

Stakeholder Input Report for

***Baltimore County
Public Schools
Towson, Maryland***

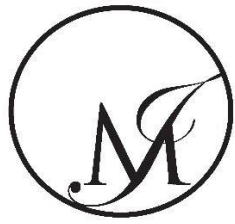
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Baltimore County Public Schools
Towson, Maryland

District Stakeholder Input
April 2023

Executive Summary

McPherson and Jacobson assembled a team to conduct stakeholder group meetings including consultants, Dr. Tawana Grover, Dr. Judy Sclair-Stein, Dr. Carl Harris and Robert Copeland. From March 20-23 and April 1, the Board of education scheduled a total of 25 focus group meetings and six town hall meetings to gain insight from a diverse group of stakeholders from across the county.

These groups included: administrators, business and community leaders and organizations, community members, parents, support staff, students, teachers, and union representatives. The complete schedule is available on the district's website.

Input was gathered regarding the selection of a new superintendent for Baltimore County Public Schools. All stakeholder groups were afforded the opportunity to respond to the same set of four questions.

Outlined on these pages is an Executive Summary of the major themes expressed by the participants at these sessions.

Tell us the good things about your community.

- Very unique in size and diversity...urban, suburban, rural, many different cultures
- Proximity to other popular destinations such as Washington, D.C., Philadelphia, New York
- Family oriented with rich history
- Professional sporting leagues (Ravens, Orioles) recreational offerings (hiking, waterways, boating, fishing, beaches) entertainment (theaters, music scene, Heritage Fair)

- Medical Industry
- Higher Education options
- Excellent seafood including the infamous “Maryland Crabs”
- Variety of Shopping venues

Tell us the good things about your schools.

- High quality teachers, administrators, staff who are committed to students
- Many school/community partnerships with vast wraparound services
- Talented students
- Numerous opportunities for student voice and leadership
- Variety of program and choice offerings for students (Dual Enrollment; Advance Placement, Magnet Schools, Career and Technical Education)
- Multiple world languages are represented
- Strong Education Foundation of 30 years
- Myriad of professional learning opportunities for staff

What issues should the superintendent be aware of as he/she comes into the district?

- Student Achievement is drastically low
- Enrollment - competitiveness with private schools
- Capacity concerns- some campuses experiencing over crowdedness
- Lack of equitable solutions for the diverse set of needs for different parts of the county
- Teacher and staffing shortages; competitive pay impacting recruitment and retention
- Disparities of programs and services within different sectors of the school system
- Mental health issues, impacting students and staff
- Safety and discipline issues in the schools
- Additional facility improvements for a number of building, some with safety concerns and unusable spaces
- Although many improvements, the Special Education population needs attention- staffing creating difficulty meeting terms of IEP
- Lack of trust between staff and district administration
- Recovering from Cyber attack
- Attention needed to efficiency study

What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Experience in large complex system
- Visionary

- Courageous
- Transparency
- Honesty with high Integrity
- Visible
- Track record of leading student success
- Passionate about the community and its diversity
- Inclusive and Collaborative
- Political savviness with ability to build relationships at county and state level
- Experience with working with various interest groups
- Experience developing and implementing policies for organizational management
- Strong experience with Board and Superintendent relations
- Proactive and Innovative Systems Thinker
- Ability to address funding and build solid budgeting models
- Be a good listener
- Bold and fearless- stand up for what's right for kids
- Relationship builder
- Consensus Builder
- Set clear expectations; hold self and others accountable
- Inspirational Communicator
- Willing to help build stability and make a long-term commitment
- Multifaceted Crisis Management Experiences
- Approachable Servant Leader

Name of Stakeholder Group: TABCO Leadership

1. Tell us the good things about your community.

- It's very diverse. Poverty and mansions go to the same schools.
- History of the county. People couldn't wait to move to the county and a desire to have it that way again.
- Many families have been here all their lives. Heritage.
- A rich history of civil rights
- Very active NAACP chapters
- Also, very diverse immigrant communities. Resilient immigrant communities.
- The proximity of resources is strong, including industries and jobs
- Work internships for the school system
- Rich commercial tax base. People are coming to Baltimore, which leads to people wanting to be here.
- The CPC system is good
- It is an urban school system

2. Tell us the good things about the Baltimore County Public Schools.

- 27 High school programs
- Focus on community school wrap-around services. Health clinics.
- Technical training programs
- Skilled and talented teaching staff
- History of developing things here. Weird that we are buying curriculum.
- Great partner teaching program supporting new teachers
- Within special education. Good job of meeting kids where they are. Maintaining a strong program.

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Special Ed programs are out of compliance. Set up to cause failure.
- Bloating and underserved in the central office
- The great need in support for kids but not just passing them on
- Needs to be active recruitment of teachers and a retention program. Nothing has changed in the retention program, and the needs of new educators have changed.
- Teachers leave to go to other counties for more pay
- Alternative schools do not have support. All behavior but not support.
- High teacher absences correlate to poor retention
- The school system needs to collaborate between the county and within the school system. Part of being a part of Baltimore County and coming to the County meetings to recruit.
- Baltimore Schools need to "fly their flags".
- Lack of transparency of how things work, for example, the hiring process
- Customer service center didn't do what was touted. Communication is not what it should be. All this is very reactive. Systemic fixes need to be in place.

- Communication often goes to the community before staff and staff doesn't know
- A Ransomware situation occurred in 2020, and the district still uses that as an excuse
- A retention bonus is being given in April, and that won't stop someone leaving at the end of the year.
- Significant increase in ESL population. Parents find it difficult to get things in even Spanish.
- Look at why things are so focused on the central area. Population density is still closer to the city.
- Facility issues. Old buildings, mold, unusable. A lot of kids learning in trailers.
- The efficiency review was not helpful. They just checked a box. Caused short-sighted decisions. Silos, too many decisions were made high up.

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- System management. Collaborative with school-based situations.
- The last two superintendents were unpopular.
- Trust in the skills and knowledge of the people here doing a good job. Current superintendent didn't listen to us.
- See the realities of the school system. Kids who are in real need.
- Need accountability at the higher levels.
- Transparency on the budget. Authentic input from people in the schools.
- Inspirational to students and us. No question about self-dealing.
- Restore relationships
- Take this input and reflect on it
- When I go to meetings, most of the people are defensive and don't listen to the reality of the classroom.
- Ability to make a decision
- Ruthless when necessary. The central office needs to be tough.
- An honest equity commitment.
- The superintendent needs to recognize that equity and advocate for unconventional approaches.

Name of Stakeholder Group: ESPBC

1. Tell us the good things about your community.

- Depending on where you are is accessible, but when you go west, it is difficult.
- Close to the ocean and mountains. Great hospitals.
- Great shopping
- Windsor Mill area is a very family-supportive community. Community spring festival and supports the community. They are invested.

2. Tell us the good things about the Baltimore County Public Schools.

- The current superintendent is connected with ESPBC, and we are being heard.
- Schools provide a family
- One-to-one computers k-12. Much digital use of computers.
- Diverse population
- We are always there for the kids in the extended day learning programs.

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Class sizes are extremely large
- The support staff is pulled away from duties
- Teachers are not happy, and they don't stay long
- Extreme behaviors of students not being managed
- Low staff morale
- Low numbers of support staff. People are doing multiple jobs because of open positions. Short-staffed.
- Compared to other larger counties we have much more central staff. New positions don't go where they are needed.
- Don't use the term transparency when you are not
- Too much use of outsourced contractors costs more
- Lack of diversity in staffing
- The school system is not responding to school safety and outrageous behaviors
- Teaches the kids that there is no consequence for dangerous behavior
- County has offered restorative training but not implemented it in the school
- Some schools manipulate data in discipline to look good
- Staff is quickly accused of things. Guilty until proven innocent.
- What do you do when restorative practices don't work
- We want to be compensated better.
- Support staff needs to be treated equally to teachers

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Accountability
- Emphatic towards staff
- Energy

- Transparency
- Political savvy
- The current Supt had an open-door policy
- When superintendent comes into the schools, they go to the upper-income staff
- Current superintendent came to programs and stayed
- The current superintendent interacted with support staff
- You must watch a “day without ESP”
- We don’t have the right to strike. We love kids but with people not being hired, people burn out.

Name of Stakeholder Group: Community Meeting – G.W. Carver Center for Arts and Technology

Statement from the county executive

1. Tell us the good things about your community.

- This county is diverse
- A variety of environments
- We are small and unique
- Well situated around the Capital

2. Tell us the good things about the Baltimore County Public Schools.

- There are good pipelines for vacancies
- The first question was off-putting
- We have programs that private schools do not
- Partnering with county programs like county band resource
- Has great resources
- Large county 27 HS programs
- Wide variety of formats

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Test scores have been going downhill for many years
- We are not two-high school district, we are more complex
- There was an efficiency report done
- Failed with the last five superintendents
- The past leaders had difficulties
- Trying to make each school community the same is not good
- Driving people from public to private
- A teacher who doesn’t want to teach in BCPS but is now a substitute where there is not a lot of support
- There is a thing here where you leave to go to private school because of acting out in classes, violence and low test scores

- Violence and disruption in the classroom
- Needs more accountability for discipline
- Would like to see someone from Baltimore County
- Schools are not pretty. They look like third-world country
- Level of concern for safety
- Need consequences for things
- Stringent focus on academic standards are low
- Should have a Plus system like B+
- Teachers will leave if the behavior is not fixed
- Lack of transparency and smoke and mirrors
- Quasi boundary studies
- Make us think we are being listened to
- Need more resources in a school of over 800, only one guidance counselor
- 32 kids in a class with one teacher
- Parents are not welcome in the school
- Lack of willingness to take responsibility
- No consequence for something that has been wrong
- Too much subcontracting
- Lack of respect for teachers
- Be more transparent
- Don't hear from the district superintendents
- BC looks at numbers alone
- Transparency is not here
- Mismanagement has seen people leave
- A teacher cannot contact the superintendent
- Violence in schools
- If the system takes care of the teachers then the teachers are taking care of students

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Statesman and a politician
- Has to work with the state and county
- Must tell the truth and communicate with the public. They cannot stay in Greenwood.
- Must be blind to color, religion and must be focused on results
- Innovation in technology. World is changing. Last five have not done this.
- Safety from the county executive
- Teacher-centered
- Not just look at Baltimore county as a whole but seeing individual school communities
- The superintendent must end the loss of students to private schools
- Willingness of collaboration
- Provide consistency rating is not equal
- Special ed does not follow the federal law

- Wants the principal to go undercover as a teacher
- Has to be visible
- Successful year serving teachers, students and community schools
- Has to keep parents from going to private schools
- Facilities needs are acute
- Look to Baltimore County for a replacement
- Covid has awakened parents
- Has to know technology
- Problems have been kicked down the road
- Would be nice if they came from Baltimore County
- Listens takes action talks to parents
- Strong rules for cell phones
- Do not spend on things we do not need like multiple reading programs
- Focus on special needs students
- See more pullouts
- Tutoring program utilized effectively
- Stronger instrumental music program and better arts
- Connect us vertically horizontally
- Inspirational
- Core functions done by the system
- Examine self to grow
- Fight against the legislature
- Aggressive vision
- Don't need a savior
- Listen to the people who are already here
- Experts are already here in the county
- Humble themselves to already listen to who is here
- Authentic communicator around the budget
- Good leader collaborates
- Recognizes the good qualities of the teachers
- Should be willing to get into the trenches

Name of Stakeholder Group: NAACP

1. Tell us the good things about your community.

- Relatively safe area
- Traffic stops are all too often
- Traffic accidents. Lots of shopping areas. Great restaurants. Lots of open space.
- Rich in opportunities
- Like going to Hawaii...people only see the islands....We have the mountains, the snow...some parts are rural, some parts are downtownish. The opportunities are just endless.
- Accessible for higher ed...surrounded by colleges...key HBCU's
- Access to activities such as fair grounds, tourism and attractions within our county
- Flavor...diversity. We are embellished with multiple cultures within our community and school system
- Opportunities for cross inter agency collaborations
- Well known history behind Baltimore
- Many accessible opportunities that are given for students
- Many places where kids are given to hang out
- Movie theatres and hang out spots which are within walking distance of each other
- Crabs...blue crabs
- Maryland is beautiful
- Nice places to go to tour and have fun
- How involved people are in their communities
- People can go to their community leaders to receive advocacy

2. Tell us the good things about the Baltimore County Public Schools.

- GW Carver is a great school for the arts
- Students have gone on to dance with Alvin Ailey and other great things. Nice neighborhoods with great children. Lots to do in BC.
- Lots of opportunities for students
- Carver center, vocational center and one is being designed for the west side of the county
- Educationally they tolerate social norms
- Try to benefit kids from diverse backgrounds. I don't see any deficiencies.
- I've always had access to the supt. Always had access to the principals. If I had to judge the schools by my son and grandchildren, this would be a good school system.
- The district listens to the people that come to the board, including this superintendent
- Dual enrollment program between CCBC and BCPS...potential that can really close gaps. (Community College and Baltimore Public Schools). (Some things can fall through the cracks...and it could use more work.
- Magnet programs....we need more and more variety, but they are beneficial
- AVID...College and Career program. Alternative for those who can't get into the Magnet program.

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- The political climate. How do you relate to the county executive and the state neighborhoods?
- And the diverse groups are often in conflict
- Shortage of teachers and then train them and retain them in the system
- BC is very segregated. Significant, maybe 15 different education coalitions. For example. There is an overcrowded school, but they don't want their child redistricted to alleviate the problem.
- BCPS is dealing with school facility repairs. Had a supt "Dr. White," who did a great job but the state supt denied her the job.
- Hereford wants to separate from Baltimore County
- Dual enrollment program between CCBC and BCPS...potential that can really close gaps. (Community College and Baltimore Public Schools). (Some things can fall through the cracks...and it could use more work.
- Course registration guide, as of 2020 the incoming freshmen have a new enrollment guide. BCPS has an alignment with CCBC, must have 6 years of math, the U. of MD, wants to better prepare students who are going to college. EX: Student as an 8th grader is accepted for dual enrollment at CCBC. However, if student has already taken a dual enrolled math at the college level, the student shouldn't have to take math at the high school level. But the student had to take math at the high school level at the same time. As a student is matriculating through math, there should be an intersect at some point; at the present time there isn't one. There are several other courses that are impacted in a similar way.
- Consequently, students are discouraged from pursuing the dual enrollment courses, particularly those with IEP's and other lower achieving students.
- Mental health issues; impacting our children in a greater way than we can even fathom; many things are affecting them than we can even imagine
- Standardized test scores with college board; students with disabilities have to go to college board to get their accommodations approved. If there are no facilities that can provide accommodations approved...there has to be a collaboration with CCBC.
- If students from BCPS have disabilities....if they expanded their outreach services to CCBC, it would enhance their ability to be able to get their accommodations at the community college level...Right now the options are: Change dates, Take test without accommodations, or Get a refund.
- Students with disabilities must have accommodations for standardized tests somewhere within our county.
- Challenges
- Hearing from a large majority of students and parents about the quality of teaching in our classrooms has diminished.
- Children's concerns are that they are being taken into the classroom is that they are given a device and being told to read something on their device and that's their tutelage for the day.

- Teachers just show up and have them read. We're just setting our children up for failure. My son is transitioning to private school for his high school education....top linebacker.
- My son was not well-equipped for taking the standardized tests. What about those children who are left behind.
- We are doing our children a disservice
- We need a better standard with regard to our substitutes. We need our teachers and subs need to know their content areas.
- Educational Leadership must be held accountable...principals cannot protect the teacher and not the students.
- How our teachers show up in general; they are dealing with mental health stuff as well. Teachers are coming into the classrooms in a frenzy.
- Bring in more well-qualified teachers.
- Hold all accountable.

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Transparency is important
- Decisive, determined but also approachable
- They will need Teflon skin. There's a group that complains about the violence in the schools, but they offer no suggestions, and they show edited videos of incidents.
- It must be visible around town. Dr. Williams did become visible throughout the county.
- Partner with local organizations within the community to see what kinds of services they can offer to the schools to get an understanding of how to help our kids who are struggling.
- Skilled in organizational structure in admin.
- Previous experience as a supt.
- Supt experience in Personnel and HR
- Experience in governing and admin. of a large complex, racially, culturally of a diverse district
- Supt. who will effectively communicate with multiple entities and the public
- Supt. with knowledge of academic achievement and topics
- How to reform districts to meet needs of students
- Doctorate in Education Admin with a proven track of leadership
- Resume that reflects competencies and expertise related to running a school system.

Name of Stakeholder Group: County Executive and Team

1. Tell us the good things about your community.

- We are often the stepchild to Washington
- But we are a great water city and close to other interesting cities
- Diverse geography north is rural central almost a city into itself
- Lots of people grow up here and stay here
- “Big town, little city”. A feeling for people where people can get involved.
- Many colleges and universities
- Also close to mountains
- We have one of the best community college systems
- Recreation systems and parks is prevalent
- Excellent working relationship with BC and having a nurse in every school
- Diverse geography
- Baltimore is Maryland in miniature
- Schools act as a hub for the communities
- Great place to work and play
- Believes good working relationships
- Unique in that we have consistently gone above in funding
- Residents support public education
- Expanded resource officers, free dual enrollment
- County has it all centrally located which makes it accessible. Very safe community. Supportive council and government. BC values public education.

2. Tell us the good things about the Baltimore County Public Schools.

- Partnerships with community colleges that allow students to graduate with an Associates Degree
- CTE programs are solid
- There will be money from the Maryland Blue Print that will flow to the schools
- Great community partners with childcare early education of children
- Fifteen-year plan for school construction
- Strong volunteerism. Lots of recreation. 80 plus resource officers.
- Community organizations are working well

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Covid learning loss. We were out longer than most.
- Restoring peoples’ faith in the district
- Recognizing there was no good answer there is lingering unhappiness
- Overcrowding in the school system
- Equitable distribution of resources where there is an impression of favoritism
- Underlying racial issues that much of county residents experience poverty
- People have lost faith in behavior issues

- Math proficiency of 7% in math and 22% in Language at one high school. We're looking more than Baltimore city.
- Supposedly we have a much more robust central office. Yet we seem not to have the resources for social workers etc. at the school building level.
- Retention and recruitment of teachers. Find out what other districts do.
- Beginning to see high truancy rates. Considers keeping kids in school low-hanging fruit.
- High discipline rates
- breakdown on transparency
- Safety is on the minds of educators
- Need more educators of color
- Overworked educators and better career path for support staff
- Importance of culture and climate.
- Here is a yearly survey but it should be reviewed. An increasing number of ESL students.
- Changing the look of the schools. Neighborhood changes as infrastructure changes.
- Concerns about communication from the top. It appears to be a very bureaucratic institution.
- Another public concern about transparency with the media
- Concerned about enrollment declines have not reversed themselves
- Concern that federal money may cause a fiscal cliff
- Involving parents in schools
- 2000 homeless children
- Have not had a good integration with county

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- being able to fund capital needs
- Concern about mental health issues and the services necessary. Suicide rates and depression are increasing along with substance abuse.
- Politically savvy and can deal with the school board
- Collaborator
- Someone who is going to be real tough
- If the schools get much worse we will be like Baltimore City
- Hold the system to a high standard
- Good communicator
- Thoughtful able to take information and make thoughtful decisions. Need someone with staying power.
- Services for "new Americans" great increase in last few years there will be resistance from some of the old timers and understanding this
- Someone who values transparency. Commitment to work with county government. Genuine partnership. Enjoyed working with current school superintendent and board.
- Public communication. Flexible who will take advice and counsel
- Visibility from the superintendent

- Sometimes it feels like BCPS operates on an island
- A data-driven supt who could work with the county
- History of a school board and supt not working well together
- Being a member of the community.

Name of Stakeholder Group: Community Meeting - Chesapeake High School

1. Tell us the good things about your community.

- Baltimore coalition
- Disappointed that not many people showed up tonight. Enjoyment of the outdoors.
- Budget hearings for town halls
- Lots of outdoors and water
- Strong environmental focus
- Groups pushing for equity and social justice in a vibrant community

2. Tell us the good things about the Baltimore County Public Schools.

- Staff is great
- Active and progressive teachers union with a social justice agenda
- Chose to work here at Chesapeake even though long way
- The community aspect of Chesapeake is important. As a teacher and job coach at Chesapeake never felt that it was a dangerous place.
- Teachers treat students with love and respect. Feels everyone is on the same team and wants the best.
- Very happy and sometimes they do not get their services

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- 33% of students in Chesapeake high were proficient in English 14% math low scores for the school
- 0 students were proficient in math in 2022
- High school is being served poorly by the current superintendent
- Countered the school test scores at Chesapeake not taking into account other issues.
- The county needs to be more transparent about assessments etc.
- Understand
- Administrators seem not willing to speak freely afraid of litigation
- Sometimes they felt disconnected from a teacher
- Large bureaucracy
- There are two schools in one
- The magnet kids get one level of education
- Short on staffing in ESL and special education
- Shouldn't pull non special ed teachers to teach spec ed.
- The number of children who need free/reduced lunch is now 60%

- There seems to be a suppression of what happening in the schools. You can bury problems by abrogating data.
- Needs to know what has happened to right this ship
- The test scores
- The budget is too high
- Discipline is bad in schools
- Rapid growth in poverty
- Rapid increase in special ed and ESL
- Change the SSA program
- Growing poverty issue but sees some schools that are higher performing have higher engagement
- Redistricting will be a challenge

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Collaborate has been done with others
- We need decentralized power
- Teachers are forced to use technology and the principal can't use the money to buy things necessary
- Look at the analysis that has been done
- A leader who understands metrics are not always telling the whole picture
- Put parents' students first as its written on the Chart
- Don't listen to political patronage
- Recognize the role of technology. Anticipate crisis. Don't just respond.
- Effective communication at public meetings
- A good manager who directs and monitors schools
- Is flexible
- Manage politics and changes in board and legislature
- Wants someone outside the district. Needs someone in the trenches.
- Transparency being open with the challenges
- We have the potential to be great
- Be willing to share the problems with us
- Take in the data and make effective decisions
- Open to different metrics of success.

Name of Stakeholder Group: Central Office Team

1. Tell us the good things about your community.

- Very unique in size and diversity...urban, suburban, rural
- Just hours from Washington, DC...close to beaches
- A large place but small in its unique environment
- A very diverse community
- You can easily get around the state of Maryland...location, aggressive in it's thinking....great connection between the city and county

2. Tell us the good things about the Baltimore County Public Schools.

- Opportunity to advance your career...bring in new ideas with new people
- Great programs...
- Very welcoming professional, helpful professional people
- Diversity of the people who live and work within the school district...people come from many places and blend well with people who come to the district...great teacher union...lots of checks and balances within the system
- The level of professionally support internally is great...opportunity to work with a diverse group of people
- Teachers and principals are high quality that give their best efforts....the quality of people are excellent...the diversity of people who work in the district

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- The cyber attack
- The perception of communication regarding the cyber attack
- It is a large system but its also small...knowing how to work with all parts of the county...making sure all voices are heard...
- Must be creative in understanding the diversity of the district...must be focused on doing the right things strategic but with urgency.
- Student achievement...especially in the special education area
- Funding ...funding come most from the county...understanding the funding structure.
- The hybrid board of education structure...elected and appointed
- Focus on budget...personnel salaries, capacity to compete with other districts with salaries
- Boundaries within the county...the diversity can show up in negative ways...the political pressure.
- Looking at the equity policy verses how it actually exists.

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Policies must be implemented...
- Community, collaboration, and commitment to be inclusive
- Someone who have experiences in the demands of a large school district
- Someone who has knowledge of Baltimore County...must be able to hit the ground running
- Lead with courage...have policies but must follow policies
- Lead with courage and compassion...recognize existing talent within the school district....trust the people who have be put into specific position
- Communicate expectations and the courage to stand by policies...discipline...
- Keeping students first...knowing you must deal with all the components of a school district...keep students first.
- Clearly articulate expectations ...core values that are align with the district
- Capacity to manage and work with the board of education...keeping the board of education engaged, informed
- Must be reflective...

Name of Stakeholder Group: Community Meeting—Perry Hall High School

1. Tell us the good things about your community.

- Crabs
- Family oriented...kids outside playing sports
- Close knit family feel to it
- Parents involved in children's lives
- The county is very diverse and you get a small town feel from all the various areas
- Very diverse ethnically, racially, socially/economically
- Theatre, music...many things you can do in Baltimore County
- Waterfront, farms, accessible up and down the east coast
- Great higher ed options
- Baltimore has an infectious pride that goes a long way
- You can get from Baltimore to Philly or New York by train for \$5 overnight

2. Tell us the good things about the Baltimore County Public Schools.

- Great educators, great support staff, people who love the students and want what's best for them
- Special education...we have maintained a lot of different programs and can meet kids where they are
- Great teacher's union
- We are a district that's been through a lot, but we are a very resilient group of workers
- Vo-tech program
- Our teachers want to be here for the kids
- The kids are very talented in many different ways...artists, musicians, dancers

- Pride in our schools...people are really proud of the school systems
- Traditions...deep traditions that have kept them going and that will keep them going
- The school I work in is on it's 4th building and we can trace it to it's original school and it's owned by the original librarian
- Many new students have come from Burma, so we have translations in English, Spanish and Burma
- We're starting a community school program in many schools...based on what community members telling the schools what they need.

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Been through a lot, with ransomware and Covid
- A lot of our schools were built after the 2nd World War
- Special ed. Needs a rehaul. It is out of compliance. Special ed students are falling through the cracks.
- It is a big county...we need to work as one big county and not as all these different communities.
- Behavior is an issue. If we say no, you are not supposed to do this, then we need to follow through with consequences. We need to get back to basics.
- There are a lot of social/emotional issues with children today. We need more counselors to help kids with severe needs
- Academic achievement in BCPS now.
- We need to figure it out so that people come to BCPS and stay.
- We need to have a transparent budget. County govt. has a transparent budget. The school district does not.
- We have too many at the top and we have make it so more get back to the schoolhouse.
- Regarding the middle manager, we need someone who is a good administrator and who can organize and who can communicate with the teachers.
- Right now, there is no consistency with answers. You can call someone for an answer; if you don't like the answer you get, wait 10 minutes, call back and you will get a different answer. Keep calling until you get the answer you want.
- Rebuild the trust in the system.
- We are spending too much money on construction.
- Trust goes with being a strong leader and knowing that your goal is to do what's best for kids; not necessarily always what's going to make people happy. We need to get back to continuity. We need to get back to continuity and consistency.
- There have been a lot of equity conversations around race. But Covid showed us that there are a lot of equity issues around other areas, too.
- There was a pilot program here, but then we never talked about it again.
- The Baltimore County Govt. had an efficiency study of the school system; the new supt. needs to be aware of that and read the study.
- The HR dept. needs to be overhauled. Certification issues are a challenge. The right hand doesn't know what the left hand is doing.

- Teacher recruitment is an issue.
- There has been a history of the schools being asked to “put on a show” for the supt. when he/she is going to visit. Your focus has to be on putting on a show, instead of working with kids and doing your work that day.
- Buses showing up on time have been a disaster.
- There’s been a lack of leadership for years
- There is a fear\ that there will be retaliation for speaking one’s mind
- The morale has changed and there are people in leadership who you never see.

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Be willing to stand up and say no.
- Be transparent.
- Everyone needs to be held accountable.
- Somebody confident, but not over-confident
- Somebody who is really about the kids
- Roll up their sleeves and get in to do the work
- Be transparent and listen to people; come to the schools and talk to the teachers
- Be open to having conversations with teachers and staff; and also that members of the executive team as well.
- Someone who taught in the school system for a while; they need to know what a teacher does and be a sub and see what it’s like in a schoolhouse
- Be ruthless and think about what is best for kids. If people aren’t doing what’s best for kids, then they need to go.
- Be ethical
- Be a strong leader
- Be a partner with the county council and a strong leader with a vision
- Smile and want to have fun with the kids
- I want to see the supt. more and hear that others have seen the supt. in the buildings...but not a dog and pony show. It’s previously been so disingenuous.
- Authentic communicator and an authentic collaborator
- Transparency with the budget process
- Not afraid to change up the budget process. What we’re doing with the budget process is working so let’s change it.
- We need someone who will stand up for those who won’t or can’t stand up for themselves...such as around redistricting or other hot and key issues
- We need someone who will fix the climate and culture of the school system.
- We need someone who will convey there is a plan, understanding that everything cannot be fixed overnight.
- Have a proactive approach, have a vision, want to move us forward.
- Some of the policies the state has put in place have tied the hands of the district, but be willing to go before the state.

- Support administrators...the culture of fear at the administrator level is terrifying. Parents complain about administrators and they don't get support and their hands are tied.
- Fix transportation

Name of Stakeholder Group: Community Meeting - Hereford Middle School

1. Tell us the good things about your community.

- Diversity; every type of person that is representative of our globe
- We learn about each other's cultures and each other's perspectives
- Proud to be from Baltimore County; sense of pride
- Maryland is considered as America in miniature
- Hard work pays off, community values pay off
- It's not a one-size fits all county
- So many of us are life-long residents of Baltimore County
- Wonderful place to grow up
- Beautiful trails for hiking and outdoor spaces
- Interesting history
- Celebrations and traditions
- Access to different resources
- Hiking, waterways, beaches
- Great colleges....community, great universities
- Business
- Resources and choices in those resources
- Uniquely placed where we're in close proximity to major metro areas and great partnerships
- Health resources are top tier and world class, quality care

2. Tell us the good things about the Baltimore County Public Schools.

- Good educations
- Learning about students' different cultures and traditions
- Today we went through a process of electing our student board member. We embraced that authentic learning opportunity.
- Writing contests
- Magnet schools
- Dual enrollment process
- A BCPS student last year got a full ride to Yale
- Our athletes are amazing; different sports teams are winning championships
- My oldest son took several AP classes and will be able to get through college in 3 years.
- He got an excellent education.
- A lot of opportunities for kids and families to get involved in the schools as helpers and as a parent I know what is available.
- Facilities are well taken care of and are available.

- The teachers run after school clubs on their volunteer time
- We provide mock job interviews for our students
- We live in the Hereford zone for a reason and chose to put down roots here and we live here for a reason.
- All of my children have different needs and I have had great experiences here in BCPS. Their needs have been met.
- In our schools our educators work well together.
- Our school is a Title I school and we have a Spanish Speaking Care Liaison and we are doing good things for our kids
- We have hard working and good teachers; they go above and beyond to support our students
- People in Baltimore County will ask where you went to school is a marker of where you went to high school.

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- So many great things in the schools get overshadowed by negative things, especially in recent years
- We need to improve communication within our student body about all the learning opportunities
- Fact or Rumor: Some programs such as AP will be cut from the budget; that is a concern.
- Important that we take care of the needs of the children at all levels to make sure that they get what they need.
- There is a perception that some programs are going away in the name of equity and that is shameful.
- The administration does not recognize the hard work of our teachers and how they go above and beyond for the kids who need extra support.
- There is a large private school “contingent” here in Baltimore County
- There are some teachers who do not implement IEP’s
- Teachers don’t feel safe enough to speak to their administrators about how to implement the IEP’s and still teach 20 other kids and meet the needs of diverse learners
- We need to focus on academics; our test scores are horrible.
- Students kept being moved along because “the curriculum had been met.”
- County is changing in many ways: socio economically; less safe; a lot of factors in the way the county is right now. Understand the dynamics of the county...where we’ve been, where we are and where we’re headed.
- It’s a very political job; understand the dynamics
- We are a mess; one of the last counties to open back up after Covid.
- There are several stakeholders involved
- Parents deserve a seat at the table.
- BCPS has never fully recovered since the Ransomware attack
- HR has not resolved records
- We are being impacted by the nationwide educator shortage

- We need more staff and support; particularly special educators
- There is a lot of distrust of the leadership;
- Prior supt. is in state penitentiary
- Many individual schools have great leadership
- This county is humongous
- We need additional adult support; Central Office is top heavy.
- Don't come in to just visit for visits; we need all hands on deck in the schools.
- There has been poor communication; people may not like the decisions, but they need to understand the decisions.
- There has been a loss of trust over the last few years.
- Behavioral issues in schools are impacting the ability for teachers to teach

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Community pride exhibited in the next superintendent
- We need an out-of-the-box thinker
- Consider someone from Baltimore County whose own children go to BCPS
- Be a strong leader.
- Be communicative
- Don't be influenced by teacher's unions and politicians
- Supt. needs to work with all stakeholder groups, including TABCO.
- Supt. needs to be collaborative with all stakeholder groups.
- District tries to be accepting of all diversity.
- Need to have a breadth of decisions
- Person needs to know what has worked and what hasn't worked.
- Don't look at this position as a stepping stone
- Listen to the people who work and live here
- Servant Leadership
- Recognize children
- Form relationships
- Listen to the good, bad and ugly and let people speak without fear of retribution
- Keeping people here and retaining our good people: welcome innovation; listen to the people who are in the classrooms with years of experience; listen to the squeaky wheels as long as they are willing to come with solutions.
- Have integrity
- Recognize that our educators work hard and do great things every day.
- Collaborator
- Transparency in decision making and budgeting process
- No more hypocrisy and double standard
- Put our children first
- Quality education for all ends of the spectrum
- Emergency preparedness for all possible kinds of emergencies
- A leader who will shine when dealing with problems, not just when things are going well

- The supt. needs to have knowledge of and sensitivity to special education; parents are finding it difficult to access supports and resources for their children

Name of Stakeholder Group: Community Meeting – Western School of Technology

1. Tell us the good things about your community.

- Diverse community, rural, urban...different races-ethnic groups...lots of famous people from here...Fredrick Douglas...
- Lots of family activities...fishing, trails,
- Great leaders in the communities...
- Very good county government with many partnerships within the community and resource partners
- Community members. Parents, other adults in the community want to be part of the solutions....need to be given an opportunity to be involved

2. Tell us the good things about the Baltimore County Public Schools.

- Educators are a critical part of the school districts...resources...great programs
- People are not falling out of their seats to say great things about the schools...just want that noted
- Communication is good...students and staff get recognized for their work
- Great vocational programs throughout the school districts

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- The ability to understand and manage growth of the school district, especially the esl population
- Focus on behavior problems on buses...understanding the job of bus drivers...lack of being able to communicate with students who do not speak English
- Recognize and support educators more....
- Academic achievement rapid decline is a major issue...
- Student behavior is a major problem...disruptions in schools should be a focus...most student want to come to school and do the work without ongoing discipline
- Must take a hard stand with behavior and not allow students behavior to be an ongoing negative
- More support for mental and other social support programs
- Focus on accessibility...her child can't get into a school because of being in a wheelchair

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Leadership that is not top down...deal with real issues...courageous...not afraid to make decisions
- Respect for all children...transgender or any differences with students
- Understand who empower principals to help teachers and staff feel good
- Understand conflict resolution...have a clear vision with clear expectations...
- The superintendent should be someone who has already been a superintendent and not someone who will be learning on the job...
- Concreate educational experiences...three years of being a superintendent...
- Would like to get a letter of recommendation from teachers in the superintendent's current school district
- Feel like sometimes leaders within the system are overlooked and go to other districts and do well...so do not overlook internal leaders
- Superintendent should be in the school building, seen by teachers and students...no superintendent that hides behind challenging issues...
- Allow student feedback and use student feedback to help improve the district
- Superintendent who is transparent...visible and not just talking via notes, emails...
- Look for input from stakeholders...and use their input for improvement

Name of Stakeholder Group: Education Foundation

1. Tell us the good things about your community.

- Urban/suburban...diversity
- Richness of wealth and we also have poverty
- Major league sporting...Ravens. Orioles
- John's Hopkins University
- Medical industry here; science and technology
- Cyber and computer science
- Baltimore is unique...a lot of history
- Baltimore County is in growth mode...there is building everywhere
- Baltimore County and Baltimore City are two distinct places
- We take a lot of pride in our city because it is incredibly diverse (Stigma of the city)
- Not a transient place; people come here and stay
- Generational wealth that is unique to Baltimore
- It's a city that is accessible and it's affordable
- There's a lot instore and many opportunities whether in the city or county
- Baltimore City is its own entity
- The shape of our county lends itself to our diversity...kind of like the shape of an egg...city in the center, county surrounds it.
- Revitalization is huge
- Heritage Fair...even the pandemic couldn't stop
- Diversity is not only about culture or ethnic
- Some areas are more rural.

- Religious beliefs vary across the county...bring in a uniqueness of families and their beliefs

2. Tell us the good things about the Baltimore County Public Schools.

- A lot of PTA's and a lot of attendance
- Some of our elementaries have families from 30 different counties...a lot of diversity
- Each supt. brings their vision, but it's always centered around excellence and growth
- We lead the state in the amount of money we award in scholarships
- We have excellent trade schools
- Brought CTE programs into middle schools
- Magnet programs are very strong
- Foundation has been around for 30 years. In 2012, a staff person was moved into the position of being Foundation Director. We impact the district in terms of funding and efforts.
- Strong focus on the importance of education.
- Foundation is there to support teachers in any capacity.
- Things the foundation board has done...programs, scholarships, the funds the foundation has raised...bringing in resources for the schoolhouse. Our foundation's three goals are fundraising, programs and advocacy.
- Brick and mortar centers where teachers can shop without spending their money to fund their classrooms
- We have comparable high schools and middle schools that can match with the private schools

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- There's a lot of history in this county...people remember;
- There's a lack of confidence issue...many people send their children to private school.
- There's a lot of angst in the community around redistricting
- From a small business perspective, we need to look at confidence in kids, competence with soft skills, the skills sets they're learning in school need to be transferable. There's a larger expectations of the schools than ever
- There has been incredible turnover of experienced staff
- The Ransomware debacle has been extremely difficult.
- We tend to focus on the bottom 20%; how do we get the focus on the top 20%. The global competitiveness is so important here.
- The district lost over 4,000 students after the pandemic.

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Want a superintendent who's going to support the work of the foundation and that partnership to continue
- New supt. needs to listen to people; people want to be heard
- Leadership in this county needs to understand how large this county is and how incredibly different each sections of the county are from each other.
- The way things are done in Hereford (or the Northern part of the county) are very different from other parts of the county
- Also someone who has worked in the county.
- Being humble and make sure you are listening to the school houses
- Servant leadership is important.
- Having experience managing a district like this.
- Listening to people in the school houses.
- Strategic planner is essential...new meaning of an old term. "A new road to pave."
- Vision casting and innovating
- Proactive vs. reactive
- Transparency
- Honesty
- Gain respect of those who work around him/her
- Student centered
- Teacher supportive
- Support principals and leaders
- Diversity of leaders in our school houses
- Openness
- Willingness to listen
- Ability to get on his/her calendar; accessibility
- Be a story teller
- Be an advocate for the programs you support and which your children are in.
- Great listener vs a great talker
- Keep the voice and history of the school system as you're also bringing in your own people and mesh those voices.

Name of Stakeholder Group: PTA Council

1. Tell us the good things about your community.

- Beautiful spot in MD
- Lovely place to live
- So big and so diverse...geographically and demographically
- People stay here...deep rooted county

2. Tell us the good things about the Baltimore County Public Schools.

- School system has a wonderful connection with County govt.
- A lot of support from current county exec.
- Community schools...with the wraparound services and that rollout; moving toward the whole child and the whole family
- Career pathways and the CTE program
- Connection to CCBC is great
- School/college partnership
- A lot of AP courses
- AVID—Advancement Via Individual Determination
- Lucky place to be in the country right now; a lot of dollars are being used for facility improvements.
- In MD, we are lucky, because we tend to have more of an open mind than many other places in the country.
- Reimagining what schools should look like...Schools with laundry facilities for homeless students, etc.
- We are so diverse around the county...different nationalities
- Magnet programs are very strong
- Arts and music programs are very strong
- Some students who return to BCPS from private school have actually needed remediation when they come back to BCPS

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Overly high school has no sound system in auditorium
- Highly overcrowded...6 trailers
- Renovation at Overly was bad...facility is dilapidated
- So large, hard to give everyone what they need
- Private school oriented town
- BCPS schools have gone array
- We had a supt. who went to jail
- Very diverse, but also many inequities
- At some schools, very little parent involvement
- Overly, for example, many students who live in poverty and lower socio-economic needs
- Technology...cell phones in classrooms and on buses and at practices...videoing and posting on U-Tube

- Behavioral issues
- Violence in buildings...fights, shootings...this has taken over control in many of the BCPS schools
- No real consequences in place for the children who are involved in the behavioral issues, violence, etc.
- People are going to the elementary schools, but then many are sending their kids to a private school for middle school.
- Many of the schools are more privileged than other schools in the district. Many inequities in the county.
- Grading system which says the lowest grade you can earn is 50%
- Cookie cutter curriculum doesn't address needs
- Consequences for behavior and slap on the wrist is not enough; we seem to be having lack of consequences
- Perception that there is bullying of teachers by administrators
- Kids are using their cell phones to film their teachers.
- There was a breach of BCPS data...ransomware issue...there has been some recovery, but not everything was recovered.
- Political environment...be aware
- Parents are vocal
- Fox 45 is watching and regularly commenting on BCPS
- During ransomware incident, district was offered assistance by county executive and turned it down.
- Teacher morale is so low...pay is low.
- Revolving door of teachers
- Our test scores have dramatically dropped
- Teachers cannot deal with the constant churn and the constant change and/or implementation of new programs.
- Be aware that we need to support kids with special needs
- Safety in the schools

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Support school administrators
- Clear behavior standards
- Be tuned in to science and reading
- Consequences for bad decisions
- Be brave...there are policies in place which are not working.
- Someone who is looking at BCPS as a stepping stone is not the right person; we need someone who is going to come and be willing to make changes.
- Continue utilizing the Safety Assistants (through the Blueprint \$)
- Be pro PTA
- Be open and not secretive
- Be skillful at dealing with everyone from Grandmas to State Senators

- Make teachers happy and feel supported
- Principals and all staff need to feel supported
- Be a constant advocate for our teachers
- Have a diverse background, which includes having been a teacher, principal, etc.
- Get a handle with the county council on how they spend money so that we can access \$ for education.
- We are three years post-Covid....we cannot blame it on Covid anymore
- Teacher and student support
- Need more case managers and paras
- Experienced and has been a teacher and school leader
- Collaborative
- Visionary

Name of Stakeholder Group: Student Councils

NOTE: THIS MEETING WAS CANCELLED DUE TO LACK OF STUDENT PARTICIPATION AND FIELD TRIPS

- 1. Tell us the good things about your community.**
- 2. Tell us the good things about the Baltimore County Public Schools.**
- 3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?**
- 4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?**

Name of Stakeholder Group: Elected Officials

- 1. Tell us the good things about your community.**
 - Diversity in the county and increasing
 - Strong jobs based
 - Established neighborhoods
 - Strong agricultural tradition
 - Transitioning to a strong county
 - Presence of universities and community colleges
- 2. Tell us the good things about the Baltimore County Public Schools.**
 - Excellent, long-established teachers
 - Magnet system, diverse educational opportunities
 - School choice – magnet programs
 - College promise programs, free tuition for high school graduates
 - Strong curriculum

- Students get a strong foundation
- Growing population – addition to new schools, renovation programs for school buildings

3. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Strong, visible vision
- Defined strong leader who sets the vision
- Communication with council and meeting with them regularly, following up on concerns
- Follow up is important
- Courage – able to go through tough battles, serve the residents
- Transparent – a true partner with the council
- Excellent communication skills and a collaborator
- Excellent relationship with the county – budget development
- Someone interested in being in the leadership position in the county for many years – for the long term – have a long-term vision
- Strong interpersonal strength
- Someone who knows the system and is familiar with Baltimore County
- Diplomatic to be able to work effectively with the Board of Education
- Being able to “put their foot down” when needed

4. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Level of support from the community and business community needs to improve
- People should not have to go to the council to have problems solved that the school should solve
- Disparity between wealthy and poor neighborhoods
- Teacher retention
- School discipline
- Continued investment in the school facilities
- Population that they are going to be serving, increasing poverty
- Perceptions related to the school system
- Using test scores to make high stakes decisions should be balanced with other factors
- Longevity – can the next superintendent meet the demands of the position
- Maintaining continuity in leadership
- Beginning of the second term of an elected board of education

Name of Stakeholder Group: Area Education Advisory Councils

1. Tell us the good things about your community.

- The diversity of the county – demographically and geographically – surrounds Baltimore City
- Good weather – can see all four seasons

- Close to the city – National Aquarium, Baltimore Zoo, exceptional medical facilities
- A welcoming community
- Rapid change in demographics and political focus
- New slates of office in local government and school board
- Unique opportunity to chart new grounds and new opportunities
- Involved parents and very vocal

2. Tell us the good things about the Baltimore County Public Schools.

- Wonderful group of teachers
- Effort toward equity
- Excellent curriculum
- After school activities
- Field trips
- Strong math curriculum – Math Counts Team
- Community school movement – engaged in the operations of the schools
- Some excellent programs
- Provide many opportunities for students – variety, all levels of course work, dual enrollment, magnet programs, CTE programs are improving

3. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Be able to address active, vocal parents
- Understands the connection and fosters relationships between the private and public sectors
- Know the County – gain a thorough understanding of Baltimore County
- Experience in the classroom and administration
- Recognition of the parents and the advisory councils
- Ability to communication with all the stakeholders
- Have the ability to let the Board know when they are overstepping their roles
- Good communicator – with diverse groups
- Good listener
- Proven track record in working in a similarly sized district
- Accomplishment of challenges in their current district
- Experience with special education programs
- Honest
- Transparency
- Appreciative of staff
- Don't try to make Baltimore County the same as current district
- Commitment to equity
- Commitment to recruit and retain a diverse workforce
- Visibility – being a cheerleader for the students
- Advocate for individuals who work within the district to become teachers
- Experience or ability to negotiate with associations

- Knowledge of the Maryland Blueprint
- Specific goals and goal oriented
- A minimum of five years of teacher experience
- Someone who responds to phone calls and emails – responds to stakeholders
- Excellent speaker in front of audiences – don't send out individuals on his/her behalf
- Innovative, risk taker

4. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Diversity presents a challenge – different socioeconomic challenges
- More flexibility for the teachers regarding the curriculum
- Some teachers are stunted – curriculum is outdated in some areas
- Work needs to be done on the ELA curriculum
- Modernized more progressive examination of the curriculum
- System needs to provide additional support to teachers in order for them to be successful
- Board that steps in and interferes with curricular decisions
- Must get message out to disengaged parents
- Disruptive student behavior must be addressed before it becomes a bigger problem
- The ability to work with the Board – micromanaging Board
- Hold children accountable across the board – consistently in addressing student issues
- Aging facilities and overcrowding of schools – resistance to re-zoning the schools
- Ineffective school administrations – resistance to making changes to administrations in some buildings
- Teacher shortage must be addressed – get the right teachers in the right places
- Budgetary challenges – understanding the tax system in the County
- There is a very serious trust issue based upon Superintendent turnover
- Distrust among all stakeholder groups – teachers, Board members, parents – trust must be rebuilt
- No sense of cohesion in the top administration and the board
- Must establish a collaborative, trusting relationship with the County Council
- Ability to address challenging media in Baltimore County – typically negative

Name of Stakeholder Group: CTEAC/BCABSE

1. Tell us the good things about your community.

- Career and Tech Ed...leading in the State of MD...beginning the process of reimagining HS time
- Resources and things that kids and parents can have at their grasp
- There is a lot of opportunity
- Connect with different organizations and see what can benefit our kids
- Get extracurricular activities that can benefit our kids
- Building that business partnership...BG & Me, Lockheed Martin, FBI
- Lots of powerful businesses here; a lot of untapped partnership
- Wide variety of places you can locate your family to
- Different areas close by
- Some of the lowest property taxes compared to other surrounding counties
- Known for Maryland Crabs

2. Tell us the good things about the Baltimore County Public Schools.

- Career and Tech Ed...leading in the State of MD...beginning the process of reimagining HS time
- Starting to make sure there is an extreme focus on the English Language Learner
- Student population is more diverse, so we pay a more close attention on our diverse learners
- Diversity of students that we serve
- Going into universal pre-K...regardless of income...we need to find seats and trying to build. Really exciting...with the MD Blueprint working with private providers. They're ours because they are part of the community...Trying to reach them early before they even become part of the schools.
- Good school system if you have young children
- Proud of how well we're doing in CTE...you need to do something when you come out of high school. College is good for some, but a waste of time for others. Many good CTE programs.
- Giving students the opportunity to take whatever avenue they are interested in and giving them the chance to explore that and not having to pay it.
- Dual enrollment/established partnership with community college.
- Established magnet program and those intersect with the CTE program...sometimes they do go outside their neighborhoods for those and we do provide the transportation for those
- We have a grow your own program for our teachers; teacher academy...we are funding that.
- Working with our para professionals to become teachers...funding that as well. (Connected with MD's Blue Print)...starting with the scholarships for the students
- Known as a music and arts district
- Resources are abundant...particularly for marginalized kids
- Starting to look at things through an equity lens

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- The equity issues...we're working on it, but we still have work to do.
- English Language Learners, but we need to be aware of the barriers that still exist. We are now allowing them to go back to their home school.
- ELL students are our largest growing student group. We have to hire more teachers of color.
- We need more administrators of color at Central Office.
- We need more male teachers at elementary schools.
- The work force does not match the student population.
- Make sure that our staff also includes people with disabilities.
- How do we expand our home and hospital academic programs, so that students who are receiving home and hospital services by necessity are receiving quality services.
- Take a closer look at our special education programs and how quickly we are diagnosing our black and brown kids homes
- Student achievement must be a focus...graduation rate
- Climate is an issue...district-wide, school and within the county
- It is a segregated county. Our areas are very segregated and so are our schools.
- The board has been a divisive group
- CRT is bubbling up
- Over the last 7 years, we have had three supt.'s. (Two black male supt.'s and an interim black female supt.....embarrassing)
- Board members: 4 who are appointed by the governor and 6 from the districts)
- Don't touch what's already working....like CTE
- Baltimore County is very incestuous
- Board has a state oversight plan which they were directed to implement.
- Some enrollment issues...people come and go..private vs. BCPS

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Someone who really values early childhood education
- Have the skill-set to be a collaborator with the different views
- Bring the board into a cohesive board that is focused in the best interest of children.
- Unifier
- Sell the BOE on equity and make sure they are cohesive
- Be focused on results...be results-oriented
- Navigate the politics of the Baltimore County govt. to provide funding for what we need for the district to run that encompasses all these equity issues.
- As much as it should be about teaching and learning, it also needs to be about establishing partnerships and political connections.
- Ability to navigate diverse partnerships.
- Be student centered and listen to students

- Understand the relationship between the county executive's office and the school system...must study the relationship.
- Heavily invest in early childhood.

Name of Stakeholder Group: Community Meeting - New Town High School

1. Tell us the good things about your community.

2. Tell us the good things about the Baltimore County Public Schools.

- Wonderful school system
- It's about the kids
- Had more input and invited to the table more with last Superintendent
- Leadership program offering mentors and opportunities for advancement
- College tuition program
- Certification programs for staff to get new training

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Fair livable wages for staff
- Some staff can not afford to live in Baltimore County
- Negotiations with County for classified wages denied at the County level not fair that raise occurred at the county level but not with BCPS.
- Staffing shortages / Burnout of current staff
- Need more staff and less consultants
- Training for classified staff
- Merit across the Board - Education for everyone
- Need consistency and longevity
- Improve workplace culture
- Compensation model revised
- Create a culture of education for all

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Fair
- Equitable
- Supportive
- Transparency
- Once a month one on one
- Cabinet meets weekly
- Union freely
- Understands Unions
- Keep a relationship

- Included in systematic decision making
- Has a vision
- Political savviness
- Ability to collaborate with county government
- Demonstrate what it means to be a team
- Open door policy
- 10 years of experience
- Experience with Maryland
- Diversity in leadership - consider a female
- Actionable
- Ethical
- Organization
- Succent
- Common goal

Name of Stakeholder Group: GTCAC/SECAC

1. Tell us the good things about your community.

- Beautiful place to live
- Many diverse areas
- Rural, Urban and Suburban districts
- Parks and livable
- Some public transportation

2. Tell us the good things about the Baltimore County Public Schools.

- Teachers are very passionate
- Lots of opportunities for students
- Students go on to be very prominent, Ivy leagues, etc.
- Breadth of courses offered by BCPS

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Take the time to find the best candidates
- The diverse incomes can be challenging
- Difficulty attracting teachers
- Violence and safety
- Very Bureaucratic- too many layers of administration
- Challenged by parents and students leaving for private schools
- Not always clear who is next chain of command
- Lost a lot of central personnel to support 2E, Special education and Gt students
- Cuts are not worth the burden on other staff and loss of expertise
- Leadership has not demonstrated an understanding the complexities of the systems

- Board structure and dynamic
- Success is very school dependent and inconsistent across the system
- Recruitment and Retention Plan
- Special Education services legal and legislative issues
- Divided system on what is important
- Lack of confidence in studies, audits, listening tours, etc. Have not led to progress
- Lack of high expectations
- Lack of teacher autonomy

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- System thinkers
- Experience with large system
- Relationship builder
- Deployment of resources in an effective way
- Love students and teachers
- People person
- Proven track record
- Part of a system with demonstrated success
- Need to understand how different departments support the full system
- Strong Board relation skills
- Understanding of Budget and budget process
- Consensus builder
- Relationship builder
- Ability to build trust
- Openness to different opinions
- Someone who enjoys the challenge of complex system
- Able to galvanize for improvement
- Need to increase achievement scores

Name of Stakeholder Group: Town Hall Meeting

1. Tell us the good things about your community.

- In the 80's BCPS was the best choice
- Very quiet neighborhoods
- The growth
- Diversity
- History of the Town
- Impressed by working class communities
- Diversity

2. Tell us the good things about the Baltimore County Public Schools.

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Need a clean slate someone not connected to Baltimore County
- Need a look at the curriculum...need basic reading
- IEPs need to be followed
- Consider grouping of student to limit the distractions
- Relevant learning to meet the demands of today
- Mental health of students
- All schools need a counselor and social worker
- Students failing
- Indicated 8% of students proficient in Math
- Need to focus on academic and safety
- Students need to read and do simple Math
- Lots of students with Special needs...1/30
- General Educators need training on special education
- Overcrowding
- Consider the charter school format.
- Parent involvement
- Violence
- Low academic performance
- Students dealing with a lot of trauma from home life
- Cell phone disruptions and root cause of problems
- Facility needs to address over and under crowding
- Middle school needs attention academics, SEL
- Training and support for teachers
- Crime
- Disparities with minority students
- Disparities in resource allocation
- Magnet schools, extra curricular, wellness programs not always available for certain areas
- Need to instill hope
- The Blueprint for progress needs to be adjusted to consider the unique needs of students in different areas of the county
- Parents are driving miles across town to attend some magnet programs(Cyber Security)
- Access to programming needs to be in all high schools
- Trust is lacking with leadership
- Issue of opportunity hoarding
- Lack of diversity in staff
- Safety and Discipline
- Need more competitive testing
- Need more attention to higher performing students

- Equity- representation in all aspects of the school system, staffing even at central office
- Need a multifaceted approach to discipline
- Approaches to learning and issues are vastly different in different areas of the county
- Board is very diverse and need the ability to manage it. One size will not fit all
- Need a school systems that appeal to college and career readiness
- Need more complete programmers

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Must be superintendent to all of the students, college and career, military bound
- Understand the needs
- Ability to partner with parents and other parts of community
- Hands on approach
- Understand the problems need to be tackled upfront
- Need to take a new fresh look at demographics, enrollment, etc for the schools
- Be Visible at schools
- Honest
- Transparent
- Authentic
- Unafraid to engage with the public
- Does not hide from the press
- See students as future leaders
- Board visible at schools
- Sense of equity
- Need to know Baltimore County
- Meet the needs of the whole child
- Look at the data and make the decisions
- Able to command a room
- Firm and hold everyone accountable
- Able to be a guide and support to the Board to keep focus on Board
- Fiscally responsible
- Must be able to balance political challenges
- Ability to work with the Board
- Inclusive and continue the conversations
- Expertise with large system dynamics
- Ability to discuss social issues
- Needs to be visible
- Open with parents
- Passionate about helping students to go to college or career choice
- Set high expectations and hold principals accountable
- Able to advocate for students and address controversial legislative policy such as new Bullying legislation

- Understand the dynamic of accountability
- Make haste slowly - get it right- do it correctly
- Understand the issues on both sides of the beltway
- Equity
- Implicit and Explicit Bias
- Training for teachers
- Equitable in their approach- Understand the dynamics of the counties, ethnicity, culture, languages, to resolve issues that stem from cultural differences

Name of Stakeholder Group: Elected Officials

1. Tell us the good things about your community.

- Great place to live

2. Tell us the good things about the Baltimore County Public Schools.

- Educators have a passion to serve
- Huge Non profit organizations that provide vast wrap around services

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- People feel separated across the County Need a clean slate
- Need someone with experience and who is ready to stay and make a significant difference
- Savvy leadership that command change and galvanize people for improvement but where people believe real change is going to occur
- Large system that needs to be viewed as local schools
- Different needs across the district. Cannot be the same
- Discipline is a major issue
- School safety
- Need policies and follow up on data to know which policies are working
- Curriculum must be tied to safe schools and getting results
- Need Continuity of leadership
- Staff and teacher shortages - Need to address from a budget standpoint and from how we care for the people
- One size fits all approach does not work
- Special education needs more attention/additional support and accountability
- Good working relationships with the government to help with issues like sidewalks, routes to schools, etc.
- Mental Health concerns for staff and students
- Understand the impact of the pandemic
- Changes with boundaries causes controversy
- Failing graduation rates

- Need a solid plan for improvement
- Need a stronger focus on college and career ready
- Judge based on Merits

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Need a variety of experiences
- Understands and knows Baltimore County
- Well steeped in curriculum and instruction
- Of the mindset of getting high quality staff not how long they have been in the system
- Administrators must have experience as well - need experience with complexities of Baltimore County
- Need to be able to communicate with staff and students of expectations
- Visionary
- Traditional education experience
- Very proactive leader who is ready to make change
- Need someone who can communicate more and in a compassionate way
- Ability to partner with other community group
- Need a resourceful leader who can take advantage of grants
- Need a good perspective on county geography and impact.
- Need to put parents at the head of the class

Name of Stakeholder Group: CASE

1. Tell us the good things about your community.

- Diverse community with great experiences; large and small
- Demographics have changed over the years...this is important so that all children
- Value being progressive...thinking outside the box
- A large community with small
- The community growth...use of technology

2. Tell us the good things about the Baltimore County Public Schools.

- A strong core of staff and leadership....a great deal of passion for children...want to be lead and desire a strong leader
- Deep in tradition...many administrators are home grown
- Staff deeply invested in the success of the schools
- Many administrators have children who attend the school district.
- Many opportunities for professional growth...need to nurture the growth of staff

3. What issues should the superintendent be aware of as he/she comes into the Baltimore County Public Schools?

- Staffing...need for highly qualified staff in all areas
- Student discipline...think outside the box
- Public perception of school success is at an all -time low
- The internal image of the school district is low...communication at an all time low
- People being able to share feedback without feeling it is an attack on the organization
- Morale throughout the district is very low...many staff seeking opportunities outside the district
- Input perceived not interested; even if shared it is not believed to be received genuinely
- Look at how decision are made with the teacher union, validating the outcomes
- Have a backbone and do the right things for children; not just for the parents or community with the loudest voices
- Equitable opportunities for children regardless of the location in the county where they live
- Understand the political landscape of the county; knowing how to use political connections in the best interest of staff, children, and community
- Understand how school level leaders and district leaders intersect...much turnover with district executive leadership
- The number of things schools are asked to do continue to grow...seems intentional ignoring the many challenges that staff, leaders are asked to do that are not school related

- Significant challenges....not just a manager but someone who understand how to drive change
- Communication between central staff and schools

4. What skills, qualities or characteristics should the new superintendent possess to be successful in the Baltimore County Public Schools?

