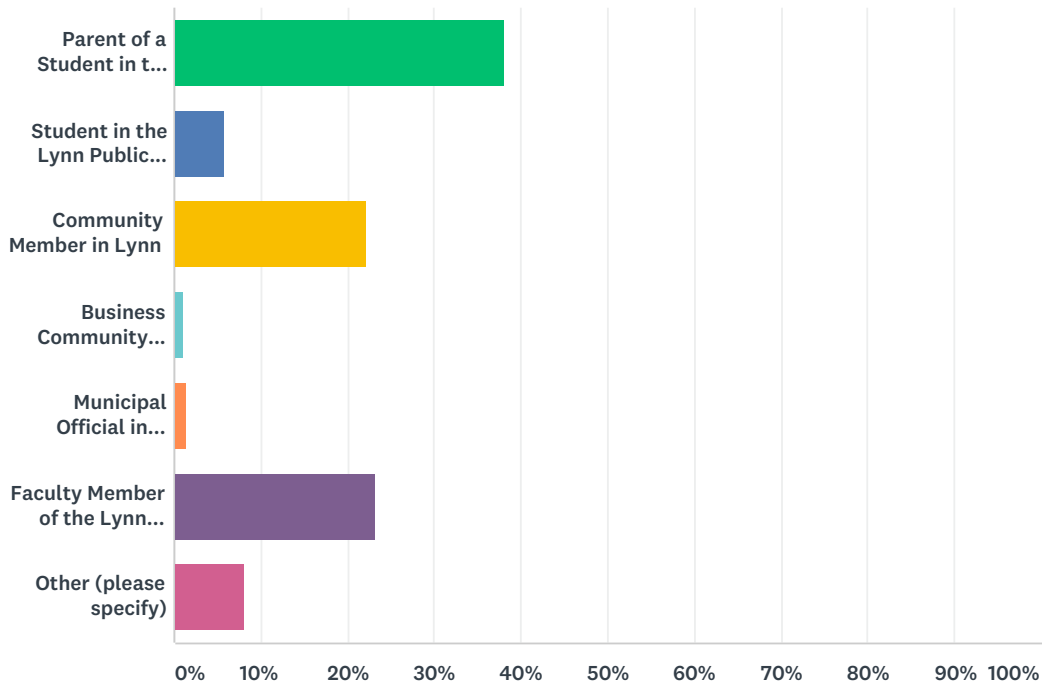


LYNN SUPERINTENDENT SEARCH SURVEY

Q1 Thank you for linking to this survey and to providing feedback to the Lynn Superintendent Search. Please check the category below that best describes you.

Answered: 207 Skipped: 0



ANSWER CHOICES	RESPONSES
Parent of a Student in the Lynn Public Schools	38.16% 79
Student in the Lynn Public Schools	5.80% 12
Community Member in Lynn	22.22% 46
Business Community Member in Lynn	0.97% 2
Municipal Official in Lynn	1.45% 3
Faculty Member of the Lynn Public Schools	23.19% 48
Other (please specify)	8.21% 17
<b>TOTAL</b>	<b>207</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Community Member Business / Municipal-affiliated Community Member Parent of soon-to-be LPS student	3/27/2018 11:49 AM
2	Retired Lynn teacher.	3/23/2018 9:30 AM
3	A product of the Lynn Public School System. Graduated from lehs in 2014.	3/23/2018 12:39 AM
4	Retired school principal	3/22/2018 9:07 AM
5	Product of the Lynn Public Schools	3/20/2018 1:50 PM
6	Former LPS student, graduate of LCHS class of 2010, Lynn resident:	3/18/2018 1:31 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

7	Home owner who pays lynn taxes.	3/16/2018 9:16 AM
8	Retired	3/15/2018 12:36 PM
9	Retired Lynn school teacher	3/14/2018 6:24 PM
10	Not-for Profit Community Based Organization that services children ages 1month to 14years funded by the Dept. Of Early Education and Care	3/9/2018 2:16 PM
11	Parent and Faculty Member	3/8/2018 8:52 PM
12	retired educator	3/8/2018 6:12 PM
13	Grandmother of a student	3/6/2018 11:50 PM
14	monkey	3/6/2018 9:21 PM
15	Parent if children that attended and graduated from Lynn Public schools, has lived here since 1985..home owner.	3/6/2018 8:46 PM
16	Grandparent of 2 students. Father of 5 graduates of Breed Jr. High & Lynn Classical.	3/6/2018 8:18 PM
17	Former Faculty Member of LPS	3/6/2018 8:14 PM

LYNN SUPERINTENDENT SEARCH SURVEY

Q2 What are the strengths of Lynn and the Lynn Public Schools that the next superintendent should appreciate, respect, and preserve?

Answered: 195 Skipped: 12

#	RESPONSES	DATE
1	Throughout the 8 years my daughter been in the lynn public schools I have found the biggest strength has been STRONG, SUPPORTED, AND DEDICATED TEACHING STAFF.	3/28/2018 10:17 AM
2	The only strength in the LPS is the teacher's union that has managed to retain the ridiculous and outdated bumping and bidding policy that is so harmful to the kids.	3/27/2018 1:30 PM
3	Culture and diversity should continue to be embraced, as should the fluctuations and differences in learning curves.	3/27/2018 11:49 AM
4	Diversity	3/27/2018 10:54 AM
5	A strength of LPS is the ongoing availability of professional development.	3/27/2018 10:10 AM
6	Diversity and perseverance	3/27/2018 9:26 AM
7	Children,staff, community	3/27/2018 8:20 AM
8	Professional Development opportunities	3/27/2018 8:08 AM
9	Principal autonomy - such as it exists.	3/27/2018 8:05 AM
10	Connection to the students- as teachers, we really dig deep to try to make connections to these students.	3/27/2018 8:01 AM
11	Diversity. Excellent and dedicated teachers.	3/26/2018 8:58 PM
12	diversity as a strength, meeting multilingual needs, supporting community interaction and use of the lynn public schools through programs like the Lynn Community Enrichment Program and community schools	3/26/2018 3:37 PM
13	The city of Lynn is full of hardworking people who appreciate community. The Lynn schools promote this, including our private schools. The new superintendent should appreciate the city of Lynn and all it has to offer.	3/26/2018 1:37 PM
14	The next superintendent should appreciate: a. the hard work of the teachers b. respect the people that he or she will work with c. preserve what has already been done in the city of Lynn, but also make improvements that will benefit teachers and students	3/24/2018 8:08 PM
15	Dedicated staff and administrators.	3/23/2018 7:37 PM
16	The dedication of it's teachers and principals. Children come to school very often not prepared and teachers are expected to fill in the gaps with their own money, no additional prep time and often without the support of the administrators. Parents are not always willing to help their children or their school so many things and efforts are placed back on the teachers.	3/23/2018 9:30 AM
17	The city tries to incorporate the many different races that make up the cities population into every school by allowing out of district children to be placed into the schools of the families choice as long as there is room for them.	3/22/2018 7:09 PM
18	Great teachers and educators. Parental involvement	3/22/2018 5:42 PM
19	We have really strong PD and as a result, teachers. These need to continue. Our curriculums are a work in progress and are constantly evolving into better documents. The principals need more autonomy to make the best choices for their school that they know so intimately.	3/22/2018 4:22 PM
20	Lynn has a very developed curriculum that has been matched with extensive teacher training. Use of real time data has focused interventions where needed	3/22/2018 9:07 AM
21	The diversity, the different abilities of the students, dedication of some of the parents, the staff's dedication to the students	3/21/2018 8:29 PM
22	Diversity	3/21/2018 6:40 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

23	The committed staff that work daily to educate the students of Lynn. The strong specialize programs that the school district offers to our students are vital	3/21/2018 4:49 PM
24	Our Arts programs - visual art, music, instruments, drama. People are amazed to learn that a big district like Lynn offers so many arts opportunities. It truly gives the students here experiences and an outlet that many would not otherwise be able to experience. Not to mention the benefits it has on attendance and graduation rates. Also the willingness to take in any student. The diversity here is amazing, and the sanctuary that we encouraged to provide for our students in troubling political times is one of the things that makes me most proud to be an LPS teacher.	3/21/2018 1:59 PM
25	The new superintendent needs to reflect the needs of the students and should come from a background that is similar to the students they serve. Ideally, the new superintendent should be someone from Lynn, someone who clearly understands and LISTEN to the needs of the students and faculty, and because the city of Lynn is so diverse, it should be someone who identifies as a person of color.	3/21/2018 1:38 PM
26	The teachers are kind, hard working group. They work to encourage all students to do their best everyday.	3/21/2018 1:20 PM
27	teachers	3/21/2018 11:33 AM
28	The diversity of our student body.	3/21/2018 11:28 AM
29	strengths of Lynn are the ocean, lynn woods, the downtown, arts and cultural district, diversity. The strengths of Lynn Public Schools is that most of the teachers are here because they love Lynn and the students here. its more like a calling for them.	3/21/2018 11:17 AM
30	Lynn is an urban, diverse population of a vast combination of students in 2 parent, strong middle class homes with involved parents, to students in the DCF care with no family supporting them with incredibly neglectful pasts, to students who do not speak English well and have almost no prior school experience at every level. The new superintendent needs to have experienced this urban setting as a teacher and administrator to fully appreciate how important it is to support the NEEDS of all students and teachers at every level to help them succeed. Look for the strengths and weaknesses of every category and provide resources for each to learn at the very highest level.	3/21/2018 9:37 AM
31	The dedication and commitment of the school staff	3/21/2018 8:28 AM
32	The diversity, the hard work put in by all staff	3/21/2018 8:15 AM
33	The superintendent should preserve the lynn English dress code	3/21/2018 12:19 AM
34	Security in schools	3/20/2018 9:03 PM
35	What is in place now that is working should stay that way. Not change things because they think it is best	3/20/2018 7:53 PM
36	Lynn public schools is very well rounded in its openness with students and parents alike. There is an abundant lack of discrimination that goes a long way in the system.	3/20/2018 7:28 PM
37	The vocational attributes of getting students into the work force right out of high school through all Lynn Public Schools.	3/20/2018 6:57 PM
38	Diversity	3/20/2018 6:46 PM
39	Highly dedicated, unappreciated, over worked, giving, trained staff	3/20/2018 5:58 PM
40	The hardworking teachers	3/20/2018 5:20 PM
41	Lynn is very diverse. The schools have some really good teachers. The schools provide a good amount of professional development.	3/20/2018 3:54 PM
42	respect for teachers, students and administrators.... that has been lacking under the current Superintendent	3/20/2018 3:51 PM
43	The strength of the Lynn Public Schools is the students and their incredible personalities and specialties. Piggy-backing on their strengths is the strength of many of the faculty, who are dedicated individuals who love working in Lynn. Many of the faculty look beyond the student's baggage and circumstances to see what they are capable of and really raise the bar to see them reach their potential.	3/20/2018 2:50 PM
44	appreciation and respect for the diverse, urban population	3/20/2018 1:50 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

45	First Dr.Latham did an excellent job! The next superintendent hopefully will keep in contact with the parents and students on important issues. Communication is most important to me, that and making sure the walk ways and cross walks are properly cleared after a storm.	3/20/2018 11:13 AM
46	Diversity. But not only in the people, but in the interests. Schools tend to focus on sports but we need to remember the arts, especially music. Our music departments are doing well and need to continue to be uplifted and supported. All the way from elementary through our high schools.	3/20/2018 10:18 AM
47	The dedication of its teachers, diversity of its students, growing nature of its music program, new building at Marshall, value of its support services for mental health and social work	3/20/2018 10:07 AM
48	Student and teacher safety is a priority. Improve communications!	3/20/2018 9:59 AM
49	Transparency within the school committee and inclusivity with all members	3/20/2018 8:51 AM
50	Diversity, creativity of teachers,	3/20/2018 6:14 AM
51	Diversity	3/20/2018 2:03 AM
52	Academic excellence	3/19/2018 10:32 PM
53	Lynn Public school teachers are hard working a dedicated professionals. They care about these kids and the future of our great city. A good Superintendent will respect these teachers as professionals, listen to them, and support them in brightening the future.	3/19/2018 9:48 PM
54	Special needs teachers (IEP)	3/19/2018 9:48 PM
55	Special Education programs are great!!	3/19/2018 9:28 PM
56	The strengths of Lynn are - • Diversity of the People • The City's natural resources (Lynn Woods, Beach, the abundance of Parks and open space, etc.) • Proximity to Boston and the colleges • Lynn's history As much as I love the City, I'm not impressed with the LPS. The schools do not have many strengths outside of their caring teachers and hard working maintenance staff.	3/19/2018 8:10 PM
57	The teachers in the LPS system are dedicated to empower their students with the best education. They work tirelessly to differentiate their lessons for what each student or group of students need.	3/19/2018 7:59 PM
58	diversity	3/18/2018 9:35 PM
59	Diversity, self expression, creativity, integrity.	3/18/2018 1:31 PM
60	Lynn is a strong community that cares for its people. We should be proud to be Lynners and give back whenever we can.	3/16/2018 10:01 PM
61	Communication both to parents & students	3/16/2018 8:55 PM
62	THE CHILDREN. We are not here to promote adult agendas, political agendas, or cater to influential people in the community. We are here to give our kids the best education we possibly can. We are here to protect our children to the best of our ability. We are here to keep the interests of the KIDS in our heart, and no one elses.	3/16/2018 4:15 PM
63	Diversity, history, cultural inclusion and climate of care.	3/16/2018 10:17 AM
64	Keeping there pay reasonable so that our city budget doesn't go negative again.	3/16/2018 9:16 AM
65	Leadership, willing to help disabled Keep a clear mind for all alternatives	3/16/2018 3:02 AM
66	That the children are what's important and should not be labeled for disabilities and pushed aside... I also believe the children need to be educated on how serious bullying is and it not be pushed under the rug like I've experienced with my child that is being bullied	3/15/2018 10:10 PM
67	Staff educating selves to try to manage and care for Increasing volume of special needs and ESL learners, increased social service, DCF, and psychiatric needs	3/15/2018 9:34 PM
68	LPS strives to achieve the highest academic standards and the teachers are overworked but very much appreciated. The school committee members are professional and represent the Lynn population well.	3/15/2018 9:34 PM
69	The rules and discipline maneuvers of each school.	3/15/2018 8:22 PM
70	New mayor new superintendent so honestly a dead guy is better than those 2 idiots	3/15/2018 7:25 PM
71	Involved parents	3/15/2018 6:14 PM
72	I don't think they have any.	3/15/2018 4:50 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

73	The diversity of students	3/15/2018 1:03 PM
74	Teachers	3/15/2018 12:36 PM
75	Diversity	3/15/2018 12:15 PM
76	Lynn is a culturally diverse community where folks come together to support one another in a time of need. Lynn Public Schools have excellent opportunities for communication between the school & the home.	3/15/2018 8:46 AM
77	The bond that the teacher's and students have as the year goes on to visit all schools	3/15/2018 12:58 AM
78	The diversity of our city and kids.	3/14/2018 9:50 PM
79	Diversity. Our children's desire to learn. The Music and Arts programs are exceptional and should remain a priority.	3/14/2018 9:26 PM
80	Religious, linguistic, and ethnic diversity Walkable, neighborhood schools Commitment to educating every student	3/14/2018 9:08 PM
81	The diverse population makes the superintendent's job very complicated. We are an inner city school system but some of our schools are located in middle class neighborhoods. The superintendent needs to focus on understanding the needs of both of those populations.	3/14/2018 6:24 PM
82	resiliency, commitment, and caring	3/14/2018 6:13 PM
83	Diversity and especially our English learners. The current superintendent (and former mayor) has not respected the value and contributions of these students. We can ALL learn from them!!	3/14/2018 6:08 PM
84	Love of the teachers for their students and respect that overcrowded classes hinders a child's learning..	3/14/2018 5:11 PM
85	Diversity Strong student commitment to learning	3/14/2018 2:55 PM
86	STEM should be heavily implemented throughout all schools in order to promote science education and inquisitive nature of students	3/14/2018 2:03 PM
87	He or she should make his or her own judgment of this city	3/14/2018 1:58 PM
88	Afterschool extra help has saved my daughter's grades would like to see that program remain. Love the strong music programs.	3/14/2018 1:39 PM
89	Diversity, hard work, hard work in the arts community	3/14/2018 1:08 PM
90	Hands on learning, integrated classrooms, sports and arts	3/14/2018 12:55 PM
91	How Lynn strives for mediocrity year after year.	3/14/2018 12:38 PM
92	You need to preserve the fabulous teachers. The curriculum seems appropriate for my elementary aged children.	3/14/2018 12:16 PM
93	I feel they should be approachable and knowledgeable of the students and parents in each community.	3/14/2018 12:11 PM
94	Diversity of the community including cultural differences and languages	3/14/2018 12:04 PM
95	Model of uniformity of programming across schools for the most part. Work ethic and dedication of all staff: administrators, teachers, clinicians, nurses, social workers, cafeteria workers Talented and committed students despite social-economical obstacles Parents who want what is in the best interest of their children	3/14/2018 9:47 AM
96	The progress that Superintendent Latham established	3/13/2018 5:44 PM
97	Awareness, stability	3/13/2018 1:56 PM
98	I've been living in Lynn for 12 years and every time there's a snowstorm it seems Lynn is the last place to clean up and when they go buy a driveway they go by and they push all the snow into somebody's driveway instead of passing it I don't think that's right	3/13/2018 11:53 AM
99	Diversity	3/12/2018 10:30 PM
100	Diversity, culture, community atmosphere	3/12/2018 9:23 PM
101	Diversity, various learning styles,	3/12/2018 5:33 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

102	The diversity of this city has always been something to be proud of. Although we have had more influx of foreign students we still need to be able to provide housing and education without taking away from our "established" student body.	3/12/2018 3:38 PM
103	Students come first.	3/12/2018 3:09 PM
104	Diversity and its teachers	3/12/2018 12:35 PM
105	Full Communication with Parents -	3/11/2018 9:55 PM
106	Our commitment to all students	3/11/2018 7:23 PM
107	They should focus on the children and their safety. I was appalled that the previous superintendent put the lives of the children by not calling off school when no kids should have had to go or to have it be called an unexplained absence. Kids first, all other things last.	3/11/2018 6:17 PM
108	Diversity.	3/11/2018 1:31 PM
109	Preserve and appreciate the work that has been accomplished in standards based instruction. Appreciate and respect the time that goes into this high quality instruction and keep that in my mind when there is a request for salary increase.	3/11/2018 12:03 PM
110	Individualize instruction Social/emotional well being of all children	3/10/2018 8:31 PM
111	Social/emotions and mental health sensitivity	3/10/2018 8:31 PM
112	Understanding the needs of a diverse population of students that includes a significant amount of homeless students	3/10/2018 4:15 PM
113	Someone who will grab the reins and take charge make sure there's a change for the good	3/10/2018 7:59 AM
114	The people of the city is it's greatest strength. The teachers, paraprofessionals and therapists are the greatest strength of the Lynn Public Schools. The next superintendent should know the people and neighborhoods of Lynn. They should know of Lynn's rich diversity and have a knowledge of the vast financial scale it's citizens have. We have a large population that lives at or below the poverty level.	3/9/2018 8:46 PM
115	Music and arts will strengthen math skills and english composition skills.	3/9/2018 2:47 PM
116	Meaningful Collaborations with outside partners Family Engagement Opening up schools for the community Educating parents /Parent University On site wrap around services Social and Emotional/strength based practices School climate Accountability principals/teachers Systemic policies that are practice throughout the system Hiring of minorities Minorities in administration	3/9/2018 2:16 PM
117	Multiculturalism and diversity in every way must be appreciated to leverage the talents and viewpoints all our families bring to LPS.	3/9/2018 6:57 AM
118	The clerical workers. When one leaves or retires, they should be replaced.....not hire 2 more administrators.Why do you think	3/9/2018 12:24 AM
119	Diversity, strong community cultures, technology	3/9/2018 12:02 AM
120	Hard working teachers and very supportive administrators.	3/8/2018 11:15 PM
121	Inclusivity, different opportunities for all students, autism support	3/8/2018 11:05 PM
122	Teachers are not only dedicated to their jobs but to furthering their education via professional development and grad courses.	3/8/2018 9:57 PM
123	Diversity, talent, unity, and great scholars.	3/8/2018 9:17 PM
124	Special education	3/8/2018 9:10 PM
125	There are none. Bring a more equitable thought process to the schools and think about them. Not the amount of money the government will give you	3/8/2018 8:26 PM
126	Diversity	3/8/2018 8:21 PM
127	Great teachers	3/8/2018 8:03 PM
128	Communicate better with and listen to the concerns of they teachers, staff, parents, and students. Priorities the concerns and find a solution. Meet with each school to identify their issues.	3/8/2018 7:07 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

