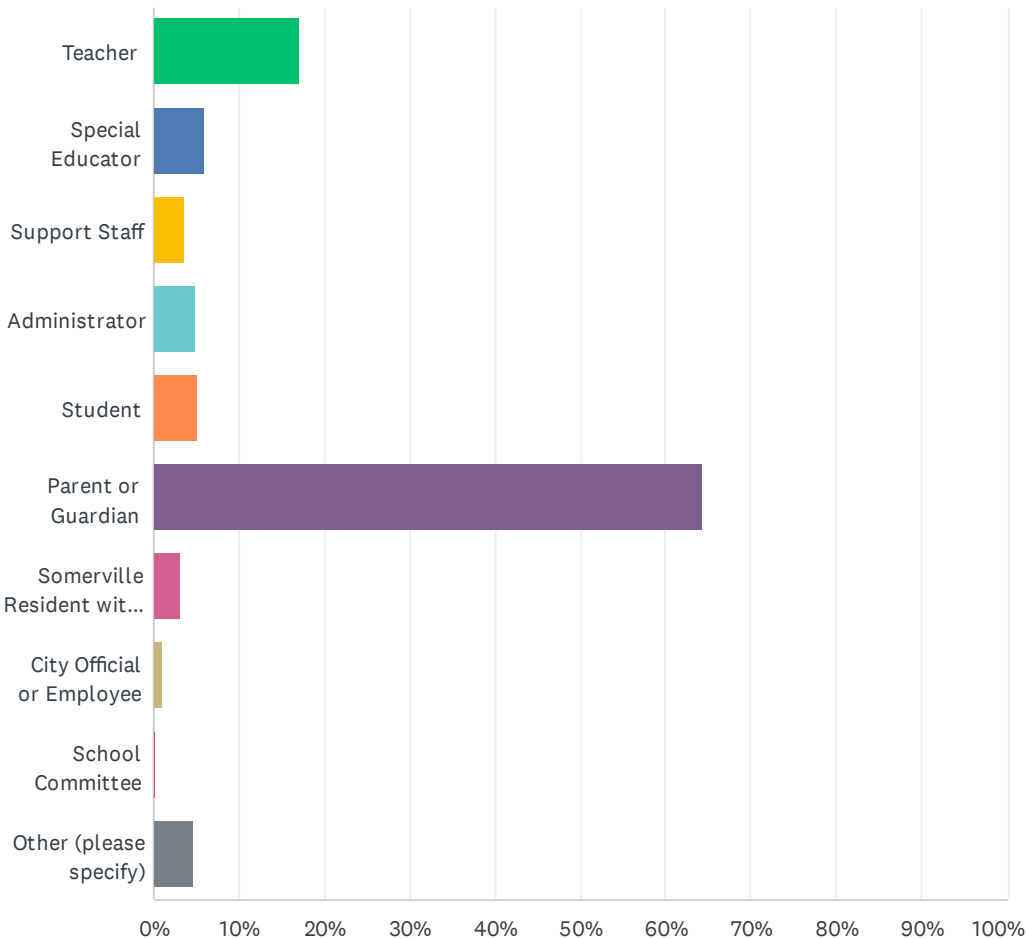


Q1 Which of the following best describes your relationship with the Somerville Public Schools? apply. If more than one applies, select one from which you will respond to the following questions.

Answered: 369 Skipped: 0



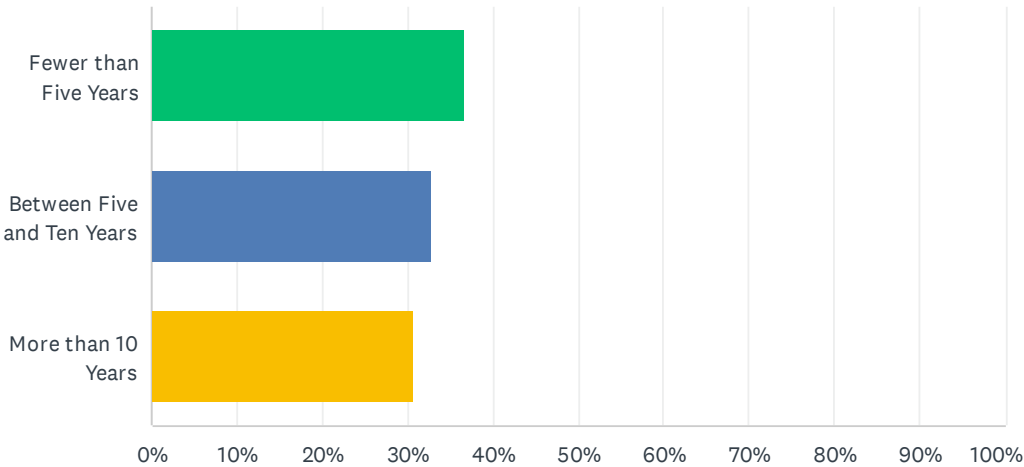
## Somerville Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Teacher	17.07%	63
Special Educator	5.96%	22
Support Staff	3.52%	13
Administrator	4.88%	18
Student	5.15%	19
Parent or Guardian	64.50%	238
Somerville Resident with No Students in the Somerville Public Schools	3.25%	12
City Official or Employee	1.08%	4
School Committee	0.27%	1
Other (please specify)	4.61%	17
Total Respondents: 369		

#	OTHER (PLEASE SPECIFY)	DATE
1	Soccer coach	12/13/2022 7:00 PM
2	Parent to children that attended Brown, but switched to private due to uncertainty (of all SPS schools, especially Brown) during Pandemic... and we are interested in returning to SPS in the future.	12/12/2022 6:01 PM
3	Teacher assistant	12/12/2022 5:17 AM
4	School employee	12/11/2022 10:07 PM
5	Counselor	12/9/2022 2:32 PM
6	Paraprofessional	12/8/2022 7:37 PM
7	BCBA	12/8/2022 1:46 PM
8	IT TECH SUPPORT	12/8/2022 8:09 AM
9	Afterschool volunteer	12/8/2022 7:34 AM
10	School nurse	12/7/2022 11:59 PM
11	My daughters will enter preK in 2023 and 2025	12/7/2022 11:22 PM
12	Former student	12/7/2022 8:02 PM
13	Education and Career Advisor, SCALE; also attended the Somerville Public Schools	12/7/2022 5:32 PM
14	Parent of kids placed in out of district placements by Somerville Public Schools	12/7/2022 5:29 PM
15	PTA	12/7/2022 5:00 PM
16	Public higher Ed	12/7/2022 5:00 PM
17	School Nurse	12/7/2022 4:07 PM

## Q2 How long has your relationship with the Somerville Public Schools Existed?

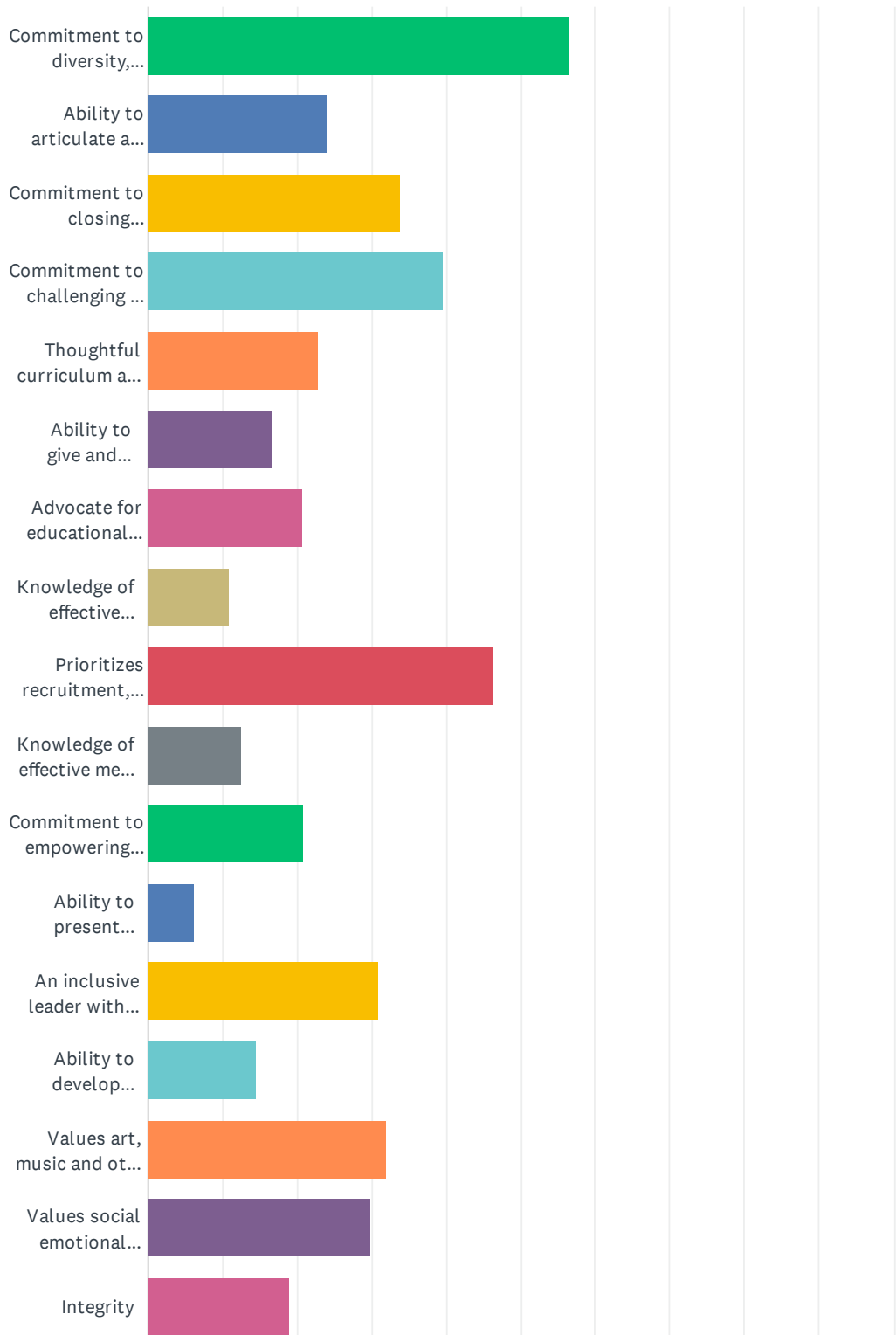
Answered: 369 Skipped: 0



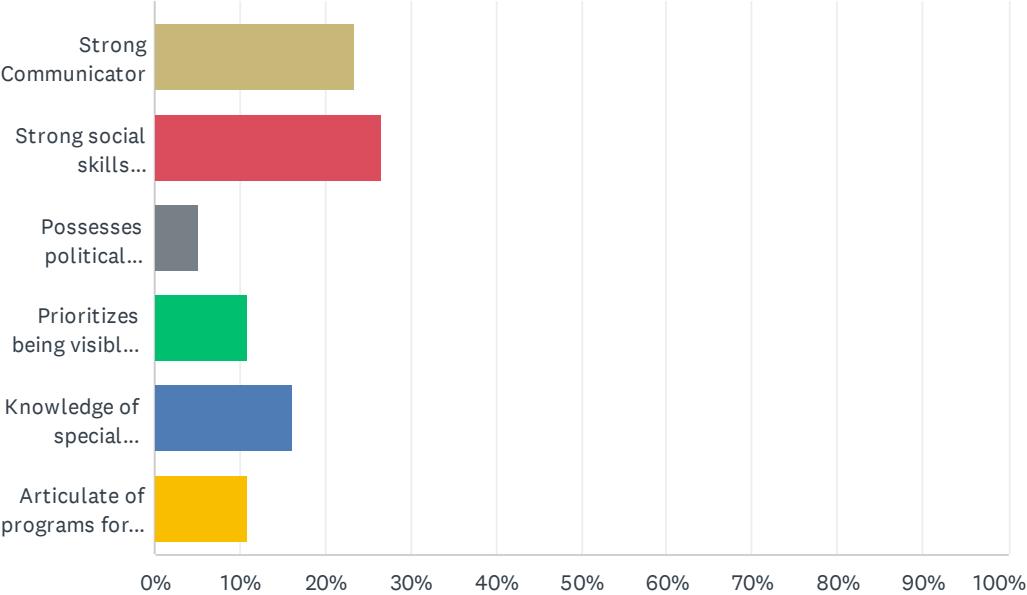
ANSWER CHOICES	RESPONSES	
Fewer than Five Years	36.59%	135
Between Five and Ten Years	32.79%	121
More than 10 Years	30.62%	113
TOTAL		369

Q3 It is important to assess the most important personal characteristics, knowledge, attributes and core values that the next Somerville superintendent should possess. Please select up to five (5) that you think are most important.

Answered: 368 Skipped: 1



Somerville Superintendent Search Survey

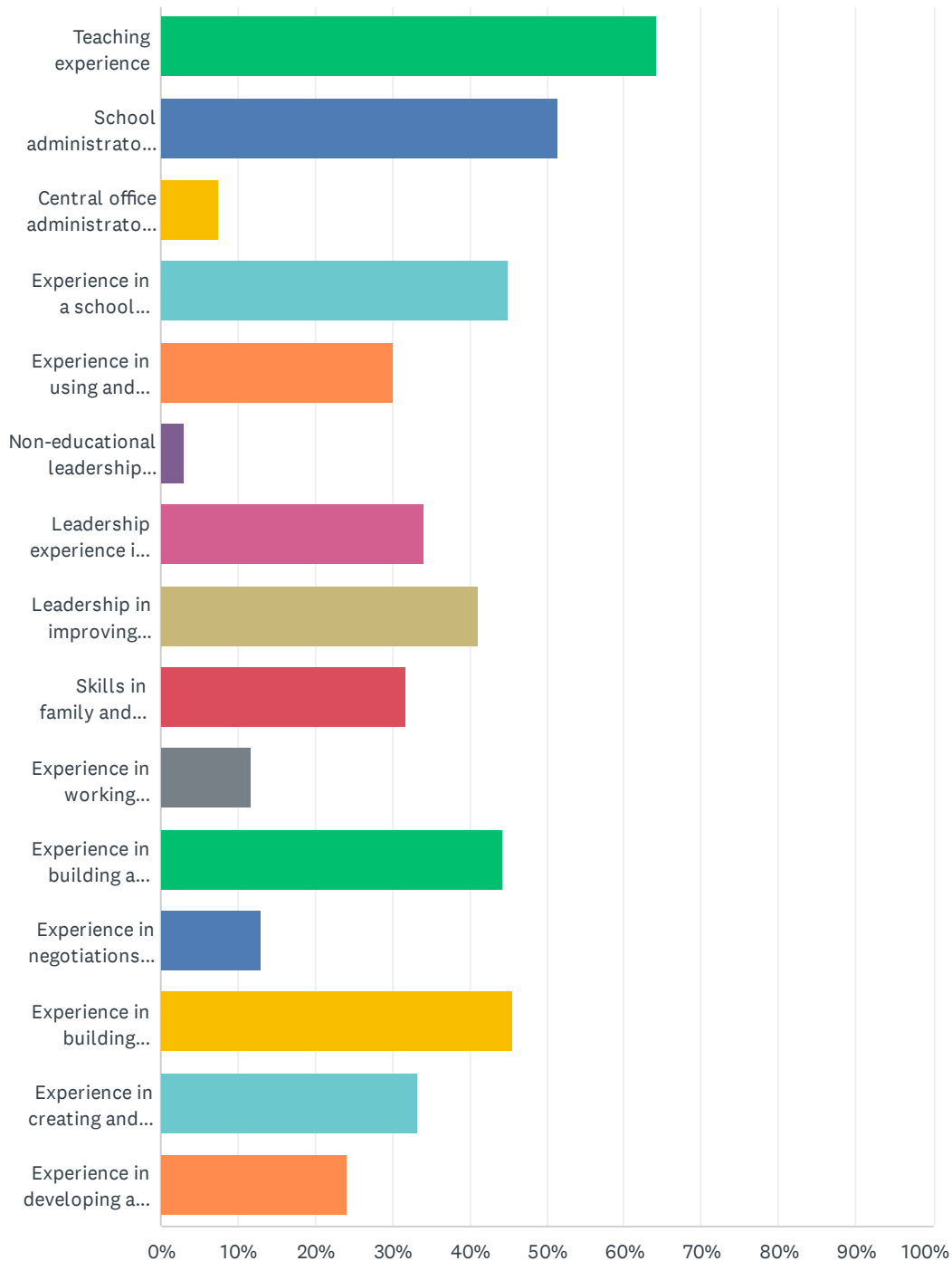


## Somerville Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Commitment to diversity, equity and inclusion	56.52%	208
Ability to articulate a clear educational vision for all students	24.18%	89
Commitment to closing achievement and opportunity gaps	33.97%	125
Commitment to challenging all students academically	39.67%	146
Thoughtful curriculum and instructional leader	22.83%	84
Ability to give and receive feedback to improve the performance of others and self	16.58%	61
Advocate for educational innovation in the classroom	20.65%	76
Knowledge of effective professional development programs	10.87%	40
Prioritizes recruitment, retention, morale and health of employees	46.20%	170
Knowledge of effective means to seek and value the student voice	12.50%	46
Commitment to empowering parents, students and staff	20.92%	77
Ability to present themselves as the educational leader in the Somerville community	6.25%	23
An inclusive leader with ability to bring diverse groups of people together	30.98%	114
Ability to develop relationships with key constituencies and effective teams	14.40%	53
Values art, music and other programs as much as core academics	32.07%	118
Values social emotional learning	29.89%	110
Integrity	19.02%	70
Strong Communicator	23.37%	86
Strong social skills (empathy, humor, collaboration, approachable)	26.63%	98
Possesses political acumen	5.16%	19
Prioritizes being visible in the schools and classrooms	10.87%	40
Knowledge of special education law and regulations	16.30%	60
Articulate of programs for English Language Learners and in Sheltered English Emersion	10.87%	40
Total Respondents: 368		

Q4 It is important to assess the most important skills and background experiences the next Somerville Superintendent of Schools should possess. Select up to five (5) that you think are the most important.

