



ICHABOD CRANE
CENTRAL SCHOOL DISTRICT

CHATHAM • GHENT • NASSAU • KINDERHOOK • STUYVESANT • SCHODACK • STOCKPORT

Summary of the Community Survey February 2023

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Executive Summary

Questar III BOCES created an online community survey for the Ichabod Crane CSD Superintendent Search with the input of the Ichabod Crane CSD Board of Education. A link to the survey was posted to the district's website on January 19 and closed on the evening of February 1. Parents, guardians, staff, and community members were invited to participate.

A total of 583 people responded to the survey. The highest number of respondents were parents with a child or children in school (45.97 percent). Community members without children attending Ichabod Crane CSD were the second highest group representing 18.87 percent of respondents. The third highest group was students at 18.52 percent, followed by instructional staff members at Ichabod Crane CSD (12.35 percent). A total of 24 non-instructional staff (4.12 percent) completed the survey. One respondent did not identify themselves in any of the above categories. There were also 3 respondents who took the survey in Spanish.

The second question asked respondents to select up to three different positions that would prove most valuable for the next superintendent at Ichabod Crane CSD. The top three responses were building principal (22.74 percent), assistant superintendent (20.22 percent) and teacher (15.88 percent).

The third question asked respondents to place weight on specific experiences and skill areas that superintendent candidates may possess. The top 10 responses, rated as critically important or above average importance, included:

1. Innovative problem solving skills (88.61 percent)
2. Advocacy for all students (87.7 percent)
3. School budget and finance knowledge (85.69 percent)
4. Possesses strong track record of instructional leadership (84.83 percent)
5. Desire to become part of the Ichabod Crane community (82.63 percent)
6. Demonstrated personnel management (82.18 percent)
7. Commitment to student college and career readiness skills (77.23 percent)
8. Strong background in curriculum development (71.65 percent)
9. Experience working in collaboration with a Board of Education (69.93 percent)
10. Advancement of Diversity, Equity, and Inclusion principles (65.7 percent)

The fourth question asked respondents to weigh what importance the board should place on various personal characteristics. The top 10 characteristics, rated as critically important or above average importance, included:

1. Honest/ethical/high level of integrity (97.68 percent)
2. Open-minded, able to take input in a constructive way (94.9 percent)
3. Strong communicator, including being a good listener (94.89 percent)
4. Committed to the position and community (93.71 percent)
5. Confident and has the ability to make tough decisions (93.52 percent)
6. Approachable/personable (88.14 percent)
7. Passion for public education and life-long learning (86.54 percent)
8. Consensus builder, collaborative (82.75 percent)
9. Ability to recognize and cultivate talent (77.39 percent)
10. Positive, upbeat (76.98 percent)

The fifth question asked respondents to identify any other characteristics they would like to see in a superintendent. These comments were organized and grouped by topic, without any editing or reformatting of what was provided by respondents. Respondents provided 157 comments. The top categories include student/parent/teacher focused and leadership.

The sixth question asked respondents to identify Ichabod Crane CSD's greatest need over the next one to three years. As was done for question #5, these comments were organized and grouped by topic, without any editing or reformatting of what was provided by respondents. Respondents provided 256 comments. The top needs include curriculum/programs/student outcomes, staff/staffing, safety/culture, leadership, and mental health/social emotional needs.

The seventh survey question asked community members to provide a question they would like the board to ask candidates. A total of 198 questions were submitted. These were also organized and grouped by topic, without any editing or reformatting of what was provided by respondents. The top five categories include: experience and candidacy, vision/leadership/goals, students, curriculum, and other.

The final survey question asked respondents if there was anything else they would want the Board to know. A total of 94 comments were submitted. As before, the responses were organized and grouped by topic, without any editing or reformatting of what was provided. The top category was candidate attribute.

Unless otherwise identified, any Spanish results are incorporated into the data that follows.

Question 1: Which of the following best describes your role?

- **268** Parent with a child or children attending Ichabod Crane CSD (45.97 percent)
 - **110** Community member w/o children attending Ichabod Crane CSD (18.87 percent)
 - **72** Instructional staff member at Ichabod Crane CSD (12.35 percent)
 - **24** Non-instructional staff at Ichabod Crane CSD (4.12 percent)
 - **108** Student at Ichabod Crane CSD (18.52 percent)
 - **1** Did not identify themselves in any of the above categories (0.17 percent)
- 583**

Question 2: Below is a list of positions that superintendent candidates may have held in the past. Which prior positions do you think would prove most valuable for the next superintendent? (You may check up to THREE positions)

- **315** Building principal (22.74 percent)
- **280** Assistant superintendent (20.22 percent)
- **220** Teacher (15.88 percent)
- **189** Superintendent (13.65 percent)
- **114** Leadership position outside of public education (8.23 percent)
- **75** Department chair/curriculum leader (5.42 percent)
- **77** Business official/school finance (5.56 percent)
- **65** Special education director (4.69 percent)
- **29** Human resources director (2.09 percent)

- **21** Other (1.52 percent) – listed below without editing
 - Several years experience within the education system
 - Combination of classroom experience, leadership position and a track record of being student oriented.
 - Teacher or position working with young people.
 - Background experience is irrelevant if the prospects heart is in the wrong place
 - parent of a student with learning disabilities
 - Human resource with being able to not make decision of personal feelings instead of professional and realize similar behavior situations and complaints concerns need to be viewed not bias weather is a sub staff full time parent or student
 - Principle
 - Someone that is local ..lives in our community
 - Someone who will lead the district in education and not woke progressive ideas
 - Additional district administration experience
 - quality education and experience in schools, business and community.
 - Business Administration
 - Business owner
 - Irrelevant because simply having held a position doesn't mean you necessarily did a good job at it. That being said someone who was a good superintendent in the past would likely make a good superintendent now, and someone who was a teacher or principal would have a better idea of what is actually going on inside the schools (Many times the higher up administration is so far removed from what is actually happening in the schools)
 - idk
 - Conservative

Question 3: Listed below are specific experiences and skill areas that superintendent candidates may possess. From your perspective, how much weight should the Board place on each area. Rate the importance of each area using the scale.

#	Field	Critically Important	Above Average Importance	Average Importance	Below Average Importance	Relatively Unimportant	Total
1	School budget and finance knowledge	44.97% 201	40.72% 182	13.20% 59	0.67% 3	0.45% 2	447
2	Possesses strong track record of instructional leadership	53.13% 238	31.70% 142	12.50% 56	1.79% 8	0.89% 4	448
3	Strong background in curriculum development	32.81% 147	38.84% 174	25.22% 113	2.46% 11	0.67% 3	448
4	Experience working in collaboration with a Board of Education	35.63% 160	34.30% 154	24.94% 112	4.01% 18	1.11% 5	449
5	Demonstrated personnel management	43.65% 196	38.53% 173	16.70% 75	0.89% 4	0.22% 1	449
6	Innovative problem solving skills	57.14% 256	31.47% 141	11.16% 50	0.00% 0	0.22% 1	448
7	Understands importance of technology in the classroom	23.88% 107	39.96% 179	30.36% 136	3.79% 17	2.01% 9	448
8	Growth and insight from experience with pandemic	19.87% 89	35.94% 161	29.69% 133	9.15% 41	5.36% 24	448
9	Commitment to student college and career readiness skills	41.96% 188	35.27% 158	20.31% 91	1.79% 8	0.67% 3	448
10	Has a strong network of professionals	18.53% 83	32.81% 147	39.06% 175	7.37% 33	2.23% 10	448
11	Desire to become part of the Ichabod Crane community	57.46% 258	25.17% 113	15.37% 69	1.11% 5	0.89% 4	449
12	Advancement of Diversity, Equity, and Inclusion principles	39.42% 177	26.28% 118	19.38% 87	6.46% 29	8.46% 38	449
13	Advocacy for all students	68.46% 306	19.24% 86	10.07% 45	0.89% 4	1.34% 6	447

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- Additionally, one Spanish respondent rated “School budget and finance knowledge” as Average Importance, and “Possesses strong track record of instructional leadership” as Above Average Importance.

Question 4: Listed below are personal characteristics that superintendent candidates may possess. From your perspective, how much weight should the Board place on each characteristic when assessing each candidate? Rate the importance of each area using the scale.

#	Field	Critically Important	Above Average Importance	Average Importance	Below Average Importance	Relatively Unimportant	Total
4	Honest/ethical/high level of integrity	84.42% 363	13.26% 57	2.33% 10	0.00% 0	0.00% 0	430
2	Open-minded, able to take input in a constructive way	66.36% 286	28.54% 123	4.64% 20	0.23% 1	0.23% 1	431
8	Committed to the position and community	64.34% 276	29.37% 126	6.29% 27	0.00% 0	0.00% 0	429
9	Strong communicator, including being a good listener	63.26% 272	31.63% 136	5.12% 22	0.00% 0	0.00% 0	430
6	Confident and has the ability to make tough decisions	61.81% 267	31.71% 137	6.25% 27	0.00% 0	0.23% 1	432
1	Approachable/personable	60.47% 260	27.67% 119	11.40% 49	0.23% 1	0.23% 1	430
3	Passion for public education and life-long learning	55.68% 240	30.86% 133	11.83% 51	0.93% 4	0.70% 3	431
11	Positive, upbeat	41.40% 178	35.58% 153	21.86% 94	1.16% 5	0.00% 0	430
5	Consensus builder, collaborative	37.06% 159	45.69% 196	15.85% 68	0.70% 3	0.70% 3	429
10	Ability to recognize and cultivate talent	37.53% 161	39.86% 171	20.28% 87	1.40% 6	0.93% 4	429
7	Inspirational to others	33.26% 143	36.28% 156	27.67% 119	1.63% 7	1.16% 5	430

Showing rows 1 - 11 of 11

- Additionally, one Spanish respondent rated “Approachable/personable” as Average Importance.