129	Diversity local people who care in schools and out. The bussness who contribute to the schools. The coaches in the schools who are from LYNN and know Lynn. The new super should have ties to Lynn Bussiness and Lynn families.	3/8/2018 6:58 PM
130	Dedication of faculty to want to improve the lives of their students, not just academically but with life aspirations.	3/8/2018 6:12 PM
131	teaching staff, student diversity	3/8/2018 6:12 PM
132	The dedication of teachers, our diversity and	3/8/2018 6:04 PM
133	Teachers	3/8/2018 5:51 PM
134	That all children should be treated fairly and equal. Lynn has a history of deep roots and should be a place of respect. Lynn has alot of history to offer its students and schools should include that in their teachings	3/8/2018 5:25 PM
135	The Superintendent should be polite and treat people correctly without vindictiveness	3/8/2018 5:24 PM
136	Strong community involvement Dedicated teacher and support staff	3/8/2018 5:14 PM
137	Diversity throughout the district with quality teachers	3/8/2018 5:05 PM
138	Student centered education with high value in creative learning, including the arts across curriculum for all students.	3/8/2018 10:35 AM
139	Lynn is a very diverse community between income and ethnicity. This person should be able to acknowledge all backgrounds, treat all with due respect and fairness as well preserve yet improve how the many students have the chance to be a value to our city and deserve the best education.	3/7/2018 11:19 PM
140	Not sure there needs to be change in how the schools are run	3/7/2018 11:01 PM
141	We have the best special education Dept in the Cminwealth of MA...with that being said we need a Superintendent whose willing to help the parents, children, and entire Sped staff...Sped has a huge budget which is mandated by law to be spend in a specific way; not to be taken from the Dept...we have a great acting director Lynn Catarius who has the utmost ability to lead LPS Sped into the future...we've had acting directors and deserve Lynn to be appointed as our leader...she's been the best thing that's happen to Sped since the Danny Driscoll days of pulling LPS out of a consent decree with his team...we deserve to have a permanently appointed Direvtion aka Lynn Catarius...she stands up n gets it done without any reservation!!! We need a superintendent who has experience with spec ed n how it works...we've been cute office help wrongly due to retirements...a superintendent who meets with all depts once a month from the peons to the Dept head to ensure healthy working environments n needs of the Dept...a Superintendent shoykd not be forming opinions on employees n firing them without hearing both sides of the situation - an approachable superintendent! One who does not dictate, bully, or form opinions of an employee without hearing both sides n moves to terminate employment of an innocent employee...one who has some type of experience in psychology n how to deal with children, parents, n ALL employees w/o jumping n making LPS liable for u fair labor conditions...a personable individual!!	3/7/2018 10:56 PM
142	Diversity n leadership	3/7/2018 10:56 PM
143	Multicultural	3/7/2018 10:56 PM
144	We are strong but everyone has limits	3/7/2018 10:42 PM
145	Strong music and arts programs	3/7/2018 10:25 PM
146	diversity of all sorts (racial, linguistic, and economic) and the dedication of Lynn teachers	3/7/2018 9:06 PM
147	The school comittee is up for change that will benefit the schools and children of Lynn. The voice of the community is always loud and spoken.	3/7/2018 9:05 PM
148	No bullying	3/7/2018 7:52 PM
149	Lynn has a very diverse population with many different nationalities and cultures. I feel the new superintendent should appreciate and respect that the curriculum should be geared to all so that their cultures don't get lost in the political aspects of the position. I feel that children are like sponges and want so badly to learn that we should teach them others cultures and customs at a young age.	3/7/2018 7:49 PM
150	Security	3/7/2018 7:44 PM



## LYNN SUPERINTENDENT SEARCH SURVEY

151	The teachers are part of the strengths. We have dedicated staff who not only teach in some deplorable conditions but care and nurture the students. appreciate the hard work of our schools and the personal strides we make each day for the students.	3/7/2018 7:32 PM
152	Someone who is diverse in their thinking and not a Donald Trump Supporter. A person who will represent all constituents no matter their color etc....	3/7/2018 7:09 PM
153	High School choice, disciplined and well run High Schools, strong music program.	3/7/2018 4:49 PM
154	Know how to look at the weather conditions outside and think about the people who have to walk to school.	3/7/2018 4:42 PM
155	It's teachers It's diversity It's potential	3/7/2018 3:35 PM
156	The diversity of our City is a wonderful thing and certainly a strength. A strength of the LPS is certainly the teachers and staff.	3/7/2018 1:13 PM
157	Diversity in student/parent populations	3/7/2018 11:56 AM
158	Community, Diversity, sports minded, Local business involvement , Stronger MCAS scores, MUST LIVE IN LYNN.. AND EDUCATE HIS OR HER CHILDREN IN LYNN SCHOOLS. IF YOUR KIDS GO HERE YOU TRUST THE PROCESS .	3/7/2018 10:59 AM
159	Music and after school activities/programs for students of all ages, including elementary school students!	3/7/2018 10:30 AM
160	It's diversity.	3/7/2018 6:40 AM
161	The hard work especially fecteau-Leary junior/senior school that's a alternative school. One of the toughest schools.in lynn I have picked up my granddaughter many times and I have seen a lot those teachers especially ms scully and mr glowick he is one of kind no one can fill his shoes. That man puts up a lot. I don't know how he does it. I put him in my prayers every day. He deserves the Purple Heart.there isn't a day that goes by that I am so grateful for how he keeps my granddaughter safe who was a victim of bullying.No one has done a better job than him for protecting and keeping my granddaughter safe.That school she be recognized for there dedication no school in Lynn has it any harder than them. I am amazed all the time how they handle troubled kids.Those teachers deserve better reconition.they don't even have heat. They still teach the children. Not me I would quit my job I could not take that kind of beaten to my body in the cold,they need to recognize for still teaching our children. They are the top school as far as I am concerned.they need more security. Spend a day there and you wouldn't last. Put them on the top of the list. Treat them with respect and not like they don't count. Preserve. If ever there was extra money that school should be the first to be fixed. Mayor McGee keep the good work up	3/6/2018 11:50 PM
162	Art, sports, our teachers,	3/6/2018 10:52 PM
163	Because of better Mcas we are not expanding the charter schools which is a plus.	3/6/2018 10:25 PM
164	Social ena optimal learning and access to mental health services.	3/6/2018 10:12 PM
165	The right to let us dress how we want to but appropriately	3/6/2018 10:10 PM
166	Diverse background of students, HARDWORKING EDUCATORS WHO GIVE THEIR ALL DESPITE CHALLENGES	3/6/2018 10:03 PM
167	Despite the diversity and complexity of needs, the Lynn Public Schools personnel make significant gains and show an unwavering dedication to the well-being of their students.	3/6/2018 9:45 PM
168	The teachers' ability to work with a highly diverse student body.	3/6/2018 9:36 PM
169	The importance of parent involvement at the schools.	3/6/2018 9:31 PM
170	Diversity, reassurance and integrity.	3/6/2018 9:27 PM
171	nothing	3/6/2018 9:21 PM
172	New schools and more staffing to lower class size	3/6/2018 9:06 PM
173	-diversity -understand of diversity and needs of families in city -continue with the systems that have been built under Dr.Latham's tenure	3/6/2018 8:54 PM
174	I think Lynn school's strength is its diversity, which is a good selling points to get helps from state and federal programs.	3/6/2018 8:52 PM
175	The diversity of the schools, the history of the city and the teachers dedication.	3/6/2018 8:46 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

176	There are several personnel that will go above and beyond for their students and families and the next superintendent should really appreciate that.	3/6/2018 8:37 PM
177	Diversity	3/6/2018 8:25 PM
178	Educational environment; teacher professionalism and dedication; school safety.	3/6/2018 8:18 PM
179	Diversity, passionate teachers	3/6/2018 8:14 PM
180	LPS should be outreaching to qualified candidates who have experience in a role as Superintendent in a city similar to Lynn demographically and facing the challenges that LPS is facing. Clearly the candidate should have a managerial experience, follow the law, understand and value diversity, and be inclusive when working with faculty, parents, and community members.	3/6/2018 8:11 PM
181	Well trained staff with newly purchased curriculum. The growth of the students have much to do with the dedication of the staff to bring high-quality, differentiated education to all students, regardless of ability.	3/6/2018 8:03 PM
182	Quality teachers	3/6/2018 7:56 PM
183	Diversity of student body; The hard working staff; the interest in solving the new middle school dilemma.	3/6/2018 7:31 PM
184	Not sure. haven't found any yet.	3/6/2018 6:52 PM
185	The strong sense of community that has always defined the city of Lynn.	3/6/2018 6:14 PM
186	Local pride in our kids	3/6/2018 5:31 PM
187	Diversity	3/6/2018 5:20 PM
188	Lynn has done a fantastic job with professional developments in implementing new resources at the middle school level. Our MCAS sores have increased because of these improvements. My hope is the new superintendent continues to do.	3/6/2018 5:03 PM
189	The diversity of the community should be celebrated. Additionally, the superintendent should continue to appreciate all that Lynn Public Schools do to give back and enrich the city of Lynn, through community service, collaboration across schools, and family engagement.	3/6/2018 5:00 PM
190	Attempts at inclusiveness and diversity.	3/6/2018 4:56 PM
191	We aren't what they say	3/6/2018 4:47 PM
192	Diversity	3/6/2018 4:43 PM
193	Keep the positive momentum going.	3/6/2018 4:43 PM
194	The diversity of the student body. The strength of our teachers.	3/6/2018 4:38 PM
195	Wonderful committed and dedicated teachers	3/6/2018 4:30 PM

LYNN SUPERINTENDENT SEARCH SURVEY

Q3 What do you see as areas for growth, development, improvement or change within the Lynn Public Schools.

Answered: 199 Skipped: 8

#	RESPONSES	DATE
1	I've noticed Lynn having a lack of extra support curriculum programs. Lack of technology in each and every classroom. I am aware the classes have smart boards and schools have I Pads that classrooms share. I feel it is not enough. My daughter is in junior high now and is just starting to understand how to properly type a paper. before going into junior high she had no idea how to indent, make different paragraphs or even type. We do not own a computer at home we have tablets. every computer I bought always had bugs or broke on us. I gave up and I feel if teacher are going to prep our future kids for college more technology classes need to be provided and written into the curriculum from elementary school and up. SMART BOARDS AND I PADS ARE NOT ENOUGH BECAUSE IT IS THE TEACHERS DISCRETION WEATHER OR NOT TO US THOSE IDEMS IN THE CLASSROOM. 2) I have been involved with my kids education and in and out of the schools all the time. While I am in the schools helping out I see so much misspending on items for the teachers they already have. I have seen brand new manipulatives, books, and programs being thrown away in the trash because curriculum has changed or items were over ordered. I seen furniture for the classrooms being ordered for example book selves and learning tables. We have a technical school in Lynn I know they can not make furniture for every classroom but I would like to see our kids making furniture for some of the classrooms. it is educational for the students in the carpentry shop and is will be helping our classes for a fraction of the cost. 3) one of my kids are on an IEP but in regular class setting. I have seen the special education department being strong and supportive at the beginning but with in the last 5 years I have seen less support and resources provided to special education students including my child.	3/28/2018 10:17 AM
2	Doing away with the ridiculous and outdated and harmful practice of bumping and bidding.	3/27/2018 1:30 PM
3	Music and Art always seem to be the first areas of elimination or cuts. Studies show the importance of implementing these initiatives, especially in the minds of children. If these were provided at a greater level, students would be able to utilize them as an outlet or form of expression, and in an almost therapeutic way. I recommend that Music and Art no longer continue to be overlooked while we're trying to develop the creative minds of our city's future.	3/27/2018 11:49 AM
4	Technology	3/27/2018 10:54 AM
5	LPS could improve on their communication across the district.	3/27/2018 10:10 AM
6	Smaller class sizes, new Middle School, better support for new teachers	3/27/2018 9:26 AM
7	More support services available to students: social workers/adj. counselors in district	3/27/2018 8:43 AM
8	We need more space whether it be schools pods or rented buildings	3/27/2018 8:20 AM
9	Class sizes too large, middle school buildings need to be repaired/replaced	3/27/2018 8:08 AM
10	Technology must work if it to be used; we do not have time to spend trying to make technology work.	3/27/2018 8:05 AM
11	Technology- we have so many ways to reach these students via technology, but because of the pitfalls of WIFI connection and limited devices, we cannot use technology to its potential. We have received all of this training on UDL and Microsoft, but its impossible to put it into affect because there aren't nearly enough devices.	3/27/2018 8:01 AM
12	Increase communication both internally with staff for example and externally with parents and the commun out for example.	3/26/2018 8:58 PM
13	continue improving the quality of education, fix school buildings that need it, good ongoing engagement with parents around issues like language, food, immigration, and use of the public schools	3/26/2018 3:37 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

14	The Lynn Public Schools need to work on improving learning spaces. Many of our buildings are falling apart. As we know, our city voted down the new middle schools. Since we cannot build new schools, we should be working on fixing the buildings we already have. Our students need to be taught to respect the buildings they have to help keep our buildings in good condition.	3/26/2018 1:37 PM
15	Additional Ipads and laptops needed in the classrooms to improve instruction. There are not enough of them. Improvements can be made inside the schools, such as controlling the heat.	3/24/2018 8:08 PM
16	Equitable treatment for all programs.	3/23/2018 7:37 PM
17	Make teaching a respected profession again! Hold parents accountable for their children' education and behavior. No profession would be without a teacher and the respect should be through actions not words.	3/23/2018 9:30 AM
18	College preparation and better sexual education.	3/23/2018 12:39 AM
19	Special education and inclusion programs. Not every child learns the same way or has the same capability, it is important to have supportive staff in classrooms, teachers aide etc.	3/22/2018 7:09 PM
20	Biggest need is infrastructure. Start with new Pickering and go from there.	3/22/2018 5:42 PM
21	Understanding families needs and wants for their child or children. Stop the bullying of atleast have stronger consequences when it is happening! Allow families to choose the school that best fits their families needs	3/22/2018 5:22 PM
22	Teachers in Lynn are extremely dedicated and talented. Keep good talent, treat them as the professionals they are, and listen to them.	3/22/2018 5:21 PM
23	The climate in the LPS is critically low. I have 30 years service and have never seen educators feel so deflated. This is not because of state mandates but because there is a little trust . Teachers and principals need to be invited into the conversation. Often times we are informed of changes that will greatly impact our schools and daily practice after the decisions. Very often, better, more effective decisions could have been reached if the stakeholders were consulted prior to those discussions. I believe strongly that if the climate improved, if folks felt respected and appreciated, our work with students would then also become more effective.	3/22/2018 4:22 PM
24	Sometimes there needs to increased communication between central office and school administrators. Principals should have a voice when changes are being planned and developed	3/22/2018 9:07 AM
25	More consistency between the schools.	3/21/2018 8:29 PM
26	Diversity in staffing	3/21/2018 6:40 PM
27	There need to be more specialized classrooms and appropriately trained staff for the growing number of student needs (integrated pre-K, more classes for students with Autism, additional programs and supports to meet the increasing number of children with emotionally based disabilities. Hiring additional therapists, behaviorists, student adjustment counselors and school psychologists to address the growing numbers of students and varying needs and disabilities.	3/21/2018 4:49 PM
28	Space - we need more room. New Marshall is beautiful, and I would love to see initiatives to improve buildings where we can, and use the space we have as efficiently as possible. Also, more offerings and more diverse PD. There are so many teachers in the district that it is hard to get into the classes offered. It would also be great to see more offerings in all subjects, as well as offerings for more experienced teachers that have completed most of the standard classes offered every year.	3/21/2018 1:59 PM
29	Teacher development to help talk to students about current event	3/21/2018 1:38 PM
30	Morale needs to improve. respect is needed on all levels.	3/21/2018 1:20 PM
31	more classroom focus less administrative focus	3/21/2018 11:33 AM
32	Long term repairs to physical conditions of schools.	3/21/2018 11:28 AM
33	More support for the classroom teachers. More training on the current issues our students and teachers are dealing with. Immediate attention to the deterioration of many of our schools and the conditions our students and teachers have to put up with.	3/21/2018 11:17 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