- Bring people together...prior experience as a superintendent; people skills that bring people together
- Experienced superintendent who knows how to start immediately
- Someone who can make decisions for all children without the fear of losing their job
- Have a vision 5 to 10 years ahead; understand how to utilize internal resources that serve all children
- Show respect for people who do the hard work each day
- Been a school administrator; having lead a school successful
- Innovation ...thinking outside the box...looking specifically at the needs of the students and school
- Can move achievement forward
- Can move equity forward

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Answered: 509 Skipped: 85

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Diversity, access to resources | 4/1/2023 10:57 PM |
| 2 | Proximity to a lot of resources such as libraries, schools, grocery stores, shopping, entertainment, housing, etc. | 4/1/2023 3:47 PM |
| 3 | It's a diverse school community | 4/1/2023 8:34 AM |
| 4 | The diversity of Baltimore County - is suburban, urban, and rural. | 3/31/2023 8:18 PM |
| 5 | Parent involvement and interest | 3/31/2023 7:56 PM |
| 6 | They very and care about one other. We try to of each and our neighbors, we very for what we have. | 3/31/2023 5:05 PM |
| 7 | Strong family values | 3/31/2023 4:45 PM |
| 8 | Strong Middle Class. Diverse. Hardworking. Conservative, All-American Values. 2 Parent Households. | 3/31/2023 11:39 AM |
| 9 | Our community is diverse and mostly safe | 3/31/2023 5:28 AM |
| 10 | Out neighborhood is walkable and fairly safe despite the recent gun violence in Towson. We need to accent the community aspect. Enjoy the diversity of school. | 3/30/2023 2:56 PM |
| 11 | central areas my community Jacksonville Hereford areas good schools Blue Ribbon | 3/30/2023 11:55 AM |
| 12 | I believe one of Baltimore County's best attributes is its diversity. People from all walks of life and all parts of the world call Baltimore County home, and this is reflected in the school system. Just as the state of Maryland is sometimes referred to as "America in miniature," I believe you can also refer to Baltimore County as "America in miniature." In addition, I feel Baltimore County residents respect one another, even if they disagree and may have varying opinions on a given topic. I also love the different landscapes in Baltimore County. You have the neighborhoods that border Baltimore City and have more of an urban feel, and then you have more rural areas, with farm animals and rolling hills. It's just a nice place to live. | 3/30/2023 11:38 AM |
| 13 | Supportive, small-town feel, diverse. | 3/30/2023 6:52 AM |
| 14 | There are committed neighbors who care about what happens in our communities | 3/29/2023 10:33 PM |
| 15 | My community has a brand new elementary school with an awesome principal and awesome staff. My daughter loves her school family! The school is modern, fresh and clean! (Parent) | 3/29/2023 10:14 PM |
| 16 | Diverse Inclusive Safe | 3/29/2023 8:18 PM |
| 17 | Having been a classified employee of the BCoPS community for 40 plus years thus far, my responses are through that lens. Over the years, I have witnessed many positive employee-employer interactions and relationships. However, over the past 15 years I have witnessed an over-abundance of administrator-filled positions with an overall decrease in classified positions. Whomever the next Superintendent is, that individual must have a vision for this school system that incorporates decisions made utilizing an equity, racial, and social justice lens so that it might once again be as successful as it was in the days of _____. Some improvements occurred under _____ and _____, but not many. | 3/29/2023 2:40 PM |
| 18 | Involved kids and parents | 3/29/2023 1:32 PM |
| 19 | Students are active in sports and clubs. | 3/29/2023 1:00 PM |
| 20 | Invested neighbors, kind, dedicated people | 3/29/2023 12:45 PM |

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|----|--|--------------------|
| 21 | Attention is paid to acceptance of diversity among students and staff; BCPS strongly supports equity. | 3/29/2023 8:59 AM |
| 22 | Diverse | 3/29/2023 7:45 AM |
| 23 | Baltimore County is a diverse and historical county with many well-established communities. | 3/29/2023 7:26 AM |
| 24 | I live in dundalk its very dirty area | 3/29/2023 7:08 AM |
| 25 | Many interested and involved parents. Many students who enjoy learning. Many resources like libraries, WiFi, museums, good housing, parks and recreation. | 3/29/2023 6:58 AM |
| 26 | The majority of families are great people and want their children to grow, mature and learn at every level in life. We do good for our community and are proud county residents. | 3/29/2023 6:17 AM |
| 27 | Easy access to multiple major cities (NY, DC, Philly). Access to the mountains, bay and coast. | 3/28/2023 3:29 PM |
| 28 | There lots of people and friends | 3/28/2023 1:03 PM |
| 29 | The only special interest group is the students. Please, keep ideology out of the classroom. Students wish to be educated to think, not to be indoctrinated in the current passing fancy. | 3/28/2023 12:22 PM |
| 30 | We care! Teachers and staff do everything in their power to help their students and community. We find creative ways to feed kids, clothe families, provide during holidays. We go to games and recitals. We LOVE! | 3/28/2023 10:03 AM |
| 31 | This community is very diverse and friendly . | 3/28/2023 9:49 AM |
| 32 | idk | 3/28/2023 9:42 AM |
| 33 | We are a large and diverse community with a history of strong public schools. BCPS has so many talented and experienced staff. | 3/28/2023 8:25 AM |
| 34 | Some very caring people | 3/28/2023 5:09 AM |
| 35 | My neighborhood is walkable and close to amenities including shopping, activities, and transportation. | 3/27/2023 6:11 PM |
| 36 | It's diverse, historical, a great location, near lots of other great places. | 3/27/2023 2:30 PM |
| 37 | The district's minority enrollment is 60%. Also, 37.4% of students are economically disadvantaged. The student-to-teacher ratio is higher than the state average, at 14:1. The district has 204 full-time counselors on staff. | 3/27/2023 2:05 PM |
| 38 | Its clean. | 3/27/2023 2:03 PM |
| 39 | Safe neighborhood. Kids are pretty well behaved. Parents get along with one another. | 3/27/2023 1:34 PM |
| 40 | diverse, and economically thriving | 3/27/2023 1:15 PM |
| 41 | Diverse, hard working, united | 3/27/2023 12:15 PM |
| 42 | Baltimore County is a thriving area. We have good schools, good medical care, and good neighbors. | 3/27/2023 10:52 AM |
| 43 | The community is expanding with development of new homes, and people are starting to renew their confidence in public school education and sending their kids back to public from private. Parent involvement and community awareness of school needs is at an all time high. The new homes are paving the way for new businesses and more young professionals are settling in the BCPS zone and buying homes. | 3/27/2023 10:49 AM |
| 44 | Our community is very close knit, and has many families that have sent their children to Baltimore County Public Schools for multiple generations. | 3/27/2023 10:39 AM |
| 45 | The good things about my community is that it is one full of diversity. It is also submerged in a culture of acceptance and understanding of this diversity. | 3/27/2023 9:10 AM |
| 46 | My community according to others is on wrong side of town. The truth is my community consists of loving and helpful neighbors who look out for each other. My community is an untrue stereotype. My community has NO violence, no open drugs, no people who do not work. My community is beautiful. | 3/27/2023 8:58 AM |

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| 47 | The good thing about this community is that it is clean and the neighbors keep up their homes. | 3/27/2023 8:55 AM |
| 48 | I am a retired BCPS teacher and very active with the disability community in Baltimore County | 3/27/2023 8:39 AM |
| 49 | Baltimore County is beautiful geographically. It contains many both large and small parks. In addition, one can drive to Baltimore City in less than half an hour and enjoy the harbor, professional sports, good restaurants, a magnificent symphony orchestra, professional theater, amazing art galleries that are open free to the public, etc., etc. People are friendly and polite. | 3/27/2023 8:19 AM |
| 50 | Diverse community dedicated to quality education for its students. | 3/27/2023 8:17 AM |
| 51 | Parents are very involved and want to work with the schools to help children succeed. | 3/27/2023 8:11 AM |
| 52 | Some parental involvement, green space, diversity | 3/27/2023 7:49 AM |
| 53 | Caring and interested in the best. | 3/27/2023 7:45 AM |
| 54 | Racially diverse | 3/27/2023 7:40 AM |
| 55 | The office I work within is very collaborative in nature, even though some of our responsibilities do not intersect. We all do our best to support students and that is at the heart of all our decisions. | 3/27/2023 7:21 AM |
| 56 | Large school community with diverse needs. | 3/26/2023 10:47 PM |
| 57 | People DO want change for better, parents are engaged and they truly care. Teachers in schools are excellent. | 3/26/2023 9:25 PM |
| 58 | There are a large number of goods and services available to community members. | 3/26/2023 9:21 PM |
| 59 | My particular community is Catonsville, MD. We have kind of a small town vibe in the midst of a large suburban area -- there's only about two degrees of separation among the residents. My school parent friends look out for each other, and each other's kids. It's impossible to catch all of the information out there, and my school parent friends do our best to keep each other informed when we miss the "official" communications. | 3/26/2023 8:40 PM |
| 60 | Many generations stay in the area. Teachers teach prior students children. Diverse population. | 3/26/2023 8:07 PM |
| 61 | The Lansdowne community is one of confluence. It borders Baltimore City in the southwest area. My school is Lansdowne Middle School. We need better care of our physical plant and its property. Our parking lot has pot holes. We need additional parking for staff so that we do not have to park on Lansdowne Road. It is so dangerous to cross, as cars speed on the stretch of road between the high school and the elementary school, especially in front of our middle school. We lack enough trash receptacles in front of the building and near the back of the cafeteria where the children play. Our sidewalks are cracked. Our basketball court is ancient looking. Our school doors could use a fresh coat of paint. | 3/26/2023 6:18 PM |
| 62 | The community is friendly and the students really care about teachers and teacher care about students. The importance of diversity of thought, expressions, and ideas are clear. However, there are those who fear change to see a more diverse population are still apparent due to their lack of exposure and knowledge. Parents will need more education on how to work with their children successfully. | 3/26/2023 4:52 PM |
| 63 | It sometimes quite | 3/26/2023 4:28 PM |
| 64 | Towson, where I attend Towson High School, has a large amount of funding and community-wide supports. It is overall very clean, very safe, and has great connections with the community and volunteer-opportunities through school. | 3/26/2023 4:02 PM |
| 65 | The community as a whole is supportive, involved, and caring | 3/26/2023 2:59 PM |
| 66 | Our school system is large, but there is a strong sense of community. Our communities come together to supports its residents | 3/26/2023 2:06 PM |
| 67 | Hard- working, passionate about growth | 3/26/2023 10:05 AM |
| 68 | Our community many well-educated and financially-successful adults. The community has a solid middle to upper-middle class population. At the same time, the Owings Mill-Reisterstown area is very culturally diverse (Jewish, African-American, Latino, working class, upper class, same-sex couples, etc.). | 3/26/2023 7:57 AM |

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| 69 | Blue collar workers | 3/25/2023 10:57 PM |
| 70 | In middle river middle we need to stop bullying | 3/25/2023 8:14 PM |
| 71 | Hardworking, caring people, high standards, high expectations for some students according to student group by some staff. | 3/25/2023 6:25 PM |
| 72 | Diverse population including multiple races, religions, and socioeconomic status. Supportive parents | 3/25/2023 6:00 PM |
| 73 | Community is safe and parents care about school. Teachers believe in growth of school. | 3/25/2023 5:16 PM |
| 74 | Towson area a good community to live in | 3/25/2023 4:30 PM |
| 75 | The Baltimore area is a diverse population that values art and community. | 3/25/2023 3:51 PM |
| 76 | good events | 3/25/2023 2:47 PM |
| 77 | N/A | 3/25/2023 2:13 PM |
| 78 | We have amazing students! Although they come from an incredibly diverse background with varying social emotion and economic needs, our students are resilient, loved, and CAN achieve with the right climate and culture! | 3/25/2023 1:30 PM |
| 79 | Friendly, Family Oriented, holds the Community accountable for what is or is not getting done, very supportive politicians | 3/25/2023 12:51 PM |
| 80 | Baltimore county is a thriving, diverse community that includes rural country sides, university neighborhoods, waterfront communities, and communities bordering and surrounding Baltimore City. All of this brings a wide range of opportunities, but also a wide range of needs for our communities and students. | 3/25/2023 12:33 PM |
| 81 | Our students live within walking distance of the school. Parents are supportive of school activities. Our school provides services to the community I.e. Food pantry and clothes. Businesses support the school i.e.school supplies for students and classroom supplies for teachers. Local organizations support our school, BCLC and BCAC Delta Sigma Theta Sorority, Inc.and Theta Mu Mu Omega Phi Psi Fraternity. Our area is diverse culturally, socio-economically, and ethically. | 3/25/2023 11:41 AM |
| 82 | involvement: our parents and ptsa are very involved in our school community, going over heads at points directly to administration to advocate for students | 3/25/2023 10:51 AM |
| 83 | My school community is not very diverse based on the SES of the families or race. The students are academically high performing. Teachers are comfortable and do not easily welcome change. | 3/25/2023 10:08 AM |
| 84 | Our community has lots of families from many different backgrounds. Our children get to learned about friends' cultures and customs and this is a really positive thing. | 3/25/2023 9:17 AM |
| 85 | We have some good children who want to learn and succeed. | 3/25/2023 9:13 AM |
| 86 | Families care about their neighborhoods and schools | 3/25/2023 8:38 AM |
| 87 | The mix of backgrounds peacefully existing and thriving like , collegiate, athletic, health professionals and business partners private and public. Creates great mix and exposure for our kids. | 3/25/2023 6:12 AM |
| 88 | Everyone is family oriented | 3/25/2023 5:45 AM |
| 89 | Parents are willing to help, students want to learn and diversity is appreciated by the students. | 3/25/2023 12:10 AM |
| 90 | Parents that want their children to succeed academically | 3/24/2023 8:12 PM |
| 91 | Diverse | 3/24/2023 7:52 PM |
| 92 | Sudbrook Magnet Middle School is a wonderfully diverse community. | 3/24/2023 6:37 PM |
| 93 | Families that want their children to succeed and achieve. | 3/24/2023 6:10 PM |
| 94 | Families that want best for their children. Community wants to work together with school leaders/employees for a first class school system. | 3/24/2023 6:10 PM |

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| 95 | I believethat good schools are the pillar for strong and successful communities. | 3/24/2023 6:04 PM |
| 96 | Respect and support of neighbors and community members, prosperous, happy, low crime, clean, outdoor activities, great schools | 3/24/2023 4:23 PM |
| 97 | ethnically and culturally diverse • belief that good schools are the pillar for strong & successful communities • easy access to multiple major cities • close to the mountains, bay, and coast | 3/24/2023 4:12 PM |
| 98 | We have lots of green space. We have a NAACP branch that is vocal and supportive of our children. | 3/24/2023 4:01 PM |
| 99 | Diverse | 3/24/2023 3:55 PM |
| 100 | belief that good schools are the pillar for strong & successful communities | 3/24/2023 3:41 PM |
| 101 | Rural, highly educated, friendly, peaceful | 3/24/2023 3:07 PM |
| 102 | parents are involved in their child learning | 3/24/2023 2:14 PM |
| 103 | Parents and citizens are very concerned about safety, and want to be involved in the schools. | 3/24/2023 2:11 PM |
| 104 | Baltimore County is very urban for a suburb - there's a lot of businesses, social services, education resources, and activities all around the county. There's easy access to museums, aquarium, and all the city has to offer as well as beautiful natural spaces, woods, and farms. Balt. Co is very culturally diverse, and has a long history of immigrant communities. We have communities from Nigeria, Bangladesh, El Salvador, Honduras, Guatemala, Afghanistan, and more in our communities. There's a long history of Black civil rights movement in Baltimore County dating back to before the civil war, and active civil rights organizations. Balt. Co values education and has several universities, including Towson University, and our school system has a great partnership with our community college, CCBC. | 3/24/2023 1:42 PM |
| 105 | We are tight knit | 3/24/2023 1:03 PM |
| 106 | In my community people care for others as if they were family and go above and beyond for each others well been | 3/24/2023 12:48 PM |
| 107 | We live in the Hereford community and love it here. There is pride in our community and values. | 3/24/2023 12:07 PM |
| 108 | Overall, people are kind and look out for one another. | 3/24/2023 11:42 AM |
| 109 | Food Pantry, counseling services for students and families, common objective, shared purpose, shared identity, etc. | 3/24/2023 10:01 AM |
| 110 | Residents are active and involved in their neighborhood associations and with each other. Parents are active and involved with their children and with the schools. | 3/24/2023 9:57 AM |
| 111 | Most people in this community are caring, upstanding citizens. There is a sense of belonging and that others have a vested interest in this area and the people in it. | 3/24/2023 9:56 AM |
| 112 | Our community (Towson) is convenient to amenities, active with their children's education. We also have many private schools to choose from when public education fails our children with identity politics and restorative justice practices. | 3/24/2023 9:19 AM |
| 113 | Catonsville is a very tight knit community of involved members. Everyone is involved in making out community a great place to live! | 3/24/2023 9:10 AM |
| 114 | Our community is more like a family we know it takes a village to raise kids and that's what we are. We want someone who is going to listen to the parents and not push an unhealthy agenda on our children. | 3/24/2023 8:25 AM |
| 115 | We are a community that comes together to preserve the integrity of our children by teaching them to be kind and respectful to all. We eat, pray, and play together. | 3/24/2023 7:35 AM |
| 116 | Its a community that is becoming more diverse. | 3/24/2023 7:22 AM |
| 117 | We are a tight community, we bring eachother up, support one another, and leave no one behind. | 3/24/2023 7:20 AM |
| 118 | We need to get real about discipline. Students aren't held accountable for not only their grades but also their behavior. We will lose a lot of teachers who are tired of seeing violence and are | 3/24/2023 7:16 AM |

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| | tired of being cussed out. Fix the student discipline or find ways for violent offenders to take their courses online--we know the online thing works. | |
| 119 | Diverse | 3/24/2023 7:02 AM |
| 120 | We have a diverse population throughout the county. | 3/24/2023 6:59 AM |
| 121 | Diversity, college and career readiness programs | 3/24/2023 6:26 AM |
| 122 | My school was functioning and a wonderful place when my first child went there. Now it is not working. Despite the principal and assistant principal's work the behaviors are getting out of control. | 3/24/2023 6:24 AM |
| 123 | I work with communities all over the county. Our communities want what is better and best for our students and their families. Our communities come together when needed and they are resilient in the face of adversity. | 3/24/2023 5:45 AM |
| 124 | We stand together strong. We have the same belief- education and safety is the utmost important. | 3/24/2023 5:18 AM |
| 125 | N/A | 3/23/2023 10:49 PM |
| 126 | Education is important to the community, community comes together to support the school | 3/23/2023 8:58 PM |
| 127 | Our community is diverse and mostly safe | 3/23/2023 8:21 PM |
| 128 | Diverse, relatively clean and safe. | 3/23/2023 8:18 PM |
| 129 | We have many bright young people who are interested in learning. There are lots of supportive families who love being involved in our school! | 3/23/2023 8:14 PM |
| 130 | My community is a diverse community. The community is quiet. | 3/23/2023 7:55 PM |
| 131 | Community is friendly, engaging and low crime and neighborhood beautification | 3/23/2023 7:18 PM |
| 132 | Multigenerational, rich in history, beautiful, with community pride. | 3/23/2023 7:15 PM |
| 133 | Large population of differing backgrounds and demographics. | 3/23/2023 6:42 PM |
| 134 | Our community engages with schools and students. We participate in various functions and stay well-connected. We support our students when they feel challenged and need a listening ear. | 3/23/2023 6:09 PM |
| 135 | Safe, quiet, and environmentally clean | 3/23/2023 5:41 PM |
| 136 | Our community is a very nice middle class neighborhood. Very friendly. Culturally diverse. Neighbors take care of their properties. Most households are 2 parent households. | 3/23/2023 5:29 PM |
| 137 | There is a lot of diversity. There is a lot of opportunity for community involvement. | 3/23/2023 5:23 PM |
| 138 | Parents care about the success of their children. | 3/23/2023 5:23 PM |
| 139 | Maintain clean neighborhoods/respect of neighborhood appearance. Homeowners Association Quiet | 3/23/2023 5:05 PM |
| 140 | There is alot of diversity within Baltimore County. The county is situated in the center of MD and is the largest jurisdiction in the metro area. Healthcare and education sectors are well represented. There is industrial, retail, and service industry growth. | 3/23/2023 4:49 PM |
| 141 | Diverse and close-knit. | 3/23/2023 4:39 PM |
| 142 | A wide diversity of people & places. Large racial cultural and racial diversity. Large range in types of environments from reservoirs, watershed and farms to more urban density of industry. Proximity to culture & history | 3/23/2023 4:31 PM |
| 143 | Amazing diversity that could be harnessed to improve the learning experience of our students. | 3/23/2023 4:20 PM |
| 144 | Our community is diverse in culture, welcoming, activities, programs and events. | 3/23/2023 3:50 PM |
| 145 | We have diverse ethnicity representation as well as great access to open space and transportation resources. | 3/23/2023 3:49 PM |
| 146 | It's a family. | 3/23/2023 3:43 PM |

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| 147 | BCPS and the many communities it serves are diverse, driven, and passionate. Our families want the best public education for their students and they will do everything in their power to ensure their students are safe, secure, and learning in a fulfilling and happy environment. The teachers are dedicated, creative, and resilient. Our teachers will work tirelessly to make sure our learning environments are centered around the students we teach. The teachers also fight to ensure teachers of BCPS are highly qualified to support all students, compensated appropriately to retain excellent talent, and given a manageable workload to ensure our teachers will be willing and able to continue this noble profession for decades. | 3/23/2023 3:38 PM |
| 148 | Peaceful and engaging community | 3/23/2023 3:30 PM |
| 149 | Our community is very diverse. Many cultures, languages, and economic groups are represented. | 3/23/2023 3:29 PM |
| 150 | Our community is close-knit and very diverse. We have an airport, drive-in movie theatre, and the National Guard. We are also close to the Bay. | 3/23/2023 3:27 PM |
| 151 | My school community has great parents who want to support the school. In addition, there are community members who are amazing partners with the school. | 3/23/2023 3:13 PM |
| 152 | Involved families who support PTA | 3/23/2023 2:52 PM |
| 153 | Quiet, curious residence, waterfront, great kids | 3/23/2023 2:48 PM |
| 154 | The good things in the 21228 community is that it is tight knit, more diverse, and has the best of small town living near a city. | 3/23/2023 2:15 PM |
| 155 | Involved in children's education. Generally supportive of one another. | 3/23/2023 2:14 PM |
| 156 | The Baltimore County Public Schools system as a whole is dedicated to continuously improving education for our students. Our teachers, school-based administrators, and curriculum & instruction staff work hard to ensure our students' needs are met. | 3/23/2023 1:57 PM |
| 157 | I believe that a good superintendent is someone who already lives in the community and is not someone who is brought in from outside of the community. This individual does not need to be informed about the community because they are already aware of the good things and the bad things. | 3/23/2023 1:52 PM |
| 158 | Our community is very interactive and offers a lot of opportunities to get to know our neighbors and feel like a true community. It often feels like the small town just outside the city. There are numerous community events and community traditions all throughout the year. | 3/23/2023 1:52 PM |
| 159 | Very diverse. | 3/23/2023 1:51 PM |
| 160 | Diverse in every way! | 3/23/2023 1:47 PM |
| 161 | We have a very involved community, families, friends of families, volunteers who always want to help us with anything, people who care about our learning environment. | 3/23/2023 1:43 PM |
| 162 | Parents care about the schools, and the students. | 3/23/2023 1:43 PM |
| 163 | There is a close knit community school that are here for many needs of the students and community. More schools should cater to the families and community to keep children out of trouble during and out of school. | 3/23/2023 1:43 PM |
| 164 | Baltimore county residents have high standards for their children and our success oriented. As for the pleasures of living in Maryland, we have four distinct seasons, each one with lovely attributes. Most communities have pools to enjoy the summer heat or individual homes might have their own pools. There's lots of hiking nearby, including Appalachian trail and other wonderful locations. Sailing enthusiasts have many locations to choose from. Most Baltimore residents escape to the eastern shore over the summer to see the ocean. Skiing is available just a short drive out at deep Creek Lake and north near the Pennsylvania border. | 3/23/2023 1:42 PM |
| 165 | I think those who want to be involved in the decisions for our students are involved and usually involved in a very positive way. I think that we are proud of our community. I know that I would never want to switch schools just because I am that committed to it and I think that others in our community mirror this commitment level as well. | 3/23/2023 1:38 PM |
| 166 | Diverse, hard working | 3/23/2023 1:30 PM |

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| 167 | Tight knit, supportive | 3/23/2023 1:29 PM |
| 168 | My community is diverse in ethnicity, language and religion. It is a community that has shown its appreciation of the learning environment and fostering safety in our schools. We largely support our teachers and school leadership. | 3/23/2023 1:28 PM |
| 169 | Clean, quiet with many homeowners | 3/23/2023 1:21 PM |
| 170 | Clean, respectful. Care a lot about their children. | 3/23/2023 1:17 PM |
| 171 | We are very close to both Washington DC and Baltimore City and this gives us access to the best medical as well as art museums, the Baltimore Symphony Orchestra, Smithsonian Museums, your choice of sports teams, the DC and Maryland Zoo, National Aquarium, concerts, etc. Also, not far from Philadelphia. We have ski resorts and Deep Creek Lake in Western Maryland and Ocean City on the Eastern Shore. We have seasons here, but not extreme weather. Steamed Maryland blue crabs! Two airports to choose from. | 3/23/2023 1:16 PM |
| 172 | It's a mix of people from various economic backgrounds as a broad range of races and cultures. It's a multicultural crayon box. | 3/23/2023 1:16 PM |
| 173 | It is a diverse community. School keeps that diversity in class so students learn to respect each other's differences. | 3/23/2023 1:14 PM |
| 174 | Diversity Funding for schools is good Colleges and universities in the area | 3/23/2023 1:13 PM |
| 175 | Highly involved parents. Students are respectful and caring. Neighbors care about neighbors. | 3/23/2023 1:13 PM |
| 176 | We have very involved parents | 3/23/2023 1:06 PM |
| 177 | Our community can really rally and support each other. | 3/23/2023 1:06 PM |
| 178 | Community organizations; Churches; PTA's; School involvement in the community; Parent volunteer's; After school sport activities; etc. | 3/23/2023 1:01 PM |
| 179 | We love and care about their children and want the best for them. We want our children to have all the opportunities that children in richer areas have. We may not write letters or attend meetings but want the same things that parents in higher income areas do and we do not always get those things. We need experiences teachers in our schools with dedicated leadership. Our schools often have teachers leaving every year. This is not right. | 3/23/2023 1:01 PM |
| 180 | It is a very diverse community. | 3/23/2023 1:00 PM |
| 181 | I believe that for the most part, Catonsville is a tight-knit community and I do believe that parents care and take an active part in their children's education. | 3/23/2023 12:58 PM |
| 182 | Diverse. That's about it. The older generations are moving on or dying off and the new generations are lazy and abuse the system in every way possible. The students are out of control and the staff are tired of administration and the school board not having their backs. | 3/23/2023 12:57 PM |
| 183 | Great housing, lower taxes, a good school system, and is close to DC, Philadelphia, and New York. Diverse community | 3/23/2023 12:57 PM |
| 184 | My community is diverse and full of job opportunities for a variety of interests. | 3/23/2023 12:51 PM |
| 185 | My community Perry Hall is actually on the decline. Look at the school ratings and it is clear that issues far greater than learning loss from Covid are plaguing my community; crime, violence, theft, etc are on the rise. | 3/23/2023 12:50 PM |
| 186 | In the Hereford zone the schools are considered very good with few behavioral disruptions that take away from learning. | 3/23/2023 12:48 PM |
| 187 | Our community is racially, economically, religiously, ethnically diverse. Baltimore County public schools has a rich history and long standing reputation of educating and preparing leaders of present, and tomorrow. | 3/23/2023 12:47 PM |
| 188 | The benefit of a large school system is that there are lots of opportunities for staff and students to grow. I applaud BCPS for continuing to internally hire and grow leaders. | 3/23/2023 12:46 PM |
| 189 | caring, potential, | 3/23/2023 12:40 PM |
| 190 | Parents generally care about their child's education. Communities have a variety of housing choices and all are relatively close to the area. | 3/23/2023 12:39 PM |

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| 191 | We are diverse. We are a peaceful community. | 3/23/2023 12:19 PM |
| 192 | Our community is middle class and hard-working. It is diverse and eclectic. We are a mixture of blue-collar and white-collar families, | 3/23/2023 11:38 AM |
| 193 | strong union great staff | 3/23/2023 11:02 AM |
| 194 | Our community supports each other and the schools. | 3/23/2023 10:57 AM |
| 195 | Families have lived in the Baltimore area for generations. Baltimore County is geographically diverse, as are the people. | 3/23/2023 9:57 AM |
| 196 | Baltimore County has developed and is still actively developing a culture of sustainability. In order for our schools and community to succeed, we need to have education for sustainability be a top priority, as it directly applies to student academic success, student/staff/faculty well-being, as well as keeping Baltimore County and Baltimore County Public Schools at the top of the game, above other counties in our sustainability efforts. Sustainability cannot be a topic that is solely on the shoulders of science teachers, or those in Facilities Mangement, this needs to be a holistically tackled by the entire district and community and engrained in our district's culture. | 3/23/2023 9:45 AM |
| 197 | The community is kept clean for the most part. Most of the community it friendly helpful individuals. A nice place to live/visit. Tends to be more quiet. Good schools. | 3/23/2023 8:52 AM |
| 198 | I can only speak about PHHS but it is a very diverse school | 3/23/2023 7:57 AM |
| 199 | Close-knit, family values | 3/23/2023 7:50 AM |
| 200 | Everyone looks out for each other and supports each other. We need someone who will do the same. | 3/23/2023 7:40 AM |
| 201 | very peaceful | 3/23/2023 3:54 AM |
| 202 | The local school activities | 3/22/2023 11:45 PM |
| 203 | We are resource rich from farm land to waterfront to suburban cities with wide variety of industries that span all fields of the economy from agriculture to biomedical to game design. People stay and return the Baltimore County to raise their families to build their futures. | 3/22/2023 9:41 PM |
| 204 | My community is focused on safety and appropriate civic behavior from all residents. My community in Perry Hall values diversity and expects all residents to follow the law and be respectful to others in public areas. Often we hear that there is lack of discipline and respect in our local middle and high schools. this is the responsibility of the superintendent. Please hire someone who expects all students to behave and have a plan for those that start trouble in schools. My grandchildren will not attend BCPS schools because of the bad reputation of lack of discipline and low support for the teachers. | 3/22/2023 9:21 PM |
| 205 | My community cares about our surroundings. My community cares about our kids receiving a quality education. | 3/22/2023 8:36 PM |
| 206 | Lots of kids who want to learn but the system is failing! | 3/22/2023 8:15 PM |
| 207 | Diverse. Thoughtful. Caring. | 3/22/2023 7:39 PM |
| 208 | Our community feels like a big family where everyone comes together to help each other out. | 3/22/2023 7:24 PM |
| 209 | It is a safe and diverse community with people of all ages. Families seem to look out for one another's children and there are not a lot of transients. | 3/22/2023 7:02 PM |
| 210 | Some people emphasize education. | 3/22/2023 6:35 PM |
| 211 | We have great families who care deeply about our school and plan events to include everyone | 3/22/2023 6:10 PM |
| 212 | People care deeply about education and are willing to volunteer to help | 3/22/2023 5:51 PM |
| 213 | My community cares about our surroundings. My community cares about our kids receiving a quality education. | 3/22/2023 5:48 PM |
| 214 | Parents want what is best for their children, even if they are not always available to be present at school activities. | 3/22/2023 3:10 PM |

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| 215 | Our community is hardworking and collaborative. We care about each other and want the best for each other. I love that Baltimore County is a diverse community. It makes our experiences richer because we can learn from one another. | 3/22/2023 3:07 PM |
| 216 | Hard working people | 3/22/2023 2:04 PM |
| 217 | Our students come from very diverse backgrounds and bring a wealth of knowledge and culture to Baltimore. | 3/22/2023 1:56 PM |
| 218 | There are many great things about the community. My hope would be that anyone interested in working in this community would first be aware of all the great things going on. | 3/22/2023 1:48 PM |
| 219 | fix the broken schools.....violence..no learning....in theory every public school should be a safe place to learn. lol.that is a joke | 3/22/2023 1:30 PM |
| 220 | Parent involvement | 3/22/2023 1:23 PM |
| 221 | The parents' involvement is strong and they tend to be supportive and we are able to work collaboratively with them. | 3/22/2023 1:16 PM |
| 222 | We are close to a lot of great culture and history: Baltimore City, Washington DC, Philadelphia. My kids have taken field trips to all of these places! The county has a great variety in it: country and rural, suburban, and areas with a very urban feel. We have great diversity here. My kids have met families from Africa, China, Afghanistan, Mexico, and more simply by going to public schools. We are close to SO MANY colleges (Johns Hopkins, Towson University, UMBC, Stevenson, Goucher, etc.) and have a great community college. If the new superintendent has children who may be heading to college, there are many local choices as well as opportunities for BCPS to partner with colleges for things. We have the Maryland State Fairgrounds as a resource right here in the middle of our county! | 3/22/2023 1:10 PM |
| 223 | Our politicians are supporters of education. our community believes in public education, unlike some other places around the nation. We won't try to dismantle public education. we are centrally located and close to fantastic recreation opportunities, washington DC, Baltimore City. We have something for everyone - recreation, waterfront, hiking, great restaurants and cultural centers and theaters, convention centers and concert venues for large concerts. we are diverse and fairly purple in terms of politics, making it a safe space in which all superintendent candidates and their families would be welcome | 3/22/2023 12:39 PM |
| 224 | We have a very small, safe, and friendly neighborhood. | 3/22/2023 12:27 PM |
| 225 | Supportive and good youth programs | 3/22/2023 11:50 AM |
| 226 | Quiet, friendly neighbors, | 3/22/2023 11:40 AM |
| 227 | My community is safe | 3/22/2023 11:35 AM |
| 228 | Parent involvement and a strong teachers union. | 3/22/2023 11:22 AM |
| 229 | The southeast area of baltimore county has wonderful nature areas with campuses near the water. | 3/22/2023 10:56 AM |
| 230 | BCPS is full of diversity as a rural-suburban, but mainly urban school district. | 3/22/2023 10:53 AM |
| 231 | Communities/parents/stakeholders want to be a part of school communities. | 3/22/2023 10:08 AM |
| 232 | Parent involvement Robust sports and Rec programs Low crime, low pollution Respect for adults | 3/22/2023 9:43 AM |
| 233 | Catonsville is pretty tight knit community. We have awesome parks, schools, and Frederick Road has all you need! Along with Rt 40! Everything is here! | 3/22/2023 9:08 AM |
| 234 | Many of our parents are very supportive and involved. They care not only about their own children but all of the children at BCPS schools. | 3/22/2023 9:06 AM |
| 235 | There are a lot of parents that want to be envolved in their child's academic career and participate in the success of their neighborhood school. The educators within Baltimore County are very gifted and caring. The better a school is in our area, the better that area is. | 3/22/2023 8:51 AM |
| 236 | The students and parents! | 3/22/2023 8:22 AM |
| 237 | Parent involvement and a strong teachers union. | 3/22/2023 8:09 AM |

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| 238 | Baltimore County Public schools is rich in diversity. The community is reflective of the current demographic. Baltimore County is consistent in communicating educational practices by providing rich professional development of state standards. | 3/22/2023 7:19 AM |
| 239 | We have been living in Towson community and feel relatively safe until the recent incidents and violence in the past year. | 3/22/2023 7:07 AM |
| 240 | It's safer than some parts of Baltimore city. Neighbors are good | 3/22/2023 4:53 AM |
| 241 | Small old subdivision of homes dating back to the sixties. No apartments within our borders. | 3/22/2023 4:51 AM |
| 242 | It is a safe community.not a lot of crime | 3/21/2023 11:55 PM |
| 243 | Our community good things are professionals and diverse cultural groups with positive student learners, striving for mastery excellence in a COVID-19 pandemic. Our non-smoking and zero tolerance drug free community provides a healthier fresh air quality for young, middle and senior age groups. The community no noise, no illegal use of firearms, guns or weapons are a trademark for all mankind. Our children and their children families will have a wonderful time in our lives. The BCPS VLP are social distance online. The learners are able to retrieve supplies from their home schools, risk free from COVID-19. The virtual student representatives can learn in a non-toxic, safe, clean air environment in the virtual learning program. VLP learners can wearmask or not wear mask while safe at home. Student learners can stay around those he or she live with in their home. All BCPS/VLP/MCES Learner Representatives can abide by Center of Disease Control (CDC) guidelines to only consume "eat" "drink" their own food and beverages when virtually online. Learners in the VLP can abide by CDC washing their hands 20 second rule while singing the "Happy Birthday" song. Students, teachers and parents can focus on the allotted or allowed 8:45 a.m. to 3:10 p.m. learning timeframe. Parents can help their student track finished assignments. Parents can keep pace with learners virtual class. Students can demonstrate excellence in 3 institutions for example as follows: VLP/MCES/BCPS. The BCPS VLP MCES Virtual Student Representatives can create a LIVE instructional, learning and historical moment being on time within a seven hour period. Parents can remain their child's best role model. Stakeholders and the United States 🇺🇸 of America communities are the stepping stones we need to improve in order to take care of our community. VLP progress is clearly shown when student learners microphone is muted "off" so parents and students working at home are not distracted by background noises. Students can clearly understand their parents, caregivers, teachers, guidance counselor, Principal, Director, Superintendent, classmates and his or her role in the LIVE virtual program. Students can focus 100 percent of attention span on learning while being filmed on a LIVE broadcast. Teachers can focus on lesson plans. Teachers lesson plans are created before class. The BCPS MCES VLP has gained more teaching time less bus, nurse, cafeteria, tardy, absentees, car ride or dismissal and cleanup duty time. VLP teachers are professionals who accept suggestions and recommendations from the community clearly in hopes for a brighter, better, stronger, more efficient and productive generation full of diversity, personality similarities or differences and diverse cultures. Our world is one for all mankind. (parent) | 3/21/2023 11:23 PM |
| 244 | The teachers and the "homegrown" leaders who have shown that they bring people together and inspire teachers. | 3/21/2023 9:40 PM |
| 245 | The parents in our community are active and seem to be all on the same accord | 3/21/2023 9:24 PM |
| 246 | N/a | 3/21/2023 9:14 PM |
| 247 | The person considered should be already familiar with the community which they are stepping up to lead. Based on hiring outside of the BCPS community in the past and the, dare I call it out, failures of those hires through similar national search agencies, it boggles my mind that there isn't one qualified candidate within the area. At least why not start by interviewing potential candidates here in the area first? | 3/21/2023 9:10 PM |
| 248 | Baltimore County Public Schools is a beautiful, diverse system. There are incredibly passionate, talented staff at all levels of the system who are committed to improving outcomes for students and families. | 3/21/2023 9:10 PM |
| 249 | Diverse, everyone (parents, teachers, admin) wants what's best for students | 3/21/2023 9:03 PM |
| 250 | For the most part the community is supportive of the school and teachers. | 3/21/2023 8:14 PM |
| 251 | I don't know them | 3/21/2023 8:05 PM |
| 252 | Education and diversified | 3/21/2023 7:57 PM |

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| 253 | Diversity. | 3/21/2023 7:20 PM |
| 254 | My community (Caves Valley, northwest Baltimore County) is full of professional parents who are involved in their childrens education and school lives. We want to be able to send our children to a public school, but are unable to due to obvious problems associated with Baltimore County public schools. We are forced to pay exorbitant private school fees because we do not have the confidence to send our children to a public middle school (Pikesville Middle on this case). | 3/21/2023 7:12 PM |
| 255 | The good qualities about my community is that we all know each other through few degrees of separation. Many of us grew up together and have been friends since childhood. | 3/21/2023 6:53 PM |
| 256 | Education and diversified | 3/21/2023 6:50 PM |
| 257 | Diverse, welcoming, changing in a positive way | 3/21/2023 6:40 PM |
| 258 | Family friendly ; diverse ; lots of green spaces; good resources and services ; high level of education | 3/21/2023 6:32 PM |
| 259 | Na | 3/21/2023 6:29 PM |
| 260 | Focused on best quality education for our children, variety of types of homes, good access to resources | 3/21/2023 6:13 PM |
| 261 | Our community, especially our schoolhouse community, is truly a village. Always helping one another. Our principal at _____ Elementary, _____, teaches the students, staff and families to Work Hard, Be Kind, and Have Fun. It is a positive mantra that _____ has ingrained in us and we try to embody it each day. | 3/21/2023 4:52 PM |
| 262 | It is small. | 3/21/2023 4:50 PM |
| 263 | The diversity of the West. | 3/21/2023 4:42 PM |
| 264 | Very accessible and wide range of establishments and people that can live together. Very diverse as well: city and rural communities. | 3/21/2023 3:49 PM |
| 265 | My children attend elementary and I am a bcps employee. My children go to a vibrant and diverse school. | 3/21/2023 3:32 PM |
| 266 | Baltimore County is diverse in its population, natural resources, and human resources. Diverse community members, civil rights, and civic organizations make Baltimore County a special place with residents who are willing to step up and partner with schools when asked. The counties natural resources are a priceless resource for communities and for student learning. The accessibility to human resources is also a highlight and is growing stronger as our Community Schools programs expand. | 3/21/2023 3:17 PM |
| 267 | Parents want to be able to be involved, although sometimes find it difficult due to work and scheduling. | 3/21/2023 3:06 PM |
| 268 | The Community looks safe as at now. | 3/21/2023 2:12 PM |
| 269 | Diverse in race, socio-economic, living conditions (on city line, suburbs, rural) and resources | 3/21/2023 2:11 PM |
| 270 | Alot of diversity, ac cess to alot of community partners, access to a variety of family and children's activiities, choices for consumers | 3/21/2023 1:59 PM |
| 271 | Many parents of families today grew up in the community as well. They want their community to succeed. Proximity to a diverse network of education, learning, history, and activities. There is a strong bond between local and long-standing partnerships in the community (i.e. businesses, churches, sports, etc) | 3/21/2023 1:56 PM |
| 272 | Baltimore County offers a diverse and rich group of families to serve. We embrace Maryland traditions while celebrating our many families individuals cultures. | 3/21/2023 1:45 PM |
| 273 | Wonderful communities around the county. | 3/21/2023 1:36 PM |
| 274 | The community is large and diverse. | 3/21/2023 1:31 PM |
| 275 | Very diverse People care about their neighbors and their neighborhoods | 3/21/2023 1:16 PM |
| 276 | We care about each other and maintain a universal sense of pride in our history and | 3/21/2023 1:11 PM |

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| | contributions. In spite of the size of the county, there are commonalities that bind us as a community. Baltimore County is often called "small-timore" because it is all about the high school from which one graduated. | |
| 277 | Some people are paid enough for their work. | 3/21/2023 1:01 PM |
| 278 | In my community, we help each other and communicate very well through Next Door. | 3/21/2023 12:54 PM |
| 279 | Baltimore County is very diverse. | 3/21/2023 12:44 PM |
| 280 | Strong parental involvement and support of our school | 3/21/2023 12:42 PM |
| 281 | Carney is a diverse community socio-economically as well as culturally. | 3/21/2023 12:37 PM |
| 282 | Baltimore County is the 27th largest school system in the United States. It is not a Minority/Majority system where equity is valued. | 3/21/2023 12:27 PM |
| 283 | sense of community | 3/21/2023 12:24 PM |
| 284 | Parents are very involved, especially the parents of students with special education | 3/21/2023 12:24 PM |
| 285 | Excellent | 3/21/2023 12:20 PM |
| 286 | This is a diverse community in terms of race, ethnicity, gender expression, sexuality, religion, abilities and disabilities, and income levels. The superintendent should be aware of that and be fully prepared to Ensure that all students and their families are represented in school policy. | 3/21/2023 11:57 AM |
| 287 | Families are getting more involved then ever before | 3/21/2023 11:47 AM |
| 288 | Feels like a small town, but with diversity in neighbors, businesses and focuses. | 3/21/2023 11:39 AM |
| 289 | It's a diverse community | 3/21/2023 11:26 AM |
| 290 | Students want a safe learning environment. Please hire someone who puts the bullies and miscreants out of the buildings so the majority can learn. | 3/21/2023 11:21 AM |
| 291 | Most parents are actively interested in the community and what is happening in the schools. | 3/21/2023 11:16 AM |
| 292 | Everyone knows one another and there is mutual respect for the role each of us plays. | 3/21/2023 11:10 AM |
| 293 | Neighbors look out for each other. There are lots of small businesses and the farmers market is awesome. We have some of the best restaurants in the area. Most people seem to take pride in their homes and maintain them as best they can. | 3/21/2023 11:08 AM |
| 294 | Hardworking, caring members. | 3/21/2023 10:57 AM |
| 295 | We have people that deeply and genuinely care about the success and welfare of our children. | 3/21/2023 10:53 AM |
| 296 | Do not live in Baltimore County | 3/21/2023 10:43 AM |
| 297 | Diversity. Sense of connection. | 3/21/2023 10:40 AM |
| 298 | I am a teacher and parent of students in BCPS Schools. We have strong community support in the central area and parents like to be involved. | 3/21/2023 10:18 AM |
| 299 | Interested, involved parents who place value on quality of education. | 3/21/2023 9:57 AM |
| 300 | We simply want the best for students and to work with them, their families and the community at large to build relationships for student success. | 3/21/2023 9:46 AM |
| 301 | Active parent involvement. | 3/21/2023 9:46 AM |
| 302 | The Dundalk/Edgemere/Sparrows Point community was founded upon steel mills and the Port of Baltimore. It has traditionally been a blue collar area, which has grown and changed to also include a wide variety of professionals. The area is composed of a number of smaller communities and neighborhoods, each with a different culture. This creates schools with diverse populations. However, across neighborhoods, you will consistently find hard-working families who are dedicated to the education of their children. | 3/21/2023 9:44 AM |
| 303 | We have excellent teachers and staff's | 3/21/2023 9:43 AM |
| 304 | Baltimore County is a large county with wonderful communities that are quite different and worth visiting. We are also close to Baltimore City, Annapolis, Western MD, Eastern Shore, | 3/21/2023 9:39 AM |

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| | DC, Philly, & New York. Travel is encouraged. | |
| 305 | stable, supportive | 3/21/2023 9:27 AM |
| 306 | I see everyone is on the same page | 3/21/2023 9:26 AM |
| 307 | There are many resources available to families and children in our community. This allows students and families to get the supports they need. | 3/21/2023 9:21 AM |
| 308 | We all care about the safety of our children in schools. That is paramount above everything else | 3/21/2023 9:17 AM |
| 309 | Diverse community, strong family ties | 3/21/2023 9:14 AM |
| 310 | Catonsville is a close community that supports the neighborhood schools. There is a strong music and arts community and a thriving downtown. The proximity to UMBC, BWI airport, 95, 695, and 70 allow for access to many surrounding areas including historic Ellicott City, Baltimore City, Washington DC, and many other points of interest. | 3/21/2023 9:06 AM |
| 311 | Strong support for learning. | 3/21/2023 9:02 AM |
| 312 | Diversity and multi-generational families | 3/21/2023 8:47 AM |
| 313 | The community where my school is located is a hard working community. We have many immigrants from Africa & Latin America. The community members are willing to lend their time and talent to help us at school. The diversity of our school population makes our school great! | 3/21/2023 8:46 AM |
| 314 | Very nice community. | 3/21/2023 8:42 AM |
| 315 | Feeling safe in this community. its also very clean! | 3/21/2023 8:42 AM |
| 316 | We love our community , local playgrounds | 3/21/2023 8:41 AM |
| 317 | Parents are very supportive of their kids and activities within the school, as well as do they support the teachers by providing resources and pick-me-ups to encourage positive morale. | 3/21/2023 8:21 AM |
| 318 | At Perry Hall High School, the majority of students who do what is right and try their best. | 3/21/2023 8:17 AM |
| 319 | It is diverse and requires a complex approach. | 3/21/2023 8:15 AM |
| 320 | We have a wealth of employers who are engaged in partnerships with our schools. This should be continually expanded across the county. Meaningful parent participation exists, but also needs direct support for expansion. | 3/21/2023 8:13 AM |
| 321 | That it is a multi cultural community. | 3/21/2023 8:12 AM |
| 322 | I am Indian we helpful to all and give great features to all | 3/21/2023 8:05 AM |
| 323 | I am Indian we helpful to all and give great features to all | 3/21/2023 8:05 AM |
| 324 | Our community is fantastic - we have members of our community who have volunteered for over ten years. We have business who are always willing to help. | 3/21/2023 8:03 AM |
| 325 | I'm at Oliver Beach and it is small and tight knit community. No issues here. | 3/21/2023 8:01 AM |
| 326 | Families want to support our schools | 3/21/2023 7:59 AM |
| 327 | Diversity in racial and economic measures. | 3/21/2023 7:35 AM |
| 328 | Our neighborhood is diverse racially, ethnically, and socio-economically. | 3/21/2023 7:32 AM |
| 329 | Open door policy, good communication great leadership in my division. Im not apart of the Baltimore County community | 3/21/2023 7:32 AM |
| 330 | Middle river is a decent community with very little issues. Children play at courts and playgrounds, ride bikes, and have walking access to stores. | 3/21/2023 7:32 AM |
| 331 | The people are somewhat open to diversity but there is more work to be done. Students come first for the most part, talent is encouraged by all. | 3/21/2023 7:29 AM |
| 332 | parents are involved with their kids | 3/21/2023 7:28 AM |
| 333 | Families are very supportive of the school. Teachers are committed to meeting students | 3/21/2023 7:24 AM |

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| | needs. | |
| 334 | There is not a lot I can say that feels good about my community. | 3/21/2023 7:21 AM |
| 335 | Strong sense of community and pride in the school; strong engagement from parents at the school; high academic and behavioral expectations from parents. Community is clean, safe, and friendly. | 3/21/2023 7:20 AM |
| 336 | I live in Perry Hall and we love our neighbors. Everyone helps each other and we all look out for one another. | 3/21/2023 7:18 AM |
| 337 | It's a great all-American community. I love the fact that our schools have police officers on site in the unlikely event there is trouble on campus. | 3/21/2023 7:18 AM |
| 338 | We are a very large and diverse district. | 3/21/2023 7:18 AM |
| 339 | The families | 3/21/2023 7:16 AM |
| 340 | Good Quality Programs | 3/21/2023 7:15 AM |
| 341 | The people who live in my neighborhood are very committed to this area and move here in part because of the schools. | 3/21/2023 7:15 AM |
| 342 | We have a very diverse community of people from all different races, religions, socioeconomic statuses, families, and so much more. | 3/21/2023 7:13 AM |
| 343 | Each neighborhood is closely knit... Everyone knows everyone and in general, people really look out for one another. (current zip code 21093) | 3/21/2023 7:12 AM |
| 344 | Each neighborhood is closely knit... Everyone knows everyone and in general, people really look out for one another. (current zip code 21093) | 3/21/2023 7:11 AM |
| 345 | Nice neighbors. But getting more distant. | 3/21/2023 7:11 AM |
| 346 | We are a diverse community that serves multiple races, SES, and educational needs. | 3/21/2023 6:59 AM |
| 347 | Our PTSA is active. Our parents care about our schools and the condition of our neighborhoods. The main street through our community has wonderful restaurants and shops. There is pride here. | 3/21/2023 6:48 AM |
| 348 | I can't elaborate on the community, as I live in Harford County. | 3/21/2023 6:39 AM |
| 349 | I think the community in general has the same goals for the schools, which is to provide valuable learning environments for all students that will take them into the future with honest knowledge of the facts of our history as well as social values and the basics of reading, writing, and arithmetic, as well as also assuring safe schools. | 3/21/2023 6:30 AM |
| 350 | Our community is diverse. Baltimore County is an area of hard working people. | 3/21/2023 6:17 AM |
| 351 | They are very supportive of one another. Parents are involved in their child's education. | 3/21/2023 6:15 AM |
| 352 | We value education and free high quality education for all in our community. We hold ourselves to high standards and expect to be held accountable for our part in our communities education. | 3/21/2023 6:12 AM |
| 353 | We want best for our children in terms of education and support and resources. We as parents get involved to support our community. | 3/21/2023 6:06 AM |
| 354 | The area is surrounded by local colleges and is a mix of neighborhoods that have students, professors, and families. It has a walkable downtown area that has a modest nightlife and things to do. Baltimore and it's surrounding neighborhoods offer a lot of events and activities. | 3/21/2023 6:04 AM |
| 355 | We value the access to free high quality education. We care about each other and support equity and racial integration. We need a strong leader who can stand up against pressure to keep the status quo. We value honesty, hard work, and opportunity. | 3/21/2023 6:00 AM |
| 356 | Our community is very tight knit and caring for one another overall. | 3/21/2023 5:47 AM |
| 357 | Neighbors look out for one another. Our neighborhood has so many awesome kids who are eager to learn and deserve the best possible school. | 3/21/2023 5:44 AM |
| 358 | We have good schools in our area and people seek homes here because of that. | 3/21/2023 4:39 AM |

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| 359 | My community is safe and healthy. | 3/21/2023 4:17 AM |
| 360 | My community is diverse and culturally present. We have many different types of families. We help each other by sharing information and supporting all families and even our surrounding neighbors. | 3/20/2023 11:55 PM |
| 361 | Safe environment for everyone | 3/20/2023 11:44 PM |
| 362 | I am parr of a small community in Kingsville/Fork area we are small but been around for each other for decades. If someone needs something we are here for them. | 3/20/2023 11:20 PM |
| 363 | No input to share | 3/20/2023 11:05 PM |
| 364 | My community is peaceful. My community is engaging. | 3/20/2023 10:18 PM |
| 365 | My community is very safe. My community has very friendly and very nice people. | 3/20/2023 9:52 PM |
| 366 | My community takes great pride in the unity we share. | 3/20/2023 9:26 PM |
| 367 | A hard working community that is looking not for status but to give our kids the best education and putting the work in. A community that is ready to get in on the action and take responsibility. | 3/20/2023 9:11 PM |
| 368 | Fun and informative events Clean, not a lot of trash When kids leave school they are responsible and go where they are suppose to (home ,work,store,etc.) | 3/20/2023 9:09 PM |
| 369 | My community is very family friendly. We look out for each other. | 3/20/2023 9:08 PM |
| 370 | In the Towson area, there are many nice neighborhoods and places to eat. A lot of places are in walking distance or a short care ride. The neighborhoods are primarily very safe. | 3/20/2023 8:44 PM |
| 371 | Our community is close knit and participates in our local elementary school events at a high level. PTA events are often sold out or at capacity. | 3/20/2023 8:42 PM |
| 372 | It's quite and all home owners. Everyone is friendly and it's clean | 3/20/2023 8:24 PM |
| 373 | Diversity, Tradition | 3/20/2023 8:14 PM |
| 374 | We live in a safe community that still has a small town feel. People know and help each other. | 3/20/2023 8:06 PM |
| 375 | This question is not important when selecting a new superintendent. Where I live is irrelevant. | 3/20/2023 8:05 PM |
| 376 | We have a tight knit community with parental and teacher involvement | 3/20/2023 7:49 PM |
| 377 | Hard working families , care of the well-being of the neighborhood schools and children | 3/20/2023 7:47 PM |
| 378 | Good teachers. | 3/20/2023 7:46 PM |
| 379 | It's a community . Some people are helpful others are not | 3/20/2023 7:45 PM |
| 380 | BCPS community his highly diverse | 3/20/2023 7:43 PM |
| 381 | -There is history here -Tight family bonds -A quiriness that Baltimore is famous for -A beautiful mixture of urban and rural communities with suburbs in between -Diversity is celebrated and history is acknowledged and reckoned with -There are numerous active non-profit organizations working to combat injustice and right wrongs -Geographically we are between large, expensive, urban cities, all within driving distance, yet affordable to working class people -Arts and humanities (theater, music, dance) are cherished and supported | 3/20/2023 7:30 PM |
| 382 | The Carver Magnet School Community feels like a Private School. They are flexible and aren't stuck in a rigid box. | 3/20/2023 7:17 PM |
| 383 | We are diverse and hardworking. We care about our community and we care about our children being safe, developing healthy friendships and expanding their horizons through a good education. | 3/20/2023 7:16 PM |
| 384 | Diversity | 3/20/2023 7:08 PM |
| 385 | Diversity. Access to stores and resources. | 3/20/2023 7:06 PM |
| 386 | Our community is fairly stable but diverse - people move here for the stability and sense of community and safety and depend on each other to look out for one another. | 3/20/2023 7:05 PM |

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| 387 | Our community cares and will come out to support their school and students. They would love a transparent listening session that gives them insight and collaboration to move the work of BCPS forward. | 3/20/2023 7:01 PM |
| 388 | Small community where most know and interact with one another. | 3/20/2023 6:56 PM |
| 389 | Our community. Has been very quiet. Same neighbors for years. An we all unite an keep an eye on each other. | 3/20/2023 6:55 PM |
| 390 | My community is a tight knit community. The families know each other and we look out for each other. Our children play together and enjoy going to school together. | 3/20/2023 6:52 PM |
| 391 | The best thing about the community is the diversity. | 3/20/2023 6:48 PM |
| 392 | The best thing about the community is the diversity. | 3/20/2023 6:48 PM |
| 393 | Crime is not too bad. Seems to be growing and not emptying out . | 3/20/2023 6:31 PM |
| 394 | Diverse | 3/20/2023 6:28 PM |
| 395 | Quiet, Friendly, Safe | 3/20/2023 6:26 PM |
| 396 | I feel safe in my community. My community provides most businesses that I need to serve my family. | 3/20/2023 6:25 PM |
| 397 | Catonsville is pretty tight knit community. We have awesome parks, schools, and Frederick Road has all you need! Along with Rt 40! Everything is here! | 3/20/2023 6:18 PM |
| 398 | Baltimore County has a varied population and reflects that diversity in curriculum. | 3/20/2023 6:10 PM |
| 399 | Baltimore county is diverse, rich in history and has many opportunities for students to explore real issues and natural spaces. | 3/20/2023 6:07 PM |
| 400 | The multi cultural makeup of Baltimore County is a big plus | 3/20/2023 6:03 PM |
| 401 | Friendly neighbors. | 3/20/2023 6:01 PM |
| 402 | Catonsville is a very tight knit community of involved members. Everyone is involved in making out community a great place to live! | 3/20/2023 5:58 PM |
| 403 | Baltimore is a city made up of tight neighborhoods, ones where people tend to stay local or return to to raise families. Asking someone where they went to school and knowing they mean high school is a point of pride. | 3/20/2023 5:51 PM |
| 404 | Closeness in academics and athletics Continuity of programming and family connection from local preschools to local elementary school. A senior center and a playground. Affluence. | 3/20/2023 5:43 PM |
| 405 | Involved, engaged, supportive, active, fit, diverse in thought, well educated, safe. | 3/20/2023 5:41 PM |
| 406 | I am from a water based community called Bowleys Quarters that takes pride in watermen based jobs like fishing and crabbing. We are also very close to Martin State Airport which the Air National Guard is based out of locally. | 3/20/2023 5:40 PM |
| 407 | Our community is diverse which helps create a rich learning environment for our students. | 3/20/2023 5:29 PM |
| 408 | Our community is small, but mighty! We are deeply connected here and have not had a Superintendent visit our area-that would be nice to have in the future. | 3/20/2023 5:23 PM |
| 409 | It's safe and has a lot of potential. I love that it is a true community with people who care for each other and the well being of the place we live and work in. | 3/20/2023 5:23 PM |
| 410 | Peaceful and welcoming | 3/20/2023 5:20 PM |
| 411 | I think my community, Catonsville, is safe and friendly. I also think it is a diverse community and tolerant because of that. | 3/20/2023 5:16 PM |
| 412 | Diverse; moderate engagement in school-based activities; liberal | 3/20/2023 5:14 PM |
| 413 | Diverse | 3/20/2023 5:12 PM |
| 414 | The surrounding community supports the school and our students. Local businesses partner with clubs and groups for fundraisers. These same local businesses participate in our Senior Interview Day and Career Day. This shows that they are invested in our students. | 3/20/2023 5:12 PM |

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| 415 | Lots of diversity but feels like a small town | 3/20/2023 5:11 PM |
| 416 | The Hereford community is very close knit and supportive. My family and I moved here eight years ago from just outside Baltimore city, not knowing anyone in the area. We were immediately welcomed and have felt included, and a part of this community ever since. There are strong value placed on family, caring for neighbors, and doing what is right. | 3/20/2023 5:06 PM |
| 417 | I work in central office and I miss the days that we use to be a family; a group that took care of one another. | 3/20/2023 5:05 PM |
| 418 | We have a diverse community. | 3/20/2023 4:56 PM |
| 419 | We have many committed and talented veteran educators who have a vision and goal to make the BCPS community inclusive of all learners, embracing cutting edge strategies to keep our students competitive, and Trauma informed to help ask support the whole child. | 3/20/2023 4:56 PM |
| 420 | Nice neighbors | 3/20/2023 4:54 PM |
| 421 | -Dedicated community members who are invested in keeping the community safe for all - Businesses and restaurants are close by and allow for easy shopping and accessibility | 3/20/2023 4:52 PM |
| 422 | My school staff community is very supportive of one another. We also have some great families. | 3/20/2023 4:45 PM |
| 423 | We are energetic and caring people. Full of activities and fun. | 3/20/2023 4:43 PM |
| 424 | I love it for my kids it safe clean I like that all the kids have to wear uniforms | 3/20/2023 4:41 PM |
| 425 | My community is very supportive | 3/20/2023 4:40 PM |
| 426 | It is a good neighborhood and the school is a good place to send your child | 3/20/2023 4:38 PM |
| 427 | Whether a community is good or bad should have nothing to do with recruiting a candidate. The candidate should see the community for all of its positive and negative attributes. | 3/20/2023 4:37 PM |
| 428 | My community is mostly Muslim, and we follow the Islamic Religion. I would like the schools to incorporate halal food in the school menus and observe Islamic Holidays and close the schools so that Muslims teachers and students can celebrate their Eid! In Shaaa'-Allaah. | 3/20/2023 4:37 PM |
| 429 | Great neighbors, lots of families, close-knit, activities in neighborhood for smaller children, safe. | 3/20/2023 4:32 PM |
| 430 | ? | 3/20/2023 4:28 PM |
| 431 | Quiet, helpful neighbors. Lots of children. Clean walkable area. | 3/20/2023 4:21 PM |
| 432 | Our community is actively involved in supporting our children and creating a safe neighborhood where they are free to express their authentic selves | 3/20/2023 4:20 PM |
| 433 | Open minded individuals and takes a village community with old school type leaders | 3/20/2023 4:19 PM |
| 434 | The children have potential and the teachers are involved and hard-working. Parents want the best for their kids and families. | 3/20/2023 4:18 PM |
| 435 | Our community is very diverse. We see children from all walks of life, and they all bring something new and unique to our classrooms. They come from all backgrounds from high socio economic status to low socio economic status. Some are homeless, some immigrated through horrible conditions to get a better life. | 3/20/2023 4:12 PM |
| 436 | We have good schools in our area and people seek homes here because of that. | 3/20/2023 4:11 PM |
| 437 | We are privileged to live in an affluent community. But I am aware that a large portion of people are not similarly privileged. I would like to see resources allocated to improving outcomes for students in lower income schools. | 3/20/2023 4:05 PM |
| 438 | Diversity, low crime, events for families | 3/20/2023 4:04 PM |
| 439 | We are people who care about our children's education and safety | 3/20/2023 4:04 PM |
| 440 | Most parents care highly on the quality of education offered in Baltimore County. | 3/20/2023 4:03 PM |
| 441 | My community is made up of people whose families have lived in the area for years. They | 3/20/2023 4:03 PM |

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| | move to my community for its proximity to shopping, dining, good schools. | |
| 442 | Peaceful and welcoming | 3/20/2023 4:01 PM |
| 443 | That our funding comes from the state and local taxes. That the Superintendent does not have to deal with taxing authority. | 3/20/2023 3:59 PM |
| 444 | We have a very diverse population that calls our community home. We have many ethnicities, many of which do not speak English as their primary language of communication. | 3/20/2023 3:56 PM |
| 445 | Respect and safe ,understanding each other | 3/20/2023 3:54 PM |
| 446 | Parents and teachers are concerned about and focused on student safety first, mental and emotional well-being and then academic prowess. Most know that connecting the community and school and developing a relationship between students, teachers and families is important. | 3/20/2023 3:51 PM |
| 447 | Supportive communities for developing top schools. Highly educated and diverse demographics. | 3/20/2023 3:47 PM |
| 448 | Families access our public schools and have high expectations (as they should) of the services from our staff. | 3/20/2023 3:44 PM |
| 449 | For the most part, our community is made up of decent, hard-working people that strive to raise their children to achieve even more than previous generations. | 3/20/2023 3:44 PM |
| 450 | My community is quite, peaceful and very welcoming | 3/20/2023 3:40 PM |
| 451 | Good things about my community is that the community is very safe, I also feel like the community is very organized across the district of Baltimore County. | 3/20/2023 3:38 PM |
| 452 | Families come together to provide enrichment for students. | 3/20/2023 3:38 PM |
| 453 | The WESTSIDE is the BEST SIDE. There are so many amazing, talented educators and caring families here. _____is an amazing _____, and the principals across the west side care deeply for their schools and students. | 3/20/2023 3:37 PM |
| 454 | Our community is supportive of the school, student learning, and events sponsored by the PTA. The appreciate the partnership with the school | 3/20/2023 3:36 PM |
| 455 | BCPS has diverse communities that range from waterfront, to rural, to densely populated areas. | 3/20/2023 3:35 PM |
| 456 | The teachers and the "homegrown" leaders who have shown that they bring people together and inspire teachers. | 3/20/2023 3:34 PM |
| 457 | Diverse and looking to create new opportunities for students and the location could be excellent for attracting top talent if pay and benefits improved. | 3/20/2023 3:28 PM |
| 458 | The community i live in is diverse, however the school i teach in is almost 100% African American. I don't feel like the community is reflected in my building. | 3/20/2023 3:25 PM |
| 459 | My community is centrally located to many wonderful things the County and City offer. | 3/20/2023 3:24 PM |
| 460 | Family friendly town | 3/20/2023 3:23 PM |
| 461 | We join together to keep our neighborhood clean. Look after our children and homes. We have quarterly meetings with our community and HOA. | 3/20/2023 3:22 PM |
| 462 | In general the community is supportive. Many of the parents need to provide respect and support towards school staff. A new Superintendent needs to take a hard line towards disrespectful parents who look to berate and bully teachers and staff into getting what they want. | 3/20/2023 3:22 PM |
| 463 | diverse, good location, good economy | 3/20/2023 3:19 PM |
| 464 | The Towson area is a great, vibrant area to live and work in. There is a good amount of diversity and a fun college town feel with all the universities nearby. | 3/20/2023 3:19 PM |
| 465 | Hard working people that want to keep their kids and community safe | 3/20/2023 3:19 PM |
| 466 | strong students family involvement is high | 3/20/2023 3:18 PM |

