



Clayton County Public Schools Superintendent Search 2017

Community Input Results

Presented by:

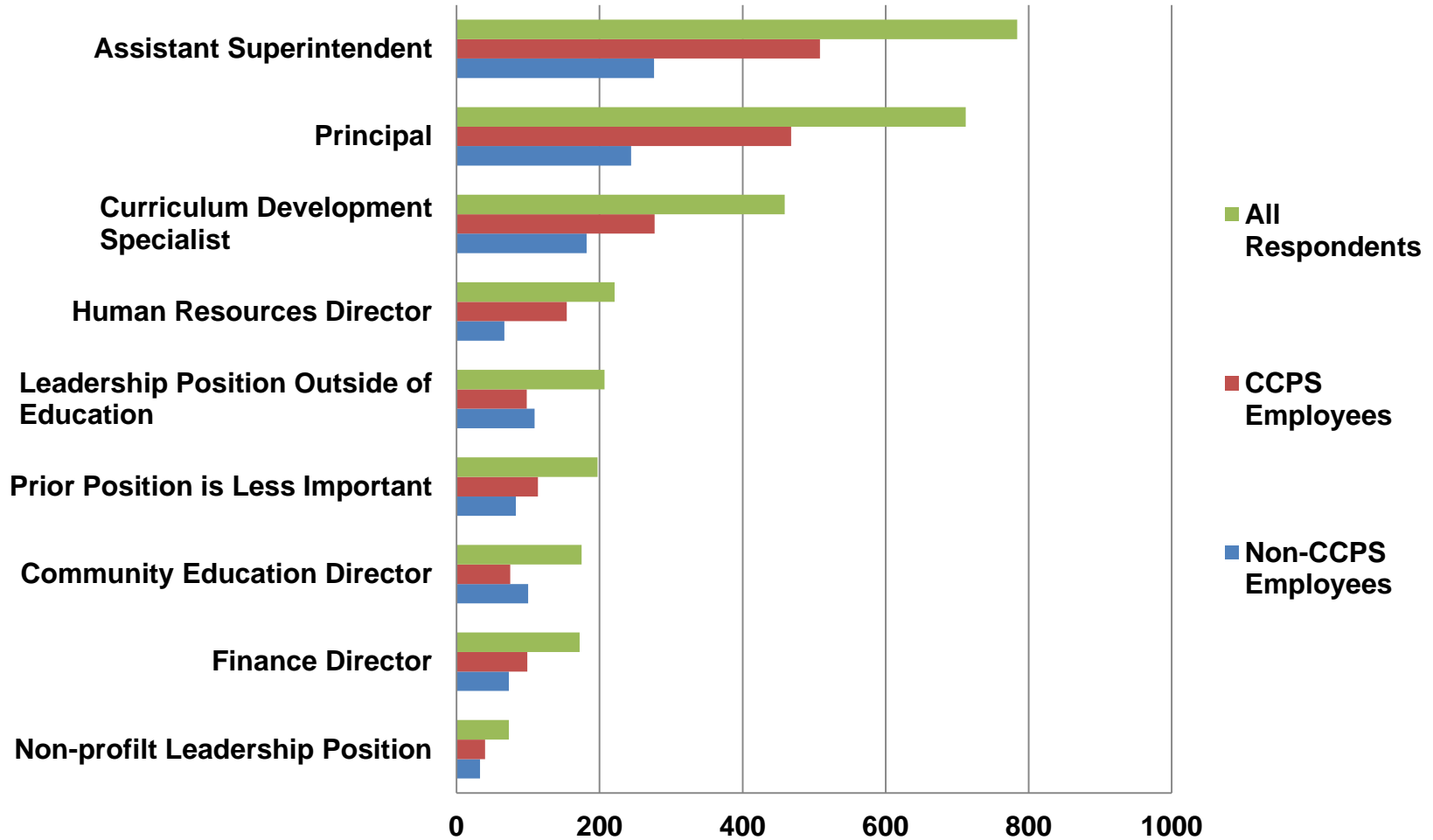


Community Input

- An ***online community survey*** was completed by 1603 respondents, including those who identified themselves as:
 - 690 District employees
 - 440 Parents/Guardians
 - 392 Community Members
 - 71 None of the Above
- ***Public forums*** were facilitated by the District to receive community input on:
 - January 9th
 - January 12th
 - January 23rd
 - January 26th

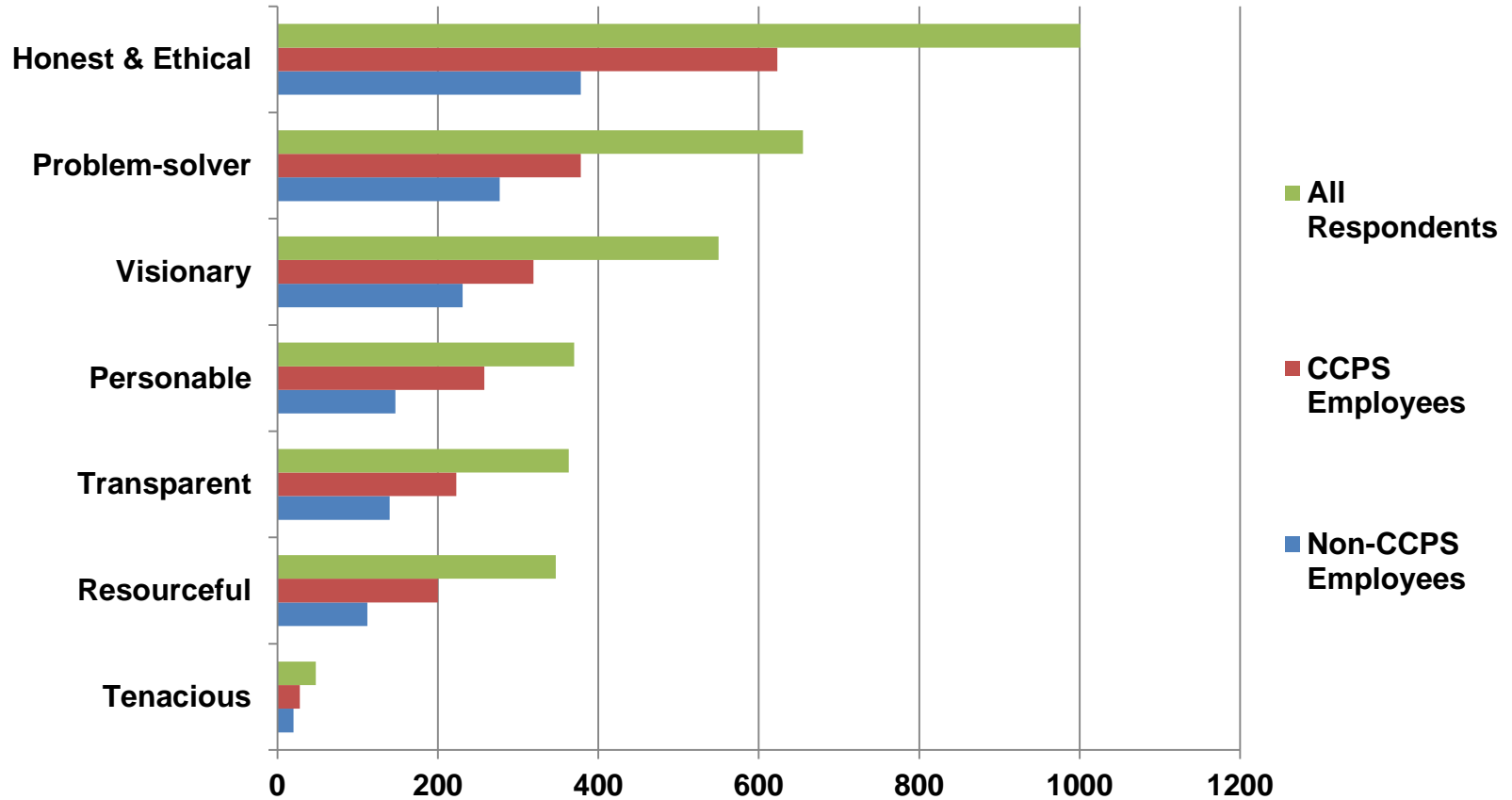
Online Community Survey, Question #1

What prior position(s) do you think would prove most valuable for the new Superintendent?



