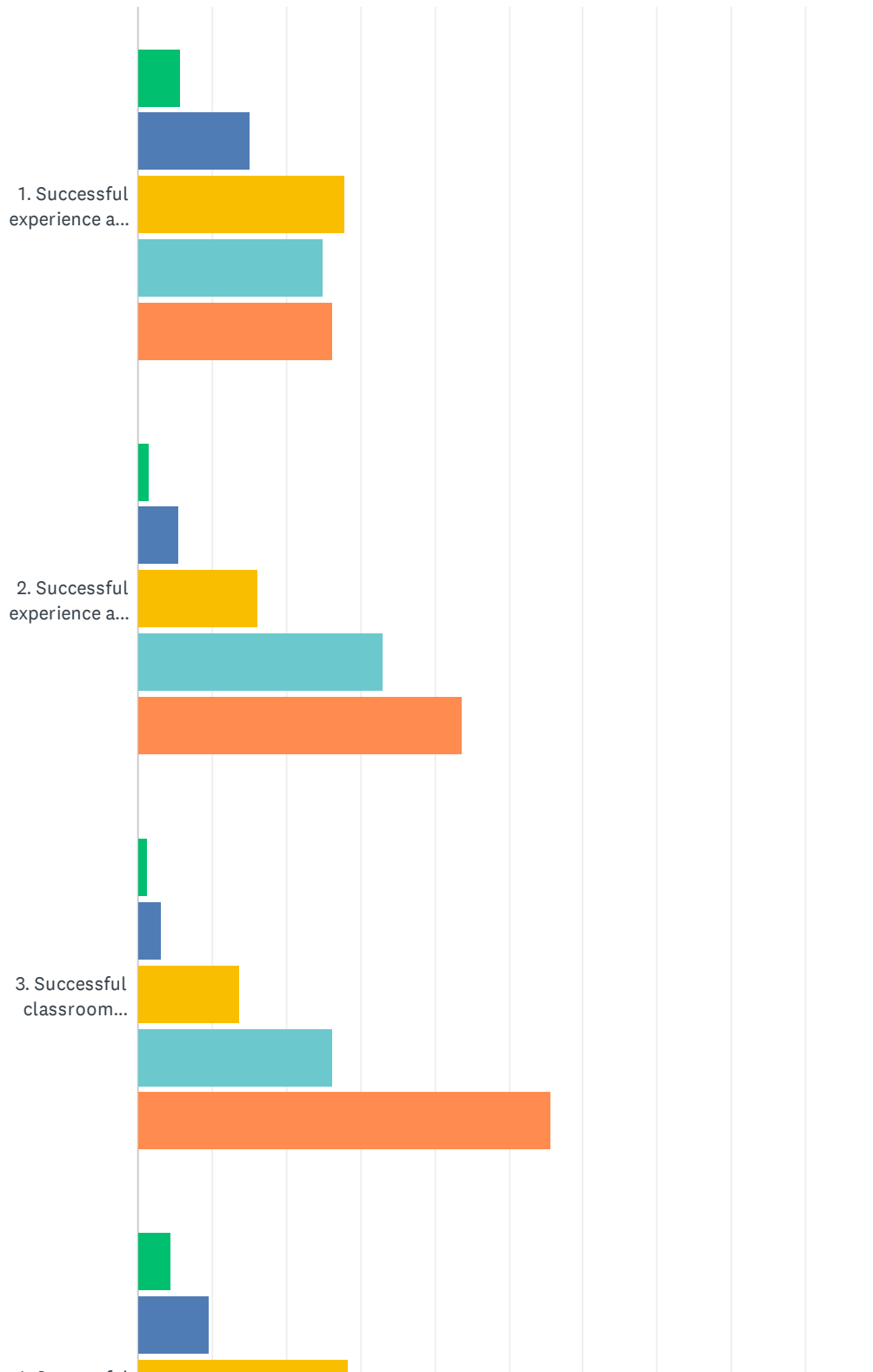
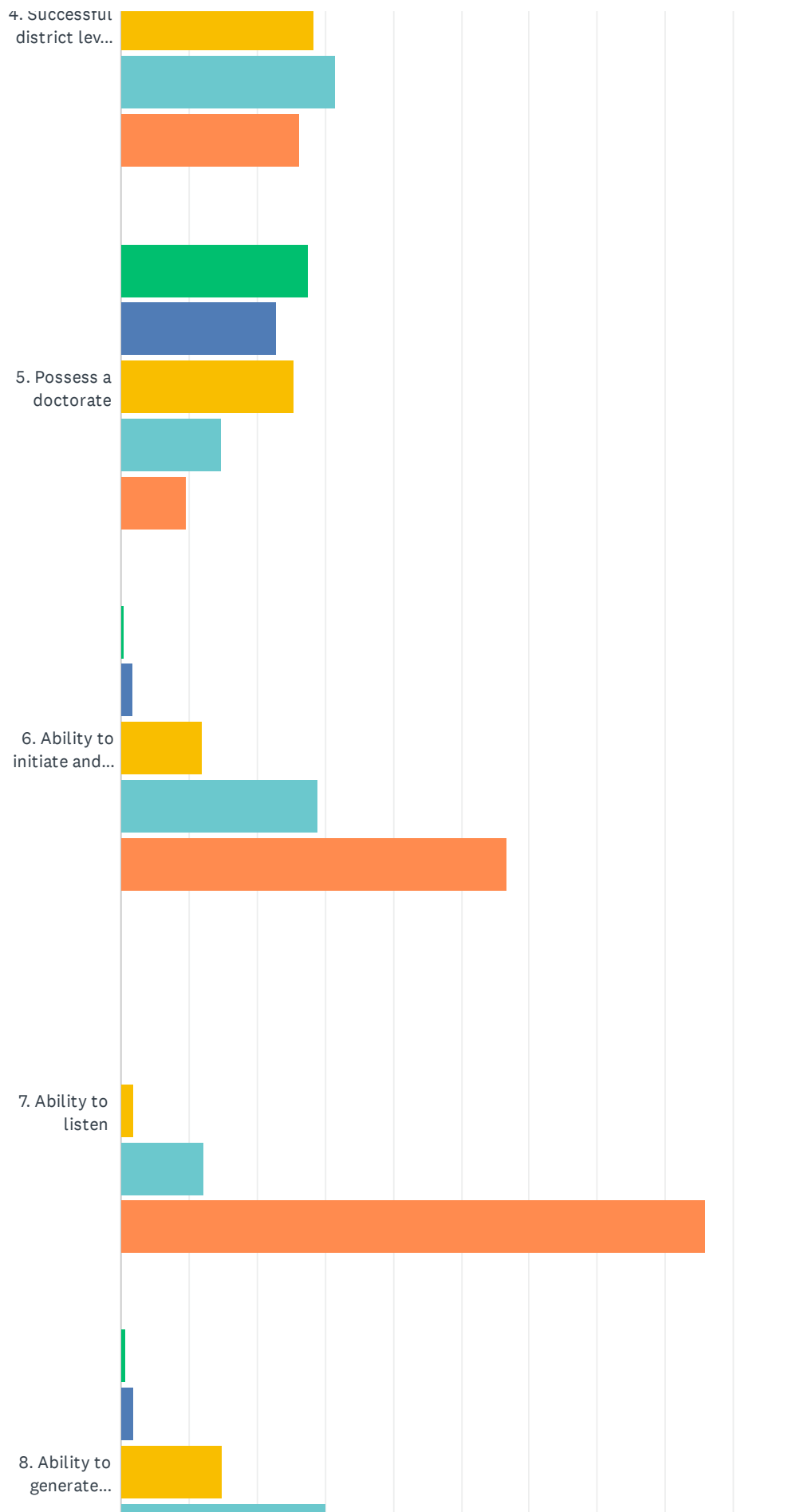
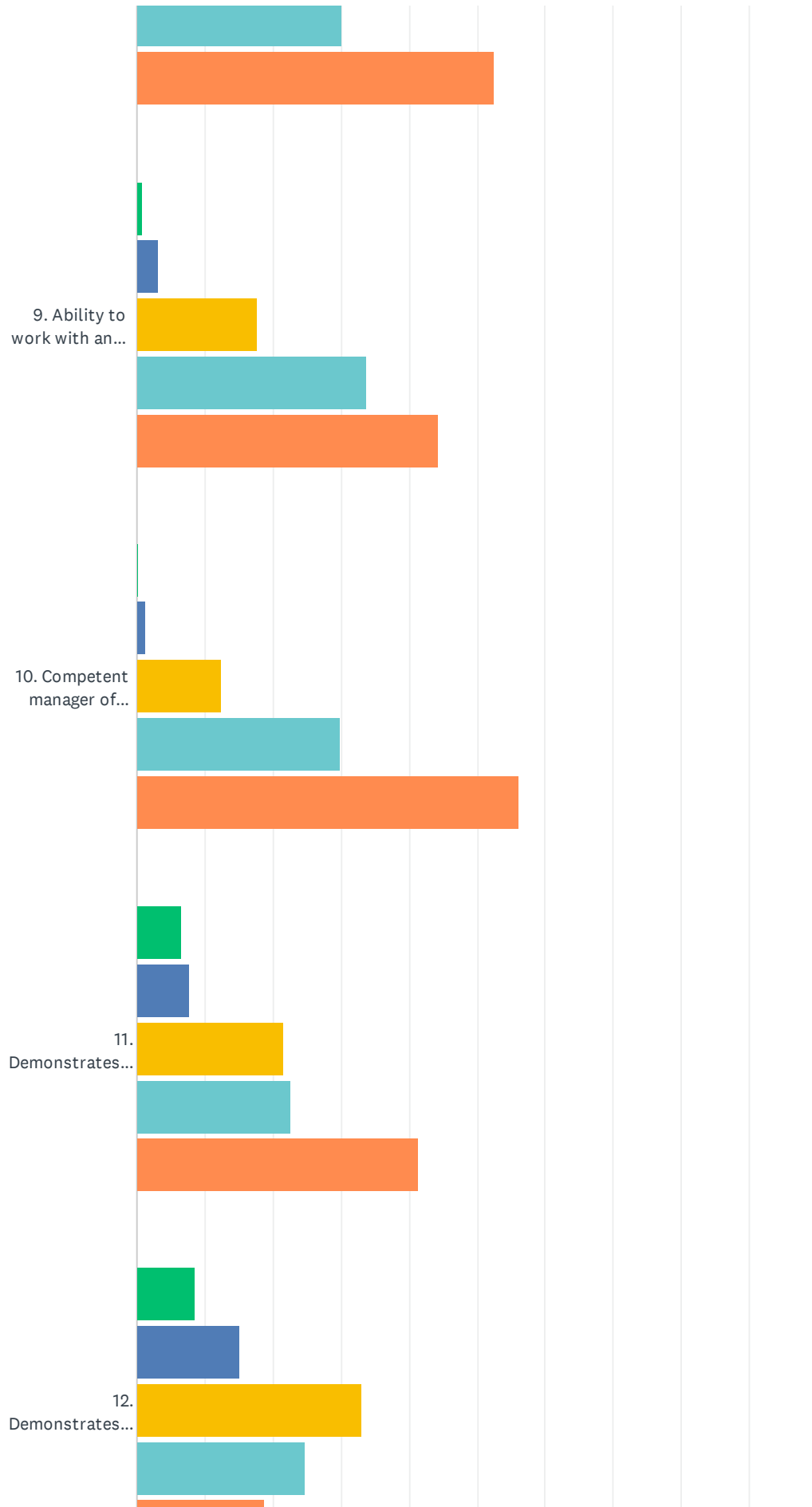


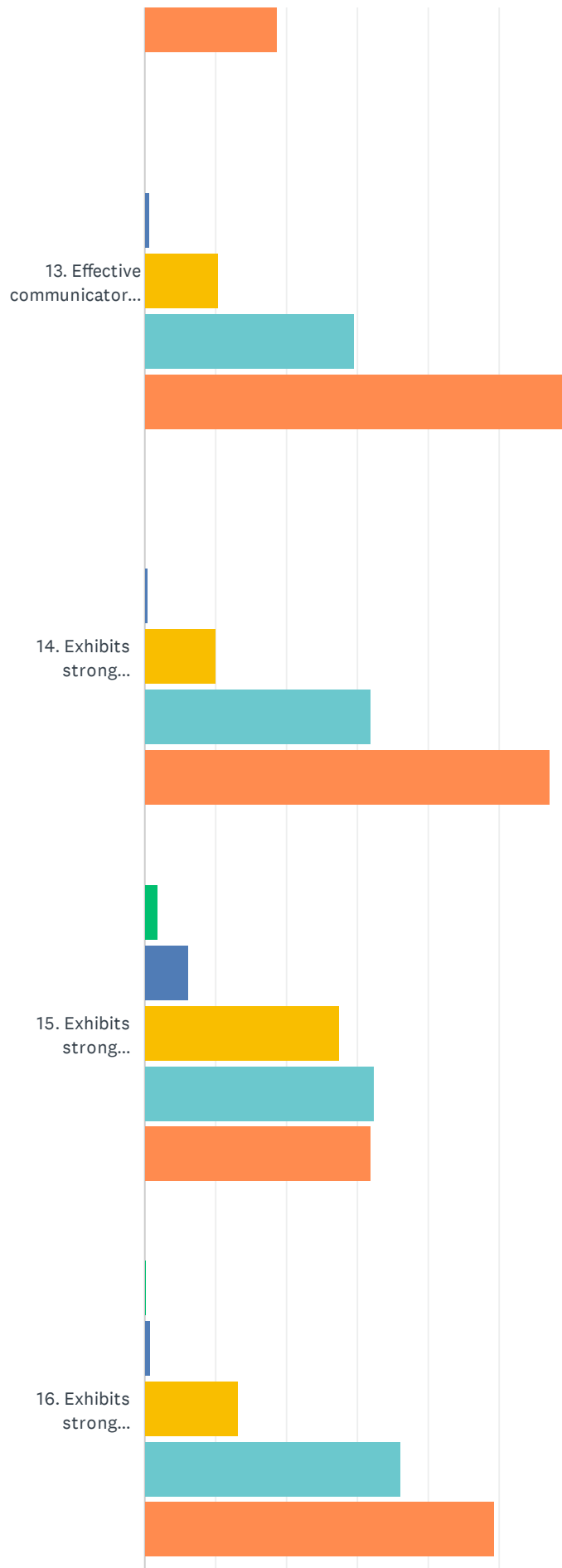
# Q1 Please indicate how much importance you feel should be placed upon each of the following criterion in the selection of your new Director of Schools.

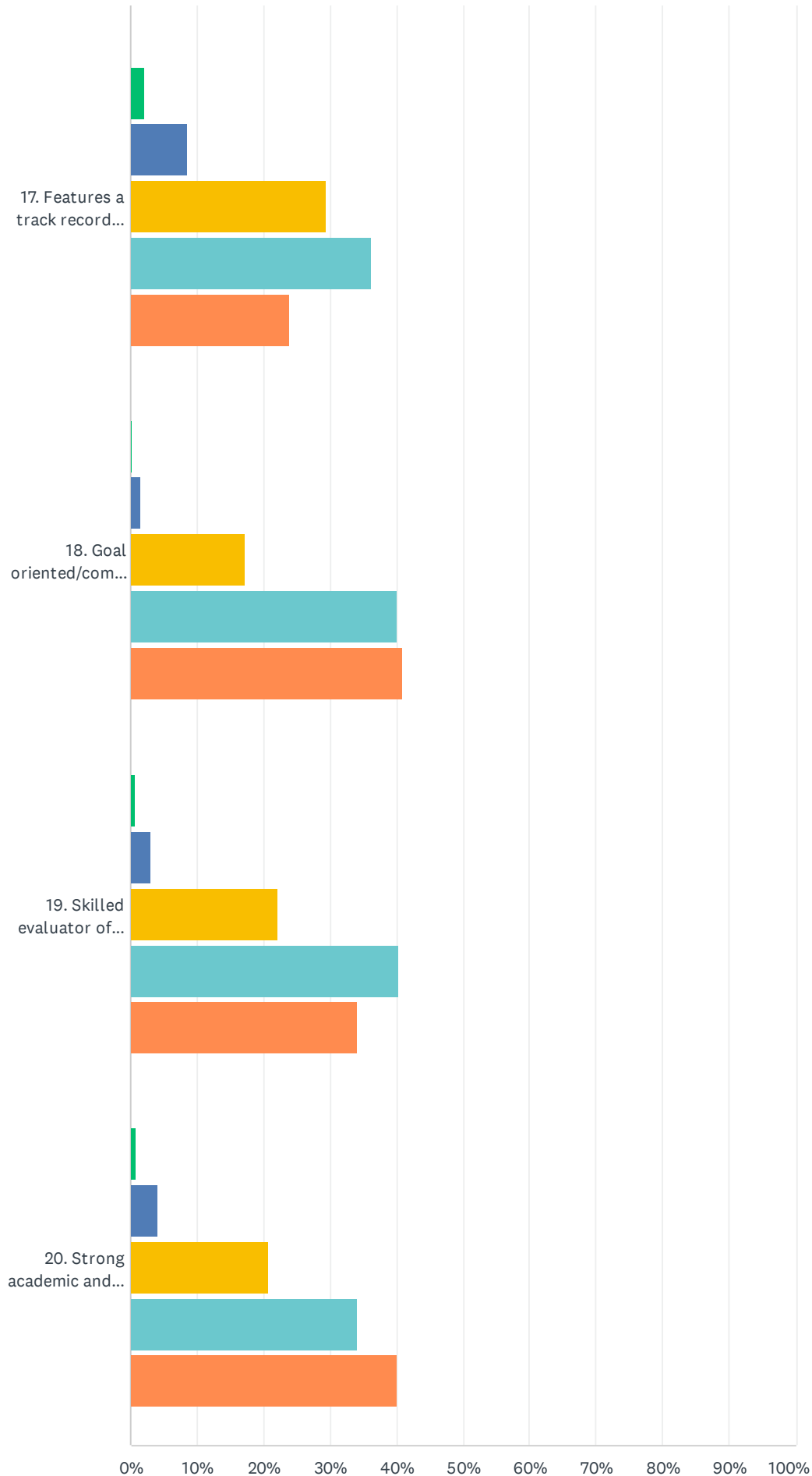
Answered: 2,875 Skipped: 2











 Not Import...     Slightly Imp...     Important     Very Import...  
 Essential

	NOT IMPORTANT	SLIGHTLY IMPORTANT	IMPORTANT	VERY IMPORTANT	ESSENTIAL	TOTAL	WEIGHTED AVERAGE
1. Successful experience as a Director of Schools	5.84% 167	15.06% 431	27.89% 798	25.03% 716	26.18% 749	2,861	3.51
2. Successful experience as a school principal	1.47% 42	5.45% 156	16.28% 466	33.02% 945	43.78% 1,253	2,862	4.12
3. Successful classroom teaching experience	1.29% 37	3.25% 93	13.66% 391	26.24% 751	55.56% 1,590	2,862	4.32
4. Successful district level administrative experience	4.38% 125	9.53% 272	28.35% 809	31.53% 900	26.21% 748	2,854	3.66
5. Possess a doctorate	27.58% 786	22.77% 649	25.30% 721	14.77% 421	9.58% 273	2,850	2.56
6. Ability to initiate and adapt to change	0.49% 14	1.68% 48	12.02% 344	29.01% 830	56.80% 1,625	2,861	4.40
7. Ability to listen	0.10% 3	0.00% 0	1.85% 53	12.08% 346	85.96% 2,462	2,864	4.84
8. Ability to generate support from community/groups	0.73% 21	1.88% 54	14.97% 429	29.98% 859	52.43% 1,502	2,865	4.31
9. Ability to work with and generate support from the entire board	0.94% 27	3.21% 92	17.73% 508	33.79% 968	44.33% 1,270	2,865	4.17
10. Competent manager of budget and fiscal affairs	0.24% 7	1.36% 39	12.40% 355	29.92% 857	56.08% 1,606	2,864	4.40
11. Demonstrates sensitivity toward cultural diversity	6.68% 191	7.73% 221	21.55% 616	22.67% 648	41.38% 1,183	2,859	3.84
12. Demonstrates a sense of humor	8.49% 243	15.06% 431	32.96% 943	24.75% 708	18.73% 536	2,861	3.30
13. Effective communicator, both oral and written	0.10% 3	0.56% 16	10.51% 301	29.56% 847	59.27% 1,698	2,865	4.47
14. Exhibits strong analytical and problem-solving skills	0.07% 2	0.49% 14	10.08% 288	31.98% 914	57.38% 1,640	2,858	4.46
15. Exhibits strong background in curriculum	1.86% 53	6.23% 178	27.44% 784	32.41% 926	32.06% 916	2,857	3.87
16. Exhibits strong interpersonal communication skills	0.14% 4	0.91% 26	13.18% 377	36.28% 1,038	49.49% 1,416	2,861	4.34
17. Features a track record of significant accomplishments in current position	2.03% 58	8.57% 245	29.43% 841	36.14% 1,033	23.83% 681	2,858	3.71
18. Goal oriented/committed to long-range planning	0.28% 8	1.47% 42	17.20% 492	40.03% 1,145	41.01% 1,173	2,860	4.20
19. Skilled evaluator of programs and personnel	0.56% 16	3.08% 88	22.15% 633	40.20% 1,149	34.01% 972	2,858	4.04
20. Strong academic and	0.91%	4.10%	20.76%	34.07%	40.16%		

instructional leader	26	117	593	973	1,147	2,856	4.08
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## Q2 What are the good things going on in Sumner County Schools that you want to see continued?

Answered: 1,530 Skipped: 1,347

#	RESPONSES	DATE
1	My children's school is becoming a better all around school for all different backgrounds.	12/16/2022 3:02 PM
2	Must continue with all decisions based on what is best for the classroom	12/16/2022 3:00 PM
3	Open mindness to other's opinions; attractive facilities; more track and field facilities. Surrounding counties and counties around Tennessee have proper facilities at nearly 100% of their high schools. Sumner County is competitive on a state level and would be even more competitive with proper facilities.	12/16/2022 2:58 PM
4	The SPACE program at JAE, SRO officers in all schools, STEM programs and technology.	12/16/2022 2:54 PM
5	School supplies provided. Continue with free summer school option for all elementary students.	12/16/2022 2:51 PM
6	Communication on what is happening in the county	12/16/2022 2:48 PM
7	Traditions!	12/16/2022 2:46 PM
8	We have excellent teachers and we want to retain them and their experience.	12/16/2022 2:46 PM
9	Continue putting a full week for Thanksgiving break on the school district calendar.	12/16/2022 2:43 PM
10	New schools for more children	12/16/2022 2:42 PM
11	Skill level of teachers at a higher level.	12/16/2022 2:40 PM
12	Wit & Wisdom or a similar curriculum should continue to be used.	12/16/2022 2:39 PM
13	Continued academic growth	12/16/2022 2:37 PM
14	The commun8cation between the schools and parents is great. We are kept informed of what is going on	12/16/2022 2:36 PM
15	Nothing. It needs an overhaul. The Special needs dept is lacking and no one cares, the teachers aren't given enough support and the principles hands are tied half the time.	12/16/2022 2:36 PM
16	Competitive pay for school employees. New schools and improvements to old ones. Top notch teachers and administrators.	12/16/2022 2:34 PM
17	STEM program, teacher retention, county-wide programs	12/16/2022 2:33 PM
18	Academic focus	12/16/2022 2:33 PM
19	Lots of good teachers here—we have a lot of resources for schools and that should continue.	12/16/2022 2:33 PM
20	Increased dialogue with parents and local constituents	12/16/2022 2:31 PM
21	Most of the Board and the teachers/administrators are on good terms	12/16/2022 2:30 PM
22	Not a lot of good things going on	12/16/2022 2:29 PM
23	Outstanding principals and teachers	12/16/2022 2:29 PM
24	The improved pay to staff. It is a shame that starting employees at McDonald's are earning more than classified staff who have been employed by SCBOE for over 15 years. You can't keep good people if they can't afford to live	12/16/2022 2:28 PM
25	Great building program. Growing support for teachers	12/16/2022 2:27 PM
26	Safety	12/16/2022 2:27 PM

27	New and updated buildings, equipment, growth planning, and a continuation of a budget that continues the hard work that has been done to build on a competitive compensation for certified and classified staff.	12/16/2022 2:26 PM
28	Getting rid of Del Phillips and his minions	12/16/2022 2:23 PM
29	Commitment to high quality instruction, social and emotional training, and collaborative involvement with the community	12/16/2022 2:21 PM
30	Sumner County Schools finally learned to invest in its students. I want everything that is in place to congratulations continue. I hope Sumner County Schools finds a director who can keep politics out of our classrooms. Educating our students should be priority. We have a couple new Board members who are highly misinformed. They have an agenda and seem to want to make decisions based on their political beliefs and not based on laws. Let's please listen to educators and staff members who have experience in the classroom. I would like to try and keep politics out of educating children.	12/16/2022 2:21 PM
31	Reward schools, low taxes, diversity initiatives, building of new schools to accommodate growth, increased teacher, bus driver and support staff pay, commitment to diversity in materials, acceptance of all students, sports programs, technical programs, college credit programs	12/16/2022 2:20 PM
32	Growth is being made in the classroom	12/16/2022 2:18 PM
33	Teacher pay increases, our librarians, respectably funded schools, free public education including paid school supplies, technology	12/16/2022 2:13 PM
34	Quality educators	12/16/2022 2:12 PM
35	Academic achievement is good, generally and comparatively to the surrounding areas	12/16/2022 2:11 PM
36	Support of all subject areas and CTE programs.	12/16/2022 2:03 PM
37	Stem schools	12/16/2022 1:53 PM
38	Career and Technical Education programs that are supported and well-funded	12/16/2022 1:48 PM
39	Academic scoring of our students has improved and needs to continue too. Facilities have been upgraded and that needs to continue.	12/16/2022 1:48 PM
40	Community oriented, strong belief in success in our students of members in our society	12/16/2022 12:04 PM
41	District is working to be present in schools, Forward thinking and growing students, providing updated buildings and facilities	12/16/2022 11:35 AM
42	no portables in the county, no out of zone students	12/16/2022 11:05 AM
43	Curriculum is good; spirit is good; good ole boy system is gone.	12/16/2022 10:50 AM
44	Sumner County has been providing supplies for students. Sumner County has been making an effort to increase pay for all employees.	12/16/2022 10:30 AM
45	Pay raises for teachers, increased resources towards schools, better year-round schedule	12/16/2022 10:27 AM
46	Building of schools to get ahead of overcrowding	12/16/2022 10:25 AM
47	CTE, AP, after school programs,	12/16/2022 10:24 AM
48	leadership development / mentoring	12/16/2022 10:19 AM
49	The love for education and children.	12/16/2022 10:17 AM
50	Continue to pay for school supplies since lunch can't be provided for all.	12/16/2022 10:09 AM
51	Collarbrative training among schools	12/16/2022 10:04 AM
52	Incredible teachers administrators and School Board.	12/16/2022 9:58 AM
53	Continue the building of new schools. Certain schools in the district need to be completed demolished and replaced. The good thing is that there is plenty of land to build on site.	12/16/2022 9:58 AM
54	CTE programs continued and extended all schools.	12/16/2022 9:54 AM

55	Open communication	12/16/2022 9:52 AM
56	Device funds	12/16/2022 9:49 AM
57	I would like to see more school/programs such as Union and MHMS. There needs to be a middle and high school extension to Union in Gallatin.	12/16/2022 9:39 AM
58	The growth and adaptation to the new styles of teaching and learning.	12/16/2022 9:38 AM
59	CTE and growth in health and safety areas	12/16/2022 9:35 AM
60	Caring for the students and valuing what the parents of these student have to say.	12/16/2022 9:35 AM
61	LC -all the improvements, camaraderie, respect, keep Dr. Phillips philosophies in place	12/16/2022 9:25 AM
62	RIgor and excellence in academic acheivement	12/16/2022 9:23 AM
63	The growth of our schools and the grade point average on the rise.	12/16/2022 9:22 AM
64	Variety of CTE and advanced learning opportunities available in the high schools, commitment to high academic standards, flourishing STEM and music/art programs, social emotional support for students K-12, physical building upkeep and upgrades, long-term planning for future schools and growth, commitment to professional development for teachers, administration, and staff regarding cultural sensitivity and culturally responsive teaching	12/16/2022 9:22 AM
65	The AP program.	12/16/2022 9:16 AM
66	Traditional values, freedom to teach in different styles, friendly staff, small town feeling, good support from central office	12/16/2022 9:11 AM
67	Great successes in Sumner County Schools over the past decade. The new Director needs to continue that success	12/16/2022 9:09 AM
68	Support of staff and students. The last 10ish years our school system has done a wonderful job of improving the educational atmosphere and providing support to students and staff.	12/16/2022 9:08 AM
69	Budget procedure. Schools are the hub of the community.	12/16/2022 9:08 AM
70	Continued school improvement	12/16/2022 9:07 AM
71	Everything our school system needs to stay focused on running like it has in resent years	12/16/2022 9:06 AM
72	STEM, Art, Music ,programs for disabled and special education beyond just classroom instruction. School counselors,	12/16/2022 8:56 AM
73	Budgeting	12/16/2022 8:51 AM
74	Support of the schools with trainings and adapting to what each school's needs are.	12/16/2022 8:37 AM
75	The passion of the employees of the schools, involvement and pride displayed on social media across various age groups and schools.	12/16/2022 8:33 AM
76	growth of stem and community service	12/16/2022 8:27 AM
77	Communication emails sent to the parents, so many activities for the kids (Burrus Bash, Christmas parties, and parents can attend lunch at the schools).	12/16/2022 8:23 AM
78	academic progress	12/16/2022 8:17 AM
79	Most everything that has been put in to place over the last 5 years needs to continue. Active support of educators both physically and financially have been HUGE and boosted morale across the county!	12/16/2022 8:11 AM
80	Inclusive community events	12/16/2022 8:10 AM
81	Care for students and their familes.	12/16/2022 8:08 AM
82	Funding instructional resources	12/16/2022 8:07 AM
83	Assistant teachers are getting opportunities to grow within Sumner County through a Graduate/Job Embedded Program. This is absolutely amazing!!! Great teachers are being grown and promoted from within. Also, quality raises are being given more frequently to teachers! Love it!	12/16/2022 8:07 AM

84	I have been impressed with the admin in my building.	12/16/2022 7:54 AM
85	The improving support for music and arts along with a strong focus on academics	12/16/2022 7:48 AM
86	Our children receive a good education in Sumner County Schools, as a whole. We have good teachers. Support from community.	12/16/2022 7:26 AM
87	Understanding that not every school is the same and the needs are very different.	12/16/2022 7:20 AM
88	PTO's in schools. Not much homework.	12/16/2022 6:53 AM
89	One wonderful thing is when a low performing Title One school become a Tennessee Reward School in just a few years of a new principal who is a true leader came to the school.	12/16/2022 6:42 AM
90	The continued support and betterment of its teachers	12/16/2022 6:41 AM
91	Support for our educators.	12/16/2022 6:01 AM
92	Representation and diversity, keeping access to important material and curriculum	12/16/2022 5:35 AM
93	As essential employees, salary increases need to continue at the building level in order to retain, recruit, and support professional educators.	12/16/2022 5:34 AM
94	Strong support for teachers.	12/16/2022 1:07 AM
95	Benefits for good behavior and grades. Also, programs that help students learn to cope with emotions.	12/15/2022 11:04 PM
96	My son is a sophomore this year, he absolutely loves being in the band. He is excited to go to school everyday and I know it's because he loves being in band. I sincerely appreciate the support from the board of education to the band departments.	12/15/2022 10:44 PM
97	A strong focus on academics. Open Door policy.	12/15/2022 10:37 PM
98	4th block athletics for our students	12/15/2022 10:27 PM
99	n/a	12/15/2022 9:46 PM
100	Continued high test scores. Progressive teaching.	12/15/2022 9:45 PM
101	Vertical PLC's, Math Curriculum changes, ELA test scores,	12/15/2022 9:01 PM
102	Summer school program, increased availability of classroom technology	12/15/2022 8:57 PM
103	building CTE portfolio, literature-centered ELA curriculum (W&W)	12/15/2022 8:39 PM
104	Continued and sustained support of students and teachers as Sumner county grows and changes.	12/15/2022 8:29 PM
105	Increased test scores, more reward schools, more stem programs, better enrichment.	12/15/2022 8:28 PM
106	SC schools have made tremendous progress across all areas and I want that to continue.	12/15/2022 8:28 PM
107	Teacher and staff recognition for the incredible job they are doing!	12/15/2022 7:33 PM
108	Professional growth, leadership teams within schools (admin, LE, TLs), adjustments based on teacher surveys	12/15/2022 7:17 PM
109	The opportunities students have access to is very strong - extracurricular activities, electives, high school course options and CTE paths. Providing instructional supports in each building such as EL teachers and Lead Educators is a good starting point. Communication to parents is streamlined and consistent using Remind.	12/15/2022 7:17 PM
110	High test scores	12/15/2022 7:16 PM
111	Better Raises to help with the continued rising cost of living. SRO security.	12/15/2022 7:08 PM
112	Strong commitment to solid education. Willingness to work from staff even when it's not easy.	12/15/2022 7:04 PM
113	Encouraging and helping our Teachers grow in their positions	12/15/2022 6:47 PM
114	We currently have the strongest elementary school curriculums our county has had in my 13 years with the district. I want to make sure that our county continues to use high quality materials in instruction.	12/15/2022 6:46 PM

115	Strong teachers and administrators that want to see all students grow and succeed.	12/15/2022 6:40 PM
116	No CRT nor Gender indoctrination.	12/15/2022 6:20 PM
117	Listening to teachers through ongoing surveys and adjust things according to input.	12/15/2022 6:09 PM
118	Nothing. Lack of fundamental education to our children to prepare our children to be future leaders and innovators of the world. There is NO plan passed, although I know for a fact it was presented as a grant for SC, to train our educators and administrators on and active shooter training session. There are certain schools in the county that I feel require more attention to students and their in school activities outside of related arts... students need to be challenged to think outside the box and use that creativity to engage in their community. Our educators need to be fully vetted and made aware of their sole responsibility, and that is to educate our children and support them in their studies... that is it! For those educators to be effective in their resources to shape and mold our children, they need to be paid their worth, and frankly, it is laughable to see what we think of our teachers	12/15/2022 5:56 PM
119	Growth in technology and tech support for all schools	12/15/2022 5:46 PM
120	The Unity Learning Center After School Program	12/15/2022 5:41 PM
121	Sumner county strives for outstanding test scores.	12/15/2022 5:39 PM
122	Music and arts programs	12/15/2022 5:37 PM
123	Hard working teachers	12/15/2022 5:19 PM
124	The school functions that the school puts together for the children and their grade levels.	12/15/2022 5:16 PM
125	Having parent/teacher input on school calendar and making sure lower income students get the food/help they need	12/15/2022 5:16 PM
126	Autonomy at the school level, emphasis on most up to date curriculum and programs	12/15/2022 5:15 PM
127	Increasing technology for the students.	12/15/2022 5:06 PM
128	I feel that we have some very good teachers and administrators who are able to lead their students to success in and out of the classroom. I think when these teachers are allowed to teach they can do awesome things	12/15/2022 5:01 PM
129	Community involvement , but brining up the lower finances schools and making all schools great instead of just pumping money and media into news schools why older poorer areas still struggle	12/15/2022 4:55 PM
130	Interactions with parents. Activities that involve the families	12/15/2022 4:53 PM
131	Inclusion and great teachers	12/15/2022 4:50 PM
132	Helping kids with their goals and helping them achieve tgere goals and higher education	12/15/2022 4:44 PM
133	I would like to see librarians in all schools, a continuation of the Technology Coach program with opportunities for leadership, and continued growth of the STEM program.	12/15/2022 4:07 PM
134	Teachers have been getting well-deserved raises. I'm the pst 4 years we have gotten two pretty substantial raises.	12/15/2022 4:00 PM
135	Numerous. Too many great things to name.	12/15/2022 3:52 PM
136	County wide support for families.	12/15/2022 3:37 PM
137	STEAM accreditation	12/15/2022 3:35 PM
138	Support for teachers and staff. Focus on mental health services for students	12/15/2022 3:22 PM
139	Teaching Critical thinking ability	12/15/2022 3:18 PM
140	Improved achievement in math and reading. Sensitivity to the emotional and personal needs of students as well as academic achievement.	12/15/2022 3:15 PM
141	Scheduling, benefits	12/15/2022 3:12 PM
142	Safe Schools programs/crisis intervention	12/15/2022 3:10 PM

143	Academics improved last year.	12/15/2022 3:04 PM
144	Support for the teachers and staff of the district.	12/15/2022 2:55 PM
145	Continued community support and promoting early literacy	12/15/2022 2:54 PM
146	Strong academic growth. Pay raises for classified staff.	12/15/2022 2:53 PM
147	Good diverse programs	12/15/2022 2:50 PM
148	CTE Programs	12/15/2022 2:49 PM
149	We are good at adapting to change and our scores are one of the best in TN.	12/15/2022 2:46 PM
150	Instructional focus on high quality materials, coaching, and communication from building to central office.	12/15/2022 2:45 PM
151	High academic standards & a commitment to all employee's compensation raises (not just teachers).	12/15/2022 2:42 PM
152	Children are exposed to the views and experiences of those who are not from here and do not look like them.	12/15/2022 2:41 PM
153	Teachers and students have access to high-quality curriculum. The priority of instructional coaching at the district and building level. Teachers received raises (although for retention, ongoing increases are needed).	12/15/2022 2:35 PM
154	The Renaissance/Leadership/Positive Behavioral Intervention programs at the middle and high school levels have had a positive effect on our schools and I think we should continue to support them. I also believe the Middle College have been wonderful for our high school students because it gives them an opportunity to get ahead and prepare them for college or the workforce. I think we should also continue to support and expand the Dual Enrollment Programs and Advanced Placement Programs in our high schools.	12/15/2022 2:35 PM
155	The improvement of curriculum and supporting teachers with raises to match inflation and cost of living in Tennessee.	12/15/2022 2:34 PM
156	Student-focused instruction; strong sense of community; alliances between elementary, middle and high schools within zones; acceptance of teacher input when making decisions	12/15/2022 2:30 PM
157	Teacher Collaboration	12/15/2022 2:26 PM
158	Sumner County Schools has recently been expanding and advertising their CTE opportunities. I believe this is very important for many of our students who can gain more by going a more technical route than a 4 year university route.	12/15/2022 2:25 PM
159	New school bus purchases every year	12/15/2022 2:25 PM
160	Useful PL so specific content areas.	12/15/2022 2:22 PM
161	Not much.	12/15/2022 2:19 PM
162	Continued funding for student needs and teacher needs. The emphasis on technology	12/15/2022 2:19 PM
163	Dr. Phillips and the Board has initiated pay increases for teachers and staff members and this should continue to retain and attract educators and staff. A culture of learning and collaboration has been established and should continue.	12/15/2022 2:18 PM
164	Depth of curriculum and adapting to changes in styles of learning	12/15/2022 2:16 PM
165	I see a lot of backing teachers and realizing what we need in our districts.	12/15/2022 2:15 PM
166	work flexibility	12/15/2022 2:12 PM
167	Celebrating the arts. Our music (band, choir, and general music), visual art and theater departments are doing great things!	12/15/2022 2:12 PM
168	Leadership pools. Communication. Transparency. Leadership programs for students. Community outreach for students. Providing our students and staff with the "best" instead of mediocre	12/15/2022 2:10 PM
169	Attracting strong teachers and increasing pay for all.	12/15/2022 2:09 PM



170	Oakmont Elementary is an amazing elementary school doing amazing things. We should highlight the things they are doing there, but we also need to have more of our elementary schools funded in the same manner and given similar opportunities. Our CTE programs in our county are great and we should continue to highlight and improve those.	12/15/2022 2:03 PM
171	Changes are happening that need to continue.	12/15/2022 2:02 PM
172	I think we are handling the influx of non-English speaking students well.	12/15/2022 2:02 PM
173	Pay raises for some	12/15/2022 2:02 PM
174	CTE development and post secondary differentiated pathways.	12/15/2022 2:00 PM
175	A movement toward increased technology in the classroom and strong instruction for all students.	12/15/2022 1:59 PM
176	Great administration and teachers	12/15/2022 1:58 PM
177	Variety of programs	12/15/2022 1:56 PM
178	Continuing to support teachers by making Sumner County appealing and competitive with wage and benefits. I would also like to see this position given to someone local who knows our district.	12/15/2022 1:56 PM
179	Teacher input in changes that effect teachers.	12/15/2022 1:55 PM
180	There are a lot of excellent programs happening here. The CTE program in high school is amazing. I would like to see the excellent EL program continue to grow and be funded to support our ELL students. I like the support for teachers that is happening in SCS.	12/15/2022 1:55 PM
181	High Achievement and Growth on TCAP data. Options for High School participation (Middle College, TCAT, Virtual). Support services for student needs (Sped, 504, ILL, Prek, Social Work, Nursing)	12/15/2022 1:55 PM
182	Increased funding/support for technology in the classroom. There has been a push towards this the last few years but the goal needs to be 1 to 1 if students are expected to take state assessments online.	12/15/2022 1:54 PM
183	Students are beginning to rebound from skills lost during COVID.	12/15/2022 1:53 PM
184	Academics recognized and strive for excellent results, community oriented and focused on developing the learner in all areas, focus on technical path and college	12/15/2022 1:53 PM
185	Sumner County schools are known for "good schools" people move to Sumner County for the education that our students receive. Which is better than our surrounding counties.	12/15/2022 1:53 PM
186	Support for CTE programs	12/15/2022 1:52 PM
187	Teachers shown they are valued by pay increases. Fiscal responsibility	12/15/2022 1:52 PM
188	Investment in Technology, Investment in classroom supports	12/15/2022 1:52 PM
189	Development and implementation of STEM and CTE programs across the county.	12/15/2022 1:52 PM
190	The support at least from where I am is phenomenal.	12/15/2022 1:52 PM
191	Leadership training, mentors, afterschool programs, and district cohesiveness.	12/15/2022 1:52 PM
192	Arts programs, SEL	12/15/2022 1:51 PM
193	Continued growth in education and funding of essential needs.	12/15/2022 1:51 PM
194	Continued positive support for classified staff at all levels.	12/15/2022 1:51 PM
195	Supporting teachers from the director all the way to the local schools.	12/15/2022 1:50 PM
196	The after school program Unity.	12/15/2022 1:48 PM
197	I think the emphasis on face-to-face teaching is a great thing that should be continued.	12/15/2022 1:47 PM
198	Updating Athletic fields and schools county wide.	12/15/2022 1:46 PM
199	Dual Enrollment opportunities, CTE program, AP classes, Strong STEM and Arts programs,	12/15/2022 1:45 PM

	Commitment to school safety	
200	Instructional coaching; qualified teachers; high quality curriculum; positive culture; reward school status	12/15/2022 1:24 PM
201	Overall quality of schools is strong.	12/15/2022 1:20 PM
202	The teachers, librarians, coaches, janitorial staff	12/15/2022 12:46 PM
203	Schedule. I love our hybrid year round schedule with a shortened summer giving students regular breaks. And the communication for urgent needs through phones and social media.	12/15/2022 12:04 PM
204	Skilled teachers with positive attitudes about their role in the schools. Parents who desire a high level of involvement. Often a child-first perspective in programs (as opposed to institutional structure focus).	12/15/2022 12:04 PM
205	Options for tutoring, early graduation pathways, community involvement	12/15/2022 11:50 AM
206	Pay increases, improving outcomes, building quality new buildings.	12/15/2022 10:47 AM
207	I want see continued diversity in our schools and libraries. I want things to continue to improve on cultural acceptance and diversity in our county.	12/15/2022 10:35 AM
208	Award schools, focus on STEM programs, academic performance improvement, support the teachers and admins	12/15/2022 9:59 AM
209	Many caring teachers abd staff	12/15/2022 9:44 AM
210	Access to books and curriculum that represent diversity in skin color, social experience, history, religion and sexual orientation.	12/15/2022 9:41 AM
211	As far as I have witnessed, the best thing I see in Sumner County is the small neighborhood school. Oakmont, North Sumner and Bethpage, etc. The larger the school, the worse the situation.	12/15/2022 9:36 AM
212	High test scores, long tenured of teachers, active PTO in most schools, successful sports programs, high graduation rate, active parent involvement	12/15/2022 9:01 AM
213	Extracurricular activities like robotics and 4H and other sports	12/15/2022 8:58 AM
214	Sumner county schools at this moment are NOT very impressive	12/15/2022 8:30 AM
215	Dr. Phillips will be greatly missed. He has invested in not only the students of Sumner County, but also ALL employees. This needs to be continued. We are facing such a challenge with hiring quality teachers and support staff, we must continue to value our people.	12/15/2022 8:30 AM
216	Excellent teachers. Great academic offerings including strong AP and CTE programs.	12/15/2022 7:51 AM
217	High quality curriculum, Significant number of Reward Schools, significant number of CTE pathways, Significant number of AP offerings, STEM accreditations,	12/15/2022 6:51 AM
218	Focus on students.	12/15/2022 6:45 AM
219	The success of a school system that sees value in everything that it oversees. Ex: classroom instruction, extra curricular activities,,school facilities. The value of teachers. The importance of being successful in the classroom and the willingness to do what's right over what is popular.	12/15/2022 6:15 AM
220	I like the fact that the school board has decided to not ban books because of racist or homophobic parents.	12/15/2022 6:06 AM
221	SCS has always had a good reputation but I'm hearing the test scores are declining.	12/15/2022 3:28 AM
222	Fairly logical approach to curricula	12/14/2022 10:55 PM
223	Over all Quality of education	12/14/2022 10:31 PM
224	Raising test scores	12/14/2022 9:55 PM
225	AP, CTE- specialized instruction for all students	12/14/2022 9:33 PM
226	Most teachers appear to be high quality educators that care about the students succeeding. Great communication from schools to parents.	12/14/2022 7:47 PM



227	The tutoring offered to students who could use in math or in reading	12/14/2022 7:06 PM
228	Strong culture, importance of strong curriculum, balanced budget	12/14/2022 7:01 PM
229	Teachers that care for their students.	12/14/2022 6:56 PM
230	School level autonomy to make decisions that best support individual communities, students, families and supports teachers in a unique and fitting manner.	12/14/2022 6:11 PM
231	Increased wages of the Teachers and school employees	12/14/2022 5:24 PM
232	SCS tried to stay at the top of new curriculum.	12/14/2022 5:17 PM
233	Not sure	12/14/2022 4:34 PM
234	Excellent job by our elementary schools. Overall, great teachers.	12/14/2022 4:33 PM
235	Communication from my sons teacher and school is great!	12/14/2022 3:33 PM
236	Unfortunately, the bad outweighs the good things that are currently going on. We are excited to see a good change in Sumner County Schools.	12/14/2022 3:33 PM
237	strong sense of community, teaching of academics, collected understanding of well being of children from all walks of life while not destroying their innocence, keeping American Family values	12/14/2022 3:28 PM
238	There are good things, but everything good that comes to my mind will continue naturally.	12/14/2022 3:14 PM
239	Excellent resources and teachers. Broad programs for all types of learners (CTE, college prep, etc)	12/14/2022 2:45 PM
240	Resources provided for students learning. Teacher support.	12/14/2022 2:32 PM
241	Maintain and/or increase student standardized test results. Increase funding for classrooms, NOT administration at the county level	12/14/2022 2:07 PM
242	Sumner County has wide range of resources to help students achieve and learn. They have instructional coaches that are on deck to help support teachers with resources. Foundational literacy is now a huge focus which will show growth and help students in reading through time. Also love the support that admin, lead educators, and teachers receive through collaboration and professional learning.	12/14/2022 2:01 PM
243	Commitment to supporting educators, growing educators in relevant professional learning, fiscal responsibility, a strong vision that does not compromise under community dissent; emphasis on providing individualized support to school leaders	12/14/2022 1:56 PM
244	Middle School Band	12/14/2022 12:49 PM
245	Strong district leadership! Continued academic/course offerings. Continued development of our state and national recognized CTE programs.	12/14/2022 12:25 PM
246	There is a strong focus on academic outcomes.	12/14/2022 12:14 PM
247	The school system is one of the best in the state,	12/14/2022 11:56 AM
248	A new school board! Sticking to the laws	12/14/2022 11:50 AM
249	Investment in teacher input and support for schools and students- continue to add the support positions such as coaches to help support students and teachers directly.	12/14/2022 11:01 AM
250	so many different opportunities for our kids	12/14/2022 10:46 AM
251	We have three new board members, so things are getting done properly now.	12/14/2022 10:00 AM
252	We MUST be allowed to teach our standards. Standards should ALWAYS trump any curriculum.	12/14/2022 9:50 AM
253	4h broadened	12/14/2022 9:35 AM
254	The schools try to meet the student at the level they are at.	12/14/2022 9:19 AM
255	Replacement of long-time administrators with fresh blood. Del Phillips was poison and those who backed him need to go.	12/14/2022 9:18 AM

256	Flipping the school board	12/14/2022 9:10 AM
257	Programs to help the disability and slower students	12/14/2022 9:07 AM
258	With only 49% of third-graders reading at level, I'd say not a lot. Reading is ESSENTIAL!	12/14/2022 8:32 AM
259	The leadership training programs that help grow leaders from current employees have been awesome and should definitely be continued!	12/14/2022 8:32 AM
260	Our CTE programs	12/14/2022 7:58 AM
261	Conservative values.	12/14/2022 7:48 AM
262	In 2022 we got 3 new School Board Members. I would like to see more new faces in 2024.	12/14/2022 7:46 AM
263	Keep working on teaching kids practical knowledge that will help them no matter what direction in life they take. Not just book knowledge but common sense knowledge for all careers	12/14/2022 7:26 AM
264	Student involvement, the arts	12/14/2022 6:16 AM
265	Strong curriculum. Dedicated employees. Provide good compensation.	12/14/2022 6:12 AM
266	Academic strength	12/14/2022 6:05 AM
267	.	12/14/2022 12:44 AM
268	Pursuit of updated technology, hiring highly qualified educators, providing access to STEM opportunities	12/13/2022 10:57 PM
269	Emphasis on STEM, free tutoring for struggling students, lead educator role to help teachers find new approaches, SRO and nurses in every school, strong principals and APs, teacher development and support	12/13/2022 10:41 PM
270	Cities supporting the schools	12/13/2022 10:39 PM
271	We have new schools, programs for educating new teachers and bus driver recruitment with increased pay.	12/13/2022 10:03 PM
272	Working to provide competitive pay for teachers.	12/13/2022 9:24 PM
273	ELA curriculum in elementary schools; providing school supplies for all children	12/13/2022 8:40 PM
274	Working with community.	12/13/2022 8:36 PM
275	Great teachers, good honest communication between teachers and parents.	12/13/2022 8:34 PM
276	Excellent teachers, reward schools, strong academic, music, and art programs	12/13/2022 8:29 PM
277	I grew up in sumner county school. My kids are growing up in the now. I see a huge problem with lack of attention to setting our children up for success with the world they are growing up in. I dont see a lot of actual thought into that. It all seems very PC and blanketed.	12/13/2022 7:40 PM
278	Career focused curriculum for success beyond graduation	12/13/2022 7:12 PM
279	No mixed gender bathrooms and locker rooms	12/13/2022 6:45 PM
280	Ability to handle growth in Sumner county	12/13/2022 6:32 PM
281	Teachers and school level administrators working above and beyond.	12/13/2022 5:26 PM
282	Continue to be a Highly rated public schools	12/13/2022 5:20 PM
283	Teacher communication with parents	12/13/2022 5:13 PM
284	Students seem well behaved and well mannered.	12/13/2022 5:05 PM
285	Increased teacher pay!	12/13/2022 5:05 PM
286	Band and music programs. Increase transportation for sports.	12/13/2022 5:03 PM
287	Great education of the children.	12/13/2022 4:57 PM
288	New schools and upgrading of the infrastructure of older schools.	12/13/2022 4:40 PM

289	Teachers being heard, their voices matter.	12/13/2022 4:26 PM
290	Home town pride	12/13/2022 3:18 PM
291	I can not think of anything good. The current director of school has taken this school system in a direction that has harmed the current generation.	12/13/2022 3:09 PM
292	Smaller classrooms	12/13/2022 3:04 PM
293	Not a single thing.	12/13/2022 3:01 PM
294	Google classroom	12/13/2022 2:51 PM
295	The addition of programs in the high schools such as cosmetology is wonderful.	12/13/2022 2:49 PM
296	There are not a lot of things going good at White House high or middle that we would like to see continued.	12/13/2022 2:49 PM
297	Families generally appreciate their own schools and particular teachers.	12/13/2022 2:19 PM
298	Nothing really special at the moment. Its 2022 and we still fight about "dress code" violations but yet kids can be referred to as "furries". Thats fucking stupid.	12/13/2022 2:02 PM
299	strong academics, emphasis on personal responsibility, keep woke ideology out of schools, respect parents primary governance of their children	12/13/2022 1:54 PM
300	Wit and Wisdom, Foundations - my youngest daughter came into kindergarten not reading. I whole attribute her ability to read now as a second grader to the Foundations program and Wit and Wisdom.	12/13/2022 1:17 PM
301	SB seems to be listening to parents concerns about curriculum, ESL, & inappropriate books.	12/13/2022 1:07 PM
302	Strong leadership and communication skills by principals (such as Adam Cripps @ Ellis Middle), strong well-rounded curriculum, well-rounded after school activities and clubs, opportunities for trips	12/13/2022 12:49 PM
303	Pay raises- this needs to continue if we want to attract quality teachers/staff in a time where we can't fill critical positions. This includes support staff/custodians/bus drivers.	12/13/2022 12:48 PM
304	A degree of separation between the Federal government and its mandates. The ability for my children to attend class in person	12/13/2022 12:37 PM
305	Teachers	12/13/2022 12:27 PM
306	Emphasis placed on the arts and STEM career paths. School safety updates. SROs	12/13/2022 12:25 PM
307	Keeping CRT out of schools, continue to NOT teach gender diversity, continue to stay focused on academic basics	12/13/2022 12:25 PM
308	So much good. The curriculum is excellent and students are succeeding. Please continue the excellence and growth that Del and the board have nourished. We need a good steward who wants to build on the successes already in place, not disassemble recent progress.	12/13/2022 12:20 PM
309	Not much	12/13/2022 12:12 PM
310	Family input	12/13/2022 12:11 PM
311	Multiple different types of clubs, diversity, acceptance among staff for all students of all backgrounds	12/13/2022 12:00 PM
312	NA	12/13/2022 11:59 AM
313	Vocational teaching, college prep	12/13/2022 11:59 AM
314	Communication with Parents/Guardians.	12/13/2022 11:56 AM
315	stronger focus on CTE/Vocational classes across ALL schools	12/13/2022 11:55 AM
316	Rigor. High expectations.	12/13/2022 11:53 AM
317	Test scores continue to improve throughout the district, so I think it will be important to continue to place value in the teachers that are hired. Admin staff and teacher leaders should	12/13/2022 11:53 AM

	be shown appreciation for what they provide and should be expected to follow the district code of conduct	
318	It all seems to run smoothly	12/13/2022 11:52 AM
319	SCS excels in communicating with parents.	12/13/2022 11:52 AM
320	Community involvement	12/13/2022 11:51 AM
321	Valued parent input, traditional values, and allowing parents to be the teachers of identity in the home setting/keeping identify education out of schools	12/13/2022 11:49 AM
322	The arts are well-supported	12/13/2022 11:48 AM
323	I would like to see the school district continue to foster educational trips for the students.	12/13/2022 11:42 AM
324	Dedication to the promotion of diverse ideas and education of critical thinking	12/13/2022 11:34 AM
325	Good grades and allowing praying in school	12/13/2022 11:27 AM
326	There are more opportunities for STEM education and engagement for diverse learners.	12/13/2022 11:27 AM
327	Constitutional values, keeping Hollywood sick views away from kids	12/13/2022 11:25 AM
328	Focused on students	12/13/2022 11:19 AM
329	No bully policy. This is the only school my kids have been to where they are not bullied every day	12/13/2022 10:48 AM
330	SCS is made up of both excellent traditions and new initiatives. Both need to be honored.	12/13/2022 10:46 AM
331	EL awareness and training for ALL teachers	12/13/2022 10:38 AM
332	Unity Learning Center programming	12/13/2022 10:15 AM
333	Our director needs to be personable and know the employees. It is sad when the Central Office staff does not know employees. The schools are doing amazing things. We need less intervention from Central Office and let the teachers teach.	12/13/2022 10:10 AM
334	The CTE departments have been very well supported.	12/13/2022 10:00 AM
335	The attention that is now given to the Social Emotional Learning of students.	12/13/2022 9:58 AM
336	teacher support.	12/13/2022 9:38 AM
337	-	12/13/2022 9:21 AM
338	Technology increasing at school level and funds to ensure we are catching up with other highly ranked school districts	12/13/2022 9:16 AM
339	Out of debt	12/13/2022 8:39 AM
340	The school board and director listening to teachers and seeking their input when making decisions.	12/13/2022 8:36 AM
341	Community Outreach Programs, Ongoing Professional Development, Coaching for Educator Growth and Retention, Educator/Support Staff Compensation Awareness, Sustainable Building and Growth Plan, Implementing Curriculum with Integrity, Academic and Behavioral Support TIERS, Student Benchmarking and Progress Monitoring, Collaborative District-Wide Instructional Support Teams, Employee Recruitment Programs, High Quality Benefits Packages	12/13/2022 8:34 AM
342	The teachers and their heart, determination, and resilience in a place where they are underappreciated	12/13/2022 8:31 AM
343	All the community events that station camp helps out with	12/13/2022 8:28 AM
344	I appreciate each school's enviroment, one of learning and community.	12/13/2022 8:25 AM
345	The communication between teacher, parent, and student is one thing that is going well and I would like to see continued.	12/13/2022 8:06 AM
346	Good teachers.	12/13/2022 8:05 AM

