

SV – 1 - What are the most important qualifications, characteristics and attributes that the new Superintendent of the New Hartford Central School District (CSD) should possess?

Identifier Key: Parent/Guardian (P/G), Student-Elementary School (ES), Student-Junior High School (JH), Student-High School (HS), Teacher (Teacher), Staff (Staff), Community Member (CM), Other (Other) **respondents could select multiple**

Clear understanding of all aspects of education including special education, diversity, and willingness to be open and transparent with parents and the community on all topics no matter how big or small. - ES, CM, P/G

Leadership and strength to make tough decisions. - ES, CM P/G

A man or woman of great personal and professional integrity. One Who takes the time to get to know our community stakeholders and balance the unique needs of our students and families and the constantly progressing demands and/or suggestions of the state. We are a community of diverse entities but we are passionate about our students and want to be involved in their education and growth, whenever possible. One who values Human Resources and our teachers first and foremost. Our front line educators and staff need to know and feel our superintendent has their back and cares about the essential role they play in our student and family's lives. - ES, HS, JH, P/G

Transparency Honesty Commitment to creating better learning environment for kids Commitment to taking action regarding staff concerns - ES, P/G

A leader who supports teachers, staff, unions & who is involved in all aspects of a school. - ES, HS

Transparency, accountability, consistency - ES, HS, JH, P/G

I think that being kind, honest, having good communication and time to listen and solve problems and/or doubts, always being attentive to students and teachers in order to improve and meet the needs of the schools. Thank you. - ES, HS, JH, P/G

The most important qualification is someone who is a team player. One that creates a family atmosphere with the other administrators and teachers and staff. - ES

Open minded, collaborative, empathetic toward parents/students as well as staff. - ES, P/G

Clear communication, someone that understands the needs of the community, someone that can build a more trusting relationship with the staff. - HS, JH

The superintendent should be an ambassador and advocate for the NHCSD. They should possess managerial qualities and broad communication skills to be a good leader. They should have exceedingly high expectations of the students. They should regularly meet with school leaders and the community. A good superintendent would also organize and preserve evidence-based documents. - HS, CM

A superintendent should be able to form connections with the students. This can be done through attending school events, or even just visiting the schools and classrooms to check in on both the students and faculty. When a superintendent is successful in doing this, communication is accepted more widely and respect is gained. Students are more likely to listen to or pay attention to someone they know, someone they have seen, as opposed to someone they know very little about and have never seen despite them being at the head of the district. Of course, a superintendent's knowledge and ability to administrate effectively is a key part of the job, yet little can be achieved and communicated if the community and student body have not had a chance to connect with the superintendent and therefore gain respect for them. - HS

experience communicates with students like student interviews to communicate with superintendent like how romecsd has done kind polite Experience with special education field - HS

Cares about and wants school fun spirit and unity. Students who feel connected to one another in community no matter different interests and activities. FUN can still be had while being safe at the same time. No fun anymore. We are growing kids not adults. - HS

Personable and is willing to actually work with and learn the names of the students and teachers and staff. Someone very much unlike the current superintendent. - HS, JH

Ability to work closely with school and public in the best interest - SH, JH

Remove or Keep “gender identity” (woke) ideology out of our school system, keep bathrooms and locker rooms segregated by genetic differences (XX vs XY).. protect our children don't confuse them .. - HS, JH

I think that being kind, honest, having good communication and time to listen and solve problems and/or doubts, always being attentive to students and teachers in order to improve and meet the needs of the schools. Thank you. - HS, JH, Staff, Teacher, CM

The Superintendent needs to be a competent leader, involved in the District, visible to the parents and students at school activities showing an investment in the District, and an excellent communicator with a dedication to improving faculty and staff morale in order to continue providing excellence in education that New Hartford is known for. - HS, JH

Be human, not a robot - JH, Other

Listens to employees, dedicated to the community, committed to being present in the office and the district on a daily basis, understands classroom challenges, doesn't rely heavily on outside consultants to direct their work - Other

Ideally, the new superintendent will have strong ties to the New Hartford community and be viewed as an insider and not an outsider. The new superintendent will lead fearlessly and take ownership of their decisions without deflecting blame. Their decision-making will be reflective of what is in the best interest of STUDENTS and the majority, rather than appeasing smaller sub-sets of the community or "the loud minority." The new superintendent will be engaged with the school community and make a concerted effort to attend both building- and district-level events in an effort to foster relationship building and positive connections with students, staff, parents and community members. - Other

Administrative experience, excellent communication skills, demonstrated writing ability, understanding of school financing issues, safety awareness, familiarity with current infrastructure needs and assessments, and extraordinary "people skills". - Other, CM

Transparent Collaborative Involved (does not hide behind a closed door) - visits classrooms and engages parents Engages parent involvement - both in and out of the classroom in ways that benefit our students and teachers Values small class sizes Strategic & Responsible - academically and fiscally - Other, CM, P/G

Experienced, open-minded and willing to learn NH culture, frugal and wise with spending yet interested in investing in the students, many years left in career, a good leader and communicator! - Other, Teacher, CM, P/G

Good Communicaton Skills Work well with Students and Staff and Alumni and the Community - Other, CM

A good understanding of children and their modern day challenges. Patience and a calm demeanor. The ability to interact with families and follow through with appropriate consequences for students who are disrupting their peers ability to learn and grow. - Other, Staff

Transparent Integrity Collaborative Neutral - Other

Intelligence - Other

smart, relatable, approachable, well spoken, empathetic, someone who looks out for the best interests of the staff and students, and doesn't just bow down when entitled parents make a stink. Perhaps someone who used to be a teacher and didn't just jump straight into administrative roles. Someone local from the area, or originally from the area would be nice. - Other, CM

ugly - other

A qualification that tops my list includes an individual that is willing to listen to all interested parties in providing a well rounded, sound educational experience. No student should graduate without the full ability to read, write and express themselves proficiently. This district is in real need of a leader that unites ALL, not a divider. - Other

Experience working in a similar leadership role in school district of similar size and sociological makeup. - Other

Prior educator...!!! Excellent references from previous work places... Excellent communication skills... Loves kids... Has well founded opinions, and not easily persuaded by outside influences... LISTENS to outside influences, but makes up own mind... Works cooperatively with instructional & non-instructional staff... - Other

First , a person who loves education and the teaching profession. Someone with a great education and wonderful personal character traits. Someone who is kind, understanding, patient .Someone who works well with his colleagues. A person who has forward vision. A person who understands and relates well with students and also understands the parent's concerns. - Other, CM

A working knowledge of students .. a familiarity with the New Hartford community, its longstanding history of excellence and a proven ability to navigate change - Other, CM

Student-centered, works well with others, has a vision, planning on staying for years - Staff

A candidate with a vested interest in the New Hartford School District and community. A transparent candidate, who understands the need for communication and positive energy. - Staff, CM

