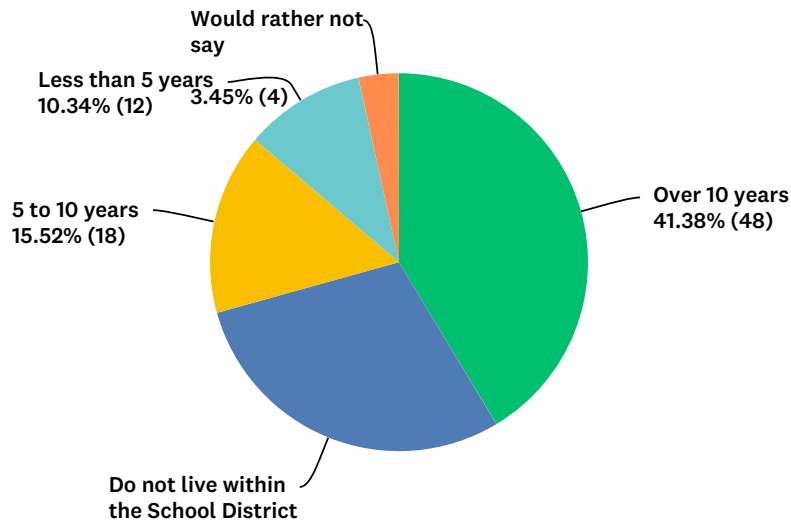


# Q1 If you are a resident, how long have you lived in the School District?

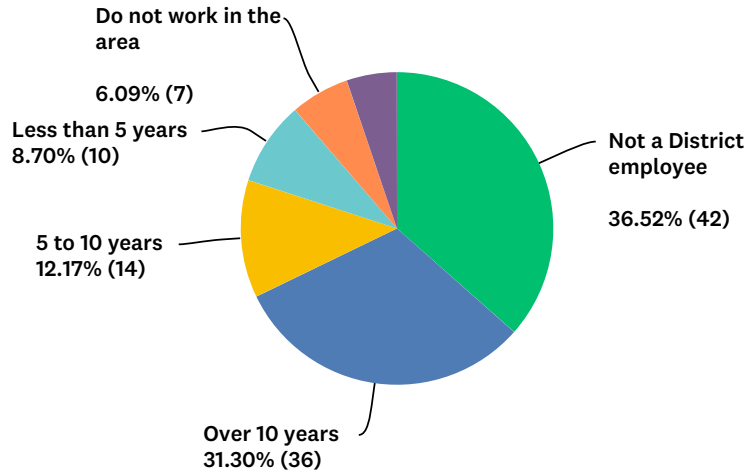
Answered: 116 Skipped: 1



ANSWER CHOICES	RESPONSES	
Over 10 years	41.38%	48
Do not live within the School District	29.31%	34
5 to 10 years	15.52%	18
Less than 5 years	10.34%	12
Would rather not say	3.45%	4
<b>TOTAL</b>		<b>116</b>

## Q2 If you are a District employee or are employed somewhere else in the District area, how long have you worked in the area?

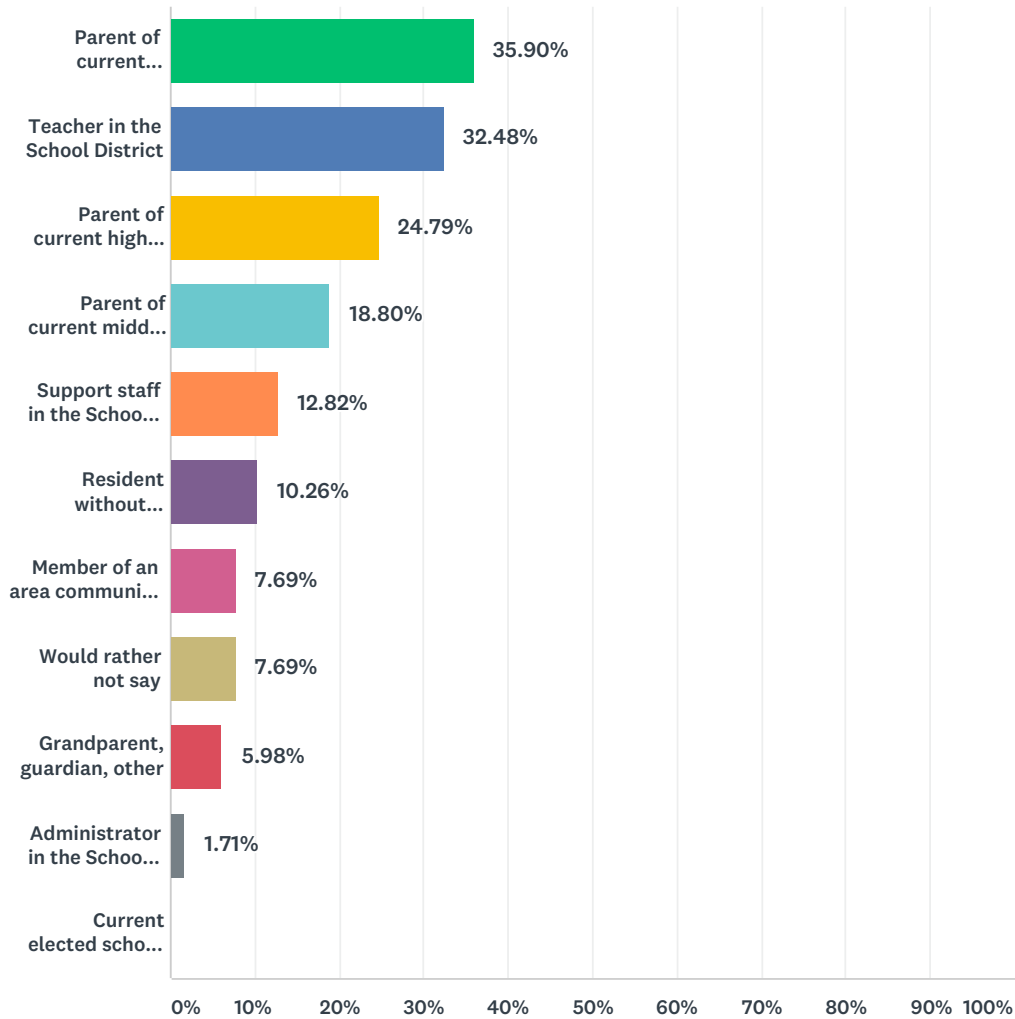
Answered: 115 Skipped: 2



ANSWER CHOICES	RESPONSES	
Not a District employee	36.52%	42
Over 10 years	31.30%	36
5 to 10 years	12.17%	14
Less than 5 years	8.70%	10
Do not work in the area	6.09%	7
Would rather not say	5.22%	6
<b>TOTAL</b>		<b>115</b>

Q3 Finally, which type(s) of stakeholder are you? Check ALL categories below that apply to you.

Answered: 117 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent of current elementary student	35.90%	42
Teacher in the School District	32.48%	38
Parent of current high school student	24.79%	29
Parent of current middle school student	18.80%	22
Support staff in the School District	12.82%	15
Resident without children currently in the School District	10.26%	12
Member of an area community organization (e.g., Rotary Club, Interfaith Council, Chamber of Commerce, etc.)	7.69%	9
Would rather not say	7.69%	9
Grandparent, guardian, other	5.98%	7
Administrator in the School District	1.71%	2

# Huron School District Superintendent Search

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Current elected school board member	0.00%	0
Total Respondents: 117		

Huron School District Superintendent Search

Q4 In your view, what are the strengths of the District? Type your answer in the box below.

