



INTEROFFICE MEMORANDUM

TO: M. ANN LEVETT, ED.D., SUPERINTENDENT

FROM: DAVID FELICIANO, CHIEF STRATEGIC AND PERFORMANCE OFFICER
LAURA MAY, PH.D., EXECUTIVE DIRECTOR OF ACCOUNTABILITY, ASSESSMENT, & REPORTING SERVICES

SUBJECT: SUPERINTENDENT SEARCH SURVEY RESULTS COLLECTED MARCH 6-MARCH 24, 2023

DATE ISSUED TO BOARD: APRIL 5, 2023

The information on the following pages reflects the Superintendent Search Survey result collected from March 6, 2023 to March 24, 2023. The administration provided respondents an opportunity to enter a response not listed on questions 7, 8, 13, and 14. Not all respondents that selected “other” entered an open response.

Key Points:

- The survey collected 3,378 responses.
- Fifteen percent (15%) of the respondents were students.
- The majority (56%) of respondents have been a resident of Chatham County for 15 years or more.
- Most respondents identified themselves as a resident of Chatham County, a Parent/Guardian, or an Employee/Staff member.
- Thirty-nine percent (39%) of respondents feel the new superintendent should have a doctoral degree, while 28% chose a master’s degree.
- Thirty-nine percent (39%) of respondents feel advertising for the new superintendent should occur nationally, while 23% chose locally.
- The top three prior experiences that respondents feel the new superintendent should have:
 - Classroom instruction
 - High school principal
 - Middle school principal.
- The top three most important areas of expertise that respondents feel the new superintendent should have:
 - Leadership in public schools
 - Teaching and learning skills
 - School turnaround/improving low performing schools.
- The most common leadership style choice chosen by respondents is collaborative leadership.
- The top three most important skills that respondents feel the new superintendent should have:



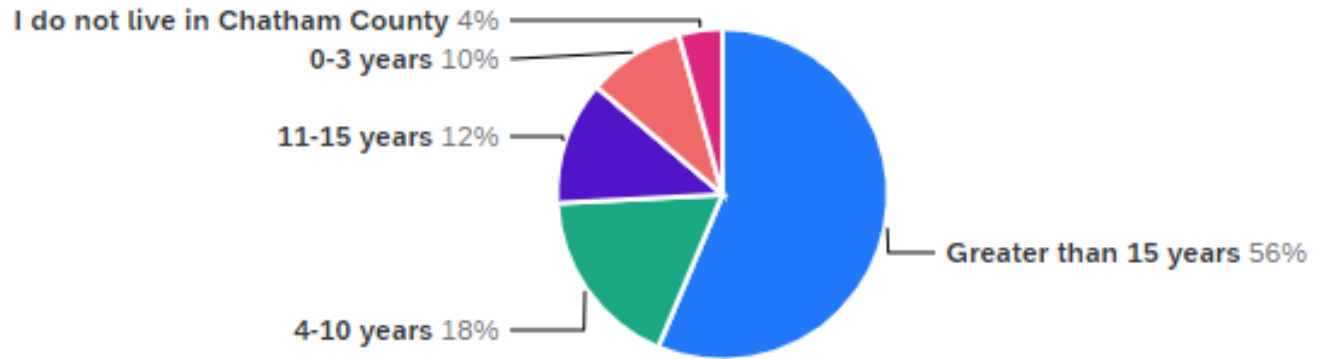
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- The ability to work with administrators, teachers, and support personnel
- The ability to advocate for public education
- The ability to work with diverse communities
- The top three most important characteristics that respondents feel the new superintendent should have:
 - Strong listener and communicator
 - Relatable, approachable, and transparent
 - Supportive and committed
- The majority of respondents either somewhat or strongly agree that the district provides a variety of education choices to parents and students.
- Respondents identified the top five areas in the school district with the greatest challenges/opportunities for growth as:
 - Teacher quality recruitment and retention
 - Student academic achievement
 - Student/Staff Safety and Security
 - School Culture and Climate
 - Effective Communication and Transparency
- Respondents identified the top five areas that are the greatest strengths as:
 - School Choice Program
 - Student Academic Achievement
 - Student/Staff Safety and Security
 - Classroom Technology
 - Equity and Diversity

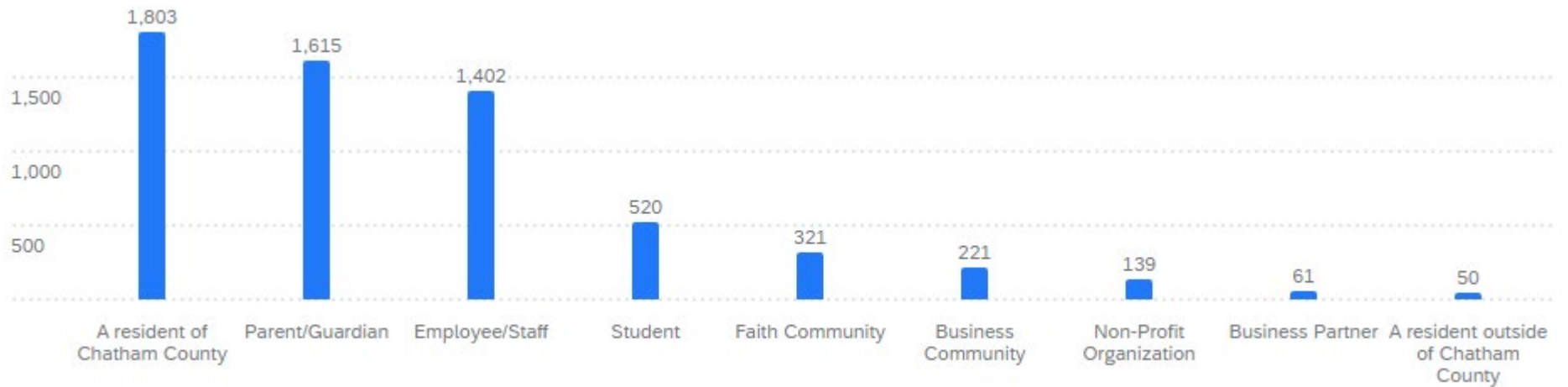


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1. How long have you been a resident of Chatham County?



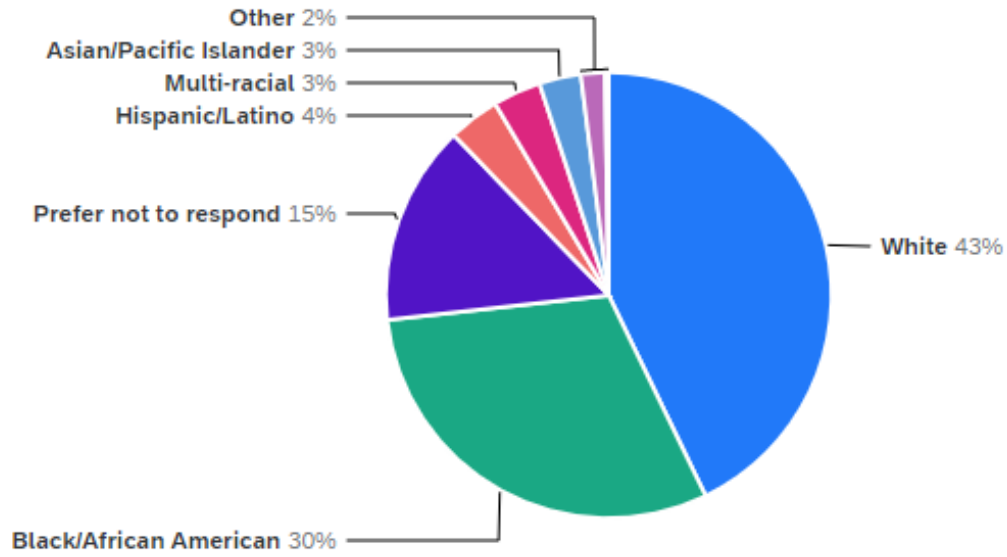
2. Which type of stakeholder are you? (Choose all that apply)



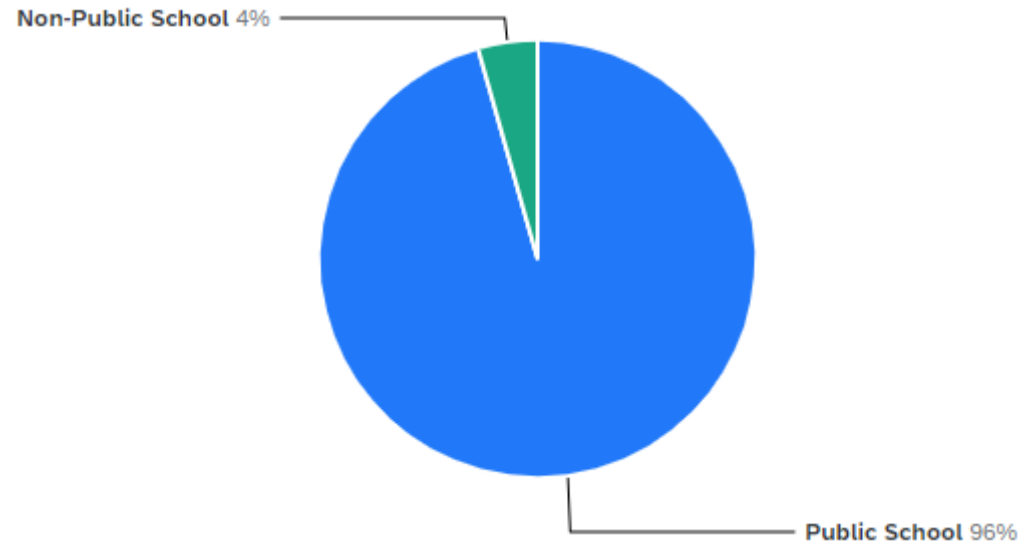


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3. My ethnicity/race is?