347	Extracurricular activities	12/13/2022 7:49 AM
348	Safety at schools and have students ready for college	12/13/2022 7:40 AM
349	Increased pay for all personnel and increases in funding being put towards student and teacher resources. A strong push to fund our schools adequately due to years of lack luster funding prior to Dr. Phillips.	12/13/2022 7:09 AM
350	Good schools, preparing for growth, qualified teachers, investments in sports and arts.	12/13/2022 6:54 AM
351	Several teachers who care about students, opportunities, STEM	12/13/2022 6:51 AM
352	Nothing other than not shutting down because of Covid-19.	12/13/2022 6:44 AM
353	90-100 a grade scale	12/13/2022 6:43 AM
354	Career training. Rigorous paths for high achievers.	12/13/2022 6:43 AM
355	My daughter has enjoyed the Health Sciences program at Westmoreland High School. I would like to see that continue for those that want that career path.	12/13/2022 6:39 AM
356	I would like to see this school system stay funded. Our school system is funded and that needs to continue.	12/13/2022 6:35 AM
357	Great teachers, support for the schools	12/13/2022 6:24 AM
358	Maintaining focus on traditional values in education.	12/13/2022 5:28 AM
359	High graduation rate and college admissions, AP courses, Stem and CTE opportunities, great theatre programs	12/13/2022 12:08 AM
360	We have a wonderful school system and I would like for it to stay that way.	12/12/2022 11:04 PM
361	Some schools have great communication with parents and work well with parents for their children's needs.This makes such a difference in learning .	12/12/2022 10:50 PM
362	Programs that bring the whole school together	12/12/2022 10:40 PM
363	High achievement goals. Top rated schools. Christianity.	12/12/2022 10:39 PM
364	Variety of clubs	12/12/2022 10:00 PM
365	Raises for employees and importance student athletes	12/12/2022 10:00 PM
366	Autonomy for schools that are thriving to operate within broad outcome-based guidelines	12/12/2022 9:38 PM
367	Push by the school board to increase the inclusivity and social emotional learning of our children.	12/12/2022 9:26 PM
368	Trying to minimize bullying	12/12/2022 9:21 PM
369	continue competitive teacher salaries to retain effective teachers; our board members work harmonious with our current Director; good balanced budget and building innovative schools	12/12/2022 8:58 PM
370	I enjoy learning new things at the Administrative Inservices.	12/12/2022 8:51 PM
371	Family activities	12/12/2022 8:28 PM
372	Good education	12/12/2022 8:25 PM
373	Special education services	12/12/2022 8:08 PM
374	Robotics, arts, STEM classes.	12/12/2022 8:06 PM
375	Strong sense of community	12/12/2022 8:04 PM
376	Maintain the program that identifies and challenges "gifted" children.	12/12/2022 8:00 PM
377	The houses in elementary schools, STEM programs and Title 1	12/12/2022 7:11 PM
378	Great schools and leaders who are invested in students.	12/12/2022 7:09 PM
379	Communication with parents.	12/12/2022 7:00 PM
380	We are surrounded by some incredible schools but challenges with many new people moving	12/12/2022 6:57 PM

	here. Growing the infrastructure while maintaining the high standards is key.	
381	New programs	12/12/2022 6:54 PM
382	Stem focus	12/12/2022 6:43 PM
383	Passionate teachers and great parent/teacher communication	12/12/2022 6:41 PM
384	Emphasis placed on traditional education.	12/12/2022 6:31 PM
385	Quality of education	12/12/2022 6:30 PM
386	SRO	12/12/2022 6:21 PM
387	Peer buddies, special Olympics, sports including cheerleading	12/12/2022 6:09 PM
388	Technology	12/12/2022 6:03 PM
389	Some of the good things I think should be continued are celebrating teachers and students, asking for teacher input, and Possip surveys for parents.	12/12/2022 5:58 PM
390	High levels of academic achievement and success; school safety; feeling like schools remain more conservative/traditional in curriculum	12/12/2022 5:45 PM
391	Not many....	12/12/2022 5:41 PM
392	Curriculum & support of the Arts. So much emphasis is put on school sports that academics & things like marching band/competitions and the hard work that goes into these kinds of programs get swept under a rug. Please encourage all schools to continue to recognize these things. Some schools do, but not all.	12/12/2022 5:41 PM
393	We are currently disappointed with our children's schooling.	12/12/2022 5:26 PM
394	Focused on schools and not politics	12/12/2022 5:21 PM
395	high scores and great communication	12/12/2022 5:19 PM
396	I like the opportunities given at the high school level. I like the teachers and principals at my children's schools.	12/12/2022 5:18 PM
397	School activities; parties; music, arts, opportunities for learning. Assistance in learning for children of all learning levels.	12/12/2022 5:12 PM
398	Singing programs	12/12/2022 5:09 PM
399	Rejection of cultural CRT and wokeness	12/12/2022 5:09 PM
400	Our schools have performed very well under the current leadership, and while there is always room for improvement, we are one of the top school districts in the state. Let's keep climbing! We have a new campus of schools that are state of the art, and all of our high schools offer significant opportunities for students to explore a variety of competitive career pathways and find a ways to excel. While all SCBOE employees should be paid more, increases have been made recently so that SCS is a relatively competitive school system to work in.	12/12/2022 5:09 PM
401	Preparing students for the challenges that are in front of them. Either college or work.	12/12/2022 5:05 PM
402	New school board members	12/12/2022 4:49 PM
403	Children getting proper education with certain teachers	12/12/2022 4:46 PM
404	Cultivating the Student Teacher academic relationship	12/12/2022 4:41 PM
405	Lots of technology and technological programs	12/12/2022 4:35 PM
406	We stick to educating our children and keep the politics out.	12/12/2022 4:34 PM
407	Learning being fun! It needs to be to make an impact	12/12/2022 4:32 PM
408	N/A	12/12/2022 4:31 PM
409	Effective coaching, ongoing PL, student centered thinking for the most part	12/12/2022 4:31 PM
410	Providing top quality curricula and facilities	12/12/2022 4:28 PM



## Sumner County Director of Schools Search Survey

SurveyMonkey

411	Sumner County has great teachers & safe schools	12/12/2022 4:27 PM
412	The academic instruction	12/12/2022 4:23 PM
413	Continued emphasis on STEAM, providing teachers continued training/support to allow them to implement classroom teaching strategies relevant to curriculum.	12/12/2022 4:17 PM
414	Stem programs, multiple opportunities for kids to feed their intellect outside of basic math, science, and ELA	12/12/2022 4:15 PM
415	2 recesses for kindergartners	12/12/2022 4:04 PM
416	STEM/STEAM programs should continue to be supported	12/12/2022 3:59 PM
417	Family inclusion in child learning. Focus on reading and math.	12/12/2022 3:33 PM
418	Seeing all the schools in our county exceed expectations. Our middle school in Westmoreland is one of the best run schools I've ever seen.	12/12/2022 3:29 PM
419	Getting the "good old boys" out. Getting new people in without attachments to the past director.	12/12/2022 3:20 PM
420	Extra activities like dissecting a squid and robotics.	12/12/2022 3:17 PM
421	Reward Schools, CTE Program, AP Scholars Program, Continue to see Blue Ribbon Shools	12/12/2022 3:13 PM
422	Teaching Respect for teachers, values, family like atmosphere.	12/12/2022 2:51 PM
423	Well educated teachers in the classrooms.	12/12/2022 2:49 PM
424	Some schools prepping the students foe College.	12/12/2022 2:49 PM
425	One on one help with students	12/12/2022 2:46 PM
426	The teachers have been wonderful. Retaining them is important.	12/12/2022 2:44 PM
427	Bolstering a safe, harmonious, and healthy learning environmen.	12/12/2022 2:41 PM
428	Unity after school program, Socratic Seminars	12/12/2022 2:37 PM
429	High quality teachers, teacher longevity	12/12/2022 2:32 PM
430	Forecasting for growth. Sumner County just continues to grow.	12/12/2022 2:29 PM
431	school autonomy; a director invested for the long haul	12/12/2022 2:28 PM
432	Teach them how to read and write and do arithmetic	12/12/2022 2:27 PM
433	The sense of community, small school feel in a large district, open communication	12/12/2022 2:07 PM
434	Rejection of Critical Race Theory. Parental input on school policies.	12/12/2022 2:05 PM
435	Continued School improvement and increased funding	12/12/2022 1:52 PM
436	It seems that the principals are given some latitude within their schools to manage as they see fit. I like that because each school is different and requires a variety of approaches.	12/12/2022 1:46 PM
437	Teachers!	12/12/2022 1:36 PM
438	We love the small town feel where everyone knows everyone. My son feels so important when a teacher remembers his name, that he hasn't even had yet.	12/12/2022 1:21 PM
439	Helping bring salaries for teachers and non certified staff to compete with other school systems.	12/12/2022 1:10 PM
440	Electronic communications to parents about school and district activities	12/12/2022 1:02 PM
441	Good academic instruction; competent and professional employees	12/12/2022 12:54 PM
442	I have been impressed with CTE & STEM opportunities for students. I would like to see more opportunities to expand into the rural area schools.	12/12/2022 12:52 PM
443	Getting professionals teaching certs	12/12/2022 12:21 PM
444	Communication & the involvement with parents & the community.	12/12/2022 12:18 PM

445	We are certainly elated to see Dell Phillips go. All monthly meetings need to be open to parents and have an open forum with an email sent to parents of topics for discussion for each meeting. Not every parent is concerned about the same items.	12/12/2022 12:16 PM
446	We have an outstanding AP program, and the county is very good about getting us the resources we need.	12/12/2022 12:09 PM
447	Na	12/12/2022 12:08 PM
448	I see principals and teachers reaching out to involve the school community. Teachers are trusted to maintain their own classrooms without interference.	12/12/2022 12:08 PM
449	Children have fun especially around holidays things that make them love to come to school	12/12/2022 12:07 PM
450	How they have bring the community together	12/12/2022 12:06 PM
451	Recognizing hard working teachers and administration. Good repour with our community and from outsiders looking in- specifically that families want to come live and go to Sumner County Schools..	12/12/2022 12:06 PM
452	Sumner county has many award schools, and is doing its best to manage growth.	12/12/2022 12:04 PM
453	Good sense of community, accountability, SRO's	12/12/2022 12:04 PM
454	Advocating for the best interest of the children as a whole rather than individual students	12/12/2022 12:01 PM
455	Continued recruitment of top educator talent; Continued improvement of facilities; Continued expansion of curriculum in hands-on skills (I.e. STEAM) as well as real-world skills (i.e. Computers, "shop", agriculture, etc.)	12/12/2022 11:55 AM
456	Sense of community, focus on learning, openness, core curriculum instead of too much fluff.	12/12/2022 11:50 AM
457	There are some great teachers and administrators that should stay	12/12/2022 11:49 AM
458	Nothing good is going on lately.	12/12/2022 11:48 AM
459	Increasing student's scores and offering of various options from virtual,middle college, vocational paths.	12/12/2022 11:45 AM
460	Reward	12/12/2022 11:42 AM
461	That Dr. Philips is out and you are sending this survey asking our opinions. Continue asking the parents of children in the schools their opinions.	12/12/2022 11:39 AM
462	Sumner County Schools has been great at focusing on education, making learning fun, and overall minimizing political and social issues. Please continue to focus on education and do not let the daily noise around us interrupt real education. So far you all have done a great job! Thank you.	12/12/2022 11:31 AM
463	We have some schools, teachers, and principals which continue to excel no matter what their obstacles	12/12/2022 11:30 AM
464	Everything. I love the way our schools operate	12/12/2022 11:28 AM
465	I love the fact that PTO has the chance to be involved with our schools to help our children	12/12/2022 11:22 AM
466	STARS counseling, social-emotional awareness (although it has faded dramatically after 2020- it was adopted due to the pandemic, but unfortunately it was very short lived), optional schools/alternate ways students can "do school" but still be part of a public school	12/12/2022 11:17 AM
467	Schedule, benefits, community partnerships, school specific PL opportunities based on needs of the school	12/12/2022 11:17 AM
468	Raises for classified employees. Pay increase for Subs. This needs to continue to happen every year so we can staff our buildings.	12/12/2022 11:16 AM
469	Appropriate funding for all of our schools.	12/12/2022 11:13 AM
470	I like that STEM and CTE are involved in every High School and see the benefit for more programs in all building and strting in middle school.	12/12/2022 11:03 AM
471	The drive for our kids to do more and do better than what they think they can.	12/12/2022 10:59 AM



472	The teachers and staff given respect and authority to do their jobs without interference from fringe extremism.	12/12/2022 10:56 AM
473	Support for special education teachers	12/12/2022 10:54 AM
474	Communication and parental rights being respected	12/12/2022 10:51 AM
475	Student/teacher ratios, STEM programs	12/12/2022 10:51 AM
476	We have a lot of caring and encouraging teachers , coached ,principles and vice principles!	12/12/2022 10:51 AM
477	I like how SCS gives students supplies at the beginning of the year.	12/12/2022 10:50 AM
478	The flexibility that each school has to have their own identity.	12/12/2022 10:49 AM
479	New grading scale	12/12/2022 10:47 AM
480	Dr. Phillips has done an amazing job with our budget and putting SCS in a good position financially.	12/12/2022 10:46 AM
481	Teachers and administration that cares and listens and have our children's safety as a top priority	12/12/2022 10:41 AM
482	My kids are learning! We came from Illinois and the education is so much better here! There is no wokeness in my kids school. My child loves the STEM instruction. They keep the discipline in so there is minimal opportunity for bullying and mischief!	12/12/2022 10:38 AM
483	Being open and aware to different cultural backgrounds. We cannot just listen to loud, conservative people.	12/12/2022 10:37 AM
484	Programming is good...hope to see that grow and more opportunities for clubs (Drama Kids) come back for elementary kids.	12/12/2022 10:36 AM
485	Passion for excellence in education and focus on student safety	12/12/2022 10:36 AM
486	Continue developing the CTE program	12/12/2022 10:35 AM
487	Teacher communication with parents	12/12/2022 10:35 AM
488	The past funding of our school system. Still having high expectations for our schools and teachers.	12/12/2022 10:34 AM
489	The only good thing going on is the sports.	12/12/2022 10:23 AM
490	Sumner County Schools is slowly getting away from nepotism with the election of a new board. I strongly feel that employees of Sumner County Schools should not hold positions on the board for obvious reasons.	12/12/2022 10:19 AM
491	Free lunch, Christmas angels clothes shopping, and back to school angels clothes shopping	12/12/2022 10:12 AM
492	Focused areas of instruction / curriculum which also allow for students to obtain some level of certification. The amount of honors and AP classes offered in a variety of disciplines.	12/12/2022 10:11 AM
493	CDC classes	12/12/2022 10:10 AM
494	Rewards programs for students good behavior	12/12/2022 10:07 AM
495	Communication from school level	12/12/2022 10:06 AM
496	AP classes, CTE offerings, caring teachers and support staff	12/12/2022 10:06 AM
497	Our schools are doing well on tests for the most part so that is a positive but I would like to see classroom teachers given more freedom to teach their way.	12/12/2022 10:06 AM
498	Communication with teachers and parents	12/12/2022 10:00 AM
499	Communication	12/12/2022 9:57 AM
500	Opportunities for CTE to expand and be offered to students to get them work-force ready, whether they decide to continue to college or not	12/12/2022 9:53 AM
501	Teachers care, however are not supported through materials and professional learning opportunities.	12/12/2022 9:52 AM

502	Extra curricula activities	12/12/2022 9:50 AM
503	Collaboration between departments, Unity Afterschool programs	12/12/2022 9:50 AM
504	Teachers and student learning	12/12/2022 9:49 AM
505	Prayer in school	12/12/2022 9:46 AM
506	Publicizing the accomplishments of students, teachers, and schools.	12/12/2022 9:45 AM
507	Our county is growing. We need to continue to build new schools.	12/12/2022 9:41 AM
508	Community involvement	12/12/2022 9:39 AM
509	Emphasis on learning skills that will serve them in the real world.	12/12/2022 9:38 AM
510	Praising of students, both academically and characteristically! Acknowledging teachers who are doing their job well!	12/12/2022 9:22 AM
511	Raises for CDC and all staff. Opening new schools.	12/12/2022 9:20 AM
512	Teachers are paid well as compared to other Tennessee counties. They work really hard to give the teachers and faculty training.	12/12/2022 9:15 AM
513	Get rid of wit and wisdom.	12/12/2022 9:12 AM
514	Avoidance of liberal progressive ideologies.	12/12/2022 9:11 AM
515	Schools ability to adapt to change	12/12/2022 9:09 AM
516	Honestly, very little. There aren't sound practices in place that are student centered. Staff takes precedent and it's unacceptable.	12/12/2022 9:05 AM
517	Athletic period	12/12/2022 9:04 AM
518	School improvemens (physical building, student opportunities, technology, etc), pay raises to be comparable to cost of living/other school districts/businesses	12/12/2022 9:03 AM
519	The increased presence of school resource officers was a great decision. I hope our district continues to make good decisions to keep our children safe.	12/12/2022 9:01 AM
520	Budgeting to run schools successfully, focus on rigorous instruction	12/12/2022 8:52 AM
521	Good schedules, good benefits, great kids, good community support	12/12/2022 8:52 AM
522	Good academic accomplishments	12/12/2022 8:50 AM
523	Continue the current track of successful education, with the goal to seek further improvements.	12/12/2022 8:49 AM
524	Support and protection of teachers.	12/12/2022 8:47 AM
525	I would like the community to be more involved and be listened to.	12/12/2022 8:46 AM
526	collaboration between schools	12/12/2022 8:43 AM
527	Growth in so many wonderful and diverse school programs!	12/12/2022 8:42 AM
528	Strong educational opportunities for students.	12/12/2022 8:42 AM
529	We respect the focus solely on education, not cultural or social opinions.	12/12/2022 8:40 AM
530	Great school leadership, wonderful school environment, top notch academics	12/12/2022 8:34 AM
531	keep things like they are. we dont need a cycle of change every 5-8 years. we dont need to rebrand sumner county.	12/12/2022 8:34 AM
532	a leader in education of our children.	12/12/2022 8:31 AM
533	Summer learning programs, high school trade programs, continuing education assistance, new technology in schools, and good teachers who enjoy their jobs	12/12/2022 8:30 AM
534	The passionate and hard-working teachers and aides that are at each school, day-in and day-out. We have phenomenal men and women who choose to step up and support our students,	12/12/2022 8:28 AM

not just with instruction, but also to help students with outside struggles the student may be facing. Continued support of programs such as STARS and other mental health services is an excellent way to continue to support our classroom teachers. The teachers cannot teach and counsel, but we can identify when a student may need additional services. Having somewhere to suggest that they go for additional support is a blessing and brings peace of mind in the current climate we teach in (i.e. mass school shootings). It is scary to see a child struggling with their mental health, and hope that that they don't have access to a firearm. Ensuring that there is a team at every school that teachers can alert when there is a concern for a student is an important resource that I hope is at every school (and if it is not, should be implemented).

535	No CRT	12/12/2022 8:19 AM
536	The amount of STEAM accreditation of schools.	12/12/2022 8:18 AM
537	Continued and enhanced emphasis on the safety of our children while in school	12/12/2022 7:59 AM
538	Attention to the needs of employees in regards to pay and benefits.	12/12/2022 7:50 AM
539	Salary raises for teachers, support of music programs in elementary school-high school, good relationship with County Commission	12/12/2022 7:32 AM
540	Test scores are up, teachers are being rewarded, money is being spent to us on par with surrounding districts	12/12/2022 7:12 AM
541	N/A	12/12/2022 6:47 AM
542	Student Education Growth	12/12/2022 6:18 AM
543	Companionship	12/12/2022 6:06 AM
544	Quality of education, community minded policies, inclusivity	12/12/2022 5:18 AM
545	ACT PREP, ACT Testing,	12/12/2022 3:04 AM
546	STEM schools	12/12/2022 1:00 AM
547	Having an excellent Magnet school, excellent teachers and staff	12/11/2022 11:33 PM
548	Instructional coaching	12/11/2022 10:54 PM
549	Community involvement	12/11/2022 10:23 PM
550	Not much	12/11/2022 10:04 PM
551	We have some great teachers in this county. Unfortunately we are so tired I don't see many of us sticking around for the long hall. Too many demands from all sides, not just county.	12/11/2022 9:46 PM
552	Sense of community among the schools, stability of principals	12/11/2022 9:44 PM
553	School supplies bought by board	12/11/2022 8:44 PM
554	Academic gains, seen as a leader among the counties surrounding Nashville area.	12/11/2022 8:24 PM
555	Good communication between school personnel and parents and/or guardians.	12/11/2022 8:24 PM
556	Community outreach and STEM integration.	12/11/2022 8:23 PM
557	Strong teachers	12/11/2022 8:11 PM
558	Title one and stem	12/11/2022 7:45 PM
559	Sumner County has one of the best school systems in the state right now.	12/11/2022 7:37 PM
560	I have been an employee for 26 years. The raise we received this year was wonderful. Thanks for who thought we deserved it	12/11/2022 7:23 PM
561	I believe that the school, not the board, is teaching civic duty and should continue	12/11/2022 7:10 PM
562	Caring about student needs in life and school.	12/11/2022 7:08 PM
563	EB Wilson online school, Middle college	12/11/2022 7:06 PM
564	Focus on the students first	12/11/2022 7:00 PM

565	Moving away from politically driven education back towards the basics.	12/11/2022 6:49 PM
566	Working with kids and families understanding needs	12/11/2022 6:26 PM
567	Put more into our teachers and continued training for them.	12/11/2022 6:00 PM
568	Not happy with Sumner County at this moment	12/11/2022 5:47 PM
569	Lack of CRT woke policies	12/11/2022 5:41 PM
570	We have fantastic teachers.	12/11/2022 5:30 PM
571	New board members	12/11/2022 5:24 PM
572	High test scores	12/11/2022 5:23 PM
573	Listening to one another	12/11/2022 4:49 PM
574	Teacher input	12/11/2022 4:46 PM
575	Sports in elementary	12/11/2022 4:28 PM
576	Good teachers who care about their students.	12/11/2022 4:06 PM
577	Building rapport amongst students and their SRO's	12/11/2022 3:59 PM
578	The success of the individual schools is contributed to the administration and staff of those schools.	12/11/2022 3:36 PM
579	Continuing addition of AP courses and CTE options (high school level)	12/11/2022 3:36 PM
580	Safe environment for all	12/11/2022 3:25 PM
581	Lunch program	12/11/2022 3:22 PM
582	Teacher raises, the increased funding per student over the past several years is imperative to continue.	12/11/2022 3:15 PM
583	Family oriented, limited "woke" indoctrination	12/11/2022 3:10 PM
584	Communication with parents	12/11/2022 3:07 PM
585	Prioritize kids over politics and no common core curriculum taught in the schools.	12/11/2022 3:05 PM
586	Keep God in schools	12/11/2022 3:05 PM
587	One on one communication with the remind me app	12/11/2022 3:05 PM
588	Can't think of any	12/11/2022 3:05 PM
589	teacher input is extremely valuable since they are in the thick of it every day!	12/11/2022 2:42 PM
590	STEM	12/11/2022 2:28 PM
591	adoption of curriculum	12/11/2022 2:16 PM
592	Positive results in reading writing math. Basic education.	12/11/2022 2:14 PM
593	Keeping the schools in good condition. Maintaining cleanness.	12/11/2022 1:35 PM
594	Na	12/11/2022 1:32 PM
595	Financial oversight by the county commission.	12/11/2022 1:30 PM
596	Providing school supplies, excellent teachers, policies regarding Covid, school calendar/breaks	12/11/2022 1:15 PM
597	A focus on academics as well as cultural and local history.	12/11/2022 1:11 PM
598	Excellent Steam programs	12/11/2022 12:58 PM
599	Education school growth	12/11/2022 12:57 PM
600	I think that embracing diversity is a good thing going on at my child's school. I think it's great that parent correspondence is offered in Spanish.	12/11/2022 12:57 PM
601	Growing support and good idea of infrastructure for special education.	12/11/2022 12:52 PM

602	High - quality curriculum, support of community during hard times	12/11/2022 12:51 PM
603	SEL initiatives,STEAM , and developing leadership skills in teachers and staff	12/11/2022 12:48 PM
604	Inclusion and fun after school programs for the kids and family functions.	12/11/2022 12:44 PM
605	So far, Summer seems to have done a good job of focusing on the essentials of education.	12/11/2022 12:38 PM
606	Student forward school activities for students and families!	12/11/2022 12:37 PM
607	Strong leadership that values the students, teachers and parents	12/11/2022 11:56 AM
608	The support schools get from the Director of Schools, as well as an excellent knowledge of how to maintain and increase the fiscal budget for the schools.	12/11/2022 11:49 AM
609	Excellent budgeting.	12/11/2022 11:48 AM
610	Continued advancements towards stem education and out of the box on the job training courses for students to prepare them for life and career.	12/11/2022 10:49 AM
611	Haven't seen any long lasting "good" things.	12/11/2022 10:36 AM
612	New schools. Our schools are sending budgets that properly fund our schools.	12/11/2022 10:23 AM
613	New schools and old ones being updated, an attempt to make all classrooms one-to-one with technology, more support staff being hired to assist the special education students, the focus remains on academics, and we are good at welcoming our new students to the area.	12/11/2022 10:18 AM
614	Lots of great programs to help students!	12/11/2022 9:56 AM
615	Many schools have achieved award school status. Teachers and administrators should be celebrated for their success in service.	12/11/2022 8:39 AM
616	Education	12/11/2022 8:21 AM
617	Emphasis on education	12/11/2022 8:16 AM
618	Raises for all staff teachers and support personnel	12/11/2022 8:12 AM
619	STEM programs, Communication with parents	12/11/2022 8:11 AM
620	The change in the school board and subsequent challenge of new members is great. I love to see discussions of content rather than yes men and women for Del Phillips. I love that Del Phillips was reminded that he works for the board and community not the other way around. The dictatorship has hopefully ended. Looking forward to more clear and OPEN public conversation.	12/11/2022 7:54 AM
621	When there's so much room for improvement it's difficult to answer this question.	12/11/2022 7:36 AM
622	Strong instruction	12/11/2022 7:08 AM
623	Our culture and commitment to the kids without too much impact from trends or outside sources continues to be the reason we love it here. We are committed to raising a family in an area where kids are expected to excel but they can still have fun. We also like being in a more conservative school system.	12/11/2022 7:02 AM
624	Hazardous road safty school closure procedures	12/11/2022 6:59 AM
625	Food and clothing drives for our families in need.	12/11/2022 6:42 AM
626	STEAM focus	12/11/2022 6:39 AM
627	A lot of teachers and students work hard to do well. However, we need to figure out a way to get back to the basics of education like reading, writing and math. Too much time spent on Social Emotional Learning which does NOT help the students mature into rational human beings. Bullying also needs to be addressed!	12/11/2022 2:40 AM
628	My daughter goes to a hybrid school where she does some of her work from home. I like the flexibility of it and the fact that she can work at her own pace.	12/11/2022 12:12 AM
629	Growth and achievement at certain schools.	12/11/2022 12:01 AM

630	Respect for parents place in their children's lives and keeping school wholesome and about education.	12/10/2022 10:32 PM
631	CTE Programs,	12/10/2022 10:01 PM
632	School supplies being provided.	12/10/2022 9:42 PM
633	SRO OFFICERS IN EVERY SCHOOL	12/10/2022 9:27 PM
634	I want scores to increase. That would be a good thing but I am not sure it is happening.	12/10/2022 9:17 PM
635	Work closely with Vol State. Maintain high standards. Hire teachers with subject matter expertise.	12/10/2022 9:10 PM
636	I don't believe I've noticed much of any good things in Sumner County Schools. If anything, I am extremely disappointed with the school district and the lack of interest they take in their students and the lack of programs they provide for the students. They only focus on the students passing the ACT, their EOC's, and sending them to the military. There is no focus on teaching trades, encouraging growth, building relationships or confidence. This district is dying along with the town of Hendersonville.	12/10/2022 9:04 PM
637	MHMS, Stem schools	12/10/2022 8:49 PM
638	A broad range of curricula that provides both practical knowledge and problem solving skills for students and personal enrichment and encouragement	12/10/2022 7:19 PM
639	Getting rid of literature that steals our childrens' innocence forcing them to grow up	12/10/2022 7:18 PM
640	Unsure	12/10/2022 6:56 PM
641	Support for teachers and staff	12/10/2022 6:24 PM
642	Teachers are working hard for students to experience success in school. Curriculum is strong. RTI in elementary schools.	12/10/2022 5:51 PM
643	Continue to put emphasis on keeping up with building new facilities and making improvements to older facilities. Investment should be made to get older athletic facilities up to par with new schools.	12/10/2022 5:42 PM
644	The fiscal management area	12/10/2022 5:29 PM
645	CTE devlopment	12/10/2022 4:53 PM
646	Focus on academic strength	12/10/2022 4:48 PM
647	Investment in schools. Increased salaries. Curriculum selection that leads to academic excellence and cultural literacy.	12/10/2022 4:44 PM
648	I love the acceptance of diversity and new ways of thinking.	12/10/2022 4:36 PM
649	Building schools.	12/10/2022 4:26 PM
650	There are a select few teachers at each school that truly want to help kids learn and reach their potential. I want those teachers celebrated and hopefully light a fire in the teachers that are not living up to that standard of teaching right now.	12/10/2022 3:44 PM
651	Continue to grow our CTE programs.	12/10/2022 3:43 PM
652	collaboration of educators across the county, outstanding CTE programs, increasing AP/honors courses	12/10/2022 3:30 PM
653	STEAM Programs and facility improvements	12/10/2022 3:27 PM
654	Continued partnership with parents and communication.	12/10/2022 3:14 PM
655	budget	12/10/2022 3:12 PM
656	Planning and implementation of new schools (buildings), improved test scores and other benchmarks, clear communication	12/10/2022 2:57 PM
657	We have a few good teachers and administrators. That's about it.	12/10/2022 2:50 PM
658	Support for arts, music, library, and PE programs.	12/10/2022 2:44 PM



659	Continue Increasing Vocational Programs	12/10/2022 2:29 PM
660	Family involvement	12/10/2022 2:13 PM
661	I would love to see someone that has experience both as a parent and with special needs children. I want someone that take pride in the schools and school system that they represent.	12/10/2022 2:00 PM
662	providing basic school supplies for the students and school safety	12/10/2022 1:31 PM
663	High quality academics	12/10/2022 1:10 PM
664	Raises for staff. Sumner county is the 2nd richest county in the state, yet one of the least paid. Faculty and staff are leaving for better pay.	12/10/2022 12:55 PM
665	Meeting the cost of living for all our personal	12/10/2022 12:45 PM
666	Athletics, Educational Field Trips, Increased STEM Schools	12/10/2022 12:31 PM
667	Emphasis on academics and up skilling classroom instructors	12/10/2022 12:17 PM
668	Providing competent pay for teachers	12/10/2022 12:05 PM
669	get back to teaching the basics!	12/10/2022 12:02 PM
670	Students that are struggling are getting one to one instruction with the staff for better understanding.	12/10/2022 11:44 AM
671	Conservative/family values.	12/10/2022 11:16 AM
672	Increased access to technology; more Stem accreditations; summer learning program-Summer Scholars	12/10/2022 11:04 AM
673	Focus on base skills like reading	12/10/2022 11:03 AM
674	Continue the push for school clusters to find ways to collaborate more often.	12/10/2022 11:01 AM
675	None	12/10/2022 10:36 AM
676	Solid teaching	12/10/2022 10:35 AM
677	Communication, support of teachers (salary raises), great test scores, has updated schools	12/10/2022 10:30 AM
678	SOME of the teachers.	12/10/2022 10:24 AM
679	Guild elementary has a positive, enthusiastic vibe. The principal and staff are cheerful and inviting. The teachers are super easy to communicate with. The principal at Gallatin High School is also amazing. He is very fair, thoughtful and committed to the students and parents.	12/10/2022 10:10 AM
680	All of it. Dr. Phillips has done an amazing job	12/10/2022 9:58 AM
681	Freedom for Christians and all people	12/10/2022 9:50 AM
682	Growth, Good Schools that prepare kids, being realistic about public education,	12/10/2022 9:47 AM
683	Career path students are being given more opportunities.	12/10/2022 9:39 AM
684	Quality education/ the best teachers	12/10/2022 9:39 AM
685	Cte programs— and they need to have expanded access	12/10/2022 9:33 AM
686	Conservative values, in person learning without mask requirements	12/10/2022 9:29 AM
687	Our teachers are amazing and there is significant parental involvement and support.	12/10/2022 9:23 AM
688	Continued academic improvement and a district that has the resources needed to be effective for all students and families.	12/10/2022 9:14 AM
689	The teachers love our kids	12/10/2022 9:01 AM
690	Wonderful teachers & admin at schools who are trusted to do their best each day. Adequate monetary funds provided to each school. Free school supplies for all students. Investing in quality curriculum.	12/10/2022 9:00 AM
691	I like that there have been new elected school board members that can ensure the parents,	12/10/2022 8:39 AM

	families and students are heard. That needs to continue to happen	
692	Positive relationships with the teachers, the teachers at GHS going above and beyond for the students! Also I have gained a lot of great friendships with the people in the Sumner County school system!	12/10/2022 8:35 AM
693	Improved facilities	12/10/2022 8:26 AM
694	Engaging Stem schools	12/10/2022 8:21 AM
695	The growth of our schools in academics, and the STEM recognition and programs throughout the county.	12/10/2022 8:16 AM
696	A strong focus on hiring instructional leaders as administrators, rather than the good ole boy system or simply managerial style leaders.	12/10/2022 8:15 AM
697	Variety of programs and resources for students at all levels	12/10/2022 8:11 AM
698	Communication with student on mental health.	12/10/2022 8:09 AM
699	Continuing to focus on actual education to support students to become competent in life.	12/10/2022 8:05 AM
700	Parental involvement. Regardless of their views, they are involved and want what's best for the schools.	12/10/2022 8:05 AM
701	Curriculum	12/10/2022 7:54 AM
702	Creative learning	12/10/2022 7:47 AM
703	No CTE... Preserve American history and equip the students with knowledge that promotes a responsible citizen	12/10/2022 7:36 AM
704	The changing infrastructure investing the needs of our growing communities.	12/10/2022 7:30 AM
705	Schools are safe, good role models in authority, diversity in clubs, sports, etc	12/10/2022 7:27 AM
706	Teacher incentive step raise.	12/10/2022 7:27 AM
707	Career training and I'd love to see these at all schools- HHS has marketing, FFA, even medical training, along with the dual enrollment option.	12/10/2022 7:24 AM
708	Overall student success rate	12/10/2022 7:10 AM
709	Stem. Any out of classroom/real life experiences	12/10/2022 7:08 AM
710	Support for teachers to give good lessons. Supplying necessary materials and funding is critical.	12/10/2022 6:46 AM
711	New career development options like aviation and culinary. Modernize facilities.	12/10/2022 6:36 AM
712	I feel like the county has the best interest of the students. Please keep an officer at every school and continue monitoring safety of our students I would like to see driver's education come back, and what about the guidance counselors advising athletes on academics? I don't see much involvement there.	12/10/2022 6:34 AM
713	Schools are doing an amazing job. Let them do their job without intervention from the board and director.	12/10/2022 6:23 AM
714	Sumner County does a good job of making new things available for their students.	12/10/2022 6:14 AM
715	Improved pay for all employees	12/10/2022 5:19 AM
716	Planning for population growth and maintenance/improvements of existing infrastructure	12/10/2022 4:38 AM
717	We need to return Sumner County to their emphasis on academics. Unfortunately for our students curriculum such as Wit & Wisdom and "scripted" teaching is replacing academics.	12/10/2022 2:35 AM
718	The curriculum is inclusive and broad. I love that!	12/10/2022 2:33 AM
719	Commitment to curriculum that is effective for the wide range of students in SCS. Continuation to value the school leadership, teachers, and other staff, both in salary and in praise. Continuation to try to isolate schools from politics.	12/10/2022 1:26 AM



720	Growing of system and mitigation of overcrowding.	12/10/2022 12:40 AM
721	Summer Schools are taking a more conservative approach to selecting curriculum, which is important to protect our children, while still properly educating them.	12/10/2022 12:15 AM
722	Middle college, librarians standing up for books, would like to see more exposure to different career fields to help high schoolers figure out what fields they might enjoy	12/10/2022 12:12 AM
723	Community support for the schools	12/9/2022 11:37 PM
724	The communication between teachers & parents thru email, remind, newsletters etc; community & family participation in school events; strong interpersonal relationships between school faculty/staff and parents/families; the sheriff/police officer presence; the Pledge of Allegiance being said daily.	12/9/2022 11:18 PM
725	All academic categories have improved dramatically under Dr. Phillips. That should continue. The school district is in a great place with their budget. Maintaining that fiscal health has helped the district excel. The commitment of improving the district schools facilities has also helped the district move forward. The district needs to stay committed to continue with teh additions and renovations district wide to provide the best learning environment for the students.	12/9/2022 11:04 PM
726	CTE/electoral classes	12/9/2022 10:59 PM
727	Strong quality curriculum; great school leaders and teachers	12/9/2022 10:31 PM
728	School events	12/9/2022 10:28 PM
729	Seeking input from staff	12/9/2022 10:21 PM
730	For the most part great, compassionate teachers devoted to teaching our kids.	12/9/2022 10:13 PM
731	Teaching the same material across schools for each grade.	12/9/2022 10:06 PM
732	Leadership pathways	12/9/2022 10:05 PM
733	Increasing academic offerings. Vocational training.	12/9/2022 9:52 PM
734	A sense of community.	12/9/2022 9:49 PM
735	Unique strengths and cultures in individual schools and communities	12/9/2022 9:36 PM
736	Great culture of putting our students and their needs first, as well as families.	12/9/2022 9:23 PM
737	Good teachers	12/9/2022 9:20 PM
738	High academic expectations, well-rounded education with options for a variety of student interests and post-high school paths	12/9/2022 9:19 PM
739	Sumner County Schools have always been strong and would like to continue.	12/9/2022 9:15 PM
740	Continued successes of our teachers and students	12/9/2022 9:14 PM
741	Not much. Staff shortage - TA's should get an increase in pay. Where are students actually are rather than money being throw toward admin. Students are suffering from district decisions.	12/9/2022 9:12 PM
742	Prayer in schools, community engagement,	12/9/2022 9:11 PM
743	Teachers that aren't over worked and are supported by the administration.	12/9/2022 9:09 PM
744	Quality teaching, rewarding good student behavior, extracurricular activities for students who don't prefer sports	12/9/2022 9:09 PM
745	The	12/9/2022 9:03 PM
746	Strong academic excellence, not confirming to wokeness that's not beneficial for education	12/9/2022 9:02 PM
747	Continued improvement in college readiness and emotional learning.	12/9/2022 8:53 PM
748	I wish I had an answer to this. Our schools are beyond broken, driven by capitalism and personal interests.	12/9/2022 8:51 PM
749	Different programs for all kinds of kids, for example sports or theatre, or music	12/9/2022 8:39 PM

750	Nothing	12/9/2022 8:38 PM
751	Strong CTE programs, variety of co-curricular programs for students, strong academic programs	12/9/2022 8:29 PM
752	I'd like to see, teachers & staff being more involved with their students. More hands on. Security. I'll	12/9/2022 8:28 PM
753	the concerted efforts to overcome COVID years.	12/9/2022 8:23 PM
754	Programs and classes for non college students.	12/9/2022 8:16 PM
755	The board being less strict on certain ineffective curriculum.	12/9/2022 8:10 PM
756	Great teachers, excellent leaders and supportive staff in each school. Schools care about their families	12/9/2022 8:06 PM
757	Love seeing all Westmoreland schools as reward schools.	12/9/2022 8:04 PM
758	Communication	12/9/2022 8:04 PM
759	Teacher/ Student relationships.	12/9/2022 7:59 PM
760	At this point nothing. They say we have the best school system but I cannot tell. This no child left behind crap is a joke!	12/9/2022 7:58 PM
761	Ranking in the county, community involvement and understanding, strong academic	12/9/2022 7:57 PM
762	Keep the liberals out of our school system.	12/9/2022 7:53 PM
763	Not much	12/9/2022 7:44 PM
764	Sumner county has alot of unique programs that are engaging and beneficial to the education and development of students. There are plenty of extracurricular opportunities both in and out of the traditional classroom environment. The options that are given to the high school for attending middle college/dual enrollment and AP class offerings is exceptional and provide unique ways to further their future careers.	12/9/2022 7:34 PM
765	Top notch Teachers and Staff . That Principles stand completely supported of their staff. No Political issues.	12/9/2022 7:27 PM
766	Teacher raises.	12/9/2022 7:25 PM
767	Not many at this time unfortunately.	12/9/2022 7:23 PM
768	Strong academics, hate Witt and Wisdom	12/9/2022 7:20 PM
769	I would like to see the communication lines continue between school and parents. The online and mobile communication are a plus to parents	12/9/2022 7:20 PM
770	Machine shops and wood shops--trade shops-- are coming back to the schools, culinary and agricultural as well	12/9/2022 7:18 PM
771	Testing scores rising and giving rewards for increased scores to encourage.	12/9/2022 7:16 PM
772	Valued staff at PEMS	12/9/2022 7:15 PM
773	Teachers being kind to student	12/9/2022 7:13 PM
774	No mask mandates.	12/9/2022 7:13 PM
775	Buying the school supplies was helpful.	12/9/2022 7:11 PM
776	Safety and well being of course children	12/9/2022 7:10 PM
777	Great Teachers and Administrators who are dedicated to students. Rigorous ELA and Math curriculums.	12/9/2022 7:01 PM
778	Better elective options in the high schools, more importance being placed on fine arts	12/9/2022 7:00 PM
779	Music and theater programs.	12/9/2022 7:00 PM
780	My family's personal experience has been positive this far. It's important to always strive for excellence in all issues presented to the Board.	12/9/2022 7:00 PM

781	All current programs are strong	12/9/2022 6:59 PM
782	Healthcare, curriculum choice, and the new schools	12/9/2022 6:58 PM
783	All changes made by Dr Phillips and team	12/9/2022 6:55 PM
784	Building schools with space for the future	12/9/2022 6:51 PM
785	N/A	12/9/2022 6:48 PM
786	School scores, people seem happy and proud of Sumner county	12/9/2022 6:48 PM
787	Good communication to parents- wide variety of extracurricular activities	12/9/2022 6:36 PM
788	Flexibility. More choices for students that can excel. More support. There's not enough support for ambitious and high performing students.	12/9/2022 6:35 PM
789	STEM growth	12/9/2022 6:33 PM
790	STEM and CTE options.	12/9/2022 6:32 PM
791	Many programs (arts and vocational) that are being cut or lack funding in other districts	12/9/2022 6:30 PM
792	CTE classes in high school, magnet school	12/9/2022 6:27 PM
793	Still to be seen as a Freshman's mother, but so far I see that our schools have several college programs to be started while still in High School that will give our students a jump start into their career. Strong ROTC at HHS!	12/9/2022 6:27 PM
794	Seeing the county attend school events, teachers being thought of more although it is still not enough, and updating the schools after years of some smaller country schools not getting revamped	12/9/2022 6:23 PM
795	Emphasis on children learning academics and preparing for their future.	12/9/2022 6:18 PM
796	Connection between administration and students.	12/9/2022 6:17 PM
797	I really appreciate the level of rigor for middle school and above. I think it's great kids are held to high expectations. I also like Witt & wisdom and how it encourages critical thinking, reflection and creativity.	12/9/2022 6:16 PM
798	Low teacher to student ratios compared to other counties	12/9/2022 6:13 PM
799	Dedication to the student's education. We did not "close"during COVID and test scores demonstrated their dedication.	12/9/2022 6:11 PM
800	Sumner county has a decent fine arts program, but the program should be better funded, supported, and encouraged.	12/9/2022 6:06 PM
801	Not much. Please let the teachers going back to being teachers. All of the standards they try to meet are ridiculous.	12/9/2022 6:05 PM
802	Special education students being able to stay in school until they turn 22.	12/9/2022 6:05 PM
803	Changes of the people who've held power long term, without actually making progress that's good.	12/9/2022 6:04 PM
804	The new classes and opportunities being offered at Liberty Creek schools. Hopefully they can soon be offered at other schools.	12/9/2022 5:55 PM
805	Ms Sanders	12/9/2022 5:51 PM
806	Wit and Wisdom, Structural Leadership, Communication	12/9/2022 5:50 PM
807	Na	12/9/2022 5:49 PM
808	The way the teachers are teaching now is great. BUT MT CONCERN IS MORE PROTECTION THE ONE OFFICER THAT IS A SENIOR BY THE WAY AND WE NEED BEETER PROTECTION AND BETTER LOCK SYSTEMS WHERE NOTHING OR NOBODY CAN GET INTO THE SCHOOLS NO MATTER WHAT	12/9/2022 5:48 PM
809	None that are with continuing as the results are not translating to test scores.	12/9/2022 5:46 PM

810	Classifying all our elementary schools as Stem schools. HS/COLLEGE programs,	12/9/2022 5:33 PM
811	I have had 3 kids and 2 grandkids graduate from sumner county and I have more grandkids in school or will be starting in a few years. I just want everybody to get a good education.	12/9/2022 5:32 PM
812	Skyward provides opportunities for parents to follow their child's progress.	12/9/2022 5:25 PM
813	Continued focus on supporting students with all needs, including social, physical, academic, and emotional needs. Students in schools today are experiencing significant trauma at home which has a direct impact on their ability to learn and grow at school. We need supports in our schools that help students and teachers combat this trauma.	12/9/2022 5:23 PM
814	Allowing for children to have access to books with characters who look and have similar life experiences as them.	12/9/2022 5:23 PM
815	Community involvement	12/9/2022 5:20 PM
816	Appreciate professionals who want the best for our young adults.	12/9/2022 5:19 PM
817	I believe the system is actual corrupt. I believe the schools do not work hand and handle together with policy and practices. I feel like the school can do better at the discipline actions and steps taken. The communication of staff lacks terribly. It needs to be corrected.	12/9/2022 5:17 PM
818	Hopefully starting to implement wage increases for maintenance and other underpaid employees	12/9/2022 5:17 PM
819	Honestly... not much. The free school supplies are helpful.	12/9/2022 5:10 PM
820	SRO at every single school in the county!!!	12/9/2022 5:08 PM
821	We as a county need a complete change in our education system!	12/9/2022 5:08 PM
822	S ema that the children do have a voice and that teachers at EB Wilson listen and help. This doesn't happen in the regular public schools, the kids are just a number in the other middle and high schools and there is bullying going on whether admitted or not	12/9/2022 5:01 PM
823	Not much woke bullshit	12/9/2022 4:58 PM
824	None	12/9/2022 4:55 PM
825	Focus on academics, sports, you know everything that should be taught in schools, and nothing that should not be taught such as what is being done in California, Oregon, and New York, for example.	12/9/2022 4:55 PM
826	No more portables	12/9/2022 4:48 PM
827	Putting new people in positions of power	12/9/2022 4:47 PM
828	Community awareness of classroom activities	12/9/2022 4:42 PM
829	N/A	12/9/2022 4:38 PM
830	Fine Arts programs and support, teacher support	12/9/2022 4:38 PM
831	Someone who has been in the Sumner Co school system & is familiar with our needs	12/9/2022 4:37 PM
832	Westmoreland high school and elementary schools are still small and very family oriented and need to continue.	12/9/2022 4:30 PM
833	Academic standards from school to school are the same	12/9/2022 4:25 PM
834	They are good for one race need to even that out for all	12/9/2022 4:25 PM
835	Funding classroom supplies.	12/9/2022 4:24 PM
836	Quality Curriculum, employment of strong leadership in positions at building level, community development and support, improving support for families in need. Compassion for students and families. Constant encouragement of employees to work to their best ability.	12/9/2022 4:20 PM
837	Free Student resources for tutoring, new schools being built, more stem accreditation	12/9/2022 4:18 PM
838	Teacher to student ratio	12/9/2022 4:15 PM

839	there are some great teachers and teaching methods. Also really like the abundance of clubs and groups for kids to join.	12/9/2022 4:14 PM
840	Good transparency and communication with the parents regarding all things relative to our children and their education.	12/9/2022 4:14 PM
841	I think we have some great teachers and schools but as far as what this director has done, he does not listen, does not relate to teachers, does not even live in our area and he has never had kids in our school system. He opens up a new school and spend tons of money on it when there were other school that needed work and we needed a new school out Dobyns Pike, not where he put it.	12/9/2022 4:12 PM
842	STEM/STEAM	12/9/2022 4:10 PM
843	Good communication throughout the schools; every school in the district being improved yearly. Putting students and their education first.	12/9/2022 4:08 PM
844	Sense of community. Protection of kids from political agendas and trends. There is enough cultural influence around them already. School leaders should educate, protect, and encourage our children without imparting biased ideologies on them.	12/9/2022 4:06 PM
845	We have a great curriculum and leaders at the elementary level. We are in a good place with ELA and Math programs. The behavior programs with Ron Clark's houses builds positive community in the schools. Our Guidance program is strong! The teacher leaders are effective and a great place to build understanding and ask questions. SROs give a great deal of support and peace within the buildings.	12/9/2022 4:04 PM
846	Salaries are improving. Need to catch up and even surpass surrounding counties.	12/9/2022 4:03 PM
847	Strong curriculums, positive working environment, positive learning atmosphere for students, support for teachers and administrators.	12/9/2022 4:03 PM
848	resistance to book banning tendencies	12/9/2022 4:02 PM
849	We have wonderful leaders that are continuing to hold our kids and our parents accountable. We have schools that build positive relationships and partnerships with students, teachers and parents.	12/9/2022 4:02 PM
850	I think the schools I have experience with, the principals have kept us parents well informed. Good communication is definitely key.	12/9/2022 3:58 PM
851	Dr. Phillips leaving is a good thing	12/9/2022 3:57 PM
852	New, honest and analytical school board members voted onto the school board	12/9/2022 3:54 PM
853	Excellent sports teams, strong academic standards	12/9/2022 3:47 PM
854	ESL instruction	12/9/2022 3:44 PM
855	Teachers and staff who continue to pour their hearts into our kids education and lives. Except Coach Dupree. He needs to go!	12/9/2022 3:42 PM
856	Supporting special Ed! We are neglected, but we need so much support!	12/9/2022 3:38 PM
857	Tutoring programs, guidance counselors available to students, college course available	12/9/2022 3:36 PM
858	Love the communities	12/9/2022 3:34 PM
859	Schools relationships with communities including churches	12/9/2022 3:33 PM
860	Growth!	12/9/2022 3:32 PM
861	Officer on campus. Pledge of Allegiance.	12/9/2022 3:31 PM
862	Accountability	12/9/2022 3:29 PM
863	Continue stem program	12/9/2022 3:29 PM
864	Teacher pay raises and providing more PL as individual groups	12/9/2022 3:28 PM
865	Keeping political agendas and liberal social agendas out of the schools is the most important factor in the public school system. Schools need to be teaching foundational and life skills. I	12/9/2022 3:24 PM

	think Sumner County needs to maintain this standard.	
866	More clubs, especially in middle school	12/9/2022 3:23 PM
867	Limited CRT, focus on CTE	12/9/2022 3:22 PM
868	Safety measures for the students.	12/9/2022 3:22 PM
869	The Steam School is great and would love to see it go to middle & high school aged kids.	12/9/2022 3:21 PM
870	College classes in high school	12/9/2022 3:17 PM
871	MoMore schools. Liberty Creek is a great example, ability for kids to go out of of zone if needed or desired	12/9/2022 3:16 PM
872	the passionate staff and administrations at my childrens school. They not only care about the "scores"but they care about our children	12/9/2022 3:14 PM
873	Some of the best schools in the state	12/9/2022 3:14 PM
874	Keeping technology upgraded.	12/9/2022 3:13 PM
875	Individual student learning and understanding	12/9/2022 3:13 PM
876	N/A	12/9/2022 3:10 PM
877	Seeing the different avenues for children to gain an education - STEM, STEAM, Magnet, Middle College, Trade Schools	12/9/2022 3:07 PM
878	The leader in innovative education	12/9/2022 3:06 PM
879	We are continuing to grow academically. I want to see that continue. Teachers are respected and treated as professionals. That is appreciated and I hope the next leader will continue to treat us in that manner. We do not need a micromanager.	12/9/2022 3:06 PM
880	Good teachers	12/9/2022 3:04 PM
881	The teachers, staff and admins. Support services. Academic Clubs and extra curriculars. Community outreach.	12/9/2022 3:03 PM
882	The budget is balanced and more \$\$ is going to schools, teachers, and staff. Raises and building improvements, which never happened with any of the other 2 directors, have been consistent with Dr. Phillips. That needs to continue.	12/9/2022 3:03 PM
883	Strong Leadership from the Director of Schools in accountability	12/9/2022 3:02 PM
884	Challenging curriculum. Good teacher retention.	12/9/2022 3:02 PM
885	CTE - - Growth overall	12/9/2022 3:01 PM
886	Continue building program as county overbuilds.	12/9/2022 2:57 PM
887	I want to see teachers to be advocated for like they are at my school.	12/9/2022 2:57 PM
888	Building of schools that compare well with other counties, use of computers at all levels of instruction, leadership in instruction and curriculum like we currently have.	12/9/2022 2:57 PM
889	Programs and work targeted around student behavior. Programs that help kids identify their own triggers, and needs and work to address those. Providing tissues, hand sanitizer and such for classrooms.	12/9/2022 2:56 PM
890	AP and academics continuing to improve/grow; CTE opportunities; support for teachers and students; high quality facilities	12/9/2022 2:55 PM
891	The raise was a positive move this year; so cost-of-living raises and other pay structures should be adjusted regularly and be competitive in order to attract and retain quality educators.	12/9/2022 2:55 PM
892	Extra help with slower students.	12/9/2022 2:53 PM
893	Most schools seem to be ran efficiently.	12/9/2022 2:52 PM
894	Successful programs and wonderful teachers and administrators	12/9/2022 2:51 PM
895	Student inclusion	12/9/2022 2:50 PM



896	Focus on the best for our students	12/9/2022 2:48 PM
897	Coaching	12/9/2022 2:45 PM
898	I like there is a lot of opportunity for highschool students to learn different trades if college bound is not path they want to pursue	12/9/2022 2:44 PM
899	Student accomplishments, STEM learning expanding	12/9/2022 2:43 PM
900	I feel my kids' have top notch teachers and school staff. I love the STEM aspect and options available to my high schooler. I feel my kids are receiving a great education. I think our new director needs to continue our schools on the path Dr Phillips has them on.	12/9/2022 2:39 PM
901	Prevention programming, character development and life skills. CTE offerings and job trainings	12/9/2022 2:38 PM
902	Good instructors and curriculum.	12/9/2022 2:37 PM
903	Good student first atmosphere	12/9/2022 2:37 PM
904	Continued skills based education in technology and development	12/9/2022 2:37 PM
905	Standards Based Instruction..Community Schools	12/9/2022 2:36 PM
906	Working in the schools, as an educator, feels safe.	12/9/2022 2:31 PM
907	Keeping children in school with pandemics tra	12/9/2022 2:30 PM
908	Great teachers and staff that care about our kids	12/9/2022 2:29 PM
909	We have amazing teachers we need to work to keep them.	12/9/2022 2:27 PM
910	Nothing so far. Not impressed with none of the schools. Been bullied by staff when first moved here and director didn't even address. And staff never listens and so defensive. Bully in schools should be stopped all together.	12/9/2022 2:27 PM
911	School communication	12/9/2022 2:27 PM
912	There are good things going on?	12/9/2022 2:26 PM
913	I would love to see teachers and staff continuing to get raises, especially being adquent with the cost of living.	12/9/2022 2:26 PM
914	The support of STEAM programs in schools. The creation of small support groups within the school to help kids become better adjusted and have better mental health.	12/9/2022 2:26 PM
915	The extra help before and after school for struggling students.	12/9/2022 2:25 PM
916	Wit and wisdom is a good curriculum that promotes thought and touches on important subjects in an integrated approach.	12/9/2022 2:25 PM
917	Provide enough time for after school activities/sports (less homework)	12/9/2022 2:24 PM
918	1. High School programs that give students an edge in the work force. 2. Sumner County is finally embracing a changing culture and becoming more flexible with their students and employees to reflect new ideas and lifestyles.	12/9/2022 2:24 PM
919	Safety for schools	12/9/2022 2:23 PM
920	The continued Support from community partners and outreach programs	12/9/2022 2:21 PM
921	The diversity of classes especially at the high school level. Although they should be offered consistently at every high school.	12/9/2022 2:21 PM
922	Union and Merrol Hyde	12/9/2022 2:20 PM
923	Nothing	12/9/2022 2:19 PM
924	Communication	12/9/2022 2:19 PM
925	Strong Academics across all schools.	12/9/2022 2:18 PM
926	Caring, involved teachers and admin. Principal discretion in implementing state truancy policies when the template does not match reality.	12/9/2022 2:18 PM

927	Taking care of the teachers! Managing and improving the budget. Making this county more desirable to work in than other neighboring counties, i.e. pay, benefits, standards, etc.	12/9/2022 2:17 PM
928	Teacher Support in the Classroom	12/9/2022 2:16 PM
929	Great programs are available for kids whether those are educational, club, or athletic activities.	12/9/2022 2:15 PM
930	Strong music and arts programs	12/9/2022 2:14 PM
931	Sports and extracurricular activities support	12/9/2022 2:14 PM
932	Variety of opportunities for students to explore so many interests- CTE, the arts, athletics, college credit in high school	12/9/2022 2:13 PM
933	All schools need the learning tools available at Liberty Creek. Start with making it equal across the county.	12/9/2022 2:12 PM
934	Leadership Academy. High standards for instruction and assessment.	12/9/2022 2:11 PM
935	competitive pay, focus on time students are actually in the class room	12/9/2022 2:05 PM
936	Scott Langford	12/9/2022 2:04 PM
937	The administrative leadership at TW Hunter Middle School	12/9/2022 2:03 PM
938	Tutoring Program in Schools.	12/9/2022 2:00 PM
939	The pay for subs and the raises teachers have gotten the past several years	12/9/2022 1:59 PM
940	The county continues to grow and the school system has stayed ahead of the curve. I think they have their pulse on the growth of our students.	12/9/2022 1:59 PM
941	Increase pay to draw talent	12/9/2022 1:58 PM
942	Teachers are good	12/9/2022 1:58 PM
943	Successful sports	12/9/2022 1:58 PM
944	None right now	12/9/2022 1:58 PM
945	I don't know, I think sumner county schools are a joke . Especially at station camp middle school under current mcClean leadership.	12/9/2022 1:57 PM
946	Studies in advanced math/ELA; opportunities for STEM/STEAM; extracurricular studies in the form of fun clubs!	12/9/2022 1:57 PM
947	We have amazing teachers. I would like to see their pay increased. I would like to see additional pay given to those that work in special Ed.	12/9/2022 1:55 PM
948	good communication	12/9/2022 1:54 PM
949	High quality education	12/9/2022 1:53 PM
950	Initiation and open to new programs.	12/9/2022 1:53 PM
951	I want a leader who genuinely loves kids. I don't care about a masters degree. I want common sense and the best interest of the children.	12/9/2022 1:53 PM
952	High quality instruction and high academic standards.	12/9/2022 1:53 PM
953	Pay raises for all employees	12/9/2022 1:52 PM
954	Current curriculum of elementary and middle schools. Field trips and the ability to create an exciting learning environment. Also keeping the schools away from the new MSM messaging regarding the awful practice of teaching transgender and other inappropriate subjects.	12/9/2022 1:52 PM
955	More schools like Liberty Creek	12/9/2022 1:51 PM
956	There is a culture of excellence and community that is focused on the student. I would like to see that continue. It appears that the district is more unified than others I have seen.	12/9/2022 1:51 PM
957	Accountability (at least at my school)	12/9/2022 1:51 PM
958	Opportunities, clubs, sports, events, education	12/9/2022 1:49 PM



959	Majority of teachers care and continue to teach .	12/9/2022 1:47 PM
960	stay away from all the politics you see in nashville	12/9/2022 1:46 PM
961	Programs and organizations that help students with needs both physical and emotional. We need as many people/organizations that the county can provide to help with the vast emotional needs of our students.	12/9/2022 1:45 PM
962	Stem	12/9/2022 1:44 PM
963	Raise the bar in lower, middle, and high school education. Give additional funding to schools especially those in need to improve their education to the students.	12/9/2022 1:43 PM
964	Most teachers have a level headed approach and some curb faulty curriculum in favor of common sense. Must remove wits and wisdom COMPLETELY. It's a TERRIBLE curriculum.	12/9/2022 1:37 PM
965	Community and programs for our underprivileged students	12/9/2022 1:36 PM
966	Speaking for WES- the teachers are focused on teaching the kids and making learning fun. They want to see the students succeed. SCS provides the students with resources to learn and gives opportunities for families to be involved.	12/9/2022 1:36 PM
967	The Remind App has been very helpful and beneficial in communication.	12/9/2022 1:36 PM
968	investing in a wide range of education options, CTE/Vocational workforce, job ready skills, and career paths.	12/9/2022 1:35 PM
969	Portland Schools NEED technology for EVERY KID!!!	12/9/2022 1:27 PM
970	Stem programs, preschool	12/9/2022 1:27 PM
971	Progressive thinking and strong financial planning.	12/9/2022 1:25 PM
972	Ap & CTE courses, STEM focus, quality curriculum	12/9/2022 1:23 PM
973	??	12/9/2022 1:22 PM
974	Firm decisions regarding COVID were made and followed. Follow through is critical. I appreciate when teachers receive notes from the director-makes us feel appreciated. I like the focus on getting high quality curriculum in our schools.	12/9/2022 1:20 PM
975	Salaries have been slowly trending upward and catching up to our neighboring counties. This needs to continue. We cannot continue to attract quality educators (TAs, teachers, and administrators) without a boosting salaries.	12/9/2022 1:19 PM
976	We are seeing a trend where those in leadership are not only asking for feedback, but using it to make decisions. Please continue to ask the community, parents, teachers, and principals for feedback. Communicating how this feedback is used is so important. We need to see that voices are being heard.	12/9/2022 1:18 PM
977	growth in test scores, dedicated teachers; Arts, theater, band and jrotc programs getting public recognition at the high school levels	12/9/2022 1:18 PM
978	Pay raises for all employees. A better pay scale will increase the quality of the workers.	12/9/2022 1:18 PM
979	I believe Dr. Phillips does a wonderful job with the budget. I feel as if he spends a good amount of time on this and it shows.	12/9/2022 1:16 PM
980	Not a lot. There needs to be a lot of change!	12/9/2022 1:15 PM
981	student controlled support clubs	12/9/2022 1:14 PM
982	The showing of employees that they are valued, by giving raises.	12/9/2022 1:12 PM
983	Success and focus on Stem programs. Students involvement in Humanitarian projects.	12/9/2022 1:12 PM
984	Making the children's education priority.	12/9/2022 1:12 PM
985	I appreciate that Pupil Services advocates for their employees and seems to be making some efforts to increase supports so that we can help these students	12/9/2022 1:12 PM
986	Decorating and helping kids	12/9/2022 1:11 PM