Answered: 88 Skipped: 29

#	RESPONSES	DATE
1	The district seems to be growing, so hopefully, that will enable to district to grow and offer more to the students.	9/7/2017 9:31 PM
2	their advanced classes BUT, they should have more such as advanced english, science, etc. the district also should start having more school events such as dances, gatherings, etc. i also think they should have more clubs and extracurricular activities at the middle school that are made for all kinds of people with talents.	9/7/2017 3:40 PM
3	- Overall great curriculum at all grade levels - Small enough to care but not too large to get lost - Willingness of staff and administration to work with the parents and the students.	9/7/2017 2:53 PM
4	Great students. Growing district. Financially stable. Great teachers. Small district.	9/6/2017 9:28 PM
5	The district currently has strong leadership which sets the expectations from staff, students and parents.	9/6/2017 8:50 AM
6	The people! We have great teachers, staff and administrators who care about our kids.	9/4/2017 9:31 AM
7	Family oriented	9/3/2017 5:44 PM
8	Close knit community. A good majority of the staff at all the schools were raised in the district, attended the schools & came back here to teach!!!	9/3/2017 10:07 AM
9	Students Families Staff Current building admin have put strong systems in place some of which have been adopted from the HS to District level. The high school a leading force in achievement and success in many areas of educational life including the curriculum and alignment and bottom up philosophy of leadership.	9/3/2017 9:18 AM
10	Close knit family feel. We support staff workers are parents, or grandparents of students now or former students of Huron. We all know each other and also are close to teachers too. The kids are of utmost importance to all of us. We have bible clubs in our schools, and there is a love and caring for our kids and one another. We treat others the way we want to be treated. I absolutely love this district and the people in it.	9/2/2017 8:09 PM
11	Someone who could bring the school district back together as a team. I feel throughout negotiations we became segregated.	9/2/2017 7:40 PM
12	Huron has so many strengths. In my experience with my kids, teachers are easily accessible when I need to discuss issues that concerns my child's education. All the staff is welcoming, a great attitude with parents and students. Very personal. Maybe this is because the district is small and everyone knows everyone. Staff and teachers are so involved, always visible at games, events etc.	9/2/2017 6:03 PM
13	A fantastic dedicated staff who truly put the students first.	9/2/2017 3:53 PM
14	Quality teachers!	9/2/2017 3:47 PM
15	Close community, caring staff, family first (allows job sharing), STEM initiatives, Leader in Me schools, student population growth	9/2/2017 2:52 PM
16	This district has amazing staff and teachers, and I love the community feel. I love how connected the township is, and I feel that the staff is truly committed to kids, as your motto states!	9/2/2017 12:39 PM
17	Small enough district so that kids matter and people know each other	9/2/2017 11:44 AM
18	Committed people	9/2/2017 11:42 AM
19	The staff. Teachers, administrators, custodial, and all others are amazing people to work with.	9/2/2017 9:52 AM
20	Small. Nice facilities. Great teachers	9/1/2017 9:18 PM
21	Keeping up with technology Sense of community	8/31/2017 5:43 AM
22	Community, test scores, teachers, and administration	8/30/2017 9:55 PM

## Huron School District Superintendent Search

23	We are a small district that is community oriented. People are still looked at as people, not just data. I know that data has to drive some decisions, but I think it is helpful to be able to look at an individual situation and be able to find a solution within the framework of the rules.	8/30/2017 6:39 PM
24	It is a nice small community with good core values.	8/30/2017 5:52 PM
25	Small community atmosphere, nestled in the 'country', which provides good education to students.	8/30/2017 4:44 PM
26	-close-knit family -caring -many former Huron grads are on staff as well as residents on staff, which adds to the warm community feel and positive atmosphere -dedicated, caring employees: custodians, bus drivers, secretaries, maintenance, teachers, principals	8/30/2017 3:05 PM
27	We have grown and improved dramatically over the past 20 years; we are financially stable, we have great families and staff.	8/30/2017 1:51 PM
28	Community, staffing, and ability to grow.	8/30/2017 1:43 PM
29	Strong community support A willingness to adapt to the needs of students Stable financially Stable enrollment	8/30/2017 1:41 PM
30	Stable or growing community. Good parent involvement. Teachers that are completely committed to this district and to the students in the schools.	8/30/2017 1:35 PM
31	Growing Stable Positive enviroment for students	8/30/2017 1:33 PM
32	Staff, long-term residents, country setting/proximity to city, SCHOOLS in general	8/30/2017 1:31 PM
33	Great community support, inside and outside of the schools, for the district	8/30/2017 1:28 PM
34	Retains students in the public schools	8/30/2017 1:28 PM
35	The family feeling with the staff. The relationship between admins and teachers. Our support staff - best in the business!	8/30/2017 11:31 AM
36	* strong dedicated teaching and support staff * caring community	8/30/2017 11:02 AM
37	Close community where many employees are community members. Continually improving educationally.	8/30/2017 10:19 AM
38	Well rounded educational and extra curricular offerings. Excellent staff and administrators	8/30/2017 9:57 AM
39	We have what seems to be a healthy school district; financially and academically. Administrators, Teachers, Parents and Students seem to be happy with the overall management of the schools. There is what seems to be a corporative relationship with community leaders.	8/30/2017 7:01 AM
40	The people of the village of new Boston are the strength of the district. They have so much love and support for the teachers and students as well as other parents or guardians in the community. They all want what's best for everyone involved. We want a superintendent that will be more involved, more interactive with the students, parents and faculty. That will be as loving and as supportive as the ones who are truly apart of the community. We want a superintendent that will support our sports teams; all of the sports teams. That is proud to be with us at Huron, proud to be apart of us as a whole. One that will show up to our sporting events just to cheer us on. We want a superintendent that will support our amazing academics. Every student that attends the schools in the district have amazing abilities and potential that needs to be seen and recognized. Let's boost the students up, let's make school exciting again. We want a superintendent that will be willing to work on things that need to be worked on not just make a quick fix. We want a superintendent to support our teachers and have their backs. Help them make the students want to learn and make it fun and easier for everyone. We want a superintendent that is proud of us, proud to show us off and talk highly of us, no matter where they go. We don't want a money hungry person who only cares about themself and getting more students in the door for more money, for a bigger bonus. We need the money in our school, not the superintendents pocket. Thank you for your time. A proud graduate from class of 2010 J.M	8/30/2017 2:00 AM
41	Strong community	8/29/2017 10:01 PM
42	Small class sizes, phenomenal teachers, limited behavior issues	8/29/2017 9:33 PM
43	The schools are good and the school leaders are very good. The expect high quality education for the students that attend their schools. The teachers are wonderful and caring.	8/29/2017 9:05 PM
44	Present superintendent did a great job in rough times. He treated employees well, they might not say that. He was hands on! The school district has come a long way under his leadership! Centered on students. No pay for play no cuts to student programs.	8/29/2017 8:54 PM
45	Good area. Good parents and staff.	8/29/2017 8:17 PM

