

# Aiken County Public School District Superintendent Search



Focus Groups and Community Survey Summary  
December 12, 2023

DATE: December 12, 2023

TO: The Board of Trustees  
Aiken County Public School District

FROM: Scott T. Price  
Gene Moore  
Judy LeGrand  
South Carolina School Boards Association

RE: Report from focus group meetings and online survey to discuss the search for a superintendent

Attached, please find the notes from the focus groups held in Aiken County Public School District. The purpose of the focus groups conducted as part of your superintendent search was to share information about your search for a new superintendent and to gather input including desirable qualities for the superintendent.

The focus groups were held on December 5 and 6, 2023. Dr. Gene Moore and Judy LeGrand facilitated the Focus Groups. There were a total of twelve meetings with 141 participants.

The staff and community were also given the opportunity to take an online survey to determine the characteristics needed in the next superintendent for Fairfield County School District. I have attached a summary of this survey. The survey was taken by 1,067 people.

This information should be kept in mind while implementing the process of selecting the Superintendent and can be used to share with the new Superintendent as he/she begins their tenure as Superintendent of the district.

### **IMPLICATIONS OF FOCUS GROUP COMMENTS**

Obviously, you cannot project the perceptions with statistical validity on all residents of the district by conducting Focus Groups or an online survey. That is neither the purpose nor the value of sessions.

Focus groups and surveys do, however, provide a barometer of public opinion and are valuable in bringing to the surface both what people believe to be true and the emotion of their feelings.

This report captures various viewpoints expressed by the focus groups and survey. Whether or not the board members agree with the perceptions reported, they should recognize that such beliefs do exist.

### **FOCUS GROUP QUESTION**

This report reflects the responses to the primary question: *“What characteristics, experiences, and qualities should the Aiken County Public School District Board of Trustees look for in the recruitment, screening, and selection process for the next Superintendent of Schools?”*

## SECTIONS OF THE REPORT

Part 1	Responses gathered from Focus Groups (Participating Groups/Number of participants) District Principals – 25 Cabinet Members – 8 District Office Staff – 20 District TOY 22-23 and 23-24 – 18 District Assistant Principals – 15 District Office Staff (Operations Center) – 2 District Directors and Coordinators – 6 SIC, PTO Presidents, Advisory Councils – 14 North Augusta High School Community Mtg – 12 Silver Bluff High School Community Mtg – 7 Wagner- Salley High School Community Mtg – 7 District Office Community Mtg - 7	Pages 4-16
Part 2	Online Survey Summary	Pages 16-17
Part 3	Comments from online Survey	Pages 18-67

*“What characteristics, experiences, and qualities should the Aiken County Public School District Board of Trustees look for in the recruitment, screening, and selection process for the next Superintendent of Schools?”*

- *a life-long learner*
- *a person of integrity*
- *a plan for improvement for the district*
- *a superintendent that could go into a classroom and teach a lesson and model it for teachers and administrators*
- *a unifying leader*
- *ability to articulate vision and mission to get buy-in from all stakeholders*
- *ability to build a team*
- *ability to make difficult decisions*
- *ability to relate to diverse groups*
- *ability to see big picture*
- *able to articulate and "sell" mission to all stakeholders*
- *able to cast vision for facilities needs*
- *able to communicate vision to stakeholders*
- *able to communicate with school board and planning commission*
- *able to develop and offer internship programs for students where they can earn credit toward graduation*
- *able to develop career and technical programs and offerings*
- *able to get resources to address issues to improve student achievement*
- *able to give constructive feedback*
- *able to have a work/personal life balance*
- *able to interact with the community*
- *able to justify all programs brought into the district including federal programs*
- *able to make all schools successful*
- *able to make sure students are performing on grade level in 3rd grade in reading and math*
- *able to move us forward*
- *able to navigate political landscape*
- *able to offer opportunities that encourage students to stay and work in the county after graduation*
- *able to take advantage of local resources - business and industry*
- *able to talk to diverse population*
- *able to think outside the box*
- *able to work with the military community and partner with them to utilize resources they can offer to the district*
- *accessible to staff*
- *accountability*
- *accountability and transparency in all programs*
- *accountability for administrators and board, all stakeholders*
- *accountability to include support staff*
- *actions as a leader align with strategic plan*
- *address retention issues*
- *address teacher retention and recruitment*
- *address the needs of the whole student*
- *adept at working with whole range of people*
- *adjust pay scales to retain all staff*
- *advisory counsel - students, teachers - keep these advisory counsels going - open forum with no set agenda*
- *affirmational leader*

- *Aiken is growing - keep going/growing*
- *all students have needs, have strengths*
- *all students must be offered quality education*
- *allowing staff to do their work*
- *allows different opinions to be heard*
- *an advocate for the district at the federal, state, and local level to meet the needs of the district*
- *Answer a question and follow-through not just answer with a politically correct answer with no follow-through*
- *approachable*
- *approachable and caring*
- *area superintendents sometimes work better - understand differences*
- *ask for input from stakeholders on major projects/endeavors*
- *assertiveness*
- *attend community events*
- *aware of changed in community, prepare for growth*
- *aware of how program money is spent*
- *back to the basics*
- *base decisions on what's best for children*
- *Be a change agent*
- *be a good mentor to principals*
- *be a problem solver and critical thinker*
- *be a strong clear and concise communicator*
- *be an influencer*
- *be committed to district and community*
- *be data driven*
- *be innovative in curriculum*
- *be present and visible in schools and community*
- *be transparent*
- *be visible across the district and communities*
- *be visible at school events in the district*
- *big-picture thinker*
- *brave and courage to stand up for what must be done to achieve academic achievement for all students*
- *bring leadership team together*
- *bring staff on board with vision*
- *build a more robust partnership with industry for apprenticeships, STEM partnerships, etc.*
- *build and expand relationship with business community*
- *build on momentum*
- *build robust partnerships with industry and higher ed groups*
- *can address teacher turnover concerns*
- *can bring out the best in every student*
- *can help address academic needs of athletes*
- *can make difficult decisions*
- *can move the district forward efficiently*
- *can work with the board to honestly and clearly communicate the needs of the district - will share the good and the bad*
- *capability to realize and address growth.*
- *capable of creating a plan to support teachers and make curriculum effective*
- *capitalize on each unique skill set within leadership/staff*
- *career and technical education - willing to learn - be more supportive*
- *cares about people*
- *carry out mandates from the board, but not managed by the board*

- *carry themselves as a leader*
- *Cl's are teachers - two planning periods to do Cl job on campuses*
- *classroom experience*
- *clear understanding of various levels*
- *clear vision*
- *collaborative thinking*
- *commitment to the community*
- *committed to area*
- *committed to diversity*
- *committed to non-negotiables*
- *committed to stay*
- *communicate and present in buildings every day*
- *communicate expectations clearly*
- *communication so staff is not working in silos*
- *concerned about district - wants to move district forward*
- *confident enough and knows enough about curriculum to problem solve*
- *confidential*
- *consider teachers as a vital stakeholder - don't ignore their ideas and concerns*
- *consistency*
- *consistent practices across the district*
- *consistent presence*
- *continue good programs in place*
- *continue successful programs; be willing to change what isn't working*
- *continue to focus on career and technical education*
- *county is growing - can see the change. New subdivisions popping up. Need to look for someone who has experience in mid-size to larger district*
- *credit recovery program hurts students*
- *currently stagnant*
- *curriculum coaches on campuses instead of all development at district office*
- *decisions based on objective reasoning not emotions*
- *demonstrated adherence to district policies*
- *demonstrated success in previous districts*
- *develop a vision, 5-year plan and share vision.*
- *district level experience*
- *district office should not dictate what goes on in classrooms because each class/campus is different*
- *do not lead by intimidation*
- *do not overreact*
- *do not put emotions into your leadership, decision-making*
- *do what's right*
- *doesn't waffle on decisions*
- *don't ask staff to do something they aren't willing to do themselves*
- *don't be ok with status quo - what we have always done is not working anymore*
- *don't just maintain status quo*
- *don't need another App or computer program - we need teachers who teach*
- *don't see this job as a steppingstone*
- *don't settle on status quo - push staff and district to be better*
- *don't want to have to restart curriculum, effective programs*
- *down to earth*
- *early literacy knowledge*
- *educational leader*
- *effective communication systems - internal and external*
- *effectively communicate vision*
- *effectively communicate with stakeholders and board*

- *embraces technology, ever-changing society - use to our advantage*
- *empathetic*
- *encourage staff to work together instead of working in isolation*
- *enforces the Code of Conduct*
- *engage with students*
- *engaged with and understands the needs of all students*
- *engaging with principals*
- *ensure accountability at all levels*
- *ensure duty-free lunch on a more consistent basis across the district.*
- *ensure that building administrators are not pulled away too often for meetings away from schools - they need to be in the buildings.*
- *ensures that district enforces the code of conduct*
- *equitable*
- *equity*
- *ethical leader*
- *evaluation tied to strategic plan and should include feedback from the public*
- *everyone is working in silos - someone who makes everyone feel like that are a part of their children's education*
- *exceed expectations they have for staff*
- *execute vision*
- *expectation of communication*
- *expects real implementation of programs*
- *experience in upper district office leadership role in district of similar size*
- *experience as a principal*
- *experience as a superintendent in smaller district with a successful track record*
- *experience at all grade levels*
- *experience at larger district at assistant superintendent level*
- *experience with creating a relationship between colleges and district*
- *experience with federal programs*
- *experience with rural and inter-city schools*
- *experience with various economic backgrounds (low, high income districts)*
- *expertise in dealing with conflict*
- *familiar with culture*
- *familiar with culture, community*
- *flexibility*
- *focus needs to be focused on main goal: educating our students*
- *focus on early childhood education*
- *focus on meeting the needs of the whole child by teaching the child - not a program*
- *former teacher who understands struggles in classroom*
- *forward thinking*
- *foster relationship with colleges*
- *friendly*
- *from the area, knows community*
- *futuristic thinking in all aspects for district*
- *gets to know employees*
- *give cabinet input on decisions*
- *give opportunities to all schools*
- *global thinker - looks beyond local area*
- *goals align to mission*
- *good communicator to address political pockets in county to get people on board*
- *good communicator with all stakeholders*
- *good communicator*
- *good encourager, motivator*

- *good listener*
- *good personality*
- *Great communicator*
- *great communicator*
- *great communicator - internal and external*
- *great mediator*
- *grow and develop all staff*
- *handle pressure and criticism. Keep their cool and address critics*
- *hands-on*
- *has a clear vision and mission*
- *has a plan for forward growth and academics*
- *has a plan of action that is cohesive among all schools in the district*
- *has a plan to address learning loss during post COVID recovery*
- *has a vision for career and technical education*
- *has covid 19 and post covid 19 leadership experience*
- *has experience improving student achievement with all subgroups of students*
- *has experience at all levels: teacher, assistant principal, principal and district office*
- *has had some experience outside of Aiken to bring outside ideas*
- *has knowledge and willing to work closely with all departments*
- *has served at all levels: teachers, assistant principal, principal, district office and superintendent*
- *has vision*
- *has vision but willing to incorporate ideas the district already has*
- *have a 5-year plan*
- *have a clear communication plan*
- *have a clear direction*
- *have a commanding presence - but not autocratic*
- *have a presence*
- *have a rehabilitative plan for discipline*
- *have an innovative plan for discipline alternatives*
- *have experience in a district of comparable size and diversity*
- *help all to find a common ground to work together for mission/vision*
- *high expectations for staff and students*
- *high expectations for student behavior*
- *high level of emotional intelligence*
- *hold parents accountable for their children's behavior*
- *hold parents and students accountable, not just teachers*
- *hold people accountable*
- *hold principals and teachers accountable*
- *hold their subordinates accountable*
- *holds themselves and others accountable*
- *honesty and integrity*
- *identify the mission of the district, communicate it and live it.*
- *if from outside of Aiken, needs to be from region (SC, NC, GA)*
- *if you aren't in it for the kids and Aiken, don't come!*
- *implement consistent consequences and expectations across the district for parents and students*
- *Innovative*
- *innovative - open to change*
- *Innovative ideas for discipline and behavior*
- *integrity*
- *invested in the community*
- *invests time and effort into knowing the district*



- *involved*
- *involved in the community*
- *involved with industry, town council, rotary, county council, medical community*  
*see what community needs, stay ahead of needs*
- *keep focus on instruction*
- *know history of district and reasoning behind some decisions*
- *knowing the history of Aiken is important - but have to have new ideas to move forward*
- *knowledge and background in growing a county*
- *knowledge in areas/understanding - but know where to go for advise*
- *knowledge of all grade levels*
- *knowledge of alternative schools*
- *knowledge of curriculum and instruction*
- *Knowledge of how departments in the district should work well together*
- *knowledge of referendums/growth plans*
- *knows how to truly move a school forward in improving student achievement*
- *knows schools and their needs*
- *knows staff as people - not just a staff member*
- *knows weaknesses - surrounds themselves with staff to cover areas that are not their strong suit*
- *lead departments to common vision*
- *lead with patience, kindness, and respect*
- *lets schools have autonomy*
- *liaison between board and staff*
- *listen to parents*
- *listening to teachers, implementing their ideas - not just checking a box*
- *listens to all perspectives*
- *listens to concerns*
- *long-term commitment*
- *long-term plan to bring solutions - past successes previous jobs*
- *look at other districts that are similar in size/demographics to ours instead of comparing to charter schools*
- *look inside so we can continue progress*
- *look outside district -new perspective*
- *looks at class size*
- *looks for research based practices*
- *maintain a positive relationship with law enforcement and SROs*
- *maintain competitive edge*
- *make a decision, stick with it*
- *make mental health a priority*
- *make sure that parents are in "the know"*
- *make the schools as uniform as possible*
- *make tough decisions - stand by it*
- *makes everyone feel like they are all on one team - one job - educating our children*
- *means what they say*
- *meet the needs of students - not a one-size fits all curriculum (college, tech, military)*
- *meet with community and staff*
- *model the expectations that you want to see in others*
- *models humility and modesty*
- *more consistency between schools*
- *more consistency in discipline issues - uniform code of conduct should be enforced*

- *move us to the next level*
- *must be able to engage the commercial and industrial community*
- *must be able to engage the faith-based community and higher education community*
- *must be out in the community*
- *must have a vision, mission for the district*
- *must have follow through*
- *navigate difficult people*
- *need input from teachers about upgrades to facilities - special areas need to be considered*
- *need to be here for the children*
- *need varied experiences*
- *needs a cohesive plan for technology across district*
- *needs to be more forward thinking*
- *needs to have demonstrated ability to turn around disruptive discipline issues*
- *next superintendent should sit in on focus groups listening to concerns of teachers*
- *not a micromanager*
- *not a one-size-fits-all approach*
- *not a pushover*
- *not a superintendent that jumps on the bandwagon with new programs - does what's best for the district*
- *not afraid to interact with all stakeholders*
- *not afraid to ruffle feathers: administrators, parents, board*
- *not afraid to speak to anyone*
- *not afraid to stand up to parents*
- *Not autocratic*
- *not one size fits all mentality*
- *not scared to hear opposing views*
- *not too far removed from classroom and school level*
- *offers valuable professional development opportunities for teachers.*
- *open and clear communication*
- *open door policy*
- *open to hear from opposing groups*
- *outside of Aiken but within SC*
- *outsider - may bring in new ideas, innovation*
- *own their mistakes - willing to correct and change course if needed*
- *own their weaknesses, address them, move forward*
- *pacing plans need to be re evaluated*
- *parents have felt stifled because of working relationships/friendships between some of current staff*
- *passionate about education*
- *pay attention to end of the year report cards and set goals to move students forward*
- *people using facilities need to be on planning team - not people from DO who don't know facility*
- *personable*
- *personable to employees and community*
- *PhD is not required*
- *plan and execute plan to address growth*
- *possess good leadership skills*
- *present in all schools*
- *previous classroom teaching experience*
- *Principal experience*