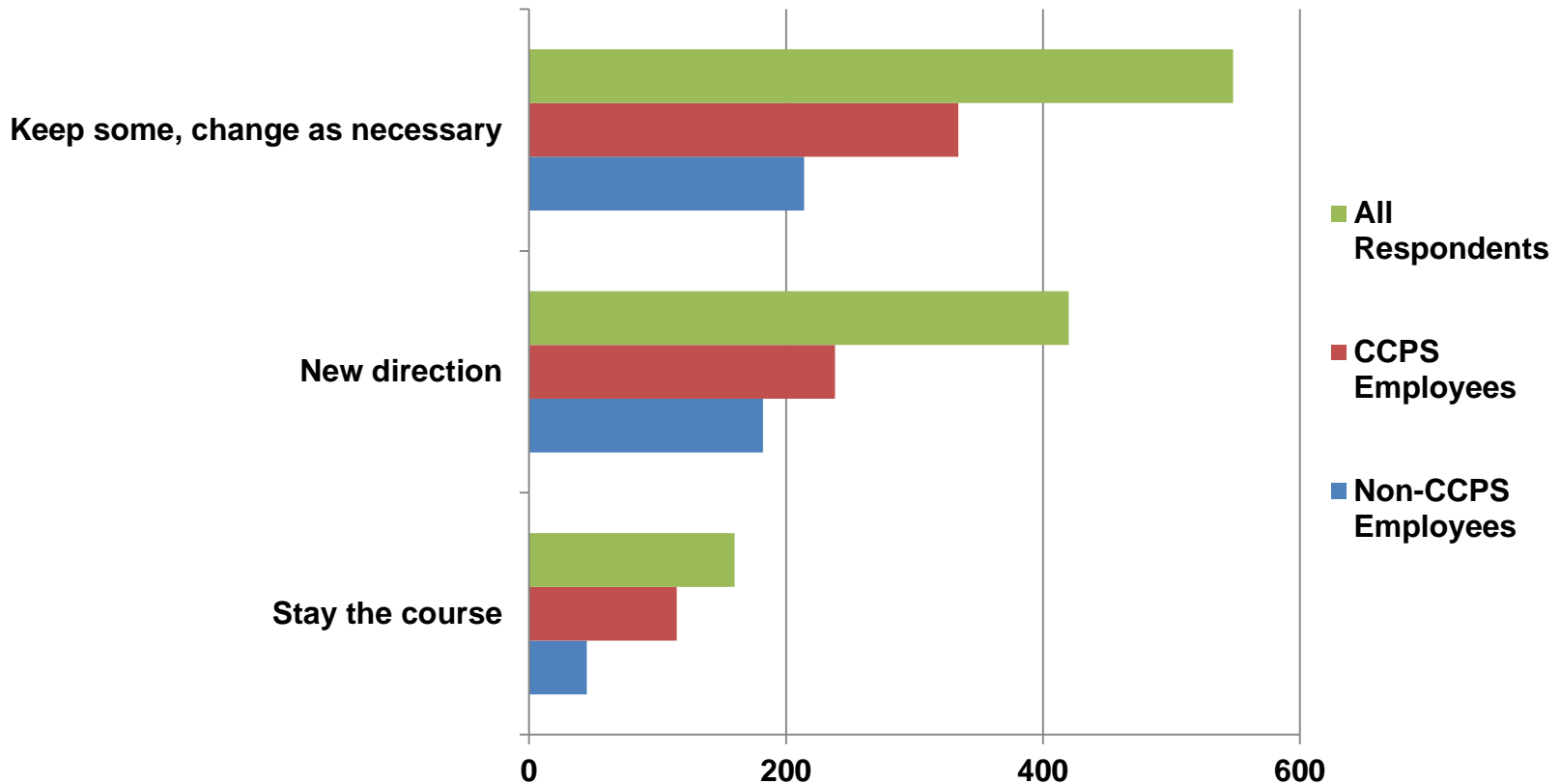
Online Community Survey, Question #2

Which qualities do you think would be most useful for your Superintendent?



Online Community Survey, Question #3

In choosing the Superintendent, which path do you think the Board should take?



Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|---|--|
| The community needs to know the goals that are set by the new Superintendent. Also needs to choose a common core curriculum that relates to the culture of our children. | It would be great if we found a candidate within the district. Someone who already has a relationship with the community, staff & stakeholders. Someone that can relate to the Clayton County Community with compassion & a sincere vision. |
| I believe our new candidate should consider year round school options for our children as well as to look to bring coding classes as well as robotics into every school, also be willing to bridge the gap between school community and the business world. | Please choose a candidate that has Special Education background. This will ensure that all students will be thought/talked about at the discussion table. |
| The school board needs to be honest with candidate about the problems in the district. Each school board member should do some soul searching to determine if they are truly serving the children and communities that they represent. One of the biggest hindrance in this district is the school board. Issues that need to be addressed in the district include, but are not limited to: Discipline of unruly/ disruptive students (i.e. no consequences for bad behavior); overcrowded classrooms | We need a superintendent who is familiar with Clayton County - the people, the students and the culture. We also need to put the experienced people in the county to the best use. We have a history of getting superintendents from other places in our "nationwide" searches. They then bring in all their cronies, some of whom do not have the experience or knowledge to do the jobs they are placed in, and these people virtually take over our school system. This often displaces or alienates people |
| Make sure the they have a good vision. | A Qualified African American should lead the school district. |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
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| <p>I feel that image is important. We should be examining candidates who carry themselves as professionals, who speak and deliver well, who have a previous track record for increasing test scores, morale, and financial accountability. We need someone who is charismatic, and who genuinely cares about children. One question should also include their opinions about charter schools, theme schools, and other special programs. We need a visionary, who brings a new perspective</p> | <p>We need for you guys to do a hail mary! No "safe" and "business as usual" candidate. We need a change agent even if he/she blows things up and puts it back together again. Doesn't matter the race, blacks leading a black community may NOT always be the right answer. Who has the "no matter how hard it gets" vision and the "will hold ALL stakeholders" accountable including parents! (I was 1996 volunteer of the year). Stop picking people those that are afraid to say parents need to step up.</p> |
| <p>The superintendent must wear many hats but always keep the focus clear. I read an article from Great Schools blog called "What Makes a Great Superintendent?" by: Great Schools Staff April 2, 2015, and I wanted to share the important factors with you: "A great superintendent has a clear vision for the district. He or she works with the board of trustees to set the vision, goals and objectives for the district, and then sees to it that the goals are achieved."</p> | <p>Please consider secret shopping some of the worst performing school before saying yes to the position. Don't tell them your coming. Just show up. We all know about letting the boss know your coming. How can you boost moral with teachers who have just gave up. They need to know you support them in the day to day. Find more ways to give teachers incentives. Give them free gym memberships, more money, mental health day off, what every you can find to give them they deserve it, ask them what</p> |
| <p>A candidate has personal ties to CCPS (worked in the school system) that understand the needs of the District. Provide innovative ideas with teaching and learning in order to be competitive in the nation.</p> | <p>Someone that has a heart for the students, parents and community.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|---|--|
| <p>I would like to see a candidate that has the same vision for Clayton County as stated in the mission and vision statements. The strategic goals of the vision says it all. The candidate should be concerned that our children are not globally competitive, not college and career ready, and in some areas not being productive citizens. I would like to see the board look and collaborate at other metro districts like APS and DeKalb to see how their search process worked and maybe use some of those same tactics when seeking candidates.</p> | <p>In the past, nationwide searches have been biased against viable internal candidates (i.e. viable candidates within the state of Georgia) and have tended to favor out-of-state candidates who have to get up to speed on basic rules, laws, and processes within our state. There are many viable in-state candidates with solid records of achievement who should not be at a disadvantage for consideration to out-of-state candidates. Also, a candidate with extensive school-based leadership experience preferably at more than one level and a keen understanding of policy (i.e. CCRPI, ESSA, TKES/LKES, effective interagency partnerships) is preferred.</p> |
| <p>The school board needs to focus more on the kids and the learning process. These children need to be taught to live and not for testing. These children should be challenged more to become a productive member of this society. Those teachers coming to work for a check and do not care about our children need to find a job some place else. Children need to be inspired and sometimes pushed to do better. These kids need to learn of the advantages of higher education and what greatness they can achieve.</p> | <p>While I am not privy to the inner working and politics behind the firing of the current superintendent I do believe she was doing a good job. Graduation rates were increasing, there were no schools on the governors proposed take over list, the district has gotten off probation, teachers are getting paid well. I think the new superintendent should stay the course but implement new ideas to continue the momentum.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|---|--|
| <p>A former educator for CCPS, I believe that the district deserves a superintendent who will stay for the long haul. We need someone who is transparent, resilient and able to take criticism and allow that criticism to rebuild the district. We've had substantial growth and we need to employ someone who has heart, and character and who is very familiar with the dynamics of the district. I don't know if she is eligible, but a superintendent with leadership abilities... Results-oriented, visible, tenacious and capable of turning around anything she puts her hands on, she would bless the district. I served as a special education teacher under her leadership in 2009-10 and can personally state the professionalism and candor of Dr. Johnson. I would gladly serve under her leadership once more.</p> | <p>Technology development and advances are our future. I feel the next superintendent should have experience working in a tech savvy system with connections that will bring innovative technology to our schools. The selected candidate should also have ideas on how to enhance/ expand teaching methods to engage our students and educators through technology. Lastly, there is a need to increase relationships and partnerships with private sector companies to expose our children to the many career opportunities that are available. The next superintendent should be able to articulate a vision that encompasses goals that will not only increase graduation rates but incorporates a next step/action plan for students who have no intentions on attending college.</p> |
| <p>Someone who has a heart for the students, parents, and community.</p> | <p>Some one who likes educating or children.</p> |
| <p>Discipline, discipline, discipline!</p> | <p>The high schools are falling apart with gangs, gang fights, etc. Fights are everywhere. We need a leader who will put an end to it.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|---|--|
| Absolutely none of the current employees should be considered for this position. No one that SACS may recommend!!! It is time to find a knowledgeable person who is comfortable with using the biggest resource in this district: the community. The active community knows what is needed beyond education lingo and political networking. | While I am not privy to the inner working and politics behind the firing of the current superintendent I do believe she was doing a good job. Graduation rates were increasing, there were no schools on the governors proposed take over list, the district has gotten off probation, teachers are getting paid well. I think the new superintendent should stay the course but implement new ideas to continue the momentum. |
| A new Superintendent of Schools should definitely have actual classroom experience. Often, a Superintendent has no knowledge of the day to day happenings in the classroom. It is essential to proper leadership to be familiar with all aspects of your employee's work life. | We need a person who has our kids at heart and the ability to bring forth the skills and learning tools (teachers, principals, supplies ,schools) for the kids in Clayton to be back on top like the other top rated county schools in Georgia. |
| Our next superintendent must be focused on the education of the students. This must be to priority. It's not about anything else accept successfully educating our children. | I believe the new superintendent needs to have previously successfully demonstrated competency particularly in the area of academia regulatory. Thus, someone who's previously held this position in another county would be best. |
| We need more opportunities for parents to be involved; we need someone who is familiar with our county district and all the problems that are an issue already. | I hope your choice is someone who has both education and corporate experience. This position needs a candidate that is a student and community advocate as well a corporate champion who can build education partners. |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
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| <p>The new leader needs to push parent involvement especially in the high schools. There are successful parents in this county that could help in many ways. My daughter attends Lovejoy High, and the administration seems to be very resistant to parent involvement. There are internships, and business professionals that could help our teens for the next stages of life.</p> | <p>The incoming superintendent should have qualities of being for the hard working staff and faculty of CCPS. This is important because there are many staff and faculty that are overworked and underpaid and needs to be heard more often and a superintendent who will be there as a example to make CCPS a better school system and shine.</p> |
| <p>Please consider an individual that has experience in a variety of districts and states. This will bring a new perspective to the direction we are headed in. Please allow them to assemble their own team...allowing more of the same will not help us. Thank you.</p> | <p>Show parents how to be involved. I would love to be involved but I do not know how. Give parents a calendar with opportunities to help in the schools. Whether it is helping from home or being present at the school show them how.</p> |
| <p>I would like someone who advocates & provides the financial aid that are needed for students that have a IEP. A person that understands that ALL students with IEPs are not the same and we should have more options. A person who understands the importance of post secondary training and options for students with IEPs.</p> | <p>First and foremost, have the interest of our students and will listen to the voice of parents/guardians and the community. Clayton County's Board of Education leadership needs to continue to strive for excellence in educating students and giving them the best resources and opportunities to succeed.</p> |
| <p>Whoever is applying needs to show that they will keep the children and the children's education a priority and everything else will follow. Thank-you.</p> | <p>The school board should pick someone that will be able to serve the students of this county, by listening to them.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|---|---|
| <p>We need someone, that will take control the children are out of control. You can't teach kids when over half of the class are out of control. Theirs no consequences for bad behavior and the kids know it school is a place to learn the bus drivers can't even get the kids to school on time.</p> | <p>We need a leader with strong integrity to the children and employees of Clayton County. We need someone to turn around the district like the Superintendent of Atlanta Public Schools did. A superintendent that improves the overall moral of the county. Clayton proud is just a saying. We need actions.</p> |
| <p>We need a candidate that will be here for the students and not let money be a deciding factor. They need to make sure that each school is offering the same academics and not have some schools offering certain things that others don't have. Most important make sure they are hiring qualified teachers and them what they are worth instead of just putting someone in a position that they don't want or not qualified for.</p> | <p>The superintendent should be someone who is compassionate about excelling in education for the students. They should possess excellent leadership skills to change the perception of Clayton County schools from a general consensus. They need to be able to partner and network with other school districts to leverage best practices for the good of all students. Lastly, they need to be a good listener.</p> |
| <p>Keeping the parents of students informed of changes in policies or any problems in the CCPS by email or mail.</p> | <p>Please remember to get the BASICS right. Reading, Writing, Math and Science - A teacher able to keep discipline enabling kids eager to learn from and respect a good teacher.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|---|---|
| <p>Make sure that the person coming into this position know the truth about what we have been going through in the county. This person needs to have a passion for education at all levels of the school system . This person should have patience and a ear to listen to those that are presently a part of the school system (Parents , teachers, students, community leaders and principals) One that knows the diversity of this county and is willing to work in this type of environment in spite of the way things may look right now.</p> | <p>I think a good superintendent would be one that is a visionary, tenacious, and one who has knowledge of education with a degree in that field. I also would like to see a superintendent that gets out of the office and visit every school in the district to get a feel for what each school's culture is like and the make up of it's students. What may work at one school won't necessarily work at another school and so on.</p> |
| <p>Superintendent should also ensure the children at all levels have much better, healthier, edible food options. My son has opted not to eat the options available. When told what they were, I agreed with him that I would not have eaten it as well. I know budgets tend to dictate, but perhaps an innovative option would be to have school gardens (students participate in planting, growing, harvesting) or have an alliance/partnership with local gardens for fresh produce (lettuce, tomatoes, carrots, bell peppers, strawberries, etc.)</p> | <p>I cannot believe we are doing this again. I am a retired Clayton Co. teacher (1973-2009). Every national search we have done has resulted in an expensive disaster. I can't believe there's no qualified employee who knows our system and personnel that could provide leadership without bringing a dozen high paid lackeys with them. Good luck! I am hoping for the best but not holding my breath.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|--|---|
| <p>The new Superintendent must possess excellent communications skills and be willing interact with parents, teachers, students, community and other leaders in Clayton County. He or She should be a problem-solver who can collaborate with others to find win-win solutions for Clayton County students. This individual should be approachable. If parents, teachers, co- workers, community are afraid to approach them with problems, they are set-up to fail from the start. Transparency is important. If there are policies that are currently working, don't reinvent the wheel. Look at the problems areas and change those. They need to ensure oversight how taxpayers dollars are spent to benefit our schools. More importantly, don't leave this new person in the dark. Be honest with the candidate about the real problems that need to be solved and inform them of challenges. That way they can make an informed decision about whether or not they are up for the task.</p> | <p>Parents play an important and vital role in this process. Please hire someone who truly understand how difficult it is for single mother or father to raise a child or children with a low paying job - but knows how to reach them in ways to let them know that children's education success depends on paying our teachers fair pay. Hiring more teachers. Teachers are overwhelmed in most cases because of teacher student ratio. PLUs are great. Monthly Professional development training is great. Teachers must feel as though they are appreciated. Teachers are most part are overworked. They need help! Perhaps a committee of diversity which would include a community organizer, clergy, respected community leader and distinguished parents- all of whom should have experience in educational that give parents valued inputs for our children's education.</p> |
| <p>The high schools are falling apart with gangs, gang fights, etc. Fights are everywhere. We need a leader who will put an end to it.</p> | <p>I hope your choice is someone who has both education and experience. This position needs a candidate that is a student and a community advocate as well as a corporate champion who can build education partners.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
|---|---|
| <p>Superintendent should focus on supporting the family to support education. Incorporate ways for parents to improve their education by using school resources in innovative ways evenings and weekends. Provide before, and after, school programs to provide a safe environment for the children of working parents. Superintendent needs to be involved with the community: public libraries, health department, juvenile justice, churches, law enforcement, etc. Host parent nights and back-to-school events at times when working parents could attend. Think of ways to involve parents in school activities that respect the busy lives of parents.</p> | <p>It is important for the next superintendent to have had some extensive teaching experience, preferably in various grades, or grade bans. I expect the superintendent to not only be able to put systems and tasks in place, but also have a system of checks and balances to make sure that these tasks, programs, etc, are in evident, correct, consistent, manageable, and effective. I would also expect that person to have a way to measure how well things are working, and have a plan for when things aren't working. The new superintendent should not come in and change everything. No true leader does, but instead, keep what works, and improve on what doesn't.</p> |
| <p>I like The four pillars of learning from UNESCO The four pillars of learning are fundamental principles for reshaping education: 1. Learning to know: to provide the cognitive tools required to better comprehend the world and its complexities, and to provide an appropriate and adequate foundation for future learning. 2. Learning to do: to provide the skills that would enable individuals to effectively participate in the global economy and society. <i>(Continued...)</i></p> | <p><i>(...Continued)</i> 3. Learning to be: to provide self analytical and social skills to enable individuals to develop to their fullest potential psycho-socially, affectively as well as physically, for a all-round 'complete person. 4. Learning to live together: to expose individuals to the values implicit within human rights, democratic principles, intercultural understanding and respect and peace at all levels of society and human relationships to enable individuals and societies to live in peace and harmony.</p> |