987	Opportunity for student enrichment in extracurriculars. Successful college admissions rates among seniors.	12/9/2022 1:11 PM
988	Our graduation rates have increased, ACT scores increased, scholarships increased, parent fees decreased, portables eliminated, etc. Sumner County rates in the top of the state in many areas, we have a balanced budget, and have dealt with a rapidly increasing student population.	12/9/2022 1:11 PM
989	For the most part, they communicate well with the parents.	12/9/2022 1:10 PM
990	Employee benefits	12/9/2022 1:09 PM
991	Support for families in our community, staff PD activities options	12/9/2022 1:09 PM
992	N/a	12/9/2022 1:05 PM
993	The teachers are committed to the children	12/9/2022 1:05 PM
994	teacher salary raises	12/9/2022 1:02 PM
995	Support for teachers	12/9/2022 1:02 PM
996	Sounds First/ Science of Reading aligned reading instruction (Foundations). The growth this program is giving to our students is amazing. Explicit reading instruction is essential.	12/9/2022 1:02 PM
997	Communication and community building seem strong.	12/9/2022 1:00 PM
998	Teacher feedback forms, the use of a Board for planning and voting on crucial SCS business, & paying for the student supplies at the beginning of the school year. Also, the county wide calendar.	12/9/2022 1:00 PM
999	Strong instruction and teacher support	12/9/2022 12:59 PM
1000	SCS has improved fiscal viability. However, current leadership has stopped listening to experts within the county and applied models that only worked in books.	12/9/2022 12:59 PM
1001	Replacing the string schools members of the school board and removing wit and wisdom from the curriculum	12/9/2022 12:58 PM
1002	I believe our current director has done a great job financially with the district. I believe he has also put people in the correct places understanding he cannot do it all. I believe it is important for a new director to understand their strengths and weaknesses and it is important for them to have the ability to hire the right people and trust the people they hire.	12/9/2022 12:58 PM
1003	Lead Educators in every building and the coaching that they do is having a direct impact on the teaching practices and outcomes on student achievement.	12/9/2022 12:55 PM
1004	Strong employee benefits, administrators that open to dialog between employees and parents, growing diversity of programs offered to students, support of arts programs	12/9/2022 12:55 PM
1005	To continue on this positive path that we have been on.	12/9/2022 12:54 PM
1006	Our teacher work extremely hard and they typically do what is best for students.	12/9/2022 12:54 PM
1007	Variety of programs available for all grades, continual upward growth with reading and math scores	12/9/2022 12:50 PM
1008	changes need to be made to get wild/unnecessary spending under control (ex. too much \$ going for people (positions) who are not in classroom and in many cases inequitable teacher scheduling)	12/9/2022 12:50 PM
1009	Na	12/9/2022 12:49 PM
1010	Na	12/9/2022 12:45 PM
1011	Keeping traditions and teaching the children what is important at the core. No indoctrination and opinions. That is what we'd like to continue to see!	12/9/2022 12:45 PM
1012	A school director who is supportive of teachers. Continuation of CTE programs, technical school, and middle college.	12/9/2022 12:44 PM
1013	Unsure	12/9/2022 12:42 PM
1014	STEM, enrichment programs	12/9/2022 12:40 PM

1015	Continue to provide a curriculum that teaches our children basic needs, life skills, people skills, and an openness to the real/true history of our country and that differences in people should be learned, not hidden.	12/9/2022 12:40 PM
1016	Support of classroom teachers & administration.	12/9/2022 12:39 PM
1017	High standards for student behavior	12/9/2022 12:39 PM
1018	The school system size, a sense of community, friendly employees and support of the students.	12/9/2022 12:39 PM
1019	JROTC programs and information about things like scouts, explorers, and access to mental health resources.	12/9/2022 12:38 PM
1020	fiscal management, communications from the Directors Office, Benefits	12/9/2022 12:37 PM
1021	They are keeping the LGBTQ crap out of the school.	12/9/2022 12:36 PM
1022	Most schools still focus on what is important: traditional family, only introducing sex education at an appropriate age while encouraging abstinence, the teachers and administration that our family have dealt with have been great.	12/9/2022 12:36 PM
1023	Continue raising teacher salaries to keep good teachers from leaving.	12/9/2022 12:35 PM
1024	Raise for teachers and staff, corporate environment, high academic standards and expectations	12/9/2022 12:35 PM
1025	I'm very happy with the opportunities Sumner County provides with STEM, the exceptional choice schools we offer, AP classes, CTE programs, support for the arts, successful Wit & Wisdom curriculum, high amount of reward schools and focus on helping Title IX schools receive those honors so everyone can achieve regardless of economic barriers, adoption of SEL curriculum like Character Strong and growth mindset education because kids who are well regulated and can work together will be in the best position for successful learning.	12/9/2022 12:35 PM
1026	More support for teachers, MORE funds for updated technology	12/9/2022 12:34 PM
1027	Title 1 program	12/9/2022 12:33 PM
1028	I'm not sure but there are a lot I would like to see changed.	12/9/2022 12:33 PM
1029	Helping kids succeeding in education and helping those in need and not leaving kids behind	12/9/2022 12:32 PM
1030	I truly don't believe there is much going on outside of EB Wilson that should be continued.	12/9/2022 12:32 PM
1031	The arts	12/9/2022 12:32 PM
1032	Diversity. Support of LGBTQ+ students	12/9/2022 12:28 PM
1033	The help they give kids that struggle	12/9/2022 12:26 PM
1034	Our teacher is doing great.	12/9/2022 12:26 PM
1035	High School CTE, choices for Professional Development for teachers	12/9/2022 12:25 PM
1036	Programs available to students, middle college, stem,	12/9/2022 12:24 PM
1037	Academic excellence and academic opportunities through programs, STEM schools, CTE programs, and a continued focus on paying a retaining employees.	12/9/2022 12:23 PM
1038	Continue to hire and retain skilled teachers. We need to be able to offer these teachers a salary that is comparable to our surrounding counties so that we don't loose well performing to teachers to other counties. Continue to work to increase the schools budget to allow this to happen. Continue keeping up with technology advances.	12/9/2022 12:23 PM
1039	Real life preparation, honors programs, AP programs	12/9/2022 12:21 PM
1040	Use of the Wilson reading program	12/9/2022 12:21 PM
1041	The teachers at Jack Anderson are top notch. I hope teachers are like this through the school system.	12/9/2022 12:19 PM
1042	Sumner Connect, Investment in Technology	12/9/2022 12:18 PM

1043	We have excellent educators who are pouring themselves into our students and schools.	12/9/2022 12:18 PM
1044	The community events are great. Generally speaking, the schools have been great. The SROs in every school are also great. Further security enhancements should continue. And I absolutely love the design of the Liberty Creek schools. This is how ALL schools should be designed.	12/9/2022 12:18 PM
1045	Smaller area schools are doing great work for our students and should be supported and rewarded.	12/9/2022 12:17 PM
1046	Community	12/9/2022 12:16 PM
1047	Wit and wisdom	12/9/2022 12:16 PM
1048	Na	12/9/2022 12:16 PM
1049	The access to equal amounts of technology at all school.	12/9/2022 12:15 PM
1050	We don't seem to succumb to the social pressures of vocal minority groups who wish to push agendas that harm children. We seem to have a moral compass in this district, which is of utmost importance.	12/9/2022 12:15 PM
1051	Renovation of older schools and adding more technology to have each school one to one.	12/9/2022 12:13 PM
1052	Salaries increasing, financial stability for all workers.	12/9/2022 12:13 PM
1053	Recognizing how important instruction time is and not interfering with that.	12/9/2022 12:12 PM
1054	Support of ALL the people in the school system	12/9/2022 12:11 PM
1055	Sumner County places an importance on providing opportunities for all of our students that develop 21st century skills. Sumner County needs to continue to prepare students for any and all post secondary opportunities depending upon the goals of students.	12/9/2022 12:09 PM
1056	Achievement, Growth Mindset, & Community Based Support	12/9/2022 12:08 PM
1057	The attention they give the kids	12/9/2022 12:07 PM
1058	Their focus on families and community outreach	12/9/2022 12:06 PM
1059	Student focused	12/9/2022 12:06 PM
1060	The implementation of some form of a prevention focused approach to supporting schools. The use of PBIS in schools because that creates a warm and culturally responsive environment for learning. The use of surveys such as this one to engage family input! The use of the Remind app to increase communication between home and school.	12/9/2022 12:06 PM
1061	student success and Community awareness of our schools	12/9/2022 12:05 PM
1062	Building better schools- improvements to current facilities- a commitment to be in school- teacher raises for more competitive pay	12/9/2022 12:05 PM
1063	communication and collaboration between BOE and the County Commission and ongoing effort to fund appropriate school initiatives and advanced technology for all Sumner County schools.	12/9/2022 12:04 PM
1064	The county has tutoring programs and some summer programs	12/9/2022 12:04 PM
1065	There are many thoughtful and caring people who work for SCS. I trust that the staff have the best interest of my and all children in mind.	12/9/2022 12:03 PM
1066	Increase in technical programs.	12/9/2022 12:02 PM
1067	safety of the students	12/9/2022 12:02 PM
1068	We are advancing our focus on expanding technology, listening to teachers and administrators concerns and striving to develop a plan to meet their specific needs, and establishing supports for not just academics student supports but the addition of behavioral. Just to name a few.	12/9/2022 12:01 PM
1069	School calendar and classroom materials like free school supplies are great things to continue	12/9/2022 12:00 PM
1070	Field day, extracurricular activities, recess, etc the focus for our children's futures	12/9/2022 12:00 PM
1071	Growth in essential positions such as nursing, mental health, and safety measures.	12/9/2022 11:59 AM

1072	Does what is best for county, not what others are doing	12/9/2022 11:59 AM
1073	ELA - wit and wisdom.	12/9/2022 11:58 AM
1074	Rising scores at most schools, focus on community ties through career and technical programs, teacher recruitment programs, increases in support staff pay (even though it needs to increase more to compete with pay in similar jobs outside of schools), Parent access to grades through Skyward (not the best system on the admin side but the level of access for parents is good)	12/9/2022 11:58 AM
1075	STEAM, investing in teachers and all employees, benefits, investments in current school buildings, data collection and (benchmarking) mastery connect/encase, benefits, seeking of rigorous curriculum.	12/9/2022 11:57 AM
1076	I would like to see the county continue to expand school buildings to keep class sizes low. I would also like to see improving older school buildings a priority. I really like the school supplies being provided by the county. I think Dr. Phillips has done a good job managing the fiscal aspects of the budget and funding in cooperation with the School Board and Count Commission.	12/9/2022 11:57 AM
1077	Financially supporting our students. Including providing school supplies at the start of the year for students. Also providing teachers with a respectable pay.	12/9/2022 11:56 AM
1078	Continued programming for students who struggle in Reading and Math; the pay raise for teachers was appreciated!	12/9/2022 11:56 AM
1079	good communication with parents	12/9/2022 11:55 AM
1080	We were lucky a few years ago to have a great county commissioners that did great voting to update all schools and allowed us to build much needed facilities. There are still some improvements needed and we need to continue looking and planning for future growth.	12/9/2022 11:55 AM
1081	Ability for students to go to the school that offers the courses they want to pursue even if they are not zoned for that school.	12/9/2022 11:54 AM
1082	Committed Faculty and staff	12/9/2022 11:54 AM
1083	Fiscal responsibility and growth planning	12/9/2022 11:54 AM
1084	Supporting our schools teachers and staff	12/9/2022 11:53 AM
1085	Commitment to excellence. People move to this area for the quality public school system.	12/9/2022 11:52 AM
1086	Schools seem to be run well but there is room for improvement.	12/9/2022 11:52 AM
1087	Sumner County has some tremendous teachers and students. I believe that administration needs to be more focused on teacher autonomy and let teachers who are proven, do what they do best, TEACH!	12/9/2022 11:52 AM
1088	No CRT. No porn in the school libraries	12/9/2022 11:51 AM
1089	Testing scores	12/9/2022 11:50 AM
1090	Safe Schools, quality teachers and education	12/9/2022 11:49 AM
1091	Adequate funding for janitorial staff and hygiene supplies (wet wipes, hand sanitizer, it would be could to have kleenexes again, none since 2020)	12/9/2022 11:49 AM
1092	Effective, challenging curriculum; incredible teachers, administrators, and staff; welcome and loving atmospheres; support for kids as they need it through the day. I could go on and on!	12/9/2022 11:49 AM
1093	A board and administration that is sensitive to and attempts to handle wisely and with grace the varying viewpoints of those in the county who are stakeholders in the educational system. When we as a county truly value education, we will make room for all viewpoints and strive to maintain civility in our discourse.	12/9/2022 11:48 AM
1094	High standards of education curriculum and pass rate	12/9/2022 11:47 AM
1095	Free programs	12/9/2022 11:47 AM
1096	The CDC department know actually being part of the schools in activities etc.	12/9/2022 11:47 AM

## Sumner County Director of Schools Search Survey

SurveyMonkey

1097	high expectations and opportunities for all students, a change to a 10 point scale grading scale in grades 3-12, a school year calendar agreeable to parents, students and teachers	12/9/2022 11:46 AM
1098	Salary increases for educators.	12/9/2022 11:45 AM
1099	STEAM, CTE programs, ongoing collaboration between district and stakeholders.	12/9/2022 11:43 AM
1100	Where's the question asking if they should be required to live in the county and if they have children actually attend the public schools in the county?	12/9/2022 11:41 AM
1101	Lots of community support	12/9/2022 11:41 AM
1102	The use of Foundations in K-2 since it aligns with the science of reading. Decoding and phonics are critical for learning to read - guessing and balanced literacy are not!	12/9/2022 11:41 AM
1103	Teachers are showing up, teaching students, supporting them and seeking to grow them.	12/9/2022 11:40 AM
1104	Community engagement through vertical planning.	12/9/2022 11:39 AM
1105	Good communication with parents. Great teachers.	12/9/2022 11:39 AM
1106	Sumner County is moving in the right direction with supporting students with technology. I know there have been a lot of technology improvements, but I would like to see each classroom have a set of computers for student use. It is impossible to use technology efficiently when teachers are fighting for lab time and computer time, especially during EOC testing.	12/9/2022 11:39 AM
1107	Summer programming, inclusive curriculum and resource classes for students with disabilities	12/9/2022 11:37 AM
1108	Teacher support	12/9/2022 11:37 AM
1109	Money for technology and salary increases	12/9/2022 11:37 AM
1110	new school with updated technology; safety	12/9/2022 11:37 AM
1111	good sense of community, team oriented, and employees respected	12/9/2022 11:37 AM
1112	How great our schools are doing.	12/9/2022 11:36 AM
1113	Right now our school's focus on warning academics and academic subjects. This needs to continue. Schools should teach train and Focus on academics. We do not need social cultural Types of Initiatives or programs. Our schools do not need to look like Nashville schools or Memphis schools and terms of social cultural sorts of programming.	12/9/2022 11:36 AM
1114	The teachers, principals, and new construction on the new schools.	12/9/2022 11:36 AM
1115	Excellent educators and principals	12/9/2022 11:35 AM
1116	The teachers that we have are outstanding and they genuinely love our kids.	12/9/2022 11:34 AM
1117	improved community communication, diverse thinking, improvement of curriculum and continuing education for staff	12/9/2022 11:33 AM
1118	Putting money into technology	12/9/2022 11:33 AM
1119	Community involvement.	12/9/2022 11:32 AM
1120	Giving autonomy to school leaders and making sure that the voices of all parents and educators are heard.	12/9/2022 11:32 AM
1121	Multi levels of support for students - academically and behaviorally. Covid has had an enormous impact in students and is emotionally draining for school teachers and staff.	12/9/2022 11:31 AM
1122	Having a strong budget. We need to continue to provide competitive wages and programs at our school.	12/9/2022 11:30 AM
1123	.	12/9/2022 11:30 AM
1124	Supporting teachers, facility upgrades	12/9/2022 11:29 AM
1125	Funding for staff and teacher raises. Great staff that work hard to better the lives of the students. Improvement of technology for schools.	12/9/2022 11:29 AM



1126	I am impressed with the administration at the school level. I think Scott Langford does a great job of communicating.	12/9/2022 11:27 AM
1127	vertical alignment for k-12 curriculum, making changes based on feedback	12/9/2022 11:26 AM
1128	Though much maligned by a small but vocal group of citizens and far-right firebrands, Sumner County Schools are largely in good shape. Dr. Phillips and current leadership have, for the most part, allowed common sense and practical thought guide the school system for the past 11 years. Sumner County Schools are recognized by the Tennessee Department of Education as being innovative and proactive in meeting the needs of its various stakeholders. Furthermore, a significant part of the driving force of unprecedented growth in the county is the attractiveness of the school system to those seeking to move to a new area.	12/9/2022 11:26 AM
1129	The schools have a strong relationship with the communities in general. The communities and businesses within seem to really rally behind the schools. So that relationship is something that HAS to be upheld and continue to grow.	12/9/2022 11:25 AM
1130	CTE program offerings expanding.	12/9/2022 11:25 AM
1131	The one good thing is Vocational classes preparing students fo the future in work areas that will carry them through life. More vocational skills type classes need to be made available. I have attendanced the State Conferences 4 times over the years and there are som many Tennessee Counties that offer so much more than sumner county, we are behind in this area.	12/9/2022 11:25 AM
1132	Respectful and safe school environments	12/9/2022 11:24 AM
1133	Individual teachers are doing amazing work with so little support.	12/9/2022 11:24 AM
1134	Teacher support through professional developement and resources available. Increase in teacher pay,bonus, step and retirement.	12/9/2022 11:24 AM
1135	Diversity, all children's rights of being able to read books and not be banned based on other parent's opinions	12/9/2022 11:24 AM
1136	Dr. Phillips is a very personable director and I would like to see that continue, not the personality of previous directors.	12/9/2022 11:24 AM
1137	Excellent schools with lots of opportunities, many award winning schools. I'd love to see someone who can sustain and continue our trajectory of improving our schools and growing our offerings for students.	12/9/2022 11:23 AM
1138	Strong schools, increased technology, teacher pay increase	12/9/2022 11:22 AM
1139	Significant raises every year for both certified and classified.	12/9/2022 11:21 AM
1140	Continued push to Steam and Stem schools.	12/9/2022 11:21 AM
1141	Evaluating inappropriate material and making sure we stay focused on writing, reading and arithmetic.	12/9/2022 11:21 AM
1142	Leader in Tennessee, commitment to helping students and teachers being successful	12/9/2022 11:20 AM
1143	Some areas are good in numbers but not good for all involved.	12/9/2022 11:20 AM
1144	We have made much progress under Dr Phillips with increasing pay and technology in our county, but there is still more to do. Respect for teachers and general positivity towards education. Understanding that there will always be complaints, but generally moving forward with solid teaching and learning.	12/9/2022 11:20 AM
1145	Focus on inter-disciplinary collaboration. Long term planning for student accommodations and staff development.	12/9/2022 11:18 AM
1146	Sumner County has a GREAT school system. My hope is for the new director to maintain this.	12/9/2022 11:18 AM
1147	Calendar, special Olympics, games between schools	12/9/2022 11:18 AM
1148	Special Ed services	12/9/2022 11:17 AM
1149	Nothing. Get rid of Wit and wisdom and SEL learning. Stop worrying about test scores and let the teachers teach.	12/9/2022 11:16 AM
1150	Diversity	12/9/2022 11:16 AM

1151	Keeping SCS salaries comparable to other districts, advancement of technology, encouragement of teachers to advance degrees,	12/9/2022 11:16 AM
1152	School calendar love that the kids get the time off they deserve	12/9/2022 11:15 AM
1153	Respect for all race of children and those who struggle with English being the second language.	12/9/2022 11:15 AM
1154	Good Communication with parents/guardians	12/9/2022 11:14 AM
1155	Currently I think sumner county needs a complete overhaul. I feel that under our current director pride has played a part in many decisions and in turn our students were the ones that suffered. Such as the double rezoning that happened several years ago. Saving money was more important than planning ahead to prevent them from being shuffled around.	12/9/2022 11:14 AM
1156	AP curriculums	12/9/2022 11:14 AM
1157	Nothing	12/9/2022 11:13 AM
1158	I think our current expansion of opportunities available for students to develop skills that support them in trades and non-traditional career paths is essential	12/9/2022 11:13 AM
1159	La comunicación, actividades, compañerismo	12/9/2022 11:13 AM
1160	We currently have a director who cares about our school buildings, teachers, and students. Dr. Phillips has gone to bat for teachers and students and for many years we have had a budget to meet our needs. Currently we have effective communication and know what is going on in schools.	12/9/2022 11:13 AM
1161	School activities	12/9/2022 11:12 AM
1162	the communication system used to inform parents of things going on with the school system and their children is really great	12/9/2022 11:12 AM
1163	Raises - Dr. Phillips did not play when it came to our raises, our calendar is pretty amazing,	12/9/2022 11:12 AM
1164	Free school supplies	12/9/2022 11:11 AM
1165	Community outreach crossover with local and state agencies.	12/9/2022 11:11 AM
1166	Opportunity for all age level schools to be involved in some type of group or personal extra-curricular activities.	12/9/2022 11:11 AM
1167	I want to see the special education administration keep striving to be the best they can be for our special needs children!	12/9/2022 11:11 AM
1168	Sumner county has some wonderful teachers, administrators, and support staff. We provide a variety of ways to support our students and teachers.	12/9/2022 11:11 AM
1169	They are trying to put in place supports for the classroom, such as behavior consultants, general education behavior interventions and really move forward with SEL curriculum.	12/9/2022 11:11 AM
1170	I love all the positive publicity on social media!	12/9/2022 11:10 AM
1171	Great teachers	12/9/2022 11:10 AM
1172	Activities for the kids	12/9/2022 11:09 AM
1173	Special needs support, family-oriented activities, thoughtfulness to diversity	12/9/2022 11:09 AM
1174	Arts	12/9/2022 11:08 AM
1175	So far, Sumner has avoided becoming the ridiculous national spectacle that Williamson and other counties have been during board meetings and in handling current controversies. I am so, so glad for that, but I also know that many groups like Moms for Liberty are working very hard to bring their loud, divisive approach to Sumner as well. I think it's extremely important we remain focused on our students' and teachers' needs, not the wedge issues of an angry fringe.	12/9/2022 11:08 AM
1176	Music, science, arts, IT programs continue	12/9/2022 11:07 AM
1177	No masks and not requiring students to be vaccinated for Covid.	12/9/2022 11:07 AM



1178	Strong communication, sensitivity to parent and student needs, adaptability	12/9/2022 11:07 AM
1179	Vocational choices	12/9/2022 11:07 AM
1180	Curriculum is so important based on facts and science and not race. Equality among assistance for all those who need it.	12/9/2022 11:07 AM
1181	I would love to see the CTE program grow. I believe students should be allowed to attend out-of-zone schools if they show interest and effort in being part of a CTE program that is not offered at their home school.	12/9/2022 11:07 AM
1182	Sumner County has fantastic and loving teachers. I love the focus on critical thinking, character building and comprehension present in the curricula. Happily engaged teachers and students equals success	12/9/2022 11:07 AM
1183	Increased use of technology and plans for more, enhanced option schools, responsible fiscal management while planning for continued growth, increased opportunities for educator development, emphasis on ACEs and SEL, increasing EL staff to better support all learners.	12/9/2022 11:07 AM
1184	The best schools	12/9/2022 11:06 AM
1185	Union and Merrol Hyde	12/9/2022 11:06 AM
1186	Middle College High School as it has changed my daughter's life for the better.	12/9/2022 11:06 AM
1187	Maintain focus on the kids and quality education	12/9/2022 11:06 AM
1188	Great professional development offered to teachers, raises for all teachers	12/9/2022 11:06 AM
1189	Sumner County has made significant growth in many areas in recent years. At the elementary level, there is cohesive curriculum available. Pay raises have been enacted every year.	12/9/2022 11:05 AM
1190	Inclusion. Focus on superior education of ALL children. Do not ban books or teach one sided history. Focus on mak sure students are well rounded, ready for the future after graduation.	12/9/2022 11:05 AM
1191	Academic achievements	12/9/2022 11:05 AM
1192	Our Title 1 and CDC programs are amazing. The ESL accommodations are also great. The programs are reflective of regularly underserved groups, so it is great to see them in place.	12/9/2022 11:05 AM
1193	There are some good teachers	12/9/2022 11:04 AM
1194	Focus on effective CTE initiatives; rigor that leads to national merit scholars; emphasis on adequate facilities	12/9/2022 11:04 AM
1195	Sense of community. Effective communication with the County commissioners.	12/9/2022 11:04 AM
1196	The good things going on in our schools currently that really need to be continued would be the following: programs that are offered that support students wanting to enter a trade school after high school; incentives to gain more teachers.	12/9/2022 11:04 AM
1197	My children are thriving with the Wit & Wisdom curriculum, despite others being against it. I love the critical thinkers they are becoming.	12/9/2022 11:04 AM
1198	Increasing teacher salaries, as well as ALL school staff	12/9/2022 11:03 AM
1199	An increased willingness to spend money on instructional materials and building individual school culture.	12/9/2022 11:03 AM
1200	not much right now	12/9/2022 11:02 AM
1201	Art program and computer science.	12/9/2022 11:02 AM
1202	I would like to see a continuation of pay increase for all Sumner County School employees.	12/9/2022 11:02 AM
1203	arts programs seem sufficient & continuing those is crucial.	12/9/2022 11:01 AM
1204	Coming from living around the entire US, schools I have experienced in Sumner county are different. And it's all because the teachers for the most part seem to genuinely care. And not using Covid for an excuse to everything.	12/9/2022 11:01 AM
1205	Up to date materials and funding	12/9/2022 11:01 AM

## Sumner County Director of Schools Search Survey

SurveyMonkey

1206	Most prinipals are excellent - most teachers are excellent. If you want to really find out what's good and bad, anonymously survey Central Office Staff.	12/9/2022 11:01 AM
1207	The schedule is nice.	12/9/2022 11:01 AM
1208	The breaks we are able to have and the length, while still in school the whole 180 days.	12/9/2022 11:00 AM
1209	Continual evaluation of over crowded schools. New schools need to be built in NEEDED areas. LC did not NEED that school and the numbers prove it. A more desired location would have been "the Facebook property" area to relieve pressure from GHS.	12/9/2022 11:00 AM
1210	Planning for progress	12/9/2022 11:00 AM
1211	Strong special education programming. New director will preferably have special education experience and strong knowledge of the needs of students with disabilities.	12/9/2022 10:59 AM
1212	Input requested, taken into account from employees	12/9/2022 10:59 AM
1213	Graduation rate, planning for future growth, staff pay	12/9/2022 10:59 AM
1214	Keeping Woke culture out of the classroom. Instilling RRR and Steam Programs that teach children what should be taught in the classroom.	12/9/2022 10:59 AM
1215	Strong CTE programs in the high schools	12/9/2022 10:59 AM
1216	Snow days	12/9/2022 10:58 AM
1217	Involvement in students success	12/9/2022 10:58 AM
1218	The schools continue to create new and innovative ways of teaching	12/9/2022 10:58 AM
1219	Compassion & communication	12/9/2022 10:58 AM
1220	The certain programs that each schools have for the kids	12/9/2022 10:57 AM
1221	school culture	12/9/2022 10:57 AM
1222	Access to resources	12/9/2022 10:57 AM
1223	Management of growth within the county, communication with faculty and parents	12/9/2022 10:57 AM
1224	Doors remain open	12/9/2022 10:56 AM
1225	Academic excellence is priority at Westmoreland schools	12/9/2022 10:56 AM
1226	.	12/9/2022 10:56 AM
1227	Bethpage elementary is awesome and needs no change	12/9/2022 10:55 AM
1228	Continue with career track programs and curriculum. Need a strong STEM and vocational education program at the middle and high school levels	12/9/2022 10:55 AM
1229	Strong financial results	12/9/2022 10:55 AM
1230	The improvements and accomplishments year over year for our students	12/9/2022 10:54 AM
1231	Sumner County teachers are wonderful and deserve strong support by their leader.	12/9/2022 10:54 AM
1232	Not conforming to "woke" agenda	12/9/2022 10:54 AM
1233	pay increasing	12/9/2022 10:54 AM
1234	Environment that stimulates the desire to learn	12/9/2022 10:54 AM
1235	The CTE Programs have made incredible strides the past 2 years. This is a huge strength of our district and I would love to see it continue to move forward.	12/9/2022 10:54 AM
1236	Growth in CTE programs	12/9/2022 10:53 AM
1237	I want to see technology continuing to be used to suplement education	12/9/2022 10:53 AM
1238	Caring, dedicated teachers	12/9/2022 10:52 AM
1239	Having teachers included in decision making.	12/9/2022 10:52 AM

1240	Academia and focusing on students and their advance Tn	12/9/2022 10:52 AM
1241	Getting full-time Lead Educators and Assistant Principals in every school	12/9/2022 10:52 AM
1242	There are great teachers, administrators and staff.	12/9/2022 10:52 AM
1243	There is a high emphasis and importance for athletics. Athletics are supported greatly and that needs to continue. That will be vital to the success of our school system as a whole. Athletic block needs to stay.	12/9/2022 10:52 AM
1244	Pre-K program but needs to be adjusted	12/9/2022 10:51 AM
1245	Encouragement for teachers	12/9/2022 10:51 AM
1246	It's move towards the stronger use of technolgy to inform our students.	12/9/2022 10:51 AM
1247	Diversity of extracurricular activities	12/9/2022 10:50 AM
1248	The school year schedule breakdown	12/9/2022 10:50 AM
1249	Mental Health support	12/9/2022 10:49 AM
1250	Student programs	12/9/2022 10:49 AM
1251	Unity!! They are a big big help to my children	12/9/2022 10:49 AM
1252	Sadly I have not one thing to share	12/9/2022 10:49 AM
1253	STEM programs,	12/9/2022 10:49 AM
1254	Respectful culture, competitive pay	12/9/2022 10:48 AM
1255	An accessible and committee IEP and 505 plan system in place with good follow up.	12/9/2022 10:48 AM
1256	Overall the support from the community with regards to both of my children's schools has been wonderful as well as the quality of teachers	12/9/2022 10:48 AM
1257	Growth of CTE programs	12/9/2022 10:48 AM
1258	Small student to teacher ratios	12/9/2022 10:48 AM
1259	Classroom supplies proved at the beginning of the school year.	12/9/2022 10:48 AM
1260	We have zero students in portables! New schools with excellent technology are a marvelous addition to this county.	12/9/2022 10:48 AM
1261	I can only speak to our school, but there I love the support for the arts and music. I love that the principal and teachers know and love on all the students. I love that I see them accepting the diversity in students and in the families the students come from. Not all students/families look the same! We exist and we also deserve respect!	12/9/2022 10:48 AM
1262	Some autonomy at each individual school concerning PD. Teacher value and adjustments.	12/9/2022 10:48 AM
1263	NA	12/9/2022 10:47 AM
1264	Intent	12/9/2022 10:47 AM
1265	There isn't anything. A lot of things need to change.	12/9/2022 10:47 AM
1266	None	12/9/2022 10:47 AM
1267	Great communication between Parents and Schools.	12/9/2022 10:47 AM
1268	Unity. After school programs. Title 1. 504 plans. Iep plans	12/9/2022 10:46 AM
1269	Encouraging students to get out of their box and hang out with kids out of their normal group.	12/9/2022 10:46 AM
1270	Putting student safety and learning first hand.	12/9/2022 10:46 AM
1271	Pay raise because expectations are greater than before.	12/9/2022 10:46 AM
1272	More credentialing vocational programs across the county. I would love to see apprenticeship programs in our schools, especially for those not going to college.	12/9/2022 10:46 AM
1273	Support for our special education	12/9/2022 10:45 AM

1274	Sumner County is trying to make up the gaps between us and surrounding counties financially and academically. We need to continue to close the gap financially so we can keep current employees but also attract new employees each year.	12/9/2022 10:45 AM
1275	We have great teachers and students in Sumner County. Our schools are safe and effective learning institutions.	12/9/2022 10:45 AM
1276	Consistency in decision making and decisiveness	12/9/2022 10:44 AM
1277	Excellent teachers, supportive parents	12/9/2022 10:44 AM
1278	Safe and supportive environment for students and staff	12/9/2022 10:44 AM
1279	The sports programs & the variety that is offered, also the stem program.	12/9/2022 10:44 AM
1280	Continued focus on what is best for all students. Continued growth in achievement. Continued focus on filling in the gaps.	12/9/2022 10:44 AM
1281	community, variety of classes and technology, more time for recess, communication,	12/9/2022 10:44 AM
1282	Technology	12/9/2022 10:44 AM
1283	The absence of the woke culture push. We don't need that. Schools should stay devoted to it's core purpose.	12/9/2022 10:43 AM
1284	Good area reputation for the quality of education our students receive. Good communication via social media at the district level.	12/9/2022 10:43 AM
1285	Working to increase pay, the google platform, safety	12/9/2022 10:42 AM
1286	The continued support for students and staff from a budgetary standpoint. The school supplies, the increased per pupil funding to the schools and teacher/staff salary support.	12/9/2022 10:42 AM
1287	School isn't political. It's about getting an education	12/9/2022 10:42 AM
1288	Community involvement, STEM/STEAM	12/9/2022 10:42 AM
1289	High achievement	12/9/2022 10:41 AM
1290	Technology funds allocated yearly, building capitol funds allocated for large projects that the campus needs	12/9/2022 10:41 AM
1291	So many things since 2012! Expanded Career and Technical Education Opportunities, we are not overcrowded any more, Student Achievement is higher, we're really a standout in Tennessee education	12/9/2022 10:41 AM
1292	There are so many good things! We're recognizing our support employees on a district level, our classrooms are well funded, and we currently have a director who is brilliant. He anticipates needs before they happen and is always 10 steps ahead. It's going to be difficult to find someone who matches that level of intelligence while also being able to see the big picture way before anyone else does.	12/9/2022 10:41 AM
1293	Very good	12/9/2022 10:40 AM
1294	.	12/9/2022 10:40 AM
1295	SCS offers alternative options for students for require a non-traditional academic path. Most schools have a strong sense of community. Getting parents involved in their child's education is key to student and school success!	12/9/2022 10:40 AM
1296	Better recognition and raises for classified staff. Less disparity between classified and certified staff.	12/9/2022 10:40 AM
1297	I want to see the value placed on staff, education, and nursing continued. I have felt extremely supported with Dr. Phillips. I am quite concerned about the current political climate and how it translates to the treatment of staff in schools. I want a strong leader that will stand up to parents in the community when their demands are not reasonable or educated about the schooling of their children. I want to see a strong force to stand up against book bans, demands for no raises for well deserving teachers, nurses, and staff, and forcing changes in curriculum or the teacher's ability to decide what is best for the classroom.	12/9/2022 10:40 AM

## Sumner County Director of Schools Search Survey

SurveyMonkey

1298	STEAM in schools	12/9/2022 10:39 AM
1299	The days off for students	12/9/2022 10:38 AM
1300	Growth that has been efficiently managed	12/9/2022 10:38 AM
1301	Nothing	12/9/2022 10:38 AM
1302	Liberty Creek is heading in the right direction, i hope it is not just a temporary thing but a continuous progression of education	12/9/2022 10:38 AM
1303	no union - direct contact between school teachers and administrators and parents	12/9/2022 10:38 AM
1304	Maintaining the strong standards we currently have.	12/9/2022 10:38 AM
1305	Relationships and community involvement	12/9/2022 10:37 AM
1306	CTE	12/9/2022 10:36 AM
1307	At our school, there is teamwork to serves students despite the staffing shortage. Especially the special needs population.	12/9/2022 10:36 AM
1308	Test scores, providing supplies, elimination of required fees	12/9/2022 10:36 AM
1309	Sro in each school	12/9/2022 10:36 AM
1310	Sumner County is great! The SPED department needs to continue. I love the idea of teacher leaders and the supports that are available.	12/9/2022 10:36 AM
1311	We have great kids and teachers!! We need to focus on valuing the awesome people we have....not with special appreciation days but by trusting them to be the professionals that they are!	12/9/2022 10:36 AM
1312	Growing technical education programs. Excellence in academics. Caring and knowledgeable teachers and staff who have genuine love and care for the students. Increased school capacity to meet demands of growing population.	12/9/2022 10:36 AM
1313	The additions of Wit and Wisdom so that students can have a similar curriculum between schools. More of a presence of Central office staff in the schools- it helps so that there isn't as much of a divide where they are there to help.	12/9/2022 10:36 AM
1314	Sumner County has strong teachers and leaders. The academics, atheletic programs, fine arts programs, CTE programs, EL, SPED, and most of the special schools are needed to meet the needs of all students. The building program (which may have gone a bit extravegant) is also needed to ensure that the school system can keep up with the growth in the county.	12/9/2022 10:36 AM
1315	Good schools	12/9/2022 10:35 AM
1316	Teacher pay freeze	12/9/2022 10:35 AM
1317	A shift in the School Board to more conservative mindset individuals.	12/9/2022 10:35 AM
1318	Good academics - would like more focus on basic academics, less social influence	12/9/2022 10:35 AM
1319	I listened to this week's school board meeting and I was embarrassed of the current board that represents Sumner County Schools.	12/9/2022 10:35 AM
1320	I have not heard as much about budgetary issues as I did 5-10 years ago.	12/9/2022 10:35 AM
1321	Student centered approach to education. Continued ACT focus for high school kids.	12/9/2022 10:35 AM
1322	Respect, More Days off, Education,	12/9/2022 10:34 AM
1323	Before and after care. Caring environment.	12/9/2022 10:34 AM
1324	Support of teachers, commitment to diversity	12/9/2022 10:33 AM
1325	Education is good	12/9/2022 10:33 AM
1326	Equitable funding of schools, competitive salaries, strong emphasis on curriculum and evaluation, investment in long range capital improvements/planning, strength of CTE programs, increasing investments in counseling/ELA/special ed	12/9/2022 10:33 AM

1327	Sumner County has a long history of providing a considerable number of programs for students to find their long term niche.	12/9/2022 10:33 AM
1328	I am just starting with them so we will see.	12/9/2022 10:33 AM
1329	A focus on teaching practices and a coaching framework to continue growing educators.	12/9/2022 10:32 AM
1330	Increase in teacher autonomy	12/9/2022 10:32 AM
1331	I think our schools have gone down since Del Phillips entered our county. He shouldn't even be receiving a pay check. Once you retire or resign then you are done and need to leave.	12/9/2022 10:32 AM
1332	Too many to list. I love my child's middle school and loved her elementary school. Both are excellent.	12/9/2022 10:32 AM
1333	The learning, leadership and curriculum along with the fact that dollars are being spent on students in the classroom.	12/9/2022 10:32 AM
1334	Forward thinking; listening to teachers; doesn't fall sway to current trends and is researched based; doesn't back down easily to public "noise" or opinion; supply start up materials for students; rigorous curriculum	12/9/2022 10:32 AM
1335	The STEM program is amazing. It does need a bit more help for our school in my opinion. I love hearing my child talk about the fun events, what she learned with her classmates, and family nights thats STEM related at the schools are a great way to keep the community and children active in learning and have quality time.	12/9/2022 10:32 AM
1336	Providing resources for disadvantaged families and minorities.	12/9/2022 10:31 AM
1337	Sumner county has done well with celebrating teachers for their hard work. Also, support for STEM in schools has been great.	12/9/2022 10:31 AM
1338	Planning for and dealing with growth, strong curriculum, great teachers and school leaders, commitment to kids, magnet school (need another)	12/9/2022 10:31 AM
1339	Commitment to collaboration	12/9/2022 10:31 AM
1340	I'm satisfied with the current process.	12/9/2022 10:30 AM
1341	I feel like communication amongst everyone (teachers, parents, leaders, etc) is very strong. This is so important so that everyone is on the same page. I would like to see this continued.	12/9/2022 10:30 AM
1342	Summer school programming	12/9/2022 10:30 AM
1343	The educators of Sumner County are working hard despite lack of full support from Central Office personnel; teachers are achieving success on their own at the school based level	12/9/2022 10:30 AM
1344	There are great schools in the county. This is a successful school district that can be made even better.	12/9/2022 10:30 AM
1345	Career and Technical Education and STEM is thriving.	12/9/2022 10:29 AM
1346	Attempts to educate students outside the desired bounds of a narrow-minded portion of the populace.	12/9/2022 10:29 AM
1347	Successful STEAM programs, continued focus on trade opportunities, community culture and integration within each community, reward school achievements, consideration of diverse student populations.	12/9/2022 10:29 AM
1348	opportunities for people to move into new positions, recognizing the TCAT program and CTE classes are equally important to students as are the AP classes	12/9/2022 10:29 AM
1349	Investment in CTE and other vocational pathways to success.	12/9/2022 10:29 AM
1350	The ability of teachers to have freedom and not be micromanaged in the classroom.	12/9/2022 10:29 AM
1351	We have a strong core of employees who are invested in the success of our students and school system. Sumner County, depsite its size, feels like a very close and tight knit family. I feel comfortable reaching out to anyone from my principal to Dr. Phillips. It is not like that in all school systems. We've seen vital pay raises for teachers and staff the last couple of years, which has helped.	12/9/2022 10:29 AM



1352	Brand new school in Sumner County that offers children programs that are not offered anywhere else in Sumner County. Teachers are top notch	12/9/2022 10:28 AM
1353	A new Director followed by a new school board.	12/9/2022 10:28 AM
1354	I honestly can't name a single thing that stands out right now	12/9/2022 10:28 AM
1355	Increasing opportunities for students to gain early post secondary certification and credits.	12/9/2022 10:27 AM
1356	more emphasis on schools less central staff, shortage of class room teachers and we have 1000 central office employees	12/9/2022 10:27 AM
1357	Continue to increase teacher pay, especially those with master's or higher to encourage education. I would like to see less emphasis on testing. Colleges are even going away from higher stakes testing, so maybe decrease the impact ONE test will have on a student's grade. Increase supports for those in special education services.	12/9/2022 10:27 AM
1358	I cannot say what I are that works well, but teachers need to be supported, students and teachers need to feel safe, and they need to be actually listened to and respected.	12/9/2022 10:27 AM
1359	I enjoy the leadership program they are doing with the children in 5th grade as far as anything else I wouldn't know as our kids don't bring things home like years ago.	12/9/2022 10:27 AM
1360	growth of support programming and mental health innitiatives	12/9/2022 10:26 AM
1361	Getting ahead of the growth rate and avoid having schools at max capacity.	12/9/2022 10:26 AM
1362	Curriculum used, ability of individual schools to make their own choices for instruction within the parameters of the county requirements, allowing schools to celebrate holidays (not excluding the majority to not offend the few), including school supplies for each student each year.	12/9/2022 10:26 AM
1363	Strong support for teacher professional development; strong support from families and community partners	12/9/2022 10:26 AM
1364	I've noticed a big improvement with standard curriculum across the schools from the reading curriculum to the handwriting curriculum. It helps to have a good network of teachers to discuss, problem solve, and collaborate when there are consistent standard curriculum that all schools are implementing.	12/9/2022 10:26 AM
1365	in the last few years there as been more communication via social media that helps to keep us informed, more emphasis on science and technology and less on strict curricula,	12/9/2022 10:26 AM
1366	Continue to support magnet schools like Merrill Hyde that demonstrate sustained success.	12/9/2022 10:25 AM
1367	continued focus on increased budget for student materials including one to one computer access- technology growth; increase wages for teachers & support staff to keep up with growing demands of the industry	12/9/2022 10:25 AM
1368	Respect, Christian values	12/9/2022 10:25 AM
1369	Our county is dedicated to high quality instructional practices which are vital to the success of our students	12/9/2022 10:25 AM
1370	not mandating new "vaccines" for children is good.	12/9/2022 10:25 AM
1371	Technology availability	12/9/2022 10:24 AM
1372	I think the raises the classified staff are given is a good moral booster. Classified staff often feel overlooked. These need to continue.	12/9/2022 10:24 AM
1373	I think we are adapting well to the increased number of students we are facing. We have good facilities, some much better than others. For the most part, I feel that the Central Office is competent and doing a good job. I feel very supported by my principals and staff I work with. I feel that the Director of Schools supports us very well, and I definitely want that to continue. Dr. Phillips has a common sense approach that needs to continue.	12/9/2022 10:24 AM
1374	Continuation of smaller school settings. They work well! Oakmont, North Sumner,Bethpage, etc.	12/9/2022 10:24 AM
1375	improved technology in buildings, teacher supported curriculum	12/9/2022 10:23 AM

1376	Advocacy for teachers and supporting teachers aiming to grow.	12/9/2022 10:23 AM
1377	Good facilities and technology	12/9/2022 10:23 AM
1378	Classified employees being recognized and apricated. Pay needs to go to a livable wage. You need these employees to run the school.	12/9/2022 10:23 AM
1379	The dedication to the success of each child individually	12/9/2022 10:23 AM
1380	Equitable pay for all employees as well as the resources to provide the students with what they need.	12/9/2022 10:23 AM
1381	Support of teachers and administrators.	12/9/2022 10:23 AM
1382	Nothing	12/9/2022 10:22 AM
1383	Building but the money needs to be spent equally.	12/9/2022 10:22 AM
1384	Growth in academic areas for many schools. Needs to continue and needs to be seen in all schools.	12/9/2022 10:22 AM
1385	Support for the special needs children.	12/9/2022 10:22 AM
1386	Snow days	12/9/2022 10:22 AM
1387	I feel we have a very strong school district. I have concerns we are growing so fast we will lose our strength. My oldest daughter is performing in exceptionally well in college thanks to the strong educational background she got from sumner county schools and my youngest is now a junior and I look forward to great things from her as well.	12/9/2022 10:22 AM
1388	Excellent scores in schools like TW Hunter.	12/9/2022 10:22 AM
1389	We are in the best financial shape we have been in since I joined Sumner County Schools in 2001 (Over 20 years ago). We don't need to slip and go backwards here. The addition of Lead Educators and Teacher Leaders in our buildings has been essential to the overall success of the schools. Our benefits package and salary are very competitive, but it still needs to be better.	12/9/2022 10:22 AM
1390	Not sure about anything good going on County wide. We've been lucky to start at LCHS this year so having a new facility has been great. Not all families were lucky enough to attend these schools.	12/9/2022 10:22 AM
1391	I love that I feel supported in CTE. CTE is important and I would like to continue to feel valued. I also feel that we are paid well considering I drive an hour from a neighboring county just to work in Sumner County. I love it here!	12/9/2022 10:22 AM
1392	I believe Sumner County has strong instructional leadership within the majority of its schools and I would love to see the excellent academic record continue.	12/9/2022 10:22 AM
1393	School administrators are provided support from the Director of Schools to manage and lead our buildings with appropriate support, accountability, and autonomy when there is a proven track record of success. The current leadership does not frequently change school building leaders, but believes in ensuring consistency for communities.	12/9/2022 10:22 AM
1394	Tutoring programs before and after school	12/9/2022 10:21 AM
1395	I love our teachers and staff.. we need to keep them!! Change is scary	12/9/2022 10:21 AM
1396	Strong academics. Population growth. High level athletics.	12/9/2022 10:21 AM
1397	Every time I've interacted with staff or volunteered at my kid's school, I'm very happy to see we appear to be well ahead of california academically. Please keep this going.	12/9/2022 10:21 AM
1398	I see new friendships being built inside school and diversity becoming normal.	12/9/2022 10:21 AM
1399	A focus on the whole person not just academics. Students can be good students without straight A's.	12/9/2022 10:21 AM
1400	I like how professional development is structured and would like that to continue.	12/9/2022 10:21 AM
1401	Letting out for weather events.	12/9/2022 10:21 AM



## Sumner County Director of Schools Search Survey

SurveyMonkey

1402	Teamwork between admin and teachers	12/9/2022 10:21 AM
1403	Commitment to improve the lives of students	12/9/2022 10:21 AM
1404	Sumner County Schools have impressive academic achievements and successes, while maintaining community within each campus.	12/9/2022 10:21 AM
1405	STEAM skills	12/9/2022 10:21 AM
1406	Depending on the schools, community involvement in the younger grade schools. Having a Junior down to Kindergartener we have always felt like our school is part of our community and close knit.	12/9/2022 10:21 AM
1407	Student oriented, academic and cross curricular connection to the Arts. Support of s\Sports and Arts programs.	12/9/2022 10:21 AM
1408	Increased academic rigor, more and better resources - especially in technology, more academic offerings like AP and CTE courses for high school	12/9/2022 10:21 AM
1409	They also must live in Sumner County	12/9/2022 10:20 AM
1410	Focus on Title 1 schools and keeping curriculum consistent	12/9/2022 10:20 AM
1411	Growth	12/9/2022 10:20 AM
1412	there is a very large sense of pride amongst everyone	12/9/2022 10:20 AM
1413	More advanced and elective courses. More technical offerings as well.	12/9/2022 10:20 AM
1414	Cross-curricular teaching	12/9/2022 10:20 AM
1415	I would like to see Wit and Wisdom continued. It is a curriculum that expresses views from people of different backgrounds, not just white Christian individuals.	12/9/2022 10:20 AM
1416	CTE classes	12/9/2022 10:20 AM
1417	Quality education that values getting our children to college	12/9/2022 10:20 AM
1418	County office continuing to integrate with the schools. That us vs them mentality is leaving. Strong instructional practices and coaching from leaders are happening widespread.	12/9/2022 10:20 AM
1419	Increase focus on teacher input.	12/9/2022 10:20 AM
1420	Support and celebration of our CTE & STEM programs. Continue trying to make SCS an attractive place to work by increasing teacher/aide/office staff salaries to compete with other markets. Office staff makes less than bus drivers at this time. These people are the ones who face parents, execute attendance contracts, and fill many unlisted roles each day.	12/9/2022 10:20 AM
1421	Teachers got raises this year.	12/9/2022 10:20 AM
1422	I appreciate nurses being on every campus as well as an SRO... Some campuses have a Chromebook for every student and I hope that it continues until every student does.	12/9/2022 10:20 AM
1423	A lot of growth, which provides potential for more resources in our schools	12/9/2022 10:19 AM
1424	Not a whole lot	12/9/2022 10:19 AM
1425	Communication with parents	12/9/2022 10:19 AM
1426	Schools are open and in person, variety of classes and programs in high school courses	12/9/2022 10:19 AM
1427	CTE programming	12/9/2022 10:19 AM
1428	Good curriculum for trade schools	12/9/2022 10:19 AM
1429	Investment in facilities and faculty.	12/9/2022 10:19 AM
1430	Teacher support,	12/9/2022 10:19 AM
1431	Collaborative PDs, Vetted curriculum,...	12/9/2022 10:19 AM
1432	Sumner County graduation rate has risen. It needs to continue. The County test scores need to continue to rise.Salaries that maintain the retention of qualified folks need to continue	12/9/2022 10:19 AM

	.Technology for the schools and students should continue to be funded.All of these should be continued to be goals of the new Director, the new School Board, and the new Commission	
1433	Care Closets, the family resource center, summer programs for kids, tutoring availability for low income kids.	12/9/2022 10:19 AM
1434	A focus on technology, traditional curriculum focus on basics	12/9/2022 10:19 AM
1435	We handled the COVID situation successfully and developed a system to keep students learning in a timely manner.	12/9/2022 10:19 AM
1436	Education is a must, but we need someone who is local to the area and knows and feels for our students needs	12/9/2022 10:18 AM
1437	AP classes, ACT prep	12/9/2022 10:18 AM
1438	High accountability of students, staff, teachers, and administrators!	12/9/2022 10:18 AM
1439	Sumner county is a follower in the nation and not a leader. Therefore nothing at this time.	12/9/2022 10:18 AM
1440	The excitement that the teachers and staff have to be withthe children	12/9/2022 10:18 AM
1441	Significant investment in updated buildings, technology, and student services; increased funding for teachers and support staff; high levels of Honors, AP, and CTE course offerings; recognition and support of diverse demographics in the county; teachers and staff supported at building and community levels; adequate planning for the future.	12/9/2022 10:18 AM
1442	Strong high school programs, that prepare students beyond basic academics. Summer programs and the opportunities for growth.	12/9/2022 10:18 AM
1443	Continuing community involvement	12/9/2022 10:17 AM
1444	Teachers are nice.	12/9/2022 10:17 AM
1445	More events.	12/9/2022 10:17 AM
1446	Fair amounts of snow days	12/9/2022 10:17 AM
1447	Communication	12/9/2022 10:17 AM
1448	SRO officers seeking more STEM certifications	12/9/2022 10:17 AM
1449	Hopefully the changing of the curriculum	12/9/2022 10:17 AM
1450	Communication between school and parents	12/9/2022 10:17 AM
1451	I see some really great teachers doing great things	12/9/2022 10:17 AM
1452	STEM, Off campus learning, Accountability, Increased wages across the board, not just in certain areas.	12/9/2022 10:17 AM
1453	I like the extra support students could get over the summer after Covid, I like that students are our #1 priority, I like the support we get from the BOE, I like that we try to be proactive instead of reactive, I like that we have extra counselors in our schools as students need mental health support now more than ever	12/9/2022 10:17 AM
1454	Use of instructional coaches (Lead Educators) in almost every building, vertical planning within schools and among clusters	12/9/2022 10:17 AM
1455	Increasing acceptance of minorities + diversity related programs	12/9/2022 10:16 AM
1456	Too many to notate. Scs is a wonderful district to send my children to and have the opportunity to serve every day.	12/9/2022 10:16 AM
1457	More attention to exceptional students.	12/9/2022 10:16 AM
1458	Academic levels improving all across	12/9/2022 10:16 AM
1459	STEM/promoting various events on social media	12/9/2022 10:16 AM
1460	Teacher retention	12/9/2022 10:15 AM
1461	Exclusion of CRT	12/9/2022 10:15 AM

1462	The pay increases have been beneficial but I do believe with the inflation that has happened recently that teachers are in need of a salary comparable to other surrounding counties, i.e Metro Public Schools	12/9/2022 10:15 AM
1463	CTE	12/9/2022 10:15 AM
1464	Commitment to excellence, balanced views on curriculum, involves parents	12/9/2022 10:15 AM
1465	As I'm a teacher at GHS, that is what I'm going to speak on. We are probably one of the most diverse schools in the county. Despite the fact that we have an old school that needs a lot of work, GHS continues to have the best student body and teacher spirit!	12/9/2022 10:15 AM
1466	Continue to evolve with salaries as the cost of living rises. We are very grateful for the raise we received this past year.	12/9/2022 10:15 AM
1467	The ability to keep progressing with the times and not being complacent. Rewarding employees with raises and incentives. Continuing to move forward with technology (one to one) in schools.	12/9/2022 10:15 AM
1468	New buildings, upgrading buildings, and purchasing new technology	12/9/2022 10:15 AM
1469	The CTE programs in High Schools	12/9/2022 10:14 AM
1470	Good administrative support in my particular school.	12/9/2022 10:14 AM
1471	The family feel. We all care about one another because of the common bond. Care of the students is good.	12/9/2022 10:14 AM
1472	Coaching, CTE, employee raises,	12/9/2022 10:14 AM
1473	Teacher autonomy. Most subjects are not forced to use a certain curriculum (at least in my high school experience)	12/9/2022 10:14 AM
1474	I would like to see Sumner County continue progressing each year, academically and technically, as we have been under the direction of Dr. Phillips.	12/9/2022 10:14 AM
1475	Instructional support for schools (coaches, PL opportunities, etc.), technology support continue and increase (we need 1-to-1), push for academic excellence to continue to be pushed	12/9/2022 10:14 AM
1476	I loved that teacher pay has been a subject for the board. Teachers are still underpaid so this issue needs to continue to be talked about and improved upon	12/9/2022 10:13 AM
1477	Good anti bullying policies	12/9/2022 10:13 AM
1478	Pay raises and upgrades to schools	12/9/2022 10:13 AM
1479	Increased access to technology, implementing STEM based activities, opportunities for a variety of learners needs	12/9/2022 10:13 AM
1480	Emphasis on CTE	12/9/2022 10:13 AM
1481	Building level principal autonomy is a strength in this county. Previously, I worked in a system that expected each school to function one prescribed way, which did not address the diverse needs of each student population.	12/9/2022 10:13 AM
1482	I appreciate the many resources provided for students when it comes to receiving additional help, but I wish teachers could receive the same effort in support.	12/9/2022 10:13 AM
1483	Long term thinking with building the new schools and expanding others to get rid of the portables. It's great to see so many reward schools and students winning awards and recognitions. I believe sumner county schools are going in the right direction and I'd like that to continue.	12/9/2022 10:13 AM
1484	pay increases	12/9/2022 10:12 AM
1485	I think the continued growth in CTE Programs is impeccable. A Director of Schools who understands that there are more opportunities after high school than a four-year college program is important to me.	12/9/2022 10:12 AM
1486	The support of teacher pay and not being pushed by politicians to ban books or other ridiculous views.	12/9/2022 10:12 AM