34	Remove teachers who are not providing students a disciplined, caring, structured classroom. Make school safety a top priority at the highest level. Make see something, say something celebrated or anonymous so that kids are not viewed as snitches. Make sports equally funded and celebrated for both boys and girls sports. Make all student athletes keep a C average or better to be allowed to play. Equal rules for playing strictly enforced, that is not happening now. ADD A REQUIRED COURSE IN "HOW TO STUDY" for all Middle schools from grades 6-8 so all students are ready for the demands of High school standards.	3/21/2018 9:37 AM
35	Flexibility of programming	3/21/2018 8:28 AM
36	Improved communication across the district, training in ALICE	3/21/2018 8:15 AM
37	A change in the lynn English dress code	3/21/2018 12:19 AM
38	Classrooms are overcrowded	3/20/2018 9:03 PM
39	More funding but that isn't something the super can do	3/20/2018 7:53 PM
40	The way pending winter storms is handled needs to be reevaluated as I find myself going to school mid storm some days, and others with school called off for a coating of snow others.	3/20/2018 7:28 PM
41	The advancements in technology and how the school system should be taking advantage of them. I believe that the school systems need to be less based around the old way of curriculum where students are trained to be working in factories and students need to be trained how to work in the work force today. Students also should be shown how the real world works and taught more meaningful subjects rather than the basic 5 subjects.	3/20/2018 6:57 PM
42	More EL PD and adding early release or delays during bad weather instead of entire day cancellation	3/20/2018 6:46 PM
43	Teachers need respect both through acknowledgement of work and financial compensation	3/20/2018 5:58 PM
44	Special education programs need growth and development in terms of restructuring to meet changing needs of students.	3/20/2018 5:20 PM
45	Technology is continuously improving but could improve more.	3/20/2018 3:54 PM
46	Someone that has a clear vision of the 21st century and can inspire everyone to meet that vision.	3/20/2018 3:51 PM
47	1. Replace the Assistant Directors of Curriculum to include people who are experts in their content area, who are passionate about their subject, who understand and can model the vertical curriculum from Kindergarten through grade 12, who continue to educate themselves through reading, workshops and classes, and who get out into the schools and see what is going on in various classrooms. 2. Try to get a variety of people as Assistant Directors of Curriculum to represent the multiple levels of education. At this time the Assistant Directors of English, Science, Math have more elementary experience than secondary (at least High School) 3. Lynn Public School needs to grow in the area of technology. Teachers are stifled with the inability to use Google Classroom, the lack of dependable wifi, antiquated computers and aging ipads. In the last few years, laptops vs chromebooks have been purchased which will be outdated. Chromebooks could be leased over a three year period with a renewal or we could go 1:1. 4. Again in the area of technology, the schools do not have an IT person on sight. The Service Center has wonderful employees, but are not up to date with school issues or growth. Each school should have a Literacy Coach. You Tube, Google, etc. are all part of a creative teacher's teachings. 5. Teacher's decisions are often directed (as they should be) by the student's in front of them. Smooth Wall and the "Powers that be" seem to know all and have very little trust in the classroom teacher. Trust would go a long way to improving moral. 6. Lynn Public Schools does not currently support outside professional development. It is difficult to understand what you are missing if you are only fed the party line. I feel that the administrators here promote isolationism, wanting only "yes" people. 7. It would be great to not feel punished for disagreeing.	3/20/2018 2:50 PM
48	a) academic achievement - just above the bottom 10% in MCAS is atrocious. Less self-esteem and more learning, instead of graduating people who feel great about themselves but have few skills. b) Class size - what is the appropriate size, by grade and topic? c) Facilities - repairs and upkeep d) Teacher contracts – re-think paying more for more advanced degrees. There is no proven relationship between more degrees and better teaching. In fact, in the studies I have read, there is a slightly negative correlation. I know of very few jobs that guarantee a pay increase with a new degree. You either have to get a new job for which you had not previously qualified or you are bringing new skills that an employer will pay more for. More subject matter expertise with no enhanced communication / teaching skills are not worth much.	3/20/2018 1:50 PM
49	There's always room for more communication.	3/20/2018 11:13 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

50	Supporting and encouraging music and intramural sports. Not all kids make the team (pick a sport) more intramurals might get more kids involved. Plus more emphasis on music and retaining kids in our music program through high school.	3/20/2018 10:18 AM
51	I'd love to see a robust gifted program within the Lynn Public Schools and greater growth in the arts programs, particularly music.	3/20/2018 10:07 AM
52	Improvement of procedures and communication. Also getting parent involvement with minimal restrictions on principal and teachers. As a volunteer for PTO every time I suggest something it was turn down because "downtown wouldn't allow it".	3/20/2018 9:59 AM
53	Continuation of efforts	3/20/2018 8:51 AM
54	Literacy, condition of schools (overcrowding, run down), specialized programming such as science or technology for elementary, more supports for non English speaking children, Recreational areas other than black top	3/20/2018 6:14 AM
55	Maintenance and replacement of facilities	3/20/2018 2:03 AM
56	Update buildings for the children	3/19/2018 10:32 PM
57	LPS needs less administrative staff. We just hired two people to deal with attendance, filling the position that had been held by one person. These people are making more money than most of the teachers in these schools, that is absurd. We need less curriculum coaches and administrators downtown and more professionals working directly with staff and students.	3/19/2018 9:48 PM
58	Smaller classrooms	3/19/2018 9:48 PM
59	New schools being built.	3/19/2018 9:28 PM
60	Lynn needs to improve its focus in STEM education. A majority of courses at Lynn Tech need to be modernized to meet the current and further workforce. The schools need to improve partnerships that can improve workforce development and/or assist the graduating students into the Kendall's square and Innovation Districts eco-system.	3/19/2018 8:10 PM
61	Teachers need to be given support and the correct supplies to continue with the good work that they have been doing. We need to be asked more often for input and be provided with staff development that will directly effect their best teaching practices . We need be given some flexibility from the pacing guides to ensure that our lessons are developmentally appropriate. Early Childhood Education need more opportunities to work together in small groups to strengthen their social/emotional growth. Students in lower grades need to learn "how" to work together and be given the opportunity to add to the teacher's lessons through their academic talk. Some of our best lessons come from hands on experiences or questions that students that may have about a topic we are teaching. We need to be able to capture those moments even if it takes us off our pacing guides. If we are teaching the standard or skill using something other than what is in the curriculum that we are assigned for that day with something that a student has brought up, they will learn more. The younger students can see things differently and definitely need more hands on activities. There is a lot of writing in our curriculum that 5-6 year olds are really not ready for. Project based lessons are a great way for this age group to learn.	3/19/2018 7:59 PM
62	more up to date school buildings	3/18/2018 9:35 PM
63	The tech programs at LVT, the electives at the schools. More exposure in middle school to technical and vocational programs and options for high school.	3/18/2018 1:31 PM
64	The need to develop communication and problem solving skills will determine the success of our students.	3/16/2018 10:01 PM
65	Communication as to what all schools are doing. I'm sure each individual school communicates to their community but I'd like to see schools share in positive projects & programs going on in their schools	3/16/2018 8:55 PM
66	I think it's like beating a dead horse that I have to say that we NEED new schools. We NEED smaller classrooms. and we NEED more opportunities for our kids. Find the funding, make the sacrifices.	3/16/2018 4:15 PM
67	Tech and real world jobs after high school. Focus on mental health and SPED and find where students strengths are instead of them just being a number.	3/16/2018 9:16 AM
68	better communication between the community. Better use of our current schools. We need to teach our children computer skills and have access to undergraduates as teacher from our colleges.	3/16/2018 3:02 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

69	Communication between teachers and parents Also to do a better job educating these children about how awful bullying is and for principals and teacher to take matter more seriously	3/15/2018 10:10 PM
70	Increase staffing in Resource officers, Psych, Social services and nurses	3/15/2018 9:34 PM
71	The next superintendent needs to listen more to the parents of LPS students regardless of their background. They need to add more security to all schools to make them all safe learning environments. I also feel that the political climate of LPS needs to change - it's getting too much and decisions are based on who you know and not what you know.	3/15/2018 9:34 PM
72	Helping "un-behavioral" students more. Such as not yelling at special needs students in an offensive , rude , and obscene manner. Rather than not even talking to him first. (Breed Middle Experience)	3/15/2018 8:22 PM
73	No school on parkland ave and we won't have to shut that shit down again	3/15/2018 7:25 PM
74	I think teachers should actually take time to read the insane amount of paperwork we have to fill out in the beginning of the school year to get to know the student a little bit before judging/assuming	3/15/2018 6:14 PM
75	It all needs to be changed.some	3/15/2018 4:50 PM
76	Recruiting quality teachers and paying substitutes a higher rate - at least \$100/day	3/15/2018 1:03 PM
77	The kids need to want to learn	3/15/2018 12:36 PM
78	Technology	3/15/2018 12:15 PM
79	I think the schools need to put their focus into academics & let the families worry about building the student's character.	3/15/2018 8:46 AM
80	They way the schools are creating new programs to help their students	3/15/2018 12:58 AM
81	Making sure our kids have the resources, are prepared for college and/or career, get the basic life skills that are necessary for success in college/work	3/14/2018 9:50 PM
82	Although we would love to help all child immigrants we cannot accept anymore into a public school system that is already too small to accommodate the current residents. Our cities resources can not handle it. Our school structures are old and need improvement.	3/14/2018 9:26 PM
83	Definite need for more opportunities for the highest-achieving students - I have seen SO many families that "have it together" disappear to Swampscott, KIPP, or elsewhere because their child was not challenged enough, especially in elementary/middle school. Some of the after-school opportunities are a great start, but there is definite room for growth here compared to the districts these parents are going to - in many cases, parents who do value the diversity and focus on meaning to education beyond "Harvard or bust" that Lynn schools do well. Some schools get more resources because they have more parents who are likely to vote/complain. Squeaky wheel getting the grease can be good, but when it's the usual suspects in Ward 1 etc. that seem to have things done, that gets boring. Sometimes teachers and employees can be heard - by children and others - talking about "those children" in Lynn and how they would not let their children go there; many LPS employees vote with their feet by moving out of Lynn. It is a small minority who actively talk badly about students, but even a few is terrible in a district which has so many people already speaking poorly about it. Encouragement for teachers to live in Lynn and send their kids to LPS - whatever creative carrots a new superintendent could come up with - would be wonderful.	3/14/2018 9:08 PM
84	Lynn buys the newest, hottest program some publisher is toting (at top dollar) and then it doesn't work to "fix" the problem. Focus on a solid reading foundation based on actual lols (award winning: The Newberry winners) not a basal reading series that bores kids to death and creates a dislike for reading and math.	3/14/2018 6:24 PM
85	behavioral health and service suport	3/14/2018 6:13 PM
86	Acceptance of English learners. Fecteau Leary should not exist in its current state - physically or otherwise. It is a horrible building and is being used to separate children in need. Unfair to them.	3/14/2018 6:08 PM
87	Smaller classes new middle school	3/14/2018 5:11 PM
88	So many. Nepotism runs rampant. What will you do to combat this?	3/14/2018 2:55 PM
89	They should heavily promote a science, engineering and architecture curriculum.	3/14/2018 2:03 PM
90	I see zero improvement change is desperately need from the top down	3/14/2018 1:58 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

91	MUCHA stronger Safety measures need to be taken at the doors of the schools. I have thought this even before the recent tragedy in FL	3/14/2018 1:39 PM
92	aggressive hatred of charter schools, too much nepotism in hiring ( all over the city not just the schools) fear of change	3/14/2018 1:08 PM
93	Less testing based curriculum. The kids are bored and frustrated with it. Get rid of dibbles, let kids learn to love to read before worrying about their speed. Killed my kids love of reading for a while. TOO MUCH paperwork for teachers! Let the teachers teach and the kids learn.	3/14/2018 12:55 PM
94	We will need dozens of Spanish speaking teachers since newcomers to Lynn don't care to assimilate.	3/14/2018 12:38 PM
95	The schools themselves need to be modernized and or newly built with play areas for the kids so they are not running around in between the teachers cars.	3/14/2018 12:16 PM
96	We need a new building for the students and teachers in pickering.	3/14/2018 12:11 PM
97	Infrastructure improvements. Improved school rankings; essential to keeping students (and tax dollars) in the public schools.	3/14/2018 12:04 PM
98	Family and community engagement outreach More autonomy of building based leadership to be part of programmatic decision-making Sustainable professional development plan for time to build capacity of teacher skills and leadership	3/14/2018 9:47 AM
99	New middle schools to replace Pickering and help with the increased number of students at Breed.	3/13/2018 7:13 PM
100	A dedicated adjustment counselor, social worker and school psychologist for each secondary school	3/13/2018 5:44 PM
101	School food, food education (including gardening, nutrition, and cooking classes), educational gardens at all schools	3/13/2018 1:56 PM
102	I mean there's no school in Lynn because of the snowstorm they always put Lynn last that's not right neither	3/13/2018 11:53 AM
103	Community service	3/12/2018 10:30 PM
104	Curriculum, outside the box teaching methods, class size	3/12/2018 9:23 PM
105	Teachers being hired and kept, based of merit... not last name or who they know	3/12/2018 5:33 PM
106	Teachers need more freedom to teach. Especially at the elementary level. There are too many "socially challenged" students and the teachers are having to deal with more than teaching. The kids are coming from backgrounds that are disturbing in many cases.	3/12/2018 3:38 PM
107	New buildings, more science and technology	3/12/2018 3:09 PM
108	perhaps more grant writing	3/12/2018 12:35 PM
109	I don't see any growth - the school are over packed - parents have no alternative with the school hours to support them working a full time job cause they can't afford to send them to any Afterschool programs	3/11/2018 9:55 PM
110	21 century curriculums Black history women's history History of the U.S. In film Technology for ALL!! EVERYDAY!!! Also train and pay substitutes better !!!! Since most of us work till four make it official and pay us till four !!! Put judo in the schools The Olympic coach is from Lynn Went to Callahan More nutritious food Nutrition classes	3/11/2018 7:23 PM
111	Keep focusing on the education and safety of the children	3/11/2018 6:17 PM
112	Focus on the areas that have put Lynn on the bottom of the list.	3/11/2018 1:31 PM
113	Improvement in technology to keep up with surrounding communities- chrome books and google classroom would be extremely effective and provide opportunities that get our students ready for the work force and higher educational institutions.	3/11/2018 12:03 PM
114	Smaller class size/ teacher student ratio	3/10/2018 8:31 PM
115	Expanded social worker program	3/10/2018 8:31 PM
116	Desperate need to improve existing school buildings and modernize education methods and tools.	3/10/2018 4:15 PM
117	Cutting down class sizes	3/10/2018 7:59 AM



## LYNN SUPERINTENDENT SEARCH SURVEY

118	We need additional schools and classrooms. We are busting at the seams. We need less administrators and more teachers in the classrooms.	3/9/2018 8:46 PM
119	See answer #2	3/9/2018 2:47 PM
120	please see above	3/9/2018 2:16 PM
121	Every area needs to grow, but being a district that is truly inclusive of all voices is a critical need.	3/9/2018 6:57 AM
122	Stop appointing so many administrators	3/9/2018 12:24 AM
123	Parental and community involvement	3/9/2018 12:02 AM
124	Better buildings, more space, newer schools, more faculty and more positive environment around our students, who do have struggled lives.	3/8/2018 11:15 PM
125	Increasing parental engagement, working to improve buildings and facilities	3/8/2018 11:05 PM
126	stop congratulating yourself for climbing out of the BOTTOM 10 % in MCAS.	3/8/2018 10:48 PM
127	More professional development needs to be available to teachers. There also needs to be an increase in parent involvement.	3/8/2018 9:57 PM
128	Special education	3/8/2018 9:17 PM
129	Technology ie: iPads for all	3/8/2018 9:10 PM
130	I think that the schools should stop constantly changing the programs, at least at the elementary levels, so that by the time the teachers feel comfortable teaching the curriculum, it changes again. It wastes a lot of time and resources on training and materials.	3/8/2018 8:52 PM
131	Less government involvement	3/8/2018 8:26 PM
132	The physical condition of the schools, and small class sizes	3/8/2018 8:21 PM
133	safety class size condition of the buildings	3/8/2018 8:03 PM
134	Need to balance fairly distribute resources to each school. LPS poured all of its money into Harrington when the state threatened to shut it down. Now it has been a level 1 school for a while now while the other schools have been declining.	3/8/2018 7:07 PM
135	My kids go to lynn schools and think more can be done to keep the children of Lynn more physically fit they say gym and school sports are a joke in elementary and middle school The super should do more to enhance mind AND BODY TO MANY OVERWEIGHT KIDS.	3/8/2018 6:58 PM
136	Technology is really lacking. Microsoft is an expensive waste of time and we need to move on. Google classroom is the future. Our "technology department" that oversees all schools is a joke. Tickets and requests by teachers for tech help takes weeks (sometimes months) to be addressed. It's embarrassing. Administration never bothers to ask the opinion of the teachers as to what the problems are. They give us one "try this" (ie champs) and then within a year, we move on. Nothing ever has a chance to show growth or failure. Way too many people at the top making all the money and then delegating their work to teachers. When was the last time some of these department chairs went to a school?	3/8/2018 6:12 PM
137	update,replace school buildings. provide adequate supplies and equipment to students and staff.	3/8/2018 6:12 PM
138	We are in desperate need of a new middle school, new elementary schools and new technology	3/8/2018 6:04 PM
139	Listening to teachers More services for students in trauma	3/8/2018 5:51 PM
140	Cut the fat off the top. Investigate past hiring practices. Employ competent people in leadership roles not friends	3/8/2018 5:24 PM
141	Special Education Staff morale Family involvement opportunities Afterschool programs	3/8/2018 5:14 PM
142	Communication from central office with the employees	3/8/2018 5:05 PM
143	Areas of growth can be offering all students laptops and going digital with books; make a deal with computer company and local cable to offer students without internet the web for studying.	3/8/2018 10:35 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

144	New school buildings; especially since our city continues to grow in population due to more housing development which brings more families with children. The classrooms are overcrowded with school buildings falling to pieces around them which isn't safe or a place the students feel comfortable or even want to learn. More space will give the students advantage to smaller groups to help focus on individual learning needs, will provide growth for advanced technology programs/projects and be able to offer a variety of other subjects and/or trades	3/7/2018 11:19 PM
145	Not too much, it is very rigid, there is no room for students who are not in the average range	3/7/2018 11:01 PM
146	LPS need staff in the administration Bldg at all times that can translate for parents...some classes for parents to learn the English Language...more parental involvement n tutoring for students after school...reach out to the LPD to get the kids to respect n like police officers - DARE Program stopping students from getting into trouble with the law, getting involved with the community whether it be a clean up the school grounds day followed by a pizza party, n I would love to get donations from area pizza shops, motivate kids to give back, respect their school n be their 2nd home...bringnin some bad guys in jail to talk to the kids in grades 6-12 what jail is like...some sort of program was fonebin the past n really helped kids to want to fobgoid in school n life! How about parent basketball teams? Our schools need work n upkeep how about volunteer parentsveho sugn waivers n come volunteer at the project of the month! A strong superintendent who gets involved with the families n at the same time makes everyone aware of their expectation regarding the LPS community.	3/7/2018 10:56 PM
147	Special education	3/7/2018 10:56 PM
148	Have a monthly or bi weekly magazine, recognize the teacher of the month, implement a greater program, ... regular open house	3/7/2018 10:56 PM
149	The school closing systems. If it's bad close it, don't expect everyone to have to clean up their car just to take their kid to school and then be stuck in traffic.	3/7/2018 10:42 PM
150	I would like to see the Music programs expanded especially in the middle school. Middle school orchestra and band should be a daily class. I'd also like to see more work toward mastery at every level of academics.	3/7/2018 10:25 PM
151	The budget is definitely a big issue, as we need to plan on spending for more than the base minimum. We also need to have a cheerleader for our schools' strengths.	3/7/2018 9:06 PM
152	The resources that the schools are lacking. The space for students to develop creativity.	3/7/2018 9:05 PM
153	The bathrooms	3/7/2018 7:52 PM
154	As the parent of a child on an iep and in a level 3 school, I feel that although academics is very important, but so is allowing the kids to have a break and move around. I feel that recess should be a minimum of 15 minutes, I don't appreciate that half of my daughter's school isn't allowed to eat in the cafeteria and rarely has outdoor recess. I also feel the posted position for an executive director of behavioral learning is a very important and necessary position. I also don't feel the current superintendent should be the one to chose who fills this position. She will not be here to work with this person so why should she get to pick who gets it, also many of the parents I know who have children on iep's that have had any dealings with her have all had a bad experience. In November we elected several new members in addition to a few returning committee members. With Ms Latham leaving it's time to give the voters what we we're essentially asking for in the past election... And that is change	3/7/2018 7:49 PM
155	Metal detector in schools	3/7/2018 7:44 PM
156	Stop the everlasting acronym programs that are the current flavor of the month that sometimes get abandoned less than a year. Work with the teachers to see what programs they would find useful. Be cognizant of how teachers are treated within different buildings. We all know the MCAS scores are low but realize that we are doing everything we can to improve what we can.	3/7/2018 7:32 PM
157	Budget needs to be addressed and hiring a diverse group of potential suitors for jobs. More minorities are needed like yesterday. The time is now for a change and no more 20th century rhetoric. We need change now and recruitment of other ethnic groups is a must with the changing student population.	3/7/2018 7:09 PM
158	Infrastructure, building upkeep (Pickering is a disgrace). No real after school options for elementary students.	3/7/2018 4:49 PM
159	Technological resources for our students. More special education teachers to meet the students' needs and to allow appropriate placement of students.	3/7/2018 3:35 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