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| 467 | The perry hall area is a wonderful community with lots of sports, outdoor space and activities for children | 3/20/2023 3:18 PM |
| 468 | We have a very close-knit and diverse community. It is the perfect blend of city, suburbs and rural areas. | 3/20/2023 3:16 PM |
| 469 | That we rally around our children even when the schools fail big time. | 3/20/2023 3:15 PM |
| 470 | Very diverse | 3/20/2023 3:14 PM |
| 471 | Our community is a very tight knit community with families who have similar values | 3/20/2023 3:11 PM |
| 472 | Our parents work hard and value education, even if they aren't at the school all the time. Our school community is close knit and everyone tries to watch out for each other. We have a lot of mulit-generational families in our community sharing one household. | 3/20/2023 3:10 PM |
| 473 | Support for the arts! | 3/20/2023 3:09 PM |
| 474 | Diverse | 3/20/2023 3:09 PM |
| 475 | My office is united, kind, and works together well. | 3/20/2023 3:09 PM |
| 476 | There are many types of nationalities in our neighborhood. A lot of younger parents and a lot of grandparents raising their grandchildren. We have a lot of children in our neighborhood that need direction, especially in school. | 3/20/2023 3:08 PM |
| 477 | Lots of shopping centers near me. | 3/20/2023 3:06 PM |
| 478 | We have an active, involved community of parents and students who are proud of our school. As teachers, we have support from our community. | 3/20/2023 3:06 PM |
| 479 | Hereford is a close knit, parent involved community. | 3/20/2023 3:06 PM |
| 480 | Community is focused on the school. | 3/20/2023 3:06 PM |
| 481 | Clean, quiet and safe. | 3/20/2023 3:05 PM |
| 482 | Diverse, growing, opportunities | 3/20/2023 3:05 PM |
| 483 | Close knit, helpful | 3/20/2023 3:05 PM |
| 484 | My community is clean and safe and consist of hard working, law abiding, tax paying citizens. | 3/20/2023 3:05 PM |
| 485 | I'm no longer interested in living in Baltimore County | 3/20/2023 3:05 PM |
| 486 | Attentive parents Majority of students' basic physical and social needs are met by their caregivers. | 3/20/2023 3:05 PM |
| 487 | Newness—there are constant developments happening. | 3/20/2023 3:02 PM |
| 488 | We care about each other & want the best for ALL OUR KUDS. | 3/20/2023 3:01 PM |
| 489 | Our school community is full of motivated, engaged and eager students and teachers. We love our students and they love us. We have problems, as all places do, but at the middle of it is a wonderful group of students and teachers who are working to make our system great. | 3/20/2023 3:01 PM |
| 490 | Baltimore County is a good place to raise a family and a good place for students to go to school. | 3/20/2023 3:00 PM |
| 491 | Dundalk has strong bones with a long standing history of hardworking, blue collared families. I've lived in Dundalk my whole life and have witness the decline in shared community. I believe with a little effort and attention given to the Dundalk schools (similar to what Johnny O gives to his favorite schools) we will see a rise in the community pride and closeness i grew up with. | 3/20/2023 2:59 PM |
| 492 | Lots of kids in the neighborhood, and they feel free to run and play outside. It's safe and cozy. | 3/20/2023 2:59 PM |
| 493 | Reflects the diversity of Baltimore | 3/20/2023 2:58 PM |
| 494 | The Carver Magnet School Community feels like a Private School. They are flexible and aren't stuck in a rigid box. | 3/20/2023 2:58 PM |
| 495 | Our community is heavily involved in our school and our PTA provides a lot of support to the school. | 3/20/2023 2:57 PM |

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| 496 | Connected, involved, welcoming. | 3/20/2023 2:57 PM |
| 497 | There is a strong sense of responsibility for those that reside here. We want to make the area what it should be not what it currently is. | 3/20/2023 2:56 PM |
| 498 | Baltimore County is quite diverse - and not in the typical "canned" definition of diversity. There are a variety of races and ethnicities, of course, but also a variety of political views as well. Rather than this being seen as a hindrance, students' exposure to disparate views is of great benefit to all. | 3/20/2023 2:55 PM |
| 499 | Very engaged parents. | 3/20/2023 2:55 PM |
| 500 | it is small and close . We look out for one another and we have a very low crime rate. | 3/20/2023 2:54 PM |
| 501 | Our school community is supportive of our school and education in general. | 3/20/2023 2:53 PM |
| 502 | Safety, security and good neighborhoods and community | 3/20/2023 2:53 PM |
| 503 | Not sure | 3/20/2023 2:52 PM |
| 504 | There are wonderful communities, each with unique cultures that share the same vision, to have safe and high achieving students. | 3/20/2023 2:52 PM |
| 505 | Long history of caring for one another and building relationships. | 3/20/2023 2:52 PM |
| 506 | Our school community is rather quiet and small. | 3/20/2023 2:51 PM |
| 507 | diversity!! | 3/20/2023 2:49 PM |
| 508 | A great sense of community and maybe volunteers to help at the schools. | 3/20/2023 2:49 PM |
| 509 | The families | 3/20/2023 2:48 PM |

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

Answered: 515 Skipped: 79

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Some teachers and administrators are very dedicated to the students | 4/1/2023 10:57 PM |
| 2 | Dedicated and caring teachers who are willing to go over and beyond. Additional learning opportunities for both parents and their children. Extracurricular activities and other morale boosting activities being brought back. | 4/1/2023 3:47 PM |
| 3 | Great teachers who ask for and consider student feedback (VLP) and supportive classmates. | 4/1/2023 2:19 PM |
| 4 | I am fortunate to be in a community that has involved parents, but this is not the norm for many in BCPS | 3/31/2023 7:56 PM |
| 5 | Most parents in this want what best for their children work hard help in school systems. We a lot Children disabilities and need teach i quality. We teach that can teach children that dyslexia and dysgraphia. They deserve to carding teachers. Should offer bonuses for teaching children special needs. | 3/31/2023 5:05 PM |
| 6 | Excellent teachers and school based administrators at Edgemere Elementary | 3/31/2023 4:45 PM |
| 7 | They aren't that great right now. Get rid of the DEI garbage. Put strong leaders who are honest back into our school systems. Stop promoting based on Minority Status. Promote the best person possible. Whether they are black, white, Asian, Male, Female PERIOD. Go back to teaching Reading, Writing, Arithmetic. | 3/31/2023 11:39 AM |
| 8 | Great teachers and resources. | 3/31/2023 5:28 AM |
| 9 | We have great teachers and classroom assistants. | 3/30/2023 4:27 PM |
| 10 | Happy at Towson High School and with Dumbarton. One challenge is that my Dumbarton student is middle of the road and I am told that in High School you are either with the gifted and talented or with kids struggling and kind of given up on.. True? | 3/30/2023 2:56 PM |
| 11 | Good parental involvement and support Teachers very involved in helping reach student's particular needs | 3/30/2023 11:55 AM |
| 12 | I've always appreciated the fact Baltimore County Public Schools (BCPS) offers many diverse programs and opportunities for its students. Although BCPS is a large school system, they try to meet the needs and interests of all students with their vast array of programming and opportunities. And, as the parent of a special-needs student, we've been very pleased with the individual care and attention our daughter has received from teachers and staff. | 3/30/2023 11:38 AM |
| 13 | Teachers remain for a long time; meets the needs of diverse learners. | 3/30/2023 6:52 AM |
| 14 | we have talented students and teachers that really care | 3/29/2023 10:33 PM |
| 15 | Diversity in my school and in my daughter's school. | 3/29/2023 10:14 PM |
| 16 | Diverse Inclusive Offer a wide variety of programs Focused on college and career readiness for all | 3/29/2023 8:18 PM |
| 17 | While I have some school worksite experience, most of my employment history has been in the Central Offices as a classified employee so again, my responses are through that lens. Once again, whomever the next Superintendent is, that individual must have a vision for this school system that incorporates decisions made utilizing an equity, racial, and social justice lens to be transparent in how the system is coming across to its major stakeholders like the employees, school communities, and elected officials. | 3/29/2023 2:40 PM |
| 18 | Sadly BCPS has lowered their standards | 3/29/2023 1:32 PM |

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| 19 | Most students want to be here and want to learn. | 3/29/2023 1:00 PM |
| 20 | Some excellent teachers/support staff that are wonderful people and offer a top notch education. | 3/29/2023 12:45 PM |
| 21 | Diverse student body Dedicated teachers Range of curriculum options for students | 3/29/2023 9:04 AM |
| 22 | Diverse, hard working staff, great kids | 3/29/2023 7:45 AM |
| 23 | Our schools used to be top in the state. We used to have high standards and a curriculum that other counties and states envied. | 3/29/2023 7:26 AM |
| 24 | They have good teachers | 3/29/2023 7:08 AM |
| 25 | Many, many excellent teachers. Some good curriculum. Some good school buildings. Some good administrators. | 3/29/2023 6:58 AM |
| 26 | BCPS is a good school system with the potential to be a great and effective learning center. | 3/29/2023 6:17 AM |
| 27 | Pride in success of school. Parental involvement and good rate of volunteerism. Parents support school staff and are invested in school and student's success. | 3/28/2023 3:29 PM |
| 28 | Its clean, less bullying | 3/28/2023 1:03 PM |
| 29 | Many teachers and students care. Teachers are burdened with teaching curricula from State leaders who haven't been in the classroom for years. | 3/28/2023 12:22 PM |
| 30 | We offer social emotional learning opportunities to all students. We center adult learning and support along with student. Our admin is both supportive and structured. Our school is a family because we feel welcomed, supported, connected, and valued. | 3/28/2023 10:03 AM |
| 31 | My school is very welcoming . We are always having activities for students to have fun. | 3/28/2023 9:49 AM |
| 32 | idk | 3/28/2023 9:42 AM |
| 33 | Dedicated staff and leaders who go above and beyond and are always looking for ways to grow and support their schools and students. Flexibility among schools to find the ways that work best for them rather than one specific way of doing things county wide. | 3/28/2023 8:25 AM |
| 34 | Lots of untapped talent | 3/28/2023 5:09 AM |
| 35 | My child is not yet school-age | 3/27/2023 6:11 PM |
| 36 | Our student population is diverse. Employees are recognized and rewarded for their hard work. We have a varied curriculum including lots of arts and opportunities to showcase our talents/hobbies/interests. | 3/27/2023 2:30 PM |
| 37 | The new superintendent will be in charge of one of the biggest minority school systems in the country and lead the respective cabinet, consisting of a chief of staff as well as academic, communications, administrative operations, and human resource officers that are highly professional and honorable To create 21st century learning environments that allow for student-centered learning experiences within the school system's "Framework for Teaching and Learning", Baltimore County Public Schools has established Students and Teachers Accessing Tomorrow (S.T.A.T.) S.T.A.T. is aligned with the school system's "Theory of Action", part of which is to "ensure that every school has an equitable, effective digital learning environment". The work that supports S.T.A.T.'s goals includes the district's conversions of curriculum, instruction, assessment, organizational development, infrastructure, communications, policy, and budget. | 3/27/2023 2:05 PM |
| 38 | The staff are knowledgeable, and helpful. | 3/27/2023 2:03 PM |
| 39 | Love that the principal calls every week with weekly updates about what is going on at Seneca Elementary that week Parents also receive the message in ana email. Teacher sends messages. The school also process same message on their Facebook page. I love that the principal stands outside every morning with the kids until the doors are open. As I am a parent that drops and can't wait with my 1st graderm I feel more at ease to see him and a teacher there. Also, like that the teacher dismiss the kids and call their names out as they see the allowed adult to pick the child up. | 3/27/2023 1:34 PM |
| 40 | the cost per student is good. The inclusiveness and diversity is good. There are a lot of people who care about education. | 3/27/2023 1:15 PM |

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| 41 | Diverse, great teachers, hard working students, variety of programs and course | 3/27/2023 12:15 PM |
| 42 | We have the resources students need to be prepared for everyday. There is enough technology, parent involvement, and adequate supplies. | 3/27/2023 10:49 AM |
| 43 | Within my children's elementary school, the parents have close relationships with each other and are very involved in the school. Additionally, the children have strong relationships with their teachers. | 3/27/2023 10:39 AM |
| 44 | My community schools are involved with each student. The sky is the limit for the kids and a well grounded education is where it all starts. | 3/27/2023 9:10 AM |
| 45 | I work in the central office. The good things about the school are the dedication and love for the children by the school staff. They need more pay and recognition (school staff only) The good things about our schools are the 95% of children who attend every day with a great attitude and willingness to learn. | 3/27/2023 8:58 AM |
| 46 | Not to much to say about this school. No accountability. Need new leadership. When the head is not good, then the school in itself if not good. Teachers leaving, students doing what they want. Everyone should be held at the same accountability. Certain ones are not here. | 3/27/2023 8:55 AM |
| 47 | My adult children attended Carroll Manor , Ridgely MS and Dulaney HS. I taught at Riverview and Middleborough Elementary Schools . They were all outstanding experiences and I held leadership positions with the PTA at each school | 3/27/2023 8:39 AM |
| 48 | Our County Executive is very pro schools. He is doing all that he can to support the schools. An organization started by volunteers, Student Support Network, provides support to students of low income families. Another organization supports the teachers with various supplies. Parents are supported with many specific programs. MD now has a Governor who is extremely pro=schools. | 3/27/2023 8:19 AM |
| 49 | Staff is committed to providing a quality, relevant educational experience. | 3/27/2023 8:17 AM |
| 50 | Many hard-working teachers who go above and beyond for their students. | 3/27/2023 8:11 AM |
| 51 | Great teachers, hard-working admin | 3/27/2023 7:49 AM |
| 52 | Great active leaders who want the best services for their schools, staff and students. | 3/27/2023 7:45 AM |
| 53 | Teachers care about students progress academically | 3/27/2023 7:40 AM |
| 54 | I don't work directly in a school building; however, I do support grant programs. I see the teachers and administrators doing their best to support students after the gap widened due to the pandemic. | 3/27/2023 7:21 AM |
| 55 | Schools offer a variety of programs for the diverse needs and interests of the students. | 3/26/2023 10:47 PM |
| 56 | My kids go to West Towson Elementary School. I couldn't be happier with the quality of education they are receiving. The teachers and staff are very dedicated and are doing a great job. | 3/26/2023 9:25 PM |
| 57 | There is a focus on instruction and conscious discipline to support students in their classrooms. The class sizes are appropriate and support learning. | 3/26/2023 9:21 PM |
| 58 | The diversity of the school population is invaluable and helps to prep my kiddos for the broader world. The high school offers a wide diversity of offerings, and the elementary school was a sweet, caring launching pad. | 3/26/2023 8:40 PM |
| 59 | Great leadership. Teachers work together and create lessons and small group activities to help students. | 3/26/2023 8:07 PM |
| 60 | The good things about our school is _____ a longtime administrator who encourages me as well as our ESOL program that I have been a part of for 5 years. It is unsung, but our students bring such diversity to the school. Even though our school is Title One, we have a PLTW program. Project Lead the Way is a STEM program. | 3/26/2023 6:18 PM |
| 61 | The creativity, the patience of the staff, the support of administrators to guide and protect their staff, the students working on projects for hand on student-led learning. | 3/26/2023 4:52 PM |
| 62 | The teacher are good to work with about my daughter | 3/26/2023 4:28 PM |

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| 63 | Amazing teachers, access to AP and dual-enrollment classes, social workers and counselors who aid student mental health, many extracurricular activities and ways to become involved in the county as a whole | 3/26/2023 4:02 PM |
| 64 | Most of the schools are diverse, the students are accepting, the schools provide a wide range of programs for students with all kinds of life goals | 3/26/2023 2:59 PM |
| 65 | Our schools serve as a hub for community events. There are traditions unique to each school. There is pride in being part of a school family! | 3/26/2023 2:06 PM |
| 66 | Hard-working and willing to wear many hats to get the jobs done, progress and mastery oriented, raising the bar and reaching for the top | 3/26/2023 10:05 AM |
| 67 | Our students have persisted and succeeded in spite of Covid-19, leadership changes within the school, and even changes in the leadership of the county school board. | 3/26/2023 7:57 AM |
| 68 | Great principals! They are from and love the community | 3/25/2023 10:57 PM |
| 69 | They have good after school programs | 3/25/2023 8:14 PM |
| 70 | BCPS schools although all different, all have consistent curriculum and resources that align with the MCCR standards. | 3/25/2023 6:25 PM |
| 71 | Teachers work hard and are passionate. Students are the very best! | 3/25/2023 6:17 PM |
| 72 | Strong teachers Trusting and approachable administration Ethnically and economically diverse | 3/25/2023 6:00 PM |
| 73 | Community School implementation has been great! Executive Directors to support schools has been helpful. Communication with school has been positive. School safety assistant. Pay for coverage \$20 for when para educators cover classes. | 3/25/2023 5:16 PM |
| 74 | Our schools are filled with amazing potential - in the form of our students and staff. There is so much possibility. | 3/25/2023 4:32 PM |
| 75 | As a student of K-12 in my younger years in the 1960's, BCPS gave me an excellent education | 3/25/2023 4:30 PM |
| 76 | Our schools have active PTAs. Our kids find good friends. Our elementary school teachers are dedicated to students. | 3/25/2023 3:51 PM |
| 77 | That it's new. | 3/25/2023 2:13 PM |
| 78 | We have amazing students and some amazing faculty. Like any system, we have out flaws, but overall we are all here to help the students learn and become the leaders of tomorrow! Schools want to be a safe, welcoming leaning environments for kids and staff. | 3/25/2023 1:30 PM |
| 79 | Most of the staff will help each other in any way possible to help students achieve. The school is a very warm and friendly place. The principal and assistant principal both are kind, compassion, friendly, and amazing people. Our school knows how important all of the staff is (para-educators, Adult Assistants, classroom helpers, etc...) for our children to be successful. | 3/25/2023 12:54 PM |
| 80 | Have certain administrative who holds teachers/students accountable. Certain teachers do care. | 3/25/2023 12:51 PM |
| 81 | BCPS has historically been a high achieving school system within the state and country. | 3/25/2023 12:33 PM |
| 82 | Teachers at White Oak School are great with children | 3/25/2023 11:59 AM |
| 83 | Schools in my community are making academic progress. Teachers are invested in our students and work hard to build relationships, support families and educate our students. | 3/25/2023 11:41 AM |
| 84 | spirit & resiliency: while we are an old school that struggles with issues with our infrastructure and administration, our students and staff continue to show perseverance to fight against issues plaguing our school and show up everyday to work against the grain | 3/25/2023 10:51 AM |
| 85 | Schools in my community are comprised of students who demonstrate high academic performance. There is a low turnover rate of teachers and staff. | 3/25/2023 10:08 AM |
| 86 | The schools that my children attend have a lot of great programs that introduce students to art, music sports and dance. | 3/25/2023 9:17 AM |
| 87 | Students care about their schools | 3/25/2023 8:38 AM |

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| 88 | It's Collaboration and support of education educational activities in a respectful and professional setting. | 3/25/2023 6:12 AM |
| 89 | ? | 3/25/2023 5:45 AM |
| 90 | Faculty and Staff, great academic offerings, and activities are all a plus! | 3/25/2023 12:10 AM |
| 91 | Some teachers are skilled and effective in teaching | 3/24/2023 8:12 PM |
| 92 | Progressive and not led by right wing conservatives | 3/24/2023 7:52 PM |
| 93 | Amazing magnet programs, great teachers, excellent extra-curricular activities like sports, Books at the Brook, honor societies, etc. | 3/24/2023 6:37 PM |
| 94 | Dedicated and hard working teachers and staff. | 3/24/2023 6:10 PM |
| 95 | Dedicated teachers and staff, students who want to learn and do well, arts and music included in course work. | 3/24/2023 6:10 PM |
| 96 | At our school there is a strong parental involvement, steady stream of volunteers and our teachers are caring and actually enjoy teaching our children. | 3/24/2023 6:04 PM |
| 97 | Dedicated teachers and administrators, effectively working with leadership, individualized approach to learning, high expectations for students and staff, rigorous curriculum, welcoming parent input and partnership as well as encouraging participation | 3/24/2023 4:23 PM |
| 98 | strong parental involvement • steady group of volunteers • in general, teachers are caring and driven to teach the students | 3/24/2023 4:12 PM |
| 99 | Our Principals are hard working. Parental responsibility is increasing and community organizations are galvanizing to support the children. | 3/24/2023 4:01 PM |
| 100 | Some good teacher.. | 3/24/2023 3:55 PM |
| 101 | in general, teachers are caring and driven to teach the students | 3/24/2023 3:41 PM |
| 102 | Teachers tend to be responsive although schools are definitely behind private schools in curriculum | 3/24/2023 3:07 PM |
| 103 | we work together as a team | 3/24/2023 2:14 PM |
| 104 | BCPS has many excellent dedicated teachers. | 3/24/2023 2:11 PM |
| 105 | There is a lot of opportunity to succeed. | 3/24/2023 1:52 PM |
| 106 | One of the biggest strengths of our schools is our educators. We have many principals, administrators, teachers, counselors, and staff who grew up here in BCPS and returned to teach, many are parents, and many have come from around the state and region to teach here. We are dedicated to our youth. One big strength of our schools is our diversity. I have students from a dozen countries sitting in one class, and even my American students come from many cultural backgrounds, which is such a wonderful learning opportunity. We have great extracurricular activities such as Model UN, engineering, our sports programs, and our arts, which often partner with community organizations and institutions to give students real-world access. We're also starting a historic community schools initiative that will bring a new model of education to our Title 1 schools. Our Title 1 elementary and middle schools are currently in the first year of piloting. | 3/24/2023 1:42 PM |
| 107 | We have had a great relationship with most of the teachers | 3/24/2023 1:03 PM |
| 108 | I attended the school my children is now attending many years ago and some of the Teacher and staff are still there the school has food drive for families that are in need also work with the neighborhood Barber shop to offer free haircuts | 3/24/2023 12:48 PM |
| 109 | My daughter goes to Carver and the school is very informative and caring of its students. I get the feeling that the teachers and administrators want the best for themselves and their students. | 3/24/2023 11:42 AM |
| 110 | Admin is very supportive, Welcoming environment, staff and students work well together for the most part. | 3/24/2023 10:01 AM |
| 111 | Schools foster and encourage achievement. Many act as community centers for the | 3/24/2023 9:57 AM |

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| | neighborhoods in which they are located. Many also share their fields with local recreation centers. Most are viewed with positivity. | |
| 112 | My son is in 3rd grade at westchester elementary and has recieved amazing support this year with his learning needs and reintegrating to public school after being homeschooled the last 2 years. | 3/24/2023 9:56 AM |
| 113 | Our (Towson) schools are diverse easily accessible and known to provide an excellent education. The private schools have been seeing a rise in applicants due to the failures and lack of TABCO listening to parents. There is a lack of diversity in thought and an emphasis on progressive ideologies which are counterintuitive to parental rights. | 3/24/2023 9:19 AM |
| 114 | Hillcrest and its feeders has a incredibly dedicated staff and students. Families are invested in our public schools. | 3/24/2023 9:10 AM |
| 115 | The teachers and staff at our school are wonderful, caring, understanding, to our children's needs. They are will to help, listen and learn from the parents and we as parents do the same. It is a partnership where we need each other if we want our kids to succeed. | 3/24/2023 8:25 AM |
| 116 | The administration, teachers, PTA, parents, and children of our elementary school are truly special people that work hard to provide the best education and experiences for our students. | 3/24/2023 7:35 AM |
| 117 | We are a walking school. | 3/24/2023 7:22 AM |
| 118 | We support one another. We listen to each other and are there for one another. | 3/24/2023 7:20 AM |
| 119 | We need to get real about discipline. Students aren't held accountable for not only their grades but also their behavior. We will lose a lot of teachers who are tired of seeing violence and are tired of being cussed out. Fix the student discipline or find ways for violent offenders to take their courses online--we know the online thing works. | 3/24/2023 7:16 AM |
| 120 | Community Hubs | 3/24/2023 7:02 AM |
| 121 | We have great teachers. Some of the programming available to students has a really strong foundations, especially in CTE and offers students diverse, post-secondary opportunities. | 3/24/2023 6:59 AM |
| 122 | Diversity, college and career readiness programs | 3/24/2023 6:26 AM |
| 123 | Dedicated administration and teachers | 3/24/2023 6:24 AM |
| 124 | I also work in a variety of schools. In every school there is a cadre of committed staff who work hard to meet student needs and dream big. Our students are inspiring and when we all work together, I have seen schools make great events, programs and support programs happen in their communities. | 3/24/2023 5:45 AM |
| 125 | None. There is no consequence for poor choices, Special Ed services not being delivered correctly or at all, violence. | 3/24/2023 5:18 AM |
| 126 | es una excelente escuela | 3/23/2023 10:49 PM |
| 127 | N/A | 3/23/2023 10:49 PM |
| 128 | dedicated teachers, great communication from the teachers, my child loves school and is happy and feels safe at school | 3/23/2023 8:58 PM |
| 129 | Great teachers and resources. | 3/23/2023 8:21 PM |
| 130 | The school does a great job of communicating broad issues/ happenings. | 3/23/2023 8:18 PM |
| 131 | Teachers are still passionate about teaching. They care about their students. They want to be apart of helping to turn things around. | 3/23/2023 8:14 PM |
| 132 | The good thing about our schools is that there is some progress after COVID | 3/23/2023 7:55 PM |
| 133 | STEM and lots of resources in house to help. | 3/23/2023 7:18 PM |
| 134 | Great families, engaged parents, capable kids hungry to be pushed, historic facilities, school pride. | 3/23/2023 7:15 PM |
| 135 | Wonderful services provided. Quality technology, resources are available to students. | 3/23/2023 6:42 PM |
| 136 | Our schools have excellent resources for our communities, students, and families. We stay | 3/23/2023 6:09 PM |

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| | connected with schools to retrieve resources for our families and students. Provide ESOL programs for our students. Our staff is caring, nurturing, bonded, and they know what BCPS requires and what students need to succeed. | |
| 137 | Safe, with focus on each child as an individual with avoidance of teaching to the tests, healthy food, strong counseling program to assist teachers and children, opportunity for significant outdoor time and time away from screens | 3/23/2023 5:41 PM |
| 138 | Schools are diverse. | 3/23/2023 5:29 PM |
| 139 | There are high expectations for students. There are many quality teachers who are dedicated to the students. | 3/23/2023 5:23 PM |
| 140 | Teachers are working hard to meet both academic and social needs. | 3/23/2023 5:23 PM |
| 141 | Dedicated staff Staff who love education Great students that want to learn Academically and artistically knowledgeable students | 3/23/2023 5:05 PM |
| 142 | Employees are dedicated to serving the students, parents and community. Students receive quality education through a variety of forward-thinking programs and partnerships. It is a true TEAM at BCPS! | 3/23/2023 4:49 PM |
| 143 | Diverse | 3/23/2023 4:39 PM |
| 144 | Celebrating students talents and creativity. High levels of quality and opportunity in the arts, cte & athletics | 3/23/2023 4:31 PM |
| 145 | Caring, hardworking teachers, lots of afterschool programs and clubs to allow students ways to connect and engage. | 3/23/2023 4:20 PM |
| 146 | The Teachers and are eager to teach students from all backgrounds, creative, supportive, nurturing and caring. | 3/23/2023 3:50 PM |
| 147 | Good communication from leadership with respect to community opportunities, school opportunities such as college nights, community forums, etc. | 3/23/2023 3:49 PM |
| 148 | Always transparent and forthcoming will all information consistently. | 3/23/2023 3:43 PM |
| 149 | Our school is a wonderful team of dedicated families, educators and support staff who are doing the best they can with the resources provided. The community fully embraces the school, teachers, and administration and our PTA are the biggest cheerleaders for our students and staff. Our school houses the only elementary program for the Deaf and Hard of Hearing students and the students within the program are resilient, dedicated to learning, and persistent in their journey to keep learning more. I am so incredibly lucky to be doing a job a truly love with students who work harder everyday to grow and learn. | 3/23/2023 3:38 PM |
| 150 | Hereford schools are one the best schools | 3/23/2023 3:30 PM |
| 151 | Our schools hold high expectations for everyone. | 3/23/2023 3:29 PM |
| 152 | Many of our schools are also quite diverse. Whether race or ability, our schools are able to handle the needs of the students based on our strengths as a school. | 3/23/2023 3:27 PM |
| 153 | Our students are survivors of interrupted covid learning. They deserve a great teacher in front of them teaching every day. Our teachers work endless hours to educate and nurture their students. Our teachers never missed a beat with all that covid threw at them. They always put students first. | 3/23/2023 3:13 PM |
| 154 | Excellent Related Service providers | 3/23/2023 2:52 PM |
| 155 | I can't think of any | 3/23/2023 2:48 PM |
| 156 | The SW area special school, Maiden Choice, has caring, student centered educators, IA, AAs, Admin, Related Services, and Staff who truly care and see the potential in our students. | 3/23/2023 2:15 PM |
| 157 | Administrators and teachers generally seem to really care about student welfare and learning. | 3/23/2023 2:14 PM |
| 158 | The good thing about my school is the students. They are truly the only reason I come to work everyday. | 3/23/2023 1:52 PM |
| 159 | Our schools reflect the cohesiveness of our greater community. The kids have a lot of opportunities to participate in community and character building events and groups. The | 3/23/2023 1:52 PM |

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| | teachers are very committed to creating an inviting environment in the classroom that makes my children excited about attending school and learning. | |
| 160 | Great teachers. | 3/23/2023 1:47 PM |
| 161 | Children are most attentive and our teachers are very engaging, teaching is not just from the book, but real life questions, discussions, to apply to special home, life, issues. | 3/23/2023 1:43 PM |
| 162 | Teachers, academics, opportunities are wonderful here. A high quality education is being had by all of my children. | 3/23/2023 1:43 PM |
| 163 | One of my schools is a community school and I think that is very beneficial for many students and family that are in need; from clothing, food, to school supplies. | 3/23/2023 1:43 PM |
| 164 | Many of the local colleges have teacher certification programs, providing a strong workforce for the Baltimore County public schools. We also have a strong special education program provided by Sheppard Pratt schools for Baltimore County students. | 3/23/2023 1:42 PM |
| 165 | The teachers really do try to support each other and with that support from each other, we are then able to support our students to the best of our ability. We do try to make sure our lessons are rigorous for our students and that we are not "dumbing down" what we teach because there is a lack of motivation. That is where we try and motivate those kids to want to do better. | 3/23/2023 1:38 PM |
| 166 | Great students, hard working, polite | 3/23/2023 1:30 PM |
| 167 | Great schools, committed staff | 3/23/2023 1:29 PM |
| 168 | The school is modern, well lit and one of the newer schools in the county. | 3/23/2023 1:28 PM |
| 169 | I do not have anything good to say about the zone school my child was assigned to. I was able to have him attend another school and that school is amazing. It has many activities to bring the students and parents together. | 3/23/2023 1:21 PM |
| 170 | Excellent, seasoned principal at elementary level. Committed teachers. Middle School has many good students and good teachers. | 3/23/2023 1:17 PM |
| 171 | Hard working teachers and staff members throughout our buildings. | 3/23/2023 1:16 PM |
| 172 | Our teachers are the best in the country. They are devoted and care about our students. Our support staff is great too. | 3/23/2023 1:16 PM |
| 173 | The parents, teachers and students make a school community. If one party didn't do well, the school community fail. Parent participation is a key, especially in attendance. It is all your perception that changes everything. If you want a positive student attitude, you need to educate the parents first, which will influence the students' attitude. | 3/23/2023 1:14 PM |
| 174 | School based leadership is strong Technology and data reporting tools Parents are supportive of their schools | 3/23/2023 1:13 PM |
| 175 | Celebrating 90 years of academic excellence! Fifth generations now attend - "everybody knows your name". Highly involved PTA/parental support. | 3/23/2023 1:13 PM |
| 176 | There isn't too much good with our current leadership | 3/23/2023 1:07 PM |
| 177 | Excellent teachers | 3/23/2023 1:06 PM |
| 178 | our students have so much potential! Our staff really cares. They can really come together as a team with proper leadership. Our HS students graduate prepared for employment. Our community schools really do their best to involve the entire community. | 3/23/2023 1:06 PM |
| 179 | We are a village. We work with and encourage every child. Education is all about the children. | 3/23/2023 1:01 PM |
| 180 | Teachers care about the students, community based partnerships. Students want to be at school. | 3/23/2023 1:01 PM |
| 181 | We have students from all over the world. They bring a lot to the cultural of the school. | 3/23/2023 1:00 PM |
| 182 | My daughter is only in kindergarten, but what I have observed is that the schools are very diverse as well as they offer a variety of "extras" such as art, music, etc. | 3/23/2023 12:58 PM |
| 183 | The good kids outnumber the problem students, although you wouldn't know it to see and here the things that happen in a day. Too much time and attention is wasted on problem students | 3/23/2023 12:57 PM |

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| | and not enough given to the students that should be treated as roll models. | |
| 184 | Diverse population and curriculum, data-driven, partnership with community leaders and businesses. | 3/23/2023 12:57 PM |
| 185 | The schools are close to many residential neighborhoods and offer many extracurricular activities. The school leadership communicates fairly well. | 3/23/2023 12:51 PM |
| 186 | You have thousands of dedicated teachers and support staff who are dedicated to providing quality educational, emotional, and social support to our students. | 3/23/2023 12:50 PM |
| 187 | Most staff are caring and highly qualified in their area of expertise in education. | 3/23/2023 12:48 PM |
| 188 | The schools that my children attend are examples of school leadership recognizing the school is apart of the community. The good things about the schools my children are zoned to attend is that they offer more than just mandatory instruction-time as engagement for students and families. Most of the teachers (not all) have adapted their pedagogy to incorporate race, racism, and anti-white supremacist strategies. This is important in a school district where more than 20% of the student body identifies as non-white racially and ethnically. The administrators who have been in the community for 10+ years take seriously the concerns of all stakeholder groups (students, parents, community residents, business owners, etc.) and try to create a space (usually the school) as the common ground for us all. | 3/23/2023 12:47 PM |
| 189 | Schools are filled with passionate educators, administrators, and support staff. | 3/23/2023 12:46 PM |
| 190 | Qualified teaching staff who care about the students, their growth and success. | 3/23/2023 12:45 PM |
| 191 | focused on careers and academics | 3/23/2023 12:40 PM |
| 192 | Teachers meet needs - academically, emotionally and socially. Cleanliness of the schools is adequate. Facilities in general are well cared for. | 3/23/2023 12:39 PM |
| 193 | Students are very creative. | 3/23/2023 12:37 PM |
| 194 | The faculty and staff work for the good of the students. | 3/23/2023 12:19 PM |
| 195 | Our teachers and paraeducators work tirelessly to meet the needs of their students. We do all we can to support each other and our kids. We go above and beyond to meet academic and social emotional needs. We are burning out, though, as the needs are growing exponentially each year. Post-covid, students are less able to work independently or maintain the stamina to complete assignments without individual support. We don't have enough support staff to meet behavioral, social emotional and academic needs in the classroom. | 3/23/2023 11:38 AM |
| 196 | great supportive staff team effort | 3/23/2023 11:02 AM |
| 197 | Most of our faculty and staff are very caring towards the students and each other. | 3/23/2023 10:57 AM |
| 198 | Baltimore County Public Schools were always highly regarded and made living in the County attractive. | 3/23/2023 9:57 AM |
| 199 | BCPS has over 80 schools (and counting) that are certified as MD Green Schools, under the MD Association for Environmental and Outdoor Education (MAEOE) Green Schools Program. Additionally, two schools have been nationally recognized as US Green Ribbon Schools. By facilitating a culture of sustainability, BCPS has the tools and the energy to assist ALL schools within BCPS to become certified MD Green Schools. | 3/23/2023 9:45 AM |
| 200 | Schools are kept clean. Good programs. Good teachers. Schools kept safe. | 3/23/2023 8:52 AM |
| 201 | I feel like many teachers at this point have given up on actually teaching and counting the days to the next break. But then there are others that are incredible, dynamic, engaged teachers who actually care about students learning. | 3/23/2023 7:57 AM |
| 202 | Teachers love and care for their students | 3/23/2023 7:50 AM |
| 203 | Everyone is always striving to do their best. Our students are always encouraged to be pushed to reach their full potential. | 3/23/2023 7:40 AM |
| 204 | information dissemination is perfect | 3/23/2023 3:54 AM |
| 205 | The communication between the school, teachers and parents. | 3/22/2023 11:45 PM |
| 206 | We have a long history of demonstrated commitment to the arts (since 1906) even in times of | 3/22/2023 9:41 PM |

struggle the arts have remained a strong point. We have a dynamic CTE programs that embrace innovation and community engagement. CTE exists in every school in BCPS not isolated to specific centers

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| 207 | The best schools that I know are in the central area and a few in the northeast area. In these communities, parents take responsibility for their children's academic success and behavior. Other schools in other areas need to have more support for academic success and behavior. | 3/22/2023 9:21 PM |
| 208 | My school has a before and after care program which is helpful. | 3/22/2023 8:36 PM |
| 209 | 75% of the teachers actually love the job and want these kids to learn. | 3/22/2023 8:15 PM |
| 210 | Teachers are wonderful, for the most part. | 3/22/2023 7:39 PM |
| 211 | The dedicated teachers and staff who want to see their students grow. | 3/22/2023 7:24 PM |
| 212 | They have low turnover which speaks to the leadership. When we moved here 2 years ago, the community members spoke highly of the schools. Our sons school has excellent community engagement and support from families. | 3/22/2023 7:02 PM |
| 213 | There are some high performing schools. | 3/22/2023 6:35 PM |
| 214 | The school where I teach has an amazing administration who advocates for the teachers and does what is right for the children. We have families who we have developed strong relationships with that last well beyond their child's time in the classroom. | 3/22/2023 6:10 PM |
| 215 | They have amazing educators and they have great coaches | 3/22/2023 5:51 PM |
| 216 | My school has a before and after care program which is helpful. | 3/22/2023 5:48 PM |
| 217 | Teachers and administrators work hard! | 3/22/2023 3:10 PM |
| 218 | Again, we have a very diverse population which is definitely a strength but does present some challenges. Our kids are eager to learn. Our administration, teachers and staff care about the children in our schools. | 3/22/2023 3:07 PM |
| 219 | The top students are very good and hard working | 3/22/2023 2:04 PM |
| 220 | Our dedicated staff cares for our students so well, giving emotional support as well as a great education. Our music program is nationally recognized. | 3/22/2023 1:56 PM |
| 221 | Please see previous comment to question one | 3/22/2023 1:48 PM |
| 222 | principals make or break the school. i can name a few middle schools where the suspension rate fjb and expulsion rate is high. evidence of POOR management. | 3/22/2023 1:30 PM |
| 223 | Diverse students, families, staff. Excellent staff members willing to go above and beyond. Amazing kids. | 3/22/2023 1:23 PM |
| 224 | Our goal at BCPS is for teachers, administrators and support staff to ensure that every student learns and succeeds regardless of what their background is. | 3/22/2023 1:16 PM |
| 225 | Diversity for sure; the number of countries and languages represented in our schools is astounding. Community support and involvement. We currently have a partnership with the community college that offers our high schoolers a lot of opportunities. | 3/22/2023 1:10 PM |
| 226 | They were once one of the top school systems in the state, nation, and were visited by international scholars. we can be again. our schools are very unique based on where they are located. many of our teachers and educators live in the school community. | 3/22/2023 12:39 PM |
| 227 | The Teachers. They are amazing. | 3/22/2023 12:27 PM |
| 228 | Community | 3/22/2023 11:50 AM |
| 229 | Teachers seem invested in children's education and are available to talk at a moment's notice | 3/22/2023 11:40 AM |
| 230 | The teachers and principal are great, the environment is beautiful and kids are treated well. The school is also well co ordinated. | 3/22/2023 11:35 AM |
| 231 | Extra Curriculars | 3/22/2023 11:22 AM |
| 232 | We have a strong PTA at the elementary level with parents who want to help make the best of | 3/22/2023 10:56 AM |

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| | their child's education. Many educators are devoted to making a difference in the childrens' lives. | |
| 233 | BCPS continues to employ competent and talented staff in schools and in many offices. | 3/22/2023 10:53 AM |
| 234 | Magnet programs AP classes with dedicated staff CCBC relationship and its benefits to students Great sports programs | 3/22/2023 10:08 AM |
| 235 | Lots of extracurriculars Parent volunteers Teachers who email parents often High standards Equal standards and punishments for all regardless of demographic factors. | 3/22/2023 9:43 AM |
| 236 | BCPS Westowne elementary has been the most understanding, family like school when our daughter was transitioning to live school from virtual and being in a new county. They embraced her and us. From administration to teachers, they are awesome educators and they really care! | 3/22/2023 9:08 AM |
| 237 | We have had super administrators at Hillcrest Elementary, Catonsville Middle, and Catonsville High. My children have had some great teachers. | 3/22/2023 9:06 AM |
| 238 | The teachers in the Baltimore County school system have the right attitude about student learning. The school nurses and administrators are committed to giving student's the best atmosphere to learn that they can. | 3/22/2023 8:51 AM |
| 239 | The students and parents! | 3/22/2023 8:22 AM |
| 240 | Extra Curriculars | 3/22/2023 8:09 AM |
| 241 | Enrollment in Baltimore County schools is at or exceeding. Recently there has been a push to hire qualified individuals to lead schools, provide instruction and assist with student mental health and behavioral needs. | 3/22/2023 7:19 AM |
| 242 | Carver is a beautiful school and new. Classes are a good size and my daughter seem okay at her school. She had experienced bullying! | 3/22/2023 7:07 AM |
| 243 | My daughters' schools ie Winand Elementary and Randallstown High teachers are very collaborative with parents to improve on their children's academic performance. | 3/22/2023 4:53 AM |
| 244 | It's open and fairly close. Teachers work hard to make a difference . | 3/22/2023 4:51 AM |
| 245 | The teachers seem to truly care about students.schools are clean | 3/21/2023 11:55 PM |
| 246 | VLP has positive student learners, striving for mastery excellence in a COVID-19 pandemic. Our non-smoking and zero tolerance drug free community provides a healthier fresh air quality for young, middle and senior age groups. The community no noise, no illegal use of firearms, guns or weapons are a trademark for all mankind. Our children and their children families will have a wonderful time in our lives. The BCPS VLP are social distance online. The learners are able to retrieve supplies from their home schools, risk free from COVID-19. The virtual student representatives can learn in a non-toxic, safe, clean air environment in the virtual learning program. VLP learners can wearmask or not wear mask while safe at home. Student learners can stay around those he or she live with in their home. All BCPS/VLP/MCES Learner Representatives can abide by Center of Disease Control (CDC) guidelines to only consume "eat" "drink" their own food and beverages when virtually online. Learners in the VLP can abide by CDC washing their hands 20 second rule while singing the "Happy Birthday" song. Students, teachers and parents can focus on the allotted or allowed 8:45 a.m. to 3:10 p.m. learning timeframe. Parents can help their student track finished assignments. Parents can keep pace with learners virtual class. Students can demonstrate excellence in 3 institutions for example as follows: VLP/MCES/BCPS. The BCPS VLP MCES Virtual Student Representatives can create a LIVE instructional, learning and historical moment being on time within a seven hour period. Parents can remain their child's best role model. Stakeholders and the United States 🇺🇸 of America communities are the stepping stones we need to improve in order to take care of our community. VLP progress is clearly shown when student learners microphone is muted "off" so parents and students working at home are not distracted by background noises. Students can clearly understand their parents, caregivers, teachers, guidance counselor, Principal, Director, Superintendent, classmates and his or her role in the LIVE virtual program. Students can focus 100 percent of attention span on learning while being filmed on a LIVE broadcast. Parents have the 2022-2023 instructional tools to make sure their children are aware of innovative Ideas like check your answer math concepts along with laptop technology to help increase practice time with a familiar face like a parent role model. Teachers can focus on lesson plans. Teachers lesson plans are created before class. The | 3/21/2023 11:23 PM |

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| | BCPS MCES VLP has gained more teaching time less bus, nurse, cafeteria, tardy, absentees, car ride or dismissal and cleanup duty time. VLP teachers are professionals who accept suggestions and recommendations from the community clearly in hopes for a brighter, better, stronger, more efficient and productive generation full of diversity, personality similarities or differences and diverse cultures. Our world is one for all mankind. | |
| 247 | The schools are willing to improve | 3/21/2023 9:24 PM |
| 248 | N/a | 3/21/2023 9:14 PM |
| 249 | We are fortunate to live in an area where parents are highly involved, supportive to the students and willing to advocate for their kids. Our schools are great for more « traditional » learners - the ones who aren't exceptions one way or the other. Without the parents who are willing to advocate for their children, those exceptional children who don't fit nicely in the standardized testing boxes that BCPS has created for them, those children struggle and are grossly underserved by the system. | 3/21/2023 9:10 PM |
| 250 | With the expansion of community schools, BCPS addresses the needs of students and families. With the Blueprint for Maryland's future, BCPS has the opportunity to make necessary system changes to address historical inequities. | 3/21/2023 9:10 PM |
| 251 | My school has great protocols in place to handle cell phones and lateness to class. The students are pretty well behaved too. | 3/21/2023 9:03 PM |
| 252 | Honeygo elementary is fantastic. The teachers and staff go above and beyond to create amazing experiences for our kids on a routine basis. Our PTO is also highly engaged. | 3/21/2023 8:52 PM |
| 253 | Parents are involved and care about their child's progress. Teachers are dedicated and want what is best for students. | 3/21/2023 8:14 PM |
| 254 | Email and sometime teacher call you if your child not doing right. | 3/21/2023 8:05 PM |
| 255 | Staff and teachers are enthused, engaging and empathetic with their students and families at Rossville. | 3/21/2023 7:57 PM |
| 256 | There are very fine teachers, social workers, counselors and psychologists going beyond the expected to support students. | 3/21/2023 7:20 PM |
| 257 | Fort Garrison is an amazing school, where there is a strong sense of community between children, parents, and teachers. Parents are involved with the schools from participating in the PTA to attending any available event. We know almost all families in our children's grades and share those families values. We want to transition our culture and values to our middle school (Pikesville Middle). However, we believe that majority of students and families of students that send their children to Pikesville Middle do not share our values. | 3/21/2023 7:12 PM |
| 258 | Our schools have children that want to learn and be good citizens and students. | 3/21/2023 6:53 PM |
| 259 | Staff and teachers are enthused, engaging and empathetic with their students and families at Rossville. | 3/21/2023 6:50 PM |
| 260 | Great, caring teachers and staff | 3/21/2023 6:40 PM |
| 261 | Involved families and community; good rapport between teachers and families; open minded diverse families | 3/21/2023 6:32 PM |
| 262 | VLP learning not happy with any of the schools | 3/21/2023 6:29 PM |
| 263 | offer wide variety of advanced academics and AP courses | 3/21/2023 6:13 PM |
| 264 | My children are 7 and 8 so I've only had experience thus far with Seventh District Elementary, and I've had nothing but great experiences with our school. The teachers (& staff) are phenomenal and truly care about their students, getting to know them on an individual basis and that helps the kiddos learn better. Our PTA is the best around - you can't tell me differently! | 3/21/2023 4:52 PM |
| 265 | Our school is small, friendly environment. | 3/21/2023 4:50 PM |
| 266 | The West schools are amazing because they value leaders who use communication as their strategy. _____ would be the best candidate as she knows this area and ALL of the zones the best. | 3/21/2023 4:42 PM |

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| 267 | Usually very good teachers. Ability to get a great education, just not being fulfilled right now. | 3/21/2023 3:49 PM |
| 268 | All the staffs are very good n have a friendly environment in our school | 3/21/2023 3:48 PM |
| 269 | Teachers are caring. Principals communicate with families. | 3/21/2023 3:32 PM |
| 270 | BCPS has dedicated staff who care about their students. Many staff members live within the county and are raising their families here. This is testament to the belief that our communities and school CAN be great. | 3/21/2023 3:17 PM |
| 271 | Students have access to appropriate resources. | 3/21/2023 3:06 PM |
| 272 | Everyone cares about their job, the children and is aware of their responsibilities. | 3/21/2023 2:39 PM |
| 273 | The schools are doing what they're expected to do. | 3/21/2023 2:12 PM |
| 274 | Numerous academic opportunities for students - variety of magnet and CTE programs, academic areas of study, dual enrollment partnerships (for college credit AND for career certifications), Advanced Placement The staff who support the students (teachers, paraeducators, adult assistants, food service, building service workers, bus drivers, grounds teams, administrators) Building administrators who are working with the resources at their disposal to best serve their communities | 3/21/2023 2:11 PM |
| 275 | community partnerships, dedicated training for teachers, opportunity for career advancement, multiple online and in person resources for families and students. | 3/21/2023 1:59 PM |
| 276 | Most schools are walkable for most communities. Access to after school clubs/activities. | 3/21/2023 1:56 PM |
| 277 | Our schools are safe havens for many of our children. As a parent, I see and hear of our teachers doing amazing things to assist students in supporting them academically and emotionally. Baltimore County schools has a great support system in our County government and work together to strengthen our education system and community. | 3/21/2023 1:45 PM |
| 278 | Some schools are good and some not so good. This might be due to discipline issues due to overcrowding as the county council keeps over building and does not allow the school facilities to catch up with the amount of building. We are also near the city and many families lie about where they live. | 3/21/2023 1:36 PM |
| 279 | Very involved community and parents are eager to participate and support their child's education. | 3/21/2023 1:31 PM |
| 280 | Most students are cheerful and want to learn; most parents are supportive | 3/21/2023 1:16 PM |
| 281 | In our schools, there is a sense of community and unity in doing what's best for students and staff. Our culture is strong when staff, students, and the leadership team work together. We collaborate to find and maintain safe spaces for our students and work as a team to meet the needs of our students and staff. | 3/21/2023 1:11 PM |
| 282 | Kids don't have to realize how little the staff is paid. | 3/21/2023 1:01 PM |
| 283 | Honestly, the only good thing about BCPS is they give students a place to go if they need food, shelter, safety/security from someone in their life. | 3/21/2023 12:54 PM |
| 284 | Schools offer various programs that benefit students. | 3/21/2023 12:44 PM |
| 285 | Strong academic program with high achievement | 3/21/2023 12:42 PM |
| 286 | The teachers and staff at Carney care about meeting the needs of each child. | 3/21/2023 12:37 PM |
| 287 | Many, many good things! Motivated staff in both schools and offices. | 3/21/2023 12:27 PM |
| 288 | excellent teachers and parental involvement with the school | 3/21/2023 12:24 PM |
| 289 | No all school are the same most of them are terrible when it come to special education | 3/21/2023 12:24 PM |
| 290 | Excellent Teachers (that unfortunately are frustrated and resigning for other careers) Excellent learning resources (that are often offline due to inadequate technical support) | 3/21/2023 12:20 PM |
| 291 | Generally speaking, the staff is hard working. But they are underfunded and overworked | 3/21/2023 11:57 AM |
| 292 | Schools are becoming more transparent but there still needs to be better ways for open communication | 3/21/2023 11:47 AM |

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| 293 | Love that my school feels inclusive of all types of students whether it be their gender, sexuality, family makeup, diversity in ethnicity, language, etc. | 3/21/2023 11:39 AM |
| 294 | Diversity | 3/21/2023 11:26 AM |
| 295 | Students want safe schools. We don't want a superintendent who protects the problem makersm | 3/21/2023 11:21 AM |
| 296 | Most parents are actively interested in the community and what is happening in the schools. | 3/21/2023 11:16 AM |
| 297 | Our students! We are a very diverse community and everyone is so enthusiastic and engaged in learning about each other's traditions, cultures, and experiences. | 3/21/2023 11:10 AM |
| 298 | They offer support for to ALL students, particularly those with special needs. For the record, special needs includes gifted and talented as well as those with disabilities. | 3/21/2023 11:08 AM |
| 299 | High academic expectations | 3/21/2023 10:57 AM |
| 300 | We have people that deeply and genuinely care about the success and welfare of our children. | 3/21/2023 10:53 AM |
| 301 | Teachers genuinely care about students and their learning. | 3/21/2023 10:43 AM |
| 302 | Diversity. Wonderful extracurriculars. Teachers and staff that form relationships with the community. | 3/21/2023 10:40 AM |
| 303 | Hard working teachers, supportive administration. | 3/21/2023 10:18 AM |
| 304 | An increasing commitment to honor diversity and reflect this in the curriculum. | 3/21/2023 9:57 AM |
| 305 | We care. We want the best for the students. We work really hard every day in a collaborative effort to do so, but often do not get support on even simple tasks but it always seems to be someone else's job. | 3/21/2023 9:46 AM |
| 306 | My observation in the Hereford Zone is dedicated, caring teaching and administrative staff (with definite fatigue from challenges of COVID). | 3/21/2023 9:46 AM |
| 307 | The SPHS community is small and tight knit. There is tremendous support from community members, parents, and alumni. It is unlike any other high school community I have observed in BCPS. | 3/21/2023 9:44 AM |
| 308 | We have excellent resources for faculty and students to use | 3/21/2023 9:43 AM |
| 309 | Our principals, school staff, and majority of families work very hard to support student success. | 3/21/2023 9:39 AM |
| 310 | diverse, willing to adjust to changing needs of students and families while being grounded in our mission | 3/21/2023 9:27 AM |
| 311 | Good sports program great teachers that actually care about the students | 3/21/2023 9:26 AM |
| 312 | The faculty at my school are supportive of each other. I feel cared about by my peers. | 3/21/2023 9:21 AM |
| 313 | N/A | 3/21/2023 9:17 AM |
| 314 | Excellent facilities, talented teachers | 3/21/2023 9:14 AM |
| 315 | Our district includes a number of high-performing and economically, ethnically, and racially diverse magnet schools whose staff works hard to prepare our students for both college and career. Students obtain industry certifications, apprenticeships/internships to prepare them for work in their fields in addition to our rigorous academic program. Our goal is to keep doors open for students to pursue college or careers. We have a solid staff, where many have been working for more than 20 years. | 3/21/2023 9:06 AM |
| 316 | Invested educators | 3/21/2023 8:47 AM |
| 317 | My school has strong leadership. Our administration cares deeply for the students and teachers. The administration makes us feel valued. My school has strong teachers. We get along and work together to make our school a better place to learn. | 3/21/2023 8:46 AM |
| 318 | Most of the teachers are trying to do what is best for the students while also acting as behavior interventionists. | 3/21/2023 8:43 AM |

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| 319 | Very professional and the kids learn. | 3/21/2023 8:42 AM |
| 320 | All staff members are very polite. kind to all. its also very clean...students are well behave and kind | 3/21/2023 8:42 AM |
| 321 | We love our school and the support we received from teachers | 3/21/2023 8:41 AM |
| 322 | We have the materials we need to be effective as teachers. Problems are not related to materials, equipment, or lack of typical professional development. | 3/21/2023 8:17 AM |
| 323 | There are many capable people trying their best. | 3/21/2023 8:15 AM |
| 324 | We have a lot of really nice kids. We have a lot of really hard-working teachers. | 3/21/2023 8:13 AM |
| 325 | I have twins, while one of the twins have no issues at her school (Chesapeake High School, Essex) the other twin at Patapsco (Dundalk) are bullied daily by students and sometimes teachers say very unprofessional, mean things to students. I think all teachers should take mandatory mental health training because some of these students are seeing mental health therapist, counselors and psychiatrist that they are not aware and because of HIPPA, they are not required to disclose it. Often times, teachers say very mean and reckless things to students. | 3/21/2023 8:12 AM |
| 326 | As school learn to. Students opportunity for better growth and helping them | 3/21/2023 8:05 AM |
| 327 | As school learn to. Students opportunity for better growth and helping them | 3/21/2023 8:05 AM |
| 328 | The administration and most teachers in my school are quality employees. They are always trying to find ways to make sure the students are engaged and held accountable for their work and actions. | 3/21/2023 8:03 AM |
| 329 | The students excel because of the shared values of the community. The only thing that prevents the students' progress is the inept leadership and constantly changing curriculum and goals. | 3/21/2023 8:01 AM |
| 330 | Sense of family, well rounded curriculums | 3/21/2023 7:59 AM |
| 331 | Diverse. | 3/21/2023 7:35 AM |
| 332 | We've been lucky in magnet lotteries/applications. We have been in schools that are thriving because the admin are so involved and invested. There are others where the admin seem to take a back seat and the teacher/parent involvement is minimal. | 3/21/2023 7:32 AM |
| 333 | Not school based | 3/21/2023 7:32 AM |
| 334 | The school in the zone are extra accommodating when parents are active in the child's academics. | 3/21/2023 7:32 AM |
| 335 | Awesome instructors, some great instructional leaders, equity and diversity are embedded but needs more work. K-5 work is awesome!! | 3/21/2023 7:29 AM |
| 336 | we work together as a family for the best interest of the kids | 3/21/2023 7:28 AM |
| 337 | Most schools are focused on supporting students. | 3/21/2023 7:24 AM |
| 338 | The school where I work has great teachers. They care about one another. The students who want to learn are amazing for the things they overcome - internal and external. | 3/21/2023 7:21 AM |
| 339 | Great teachers and administrators (many live in the neighborhood); high standards; transparent communication; high parental engagement. | 3/21/2023 7:20 AM |
| 340 | I have taught at the best school in Baltimore County and one of the worst. At the magnet school I'm currently at, our school does not tolerate bad behavior and students know there is a consequence and that they could lose their seat. However, at other schools there are no consequences and students are out of control. There needs to be tougher consequences on violence, bullying, and disrespect. At the better schools I've worked at, the students want to learn and the test scores are very high. There is no disrespect and parents fight to get their kids here. | 3/21/2023 7:18 AM |
| 341 | For the most part the teaching staff is strong. | 3/21/2023 7:18 AM |
| 342 | Our schools are diverse and the demographics are always changing. | 3/21/2023 7:18 AM |

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| 343 | The teachers caring and supporting | 3/21/2023 7:16 AM |
| 344 | Still some caring and invested teachers | 3/21/2023 7:15 AM |
| 345 | In my neighborhood, schools are walkable and very community-oriented. The community in turn is very committed to our local schools. | 3/21/2023 7:15 AM |
| 346 | Our schools have high quality teachers and a great support system of parents, PTA, and volunteers. (current zip code 21093) | 3/21/2023 7:12 AM |
| 347 | Our schools have high quality teachers and a great support system of parents, PTA, and volunteers. (current zip code 21093) | 3/21/2023 7:11 AM |
| 348 | Teachers have been great. But they're leaving pretty quickly. 5th grader has only one former teacher still at the school. Four have left. | 3/21/2023 7:11 AM |
| 349 | In the past we have had a very loyal staff. In recent years the turn over has been dramatic. | 3/21/2023 6:59 AM |
| 350 | Our schools have excellent reputations. Our high school has a strong graduation rate and amazing extra curricular programs. Many of the students receive scholarships both academic and sports. | 3/21/2023 6:48 AM |
| 351 | The VLP protects those who feel uncomfortable going back to in-person schooling. We are a safe-haven. We have smaller classrooms. have the ability to work in a less distracted atmosphere and one-on-one. It is a more personal experience. | 3/21/2023 6:39 AM |
| 352 | I believe the schools offer a good variety of classes and opportunities for career classes as well as trade classes which are becoming more in demand. I also think the high schools need to continue to add more "life skill" classes for the students. Such as basic financial and home environment skills. Too many students leave the schools without an education of what reality is to live an independent life. And I adamantly believe that the trade school type classes need to be part of the curriculum. Why were Home Economics, Auto Mechanics, and those types of classes ever removed from our schools? Most students leaving high school do not even have the basic knowledge how to balance their bank account, do their own laundry, buy groceries, cook a meal, or even common courtesies in general. | 3/21/2023 6:30 AM |
| 353 | The magnet schools and programs are exceptional. The teachers are hard working and devoted to students. | 3/21/2023 6:17 AM |
| 354 | Catonsville High has students that are very successful in academics and sports. They have much support at home. | 3/21/2023 6:15 AM |
| 355 | Our schools care about all children and strive everyday to meet the needs equitably. We continue to add supports where needed to close learning gaps and find ways to support kids regardless of their home situation. Our schools understand that we need to reduce our class sizes and hire more highly trained special educators and mental health supports in order to realistically meet the needs of all students. Safety is our biggest concern and our schools understand we need to continue to find ways of setting boundaries and limits while also providing supports to ensure a path to success for all students. | 3/21/2023 6:12 AM |
| 356 | Great and supportive teachers, look to support and give in the best interest for our students. Get parents/ families involved and reach out and find ways to help students do well and improve in a academics with resources they have. | 3/21/2023 6:06 AM |
| 357 | The Towson area schools are all very family oriented and are manageable in size. The kids feel unique and welcomed every step of the way. The teachers are all very kind and nurturing. | 3/21/2023 6:04 AM |
| 358 | Our schools are striving towards smaller class sizes and more special education supports. Our schools recognize that teachers should be celebrated, supported, and properly paid so they will continue to work hard and meaningfully everyday for our kids. Our kids deserve well trained, healthy happy teachers who understand how to support the individual needs of our kids. | 3/21/2023 6:00 AM |
| 359 | our school is employed by kind caring and professional people that genuinely care for the children who they serve. | 3/21/2023 5:47 AM |
| 360 | Our school does lots of activities for families. Teachers care about their students and are communicative. | 3/21/2023 5:44 AM |
| 361 | Decent class sizes and usually teachers work to help the kids. Kids feel safe at the schools and parents feel they are safe- in my experience school safety is not normally a parental | 3/21/2023 4:39 AM |

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| | discussion topic. | |
| 362 | The school system is there and there is nothing wrong | 3/21/2023 4:17 AM |
| 363 | Although we are a Title One school, we are also a community school. Our schools are also diverse and supportive of the needs of all children/students. We have a fantastic Principal!!! | 3/20/2023 11:55 PM |
| 364 | Dedication to students | 3/20/2023 11:44 PM |
| 365 | Our schools are Perryhall MS And Perryhall Hs our elem is Kingsville. Our schools grew up together and stick together no matter what. | 3/20/2023 11:20 PM |
| 366 | Dedicated and hard-working support staff; skilled and caring teachers | 3/20/2023 11:13 PM |
| 367 | No input to share | 3/20/2023 11:05 PM |
| 368 | Our schools have teachers that cares. They go above and beyond. | 3/20/2023 10:18 PM |
| 369 | My school is very good. My school has wonderful teachers and lovely kids. I love my school. | 3/20/2023 9:52 PM |
| 370 | For the most part everyone is friendly and tries to help out wherever needed. Our school is lead by a principal that cares about the students and the staff. | 3/20/2023 9:26 PM |
| 371 | Amazing teachers and staff, elementary schools are pushing the kids in certain areas to be ahead of the curriculum which is good- challenging the kids, agriculture emphasis in the western part of Baltimore County, community ties with other elementary schools in the area, PTA involvement in community and schools | 3/20/2023 9:11 PM |
| 372 | Good programs, clubs, and sports Children see the counselor in class starting in kindergarten A control on bullying 100 days of school special day my child looks forward to Grade level book fair with scholastic Field trips are nice New up to date school | 3/20/2023 9:09 PM |
| 373 | The schools need more mentors and tutoring for the students. | 3/20/2023 9:08 PM |
| 374 | BCPS schools are diverse. Northern Baltimore County is vastly different from Southern Baltimore County. All the schools are different. This is a case-by-case question. | 3/20/2023 8:44 PM |
| 375 | Our elementary school has dedicated teachers and a fantastic principal. There is plenty of space for students. | 3/20/2023 8:42 PM |
| 376 | The schools are really into helping the students become successful | 3/20/2023 8:24 PM |
| 377 | Awesome teachers and students. | 3/20/2023 8:14 PM |
| 378 | Hereford high has a wealth of resources and has agriculture built in | 3/20/2023 8:06 PM |
| 379 | I struggle to come up with a reasonable answer to this question. There's no discipline in schools anymore. Teachers don't even give homework anymore because they are lazy. | 3/20/2023 8:05 PM |
| 380 | Our school has school spirit and want to learn/ teach. | 3/20/2023 8:01 PM |
| 381 | We love our school- it has a wonderful culture where my child is encouraged to learn and expected to do great things! | 3/20/2023 7:49 PM |
| 382 | Convenient, free, my child loves her teachers | 3/20/2023 7:47 PM |
| 383 | Good teachers. | 3/20/2023 7:46 PM |
| 384 | My school is definitely a good school they help and make sure all iep children have and exceed in what there weaknesses are . | 3/20/2023 7:45 PM |
| 385 | -Diversity within our student body, that strongly value education and the opportunity it affords - Amazing teachers with creativity and passion -Strong magnet program, especially in the arts - Growing CTE program and Aspiring Educators program | 3/20/2023 7:30 PM |
| 386 | Carver Community is very accepting and tolerant of others. There is not a lot of school violence or incidents because the students want to be there. Towson High School provides a good curriculum. | 3/20/2023 7:17 PM |
| 387 | We have so many great teachers who care so much to create amazing classroom environments and spend so much time providing enrichment outside of school with coach classes, concerts, sports, clubs, etc. We have students with loads of talent and potential! | 3/20/2023 7:16 PM |