## Huron School District Superintendent Search

46	Huron has passionate people who want the best for our students.	8/29/2017 8:03 PM
47	We have a large variety of amazing teachers who go above and beyond to teach their students.	8/29/2017 8:01 PM
48	We have excellent teachers, staff, and administrators. As well as, great students and parents.	8/29/2017 7:36 PM
49	small class size (unfortunately this is more strength of the past) and quality teaching staff	8/29/2017 7:32 PM
50	Recognizing the importance of early intervention for youngest students Leader in Me at both elementaries Addition of STEM programs	8/29/2017 7:28 PM
51	Student Centered Growth Minded High Standards	8/29/2017 6:38 PM
52	The Huron School District has a strong reputation as a safe and academically minded district. Student achievement levels are high, and students, parents, teachers, and administrators are treated with respect. I believe that our strength lies within our community spirit, emphasis on positivie relationship building, rigorous academic programs, and our wide variety of clubs/groups/athletics.	8/29/2017 3:23 PM
53	Close knit, growing district, lots of sports' teams, some exceptional teachers, close relationship with local law enforcement, excellent leadership at the high school	8/29/2017 6:36 AM
54	Dedicated Teachers and families are our strength.	8/29/2017 6:23 AM
55	The district puts a lot of emphasis on building a strong foundation in literacy for our youngest students. I don't know of a better local district in that regard. We have a strong kindergarten and first grade literacy plan with a lot of intervention support. This has resulted in higher reading scores and saving children from going to special education needlessly. Teachers really get to know their students and advocate for them their whole lives.	8/28/2017 11:14 PM
56	Our teachers.	8/28/2017 9:58 PM
57	Good reputation, open communication to patents, high expectations for all staff and students.	8/28/2017 9:15 PM
58	This community comes together to help each other in times of need. We watch out for each other and our children.	8/28/2017 8:09 PM
59	Community feel, with strong connection between staff, students, and families. Collaboration within building (at least the high school)	8/28/2017 6:32 PM
60	It's continued growth	8/28/2017 6:29 PM
61	Community focus and caring staff.	8/28/2017 6:06 PM
62	I love how close our community is.	8/28/2017 4:34 PM
63	The early childhood education program, where every child has access to reading help if needed.	8/28/2017 3:55 PM
64	Strong community support and involvement	8/28/2017 3:43 PM
65	Huron schools have a great sense of community. They provide a great deal of intervention to struggling students. STEM programs that are starting are very exciting.	8/28/2017 2:56 PM
66	Great teachers	8/23/2017 9:21 AM
67	Small town atmosphere, personable staff that takes pride in schools and students	8/22/2017 1:53 AM
68	Small town feel, excellent staff including teaching, administrative and support staff. Huron is an excellent school district.	8/18/2017 5:55 PM
69	Small, a lot of residents work for our school, everyone takes care of the kids, big family.	8/17/2017 10:55 PM
70	Dedicated teachers, lot of classes advanced included.	8/16/2017 9:51 PM
71	Our teachers	8/15/2017 10:38 AM
72	They offer a lot of activities for the kids.	8/15/2017 10:26 AM
73	great teachers, strong parent and community support. The district survived the Rick Naughton Era	8/14/2017 10:40 PM
74	I start kindergarten in Huron & have 2 children of my own in the district now. Huron has always been a smaller community & that feeling remained even as our community grew. The employees throughout the district have been here decades, their children & grandchildren attend the schools, teachers children come back & begin as teachers in the district....the staff live within the community & all care about the students because of this. Teachers don't come & go....staff don't come and go....the sense of community....respect....the feeling of knowing my children are surrounded by people who know them & want what is best for them is priceless. You don't see this in other districts anymore.	8/14/2017 9:41 PM

## Huron School District Superintendent Search

75	In our experience, Huron School District offers a wide range of oppotunities for the Miller school kids, supported by top shelf teachers. The district seems to try to hear and include the parents, without letting it impede the teachers and administrators abilities to efficiently run the school.	8/14/2017 8:21 PM
76	New STEM training for students	8/14/2017 7:35 PM
77	It's close to my home and allows my children to go to school with friends. My kids have had some excellent teachers who work hard to encourage their academic growth.	8/14/2017 7:16 PM
78	The teachers dedication to this community.	8/14/2017 7:11 PM
79	It is a close knit community. The teachers look at the whole child and try to move them forward.	8/14/2017 6:54 PM
80	The family feeling that the staff provides for the students. The teaching and support staff care for the well being of all the students so they can reach their maximum potential.	8/14/2017 6:33 PM
81	The teachers and support staff are the best in our community. While the buildings are older, the district has made every effort to update and enhance these buildings.	8/14/2017 6:20 PM
82	Great community	8/14/2017 4:47 PM
83	We have an awesome staff, not only teachers but support staff. We care deeply for "our" kids. We have stuck it out during hard times so our kids can achieve and contribute to our town, state, and nation.	8/14/2017 4:46 PM
84	Level of Education Services provided for free that many others charge for Wonderful kids Great community Small town atmosphere	8/14/2017 4:42 PM
85	Great community, good teachers	8/14/2017 4:06 PM
86	Parental involvement	8/12/2017 9:55 PM
87	The strengths of the district are the community members who help to lead and contribute. We have experienced good teachers and school administration so far, especially Mr. Pengelly at Brown. The PTO at Brown is wonderful and do so many awesome things. The STEM lab opening at the middle school is great news. We would like to see foreign language at the elementary and middle school level. It is very unusual and unfortunate for a district in 2017 not to offer that. We'd also like to see more communication at the middle school level, as well as more class options.	8/12/2017 11:33 AM
88	Amazing teachers who really care what happens to the children.	8/10/2017 9:00 AM



**Q5 From your perspective, what challenges do you think the School District will face over the next five years or so that could impact educational programs for our students? Type your answer in the box below.**

Answered: 84 Skipped: 33

#	RESPONSES	DATE
1	Lack of space for current students. With all the new developments, I am not sure where the new students will go.	9/7/2017 9:31 PM
2	the fact that all the average kids are placed with the advanced kids too. some kids are above in average in science, math, social studies, etc. and having to be placed with the average kids isn't fair to them so i think that would be a challenge as it hinders their education.	9/7/2017 3:40 PM
3	Funding Ability to compete with other locations for qualified staff both in terms of retention and filling vacancies Ability to maintain high level of expectation for educational programs AND activities	9/7/2017 2:53 PM
4	Little or no tech programs.	9/6/2017 9:28 PM
5	The district enrollment is increasing and the growth in the area is going to require more space in all the buildings, especially the high school. I am concerned that we will not be able to expand on or keep growing the current programs that are needed in our schools.	9/6/2017 8:50 AM
6	We need to get caught up on technology. Other districts are already far ahead of Huron. We are slowly making progress adding the STEM labs which is great. Funding being cut of the state is a big challenge. We are also outgrowing our schools. Brown needs more classrooms. 28 kids in a Kindergarten class is TOO MANY!!!	9/4/2017 9:31 AM
7	Funding for extra activities for students	9/3/2017 5:44 PM
8	The growing community & increase in student population. Not enough teachers or resources to accommodate the increase.	9/3/2017 10:07 AM
9	Growth and expansion Curriculum alignment k-12 vertical articulation	9/3/2017 9:18 AM
10	I think one would big one would be someone coming in and trying to change the way things are done. The workers we have both teachers and support and administrative are very trust worthy caring people. If someone were to privatize I think it would be a bad decision, not just because Im an employee. Its not fair to our children to put complete untrustworthy strangers in our buildings. My children went to Huron schools from kindergarten to graduation, and I felt assured in knowing the persons working with my children were loving caring people.	9/2/2017 8:09 PM
11	I think it could be a positive change. If the superintendent comes in with a open mind, kind heart and ready to get staff, students and parents on the same page.	9/2/2017 7:40 PM
12	I think being a school of choice could become a serious problem. With Romulus schools going downhill very quickly, we are getting more and more Romulus kids, along with kids from other districts. Huron has a good reputation and word is getting around. That's a good thing but we only have so much room. We don't have room for growth in most of the schools. Parking is horrendous at every single building. I love the parent involvement for events such as concerts, events, sports but it's out of control the lack of parking.	9/2/2017 6:03 PM
13	Funding	9/2/2017 3:53 PM
14	The state's accountability measures and federal and state funding.	9/2/2017 3:47 PM
15	Expansion of elementary buildings due to growth of area and increased class sizes	9/2/2017 2:52 PM
16	Programs will need to be prioritized as our current administration plans to slash title funding to struggling students, as well as professional development funding for teachers. The district will have to find creative ways to continue to train teachers and provide supplemental services for the most struggling students, with maintaining the general fund equity balance.	9/2/2017 12:39 PM
17	Money is always an issue, and keeping up with technology	9/2/2017 11:44 AM