- *proactive and not reactive*
- *proactive instead of reactive*
- *problem solver*
- *proven success in academic achievement in previous roles*
- *provide a level playing field at all schools*
- *put systems in place*
- *question the status quo*
- *re examine our curriculum*
- *receptive to diversity*
- *recognize individual differences in communities in our district*
- *relational savvy - work with board*
- *reliability*
- *remember the mission*
- *report cards are bad, low scores on academics and school climate - take heed of information*
- *resourceful*
- *resourceful/creative*
- *respect and understanding of fine arts, multi-lingual learners, special education*
- *respect employees*
- *respectful*
- *revamp alternative school*
- *rooted in education, knows business*
- *rural vs. suburb understand differences*
- *schools short staffed - district office is too top-heavy*
- *see impact of each decision (on big picture)*
- *see them out and about at schools and events*
- *sees issues willing to put in the work to move us forward*
- *Sees the value of having building administrators at the table*
- *self-reflective - willing to change*
- *sense of humor*
- *sensitive to the demands being placed upon your schools*
- *set high expectations*
- *share vision*
- *should address behavior and hold students accountable*
- *should evaluate our curriculum to ensure it is developmentally appropriate for elementary students (What can be controlled by the district)*
- *should have finger on pulse on what's going on what's going on at each campus*
- *should realize that every subject does not always fit neatly in the framework boxes. This also applies to some lessons*
- *shows up when principals/staff need them*
- *since covid - more supportive of parent's opinions than teachers*
- *sincere*
- *sincerely approachable*
- *sit down individually and corporately with building administrators to problem solve*
- *some parents feel that students are on computers too much - more interaction with teachers, less use of Chromebook during class*
- *someone from outside Aiken County School district*
- *someone not from Aiken county - needs fresh ideas*
- *someone that can connect well with schools and understands what's going on in the district*
- *someone who follows through on what they say they will do*
- *Someone who has long term or long-range vision and plans. Someone who sees how the decisions to do or not do something today will impact the future.*
- *Someone who is planning to stick around for more than a couple years.*

*Someone who recognizes that what we are doing with students today directly impacts the direction and strength of our community in ten years.*

- *someone who is not in retirement mode*
- *someone who loves education. Teach students to be successful - not just teach to the test*
- *someone who understands child development and growth*
- *someone willing to work 5-7 years with many years experience*
- *spend time with students at every grade level*
- *stop buying shiny new programs every year. Stick with something long enough to collect data to see if it is working*
- *straight shooter*
- *strategic*
- *strategic thinker*
- *streamline policy, procedure and practices*
- *strong and effective communication*
- *strong background in academics, curriculum*
- *strong experience in instruction*
- *strong in the effective utilization of technology across the district*
- *strong instructional leader*
- *student achievement priority #1*
- *students needs are their top priority*
- *successful leadership experience*
- *successful student achievement is number one goal of job*
- *superintendent should drive the staff, not staff driving the superintendent*
- *superintendent should make comments for major event/crisis/tragedy - not just principal*
- *superintendent that meets with assistant principals from time to time*
- *superintendent that will value the district being a purple heart district*
- *superintendent who looks within district to create team - work like a head coach - to make plans for buildings, curriculums*
- *superintendents team includes every principal....principals have team of teachers - funnel love for education down from superintendent to principals to teachers and then students love learning*
- *support teachers and principals on discipline issues calling for expulsions*
- *support teachers and principals with discipline issues*
- *support teachers so they can be retained*
- *supportive of agriculture program*
- *supportive of leadership*
- *supports academic program to prepare all children for success after high school*
- *supports all children across the board*
- *Supports and values the expertise of the leaders*
- *supports fine arts and athletics*
- *supports health of staff*
- *take plan to renovate schools and keep moving it forward*
- *takes time to visit schools and see first hand day-to-day operations and challenges at the school level*
- *tap into industry for career center*
- *teacher morale might improve if they were allowed to teach because they came into the field because they loved education...not just an app*
- *teacher retention, teacher morale at an all-time low*
- *teachers needs to be able to grade their administrators*
- *teaching learning background*
- *tech savvy*
- *the ability to engage the community in the mission of the school district*

- *thick skin to handle conflict and criticism*
- *thinks outside the box*
- *tolerant*
- *too many chiefs, not enough workers*
- *transformational leader*
- *transparency*
- *treat teachers as professionals to allow them to make decisions in the classrooms*
- *trust teachers to do their job*
- *trusting your staff*
- *trustworthy*
- *understand and know the history of the community*
- *understand and respect diverse needs of all students*
- *understand district office employees work for schools*
- *understand how all parts (safety, people, curriculum, budget, etc.) all work together toward primary purpose*
- *understand safety and security issues and how to achieve on a minimal budget*
- *understand special education - be available, knowledge*
- *understand the area, demographics*
- *understand the diversity of the county - each area has a different culture/demographics*
- *understand we exist for students*
- *understands a four year degree is not for everyone*
- *understands diversity across the district*
- *understands facilities and athletics*
- *understands how mental health plays an important role in classroom - teachers and students*
- *understands impact of their demeanor on situations*
- *understands instruction and academics at all levels - elementary, middle and high schools*
- *understands literacy programs and importance of early literacy*
- *understands needs of students are different post COVID*
- *understands or is willing to learn about CTE*
- *understands size and scope of demographics of our district*
- *understands special education programs*
- *understands that all departments are important*
- *understands that facility upgrades needed for safety*
- *understands that it is not a 9-5 job*
- *understands that staff have families too - help them to keep a work/home balance*
- *understands the diversity of the district: rural, suburbs, inter-city - all different needs*
- *understands unity - community moving forward together*
- *understands what affect growth will have on district - planning for development/facilities*
- *understands what it is like to teach and work in a high needs school*
- *understands/experience working with rural schools, suburbs.*
- *uniformity - start at top, work it's way down for accountability*
- *unifying agenda*
- *up for the challenge of where we are and where we need to be*
- *Uses resources - including people - to move the district where it needs to be*
- *utilize more resources to address mental health issues*
- *values early childhood education*
- *values family*

- *values how mental health can impact day-to-day activities*
- *values the time of staff*
- *Values traditions*
- *values transparency*
- *values transparency*
- *values voice of educators*
- *very present in schools and all events*
- *Visible*
- *visible at games, events, out in the community*
- *visible in all schools, district office central, and community*
- *visible in office and community*
- *visible in schools*
- *vision for entire district*
- *visit all classrooms*
- *we are one district, need to be unified to respect differences*
- *well rounded - knowledge of construction, budget, curriculum, H/R, etc.*
- *well rounded with business-like mind*
- *what works in one area may not work in another*
- *Will address and fix problems and not just move the problem somewhere else.*
- *will address gaps in student learning*
- *will address the needs of all schools*
- *will address the needs of all students*
- *will analyze student report cards and test data to identify gaps in learning and help students address those gaps*
- *will allocate resources based on the individual needs of schools*
- *will assess programs and change if needed - not just do what we have always done*
- *will be a strong instructional leader*
- *will be a visionary leader for the district*
- *will be an active coach with developing leaders*
- *will be approachable*
- *will be progressive*
- *will bring radical change to the district and put resources where they are most needed*
- *will celebrate successes in schools*
- *will champion the needs for all students*
- *will consider needs in facilities' design for special needs students*
- *will continue to address employee morale*
- *will develop programs to meet the needs of students in the middle*
- *will expect parents to take responsibility for their child's behavior in schools*
- *will focus on improving buildings for learning environment and safety*
- *will focus on instruction and morale in the district*
- *will focus on teachers and their needs*
- *will go into schools and communities to work with folks and truly listen and learn*
- *will have a parental involvement focus*
- *will have district office that works well with and serves schools*
- *will have high expectations for principals and schools to improve student achievement*
- *will have superintendent experience*
- *will have systems in place to address parent concerns and make sure the process is followed*
- *will help all students improve student achievement*
- *will look at each schools needs and allocate resources based on those needs*
- *will not just pass students along*

- *will not just pass students along if they are not performing at grade level*
- *will offer professional development for administrators*
- *will provide opportunities in all schools across the district for students*
- *will provide resources for high need students*
- *will support athletes and extra curricular programs in schools and attend events*
- *will support school level administration*
- *willing to address discipline issues*
- *willing to assess what is working but be open to new approaches for things that aren't working as well*
- *willing to be accessible to staff*
- *willing to challenge the status quo*
- *willing to change program if it isn't working*
- *willing to change, grow - not stagnant*
- *willing to learn and adapt as needed*
- *willing to let go of programs that aren't working - to move us forward*
- *willing to listen and be engaged*
- *willing to make a long term commitment*
- *willing to make changes where changes are needed*
- *willing to put in more work*
- *willing to stand for what's right even if it's not popular*
- *willing to stand up to the board for staff*
- *willing to take risks*
- *willing to try different things*
- *willing to work alongside staff, supportive, not always just a reprimand*
- *won't add more district level employees, need more school level employees*
- *work to reduce the items that are put on teachers' plates*
- *work together with all staff for the good of all students*
- *work with principals for best of all students*
- *works for what our families need*

## ONLINE SURVEY RESULTS

### Question 1 What group do you represent? total participants

Group	Number of Participants	Percentage
Administrator	62	5.87%
Community Member	40	3.78%
Parent	409	38.69%
Student	127	12.02%
Support Staff	132	12.49%
Teacher	287	27.15%
TOTAL	1057	
Skipped Question	10	

### Question 2 Rank these qualifications, characteristics, and professional experiences in order of importance from 1-10 with 1 being most important:

#### All Survey Participants

1. Skilled communicator (both internal and external)
2. Demonstrated a strong background in curriculum and instruction
3. Experience in district budget development and management
4. Commitment to insuring strong accountability measures for principals and teachers toward student achievement results
5. Demonstrated experience in working with diverse groups
6. Live within the district and willing to make a long-term commitment
7. Commitment to and understanding of emerging technology in education
8. Demonstrated involvement within the community, civic clubs, churches, etc.
9. Commitment to building constructive relationships with the business community, higher education, and legislative delegation
10. Demonstrated commitment to athletics and other extracurricular activities



**Question 3 In choosing the next superintendent, which path or strategy below do you think the Board of Trustees should take? (Choose ONE answer)**

**All participants**

	<b>Skipped Answered</b>	<b>17 1050</b>
Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes.	50.73%	533
Find a candidate who will stay the course and continue the good work of the current administration.	15.43%	162
Find a very different kind of candidate - one who is ready to take the district in a significantly different direction.	33.81%	355

## Comments from online survey:

Committed to student achievement in all schools and demographics

Willing to work with the Board but courageous enough to make a different decision if they disagree with the board. At the end they should be the subject matter expert on education.

Skillful in education methods and research supported pedagogy to support student high student achievement and skillful enough to implement these concepts in Aiken County classroom. A thought leader in educating students.

Able to cultivate relationships with law enforcement, commerce, higher education, and faith communities and leverage them to support student achievement

Committed to school and student security.

Committed to equality of all schools in the district. No have and have not schools.

A skillful internal and external communicator. Use the new auditorium at Aiken High to host an annual State of the District Address to broadcast student achievement.

Demonstrated managerial and administrative success.

Committed to Diversity, Equity, and Inclusion of race, gender, and ideas in district leadership, staff, and schools.

Someone who is ethical.

Someone who is dedicated to establishing, communicating, and then ensuring commitment to stakeholder developed mission

Someone who supports, values the role of and input of building administrators"

trips to other schools.

A person who has been successful setting and achieving goals. For example an important goal would be: bring rural elementary school achievement up to 75% of that achieved at Chukker Creek Elementary

Strong, confident but not arrogant or self-centered thinking. Promotes community within the schools, district and with the community

Local, strong communicator, not a dictator

Our next superintendent needs to lead the charge to properly fund and support athletics in proper first class facilities, competitive coaching supplements, and property support in funding. Like it or not, athletics drives the general success and quality of the school district as a whole. The next superintendent also needs to untie the hands of booster clubs in the county to do as little or as much as their supporters would like in attracting and retaining the best coaching talent and leadership. "Fairness" in terms of one organization being more effective in fundraising than another should not be a factor in what booster clubs are allowed to do. If the next superintendent continues to not properly financially support athletics, booster clubs are the only way to compete with other parts of South Carolina and Georgia for coaching talent.

The superintendent needs to manage the district as a business and be willing to eliminate unnecessary positions and replace non-performing personnel at all levels top to bottom. That is a unique concept for a governmental body, but it is desperately needed."

A leader who is able to inspire hard work and commitment among teachers and families while engaging with the community for partnerships that benefit all stakeholders.

At this rate, we have a very high teacher turnover rate. Teachers are difficult to hire and retain mainly because of the amount of extra work they are responsible for outside of the classroom. It seems more and more emphasis are on standardized test scores than anything. A lack of discipline is also a major factor in teacher turnover. The real poll should be how many educators would return to Aiken Public School District vs. applying for the same job in other school districts...The administrators need to really evaluate the "culture" of our district, because I can tell you first hand that many, many teachers are not happy with the way this district is run, and are seeking jobs elsewhere or seeking opportunities outside of education. This are major topics that need to be addressed during the hiring of our next superintendent.

Approachable, Truly has a heart for serving the school district, Student and Staff centered, Great communicator, Honest and Integrity are a must, Cares about people (not just data/statistics/achievements), Open-minded, Able to adapt and work well with current Cabinet members and administration, Involved in the community

We need a superintendent that can implement change and unify the district where students are not denied certain advantages based on the school they attend. We are in need of a real GT program that is not simply GT activities but cohorts of students who have their academic needs met every day in every lesson. GT is a part of Special Education however as each year passes, this group seems to be ignored and given less opportunities. This is not how you prepare the next generation of doctors, scientists, business owners, and engineers. We need a superintendent who will locally identify, provide a full day of instruction at their level of learning and hold educators accountable for fully meeting the needs of these learners. We need someone who is passionate about the work not passionate about fortifying their resume. Our next superintendent does not need to be chosen based on local popularity. I am looking for someone with proven success in the areas of growing schools, unifying departments, making decisions based on data, and someone who has a history of holding other accountable for failures.

We need a superintendent is a visionary so that we can be prepared for what is next in education.

We need a superintendent that will fortify departments at the district office where they have more staff to do the work effectively.

Our county is growing, we need a superintendent to prepare our buildings, transportation, food service, and staff for this influx. Particularly in the Graniteville and North Aiken areas.

We need a superintendent who will make our salary schedule competitive for administrators, directors, coordinators, and other educators who are not in the classroom. We are behind similar districts in what these positions are paid.

Integrity, critical thinking, problem-solving, goal-oriented

As a concerned parent, I am interested in a superintendent that will be focused on advancing excellence in educational academics without succumbing to social pressure to involve social justice activism, critical race theory, or LGBTQ+ agenda items.

dedicated, familiar with trends, supportive of teachers and families,

Individual who is receptive to being with students and receiving constructive comments from students and parents.

Secure a candidate that puts community first, so that decisions are made in the best interests of the diverse citizens of Aiken County now and with a vision for an inclusive, sustainable future.

I think it is important that the next superintendent is willing to hold Administrators accountable. I think it is also imperative that the next superintendent is willing to reassess the delegation of financial resources between the schools with a high percentage of students below the poverty line and the schools without, and examine the effects of this financial delegation on test scores and general educational achievement.

someone who is going to change the dress code and food

The new superintendent should have a background in teaching and be an advocate for teachers in Aiken County.