Question 5: Are there any other characteristics you would like to see in a superintendent?

These responses were printed as entered by survey participants but grouped by category. Two responses were edited to protect individual privacy.

Student/Parent/Teacher Focused (25)

- Engaging with students and open to speaking to parents
- Someone who prioritizes educators' input and needs, and someone who has high standards of behavior for students and zero tolerance for bullying. Someone who can withstand the influence of a vocal minority of parents who are seeking greater control over their children's public education.
- I would like to see someone that is passionate about its students and its educators equally-believing and supporting your teachers should be a number 1 priority.
- I am interested in a superintendent who puts the student experience first, followed by a desire to maintain and cultivate educator strength
- *Supportive of the educators in the trenches *Commitment to the needs of ALL students. *Does NOT allow political views to impact decision making.
- Someone who takes the time to get to know staff
- Someone who sees the importance of parents roles in education
- Someone who is dedicated to staff, students and the community who has the appropriate knowledge
- Establishes relationship with students and students feel like they can speak to a superintendent and not like the person in charge of their education is not connected in any way to the actual students.
- To be respectful to parents at board meetings with their concerns and to be honest to the community and to be there for the students and all staffs needs.
- Someone who cares about the uniqueness and individual needs of each student. Someone who values parent and caregiver input and participation. Someone who can motivate staff and students.
- Being seen by staff and students around the school, grit, stick-to-it-iveness, dedication to staff and students
- Someone who truly loves students and the school. Someone who shows great attitude like Mrs. Guntlow
- Fair, professional, someone who appreciates Staff
- nice, caring for students, able to make good decisions requiring schools, and able to make difficult decisions.
- I believe that people who are parents make better educators and vice versa.
- support programs for gifted and talented in addition to regular schooling
- Supportive of teachers and staff. Having been a teacher should be a high priority.
- Someone that understands kids.. they need someone they can trust.. someone that's going to be involved and not sit in the office all day
- Understands the classroom setting. Teaching background is most important.
- Values all staff and trusts educators as professionals
- Understanding of the challenges faced by classroom teachers and support staff
- Someone who interacts with students
- good listener who listens to the teachers input

- Restoring the importance of teaching students and not giving in to every whim of students not wanting to conform to normal learning. Social influences are simply out of control.

Leadership (21)

- Dedicated, transparent,
- Realistic
- Well-rounded and self-reflective in both their professional and private life.
- Aspirational, aggressive and relentless in the pursuit of helping each student meet their maximum potential.
- Honest
- Perseverance
- Should be a clear thinker that does not get bogged down in societal nonsense. School is a place to educate children.
- Very approachable
- Sociable, friendly, approachable
- Integrity
- They have to smart
- Strong leader
- Common sense and integrity
- Someone who does not micromanage.
- Transparency and communication
- competent
- Superintendent that values and trusts the administrative team. Someone they can go to for support and to learn.
- Transparent, Straight Forward, Ethical, and Passionate
- Decisive- make a sound decision and stick to it
- Objective, strict accountability towards teachers, strong integrity.
- Intelligent, approachable, leads with integrity not fear

Other (14)

- No more i can be a cat. Public school is for humans, not animals. We need a conservative superintendent that lives in reality not lala land.
- I think the next super should have experience being a parent
- Open minded for all families including conservative families. Some families do not want their children subject to students being able to identify as animals. Animals go to veterinarians and dog trainers. Not schools. Stop shoving that garbage down our children's throats. It's a distraction and disruption to my child's learning.
- [REDACTED]
- A conservative that stands up for the rights of parents and children despite living in this liberal hell hole!
- I'd definitely like to find an exceptional superintendent to guide the school system forward who is paid less than the governor. Our school budget and taxes are unsustainable.
- If possible i think an internal candidate with the right skill set should be considered before going to an outsider.

- I understand the field of candidates may be weak. Please make sure to do very thorough background checks.
- Can [REDACTED] be Superintendent? I would hate to lose [REDACTED] [REDACTED] is AMAZING but I would LOVE to see [REDACTED] as the Superintendent. I already have had my daughter go through the [REDACTED] under [REDACTED] guidance and what an amazing experience, I can on wonder what that [REDACTED] would do if [REDACTED] was Superintendent but I would LOVE to sit back and watch.
- I would like to see a superintendent who understands: -grades are not an accurate reflection of the teacher/programs we have -a person who understands intrinsic motivation is at an all-time low for students, we need someone who is willing to work with the community to increase work ethic among the students. -a superintendent who is not afraid to stand up to parents and tell them when their demands are unrealistic
- need someone who has the taxpayers of the district in mind. there's way to much frivelous spending going on.
- Yes, Stop the political BS - be a leader and role model for the children.
- Ability to analyze data.
- A well rounded individual. Preferably someone won't be arrested for DUI/DWI or public intoxication

Community (13)

- Commitment to the community. Someone who is approachable with leadership skills across all levels.
- Someone involved in the community. Someone who is open to listening to varying opinions.
- Willing to become a community member and live in the district
- Familiar with icc families and communicates to parents
- Supportive of our homeschool community
- Honest community minded leader with a strong moral compass.
- Commitment to the community and live within the community. If a community member, have or has had children in the sistrict to unerstand the needs of atakeholders to advance forward.
- Willing to meet community and shares easily and timely information concerning school district concerns and joys.
- Part of the Rider family already
- Lives in our community
- Property Owner who has to pay his/her high school taxes!
- committed to the community, former student, knows the district and people
- Commitment to community engagement, building connections with local residents regardless of whether or not they are parents. Emphasize the value of a highly regarded public school system and how it benefits everyone. Engage local business owners, artists, and professionals to offer internships and real world experiences for students. Above all, the superintendent should be passionate about her or his responsibility, committed to all students and serving as a collaborative leader and role model. ICC schools are the heart of this community. Our future depends on today's students coming back to live and work here. The superintendent sets the tone for establishing a culture of excellence and achievement with short and long-term goals ladderling up to iCC being the best mid-size district in the region.

School District Experience (12)

- I would like to see someone who has a deep background in education but is also open-minded to new ways of approaching education and managing a large number of staff. The way we work has changed so much since the pandemic, and there needs to be continued emphasis and support around the need for time off, rest and mental health resources.
- Making sure buildings are running professional and choices aren't based on drama of personal opinions. Have actual facts also really listen look at individual for what you see not what you hear. Listen to students and parents not peers to get full understanding and take feedback on an issue as a way to grow and turn it into good. We are a school molding the future a plan not quick to control by power of what is going to happen because you can do that.. when choosing a position to fill think about experience and has the person worked in the position and how they are and qualifications not opinions of others and also be able to give example and situations and how students were affected
- Union experience
- Previous educational experience
- Has taught at a public school in the past
- I believe that the best candidate will be someone who is able to help our community by making choices that help our child get the best education to start their lives as well as keeping our community in mind.
- Someone who understands the daily operations of the school and the importance of ALL people who work there
- I think the most important thing for a superintendent to have is to just be aware of how everything is being run, and try to see different perspectives on different situations. A superintendent should be open minded.
- Someone who has experience taking a low ranking school to a better position through innovation and new ideas
- Commitment towards growing quality of functioning of the district and In touch with current issues facing the field of education with innovative ideas on how to reduce the negative impact of these issues on the district
- We need a superintendent who will support the faculty and staff by helping to bring quality, research based curriculum to our district. I'd like to see a superintendent who supports training teachers in the Science of Reading, and not having young children reading on laptops.
- Someone who will examine teacher schedules in all buildings to make sure the district is not over staffed

Independent (12)

- Not pushing any type of agenda. One who believe factual truth not opinions is what students need to succeed in the world as a whole.
- Fearless, not afraid to make decisions even if they go against the grain.
- Out of the box thinking, not always in a rigid set of standards, doing what's best for the developmental needs of the kids not just what the law says.
- Has convictions and does not back down for a loud minority of the community
- Someone like Suzanne- straightforward, professional- to build on ICC's strengths.
- Someone that has the ability to put politics aside and only look at the facts

- Do what is right for the students & the school not what the board what's you to do. Stop showing Favoritism you are not Fair!
- Not afraid to make politically unpopular decisions if they are good for the student body.
- Someone that isn't afraid to stand up for the rights of parents and children irregardless of the political atmosphere
- Not pressured by WOKE politics and does not discriminate against any race!
- Someone who's able to do what right even when it's not popular
- The ability to think for oneself after looking at an issue from several vantage points (BOE, staff, parents, etc.), being present in district buildings as possible and having a rapport with staff, having a firm understanding of the district demographics, prioritizing education.