## Huron School District Superintendent Search

18	Handling Population growth	9/2/2017 11:42 AM
19	Space for students will be an issue as well as keeping good teachers in the district.	9/2/2017 9:52 AM
20	Space, growing population, disorganization. And lack of communication. Class size. Not proactive responses to predictable issues. We know things will become a problem, but are never willing to address them in advance. Especially if it will cost money to solve the problem.	9/1/2017 9:18 PM
21	Hiring of new superintendent will be a major factor Teachers need to be treated fairly so they don't leave for more desirable positions in other districts	8/31/2017 5:43 AM
22	State laws, reduced funding, increase of standardized testing, lack of technology.	8/30/2017 9:55 PM
23	One of the biggest challenges is the State always changing the rules and regulations on everything. I want someone who can undertake the changes and challenges and make it happen in a positive manner.	8/30/2017 6:39 PM
24	Things have become very negative regarding the respect and treatment of staff. This was not an issue under the previous administration. I feel it would take a fair and positive leader to reverse the current climate. This combined with the "good problems" that we are facing with student population growth, causing building overcrowding and staffing issues. In the past it seemed like rules were transparent and that staffing decisions were made fairly and with the best interest of the students as the guiding factor. Staff were respected for taking on new interests/projects, having commitment to students/community, and embracing change. We need a leader and visionary....	8/30/2017 5:52 PM
25	1. Continued population growth that surpasses facility capacities. 2. Increases funding losses that get directed to Charter schools and perhaps private schools. 3. Concerns that teachers receive quality benefits and competitive pay to stay in district.	8/30/2017 4:44 PM
26	-new curriculum director -changes in standardized tests -overcrowding of schools (currently Brown is beyond overcrowded)	8/30/2017 3:05 PM
27	We are a growing district and overcrowding is becoming a challenge, so we need to think about the possibility of asking our community to pass a millage, preferably to build a new high school. We also need to grow in areas of K-12 curriculum alignment with a leader who recognizes how far we have come, where we are, and where we need to improve. Our technology department works hard but could be more fully staffed to improve our ability to maximize our technology use and support expenditures. Our support staff, including our maintenance crew, is also doing more with fewer people. Finally, we need a leader who is able to help us remain financially solvent while also keeping our salary and pay scale competitive with other districts so that we can attract and retain the best employees.	8/30/2017 1:51 PM
28	The constant uncertainty surrounding school funding. Providing adequate facilities if the district continues to grow. Effective technology integration/implementation.	8/30/2017 1:41 PM
29	Budget cuts, teacher shortage, increased enrollment	8/30/2017 1:38 PM
30	Obviously the state continues to cut funding to public education and the gov't continues to push for the charter school initiatives. The teachers of this district work very hard and do not deserve pay cuts or step freezes. It is crucial that the superintendent, school board, and union work together to make sure that our amazing staff is valued in order to continue to provide the best education possible without the loss of amazing teachers due to cuts.	8/30/2017 1:35 PM
31	Space Teacher salary	8/30/2017 1:33 PM
32	Continued funding cuts from the state, especially if Republicans remain in control, age of facilities/technology	8/30/2017 1:31 PM
33	Lack of technological support/devices	8/30/2017 1:28 PM
34	Increased charter schools, esp. for-profit Greater income disparity leading to students with disparate upbringings coming to the district--how will they be brought up to speed and compete with students from more affluent homes?	8/30/2017 1:28 PM
35	Old buildings - particular Renton. They have out grown their space. Elementary schools are also getting full. Possibly add an elementary school, while keeping both Brown and Miller.	8/30/2017 11:31 AM
36	* increasing class sizes reduce productivity * aging facilities * lack of direction/support on curriculum * retaining quality staff members due to salary constraints.	8/30/2017 11:02 AM
37	Overcrowding our high school. Growth	8/30/2017 9:57 AM

## Huron School District Superintendent Search

38	The Township has had some growth, will the districts current buildings sustain the growth? If additional buildings are needed, how will this impact tax payers and will the residents support it? Will the budget allow for the district to continue to attract and sustain the good teachers? Will the district have to reduce/cut programs that are critical to student development; aid, extracurricular, athletics, after school events, etc.?	8/30/2017 7:01 AM
39	The above statement should cover this as well.	8/30/2017 2:00 AM
40	Remaining competitive with neighboring districts Having a long term plan. What is the plan for the facilities as the district grows? There will most likely not be room at the high school for all of the kids by the time that my elementary school son makes it to high school. As it is, Brown is overpopulated and nothing is being done. These are real issues that someone needs to address soon.	8/29/2017 11:31 PM
41	Providing college credits for our high school students	8/29/2017 10:01 PM
42	More activities for Jr. High students. More organized events as a school community. I also think it is important that all the students learn to be leaders and not all the same children doing all the great things available. Evwn with struggles thwy need to know they are just as important.	8/29/2017 9:54 PM
43	Reduced state funding, the need for increased technology	8/29/2017 9:33 PM
44	Keeping up with educational trends. Attracting high quality staff to our district.	8/29/2017 9:05 PM
45	limited funding making a transition to a new superintendent	8/29/2017 8:54 PM
46	The overcrowding at Brown Elem. Is out of control. Boundaries need to be changed so Miller takes on some of the overflow. Closing Sunnyside for kindergartners and changing the boundaries at the same time was a really dumb thing to do.	8/29/2017 8:17 PM
47	Every so often, new ideas are shoved down our throats at the expense of the arts. First it was foreign language, then additional "elective" classes (foundation math, additional trimester of math at HHS, etc); now it is STEM. Our art programs (visual art, music, theater) are dying because the powers that be do not respect them. Stop buying into the "flavor of the month"!	8/29/2017 8:03 PM
48	The continuous loss of qualified teachers due to the incompetence of the district leaders.	8/29/2017 8:01 PM
49	We are running out of space at the high school for staff and students.	8/29/2017 7:36 PM
50	Decreased funding, staff turnover, limited space	8/29/2017 7:32 PM
51	Large class sizes at the elementaries Increased student enrollment resulting in overcrowded buildings Alignment of curriculum horizontally and vertically	8/29/2017 7:28 PM
52	We will continue to face struggles related to overcrowding and growth within the community. We will also continue to be challenged with improving student achievement. The district will be asked to sustain success and to advance the rate of continued success. This is easier said than done.	8/29/2017 3:23 PM
53	Lack of space in the buildings and buildings needing updates.	8/29/2017 11:48 AM
54	Need for more space, competitive programs for students, more electives and upper level courses, 1:1 technology like other districts have for their student body	8/29/2017 6:36 AM
55	Continued substitute shortages leaving classroom without adequate coverage. This doesn't allow for teachers to go to professional development, trainings, and students miss electives. High student to teacher ratios impacting the effectiveness of the teacher. Packing students into classrooms due to budget and building space constraints is highly damaging to teachers and students.	8/29/2017 6:23 AM
56	Teacher shortage, retaining good teachers, high turn over which will lead to problems with having highly trained and skilled teachers. We are going to need leaders within the district who can provide ongoing support and professional development. An example of that is a full time reading coach. The expectations of the new third grade reading law. We are in good shape but it is going to be critical that administrators monitor that classroom teachers are doing guided reading with fidelity in addition to and not instead of intervention. It is meant to be a double dip, not one servide instead of the other. We will need to continue to keep up with new teaching like STEM and technology. We need to make sure we are going to relevant professional development. We need to focus our attention on fewer goals and be more thorough in accomplishing them before moving on. Quality is more important than quantity. Space! What about an early childhood building? We need to address space immediately! Important teachers in key positions have NO work space.	8/28/2017 11:14 PM