Online Community Survey

Comments from non-CCPS employees

| Comment | Comment |
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| <p>As a community member, it is my hope that we find someone that will extend the visionary and out-of-the-box thinking similar to the current leader. I was very proud to see CCPS make significant strides to improve its schools under the current board and superintendent. However, I do remember the SACS accreditation issues and the disastrous leadership under Edmond Heatley -- please do not choose anyone who resembles his intimidation style of leadership. It is my hope that we find someone that knows CCPS and its community. I hope that you reward a leader that has worked in the schools system and has a lengthy history for working with all stakeholders to improve schools. I have had two children to graduate from CCPS. They both have entered college while receiving full academic scholarships. They are proof that CCPS can prepare students to exceed in a global society. Let's find someone in CCPS to continue this mission.</p> | <p>Some one with major concerns about Testing preparedness, Math, Reading, Skills, K-12, PROVIDING, IN SCHOOL PREPAREDNESS, Finding Grants, MONEY and TIME, To Help Educated, and Development of study Skills, Homework challenges, such as computer, tablets, laptops, cell phone, that students have to be able to do and complete, homework, getting free tutoring, Volunteers, partnership with Clayton State University ,Atlanta Tech, Griffin Tech, for Teacher majors and those needed internship, classroom credits, Volunteer hours, at least 2 days out a month, the time you CCSB take away and have early release day. GA Milestone, ACT, SAT classes, job skill classes, College ready classes, more volunteers, from board to meet needs of schools to succeed while in school. TOGETHER..... Just to name a few. A vision to get Clayton Co and Georgia off the bottom when it comes to EDUCATION</p> |
| <p>Students use clothing as a form of self-expression. Remove uniforms. Put students in classes with classmates with similar grades as them. My child does not like being in a class with people who don't care about education like she does. Hire a more understanding/flexible staff</p> | |

Online Community Survey

Comments from CCPS employees

| Comment | Comment |
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| <p>I believe that someone who is vested in Clayton County Schools and has been around to see the ups and down, is familiar with some of the changes that have been successful and unsuccessful would be a great candidate. The times that we have brought someone from the outside, they have tried to change the system so drastically that it has taken us time to get back on our feet and gain our morale again. Hiring a dictatorship or a micromanager type personality does not work.</p> | <p>We need a leader that will listen to the seasoned administration for BEST practices for our students. Our students can learn if our leaders believe that they can and encourage every one with the same message that we can succeed. The leaders' beliefs filters down to the teachers and students. We need encouragement to do our jobs effectively and not excuses for students not learning. We have the resources and path from GaDOE. Follow the state curriculum instead of trying to do things different</p> |
| <p>The candidate must reside in or move to Clayton County within three months of employment. They must have a vision for sustained growth. Must be leader who cares about employees and can motivate the unmotivated. Must also understand instruction and leadership. Lastly, get rid of Explicit Instruction and allow for choice, as well as stop using Reading Wonders and Imagine It.</p> | <p>We need a person that is familiar with the county and knows the climate of how the schools and the students operate. They have to be transparent and willing to meet the stakeholders as well as listen to the principals and teachers. We also someone that has a vested interest in our particular issues.</p> |
| <p>Please do not hire anyone that is already an employee or have been one!!!! Also do not hire any of the Chief Offices. They will already come with the favorites.</p> | <p>Bring someone from the outside of Clayton County and Georgia, Find someone who has taken a tarnished company and burnished their image.</p> |