Answered: 360 Skipped: 9



## Somerville Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Teaching experience	64.17%	231
School administrator experience	51.39%	185
Central office administrator experience	7.50%	27
Experience in a school district similar to ours	45.00%	162
Experience in using and communicating data to support decision making and problem solving	30.00%	108
Non-educational leadership experience	3.06%	11
Leadership experience in diversity, inclusion and equity initiatives	34.17%	123
Leadership in improving teaching and learning	41.11%	148
Skills in family and community engagement	31.67%	114
Experience in working effectively with municipal officials	11.67%	42
Experience in building a district culture of trust and strong relationships	44.44%	160
Experience in negotiations and collective bargaining process	13.06%	47
Experience in building effective relationships with faculty and staff	45.56%	164
Experience in creating and implementing a district strategy for improvement	33.33%	120
Experience in developing and administering a districtwide budget and ensuring the financial health of the district	24.17%	87
Total Respondents: 360		



## Q5 What are the strengths or points of pride of the Somerville Public Schools that you believe should be preserved?

Answered: 255    Skipped: 114

ANSWER CHOICES	RESPONSES
1.	100.00% 255
2.	89.80% 229
3.	72.55% 185

#	1.	DATE
1	Diversity	12/16/2022 7:16 AM
2	Inclusiveness	12/15/2022 9:21 PM
3	diverse student body and community	12/15/2022 9:05 PM
4	We are diverse	12/15/2022 9:00 PM
5	Diversity and inclusion	12/15/2022 8:52 PM
6	Focusing on the students' needs (start with meeting basic needs first)	12/15/2022 3:59 PM
7	Diversity	12/15/2022 9:19 AM
8	Unique approaches/emphases of neighborhood schools	12/15/2022 6:55 AM
9	diverse school district	12/14/2022 9:57 PM
10	diversity	12/14/2022 3:08 PM
11	Strong Educator's Union	12/14/2022 10:00 AM
12	Teaching experience	12/13/2022 10:04 PM
13	Equity	12/13/2022 7:37 PM
14	Communication	12/13/2022 7:00 PM
15	Celebrating our diversity (racial, cultural, linguistic, socioeconomic, etc.)	12/13/2022 6:11 PM
16	Having good teachers THAT ACTUALLY TEACH YOU STUFF	12/13/2022 10:28 AM
17	be able to leave school for lunch	12/13/2022 10:24 AM
18	Supporting diverse communities	12/13/2022 10:23 AM
19	Community partnerships	12/13/2022 7:25 AM
20	Diversity	12/12/2022 9:32 PM
21	Value of staff voice	12/12/2022 8:27 PM
22	Neighborhood schools that promote a feeling of community	12/12/2022 8:27 PM
23	Diversity/Inclusion	12/12/2022 6:47 PM
24	neighborhood schools and school choice	12/12/2022 6:01 PM
25	Diversity	12/12/2022 5:13 PM
26	The enriching early education curriculum	12/12/2022 4:40 PM
27	Good elementary and early education programs	12/12/2022 4:27 PM

## Somerville Superintendent Search Survey

28	happy kids	12/12/2022 2:41 PM
29	Diversity	12/12/2022 12:01 PM
30	Diversity, including socio-economic status	12/12/2022 9:26 AM
31	Tradition	12/12/2022 9:06 AM
32	Somerville has a diverse population and one of the values is embracing everyone and I believe that should be preserved.	12/12/2022 6:37 AM
33	inclusiveness	12/11/2022 10:07 PM
34	diversity	12/11/2022 7:34 PM
35	Diversity	12/11/2022 5:52 PM
36	Work around DEI in all areas	12/11/2022 3:25 PM
37	Diversity and inclusion	12/11/2022 9:05 AM
38	Diversity	12/10/2022 5:49 PM
39	Valuing the diversity of our community as a strength.	12/10/2022 5:07 PM
40	diversity	12/10/2022 11:05 AM
41	Diversity makes us better	12/10/2022 9:46 AM
42	Local teacher	12/10/2022 1:55 AM
43	Great new facility for high school	12/9/2022 8:23 PM
44	Rich programs serving diverse communities within our community	12/9/2022 7:57 PM
45	Arts, Music etc. as a HIGH priority together with academics	12/9/2022 3:57 PM
46	Diversity	12/9/2022 2:32 PM
47	Great sense of community and community support	12/9/2022 1:26 PM
48	Opportunities available to students (CTE, internships, college classes, fablab)	12/9/2022 12:53 PM
49	Commitment to diversity, equity, and inclusion	12/9/2022 12:17 PM
50	Diversity throughout the district	12/9/2022 11:57 AM
51	Restorative Justice Practices	12/9/2022 10:46 AM
52	Diversity	12/9/2022 10:28 AM
53	Commitment to DEI	12/9/2022 10:03 AM
54	Diversity of the student population	12/9/2022 9:53 AM
55	Support for all types of learners from all types of backgrounds	12/9/2022 9:24 AM
56	Diversity	12/9/2022 9:17 AM
57	Community	12/9/2022 8:25 AM
58	Some (although not enough) excellent teachers	12/9/2022 8:17 AM
59	Very diverse	12/9/2022 8:16 AM
60	Diversity	12/9/2022 8:06 AM
61	Equity	12/9/2022 7:18 AM
62	Diversity and equity	12/8/2022 10:44 PM
63	Being a welcoming community and protecting our immigrant neighbors	12/8/2022 9:55 PM
64	Second step in all grades	12/8/2022 6:52 PM
65	Diversity	12/8/2022 6:38 PM

## Somerville Superintendent Search Survey

66	Resources in the community	12/8/2022 5:02 PM
67	Welcoming and celebrating diversity	12/8/2022 4:27 PM
68	Strong music program that is available to ALL students during the school day	12/8/2022 3:53 PM
69	Quality in academic	12/8/2022 3:48 PM
70	Commitment to k-8 "specialist" subjects: music, library, art, PE	12/8/2022 2:51 PM
71	Students can see multiple types of "success" - especially the strong vocational programs, and community involved programs such as robotics, theatre, and teen empowerment.	12/8/2022 2:13 PM
72	Supporting balance between work and personal life	12/8/2022 1:46 PM
73	Diversity	12/8/2022 1:25 PM
74	continuing to be a welcoming place for immigrant families	12/8/2022 12:54 PM
75	Diverse student body along many axis of diversity	12/8/2022 12:54 PM
76	Diversity	12/8/2022 12:48 PM
77	Values diversity and inclusion	12/8/2022 12:39 PM
78	Class Day	12/8/2022 12:27 PM
79	Our commitment to equity	12/8/2022 12:25 PM
80	We have some incredible teachers!	12/8/2022 12:10 PM
81	The diversity and its naturalness within the community.	12/8/2022 12:09 PM
82	Multi-linguistic	12/8/2022 11:56 AM
83	Diversity- along many dimensions	12/8/2022 11:25 AM
84	Focus on Kindness	12/8/2022 11:08 AM
85	innovation	12/8/2022 10:59 AM
86	Diversity	12/8/2022 10:56 AM
87	Diversity	12/8/2022 10:56 AM
88	Diversity of the student body	12/8/2022 10:50 AM
89	The extra help available to students who aren't keeping pace with the rest of the class	12/8/2022 10:44 AM
90	sense of community	12/8/2022 10:39 AM
91	diversity	12/8/2022 10:34 AM
92	Commitment to collaboration between families, schools & communities	12/8/2022 10:18 AM
93	Educator leadership work - strong and committed staff	12/8/2022 10:13 AM
94	community	12/8/2022 10:12 AM
95	Inclusion and diversity	12/8/2022 10:11 AM
96	Strong communication between district leaders and staff.	12/8/2022 10:10 AM
97	Diversity	12/8/2022 10:07 AM
98	Student leadership	12/8/2022 10:05 AM
99	Inclusiveness / Community	12/8/2022 10:02 AM
100	Equity	12/8/2022 10:00 AM
101	Diversity and inclusion	12/8/2022 9:41 AM
102	Unique differences between each school in terms of programming and curriculum	12/8/2022 9:27 AM
103	Diversity	12/8/2022 9:13 AM

## Somerville Superintendent Search Survey

104	striving for equity	12/8/2022 8:59 AM
105	Strong family support offered at every school through liaisons	12/8/2022 8:58 AM
106	School choice program	12/8/2022 8:56 AM
107	Social emotional learning	12/8/2022 8:40 AM
108	Individual school identities	12/8/2022 8:33 AM
109	Working constantly to be more equitable	12/8/2022 8:32 AM
110	Prioritizing the whole child	12/8/2022 8:25 AM
111	progressiveness	12/8/2022 8:23 AM
112	commitment to social-emotional learning	12/8/2022 8:21 AM
113	equity	12/8/2022 8:20 AM
114	Students voices	12/8/2022 8:18 AM
115	diversity through ALL things	12/8/2022 8:14 AM
116	STRONG CORE OF EMPLOYEES	12/8/2022 8:09 AM
117	support of diverse language learners, programming etc...	12/8/2022 8:06 AM
118	Dedication to Diversity	12/8/2022 8:05 AM
119	Value of diversity	12/8/2022 8:01 AM
120	Teachers and staff are amazing need more support	12/8/2022 7:40 AM
121	Each school's unique programs and differences	12/8/2022 7:38 AM
122	Some teachers are brilliant, rare gems	12/8/2022 7:34 AM
123	Seeking the voices of students/staff when making district decisions	12/8/2022 7:30 AM
124	commitment to progressive educational values	12/8/2022 7:18 AM
125	Diversity, inclusion and acceptance of every person	12/8/2022 7:13 AM
126	growth and access to diverse learning environments/class	12/8/2022 7:03 AM
127	Education	12/8/2022 7:00 AM
128	Diversity and Inclusion - of students, staff and teaching styles	12/8/2022 6:55 AM
129	diversity	12/8/2022 6:32 AM
130	Safety	12/8/2022 5:19 AM
131	Commitment to Diversity, Equity, and inclusion	12/8/2022 4:29 AM
132	Inclusive & supportive environment for students	12/8/2022 12:19 AM
133	Inclusiveness of families, students, and staff	12/7/2022 11:59 PM
134	Universal preK	12/7/2022 11:22 PM
135	Respect for all stakeholders (I saw this through the pandemic- leadership took the health of students and staff very seriously)	12/7/2022 10:51 PM
136	Building foundation	12/7/2022 10:24 PM
137	Inclusion	12/7/2022 10:16 PM
138	Engagement with the community, families, caregivers, parents	12/7/2022 10:15 PM
139	Diversity	12/7/2022 10:10 PM
140	Diversity	12/7/2022 10:05 PM

## Somerville Superintendent Search Survey

141	Diversity	12/7/2022 9:59 PM
142	Diversity of students	12/7/2022 9:46 PM
143	Willingness to change old policies/habits when new information is available.	12/7/2022 9:32 PM
144	Continued focus on inclusion and equity	12/7/2022 9:21 PM
145	Diversity of student body	12/7/2022 9:18 PM
146	Integrity	12/7/2022 9:10 PM
147	Equality	12/7/2022 9:05 PM
148	Good communication with educators	12/7/2022 8:52 PM
149	Diversity	12/7/2022 8:50 PM
150	Good level	12/7/2022 8:49 PM
151	some really great teachers who are committed to students	12/7/2022 8:34 PM
152	Diversity	12/7/2022 8:33 PM
153	Community engagement	12/7/2022 8:24 PM
154	academic excellence	12/7/2022 8:09 PM
155	Student body diversity with deep community school system	12/7/2022 8:03 PM
156	Safe schools for all	12/7/2022 8:00 PM
157	Commitment to equity and inclusion	12/7/2022 7:49 PM
158	Great communication with parents	12/7/2022 7:36 PM
159	Focus on Equity	12/7/2022 7:33 PM
160	equity	12/7/2022 7:32 PM
161	Diversity	12/7/2022 7:31 PM
162	Family atmosphere	12/7/2022 7:27 PM
163	Whole child learning	12/7/2022 7:23 PM
164	Commitment to diversity	12/7/2022 7:21 PM
165	Diversity, inclusiveness and equity valued	12/7/2022 7:18 PM
166	Strong commitment to athletics	12/7/2022 7:18 PM
167	Staff, families, and students	12/7/2022 7:09 PM
168	The ethnic and socioeconomic diversity of our city	12/7/2022 7:07 PM
169	Access to bilingual education	12/7/2022 6:51 PM
170	Commitment to the arts.	12/7/2022 6:50 PM
171	Diversity of staff	12/7/2022 6:49 PM
172	Diversity	12/7/2022 6:43 PM
173	Our diverse community	12/7/2022 6:36 PM
174	Economic diversity	12/7/2022 6:29 PM
175	Diversity	12/7/2022 6:26 PM
176	Diversity	12/7/2022 6:21 PM
177	strong sense of community	12/7/2022 6:19 PM
178	Trans-inclusive and gender-affirming environment	12/7/2022 6:15 PM

# Somerville Superintendent Search Survey

179	Having spirit	12/7/2022 6:13 PM
180	Tradition	12/7/2022 6:10 PM
181	diversity	12/7/2022 6:05 PM
182	Diversity	12/7/2022 6:03 PM
183	Unity	12/7/2022 5:58 PM
184	Commitment to supporting a diverse array of students of various SES	12/7/2022 5:50 PM
185	DIVERSITY	12/7/2022 5:50 PM
186	Trusting department chairs to effectively manage teachers	12/7/2022 5:42 PM
187	multi-cultural student population	12/7/2022 5:32 PM
188	amazing early childhood opportunities	12/7/2022 5:30 PM
189	Excellent teachers and caring staff	12/7/2022 5:30 PM
190	Diversity	12/7/2022 5:29 PM
191	A student first approach to leadership	12/7/2022 5:27 PM
192	Commitment to diversity, equity and inclusion	12/7/2022 5:21 PM
193	Diversity	12/7/2022 5:14 PM
194	Great teachers	12/7/2022 5:13 PM
195	striving for improvement	12/7/2022 5:12 PM
196	good teachers	12/7/2022 5:11 PM
197	Innovation- strong programs and new ideas	12/7/2022 5:10 PM
198	Diversity	12/7/2022 5:02 PM
199	Commitment to DEI and progress toward DEI goals	12/7/2022 5:02 PM
200	Inclusion	12/7/2022 5:01 PM
201	Being welcoming to everyone in our schools.	12/7/2022 5:00 PM
202	Diversity of students	12/7/2022 5:00 PM
203	Diversity	12/7/2022 5:00 PM
204	English as a second language sanctuary city	12/7/2022 5:00 PM
205	Character of students	12/7/2022 4:56 PM
206	Diversity & inclusion	12/7/2022 4:53 PM
207	Kindness	12/7/2022 4:52 PM
208	SPS' DEI focus	12/7/2022 4:51 PM
209	trust in teacher professional judgement/autonomy	12/7/2022 4:51 PM
210	Socio-emotional intelligence	12/7/2022 4:48 PM
211	Teaching for the real world	12/7/2022 4:48 PM
212	Diversity of somerville	12/7/2022 4:48 PM
213	Diversity	12/7/2022 4:47 PM
214	Diversity	12/7/2022 4:47 PM
215	Racial, cultural and linguistic diversity	12/7/2022 4:44 PM
216	Diversity	12/7/2022 4:42 PM

## Somerville Superintendent Search Survey

217	Commitment to no police in schools	12/7/2022 4:40 PM
218	commitment to (politically) progressive values	12/7/2022 4:40 PM
219	Diversity of social class, ethnicity, language	12/7/2022 4:40 PM
220	School Choice	12/7/2022 4:39 PM
221	Good teachers	12/7/2022 4:30 PM
222	Diversity	12/7/2022 4:28 PM
223	Many excellent teachers and administrators	12/7/2022 4:28 PM
224	Many activities, clubs, and other initiatives for the students	12/7/2022 4:28 PM
225	inclusion	12/7/2022 4:26 PM
226	NONE - I am furious about how we kept the schools closed during COVID	12/7/2022 4:26 PM
227	Diversity	12/7/2022 4:26 PM
228	Neighborhood schools	12/7/2022 4:25 PM
229	Diversity	12/7/2022 4:25 PM
230	diversity of languages and cultures	12/7/2022 4:24 PM
231	Diversity	12/7/2022 4:23 PM
232	Our commitment to adjusting our goals based on the needs of students.	12/7/2022 4:23 PM
233	Quality teachers & education	12/7/2022 4:23 PM
234	sense of community	12/7/2022 4:21 PM
235	Academic Excellence	12/7/2022 4:21 PM
236	Inclusiveness	12/7/2022 4:21 PM
237	Small class size	12/7/2022 4:19 PM
238	Wide availability of AP classes	12/7/2022 4:19 PM
239	Inclusion	12/7/2022 4:18 PM
240	Retain good teachers	12/7/2022 4:15 PM
241	Diversity of students & staff	12/7/2022 4:14 PM
242	Diversity	12/7/2022 4:14 PM
243	Diversity & Inclusion	12/7/2022 4:13 PM
244	Strong focus on emotional learning	12/7/2022 4:12 PM
245	Diversity	12/7/2022 4:12 PM
246	Individualism	12/7/2022 4:10 PM
247	Teachers/staff	12/7/2022 4:10 PM
248	My kids are very young so we haven't had many different teachers yet, but so far they've seemed very strong to me, which is probably the most important thing for any educational experience	12/7/2022 4:09 PM
249	Diversity	12/7/2022 4:08 PM
250	diversity/inclusivity	12/7/2022 4:08 PM
251	Educating the whole child	12/7/2022 4:07 PM
252	diversity of students	12/7/2022 4:07 PM
253	Diversity	12/7/2022 4:07 PM