## Huron School District Superintendent Search

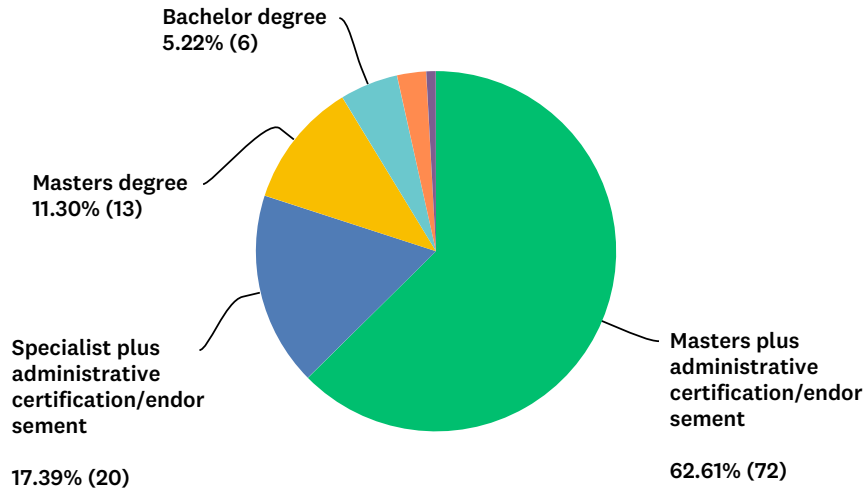
57	Funding issues from govt. There's also been more emphasis on differentiation - making sure there's not only programs in place for struggling students, but those who need enrichment, as well. Preparing students for 21st jobs, such as STEM career pathways, will be important - I know this initiative is beginning in Huron, but I sure hope it's continued to be funded properly.	8/28/2017 9:15 PM
58	Education is on the move. More is being taught every year to our children and some of what is being taught is just being touched on. We need more assistance in the schools for our teachers. Get more parents involved with the classrooms in the elementary for extra assistance for the teachers. As for the upper grades allow the teachers to have an honor roll student or a parent to assist them with updating the zangel information freeing the teacher for class time instead of trying to keep up with things that are taking them away from the children during the class time.	8/28/2017 8:09 PM
59	Changing requirements from the state Uncertain nature of school finance in MI	8/28/2017 6:32 PM
60	Outgrowing the elementary schools. Not enough space and oversized classes. Falling behind and losing money because we don't offer a young 5s program	8/28/2017 6:29 PM
61	Keeping current with educational trends and improving student achievement off all students.	8/28/2017 6:06 PM
62	Getting a new super that doesn't believe in success by six, and gives up on the reading programs.	8/28/2017 3:55 PM
63	Continual growth of student population with diverse needs, including students well above and well below "average" and the need to educate ALL student effectively.	8/28/2017 3:43 PM
64	Funding: as the state continuously changes the per pupil allowance, it is difficult to plan programs, staffing, etc Space: Brown Elementary is very full, class sizes seem to continue to increase, and there is no space for new classrooms in the current building. Technology: This has increased; however the technology in our classrooms (especially at the elementary level) appears to be far below what is being installed in our neighboring districts	8/28/2017 2:56 PM
65	money is always a challenge. Need to find a way to keep and support the good teachers that we have.	8/23/2017 9:21 AM
66	Core curriculum changes and staying up to date, technology changes and staying up to date and budget cuts but still addressing all students needs	8/22/2017 1:53 AM
67	Money ...that's what all superintendents struggle with.	8/18/2017 5:55 PM
68	Teacher contracts are something that I almost move my kids out of the district for. Also the school is practically falling apart, broken tiles, clocks, leaks, rodent problem. Some money would be nice have people vote on that for once.	8/16/2017 9:51 PM
69	The over population of the area, classroom sizes are already to large.	8/15/2017 10:26 AM
70	The athletic director acts like a dictator that hires and fires whomever he wants whenever he wants. Now we are back on the same athletic carousel that Tom Hosler got us off of momentarily.	8/14/2017 10:40 PM
71	State funding has had a dramatic impact on our schools across the state. Our district needs to find ways to prevent outsourcing/privatizing of our food service, administrative staff, transportation etc. I know the bus driver who picks my kids up because her grandson goes to the same school & they live around the corner....i know the lady serving my daughter lunch because she served me lunch at the same school 20yrs ago and her kids went through the district too. We cannot lose this. We need to make sure our teachers are not bearing the weight of the state cuts. I have never seen teachers leaving Huron the way they have these last few years. If the district needs a millage passed....we need over the top planning and parent involvement to get it done!	8/14/2017 9:41 PM
72	Clearly the ability to get the bridge in town reopened (by 5 points) will be critical to efficient transportation within the district. Also finding new/replacement top quality teachers and staff will be paramount.	8/14/2017 8:21 PM
73	I do not think the district does enough to meet the needs of high-achieving students. There is not a foreign language component at the middle school to allow high school students to complete 5 years upon graduation. Teachers share high NWEA and M-STEP scores but have little to offer to challenge my students to keep them engaged. My children qualified for the gifted and talented program in two other districts but I would rather keep them in the district close to our home and their friends. Administration at the elementary school does little to help with this problem. Boredom while the teachers wait to help others is tough for children to handle.	8/14/2017 7:16 PM
74	Growth. Lack of technology at the highschool. One smart board for the whole school. We should be tech one to one. Every kid should have an iPad or chrome book. So far behind the times. Kids are not ready for college when their future education is based on reading ebooks, submitting papers, and collaborating with fellow classmates on-line.	8/14/2017 7:11 PM
75	Funding Teacher shortage	8/14/2017 6:54 PM

## Huron School District Superintendent Search

76	Trying to keep up with the growth in the community without losing that close knit feeling of family. Also keeping qualified staff to support the district vision.	8/14/2017 6:33 PM
77	A loss in enrollment and a loss of our fantastic teaching staff. A strong support for the teaching staff in the district is a must otherwise there will be a flood of teachers leaving again like a few years ago. We cannot afford this.	8/14/2017 6:20 PM
78	Cuts to budget,	8/14/2017 4:47 PM
79	In the past few years a number of good teachers have left because of wage freezes and step freezes. Staff has also left for similar issues. Keeping good staff needs to be a priority. Also testing and data has and continues to keep our teachers preoccupied from their plans that grab the students attention. Young 5's is missed, the need is still present. Technology needs to catch up in our schools.	8/14/2017 4:46 PM
80	Discipline Class size Staff loyalty and retention Fiscal Building and structural issues and size limitations Technology	8/14/2017 4:42 PM
81	The school district is behind the times. Recently enrolled my children in school of choice in another district due to concerns at the elementary level. 1. Writing, my 3rd grade son left Brown with minimal skills at best, actually qualifies in his new district for special education support for this. His teach raised concerns but when asked for an occupational therapy eval, the school did not complete this request. 2. New district has 2 foregin languages offered beginning in 3rd grade, Huron elementary schools offer zero. 3. New district has gym classes 3 times per week vs. 1 time per week at Huron elementarays. This movemeny built into the day is very helpful for children, they need this. 4. RTI process for students with is great for reading at Brown, but what about lids that struggle with writing, thry had nothing to offer. 5. Instruments offered to 4th and 5th graders at new school, not at elementary level in Huron. 6. Huron community has many young families who would (if they knew what they were missing) want these oportunies fir their children. I am confident they would even vote for a mileage to get great programs for their children. 7. Sports are too heavily influenced in Huron, what about some clubs like Science Olympiad? 8. Brown has so many activies during the school day and the teachers have sign out sheets right in their room for parents to take their kids home. A. Makes teachers look like they want a break B. Cuts into educatable hours C. Puts pressure on working, tax paying parents to take their kids. Unnecessary. I could go on and on.	8/14/2017 4:06 PM
82	Lack of funding	8/12/2017 9:55 PM
83	The pressure to constantly test students is something that comes from the state. We are aware that this is often not a district decision. However, when given a choice, we'd like our kids to be testing less. The amount of time wasted in front of a computer testing is too much.	8/12/2017 11:33 AM
84	I believe that it will always come down to money. I am afraid that the state will cut funding for public schools, and we will end up losing some great teachers. I wouldn't blame them, as they have families to feed just like the rest of us. I am afraid that we will lose teachers and other support staff to other districts because of salary issues.	8/10/2017 9:00 AM