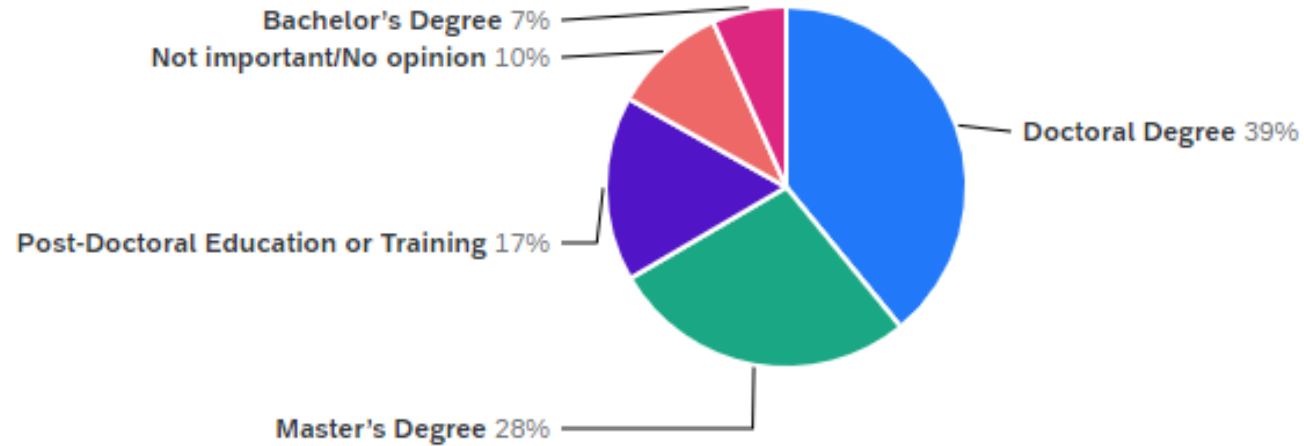
4. What type of school is your child enrolled in?



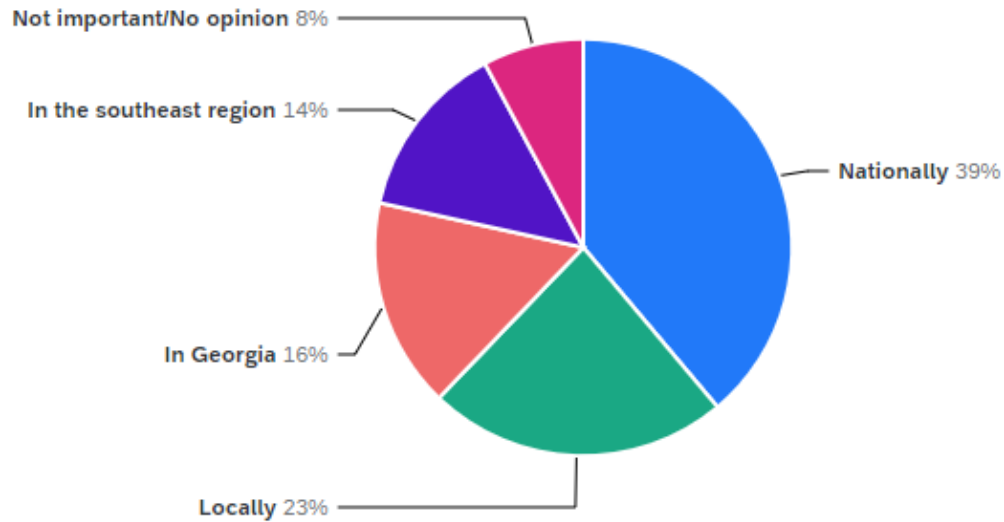


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5. What minimum education level should the new Superintendent have?



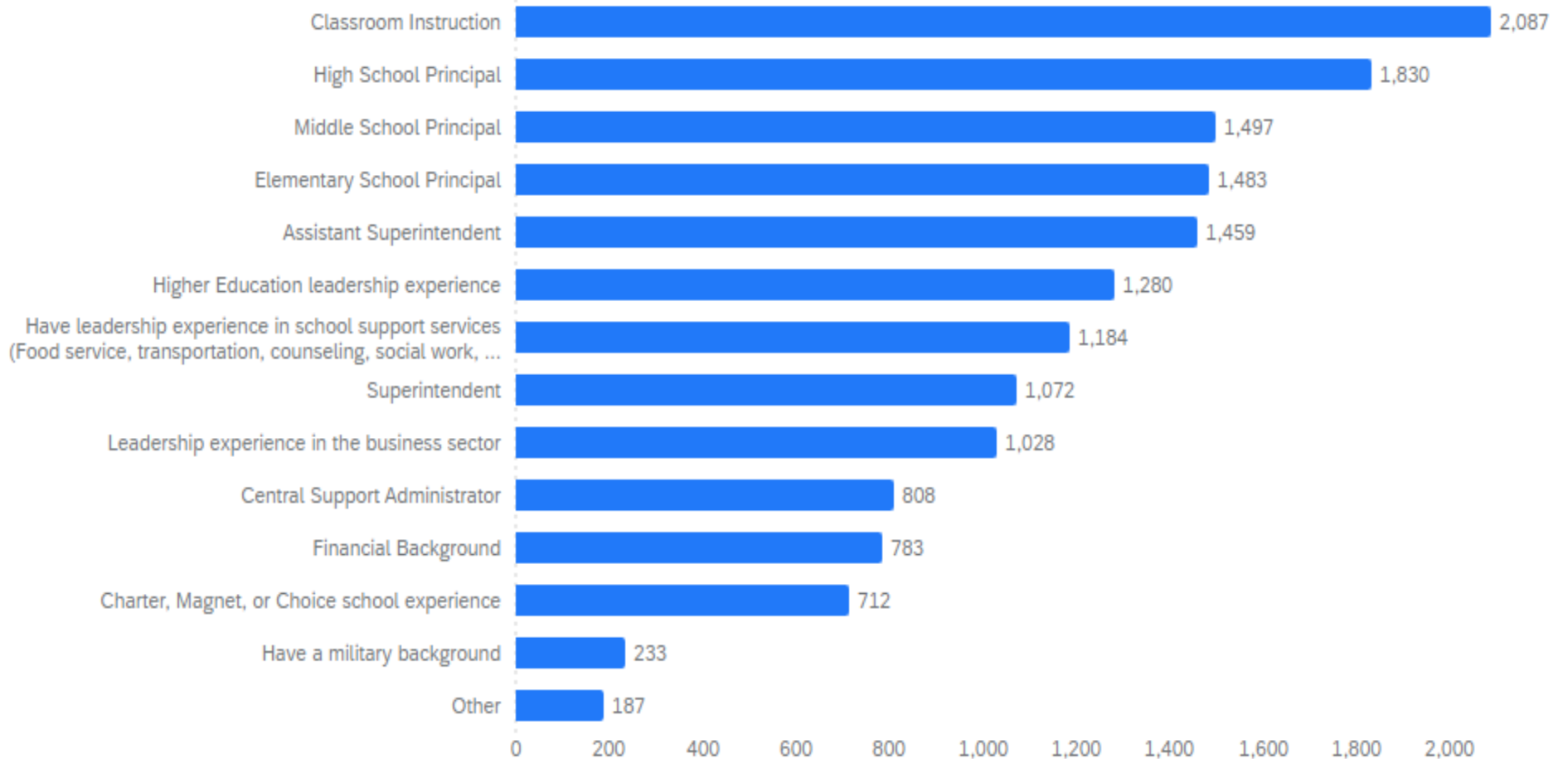
6. Advertising for the next Superintendent should take place:





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7. What prior experience should the new superintendent have? (Check all that apply)





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Question 7 Open Responses: What prior experience should the new superintendent have?

1. Communication skills, someone with experience in a diverse environment, honest, has a complete grasp of the job description and the ability to perform the tasks.
2. Principal
3. i don't know
4. The new superintendent should be a Christian Patriot who has a degree or experience in free-market capitalism and history.
5. Leadership experience outside of education. Someone who brings fresh thought to our failing schools. A patriot who values American Exceptionalism and strong family values.
6. Our new person should be able to advocate for teachers and stand by our decision instead of allowing parents to tell teachers what to do. This will only be understood if the person has a background in the educational side of things.
7. No one locally because that has proven to promote cronyism.
8. Work well with all parents and all students no matter academics.
9. Displayed success in managing a business or organization of a size similar to that of the SCCPSS \$750 million with 6,000 employees
10. All levels of child education K+
11. Recent experience in schools and in classrooms
12. Taught Special Education
13. Vote retired army officer michael carpenter current PTA and council president at west Chatham elementary true leader in the community you will not be disappointed
14. Volunteer services
15. No opinion, but should have at least done something related to school and finances
16. just any experience in dealing with differing levels of schools (elementary vs high school is very different)
17. Experience in the service industry
18. Principal and teaching experience.
19. Be knowledgeable of the community, the area in which you are serving, open-minded about all areas in the school system and no underline agenda. No more friends/family helping friends
20. Needs to have a firm background in leadership and in education, and a wide range of experience in education that is not confined to a leadership position. It is necessary that the candidates have worked in schools, and helpful if they worked as teachers at some points
21. Classroom teacher for a minimum of five years in an inner city school.
22. Athletics
23. Title 1 Turn around success
24. Classroom and leadership experience are important so the individual will have insight regarding classroom issues
25. Private School
26. Started in the classroom!
27. Some level of experience outside education/academia/government
28. teacher