## Somerville Superintendent Search Survey

254	Support of students-emotional and educational	12/7/2022 4:06 PM
255	strong school communities	12/7/2022 4:06 PM
#	2.	DATE
1	Open to new ideas/innovation	12/16/2022 7:16 AM
2	continuing to improve staff compensation, state of facilities, and student outcomes	12/15/2022 9:05 PM
3	The schools are full of warm, welcoming people	12/15/2022 9:00 PM
4	Having art/music	12/15/2022 8:52 PM
5	Strong MLL program	12/15/2022 3:59 PM
6	Commitment to students	12/15/2022 9:19 AM
7	Vocational educational program at the high school	12/15/2022 6:55 AM
8	strength of arts programs - especially music instruction	12/14/2022 9:57 PM
9	strong teachers	12/14/2022 3:08 PM
10	Great student body	12/14/2022 10:00 AM
11	Diverse but educated teachers	12/13/2022 10:04 PM
12	Teaching for all	12/13/2022 7:37 PM
13	Hard worker	12/13/2022 7:00 PM
14	Wide range of professional development opportunities for teachers	12/13/2022 6:11 PM
15	Landing help to student who struggle	12/13/2022 10:28 AM
16	lunch shop	12/13/2022 10:24 AM
17	Providing extra help for students who need it	12/13/2022 10:23 AM
18	Choice	12/13/2022 7:25 AM
19	Excellent teachers	12/12/2022 9:32 PM
20	The focus on inclusion and diversity	12/12/2022 8:27 PM
21	Schools culture	12/12/2022 6:47 PM
22	diversity	12/12/2022 6:01 PM
23	Social emotional learning curriculum	12/12/2022 5:13 PM
24	Continued commitment to equity and inclusion	12/12/2022 4:40 PM
25	Excellent new high school building	12/12/2022 4:27 PM
26	social-emotional learning	12/12/2022 2:41 PM
27	Commitment to Art, Music, Theater programs	12/12/2022 12:01 PM
28	feeling of community	12/12/2022 9:26 AM
29	Pride in your city	12/12/2022 9:06 AM
30	Somerville is committed to the whole child.	12/12/2022 6:37 AM
31	Diversity	12/11/2022 10:07 PM
32	committed teachers	12/11/2022 7:34 PM
33	Innovation	12/11/2022 5:52 PM
34	Student Support (wrap-around services)	12/11/2022 3:25 PM
35	Community	12/10/2022 5:49 PM



## Somerville Superintendent Search Survey

36	The sense of community.	12/10/2022 5:07 PM
37	unique opportunities and collaboration with community partners	12/10/2022 11:05 AM
38	Money/resources is never an excuse	12/10/2022 9:46 AM
39	Diverse student body/community	12/10/2022 1:55 AM
40	strong culture at different elementary schools	12/9/2022 8:23 PM
41	Family liaisons	12/9/2022 7:57 PM
42	Parent and community involvement and support	12/9/2022 3:57 PM
43	Teaching all students	12/9/2022 2:32 PM
44	Many excellent teachers	12/9/2022 1:26 PM
45	Diversity	12/9/2022 12:53 PM
46	Focus on social emotional education	12/9/2022 12:17 PM
47	programs that support all families, free lunch, etc	12/9/2022 10:46 AM
48	Strong commitment to in person teaching and learning	12/9/2022 10:28 AM
49	The extensive CTE program at the high school	12/9/2022 9:53 AM
50	Strong, varied curriculum	12/9/2022 9:24 AM
51	Opportunity	12/9/2022 9:17 AM
52	Mental health help	12/9/2022 8:25 AM
53	Exceptional CTE program	12/9/2022 8:17 AM
54	Good COVID response	12/9/2022 8:16 AM
55	Inclusion	12/9/2022 8:06 AM
56	Community partnerships	12/9/2022 7:18 AM
57	Strong sense of community	12/8/2022 10:44 PM
58	Providing for the whole child; it's not just about grades and MCAS	12/8/2022 9:55 PM
59	excellent community building within schools.	12/8/2022 6:52 PM
60	Curricular excellence	12/8/2022 6:38 PM
61	Afterschool programs compared to other cities	12/8/2022 5:02 PM
62	Improvements in outcomes	12/8/2022 4:27 PM
63	Diversity of students, and access to programs for all of these students	12/8/2022 3:53 PM
64	Appreciation of diversity and inclusion	12/8/2022 3:48 PM
65	Commitment to providing enrichment opportunities (field trips, school concerts, visiting authors, etc.)	12/8/2022 2:51 PM
66	We have amazing students	12/8/2022 2:13 PM
67	Supporting staff so they can support students	12/8/2022 1:46 PM
68	Strong community	12/8/2022 1:25 PM
69	Valued non-academic areas (social emotional, music, art, play, etc.)	12/8/2022 12:54 PM
70	Project-based learning	12/8/2022 12:48 PM
71	Values non-academic disciplines (music, PE, art, social emotional learning)	12/8/2022 12:39 PM
72	history of SHS	12/8/2022 12:27 PM
73	Our strong teacher's union	12/8/2022 12:25 PM

## Somerville Superintendent Search Survey

74	SPS community represents a great deal of diversity	12/8/2022 12:10 PM
75	Having so many bi-lingual staff members.	12/8/2022 12:09 PM
76	Socioeconomic diversity	12/8/2022 11:56 AM
77	Multilingual	12/8/2022 11:25 AM
78	Community Feel	12/8/2022 11:08 AM
79	diversity	12/8/2022 10:59 AM
80	Commitment to social emotional learning	12/8/2022 10:56 AM
81	Equity	12/8/2022 10:56 AM
82	The great specialty teachers- gym, art, music, libraby, etc	12/8/2022 10:44 AM
83	shared responsibility for students	12/8/2022 10:39 AM
84	high standards	12/8/2022 10:34 AM
85	Importance of educators voices in decision making	12/8/2022 10:18 AM
86	The diversity and voices of our students and families	12/8/2022 10:13 AM
87	growth as a community	12/8/2022 10:12 AM
88	Teachers	12/8/2022 10:11 AM
89	Multi-cultural	12/8/2022 10:07 AM
90	Afterschool programs	12/8/2022 10:05 AM
91	Focus on student progress	12/8/2022 10:02 AM
92	Relationships	12/8/2022 10:00 AM
93	Motivated/inspiring teachers and staff	12/8/2022 9:41 AM
94	Commitment to inclusion and equity	12/8/2022 9:27 AM
95	Multilingual Learning	12/8/2022 9:13 AM
96	everyone is responsible for every student	12/8/2022 8:59 AM
97	Strong Principals at most schools and overall talented administrative leadership	12/8/2022 8:58 AM
98	Music program	12/8/2022 8:56 AM
99	Multiculturalism	12/8/2022 8:40 AM
100	Working closely with the SEU	12/8/2022 8:32 AM
101	Positive staff culture	12/8/2022 8:25 AM
102	inclusion	12/8/2022 8:23 AM
103	support for immigrant students/English Language Learners	12/8/2022 8:21 AM
104	hard working staff	12/8/2022 8:20 AM
105	Work in equity	12/8/2022 8:18 AM
106	acknowledgement that staff are people too - we deserve treatment as more than just employees for all that we do	12/8/2022 8:14 AM
107	STAFF INVOLVEMENT	12/8/2022 8:09 AM
108	music and arts programs	12/8/2022 8:06 AM
109	High Standards for all students	12/8/2022 8:05 AM
110	commitment to students	12/8/2022 8:01 AM
111	diversity	12/8/2022 7:40 AM

## Somerville Superintendent Search Survey

112	Talented and hard working staff and teachers	12/8/2022 7:38 AM
113	Linguistic, ethnic, and cultural diversity	12/8/2022 7:34 AM
114	high educational rigor	12/8/2022 7:18 AM
115	Values and sees educators and staff support as crucial component	12/8/2022 7:13 AM
116	teach support and diversity	12/8/2022 7:03 AM
117	Community	12/8/2022 7:00 AM
118	Safe space for students to be themselves and flourish	12/8/2022 6:55 AM
119	multi-cultural and racial community	12/8/2022 6:32 AM
120	Common practice work and goal to teach students to be independent learners and drivers of their own education	12/8/2022 4:29 AM
121	Respect for teachers & parents of all backgrounds (or try to)	12/8/2022 12:19 AM
122	Value of staff as individuals	12/7/2022 11:59 PM
123	Neighborhood priority	12/7/2022 11:22 PM
124	Excellent communication with parents, I appreciate the frequent updates and feel safe reaching out with concerns	12/7/2022 10:51 PM
125	Helping each other	12/7/2022 10:24 PM
126	Academic excellence	12/7/2022 10:16 PM
127	Advocating for our schools, teachers and students	12/7/2022 10:15 PM
128	Progressive values	12/7/2022 10:10 PM
129	Unidos program	12/7/2022 10:05 PM
130	Dedicated teachers	12/7/2022 9:46 PM
131	Commitment to inclusion	12/7/2022 9:32 PM
132	Challenging students academically	12/7/2022 9:21 PM
133	Commitment to social justice	12/7/2022 9:18 PM
134	Learning	12/7/2022 9:10 PM
135	Social emotional and physical well being before education	12/7/2022 9:05 PM
136	Transparency with families	12/7/2022 8:52 PM
137	parent interest/involvement in schools	12/7/2022 8:34 PM
138	Inclusive Community	12/7/2022 8:33 PM
139	diversity	12/7/2022 8:09 PM
140	High parental involvement	12/7/2022 8:03 PM
141	Great teachers	12/7/2022 8:00 PM
142	Commitment to building authentic professional development	12/7/2022 7:49 PM
143	Inclusive and diverse teaching	12/7/2022 7:36 PM
144	Community Connections	12/7/2022 7:33 PM
145	inclusion	12/7/2022 7:32 PM
146	Arts	12/7/2022 7:31 PM
147	Pride	12/7/2022 7:27 PM
148	DEI	12/7/2022 7:23 PM

## Somerville Superintendent Search Survey

149	Commitment to the community at large	12/7/2022 7:21 PM
150	Valuing the voices and expertise of teachers	12/7/2022 7:18 PM
151	Diversity in our community	12/7/2022 7:18 PM
152	Diversity	12/7/2022 7:09 PM
153	The strong communities at the elementary level	12/7/2022 7:07 PM
154	Collaboration with local universities	12/7/2022 6:51 PM
155	Family/community engagement.	12/7/2022 6:50 PM
156	Engagement with parents and teachers	12/7/2022 6:49 PM
157	Commitment to meeting needs of all students	12/7/2022 6:43 PM
158	Openness to our diversity	12/7/2022 6:36 PM
159	Community strength	12/7/2022 6:29 PM
160	Equity	12/7/2022 6:21 PM
161	teaching kids to have pride in their school	12/7/2022 6:19 PM
162	Sensitive handling of wide socioeconomic variance between students	12/7/2022 6:15 PM
163	Academically challenging yourself	12/7/2022 6:13 PM
164	equity	12/7/2022 6:10 PM
165	academic progress	12/7/2022 6:05 PM
166	Integration of CTE and academics in the high school	12/7/2022 6:03 PM
167	Caring	12/7/2022 5:58 PM
168	A comprehensive high school that provides a variety of learning options for students	12/7/2022 5:50 PM
169	elementary and middle schools are positive places	12/7/2022 5:30 PM
170	New focus on the emotional well-being of students through liasons like Laura Davis	12/7/2022 5:30 PM
171	Outreach to the community, particularly underserved communities	12/7/2022 5:29 PM
172	A leadership who truly cares about the community, employees and students.	12/7/2022 5:27 PM
173	Seeking to progress and develop creative learning environment	12/7/2022 5:21 PM
174	Variety pf programs offered	12/7/2022 5:14 PM
175	Ability to teach diverse student population	12/7/2022 5:13 PM
176	parent/guardian involvement	12/7/2022 5:12 PM
177	momentum on DEI issues	12/7/2022 5:11 PM
178	Inclusion- valuing diversity and difference	12/7/2022 5:10 PM
179	Focus on the arts and technical skills	12/7/2022 5:02 PM
180	Incredibly strong teams and a deep bench of leaders	12/7/2022 5:02 PM
181	Equity	12/7/2022 5:01 PM
182	Ongoing disucssions with multiple stakeholders about what is important in the district.	12/7/2022 5:00 PM
183	Bilingual liaisons	12/7/2022 5:00 PM
184	Proximity to respected education research think tanks	12/7/2022 5:00 PM
185	Comprehensive schools should be interdisciplinary across curriculum	12/7/2022 5:00 PM
186	Wellness of students	12/7/2022 4:56 PM

## Somerville Superintendent Search Survey

187	Music program	12/7/2022 4:53 PM
188	Inclusion	12/7/2022 4:52 PM
189	Strong school communities	12/7/2022 4:51 PM
190	commitment to values such as immigration rights and LGBTQ acceptance	12/7/2022 4:51 PM
191	School as community	12/7/2022 4:48 PM
192	Academic and Vocational focus	12/7/2022 4:48 PM
193	brand new high school	12/7/2022 4:48 PM
194	Respecting educators input (SEU)	12/7/2022 4:47 PM
195	Dedicated and passionate teachers	12/7/2022 4:47 PM
196	Inclusivity	12/7/2022 4:42 PM
197	retention of talented staff	12/7/2022 4:40 PM
198	Community support and connections across district	12/7/2022 4:40 PM
199	Caring School Staff	12/7/2022 4:39 PM
200	Small classrooms	12/7/2022 4:30 PM
201	Strong teaching staff	12/7/2022 4:28 PM
202	Generally good communication with parents	12/7/2022 4:28 PM
203	Schools are clean and safe	12/7/2022 4:28 PM
204	art & music program	12/7/2022 4:26 PM
205	We have improved mental health resources since then	12/7/2022 4:26 PM
206	Diversity	12/7/2022 4:25 PM
207	strong arts programs, especially music	12/7/2022 4:24 PM
208	Equity	12/7/2022 4:23 PM
209	Creating systems that work for students of different backgrounds and abilities.	12/7/2022 4:23 PM
210	Attention to and implementing practices based on current research	12/7/2022 4:23 PM
211	social emotional learning in early grades	12/7/2022 4:21 PM
212	Innovation in the classroom	12/7/2022 4:21 PM
213	Social emotional support	12/7/2022 4:21 PM
214	Community involvement	12/7/2022 4:19 PM
215	Athletic programs	12/7/2022 4:19 PM
216	Diversity	12/7/2022 4:18 PM
217	The tech/voc and STEM programs, especially at the high school	12/7/2022 4:15 PM
218	Teacher leadership	12/7/2022 4:14 PM
219	A great public resource	12/7/2022 4:14 PM
220	Attention to Emotional Wellbeing of students	12/7/2022 4:13 PM
221	Increasingly better academic performance	12/7/2022 4:12 PM
222	Diversity of opinions	12/7/2022 4:10 PM
223	Diverse student body	12/7/2022 4:10 PM
224	openness to new ideas and change	12/7/2022 4:08 PM

## Somerville Superintendent Search Survey

225	The value of play that includes kindergarten	12/7/2022 4:07 PM
226	diversity of curriculum	12/7/2022 4:07 PM
227	Good arts programs	12/7/2022 4:07 PM
228	Diversity	12/7/2022 4:06 PM
229	parent engagement and input in decisions	12/7/2022 4:06 PM
<b>#</b>	<b>3.</b>	<b>DATE</b>
1	Supporting those with lesser means	12/16/2022 7:16 AM
2	continuing the DEI / equity work that has started	12/15/2022 9:05 PM
3	After school program	12/15/2022 8:52 PM
4	Inclusivity	12/15/2022 3:59 PM
5	city investment in schools	12/14/2022 9:57 PM
6	VocTech program at HS	12/14/2022 3:08 PM
7	Open to improvement and new changes	12/14/2022 10:00 AM
8	Commitment to families	12/13/2022 7:37 PM
9	Passion	12/13/2022 7:00 PM
10	Committed staff usually with a low turnover rate	12/13/2022 6:11 PM
11	Asking students if they need help with school or their work	12/13/2022 10:28 AM
12	x block	12/13/2022 10:24 AM
13	Good mental health support	12/13/2022 10:23 AM
14	Small vibrant school communities	12/12/2022 9:32 PM
15	High academic excellence	12/12/2022 8:27 PM
16	Partnership with outside organizations	12/12/2022 6:47 PM
17	community engagement	12/12/2022 6:01 PM
18	Partnerships with the community	12/12/2022 5:13 PM
19	diversity	12/12/2022 2:41 PM
20	Dedication of teachers	12/12/2022 12:01 PM
21	Pride and respect for your school	12/12/2022 9:06 AM
22	Community	12/11/2022 10:07 PM
23	strong parent community	12/11/2022 7:34 PM
24	Arts and Culture	12/11/2022 5:52 PM
25	Human Resource and their capacity	12/11/2022 3:25 PM
26	Academics moral	12/10/2022 5:49 PM
27	The effective strategy of not tolerating bullying.	12/10/2022 5:07 PM
28	hiring, retaining, and valuing teachers and staff	12/10/2022 11:05 AM
29	Our staff are our greatest strength	12/10/2022 9:46 AM
30	Abundant educational option	12/10/2022 1:55 AM
31	diverse families with strong commitment and a lot to offer	12/9/2022 8:23 PM
32	Commitment to arts/ "specialist" education	12/9/2022 7:57 PM