**Q6 What is the minimum level of education you want the Board to consider when evaluating candidates for the superintendent position?  
(Check ONE answer below.)**

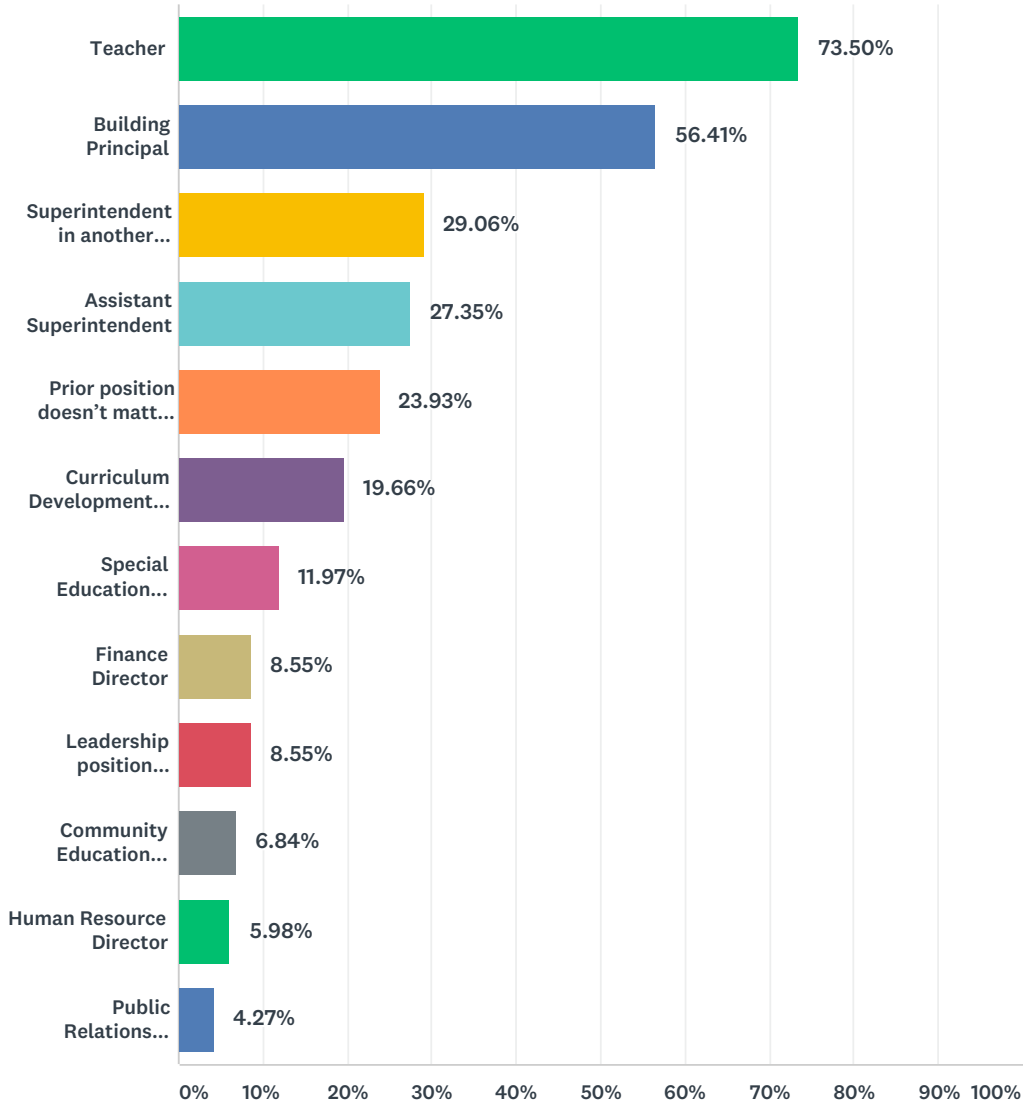
Answered: 115 Skipped: 2



ANSWER CHOICES	RESPONSES	
Masters plus administrative certification/endorsement	62.61%	72
Specialist plus administrative certification/endorsement	17.39%	20
Masters degree	11.30%	13
Bachelor degree	5.22%	6
Doctorate	2.61%	3
Specialist	0.87%	1
<b>TOTAL</b>		<b>115</b>

Q7 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 our next superintendent? (You may check up to THREE positions below.)

Answered: 117 Skipped: 0



ANSWER CHOICES	RESPONSES
Teacher	73.50% 86
Building Principal	56.41% 66
Superintendent in another school district	29.06% 34
Assistant Superintendent	27.35% 32
Prior position doesn't matter that much as long as the candidate has the right skill set	23.93% 28
Curriculum Development Specialist	19.66% 23

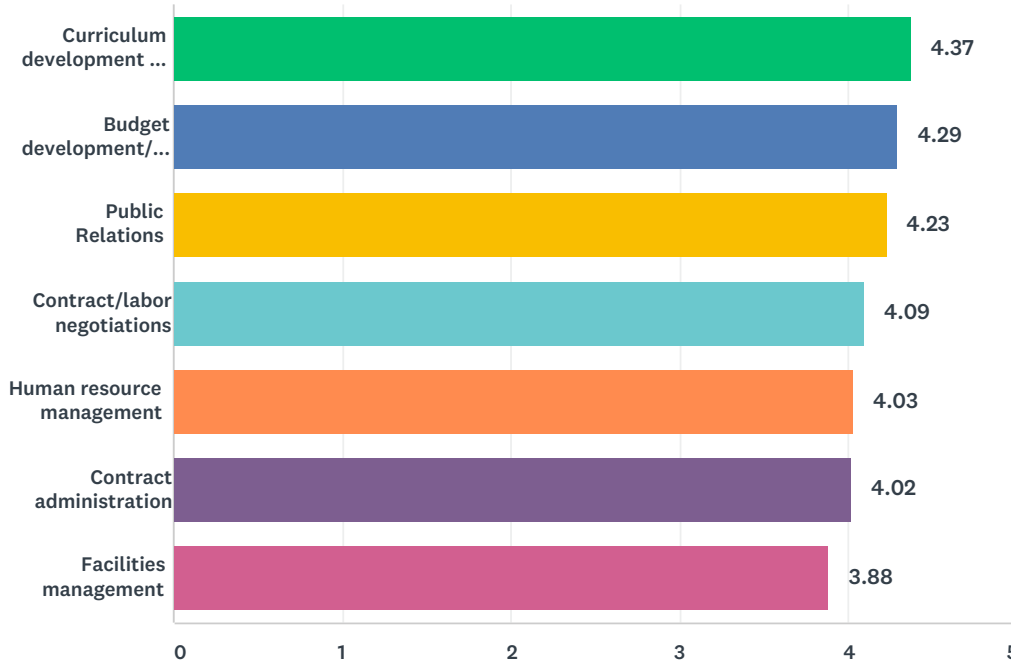
## Huron School District Superintendent Search

Special Education Director	11.97%	14
Finance Director	8.55%	10
Leadership position outside Education	8.55%	10
Community Education Director	6.84%	8
Human Resource Director	5.98%	7
Public Relations Director	4.27%	5
Total Respondents: 117		



Q8 Listed below are specific areas of expertise that different superintendent candidates may possess. From your perspective, how much weight should the School Board place on each area? Rate the importance of each area using the scale to the right.