Need someone strong willing to support our current teachers. We are losing good teachers due to lack of support for behaviors and money. Good teachers are using their degrees to go to SRS more money and no behavior issues along with better benefits.

Organized, communicates a vision, involved, dependable, builds relationships with people, understanding

Candidate with earned doctorate and proven success as a district superintendent

I feel that hiring someone from within or someone with knowledge of Aiken County Schools would be best for our district. We need someone who understands our community and can support our goals. We need someone who is easy to speak with and is supportive.

Individual with a proven record of achieving consistently high academic scholarship, as well as achieving significant improvement in academic scholarship. Individual with a clear and verified record of putting academic scholarship at the very top of their educational management priorities. Individual who has a proven record of establishing transparency in education administration activities. Individual with a proven record of high engagement with parents, guardians, and the public community."

Accountability is lacking. Admin, teachers, and students need to be held accountable.

A person who can work with the Board but also be an independent leader. A person who guides, respects and supports the autonomy of school principals to make decisions in regard to their individual school cultures. This person should have an active presence in the schools to understand the individual schools' cultures, especially if the person is not local. Someone who does not favor

the teachers or the parents, but who listens to everyone and has strong principles which guide him/her. Someone who understands the most important factor in all decision - making should be what is best for the students.

Interactive with the community, personable, compassionate

The new Superintendent should be a great communicator and listener. He should put the needs of others before his/he own.

Someone who has and will visit the schools to find the best course of action

The superintendent for ACPSD should be knowledgeable about the Aiken area and the diverse population in which the district serves. The superintendent should be driven to recruit AND retain the most highly qualified teachers. The superintendent should visit his/her schools often and hear from their teachers, staff, students, and parents. Transparency and communication should be a priority as well as the safety and integrity of our school grounds. An ideal superintendent would be well-educated to understand what the past few years have looked like for ACPSD. He or she should have a background of time in the classroom, and administrative work, and be willing to listen to the needs of the teachers, remember what the days were like as a classroom educator/administrator. ACPSD's next superintendent needs to be a true leader, a champion of change and inclusion for all students who is passionate about elevating ACPSD's reputation. We need a leader who will help propel the schools forward within Aiken County to be schools our community can boast about.

The next superintendent of schools should be an advocate for students and teachers. This individual should be well-versed in current educational trends with regard to curriculum, instruction, and technology.

Right now to be honest, the Educational System is totally in ruins. There are so many students that are classified with special needs which are identified through social services that label students and have laws that prohibit discipline procedures. These students and parents know the factors of remaining in the classroom and they disrupt class learning. I believe that is why most parents tend to send their children to private schools. When teachers are unable to manage the classroom and teach/instruct, problems occur and that valuable instructor is lost. Support is needed for everyone in the public school system. The superintendent should research this need to develop and to put it into action. Properly identify students who really need special assistance, and change the mindset of students, encouraging the value of an education and preparing them for the work force and investing.

Honest, trustworthy, level-headed, excellent listening skill, impartial, innovative

I would like to see a leader work collaboratively with all stakeholders to craft a mission and vision. I would like the leader to align all activities to ensure that they meet that mission. I would like the leader to ensure that the district and admins will work in partnership to facilitate meeting the mission. The leaders should hold all partners accountable for working their part of the mission.

They should be willing to take action when many complaints have been made about a certain thing and listen to people's thoughts and ideas

Someone with a proven track record of successfully leading a large organization, comparable in size to our district. We need someone who is forward thinking, excels in strategically planning next steps, and has the ability to effectively communicate the direction we will be moving.

The characteristics and qualities that the board should look for in the next superintendent are as follows: integrity, tenacity, effective decision maker and excellent interpersonal skills.

Someone who has, and can clearly articulate, a vision for ACPSD and a concrete path for achieving that vision.

Someone who values the input of all stakeholders, especially those who work most directly with our learners.

Someone who can establish and prioritize focus and systemic structures to promote workflow unity dedicated to what is best for students in all departments and campuses.

Someone who can stay the course- identify a limited number of high-impact priorities and lead all staff in streamlining efforts to maximize work towards those priorities.

Someone who values clear and consistent communication at all levels of the organization.

Someone who values and establishes a culture that promotes unity and collaboration

Someone who demonstrates the value of proactive, structured, and detailed planning."

A Superintendent should be open to consider and make the necessary changes and implement those changes for ALL students and their families. Special Education always gets left behind in a lot of the changes and implementation of the necessary learning process for each individual student. All students learn and work at different paces and we have to provide the necessary time, staff, funding and support to deliver the BEST education for every student. I've been in another school district in South Carolina and the same thing goes on in that county as well. We need to reinstate cursive writing, life skills, trade skills and many other of the "old school" teachings. The children now a days have no common sense, respect or morals. Parents are unable to teach their children these skills and I've seen many youngsters go down the path of dropping out, crime and we as educators must take a stand in helping them develop these skills for survival. If we want to change the World, we need to start with our youth and provide them with the skills to survive in the world.

Insure strong accountability measures for principals and teachers. Continue to provide support for teachers with support specialists, literacy coaches to help impact student achievement.

Integrity, Ethical, People Oriented, Ability to have hard but important conversations, willingness to listen to all perspectives, Strong on Security.

The candidate needs to be someone who has the experience from working in a classrooms within all age groups. Someone who will support everyone from the teachers, aides, custodians to the administrations of each school. Also needs to be someone who puts the students learning and behavior needs before anything else.

I would like the next Superintendent to respect and understand all the progress that have been started in the last few years and build from there.

Superintendent who supports the arts and career classes. One who sees that these courses are needed for great schools and great learning for students.

The candidate should be conservative with the budget and moderate with curriculum.

Alumni of a school within the district, resides in the district, has a strong rapport with the students at schools within the district, is approachable and relational, has compassion for teachers staff and students, kids of all ages

I believe that the candidate should be younger and not originally from this area, but with some ties to the area/state.

Too much money being spent on wants instead of needs for kids. Too much turnaround in employment/or teachers who don't show up half the time. Administration at schools and district office is a joke, seems like they are always in a meeting. Communications on the website is very outdated, get someone who is committed to a job not a title or salary, I have to watch the news to see what's going on. Aiken is too clicky and change is needed for accountability...time to take it in a new way!!!!

Look for someone who thinks using organized, systemic thoughts. The next superintendent should have the heart of our current superintendent. How you treat people matters. More accountability should be placed as a system so that everyone understands their role. I would like to see a superintendent with an approach that brings uniformity back to the schools with regards to instructional programming. Many schools are purchasing programs to use, spending thousands of dollars, with little oversight by their supervisors (assistant superintendents), and few to no methods of benchmarking to see if the programs are having a positive impact on student achievement.

Find someone that has a vested interest in our schools and community. We do not want an outsider that just views our district as a job or an opportunity to make a name for themselves. Please do not hire someone looking to bring radical changes to Aiken county like you see in some of the other schools across America. We want our kids to learn real life skills that will get them a job and help them communicate with others in a way that is positive. We do not want radical philosophy changes at our schools or anyone looking to bring that here. It would be nice to have someone tough on discipline to hold students accountable for their actions. My child should not have to sit in a classroom with disruptive students that are constantly taking the attention of the teacher away from students that want to learn. These students need to be removed so the students that want to learn can actually learn.

I strongly feel we need to hire a candidate who is going to take the district in a new direction and is not already ingrained in the current board. We need someone with strong characteristics and has a proven track record, such as the former Aiken High School principal. Aiken County is so far behind in so many areas. We lack teacher/principal accountability, strict and consistent discipline and innovative curriculum!

Needs to have the strength and confidence to know that this whole situation needs a complete and drastic overhaul. We are on the bottom with education. What we are doing is not going to allow us to move forward. Willing to bet we cannot even inch forward. Someone who is willing to NOT

BLAME COVID. Conservative approach. Parents rights are respected and transparency is top importance at all times. Even if kids are recording fights on school grounds.

I think that servant leadership is important in a district leader since the majority of their employees are spending their lives serving others. However, I was surprised that teacher retention was not one of the top 10 things listed above. As a district losing many teachers to other career paths and charter schools in the area, I think that should be a major focus of both the board and the district officials. I do realize there have been things put in place to remedy the staffing issue and entice teachers to remain, but there are many other things that can be done. My school has not been fully staffed in the last 3 years at least so I would think retention would be a priority for the new superintendent to focus on.

someone that is relatively young but experience at the high school and middle school or elementary level. they also need to have DO experience

Values all levels of education from early childhood through adult education. Understands the importance of starting young (early childhood) to build a strong educational foundation in our students. Values special education at all age/grade levels and believes in supporting and providing for this high need area. Values showcasing all students and their abilities. (Doesn't hide special education students from the public eye). Strong leader. Has an open door policy where staff, teachers, administrators, and parents are welcome when wanting to discuss celebrations, concerns, and needs. "

A superintendent who understands curriculum and the needs of divergent groups of students and the different socioeconomic groups and schools in our district. The superintendent should be visible and a vocal member of the community and also be willing to speak up and explain to the board and to the larger Aiken County community or seek input from the larger Aiken County community when there are changes or needs that present themselves.

The next superintendent should be someone who understands the kids of today and isn't biased when making decisions about schools

A candidate that will think outside the box for where Education and Schools are headed in coming years. Someone that will bring a strong working relationship toward ALL Faculty and Staff in Every School in Aiken County.

Our next superintendent should not be an internal hire or someone who has been employed with ACPSD within the last 7-10 years. A person who will not be afraid to bring positive changes. A person that will not view our school district as a daycare center, instead of a top-performing school district in the whole state of SC. They will allow parents to parent and our school district to educate our students. Ensuring that our principals are active in the schools and not attending meetings 3-4 days a week. Our next person should be willing to invest their time in getting to know each department of their school district and address concerns, as many departments like custodial, school food service, and transportation are often overlooked.

Strong character. We need someone who is going to be focused on why we are here: the students. Current leadership to focused on status quo and not rocking the boat. Aiken would benefit from



someone who already has been a successful superintendent and not someone who thinks they can be a superintendent.

Calm and confident

Humble but result-driven

Focus on student achievement

Passionate and confident

Have the expertise and be able to execute

Demonstrate care and concern for all

Be able make unpopular decisions that benefit all students.

Empower school and district leaders

Be able to share his/her philosophy, beliefs, etc.

A candidate with the same basic educational and management philosophy as the current administrations but who can make ANY and ALL changes needed to improve our district.

We would appreciate someone who actively seeks input from teachers before making major changes (such as the move to block scheduling) as well as from parents. A “top-down” approach where input is not strongly considered/and valued from those who are actually working and carrying out changes that the administration makes can greatly weaken any organization/school district.

Top priority is the STUDENT. Good communicator. High standards for accountability from the top down. Personable - meets people well and gains trust through not only words but actions.

I just want someone who will support everyone and not exclude specific groups

We have ended up with fights in the cafeteria. Lots of accountability for teachers, not so much for administrators. The administration is responsible for staffing. Staffing shortages contribute significantly to failures at the school level. Alfred left under a cloud of shame but at least he used to use the words “child-centered.” We never hear that any more. Just more accountability for teachers, who are leaving the profession and not being replaced. A little more respect and support would be appreciated and might help turn this crisis around. Directors and above should spend at least 2 days a year teaching - not observing and critiquing but actually trying to teach in the classroom.

One of the most important things to me is that the new superintendent is a vested community member. If they are vested, they will truly care about the students of Aiken county versus an outsider that doesn't know or represent our values and moral beliefs. We do not need or want someone to come and radically change our schools to reflect the undesirable changes in our society today. I would like to see someone that will hold students accountable for their actions and impress upon them that they must be active participants in the learning process. This is a team effort not a blame game.

As a teacher in this school district, it would be nice to see someone stepping into the role as superintendent that cares about teachers and their well being as one of the top priorities. Over the years, I have seen how miserable it truly can be to work in a school district that puts the six figure salary of a superintendent before making sure their own teachers are able to make ends meet. Then the district wonders why they have teachers quitting and leaving the profession. While you might

find this comment “germane,” salary and privilege play a huge role in your ability to relate to your students, their families, staff, and teachers. The sentence noting that comments “not germane to this, will be removed”; just proves the point of how far removed the district is from what is actually important.

I hope when the board looks for the next superintendent, they consider someone that focuses on teachers and making sure they are taken care of before themselves. Someone who understands how truly difficult this job is when you are actually working in the classroom every day. A superintendent who focuses on how we can reduce teacher work load instead of constantly overwhelming teachers with more and more on their plate when some of (a lot of) the teachers in this district are figuring out how to keep a roof over their head or working multiple jobs just to make ends meet.

Please prioritize finding someone who chooses to prioritize us."

Knowing many teachers who have quit teaching under the current administration, there needs to be a plan of action to retain more quality teachers who feel heard and understood by their administrator.

Discipline; courage; strength; compassion; The ability to try new things, learning from what does and DOES NOT work. Listens to, and cares about, teachers. We have lost too many wonderful educators in the past few years. Teachers and support staff do not want to work under someone that doesn't care about or listen to the problems they face daily. This county needs help.

Aiken County needs a superintendent who will enforce a stricter disciplinary policy that allows teachers to spend more time teaching those who actively want to learn and less time dealing with students who chose to be disruptive and distractive and disrespectful to authority. The candidate needs to be open to receive feed back from those under his/her administration and actually hear what they have to say and be supportive to retain teachers and principals in our county. The county has lost too many good teachers over the past several years and to refer to a quote that can span any career, “people don’t quit a job, they quit a boss.” It is not the job that teachers are leaving it is the administration over them. They took this job and made a career out of it because they wanted to teach, but an environment can cause a person to hate a job they once enjoyed. Teachers put up with way too much from students that they should not have to. There needs to be a higher expectation of student behavior and greater enforcement. We also need higher expectations for teachers who are shaping the students. Teachers who want to teach, not teachers who push their own agenda or ideology in their classroom.

As someone that works with children in the community, I feel like we need a superintendent that will bring back some form of discipline, instilling respect for others and self.

Aiken County needs a superintendent that will support its teachers. We need a superintendent that will encourage principals to provide consequences to poor student behavior. All too often teachers are having to focus more time on keeping chaos to a minimum instead of being able to teach, which is preventing kids that want to learn and go to college from being able to reach their full potential. We need strength in leadership. We need someone that is open to holding forums to see what teachers, principals, and parents think is working and not working and then actually commit to a plan of action.

We need someone that will fight for teachers and students. Someone that will actually listen to teachers, parents and stakeholders. This means allowing biased surveys to be sent out that skews the results to be what the board wants. Sometimes, the people that are working closely with the Super are "yes-men." You need to be able to have people in administration to be able to remember and see different situations from different points of view. We need someone that is willing to stand up and say no, that isn't right to the board, community, and teachers when applicable.

A superintendent who will implement a better and stricter disciplinary policy. One that removes offenders from the learning environment so they are not a disturbance to students who are there to learn and behave. And a superintendent who is supportive of teachers and allows them to focus on teaching in a safe and controlled environment. A superintendent who will install better leadership at each school. The district has lost many good school principals and teachers because of the administration. A superintendent who focuses on preparing high school students for the next phase of life without involving woke ideology in their learning environment and actually prepare them for a successful future.

A person who can lead and make valuable decisions for everyone.

Please hire someone NOT from Aiken County. This district is constantly head back with the "this is the way we've always done it" mentality. We need actual leaders who will make us better.

A superintendent should be able to take a problem and provide a clear, concise, response. They should have a commitment to making Aiken's schools better.

Aiken County school district needs someone who can make changes for the better. We need someone willing to get out and talk to the people to find out what the needs are in this district. And then to put a plan in action that will fulfill those needs.

The next superintendent should be someone that puts students first! We need a superintendent that is going to take a hard look at every program we are currently implementing and ask the question, "how does this help our students." The next superintendent should not be one that jumps at every shiny new digital resource and gets our teachers teaching again.