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| 388 | Quality teachers that work hard | 3/20/2023 7:08 PM |
| 389 | TBD | 3/20/2023 7:06 PM |
| 390 | Our schools are mostly modernized with the ability to allow our students and staff to work virtually then they need to. People take pride in their schools and try to keep them clean and welcoming. | 3/20/2023 7:05 PM |
| 391 | We have the most creative hardest working staff. We rise to every new initiative and task, but are often over looked and underappreciated. We show and live our school PRIDE. We are responsive to our climate and intentional on providing mentoring and out of school opportunities for our scholars. | 3/20/2023 7:01 PM |
| 392 | Most of the teachers are invaluable and are in dire need of support. | 3/20/2023 6:56 PM |
| 393 | Our schools , to me can be better. I know the teachers have a lot of work to be done. An the parents need to know what their child deals with in school. But we have a good school system. | 3/20/2023 6:55 PM |
| 394 | Though Vincent Farm our Elementary School has always had a rigorous program and high expectaions for the success of our children. Golden Ring Middle and Overlea High school does not have the same reputation. I have seen many families move away from our community to avoid their children attending our middle and high schools. My children we lucky to be able to get into magnet programs in high school. My son had to go to Golden Ring. There were many issues of bullying, violence, profanity, and abuse from other students. My son's teachers were wonderful for him and helped him make this transition as good as possible. Many of those teachers have moved away, or quit because of the student and parent's behavior. The lack of respect for the teachers is a deterrent for maintaining the quality teachers our children deserve. | 3/20/2023 6:52 PM |
| 395 | High quality education and educators at Carroll Manor Elementary School. | 3/20/2023 6:48 PM |
| 396 | High quality education and educators at Carroll Manor Elementary School. | 3/20/2023 6:48 PM |
| 397 | Updated to a point. No huge issues and no multiple problems either. Elementary school that is. | 3/20/2023 6:31 PM |
| 398 | Friendly Staff, Awesome Principal, Organized, Great with Communication, Safe | 3/20/2023 6:26 PM |
| 399 | My son's school (OMHS) communicates very well. I feel that his teachers are responsive and he has had experience there. | 3/20/2023 6:25 PM |
| 400 | BCPS Westowne elementary has been the most understanding, family like school when our daughter was transitioning to live school from virtual and being in a new county. They embraced her and us. From administration to teachers, they are awesome educators and they really care! | 3/20/2023 6:18 PM |
| 401 | Our schools are full of dedicated professionals with a true heart for the students. | 3/20/2023 6:10 PM |
| 402 | BCPS is home to thousands of dedicated teachers and support staff that work very hard to provide rich learning experiences for students. | 3/20/2023 6:07 PM |
| 403 | They're all filled to the brim with bright beautiful students who deserve the best education possible | 3/20/2023 6:03 PM |
| 404 | Dedicated teachers. Great athletic coaches. Great after school clubs. | 3/20/2023 6:01 PM |
| 405 | Hillcrest and its feeders has a incredibly dedicated staff and students. Families are invested in our public schools. | 3/20/2023 5:58 PM |
| 406 | We have a diverse population of students who, in many cases, are the children and grandchildren of BCPS graduates. | 3/20/2023 5:51 PM |
| 407 | Blue ribbon elementary school with good support staff and administrators. | 3/20/2023 5:43 PM |
| 408 | School are the best in the county and teachers are high quality. Parents are involved and the schools are safe. | 3/20/2023 5:41 PM |
| 409 | We have very small number of local vocational tech schools, which I feel are undervalued and need more attention. | 3/20/2023 5:40 PM |
| 410 | Students are provided a large variety of courses and completers to focus during their time with us. | 3/20/2023 5:29 PM |
| 411 | Our schools have wonderful teachers, administrators, students and parents that are all deeply | 3/20/2023 5:23 PM |

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| | invested in our community through sports, PTA, etc.! | |
| 412 | The schools offer a good curriculum and extracurricular activities. The staff seems to care and are fully invested in our children's success. | 3/20/2023 5:23 PM |
| 413 | History of good conduct among the student | 3/20/2023 5:20 PM |
| 414 | I think the schools have enthusiastic, caring staff. This has been my experience so far. | 3/20/2023 5:16 PM |
| 415 | Diverse and inclusive (curriculum, staffing, student organizations, etc.); college and career driven; active and forward-thinking; technology access | 3/20/2023 5:14 PM |
| 416 | Diverse, rigorous | 3/20/2023 5:12 PM |
| 417 | We have a hard working core group of staff members. It is not often that teachers leave our school because it is a great place to teach. | 3/20/2023 5:12 PM |
| 418 | Lots of awesome teachers | 3/20/2023 5:11 PM |
| 419 | One of the reasons we moved to the Hereford zone is because of the school system. The high ranking scores, the high percentage of graduating students who continue on to college, the availability of extracurricular activities, and the high approval ratings coming from parents, teachers and students all help to produce well rounded students and communities. | 3/20/2023 5:06 PM |
| 420 | N/A | 3/20/2023 5:05 PM |
| 421 | We have some really good teachers. | 3/20/2023 4:56 PM |
| 422 | My School embraces equity values as a champion of students always striving to use Trauma informed approaches by embracing shared leadership with students and staff. | 3/20/2023 4:56 PM |
| 423 | The teachers and staff | 3/20/2023 4:54 PM |
| 424 | -The most dedicated and professional educators I've ever met -Lots of parent involvement with volunteering | 3/20/2023 4:52 PM |
| 425 | There are a lot of really great students and teachers in our system. | 3/20/2023 4:45 PM |
| 426 | The school is diversified with students with potentials and eager to thrive. | 3/20/2023 4:43 PM |
| 427 | I like my son school he feel safe when he in there | 3/20/2023 4:41 PM |
| 428 | Our schools have very dedicated teachers | 3/20/2023 4:40 PM |
| 429 | The school is great they do a great job with teaching the children the things they need | 3/20/2023 4:38 PM |
| 430 | 90% of the students are great There is NO accountability for the other 10% who are ruining schools Yet the great kids come in everyday, try their best and hope their favorite teachers don't get hurt. | 3/20/2023 4:37 PM |
| 431 | My child attends Woodlawn High. | 3/20/2023 4:37 PM |
| 432 | The school is like a large family. We work together to do our best. | 3/20/2023 4:32 PM |
| 433 | Nice teachers, lots of clubs and extra curriculars. Some quality teachers who seem to be able to bring a lot to the table. | 3/20/2023 4:32 PM |
| 434 | Well we do this wonderful thing were the schools in a poor area only get the taxes from the area to help hold back poor people. The kids in the higher tax areas get more money so they can stay ahead of the poor kids. You know kinda like segregation just with money. | 3/20/2023 4:28 PM |
| 435 | Caring teachers. Broad curriculum with a lot of choices. | 3/20/2023 4:21 PM |
| 436 | Our community is actively involved in supporting our children and creating a safe learning environment where they are free to express their authentic selves | 3/20/2023 4:20 PM |
| 437 | Very one on one academically and emotionally | 3/20/2023 4:19 PM |
| 438 | Teachers have stepped-up to take on additional responsibilities. | 3/20/2023 4:18 PM |
| 439 | Our schools are inclusive, working hard, and building relationships with parents. They are actively problem solving situations to ensure that all stakeholders are being heard. | 3/20/2023 4:12 PM |

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| 440 | Decent class sizes and usually teachers work to help the kids. Kids feel safe at the schools and parents feel they are safe- in my experience school safety is not normally a parental discussion topic. | 3/20/2023 4:11 PM |
| 441 | The schools try hard when it comes to 'normal' students. However the system falls far short of services for students who require extra help but may not qualify for special ed. | 3/20/2023 4:05 PM |
| 442 | Diversity, strong teachers, academically challenging classes offered, lots of extra curricular options | 3/20/2023 4:05 PM |
| 443 | Teachers, activities | 3/20/2023 4:04 PM |
| 444 | Learning is important | 3/20/2023 4:04 PM |
| 445 | Summit Park Elementary has been a fantastic experience for my two children. The staff was fantastic. | 3/20/2023 4:03 PM |
| 446 | My community schools are mostly high achieving with committed teachers. | 3/20/2023 4:03 PM |
| 447 | History of good conduct among the student | 3/20/2023 4:01 PM |
| 448 | My school is a National Blue Ribbon. | 3/20/2023 3:59 PM |
| 449 | We have several "Community" schools in our immediate area. Each school has a Community School Coordinator, who solicits help from many community members and stakeholder groups. The Coordinator puts all the puzzle pieces together in order for the whole program to run smoothly. | 3/20/2023 3:56 PM |
| 450 | I guess the immediate action about problems facing children and staff | 3/20/2023 3:54 PM |
| 451 | Most schools have competent leaders with many years of experience. Most schools have staff who work really hard. Most school staff do whatever they can with what they have to support students and the community. | 3/20/2023 3:51 PM |
| 452 | Overall good teachers and students. | 3/20/2023 3:47 PM |
| 453 | Prior to the recent superintendent, our students were achieving and our schools had a positive climate. The system overall had a positive culture prior to the current superintendent. BCPS was on the cutting edge of academic programs. | 3/20/2023 3:44 PM |
| 454 | Our schools are blessed to have talented teachers and school-based administrators that provide the resources necessary to help the teachers succeed. | 3/20/2023 3:44 PM |
| 455 | Importance of academic excellence | 3/20/2023 3:40 PM |
| 456 | I don't have enough word for this for real because this is a new building and everyone is new but very friendly | 3/20/2023 3:40 PM |
| 457 | I work at Rossville Elementary this is one of the best schools that I have been apart of. Rossville is very organized and gives off a family feeling when you walk in the building. | 3/20/2023 3:38 PM |
| 458 | Our school works to challenge students but also offer support. The whole student is valued, and students are taught empathy and respect for differences. | 3/20/2023 3:38 PM |
| 459 | I work at Catonsville Center for Alternative Studies. I am proud that we have embraced relationship building and restorative practices. As a result, we help students who have struggled at comprehensive schools to "rewrite their narrative." I am also excited that we will be a community school for the westside in 2023-2024. | 3/20/2023 3:37 PM |
| 460 | Our school has excellent students and staff. Staff are focused on instruction and professional learning for growth. Students are engaged with the content and instructional practices provided by the staff. | 3/20/2023 3:36 PM |
| 461 | committed to capital investments in building and renovating schools | 3/20/2023 3:35 PM |
| 462 | Diversity and a range of programs offered. | 3/20/2023 3:28 PM |
| 463 | At this point i cant, the building i work in is awful. We use an LS grading system (which the faculty is completely against), that has created a culture of apathetic students that do nothing, and expect everything. There is no discipline at all and most of our veteran quality teachers are leaving, including me. I plan on staying in the county only if we plan on bringing back some kind of discipline. | 3/20/2023 3:25 PM |

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| 464 | Our schools have wonderful teachers. | 3/20/2023 3:24 PM |
| 465 | Great teachers and staff. | 3/20/2023 3:23 PM |
| 466 | The administration is fully engaged with the students and parent regarding behavior. The school rewards students when they do right. | 3/20/2023 3:22 PM |
| 467 | The schools are full of hard working staff that needs to know above all that they are appreciated and supported. Many staff feel uncertain about making decisions or taking a stand for education as they fell unsupported. | 3/20/2023 3:22 PM |
| 468 | well run, rebounding from cyber-attack and pandemic | 3/20/2023 3:19 PM |
| 469 | I've been impressed with the community and teachers at my kid's elementary school. The resources seem adequate and the school is safe, welcoming and fun for the kids. | 3/20/2023 3:19 PM |
| 470 | They are working with what they have, but it's tough. | 3/20/2023 3:19 PM |
| 471 | Students are performing on a solid level Materials are widely available Teachers work hard to meet the needs of all students | 3/20/2023 3:18 PM |
| 472 | The chapel hill Ele and PH middle both have the most wonderful teachers! They work so hard and are so supportive with students. | 3/20/2023 3:18 PM |
| 473 | In our area, the teachers are very dedicated and the administration enforces and values and communicates very well. | 3/20/2023 3:16 PM |
| 474 | That they are free | 3/20/2023 3:15 PM |
| 475 | Offers a variety of classes and different levels of education. | 3/20/2023 3:14 PM |
| 476 | The schools we are zoned for perform well and they value the students who are achieving well academically. | 3/20/2023 3:11 PM |
| 477 | Our staff is stable and dedicated to the success of our students. Our students are kind and want to be successful in school | 3/20/2023 3:10 PM |
| 478 | Support for the arts! | 3/20/2023 3:09 PM |
| 479 | Diverse student population Available resources for students and parents | 3/20/2023 3:09 PM |
| 480 | Schools are focused on improvement and bridging the gaps on testing. | 3/20/2023 3:09 PM |
| 481 | My oldest goes to Eastern Tech. The school is very strict. They EXPECT the kids to be respectful to all people. Have a 0 tolerance towards anytype of bullying, and parents are held accountable as well. | 3/20/2023 3:08 PM |
| 482 | The special education programs n teachers. | 3/20/2023 3:06 PM |
| 483 | Our teachers work really hard to do the best we can. We work well as team members to help our students do the best that they can. | 3/20/2023 3:06 PM |
| 484 | We have excellent teachers and wonderful programs for the kids. | 3/20/2023 3:06 PM |
| 485 | School is clean, has great communication, and is organized. Admins are approachable. | 3/20/2023 3:06 PM |
| 486 | Clean, regularity and safe. | 3/20/2023 3:05 PM |
| 487 | Diverse, neighborhood schools, dedicated educators | 3/20/2023 3:05 PM |
| 488 | Wonderful place to work | 3/20/2023 3:05 PM |
| 489 | The schools at the elementary and high school levels are great schools with good stats unfortunately the middle school is overcrowded. | 3/20/2023 3:05 PM |
| 490 | Thankfully, I never had children that attended Baltimore County Schools. My child went to a private school. | 3/20/2023 3:05 PM |
| 491 | Friendly teachers Degreed teachers | 3/20/2023 3:05 PM |
| 492 | Seems like there aren't issues with teachers quitting or being out much. | 3/20/2023 3:02 PM |
| 493 | Westchester Elementary and Catonsville Middle have been wonderful places with caring adults | 3/20/2023 3:01 PM |

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| | that have facilitated my children's education. | |
| 494 | We are eclectic in our student and staff. There are so many different opinions, points of view, races, ethnicities, ways of life represented in our schools!! I love that we celebrate each others differences and support each other. | 3/20/2023 3:01 PM |
| 495 | Schools have many options and embrace the diverse needs of our students. | 3/20/2023 3:00 PM |
| 496 | Charlesmont and Bearcreek are wonderful elementary schools. My 4th grader and older children all received great educations and people skills at both schools. | 3/20/2023 2:59 PM |
| 497 | Carver has a cohesive, caring student body and faculty. Ridgely has a great faculty and rigorous classes. | 3/20/2023 2:59 PM |
| 498 | Equity focus | 3/20/2023 2:58 PM |
| 499 | Carver Community is very accepting and tolerant of others. There is not a lot of school violence or incidents because the students want to be there. Towson High School provides a good curriculum. | 3/20/2023 2:58 PM |
| 500 | We support each other , there's little bullying. | 3/20/2023 2:58 PM |
| 501 | Our school has been maintaining excellent education despite many challenges | 3/20/2023 2:57 PM |
| 502 | High quality teachers, diverse student body. | 3/20/2023 2:57 PM |
| 503 | I have a child at Chapel Hill Elem and one that is part of the magnet program at Sparrows Point HS. The staff appears to care here at both location, which is not the norm. To me that makes all the difference in the world. Without that care, then the teaching lacks passion. It would appear there is passion in both schools and that is good thing. | 3/20/2023 2:56 PM |
| 504 | Dedicated staff who really care about the students. Custodial staff does a great job considering the state of some of the buildings. | 3/20/2023 2:55 PM |
| 505 | Strong teachers and school administrators | 3/20/2023 2:55 PM |
| 506 | They tend to have good ideas to keep the family involved such as bingo, dance night, etc. | 3/20/2023 2:54 PM |
| 507 | The teachers go above and beyond for their students. At some schools, families are very supportive of their children's education. | 3/20/2023 2:53 PM |
| 508 | Mostly safe and secure with good teachers and coaches | 3/20/2023 2:53 PM |
| 509 | All of reisterstown area schools are overwhelmed overcrowded understaffed and underpaid | 3/20/2023 2:52 PM |
| 510 | Our teachers and administrators work incredibly hard to deliver rigorous and robust instruction each and every day. | 3/20/2023 2:52 PM |
| 511 | The teachers really care. They are passionate about their students and value their academic and social/emotional growth. | 3/20/2023 2:52 PM |
| 512 | Our school staff works tirelessly for the students | 3/20/2023 2:51 PM |
| 513 | diversity!! | 3/20/2023 2:49 PM |
| 514 | Very high achieving | 3/20/2023 2:49 PM |
| 515 | The teachers caring and supporting | 3/20/2023 2:48 PM |

Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

Answered: 559 Skipped: 35

| # | RESPONSES | DATE |
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| 1 | -Curriculum Needs Fixing -The idea that everyone should be doing exactly the same thing on the same day is ridiculous. -The county is too big.What works with one school population does not always work for a different school -IEP's are out of compliance because Special Educators have to spend the day with a few children and not able to service kids who need servicing. - Special programs need to be brought back.Too many children in gen ed classes that don't belong there are hindering instruction in the classroom -Behavior issues are not being taken care of. Kids can do anything and get away with it. No consequences given especially in elementary schools. -Trust your educated teachers to teach. They should not be required to hold a manual in their hands. -The rule that we can't use technology in lessons is ridiculous - Stop planning visits to school and just show up to see what is going on. Planned visits are dog and pony shows. IA's and AA's need to be trained so they can actually help students =Communication needs to improve. Teachers at different schools hear different messages. - Stop pushing children who don't have abstract thinking to do abstract lessons. -Get rid of MAP testing -Stop talking about equity by focusing on the past. Why we were shown a video of a lynching is not pertinent to creating "equity" | 4/2/2023 5:49 AM |
| 2 | BCPS is facing all of the same challenges that all school systems are facing coming out of the pandemic--teacher shortage. Many people--parents included--are frustrated with the constant struggle to meet even basic needs. There is a lack of transparency about what is really happening and what is being done to address problems. Communication from the schools (secondary, in particular) is very lacking. | 4/1/2023 10:57 PM |
| 3 | Shutting down of the schools during COVID has led to many issues with our students. Academically, the students are way behind. There are a lot of behavioral, social, and emotional issues with the students who were most affected by the pandemic. The student to teacher ratio is terrible, as there are 20 or more students per teacher at our school. Therefore, the teachers are not equipped to handle both the academic and behavioral issues. There's very little support for these teachers. So, the teachers are overworked and stressed. Also, there's a teacher shortage. | 4/1/2023 3:47 PM |
| 4 | VLP provides a much needed solution to a pandemic that predates (and was exacerbated by) Covid shut downs. Suicide rates were too high before Covid and are now even higher. BCPS is making strides in SEL, but only so much can be done when our children are afraid to go to a brick and mortar school (for a number of reasons). BCPS could find a way to reallocate funding in order to continue the VLP, such as SEL grant funding, for example. | 4/1/2023 2:19 PM |
| 5 | The system is struggling due to demographic shifts and unstable leadership | 4/1/2023 8:34 AM |
| 6 | I have been in BCPS for decades and have worked closely with executive leadership under several different administrations. This administration consists of multiple former principals from Montgomery County – with no executive leadership experience - brought in by the current Superintendent. Their lack of experience working at the central office level has caused a multitude of problems. A decision takes a long time because it is bottlenecked between three people who make all the decisions for BCPS – approval bodies no longer exist. Instead, three people are micromanaging the 22nd-largest school system in the country. Staff is afraid to speak; for example, during meetings, staff say very little because this administration has ignored or reprimanded people for providing constructive criticism. It leads us to question the purpose of having executive directors, directors, supervisors, etc., who are content experts because they are scared to give feedback on an issue. We just do as we are told now. This administration is toxic, and everyone is scared to do anything now. We used to be a team, but everyone stays in their lane now, which does not help us address the many challenges we face. | 3/31/2023 8:18 PM |
| 7 | School violence, class sizes/overcrowding, lack of equality across the county, the growing number of students in our school system that live below the poverty line which is astounding. | 3/31/2023 7:56 PM |

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| 8 | We a lot kids disability. Low income family School lacking supplies and special Eq. More room for classroom, classes are too large | 3/31/2023 5:05 PM |
| 9 | School violence in Middle Schools Poor administrators at some schools Overcrowding in many schools | 3/31/2023 4:45 PM |
| 10 | Returning BCPS to its top tier position amongst public school systems. The schools need to get away from this social engineering filth that that are pushing and focus mainly on STEM programs, Trades, and Liberal Arts. | 3/31/2023 11:39 AM |
| 11 | Discipline, safety and high standards and expectations for students | 3/31/2023 5:28 AM |
| 12 | We need better protection and methods to keep our kiddos and school staff safe in case of school shootings. | 3/30/2023 4:27 PM |
| 13 | Hire a former teacher and someone who values getting to know the community. | 3/30/2023 2:56 PM |
| 14 | need more security in school and on school grounds | 3/30/2023 11:55 AM |
| 15 | As a parent, I believe the most pressing issues facing BCPS include focusing on increasing student academic performance scores across all areas (not just in English language arts and math); implementing initiatives to successfully address and reduce school violence; offering support and services to students with mental health challenges; addressing the overcrowding that exists in some schools; and strategizing ways and incentives to hire and retain teachers and staff. Also, as the parent of a special-needs student, I would also like to see the next BCPS superintendent continue to make sure the special education student population continues to receive resources, attention, and support. | 3/30/2023 11:38 AM |
| 16 | BCPS cultural norms do not support change, productivity, or collaboration. | 3/30/2023 9:06 AM |
| 17 | Teacher morale is terrible. Class sizes are too big. Cuts have been made in GT and special ed while Greenwood inflates. Hire staff where they are desperately needed. Move administrators from time to time. Have a mission for the school system. Deal with safety concerns. | 3/30/2023 6:52 AM |
| 18 | We are the second lowest performing school system in the state. Our graduation rate has dropped. We have academic programs that are not helping our students. There are too many pilots and field tests. No one ever hears why one was not selected and how they will help the students who spent time on them. The chief of academics uses a lot of words strung together but there is little action and questions answered. We need a clear focus, way of operating and consistency. | 3/29/2023 10:33 PM |
| 19 | Our resource teachers in elementary schools are not working to their full potential. My workload as a classroom teacher is way beyond their workload. Long lunches, leave at dismissal with no work to take home, and rarely in classrooms. Put more teachers in classrooms and eliminate multiple resource positions in schools. I should not have 28 kids in my first grade classroom and 5 resource teachers in my school all sitting around testing/assessing one kid at a time. Useless. I know more about current trends in curriculum because I teach it and live it all day. (Teacher in a bcps school) | 3/29/2023 10:14 PM |
| 20 | Budget Priorities Safety Teacher appreciation Dissolution of central office staff Transportation | 3/29/2023 8:18 PM |
| 21 | The incoming Superintendent should consider creating a career ladder for ALL classified employees. Many are holding multiple degrees but are constantly overlooked for higher-level positions. BCoPS is very TOP heavy with administrators – especially when compared to several other larger MD school systems. All employment positions should be tied to student achievement – regardless of job classification. BCoPS is relatively colonial in its thinking about a number of education issues. The new Superintendent should be mindful of this and have a system in place to deal with reluctance or any push-back to change for the better while still utilizing an equity, racial, and social justice lens when making decisions. A good leader is one who listens to the employees whose jobs fall at the BOTTOM of the hierarchy scale – not just the voices of those administrators at the top. This is a good way to keep a pulse on how well BCoPS employees are doing and determine better what the worksite | 3/29/2023 2:40 PM |
| 22 | Be aware that since BCPS changed their policy to allow kids to turn their work in whenever they want the quality of education went down. Since BCPS doesn't discipline kids (a kid breaks a teachers nose they get 3 days of in school suspension- unacceptable the kid should be kicked out) the quality of education went down. When BCPS bought computers, teachers stopped doing interactive classes and just have the students sit on their computers all day, the | 3/29/2023 1:32 PM |

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| | quality of education went down. When BCPS said all kids can retake tests as many times as they want, the quality of education went down. Leadership and communication at BCPS is none existent. It doesn't have to be this way. Have kids hand in assignments on time or get a zero. Allow only 1x to take a test. Throw out the computers and hire more teachers who will interact with their class. Disciple the students appropriately and the teachers will stay. BCPS can do better and it starts with leadership. | |
| 23 | BCPS doesn't do a good job of keeping students enrolled in the school closest to their home. Research shows community schools improve neighborhoods and academic outcomes. (_____) | 3/29/2023 1:00 PM |
| 24 | Poor school leadership, overcrowding, buses | 3/29/2023 12:45 PM |
| 25 | Honestly, we are tired of individuals who are looking to make a name for themselves and "build their resume". We don't care about that. Please hire someone who cares about students as the human beings they are. And cares about the quality of education, not how it looks on paper to others. Our school system's priorities have been out of line since the Dance years and haven't returned. | 3/29/2023 12:04 PM |
| 26 | Transportation issues -- late buses, driver shortage, student misbehavior School building issues -- some are quite old and need updating/ replacement, including Towson High; overcrowding; cafeterias are too small in some; safety concerns in some | 3/29/2023 9:04 AM |
| 27 | 1. The standards of behavioral expectations and academic progress among students has declined over time. BCPS should re-establish a culture of required behavioral expectations that includes parent involvement and consequences when expectations are not followed. Currently, many students have insufficient coping strategies for handling their emotions. BCPS should increase its implementation of social/emotional skill development, but ALSO implement strict consequences for student misconduct. 2. Expectations for student academic progress are low. Students get promoted to the next grade level even when they are performing years below their peers. 3. Class sizes in some cases are unmanageable. For example, some first grade classrooms have 31 students including many with special needs. | 3/29/2023 8:59 AM |
| 28 | We need someone who is willing to make major changes in central office & district policies. Our grading policy, attendance policy, and discipline policies are disasters and need a full overhaul. Teachers are fleeing this district as soon as they can find other jobs--not because of their school, but because of the district as a whole. | 3/29/2023 8:20 AM |
| 29 | Some behavior issues. Understaffed offices which leads to lags in support, teacher shortage, low test scores. | 3/29/2023 7:45 AM |
| 30 | We no longer hold students to behavior standards. Students no recognize that they will not be held accountable for disruptive behavior. Therefore they are able to interfere with the education of all other students. Our scores are down; we are experiencing brain drain in what used to be our best schools because the county is afraid to set behavior standards. | 3/29/2023 7:26 AM |
| 31 | Unfairness and favoritism | 3/29/2023 7:08 AM |
| 32 | This county is large and extremely diverse in many ways. Historically, the county has had an excellent school system, but in the last 10 years, the quality has suffered. The main 2 problems are poor curriculum and behavioral issues without appropriate consequences. Unless these 2 issues are dealt with effectively and efficiently, the county will continue its downward spiral. | 3/29/2023 6:58 AM |
| 33 | Teacher sincerity, quality and a passion for teaching. A genuine connection to the students and families in their school is more important than the paycheck. With quality education our communities are better. | 3/29/2023 6:17 AM |
| 34 | morale is at an all-time low from the schools to the central offices. | 3/28/2023 3:39 PM |
| 35 | School system is large, maybe too large, and diverse. Student/family population is increasingly poor with a growing English learner population. School budget is >50% of the overall county budget. Academic outcomes have been on a downward slide ~10 years. There is a disconnect between what central office says is being done in schools and what is actually being done in schools. There is a lack of follow up and accountability. Special education services are inadequate, and parents often have to hire advocates and lawyers to get system to meet child's needs. Discipline practices are ineffective and inconsistent which is contributing to students feeling schools are unsafe and teachers are feeling unable to teach in | 3/28/2023 3:29 PM |

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| | a stable learning environment. School buildings are old and in great need of repair or replacement, but projects are often held up in funding by politics. School system has done a poor job at predicting school capacity and finding long term solutions to prevent overcrowding. | |
| 36 | mhh finding new friend groups | 3/28/2023 1:03 PM |
| 37 | The budget for B. County is >50% of county budget. We have too many administrators. There is a disconnect between what central office administrators present as to what is currently happening in the classroom. Safety while learning should be a priority. Reading comprehension is much needed for improvement along the county. | 3/28/2023 12:22 PM |
| 38 | We (staff especially) need to feel connected to the superintendent. We want to get to know you, see you beyond the photo opps, feel valued. People who are appreciated do more simply because they feel valued. It costs nothing! Morale is low in almost every school, mostly because of pressures from the top (even higher than the principals). We, staff, need the confidence from above to do what is best for students, even if that means falling a day behind in curriculum because we need to address social and emotional needs of our classes. There is minimal connection between central office and school-based which creates a divide between the 2. School based think central office do nothing or don't understand them (trust me, many don't), and central office is so busy with meetings they barely get into schools. When they do come out, it's a quick walk and out they go. Talk to us! Teachers will tell you. Having a advisory board of teachers is a great idea but when those teachers are all friends with executive leadership, it's not helpful. Teachers are also fearful of talking at board meetings. We WILL get backlash from it. Can there be another way for us to supportively and kindly voice our concerns and actually have them read and/or heard? | 3/28/2023 10:03 AM |
| 39 | Low income families and behavioral challenges . | 3/28/2023 9:49 AM |
| 40 | idk | 3/28/2023 9:42 AM |
| 41 | Very low morale of BCPS employees. Any BCPS employee can tell you down to the month how long they have until retirement. Disconnect between top leaders and staff. The superintendent's office worked hard; however, there is still so much chaos. Their lack of organization or taking on too much responsibility through the reorg meant that things in our office took way too long to get the go -ahead on projects with the result that the final work product was rushed or time-frames were changed so much that you stop caring. Projects were 'dropped' by the supe's office last minute without context or explanation with an expectation that they would just be done. There was rarely any follow up. Walk the walk. If you say we are about kindness and connection, be that. We have three counties in one. The west side, the central area, and the east side. There can be a lot of tension in the district about who gets what. BCPS is having a hard time making the equity work take hold. The new ED is wonderful and perfect for the job. The new supe will have to know how to move the work forward. Scores. Behaviors in school and supporting staff and students. We want our schools to be safe places for all. Finally, we have undergone so much change in the last 10 years. New supes come in with their agenda and turn everything upside down. There have been many necessary and great changes; however, we are all tired. The constant change means we are never settled and never get really good at what we are doing. | 3/28/2023 8:25 AM |
| 42 | We need an active, transformational leader who will create school choice for parents and kids and build back student accountability. | 3/28/2023 5:09 AM |
| 43 | BCPS has had a multi-year decline in academic outcomes even though standards have been lowered year after year. This is coupled with an increase in absence and violence in our schools. Graduation rates are meaningless since many graduates can't read. | 3/27/2023 9:36 PM |
| 44 | I am very concerned about overcrowding and student behavior. The school next door to my house, pleasant plains, has 7 trailers on its property. I am also not considering sending my child to this school because of recent test scores and parent ratings on social media. | 3/27/2023 6:11 PM |
| 45 | School safety, teacher support, student accountability, community involvement | 3/27/2023 4:39 PM |
| 46 | Behavior is an issue. Discipline is an issue. There is a great gap between home and school. Children need well defined rules and to review them continually. Respect can and should improve on both sides— students and teachers. | 3/27/2023 2:30 PM |
| 47 | Overcrowding continues to plague the BCPS school system. Nearly the third of all BCPS schools are overpopulated. Teachers upset over issues with pay, health benefits. Entrusting local communities with more of the Charles Street headquarters' responsibilities | 3/27/2023 2:05 PM |

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| 48 | Staff need to be paid more | 3/27/2023 2:03 PM |
| 49 | That they take serious action on children' that are bullying other kids. If the child is being the bully they need to understand their actions cause serious punishment. They need to make parents of these kids understand bully is a crime and they need to be reprimanded as well. I have seen so many kids bullying other children and the schools don't do much of making serious consequences on both parents and students They also need to educate the teachers and the principals as well. They need to stop looking the other way. Expelling the kids isn't always the best repercussions. Actually giving them a better punishment for them is. I believe that the child being bullied shouldn't be punished especially if they have made many attempts with complaining about the bully. | 3/27/2023 1:34 PM |
| 50 | has no control on funding Sup has 12 bosses in the the BOE plus five on County Council plus one is the County Executive, plus many delegates and senators in Annapolis, plus the Governor. On top of that he has TABCO and CASE always asking for more money. | 3/27/2023 1:15 PM |
| 51 | Lack of accountability in central office in benefits and certification, these offices still try to blame the ransomware attack for inadequacy and lack of communication, while teachers had two days to figure it out and cannot use the ransomware attack as an excuse almost three years later | 3/27/2023 12:15 PM |
| 52 | Schools are unsafe, overcrowded and lack quality teachers. Would like to see pride in BCPS schools again. That has been lost. | 3/27/2023 10:52 AM |
| 53 | There is an inadequate level of diverse staffing at all schools. Principals are provided with more power to hire and there is a disproportionate amount of diverse staff on the east side of the county, not matching the demographic of the students. The diversity of staff is concentrated in the West zone. The need for more schools to fit the growing population is increasing. How is the superintendent prepared to meet this need? The salaries are always a point of contention and there needs to be more done surrounding increases. | 3/27/2023 10:49 AM |
| 54 | In the middle and high schools, there are safety concerns that need to be addressed, regarding physical altercations between students. We need more consequences for these types of actions, so that the children and parents know that causing physical harm to others will not be tolerated. Additionally, there are many elementary aged children who would benefit from more advanced classes/opportunities in the areas of math and reading. Of course it is vital to help the children who are behind in those areas, however the children who are advanced also deserve opportunities to reach their full potentials as well. | 3/27/2023 10:39 AM |
| 55 | At an elementary, middle, and high school level, students should be able to learn a secondary language. In other parts of the world this is a requirement, which is needed in this diverse world we are living in. | 3/27/2023 9:10 AM |
| 56 | It is political here. Ask everyone or at random anyone "what do you think?". Avoid the Elite Squad sometimes and ask questions at the so called lower levels. Layman terminology "Watch your back". | 3/27/2023 8:58 AM |
| 57 | I believe the next superintendent should personally visit each school unannounced and check out the daily going ons of the school day. Each school is different. Time consuming, but very necessary to see how to address certain things to make them better. | 3/27/2023 8:55 AM |
| 58 | Baltimore County is one of the larger Counties in the country. There is quite a diversity of our students within the County. Parents generally enjoy being very involved in their children's education | 3/27/2023 8:39 AM |
| 59 | In about 2018 the Board of Education transitioned from a fully appointed Board to a Hybrid Board--partially elected and partially appointed by a broad-based community commission. Some "merging" pains did occur but these "pains" have diminished greatly and the Board is dedicated to the students. | 3/27/2023 8:19 AM |
| 60 | Staff are underpaid, schools are under-resourced. More attention to recruiting and retaining staff is essential for mission success, that is to remain one of the best school systems in the US. | 3/27/2023 8:17 AM |
| 61 | Parents are very upset and concerned about the increase in school violence and the lack of consequences for the children committing the violence. | 3/27/2023 8:11 AM |
| 62 | WE NEED TO DISCIPLINE!! Students who don't want to be in school need to be sent home, not to the counselor's office to "talk about it." The adults need to run the school again.. | 3/27/2023 7:49 AM |

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| 63 | The inequities in programs and services that exist in the SW and NW areas of the county. The underserved population of students. | 3/27/2023 7:45 AM |
| 64 | Children's school is racially diverse but teachers and leadership are not | 3/27/2023 7:40 AM |
| 65 | There is a lack of transparency and communication that has created a divide with the central office team and the school buildings. This has caused some animosity that can be addressed with improved communication processes. Right now, funding is at a high from grants, but there is little collaboration with the different grant sources to discuss how to move forward together. This can increase the opportunities by being more proactive and thoughtful in spending. We have created a "yes" school system that has given too much power over to other entities and will make it harder to start saying "no" when needed. | 3/27/2023 7:21 AM |
| 66 | Staff in higher positions do not listen to their employees. Teachers are not respected. Decisions are made at the higher levels that affect the people like teachers that have to implement programs without their input. Programs and curriculum are being constructed and the teacher's feedback is not obtained on whether it is appropriate or even functional for the students. Money is being wasted on jobs that don't help the teacher's in the schools. Related service providers are not respected and not compensated for the level of education and expertise that they have. Workloads are huge and unmanageable. Principals have too much authority and there isn't input gathered from staff anymore for feedback on their administration. Programs don't fit the students' needs. Alternative learning programs need to be brought back. Staff that work in programs with students who have significant needs should be compensated better with supplement pay. Speech language pathologists are nationally certified and state licensed. They should receive a salary supplement just as teachers who have passed national boards. Respect to the teachers and staff needs to be increased. | 3/26/2023 10:47 PM |
| 67 | Safety of the building/students should be a priority. Transportation has been a challenge. Woke agenda sneaked into the curriculum without parent's involvement. | 3/26/2023 9:25 PM |
| 68 | Teacher shortages, school safety, and supporting unfinished learning due to COVID and other illnesses. | 3/26/2023 9:21 PM |
| 69 | Honestly? This school district is too large, and kids fall through the cracks. 110k students is a bigger population than Gainesville, Florida. The transportation system can't support it (thought it's WAY better than it was in the 2021-2022 school year). The distribution of resources is disgraceful. There is no good reason that Lansdowne HS doesn't have a new building -- it's wonderful that it's been approved for a replacement, but the current building is 60 years old and kids can't drink from the water fountains. This is not conducive to learning. Teachers need raises -- they do the most important work of our society -- providing students with an education to prepare them for their futures AND *our* futures (because they will become our doctors, our electricians, our researchers) -- and should be paid accordingly. | 3/26/2023 8:40 PM |
| 70 | No cohesion between curriculum offices for elementary level. So many schools with all individuals needs. Many teacher openings. Not enough special ed support or places to place children who do not belong in gen ed. | 3/26/2023 8:07 PM |
| 71 | My school needs to really work on equity at a higher level. The teachers they choose to lead this effort are not skilled in this arena. I would bring outsiders into our schools for equity training. Teachers are burdened and stressed out due to student behavior. Most of the time we just have to grin and bear it. There is not much rigor in the ESOL curriculum. Just because these kids come from foreign countries does not mean that they should receive less of an education. There is bullying in the ranks of teachers that needs to be addressed. I feel that especially as a teacher of color. I am not often included in my department. I see no room for growth for my career. | 3/26/2023 6:18 PM |
| 72 | * Teachers are finding it challenging to adequately meet the academic and socioemotional needs of students due to 1) An outdated curriculum that is not culturally relevant. 2) A need for more time to effectively collaborate with colleagues. 3) Scripted curricula that do not address the learning styles of students. 4) A need for more resources. | 3/26/2023 6:14 PM |
| 73 | The pandemic has so many psychological issues associated with teaching and learning. Grace and mercy must be the key. Finding the schools and support staff to match the needs of these students. Many students need additional supports that are not available in the traditional classroom. Learning today cannot return to the past. Those ways are long gone, if you want to retain staff. They must be able to experiment with enough autonomy to generate the necessary | 3/26/2023 4:52 PM |

data to make the changes for effective teaching and learning. Hopefully, in this process healing will occur for teachers to become motivated to teach the new generation of students.

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| 74 | Waiting on the bus in rainy cold conditions | 3/26/2023 4:28 PM |
| 75 | Overcrowded schools, mental health struggles, vaping epidemic, curriculum and adapting to different student needs, recognizing inequities in learning and resources across the county due to its sheer size | 3/26/2023 4:02 PM |
| 76 | As both a parent and a teacher in the school district I have noticed a lot of unconscious racism. Many of the parents that you see on DEI committees, parents that help struggling students, etc. are also the same parents that don't want more of "those kids" in their schools, don't want "those kids" bringing behavior and academic issues into their schools, don't want their communities re-districted into "bad" schools. | 3/26/2023 2:59 PM |
| 77 | There are pressing issues in retaining our staff-more support needed for incoming teachers. The curriculum and academic offices function as silos, under fear from their leaders, and that's partly why we are a failing school system. There are too many pilots and field testing of curriculum. No one is talking about the impact on students when one is not selected. There as many compliance issues in Special Education Transportation is still a mess. Most of all there is no feeling, belief, or unity across the system that we are in this together. some people are keeping their heads down or are disengaged. | 3/26/2023 2:06 PM |
| 78 | Communication/people skills within BCPS and outside BCPS, technology safety, curriculum choices | 3/26/2023 10:05 AM |
| 79 | The most vocal community or school districts in the county are not necessarily the most needy. I believe we need more high schools focused on preparing students for vocational careers and trades in an effort to provide students options besides college-preparatory schools. We need those options particularly in the western half of the county. | 3/26/2023 7:57 AM |
| 80 | The curriculum needs to be changed. county is too big and should be broken up. School based decision for curriculum. Lack of communication Lack of leadership from the top down to schools. Behavior - no consequences for inappropriate behavior in elementary level Special programs need to be brought back.to ensure every child has the opportunity to learn. - Special educators are tired up with 1 or 2 children and can't service the majority. AA and IA's need to be traine | 3/26/2023 4:30 AM |
| 81 | Many students reading below grade level | 3/25/2023 10:57 PM |
| 82 | Bullying Teacher behavior Student behavior | 3/25/2023 8:14 PM |
| 83 | There needs to be an emphasis on diversity, equity and inclusion. There is a divide in BCPS based on race and socioeconomic status. | 3/25/2023 6:25 PM |
| 84 | Communication is an area of need. Staffing is not efficient to do the work required of us. Regional special education programs are in need of support. There are not enough opportunities for students who have autism and require outside of general education programming. We do not have enough inclusion special educators to service students. Curricular offices are not able to properly support schools as they have been cut drastically. Rolling out new curriculum in ELA with little support is not going to result in increased achievement for students. | 3/25/2023 6:17 PM |
| 85 | Behavior- rules and policies allow for students to demonstrate maladaptive and destructive behaviors with little to no consequences Workload-teachers are continually being asked to do more with less support, staff, and money Class size- numbers are so high it is unrealistic to meet all varying needs. Special Ed- these teachers are being asked to do more with less staffing and Teachers are being paid considerably less than in surrounding counties. There has been a huge amount of people leaving over the last several years. | 3/25/2023 6:00 PM |
| 86 | Differentiated staffing is needed for schools. All schools don't have the same staffing needs. Transportation- bus attendants for full buses, | 3/25/2023 5:16 PM |
| 87 | The overall culture and climate within the system does not foster inclusion or equity. All students are not provided with the same opportunities. Staff are stressed and not provided with the level of support they need to meet student need. There is very little joint ownership for all of our students, which is the result of the longstanding climate and culture. Communication, despite improvements, is still inconsistent which is resulting in silos and a lack of integration across the system which only negatively impacts student success and frustrates staff. | 3/25/2023 4:32 PM |

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| 88 | Must be transparent with the community. Hold town halls and forum to get public input and concerns | 3/25/2023 4:30 PM |
| 89 | Middle School- bathrooms access is unreliable. Kids are frequently fighting over insignificant disagreements. Elementary- parents have difficulty navigating the BCPS system to report issues with bullying/behavioral concerns. Both parent volunteers feel unwelcome and unsure how to best help teachers and students. | 3/25/2023 3:51 PM |
| 90 | bathrooms in schools are dirty schools have mice boys and girls don't get treated fair need more mental health days school food sucks school is draining music calms me down so we should be aloud to if work is done because it helps the mind when it's music we like and alot more but it's to much | 3/25/2023 2:47 PM |
| 91 | BCPS has gone downhill over multiple years. Teachers were leaving before the pandemic. Some teacher have left to teach in detention centers because they felt safer! The pandemic made an impact on all schools;however, that is not an accuse for low performing schools. BCPS has hardly and middle or high schools that rank high. How does BCPS prepare kids for college if they don't have most of their schools ready for the challenge? Even though it was a state decision, waiving requirements to fill empty positions is not appropriate when we are talking about our future. Budget is another huge problem. Money is wasted yet we still don't have air conditioning in all of the schools. The free breakfast and lunch next year is a complete waste of money. People who can afford to provide food for their children should not get food for free. That money could go for teacher salaries, educational resources, facilities improvements, etc. Education and environment go hand and hand. The richest parents tend to be the loudest because they have the means to do so. The school system needs to listen to ALL of us. BCPS used to be something special. We need a superintendent that can get us back there. | 3/25/2023 2:13 PM |
| 92 | We have an equity issue. Although we are working towards it, it's clear that the work we are doing is not transferring into the classrooms or schoolhouses systemwide. Additionally, we have a lot of great people with a huge amount of knowledge of where we are as a system with effective strategies on how to get us there. Lean on them as they can help support the overall mission and vision of the district! We need to pay our teachers for the work they are actually doing. This includes providing quality planning and prep time for our teachers. Special education needs a total revamp. Their "support" is anything but that. | 3/25/2023 1:30 PM |
| 93 | I feel that most people within bcps have no clue about special education and what's best for special education children. I know that most kids in sped do not learn in a classroom of 20+ children. I feel that getting rid of adapted classrooms was a huge mistake for the success of children in special education. The county could care less about what the paraeducators need to be successful at their job, including proper technology. | 3/25/2023 12:54 PM |
| 94 | PHM School safety is a huge issue, overcrowding, students/teachers/administration are not held accountable for their actions, lack of education/discipline, teachers who do not respect different cultures/races, students do not respect authorities, constant harassment/bullying/threats, constant disruptions in the classrooms | 3/25/2023 12:51 PM |
| 95 | BCPS is not the top performing school system it once was. Student academic performance has continued to decline overall, many schools are overcrowded, teacher satisfaction is concerning, and there has been a significant lack of communication and transparency internally and to the public over the past several years. | 3/25/2023 12:33 PM |
| 96 | Transportation (especially for special needs children outside their home schools) is absolutely abysmal & it is unacceptable that children may be on the buses for up to 2 (or more) hours. Transportation team is also unresponsive to any concerns citing lack of staffing for any issue brought to their attention. Any superintendent should have capable leaders on staff who are willing to accept complete responsibility for their roles (instead of justifying/excusing themselves from any issues that come up to their attention). Transportation under _____ is unacceptable & status quo should not be pursued. | 3/25/2023 11:59 AM |
| 97 | Equity across schools | 3/25/2023 11:41 AM |
| 98 | mental health & school safety: mental health issues in our schools are consistently brushed under the rug by our individual school administrators; our superintendent needs to be able to be aware of these issues and how they directly translate to school safety problems as well | 3/25/2023 10:51 AM |
| 99 | They need to understand that public education has become a joke. The standards are now miserably low. It's embarrassing to be a part of it, honestly. You can't meet the bare minimum | 3/25/2023 10:42 AM |

requirements to get a diploma? No problem, we'll dumb it down as much as necessary. You still can't do that? No problem. We'll spoon feed & practically hold your pencil in your hand to complete a project to push you through. It used to be that even if you struggled academically, schools could help make you a better human. Not anymore because they can no longer teach morals, character, or grit. And there are no consequences for poor behavior anymore. Kids are allowed to do whatever they want at the expense of others' safety, comfort, and learning. It's one thing if you want to disrupt your own learning, significantly poor judgement, but okay. It's entirely something else when you're interrupting the learning of others. This is a big reason why so many teachers are leaving the profession. It's never about the children. It's about the lack of consequences, the overbearing workload, the low pay for years of education & training, and the incompetent administrators having to meet state quotas instead of meeting student needs. This is just a few concerns.

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| 100 | BCPS should have a superintendent that values, welcomes, and celebrates diversity. The superintendent should have a concrete plan to continue the "equity" work that was started in order to ensure that students have equitable access to learning. | 3/25/2023 10:08 AM |
| 101 | The accountability for behavior problems has become a huge issue in the schools. There are no repercussions for cheating, cutting class, or being disruptive in the classroom. This has made it difficult for teachers to do what they do best. This is causing a large exodus of qualified teachers (myself included) who have left in search of jobs with more respect and better pay. | 3/25/2023 9:17 AM |
| 102 | Crime and criminal behaviors are on the rise; our children are part of this behavior. | 3/25/2023 9:13 AM |
| 103 | The system is too rigid, too top down. Teachers need greater voice and flexibility | 3/25/2023 8:38 AM |
| 104 | Communication approaches are still not as seamless and clear from schools to parents as it could be. Also students need curriculums that support transition to real life.. like financial literacy and navigation of the job hunt , resume writing, mock interviews how to dress and approach. Seeing and what schools are sending to the workforce indicates a HUGE disconnect in preparedness for next steps aside from college only. | 3/25/2023 6:12 AM |
| 105 | Books that are inappropriate in library Allowing pot smoking on bus Not enough qualified teachers | 3/25/2023 5:45 AM |
| 106 | BCPS is a good system, they have many dedicated teachers, and staff but they also have some people who need to be removed because they are incompetent! I want a Super who is not willing to pass kids just because. I want a Super who wants to have graduates who can read at grade level. I want a Super who is not tolerant of the increased violence in our schools. I want a Super who wants to tackle the tough issues and not duck and cover when a tv camera comes around. I want a Super who loves our students, faculty, and staff, more than they love the mirror. I want a Super who will speak about the problems, the violence, the low test scores, and the low respect for our teachers, which a voice and purpose that something is going to be done and not just give another speech! I am tired of students being ignored, and excuses made for their failures. If we are truly talking about educating our kids then let's stop passing them when they cannot perform at grade level. Let's stop pushing them out the door and sending them to the community college, where we are destroying their college future BEFORE they graduate high school. Pay for teachers at the top has got to increase...the money is frontloaded to recruit but there is NO incentive to retain experience and promote loyalty. Retention of experienced teachers must be a priority and they must stop being looked at as a problem. Many millennial-aged teachers need mentors...when things get tough, they are looking to leave and you will have an issue because they will start looking to leave within 5 years of being hired, especially when they figure out that the changes to the retirement plan will hurt them in the long run! | 3/25/2023 12:10 AM |
| 107 | Common core program doesn't work to make kids proficient in math Overcrowded classrooms | 3/24/2023 8:12 PM |
| 108 | Large district, disparity between schools because of funding, economic conditions and racial make up | 3/24/2023 7:52 PM |
| 109 | There are only five schools in all BCPS that have uniforms. Why are all the schools that are predominantly schools with black students the ones in uniform? The schools with predominately white students have a choice but the other students do not have a choice. This is not equity at all. | 3/24/2023 6:37 PM |
| 110 | The school district is in need of a comprehensive revitalization and over haul in almost every aspect. The curriculum needs to be urgently addressed and one that delivers a first class | 3/24/2023 6:10 PM |

education through a vetted process. Please look to well performing school districts and educational leaders and educators for beneficial input. Curriculum should be teacher and student friendly as well as engaging and rigorous. Teachers need to be given respect and treated as the professionals they are. The job of teaching is more difficult than ever and students need qualified teachers who are fairly compensated for the demands of the job. Teachers need more autonomy in the classroom to make decisions and more supports should be in place for students that have learning/behavior difficulties. The school calendar needs to be revised and the hours need to be examined for the elementary school day which is currently beyond the required amount.

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| 111 | The school system is in disarray. The curriculum is sub par and needs to be written by experts and consistent throughout the schools so it is teacher and student friendly. Teachers need to be treated as professionals and respected. BCPS offices need to be reworked to run more efficiently especially HR and Certification so that they can handle the amount of employees. Policies need to be revamped like the EAMP attendance policy given the post pandemic stress and mental health issues plaguing many educators and staff members. The school calendar needs to be reworked and done in an efficient manner like other nearby counties. The elementary school day is unnecessarily longer and the extra 15 minutes should only apply to the high school day. The calendar is too choppy and doesn't reflect best practices. Additional duties/tasks are constantly being added to teachers' plates with little to no recognition. Teachers should have adequate planning time and autonomy over their schedules and instructional program and not be micromanaged. A decisive plan for managing behaviors should also be considered. | 3/24/2023 6:10 PM |
| 112 | 1. School budget 2. Academics have declined 3. Discipline practices are inadequate, no consequences for their actions. 4. Special education services are inadequate. 5. Many BCPS have capacity issues, recent attempts to address these issues have been short sighted and disruptive to communities. | 3/24/2023 6:04 PM |
| 113 | Bullying, children behind in academics due to the covid shutdown, need for more resources and support for teachers, students and staff. The need for effective discipline for severe behavior and bullying issues. | 3/24/2023 4:23 PM |
| 114 | budget is >50% of overall county budget • academic outcomes have declined over the last 10 years across the system • discipline practices are greatly inadequate and inconsistent • make up of school community is increasingly poor (qualify as concentration of poverty areas) • rapidly growing English learner population which presents new stressors on educators and administrators to meet the needs of these students • Special Education services have been less than adequate for years. Parents are often forced to hire advocates and lawyers to assist with advocating for their child's needs • there is a disconnect between what central office administrators purchase and present as to what is happening in classrooms and what is actually happening in classrooms—multiple data points prove a breakdown between plans and implementation for a variety of reasons. • many BCPS have capacity issues and recent attempts to address these issues have been short sighted and disruptive to communities. The staff of office of strategic planning and facilities need to be completely replaced. They have not adequately planned for growth in our county. • many BCPS buildings and sports facilities need large renovations or rebuild projects | 3/24/2023 4:12 PM |
| 115 | Equity is not equality. Children in District 4 should NOT be packed in like sardines while others in white communities have space and friendly schools to learn in. | 3/24/2023 4:01 PM |
| 116 | Central office has a deaf ear to the schoolhouse... central office and administrative have a bad revenge culture against staff and parents | 3/24/2023 3:55 PM |
| 117 | • budget is >50% of overall county budget • academic outcomes have declined over the last 10 years across the system • discipline practices are greatly inadequate and inconsistent • make up of school community is increasingly poor (qualify as concentration of poverty areas) • rapidly growing English learner population which presents new stressors on educators and administrators to meet the needs of these students • Special Education services have been less than adequate for years. Parents are often forced to hire advocates and lawyers to assist with advocating for their child's needs • there is a disconnect between what central office administrators purchase and present as to what is happening in classrooms and what is actually happening in classrooms—multiple data points prove a breakdown between plans and implementation for a variety of reasons. • many BCPS have capacity issues and recent attempts to address these issues have been short sighted and disruptive to communities • many BCPS buildings and sports facilities need large renovations or rebuild projects | 3/24/2023 3:41 PM |

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| 118 | Baltimore County is very diverse and I don't just mean by race, in fact stop pointing out race...don't you think we all know about skin tones? Kids didn't until it was told to them. Diversity in land use, transportation needs, climate (literally Hereford is a different zone), political beliefs, etc. You can't fit into a bubble, best to manage accordingly | 3/24/2023 3:07 PM |
| 119 | behavior is out of control with students | 3/24/2023 2:14 PM |
| 120 | The list is long: 1. Listen to the parents, teachers, and community. 2. Welcome parent and community input and involvement. 3. Publish online (for all to see) the entire curricula for every grade level and subject. 4. Keep politics and politicians out of decision making. No more Woke policies, No CRT, No indoctrinating little children about gender and sex education topics inappropriate for their age. 5. Enforce discipline. Disruptive behavior must have consequences. Schools should not be stigmatized by the number of students suspended or expelled. Instead they should be supported with extra resources to ensure the safety and well being of students and staff. There is a need for more alternative schools and E- Learning) programs for disruptive students. Often disruptive students have lower reading levels and should have remediation. 6. Bring back paper textbooks. Not all students perform well with E books. Students must be given the choice to learn with a paper textbook (in their hands) or an E book on a computer screen. As a former online instructor I found, when asked, that 80% of my high students preferred a paper textbook. | 3/24/2023 2:11 PM |
| 121 | 1) I have not seen much transparency from the current admin. The super should have an "Extreme Ownership" mindset and be upfront about what is currently there and take action. 2) Be lean. There is perception/reality that the current administration is too bloated. We've had two supers come and go. Have we really understood the programs they've put in place and the value every new position created? There is still a lot of fluffy shiny stuff coming from the office, that perhaps could be better spent with teachers on the ground. 3) Give control and ownership back to the students, teachers, and community. Our county is not only large--but it is really spread out. Let's have centralized driven directives kill our community involvement and spirit. | 3/24/2023 1:52 PM |
| 122 | 1) Retention crisis - since the start of the pandemic, BCPS has struggled to retain its amazing educators. Teachers do not feel the pay in commensurate with the working conditions, especially as student mental health needs, legal paperwork requirements, and other issues continue to burden our already-short planning time. Please look at the number of resignations and retirements of from the BoE over the last year. Teachers need a champion in a superintendent who will go above and beyond to make sure educator compensation and working conditions are a top priority, because this is the most important issue affecting whether our children are safe and learning. Paraeducators are also paid pitifully and barely make a subsistence wage. They need a living wage and proactive support to advance their careers. This crisis most acutely affects our educators of color, and evidence shows that recruiting and retaining quality educators of color is essential for students of colors' success. 2) Central Office inefficiencies - too many six-figure salaries and not enough people doing the work, and inefficient and antiquated systems hinder hard-working employees. Please look up and read the BCPS efficiency report published last year that outlined some major costly inefficiencies in HR, payroll, certification, and other central offices. BCPS faced a ransomware attack in Nov 2020, when all schooling was online, and continues to blame ongoing issues on that, but that's not the only problem. Staff continue to be paid the wrong amount, sometimes for years, or have to send in a transcript multiple times, or don't realize they're not in the salary lane they should be - it's a widespread failure that has left educators and staff feeling disrespected and like their work isn't important. A massive overhaul of our basic administrative systems is necessary. 3) Corruption - this county, school system, and previous superintendents have a history of taking kickbacks, double dipping, and using their positions to benefit their pet projects and pocketbooks (see: Dallas Dance). This has created mistrust in BCPS administration that has not abated. Many employees feel cynical about whether our leadership is actually looking out for us and the kids at all. There's a lot of sugar-coating our problems without the bold vision and execution needed to solve them. While a lot of teachers are excited about their schools and about our students, almost nobody I know is championing "team BCPS," because we don't feel that BCPS has our back. We have a lot to offer and we want to help! Please let us help. 4. Lack of transparency - the superintendent's budget is concocted in back-rooms without meaningful input from the community or any of the bargaining units that represent the employees. It's also not released in full by line-item, even to the presidents of the bargaining units. This means that we, the people most affected, are in the dark about basic calculations that affect our classrooms, including what extraneous costs could be foregone. This furthers people's cynicism and mistrust of their employer. 5) Inequity - Balt. Co is very racially and socio-economically diverse and, like in many districts, our | 3/24/2023 1:42 PM |

wealthier whiter communities continue to be more likely to get the resources their children need. In particular, we have thousands of English language learners and are currently overhauling our ESOL model (I teach ESOL students). We need significant support to integrate our immigrant students into our school communities and make sure they have the resources - physical, linguistic, emotional - to succeed. Teachers need to be prepared to ALL become ESOL teachers, because we will all teach ESOL students. Schools with a large population of ELs see their test scores drop - that's going to happen, because those tests were not created for ELs but they're still forced to take them. Our new superintendent needs to understand this challenge and invest in these students and their schools, not see them as a burden or barrier.

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| 123 | These scores are terrible! | 3/24/2023 1:03 PM |
| 124 | Lochraven Middle School need more staff and increase in pay for the teachers and staff that's working in the school building that deal with the children on a daily base | 3/24/2023 12:48 PM |
| 125 | We have seen more and more concerning content and personal preferences/opinions making their way into the class room while actually teaching of math, science and English seem to be sorely lacking. | 3/24/2023 12:07 PM |
| 126 | People are still dealing with the after effects of COVID-19. People are short-tempered, angry, and feeling unheard. Any decision you make is going to anger someone. So be prepared. | 3/24/2023 11:42 AM |
| 127 | Highly Effective Teachers: Community Engagement, Parent Engagement, Better Pay, etc. | 3/24/2023 10:01 AM |
| 128 | 1) Dilapidated facilities. Some school buildings have been allowed to fall into disrepair by a series of County Executives who have "kicked the can down the road" where building and grounds issues are concerned. Some of those issues are being dealt with now, but will require a very long time before fruition; 2) Overcrowding. Too many schools are overcrowded because the County allows development without concern about the impact on infrastructure. Additionally, BCPS standards for predicting future enrollment (birthrate plus new construction) are woefully inadequate. Planners need to take into account existing neighborhoods where residents are aging up and out, with homes being sold to younger adults with current and future school children; 3) Diversity and balance. Baltimore County is geographically and ethnically diverse. As someone who grew up in Baltimore City, I understand and appreciate what the diversity of the school population did for my future endeavors; 4) Achievement. Efforts must be made to improve achievement at all levels, especially among marginalized groups. Professional development must emphasize identifying students who, with a little boost, can achieve on a higher level. Magnet program admissions must be structured to promote achievement by minority students and create diversity in the schools that host those programs. | 3/24/2023 9:57 AM |
| 129 | Secondary schools need to offer more challenging courses to prepare students in areas such as information science. Seniors should have a schedule of engaging and college and career ready classes instead of being encouraged to take only credits they need and then to leave school for the rest of the day. The CCBC partnership needs strengthening and expansion. | 3/24/2023 9:42 AM |
| 130 | There needs to be an emphasis on reading, writing math and science. My child has a teacher who asks questions about sexual orientation. <-THIS IS UNACCEPTABLE. My child has teachers who display social flags representing their sexual orientation. <- THIS IS UNACCEPTABLE. The only flags that should be displayed in school are the American flag, State Flag and the flag of a country where a foreign language is being taught. Teachers need to leave their preferences and political ideology at home. To be inclusive ,neutrality must be practiced in public school. | 3/24/2023 9:19 AM |
| 131 | Leaders that are not invested in the community schools. Out of district students. | 3/24/2023 9:10 AM |
| 132 | The parents are sick and tired of not being heard. BCPS students are just that students, they are our children and as parents we are tired of having a say in our children's education. BCPS is over stepping with what lessons should take place in our educational system and what lessons should take place at home with their parents. | 3/24/2023 8:25 AM |
| 133 | There is a difference between urban and rural. We move to our communities to have our children live a certain life that we feel will foster them as our future generation of leaders. BCPS needs to not focus on our low performing 20%. We should be focusing on our high performing students and growing our middle performing students to high performing. We should not have large redistricting that hurts communities. We need to focus on more than our majorities, we need to focus on our minorities as well. They need to understand that if we don't make changes the private schools will continue to grab our students. We need BCPS to split | 3/24/2023 7:35 AM |

into smaller sub-districts. We need to spend our money on new buildings, to reduce overcrowding and programs, not consultants.