160	The preschool system. A lottery for only certain spots in a city as large as Lynn is not conducive. Also, changing it to full-day is a concern. I don't believe 4 year olds should be in school for more than the half-day slots they used to have.	3/7/2018 1:13 PM
161	This is an unusual request, but I think there needs to be stronger punishment for bad behavior in class. I think the positive reinforcement is great but when time is limited and distractions are high teachers need to be able to apply appropriate punishment. My daughter misbehaves because she sees other kids getting away with it. Additionally, teachers need the tools to help kids who are naturally ahead become leaders in the class (which translates to teacher training/time)	3/7/2018 11:56 AM
162	New and better schools. more support staff, better fields for play before school and after school.	3/7/2018 10:59 AM
163	The special education department needs to be more involved in accepting that there are children with special needs and provide these children with the education that they deserve.	3/7/2018 10:30 AM
164	Better use of budget money, focus on teacher development, improve facilities.	3/7/2018 6:40 AM
165	The bullying there is too much bullying. Parents should be fined for not stopping there children from verbally or physically abusing another child.give a hand to all the teachers give them a day off of half a day off for there dedication.just like the new principle of Callahan school he is a prime example he is very respectful to the parents and grandparents.he shakes your hand while introducing himself and he listens and doesn't cut you short of a conversation. He cares every school should be like that and maybe parents would respect back instead of coming back with a bad attitude. We do have good schools but the superintendent needs to listen and make the teacher and parents feel they care. And treat the teachers across the board the same.	3/6/2018 11:50 PM
166	Special education, school social workers, catching a child before he/she falls through the cracks, class sizes are way too big, schools are overpopulated,	3/6/2018 10:52 PM
167	More parent involvement is necessary.After school programs should become a priority.Community scschools should be developed in every district.	3/6/2018 10:25 PM
168	More access to mental health services. Smaller classroom sizes. More differentiated learning in regular ed. District rude growth mindset focus.	3/6/2018 10:12 PM
169	Nothing	3/6/2018 10:10 PM
170	BOOST STAFF MORALE, BETTER RESOURCES FOR TEACHERS TO IMPLEMENT IN THE CLASSROOM, BETTER COMMUNICATION, SAFETY OF THE STAFF DURING STORMS AND ALSO IN PREPARATION FOR EVER HAVING A MAJOR SCHOOL EVENT	3/6/2018 10:03 PM
171	We need to the shift focus away from standardized testing results and redirect it towards authentic learning experiences. We also need to narrow the focus of curriculum to cover less and go deeper to achieve mastery and growth.	3/6/2018 9:45 PM
172	Class sizes need to be smaller, facilities need to be improved, special education needs to be improved. Too many behavioral students are disrupting regular education classrooms.	3/6/2018 9:36 PM
173	Possibly more online resources parents can use to try and understand the new math that none of us knows how to do and therefore are unable to assist our children when they are stuck.	3/6/2018 9:31 PM
174	To help teachers and support staff understand the value of building relationships with their students.	3/6/2018 9:27 PM
175	literally no potential	3/6/2018 9:21 PM
176	Class sizes, more after school programming	3/6/2018 9:06 PM
177	-ability to continually assess and re-assess the needs of students	3/6/2018 8:54 PM
178	1- infrastructure- the school buildings are in deplorable conditions. 2- professionalism from teachers- need more oversight to ensure that teachers are trained and doing their jobs when they should be doing. 3- leadership. Better grant writers to bring money from state and federal to help strength programs and infrastructure. 4- overcrowding classrooms. Reduce teacher/students ratio.	3/6/2018 8:52 PM
179	Need diverse teachers & updated technology as growth and development, and more communication with parents-improvement. All city employees need to have training such as customer service training, and be crossed trained..	3/6/2018 8:46 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

180	We need more updated schools... they're getting old and our Children need access to better technology. We also need to have the opportunity to give feedback related to our child's teachers and principal directly to the superintendent that helps with their evaluations. I can tell you that my son had the worst 4th grade year because teachers didn't care and I felt like i had no one who cared what i thought.	3/6/2018 8:37 PM
181	Overcrowding - classroom sizes in secondary schools are too big. Along with outdated facilities and lack of parity amongst the middle schools these are the areas where improvement is desperately needed. The next superintendent will need to find ways to improve these areas in the short term with a plan for the long term since the population is not decreasing. Addressing the needs in the middle school is just the beginning...there are also many Elementary schools that do not have updated spaces and are overcrowded.	3/6/2018 8:25 PM
182	Perpetual curriculum review/refresh; plan for the future; communication.	3/6/2018 8:18 PM
183	Resources, curriculum, consistent expectations throughout the district, new schools	3/6/2018 8:14 PM
184	1) Financial resources--stop underfunding the schools and being hit with State penalties. 2) Building new schools and lowering classroom sizes 3) embarking on a community school model which would likely meet the needs of the student population and their families better to the betterment of the students' academic success	3/6/2018 8:11 PM
185	We need to look closely at the SEL curriculum. With many children bringing stressors from home, mental health issues, and developmental trauma, the children need to develop the resiliency. These skills can bring our students to a better place, socially and emotionally.	3/6/2018 8:03 PM
186	Overcrowding, deteriorating buildings, problematic students	3/6/2018 7:56 PM
187	Longer school days; later starts for high schoolers.	3/6/2018 7:31 PM
188	Increased teacher prep and training time. A lot of teachers can not use new technology. Students are teaching the teachers how to use smart boards and other things. Technology should be available to every student. Main school website as well as individual school web sites no matter the grade, should be kept up to date so parents can find daily information that is up to date, regarding after school help, clubs, sports, PTO, social events like dances and fundraisers. Schools, guidance counselors, sped chairs, office personnel and teachers should all use a central calendar so if you have a question someone should be able to check and let you know and not make you wait a day or two or week to have someone get back to you.	3/6/2018 6:52 PM
189	The need to focus on the complicated and diverse needs of many Lynn students. So many require support to help them be available to learn.	3/6/2018 6:14 PM
190	Stop overcrowding classes. School choice should be eliminated. Make kids attend the schools within their neighborhood. Stop bussing kids all over town.	3/6/2018 5:31 PM
191	More facilities....smaller class size	3/6/2018 5:20 PM
192	More support for ELL's in inclusion classrooms, strategies to encourage student engagement, and an increase in parent engagement for all grade levels. Increased professional development targeting literacy at the middle school level. Increasing opportunities for technology in the classroom across all subject areas at the middle school level.	3/6/2018 5:03 PM
193	I believe the biggest fault of LPS is the bumping and bidding process. This archaic process has led to the loss of many effective teachers, simply because they were bumped from their position, or without bidding rights. It should be up to the administration to keep an effective teacher, not because of his/her start date. This is an uncessecary and outdated practice that often creates a sense of anxiety for teachers that are at risk of losing their jobs for seemingly no reason. Not to mention that the "call downs" are during the school day and completely random and illogical, causing teachers to either leave their classroom while teaching, or risk not being hired the following year. Also, I believe the school department could do more in terms of education and acceptance of students/faculty/staff/community members who are gender diverse. One of Lynn's strengths is its diversity, but the LGBTQ community often goes unnoticed and I believe a lot of that has to do with ignorance and/or misconceptions. In light of the situation that has recently happened with a Swampscott school principal, I would like to believe LPS would have responded differently and not allowed the situation to escalate, but I'm not sure how something like that would have been handled had it happened in our district.	3/6/2018 5:00 PM
194	Special education services. Since Dr. Menino retired from the district, special-education programs are falling apart someone with good special-education experiencing to stop in to the role of director of special education. The current acting director is not up to par.	3/6/2018 4:56 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

195	More parks	3/6/2018 4:47 PM
196	Update old buildings	3/6/2018 4:43 PM
197	We need to improve social - emotional conditions for students.	3/6/2018 4:43 PM
198	Family involvement and communication could be better.	3/6/2018 4:38 PM
199	Proper environments for learning, smaller class sizes and more support for teachers	3/6/2018 4:30 PM

LYNN SUPERINTENDENT SEARCH SURVEY

Q4 What are the personal and professional characteristics that you would most value in your next superintendent, based on your own experience with or knowledge about good leaders and managers of organizations?

Answered: 196 Skipped: 11

#	RESPONSES	DATE
1	I feel I would like to see the superintendent more involved in the community not only the schools. I have only seen the superintendent 2 times in the last 8 or so years I have been involved with the public schools. Schools are not only a place for education but also should be a place to develop long lasting community relationships. a Principal of each and every building can only do so much. I would like to see the superintendent going through the school district community with neighbors with or without kids and get them involved in helping our schools. maybe the couple with no kids next door loves to read why not ask them to volunteer with our school libraries or be a guest reader in our classrooms. I believe it is not only our principal and teachers responsibility to connect with our communities it is also our superintendents and our majors good. Everyone has special abilities and people with different hobbies could really take our schools and communities to a new level of peace and happiness. The more you get communities involved the more people care about appearances and cleanliness of our neighborhoods 2) I like to see the superintendent help more kids stay on the right track. I have seen programs for families in povity, seen programs for students that are on the edge of becoming behavioral students or drug addicts. What I do not see is programs for students that are great kids. Kids that have notbeen peer pressured into smoking or doing drugs, or kids that are not acting out in school. Kids with good values and are in the working class category. Why is there no programs to keep these kids on track. Yes there are program but ones parents that are just making it after paying there mortgage have to pay for. I like to see help for working parents trying to raise a family in a crazy society. Programs that it doesn't matter what your income is a program to support kids and show them how to handle pressure. maybe on Saturdays school can have kids come in and do community service or something like that would help our future kids stay on track instead of loosing our kids to drugs and gangs.	3/28/2018 10:17 AM
2	A super who has the guts to negotiate the phasing out of the foolish bumping and bidding that has been phased out in every other city and town in the area.	3/27/2018 1:30 PM
3	I think being community-oriented is essential. Engagement, consideration and awareness of the people who represent all facets of our city will allow them to better serve our children. Knowledge of where we are headed as a city if our next generation is provided the full education they deserve is key. And thinking of the organizations around the city as extensions of our community and partners with which they should be working closely (whether it be the Museum, Library, Cultural District, Haven Project, etc.) will make for a more well-rounded and fully educated child.	3/27/2018 11:49 AM
4	Integrity, creativity, and enthusiasm	3/27/2018 10:54 AM
5	The next superintendent should have the characteristics of being a leader and empower his/her staff to be independent. LPS has a lot of top down management decisions that creates limitations to the teachers and staff. Sometimes the decisions are fair removed from the classroom.	3/27/2018 10:10 AM
6	Clear vision, open communication between schools,	3/27/2018 9:26 AM
7	Open/direct communication; focus on the "whole student" (academics, social emotional health)	3/27/2018 8:43 AM
8	Resource support	3/27/2018 8:20 AM
9	Strong leader who motivates rather than leads with intimidation	3/27/2018 8:08 AM
10	It is imperative that the next superintendent come form a background other than Elementary. The entire group of professionals at the administration building exude and embrace a singular, elementary education background and philosophy. How can they attend to the different world views of Middle and High schools when they have zero experience dealing with said curriculum and/ or population. 12-17 year old students do not necessarily learn as they did when they were 5.	3/27/2018 8:05 AM
11	I think that the next Superintendent should be someone with an open door policy. If we as a community feel that changes need to be made, we should be able to go to them.	3/27/2018 8:01 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

12	Personal would be honesty, integrity, a proven track record of accomplishment, progressive values, an understanding and appreciation for the less fortunate, an urban based portfolio. Professionally, a strong technology background, the ability to listen to those in the trenches doing the work. An appreciation for the grassroots, the ability to listen and be accepting to different points of view.	3/26/2018 8:58 PM
13	someone who is both a good manager of people and a manager of money, someone who has a vision and can inspire others to take it on, someone who will work to train new leaders among students and staff	3/26/2018 3:37 PM
14	It is important that the superintendent not only focus on our students' needs, but the faculty's needs as well. Teachers who are happy in a school, are more productive and create even better learning environments, which lead to more successful students.	3/26/2018 1:37 PM
15	Personal: approachable, honest, hard worker Professional: a team player, organized, able to communicate ideas in a professional manner, one who can delegate	3/24/2018 8:08 PM
16	Do what is best for students rather than what is fiscally better.	3/23/2018 7:37 PM
17	Supportive, accountable, years of actual classroom experience and to not forget where they came from. Apolitical which is difficult in Lynn and get rid of nepotism and special treatment for certain people. Hold people to the same standards. Equality for all regardless of who your family is or problems it may cause. A person who is their own person without commitments to insiders. Neutral regarding performance and judgement. Know what is happening at each school, good and bad. The person needs to be approachable and not let personal feelings interfere with fairness and/ or what is best for all students and staff. Be professional in dealings with principals.	3/23/2018 9:30 AM
18	Someone who cares for the students and their individual needs.	3/23/2018 12:39 AM
19	Good family values, desire to engage with the community and an overall honest and caring person. Someone who comes up with solutions, capable of seeing tasks through, and shows pride in their work and accomplishments.	3/22/2018 7:09 PM
20	Openness. Willingness to listen. Ability to build consensus for big needs.	3/22/2018 5:42 PM
21	Being present and involved	3/22/2018 5:22 PM
22	Willingness to bring all stakeholders to the table and listen carefully. Recognize the diversity within Lynn, but also that there are differences among various neighborhoods; one size does not fit all. To navigate this kind of diversity, be willing to understand the nuts and bolts by being actively involved in the ground level, in "the trenches."	3/22/2018 5:21 PM
23	I would like to see someone who is knowledgeable so he/she can guide us but also so we can respect him or her. I hope that he or she is approachable and open to listening. I hope we can have an opinion that may be different, yet respected. I believe a good superintendent needs to be able to put ego aside in order to find best decisions for the students.	3/22/2018 4:22 PM
24	Superintendent needs to continue to be a strong leader who can make tough decisions and stand by them. More emphasis on developing school leaders across all schools. A system the size of Lynn should have a larger number of teachers from ALL schools that aspire to become principals. Supports from central administration should be available to promote growth in this area.	3/22/2018 9:07 AM
25	Trust in the staff, stand behind your staff, knowledge of curriculum, listen to input of teachers and students	3/21/2018 8:29 PM
26	Promotion of bilingualism	3/21/2018 6:40 PM
27	A leader who is open-minded and tolerant of the needs for improved special education.	3/21/2018 4:49 PM
28	I would like to see a person who respects the professionalism of teachers. Someone who listens and responds to our concerns, who recognizes that teachers in all disciplines and at all levels are equal. Someone who is up to date on the current larger issues of education and who will advocate in our best interests. Someone who goes to the schools/school events and is a recognizable face in the community.	3/21/2018 1:59 PM
29	Transparency, creative, willing to collaborate with all types of services to make them more accessible to students, and always keeping faculty and students' best interest in mind	3/21/2018 1:38 PM
30	Fairness and compassion for all	3/21/2018 1:20 PM
31	commitment to community, open to criticism or comment, more hands on	3/21/2018 11:33 AM
32	Strong communication skills. Greater innovation with curriculum and school hours.	3/21/2018 11:28 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

33	equip and empower her staff. to know her staff, principals, students. to visit every school to see the state that they are all in.	3/21/2018 11:17 AM
34	This person should have experienced teaching, guiding and administrating in an urban city with a very diverse population themselves. Must be able to communicate, lead and empathize with teachers, parents and students on every level. Must engage with parents/guardians regularly to hear their struggles, complaints and suggestions for change. Must listen to teachers, who first hand see problems and triumphs daily and help with change or acknowledge accomplishments.	3/21/2018 9:37 AM
35	Their experience is relative to the people they supervise.	3/21/2018 8:28 AM
36	Changing the dress code at lynn english	3/21/2018 12:19 AM
37	Be accessible to the citizens of Lynn	3/20/2018 9:03 PM
38	Nothing like the last super please	3/20/2018 7:53 PM
39	They need to come from a diverse background Lynn is very diverse. As well as need to be patient with the growing interest in STEM programs in the city.	3/20/2018 7:28 PM
40	I would like a superintendent that will push for the growth of the Lynn school system. Someone who will reach out to the students in the Lynn Public Schools.	3/20/2018 6:57 PM
41	Fairness	3/20/2018 6:46 PM
42	Needs to know the names of people in the building that s/he has been introduced to year after year. Needs to acknowledge and support teachers in this difficult district with respect .	3/20/2018 5:58 PM
43	One that will work with all levels not just secondary.	3/20/2018 5:20 PM
44	Awareness/understanding of the school's individual needs. Each school is different and has different populations.	3/20/2018 3:54 PM
45	The next Superintendent will not bully staff...he/she will inspire by example... they will reward hard work and will lead by not showing favoritism as it currently being done but will reward based on job performance.	3/20/2018 3:51 PM
46	I would want a person to be honest and trustworthy, a person who would honestly listen and weigh what is being said, a person who would be capable of changing their mind if given a convincing argument or proof of a better and proven way. I want a person that cares for their teachers and really listens. I would like someone to come to my school and stroll around, not just at open house, but during the day, at lunch, during a class, a person that interacts with the teachers and demands that their curriculum directors follow that example, a person who is not afraid to survey the teachers for ideas, and opinions. I would like a person comfortable enough to realize that teachers are the engine that run the district.	3/20/2018 2:50 PM
47	a) tangible evidence, in an urban setting, of improved academic performance and NOT the Texas method where bottom performing students are culled, thereby raising averages. b) understanding of an urban / multi-lingual, immigrant population and again, proven results with this population c) collaborative with teachers and parents, rather than the "I have a PhD and know what is best, certainly better than you.....uneducated parents."	3/20/2018 1:50 PM
48	I hope they are approachable and can convey the parents concerns to the mayor and the powers that be, on issues we are concerned about like school security.	3/20/2018 11:13 AM
49	Open to all ideas, not a person who looks down on others, one who is fiscally competent, supportive and uplifting,	3/20/2018 10:18 AM
50	lots of connection to teachers on the ground who are doing so much work and meeting regularly with parents at school events, teamwork, and also a good knowledge of working with school budgets	3/20/2018 10:07 AM
51	Honesty, sympathy and understanding the community dynamics better.	3/20/2018 9:59 AM
52	Open and honest. Easily accessible	3/20/2018 8:51 AM
53	Open to ideas and change, more involvement with parents and children, out of the box educational ideas, grant writing skills for programs and resources,	3/20/2018 6:14 AM
54	Excellent communicator, able to clearly and transparently inform and persuade members of the community Highly skilled in enhancing and improving test scores, facilities, and raising additional resources for schools or school districts Strong vision and dynamic personality	3/20/2018 2:03 AM