Engagement (11)

- Involved and ontop of issues brought up to him/her
- Shows a presence in all of the buildings. Is committee to having a clear understanding of the daily functions in each building. Is responsive to problems in a building and holds individuals accountable to improve their role in the building.
- Yes, one that actually sees what's really happening to our schools ie. CRT
- I would like to see someone who is willing to listen to feedback. Someone who is willing to "grab the bull by the horns" instead of reacting after someone complains on social media.
- Ability to communicate with the taxpayers who don't have children in district
- Be a people person
- someone who can be seen and collaborates with staff
- Listening to others ideas to improve the community and school
- A person that is willing to sit in classrooms to see the true level of students and talent of teachers. Having integrity
- Being approachable, accessible, and someone who trusts the principals and teachers to make good decisions without micromanaging.
- I would like to see a superintendent that is present in ALL buildings. They need to come, visit classrooms, meet the students and listen to the staff. There are a lot of issues currently in our district that aren't being addressed. The superintendent needs to be confident and not allow parents to run the place. They need to make sure administrators are doing their job and that teachers are hired are doing their job. I want the superintendent to be approachable, listen to concerns and then follow through. We need a leader. We need someone strong and willing to work with the staff that have been in this district. We need a superintendent that understands that their staff has families as well and may need support. We need the board to listen to the staff when they are choosing a superintendent. Most importantly, we need someone here for the kids.

Empathy (8)

- A high level of compassion and caring for the health of the planet
- Equality and moral compass towards students
- Kindness
- Likeable and honest.
- Kindhearted

- Respect to each employee no matter their position in the District.
- Someone who can relate to the needs of all our students.
- Compassion

Academics (8)

- A person who can remain focused on academics, not sociopolitical distractions
- Someone who can focus on the basics of education and not more social ideology. I would like someone who will protect the innocence of our children.
- Strong commitment to skills based as well as college track education.
- A focus on education and not progressive ideas
- A strong focus on academics instead of social issues
- A wide understanding of education and leadership from outside the district.
- Focus on the three Rs as well as technology to better prepare students for the real world.
- Importance on basic education of reading, math and science and high moral standards

Diversity (7)

- Equity among students in regards to race, sexuality, non-sport focused kids, etc.
- A superintendent who represents the diversity we have in the district would be refreshing.
- Diversity, Equity and Inclusion. Special Education: integrate the kids, don't just have them "in the classroom" but still separate. Hire aides that are actually qualified to deal with children with special needs and have the education to back it up.
- Not a characteristic but a person of color
- I would like a superintendent to be committed to all learners and to be open to latest research regarding education. A superintendent should be open minded and make all people feel heard and validated.
- Diversity of experience and thoughts as it relates to meeting the educational needs of all students regardless of race, gender, SES, ethnicity, etc.... I also believe the Superintendent while working with the school board and teachers, needs to see themselves as independent when making decisions that are in the best interest of all students and the community.
- Someone who stands up against racism and bigotry

Longevity (6)

- An understanding that this is a long term commitment, not a stepping stone
- Overall a nice person that the community will like and one who has a record of stability and will stay for a period of time at ICC and
- Willing to commit to 2 years
- Someone who has an interest in staying longer than a year-3 years. It would be nice to get someone who stays long enough to understand the needs of our District and students.
- Someone who will stick around in the job. Help us work with area districts and find creative solutions to problems. Also an educator who understands the importance of strong support in the primary school years so hopefully less assistance is needed later.
- Someone who is looking for a long-term position

Adaptable (4)

- I would like the superintendent to be aware of past mistakes that have been made and be willing to move the district forward to being a leader in the community. Especially in the area of literacy.
- Life long learner
- Capability of continuing to learn new things and share them with others.
- I would like someone who understands the changing world and recognizes that the present model of education may not be aligned with today's professional world.

Technology (3)

- Interested in bringing IChabod Crane into use of new learning techniques
- Understanding of the waste of money that is Chromebooks
- Embrace technology.

Snow Days (3)

- Give us snow days
- Caring to students, give us snow days
- Caring towards students, and giving us snow days

Mental health/Social Emotional Needs (2)

- Someone who values the importance of SEL and puts resources into prevention and positions
- One that is passionate about student mental health.

Private business experience (2)

- Private sector business operations, verifiable background as both an exceptional leader AND manager
- Non teacher

Safety (2)

- Continuing to support safety as a key priority, and continue to support trade classes on sight that we have acquired along the way. Supporting and enhancing the current ICC growth and development plans
- Something willing to effectuate change. Take responsibility. Provide more security for the buildings.

Special Education (2)

- The school needs a major turnaround in its commitment to students with learning differences. The school budget and resources need a major reworking in order to accommodate and educate these children properly. Please hire a candidate who is dedicated to this issue. ICCS is not screening, accommodating, or providing excellent interventions and opportunities for growth of children who do not "fit the mold". We need to do better.
- A focus on special education and making sure kids are not pushed through without proper help, someone trained in dyslexia should be helping manage our spec ed programs.

Sports (2)

- A supporter of athletics and extra curricular activities. Superintendent should be seen consistently at games and events.
- Have a high regard for athletics. We NEED a multi-purpose turf field and a pressbox for the bleachers.

Question 6: What do you identify as the greatest need of Ichabod Crane CSD over the next 1-3 years?

These responses were printed as entered by survey participants but grouped by category. Two responses were edited to protect individual privacy.

Curriculum/Programs/Student Outcomes (83)

- Continuing to build upon our programs so all students, no matter their desired courses and passions, feel provided for.
Continued emphasis on mental health.
Seeking out partnerships in our local communities to enhance what ICC provides to its students, families and staff.
- Smaller class size in order to deliver stronger differentiation to students and fill gaps.
- A back to basics of reading, writing, mathematics, sciences and technology. With some assistance to the basics of trades as all children should learn to get their hands dirty.
- Giving students more support for gaining life skills and teaching reasonable options for their future.
- Teach humans science. Not opinions
- To continue to help our children with learning disability to a higher level. Covid has affected learning and the student body is behind. More summer programs.
- Adjusting students to the new "normal" while providing a strong education to move forward in life
- Building the music department since ichabod is known for placing a higher value on sports programs than music
- Additional student supports to make up for/ fill in gaps caused by learning loss during the pandemic.
- Continue to bring more SEL to each level (primary, middle and HS)
Continue to bring PD opportunities to staff and educators that are valuable to them
Learning how to balance the needs of our students - socially, emotionally, as well as cognitively - putting their needs first over what the community may want or dislike.
- Students social skills and reconnecting ALL families within the community.
- Development of programs designed for academic excellence; expansion of advanced curricula to prepare students for college and future careers; fostering/promoting academically competitive environment, such as participation in statewide academic competitions and the fine arts; raise the standing of ICC as a state-ranked school
- Getting caught up after the unnecessary lockdown, and actually providing instruction, instead of wasting time on nonsense.
- Instructional Change. More opportunities for all students. Diversity and Equity for all students and staff.
- Culivating a positive learning environment for students, increase moral of staff and students. Increase achievement in standardized testing. Push for mastery and not just passing.
- College rediness, bullying, safety
- To make sure students education is the biggest and only priority.
- Growing educational programs

- Quality educational choices, financial responsibility, openness to teaching true history and social studies facts. teaching kids how to be critical thinkers and fair and respectful debaters
- The greatest need is to discontinue the equity agenda and allow children to actually think for themselves. Not every child is the same and they shouldn't be treated as such. Each child is special and has their own unique God given talents, gifts and skills. If we want a good future in this world, we need to encourage their differences.
- Fighting fear and propaganda about CRT, book bans, etc.
- Helping kids like mine to catch up in academic fundamentals (reading, math)- some of which were impacted by the pandemic but others like in our case that went misdiagnosed too long.
- We need to address our persistent failure to enable ALL of our students to become masterful mathematicians and commanders of the written word. Too many kids with learning disabilities aren't being identified, our intervention programs are not working, we don't have built in differentiation and acceleration opportunities for our most gifted kids, kid are spending entire academic years in AIS and we are showing zero growth in enabling special education students to pass state math and ELA exams. Our Rider Goals need to aim a lot higher for student success! Everyone knows our public graduation rate is meaningless and that Ichabod kids are pushed through the system whether or not they can read, spell and calculate. We are known for being the district where anyone can graduate. We need to earn a new reputation for being the school where anyone can excel because we have armed our teachers with the most effective professional development, expertise, tools and administrative support.
- Creative paths for students in HS to graduate. Guidance Department 'overhaul'
- Get back to the basics of education. Protect children from woke ideology and keep sexual topics out of public schools. Promote sports and fitness. Create a more effective budget and cut waste.
- Continued progress in all areas, but specifically a strengthening of the arts. Therese programs are getting less and less time when they play a critical role in the mental health of children as well as potential careers that are often overlooked.
- Creating a more robust ESL program. Updating more facilities. Prepare for population growth in the area.
- Offering a curriculum for ALL students. Those who want to go to college, and those who want to enter into the workforce right after highschool. Also supporting mental wellness and harvesting an open environment where all students and families feel welcome and at home in their school community.
- Realization that the arts and music curriculums and clubs are just as important, is not more so, than athletics. Our school has become obsessed with winning teams. Let's not forget that when you graduate, the goal is a job or career and it probably won't be as an athlete. I want to see STEAM and music programs, not bleachers and gyms.
- As of right now I think there needs to be a better advocate for all these students that are struggling academically . Not brushing it off blaming it all on the pandemic and just sweeping it under the rug. Especially when parents that come forward worried about there child struggling (Who have noticed and have been worried before they even started school). Assess the students , fill the paperwork out , collect data .It's OK for the school to have students with IEP' s , learning disabilities. Some students need the extra extra support.