## Sumner County Director of Schools Search Survey

SurveyMonkey

1487	Pay scale going up.	12/9/2022 10:12 AM
1488	The salary increase was wonderful, but we single teachers are still finding it hard to get by financially--more would be splendid.	12/9/2022 10:12 AM
1489	Teacher pay increases.	12/9/2022 10:12 AM
1490	n/a	12/9/2022 10:11 AM
1491	I would love to see certified and classified employee compensation to continue on an upward trajectory.	12/9/2022 10:11 AM
1492	I would like to continue to see the county move away from Bridges curriculum; I hope the Wit & Wisdom curriculum is the next to change. I would like to see our snow days continue to be built into our calendar.	12/9/2022 10:11 AM
1493	Yearly raises for teachers, school shout outs on facebook or other social media platforms, competitive attendance contests	12/9/2022 10:11 AM
1494	Committment to our students, teachers, and parents/ Pay increase for teachers	12/9/2022 10:11 AM
1495	Sumner has great schools and great teachers. Sumner county has failed though in classroom technology for the kids. Sumner county has also failed by not providing more magnet schools or gifted programs.	12/9/2022 10:11 AM
1496	I feel supported as a professional. The new director should continue to support teachers and principals, and support policies that is best for the education of all children.	12/9/2022 10:11 AM
1497	Financial stability and quality leadership at district level	12/9/2022 10:10 AM
1498	Free school supplies, Sumner Scholars	12/9/2022 10:10 AM
1499	To many to mention individually! I think we have made great strides in this county and would like to continue.	12/9/2022 10:10 AM
1500	working to grow other student interest areas (Comer Barn plans, etc.)	12/9/2022 10:10 AM
1501	Recognizing great accomplishments, supporting the employees, continual raises	12/9/2022 10:10 AM
1502	I am so glad our school does not have to do a million fundraisers anymore because our classrooms and our schools have adequate funding.	12/9/2022 10:10 AM
1503	The level of teamwork and community.	12/9/2022 10:09 AM
1504	Professionalism and respectful/prompt communication	12/9/2022 10:09 AM
1505	Improvements for students, faculty, and staff.	12/9/2022 10:09 AM
1506	Successful academic progress for students	12/9/2022 10:09 AM
1507	Mostly financially responsible; teacher input is usually asked for some things;	12/9/2022 10:09 AM
1508	A focus on what's best for students, care for educators and their well being, instructional strength	12/9/2022 10:08 AM
1509	Raises. Good school budget.	12/9/2022 10:08 AM
1510	Good summer programs for students; Teacher pay that in increasing to meet standards of living	12/9/2022 10:08 AM
1511	Continue to provide financial backing to the schools in our county.	12/9/2022 10:08 AM
1512	Development and improvement of schools, assisting families with homelessness and essentials, educational development of current staff members to increase the number of certified staff.	12/9/2022 10:08 AM
1513	Raising the pay for teachers	12/9/2022 10:08 AM
1514	N/A	12/9/2022 10:08 AM
1515	Continuing to grow as a district, keep test scores high and not micromanage teachers.	12/9/2022 10:08 AM
1516	Academic success, strong recruiting of quality teachers, compensation to keep and attract	12/9/2022 10:08 AM

	quality teachers.	
1517	Monetary support of teachers, needs to continue.	12/9/2022 10:07 AM
1518	There is a real support for education and the freedom for teachers to teach in the county. Teachers have been traditionally been supported and education has been a priority. It is why my family moved here and why I chose to work here.	12/9/2022 10:07 AM
1519	Vocational classes. FBLA, FFA, and other programs.	12/9/2022 10:07 AM
1520	Fiscal Management and the relationship with County Commissioners and School Board Members.	12/9/2022 10:07 AM
1521	The Implementation of Wit and Wisdom. It has helped our students make so many gains.	12/9/2022 10:06 AM
1522	I feel like for the most part SCS seems to reflect the greater community in terms of values. I do fear a new director wanting to change a bunch of things to fit the cultural tide. I don't want that.	12/9/2022 10:06 AM
1523	Climate. Recent frequent pay raises.	12/9/2022 10:05 AM
1524	The ability for principals to have the freedom to run their schools as they see fit.	12/9/2022 10:05 AM
1525	Employee retention. It's important that we hire and keep good teachers.	12/9/2022 10:05 AM
1526	I am new to the county this year and still learning.	12/9/2022 10:04 AM
1527	Coaching! My coach at my school does an amazing job of lifting others up and helps me to grow!	12/9/2022 10:04 AM
1528	Growth of PreK programs	12/9/2022 10:02 AM
1529	CTE programs	12/9/2022 10:02 AM
1530	Caring staff	12/9/2022 10:01 AM

## Q3 What are the challenges a new Director of Schools will face?

Answered: 1,650 Skipped: 1,227

#	RESPONSES	DATE
1	Initiating the true history of our country.	12/16/2022 3:02 PM
2	The political climate of the county commission and the funding challenges that will come with that as well. We have to focus on the right things..the truly important things...the students/teachers	12/16/2022 3:00 PM
3	Thick skin while focusing on the long term growth of our district	12/16/2022 2:58 PM
4	Unsure.	12/16/2022 2:51 PM
5	People from the communities opinion	12/16/2022 2:48 PM
6	Conflicts with social media groups who stir up unnecessary criticism	12/16/2022 2:46 PM
7	Teacher retention. Teachers need to feel supported and heard. Sure, there are some teachers that may no longer be effective in the classroom but majority ARE strong leaders, mentors, educators, etc etc etc. Teachers need someone to stand up for them. Would be great if they had a lot of background in curriculum and classroom experiences. Someone that knows what teachers are REALLY dealing with not what parents are making up.	12/16/2022 2:46 PM
8	The new Director of Schools may face challenges such as not being accepted by certain individuals.	12/16/2022 2:43 PM
9	Over crowding. Low budget	12/16/2022 2:42 PM
10	Exponential growth if Sumner County population	12/16/2022 2:40 PM
11	Extreme voices pushing censorship, and others trying to defund public schools.	12/16/2022 2:39 PM
12	Consistency across grade levels and schools	12/16/2022 2:37 PM
13	Very low morale amongst teachers. Disconnection between the Board of Education and the schools. Lack of pay and support for special education assistance, as well as differentiated pay for special education teachers as a specialized position	12/16/2022 2:37 PM
14	Trying to balance making the school and parents both happy	12/16/2022 2:36 PM
15	Community involvement from the "crazies". They are loud, obnoxious, and a minority that make a lot of excess noise.	12/16/2022 2:34 PM
16	Growth and the building/starting up of new schools	12/16/2022 2:33 PM
17	Several new school board members and basically a completely brand new county commission could definitely bring some difficulties for the new director.	12/16/2022 2:33 PM
18	Politics	12/16/2022 2:33 PM
19	Lots of voices that are trying to take hot button issues (based on idiotic right wing ideology) and transferring it to the local level. This started with the recent commission election and extends to a couple of current board members (especially Steven King) who want to exploit those issues for their own gain. Also...some departments in the Central Office are dysfunctional, and there are several Principals who just don't do what's best for kids..	12/16/2022 2:33 PM
20	Pressure to ban/limit reading from outside influences	12/16/2022 2:31 PM
21	A far right faction of the board.	12/16/2022 2:30 PM
22	Facing the "good ol' boy" challenge	12/16/2022 2:29 PM
23	Population growth and truly preparing kids with proficiency vs passing on to next grade	12/16/2022 2:29 PM
24	Some of the County Commissioners are not very bright. The new director will have to hold their	12/16/2022 2:28 PM

	hands and walk them through every step	
25	Improving pay for all staff in a very competitive market	12/16/2022 2:27 PM
26	Continuous growth in our region and county, workforce (balancing outgoing retirees while onboarding amazing new staff)	12/16/2022 2:26 PM
27	Finding better ELA materials	12/16/2022 2:23 PM
28	Polarized community, distrust some outspoken community and board members have in our librarians and teachers, and a lack of funds	12/16/2022 2:21 PM
29	The biggest challenge will be navigating through the extremely misinformed public. These people have no idea what happens in the classroom and should never have the opportunity to make decisions for our students and teachers. Their political agenda should hold no weight in educating children. If	12/16/2022 2:21 PM
30	The hate of a group called the Sumner County Constitutional Republicans and their recent control of county commission. I'm afraid that they will try to reduce school funding every way they can. Further, there are ongoing challenges about books and curriculum. The director will have to have thick skin and do what's best for the school system. They will have to tune out and not bend to political pressure. Staffing will likely continue to be a challenge. Teachers should be free to express their opinions without fear of repercussions.	12/16/2022 2:20 PM
31	Radical members of the school board, political interference from the county commission, supporting/protecting our teachers including our librarians	12/16/2022 2:13 PM
32	Too much focus on divisive issues that distract from issues that will improve the quality of education for kids and quality of work for teachers	12/16/2022 2:12 PM
33	Half the folks are under average intelligence, statistically speaking.	12/16/2022 2:11 PM
34	groups trying to undermine teachers/ the education system	12/16/2022 2:08 PM
35	A fast growing community, teacher shortage.	12/16/2022 2:03 PM
36	A lot of division. A lot of people feel our system is corrupt. We need someone to reunite us as a community.	12/16/2022 1:53 PM
37	People in the community that are scared of change and dont trust anyone they don't already know and agree with.	12/16/2022 1:48 PM
38	Politics and agendas will be difficult. Must be able to make hard decisions and establish reasonable consensus with legislative body's.	12/16/2022 1:48 PM
39	This person must have a strong personality to withstand some of the onslaught they will receive from specific groups in the county. There are groups with intent to destroy public education, and we need an advocate in favor of our great schools. Someone who understands the dynamics and temperature of our current environment would be ideal.	12/16/2022 12:18 PM
40	rapid growth, teacher shortage,	12/16/2022 12:04 PM
41	New commissioners, school board and teacher shortage-especially in SPED	12/16/2022 11:35 AM
42	budget, staffing	12/16/2022 11:05 AM
43	Growth, technology development, woke bs.	12/16/2022 10:50 AM
44	Sumner County has a strong social media presence. The new director's actions will be thoroughly discussed in this group.	12/16/2022 10:30 AM
45	Learning how to accommodate a post-COVID student body, hiring and supporting teachers	12/16/2022 10:27 AM
46	See #2 This is always gonna be an issue . Additionally keeping and attracting well qualified teachers and staff.	12/16/2022 10:25 AM
47	Public opinion, political climate, facility update/modernization, outdated and poorly designed websites for school, communication methods need updated (website, school events, calendar, social media)	12/16/2022 10:24 AM
48	maintaining and not drifting away from conservative values in policy development and adoption	12/16/2022 10:19 AM



49	Budget constraints	12/16/2022 10:17 AM
50	The need for diversity. More people of color in other positions besides janitorial. Pay to increase so diverse people will apply. They go to surrounding counties for pay.	12/16/2022 10:09 AM
51	Maintaing budget	12/16/2022 10:04 AM
52	Come up with a way to let teachers actually teach and not have to test test test!! Be able to have the backs of employees and not just always side with the parents when it is clear they are not right. Keep communication with schools and parents	12/16/2022 10:01 AM
53	County commission that is confused about its real job and supporting our school system.	12/16/2022 9:58 AM
54	Keeping salaries competitive with surrounding districts.	12/16/2022 9:58 AM
55	Fixing problems created by Del Phillips and Scott Langford	12/16/2022 9:54 AM
56	Community support	12/16/2022 9:52 AM
57	Budgeting. Seems a lot of waste in jobs created at the district level. Not enough qualified teachers in place. Too many instructional coaches who are under qualified when classroom teachers are needed. Too many teachers leaving the profession all together bc of bad experiences and lack of support. Over spending at one area of the county for "growth" while other schools do without essentials. Curriculum is not vetted enough before spending millions of dollars	12/16/2022 9:49 AM
58	Fully staffing SCS	12/16/2022 9:39 AM
59	I believe he/she will constantly have pushback from a certain group in the community that constantly likes to complain. I also think the huge amount of growth this area is continuing to see could possibly be an issue but not in a negative way.	12/16/2022 9:38 AM
60	hostile county commission	12/16/2022 9:35 AM
61	The differences in opinions and finding a solution for issues to accommodate all.	12/16/2022 9:35 AM
62	Maintain common sense, sanity	12/16/2022 9:25 AM
63	Continued academic growth	12/16/2022 9:23 AM
64	Continuing that trend in the face of a new County Commission.	12/16/2022 9:22 AM
65	The community is divided on many "culture war" issues, so a new director will be faced with making decisions that will upset portions of the community. The new director will need to be grounded and firm in their convictions to do what is best for all students despite public opinion and potential political backlash. The new director will also face funding challenges from a county commission that is scrutinizing every dollar and cent provided to the schools.	12/16/2022 9:22 AM
66	Growing issues with student behavior, budget	12/16/2022 9:11 AM
67	New school board members that have shown their hatred of Sumner's County Schools, and their desire of creating chaos rather than accomplishing good things. They are clearly racist. Also dealing with a majority of a County Commission exhibiting the same traits.	12/16/2022 9:09 AM
68	Opposition to improving education in SCS. Unfortunatley, this group of people seem to be out for blood and nothing our current Director of Schools does will appease them. A new DOS will need a strong backbone to withstand this barrage of negativity.	12/16/2022 9:08 AM
69	Dealing with socially/mentally disturbed students.	12/16/2022 9:08 AM
70	Resining/changing population and socioeconomic development of the county	12/16/2022 9:07 AM
71	The new county commission that wants to kill our schools and set us back 15 years	12/16/2022 9:06 AM
72	Finding the complete balance of addressing needs	12/16/2022 8:56 AM
73	I hope there is more focus on the schools above the ridge. I think focusing on all schools equally will be a challenge.	12/16/2022 8:51 AM
74	Keeping high expectations for students to keep learn that have been affected by Covid and struggling families.	12/16/2022 8:37 AM



75	The ability to own up to the choice of curriculum and not throwing teachers under the bus to save face. Being willing to stand their ground against bigotry in our parental population. Having to argue against banning/burning books.	12/16/2022 8:33 AM
76	It is critical that we divide schools with more equity. We desperately need more schools before we build more houses.	12/16/2022 8:27 AM
77	Whiney parents, decisions made and can't satisfy everyone, and the ability to fill the shoes of the current director.	12/16/2022 8:23 AM
78	Outsiders trying to undermine public education by attacking teachers and censoring books and materials	12/16/2022 8:17 AM
79	Gaining support from the County Commission and Board of education	12/16/2022 8:11 AM
80	Budget and resources for funding to address fast growing Sumner County population	12/16/2022 8:10 AM
81	Proper care for teachers and staff.	12/16/2022 8:08 AM
82	Low pay for assistant teachers is causing a shortage of needed qualified professionals in the classroom. Cleanliness of buildings is below an acceptable standard because custodian staff is difficult to employ and higher cleaning standards cannot be addressed. Also, this is probably due to low pay for their	12/16/2022 8:07 AM
83	Keeping positions filled	12/16/2022 7:54 AM
84	Community being resistant to the increase of district funding for education to keep pace with surrounding counties.	12/16/2022 7:48 AM
85	I think education is changing. I think it would be good for the candidate to have been in schools this year on a daily basis to see challenges our administration and teachers are facing. Teachers are critical to education. The new person needs to have the ability to talk to teachers and understand the issues they are facing.	12/16/2022 7:26 AM
86	Cultural failures, identity crisis, constant changes, overall human failure	12/16/2022 7:20 AM
87	Growth of families moving into our county, need of new schools or additions.	12/16/2022 7:10 AM
88	High turn-over rates in teachers in the Gallatin area. Very disrespectful kids in Gallatin schools as well as the high schools in some Hendersonville schools.	12/16/2022 6:53 AM
89	The horrific school calendar that makes it almost impossible for parents to work to find proper care for their kids. There are too many breaks that could be very well condensed to help working parents, especially those with family out of state, out and less breaks will also help with learning stability and this leading to less learning loss during those long unneeded breaks.	12/16/2022 6:42 AM
90	population boom, diversity, and instructing all	12/16/2022 6:41 AM
91	Parents who have nothing better to do than to criticize those working hard to provide their children with an education.	12/16/2022 6:01 AM
92	Political differences that are not as important as the children.	12/16/2022 5:48 AM
93	A vocal minority	12/16/2022 5:35 AM
94	Evaluation of current building level leadership and central office positions.	12/16/2022 5:34 AM
95	Right-wing radicals who desire to destroy public schools.Scott	12/16/2022 1:07 AM
96	Budgets	12/15/2022 11:04 PM
97	Change can be difficult.	12/15/2022 10:44 PM
98	Pleasing everyone. Team building.	12/15/2022 10:37 PM
99	Parents. When we start catering to to parents we will lose our system. Del Phillips never did this.	12/15/2022 10:27 PM
100	Changing the culture	12/15/2022 9:46 PM
101	Parents that want to burn everything down, want to hijack the schools and school board for their own political agenda . Burning books and just a general effort to drag us back to the 18th	12/15/2022 9:45 PM

	century.	
102	Low moral among employees.	12/15/2022 9:44 PM
103	Staffing of classified employees, and support staff, especially custodians	12/15/2022 9:01 PM
104	Growth of the area in general, staffing school classified positions	12/15/2022 8:57 PM
105	Bigotry, willful ignorance, and false accusations from community	12/15/2022 8:39 PM
106	A wide range of viewpoints as to the best way to serve Sumner county schools. They must be able to independently evaluate the impact of important decisions on our district.	12/15/2022 8:29 PM
107	Building a relationship between the board, teachers, and parents.	12/15/2022 8:28 PM
108	The extremists on the County Committee trying to ban books featuring people of color.	12/15/2022 8:28 PM
109	Technology! 1:1 in ALL schools	12/15/2022 7:56 PM
110	Moms for liberty	12/15/2022 7:33 PM
111	Please help support our teachers even more. All around support. Lots of teachers are leaving the profession, they will have to talk to teachers and listen to what we need.	12/15/2022 7:26 PM
112	Depends on where the candidate is from - less challenges if found within Sumner County already	12/15/2022 7:17 PM
113	Sumner County is not as far ahead of things as they believe they are. They are asking teachers to do their difficult job without resources like textbooks and student devices. They prioritize athletics over academics in some cases while bragging about relatively "solid" test scores. There are perceptions that a new director will need to combat about how certain people rise to certain positions. A new director will need to be prepared to listen to various people in various positions to get a sense of where changes need to be made. We need someone who is capable of having difficult conversations. Our children deserve someone who will foster better communication and collaboration across district and school leaders and establish a guiding cause that all stakeholders can rally behind. The director will need to mend some fences in places to restore trust in the systems that should be in place to benefit all students academically, retain quality teachers, guide & support administrators, and make sure the right people want to work in the environment that Sumner County provides.	12/15/2022 7:17 PM
114	Diversity curriculum and able to answer questions of all staff throughout the county.	12/15/2022 7:08 PM
115	Balancing support for the teachers with the community and district workers.	12/15/2022 7:04 PM
116	The School Board	12/15/2022 6:47 PM
117	We have a new school board with several inexperienced new members that are trying to push their political agendas. I hope that our new director of schools will be able to handle the challenges that will come with this, and help keep our school board student focused.	12/15/2022 6:46 PM
118	Ability to resist Politicians anti American attitudes.	12/15/2022 6:20 PM
119	Trying to work with a SB that is divisive right now.	12/15/2022 6:09 PM
120	See above	12/15/2022 5:56 PM
121	Changing the priorities of the current administration	12/15/2022 5:41 PM
122	Dealing with the perception that Liberty Creek is using the majority of the county's resources	12/15/2022 5:40 PM
123	It takes a village to meet the needs of our students: the tasks at hand for our new Director will be to unite the County Commission and the school board to meet the needs of our students, teachers, and administrators.	12/15/2022 5:39 PM
124	Challenges to the public school system put forth by our current Governor and local groups trying to undermine public education	12/15/2022 5:38 PM
125	Accepting curriculum that challenges ideological thinking.	12/15/2022 5:37 PM
126	Keeping the federal government from implementing programs that do not give our children the foundational principals they need: reading writing and math. Let parents deal with social issues, schools deal with basic knowledge.	12/15/2022 5:32 PM

127	Peer pressure	12/15/2022 5:19 PM
128	Children misbehaving and not listening. Respect. Communication.	12/15/2022 5:16 PM
129	Distribution of finances with what schools really need	12/15/2022 5:16 PM
130	A very conservative school board and county commission that thinks teachers are trying to indoctrinate kids, book banning	12/15/2022 5:15 PM
131	Retaining quality educators.	12/15/2022 5:06 PM
132	English curriculum, continued growth of the county and the demand for schools, preparation for the future as school-level and district-level employees retire from or advance into new jobs, keeping our best teachers in the district rather than going elsewhere	12/15/2022 5:01 PM
133	Curriculum , staffing pay increases are needed to compete with other counties	12/15/2022 4:55 PM
134	Learning the way families in their district communicate and live	12/15/2022 4:50 PM
135	Na	12/15/2022 4:44 PM
136	Working with the Board. Some members are out-of-touch with educational issues and don't follow procedure/protocol.	12/15/2022 4:28 PM
137	Funding	12/15/2022 4:20 PM
138	Challenges from groups with regards to books--both those being taught explicitly in classrooms and those in school libraries will most likely continue to rise. Our students need a Director of Schools who will support schools, teachers, and librarians as they face book challenges. Our schools and our district need a clear policy regarding book challenges, with an emphasis on the challenger having children in our district, and an emphasis on the challenger reading the entire text that is being challenged and not just the portions with which they disagree. Our director needs to ensure that students are given an accurate accounting of history, the only way we can avoid the mistakes of the past is to learn about them and learn from them. Finally, our new Director needs to ensure that students are taught how to interpret information: whether or not it comes from a valid source, and whether or not the information is accurate. Our students need to leave us being able to think critically.	12/15/2022 4:07 PM
139	Sumner county is very tight-knit. Getting everyone's buy in will be a challenge.	12/15/2022 4:00 PM
140	The political climate is adversarial in Sumner County, especially towards the school system	12/15/2022 3:52 PM
141	N/a	12/15/2022 3:37 PM
142	buy in from lower income school zones	12/15/2022 3:35 PM
143	Diversity	12/15/2022 3:22 PM
144	Growth within the student population that is faster than the school system's infrastructure. Our schools are overflowing.	12/15/2022 3:20 PM
145	Parents who want to restrict books, and who want to set curriculum for what is taught..	12/15/2022 3:18 PM
146	Too much emphasis on testing. Budget issues. The challenges for teachers are so severe that many new teachers choose not to remain in the profession; thus a shortage of teachers may exist.	12/15/2022 3:15 PM
147	Lack of Teacher's willing to work for a school system that does not hold students responsible for their actions (w/ grades & discipline). The poor choices in curriculum made by the current/previous board that lost the county many level 4&5 teachers. Cleaning up the disconnect in communication between teachers and fulfilling their needs to have a successful and fulfilling classroom (Poor choice in curriculum and lack of Teacher input when choosing Curriculum). Winning back community support before funding is cut for poor spending by the new board and county commissioners.	12/15/2022 3:12 PM
148	How to help students with resiliency and develop positive coping skills/mental health	12/15/2022 3:10 PM
149	Schools that are out of the affluent areas of the county do not get the same consideration as schools that are in affluent areas.	12/15/2022 3:04 PM
150	The differences that are made between the schools, based on their location/zone.	12/15/2022 3:01 PM

151	Tennessee laws dictating school agendas with political bias.	12/15/2022 2:55 PM
152	Listening to lots of different opinions	12/15/2022 2:54 PM
153	Increasing student behavior issues and lack of trained personnel to address them. Staff shortages! Poor morale.	12/15/2022 2:53 PM
154	Political climate and divisiveness	12/15/2022 2:50 PM
155	Retaining good teachers	12/15/2022 2:50 PM
156	Unevenly zoned schools.	12/15/2022 2:49 PM
157	Parents, community members, and some members of the board.	12/15/2022 2:46 PM
158	The division in community values played out in politics. Growing population, an uncooperative County Commission	12/15/2022 2:45 PM
159	A school board and county commission that is transitioning to be not supportive of school children, employees, education, or anyone not in their community of believers.	12/15/2022 2:42 PM
160	The rising calls to ban books, stifle diversity, and "protect" children from learning about things like slavery, racism, sexism, and homophobia. Some parents and political groups want to take the power of decision-making away from principals, teachers, and librarians, when those are precisely the people for the job.	12/15/2022 2:41 PM
161	A large portion of the community does not trust SCBOE's priorities and feel that it is in contrast with the values Sumner County families hold. There is numerous positions open across the county a real solution needs to be put in place to meet students' needs in a meaningful way. The Special Education Department needs to provide additional supports to the special education teachers to understand the law, ongoing PLC work, retention of teachers, consistency in decisions being made for students no matter their home school, etc.	12/15/2022 2:35 PM
162	Apathy has become a major problem in our schools which I believe is directly related to the pandemic. I think one way to improve this is to improve our discipline system. Accountability is also a major problems and the parents do not help this. I think there needs to be firm policies across the county for student accountability. I also think teacher retention is going to become a problem. Many of us feel underpaid, unsupported, and unappreciated by the county, parents, state, and community.	12/15/2022 2:35 PM
163	The division of the school board and the polarization of groups in our area.	12/15/2022 2:34 PM
164	Backlash from the previous director's self-serving attitude	12/15/2022 2:32 PM
165	Working with our school board, retaining and hiring quality teachers, retaining and hiring quality support staff,	12/15/2022 2:30 PM
166	People's voices in the county have not been heard and it will be hard to get them to change their opinions.	12/15/2022 2:26 PM
167	The push is to discredit public schools in general. The new Director will not only have to have tough skin, they will need to have the ability to be patient and listen to a variety of world viewpoints. They will need to be effective at communicating to unite staff, teachers, administration, board members, commissioners, parents, community members, special interest groups, etc.	12/15/2022 2:25 PM
168	Keeping up with pay increases so we can keep our classified workers with Sumner County	12/15/2022 2:25 PM
169	Mental Health Concerns we do not contract with enough agencies to get our kids help in school. The school counselors have too much on their plate to address concerns in children that go beyond school issues.	12/15/2022 2:22 PM
170	Support from teachers and the community.	12/15/2022 2:19 PM
171	New School Board members that are tired of the way things have been handled in the past. If it is good or bad. The director will also have to face relationships between the school system and the county commission as leaders run in both circles. Restoring public trust in meaningful spending on capital projects. Confidence building due to failed initiatives in the system.	12/15/2022 2:19 PM
172	Challenges that the new Director of Schools will face: Employee shortages, especially in Special Education.	12/15/2022 2:18 PM

173	Filling teacher shortages, supporting teachers as the navigate schools in crisis - teacher shortages, sub shortages, post-covid discipline issues, schools at maximum capacity	12/15/2022 2:17 PM
174	Teacher shortage!!! There are too many certified teachers who have been given lead educator positions. The county is too top heavy. The county is paying too many who are not ever working with the students! There is also a rise in behavior problems! Conscious discipline is not the answer for every student. Teachers are not supported with this at all! Classmates are at a learning loss because the severe behaviors are not addressed.	12/15/2022 2:17 PM
175	Staying loyal and committed to Tennessee values	12/15/2022 2:16 PM
176	Just getting to know what each individual school will need. Each schools needs are different.	12/15/2022 2:15 PM
177	trying to implement new ideas	12/15/2022 2:12 PM
178	Budget constraints and the ever-expanding student population	12/15/2022 2:12 PM
179	Working with new commission and school board.	12/15/2022 2:10 PM
180	Challenges with our County Commission	12/15/2022 2:10 PM
181	We as a county are behind in a lot of areas. There is also a huge discrepancy of where the funds go to support certain schools, while other schools are clearly and purposely not included in funding that is desperately needed. The new director needs to find a better balance. Also we are still very behind in equal pay compared to the counties surrounding us and we will continue to lose good educators for this reason.	12/15/2022 2:03 PM
182	Support for all schools, and students instead of just where the most money and biggest mouths are.	12/15/2022 2:02 PM
183	I think the school zones will be changing frequently due to the large amount of growth in our county. Some schools are currently no where near capacity and some are full.	12/15/2022 2:02 PM
184	-Figuring out efficient special education programs/curriculum, parent groups, teacher pay, lack of communication at the school-level	12/15/2022 2:02 PM
185	Fair distribution of funds to all departments (sports, cte, arts, etc.)	12/15/2022 2:00 PM
186	Inequities in zoning and funding schools.	12/15/2022 1:59 PM
187	Budget	12/15/2022 1:58 PM
188	Loud voices from the community (that don't necessarily have a dog in the race)	12/15/2022 1:56 PM
189	Pushback from the community about curriculum, budgets and major projects.	12/15/2022 1:56 PM
190	Getting schools that are behind on technology and older schools to have the same items as the new schools.	12/15/2022 1:55 PM
191	Budgeting for special programs such as ELL/SPED and teacher retention/compensation	12/15/2022 1:55 PM
192	The contentious relationship with the County Commission, Teacher and staff shortages, population growth.	12/15/2022 1:55 PM
193	Getting along with the new school board and trying to stay competitively financially as other counties in middle TN.	12/15/2022 1:54 PM
194	Keeping all schools fully staffed throughout the school year due to the teacher shortages. We need to figure out a way to incentivize people to want to teach at our schools as well as get subs to cover when teachers are absent. Increasing diversity in the district, including EL's, needs to start being addressed.	12/15/2022 1:54 PM
195	Parental involvement for struggling students.	12/15/2022 1:53 PM
196	budget to make changes and the support of community to make changes	12/15/2022 1:53 PM
197	As a parent and an educator in the county I believe that everyone is surprised that the teachers and staff do not make as much as the cost of living is here in Sumner County.	12/15/2022 1:53 PM
198	Balancing the college for all direction we are focused instead of realizing college is not for all	12/15/2022 1:52 PM
199	County Commission	12/15/2022 1:52 PM

200	Increased student population size, teacher shortages, continued evolution of education without the loss of traditional educational values.	12/15/2022 1:52 PM
201	Willingness to explore new ideals.	12/15/2022 1:52 PM
202	Working with the county commission, and establishing trust as a new director.	12/15/2022 1:52 PM
203	teacher shortages, weakening of academics, loss of community	12/15/2022 1:52 PM
204	The low pay of classified employees is making it impossible to keep people in important positions. Current Director does not see the importance of Classified employees and when raises are brought to the the Board, the raises are always smaller than the Certified employees. It devalues the employees and in this time they can earn more else where. Some full time employees make as low as \$14,000 a year. That is very shameful for Sumner Co.	12/15/2022 1:52 PM
205	Growth, budget, stupid parents	12/15/2022 1:51 PM
206	Split community opinions are a big deal. One group wants one thing and another wants the opposite. So being able to please both sides will be hard.	12/15/2022 1:51 PM
207	New school openings. Possible redistricting.	12/15/2022 1:51 PM
208	The changing needs of the county and the growing number of student who need assistance (e.g. food, clothing, etc.).	12/15/2022 1:47 PM
209	Needing to try to make every school look like Liberty Creek	12/15/2022 1:46 PM
210	The ELA curriculum has many issues and will need to be replaced. Reading proficiency - over 60% of 3rd graders are not proficient. Planning for new schools to accommodate growth. Teacher recruitment.	12/15/2022 1:45 PM
211	Book banning, lack of support for cultural diversity from a vocal minority of our community.	12/15/2022 1:36 PM
212	"loud voices" or opinions on change from those who are not in the schools every day (parents, school board members, etc.); understanding the mental/emotional state of many teachers and staff	12/15/2022 1:24 PM
213	A culturally and politically divided board, rapid growth, and difficult economics	12/15/2022 1:20 PM
214	Book banning. Political posturing, divisiveness.	12/15/2022 12:46 PM
215	IT. They are costs lists in have double workspaces between Google and Microsoft. I also see security concerns related to these IT challenges. Diversity is a struggle and I'm concerned that there has been some gerrymandering of school lines with the opening of Liberty Creek. I am also concerned the admin offices are very separate from the schools and boots on the ground. The dress codes need to be evaluated to allow holes in jeans as long as they are below where shorts/skirts are required for girls. I see lots of wasted education time on a small knee tear.	12/15/2022 12:04 PM
216	Many parents perceive a subtle resentment from administrators if they "get outside of their box." A lack of transparency and the general dismissal of calls for information breeds distrust and a questioning of the motives of leadership. Currently, some administrators (or their friends/spouses) frequently publish facebook posts that deride parents for questioning policies and declare that parents should leave decision making "to the experts." An educator with integrity values parents concerns and input even if it different from their own, and if makes their job more difficult. Many teachers feel enormous pressure for test scores at the expense of quality teaching and long term learning.	12/15/2022 12:04 PM
217	A community divided where common sense has been replaced by very dirty partisan politics	12/15/2022 11:50 AM
218	A deeply divided Board. Newer members controlled by outside influence. The board thinking all problems require a nuclear sized reaction. The new Director must be thick-skinned and open-minded.	12/15/2022 11:32 AM
219	HR and other departments in CO do not work in sync. Positions are filled without being posted or people that don't have the correct degree(s) are given positions bc of their friends. Our county is becoming more diverse than ever but some admin and board members refuse to see these changes.	12/15/2022 11:17 AM
220	The politics -the county commission has lost its way.	12/15/2022 10:47 AM
221	Working and listening to parents.	12/15/2022 10:36 AM



222	There is currently a divide in groups that want very different things for our schools. It will be very difficult to appease both sides and their very different views on the school system. I feel that certain decisions will leave one side angry no matter the decision.	12/15/2022 10:35 AM
223	Mansfield and extreme constitutional republicans who want to tear apart our schools.	12/15/2022 9:59 AM
224	Ability to find real ways to help struggling students without transportation if stay for tutoring. Continue and enhance summer enrichment	12/15/2022 9:44 AM
225	A loud minority who do not want dialogue about topics that do not apply to them, such as racial injustice, homophobia, etc.	12/15/2022 9:41 AM
226	Schools full of children who have no parental support and have had little to no training and discipline prior to entering school. I have encounter FAR too many graduates who possess NO social skills, no grammar, English or writing skills, and who literally cannot add 2 and 2 without a calculator! It is atrocious! I am adamantly against the curriculum that seeks to indoctrinate children but does NOT educate them. Find someone who is not here to INDOCTRINATE.	12/15/2022 9:36 AM
227	Advocating for hire teacher wage, ensuring adequate custodial staff, acceptance of cultural and religious differences among students and families, hiring more diverse, teachers, and administrators	12/15/2022 9:01 AM
228	Republicans	12/15/2022 8:58 AM
229	White supremacy	12/15/2022 8:30 AM
230	I feel the biggest challenge will be getting some of the Board members and Commissioners on the same page.	12/15/2022 8:30 AM
231	Communicating & listening	12/15/2022 8:00 AM
232	Challenging political climate.	12/15/2022 7:51 AM
233	It depends on the candidate. Some challenges now are are new dynamics on the school board and county commission. This position interacts with those groups of people on a regular basis. It will be important to have the ability to make and or maintain professional relationships while continuing to make decisions based on the needs of Sumner County students.	12/15/2022 6:51 AM
234	Growth and push from groups to adopt a "woke" agenda.	12/15/2022 6:45 AM
235	The continuation of a district that has always succeeded. Dealing with a district that is growing in population.	12/15/2022 6:15 AM
236	Tn ready should be abolished yet he or she is still going to be forced to use it. It's a shame that teachers are forced to teach to the test instead of teaching. All offered curriculum should be offered to all students.	12/15/2022 6:06 AM
237	Dealing with the board split and overcoming the poor reputation the current director has of not listening or responding to the parent community.	12/15/2022 3:28 AM
238	The woke culture, inherently dumbing down true education	12/14/2022 10:55 PM
239	How to improve the quality of education	12/14/2022 10:31 PM
240	Listen to the parents	12/14/2022 9:55 PM
241	The fact that the county is so divided. Putting so much money in certain schools and not in others.	12/14/2022 9:41 PM
242	Small town politics	12/14/2022 9:33 PM
243	Get rid of of curriculum that doesn't work as well as the previous curriculum (wit and wisdom). Back to more emphasis on sight words and spelling. Allow teachers to have a great deal of say in what works and what doesn't. Also, students should bring home the books they use in each subject (weekly). Parents need to know what they are reading. Look out for teachers and students, not agendas.	12/14/2022 7:47 PM
244	Getting parent - teacher partnerships so everyone can be on the same page for goals for the children and parents can support teachers' goals, and teachers can support parent's goals,too	12/14/2022 7:06 PM
245	Community influence not heated toward education and what's best for students	12/14/2022 7:01 PM

246	They need to get rid of wit and wisdom.	12/14/2022 6:56 PM
247	It is impossible to make everyone happy. He/she must be a good listener, put kids first, and let teachers do what they do best... teach. We must build a culture that supports one another while striving for excellence.	12/14/2022 6:55 PM
248	Infrastructure and growth development forecasting and project planning; discord from current school board and county commission representation and authority, tenure retirements in key positions and a continued short fall of certified staff, objectivity of fair and balanced support for all schools regardless	12/14/2022 6:11 PM
249	Keeping affective teachers in the classroom.	12/14/2022 5:59 PM
250	Politics in the SCBOE	12/14/2022 5:24 PM
251	Parent and teacher complaints.	12/14/2022 5:17 PM
252	Community growth	12/14/2022 4:34 PM
253	Wit and Wisdom, incompetent administrators across district, political environment	12/14/2022 4:33 PM
254	What is being taught in the classroom is very important.	12/14/2022 3:33 PM
255	They will face a School Board that is very disconnected with reality and with the real needs of families in Sumner County. The school board does not seem to listen to parents and has no interest in outside opinions. Del Phillips has created an environment that lacks trust of the administration and how parents view the current administration. The new Director will have to revive trust with the families and with how parents view the organization that makes educational decisions for our children. Parent involvement should be of regular inclusion and not dismissed. Additionally, during COVID, many decisions were made that have negatively affected students academically, that could have been prevented. This will be another hurdle to overcome for the new Director of Schools. Proper communication with parents is so necessary and this will be something that needs to be revisited within Sumner County Schools.	12/14/2022 3:33 PM
256	Keeping our students safe and innocent, standing up for what is right even if it is not popular in the media	12/14/2022 3:28 PM
257	The new Director of Schools will need to work as hard as they can to build trust. Sumner County is a divisive political arena. Thankfully, there seems to be better parental awareness in regard to parental/educator input and involvement with curriculum, instruction, and leadership. The new director will need to be principled in their decision-making and be a listener of the parents, teachers, administrators, and students. I believe the new Director must have a student-focused mindset. I would like someone who will stand in the gap against agendas outside of what is needed for education. I am typing this on my phone, so my thoughts may be a little scattered. Obscene material—ad determining what that means from household to household, pandemics and mandates and determining what is overreaching and what is not enough, tenured teachers who are tired or unwilling to try new things, overwhelmed new teachers, administrators who are over understaffed buildings, schools that get too much favor and schools that are forgotten, the argumentative political landscape of our county—all sides are guilty of this, there are so many challenges.	12/14/2022 3:14 PM
258	Leading the organization through a difficult political climate with outside influence/charter schools and supporting educators and librarians to ensure that ALL students have the opportunity to see themselves represented in educational materials and to learn without insertion of political bias.	12/14/2022 2:45 PM
259	lack of diversity in teaching staff and board representation	12/14/2022 2:32 PM
260	A small group of loud citizens who don't necessarily have community support but are just loud. A school board with some members who don't have a background in education.	12/14/2022 2:32 PM
261	Our system is EXTREMELY top heavy. There are too many 'chiefs' and not enough 'indians'	12/14/2022 2:07 PM
262	Will face teacher shortages, new board members that are not supportive, making sure employees continue to get pay raises to keep up with inflation	12/14/2022 2:01 PM
263	Uniting a politically divided school board	12/14/2022 1:56 PM
264	Equality	12/14/2022 12:49 PM



265	Working with the Sumner County Commission for funding.	12/14/2022 12:25 PM
266	Diversity amongst faculty and staff	12/14/2022 12:14 PM
267	Rezoning to balance out student population in the high schools. Recruiting and finding quality educators which will take incentives such as masters program assistance or reimbursement and higher entry level pay for new teachers. If this does not happen Sumner County will continue to struggle finding quality educators or lose teachers in the first couple of years. There are numerous positions open now.	12/14/2022 11:56 AM
268	A divide in sumner residents	12/14/2022 11:50 AM
269	The district is large and needs vary by school and demographic. It is important to be in buildings and invest in the people and the students first to understand the various needs and that providing differentiated support for high needs buildings is not only appropriate but needed for our students' success.	12/14/2022 11:01 AM
270	dealing with a difficult political environment both at the school board and county commission level	12/14/2022 10:46 AM
271	He or she will have a weak board to deal with. They don't realize that the Director answered to them.	12/14/2022 10:00 AM
272	Rising push for more liberal curriculum. We are hoping for a directo that is strong in the face of controversy. Someone not afraid to push back.	12/14/2022 9:35 AM
273	Finding curriculum to challenge students	12/14/2022 9:19 AM
274	Undoing the massive damage done by the Phillips administration and not kowtowing to those pitching a "woke" agenda.	12/14/2022 9:18 AM
275	The stress of teachers and our schools staff ga doing the change of a new director of schools. Ensuring our teachers are entirely satisfied.	12/14/2022 9:10 AM
276	They'll have 8 weak board members who won't know how to be his/her boss	12/14/2022 9:10 AM
277	Having to deal with Langford	12/14/2022 9:07 AM
278	The board for one, but most of all getting our reading scores at or above 90%. There is NO excuse for the low bar on this county. So many awards given out in the fall for success and, again, less than 50% reading at level.	12/14/2022 8:32 AM
279	The good old boy system is still alive and strong in Sumner County. It's past time for it to be gone!	12/14/2022 8:32 AM
280	Challenging the woke agenda - keeping our kids' innocence!	12/14/2022 8:04 AM
281	The new Director needs to get rid of Wit & Wisdom	12/14/2022 7:58 AM
282	Liberal agendas and absurd curriculum.	12/14/2022 7:48 AM
283	Rebuilding trust with families after the past Director ignored them.	12/14/2022 7:46 AM
284	The overcrowding of schools, not enough schools for all kids with the explosive population growth, not enough teachers	12/14/2022 7:26 AM
285	Continue good quality education and maintain fiscal responsibility. Attract and maintain good quality	12/14/2022 7:07 AM
286	Budget, harsh criticism and ideas from people in and out of the district	12/14/2022 6:16 AM
287	Serve the needs of the students of the county.	12/14/2022 6:12 AM
288	Getting rid of Wit and Wisdom. Talk to the teachers to know what they dol & do not want to teach. Trust their professional training. Also, we need to build a mentoring program to attract and keep younger teachers. Pay the educators more money. We lose great leaders who go to Metro because of pay, especially minority teachers.	12/14/2022 6:05 AM
289	Keeping our schools on budget and not have frivolous spending.	12/14/2022 5:52 AM
290	Public/Family scrutiny. Political influence. Challenging student behavior. Staff shortages.	12/14/2022 2:22 AM

291	.	12/14/2022 12:44 AM
292	Lack of diversity within a growing diverse community.	12/14/2022 12:24 AM
293	Citizens of sumner county are frustrated with how resources have been used. Educators are overworked and underpaid and morale is low in many of the schools. I believe that teachers need more support in the classroom.	12/13/2022 10:57 PM
294	Managing increasing budget needs, population/student growth, rising costs mean families can contribute less, fighting everything becoming about teaching to a test and losing creativity in the classrooms, teacher shortages and recruitment, summer and after school resources, aging properties that need updating	12/13/2022 10:41 PM
295	Balance with in community	12/13/2022 10:39 PM
296	The facts that all people are not happy all the time the phenomenal population growth in Sumner County.ay	12/13/2022 10:03 PM
297	Unifying a divided school board and political climate.	12/13/2022 9:24 PM
298	Making sure teachers feel heard and supported! Staffing, substitute, bus driver shortages.	12/13/2022 8:40 PM
299	Differentiating between the needs of the parents and their children along with the teachers, versus the needs of the district employees. Bus drivers may be in short supply, but you can't rely on them to be impartial.	12/13/2022 8:36 PM
300	Huge growth of population in our county.	12/13/2022 8:34 PM
301	Political divisiveness	12/13/2022 8:29 PM
302	Keeping all elements of CRT out of the schools. Ensuring the process for adding books to the libraries keeps pornographic content out. Stop advancing students to the next grade who have not met current grade academic standards.	12/13/2022 8:18 PM
303	See above	12/13/2022 7:40 PM
304	Fixing the areas where there is lack of structure and accountability	12/13/2022 7:12 PM
305	Being pushed to change morals, and beliefs.	12/13/2022 6:45 PM
306	The school board	12/13/2022 6:32 PM
307	Being able to unite a disgruntled tax base.	12/13/2022 5:26 PM
308	More assistance and help for the CDC special needs classes. My son hasn't had the same teacher since 2nd grade for more than a year. Also more activities that can include special needs kids.	12/13/2022 5:21 PM
309	Pressure, lack of support and communication	12/13/2022 5:20 PM
310	Engagement with student interests	12/13/2022 5:13 PM
311	Improving academics and test scores.	12/13/2022 5:05 PM
312	Starting so early in August - budgeting	12/13/2022 5:05 PM
313	Overcrowded school rooms and lack of teachers.	12/13/2022 4:57 PM
314	Pressure from national teachers unions to teach negative aspects of our society rather than focus on academics and learning. Teach children but do not indoctrinate them with political views.	12/13/2022 4:40 PM
315	Trying to please everyone.	12/13/2022 4:26 PM
316	Population growth in Sumner county. Controversy regarding CRT, books in school libraries, ESSER fund usage, filling vacancies and keeping staff	12/13/2022 3:22 PM
317	Budget. Some schools obviously are better funded and than others and I believe that is a huge disadvantage to some students.	12/13/2022 3:20 PM
318	Fairness, no teacher pets	12/13/2022 3:18 PM
319	Rebuilding the school system back to the excellence it was before this current director took	12/13/2022 3:09 PM

over. Back to the conservative values of the county and keeping the liberal influences of a neighboring county and media.

320	Parents	12/13/2022 3:04 PM
321	Fixing the current directors mistakes.	12/13/2022 3:01 PM
322	Our community is changing fast and growing exponentially. A new Director needs to know his community and be able to adapt to shifting political tides. It is also important that the Director be able to humble him or herself to take direction from experts (like during the pandemic).	12/13/2022 2:49 PM
323	Cannot be a people pleaser. Having the ability to let your yeses be yes and your no's be no will be a great challenge. There is no environment that can be completely inclusive to each individual, however, keeping school just school would be a huge obstacle. Keeping politics out of school.	12/13/2022 2:49 PM
324	Transitioning the system from their former comfortable rubber-stamping cabal to the new accountability being required of the community.	12/13/2022 2:19 PM
325	Scripted curriculum that needs to be re-evaluated due to not meeting the depth it should.	12/13/2022 2:08 PM
326	To listen to parents. Period. End of day they are OUR children, not yours.	12/13/2022 2:02 PM
327	focusing on school's main job: education in the face of socio-political pressures	12/13/2022 1:54 PM
328	Funding of laptops for White House schools!!	12/13/2022 1:53 PM
329	County Commissioners, Sumner County Constitutional Republican Group, Moms for Liberty- aka far right extreme groups. Constant dragging of school board elected officials who do their job with the best interest of all students.	12/13/2022 1:17 PM
330	The political climate has changed and the new director will have to overcome those challenges	12/13/2022 1:16 PM
331	This person will need to overcome the failures and bigotry of the current DoS.	12/13/2022 1:07 PM
332	Keeping up with times- as fast as they are changing. Cultural diversity. Diversity in general. Dealing with the overtly narrow-minded religious folks.	12/13/2022 12:49 PM
333	Finding ways, alongside pay raises, to attract quality teachers and staff. This is crucial. The new Director needs to be able to LISTEN to his/her teachers with our ideas.	12/13/2022 12:48 PM
334	School lunches. Not pleased at all with what I have seen on my children's lunch trays when attending school lunch functions.	12/13/2022 12:37 PM
335	I am not sure	12/13/2022 12:27 PM
336	Budget constraints, working with a hostile county commission, cost of living and pay increases for ALL staff certified and classified	12/13/2022 12:25 PM
337	Social and or political pressure to give into the above. Need to give older schools a facelift. Too much emphasis on Liberty Creek.	12/13/2022 12:25 PM
338	Sumner is politically fractured and the school board has a couple of far-right, chaos-focused members who are not invested in the long-term success of SCS. Knowledge of Sumner and its political climate would be a plus. In addition, there needs to be attention paid to the diverse student population in SCS and their unique, developing needs.	12/13/2022 12:20 PM
339	Avoidance of CRT and keeping sexualization of children by woke culture out.	12/13/2022 12:19 PM
340	There are so many challenges with facilities, teacher knowledge, diversity awareness, sexual harassment and inappropriate behaviors	12/13/2022 12:12 PM
341	Division	12/13/2022 12:02 PM
342	People who are set in their ways with "how things have always been"	12/13/2022 12:00 PM
343	NA	12/13/2022 11:59 AM
344	Budget and curriculum sources	12/13/2022 11:59 AM
345	Fairness, insuring that all Sumner County School get the tools and improvements that are needed to be successful. The focus seems to always be on the newest or biggest schools and	12/13/2022 11:58 AM

all the fancy, high tech equipment. And our school can't even get lights changed in a field when requested.

346	Suicide and Bullying	12/13/2022 11:56 AM
347	Testing- not part of students grade	12/13/2022 11:55 AM
348	equality across all schools in sumner county	12/13/2022 11:55 AM
349	Low teacher morale. Huge lack of teacher support. Teacher shortage. Pay isn't competitive.	12/13/2022 11:53 AM
350	The new Director of Schools will face challenges such as beginning to follow through with district rules and code of conduct. He / She will also need to be fair and just in placing new administrators/ teacher leaders in new positions and not base it off anything personal.	12/13/2022 11:53 AM
351	Keeping safety of the children	12/13/2022 11:52 AM
352	SCS has a history of encouraging new developments within the county, despite having insufficient classroom space. Even with new schools under construction, overpopulation will continue to be an issue. The new Director must be able to communicate effectively with the County Commission to help promote responsible growth.	12/13/2022 11:52 AM
353	The curriculum. Making sure each school as enough teachers.	12/13/2022 11:51 AM
354	bullying	12/13/2022 11:49 AM
355	Cultural pushback	12/13/2022 11:49 AM
356	Kids today think and learn differently. It is time to rethink the structure of instruction to fit new tools and learning styles.	12/13/2022 11:48 AM
357	Parents who are more interested in complaining than action tasks.	12/13/2022 11:42 AM
358	Political posturing and small but loud wave of anti public education voices	12/13/2022 11:34 AM
359	Transgender issues	12/13/2022 11:27 AM
360	1) Identifying and hiring a diverse pool of teachers/staff/administrators. 2) Developing tasks groups that focus on community engagement/partnerships. 3) Curricula changes that focus on student readiness for college, technical programs, and/or entrepreneurship.	12/13/2022 11:27 AM
361	Pressure from woke community to put gender and sexual issues in school that belongs at home, no white guilt put on our children	12/13/2022 11:25 AM
362	Fighting for teachers' rights and safety in the classroom	12/13/2022 11:19 AM
363	Inequality in resources at schools with affluent communities getting much nicer things than economically disadvantaged areas.. Lack of funding for adequate STEM instruction at the elementary level.	12/13/2022 11:16 AM
364	Long term teachers that need to go. Kids should not be learning Spanish from a computer program. and history teacher is a joke.	12/13/2022 10:48 AM
365	SCS is a large district with immense diversity--racial, cultural, and economic. Each school cluster is unique with different needs. The same approach won't work for Liberty Creek and Westmorland, for example. Holding each school to high standards while understanding the different paths each may need to take to get there is essential.	12/13/2022 10:46 AM
366	doing the right thing for students and teachers despite politics	12/13/2022 10:38 AM
367	Building strong relationships. Proving WHY they are the best fit.	12/13/2022 10:15 AM
368	County commission and school board conflict. It is sad we now have a county commission that does not value the school board.	12/13/2022 10:10 AM
369	I believe the new Director will be challenged with the political backlash of the previous one. For example, under previous leadership, the rural schools in our district have not received as much support as other schools. This applies to areas of technology, maintenance, and athletics..	12/13/2022 10:00 AM
370	Changing fixed mindsets of people in the county on the role of schools and the lack of resources that we currently have.	12/13/2022 9:58 AM

371	Corruption, misuse of funds, public pressure for manipulation of curriculum to conform to special interests	12/13/2022 9:49 AM
372	-	12/13/2022 9:21 AM
373	TN schools seem to be about 15-20 years behind in understanding true rigor in schools. Vocal community that whines more than understands. Also, just for the record, we have not had a true HS level English Curriculum in years. Please choose someone who actually will support the adoption of a "real" curriculum from a tried and true company instead of going with the flash in the pan "new" ones. Teachers and students are suffering from this lack of leadership when it comes to curriculum selection!!!	12/13/2022 9:16 AM
374	Central office staff.... Lots of friend hiring and people not qualified	12/13/2022 8:39 AM
375	Growth, student attendance, earning the trust of teachers. A director that has spent years teaching before moving to administration would be beneficial. The classroom is difficult and teachers are faced with new challenges within the classroom that are different from 10 years ago. Trying to keep teachers and reward those who have been in the system a long time would be beneficial. Morale can be low when faced with the new challenges presented by students and parents.	12/13/2022 8:36 AM
376	Geographical Size and Diversity, Funds Management, Employee Retention, Managing Special Programs, Shared Vision, Uniting Stakeholders	12/13/2022 8:34 AM
377	The current curriculum, past issues with bad budgeting (ex- building a multi million dollar new school complex when we have so many current building with MANY major issues), teacher shortage, teacher burn out, student discipline (this is CRITICALLY needed in our county), ungrateful / disrespectful students and parents, current frozen accounts across the county (decision made by school board and county commissioners)	12/13/2022 8:31 AM
378	Budgets and economic crisis as far people out of jobs or homes	12/13/2022 8:28 AM
379	An ever changing world and pressure from all sides to do what that person/group has determined is best, but is not actually the best course of action for the entire district.	12/13/2022 8:24 AM
380	I would imagine that keeping up with the changes in learning theory and practice and the best approaches to implement them would be somewhat of a challenge for this position.	12/13/2022 8:06 AM
381	Political influence.	12/13/2022 8:05 AM
382	Make sure all students are treated equally. That being said I think school should be a safe place. I also believe we need a director who believes school is for learning not acting wrong.	12/13/2022 7:40 AM
383	A new group of school board members along with a new county commission could provide challenges. Improving existing buildings to keep pace with the amenities of newer schools, which will require increased funding. Potential zoning issues that need to be honestly assessed. Discrepancies in resources available to buildings and students from one area to another.	12/13/2022 7:09 AM
384	Politics	12/13/2022 6:54 AM
385	Inequity among schools, decreased academic expectations of schools (use of tons of study guides, decreased critical thinking, teaching to standardized tests and not for learning), teachers leaving profession not feeling supported or able to teach,	12/13/2022 6:51 AM
386	We need to enforce teachers to STOP Common Core and use textbooks, not just do whatever they want. Students need textbooks to reference. Not every student is a multitasker with the ability to listen, take notes and comprehend at the same time. SPELLING tests for every grade level need to be brought back!!! Our students CANNOT spell, so sad. Get rid of Wit and Wisdom!	12/13/2022 6:44 AM
387	Making decisions about weather	12/13/2022 6:43 AM
388	Growing class sizes. Attention-seeking local politicians.	12/13/2022 6:43 AM
389	I think funding the various high school programs will be an issue in the future along with finding qualified educators.	12/13/2022 6:39 AM
390	I think a challenge faced is the misinformation out there that is causing a division. Transparency is very important in any leadership position. Properly finding out system is also	12/13/2022 6:35 AM

	many times a challenge. Teachers and support staff deserve better pay and support.	
391	Unprecedented population grown accompanied by an influx of non-traditional values.	12/13/2022 5:28 AM
392	The three new school board members are concerning when it comes to upholding the reading rights of Sumner County students. Andy Lacy is incredibly disrespectful to our current Director of Schools and fellow board members. He has extremely poor communication and interpersonal skills. I'm worried if he isn't removed he will scare off excellent candidates willing to serve.	12/13/2022 12:08 AM
393	Working with antagonist SB members and CC members. Also, finding a way to attract qualified teachers to the county.	12/12/2022 11:04 PM
394	The priorities on some areas are not in order.Directors in charge of divisions need to change.Several schools need updates in the buildings as well as technology. This is way over due ,updates should have been looked at yearly .The zoning of schools should be reassessed now that the new school is built..	12/12/2022 10:50 PM
395	Push back from current staff	12/12/2022 10:40 PM
396	Government mandates. Culture changes	12/12/2022 10:39 PM
397	Change. Personalities. Understanding different cultures and races/ethnicities	12/12/2022 10:00 PM
398	Financial and growth	12/12/2022 10:00 PM
399	Activist adults in the community and in elected positions.	12/12/2022 9:38 PM
400	Xenophobic, narrow minded county commissioners interfering in the School board and education decisions by putting their political and religious agendas above science and the well being of our children	12/12/2022 9:26 PM
401	Promote students/parents able to transfer schools without any penalty because a parents know what's best for their children and allowing change.	12/12/2022 9:21 PM
402	perspective differences with the county commissioners on how the county dollars are spent; book censorship; backlash from parent groups who are ignorant to current education trends; parents wanting to push their own agendas in the school system.	12/12/2022 8:58 PM
403	Each Sumner County school has different needs.	12/12/2022 8:51 PM
404	Push back from staff who is already in place.	12/12/2022 8:28 PM
405	How to managing political decisions. Improving inclusion and representation for all students.	12/12/2022 8:25 PM
406	Building trust in them, curriculum	12/12/2022 8:08 PM
407	Keeping teachers	12/12/2022 8:04 PM
408	1. Maintain discipline inside the classroom so that all children can learn. 2. Focus on teaching educational basics so that we keep politics out of the classroom. 3. Lack of physical exercise at school for children who are obese.	12/12/2022 8:00 PM
409	Getting a handle on bullying. It still continues at a high rate even though there is supposed to be a zero tolerance policy.	12/12/2022 7:11 PM
410	Teacher competitive pay to retain. We are in a shortage and there is a reason. Division of board members who are not willing to work together for students but their own political agendas. Please go to schools and stay awhile. Talk with teachers. Sometime the loudest voices are not the right ones.	12/12/2022 7:09 PM
411	Failure to control and stop excessive bullying in the schools. Current school boards lack of concern and compassion for students and general overall unprofessionalism.	12/12/2022 7:04 PM
412	Many issues such as being able to stay competitive with the rest of the country when it comes to programs offered in schools and quality of education.	12/12/2022 7:00 PM
413	The push by woke / left wing individuals to incorporate liberal agendas. Please hire an individual with a solid moral compass, who seeks to protect our kids from the dangerous curriculum and ideologies we see elsewhere across the country.	12/12/2022 6:57 PM
414	The new director will need to e able to listen to what the parents want for their children	12/12/2022 6:54 PM



415	The polarizing political climate seeping into the need to teach our children.	12/12/2022 6:43 PM
416	Horrible cafeteria menu and food prep - hot things are cold, cold things are like warm. Very disappointed in the food this year.	12/12/2022 6:41 PM
417	Attacks from leftward leaning individuals and organizations relocating from progressive Democrat states.	12/12/2022 6:31 PM
418	Overgrowth and crowding, Woke agendas, Spreading tax money evenly to all schools,	12/12/2022 6:30 PM
419	Address dress codes enforced at different schools. I dont appreciate girls being sexually harassed bc of it. Reinstate the possip surveys	12/12/2022 6:30 PM
420	The budget.	12/12/2022 6:21 PM
421	Transparency	12/12/2022 6:21 PM
422	A community divided but the only thing they agree in is the school board and Del Phillips are incompetent. Most everyone thinks he should not get paid to consult the new Director. Ridiculous.	12/12/2022 6:09 PM
423	Budget	12/12/2022 6:03 PM
424	One challenge a new Director will face will be having enough teachers/schools to accommodate the exponential growth of Sumner County.	12/12/2022 5:58 PM
425	Ongoing teacher shortages, curriculum challenges and debates	12/12/2022 5:45 PM
426	School Board needs to go	12/12/2022 5:41 PM
427	Volatile differences of opinion in the public forum, especially under the current state of affairs.	12/12/2022 5:41 PM
428	Inappropriate material, books and curriculum along with an atmosphere that biased against conservatives and our values.	12/12/2022 5:26 PM
429	Finances	12/12/2022 5:21 PM
430	adapting and guidelines	12/12/2022 5:19 PM
431	Different people moving here so crowded schools	12/12/2022 5:18 PM
432	Not me if their qualified	12/12/2022 5:12 PM
433	How to move the schools along to adopt more STEM classes. And stop doing the block schedule, so kids can take a whole year of music every year if they want to.	12/12/2022 5:09 PM
434	Staying away from the pressure to teach cultural rot RWA and life skills	12/12/2022 5:09 PM
435	A county commission that is fiscally very conservative, even when it comes to educating our children and paying our employees. I hope we can hire someone that is ready to embrace our quickly growing community to meet the demands being placed on our schools and teachers.	12/12/2022 5:09 PM
436	Overcrowding of some schools. Especially those that are meeting their goals.	12/12/2022 5:05 PM
437	Funding school sports, high college admission	12/12/2022 4:51 PM
438	Strong push by current administration to do things their way	12/12/2022 4:49 PM
439	Children coming to the school board with reports about being sexually assaulted by students	12/12/2022 4:46 PM
440	Evaluating Teacher success and gaining the trust of current staff. Change is difficult for some.	12/12/2022 4:41 PM
441	Follow in Del's footsteps a	12/12/2022 4:35 PM
442	Keeping politics out of the school curriculum!	12/12/2022 4:34 PM
443	Parents- need to do what's best for the whole, not just one student	12/12/2022 4:32 PM
444	Diversity of students	12/12/2022 4:31 PM
445	Recruiting and keeping quality teachers in a district with low pay and a high cost of living, meeting the needs of the population that is seeing more and more cultural shifts, brining SCS more to speed with SPED practices and technology integration.	12/12/2022 4:31 PM