## LYNN SUPERINTENDENT SEARCH SURVEY

55	Honesty and integrity	3/19/2018 10:32 PM
56	Intelligent, Passionate, Compassionate, Determined, Open-Minded, Adventurous, Kind	3/19/2018 9:48 PM
57	Someone who is caring, open minded, and empathetic	3/19/2018 9:48 PM
58	Educated on managing and improving a city as large and diverse as the City of Lynn.	3/19/2018 9:28 PM
59	Bilingual Relatable Young and forward thinker STEM or STEAM focused Values the diversity of the city's youth Encourages teachers to think outside the box	3/19/2018 8:10 PM
60	Our next superintendent needs to continue to keep the communication open. We need to be informed when changes are happening and have an input as to what would be best in our schools. The superintendent and his/her staff need to come into the schools to see the progress that is being made in the classrooms. There also should be a general meeting with the staff so that we can meet the new superintendent. This would give the superintendent an opportunity to share his/her visions for LPS. This could be done on our first staff development day with elementary schools going in the morning and secondary schools going in the afternoon or vice versa.	3/19/2018 7:59 PM
61	open minded individual; fair; students as ultimate responsibility	3/18/2018 9:35 PM
62	Someone younger and forward thinking who has taught at all school levels and can have an unbiased view of the school district as a whole	3/18/2018 1:31 PM
63	Team building and the desire to build up not just the students but the staff as well. Teachers need to feel vested in their schools. They will perform better when they feel appreciated and respected. It's not always about paychecks. It's about respect.	3/16/2018 10:01 PM
64	Respectful of all people, our children do not always see what it means to be a respectful leader.	3/16/2018 8:55 PM
65	Someone who has lived in Lynn, who sent their kids to LPS or attended themselves. Someone who gets it.	3/16/2018 4:15 PM
66	I believe that the superintendent needs to have been a teacher, needs to understand children and families and the community (many are now much more "business-like"). Focus on "whole child" education, student health and wellbeing is key to success in all areas.	3/16/2018 10:17 AM
67	A man or woman who isn't two-faced and hopefully respects everyone and doesn't have any legal hang ups behind them.	3/16/2018 9:16 AM
68	Understanding of all students needs. Work well with current teachers. Experience in a school system similar to ours. Work well with the government in Lynn, MA Willing to go the extra mile for our students.	3/16/2018 3:02 AM
69	Someone who is more involved with the each and every school and making sure the children have a good safe place to get an education	3/15/2018 10:10 PM
70	One who is open minded, able to identify ALL of the needs, not just academic, that students must have paid attention to to foster total success of the children	3/15/2018 9:34 PM
71	Someone who is fair, have a calm demeanor, and a leader who can follow through. The next superintendent needs to be a strong listener, be able to take criticism, and to advocate on behalf of their employees. I also value a superintendent who has a good relationship with their school committee.	3/15/2018 9:34 PM
72	A respectful yet disciplinary person , very organized and also understanding of students and their needs.	3/15/2018 8:22 PM
73	Anyone is better	3/15/2018 7:25 PM
74	One that is more parent friendly , it seems like you have to go through extreme security just to get her on the phone. But when dr Latham was finally reached she did help out in the situation I had	3/15/2018 6:14 PM
75	Someone with integrity that isn't all about partisan politics.	3/15/2018 4:50 PM
76	Respectful, pro-active, open door policy, knowledgeable of community	3/15/2018 1:03 PM
77	Someone who will listen to the teachers, as they know best	3/15/2018 12:36 PM
78	Transparency , honest, can communicate	3/15/2018 12:15 PM
79	Education, strong work ethic, dependability & responsibility, positive attitude & professionalism, adaptability, honesty & integrity.	3/15/2018 8:46 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

80	That they the person has a good mind set and to check the weather to start delays or to cancel school early than rather later	3/15/2018 12:58 AM
81	Experience with working in a diverse city, open minded to make sure kids have resources needed, great relationship building skills, willingness ro work with teachers to understand challenges and work towards action. New schools	3/14/2018 9:50 PM
82	They should have prior knowledge enough to intentionally listen to all sides of an issue and know what is bologna and have the backbone to stand up for what is best for our city and school system and not be pressured by special interest. They must want to learn more everyday. If they don't know something they will find out. Ask questions and answer questions. Be kind yet firm. Be respectful yet not a pushover. They cannot put hard decisions on others. Make the hand decisions, help others make hard decisions, and you f it was the wrong decision fess up to it, take responsibility and work toward fixing the mistake, publicly.	3/14/2018 9:26 PM
83	The ability not just to listen to everyone, but to craft compromises that most everyone can live with. Empathy An understanding of both sides of the charter school debate. We need someone strongly advocating for LPS, but not demonizing parents and others who feel that the reduced distractions the charters (or independent) schools can provide is where they go. It may be unfair how those schools provide less distraction, but ignoring the honest feelings of stakeholders is not good either. A strong commitment to the job even when criticism comes, with an ability to let it roll off the back rather than respond sharply.	3/14/2018 9:08 PM
84	Honesty,integrity, warmth, character, a strong work ethic, an optimist rather than a pessimist. Somoone who listens to teachers and respects them. Time spent as a teacher would be an important indicator to me.	3/14/2018 6:24 PM
85	caring, commitment to the students well-being, know what you don't know, surround yourself with competent people, listen, be honest and direct, patience and integrity	3/14/2018 6:13 PM
86	Collaborative leadership style, which involves including input from all impacted by the system at all levels of decision making and implementation - parents, students, teachers, paras, bus drivers, community members, business leaders that hire the kids, day care and Head Start providers, etc. Interpretation and translation of all is a must. Involve community organizations such as churches to get assistance in that regard. A good leader will surround themselves with qualified teachers and curriculum leaders, even if it means looking outside Lynn. A good leader will also be well versed in current pedagogy, and ensure her staff is as well. For example - every public school employee who interacts with children should be trained in trauma informed care and teaching. Lynn's next leader must be willing to make decisions best for ALL OF ITS students, regardless of cost, political fallout, or nepotism. A good leader will know that the priority is the children - period.	3/14/2018 6:08 PM
87	We need an action-based person, willing to revisit positions and fill them with forward-thinking, qualified individuals... Not someone's daughter/cousin/Uncle etc. For example, directors of departments should be leaders in their fields with proven success.	3/14/2018 2:55 PM
88	A young professional with a background in science or architecture, not a politician or educator as it would bring more of the same.	3/14/2018 2:03 PM
89	We need someone who will take control of these school, spending is outta control and people are not being held accountable	3/14/2018 1:58 PM
90	Someone with city school experience, ability to follow through and enforce established rules and a person who can connect with and understand a diverse community.	3/14/2018 1:39 PM
91	open minded, fair, flexible, not afraid of Lynn, multilingual	3/14/2018 1:08 PM
92	Communication, APPRECIATION, team player- let's get a superintendent who will be a partner with the school committee, not a dictator! Positive attitude!	3/14/2018 12:55 PM
93	S/He/Shim/ would need to be connected, possibly have a friend or two on Beacon Hill. Otherwise Lynn is in for a loooong time of fighting just to keep our heads above water.	3/14/2018 12:38 PM
94	They need to be in open honest communication with the parents at all times for everything.	3/14/2018 12:16 PM
95	I would like to see someone who is interested in what the community has to say and do	3/14/2018 12:11 PM
96	Experience working at the school level as either a teacher or principal. Existing relationships within the schools. Experience working in diverse communities. Someone who collaborates effectively.	3/14/2018 12:04 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

97	A clear and cohesive vision of inclusivity and facilitative leadership that will translate in measurable action steps Someone bold enough to tackle the issues of Race and Equity Someone with a moral imperative to be a servant to those they lead by inspiring each person in the organization to reach their full potential and by providing resources, training, coaching, and opportunity for each member to contribute to the organization	3/14/2018 9:47 AM
98	Knowledge of the community of Lynn. It's challenges and the ability to not only hear but listen to members of the community.	3/13/2018 7:13 PM
99	Accountability	3/13/2018 5:44 PM
100	Honest, sense of humor, driven, acceptance	3/13/2018 1:56 PM
101	approachable	3/12/2018 10:30 PM
102	Ability to connect, sympathize , and hold students accountable all at the same time	3/12/2018 9:23 PM
103	Kind, honest,	3/12/2018 5:33 PM
104	I would love to know that this person not only taught in an urban public school system but that his/her children also attended public schools (urban or suburban). I would like to see that the person maintains personal continued education. Also, an advocate for Advanced placement classes starting in elementary schools. Too many very smart children are being pulled down because the teachers have to cater to children that cannot keep up. There are plenty of programs for Special Ed students and not so much for regular or advanced students.	3/12/2018 3:38 PM
105	Strong supervisory skills, able to work with others and compromise.	3/12/2018 3:09 PM
106	People person, making parents feel that your working for the best interest of the children, get out and visit schools talk to the principals, they need support and communication	3/11/2018 9:55 PM
107	Ask teachers what they want Listen to what we think Be friendly and surround him or herself with that same type of person Shannon Gardner is awesome !!!	3/11/2018 7:23 PM
108	Honesty and integrity. Which was lacking with the previous superintendent. In my opinion, at least.	3/11/2018 6:17 PM
109	Lynn needs a lot of innovation and leadership. Someone outside of the LPS, who can investigate and lead Lynn out of this crisis so Lynn moves up the list.	3/11/2018 1:31 PM
110	A vision that is attainable and positive for our students.	3/11/2018 12:03 PM
111	Someone who values the different backgrounds that make up the student body and social issues	3/10/2018 8:31 PM
112	An accepting person who values multiculturalism, diversity, social issues, and excellence in educational standards.	3/10/2018 8:31 PM
113	Strong leadership, ability to work with stakeholders with varying interests, respect and support for teachers and their opinions	3/10/2018 4:15 PM
114	A heart of gold ...one who is going to be invested in Kids education	3/10/2018 7:59 AM
115	To be a good listener, be able to make compromises, respect the teachers, paraprofessionals and therapists. Acknowledge that they are the frontline in educating the children and support them.	3/9/2018 8:46 PM
116	Good leaders and good managers are team players and encourage team spirit in each department.	3/9/2018 2:47 PM
117	Respect of families and students Vision Open minded Holding schools accountable participatory decision making supplies/books for all Building relationships with the community	3/9/2018 2:16 PM
118	The most important characteristic is a visionary; not someone already on the second floor of the admin building. We need someone willing to make changes and blaze forward. We need a candidate that is fully invested in our community, as school is the cornerstone of our community's future. Finally, our superintendent should be bilingual!	3/9/2018 6:57 AM
119	Someone that will visit each department and see the everyday goings on. Don't take the word of people that have no clue what each employee actually does - take the time to understand what and how much they do.	3/9/2018 12:24 AM
120	Understanding of diverse cultures, commitment to families, inclusion of students with special needs is all aspects of education	3/9/2018 12:02 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

121	Someone who takes care of students and teachers. Someone who does treat Lynn students as any other kid in MA. Someone who like Dr. Latham believes in the power of arts in mental and personal development of our students.	3/8/2018 11:15 PM
122	Energy, enthusiasm, understanding of the community and political/fiscal climate	3/8/2018 11:05 PM
123	higher expectations, culling poor performers	3/8/2018 10:48 PM
124	Dedication to both students and teachers.	3/8/2018 9:57 PM
125	Pride for city and all of our students. Humble, kind, and involving the team in important decisions	3/8/2018 9:17 PM
126	To be approachable, listen and diplomatic	3/8/2018 9:10 PM
127	I believe that a good leader should not only be aware of the jobs and job descriptions of their district, but also have an open line of communication with employees and accept feedback from staff, who may have suggestions on how to improve upon issues in the district.	3/8/2018 8:52 PM
128	Must be approachable. CL was not approachable	3/8/2018 8:26 PM
129	Most important is someone who is ready and willing to support teachers, then Some leadership experience in a large district, willingness to continue learning, and willingness/open mind to try new things,	3/8/2018 8:21 PM
130	understand our needs be honest respect teachers and parents	3/8/2018 8:03 PM
131	Communicate better with and be open to and respond to the concerns of teachers, staff, parents, and students.	3/8/2018 7:07 PM
132	Must be a proven leader not just a paper pusher. Should be a local representative of Lynn . should know city leaders who thy can reach out to. To have a school to bussness connection. He or she should be from Lynn. And for Lynn. And should show proof the believe in public education.	3/8/2018 6:58 PM
133	Someone that can come in and make changes, rather than just keeping the same people in power for years. So many elementary minded people in the AD building whose thinking is great for students aged 10 and under. Give us someone who will make a difference in the older grades and reevaluate everyone who currently works down town. We've seen more of Tutwieler in the school in the last years, than we have seen of any other person in 10+. Keep him.	3/8/2018 6:12 PM
134	know latest developments in education, accept input from staff, be approachable to parents and staff, be as visible as possible at school and community events, be open and honest.	3/8/2018 6:12 PM
135	Good listener, respects differing opinions, a change agent	3/8/2018 6:04 PM
136	Communication	3/8/2018 5:51 PM
137	Treat people the way you wish to be treated	3/8/2018 5:24 PM
138	Listens to staff and family Active involvement	3/8/2018 5:14 PM
139	Manage and communicate with people first	3/8/2018 5:05 PM
140	Empathy for others, and strong leadership who can entrust others to make the right decisions and not overly micromanage. Climate and culture builder who respects and values the Lynn school community and is dedicated to education both as practitioner and scholar.	3/8/2018 10:35 AM
141	I'd want a superintendent that is approachable, visits each school often, get to know students of all grade levels and culture. This person should also be involved within the community in a variety of activities.	3/7/2018 11:19 PM
142	Open to change, the rules around dress code and discipline in the high schools need to change. It is crazy that girls can't wear sleeveless shirts when it is 80 degrees out	3/7/2018 11:01 PM
143	One who is approachable n friendly n provides equal employment for all...eliminate dictators n bullies!	3/7/2018 10:56 PM
144	Empathy	3/7/2018 10:56 PM
145	Being the leader and be able to provide resources and professional development	3/7/2018 10:56 PM
146	Just be reliable	3/7/2018 10:42 PM
147	I would prefer someone who is highly qualified as an administrator and educator. They should support arts and music strongly as well as the typical support for athletics.	3/7/2018 10:25 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

148	Problem solver, strong communicator, and someone who can innovate solutions for our problems.	3/7/2018 9:06 PM
149	Listening to the needs of the community. Prioritize the opportunities that Lynn will be given in the future to make education a priority in the lives of all students.	3/7/2018 9:05 PM
150	Listen	3/7/2018 7:52 PM
151	I feel the new superintendent should come in with an open mind and be willing to listen and observe before making drastic changes. Although I do feel some changes are necessary, I don't feel he/she should make any immediately. I feel they should take the time to get to know the schools, the staff, the school committee, maybe have get to know you meetings at some of the schools, and once he/she gets to know these people and observe the insurance and outs of what's going on then change what needs to be fixed.	3/7/2018 7:49 PM
152	Psicológica knowledge	3/7/2018 7:44 PM
153	Someone who is approachable. Someone who comes into a school to hear first hand from the teachers, invite them into the conversation. be constructive in decisions and get the pulse of the staff. Don't pick a selected few to speak for the many. Encourage initiative and development from within.	3/7/2018 7:32 PM
154	Someone of color would be a great accomplishment and there has never been a person. All previous Administrators have been connected to some political figure in city. You should go outside of the scope and recruit locally and nationally. Set up a separate board of people(Not connected) to do outreach and report information back to the school committee. This is the change that is needed.	3/7/2018 7:09 PM
155	Address needs and concerns of the community, work with the families, children and teachers. Be realistic, approachable and visit every school to understand the populations.	3/7/2018 4:49 PM
156	A superintendent that represents and fights for ALL our students. A superintendent that can make those tough decisions but is also personable.	3/7/2018 3:35 PM
157	I would like a leader of the LPS be able to allow teachers to handle their classrooms as they see fit. I believe the teachers' hands are tied in a lot of situations. There are a lot of behavioral issues that I don't think are being handled appropriately. There was an article in the Item recently about suspensions being down, however, I don't think that's something to celebrate when we've got a lot more disruptive problems going on in the classrooms.	3/7/2018 1:13 PM
158	Fair, has a clear vision for improvement that is founded in existing staff opinions, leads with respect, and leads by example. Generally needs to be a good person who has a track record of caring and improving schools.	3/7/2018 11:56 AM
159	must move to Lynn or be from Lynn, have many team goals, in leadership , maybe have a sports history, leadership in most school settings.	3/7/2018 10:59 AM
160	Listen. Listen to parent concerns. Listen to the students, whether or not it's a subject with which is seemingly unimportant. The students experience what actually goes on in school. If students report that the are being emotionally and/or abused by teachers, believe the student. There are more abusive teachers in the Lynn schools than you may believe.	3/7/2018 10:30 AM
161	A collaborative, passionate and caring individual who knows that they have a job to lead our educational system and not be an arm of our political system.	3/7/2018 6:40 AM
162	Listen don't ignore a problem and brush the parent off and stop allowing the bullies to control the schools. The children that complain or the parents that complain are penalized for speaking up. If they get the bullying under control Lynn would be the best schools around.	3/6/2018 11:50 PM
163	Honesty, proven reputation, someone approachable,	3/6/2018 10:52 PM
164	Experience with urban school districts is important. Attitude toward minorities should be explored. A new kind of management should be explored.	3/6/2018 10:25 PM
165	Hands on. Visits all settings. Supportive and empathic. Focused on implementing evidence based practice for academics, social emotional, and the arts and specials. Willingness to reach out and partner with community resources: Salem state for research, behavioral health agencies...etc.	3/6/2018 10:12 PM
166	Make them have frequent one-on-ones with teachers and students	3/6/2018 10:10 PM
167	BE ABLE TO RELATE TO THE CHALLENGES OF TEACHING WHILE IMPLEMENTING PROVEN STRATEGIES TO BETTER UNDERPERFORMING SCHOOLS	3/6/2018 10:03 PM
168	A good leader is fair, inspirational, experienced, hands-on, realistic and approachable.	3/6/2018 9:45 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