- Preparing students for the future, as they grow through k-12 and into the future.
- Career readiness
- Motivation for students! Find what they love and be innovated!
- Increase foreign language offerings and subsequently cultural experiences through travel. More support for trade school or college preparation.
- More flexible supports for children struggling
- Bring back an important focus on teaching our children reading, writing and arithmetic. Not there social agenda.
- Return to academics.
- Education of each and every student. Not just the smart kids
- A return to prioritizing core curriculums such as history, science, math, and communication skills. CRT must be banned.
- Challenging students-providing curriculum that is able to challenge the very bright to those who struggle
- Teach children to think. To do things themselves. Looking at cell phones and others accomplishments instead of doing, is destroying incentive, self confidence and experience in our children.
- Provide support to decrease the number of students failing classes
 2. Adopt innovative and creative teaching strategies to keep students engaged in learning.
 3. Rein in the budget.
- Constant growth and learning to ensure students are prepared for the modern world.
- Get student scoring up to grade level
- Providing a balanced education for all students that prepare them for today's work experiences, as well as college; that supports all students and families promoting growth; and making improvements/advancements that provide extraordinary opportunities for our students.
- To help ALL students succeed, no matter what the cost!
- Improved reading programs for all students. The new science of reading seems great but teachers are not all on board. We need more for those students that struggle to read.
- **ACADEMIC PROMOTION OVER SPORTS!!!**
- More instruments
- Revamping the roles of guidance counselors to build great program to bridge the high school to college gap.
- Early childhood, UPK
- Increasing the literacy rates. Way too many students have slipped through the cracks. When as a parent you hear stories high schoolers that are reading at an elementary level or a 7th grader having to go to a 4th grade class to be in a reading group that is scary. And that is not the only child that has slipped through the cracks. Multiple kids have and many members of the district and the BOE feel like enough is being done but that is a scary and unbelievable thought. More can and should be done. I'm just baffled as to why the district keeps putting up road blocks for these struggling students. The teachers are doing their best but they can only go so far if the district is not going to support them from providing more intense support to struggling learners.
- preparing students for future jobs, trade programs, support for gifted students
- Improving student achievement

- Improve reading/graduation rates, expand art/music offerings
- Reestablishing high academic expectations (including work/study habits and roles in pre-pandemic classrooms), while helping students reengage socially and appropriately. (This includes interactions between peers and adults.)
- Reading,, writing, arithmetic, science, history(the truth) and preparing our next generation for the working world.
- Incorporating STEAM into the curriculum and working with the tools of the new center
- Graduating students with not only a well-rounded academic education for immediate college, but also for life. Whether that is in the Military, working in their talent and passion, or working then going to a higher education program.
- Basic scholastic instruction and discipline of students.
- A continued focus on student academics, social/emotional needs and supporting the instructional staff.
- To help get ICC ready for the future.
- Having better resources for the elementary teachers to work with. We need to train teachers in the science of reading and we need to get away from packaged reading programs. I see how it has failed my children, especially my youngest who is in 6th grade right now. She can't spell, she does not comprehend text well, and does not know basic grammar skills. She also struggles in math, especially after missing so much critical instruction in grade 3. Our teachers need quality materials to teach effectively, and valuable PD like LTRS 1 and LTRS 2.
- Education for each student so they may be successful and promoting vocations in blue collar jobs as well as college preparation
- Transparency
Implementation of research based curriculum especially in the area of reading instruction
- children must know how to survive after graduation. Not just going to college but work skills, how to balance a "checkbook" learn a trade, survive, be a leader
- Students are falling behind and teachers aren't allowed to teach
- A move back to hands on learning in conjunction with computer work. Smart financial distribution.
- Lead students to be critical thinkers and communicators again, Improved communications and transparency from Building Level leaders, transition to new Standards and Computer Based Testing
- Someone who will put the needs of the children ahead of anything else. Fiscally responsible and encouraging of special education programs.
- less on the computer and more face to face learning.
- Knowing what future education is best for the individual student. Not just pushing for college, but what is right for the student, whether it be college or vocational.
- Maximize learning of basics; i.e. reading, writing & arithmetic!! Avoid "woke concepts" COMPLETELY. Traditional value development is the parent's responsibility!!
- '-boosting student motivation and work ethic
-to stop changing curriculum/programs
- Identification of students early reading gaps.
- Appropriate early childhood education

- Academics, school safety , non woke culture or at least less , my children are constantly talking about gender. A word I never said as a child they say on a daily basis.
- graduation
- Maintenance of a diverse curriculum and attention to diversity, equity and inclusion issues and teachings.
- Incorporate more opportunities for students to engage in hands on learning in collaboration with higher education and community organizations. Consider how we could partner with other entities to create a community recreation center and swimming pool for student and resident use.
- 1)Teaching children the skills that they will need to become successful members of society.
2)Restoring respect for the flag, nation and those people older than they are.
3)Teach teachers how to effectively teach children online and not just have them look at a video.
- Openness to alternative learning approaches not more of the same old that doesn't work for all students.
- Help provide a safe place for growth and education of the students into capable and productive members of society

Staff/Staffing (27)

- Retain high quality teachers
- Teacher retention
- Combating pandemic learning loss and ensuring adequate staffing. Valuing teachers and school employees.
- Attracting talented staff
- Education, and improving teacher pay
- Finding highly qualified teachers that do not rely solely on technologies.
- More professional development for staff to advance their teaching
- Better trained substitutes. My kids tell me stories about how mean multiple substitutes are, including yelling, picking on, and belittling students.
- Retaining staff
- Retention of teachers. Helping the teachers cope with difficult parents so that we don't continue to lose good teachers.
- Support of teachers and staff. Understand what the teachers need from the school district to do their job. For the administration to support the staff not agree with the parents because they think that's what they should do.
- Retaining teachers and finding high quality new teachers
- Supporting teachers and administrators in making our district into a premier district. We are on the way there, the turnover in superintendents has been a detriment to that progress.
- Training for our teachers
- Teacher retention. I have lots of friends who are teachers and they are very unhappy. Many are thinking of leaving and/or are already seeking employment elsewhere. They feel building and district leadership is lacking.
- Recruitment and retention of high quality staff. Stability in district leadership.
- Competent and qualified faculties and staff

- Attracting and hiring high quality staff
- Finding ways to increase staff satisfaction and listening to /implementing ideas from staff - this would hopefully also increase number of staff wanting to work in our district thereby improving selection when hiring.
- Proper staffing without being over staffed
- retaining quality teachers
- Stronger collaboration between the Administration and the Staff.
Enhance student learning and opportunities
- Supporting the staff, particularly the teaching staff, as they are the key to a successful district, as the past few years have been particularly challenging.
- 're-hiring and keeping high quality teachers
-understanding the gaps in learning K-12 caused by the pandemic and thinking creatively on how to catch our students up to pre-pandemic standards
- The greatest concern is for staff to be supported when something is brought to administrators. We need kids to get the support they deserve without being told to wait another 8 weeks. We need to keep kids safe. We need to give them what they need to learn and grow. Staff needs to be supported and not talked about behind closed doors with thin walls.
- I believe the greatest need for the ICCSD over the next 1-3 years is awesome, devoted faculty. The district needs to keep (treat the current teachers well) the great teachers we have and offer incentives to hire new teachers to teach at ICC.
- Ability to build relationships with staff, in order to retain talent and build programming that meets the needs of the students.

Safety/Culture (23)

- Investments in school safety. Primary school classrooms have glass windows in the hallway and glass windows above the door handle. Merely locking the door isn't much of a deterrent when the entry way is all glass.
- Cultivating a culture of life-long learning. Seeing this community's intrinsic strengths and abundances. Building off those strengths while ironing out the systemic challenges.
- For my children personally would be the social aspect of school. Creating a safe and comfortable space for children to interact- targeting and eliminating bullying, fights , cliques etc
- Plan for bullying
- Security - closed campus.
Food, clothing, hygiene insecurities with our students.
- Security and stability
- Private school security officers and get rid of the ckla reading program and I ready.
- Honesty & stop the students bullying.
- Safety of staff and students against guns
- Restoration of student behavior, dress code standards and emphasis on educational values.
- Better security, healthier and tastier food options, an indoor soccer dome so the girls can play year round
- Safety for our students

- Creating an inclusive environment and cultivating opportunities for all students including those that are not considered 'high achievers'
- We need someone who worries for the safety of students and staff
- Commitment to student health, student safety.
- ICC has become isolating. It is essential to provide more field and "team building" experiences - even on site!) to build relationships, consistency and understanding among not only students, but upon educators.
- '-Recover education loss from pandemic
-Less athletics, more Arts and Humanities
-Safety
- Definitely more unity in our schools, we are coming out of difficult times. As a student unity has brought a lot of people together and I have met so many new people because everyone is being united and it's amazing how you can make new friends just because of one specific thing.
- Ensuring safety to students and staff
- Campus Safety, Shrinking Student Population, Technology & Infrastructure Updates Needed
- More police in schools. School safety. Better security.
- Campus security. The campus is larger than 20 football fields and has three schools a few hundred yards away from each other. One school resource officer cannot provide adequate security for the students, staff, and visitors at Ichabod. If and when something happens I will make sure to share all of the times parent and community concerns regarding campus security was negligently ignored by the school board and superintendent.
- Getting a handle on cell phone use, ear buds, and dress code

Leadership (21)

- We need someone who over sees administration in buildings better, the lack of care by [REDACTED] is highly disturbing, [REDACTED] is more worried about clicks and being "cool" then the well being of students
- Integrity, dedication
- Strong leadership
- Focusing on the kids and not the job or keeping a job.
Leadership for all staff.
Provide for opportunity for kids, bus after all practice so kids who can't get a ride home can participate.
- Stability and common sense
- Someone who's open to change and a different approach. Our school system is so set in its ways in so many ways. We need someone open minded
- Transparency of administration
- A leader who is reflective and approachable.
One who will listen to past and present issues and collaborate with colleagues about where improvements can be made.
- Good leadership , experienced Supt., someone who can lead the Board in the right direction. Keep the debt service under control.
- Leadership
- The board needs to find a candidate who is a unifier and problem solver.