Someone who understands and respects the diversity of our county and respects each pocket. i.e.: North Augusta vs Wagener and will help us all celebrate our uniqueness.

Someone that will take time to learn the district (if unfamiliar) before deciding we need change.

Someone who listens to all stakeholders prior to making change...teachers need a voice!! "

Please look for a superintendent who values teachers and paraprofessionals, we are important and petty issues like wearing jeans should not be a district decision. Let principals make those decisions and not the district as a whole. Morale is already low enough and I think when there is an opportunity to boost morale in small (and free) ways, let the principal do it!

A superintendent should make good decisions and stop purchasing new curriculum to be used for a year and then out the window the next. It is a waste of money and not enough time to even see results. I am not really sure who makes those curriculum decisions, but sometimes I feel that kickbacks are given and that is why they are used, not because it is good for the kids.

Behavior MUST be addressed and be more enforced.

The Superintendent needs to pick better Assistant Superintendents. They really need to know what they are doing before they can tell principals what to do...are they all exceptional at their jobs and were they exceptional running their schools when they were principals? If this is no then major changes need to be made here as well.

The Superintendent needs to make sure the blended learning model is working and technology is not being used as a babysitter.

I want the Superintendent to make more connections around the district. For example: special education teachers do not usually have anyone at their school they can plan with and learn from, there needs to be some sort of meeting time once a month to plan and help each other out. This population of teachers really need support, especially new teachers. Would be a great idea to move back to early release days in order to do this.

Early Release Days....can we reconsider this seriously. I think if it is truly used to network and connect with our same grade and level people, this would be amazing and would help boost morale. "

The new superintendent should be one who follows the same general path, but can make some changes.

It is crucial that a superintendent be dedicated to the work of supporting and bolstering the district's employees in ways that are relevant and worthwhile. Given the significant rise in the cost of living, a new superintendent must be willing to recognize that a large portion of ACPSD's employees are underpaid. Currently, the livable wage in Aiken County for one adult living alone with no children is \$15.72. Even this is above the pay that many district employees receive. The living wage for one adult with one child is twice that, at \$30.75. To know that some employees are paid less than a living wage should be an embarrassment to the district.

A new superintendent must be one who is knowledgeable about the financial management of the district, and willing to examine the current pay scale for all district employees with honesty and humility. He or she must care about the employees enough to ensure that all staff members are paid a living wage at the very minimum. To not consider this an absolute necessity is inhumane and deplorable. "

The board should seek someone who is not content with current scores. They should want someone who is invested in our community. They should seek a person who is interested in eliminating the top heavy positions in the district office in order to have more qualified teachers in schools. The board needs to be very thoughtful with this choice. Older and experienced is not always in the best interest of our district.

The next superintendent needs to support evidenced based reading practices/instruction to improve literacy among students in our district. Unfortunately, balanced literacy is embraced by the current regime and is not research based nor effective. Direct, explicit, sequential phonics instruction is vital for our young students. Reading Recovery, Lucy Calkins, and Fountas and Pinnell need to disappear from this district with a focus on research based best practices.

"

A Superintendent that can continue to encourage the success of the district and retain great employees while at the same time address growth would be ideal. Some schools are too large and too crowded which increases the likelihood of safety issues. Students should not have to travel far to attend the career Center. We need more opportunities for students who want to pursue technical fields available at their home school.

The next superintendent should:

- \*Have a visionary leadership style that inspires others to reach new heights
- \*Be an excellent communicator and relationship builder with ALL stakeholders
- \*\*Be a role model and inspect what you expect
- \*Ensure ALL students receive a quality education so he or she can be successful and reach their full potential
- \*Provide equity for ALL students and ensure the schools have highly effective administrators and teachers no matter where the student lives in the district
- \*Respect and value what stakeholders bring to the table"

Committed to developing a strong and positive relationship with teachers and principals.

Good communication skills, qualifications that are needed, concern for students and families, experience,

I want to see someone who has experience with all types of children and how they learn. We need someone willing to be flexible. To focus not on what they want but on what works best for our children. As a leader, he or she should work the hardest. I want someone who has a strong dedication to all diversity in Aiken County. We need an ambitious person who wants to create an environment of tolerance and solidarity within our diverse community. New ideas for benefits for our faculty and staff. Small perks do go a long way. A top priority is more awareness and care for mental health. That goes for our students and staff members at each school. Also, I think instead of just focusing on curb appeal, let's implement gardens and recycling programs at each school. I want someone who is focused on the county's school budget in terms of not just what they think is right but what would benefit each school and their students for the long term.

The ability to connect, communicate and interact with students and parents within any community. Understands the needs of the specific community as a whole while showing respect for each district employee that values the environment of education, from janitors to administrators.

The next superintendent should be willing and eager to support teachers and demand student/parent accountability--and encourage school administrators to do so, as well. This is absolutely necessary to help with teacher retention and to stem the teacher shortage/exodus in Aiken County.

Honest, friendly, and not afraid to do what is right. Someone who will support the Arts as part of basic curriculum.

Should be dedicated to helping schools achieve higher scholastic ratings, draw in high quality teachers, improve athletics and other ex. cur. activities, and ensuring school safety to continue the work of making ACSD competitive with other upper tier school districts in the state.

don't be tyrannical like the district normally is. Like turning off Wi-Fi after 11

Forward thinking, compassionate

For fairness, equality, and someone that is going to bring back discipline in the schools/classrooms. Someone that will stand up for principals and teachers. Someone that is a good leader and has a track record to back it up. Someone that will higher and promote based on skills and experience.

First the board should throw out their preconceived notions about individuals applying. It's no secret they have a favorite. We need someone from Aiken Co., who attended Aiken schools, who understands Aiken Co. politics and the unique makeup of the county with numerous cultural backgrounds.. Equity is what is needed and the next leader should understand, embrace and empower Principals, Teachers and staff to make the necessary individualized changes to provide equitable standards to provide the opportunity to achieve educational success. Some parents don't care about their child's education, some students don't care about their studies, you can't make them. But you can provide them the same opportunity with a few motivational incentives to want to be successful. The rest who are already trying or succeeding, just need to be supported so they won't suffer from students with disciplinary issues in the class or other things outside of their control. This is essential in getting Aiken Co. Schools where they need to be. Focusing on passing a state test may be "necessary" for funding and numbers for SCDOE, but doesn't actually help the student with life skills or applying the curriculum to real world expectations (more on this at the end). The next superintendent should understand what supporting teachers and staff means. My child has had amazing teachers and they should be supported every step of the way. Safety should be another aspect the new Superintendent should be well versed in. Currently, school safety at most of our Aiken Co. schools is inadequate and the district's knee jerk reactions in the last year and a half are not only laughable but should be considered Fraud, Waste and Abuse. A comprehensive and proactive approach should be taken, not a let's buy & "weapons detectors"; on the spur, not actually train anyone or routinely use them and act like the visual deterrence is doing anything. It's not and all the little gang bangers and want to be school shooters aren't fooled. The district's actions are the equivalent of putting up a 4ft. chain link fence and locking the gate. It only stops honest people. The nefarious ones are just going to jump the fence or push the gate handle in to where the lock bar disengages and the fence gate swings in wide open. Also, we need a superintendent who supports and encourages Principals to deal with and hold accountable students who constantly disrupt and exhibit self-control behavior problems (not legit mental health/ physiological/ or intellectual disability issues). My child's learning should not be negatively impacted because some kid wants to act like a gangster/ thug. We need to go back to the days where students are actually held accountable for their behavior and not just put back in the classroom to maintain attendance numbers, or look bad on some report for the number of suspensions, expulsions, etc. Some people will be Presidents and Senators, some people will be Engineers, someone has to flip burgers, and some just need to go to jail. School and early childhood shouldn't be a determining factor in the future, but you also can't allow problem students to disrupt the students who want to be there. Let me hear a superintendent candidate back that and I'll personally politic for an increase in taxes for the school district. I don't know if anyone really reads these or not, but parent input should be and stay one of the top priorities of the board in choosing the next Superintendent.

Hopefully, the next Superintendent will be here for a while and we need to have faith in the process that selects the next person to lead the district, which will have a direct impact on our children and the community. Don't forget the kids that are being educated today, will be who puts brakes on your car, cares for you at the hospital, does your taxes and changes your diapers when you're old in the nursing home. Let's educate them to the fullest otherwise we might not get cared for very well in the old folks home. Please have public candidate forums for parents to attend like other districts have done. Thanks, have a good day, sorry for the long comments but our district should be much better. We may not be the richest like in Greenville, Fort Mill or Lexington, but we're definitely not Allendale.

Dedicated. Visible. Caring. Motivating. Knowledgeable. Follow-through. Gives initiatives time to work. Visionary. Encouraging. Willing to ask the hard questions. Work with various teams to address identified issues. Focused. Innovative. Kind. Caring. Committed. Good communicator. Approachable. Brings the best out of others. Humble but bold. Compassionate. Passionate. Willing to do whatever it takes.

One who knows the area in which one works, and a really good people attitude.

Looking at our current test scores and state rankings, I believe (as an educator) that it is time to make some serious changes. The data shows us that what we have been doing is obviously not working. It is time to stop blaming Covid and time to start seriously considering what changes we need to make.

Find one that will take the children further and do some updating in teaching and getting the teachers involved. Have a huge impact on adding technology and expanding the schools to more modern yet strong approaches on learning and leadership.

Teachers are highly educated and our teacher/coaches are dedicating more than any of us to their commitments with little compensation. For once, administrators should trust educators that we would, surely, not be in the profession if not for passion of our content/goals aligned with respect and hope for our students. But, WHEN will the Board of Education; and, when will a superintendent meet expectations of being "highly educated," of being "globally minded" and not insular, and be "motivated" for the greater good (All Means All) of our district versus catering to small partisan/parental/religious groups.

We are obligated to respect and educate all with the highest of our knowledge. Administration must align with the higher goals of educators and not make predictions of performance based on "one time."

Also, educators should be able to submit and be available for face to face discussions with board members and the future superintendent to keep them/him/her in touch with our current state of "being" in our current state of education.

Data works but only with human interaction until...Sincerely, and with a hope of a response in an open forum rather than nothing...

Open-minded, willing to listen to teachers' concerns, preferably bilingual, former teacher or knowledgeable of what being a teacher really is, group leader.

Someone who will take discipline serious. Hold parents accountable for their students actions. Make the discipline be inconvenient for parents. Need a deep review into where and with who money is spent.

The next superintendent should be someone with classroom and school leadership experience who will also attend to the finances of our district so that all funding is student focused.

We need diversity in senior leadership!

someone who cares deeply about the performing arts

The board should seek a candidate who is an experienced educator in the public school system who understands the challenges that our students, parents, and teachers face each day.

Open minded, willing to listen, and appreciates constructive criticism.

I would like a superintendent who will stand up for all our schools and support our teachers. We have lost our way in the emphasis we place on our schools. Schools are no longer a focus of academic study but a way for administration to inflate their resumes. We need a superintendent who will enforce accountability on all parts of the schools to ensure our students are able to move on to the next level after high school.

Look for honesty and the capability to lead the current administration to better learning environments for our students.

Hopefully the next one can be nice

A focus on redevelopment of the special education programs and an increased budget for the program. We need someone willing to bring us out of the 1970s way of thinking about these children. A large percentage of the parents of these children feel isolated from society, unheard by education professionals, and they need a better education system with support in place.

The candidate should be someone committed to making wise financial decisions, holding people accountable, strong academic standards, and putting parents first in making decisions for their children. The candidate should understand that parents, not Washington elites or political pundits, can make the best decisions for their children. The candidate should never be someone who thinks sexual identity should be discussed by teachers to an elementary age child, that is a parent's job if they choose it to be.

Honest, dedicated, professional

Candidate should have in depth knowledge and leadership in education and foundation of curriculum to steer core values of education not only to gain positive perception but a real balance of knowledge and technology not knowledge vs technology. One who is not afraid of opposition and a challenge in being an advocate for our children and their mental well being as well as their future and not to merely to appear gracious in the eyes of the stakeholders. One who can bring more



awareness about community, teachers, parents, daycare fees, camps fees, hardships and inconvenience to those who are indigent, etc. God first, lead a path

We need a candidate that will support teachers. The superintendent needs to be frequently visible in buildings. We need someone who prioritizes discipline and school safety.

Hopefully one that will consider the teachers' opinions. They are the professionals that are with the kids day in and day out. The hands on professionals are the ones that know the reality of the climate.

Someone who will do the right thing and make things happen and not just what the people want to hear. Someone preferably not in the district already.

Needs to prove that they are listening to parents opinions through their actions and decision making. Current administration seems to make decision regardless of parental input.

The most important quality I believe the person should have is a heart for the community that they are serving in. We don't want to be just number to them on paper. Also so I would like them to be fair and trustworthy, someone that will make the best decision for the whole body and not just a few select people. Last I need them to be a person of their word. If they say that they are going to do something I need to at least see and attempt even if what is need to be accomplish can't get done attempt to see if it can.

It is my belief that the new superintendent should have a strong mission statement and communicate that statement to every employee in Aiken County. I believe that the superintendent should always understand that we are here to educate students and not bow down to the parents of the students. Every employee should be treated with respect and know that they are valuable to the team. I believe that finding a person that is not within this community, will help with making sure that we stop playing favoritism within the organizational chart of the district. I would like for this person to be confident in his/her assignment.

Some characteristics or qualities to consider is hiring someone that understands that the process doesn't always go have to go before the people. Also, providing a positive educational climate from the district level to the schools would be extremely important.

Honest, cares about the students, works to make the teachers feel respected, allows the teachers to make their own classroom level decisions, helps with discipline-holds students accountable for their actions.

The candidate must believe in and have knowledge and experience with the Science of Reading and MTSS. They need to have experience with both general and special education; as to understand all students and all processes/procedures. They also need to understand the importance of training staff. Staff need more training in the Science of Reading, MTSS (which involves reading, writing, math, and social/emotional interventions. It would be great if Elementary schools could focus on reading/writing, math, and social/ emotional/behavioral skills. Once we can get students to behave they and their peers can learn. If you cannot read or do math it makes other subjects more difficult. Once you can read and do math the other subject areas only need to be taught to you once not over and over because the students can get it. Flexible groups for reading and math are important, so you can be broken in to groups of similar levels so we can take you from where you are and move you

along as best we can (teach you the skills you are missing--more instructional time and less time having work put in front of you that you cannot do), and then as soon as you are ready for the next level you move up to that level. The person needs to be willing to listen and communicate with personnel; may not always agree, but is willing to listen.

Superintendent who is trustworthy, humble, caring, hardworking, family oriented, understanding, approachable, student accountability focused, and teacher supporter. Promotes creativity and practices that are real world experience applications.

The next superintendent needs to be someone with extensive knowledge/background/experience in education; someone who has been in the classroom and knows what it is like from the teacher perspective and is willing to stick to policies and do what is right for the kids even if it is not what the outside members think.

The candidate should not be a current district employee; we need new thoughts and ideas from other experiences. The candidate should have a history of working to unburden teachers and staff so they can excel at their jobs. The candidate should show evidence of supporting teachers and staff.

It is important to me for the next Superintendent to have the unique ability to motivate, inspire everyone he/she influences.

Learn to meet children where they are! Don't teach for a test. Be creative, yet have structure in place.

The new superintendent must not be so far removed from the classroom that he/she has lost touch. Teachers are leaving; they must repair those relationships.

It is time that Aiken County was ranked higher in the state for sure. At some point some of the pressure has to come off the teachers and principals and be put on the students, so they learn to be responsible and be accountable

Candidate willing to question the status quo and take a critical look at what we are doing. Who will keep the students at the forefront and ensure all actions and departments work for the best interest of students always.