One of the most important things in a superintendent is their willingness to connect with school staff. To be able to understand the needs of their schools, first hand. They need to be in classrooms often, walking the halls, in the middle of the action. It's one thing to be told how things are going in your schools, it's another to actually witness it yourself. Someone who is present. - Staff

Someone that respects the NHEU respectfully and is willing to be respectful to us at all times. Not talk down or belittle us support staff because he/she or she might not agree with how their actions affect the district morale - Staff

The most important qualifications, characteristics, and attributes that the new Superintendent of the New Hartford Central School District should possess are critical thinking, which involves the ability to recognize the impact of their decisions on different groups. Another attribute that would be desirable would be a possession of emotional intelligence and empathy. The Superintendent should be able to build lasting relationships with people of different roles throughout NHCS and the community. Lastly, I would like to see a Superintendent that is committed to building a lasting career at NHCS and willing to make a long term investment in our school and community, unlike the current Superintendent that has exploited the NHCS, the community, and the taxpayers by gaining a lucrative contract while not making a long lasting commitment to New Hartford. - Staff, CM

The ability to unify the staff and build trust. - Staff

1) genuinely cares about all students and the community 2) honest and effective in communicating with others - Staff, P/G

A leader who recognizes and supports effective teaching as the most critical component of a successful school district. Continuing to look to hire and maintain the absolute best teaching staff is paramount. A leader who recognizes that change for the sake of change does not foster progress or improvement. A leader who is an educator at heart and has a strong background as an effective classroom teacher. Not someone who left the classroom due to poor performance or dissatisfaction. Not someone who chose to pursue administration for the salary or to gratify their ego. A competent leader who looks to direct resources toward teaching and classroom learning instead of further expanding the District's administration. Someone who can perform the job without a communications "team," labor relations specialist, etc. - Staff

The best administrators are often "homegrown" from within a district. Andre Paradis should be invited to apply for the position. - Staff

Strong Leadership, Vision, and strategic planning - Staff

Dynamic and innovative- our students and school community deserve someone who is ready to commit to moving NHCS D forward while empowering and preparing our students for future success. Communication among all leaders must be paramount or we will continue to be unable to move forward. New perspective with a clear vision and plan to elevate New Hartford back to its roots of excellence in education is critical. Please please please be selective and do your homework on the candidates. - Staff, CM, P/G

A leader who supports teachers, staff, unions & who is involved in all aspects of a school. - Staff

Someone who has experience in teaching. Someone who can build relationships, communicate clearly, and has integrity. - Staff, CM

Transparency - Staff, CM, P/G

They should be future-thinking, progressive, aware of student needs and advancing those needs. A team-oriented manager with a focus on inclusion. One who seeks out individuals to lead the District forward. A person of compassion who understands the needs of not only the students but the District as a whole. - Staff

Attention to inclusion, expertise related to educational equity - Staff

The new Superintendent should have the proper education, experience, past experience in the classroom, a proven track record of leadership. They should be/become a member of the New Hartford Community. The Superintendent should have the ability to problem solve and work as a team with the BOE. The new Superintendent should believe the students and the community should always come first before their own interests. - Staff

Awareness of community, changes in education over the past 5 years, ability to work with community, good communicator, ability to change mind/change plan when presented with facts - Staff

The next superintendent should, first and foremost, have experience as a superintendent. They should be focused on creating and sharing a vision and goals to take NH to the next level. They should be communicative, visible, and ready to "jump into the trenches" with teachers and staff. In some searches, having someone familiar with New Hartford was a major perk; however, I would argue that in order to move NH forward, we need someone with a broader perspective than just this area. - Staff, CM

It is important to have qualifications/characteristics/attributes that reflect the role of the superintendent. For example, being a supportive member of the team is essential. All members of our school community need to feel supported and empowered to make informed decisions that are in the best interest of our students. Having strong listening skills is a vital part of the role as well. This can help to inform decisions before they are made and shared with the greater school community. There will not be a candidate that everyone immediately embraces. However, there needs to be a high level of support afforded to the new superintendent. This will allow the District to move forward proactively. - Staff

Honesty, openness, friendliness, good leadership skills - Staff, CM

A vision for the outcome of a public education. A deeply informed understanding of an optimal public education experience. - Staff

A Superintendent needs to be involved with the school community and must support teachers within the classroom. - Teacher

The new Superintendent should be someone with experience in education but not someone at the end of their career. The new candidate should be interested in making decision that affect the quality of the students education. Better facilities and a more diverse staff might be two areas to consider. The candidate should want to not only be here but want to bring their own kids here if they have them, this way they are vested in the job. A new Superintendent will be someone who is VISIBLE to the students and the teachers and the parents. They should attend events at the school because they want to not because its part of their contract. - Teacher, P/G

Clear and effective communication skills, active participation in district events (Superintendent days, first days of school, spectator at games and performances), a strong moral compass - Teacher

good leader be part of the community, plan to live in the district plan on being here more than a couple years - Teacher, CM

Honesty, experience as an educator, communication, someone kind and caring that you feel you can talk to, someone who looks out for teachers and will advocate for them, someone who values student's feelings. Someone who isn't just in it for a paycheck. - Teacher, C/m

That they actually CARE to listen and COMMUNICATE properly with their teachers, staff, students, tax payers and community. A superintendent who actually takes an active role in being seen in the district and schools interacting and getting to know teachers, staff and students. We do not need a hands off superintendent they should be in the trenches and know how the trenches work! We need someone who wants to be here and wants the district to be a success. Parents need to be held accountable by the superintendent if circumstances arise not just brushed off for someone else to clean up. At the end of they day they are our leader in this district it is imperative to have a strong community supporter in our new superintendent. They also need to be transparent and stand up for what's right for all members of the district not just for those at the top!! - Teacher, P/G

The new superintendent must have vision and positive leadership. The upper administrations of our district has shown no vision for a future and has not fostered positive and productive relationships with the staff. The new superintendent should be very familiar with issues of diversity, equity, and inclusion and be able to openly discuss these issues in our district. - Teacher, CM

Knowledge, Integrity, Compassion - Teacher

INVOLVED AND INVESTED-Here for the long term and invested in getting to know faculty, staff, students and community members. Visits buildings and classrooms often. Knows faculty and staff by name. Understands curriculum being taught. COLLABORATIVE-Works with admin. and faculty to move the district forward rather than micromanaging or working against the board and faculty. FISCALLY RESPONSIBLE-Considers and pilots programs, apps, and capital projects to see their importance before committing to something new. Evaluates and surveys staff to see if programs, apps and any paid services are useful/functioning as intended and should continue to be paid for. POSITIVE AND UPBEAT- Understands that they are part of a bigger team of admin, faculty, staff, board members and community and that their job is to help support, uplift and build morale to ensure the shared outcome of student success FAIR AND REASONABLE- Able to compromise to make all parties content and excited to come to work/school - Teacher, CM

-knowledge of our community. What do New Hartford students, families, teachers, and administrators value. Must be engaged in the community and not just compliant - Teacher, CM, P/G