- An understanding, kind person who makes others feel comfortable.
- Flexibility, willingness to collaborate and have creative problem solving for the changing landscape of public education.
- Someone who understands the students needs and has also had the experience of the employees
- Leader that can listen and work with board, teaches, students and community.
- Strong leadership and consistency
- We need a LEADER
- Leader and administrator for the district and board. Passionate about the job and school district and a change maker.
- Strong, clear leadership that provides stability and ensures every child, who may have struggled during the early years of the pandemic, has the support, tools, and resources to succeed.
- Committing to student education and development of community involvement in stewardship
- I would like a Superintendent who cares about the whole student rather than just focusing on high test scores. The new Superintendent should promote bravery in students, allowing them to see more possibilities for their future than just the safe choice.

Mental Health/Social Emotional Needs (19)

- SEL
It is so important that students have a strong foundation in this area. It will be the way the individual experiences the world. Having a superintendent that values this need would be crucial to the development of our students. Prevention is key - starting at an early age is essential.
- Less focus on building new buildings/rooms, more focus on student needs, i.e. IT development, mental health issues.
- Improving mental health programs for students K-12
Improving staff moral and providing better support to teachers.
Improving the community's view of the school district's commitment to servicing students with disabilities.
- College readiness
Addressing the mental health of all students
- Moral and burnout are a concern for staff and students
- Giving support to the mental health issues from Covid and bridging the gaps in education that have come from that.
- Attention to needs of students emotional needs following the pandemic and help for kids with needs like ADHD
- The greatest need for the district is addressing the gaps in social/emotional development and in learning that resulted from the pandemic. These problems are ongoing, and as a teacher, I believe we are dealing with chronic mental-health issues among students and staff.
- The mental health of all the students, especially with the amount of hours and workload assigned within the classrooms. I am not implying to eradicate homework and have less school hours, but to lessen any excessive workload for students to focus on other extracurricular activities or anything outside of school. As for the school hours, for the good of the students, to begin school at a much later time (later than

7:45) as many students struggle to sleep or get up I'm the day, especially with the workload previously mentioned and extracurriculars. Overall, I just want best for all the students and not focus solely on education and grades.

- The recovery of social and cognitive skills for younger students negatively impacted by the pandemic. Additionally, as important as computer technology is, I feel it is important to also condition students to be able to use a pencil for sustained periods of time.
- Teaching the students how to learn and socialize again
 2. Update the High School more from better doors (external and internal) to better parking lots and lighting
 3. Getting a Resource Officer here continually so relationships with the students can be made and sustained.
- I think the biggest thing Ichabod Crane needs is to get back into the swing of things. Because of COVID-19 so many people have lost the fun in after school activities, hanging out with friends through different events, and just having a good time. Everyone is too stressed out and I think it is important to recognize this and lift the load off everyone's backs every once in a while.
- Develop strategies to help students overcome challenges from lost pandemic learning (or lack of learning) academically and socially
- Learning recovery after COVID, and paying close attention to the mental health of staff and students.
- Stronger social-emotional curriculum followed district wide. Systems in place for evaluating threat risks of students needs to be looked at and adjusted or replaced. Play therapy offered to students demonstrating social emotional delays beyond just doing a 'lunch bunch'.
- Mental health for staff and students. Cultivating an environment of family among staff members throughout the campus.
- Emotional support for students and teachers.
Mandatory educational support for students performing below grade level.
- Focus on the overall mental well being of students and staff. Creating a positive environment for students and staff. Offering a variety of classes for students that prepares them for the real world.
- Tackling race issues
Mental health issues - more staff needed

Facilities (13)

- Continuation of the upgrading of school facilities.
- Up dates to our buildings, better communication with community and staff.
- '- Updating the high school
 - Less athletic promotion, more academic promotion
 - Snow days
- Continuing to improve upon the facilities and technology the students have at their disposal to help give them the best learning experience.
- infrastructural upgrades and not just the shell of buildings. Windows and heating/ac units are old and need to be replaced.
- better locker space

- Well , since I'm graduating this year I believe the greatest need would be how they did construction on the school making it better and making the form of the school and area more outstanding for the teachers and the rest of the students.
- I think more money spent on necessary things, bigger lockers, and better meal options.
- Air conditioning
- Continue to proceed with capital upgrades, continue to improve college readiness
- An aquatics facility and curriculum
- Settling into the renovated facilities and continuing to evolve as the community evolves.
- Updated buildings

Consistency/Continuity/Commitment/Stability (13)

- Consistency. We need a leader who will be here for the long term.
- Stability with administration
- A Superintendent who is consistent in that role. Leader of excellence across all stakeholders.



- Stability and the need for a superintendent committed to the local area
 - To stay the course that the school has navigated in the last three years.
 - Committed to staying in the position.
 - stability with leadership
 - Consistency
 - Someone who is willing to stay with the district for the next 1-3 years (minimum) who recognizes the needs of the students (as the students are the ones who experience the school life first hand).
 - A super who is NOT using ICCS as a stepping stone to some place else.
 - Someone who will stay the course and follow through with the initiatives we already have. There should be NO major changes within his/her first couple years.
 - Consistency, continued balance financially, staff morale
 - Getting a qualified superintendent that intends to stay in that position for more then 1-2 years!
- Also additional courses available to students that expand on current needs for college and post school employment.

Diversity (11)

- Dealing with racism and Career and college readiness
- Fairness, action, and protection implemented equally for all students
- Our changing demographics put stress on school personnel. I am worried about maintaining a strong workforce in all positions in the district and supporting the integrated DEI initiatives that can improve learning for ALL students.

- 1-Continue to integrate all ethnicities equally.
- 2-Ability to see needs and address them.
- 3-Support staff and make sure there are enough staff to do the work and keep the students safe in their learning environment.
- Diversifying community members and curricular offerings to meet needs of dynamic population.
- Attention to the needs of all students and equal access to education that reflects the diversity of all students- particularly in instruction of media literacy and instructional materials.
- Being more diversified
- A viable plan to address diversity, equity and inclusion that involves and includes students, the community, and school administrators.
- Inclusivity
- Embrace DEI district wide. Get critics and antagonists on board
- Diversity ,inclusivity,a passion for meeting ALL students needs

Budget/Finances (10)

- Balanced budget continue to evolve education styles with innovative technology
- *Fiscal soundness
 - *The morale of the staff. It seems to be very low.
 - *Support measures that focus on the emotional well being of the students, but puts an emphasis on academics. I am not referring to how much material we cram down their throats, I am referring to a return to pushing for quality work and children putting their best effort into the work that they do. So many of our students seem to lack intrinsic motivation. As a unit we need to do a better job of getting this across to parents.
- The end of federal funding and possibility of a fiscal cliff when it comes to sustaining programs for students within a reasonable tax increase
- Budget control
- money
- To stop wasteful spending and poor management of the district.
- Lower School taxes
- need to control the spending going on. to many assistant this and assistant that titles going on. It seems like the people in charge don't care about the taxpayers. The education system is turning into big government and it needs to stop.
- Budget control. No useless spending on tax payers. Control over kids trying to be animals. To not allow these things in the schools
- LOWER the School taxes - put the children's needs before lining the pockets of the teachers and school officials. it's out of control!

Communications and Engagement (9)

- The ability to bring people together, genuine concern for all aspects of Ichabod crane
- True transparency in what goes on in this district
- Commitment with a new superintendent to build relationships with staff, students and the community. The last couple of years have shown inconsistencies for parents with students in district from the leaders due to 3 short term superintendents.
- Engagement with students

- Community involvement which encourages volunteerism, honesty, & student success. Improved communication and transparency from district administration leadership. Increased focus on mental health and student encouragement. Equity is when all
- Students feel valued .
- I have no idea. The school system makes little effort to connect with those who do not have children in the school. As it now operates, the school is a closed system.
- I would like to see a stronger presence from our superintendent in our building. Our building moral is at its weakest and I believe the only way it is going to get better is by starting at the top. Which entails the superintendent taking more action when concerns are brought to his/her attention. Listening to the staff when they come to them with a concern. We want to feel supported.
- Partnering with families and community members so that we are all working together.
- Community/relationship building across the faculty as well as our into the community. The saying goes; it takes a village. That village can't e effective if they're add odds with one another.