Online Community Survey

Comments from CCPS employees

| Comment | Comment |
|--|---|
| Please find someone that will allow teachers to have a voice and not always be spoken for. Find someone that has a master plan of how to make parents accountable for their child's well-being at school such as academic traits as well as behavior. | Please pick a new Superintendent with the student, family, and community in mind and not based of favoritism and politics. This is a VERY important position and the change we need to see within the county will count on this decision. |
| It is important to find someone with a vision for the district and a general plan on how to implement this vision. The person should be personable, honest, ethical, and be able to embody how the characteristics that they want the employees and students to embody. The new superintendent should understand the unique dynamics of our district including economic, resources, and the cultural diversity. | I believe the district needs to go in a different direction in order to advance in education. We need someone fresh and innovative, also with the education and experience to take us into the next level. I believe that this district brings people out of retirement too much, which keeps the district stagnate and not innovative. Their are eager young professionals that are ready to be change agents for the world. Please look at the office of school improvement and teaching and learning for changes as well. |
| A candidate well versed in the larger scope of public education is important i.e. someone who is informed about departments outside of education (student services). | We need someone familiar with our school district's demographics and can 'think out-of-the- box" when it comes to mainstream public education. |
| Hire someone with a vested interest or positive history with Clayton County. | It is very important that the superintendent have classroom experience. |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
|---|--|
| Please consider an applicant who can improve the learning environment including a different approach to reduce discipline concerns. | I believe it is critically important that the next superintendent is intricately familiar with clientele and culture of our school district. |
| A person is needed that will surround themselves with knowledgeable, problem solving professionals. This person must have data awareness and know how to use it to be successful. The person must be able to improve the morale of the teachers and keep them within the district. | Please consider the candidates experience with addressing matters concerning the media. Additionally, the candidate needs to be aware of the issues our students, parents, teachers, and staff face today such as social media. |
| The candidate should have a true vision of preparing students for the future. CCPS needs more innovative practices. | Candidate must have work in a Public School System previously and have some experience with working with students in a Urban environment. |
| Each time we hired superintendents from nationwide searches without the GREATEST considerations of local qualifiers, the end result has very rarely been advantageous for the system. Please consider the local qualifiers more diligently. | Please consider hiring someone who has the children's best interest in mind. Someone who is personable, hard working and dedicated to getting our system back on track. |
| Please look for a superintendent who sees the value in coaches and building level help. Also, a superintendent who understands that teachers can teach without the help of programs. | Look for someone who is familiar with our area. Bringing in someone from a completely different region/state has never worked well for our situation. |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
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| I believe the ideal candidate should have some background in the education field and exceptional management skills. They should be a professional that is able to communicate with ALL stakeholders, making the majority of those involved feel their input is heard and valued. | I believe we need someone with no alliances or allegiances--someone who can come in and really advance the education of our students but willing to really deal with the small percentage of students who is terrorizing our schools and ruining opportunities for the vast majority. |
| Please find a candidate that plan on staying at least 5 years or more who currently live in Clayton County area. Continue with the same economical plans for the school system employees. | A visionary and transparent person who is in education and maybe not from Georgia would be better. |
| We need a candidate that has knowledge in running a successful school system for some years. It is also important for the candidate to express self-esteem, poise, confidence, personablility, and honesty that translates to transparency and good will for the students, parents, and employees within the school system. We have gone the distance through a lot of changes. Therefore, if we have a candidate who will bring about the right kind of equity, difference, and normalcy, the students, and the county will advance to the next level. | It is my opinion that it is essential that the superintendent listens to the concerns of all employees. Stakeholders and other community should be proactively involved with the schools located in their areas. The superintendent should also make sure there are checks and balances for ensuring that the students are learning as it relates to students with disabilities. Parental involvement incentives is another area the a superintendent could focus to promote healthy relationships between schools and parents. Schools should be viewed as a resource for parents and students across the board. |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
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| Courageous; data-driven; makes decisions for the betterment of our students, not the adults; brings us back to the core of what we do and how we should do it: educates students; a problem-solver. | Student-teacher/para ratios; build more schools or better utilize underused facilities; consider 4-day work week, off on Mondays or staff development days; better incentives for bus drivers to prevent turnover and increase loyalty; consider better pay |
| Please select someone outside of the district | Select someone whose main priority is the students and teachers. |
| We have local candidates who would serve us well if given the opportunity. | I would like to see the Superintendent visit schools more often |
| Please do not choose anyone with a reputation of being a tyrant...We need a leader who understands CCPS and its population. We need someone to understand that poverty does impact education unlike some who feel you can pull yourself up by your bootstraps | Please find a candidate who plans on staying 5 years or more or who currently lives in the Clayton County area; continue the same economical plans for the employees |
| I would like the Superintendent to ask educators their thoughts about their school/school system personally | Once the new Superintendent comes in, they should start with cleaning up the schools and changing the administration team out at each school... |
| Treat kids right; good café food; nice uniforms | Need consistency in leadership |
| Find someone from the outside; a minority. | Someone who realizes special education teachers are tremendously overloaded |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
|---|---|
| <p>As a citizen concerned with improving the educational outcomes for our district's children, it is imperative that teaching loads for teachers at all levels be re-examined. High school teachers currently teach six periods with a 20-25 minute lunch. Given increased academic and writing standards, teachers must be given a reasonable teaching load so that they can effectively give the kind of instruction and feedback so that students can be successful. Instruction is definitely impacted when teachers have 150 + students. Particularly in the area of English/Language Arts, teachers are struggling to give students the meaningful type of feedback and commentary which will help them to master 21st standards. The national norm for teachers is a 5-period workday. The current model is penny-wise, but pound foolish and I am urging the board to restore teaching loads to a reasonable level. Only then will teachers be able to adequately plan and effectively address the needs of the students.</p> | <p>The Clayton County of Board of Education has to eliminate the two factions that currently exists in order to serve our district and community better. Board members must demonstrate independent thinking, select the best candidate for superintendent, and lead the district forward. Our district's performance does not solely rest on school leaders and teachers. Board members must take some ownership in our district's poor academic status. They have failed to hold Superintendents accountable and have failed to demand the removal of ineffective staff such as our Principals, Assistant Superintendents and Chief Academic Officer. Each of us is responsible for the success or failure of this school district; however, collectively we can repair and catapult the district to higher levels with courage, collaboration, transparency, honest, wisdom, accountability, and knowledge.</p> |
| <p>Teacher input is very important; quarterly meetings should be held for teachers to express their concerns and ideas with the Superintendent</p> | <p>A visionary and transparent person who is in education and maybe not from Georgia would be better</p> |
| <p>Move outside the county to locate a Superintendent</p> | <p>Someone who has worked within CCPS and can continue existing goals</p> |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
|---|--|
| I would like for teachers to be able to teach and decide what goes on in their classrooms. Yes, we need to teach the standards but we all have teaching degrees and should be able to decide how to teach the standards. We don't have "one size fits all" students so we shouldn't have "one size fits all" teachers or lesson plans. We need more personnel in the schools. Elementary schools need ISS. My media specialist needs a para-pro. She would like to do more collaboration and assisting students but is often caught up in the clerical aspects of the Media Center. My counselor can't do as much classroom guidance because of enrollment duties | I believe that board members and/or new superintendent candidates should have meetings with each department within the school district (i.e. elementary teachers, high school teachers, school counselors, school social workers, etc.) to find out why we are having issues with staff retention. If we want great results in the classroom and beyond with our students, we first have to find out why staff have left and are continuing to leave in large numbers, year after year. I believe an exit interview should also be mandatory for all employees exiting the district to get more information about why they are leaving, and what things could have been done to keep them here |
| It would be important for the person to have vision o make sure that students get laptops to take home. Our students deserve to be able to be able to compete with students in other counties. | I would like to see a candidate without any current inside influence; a candidate who is new to the system, however has some knowledge of Georgia curriculum and needs. |
| We need a Superintendent that will listen to our requests (e.g., two paychecks per month) and meet the demands of the teachers | A leader with solid vision; a person of great character; a leader with excellent people skills; a great problem solver. |
| I believe they should find someone from within the county, not outside of the county. | |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
|--|--|
| <p>In 1971 my parents and I moved to Clayton County to have a better life. I started school in Clayton in 1973 and Graduated from Morrow High in 1985. I started at the Maintenance Department in October of 1987. With that said I have been apart of Clayton County School for 45 plus years and I have seen a lot of change good and bad. I honestly believe that every time the county has gone outside this great school district for a Superintendent it has backed fired. I am hoping that this school board will not look for a "Professional " Superintendent but will stay with some one on the inside to guide us to the next level. We are just now getting back to a school system that we were 20 years ago. I feel that some of our past board members and their selection for Superintendent have put the kids and employees of this county in a bad light. The moral is now getting back up to where we feel like a family again. To many people feel like you have to go outside the county for a good leader.</p> | <p>I was excited to participate in the superintendent search last week. The experience left me feeling like a participant in the democratic process (though I know no voting took place). As I observed community members and stakeholders voice their concerns, joys, and visions for the district, I wondered about the possibility of finding a viable candidate who could combat the problems that plague the school system. From my vantage point, I see the lack of communication between teachers, leaders, and district leaders. I have witnessed the high level of distrust between parents & teachers, teachers & leaders, and board members and...just about everybody. I recognize the problems we face with student achievement, overcrowded classrooms, and (high-quality) teacher retention. However, listening to parents, community activists, and students helped me realize that there is far greater work to do – work that exists outside of my bubble. Our high schools have been introduced to gangs.</p> |
| <p>Find someone who knows the community and understands that some changes for the BEST have to be made. Let some parents, teachers, principals, other staff members(classified) be part of the interview team.</p> | <p>The person receiving this position need to be open to hear all parents, that may have any questions. This person must understand that he or she is not working for themselves; but have a caring heart for every student. Also, found a way for the children to receive better lunches.</p> |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
|---|--|
| <p>Anyone with less than 10 years as an educator in a classroom has no business leading a school or a district. If you fail to impact students on a small scale i.e. the classroom, how could you possibly be effective on a large scale? There are a few quality administrators out there. However, the board needs to take a close look as to why a candidate wants to lead a district, yet couldn't handle teaching a small number of students in a classroom.</p> | <p>It is imperative that we search for a candidate with a different outlook on curriculum and instruction, investigating in our educators, and providing needed resources and support to our schools. With our current state, necessary changes should be considered with a collaborative team effort that includes all stakeholders. More instructional support needs to be considered at the school level which will be instrumental to meeting and exceeding expectations on all levels. Also, this candidate may even consider restructuring our current organization to reach student achievement and success</p> |
| <p>Hopefully, we will select a candidate that is familiar with our community and has a high standard of expectation for staff and students. The ideal candidate should be a visionary who understands the "business of education" but also is personable (able to relate to parents, students and staff), supportive and will embrace the direction we need to charter in order to be successful as a district.</p> | <p>I feel that it is imperative that the person selected has a knowledge base for the families and community of Clayton County. It may serve as beneficial if that individual currently works or had previously worked in this school system. Complete and total investment in our students and families success is an essential factor. A genuine positive personality/spirit will be an asset to this school system</p> |
| <p>Whenever major changes are being considered in the district the servants (faculty/staff) within the district should have a representative to share in the decision-making process. A committee of servants should be created for this purpose.</p> | <p>Find someone that cares about the staff, student and the public. We work hard for our babies; they are ours for a certain amount of time. This should be known and seen by the next Superintendent.</p> |