446	Parents who want to call every shot to keep our students undereducated because "that's not how I was taught" or "my child gets sad learning this"	12/12/2022 4:28 PM
447	Cultural bias in textbooks, unjustified banning of racial history & curriculum only hinders our children while providing a false sense of entitlement to Caucasian children	12/12/2022 4:27 PM
448	Dealing with the board	12/12/2022 4:23 PM
449	Appropriating funding, continued resources for technology, staffing schools with teacher shortages, handling politics of local county	12/12/2022 4:17 PM
450	Politics, self-interest groups, making teachers feel heard	12/12/2022 4:15 PM
451	Bringing the schools that have aged up to standards. I.e. leaking roofs fixed, plumbing in older schools fixed. Updating school communication so that parents and educators are listened to and solutions are presented. Working with the BOE and not running it like a dictatorship	12/12/2022 4:10 PM
452	Hiring additional staff to accommodate students with special needs	12/12/2022 4:04 PM
453	Lack of support from community	12/12/2022 3:59 PM
454	Lots of parents I know are unhappy with their child having to go to their zoned schools. There is wiggle room when another school isn't as overwhelmed. Especially when some schools are so close together. This needs to change. In addition, lots of parents are quietly worried about what their children are learning outside of the traditional studies. We have to remain involved and schools also need to stay transparent about the curriculum and the values of being a good person who contributes to society.	12/12/2022 3:33 PM
455	Making everyone happy.	12/12/2022 3:29 PM
456	Updating and providing for all schools in the county, not just one.	12/12/2022 3:20 PM
457	We need a plan and support to get our schools with no STEM on the right track to get this program. As a parent I would like to know what I can do to support this movement (at Walton Ferry Elementary.)	12/12/2022 3:17 PM
458	With the recent election where everyone elected hates the school system in general, this person will need to be able to navigate this situation and attempt as best they can to work with the funding body.	12/12/2022 3:13 PM
459	A lot of criticism no matter what.	12/12/2022 2:51 PM
460	Getting better raises for teachers and staff. Using the funds more responsibly.	12/12/2022 2:49 PM
461	Keeping children respectful to teachers. Keeping Children obedient to all the rules. Keeping phones and music and distractive materials out of classroom. Be on time.	12/12/2022 2:49 PM
462	N/A	12/12/2022 2:46 PM
463	Unhappy teachers & the rapid turnover that comes with that. Excess of parent and community feedback via social media, fixing the mess that has been made over the last several years with poor curriculum choices and a grading system that sets students up for failure as adults	12/12/2022 2:45 PM
464	The political climate and an uneducated and/or misinformed public	12/12/2022 2:44 PM
465	I don't know. Would like to understand current Director of School challenges.	12/12/2022 2:41 PM
466	Small group at CO who consider themselves the "cabinet"; Mistrust of CO from school level; Lack of communication system-wide	12/12/2022 2:37 PM
467	Social and political forces that have nothing to do with my child's ability to succeed academically.	12/12/2022 2:32 PM
468	County Commission, school board changes, budget/ growths	12/12/2022 2:29 PM
469	Keep the woke Democrat policies out of our schools	12/12/2022 2:27 PM
470	I believe the continued growth of the county is going to present challenges whether in the form of new schools or using the current resources more effectively/efficiently.	12/12/2022 2:24 PM
471	A divided board, aggressive parents trying to tell schools what to do, staff morale	12/12/2022 2:07 PM

472	Recovering from the devastating effects brought on by the Covid-19 pandemic.	12/12/2022 2:05 PM
473	Negative Political Climate	12/12/2022 1:52 PM
474	Moms for Liberty and their attack on our schools. In general, the political climate and Fox news has given parents and others in community the absurd idea that educators are trying to pollute students' minds! And our state legislators are letting them get away with it. ON a local level, I think that the school cafeterias should have more personnel and be able to serve better food. The director and other top personnel should eat at a school cafeteria at least once a week.	12/12/2022 1:46 PM
475	Out of control parents and school board members, trying to ban books, and thinking our schools are trying to indoctrinate our children	12/12/2022 1:36 PM
476	The great divide where some don't want change, and some do.	12/12/2022 1:21 PM
477	Population growth and current zoning of students. Especially the effects of open enrollment at LC on our other schools. The unnecessarily spent money to build a ridiculous school that's left all others behind. Facilities at all schools had to be financed by groups in each community and LC was given the best of the best.	12/12/2022 1:10 PM
478	Embracing diversity, equal opportunity and inclusion of all cultural backgrounds	12/12/2022 1:02 PM
479	A school board that is very divided; lack of support from some parents	12/12/2022 12:54 PM
480	I don't feel that SCS are prepared for another pandemic. We have many areas that do not have access to cellular & internet services. I don't think Covid was a one time issue. It will happen again & if these services aren't made available, students will have another educational gap to makeup. Also, some members of the current board are beholden to political interest groups that do not have the best intentions of ALL SCS students & staff. They will fight anyone that is not white, Christian & republican. Good Luck.	12/12/2022 12:52 PM
481	Working with all board members successfully.	12/12/2022 12:48 PM
482	Current administrations need to be revisited. Directors should not hesitate to make immediate changes	12/12/2022 12:40 PM
483	Gap in funding for teacher pay and facilities for schools other than Liberty Creek	12/12/2022 12:21 PM
484	Pressure with all the change in curriculum we're facing with the country & standing to true & moral values.	12/12/2022 12:18 PM
485	Culturally, Sumner county is still largely conservative. We need to be very mindful that the loud minority (not related to ethnicity but numbers) cannot and should not be able to dictate policy to a largely conservative majority. CRT and common core should not have a place in Tennessee.	12/12/2022 12:16 PM
486	Some of the newly elected board members appear very hard to work with. They are extremists and are putting their personal political beliefs on the forefront. As a citizen of Sumner County, I believe they are taking us back ten years. I feel sorry for any reasonable, intelligent person who has to work with them. I hope the general public will wise up and vote them out, so we can continue making the progress we were making.	12/12/2022 12:09 PM
487	So teachers in the county do not need to be teachers	12/12/2022 12:08 PM
488	Challenges to intellectual literacy and challenges to teacher autonomy.	12/12/2022 12:08 PM
489	Issues with Covid and all these sicknesses going around on a constant basis	12/12/2022 12:07 PM
490	Know it all parents and entitled kids, some with a lack of empathy.	12/12/2022 12:06 PM
491	My biggest concern is calls to restrain education by banning books, banning cultural diversity instruction, targeting LGBTQ+ communities, and restraining librarians and teachers in their own classrooms. It is important that a director of schools supports critical thinking and education based in evidence-based principles.	12/12/2022 12:04 PM
492	There is not one single African American teacher in several of the schools. That should change!	12/12/2022 12:04 PM
493	Influences from social media bleeding into schools	12/12/2022 12:02 PM

494	Challenges of working with the current Commisioners who have unethical political agendas	12/12/2022 12:01 PM
495	Funding/budgets; Hyper growth of student counts; Teacher recruitment and churn; Empathy within curriculum with students being behind due to pandemic.	12/12/2022 11:55 AM
496	How to keep us going in that direction.	12/12/2022 11:50 AM
497	Cleaning up the hot mess created by current administration	12/12/2022 11:49 AM
498	Teacher that have no real skill to teach or adapt to different personalities of there students	12/12/2022 11:48 AM
499	Actually listening and responding to ALL constituents which hasn't been the norm unfortunately.	12/12/2022 11:45 AM
500	Distrust by some of local government	12/12/2022 11:45 AM
501	With the change in demographics in the community, Sumner needs to show an effort towards diversity. They pay less then surrounding counties, so it's understandable it's hard to recruit minorities, but we should see a concerted effort such as inclusive ads, returning to HBCU fairs like they did in the 90s, etc. All staff need to be trained in cultural bias training and more culturally relevant teaching as the landscape of Sumner has grown and is more diverse. You are losing these families to private.	12/12/2022 11:41 AM
502	Change	12/12/2022 11:40 AM
503	Insubordination and disrespect from angry teachers and board members that have been mistreated and unheard for many years.	12/12/2022 11:39 AM
504	I want to see a more pro active approach to bullying in the schools. In particular the Middle Schools. Hold assemblies, hold children accountable for their actions. Have adults those jobs are specifically to monitor the halls. Kids are at school to learn and should feel safe while doing so.	12/12/2022 11:38 AM
505	It will be a challenge at times to face overly dramatic parents and teachers. Make sure the new director can handle conflict resolution in a polite, but direct manner.	12/12/2022 11:31 AM
506	Censorship, public relations, teacher retention, transparency	12/12/2022 11:30 AM
507	So many people are moving to this area from other areas in country, that I feel like we will have some zoning issues, as well as overcrowded classrooms.	12/12/2022 11:22 AM
508	Things that have been swept under the rug. There can't be much more room under there	12/12/2022 11:17 AM
509	Teacher/staff retention	12/12/2022 11:17 AM
510	Growth in Sumner County.	12/12/2022 11:16 AM
511	A county commission that is not pro-schools.	12/12/2022 11:13 AM
512	Not sure.	12/12/2022 11:03 AM
513	They will face challenges with parents. Which is what we all face in the school system.	12/12/2022 10:59 AM
514	Religious extremists pushing their agenda and attempting to limit and entirely restrict access for all students to educational material they don't want their own children to experience.	12/12/2022 10:56 AM
515	Multiple different facets of ideas, differences of opinions, and compromises	12/12/2022 10:54 AM
516	He/she need to work with parents and be accountable. Work to build bridges and not cater to special interest groups!	12/12/2022 10:53 AM
517	Pressure to allow gender identity and woke history to enter our schools.	12/12/2022 10:51 AM
518	Bad characters, economy	12/12/2022 10:51 AM
519	Being competitive as a school system to attract good teachers.	12/12/2022 10:49 AM
520	The spread of misinformation, varying opinions	12/12/2022 10:42 AM
521	Keeping liberalism and wokeness away so that an education can be provided.	12/12/2022 10:38 AM
522	Keeping a wide, diverse group of people supported.	12/12/2022 10:37 AM

523	I believe that the new grading system of adding TCAP scores to elementary and middle school kids' final grades will be a problem. Also they'll be more issues surrounding allowances of what kids supposedly identify as..they should be ready for shut that down and hold a firm stance on it. A middle school in MO currently has a law suit as 2 students identify as cats and are demanding litter boxes in their classrooms. Disturbing and only a matter of time before that wack stuff hits Sumner Co. I'm afraid.	12/12/2022 10:36 AM
524	We have such a division of values in this area, some scary things being allowed in our schools. This is only going to increase as we see more people move into our county. I also feel that many children never caught up from the virtual year (2020), teachers over-worked	12/12/2022 10:36 AM
525	Over crowding and the deteriorating buildings at Gallatin High and Howard Elementary Schools	12/12/2022 10:35 AM
526	Gender ideology being forced on students by teachers and fellow classmates.	12/12/2022 10:35 AM
527	Dealing with a staffing shortage. Dealing with staff needing salary increases to help inflationary issues. Dealing with aging schools needing improvements and repair. Especially to catch up to Liberty Creek schools and facilities.	12/12/2022 10:34 AM
528	Hiring Teachers who actually care about the kids and want to teach them properly. I feel the kids are failing because of the teachers not taking the right amount of time to work with the kids. The kids are rushed to learn and not all kids can learn or understand as quickly.	12/12/2022 10:23 AM
529	Being able to get along with the commission and school board, fiscal responsibility with taxpayer dollars and out of control growth in the county.	12/12/2022 10:19 AM
530	BETTER FOOD FOR CHILDREN!!! I HAVE ATE THE FOOD! IT IS HORRIBLE ON A GOOD DAY!!!	12/12/2022 10:12 AM
531	Growing population of students in Sumner county. Ability to fund and budget without increasing taxes. Older schools not getting attention and funding needed due to Liberty Creek campus being over budget and behind schedule.	12/12/2022 10:11 AM
532	Budget, teacher pay, limited resources, limited number of available academic courses	12/12/2022 10:10 AM
533	Staff being stuck in their ways and far to strict toward students	12/12/2022 10:07 AM
534	Wit and wisdom	12/12/2022 10:06 AM
535	political climate in the community, distrust,	12/12/2022 10:06 AM
536	Teacher moral is a struggle on all levels and it is a direct result of student behavior. You can be the greatest teacher but if there are not adequate consequences to deter poor behavior and blatant disrespect then there's only so much you can do. If this is not fixed, teachers (great ones at that) will continue to leave the profession. It MUST be addressed on all levels. I think there is also a mistrust in the position in general. We have money to spend on brand new top notch facilities for some schools/areas while others are denied simple repairs and much needed upgrades because "we don't have the money."	12/12/2022 10:06 AM
537	Leadership with strong moral beliefs and not being afraid to stand up for what is right	12/12/2022 10:00 AM
538	Good ole boy system.	12/12/2022 9:59 AM
539	Becoming familiar with the district	12/12/2022 9:57 AM
540	Growth in the county	12/12/2022 9:57 AM
541	Political climate; New County Commission; Perceived bias toward Hendersonville/Gallatin schools vs. the whole county	12/12/2022 9:53 AM
542	Declining facilities and infrastructure at schools, besides Liberty Creek. Ridiculous	12/12/2022 9:52 AM
543	When to close schools in bad weather	12/12/2022 9:50 AM
544	Staff shortages, disgruntled parents, budgets	12/12/2022 9:50 AM
545	Appropriate curriculum for age of students (not with a liberal agenda), teacher shortages, reconstruction to address reasons for teacher shortages, community support	12/12/2022 9:50 AM
546	Safety, communication, common sense	12/12/2022 9:49 AM
547	Diversity issues	12/12/2022 9:46 AM

548	1. Giving teachers the tools/flexibility to address the needs of their students. The tools that are successful at one school may not be the tools needed at a different school. 2. How to successfully integrate technology in the classroom so the students are prepared for computer based testing.	12/12/2022 9:45 AM
549	Rapid population expansion.	12/12/2022 9:42 AM
550	Finances, builds new schools if very expensive.	12/12/2022 9:41 AM
551	Bringing everyone together, cleaning up messes from previous administration, finding ways to be fiscally responsible with the budget provided, addressing issues with curriculum	12/12/2022 9:40 AM
552	I believe we need a better division of finances for each school.	12/12/2022 9:39 AM
553	We must fight against the perversions that have infiltrated our education system and get back to real education!	12/12/2022 9:38 AM
554	The current board and Governor.	12/12/2022 9:22 AM
555	You will have an upcoming, multi-year cycle of staff shortage due to the current stress you chose to put your staff under: high student ratio and low pay. Technology (Ex.- faculty desktop computers) will need to be upgraded to allow for work to be completed efficiently.	12/12/2022 9:20 AM
556	I feel like the new Director of Schools will face many challenges that involve things that are or are not appropriate for school such as books, dress codes, curriculum. I feel that our country is and was based on a Biblical foundation, "In God We Trust." I feel it would be of the best interest for the whole county to have a Christian person as the Director of Schools. I think that should be the number one criteria. Another challenge will be dealing with parents. The new Director should be able to work and deal with parents without giving into parents who stir up a stink.	12/12/2022 9:15 AM
557	Too much money spent on silly things like keeping Dr. Phillips on as a consultant	12/12/2022 9:12 AM
558	Pressure to conform with progressive ideologies.	12/12/2022 9:11 AM
559	Curriculum	12/12/2022 9:09 AM
560	Establishing respect by the Director of Schools towards teachers, parents, and community leaders. The Director should not lead by directives only, but also by the concerns of many individuals who are involved in the education process of our youth.	12/12/2022 9:08 AM
561	Lack of progressive SEL programs and supports. There is very little in place to support students after the pandemic. Still trying to figure out what ESSR funds were used to support??	12/12/2022 9:05 AM
562	A new county commission, poorly informed citizens	12/12/2022 9:03 AM
563	Trying to please everyone will definitely be a challenge, but I hope the new director will be a sincere person who wants to benefit the children and families of this community.	12/12/2022 9:01 AM
564	A very diverse district where parents are from one extreme to another and they are boisterous and loud when they disagree with something that is put in place.	12/12/2022 8:52 AM
565	Hiring people in all needed areas (custodial/TA/teachers/subs), budget-as to hire and keep teachers, they will need to be compensated appropriately	12/12/2022 8:52 AM
566	connecting with the current school board as well as all the principals and central office staff he or she comes in daily contact with	12/12/2022 8:50 AM
567	A community with a divisive minority trying to interrupt and stall educational progress	12/12/2022 8:49 AM
568	Student Discipline-lacking space within the alternative school	12/12/2022 8:47 AM
569	The person will need to clean up the board and listen to others. The new Director needs to live in our county!!	12/12/2022 8:46 AM
570	challenges to Wit & Wisdom and school libraries	12/12/2022 8:43 AM
571	Bringing two opposing sides together in a hostile environment. And working with a county commission that doesn't seem supportive of the schools.	12/12/2022 8:42 AM
572	Uniting school board members and county commissioners to work toward a common goal!	12/12/2022 8:42 AM

573	A new director will face pressure to incorporate into curriculum prevailing social/cultural ideas, over fact- and history-based education. They will also face the pressure to steer away from or to change altogether the facts and history that are taught to align with cultural/social pressures.	12/12/2022 8:40 AM
574	Complaining parents, communities and staff no matter what you do	12/12/2022 8:34 AM
575	telling people NO	12/12/2022 8:34 AM
576	Not being liked by everyone but being able to make the hard day to day decisions.	12/12/2022 8:31 AM
577	Fitting all the necessary materials into the budget	12/12/2022 8:30 AM
578	The changing cultural landscape of our communities. With the growth of Nashville undeniable, we are now serving student populations that many schools have not had to serve in the past. Adaptability and cultural competence are a must for us to continue to be successful in the upcoming decade. In additional, while we have dedicated and passionate educators, it is a difficult time to teach. Recruiting new, quality teachers and aides will be an important challenge for our district in the years to come. Finally, ensuring that we have adequate mental health services for our students is an important reality that we must face.	12/12/2022 8:28 AM
579	The ability to stand against CRT in schools, choosing competent principals for schools, the need to advocate for increased pay for teachers, and parent involvement.	12/12/2022 8:19 AM
580	Teacher retention. Curricular changes, book challenges.	12/12/2022 8:18 AM
581	The ever declining staff numbers, and finding a way to combat that and support the ones of us who are here.	12/12/2022 8:04 AM
582	The current climate of the board, commission and community will be a struggle.	12/12/2022 7:50 AM
583	Diversity inclusion, continued county growth, loss of good teachers	12/12/2022 7:47 AM
584	Recruiting and maintaining school staff. This county is bleeding teachers. There is too much fat in between the Board/Director and the people who actually work in the schools. There are too many people in positions of authority that micromanage and give typically contradictory directives to administrators and teachers.	12/12/2022 7:21 AM
585	Learning the community and board.	12/12/2022 7:12 AM
586	Finding teachers. Teachers are pounced on daily to do more and more. They have lives and families that are important to them. A new director needs to talk with the teachers and let them know they are valued. In person meetings go along way to understand others struggles. director needs to realize this needs to be addressed to retain teachers.	12/12/2022 6:54 AM
587	Community opinions and support seem to often be based on individual values and beliefs without much research or education done to view issues from a different perspective. The ones that are most narrow minded view tend to be the loudest and spread their interpretation of why things are happening without filling understanding the issue or the reasoning behind decisions. A new director will face intense vocal scrutiny when making a decision that is not "how it's always been done". The director needs to be able to be proactive and anticipate what both sides of arguments for a policy or change will be and needs to be prepared to provide factual history on what the policy is, why it's important, why it isn't as simple as people think it should be. Providing basic education to the community on what summer county can do vs can't will be very important.	12/12/2022 6:48 AM
588	N/A	12/12/2022 6:47 AM
589	The differences of people	12/12/2022 6:06 AM
590	Pressure from community groups and state policy changes	12/12/2022 5:18 AM
591	Continuing to close reading and math gaps - updating the technology in classrooms,	12/12/2022 1:00 AM
592	Restructuring of district departments & roles; unethical practices of personnel at district office; lack of transparency btwn district leadership & community; lack of diversity with district; lack of diversity and inclusion practices district-wide; lack of curriculum support; non-transparent & unethical fiscal practices; staffing shortages; communication barriers & disconnect btwn district offices & schools; lack of parent communication & involvement	12/11/2022 10:54 PM
593	Trying to balance what has always been done with their own opinions	12/11/2022 10:23 PM



594	Diversity and stubborn existing leaders (ie-Principals & Vice Principals) of sumner county schools	12/11/2022 10:04 PM
595	Push back on ELA curriculum, scripted curriculums in general, WAY to many demands on classroom teachers, class sizes are very overwhelming	12/11/2022 9:46 PM
596	Mandated testing and over crowding by terrible planning commissions	12/11/2022 9:32 PM
597	Repairing damage done by allowing certain areas/schools in the county to receive preferential treatment over other schools in different areas of the county. A huge rift has now been created.	12/11/2022 8:53 PM
598	School security	12/11/2022 8:44 PM
599	political swings / support of Board and county commission, equality among the schools	12/11/2022 8:24 PM
600	Not sure	12/11/2022 8:24 PM
601	Behavior program resources to support the needed changes. Behavior education for general education teachers to feel supported. Allowing special education and general education teachers to have a blended professional development option to learn how to support each areas needs.	12/11/2022 8:23 PM
602	Getting some of the commission to support the schools	12/11/2022 8:11 PM
603	Safety and security.	12/11/2022 7:45 PM
604	Discernment. There are many in positions who were placed there by social connections as opposed to by experience and qualifications. It will be hard to determine who belongs to which category.	12/11/2022 7:41 PM
605	A crazy county commission and a few new, crazy school board members who are trying to destroy SCS.	12/11/2022 7:37 PM
606	I think with a few new county commissioners could could make it hard for the director. All of them put differences aside and do what is best for the kids!	12/11/2022 7:23 PM
607	The growing population, the language barriers, the intellect for a job that seldom gets questioned but when it is.....you better have a damn good answer.	12/11/2022 7:10 PM
608	Everyone has their own opinion.	12/11/2022 7:08 PM
609	County Commissioners who don't want to spend any money on the school budget	12/11/2022 7:06 PM
610	Cell phone use and the wide range of issues It presents	12/11/2022 7:00 PM
611	Keeping the political driven "education" out of the school system, and Keeping the school board from further damaging the County.	12/11/2022 6:49 PM
612	There is many different ones hopefully they will remain strong too handle the situation	12/11/2022 6:26 PM
613	Having a former director tell them what to do.	12/11/2022 6:00 PM
614	A lot of educators are disappointed with our school system and it's lack of respect for teachers. They are seeking people to fill our positions as we leave this profession. Why aren't they focusing on keeping the excellent educators they already have ?	12/11/2022 5:47 PM
615	Keep the crt out of the schools	12/11/2022 5:41 PM
616	The rapid growth of our schools.	12/11/2022 5:30 PM
617	Trust from the community and teachers	12/11/2022 5:24 PM
618	They're going to feel very pressured in such an established county.	12/11/2022 5:23 PM
619	Listening to one another	12/11/2022 4:49 PM
620	Too many levels of admin/instructional coaches and not enough teachers	12/11/2022 4:46 PM
621	Different cultures	12/11/2022 4:28 PM
622	Parents. Too much focus on testing.	12/11/2022 4:06 PM
623	Bridging the gap between parents and elected officials within the schools	12/11/2022 3:59 PM



624	Paying the teachers and staff more	12/11/2022 3:38 PM
625	Politics, the force that drives SCS unfortunately.	12/11/2022 3:36 PM
626	We have a large and diverse school districts with students and schools having very different needs. Often, your northern schools (White House, Westmoreland, Portland) feel underrepresented or ignored or unimportant. The new Director should make sure all students and schools have the same resources and options.	12/11/2022 3:36 PM
627	Reducing bullying, creating equal opportunities within all schools	12/11/2022 3:25 PM
628	Past issues and incompetence of previous/remaining directors were r board	12/11/2022 3:22 PM
629	A county commission who is almost anti school board. They would rather put kids back into portables than build modern, new campuses, like Liberty Creek. Another school site is almost imperative in Castalian springs/Bethpage. The current commission will not be a supporter of anything that benefits the school system. I think the new school board is also full of Alt-Right, ultra conservative, zero spending members. The new director is almost set up for failure due to the low voter turn out in the recent election.	12/11/2022 3:15 PM
630	Student discipline	12/11/2022 3:10 PM
631	Removing wit and wisdom	12/11/2022 3:07 PM
632	Getting rid of critical race theory being taught in the schools.	12/11/2022 3:05 PM
633	How to successfully work with children with mental disabilities and diagnoses not just learning	12/11/2022 3:05 PM
634	Effective communication with parents, getting a great budget	12/11/2022 3:05 PM
635	Can not make everyone happy but teachers should be heard!!	12/11/2022 2:42 PM
636	Please remember that a large minority of the population is not conservative Christian leaning. Please keep people's religious beliefs out of the schools.	12/11/2022 2:25 PM
637	Budget issues in the coming years to fund previous commitments	12/11/2022 2:19 PM
638	teacher burnout, weakness in Instructional Department that seems to be unrecognized, inequity among schools - heavy CDC load in some, etc.	12/11/2022 2:16 PM
639	Overcrowded schools	12/11/2022 2:14 PM
640	Community negativity	12/11/2022 2:04 PM
641	Diversity of races and different political views and also resolving racial and gender issues that goes on in Sumner County.	12/11/2022 1:35 PM
642	Na	12/11/2022 1:32 PM
643	Beign able to know their role. This person shall understand that they are not in charge of the School Board and that they are to take direction FROM the school board, NOT the other way around.	12/11/2022 1:30 PM
644	The vast differences in the northern and southern parts of the county - demographics, geographic, economic, etc. Not everyone in the county can be compared to the Hendersonville/Gallatin areas. Northern rural schools are often disregarded, it seems.	12/11/2022 1:15 PM
645	Keeping the focus on academics and not social agendas.	12/11/2022 1:11 PM
646	The teachers that are doing their job not getting the support they need but also dealing with teachers and principals slacking and not doing what they are supposed to do. Children need more support at home and classroom. Need more modifications to buildings and classroom supplies	12/11/2022 1:00 PM
647	Conservatives wanting to keep our kids uneducated	12/11/2022 12:58 PM
648	Resistance to change	12/11/2022 12:57 PM
649	I think there is strong polarization between parents of what is considered appropriate curriculum in the class room and offered in libraries. They would need to be able to handle this in a way that brings people together in compromise as much as possible.	12/11/2022 12:57 PM

650	Modifying the budget, in order to provide higher salaries to essential positions, such as special educators, para educators, teacher assistants, etc. in order to combat the teacher shortage	12/11/2022 12:55 PM
651	The lack of ability to hire special education staff, both certified and classified.	12/11/2022 12:52 PM
652	I'm not sure.	12/11/2022 12:51 PM
653	Bus driver shortage	12/11/2022 12:48 PM
654	Lots of opinions	12/11/2022 12:44 PM
655	There needs to be a focus on retention of proven educators.	12/11/2022 12:38 PM
656	How the schools handle bullying	12/11/2022 12:37 PM
657	Budget support from the county commission, challenges with regards to controversial curriculum choices such as Wit and Wisdom and library books because people with negative opinions have the loudest voices, teacher shortages, making teachers feel valued and supported	12/11/2022 11:56 AM
658	Growth in the county and the need for more teachers and schools.	12/11/2022 11:49 AM
659	Teacher retention and lack of diversity in hiring.	12/11/2022 11:48 AM
660	Needs a new ELA curriculum. Wit and Wisdom is not a good curriculum.	12/11/2022 11:24 AM
661	Teacher shortage, substitute shortage, teacher retention, transparent allocation of funds, proper funding of ALL schools not just the ones in Hendersonville,	12/11/2022 11:11 AM
662	The financial political and economic divide within the community and being able to balance that to fit, everyone's needs adequately without sacrificing a well-balanced education.	12/11/2022 10:49 AM
663	Systematic racism and politicized Sumner county school board.	12/11/2022 10:36 AM
664	Volatile political area. People will always be angry. People will be unhappy. You can never please everyone. Honestly, unfortunately for our students and employees, I can't imagine anyone wanting the job.	12/11/2022 10:23 AM
665	Our district is such a huge school system now, that may create challenges.	12/11/2022 10:18 AM
666	Helping people to get along with each other in the process of teaching our students!	12/11/2022 9:56 AM
667	It is impossible to make everyone happy, but in the end it is all about what is best for students and educators.	12/11/2022 8:39 AM
668	Hiring staff to fulfill all needs within the school. Continuing to keep Sumner county schools great, there has been some concern for Beech High School.	12/11/2022 8:21 AM
669	Distractions away from education	12/11/2022 8:16 AM
670	Shortages in staff and cultural demands	12/11/2022 8:12 AM
671	Assessing schools, programs, and systems, and processes to see what is working to prepare students for the next phase of their educational careers.	12/11/2022 8:11 AM
672	A majority of old board members that still fight to keep antiquated ways rather than involve experts with their discussions.	12/11/2022 7:54 AM
673	We need to rotate our principals do they don't get stale. We need school leaders that are constantly pushing for growth in schools.	12/11/2022 7:36 AM
674	The Board seems adversarial towards one another.	12/11/2022 7:08 AM
675	Giving the squeaky wheel the grease.	12/11/2022 7:02 AM
676	Higher pay for assistant teacher staff and bus drivers	12/11/2022 6:59 AM
677	Parents who dog whistle "transparency" and who are affiliated with "Moms ofLiberty" group.	12/11/2022 6:42 AM
678	Highly qualified Teacher Shortage	12/11/2022 6:39 AM
679	Placating the woke nonsense going on in our education system, and getting us back to real curriculum education and making students successful.	12/11/2022 6:25 AM

680	Getting a handle on correcting the fear created by the last Director... Dissent or different perspectives were punished with demotions, etc.	12/11/2022 2:40 AM
681	I can only speak to high school challenges, but keeping teenagers engaged and wanting to learn. I think that there is a serious drug epidemic and the schools are not immune to it and that is something he or she will have to face as well.	12/11/2022 12:12 AM
682	Lack of teachers, school board members who are out of touch with classroom teachers.	12/11/2022 12:01 AM
683	Crazy community members, retaining stellar team members, really knowing what the students feel they need.	12/10/2022 10:32 PM
684	Not enough employees	12/10/2022 10:01 PM
685	Teacher and bus driver shortages, teachers not being paid enough.	12/10/2022 9:42 PM
686	Stop the politics	12/10/2022 9:27 PM
687	Increasing academic outcomes.	12/10/2022 9:17 PM
688	Political and religious extremists, demagoguery.	12/10/2022 9:10 PM
689	The amount of administrative staff and parents that are resistant to change and growth. The district is a very "old school" mindset, and they refuse to change, adjust, or adapt. When principals are allowed to scream at teenagers in the middle of the parking lot without any hesitation like it's okay to talk to a human being in any way they please - you have a problem. When you bring issues to the school district human resource office and they decide to handle it "in office", there's a problem. This district stinks of the "good old boys" system - so good luck.	12/10/2022 9:04 PM
690	Unity among staff and community	12/10/2022 8:53 PM
691	Community growth	12/10/2022 8:49 PM
692	Growing sense of distrust toward the school system; scrutiny the school system faces due to political conservative groups; county's growing population; teacher shortage and teacher morale	12/10/2022 7:50 PM
693	Distribution of funding equally amongst schools	12/10/2022 7:38 PM
694	Balancing the individual needs of students, especially marginalized students, against the standards set by state- and nation-wide criteria, while staying within budget	12/10/2022 7:19 PM
695	Drag queens wanting to read at story time	12/10/2022 7:18 PM
696	Budget	12/10/2022 6:56 PM
697	budgets	12/10/2022 6:24 PM
698	Social/emotional changes we are seeing throughout the county and the lack of qualified applicants. County Commission and public understanding the challenges Educators have.	12/10/2022 5:51 PM
699	1. A terrible political environment where school board and county commissioners are not going to work together and potentially don't see the need for funding key aspects of our schools that have made them what they are today.	12/10/2022 5:42 PM
700	Deemphasizing online learning in favor of traditional methods. Continuing to transition to a pre-covid school atmosphere.	12/10/2022 5:36 PM
701	Improving overall district communication with schools.	12/10/2022 5:29 PM
702	Recognizes the cultural make up of sumner county	12/10/2022 5:29 PM
703	Unsure	12/10/2022 4:53 PM
704	Making solid calls about snow days.	12/10/2022 4:48 PM
705	A board that is increasingly angry about the money spent to invest in students. Political strife. Board members who don't understand education. Board members who don't value diversity.	12/10/2022 4:44 PM
706	Not kowtowing to a vocal minority of people who are reacting in fear to things that a new and different.	12/10/2022 4:36 PM

707	Hiring competent principals and supervisors who understand how hard it is to be a classroom teacher. We have too many people who have no clue.	12/10/2022 4:26 PM
708	Focusing on traditional while facing the woke.	12/10/2022 3:55 PM
709	Right now I see that the students are causing disturbances in classes with physical and verbal fighting. I want to see those children have accountability for their actions and hopefully that will curb others from making poor choices.	12/10/2022 3:44 PM
710	A divided board.	12/10/2022 3:43 PM
711	growing population, local politics, size/diversity of county, teacher support/retention, attention to sports vs academics	12/10/2022 3:30 PM
712	Growing population with a need for better facilities to meet that demand	12/10/2022 3:27 PM
713	Effectively balancing the best for students their leadership represents.	12/10/2022 3:14 PM
714	cultural diversity and equity & getting a more diverse teachers	12/10/2022 3:12 PM
715	I am concerned by some of the newer school board members and their lack of understanding of separation of church and state, "banning books" and questioning authority of educators.	12/10/2022 2:57 PM
716	Pull from numerous sides and the ability to listen to everyone vs having a posse. He should remain neutral. He should return calls from parents. He should listen to the people. He should know he's coming into a position where few before him were liked or respected, rightfully so. He should be like Mr. Luttrell in Wilson County. He's amazing.	12/10/2022 2:50 PM
717	Probably budget	12/10/2022 2:44 PM
718	Getting spending under control. Replacing poor Principles at the a high School Level	12/10/2022 2:29 PM
719	Gender issues, race issues	12/10/2022 2:13 PM
720	We don't know the new director so people will be skeptical at first but take the time to get to know the families and they will succeed.	12/10/2022 2:00 PM
721	nonscientific gender assignment ideology	12/10/2022 1:31 PM
722	Religious bigots, fear of change, lack of openness to other viewpoints, bigots, and MAGA	12/10/2022 1:10 PM
723	Consistency throughout the district	12/10/2022 12:56 PM
724	Entitlement of parents. Seriously.	12/10/2022 12:55 PM
725	Replacing the tired worn out staff that is only here for a pay check and not interested in helping our young to be functional in our society	12/10/2022 12:45 PM
726	New environment and increasing technology; Need for more educator diversity	12/10/2022 12:31 PM
727	Recruiting and retaining quality educators. Securing adequate funding.	12/10/2022 12:17 PM
728	The good ole boys	12/10/2022 12:05 PM
729	affectively, dealing with political corruption, stop sexualizing our children, promote academic excellence, educate children, instead of being a social service for the community.	12/10/2022 12:02 PM
730	Behavior in schools has got tiny out of hand. The teachers have little support. All assistance who work with our children and have been trained should make \$15.00 an hour. They are working with our children and are making less than a fast food worker.	12/10/2022 11:44 AM
731	School inequality / money dumped into certain schools and others not. For example, the county paid for a new turf field in Beech, and a field house for Liberty Creek, but won't pay for the irrigation system or track fixed at Station Camp	12/10/2022 11:16 AM
732	Zoning; increase in population due to continuous development without the appropriate infrastructure and staffing in schools to accommodate the increasing student body; building trust within the community in the position of the director	12/10/2022 11:04 AM
733	Growth	12/10/2022 11:03 AM
734	Replacing administrators who are not a good fit at their current school. Addressing and holding responsible principals with high turnover and low school morale. Creating a new system of	12/10/2022 11:01 AM

allowing staff to have a voice in administrator's evaluations and school performance. Providing funds for other schools to improve their facilities (even basic repairs like consistent roof leaks) to meet the new county standard (i.e. the overly-opulent Liberty Creek schools). Overcoming the political game/who-knows-who system of leadership in Sumner County Schools.

735	Supporting and seeking teachers input	12/10/2022 10:36 AM
736	Safety concerns, Covid concerns	12/10/2022 10:35 AM
737	None do your job.	12/10/2022 10:24 AM
738	Many middle school-high school aged kids seem to be behind socially/emotionally and need better coping skills and motivation to succeed academically.	12/10/2022 10:10 AM
739	Dealing with a county commission that is clueless	12/10/2022 9:58 AM
740	Teaching proper grammar when there is pressure to use they/them	12/10/2022 9:50 AM
741	Board, Budget, Commision, and the Division in the country over national issues that really dont affect most. It is the old Straw Man Argument. Lets solve real problems	12/10/2022 9:47 AM
742	There is way too much fluff in the budget that taxpayers are tired of funding. Needs to realize school is a people business. Without personnel, the school system will not survive. Put our budget into our personnel on the ground, not in his own pocket.	12/10/2022 9:39 AM
743	Safety of the children & to keep common sense and factual ideas in our schools	12/10/2022 9:39 AM
744	There's a lot of sickness in schools and it doesn't seem to be changing	12/10/2022 9:33 AM
745	Public opinion and feeling forced to follow the media agenda	12/10/2022 9:29 AM
746	Correcting mistakes from previous DOC	12/10/2022 9:23 AM
747	The controversies and lies that have lived there for far too long.	12/10/2022 9:23 AM
748	A school board and county commission that is growing increasingly hostile to public education and populated by some members who want to set our schools back 20 years or more.	12/10/2022 9:14 AM
749	Pressure to maintain status quo from people not on the front lines. Community determined to attack Curriculum, attempting to ban books, turning into a awful	12/10/2022 9:01 AM
750	Working with Board members & county commission	12/10/2022 9:00 AM
751	Making sure that the old way doesn't have to be the way now. Cannot be afraid to make it a priority for the families to be heard and make decisions in the best interest of the students in the county not to please an agenda.	12/10/2022 8:39 AM
752	I think challenges the new director will face would having to adjust being the new director.	12/10/2022 8:35 AM
753	Keeping religion out out school / improve existing infrastructures / more inclusive / keeping drugs and e-cigarettes out of high schools / keeping politics out of school / working towards changing the school environment to a more accepting one of gender issues / out dated mentality/ improve communication between the administration level and the school level including teachers / better communication with the parents which can be done through the schools / improve curriculum / stop teaching to pass exams only / more teaching in class and less baby sitting especially in highschool / improve quality of substitute, they need better training / candidate selected will need to live in sumner county / improve cafeteria food service especially highschool and middle school / improve teachers' pay for quality retention	12/10/2022 8:28 AM
754	Intense scrutiny of woke culture and representing the views and beliefs of the counties residents	12/10/2022 8:26 AM
755	Having the ability to implement change and standing up to the "system" and do what is morally right for the students. And keeping politics out of the school system	12/10/2022 8:24 AM
756	Trying to please everyone	12/10/2022 8:16 AM
757	The current changes politically in our area with new individuals filling school board and county commission seats. Also, Wit and Wisdom is very polarizing in our communities.	12/10/2022 8:15 AM
758	Trying to make everyone happy	12/10/2022 8:11 AM

759	Hours of contact with students. They do not give this position a full time paid benefit position.	12/10/2022 8:09 AM
760	Using a curriculum that forwards education and not political agendas.	12/10/2022 8:05 AM
761	Political division.	12/10/2022 8:05 AM
762	Large amount of schools. A lot of out of control kids in Gallatin area	12/10/2022 7:54 AM
763	Budget	12/10/2022 7:47 AM
764	Outside influences from teacher unions and national organization	12/10/2022 7:36 AM
765	The loud Evangelical, book-banning minority	12/10/2022 7:30 AM
766	Adaptation, getting rid of the current disaster that is currently Sumner County Board of Education.	12/10/2022 7:27 AM
767	Respect.	12/10/2022 7:27 AM
768	Politics and division. There's going to be resistance just because and the new director will need to find a way to unite by staying student focused first, teachers second and then the community.	12/10/2022 7:24 AM
769	An over inflated budget that needs to be pared down.	12/10/2022 7:10 AM
770	Local politicians as usual. Ones who've been around and have an "agenda" or personal financial stake in decisions that are made	12/10/2022 7:08 AM
771	Support for students with special needs to be educated at their own pace.	12/10/2022 6:46 AM
772	Implementing TISA on the local level, raise achievement levels!	12/10/2022 6:45 AM
773	Old schools. Teachers who Lack enthusiasm. Budget constraints	12/10/2022 6:36 AM
774	Assess the athletic director and the lack of involve or leadership I feel this person possesses. Where is the presence? Where is the leadership?	12/10/2022 6:34 AM
775	Constant conflict within the school board and from the County Commission. There is always a group that is not happy about something.	12/10/2022 6:23 AM
776	The prioritization of bringing up the rest of the schools in Sumner County to the quality of Liberty Creek.	12/10/2022 6:14 AM
777	Sumner schools are not progressive. They are not adapting to the electronic world. Teachers are leaving and the quality of instruction is declining rapidly. Equality among schools is lacking.	12/10/2022 5:54 AM
778	A diverse district who will criticize you despite you making the decision you feel is best	12/10/2022 5:19 AM
779	Obstructionist right wing zealots on the school board and in the community	12/10/2022 4:38 AM
780	Having to deal with the former Director of Schools and the present Chief Operating Officer. Sumner County needs to move forward with new and innovative ideas for our students.	12/10/2022 2:35 AM
781	The county commission trying to strong arm their beliefs onto the board.	12/10/2022 2:33 AM
782	These crazy people who don't have kids in the schools and want to destroy the schools out of hate and greed. And these people will pave the way for charter schools, which will increase out mr taxes while hindering the ability to provide quality education. One thing I'd like new director to consider is school starting times. With JP II having a middle school now, I think people are more likely to leave after elementary school. The middle school start times just seem so early. It may also contribute to the lower test scores in middle school.	12/10/2022 1:26 AM
783	Extreme groups trying to censor learning.	12/10/2022 12:40 AM
784	Changing PC climate, too many expenses and not enough money, personnel shortage.	12/10/2022 12:15 AM
785	Religious zealots on the school board and within teaching positions.	12/10/2022 12:12 AM
786	Financial pressures; COVID effects on educational progress of students, mental wellness of young people	12/9/2022 11:37 PM
787	Inclusion of large amount of new students from out of state to the county	12/9/2022 11:22 PM



788	Getting familiar with the currents culture of the schools, their routines etc; forming new or different relationships with current staff; adjusting to new responsibilities in a higher position.	12/9/2022 11:18 PM
789	A county commission that is absolutely obstructionist. They care nothing about doing, only un-doing. Currently there are two to three board members with the same attitude.	12/9/2022 11:04 PM
790	Lots	12/9/2022 10:44 PM
791	Over spending	12/9/2022 10:41 PM
792	Shortage in school and teacher staff; need to pay support staff more to fill openings; cultural/political disagreements; weak instructional department;	12/9/2022 10:31 PM
793	Upset parents	12/9/2022 10:28 PM
794	Inequity between facilities	12/9/2022 10:21 PM
795	Bringing in excellent curriculum that allows our students to be prepared for life after graduation and whatever that entails. This would be the basic curriculum. Math, English, Writing,etc. THIS DOES NOT INCLUDE CRT,SEL, WOKE IDEAOLOGY AND FILTHY PORNOGRAPHIC BOOKS IN OUR SCHOOL LIBRARIES! Please bring someone in that will protect the young minds of our children. WE ARE EXPECTING THIS TO BE DONE.	12/9/2022 10:13 PM
796	Politics	12/9/2022 10:06 PM
797	Curriculum fights	12/9/2022 10:05 PM
798	Keeping our schools under the direction of the school board-not under th direction of the county commission.	12/9/2022 9:52 PM
799	Freedom of speech, freedom of religion, lack of support from board members to do what's right	12/9/2022 9:51 PM
800	Getting people on board with his/her ideas. It's hard for some people to accept change.	12/9/2022 9:49 PM
801	Teacher shortage and curriculum	12/9/2022 9:38 PM
802	Mistrust from the community. There are pockets of the population that have felt ignored and are slowly regaining political power. The new director must be a listener and a unifier.	12/9/2022 9:36 PM
803	Ensuring each school in the county is properly funded and equipped...not diverting resources/funds to new or "pet" schools.	12/9/2022 9:23 PM
804	Political red tape	12/9/2022 9:22 PM
805	Overcrowding and the rate teachers are leaving the classroom.	12/9/2022 9:20 PM
806	Dealing with parents and people I'm the community who don't understand education and who buy into mis- and disinformation. A highly charged political environment where students' and teachers' well-being aren't truly made a priority.	12/9/2022 9:19 PM
807	Having the previous director still on payroll for a year. This should be as needed and at the new director's discretion. The political climate might make things hard initially.	12/9/2022 9:15 PM
808	Sumner County Commission, specifically the Constitutional republicans and Jeremy Mansfield.	12/9/2022 9:14 PM
809	Correcting the current admin short fallings.	12/9/2022 9:12 PM
810	Having ability to do what's right to fix any bad decisions made by the previous administration	12/9/2022 9:11 PM
811	Pressure from government	12/9/2022 9:10 PM
812	A growing culture that is not rooted in Christian beliefs and pushes their agenda which has nothing to do with academics	12/9/2022 9:09 PM
813	Teacher shortage, substitute teacher shortage, lack of parent involvement and support, discipline issues are on the rise, parents don't want their children disciplined, vaping and drug use are both on the rise, gang violence and fighting are also on the rise in our schools	12/9/2022 9:09 PM
814	Listening to parents 2. Commit to go back to teaching basics 3. Work toward teachers achievements and do away with tenure. 4. Develop programs for student to progress learning at each ability.	12/9/2022 9:08 PM
815	Battling the political agendas	12/9/2022 9:03 PM



816	Appropriation of monies, curriculum nonessential to educating kids in reading, writing, science, math, health	12/9/2022 9:02 PM
817	Blowback from closed minded parents that are loud but do not represent the majority of people.	12/9/2022 8:53 PM
818	Cleaning up the current mess we are in, evaluating the multitude of "made up" jobs at the district level, providing sufficient staffing in the actual school buildings, extremely low teacher morale and the consequential turnover that is resulting, incompetent leadership at all levels, incompetent service to marginalized and high risk populations, curriculums that bore students and lack longitudinal studies, dealing with an incompetent "consultant"	12/9/2022 8:51 PM
819	Central office is too heavy. To many positions outside of the actual school building.	12/9/2022 8:47 PM
820	Dealing with the idiots on the school board	12/9/2022 8:39 PM
821	Groups trying to ban books	12/9/2022 8:38 PM
822	Establishing a good working relationship with the commission that is not always supportive of education; attracting and retaining high quality personnel, both certified and non-certified; stronger academic goals, particularly 3rd grade reading proficiency; diversity in schools, staff and community.	12/9/2022 8:29 PM
823	the diversity in the entire county; to continue to overcome the COVID years' deficiencies.	12/9/2022 8:23 PM
824	Pleasing everyone, new "culture", hopefully a new curriculum.	12/9/2022 8:16 PM
825	Principals who tickle the Director's ears but fail to lead their schools.	12/9/2022 8:10 PM
826	A county of the "good ole boy" system that is no longer going to work and that person will need to fight that system because of all the people that have been there their whole lives. People's political agenda for their interest and not our kids	12/9/2022 8:06 PM
827	Not being able to satisfy everyone with the yearly budget	12/9/2022 8:04 PM
828	Unknown	12/9/2022 8:04 PM
829	The diverse group of kids with all these new genders.	12/9/2022 7:59 PM
830	Diversity and fairness!	12/9/2022 7:58 PM
831	Keeping the liberals out of school and getting our school system back to basics.	12/9/2022 7:53 PM
832	Bring every Sumner Co school up to par with facilities likes of Liberty Creek. Let's focus on getting back to preparing kids for college and/vo-tech programs rather than teaching them to just pass a standardized test!	12/9/2022 7:44 PM
833	Challenges that will face the new Director will be how to maintain the level of success of these programs within the current operating budget. Another challenge is with lack of technology within our classrooms. There is a great need at every grade level to have more and better access to various technology to aid in their classroom environments. I have students at a local high school who are asked on a daily basis to use their cell phones to participate in classroom learning. This is a challenge to those families who might not be able to afford for their kids to have a cell phone with data options. Having the appropriate technology for all schools, for all grades, and for access for all students would help to make sure that all students are given the same access to success. Also, a challenge that would be faced is within our school libraries. Our libraries do not get the funding that is needed to keep up with the ever-changing technologies that would add to the students out of the classroom education. Libraries need more resources for the students to have access to for example: more computers/devices, more books, more interactive programs to engage students to spend more time within the library to gain and expand their knowledge and love of learning .	12/9/2022 7:34 PM
834	Politics	12/9/2022 7:28 PM
835	Working with each school and their staff.	12/9/2022 7:27 PM
836	Not folding to the woke cancel culture we are under attack by here in Sumner County	12/9/2022 7:25 PM
837	The teachers and staff of Ellis middle school and Hendersonville high school that have grown up in the area and will do anything to look out after each other.	12/9/2022 7:23 PM
838	Woke Parents	12/9/2022 7:20 PM

839	Parents and students. Appropriate restoration of current schools. Funding.	12/9/2022 7:20 PM
840	They will face the aftertaste of the prior director. They will have to fix what they did not and learn to continue what worked. Another challenge is trying to meet the need of everyone while balancing his or her personal life.	12/9/2022 7:20 PM
841	an unfinished school at LCHS that is detested by many students for one reason or another; policies that were changed to benefit past school boards interests instead of the interests of parents and students	12/9/2022 7:18 PM
842	Fights,gangs keeping students interested. Make sure students match the staff. If a teacher doesn't treat them well the students will not respond to them.	12/9/2022 7:16 PM
843	Teacher and substitute teacher shortages, competitive pay scale.	12/9/2022 7:16 PM
844	I'm not sure	12/9/2022 7:15 PM
845	Regaining trust of community that was lost under previous Director.	12/9/2022 7:13 PM
846	Safety, diversity, politics,	12/9/2022 7:11 PM
847	Keeping our children protected from the inversion of today's society. Understanding and upholding autonomy of our children and parents.	12/9/2022 7:10 PM
848	Parents in this county display a high degree of entitlement (in some schools zones more than others).	12/9/2022 7:01 PM
849	Sumner county isn't as "forward thinking" as a lot of other places	12/9/2022 7:00 PM
850	Dealing with the inconsistent policies of the current Board	12/9/2022 7:00 PM
851	Producing a fair and balanced solution issues are addressed with all voiced concerns considered.	12/9/2022 7:00 PM
852	County commissioners	12/9/2022 6:59 PM
853	The county commission. They are the single largest danger to the school system today.	12/9/2022 6:58 PM
854	County commissioners	12/9/2022 6:55 PM
855	Backwards thinking trumplers, heading into a recession	12/9/2022 6:51 PM
856	Dealing with parents and politicians who are trying to undermine education by banning books they don't feel are appropriate	12/9/2022 6:48 PM
857	Working with the board, local politics and "good old boys" system	12/9/2022 6:48 PM
858	Managing within a budget.	12/9/2022 6:42 PM
859	Diversity and inclusion. This person needs to be more open and honest about the issues that Sumner county faces instead of brushing everything under the rug because they don't want it to make the news.	12/9/2022 6:36 PM
860	Not sure	12/9/2022 6:36 PM
861	Overcrowding	12/9/2022 6:35 PM
862	Challenges a new Director of Schools will face is moving district leadership and administrators away from a "good ol' boys" mindset. This incredibly negative outlook will be a colossal problem for anyone who is in this position. Administrators that have been placed in schools and the infinite number of created roles at Central Office has created a negative feeling among teachers and families within our county. Teachers are unhappy and leaving in droves throughout the school year. This has a negative impact on students' learning, especially if a teacher leaves mid year.	12/9/2022 6:35 PM
863	The increase growth and current school buildings needing maintenance improvements or renovations	12/9/2022 6:33 PM
864	Negativity	12/9/2022 6:30 PM
865	The amount of teachers leaving the district. Students not being successful in the classroom.	12/9/2022 6:29 PM

866	Communication with parents as to what is being provided as far as sports, opportunities and how to successfully move forward. Too much is relied upon other parents to relay messages in hopes that parents receive the message. Let's find a director who actually cares about students truly being pushed to do better, achieve higher grades and want to learn from their teachers. Our kids are our future! Dont take this lightly! I have also been greatly disappointed in the lack of support given to other athletes except for football and basketball players. I still cannot believe we do not have a swimming pool to say the least.	12/9/2022 6:27 PM
867	Politics and earning respect	12/9/2022 6:23 PM
868	Teacher retention- competitiveness with surrounding districts- including pay and curricular supports, especially secondary. Lack of clear organizational leadership and vision.	12/9/2022 6:20 PM
869	Influx of new residents bringing ideologies which drove them to leave the places they came from. As well as pressure to adopt destructive woke curriculum.	12/9/2022 6:18 PM
870	Lack of diversity.	12/9/2022 6:17 PM
871	The polarization of politics in the county and a teacher shortage. Increase violent student behavior.	12/9/2022 6:16 PM
872	Unsure but I know our teachers need a substantial raise!! They go above & beyond everyday in every way for our kids in Sumner County. They need to be rewarded for their efforts.	12/9/2022 6:13 PM
873	The various political factions.	12/9/2022 6:11 PM
874	Excessive emphasis on athletics to the expense of academics and other programs	12/9/2022 6:06 PM
875	Trying to manage a school system that is constantly evolving.	12/9/2022 6:05 PM
876	Living up to Del Phillips	12/9/2022 6:03 PM
877	Pleasing the parents of sumner county	12/9/2022 5:55 PM
878	Budget restraints and helping schools that can't help themselves	12/9/2022 5:55 PM
879	Parental custody. When I myself am not the director of schools.	12/9/2022 5:51 PM
880	Adjustment to the role, connecting with county if new to Sumner	12/9/2022 5:50 PM
881	Na	12/9/2022 5:49 PM
882	Well the main thing is more protection for my son school which IS Westmoreland Middle School in Westmoreland Tn 37186. Cause there needs to be better systems and better locks where nothing or no one can get in and better protocols and lock downs and the violence in kids needs to stop	12/9/2022 5:48 PM
883	Improving the basic skills of the students. Currently they are far below grad level according to what has been reported.	12/9/2022 5:46 PM
884	Not being able to discipline students cause of fear of dealing with parents and public	12/9/2022 5:41 PM
885	Not sure where to start.	12/9/2022 5:33 PM
886	Budget problems. Parents that want things their way. Make sure every child gets a great education.	12/9/2022 5:32 PM
887	Increase in population and rezoning to incorporate diverse demographics in all schools.	12/9/2022 5:25 PM
888	Heated political climate. It will important that whoever steps into this role has experience in this area and is prepared to navigate this conflict.	12/9/2022 5:23 PM
889	Parents who only want children to be taught one way of looking at things instead if developing critical thinking skills and ability to empathize across differences and respect people who have different backgrounds	12/9/2022 5:23 PM
890	Making everyone happy	12/9/2022 5:20 PM
891	Staying focused on productive learning environments, not current issues and social media	12/9/2022 5:19 PM
892	The change and transparency!	12/9/2022 5:17 PM
893	The inability of his assistants to manage people	12/9/2022 5:17 PM

894	Curriculum and different schools' diversity with students	12/9/2022 5:15 PM
895	The director needs to be prepared to shut down CRT, gender identity activism and other in appropriate efforts to indoctrinate children with left wing, progressive ideas that are antithetical to our values.	12/9/2022 5:15 PM
896	Trying to modernize SCS. Compared to other districts within TN and outside the state, SCS still decades behind.	12/9/2022 5:10 PM
897	Karens	12/9/2022 5:08 PM
898	A community of parents who are willing to fight for their kids education!	12/9/2022 5:08 PM
899	Inconsistency across county.	12/9/2022 5:04 PM
900	To accommodate those who don't perform well in a typical school atmosphere of 8-4. Have to keep programs like EB Wilson for those with impairments to r that cannot function in an atmosphere with many other children.	12/9/2022 5:01 PM
901	De-escalating woke bullshit	12/9/2022 4:58 PM
902	None	12/9/2022 4:55 PM
903	The current political environment and push in much of secondary and elementary education regarding more focus on LGBTQ, etc., issues, and drag queen story time, which we will not accept any under any circumstances in the state	12/9/2022 4:55 PM
904	The ability to treat the needs of all schools equally. He or she will be consistent of parent concerns.	12/9/2022 4:48 PM
905	The community's disdain for the curriculum	12/9/2022 4:47 PM
906	Effective communicatio and the ability to liaten and hold people accountable	12/9/2022 4:46 PM
907	Woke parents and the demand for a celebration of alternative lifestyles	12/9/2022 4:42 PM
908	God created man and woman and no matter what a child says they are they are what they were born as	12/9/2022 4:41 PM
909	The challenges might be set forth a new path and everyone getting on board with changes that might follow.	12/9/2022 4:38 PM
910	Behavior issues, teacher shortage, sub shortage	12/9/2022 4:38 PM
911	Schools growing, bullying problems, Diversity	12/9/2022 4:37 PM
912	Over spending and having to be fair even if it isn't necessary.	12/9/2022 4:30 PM
913	Teacher shortage and student behavior	12/9/2022 4:25 PM
914	Dealing with this county's commissioners and the book banners	12/9/2022 4:25 PM
915	Not giving the perception of "Central Office favorites". He or she also needs to be visible in the schools. The current director is out of touch with the teachers. He's never seen in the schools. .	12/9/2022 4:24 PM
916	The school board and the county commissioners, they do not always want what is best for our students, families and teachers.	12/9/2022 4:20 PM
917	Staffing shortages, community support	12/9/2022 4:18 PM
918	More experience with Special education and options	12/9/2022 4:14 PM
919	We still have a "good ole boy" network with some vert archaic policies.	12/9/2022 4:14 PM
920	Stopping the force-fed curriculum and one way ideology of diversity and stop the promotion of normalizing perversion in our children's schools. Recognizing and stopping anything in line with critical race theory or wit and wisdom, things like this are counter productive to a child's education and ability to learn and develop a learning style that promotes the ability to think for themselves and problem solve.	12/9/2022 4:14 PM
921	The lack of distrust and transparency that the current Director has left. Also, this director is	12/9/2022 4:12 PM

	going to have to do something about the overcrowding and the crookedness of the school board. We really need someone who takes in to consideration the needs of the teachers and students.	
922	Values of Tennesseans, Sumner County parents, want to keep our core values and morals.	12/9/2022 4:10 PM
923	Finding harmony with the county commission.	12/9/2022 4:08 PM
924	Disparity in money spent in Sumner County on school improvement: ie millions on Liberty Creek while other schools: Beech, Westmoreland, Merrol Hyde - are in extremely old facilities in need of repairs, additions, and updates.	12/9/2022 4:07 PM
925	If the director feels like making decisions to bring political affairs into the classroom, likely a mass exodus from the public school system by the surrounding communities.	12/9/2022 4:06 PM
926	Something needs to be done about the elementary school level behavior classes. They are being run by substitutes and unqualified persons. It is disruptive and unsafe to have these within the buildings. Some schools have had it for over 25 years while other schools have never had it in their building.	12/9/2022 4:04 PM
927	Political parts of the job. I want a Director who can handle that but is also accessible to the teachers. One who is in the schools. And when he/she is, there is not a group of people following him/her.	12/9/2022 4:03 PM
928	Continue to move Sumner County Schools forward with the success and support of the director. This includes supporting rigorous instruction to prepare our students for the current world we live in and support them adequately through pay, trainings, and materials	12/9/2022 4:03 PM
929	Parents who want to white wash history, eliminate thought-provoking, intellectually challenging, and diverse curriculum.	12/9/2022 4:02 PM
930	The ever changing community and the acceptance of having to make big changes. The lack of other county leaders realizing that changes need to be made and that gallatin is no longer what it used to be 20 years ago. They will have to face judicial and legislative hurdles that the system has created when it comes to holding kids and parents accountable. They will have to face the challenge of political agendas.	12/9/2022 4:02 PM
931	There will be many challenges for the new director. The one that comes to my mind is making sure all students receive an equal education no matter their race, income, disability, etc.	12/9/2022 3:58 PM
932	Population explosion in our community along with cultural differences from new residents from other places.	12/9/2022 3:57 PM
933	Implementing an Executive leadership strategy which includes genuine input from the school board rather than spoon feeding the board.	12/9/2022 3:54 PM
934	Chronic absenteeism, low teacher morale, incompetent administrators at several levels, inconsistent discipline	12/9/2022 3:50 PM
935	Community members who want to complain about anything and everything	12/9/2022 3:47 PM
936	The challenge of knowing when to close schools due to inclement weather.	12/9/2022 3:44 PM
937	The lack of technology in the schools and replacing coach Dupree	12/9/2022 3:42 PM
938	Earning trust from educators	12/9/2022 3:38 PM
939	School calendar needs so much improvement! School starts way too early, and schools shouldn't close for election days. Another challenge will be communication with parents. Right now, parents are not included much at all.	12/9/2022 3:36 PM
940	Civility	12/9/2022 3:34 PM
941	Higher pay for Sumner County teachers	12/9/2022 3:34 PM
942	Trust that he will put the welfare of the kids first	12/9/2022 3:33 PM
943	Curriculum issues, handling existing problematic principal	12/9/2022 3:32 PM
944	Keep the woke ideology out of our schools.	12/9/2022 3:31 PM
945	Adaptability	12/9/2022 3:29 PM