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| 134 | The diverse staff and students in BCPS and the challenges they face. | 3/24/2023 7:22 AM |
| 135 | Behaviors and lack of consequences is running our schools. Kids know there are no consequences. It is a very poor environment for learning life skills. | 3/24/2023 7:20 AM |
| 136 | We need to get real about discipline. Students aren't held accountable for not only their grades but also their behavior. We will lose a lot of teachers who are tired of seeing violence and are tired of being cussed out. Fix the student discipline or find ways for violent offenders to take their courses online--we know the online thing works. | 3/24/2023 7:16 AM |
| 137 | Diverse opinions, appearance of politics above doing what is right, | 3/24/2023 7:02 AM |
| 138 | There are many difficulties with the supports for staff in central office. Certification, payroll, and benefits offices do not function in an efficient manner and there is far too much time spent fighting individual issues for systemic problems. Communication is poor and inconsistent. There are people in roles within central office that lack the decision making power their role requires. | 3/24/2023 6:59 AM |
| 139 | Lack of funding | 3/24/2023 6:26 AM |
| 140 | Classrooms are overcrowded. There are not enough adult assistants and paraeducators. There is truly no ELA curriculum. Yet, BCPS continues to keep upper administration who take big salaries and do nothing. There are no substitutes. | 3/24/2023 6:24 AM |
| 141 | This system disarray. It will require care, passion, and the ability to listen to understand. Top down leadership has created a culture of fear and distrust which has led to a lack of transparency and the inability to grow and adapt. This is a large district with varying demographics and needs depending on geography. It will take skill, clear communication, and an understanding of our communities, their short and long term histories and actions that make sense for our school houses | 3/24/2023 5:45 AM |
| 142 | Violence, lack of accountability for student behavior, lack of learning, disabled children in gen Ed classrooms hindering class learning. | 3/24/2023 5:18 AM |
| 143 | All the different offices and departments don't flow and work as one. There is a breakdown in communication between different offices especially when getting a real person on the phone is so difficult. I work in a department where I am the one answering all the phone calls into our office and so many times I have people say thank goodness a real person or wow someone actually picks up the phone. With a county this large and heavy workloads across all departments this is ends up delaying the workflow. | 3/23/2023 10:49 PM |
| 144 | Discipline, safety and high standards and expectations for students | 3/23/2023 8:21 PM |
| 145 | I'm concerned about the lack of resources and support for students who exhibit some form of test-taking anxiety. I wish the county would institute some sort of study halls/ test taking strategy development courses for students STARTING in grade school. | 3/23/2023 8:18 PM |
| 146 | Teachers are tired of not being treated as experts in their field. There are too many chiefs who are out of touch with what goes on in the classroom. Also, there needs to be a 180 degree turn around in accountability for students and parents. | 3/23/2023 8:14 PM |
| 147 | The alarming rate of teachers leaving | 3/23/2023 7:55 PM |
| 148 | Help students get paid interns/ jobs for summer months | 3/23/2023 7:18 PM |
| 149 | Crowded classrooms, politics creep into education vs teaching good reading writing & math. Not enough funding for sports & music, buildings need updating. | 3/23/2023 7:15 PM |
| 150 | Violence in schools with little discipline. Teachers and staff are afraid of the students, if discipline is given it seems there is more focus on what the staff should do different instead of prevention and expectation from student. My middle schooler reports teachers ignoring violent, aggressive behavior from unruly students. Why should well behaved children have to be subjected to the few that cause uncomfortable and unsafe environments? Doesn't every student have a right to be safe and learn in a positive classroom? Another problem, cell phones in the classroom all day being used for no educational purposes. What happened to no cell phones out during class? | 3/23/2023 6:42 PM |

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| 151 | Teachers need support with students that have behavior concerns. They need protection. Our support staff needs a living wage—our support staff, at times, three jobs to meet the demands of our current inflation. The little COLA received is gone with high health care and gas, supplies, and to maintain their home. We need more staff in support staff. WE ARE DROWNING! One support staff sometimes has to cover two offices due to a staff member passing away, resigning, or retiring. It takes six months to fill that position. The support staff is DROWNING, teachers are DROWNING, and technical support is DROWNING. Please remember the little folks that make the school function. Without us, schools cannot work. | 3/23/2023 6:09 PM |
| 152 | There is a perception that not all schools are safe and that money is not being used in the best interest of the children. | 3/23/2023 5:41 PM |
| 153 | Need ways to keep students involved. Find ways to find stress relief on teachers and student. Find a way to hold parents accountable and make them involved in their children's education at school and at home. A lot of the issues with these students are that parents are not holding their children nor themselves accountable. Teachers are not solely responsible for the success of the students. It starts at home. | 3/23/2023 5:29 PM |
| 154 | School violence and bullying is a problem. Many students and staff members do not feel safe at their schools. Many students and staff members do not feel supported by administrators and/or the system. | 3/23/2023 5:23 PM |
| 155 | Students do not have the foundational skills for building onto grade level content in mathematics. The root causes are COVID, lack of coherence fro elementary to MS (Bridges is not written for elem teachers who do not understand the Content Standards) | 3/23/2023 5:23 PM |
| 156 | The lack of disciplinary action(s); especially those that are repetitive. Society needs to stop blaming everything on COVID-19. Society knows right from wrong. Mental health crisis Equitable Curriculum - Curriculum that speaks to ALL students and/or introduces ALL students to values, systems, etc. other than their own. The impact of overcrowding on schools Where new schools are necessary Equality across school districts Detriment of the lack of educational staff to support schools (transportation, building service workers, cafeteria staff, para-educators, additional adult assistants, teacher, administrators, etc. | 3/23/2023 5:05 PM |
| 157 | Inequities of our school communities. | 3/23/2023 5:02 PM |
| 158 | Improvements need to be implemented related to technology, curriculum, school safety, Human Resources, risk management, employee morale. Additionally, with the implementation of a hybrid Board, the job has become more political than ever. | 3/23/2023 4:49 PM |
| 159 | Violence and/or bullying and the lack of resources used to promote cultural awareness. Funding for new edifices or the lack thereof. | 3/23/2023 4:39 PM |
| 160 | Blueprint for Md legislation is a tremendous opportunity but needs to be thoughtfully implemented to meet unique needs and assess of BCPS. | 3/23/2023 4:31 PM |
| 161 | Overinflated central office, need for more diversity in curriculum, inequitable distribution of resources across the district; need to address racism, discrimination, and implicit/explicit bias within our system | 3/23/2023 4:20 PM |
| 162 | More students need special education services, smaller classrooms and their voices heard. | 3/23/2023 3:50 PM |
| 163 | Continued over population of schools and how to balance this with current teachers, and support staff. | 3/23/2023 3:49 PM |
| 164 | The youth crime. | 3/23/2023 3:43 PM |
| 165 | The superintendent should know that due to COVID, inflation, and other societal factors many of our students and their families are living in very transient situations. Many families are struggling with child care, food insecurity and families need community supports that should be accessible through the schoolhouse. The superintendent should know that there are many inequities within our county that can be supported by providing more training to staff, better and consistent communications, and as much funding as possible to support individual community needs. | 3/23/2023 3:38 PM |
| 166 | More insightful on student needs and achievements. | 3/23/2023 3:30 PM |
| 167 | We are experiencing a rapid influx of new English language learners. The prevalence of the use of screens and electronic devices has caused deficits in our students' abilities to cope with | 3/23/2023 3:29 PM |

struggle and frustration, self-regulate, and to develop an age-appropriate attention span. As a result, students are showing increases in behavior and learning problems. Additionally, poor nutrition education of families has resulted in poor nutrition of our students. This issue is also causing learning problems in our students.

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| 168 | One issue a candidate should be aware of is curriculum. Our curriculum is hard to keep pace with. For example, science has too many lessons and the lessons we do have taken way longer than 30 minutes. It is just hard to keep pace with. | 3/23/2023 3:27 PM |
| 169 | Buildings are understaffed. Teachers do not get the respect they deserve from the central offices. More and more work demands are thrown at them without their input. Data is collected and then fudged to meet whatever target BCPS wants. Central offices are unresponsive to email and smart sheets. People are still working from home when buildings need them in their offices. Kelly Services cannot fill the substitute needs. The extra 15 minutes of planning for teachers is a disaster because the schedule does not allow for the 15 minutes to be attached to specials or lunch without using IA essential instructional support. To top it off, IA support has reduced for academic year 2023-2024. Moral is low. BCPS is a culture of fear. | 3/23/2023 3:13 PM |
| 170 | Too many Special Education programs have been discontinued, and the population who needs services is exponentially increasing. Not everyone is appropriate for General Education, especially when Classroom Teachers aren't mandated to be trained in Autism and or various disabilities. It is an extreme disservice to the SPED & GenEd students as well as all Faculty. Put the programs back please. | 3/23/2023 2:52 PM |
| 171 | Fighting that teachers just stand and watch so they dont get hurt. If the school has a no phone policy, why do more than half the teachers allow it? So much bullying in the schools , the principles even say we aren't worried about that anymore. 😡 | 3/23/2023 2:48 PM |
| 172 | Everyone is important. City but small town vibe, many old families with deep roots, extremes on the socio-economic continuum, multicultural, accepting, | 3/23/2023 2:15 PM |
| 173 | There are not enough teachers from historically underrepresented/discriminated against groups. Students are bullied based on identity factors and some (many?) teachers do not appear willing or equipped to address this (administrators too). Students are not exposed to enough diverse perspectives in their curriculum. | 3/23/2023 2:14 PM |
| 174 | Overcrowding, behavior issues, lack of support for the teachers, irresponsible spending of school funds. | 3/23/2023 2:07 PM |
| 175 | One item of which the new superintendent should be aware is the divisive way in which our Board of Education has conducted business over the past several years. Although this does seem to be improving, there remains a need to guide the board into cooperative, and therefore effective, decision making. | 3/23/2023 1:57 PM |
| 176 | The superintendent should be aware that there are principals in the county who clearly are only doing the job to collect a paycheck. There is no communication between the administration and staff. Constantly causing a problem of some sort in order to cause drama instead of being a leader of the school. The superintendent should be aware of the lack of leadership in the school buildings. An unannounced visit to a school will show the true colors of a principal instead of telling them ahead of time. | 3/23/2023 1:52 PM |
| 177 | I do feel there has been an over emphasis on politically divisive subjects in the last few years making their way into the curriculum at a young age. Our principal changed the annual "Halloween parade" to "Fall spirit parade" with instructions that the kids should wear costumes that reflect educational things like book characters. There was a lot of anxiety around this for the parents when we didn't know if our 1st grader's costume would be approved because it wasn't a book characters. Our community is very diverse and I think the better way to celebrate diversity is to make everyone feel welcome in school rather than trying to shove certain topics down people's throats. My six year old doesn't need to be learning about gender identity in specific school sponsored curriculum. He needs to be learning how to spell and write. Especially at the elementary school age, I think these well meaning programs and political correctness end up creating greater divides and discomforts in the community. Let kids be kids and let kids learn rather than trying to teach them value sets. Many of our best teachers have quit teaching the last two years because of the excess administrative politics being forced into the curriculum. | 3/23/2023 1:52 PM |
| 178 | Overcrowding. Limited number of math, science, and chemistry teachers. | 3/23/2023 1:51 PM |

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| 179 | Many fraudulent enrollments countywide. Costing taxpayers, creating overcrowded classrooms, and in some cases causing disruption with poor attendance and discipline issues. The large number of families countywide either moving to a neighboring county or going private because of dissatisfaction with BCPS. These two issues offset each other when looking at enrollment numbers. Parents need to be held accountable for their students. (behavior, attendance, care of devices, attending meetings, turning in permission slips etc) | 3/23/2023 1:47 PM |
| 180 | MORE visual contact with the schools, pre determine a small selected group to meet with superintendent to learn from the students' point of view how they feel regarding engagement of lessons, discussions, etc. | 3/23/2023 1:43 PM |
| 181 | Test scores are dropping and school violence is increasing. | 3/23/2023 1:43 PM |
| 182 | That a lot of people are struggling not just the student and their families but also the staff that are employed through and by BCPS. | 3/23/2023 1:43 PM |
| 183 | Baltimore county needs someone who really understands leadership and building creative collaborations between high tension. Stakeholders: teachers, parents, union organizers, the board. Real leader ship looks like a true understanding of each stakeholder's primary interests, and putting the education of our students first. Baltimore County parents desire schools, that rank highest in our state if not our nation. | 3/23/2023 1:42 PM |
| 184 | Lack of discipline/consequences and violence within schools. Although we have some amazing students, we do have some that act out in very violent ways. I think that the new superintendent should be aware that because of this uptick in violence and lack of discipline/consequences(due to administrators being limited to how many students they can suspend or what consequences they are allowed to give), many people are upset. At first it was just teachers, but now parents are voicing their opinions and worry. I also have students who have candidly expressed how they are afraid to come to school each day and I am at a very good school. I also think the new superintendent should be aware that attendance is a huge issue in our schools. I believe that if students needed to attend school or be at risk of failing if they don't attend school regularly, we would have much better attendance and more students who are truly learning. We allowed attendance policies to be a thing of the past, but it has been a huge detriment to our students. They are not going into the real world with a realistic idea of what will be acceptable when going into the workforce or college. The final part is cell phone use. Sometimes it feels like I'm standing in front of those black squares on google meets again because the students don't look up from their phones. When teachers are not supported by technology misuse in their classrooms, it prohibits teaching and learning. We give up and don't try to change this behavior. The new superintendent needs to see that these small little computers are keeping our future generations from learning academic skills and also social skills. Many of our students do not know how to interact socially because of the phones, mostly the social media on phones. I believe that once there is a discipline policy, attendance policy, and technology policy that is universal across these county, we will see more balance between schools, teachers, students, parents, administrators, supervisors, and community. I think there will be less angst between all of these groups and we can exist as one. | 3/23/2023 1:38 PM |
| 185 | An inefficient system with a central office that needs dismantled. Way too big. More money needs to go to the schools and the students. | 3/23/2023 1:30 PM |
| 186 | Large district with different socioeconomic needs and challenges | 3/23/2023 1:29 PM |
| 187 | There is a dearth of qualified, culturally aware teachers and subs in the county. Our children's educational needs are being negatively impacted by this. Since the pandemic shut down schools for a period, students academic and social emotional learning has been on the decline. There has not been enough discussion and more importantly, a shared plan of action to "right the ship" in these areas. | 3/23/2023 1:28 PM |
| 188 | They should be aware that the pandemic severely delayed the progress of many students and we are in a state of catching up. Multiple approaches to issues may be needed to cater to all the students. | 3/23/2023 1:21 PM |
| 189 | Overcrowding. Overly onerous county-wide mandates. Demoralized teachers. Special needs services are being monopolized by kids with behavioral issues. Unacceptable cuts in gifted programming. School administrators at the district level are unaccountable and, quite likely, unqualified. | 3/23/2023 1:17 PM |
| 190 | We are lacking solid discipline policies in our schools. The lack of consistency with students is | 3/23/2023 1:16 PM |

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| | causing many issues throughout buildings. | |
| 191 | Our board of education is a challenge to deal with. Our schools are aging and many of our schools are overcrowded. Our parents do not trust the principals, superintendent, or the staff in the offices. We have a shortage of teachers, bus drivers, cafe staff, additional adult staff and especially substitutes. Our teachers are not allowed to correct disruptive student behavior. They are told that their lessons are not engaging. Our students have become more and more disruptive in our classrooms, due to the lack of support from the administration. Principals blame teachers or state policy, and everyone pretends that there is no problem. This goes all the way down to PK. In the meantime, teachers are suffering from burnout just trying to teach the other students. On another note, we are constantly changing our textbooks or curriculum. | 3/23/2023 1:16 PM |
| 192 | The superintendent needs to be aware of what is actually going on in the schools. There is a big disconnect between leaders who have not been in a classroom in years as they are not understanding of the current needs of our students. | 3/23/2023 1:16 PM |
| 193 | Transparency of school is important. And also timely information is the key. The information for everything shouldn't be relay at the last minute so that the parents don't have time to do the research about topic or event. | 3/23/2023 1:14 PM |
| 194 | Teachers need high quality PD on effective instruction and curriculum. Declining enrollment due to behavior problems in the schools Communication and support from current leadership (cabinet, EDs) to schools is an area in need of improvement. | 3/23/2023 1:13 PM |
| 195 | Many varying opinions on everything! | 3/23/2023 1:13 PM |
| 196 | Behavior issues and lack of enforcement of rules, there are no real consequences now if students don't follow rules....re-evaluate the no kid left behind because we are just pushing kids along that don't possess basic math, English skills | 3/23/2023 1:07 PM |
| 197 | The grading system is a disaster. Being given a 50% for doing nothing sets kids up for future failure. Students should be graded based on what they do and how they do it. If they put little or no effort into the work, then they should be held accountable for that. Same with attendance. If students do not attend school, they should not be passing, regardless of whether they have access to the content online at home or through Schoology. The concept of what is considered major or minor is ridiculous and nearly impossible for families, students, and even teachers to carefully articulate, not to mention how that looks different across schools and grade levels. Participation, attendance, all of that should be a part of the grade or there is no motivation. Kids are extrinsically motivated, whether we like it or not. Return to the standard categories (CW, HW, assessments) - those are clear and hold students accountable for work in the classroom and at home. STOP trying to standardize everything. BCPS claims they are huge supporters of equity, diversity, and differentiation, but then they hand us canned curriculum with every teacher being expected to teach the same thing in the same way using the same common assessments. This does NOT allow for student choice or differentiation to meet student needs. BCPS is notorious for espousing certain beliefs but not supporting those beliefs through practical application of policies and implementation. Student behavior is atrocious, not all students, but the ones whose behavior is poor is so egregious that it is harming the learning of other students. It is not right that a small number of students are permitted to disrupt the classroom and the teachers continuously without being removed. Sure, I can support the use of de-escalation strategies, conscious discipline, and restorative practices, but at some point consequences need to go along with those things because consequences seem to be the only motivators for changing behavior. The schoolhouse is not equipped to provide the psychological, social, emotional, and behavioral services that some students need, so all students suffer from the behaviors of a few. Teachers cannot teach and students cannot learn when a significant amount of time is spent addressing disruptive student behaviors, particularly repetitive ones. When are we going to start focusing on the large majority of students who are there to learn and stop catering to the minority of students demonstrating bad judgment, bad decision-making, and bad behaviors? It is not surprising that test scores and achievement scores have dropped. We need to STOP using the pandemic as an excuse. We have now been back in school buildings for almost two full years. Teacher and staff retention. If you want to keep teachers, you better start doing something about the complete disorganization and incompetence in the HR and related departments. Why don't we have systems in place that make clear what activities people are paid for, what actual step they are on, what actual credits they have, etc.? Yes, I know we lost data in the cyber attack, but why hasn't anyone gone around to schools and talked to employees. Many people have saved data that could help restore the details needed to make our employment records accurate. People have downloaded growth charts with accurate credit earnings and salary lane | 3/23/2023 1:07 PM |

information, etc. Why isn't there some systematic way that these issues are being addressed, and if there is one, why isn't it shared with us so that we can at least recognize that something is being done. Opening up a customer service line is no better than trying to call a specific office because no actual solutions are given. And please stop with the new initiatives. LET US TEACH. More paperwork, more trainings, more meetings, more PLCs DOES NOT equal more student learning. It just means less time I can spend on planning, learning my content, differentiating for students, and giving good feedback.

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| 198 | Class sizes are too large Children need more time outdoors, including more recess | 3/23/2023 1:06 PM |
| 199 | Discipline. You can have the best lesson plans in the world but unless you can get the students to do what is needed the lesson is ineffective. Our teachers are burning out and quitting for many reasons, but one of the biggest is behavior issues. Respect for teachers is minimal. We are cussed at and threatened. Our instructions are ignored. We receive no backup. I understand that we are reluctant to to suspend students because they belong in the classroom. The data does not lie. But what we are doing is not working. Students refuse to come to detention and the parents don't care. What are the consequences for that? What are we supposed to do? Problem getting subs. Cafeteria food really is disgusting. Tech issues; students without devices or devices that don't work. It really hinders the progress in the classroom as many of our programs are software based. Hire more school counselors! | 3/23/2023 1:06 PM |
| 200 | Each one teach one. Each one bring one. "The only thing worse than being blind is having sight and no vision." | 3/23/2023 1:01 PM |
| 201 | Inequities among schools. (i.e. title one schools vs all other) our schools have inexperienced staff always coming thru and no real growth is made, buildings and program opportunities are dramatically different. Title one schools should never have more than 10 % staff as non tenured. Our title one elementary schools and feeder schools have over 50-80 % non tenured staff and this impedes progress. | 3/23/2023 1:01 PM |
| 202 | Discipline is key. We do a disservice to not hold them accountable. | 3/23/2023 1:00 PM |
| 203 | Bullying, lack of outdoor time for students, school lunches are lacking. | 3/23/2023 12:58 PM |
| 204 | TABCO and the Unions are a cancer in our school system. They breed waste and laziness. There is a complete lack of consequences for poor behavior and performance from the students. The problem kids get all of the attention and resources. There is no equity if the good kids have to carry the load and the others are allowed to pass through the system. | 3/23/2023 12:57 PM |
| 205 | Increase in student discipline and mental health illness among the staff and students. In addition, there are low math scores, open disagreements among board members, redlining, underlying racism in communities, and equity issues throughout the county. | 3/23/2023 12:57 PM |
| 206 | Schools have had an increase in violence. Students seem apathetic about learning. Many parents do not understand how to advocate for their students learning needs. They also do not take responsibility for their students learning. Students are not showing academic growth and seemed to be rushed through curriculum. | 3/23/2023 12:51 PM |
| 207 | During the past ten years I have been an educator, I have seen BCPS do a terrible disservice to our students and staff by eliminating attendance rules, failing to appropriately discipline students, and not holding kids academically accountable (kids get a 50% on assignments they barely try on, due dates are no longer a thing, and all responsibility has been taken off of students and parents for student behavior and achievement. It is almost impossible for a student to get expelled or disciplined. If a student is African American it makes it doubly hard to hold them accountable. I am a liberal. I support equity. However, it is my belief that the rules have gone out the window in a misguided attempt to be equitable. I love and respect my brown students, I am compassionate and understanding, and I know that they are as smart and capable as white or Asian or any other students. So why do we as a school system not hold them accountable for their potential and behavior? BCPS school policies which are obsessed with race are despicable. This is the honest truth. I am not a racist whack job Republican. I support reparations, I am "woke", I'm an anti-racist. What I am saying is what I believe to be the truth. | 3/23/2023 12:50 PM |
| 208 | Many schools struggle with quality teacher retention as it is directly related to student behaviors, inequity across schools, different leadership styles, and a lack of enforcement and support from leadership related to students exhibiting problematic behaviors. | 3/23/2023 12:48 PM |
| 209 | Baltimore County Public Schools has a long standing history of white supremacist, capitalist, | 3/23/2023 12:47 PM |

sexist, patriarchal practices in teaching, leadership, counseling, and student disciplinary practices. These practices are often combined with anti-Blackness leaving psychological, and emotional sometimes physical harm on Black students, employees, and parents. I say with the wisdom and experience gained as a BCPS alumni, previous employee, and parent. This is a critical issue the superintendent should be aware of as they come into our school district and willing to address via policies and procedures controlled by the various offices within our school district. Teacher and education support professional pay does not match the cost of living. Increasing teachers and education support professional base pay in addition to upcoming COLA. Implementing covid-19 regulations that prioritize the well-being of all BCPS stakeholder groups which includes mask mandates and mandatory testing for all staff and students.

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| 210 | Equity of resources across the entire system, lack of certified educators in the central office to support all educators and schools, lack of published procedures to support staff with completing tasks effectively | 3/23/2023 12:46 PM |
| 211 | Increased violence in the schools, some teachers and students experience unruly behavior in the classrooms which impede on the teachers' and students' right to a good teaching environment. Also, many of the schools are experiencing teacher turnover due to lack of administrative support in addressing unruly behaviors. | 3/23/2023 12:45 PM |
| 212 | Safety concerns at the Jefferson Building Budget concerns | 3/23/2023 12:43 PM |
| 213 | bullying, updated buildings and equipment for classrooms, equality amongst all districts, buses | 3/23/2023 12:40 PM |
| 214 | School as babysitter mentality in some areas. Lack of parental involvement in some areas. | 3/23/2023 12:39 PM |
| 215 | Students seems like they are in charge of the school.. | 3/23/2023 12:37 PM |
| 216 | Educational excellence should be prioritized. | 3/23/2023 12:19 PM |
| 217 | Student behavior becomes more challenging every year. Educators are feeling beaten down and losing hope that the climate will improve. We feel as though the expectation is for us to develop super-human patience and coping skills, while students and families are afforded excuses, additional chances, additional effort on OUR part, etc. School staff are expected to take on more and more responsibility for the success of students, as families and students are held less and less accountable. Students and families seem to value education less than in past years. Many students are neither interested nor motivated to learn the material being taught, even as educators are working harder than ever to engage their students. | 3/23/2023 11:38 AM |
| 218 | behaviors class sizes are to large not being able to give a grade lower than 55 not being able to hold kids back a grade level teachers shouldnt have to folloow the curriculum exactly too much middle management | 3/23/2023 11:02 AM |
| 219 | Attendance and tardiness is a big issue. Administration needs to be more involved in supports teachers with student behavior. Teachers and staff need to feel respected by any supervisor and not feel like everything is a "gotcha". | 3/23/2023 10:57 AM |
| 220 | The quality of education has been declining and the academic scores are reflecting this. While Kirwin will bring millions of additional money to the school system, meaningful reforms need to happen to improve learning and achievement for all students. | 3/23/2023 9:57 AM |
| 221 | Our internal structure inherently places departments and offices into silos, forcing the academic side and business services side to stay separate. In order to foster a culture for education for sustainability to flourish, we need to be united in our efforts and approach this holistically, and encourage bridging the gap between the two sides of the BCPS house. | 3/23/2023 9:45 AM |
| 222 | Safety is a main concern. Area is popular to have alot of civilians & young kids out walking, visiting stores, food places. The safety of the community is #1. | 3/23/2023 8:52 AM |
| 223 | Not just BCPS, but nationwide, these covid kids are STUNTED in every way: emotionally, socially, and academically, And I feel like people are just trying to pick up where they left off. These kids need to re-learn social skills, need emotional support and mental health sessions, as well as a re-teaching kids "how" to learn. The damage inflicted on them, from missing two years of school will be felt for decades. My husband teaches at the college level and he says he sees the impact on these kids and their ability to learn. We need to re-think the "old" way of doing things, and give these kids the care and skills they have lost. My daughter is struggling with math. When she bombs a test, the teacher is unable to hand it back so that she can see what she got wrong so she can learn from her mistakes. So then she falls further behind. But | 3/23/2023 7:57 AM |

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| | isn't that missing the point of education? To learn? But then earlier this week a whole afternoon of classes were canceled so that Josten's could do a hard-sell live infomercial to get kids to buy class rings. WHAT? this is important...how? Look at the stats of % of kids getting free/reduced meals. Look at inflation. Families are struggling and the idea that a public school would waste precious class time to make kids feel bad who can't afford it, is infuriating. Sorry for the long rant but we need a superintendent that is less interested in media coverage and status and one that understands the complex challenges these kids are facing and work with/appeal to the Maryland State Education system to re-engineer the way we approach educating our kids. | |
| 224 | Our county needs someone trustworthy who will last in the position for more than just a few years, who understands the needs of the teachers | 3/23/2023 7:50 AM |
| 225 | There are educational gaps within the county that need to be fixed. Also, to be more aware of everyone's mental health. Just because there are gaps, doesn't mean that everyone needs to go to school for more days, more hours, more standardized tests. It means that we need to find what is causing the gaps and hire highly qualified teachers who want to be here and help the kids to work to close them. | 3/23/2023 7:40 AM |
| 226 | strengthening of security | 3/23/2023 3:54 AM |
| 227 | SOCIAL MEDIA | 3/22/2023 11:45 PM |
| 228 | The legacy of racism and inequality in Baltimore County is significant. We are a large diverse county with communities that do not seek to understand or support one another. A superintendent that doesn't put in the time to understand the nuances and qualities of communities ex. Randallstown vs Woodlawn, Dundalk vs. Essex, Catonsville vs Arbutus will not garner community support. | 3/22/2023 9:41 PM |
| 229 | There are too many executive level employees that are compensated over \$200,000.00 per year and there have been NO IMPROVEMENT in student achievement. Please take a strong look at the employees that make so much money, yet have no accountability for the schools they supervise! I'm a taxpayer and will soon plan to leave Baltimore County unless things turn around. | 3/22/2023 9:21 PM |
| 230 | Be aware that in my community (Newtown area), we have slim to no options for middle school. Please be aware that more houses continue to be built at Lyons Mills Blvd and Owings Mills Blvd but their zoned elementary school is overcrowded. Be aware that if my zoned school is extremely underperforming but I cannot afford McDonogh- I will request out-of-zone permission and that's just being fair. My child also deserves a decent education. | 3/22/2023 8:36 PM |
| 231 | Principals showing favoritism to their friends who work at their schools! Students who belong in specialized schools or facilities. Listen to the educators when they talk, they hold the key to the success of the bcps school systems future! | 3/22/2023 8:15 PM |
| 232 | Lack of leadership in the full sense. There are too many admin here for the title who treat others as less than and who fail to engage with the faculty in a manner that empowers them to be better. The salary scale needs to improve. We are in a shortage and those of us who still teach are picking up the slack. We need better pay and better staffing. | 3/22/2023 7:39 PM |
| 233 | There seems to be a lack of cohesiveness between all BCPS schools as to what the consequences would be if students are not following the rules. Teachers don't feel like anyone has their back when students act up and do not follow the rules. Students need to know safe and appropriate boundaries and the consequences of what happens when they break the rules. | 3/22/2023 7:24 PM |
| 234 | Not every community is like ours and there are loads of children who are several grade levels behind, with parents who have no clue how to navigate that. | 3/22/2023 7:02 PM |
| 235 | Many schools are out of control as far as discipline is concerned. Fighting, skipping class, vaping, and defiance are big problems. They need to address this. | 3/22/2023 6:35 PM |
| 236 | The Special Education department is a complete DISASTER!! Whoever decided it was in the best interests of students and teachers to dissolve certain programs several years ago made the biggest mistake I have seen BCPS make in the 20 years I have been a teacher here. Schools, mainly classroom teachers, are expected to provide equal instruction to all students and that is not happening because students with severe emotional and behavioral needs have been placed in the general education setting with no support and their needs cannot be met in that setting. I see this mainly in pre-k, kindergarten and first grade. Students, who, in the past, | 3/22/2023 6:10 PM |

before the dissolution of certain alternative placement programs, would have been placed in a small group class with multiple adults specially trained in dealing with students with emotional and behavioral issues, are now in our classrooms disrupting learning, eloping from classrooms and buildings, screaming, cursing, throwing classroom furniture and materials, biting, punching, and kicking the adults who try to intervene; and worst of all, causing trauma to all the other students who are forced to witness the students' outbursts and the adult intervention. I understand that the thought behind integrating these students into the general education setting may have been based on equity; that certain populations of students were being over-identified as requiring special placement. But now, equity in these classrooms has come to mean that no one is getting their needs met-not the students with those emotional/behavioral problems, not the students with learning needs, not the typical developing student, and not the teachers. Is that the new meaning of equity? That no one gets what they need because a small portion of students need a different placement (so they can eventually transition into a general education setting after 2-3 years, having learned appropriate behavior, developed coping strategies and gotten therapeutic resources) and a different placement is considered not equitable? Because that is what is happening. We follow all the protocol of collecting data, setting up interventions, getting them onto the team schedule for meetings, and calling Special Ed. to come out and observe only to be told we aren't doing enough and hear the "have you tried a sticker chart?", "have you tried using the student's picture in all the target areas?", "have you tried having another student help them?" accusations. YES!! We have tried all of that! That is why we called you, the supposed experts! In my school, there are students who constantly scream and run up and down the halls when asked to do the little bit of work we expect of them, disrupting all the other classes, being chased by our in-house special education teachers, being escorted to the office by our principal, our assistant principal, our guidance counselor. The reps from Special Ed. come out and say, "oh, they are fine. Just give them what they want to stop the screaming." Why is this acceptable? Why must my little students witness another student toppling a water cooler in the hallway? Why must my students witness a teacher being bitten or kicked or punched? What is this doing to THEIR development? How are they going to view relationships between teachers and students in the future? You might think, "well, where are the additional adults that are assigned to provide these students with support?" The answer is that they quit. Would you want a job where you are bit, hit, punched and cursed at on a daily basis? How long could/would YOU tolerate that abuse? And if those adults do manage to stay on board, they are not trained to handle the wide variety of outbursts that occur. We have even asked Special Ed. to come and train those additional adults and Special Ed. puts that burden on the individual school to pay for the training. They simply refuse to invest the time to use their supposed expertise to help those students who need them the most. When we have had BCPS behavioral specialists come in to observe and advise, it is for a short time and the teachers fully acknowledge that the student is more compliant when that TRAINED BEHAVIORAL SPECIALIST uses all the tools they have; which only confirms that those students need more than what a general education setting can provide. The county has worked in several mental health half-days into our school calendar; but do you know what would be MOST beneficial to teachers' mental health? Having programs where students with emotional and behavioral needs can get the help they need. They aren't getting it in a general education setting. And by the time it is taken seriously, it is too late for that student. Their behaviors have become so ingrained and habitual that their whole school experience has been punitive. What will it take for change to happen? Staff and parental lawsuits? Serious injuries to students and/or staff? A repeat of the Newport News, VA incident?

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| 237 | Infrastructure is a problem | 3/22/2023 5:51 PM |
| 238 | Be aware that in my community (Newtown area), we have slim to no options for middle school. Please be aware that more houses continue to be built at Lyons Mills Blvd and Owings Mills Blvd but their zoned elementary school is overcrowded. Be aware that if my zoned school is extremely underperforming but I cannot afford McDonogh- I will request out-of-zone permission and that's just being fair. My child also deserves a decent education. | 3/22/2023 5:48 PM |
| 239 | Behavior within schools, recruiting strong teacher candidates and then keeping the teachers, need to communicate with teachers administrators and families, need to find ways to engage families/parents that are disengaged, improve attendance of chronically absent students, improve mental health services for ALL students as a part of daily curriculum | 3/22/2023 3:10 PM |
| 240 | There is overcrowding in different corridors in Baltimore County. Teachers are overworked and underpaid along with our support personnel such as bus drivers and cafeteria workers. Many of our children are dealing with mental health issues. There is more violence in our schools, as a | 3/22/2023 3:07 PM |

result. School busses are often late. We need more magnet schools on the West side of Baltimore County.

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| 241 | General low morale among staff, There is general lack of engagement from several Chiefs and Superintendents; disorganized senior leadership has resulted in a lack of transparency, lack of communication, lack of responsiveness to issues. New superintendent should be prepared to address concerns about student and staff safety, concerns about student and staff social and emotional health | 3/22/2023 2:32 PM |
| 242 | Teachers are underpaid compared to surrounding counties and schools are understaffed | 3/22/2023 2:04 PM |
| 243 | Discipline- we have given students conscious discipline and restorative practices for many years and it is a great tool for the majority of our students. But there are some that need greater interventions and consequences for serious behaviors. We need to keep our other students and staff safe- as of now, they do not feel safe or supported by admin. | 3/22/2023 1:56 PM |
| 244 | That we are desperately asking for fair wages. School psychologists are in DESPERATE need and in order for us to retain highly qualified individuals we need to be competitive in our salary. This year we were down about 13 positions which led to us covering schools virtually and having other psychs go test kids. That is not ideal for provision of services. I'm my current position my ratio is 1:2400. 2400 students, 1 school psychologist. (This does not include my coverage school) Around 360 kids with IEPs. The National best practice for that ratio is 1:500 for a comprehensive provision of services. We need to be paid for the extra duties that we are required to take on. | 3/22/2023 1:48 PM |
| 245 | The transportation service is unresponsive and unsafe. Safety concerns have been blatantly ignored by transportation director, school's principal, and superintendent. | 3/22/2023 1:48 PM |
| 246 | being honest. hold people accountable..quit pandering . have a backbone, doesnt suffer moral turpitude. can stand up to the trash that is ruining bcps. has the ability to create alliances and build a coalition of like minded people who can drive back the trash people trying to ruin bcps | 3/22/2023 1:30 PM |
| 247 | Teachers are fed up and if they haven't already left, they are on the brink. Surrounding counties offer better pay and supports. The lack of support teachers have been feeling, especially over the last few years, with an increased workload and severe burnout is very real. Quality teachers are leaving because of toxic work environments. Safety is a concern; behaviors have increasingly become more dangerous/frequent. | 3/22/2023 1:23 PM |
| 248 | Special education teachers and support staff are very important to have in each school, yet the schools are understaffed. It seems we have an escalated number of students with behavioral needs and there isn't enough trained staff to help make the classroom less dangerous. Due to having inclusion in our classrooms, this can make it difficult when a child diagnosed with autism has a meltdown and due to the Special Education being understaffed, this can be a distraction to the rest of the students. We need additional staffing hired for our IEP students, and behavioral students. (the number of students with behavioral or emotional problems has increased over the past two years.) | 3/22/2023 1:16 PM |
| 249 | Academic achievement struggles that pre-date the pandemic (we can't blame the pandemic). We need someone who will take a close, critical look at curriculum, training, and practices to get us moving in the right direction. We would definitely benefit from someone who understands the benefit of investing time and money in a curriculum (and the needed training) that teaches reading and writing with explicit phonics instruction. This could have a huge impact if someone were willing to make that change! Behavior issues. There are consistent complaints from parents, students, and teachers about behavior issues in schools; specifically, there don't seem to be consequences and teachers don't get any support when they reach out to their superiors about behavior problems. It's like a free for all and someone needs to make some serious changes. Technology. While the devices were beneficial during the pandemic, overall they were a big mistake. The cost has caused BCPS to take money away from other areas of the budget to support the program and they have not delivered the promised gains; in fact, student academic performance actually started getting worse after the devices were introduced. They are a distraction in class, they often don't work well, WiFi is spotty at best causing them to sometime be useless during class. While some exposure to technology is good and necessary for our students, we need to completely rethink our over-emphasis on technology (especially in all elementary grades). Relationship with the community. For many years now, community members have repeatedly and consistently experienced what I call "fake input opportunities." It seems that the school system goes through the motions of getting community input on a variety of topics through surveys, public | 3/22/2023 1:10 PM |

input at board meetings, email opportunities, and more. Yet, in the end, no one ever really listens to anything we say. I have experienced so many times myself over the past 8+ years as I've gotten involved in voicing my concern or opinion on matters. No one is truly listening at BCPS headquarters.

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| 250 | The community has a low level of trust for both the board, the superintendent, and the superintendent's staff. a high level of transparency and communication will be necessary. most of the current high leadership came from montgomery county with the old superintendent and they are not good at their jobs. they don't know what they are doing and although they try hard, they have been promoted too quickly into positions they know nothing about. it will be a weak team to help the new superintendent. | 3/22/2023 12:39 PM |
| 251 | Safety in middle schools, reading centered math if your child is below grade level in reading they tend to have difficulty in math. | 3/22/2023 12:33 PM |
| 252 | Too many schools are pushing kids through on "social promotion" rather than grades, leading to lower level classes and many students well below grade level. | 3/22/2023 11:50 AM |
| 253 | Equity amongst schools in different zones. Some schools seems to have more than others in terms of facilities, staffing, etc... | 3/22/2023 11:40 AM |
| 254 | Grading and attendance policies across the county, teacher retention | 3/22/2023 11:22 AM |
| 255 | Attendance, low SES, grading policy that needs to be revisited, lack of trust between upper level administration and the schools. Violence in the schools, lack of transparency on all levels. | 3/22/2023 10:56 AM |
| 256 | Although there was some turnover in December 2022, the BCPS Board of Education is dysfunctional and individuals on the Board who remain do not trust their employees to do their jobs. Board Members have created a divisive and antagonistic relationship with employees. _____ has taken actionable steps to reintroduce trust between staff and the Board, but those Board members who remain (and a few who are new) and believe the social media posts of the general public rather than their employees have eroded the pride and commitment of employees serving BCPS. | 3/22/2023 10:53 AM |
| 257 | The issue with our elected officials allowing developers to run this county! This candidate will need to put KIDS first - EVERY time and not fall in line with the BC machine of allowing developers to have zero responsibility to better our communities and schools, while they make millions. Total lack of transparency, currently, on so many levels. Loss of confidence in the system and in many layers of leadership down from the Super by parents and community members. Lowering of standards has greatly hurt BCPS (grading policy & cutting back on GT staff as two examples.) Not admitting problems - you can't fix what you don't admit is an issue. Violence and lack of consequences/supports in classrooms is making it difficult for even those who want to learn, to do so. Teachers report no one is learning because of this issue. It's fixable - new leadership needs to fix it. Office of Special Ed is a hot mess - mandated IEP services not being implemented for many students. Totally understaffed for needs. Staff not trained on IEPs/writing goals/etc. Compliance is an issue. Too many kids needing services that should be happening effectively in Tier 1 and 2. Equity initiatives have been all talk and little to no action. We are paying depts of people to work on equity and very little has changed as a result. This is important work. Where are the measurable results of all of this effort, time and energy? | 3/22/2023 10:08 AM |
| 258 | Baltimore county student and teacher safety has diminished. All kids are not punished for breaking rules. Often, this is swept under the rug. This has directly impacted school performance. | 3/22/2023 9:43 AM |
| 259 | Not enough counselors. Our children have a MENTAL HEALTH CRISIS going on and we need social workers and teachers with psych backgrounds. The young teachers only know how to educate...they are not equipped to handle a child with anxiety, depression, self harm, etc. then there's no counselors to turn to! | 3/22/2023 9:08 AM |
| 260 | The teachers and staff are overworked and underpaid. They have too many things to deal with that are not teaching. The bus drivers need more support in their jobs (aides?) and need to be paid more because they are so important in getting the kids to school on time and ready to learn. Our English language learner population is growing and those teachers need support or smaller classes. I am tired of the emphasis on technology over humans and the money spent on computers versus teachers. Also, the Baltimore County buildings are aging and some | 3/22/2023 9:06 AM |

teachers and students are asked to endure work conditions that would never be tolerated by the central office people at Greenwood.

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| 261 | The superintendent should watch out for the push to limit GT classes because of woke ideology. We shouldn't be enabling poor behavior and lack of skills, but rather encouraging a higher level of learning as an opportunity for all of the students to better themselves. The superintendent should also lookout for allowing poor behavior as a norm in our schools. If we expect better, we will get better. If we keep lowering our standards for equity, everyone gets hurt. Be aware that students are often poorly guided at home and school is their place to feel safe and learn. However, it is not the job of the school to parent. We need standards and circumstances for behavior across the system that sets the right example. We cannot continue have consequences for some kids that have a better home environment but not for others that we may feel sorry for. Nothing will get better if kids know that they can break the rules and there will be no action taken. | 3/22/2023 8:51 AM |
| 262 | Special education needs a lot of work. Progress tracking and meeting the needs of students with learning differences are two specific areas of concern. Additional training and continuing education for special educators is needed. Our schools are old and we need more schools built. Transportation is a major issue in Baltimore County. | 3/22/2023 8:22 AM |
| 263 | Grading and attendance policies across the county, teacher retention | 3/22/2023 8:09 AM |
| 264 | Teacher morale is at an all time low. What can they bring to the table to increase morale. | 3/22/2023 7:56 AM |
| 265 | Policies are outdated and not consistent with the current trends. School leaders should be provided more autonomy. The selection process for school leaders should be diversified. Support for new employees in various position is lacking. | 3/22/2023 7:19 AM |
| 266 | We are worried about increase of bullies and violence in schools which often starts in social media and follow to school. | 3/22/2023 7:07 AM |
| 267 | We are a reactionary district. Decisions are being made by a few individuals who lack supervisory experience. When things don't work out they become more entrenched rather than examine their own decision making processes. We have lost so many top leadership staff, so quickly, that much of our institutional knowledge has gone with them. | 3/22/2023 6:29 AM |
| 268 | Should make sure to talk with the teachers to be vigilant on disciplining any student who bullies another accordingly. | 3/22/2023 4:53 AM |
| 269 | VIOLENCES AND OVER CROWDED CONDITIONS MAKE LEARNING HARD. | 3/22/2023 4:51 AM |
| 270 | Kids get away with too much with little to no consequences for theyr actions.schools should have thorough disciplinary actions. | 3/21/2023 11:55 PM |
| 271 | Our community good things are professionals and diverse cultural groups with positive student learners, striving for mastery excellence in a COVID-19 pandemic. Some do not accept our non-smoking and zero tolerance drug free community lifestyle. Some believe in plagerism like we do, but no concept of payout for my two hundred plus Innovative Inventions. I am not the only parent seeking change or Independence for our student learner. Some would like a healthier fresh air quality experience for young, middle and senior age groups. Some are engaged in unacceptable recreational activities. Some communities do not know how to maintain no noise, no illegal use of firearms, guns or weapons which are a trademark for all mankind. Our children and their children families may face challenges in our lives. The BCPS VLP are the only virtual classes online who has the least amount of unfinished work or low attendance for student bodies that social distance online. Some family learners like to retrieve supplies from their home schools, risk free from COVID-19, while remaining in their car. The virtual student representatives can learn in a non-toxic, safe, clean air environment in the virtual learning program. Some hybrid student families do not have this choice. Some can not control the use of CBD or over-the-counter strong chemical compound or chemical bonding products with strong odors and over and unbearable smells making some protect themselves with a mask up on their nose and mouths. Some drive drunk. Now, some drive while "high." Some reaction times are slower not faster. Some are full of energy. Some are feeling sluggish or tired from 2nd hand fumes lingering on for far too long. Some do not believe in personal space 10 feet or more. Some refuse to keep a clean community or use trash cans. Some alledgedly lost hope for themselves. Some alledgedly lost faith for a brighter future. Some like most are looking for the silver lining or gray area where the metaphors we live by are not always "black" or "white" so visible or clear. Some learners may want to wearmask but do not wear mask if intimidating by others. Some learners need more attempts on practice exercises | 3/21/2023 11:23 PM |

in all settings. Some learners need more teachings lessons on the American Families Dream. A longer list of ways to earn an honest living or wage or 6 figure salary. Some graduates who don't work in their fields of study may need a reminder they are still valued in their community regardless of their lifestyle. Some who sacrifice self care for personal preferences like for hire jobs are the backbones to our community as an unpaid volunteer. Now, income earning vehicles should be made more prevalent in this day or age of time. Some Americans learning and working outside their homes would like to find safer methods like staying around those he or she live with in their home. All BCPS Hybrid Learner Representatives may not be able to abide by Center of Disease Control (CDC) guidelines to only consume "eat" "drink" their own food and beverages when in class. Some learners if being rushed may not be able to abide by CDC washing their hands 20 second rule while singing the "Happy Birthday" song . Some may need extra time to finish work. Classwork may need to be changed as homework. Students, teachers, and parents may need to focus on the allotted or allowed 8:45 a.m. to 3:10 p.m. learning timeframe. Some parents will need to help their student track unfinished assignments. Some parents will need to help their student learner. There is No better time to learn than the present time for a student learner. All parents should be able to keep pace with their student learners virtual or hybrid class without an enormous amount of emails', correspondences, conferences and text messages. Some students supposedly can not demonstrate excellence in 3 institutions for example as follows: homeschool/VLP/BCPS. Some BCPS Virtual Student Representatives can not create a LIVE instructional, learning and historical moment being on time within a seven hour period in a hybrid setting. Most parents want to remain their child's best role model. Stakeholders and the United States 🇺🇸 of America communities are the stepping stones we need to improve in order to take care of our community. Some student progress is not clearly shown when student learners microphone is not muted "on" so parents and students working at home may be distracted by noises. Students have to show work or attempt try its in not quiet classroom environments. Some students may need more virtual field trips arranged by their parents, caregivers, teachers, guidance counselor, Principal, Director, Former or Acting Superintendent to get a clearer understanding of our communities with classmates and his or her role in the LIVE virtual program. Students may need more independent study, facilitator and less social peer study group time to focus 100 percent of attention span on learning while being filmed on a LIVE broadcast. Some teachers can not focus on lesson plans with bus or cafeteria duty. Some teacher plans may not be created before class. Some BCPS VLP has less teaching time, because of bus, nurse, cafeteria, tardy, absentees, car ride or dismissal and cleanup duty times. Some students who have increased their math practice time are being accused of using a calculator. Students have not been introduced to a calculator. So, students will maintain the initial foundation of counting using fingers, drawings and hardwork math concepts innovative techniques. It would be nice to keep D.R.I.V.E and Pledge of Allegiance as a golden teachable moment on Friday Morning Announcements and zero room for labels or unkind words towards student learners in the homeroom. Some adults may want to refrain from using strong scented lotions upon a request. Some may agree to not rub or use strong scented products but forget or not mindful of it. Therefore, teachers will need to be professionals. Teachers, parent volunteers will need to accept suggestions and recommendations from the community. Our chance to create a hopeful, brighter, better, stronger, more efficient, and productive generation full of diversity, personality similarities or differences, and diverse cultures. Our world is one for all mankind will be a challenge.

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| 272 | There is a drop in student achievement. We make too many changes too swiftly. What works for small districts does not necessarily work for BCPS. The new secondary math curriculum is not working. | 3/21/2023 9:40 PM |
| 273 | There are lack of special education services , there is a need for additional staff to ensure all students IEP's are being followed | 3/21/2023 9:24 PM |
| 274 | BCPS teacher shortage, underpaid teachers, under funded schools, school climate drastic decline, student safety not a priority, need trauma sensitive schools!!!! | 3/21/2023 9:14 PM |
| 275 | Change is easily talked about but hard to make actually happen. You have teachers leaving in record numbers, and the ones who are staying (because pension comes through in a few years or they just don't have any choice) are burnt out, pulled to thin, and don't have the energy or mental capacity to do an average job. Children are struggling across the board, children with learning disabilities served in a, pardon my French, half-_____way, where they're encouraged to fail before the parents who are advocating for them are taken seriously, and children who are advanced aren't being challenged and wind up bored and disenchanted with learning. The bureaucracy of every single meeting and ridiculous processes is showing me that it's not about a loving of learning or supporting children or even doing what is best for our children - our future | 3/21/2023 9:10 PM |

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| | - but what can most benefit the fat pockets and/or the schemes and/or the egos of the school board. The thing is this isn't just a BCPS problem, and I don't expect BCPS to change the whole system over night, but ultimately you have a responsibility in accepting this position to know better and from that place do better. There is the potential for this county to be better - to hire more well trained staff - yes that will cost you - but maybe you don't need quite so many folks or extraneous expenses. Maybe that means providing a stipend to the families that desire and show a demonstrated need to move students out of their home schools and to a more suitable learning environment. Drastic overhauls need to be made, and the past few superintendents have only succeeded in making things worse. | |
| 276 | Historically segregated services for children with disabilities must be addressed. Students should receive special education services in their home schools. Resources should be aligned with a vision of inclusion. | 3/21/2023 9:10 PM |
| 277 | Central office seems wasteful (too much money going there instead of schools), payroll and office of certification sick at their jobs, teacher retention is a big issue and many teachers are leaving. Our schools are SO diverse and so many kids don't have home support, or are immigrants in ELL. Teachers are doing work in the classroom but are having such a hard time overcoming student apathy, excessive student absences, and deficits caused by students promotion to next grade levels without mastering skills and content (almost everyone is promoted even if they actually failed the grade). We're tired of hearing about test scores when students aren't even coming to school to learn because they're apathetic or chronically absent. My school can only send 5 students to project attend a year. We have so many kids that are late or absent every day and nothing is being done to get these kids to school. Behavior is an issue. Schools can't discipline students anymore. Disruptive students are the norm and nothing is done about it. | 3/21/2023 9:03 PM |
| 278 | Overcrowding at Perry Hall Middle and High is a major issue. Myself and most other parents I talk to are exploring private options which is extremely disappointing for so many reasons. I'd also like to see PreK options expanded. Finally, politics should be kept out of schools. Period. | 3/21/2023 8:52 PM |
| 279 | Discipline is a huge issue in BCPS. There are no consequences for student behavior and the students know this. Teachers are not allowed to enforce consequences on students. The county is too focused on data collection and is not interested in doing what is best for students. The curriculum is too jam-packed and moves quickly. There is no time for students to practice and reinforce skills because of testing deadlines that are imposed. BCPS leadership is very top heavy, so offices need to be streamlined. More programs are needed for atypical learners. More support staff is also needed. | 3/21/2023 8:14 PM |
| 280 | Am not sure | 3/21/2023 8:05 PM |
| 281 | Gun safety, student behavior, and when redistributing, consider the reasonable boundaries instead of random moves too far away from residential address. | 3/21/2023 7:57 PM |
| 282 | There is little consistency in the quality of schools, both in outcomes and climate. Poor local school leadership is causing high quality, experienced teachers to leave BCPS for better working environments. | 3/21/2023 7:20 PM |
| 283 | School violence, lack of any meaningful consequences for aggressive childrens' behavior, and a constant push from progressive special interest groups to indoctrinate our children and separating them into "victim" and "oppressor" groups. Our family thankfully has the resources to pull our children from public middle school and send them to a private institution. Many do not and they are frustrated and angry with the current school situation. Please stop blaming COVID for the current situation and come up with real solutions that may allow families like mine stay in the public school system. | 3/21/2023 7:12 PM |
| 284 | There are no good middle schools in the county. Violence is a major issue in the middle schools. There are problems with districting and over crowding. The teachers are unhappy and there is a lack of substitute teachers and aides. Test scores and failing academic achievement is a huge concern and red flag that needs to be addressed. | 3/21/2023 6:53 PM |
| 285 | Gun safety, student behavior, and when redistributing, consider the reasonable boundaries instead of random moves too far away from residential address. | 3/21/2023 6:50 PM |
| 286 | Substantive lack of consequences for students. Continously changing curriculum and demands on teachers, which does not allow us a foothold to teach from a place of expertise. Far too many decisions made by "offices" from people that only work in theories and do not | 3/21/2023 6:43 PM |

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| | trust teachers decision making and professionalism. This district only values those that do as they're told, not what is best for students. | |
| 287 | Substantive lack of consequences for students. Continously changing curriculum and demands on teachers, which does not allow us a foothold to teach from a place of expertise. Far too many decisions made by "offices" from people that only work in theories and do not trust teachers decision making and professionalism. This district only values those that do as they're told, not what is best for students. | 3/21/2023 6:43 PM |
| 288 | The bus schedules are still a mess. Do not believe the "data" they will show you. At my children's school buses are late (5 to 45 minutes) every day | 3/21/2023 6:40 PM |
| 289 | Wide variety of social issues over the span of the county ; need to help students / families address educational gap from COVID plus BH needs | 3/21/2023 6:32 PM |
| 290 | Need for VLp | 3/21/2023 6:29 PM |
| 291 | lack of trust in school system due to ransomware attack, increases in violence, inequity in access to advanced academics courses, very heavy focus on college that may not apply to all students, poor articulation of IEPs and 504s as students move from elem to middle to high | 3/21/2023 6:13 PM |
| 292 | No issues that I am aware of. You should hire _____ as the new superintendent because she is surely beyond qualified for the job. But selfishly I would not want her to leave our schoolhouse. | 3/21/2023 4:52 PM |
| 293 | Lower middle class students who spoil the good vine. | 3/21/2023 4:50 PM |
| 294 | Violence in schools; abandonment of Gifted and Talented education for the sake of "diversity/equity"; overcrowding due to previous lack of planning; reliance on technology and Google services | 3/21/2023 3:49 PM |
| 295 | Schools are overcrowded. The school system itself is too big and top down decisions do not make sense at the schoolhouse level. The system needs more specialized programs, especially for children on the spectrum and children with behavioral disorders and it shouldn't be so hard to get kids placed in these programs. | 3/21/2023 3:32 PM |
| 296 | Retention and Recruitment must be at the top of the list. Staffing shortages exacerbate an already daunting workload. Investment in more hiring officers and an investment in salaries and benefits MUST occur in order to right the ship. And once we get staff to join Team BCPS we need to value them and support their growth so they stay. This means revamping our onboarding, New Educator Orientation and Induction programs, and providing more professional learning when educators need it. We have over 1,000 conditionally certified teachers in BCPS this year. New Educator Orientation (which was optional) was 3 days long. 3 Days to learn about curriculum, classroom management, equity, ESOL students, evaluation, professional responsibilities and much more. This is inadequate for a traditionally certified staff member and unacceptable for those without a day of teacher training. We have a successful teacher mentor program (PAR) that has been understaffed and overtaxed. If we provided adequate supports to ALL new educators we would see better retention rates. | 3/21/2023 3:17 PM |
| 297 | We serve a wide range of students. Curriculum planning and budgeting need to constantly reflect on and acknowledge that what happens on the north end of the county will look very different to the west and east sides. | 3/21/2023 3:06 PM |
| 298 | Bathrooms on the school | 3/21/2023 2:39 PM |
| 299 | Student's Curriculum need to be looked into and check put in place to ensure these are indeed taught to the students. | 3/21/2023 2:12 PM |
| 300 | Frustration with scripted curriculums that limit teacher creativity in the classroom Lasting effects of a toxic school board Lasting effects of COVID learning, ransomware attack and a challenging return to in-person learning have had a negative effect on many in the system | 3/21/2023 2:11 PM |
| 301 | Administrators who are on power trips, lack of parent and schoolhouse support for teachers, too many people in positions in central office that don't do anything to benefit the overall district, parent of special ed students are lied to and special ed teachers are not respected. | 3/21/2023 1:59 PM |
| 302 | Parent involvement/transparency/input needs to improve. There are strong private schools in the area attracting students and parents who have soured on BCPS' curriculum and school environment. | 3/21/2023 1:56 PM |

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| 303 | Safety of students, teachers and staff are reaching a critical point. Violence in school is becoming more and more prevalent. Many of our schools are overcrowded, structures are undermaintained after years of limited funding. Parents are frustrated with what seems like a constant list of questionable actions from BCPS. Students are behind in academics. Teachers are overworked and still underpaid. | 3/21/2023 1:45 PM |
| 304 | We compete with private schools in the area. We need someone that knows our county. We need someone that knows our school system so they can help us recover from COVID. | 3/21/2023 1:36 PM |
| 305 | The superintendent should be aware that one size fits all expectations and requirements will not benefit all children in the large diverse school district. | 3/21/2023 1:31 PM |
| 306 | Attendance rates are poor. Teachers are exhausted by inconsistent disciplinary practices and too many expectations. Parents are confused about how to help their kids. | 3/21/2023 1:16 PM |
| 307 | The issues across BCPS are common across the state and nation, but we need a superintendent who will listen to and seek answers from us and not become defensive when the input is given or lethargic in developing a plan. The issues are staff moral, safety, achievement, retention, facilities conditions | 3/21/2023 1:11 PM |
| 308 | Employees are not being paid enough. | 3/21/2023 1:01 PM |
| 309 | As a former student of BCPS and a current employee for over ten years one of the biggest concerns that I've noticed is how students are being pushed through Elementary and Middle School even if they have failing grades. There are no expectations in lower grade levels, then all of a sudden they get to high school and are expected to pass every class in order to graduate. Every grade level and every school should be preparing students for the next part of their lives. Elementary for middle, middle for high, high for college or careers. We know that their younger years can be defining moments for a person and if there are no expectations, they will get to their high schools and be completely lost. Some of them will not take school seriously because they think that they do not need passing grades in order to graduate. I truly believe that it is unreasonable to put these expectations on children who have not had those expectations for the first eight years of their education. BCPS should be ashamed. I also think that the new superintendent should pay closer attention to the Special Schools (Public Separate Day Schools) especially, Battle Monument because the children in these schools are being taken advantage of by nurses, staff, administrators, and parents. Please keep special education in mind. The way Battle Monument handled their students was emotionally and mentally draining. Then the principal's boss would walk into the building, only listen to the principal's perspective and leave. Of course the principal would lie and say everything was good and leave. If those kids could go home, tell their parents what was happening at school, there would be much more accountability for those administrators. | 3/21/2023 12:54 PM |
| 310 | Many students need help with managing emotions (fear, anger, sadness). This needs to be a part of the daily talks in school. | 3/21/2023 12:44 PM |
| 311 | Teacher retention Teacher/administrator morale | 3/21/2023 12:42 PM |
| 312 | BCPS is a very large county with many different strengths and needs. There is an increase in violence in schools, lack of teacher retention, and lack of resources. | 3/21/2023 12:37 PM |
| 313 | The culture of fear in the present administration. Lack of special educators in the schools Lack of Trust * little or no collaboration with Supt Cabinet on systemic issues. Rather the collaboration is only with a select few. School violence and consequences | 3/21/2023 12:27 PM |
| 314 | please no more re-districting--it's too tough on the children. | 3/21/2023 12:24 PM |
| 315 | he/she needs to have a special education background | 3/21/2023 12:24 PM |
| 316 | Students held unaccountable for bad behaviour, poor attendance, lack of focus and motivation, social media misuse and substance abuse. Administration being held to metrics that do not relate to learning outcomes, (ie Graduation rates rather than student performance required for graduation.) | 3/21/2023 12:20 PM |
| 317 | Schools in the area generally need to be more ADA, compliant and specifically work to stop bullying and ensure all students are safe in school, particularly from their tears and teachers. School staff should be trauma-informed. | 3/21/2023 11:57 AM |
| 318 | Be sure to push back on unreasonable efforts to make sure the new criteria of diversity is met at all costs because the criteria is an ever changing element of society that ebbs and | 3/21/2023 11:47 AM |

flowing with the whim of social media and can counter productive when educating our children
Can you identify when it is counterproductive?