I think the new Superintendent should be deeply invested in the district and community and either live in the district or have worked here in the past/currently. I hope they have many years of teaching experience and understand the needs of students. Our programs and efforts should always put students first and what is best for them (my son's 6th-grade class of 25 is not ideal in a district like New Hartford). I hope they are someone who can increase morale, and spirit, and be an enthusiastic leader. All in all, I hope we find someone who loves New Hartford and can inspire others to see the good and work for the better. - Teacher, CM, P/G

Commitment to ensuring NHCS D remains an attractive district for teachers to work in. This includes fair contracts, competitive salary, administrative/budgetary support, small class sizes, and enthusiasm for cooperation with the teachers' union. - Teacher

Communication, Collaboration and Problem-Solving Skills, Strong Community Relations, and a Commitment to the School (Let us think long term, and not for some one looking to finish out their career.)
Experience in education as a teacher, personable, supportive, takes risks that would benefit the district even though it might not be popular opinion - Teacher

visibility and transparency having a vision to improve student outcomes - Teacher

1. We need a superintendent who values attracting and hiring the BEST candidates and promotes more diversity in our faculty. To do this, we need a superintendent who will not attack the NHTA's health care and will want to give us respectable raises with each contract. New Hartford is no longer the district teachers come to for its reputation and the last 4-5 years have shown this. 2. We need a superintendent who is willing to trim questionable new positions that were created in the last 4-5 years. We do not need a communications team or a labor specialist. Put that money towards programs that directly impact students. 3. We need a superintendent who is actively walking the hallways of our schools. We need this person to be figuratively and literally present. - Teacher

Someone who is committed to the success of our district and community. Someone who has experience as a teacher and administrator. The person should be student-centered and supportive of educators. The person should want to be part of our community and be visible and responsive to community members. The person should be forward-thinking and knowledgeable about best practices in education. - Teacher

People skills and knowledge of current education system. Would love if they had some teaching experience and a dynamic personality! Hoping they value the teachers and students of our district. - Teacher, P/G

The exact opposite of who you hired the last time. - Teacher, P/G

non politician - Teacher, CM, P/G

Understanding of what it is like IN a classroom. Spend a day or a few hours in a classroom with staff. Be an active listener. Get involved, visit the school and classrooms. Positive energy. - Teacher

Present in buildings Communicate with and listen to parents and staff Transparency, encourages collaboration Effective leadership Competent and student focused Experience with managing and supporting special education programs and diverse student needs - Teacher, P/G

Honesty, integrity, transparency, best practices for all students, students' interests and well-being above all else, trust in staff, consistency, a strong educational background (understanding the needs and limits of teachers and students as well how much can be done in a day/year) - Teacher, CM, P/G

Good communication with teachers, parents, and administration. Should be able to have empathy and use ethical decision-making. - Teacher

A desire to work in a collaborative manner with all stakeholders (parents, students, teachers, staff). Over the past few years, it seems like a "moat" has developed between upper administration and those at the building level - decisions are made without explanation, input may be solicited but seems entirely ignored. - Teacher

-Someone who cares about this community and the students, families and teachers in it. -Someone who knows education, it's research and is willing to learn what is best for NH students. -Someone who is willing to do what's best for our educational community even if it's not popular. -Someone who supports teachers as well as students and respects the role of teachers. - Teacher, P/G

Open communication Willingness to listen to teachers/parents - Teacher

student oriented but teacher supportive. - Teacher

open door policy, emphasis on employee recognition, involvement (visibility) in school day on occasion available for questions effective communicator knowledge of community events to enhance the students learning potential approachable available active listener knowledge of our particular special need students as well as the other students Praise for jobs well done - Teacher

It would be nice to bring in a superintendent with experience in this position but also has some time left in their career. A superintendent with a fresh, more youthful perspective is needed...someone to bring in new ideas and bring life back into our district. Our district would benefit from a leader who is transparent with the community, makes quick, sound yet, well thought out decisions, values the teacher's opinions, and shows a GENUINE interest in his district. - Teacher, P/G

A true leader knows how to build a team and delegate/trust others. I would like to see a Supt who builds a strong rapport with his or her administrators and trusts them to run their own buildings efficiently. Day-to-day decisions can and should be made at a building level for maximum efficiency. Our principals shouldn't have to take every little thing "up the chain" and wait on answers from our Supts to act. It is also important that we see someone who is greatly invested in this community - and acts on it. Saying you'll be involved is one thing, but actually walking the halls and knowing your staff members' names is another. - Teacher, CM, P/G

I think it is very important that we look beyond the immediate area for a Superintendent. I would like to see a Super that has at least 10-15 years of classroom experience before becoming an admin. Someone that is decisive, open-minded and a willingness to consider different ideas and solutions. Lastly, I think it is important that we hire someone that plans to stay in the position for 5 or more years - this gives them time to get to know the community, create a list of goals/an action plan, take time to implement the action plan, and stick around to see some of the results. We need someone in it for the longer haul, not just a couple of years before retirement. - Teacher

Integrity, willing to support their teachers through conflict, and can stand up against some of the parents in the district who feel they can bully their way into what they want. - Teacher, CM

Supportive of students and faculty. Transparent communication. Knowledge of instructional practices, ideally having experience in the classroom. Interactive with faculty, and students. - Teacher

Openness to different perspectives, respectful of people's differences, a good listener - Teacher

The most important qualifications are that the new superintendent has experience as a district administrator and is well respected in their current role. The ideal candidate would be relatable, approachable, professional, and supportive. We should also be looking for someone who is honest, respectful, engaging, positive, and fair. The best direction to go as a district is to have a superintendent who resides in New Hartford and is involved in our school community also. They should be visible at school events and maintain a strong working relationship with the staff, community, and Board. The new superintendent should be fair. A person who respects established decorum regarding staff hiring and pay. Someone who seeks out and genuinely considers the input of stakeholders before making proposals or decisions (i.e. the bus garage, Perry pool). This person should effectively and honestly evaluate the assistant superintendents and collaborate with the Board, staff, and school community. - Teacher, P/G

Transparency to faculty and staff. The ability to put the students first rather than seeing how we can finagle to meet a certain \$\$\$. Small class sizes under 20 for elementary school. Hopefully an elementary background as the elementary teachers are continuously being dumped on and adding more and more to their plates. The current state of the district shows absolutely no respect for these teachers and the work they do. I would like to see someone who will actually look at you and know your name as he/she passes you in the hallway and also someone not just looking to make some extra money and get some extra perks (padding the 403b and health insurance coverage for life). The fact that the same person who "found" our current superintendent (who works where his wife does) is alarming to me because she clearly does not know how to do her job properly. Find someone from very far outside this area. - Teacher

Previous experience in a leadership position in which they've demonstrated competency. This can include implementing successful programs, having lines of constructive communication, encouraging staff development while providing true opportunities to complete the development and demonstrating compassion. These are some qualities that should be readily evident through their record in their current district. They should not have a previous reputation of confrontation and "God Complex." - Teacher, CN, P/G

Transparency - collaboration with entire district in implementing and participating in collaboration with district-community and stakeholders - CM

Background; Financial Discipline; Focus on education. - CM

Honest Visible Understands staffs needs Understands Students Needs Special Education Driven - CM

Clear communication, someone that understands the needs of the community, someone that can build a more trusting relationship with the staff. - CM, P/G

Presence and willingness to be an active member of our school community, eg attend building and district events and be accessible to speak to outside of a formal meeting. I strongly believe this how a leader of our district will have a better understanding of our community's wants and needs. Have experience as a school administrator; preferably as a superintendent but other experience may be weighed. Collaborative personality, where s/he is willing to consider needs of staff, students, parents, and community for the greater good.