Online Community Survey

Online comments from CCPS employees

| Comment | Comment |
|--|---|
| <p>We need someone with a strong instructional background. There is a need for an instructional leader. Our students can barely read and write, yet it is business as usual. We must find someone who is committed to the all stakeholders. The person must be professional and willing to made changes when principals and curriculum leaders are not competent</p> | <p>I would like for the superintendent to consider biweekly pay for employees as well as free or reduce lunch for employees. Finally the ISS position should be considered in elementary schools to help improve and maintain behavior management. Thank you</p> |
| <p>I want our failing schools to improve; our teachers to enjoy what they do; and the parents to feel like CCPS is a place that cares about the welfare of children</p> | <p>Someone who loves kids first. Someone who wants the best for Clayton County Schools and its employees' futures</p> |
| <p>Our future Superintendent needs to reside in Clayton County; change the public's perception of the district to attract quality educators; be able to build partnerships with the community to help revitalize the community; be able to get parent buy-in; be able to lead by example; be a leader and not a dictator; be knowledgeable about Special Education; be able to stand up to parents and not let them control ... <i>(continued)</i></p> | <p><i>(continued)</i> ... schools; be knowledgeable of how to support ELL students and families; be able to deal with discipline; be knowledgeable about instructional best practices; be able to train and equip Principals with the interpersonal skills necessary to retain teachers; show them what good leadership looks like so they can stop running teachers away; and give teachers time to do their jobs at work so they do not have to take everything home. Teachers have lives outside of the school building that matter!</p> |

Community Input Forums – Question #1

Tell us the positives and strengths of the Clayton County community and the School District?

| Comment | Comment |
|---|--|
| We have the best teachers / educators that really care about kids and are always there for us. | We are keeping up with the technology, very impressed and appreciative. |
| We have the best teachers in Georgia, but need to make sure we continue to pay them well and do what is needed to keep them. Starting to see things grow again in CC, the schools are the concrete in the county. | Multiple opportunities for success for students and teachers. Summer institutes for teachers. For students, CCPS has athletics, social studies & science fairs, etc. The use of technology and its availability are great. The tools for helping to be college and career ready. |
| Our history, infrastructure, CSU, everything is already laid out here. We need to continue to move forward. We have a good foundation. We need to build on our good. | We have very good teacher development. We have very good diversity that is good for development. We have very good technology. We have a lot of room for growth/opportunity. |
| Fantastic educators. Some employees get frustrated in not having the tools and or support needed, but staying anyway. We are not going to be neglected like before when the Board did not listen to us. | Should not be a rushed process-we may need an interim Superintendent. Diversity, teachers (being able to get to them), and infrastructure. Board Members looking out for teachers and students. |
| When I moved here to CC in the 80s, CCPS was second to none. We have state of the art facilities. Citizens that really care about our schools and educators. Connecting is important. Location is pristine. | We need someone who can lead the Clayton County School system into a global competitive arena by meeting the students needs for evolved educational development, and who is not afraid to challenge the politics that may alter the progression of our students. |

Community Input Forums – Question #1 *continued*

Tell us the positives and strengths of the Clayton County community and the School District?

| Comment | Comment |
|---|---|
| <p>Board of Commissions has a strong partnership and realizes the importance of this search and anything that the Chamber can do we will.</p> | <p>Diversity and closeness; I am an invested stakeholder (parent and employee)—would like an invested Superintendent as well.</p> |
| <p>Believes it’s going to take a village to change Clayton County; must be proud and support where you live—encouraging others to get out and be a part of the County/community</p> | <p>Primary location for exposure and experiences for our children—close to Atlanta; children exposed to various cultures, diverse population;. Wonderful student body (K-12)—children are great, they come to school to learn. Close knit love in the school district.</p> |
| <p>Enjoy CCPS, Principal at child’s school is personable stay informed about curriculum and able to reach out to child teachers (like infinite campus—able to keep up with grades & tests.</p> | <p>Clayton is a diverse community; robust center for transportation; opportunities in Clayton County. Clayton County has the opportunity of fulfilling the dream we all share; resources and people are here.</p> |
| <p>Clayton County is a jewel, everything is close to Atlanta; Clayton County has: (1) Affordability (2) Accessibility (3) Great Assets</p> | <p>Clayton is a jewel—have an opportunity to revitalize now; there’s room for improvement in Clayton County schools.</p> |
| <p>Clayton County has a good school system, should give more accolades to the school system—a lot of good teachers and administrators.</p> | <p>We have a close knit community—people know and have each other’s back, and people care about each other. There is a lot of love in the community.</p> |

Community Input Forums – Question #1 *continued*

Tell us the positives and strengths of the Clayton County community and the School District?

| Comment | Comment | Comment |
|--|--|---|
| Clayton County offers great opportunity with Community Services | Citizens are committed to Clayton County; spirit of community; growth | Assets in programs offered: e.g., Stillwell School of the Arts |
| Resources | Employees of CCPS | 21st Century classrooms |
| Location, Location, Location | Airport | Principal-Partner participation |
| Potential for greatness | Teachers returning to CCPS | Mock Trial Team |
| Beauty | Wonderful curriculum | Stability |
| Great teachers who are concerned for students | Parent University offers a lot of good information | Great resources and professional development for educators |
| Students with hope | Facilities of CCPS | Fiscally sound |
| Technology | Diversity in Clayton County | Location, location, location |

Community Input Forums – Question #2

What challenges must be overcome?

| Comment | Comment |
|--|--|
| Superintendent needs to engage in all areas good and bad. Have history of not doing a good job dealing with the bad issues. | Shift of the demographics in the community. Teacher leader retention is a problem. We have great teachers, leadership needs to be encouraged. |
| Overcrowding in the schools is serious. Attendance -if kids are not in school they are out getting in trouble. Uniforms - a decision needs to be made, too much time is being spent on making sure kids are in uniform. Vocational - we need to have a lot for the students that will seek technical jobs. | A problem solver be able to deal with - CCPS is a title I school district. Be able to deal with the diversity. Don't be so quick to change. Be able to work with teachers and teach teachers to work with parents. Be able to work in the inter-city what is good on one side of the county is not good on the other side. |
| Graduation rate. Need to raise the rate. Transient community. Need to meet with faith leaders to build a network. Meet with the business to encourage employing the students in summer time. Need to be able to deal with apathy. | Funding dealing with our teachers and administrators, needs to be looked at. Every school is so different and the number of teachers and counselors are not fairly allocated. Superintendent needs to get down into the numbers that funds are allocated the right way to the right place. |
| Class sizes it is a challenge. Demographics, students have needs. Class size needs to be managed to meet the needs of all students. | Find ways to cultivate teachers consistently across the district. |

Community Input Forum – Question #2 *continued*

What challenges must be overcome?