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29. TEACHER! !!!!! They should have work experience that demonstrates a gradual working from the bottom to the top. They should have held jobs in many of the positions that their decisions will impact.
30. Public health
31. Someone from a district with highly rated schools-
32. All categories
33. Special education
34. All of the above
35. Principal at some level
36. have first hand experience of what actually goes on in the classroom and the challenges that are faced daily
37. 10+ years as a classroom teacher!
38. Extensive experience outside of Chatham County
39. Someone who does not have a political agenda and uses common sense, what is best for kids to become productive adults
40. Culture Bias Recognition Training in school and workplace environment. They should have teaching experience so they can have a bird's eye view of what the teachers need. Both praise and rebuke should be equally distributed.
41. should have MANY years in as a classroom teacher and at least 8-10 years as a principal at some level EITHER elementary, middle or high school. Proven leadership in another county - NOT from Chatham!!!!
42. Special education
43. I think this question is poorly worded and confusing.
44. principal of any level school
45. No politically motivated. Passionate about enriching children's education and providing a safe and educational space for the children to learn.
46. not a business person, an educator who understands business.
47. Special Education Experience
48. Training in systems theory, as well as transition and conflict management
49. PLEASE seek candidates with 15+ years RECENT—i.e. within 5 yrs. “recent,” as students CHANGE—CLASSROOM (teaching)experience. Also: if SCCPSS is AT ALL serious about "changing paradigms"--rather than merely changing "guard [s]"—do consider “out of state” candidates, especially those from states that do “[the] educating” (not to mention, facilitating) differently (& ranks top #5 nationally (for public ed.), e.g., MA, NH, WA . . . then, and only then, will this district begin to climb “the rank[ings].”
50. Hold a current supervisional leadership role over a group of schools or programs with SCCPSS
51. Honesty
52. Not in a sorority or Fraternity that influences hiring and support.
53. A position which required a clear, complete understanding of special education
54. turnaround a failing school system to excellence



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55. Experience "turning around" an underperforming schools system (like SCCPSS) and making it one of excellence.
56. Honestly experience probably trumps a lot of these requirements. I believe qualifications are important but not more than experience. If someone has a proven track record then even better.
57. Have been an educator
58. leadership role within education
59. All of the above, well rounded.
60. Experience in both the lowest levels of business as well as the highest
61. Business and Political Acumen in navigating myriad issues from County, State etc
62. Served As An Admin At Any Grade Level.
63. What does my race have to do with this survey?
64. I would like to see experience in classroom, principal (not necessarily elementary, middle and high school, but at least one. as well as some administrator or superintendent experience)
65. any level (elem., middle, high) of educational experience; experience in leadership
66. Classroom experience of at least 8-10 years should be a must!
67. Principal of elementary, middle, or high school
68. God fearing
69. 100% needs to have had classroom instructional experience and have been a principal (level does not matter). Leadership in other areas is a bonus.
70. A principal at some point, and educator before then.
71. teaching and principal experience
72. principal of any grade
73. Leadership qualities and experience
74. Conservative values and a strong faith in God.
75. Have knowledge of Chatham County and the families that are to be served.
76. Principal, but not at ALL three levels
77. Has been a teacher in the classroom before and has worked with the local community.
78. principal at any level
79. Lengthy experience inside the classroom.
80. Successful tenure as superintendent in a county/district like ours. Someone who has proven that they can tangibly improve the schools in their district.
81. Instructional Leadership
82. Leadership extremely important. Learn to work with everyone especially consult those in the school setting.
83. Minimum of 20 years experience as a classroom teacher.
84. Knowledge of international best practices, such as collaboration amongst teachers and having that as a plan during the day not on top of what teachers already do. such as Norway, Japan and other countries that excel in education.
85. Classroom Teacher
86. A mind to serve all to include students, staff and community
87. they need to have been a classroom teacher for a minimum of 10 years



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88. Valid, long term (10+ years) of classroom instruction is vital.
89. any leadership role in the school
90. Should have experience in Athletic leadership ie. athletic director, head coach, etc.
91. general leadership
92. Be supportive and knowledgeable about what teachers face each day
93. principal at ANY grade level suffices
94. Must know what a classroom is like now, not years ago when they were teachers so they can better relate to the teachers and advise parents of what is actually happening in the schools. Not a fairy tale of what people want to believe is true. BEHAVIORS MUST BE A #1 PRIORITYS along with the safety of the staff.
95. Educational administrative leadership at any grade level
96. FIRST HAND CLASSROOM INSTRUCTION/EXPERIENCE!!!! They MUST know what it is like to be in a classroom setting, handling all aspects from students to parents to the ridiculous amount of paperwork.
97. They should not be anyone associated with SCCPSS a schools or any employee.
98. Definitely classroom experience but also some type of experience as a principal whether in elementary, middle or high school. Or experience in higher education in a leadership capacity. This person needs to be open to ALL staff within the system and not just a certain group.
99. Experience in turning around a prior low-performing school district like Chatham county
100. Follow up with phone calls not just say you're going to do something but do it. Have values that will help our students excel in life, follow rules set forth and ensure all schools adhering to them. New Hampstead high school I have see no dress code followed nor concern and these kids come out of the school some looking like they are ready for the club or ready for the street.
101. Leadership track record for successful District outcomes
102. Someone with a vast amount of knowledge in K12 education.
103. At least 5 years experience in the classroom as a para or teacher
104. A blend of the above, not leadership at all three divisional levels but at least one
105. Ministry experience/ Chaplain/ Priest/ Evangelist
106. Experience with low socioeconomic community
107. I'm really not qualified to say.
108. The most important quality is HONESTY and not shady behavior like the last person.
109. Principal of one type or other
110. No one who hasn't been a teacher should be superintendent.
111. Montessori Experience
112. Strong communication plan
113. Extra Cirricular Activity Leadership
114. It is important that they have a grass.roots experience level within the field. From the classroom to leadership, trained in education to hold that a priority and not the politics of the hour.
115. Any experience as a principal.
116. Experience with knowing how to support teachers



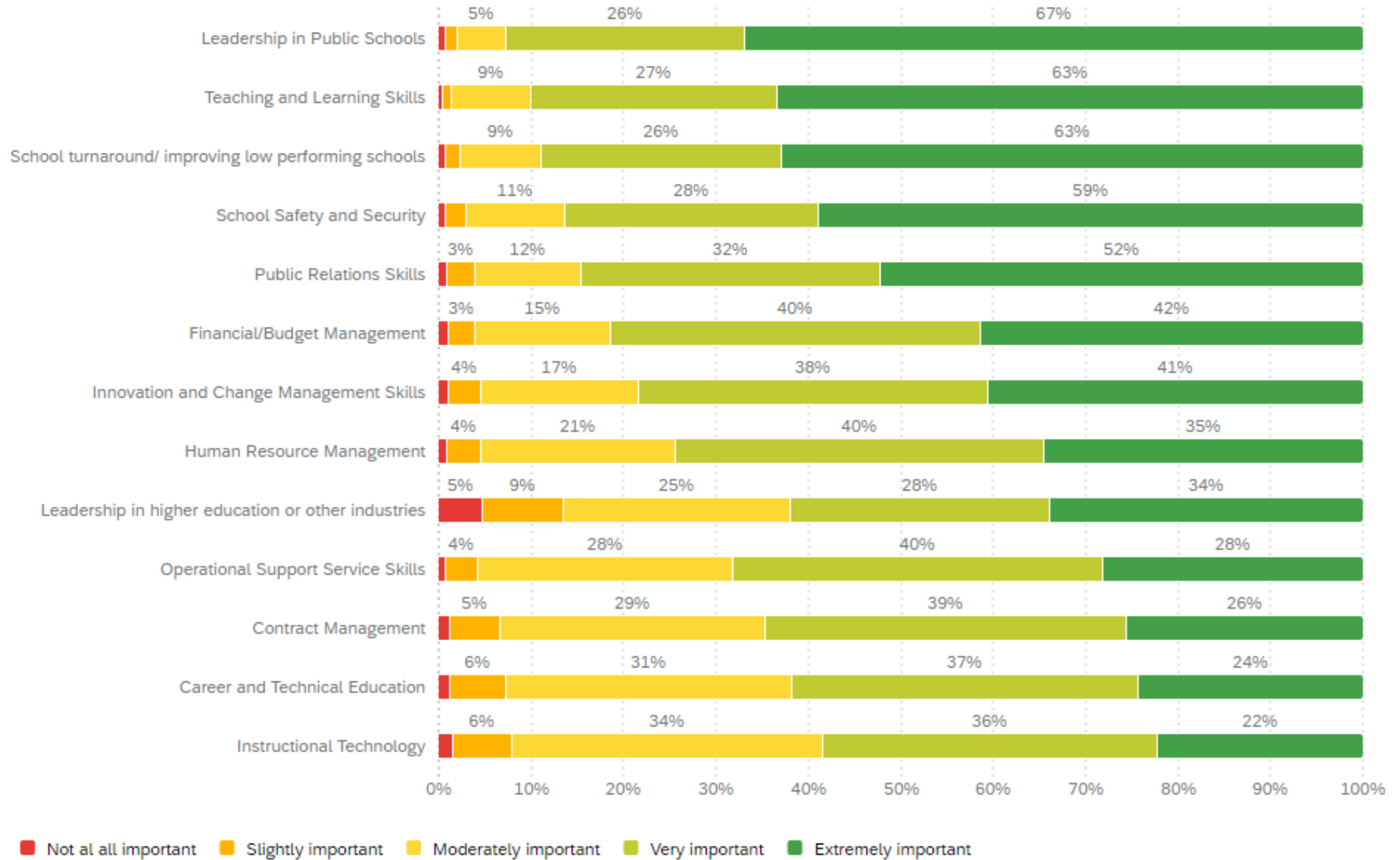
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117. Should care more about the students than their 6 figure paycheck
118. Experience in a turn around school. With QUANTIFIABLE RESULTS.
119. Effective Communicator
120. Special education
121. Principal
122. It is important to me that the new superintendent focuses on children learning History, Math, English, Reading comprehension, science, Geography on both states and Global. The kids needs to learn about equality not equity. Teaching Government and equal Justice and laws.
123. Must be an instructional leader before an operational leader.
124. Someone that has not been out of the classroom for a decade and can make rational choices for all involved in the school system!
125. Educational leadership, experience in finance
126. Special Education
127. Principal at some level. Extensive leadership experience
128. Leadership
129. Be sensitive to other cultures
130. I think the candidate should have a plan to help our failing school system, regardless of experience.
131. Principal, level not important
132. NOT from a military/financial/business background
133. Mental Health, Child Development,
134. strong record working with a diverse community
135. Knowledge and support of STEM and STEAM
136. Academic Management experience
137. Administrative experience in a major city
138. STEM Certification, Social-Emotional Learning
139. School principal (not grade specific)
140. experience working with a state education authority



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8. On a scale from not at all important to extremely important, what areas of expertise should the new superintendent have?