Other (9)

- Preserving Ichabod's history while still being innovative to the future
AND
2. Having high academic standards for all students and do not socially promote students that have not achieved basic skill/grade level development
- Be more flexible, more relaxed and more respectful of kids and parents.
- We are in changing times and different needs and more support for the students. Certain building needs professional and not drama gossip and power abused. Look at sub comments and see why certain positions aren't being filled for long term periods. Employees that have been in district leaving not happy. We have a great community and some of the stuff is just not needed and staff taking feedback positive way to only become better. I love our district and have no personal issues or professional I have 2 children one in middle school and one in high school. Being direct and only focused on making better being capable of certain classrooms and with staff members that have personal tension along with communication and trying to help improve the entire situation. Being honest and not partaking in drama gossip only hurt me. My children heard a teacher talking about me in the hall not anything I did wrong just she doesn't care that students [REDACTED] find the way I did things. I choose this to make students better and being a mom hearing other parents talk and my actual experience and seeing it myself there is a issue and being oblivious to things could put our district into unnecessary situations that would give image a reputation.
- To the diversity equity inclusion narrative get rid of critical race theory protect students hire more resource officer PREPARE the children for the real world and don't just groom them for college
- Giving enough snow days and a later start to the school day
- Keeping students in the district and not choosing to go to private schools.
- Keeping the kids in school full time, regardless of vaccination status
- A more effective board that isn't so divided over small issues
- Just letting our children be kids, foster a love for learning and not to have any harmful agendas brought into their curriculum.

Technology (5)

- Increased technology
- Invest in technology and educating/motivating teachers to use technology with their students. Educate all members of the ICC staff of the power of effectively communicating with parents to allow them to participate in their child's growth and learning journey.
- The removal of chromebooks, they are very restricting and the current gen of Lenovo e300 chromebooks are \$499 and a average windows laptop is \$399 and gives students more freedom and a much more streamlined experience.
- updated computers. the Chromebooks are slow, and they don't always work correctly. Also, make school start later and end later. like 8:00-4:00.
- Equal digital access for all. It's so sad that there are areas in the district who don't have reliable Internet for homework.

Food Service (4)

- Improvement of school lunch quality
- Universal free lunch program
- Organic food options not full of disease causing genetically modified foods. Let's go [REDACTED]!
- Improved lunch program, healthier food. Everything else is great.

Special Education (4)

- Continued advancements in special education classrooms and related services
- Growing population of students and families in our community with Dyslexia and other disabilities and having a BOE /District administration that are cognizant of this and sympathetic. Regrettably, this is not the case right now with the current BOE and Superintendent.
- Someone that will actually listen to the parents in regards to special education needs.
- working with children with special needs.

Sports (4)

- More money in the budget for sports programs
- New athletic turf field and pressbox.
- I would like to see more sports opportunities. Maybe a skeet club or team like Mohonasen.
More emphasis on ALL students and not just those that are 'different'. Celebrate every student. Those who are 'normal' are left out or encouraged to fully support those that aren't. We just want to learn.
- Sports, education and setting all kids up with a program when the graduate not just the smart kids

Transportation (1)

- They need to separate the buses again. Children in kindergarten shouldn't be riding with high schoolers. More security on campus. Accountability for what happens on campus. Making parents aware immediately of safety things that happen. Like what happened at the HS. Parents were informed very late.

Question 7: Please provide a question that you would like the school board to ask candidates.

These responses were printed as entered by survey participants but grouped by category.

Experience and Candidacy (52)

- What is your experience with dealing with difficult situations? Please give an example of a situation that you handled and what resolution did you use to solve the problem.
- What do you consider to be the attributes, skills and qualities of a successful superintendent?
- Please provide an example of conflict where you were able to achieve consensus and support in a leadership role.
- How long do you intend to stay in this position and is there anything that might change your situation?
- Where have you found success in helping to meet the needs of students after the pandemic? How can that be used and applied here at ICC?
- How would you handle extreme personalities on any topic?
- What is this individuals background in regards to literacy and familiarity with Dyslexia.
- Would you have kept the school locked down?
- Are you more process-oriented or product-oriented?
- How have you advocated for or supported a family advocating for services for their child?
- Where do you see yourself for the next few years?
- In detail, explain how will you stay informed on how each of the buildings are functioning in regards to student performance, teacher performance and administrative performance.
- What do you consider to be your greatest contribution(s) to the places you have worked, and along those lines, what can you bring to Ichabod Crane?
- If you could have any kind of professional development for as many people as you would like at no cost, what would you choose to give to your teaching staff?
What is your background and experience in raising, supporting and/or education students with learning disabilities, what lessons have you learned from this or what do you think are best practices for educating this population of learners?
- What do you find most critical behavior and important quality needed for a building to run fair for both staff and students ?
- What is your social background?
We do not need someone from a privileged home left that is so out of touch with the actual community we live in.
- If hired, would you consider this position a stepping stone to your next position?
- Please describe your non educational business experience and how it could apply to the school system.
- Are you committed to the long-term? This not being a jumping off point to higher positions.
- How often do you resist the latest educational fad.

- Do you think animals other than therapy animals belong in classrooms?
How do you feel about children having assignments that include books describing a daughter feeling her father get aroused when she hugs him?
- If you have children what aspects of their education did you like and can take with you to this position and what aspects did you think needed improvement and learned from?
- How will you provide support to our teachers and students to provide custom education to make students and teachers more motivated to teach and learn?
- Are you experienced with fundraising and grant processes?
- What is your stance on mandatory covid vaccines?
- Where do you see yourself in 5 years?
- Where do you see your career in 5 years.
- When faced with an issue, do you apply common sense or do you immediately think about liability?
- Personal integrity is important to maintain the respect that had been lacking in former superintendents and that tarnished the reputation of Ichabod Crane Central School District within the community and among the public in general. The question: In what ways has the candidate demonstrated personal integrity in his/her personal and professional life?
- How would you measure success of your role and the role of teachers? How would you go about establishing good public relations in this district? What communication methods would you use between the district and the community? What is your greatest weakness? Explain a time when you failed as a leader and what you learned from the situation. What strategies have you used in the past to confront and manage bullying?
- What innovative strategies would you recommend adopting to ensure that students are engaged in learning?
- How do you think you will best support our Ichabod families?
- What do you consider to be your number one weakness and your number one strength for this position?
- Where do you see yourself in 5 years? What is your 5 year goal for the district?
We have had too much turnover the past 10 years, we need someone who is consistent and will stay in the role.
- How will you address and handle any people from inside or outside the district and/or the community who may attempt to push their agendas during school board meetings? This includes discussing valid topics that have been mislabeled as "controversial," such as diversity and inclusion, and book banning.
- Do you care about mental health?
- What is your experience in working with diverse populations? How would you make sure to include these populations in the school community?
- What are three of your weaknesses that you would need to improve upon if you became our Superintendent?
- What is your career plan for the next ten years?
- Why is school open so early? why do 5-16 year old(s) need to wake up at 6AM to get on a bus to get to school so early?
- What are your career goals?

- What personal or professional moment in your life has hurt you the most, and has inspired you the most?
- How do you plan to keep political toxicity and agendas out of administrative decision-making and policy, ie, education should be neutral.
- If we were to ask your previous colleagues(or board, or superintendent, or whatever is applicable to the particular candidate) what the most difficult or challenging thing about working with you was, what would they tell us?
- How passionate are you for the job position?
- Do you have experience with or are you willing to develop alternative learning experiences for students who struggle with traditional learning. That is to say, hands on learning instead of sitting in a classroom all day.
- What success are you most proud of and why?
What mistake did you learn the most from, and what steps have you taken to prevent similar mistakes?
- Please describe a major project you have overseen that involved multiple grade levels or buildings and how you handled communication.
- How long have you lived in the school district? And what are your feelings on how Ichabod has been run for the last 10 years
- How would you build trust in your position regarding the future of the district for the teachers and community?
- Does the candidate have experience in staffing
- What do you think is the biggest misconception the public has about the school system. What strategies would you use to change that misconception.

Vision/Leadership/Goals (47)

- What makes you and your philosophical approach different from other candidates to better serve our students and their educational differences?
- How will you make sure to listen to and take into account the concerns of all of the ICC stakeholders and not just the loudest among us?
- How will you navigate competing interests and opinions; specifically, the general public, the board of education, and the teachers?
- What have you done professionally or personally over the last year that you are proud of?
- How do you intend to handle pressure from a vociferous minority of community members who are seeking greater parental control over public education?
- Do you think the public school system serves kids today the same way it did when it was implemented in the 1840 (?)s, what changes would you like to see?
- What does excellence in school education mean to you?
- What positive changes do you think that you can bring to our school community?
- How would you create an environment where teachers, staff and students are motivated and excited to come to school and students be engaged in what they are learning?
- Is it your job to instill your moral values or the parents?
- How will you handle a vocal minority in the community who want to shut down free speech, equity and inclusion policy and curriculum interference.
- If you had to choose only one goal for yourself within our District to accomplish within the first 4 months of your appointment, what would it be?