Administrative experience, excellent communication skills, demonstrated writing ability, understanding of school financing issues, safety awareness, familiarity with current infrastructure needs and assessments, and extraordinary "people skills". - CM, P/G

I would like our next superintendent to be experienced and knowledgeable about education, preferably a former teacher. He or she should have experience balancing the needs of the teachers, students, and taxpayers. They should be skilled communicators and be invested in the New Hartford community, making themselves visible and accessible at school events. New Hartford has always been a great district, and I hope the next superintendent takes the school even further- and New Hartford becomes a role model for other schools. - CM, P/G

Someone with NH experience who understands and cares about NH - CM

Ability to listen and respond to parent, student and teacher concerns in an equitable manner and in a timely fashion and a desire to reach consensus with cohorts when deciding how solve problems. - CM

I feel that the superintendent should be someone who sees safety and academics as the highest priorities for children in school. He or she should be supportive of making our schools a safe place, including supporting law enforcement in the schools. It is important that he or she value teaching students academics and not social or political issues. Parents should not fear sending their children to school, wondering what they are being taught or what agenda a school has. I hope that the future superintendent will push for transparency and communication to parents. Every parent should be able to know exactly what their child is being taught. Thank you for getting our input and taking our thoughts and priorities into account in this process. - CM

Strong belief in traditional values, patriotism (love of country & community) and high educational achievement. Ability to inspire & motivate all students to be the best that they can be. - CM

The Superintendent must be open to the needs of all students but at the same time make all decisions based on NYState education law. The district leader should be able to articulate these laws to all as he/ she deals with personnel and other issues of privacy. - CM

A backbone, ears and eyes: able to see all sides of issues, hear what stakeholders have to say on the issues, and ultimately to stand up and do what needs to be done for students and teachers. - CM

They should be a outside of the box thinker, with some fresh new ideas. Someone who will put the students first. - CM, P/G

DO NOT HIRE A JOURYNED SUPER WHOSE IS LOOKING TO UP THEIR FINAL THREE YEARS SALARY FOR BETTER RETIREMENT BENEFITS. YOUNG EAGER AND KNOWLEDGEABLE. - CM

This time, seek out a candidate that has enough experience to do the job, but is also one who, to the extent possible, plans to stay longer than a handful of years to top off their retirement package. - CM

The Superintendent of NHCSD should be a respectful, self-confident individual who recognizes that education is the primary task of the district. While wholesome extra-curricular activities (e.g. sports, music, etc.) can be very beneficial to students, the district should not, in any way, promote clubs/activities which embrace particular political views, ideologies, or agendas. Students should not be subjected to propaganda concerning sexual identity, for example. In fact, parents should be the providers of information regarding sex matters, in general. Hopefully, the new superintendent will help NHCSD to continue it's tradition of academic excellence. - CM

Integrity, communication with community, presence in school district events, willingness to listen and implement change with issues brought to their attention. - CM

Work ethic, honesty, moral character, and not afraid to say no if in the best interest of the district - CM

HONEST! OPEN! Communicative, caring, dedicated, empathetic, supportive. The next superintendent should not make parents and teachers feel like they are unimportant. They should be an HONEST LEADER with empathy. - CM, P/G

Fair, listens to teachers/employees, is seen around the schools... gets to know the people that work in the school district... - CM

A higher education degree (master's or doctoral) A commitment to the success of all students - CM

Exceptional ability to be able to effectively communicate with the sometimes irrational public. This person must , of course, place safety of our schools communities front and center. Someone who can create/maintain the desire for the highest level of education we can provide . - CM

Fiscally astute and responsible. Good business leader. Superior knowledge of curriculum requirements. - CM

Administrative and academic experience + long term vision - CM

kindness,intelligence,ability to work with teachers, board, students and community. Good communication skills - experience in the educational field (not like the former who had never set foot in a classroom) - CM

Hire the best for what our taxes pay without increasing to those of us on fixed income. Not necessarily someone local and not an over spender. Also, someone from a similar sized school district who appreciates what parents want best for their children. Someone who won't continue to let exceptional staff leave to other districts as well - CM, P/G

Competence - CM, P/G

Smart - CM

Transparency, Availability and to be seen in the Community - CM

Longevity – be available to stay more than a few years Be fair in contract negotiation Be visible in the schools - CM

Communication skills. Promise of openness/transparency. Experience as an assistant superintendent or a superintendent of a smaller district. Not a progressive or woke mentality - an even type value system - middle of the road. Reside in the District. Get REAL references - not just BOCES Superintendent recommendation. Interview teachers and board members where the applicant worked. Be careful that they don't give false recommendations so as to get rid of the individual. - CM

Outstanding character leadership skills and no ties to the community - CM

1) proper credentials, 2) curious, open mind, collaborative 3) innovative 4) come from a position in which they understand struggle, oppression, and hardwork, while also understanding the role of luck and privilege that benefits some over others, 5) professional ethics. - CM

Honesty awareness of all the district populations empathetic openness aware of issues in district and community consistent open to a wide variety of learning activities for all people and ages willing to communicate with new technology and those who use more traditional methods this survey is not easy on a cell phone Proven leadership, academic background, Reference checks from multiple types of constituents - CM

Be there for the students and staff. Lower the salary. Someone with honor, integrity, honesty and commitment to do what is best for the district. the last 2 superintendent's were either paid off or brought to NzhCSD to make it through to retirement and came with a lot of baggage. the perry jr high principal would be an excellent choice. also get rid of the new asst super and the facilities director because they are no good. a Superintendent boosts morale, spins positivity and knows how to lead. listen to us and take everything into consideration. - CM

Experience teaching in a classroom. Knowledge of, and experience with, NYSED regulations, requirements, etc... an understanding of adolescent growth and development that can be a foundation for decision making. A respect for faculty, staff and parents. A respect for people of all backgrounds and abilities, and an interest in creating a work environment that encompasses people of all backgrounds and abilities so our students can grow up with a broader world view. - CM

Thank you for this opportunity to give input on the important position of New Hartford School Superintendent. My priorities for this individual would be high academic standards and open communication with parents regarding curriculum. Parents are the primary educators of their students and need full access to the information presented in each grade level and class. The schools responsibly is to teach academics not social/sexual/political topics. That is for the parents to do. Thank you. - CM