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Question 8 Open Responses: On a scale from not at all important to extremely important, what areas of expertise should the new superintendent have?

1. A TRACK RECORD OF HONESTY AND PUTTING THE CHILDREN FIRST. ALWAYS!!!
2. Sometimes a person with no experience does much better as they would learn Chathams way from the very beginning as long as they are intelligent, able to learn easily and are capable and available for the position requirements.
3. Ensuring a safe, engaging environment for students and families with no political or religious influence
4. Encourage staff and community engagement.
5. Listening to the taxpayers & taking our concerns seriously.
6. Classroom experience
7. Do there job right
8. Support for disabilities
9. Fearless, disruptive, results driven
10. Charter
11. conflict management
12. SPED knowledgeable
13. Areas left blank I have no idea what they are
14. Hope the new superintendent does not give himself or herself raises.
15. Lack of ego that is demonstrated by M. Ann Levitt
16. Education, not Indoctrination
17. Experience with charter schools
18. Willing to make changes to improve the students overall outlook on the school system here.
19. commitment to excellence
20. diversity
21. ability to reorganize leadership
22. Teacher sensitive
23. Social-emotional wellness of staff and students
24. Staff Retention/ Morale
25. Employee relations
26. No one locally as it has proven to promote cronyism.
27. Arts Education
28. Caring for the school environment
29. Hours
30. hygiene
31. In class Teaching Experience in last 5 years
32. Demonstrated skills in managing large organizations
33. Experience recruiting both non-certified staff and retaining certified staff.
34. Charter School experience
35. Has no relationship with anyone at 208 Bull Street
36. not lower the standards instead bring them up



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37. Ability to work with entire community
38. Understanding of Special Ed
39. Executive management skills
40. Experience with creating a culture where staff feel safe, valued, and respected
41. Harder on drugs
42. catching up grades
43. Troy Anthony Brown Superintendent
44. Experience in Chatham County
45. bringing back an attendance policy for students
46. this needs to be a people person.
47. Love kids
48. Supporting arts programs
49. Background in Service Industry
50. Support for minorities
51. Common sense
52. Raise the standards of education
53. People skills
54. Com
55. Special Education Policy/Procedure/Curriculum/Behaviors/Transition
56. Equality resources and implementation.
57. good with students and non strict
58. Better funding for Flag Football
59. CHOICE SCHOOL
60. Work with Black population experience
61. Getting to know the communities which the schools are located in.
62. Have high standards
63. Performing Arts
64. The new Suoerintendent must be a people person who listens, but makes sound decisions with the assistance of the academic affairs team and continuing the professional senate.
65. Making sure we have no CRT curriculim
66. teacher support
67. Discipline/Supporting staff
68. Community and family outreach skills.
69. Athletics
70. People skills
71. Buses offered to ALL public school children
72. Experience with multicultural families a communities with different economic opportunities. Recognizing inequity and implicit bias
73. Special education experience or knowledge
74. There is more to learning than test performance
75. Taking care of rude staff that barely work



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76. Historical demonstration of attention to excellence in outcomes and teaching
77. SPED
78. Experience at one of the top schools in the nation (or world)
79. To put the students and staff before self
80. Open to charter school advancements
81. Motivating staff and students
82. to emphasize...experienced in turning around a failing school system
83. Focus on education not indoctrination
84. Experience with best practices in High Performing School Districts
85. Knowledge of all district positions' duties and responsibilities
86. Positive environment with support and accountability
87. Make sure there is bussing for choice school students
88. School Safety experience
89. Diversity, equity, amd inclusion training
90. Ability to listen to employees
91. He or she should be able to relate to diverse backgrounds in our communities. Balance and structure should be a focus, humble, caring, disciplined to coordinate multifaceted responsibilities with parents and our youth. Not a dictatorship style in leadership, but participative leadership that involves parents and community alike. It will be hard to fill a role of this position, because Dr. Levitt - did not let her title or role promote pride and injustice for our students. She would talk to you and assist on every level even if it meant she had to delegate or get hands on herself. Our youth need to continue to have those values to inspire future generations that they can be successful with support of their educators and systems set forth to promote that atmosphere. If a candle isn't lit in a dark place, the room is dark. We need hope and a confident leader that has a background to manage, facilitate, delegate, negotiate, balance funding well, and be ahead of the power curve to demonstrate consistent and compliant non-bias practices to see the fruition of these unforeseen challenges ahead. Adopted behaviors and promises without the proof of those successes claimed afore the position would need to be proven to ensure we are accepting the right individual to achieve the demands our city need. This solid foundation is what the youth will need to build and the teachers need to keep them accountable that no child will be left behind or end up with poor outcomes due to inconsistent practices, poor performance, and inadequate support to do their job well.No one will be perfect, but we want the most highly qualified and achievable candidate that will have amen the baton and continue to head towards greatness. Thank you.
92. Public Engagement Skills
93. Experience in special education
94. Cares about employees
95. Understanding of Community Needs/Resources for youth in system.
96. Not politically motivated or money motivated either!
97. Concerned about education of students over their own personal interests and gain



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98. Success in dealing with difficult situations , turnaround. Morale low , how going to deal with trans
99. Special Education
100. Direct communication with teachers and principals to understand how things work with the students.
101. One who is an educator first, "superintendent" second. A veteran (former) teacher w/even a semblance of the late Rita Pierson's (<https://www.youtube.com/watch?v=SFnMTHhKdkw>) spirit is (THE) ideal: I would have followed (Pierson) to the ends of this Earth. Consider the candidate who exemplifies what-it-is-to-be an EDUCATOR (1ST). The minute we let "business [people]" into this game, we lost. And now, you're losing (good) teachers as consequence. Think about it (as if you'll bother—but see here, that-there IS OUR problem nobody seems to talk about] ...). Relationships, human connection (and the ability to do such connect-ing) is everything, yet paradoxically, it is we who have forgotten . . . perhaps, the time has come to remember again: we all stand to learn from the Rita Pierson's of this "game," lest we run dry of "second chance" sooner than we care to acknowledge. If you select the proper candidate, we may we all get a chance to do so—to learn from and work with a living legend—but I suspect this is all just (once again) lip-service paid to placate the public—your ol' reliable hoi polloi—and have little hope anyone will read (or hear) these words.
102. Morale and Ethical Skills
103. Behavior expectations training or problem solving for chronic disruptive students
104. A history of bringing our school system up to standards of excellence in reading, writing and math. Reject all the WOKE mentality
105. Levett should be fired not allowed to retire
106. Boosting Employee Morale and Building a Culture of Family With Employees Across the District
107. Not afraid to (Clean house) get rid of employees without degrees in their area of work BOE and at schools.
108. Teacher retention strategies
109. Promoting excellence over equity so each student finds his or her gift(s) and is able to dream big and accomplish.
110. Special Education
111. Good rapport w/Board & open attitude to value of charter schools
112. Let the teachers do their jobs. Worry less about standards, data forms, testing. Have experience with Chatham County
113. Communication Soft Skills
114. Someone who understands reality of life, as well as importance of arts education. NOT administrator please without the clue how life, and education works
115. Community Partnerships
116. Community involvement whether professionally or personally are important to tie someone to care about the community they serve.



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117. Ability to make sure students have supplies to do their job of learning, like pencils, toilet paper, soap, water dispensers without mold in them, etc.
118. IMPROVING LOW PERFORMING SCHOOLS
119. We work to know their opinion on the seating for the high school graduation now that the arena is built
120. Diversity Skills
121. Needs to be well organized and think outside the box. Be open to change
122. Special Education
123. Outstanding communication skills; will seriously listen and respect the families of the students with which they work
124. Focus on students basic ed in reading, writing (including cursive), and mathematics. Do not focus on ideologies and sexuality.
125. Not an existing employee
126. Classroom experience for 10+ years within the Jay 10 years
127. Dr. Meria Carstarphen
128. Holding Teachers Accountable
129. Discipline!
130. Enhancing teaching and support staff to feel like actual stakeholders and not servants
131. Equity and diversity
132. Control of students
133. Social Emotional Learning
134. At least 10 years experience as a public school teacher
135. Demand Accountability from Students and Employees
136. Creating positive culture/climate in district
137. SEL
138. Improving special education experience
139. Asset Management
140. arts
141. They need to understand that what works other places may not work in chatham county, they need to understand the community they are serving
142. Product of Savannah
143. National Search-Need some Innovative with understanding of Technology
144. Proven Integrity
145. Not political
146. Community Awareness and Cultural Sensitivity
147. Involvement of the non instructional (custodial) support staff to make sure that their job is working for them.
148. Classroom teaching experience is a non-negotiable!!!
149. Recruiting and retaining highly trained staff, emphasizing professional development beyond getting new badges to put in ones email signature. Supporting additional certifications with bonuses (new content area, AP certified, gifted, etc) and helping with the cost