946	I don't know	12/9/2022 3:29 PM
947	A new dynamic of students and parents	12/9/2022 3:28 PM
948	As stated in my previous comment, the shifting of what schools are teaching in todays world is going to be an uphill battle to keep out and to remain focused on what the true intent of public school has always been and needs to be.	12/9/2022 3:24 PM
949	CTE should go all the way down to middle school and be present in every school with equal emphasis on AP, dual enrollment and CTE.	12/9/2022 3:22 PM
950	Population growth.	12/9/2022 3:22 PM
951	The diversity issues going on that do not need to be in school, they need to worry about education, math, english, social studies, science, chemistry, reading, writing.	12/9/2022 3:21 PM
952	Zero tolerance bullying from not only students but teachers as well. School personnel discussing students personal business with non school personnel.	12/9/2022 3:18 PM
953	School overcrowding, vaping control, hiring teacher and bus drivers	12/9/2022 3:17 PM
954	School Board and change	12/9/2022 3:16 PM
955	Politics	12/9/2022 3:15 PM
956	I would like to see the board take more feedback from the teachers and admins within the school instead of being bought to make choices that dont benefit the school system and our children but instead their buddies and local politicians	12/9/2022 3:14 PM
957	I don't know but I'll say this since it wasn't asked - I believe that it is VERY important that schools in general become Trauma Informed. A child going through hard times at home maydisllay display what looks like bad behavior when they are struggling mentally and emotionally. My child experienced this. It was not handled well and they (Station Camp Elem) did not know what to do with him. He was a child screaming for help.	12/9/2022 3:14 PM
958	Dealing with crybaby parents around the district	12/9/2022 3:13 PM
959	Planning	12/9/2022 3:13 PM
960	Confrontational county commission and potentially school board	12/9/2022 3:12 PM
961	With high school kids are locked into a path freshman year which is unrealistic and should be addressed	12/9/2022 3:10 PM
962	Racism against non white students from white students. Making the school more diverse so that race is not a conversation it's just normal.	12/9/2022 3:10 PM
963	The lack of funding, shortage of teachers, lack of respect shown by some of the students, instilling/encouraging respect of authority	12/9/2022 3:07 PM
964	Redesigning programs and getting folks to embrace change	12/9/2022 3:06 PM
965	Parents. The students can adapt easily, but our biggest challenge currently in the classroom is overbearing OR absent parents.	12/9/2022 3:06 PM
966	Parents advices	12/9/2022 3:04 PM
967	Divided community about current leadership, actions taken and decisions being made.	12/9/2022 3:03 PM
968	Pressure from the local politicians in Sumner County to keep initiatives behind closed doors. Dr. Phillips is the first director of schools to hold transparency as a priority. That needs to continue.	12/9/2022 3:03 PM
969	Shortages in all facets of employee positions.	12/9/2022 3:02 PM
970	A lot of growth in student population in a short amount of time. Adapt to the changing needs of current society.	12/9/2022 3:02 PM
971	continued growth, land acquisition and building	12/9/2022 3:01 PM
972	Support and respect of teachers. Hiring qualified teachers.	12/9/2022 2:57 PM



973	They will face a growing county with some fanatical board members that wish to remove books from the libraries and pursue other useless political stunts.	12/9/2022 2:57 PM
974	Growth of county and the necessity of building more schools, lack of financial support from county commission, and lack of a quality pool of available teachers.	12/9/2022 2:57 PM
975	Sumner County school are very different. It is difficult to do what is best for all schools when many schools have different needs.	12/9/2022 2:56 PM
976	Political climate in Sumner County causing mid-information; staffing and hiring the best people	12/9/2022 2:55 PM
977	Recruitment and retention of qualified personnel in instructional positions. Additionally, there is a long-standing need to proactively address the lack of diversity in all school teaching positions. as well as attending to the needs of a growing population and changing demographic for our school system.	12/9/2022 2:55 PM
978	Parents and money for all schools. Budget	12/9/2022 2:53 PM
979	Budget cuts, listen to principals and assistants for what needs and even wants for schools.	12/9/2022 2:52 PM
980	Budget Constraints	12/9/2022 2:51 PM
981	Not enough support both via staff and parentally	12/9/2022 2:50 PM
982	Many!	12/9/2022 2:48 PM
983	Political aspects	12/9/2022 2:45 PM
984	Politics.	12/9/2022 2:44 PM
985	Bringing unity to the school board and community.	12/9/2022 2:43 PM
986	Budget. Assistants need a substantial pay raise to be equal with hourly jobs like Walmart, Amazon and chick fil a. These people are the back bone of the school and they are essential especially in special Ed	12/9/2022 2:42 PM
987	I think the current politics in Sumner county will make it difficult for anyone who takes the job. The new director will need to be prepared for very vocal critics.	12/9/2022 2:39 PM
988	Comparison to the past. Skeptical of the future.	12/9/2022 2:38 PM
989	Working with all schools in county to make sure needs are being met. Too much was dumped into the new school at the expense of other schools.	12/9/2022 2:37 PM
990	Pressures to adapt "progressive" curriculum into schools	12/9/2022 2:37 PM
991	Keeping CRT and LGBTQ education out of the classroom and in the hands of parents. Get a better grip on bullying.	12/9/2022 2:37 PM
992	Upgrade of Facilities across the District	12/9/2022 2:36 PM
993	Getting ALL of our school' technology and access for EVERY student up to par. We need classroom sets of computers or computers for each student. Not sure how this would work...but the helping those students without wifi at home to get connected somehow?	12/9/2022 2:31 PM
994	Transgender issues. Must stand on Gods principles!	12/9/2022 2:30 PM
995	Dealing with disgruntled parents who want to malign the school system. Far right nut jobs.	12/9/2022 2:29 PM
996	Budgeting	12/9/2022 2:27 PM
997	Politics	12/9/2022 2:27 PM
998	The biggest challenge a director of schools will face is standing up against leftist ideology, because it is being crammed down the throats of everyone. The questionnaire is written in such a way that you will only get the answers you want to see. Rather than the answers you need to see. My family has seriously considered home schooling because of the inability of people separate their personal beliefs and political bias out of schools.	12/9/2022 2:27 PM
999	Holding these principles accountable for covering up what they allow these teachers and coaches to get by with.	12/9/2022 2:26 PM
1000	No matter what decision is made, he/she will ALWAYS get push back from parents. Ex: out of	12/9/2022 2:26 PM



	school due to weather-parents will complain that the call was too soon or not soon enough.	
1001	The divided nature of the county and the need for quality teachers during a time when teachers are leaving the field. The introduction of new school zones has created a division in the county in which some schools have a majority of affluent students and some have a large majority of students experiencing poverty.	12/9/2022 2:26 PM
1002	To undo the damage done by Dr Phillips	12/9/2022 2:25 PM
1003	Not feeling forced to follow CRT "type "teaching disguised as Social /emotional learning!Get back to the basics of learning!	12/9/2022 2:25 PM
1004	Diversity of views on current and possible curriculum in a politically charged environment.	12/9/2022 2:25 PM
1005	Stop bullying. Provide a safe environment (zero weapons on campus)	12/9/2022 2:24 PM
1006	The new director should be someone who is investing the our community. His/her family should live in and be a part of our community and schools. The new director must remember he/she is an employee of the school board and not that he/she is the boss of the board. The new director must do a better job at presenting multiple options with community input and not 1 option that was not discussed with others. An open and 2 way of communication is essential for the new director which is something the current director does not do.	12/9/2022 2:24 PM
1007	Teacher Retention	12/9/2022 2:24 PM
1008	Maybe all the diversity	12/9/2022 2:23 PM
1009	Adapting to the new role	12/9/2022 2:21 PM
1010	Overcrowding is a big concern. More investment and money needs to go into the schools.	12/9/2022 2:21 PM
1011	Diversity	12/9/2022 2:20 PM
1012	Ensuring consistency across all schools.	12/9/2022 2:19 PM
1013	Really listening to the parents & not dismissing their concerns	12/9/2022 2:19 PM
1014	Liberty Creek Middle School Football coach is a bully. Calls players stupid and morons use foul and vulgar language.	12/9/2022 2:18 PM
1015	Repairing old buildings; building new for growth areas. Finding a way to implement foreign language immersion into elementary and middle schools.	12/9/2022 2:18 PM
1016	Inflation, parent interest in curriculum, retaining quality teachers	12/9/2022 2:17 PM
1017	Keeping dedicated teachers in the classroom. Teachers are really struggling with all the "extras" added to their already full plates. Teacher support has to increase.	12/9/2022 2:17 PM
1018	Income diversity within the county	12/9/2022 2:16 PM
1019	The woke agenda and how Sumner will want to stay true to their beliefs/values. The new director has to listen to the citizens and what should and should not be taught/encouraged at school. Schools are catering to an extremely small percentage and although we can respect others views that doesn't mean we need to agree/encourage such behavior around adolescents. When you appease that small group you have lost your trust in the majority.	12/9/2022 2:15 PM
1020	Changing demographic	12/9/2022 2:14 PM
1021	To explain the excessive spending on facilities at Liberty Creek when other schools struggle with facilities	12/9/2022 2:14 PM
1022	-Parents and community members sowing division and making everything a political issue. School Board members vying for attention rather than focusing on what is best for students.	12/9/2022 2:13 PM
1023	Differences of opinions	12/9/2022 2:12 PM
1024	Leading with new board members and a shifting demographic students overall economic development.	12/9/2022 2:11 PM
1025	Planning with all of the building going on. Lots of new people coming in and the influx doesn't seem to be slowing down.	12/9/2022 2:10 PM

1026	I believe that students that attend SCS not matter which one should be given the same opportunities across the board. That is not happening and the new Director should be able to recognize it and work to fix it.	12/9/2022 2:08 PM
1027	politics	12/9/2022 2:05 PM
1028	Community growth	12/9/2022 2:04 PM
1029	bridging the relationship between the district, parents, and teachers; lack of technology in individual schools to support online testing; lack of equitable resources in schools	12/9/2022 2:03 PM
1030	Not buying into the new far left narrative.	12/9/2022 2:00 PM
1031	Buy in from teachers and the community	12/9/2022 1:59 PM
1032	Diversity among so many people throughout the county.	12/9/2022 1:59 PM
1033	People not wanting to pay more taxes	12/9/2022 1:58 PM
1034	We need a new curriculum. Wit and Wisdom needs to go	12/9/2022 1:58 PM
1035	Getting teacher salaries up to fair wages...Fighting the influence of community money such as Facebook trying to force liberal ideology into our school system	12/9/2022 1:58 PM
1036	Overcoming a curriculum that does little to help students English skills, addressing the problem of inappropriate books in grade levels where children are not mentally ready for them, raising the reading level of 3rd graders which must be addressed in K-2 grades	12/9/2022 1:58 PM
1037	Updating buildings and technology in our older schools. Building a community rapport. Understand and listen to the needs of teachers, paraprofessionals and support staff	12/9/2022 1:57 PM
1038	Stupid state mandates and time constraints on teaching. Dealing with the moronic school board members.	12/9/2022 1:57 PM
1039	Possible introduction of inappropriate sexual books/instruction; possible infiltration of "woke" policies.	12/9/2022 1:57 PM
1040	Navigating the politics of extremist groups such as the Moms for Liberty and the constitutional republicans that are causing undue harm to our school board and in our classrooms.	12/9/2022 1:55 PM
1041	adapting to our environment	12/9/2022 1:54 PM
1042	Influx of growth from families moving to county from across the nation, causing need for more schools and hiring of employees that can relate/assist with diversity.	12/9/2022 1:54 PM
1043	Growth - pushback from those embedded in the system	12/9/2022 1:53 PM
1044	Just being new and having the community giving them a hard time.	12/9/2022 1:53 PM
1045	Some divisiveness between extremely conservative parents (the book banners) and people who would embrace a more progressive philosophy in some areas of the school communities.	12/9/2022 1:53 PM
1046	Keeping the district out of the work culture.	12/9/2022 1:52 PM
1047	Balancing growth of county with challenges of increased needs in educational areas (space, zoning, staffing, diversity, increased student needs	12/9/2022 1:51 PM
1048	Parents on Social Media. Always.	12/9/2022 1:51 PM
1049	Navigating demographic changes and pressure to place social interests over the needs of the students to be able to read, write, and do math effectively.	12/9/2022 1:51 PM
1050	Parents with strong opinions!	12/9/2022 1:51 PM
1051	Not all parents believe in diversity and inclusion.	12/9/2022 1:49 PM
1052	Meeting the needs and wants of everyone.	12/9/2022 1:48 PM
1053	Increased new guidelines that prevent teachers from teaching	12/9/2022 1:47 PM
1054	population growth	12/9/2022 1:46 PM
1055	Standardized testing, varying opinions on how to educate a child, social media working against	12/9/2022 1:45 PM

	teachers and schools as well as a new Superintendent.	
1056	Putting Jesus back in schools	12/9/2022 1:44 PM
1057	Dealing with woke ideology that is detrimental to ACTUAL learning and life skills.	12/9/2022 1:37 PM
1058	Bipartisanship	12/9/2022 1:36 PM
1059	Trying to keep the recommended curriculum the same. With the massive influx the state has had of people from other states moving to our small town, the agenda seen from the left is going to try to be pushed. If we can keep the liberal agenda out of the education system the children will be better off. The new director will have to have a strong back bone to fight the push to change the way we teach the children now. There is no need to indoctrinate them.	12/9/2022 1:36 PM
1060	Enforcing sanitary habits for reward systems for kids, one specific unsanitary reward system is the "Happy Chappy." Teachers have a single chapstick that's shared among the whole school. They let the kids rub some chapstick on their hands if they're good. It's very unsanitary and my kids pediatric office has said they've told schools it's unsanitary to do things like that and they don't listen. I called as a parent to my school and to ask for my kid not get them anymore and was told they've been doing it for years and they love it at their school. I explained she's on her second round of antibiotics and has been sick for 3 months and I just want to get my child feeling better and it might help if she wasn't sharing a communal chapstick. I was then asked if she was in daycare as a baby, I answered no and then was told that's why she's sick I should have put her in daycare because it really does make a difference. So instead of listening to doctors, or hearing out a parent, they chose make the parent feel like it's their fault for being a stay at home mom for their kids as a means of justifying their "Happy Chappy" tradition of a shared bacteria farm stick reward system. You'd think if getting absentee numbers down was really a priority they wouldn't continue such unsanitary practices. A scented sanitizer would have the same effect and not keep the same nasty germs spreading around the school.	12/9/2022 1:36 PM
1061	funding, dealing with area growth, long range planning, and good ole boys club mentality from local government officials	12/9/2022 1:35 PM
1062	Falling into the "good ole boy" system. I would like to see an outsider - not a Sumner Co person	12/9/2022 1:35 PM
1063	Having enough teachers	12/9/2022 1:27 PM
1064	LISTENING AND HEARING the teachers!!!! Money in his or her pocket should NOT be priority!! Be	12/9/2022 1:27 PM
1065	Lack of teachers,	12/9/2022 1:27 PM
1066	Fix the out of control student to teacher ratio in order to better serve student needs.	12/9/2022 1:25 PM
1067	A political charge not commiserate with developing strong academic programs. Banning books is based in ignorance yet this is taking up too much time for everyone. We have board members hell bent on destroying public education as we know it and it should be.	12/9/2022 1:25 PM
1068	Dealing with the diversity and cultural groups and meeting their needs	12/9/2022 1:23 PM
1069	Vocal minority of voices hostile towards public education	12/9/2022 1:23 PM
1070	Preventing waste of funds. Doing what is right instead of pandering to the instruction department.	12/9/2022 1:23 PM
1071	Seeing problems and getting everyone on board with "fixing" it.	12/9/2022 1:22 PM
1072	Social media and criticism from all sides. Moving forward in the face of teacher exits. Low morale in schools. Toxic school cultures.	12/9/2022 1:20 PM
1073	Building consensus in the county. Our county is very diverse and has many different views on the public schools and taxes. Heck, no one wants to pay more taxes. But we all have to realize that our children need quality teachers in the classroom and to get that, we have to pay for them. Otherwise, they will keep going to our neighboring counties.	12/9/2022 1:19 PM
1074	Teacher retention, continued growth in the county, addressing social emotional needs	12/9/2022 1:18 PM
1075	calling off school for inclement weather, budgets, losing staff due to underpaid conditions,	12/9/2022 1:18 PM

1076	Making changes to better Sumner County School, that will not please everyone. Serving with integrity.	12/9/2022 1:18 PM
1077	Push back if change is needed from board members.	12/9/2022 1:15 PM
1078	issues with money	12/9/2022 1:14 PM
1079	Conservative County. Stay as such!!!	12/9/2022 1:12 PM
1080	I'm sure there will be challenges with dealing with so many issues, just being open minded and thinking things through to make the best choices for Sumner County Schools.	12/9/2022 1:12 PM
1081	Extreme viewpoints from the community, continued increase of significant behaviors	12/9/2022 1:12 PM
1082	Anything	12/9/2022 1:11 PM
1083	Overly vocal minority opinions about curriculum and other materials in schools	12/9/2022 1:11 PM
1084	Political climate in the county- SCCR, SOS, MFL	12/9/2022 1:11 PM
1085	Listen to and implementing what parents think should be and shouldn't be taught to our children. Strong communication on what is being taught at all levels of grades so parents can better decided if their children should stay in public school setting.	12/9/2022 1:10 PM
1086	People who are not good with change. But that will be anywhere.	12/9/2022 1:09 PM
1087	Adequate communication to families, staff, and others, being flexible but firm in the face of protest as what is best for the schools, staff, and students.	12/9/2022 1:09 PM
1088	N/a	12/9/2022 1:05 PM
1089	Lack of communication from the previous director. Working together with the school board keeping the best interests of the students in mind. Unifying the division of schools in this county - a multimillion dollar campus built when other schools in the county are falling apart.	12/9/2022 1:05 PM
1090	Acquiring and retaining quality teaching staff	12/9/2022 1:02 PM
1091	Backlash from everyone, you cannot make everyone happy with decisions in Sumner County.	12/9/2022 1:02 PM
1092	Political divisions that are incorrectly placed in our district because of Wit and Wisdom (even though it shouldn't be)	12/9/2022 1:02 PM
1093	Everybody has their opinion and that seems like it would be a hard thing to manage.	12/9/2022 1:00 PM
1094	The diverse schools & clientele, the growing community that SCS services, the lack of staff & personnel interest due to higher pay in surrounding counties,	12/9/2022 1:00 PM
1095	Address needs of schools based on those individual school needs, especially at the high school level.	12/9/2022 12:59 PM
1096	Current Director and Asst. Director have taken SCS too much towards the MNPS model of disfunction.	12/9/2022 12:59 PM
1097	To connect the the conservative members of sumner county	12/9/2022 12:58 PM
1098	Hiring and staffing schools with quality people.	12/9/2022 12:58 PM
1099	There is a political divide that has very vocal opinions on all things education. Being able to balance parent support with best practices for students will be key.	12/9/2022 12:55 PM
1100	Teacher retention. A director of schools will need to acknowledge that a major component in teacher retention (or lack of) is student behavior and teachers feeling as if there is 0 accountability to students (and parents) for poor student behavior. In my opinion, holding students accountable to not only behavior standards, but academic standards is important as well. Retaining students that do not meet the standards to advance should be brought back as an option. In regards to program growth, it is a good thing that SCS is continuing to expand the types of programs offered to students, but those programs are going to need to be adequately supported. Finally, I think a new director of schools will need to address the situation of building maintenance and develop a plan to adequately provide for the upkeep of our older buildings.	12/9/2022 12:55 PM
1101	Not to get caught up in the "good old boy" system.	12/9/2022 12:54 PM

1102	The board/local politics make the job difficult.	12/9/2022 12:54 PM
1103	Making everyone happy. There will always be people complaining regardless of decisions made.	12/9/2022 12:50 PM
1104	growth of student population and teacher retention	12/9/2022 12:50 PM
1105	Na	12/9/2022 12:49 PM
1106	Getting the school board to listen. They see only bottom lines. They have forgotten the individuals; students and parent. If the new director cares about the students, he will face an uphill battle. The board will not compromise or listen. That will make communication extremely difficult	12/9/2022 12:46 PM
1107	Na	12/9/2022 12:45 PM
1108	Seeing and hearing all sides, making honest and fair decisions.	12/9/2022 12:45 PM
1109	Diversity of students and diversity of Sumner County.	12/9/2022 12:44 PM
1110	Putting parents concerns first and listening to everyone. Also not concerning themselves with politics and caring only for every students well-being.	12/9/2022 12:42 PM
1111	Growth and budget	12/9/2022 12:40 PM
1112	Extremely conservative Constitutional Republicans who want to bring church (Christ) into our curriculum; we are a public school system and separation of church and state is written into our constitution. Also, since no law school exists within Sumner County schools, we are not teaching CRT, because that's the only place it's taught, so they will need to combat that theory.	12/9/2022 12:40 PM
1113	Lots of people who are very opinionated who have never set foot in a classroom telling them what to do or how a classroom should be run.	12/9/2022 12:39 PM
1114	Tremendous misuse of funds	12/9/2022 12:39 PM
1115	The influx of charter schools, recruiting new teachers and getting tax revenue to support the schools.	12/9/2022 12:39 PM
1116	Finding a good balance between the wants of students their needs and the general overall good of all students	12/9/2022 12:38 PM
1117	fiscal management, changes made at the State Dept of Ed level	12/9/2022 12:37 PM
1118	A divided school board and indifferent school board members	12/9/2022 12:36 PM
1119	Trying to maintain traditional curriculum. The lack of communication in the past from the board. The agendas that some people in the community want to push. The books that have been found in Gallatin and Hendersonville High Schools is a huge issue and it should be determined how those books were in the schools in the first place.	12/9/2022 12:36 PM
1120	Keeping up with technology, replacing outdated schools with new furniture and technology	12/9/2022 12:35 PM
1121	Social issues and cultural sensitivity agendas and promoting what's not in the best interest of society and kids.	12/9/2022 12:35 PM
1122	With teacher shortages and national attacks on public education, it will be very challenging to find qualified candidates willing to step into the director position. I hope whomever we choose will sustain our current successes and continue to build on them without having to move backwards in credentials. I hope we can find someone with experience as a teacher and principal who has a doctoral degree and ideally is familiar with Sumner County and its current political climate. Our director must be able to recognize the diversity of our student population and make decisions based on what's fair for all students regardless of personal political opinions so students of all faiths, genders, sexual orientations, and economic statuses feel safe, valued, and are able to learn and thrive. The new director must be familiar with the movements working to take away the reading rights of our students, our schools' rights to support the emotional needs of it's students, and our curriculum experts' abilities to implement the best curricula for Sumner County Students. We have a vocal minority of citizens who do not like critical thinking and wants to enforce their values onto everyone under the guise of indoctrination accusations. Some of the loudest voices are often those who don't even have children in our school system. We need a director who can show support and respect for our	12/9/2022 12:35 PM

school librarians and can communicate the willingness and high capabilities of our principals and staff to partner with parents to the public. Our director must be able to differentiate between real issues in our county and the manufactured outrage that's being encouraged by a few loud voices seeking control. Our director must be a good judge of character and willing to invest money into finding and retaining high quality teachers and support staff.

1123	Improving teacher morale	12/9/2022 12:34 PM
1124	Budget issues	12/9/2022 12:33 PM
1125	Cleaning up certain areas & schools in the county.	12/9/2022 12:33 PM
1126	Everything	12/9/2022 12:32 PM
1127	The disgusting indoctrination of our children must stop. We need someone that can come in and change the course of our entire education system. What's happening is absolutely unacceptable. The people will not tolerate it. There are many things in the works right now. Once the money follows the students parents will take their kids out and Sumner county will struggle and it's coming.	12/9/2022 12:32 PM
1128	An ability to maintain positive communication between schools and board.	12/9/2022 12:32 PM
1129	Anti-education school board members, parents who want to direct the education of every student, not just their own. Addressing bullying and bigotry	12/9/2022 12:28 PM
1130	To see that all the schools get the things they need to make sure their students have a chance to have a better education	12/9/2022 12:26 PM
1131	?	12/9/2022 12:26 PM
1132	Push back from the public, parents who think they run the schools, a divided school board	12/9/2022 12:25 PM
1133	Angry Parents , fixing what previous Director did not do well and made worse .	12/9/2022 12:24 PM
1134	a county commission that may not be supportive of funding schools appropriately	12/9/2022 12:23 PM
1135	Haters. There are always parents who you cannot please. Work to do what's best for all children. Not a minority. Also, maintaining their Christian beliefs and morals and doing what is right to stand up for those rights and morals.	12/9/2022 12:23 PM
1136	Leading the district into the future, along with diversity I, equity, and inclusion.	12/9/2022 12:21 PM
1137	Underpaid teachers	12/9/2022 12:21 PM
1138	Finding more availability for children going to school, such where they go and the quality of teachers	12/9/2022 12:19 PM
1139	Pay (Teachers, Subs, Bus Drivers, Custodians), Enforcing Truancy, Political Influences,	12/9/2022 12:18 PM
1140	There is some bullying	12/9/2022 12:18 PM
1141	Unfortunately, they will likely have to face ongoing opposition from a small but vocal minority who want to lambast public schools in general as they crusade against curricula, books, and educators.	12/9/2022 12:18 PM
1142	The new director will need to be able to unify the parents of our county. Many have lost faith in the board and director because they do not feel heard. Outreach and communication with parents is critical. Decisions may not always be what they want, but at least they feel heard. Standing up for those that have no voice is also essential. Too many kids are bullied and left out because of their race, sexual orientation, gender, etc. These kids should be able to feel safe in their schools not only from outside threats, but also from their peers, teachers, and other parents. The director should stand for teaching the whole truth in our schools even if it is an uncomfortable subject. The director should stand against standardized testing as a measure of success.	12/9/2022 12:18 PM
1143	We need a director who is honest with morals! Ability to use common sense as well as book sense. Should be open to listening to the opinion of those actually in the schools doing the job!	12/9/2022 12:17 PM
1144	backlash	12/9/2022 12:16 PM
1145	Moms for liberty	12/9/2022 12:16 PM



1146	Cultural differences and the rights of parents and children	12/9/2022 12:16 PM
1147	Growth in the county	12/9/2022 12:15 PM
1148	The director will certainly have his or her life observed through a microscope and will receive plenty of criticism from one side or another, in any particular issue. The new director must have a strong backbone and thick skin. They must put the good of the children as the top priority in every decision. This will not be easy, considering that everyone he/she works with will have an agenda of some kind.	12/9/2022 12:15 PM
1149	"Cancel culture" and staying true to core Tennessee values despite that	12/9/2022 12:14 PM
1150	Parents, budget, and county commission cooperation.	12/9/2022 12:13 PM
1151	Budget and working with the county government.	12/9/2022 12:13 PM
1152	Gaining the board's support, hiring and retaining quality teachers	12/9/2022 12:12 PM
1153	Nepotism, negativity from board members, negativity from parents	12/9/2022 12:12 PM
1154	Staffing Custodial and Bus personnel.	12/9/2022 12:11 PM
1155	Parents	12/9/2022 12:11 PM
1156	Cleaning the mess Phillip's made	12/9/2022 12:09 PM
1157	A new Director of Schools will need to work to unite county executives and board members in preparing our students in the best possible manner for their futures and the future of Sumner County.	12/9/2022 12:09 PM
1158	The challenge would be to continue to meet the needs of a growing and changing county across socioeconomic and diverse backgrounds of schools. The challenge would be to continue to expand school resources including facilities. The challenge would be continue to set high expectations academically without such pressure on standardized testing. The challenge would be to raise the pay grade of certified and classified personnel to attract and retain educational professionals at the highest degree of qualifications.	12/9/2022 12:08 PM
1159	Bringing the staff together as a team. Every employee is just as important as the next.	12/9/2022 12:06 PM
1160	Supporting schools with providing multi-tiered supports for academics and behavior that support the WHOLE child especially after covid learning loss. Finding ways to support teacher recruitment and retention.	12/9/2022 12:06 PM
1161	politics!!! Teachers need pay increases so we don't continue to lose great people to neighboring districts	12/9/2022 12:05 PM
1162	Constitutional Republicans that control the county commission.	12/9/2022 12:05 PM
1163	Funding budgets set by the County Commission	12/9/2022 12:04 PM
1164	Hire more competent teachers	12/9/2022 12:04 PM
1165	Working with members of SCCR	12/9/2022 12:03 PM
1166	Winning support of educators, budget, winning support of the masses if wishing to initiate change.	12/9/2022 12:02 PM
1167	Improving diversity in the schools through new hires, improving the education standards within the schools - students should not be exempt from final exams because of good grades and attendance. Taking exams help them to be successful in college. .	12/9/2022 12:02 PM
1168	They will face new challenges with limited staffing candidates and competing with surrounding districts for recruiting what candidates are available. How can we set ourselves apart from other districts in recruiting educators? The navigation of recent county commission and school board changes as compensation strategies will likely be a part of the recruitment needs. If implementing their new vision for the district's success will require staff restructuring and a mind shift for future success. Retention of current staff with the fear of potential change and not knowing what to expect.	12/9/2022 12:01 PM
1169	Correcting problems like overcrowded classrooms and complaining parents	12/9/2022 12:00 PM
1170	The bullying in schools continues and nothing is getting done about and a principal needs to	12/9/2022 12:00 PM



ask the right questions about anything that happens and have proof other than taking kids instead of asking what started the whole altercation and talked to both kids about what happened and this is what some principals are doing now its not right at all also teachers need to pay more attention to the kids at all times In These schools cause I know personally they aren't getting watched at recess in elementary schools in sumner county but other than that everything is good.

1171	The political climate with the Board members and the County Commission.	12/9/2022 11:59 AM
1172	Improving schools to meet high ratings of other county schools	12/9/2022 11:59 AM
1173	Book banning and other impacts for parents challenging curriculum	12/9/2022 11:58 AM
1174	1)Teacher retention will be a challenge: One factor of retention is burnout and stress. Teachers face many physical and emotional health needs due to the nature of the job. There is a physical and mental health crisis among educators in general, but instead of building them up in those ways (it's not just about having good health insurance for WHEN teachers have health issues because they inevitably do due to stress and lack of time for self-care), they just get more responsibility that adds to their physical/mental load without support/compensation. 2) Bringing the existing schools up to par with the extravagance of Liberty Creek - not necessarily in terms of facilities, but in terms of equipment/furniture/supplies, etc. New computers are great and necessary but staff members at many schools are using desks and chairs from the 1970's and 80's and are told that there is no budget for it when LC has electric standing desks for staff that is not even there yet. 3) County growth: Balancing enrollment in those growth zones is a looming challenge - will we need other schools? And keeping the balance in the meantime when some schools are overstaffed, and some are understaffed during the growth is another challenge the new director will face. 4) Many new directors in other parts of the state/country seem to be hired as an arm of diversity. Although this should be a factor, it should not override the culture and community of Sumner County. This district is not in critical need of a balance in this area currently. 6) I feel that the new director will need to be prepared to work with a county commission that is not as is as school friendly as it been at times in the past.	12/9/2022 11:58 AM
1175	Employee shortages and lack of competitive wage	12/9/2022 11:57 AM
1176	I think staffing is a challenge that most school boards face regardless of whether the Director is new or not. I don't think that a new director will be challenged by the County Commission, but a new person coming in would have "big shoes" to fill. Dr. Phillips and the Central Office Staff have done a lot of work to build relationships and see that the teachers and students are successful in all aspects of school life.	12/9/2022 11:57 AM
1177	Working with board members to accomplish what is best for all of our students, not what is best for just some or for just some parents.	12/9/2022 11:56 AM
1178	Shortage of staff at all levels and lack of candidates for open positions	12/9/2022 11:56 AM
1179	significant growth in our area	12/9/2022 11:55 AM
1180	He or she will be entering into a divided pro schools group and a group that doesn't seem to want to help push education into the future. He or she will have to navigate both factions.	12/9/2022 11:55 AM
1181	Staying out of politics and doing what is best for the students	12/9/2022 11:54 AM
1182	Political allegiance/agendas	12/9/2022 11:54 AM
1183	New director needs to follow state law and listen to parents concerns regarding CRT, sexual content in schools and have a plan for the district to remove and replace Wit and Wisdom. Will need to be able to gain the parents trust that he represents their interests and beliefs not the national teachers unions.	12/9/2022 11:54 AM
1184	Trying to be fair to each school. Not every school has the same educational opportunities, but they should.	12/9/2022 11:53 AM
1185	Political pressure from outside groups pushing their agendas	12/9/2022 11:52 AM
1186	School Board not aligning with parents wishes	12/9/2022 11:52 AM
1187	As a conservative county, the new Director will face push back for any change or progressive thinking. I certainly hope the Board and other decision makers will not let this deter them in hiring someone who is more progressive, culturally responsive, and interested in DEI	12/9/2022 11:52 AM

initiatives. Further the new Director will need to be on top of ensuring that there are no more wasted county-wide PLs. I have been in the district almost a decade, and I continue to leave wanting for more on county-wide PL days.

1188	Transparency, not be a corrupt local politician looking for next step.	12/9/2022 11:51 AM
1189	Stopping the sexual conversations and transitioning that some want	12/9/2022 11:51 AM
1190	Demand due to growth of population, needed security measures	12/9/2022 11:50 AM
1191	Changes in the community. Diversity of staff. Safety in Schools.	12/9/2022 11:49 AM
1192	Budget and filling vacant positions	12/9/2022 11:49 AM
1193	Loud voices from those trying to dismantle public education.	12/9/2022 11:49 AM
1194	The widely varying viewpoints of the citizens of Sumner County — including parents as well as non-parents. The ability NOT to speak or act rashly in the face of (often vitriolic) conflict should be one of the key qualities that a new director brings to the table.	12/9/2022 11:48 AM
1195	Severe culture division, book banning that need not occur	12/9/2022 11:47 AM
1196	Cultural differences there are a lot of racism whether we agree or not it's there	12/9/2022 11:47 AM
1197	PARENTS!!!! and Anytime there is a change that is a challenge	12/9/2022 11:47 AM
1198	Teacher shortages	12/9/2022 11:46 AM
1199	an exploding EL population and insufficient resources to accommodate them, retaining already employed skilled teachers with appropriate salaries, and mental health/well-being of students, faculty and staff	12/9/2022 11:46 AM
1200	The schools have been rezoned as such to basically segregate poverty and lower middle class from the more affluent neighborhoods. The schools are SEVERELY lacking in technology for students and teachers. All schools should be 1:1 by now! Wit and Wisdom, the ELA curriculum that is forced down teachers' throats was only adopted because the wife of the current supt. worked for that company. Students only read four books per year through wit and wisdom. There are way too many "lead educators" who should be placed back in the classroom until the teacher shortage has improved. Teachers feel overworked, unsupported by admin, and under suspicion by the board.	12/9/2022 11:45 AM
1201	Woke culture	12/9/2022 11:44 AM
1202	County Commission and School Board collaboration	12/9/2022 11:43 AM
1203	Where's the question asking if they should be required to live in the county and if they have children actually attend the public schools in the county?	12/9/2022 11:41 AM
1204	Retaining quality educators	12/9/2022 11:41 AM
1205	There is a very vocal minority in our community that likes to muddy the waters and feel like they speak for the majority. This group also does not understand the hypocrisy of their actions. Also, while Wit & Wisdom is an okay curriculum it has issues. One of those is that it is written for average students - so struggling students get left behind and gifted/higher students are not challenged. Anything that is standardized, whether curriculum or tests, is not good for students.	12/9/2022 11:41 AM
1206	Constant changes and too much freedom kids are given. It would be great for our School Director to have the leadership and courage to not agree with everything that society says is "normal". Strong morals and ethics and values is a strong and needed leadership goal.	12/9/2022 11:40 AM
1207	The unfortunate amount of politics in the school board and commission. The voice of those speaking into education even though they have no teaching/admin experience in Sumner County. The rate at which this county grows without consideration for the infrastructure to support the growth.	12/9/2022 11:40 AM
1208	Growing number of teachers who leave due to lack of support. Lack of assistants due to lack of pay.	12/9/2022 11:39 AM
1209	Unifying the community and serving students from all backgrounds.	12/9/2022 11:39 AM
1210	Everyone has opinions on how things should work, but not everyone has experience or true	12/9/2022 11:39 AM

evidence of those opinions in action. It's important for Directors to focus on what is best for students of varied abilities and varied backgrounds, and this can be hard when parents, stakeholders, community members, and any and everyone is consistently attacking public education.

1211	Growth of student enrollment	12/9/2022 11:37 AM
1212	School boards	12/9/2022 11:37 AM
1213	Technology needs, Diverse Socioeconomic Population, lack of teachers/staff	12/9/2022 11:37 AM
1214	equity for schools across the county; need personnel and students to understand and adhere to boundaries set for them,	12/9/2022 11:37 AM
1215	There's always challenges in a new role.	12/9/2022 11:36 AM
1216	And increasing population That seeks a quality education.	12/9/2022 11:36 AM
1217	Parents, children, and most citizens that know, want to do away with all and hidden elements of CRT, wit and wisdom, and social emotional learning!	12/9/2022 11:36 AM
1218	Keeping the excellent staff. Paying the teachers what they deserve. Giving them more autonomy in their classrooms.	12/9/2022 11:35 AM
1219	1. A continuous teacher shortage. 2. Our children are behind the educational curve. 3. Increased bullying in the schools and actions are not successfully combating the problem. 4. Needs for a curriculum that teaches kids fundamentals to prepare them for the future and free from political jargon. 5. How to continue keeping our kids safe at school.	12/9/2022 11:34 AM
1220	extremely varying diverse communities, multiple levels and differing communication skills coming from parents, students, school staff, etc.	12/9/2022 11:33 AM
1221	Teacher retention, lack of discipline in many schools, putting a focus on doing what is best for students and allowing teachers to teach without being micro-managed on EVERY LITTLE THING....amazing teachers are walking out the door because their voice is not heard at any level	12/9/2022 11:33 AM
1222	Understanding the day to day struggles and challenges for educators.	12/9/2022 11:32 AM
1223	Political disagreements, Curriculum that is rigorous and high quality, Spending (i.e. the barn)	12/9/2022 11:32 AM
1224	The direction that county leaders are going is not school friendly and way too political in their decisions.	12/9/2022 11:31 AM
1225	Working with our new board members to have a strong budget so that we can continue to give competitive wages across the board. In this time period the only way we will not have shortages of teachers and staff is to provide better wages than other counties and states around us. That is the best way to continue to have strong quality schools.	12/9/2022 11:30 AM
1226	.	12/9/2022 11:30 AM
1227	Size of district	12/9/2022 11:29 AM
1228	Growth, new schools needed, transportation,	12/9/2022 11:29 AM
1229	The growth of the area and the diversity of the district, outside of Hendersonville which often gets the majority of the focus. There are existing schools in desperate need updates and investment. My kids attend Gallatin High School which is nearly 50 years old and is the largest school in the district. When the new LC schools came online, they didn't reduce the numbers at the already overcrowded school. As the largest and most diverse school, economically and racially, it should get a larger investment to upgrade and bring facilities up to the LC standards. Just look at the track as an example of neglect at the school. There are many challenges in the county and equitably educating all students across the entire county, not just the most affluent, should be important focus for any new director.	12/9/2022 11:29 AM
1230	Making sure our teachers and administrators have support. Get back to common sense. Making sure schools are meeting standards. Manage school funds while being transparent. How long does a school have to be on a waiting list for A/C units when other schools are top notch from the first day of opening.	12/9/2022 11:27 AM
1231	Low income, struggling families. The changes in the ability of students getting help at home.	12/9/2022 11:26 AM

1232	lack of diversity inclusion, increased poverty amongst students -- teachers feeling not appreciated/compensated enough	12/9/2022 11:26 AM
1233	A new director needs to be able to unite all stakeholders while keeping the best of interest of all the students as a first priority.	12/9/2022 11:26 AM
1234	The new director will need to possess the skills necessary to address the concerns of a small but loudly vocal minority who will largely find it difficult to be satisfied. It is likely, however, the vast majority of the stakeholders will be supportive of a continuation of the common sense and practical approach that has been exhibited these past eleven years. In addition, the new director can expect more challenges from the current county commission as to funding and support of school programs and initiatives.	12/9/2022 11:26 AM
1235	Reluctance to change, which is normal	12/9/2022 11:25 AM
1236	Learning our school system and what works for us, which may be different than if they are coming from another district, county, etc.	12/9/2022 11:25 AM
1237	As always the budget is a major problem. The classified workers in the county are the back bone of the system and the most underpaid. Each school building depends heavily on all classidfied workers to keep things running smoothly. The classified people barely make minimum wage when you take out the cost of insurance anad then taxes, the dollar amount for all of the hours they put in do not even eaqual 7.25 an hour. The most disturbing paret of this is when the director HAS TO convince the County Commission to approve a raise examnple of 6% the cost of insurance goes up 4% so that in reality the worker see no raise.After working in the school system for 22 years a monthly check including 20 extra hours of bus duty per month the take home pay is \$1,150.00 per month.That is not a livign wage. 85% of classified workers work 2 and sometimes 3 different part time jobs to try to make ends meet. With out the support staff of classified in all areas the schools would fall behind in keeping individual scools running in an orderly manner because of the ditues that are taken on to help the teachers and Administrators focus on the business of education.	12/9/2022 11:25 AM
1238	Keeping the focus on the standards and not on political hot topics that have nothing to do with educational standards	12/9/2022 11:24 AM
1239	Overcoming the lack of budget from the state and the lack of good educational sense from the larger community.	12/9/2022 11:24 AM
1240	Low staffing in areas and lack of personnel and resources for SPED departments, curriculum changes, keeping attendance high for students and teachers, motivation for teachers to stay in the classrooms!	12/9/2022 11:24 AM
1241	Religion and politics being pushed in schools.	12/9/2022 11:24 AM
1242	Following in the footsteps of a successful director. Determining what changes to make, if any, and what decisions to create as their own.	12/9/2022 11:24 AM
1243	Divisive, vocal community. She/He will need to be able to stand against a vocal minority trying to erase the presence of diversity and people they don't agree with.	12/9/2022 11:23 AM
1244	Treating all schools equally.	12/9/2022 11:22 AM
1245	Political climate within Sumner County and teacher shortage	12/9/2022 11:22 AM
1246	The newly elected county commission, and eliminating the good ole boy system.	12/9/2022 11:21 AM
1247	School diversification is important. Includes drawing fair and appropriate school zones. Additionally, updating all facilities to be equivalent now or a plan for in the future. Future planning has been horrific.	12/9/2022 11:21 AM
1248	He will have a board mostly comprised of members who are not used to thinking on their own and are not used to being the boss of the Director. So he is going to have to teach them their actual role. Luckily, there are three new board members who have understood this from being newly elected. So that's a start.	12/9/2022 11:21 AM
1249	breaking through the "good ol' boy" mentality, getting past the "this is how we have always done it" mentality	12/9/2022 11:20 AM
1250	Political divide	12/9/2022 11:20 AM

1251	Diversity, Being made to follow old ways in a new era, Ability to normalize different cultures, Ability to catch up with other school districts. Thinking outside of the box, Outside influences to gain and to push they own agenda that will not benefit everybody and will only benefit themselves.	12/9/2022 11:20 AM
1252	Factions in our county that do not want to fund schools because it requires raising taxes and many are opposed to that no matter what the consequences. Increased shortages of teachers and support staff (custodians, bus drivers)because pay is low. Opposition to progress from the county commission and a small, but loud group.	12/9/2022 11:20 AM
1253	Consider all schools needs, not just those in the southern part of the county. Dealing with a new set of commissioners will be totally different as in the past.	12/9/2022 11:19 AM
1254	changing political climate, changing funding programs, parent/community trust in the District.	12/9/2022 11:18 AM
1255	Working with the CC.	12/9/2022 11:18 AM
1256	Budget for classified staff, transportation, staff, profile teacher, training, kidnees in the classroom and school,repair buildings and parking lot, get more Custodian staff for school, support special education programs and staff, help trained staff active to get their licenses and put them to work in areas of need. Foreign and Local as well.	12/9/2022 11:18 AM
1257	Parents having trust in them.	12/9/2022 11:17 AM
1258	People not being on the same page. More teachers	12/9/2022 11:16 AM
1259	We need a significant Increase of funding for substitutes & custodial personnel, cultural diversity	12/9/2022 11:16 AM
1260	I think teacher retention will be a challenge. Sumner County schools is bleeding teachers and it is imperative they find a way to retain high quality teachers. There are districts that are not facing the shortage we are.	12/9/2022 11:15 AM
1261	Getting more options in high school for career development	12/9/2022 11:15 AM
1262	Hidden racism amongst students, parents and staff. As well as the pressure of CRT, and the guild lines as to books can be in schools.	12/9/2022 11:15 AM
1263	People being open to any changes	12/9/2022 11:14 AM
1264	Equal financial distribution amongst the different school and programs.	12/9/2022 11:14 AM
1265	Salares, teachers	12/9/2022 11:14 AM
1266	Meanness fights bulling	12/9/2022 11:13 AM
1267	How do you deal with the explosive growth in our area? Bigger classrooms and fewer support staff is leading to teachers not being able to focus on teaching.	12/9/2022 11:13 AM
1268	Adaptarse a la gente hispana	12/9/2022 11:13 AM
1269	A county commission with MANY members who have no respect for our school system, or they simply don't care about our schools, teachers, administrators, or most importantly students. They are only worried about power and being in control. The new director will have to confront this head-on, or we will be back in the same boat (not enough funding) we were in prior to Dr. Phillips' tenure. We need a director with first-hand experience of what is going on in Sumner County.	12/9/2022 11:13 AM
1270	a rapid population growth and as such probably alot of new kids and growth in the schools over the next few years	12/9/2022 11:12 AM
1271	Getting rid of Wit and Wisdom, boosting moral with teachers, keeping competitive wages	12/9/2022 11:12 AM
1272	Behavior of students/ teachers feel undervalued/ jobs can't be filled/ parents have too much power and say	12/9/2022 11:11 AM
1273	Idiots	12/9/2022 11:11 AM
1274	Knowing the expectations that they will be held to!	12/9/2022 11:11 AM
1275	Coming in as a new Director of Schools, there will be the challenge of making needed changes while maintaining the morale of the staff.	12/9/2022 11:11 AM

1276	Gaining trust and respect, as our current one does not care about his current employees. It would be nice if employees were asked to also give feedback about their supervisors. Our voice should matter.	12/9/2022 11:11 AM
1277	Ridiculous books being added to high school libraries	12/9/2022 11:10 AM
1278	Board members that are stuck in the old ways	12/9/2022 11:09 AM
1279	Rapid expansion with housing development; maintaining thorough curriculums when challenged with desires to marginalize topics of diversity, social history, and presenting dominant theologies	12/9/2022 11:09 AM
1280	Keeping politics out of the boardroom standing strong in the face of special interests like censoring books.	12/9/2022 11:08 AM
1281	Many of the things I named above re: divisive community members who often know little of what teachers and schools actually do. Also, I think an ever present challenge is the need to set a vision, keep it simple, and maintain and support that vision over the long term without constantly getting sucked into every new education fad that pops up. Long term vision, steady hand.	12/9/2022 11:08 AM
1282	Adjusting the curriculum to adapt to actual learning paces and expectations for focus age groups while keeping "testing" levels high.	12/9/2022 11:07 AM
1283	Good ole guy / gal system!	12/9/2022 11:07 AM
1284	Push back on changes made. Being able to stand their ground and accomplish changes.	12/9/2022 11:07 AM
1285	Budgeting to ensure that ALL employees receive a livable wage.	12/9/2022 11:07 AM
1286	The most pressing challenge will be dealing with radical county commissioners and board members.	12/9/2022 11:07 AM
1287	Exponential growth within our county and school district, changes in education, divisive politics, potential friction with some school board and county commission members - ability to move resources through.	12/9/2022 11:07 AM
1288	The best schools	12/9/2022 11:06 AM
1289	All schools beside Union and Merrol Hyde	12/9/2022 11:06 AM
1290	Protecting all children, not just those who are fighting for transgenders, etc. We need to protect ALL children and teens and TAKE safety for all involved in consideration when making changes.	12/9/2022 11:06 AM
1291	Working with the school board, working with community groups, facing negative feedback	12/9/2022 11:06 AM
1292	The biggest challenge will be dealing with the community and the stances that people take regarding books, SEL, behavior supports, etc. In addition, there is a significant teacher shortage that will continue to impact schools - especially in schools that serve our most at need students. We need someone who can think outside of the box and who is willing to try new things.	12/9/2022 11:05 AM
1293	Fighting the loud minority of people who want to mesh politics with education. The new leader must be able to successfully navigate this current difficult climate and choose what is best for the students and not politics.	12/9/2022 11:05 AM
1294	Show more transparency, open dialogue with Board, a massive budget that needs restructured	12/9/2022 11:05 AM
1295	Facing parental pressure on various topics will be challenging. I hope the new director will approach these issues with student learning opportunities in mind. Also, equitable learning opportunities may be an issue. For example, our schools have varied distinct programs/clubs that may limit student participation simply because it not offered at their zoned school.	12/9/2022 11:05 AM
1296	Fiscal, curriculum problems, diversity and inclusion	12/9/2022 11:04 AM
1297	Zoning wars, keeping up with technology (our schools are somehow not 1:1. My students do not often learn using technology)	12/9/2022 11:04 AM
1298	A new director of schools will face the following: a lack of special education teachers and support staff; teachers leaving the field all together because of the lack of pay being	12/9/2022 11:04 AM



commiserate with the cost of living for the area; teachers burnt out on curriculum that does not meet the needs of ALL levels of students without completely being modified and supplemented; too much testing and not enough teaching.