A strong communicator, including communication with school faculty and staff, parent/guardians, students, community members, etc. He/she should take the time to hear concerns, feedback, etc., and not be reactive, but always responsive. No concern should go unheard. He/she must promote transparency, particularly in curriculum, so all parents and guardians are fully aware of what their children are being taught. Parents and guardians are the primary educators, and should be able to opt out of lessons and activities that may not align with their beliefs/values. The superintendent should promote the safety, including the presence of adequate school resource officers, as well as safety measures in schools. The superintendent must be a strong leader, while remaining humble to see and strive to meet the needs of the school at all levels. He or she should know the value of each and every child. He/she should lead the school in promoting an environment of kindness and respect. Thank you! - CM

As a family member of current New Hartford students and former New Hartford graduate, I appreciate this opportunity to share some thoughts about the search for a new superintendent for the district. I believe we need a person who considers the safety and needs of the children a top priority. I believe we need someone who prioritizes the safety of children and staff by providing security personnel including law enforcement officers on each campus (and more on the larger Bradley/high school campus). I also believe we need someone who communicates well with parents, families, and faculty. I believe it is a parents right to view all curriculum and we need a superintendent who encourages and supports transparency with parents. Curriculum should be academic-based and any controversial, political, sexual, or gender issues should be left to the parents. Parents should be informed of any such topics taught or introduced and offered to opt their students out if they see fit. Thank you. - CM

Integrity, inquisitiveness, understanding of systems and it's impact on the individual, courage, intelligence, assertiveness, empathy, respect for all, ability to understand the reasons for status quo and the ability to stand up to status quo, ability to refrain from following group mentality., recognition of the factors that increase learning for different styles of learning and for different types of situations, ability to manage different power struggles with respect, ability to manage challenges without need to avoid those challenges, ability to ask questions without self-, pressure to have all the answers, ability to process factors to make decisions without succumbing to pressure and without having rigid thought process, integrity and integrity, and integrity. Plus other qualities. - CM

Intelligent, fair, kind, open to change, strong enough to not give into pressure (especially from parents), background in education, understanding of pressures educators and staff are under which did not exist in years' past, search should be open to candidates who are from all over. Someone without ties to the area and without connections to anyone involved in New Hartford is needed and would be a good idea. Hope choice is not already a done deal. - CM

Good leadership skills and integrity - CM

The Superintendent should be a good communicator to the community, school admins, teachers and students. They should be focused on delivering the best experience possible for our students and teachers. They should be able to coordinate and ensure all students across the district are supported. - CM, P/G

Management capabilities, an understanding of students and teachers. The ability to maintain the standards that the community has come to expect while treating all parties equally, without prejudice. Also, a management that understands that procedures (like for an absent child) should be handled the same from kindergarten through graduation. - CM

Values education and has common sense. Open to all views and is not pressured by certain groups. - CM

The Superintendent needs to be a competent leader, involved in the District, visible to the parents and students at school activities showing an investment in the District, and an excellent communicator with a dedication to improving faculty and staff morale in order to continue providing excellence in education that New Hartford is known for. - CM, P/G

Attention to inclusion, expertise related to educational equity - CM

Focus on teaching STEM. Not political active. - CM

The new Superintendent should have the proper education, experience, past experience in the classroom, a proven track record of leadership. They should be/become a member of the New Hartford Community. The Superintendent should have the ability to problem solve and work as a team with the BOE. The new Superintendent should believe the students and the community should always come first before their own interests. - CM, P/G

Trust - CM

Being a local resident, or having had been one in the past, will ensure that they know about the needs of our area. Someone with years of educational experience is a must, as well as someone trustworthy, knowledgeable, and consistent. - CM, P/G

The most important qualification for the new Superintendent is the ability to bring change to the culture of denial regarding multi-cultural ethnicities and respect for diverse opinions and beliefs. The new Superintendent needs to demonstrate transparency regarding Policy changes and how the effect of those changes will be measured and acted upon. - CM, P/G

We need a superintendent that knows this community, school district and exemplifies a hands on approach to the job. He or she should obviously understand the needs of teachers, students and parents. Getting to know teachers, administrators, board and community members is also very important. There are so many facets to the job -- it's not just about educational/administrative background and experience. - CM

Someone who has experience, is willing to listen to the teachers and community, and will communicate important information - CM, P/G

Lower school taxes each year instead of raising them each year. - CM

Previous teacher, previous school administrator in the public school system. - CM

The new superintendent should have humility, empathy, responsiveness to community input and concerns, problem solver and innovative thinker that has not been an educational bureaucrat their entire career. Concern and care for the well being of both students and staff. - CM

True integrity, open to listening to parents, willing to hold students and teachers accountable as needed. Fiscally responsible!!! - CM

This person should be a good listener, have strong leadership skills, be a critical thinker, be good at problem solving, a team builder, have curriculum and instructional expertise with K -12, community engagement, supportive of the PTA and encourage the faculty and staff to do likewise, be seen around the district, and have experience as a school superintendent. - CM

No previous relation to district or staff Ability and willingness to manage staff - CM

Manage people - CM

Actual teaching experience, leadership-managerial experience, business savvy to manage the financial requirements of running the school, understanding of the community so financial decisions are made to reflect where and how monies are spent, and most importantly they should be someone who will comprehend and honor the fact that parents need to play a vital part in their children's education. - CM

ALL OF THE FOLLOWING COMMENTS WERE MADE BY P/G

We need a Superintendent that represents the diversity of our students.

Honesty and integrity. Someone who wants to better the school and not just collect a paycheck.

Prioritizing students' needs and experience above and beyond other budget line items. Ability to communicate, accept feedback that differs from their own, will to evolve, transparency and forthcoming.

Fair Honest Individual that treats staff how they would want to be treated...good Community Ties...Get back to having the most elite school in the area...safety of the schools being one of the top priorities of the school district...

A genuine concern for students and not just how the district is 'seen'. So many changes have been made in the last few years that look nice on paper but the actual impact on the student and teachers is not taken into account. The superintendent should also be personable and approachable. This is KEY.

To be available for parents and students, respond to emails/calls. Be willing to assist where his/ her assistance is needed. Treat all students and parents equally, be it from mainstream class or DP - we all belong to NHSD! Bring back Bob Nole! He was the best Superintendent!!!

A candidate with a vested interest in the New Hartford School District and community. A transparent candidate, who understands the need for communication and positive energy.

Visionary Leadership - The new superintendent should be a strong leader who can inspire staff, students, and the community. They should set a clear, ambitious direction for the district and be able to effectively implement and adapt strategies to improve education quality. Long-Term Commitment - Stability is key in a school district. The superintendent should be committed to the district for more than just a few years to ensure continuity in policies, initiatives, and relationships. Collaborative and Open to Feedback - The ability to listen and incorporate feedback from students, parents, teachers, staff, and the community is crucial for fostering a sense of inclusion and continuous improvement. Innovation and Independence from BOCES - The superintendent should aim to reduce reliance on the BOCES network by seeking innovative, cost-effective, and district-specific solutions, fostering local resources, and increasing operational independence.

communication, transparency, empathy

I would like to see someone who is representative of the whole student. A qualified, hard working leader and listener who happens to be black, indigenous or a person of color. NHCS D does not have any black, indigenous, or persons of color in positions of leadership or authority and it's overdue.