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| 319 | My main priority is feeling that my kid is safe and accepted as he goes to school. He currently has an IEP plan and I want to ensure his school is able to foster his growth and stay within his special needs while having the ability to keep him safe. I also think our teachers should feel their value and be consistently supported in a very tough environment for education/teachers. | 3/21/2023 11:39 AM |
| 320 | Bullying is number one . | 3/21/2023 11:26 AM |
| 321 | Basic reading comprehension, math skills and financial tools are important in adulthood. Also, teach kids how to think for themselves. Leave social justice out of the picture, which promotes more division. | 3/21/2023 11:21 AM |
| 322 | Teachers are extremely overwhelmed because existing and upcoming curriculum requires so much more planning and prep than what is provided. Ex: Teachers in elementary school receive 65 minutes to prepare and plan for 6 subjects/classes. This is not adequate time to prepare the materials, make copies, plan, and create resources that are needed to instruct. The existing materials and curriculum provided for teachers often do not include presentation materials, materials prepared, and science and math especially, require so much time to read through and understand the concepts needed to be taught, prior to being able to teach the lessons. As teachers we have to spend hours daily creating the materials we need to teach. This is a job of a curriculum designer and cuts into the time we need to focus on our families, mental health, our administrative duties, connecting with students and families, and more. If you ask me, this, is a huge reason teacher are leaving the profession. When teachers are given surveys, it's a formality. The information isn't truly considered. It's just a box that can be checked off, to say we asked the stakeholders. Teachers voices (face to face panels or written feedback) should be considered when making decisions that impact instruction. I have seen too many times when feedback was asked but the county already decided what they are going to use. I saw this with the first devices being issues. The Lighthouse schools weren't really effectively pilots as the technology was already purchased and decision for what was going to be ordered was already made. I've seen this also with curriculum resources and other decisions. | 3/21/2023 11:16 AM |
| 323 | Everything we know about childhood and adolescent development is out the window with these students after the pandemic. It is not just about accelerating through what they missed academically, they think, feel, act, and need differently. | 3/21/2023 11:10 AM |
| 324 | This is a diverse district with high expectations of ALL of our students. | 3/21/2023 11:08 AM |
| 325 | BCPS schools are very different based on their location. We need differentiated solutions for our unique schools. Administrators in the schools are the key to teacher retention. | 3/21/2023 10:57 AM |
| 326 | This question is a perfect example of why its so important to have an internal candidate as our next superintendent. Someone who is well aware of the current climate and culture of our school system is necessary and will save years of time. | 3/21/2023 10:53 AM |
| 327 | A shortage of teachers, special educators, instructional assistants, adult assistants and substitutes along with student discipline problems is causing all school employees to feel burned out, overworked, and exhausted. | 3/21/2023 10:43 AM |
| 328 | Teachers need higher pay, smaller classes, more resources (staff). We will continue to lose quality educators without these things. I am a former BCPS employee who resigned. | 3/21/2023 10:40 AM |
| 329 | Special Education is a mess right now. Years ago we dismantled programs that support our struggling students with special education needs. The county has placed these kiddos in the gen ed setting with little to no support and general ed teachers can not and should not have to do this alone. How we deal with problem behaviors is also an issue. there are no consequences for students and families so this ridiculous behavior continues. | 3/21/2023 10:18 AM |
| 330 | While education is the priority, parents and teachers are concerned about safety in school environments. Not just protecting against armed intruders, but ensuring that teachers and students can feel safe to do their work. Providing support for the vulnerable kids who face abusive home environments and bring their problems with them. | 3/21/2023 9:57 AM |
| 331 | The upper management is top heavy and getting one clear answer in a decisive manner is nigh impossible. In Corporate America this called "Silo-ism". | 3/21/2023 9:46 AM |
| 332 | GREAT disparity between school districts within Baltimore county that need to be addressed | 3/21/2023 9:46 AM |

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| | with a NON-cookie cutter solution. | |
| 333 | Be sure not to make assumptions or allow stereotypes to prejudice your opinion regarding entire communities. While diversity offers a great deal in terms of the personal growth of students and staff, it also provides challenges in supporting all students within a given school. Social/emotional/behavioral challenges are creating unsafe environments in many middle and high schools. I feel lucky to have two out of three local high schools that present as safe and supportive environments. Our students require access to safe schools in which they are able to access quality instruction from staff who are experienced, knowledgeable, and passionate about their calling as educators. Which means that efforts must be made to retain our best teachers, especially within areas with more challenging populations. | 3/21/2023 9:44 AM |
| 334 | Many schools have behavioral issues such as discipline, respect, focus and motivation that bring down the quality of education for all students. Accountability is lacking given the leniency on the part of administration reinforced by the Metrics schools are measured against. | 3/21/2023 9:43 AM |
| 335 | Our county demographics are changing, and the social economic numbers are changing. Next year all students will be receiving free lunch and breakfast. Our students will also need additional after school supports such as clubs and tutoring. | 3/21/2023 9:39 AM |
| 336 | That middle school needs to include 3 tracks, standard, honors, and gt. Dallas Dance got rid of the middle track, honors, and kids in middle school have to be in either gt or standards. The progressive idea of getting rid of Honors was to push kids to take harder, ap gt classes, but this does not work in middle school, bc the classes are picked for the students. This does not serve the children in the middle well. | 3/21/2023 9:35 AM |
| 337 | disparities among schools and communities, teacher burnout due to behavior concerns and ever expanding demands of classroom teachers, diverse student body, not too diverse teaching staff, inconsistent actions taken regarding chronic disruption and students not following school rules and safety practices. Need for increased PD for new teachers on effective teaching practices and being an expert in their fields. Too much attention on SEL in classroom setting - losing focus/goals of teaching and learning in classrooms. | 3/21/2023 9:27 AM |
| 338 | N/A | 3/21/2023 9:26 AM |
| 339 | Nurses have more responsibility than a teacher; therefore, nurses should not be making what a teacher makes with the same degree. Nurses have to maintain a license in order to practice. Please as the new superintendent change the salary of the nurses to reflect the responsibility we have to keep the children safe at school. | 3/21/2023 9:25 AM |
| 340 | Our district is very large which makes it difficult to manage with consistency. Often I hear that families and teachers are not able to share their concerns and if they do these are not addressed well. For example, transportation is not managed well and student behaviors (disruptions) are not dealt with successfully, | 3/21/2023 9:21 AM |
| 341 | Violence in schools is increasing, and Education is decreasing. Schools have become too political, and that has clearly interfered with the teacher's instruction. | 3/21/2023 9:17 AM |
| 342 | Behavior issues, special education issues, poverty, trauma | 3/21/2023 9:14 AM |
| 343 | Some schools and parts of the County are struggling with violence and poor performance. Deficits in reading and writing are an issue. Gaps in performance between racial and ethnic groups. | 3/21/2023 9:06 AM |
| 344 | A once proud and fine school system has lost its way over the past several decades. Now there are so many distractions that learning is secondary to testing, equity, facilities, teacher moral issues, staffing, etc. All of the focus is currently on the worst performing kids. The middle and high performing kids are lost in the shuffle. | 3/21/2023 9:02 AM |
| 345 | The wide variance across the county in academic performance, college preparedness, school safety and atmosphere | 3/21/2023 8:47 AM |
| 346 | The incoming superintendent should be aware that student behavior has become a problem. Most students are coming to school ready to learn. There is however a pocket of students who have deep emotional or behavioral needs that are not addressed at home. We try our best at school, but we do not have adequate resources to truly address the problem. These students disrupt the learning of the students who come to learn. If we had a plan to address this behavior, BCPS schools would soar. | 3/21/2023 8:46 AM |

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| 347 | School's are not being held accountable for their misuse of personnel, money, and resources. School's do not implement safety plans when intruders are in the building and students do not receive consequences. | 3/21/2023 8:43 AM |
| 348 | Overcrowded classrooms. | 3/21/2023 8:42 AM |
| 349 | nothing that im a wear of so far | 3/21/2023 8:42 AM |
| 350 | Crime , litter, wish we had more parks and community events . More security at elementy schools | 3/21/2023 8:41 AM |
| 351 | There is a lack of accountability and consequences for students regarding inappropriate behaviors from the administration, countywide, therefore students are lacking respect for themselves and others. | 3/21/2023 8:21 AM |
| 352 | <p>1. Leadership of School Administrators: Leadership is greatly lacking at many schools (confirmed with others I know). I am a high school teacher and have experiences and seen a great lack of leadership. Administrators are not visible, especially in classrooms. They do not support teachers who want students to learn. In other words, many teachers have given up on making students stay off phones, stay awake, do their work, be on time, etc. While I blame teachers, I blame the administrators. They should be in classrooms and professionally and privately correcting teachers who do not enforce high standards. Obviously, the lack of leadership results lower standards and thus less learning. However, it also results in not having a safe and orderly environment. Students who are constantly allowed on their phones are bullying others/engaged in conflict with others and the number of fights has greatly increased at my school. 2. Attendance at School no Longer Matters: I blame it on leadership mentioned in number 1 above, but too many teachers are allowing students to complete a very short and easy assessment that is automatically graded as the overwhelming majority of grades for their students. Also, they can retake again and again until they easily figure out the correct answers. As a result, students with chronic absenteeism received inflated grades because it does not matter if they read the readings, thought about the assignment, discussed with classmates, etc. My philosophy is that students should read every class, write every class, think every class, discuss every class, etc. As a result, they grow as learners. This philosophy is not the norm in too many classes. 3. Leadership of Superintendent: The present superintendent said, "Don't be surprised when I show up at a school unannounced." at a TABCO rep meeting. I doubt if he ever did that and certainly never did that at my school or schools where my friends teach. A superintendent should show up at schools and look for basic indicators of safety, discipline, and learning first. For example, walk into rooms unannounced and see if students are sleeping, on phones, etc. A teacher who does the most boring book work yet ensures students are on track will be more effective than a teacher who has higher level lessons, but no classroom management. I strive to have higher level learning and excellent classroom management. I would love to have a superintendent show up unannounced to my classroom. He/She will quickly see how well I do compared to other teachers. Unfortunately, the present administration does not see that because they only know teachers from saying hello in a friendly manner and judge no office referrals or failing grades as an outstanding teacher. A few walks into those teachers' classrooms will show the true story of low standards. 4. Teachers who truly care about their profession and students feel intimidated to lower standards. In the past most students who had struggles with high standards would conform and achieve genuine success. At the beginning of the year, they would get upset when made to work, behave, be on time, etc. It is current practice to simply move students to another teacher's class instead of guiding students to do what is right. I feel as if because of my age and being male, I get discriminated against a disproportionate amount compared to other teachers because students would rather have a young teacher. It started to dawn on me after being called, "Old man, _____ old man" by a student. Also, I handle after school detention for administrators after school. I work with two young teachers on an alternating basis who are stricter than me. They make students put cell phones on table, won't let them use the restroom alone, etc. They don't say please and thank you but get instance compliance. When I alone I ask students to "Please put your cell phones away" and explain the rules and get challenged. If you take my feelings and apply them to treatment by a few guidance counselors and most administrators who have never set foot in my classroom the problem of intimidation to lower standards is increased. I have a disproportionate number of students moved out of my classroom by two new guidance counselors. I am not told the reason and not given a chance to meet with student and guidance counselors. I am told "admin decision" and recent email not answered. Therefore, my conclusion is the students have said</p> | 3/21/2023 8:17 AM |

something that is not true or certainly have not admitted to their wrongdoings. If you were to look at the discipline entries for students moved from my class, you will see a trend of chronic discipline issues and failing grades. I conclude the problem is occurring with each department. I have talked to teachers in other departments, and it is happening to them. When I was a younger teacher, I was the teacher who had challenging students put in my classes. Now with many more years of experience students are pulled from my classes by people who have never come into my classroom.

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| 353 | Communication is problematic. Teachers on the ground in classrooms have no effective way to communicate with district leadership. When we see problems, it takes months for anyone to even hear about it. BCPS also ignores a lot of educational research. We know a lot about how kids learn, yet curriculum materials ignore this. We know kids learn and retain more with more recess breaks, but they still only get 20 minutes a day. Bad administrators stay. No matter how many teachers try to voice their concerns, nothing is done. | 3/21/2023 8:15 AM |
| 354 | Students are not accountable for the attendance or behavior. They "earn" service learning hours through their classes, not by imagining and enacting real service. They are lacking proper moral guidance for their development of responsible character/citizenship. High school teachers have too many students (120-150) in the A/B schedule where they teach six. They don't have enough time to provide meaningful feedback. The school curriculum should be revised to include public speaking. The school board is rather dysfunctional. | 3/21/2023 8:13 AM |
| 355 | The extent of bullying in the schools and teachers turn a blind eye to it instead of addressing it. | 3/21/2023 8:12 AM |
| 356 | All schools problem and solution All are equal | 3/21/2023 8:05 AM |
| 357 | All schools problem and solution All are equal | 3/21/2023 8:05 AM |
| 358 | Please hold employees and students accountable. Harford county holds parents accountable for their children. Parents are asked to attend school an entire day with their child for the first offense. If BCPS did this more it would cut down on disruptive behavior and let the teacher focus more on the students who want to learn. | 3/21/2023 8:03 AM |
| 359 | The person needs to recognize the experience and intelligence of the existing administrator and not bring in "their" people. The person needs to shrink the size of Greenwood. We have to many executive directors and offices!!! | 3/21/2023 8:01 AM |
| 360 | All of the arts are very important to our culture and need to be supported and protected There is a feeling of us vs them between teachers and support staff vs administration and higher ups in the county offices. This relationship needs to be repaired. This divide stems from poor communication and the ransomware attack that has unveiled decades of poor management. Teachers need more time to complete the constant and growing demands being placed on us. | 3/21/2023 7:59 AM |
| 361 | Teachers' time is not respected or valued. Students are not held accountable. | 3/21/2023 7:35 AM |
| 362 | While our neighborhoods are diverse in so many ways, those who have the means to leave public school and go into private schools will do so. The image of the district and the schools is one of overcrowding, lackluster admin, and overwhelmed teachers. | 3/21/2023 7:32 AM |
| 363 | Staff complaints filed with HR, thorough investigative processes that provide resolve and clear communication with all parties involved. Morale issue with the current climate. Needs more recognition for performing personnel. | 3/21/2023 7:32 AM |
| 364 | Behaviors of students and school personnel, especially when it related to children with IEP's. I have witnessed misleading written reports and IEP document's including manifestations and suspensions. There has also been many cases of teachers allowing inappropriate conversations to carry on among students that lead to altercations and fights. The next superintendent should be working with the board and community leaders to create an accountability system to hold leaders accountable. | 3/21/2023 7:32 AM |
| 365 | student achievement, equity, diversity, equal opportunities for all regardless of individuals race and or background, socio-economic status, teacher retention, salaries etc. | 3/21/2023 7:29 AM |
| 366 | discipline is an issue and fighting | 3/21/2023 7:28 AM |
| 367 | The elementary curriculum, especially ELA and Social Studies need to be replaced. Staffing for schools should not be based on a set formula when all schools have different programs. Wi-Fi does not work well in schools. Lack of devices for students. | 3/21/2023 7:24 AM |

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| 368 | We have serious behavioral problems in this county. There are many supports put in place for students. Teachers are better at de-escalating situations than ever before and yet there is chaos in many of our schools. Morale among staff is very low. Student apathy is very high and parent involvement in many cases non-existent. The number one issue facing this superintendent will be to reestablish order. We need to discipline students and have consequences for chronically disruptive, disrespectful, and violent students. It is impossible to teach in some classes due to these types of behaviors. In my school it is widespread. There is a fear among administrators to discipline students when it involves suspension. _____ of the Randallstown NAACP said that by not consequenceing students we are in essence increasing the school to prison pipeline. I have witnessed student behavior escalate when logical consequences are not put into place. | 3/21/2023 7:21 AM |
| 369 | Rodgers Forge has a very high expectation as to the quality of the school. Parents expect the school to be clean and safe, and expect teachers and administrators to be highly competent and friendly. | 3/21/2023 7:20 AM |
| 370 | Many students do not feel safe at school and there has been a big bullying problem. I have also talked to many teachers who cry on a daily basis because the students are so out of control and there are no consequences. The teachers need support and students should be held accountable for their actions if you want to keep teachers. I also think the pay for teachers should be much higher than what it is due to inflation and the rising interest rates. I've had several new teacher friends who are leaving the profession and making over 100k working from home and are under a lot less stress. I've also seen a lot of wasteful spending including additional positions which have not had any impact on the school. The additional workload of SLOs has also been an issue. I work hard each year to analyze my data and work with students to improve. However, I talk to other teachers who just use prior data and don't do any work. | 3/21/2023 7:18 AM |
| 371 | This is a big county and it's fairly diverse, what's true in one part of the district is not necessarily true for other parts. | 3/21/2023 7:18 AM |
| 372 | There is a lack of trust in the leadership in BCPS. As a teacher of 20+ years in this district, it has been difficult to witness the teachers, parents, and students lose their sense of trust that those in leadership are making moral decisions that truly have the best interest of the students and teachers in mind. | 3/21/2023 7:18 AM |
| 373 | Better money for paras | 3/21/2023 7:16 AM |
| 374 | Bullying is still an issue and various schools. | 3/21/2023 7:15 AM |
| 375 | The real and/or perceived decline of Baltimore County schools; horrible staff morale; the perception of lack of transparency within the organization. | 3/21/2023 7:15 AM |
| 376 | Our school system morale is very low for teachers. There is a lack of trust in higher ups to make decisions. Our school system preaches equity but we are still using old systems and a lens of equality to make decisions about staffing, data, and funding. | 3/21/2023 7:13 AM |
| 377 | The district is very large and encompasses a large area that ranges from rural areas to more suburban settings. One size does not fit all when it comes to solutions for the district. What may work in the northern area of the county, may not work in the southern/western/eastern parts of the county. | 3/21/2023 7:12 AM |
| 378 | The district is very large and encompasses a large area that ranges from rural areas to more suburban settings. One size does not fit all when it comes to solutions for the district. What may work in the northern area of the county, may not work in the southern/western/eastern parts of the county. | 3/21/2023 7:11 AM |
| 379 | Discipline! These kids need to learn that there are consequences for bad behavior! | 3/21/2023 7:11 AM |
| 380 | The schools are short staffed across the board and it is taking a toll on everyone and it would be beneficial to have some other type of recruiting, whether it be hourly wages, more incentives or what not. And HR takes too long in the hiring process when we do get new recruits. | 3/21/2023 7:02 AM |
| 381 | Behaviors are making it very difficult to teach. Many, if not all, classroom teachers are less able to teach due to disruptive, vulgar or aggressive behaviors. The education of the students should come first. In order to better educate the students, behaviors must be addressed. | 3/21/2023 6:59 AM |
| 382 | Some of our schools have poor reputations. The standards for all students have been watered | 3/21/2023 6:48 AM |

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| | down; there is a lack of rigor where deadlines and grades are concerned. We are not doing our students a service when we allow work to be turned in up to two weeks late with no penalty. We've opened up our GT and AP programs to all students which is great; however, we don't allow anyone to fail even if the student is non-producing. The violence has increased across the board, and it's harder and harder to have students removed from the school when they are disruptive to the learning of others. | |
| 383 | Look at the fights and bullying that continues to grow in the public schools and protect the staff. Staff are hesitant and afraid to teach in this atmosphere. Make the actions more stringent on the students who partake. Show them a little authority. Back your staff! | 3/21/2023 6:39 AM |
| 384 | Segregation in the county and our map scores being below the national average. Also, the math curriculum we currently use jumps all over the place. There has to be something better. | 3/21/2023 6:32 AM |
| 385 | It seems many of the areas that pay the higher taxes due to having higher incomes also get their construction project needs addressed sooner than many of the lower taxed neighborhoods. That is not equality. Many of the lower taxed neighborhoods need the specialized programs more than the higher taxed neighborhoods. They should have the same opportunities. However, it is understood that some of those neighborhoods also have a parental structure that may be in a disarray and complicated, therefore, helping those that need it most is not always easy. | 3/21/2023 6:30 AM |
| 386 | Discipline is a serious issue in schools. There are no consequences for disruptive students. Students who want to learn suffer because disruptive students monopolize the time of teachers and administrators. | 3/21/2023 6:17 AM |
| 387 | Mental Health days have been very helpful for everyone. Considering everyone's safety when closing schools for any reason is important. A superintendent should be seen visiting schools and offices. School safety is a priority. | 3/21/2023 6:15 AM |
| 388 | We need to find a way to have smaller class sizes, more special educators, more mental health supports, and hire and retain our staff. We need more support for our inclusion students and we need to be realistic about our expectations for one on one supports. Educator workload needs to be manageable and sustainable. | 3/21/2023 6:12 AM |
| 389 | Need more support in classrooms for teachers when ratio of students is 20-30 to 1 teacher. Need more supportive staff for special Ed. | 3/21/2023 6:06 AM |
| 390 | Communication could be improved. There is too much communication that is not important or relevant-and the stuff we should know is buried on websites. (redistricting) We have had 2 poor superintendents back to back and the district has suffered for it. | 3/21/2023 6:04 AM |
| 391 | We need to pay teachers more who work at title one schools in order to keep them from being training facilities. Title one schools struggle to find staff and end up with brand new teachers. Once they are trained and competent they leave for a less stressful environment thereby perpetuating the struggle at title one schools. Those are the schools that need consistency and high quality educators but there is no incentive for educators to stay there. | 3/21/2023 6:00 AM |
| 392 | the superintendent should attempt to be more representative of all people in Baltimore County and not just a few. This is no small task since it is a rich and diverse community. | 3/21/2023 5:47 AM |
| 393 | Elementary instruction does not have as much rigor as I would like to see. Few opportunities for enrichment for students that have already mastered skills, especially in math. Not enough differentiation in ELA. Administration should have regular communication via newsletter, etc. Classroom behaviors are extremely disruptive to learning and are difficult for the young children to witness and handle emotionally. Field trips and other opportunities have been limited. There are 5th grades in my school that have never been on a field trip. I would love to see more experienced teachers at the schools that are Title I. | 3/21/2023 5:44 AM |
| 394 | Teachers and staff should be accountable to help the students and sometime parents need help too. This should be everyone's top priority- often times in a district this size, it is not. | 3/21/2023 4:39 AM |
| 395 | Nor that I know of | 3/21/2023 4:17 AM |
| 396 | The superintendent should be aware of the many students that didn't do so well during the covid shut down. Although we had virtual programs that were better than not having nothing, many families suffered a great deal of trauma from many different things, especially the loss of parents, grandparents, siblings and close friends etc.. A good superintendent would be able to understand and know that we are in a recovery stage and act accordingly. | 3/20/2023 11:55 PM |

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| 397 | Overcrowding and decrease in academic performance | 3/20/2023 11:44 PM |
| 398 | They should be aware of over crowding coming from the south towards the city area. Kingsville should really be apart of Harford County like before. 20151 isn't 21236 or 21234 | 3/20/2023 11:20 PM |
| 399 | There is a pervasive lack of accountability among students, particularly in disrespectful and severely inappropriate behavior, drug use, sexual acts, and increasing violence. BCPS has developed a reputation of pacifying students and their parents in fear of resulting law suits, so the system does not hold students and their parents accountable, leading to poor-performing schools, unsafe environments, and a mass exodus of talented staff. | 3/20/2023 11:13 PM |
| 400 | 1) Overcrowding at some schools which requires action | 3/20/2023 11:05 PM |
| 401 | Marijuana smoking in high schools and fights | 3/20/2023 10:18 PM |
| 402 | The BCPS need to provide good benefits to all BCPS staff. Having already worked as a temporary contract staff at BCPS for several years, there is no benefits for temporary contract employee until now. | 3/20/2023 9:52 PM |
| 403 | Equity, Pay scales and increases, staff shortages, value all staff, open to what works, listen to those who work closely with the students everyday. | 3/20/2023 9:26 PM |
| 404 | The embarrassing lack of hands on learning opportunities for students who do not learn easily on a digital platform. | 3/20/2023 9:15 PM |
| 405 | Lack of discipline in schools toward students, an emphasis on having teachers sway students to a way of thinking "woke" characteristics instead of concentrating on teaching children facts and life lessons | 3/20/2023 9:11 PM |
| 406 | Schoolwork presented can be overwhelming. It's not the amount it's how it is presented on paper. There is either a lot on one page or one level above. Also the class moves on to the next learning project before completely understanding the first. 22 kids to one teacher with minimum help. with 22 kids the teacher cannot give a minute for individual attention to a student who needs a little more direction and redo. Meals come in a package , always have. Not really delicious or nutritious. Some lunches are not lunches. Ex. Yogurt, granola , string cheese. Lunches have not gotten better . Only healthy food, but not a healthy meal. | 3/20/2023 9:09 PM |
| 407 | He should look at how to restructure the learning curriculum. How can we meet the learning style of the individual student to help them achieve successful ways of learning and retaining the information to produce successful grades. | 3/20/2023 9:08 PM |
| 408 | Diverse school culture in each school. The repercussions of the damaging effects of COVID, teacher shortages and burnout. Underpaid Kindergarten assistants and AA. | 3/20/2023 8:44 PM |
| 409 | The increasing prevalence of CRT and radical gender ideology must be stopped in BCPS schools. Parents need to have easier access to curriculum so we can be equal partners in our children's education. | 3/20/2023 8:42 PM |
| 410 | None | 3/20/2023 8:24 PM |
| 411 | We are so large and each area has it owns needs, values, and expectations. We are in need a positive leadership, one that wants to be visual and accessible to teachers, students, parents,etc... | 3/20/2023 8:14 PM |
| 412 | Parents want transparency and need to be involved in the curriculum as well as decisions on how the school culture is shaped. | 3/20/2023 8:06 PM |
| 413 | The teacher's union is protecting bad teachers. As a superintendent, you have to care about kids and their education. There is no accountability at the highest levels of the school systems. Hold yourself to a higher standard and then hold everyone under you to the same standard. Don't just say it, do it. | 3/20/2023 8:05 PM |
| 414 | Behavior needs to be addressed. Students talk back and talk throughout lessons, so how can students learn and teachers teach. We are tired of hearing it is the teachers fault.....responsibility needs to be taken by students and parents. Boundaries and framework need to be set. | 3/20/2023 8:01 PM |
| 415 | Many Schools are overcrowded/large class sizes-not enough schools to house the student population, and several of the schools need to be expanded/updated. Unfortunately, due to the | 3/20/2023 7:56 PM |

lack of support, both financially and emotionally, to the teachers and related service providers working directly with the students, they have resigned/left the school system in droves. Too much time, energy, and money has been spent focused on new curriculum and putting in place new programming, vs. hiring and retaining quality teachers and service providers! It doesn't matter what new curriculum and programs are being taught/used, if you have no one to teach and support them!!!

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| 416 | There are a lot of fights and violence in the schools between students and student towards teachers. People get hurt somewhere every day. | 3/20/2023 7:56 PM |
| 417 | It is a large, diverse district! The needs of some of the schools can often be overlooked because of "fires" that needs to be out out elsewhere. Having good people who are willing to work and support their staff in leadership positions is critical. | 3/20/2023 7:49 PM |
| 418 | Decrease in test scores, violence in some school districts, older educational equipment, need more school renovations projects/improvements to much older schools | 3/20/2023 7:47 PM |
| 419 | Kids that commit crimes such as assaulting other children or stealing from them don't get punished. | 3/20/2023 7:46 PM |
| 420 | I can't think of anything thing | 3/20/2023 7:45 PM |
| 421 | -overall lack of support for special education students at the elementary level -difficulty retaining high quality teachers due to pay scale -professional development of new curriculum, instructional strategies is limited to almost lacking -current BCPS is very top heavy in central offices- supports are needed inside schools | 3/20/2023 7:43 PM |
| 422 | -Bloated bureaucracy, please don't bring your entourage -Attendance concerns, especially following COVID, it feels like so many students were lost - Growing ESL population that needs our support (and PD for teachers to meet the need) - A loud, well-funded minority of parents that want to control everything their children learn (such as real history, sex education, diversity of voices in literature) - an exhausted workforce that is tired of being pandered to - discipline issues that wouldn't be issues if educators were fully staffed, trained, and prepared to meet the needs of all children - the mental health crisis in general - hopefully, a slightly more civil Board of Education | 3/20/2023 7:30 PM |
| 423 | Lots of students are struggling with mental health!! BCPS advertises that they support MH issues for students but the reality is that there aren't any designated services or money for programs. | 3/20/2023 7:17 PM |
| 424 | 1. Students are damaging computers. There are students who have intentionally damaged several computers and they keep on getting new devices without penalty causing systemic shortages. 2. There is a culture of truancy and students using abusive language and behaviors with other students and staff. These students have no at home consequences and are not responsive to school consequences or parents will not support after school/ Saturday school consequences. Some of these students have such disruptive behavior that little learning can happen in some of our classrooms. There are students that wander the room hitting and kicking other children during lessons -even in 8th grade classrooms! We have students using drugs and sharing with friends in middle school without consequence. We have students with 30+ referrals and students who want to learn and the teachers and students are trapped within classrooms with them. BCPS will not send these students for time outs to alternative schools. The only students who are getting time outs to alternative schools are students who have engaged in extreme physical violence such as deliberate attacks on other students. | 3/20/2023 7:16 PM |
| 425 | The lack of Culturally Responsive School Leadership Schools continue to be disconnected from the communities they claim to serve. | 3/20/2023 7:08 PM |
| 426 | Testing. Violence In school. Lack of communication with parents, when things are going on in school. Schools need to be in better repair. These kids should know how to count money and learn more life skills in school before high school. They should know how to write term papers. Mock interviews should start before 12th grade. Children have to be taught according to how they learn. Ensure that people are qualified for the subjects in which they teach. Hire the best of best to teach at the elementary level. | 3/20/2023 7:06 PM |
| 427 | Our staff is tired. We appreciate the raises (we are supposed to get), but the constant cuts in staff while we are trying to offer more services to more kids with greater needs is exhausting. While BCPS continues to ask more of their school-based staff, they still flock to every new idea or fad that comes down the road. Staff are constantly having to adjust or add new | 3/20/2023 7:05 PM |

"strategies" or find a way to offer "edutainment" that does not change how students perform. If BCPS is going to hold teachers accountable for their data, then systemic problems with behavior, drug use and attendance need to be addressed in a cohesive, equitable way. The new superintendent needs to know that schools in the lower SES areas are inundated with social issues that other schools do not have to spend the time and energy on- we don't perform at the same level on standardized tests/measures because we spend so much time trying to overcome the issues that walk through our doors and still maintain a safe haven for our students.

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| 428 | That many people want to be involved in our community just as other affluent areas. We have care givers who are not have technology skills to access or stay connected with our system. This deficit needs to be addressed. Many grandparents ect do not even have emails. How are we empowering our immigrants? We have students translating for parents on forms they do not understand. | 3/20/2023 7:01 PM |
| 429 | Schools are in a drastic decline. Education, safety, communication within the communities and funding are my major concerns. | 3/20/2023 6:56 PM |
| 430 | The new superintendent. Needs to be aware of paying attention to the teachers needs. An how much better they can help their class. Plus more get need extra help for the teachers. Plus teachers need more money. I really don't think the teachers are getting paid for the work they do. Plus my daughter says the teachers don't put their grades in when end of quarter. An the kids don't know their true grades. Plus we need to have more mental illness help in the school o. A recommendation of a class should be reviewed. To help more students. | 3/20/2023 6:55 PM |
| 431 | Our schools are at the hearts of our communities. Our children deserve to have quality education, yet be understood. There is a whole in our system that is not easily filled. With so many professionals feeling the stress, lack of respect, and poor compensation, they are leaving the system and profession. Our superintendent needs to be able to recruit amazing teachers and staff, and offer them all of the benefits and resources they deserve to be successful, thus help our students to be successful. | 3/20/2023 6:52 PM |
| 432 | The tendency for our educational curriculum to become political. It's not ok for a well rounded education to be blocked by politics. | 3/20/2023 6:48 PM |
| 433 | The tendency for our educational curriculum to become political. It's not ok for a well rounded education to be blocked by politics. | 3/20/2023 6:48 PM |
| 434 | Common core sucks. We are requiring these children to know so much that it can or will weigh on them mentally. | 3/20/2023 6:43 PM |
| 435 | Lack of transparency with the board. Things should not be hidden from us s parents and taxpayers!! | 3/20/2023 6:31 PM |
| 436 | Attendance issues, increase in violence, cell phone issues | 3/20/2023 6:28 PM |
| 437 | The amount of social biased racism is getting out of control. That coupled with kids threatening to kill other teachers and students while nothing is is done about it and this light on crime attitude. | 3/20/2023 6:28 PM |
| 438 | Achievement gaps with black and brown students Institutionalized racism | 3/20/2023 6:25 PM |
| 439 | Not enough counselors. Our children have a MENTAL HEALTH CRISIS going on and we need social workers and teachers with psych backgrounds. The young teachers only know how to educate...they are not equipped to handle a child with anxiety, depression, self harm, etc. then there's no counselors to turn to! | 3/20/2023 6:18 PM |
| 440 | Morale is at an all time low. Teachers are overworked and underpaid. Teachers have been given lip-service in the forms of public words of support. Sadly these usually occur after an incident/complaint rather than proactively. We are tired. We are defeated. We need to be seen/heard and recognized for the professionals that we are with having our teaching targets constantly changing. | 3/20/2023 6:10 PM |
| 441 | Many school leaders lack the experience and maturity to manage staff and to effectively address the day to day needs of students, parents and teachers. This is a huge county with very different needs from one zip code to the next. Parent support varies greatly. BCPS has lost much of the respect and trust that it had 15 years ago. The system has fallen into the trap of spending large sums of money on unproven programs rather than investing in its teachers. Many teachers are leaving because of weak and inconsistent discipline policies that have | 3/20/2023 6:07 PM |

resulted in unsafe and chaotic conditions in many schools. BCPS has a growing population of students with special need and English language learners, yet lacks the staff and support staff to adequately meet the need of these children. Department chairs are unable to meet the needs of their teachers because they are overtaxed by covering classes and doing the work that should be getting done by principals and assistant principals. BCPS has a history of talking about equity, yet in practice, we use equity language to lower expectations that has caused the achievement of all students to decline. As a side note, the system continues to blame COVID for all of its declines while the trend started long before the pandemic.

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| 442 | We are an extremely large district with a diverse population of students. With such a large number of schools spread throughout a large county, it is hard for one person to efficiently oversee and manage day to day tasks effectively. Teachers are overwhelmed and do not feel supported by the district. | 3/20/2023 6:03 PM |
| 443 | Understaffed buildings. Questionable curriculum Underserved pockets of students in some communities, while if you're in the right neighborhood, all is well | 3/20/2023 6:03 PM |
| 444 | Diversity and cultural issues. | 3/20/2023 6:01 PM |
| 445 | Leaders that are not invested in the community schools. Out of district students. | 3/20/2023 5:58 PM |
| 446 | Our district sometimes feels too large. What works in the central area or what those constituencies want may be a far cry from what people need in the Northeast area, for example. The parents who are the squeakiest wheels are often the ones with the most privilege, and that may be a difficult legacy to overcome. We have a lot of obstacles stemming from factors that were put in place before many of us were born, but they live on in legacies of inequities and they are sometimes hard to recognize. | 3/20/2023 5:51 PM |
| 447 | Testing, continued use of mandating testing as a well to determine outcomes. Social emotional functioning of students. The county dynamics (physical boundaries and financial disparities from one end to the other). | 3/20/2023 5:43 PM |
| 448 | There are a lot of people who want to ban books, who are anti LGBTQ, and who don't support public health measures. In this area there are also people who actively push Christian beliefs/propaganda in schools and promote hate for certain groups. These people seem to be a small minority but are the most vocal. The superintendent should not cater to groups who represent minority views just because they "yell" the loudest. | 3/20/2023 5:41 PM |
| 449 | 1) With the cost of college and student debt rising I feel that we under value and under budget vocational tech schools. I feel that telling every student that walks through the door that they should go to college and be a doctor or lawyer can be wasteful. Wasteful to the parents finances and the teachers time. Im sorry, but not every person is suited to go to college. There are plenty of trade/vocational paths that can and should be explored. I dont know how many times that I have seen students graduate with a wasteful degree that cannot be applied in the real world. Mechanics, HVAC, Electricians & Plumbers do well for themselves. 2) There is a serious and scary problem with out of control teenage behavior in schools. Fighting, talking back to and threatening teachers, peers, parents. I feel that in this day and age, there is NO accountability when students do something wrong. Expulsion should be used more. The "no child left behind" has worsened everything because it wastes time and energy on bad kids that dont care and others pay the price. I feel like everyone (i.e. Teachers, Administration, Parents) are so afraid to stand up to or say something because it will always get twisted into something its not. I feel that someone needs to analyze the data, look at the numbers. What schools have behavior issues, assaults, etc. Then dig into the metadata - what kind of individuals are causing the issues? Data is something important that I think everyone ignores. There are reasons kids act out in schools. There are reasons that home schools that are situated in high crime areas tend to have students with behavior problems, poor grades and that school has poor school ratings. Look at Hawthorne, Lock Raven, Middle River Middle & High, Chesapeake, Kenwood, Dundalk, Perry Hall, Parkville Middle & High. I mean back in the early 2000's, Perry Hall and Parkville were very respected but not so much now. 3) I am not comfortable with the current trans issues within schools and would like assurances that boys (born genetically male) are NOT allowed in sensitive areas (locker rooms, bathrooms, etc.) of female students. I also DONT think its fair to have trans people play sports against the opposite born sex, especially if there are scholarships or grants involved. I think just like women sports are separate of mens, trans should have their own category. I am all for inclusion, but not at the expense of the security of others. I AM a female and I dont like how as a woman I feel like all the advances we've made are being pushed aside for new different groups. I feel like we (genetically born women) are being appropriated and erased. 4) I think | 3/20/2023 5:40 PM |

theres an issue of parents using other family members addresses to get their child into a different/better school which brings its own issues. 5) There is SO much overdevelopment of areas and not enough schools to support said growth that we need to start fighting back to politicians who "approve" these new housing developments without them actually looking into the data.

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| 450 | Communicaton beyond the schoolhouse has been an ongoing and increasing challenge. School based staff struggle to get the support needed in an efficient and timely manner. | 3/20/2023 5:29 PM |
| 451 | A LOT of parents that are fed up and disappointed with the current happenings with the boundary studies, overcrowded schools, teachers that are burned out. | 3/20/2023 5:23 PM |
| 452 | Zoning and school population. Some schools are severely over populated which negatively impacts the students' learning. Lunch options my children have expressed on numerous occasions that they were served food that was expired or molded. That is unsafe and detrimental to their health. | 3/20/2023 5:23 PM |
| 453 | None | 3/20/2023 5:20 PM |
| 454 | For the whole county I think a candidate should be aware of different needs for different schools within it. I would like a candidate strive for equity in education for a students. | 3/20/2023 5:16 PM |
| 455 | Discipline and student behavior; cell phone policy; teacher retention; communication needs of school staff, students, and community | 3/20/2023 5:14 PM |
| 456 | Too much standardized testing taking away from instructional time | 3/20/2023 5:12 PM |
| 457 | Our system needs responsible leadership who will listen to the various stakeholders. Our teachers keep saying what we need (small class sizes, support for students including counseling and Special Education, competitive pay) but no one is listening. The system cannot be top heavy with many positions at the top and those of us in the schools struggling to make ends meet as costs around us increase. Teachers will leave because we have marketable skills. | 3/20/2023 5:12 PM |
| 458 | Lack of staff is affecting our students learning | 3/20/2023 5:11 PM |
| 459 | One frustration that I have found living in the Hereford zone is that decisions that are made for the county at large do not adequately reflect the needs and desires of the small group of schools in the Hereford zone. Policies that may work well in a larger suburban or urban school setting do not translate well to a small rural school setting. We often feel forgotten about, or cast aside in addition to almost always having to adopt policies that were made without our school in mind. | 3/20/2023 5:06 PM |
| 460 | The level of fear this current administration has fostered. How everyone is afraid to speak up or offer a different opinion that contradicts the current Superintendent | 3/20/2023 5:05 PM |
| 461 | There is no discipline or consequences for poor behavior. Poor behavior children get rewards while the well behaved children get dismissed. Additional Assistants are abused regularly and have to stand there and take it. AA's are the first line of defense for these behavior problems and every AA should be CPI trained before starting. There is O training, minimal pay and AA's are treated poorly by a lot of staff. Turn over rate is high because of these issues. | 3/20/2023 4:56 PM |
| 462 | Please engage shared leadership with those that make "the main thing- the main thing". We want a leader who isn't afraid to promote SEL and mental Health and will support efforts to promote resources so that learning can occur in buildings. | 3/20/2023 4:56 PM |
| 463 | School fighting is out of control | 3/20/2023 4:54 PM |
| 464 | -Very high teacher turnover and burnout -Lack of resources given to schools which are not title 1, even though the needs are still there for the students -More staff are needed to help address emergent crisis behaviors and mental health needs of students -Lack of accountability for students and minimal consequences for concerning behaviors | 3/20/2023 4:52 PM |
| 465 | The workload of teachers and the behavior issues not being addressed in the school system. | 3/20/2023 4:45 PM |
| 466 | The drug and bully cases are in rising unfortunately . Racial discrimination sometimes in disguise. | 3/20/2023 4:43 PM |
| 467 | More sports and after school program | 3/20/2023 4:41 PM |

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| 468 | Maybe the rise in crime every where | 3/20/2023 4:40 PM |
| 469 | The principal dont communicate with the staff like they should when it comes to something | 3/20/2023 4:38 PM |
| 470 | Due to the favoritism within the county, many people are not qualified for their jobs and not held accountable The 83 corridor, because of its vocal parents, determine what happens within the county | 3/20/2023 4:37 PM |
| 471 | Quality of education, school safety and child readiness for college, career and life. | 3/20/2023 4:37 PM |
| 472 | More open communication between school and parents. More focus on kids with iep and 504 plans. There have been times we had no idea pur child was struggling until we looked at their grades or they came to us frustrated and in tears. We never had any notice from teachers. Teachers seem to sometimes punish kids or label them as a bad kid, one instead they're having learning difficulties and frustrated because they don't understand what's going on in class. Teachers seem burned out, no time for extra help for kids. | 3/20/2023 4:32 PM |
| 473 | No decisions that affect every kid in the school system should ever be made on the grounds of anything except FACTS and SCIENCE! Not religion fear or feelings. NEVER BAN BOOKS! | 3/20/2023 4:28 PM |
| 474 | The community is unusually broad in terms of socioeconomic background. | 3/20/2023 4:21 PM |
| 475 | Based upon observations, as wells as child, administrator, and teacher reports, School Administrator responses to Bullying and harassment of children in BCPS have varied widely, and are not consistent with best practices such as school wide interventions. Also, in Catonsville Elementary, the message from the Principal following COVID cases has been for everyone to wear a mask and to socially distance. However our observations have been that since the start of the 2022-2023 school year, neither the Principal, nor teachers have worn masks; in many situations social distancing was not possible in the school. Accountability measures should be considered re:policy anticipating future outbreaks or epidemics of COVID or similar viruses. | 3/20/2023 4:20 PM |
| 476 | N/a | 3/20/2023 4:19 PM |
| 477 | This is a large county with many needs. The teachers are worn-out, underpaid, and disenchantred. This is seen via staffing-shortages and in talking with educators and principals. | 3/20/2023 4:18 PM |
| 478 | That a one sized fits all approach isn't going to help our vastly diverse schools and population. That teachers are not always seen as professionals/experts in their field. That teacher retention should be a top priority, and that monetary compensation should be given to ensure this retention outside of a one time bonus. | 3/20/2023 4:12 PM |
| 479 | Pay Staffing Teacher retention Access to resources Clear consistent communication | 3/20/2023 4:11 PM |
| 480 | Teachers and staff should be accountable to help the students and sometime parents need help too. This should be everyone's top priority- often times in a district this size, it is not. | 3/20/2023 4:11 PM |
| 481 | I would like to see more diversity in teacher recruitment. BCPS does not reflect the diversity of Baltimore County at all. Additionally, I understand that some school PTAs are influential and powerful so their demands for renovations, resources etc are met while lower income students continue to suffer. | 3/20/2023 4:05 PM |
| 482 | How horrible the transition was to online schooling was, the awful food served to the kids. There is no nutritional value in high fat, salt, surgar foods unless contributing to child obesity and dietbieties is the county's intention. | 3/20/2023 4:04 PM |
| 483 | The safety of all kids and how to handle bullying | 3/20/2023 4:04 PM |
| 484 | My 7th grader has had practically no homework since entering 6th grade at Pikesville Middle. He says the environment can be a bit rough. Teachers have mentioned that they do not like the mandated program to which they are forced to teach - this is evident in how the children are performing. | 3/20/2023 4:03 PM |
| 485 | The needs of this county are diverse. Each school has its own challenges. One size does not fit all. | 3/20/2023 4:03 PM |
| 486 | None | 3/20/2023 4:01 PM |
| 487 | We have changed curriculums multiple times in my 13 years. He/she should find something long term. | 3/20/2023 3:59 PM |

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| 488 | Areas of our District are more affluent than others. We also have a very transient population. Since COVID and over a year of virtual learning, we have seen an increase in our students suffering from depression, anxiety disorders, and behavioral disorders. This climate in our schools has affected our state test scores adversely. It also has increased the need for SEL- Social Emotional Learning and qualified Counselors, Social Workers, and additional adults to work with students suffering from these social-emotional disorders. | 3/20/2023 3:56 PM |
| 489 | Facing problems especially with middle schools like bullying and check for emotional support | 3/20/2023 3:54 PM |
| 490 | Bullying problems, administrators pandering to stakeholders (parents who administrators are intimidated by, students who basically get away with anything, teachers whose habits or practices should be looked at more closely but are ignored) lack of strong behavior management systems, lack of consistent motivators for positive behaviors, lack of actual real deterrents for poor behaviors (handbook means nothing if it's rarely followed), lack of consequence for poor attendance or not even meeting minimum legal requirements, lack of actual consequence for property damages (ie. technology), overworking of teachers, administrators, and all resource staff, constant inconsistencies in curriculum over the past ten years from nearly every department (looks like it's becoming somewhat more stable, but the problem is we don't KNOW if it'll stay), top-heavy leadership outside of school buildings, not enough support staff or leadership in buildings ever, constantly out of compliance with IEP's, BIP's, 504's especially when it comes to personnel/staffing with paraeducators or additional adults, consistently out of compliance with student service hours never being able to be made up due to poor sub coverages or lack of special educators, inconsistencies in special education department and determining needs of students based on a disability (ie. when an ESOL student had an OBVIOUS disability but won't even be acknowledged yet due to being in ESOL). | 3/20/2023 3:51 PM |
| 491 | School overcrowding, teacher payroll system outdated and inaccurate, teacher health benefits system inadequate outdated, school technology breaches. | 3/20/2023 3:47 PM |
| 492 | Our school have taken a sharp downward turn in terms of their success at educating students. Quality teachers are leaving. Many students have left to go to independent schools. The children left behind who can't afford private education are left with fewer quality teachers. The buses are overcrowded and the bus rides to our home are over an hour. | 3/20/2023 3:46 PM |
| 493 | Student scores are below expectations and the culture needs to be rebuilt to one of trust and support for the students, staff, and families of BCPS. | 3/20/2023 3:44 PM |
| 494 | Central administration doesn't support our teachers enough. Morale is low, in my estimation due to failure to hold poorly behaved children accountable. | 3/20/2023 3:44 PM |
| 495 | That students creating issues should have consequences and students who show violent behavior be removed immediately from classes | 3/20/2023 3:40 PM |
| 496 | I don't think there has to be change anything's or anything to worried about | 3/20/2023 3:40 PM |
| 497 | Issues the superintendent should be aware of is the payroll department for baltimore county. They are very unorganized and move very slow when correcting mistakes they have made with employees checks. | 3/20/2023 3:38 PM |
| 498 | Staffing is an issue - schools lose more and more good humans who work with students. It can be a problem to offer TOO many choices in terms of courses and extracurricular at a young age - the core groups get smaller and cannot provide the important synergy and group lessons at times because of this. | 3/20/2023 3:38 PM |
| 499 | BCPS struggles with equity issues, especially with the treatment of students of color. Additionally, the increase of violence within schools and the community (weapons and fights) speaks to a greater need. Rather than trying to address the root problems, our schools and communities try to suspend or punish the behavior. We need to explore the root cause and increase the amount of outside of the box thinking and community partnerships. | 3/20/2023 3:37 PM |
| 500 | The service model to the schools is not as strong as it once was. School staff should have coordinated support to address any safety issues, behavioral issues, instructional concerns, equity concerns, and staffing issues that arise. All offices need to communicate with one another and with stakeholders in a timely manner and they should also trust the input of their stakeholders. | 3/20/2023 3:36 PM |
| 501 | issues with teacher recruitment/retention, need for strong leadership and sound decision | 3/20/2023 3:35 PM |

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| | making | |
| 502 | There is a drop in student achievement. We make too many changes too swiftly. What works for small districts does not necessarily work for BCPS. The new secondary math curriculum is not working. | 3/20/2023 3:34 PM |
| 503 | Understaffing in central office and the removal of many needed resource teachers positions and people overworked and the need for better transparency across the system. Ability to understand curricula and the need for fidelity of curricula to be implemented. Understaffing is significant in central office and safety issues persisting in the Jefferson Building. Staff continue to express fear and concern with the unsafe area with crime rising and violent assaults and this has not been addressed adequately. We are losing top candidates due to lower pay. Need a complete overhaul in HR, from hiring to prompt processing of reimbursements, etc. | 3/20/2023 3:28 PM |
| 504 | Violence and fear of violence | 3/20/2023 3:27 PM |
| 505 | 0 student discipline. Parents run the entire system, even if its to the detriment of the students. Th workload is so great i have no incentive to remained a BCPS employee. The equity, diversity, and inclusion mantra is complete BS, its a convenient way to hide behind data, allow students to run wild while telling teachers its our fault for not respecting their diversity, | 3/20/2023 3:25 PM |
| 506 | Teacher morale is low; they are short-staffed and tired. Packages are not attracting good special ed candidates. | 3/20/2023 3:24 PM |
| 507 | Bullys | 3/20/2023 3:23 PM |
| 508 | Overcrowding in some school districts. | 3/20/2023 3:22 PM |
| 509 | BCPS needs consistent structure that does not change from month to month and year to year. As a leader, it is very hard to follow expectations when there is no clear expectation from the central offices. Changes are currently being made so rapidly and haphazardly that it is difficult to know what we should be doing in our own schools. BCPS is full of very talented staff, give us the opportunity to do our job and show what we can do without micromanaging. As such, the last few Superintendents have restructured central office personnel and often bring personnel from their previous districts to fill high positions. Why not look in to BCPS leaders to fill those positions? Unfortunately, at the same time, there are leaders in positions at both the district and school levels who should not be, due to poor attitudes and inability to lead. These individuals regularly hinder the work of the true leaders within BCPS. Finally, help provide a curriculum that is beneficial for students. While technology is useful and part of the world's future, it cannot be sole way for teaching. Many of the district curricula still focus on virtual lessons. It is time to move away from the computers and return to using them as a resource, not a teaching method. | 3/20/2023 3:22 PM |
| 510 | still rebounding from cyber-attack and pandemic | 3/20/2023 3:19 PM |
| 511 | I've heard concerns with the BCPS's approach to DEI and how it treats and supports students of color. | 3/20/2023 3:19 PM |
| 512 | Should be aware that these kids often come from broken homes, parents with substance abuse, and a very poor outlook on life. The teachers are less and less empathetic to these kids, most new teachers are not qualified to teach here, these teachers do not respect children as individuals and treat them like prisoners. If the teachers don't know how to regulate their emotions and words how do they expect the kids to do it also??? To much of swept under the rug. Teachers are unorganized and are always loosing assignments that are turned in and blame the child, the children need to be help accountable as well, there is favoritism and certain kids get away with too much and it's a lot of problems | 3/20/2023 3:19 PM |
| 513 | There is a level of mistrust from the higher levels down to the schools. Taechers are TIRED of new things. Communication and decision making need significant work. Unions rule the district. We need to get some of the extra pay and working times under control. Special Ed offices do not follow the direction of the team decsion. School decisions are over-ruled without thought. The allocation of resources needs to be looked at. Not just Title one needs resource and STAT teachers, all schools deserve resource positions | 3/20/2023 3:18 PM |
| 514 | Perry Hall Middle and high are overcrowded and its horrible! It is not fair that my child can not wear a back pack to school like any other normal student. We pay the same tax dollars as all | 3/20/2023 3:18 PM |

other Baltimore Co area residents and our children are being cheated out of a safe school environment because of these conditions. There are too many kids in the hallways- not enough room for kids to even sit at lunch. Kids who have to buy lunch (mostly low income) have to physically run to lunch because there are so many people in line that most days they don't even get enough time to sit and eat their meals. It's sad and not fair!

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| 515 | This district is very large and diverse and different areas have different needs and opinions. There needs to be less administrative power and positions at the top and more empowered principals and teachers at the local level. There is also a very strong political undercurrent on our board that is concerning and affects important decision making, causing distress in meetings. | 3/20/2023 3:16 PM |
| 516 | The violence being hidden in Baltimore county schools. My son is a senior at Pikesville and there is a violent fight weekly. I saw a video, have a copy of the male coach beating a child like a man. Baltimore county needs to take examples from other jurisdictions who are transparent about their disciplinary issues instead of worrying about image. It's just sad and I'm happy he is done, my child suffered between constant fights and classroom distractions and over personal teaching staff. Why does my child constantly come home telling me personal stories that a teacher should keep to themselves. | 3/20/2023 3:15 PM |
| 517 | English Learners and immigrants are one of the fastest growing populations. How to help recognize, celebrate and support indigenous populations including American Indians. Additional programming instruction and support is needed regarding Native American culture and history. | 3/20/2023 3:15 PM |
| 518 | Safety. Some behaviors, especially in the middle school, aren't addressed and seems like the kids are running the school. | 3/20/2023 3:14 PM |
| 519 | The school violence in BCPS has gotten out of control. I would like to see more consequences to bad actions. No more restorative justice. Kids need consequences. Bring back detention, expulsion. Offer alternative schools. You see the current _____ never took the side of the victim. He also did not seem to foster the gifted kids. The future superintendent needs to know the culture here in Baltimore county is to send the kids to private school. I would like the future superintendent to know that this is a big option here in the county and what is happening is parents are taking their gifted kids out of the public school system for many reasons and placing their kids in the private sector. I would like to see a superintendent that makes BCPS schools the schools of choice for every family! Especially when we pay so much \$ in taxes. | 3/20/2023 3:11 PM |
| 520 | -We are asked to keep increasingly more complex special education students yet our staffing does not reflect what we need to meet the needs of those students. -Support needs to feel like support and it doesn't always | 3/20/2023 3:10 PM |
| 521 | There are no consequences for students. Teachers are overworked and underpaid. | 3/20/2023 3:09 PM |
| 522 | Increased teacher diversity Increased teacher diversity education | 3/20/2023 3:09 PM |
| 523 | Office employees need more remote work opportunities. The world has changed after covid, let's keep up and stay competitive with other businesses. | 3/20/2023 3:09 PM |
| 524 | The majority of all the schools have a 100% tolerance policy. Which means it's ok for students to hit, curse, and fight teachers and fellow students. It's horrific in my children's elementary school. They have 0 control over 2nd graders. The parents are just as bad with death threats as well. | 3/20/2023 3:08 PM |
| 525 | The overcrowding of our schools, the school violence, special needs camps, building new schools, etc. | 3/20/2023 3:06 PM |
| 526 | There has been a major lack of communication. I feel that teachers have felt a lack of support and voice in decision-making. New teachers have been leaving at an alarming pace. There is a lack of support for new teachers especially. | 3/20/2023 3:06 PM |
| 527 | Baltimore County should not be one huge school district. It's too big. Break it up so schools can get the services they need. | 3/20/2023 3:06 PM |
| 528 | Even though there is a teacher shortage, we need to pay closer attention to the culture and climate of our classrooms. Teachers who are passive aggressive, burnt out, and emotionally detached are tolerated. It impacts all of our students and not all of them have parents that advocate. More accountability for principals controlling the climate of their schools is huge! | 3/20/2023 3:06 PM |

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| 529 | More interactive between teachers and students or students. | 3/20/2023 3:05 PM |
| 530 | Poor math performance, low morale due to constant change, School board reaches beyond their duties. | 3/20/2023 3:05 PM |
| 531 | All reading instruction should be switched to the science of reading- and all prior programs should be tossed. Teachers should be paid fairly. Discipline and consequences have fallen by the wayside. Schools need to be safe places for learning. | 3/20/2023 3:05 PM |
| 532 | The superintendent should be aware of overcrowded schools and make re-zoning a priority. | 3/20/2023 3:05 PM |
| 533 | the lack of equity in services provided to individuals that feel they are entitled because of the political connections they have. if we took the politics out of the school system then the person we select will have a chance. | 3/20/2023 3:05 PM |
| 534 | Improving reading, math and science knowledge of common core standards. Spend your attention to focus on reducing class size for all core subjects. Even though are parents are doing their jobs, the school system has been failing us for several years. This fact is based upon the Maryland Schools report card as well as data from our middle school that was recently released according to 8th grade MAP scores. Our students, if following trends and data will not be College and Career ready upon the date they should graduate. This is being ignored to the detriment of our students and community. Our community is tired of increasing student achievement across all categories if students not being the sole focus of our educational system. | 3/20/2023 3:05 PM |
| 535 | Whatever superintendent comes, needs to support equity and justice work for Black and Brown children. There is too much going on in the world where it is anti-Black, anti-LGBTQ, anti-Latino. We cannot have that in Baltimore County where there is an undercurrent of racism and inequity which also exists. | 3/20/2023 3:02 PM |
| 536 | Historic and systemic racism are still prevalent in our discourse, politics, & communities that have held back some of our communities. | 3/20/2023 3:01 PM |
| 537 | COMMUNICATION Communication between offices and schools, admin and teachers, and direct student contact positions vs. non-contact positions is appalling. NO ONE LISTENS There is no one listening to contact providers about what works and what does not. BEHAVIOR Is totally out of control and lack of discipline is a huge reason why. There are no consequences for students in our youngest grades which grows students who become more and more disrespectful as they proceed through the grades. GRADES There is no consequence for poor grades creating a cycle of allowing students into the next grade or class no matter their proficiency. Students are passed along with no time given for remediation and it is our students who are living with the long term consequences. APPROPRIATE SUPPORT FOR HELPING TEACHER HONE THEIR CRAFT IS NOT AVAILABLE What sense does it make to cut teacher resource positions when our teachers need to learn better strategies for teaching math. We cut the elementary math office in HALF when we have the WORST math scores in our history. Our teachers need more support, not less. | 3/20/2023 3:01 PM |
| 538 | The new Superintendent needs to know and understand BCPS. There is no time or need to bring a new Superintendent from outside BCPS. We have many qualified candidates within who know what is working and what needs to be fixed. | 3/20/2023 3:00 PM |
| 539 | Violence in the middle and high schools are out of control. The "no child left behind" act has destroyed our education system. More police are needed in all middle and high schools. | 3/20/2023 2:59 PM |
| 540 | Student discipline (and hence student safety) are a concern. I feel like administrators are more worried about bad days than curbing bad behavior. | 3/20/2023 2:59 PM |
| 541 | Gap in hiring top administration and board members that reflect the student body and understand the needs of the majority of students in the school system. | 3/20/2023 2:58 PM |
| 542 | Lots of students are struggling with mental health!! BCPS advertises that they support MH issues for students but the reality is that there aren't any designated services or money for programs. | 3/20/2023 2:58 PM |
| 543 | The people in school are wanna be people on the streets that cause problems. most of them root from home issues so be aware .. people like students even need chances to explain themselves and their situations they might be in. | 3/20/2023 2:58 PM |
| 544 | There absolutely needs to be a plan for disruptive students. We have students who | 3/20/2023 2:57 PM |

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| | consistently interrupt class and go to the principal's office yet armrest back in class the next day. My daughter usually loves school but due to disruptive students has had anxiety about going to school. | |
| 545 | Overcrowding issues, aging buildings. A push from some to remove diverse books from schools (eg LGBTQIA+ families represented, different cultures and races represented). We need a Supe who will stand for equity, diversity and inclusion. | 3/20/2023 2:57 PM |
| 546 | There is a HUGE overcrowding issue and I think that the teaching suffers for it. 1 new middle school will not fix this. When couple that with the rising violence in the Perry Hall Schools, particularly the MS and HS it has me looking for private schools. The state of Perry Hall Middle is not something I want my son to experience. | 3/20/2023 2:56 PM |
| 547 | Transparency from the superintendent and central office have been lacking, as has consistency in discipline. These MUST be addressed. | 3/20/2023 2:55 PM |
| 548 | A board that might micromanage management. Potentially strained relationship with county executive due to large funding requests. | 3/20/2023 2:55 PM |
| 549 | The area is expanding, we do not want the schools to be overpopulated. | 3/20/2023 2:54 PM |
| 550 | The discipline policy is not great. There are no consequences for student behavior. We need to hold students accountable for behavior while providing support to help them regulate their behaviors and emotions. People don't listen to the teachers when we give feedback and/or ask for things. We consistently tell people what isn't working etc., and it's like talking to a wall. We need more supportive--social workers, support staff etc. Teachers are asked to do more and more each year with no help. | 3/20/2023 2:53 PM |
| 551 | Put the emphasis back on learning. We need in school learning. let teachers teach curriculum. Stop with all the political nonsense (covid, etc) | 3/20/2023 2:53 PM |
| 552 | How overcrowded and understaffed reisterstown Elementary is. Also we are the only school that feeds from Hannah Moore women's shelter with kids with major trauma and no support | 3/20/2023 2:52 PM |
| 553 | The candidate must be aware of the issues that BCPS has faced in the past, specifically the lack of leadership and transparency in previous superintendents. There is a lack of trust among administrators toward previous superintendents. | 3/20/2023 2:52 PM |
| 554 | Definitely the bullying that is aloud to go on in the schools, the figgts and violence. Teachers and principals do nothing in my opinion. Enough with so much testing in the state especially for elementary students ridiculous | 3/20/2023 2:52 PM |
| 555 | Teacher retention issues, decline in student behaviors/conduct in the schools, and the need for students to feel safe at school (parents feeling safe to send their students). | 3/20/2023 2:52 PM |
| 556 | The student behavior and lack of parent support is out of control. | 3/20/2023 2:51 PM |
| 557 | diversity is not the same among all communities within the county. In person learning is not the only means to deliver instruction or receive an education. There are students that learn best without the distraction of behaviors that occur in the school building. | 3/20/2023 2:49 PM |
| 558 | Dulaney High School, both the building and the athletic fields. A new building is needed and its the only HS in the county without a turf field. We talk about equality, here is an example of not having it and no one is doing anything about it. | 3/20/2023 2:49 PM |
| 559 | Better money for paras | 3/20/2023 2:48 PM |

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

Answered: 547 Skipped: 47

| # | RESPONSES | DATE |
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| 1 | Knowledgeable about children development Knowledgeable about education and instruction Communication is absolutely necessary. Honesty- Tell it like it is and not through rose colored glasses Be Visible (could not even pick out current one out of a crowd Down to Earth Knows the county inside and out Someone who is not afraid to fix things | 4/2/2023 5:49 AM |
| 2 | *Passionate about educating children *Not afraid of facing challenges head on *Able to work collaboratively with staff, teacher, parents and the community to tackle problems *Able to hold him/herself and all staff accountable for providing a top-rated education for the students, regardless of school *Able to be transparent and offer open communication about spending, data, measures, successes and failure *Able to think creatively to identify solutions that address problems, and allow others around him to do the same *Able to advocate at the state level for changes in requirements and curriculum that are not beneficial to students *Actively engage parents, and not just give the illusion of participation | 4/1/2023 10:57 PM |
| 3 | An individual who can address all of these challenges, uphold what's working, and further advance the quality of these schools. | 4/1/2023 3:47 PM |
| 4 | Flexible, creative thinking to provide innovative programs focused on traditional education and strengthen family involvement. | 4/1/2023 2:19 PM |
| 5 | Understand Bcps. Have a plan to address the shifting demographics (becoming more low income and urban). Be able to re-engage the community because there's been an erosion of trust and confidence. Please seriously consider _____ as _____ an _____ candidate who knows the system and could work to stabilize and improve things on day 1. Should you choose an external candidate the system will continue to struggle while that person learns the system for the first year or two. Bcps is a big and complex system so someone like _____ would do well given her understanding of and success in the system. | 4/1/2023 8:34 AM |
| 6 | We need a superintendent who knows Baltimore County and can hit the ground running. Someone who has been here and knows what challenges we have faced over the last four years. The last Board let _____ over politics, and now _____ is thriving in _____. The community loves her as we did. Please don't make the same mistake by hiring another superintendent who does not know Baltimore County. | 3/31/2023 8:23 PM |
| 7 | Please help find a Superintendent who is collaborative, open-minded, willing to surround themselves with people who push them to be better rather than agreeing with them, and someone who truly centers students before appearances. The Deputy often says that it is our job to protect the Superintendent. It is our job to protect the students, community, and stakeholders. Please help us protect those who matter most by helping us find a new leader. | 3/31/2023 8:18 PM |
| 8 | Listen to your teachers - let them have a voice as they live in the day to day. Be a change agent that can work beyond politics. | 3/31/2023 7:56 PM |
| 9 | Care about the lower income school More quality teaches and that more training in how children with disabilities. In each area of county a school focus on Children with dyslexia or a few teachers in each school. | 3/31/2023 5:05 PM |
| 10 | Integrity Transparency Good relationship with school families Compassion Career educator | 3/31/2023 4:45 PM |
| 11 | Integrity Commitment Fairness Promote Equality (**Not Equity!**) They must not come from a "DEI" background - DEI is code for communism and it is destroying our public institutions including schools. | 3/31/2023 11:39 AM |

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| 12 | Cares about ALL students, not just behavioral problems and low achieving children but recognize the kids who work hard and make good choices. | 3/31/2023 5:28 AM |
| 13 | - someone who can relate to the families - experience with fresh ideas | 3/30/2023 4:27 PM |
| 14 | Advocate for teachers Believe in FIELD TRIPS and FUN for KIDS THINKS OUTSIDE THE BOX ADVOCATES for SAFETY PROMOTES THE ART and MUSIC | 3/30/2023 2:56 PM |
| 15 | very active and involved with schools staff and parents be there | 3/30/2023 11:55 AM |
| 16 | The new BCPS superintendent should be a good communicator, with effective public speaking skills; able to work alongside and with a diverse group of stakeholders; someone who can focus on short-term goals and objectives, but also see the "big picture;" willing to hit the ground running; a good decision-maker; and very approachable and open-minded. I would also hope the committee selects someone who is a strong supporter of literacy and history, and someone who does not want to ban books in our public schools. | 3/30/2023 11:38 AM |
| 17 | Role model to students and employees, decisive, good leader of system and excellent manager of diverse offices | 3/30/2023 9:06 AM |
| 18 | Someone who takes responsibility. Someone who is in the school buildings for more than a photo op. Someone who spent years as a teacher. Someone who isn't afraid to say things aren't working and need to be fixed. Someone who understands the county is huge and should really be broken into smaller districts. | 3/30/2023 6:52 AM |
| 19 | The new superintendent needs to understand data and be able to use it to improve the system. The superintendent needs to be an internal candidate that has taught in our BCPS classrooms as a teacher, led schools, and supervised schools. We have serious concerns about overcrowding and accurate enrollment projections. _____ is the only _____ candidate that has the experience, skills, and character to be successful with these challenges! | 3/29/2023 10:33 PM |
| 20 | Be seen, be present and hold your administration accountable. We are a two star school, 38% proficient. My class does not know the principal or our AP. I never see or hear from our executive director. Meanwhile I am working from 7-7- trying to close the gaps within our class data. Flying solo and it needs to stop. My 28 students and myself. Five resource teachers sit in an office behind closed doors. Our school is an AVID school but neither principal or AP are AVID trained. Our parents have no idea our school is an AVID school. Very very sad. We will probably lose our certification this year and no one cares. (Teacher in a bcps school) | 3/29/2023 10:14 PM |
| 21 | Model the way Inspire a shared vision Enable others to act Challenge the process Encourage the heart Communicate | 3/29/2023 8:18 PM |
| 22 | Any candidate for this position should be queried about their stance on equity, racial, and social justice issues regarding students and employees. BCoPS experiences a record number of employees using FMLA, sick leave, and vacation time to help them maintain their own mental, physical, and social well-being. These are clear indicators that employee working conditions on a whole are TOXIC!!! The Superintendent must take a strong stance against privatization and stop the current practice of employing individuals in temporary positions beyond a 6-month duration. If more than six (6) months of service are needed, that indicates the need for a full-time PERMANENT (or part-time) position with the appropriate employee rights and benefits. The Superintendent should also make sure that individuals in specialty areas meet all of the qualifications connected with their positions. Some current administrators/supervisors are holding positions that some of the employees they supervise are better qualified to hold because of skills, experience, and degrees or certifications. The increases in worksite bullying and harassment need to STOP IMMEDIATELY! A concerted effort should also be made to improve the physical facilities many of our students and employees find themselves in currently. Some of our schools have become a sea of "portables", and some of our central office sites are over-crowded, outdated, and simply not fit to house anyone. The next Superintendent should consider streamlining the overall hierarchy of this school system. Too many "special" offices and departments exist that can be combined in a more efficient and effective manner. | 3/29/2023 2:40 PM |
| 23 | They need to have taught full time in the classroom within the last 7 years and they need to have at least 10 years full time teaching experience. They need to have had their own kids go through a PUBLIC school system similar to BCPS. They need to have a firm grasp of the challenges teachers face (by being one themselves) so they can implement rules/structure | 3/29/2023 1:32 PM |

that changes the downward trajectory BCPS has been on since they hired the felon _____. Our kids deserve so much better than BCPS has given in the last 7 years.