## Somerville Superintendent Search Survey

33	Different kinds of opportunities to learn.	12/9/2022 2:32 PM
34	Good support from city leaders	12/9/2022 1:26 PM
35	Professional Development Opportunities for teachers	12/9/2022 12:53 PM
36	Closing the achievement and opportunity gap	12/9/2022 12:17 PM
37	Arts programs	12/9/2022 10:46 AM
38	Robust afterschool program	12/9/2022 10:28 AM
39	Strong SEL emphasis	12/9/2022 9:53 AM
40	Programs that help students explore the world	12/9/2022 9:24 AM
41	kindness	12/9/2022 8:25 AM
42	Beautiful facilities	12/9/2022 8:17 AM
43	Good non academic electives	12/9/2022 8:16 AM
44	Relationship with staff	12/9/2022 8:06 AM
45	Strong financial backing of the schools	12/9/2022 7:18 AM
46	Welcoming to all	12/8/2022 10:44 PM
47	Placing high value on music, art, and theater with opportunities both during and after school.	12/8/2022 9:55 PM
48	importance of equity and diversity	12/8/2022 6:52 PM
49	Options for arts and music	12/8/2022 6:38 PM
50	Multilingual Academy	12/8/2022 5:02 PM
51	Trust in teachers to make decisions	12/8/2022 3:53 PM
52	Commitment to providing help to families in need	12/8/2022 2:51 PM
53	Supporting ELL and SPED programming	12/8/2022 1:46 PM
54	Social emotional learning	12/8/2022 1:25 PM
55	Importance of providing supports (various kinds) to students who need them.	12/8/2022 12:54 PM
56	Integration with aspects of the city	12/8/2022 12:48 PM
57	De-emphasizes homework in the early grades	12/8/2022 12:39 PM
58	The wealth of resources (support staff)	12/8/2022 12:25 PM
59	Teachers who teach kids not just what to learn but also how to learn eg. how to hold a growth mindset	12/8/2022 12:10 PM
60	Community spirit / Atmosphere	12/8/2022 11:56 AM
61	Honors all learners -- from AP classes to CTE	12/8/2022 11:25 AM
62	community	12/8/2022 10:59 AM
63	Expansive opportunities	12/8/2022 10:56 AM
64	General positivity of everyone involved in the school; teachers, after school workers, everyone really	12/8/2022 10:44 AM
65	family involvement	12/8/2022 10:39 AM
66	Dedication to equity and diversity within the school communities	12/8/2022 10:18 AM
67	Working to provide equitable access to meaningful educational experiences.	12/8/2022 10:13 AM
68	meeting all students needs	12/8/2022 10:12 AM
69	School choice	12/8/2022 10:11 AM

## Somerville Superintendent Search Survey

70	Supporting ALL students	12/8/2022 10:05 AM
71	Teacher recruitment/retention	12/8/2022 10:02 AM
72	Interesting and unique educations in the arts	12/8/2022 9:41 AM
73	Small town community "feel" in a small City	12/8/2022 9:27 AM
74	Family Engagement	12/8/2022 9:13 AM
75	1 to 1 chromebooks	12/8/2022 8:59 AM
76	Talented students and teachers at a variety of schools	12/8/2022 8:58 AM
77	Star testing program	12/8/2022 8:56 AM
78	Commitment to career and technical education	12/8/2022 8:40 AM
79	Ensuring all students have access to creative classes like music, art, library, PE	12/8/2022 8:32 AM
80	Social/emotional learning	12/8/2022 8:25 AM
81	equipping staff to grow and develop professionally	12/8/2022 8:23 AM
82	culturally responsive teaching	12/8/2022 8:21 AM
83	ntegrity	12/8/2022 8:20 AM
84	sense of community	12/8/2022 8:14 AM
85	TEAM SUPPORT	12/8/2022 8:09 AM
86	strong after school and summer enrichment programs	12/8/2022 8:06 AM
87	Inclusive to all students	12/8/2022 8:05 AM
88	close community	12/8/2022 8:01 AM
89	great student body	12/8/2022 7:40 AM
90	Celebration of arts, music, culture, languages, relationships	12/8/2022 7:38 AM
91	Most classrooms are focused and not chaotic	12/8/2022 7:34 AM
92	commitment to the whole child	12/8/2022 7:18 AM
93	Understanding	12/8/2022 7:13 AM
94	Service	12/8/2022 7:00 AM
95	Focus on CTE, languages, arts, music and extracurriculars	12/8/2022 6:55 AM
96	Current work on attendance policy	12/8/2022 4:29 AM
97	Community focus & engagement with community	12/8/2022 12:19 AM
98	Respect and Compassionate district	12/7/2022 11:59 PM
99	Support for ELL and multilingual Ed	12/7/2022 11:22 PM
100	A focus on innovation (universal pre-k, looping at Healey, trade school at HS, a focus on the arts)	12/7/2022 10:51 PM
101	Building community	12/7/2022 10:24 PM
102	Building kind, caring communities	12/7/2022 10:16 PM
103	Leading with Empathy and Respect	12/7/2022 10:15 PM
104	Intellectual curiosity	12/7/2022 10:10 PM
105	Dedicated staff	12/7/2022 9:46 PM
106	Diverse student population	12/7/2022 9:32 PM
107	Providing opportunities to expose children to different things	12/7/2022 9:21 PM



## Somerville Superintendent Search Survey

108	Creative pathways towards success	12/7/2022 9:18 PM
109	Discipline	12/7/2022 9:10 PM
110	Students are put as the main leaders	12/7/2022 9:05 PM
111	connections with outside institutions	12/7/2022 8:34 PM
112	Right in the city and many resources by nearby tech companies and business	12/7/2022 8:33 PM
113	support for students at all income levels	12/7/2022 8:09 PM
114	Continued improvements with student test scores	12/7/2022 8:03 PM
115	Inclusion	12/7/2022 8:00 PM
116	Equitable and inclusive arts education	12/7/2022 7:49 PM
117	Being inclusive of all students	12/7/2022 7:36 PM
118	Focus on Diversity	12/7/2022 7:33 PM
119	Community	12/7/2022 7:31 PM
120	vigor	12/7/2022 7:27 PM
121	Strong afterschool programming	12/7/2022 7:23 PM
122	Commitment to meeting the needs of diverse learners including students experiencing challenges	12/7/2022 7:18 PM
123	Some staff that is able to connect with students	12/7/2022 7:18 PM
124	Our strong art and music programming	12/7/2022 7:07 PM
125	Commitment to social emotional learning	12/7/2022 6:51 PM
126	Innovation.	12/7/2022 6:50 PM
127	Strong communication/community engagement	12/7/2022 6:49 PM
128	Diversity again - economic racial nationality	12/7/2022 6:43 PM
129	Our gorgeous new high school	12/7/2022 6:36 PM
130	Strong language arts curriculum	12/7/2022 6:29 PM
131	Academic opportunities for all	12/7/2022 6:21 PM
132	Safe community	12/7/2022 6:15 PM
133	Diversity is important	12/7/2022 6:13 PM
134	teacher seniority loyalty	12/7/2022 6:10 PM
135	strong connection between schools and families	12/7/2022 6:05 PM
136	Community	12/7/2022 6:03 PM
137	Equity	12/7/2022 5:58 PM
138	Commitment to equitable pay for educators	12/7/2022 5:50 PM
139	inclusive classrooms	12/7/2022 5:30 PM
140	Families' enthusiasm for supporting schools	12/7/2022 5:30 PM
141	A diverse community that promotes kindness and respect	12/7/2022 5:27 PM
142	Building relationships with teachers	12/7/2022 5:14 PM
143	Community	12/7/2022 5:13 PM
144	afterschool programs	12/7/2022 5:12 PM
145	Commitment- comm	12/7/2022 5:10 PM

## Somerville Superintendent Search Survey

146	Community	12/7/2022 5:02 PM
147	Commitment to "the whole child" and progress on academics, SEL, and wraparound supports	12/7/2022 5:02 PM
148	Collaboration	12/7/2022 5:01 PM
149	Committment to teacher leadership.	12/7/2022 5:00 PM
150	Summer school programs	12/7/2022 5:00 PM
151	Free early education	12/7/2022 5:00 PM
152	Arts music theater creative students parents and teachers	12/7/2022 5:00 PM
153	Capability of students	12/7/2022 4:56 PM
154	Maximize the new potential of the H.S. building	12/7/2022 4:53 PM
155	Community	12/7/2022 4:52 PM
156	respect for different cultures, languages, etc. (as demonstrated by providing translated family communications, etc)	12/7/2022 4:51 PM
157	School celebrating diversity	12/7/2022 4:48 PM
158	Student leadership	12/7/2022 4:48 PM
159	student academic achievements	12/7/2022 4:48 PM
160	Continued support of Counselors/Social Workers	12/7/2022 4:47 PM
161	Collaboration	12/7/2022 4:47 PM
162	Caring and knowledgeable staff	12/7/2022 4:42 PM
163	commitment to teaching the "whole child" (including social/emotional)	12/7/2022 4:40 PM
164	Family Service Center	12/7/2022 4:39 PM
165	Strong community support for schools	12/7/2022 4:28 PM
166	History of the city	12/7/2022 4:26 PM
167	diversity - focus on social and economic, more than ethnic or racial	12/7/2022 4:26 PM
168	Community resources (ex. Tufts)	12/7/2022 4:25 PM
169	Unidos and CTE programs	12/7/2022 4:24 PM
170	Data driven decisions	12/7/2022 4:23 PM
171	Our willingness to talk about, break down, and change inequitable systems, even in the face of pushback from those who benefit from the inequitable system.	12/7/2022 4:23 PM
172	Variety of enrichment opportunities for students	12/7/2022 4:23 PM
173	engaged teachers and principal	12/7/2022 4:21 PM
174	School and afterschool for all	12/7/2022 4:21 PM
175	Academic excellence	12/7/2022 4:21 PM
176	curriculum	12/7/2022 4:19 PM
177	Rigorous Vo-tech offerings	12/7/2022 4:19 PM
178	High academic standards	12/7/2022 4:18 PM
179	Student voice	12/7/2022 4:14 PM
180	A commitment to the community	12/7/2022 4:14 PM
181	Approachability and friendliness	12/7/2022 4:12 PM
182	Idk	12/7/2022 4:10 PM

## Somerville Superintendent Search Survey

183	Relationships	12/7/2022 4:07 PM
184	cutting-edge education techniques	12/7/2022 4:07 PM
185	Fairness of teacher contracts	12/7/2022 4:06 PM

## Q6 What are the three (3) most important issues that you believe the next Superintendent of Schools must address in the first year in the position?

Answered: 272 Skipped: 97

ANSWER CHOICES	RESPONSES	
1.	100.00%	272
2.	88.60%	241
3.	80.15%	218

#	1.	DATE
1	The need for new school buildings	12/16/2022 7:16 AM
2	Improve school ratings	12/15/2022 9:21 PM
3	continue to create safe schools via counseling, mental health supports, and limiting police in schools	12/15/2022 9:05 PM
4	We need to address learning loss and catch kids up, while challenging students who are at or above grade level	12/15/2022 9:00 PM
5	Improving PreK access and matching	12/15/2022 8:52 PM
6	Support staff. Schools need a morale boost and more support for staff	12/15/2022 3:59 PM
7	Infrastructure/state of school buildings	12/15/2022 9:19 AM
8	Social/emotional crisis for students	12/15/2022 6:55 AM
9	get to know the district/schools/community	12/14/2022 9:57 PM
10	Staff recruitment and Retention	12/14/2022 6:59 PM
11	Equity across schools in terms of quality teaching and resources	12/14/2022 3:08 PM
12	Prioritizing the creation of a climate curriculum and implementing the green new deal for public schools	12/14/2022 10:00 AM
13	Improved excellence for learning	12/13/2022 10:04 PM
14	Learning gaps	12/13/2022 7:37 PM
15	Inclusive	12/13/2022 7:00 PM
16	Increasing the diversity of the staff	12/13/2022 6:11 PM
17	Some students need a lot more help than others	12/13/2022 10:28 AM
18	leave during lunch	12/13/2022 10:24 AM
19	Scheduling	12/13/2022 10:23 AM
20	Low performing schools	12/13/2022 7:25 AM
21	Learning loss from pandemic	12/12/2022 9:32 PM
22	Measures to continue addressing spread of COVID-19 to protect students, families, educators, and other school staff	12/12/2022 8:48 PM
23	Lack of curriculum!	12/12/2022 8:27 PM
24	School safety at the high school	12/12/2022 8:27 PM
25	SE and well being of students	12/12/2022 6:47 PM

## Somerville Superintendent Search Survey

26	school facilities (Brown school!)	12/12/2022 6:01 PM
27	Expanding special education staff and resources, inclusion	12/12/2022 5:13 PM
28	High School and middle school: improving offerings for advanced students	12/12/2022 4:27 PM
29	teacher morale	12/12/2022 2:41 PM
30	Immediate replacement of crumbling buildings (WHCIS & Brown)	12/12/2022 12:01 PM
31	SEL	12/12/2022 10:31 AM
32	community connection - district and city	12/12/2022 9:26 AM
33	Staff morale	12/12/2022 9:06 AM
34	Increasing need of students since COVID	12/12/2022 7:48 AM
35	Closing the achievement gap. The pandemic certainly affected the gap greatly. We need a leader who will analyze the current curriculum and determine whether or not it is effective and EVIDENCE BASED. We need evidence based programs in our schools. Teachers voice is nice but if it's not evidence based it is not meeting our most vulnerable students.	12/12/2022 6:37 AM
36	Education- catching up from the pandemic	12/11/2022 10:07 PM
37	inclusion for students with special education needs	12/11/2022 7:34 PM
38	Lack of academic rigor, particularly at the high school	12/11/2022 6:27 PM
39	Conduct an audit school culture at each building	12/11/2022 5:52 PM
40	Need for research based academic curricula that has been proven to close achievement gaps	12/11/2022 3:25 PM
41	Removing SROs from school and implementing increased supports for students	12/11/2022 9:05 AM
42	improving special education access for students	12/11/2022 8:03 AM
43	Morale	12/10/2022 5:49 PM
44	Providing opportunities to meet the needs of all students, including those that excel at school and those that face challenges.	12/10/2022 5:07 PM
45	Mental Health	12/10/2022 2:17 PM
46	regular communication with families and students	12/10/2022 11:05 AM
47	Brown School accessibility	12/10/2022 9:46 AM
48	Teacher's salary	12/10/2022 1:55 AM
49	Academic achievement for all	12/9/2022 8:23 PM
50	Communication of an expectation of excellence from students	12/9/2022 7:57 PM
51	Addressing violence at the high school	12/9/2022 5:11 PM
52	Provide/support training to staff on DEIA, backing up words with actions	12/9/2022 4:58 PM
53	High turnover of teaching/leadership staff	12/9/2022 3:57 PM
54	Support the needs of Special Education	12/9/2022 2:32 PM
55	Challenging math curriculum rather than the current trajectory of removing challenging classes and making students all learn at lower level.	12/9/2022 1:26 PM
56	Equity of the elementary schools	12/9/2022 12:53 PM
57	Recruitment and retention of BIPOC teachers and staff	12/9/2022 12:17 PM
58	Addressing curriculum to challenge students who might be more advanced in a subject	12/9/2022 11:57 AM
59	Restorative Justice Practices	12/9/2022 10:46 AM
60	Keep salaries and benefits competitive for all staff	12/9/2022 10:28 AM

## Somerville Superintendent Search Survey

61	Implementing SCIENCE OF READING	12/9/2022 10:03 AM
62	Supporting principals' efforts to decrease vaping/smoking/drug use on campuses.	12/9/2022 9:53 AM
63	Helping students feel safe, valued, and heard	12/9/2022 9:24 AM
64	Creating a diverse and equitable school systems (close the Brown)	12/9/2022 9:17 AM
65	Students not having a voice	12/9/2022 8:25 AM
66	Closing the opportunity gap - ensuring less privileged students have access to excellent teachers and educational experiences	12/9/2022 8:17 AM
67	Tardy passes existing	12/9/2022 8:16 AM
68	Closing student gaps	12/9/2022 8:06 AM
69	Attendance/tardiness policies	12/9/2022 7:18 AM
70	Ensure all students are challenged	12/8/2022 10:44 PM
71	Continue to increase mental health and social service support for students.	12/8/2022 9:55 PM
72	SPECIAL EDUCATION NEEDS TO BE REVAMPED TO BENEFIT ALL CHILDREN	12/8/2022 7:37 PM
73	Issues of equity, diversity, and inclusion.	12/8/2022 6:52 PM
74	Capital projects (Brown School, etc.)	12/8/2022 6:38 PM
75	Staff retention	12/8/2022 5:02 PM
76	Academic excellence	12/8/2022 4:27 PM
77	Winter Hill and Brown School building issues	12/8/2022 3:53 PM
78	Technology integration into schooling	12/8/2022 3:48 PM
79	Lack of communication between educators and upper admin	12/8/2022 2:51 PM
80	The budget may not support all the new ideas, once the COVID money is gone. (usual budget woes may be much more acute)	12/8/2022 2:13 PM
81	Resources for SPED	12/8/2022 1:46 PM
82	Ample time for lunch and recess	12/8/2022 1:25 PM
83	Pay equity	12/8/2022 12:54 PM
84	Classroom crowding in some grades	12/8/2022 12:54 PM
85	Equity for special education	12/8/2022 12:48 PM
86	Making sure play, social emotional learning, and mental health are prioritized as much as academic learning	12/8/2022 12:39 PM
87	safety in our schools	12/8/2022 12:27 PM
88	Robust STEM/social studies instruction & coaching	12/8/2022 12:25 PM
89	We need to provide differentiated instruction to challenge high achievers/advanced learners	12/8/2022 12:10 PM
90	Creating opportunities for staff collaboration on a regular basis, such as PLCs being built into the schedule.	12/8/2022 12:09 PM
91	Improve balance between academic and artistic skills. Too skewed to academic	12/8/2022 11:56 AM
92	Gaps between schools	12/8/2022 11:25 AM
93	helping kids recover from pandemic home school year	12/8/2022 11:17 AM
94	Quality of instructional tools	12/8/2022 11:08 AM
95	Must enact structures and activities to foster schools as inclusive, supportive communities	12/8/2022 11:07 AM
96	closing opportunity gaps	12/8/2022 10:59 AM