1299	There are some highly opinionated people in this county. While there are people on both sides of the aisle, the highly conservative people tend to yell louder even if they are on the wrong side of the law/history. The new Director needs to have a back bone to stand up to those people who are very vocal and let things roll off their backs because this person will be called names and berated in person, in email, and on sites such as FB.	12/9/2022 11:04 AM
1300	Supporting teachers and not playing into politics.	12/9/2022 11:03 AM
1301	Politics with families with money.	12/9/2022 11:03 AM
1302	Building back connections with the community	12/9/2022 11:03 AM
1303	A growing desire to control individual school decisions from a central location and a move away from school autonomy.	12/9/2022 11:03 AM
1304	growth and making sure that ALL schools receive equal funding from academics to athletics	12/9/2022 11:02 AM
1305	I think it would be gaining the trust to ensure they have the best interest of every student no matter their background.	12/9/2022 11:02 AM
1306	Treating schools with fairness or at least equality. Stop the constant practice of having favorites with treatment and exceptions for some but not for those without connections. Address inequality of facilities in the county. Overcrowding in schools but not changing the zones to help relieve the problem. Students shouldn't have to do without simply because they go to certain schools ( no track or unusable but told we have a " county " track at hhs. How are students from the northern part of the county supposed to use the " county" track? How do you justify state of the art facilities at some schools while ignoring the desperate needs of others? Putting an unnecessary million dollar turf field in a school while other schools in the county have condemned facilities. It's embarrassing how openly discriminatory the practices are in this county. The areas with a higher percentage of poor students don't have anywhere near the facilities of those in the higher income areas. We are better than this and ignoring it is only making it worse.	12/9/2022 11:02 AM
1307	A challenge a new Director of Schools will face is parents disagreeing on spending and curriculum choices.	12/9/2022 11:02 AM
1308	we need more counseling services available for the kids. Everyone seems to be incredibly overwhelmed.	12/9/2022 11:01 AM
1309	Separating religion and race from education. Needs to be simple. Either you pass or fail. And still be able to study history and culture. Not opinions.	12/9/2022 11:01 AM
1310	The boards unwillingness to increase salary. For example we do not have good subs because they do not get paid enough	12/9/2022 11:01 AM
1311	Our current Instruction department has no spine whatsoever - Scott Langford lies to parents about Wit and Wisdom, while we quietly take out books from the curriculum that parents complain about. He was the ONLY ONE who wanted it. There are some terrible middle school principals that need to be removed - Danny Robinson is unethical, Jackson Howell has boundary issues, Shaun Glasgow is killing Rucker. Jackson Howell is SLEEPING with a teacher in the building, who also happens to be a Central Office employee. The current director ALLOWS the Chief Academic Officer, along with his staff do everything they can to keep SCS out of the news. They foster a climate of fear, gaslighting, and don't allow anyone who disagrees with their opinion to be promoted. Check out all the HR complaints that have been filed in the past few years that haven't been covered up by Craig Ott. Kyle Craighead needs to be put back in a building as a teacher - he has no business leading anyone or anything.	12/9/2022 11:01 AM
1312	Ridicule about snow days	12/9/2022 11:00 AM
1313	Navigating the shortage of teachers and getting the existing teachers' salaries current with the market. If you want the best workers, pay the best money.	12/9/2022 11:00 AM
1314	Equality	12/9/2022 11:00 AM
1315	District growth and addressing the needs of an increasingly diverse student population.	12/9/2022 10:59 AM



1316	Learning dynamics of board members, gaining parent support, good working relationship with all staff. Budget and personnel	12/9/2022 10:59 AM
1317	Making sure that our school system doesn't become what so many have moved away from. While still protecting our students that are in lower income demographics and minorities from real racism and intolerance. I feel that woke culture has taken away from real intolerance. Under no circumstances should any school system keep information about a child from their parents. The school should not be in the position to raise a child, it should be the parents responsibility alone to raise them as they see fit. The new School Director will have to keep teachers unions from dictating woke curriculum. This will be a very difficult challenge. But one that is critical in preventing from happening. This is one of the last areas that have kept this from happening within the school system. Even though it is already started here as well.	12/9/2022 10:59 AM
1318	Culture wars - the school board politics will be very difficult to manage.	12/9/2022 10:59 AM
1319	Unfriendly parents	12/9/2022 10:58 AM
1320	Change, even if it is better, but Sumner Co schools are not open to change.	12/9/2022 10:58 AM
1321	Ever since Covid, the mental health of students should be at the forefront of the SCBOE. Many students missed out on valuable interactions with their peers which is necessary for their development.	12/9/2022 10:58 AM
1322	Growing community	12/9/2022 10:58 AM
1323	Budget-school year calendar-snow days	12/9/2022 10:57 AM
1324	Salary/ Benefits; especially for part time certified staff	12/9/2022 10:57 AM
1325	Culture Sensitivity training for all sumner school leaders, reevaluating discipline policies, hiring quality teachers	12/9/2022 10:57 AM
1326	The divisiveness within the county. Book challenges, parent over-involvement in curriculum and teaching, extremist groups becoming involved in school issues	12/9/2022 10:57 AM
1327	Promote a more stringent power academic focus !! Academics / trade education 1st sports 2nd	12/9/2022 10:56 AM
1328	I feel the appropriating funds to schools across Sumner county should and will be challenging. Several schools in the area need updating esthetically as well as updating for the growth already occurred and future. Far too much money has been placed at liberty schools only because the area is considered affluent. All kids should have the opportunity to be prideful of their school. Liberty creek is a prime example of funds not appropriated correctly.	12/9/2022 10:56 AM
1329	.	12/9/2022 10:56 AM
1330	Keeping the same environment as it is	12/9/2022 10:55 AM
1331	Acceptance by the community.	12/9/2022 10:55 AM
1332	Community support	12/9/2022 10:55 AM
1333	Community pushback	12/9/2022 10:54 AM
1334	The school board is packed with people who have no education background and seek to narrow the learning opportunities for students to white, christian beliefs. The new director will need to be prepared to fight hard for diversity and inclusion.	12/9/2022 10:54 AM
1335	Californians	12/9/2022 10:54 AM
1336	Embracing change	12/9/2022 10:54 AM
1337	FISCAL STEWARDSHIP! Execute your budget, scrutinize expenditures; don't tell me, show me why an expense is being requested (an issue across Sumner County)	12/9/2022 10:54 AM
1338	A new director is going to face several challenges. The demographic of our district is changing at a rapid pace. The established community and stakeholders in the district are not necessarily accepting or acknowledging of these changes and what that requires as a school system. The political climate and expectations of some community members are not necessarily conducive to propelling our district forward and making necessary changes. This is quite possibly the most difficult challenge the director will face.	12/9/2022 10:54 AM
1339	The community in Sumner is changing and lower income/ lower students are beginning to enter	12/9/2022 10:53 AM

	the county which provides challenges.	
1340	The new director has to STOP politics at the door. Education has to focus on educating children, not political ideologies.	12/9/2022 10:53 AM
1341	Growth of the county, catching up students who lost skills due to covid	12/9/2022 10:52 AM
1342	Diversity at different schools.	12/9/2022 10:52 AM
1343	It seems like pressure from people who yell the loudest online or in person - not all of us have the time to take off to go to yell about how we feel about issues .	12/9/2022 10:52 AM
1344	Please don't feel this person has to fill our other directors shoes. He wanted to leave a legacy that had nothing to do with our schools but it had all to do with his name. Funding for Liberty School campus did not allow for the other needy schools to be funded. I want someone who cares about the overcrowding and will work with our communities to slow this down.	12/9/2022 10:52 AM
1345	Dr. Phillips has done a tremendous job in setting up the next director to succeed.	12/9/2022 10:52 AM
1346	Budget and need to repair and upgrade existing schools	12/9/2022 10:51 AM
1347	Satisfying the needs of a fast growing, diverse population of Sumner County	12/9/2022 10:51 AM
1348	TISA Implementation	12/9/2022 10:50 AM
1349	Retention rate of quality teachers	12/9/2022 10:50 AM
1350	Growing parent concerns about what's being taught in schools	12/9/2022 10:50 AM
1351	Listening to the population at large	12/9/2022 10:49 AM
1352	Excessive stress on teachers	12/9/2022 10:49 AM
1353	Trust!!	12/9/2022 10:49 AM
1354	Schools overcrowded, a school board that needs to be more transparent & open to community involvement & input	12/9/2022 10:49 AM
1355	Critical Race Theory, LGBT, Gender Identity, Drug use, violence, Woke issues	12/9/2022 10:49 AM
1356	Change. People do NOT like change. Parents in Sumner County can be difficult and expect TOO MUCH	12/9/2022 10:48 AM
1357	Technology is VERY limited in the more rural areas.	12/9/2022 10:48 AM
1358	Uniting tonight about policy across political boundaries	12/9/2022 10:48 AM
1359	Annoying parents who think that they are experts on the subject and really only care about their child rather than the entirety of the student population	12/9/2022 10:48 AM
1360	Balancing classes offered at each high school to help all students. Example some schools demographics are changing yet course options are not changing	12/9/2022 10:48 AM
1361	Getting the school board to work together	12/9/2022 10:48 AM
1362	Proper support of staff and students for students with special needs. Teachers need more support to ensure their classrooms are safe and welcoming for all, while still being able to teach all students.	12/9/2022 10:48 AM
1363	Extremist groups with dangerous agendas are taking over school boards in our country. We need a leader who is not afraid of standing up to these people so that we are able to develop schools with progressive, well researched programs.	12/9/2022 10:48 AM
1364	They will need to be fiscally smart. Politicization of schools and what is taught. Stopping books from being banned. Unfortunately, this new Director will have to navigate a hyper-political climate. What I do NOT want to see is someone who is going to bow down to or give lip service to the conservatives attempting to control books and what is taught in schools. The new Director of Schools will need to be able to represent ALL families and student, and not a vocal minority.	12/9/2022 10:48 AM
1365	Budget. Really difficult to follow a successful Director.	12/9/2022 10:48 AM
1366	Walking in to a Board and community focused on politics as opposed to actual issues	12/9/2022 10:47 AM

1367	Literacy rate and getting parents to filter political rhetoric to focus on education	12/9/2022 10:47 AM
1368	N/A	12/9/2022 10:47 AM
1369	Treating each kid equally.	12/9/2022 10:47 AM
1370	The high growth rate of Sumner county,and the many more families who are coming with it.	12/9/2022 10:47 AM
1371	Covid, lunches, bus shortage and teacher shortage	12/9/2022 10:46 AM
1372	Appropriate curriculum as pertains to sex education and gender diversity.	12/9/2022 10:46 AM
1373	I feel like there will be support by the staff around them to help out,If they are willing.	12/9/2022 10:46 AM
1374	Challenges would be finding their own way without prejudice with people that have been in the county for years. When situations arise, they should be handled accordingly and fairly across the board, regardless if spouses or family work for the county or not.	12/9/2022 10:46 AM
1375	Budgeting money for pay increases that are needed to hire for the positions that are most needed (Classified) and to keep the people in those positions (custodian, cafeteria, TA's, etc).	12/9/2022 10:46 AM
1376	Cultural encapsulation, politics, the need for more diversity, equity and inclusive practices (especially in hiring), personal agents of board members (not those of the constituents they serve), buy-in from teachers and paraprofessional staff, community buy-in	12/9/2022 10:46 AM
1377	Being new	12/9/2022 10:45 AM
1378	The new County Commission and the new School Board do not seem to be as much for public education for all, but for their own.	12/9/2022 10:45 AM
1379	I would like to see a director that sees the needs of all the schools not just one area. We have a lot of schools being ignored. The you have other schools that get everything. Example Liberty creek. Money should be spent across all schools .	12/9/2022 10:45 AM
1380	The influx of people moving into our community that is causes serious problems within our school community. These problems include over-crowding of our schools with students that do not speak English and many have never attended school. This is happening without enough qualified teachers to fill all the teaching positions and we do not have enough support staff throughout the county. We have hundreds of students that do not speak English and very few teachers that speak Spanish. I believe this problem is only going to get worse as more people move into Sumner County.	12/9/2022 10:45 AM
1381	Teacher shortages, particularly amongst special education classrooms.	12/9/2022 10:44 AM
1382	Uneducated voting population, overworked and underpaid teachers	12/9/2022 10:44 AM
1383	Building morale	12/9/2022 10:44 AM
1384	Budgeting for school repairs, stopping our kids from bringing vapes & drugs into the schools.	12/9/2022 10:44 AM
1385	Teacher Shortages, Substitute Shortages, Pay for Teachers and Support Staff, Curriculum implementation, Budget concerns	12/9/2022 10:44 AM
1386	Parents-can't please everyone, advocating for & protecting our children and doing what is right	12/9/2022 10:44 AM
1387	politics and angry parents and staff	12/9/2022 10:44 AM
1388	Focus on educating, not testing. State wide test results are a poor measurable of learning. I can teach someone how to pass a test and they don't learn the actual information.	12/9/2022 10:43 AM
1389	Area growth, plain and simple. Families are moving to Sumner County, in part, because of the schools (I know we did). Classrooms are getting stretched beyond numbers I feel confident in. I fear that strains on our teachers and system overall will cause the quality of education to fall. Keeping—dare I say increasing—momentum is of paramount importance for the next Director.	12/9/2022 10:43 AM
1390	Following in Dell's footsteps	12/9/2022 10:42 AM
1391	Appropriately allocating funds to current schools in need of major repairs and updates instead of allowing a new school to have unnecessary updates and extravagances when the current Magnet school (which is contributing to the district's high test scores) and so many others are literally falling apart.	12/9/2022 10:42 AM

## Sumner County Director of Schools Search Survey

SurveyMonkey

1392	The idiots on the commission! The continued challenge to find staff.	12/9/2022 10:42 AM
1393	Adapting to the change of being director of schools	12/9/2022 10:42 AM
1394	Political factions that are well-organized but sometimes ill-informed.	12/9/2022 10:41 AM
1395	Building trust among all stakeholders	12/9/2022 10:41 AM
1396	Pressure to stop the growth in the budget; navigating a vocal minority fueled by national political hot-button issues, strong pushback from these groups hell-bent on giving the next director of schools a hard time.	12/9/2022 10:41 AM
1397	A county commission who hates everyone and everything at the board of education, a teacher and staff shortage (without offering more compensation), and just continuing the excellent job that Dr. Phillips has done. Giant shoes to fill!	12/9/2022 10:41 AM
1398	Good	12/9/2022 10:40 AM
1399	.	12/9/2022 10:40 AM
1400	The demographics in Sumner County are changing. The Director will need to pay close attention to the schools most affected by this change and be prepared to provide support services (i.e. Dean of Student Behavior, Truancy Clerk at largely populated schools, etc.)	12/9/2022 10:40 AM
1401	Public Opinion, Divided Board	12/9/2022 10:40 AM
1402	Unfortunately, there will be a huge political component for the new Director. There are several groups that are persistent in demands that create a challenge for everyone in the schools. I hope the new director will continue to be a force to these parents and now, school board members, that consistently devalue our work.	12/9/2022 10:40 AM
1403	Liberals and their agenda	12/9/2022 10:39 AM
1404	The underlying issues	12/9/2022 10:38 AM
1405	Republican environment that hates educators/public education	12/9/2022 10:38 AM
1406	Everything about the county	12/9/2022 10:38 AM
1407	The School Board Members	12/9/2022 10:38 AM
1408	Change.	12/9/2022 10:38 AM
1409	pressure from special interest groups- outside community	12/9/2022 10:38 AM
1410	Being able to stand strong against some of the ridiculous and made-up issues such as CRT in classrooms, resisting the efforts from Bill Lee to push conservative ideals and initiatives (i.e. Hillsdale College) and most important for Sumner County, ensure there is strategic educational planning to deal with the over-development by county officials. The next person also need to be free of the conflict of interests that Del Phillips obviously had. Don't use our school resources to enrich yourself or your cronies!	12/9/2022 10:38 AM
1411	BUDGET! Getting teachers the appropriate pay for the most important job!	12/9/2022 10:37 AM
1412	Curriculum	12/9/2022 10:36 AM
1413	Parent input and changes in curriculum to better suit ALL students	12/9/2022 10:36 AM
1414	Increasing pay of classified employees in order to attract and retain quality employees, community pushback on curriculum--we DO NOT teach CRT and teachers are not indoctrinating children	12/9/2022 10:36 AM
1415	Pto should not pay for all that they do. Playground equipment,copies teachers ect. Also more janitors hired. These schools are so dirty.	12/9/2022 10:36 AM
1416	putting up with parents and trying to please everyone -it won't happen. Also, having to deal with the aftermath of covid. We also need to work on giving teachers power back in school.	12/9/2022 10:36 AM
1417	Not jumping on every bandwagon that comes along in education but designing a solid program that will EDUCATE our students and set them up to be life-long learners. They will also need to focus on ALL of the schools and not just the Hendersonville schools. And, I think, they will need to keep raising salaries in order to retain and attract workers to ALL positions including	12/9/2022 10:36 AM

teachers, aides, bus drivers, cafeteria workers, custodians, etc. And they will need to choose curriculum that will lend itself to having a BALANCED SCHEDULE.

1418	How to direct funds. Specifically, schools need to be thoroughly equipped with BASIC computer needs before we are required to spend millions on innovative technology. The estate left to Sumner Schools for technology should be used to fill basic technology needs, because schools DO NOT have equal technology. Some are one-to-one through Title funding or by being given the best technology to begin with. Some schools that people assume are "rich" and have everything are the ones who don't have enough computers, are not one-to-one, and have to fund-raise to try to get there. We ALL need to be one-to-one in this day and age without having to raise the money ourselves. The County should make sure of that because all students need this and it opens up many more opportunities for them and for the teachers to teach them. Another issue is the political climate in Sumner County. It is VERY "good ole boy" and cliquish. A Director needs to do what is best for the students, not what is going to make him/her look good or what is being pushed by a political group/party. Another challenge is the huge and rapid growth in Sumner County. He/She will have to try to get cooperation from a largely fiscally-conservative population, and masterfully divvy up funds, to provide the school infrastructure needed. We also need someone who believes in teachers, supports teachers, and remembers the difficulties and demands of being a teacher. This person needs to take the legislative and other demands and interpret them in a way that teachers can humanly handle without mentally burning out and physically breaking down. Sumner County needs to appreciate and hold on to the dedicated teachers that they have, who are a valuable commodity in today's market. The Director needs to stand up to factions that are bent on destroying public education in favor of money-making ventures.	12/9/2022 10:36 AM
1419	The biggest challenge is trying to work with the new County Commission and trying	12/9/2022 10:36 AM
1420	The challenges faced by a new director are multi-faceted. The politics of the position at the time will be daunting for the director and the School Board. Managing the expectations of employees, board members, parents, and community members will be challenging (to say the least). Ecomonics will also be a challenge for a new director. Given the current political landscape with regards to funding, a new director will need to navigate some turbulent waters to ensure enough funding without stakeholders feeling that it is too much. Additionally, the influx of families to the district and their economic status can make for challenges. The lack of teacher candidates will be a huge challenge. We must be able to fully staff our schools to ensure a good environment for student learning. I know that we seem to drone on about the effects of the pandemic, but the new director will need ensure that we are closing the gap for students and families who continue to feel the impact.	12/9/2022 10:36 AM
1421	Keeping staff who are experienced and want to teach children.	12/9/2022 10:35 AM
1422	Need public school uniforms.	12/9/2022 10:35 AM
1423	Not raising taxes	12/9/2022 10:35 AM
1424	Liberal outside influence to bend to their demands.	12/9/2022 10:35 AM
1425	Too many board members with non-academic agenda	12/9/2022 10:35 AM
1426	I feel a Director should be someone that live in Middle Tennessee and preferably Sumner County and not someone that doesn't own property here.	12/9/2022 10:35 AM
1427	Activist parents that represent a smaller percentage of parent outlook having their viewpoint over represented within the schools.	12/9/2022 10:35 AM
1428	The vast differences of resources available in more rural school settings vs affluent more populated school communities.	12/9/2022 10:35 AM
1429	Cost of repairing school building issues and funding.	12/9/2022 10:34 AM
1430	Science being attacked by religious extremism.	12/9/2022 10:34 AM
1431	A board and county residents who are half crazy and impede progress	12/9/2022 10:33 AM
1432	Challenges with curriculum and the rules of the schools. And waking up early if they have to wake up when students do.	12/9/2022 10:33 AM
1433	Divisiveness and righteousness of those that distrust anything associated with government ... creating a new business model that works well with future charter schools	12/9/2022 10:33 AM



1434	The community is divided between life long residents and people moving into the area. Many of the deep-rooted residents do not believe the ideas for change, that are coming in with they new residents, will be successful while the new residents do not like the way things work run in this county. Coming in and making a lot of changes in the beginning will, more than likely, not be accepted well by residents.	12/9/2022 10:33 AM
1435	Making sure that it is all about education and not diversity	12/9/2022 10:33 AM
1436	This is how we have always done things attitude in all levels of the county.	12/9/2022 10:32 AM
1437	The disparity amount schools and programs and a lack of support from the community.	12/9/2022 10:32 AM
1438	I truly believe this district is TOO large and therefore, the demand to accurately serve each school community stretches the county too thin, especially in regards to funding allocated to each school and a lack of technology.	12/9/2022 10:32 AM
1439	Listening to the community, parents, students and teachers needs.	12/9/2022 10:32 AM
1440	I believe students should be taught the basics, and then more complex math, reading, and science. I do not believe schools should be involved in social or political causes.	12/9/2022 10:32 AM
1441	several new school board members, several new county commission members, ever changing wave of societal demands, county diversity.	12/9/2022 10:32 AM
1442	current political climate; noisy parent groups that DO NOT have the background or the facts to agendas that are being pushed(CRT is NOT being taught in Sumner County, for example; or that HQIM are bad); funding	12/9/2022 10:32 AM
1443	I hope they don't face any challenges. Only challenge that may be an upward battle is ensuring smaller schools get more attention in areas that are needed.	12/9/2022 10:32 AM
1444	Growth in the county	12/9/2022 10:31 AM
1445	Politics in the school environment, challenges because of federal inclusion policies	12/9/2022 10:31 AM
1446	Teacher salaries need to be revaluated to keep up with inflation. It is very difficult to live in Sumner county on our current teacher pay. Also, discipline needs to be revaluated. The discipline policies in this county should be consistent and upheld. Every student in every school should be uniform when it comes to discipline. Some schools will not tolerate chronic discipline issues while others are run in such a way that teachers and students do not feel safe, it is not fair to teachers and students who follow the rules.	12/9/2022 10:31 AM
1447	low tax environment and pressure to cut costs instead of investing in schools, dealing with a small subset of people who are loud and want to undermine public education - need someone with deep sense of purpose to move forward with what is right despite loud complaints	12/9/2022 10:31 AM
1448	Ensuring that all voices are heard and protected, especially minorities and marginalized groups.	12/9/2022 10:31 AM
1449	Pay for Human Resources	12/9/2022 10:31 AM
1450	Special needs	12/9/2022 10:30 AM
1451	How divided our county is. There is not a middle lane anymore. You are one extreme or the other. It is hard to please everyone.	12/9/2022 10:30 AM
1452	A community that is fed up with perceived misuse of funds	12/9/2022 10:30 AM
1453	Lack of support from governmental funding body (County Commission); overcoming the current complacency and apathy from Central Office personnel when asked to help at the school level	12/9/2022 10:30 AM
1454	The challenges that teachers face are disciplined related. Teachers fear reprimanding students for lack of support from administration as the whole world worries about law suits. It is a challenge that all school districts face. No one wants to be on the news. I also believe that students involved in extra curricular activities perform better in the classroom. We need to encourage students to be involved in those activities, but we HAVE to change the pay scale for the teachers that Coach/Mentor in those extra curricular activities. We are one of the lowest paying counties for athletic coaches and we have outstanding athletics county wide. There are too many great teachers that are great coaches and aren't being compensated for their time.	12/9/2022 10:30 AM
1455	The political divide of the School Board. There is guilt on both sides. It has started dividing	12/9/2022 10:29 AM

	schools and the community. There is only one side, the students.	
1456	Attempts from outside (largely political) forces to shape and control what happens within schools and curricula	12/9/2022 10:29 AM
1457	Political agendas and determining how to navigate various opinions of school ideologies, transitions of staffing and bringing the right leaders in the right roles (removal of leaders who have been in positions for long periods of time but need to transition)	12/9/2022 10:29 AM
1458	Recognizing that schools above the "RIDGE" are equally important when it comes to academics, technology, sports, locations for county meetings(PD days). Not allowing the elite within communities to dictate their personal agendas when it comes to requesting items for their schools or sports facilities. Being able to communicate and stand up to the county commissioners and county mayor.	12/9/2022 10:29 AM
1459	Teacher shortages and how to retain good teachers in the district. Other districts pay more; may want to look into free health insurance or pay scale incentives for above average teachers.	12/9/2022 10:29 AM
1460	Using funding correctly to be able to give students one to one computer access without the use of personal devices.	12/9/2022 10:29 AM
1461	When answering the question about "Ability to work with and generate support from the entire board," I felt I had no option but to mark as not important simply because our board, as it exists today, will never entirely agree on anything. Whoever takes this job will a challenge working with our board. They will face opposition from a small, but vocal, minority of citizens and board members who care little about education and a lot about low taxes and banning books.	12/9/2022 10:29 AM
1462	small town politics. The good ole boy system	12/9/2022 10:28 AM
1463	With the population explosion in Sumner county, I would hope it would be some consideration for one or two new magnet schools in Sumner county. Knowing someone or having a lottery to be the only way to enter, a magnet school in Sumner county is totally inefficient. and there is a deep need for oh, oh of Sumner county schools to have the technology needed for these children's future.	12/9/2022 10:28 AM
1464	Being better than the last one. Getting the support of the county as the whole board has zero interest in anything but lining their own pockets	12/9/2022 10:28 AM
1465	Teacher shortages and burnout. Low morale of faculty and staff.	12/9/2022 10:27 AM
1466	getting the trust back from sumner co citizens, most feel that director overspends and is not trustworthy	12/9/2022 10:27 AM
1467	Climate of our society. There is so much division we need someone who puts the needs of the students as a priority. You will not make everyone happy, some people will complain just to complain or start drama, but if decision made is student-centered and supported in evidence then you will garner more support for your plans. We also need to support and believe in our teacher's more. If we are hiring highly qualified teachers, we can trust them to teach. I think discipline is out of control. More needs to be done to hold students accountable and support teachers and other students in having a safe and educational environment. Many of the high schools have out of control students that are impacting other students negatively. We need more consistency throughout our schools. Some schools offer exemptions, some don't. Why? Dress code is different at different schools...why? These things should not be based on personal opinions, they should be designed around evidence. Therefore, one decision should be made for every policy. One based in evidence.	12/9/2022 10:27 AM
1468	Stress	12/9/2022 10:27 AM
1469	On going curriculum issues. The current curriculum needs to go. Bring back spelling and spelling test. Kids are falling very behind.	12/9/2022 10:27 AM
1470	extremist groups of people pushing their ideologies	12/9/2022 10:26 AM
1471	Making and including ALL staff , classified and certified employees as important employees and make sure that all are paid fairly and given the same opportunities. They must be willing to see every employee as one and not judged by titles	12/9/2022 10:26 AM
1472	Parents want to be heard and there's not a good way to handle that right now.	12/9/2022 10:26 AM



1473	The ever changing expectations of the community, social media naysayers who don't understand the current challenges with being an educator, trying to please everyone (not possible). At the core a director of schools should have the best interest of STUDENTS as first priority, not politics. Teacher retention is another challenge they will face and finding ways to make teachers feel valued and appreciated should also be addressed.	12/9/2022 10:26 AM
1474	The climate in TN around teaching and public schools - with book bans and critical race theory and the stress of the global pandemic of Covid-19, teachers in all schools and districts need positive leadership that believes in the teaching profession and nurtures a joy for learning. Teachers need to have a voice in decisions made at the district level and they really need a leader who listens and responds to their concerns.	12/9/2022 10:26 AM
1475	Being consistent and providing communication to the public despite the many negative feedback he/she will receive.	12/9/2022 10:26 AM
1476	The constant growth within our county, meeting needs of differing populations, teacher and staff shortage of QUALIFIED personnel, teacher retention	12/9/2022 10:26 AM
1477	Pushing back against federal education control and woke agenda.	12/9/2022 10:25 AM
1478	social media	12/9/2022 10:25 AM
1479	Changes	12/9/2022 10:25 AM
1480	Replacing such a successful and consistent Director and maintaining the level of dedication to high quality instructional practices along with the need for high quality teachers and leaders to support such learning.	12/9/2022 10:25 AM
1481	A significant difference in zone/area attention. Although all schools are Sumner County, there is an obvious difference in where money and resources are applied. applied.	12/9/2022 10:25 AM
1482	the budget will always be a struggle, it is very unfortunate how badly the music department was ruined due to cuts. new challenges would be the increasing demands made by minorities that affect the status quo, we cannot allow mediocrity to become a base line just so the chaff doesn't know it's chaff.	12/9/2022 10:25 AM
1483	Being able to address the growing far-right movements that are bent on damaging students and families in our community by denying their rights.	12/9/2022 10:25 AM
1484	Good ole boy atmosphere. It is who you know and not experience that lands a job at central office	12/9/2022 10:24 AM
1485	The old way things are done. And all the Assistant Directors.	12/9/2022 10:24 AM
1486	Teacher shortages	12/9/2022 10:24 AM
1487	Just the fact that of change. I think the county commission will challenge the new director to see if he/she will stick to her guns as Dr. Phillips has in the past to ensure funding.	12/9/2022 10:24 AM
1488	Updated buildings and facilities. We have wonderful schools, but there is a huge room for opportunity. Every school should have and look like Liberty Creek. Maintenance, updates, and renovations should be more important than some of the other things money is spent on.	12/9/2022 10:24 AM
1489	National curriculums that encourage and support systems that are not age appropriate.	12/9/2022 10:24 AM
1490	recruitment, retainment, POLITICS	12/9/2022 10:23 AM
1491	Switching out admin that are not successful in their current roles. Eliminating toxic admin culture in high schools	12/9/2022 10:23 AM
1492	Cultural shifts and how it comes through in curriculum, change in general with turnover.	12/9/2022 10:23 AM
1493	Better retainment of good teachers - difficult political environment	12/9/2022 10:23 AM
1494	Making the right choices and standing up for their employees	12/9/2022 10:23 AM
1495	How to keep the children safe while being bombarded with political correctness and everyone being offended over ever tiny thing	12/9/2022 10:23 AM
1496	I want to be more involved as a parent. I want a PTA.	12/9/2022 10:23 AM

1497	Providing a consistent disciplinary policy and the resources to enforce those policies.	12/9/2022 10:23 AM
1498	The profligate spending on one school in the county and the immediate needs of all the other schools.	12/9/2022 10:23 AM
1499	The constitutional republicans	12/9/2022 10:22 AM
1500	Curriculum. We can't allow woke ideas to infiltrate our system.	12/9/2022 10:22 AM
1501	Gaining respect in the community and working with the board.	12/9/2022 10:22 AM
1502	Gaining the trust and support of the families in the district.	12/9/2022 10:22 AM
1503	Complaints from parents	12/9/2022 10:22 AM
1504	I would hope the new director would be welcomed to an environment of partnership and teamwork for the safe of our youth and their educational success. I am always fearful of the good old boy scenario.	12/9/2022 10:22 AM
1505	Those wanting to bring politics into education. Leave it out! some principals don't follow their own rules. It would be nice to have all schools in similar compliance. Be fair. Be honest.	12/9/2022 10:22 AM
1506	We need to increase coaching salaries in our middle and high schools. This has not been done in over 30 years. Surrounding counties are surpassing us in this category big time. Getting the county commission and school board to work together for the best interest of our kiddos is going to be huge.	12/9/2022 10:22 AM
1507	The previous director doesn't have much support. Theres a lot of complaints about mismanaged funds, schools that need improvement. Curriculum is not teaching kids anything. Teachers aren't allowed to actually teach but just administer tests. Teachers and staff are ridiculously under paid and overworked. Not a lot of family support.	12/9/2022 10:22 AM
1508	Sumner County is ever growing. Challenged he or she may face will be our community voice as there are a lot of families that feel strong in the zoning of Liberty Creek. Gallatin High School is still over crowded with a new high school and outdated.	12/9/2022 10:22 AM
1509	I believe Sumner County is very behind the innovation and modernization of digital media found in adjacent counties that neighbor Davidson County and Metro Nashville. I would love to see a more proactive leader involved in advancements in innovation and putting our county schools on par with the very best schools in the state when it comes to technology, communication and digital development, preferably those in Williamson and Rutherford counties. I believe the biggest challenge of the director is to be forward thinking and recognize the new opportunities that await Sumner County Schools, and not be tied to or aligned with outdated circles of influences and leaders which have slowed the growth of the county in modern times. This county has changed rapidly and I would like to see the education system match or be on par with the rapid economic and modern growth of our residential and commercial areas and I believe our CTE programs and educational opportunities are about 10 years behind where they should be, especially when it comes to technology and student access of digital and modern careers.	12/9/2022 10:22 AM
1510	I perceive the director is entering a difficult political climate in the district with the county commission having an ideological belief in the majority that presents differently than it has over the past	12/9/2022 10:22 AM
1511	How to deal with behavior and absences at the high school level	12/9/2022 10:21 AM
1512	A diverse school board and county commission wide a wide array of voices. And a community with just as many opinions	12/9/2022 10:21 AM
1513	Political landscape of the current culture of the school board and the county commissions.	12/9/2022 10:21 AM
1514	External pressure to push ESG/DEI/CRT/Marxist Propaganda. Don't.	12/9/2022 10:21 AM
1515	Although diversity is being normalized that doesn't mean it's being accepted. A few challenges a director of school will face is handling situations that involve bullying of disabled kids or people with different ethnicities than people are more likely to see.	12/9/2022 10:21 AM
1516	Increasing costs associated with equipping schools and teachers properly without being granted additional funding.	12/9/2022 10:21 AM
1517	Teacher retention	12/9/2022 10:21 AM

1518	Willingness to change	12/9/2022 10:21 AM
1519	Discipline!!! Teachers have no useful and effective ways to handle behavior issues of students. Writing them up is something the kids find laughable. It does not work! Give teachers some useful tools.	12/9/2022 10:21 AM
1520	Lack of easily accessible and clearly defined district-wide policies, poorly-defined organizational structure	12/9/2022 10:21 AM
1521	Keeping teacher pay competitive... With current salaries and increasing costs of living, teachers cannot afford to live within the county/school zones, even with higher education.	12/9/2022 10:21 AM
1522	Shortage of certified teachers. Hiring teachers that are not certified is a mistake. They are not qualified if they have not worked for their degree.	12/9/2022 10:21 AM
1523	The woke agenda and ideology. Keeping crap out of school that should be kept out of school. Teachers should stick to the curriculum standards. There is no place for critical race theory or gender ideology in schools. Or teachers pushing their liberal beliefs in schools. More kids need mental health counseling these days for many reasons from social media to confused of who they are, but a counselor should never affirm the child who is having confusing feelings. My sons a junior and has had a teacher this year who pushed a lot of liberal agendas in class. There is no place for that.	12/9/2022 10:21 AM
1524	Learning to adapt to different types of school needs: Sumner County Schools is very diverse in that it encompasses urban, suburban, and rural schools each with distinct community and school needs. Schools in the different areas of the County have different levels of community financial support as well.	12/9/2022 10:21 AM
1525	Political polarization in the community that is bleeding into school issues, a contentious County Commission, and continued growth will all be big hurdles for our next director.	12/9/2022 10:21 AM
1526	The new director MUST live in Sumner County	12/9/2022 10:20 AM
1527	Staffing new schools that were recently built and building trust with parents	12/9/2022 10:20 AM
1528	Overriding of parent authority, transparency of SCS	12/9/2022 10:20 AM
1529	Expansion	12/9/2022 10:20 AM
1530	unifying the overall community, politics, budget concerns, lack of teachers, low moral among staff, classified pay, cancel culture, growing communities, transportation	12/9/2022 10:20 AM
1531	Need to deal with the good ol boy network and make some needed changes. Start promoted based off talent and not who you know.	12/9/2022 10:20 AM
1532	A group of far right parents who are loud, but do not represent diversity or multiculturalism. Listen to and respect minority views.	12/9/2022 10:20 AM
1533	budget, progressing and adapting to building a better technology to student relationships	12/9/2022 10:20 AM
1534	Non Diverse staff	12/9/2022 10:20 AM
1535	Not making everyone happy. It will not happen. Heart has to be about what is best for kids—not always making adults happy. Political parties will be a battle on all lines.	12/9/2022 10:20 AM
1536	Resistance from groups who are looking for political points rather than students needs.	12/9/2022 10:20 AM
1537	Tuning out the opposing voices from the community to accomplish agenda. No matter who the Director is, there will be loud opposition due to the culture of society at this time. Understanding that reality and being prepared to face it with a strong backbone will lead to success.	12/9/2022 10:20 AM
1538	Maintaining the direction to helping students and teachers to be successful in education.	12/9/2022 10:20 AM
1539	I think that the new Director will face a lot of backlash on all forums of social media and whoever gets the position will need to have a thick skin so to speak and not let it cause worry and anxiety...I think that as each school year gets harder that he may how to come up with a plan to help teachers not be so overwhelmed with more paperwork and let those teachers teach because that is the reason they chose this career...They just want to teach and see a student when they finally "get" it.. Most of all I think that he will have to be willing to adapt and	12/9/2022 10:20 AM

to remember those that are in the northern area of the county face challenges that the rest of the county does not and be willing to address those concerns we have and that the northern area is as important as the rest...

1540	Sumner county is getting out performed by other districts with them same resources	12/9/2022 10:19 AM
1541	Keeping kids safe while still allowing them the social aspect they need to grow	12/9/2022 10:19 AM
1542	"Woke" parents & teachers	12/9/2022 10:19 AM
1543	Politics, extreme ideology	12/9/2022 10:19 AM
1544	Teacher retention, especially in a community that doesn't particularly prioritize education.	12/9/2022 10:19 AM
1545	Dealing with people who want to ban books and education	12/9/2022 10:19 AM
1546	Attacks on schools and teachers from nationally coordinated fear mongering. Continued teacher "shortages" due to lack of funding, inflation, and lack of support.	12/9/2022 10:19 AM
1547	Not sure	12/9/2022 10:19 AM
1548	Social challenges that most individuals face today-- social pressure to provide equality and fairness for all when equality and fairness are very subjective terms.	12/9/2022 10:19 AM
1549	The recent election of the so-called Constitutional Republicans is a challenge. Their mindset of tax increase ever indicates a real animosity toward the continued good things mentioned in Question 2. It DOES take money to fund technology. IT DOES take money to fund and retain high-quality personnel. Just be good stewards of the money.	12/9/2022 10:19 AM
1550	Anger from parents irate about all manner of things, the New Director should be skilled at knowing how to respond to individuals and groups angry about all manner of issues, CRT, gender fluidity, etc... and I mean on multiple faces fo these issues.	12/9/2022 10:19 AM
1551	Same challenges that current director faces - not sure	12/9/2022 10:19 AM
1552	The disparity of salaries between classified and certified personnel. Certified personnel in positions that do not require a teaching license should not be paid more than classified personnel doing essentially the same job. Schools should not staffed based on the needs of the needs/characteristics of their student population rather than population size or age. For instance, some schools have a lot more student turn over than others; for this reason, an additional attendance clerk position may be needed; some schools have a student population that suffers from more poverty or behavioral issues so that school may need more guidance counselors, social workers, etc than other schools. And, some schools have active PTOs and those students get lots of extras that schools without active PTOs don't get. It's not fair to deprive students because their parents are not active in their education. Student behavior in the classroom needs to be addressed. There is so much disturbance from students with behavioral issues that "regular" students' learning in impacted negatively - not to mention teacher morale. The new director should make it a point to spend more time with "boots on the ground" to learn about each school and their student populations and needs.	12/9/2022 10:19 AM
1553	change	12/9/2022 10:18 AM
1554	Not getting pulled into culture wars by non-parents and outside forces. Let professional educators make educational decisions	12/9/2022 10:18 AM
1555	Gaining the trust of citizens and the board.	12/9/2022 10:18 AM
1556	Obtaining qualified teachers to teach in our county due to lower pay and poor professional development.	12/9/2022 10:18 AM
1557	I personally believe that the curriculum that is set for the children now is too much for certain age groups and keeping up with that is challenging	12/9/2022 10:18 AM
1558	Community division related to funding, curriculum, classroom materials; keeping up with growth in the county; increased costs associated with running a large organization	12/9/2022 10:18 AM
1559	Growth will be one of the biggest challenges. County Commissioners and School Board Leadership should have defined boundaries. Teacher/staff retention (pay/benefits)..	12/9/2022 10:18 AM
1560	Budgetary issues and ensuring they do not let their political leanings override the best interest of the schools	12/9/2022 10:17 AM

1561	Dealing with applying social acceptability rules to schools for the benefit of staff and students.	12/9/2022 10:17 AM
1562	Parents not happy with the board of education.	12/9/2022 10:17 AM
1563	Balancing teacher support and parent input	12/9/2022 10:17 AM
1564	Complaints from countless parents	12/9/2022 10:17 AM
1565	Political grandstanding, focusing on educational needs over fiscal (currently lacking overall. The kids and being ready to graduate is way more important than creating an army of over emotional lack of critical thinking skills zombies	12/9/2022 10:17 AM
1566	Keeping Christian families values and inclusivity	12/9/2022 10:17 AM
1567	A divided board of education	12/9/2022 10:17 AM
1568	An increasingly involved parent community. A divided and somewhat aggressive school Board of Directors. Growing divisiveness in society and the community which is spilling out very fervently into the school settings.	12/9/2022 10:17 AM
1569	Evaluation of curriculum and more support of the teachers when you are hands on you know what is needed or missing when you are too far removed from the actual schools you don't	12/9/2022 10:17 AM
1570	Academic recovery from Covid for a good number of students, budgeting, zoning, management duties	12/9/2022 10:17 AM
1571	Issues at the central office, particularly in the instruction department. A few individuals that have little to no experience have created positions for themselves (without the positions being posted) to attempt to make decisions. There are many unethical hiring practices happening regarding Assistant Principals and Lead Educators (instructional coaches) with one person making every decision for the entire district due to dictating control over the entire process. Many employed at the district level have reported concerns to HR with little to no action happening, and this creates a very hostile, psychologically unsafe working environment. Additionally, the director will face a hard-to-navigate climate with cultural diversity. So many parents and community stakeholders equate social-emotional learning with critical race theory, and any talk of culturally responsive practices is challenging due to this climate.	12/9/2022 10:17 AM
1572	The conservative views of many of the local parents, which can cause resistance to change	12/9/2022 10:16 AM
1573	Dealing with the county commission and difficult new people on the board.	12/9/2022 10:16 AM
1574	Weather closures, but in all seriousness bringing the board and parents together for the greater good of all students.	12/9/2022 10:16 AM
1575	Public	12/9/2022 10:16 AM
1576	school safety/more SROs	12/9/2022 10:16 AM
1577	Working with diverse populations	12/9/2022 10:15 AM
1578	Listening to parents concerns and allowing full transparency of what happens in every classroom.	12/9/2022 10:15 AM
1579	fairness	12/9/2022 10:15 AM
1580	Strong pushes from extreme political views, buildings in need of updates, teachers burned out, influx of students from growth boom in the area, distrust of citizens, staff shortages,	12/9/2022 10:15 AM
1581	Gallatin High School is now the oldest high school in the county. The director and board need to plan for purchasing land for the future Gallatin High School. This will be an uphill battle due to a new fiscally conservative county administration.	12/9/2022 10:15 AM
1582	Willingness to work together with school board and county commission.	12/9/2022 10:15 AM
1583	Parents and County Commissioners; old school view of education	12/9/2022 10:15 AM
1584	Teacher shortage, bus driver shortage, getting finances approved with the new commisssioners.	12/9/2022 10:15 AM
1585	Proper salaries as compared to surrounding counties/cost of living for teachers and ESPECIALLY paraprofessionals, technology for all students/classrooms	12/9/2022 10:14 AM
1586	Woke society	12/9/2022 10:14 AM



1587	Finding incentives to keep quality teachers from leaving and for obtaining new hires. Implementing effective discipline into the schools.	12/9/2022 10:14 AM
1588	Teacher shortages, special education department shortages,	12/9/2022 10:14 AM
1589	Politics, forming relationships with so many employees, and pushing a strong system forward.	12/9/2022 10:14 AM
1590	Budget. Not spending exorbitant amounts on programs/things that don't benefit all - while teachers struggle to afford housing, supplies, or needed repairs to facility. Staffing shortages/Teacher Retention	12/9/2022 10:14 AM
1591	Following in the steps of Dr. Phillips and facing issues with the new board will be a challenge for the Director. We will need a strong leader.	12/9/2022 10:14 AM
1592	politics, working with adversity, discerning the right people to listen to	12/9/2022 10:14 AM
1593	The issue of diversity and social issues. We need a director who is not afraid of political stances and whos focus is always putting kids first no matter what their situation is.	12/9/2022 10:13 AM
1594	Behavior issues across the board. We need help. We need someone that understands teacher retention is directly related to the behavior issues and disrespect teachers deal with every moment of every day. We need a plan.	12/9/2022 10:13 AM
1595	Prioritizing needs across the county.	12/9/2022 10:13 AM
1596	Increased student population (planning adequately for growth), an increasing special education population with high needs, mental health issues in studednts/staff. Staffing and retention issues. Dealing with community input that represents fringe groups.	12/9/2022 10:13 AM
1597	Some board and community members who oppose programs that are effective.	12/9/2022 10:13 AM
1598	The newly elected school board and rise of anti-public education community/parent groups is a threat to our public schools. The director should be prepared to show the community that public schools meet the needs of students in ways that charter schools historically have not.	12/9/2022 10:13 AM
1599	He/she will need to approach situations in the mindset of a teacher or someone who actually works within the school. It is in my opinion that they are too many people who make decisions about how a school should run without ever having been in the classroom themselves.	12/9/2022 10:13 AM
1600	The public is very divided and combative. It will be difficult trying to satisfy everyone.	12/9/2022 10:13 AM
1601	Low coach play is a problem. I'm hearing talk of some coaches organizing a strike.	12/9/2022 10:13 AM
1602	teacher retention if pay doesn't continue to improve	12/9/2022 10:12 AM
1603	A lot of loud personalities within the school system and community. Community input is important, but a director who will stand their ground on important decisions in regard to their staff and students is imperative to have cohesive unit.	12/9/2022 10:12 AM
1604	Being compared to current director	12/9/2022 10:12 AM
1605	Dealing with the incompetence of the State board of education.	12/9/2022 10:12 AM
1606	Standing up to our mentally challenged school board and county commissioners. I pray he or she does not become part of the good 'ol boy/ only money matters system.	12/9/2022 10:12 AM
1607	The unequal treatment of schools and employees. The unfairness of facilities and awarded monies that is currently a part of the district. The lack of communication that has happened over the last 12 years.	12/9/2022 10:12 AM
1608	Raising the pay for Custodians, Maintenance and School Nutrition in order to find good quality staff that will stay throughout the years.	12/9/2022 10:11 AM
1609	I believe the Director of Schools will need to fight for the funding needed. Our district is not funded as completely as it should be.	12/9/2022 10:11 AM
1610	Stepping into the shoes of a director that has been with us as along as Dr. Phillips has. He will chase the challenge of change.	12/9/2022 10:11 AM
1611	They must face the growing teacher shortage head on. We still have schools that are not 100% staffed. A director cannot be scared to take teachers or lead educators from other	12/9/2022 10:11 AM

	schools and move them to schools that need help or support. Teachers also once again need a raise due to cost of living increases.	
1612	*Large district with many moving parts (community expectations)/ Student behavior/accountability (trends in social issues) and staffing of teacher positions	12/9/2022 10:11 AM
1613	Sumner county needs to address the lack of technology in classrooms. Not all schools are treated equally. Sumner county had the opportunity with Covid funds to purchase classroom technology such as touch panels, but instead bought hand sanitizer. Yet in the new schools, Sumner county placed touch panels sun classrooms while schools such as Howard got nothing.	12/9/2022 10:11 AM
1614	There is a small, but vocal group of community members who are focused on micro-managing curriculum, and in some cases wanting to forbid the teaching of the accurate history of our country. Most of these members are not parents of Sumner County public school students. I am hoping that the new director will not bend toward the fascist demands of these people. We should NOT become a school system that bans books. The new director should embrace diversity, not ignore it. Teaching the accurate history to children should remain.	12/9/2022 10:11 AM
1615	Complicated relationship with commission	12/9/2022 10:10 AM
1616	Adapting to a new environment	12/9/2022 10:10 AM
1617	Community support	12/9/2022 10:10 AM
1618	Board Cooperation; Keeping education needs FIRST over other interests	12/9/2022 10:10 AM
1619	Back lash from the changes he or she will make, gaining buy-in, gossip, transfers, retention	12/9/2022 10:10 AM
1620	Working with the School Board that just got elected...learning the Sumner County, TN, community, if they are not from here	12/9/2022 10:10 AM
1621	Getting used to a new setting	12/9/2022 10:09 AM
1622	Classroom size and out of zone	12/9/2022 10:09 AM
1623	N/A	12/9/2022 10:09 AM
1624	Adapting to community growth by keeping enrollments optimal for building capacities and student to teacher ratios manageable.	12/9/2022 10:09 AM
1625	Relationship-building with School Board and County Commissioners, buy-in from faculty and staff presently in place and supporters of current director and other leaders in the district	12/9/2022 10:09 AM
1626	BEHAVIOR is out of control and schools/teacher have very little support; Fat needs to be trimmed at Central Office; professional development is generally not useful; rarely see director/upper co personnel in our buildings; difficulty speaking with certain departments if you are a teacher or work in the school buildings;	12/9/2022 10:09 AM
1627	Support from Board and Commission, Parent Complaints and opinions, Support staff getting paid too little	12/9/2022 10:08 AM
1628	A community that is constantly growing and developing; We do not want someone who is out of touch with our reality.	12/9/2022 10:08 AM
1629	New county commissioners, school board members	12/9/2022 10:08 AM
1630	Managing the pay rates of employees. Inflation and lack of increasing wages may make it hard to retain great employees.	12/9/2022 10:08 AM
1631	Horrible academic standards, state testing, and students not being held accountable.	12/9/2022 10:08 AM
1632	Disciplinary Issues	12/9/2022 10:08 AM
1633	SUMNER COUNTY COMMISSION IS ABSOLUTLEY RIDICULOUS AND WILL NEED A STRONG LEADER TO GO AGAINST THEM AND DEFEND TEACHERS!	12/9/2022 10:08 AM
1634	A growing county, staffing issues.	12/9/2022 10:08 AM
1635	learning how Sumner County works - our county has too many top positions: lead educators, etc	12/9/2022 10:07 AM



1636	The new Director will have to manage allowing teachers to teach while also placating parents who want to be actively involved in the education process despite their lack of qualifications.	12/9/2022 10:07 AM
1637	Political extremes from both sides.	12/9/2022 10:07 AM
1638	Overall climate of Education and teacher burnout. Pay for Certified and Classified positions. Curriculum needs, and possibility of being a One to One Technology School District.	12/9/2022 10:07 AM
1639	The new Director of Schools needs to be able to listen to the educators and parents; making sure that all parties are recognized in decisions. Parents should NOT be the only stakeholders in curriculum, etc.	12/9/2022 10:06 AM
1640	The ability to build upon what has already been established, but to have the ability to build that based upon that person's abilities, not upon "because so and so did it this way."	12/9/2022 10:06 AM
1641	Growing concerns regarding school safety. I need my child to be protected at school. It's such a source of anxiety.	12/9/2022 10:06 AM
1642	Dealing with all of their duties while being friendly and transparent.	12/9/2022 10:05 AM
1643	Filling the shoes of Dr. Phillips. It won't be easy.	12/9/2022 10:05 AM
1644	A right-wing county commission. This director must think of ALL students. Not every family is Christian.	12/9/2022 10:05 AM
1645	Paying their classified a decent living wage, actually finding curriculum that the teachers approve, listening and interacting with teachers	12/9/2022 10:04 AM
1646	Many jobs to fill and working along with all those under him. Learning about the school system and the schools and what his role is.	12/9/2022 10:04 AM
1647	Possible backlash for doing things their own way. I say do your own thing!	12/9/2022 10:04 AM
1648	Pay rates of Employees	12/9/2022 10:02 AM
1649	The extremely low pay for support staff	12/9/2022 10:02 AM
1650	Rapid population growth and keeping up with adding schools	12/9/2022 10:01 AM

**Q4 Is there a candidate that you would like to recommend for this position?**  
**If so, please provide name, title and contact information and TSBA will**  
**invite them to apply.**

Answered: 835 Skipped: 2,042

#	RESPONSES	DATE
1	Scott Langford	12/16/2022 2:56 PM
2	Rick Duffer, Westmoreland High School Principal, 615-644-2280	12/16/2022 2:51 PM
3	Adam Cripps, Darren Frank	12/16/2022 2:46 PM
4	Scott Langford	12/16/2022 2:43 PM
5	No	12/16/2022 2:42 PM
6	N/a	12/16/2022 2:39 PM
7	I think we need to go outside of the county and get out of the good old boy system	12/16/2022 2:37 PM
8	Na	12/16/2022 2:36 PM
9	Scott Langford	12/16/2022 2:34 PM
10	Melissa Robbins, Sumner County Principal and former teacher	12/16/2022 2:33 PM
11	Scott Langford	12/16/2022 2:31 PM
12	Eric Bowman, Principal at Hunter Middle, eric.bowman@sumnerschools.org [REDACTED]	12/16/2022 2:30 PM
13	Mr. Crook, Principal at Station Camp High School. Art.Crook@sumnerk12.net	12/16/2022 2:28 PM
14	Scott Langford	12/16/2022 2:27 PM
15	Not Scott Langford. Anyone but Scott Langford. For the love of all that's pure and good, not Scott Langford!!!!	12/16/2022 2:23 PM
16	No one that comes to mind.	12/16/2022 2:21 PM
17	Scott Langford. Also, the candidate should be someone with 20+ years of teaching experience.	12/16/2022 2:21 PM
18	Scott Langford	12/16/2022 2:20 PM
19	No	12/16/2022 2:18 PM
20	Dr. Scott Langford, Chief Academic Officer, Sumner County Board of Education, (615) 451-5200 - I think he would make a great director of schools	12/16/2022 2:13 PM
21	No	12/16/2022 2:12 PM
22	Taylor Johnson	12/16/2022 2:11 PM
23	Robert Langford	12/16/2022 2:03 PM
24	Travis Mayfield, Deputy Director of Wilson County Schools	12/16/2022 1:48 PM
25	No	12/16/2022 1:48 PM
26	Scott Langford	12/16/2022 12:18 PM
27	N/A	12/16/2022 12:04 PM
28	Robert Langford (Scott), Chief Academic Officer of Schools for Sumner County: robert.langford@sumnerschools.org	12/16/2022 11:35 AM
29	I like Scott Langford.	12/16/2022 10:50 AM

30	Dr. Eric Bowman, principal at T.W. Hunter Middle School eric.bowman@sumnerschools.org	12/16/2022 10:30 AM
31	Scott Langford	12/16/2022 10:27 AM
32	Scott Langford Academic Officer SC Board of Education	12/16/2022 10:25 AM
33	Dr. James Belcher, KDDC Science Teacher (experience as principal and supervising principals), james.belcher@sumnerschools.org	12/16/2022 10:19 AM
34	?	12/16/2022 10:17 AM
35	Dr. Scott Langford	12/16/2022 9:58 AM
36	Trey Duke, Murfreesboro city Schools Director, [REDACTED]	12/16/2022 9:54 AM
37	Scott Langford	12/16/2022 9:38 AM
38	Scott Langford, current Chief of Instruction for SCS	12/16/2022 9:35 AM
39	ABSOLUTELY NOT SCOTT LANGFORD!! He likes to work with the good ole boy system and if a position opens for many the only candidate to be hired is who he knows from White House to cater to his good ole boy system. That is not a good way of doing business. He also likes to go against the rules and regulations of the county. He is not a good fit and I know many that he works with daily that are great employees that will quit at the board if he is chosen.	12/16/2022 9:35 AM
40	Scott Langford	12/16/2022 9:25 AM
41	Scott Langford	12/16/2022 9:22 AM
42	Scott Langford - from my parent perspective, he seems to have many of the desired characteristics and experiences for the position	12/16/2022 9:22 AM
43	Scott Langford, Chief Academic Officer, Sumner County Schools	12/16/2022 9:09 AM
44	Scott Langford	12/16/2022 9:07 AM
45	Scott Langford	12/16/2022 9:06 AM
46	Mr. Reed Clapp	12/16/2022 8:56 AM
47	NA	12/16/2022 8:37 AM
48	Dr. Robert Langford CAO of Sumner County Schools	12/16/2022 8:11 AM
49	Ron Becker Gallatin principal	12/16/2022 8:10 AM
50	No	12/16/2022 8:08 AM
51	Rick Duffer, WHS principal	12/16/2022 7:20 AM
52	no	12/16/2022 6:53 AM
53	SCOTT LANGFORD Robert.langford@sumnerschools.org	12/16/2022 5:35 AM
54	Dr. Ron Becker, GHS Principal, ron.becker@sumnerschools.org, Dr. Eric Bowman, TWH Principal, eric.bowman@sumnerschools.org, Dr. Linda Cash	12/16/2022 5:34 AM
55	Scott Langford	12/15/2022 11:04 PM
56	Michael Smith, Chatham County Council Member, msmith@ashlandcitytn.gov	12/15/2022 11:04 PM
57	Rick Duffer	12/15/2022 10:44 PM
58	Scott Langford and Ron Becker	12/15/2022 10:05 PM
59	No	12/15/2022 9:46 PM
60	N/a	12/15/2022 9:45 PM
61	NA	12/15/2022 8:57 PM
62	Scott Langford	12/15/2022 8:39 PM
63	N/A	12/15/2022 8:29 PM

64	Scott Langford.	12/15/2022 8:28 PM
65	Scott Langford	12/15/2022 7:33 PM
66	I believe an external candidate would be best; however Rick Duffer is a strong instructional leader as principal at Westmoreland HS, rick.duffer@sumnerschools.org, (615) 644-2280	12/15/2022 7:17 PM
67	Mr. Rick Duffer from Westmoreland High School	12/15/2022 7:16 PM
68	Adam Cripps	12/15/2022 6:47 PM
69	NA	12/15/2022 6:46 PM
70	Ms. Robinson Principal of Clyde Riggs elementary (615)325-2391	12/15/2022 6:20 PM
71	Langford	12/15/2022 6:09 PM
72	Sabrina Mcclard Principal J.W. Wiseman	12/15/2022 5:40 PM
73	Rick Duffer would be a great candidate for Sumner County's Director. His performance within his current and past positions speaks volumes about his ability to build a positive culture and produce results for his students, teachers, and community.	12/15/2022 5:39 PM
74	Scott Langford	12/15/2022 5:38 PM
75	Scott Langford. Current Sumner County School employee. I don't know his current title or contact information but he should be in the directory.	12/15/2022 5:37 PM
76	N/A	12/15/2022 5:16 PM
77	N/A	12/15/2022 5:16 PM
78	Scott Langford in Sumner County Schools	12/15/2022 5:15 PM
79	N/A	12/15/2022 5:01 PM
80	Ba	12/15/2022 4:44 PM
81	Scott Langford	12/15/2022 4:28 PM
82	Justin Thomas, Former principal Nanny Berry Elementary, current principal at Nashville School of the Arts, [REDACTED]	12/15/2022 4:20 PM
83	I believe that Scott Langford, Chief Academic Officer of Sumner County Schools, scott.langford@sumnerschools.org, 615-451-5200 would make an excellent candidate.	12/15/2022 4:07 PM
84	Scott Langford.	12/15/2022 4:00 PM
85	Scott Langford, Chief Academic Officer of SCS, 615-451-5200	12/15/2022 3:52 PM
86	N/a	12/15/2022 3:37 PM
87	Jeremy Johnson	12/15/2022 3:18 PM
88	NOT Langford!! There is a total disconnect when it comes to what he deems important in education and what is important to a typical Sumner county household. He also shows no respect for this counties loyal school employees that put in 50+ hours a week with no extra pay or complaints by employees because we love our students.	12/15/2022 3:12 PM
89	Scott Langford	12/15/2022 3:04 PM
90	N/A	12/15/2022 2:55 PM
91	David Hallman	12/15/2022 2:53 PM
92	Scott Langford	12/15/2022 2:53 PM
93	none	12/15/2022 2:46 PM
94	Scott Langford	12/15/2022 2:45 PM
95	Scott Langford	12/15/2022 2:42 PM
96	Dr. Phillips did a great job as director of schools and I think we need someone that can	12/15/2022 2:39 PM

demonstrate the same skills with a strong knowledge of School Leadership. Dr. Robert Scott Langford who is currently the Assistant to the Director (Dr. Del Phillips) of the Instruction Department is who I would like to see apply and be the next director of schools for Sumner County

97	Robert (Scott) Langford, [REDACTED]	12/15/2022 2:35 PM
98	Dr. Charlie McCain, Portland High School, [REDACTED], Krystel Miller, Gallatin High School, [REDACTED]	12/15/2022 2:35 PM
99	Dr. Scott Langford scott.langford@sumnerschools.org	12/15/2022 2:34 PM
100	Tonya Adams [REDACTED] Lead Educator/Classroom Teacher/Teacher Leader	12/15/2022 2:26 PM
101	Scott Langford	12/15/2022 2:25 PM
102	Scott Langford, Assistant Director of Schools	12/15/2022 2:19 PM
103	Kenneth Powell, Principal Beech High School, Sumner County Schools, kenneth.powell@sumnerschools.org	12/15/2022 2:19 PM
104	Scott Langford, Chief Academic Officer of Sumner County Schools 615-451-5200	12/15/2022 2:18 PM
105	Robert (Scott) Langford	12/15/2022 2:15 PM
106	Scott Langford.	12/15/2022 2:10 PM
107	Scott Lanford	12/15/2022 2:10 PM
108	Rick Duffer	12/15/2022 2:09 PM
109	Scott Langford, Sumner County Schools	12/15/2022 2:09 PM
110	Scott Langford	12/15/2022 2:02 PM
111	Out of district hire	12/15/2022 2:02 PM
112	Kyle Craighead	12/15/2022 2:00 PM
113	Scott Langford	12/15/2022 1:59 PM
114	Dr. Scott Langford	12/15/2022 1:58 PM
115	N/A	12/15/2022 1:58 PM
116	Scott Langford	12/15/2022 1:56 PM
117	Dr. Scott Langford, chief academic officer for Sumner County Schools.	12/15/2022 1:56 PM
118	Scott Langford, Chief Academic Officer, Sumner County Schools	12/15/2022 1:55 PM
119	I would like it to be someone local to the community.	12/15/2022 1:55 PM
120	Ron Becker. Principal at Gallatin High School	12/15/2022 1:54 PM
121	n/a	12/15/2022 1:53 PM
122	Kenny Powell, principal Beech High School, kenneth.powell@sumnerschools.org	12/15/2022 1:53 PM
123	Scott Lankford	12/15/2022 1:52 PM
124	na	12/15/2022 1:52 PM
125	1st ) Melinda Norman, Principal, RT Fisher. 2nd) Rick Duffer, Principal, Westmoreland High School	12/15/2022 1:52 PM
126	N/A	12/15/2022 1:52 PM
127	Hire LOCAL, avoid the 'woke' push in education, a person who will strengthen Sumner country for the next generation	12/15/2022 1:52 PM
128	Dr. Grant Bell, Principal of Innovation Academy, Robertson County [REDACTED]	12/15/2022 1:46 PM
129	Scott Langford CAO	12/15/2022 1:45 PM

130	Rick Duffer, principal at Westmoreland High School, (615) 644-2280, rick.duffer@sumnerschools.org	12/15/2022 1:45 PM
131	No	12/15/2022 1:33 PM
132	Mr Scott Langford	12/15/2022 12:46 PM
133	Scott Langford	12/15/2022 11:50 AM
134	Scott Langford	12/15/2022 11:32 AM
135	Someone outside the county that is not involved in politics or work closely with a PAC.	12/15/2022 10:36 AM
136	Scott Langford, Chief Academic Officer, 615-451-5200, robert.langford@sumnerschools.org	12/15/2022 9:59 AM
137	Someone who has the best interests of the children and the future of this country - if such a person still exists in the education world.	12/15/2022 9:36 AM
138	Dr. Michael Looney and Brian Marlow	12/15/2022 8:30 AM
139	Scott Langford would be a great fit for this position. He knows our district and initiatives that are already in place and the direction we are going.	12/15/2022 8:30 AM
140	Dr. Eric Bowman, Principal of T.W. Hunter Middle School 615-822-4720	12/15/2022 7:51 AM
141	Dr. Robert Langford, CAO, Sumner County Schools, robert.langford@sumnerschools.org	12/15/2022 6:51 AM
142	Rick Duffer, Head principal Westmoreland High School	12/15/2022 6:15 AM
143	No.	12/15/2022 3:28 AM
144	Keep this person local	12/14/2022 9:55 PM
145	Richard Davis, CEO of make a wish foundation	12/14/2022 9:41 PM
146	No	12/14/2022 7:06 PM
147	Scott Langford, Asst. Director of Instruction, Sumner County Schools.	12/14/2022 7:01 PM
148	Kyle Craighead	12/14/2022 6:25 PM
149	Ron Becker, Principal of Gallatin High School (Ron.becker@sumnerschools.org)	12/14/2022 6:11 PM
150	David Hallman Sumner County Board of Education.	12/14/2022 5:59 PM
151	I do not have a candidate that I want to recommend however I do have some thought about who should be considered. Who should be the next Director of Schools? I would like to see an active principal or long tenured teacher who has spent the past few years dealing first hand with the ramifications of decisions made by our Board of Education....someone who has truly been in the same boat with the rest of us and not just the same storm. I would also like the candidate to have no political ties in Sumner County, meaning a former elected official, candidate or activist (as in someone who has provided significant financial support or volunteer time to candidates).	12/14/2022 4:44 PM
152	Anybody but Scott Langford	12/14/2022 4:33 PM
153	Dr Racheal Mason. Principal at Station Camp Elementary	12/14/2022 3:33 PM
154	Rick Duffer, Principal at Westmoreland High School - 615-644-2280	12/14/2022 3:33 PM
155	I would like to see someone who has had a wide array of experience in the classroom, and has worked as an administrator. I believe I would like to see a woman in this role. I do not remember a woman holding this position in Sumner County. Ultimately, I want the best person for the job. They could even have a background in business, but the main focus of their experience must be in schools and the classroom. I hope to see a principled, decisive, leader who will listen to the parents and caregivers, the students, the administrators, and the teachers. I will be praying for each of you as you work through this process.	12/14/2022 3:14 PM
156	No specific person. Please find a conservative leader; no more 'woke' personnel need apply!	12/14/2022 2:07 PM
157	Scott Langford-Sumner Co BOE	12/14/2022 2:01 PM
158	Dr. Scott Langford, Chief Academic Officer for Sumner County Schools	12/14/2022 12:25 PM