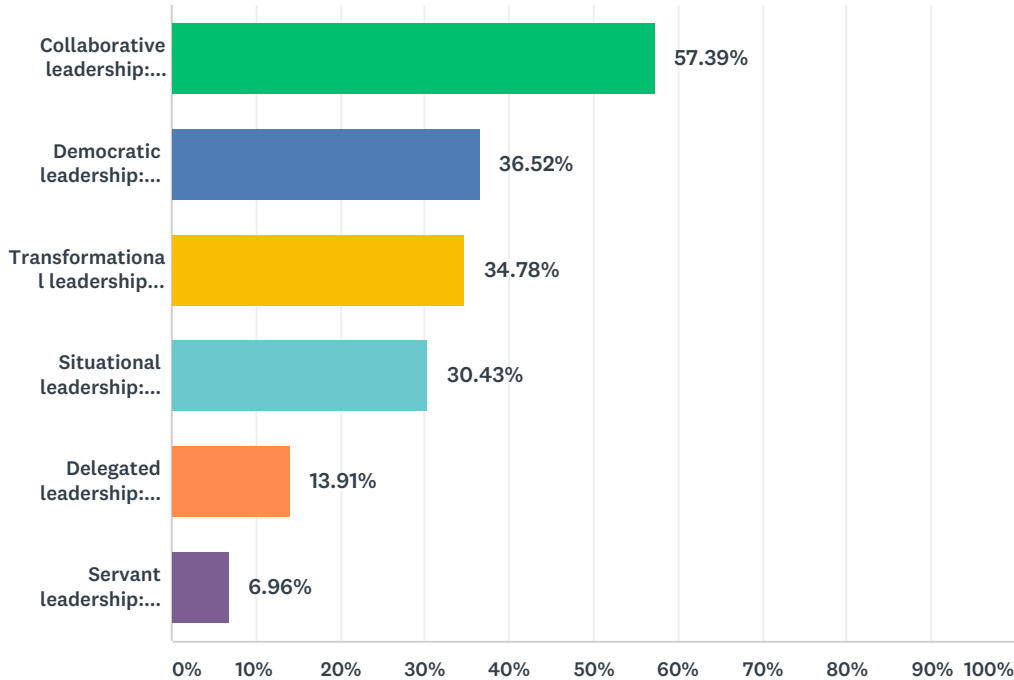
Answered: 116 Skipped: 1



	CRITICALLY IMPORTANT	ABOVE AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	BELOW AVERAGE IMPORTANCE	RELATIVELY UNIMPORTANT	TOTAL	WEIGHTED AVERAGE
Curriculum development and evaluation	51.72% 60	35.34% 41	11.21% 13	1.72% 2	0.00% 0	116	4.37
Budget development/management	43.97% 51	42.24% 49	12.93% 15	0.86% 1	0.00% 0	116	4.29
Public Relations	47.41% 55	29.31% 34	22.41% 26	0.86% 1	0.00% 0	116	4.23
Contract/labor negotiations	37.07% 43	37.07% 43	24.14% 28	1.72% 2	0.00% 0	116	4.09
Human resource management	33.62% 39	37.07% 43	28.45% 33	0.86% 1	0.00% 0	116	4.03
Contract administration	27.83% 32	46.96% 54	24.35% 28	0.87% 1	0.00% 0	115	4.02
Facilities management	24.14% 28	42.24% 49	31.03% 36	2.59% 3	0.00% 0	116	3.88

Q9 Below are six different leadership style descriptions. Recognizing that a leader may employ all of these management styles in different situations and at different points in time, are there some that you think should be the dominant style for an effective superintendent? Read through the list and choose up to TWO management styles that you would like the next superintendent to employ most often .