More visible within the school district with student/parent interaction. Someone who stresses the importance for special education and to stop worrying so much on National publication rankings. If we have learned anything from Covid, it's to teach to all abilities and allow these kids to be kids. The 80 min block scheduling is ridiculous in Jr High.

The candidate should be intelligent, humble, honest, and a common sense individual. They must be someone who is not easily influenced when making a decision and someone who is willing to make the tough decision.

Approachable and transparent

Supportive of teachers, staff- most build a great working environment. This benefits ALL. Communication with community Approachable Strong teaching background

Someone who is hands-on and supports students with special needs/ students that require additional support.

NOT an internal candidate Supports special education services Some background in human services either degree or experience, not related to schools

The most important characteristic is that the person should focus on Student-Centered Decision Making. They should be able to focus on the holistic development of students, encompassing academic achievement, mental health, and extracurricular involvement. They should ensure that all students, regardless of background or ability, have access to quality education and opportunities to succeed.

Trusted leadership Commitment to Academic Excellence

Looking for someone who values student advancement by utilizing the New Hartford community. Someone who views New Hartford as a top district and sees the importance of tradition while managing a budget that allows for the best programs that support the needs of the students. Someone who is transparent and allows families to be involved with decisions that effect the day to day lives of students and staff.

Prioritizing the needs of students and their education when it comes to the district's budget. Transparency in all issues and communication to the parents, willingness to accept feedback and new ideas and listen to concerns of the parents. Willingness to keep parents involved in education and school activities as well.

A superior background in education. A long term background, not someone who has jumped every few years. Not someone who is on the brink of retirement. Someone highly ethical and doesn't back down from a challenge. Someone who doesn't outsource their job, superintendent should be able to speak to the media and handle difficult situations.

the ability to be transparent and be able to logically defend any decision made with sound research and proof that significant thought and dedication was put into each decision, especially those decisions regarding classroom sizes and items that directly affect our children's learning.

Someone who is inclusive to ALL students. One who understands that all NHCS students should be treated the same. Has experience working with diverse population.

Student focused!! Honest, good communicator and friendly. High interest in truly getting to know students and staff, actively present in the buildings throughout school day and at district activities/events after school hours. Forming bonds and encouraging school spirit and positive community. More we and not me.
transparency, inclusivity, good communication, present in the school community, supportive of teachers

Putting what is best for children's ability to learn at the center of all decision making. As a parent & taxpayer, I would rather spend more in taxes if I had confidence that the decisions that are being made will benefit the students vs making cuts to teacher positions to stay under a tax cap. I also value transparency in decision making and a willingness to meet with stakeholders (students, teachers, parents).

Honesty, experience as an educator, communication, someone kind and caring that you feel you can talk to, someone who looks out for teachers and will advocate for them, someone who values student's feelings. Someone who isn't just in it for a paycheck.

Transparency, listens to the teachers...happy teachers =happy students=great learning environment.

Someone who has a history of working with people with disabilities. The special education department in our school district deserves someone who acknowledges its existence. The special education students deserve just as much attention as the top 20% of students. Instead of just being ignored.

Good Listener, Strong leader, someone who has taught in the classroom for over 10 years and an advocate for the teachers

Clear understanding of the needs of high performing students in the district; understanding of the importance of academic programming that challenges all students; appreciation for the importance of athletics and extracurricular opportunities for students.

Experience as a superintendent and as a teacher, a good understanding of public relations, pedagogy, talent development, and school finances.

The new Superintendent should be transparent to Board Members, Parents, Teachers, Students and all stakeholders. He/she should also have a vision for our district that will continue to prepare our students to be ready for post-secondary success, which includes all pathways, not just being college ready.

A good leader with exceptional communication skills. Someone who has the children's best interests at heart while being able to balance teacher and parent concerns. Working with parents and being respectful of teachers is extremely important.

Honesty, transparency and backbone. We need someone who is going to support teachers and staff, and put a stop to NH parents running the show.

A kind and compassionate school superintendent should focus on the well-being of students, staff, and the broader community. By leading with empathy and emotional intelligence, they create a supportive environment where every voice is heard and valued. Their commitment to inclusivity and equity ensures that all students, regardless of background, have access to the resources they need to succeed. Prioritizing open communication and active listening, they build trust within the school community, fostering collaboration and mutual respect. The community thrives when a superintendent demonstrates transparency, patience, and a fair approach to conflict resolution, addressing issues with a balanced, thoughtful perspective. Ultimately, their leadership strengthens the bonds between the school and its stakeholders

Conservative values. Understanding on New Hartford culture, history and the drive/focus of its families for student success.

good leader; supports teachers, but stands up to the union; works to fully implement the promise of DASA

Integrity that isn't aligned with district politics. Student focused. Transparent with parents/guardians and not just administrators.

Transparency, accountability, leadership, and a clear understanding of 21 century learning standards

They need to make the teachers and the students a top priority!

A candidate that takes DEI and special education services seriously. Someone who considers the students first and foremost and who is committed to providing the BEST experience for students overall.

- proven leadership experience: The candidate should have a strong track record of leadership in K-12 education, ideally as a superintendent, principal, or other high-level administrative role. -educational credentials: A master's degree in education or educational leadership is essential, with a doctorate being a strong asset. Certification as a superintendent or district administrator should be a must. - curriculum and instruction expertise: Curriculum and instruction Familiarity with the latest trends in curriculum development and instructional strategies is important for fostering academic success. - Empathy and cultural competence: The superintendent must demonstrate empathy, emotional intelligence, and sensitivity to the diverse cultural and socioeconomic needs of students and families in the district. -Effective communicator: The ability to clearly communicate with all stakeholders, including students, teachers, parents, school board members, and community members, is vital

Should care about parent input and parent involvement as parents have a right to know what is going on in their child's or children's school and what they are being taught. Parents should also have their rights given back to as they were pre-COVID. We should be allowed to have lunch with our kid or bring them a special lunch on their birthday. We chose to live in New Hartford because the schools were good when we were growing up, but now we are treated like dirt and I am sick of it as a taxpayer and a parent. If a candidate throws "for the safety of the children" out when asked about parents being more involved in the school, I would ask that their application be thrown out and they not be considered.

They should have a background that includes teaching. They should also value the input of building principals and teachers. These are the people who help our children the most.