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150. placing students above politics
151. Early Childhood Children Recommended Learning Times
152. I think the superintendent can lean on experts in many areas, but vision forward and improving our schools needs to come from the superintendent
153. Curriculum
154. Advocate for intolerance of woke culture and critical race theory
155. Actually has been a CLASSROOM TEACHER here in the SCCPSS system
156. Importance of educators
157. Teaching experience in a classroom at a title 1 school
158. Charter Friendly
159. Critical thinking teaching philosophy
160. Some type of experience with dealing with the community and community organizations.
161. conflict resolution
162. actual classroom experience
163. Cultural Sensitivity Training
164. School curriculum focus should be on basics , not current DEI standards
165. challenges of classroom instrucion and management
166. Discipline and consequences
167. New and fresh ideas to change the current bad behavior that is affecting and taking over Savannah schools. Also provide more support to teachers when a student thinks that he/she runs the school. situation at Savannah
168. Faculty and Staff Support
169. the ability to not hire her friends and relatives for administrative positions at the board office
170. Teaching experience
171. stop catering to parents and put your staff first
172. Why is it so difficult for SCCPSS to implement what other states and school systems are doing successfully. such as few if any lawsuits in special education, school safety such as walking through metal detectors daily, enough school security, other counties and states can do it what's our problem?
173. Simple Common Sense
174. Ability to ensure equity and access for students, not just SAA, STEM, and Island Schools. Ability to value the importance of all staff.
175. innovative ideas for expanding career/technical education opportunities for students
176. Communication Skills
177. Plan on bullying
178. Mental health wellness is students instead of just passing the student off to another school.
179. TEACHER RETENTION
180. Come from a district similar to ours that has been successful, test scores high. Test scores more important than graduation rate.
181. Interpersonal Skills
182. Promote current employees from within to grow professional opportunities



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183. Should be able to use a common sense approach to the problems faced by Classroom teachers and other people on the frontlines.
184. Less micromanagement
185. hands on teaching experience
186. Emotional Intelligence
187. Having been in the classroom for a considerable amount of time so they really understand the work of teachers
188. treating all races equally. Especially teachers. This has not been done in the past preference should not be given to sororities. .
189. Student Turn-around.
190. Former Teacher
191. Many years of teaching in a wide array of schools.
192. Must be able to identify the most skilled and knowledgeable in each area and be able to listen to them then coordinate all elements. They don't have to be the best in each area but enough of a leader to recognize and implement the best.
193. Proven ability to collaborate with highly knowledgeable advisers
194. Willingness to be open to alternative educational philosophies
195. Calm and Patient; Special Needs Education
196. Diversity and Inclusion
197. Charter School Experience
198. Public communication
199. allow site based decisions
200. Be relatable and visit the schools to see first hand what we are dealing with. Don't be a stranger.
201. Rebuilding Chatham County Schools to improve and put them on par with the surrounding counties.
202. Supporting teachers and staff and making sure that we are safe and student behaviors in the schools are known and not covered up. KNOWS THE FEDERAL POLICIES FOR SPED
203. Already employed within the SCCPSS school system
204. Fine arts
205. Ability to adequately staff 208 bull street (not over staff)
206. Supports staff.....
207. Wanting what's best for our students - not the board staff
208. Climate and culture
209. No CRT criculim
210. Community Engagement
211. Diversity Initiatives and Understanding of Low Income Communities
212. Special Education Background
213. Brings the joy of learning back into education. Less standards driven and more human driven
214. Special Education
215. Transportation management



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- 216. Racial and ethnic diversity training
- 217. Clean record and background
- 218. Executing policy's and procedures not just there for a paycheck
- 219. Local socio-dynamics
- 220. Behavior accountability
- 221. Focus on learning, not test scores and whether a child has on a belt on not.
- 222. Supports the arts
- 223. Race relations
- 224. SPED
- 225. Teaching in this district for an extended period of time
- 226. Standing up for Cultural Diversity and Heritage
- 227. Someone who doesn't care about looking good with fake numbers. We need someone who is going to come in and help with the large amounts of discipline problems we have, but aren't allowed to write up because our principals are afraid to get in trouble. Out low referrals this year is a SHAM and lie. We should have so many more, but aren't allowed to write them up or heavily encouraged to reconsider or change it. It's wrong and we need a fresh start.
- 228. Diversity
- 229. Not hired from within the district
- 230. classroom experience/instruction
- 231. Counseling
- 232. Equity and inclusion experience
- 233. Honesty and transparency
- 234. Advocacy for racial/socioeconomic equity
- 235. Dealing with govt.
- 236. Not burdening teachers and principals with needless programs, micromanaging tasks, and endless data collection. Let them teach!!!
- 237. Listening to faculty/staff
- 238. Multi cultural population
- 239. Bus transportation management so our choice school children aren't forced to go to school that aren't challenging to them.
- 240. N/a
- 241. Teacher retention
- 242. Recruiting and maintaining diverse staff
- 243. Realizes the student learn better from a teacher than a tablet or computer or some sort. Fewer required programs and more teachers to teach the kids with smaller class sizes.
- 244. Maintaining educational integrity and not fear based small-minded reactions
- 245. No critical race theory background
- 246. How about stop turning blind eye to schools like Groves High and send teachers there and help the fight
- 247. An appreciation of the arts and creating a Culture of excellence throughout the district



INTEROFFICE MEMORANDUM

248. Understanding the Actual Human Resource the individuals that work on the lower levels. What we do everyday.
249. Communication
250. Protect our Choice Schools!
251. Care about all races/classes.
252. Experience with Special Needs students and early intervention
253. Not a "local" admin from the already corrupt LEVETT administration. The next super will need to selected from OUTSIDE the district!
254. Choice programs
255. While I would prefer someone who is from a school system that is doing amazing. If he have to shop locally. Dr Brown all the way.
256. Literacy improvement - with actual data.
257. Versatile communication skills to interact with district staff and the community.
258. Being able to identify the people who have received unearned promotions and removing them from those unnecessary positions
259. Disaster planning
260. The ability to make every employee feel like they are valued and part of the team
261. Politically Neutral
262. Evidence based instructional practices
263. Support Teacher Pay Raises and other incentives to keep current teachers and to hire new teachers.
264. Classroom Experience
265. Many of these responsibilities can and should be appropriately delegated
266. Support for educators in the classroom and teacher leadership development programs
267. Performance measurement at former places of employment
268. Teacher retention is key. Shuffling teachers around like pawns on a chessboard is hurting our students and disrupting educator growth. Forced transfers need to be minimized to see long-term performance gains.
269. Experience on teaching structuralism education vs. what type of clothing a student is wearing
270. SPED Experience & Training
271. Not be related to or have friends that work in the SCCPSS downtown departments.
272. Special Education
273. Best fit for our district
274. Staff Telation Skills
275. Ability to create equitably in all the schools
276. Outside the box thinking
277. Bring more attention and resources to all schools regardless of scores.
278. Proven track record of success with student academics and wellbeing. Strong financial and organizational background for a district/budget of our size.
279. Being relatable
280. Protecting the teacher work environment from disrespectful students and their parents



INTEROFFICE MEMORANDUM

- 281. ability to see needs of all teachers and students, not just certain groups
- 282. STEM/STEAM
- 283. Training/background in equity and inclusion
- 284. Reasonable Salary compensation
- 285. Passion for supporting kids
- 286. Diversity and inclusion
- 287. Leadership experience in a diverse community
- 288. We NEED new ideas and a fresh start. We need someone, from outside our district to come in and shake things up. Instead of hiring someone because you know them,/friends, hire them for their qualifications.
- 289. Compassion, social and emotional learning
- 290. Discipline in schools. Teachers can't teach students when they're micromanaging behaviors ignored by admin
- 291. Social Emotional Programs
- 292. Understands what it's like to be inside the classroom
- 293. Not from Savannah
- 294. Counseling and Psychology
- 295. Support teachers
- 296. Teacher Retention
- 297. What actually goes on in a classroom skills



INTEROFFICE MEMORANDUM

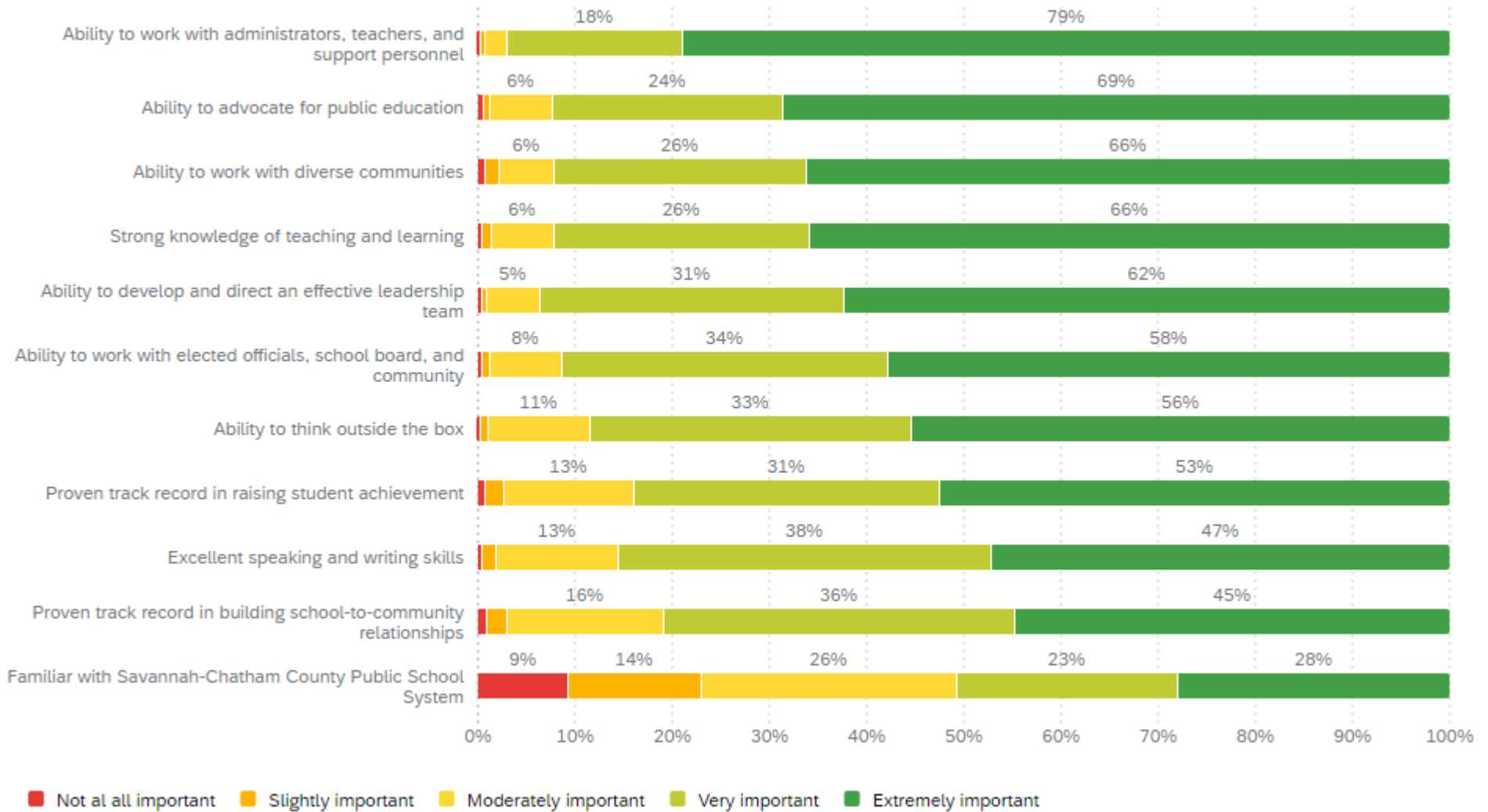
9. What type of leadership style should the new superintendent have? (Pick the Top 3 that you believe are most effective by numbering them 1, 2, and 3)