## Somerville Superintendent Search Survey

97	more opportunities for educational innovation/project based learning	12/8/2022 10:56 AM
98	Student mental health - always!	12/8/2022 10:56 AM
99	Making sure all students are challenged, regardless of their level	12/8/2022 10:50 AM
100	Honestly haven't been around long enough to notice big changes needed.	12/8/2022 10:44 AM
101	special ed classroom issues (POC overrepresented, kids sent to gen ed without support)	12/8/2022 10:39 AM
102	attendance	12/8/2022 10:34 AM
103	Staff shortages across the district	12/8/2022 10:18 AM
104	integrating programs that currently seem siloed	12/8/2022 10:13 AM
105	Curriculum ELA	12/8/2022 10:12 AM
106	The issue of having police officers or not in the schools.	12/8/2022 10:11 AM
107	Building-based structural needs (Brown & Winter Hill)	12/8/2022 10:10 AM
108	Closing the Brown	12/8/2022 10:07 AM
109	Staff retention and recruitment (improve TalentEd to be usable)	12/8/2022 10:05 AM
110	Establish a district-wide vision	12/8/2022 10:02 AM
111	Challenging students of all abilities and setting up a gifted program	12/8/2022 9:41 AM
112	Expanding Unidos and other language programs - language instruction should start in elementary school	12/8/2022 9:27 AM
113	discipline	12/8/2022 9:23 AM
114	Socioemotional Learning	12/8/2022 9:13 AM
115	Equitable resources between schools	12/8/2022 9:11 AM
116	Making students feel safe (without police)	12/8/2022 9:09 AM
117	class size	12/8/2022 8:59 AM
118	Racial segregation in K-8 Elementary Schools	12/8/2022 8:58 AM
119	Helping gifted students reach their full potential	12/8/2022 8:56 AM
120	Behavior	12/8/2022 8:47 AM
121	Clear vision for the future	12/8/2022 8:40 AM
122	Social Emotional learning	12/8/2022 8:33 AM
123	Need for more support staff and paras in schools	12/8/2022 8:32 AM
124	Diversity/equity	12/8/2022 8:25 AM
125	prioritizing staff morale and retention	12/8/2022 8:23 AM
126	school integration (discrepancies between schools with respect to racial/socioeconomic diversity)	12/8/2022 8:21 AM
127	Hiring of more staff that actually works with the students	12/8/2022 8:20 AM
128	Special Education - inclusion opportunities for all students-in all schools	12/8/2022 8:18 AM
129	strengthening supports for special education students	12/8/2022 8:14 AM
130	COMUNICATION	12/8/2022 8:09 AM
131	staff pd in equity in the classroom, cultural responsiveness	12/8/2022 8:06 AM
132	Continuing the Diversity work we have begun	12/8/2022 8:05 AM
133	Science based reading instruction for K-2	12/8/2022 8:01 AM

## Somerville Superintendent Search Survey

134	Separating themselves from city politics/standing up to them	12/8/2022 7:40 AM
135	Inequities among schools and esp. within schools	12/8/2022 7:38 AM
136	Teacher seniority should not mean schools are forced to fire brilliant, young teachers	12/8/2022 7:34 AM
137	Developing systems to collect and implement staff/student feedback	12/8/2022 7:30 AM
138	school choice policy which causes segregated / inequitable schools	12/8/2022 7:18 AM
139	Be present in our schools rather than stopping by occasionally or in Special Events.	12/8/2022 7:13 AM
140	Getting rid of teacher evaluations. Waste of everyones time.	12/8/2022 7:00 AM
141	School safety	12/8/2022 6:55 AM
142	no discrimination	12/8/2022 6:32 AM
143	Safety	12/8/2022 5:19 AM
144	Staff retention	12/8/2022 4:29 AM
145	Increase support for struggling students, including mental and physical health	12/8/2022 12:19 AM
146	Lack of resources due to a tight budget ex. No staff desks available	12/7/2022 11:59 PM
147	Staff retention	12/7/2022 11:22 PM
148	A continued focus on equity (including the conversion of not continuing to SRO program)	12/7/2022 10:51 PM
149	Lack of any programs or opportunities for gifted students (extra credit is not an educational plan)	12/7/2022 10:39 PM
150	Safety of students	12/7/2022 10:16 PM
151	Communication with families about what the goals for improving our schools- the buildings themselves and academics, sports, the arts, etc	12/7/2022 10:15 PM
152	Educator morale	12/7/2022 10:10 PM
153	Achievement gaps	12/7/2022 10:05 PM
154	Size of classes	12/7/2022 9:59 PM
155	Healthier school lunches	12/7/2022 9:52 PM
156	Learning loss from covid	12/7/2022 9:46 PM
157	More diverse teaching and administrative staff	12/7/2022 9:32 PM
158	Improving academics of the high school	12/7/2022 9:21 PM
159	Special education	12/7/2022 9:18 PM
160	Improve the school level	12/7/2022 9:10 PM
161	Sports inequality; inadequate/unequal funding for different sports and bias selection	12/7/2022 9:05 PM
162	Improving school buildings/facilities	12/7/2022 8:52 PM
163	Recruiting diverse staff	12/7/2022 8:50 PM
164	Teacher retention	12/7/2022 8:47 PM
165	social/emotional/mental health of all students	12/7/2022 8:34 PM
166	Student's social & emotional support and health	12/7/2022 8:33 PM
167	Facilities- school buildings and playgrounds.	12/7/2022 8:24 PM
168	Over testing	12/7/2022 8:14 PM
169	school building infrastructure (ventilation etc.)	12/7/2022 8:09 PM
170	Facilities improvements	12/7/2022 8:03 PM



## Somerville Superintendent Search Survey

171	Arts curriculum standards for all grade levels	12/7/2022 8:03 PM
172	Emphasis on hiring and developing and retaining excellent teachers	12/7/2022 8:00 PM
173	Commitment that all children will receive equitable learning opportunities and rigor	12/7/2022 7:49 PM
174	Lack of enough teachers and aides in the classroom	12/7/2022 7:39 PM
175	Ensuring great (not just too tests) education	12/7/2022 7:36 PM
176	Staffing	12/7/2022 7:33 PM
177	Ease of access to student information	12/7/2022 7:27 PM
178	More funding for special needs	12/7/2022 7:27 PM
179	Change in student demographics	12/7/2022 7:23 PM
180	Special Education	12/7/2022 7:21 PM
181	Valuing and supporting teachers, paraprofessionals and staff	12/7/2022 7:18 PM
182	Having more diversity in higher-up positions in the district	12/7/2022 7:18 PM
183	Maintaining the budget	12/7/2022 7:09 PM
184	Renegotiating the MOU with the Somerville Police Department and finding less harmful ways to manage student behavior	12/7/2022 7:07 PM
185	Staff recruitment and retention	12/7/2022 6:51 PM
186	Data based strategic planning	12/7/2022 6:50 PM
187	Academic excellence	12/7/2022 6:49 PM
188	Covid learning gaps	12/7/2022 6:43 PM
189	Ensuring all feel welcome in our schools	12/7/2022 6:36 PM
190	Math curriculum for college bound students	12/7/2022 6:29 PM
191	An actual consistent curriculum for both math and ELA in the elementary schools	12/7/2022 6:26 PM
192	Staff relationships	12/7/2022 6:21 PM
193	Racial justice and safety of marginalized members of the community	12/7/2022 6:15 PM
194	Better staff recruitment	12/7/2022 6:13 PM
195	MCAS	12/7/2022 6:10 PM
196	academics progress	12/7/2022 6:05 PM
197	Permanent high school principal	12/7/2022 6:03 PM
198	Building conditions (Brown and Winter Hill)	12/7/2022 5:58 PM
199	School culture at the high school	12/7/2022 5:50 PM
200	EQUITY BETWEEN DIFFERENT SCHOOLS	12/7/2022 5:50 PM
201	MLE resources	12/7/2022 5:47 PM
202	Consistency in school-wide, district-wide policies	12/7/2022 5:42 PM
203	The current inequities in grading policies within our schools.	12/7/2022 5:41 PM
204	improve Somerville's educational ranking statewide	12/7/2022 5:32 PM
205	test scores seem to indicate that education is uneven	12/7/2022 5:30 PM
206	Training teachers and staff in social-emotional learning (keep up existing momentum)	12/7/2022 5:30 PM
207	Find non-policing options for the high school	12/7/2022 5:29 PM
208	Continuity on building initiatives begun by Mary Skipper	12/7/2022 5:27 PM

## Somerville Superintendent Search Survey

209	Develop programs to help students who struggle to learn on the class pace	12/7/2022 5:21 PM
210	Discipline with students	12/7/2022 5:14 PM
211	Afterschool and out of school time - coordinate with city, systematic change needed	12/7/2022 5:13 PM
212	Raising the perception of the schools through academic excellence	12/7/2022 5:12 PM
213	teacher retention	12/7/2022 5:11 PM
214	Increasing academic rigor/opportunity for all students	12/7/2022 5:10 PM
215	Students still seem to be dealing with behavioral issues pin the aftermath of covid	12/7/2022 5:06 PM
216	Making sure that children at the top of the spectrum are challenged appropriately.	12/7/2022 5:02 PM
217	Pandemic recovery/reinvention planning and implementation	12/7/2022 5:02 PM
218	Need for smaller class sizes	12/7/2022 5:01 PM
219	WE NEED TEACHERS OF COLOR	12/7/2022 5:00 PM
220	Diversity of staff and teachers	12/7/2022 5:00 PM
221	More support for English language learners	12/7/2022 5:00 PM
222	Support teachers: innovate and project based learning	12/7/2022 5:00 PM
223	Character of students	12/7/2022 4:56 PM
224	DO NOT allow SRO into the h.s.	12/7/2022 4:53 PM
225	Covid catch up	12/7/2022 4:52 PM
226	Sustainability of DEI initiatives	12/7/2022 4:51 PM
227	how services (special ed, counseling, etc) can be allocated equitably, not taking advantage of families who are not able to advocate for their students	12/7/2022 4:51 PM
228	Being present	12/7/2022 4:48 PM
229	Strengthen teaching to different learning styles	12/7/2022 4:48 PM
230	Not hiring administrators but instead hiring educators for the classroom/students	12/7/2022 4:47 PM
231	Safety... preventing violence	12/7/2022 4:47 PM
232	Accountability for the failures of extended remote learning	12/7/2022 4:44 PM
233	Math skills starting in primary grades are not up to standards they should be	12/7/2022 4:42 PM
234	Commitment to phonics-based literacy instruction	12/7/2022 4:40 PM
235	streamlined, open, communication/transparency	12/7/2022 4:40 PM
236	Inequity between school make up - whiter schools than others	12/7/2022 4:40 PM
237	Special Education Training for Teachers/True Inclusion as a Priority for all Schools	12/7/2022 4:39 PM
238	rid extrapolatory administrators	12/7/2022 4:30 PM
239	Equity of access to SpEd services - especially for MLs	12/7/2022 4:28 PM
240	In person and Cyber bullying	12/7/2022 4:28 PM
241	How to get the classes up to speed after covid	12/7/2022 4:26 PM
242	the loss of students since our COVID shutdown	12/7/2022 4:26 PM
243	Recovery from pandemic	12/7/2022 4:26 PM
244	Kids that are strong students are not challenged with appropriate high level work	12/7/2022 4:25 PM
245	Good communication skills	12/7/2022 4:25 PM
246	lack of educational rigor, especially in HS	12/7/2022 4:24 PM

## Somerville Superintendent Search Survey

247	Communication of Vision with department heads	12/7/2022 4:23 PM
248	The next Superintendent needs to address the silos and lack of alignment that often happens between departments and/or schools.	12/7/2022 4:23 PM
249	Get Somerville schools among the top school districts in MA	12/7/2022 4:23 PM
250	Academic Excellence	12/7/2022 4:21 PM
251	Supporting overall student well being after the pandemic	12/7/2022 4:21 PM
252	adressing education lost to school closure	12/7/2022 4:20 PM
253	Social and economic issues children have to deal with now	12/7/2022 4:19 PM
254	Address Covid learning loss	12/7/2022 4:19 PM
255	Learning loss	12/7/2022 4:18 PM
256	Some of the school buildings really need to be fixed up.	12/7/2022 4:15 PM
257	Equity in special education access/services	12/7/2022 4:14 PM
258	Catching up from COVID learning gaps	12/7/2022 4:14 PM
259	More effective communication strategies to the community	12/7/2022 4:13 PM
260	Covid learning loss	12/7/2022 4:12 PM
261	Teacher pay and conditions	12/7/2022 4:12 PM
262	Teacher shortages	12/7/2022 4:11 PM
263	Fighting	12/7/2022 4:10 PM
264	Addressing the learning loss from Covid shutdown	12/7/2022 4:10 PM
265	Challenge children academically while closing achievement gaps	12/7/2022 4:10 PM
266	Focus on classroom instruction and student learning	12/7/2022 4:09 PM
267	police in schools	12/7/2022 4:08 PM
268	Community Mental Health	12/7/2022 4:07 PM
269	Social emotional learning	12/7/2022 4:07 PM
270	police presence in schools	12/7/2022 4:07 PM
271	More trained mental health professionals to support students and staff	12/7/2022 4:07 PM
272	preserving the Brown School on site	12/7/2022 4:06 PM
<b>#</b>	<b>2.</b>	<b>DATE</b>
1	Ability to keep good teachers	12/16/2022 7:16 AM
2	district wide restorative justice program & independent equity audit	12/15/2022 9:05 PM
3	Some of our school facilities need real improvements now	12/15/2022 9:00 PM
4	Improving academic rigor	12/15/2022 8:52 PM
5	Address the changing population and combat Gentrification	12/15/2022 3:59 PM
6	teacher retention	12/15/2022 9:19 AM
7	Communications deficiencies	12/15/2022 6:55 AM
8	assess for equity across the district	12/14/2022 9:57 PM
9	Quality of education	12/14/2022 6:59 PM
10	Programing at the HS to allow all kids to achieve	12/14/2022 3:08 PM

## Somerville Superintendent Search Survey

11	Offering more language at the middle school level Portuguese, French and Italian	12/14/2022 10:00 AM
12	Restructuring curriculum	12/13/2022 10:04 PM
13	Paraprofessionals in every class grades PK-3	12/13/2022 7:37 PM
14	Values	12/13/2022 7:00 PM
15	Addressing systemic inequities, such as school choice and discipline data	12/13/2022 6:11 PM
16	Please be patient with every student here	12/13/2022 10:28 AM
17	no vaping	12/13/2022 10:24 AM
18	Violence	12/13/2022 10:23 AM
19	Resources	12/13/2022 7:25 AM
20	Winter hill/brown school building and playground issues	12/12/2022 9:32 PM
21	Addressing the aging school buildings that need replacing	12/12/2022 8:27 PM
22	Pay equity for non-union staff	12/12/2022 6:47 PM
23	curriculum improvements (science and foreign language in elementary)	12/12/2022 6:01 PM
24	Afterschool staffing shortage	12/12/2022 5:13 PM
25	Preparing thought leaders who will change our world	12/12/2022 4:27 PM
26	more progressive/innovative pedagogy	12/12/2022 2:41 PM
27	Diversify staff to better serve diverse students	12/12/2022 12:01 PM
28	diversity/inclusion	12/12/2022 10:31 AM
29	teacher and student morale	12/12/2022 9:26 AM
30	Inclusiveness and transparency	12/12/2022 9:06 AM
31	Support programs that contribute to bridging the educational gap	12/12/2022 7:48 AM
32	Creating systems to meet students who are struggling. MTSS is a system across the district used to determine what students might need tiered intervention. It's done differently at every school.	12/12/2022 6:37 AM
33	Includes staff with decision making	12/11/2022 10:07 PM
34	meeting the needs of strong students with challenge	12/11/2022 7:34 PM
35	Not challenging staff to improve their practice (to improve student outcomes)	12/11/2022 6:27 PM
36	Conduct a performance audit for students and staff	12/11/2022 5:52 PM
37	Addressing systems of inequities that impact students of color	12/11/2022 3:25 PM
38	improving a culture of trust between all stakeholders (teachers, admin, students, families), with the goal being improving student learning	12/11/2022 8:03 AM
39	Student responsibility	12/10/2022 5:49 PM
40	Ensuring that there is greater parity in the quality of education offered across the district.	12/10/2022 5:07 PM
41	make and follow through with clear expectations of students	12/10/2022 11:05 AM
42	Long-term staff recruitment and retention plan	12/10/2022 9:46 AM
43	Community housing-indirectly students	12/10/2022 1:55 AM
44	crumbling buildings at Brown and Winter Hill	12/9/2022 8:23 PM
45	Support language learning	12/9/2022 7:57 PM
46	Alternative to policing in the schools	12/9/2022 5:11 PM
47	Provide increased academic and non academic opportunities across schools	12/9/2022 4:58 PM

## Somerville Superintendent Search Survey

48	High turnover of teaching/leadership staff	12/9/2022 3:57 PM
49	Support and retainment of excellent teachers/staff	12/9/2022 2:32 PM
50	Evaluating, attracting, and retaining good teachers and addressing those who aren't as effective.	12/9/2022 1:26 PM
51	closing achievement gaps	12/9/2022 12:53 PM
52	Improving the infrastructure of the schools (e.g. Winter Hill)	12/9/2022 12:17 PM
53	addressing the relationship with somerville police and what their role in schools is	12/9/2022 11:57 AM
54	Keeping the police out of schools	12/9/2022 10:46 AM
55	Retain specialists for art and music	12/9/2022 10:28 AM
56	Adequate health education	12/9/2022 10:03 AM
57	Supporting inclusive parent engagement with reach outs to families	12/9/2022 9:53 AM
58	Maintaining academic excellence	12/9/2022 9:24 AM
59	Close education gaps	12/9/2022 9:17 AM
60	more freedom	12/9/2022 8:25 AM
61	Differentiated instruction - ensuring all students, including high performers, are challenged and motivated	12/9/2022 8:17 AM
62	The admins being archaic and distant	12/9/2022 8:16 AM
63	New building for Winter Hill	12/9/2022 8:06 AM
64	Discipline policies/actions	12/9/2022 7:18 AM
65	Address perception (by those not currently in SPS) that schools are "worse than" surrounding districts like Arlington and Winchester	12/8/2022 10:44 PM
66	Prioritize long overdue maintenance on school buildings.	12/8/2022 9:55 PM
67	Support services for needier students	12/8/2022 6:38 PM
68	Support for staff	12/8/2022 5:02 PM
69	Early second language learning	12/8/2022 4:27 PM
70	creating a strong SPS culture in all of our schools	12/8/2022 2:51 PM
71	Hiring and retaining staff that are more like our students and the community -- especially around race, class, and income levels.	12/8/2022 2:13 PM
72	Quality of life of staff (e.g., supports, resources)	12/8/2022 1:46 PM
73	Play based pedagogy in the younger grades	12/8/2022 1:25 PM
74	Hiring more educators who identify as BIPOC	12/8/2022 12:54 PM
75	Supporting teachers	12/8/2022 12:54 PM
76	Equity/access for out-of-school time	12/8/2022 12:48 PM
77	Making sure music, art, PE, theater etc. are prioritized in the budget and are never at risk of being removed	12/8/2022 12:39 PM
78	hiring and retention of staff	12/8/2022 12:27 PM
79	Social-emotional support for students	12/8/2022 12:25 PM
80	Develop consistent non-punitive evidence-based supports for behavior	12/8/2022 12:10 PM
81	Having enough staff to reduce the need for travelling to other schools as this eats up the time of the person and presents many challenges.	12/8/2022 12:09 PM