It is most important to have a superintendent that truly respects diversity of all kinds. Someone who is not afraid to do what is right, and who is not afraid to actually take action -- not just try to say the right words to appease everyone. Kids do not feel respected in the school. Kids do not feel protected or safe. DASA reports have been made into a joke (I mean this, literally. Kids joke about how ineffective it is). While there are teachers kids can talk to who they know do care and respect them. the teachers also can do very little to help them in many cases because the teachers don't have a voice and fear speaking out. Teachers and students need to come first. Not just the kids whose parents donate money or who have certain roles. But all the kids. Real change needs to happen and we need a superintendent who can see what is going on and take action. Problems don't just go away because the district has pretended for years they didn't exist.

Conservative values

Decisions made for best interests of kids

Open, honest dialogue; integrity; zealous advocate for children of all abilities.

Honesty Transparent Communicator Approachable

The superintendent should be an ambassador and advocate for the NHCSD. They should possess managerial qualities and broad communication skills to be a good leader. They should have exceedingly high expectations of the students. They should regularly meet with school leaders and the community. A good superintendent would also organize and preserve evidence-based documents.

Excellent communication skills, strong management skills, educational leadership, instructional knowledge, commitment to students' academic excellence. Students who excel academically should be allowed and encouraged to thrive and advance their education, not held back on the basis of ensuring poor performers don't feel "left out" when advanced classes are offered. One of the most important qualifications that the new Superintendent should possess is common sense and sound judgment to protect the children of the school. Boys are boys and girls are girls. There is nothing else. No biological males in the girls' locker rooms. We need a Superintendent who will stand against Critical Race Theory teaching and implementation. We need a Superintendent who will encourage and build up all students of all colors and backgrounds rather than teaching one group they are oppressed and another group they are guilty of being oppressors. Let's not teach loving people they are racist when they are not.

Open to feedback from teachers, students, and parents. Actually takes a stand against bullying and doesn't sweep bullying incidents under the rug.

A willingness to listen Patience Empathy A good communicator Relatable The ability to see beyond what is easy to what is right. Someone willing to do what is best for the student/school/community in the short, medium, and long terms, even when such a thing is not popular.

Honesty, being transparent with the school community, kind

A person of integrity who has the best interests of the students foremost in his or her mind. Someone who will give teachers the support and resources they need to teach well and help each student be the best they can be. We need a leader who stands for the faith, family, and freedom values America was built upon and who does not bow down to the radical woke agenda and critical race theory that is destroying so many young minds. Someone who will support character building books and curriculum that teaches our children to stand for what is right and inspire them to make a difference in the world by living an honorable life that puts others before themselves. We need a superintendent who values the safety of our students and staff and honors the police officers who help protect our campuses and supports whatever is necessary to ensure protection of our children. It would be wonderful to see New Hartford embrace a leader who has strong moral values and a desire to see students thrive!

A realistic and strong proactive approach to student and staff safety/security while on campus. A willingness to be 100% transparent on issues that arise within the district such as the ever growing and persistent problem with bullying amongst the students and a common sense procedure to deal with these problems and create a deterrence for future occurrences. A desire to create an atmosphere for faculty that's fair and exciting, bringing a sense of pride back into their workspace, which would in turn create a waterfall effect onto the student experience. Taking a leadership stance in promoting healthy habits and physical fitness amongst faculty and students. And someone with a sense of adventure in education, who is not afraid to step outside of their comfort zones, to take risks to find new positive approaches to advance the student/teacher experience within the district and set New Hartford apart as a leader in education for our region.

Strong focus on academics Goal of overall student success (art, music, athletics, vocational training, etc)

Leadership experience, leadership ability, transparent communication, strategic vision

Someone who is from a diverse background and who will promote diversity at NHCSD

Qualifications should include experience and certifications; characteristics should include community orientated with willingness to support faculty and staff to create a cohesive organization; Attributes should include previous accomplishment's and proven skills

Student first philosophy. Integrity. Focus on academic research or science based decision making. Transparent communication. Investment into the school community.

Hands-on and active in day to day activities/administration; level-headed; rational; reasonable and understanding; welcoming and accepting of everyone; not racist.

They should be a strong leader and be able to advocate for the student body and community and all levels of education and sports related activities.

Focus on special education, teacher accountability, facilities planning

Leadership- experience as a top ranking leader who has managed large groups of people
Communication- ability to communicate clearly with stakeholders to foster understanding
Problem-solving- ability to solve problems especially in areas like budget and project management
Emotional intelligence- experience building lasting relationships with people and community
Financial management- in depth understanding of financial management and budgeting
Evidence based decision making- experience using data and analytics when making programming decisions
Advocate for both teachers and students and the ability to provide a safe and fun environment for all students and teachers.
Experience in curriculum development, experience with k-12 schools, knowledge of student achievements

Young enough to understand the changing landscape and dynamic of the digital world these kids are growing up in.
Someone who welcome inclusion and diversity. Someone who takes bullying prevention serious. Someone who feels that notifying parents of big and little mishaps is critical for transparency purposes. Someone who is not influenced by new Hartford politics and selfish needs that don't serve the students.

Not a dictator. Interested in the well being of the children, and employees. Progressive, open, kind

Transparency, willingness to listen to parents, students and teachers as they are on the front lines. Someone who will make decisions that are best for the students rather than making them without input from the students.

Community Engagement Willingness to be visible and accessible in the community Skill in building positive relationships with families and community members Understanding of local context and needs Cultural Competence Understanding and respect for diversity Commitment to equity and inclusion Ability to address the needs of all students Educational Expertise Deep understanding of curriculum and instruction Knowledge of current educational trends and best practices Commitment to continuous improvement in education Student-Centered Focus Prioritization of student needs and success Understanding of child development and learning theories Commitment to creating safe and supportive learning environment Change Management Ability to lead through transitions and challenges Flexibility and adaptability Innovation and forward-thinking mindset

Has experience to working with difficult parents and privileged children. Will get involved behavior difficulties

Impartial - holds all students and staff to the same standards. Willing to actually hear parental concerns, not just wait for their turn to talk.

A leader who supports teachers, staff, unions & who is involved in all aspects of a school.

Reach out to the Community to understand its needs, Develop a Plan to address the needs & Communicate it to the Community

Communication, academic opportunities

Honesty and Integrity No favoritism - each and every student matters Focused - Ability to make tough decisions that are in the best interests of the students.

The ability to make difficult decisions and stand by them. Resilience Exemplary communication skills - the ability to communicate clearly with all stakeholders - parents, teachers, administrators, and community members.

Someone who is active and visible within all of the district buildings. I want someone who is up to speed on all facets of Special Education and the various needs of the students which learning difficulties, not just concerned with National polls or rankings. I know NYS is a bear to deal with but I'm sure the district can have a little flex. A new hire who continues to invest in facilities. For the amount of taxes paid to the district, the building and grounds do need more help than what has been dedicated over the years.

This round should be focused on getting a Superintendent who is not looking to top off their retirement compensation and retiring within a few short years. It would be good to find one who plans on sticking around awhile.

I would like to see a superintendent that is transparent and seeks community input before making decisions that impact the families of the district. An important characteristic is someone who is passionate about parent involvement in education. We are blessed in this district to have parents that care and want to show up regularly. We need someone who doesn't try to keep parents out.

