage a fresh new perspective to amplify students, teachers and staff to the next level for Gaston Co Schools and open up new opportunities for our school system to be the very best in NC.	6/21/2023 4:19 PM
2216	Background in education. Stop the "Good Ole Boys Club"	6/21/2023 3:24 PM
2217	Follow through and results in previous capacities, ability to think creatively, view on partnerships	6/21/2023 3:24 PM

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2218	Someone new to Gaston Co.	6/21/2023 1:39 PM
2219	External candidates will likely be in a better position to rebuild trust	6/21/2023 12:44 PM
2220	Someone who understands and knows the changes needed to occur in GCS	6/21/2023 12:32 PM
2221	Background and knowledge of the position. What is his vision? Plan?	6/21/2023 11:08 AM
2222	Does he/she have teaching or administrative experience.	6/21/2023 11:04 AM
2223	Someone who has years and years experience in the classroom and not just a business professional	6/21/2023 11:03 AM
2224	Past accomplishments of the individual at other schools	6/21/2023 10:58 AM
2225	A candidate who understands education with the ability to collaborate with the parents of the community to drive greater results for students.	6/21/2023 10:49 AM
2226	They need to have been in the classroom to truly understand	6/21/2023 10:30 AM
2227	What diversity will they bring to our county.	6/21/2023 10:13 AM
2228	Educational and experience, we need a superintendent with experience in the educational field, someone who will understand where the teachers and school staff are coming from because they have been in the positions.	6/21/2023 9:56 AM