INTEROFFICE MEMORANDUM

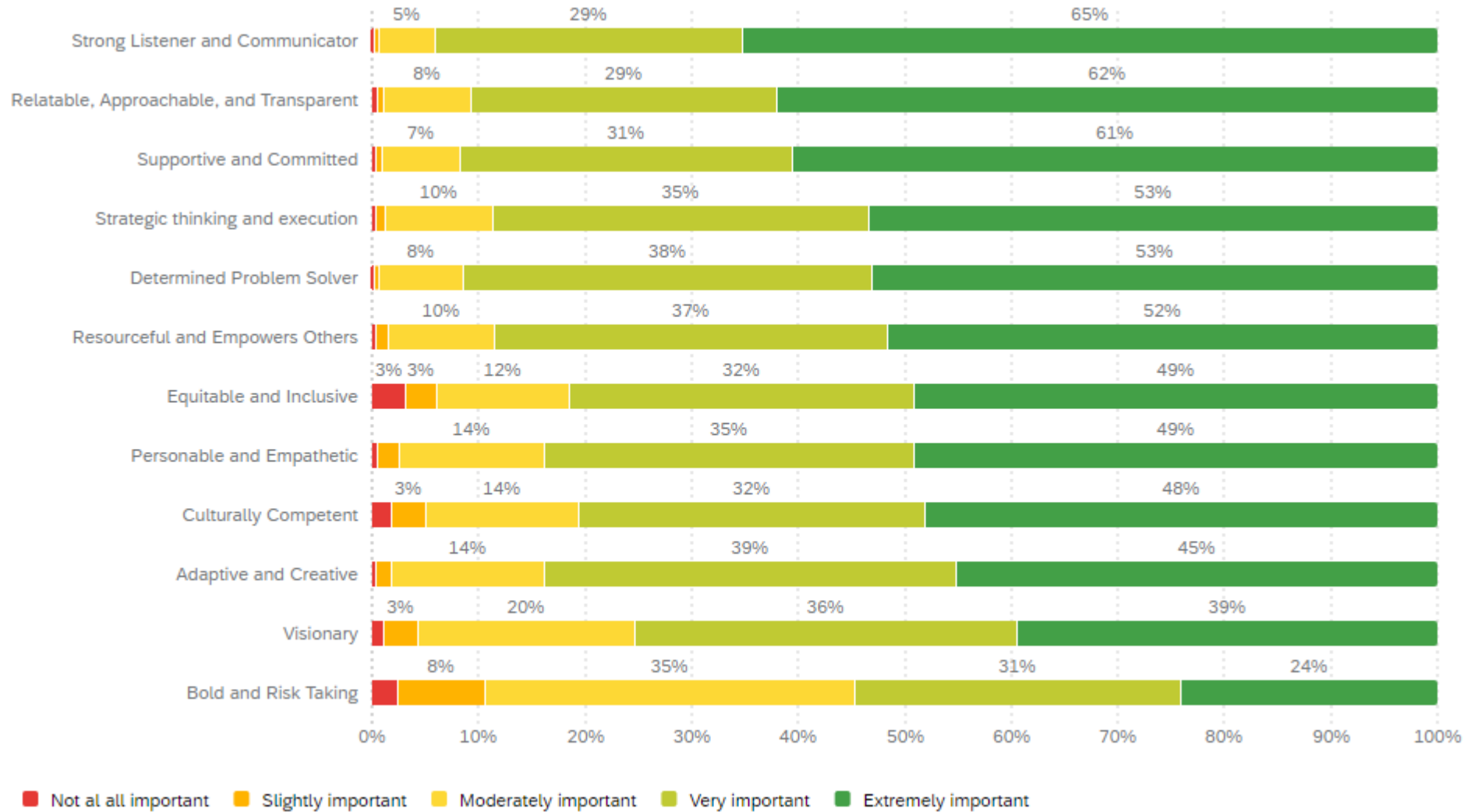
10. On a scale from not at all important to extremely important, what skills should the new superintendent have?





INTEROFFICE MEMORANDUM

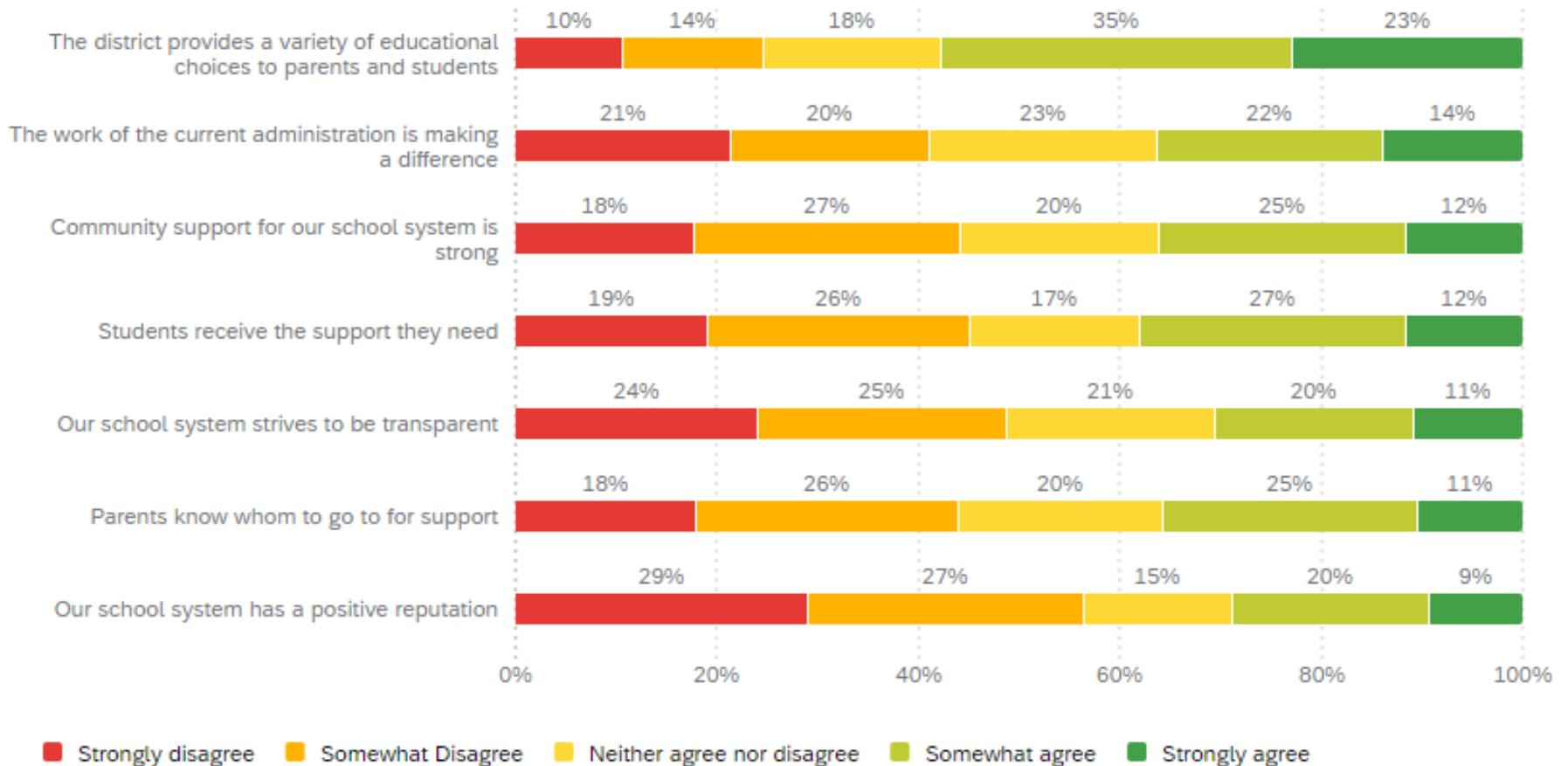
11. On a scale from not at all important to extremely important, what characteristics should the new superintendent have?