Not someone local who has been influenced by prior versions of ACPS.

Someone willing to think out of the box and not maintain the status quo.

Someone who makes more effort to recognize excellence when it is achieved.

Someone who TRULY has the students and families best interests in mind and not make changes based on their own personal career ambitions. Changes should be fully considered, researched, and FULLY COMMUNICATED to the community with town halls.

Someone who will NOT encourage censorship within the school libraries."

The next superintendent should have a Doctorate's degree which demonstrates a commitment of a lifelong learner.

We need a superintendent that is dedicated to helping faculty and staff along with the children. Behavioral corrections of students and parent accountability for student actions is strongly needed. Teachers are quitting at alarming rates. This is due to low salaries and bad students not being disciplined the way they should. The next superintendent needs to make a stand for the faculty and staff and a stand against student and parent behavior. We need to get the right people/students/staff/parents on the bus and the wrong ones off the bus.

Strong leadership with educational

Someone outside of the district who has a proven record as a superintendent, one who is not self-absorbed but puts the education and well-being of students first. Someone honest, trustworthy, and has the utmost integrity.

Honesty, integrity, leadership ability

Proven honest and fair. Strong people and leadership skills as a collaborative leader. Respects employees without favoritism.

Personally I think we need a female that has had kids or kids that has attended ACPSD. I also think we need someone that has experience in the district and with great communication skills that will be concerned of students and staff. Someone that's has Christian values and also a friendly but stern personality when needed.

Someone who values athletics and extracurricular activities and realizes their importance in the academic environment. Someone who can manage budgeting to increase, attract, and keep our best teachers and coaches. Relationships and quality of teachers is more important than spending money on curriculums that are not implemented well or discarded after a few years. Invest in your people and it will benefit our community.

smart non-controlling calm most of the time

I think we need a superintendent that understand all children learn differently and that how we teach needs to evolve with the knowledge gained about child development. Education needs to evolve with the community around it. We needs to ensure our children's education is put above "how things have always been."

Someone who understands current processes, policies, and procedures that can make necessary changes to improve student outcomes.

We need a strong instructional leader with an ability to motivate school leaders and a desire to be visible and engaged with the school community.

I want someone who is committed to students, their well-being and their development.

A superintendent who does not want to maintain the status quo, but would rather push our limits and stretch us to be the best. A superintendent who will place a strong focus on building the highest quality elementary schools while also having significant secondary school leadership experience.

willing to stand up for what is right for students and educators

willing to hold people accountable

understanding of what is happening within the schools at all levels

has a vision"

Why does geographical location matter?

Visionary leadership. Ability to build a strong, cohesive culture. Develop a school system approach.

One with an ability to let principals and teachers do their job until they demonstrate they can't or won't. One who knows how to navigate change and is able to deal with all facets of the education process

Accountability and discipline need to be important skills possessed by our new superintendent. Classrooms in ACPSD have behavior issues so bad that teachers can't teach.

"A candidate that's willing to fight along side their principals and teachers not against them. A candidate that will allow the teachers to

bring innovative educational techniques to the classroom that will captivate the students attention. Children are not able to sit for long periods of time in order to comprehend chunks of information in this generation. "

Dedicated to teachers, students, parents and other stakeholders without bias and who is willing to work to find common ground for all stakeholders

The next superintendent should be someone who genuinely concerned about the well-being of all of our students, the growth and retention of quality teachers, and equity within the school district. He/she should be able to streamline communication and operations within and across district department levels so that contradictory and overlapping communication does not go out to teachers. He/she should be visible in the schools and community. We do not need a figurehead, we need someone who is willing to get his/her hands dirty and do the work.

External, experienced Superintendent.

Trustworthy and honest.

Transparent

One who is willing and able to set high expectations.

One who will chart the direction and not cave to an over-reaching board.

ACPSD needs a superintendent committed to accountability and support (of both teachers/staff AND students), committed to ensuring our students have the academic skills they need to be successful, committed to recruiting AND retaining quality teachers and service providers, and who is able to bring new energy and innovation to our district.

I feel that they need to have spent a significant amount of time in the classroom so they are aware of what life in the classroom is really like. I also think they need to have spent a good amount of time in our rural and lower economic areas. These schools have different needs.

We need a candidate who has spent significant time in the classroom as the teacher. Someone who understands the hundreds of expectations piled upon the already mile-high list of expectations of teachers and who has realistic connections to what occurs in a classroom daily. We also need someone who advocates for teachers as much as they do for students and does not bend to the whim of a board every time.

Demonstrated ability to maintain compliance. Commitment to ensuring equal quality education for all students.

The future superintendent needs to be someone who has a hands on approach to solving the educational problems that Aiken County is facing. We need someone who is willing to be a problem solver and help teachers who are truly in the trenches every day. This candidate needs to have strong communication skills and come from outside of the district.

We need good disciplinary codes - students are getting away with more and more - teachers are leaving due to the lack of respect in the classroom, -punish students for wrong doings, have discipline for not having IDs and -work not only with elementary students but also high school students

-A local person from the region that understands what Aiken County's goal is would be a positive

-technology is a plus but understand that there are parts of the district that are technology poor

-our district is very large and the new superintendent needs to be aware that the needs of one part of the district may be totally different than the needs of the other part and they have to be balanced.

good communication, supportive of teachers, supports athletics and other extracurricular activities.

Supportive of teachers at ALL levels and knowledgeable of best practices and curriculum at ALL levels.

Streamline systems and programs for teachers at the Elementary level and so we aren't trying to do all the new things along with all the old things. (CAI programs, online assessments, etc.).

Move to a Google classroom model so that teachers can easily push out digital work/assessments to younger learners and make E-Learning days easier.

Move Aiken County to CURRENT initiatives and best practices. The "way we've always done it" doesn't always work.

Look for a CHANGE AGENT that will put procedures in place for retention at the elementary level, support for SPED and Intervention at the elementary level and will back teachers and data for what is best for students.

Stick to the written and approved Code of Conduct for students at ALL levels. Consequences for students that are in the written and approved Code of Conduct regardless of what may be "flagged" at the state level. Be consistent with discipline at ALL levels."

I would like for someone who is strict in their beliefs and will not waiver from doing the right things. Also, a person who supports teachers!

Caring and creative.

Any candidate should be a leader that is interactive in the district as far as really seeing how changes work, they should not just direct the way, but show the way by example. Be willing to get in the trenches with the teachers.

He/She needs to value teacher opinions and seek recommendations of teachers regularly.

Friendly when entering schools, making eye contact and speaking to others.

Strong leadership and business administration skills are a necessity. Preferably an outside candidate that can make unbiased, well thought-out changes throughout the district, as needed.

Less political and more common sense

A visionary leader who is down to Earth and has successful experience leading a school district. A leader with a firm understanding of school improvement while ensuring ACPSD is a great place to work by ensuring pay and benefits are great

Work well with others and consider other opinions.

Look for a leader who has at least 5 years in a public school classroom. "A strong background in curriculum and instruction" does not mean they necessarily were classroom teachers. Have teachers leading teachers.

Strong in data analysis to help develop district wide goals; strong listener; understanding of building level responsibilities; innovative

"Significant changes need to be made in the area of instruction and practices that are implemented in our district. Currently as a whole Aiken County does not promote evidence-based instructional practices.

Almost everyone at the district level promotes the use of LLI and leveled reading instruction. With the current changes coming from the state department I would like to see our superintendent support those decisions and do what is best for our children not what has always been used in this county. "

This district needs a superintendent that has no previous affiliation with the school district. I feel they need someone new ideas and someone who is not biased.

Someone who understands the importance of sports in education. They also need to understand the importance of facilities and how have an environment that is clean and safe plays in the total educational experience.

Someone who knows and understands how classrooms work, and understands the challenges that teachers face, and the support that is needed for these challenges.

I think it needs to be someone with teaching experience (classroom teacher) and administrative experience (principal, assistant principal, etc.) in grades K - 12. It needs to be someone who can see the perspective of both sides, schools and parents, and be able to compromise, when needed. It needs to be someone with high standards, but not unreasonable expectations. The person needs to

understand that Aiken County is huge and there is a very diverse population of students within each school and needs to be able to communicate and make decisions that are appropriate and sensible for these diverse groups.

A candidate who is not afraid to address long-standing racial disparities and takes more of a focus on meeting the needs of students with disabilities is needed.

Someone that has not forgotten what it is to be in a classroom!!

We need a superintendent who is not set in past ways. We need a visionary who will be proactive to the changing educational climate. We need a superintendent who will be forward thinking, actively listens to teachers and students, and puts the interests of the students and the teachers first.

Please look for someone, with a Doctorate Degree with much experience as a Head Superintendent, who has leadership and teaching experience on all three, elementary, middle school and high school levels. Please look for a Superintendent who places school safety as a top priority. Please select a Superintendent who is visible, present and transparent.

As a student we do not feel heard in the district. Many decisions are made without asking for our opinion. There are a lot of things that many students like me feel are not touched on simply because it is our issue and not the administrators. Students like me would like someone who will listen to us, and actually take our opinions and problems seriously. Someone who is willing to take our side instead of ignoring the problems to "save face.". Someone who see's the importance of the student body. Because after all, there is no school without students.

Honest, kind, someone with integrity and someone who puts teachers and students first, someone who is willing to listen to others (teachers, parents, etc.) when making decisions and weigh all of the stakeholders voices in their decision

"Selecting a new superintendent is a critical decision for any school district. The person chosen will play a pivotal role in shaping the educational environment and outcomes for students. Here are some key characteristics and qualities that a school board should look for in a new superintendent:

**Educational Vision and Leadership Skills:**

Demonstrated ability to articulate a clear vision for the district's educational goals and effectively lead the implementation of that vision.

**Experience in Educational Leadership:**

Previous experience in a leadership role within education, such as a principal, assistant superintendent, or superintendent, is important. This experience should ideally be in a similar-sized district or with similar demographics.

**Strong Communication Skills:**

Ability to communicate effectively with a diverse range of stakeholders including teachers, parents, students, and community members.

**Collaborative and Inclusive Approach:**

A commitment to building inclusive and collaborative environments, valuing diverse perspectives, and fostering a sense of belonging for all stakeholders.

**Budgetary and Financial Acumen:**

Understanding of school finance, budget development, and resource allocation to ensure fiscal responsibility and the effective use of resources.

**Curriculum and Instructional Expertise:**

Familiarity with current educational trends, curriculum development, and instructional strategies to drive academic excellence.

**Data-Driven Decision-Making:**

A track record of using data to inform decisions, assess performance, and drive continuous improvement in student outcomes.

**Adaptability and Innovation:**

Willingness and ability to adapt to changing educational landscapes, technologies, and methodologies, and to foster a culture of innovation.

**Community Engagement and Relationship-Building:**

Skills in building positive relationships with parents, community members, local businesses, and other stakeholders to create a supportive educational environment.

**Ethical and Moral Integrity:**

Strong ethical standards, integrity, and a commitment to transparency and accountability in all actions.

**Conflict Resolution and Problem-Solving Skills:**

Ability to navigate and resolve conflicts diplomatically and to approach problems with a constructive, solution-oriented mindset.

**Student-Centered Focus:**

A deep commitment to the well-being, growth, and development of students, ensuring that their needs are at the forefront of decision-making.

**Knowledge of Legal and Policy Issues:**

Familiarity with education laws, regulations, and policies at the local, state, and federal levels to ensure compliance and informed decision-making.

**Cultural Competence and Sensitivity:**



Understanding and respect for diverse cultures, backgrounds, and perspectives, and a commitment to fostering an inclusive and culturally responsive educational environment.

Long-Term Commitment and Stability:

A demonstrated willingness and ability to commit to the district for an extended period, providing stability and continuity in leadership.

Remember, while these characteristics are important, it's also crucial to involve stakeholders in the selection process and tailor the criteria to the specific needs and context of our school district. This will help ensure that the chosen superintendent is the best fit for the community they will be serving.

Someone who is a presence that is known to the schools would be nice. Visiting the schools and seeing the students at work is paramount to knowing the needs of the schools first hand and the culture of the individual schools. Being a respected individual will help with teachers, staff, parents and students "buy in" to the direction the candidate would like to take us.

Committed to Aiken county school district.

Weeding out older, out of touch teachers. not hiring to just fill a seat, the kids that are in advanced classes need to be challenged more and better teachers to bring delayed students to the correct level."

I believe the district should seek a superintendent who will act to ensure student career and life success beyond academic accountability measures which fail to motivate and inspire a large percentage of our students to necessary information and skills to monetize their dreams.

we need change, we need accountability and every employee treated equally not based on who you know. we are not growing as a district.

The district needs a candidate that will strengthen the discipline in the schools and stand behind teachers and staff. There are too many disruptive students that repeatedly get away with bad behavior and it hinders other students that are trying to learn.

I feel strongly that our next superintendent should already have a connection to Aiken County. They should be approachable to all and a willingness to listen.

An external candidate should be considered. Communication between all departments is pertinent and someone that takes schools into account with deadlines set by district leadership and departments needs to monitor what is loaded upon teachers and administrators. Too many "fluff" assignments are given by the instructional department that causes stress to those who have mandated deadlines from the state department and school district.

The next superintendent should be a person with experience in the classroom. Someone with no experience does not understand what its like to be in that situation and does not know how to better the classroom environment constructively.

A candidate that understands what is it like to teach in today society. Someone who has been in the classroom or within the schools recently and have a strong voice for the people doing the grunt

work day in and day out. I feel like the candidate needs to be educated on best practices when it comes to instruction. SOR is very important to teachers in the lower grades because it proven how students learn to read. There are many district employees who are pushing practices that ARE NOT what's best for the students. We need a candidate who will be willing to make changes needed. Overall, I believe the next superintendent needs to be ready to ruffle feathers and do what's best for the students in our district.

They need to listen to the student body.

Someone who can bring education to the forefront and who has the courage to get rid of the "good ol' boy" system.

"I would like a superintendent that has worked in various position within the school system to include the classroom.

You need to know the realities of the job to manage the job."

Someone who will put effort into students

The next Superintendent needs to be a person who is visible. One that should come around to his/her schools to see what is going on in them. One who needs to give raises to the supporting staff because we are the ones that have to do multiple jobs and are not paid for it. The Superintendent needs to be supportive to the needs of his/her teachers and workers in the school system.

The following characteristics are deemed to be essential to leading:

Put students FIRST

Willingness to address academic barriers by allocating resources to address those barriers---Mental Health, Poverty, Medical etc.

Fair treatment and care for all that they lead

A willingness to interact with a diverse group of people

Has a in-depth knowledge in systems and how they work

Not afraid of addressing the hard problems and it is able to have difficult conversations

Progressive leader who honors the past but who is not afraid of making forward moves

Genuine care for all people

Visible and approachable

Willingness to remove leaders who are not performing

Candidates should hold a doctoral degree and they should set up a meet and greet with faculty and staff from various schools within the district.

The next superintendent should care and make improvements to how students are being taught. They should be very nice and understanding. They should also be a very good decision maker.

I hope that the next superintendent will hold parents and kids more accountable for their attendance. It's hard to educate students when they are barely in class to learn the information.

Would love the next superintendent to have classroom experience.

A superintendent willing to listen to the people and schools that they will be over. No one likes to have someone who's unwilling to listen and hear people out in a position of power and decision making.

Someone who really cares for the students and teachers, that they will do what's right for the schools by themselves but also the district as a whole, not just what looks good on the outside. Someone who wants to be involved in the schools.

Committed to student success and postsecondary educational outcomes. Committed to school safety and supporting teachers by enacting a stricter Code of Student Conduct and enabling teachers to enforce consequences. More emphasis and student and school safety protocols and willingness to devote more resources to ensuring safety at all school levels.