| Comment | Comment |
|--|---|
| <p>Need ways to attract more teachers. Too many classrooms have subs. Overcrowding. Bringing in outside vendors/programs needs to be addressed. Need to allow teachers to teach. Not everything is about test, test, test. Teachers have so much paperwork therefore not able to provide the care they need to the students.</p> | <p>Growth and the amount of students in classrooms. Influx of more students coming with school already overcrowded. Building going on in the community, so more students are coming. Teachers are bombarded with surveys and work sessions. The economic growth needs to be considered.</p> |
| <p>Feel rushed in classrooms no time to process. Teachers ask do you want to go to college. Should not feel pressured. In [another] County there were ways to find out about college. Teachers have lost hope in students. A school environment should be welcoming and inviting, encouraging to be more. My school is making me set up for mediocre life.</p> | <p>Teachers act as if they don't care. A homework assignment if you turn it in okay, if not okay. They are just there to for a paycheck, play videos, get on the computer or phone. A few care, only a very, very few. <i>How do you know they care?</i> Because they try to get us to sign up for other things like the Morehouse trio. If your grade is not good asking if everything is alright, do you need help?</p> |
| <p>At [another school] they had meetings with us about grades and college. At RHS we don't have information given to us. Asked how to study, more programs are needed for us to prepare for the future. Announcements are not made on how to prepare for the future.</p> | <p>All that has been mentioned should be seen as opportunity for at Superintendent. Gangs, discipline are changes. Retention of teacher is a problem. We are training our teachers with excellent professional learning, then they leave and other districts reap the benefits.</p> |

Community Input Forums – Question #2 *continued*

What challenges must be overcome?

| Comment | Comment |
|--|---|
| <p>Implement a program for the GA Milestone Test. Teachers feel stressed doing it the way it is being done now. Teachers feel they can't reach everyone. The ones they don't reach are getting in gangs, they are not reaching everybody. Education is not simple.</p> | <p>I have heard that someone is already in place. This should be a national search. Kids have new drugs, adults overlook don't know what they are. Gangs; need to identify the leaders bring them in and have a conversation, they do make deals. Kids want respect and love.</p> |
| <p>Survey is in English only. Two weeks for the survey is not long enough. One week with two public meeting is not enough. Lack of civic organizations and students on the committee.</p> | <p>Apathy of teachers. In [another district] I see apathy with administrators. But at CCPS it is; do this or it will go in your TKES. This is affecting the students. Need to be a community person, someone that loves CCPS students and gets out in the trenches and help our students.</p> |
| <p>Image of CCPS. Distrust of parents and community. Low level of parental involvement. Be more service oriented because of transient community. No elementary discipline procedure. Relation of county leaders. A cloud of community against charter schools. The Board is slow on taking a stance on a Superintendent.</p> | <p>My children have been here about 4 weeks. I'm afraid for my kids, I need to get my kids out after everything I hear today. Thank you to the teachers. It is difficult for them to manage. Teacher retention is important. Need to boost moral and support, so teachers stay. Rally around our teachers. Need to have more community meetings. Survey not diverse enough.</p> |
| <p>Need to promote the positive of CCPS</p> | <p>Morale – need to promote upbeat energy</p> |

Community Input Forums – Question #2 *continued*

What challenges must be overcome?

| Comment | Comment |
|--|--|
| Transparency is needed. There has been too much hush the last few years about this and that. Bullying from the Area Superintendent to school staff. Need to have consistently there is too much moving around of principals. | Superintendent and Administration should be more visual in schools – visit school more often – be approachable - |
| Redistricting of CCPS – needs to be done | Teachers not feeling supported |
| Grades going down | Benefits & Pay; need to go to Bi-monthly pay |
| Test scores | Need to bring in new programs |
| Teacher vacancies | Vocational opportunities lacking need to bring back |
| Need to hold students accountable | Need professional development for Administrators |
| Teachers need to be able to teach–Micro Managing getting in the way | Teachers being pulled for meetings taking away planning time |
| Special education programs–students not getting what they need | Discipline—Administrators more concerned with test scores than discipline |
| More parental involvement; better communication with parents; parents not feeling welcomed | Parents not feeling welcome or needed |
| Closed retail sites within CC | Accountability—expectations are low |

Community Input Forums – Question #2 *continued*

What challenges must be overcome?

| Comment | Comment |
|--|--|
| <p>Looking for transparency in a new Superintendent. The community needs to be encouraged to be engaged. Meetings need to be held on the south end of the county sometime. Need to have the candidates engage with the community during interview process. - We have the best teachers in Georgia, but need to make sure we continue to pay them well and do what is needed to keep them. Starting to see things grow again in CC, the schools are the concrete in the county.</p> | <p>Parent has four children in the school district—two of them are artistic—two kids in the same grade attends different schools, need more stability in the school district. Parent also states that after paying \$50 to be involved in school, she is still unable to support the school—parent participation should be structured to help with the classroom. Need more consistency around changes in the school system. Believes the County is losing assets in a parent and a disservice to a child.</p> |
| <p>Overcrowding in the schools, serious. Attendance, if kids are not in school they are out getting in trouble. Uniforms a decision needs to be made, too much time is being spent on making sure kids are in uniform. Vocational we need to have a lot for the students that will seek technical jobs.</p> | <p>School system need better structure for parents with children with disabilities. (i.e. structure as in how a parent can get involved—collaborative) Put a system in place that allows collaboration to live and exist in the schools. Finding ways to actually engage in meaningful participation as parents.</p> |
| <p>Teacher retention—over two hundred vacancies and zoning are issues the new superintendent need to work on (ex: their son travels 9-10 miles to school</p> | <p>Superintendent and Board should collaborate more with the community to help meet goals.</p> |
| <p>Budgeting issues — the libraries needs more work and more online access as parents; need more parental involvement but there is a deterrence from CCPS with parental involvement as parents has to pay the background fee of \$50 - maybe grants could be considered to offset fee for those who cannot afford to pay for it.</p> | <p>Collaborate as a community to deal with societal issues that are brought in from the community into the school district that hinders teaching and learning. Gain and/or create an instructional force to help with teaching and healing process both externally and internally to restore trust in the school district.</p> |

Community Input Forums – Question #2 *continued*

What challenges must be overcome?

| Comment | Comment |
|---|---|
| Utilize the new superintendent to collaborate with PTA's and PTSA's—hire more teachers because teachers are overwhelmed in most cases with the teacher/student ratio, paying our teachers fair pay, need more development training and build morale. | Support the national search, born and raised in Clayton County and the county has both pros and cons. May want an outside person with a new perspective—revolving door of teachers, schools and complications in pay – you must pay your teachers. |
| Teacher turnover rate is creating craziness. Discipline is out of control—got to do something better. | Person believe there's hesitation with the national search due to the candidate being far away. |
| Discipline issues within the school—conduct tribunals and look at teachers that are not committed to teaching and engaged. It's hard for students to pass the GMAS when teachers are spending more time disciplining instead of teaching our students. | Against uniforms—wants get rid of uniforms in Clayton County—the kids should be able to make their own decisions about what to wear; believe the new superintendent should allow children to dream, she has to be a visionary |
| Rezoning—look into Fayette and Henry counties rezoning plan when rezoning is considered for CCPS. White Academy is over about 1400 students now and the county really need to look at where kids are coming from and remove them like other districts if they do not live within the county—Lovejoy is also overcrowded and not adequate to hold all students and more critical for math and science classes. | Person should be familiar with Clayton County culture—hire within the County someone who know the students/system and know how Clayton County operates. Bringing someone in from the outside would be great but doesn't know the culture of Clayton County Public School. Someone who already knows the organizational culture. |
| Must deal with overcrowding in the schools; partner with decision—involve community | Superintendent should be prepared for teachers leaving the school district to teach in other districts; need more money and resources |

Community Input Forums – Question #2 *continued*

What challenges must be overcome?