169	Good communication skills and the ability to listen.	3/6/2018 9:36 PM
170	Hands on, involved and invested in the schools.	3/6/2018 9:31 PM
171	Honesty, intuition and clarity.	3/6/2018 9:27 PM
172	someone with a brain	3/6/2018 9:21 PM
173	Honesty, math-minded for budget purposes, not political	3/6/2018 9:06 PM
174	-understanding of the community and school structures -ability to make informed decisions - building and choosing solid school leaders to move schools to be even better	3/6/2018 8:54 PM
175	I value a someone who is organize, strategic and concrete thinker and doer, with likeable personality who can get a job done, gain respect from people, and easy yo approach.	3/6/2018 8:52 PM
176	Need to be more visible, participate in school activities, meet the parents, etc. We need diversity.	3/6/2018 8:46 PM
177	They have to be passionate about their job, our city, and our children. It needs to be someone who wants the best for all of the above but can quickly make decisions as needed.	3/6/2018 8:37 PM
178	Someone who has a first hand understanding of the system - understanding what it's like to be a parent, a teacher, a principal, etc. This is equally important as someone who is able to get results and will be effective in bringing out schools (the physical spaces and curriculum) up to date and maintaining a high level.	3/6/2018 8:25 PM
179	Educational and background; short and long term goals for the Lynn system; communication of all of these to the administration, staff, teachers, students, AND parents.	3/6/2018 8:18 PM
180	Enthusiasm, passion for Lynn, dedication, personable	3/6/2018 8:14 PM
181	Given LPS history, I would strongly advise hiring from outside of the District--not within. Proven leadership and experience in a position in a city similar to Lynn and has shown to develop, implement and get positive results. See first answer.	3/6/2018 8:11 PM
182	Ability to listen to others and take that information under advisement. The transactional leader needs to realize some areas truly need to be addressed, including the special education department. Many buildings have outlived their usefulness, with several buildings over a century old. The factors that need to be addressed requires a politically savvy school leader.	3/6/2018 8:03 PM
183	Ability to make difficult decisions, regardless of popularity, for the success and safety of the students.	3/6/2018 7:56 PM
184	A "bottoms up" approach instead of top down; someone interested in meeting people where they are and not where they think they should be; someone bilingual at least.	3/6/2018 7:31 PM
185	Communication, consistency, follow through, don't take things at face value, sometimes you have to check for yourself. reward those who do their job and do it well and retrain those who need it and replace those who consistently do not perform. most parents are willing to help in any way they can, they just need to know where and when to help, Communication is the key to involvement.	3/6/2018 6:52 PM
186	The next superintendent needs to be a skilled listener. The cities school needs are complicated. One size does not fit all.	3/6/2018 6:14 PM
187	Honesty, common sense and respect for family situations. Schools should be cancelled for the safety of children when it snows.	3/6/2018 5:31 PM
188	Understanding of diversity and inequities of the schools	3/6/2018 5:20 PM
189	Clear and consistent communication. A willingness to listen to teacher, student, parent concerns.	3/6/2018 5:03 PM
190	No one benefits when a decision is made without any warning or background information. Being clear and direct with the public about whatever you can will go very far in Lynn. I believe a lot of residents feel that the school department is secretive about too many things. I believe a superintendent that is present in the schools is an essential piece to the job. This new hire cannot simply be a decision-maker. He/She should be active in the community, attending school events and visiting classrooms whenever possible. It is much easier to lead when people know who you are.	3/6/2018 5:00 PM
191	Willingness to commit long-term, interpersonal skills, ability to be part of a team rather than a monarch, understanding of the diverse needs of this district (in terms of culture, language, disability, SES, etc.)	3/6/2018 4:56 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

192	Always care about everyone	3/6/2018 4:47 PM
193	Someone who understands an urban community and can respect diversity among the students and teachers including LBGT people	3/6/2018 4:43 PM
194	Open honest communicator, someone who can work others in a collaborative manner	3/6/2018 4:43 PM
195	Kindness, high expectations, and the ability to help create a balance between work and fun, during the school day.	3/6/2018 4:38 PM
196	Open, engaged, involved, supportive	3/6/2018 4:30 PM

LYNN SUPERINTENDENT SEARCH SURVEY

Q5 What other information would you like to provide to the superintendent search committee and to the school committee?

Answered: 165 Skipped: 42

#	RESPONSES	DATE
1	I like to see someone as our super attendant that is not bias. Someone that sees all kids as equals. weather the students have special needs or in regular education classes. I like to see more grant writing someone that is not affriad to fight for our kids future and to get the money we need to educate our students properly. Yes I know state funding gets reduced every year but there are many different ways to find the money in creative ways. Enough has been taking away from our kids and it is time to find someone to run our schools that is ready to work hard and fight for what our children deserve and that is a chance in life. I like to see someone that is a people person willing to listen to her staff members opinions and not outside agencies opinion. Who knows better then the actual class room teachers for needs to help our kids. NO ONE and I would like to see someone willing to listen to her staff members and communities to see how to our kids. Some of our kids in Lynn only have the school department as the positive thing in there life and if that is all they have then we need someone to recognize that and make school not only a place to learn but a home and a second family.	3/28/2018 10:17 AM
2	How about not neglecting sped as has been the case for many many many years.	3/27/2018 1:30 PM
3	As a non-profit organization/municipal-affiliated community member, and as a parent, I would like for the respective committees to know that we are willing and interested in working with you and our new Superintendent on whatever initiatives you all intend to pursue within the community. I'd also like to Thank You for being open to hearing from the community and local parents!	3/27/2018 11:49 AM
4	Please make sure the superintendent has experience in an inner city and diverse population. Please make sure they are aware of the barriers working with this population.	3/27/2018 10:10 AM
5	None	3/27/2018 9:26 AM
6	Community involvement	3/27/2018 8:20 AM
7	Please promote Dr. Tuttweiler who is a dynamic individual who is not Draconian and/ or small minded. Dr. Latham did a great job! We must break up the Elementary dynamic of Bennett St. and their stranglhold on the entire system. Based on our growth as a system has it helped?	3/27/2018 8:05 AM
8	These students are so special. They need more people to advocate for them and have their best interest at heart. It shouldn't be about power and money, it should be about the children.	3/27/2018 8:01 AM
9	We need an out of the box thinker who possesses strengths that include adaptation, react calmly in emergency or trauma situations, have collective bargaining experience to allow workers a voice on the job. A keen eye toward hiring people of color. A willingness to know about budget, funding formula , and hold charter school financing accountable so that when children reenter LPS get back the dollars so that we don't lose millions of dollars to KIPP and others.	3/26/2018 8:58 PM
10	I would hope the superintendent has had experience in some aspect of teaching.	3/24/2018 8:08 PM
11	Hire the best candidate.	3/23/2018 7:37 PM
12	I think the new Superintendent should be from outside the system and have a new fresh look at our strengths and weaknesses and immune to the many ass kissers we have in our system. There will be so many willing people to help them navigate our large system but this ultimately results in favoritism. This causes bad morale and a feeling of no matter how hard you work it is taken for granted while others are rewarded for favors or who they know. We need new blood from outside the city that is empathetic, fair and professional.	3/23/2018 9:30 AM
13	I am a mother of kindergartener who was recently diagnosed with Autism and am heart broken by the idea that we will likely need to relocate her due to the lack of support available at her current school, which happens to be an amazing elementary school, that she enjoys attending (Lynnwoods) but the lack of special education aid may force us to move. ( Not exactly ideal for an already very anxious child whom struggles with human interaction, and change of environment )	3/22/2018 7:09 PM
14	Pickering must be replaced. It is a disgrace and embarrassment to Lynn	3/22/2018 5:42 PM



## LYNN SUPERINTENDENT SEARCH SURVEY

15	Let's look for someone that wants what is best for the city and the children in the schools ! Let's get a new middle school built so there will be space for healthy learning for our future middle school children	3/22/2018 5:22 PM
16	The infrastructure of some of the schools is deplorable. We have elementary school kids playing in tiny parking lots with no equipment during recess, poor heating in classrooms, no a/c, cramped spaces, etc. The Lynn Woods School, for example, is atrocious, even though families in this area are paying some of the highest taxes. The state of the Pickering Middle School has me considering moving out of district.	3/22/2018 5:21 PM
17	Restoring positive climate and moral is key.	3/22/2018 4:22 PM
18	Find someone who has the best qualities of C Latham and N Kostan. Cathie improved student achievement by developing curriculum and building on cohesiveness across schools. Nick was a real supporter of staff as individuals and didn't lump everyone together as people who were doing wrong.	3/22/2018 9:07 AM
19	We need more trainings on the programs we have. Having extra professional development classes offered to work with more teacher's schedules (I work a second job after school twice a week and can't attend some trainings that I would like to)	3/21/2018 8:29 PM
20	Look act and creation of bilingual programs	3/21/2018 6:40 PM
21	I think it most important that the incoming superintendent be able to balance the ideas of the public school system as a business, with the human aspect of the public service that we as educators provide. Every student is someones child, and it needs to be heavily weighed in the decisions that are made regarding resources and support.	3/21/2018 4:49 PM
22	n.a	3/21/2018 1:38 PM
23	A tough job but one that can be done successfully by the correct person	3/21/2018 1:20 PM
24	pick the best person not the person who you think will advance your personal agenda, political or otherwise.	3/21/2018 11:33 AM
25	I believe the next superintendent must be independent and be willing to implement innovative educational tools.	3/21/2018 11:28 AM
26	Better management of funds	3/21/2018 8:15 AM
27	Hire the right person not who he or she knows	3/20/2018 9:03 PM
28	As long as they are nice and not shady	3/20/2018 7:53 PM
29	Involve the cities private school students as they are still apart of this cities future in one way or another.	3/20/2018 7:28 PM
30	Better communication	3/20/2018 6:46 PM
31	We need to work on how we are going to properly educate the students coming into districts. Schools are grossly overcrowded and are unsafe to adults and students.	3/20/2018 5:58 PM
32	Multi language (preferably Spanish) would be helpful.	3/20/2018 3:51 PM
33	Please come into this century. Our buildings are in disrepair and overcrowded. The quest to build two new schools failed miserably and I feel that the pulse of the community was overlooked. It's important that you get the teachers on board before undertaking large projects. Get current with technology!!!!!!	3/20/2018 2:50 PM
34	a) I would like there to be a public forum in which finalists are asked questions - prepared, and "live" - and perhaps have all of them (3?) in a panel discussion where differences in approach could be made clear to the public, teachers, other administrators.	3/20/2018 1:50 PM
35	It seems that most parents I speak to really want to know what's going on when there is an issue.	3/20/2018 11:13 AM
36	N/a	3/20/2018 10:18 AM
37	I'd like the superintendent and school committee to continue to prioritize building the new middle school at Pickering and the second one near Tech. A new superintendent should understand just how limited our students are because of overcrowding and buildings in need of repair or replacement and push for improvements at the city level and work with the community to build support for these projects	3/20/2018 10:07 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

38	Hold people accountable and get a motivated self starter that is willing to fight for our children. Someone who knows and loves Lynn and it's not just a job.	3/20/2018 9:59 AM
39	Choose the most qualified individual based on their merits	3/20/2018 8:51 AM
40	The residency requirement should be removed for this critical role. To propel our schools forward and dramatically improve physical and educational offerings, we need a highly qualified individual with a proven track record of success. With so many other cities and towns looking for a superintendent, offering a highly competitive salary to the absolute best candidate would make sense.	3/20/2018 2:03 AM
41	Ellen Fritz	3/19/2018 10:32 PM
42	Please consider people that have extensive experience in the classroom. It is offensive when someone in power barely knows what the teacher experience is like.	3/19/2018 9:48 PM
43	I know there are safety procedures in place but I feel like maybe they can be a little more proactive. I would like to feel like my son is completely safe in school from the outside world.	3/19/2018 9:48 PM
44	Pick an individual with good experience on educating.	3/19/2018 9:28 PM
45	Make this an honest nation wide search. Don't waste the City's time and money with a fancy poll and public meetings that aren't going to be used for metrics that could help the process	3/19/2018 8:10 PM
46	Have an open mind. There have been many changes over the past few years and when searching for the new superintendent they should see what knowledge that person has in all grade levels.	3/19/2018 7:59 PM
47	hire qualified people rather than those with an affiliation to others within the departments; higher pay scales for our school department workers	3/18/2018 9:35 PM
48	Find someone who's not looking for their next, better job.	3/16/2018 10:01 PM
49	Sit down and think about whats best for these kids. Not for you, not for someone else, not for ta payers, not for anyone else other than the helpless, dependent kids. They're literally counting on the small amount of adults to give them their best shot. You shouldnt take that lightly.	3/16/2018 4:15 PM
50	Well-rounded curriculum with arts, recess, local field trips etc. Play-based kindergarten, Collaborative project-based learning. Less focus on MCAS, test prep and rote learning and more engagement. Climate of Care and Cultural Responsiveness are also really big. They are kind of trendy terms but the concepts are solid. Climate of care means creating a school atmosphere where every student feels cared for, safe, engaged and has a connection. Cultural responsiveness is understanding and respecting others cultures and ways of life and incorporating diversity in the curriculum and everything we do as a school.	3/16/2018 10:17 AM
51	The voters are watching you and every move you make is documented. The city has failed progress for 50 years and now are negative in our city budget.	3/16/2018 9:16 AM
52	I would like to see someone who has worked in schools similar to Lynn schools.	3/16/2018 3:02 AM
53	Bullying needs to be better educated to these children especially in 5th grade this is the 2nd time I've dealt with a bullying issue when my children reach this grade and I am very disappointed in how the principal at the school brushed it aside and didn't feel the need to get the child's parents involved that is bullying. My son and has told him to kill himself on numerous occasions I've addressed it with the school a few times and she brushed it off and I had took matters in my own hands and sit and wait at the school to get a hold of the other parents to bring it to thier attention on what there son was doing. It is not okay that the schools say they have zero tolerance for bullying but have allowed this to happen to my son for the last 3 months til I couldn't take anymore with my son scared to go to school	3/15/2018 10:10 PM
54	Strong Experience with such a vast, diverse and needy population such as Lynn's	3/15/2018 9:34 PM
55	I do think removing the residency policy will be beneficial in the search for the next superintendent, so I feel that was a wise choice. I also like watching the school committee meeting on tv so please keep televising them. Best of luck on the search!	3/15/2018 9:34 PM
56	Nothing really	3/15/2018 8:22 PM
57	Listen to the people we matter	3/15/2018 7:25 PM
58	Some (all) teachers need some more training in how to speak to the kids. Yes I know many are not easy in any way to deal with, but there is some that just need someone to have compassion	3/15/2018 6:14 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

59	Use a professional search team, the candidate finalists should be interviewed by school committee parent committee and teachers	3/15/2018 1:03 PM
60	Pick the best candidate	3/15/2018 12:36 PM
61	Please provide our children with the best person for the job.	3/15/2018 12:15 PM
62	To see the city improve and to rather start new things like delays early dismissal and to visit all schools in Lynn to see what needs to be fixed	3/15/2018 12:58 AM
63	Need new ideas, open mind, diverse perspective, understanding of what it takes to give these kids a fighting chance at success	3/14/2018 9:50 PM
64	There is a lot of pressure on you to do the RIGHT thing not the EASY thing here. Listen to everyone fairly.	3/14/2018 9:26 PM
65	Obviously, someone with experience! Not necessarily in LPS, and in some ways outsiders can be helpful - but if not in LPS, definitely with a similar large, diverse, urban district. Please make sure the super also has had real classroom teaching experience!	3/14/2018 9:08 PM
66	I don't think several members of the school committee are competent or honest. Several are just using this as a political stepping stone and are conning the public. I would not trust them to pick the right person. Ask as many teachers as you can get ahold of what they think. They are the key.	3/14/2018 6:24 PM
67	find someone who is in it for the long haul. transitions are hard on school communities. find someone who will advocate for the needs of the students, not political agendas.	3/14/2018 6:13 PM
68	Involve the community and look outside of Lynn for a candidate who has proven leadership experience in a diverse district.	3/14/2018 6:08 PM
69	Please hire qualified people to move this city forward. Don't just give this job to "the next in line" at Lynn Public Schools. Also strongly consider someone who lives in our city or will relocate here. This is a top position in the city and really we have qualified people. We want someone invested in our community.	3/14/2018 2:55 PM
70	Look to other countries and investigate to see what they are doing that could work here. Places like South Korea, Japan and Germany all score higher in science and math. Brains over brawn	3/14/2018 2:03 PM
71	We need an audit from top to bottom with a nearly 200 mil budget we shouldn't be asking the state to bail us out. Also he or she needs to look at the abuse of sick time and personal time off by teachers it is SERIOUSLY being abused and costing this city a ton of money and it is sad to see teachers counting the days til there next vacation	3/14/2018 1:58 PM
72	I think the dress code is not enforced strongly enough, would love to see our next superintendent address this as. First and foremost though, is security. Doors unlocked and not manned before school as well As front door security being taken to another level.	3/14/2018 1:39 PM
73	Nothing	3/14/2018 1:08 PM
74	Please for the love of God get rid of the teacher bidding system. It's archaic and we lose new, good teachers, who love their jobs, to people close to retirement. Makes no sense at all. Make sure the superintendent has a forward thing view of education and is up to date with new teaching principles, ideas, and methodology. We also need someone who will keep the schools clean. Our kids had the floors waxed this year and the floors weren't washed first! Keep the schools clean and modern feeling - get rid of the tan paint. Show the kids we care!!!	3/14/2018 12:55 PM
75	The BentWater brewery makes some mighty fine beer.	3/14/2018 12:38 PM
76	N/A	3/14/2018 12:16 PM
77	???	3/14/2018 12:11 PM
78	Although it is difficult to do, I hope the committee is careful to separate the role from the personality. Sometimes a person who is charismatic and an excellent performer in an interview, may not have the vision or skills to be able to promote their policies. I would just ask that the committee carefully consider the applicants' track records of success.	3/14/2018 9:47 AM
79	Residency is a must to hold this position. Someone outside Lynn will not hold this position long term and will not be as invested in the position or community as a resident would.	3/13/2018 7:13 PM
80	Students are dealing with an increasing amount of mental health issues	3/13/2018 5:44 PM
81	Find someone who is open to developing food education	3/13/2018 1:56 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

82	Be a fearless leader who's not afraid to push back and fight for what's right	3/12/2018 9:23 PM
83	Totally disconnected to the political world in this city!!	3/12/2018 3:38 PM
84	Make sure they have knowledge of how diverse this city is.	3/12/2018 3:09 PM
85	Understanding the psychological pieces these child could have - getting IEP done in a timely manner and put services in place	3/11/2018 9:55 PM
86	Commitment to Lynn And it's kids !! Dr Latham did a great job !!!	3/11/2018 7:23 PM
87	Above all, listen to the administrators that work for the school system. Seems as if the higher ups (supervisors, managers have their own agenda and have not always made the best decisions regarding LPS)	3/11/2018 6:17 PM
88	Putting the kids first should be the priority. Lynn is in the bottom of the list and it looks like the kids who need the most support are ignored. Lynn needs someone who is a leader who will ask the tough questions and provide solutions.	3/11/2018 1:31 PM
89	Don't be afraid of change. Seeking candidates outside of the system could actually provide us with a new vision that isn't heavily influenced by its predecessors. We need a fresh outlook.	3/11/2018 12:03 PM
90	J	3/10/2018 8:31 PM
91	N/A	3/10/2018 8:31 PM
92	The ideal candidate has an existing understanding of the City of Lynn, it's needs and how it operates.	3/10/2018 4:15 PM
93	I want to explore the idea of a blizzard bag! Backpacks are given at the beginning of school year why not a blizzard bag so we can utilize those snow days!	3/10/2018 7:59 AM
94	Have an individual that will continue to fight for public education.	3/9/2018 8:46 PM
95	I would just say the past is prologue to the future . So look to past good superintendents if they can advise you.	3/9/2018 2:47 PM
96	Someone who will hold the superintendent accountable for implementing policies and the school committee should be educated on their roles and responsibilities	3/9/2018 2:16 PM
97	Please select a new face and don't just promote someone who has been in the system waiting for his or her "turn." I know the resident requirement has been removed, but consider more strongly candidates who live and invest in our community.	3/9/2018 6:57 AM
98	Someone that is "down to earth" and will be available to anyone that needs their time if asked. Someone that appreciates all employees and students.	3/9/2018 12:24 AM
99	New super should be open minded, have a strong background in researching and finding funds for our schools, willingness to explore grant opportunities that will support all students and promote stronger families.	3/9/2018 12:02 AM
100	Nothing they do jot know. Pickering is falling appart, many schools have too hot or too cold rooms, not enough rooms, many depressing hallways. We need to make our schools brighter and happier places. Breed looks like a military facility.	3/8/2018 11:15 PM
101	I'd love to see newer or renovated facilities and improved graduation and college going rates.	3/8/2018 11:05 PM
102	how about somebody with an urban success record. less emphasis on a degrees, which are not that hard to get, particularly in "education" and more on results. an incentive laden contract.	3/8/2018 10:48 PM
103	Special education needs alot of development and growth in Lynn especially. Also the 18-22 year old programs	3/8/2018 9:17 PM
104	Find somebody who is willing to work with faculty, has innovation and is down to earth. Somebody who is not imitating.	3/8/2018 9:10 PM
105	Kids need more time to decompress from studies more down time less testing	3/8/2018 8:26 PM
106	Would love someone who is already in the Lynn public schools	3/8/2018 8:21 PM
107	We need new schools, smaller class sizes and more support for classroom teachers. There are many kids in classrooms that do not belong in there. They belong in different settings but don't go due to various reasons. They put the safety and learning of all of the other kids in the classroom at jeopardy.	3/8/2018 8:03 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