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| 24 | An even and direct manner of communication. A thick skin. | 3/29/2023 1:00 PM |
| 25 | Dedicated to the job, transparent communicator, works well with the teachers union | 3/29/2023 12:45 PM |
| 26 | Leadership to address issues. Courage. Integrity. Stop hiring people who only care about looking good on paper. We need a leader who cares for all and has the courage and integrity to do it and face issues, not hide behind terrible blanket policies that actually do not help children and families and teachers. | 3/29/2023 12:04 PM |
| 27 | An understanding of the diverse socioeconomic backgrounds of Baltimore Co. students Relatively recent and extensive classroom experience, i.e. taught in the past 10-15 years. Teachers deal with a lot of "new" issues related to the integration of computer technology into virtually every class but P.E., mental health and socio-emotional effects of the pandemic on children, social media, etc. A superintendent needs to understand these issues to effectively address them | 3/29/2023 9:04 AM |
| 28 | Strong emphasis on reforming the behavioral support and expectation system in BCPS. | 3/29/2023 8:59 AM |
| 29 | If BCPS is genuinely looking for a superintendent that wants to educate children (and not just another mouthpiece who will smile for photos), they need to have a thick skin and be able to change many of the policies that have been put in place in the last decade. They will need to have the confidence and perseverance to fight against many central office decisions. | 3/29/2023 8:20 AM |
| 30 | PhD in education related area, 10 years teaching experience, supervisory experience at high levels, fiscal manager experience. Proven track record of being able to work with people—not some who was bought out of their previous contract or not renewed. | 3/29/2023 7:45 AM |
| 31 | The Superintendent needs to be someone who is not afraid of parents who threaten to sue or looking like things are unfair. Have a series of interventions for misbehavior set out with clear consequences at each step in the process. | 3/29/2023 7:26 AM |
| 32 | understanding | 3/29/2023 7:08 AM |
| 33 | - Needs to incredibly intelligent, articulate and personable. - Needs to be confident, but not haughty - Needs to be a leader but also a teacher - Needs to be no-nonsense and unafraid of saying no - Needs to have common sense | 3/29/2023 6:58 AM |
| 34 | My honest opinion is that the _____ superintendant _____ and the _____ had great qualities and served BCPS well. However others have the opposite opinion. Therefore they should be knowledgeable of what it takes to lead a large diverse system with many variables from staff to students and families. Open-minded, transparent, humble, flexible and willing to change and accept the challenges of leading a diverse school system. Be available as much as possible to address issues and have staff that will be accountable and carryout the vision of BCPS. | 3/29/2023 6:17 AM |
| 35 | Motivating, not deflating Inclusive, not exclusionary Firm, not authoritarian | 3/28/2023 3:39 PM |
| 36 | A great leader/superintendent should listen to key officials and community members, but always act in the interest of students first vs political patronage. He/she should exhibit courage of conviction – not ruled by special interests (politics related to DEI and SEL). He/she should recognize the role of technology in education, but not make instruction a slave to technology. He/she have a plan – not just some vague mission – that doesn't equal achievement; anyone can point to the end of a road or a positive goal, but you need someone who has the sense of direction on how to get there. A great superintendent is a good manager. He or she directs the administrators to accomplish the goals of the district, monitors their progress and evaluates their performance. NOT _____, current _____ of and _____. The achievement outcomes have declined during her _____ years in the role, almost _____ years with BCPS. NOT _____, former _____, who was not selected as superintendent after serving as _____ who was found to have violated _____. | 3/28/2023 3:29 PM |
| 37 | Learning programs, | 3/28/2023 1:03 PM |
| 38 | Transparency and accountability, Be truthful, tell the public the good and the bad. Don't hide the violence going on in particular schools. Be an effective communicator. Be able to look at regulations hindering the curricula or safety standards and lead the way in changing for the | 3/28/2023 12:22 PM |

good of students education. Must have a clear short-term plan and make changes when this doesn't work. Keep girls safe by allowing them private spaces in the facilities. Furthermore, protect girls while competing in sports.

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| 39 | I want them to have an understanding of actual social emotional learning, not the surface "self-care" stuff. Understanding the importance of feeling safe and connected in order for our brains to be ready to learn and problem solve. I want them to see the value in schools beyond the academics. Put value in teachers, school-based and resource, and not in more and more supervisor positions. When they come to schools, actually talk to the staff, more than a handshake and a photo! Have a heart and soul we can see and get to know. | 3/28/2023 10:03 AM |
| 40 | idk | 3/28/2023 9:42 AM |
| 41 | CHOOSE AN INTERNAL PERSON. We don't need another candidate doing a year of learning and then changing everything again. We will continue to lose great staff. An internal person knows our turbulent history. We need calm to get real work done. Minimum 7 years in the classroom. Experience in multiple schools and levels. Successful leadership experience overseeing large teams. By successful, I don't just mean statistics that can say what the candidate wants. Qualitative data from diverse people the candidate has worked with that says this person knows how to lead people, not just organizations. Track record of making good change and having an impact. PhD in Education. Someone who listens. | 3/28/2023 8:25 AM |
| 42 | Persuasive, caring, intelligent, well read | 3/28/2023 5:09 AM |
| 43 | The new superintendent must be a change agent who is not afraid to clean house and hold central office staff responsible for outcomes not efforts. While the new supe must be able to work well with others, he/she should maintain a level of independence from area politicians who care about the perception of thriving schools not the impact that perpetually failing schools have on kids. The new supe should have the highest level of integrity. | 3/27/2023 9:36 PM |
| 44 | The new superintendent must be a passionate educator with the ability to lead a large district. Understanding the social-emotional needs of students, especially in areas with High poverty is paramount. There needs to be an understanding that teachers alone cannot quell the massive trauma that many students experience and that more mental health resources need to be put in place in many schools. That said, the superintendent needs to provide and enforce from the top down high expectations of student behavior and classroom performance with consequences enforced when expectations are not met. If students violate the code of conduct, they should be suspended or expelled, if warranted. There have been far too few consequences for many kids over the past ten or so years. | 3/27/2023 6:11 PM |
| 45 | visible, hands-on, focused on career preparation through CTE, supportive leader, | 3/27/2023 4:39 PM |
| 46 | Be transparent. Don't hide from the press. Be visible. And longevity. We need a superintendent that is seriously committed to BCPS for years to come. Be honest, fair yet firm in your mission. | 3/27/2023 2:30 PM |
| 47 | hold, at a minimum, a principal certificate or the equivalent issued under this title or by another state or country; or have at least three creditable years of managerial experience in a public school district. The managerial experience must include responsibility for: supervising or appraising faculty or staff; conducting district-level planning and coordination of programs, activities, or initiatives; and creating or maintaining a budget. A superintendent is an educational leader who promotes the success of all students and shapes school district culture by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. A superintendent is an educational leader who promotes the success of all students by implementing a staff evaluation and development system to improve the performance of all staff members, selects and implements appropriate models for supervision and staff development, and applies the legal requirements for personnel management. A superintendent is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context and by working with the board of trustees to define mutual expectations, policies, and standards. A superintendent is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources. A superintendent is an educational leader who promotes the success of all students by facilitating the design and implementation of curricula and strategic plans that enhance teaching and learning; alignment of curriculum, curriculum resources, and assessment; and the use of various forms of assessment to measure student performance. | 3/27/2023 2:05 PM |

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| 48 | Fair, attentive, visionary, innovative leader who values transparency. Inspirational leader who is accountable and bases decision based on what is best for students. Strong financial intelligence. | 3/27/2023 2:03 PM |
| 49 | Much more open to be aware of what is going on each and every school. Putting more education back in school. Like cursive writing. And more behavioral education. More lectures to the students about behavior and teaching the kids to have more respect twrds everyone. (Parents today don't teach that unfortunately). Super attendant should be out there visiting schools and meeting the students. Showing them they he or she is caring for them and their education. | 3/27/2023 1:34 PM |
| 50 | Sup needs to be a politician in a good way, a diplomate to appease all those bosses. Need be a communicator with every one especially the public. Need be tech savvy. Education is not just desk and teacher and black board. need have administrative skill as the system is large and tricky. | 3/27/2023 1:15 PM |
| 51 | Transparency Desire to address difficult issues Capability to pay attention to what happens within the county Responsible Receptive | 3/27/2023 12:15 PM |
| 52 | Needs to be able to have a vision for the future in order to correct some of the issues currently going on. Needs to be able to see that the top performing students need just as much as the underperforming students. | 3/27/2023 10:52 AM |
| 53 | They should be open to communicating with stakeholders, and be upfront. We expect you to attend events fairly; ie. all high school graduations of all schools (In 2022, the superintendent did not attend all graduations, citing previous commitments, like the schedule hadn't been approved by the board months in advance.) We expect you to be comfortable serving a diverse community and that you have experience serving in the capacity. You should be willing to move around more and make your presence known here at the schools as well. | 3/27/2023 10:49 AM |
| 54 | We need someone who will prioritize safety, and who can come up with a better plan to help all children meet their full potential, both the students who are struggling, as well as students who are more advanced, and everyone in between. | 3/27/2023 10:39 AM |
| 55 | The new superintendent should possess strong leadership qualities that display inclusivity in diversity and change in the current world we are living in. _____ posses these characteristics to foster the necessary changes. | 3/27/2023 9:10 AM |
| 56 | A genuine love for children. A certain former superintendent was always photographed with children, on his knees, at eye level, with a smile and genuine engagement. Kindless and Inclusiveness like _____. _____ is an extremely busy _____ who always has time as he passes by for a kind hello to and for anyone and everyone. A superintendent who will appreciate his contributions and retain _____ as _____. Selflessness and teamwork with the board and his cabinet. Board and Cabinet inclusion. Excellent listening skills. | 3/27/2023 8:58 AM |
| 57 | I believe that the superintendent should only bring on friends that are out for his/her good which should be for the betterment of Baltimore County Schools. Again, it is all about accountability, which I don't see now. | 3/27/2023 8:55 AM |
| 58 | The new superintendent needs to be a very good listener, open to compromise and building on the specific needs of the myriad of students | 3/27/2023 8:39 AM |
| 59 | Communication skills. One assumes the person will have a knowledge of best educational practices but the ability to communicate those practices to both the professional staff and the community is essential. | 3/27/2023 8:19 AM |
| 60 | Knowledge of current staffing challenges to continue to maintain quality of educational services provided to students. Ability to look for& embrace new & innovative ways to makeup for pandemic's negative effects on learning and staff retention. | 3/27/2023 8:17 AM |
| 61 | A superindendent that has a history of getting things accomplished and is excellent at managing a budget effectively. | 3/27/2023 8:11 AM |
| 62 | Not afraid to take stand! Stress discipline- real discipline. Conscious Discipline, especially at the secondary level is a joke. The kids mock it. "Equity" training seems like it is dividing staff, not uniting us. | 3/27/2023 7:49 AM |
| 63 | True interest in the individuals who do the work, the ability to communicate effectively, the understanding of what is really needed in today's learning environments, and how to keep staff | 3/27/2023 7:45 AM |

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| | interested in doing the work that needs to be done. | |
| 64 | Cultural comment in racial diversity and equity | 3/27/2023 7:40 AM |
| 65 | Communicative Collaborative Present Open to different ideas Willingness to push back when needed. | 3/27/2023 7:21 AM |
| 66 | The person needs to be a highly skilled professional that has been in classrooms for at least 20 years. They need to be able to understand the needs of the teachers, staff and students in BCPS. They need to stop the needless spending and hear the voices of the people working in the classrooms. Staff in the higher positions are disconnected. The superintendent needs to be innovative and experienced in education and special education. | 3/26/2023 10:47 PM |
| 67 | Able to roll up their sleeves and do their job well. High energy, representative, smart, inspiring. We need a TRUE LEADER. A "go getter". Someone who TRULY cares about high quality education, who can engage communities and able to build partnerships. | 3/26/2023 9:25 PM |
| 68 | Highly skilled in working with diverse populations Knowledgeable about successes and challenges of BCPS Background rooted in instruction with a demonstrated ability to improve student achievement Good communicator who is accessible and transparent Champion of the teachers and staff of BCPS | 3/26/2023 9:21 PM |
| 69 | Someone who can convene and empower a leadership team to divide up the school district management. Someone who can advocate for/work with the county for more appropriate zoning of real estate development so that enrollments are more accurately predicted. We also need a superintendent who can lead us through the likely attempts of people with fascist attitudes who will try to infiltrate the school board and ban books, eliminate critical thinking, and provide only a narrow educational worldview. | 3/26/2023 8:40 PM |
| 70 | Someone who is present in the community. Someone who interacts with teachers and hears our needs. Someone who will get this county to work together and stop spending money on nonsense. | 3/26/2023 8:07 PM |
| 71 | I would like to see the new Superintendent come into classrooms in Lansdowne, especially to the middle school. For years, I thought we were a forgotten school, isolated from the rest of the county. I and so many of our staff are dedicated to serving our students. Sometimes we just need a kind word and a thank you. | 3/26/2023 6:18 PM |
| 72 | The new superintendent must be culturally competent. The person must understand the cultural assets of students and communities they serve and know how to move resources to ensure all schools have what they need to address students' needs. It is imperative for the superintendent to collaborate with each bargaining unit and provide opportunities for the voices of personnel who work with students have a place at that table to ensure policies and practices are helpful rather than harmful to students' learning. In addition, the person must be able to gain the trust and respect of employees by leading by example. | 3/26/2023 6:14 PM |
| 73 | Diversity at all levels. Communication of new ideas pipeline. We need to make changes faster for those on the front line. The teachers. | 3/26/2023 4:52 PM |
| 74 | School safety for all students and faculty members | 3/26/2023 4:28 PM |
| 75 | -Prior experience as a superintendent or in a leadership position either in Baltimore County or another large school district -Understanding of racial, socioeconomic, and cultural differences that often create inequities -Actionable ideas that prioritize students and teachers, and plans to improve school environments -Very open to input from students and staff | 3/26/2023 4:02 PM |
| 76 | Because our system is now majority minority I think the superintendent needs to reflect the school community. This will be difficult as the parents don't want that. If the superintendent is not a minority they must be progressive enough to fight for the change that is needed. As a teacher I want someone in charge that isn't so worried about "teaching research based curriculum with fidelity" and more about doing what is right and best for the students in my class. This is a school system that is changing and the superintendent needs to be able to be proactive in anticipating what is coming and how to adjust and not just react to what is already happening. | 3/26/2023 2:59 PM |
| 77 | We need a focused and courageous leader who understands data, can clearly articulate our goals, is not intimidated but inspires others to greatness. Someone who has presence, is trustworthy, and is able to get things done by working with teams. Some one who has been there for us and stood with us through the highs and lows. We need someone that has taught | 3/26/2023 2:06 PM |

our students, supervised principals, and collaboratively worked through tough challenges on the facilities side because there is so much that impacts schools. Some one like _____ possesses those characteristics!

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| 78 | Passionate about growth, a FORMER EDUCATOR, organized and deep commitment to grow and be better. | 3/26/2023 10:05 AM |
| 79 | Know that the county is very diverse. Certain parts of the county are "redder" than others; other parts of the county are very "blue." The new superintendent needs to be able to navigate/negotiate these differences. While certain states are in the midst of changing their curricula to eliminate certain subjects or topics, we are not looking to change our curricula. The new superintendent should be versed in principles of diversity, equity, and inclusion. My preference is that person have 10+ years of senior-level administrative experience in education. We have a LARGE school system with over 100,000 students and cannot afford any management. | 3/26/2023 7:57 AM |
| 80 | Practical Honest Leadership Knows our county Out to better schools not himself/herself Hands on and not showy Truthful Problem Solver Communicative | 3/26/2023 4:30 AM |
| 81 | Not to buy into the politics Get into schools Talk to teachers Do not be afraid to speak up | 3/25/2023 10:57 PM |
| 82 | They need to be strict | 3/25/2023 8:14 PM |
| 83 | Personable, able to build relationships, knowledgeable of how to lead a school system and move it forward, has an instructional lens, is able to visit schools and discuss instructional best practices, have an understanding of how to continue to move the equity work forward, someone who knows the importance of moving slow to get buy-in from stakeholders. | 3/25/2023 6:25 PM |
| 84 | Transparency, trust in principals, communicate clearly and often, believe in the staff, students and families, be an instructional leader, celebrate success of all stakeholders, be kind, provide professional development that will inspire and drive leaders to do better, place ego aside and support staff. | 3/25/2023 6:17 PM |
| 85 | transparency visibility realistic support and expectations leadership and the ability to inspire Real feedback from the community and staff, not just surveys that are not used in decision making. | 3/25/2023 6:00 PM |
| 86 | Knowledgeable of curriculum, knowledge of procedure and process, care people (staff, students, community) Warm demander, lead with respect for the work that administrators are doing in schools, know the system, experience as a leader - not necessarily as a superintendent, but as a positive leader. Check references!! What do people say about the person's leadership? | 3/25/2023 5:16 PM |
| 87 | Empathy Active Listener Courage Dedicated Ok w/shaking things up - status quo is no longer acceptable Open/accessible to all stakeholders Needs to be able to unify and break down silos Needs a vision that is realistic and is able to be communicated - people want to be a part of it Recognize what works - foster it, recognize what doesn't work and make changes Visible and engaged | 3/25/2023 4:32 PM |
| 88 | Multifaceted. Have knowledge of education management. Engage not only students and parents but the general population of county that are not stakeholders | 3/25/2023 4:30 PM |
| 89 | Forward thinking. Science based. Pragmatic. Creative problem solver. Not afraid to acknowledge hard problems in order to find solutions. Team leader. | 3/25/2023 3:51 PM |
| 90 | a lot like i said on question three. | 3/25/2023 2:47 PM |
| 91 | EXCELLENT communicator - don't say you're door is always open and parents never get a response, ever! Honest, diligent, highly intelligent, good with finances, proven track record of improving school systems, do whatever it takes to make this a great public school system, high morals, understands what the teacher curriculum entails and see what teachers are dealing with, understand what parents are going through and the challenges they are dealing with in the school system, understand the needs of all children and all learning styles and integrate that into BCPS, and stay focused. | 3/25/2023 2:13 PM |
| 92 | If the superintendent is not from within the system currently, we must have a seasoned superintendent. We are a large school system with a lot of changing needs. This requires specific knowledge in knowing how to right the course of BCPS. | 3/25/2023 1:30 PM |

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| 93 | I think they should have been a teacher before to understand what is best for our children. They should definitely have some background knowledge of special education. | 3/25/2023 12:54 PM |
| 94 | Honest, have integrity, takes accountability/responsibility for their actions, respect, have availability to discuss issues/concerns/progress, active listener, partnerships w/the different schools/communities, attentive to details, excellent communicator, be involved, positive attitude, organized, able to solve problems, think critically, make sound & swift decisions, ambitious, committed | 3/25/2023 12:51 PM |
| 95 | Real leadership and innovation is needed to move this large and diverse system forward. Our schools need a leader who is well informed and experienced in leading with knowledge and innovation, building a culture of trust, open communication, and high expectations, and who can take a fresh look at where money/resources are allocated and determine where changes are needed to drive true change. | 3/25/2023 12:33 PM |
| 96 | Principled, responsible, good work ethic (with realization that actions impact young children everyday), active in the community | 3/25/2023 11:59 AM |
| 97 | Team building and communication skills; forward thinking, compassion and a heart for students and their well being. Willing to do whatever is good for students. | 3/25/2023 11:41 AM |
| 98 | communication & transparency: these issues that we've seen with past superintendents, need to be confronted, addressed and resolved by our new superintendent | 3/25/2023 10:51 AM |
| 99 | They can't just be a suit with an education. We had that before and it bit us in a major way... several times! We need someone who REALLY cares about the communities & children, not just collecting a fat paycheck while the teachers, staff, bus drivers, etc put in all the work. Preferably someone that was actually a teacher for a significant amount of time. So many people in charge are clueless bc they never worked in the trenches. | 3/25/2023 10:42 AM |
| 100 | We need someone to work to bring comonence back to BCPS. Someone to clean up the central offices. | 3/25/2023 10:26 AM |
| 101 | The superintendent should have clear expectations for administrators and the courage to support them as long as they follow those expectations and BCPS guidelines. BCPS would benefit from a superintendent that is familiar with BCPS. Promotion from within will be less disruptive to this system. A candidate from within already knows the schools, communities, and administrators and will not have to study the district before sound decisions are made. | 3/25/2023 10:08 AM |
| 102 | I feel that we need a superintendent who has the ability to ignore the "shiny" initiatives and focus on the core problems of the school. I am looking for a superintendent who does not put band-aids on bullet holes, and really addresses the problems teachers are seeing in their classrooms. | 3/25/2023 9:17 AM |
| 103 | Integrity. Trustworthy. Represent and listen to the parents, children and teachers---NOT the politicians. Keep our schools and communities safe. Focus on the basics of teaching and learning. | 3/25/2023 9:13 AM |
| 104 | Flexibility and complete transparency. Creative ideas to change and decentralize | 3/25/2023 8:38 AM |
| 105 | Strong communicator as well as listener. Possess servant leadership qualities. Ability to be accountable to results, errors and feedback without being defensive. Transparent operational style and accessible. | 3/25/2023 6:12 AM |
| 106 | Be in the parents side. Listen and really hear. They are responsible for their children's safety and well being | 3/25/2023 5:45 AM |
| 107 | The new superintendent should NOT be a shameless self-promoter. The job is about our kids, not them. I am tired of the position being used as a stepping stone for something bigger. Do the job and make the tough decisions and STOP doing the job with a foot out the door and your thumb on the speed dial of your publicist. Please hire a superintendent that does not feel compelled to hire their friends, fraternity brothers, or sorority sisters who cannot do the job! Too many people are hired who are clueless but are FOS (Friend Of the Super) then they are protected, promoted, and supported but should NOT and should NEVER have been put in the job in the first place. Too much time is lost "getting acquainted" with the area. The new person should know that morale is down, scores are down, violence is up and out of control, and too many students are not prepared for college or the workforce upon graduation BCPS has become a diploma mill where the diploma means nothing because they do not hold anyone accountable, they do not fail anyone, and they pass students because they do not want to be | 3/25/2023 12:10 AM |

looked at as a failure. Now BCPS is emptying the school and sending underprepared kids to the Community College because they have failed them and do not want to deal with them.

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| 108 | New superintendent should support and promote classical/traditional education | 3/24/2023 8:12 PM |
| 109 | Should be someone from the county who attended schools here. Someone who has been a teacher in the classroom from at least 10 years. They should be non political and not in the pockets of extreme groups like Moms for Liberty. They should be willing to visit schools and listen to students. They should be open minded and understand the importance of education for all students. They should also be supportive of teachers and principals. They should be sure that parents are held accountable and students who cannot succeed in the classroom have somewhere to go where they can succeed and those who do not wish to be in school provided other opportunities. | 3/24/2023 7:52 PM |
| 110 | The new superintendent needs to stop things that are not working and begin to fix the things that need to be fixed so that students can be successful. Be supportive of the teachers so that BCPS can stop losing them. | 3/24/2023 6:37 PM |
| 111 | Previous teaching experience-at least 10+ years Previous administration experience - Good references, successful and positive reviews in previous jobs. -Professional -Transparent - Knowledgeable -Hard Working -Dedicated -Supportive | 3/24/2023 6:10 PM |
| 112 | Experience as a superintendent and has been a classroom teacher for more than ten years, educated, transparent, innovative, compassionate, realistic, willing to compromise and hear other points of view, multi-talented at running a school and budget, good working references, and a desire to help the students, teachers, and staff to make the system a first class learning environment. | 3/24/2023 6:10 PM |
| 113 | Always act in the best interests of the students first vs political patronage. Exhibit courage. Recognize the role of technology in education. Be able to address crises and should also anticipate them (violence and unstable environments). Have a plan, not just some vague mission, have direction. Maintain effective communication with the community, not just press releases. Best practices for maximizing student achievement and be supportive of teachers. Has to be a good manager, monitor progress and performances and have willingness to fire ineffective members. My list goes on and on. | 3/24/2023 6:04 PM |
| 114 | Effective communication, dedication to students wellbeing and education. Transparency, willingness to engage new curriculum development, relationship and teambuilding skills, adept at problem solving, flexible, great listening skills | 3/24/2023 4:23 PM |
| 115 | listen to key officials and community members, but always act in the interest of students first vs political patronage • exhibit courage of conviction – not ruled by special interests (politics related to DEI and SEL) • recognize the role of technology in education, but not make instruction a slave to technology • be able to address crises, but should also anticipate crisis and avoid them (not just covid-we consider the school violence and unstable environments to be a crisis) • have a plan – not just some vague mission – that doesn't equal achievement; anyone can point to the end of a road or a positive goal, but you need someone who has the sense of direction on how to get there • must maintain effective communication with community, not just press releases that talk about what is so great under his or her leadership • He or she is knowledgeable of the best practices for maximizing student achievement and is supportive of teachers in the district • A great superintendent is an effective communicator. He or she must make a concerted effort to communicate the needs and accomplishments of the district in a variety of formats: through written reports, communication with the media, public meetings and attendance at school events • A great superintendent is a good manager. He or she directs the administrators to accomplish the goals of the district, monitors their progress and evaluates their performance • A great superintendent is flexible. He or she needs to be able to manage the politics of the job – to adapt to new board members, changes in state funding and changes in the school community while not sacrificing the district's vision. A great superintendent takes a collaborative rather than a confrontational approach • have clear, measurable short term plan of action and based on the results of the short term plan, a way to adjust as needed to accomplish the goals • could have a background in business leadership, experience as a Chief Executive Officer • ability to recognize ineffective members of his staff and have a willingness to fire them for continued failure • drive to identify failures in the system and push for effective policy changes at all levels-at the school system level, county level and state level • The achievement outcomes have declined during her 6 years in the role, almost 10 years in BCPS. • NOT _____ who was not selected as | 3/24/2023 4:12 PM |

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| | superintendent after serving as _____ who was found to have violated _____ . Knowledge of BCPS, vocal, supportive of students, parents, and community. | |
| 116 | community. | 3/24/2023 4:01 PM |
| 117 | Thinking out of the box be prepared to climb mountains break habits and a negative | 3/24/2023 3:55 PM |
| 118 | <p>Culture</p> <p>• listen to key officials and community members, but always act in the interest of students first vs political patronage • exhibit courage of conviction – not ruled by special interests (politics related to DEI and SEL) • recognize the role of technology in education, but not make instruction a slave to technology • be able to address crises, but should also anticipate crisis and avoid them (not just covid-we consider the school violence and unstable environments to be a crisis) • have a plan – not just some vague mission – that doesn't equal achievement; anyone can point to the end of a road or a positive goal, but you need someone who has the sense of direction on how to get there • must maintain effective communication with community, not just press releases that talk about what is so great under his or her leadership • He or she is knowledgeable of the best practices for maximizing student achievement and is supportive of teachers in the district • A great superintendent is an effective communicator. He or she must make a concerted effort to communicate the needs and accomplishments of the district in a variety of formats: through written reports, communication with the media, public meetings and attendance at school events • A great superintendent is a good manager. He or she directs the administrators to accomplish the goals of the district, monitors their progress and evaluates their performance • A great superintendent is flexible. He or she needs to be able to manage the politics of the job – to adapt to new board members, changes in state funding and changes in the school community while not sacrificing the district's vision. A great superintendent takes a collaborative rather than a confrontational approach • have clear, measurable short term plan of action and based on the results of the short term plan, a way to adjust as needed to accomplish the goals • could have a background in business leadership, experience as a Chief Executive Officer • ability to recognize ineffective members of his staff and have a willingness to fire them for continued failure • drive to identify failures in the system and push for effective policy changes at all levels-at the school system level, county level and state level</p> | 3/24/2023 3:41 PM |
| 119 | The _____ to stand up to the teacher's union | 3/24/2023 3:07 PM |
| 120 | must be a people person and keep staff and families in the loop | 3/24/2023 2:14 PM |
| 121 | Experience: #1 Years of experience in the classroom. (In the trenches) #2 Years as an administrator in a school #3 Years as a successful superintendent in a large school district. No political ambition... and not connected with a political party. We had one like that... it did not go well. A willingness to listen to parents, students, teachers, and community members. I remember a superintendent several years ago who did a survey about starting school before or after Labor Day. The public responded overwhelmingly for After Labor Day. The next school year BCPS started after Labor Day. Unfortunately this was quickly reversed by the next superintendent who never listened to the "stake holders." | 3/24/2023 2:11 PM |
| 122 | 1) Humility. This is not a position to boost your ego. You have to want to help 110K+ kids, the teachers, and the community. This should give you such an amazing feeling of accomplishment when you do. 2) Ability to listen. You can't understand the problems without listening to those around you. 3) Ability to travel. We are a large county geographically. Make sure to take the time to listen and hear what those at the edges say. 4) Don't be afraid of innovation. Too much is focused on metrics and tests. Inspire the kids and teachers, and the community and the rest will follow. But make sure it's actionable and not just hype. | 3/24/2023 1:52 PM |
| 123 | 1. Collaboration - we (teachers, principals, paraeducators, office staff, building service workers) have a lot to offer and we want to help! To build trust, it's imperative we be involved in processes like creating the budget and giving feedback on curriculum and new initiatives in a meaningful way. Please come with the value of using our tremendous expertise, rather than trying to outsource or work around us. 2. Trust - trust principals to lead and teachers to teach. 3. Honesty - trust in BCPS central office among employees is very low. We want to feel like our leadership really cares about us and our work, and is willing to invest resources and care in our success. 4. Visionary, but not people pleaser - a bold vision can upset some people. We need someone who will take a clear-eyed look at our administrative central office procedures and make overhauls where needed, even if this means shuffling around or replacing higher-ups. 5. Experience with community schools 6. No corruption or conflicts of interest 7. Reflective and a good leader 8. Equity-focused. I'd love to see examples of how you've | 3/24/2023 1:42 PM |

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| | increased equitable access or directly addressed systemic racism in school systems to create better opportunities for students of color and low-income students. | |
| 124 | Organized and able to work out these issues | 3/24/2023 1:03 PM |
| 125 | He should be compassion understanding transparent and willing to listen and be great at problem solving | 3/24/2023 12:48 PM |
| 126 | I would hope that the new superintendent would actually care and be concerned for the kids and not cater to political views or pressures from outside of the kids and parents. | 3/24/2023 12:07 PM |
| 127 | The superintendent needs to be known by the children. Yes, the parents and administrators are important but the children should know who they are and be able to communicate with them. | 3/24/2023 11:42 AM |
| 128 | Community oriented; staff, student and parent friendly; 21st Century Forward thinking. | 3/24/2023 10:01 AM |
| 129 | The new Superintendent should be an inspirational leader, engaging parents, students and teachers to do their best and then do more. That person should also be a consensus builder, bringing together groups with conflicting interests to determine how BCPS can server everyone's interests. To accomplish that, the new superintendent should regularly and routinely call on parent and community leaders from different parts of the County to learn from each other and reject the notion that what is best for my community is what is best for the entire County. We are too diverse for a "one size fits all" approach. | 3/24/2023 9:57 AM |
| 130 | Their soul purpose should be to educate, support and prepare our children for their future. That should guide each and every decision. Our teachers should be supported and recieve as much assistance as possible as their job only seems to become more and more difficult. | 3/24/2023 9:56 AM |
| 131 | Openness to "outside of the box" programs and curricula | 3/24/2023 9:42 AM |
| 132 | A candidate for Superintendent should have roots in the county they represent. STOP HIRING FROM OUT OF STATE. A candidate should be resident of the county or reside with 25 miles of the county they will be in charge of, and have lived in the area for a minimum of 5 years. | 3/24/2023 9:19 AM |
| 133 | Involved and invested. Visible in schools. Classroom experience recently and a desire to stay involved in classroom and with teachers. | 3/24/2023 9:10 AM |
| 134 | The new superintendent should be transparent, open to suggestions, will to talk and listen to the parents/stakeholders, focus on the basics of education and not have a political agenda. Parents should have a larger say in the education of their children and we need a leader that understands that. The new superintendent needs to have a passion for the job and not just want to claim a six figure salary at the cost of our children's education. The superintendent needs to get BCPS's focus back on the basics math, reading, writing, history (the way it happened) and life skills. Kids need to learn how to function and survive in life and as an educational system BCPS is failing our kids at this point. BCPS needs to focus more on daily learning and lessons and less on national and quarterly testing. | 3/24/2023 8:25 AM |
| 135 | The new superintendent should be a woman or man with a history in Baltimore County. We need someone that lives in Baltimore County. They need to be transparent and address the hard questions. They need to understand communities. They need to work for our teachers and students, not our politicians. | 3/24/2023 7:35 AM |
| 136 | A true understanding of diversity, equity, and inclusion and tangible ways this will be implemented. | 3/24/2023 7:22 AM |
| 137 | Be on the level of the teachers, be realistic in what you ask, know your audience. Listen to the teachers and parents. Interact with your schools on a personal level. | 3/24/2023 7:20 AM |
| 138 | We need to get real about discipline. Students aren't held accountable for not only their grades but also their behavior. We will lose a lot of teachers who are tired of seeing violence and are tired of being cussed out. Fix the student discipline or find ways for violent offenders to take their courses online--we know the online thing works. | 3/24/2023 7:16 AM |
| 139 | Have intimate knowledge of BCPS to be able to hit the round running. A strong background in curriculum and Special Education, and English Learners is critical. | 3/24/2023 7:02 AM |
| 140 | We need someone who can collaborate and lead. Listening to those at the building level to understand how decisions are impacting teachers and students and making decisions based on what is best for learning is necessary. We also need someone who is transparent about what decisions are being made and can have difficult conversations. Transparency within the | 3/24/2023 6:59 AM |

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| | budgetary process is also extremely important. There is a great deal of money being budgeted for categories of spending with little accountability for how it is being used. | |
| 141 | Down to earth in understanding what is essential for teachers and student learning | 3/24/2023 6:26 AM |
| 142 | Transparency Integrity A true leader | 3/24/2023 6:24 AM |
| 143 | Passion, listening to understand, clear communication, equity, organizational systems thinking, deep understanding of the historical problems in our communities, institutional history of the past several years and missteps that were made, outside of the box thinking. Belief in our students, staff, and communities. | 3/24/2023 5:45 AM |
| 144 | Stop the violence, hold students/parents accountable for poor behavior & choices, implement special Ed services that are actually being delivered and by a special educator. | 3/24/2023 5:18 AM |
| 145 | Someone who can see all aspects of BCPS from the students to the behind the scenes central office staff down to the school cafeteria staff. | 3/23/2023 10:49 PM |
| 146 | willingness to learn about BCPS involved in decision making get to know the administrators, teachers and students follow through excellent communication skills high standards drive to make BCPS the best county in the state | 3/23/2023 8:58 PM |
| 147 | Cares about ALL students, not just behavioral problems and low achieving children but recognize the kids who work hard and make good choices. | 3/23/2023 8:21 PM |
| 148 | Responsiveness. Continued support of young Black boys. | 3/23/2023 8:18 PM |
| 149 | #1 INTEGRITY! I'd really like to see someone who is interested in getting back to basics and who is not going to be swayed by politics, popularity, or the latest trend. | 3/23/2023 8:14 PM |
| 150 | Progressiveness | 3/23/2023 7:55 PM |
| 151 | Competent, Caring, Consistent and Passionate about equity among all sectors of school districts and celebrate diversity and culture year long | 3/23/2023 7:18 PM |
| 152 | Great listener and collaborator. Visionary for rapid academic improvement, passionate, confident and works with all stakeholders. | 3/23/2023 7:15 PM |
| 153 | Direct communication. Focusing on prevention strategies for violence. Just as much focus on consequences for bad decisions. The superintendent will stand behind those that uphold the rules, even with push back from parents that do not hold their child accountable. So many parents are feeling unsafe sending our kids to school. | 3/23/2023 6:42 PM |
| 154 | Our new Superintendent has to be engaging with our communities, our schools, and our staff. Our current Superintendent always made time to be with students, staff, and families. _____ always met with all bargaining unions and kept open communication. We want our new Superintendent to continue to have that open-door policy to meet with ALL 5 bargaining unions. To be politically savvy. | 3/23/2023 6:09 PM |
| 155 | Commitment to whole child development, ability to communicate well, a good money manager that will ensure funds benefit the students, a strong advocate for well qualified teachers who should not be beholden to teaching to a test. Experienced with conflict resolution to reduce fighting in some of these schools. | 3/23/2023 5:41 PM |
| 156 | Friendly, flexible, yet understandable. Reasonable yet stern. Decisive. Great communication. Visibility within the schools throughout the county. | 3/23/2023 5:29 PM |
| 157 | We need a superintendent who can demonstrate sincerity and be approachable to all stakeholders. Transparency and honest communication are also essential in rebuilding trust. | 3/23/2023 5:23 PM |
| 158 | Good communicator. Good listener. Good at analyzing feedback from teachers/schools. Good at supporting teachers with providing alternative placement for student who cannot successfully learning a MS environment. | 3/23/2023 5:23 PM |
| 159 | The new superintendent needs to understand the plight of educators. It is not that we are off for 2 months of summer. We do not get paid unless we find summer employment. During the school year, staff shortages heavily way on other teachers/staff members causing mental and physical stress. School system staff need and are owed a living wage. Our day and time from our families and ourselves is invaluable. Educators (teachers and paraprofessionals) work many hours after contract time. | 3/23/2023 5:05 PM |

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| 160 | Be more for the little people. Not the suits. Teachers are forgotten and they are the crux of education. Be in schools. Be transparent. Listen to teachers and staff in the buildings when making decisions. Decisions should not be made by suits. | 3/23/2023 5:02 PM |
| 161 | Integrity, moral, ethical, versatile communication skills, political astuteness, ability to diffuse dysfunction and divisiveness - cool under pressure. Vision of academic excellence with the ability to implement a plan to achieve it. Strong financial intelligence. Student focused. Committed. Highly visible and approachable. Available to support not only school staff but central office staff as well. | 3/23/2023 4:49 PM |
| 162 | Recruitment resources, training programs aimed at curbing violence in schools, innovative ways to procure funding for schools in dire need of resources (e.g., hard and software and therapy for students) | 3/23/2023 4:39 PM |
| 163 | Student centered collaborative advocate that has a proven track record of engaging stakeholders in building support for a vision. | 3/23/2023 4:31 PM |
| 164 | experience working in a large, diverse (predominant students of color) district, availability for educator input, connection to communities, training in diversity/equity practices | 3/23/2023 4:20 PM |
| 165 | Baltimore County is a large area and the range of services can differ. A new Superintendent should be comfortable visiting classrooms from all areas of the County, listen the concerns of students, Teachers, Parents and Stakeholders to provide solutions. | 3/23/2023 3:50 PM |
| 166 | Communicative decision maker, inclusive of the community and the population they serve | 3/23/2023 3:49 PM |
| 167 | To be able to connect with the community. | 3/23/2023 3:43 PM |
| 168 | I feel very strongly that the candidate that comes into BCPS should be a native or current resident of Maryland. Our population of students and families is so diverse and span a wide array of socio-economic backgrounds that it is vital to our students education that the superintendent understand their diverse experiences and considers their needs. Our new superintendent should have a passion for students with special needs, students' needs and learning loss after the pandemic, as well as moving all students forward in their social/emotional skills. By focusing our educational plans on our most at risk students, we will move all our students forward. I, personally, would like to find a superintendent that has a heart for students with disabilities. Providing them with a quality education within Baltimore County across various degrees of learning environments is always at the forefront of my mind and it is what seems to be the first thing that is consolidated. I understand the why for this initiative as it is so hard to find qualified special educators and retain them, but I think as a county we should start to move towards training all teachers to be better qualified for students with disabilities and how we can support them across the county. If our future superintendent made students with disabilities, and their families, a priority in their agenda, they would most likely have my vote. I also feel our superintendent should be consistent. BCPS has a history of starting new initiatives and for one reason or another changing plans, curriculum, or policies without much time for implementation. As a new superintendent I would hope they will take feedback from various stakeholders, invite current BCPS members to be a part of their cabinet, and set a core list of goals they would like to work on during their tenure. Ideally this person would adopt our current vision, The Compass, and adapt many of the current goals we have set through our previous superintendent. Then based on data, I would hope this new superintendent can articulate changes necessary to meet our goals. | 3/23/2023 3:38 PM |
| 169 | Good person with proven track record on educational side. Must be free from any allegations. | 3/23/2023 3:30 PM |
| 170 | A new superintendent should have a minimum of 10 years of actual pre-K-12 teaching experience and should be prepared for the difficult conversations that are necessary to solve problems. This candidate should not be in the habit of making excuses, but of listening to stakeholders and should be willing to accept suggestions from the "boots on the ground". | 3/23/2023 3:29 PM |
| 171 | I think the new superintendent should have a strong backbone and a thick skin. He or she should be able to communicate clearly while also accepting responsibility for any mistakes. | 3/23/2023 3:27 PM |
| 172 | Strong interpersonal skills. Open to meeting with faculty and having round table conversations about problems only frontline Faculty know about. | 3/23/2023 2:52 PM |
| 173 | They should have to take a social, mental health course so they can understand some of the problems with the kids. They must really care and want to be the change, the future for our children. | 3/23/2023 2:48 PM |

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| 174 | Must understand the web of closeness in "small-timore". | 3/23/2023 2:15 PM |
| 175 | Track record of proactively addressing issues related to diversity, equity, and inclusion. Track record of caring about recruitment and retention of teachers from underrepresented/discriminated against groups. | 3/23/2023 2:14 PM |
| 176 | Be more concerned with educational outcomes, student mental health, and positive teacher engagement instead of political agendas and programs. Fact based curriculum without opinions. Teach children to think for themselves. | 3/23/2023 2:07 PM |
| 177 | Effective and collaborative decision making. We have for too long been under leadership that is reluctant to make a firm decision or makes a snap decision without considering the consequences of their actions. | 3/23/2023 1:57 PM |
| 178 | Communication, Accountability, Education Background | 3/23/2023 1:52 PM |
| 179 | We need a superintendent who is going to bring resources and quality teaching to all of our schools. | 3/23/2023 1:52 PM |
| 180 | Willing to communicate and be transparent. Listen to teachers, parents, and community and implement programs to improve schools. | 3/23/2023 1:51 PM |
| 181 | Transparency Honesty and Integrity Someone vested in BCPS | 3/23/2023 1:47 PM |
| 182 | Be open to ideas, listen, write down ideas - use this as a check list to help with future ideas and if many reported on same issues, then you know it is a problem - check into it!! | 3/23/2023 1:43 PM |
| 183 | They need to be someone who has shown they can be a changemaker. Someone who can spot and retain good talent. | 3/23/2023 1:43 PM |
| 184 | communication, compassion, dependable, reliable, determined, strong, leader, motivational, humble | 3/23/2023 1:43 PM |
| 185 | We need a superintendent who communicates with us in a transparent manner. I have not seen our current superintendent in-person, only pictures of him on the bcps website and once during a meeting. I want to see our superintendent and talk with them. We also need a superintendent who will make changes to help at the foundational level and not just putting out a new initiatives without direction or follow-up. | 3/23/2023 1:38 PM |
| 186 | #1 skill is being strong enough to dismantle Central Office and all the needless positions that are taking the money away from the students and schools. After that, all the problems will be gone. | 3/23/2023 1:30 PM |
| 187 | Teaching experience, familiar with BCPS | 3/23/2023 1:29 PM |
| 188 | The ideal candidate will have a background in teaching across diverse districts. I want a superint. who is comfortable with serving schools where the student body is predominantly Black, rural and predom. white and schools that are under-funded. I want a superint. experienced in fiscal administration, one who will work toward equity across the schools and ensure children have access to resources and tech. The next superint. should have experience in learning about and practicing DEIA. | 3/23/2023 1:28 PM |
| 189 | They need to be understanding, patient, confident, able to balance logic and emotions, able to thoroughly explain decisions that are being made. | 3/23/2023 1:21 PM |
| 190 | Good listener. Integrity. excellent systems manager—or effective delegator. An advocate to county council for measures to reduce overcrowding. Willing to devolve many centralized responsibilities to the regional areas. | 3/23/2023 1:17 PM |
| 191 | He needs to be in charge of the school system and not bow down to people who have been here. He should have a strong sense of what belongs in the curriculum and what is not necessary. | 3/23/2023 1:16 PM |
| 192 | Needs to be able to work with our BOE (even if it just means putting them in their place). Needs to get this student behavior under control. Needs to rotate principals -many become dictators in their schools. We do a lot of studies about building conditions and solutions to overcrowding, but no one wants to follow the recommendations or make the hard decisions if there is pushback. Sometimes you need a leader to decide what is best for everyone, not just the Northeast or Central area parents. They need to hire qualified people to fill upper-level staff and our school principals, not someone's best friend or people who have never worked in a | 3/23/2023 1:16 PM |

school system before (not a cafeteria head that cuts staff and is more concerned about presentation than feeding hungry students). Principals who have never taught in a classroom are not really helpful running a school. The superintendent needs to be out in our schools seeing what is going on without prior notification to the school and they need to hang out for a while (not just a 10-15 minute drive through). There are great things and some bad things happening in our schools and we need to have someone who can make Baltimore County Public Schools great again.

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| 193 | She needs to be a good communicator. Decisions need to be tried and decided on before notifying the public. Our new candidate needs to listen to what teachers are saying as we are the people on the front lines. Our new leader needs to focus on recruiting teachers and keeping good quality teachers. Too many teachers are leaving the profession and keeping them starts with a quality leader. | 3/23/2023 1:16 PM |
| 194 | Should have sympathetic mindset. Should not attach to any political party. It is education, not politic. Keep kids clean from dirty politics. | 3/23/2023 1:14 PM |
| 195 | Strong understanding of Baltimore County schools and government/political environment Strong focus on student achievement as demonstrated by data Deep understanding of the professional development needs of BCPS staff at all levels. | 3/23/2023 1:13 PM |
| 196 | Positivity. Listening to all, but not afraid to make the hard decisions. Ability to bring people together. | 3/23/2023 1:13 PM |
| 197 | Treat everyone equal, regardless of color, no special privileges for being the same race as the superintendent. Willing to uphold rules and have consequences for students. Don't be afraid to hold students back, suspend, or take extra curricular activities from students that are failing or not acting by the handbook | 3/23/2023 1:07 PM |
| 198 | Firm on discipline - stop worrying about what looks good according to the numbers Equitable - and mean it; actually put in place practices that reflect people's needs being met, not all people getting the same thing | 3/23/2023 1:07 PM |
| 199 | Truly care about what's best for the children AND teachers | 3/23/2023 1:06 PM |
| 200 | Transparency!!!! Respect for teachers, support us! Realistically hopeful. Practical. Energetic. Equity focused. Compassionate, empowering, innovative. Trauma oriented. Back to basics. | 3/23/2023 1:06 PM |
| 201 | Diversity. Prepare for what's coming. Don't wait for it to come and try to fix it. Chaos! Can't have students hungry to learn and do not feel supported. We want students to be excited about what's going to come and want to be a part of it. We need bring a vision. | 3/23/2023 1:01 PM |
| 202 | Experience superintendent leading district our size. Love and believe that all children can achieve. BCPS connected- understands our county and what we are doing well and what we need to improve. We need all _____ leaders to go with him- hire and promote from in BCPS and know our county Student & teacher & parent supporter. Strong communicator, transparent and loyal. | 3/23/2023 1:01 PM |
| 203 | Our students are amazing people who deserve to achieve their dreams, but without consequences and accountability. | 3/23/2023 1:00 PM |
| 204 | Many, but one that I would like to see is someone who is invested in making our schools "greener" and incorporating that into student learning...whether that's outdoor education, trash clean-up around the school, composting, using natural materials whenever possible, etc. | 3/23/2023 12:58 PM |
| 205 | Leave the BS at the door. Our new superintendent should have a background in actual teaching. They should have worked their way up through the trenches and respected among their peers. Leave the ego and BS at the door. Be HERE and not use BCPS as a stepping stone for political office or other gain. | 3/23/2023 12:57 PM |
| 206 | Data-driven, keeps students first, and can navigate a contentious board. Can navigate the politics of the county and the county executive because the money for BCPS is given by the county executive. | 3/23/2023 12:57 PM |
| 207 | They should understand the BCPS system and the communities involved. The superintendent should have experiencing addressing achievement and opportunity gaps, managing large budgets and organizing large system work. This person should know how to select other leaders so that each division or department can be lead by people who know what they are | 3/23/2023 12:51 PM |

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| | doing. It would be nice if the person was an internal candidate who had no affiliation with the previous superintendent. | |
| 208 | Someone from the local area, from Baltimore County, someone who has seen firsthand the decline in our community and schools should receive the job if possible. Our last few superintendents have been criminals, negligent, out of touch, and self-serving. We need someone who taught in a classroom for an extended period of time. | 3/23/2023 12:50 PM |
| 209 | The new superintendent should be accessible, relatable, personable, and come with more classroom experience than any other experience. They should welcome innovative ideas, encourage schools to take initiatives to address their own issues, provide funding to schools who suffer from inequities, and offer praise, commendations, support, and incentives to retain highly qualified educators. We don't need another leader who encourages other leaders to criticize and demoralize teachers and other other educators in an attempt to produce results. We need a leader with woo and who can lead his team in a way that fosters high morale for educators. | 3/23/2023 12:48 PM |
| 210 | Critical analysis of power/ white supremacy in education (curriculum, pedagogy, leadership, evaluation, and assessment), leadership philosophy that incorporates critical education theory, ability to reflect on leadership skills and decisions, open to feedback, and willing to create space within the school district for dissent and co-powering between teachers and students. | 3/23/2023 12:47 PM |
| 211 | Listener- listen to the history of the system and work before making decisions about staffing, budget, or programs Collaborative- seeking input from outside of Cabinet to hear ideas from various professionals Innovative- willing to take on new programs/procedures/technologies to put BCPS on the map for outstanding education Personable- genuine interactions with staff and students. Showing up and supporting frequently. | 3/23/2023 12:46 PM |
| 212 | transparency, passion for the students/teachers/staff/bus drivers and all other BCPS staff, approachable | 3/23/2023 12:45 PM |
| 213 | Open minded and willing to work for the employees for higher salaries. | 3/23/2023 12:43 PM |
| 214 | integrity, fairness | 3/23/2023 12:40 PM |
| 215 | Forthrightness. Realist. Well spoken. | 3/23/2023 12:39 PM |
| 216 | work well under pressure, Take control of the school system back from students. . Not to be a yes person , but at times you have to be the one that says NO. | 3/23/2023 12:37 PM |
| 217 | S/he should be innovative and creative and with a background in teaching and education. | 3/23/2023 12:19 PM |
| 218 | Education should NOT be managed by a top - down model. People making decisions regarding schools, should be familiar with working in a school, with students. Many ideas that are pushed down from the top by well-intentioned administrators who are not experienced in the classroom (in recent years), are not at all practical or what's best for students. Curriculum writers should have to spend time in classrooms, so that students can be appropriately challenged, but not overwhelmed. Topics should be interesting and age-appropriate. | 3/23/2023 11:38 AM |
| 219 | Team player who values teachers feedback and suggestions discipline / behavior manangement | 3/23/2023 11:02 AM |
| 220 | They need to be caring, have great listening skills, be able to compromise, be strong and explain their reasoning, and definitely, needs to have strong communication skills. | 3/23/2023 10:57 AM |
| 221 | Making parents a top priority. Open communications. Able to manage the school system as \$2.6 billion business. | 3/23/2023 9:57 AM |
| 222 | A successful superintendent for BCPS needs to be aware and understanding of the urgency to shift towards an education for sustainability model in order to prepare our students for climate change adaptation and resilience, to become stewards of the natural community and contributing citizens in the 21st century. Baltimore County Government and BCPS need to work together to address the urgency of climate change and to promote sustainable growth and development within our schools and communities. | 3/23/2023 9:45 AM |
| 223 | Strict. Keep schools safe. Bus transportation safe (issue with speeding bus drivers) ABSOLUTELY NO BULLYING. To many schools tolerate bullying, racial slurs. There needs to be harsher punishment for bullying. | 3/23/2023 8:52 AM |
| 224 | Someone who really understands what is happening with our kids. They don't need more | 3/23/2023 7:57 AM |

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| | technology and expensive smart boards. They need mental health support, to re-learn social skills, and academic interventions. The candidate needs to understand it wasn't pushing "pause" for to years. In many ways they backslid two years. Our educational system should reflect that. | |
| 225 | Knows and understands what it is like to be a teacher (for more than a few years), a good listener, is an advocate for special needs population, does not try to make a name for him/herself by making radical changes, provides support for burnt-out teachers | 3/23/2023 7:50 AM |
| 226 | Positive, caring, loyal, trustworthy, dedicated. | 3/23/2023 7:40 AM |
| 227 | leadership spirit | 3/23/2023 3:54 AM |
| 228 | Having an open mind | 3/22/2023 11:45 PM |
| 229 | They need to be student centered and understand the critical importance of listening to our students voices in all their forms. As we enter into Blueprint implementation it will important to monitor impact on student, teacher & administrator experience and perceptions and adjust the plans as we go. This will require strong skills in holistic data literacy and analysis. They must have a strong ability to h communicate a compelling vision that is inclusive and responsive to students, teachers, family and community needs. understand how to harness and value the resources of this district- the legacy of institutional knowledge that remains in the community and the culture of collaboration that was longstanding until recent leadership. Be a community and consensus builder. Help to make a bigger table that truly welcomes all voices. Value the voice and experience of all members of team BCPS | 3/22/2023 9:41 PM |
| 230 | Be present. Talk to parents and teachers. Know that teachers are the most important factor in a child's education. A teacher can make or break a child. Please support the teachers and cut the overpaid executive directors with no accountability for the success of students! Principals seem to do all the work! | 3/22/2023 9:21 PM |
| 231 | The new superintendent should understand what public school is like. They should have some experience with public school and understand that in this working class community, we would love a private school education but it may be unattainable. We still deserve the best education possible. Not a 2/10 graded school such as Randallstown Elementary. | 3/22/2023 8:36 PM |
| 232 | Honesty, not afraid to be strict and uphold ethics among principals all the way to AAA's. Transparency is a must! Actually fix the things that are wrong with the system not just patch it up or throw money at it without a plan!! | 3/22/2023 8:15 PM |
| 233 | Clear communication skills Be from Baltimore Co. Live in Baltimore Co and send their kids to public school. Accountability. This district's central office is excellent at hot potato and terrible at HR. I am a teacher and parent. | 3/22/2023 7:39 PM |
| 234 | The new superintendent needs to be a "people" person and be able to communicate with all members of BCPS. They need to be honest and compassionate. They need to be innovative and willing to try new things, and open to change when they realize that the current way of doing things is not working. I think the new superintendent should have been a teacher at some point in their career to be able to understand all aspects of the school system, either coming from a student's or Teacher's perspective. | 3/22/2023 7:24 PM |
| 235 | A strong understanding of long range planning and vision with an emphasis on equity and SEL (starting at the prek level) | 3/22/2023 7:02 PM |
| 236 | They should be willing to speak to the press about problems in schools. They should be pragmatic and not political. | 3/22/2023 6:35 PM |
| 237 | Common sense and a long and recent career as a classroom teacher. | 3/22/2023 6:10 PM |
| 238 | We need more discipline in schools and accountability. We arent holding students accountable for behavior | 3/22/2023 5:51 PM |
| 239 | The new superintendent should understand what public school is like. They should have some experience with public school and understand that in this working class community, we would love a private school education but it may be unattainable. We still deserve the best education possible. Not a 2/10 graded school such as Randallstown Elementary. | 3/22/2023 5:48 PM |
| 240 | Proven track record as a Superintendent in making significant improvements in academic, behavioral, social, and emotional growth of students. Outstanding communication skills with | 3/22/2023 3:10 PM |

ALL stakeholders. Be available and visible to the community/all stakeholders. Be truly open to suggestions by all stakeholders. BE APPROACHABLE!

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| 241 | The superintendent needs to be a bridge. A bridge between parents and teachers; between our schools and public officials and politicians. This person needs to be a motivator and bring innovative ideas to improve education in Baltimore County public schools. This person should be versed in scholarship related to student retention and engagement. This person should have demonstrated excellence in management and fiscal responsibility. This person should be personable and an advocate for Baltimore County schools. | 3/22/2023 3:07 PM |
| 242 | Clear communication, ability to implement and execute ideas, clear direction and objectives and goals for the district, ability to align or re-align leaders and staff to achieve those goals | 3/22/2023 2:32 PM |
| 243 | Background as a classroom teacher for more than just a few years like the previous failure superintendents | 3/22/2023 2:04 PM |
| 244 | Willing to listen to stakeholders and work with others to make a plan of ACTION, not just talk for issues regarding the school district then share the action plan with stakeholders. Wants to be in school buildings to meet students and staff and hear from them what is important. | 3/22/2023 1:56 PM |
| 245 | The new superintendent should be someone that have genuine love for all children, and for their individuality. This person should be interested in helping each child reach higher than their fullest potential. | 3/22/2023 1:48 PM |
| 246 | lol... havent seen a decent superintendent of schools in about 25 years. no super has been successful b/c they are lying , deceitful chumps who either dont have the smarts or have been bought by the trolls who are driving bcps into the ground..quickly becoming baltimore city schools. | 3/22/2023 1:30 PM |
| 247 | Recent history of being a classroom teacher/understanding of what happens within schools day to day. Open-mindedness with ability to create a plan and implement it within a reasonable timeframe. | 3/22/2023 1:23 PM |
| 248 | Visionary Multi-Skilled Communicative Ambitious Committed | 3/22/2023 1:16 PM |
| 249 | True leadership: This includes genuinely listening to input from a variety of people/roles and then making the best decision and moving forward with it. It means putting students FIRST (vs. being influenced by politics or allowing those high up in BCPS central office to move you in the direction they want you to go). Trustworthiness A background and understanding in literacy instruction, specifically structured literacy/phonics. Community/relationship builder Genuine Listens to the teachers in the classroom and has their backs! Doesn't get involved in all the nonsense and simply moves forward to make the best possible decisions for the kids | 3/22/2023 1:10 PM |
| 250 | charismatic communicator visionary leader consensus builder understands the role of superintendent as lead politician of the school system knows instruction resists education fads for deeper learning thick skin ability to stay the course even when faced with adversity | 3/22/2023 12:39 PM |
| 251 | Background in child development and education. Transparent, and approachable | 3/22/2023 11:50 AM |
| 252 | Understanding that Baltimore County is very diverse and have empathy for all. He should be very knowledgeable of current trends and shifts in the educational realm and understand how to guide the entire school system towards a path of growth and success | 3/22/2023 11:40 AM |
| 253 | To maintain the standard and also try to make polish even better. | 3/22/2023 11:35 AM |
| 254 | Experienced in education, clear communicator, decisive | 3/22/2023 11:22 AM |
| 255 | One who is not afraid to make changes as they come in. BCPS needs a new tone to rebuild the trust with families that has been broken by lies, lack of transparency and general mis-management of the system. | 3/22/2023 10:56 AM |
| 256 | The new superintendent will need to be able to deal with a divisive board, entitled communities - and communities that don't represent themselves, and staff who have become accustomed to many anomalies as a result of the pandemic and ransomware attack. | 3/22/2023 10:53 AM |
| 257 | The next Super will need a strong backbone to put kids first and make decisions that benefit children - not developers - not Central office employees - not TABCO and unions - not contracts with questionable situations surrounding them - kids and their academics FIRST. BCPS needs a strong leader whose top priority must be the mission of the school system - to EDUCATE. Academic Achievement and PROOF of measurable, large gains over short periods | 3/22/2023 10:08 AM |

of time are critical. Our current leadership - especially in the immediate levels down from the Super surrounding academics - refuse to take responsibility for assuring what decisions are made at Central are implemented in schools. This absolutely must change and there needs to be a "house clearing" of these critical positions that have been held by individuals who are not willing to do the hard work of holding our schools, principals, and teachers accountable to results. The Super needs to come in with a team of doers - those with high expectations of staff and students, who will implement best practices - not make excuses for lack of them and who want to be accountable. DO NOT hire from within or from the past. Look forward. We need a whole NEW focus and trajectory. BCPS needs new life, new ideas, new focus, and new hope that we can turn things around. We are not going to get that from past or current employees. Candidate must show a history of using evidence-based instruction and not be afraid to make waves in schools and amongst staff to be sure debunked methods are not being used - unlike today where we (in classrooms) continue to promote and use methods of teaching that do not align with how the brain learns. Candidate should be open to input but firm in conviction of the need for schools to be places of learning as priority one.