## Somerville Superintendent Search Survey

82	More social / mental health services for disadvantaged kids	12/8/2022 11:56 AM
83	Special education	12/8/2022 11:25 AM
84	equality between and within schools	12/8/2022 11:17 AM
85	Quality of teachers	12/8/2022 11:08 AM
86	Create a structural change that supports (with professional development including hands-on learning) current innovative ways of teaching a diverse classroom of learners	12/8/2022 11:07 AM
87	continuing innovation in instruction and assessment	12/8/2022 10:59 AM
88	Adding more out of school time options (before and after school)	12/8/2022 10:56 AM
89	Adding foreign language instruction in elementary school	12/8/2022 10:50 AM
90	lack of communication between departments	12/8/2022 10:39 AM
91	consistent discipline	12/8/2022 10:34 AM
92	Lack of communication between departments (general ed, special ed, ESL)	12/8/2022 10:18 AM
93	instructional leadership - focus on effective instruction	12/8/2022 10:13 AM
94	High Standards for the Curriculum & teacher implementation	12/8/2022 10:12 AM
95	College and job prep is SHS, including advance notice of NHS scholarship requirements and deadlines, communicating benefits of honors and AP courses,	12/8/2022 10:11 AM
96	Special Education referral process	12/8/2022 10:10 AM
97	Actual Equity!!!	12/8/2022 10:07 AM
98	DEI	12/8/2022 10:05 AM
99	Strengthen connection with teaching staff	12/8/2022 10:02 AM
100	Reliable communication and action	12/8/2022 9:41 AM
101	Diversifying the faculty and administration	12/8/2022 9:27 AM
102	the parents who are the "loudest" shouldn't always get their way	12/8/2022 9:23 AM
103	Retention of Staff	12/8/2022 9:13 AM
104	Teacher salary and pay for out of class programs	12/8/2022 9:11 AM
105	Communication! Communication! Communication! It's currently executed poorly. Real expertise is needed.	12/8/2022 9:09 AM
106	equity in facilities/equipment/materials	12/8/2022 8:59 AM
107	Improved support and achievement for students who are ELs and students with IEPs	12/8/2022 8:58 AM
108	Encouraging grade skipping for students that need it to provide an academic challenge	12/8/2022 8:56 AM
109	Disciplinary actions like in house suspensions	12/8/2022 8:47 AM
110	Current curriculums need to be changed, especially in math	12/8/2022 8:33 AM
111	K-8 model isn't working, create a middle school	12/8/2022 8:32 AM
112	Student voice	12/8/2022 8:25 AM
113	making sure needs of all students are met (especially SPED)	12/8/2022 8:23 AM
114	support for immigrant students	12/8/2022 8:21 AM
115	Decrease the top-heaviness of administration	12/8/2022 8:20 AM
116	Knowledge of each program within the district	12/8/2022 8:18 AM
117	establish a positive relationship with each build's staff & students	12/8/2022 8:14 AM
118	SUPPORT	12/8/2022 8:09 AM

## Somerville Superintendent Search Survey

119	weaken police presence influence in the school setting	12/8/2022 8:06 AM
120	Building relationships	12/8/2022 8:05 AM
121	Teachers trained and prepared to deliver explicit reading instruction	12/8/2022 8:01 AM
122	Having students take accountability for actions	12/8/2022 7:40 AM
123	Accessibility for low-income and immigrant family involvement	12/8/2022 7:38 AM
124	Rare opportunities like the Powderhouse School proposal should be pursued and supported	12/8/2022 7:34 AM
125	lack of organized and intentional Tier 2 social-emotional supports	12/8/2022 7:18 AM
126	Hold School Administrators who don't support teachers accountable. There is accountability for teachers, but not for administrators.	12/8/2022 7:13 AM
127	Better PD	12/8/2022 7:00 AM
128	Hiring & retention of top teachers and staff	12/8/2022 6:55 AM
129	updating teachers' attitudes towards their students and their families	12/8/2022 6:32 AM
130	District wide restorative justice program starting in the K-8s. We need to make it a part of the SPS culture.	12/8/2022 4:29 AM
131	Teacher and other educator recruitment and retention	12/8/2022 12:19 AM
132	Developing a relationship with school staff.	12/7/2022 11:59 PM
133	Continuing to orient schools and learning toward neuroscience backed models that value play, movement, outdoor time	12/7/2022 11:22 PM
134	Making sure students and staff social/emotional needs are met post-pandemic	12/7/2022 10:51 PM
135	Mental health of students in a post-covid world	12/7/2022 10:16 PM
136	Plan to address facility improvements/construction at the Brown and Winter Hill Schools - 5 year plan	12/7/2022 10:15 PM
137	Deemphasizing MCAS	12/7/2022 10:10 PM
138	Social emotional learning	12/7/2022 10:05 PM
139	Lack of curriculum materials	12/7/2022 9:59 PM
140	Improving the aging infrastructure	12/7/2022 9:52 PM
141	Emotional support for students - staffing	12/7/2022 9:46 PM
142	Policy/practice and curricular continuity across the district	12/7/2022 9:32 PM
143	Providing support to vulnerable populations	12/7/2022 9:21 PM
144	Building structural issues	12/7/2022 9:18 PM
145	Integrate people	12/7/2022 9:10 PM
146	Discrimination; harshest punishments put on BIPOC students and teachers	12/7/2022 9:05 PM
147	Get Police out of schools	12/7/2022 8:50 PM
148	Differentiation	12/7/2022 8:47 PM
149	holding teachers and school administrators accountable	12/7/2022 8:34 PM
150	Maintain and recruit talented teachers	12/7/2022 8:33 PM
151	Curricular narrowness	12/7/2022 8:14 PM
152	recovery from the remote learning experience	12/7/2022 8:09 PM
153	Keeping right wing hacks and conspiracy theorists from hijacking our educational curriculum	12/7/2022 8:03 PM
154	Increasing Academic Standards	12/7/2022 8:00 PM



## Somerville Superintendent Search Survey

155	Commitment to teacher/staff retention and small class sizes	12/7/2022 7:49 PM
156	Great communication with parents	12/7/2022 7:36 PM
157	Special Education	12/7/2022 7:33 PM
158	Printed report cards	12/7/2022 7:27 PM
159	New schools for Winter Hill and Brown	12/7/2022 7:27 PM
160	Bullying/social media	12/7/2022 7:23 PM
161	Public health issues (Covid etc)	12/7/2022 7:18 PM
162	Combatting overly competitive atmosphere in high school	12/7/2022 7:18 PM
163	Comprehensive plan for a new WHCIS and updating the K8s	12/7/2022 7:09 PM
164	Attracting and retaining teachers and administrators that reflect the ethnic diversity of the students	12/7/2022 7:07 PM
165	Staff morale	12/7/2022 6:51 PM
166	Cohesive district/stake holder relationships	12/7/2022 6:50 PM
167	Role of police in schools	12/7/2022 6:49 PM
168	Mental health needs of students	12/7/2022 6:43 PM
169	Ensuring all are academically challenged in our schools	12/7/2022 6:36 PM
170	Equality of access regardless of income/parental flexibility	12/7/2022 6:29 PM
171	School safety	12/7/2022 6:21 PM
172	COVID safety for the most vulnerable members of our community	12/7/2022 6:15 PM
173	More empathy for students	12/7/2022 6:13 PM
174	High school construction	12/7/2022 6:10 PM
175	investing/improving more academic challenges for students	12/7/2022 6:05 PM
176	Outcomes gaps	12/7/2022 6:03 PM
177	Fixing our Special Education priorities so student needs come first	12/7/2022 5:58 PM
178	The challenges parents have obtaining special education services	12/7/2022 5:50 PM
179	ATTRACTING AND RETAINING TEACHERS & SUPPORT STAFF	12/7/2022 5:50 PM
180	Relevant curriculum	12/7/2022 5:47 PM
181	Being present and visible in all schools consistently	12/7/2022 5:42 PM
182	innovate programs for English language learners to prevent dropouts	12/7/2022 5:32 PM
183	achievement gap	12/7/2022 5:30 PM
184	Understaffing in schools that overburdens teachers and staff	12/7/2022 5:30 PM
185	Provide equitable programming for kids with developmental disabilities for afterschool and summer programs	12/7/2022 5:29 PM
186	Continuity on diversity and equity initiatives begun by Mary Skipper	12/7/2022 5:27 PM
187	Develop programs for gifted students that will challenge them	12/7/2022 5:21 PM
188	Continue improving academics and academic track at high school esp in math / STEM	12/7/2022 5:13 PM
189	Retain the very best teachers and staff	12/7/2022 5:12 PM
190	DEI	12/7/2022 5:11 PM
191	Closing achievement gaps	12/7/2022 5:10 PM



## Somerville Superintendent Search Survey

192	Crafting appropriate educational challenges for students at all levels	12/7/2022 5:06 PM
193	Staffing schools so they can deal with students social emotional health and behavior problems in the classroom.	12/7/2022 5:02 PM
194	Inclusive strategic planning that unites all stakeholders and builds on the work already underway	12/7/2022 5:02 PM
195	More support in classrooms where higher needs are	12/7/2022 5:01 PM
196	Why AREN'T we closing the achievement gap. I have my theories and all of them start with classrooms.	12/7/2022 5:00 PM
197	Safety at schools	12/7/2022 5:00 PM
198	More support for SPED students. Do not make parents beg during IEP meetings	12/7/2022 5:00 PM
199	Support all students needs	12/7/2022 5:00 PM
200	Wellness of students	12/7/2022 4:56 PM
201	Build more social-emotional supports	12/7/2022 4:53 PM
202	the shortage of substitutes and other student facing personnel, and the proliferation of non-student facing administrative rolls	12/7/2022 4:51 PM
203	Listening	12/7/2022 4:48 PM
204	Embrace Arts and Music as well as STEM learning	12/7/2022 4:48 PM
205	Elementary ELA and Math Research Based Curriculum & materials	12/7/2022 4:47 PM
206	Improve staff communication	12/7/2022 4:47 PM
207	Learning loss from the pandemic and extended remote learning	12/7/2022 4:44 PM
208	Making sure teacher and paraprofessional wages/salary scales stay competitive	12/7/2022 4:42 PM
209	Vision for attracting new teachers with high academic standards for self and all students	12/7/2022 4:40 PM
210	learning loss (academics)	12/7/2022 4:40 PM
211	Challenging students at every level -authentic project based learning	12/7/2022 4:40 PM
212	Curriculum & Instruction...expectations are low across the city stemming from Central Office. The curriculum "developed" is below state standards, especially for reading & writing, and lacks depth in math.	12/7/2022 4:39 PM
213	pay teachers more and administrators less	12/7/2022 4:30 PM
214	Strong leadership at the school level	12/7/2022 4:28 PM
215	Put a focus on real-world fact based topics before introducing subjective social matters	12/7/2022 4:28 PM
216	putting more effort on higher education (more home work)	12/7/2022 4:26 PM
217	families leaving Somerville after elementary school	12/7/2022 4:26 PM
218	Behavior in the classroom (fights, verbal abuse, bullying). This leads to loss of instructional time.	12/7/2022 4:25 PM
219	teacher turnover rate	12/7/2022 4:24 PM
220	Demonstrate Teacher/Staff Support	12/7/2022 4:23 PM
221	The next Superintendent needs to address the changes in populations in Somerville and how that affects student needs and staff/facilities capacity to serve student needs (i.e. influx of newcomer students or increase in Special Education students).	12/7/2022 4:23 PM
222	Provide afterschool care/programming for all families who need it to support working parents	12/7/2022 4:23 PM
223	Innovation in the classroom	12/7/2022 4:21 PM
224	Retaining excellent teachers and leaders	12/7/2022 4:21 PM

## Somerville Superintendent Search Survey

225	attracting and retaining talented teachers	12/7/2022 4:20 PM
226	Student discipline and behavior	12/7/2022 4:19 PM
227	School culture	12/7/2022 4:18 PM
228	Anti-racist/oppressive training for educators	12/7/2022 4:14 PM
229	Catching up from COVID social gaps	12/7/2022 4:14 PM
230	Students need more time for recess & lunch	12/7/2022 4:13 PM
231	Aging elementary/middle school facilities	12/7/2022 4:12 PM
232	Raise teaching standards	12/7/2022 4:12 PM
233	Safety in school	12/7/2022 4:11 PM
234	Better laptops	12/7/2022 4:10 PM
235	Implementing programs to address the Covid learning loss	12/7/2022 4:10 PM
236	Parent communication/address COVID impacts	12/7/2022 4:10 PM
237	Developing and plan for renovating low quality school buildings	12/7/2022 4:09 PM
238	LGBTQ+ inclusivity	12/7/2022 4:08 PM
239	Diversity/Inclusion	12/7/2022 4:07 PM
240	diversity in staff	12/7/2022 4:07 PM
241	ensuring consistency across schools and classrooms	12/7/2022 4:07 PM
<b>#</b>	<b>3.</b>	<b>DATE</b>
1	Create a good working environment for all staff	12/16/2022 7:16 AM
2	creating opportunities for parents to engage inside the schools	12/15/2022 9:05 PM
3	There shouldn't be disparities between funds available for field trips and enrichment activities across the district	12/15/2022 9:00 PM
4	Increased recruitment/development of excellent teachers	12/15/2022 8:52 PM
5	Continued SEL needs for students that aren't going away	12/15/2022 3:59 PM
6	reasonable wages for auxillary/support staff (like afterschool)	12/15/2022 9:19 AM
7	Before school and afterschool offerings	12/15/2022 6:55 AM
8	plan to lift opportunity for all without removing individual student ability to excel. (ie advanced math)	12/14/2022 9:57 PM
9	Introduce new programs to elevate all students while closing the gaps	12/14/2022 6:59 PM
10	Ensuring K-8 school leadership is strong	12/14/2022 3:08 PM
11	Supporting staff by hiring more educators instead of overworking existing staff	12/14/2022 10:00 AM
12	Hire highly qualified teaching staff	12/13/2022 10:04 PM
13	Staff morale	12/13/2022 7:37 PM
14	Plan	12/13/2022 7:00 PM
15	Creating a budget that allows for hiring more counselors, paraprofessionals, substitutes, and other support staff	12/13/2022 6:11 PM
16	Don't be mean	12/13/2022 10:28 AM
17	Discrimination	12/13/2022 10:23 AM
18	Opportunities/programs to learn outside of school	12/13/2022 7:25 AM
19	Mental health of students	12/12/2022 9:32 PM

## Somerville Superintendent Search Survey

20	Assuring that the needs of our special needs students are being addressed	12/12/2022 8:27 PM
21	Family engagement and community affairs	12/12/2022 6:47 PM
22	more child-led curriculum to foster independence and love of learning	12/12/2022 6:01 PM
23	Facilities	12/12/2022 5:13 PM
24	Derelict school buildings: equity for students with physical disabilities and safety of all students	12/12/2022 4:27 PM
25	EDI/culturally responsive teaching	12/12/2022 2:41 PM
26	Advocate with city for better maintenance and care of schools	12/12/2022 12:01 PM
27	Ability to lead during difficult situations	12/12/2022 9:06 AM
28	More emphasis on positions that have a direct (not indirect) impact on students	12/12/2022 7:48 AM
29	I want to see more professional developments run by experts in the field.	12/12/2022 6:37 AM
30	Improving schools/buildings	12/11/2022 10:07 PM
31	closing achievement gaps	12/11/2022 7:34 PM
32	Racism, exclusion, and marginalization of students and families of color	12/11/2022 6:27 PM
33	Conduct an audit for all support and personnel staff	12/11/2022 5:52 PM
34	Closing the achievement gap	12/11/2022 3:25 PM
35	new curriculum in ELA, math, SS (not just slides)	12/11/2022 8:03 AM
36	Variety of programs	12/10/2022 5:49 PM
37	Continuing the work started around social and racial justice.	12/10/2022 5:07 PM
38	listen to stakeholders - parents/teachers/students	12/10/2022 11:05 AM
39	Plan to recruit charter school students to SPS	12/10/2022 9:46 AM
40	Teacher's locality	12/10/2022 1:55 AM
41	Plan for continued improvement	12/9/2022 8:23 PM
42	Address culture of behavioral problems being met with lax responses from administrators	12/9/2022 7:57 PM
43	Retaining families	12/9/2022 5:11 PM
44	Infrastructure/building maintenance/student body growth in relation to physical space	12/9/2022 4:58 PM
45	High turnover of teaching/leadership staff	12/9/2022 3:57 PM
46	Continuing to increase budgets to improve student learning and facilities (I'm looking at you, decrepit Brown school). .	12/9/2022 1:26 PM
47	cell phone policy at the High school	12/9/2022 12:53 PM
48	Addressing the support staff and sub shortage (offering a truly livable wage and benefits)	12/9/2022 12:17 PM
49	Supporting educators	12/9/2022 10:46 AM
50	Prioritize outdoor spaces	12/9/2022 10:28 AM
51	Equity amongst schools (ex. WHCIS not having a math interventionist, resources for schools with greater need)	12/9/2022 10:03 AM
52	Increased emotional supports on demand for students as they continue to recover from the social fallout of remote learning	12/9/2022 9:53 AM
53	Establishing trust	12/9/2022 9:24 AM
54	Make sure all Somerville communities are valued and represented	12/9/2022 9:17 AM
55	idk	12/9/2022 8:25 AM