108	All school websites should be updated timely.	3/8/2018 7:07 PM
109	The new super should be from Lynn. And know Lynn. Or i feel the people who pick the new super should be voted out next election. BELIEVE IN LYNN	3/8/2018 6:58 PM
110	be objective in your search, hire the most qualified candidate.	3/8/2018 6:12 PM
111	Ideally for \$200,000 plus the new superintendent should make a commitment to live in this city. While not a requirement in the hiring process, it should at least be something he/she attempts to do	3/8/2018 6:04 PM
112	We need diversity at the top	3/8/2018 5:51 PM
113	Get new blood in and get rid of all the cronies changes are needed to boost morale	3/8/2018 5:24 PM
114	Lynn resident Allocate the financial and Human Resources Good communication skills Leadership skills/vision/strategic thinker/ problem solver Good character	3/8/2018 5:14 PM
115	Critical that the person has experience in urban public education	3/8/2018 5:05 PM
116	High level degree such as Ed.D or Ph.D is needed so the candidate has ability to bridge actual research into practice, as well as use their experience as an educational leader. Innovate and not effect change just for the sake of it.	3/8/2018 10:35 AM
117	I believe I stated much of what I'd like from the new superintendent and hope this person will not be just about business as these are children not products.	3/7/2018 11:19 PM
118	Find a leader who wants to make change in how the schools are run, and not just the same politics.	3/7/2018 11:01 PM
119	Pick the best candidate for the job n get rid of residency! stop the politically connected from rising to this position!	3/7/2018 10:56 PM
120	Bilingual	3/7/2018 10:56 PM
121	Regular exchange between school and parents	3/7/2018 10:56 PM
122	Actually listen to the parents and kids, don't just say you'll do it, actually DO it	3/7/2018 10:42 PM
123	It would obviously be best if you could find a superintendent with previous success as an administrator in an urban district. This city has such rich diversity and that should be celebrated and cultivated at all school levels. We should have schools that attract students away from the charters and private schools with fabulous after school programs and facilities.	3/7/2018 10:25 PM
124	Don't underestimate the full range of parents or kids in Lynn. Yes, we have a lot of immigrant kids who enter the schools without English, but we also have some amazing high performers and parents who are willing to be partners in the schools.	3/7/2018 9:06 PM
125	Reach out to residents that can benefit to the programs and plans that the school committee may have. Be open to new opportunities that other towns around us have taken advantage of so that we can move forward and develop.	3/7/2018 9:05 PM
126	Pickering	3/7/2018 7:52 PM
127	I am assuming the school committee and the mayor are responsible for hiring the new superintendent. I personally voted for everyone on the school committee and the Mayor, so therefore I have full faith the right decision will be made. I appreciate the concept of transparency that I have seen with all the Facebook posts sharing information. Keep doing what your doing!	3/7/2018 7:49 PM
128	More sports activity	3/7/2018 7:44 PM
129	Please remember that we are all here to do our very best to educate the students. We need someone who has been in the classroom for many years and can empathize what we have to deal with day in and day out. Listen to the teachers and help them find ways to grow that we can all buy into. Watch the morale because it is not very high at this time.	3/7/2018 7:32 PM
130	Have a search committee that is diversified like the City of Boston. We should mimic their theme or ideas. An independent group would find talented people.	3/7/2018 7:09 PM
131	School communication with parents varies based on principal and teachers. Some schools are far better about getting out information than others. Keeping up communication and updating grades online should be a minimal expectation for all staff and teachers.	3/7/2018 4:49 PM
132	Restricting the search to only Lynn residents may limit you in finding the best person for the job.	3/7/2018 3:35 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

133	I would suggest relying on the teachers for their input on what works from best as far as communication and management.	3/7/2018 1:13 PM
134	none	3/7/2018 11:56 AM
135	look for someone who knows our students. who cares for our students not just last three years for maximum retirement benefits ... ties to Lynn and the business community.	3/7/2018 10:59 AM
136	Keep in mind that with every good recommendation an applicant presents, there are bad recommendations the applicant is not revealing. Ask former students, coworkers and even the janitor. These people will no more and are not considered when making important decisions such as hiring a new superintendent of schools.	3/7/2018 10:30 AM
137	Keep the salary down until they can prove themselves. Performance raises are ideal.	3/7/2018 6:40 AM
138	Bring in a superintendent that is not from this school.bring one in from Boston who cares about the children who will treat them like they want there child treated	3/6/2018 11:50 PM
139	Someone who actually cares about the students, and how their lives turn out would be nice. Someone who is more than just a figurehead.	3/6/2018 10:52 PM
140	Experience is priority.Doctorate preferred not required.	3/6/2018 10:25 PM
141	Teachers need more training in trauma sensitive schools, growth mindset, diversity, and differentiation for all learners.	3/6/2018 10:12 PM
142	Making us walk through low temperatures, snow, ice, and wind can sometimes make us unhappy and it's kinda dangerous	3/6/2018 10:10 PM
143	STAFF MORALE IS LOW. PLEASE HELP.	3/6/2018 10:03 PM
144	Lynn has a multitude of needs depending on the location and demographics of the individual schools and the best way to meet those varying needs is to have an open line of communication with the central administration. In order to make decisions, you must be aware of the day to day happenings within the different buildings.	3/6/2018 9:45 PM
145	Choose someone who is for the kids, not their own agenda	3/6/2018 9:27 PM
146	Parent on the panel	3/6/2018 9:06 PM
147	Dr. Latham during her tenure has built a strong and improving school system and I believe that she has been able to do this: -familiar with and part of the community -she moved up the ladder in LPS -she truly lives and breathes improving our school system every day with the structure/systems she has built with choosing the leaders under her	3/6/2018 8:54 PM
148	Someone who can bring state and federal money to lynn school so we can get better classrooms, good teachers, and improve our education. Lynn school needs lots of improvement. Person should tighten up teachers and school administrators too, as I heard some don't care about schools or kids education.	3/6/2018 8:52 PM
149	Find someone who loves our schools and our city... you need passion to be successful at this job	3/6/2018 8:37 PM
150	We need a superintendent who will get things done at a much faster pace than what we been accustomed to. We need new schools now and a capitol improvement plan for existing schools.	3/6/2018 8:25 PM
151	Keep politics outside. This decision is for the benefit of our student population.	3/6/2018 8:18 PM
152	The superintendent needs to be personable and knowledgeable.	3/6/2018 8:14 PM
153	I think LPS is already late to the search for a Superintendent based on the searches other city's are conducting and needs to be proactive to reaching out to prospective candidates and encouraging them to apply. There is a huge opportunity in being able to hire a new Superintendent, which was desperately needed. I am hopeful with a strong Superintendent under the new leadership of the Mayor a great deal of positive change can occur for our students in Lynn and the community at large. I hope the city does not lose out in this opportunity which will impact so many children and families. I appreciate the opportunity to complete this survey and provide feedback and encourage more avenues such as this to get involved with LPS. Thank you.	3/6/2018 8:11 PM
154	The school Committee needs to make a commitment to work with the administration to bring the schools into the future. The role of a superintendent is pivotal in a community. We need to find one that has experience but also is capable to learning what works and build upon the myriad successes that the city has enjoyed.	3/6/2018 8:03 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

155	A woman or minority or better yet both, should be included in the list of finalists. One with a proven track record of lgbtqi involvement would be a plus.	3/6/2018 7:31 PM
156	COMMUNICATION, FOLLOW THROUGH, COMMUNITY AND PARENT INVOLVEMENT	3/6/2018 6:52 PM
157	Lynn contains a large population of students who require special services. Strong in house programs benefit both the tax payer and the school district.	3/6/2018 6:14 PM
158	Choose the best unbiased candidate and not another political appointee. Nepotism needs to stop in the hiring process.	3/6/2018 5:31 PM
159	Someone who respects thge profession...is open to suggestions...willing to bend the rules when necessary	3/6/2018 5:20 PM
160	none	3/6/2018 5:03 PM
161	Most importantly, do not forget what it is like to be in the classroom, whether as a student or as a teacher. The entire industry is about what is best for our students, not about what is best for administration. The new superintendent needs to recognize the insane amount of work teachers put in to ensure the best possible learning environment for their classroom. They are the ones doing most of the leg work, while being underpaid and underappreciated. It is extremely important for teachers to feel that the superintendent is on their side, not against. He/She should not tolerate any schools or department that is not in compliance with the union contract or the law, and should do whatever it takes to rectify such a situation.	3/6/2018 5:00 PM
162	Consider us the students, sometimes especially during the winter the weather is really hard to attend to schools and Specially students at LVTI	3/6/2018 4:47 PM
163	Just keep the positive momentum going	3/6/2018 4:43 PM
164	Choose someone that embraces Universal Backwards Design.	3/6/2018 4:38 PM
165	Need for quick resolutions, we have a need for urgency	3/6/2018 4:30 PM

LYNN SUPERINTENDENT SEARCH SURVEY

**Q6 What questions would you like to propose to the candidates? This information will be shared with the search committee and the school committee.**

Answered: 162 Skipped: 45

#	RESPONSES	DATE
1	how are you not only going to approve our schools, but also our communities, and help uor kids of our future stay off the streets and achieve more then any other city around us. How are you going to contribute to make our schools better and our students achieve more then another community like Saugus and Marblehead.	3/28/2018 10:17 AM
2	Are you able to bring Lynn into the 21st century and stop the harmful practice of bumping and bidding?	3/27/2018 1:30 PM
3	Do you see the benefits of, and are you planning to pursue, an education with a greater focus on all forms of fine arts than what currently exists in Lynn? Are you open to working with local cultural and educational organizations to provide a broader range of education to our kids than what they will receive in their classrooms? Funding seems to be a reoccurring issue will nearly all affiliations in this city. Will you consider defining a plan, as one of your first tasks as Superintendent, to properly acquire and apply educational funding so that it may better our schools and education system for the long term and not just for the present?	3/27/2018 11:49 AM
4	How will the superintendent try to know their staff in such a large district?	3/27/2018 10:10 AM
5	NA	3/27/2018 8:20 AM
6	How can the city continue to educate the growing population with the limited space we currently have? Class sizes of 35 (or more) do not contribute to a productive learning environment.	3/27/2018 8:08 AM
7	How will you cast a wider net for talent outside the system when opportunities for administration become available? What will you do to ensure that your administration includes individuals with a background working in a High School?	3/27/2018 8:05 AM
8	How will you help to reach all of the children in our community? How will you support the teachers/staff that have put in countless hours of work?	3/27/2018 8:01 AM
9	Will the next superintendent make a real.commitment to moving to Lynn since this position will pay North of \$200,000 a year, the next superintendent should make a commitment to spend their tax dollars and property taxes in the city in which they are employed?	3/26/2018 8:58 PM
10	do you support community schools? do you support adult education in the public schools? will you work to bring voting back to the ford school?	3/26/2018 3:37 PM
11	What positive change can you bring to the Lynn public school system?	3/26/2018 1:37 PM
12	What knowledge can you bring to Lynn?	3/24/2018 8:08 PM
13	How committed to the students, principals and teachers would you be regardless of outside pressure? Where would your loyalty lie?	3/23/2018 9:30 AM
14	what platforms are you providing for students so they are heard? How are you ensuring that all students make it to college or feel like college is accessible for them?	3/23/2018 12:39 AM
15	New middle schools are desperately needed, and was recently voted against do you have any solutions to this dilemma?	3/22/2018 7:09 PM
16	How will you get new Pickering built	3/22/2018 5:42 PM
17	Why do I have to feel like I did something wrong when I am trying to choose the best school choice for my child	3/22/2018 5:22 PM
18	What do you propose to do about the infrastructure issues in many of our schools? How will you seek and obtain funding for new schools and much needed renovations?	3/22/2018 5:21 PM



## LYNN SUPERINTENDENT SEARCH SURVEY

19	Will you subscribe to one size fits all in terms of directives for schools or will you honor and respect that all school have different needs? Please talk about your leadership style & philosophy surrounding how you will lead 20+ schools with unique needs.	3/22/2018 4:22 PM
20	How much experience have they had with POC? What leadership roles have they found most challenging in the past? What do they do to relax and unwind? Where do they see themselves in 10 years? What difficulties have they overcome? Experience with special needs/integration of students? Are you a compassionate listener? Education and paper resumes are important but when dealing with 18,000 or so students and hundreds of faculty that range from fabulous to poor how do you access what works for majority?	3/22/2018 1:43 PM
21	How would you work to develop teachers to be school leaders across all schools not just a few?	3/22/2018 9:07 AM
22	Where and what did you teach? For how long? Questions about knowledge of standards and curriculum.	3/21/2018 8:29 PM
23	How do you foresee promoting bilingualism	3/21/2018 6:40 PM
24	How would you balance the bottom line with student needs and opportunities.	3/21/2018 4:49 PM
25	What does intersectionality mean to you? How do you plan to address growing concerns for student and teacher safety in schools that aren't increasing security measures?	3/21/2018 1:38 PM
26	What are the strengths of the person being considered. How compassionate and understanding are they. Would you want to work for this person.	3/21/2018 1:20 PM
27	are you a problem solver rather than a problem identifier?	3/21/2018 11:33 AM
28	Why do you want to take on the challenge of this position? What makes you most qualified to serve this city's population? What ideas do you have to change what is currently in place? How will you address the mental health issues facing students at every level in this city? What changes do you see as a requirement for safety in our schools that is not currently in place going forward?	3/21/2018 9:37 AM
29	I am concerned about the secondary education options for special needs students. Are there any social and vocational programs that could be put in place.	3/21/2018 8:28 AM
30	How do you plan to keep the students safe	3/20/2018 9:03 PM
31	I think they can handle the questions	3/20/2018 7:53 PM
32	If you had to choose between cutting a flourishing STEM program that's paving the way for students, but yet doesn't fit city curriculum, or cut a program that doesn't get much attention but is a minor focal point in the cities curriculum, which would you choose and why?	3/20/2018 7:28 PM
33	How do you plan to boost morale for the teachers in Lynn?	3/20/2018 6:46 PM
34	How will you deal with school overcrowding? How will you relay your respect of the district staff members who deal with minimum resources, over crowding, aging buildings that lack basics such as heat, working bathrooms, and out of date technology?	3/20/2018 5:58 PM
35	How do you intend to break a huge system down into categories and meet the needs of so many cultures and disabilities?	3/20/2018 5:20 PM
36	What are some of your weaknesses? What is your management style?	3/20/2018 3:51 PM
37	1. Would you be willing to allow teachers to use Google Classroom? 2. Would you be willing to set a schedule for your Asst. Dir. of Curriculum to visit all classrooms, not just the elementary. 3. Would you be willing to allow "blizzard bags"? 4. Would you be willing to entertain the idea of early dismissal and late starts in cases of inclement weather (talk to bus company)? 5. Would you be willing to allow teachers Professional Development Days?	3/20/2018 2:50 PM
38	a) Why you? Why are you better equipped than the other candidates? b) What tangible (and independently verifiable) benchmarks will be used to assess your performance? c) How do you feel about incentive-based pay? Better results = more compensation. How sure of yourself are you?	3/20/2018 1:50 PM
39	What is our plan to improve school security? What can be done to improve issues with our children have with bullies? How can we improve communication between parents and school officials?	3/20/2018 11:13 AM
40	Do you intend to attend various events from musical concerts to football games to track meets to fundraisers? Not all .. of course .. but show all the kids that you are with them, no matter their diverse interests.	3/20/2018 10:18 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

41	How would you build support within the Lynn community to fund new middle schools and improve school property?	3/20/2018 10:07 AM
42	What's your thoughts on student safety and where do you think the Lynn schools currently stand in safety?	3/20/2018 9:59 AM
43	Where do you see the City of Lynn within the next 10 years in its test scores and in dealing with non English speaking students to help them succeed	3/20/2018 8:51 AM
44	What would your first priority be on the job?	3/20/2018 2:03 AM
45	How will you help bridge the gap between our district and more affluent district's performance? What innovative methods would you try to accommodate the special needs of our population?	3/19/2018 9:48 PM
46	How do you plan on improving the education provided in the City of Lynn.	3/19/2018 9:28 PM
47	What do you see as Lynn's weak link in moving the education into the 21st century? How will you connect to the under represented members of the City and allow their voices to be heard? Will you create partnerships with over performing school districts?	3/19/2018 8:10 PM
48	What can you bring to LPS that will help support both the teachers and students? We have a diverse population and we need to bring developmentally appropriate practices back into our classrooms.	3/19/2018 7:59 PM
49	What would be his/her management strategies to maintain fairness and equity in the schools	3/18/2018 9:35 PM
50	How do you propose to deal with the influx of students coming to Lynn with no English language skills?	3/16/2018 10:01 PM
51	What do you, as a candidate with the potential to affect thousands of children's education and lives, value the most in such a position?	3/16/2018 4:15 PM
52	Will you abide by the law and treat everyone student/parent / taxpayer with respect and also people with disabilities. Would you also make sure ISD is held accountable for every school building so every 10 years we don't hear how we need a new school building because of laziness? Making sure that Barbara Rafuse doesn't have absolute hiring power because she cannot handle peoples personalities properly and not to mention rude. Is this superintendent able to think independently without being influenced by others? There are plenty of questions I'd like to ask, those are just a few.	3/16/2018 9:16 AM
53	Currently, the special needs children are treated differently in their life at school. How would you inspire people to treat these people equally and have a better quality of life and not be separated from the mainstream? This treatment carries on throughout the years from grammar school to high school. They feel like outcasts their whole school life.	3/16/2018 3:02 AM
54	How are you going to make the schools better and safer for our children	3/15/2018 10:10 PM
55	How to budget and finance the increasing number of qualified staff to educate and care for the students	3/15/2018 9:34 PM
56	Why do you want this job, specifically in Lynn? How do you approach situations with employees (with examples)? How do you approach problems with parents? What changes do you feel you could make for the greater Lynn community?	3/15/2018 9:34 PM
57	What is the point for math and "ELA" past 7th grade? Point 1: We have calculators and phones. Point 2: We don't need the square root of 77866.4337 Point 3: Everyone forgets it anyway after college Attacking Point: You: We Need It To Go To College Me: What about after college in our daily lives what then? ELA Points: We don't need to know what poetry means! Example: Kid A Wants To Be A Gamer - Told To Do It In Free Time Kid B Wants To Be A Poet - Does It In School But Leading Doctors And Scientists Say Gaming Helps You With Eye And Hand Coordination. Which Can Help In Real Life Such As A Car Incident. If You Have High Reflexes Due To Gaming You Can Stop It From Even Happening. When Your A Poet ,What Are You Supposed To Do Then , Rhyme Your Way Out? (Accidents Are A Leading Cause Of Death)	3/15/2018 8:22 PM
58	Where will you build the new pickering	3/15/2018 7:25 PM
59	How do you plan(IF) to become more parent friendly (approachable)	3/15/2018 6:14 PM
60	What do you know about Lynn schools - population, history, resources ? If they haven't done their homework than they are not a viable candidate	3/15/2018 1:03 PM
61	What would you like to start in Lynn? Would you start the school year early? Would you like to change something about our schools?	3/15/2018 12:58 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