| Comment | Comment |
|---|--|
| Face challenges with finances; changes in education funding—example: need someone adaptive and have a broad focus in CTAE-Career Development and offer student broad opportunities and take a look at what students are seeking; someone who reaches out to the community to bring about change and have great leadership | Superintendent need to know how to operate and deal with gangs in Clayton County and allow uniforms to cut down on gangs wearing their colors to school and students being bullied; believe Clayton County has an overcrowding issue; want new Superintendent to be more involved and put things in place to allow administrators to teach instead of doing other activities |
| BOE member should clear out voicemail so constituents can reach her; Superintendent (he/she) should be innovative—a mover and shaker; don't instill fear in parents, work together with staff, do not alienate parents/stakeholders from the schools; address crime; request for BOE to take time with the process, don't hurry, be fair and open | Challenges with dropout rate—need to be addressed; need early intervention measures; transient community; a lot of kids are homeless and need special attention; stabilize the issue with homelessness; Superintendent has to have the ability to articulate the concerns at the State Capitol |
| Regarding accreditation and CCPS academic achievement plan—want the new Superintendent to embrace the plan for 2013-2017 on the website and that person should determine if the plan is right for us | Parent stated it's hard to find programs to enrich kids in the summer in Clayton County without going outside of the County; find programs or businesses to help with kids to help with crime |
| Superintendent should be prepared for teachers leaving the school district to teach in other districts; need more money and resources | |

Community Input Forums – Question #3

What attributes and skills would you like to see in the next Superintendent?

| Comment | Comment |
|---|---|
| <p>In the last sixteen years we have had five Superintendents. We need be better at vetting a leader. What we have been seeing is control, need to move more to having a leader. One who leads by example; how have you lead your previous district how are you going to inspire us.</p> | <p>This is a great district. Need someone who can cultivate the state holders, someone who teachers can trust and parents of this district. Now there is not direct line of communication to have voices heard.</p> |
| <p>Looking for transparency in a new Superintendent. The community needs to be encouraged to be engaged. Meetings need to be held on the south end of the county sometime. Need to have the candidates engage with the community during interview process.</p> | <p>Recognizing talent. Have an advisory board with members of the community. Communication; the community web site not user friendly. Athletics recognize female athletic matter. Board Members are elected, so pay attention, and hold them accountable.</p> |
| <p>Not treat the parents as ignorant. Have an open dialog, listen to the people you are here to serve. Have fresh ideas, allow teachers to open up and bring in new ideas, so kids feel welcome and safe. Don't come in changing everything. If this is working then leave it. If this is not working change or improve on. Someone who is willing to put in roots, not just collect a check.</p> | <p>A problem solver be able to deal with - CCPS is a title I school district. Be able to deal with the diversity. Don't be so quick to change. Be able to work with teachers and teach teachers to work with parents. Be able to work in the inter-city what is good on one side of the county is not good on the other side.</p> |

Community Input Forums – Question #3 *continued*

What attributes and skills would you like to see in the next Superintendent?

| Comment | Comment |
|---|---|
| Skills of being flexible. Allow more teacher leaders in schools as teachers not bullies. | Board Members should adopt same attributes. The board needs to make changes too. |
| Still need to recognize that we are looking for change. How have you implemented strategies that lead to improvement? Creative, Innovate, Solutions orientated, open to others. | Brave enough to allow teachers to teach. Know the difference, able to identify what is working. Allow teachers to be successful. Expectation of accountability in CCPS. Visibility in the classroom. |
| Leave politicians alone they will do what they want. We the voters need to be aware - If we take ownership elect the right people to Board – if we don't we get what we deserve. | Committed to kids. Do they have corporate ties? Will they stand up against State mandates, if needed? Live in county, be an educator multi, culture. |
| Strong! Considerate, honest, sincere. Parents, please it takes the community we need to work together. More people need to be involved. | Act like an owner. Inspires others, develops self and others. Open to say when they need to research something. |
| Good interpersonal, open to meeting with parents, students and teachers. Get out in the schools get out of the office meet with people. A plan on how to improve scores and safety. Students at top priority - and Board the same. | Good listener dialog with teachers and students, approachable. Patient, safety issues. Culture, trust, patience, cares about professional develop of staff. Great communication skills. |

Community Input Forums – Question #3 *continued*

***What attributes and skills
would you like to see in the next Superintendent?***

| Comment | Comment |
|---|--|
| Look at resources, support services and utilize social workers | Know what is going on in school and be visible in schools |
| Someone who is well-rounded, focused on education and educated as well. Someone who has corporate experience that can focus on teacher retention. Someone who can have our institutions focus on academics in a way that takes so much pressure off discipline. | Listen to community and stake holders. Transparent, integrity, and assertive. Board to make sure the word gets out to more teachers, community. Don't disregard the survey. Want more meetings like this, in multi-language. |
| Live in Clayton County | Help parents be parents |
| Take CCPS to the next level | Understand the Vision & Mission |
| Have a good game plan for College Ready | Truly Care about the students - not just here for a job |
| Understand the South (culture) | Be a leader not a dictator |
| Listen to the parents. | Have an open-door policy; be personable; be a "people person." |
| Bring kids to a diamond level. Experience in responding to all. Experience in multi- language and social media. | Superintendent should have super organizational skills and highlight what the county is doing well and what should get better. |

Community Input Forums – Question #3 *continued*

What attributes and skills would you like to see in the next Superintendent?

| Comment | Comment |
|---|---|
| <p>Business thinker of education with a heart—we are a business in the business of educating our children. Good customer service is part of a business being conducted in education; knowing & understanding the purpose of education, ensuring our citizens (students) has the 21st century skills to compete globally, someone that’s a root cause finder; instead of placing band aids on issues, we truly need someone that’s able to figure out feasible solutions to make our district better for our children here in Clayton County.</p> | <p>Able to understand the challenge of bringing in new businesses—understanding the classroom structure and curriculum. Instill a level of trust for incoming businesses would only increase the tax base and the contributions that the school would receive in light of the FAA SPLOST - revenue that may be taken from Clayton County Public Schools. New superintendent should spotlight what CCPS does well, aggressive media strategy. Identify areas that needs improving and make the public aware that those problems are being addressed.</p> |
| <p>Visibility, showing up at schools and taking meetings with stakeholders; ask questions from stakeholders and values the concerns of the community.</p> | <p>Bridge a gap between the educational system & businesses. Need more participation from the community at large.</p> |
| <p>Superintendent should have teaching experience; able to work with children; able receive information from the State and apply in classroom and work well with others</p> | <p>Superintendent with a proven track record in dealing with a diverse community; able to deal with lower social economic level and has high expectations and high motivation</p> |
| <p>Superintendent should be able to sit at a table with different businesses to start up training programs for students in the schools—programs in schools that are early training for jobs to help students learn certain skill sets to live; participate in community meetings and partner with local businesses; Superintendent should be able to revitalize education programs</p> | <p>Superintendent should live in the County; should be someone to be there for us and with us; protect us from SACS and a Board that doesn’t fight—need a mover and a shaker (*Superintendent must have a vision—how to address crime and play a role in engaging with the Board)</p> |

Community Input Forums – Question #3 *continued*

***What attributes and skills
would you like to see in the next Superintendent?***

| Comment | Comment |
|---|--|
| Superintendent should be relevant to what’s going on—not too old and not too young | Superintendent should motivate and find a way to get parents involved |
| Collaborative—able to reach out to other businesses; visible—let teachers see them and students able to see leadership | Address issues with students not having all the school books that they need; Superintendent should be an high energy person; identify and properly managed resources |
| BOE should find a Superintendent that they can get along with; person should be a consensus builder; present a plan and action that BOE can support; leads; directs and manages school system with the support of the Board—the Board should consider errors made in the past | Superintendent should not alienate national programs such as the PTA; alienate NAACP in the County; diverse enough to work with different national programs; Superintendent should have the capacity to work with all stakeholders particularly with all the community |
| Superintendent should be engaged and approachable; acceptable to feedback and flexible with time; be flexible with the community (*Capacity to identify and motivate change when something is working and not working) | Superintendent should be tech savvy and understand changes that are happening in Education—things that are going to benefit children—understanding the changes in technology |
| Superintendent should find out why “Johnny” can’t read ... | Encourage Superintendent to live in Clayton County |
| Superintendent should come from a culturally diverse background—a candidate that can embrace a diverse community and multi-lingual | |