Honesty, humility, integrity, empathy, frugality, He or she should be responsible, knowledgeable, truthful, humble, transparent, and look out for all of the stakeholders before him or herself.

Personable and is willing to actually work with and learn the names of the students and teachers and staff. Someone very much unlike the current superintendent.

Former teacher who has spent time (years) in a classroom teaching. Must be willing to put the educational needs of children before all else. Focus on academics over sports.

Ability to work closely with school and public in the best interest

Do what's best for the children

Understand the needs of K-12 students from diverse background, SES, and characteristics. Understand and know how to implement the right approach to facilitate students success across the grade levels.

Communication skills both in public speaking and in written communications. Superintendents must be polished public speakers with the ability to both win and hold the trust of their audience. Public speaking includes knowledge of ALL subjects at hand and the ability to navigate all situations in a well spoken, understandable and relatable manner with clear answers and pathways to resolution. Anything written should be free of grammatical and clerical mistakes and with rationale and substantiation provided as needed when communicating decisions. Self awareness and accountability. Understanding the gravitas of the position of School Superintendent is an awesome responsibility and with it needs to come the ability to represent all facets of the district with humility and integrity. Visibility. In schools, meetings and community events important to NH. Active listening and respect for different perspectives. What do students, guardians, and teachers truly need and why.

Diversity focused. Fiscally responsible. A background as an educator. Supportive of physical education, recess, and the arts.

Someone who is transparent and puts the students and teachers first; not just worried about the bottom line and filling more administrative positions and cutting teaching positions. Someone who is actually in touch with the students and parents.

The candidate should be somebody that is outside of our community. The nepotism that has gone on so far with the superintendents hired, does not benefit our children at school. There needs to be a focus on the kids with special education needs. The special education department at new Hartford is lacking. Deficiencies that occur on a regular basis with 503 and IEP plans should be addressed.

A background that spans K-12. A deep understanding regarding the teaching of reading. Possesses strength and confidence make difficult decisions and follow through regardless of how it impacts influential parents and board members.

The most important qualification is someone who is a team player. One that creates a family atmosphere with the other administrators and teachers and staff.

It's important for the superintendent to be a strong leader who puts the students interest first. Honesty, integrity, trustworthiness and common sense are all important traits for this individual. Academics needs to be at the forefront of their thought process. This individual should not be ideological driven but merely a steward of excellence for the district.

Ability to eliminate waste: Reducing wasteful spending by employing new technologies and eliminating bloated admin positions. Reducing admin positions could allow for better pay for quality teachers. Political basis: Understanding that we are a small town full of people who love America, and the meritocratic system that built it.

Strong leader, educated,

It has been said too often that we want someone coming from the area, and understand the people and the culture. I do not disagree with that. But at the same time, if a candidate grown up in the area, went to school in the area, has been working in this area for their entire life. I doubt that they will have the necessary external perspective to address serious issues, such as harassment and bullying against minority groups, which have been deeply ingrained in this district. I think it is crucial that the candidate has worked outside of the Upstate New York area and have seen how other parts of the country is doing and dealing with similar issues. As a school and a community, we won't grow if we keep looking doing what we have been and don't learn from others. The new superintendent must not view the status quo at New Hartford as acceptable. They should be unafraid to enact reforms and change the harmful aspects of the current culture that are negatively affecting students.

Consistency with non bias. We need someone with strong values that is not afraid to stand by the rules and will not back down to parent pressure. School is for learning not politics.

Honesty Leadership

The new Superintendent should be innovative to lead our district forward to be sure our schools are aligned with up to date technology and curriculum that will enhance our students success rate as they move on to college, trades, military, etc. in the year ahead. The Superintendent should be a good communicator with what is going on in the district as well as continue to look at ways to keep our schools safe in this ever more challenging world. Our children's safety should be very important to this person. They should also bring with them good leadership skills to be able to work with the various stakeholders in the district as well as be able to negotiate and advocate for our district with the state education department when it comes to funding for programs and positions in the district. We need someone who is not just looking for a hefty salary but someone who care about education and growing our district for the future and maintain or increase our graduation rates.

The new superintendent should care for people, especially children's learning. Put the kids and teachers first. Qualifications should include some history of working as a superintendent or has knowledge of the position.

Someone who has experience in the classroom to thoroughly understand the needs of all students, teachers and staff. Additionally, someone who is willing to think outside the box and explore different partnerships that can benefit students.

A person who is supportive of creating a positive school environment, supporting teachers and therefore supporting students. Someone who is serious and committed to continuing to educate themselves on best practices.

Patient ,Respect ,Honest

Well versed in educational principles and perspectives across all grade levels, insightfulness and inquisitive ideologies that will help to merge the NH school district into a modern, thoughtful and highly effective at handling today's ever changing fast paced society

Strong communication with faculty, parents and students, loyalty to our community and students, sound understanding of NYS educational programming/opportunities and curriculums

Someone who has experience, is willing to listen to the teachers and community, and will communicate important information

Proven track record. Hasn't been let go by another district. Puts students first

A focus on student success (reaching full academic/artistic/musical potential) and leadership abilities--ability to listen and communicate honestly even in the setting of disagreements.

Leadership skills, understanding of educational knowledge/curriculum, clear communication to parents, students and staff, operational knowledge regarding facility needs, construction, food services, special education, and transportation to provide an environment of enrichment and growth. as well as a strategic plan to move the district forward.

Honesty and integrity. Treat all members of the community equitable and fairly without regard for their economic background or family name. Puts students first and strives for excellence in teaching. Applies a consistent approach. Maintains NH high academic standards but also recognizes academics play just one piece in a well rounded student and what makes them successful.

To have the children's needs and best interests first and foremost

They need to be present. They should be seen at various events within the district so that the community knows who is leading the district. They need to have good communication both with the parents, students, and community members but also with the faculty and staff. The morale with the faculty and staff is awful so we need a superintendent that is a proven leader in working with the employees of the district so that morale can begin to improve quickly. I think we also need a visionary leader who can help further define and implement our long term strategic needs to keep New Hartford the best district both academically as well our vast extracurricular activities.

Studies Biology Advanced Thinking in Protein Folding Fine Arts Major Math, Science, and Engineering Major Business Major Supports students playing various sports. Enjoys Legislature and studying Medicine. Enjoys video gaming but passionately wants students to: Study more, Read more, be more physically active, get plenty of sleep every night, and supports limiting the amount of time students spend on computers . (Get physically more active: parents, students, and teachers) Promotes students being more physically active rain or shine. Promotes students being way more creative, building things, designing things daily. Supports using AI technology and clean technology. Gets students involved with helping out at home. Loves quality Foods and Culinary arts. Background in Special Education. Understands processed foods, pesticides, herbicides are dangerous. Environmentalist. Enjoys tasteful stand up comedy. A pragmatic family person. Loves various types of music, art. Literature.