We need a superintendent that is supportive of teachers.

trustworthy, sincere, leader, compassion, understanding, strong

Someone that will stand up for our district and not let the community own them. I think community input is so important, but they are looking at only helping themselves and not the county as a whole. We need to think about teachers and retaining the great teachers along with recruiting new one. Listening to the teachers and their needs will help the district as a whole. They are the ones at ground zero, putting in the hours and grunt work. We will hold them accountable as a district but we also want to walk that line of helping them balance so they are there fully for our students.

A person that is approachable and willing to talk to any staff member.

A strong commitment to improving the conditions of public education to attract more teachers and substitutes to the classroom. Improving school safety by addressing the root causes of student disruption.

Someone who is understanding, takes requests into consideration and thinks about how they will affect the district, possibly switch up start times for schools because some elementary kids get rids from their older sibling in high school, and since high school ends way later the kids are sitting at school for a long time, someone who is cooperative, has a bright vision for the future of the district, is willing to listen to teachers requests and make the changes necessary for the students to have a great learning experience.

none

My number 8 could be higher, but we are currently passing kids who cannot read well or do math because of the way we remediate. I would prefer true achievement measures. Standardized tests are not great for demonstrating growth either. I do not know what the answer is, I hope the new superintendent will really look at this.

I would like to have a superintendent that is NOT top down in their leadership. A leader that leads the district office to a place where they are a place of service and assistance. A leader that will be visible, approachable and resolute.

I truly believe that we currently have such leaders in our system. Neighboring systems (Columbia County Ga) seemed to thrive for years by being led by “home-grown” superintendents. Currently, they stepped outside of that practice and are experiencing challenges.

We need a leader that can lead to get a handle on discipline in our schools. That issue alone will help their future community outreach. We are told we are stakeholders but with the past 2 administrators it hasn't felt that way. Here's your chance to change that. "

Someone willing to push more education curriculum and challenge kids to be on a advanced level by 8th grade. Someone willing to prioritize construction not by zones but as needed.

We need someone to continue the good work with the same gentle, but appropriately authoritative touch. And then to also begin to make any necessary changes. Things are going well and the district does not need a dictator.

We need someone that will keep us safe in the workplace as well as show the small people are appreciated and needed.

While classroom teachers need accountability measures, we are losing teachers because of too many demands and too many new initiatives that are brought in quickly without input or effective training, only to be removed or replaced. Please allow teachers to teach in the best ways that they can to reach their kids.

"Someone who is not currently on our leadership team or a part of cabinet, but a strong, bold leader that will take the necessary steps to make our district somewhere people want to come to and work - and STAY. Someone who is not afraid to go against the cabinet that is currently in place and take our district in a different direction because what we are doing is not working. Someone who embodies the characteristics like the current superintendent of Edgefield Co who is continually “taking” Aiken Co. employees or their Director of Administration who deeply cares for their administration and wants to make a difference in their district and could do phenomenal things here in Aiken.

We need a new and innovative superintendent who will change this district for the better!

Our district needs more out of the box thinking and excitement. We haven't fully rebounded from the depths of COVID and we NEED more positive energy that can radiate through to staff and students.

Sports and extracurriculars is how most people in the community see our school system. Putting time, money, and effort to ensure strong sports shows other communities that the school board is invested into the their communities.

I would like to see someone in this position who started at the bottom or close to and knows what is needed in each level of education to make a district successful.

The next Superintendent should have a doctorate. If the next administration isn't committed to reducing Brookhaven by 40%, eliminating Content Interventionists, and, most importantly, enforcing discipline it really doesn't matter who you hire.

open to new ideas to make school more fun for students.

Someone who can take a look at ACPSD as a whole and make changes in our weak areas. Not someone to come in and take over and revamp the entire district. We have a lot of good qualities within the district and some weak areas. Also, take a look at the district to see why so many people are seeking employment elsewhere. Slow down the high turnover rate. We need stability. Characteristics would be a critical thinker, a problem solver and have excellent communication skills.

I think they should take more consideration with the people who have mental/physical disabilities.

no one that believes we need to band library books and only teach certain ways.

Please find someone who is in charge of a rural, lower-income county and who has a proven record of working with the challenges these schools face.

Your top 10 list included strong accountability measures for principals and teachers... There was nothing about accountability for our students.

Someone who has a vision of a 5 or 10 year plan for growth.

"I think the next superintendent should be well rounded and willing to "get their hands dirty" so to speak by going into the schools to see how the children are acting and difficulties the teachers face at times.

Someone who isn't afraid to make those changes when necessary for the better, listens to the teachers, students, parents and support staff on things that is witnessed to help make those changes.

A former teacher or support staff person would be a good idea"

Good leader/communicator who will bring something new to the table and listen to the community, including students.

I think the next superintendent should not have any prior experiences with this district. I think in order for change and growth to take place a different point of view is needed.

The superintendent should be able to make decisions for all students and staff, not just a select few. They should understand the needs of the entire community as a whole. Also, have a strong vision for the district.

The board should look for kind people, and people who can keep their cool in a stressful situation.

Innovative ideas to progress our children's education

I believe the next superintendent should try to change the lack of funding for extra "activities" for disability children and gifted children so that both groups receive enriched learning.

Strong leader that is bold in restoring discipline back within our schools. A leader that will hold school administration accountable for the lack of discipline shown within their particular school.

A genuine person

We need someone who will stand up and support the support staff as much as the teachers and admins they could not perform their jobs without the support staff.

Find a superintendent that will support the teachers and enforce discipline in the schools.

I think Aiken County could be the county in the CSRA. I would like to see us move in the direction of offering more to students and the community. Maybe Magnet schools. Now that the high schools are on block scheduling we could do more with dual enrollment. We need someone who is exceptional and makes Aiken County the best schools in the area.

Common sense, deal with parental concerns logically, has a vested interest in the community - has community ties, willing to lead and help board members and make necessary decisions in a timely manner

Recruiting qualified teachers is going to continue to be the most important aspect to have our schools operate as they should. Whomever gets the position has to understand that discipline and safety are number one requirements in our schools and we need guidelines that don't bend to those that cause disruption in our schools.

Personal Integrity and godly

We need someone who committed and make hard decisions. Listen to everyone's ideas and concerns then make a decision.

I would like to see strong leadership with new ideas.

strong leadership, visible, vision, expectations

The next Superintendent should be willing to hear concerns and fix them. Also, they should know the teacher struggles and know what it is like inside the classroom.

The board should keep in mind the direction that the State Department is heading towards. Using a more Science of Reading focus. The next superintendent should be trained in LETRS and have increased knowledge of how reading should be taught.

Loyal, trustworthy, honest, understanding

We need someone who is fair to all races. Not just certain employees. Too many all who you know kind of employees but no experience! People that have been working for years deserve a fair chance to move up. Service credits should be given to all employees not just some. Pay scale needs to be reevaluated. Too many employees making mega bucks but not putting in the work. An internal audit should be performed on the entire Finance & HR department. Too many making more than the Teachers. Equal opportunity across the District!

Someone who is aware of the anxiety epidemic currently striking our students post Covid-19. Open Minded and willing to go down the not beaten path and let teachers be who they are and manage their classes as they see fit while maintaining student safety and learning.

Please select a candidate who will focus on teacher retention. We need more experienced and veteran teachers in the schools. Thank you.

ACPSD need a leader who will see the needs of the country and addresses those needs in a manner that works for Aiken County instead of importing things that have worked somewhat elsewhere. We

are looking for a common sense person who listens to all stakeholders and includes solutions for all sides, as much as possible.

I feel that they need to be a good listener, in terms of what us students have to, and with that he also has to be open minded. I would also want them to really take action and get thing done as soon as possible instead of putting stuff to the side. I think that they also need to be able to take criticism and not run away or hide if some thing goes wrong.

We need someone who is cognizant of the fact that things have changed and we need to keep up.

I would love to have time as teachers to have panels and discussions with the new superintendent about concerns in classroom.

More outreach/visits throughout the entire district, not just focus on those in Aiken and the immediate area (as it appears now)

Strong community roots, not afraid to stand up to parents about student behavior and ensuring that the code of conduct is enforced regarding behavior.

The next superintendent needs to take into the account of teachers and administrators. This person should have knowledge of the science of reading and the understanding of literacy practices that are effective This person should take into account the importance of retention because we are pushing kids forward and are not prepared but yet it falls back on the teachers but it is due to not support from higher ups. Teaching is a hard profession and it needs to be respected.

An innovative, visionary leader who will work in partnership with community stakeholders and all employees certified and classified.

Someone needs to come in and shake up the DO. ‘

"THE CHARACTERISTICS OF THE SUPERINTENDENT SHOULD BE GOD FEARING, DEDICATED, COMPASSIONATE FOR EDUCATION, COMPASSIONATE FOR CHILDREN,FAMILIES,COMMUNITIES, A PERSON WHO IS UNDERSTANDING, COMMITTED, A

VISIONARY, A PERSON WHO WILL GET THE JOB DONE."

Someone who's ultimate goal is for the good of our students.

The district needs a Superintendent that will remain impartial and will look out for the best interest of teachers first, then students.

Someone who has invested time in Aiken County, prior experience, but can bring forth changes. Someone who is passionate about education and is willing to voice their opinions. Doing what is best for students, engaging parents, building community partnerships, and retaining ALL employees, everyone is essential to ACPSD.

Integrity; long-term commitment; vision; ability to listen to all groups and make them feel heard; trusts his/her subordinates to do their jobs with integrity, accountability, and creativity

Find someone that has an educational background and has actually been in the schools. Someone that has severed time in actually classrooms teaching and understanding that daily life of both

students and teachers. Someone that knows how to work with students of all ages. Find someone that can support the current employees and students. Turnover rates at schools for teachers has been unacceptable.

Everyone needs to be held accountable across the board and even if employees have been in their positions for years, their qualifications need to be vetted. Everyone properly trained for their position.

Someone whose focus is not themselves. Someone who is dedicated to our children and bettering our community. Someone that isn't after the job to make a name for themselves.

We need a superintendent who has a strong psychological and technical background. We need to embrace newer ways of teaching and educating our children such as modeling our system after other countries or states that rank higher. We need to learn from others who have done better. Our superintendent should be less politically backed and more focused on health, well being, and overall progression of our children. We need someone who will embrace new technology, progressive ideas, and hold teachers and principals accountable for the well being and academic success of their students

Definitely someone who understands the past 10 years of what has gone on in the district. We don't want someone to come in new who tries to take us back to things we have done before and changed multiple times.

"-tough on process, easy on people

-not afraid to make a decision

-doesn't point fingers when a decision doesn't work out like planned

-strong but kind personality

-not too far removed from a school building or from being a teacher himself/herself"

We do not need the disruption of "transformative" leadership. This will not be good for our students. It will drive more teachers away. Many changes are already underway. We need consistency.

Someone who is seen and present multiple times at all schools. Gives teachers voice so they feel seen and heard as well. That will guide our district further in South Carolina. They must be personable and empathetic to our students as well. We have many different circumstances of our students and they need to be willing to understand them and their home lives with adversity they face in life as we prepare them for society.

Aiken county resident

We need someone who genuinely cares about our teachers and students and helping everyone succeed.

The next superintendent needs to have the ability to promote respect for ALL involved in public education in Aiken County. Building relationships needs to be a key strength. He/she also needs to make efforts to retain people on the school level (staff, faculty and administration). He/she should



also have experience in the schools and actually know what the challenges are on a daily basis. He/she should strive to work with the board but not bow down to or try to over-run the board.

Rational sense with decision making. Have a better insight with in-class behavior issues. Have the backbone to overhaul discipline strategies needed in each classroom. Provide more behavioral specialists with tactical and common-sense remedies to correct behavior. Parents are sick of our kids dealing with problematic children in our kid's room. We are hearing that the county level is NOT supporting, nor helping teachers with this huge issue. We can't keep teachers in jobs if county wide behavioral issues aren't address and ACTUALLY remedied. The superintendent needs to have a backbone.

More and more work was added to our already full plates. It is important that whoever is hired realize that we are willing to work hard, but adding more work to our plates will not be a good idea. If something new is added, then something must be taken away. We are having a teacher shortage crisis and overworking and not appreciating what we do everyday, will only make this shortage worse. There are a lot of us close to retirement age that are not willing to continue if our workload goes back to what it was pre-Covid.

Someone with very recent experience in the classroom in this district.

I just hope it's a person with a good eye for children with special needs

The next chosen superintendent should be ready and willing to get involved with schools and in the community. They should be someone who will listen to the students, parents, and teachers because those are the people directly affected by any changes they will make.

Someone who is focused on technology

Educator!

Younger and up to date on current educational issues

Willing to be visible to the community and build relationships with schools

Checks in on those he/she supervises to support them

Does everything with the students in mind"

I would like someone who understands the need to create environments that lead to the recruitment and retention of teachers. As a parent, I would like someone who understands the need for students to be engaged and excited, to have the opportunity to learn and be challenged in ways that drive them (ex. STEAM, inquiry, projects, etc.), and for their social emotional health to be prioritized over their test scores.

I value a real search for the best candidate. The board needs to give educators a voice and authentically move according to our input. Educators know best what is needed in Education so consult them, the experts.

Our next superintendent should be one who has a strong connection to our school district and lives within Aiken County. We need someone who understands our diversity needs in various areas of our district; one who truly cares about students and teachers and believes in building relationships

with teachers, students, and all stakeholders within the Aiken County School District. We need someone who has high, yet realistic expectations for principals and teachers in order to strengthen our academic achievement. In addition, we need someone who will value the opinions of parents, teachers, and students and take our needs into consideration when making decisions that impact Aiken County schools.

Someone invested in our community

Someone with a clear plan for teacher retention and new teacher support and mentoring"

"I think that the upcoming superintendent needs to have worked in a much larger district and know what is important for a quickly growing community. Managing a district of 10-20 thousand is significantly different than managing a district of 25-50 thousand. In order to effectively manage a large district, they need to have experience working in a larger district.

Someone that the employees can trust. The committee should do a thorough background check on all applicants to ensure we know what we are getting. In order to set a new direction we must look outside of the current leadership.. An EXPERIENCED superintendent with a proven background is what Aiken County needs. Be willing to pay someone enough to get them to come to Aiken and bring their skills. Please do not take a chance on another person from inside.

We need the next person to show all employees that they are heard and make them feel that every position is valued. Make sure that he/she is running the district not others. One that will make sure that we have diversity and inclusion within the district. Show up not only when something for the media is happening. Show up when something happens to an employee not expect that the principal making a statement is enough. We need the district to work together not as separate entities.

The next superintendent should return to older learning styles and methods that produced superior results.

Someone who is strong in their stance and unyielding to outside influences when it comes to making decisions. Someone who is willing to put the students' needs first, not the parents' wants. Someone who is considerate of the fact that teachers have lives outside of work in regards to the amount of things being added to our plate.

Forward thinking, collaborative, good listener, able to allocate resources and staff to needed areas, impartial, does what is best for students not friends

We need cohesion between faculty, administration and the school board that embodies the principles and practices that provide us with solid leadership now and for the future. We need someone willing to be the example of leadership that upholds our values for our youth to look up to and admire.

Someone who is willing to work to reduce dependencies on technology in the classroom. Someone who is willing to be blunt with parents about behavior and discipline.

1.Nice personality..... 2.care about All students 3. Push more students to join the career center for 3 years

Someone with a doctorate degree.

1. Commitment to Excellence
2. High expectations
3. High Level of Accountability for all
4. Commitment to Aiken County School District
5. Knowledge of Aiken County Clientele

A commitment to the security of our schools and safety of our children needs to be elevated in priority. If that was a choice listed above, it would be number 2. Under a strong and skilled communicator.