- How do you believe our district will evolve in the next 3-5 years and how will you address population changes (ex an increase in ESL students, etc)
- How will you address some of the division within our school community that was amplified during the pandemic and does more to distract than to add value or discourse benefitting our students?
- What do you see as important first steps in getting to know the districts weaknesses? And from there, what would you do to address them?
- What are your plans to incorporate your local workforce to prepare students for post secondary, training or employment during their high school years?
- Are you a hands-on leader, or a laissez-faire leader/if it ain't broke don't fix it type. Or how do you balance those? Delegate or do-it-yourself?
- What would you changes would you suggest to better prepare our kids to compete in an increasingly competitive global economy?
- There is a fine line between keeping the district high quality versus having taxes low enough for young families to be able to move to this area and therefore keep enrollment up. How do you plan on balancing this?
- Why do you feel you would make the best advocate for the children and parents of the district?
- How do you think you can improve the separation felt between parents & the educators at Ichabod Crane?
- If you become the superintendent of Ichabod Crane, what are the 5 top priorities upon which you would focus in your first year?
- What is your 5 year plan to improve the school district?
- What would you do as Superintendent?
- Will you make time to visit staff and students throughout the day? Being seen in the lunch room, hallways, etc.
- How are you hoping to improve the education system and would you let students and teachers have a say in those decisions?
- How would you like to change the school environment or energy for the better?
- Do you agree that closing schools did more harm than good? Will you fight to make sure this does not happen again?
- are you most interested in educating children or improving the facilities ?
- What do you believe is the most important role of a superintendent.
- What do you see as the biggest opportunity to improve the ICSD?
- How can we meet the challenges of our rapidly growing community and improve our outcomes in the next 5-10 years.
- How long do you plan to stay here?
- Put your philosophy of education on a bumper sticker. (It's definitely not a prepared response.)
- What are your thoughts on WOKE policies being taught in our schools?
- What are the greatest issues facing the field of education today and how would you address them as the superintendent?
As the superintendent what would you consider your top three priorities?
In what ways do you feel the district should impact the community most?
- What would your close colleagues and friends say is your greatest strength in administration?
- What's your vision for ICC, and what do you feel are our most pressing priorities?

- How do plan to adapt to the changing environment of education in our schools?
- Do you think college is a necessity for all students to become productive members of society?
- What is their vision for ICC?
- How will you support teachers who want to try something new? How will you recognize all students talents rather than only high academic achievers? How will you support a more diverse community?
- How would you benefit from this position? How would the children benefit? What do you see that needs to be improved on within the school district?
- Will you jeopardize your integrity and fall to the demands of NY State like our past superintendent did over issues like idiotic Covid-19 mandates, or will you remain critical and objective and be a leader this community and our students need?
- Their thoughts or policies on cell phones in schools,earbuds, dress code etc
- What is your plan or goals for our district for the next 5 years?
- What ideas can you share about how ICCSD can collaborate with other entities to improve student opportunities and community support?

Students (14)

- What do you feel is an appropriate class size at the Primary School level?
- How will they be active with the student body? What programs will they push to continue school spirit?
- Youth are relatively inactive when they go home from school. What are your thoughts on increasing the amount of time our students have recess or PE during school hours?
- How dedicated will they be to the students.
- Can u be open minded to the teachings of children who are not as smart as some of the other stufents
- What will you do to teach kids the life changing detriments of being glued to their phones?
- There needs to be tighter restrictions on what kids are allowed to wear to school. The outfits many of these young kids are wearing are indecent and completely inappropriate. Will you work on setting a BETTER standard for the school dress code?
- Who is your #1 constituent as superintendent? (the answer is students)
- Would you help those students in need, the ones falling through the cracks, the ones that need extra tough love, instead of writing them off, no matter what the cost?
- How do you think stress impacts students and how can you help students not have a stressful school experience?
- How will you be involved with our students directly?
- How can they get more kids involved in sports or other activities in the school..
- How do you plan to ensure all students make progress? How can/will you increase differentiation in our classrooms?
- How would you address the gaps seen in many students' educational progress and the social emotional needs, the teachers are seeing, mainly due to the pandemic and virtual learning?

Curriculum (13)

- Do you feel music education is an important part of education? If so, explain how you would help support this program and keep students from dropping.
- How do you see SEL fitting into the Ichabod Crane School Community?
- How can you bring innovative instructional change to the district? Many teachers seem stuck in the past-too many worksheets and busy work.
- Do you feel that it is appropriate to talk to students about sex and sexual/gender ideology without parental knowledge or consent?
- What is your vision for expanding STEAM and music programs at our schools?
- How would you continue to support social emotional learning for our students in grades k-12?
- What would more would you do to improve literacy rates within the district?
- How will you assure that teachers are given the opportunity to learn new curriculum and how will tap into teachers insights into what is needed to foster the intellectual and emotional growth of their students.
- Which programs would you like to bring for students who are gifted?
- What do you think is the biggest academic challenge facing primary school students today and how would you address it?
- Will you stress scholastic education foremost?
- How should we be teaching our youngest students to read?
- How do you plan to improve the education and skills of students at ICC to compete in the future?

Other (13)

- How do you feel about mandated vacation for covid
- How to address one of the prior stated needs.
Overhaul of guidance could be asked based upon your assessment of the quality of the current department
- On a scale of 1-10, how likely are you to give the students a snow day if it were to snow? One being not likely and 10 being definitely.
- What's your favorite food?
- What is a women
- Some one from the area. Someone who knows these students and cars about them.
- On a scale of 1-10, how willing are you to give students and teachers a snow day if it were to snow more than an inch? 1 being definitely not, 10 being definitely.
- What was one of your favorite memories that you have or had from Mrs. Guntlow being our superintendent over the years.
- Why do you guys never give enough snow days
- Who ever is running for the superintendent do you have to vote for them?
- Are you proud of the United States and all of its accomplishments
- what are your family values and do you believe in all this gender neutral stuff?
- what is going to be my scheual next year

Why Ichabod Crane? (10)

- Why do you want this job?
- How will you preserve the legacy of Ichabod Crane while innovating the district for the future?

- Why our district? What does this candidate find unique or special that he/she felt that this was the position and district for them?
- Taking salary completely out of the equation, why do you want this position?
- Are you here for the money and experience or are you here for the students and staff?
- Out of all the schools to be superintendent, why Ichabod?
What is something that you didn't like at your last job, and how will you change that dislike so that something like that doesn't occur at Ichabod. How will you take things that displeased you and switch them so that it brings out something positive or a positive change at Ichabod. This will show critical thinking, and turning something bad into a positive by reworking it and bringing his/her experience to ICC.
- Why do you want to be the superintendent and what would you do to make the school better?
- What is your "why" in terms of wanting to be the next superintendent of Ichabod Crane Central Schools?
- Why Ichabod Crane?
- Why are you considering leaving your current position?
And if I may; As you see it, what is the role of the superintendent? What is the role of the school board?

Staff (10)

- How will you support your teachers over the parents wishes to just pass their child regardless of the child's ability to meet basic grade level expectations?
- What ideas do you have to retain part time employees like bus drivers and lunch aides?
- How much time do you plan spending each week visiting and meeting with your office staff (Central Office), teachers and the building offices?
- In a rural school that can't offer staff the wages of its suburban counterparts, how will you draw and retain staffing in the district, especially in content areas where students have the same teacher for multiple years and therefore increased relationships.
- What plan do you have for hiring staff with the predicted shortages in certified teachers in many areas?
- How will you support teachers and administrators in providing the best education for our students?
- What can a school district do about a marginally effective teacher and/or administrator? What will you do about a marginally effective teacher and/or administrator?
- What do you think is the biggest difficulty facing teachers today? How would you deal with that problem?
- Can you commit to providing quality PD and high quality materials to our teachers? What are some instructional materials you've seen work well, that you'd like to introduce to ICC? What is some PD that you think would help our teachers reach all learning styles?
- What will you do to address concerns staff members have with other staff or administrators?

Community (9)

- Do you plan to live in the community and commit to this position long term or is this job opportunity a steppingstone in your career.
- Do you have chicken of your own that will be in the Ihabod Crane district?
- Are you committed to being part of the community and making this a long term career.
- What do you know about our school and community?
- What do you think is the biggest issue our community faces.
- How will you work to become part of the IC community?
- What role will you play in our local community?
- Will you become a member of our community?
- If they have a willingness to become part of the overall community

Safety/Culture (8)

- How can we put an end to bullying in our school?
- What is the most important thing to consider when thinking about how to make students and teachers feel physically and emotionally safe at school.
- What is your thought on private security for the school?
- As a candidate for superintendant what are your plans to help support maximum safety at our schools?
- What is one thing you think would improve safety of staff and students against guns, that isn't already implemented?
- In today's world of social media, how do you propose protecting staff from cyber bullying? How/who would process excessive, intrusive, micromanaging emails from parents/guardians?
- What would you do when faced with a student or adult that threatens any of the school students or staff. qctive shooter response and how would you explain to the families that it happened during your term
- How would you support families that have children dealing with social anxiety disorders due to Covid for which there is no assistance in the medical community? Most mental health providers are not accepting new patients or don't accept insurance.

Diversity, Equity and Inclusion (5)

- How will you handle conflicts of social value issues amongst parent and community members? Will you avoid these types of conflicts or chose a clear path that aligns with our DEI standards and goals proactively?
- How could you make the school safer for minorities? Specifically people of color, the LGBTQ+ community, people of different beliefs, etc.
- What is your perspective and plan(s) to address and bring about a viable plan/proposal to meet the NYS' educational initiative regarding Diversity, Equity, and Inclusion? Moreover what are your beliefs regarding the restricting and banning of books/curriculums that acknowledge and/or celebrate the differences and diversity of our students, families, and community?
- How would you provide a safe environment for those students who are part of the LGBTQIA+ community. And what will you do if bullying or aggression against these students do occur?
- How would you maintain diverse perspectives in education regarding both curriculum and pedagogical approaches.

Communications and Engagement (4)

- How will you get to know the families in our community if you become our next Superintendent?
- How do you plan on increasing communication and making staff feel heard, valued?
- How do you build trust with parents/community members?
- Our community is comprised of a vast and diverse population, in age, ethnics and cultures. If chosen for the position, what methods of communication would you use to reach all stakeholders in the community.