## Somerville Superintendent Search Survey

56	Addressing absenteeism - making school a safe and engaging place where students want to spend their days	12/9/2022 8:17 AM
57	The admins not communicating well with teachers and students	12/9/2022 8:16 AM
58	New Math /social studies curriculum	12/9/2022 8:06 AM
59	Ensure college-bound students are equipped to succeed with applications and in college courses	12/8/2022 10:44 PM
60	Getting to know all the school communities and listening to their needs.	12/8/2022 9:55 PM
61	Working well with unions	12/8/2022 6:38 PM
62	The importance of diversity among staff.	12/8/2022 5:02 PM
63	Communication with parents	12/8/2022 4:27 PM
64	clear consequences for poor student behavior	12/8/2022 2:51 PM
65	Societal disruptions, maybe from economic downturn or climate disruptions -- I think we're in for some hard years. Can we be ready?	12/8/2022 2:13 PM
66	Continuing education for staff	12/8/2022 1:46 PM
67	Police free schools - restorative justice program	12/8/2022 1:25 PM
68	Increasing imbedded mental health supports for students	12/8/2022 12:54 PM
69	Expansion of outdoor/recess & lunch time	12/8/2022 12:48 PM
70	Hiring and retention of excellent teachers who love their jobs	12/8/2022 12:39 PM
71	engaging ALL families, ALL	12/8/2022 12:27 PM
72	Pandemic learning loss	12/8/2022 12:25 PM
73	How can we shift focus from teaching to standardized tests to developing wonder, curiosity, and joy in learning?	12/8/2022 12:10 PM
74	Learn the district - staff, students, and families BEFORE implementing huge changes.	12/8/2022 12:09 PM
75	Trying to find ways to tackle use and understanding of social apps more explicitly	12/8/2022 11:56 AM
76	Lack of science instructional time in K-4	12/8/2022 11:25 AM
77	STEM curriculum	12/8/2022 11:17 AM
78	Must have an attitude that invites parents, students and teachers as allies with Administration, especially when those constituents are critical or unhappy	12/8/2022 11:07 AM
79	improving student and staff wellness	12/8/2022 10:59 AM
80	Addressing economic disparities among students	12/8/2022 10:56 AM
81	segregated schools	12/8/2022 10:39 AM
82	Closing achievement gaps for gen ed students (especially language learners) and providing supports to close achievement gaps other than special education (wrongly identifying students)	12/8/2022 10:18 AM
83	building a common vision/mission - sense of community - being part of an intentional whole - including students and families	12/8/2022 10:13 AM
84	Professional work environment	12/8/2022 10:12 AM
85	Establish a "no cell phone" policy in all classrooms. This is a big problem at SHS.	12/8/2022 10:11 AM
86	More staffing - paraprofessionals, upper grade literacy specialists	12/8/2022 10:10 AM
87	Improving outcomes for ALL students	12/8/2022 10:07 AM
88	Better communication on decision making	12/8/2022 10:05 AM
89	Ensure student progress	12/8/2022 10:02 AM

## Somerville Superintendent Search Survey

90	Dedication to the school district and the problems it faces	12/8/2022 9:41 AM
91	Expanding social-emotional learning and teacher training on dealing with neurodivergent students	12/8/2022 9:27 AM
92	Let teachers (not admin) have a voice. We are the ones actually teaching!	12/8/2022 9:23 AM
93	School Safety	12/8/2022 9:13 AM
94	Racism amongst staff and within schools	12/8/2022 9:11 AM
95	Improving academic rigour	12/8/2022 9:09 AM
96	improved curriculum	12/8/2022 8:59 AM
97	Salary equity among staff especially multilingual who are not union memers	12/8/2022 8:58 AM
98	Helping all students reach their full potential, not just disadvantaged students	12/8/2022 8:56 AM
99	Special Ed. department; student placements and IEPs should be reviewed, many are not best practices	12/8/2022 8:33 AM
100	Hiring more staff of color	12/8/2022 8:32 AM
101	Administrative support	12/8/2022 8:25 AM
102	addressing the school buildings that need updating	12/8/2022 8:23 AM
103	student mental health	12/8/2022 8:21 AM
104	staff morale	12/8/2022 8:20 AM
105	Students are aware that actions have consequences	12/8/2022 8:18 AM
106	connect with the community to fill in the gap left in such a time of need with the current world climate	12/8/2022 8:14 AM
107	GETTING TO KNOW THE SYSTEM	12/8/2022 8:09 AM
108	WORLD LANGUAGE EDUCATION in the K-8 school settings	12/8/2022 8:06 AM
109	Address SPED concerns	12/8/2022 8:05 AM
110	Focus on mastering foundational reading and math skills rather than spiraling through content	12/8/2022 8:01 AM
111	more support staff for both teachers and students	12/8/2022 7:40 AM
112	Creating a culture that respects students and fosters respect (rather than traditional discipline)	12/8/2022 7:38 AM
113	Spectacular teachers should be identified and listened to	12/8/2022 7:34 AM
114	internal divisions in central office between departments that have a significant impact on staff and student well-being	12/8/2022 7:18 AM
115	Reach out to families on a personal level. I am referring to families that don't know the role of the Superintendent and don't know how our the educational system work in our district. Build a program or a project that reach families in a personal manner (Home Visit, for example).	12/8/2022 7:13 AM
116	Less computers. Kids stare at screens all day. Not good.	12/8/2022 7:00 AM
117	Communicate challenges and enlist community to solve these	12/8/2022 6:55 AM
118	updating staffs' attitudes towards their students and their families	12/8/2022 6:32 AM
119	Wellness/Mindfulness program that is part of the student and staff daily practices	12/8/2022 4:29 AM
120	Summer and afterschool program expansion	12/8/2022 12:19 AM
121	Invest in the Nursing/ health needs of school health office	12/7/2022 11:59 PM
122	Access to after school care for the little ones	12/7/2022 11:22 PM
123	Increased support for elementary students who missed crucial support in the "learning to read" years preK-grade 4	12/7/2022 10:51 PM

## Somerville Superintendent Search Survey

124	Learning gaps from covid	12/7/2022 10:16 PM
125	Emphasis on professional development	12/7/2022 10:15 PM
126	More play for young ones	12/7/2022 10:10 PM
127	Academic and social support for students due to pandemic	12/7/2022 10:05 PM
128	Infrastructure of buildings	12/7/2022 9:59 PM
129	Better engagement with parents	12/7/2022 9:52 PM
130	More support for teachers in classroom - paras	12/7/2022 9:46 PM
131	Expansion of afterschool and out-of-school-time offerings	12/7/2022 9:32 PM
132	Making sure students have access to green space given Somerville's density	12/7/2022 9:21 PM
133	Equity across schools	12/7/2022 9:18 PM
134	Disciplina	12/7/2022 9:10 PM
135	Elimination of school police officers (SROS) or any entity connected/related to police and should have the implementation of social workers who have work with children/have experience	12/7/2022 9:05 PM
136	Support for teachers in the classroom	12/7/2022 8:47 PM
137	setting clear and measurable goals across all schools	12/7/2022 8:34 PM
138	DEI	12/7/2022 8:33 PM
139	reconsider the proposed revision of the math curriculum	12/7/2022 8:09 PM
140	Recruiting and retaining skilled teachers and administrators	12/7/2022 8:03 PM
141	Planning for the future	12/7/2022 8:00 PM
142	Commitment to ABAR curriculum and instruction across all disciplines	12/7/2022 7:49 PM
143	Supporting students where they currently are	12/7/2022 7:36 PM
144	School safety	12/7/2022 7:33 PM
145	School bus transport for local students	12/7/2022 7:27 PM
146	Teacher turnover	12/7/2022 7:23 PM
147	Supporting students who may be struggling and students from vulnerable groups	12/7/2022 7:18 PM
148	Providing all students opportunities so that family money does not dictate success in school	12/7/2022 7:18 PM
149	Listen and learn	12/7/2022 7:09 PM
150	Student opportunities	12/7/2022 6:51 PM
151	Families as partners	12/7/2022 6:50 PM
152	Create trust and openness with the community	12/7/2022 6:49 PM
153	Edi focus	12/7/2022 6:43 PM
154	Ensuring all are prepared for their next stage of life	12/7/2022 6:36 PM
155	Collaboration with teachers	12/7/2022 6:29 PM
156	Equity	12/7/2022 6:21 PM
157	Special education	12/7/2022 6:15 PM
158	Better lunches	12/7/2022 6:13 PM
159	after school classes	12/7/2022 6:05 PM
160	Integration of ELL and other new students	12/7/2022 6:03 PM

## Somerville Superintendent Search Survey

161	Reduce a very bloated administration	12/7/2022 5:58 PM
162	Dyslexia screening for youngest students and establishing supports for those who need specialized reading instruction	12/7/2022 5:50 PM
163	Teacher shortage	12/7/2022 5:47 PM
164	Getting to know the teachers/departments	12/7/2022 5:42 PM
165	hiring of more multi-lingual teachers and staff	12/7/2022 5:32 PM
166	violence in the high school	12/7/2022 5:30 PM
167	Improving families' access to information, protocols, and support when their children are struggling with learning or behavior	12/7/2022 5:30 PM
168	Winter Hill school infrastructure	12/7/2022 5:29 PM
169	Parking at the High School :)	12/7/2022 5:27 PM
170	Work with union to increase the school day to allow more time for lunch / recess while retaining teaching time	12/7/2022 5:13 PM
171	Improve extracurricular opportunities, i.e. strengthen existing programs	12/7/2022 5:12 PM
172	continuing funding of programs and positions funded from COVID relief	12/7/2022 5:11 PM
173	Addressing uneven teacher quality	12/7/2022 5:10 PM
174	Developing a plan for dealing with behavior problems in the classroom uniformly and clearly through all grades and all schools.	12/7/2022 5:02 PM
175	Relationship and trust building with all stakeholders- students, families, teachers, administrator, other municipal leaders	12/7/2022 5:02 PM
176	District improvement plan/alignment	12/7/2022 5:01 PM
177	The district is wildly inequitable and it is clear who holds the power in this community and which students get what they need. I want someone who will LEVEL this district so that there is true equity. Our neediest students shouldn't be in our worst buildings.	12/7/2022 5:00 PM
178	Extra tutoring for kids who are behind academically	12/7/2022 5:00 PM
179	Support building remodeling and make all schools ADA accessible	12/7/2022 5:00 PM
180	Support bilingual education and equity and inclusion community	12/7/2022 5:00 PM
181	Capability of students	12/7/2022 4:56 PM
182	Strengthen the academic programs	12/7/2022 4:53 PM
183	a system for ongoing teacher input in decision making at the school- and district- level (curriculum, assessment, leadership, etc.)	12/7/2022 4:51 PM
184	Improving education for all students	12/7/2022 4:48 PM
185	Funding and supporting all types of student success	12/7/2022 4:48 PM
186	District wide Behavior Expectations and Accountability for students and parents	12/7/2022 4:47 PM
187	Preventing staff burnout	12/7/2022 4:47 PM
188	Mental health and behavior problems from the pandemic	12/7/2022 4:44 PM
189	Ensuring enough staff & teacher training for socioemotional education/development and more support for students in need	12/7/2022 4:42 PM
190	Remediating the huge impact of COVID on teacher burnout and student social-emotional development	12/7/2022 4:40 PM
191	inequity in school facilities (buildings) and transportation	12/7/2022 4:40 PM
192	Identify Student supports needed and funding	12/7/2022 4:40 PM



## Somerville Superintendent Search Survey

193	Increased communication and involvement with families. Engagement largely centers around families who have one stay at home adult who is able to do things in the middle of the day. Sharing of student progress is limited to report cards and 10 minute conferences.	12/7/2022 4:39 PM
194	Bringing parents of all backgrounds into the conversation	12/7/2022 4:28 PM
195	Focus on teaching methods that will scale though higher education (i.e. Common Core Math Breaks down at Algebra II)	12/7/2022 4:28 PM
196	better Special education bylaws	12/7/2022 4:26 PM
197	shifting citywide focus/priorities to school system	12/7/2022 4:26 PM
198	More diverse work force to match the student population	12/7/2022 4:25 PM
199	teaching to the standardized tests	12/7/2022 4:24 PM
200	Curriculum support to advance reading scores in the SOR area	12/7/2022 4:23 PM
201	The next Superintendent needs to continue to increase diversity at the administrative level. There is still a severe lack of diversity and our admin does not reflect the populations that we serve. This has gotten better over time, but we are nowhere near where we need to be on this.	12/7/2022 4:23 PM
202	School and afterschool for all	12/7/2022 4:21 PM
203	Building a culture of respect for students as learners	12/7/2022 4:21 PM
204	ensuring students have the chance to excel	12/7/2022 4:20 PM
205	Access to AP and rigorous classes for advanced/motivated students	12/7/2022 4:19 PM
206	Collaboration & team effort	12/7/2022 4:18 PM
207	Anti-racist/oppressive curriculum development	12/7/2022 4:14 PM
208	Further integration of kids with special needs	12/7/2022 4:14 PM
209	Ensuring educators have the support and resources they need	12/7/2022 4:13 PM
210	Achievement gap	12/7/2022 4:12 PM
211	Widening sports access for enjoyment not just competition	12/7/2022 4:12 PM
212	Additional extracurriculars, including academics	12/7/2022 4:11 PM
213	Lack of sports options	12/7/2022 4:10 PM
214	Covid learning loss. Our district was uniquely impacted by extended closures. A new superintendent must be prepared to address this and find ways to immediately correct this.	12/7/2022 4:10 PM
215	State of buildings/infrastructure	12/7/2022 4:10 PM
216	staff retention and morale	12/7/2022 4:08 PM
217	Supporting Staff	12/7/2022 4:07 PM
218	opportunities for students	12/7/2022 4:07 PM



**Q7 Please provide any additional comments including your hopes for the future of Somerville or characteristics which are not addressed above, that inform the profile of the Somerville Public Schools.**

Answered: 109 Skipped: 260

#	RESPONSES	DATE
1	I hope the huge issues with WHCIS and Brown are addressed in a timely manner	12/16/2022 7:16 AM
2	i hope that our new superintendent can stay in the role for many years, and can help make our schools an attractive place for teachers, staff and for families to send our children (ie - we know that certain demographic segments choose NOT to send their kids to our public schools, and this should change).	12/15/2022 9:05 PM
3	The PreK program in Somerville needs attention. It is not guaranteed for all families and is a random match. No factors are weighted for families (siblings, geography).	12/15/2022 8:52 PM
4	Somerville has benefited from leaders who have stayed for extended time periods. Look for someone who is not looking to use this position to job hop to somethign better.	12/14/2022 9:57 PM
5	Jeff is doing a great job, I would be thrilled if he remained in the role!	12/14/2022 3:08 PM
6	Green New Deal for Somerville Public Schools.	12/14/2022 10:00 AM
7	Learning should be paramount not trying to be vogue conforming to societal trends	12/13/2022 10:04 PM
8	I hope the future superintendent has a presence in classrooms at all schools and really knows and understands what is happening day to day on the ground. I would also love for our new leader to support the whole child in ways such as prioritizing recess time, social emotional instruction, and engaging curriculum.	12/13/2022 6:11 PM
9	Nothing	12/13/2022 10:28 AM
10	Continued enrichment opportunities for all thru art, music, clubs etc	12/12/2022 9:32 PM
11	I hope that somerville remains a city with a strong quality public school system	12/12/2022 8:27 PM
12	The Brown school is a gem. The small school enables a strong community and instills confidence and independence in the youngest students. Instead of closing it, it should be nurtured with improved facilities.	12/12/2022 6:01 PM
13	I know many Somerville parents who plan to remove their children from SPS before their children reach high school age, because of the academic reputation and lack of advanced offerings at the high school level. Extra homework in a mixed classroom is not enough to support scholarly achievers, including the thought leaders who could help solve our most pressing problems.	12/12/2022 4:27 PM
14	I want Somerville to be known as respectful and empathetic.	12/12/2022 9:06 AM
15	Somerville is a strong district but with the wrong leadership can go downhill. I think we need someone who is kind compassionate and emphatic, but also knows the impact of student learning. We need to build a culture of data informed decision making and meeting students needs in order to close the achievement gap. I would like them to embrace collaboration between departments so Somerville can be a cohesive school district. I want someone who is working in the best interest of children.	12/12/2022 6:37 AM
16	i would like to see Somerville make a commitment to meeting the needs of all students--high achievers. Lets raise the expectations for all kids and provide the resources for those who need it.	12/11/2022 7:34 PM
17	Continue the initiatives to build and retain a diverse staff who will push for educating the whole child.	12/11/2022 5:52 PM