Someone who puts the students first by focusing on real education and is genuinely concerned about the students' success. Someone who supports faculty and staff.

A superintendent that truly has teachers backs and understands how difficult their jobs are. We need a superintendent that will take things off teachers plates so that teachers are not leaving.

One who can help create a clear vision and mission for our district as a whole, which we seem to be lacking currently. Where are we headed and how are we going to get there, and what roles do all shareholders play? What is their short term and long term goal? How can they help bring the school communities back to being one team? Someone who is willing to listen but also share and stand up for what they believe is important to educate our kids. Who can see the whole big picture and not be intimidated by all the outside influences and noise. Will make big decisions and fight for public education.

Be given authority to reevaluate previous decisions such as intermediate school to see if outcomes meet sales pitch. Put elected board in a position to over turn staff decisions when experimental or divisive.

I would hope that the next superintendent would be a supporter of our teachers, realizing that they are the most important part of our children's education. They should be paid well and given the tools and the support that they need to be successful. The new superintendent should have close contact with schools in order to be "in the know" about what each school needs in order to best serve our community.

Commitment to excellence in athletics which includes raising coaching stipends to attract and retain talented coaching leaders. Commitment to hiring in-district, loyal, qualified candidates for promotions. Being very visible in the schools. Implementing a discipline policy that is fair to all students and doesn't hurt good students that lose instruction because of constant disruptions.

The board should be looking for a non partisan leader that unites all people groups and focuses on enriching SC, especially Aiken County schools and giving parents a voice in the educating of their children. This person should be trustworthy and able accept criticism and also provide feedback all while giving back to the school system and enriching families and teachers lives. They should uphold discipline and make parents and students accountable for unacceptable behaviors and not back down from upholding values and policies. Teachers should have a voice and be valued from the leadership of ACPSCD.

Thinks outside of the box in order to provide the BEST educational environment for teachers and students.

Committed to holding accountable employees for their actions.

A superintendent who is invested in the Aiken County community and what's in the best interest of Aiken County citizens. A humble, knowledgeable and experienced educator who has experience working in Aiken Co.

We need a superintendent that believes all of our children deserve a safe, fun, and bright Learning experience and environment. Too many of our students have lost their love for school. We need someone that is willing to learn our students needs and ensure they are serving all of our districts students. We also need someone that genuinely cares for our teachers and students.

Need to hire someone that is not part of the status quo.

We need a superintendent who has a strong vision for Aiken County's students, faculty and staff. Curriculum and instruction must become a priority, especially math instruction.

"The next superintendent should be ready to bring Aiken County into 2023. We need a superintendent who is not afraid implement standards based report cards and not worry about the parents "not being able to understand" these more appropriate report cards. In addition, the superintendent should be researching what is going on in other states, especially states who are receiving outstanding reports. What are they doing that Aiken Count is not? Play-based Kindergarten? narrative report cards, and research based reading curricula.

Someone who realizes that going to school year round definitely has more cons than pros. Please get rid of the year round schooling.

Transparent

Accountable

Visionary

"We need a superintendent who is a proponent of public education and has a vision for the future of all the students in our district that is innovative and challenging, but achievable.

Our next leader should have a questioning mindset, every expenditure not geared towards education should be carefully considered, every new technology and methodology should be evaluated against strong criteria to ensure educational success.

Our next leader needs to lead the staff, not be led by them or the school board. He or she must demand accountability at every level and except nothing less.

Our next leader cannot be enamored by the newest trend or fashion, he or she should demand an explanation of how the newest thing enables teachers, enhances learning, or improves the learning environment.

Our next leader cannot accept the status quo. He or she must be willing to take risk, to buck certain trends, have a meaningful vision and a strategy for implementation, and the dedication and determination to stay the course while the data rolls in and the results can be evaluated.

Our next leader needs to be more committed to the teachers and willing to empower them to be in control of their classrooms. There will always be students, and administrators can be replaced, skilled educators only come with time and proper training and mentorship. Too many good teachers are leaving the field of education because they feel overworked and undervalued. Teachers are the hardest part of the equation to replace. Our new leader needs to reevaluate priorities regarding duties, evaluations, observations, and other administrative minutiae that takes away from teaching time on the podium in front of the students.

Our next leader needs to support all teaching areas, not just the core subjects or the money-making sports teams. The arts and CTE programs are also important. Culinary, band and choir, art, JROTC, teach soft skills and problem solving strategies that are crucial to future success and these programs are overlooked and undervalued in many schools. We have a career center that aids students not college bound, but we seem to forget that we have programs in each school building that are just as important.

The board should look for a candidate with a strong, clear vision for the district. The candidate should be a strong advocate for students and teachers with a depth of knowledge about best practices and intelligence to interpret data and research.

Someone with a record of proven success in educating children, particularly who has experience overseeing dramatic improvement in student success in other districts

One who puts Families FIRST. This new calendar schedule takes away from family time. We don't need the state raising our children. Give parents their time with their children.

Willing to make decisions with students' best interests in mind, but also willing to listen to and support teachers and increase morale among all employees.

Do not hire anyone that does not promote strong family values and a strong moral character. We do not need any more "diversity" shoved down our throats in the form of liberal ideals like tampons in boys restrooms or boys in girls. We need someone that will hold students to a higher standard of respect, moral obligations, and accountability for their actions. We need someone that is invested in the community not an outsider trying to make a name for themselves at the expense of our kids, schools and teachers. '

Someone with close ties to business.

Someone who has not spent their career solely in education.

More attention to issues at individual schools when brought to the attention of administration.

I value a Superintendent who holds principals accountable, values consistency among schools, and communicates expectations.

One that stands behind the teachers and will listen to teachers opinions and voices.

Visibility is an essential characteristic that I feel a superintendent should have. Visibility among ALL stakeholders is of utmost importance.

We need a strong leader who will work hard to make Aiken County one of the best school districts in the state and country. This should not be a political decision, but the right person for the job.

Somebody that doesn't think MORE SCHOOL and MORE time for little children to sit still in a classroom all day with hardly no recess is a good thing. You all have lost sight of the fact that CHILDREN should have playtime, breaks, significant lunch time, and activity.

Someone who understand the community and dynamics of our school system.

I hope the next superintendent is just as passionate, understanding, and approachable as Mr. Lawrence.

We need someone who understands that we should prioritize our teachers above all else. Teachers teach because that's their passion. They simply need to be empowered to teach and left to do their jobs. They DO NOT need to be treated like children. They are adults."

Our next leader needs to hold our principals accountable. They also need to know what is actually going on in the classroom. We need someone with a spine, who will stand up for the teachers, not cave to the board or parents or principals.

I am looking for someone who has high expectations and has a focus on improving student achievement. In addition someone is willing to be visible.

"Visionary Leader

Visible in Schools and Community

Culture of Appreciation for Certified and Classified Staff

Involves Internal and External Stakeholders in Decision-Making Process

Curriculum transparency for the parents, not all year school calendar, enable teachers to have authority in their classroom, Parent involvement at all levels of the students learning and health, Not a liberal or progressive, values parent-student relationship, values parent-teacher relationship, values parent's rights, anti-transgenderism for children, anti-adult content books in schools, values 1st amendment, for smaller government, values more parent involvement in student education, cares about parent commute time to drop-off/pickup students, doesn't view parents that attend school board meetings as terrorists or threats, anti-woke agenda, pro-parent choice, pro school choice, anti-censorship of parents, against making schools more like prisons or government buildings, pro-second amendment, believes that God belongs in schools, values teachers/coaches praying with students that choose to participate, values unity not diversity, equity and inclusion, believes in equal opportunity not equity, anti-Critical Race theory, anti-Critical Theory, believes in the values laid out by the Founding Fathers, anti-1619, pro-American History, anti-revisionist history, is for trained/certified concealed armed security (volunteer, teacher, or police) in schools, cares about what material is being taught, anti-core teaching, against "settled science" for being a good steward of the earth but against climate change propaganda,, against politics in school and classrooms, for teaching students financial literacy, pro-economics education, is against the

liberal/progressive push nationwide to push parents out of children healthcare, for putting responsibility on the student and the parent not the government, for state/local education not federal education programs, anti-big government, pro-homeschooling, anti-illegal immigrant attendance, for competitive teacher salaries, pro-American teacher screening, anti-globalist, believes that history should be taught as is and that history should not be modified to match a narrative, against DE training of any kind, for unity training, for unity student activities

Find someone that is not only dedicated to the academic needs of the student athletes but also the disabled students in the district.

The Superintendent should have a teaching background and not someone who wants to instill a bunch of new curriculum that doesn't improve education.

"I appreciate the insight of administrators who have been a teacher in our school system and have been actively working with our students. That qualification is most important to me as they are passionate about student success; teaching for excellence not acceptable.

Technology has been a great step forward for this district in the past few years. Laptops are an excellent tool for so many students, especially those who haven't had access previously. I will support a superintendent with a future plan to develop technology access and teaching for all levels of curriculum, while still keeping strong handwriting, cursive, and other necessary motor-skills in early level education.

From an outside district with similar demographics and able to produce at or above state average test scores

1. Proven results and experience as an administrator.
2. Results driven with a very clear instructional focus that is communicated to all.
3. Willingness to support admin and teachers by upholding the student code of conduct and cracking down on bad behaviors so that the majority of the students in ACPSD can learn.
4. Clear vision for recruiting, supporting and retaining highly qualified teachers.

We need a superintendent and school board that will expel students that fight, bring drugs to school, etc. Returning students to school for these infractions encourages additional bad behavior and destroys community morale for the schools.

We also need a superintendent and school board that will increase athletic coaching supplements and invest in greatly improving athletic facilities district wide. Attracting and keeping top athletic coaches and improving athletic facilities will motivate families and businesses to move to Aiken County. It is long since time to stop the bleeding."

The board can select a candidate that has energy to handle the changes and the future of education. That person can have several of the qualities listed above in question 3.

Ideally, the board would find a candidate that is passionate about implementing safety measures to properly and effectively introduce disciplinary measures to individuals that act out towards teachers and other students. Teachers and students should feel protected within the educational environment and not afraid to attend classes.

Someone who open minded. Holds teachers accountable and parents for their children. Doesn't buckle under newer nonsense programs. Not afraid to get their hands dirty.

Get within these schools for pop ins. Face time makes all the difference.

Concerned about the safety of the students. Understands that students cannot sit for eight hours straight.

DISCIPLINE!!!!!!!!!! ACCOUNTABILITY!!!!!! And stop dumbing down the curriculum.

Someone local and familiar with the area educational background teacher principal

Ability to strategically plan for future

Ability to see the big picture -direction of plan

Ability to work well with all levels of authority including community

Leads through humbleness not Power-hungry

Tech savvy

A communicator and proven leadership skills

The district needs a change. We need someone that is willing to come in and implement a structured organization with systems. The focus should be on student achievement and how to get our students prepared for the next level. We need someone with a balance of communication, building relationships, but not afraid to make tough changes with student achievement and safety in mind. Someone that wants to be in our district, loves our district, and has been involved in our district in some capacity. We need someone with the passion to make this a better place.

That he or she is not so far removed from a classroom. He or she should know the struggles of teachers, principals and students.

Committed to a firm stance on enforcing the student code of conduct and making student safety a priority.

We need a Superintendent who cares enough about each school's success, that they are willing to make changes as necessary, even in leadership. They should listen to students, teachers, and community members as well as take into consideration teacher turnover rates when making those decisions.

Needs to be teacher centered. Someone who the teacher can go to when school administration does not support the teacher. The teacher is on the front lines every day. They need someone in their corner and the kids.

Kindness; moral values.

Can we, please, find someone who will reinstall discipline in our students. Common sense, discipline, some one who is more interested in doing good than looking good. A superintendent that will listen to the parents and seriously consider our concerns, not brush us off in favor of some pie in the sky agenda.



Athletics and facilities need to be a major factor in the next selection. There are 4 4A high schools in this county and very behind in the direction it has taken and the facilities for each. This is a reflection of the school district. Education should continue to be the number one priority as well.

Engages with all employees, students and their Families.

See more school visits

God spirited and strives to promote good

Morals in all.

Someone who wouldn't impose this ridiculous modified without the rest of the state doing it.

I would like to see leadership focused on localism and place-based education that focuses on cultivating Aiken students to become loyal citizens as well productive professional and tradesmen citizens of the community and county.

I want to work for a district others want to be like !

We need a leader who is an advocate to teachers and has a lot of experience in the classroom.

I think that the new person should be proactive in stopping the school bullying. They should also have experience within public schools, administration, budgets, etc. This person should also listen to the parents suggestions and actually work with us. Many current administrators and teachers do not listen to us when we express concerns or issues. We need someone that will be proactive and listen to us!

Someone who is strong on discipline and supportive of teachers. We need better teachers, ones who are qualified. Also someone who is supportive of student athletes. More work needs to be budgeted for schools. Too many schools are getting all the funds and it should be evenly distributed. One who will answer emails directly to a parent. More involvement hands on in school.

THEY NEED TO BE A TEACHER TO UNDERSTAND WHAT TEACHERS NEED AND WANT NOT SOMEONE FROM THE DISTRICT

"Communication across departments is critical

Clear vision with follow through "

The superintendent should prioritize staff retention. All of the other work of the district will not be possible if there are not enough teachers or administrators in the buildings.

Someone dedicated to ensuring academic success while also considering the opinions and happiness of teachers, staff, and students.

The board should look for the new superintendent who can carry out the district pretty well. Hopefully the new superintendent can make some good change on different levels of school and improve our district performance as well for the academic performance.

The next superintendent should demonstrate integrity by which employees can emulate and a commitment to Aiken County. He or she needs to be willing to make necessary changes to help this county grow and make progress. Change can be difficult as others may resist, but it is sometimes necessary to produce real results.

The new Superintendent must see beyond school staff but also see support staff as vital to the success of students and willingly listen to their concerns. Lunch ladies, janitors, and substitutes fill vital roles and deserve respect.

Stability is the key

Someone who has a well-developed vision for teacher leadership. This vision should outline the non-administrative advancement pathway, the incentives, and a timeline for achieving full implementation.

prior experience working in public education within the last decade

dedication to and understanding of students

We need an instructional change. We need someone strong and willing to listen to the needs of all stakeholders and make a change even if it hurts peoples feelings or makes people mad. We need systems, structure and accountability.

We need someone who is focused on research-based programs for our children. Not someone who goes with what is popular at the moment. Preferably someone with diverse experience in education.

Someone who develop leaders from within district. Our daughter's school (Hammond hills) has become a revolving door of administrators. We need superintendent who will get to bottom of situation and develop healthy work environments so administrators and teachers stay at schools. Tired of the turnover as a parent....

We need a superintendent that will look after the well being of teachers, staff, and students in regards to providing a safe environment for everyone regardless of any other factors in regards to students with repeated physically aggressive behaviors.

Visionary leader

Sets clear measurable goals

Committed to finding ways to increase the salary of ALL employees"

A superintendent who understands current curriculum and technology. Someone who helps teacher and administrators with students who are continually violent. Someone who has a plan for school safety. A superintendent is actively seeking ways to challenge gifted students.

We need a superintendent that has our backs and will fight for teachers. Behavior is horrific, and we feel like the district is pushing us to be too soft on these kids, therefore, the behaviors continue!!!!

Knowledgeable in the education field, background in education with teaching experience, plans for teacher retention, a good listener, life-long learner, encouraging, supportive, brings people together, observant, empathetic

Honesty, integrity, willing to make the tough decisions, great leadership skills, approachable, and hire employees based on skills and experience

Have a good understanding of good budgeting tactics and where to invest money. Don't look for a puppet and someone that's hand are in everyone else's pockets. Look for someone that will have

the best interest for the kids and the people in the district not just the higher ups and or their self interests.