Parents (4)

- While serving as superintendent what will you do to be sure parents in the community are made aware of school policies and procedures
- In the past, parents have had to fight to get the needs of students meant who have emotional or psychological needs. What changes do you see happening to help with this.
- How will you deal with parents who maybe have their child's best interests at heart but who overstep in their roll as an advocate for their student and cause stress and mental health issues for the teacher, trying their best to do their job and teach not only that child but a full classroom of other students?
- Will you support the requirement to keep parents informed and involved in their children's education?

Budget (3)

- When it comes to budget cuts, should every department give just a little instead of cutting a department?
- Would you consider allocating funds to hire an instructional coach to improve staff instruction?
- Do you have children? Are the goals for your children the same as for ICC students? Would you look realistically at the budget so it's well-rounded for all the students benefits? Not padding someone's retirement package.

Entry Plan (3)

- What are three areas you seek to address in your tenure, if selected, for this position?
- What is the first thing that the candidate would like to change with the district? Why? How would they handle a disgruntled parent?
- What would your first goal be within the district?

Technology (3)

- As technology continues to be a part of the students' lives and is filtering down to the younger ones, how will you help students and teachers learn/understand the power and hold it can have?
- Why use spyware like gogaurdian?
- Are you committed to and how quickly can you transform every classroom in the district into a smart classroom?

Question 8: Is there anything else you would want the Board of Education to know?

These responses were printed as entered by survey participants but grouped by category. Three responses were edited to protect individual privacy.

Candidate Attribute (24)

- The person should have an ideology that is inclusive of all regardless of race, color, sexual identity, gender, etc. CRT and EDI is prompting a divisiveness within communities.
- Please choose wisely a candidate that will be a great face for Ichabod Crane with high standards
- Please pick a GREAT one!
- Please expand your knowledge of literacy and dyslexia. Hopefully the incoming Superintendent is considerably more knowledgeable in this regard.
- This district needs to get out of the rut of "teaching to the middle." Find a leader who dreams big and believes every student has great potential.
- PLEASE PROMOTE ACEDMICS OVER SPORTS
- Continue to be driven by facts and less by the culture wars that drive some individuals to run for the board in the first place.
- I want a superintendent who is truly willing to work towards equity for ALL students. Not 'especially those historically marginalized. This means gifted students, students who aren't college bound.
- Supportive to ALL families. What's good for one isn't good for all.
- Choose wisely , make the right decisions ..The students and staff are the most important. Listen and have empathy for parents. Dont dismiss.
- Our children are the future be strong and stand up for them
- Let kids be kids. Let them be happy. Stop promoting they select a gender at young ages.
- Experience outside the community.
- It is important for our next superintendent to be vested in our community regardless of where they live.
- It should be someone already in the district.
- PLEASE PROMOTE ACEDMICS OVER SPORTS!!!
- I feel the Superintendent should have more of a presence throughout the schools.
- The Superintendent should be part of our community
- An innovative, spark plug of a leader with energy , charm , spirit and incredible intelligence and vision is needed to catapult students to a much better level.
- I've enjoyed the posts from Brittonkill CSD superintendent. She makes the community feel like nothing is outside her scope and it's all about the team. I really hope our new superintendent is similar.
- Will the candidate live in the school district
- The Superintendent should also support teachers and care about their mental and physical health as well.
- Are they part of any group that justifies hate or restrictions of a minority group
- Hire someone that is familiar with education.

Other (18)

- Working collaboratively is important, not everyone can or wants to fit in with the current restrictive state of the public school system and they are going to private/homeschools which isn't great.
- We have a huge discrepancy in the way our buildings are run. The right hand doesn't know what the left hand is doing. Children are being pushed from grade to grade who are severely behind. PS is worst
- What are your thoughts on mandating the Covid vaccine?
- That a lot of people were not happy with [REDACTED]. We can do much better.
- Why change whom we already have and doing a great job?
- Bring sanity back to the education system
- School has become a battleground for social issues at the expense of academics...which is what school is for!
- All students should be given equal opportunities
- Turf field, turf field, turf field!
- You have a great candidate on staff already as [REDACTED].
- Goguardian is spyware and chromebooks are overpriced and underpowered
- We want snow days
- Please do not let Facebook/Social Media parent groups influence our decision making for a superintendent or other decisions.
- can we have a snow day tomorrow or i will be sad and possibly cry
- Candidate's input about age appropriate books in school libraries.
- Love the new STEAM center
- Please get my child off of I ready, and give her quality literature that will actually help her to comprehend text better.
- Those of you who can be objective and critical on the issues that make you uncomfortable are appreciated. Those of you that are partisan hacks and political activists are disgusting.

Background Check (10)

- If the candidate is already a superintendent or asst. superintendent, is it possible to reach out to teachers at prior district? I think it is important to understand the former relationships.
- Full background search for every single candidate
- Just make sure that a thorough due diligence is done on the person chosen.
- You need to be thoughtful with this process. The last couple of searches have lead to flawed hires with [REDACTED] and [REDACTED].
- Do you drink?
- It is imperative that all references be thoroughly checked. BOE must make the calls, Do not leave this task up to Questar involve the Union President. LEAVE NO STONE UNTURNED!
- After several terrible hires with alcohol abuse issues a thorough online and private search must be conducted to avoid hiring people with substance issues.
- Do a THOROUGH background check.
- has there been a good back ground check on the person vieing for this position?
- Bacground check

Praise (9)

- Suzanne Guntlow is an amazing superintendant, have you offered incentives for her to stay?
- Keep up the good work
- The community appreciates the time & effort invested by Board members to manage the complex responsibilities of their roles.
- Thank you for selflessly serving our community!
- You are appreciated
- Please keep Ichabod a great school and don't let WOKE politics sway that. Thank you for all you do!
- I'll be praying for you all as you go about your search, I don't envy you and I know your task is hard. But I also know that in the end you will pick the best person for the job.
- Suzanne Guntlow has done an amazing job during difficult times. Her ability to communicate and reassure parents and the community has been much appreciated and is desired for the next candidate.
- Thank you for not closing school this year or forcing students to wear masks.

Staff/Staffing (7)

- Teachers are enduring attacks by a group of parents, their advocates, and others in the community. We NEED support from our administrators and Board of Ed.
- Will you really listen and work with the teachers, Teacher's Assistants and other professionals when they say this student needs that extra special support before we lose them?? At all costs?
- This is a wonderful district with a deep well of talented staff who deserve professionalism and respect.
- More questions need to be asked of the district staff when they are relaying data from the grade levels.
- I think teachers need to be actively engaged in all aspects of programming and decision making.
- I think another goal for the next 1-3 years that I forgot to write (and have no way of going back in the survey) is to try to reduce the nepotism internally.
- The morale of the staff cannot be underestimated or underappreciated.

Community (6)

- This selection of our next Superintendent will directly reflect the direction the Board sees our district going. Please value the opinions of all community members, not just the ones you agree with.
- Community engagement is a challenge, particularly now. Look for innovative ways to communicate with all residents. The growth and development of students of all ages is our present and our future.
- To keep an open mind and remember that you are serving the needs of the whole community.
- The board needs to know that the general public (tax payers) have the right to their opinion and should not be cut off because the Board doesn't like what they are saying. The board needs to realize t
- There needs to be more opportunities for community member inclusion

- We need go get back to a community of respect, honor and collaboration starting in the school.

Longevity (5)

- Perhaps a 5 year contract would be good. Too much turn-around lately
- We need stability in this position. These searches are costing us money that could be more effectively spent elsewhere where it has direct student benefits. Hire someone who wants to be a Rider.
- Good luck. The Superintendent position has been a revolving door which is not healthy for the district.
- We need someone who wants to be here for a long time.
- How long do you think a Superintendent should be in the position and are they willing to do everything for their district

Parents (5)

- I was very upset by the lack of acknowledgment from the board in response to the parents who were sharing facts about the masks and would hope to see a change in their attitudes next 'pandemic'.
- Please engage parents who want to be involved instead of treating us like enemies.
- It is upsetting to see the way parents that have the courage to speak at meetings are treated with an air of contempt. For parents to participate fully, they should be treated with more respect.
- Taxpayers expect basic education to come first and foremost! Leave the parenting to the parents!
- Yes, we the parents are sick of the BS. stop playing political games and put the children first!

Budget/Finances (4)

- Local towns provide Veterans discounts for property taxes for home owners. Has the school ever considered this for school taxes?
- Rein in the budget. During the pandemic all state universities had to decrease their spending by 20%. Instead last year a 6.4% increase in the budget? Average cost per student is \$27,000. Top heavy.
- We shouldn't be wasting money paying for a search committee, those funds could be put to better use for students and the infrastructure of the buildings.
- Question the budget if you feel it can be equal to the students AND the taxpayers that elected you. Many residents are on a fixed income or a budget of paycheck to paycheck.

Communication (2)

- Better communication with with the taxpayer who has no children in the district
- I'd like to see the superintendent involved with the kids a bit more . Maybe show face at some athletic events or held a superintendent informational session once a month on some struggles or updates

Food Service (2)

- There needs to be a much better focus on nutrition. Please address the school lunch program.

- Adding more plant based foods in school lunches besides salads, like plant based chicken nuggets or pizza

Safety (2)

- There is a lot of bullying going on in the middle school
- The safety of our students, teachers and staff is of the highest importance. Without it nothing else is possible.