159	N/A	12/14/2022 11:56 AM
160	Rick Duffer	12/14/2022 11:50 AM
161	Dr. Ron Becker, GHS Principal, Dr. Eric Bowman, TW Hunter Principal	12/14/2022 11:01 AM
162	Scott Langford	12/14/2022 10:46 AM
163	SCS Principal Adam Cripps would be AMAZING!!!! Ellis Middle School - 615-264-6093	12/14/2022 10:00 AM
164	N/A	12/14/2022 9:10 AM
165	Just not Scott Langford	12/14/2022 9:10 AM
166	Anyone but Langford	12/14/2022 9:07 AM
167	No one currently serving in the current administration or on the board. They are responsible for the dismal scores, as is. And, when new director is hired, he's be smart to replace the chief academic officer toot suite.	12/14/2022 8:32 AM
168	Lance Taylor, principal, Union Elementary, [REDACTED]	12/14/2022 7:58 AM
169	Rick Duffer, Principal, Westmoreland High School, 615.644.2280	12/14/2022 7:46 AM
170	No	12/14/2022 7:07 AM
171	No	12/14/2022 6:16 AM
172	Kim griffies	12/13/2022 10:39 PM
173	Scott Langford, Assistant Director of Schools, Sumner County, TN. 615-451-5200;	12/13/2022 8:40 PM
174	Scott Langford, Chief Academic Officer, Robert.Langford@sumnerschools.com	12/13/2022 8:29 PM
175	Kenneth Powell, Principal Beech High School. 615-824-6200.	12/13/2022 5:26 PM
176	No	12/13/2022 5:20 PM
177	Not at this time	12/13/2022 5:13 PM
178	Scott Langford — Chief Academic Officer - scott.langford@sumnerschools.org	12/13/2022 5:05 PM
179	Ann Miller, principal at White House High School	12/13/2022 4:40 PM
180	Dr. Mel Sawyers, principal, Guild Elementary	12/13/2022 4:26 PM
181	Rick Duffer or John Creasy even though I would hate for Westmoreland to loose one of them.	12/13/2022 3:09 PM
182	Mr Witt, Principal, HB Williams Elementary in White House	12/13/2022 3:01 PM
183	No. You should have a question about who we would not like to see in this position.	12/13/2022 2:49 PM
184	Robert "Scott" Langford - Chief Academic Officer Sumner County Schools. Email: Robert.langford@sumnerschools.org	12/13/2022 1:17 PM
185	I do not	12/13/2022 1:07 PM
186	I'd recommend Adam Cripps- but then we'd lose him at Ellis and we're not willing! ;)	12/13/2022 12:49 PM
187	Danny Weeks, Director of Schools, Dickson County	12/13/2022 12:23 PM
188	I'm not sure he's in the running, but Scott Langford, current Chief Academic Officer, may be a good fit.	12/13/2022 12:20 PM
189	Eric Lomax, Dir or Schools Perry County	12/13/2022 12:19 PM
190	Not Mrs Miller	12/13/2022 12:12 PM
191	No	12/13/2022 12:11 PM
192	NA	12/13/2022 12:00 PM
193	NA	12/13/2022 11:59 AM
194	Jeff Witt	12/13/2022 11:59 AM

195	Todd Stephens, Supervisor Nashville Electric Service, tkmlstephens@bellsouth.net	12/13/2022 11:55 AM
196	N/A	12/13/2022 11:52 AM
197	N/A	12/13/2022 11:51 AM
198	Lewis Walling, Supervisor of system data Robertson county [REDACTED] Dr. Bob Pruitt, Supervisor of secondary education [REDACTED]	12/13/2022 11:51 AM
199	Robert Scott Langford, CAA Sumner County Schools	12/13/2022 11:34 AM
200	N/A	12/13/2022 11:27 AM
201	Scott Langford	12/13/2022 11:19 AM
202	Rick Duffer, principal at WHS	12/13/2022 10:41 AM
203	n/a	12/13/2022 10:38 AM
204	no	12/13/2022 9:58 AM
205	-	12/13/2022 9:21 AM
206	Dr. Ron Becker, Gallatin High School Dr. Eric Bowman, TW Hunter Middle	12/13/2022 8:39 AM
207	Mr. Rick Duffer (Current Principal at Westmoreland High School)	12/13/2022 8:31 AM
208	No	12/13/2022 8:28 AM
209	N/A	12/13/2022 8:06 AM
210	No	12/13/2022 6:44 AM
211	Scott Langford	12/13/2022 6:43 AM
212	I do think Mr. Rick Duffer would be an appropriate candidate. He is the current principal at Westmoreland High School.	12/13/2022 6:39 AM
213	Scott Langford, Chief Academic Officer, Robert.langford@sumnerschools.org	12/13/2022 12:08 AM
214	Na	12/12/2022 10:40 PM
215	No	12/12/2022 10:15 PM
216	NA	12/12/2022 10:00 PM
217	Principal Crooke from station camp high	12/12/2022 9:21 PM
218	Tiarra Dunn, Talent Development and Diversity Lead, [REDACTED] [REDACTED]	12/12/2022 8:25 PM
219	Brian Caine; Brian.caine@sumnerschools.org	12/12/2022 8:06 PM
220	Darren Frank, principal at Merrol Hyde, 615-264-6543	12/12/2022 8:04 PM
221	No	12/12/2022 8:00 PM
222	Tyler Caron, teacher, coach and case worker at Station Camp High School	12/12/2022 7:11 PM
223	Scott Langford, Chief Academic Officer	12/12/2022 7:09 PM
224	I do not know anyone, sorry.	12/12/2022 7:00 PM
225	Someone local who has the best interest of the children and parents at the forefront.	12/12/2022 6:54 PM
226	No	12/12/2022 6:31 PM
227	Ricky Duffer, WESTMORELAND HIGH PRINCIPAL	12/12/2022 6:21 PM
228	No	12/12/2022 6:09 PM
229	No	12/12/2022 5:41 PM
230	No	12/12/2022 5:21 PM
231	Dr. Tara Watson	12/12/2022 5:18 PM

232	I've heard very high praise of Scott Langford, from people inside the school system and from the community, for a couple of years. I think it is important to consider candidates from outside our community too, but there could be clear advantages to hiring from within if the right candidate is already here..	12/12/2022 5:09 PM
233	Anyone but Langford	12/12/2022 4:49 PM
234	Dr Carolyn Harris. [REDACTED]	12/12/2022 4:41 PM
235	Rachael Mason, Principal at Station Camp Elementary	12/12/2022 4:32 PM
236	Someone native to Sumner County!	12/12/2022 4:31 PM
237	Danny Robinson or Tim Copeland principal and vice principal of Westmoreland middle school	12/12/2022 3:29 PM
238	No	12/12/2022 3:13 PM
239	Rick duffer Westmoreland highschool principal	12/12/2022 2:51 PM
240	No, but I think our community would benefit most if we hire someone who is from Tennessee.	12/12/2022 2:49 PM
241	N/A	12/12/2022 2:46 PM
242	None	12/12/2022 2:41 PM
243	Jenny Slaughter, Assistant Director of Hendersonville Day School, [REDACTED]	12/12/2022 2:32 PM
244	I think it is important that the candidate have been a principal at every (elementary, middle, and high). There is no one I feel is ready in Sumner County.	12/12/2022 2:29 PM
245	I've been impressed with Scott Langford, Chief Academic Officer for SCS. I feel he is qualified and would do an excellent job.	12/12/2022 2:07 PM
246	No	12/12/2022 1:36 PM
247	Ron Becker, Principal at Gallatin High School	12/12/2022 1:10 PM
248	None	12/12/2022 12:42 PM
249	Angela Aldridge	12/12/2022 12:35 PM
250	Randy Stamps Diane Black	12/12/2022 12:21 PM
251	NA	12/12/2022 12:18 PM
252	We highly regard Rick Duffer and David Woodard as great candidates.	12/12/2022 12:16 PM
253	Scott Langford, in my opinion, is the best candidate hands down. He is our current Assistant Director. He has the teaching experience, intelligence, and conciliatory nature that will allow him to do well. He knows our county and has been a major contributor to our success.	12/12/2022 12:09 PM
254	Na	12/12/2022 12:08 PM
255	Do I get a referral fee?	12/12/2022 12:04 PM
256	no	12/12/2022 12:01 PM
257	NA	12/12/2022 11:50 AM
258	Kenny Powell	12/12/2022 11:49 AM
259	Na	12/12/2022 11:45 AM
260	Dr. David Williams, David.williams@mnps.org	12/12/2022 11:41 AM
261	Darren Frank, Principle @ Merrol Hyde Magnet, (615) 264-6543	12/12/2022 11:40 AM
262	Not at this time.	12/12/2022 11:39 AM
263	Rick Duffer, Principal of Westmoreland High School 615-644-2280	12/12/2022 11:27 AM
264	None	12/12/2022 11:22 AM
265	No	12/12/2022 11:17 AM

266	Scott Langford	12/12/2022 11:17 AM
267	Scott Langford-Sumner County Board of Education	12/12/2022 11:16 AM
268	Scott Langford	12/12/2022 11:13 AM
269	Rick Duffer: Westmoreland High School Principal: rick.duffer@sumnerschools.org	12/12/2022 10:54 AM
270	NOT Scott Langford! He's a partisan hack!	12/12/2022 10:53 AM
271	No	12/12/2022 10:51 AM
272	If they were to want it, vice principle of WMS Mr.Copeland, principle Duffer of WHS and Coach Carter of WHS	12/12/2022 10:51 AM
273	No	12/12/2022 10:50 AM
274	Dr. Mitch Flood, Principal Knox Doss Middle School	12/12/2022 10:46 AM
275	Adam Cripps, Principal EMS	12/12/2022 10:45 AM
276	Dr Racheal Mason, Principal of SCE. Kyle Craighead, former teacher at MHMS, now he works at the board.	12/12/2022 10:37 AM
277	No	12/12/2022 10:35 AM
278	Paul Decker, former long time principal in Sumner County. Christy Wall, former Administrator for Sumner County now working for the state.	12/12/2022 10:34 AM
279	n/a	12/12/2022 10:29 AM
280	Keith Parrack- Principal at Gene Brown Elementary	12/12/2022 10:23 AM
281	n/a	12/12/2022 10:19 AM
282	Rick Duffer	12/12/2022 10:10 AM
283	N/a	12/12/2022 10:06 AM
284	no	12/12/2022 10:06 AM
285	Rich Duffer principal Westmoreland High School	12/12/2022 10:00 AM
286	NOT Scott Langford.	12/12/2022 9:59 AM
287	na	12/12/2022 9:41 AM
288	No	12/12/2022 9:05 AM
289	Paul Decker - [REDACTED]	12/12/2022 8:52 AM
290	no	12/12/2022 8:50 AM
291	Scott Langford, Chief Academic Officer, robert.langford@sumnerschools.org	12/12/2022 8:49 AM
292	Mr. Rick Duffer-Westmoreland High School	12/12/2022 8:47 AM
293	Adam Cripps	12/12/2022 8:43 AM
294	Dr. Scott Langford, Chief Academic Officer, Robert.langford@sumnerschools.org	12/12/2022 8:42 AM
295	Eric Bowman	12/12/2022 8:38 AM
296	Rick Duffer	12/12/2022 8:34 AM
297	not langford	12/12/2022 8:34 AM
298	No	12/12/2022 8:30 AM
299	not at this time, I would need to do more research on principals serving in our district	12/12/2022 8:19 AM
300	Scott Langford	12/12/2022 7:32 AM
301	Tory Alston, Broward county school Board, I would like someone that holds meetings and takes control as he did, watching the Broward county meetings from end of august through	12/12/2022 6:48 AM

	early November. Doesn't have to be African American, but someone that is able to explain respectfully ideas and issues and make decisions on facts not personal feelings	
302	N/A but someone who lives here, doesn't work for the chamber of commerce and isn't a property investor/realtor!	12/12/2022 6:47 AM
303	Darren Frank, MHMS principal, EB Wilson Principal	12/12/2022 3:04 AM
304	Due to unethical leadership and lack of cultural awareness, I'd strongly recommend seeking a candidate outside of Sumner County Schools to end the good old boy cycle once and for all	12/11/2022 10:54 PM
305	Not Scott Langford	12/11/2022 9:46 PM
306	J. Eric Bowman, Principal TW Hunter Middle School	12/11/2022 9:44 PM
307	David Hallman	12/11/2022 8:53 PM
308	N/A	12/11/2022 8:44 PM
309	Scott Langford - Assistant Director	12/11/2022 8:24 PM
310	No	12/11/2022 8:24 PM
311	Scott Langford	12/11/2022 8:23 PM
312	Rick Duffer Sumner County. Westmoreland High School	12/11/2022 8:11 PM
313	Rick Duffer. Principal at Westmoreland High School	12/11/2022 7:45 PM
314	Dr. Eric Bowman of T.W. Hunter or Mr. Duffer of WHS.	12/11/2022 7:41 PM
315	Scott Langford	12/11/2022 7:37 PM
316	Scott Langford would be awesome!!	12/11/2022 7:23 PM
317	Scott Langford, Chief Academic Officer	12/11/2022 7:05 PM
318	No current candidate seems capable or worthy.	12/11/2022 6:49 PM
319	Na	12/11/2022 6:26 PM
320	Anyone but Scott Langford	12/11/2022 6:00 PM
321	Dr. Danny Weeks Ed.D Director of School Dickson County. Info@dcstn.org (615)446-7571	12/11/2022 5:30 PM
322	Anyone but Scott Langford	12/11/2022 5:24 PM
323	No	12/11/2022 4:49 PM
324	No	12/11/2022 4:46 PM
325	Mitch Flood, Principal at KDDC, [REDACTED]	12/11/2022 3:59 PM
326	Jessica Parsons / Physical Therapist [REDACTED]	12/11/2022 3:22 PM
327	Katie Brown, Sumner County School Board	12/11/2022 3:15 PM
328	No.	12/11/2022 3:07 PM
329	no	12/11/2022 2:42 PM
330	No	12/11/2022 1:35 PM
331	Na	12/11/2022 1:32 PM
332	Anyone that is not Scott Langford.	12/11/2022 1:30 PM
333	No	12/11/2022 12:57 PM
334	N/A	12/11/2022 12:52 PM
335	N/A	12/11/2022 12:51 PM
336	NA	12/11/2022 12:38 PM
337	No	12/11/2022 12:37 PM

338	No	12/11/2022 11:48 AM
339	Not a particular candidate, but definitely one that is not politically motivated for one side or another, but rather more interested in the house, while being an education of the children and their futures.	12/11/2022 10:49 AM
340	No, but the search should include a list of politically & religiously impartial candidates outside of the state of Tennessee.	12/11/2022 10:36 AM
341	Robert "Scott" Langford	12/11/2022 10:23 AM
342	Sumner County would benefit from hiring a candidate from outside of the county for a new perspective.	12/11/2022 10:18 AM
343	Brian Smith firmer SCMS principal. You lost one in a million.	12/11/2022 7:36 AM
344	We need diversity in our administration. No more old, crusty, white dudes	12/11/2022 6:42 AM
345	Anyone but Mr. Langford	12/11/2022 6:25 AM
346	Hopefully not Scott Langford.	12/10/2022 10:01 PM
347	Pamela Harrison	12/10/2022 9:27 PM
348	No	12/10/2022 8:53 PM
349	Dr McClard - Principal at JW Wiseman	12/10/2022 7:38 PM
350	NA	12/10/2022 7:19 PM
351	Robert B. Brown III	12/10/2022 7:18 PM
352	No and for sure not Scott Langford	12/10/2022 6:56 PM
353	Rick Duffer, Principal at Westmoreland High, rick.duffer@sumnerschools.org	12/10/2022 6:24 PM
354	1. Scott Langford - Sumner County Schools	12/10/2022 5:42 PM
355	Dr. Eric Bowman, TW Hunter Principal, Eric.Bowman@sumnerschools.org	12/10/2022 5:39 PM
356	Dr. Mitch Flood	12/10/2022 5:36 PM
357	Dr. Ron Becker, Principal, Gallatin High School	12/10/2022 4:53 PM
358	No	12/10/2022 4:48 PM
359	A name of someone who I know that will be skilled in this position, you won't hire. A name of two others that I know, I really don't want to see them leave their current positions. I think you need to conduct an outside search for someone who possesses the previously listed qualities.	12/10/2022 4:44 PM
360	Scott Langford, Michael Shackleford	12/10/2022 4:26 PM
361	Rick Duffer	12/10/2022 3:43 PM
362	Dr. Ron Becker, Principal Gallatin High School	12/10/2022 3:14 PM
363	David Hallman	12/10/2022 3:12 PM
364	Scott Langford	12/10/2022 2:57 PM
365	Mr. Luttrell, Director of Wilson County Schools. Contact him by calling Wilson Schools Central office. He'll actually call you right back, until Phillips that has never called me back.	12/10/2022 2:50 PM
366	Dr. Jessica Adams Jessica.adams@sumnerschools.org	12/10/2022 2:49 PM
367	No	12/10/2022 2:13 PM
368	NA	12/10/2022 2:00 PM
369	no	12/10/2022 1:31 PM
370	Scott Langford	12/10/2022 1:10 PM
371	Mr. Witt at HBWE	12/10/2022 12:55 PM



372	Tracy Richardson, bus driver and coordinator for SCBOE, 615-452-1520	12/10/2022 12:45 PM
373	Dr. Randi D. Days, [REDACTED], Director of Middle School Counseling and Resources, University School of Nashville	12/10/2022 12:31 PM
374	N/A	12/10/2022 12:05 PM
375	Scott Langford, Chief Academic Officer of Sumner County Schools	12/10/2022 12:01 PM
376	We would respectfully request you consider hiring this position as a CEO not an educator. This person will not be in the classroom but will be driving a "corporation"	12/10/2022 11:16 AM
377	Good luck!	12/10/2022 10:35 AM
378	Scott Langford	12/10/2022 10:30 AM
379	Mel Sawyers, Principal Guild Elementary or Dr. Ron Becker, Principal GHS. They are the most incredible leaders who know how to make a community come together positively. They are exceptional examples for both kids and parents. Seeing their faces in the pick-up line inspires me to want to get involved and support our Sumner County school system more.	12/10/2022 10:10 AM
380	Dr. Scott Langford. Assistant Director	12/10/2022 9:58 AM
381	Scott Langford	12/10/2022 9:47 AM
382	No one I know.	12/10/2022 9:39 AM
383	I don't know of anyone	12/10/2022 9:39 AM
384	Scott Langford	12/10/2022 8:47 AM
385	Dr. Ron Becker principal of Gallatin High School, Gallatin High phone number- 615-452-2621	12/10/2022 8:35 AM
386	Ellis middle school principal mr cripps.	12/10/2022 8:28 AM
387	No	12/10/2022 8:26 AM
388	Rick Duffer Principal at WHS	12/10/2022 8:16 AM
389	Scott Langford	12/10/2022 8:15 AM
390	N/A	12/10/2022 7:36 AM
391	Whatever it takes for Scott Langford to not get the job. He is politically correct, but minimal character. He hires unqualified candidates and friends. Can't deal with conflict	12/10/2022 7:27 AM
392	Justin Thomas - he was the principal at Nannie berry and has now gone to the performing arts school in Nashville. I don't have his contact information but definitely feel he'd be a string, respected director by many.	12/10/2022 7:24 AM
393	No, but there is one that I would recommend against. Scott Langford.	12/10/2022 7:10 AM
394	Jennifer Cox Heyboer : Fisher Alternative School in Gallatin,	12/10/2022 6:46 AM
395	Eric bowman. Principal tw hunter. Eric.bowman@sumnerschools.org	12/10/2022 6:36 AM
396	Need someone out of area with fresh ideas. Too many political agendas within sumner county which makes it difficult to see the whole picture and be progressive	12/10/2022 5:54 AM
397	N/A	12/10/2022 5:19 AM
398	I hope serious consideration will be put on bringing in new candidates with new ideas and new perspectives.	12/10/2022 2:35 AM
399	Scott Langford, Sumner Co Chief Academic Officer, robert.langford@sumnerschools.org	12/10/2022 2:33 AM
400	Scott Langford	12/10/2022 1:26 AM
401	No.	12/10/2022 12:40 AM
402	No	12/10/2022 12:15 AM
403	Dr. Scott Langford, Chief Academic Officer, (615) 451-5200, robert.langford@sumnerschools.org	12/9/2022 11:04 PM

404	No to anyone that has been and elected sumner county commissioner in the past and someone who will not hold teachers, schools and students hostage until they get a tax increase from citizens	12/9/2022 10:41 PM
405	Look outside of the district. New perspectives are important.	12/9/2022 10:31 PM
406	Idk	12/9/2022 10:28 PM
407	Scott langford	12/9/2022 10:05 PM
408	Scott Langford	12/9/2022 9:52 PM
409	Ron Becker - Gallatin HS principal	12/9/2022 9:36 PM
410	I would prefer to see someone already in the county or someone who has lived in Tennessee for a long time. Someone who shared the love of this area and is invested in the community.	12/9/2022 9:15 PM
411	Scott Langford	12/9/2022 9:14 PM
412	David Hallman	12/9/2022 9:09 PM
413	David Hallman david.hallman@sumnerschools.org	12/9/2022 9:09 PM
414	No	12/9/2022 9:08 PM
415	Rick Duffer principal of Westmoreland High School	12/9/2022 9:03 PM
416	Chris walker, Westmoreland middle school	12/9/2022 9:02 PM
417	Fire Scott langford	12/9/2022 8:57 PM
418	Scott Langford	12/9/2022 8:53 PM
419	Rick Duffer WHS Principal	12/9/2022 8:16 PM
420	No.	12/9/2022 8:10 PM
421	Dr. Ron Becker, Principal at Gallatin High School, Ron.becker@sumnerschools.org	12/9/2022 8:06 PM
422	None	12/9/2022 8:04 PM
423	N/A	12/9/2022 7:58 PM
424	Jennifer McCay, Principal at Indian Lake Elementary School, 615-824-6810	12/9/2022 7:34 PM
425	Tammy Hayes from Hendersonville Tn. She is serving on the Board of Education in Sumner County.	12/9/2022 7:27 PM
426	No, but not anyone in the current Sumner County Administration.	12/9/2022 7:25 PM
427	Needs to be someone from out of state with no local ties.	12/9/2022 7:23 PM
428	No	12/9/2022 7:20 PM
429	Mel Sawyers he is currently an elementary principal. [REDACTED]	12/9/2022 7:20 PM
430	Bobby Elrod, Principal Beech Elementary School, 615-824-2700 or Kenneth Powell, Principal Beech Senior High School, 615-824-6200 ext. 30301	12/9/2022 7:18 PM
431	Mr. Howell at PEMS , principal, Portland middle school	12/9/2022 7:15 PM
432	Ron Becker	12/9/2022 7:03 PM
433	Scott Langford	12/9/2022 6:59 PM
434	Scott Langford.	12/9/2022 6:58 PM
435	Scott Langford	12/9/2022 6:55 PM
436	Must come from outside the county	12/9/2022 6:51 PM
437	Anyone with a pulse and a functional brain	12/9/2022 6:48 PM
438	NOT Scott Langford. Find someone who will mive into Sumner County and become part of the community.	12/9/2022 6:42 PM

439	Well- Dr Thomas that was at Nannie Berry was great.	12/9/2022 6:36 PM
440	Although I do not have a candidate in mind for the position, I would like to say that a candidate should come from outside of Sumner County. Current leaders in our district would not be a good fit for our schools in Sumner County	12/9/2022 6:35 PM
441	NA	12/9/2022 6:27 PM
442	Sorry, no.	12/9/2022 6:17 PM
443	Scott Langford	12/9/2022 6:16 PM
444	Please do not take Ms. Sanders, Dr. Wilson, or Mr. Thurman from JAE. They are well qualified & would do wonderfully but they are so loved & needed at JAE.	12/9/2022 6:13 PM
445	No	12/9/2022 5:55 PM
446	Send Christmas invite to the barn because LPE says parents may not attend certain programs. We are not raised in barns however. Note: The mother Mary was blessed above all others. God said so and it was so.	12/9/2022 5:51 PM
447	Scott Langford	12/9/2022 5:50 PM
448	Na	12/9/2022 5:49 PM
449	Mr. Terry Jordan on or The same person who has been running the schools	12/9/2022 5:48 PM
450	No. It should be someone outside of the current Sumner County School System	12/9/2022 5:46 PM
451	I do not know of anyone but can we please get someone that believes in investing in technology and standardization with technology. We live in a technology work whether we want to or not. It is time that we invest in being able to run schools in modern day. Even school and the board websites are so outdated and not very useful.	12/9/2022 5:39 PM
452	Dr David Stafford principal at WES	12/9/2022 5:32 PM
453	Lance Taylor, Principal	12/9/2022 5:25 PM
454	No	12/9/2022 5:23 PM
455	Scott Langford	12/9/2022 5:19 PM
456	Anyone better than the current director	12/9/2022 5:17 PM
457	Dr. Kristy Petty, Principal, Lakeside Park Elementary	12/9/2022 5:08 PM
458	David Woodard	12/9/2022 5:04 PM
459	Dr. Coleman	12/9/2022 5:01 PM
460	None	12/9/2022 4:55 PM
461	NA	12/9/2022 4:42 PM
462	Scott Langford	12/9/2022 4:37 PM
463	Ricky Duffer,	12/9/2022 4:30 PM
464	Dr. Becker, Gallatin High School Principal	12/9/2022 4:25 PM
465	Pick someone that for all people not so one sided	12/9/2022 4:25 PM
466	Scott Langford, Chief Academic Officer, Sumner County Schools, Robert.Langford@sumnerschools.org	12/9/2022 4:20 PM
467	Mr. Sawyer or Thomas Oglesby. They are both very honest and both have their finger on the pulse of the community.	12/9/2022 4:14 PM
468	Mickey Shuran, EdD, Director of Federal Programs and Instruction at Manchester City Schools, LinkedIn.com/in/mickshuran	12/9/2022 4:10 PM
469	Scott Langford with Sumner Co Schools	12/9/2022 4:04 PM

470	Robert Scott Langford, Chief Academic Officer for Sumner County Schools, robert.langford@sumnerschools.org	12/9/2022 4:03 PM
471	Dr. Ron Becker, Principal at Gallatin High School, ron.becker@sumnerschools.org	12/9/2022 4:02 PM
472	I do not have a candidate in my mind.	12/9/2022 3:58 PM
473	This should be a promoted position for one of our current qualified principals.	12/9/2022 3:57 PM
474	Not Scott Langford	12/9/2022 3:54 PM
475	Rick Duffer, Principal, Westmoreland High School	12/9/2022 3:50 PM
476	Jason Roberts, General Ed Teacher at Westmoreland Elementary School	12/9/2022 3:44 PM
477	David Hallman	12/9/2022 3:43 PM
478	Anyone but coach Dupree	12/9/2022 3:42 PM
479	Scott Langford, chief academic officer	12/9/2022 3:38 PM
480	Danny Sullivan, former principal, school board member.	12/9/2022 3:34 PM
481	Shelly Myers teacher	12/9/2022 3:31 PM
482	Na	12/9/2022 3:29 PM
483	None that I know	12/9/2022 3:29 PM
484	Scott Langford	12/9/2022 3:28 PM
485	Dr. Jessica Adams, Principal, Vena Stuart Elementary	12/9/2022 3:25 PM
486	NA	12/9/2022 3:24 PM
487	Bob Cotter	12/9/2022 3:21 PM
488	Bobby Elrod, Principal Beech Elementary	12/9/2022 3:15 PM
489	Natalie Klem. [REDACTED]	12/9/2022 3:14 PM
490	N/A	12/9/2022 3:13 PM
491	Do not have any recommendations.	12/9/2022 3:07 PM
492	Scott Langford	12/9/2022 3:06 PM
493	I will speak out of turn and put forth Scott Langford, SCBOE Dir of Instruction.	12/9/2022 3:03 PM
494	I would recommend someone that is local, ideally a school-based administrator (principal) that has been within the county. I think that those that work at the board are out of touch with the reality of the schools within our system, and I also think that we have enough talent here in Sumner County, Tennessee to never outsource a superintendent position to anyone from Mississippi, Alabama, Louisiana, or other lower-ranked education states again.	12/9/2022 2:57 PM
495	Scott Langford Assistant Director of Schools and Acting Director	12/9/2022 2:57 PM
496	Scott Langford, Sumner Co Schools - experienced and qualified to continue the progress of Sumner Co Schools	12/9/2022 2:55 PM
497	N/A	12/9/2022 2:53 PM
498	Riya Carter	12/9/2022 2:50 PM
499	David Woodard	12/9/2022 2:48 PM
500	Scott Langford	12/9/2022 2:45 PM
501	No	12/9/2022 2:44 PM
502	Scott Langford, current Chief Academic Officer at Sumner County Schools	12/9/2022 2:39 PM
503	Lance Taylor from Union Elementary in Gallatin should be considered.	12/9/2022 2:37 PM
504	Rick Duffer Principal Westmoreland High School, Kenneth Powell Principal Beech High School	12/9/2022 2:36 PM

505	A current county or state educator.	12/9/2022 2:29 PM
506	N/A	12/9/2022 2:27 PM
507	Beth Dorris [REDACTED]	12/9/2022 2:27 PM
508	I would like to see an African American person in charge.	12/9/2022 2:26 PM
509	N/A	12/9/2022 2:26 PM
510	Myself. DR. NAKEDA WILHOITE [REDACTED]	12/9/2022 2:21 PM
511	Principal Taylor at Union. He isn't really social but I've not met a Principal like him.	12/9/2022 2:20 PM
512	N/A	12/9/2022 2:19 PM
513	LaToya Newson	12/9/2022 2:17 PM
514	David Hallman-Sumner County Board of Education	12/9/2022 2:17 PM
515	Dr. Ron Becker	12/9/2022 2:16 PM
516	Ron Becker	12/9/2022 2:14 PM
517	no	12/9/2022 2:13 PM
518	Thomas Spears/ Vice Principal Howard Elementary	12/9/2022 2:12 PM
519	Scott Langford	12/9/2022 2:04 PM
520	I would NOT recommend Scott Langford.	12/9/2022 2:03 PM
521	Rick Duffer, Principal of Westmoreland High School; Dr. Scott Langford, Central Office, Sumner County Board of Education.	12/9/2022 1:59 PM
522	No	12/9/2022 1:58 PM
523	Not Scott Langford	12/9/2022 1:58 PM
524	I do not want to see. Cam mcClean or Simmons in any form of leadership the way they laugh at kids bullies in school . Station camp needs to be revamped and the good ole boy crap gone .	12/9/2022 1:57 PM
525	No	12/9/2022 1:48 PM
526	Dr. Adam Correll [REDACTED]	12/9/2022 1:47 PM
527	no	12/9/2022 1:46 PM
528	No	12/9/2022 1:44 PM
529	Scott Langford	12/9/2022 1:36 PM
530	I DO NOT WANT Scott Langford	12/9/2022 1:35 PM
531	Robert Scott Langford, Chief Academic Officer, Sumner County Schools, robert.langford@sumnerschools.org, 615-451-5200	12/9/2022 1:25 PM
532	Lance Taylor- current principal of Union Elementary	12/9/2022 1:23 PM
533	Scott Langford, Chief Academic Officer, Robert.langford@sumnerschools.org	12/9/2022 1:23 PM
534	Anyone outside of Sumner County Schools. Not Scott Langford.	12/9/2022 1:23 PM
535	Scott Langford	12/9/2022 1:20 PM
536	None	12/9/2022 1:19 PM
537	Mr. Scott Langford, Chief Academic Officer for Sumner County Schools (615) 451-5200	12/9/2022 1:18 PM
538	Dr. Jamie Teachenor, [REDACTED] Sumner County Commissioner	12/9/2022 1:18 PM
539	Scott Lankford!	12/9/2022 1:13 PM
540	Dr. Casey Kinman Vice Principal PEMS 615 325 4146	12/9/2022 1:12 PM

541	No	12/9/2022 1:11 PM
542	Scott Langford, Chief Academic Officer	12/9/2022 1:11 PM
543	Not at this time.	12/9/2022 1:09 PM
544	N/a	12/9/2022 1:05 PM
545	NOT SCOTT LANGFORD!!!	12/9/2022 1:05 PM
546	No but I will pray for a good one to be found!!!	12/9/2022 1:02 PM
547	Scott Langford	12/9/2022 1:02 PM
548	Scott Langford has the most experience and knowledge of the district. I think this would really prevent a waste of time that an outsider would have trying to get adjusted and familiar with everything. I think Scott Langford would continue to do great work and move the district forward.	12/9/2022 1:02 PM
549	Eric Bowman; current principal at TW Hunter Middle; Eric.bowman@sumnerschools.org	12/9/2022 1:00 PM
550	Ron Becker, Gallatin High School Principal	12/9/2022 12:59 PM
551	One with high moral standards would be ideal unlike the last school board and the last and interim director	12/9/2022 12:58 PM
552	Mary Day Reynolds Principal- Liberty Creek Elementary	12/9/2022 12:54 PM
553	No	12/9/2022 12:50 PM
554	Na	12/9/2022 12:49 PM
555	N/a	12/9/2022 12:46 PM
556	Na	12/9/2022 12:45 PM
557	No	12/9/2022 12:42 PM
558	Scott Langford (soon to be Dr. Langford)	12/9/2022 12:40 PM
559	Rick Duffer	12/9/2022 12:39 PM
560	A woman would be great!	12/9/2022 12:39 PM
561	NA	12/9/2022 12:37 PM
562	Darren Frank, Meryll Hyde principal	12/9/2022 12:35 PM
563	Scott Langford assistant director of schools and Rick Duffer Westmoreland High School principal	12/9/2022 12:35 PM
564	I highly recommend our current Chief Academic Officer Scott Langford for this position due to his experience, enthusiasm for our schools, high expertise, and excellent character. Contact Email: Robert.langford@sumnerschools.org	12/9/2022 12:35 PM
565	No	12/9/2022 12:33 PM
566	No	12/9/2022 12:33 PM
567	NOT Scott Langford.	12/9/2022 12:32 PM
568	No	12/9/2022 12:26 PM
569	?	12/9/2022 12:26 PM
570	no	12/9/2022 12:24 PM
571	Scott Langford is our assistant director for instruction. Scott is a native of Sumner County. He has worked in our district as a teacher, administrator and assistant director. He understands where our district has been and the amazing growth that has happened under Dr. Phillips tenure here. Scott knows the administrators, teachers and students of Sumner county and would do a fantatsic job.	12/9/2022 12:23 PM
572	Scott Langford, Chief Academic Officer of Sumner County Schools	12/9/2022 12:18 PM



573	Ralph M. Thompson, VP of Business Development at Chancelight Education, [REDACTED]	12/9/2022 12:18 PM
574	Na	12/9/2022 12:16 PM
575	N/a	12/9/2022 12:15 PM
576	No	12/9/2022 12:13 PM
577	No, but I would like for the search committee to be objective when looking at applicants outside of our system. I think the search committee needs to look at not continuing to make our school a "good ole boy" network.	12/9/2022 12:12 PM
578	Scott Langford	12/9/2022 12:11 PM
579	Robert Scott Langford, Chief Academic Officer, Sumner County Schools, robert.langford@sumnerschools.org	12/9/2022 12:09 PM
580	<a href="https://twitter.com/drwilliams711?s=21&amp;t=pqVjfhQSAjaek_dh3YUog">https://twitter.com/drwilliams711?s=21&amp;t=pqVjfhQSAjaek_dh3YUog</a> Antoinette Williams- Executive Director Metro Nashville Public Schools	12/9/2022 12:08 PM
581	Jeff Eakins, formerly Superintendent of Hillsborough County Public Schools in Tampa, Florida. Joseph Marlin - Assistant Superintendent of Murfreesboro City schools in Murfreesboro, TN.	12/9/2022 12:06 PM
582	NA	12/9/2022 12:04 PM
583	Roderick Bridgewaters, strategic planning manager at AT&T, retired Colonel in US Army, [REDACTED]	12/9/2022 12:04 PM
584	Scott Langford Chief Academic Officer 615.451.5200	12/9/2022 12:03 PM
585	Dr. Ron Becker, Principal at Gallatin High School, (615) 452-2621, Ron.Becker@sumnerschools.org	12/9/2022 12:01 PM
586	N/a	12/9/2022 12:00 PM
587	Samantha Wagner, assistant principle, [REDACTED]	12/9/2022 11:59 AM
588	Scott Langford - Sumner County Schools & Kyle Craighead - Sumner County Schools	12/9/2022 11:57 AM
589	Dr. Sabrina McClard, JW Wiseman Elementary Principal 615-325-8580 Sabrina.mcclard@sumnerschools.org	12/9/2022 11:57 AM
590	I would like to see Scott Langford be promoted from within our county if he is interested in that position. I think he is a great communicator. He has been in the classroom, worked in curriculum and instruction, and has experience working with the County Commission. He is also a person from this community/area. I would like to see us hire someone from this or surrounding counties. I definitely want us to have someone from Tennessee.	12/9/2022 11:57 AM
591	No	12/9/2022 11:54 AM
592	The candidate needs to be from the from the southeast and reflect the values of our area. Would prefer an independent candidate not someone who has been a member of or endorsed by national teachers unions. The	12/9/2022 11:54 AM
593	I believe it should be someone that is willing to stand up to the woke mob that wants to indoctrinate kids with inappropriate materials. This person needs a strong backbone not necessarily a background in education.	12/9/2022 11:52 AM
594	I would Not recommend Scott Langford!	12/9/2022 11:51 AM
595	Scott Langford, Chief Academic Officer, Sumner County Schools, Gallatin TN (615) 451-5200	12/9/2022 11:48 AM
596	Dr. Steven Witt, Director of Graduate Literacy, Concordia University Mequon, WI [REDACTED]	12/9/2022 11:48 AM
597	No	12/9/2022 11:47 AM
598	Robert Langford	12/9/2022 11:47 AM
599	Darren Frank, principal of Merrol Hyde Magnet School (615) 264-6543	12/9/2022 11:46 AM
600	Dr. Bryan Johnson of Hamilton County, TN (Chattanooga)	12/9/2022 11:45 AM

601	Please just someone outside the district. We hit a home run with Dr. Philips. Many times personnel inside the district come with an agenda of things they want to change from any negativity they've experienced. Even thought that negativity may have been valid. A fresh set of eyes tends to be a better fit.	12/9/2022 11:43 AM
602	Where's the question asking if they should be required to live in the county and if they have children actually attend the public schools in the county?	12/9/2022 11:41 AM
603	A strong Christian leader who is willing to stand for teachers and students and their diverse needs.	12/9/2022 11:40 AM
604	N/A	12/9/2022 11:39 AM
605	Kyle Craighead, Sumner County School's Supervisor of Leadership and Coaching	12/9/2022 11:39 AM
606	Rick Duffer	12/9/2022 11:37 AM
607	David Hallman,	12/9/2022 11:37 AM
608	Scott Langford. He has been in our county and he is known in the school systems. He makes it a point to check in with teachers and schools. His face is known to our county.	12/9/2022 11:36 AM
609	na	12/9/2022 11:36 AM
610	Someone who's never been in an administrative government position, who loves children & respect parental rights.	12/9/2022 11:36 AM
611	Not at this time.	12/9/2022 11:35 AM
612	Ron Becker current principal of Gallatin High School	12/9/2022 11:33 AM
613	Lance Taylor - Union Stem Principal	12/9/2022 11:33 AM
614	Diana Hudgson-3rd grade science and social studies at Lakeside Park Elementary. 25 years experience in elementary education. Masters in math and science. Email- [REDACTED]	12/9/2022 11:32 AM
615	None known	12/9/2022 11:32 AM
616	Dr. Ron Becker	12/9/2022 11:31 AM
617	Scott Langford	12/9/2022 11:30 AM
618	.	12/9/2022 11:30 AM
619	Scott Langford, Chief Academic Officer with Sumner Co. Schools, (615)451-5200	12/9/2022 11:29 AM
620	Scott Langford	12/9/2022 11:27 AM
621	Dr. Ron Becker	12/9/2022 11:26 AM
622	Yes, I feel Rick Duffer would serve our community well as a director of our county. He has a strong background with student achievement, he is an excellent leader among teachers, and he seeks the needs of all students within his background. He has over 30 years of experience as a teacher, coach, and administrator in sumner county. He has a good knowledge of the people within our county and strives to make himself to any that have concerns and/or questions.	12/9/2022 11:26 AM
623	The candidate should be someone who has a stong history of living and workin gin Tennesse so that they have a very strong undertanding of the Tennesse State requirmentst of education.Coming from out of state they have no clue what is required by this state and less understanding of the county they are coming into and they would not be familar at all with the economic enviroment and well as the enviromental landscape differences within the coounty when if comes to regional differences due to unclemnt weather. Flooding possibilities, ice possibilities causing danger on the roads.	12/9/2022 11:25 AM
624	No	12/9/2022 11:24 AM
625	Scott Langford, Chief Academic Officer, robert.langford@sumnerschools.org	12/9/2022 11:23 AM
626	No.	12/9/2022 11:21 AM

627	N/A	12/9/2022 11:20 AM
628	Scott Langford, Chief Academic Officer	12/9/2022 11:20 AM
629	Rick Duffer, Principal Westmoreland High School	12/9/2022 11:19 AM
630	I think Mr. Scott Lankford has done a good job in his capacity as AD and hope he applies. However, I will view other equally qualified candidates with an open mind.	12/9/2022 11:18 AM
631	N/A	12/9/2022 11:16 AM
632	N/A	12/9/2022 11:16 AM
633	I think we need someone from outside the district. We need fresh ideas on how to improve teacher retention.	12/9/2022 11:15 AM
634	NA	12/9/2022 11:15 AM
635	Mr. Perry Morgan, K-12 Assistant Principal at Madison Creek Elementary, Goodlettsville, TN 37072 [REDACTED] Just by seeing him when I come to the school for any reason, make me feel that my son and other students are safe, respected, and treated with care. He should really be the Principal in my opinion.	12/9/2022 11:15 AM
636	Mr Cribbs ( Ellis Principal)	12/9/2022 11:14 AM
637	Darren Frank	12/9/2022 11:13 AM
638	No	12/9/2022 11:13 AM
639	Ms. Nixon	12/9/2022 11:13 AM
640	Scott Langford, Chief Acadmic Officer	12/9/2022 11:13 AM
641	Dr. Steven Witt, Director of Graduate Literacy - [REDACTED]	12/9/2022 11:12 AM
642	no	12/9/2022 11:12 AM
643	NOT Langford	12/9/2022 11:11 AM
644	Mark Mills Principal at White House Middle School	12/9/2022 11:11 AM
645	Dr. Ron Becker, Gallatin High Principal, ron.becker@sumnerschools.org	12/9/2022 11:11 AM
646	Tressa Sanders, tressa.sanders@sumnerschools.org, Amy West [REDACTED] Kelly Baker kelly.baker@sumnerschools.org	12/9/2022 11:11 AM
647	None but I really want to see a non political person	12/9/2022 11:08 AM
648	I do not know of a candidate, but I recommend checking with Hamilton County Deputy Superintendent (and former MNPS principal) Sonia Stewart. She might not be available herself (I don't know), but I would absolutely trust any recommendation of hers. Vanderbilt would also be an excellent resource in this search, given their strong education eadership program.	12/9/2022 11:08 AM
649	No	12/9/2022 11:07 AM
650	No	12/9/2022 11:07 AM
651	I have been thoroughly impressed with the dedicated hard work that Scott Langford has done for Sumner County Schools. He is currently the Chief Academic Officer. Over the last 10 years or so, our schools have improved so much and I feel that he would keep us moving in the right direction!	12/9/2022 11:07 AM
652	Dr. Aimee Wyatt, Director, State and District Partnerships at Southern Regional Education Board and Adjunct Professor at Lipscomb University. aimee.wyatt@lipscomb.edu	12/9/2022 11:07 AM
653	NA	12/9/2022 11:06 AM
654	Jamie Teacheno [REDACTED]	12/9/2022 11:06 AM
655	Dr. Oliver Robinson from Shenendehowa Central Schools in Clifton Park, NY [REDACTED]	12/9/2022 11:05 AM
656	Rick Duffer, Westmoreland HS	12/9/2022 11:05 AM

657	Dr. Lindsey Judd, President of Ezell Harding Christian School. Also, Dr. Eric Bowman, principal at TW Hunter Middle School.	12/9/2022 11:04 AM
658	Dr. Eric Bowman, Principle at T.W. Hunter Middle School: eric.bowman@sumnerschools.org	12/9/2022 11:04 AM
659	N/a	12/9/2022 11:03 AM
660	Scott Langford	12/9/2022 11:03 AM
661	Josh McDowd	12/9/2022 11:03 AM
662	Scott Langford	12/9/2022 11:03 AM
663	N/A	12/9/2022 11:03 AM
664	Rick Duffer, Westmoreland High School Principal	12/9/2022 11:02 AM
665	No, but I must have belief in the systems in place to find the right person.	12/9/2022 11:01 AM
666	Kenneth Powell - Principal of Beech High School ; Eric Bowman - Principal of T.W. Hunter Middle School	12/9/2022 11:01 AM
667	Scott Langford, Chief Academic Officer, Sumner County Schools	12/9/2022 11:00 AM
668	Mr Mel Sawyers, principal @ Guild Elementary, Mel.Sawyers@sumnerschools.org, [REDACTED]	12/9/2022 11:00 AM
669	Dr. Mason Bellamy- Chief Academic Officer at Metro Nashville Public Schools - [REDACTED]	12/9/2022 10:59 AM
670	No	12/9/2022 10:58 AM
671	No	12/9/2022 10:58 AM
672	Mr Jeff Pinnow, [REDACTED], I do not have a current email or physical address. He is currently in Hernando County MS Board of Education	12/9/2022 10:58 AM
673	na	12/9/2022 10:57 AM
674	Gracie Lewis, [REDACTED]	12/9/2022 10:57 AM
675	Scott Langford, Chief Academic Officer. 615-451-5200 robert.langford@sumnerschools.org	12/9/2022 10:57 AM
676	Richard Duffer, Principal of Westmoreland High	12/9/2022 10:56 AM
677	.	12/9/2022 10:56 AM
678	No	12/9/2022 10:55 AM
679	Anyone BESIDES Scott Langford	12/9/2022 10:55 AM
680	No	12/9/2022 10:54 AM
681	Donald Trump	12/9/2022 10:54 AM
682	Rick Duffer, Principal at Westmoreland High School	12/9/2022 10:54 AM
683	Needs to be physically located in Sumner County, no remote positions.	12/9/2022 10:54 AM
684	Dr. Ron Becker. Gallatin High School Principal.	12/9/2022 10:54 AM
685	No at this time.	12/9/2022 10:53 AM
686	Mr. Langford	12/9/2022 10:52 AM
687	Kyle Craighead, Kyle.craighead@sumnerschools.org	12/9/2022 10:52 AM
688	Not Langford he is a clone of Phillips and will lead us down the wrong path. He has conflict of interest with his political interests. That is a red flag.	12/9/2022 10:52 AM
689	Dr Becker at Gallatin High School.	12/9/2022 10:51 AM
690	Scott Langford Chief Academic Officer for Sumner County Schools 615-451-5200	12/9/2022 10:51 AM
691	N/A	12/9/2022 10:50 AM

692	No	12/9/2022 10:49 AM
693	Dr. Sawyers	12/9/2022 10:49 AM
694	Not at this time	12/9/2022 10:49 AM
695	No	12/9/2022 10:48 AM
696	Scott Langford	12/9/2022 10:48 AM
697	No - I wish. Good luck, it will be a challenge to find a good person.	12/9/2022 10:48 AM
698	Rick Duffer, Principal, Westmoreland High School	12/9/2022 10:48 AM
699	N/A	12/9/2022 10:47 AM
700	No name at this time	12/9/2022 10:47 AM
701	Anyone who doesn't support a second term for Joe Biden is fine with me.	12/9/2022 10:47 AM
702	No	12/9/2022 10:46 AM
703	No	12/9/2022 10:46 AM
704	N/A	12/9/2022 10:46 AM
705	Dr. Ahmed White, executive Director of Smithson Craighead Academy, [REDACTED]	12/9/2022 10:46 AM
706	Rick Duffer	12/9/2022 10:45 AM
707	Dr. Ron Becker; Principal at Gallatin High School; ron.becker@sumnerschools.org	12/9/2022 10:45 AM
708	Robert "Scott" Langford, Asst. Director Sumner County Schools	12/9/2022 10:44 AM
709	No	12/9/2022 10:44 AM
710	Dr. John Eric Bowman, Principal at T.W Hunter Middle School, 2101 New Hope Road, Hendersonville, TN. [REDACTED]	12/9/2022 10:44 AM
711	?	12/9/2022 10:44 AM
712	Danny Sullivan - [REDACTED]	12/9/2022 10:44 AM
713	Scott Langford	12/9/2022 10:42 AM
714	Dr. Scott Langford, Asst Dir for instruction, SCS	12/9/2022 10:42 AM
715	Scott Langford, SCS Chief Academic Officer. He's extremely experienced, LOVES our students, is PASSIONATE about Sumner County. He's a proven, compassionate leader.	12/9/2022 10:41 AM
716	I believe this person should be someone from out of county/out of state. I don't believe current Central Office leadership is qualified or the best options.	12/9/2022 10:41 AM
717	.	12/9/2022 10:40 AM
718	Anyone who has worked closely with Dr. Phillips and will continue with a similar leadership style.	12/9/2022 10:40 AM
719	Dr. Robert Langford	12/9/2022 10:38 AM
720	none	12/9/2022 10:38 AM
721	Robert Langford, Chief Academic Officer	12/9/2022 10:36 AM
722	Jeff Witt, Principal at H.B. Williams Elementary School,,,jeff.witt@sumnerschools.org or 615-672-6432	12/9/2022 10:36 AM
723	Scott Langford, Chief Academic Officer for Sumner County schools	12/9/2022 10:36 AM
724	Someone that isn't associated with teachers unions	12/9/2022 10:35 AM
725	Colin Zimmerman [REDACTED]	12/9/2022 10:35 AM
726	I do not know of anyone as I have not done any research.	12/9/2022 10:35 AM

727	Dr Ron Becker, Principal Gallatin High School, Gallatin TN.	12/9/2022 10:35 AM
728	No thank you	12/9/2022 10:34 AM
729	Scott Langford, CAO, Sumner County Schools	12/9/2022 10:33 AM
730	Na	12/9/2022 10:33 AM
731	No	12/9/2022 10:32 AM
732	Scott Langford	12/9/2022 10:32 AM
733	No unfortunately	12/9/2022 10:31 AM
734	Scott Langford	12/9/2022 10:31 AM
735	Kyle Craighead, Supervisor of Leadership and Coaching, Kyle.Craighead@sumnerschools.org	12/9/2022 10:31 AM
736	No	12/9/2022 10:30 AM
737	Dr Ron Becker Principal Gallatin High School (615)452-2631	12/9/2022 10:30 AM
738	Ron Becker, Principal at Gallatin High School - Ron.Becker@sumnerschools.org; Kirk Shrum, Superintendent Visalia (CA) Unified Schools - [REDACTED] Kyle Craighead, Instructional Department SCS - Kyle.craighead@sumnerschools.org; Ricki Gibbs, Principal Warner Arts Magnet Elem. - [REDACTED]	12/9/2022 10:30 AM
739	Paul Decker. His is a strong leader in education and in the community. A unifier and someone that loves Sumner County.	12/9/2022 10:29 AM
740	Dr. John Eric Bowman	12/9/2022 10:29 AM
741	In my opinion, both Scott Lanford (current Associate Director) and Ron Becker (current principal at Gallatin High School) should be considered. Both are strong candidates with long-standing ties to our community and a good understanding of our school system. Either would do an outstanding job for our students and stakeholders.	12/9/2022 10:29 AM
742	No particular person as long as they are from Sumner county and live in this county.	12/9/2022 10:28 AM
743	Dr. Ron Becker, Principal Gallatin High School, Ron.Becker@sumnerschools.org	12/9/2022 10:27 AM
744	dr Ron Becker, the best principal i have worked for, including mr Bills.	12/9/2022 10:27 AM
745	Melanie Webster, Attendance Supervisor	12/9/2022 10:26 AM
746	No but highly suggest they come from out of state with no political ties to sumner county	12/9/2022 10:26 AM
747	Brian Caine [REDACTED] - Science Coordinator in the TN DoE; Kelly Chastain [REDACTED] - Assistant Superintendent for Curriculum and Instruction for Rutherford County Schools	12/9/2022 10:26 AM
748	Not in particular, but a local, qualified candidate who is familiar with the climate of the "politics" of our county would be helpful.	12/9/2022 10:26 AM
749	Darren Frank, principal Merrol Hyde Magnet School	12/9/2022 10:25 AM
750	Robert (Scott) Langford - Current Chief Academic Officer of Sumner County Schools- robert.langford@sumnerschools.org	12/9/2022 10:25 AM
751	i wish i knew, sadly nobody will ever be good enough and if they were i wouldn't wish that level of stress on anyone. God Bless.	12/9/2022 10:25 AM
752	No	12/9/2022 10:24 AM
753	Rick Duffer, Macon County School Director	12/9/2022 10:24 AM
754	Scott Langford	12/9/2022 10:23 AM
755	No one in particular, just a Christian republican if I had my choice	12/9/2022 10:23 AM
756	not anyone already involved in sumner county schools.	12/9/2022 10:23 AM
757	Scott Langford	12/9/2022 10:22 AM



758	N/A	12/9/2022 10:22 AM
759	No	12/9/2022 10:22 AM
760	There are several that I think would make strong candidates in our county right now: Scott Langford, Ron Becker, Rick Duffer	12/9/2022 10:22 AM
761	Marcia Sutton, Associate Head of School at Christ Presbyterian [REDACTED]	12/9/2022 10:22 AM
762	I do not have a candidate to recommend.	12/9/2022 10:22 AM
763	Dr. Linda Cash, Bradley County School District	12/9/2022 10:22 AM
764	Robert Langford, Chief Academic Officer for Sumner County Schools.	12/9/2022 10:21 AM
765	N/A	12/9/2022 10:21 AM
766	Billy Binion, Esq. [REDACTED] billy.binion@sumnerschools.org	12/9/2022 10:21 AM
767	Dr. Linda Cash, Bradley County Schools... [REDACTED]	12/9/2022 10:21 AM
768	Dr Reynolds. Liberty Creek Elementary Principal	12/9/2022 10:21 AM
769	Please consider candidates that have classroom teaching experience or have been in some type of student based supporting role. It is vital for a Director to understand what Teachers and Support Staff do on a daily basis to engage with students and their many challenges.	12/9/2022 10:21 AM
770	Dr. Ron Becker, Principal of Gallatin High School, ron.becker@sumnerschools.org	12/9/2022 10:21 AM
771	The new director MUST live in Sumner County	12/9/2022 10:20 AM
772	Dr. Sabrina McClaren of J.W. Wiseman Elementary Portland TN	12/9/2022 10:20 AM
773	Get the best you can get	12/9/2022 10:20 AM
774	Please bring in some change and hire from the outside. Do not hire an internal person.	12/9/2022 10:20 AM
775	Dr. Michelle Springer works at MNPS, and she is an amazing leader. Not sure she'll be willing to change districts, but maybe?	12/9/2022 10:20 AM
776	Betsy Mitchell, Teacher at BHS, betsy.mitchell@sumnerschools.org	12/9/2022 10:20 AM
777	Kenneth Deyer, Superintendent of Schools, Albany, GA . Kenneth.dyer@docoschools.org	12/9/2022 10:20 AM
778	Kyle Craighead/ Scott Langford would both do an amazing job and they love Sumner Co.	12/9/2022 10:20 AM
779	Scott Langford, Chief Academic Officer, Sumner County Schools. robert.langford@sumnerschools.org	12/9/2022 10:20 AM
780	Dr. Charles Walker, he was over the TCSA. His son Tony Walker is assigning him. Dr. Walker has made great strides in improving Christian Schools and has the expertise and knowledge and experience for directing schools .	12/9/2022 10:20 AM
781	No	12/9/2022 10:19 AM
782	Kenneth Powell, Principal Beech High School	12/9/2022 10:19 AM
783	N/A	12/9/2022 10:19 AM
784	Mr Patrick with GBE. Is amazing	12/9/2022 10:19 AM
785	Scott Langford or Kyle Craighead	12/9/2022 10:19 AM
786	Dr. Eric Bowman eric.bowman@sumnerschools.org	12/9/2022 10:19 AM
787	No	12/9/2022 10:19 AM
788	Someone local who lives local and is known locally.	12/9/2022 10:18 AM
789	I would like to see Scott Langford, Chief Academic Officer for Sumner County Schools, apply. 615-451-5200.	12/9/2022 10:18 AM
790	No	12/9/2022 10:17 AM
791	No	12/9/2022 10:17 AM

792	N/A	12/9/2022 10:17 AM
793	I do not have a suggestion.	12/9/2022 10:17 AM
794	N/A	12/9/2022 10:16 AM
795	Scott Langford, Assistant Director of Schools (current, SCS), Robert.langford@sumnerschools.org	12/9/2022 10:16 AM
796	N/A	12/9/2022 10:16 AM
797	DNM	12/9/2022 10:15 AM
798	I don't know a candidate	12/9/2022 10:15 AM
799	Dr. Ron Becker: ron.becker@sumnerschools.org	12/9/2022 10:15 AM
800	Dr. Ron Becker, Principal of Gallatin High School-615-452-2621	12/9/2022 10:15 AM
801	No	12/9/2022 10:15 AM
802	Dr. Ron Becker, Principal at Gallatin High School	12/9/2022 10:14 AM
803	Scott Langford, Assistant Director of Sumner County Schools.	12/9/2022 10:14 AM
804	Dr. Linda Cash, Director of Schools Bradley Co. [REDACTED]	12/9/2022 10:14 AM
805	n/a, but would like to see a teacher or admin with a long-standing history in Sumner County, minimum of 8 years. I think anyone that hasn't been working in a school building in the past two-three years will not be well-versed enough on the challenges we are facing today.	12/9/2022 10:14 AM
806	Dr. Daniel Marvin, currently works at Vol State over the Dual Enrollment program , [REDACTED]	12/9/2022 10:13 AM
807	n/a	12/9/2022 10:13 AM
808	Scott Langford, SCS Academic Director	12/9/2022 10:13 AM
809	No	12/9/2022 10:13 AM
810	I do not have anyone in mind.	12/9/2022 10:13 AM
811	I want Scott Langford in the position. He loves our county, our students, our teachers, and he's invested in our community. He genuinely cares for our teachers and students.	12/9/2022 10:13 AM
812	Bruce Hatfield	12/9/2022 10:13 AM
813	I wish. I would like to see a teacher centric, classroom based leader. If they don't have some extensive experience in the classroom they don't have much credibility.	12/9/2022 10:12 AM
814	N/A	12/9/2022 10:12 AM
815	Kenneth Powell, Principal BHS, kenneth.powell@sumnerschools.org	12/9/2022 10:12 AM
816	n/a	12/9/2022 10:11 AM
817	N/A	12/9/2022 10:11 AM
818	Scott Langford	12/9/2022 10:11 AM
819	No, but the candidate should be from in the state of TN, be required to live in Sumner County.	12/9/2022 10:11 AM
820	Scott Langford	12/9/2022 10:10 AM
821	No, but I would like to say that I think we should consider internal applicants, too, not just open a country-wide search.	12/9/2022 10:10 AM
822	Chris Brown	12/9/2022 10:09 AM
823	N/A	12/9/2022 10:09 AM
824	N/A	12/9/2022 10:09 AM
825	Scott Langford	12/9/2022 10:08 AM

826	no	12/9/2022 10:08 AM
827	No	12/9/2022 10:08 AM
828	N/A	12/9/2022 10:08 AM
829	Scott Langford	12/9/2022 10:08 AM
830	Dr. Linda Cash, Director of Schools for Bradley Co., TN, [REDACTED] [REDACTED] Principal who opened Station Camp Elementary in our system.	12/9/2022 10:08 AM
831	no	12/9/2022 10:07 AM
832	Dr. Ron Becker, Gallatin High School Principal, 615-452-2621	12/9/2022 10:06 AM
833	None.	12/9/2022 10:05 AM
834	Scott Langford	12/9/2022 10:04 AM
835	Scott Langford!!!! He would be phenomenal in this position because he cares about our students and teachers!!!	12/9/2022 10:04 AM