## Somerville Superintendent Search Survey

18	I would like to see more recess, more focus on social-emotional learning, and more focus on creativity. In addition I would like to see a robust academic curriculum. This would create an overall rich and stimulating experience for all students.	12/11/2022 8:03 AM
19	It concerns me that the schools in our district rank so dramatically differently. There should be a greater parity. There should also be more efforts made to support and retain high quality teachers.	12/10/2022 5:07 PM
20	Somerville must increase access to mental health services for all students. Specifically, school psychologists or social workers are not school based and cannot provide preventative services based on this model. They must be housed in schools and be part of the school culture to gain trust of fellow educators and all students.	12/10/2022 2:17 PM
21	SPS should de-emphasize the priorities of affluent white parents. Our needs are catered to enough already, in all sectors of society.	12/10/2022 9:46 AM
22	The principal must be provided housing by the city to make them feel less burdened with the move to Somerville. This will afford them the peace of mind to do a wonderful job for the school.	12/10/2022 1:55 AM
23	I hope to WANT to send my grandchildren to Somerville's schools!	12/9/2022 10:11 PM
24	I'm also a parent, but my child has never been enrolled in SPS due to their obvious hostility to academically & emotionally nurturing gifted kids. It would be nice if they had access to an education too, even if their parents aren't privileged enough to opt them out of SPS.	12/9/2022 9:44 PM
25	Make sure to address and confront losses of time and learning due to COVID	12/9/2022 8:23 PM
26	I'm concerned that equity, an important value, is sabotaging the experience of the students who are above average	12/9/2022 7:57 PM
27	I hope that the new superintendent will address the inequities at the elementary level especially in terms of socioeconomic diversity, special education, and racial diversity-particularly at the Brown.	12/9/2022 12:53 PM
28	I love the Somerville Public Schools, and I love living in Somerville. My hope is that we will continue our journey toward justice, equity, and inclusion by amplifying the voices of historically marginalized groups. I would love to see our schools have more diversity (race, SES, ability, sexual orientation, etc.) at every level--from families, to teachers, to the superintendent. We can't say we're committed to justice while remaining a predominantly white, CIS, hetero staff.	12/9/2022 12:17 PM
29	I hope that there will be a curriculum that helps students at all levels. I think it's hard to teach without differentiation as you will have students frustrated if they are not understanding the material and students frustrated if they are bored because it isn't challenging enough. I want all of our kids to succeed at whatever level of development they are currently at. Thank you for your time.	12/9/2022 11:57 AM
30	The new superintendent should have a clear commitment to staying in Somerville. No using us as stepping stone this time, please. That felt awful.	12/9/2022 9:53 AM
31	Make school suck less please	12/9/2022 8:16 AM
32	I'd like to see a leader who has the vision to move the city to the next level. Less focus on mandatory college courses, and more on each student succeeding in life. Partnerships with unions and more community groups would help a large portion of students.	12/9/2022 7:18 AM
33	I am often disappointed to hear from families in other districts or families with kids not yet in school that "Somerville schools are bad." We could use some publicity around what makes our schools good for students and families in order to keep families in the district as well as to ensure colleges have a positive bias when seeing "Somerville" on an application.	12/8/2022 10:44 PM
34	I think Mary Skipper was doing a great job, so finding someone similar would be amazing.	12/8/2022 9:55 PM
35	I hope that SPS can be a non-competitive school environment that does not assign homework before middle school. Children need to play and they need time with family and friends when they aren't in school.	12/8/2022 12:39 PM
36	Please don't come in wanting to change everything. For the first two years, listen and learn.	12/8/2022 12:27 PM

## Somerville Superintendent Search Survey

37	SPS is really a wonderful district. Maybe the only other thing would be building maintenance.	12/8/2022 12:25 PM
38	Optimally bilingual so as to encourage more participation	12/8/2022 11:56 AM
39	Teachers are underpaid and they are my heroes. My daughter has flourished socially and emotionally within the Somerville public schools from K-9th grade. My hope is that the Superintendent and principals can create a sea-change away from "old school" teaching that we've found to be the norm in Somerville. Teachers care deeply and love children. However, many still rely on hand outs without giving students a broader context for understanding skills; there is little project-centered learning (with the Healey being a positive exception); innovative math teaching techniques are not adopted; small group learning almost never happens. This is such a vibrant community with parents across all socio-economic and ethnic backgrounds who care deeply about education. I hope that a new Superintendent will foster and create incentives for innovative teaching based on pedagogical research.	12/8/2022 11:07 AM
40	We need someone who will consider a no cell phone policy in all school classrooms. We also need someone who knows how to send easy to understand emails organized/bullet-pointed by date. Mary Skipper was very good come open to someone else like her.	12/8/2022 10:11 AM
41	It would be nice to have a Superintendent that makes difficult decisions and is guided by helping ALL families, not just the white ones.	12/8/2022 10:07 AM
42	The City has still not fully addressed the consequences of remote school in the 2020-21 schoolyear, especially the mental health implications. Kids and parents still have scars from that time, and we feel the schools did not effectively go back and do any sort of post-covid assessments, Town Halls, etc. My then-1st grader struggled mightily, but had supportive parents who could put the time in. What about the kids whose parents could not? It would be especially valuable to do focus groups with the kids who were in older grades then, too - 4th and up, maybe. Many of them struggled - and still do - with the ramifications of being split apart from their peers and their normal school life for so long. It was truly traumatizing, and SPS has never addressed it. It was really tough watching surrounding cities and towns go back hybrid and feeling so helpless for our kids.	12/8/2022 9:27 AM
43	meeting with grade levels at a variety of locations - to see other spaces and to be given the time to actually talk to other educators	12/8/2022 8:59 AM
44	I appreciate all your work on this important task.	12/8/2022 8:58 AM
45	Somerville Public Schools claims to want to help all students reach their full potential, but only takes action to do this for disadvantaged students. I would hope the district would actually help all students, including gifted students, reach their full potential.	12/8/2022 8:56 AM
46	I hope the district will take more steps to address student homelessness.	12/8/2022 8:21 AM
47	TO KEEP SOMERVILLE WITH IT PAST SAME VALUES	12/8/2022 8:09 AM
48	Hard-working staff and administrators are recognized for their commitment to field as educators with a growth-mind set as they need to embrace new initiatives especially identified more and more related to equity in the classrooms and in educational policies.	12/8/2022 8:06 AM
49	I would like to see a carbon copy of Mary Skipper	12/8/2022 8:05 AM
50	We training and buy in for teachers to be able to deliver effective reading instruction and participate in PBIS.	12/8/2022 8:01 AM
51	I'm hoping that the next superintendent is truly invested in the students and not the politics of our city. Having multiple children in the Somerville Public Schools I hope the needs of the students continue to come first over what agenda our city government has. I have seen their personal beliefs overshadow what is best for my children and others. I would like a someone to speak for our kids and families.	12/8/2022 7:40 AM
52	We need school bussing, so that neighborhood segregation does not stop families from sending their kids to a school across town	12/8/2022 7:34 AM
53	Language abilities. Our district is diverse in race, language and ethnic background. I would appreciate to see next Superintendent as someone who speaks two languages or more, who is of color and is himself/herself, themselves a immigrant. Someone who know what is to be in immigrant by life experience, not learned from books or workshops. I would like to see the new Superintendent and see myself in this person.	12/8/2022 7:13 AM

## Somerville Superintendent Search Survey

54	Anthony Sharp Kennedy School. Please contact me if you have any further questions.	12/8/2022 7:00 AM
55	Mary Skipper is excellent at addressing issues to the community through frequent, well-written emails. The one-year principal at SHS was a disaster; keep Sibby LaGambina or clone him! He is approachable, visible and articulate, as well as very communicative and engaged. It's important to continue to innovate the curriculum; provide opportunity for more languages besides French & Spanish to be competitive with other schools by offering Mandarin, Russian and Arabic for example. Start students learning languages at a much earlier age than 6th grade!! Prepare them for the global workforce and to be better citizens of the world. Focus on climate impact of the schools and offer climate clubs to involve the community (i.e. clean up days in the city sponsored by the schools). Thank you!	12/8/2022 6:55 AM
56	no corruption, please	12/8/2022 6:32 AM
57	The current high school admin team has made some bold and fantastic changes this year. The superintendent needs to support those efforts.	12/8/2022 4:29 AM
58	We are happy with the schools our children attend...my personal hope is about the high school getting even better. It's got a lot of potential!	12/8/2022 12:19 AM
59	My hope is that the school nurses be given more attention as a value staff that provide a very important service.	12/7/2022 11:59 PM
60	I was thrilled to learn the preK curriculum is influenced by Reggio Emilio philosophy and I hope that more and more of the experiences across the age ranges can emphasize play, independent learning, movement and outdoor time throughout the day and deemphasize rote learning, memorization, etc	12/7/2022 11:22 PM
61	We have very progressive leaders in Somerville, I would like our future superintendent to also be forward thinking and innovative when it comes to making decisions for SPS.	12/7/2022 10:51 PM
62	I would love to see some cohesion among the schools while recognizing the unique character of each school community.	12/7/2022 10:16 PM
63	We need targeted programs backed up with resources to support struggling and historically marginalized students rather than equity rhetoric.	12/7/2022 10:10 PM
64	I hope our future of Somerville is to be able to truly give life changing, positive experiences to every child, regardless of status, neurodiversity, race, or class.	12/7/2022 9:18 PM
65	I hope Somerville will change into an inclusive space where students are not discriminated against and continue to include accurate representation of our diverse community within administration not only just for show.	12/7/2022 9:05 PM
66	i want a superintendent who celebrates achievements beyond the usual sports or popularity contests (student elections) that are the usual areas of celebration at schools, someone who understands that student success is driven by students who are supported holistically and seen for who they are, someone who will develop real goals and set teachers and administrators accountable, and deal with issues of bullying or harassment between students honestly — not just lip service which has been the case at multiple schools	12/7/2022 8:34 PM
67	Connect with the many educational researchers who live in our community	12/7/2022 8:14 PM
68	The next superintendent will lead with transparency and be present in our schools.	12/7/2022 7:49 PM
69	We have always valued and supported our students and our teaching staff and listened to their voices and that will become ever more important	12/7/2022 7:18 PM
70	My 6th "core value" for a candidate would have been that they value the arts and other programs as much as core academics	12/7/2022 7:07 PM
71	Continuous improvement in all areas	12/7/2022 6:50 PM
72	This search is already taking far too long	12/7/2022 6:36 PM
73	How do we challenge our advanced students? SPS has nothing in place as of yet.	12/7/2022 6:26 PM
74	Please I hope you show more empathy towards teens and kids. They deserve it.	12/7/2022 6:13 PM
75	What I will miss most about Mary Skipper is her knowledge of the issues in each school. She got her hands dirty and got to know staff, students, and families by being constantly present in	12/7/2022 5:58 PM

## Somerville Superintendent Search Survey

the schools rather than hidden away in an office. I hope to see the same commitment from our next superintendent

76	Why is this box so small? I can't see what I have written, so it is hard to write a full response. I think it is vital to select an educational leader who has experience with taking staff and student input into consideration when leading the district. What worked in one setting may not work in another, so there should be an assessment of strengths and areas for improvement from the get-go.	12/7/2022 5:50 PM
77	Somerville needs to foster stronger relationships with employers for student internships.	12/7/2022 5:32 PM
78	It would be wonderful to expand Afterschool programming and incorporate more recess/breaks/social time into the school day	12/7/2022 5:30 PM
79	Question #3 is missing something important. It's not enough to know about special education laws and procedures. Rather, we need a superintendent who is committed to providing a community that includes "special education" kids as equal citizens as the rest of Somerville kids and ensures FAPE (Free Accessible Public Education) for them. DEI initiatives constantly leave kids with disabilities out, so it's not enough to say that that would be covered by the DEI option in Question 3. We need someone committed to growth for all kids, and to support special education kids not just to the letter of the law which is what the one option signifies.	12/7/2022 5:29 PM
80	I would hope we have a superintendent that embodies the long term commitment, care for others and competent calm leadership we had with Mary Skipper.	12/7/2022 5:27 PM
81	We were made painfully aware during the pandemic that neither the school committee nor the superintendent has the final say on something like keeping the schools open. Similarly there are many important factors to school success that are not directly under the control of the superintendent (building maintenance, out of school time, MCAS). The new superintendent needs to be politically savvy and able to achieve SPS goals in a city that has a low relative number of families.	12/7/2022 5:13 PM
82	Work to make Somerville a very strong academically performing school, with a wealth of opportunities for all young people.	12/7/2022 5:12 PM
83	very hard to choose 5 on question 3. All of the things listed are important	12/7/2022 5:11 PM
84	The next Somerville Superintendent should have experience as a principal or central office administrator (or both), have experience working in a similarly diverse community, and be focused on strengthening academic rigor and opportunity. It is very important that the next Supt. operate on a very practical level in addition to symbolic topics. They must be able to get the job done for our students, while also upholding the values of the community. Competence and mindset are the most important assets a person can bring to this very important job.	12/7/2022 5:10 PM
85	It felt like our last superintendent did not at all care about the students and the teachers. I'm not sure if she did or not, but it felt like she did not. It would be nice to have a superintendent who cares about the students and teachers, first and foremost.	12/7/2022 5:02 PM
86	Not included - Experience realizing a vision or goals, not just developing and communicating them	12/7/2022 5:02 PM
87	I would be happiest if we hire from within the district and believe that we should look inside our own central office. I also believe that it might be best if we continue to have multiple leaders and not just one. I think that Mr. Maza, Ms. Woods, and Dr. Boston Davis are EXACTLY the kinds of leaders we need. They know this community, they see teachers, they are invested in our students and families.	12/7/2022 5:00 PM
88	Training for administrative staff and teachers about cultural awareness	12/7/2022 5:00 PM
89	The new superintendent must speak Spanish	12/7/2022 5:00 PM
90	Support music program strings, band etc. these classes are so important to all learning styles. More support for music!	12/7/2022 5:00 PM
91	Please resist the political temptation to choose based on demographics first and competence second. Find the best, most effective candidate regardless of their gender, ethnicity, etc. If that happens to be an LGBTQ woman of color, great! But if the best candidate happens to be a white man or woman, that's great too! Choose someone that understands that the best path to achieving true equity is to challenge *everyone* to achieve at their greatest potential, not to	12/7/2022 4:52 PM



## Somerville Superintendent Search Survey

lower expectations to avoid having high achievers stand out. Close the achievement gap by providing support to bring more POC, ELL, and lower-income students up to a higher level of achievement, rather than by having everyone achieve at an "equal" but lower level. Revisit ideas like "open honors" which win political points, but are not in the interest of students at \*either\* end of the achievement spectrum.

92	Making sure the system embraces parent involvement	12/7/2022 4:48 PM
93	Somerville faces a time of great opportunity and great peril. As a city with minority of families with children in SPS, but incoming business revenue, superintendent must build a vision for school improvement in academic, social/emotional development, and community commitment to teachers, staff, parents, and students. All Somerville residents need a compelling story of WHY they should support SPS-even if they do not have children in the schools. Superintendent must be a great communicator but ALSO someone who does the hard work of following through and holding others accountable	12/7/2022 4:40 PM
94	I hope we get someone who doesn't bail in a few years. I don't want a "striver" I want a, like, a lovable wonk. I want Jeff Curley TBH	12/7/2022 4:40 PM
95	Articulating a vision is not enough. We need someone who will be able to lift the level of instruction in Somerville by providing teachers actual professional development based on current pedagogy and is inclusive and standards based across all content areas. We need a leader that will help students, families, and teachers know where they are currently in their learning, and have a true team approach to do the work together to help each child reach their fullest potential and achieve their dreams.	12/7/2022 4:39 PM
96	everyone in district should be required to be in a classroom once a month!!	12/7/2022 4:30 PM
97	I don't think the superintendent needs to necessarily have been a teacher or school administrator... but they need to be someone that teachers can relate to as their leader and advocate, in addition to being a partner to the city and parents, and making sure we're getting great outcomes for our student population	12/7/2022 4:28 PM
98	I feel that the city has fallen behind on teaching the students on how to do home work they do not receive any there for i think that the children will not be able to succeed to collage .there needs to be more attention and more work so when they graduate they are ready to work twice as hard .	12/7/2022 4:26 PM
99	The response options to Question 3 should have included MANAGEMENT SKILLS.	12/7/2022 4:26 PM
100	I want the superintendent to be out meeting students in addition to meeting teachers, staff, families...	12/7/2022 4:25 PM
101	No critical race theory should be taught.	12/7/2022 4:25 PM
102	I believe in public education, but it is getting harder and harder to justify that belief to myself. Too many days are wasted because a sub is in who can't teach the subject at hand. There are so many half days and early release days (only before a holiday should this happen). Kids don't seem challenged enough. I can't believe I'm saying this, because I'm not a huge advocate of homework, but my high schoolers rarely have any and that seems really odd; college will be much different and they will be unprepared. There is not nearly enough book reading in English classes. 2 or 3 books a year in 9th grade is not enough! There is way too much focus on MCAS and other standardized tests. Public education feels really bleak right now.	12/7/2022 4:24 PM
103	Top down rehab of the reading programs in SPS	12/7/2022 4:23 PM
104	The next Superintendent should reflect the students and families in the community of Somerville. There needs to be an appreciation of the different populations that make up the school district and be mindful of how that shows up in our curriculum and culture as a district. This new individual will need to be willing to listen and understand the expertise of those around them and be able to play to people's strengths. This person will need to be personable and approachable to students, families, colleagues, etc.	12/7/2022 4:23 PM
105	Somerville schools need to find a way to both close educational gaps as well as challenge and advance studies that are ahead, at least at the elementary school level. I don't know the situation at the high school.	12/7/2022 4:21 PM
106	The pandemic had a terrible effect on families that believed on the public Somerville school	12/7/2022 4:21 PM

## Somerville Superintendent Search Survey

system. We felt abandoned. It is imperative that this relationship is restored so that people do not leave the public system and go to the private. It is critical to invest in excellence and to acknowledge the errors made in 2020-2021. Good luck.

107	I hope that the current interim leadership team -- Superintendent Curley and Assistant Superintendent Boston-Davis -- consider applying to remain on in their roles. They are doing a phenomenal job.	12/7/2022 4:14 PM
108	GET A MIDDLE SCHOOL!!! Elementary school admin can't handle middle school issues	12/7/2022 4:11 PM
109	I hope the core thing that we look for in a new superintendent is someone who is a strong instructional leader and who puts educational achievement at the forefront of their efforts. Other things like the quality of enrichment programs and school building issues are important as well. But I hope that classroom learning and quality teacher instruction are the top priority.	12/7/2022 4:09 PM