62	Provide an example of how you have established good public relations in your prior district? What qualities make you the right candidate for this role. What would you do differently in Lynn than in other districts you've served? Provide an example of a conflict you've navigated, given an opportunity, would you do it differently? How would you organize this district, curriculum-wise, so that you can guarantee student academic improvement/success!? How would you evaluate success in the first year, third year, fifth year?	3/14/2018 9:50 PM
63	What do you know about our community and school district? What do you consider to be your weaknesses as a potential superintendent? What are the standards you use for judging whether or not a board of education is doing its job? What can a school district do about a marginally effective teacher and/or administrator? What will you do about a marginally effective teacher and/or administrator? Is it possible to dismiss a weak teacher? Have you done this? How would you do it? How do you feel about charter schools? Have you ever built or had a role in building a complete district budget? Do you know the financial condition of this district? How would you describe our situation? How would you organize this district, curriculum-wise, so that you can guarantee student academic improvement?	3/14/2018 9:26 PM
64	How will you manage the budget sustainably given that, for the foreseeable future, charter schools are here to stay? How will you deal with inevitable conflict between different constituencies of the schools? Not just academic ones. How will you balance the needs of teachers to do their job effectively with the demands of elected officials for other priorities at times?	3/14/2018 9:08 PM
65	How many years did you teach? Why did you leave teaching? What evidence do you have that you value teachers? What is your plan for helping our lowest performing schools? What is your plan for helping our highest performing schools? How many lynn public school teachers have you met and had lengthy conversations with about the needs of our schools? What did you learn from them?	3/14/2018 6:24 PM
66	what do you see as the unmet needs of the students and how would you propose to address these needs?	3/14/2018 6:13 PM
67	1. How will you ensure that every student receives an equitable education, regardless of native language, income status, race, ethnicity, color, national origin, gender or gender identity? 2. How will you involve all parents (with the same categories as #1 above)? 3. Describe your experience in leading diverse school districts. 4. Describe a situation when you had to make a decision that was politically unpopular in your community. What factors led to the decision? Whose input did you obtain? How did you address political fallout? What would you do differently? 5. How would you lead the district via a via immigration enforcement activities that are increasingly occurring in this state? 6. Describe your leadership style. 7. Describe your position on nepotism. 8. What is your understanding of FAPE I'm the least restrictive environment? How will you ensure all special education eligible students receive FAPE in the least restrictive environment? 9. How will you ensure every LPS staff person welcomes English learners and involves their families in the education if their children? Be specific. 10. How will you ensure English learners have equal access to academics, non-academic activities, extracurricular activities, vocational programming, college readiness classes, guidance and counseling?	3/14/2018 6:08 PM
68	Are you willing to fix the nepotism in our school department? What is different about you? How can we be assured you have the vision to make our school system the best it can be? What are your greatest accomplishments in your current position?	3/14/2018 2:55 PM
69	How could your decision shape the future of the city of Lynn	3/14/2018 2:03 PM
70	How is he or she going to control wasteful spending within the school department	3/14/2018 1:58 PM
71	What experience have you had in diverse communities? How do you propose to keep our children safer?	3/14/2018 1:39 PM
72	How can Lynn's rich history be used to develop curriculum that is meaningful? How can we get greater parent involvement?	3/14/2018 1:08 PM
73	What are your thoughts about improving parental involvement? Are you in support of community based schools that will open their doors to community use and programs, to encourage support of the schools as community based centers? What are three key tools for teacher retention, and three key tools for professional growth and development? How will you make the office of the Superintendent more accessible, and decisions that affect our children, more transparent?	3/14/2018 12:55 PM
74	What is the air-speed velocity of an unladen swallow? And does it matter if it's an African or European swallow?	3/14/2018 12:38 PM
75	N/A	3/14/2018 12:16 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

76	Can we work together to build a new Pickering?	3/14/2018 12:11 PM
77	What is your moral imperative and what specific decisions have you made that support your guiding principles? What experience do you have promoting race and equity? What initial steps would you take in our district to address this issue? Based on your research and preparation for this role, what is your vision and action plan for the Lynn Public Schools? What would your initial phase of implementation look like? Please describe programs you have designed, implemented, supported in order to increase Family and Community Engagement. Please describe which model of Curriculum and Instruction you prescribe to and how you will make decisions based on your belief system. In regards to the District's Improvement Plan, which aspects do you believe speak to our strengths and which aspects would you be interested in revising? Please describe your experience in working with a district budget. Describe which aspects of Lynn's budget you believe need immediate attention. How do your budgetary decisions conform with your moral imperative and guiding principles? Describe how your budgetary decision making will support your vision and action plan for Lynn Public Schools.	3/14/2018 9:47 AM
78	How will you bring school resource officers back to each of the secondary schools?	3/13/2018 5:44 PM
79	How do they balance and all inclusive environment while keeping in mind classroom limits and the best learning scenarios for our children	3/12/2018 9:23 PM
80	Do you believe all students K-12 should wear uniforms? Are you in favor for advanced classes for children as young as the 1st grade? What would be your best approach to keeping our children safe? Are all the schools locked so that no one can enter without permission?	3/12/2018 3:38 PM
81	What their past experience is? Were they as diverse as the City of Lynn?	3/12/2018 3:09 PM
82	How are you going to get more parents involved with your goals and be objective with the goals for our children	3/11/2018 9:55 PM
83	We pay a lot of attention to AP kids And Ell/Sped / newcomers get a lot of services Our common placement students suffer make LVTI easier to get into and acknowledge that some students simply need to be put in alternative settings Also change this detention thing !!!! Seems to be a great place to meet and greet !!! Lol	3/11/2018 7:23 PM
84	Lynn needs solutions, not more of the same. Transparency and accountability have been lacking in Lynn. What do the candidates propose that is game-changing solutions, from the top down and from the bottom up? How independent are they? What makes them a great leader?	3/11/2018 1:31 PM
85	How do you plan to create an administration that is more knowledgeable with the secondary levels?	3/11/2018 12:03 PM
86	How would you promote more parent engagement/involvement in the middle and high school levels.	3/10/2018 8:31 PM
87	What strategies will bridge the divide between established people groups and new arrivals?	3/10/2018 8:31 PM
88	For students and families experiencing homelessness and housing instability, what is the role of the school and the school department to mitigate the negative consequences that can manifest itself in a child's education?	3/10/2018 4:15 PM
89	What changes would you make to assure us that our kids would be safe at school? I want to make sure my kids are safe from harm	3/10/2018 7:59 AM
90	Do you have knowledge of Lynn's rich history and would you offer a class on it? Would you be willing to bring back a Civics class?	3/9/2018 8:46 PM
91	Has any candidates had prior experience with being a superintendent or department head.	3/9/2018 2:47 PM
92	How does the next Supt. view Family Engagement What is being done to hire minority teachers and administrators What will be the vision for the system How can the schools partner with CBOs How will the Supt. ensure that DOE grants will be a huge part of enhancing programs and receiving funds	3/9/2018 2:16 PM
93	What are your "big three" issues to be addressed in your first year as superintendent? How will you ensure families from all cultural and socioeconomic backgrounds have a voice?	3/9/2018 6:57 AM
94	What strengths do you bring to tackle a city the size of Lynn?	3/9/2018 12:24 AM
95	What experience do you have with urban communities? What are your own strengths and what are you passionate about. How do you feel about making our schools more accessible to the community and finally what are your thoughts on police in our high schools.	3/9/2018 12:02 AM

## LYNN SUPERINTENDENT SEARCH SURVEY

96	Do you believe in well rounded education, or just test scores?	3/8/2018 11:15 PM
97	How will you work to secure new space for the aging school buildings? What is your plan to improve graduation and college going rates?	3/8/2018 11:05 PM
98	What verifiable, tangible evidence of academic improvement can you provide?	3/8/2018 10:48 PM
99	What will you do to act as a team player with the other leaders and members of our community?	3/8/2018 9:17 PM
100	Have you ever worked with an inner city school department?	3/8/2018 9:10 PM
101	What would the new Superintendent do to increase security measures in the schools? Also, what actions would he/she take to try to improve physical conditions of some schools, including rebuilding those which are beyond quick fixes, such as Pickering?	3/8/2018 8:52 PM
102	What can you bring to the table that will help the city become less reliant on the government funding and more in time with the kids of this city?	3/8/2018 8:26 PM
103	What is their teaching philosophy? If they were to observe classes today at every level (elementary, middle and high) what things would they look for or focus on?	3/8/2018 8:21 PM
104	What will you do to ensure that classroom sizes are maxed out at 24? What will you do to support classroom teachers with all of the demands that are put on them? What will you do to ensure that students that need more help or a different learning environment are moved so that they do not impede the learning of others?	3/8/2018 8:03 PM
105	What previous experience they have running a big school system? What challenges have they faced and what they did to resolve them?	3/8/2018 7:07 PM
106	Where were your CHILDREN educated? Ask would you send your child to Lynn schools and why and why not. How do you feel about sports and education and how they work together.	3/8/2018 6:58 PM
107	what are your goals as superintendent? where would you like the LPS to be in 5 yeas? why do you consider yourself a good candidate to lead the Lynn Schools?	3/8/2018 6:12 PM
108	What is your vision for parent engagement?	3/8/2018 5:51 PM
109	I absolutely believe the Superintendent should be a member of the Lynn Community.	3/8/2018 5:25 PM
110	How will you boost the morale of teachers to make the work place positive?	3/8/2018 5:24 PM
111	? Professional negotiation ? Board relations ? Public school finance ? Curriculum	3/8/2018 5:14 PM
112	Based on what you know about the Lynn Public Schools which specific things would you focus on in the first three years to improve the entire district	3/8/2018 5:05 PM
113	Please explain how valid,educational research can be bridged into practice for school leadership, faculty and students.	3/8/2018 10:35 AM
114	What can you do to ensure school buildings are safeguarded by any personal threats of outside violence? What would you do to work with the city on locating new school building sites?? How would you introduce (or promote) yourself to all the school staff, city officials, students and their families as well to the whole community??? What current Lynn school difficulties/obstacles would you work on when you start your job???? What current programs in each school level (elementary, middle and high) would be your main focus?????	3/7/2018 11:19 PM
115	How would you bring change to the Lynn public schools?	3/7/2018 11:01 PM
116	As our superintendent will you support job descriptions for the administrative staff to ensure a high quality work product?	3/7/2018 10:56 PM
117	What do you offer to the LYNN public schools as a candidate	3/7/2018 10:56 PM
118	What can you do to bring Lynn public school in high level	3/7/2018 10:56 PM
119	Nothing	3/7/2018 10:42 PM
120	In what ways could you improve the music and arts programs in our schools?	3/7/2018 10:25 PM
121	How would you look holistically at the school budget and also at the resources in individual schools, balancing the needs of the district with the needs of particular schools?	3/7/2018 9:06 PM
122	What experience in the past would you bring with you to this position? Why Lynn? Expansion of schools? Charter vs. Public?	3/7/2018 9:05 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

123	P ik	3/7/2018 7:52 PM
124	Keep up the great work! They have been a wealth of information and continue with the transparency!!!	3/7/2018 7:49 PM
125	What can you do to stop the use of drugs by the student	3/7/2018 7:44 PM
126	What can you do to foster positive relationships with the teachers within the school system? What sources and from where would you get your initiatives to enact change? Would you be open to once a month having an open dialogue with the staff in each building to hear their concerns, give encouragement and appraise the initiatives that were implemented.	3/7/2018 7:32 PM
127	How is he or she on diversity? Hiring people of color? No more nepotism? Make Lynn for inclusive? What are to goals to fix the budget of the school department? Are they willing to work with the school committee?	3/7/2018 7:09 PM
128	What are the steps being taken for school safety ?	3/7/2018 4:42 PM
129	Special education is severely under staffed. There are not enough classrooms and many students are in classrooms purely based on lack of spots. Psychologists and school adjustment councilors are stretched tremendously. Do you agree and what will you look to do to improve specialt education for our students?	3/7/2018 3:35 PM
130	How can we better handle behavioral issues in the classroom so that the day is not disruptive and our children are safe? How can we make pre-kindergarten available to all Lynn children and not a lottery system?	3/7/2018 1:13 PM
131	none	3/7/2018 11:56 AM
132	would you educate your children in the Lynn Schools. what are you opinions of Private v.s Public schools. what have you done in your career to help improve a schools MCAS scores.. where do your children go to school now.?	3/7/2018 10:59 AM
133	What is you plan for improving the special education department with regards to access to the school psychologist? What are your suggestions or plans to provide after school activities for all students, including elementary school students? Do you believe in using grants to make these activities more affordable for low income families?Do you believe that it is prudent to send students to school during nor'easters, even if it's only rain, knowing full well many students walk to school without parents, such as elementary school students? Is there a way to incorporate more education based field trips for all students and what would be your recommendations for school principals?	3/7/2018 10:30 AM
134	What is your process of evaluating your employees and yourself?	3/7/2018 6:40 AM
135	What experiences have they had with troubled children.are they willing to help them or just drag them through the courts just to get rid of them.a good superintendent would help a trouble child not use the system against them. These children come from troubled homes help them to get on the right track. It's not easy. Make them feel important and let them know that someone cares	3/6/2018 11:50 PM
136	Do you have any social service experience? Any experience with IEP's? How do you feel about the state of affairs at Pickering?	3/6/2018 10:52 PM
137	What do the candidates know about community schools and would they be willing to implement them.	3/6/2018 10:25 PM
138	How will we reduce classroom size? What is your knowledge of evidence based practice in social emotional school based programming and implementation?	3/6/2018 10:12 PM
139	What can you do to stop bullying? It's a real issue right now	3/6/2018 10:10 PM
140	Every LPS teacher is giving it their all for the sake of the children while having ultrahigh expectations, how would you convey their work is important and making a difference?	3/6/2018 10:03 PM
141	How will you address the issue of deteriorating schools and what plans do you have to propose new middle schools? What is your vision for the Lynn Public schools? What are you plans to raise achievement for second language learners and students on an IEP?	3/6/2018 9:45 PM
142	Why Lynn?	3/6/2018 9:27 PM
143	Describe your relationship with the Lynn community/ how will this relationship impact our students and schools?	3/6/2018 9:06 PM

## LYNN SUPERINTENDENT SEARCH SURVEY

144	How will you get to know all the schools and programs at LPS? What is your leadership style? What are the quantities and what do you expect of your school leaders? How will you communicate this to school leaders? For those leaders not meeting your set standard, how will this be communicated or what actions would be taken with school leaders?	3/6/2018 8:54 PM
145	How can you bring resources to lynn? How can you convince taxpayers to agree to your ideas? How do you ensure the teachers are providing quality of education? How do improve students/teacher ratio?	3/6/2018 8:52 PM
146	After reviewing each schools enrollment, you noticed certain schools fell short when it came to minority students, how would you handle that?	3/6/2018 8:46 PM
147	What do you know about our school system? What is the first thing you would change?	3/6/2018 8:37 PM
148	How will they address overcrowding and school buildings that are in disrepair? How will they address school safety? In the world we are living in...are we doing enough to keep our students and teachers safe? How will they move the district forward - making the school system one that families want to stay in?	3/6/2018 8:25 PM
149	What are your short term and long range plans. BE SPECIFIC.	3/6/2018 8:18 PM
150	Why Lynn? What can you bring to LPS?	3/6/2018 8:14 PM
151	1) what do you see as challenges and rewards of working in a District with such diversity and how do you handle/address challenges? 2) what's your biggest concern if you were to hold this position? 3) please speak to 3 initiatives you implemented in a previous District that may be applicable to LPS and explain your reasoning. 4) what were your previous roles with working with teachers' unions and School Committee? Please discuss your approach and beliefs with regards to that relationship respective to both. 5) what are your thoughts with regards to a community school model? 6) how would you handle and prioritize resources in a District with financial difficulties? (Perhaps offer a list of items to prioritize) 7) what about LPS and our students and community drives you to want to work here?	3/6/2018 8:11 PM
152	Questions should address knowledge and understanding of running a diverse community, including how to work with stakeholders. Areas such as computer literacy, SEL, and muse of standardized instruction should be addressed. What is in their 100 day plan, two year plan?	3/6/2018 8:03 PM
153	How do you plan to address the problems of overcrowding in the schools, and the deterioration of the buildings themselves?	3/6/2018 7:56 PM
154	Please address your views on late starts for high schoolers, longer days overall and what you would do in meeting students where they are. Also do you believe in the Phonix approach?	3/6/2018 7:31 PM
155	How can you improve communication internally, with parents and with the community? How can you ensure all teachers have adequate prep and training time to ensure the highest quality education for our children. What measures are you going to put in place to reward teachers who do their jobs and do it well? What measures do you plan to put in place to retrain teachers who have performed poorly and what plan can be put in place to replace teachers who do not perform after being retrained? Increased classroom technology and making sure teachers are trained in using this technology.	3/6/2018 6:52 PM
156	I would ask the candidates to share their ideas regarding how they would attract high quality school employees.	3/6/2018 6:14 PM
157	What plans do you have to help struggling students learn when traditional lectures and book study doesnt work?	3/6/2018 5:31 PM
158	How would you reasonably and professionally make decisions for individual schools and not for all.	3/6/2018 5:20 PM
159	One aspect of Dr. Latham's legacy was her ability to connect with students and be a visible presence in our schools. How do you plan on carrying on that legacy?	3/6/2018 5:03 PM
160	How will you ensure that each school is upholding the union contract and not taking advantage of faculty/staff, especially those without professional status? What is your plan to be present in the community and at schools? How will you incorporate technology, such as Google Classrooms, to ensure our students are receiving the best possible education? What are some new ideas you would like to see implemented in the district in the next five or so years?	3/6/2018 5:00 PM
161	The student body hears a lot of negativity about being from Lynn. This can be harmful to a child's confidence. How do you plan on getting the pride back into our Lynn schools?	3/6/2018 4:38 PM

LYNN SUPERINTENDENT SEARCH SURVEY

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162	We have schools using hallways for learning, not an environment that teachers can teach in. What are solutions we can implement today to help	3/6/2018 4:30 PM
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