Be more involved.

Experience and depth of educational knowledge should be characteristic of the new superintendent. The new superintendent should have knowledge and experience on how best to address gaps of all subgroups such as African American boys and Hispanics.

Please make sure whoever ends up being the superintendent, has an actual background in education. I think one of the main problems with our educational system is that the people who are making the decisions have absolutely nothing to do with education

A superintendent that checks in on middle and high schools would be much appreciated. I've never seen the current superintendent and I'm sure if he visits high schools and middle schools. Despite the immaturity, these levels of education should get some attention because, they also need guidance.

Someone that will add diversity and a new fresh outlook to encourage positive change to made within the school district.

Someone who is invested in our schools, who can coach principals and teachers and who is not afraid to be present and get in the school building and build relationships.

Someone who cares about the students above everything else.

Ph.d should be required.

Our next superintendent needs to be a visionary leader who is not afraid to hold others accountable. This person needs to be able to build strong relationships with school leaders and must have their backs. This person needs to be able to speak to all functions of the district and needs to have a clear vision. This person needs to be proactive and not reactive. This person needs to be forward thinking. Our next superintendent needs to have a board view or the educational landscape & must understand the current research on the science of reading. Our next superintendent needs to be from outside the district.

Someone who will back teachers and follow through with discipline with students

I think Aiken County school should choose a candidate who is, qualified, experienced, has good experience as at least a teacher or principal in an Aiken county school or other school district. Somebody who has knowledge on how to run the board of Aiken County. A person who has a strong leader ship trait and knows how kids should be treated because students also have to deal with decisions the SUPINT. Has made because students do not get enough creditability, granted I will not have to be under the ACPSD much longer as I am in high school but I want the best for my siblings in elementary school

Understanding that it's okay to fail, if students don't do the work they deserve to fail. Understand the importance of hiring more coaches and hiring better coaches to mentor our students.

Accountability Integrity

A true educator, someone who has been in the classroom, understands teachers, understands current student population, will take a strong stance on misbehavior in and out of the classroom, will prioritize safety in our schools.

I truly believe that the next superintendent should be diversely educated, and should not necessarily be from the area. I believe that being open to searching other areas of the USA could bring more diversity and new age strategies to provide the best educational path for all students. Having a person that understands that all students learn differently, and that rules and rituals are important for all schools to be successful.

We need someone willing to do what's necessary to get ACPSD back on track. Students are disrespectful and continually break the rules but are not held accountable. More time is spent dealing with disciplinary issues than is spent on instruction. We're tired of being cursed at and disrespected while the guilty parties roam the halls like they own them. Faculty, staff and administrators will continue to move on to other districts until student behavior is under control.

Strong communication skills and can reach diverse backgrounds. Understands the importance of a quality education. Continue to retain and recruit quality teachers. Make everyone feel appreciated on all levels.

Keep your staff happy and retained! You want strong work families because the parents trust teachers and staff that have been their for years and team mentality is stronger. Team work makes the dream work.

I would like to see leadership who will remove ineffective teachers and building level administration instead of just pushing them to a different school or ignoring the problems.

The superintendent should be able to continue the progress ingoing forward with new technology and someone who can work with teachers. Still, the board needs to find someone they will work with and listen to.

The next superintendent should have a firm commitment in making education better, increase clubs activities in school that can align more to a student's interest, and he/ she care about learning experience of students.

The new superintendent needs to be someone who respects the systems that already work, but also is willing to make the necessary changes to obsolete systems.

The board should promote from within when possible, find someone with strong community ties and not hire some outsider who knows nothing about SC and it's culture. The last thing we need is outsider coming in to build a their resume.. We need someone like King Lawrence who is vested in the community, knows the community and has the community's best interest at heart..

Strong moral character, calm personality, and driven to progress.

Please find someone from outside the district with SECONDARY background. Everyone in top positions in Aiken County comes from elementary background. Also, the new superintendent needs to be someone with a vision for the future and direction of the district. Other than much-needed facilities development and construction, the district has not moved very far forward under current leadership.

Someone who listens to concerns and looks into them.

I would love to have someone that truly listens to teachers.

Technology science education of not just older age but younger should be important. Being to utilize the community business to aid with education whether it's intern monetary donation or education of certain subjects hand would be great. To equip the elementary schools with the tools they need to help them achieve more

Someone who is willing to see a need for necessary change and is willing to work in building a work place we can all feel apart of and respected.

"Kind, listens and acts upon teacher driven policies, developments, and changes. Often the teachers are asked their opinions and then ignored.

Someone with improved ideas for discipline and safety at the middle and high school levels."

I don't think the characteristics offered above are truly that important. I believe what's most important is finding an individual who cares about our children obtaining a great education, as well as ensuring that staff is paid well and treated fairly across the board. As it is now, some staff members barely make enough to meet basic needs while others making way too much for what they do. I think someone who will reevaluate the salary schedule, stay on top of the curriculum, and ensure quality education and decent job opportunities for the community is important.

The superintendent should FIRST be able to talk and address all people in the community, must be able to stand in and work thru adversity and not place his work upon others. I'm looking forward to a brighter future with ACPSD.

We need to value athletics more within the county. Namely football programs. These keep students academically inclined to perform better as well as off the streets after school.

We need someone who is going to enforce discipline for one's actions when it comes to fights, weapons, and bullying. And take the safety of our students seriously! Aiken High has had major problems this year and yet they still don't have permanent metal detectors in place! But the elementary schools have them.

Ten or more years spent as a classroom teacher

Someone who leads by example who is not only there for the students but also the employees. One who is not afraid to jump in and work side by side A GREAT candidate in my opinion is Dr. Jason Holt!!!

Someone that "has been there done that" and understands and appreciates all aspects of educational from the janitors ,transportation, all the way to the top

Servant leader mindset

"Effective communicator

Communication is key!!!!

Candidate should be committed to on employee retention through raise increases for instructional and support staff as well as

Understanding diverse populations, able to see views other than their own, transparent, Starts at DO making changes critical to ensuring that our plans are well thought out in a very timely manner, planner with follow through for those employees responsible, interested in training teachers on new technology, new programs, hearing from TEACHERS ON CALENDAR, instructional plans,

With the behavioral issues the district has been having over the last few years the next superintendent needs to be a strong disciplinarian who commands respect. This person must have the backs of the staff.

This person should also focus on the basics of learning. If our children are not proficient in English and math, all the technology in the world will not lead to success.

Have an open mind and listen to those doing the work in the schools

Dedicated to implementing district wide literacy mandates following the Science of Reading. Using LETRS pedagogy to guide instructional decisions

Superintendent should be able to show tact when dealing with difficult situations and also have empathy towards those individuals involved. Also, they should show a willingness to address situations in a timely manner and diffuse potentially negative outcomes as best of their ability.

One who is involved with all staff, not just a few. We all matter.

As a teacher I would like someone who will let principals run their schools as they see fit for their students, faculty and staff. I also would like someone who cares about the WHOLE district and not just the more well off areas like NA, parts of Aiken such as Millbrook and Chukker Creek. It is obvious where the money goes. I just recently moved to LBC which is a WONDERFUL school but receives very little to help them be successful. I also would love someone who would put some insight into dress code for faculty and staff. My students do not care what I wear as long as I love them, am there for them and teach them and help them grow. I believe we are one of the few districts that is so rigid about jeans being worn. I would honestly rather see teachers in jeans than short skirts, low cut shirts, leggings with tops too short and the list could go on and on. I believe that teachers are professional and should be treated as such. I mean no one is knocking down the doors for the positions that are currently posted and colleges are having less and less students go into education. We cannot even get decent school psychologists and are having to get people who are contracted out that have no clue what they are doing but yet make way more than teachers have ever thought on making. Teachers haven't had raises in I don't know when and the cost of living, groceries, gas etc. is continuing to rise. Teachers cannot even get assistance for those things because we make "too much money". We need a real change in Aiken County in hopes those of in the field will stay and that we could possibly gain employees in Aiken County.

Some who will give attention to low income schools.

Highly educated in all aspects of academia; and, not just a figurehead. Astute knowledge of worldwide exemplary models for education to implement within our system. And, a genuine knowledge of classroom management/expectations versus "parroting" "what is expected to please

those who are calling the shots without the expertise, but hold political, medical, etc. jobs within our community and county. Yet have no knowledge— first hand or experientially, of campus life for educators and administrators.

First and foremost, the new superintendent should put students first. That said, I would like to see someone with a dedicated track record of supporting administrators and teachers. I would like someone who actually visits schools and meets with staff so he/she knows what's happening "on the ground" in the district. I want to see someone who leads by example.

Someone who is willing to support teachers and school staff with disciplinary issues. Teachers need to be able to teach, not constantly deal with disciplinary issues.

"Desires to develop positive relationships with teachers and takes the time to listen to their concerns.

Has an experience as an educator within the past 15 years so that he/she has a full understanding of what teachers and students need in this new wave of learning.

Takes the time to analyze the school buildings and facilities to provide the necessary updates and renovations especially for Elementary Schools that are mostly in old mobiles. "

Building level Principal experience, relate well to people, build trust, and vision for the future

A superintendent needs to listen directly to the voices of, not only the parents/faculty, but of the students as well. Of course, the superintendent knows the ins and outs of the district better than students do, however, we get first hand experience of the schools the superintendent is in charge of. All that to say, I encourage you to find someone who is empathetic. Additionally, I encourage you to find someone who comes from a unique background, so that they may find unique solutions to problems raised by the community.

The board should look for a candidate that is knowledgeable and up to date on effective instruction techniques and curriculums that focus on the whole child. The state mandated that all districts in SC have a clear MTSS/RTI plan, and ACPSD is actually going backwards.

Our school system is in desperate need of someone that has a background in Special education. Someone that is willing to help advocate and accommodate for their needs in the improve their learning environment and education experience to fit their needs.

Someone who will look at the smaller communities such as RS-M and provide us with the same opportunities as the larger schools.

Someone who has been involved at different levels of education and has an understanding internally and externally.

Someone that is invested in not only our district but our community.

No Woke! Someone to get the education standard higher for those students that need it, public school too easy for our kids!

We need a superintendent who is willing to truly listen to parents. Asking for parent's opinion after the decision has all but been decided is not helpful to the district. We need a leader and school

board alike who is willing to have open forums and hear from parents in large groups held at schools all over the district and offer polls/surveys that include options to voice opinions as opposed to black and white responses.

Understanding, Direct,

The next superintendent should be visible in the schools regularly and meet with the lead educators in each role to best understand the needs and concerns of those groups. The superintendent should seek to listen to all stakeholders in the community and ask questions in order to make an informed decision.

Someone who values improvement in the academic scores within the schools. There are too many resources for the scores not to be better!

We need to find someone that cares about the students, Current administration only cares about making sure everybody graduates. We need to bring back people that care about the individuals and doesn't leave any students behind.

We need a steward, a representative, and a change agent simultaneously. Please choose someone with existing knowledge of ACPSD structure and culture.

This district needs someone who is willing to prioritize the students teachers and staff over their own greed and advancement.

The next superintendent should hold principals accountable to ensuring the growth of all students academically. Ensure every measure is being done to keep students in school and safe

Prior classroom experience and preferably knowledgeable of our community, personable and present, analytical and responsive/reflective, dedicated and diligent, approachable and committed to our community.

Establishing discipline

An expert knowledge MTSS and evidenced- based intervention is key to moving school- based intervention and special education programs in the right direction. It seems students in these populations are often ignored for more glamorous populations. We are marginally closer than we were 5 years ago to being ready for big changes coming down from the state department regarding special education eligibility criteria.

A leader who is experienced, can see the big picture, and who is willing to have tough conversations when necessary.

This person should have an abundant experience in teaching, working with students, working within Title 1 Schools, and navigating a difficult climate. Please choose someone who can unify the district with the individual schools and rally around a core goal.

Willing to listen to teachers and their opinions, have been in a teaching setting before, willing to make adjustments

We need a superintendent who will handle and be transparent about discipline issues. We need misbehaviors to be handled, so teachers can teach, and students feel safe.



We need a leader who treats employees as adults. Someone who has been an educator and has students and educators best interest at heart.

The new superintendent needs to have a clear vision, be visible in schools, and work with all stakeholders to make decisions.

In touch with today's education as it looks different after Covid

Different direction candidate as our school board has been broken for many years. Time for change in the right direction. School board members should not be paid positions too. The money from the school district paid positions should go back to our teachers and staff.

One who is the highest qualified

I would love to see the next superintendent be even more involved with individual schools. It's nice to see King Lawrence every so often in the schools but I feel like it's too rare to see him in a classroom or saying hello to teachers.

Demonstrated experience as an educator and administrator. Skilled communicator and multitasker who can relate to teachers and administrators as well as parents. Transparency is key to buy in from all.

A fitting superintendent would be someone who is able to look at "big picture" ideas and manage "small picture" details and solutions to problems. Someone who supports teachers and thereby allows them to do the job set before them. Our superintendent should be cognizant and curious about ALL that the students and teachers of Aiken County are achieving and striving to achieve in their areas of endeavor.

We need a superintendent who will examine our current instructional framework along with pacing guides to ensure that we are not setting our students up for failure. We tend to keep adding to teacher's plates with new things and we never take things away or keep things long enough to see if they are working. We need to value input from teachers. At lot of times it feels as though parents and students have more input than the teachers do.

I believe that the next superintendent should be focused on special education programs as well as normal education programs

Diversity in learning approach. Open minded.

Action oriented, aggressive on discipline of students and teachers, high standards for new and current teachers, delinquent policy for thug students, presence

A game changer

We need a superintendent that will hold administration accountable for academic achievement. Our schools are underperforming from what they should be in a town with our resources.

The district needs a leader that will lessen the burden teachers are facing and work to keep teachers. The candidate should be someone that can effectively communicate with all stakeholders. The person should also follow through with their words and not just say what people want to hear.

The candidate should undoubtedly have teaching and administrative experience. It would also be respectful to the community to have sent or currently sending their own children to a school in ACPSD.

Openness and accountability.

One who believes that PBIS doesn't work, and who is committed to removing students who are a danger to others.

I want a superintendent to maintain the current stance on curriculum but make changes to how the budget gets distributed. Technology is good and fine to use, but I feel like we're putting too much into subpar technology and it's not necessary to teach the curriculum.

Strong commitment to parental rights. Strong commitment to academic knowledge over socially popular subjects. No liberal or leftist bias!

Someone who has worked as a leader in another district. Fresh set of eyes.

Many of our schools are stuck in the past and are over crowded. I think we need a leader who is going to move the district forward and use creative measures to fix the broken areas in the system.

Integrity, diverse

High level of integrity; willingness to make decisions about what is best for our faculty, staff, and students (vs being a people pleaser); shows up on campuses to support our schools

We need someone committed to teacher support and retention.

They should be willing to make changes and be open to hearing everyone, teachers and support staff included not only principals. And see certain schools as an opportunity and not just a dumping ground for the "bad"

Some who will listen to parents and advocate for parents to the school board.

Please bring a superintendent who think about the good and the STUDENTS not just themselves. The entire point of the education system is to better the minds of the students. Each student should be comfortable in their learning environment and school district. There is also too many changes being made by individuals who do not have children or without the input of the students.

As a teacher and parent in this district, I would like to see a superintendent that listens and communicates to all sides of our educational system. One that will make hard decisions when necessary to benefit all parties. And most of all, one that will always put our students first.

superintendent should be willing to give teachers and students more resources

Local, experience within ACPSD schools

Someone who is committed to creating a healthy, sustainable environment of learning, growing, teaching and contributing within all levels of our school district.

Who cares

High moral character

Get someone who is familiar with the ACPSD dynamic and who is respected across the board.