INTEROFFICE MEMORANDUM

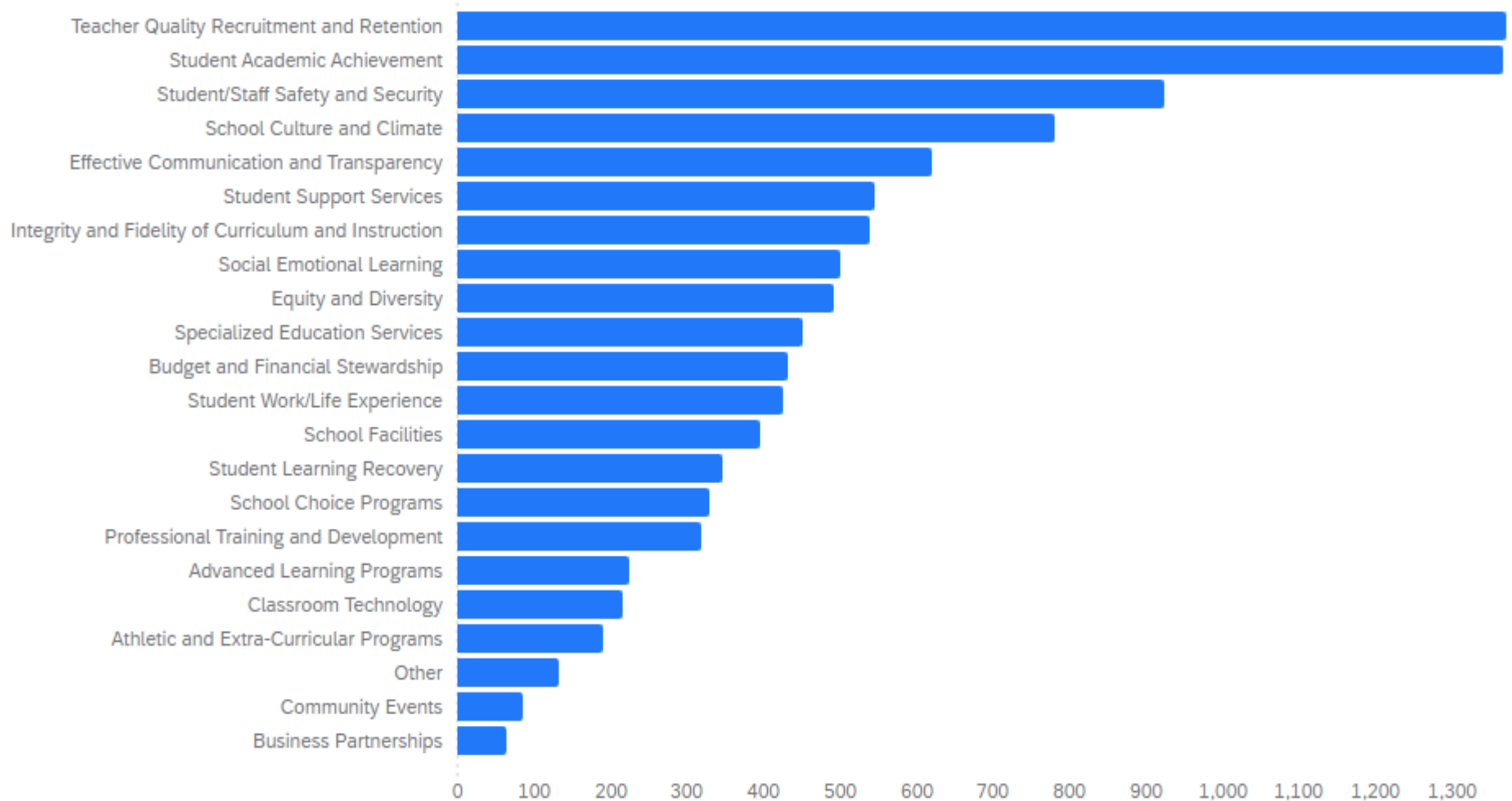
12. On a scale from strongly disagree to strongly agree, what are your general impressions about the school system. (Note: Please leave the item blank if it does not apply to you.)





INTEROFFICE MEMORANDUM

13. From the list provided, select the top five areas in the school district with the greatest challenges/opportunities for growth you would want the new superintendent to know about and address. (Number your top five areas 1 through 5)





INTEROFFICE MEMORANDUM

Question 13 Open Responses: From the list provided, select the top five areas in the school district with the greatest challenges/opportunities for growth you would want the new superintendent to know about and address.

1. The salary for the new superintendent should NOT EXCEED TWICE THE PER CAPITA MEDIAN INCOME OF OUR COMMUNITY!
2. Literacy/ Reading Comprehension for all students
3. AP classes
4. more teachers. less admin
5. Incorporating days that focuses on non- academic activities and help students with other holistic means that helps with functioning in the wider world. For example: Drama day, Parents day- come to school and showcase skills and talents- then have children look on, Teacher Day's where teacher from different cultures share activities or features of interest to the school in which they teach.
6. Arts Programming
7. This is all important for improvement because this is the worst district in the state. I'm embarrassed to be a student from here.
8. Bathrooms
9. integrity of grades despite the negative reputation the school may face
10. Safety
11. Lack of transparency and communication to all stakeholders; trying to keep Facebook pages closed for comments
12. Arts Programs
13. Inclusion programs for at risks students
14. Providing more volunteer or extracurricular opportunities for students to specialize in
15. Teacher support for student behavior
16. Other Alternatives to 4-year Colleges (Job Skill Training)
17. resources for middle school science departments
18. Student transportation
19. 3rd grade reading and numeracy
20. employee relations
21. Transportation. Providing bussing to all schools including choice schools
22. More Bus Drivers/Ensuring adequate sidewalks for children walking to and from Woodville Tompkins / Please try to work with the railroad crew to not block parents in with the train and to schedule passage for around 5p after the children are picked up. Thank you.
23. transportation for ALL students.
24. reliable bus transportation
25. Transportation for SAA
26. Adequate maintenance/support staffing, to include greater accountability and/or attrition of the nonproductive and inefficient.
27. Tone-deaf, disjointed relations between district personnel/school faculty/staff (and even admins).



INTEROFFICE MEMORANDUM

28. Staff work/life experience/balance
29. Student Discipline
30. Visual and Performing Arts
31. Student Discipline
32. Alternative Learning Programs
33. Over paid and under educated employees BOE.
34. Teacher empowerment
35. Health services- we should be providing more mental health and reproductive health services/sex ed/ healthy relationship skills
36. Learn from excellent charter schools
37. Lack of necessities for teachers and students to be successful, ranging from basic supplies up to curriculum materials
38. Transportation
39. Make sure you hire or is aware of the hiring committee intentions. There is a lot of nepotism! Especially if you are in a certain sorority. Then, you are instantly hired, and that is not fair!
40. Discipline of bad behavior.
41. Competent School level administration
42. Student behavior make parents and students accountable
43. Policies related to student attendance
44. Teachers' salary increase
45. TRANSPORTATION/BUSSES
46. Support teacher!
47. We need to address over age students from elementary to high school to help ensure they graduate. Multiple retentions greatly reduces the likelihood that they will graduate high school.
48. textbooks for high school core classees
49. Student Discipline
50. Transportation
51. Major support for Custodial Supervisors and Staff
52. Trust, Respect, and Appreciation for Proven Valued Staff
53. Buses for Choice schools
54. Teacher Support
55. Early Childhood School Times for better learning and helping working parents
56. Transportation Issues
57. Fair pay for bus drivers; scheduling public meetings at appropriate times when working parents can actually attend; listen to teachers/parents views and apply to decision making
58. Arts for all not just SAA
59. School board and current leadership
60. Discipline for problem students
61. Importance of teachers
62. Student Attendance
63. Negative Stereotypes Held in the Community About Our School System
64. Admin Facilities



INTEROFFICE MEMORANDUM

65. Teacher should have respectt for their job
66. Supporting, listening to, trusting teachers
67. Student Discipline
68. Transparency
69. Discipline and consequences
70. Staff retention/compensation
71. Put staff first and stop putting parents first. Stand up for your staff.
72. Student Behavior
73. Improved Teacher
74. Lack of student discipline in district. Behavior concerns are major.
75. Transportation
76. ESOL
77. Every school offer advanced opportunities for students, not just "choice" schools
78. Staff wellbeing
79. Autism specific school
80. Teacher Workload, Mental Health, and Burnout
81. classified staff needs more pay. We make the same if not less than someone who works at McDonalds.
82. Music in all schools
83. New Central Office
84. Transportation
85. Teacher support
86. Arts education
87. District Office Culture and Climate
88. Safety
89. I don't know what some of these are. Should have more info.
90. Transportation Services
91. Transportation & 5- allowing parent involvement
92. Pay
93. Support for the arts
94. Management Inconsistencies and the avoidance of administrator discipline
95. Follow the studies of what is and is not working with American education system.
96. Support for teachers & staff
97. Transportation
98. Holding parents accountable for student behavior
99. Charter Schools
100. Discipline is the greatest issue that no one wants to talk about. Choice middle and high schools are wondering how kids with behavioral issues are getting into their programs and it's because teachers are not allowed to write kids up anymore. 208 tells principals they are on a list because they have too many referrals and then principals discourage teachers from writing up kids and even if you do write them up, admin won't even turn them in to downtown. All our current superintendent and 208 care about how things look from the outside they don't



INTEROFFICE MEMORANDUM

care what is really going on at the schools. If there are discipline problems they disrupts the learning environment. We care so much about the one disruptive child who may miss out on learning instead of the other 25 kids who are for sure missing out because they have to deal with disruptive Dave everyday. It's truly a disservice to those kids. And #2 teacher retention would not suffer so greatly if you did something about the horrible behavior.