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| 258 | listen to key officials and community members, but always act in the interest of students first vs political patronage exhibit courage of conviction – not ruled by special interests (politics related to DEI and SEL) recognize the role of technology in education, but not make instruction a slave to technology be able to address crises, but should also anticipate crisis and avoid them (not just covid-we consider the school violence and unstable environments to be a crisis) have a plan – not just some vague mission – that doesn't equal achievement; anyone can point to the end of a road or a positive goal, but you need someone who has the sense of direction on how to get there must maintain effective communication with community, not just press releases and talk about what is so great under his or her leadership He or she is knowledgeable of the best practices for maximizing student achievement and is supportive of teachers in the district A great superintendent is an effective communicator. He or she must make a concerted effort to communicate the needs and accomplishments of the district in a variety of formats: through written reports, communication with the media, public meetings and attendance at school events A great superintendent is a good manager. He or she directs the administrators to accomplish the goals of the district, monitors their progress and evaluates their performance A great superintendent is flexible. He or she needs to be able to manage the politics of the job – to adapt to new board members, changes in state funding and changes in the school community while not sacrificing the district's vision. A great superintendent takes a collaborative rather than a confrontational approach | 3/22/2023 9:43 AM |
| 259 | Administration background, education mandatory, social worker, or psych degree MANDATORY specifically in CHILDREN, character of humility, soft demeanor, but take charge type, someone to sort the bs out, someone with integrity, perseverance, peace and joy about them but who is willing to put the hours the money whatever to improve our schools!! | 3/22/2023 9:08 AM |
| 260 | We need someone who hasn't forgotten what it is like to be a classroom teacher, and understands the complex requirements and pressures of the job. We need someone willing to fight to fund the schools. We need someone who recognizes that the schools take care of the whole child, and is willing to put social workers, guidance counselors, SEL staff, etc. in the schools. You can't teach children if their basic needs aren't met, and, whether it is fair or not, this has fallen to the schools. We need someone who can broker partnerships with organizations that can prop up/enrich our students, like the BSO. | 3/22/2023 9:06 AM |
| 261 | The new superintendent should be non-political. He or she should not be in the job to promote an ideologies of the teacher association or any political party. The superintendent should only be concerned with the success of each child by doing what is truly best for them, even if that means a bit of tough love and consequences for actions deemed inappropriate. The bar should be set high, so that student's have something to reach for, rather than coast on. Someone with the intention of actually caring enough for the individual to know that treating everyone the same in a inclusive environment, may actually hinder rather than help. Sometimes what a student needs is extra attention or discipline to succeed. We are also forgetting the average student too often. The GT and special education student's often get the attention, leaving the massive amount of general ed students to fend for themselves. | 3/22/2023 8:51 AM |
| 262 | Advanced knowledge of learning differences, special education, and IDEA. A desire to hold the system accountable to the needs of students (will not cover up mistakes.) Honesty and transparency. Outside-the-box thinking on how to reappropriate funds and reduce waste to revamp our system. | 3/22/2023 8:22 AM |
| 263 | Experienced in education, clear communicator, decisive | 3/22/2023 8:09 AM |

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| 264 | Someone who has ties WITHIN the district. A leader who represents another perspective (i.e. a female candidate) The perfect candidate for Baltimore County should be open minded and will offer a voice to the stakeholders on the issues relative to education. An individual who understands the current trends and who has the foresight to revisit policies that will help retain quality teachers and school leaders. A career educator that understands the practical and political needs of the district. An individual who has the job aptitude in many different educational capacities. An individual with a proven track record for leading change. | 3/22/2023 7:19 AM |
| 265 | Uses research to examine choices and make decisions. Uses experienced executive leadership to make decisions. Cultivates an open environment that respects the input and experience of other community and system stakeholders. is able to develop a clear vision for the future of BCPS. Excellent communication skills. | 3/22/2023 6:29 AM |
| 266 | Work together as a team with all the stakeholders. | 3/22/2023 4:53 AM |
| 267 | More hands on. Vision to ease the over crowded conditions, open more charter schools less magnet programs or allow more students to attend school of choice minus the red tape. | 3/22/2023 4:51 AM |
| 268 | Should not tolerate violence in any form.should implement stricter discipline policys.kids don't take teachers seriously anymore bc they get away with too much with no consequences | 3/21/2023 11:55 PM |
| 269 | A new superintendent should be a professional licensed problem solver in a diverse cultural group community with positive student learners, striving for mastery excellence in a COVID-19 pandemic. A non-smoking and zero tolerance drug free community leader. An articulate superintendent who can demonstrate a healthier lifestyle. A family oriented college graduate, Speaks English, preferred choice. A superintendent with a high school graduate certification. A well qualified candidate with a high IQ. A well dressed formal business attire superintendent with 10+ years experienced in a Virtual Learning program and Hybrid program. A superintendent with 20+ years of customer service expierence. A BCPS graduate who lives in Baltimore County. A superintendent who desire fresh air quality or mandatory fresh air quality mindset and social distance for all and senior age groups. A superintendent who can type 70 wpm 0 errors. A superintendent responsible for student community-based no noise, no illegal use of firearms, guns or weapons for the safety of all mankind. A superintendent who share a common belief or motto: Our children and their children families will have a wonderful time in our lives. A superintendent who can contribute to BCPS VLP remedies such as social distance techniques, supplies from home schools, risk free from COVID-19, non-toxic air quality, safe, clean air environment, mandatory wearmask options, Student learners must stay around those he or she live with in their home, abide by Center of Disease Control (CDC) guidelines to only consume "eat" "drink" own food and beverages, abide by CDC washing hands 20 second rule while singing the "Happy Birthday" song. A superintendent with good work efforts and an open door policy, maintain LIVE instructional, learning and historical moments on a daily basis, keep parents within the loop or inclusive in their child's educational decision making decisions and activities, a positive role model; it's on-going Stakeholders and the United States 🇺🇸 of America communities liason while both are the stepping stones we need to improve in order to take care of our community. A superintendent who remind students they can clearly understand their parents, caregivers, teachers, guidance counselor, Principal, Director, Superintendent, classmates and his or her role in the LIVE virtual program. Students can focus 100 percent of attention span on learning while being filmed on a LIVE broadcast. Teachers can focus on lesson plans. Teachers lesson plans are created before class. The BCPS VLP superintendent will maintain more teaching time less bus, nurse, cafeteria, tardy, absentees, car ride or dismissal and cleanup duty time. A VLP superintendent will make sure teachers are professionals and accept constructive criticism, suggestions and recommendations from the community that clearly have hopes for a brighter, better, stronger, more efficient and productive generation full of diversity, personality similarities or differences and diverse cultures. An assertive and conscientious superintendent who perceive Our world is one for all mankind. | 3/21/2023 11:23 PM |
| 270 | Someone homegrown that has pride in the system and wants unite everyone. | 3/21/2023 9:40 PM |
| 271 | Be willing to not just listen to problems but have a focus group to resolve them | 3/21/2023 9:24 PM |
| 272 | Honest, Student focused, knowledgeable, strong leadership. | 3/21/2023 9:14 PM |
| 273 | Honest Extensive teaching experience - if you can't teach a child, you can't lead your staff. Fiscally conservative Self aware Leader Ability to recognize there is no boon to being the smartest person in the room - the new hire should have the ability to hire the folks strongest in the areas of need Has the best interest of the students in mind, first and foremost - what kind | 3/21/2023 9:10 PM |

of school would you want your child to attend? If you are not willing to work to create that then you've already failed at this role.

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| 274 | The new superintendent must be a system's thinker and have the skills to help BCPS build community. The new leader must be focused on system-wide issues of equity and address systemic racism and remove barriers for the most vulnerable populations (ie - disabilities, ESOL, those experiencing homelessness). The need of black and brown students must be at the forefront of decision-making. The system must focus on recruiting and retaining diverse teachers and other staff members. | 3/21/2023 9:10 PM |
| 275 | Want to bring discipline back into schools. Acknowledge that standardized test scores are only one measure of a student and not the end all be all. Fix the problems in central office. Decrease class sizes. Don't try to be the best of the best. Instead, focus on fixing the problems and issues in our county to at least improve. More teachers and support for ELL. My school is getting ELL students next year because the centers are being dismantled and is teachers have zero clue on how to teach and support these kids. | 3/21/2023 9:03 PM |
| 276 | Smart business person - someone who thinks logically and practically and can apply some business acumen to the school system | 3/21/2023 8:52 PM |
| 277 | The new superintendent needs to be responsive to teacher needs and workload issues. They need to be a leader that commands respect. | 3/21/2023 8:14 PM |
| 278 | Not sure | 3/21/2023 8:05 PM |
| 279 | Educated, empathetic, understanding of students/parents' need. Open minded to feedback. | 3/21/2023 7:57 PM |
| 280 | Expertise in Special Education, equity and accessibility. The ability to alter school culture (leadership) and support respectful treatment of teachers. | 3/21/2023 7:20 PM |
| 281 | The new superintendent must have the fortitude to provide real solutions to parents and students relating to real problems that Baltimore County encounters. No more excuses of COVID, children's hormonal changes, or social anxiety. Provide clear strategy and plans on how to fix our schools with respect to real meaningful consequences to violent behavior and academic failures. | 3/21/2023 7:12 PM |
| 282 | The new superintendent needs to be candid and truthful. They need to address the concerns of violence in our schools. There needs to be accountability in place for children that commit violence that goes beyond social emotional learning. The new superintendent needs to be able to draft a plan with real consequences for the violent students. Additionally, the new superintendent needs to be able to pinpoint the reason for the decline in academics. They must not use the pandemic as an excuse. No one wants excuses. We want results. The new superintendent needs to get Baltimore County Public Schools as a top program again where parents are proud to send their children. The new superintendent needs to recognize that our schools are below par and needs the gumption to make the necessary changes to make our schools better. | 3/21/2023 6:53 PM |
| 283 | Educated, empathetic, understanding of students/parents' need. Open minded to feedback. | 3/21/2023 6:50 PM |
| 284 | Independent practicality, not a politician. Someone that understands that all people need boundaries in order to be successful students and ultimately, adults. | 3/21/2023 6:43 PM |
| 285 | Independent practicality, not a politician. Someone that understands that all people need boundaries in order to be successful students and ultimately, adults. | 3/21/2023 6:43 PM |
| 286 | Care about the people who work directly with children. Too much attention and money is given to the main office | 3/21/2023 6:40 PM |
| 287 | Highly communicative transparent and lead with integrity | 3/21/2023 6:32 PM |
| 288 | Familiar with the school system | 3/21/2023 6:29 PM |
| 289 | transparent communication, extensive experience in the classroom, needs to put aside personal ambition and center success on students - only when students succeed then the superintendent can be deemed a good leader | 3/21/2023 6:13 PM |
| 290 | Be REAL. Don't be scared to say an unpopular opinion if it could benefit the schools. Be kind. Be invested in all students and families. Promote inclusion like crazy. | 3/21/2023 4:52 PM |
| 291 | Get things done. Little talk and more action. | 3/21/2023 4:50 PM |

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| 292 | _____ is your choice! Smart! Approachable! Knowledgeable of data and laser focused on achievement for all. | 3/21/2023 4:42 PM |
| 293 | Organizational skills; patience; compassion; and a leader willing to make tough decisions that unions may not like but will benefit the children | 3/21/2023 3:49 PM |
| 294 | We need clear communication. Should visit schools for more than photo ops. We should be able to email the superintendent (currently we can't). | 3/21/2023 3:32 PM |
| 295 | We need a superintendent with a vision and plan that works for every student and staff member. Staff members, community members, and students want to know there is a plan and that the goals we are working toward are grounded in improving educational outcomes and staff morale. An overworked and underpaid staff will only work so hard and so long before giving up. Our next superintendent needs to be available to staff and actually speak to them about their realities. Staff, students, and community members want to see their superintendent and know they are with the people and gathering information first hand and not through a grapevine. | 3/21/2023 3:17 PM |
| 296 | Fair and honest communication with employees - we should hear things before we get a news update. Budgeting advocate - we need someone who will be on the teachers' side when it comes to advocating our needs. This involves supporting motions to increase teacher pay, tough negotiations with the state for additional funding for extra services for students, and an economically-sound but competitive plan to retain quality instructors other than an occasional bonus. | 3/21/2023 3:06 PM |
| 297 | Fair, open to parents complaints and be patient with all. Plan to ensure schools compliance with the curriculum for the session for each grade. | 3/21/2023 2:12 PM |
| 298 | Commitment to Diversity, Equity and Inclusion work regardless of those who speaks loudly against it Ability to keep the focus on the students we serve (priority 1) and the staff who serve those students (very close priority 2) Desire to allow those doing the work help to guide and lead the work | 3/21/2023 2:11 PM |
| 299 | open minded, common sense, truthful, ability to be professional in all interactions, willing to confront those in the main office not living up to par, realistic, listen to teachers, budget money to help the kids | 3/21/2023 1:59 PM |
| 300 | Results-driven. Unaffiliated with unions/political organizations. Willingness to challenge teachers to offer a challenging curriculum that celebrates failures as learning moments so that they can succeed when it is time to put their knowledge and learning experiences to the test. These are the seeds of success at young ages! | 3/21/2023 1:56 PM |
| 301 | We need a superintendent that is brave. We have no time to waste on someone that is concerned about their next job position. Strong decisive decisions will need to be made to turn around the downturn in grades, safety and faith in our school system. | 3/21/2023 1:45 PM |
| 302 | They should be approachable. They should be a collaborator. In an industry that is predominantly made up of woman, the next sup should be a woman. | 3/21/2023 1:36 PM |
| 303 | The potential candidates should know and understand the uniqueness of the school district. Someone familiar with BCPS or even with experience working for BCPS will be most successful. | 3/21/2023 1:31 PM |
| 304 | Open to working with teachers and parents, not against them. Understands the importance of firm and consistent (but loving) discipline in schools. | 3/21/2023 1:16 PM |
| 305 | We need a superintendent who has led internally, is focused, collaborative and action- oriented. We need someone that is an experienced principal, supervised BCPS principals, and understands BCPS and the challenges schools, staff, and communities face. We need a superintendent who has the experience of collaborating with central office staff and county, and state partners and is willing to address challenges by seeking input, having the courage to make decisions that will be in the best interests of students and staff and being able to communicate the rationale and actions, _____ is that kind of leader! | 3/21/2023 1:11 PM |
| 306 | He should be skilled at paying employees of Baltimore County more money. | 3/21/2023 1:01 PM |
| 307 | Positive communication, common sense, humble, | 3/21/2023 12:54 PM |
| 308 | Strong, caring, good with people | 3/21/2023 12:44 PM |

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| 309 | Strong communication, collaborative, great listener, building the leadership capacity of internal candidates to support leadership positions at all levels | 3/21/2023 12:42 PM |
| 310 | Someone who isn't too far removed from working in a school. Someone who understands equity. | 3/21/2023 12:37 PM |
| 311 | Intra and Inter personal skills Humility BCPS experience (please choose someone from within) Diplomacy and Tact Kindness The ability to see, interpret and utilize the strengths of others in Executive Leadership. | 3/21/2023 12:27 PM |
| 312 | organized, listens to the community/parents, values teacher retention, doesn't want to redistrict schools | 3/21/2023 12:24 PM |
| 313 | he/she needs to have a special education background | 3/21/2023 12:24 PM |
| 314 | Needs to be visable listening and aware of issues as well as sucesses. Principals, teachers, students and parents must have trust and understanding about Her/His priorities and support. Not just political memo and media pronouncements but authentic concerns and strategic efforts. Be a real executive presence that engenders trust and empathy, | 3/21/2023 12:20 PM |
| 315 | The new superintendent must prioritize the safety of all students both physically and emotionally. This includes students that fall outside of gender norms. They should be open to critical race theory being implemented in schools and not backing down if there is push towards taking information out of schools that benefits fascism. | 3/21/2023 11:57 AM |
| 316 | Transparency and lots of communications in many different ways | 3/21/2023 11:47 AM |
| 317 | Open minded, compassion, ability to listen to the community, understanding of the huge hill teachers are asked to climb everyday, seeing the value in diversity and fostering each student to feel accepted. | 3/21/2023 11:39 AM |
| 318 | I feel the superintendent should focus on ways to improve the skills of teachers so they could impact knowledge in a more easy manner | 3/21/2023 11:26 AM |
| 319 | Stand for honesty, courage to go against the democrat machine. Put students first. | 3/21/2023 11:21 AM |
| 320 | Consider actual teacher feedback (not just TABCO. They seem to have their own agenda) Be involved and communicate. | 3/21/2023 11:16 AM |
| 321 | Someone who has been a classroom teacher in the past 3 years. Someone who values student (and teacher) wellbeing over appearances and data points. | 3/21/2023 11:10 AM |
| 322 | Visionary, strong leadership, compassion | 3/21/2023 11:08 AM |
| 323 | Open minded, detail oriented, bit of a dreamer, tech savvy, good listener and observant. | 3/21/2023 10:57 AM |
| 324 | I formly believe our new superintendent should have historical and institutional knowledge of our school system. A candidate who already has experience working in Baltimore County Public Schools is CRITICAL to our success. There are deep rooted issues that we have experienced these past 4 years specifically that an external candidate would take too long to try to understand and fix. | 3/21/2023 10:53 AM |
| 325 | The new superintendent should be someone who is familiar with BCPS so s/he does not need to spend extensive amounts of time learning how things work. | 3/21/2023 10:43 AM |
| 326 | Build relationships with everyone. Meet with families, teachers, staff. Encourage administrators to build relationships with the community. | 3/21/2023 10:40 AM |
| 327 | Open minded, accepting of our diverse population, supportive of teachers and administrators. | 3/21/2023 10:18 AM |
| 328 | Boots on the ground involvement. Also, understanding that school start times for teens should be more in line with biology. "This has severe consequences for health and well-being, because disrupted circadian rhythms can adversely affect digestion, heart rate, body temperature, immune system function, attention span and mental health." | 3/21/2023 9:57 AM |
| 329 | I want someone like _____, a seasoned veteran who knew what he was doing and was also a nice person. | 3/21/2023 9:46 AM |
| 330 | Critical problem solving skills. Willing to advocate for students. Fresh ideas. Experience with transformation. No more teaching to the test. | 3/21/2023 9:46 AM |

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| 331 | - Must be STUDENT centered - Professional in demeanor - Savvy in managing the politics that are involved in running a school system, which includes working with the County Executive and County Council. - Must have experience as both a teacher and an administrator, ideally in areas that serve families with a higher SES and lower SES in order to truly understand the differing demands. Someone who was only in the classroom for a few years does not have a true understanding of the demands placed on educators. - Experience related to special education or mental health services would be a bonus, given current climate in regard to both student mental health/behavior and special ed services/demands. - Their ethics and honesty must be beyond reproach. The climate of distrust toward the superintendent and school board will take time to repair, and will require someone who is transparent in his/her interactions. | 3/21/2023 9:44 AM |
| 332 | The superintendent needs to be more focused on the needs of the students ,School administrators and faculty. Being more available and visible in the schools - not just a political figurehead. More engaged with parents groups also is important. | 3/21/2023 9:43 AM |
| 333 | A new superintendent should have knowledge of our school system and our communities. It would be nice to have someone that has historical knowledge so they can support the needs of our changing county. | 3/21/2023 9:39 AM |
| 334 | Collaborative, experienced with working with a large, diverse school community. Experience as a teacher in a classroom, knowledge of school based resources, decision making as well as organizational structures to support effective leadership and communication. The ability to streamline initiatives to improve teacher morale, expand leadership at school level. Update and engage school based staff to connect to upper level leadership. Nurture buy in, support for and enthusiasm around growth and innovation. Allow voice in decision making. | 3/21/2023 9:27 AM |
| 335 | People skills manners | 3/21/2023 9:26 AM |
| 336 | Excellent communicator and listener Able to manage a large district with consistency Experience with managing a large district Able to represent our district well at the State level - being able to ask for what we need and not just give in. | 3/21/2023 9:21 AM |
| 337 | Be real, don't be fake, and for pete's sake, please don't hire someone with a questionable background (like some previous superintendents). | 3/21/2023 9:17 AM |
| 338 | Strong understanding of diverse communities and needs of very disparate communities throughout the county. Understanding of resources for students who have experienced trauma. | 3/21/2023 9:14 AM |
| 339 | Experience in the classroom, a team player who isn't looking to stock the top with friends, willing to listen to people within schools, one who is without a political/financial agenda but who is looking to make decisions based on the best interest of the students and staff, effective communicator, willing to be transparent in a real way to allow communities to understand decisions. | 3/21/2023 9:06 AM |
| 340 | Open Communications. Understanding what the quiet 90% of your stakeholders want and ignoring the 10% loud stakeholders who do not represent the masses. 100% focus on schools and education we can be proud off. Not just focused on the bringing the below average kids up to par. What about focus on bringing the average kids to above average. And the above average kids to spectacular. | 3/21/2023 9:02 AM |
| 341 | Relatability to all educators, from the most advanced HS teachers down to K/Pre-K. The want to champion both the students and teachers. | 3/21/2023 8:47 AM |
| 342 | The new superintendent should be a partner in the schools. This person should be in the trenches working with us. The new superintendent should be fair and talk to the teachers to see what is truly happening in classrooms. | 3/21/2023 8:46 AM |
| 343 | Honesty, open communication, someone who follows through, someone who has experience in the classroom for many years, someone who understands the population of students we are dealing with. | 3/21/2023 8:43 AM |
| 344 | Less kids in the teacher's classroom. | 3/21/2023 8:42 AM |
| 345 | more heat in the building in the winter time. some areas are very cold at times | 3/21/2023 8:42 AM |
| 346 | Honesty, transparency, stop using semantics to avoid confronting issues head-on, stop micromanaging staff while the students run amuck. | 3/21/2023 8:21 AM |
| 347 | 1. Proven Leadership and Supervisory Experience where he/she actually visits to see what is | 3/21/2023 8:17 AM |

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| | really going on at schools. 2. Experience in the classroom beyond the minimum. 3. Personal Courage to find out what is really going on in each staff section and schools. 4. Willingness and proactivity to meet with teachers confidentially INCLUDING those who are not in TABCO. | |
| 348 | They should have taught in public school in the last 15 years. They should be able to show examples of their problem solving and ideas to improve discipline. Why can't we find a superintendent from within BCPS? People who already work here know the problems we face. Why are we hiring people from elsewhere? | 3/21/2023 8:15 AM |
| 349 | We don't need another top-down leader to bring her/his cohort of well-dressed people into town and tell us we need to solve problems that leadership is not willing to address. We do not need _____, or any of their ____ to attempt to lead this county. | 3/21/2023 8:13 AM |
| 350 | Should have skills as a superintendent already, fairness, love of education, love of job, integrity. Come in with new, innovative ideas that will benefit all students, regardless of nationality, religion, sexual orientation, sex, class, etc | 3/21/2023 8:12 AM |
| 351 | Helpfulnature,guide all for students better features and benefits | 3/21/2023 8:05 AM |
| 352 | Helpfulnature,guide all for students better features and benefits | 3/21/2023 8:05 AM |
| 353 | Put the student's education first. Please do not make our administration TOP heavy; the money should benefit the schools directly. Every superintendent wants to bring their own staff in newly created positions. Put the prior administration BACK into the schools and stop creating these positions. The new superintendent should be able to make the hard decisions and be transparent about everything. | 3/21/2023 8:03 AM |
| 354 | An excellent communicator that means listening as well as speaking! Also, the person takes responsibility for lack of success as well as success. | 3/21/2023 8:01 AM |
| 355 | Willingness to be completely transparent, and have clear, concise, streamlined communication. A desire to educate the whole child - not just the "core subjects" of reading and math. | 3/21/2023 7:59 AM |
| 356 | *At least 5-7 years of teaching experience *At least 10 years as assistant principal/principal of schools *Successful administrative position(s) elsewhere (please talk to teachers) | 3/21/2023 7:55 AM |
| 357 | Respect for teachers! | 3/21/2023 7:35 AM |
| 358 | She/he really needs to be able to make the schools appealing to families from all backgrounds. Fix the image of the schools. Invest in more afterschool programs where paraprofessionals or other teachers (get paid to) help students with homework/studying. Focus more intentionnally on Social/Emotional learning. The kids are still struggling through what happened with COVID19. Foster a community of invested stakeholders, including students, families, teachers, community members. | 3/21/2023 7:32 AM |
| 359 | Accountable, Responsive rather than reactive with the ability to spearhead initiatives and motivate leadership. High morale, transparent, and unwavering in the pursuit of improving the educational experience for students. I recommend _____. | 3/21/2023 7:32 AM |
| 360 | Integrity, will to serve, experienced in supporting children and parents with high poverty backgrounds, low income, and special needs. Me being an I/o psychologist I believe the next superintendent possessing organizational psychology education can help improve not only the school culture but also the work culture of the system for administrators. | 3/21/2023 7:32 AM |
| 361 | The new Superintendent should be a people builder. The students should be his number one priority in every decision he makes. He should use an equity lens to teach solve problems and he should respect people from diverse backgrounds. Respect everyone regardless of their background and or culture, religion, race, socio-economic status. Have a clear vision, with a plan of how things will be done. The new superintendent should be proactive, and collaborative and open to feedback. This person should be transformational, a change agent, and courageous enough to monitor and make effective changes that will benefit all. | 3/21/2023 7:29 AM |
| 362 | needs to be a people person and be involved with his staff keeping us in the loop | 3/21/2023 7:28 AM |
| 363 | Knowledge of elementary-high school | 3/21/2023 7:24 AM |
| 364 | The new superintendent needs to have a clear vision, communicate that vision, be transparent, available, and out visiting schools beyond "photo opportunities." The new superintendent needs to streamline his/her/their staff so that there are less people in central offices and more | 3/21/2023 7:21 AM |

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| | people in schoolhouses. Finally, the superintendent needs to empower employees rather than be an autocrat. Decisions need to be by consensus rather than unilateral. In essence their values need to match their actions. The stakeholders of BCPS do not believe the system because there is a disconnect between what it says it is and reality. Finally, the superintendent needs to recognize and account for disparities between schools in different geographical areas of the county. | |
| 365 | Superintendent must be a strong communicator with administrative and teaching experience. Candidates must also possess a strong passion for childhood development and true care for children. | 3/21/2023 7:20 AM |
| 366 | Stop making excuses for students. I understand that Covid had a negative impact on students. However, we had behavior issues way before Covid. Please come up with a solution to remove students from the classroom who have had too many chances and who are ruining learning for everyone else. Please stand up for the teachers and administrators who are working hard to have a safe environment. Please be transparent, communicate effectively and help make our schools safe for ALL students. | 3/21/2023 7:18 AM |
| 367 | I realize that the superintendent has a lot of stakeholders, but never forget that the students come first. Listen to their feedback, they are your clients. Please don't cave to the latest educational fads, woke interests, or union pressures. Education is about learning, not testing. Finally, please use technology appropriately. Families don't need robo-calls wishing us happy holidays, just information regarding pressing educational/safety issues. | 3/21/2023 7:18 AM |
| 368 | - A leader who is highly experienced and has extensive background as a classroom teacher before stepping into a leadership role. - A leader who cares more about the needs of the students and teachers than posing for photo-opportunities on social media. - A leader who listens to those individuals who understand BCPS and is willing to make necessary changes to improve the morale of our district. - A leader who understands that having math leadership in EVERY building is necessary! | 3/21/2023 7:18 AM |
| 369 | Honest, Candid, Transparent. Willing to meet with parents and community and follow up on requests/issues. | 3/21/2023 7:15 AM |
| 370 | The new superintendent should have roots in Baltimore County. He/she should understand how to cultivate and maintain relationships throughout the organization and within County and State government. He/she should be knowledgeable, decisive, and a clear communicator. He/she should embrace highly talented staff and work in partnership with them, not be threatened by them. . | 3/21/2023 7:15 AM |
| 371 | the ability to unite people, appreciative of our staff, students, and community, present in the schools, willing to acknowledge mistakes, transparent | 3/21/2023 7:13 AM |
| 372 | We are hoping for full transparency and a superintendent that will actually listen, actually react, and actually respond to all stakeholders in a thoughtful, meaningful, and respectful way. The candidate should be respectful of all BCPS employees and understand what employees' day-by-day routines are like and understand the challenges that sometimes pop up. They should also do as they say and be truthful to all involved (parents, students, employees). | 3/21/2023 7:12 AM |
| 373 | We are hoping for full transparency and a superintendent that will actually listen, actually react, and actually respond to all stakeholders in a thoughtful, meaningful, and respectful way. The candidate should be respectful of all BCPS employees and understand what employees' day-by-day routines are like and understand the challenges that sometimes pop up. They should also do as they say and be truthful to all involved (parents, students, employees). | 3/21/2023 7:11 AM |
| 374 | Adaptability. Any plan that can't be changed is a bad plan! Transparency! Don't hide from difficult questions. | 3/21/2023 7:11 AM |
| 375 | Student centered, education centered, behavioral support centered... Technology has a place in education, but should not take the place of solid teaching. It should not be a distraction. Forcing through technology based 'everything' in place of learning to work with peers is not developmentally appropriate for many of our students. | 3/21/2023 6:59 AM |
| 376 | A belief that all students can succeed but that they must be held accountable. Personable, fair, a supporter of parents and teachers, and someone who has run a large, urban school system and had success (that last one will be hard to find - we have had little luck with our previous administration). | 3/21/2023 6:48 AM |

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| 377 | Take a look further in to what the VLP has accomplished for the students in program. Reconsider keeping the program as an open option for all students in middle and high school who would like to attend and are capable of working in a virtual setting. | 3/21/2023 6:39 AM |
| 378 | They will need to be diversified in their thinking and also forward thinking. They need to be able to know ALL of the people and departments that work for them as employees and understand their challenges. They need to be able to listen to the employees who actually work in the jobs for the school and learn from them the challenges and successes. It is the employees who are actually doing the job who know better than anyone what is good for the schools and the students than anyone else would or could know. They need to believe in the employee who has a complaint or an issue with another employee's behavior or unfair management. Women especially within the central offices are not always taken seriously. Many times they are just seen as "help". | 3/21/2023 6:30 AM |
| 379 | The new superintendent needs to be brave enough to stand up and say that there will be consequences for misbehavior. We need to use in-school suspension, out of school suspension, night school and alternative schools. Students have learned that they will not be held accountable for their behavior by the school system and so they misbehave. | 3/21/2023 6:17 AM |
| 380 | Should be passionate about the job and care about everyone involved. | 3/21/2023 6:15 AM |
| 381 | Honest, realistic, hard working, knowledgeable about special education and equity. | 3/21/2023 6:12 AM |
| 382 | Open to change and reaching out to other school districts that are excelling and seek to improve old outdated processes. Look at pre-school support and schools with behavioral issues get them the resources to turn things around. Open to new ways of learning and updated technology. | 3/21/2023 6:06 AM |
| 383 | Be invested-you might come from another city-but treat it as your home-as if your own children go here. Please don't treat this as a career move-and more of a way to make a positive change. We could use someone who is invested and cares. | 3/21/2023 6:04 AM |
| 384 | Honesty. Integrity. Hard working. Realistic. Equity minded. | 3/21/2023 6:00 AM |
| 385 | I would like to see a superintendent that genuine cares for the children and community. I would like to see fewer political aspirations and more improvement of the learning environment. | 3/21/2023 5:47 AM |
| 386 | I want our new superintendent focused on creating and ensuring a safe environment for learning. Our new superintendent should focus on creating rigorous instructional outcomes and practices so that each child can reach their potential. They should be aware of the latest research and willing to make change to help students learn and grow. | 3/21/2023 5:44 AM |
| 387 | Be the face of the school system and be AVAILABLE we haven't had that for years. | 3/21/2023 4:39 AM |
| 388 | Be ready to work . Delivered your best | 3/21/2023 4:17 AM |
| 389 | An effective superintendent would be well versed in all areas of the education process. He or she would have been a classroom teacher, teacher support, Vice Principal, Principal throughout their career in order to relate to nation and state wide teacher shortage. They would be social, naturally able to verbally express real true love for children, a peacemaker, positive, problem solver, approachable, loving, humble, kind, caring, passionate, compassionate, empathetic, energetic, determined, and willing to advocate for All students, staff and the many supports that keep things going on a regular basis. | 3/20/2023 11:55 PM |
| 390 | Get back to the basics of teaching students to give them a solid academic foundation and safe learning environment. | 3/20/2023 11:44 PM |
| 391 | To be open for small communities to stick together we were raised in kingsville/ fork area and have known Perryhall community all our lives. Parkville should stay with pibe grove area | 3/20/2023 11:20 PM |
| 392 | The willingness to identify inefficiencies and remedy them. The desire, and subsequent action, to make necessary changes without concerning politics or people-pleasing. The ability to promote and implement drastic changes. The integrity to hold students accountable regardless of race or economic-standing. The commitment to visit schools, unannounced, to truly see what is happening in our schools. | 3/20/2023 11:13 PM |
| 393 | 1) Candidate should be honest and trustworthy 2) Candidate should have a track record of success and real results at a reasonable cost 3) Candidate should be apolitical, I don't want any political agenda of any kind in the school system. | 3/20/2023 11:05 PM |

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| 394 | The superintendent should be transparent on his agenda. | 3/20/2023 10:18 PM |
| 395 | He/She needs to be really cared about school staff and school kids. | 3/20/2023 9:52 PM |
| 396 | He/She must be an effective leader who works well with other people and understands the value of building relationships. He/She must be adept at establishing working relationships with many interest groups inside the school and within the community itself to maximize their effectiveness. | 3/20/2023 9:26 PM |
| 397 | The commitment to helping all students succeed by any means necessary. Understanding there are different types of learners and giving teachers the resources and training to engage them. | 3/20/2023 9:15 PM |
| 398 | - someone that has been a teacher, principal, and worked their way up through the system. Someone that will understand their staff's point of view and hear their concerns. - we don't need another politician or government worker in this position. - someone that is ok with adversity and not just doing what the parents want but what is best for the kids. DISCIPLINING THEM. | 3/20/2023 9:11 PM |
| 399 | Understanding Thoughtful Seeing the world through a child's eyes from k-12 Listening Able to make adjustments or a resolution for schoolwork and meals | 3/20/2023 9:09 PM |
| 400 | The new superintendent should possess a open mind and a plan to keep no child left behind mentality. | 3/20/2023 9:08 PM |
| 401 | Superintendent should really care about education, children and staff. This is not a job where one should prefer the spotlight for selfish reasons. | 3/20/2023 8:44 PM |
| 402 | Must be willing to preserve traditional values in education and be willing to stand up to teachers unions and radical groups seeking to indoctrinate our children. | 3/20/2023 8:42 PM |
| 403 | Love student's, a leader, positive role model, family oriented, | 3/20/2023 8:24 PM |
| 404 | Flexibility, grace, understanding. We need someone who has not lost sight of what it is to be teaching in the classroom. This job is 100% more difficult than it was just 5 years ago. Whoever is choses for this position needs to be understaing of that! | 3/20/2023 8:14 PM |
| 405 | He or she needs to value collaboration with families. We want schools to focus on academics and family values. Political issues should not be pushed in school and parents should be allowed to teach their children about faith, gender, sexuality, relationships etc. Also, parents would like to have a day in books and materials used in the curriculum and be able to vote on what they feel is best for their children. Also, this individual should have excellent communication skills and the ability to organize both parents and teachers as a tram to help our children succeed. | 3/20/2023 8:06 PM |
| 406 | Integrity, competitiveness, courage, common sense (this is particularly absent in our school systems), and don't "forget" to pay your taxes | 3/20/2023 8:05 PM |
| 407 | This person needs to have been a teacher for more than 10 years, they need to understand the heart of the system. This person needs to listen to teachers and assist them in what they need to do the job. This person needs to work on behavior and assist in backing teachers. This person needs to get rid of the upper level people and get people and money in the school houses to help support students!!!! | 3/20/2023 8:01 PM |
| 408 | Recent experience of working in a classroom or school house, understanding of and experience with special education and students with disabilities. Our Special Education program is in significant need of fixing! Someone who really takes the time to listen ,and is able to connect with students, staff, and the community. | 3/20/2023 7:56 PM |
| 409 | The ability to lead and direct the central office to do things they might not want to do like redirect our reading curriculum away from whole language and blended learning which actually hurts children. | 3/20/2023 7:56 PM |
| 410 | Strong leader, organized, previous classroom experience, previous positive experience in a large and diverse school district. Willing to observe schools and meet with staff. | 3/20/2023 7:49 PM |
| 411 | Transparency, accountability, solid educational history, love working with children and helping to foster and develop their educational needs. The candidate should be passionate about creating a safe learning environment. | 3/20/2023 7:47 PM |

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| 412 | They should be the most qualified not just hired because they are a minority. | 3/20/2023 7:46 PM |
| 413 | Wanting the best for our kids and our teachers and schools | 3/20/2023 7:45 PM |
| 414 | -experience in a large diverse school system -needs to be visible and in schools -management plan for central offices & staff to increase supports in school -transparency | 3/20/2023 7:43 PM |
| 415 | -Efficiency of management, cut the chaff and put it in the classroom -Transparency of budget, get input from all stakeholders - Charisma, be a leader with vision people will follow - Effective communication, trust in staff so that they trust you and don't micromanage - Humility, admit when you are wrong and ask for help when you need it | 3/20/2023 7:30 PM |
| 416 | An understanding of the new generation of learners. A flexibility to recognize that students have different learning needs. The one-size fits all model no longer works. A faith in the next generation with some optimism. | 3/20/2023 7:17 PM |
| 417 | The superintendent should be hired from within BCPS. We have plenty of people such as current administrators who have intimate knowledge of the strengths and weaknesses in our current system. Please hire someone who has taught in our schools and knows the needs. BCPS desperately needs leadership that understands us and not an outsider. Please do not hire out of state! | 3/20/2023 7:16 PM |
| 418 | The courage to push and craft district policies that support indigenous and minority students such as: 1. Inclusive practices in teaching and learning that promote success for students 2. Disincentivize or discourage exclusionary practices in schools | 3/20/2023 7:08 PM |
| 419 | Flexible. Excellent leadership. Fair and open to suggestions. Impartial. Resourceful. Active and present. Organized. Able to rely people together. | 3/20/2023 7:06 PM |
| 420 | I would hope our new superintendent is not just using us as a steppingstone but is truly invested in our communities, staff and students. Stop viewing our staff as an expendable commodity. We are the reason schools are safe, supporting havens for our students. | 3/20/2023 7:05 PM |
| 421 | Empathetic, insightful, forward thinking, inclusive, able to see community asset not just data deficiencies. | 3/20/2023 7:01 PM |
| 422 | An extreme desire to not only help the students but the staff. Honesty with the families is also important. Commitment to student safety. | 3/20/2023 6:56 PM |
| 423 | The new Superintendent, needs to have much better leadership. Knowledge. Understand the teachers an students. Make sure you take care of the needs of the school staff and students. Lunches need to be better in the schools. Put back snacks. Put back juices. When I went to school. We had snacks an juice. Candy, cookies, cakes. They eat it at home. A lot of students are not fond of the lunches they serve. To me they look like that it was thrown together. Please get better food for the kids. | 3/20/2023 6:55 PM |
| 424 | Our next superintendent should be a professional communicator. They should be able to adapt to a variety of different communities who's needs are different. They should be innovative and charismatic. | 3/20/2023 6:52 PM |
| 425 | Transparency, open mindedness, creative, organized | 3/20/2023 6:48 PM |
| 426 | Transparency, open mindedness, creative, organized | 3/20/2023 6:48 PM |
| 427 | Ability to listen and not just say things people may want to hear. Better community events within schools. Love this as a career and not just a job. Imagine if they child was apart of this community, and how they would want more for their child. | 3/20/2023 6:43 PM |
| 428 | Communication, honesty, morales, transparency. Parent themselves. | 3/20/2023 6:31 PM |
| 429 | Unbiased and no more of this wokeism that is plaguing bcps. | 3/20/2023 6:28 PM |
| 430 | Experience with a large county as superintendent Excellent communication skills Equitable lens | 3/20/2023 6:25 PM |
| 431 | Administration background, education mandatory, social worker, or psych degree MANDATORY specifically in CHILDREN, character of humility, soft demeanor, but take charge type, someone to sort the bs out, someone with integrity, perseverance, peace and joy about them but who is willing to put the hours the money whatever to improve our schools!! | 3/20/2023 6:18 PM |
| 432 | The superintendent should be decisive. The superintendent should acknowledge the | 3/20/2023 6:10 PM |

significance of teachers and prioritize their retention and concerns because we are on the front lines every single day. The superintendent needs to have a strong academic background (early childhood training would be amazing) with the ability to communicate this to a Board of Ed that is largely comprised of non-educators. Take care of the teachers so they can take care of the students. Parents and community stakeholders should come after the two groups directly impacted on a daily basis.

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| 433 | I believe it's time for BCPS to find its superintendent from within its own ranks. Bringing in individuals from other systems has simply failed. We have many outstanding and qualified leaders within the central offices and executive leadership. These individuals know the needs of the students and schools. They know what has worked and what has not. BCPS needs a leader that is transparent, communicates successes and struggles effectively with all stakeholders including local media outlets and one that does not fall into the trap of branding over reality. BCPS needs a leader that is truly invested in equity and boosting the achievement of all students rather than just by saying the right things. We need a leader that is willing to hold all stakeholders accountable. | 3/20/2023 6:07 PM |
| 434 | Personable Visible in the community and in schools A partner with teachers Innovative Leads with the students in mind Supportive of school staff | 3/20/2023 6:03 PM |
| 435 | Be a people person. Rudely walking by folk pretending not to see them is sickeningly demeaning and rude. Have the heart of an educator. Commit to being a servant leader who is interested in elevating the educational process of every student. Understand that your teachers/staff is your most valuable resource. Don't use them as pawns. Be a servant leader. Earn that enormous salary and benefits package. | 3/20/2023 6:03 PM |
| 436 | Open, considerate, and intentional | 3/20/2023 6:01 PM |
| 437 | Involved and invested. Visible in schools. Classroom experience recently and a desire to stay involved in classroom and with teachers. | 3/20/2023 5:58 PM |
| 438 | Familiar with Mid-Atlantic region, experienced with larger districts, has a history of addressing challenging issues such as funding, censorship, and inequities. | 3/20/2023 5:51 PM |
| 439 | Relatable. Decent. Willing to consider new ideas. | 3/20/2023 5:43 PM |
| 440 | Independent, supports public education, fair, does not cater to political or religious interests. Person needs to be strategic, employ risk-based strategies to staffing, innovative, take risks, support teachers, and not be afraid to remove poor performers. Someone who won't promote administrators who "look" a certain part, but who are actually capable of doing the job. | 3/20/2023 5:41 PM |
| 441 | Honest, fair, analytical, cares about parents opinions, holds students/teachers/parents accountable. | 3/20/2023 5:40 PM |
| 442 | Open to feedback with a focus on rebuilding relationships and trust. | 3/20/2023 5:29 PM |
| 443 | A good leader entails being a good LISTENER! A listener who asks those who m do the job for you bout, advice, solutions! | 3/20/2023 5:23 PM |
| 444 | Compassion, understanding, empathy to understand that our students are real people with real families and real opportunities. He/she should be fully invested in making sure our kids are successful on every front | 3/20/2023 5:23 PM |
| 445 | I think intelligence and kindness are important for all jobs. For superintendent I think some extra qualities are very important: resourcefulness, flexibility, patience, and ability to improvise. I think those are needed to tackle all the challenges, both the expected ones and the surprises. | 3/20/2023 5:16 PM |
| 446 | A coherent behavior policy; a strong backbone; open-mindedness | 3/20/2023 5:14 PM |
| 447 | Doesn't tolerate people putting personal agendas above the good of the students | 3/20/2023 5:12 PM |
| 448 | A desire to support and lead a diverse community of learners. | 3/20/2023 5:12 PM |
| 449 | A good listener Previous educator at a similar setting Teacher supportive | 3/20/2023 5:11 PM |
| 450 | I would like to see a candidate who is flexible in his or her thinking, as well as someone who is willing to make policies based on individual schools instead of as an entire county. I think it is most important for a candidate to be deferential to the administrations at each individual school, who know the needs and desires of their school community best. | 3/20/2023 5:06 PM |

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| 451 | The new Superintendent should be an internal candidate. That would help this system move forward and there is no lag time in learning the system or processes; possess empathy; does what's best for the system, not just for themselves; bridge the divide among parents, students, stakeholders, and staff. | 3/20/2023 5:05 PM |
| 452 | They need to be non political. Be a strong leader who is willing to buck the system to help provide a safe school environment. Believe in real consequences for poor behavior. Be strong in letting go of weak Principal's and find one's that are truly qualified. Treat all BCPS employees with respect and dignity no matter what their position. Talk to staff and see how they feel, and don't rely on Admin. to tell you about morale. | 3/20/2023 4:56 PM |
| 453 | Visionary and servant leader, will listen to all, value caring and education the whole child(mental health, family, abilities) and most of all- be true to their integrity. | 3/20/2023 4:56 PM |
| 454 | Harsher punishment for student offenders | 3/20/2023 4:54 PM |
| 455 | -Dedication to the community and true desire to want our students to succeed -Willingness to do whatever they can to provide resources where needed -Strong advocacy skills -Experience working in the classroom or in a school setting | 3/20/2023 4:52 PM |
| 456 | The superintendent needs to have been an educator in order to meet the needs of the staff and students. They need to do things in a timely manner and be a good communicator. | 3/20/2023 4:45 PM |
| 457 | Love, enthusiasm, responsible and action. | 3/20/2023 4:43 PM |
| 458 | Better communication with parents | 3/20/2023 4:41 PM |
| 459 | Just be open minded | 3/20/2023 4:40 PM |
| 460 | Have the principle and other staff members need to communicate with the other staff when needed | 3/20/2023 4:38 PM |
| 461 | Honest Will hold principals accountable for bullying, favoritism and failure to do their job Is about teaching students, not just data | 3/20/2023 4:37 PM |
| 462 | Patient, honest, someone who is coming to work for the sake of the students and not for money. Someone who is willing to take a hard look at what was not working before and improve on it. | 3/20/2023 4:37 PM |
| 463 | Helping bridge gap between parents , school administration and teachers. A focus on kids who are struggling and brining parents into the conversation. Help with issues with technology. When a child's school issued device is broken, it could take months of them to get a new one which causes that child to fall behind. | 3/20/2023 4:32 PM |
| 464 | Thick skin | 3/20/2023 4:21 PM |
| 465 | Knowledge about and willingness to support marginalized groups such as LGBTQ students and families, immigrants, and/or students who are homeless. Excellent communication skills, the ability to invite and receive constructive criticism and feedback, such as in listening sessions or town halls, especially from those with whom the Superintendent disagrees, and the ability to implement and communicate changes based on feedback. | 3/20/2023 4:20 PM |
| 466 | Show empathy | 3/20/2023 4:19 PM |
| 467 | Realism, knowledge of education from the standpoint of one who has worked in the field long enough to know the challenges and face them from a realistic standpoint. A visionary!!! | 3/20/2023 4:18 PM |
| 468 | Someone who has been in the schools system. That understand how to be an effective communicator with all stakeholders. Someone who uses their resources to advance their knowledge. | 3/20/2023 4:12 PM |
| 469 | Be the face of the school system and be AVAIALABLE we haven't had that for years. | 3/20/2023 4:11 PM |
| 470 | The person taking on this very difficult role should have an innate reserve of moral strength to stand up to special interests and focus on serving the entire school system. While having a strong personality, the Superintendent should also be able to engage and work with various interest groups since these are key to a successful tenure. I would like to see a person who cares more about the overall development, happiness and safety of students than with test scores. | 3/20/2023 4:05 PM |

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| 471 | Good communication with parents and teachers, care and concern for the wellbeing of all students, able to make tough decisions, students should be #1 concern | 3/20/2023 4:05 PM |
| 472 | Intelligent, "think on their feet". Consider what is good for the children overall. | 3/20/2023 4:04 PM |
| 473 | Fair, honest and supportive not just of the students, community and parents but the staff as well. | 3/20/2023 4:04 PM |
| 474 | Open to critique, transparency, and qualified for the job based on experience and prior accomplishments. | 3/20/2023 4:03 PM |
| 475 | Knowledgeable Good listener Honest Willing invest in teachers/staff development Served in BCPS for most of not all their career | 3/20/2023 4:03 PM |
| 476 | I'd like a superintendent that has actual elementary experience. All of these that have high school experience have no concept of what we do. I'd also like someone who when they visit the schools, they actually interact and help kids instead of sitting in the back on their phone. | 3/20/2023 3:59 PM |
| 477 | The potential candidate should possess skills working with a diverse, transient population. Familiarity with Community Schools Program. Be able to address an increasingly violent atmosphere particularly in our middle and high Schools. Be able to work cooperatively with our employees unions. Be prepared to be challenged by overworked school employees from Principals to custodial workers and everyone in between. They will inherit unfilled teaching positions, administrative, and central offices positions and still be held accountable for low test scores, falling graduation rates and transitioning to full day Pre-K as sanctioned by the state of Maryland. Finding the College-degreed and CDA CERTIFIED Paraeducators to assist with the all day Pre-K program and the designated space in the schools to house said programs. The new superintendent must be a good communicator, genuinely enjoy working with children and adults. And only have the best interest of our school district at heart. No side jobs, consulting, or other distractions. Their sole focus is the continued development and improvement of all the folks associated with BCPS. | 3/20/2023 3:56 PM |
| 478 | Understand, emotionally connection with community | 3/20/2023 3:54 PM |
| 479 | Focused on behavior. Consistent in message. Balanced approaches. Experienced past educator and administrator. | 3/20/2023 3:51 PM |
| 480 | Good communications skills and High Integrity. | 3/20/2023 3:47 PM |
| 481 | Innovative, creative, passionate, ready to make drastic changes to improve our schools and recruit quality teachers/admin. | 3/20/2023 3:46 PM |
| 482 | Student Centered Transformational Leadership Experience Transparent/Clear Communicator Trustworthy | 3/20/2023 3:44 PM |
| 483 | The new superintendent should be laser-focused on accountability. Hold students accountable to behavior standards, hold parents accountable to supporting their children, and hold the teachers accountable to providing the children with access to quality instruction. | 3/20/2023 3:44 PM |
| 484 | Patience but firm ideals | 3/20/2023 3:40 PM |
| 485 | Characteristics that the new superintendent should possess to be successful here are providing leadership, maintenance, and innovative teachings to provide the best possible education for the students. | 3/20/2023 3:38 PM |
| 486 | We need a superintendent who will rotate people in the curriculum offices (math, ELA, music, etc.). We need a superintendent who will allow principals autonomy but who will make sure a principal or assistant principal will not single-handedly create a culture of resentment and chaos without being checked on it. I have seen this before and heard from other BCPS teachers where this happens and is happening. | 3/20/2023 3:38 PM |
| 487 | The new superintendent must be willing to wade through the politics and pandering to the needs of privileged communities in the county and look to where the need is. They must also have a commitment to put students first, especially students of color. They must also be a creative thinker with a talent for building community partnerships. | 3/20/2023 3:37 PM |
| 488 | The superintendent needs to understand quality instruction and how to deliver quality professional learning to a large number of staff. The superintendent needs to know how to motivate leaders within the organization and provide growth opportunities, support, and listen to the input from this group regarding how to move forward with teaching, learning and leading. | 3/20/2023 3:36 PM |

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| 489 | Knowledge of the needs of BCPS, energy and passion to remain actively involved, and strength to lead and make complex decisions | 3/20/2023 3:35 PM |
| 490 | Someone homegrown that has pride in the system and wants unite everyone. | 3/20/2023 3:34 PM |
| 491 | Transparency and open to promoting existing staff here who are ready for upper level positions and not just appointing staff from their prior district, even when not appropriately qualified for the positions they are appointed to. Ability to be seen and among staff to be accessible and supportive to staff needs. Needs to have an ability to have appointed staff assigned from prior administration reapply for positions. Open to hearing from staff about what is and isn't working and offering unique options to existing challenges in the system. Accessibility and transparency will be critical. | 3/20/2023 3:28 PM |
| 492 | The superintendent should honor the constitution and separation of church and state. I was disturbed that the outgoing superintendent conducted the All County Choir in a Christian song, that was one of 4 Christian songs done by the choir. The music was beautiful, but by only representing one religion, this created the appearance that the county is endorsing a county religion. It was really shocking. | 3/20/2023 3:27 PM |
| 493 | a balanced thinker beholden to no political ideologies. a creative problem solver. A person willing to fail, restructure, and come back better. | 3/20/2023 3:25 PM |
| 494 | Have experience as a classroom teacher. Have extensive experience in compliance with IDEA. Have experience in facilities management, healthcare benefits, be fiscally prudent yet not skimpy. Create an environment where teachers are supported by admin in parent teacher interactions. work to create an environment where students are held accountable for behavior on buses and in the schools - not just by signing a meaningless document in the online system. Have a busy parent's point of view in mind at all times in decision making. | 3/20/2023 3:24 PM |
| 495 | Project management | 3/20/2023 3:23 PM |
| 496 | Should be personable, have patience , the ability to listen to our needs and receive constructive criticism. | 3/20/2023 3:22 PM |
| 497 | Teacher Centered Collaborative Upstander to Parents and the Community True Classroom Experience Willing to Truly Listen Someone who can hold a normal conversation with teachers Patience | 3/20/2023 3:22 PM |
| 498 | good administrator, common sense, good decision maker | 3/20/2023 3:19 PM |
| 499 | In my experience, public schools are adequate and I would look for a candidate who wants to make the schools exceptional. Excellence is not necessarily expensive, but it does require leadership that is both inspired and inspiring. Teachers are facing huge challenges theses days and should be supported to provide the best for our kids. | 3/20/2023 3:19 PM |
| 500 | Someone who know what urban schools are like, someone who has influence and connections because this cannot be done alone. Someone who has the right intentions and is genuinely willing to fight. | 3/20/2023 3:19 PM |
| 501 | solid communicator trust the people who have worked for YEARS with the county Positive attitude Understand that schools in the county vary | 3/20/2023 3:18 PM |
| 502 | Honesty is number one. We need someone who really wants to do this for the kids and make the school system better. This cant be just for politics. | 3/20/2023 3:18 PM |
| 503 | The administration and superintendent needs to listen to all stakeholders and communicate appropriately to the community in a diplomatic way. Students should be the absolute priority in decision making. The superintendent should be a great mediator, making fair and just decisions FOR THE STUDENTS, and not be bullied by special interest groups. It would also good if the superintendent was either from the local area or a similar area so we know that he or she has succeeded in the past. | 3/20/2023 3:16 PM |
| 504 | Backbone made of steel, transparency and not just collecting another check. | 3/20/2023 3:15 PM |
| 505 | Aware of how to meet the needs of families who speak other languages | 3/20/2023 3:15 PM |
| 506 | In tune with the needs of the students. The county is huge and has a variety of socioeconomic backgrounds. Should be fair to all! | 3/20/2023 3:14 PM |

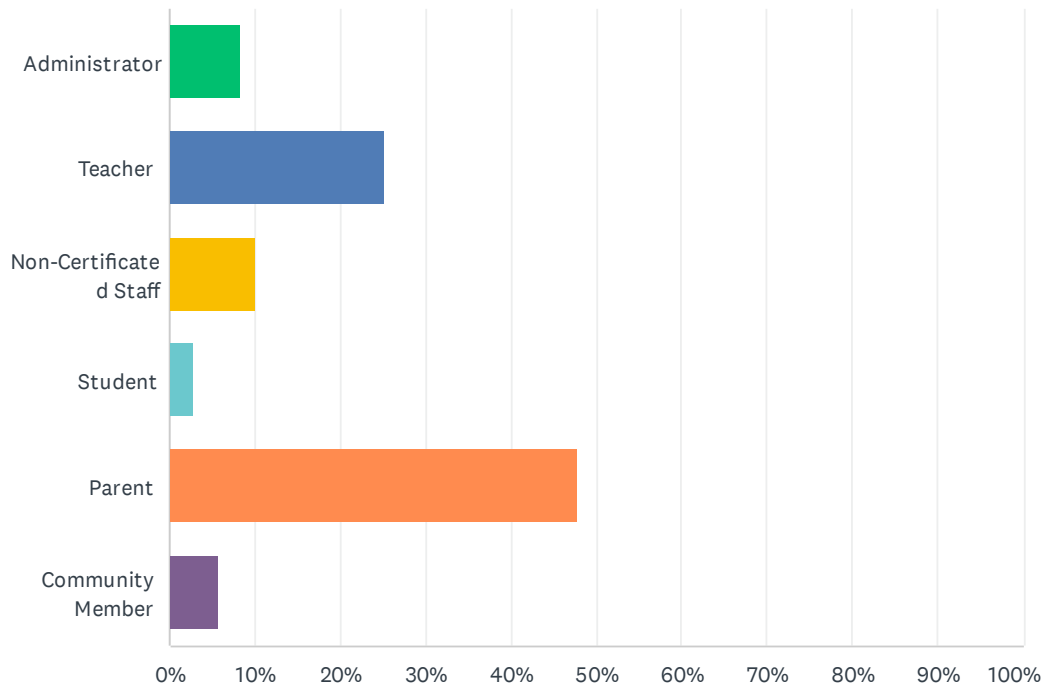
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| 507 | The superintendent needs to realize that every part of BCPS is so different with different needs. Give principals the authority to decide the needs for their schools. Take out CRT from the curriculum. I truly believe that BCPS should be divided into smaller sections so it can be better handled. Look at our school buildings: they are old and falling apart and dirty. We need more middle schools and high schools to accommodate the overbuilding that the county executive is conducting! I would like to see a superintendent that is not in bed with the teachers Union. For example during the pandemic the current superintendent did not open schools earlier because of a deal he had with the union. Well leave politics out of it all! This is supposed to be a non partisan job so stop the politics and truly be in this for the kids. Let the new superintendent know that we as parents want a successful school system we are tired of the last 3 superintendents and all of their dirty deals. Please be honest, forthcoming and in the best interest of the kids. There are gifted and bright kids in our school system but because if disruptive students they leave to go to private. Let teachers discipline these kids. | 3/20/2023 3:11 PM |
| 508 | -Connection to the communities they serve -Ability to transform and move us forward while also making personal connections to admin and staff. | 3/20/2023 3:10 PM |
| 509 | Actually listen to the teachers! | 3/20/2023 3:09 PM |
| 510 | Experience working with diverse populations Mental health/Psychology background | 3/20/2023 3:09 PM |
| 511 | Organized, streamline processes, we need communication and a positive shift in climate that isn't superficial. | 3/20/2023 3:09 PM |
| 512 | The new super Intendent needs to have consequences for choices. Good and bad. Suspensions need to start again. Parents and kids need to be held accountable. | 3/20/2023 3:08 PM |
| 513 | Strong, willing to help others,cares about the schools n students,etc | 3/20/2023 3:06 PM |
| 514 | Good communicator who listens and supports stakeholders. Someone who truly cares about students, teachers and parents and wants to make our school system the best it can be. | 3/20/2023 3:06 PM |
| 515 | Fight for public education and not all this ridiculousness that's going on in the south. Separation of church and state | 3/20/2023 3:06 PM |
| 516 | Kind, goal oriented, approachable, student focused, explores all of the layers of equity (gender, socioeconomic status, etc), driven to improve test scores and stop bullying | 3/20/2023 3:06 PM |
| 517 | Student presidents | 3/20/2023 3:05 PM |
| 518 | Motivational, energetic, team builder, trustworthy | 3/20/2023 3:05 PM |
| 519 | Kind Respected Strong leader | 3/20/2023 3:05 PM |
| 520 | The Superintendent should possess the following qualities: 1. A critical thinker 2. Be aggressive 3. Not be afraid of interviews or overbearing parents 4. Be able to take responsibility for things they had control over 5. Be a graduate of a Maryland high school and a resident of Maryland 6. Have a Master's Degree or higher 7. Have paid and up to date on all taxes 8. A community leader 9. One whose soul concern is the health and well being of students 10. Someone who is organized 11. Someone who is experienced dealing with a large school system And has a positive track record to prove it. | 3/20/2023 3:05 PM |
| 521 | they need to have a backbone and be willing to stand behind their decision. | 3/20/2023 3:05 PM |
| 522 | Politically neutral. Not persuaded by teacher union who kept schools shut down ans mandates in place beyond a reasonable time line. Not Interested in discussing or perusing personal topics and health measures that over reach family rights. Focus on reducing class size and increasing math and language arts and writing instruction. | 3/20/2023 3:05 PM |
| 523 | Cultural competence, anti-racist, change management, achievement, special education, innovation, and advanced academics. | 3/20/2023 3:02 PM |
| 524 | Realize that the loudest voices are often not the right ones. | 3/20/2023 3:01 PM |
| 525 | The ability to LISTEN ACTIVELY and interact with teachers and students in an authentic way. The ability to lead FAIRLY and eliminate the corrupt and nepotistic hiring practices that mean our best leaders are not in positions to lead. Someone from OUR SYSTEM. We spend a ton of money growing our own through tuition reimbursement, cohorts, continuing ed, etc. We need someone who comes from the inside who understands our problems and wants to help grow us back into the top school system we used to be. | 3/20/2023 3:01 PM |

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| 526 | Clear vision Knowledge of what is and is not working in BCPS Transparent leadership Open to feedback Clear focus on teaching and learning for our students Education focused career with diverse experiences (school based and central office based) | 3/20/2023 3:00 PM |
| 527 | Willingness to make tough, unpopular decisions. Willingness to reallocate salary funds for top school executives to those working in the schools. Willingness to listen and actually hear the parents. Appreciate and value the teachers, but do not allow teacher associations to dictate policies. | 3/20/2023 2:59 PM |
| 528 | Should be a good communicator, able to explain decisions to staff, students, and community. | 3/20/2023 2:59 PM |
| 529 | Good communicator, strong leader, collaborator, visionary appropriately reflective of the student population and parents. | 3/20/2023 2:58 PM |
| 530 | An understanding of the new generation of learners. A flexibility to recognize that students have different learning needs. The one-size fits all model no longer works. A faith in the next generation with some optimism. | 3/20/2023 2:58 PM |
| 531 | Strong independent counsel Good communication assertive Creative | 3/20/2023 2:58 PM |
| 532 | New superintendent needs to focus on what to do with disruptive students having them coming back to class the next day is not going to work. We had a student hit a teacher and was back the next day. Also focus on learning too many kids are falling behind. | 3/20/2023 2:57 PM |
| 533 | Ability to engage community, build trust. Understanding of district financial operations- where dollars are coming from and where they're going- and being able to clearly communicate that to parents and media. | 3/20/2023 2:57 PM |
| 534 | The desire to bring Baltimore County back to where is once was. The quality has gone tremendously over the years. The next superintendent will need to come with a calculator, they will need to figure out how to make the budget work so that these short handed teachers can get the support they need with additional staff. They also need to be compensated for what they are dealing with. Until you increase the incentive this is just a broken record. | 3/20/2023 2:56 PM |
| 535 | Good communicator with a willingness to be transparent. Understands how discipline, or the lack thereof, impacts student achievement for all. Willing to create a real culture of excellence, not just pay lip service to the concept. Understands that lowering the bar of expectations will only result in lower results overall. Must also understand that accountability in education should extend to more than just to teachers and staff - it must also hold students and parents accountable, even when (especially when) that is difficult. | 3/20/2023 2:55 PM |
| 536 | Vested interest in the community would be good. We've hired from out of state before and that didn't go well. A home grown candidate would be great and probably have the respect of the school admin and teachers. Another job hopper from out of state would not look good. I think morale is hit when outside people bring in all their own people without regard for great internal candidates. | 3/20/2023 2:55 PM |
| 537 | patience, understanding, diverse in all areas of education, able to communicate to adults and children | 3/20/2023 2:54 PM |
| 538 | Substantial experience in the classroom is crucial. When we have people who haven't taught for years, or who never really taught, they do not see the value in the teachers' input. We need someone who has done what we do, so they understand what we are saying. The new candidate should be communicative towards all stakeholders. Previously, especially during the pandemic, teachers were literally the last people to know major decisions. They need to be a good listener. It seems like a juvenile statement, but so far our superintendents have not done a great job listening to the people who work for them. | 3/20/2023 2:53 PM |
| 539 | Trustworthy, Good Communication Skills, Transparency, Critical Thinking. Stop taking the easy way out of events. | 3/20/2023 2:53 PM |
| 540 | Caring , understanding, willing to make changes | 3/20/2023 2:52 PM |
| 541 | BCPS needs a superintendent who has historical knowledge and commitment to our county. We need someone who knows what has and has not worked in the past. We need someone who has excellent communication skills and will form relationships with principals and stakeholders. We need someone who will be accountable for the data and work earnestly to make improvements. We need a servant leader. | 3/20/2023 2:52 PM |

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| 542 | Understanding, willing to put their foot down and take control consistency | 3/20/2023 2:52 PM |
| 543 | Decisive passionate about the role Cultural awareness and considerations for interventions experienced in managing such a large district of schools with such great diversity Commitment to elevating our students and showing teachers the respect and care they deserve with appropriate compensation. | 3/20/2023 2:52 PM |
| 544 | How about choosing the MOST QUALIFIED candidate instead of what boxes are checked on their racial identity and/or sexual orientation? | 3/20/2023 2:51 PM |
| 545 | We need a strong leader that is not afraid to be tough on the issues. | 3/20/2023 2:51 PM |
| 546 | Flexibility Grace with both students and teachers Ability to think creatively Desire for multiple modes of learning (virtual vs. in person) | 3/20/2023 2:49 PM |
| 547 | Transparency. The last superintendent was not this at and it hurt his relationship with the parents and students. | 3/20/2023 2:49 PM |

Q5 Please indicate the stakeholder group you represent:

Answered: 594 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|------------|
| Administrator | 8.25% | 49 |
| Teacher | 25.25% | 150 |
| Non-Certificated Staff | 10.10% | 60 |
| Student | 2.86% | 17 |
| Parent | 47.81% | 284 |
| Community Member | 5.72% | 34 |
| TOTAL | | 594 |