101. transportation
102. "The achievement gap" or academic achievement of the most vulnerable communities
103. District Registration
104. speed
105. Transportation
106. Accountability for Student Attendance
107. Trust for teachers
108. Teacher support
109. Equity who do we owe what? Why is that on there?
110. Forced school leadership turnover. ie - highly effective principals being located to underperforming schools or discharged without parental input
111. Closer monitoring of principals many schools have unacceptable leaders false reporting and misleading statements
112. Discipline and Student Accountability
113. Changing how staff is paid
114. Transportation and Hours
115. Transportation
116. Proper raises for school staff
117. School Choice
118. ARTS IN EDUCATION
119. Student behavior/discipline
120. Student apathy
121. Behavior of students
122. Student behavior
123. Religious holiday celebrations are made to be forced upon students. Worksheets depicting Christmas themed characters for students who don't celebrate Christmas is not fair. Valentine's worksheets or request to participate in Valentine parties at school for those who don't celebrate valentine's is very difficult. Parents who prefer to give their kids a wholesome childhood based In their own faith or lack thereof have to respectfully excuse themselves, sometimes not even attend school when these parties take place. It should be entirely optional and limited to one day one time.
124. Discipline
125. Consistent, district wide behavioral interventions and management policies
126. Student discipline
127. Low performing high schools that lack diversity. Many families opt for private high schools
128. Class size
129. Transportation



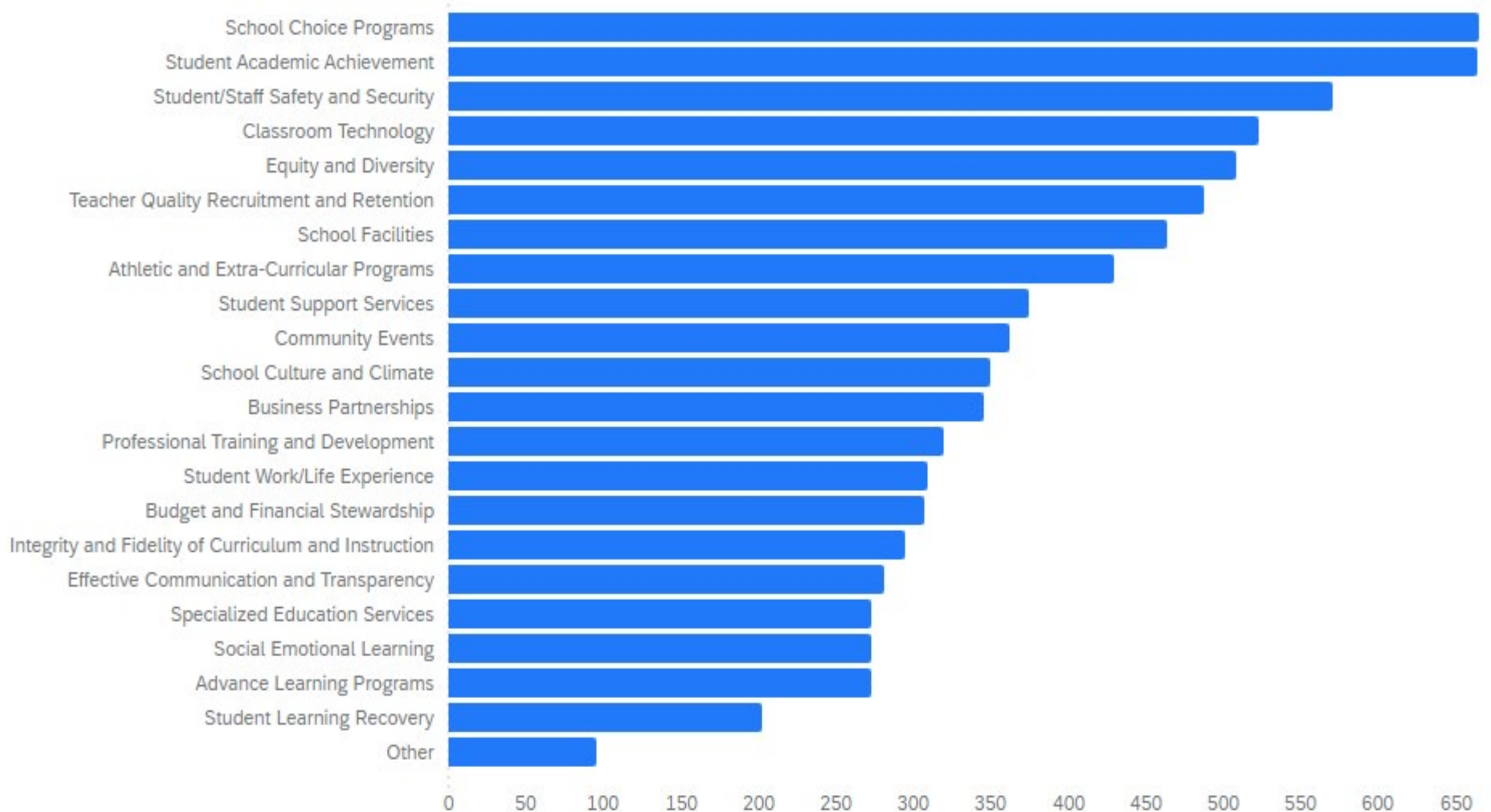
INTEROFFICE MEMORANDUM

- 130. Bus
- 131. Student Discipline
- 132. Teachers are very unhappy
- 133. Staff Salary Scale..Stipends, Longivity pay for Veteran Staff, and Merit Pay towards TKES scale



INTEROFFICE MEMORANDUM

14. From the list provided, select the top 5 areas that are the greatest strengths you would want the new superintendent to know about. (Number your top five areas 1 through 5)





INTEROFFICE MEMORANDUM

Question 14 Open Responses: From the list provided, select the top 5 areas that are the greatest strengths you would want the new superintendent to know about.

1. Specialty choice programs are very good (but not widely available)
2. Are the strengths?
3. We have no positive components in that Ann Levett has destroyed community confidence.
4. N/A
5. No other opinion re. strengths as I am not a parent however, I see few great strengths in our current system
6. Sports is the only thing these schools seem to care about. The numbers and fudged and the care for actual education is void. You want our new superintendent to know something about us? They're taking the hardest job in the world because everything about this school system is useless and does not do anything to help anyone EXCEPT the rich people sitting down town making mad money while teachers and students get hardly any pay off for doing REAL and HARD work. Tell her that.
7. None
8. None of the above
9. Not enough programs to address the issues facing black students and families
10. Staff work/home life
11. Our district is weak across the board
12. The majority of the teachers that have remained are worth celebrating and acknowledging
13. We have none of those
14. Need someone who pays all school staff more instead of giving district admin bonuses & raises
15. Transparency, Respect, Integrity
16. Some fantastic teachers and parents willing to do the work to improve our schools
17. SCCPSS currently does not have strong areas to represent
18. Better learning for children with special learning needs
19. Charter/Choice Schools
20. Teachers
21. I can't find any of the above as strengths.
22. System strengths are correlated to specific individuals across all departments and cannot be simply categorized.
23. Staff Support
24. Great Teachers but they are not supported, appreciated or treated with respect.
25. Teacher empowerment
26. Total system is underperforming. Unknown to me strengths.
27. SCCPSS is very underperforming
28. BREAKFAST/LUNCH POOR
29. Many excellent teachers and committed students
30. Be aware of the hiring committee!
31. Celebrating 208 Bull St more than the schools that it should support/Too Bureaucratic
32. I do not believe we are very good at any of the above items.



INTEROFFICE MEMORANDUM

33. This questionnaire is too long
34. I am dissatisfied with the overall sccpss public school system
35. none
36. Individual schools and teachers committed to their students despite challenges within the district
37. n/a
38. Stop fluffing the numbers so we can have proper discipline in these schools. If you take care of the discipline, then you wouldn't have some of the other problems like teachers leaving and not feeling safe! It's beyond ridiculous!
39. She hurt the schools with ridiculous covid protocols
40. nothing to me
41. Not the worst in Georgia
42. is 1 the best or 5?
43. Poor Classroom Behavior
44. Teacher should take teaching as a job not something to do
45. None of the above are a strength
46. Financial aid/scholarships for new Savannah District teachers to pursue a Masters Degree in education.
47. Staff first not parents.
48. None.
49. Teacher Salary
50. Alternative Education
51. Every school offers STEM, Arts, etc.
52. Dedication of staff and faculty
53. Sadly, I don't think we have any strengths at this time.
54. ?
55. None
56. I don't feel we have any strengths at this time
57. They don't have any strengths
58. N/a
59. Pay
60. None our schools in Chatham county are failing parents and students and community
61. No
62. Honestly, this has been the worst year in all 14 years I've had children in the Sccpss.
63. Teacher dedication
64. Transportation
65. Parent accountability for student behavior
66. Fine Arts
67. Bus transportation for all students
68. Montessori Education
69. Teacher support



INTEROFFICE MEMORANDUM

70. SCCPSS in total is garbage; there is a huge disparity in education. We send a message that poverty and lack of education are brother and sister in this district. Choice school and having your own ride is also one form of equity vs. equality. Many problems with the district.
71. Can't think of anything
72. CGCA is an amazing school
73. Dedicated school leaders, educators, and support staff who ARE student focused.
74. This county is drowning. It is so sad the state we are in.
75. Raises for staff
76. The greatest asset this district has lies in the untapped potential of the under-recognized teachers in the often overlooked schools
77. The schools overall need a lot of work.
78. I cannot choose 5. The District has not shown 5 strengths
79. Examples of charter school success
80. School choice
81. None of these are strong enough and there are too many obvious inequities across the district
82. student apathy
83. There are some good teachers, staff, and administrators in SCPSS. Leadership change is much needed.
84. n/a
85. Staff is hardworking and dedicated
86. Behavior of students
87. I don't understand this question
88. None are top
89. Esol initiatives
90. Can't think of anything else
91. Teachers are here for the children. We love what we do and want someone who hasn't forgotten what it's like to be in the classroom. Many times it has been years since district personnel have been in the classroom so their wants and non-negotiables are not realistic. We need someone who is looking someone who wants teachers to thrive because they know if teachers/staff are healthy and happy then amazing learning will take place.