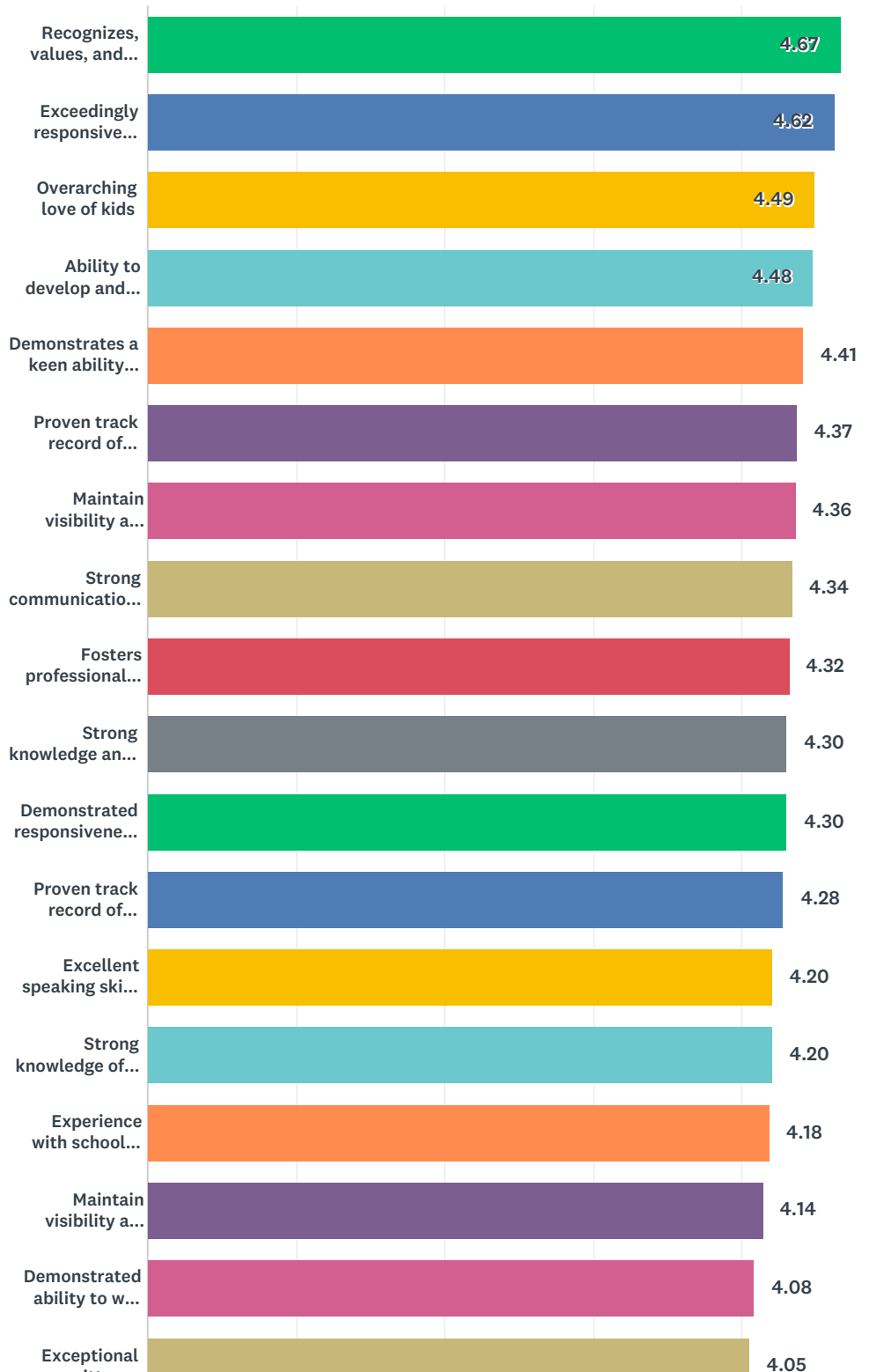
Answered: 115 Skipped: 2



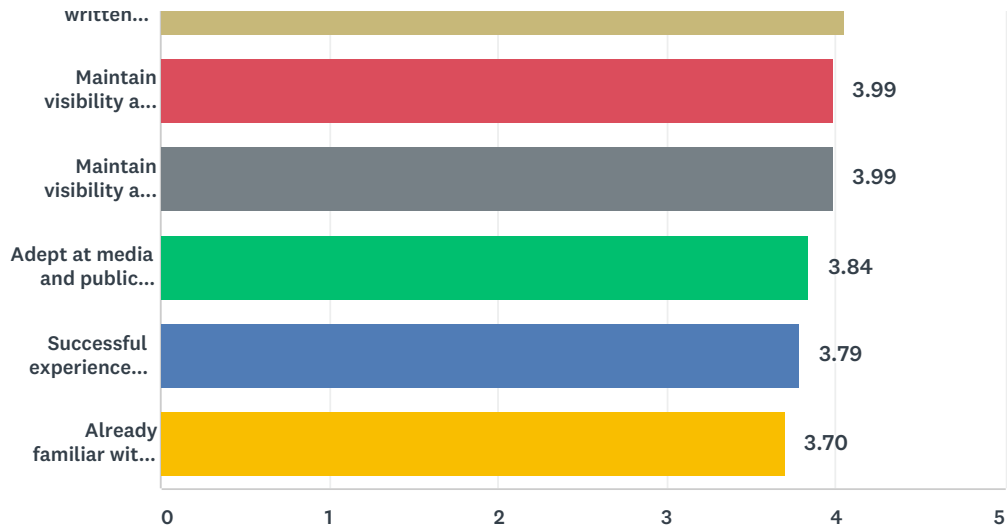
ANSWER CHOICES	RESPONSES
Collaborative leadership: this leader leads by using consensus building and other group processes to arrive at mutually beneficial decisions.	57.39% 66
Democratic leadership: this leader will make the final decision but invites other members of the team to contribute to the decision making process.	36.52% 42
Transformational leadership: this leader inspires his or her team with a shared vision of the future.	34.78% 40
Situational leadership: this leader demonstrates different leadership styles depending on the situation.	30.43% 35
Delegated leadership: this leader is willing to turn over responsibility for decision making and problem solving to others.	13.91% 16
Servant leadership: this leader leads simply by virtue of meeting the needs of his or her team.	6.96% 8
Total Respondents: 115	

Q10 Listed below are specific experiences and skill areas that could be important when evaluating the superintendent candidates. From your perspective, how much weight should the School Board place on each area? Rate the importance of each area using the scale to the right.

Answered: 117 Skipped: 0



## Huron School District Superintendent Search



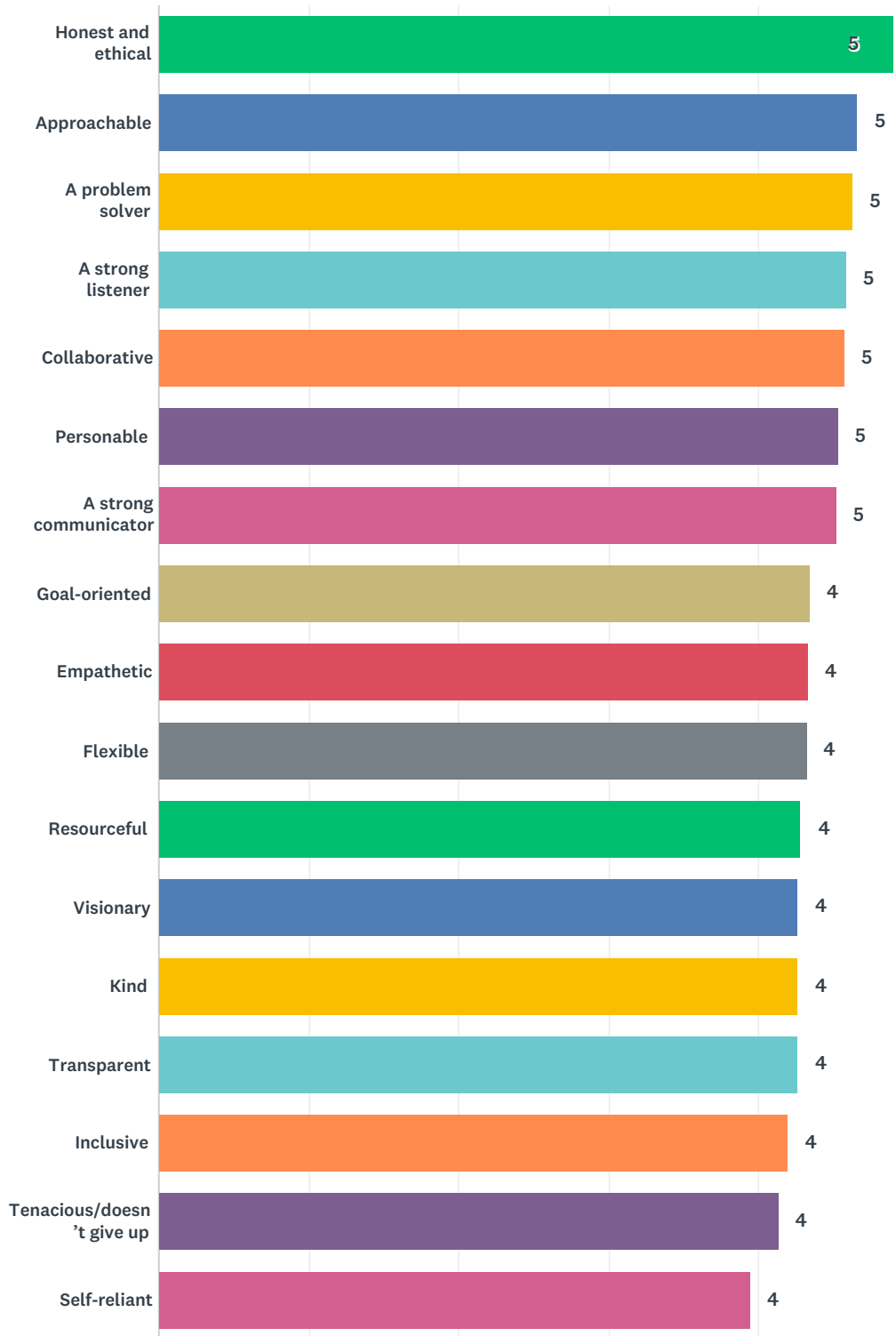
	CRITICALLY IMPORTANT	ABOVE AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	BELOW AVERAGE IMPORTANCE	RELATIVELY UNIMPORTANT	TOTAL	WEIGHTED AVERAGE
Recognizes, values, and affirms staff members	69.83% 81	27.59% 32	2.59% 3	0.00% 0	0.00% 0	116	4.67
Exceedingly responsive (follows through and follows up)	64.66% 75	32.76% 38	2.59% 3	0.00% 0	0.00% 0	116	4.62
Overarching love of kids	57.26% 67	34.19% 40	8.55% 10	0.00% 0	0.00% 0	117	4.49
Ability to develop and direct an effective management team	57.39% 66	33.91% 39	7.83% 9	0.87% 1	0.00% 0	115	4.48
Demonstrates a keen ability to think outside the box and develop creative solutions to complicated problems	48.28% 56	44.83% 52	6.03% 7	0.86% 1	0.00% 0	116	4.41
Proven track record of active advocacy for public education	47.41% 55	42.24% 49	10.34% 12	0.00% 0	0.00% 0	116	4.37
Maintain visibility and accessibility to staff	47.41% 55	41.38% 48	11.21% 13	0.00% 0	0.00% 0	116	4.36
Strong communication skills with School Board members	47.41% 55	39.66% 46	12.07% 14	0.86% 1	0.00% 0	116	4.34
Fosters professional development of staff	45.30% 53	41.88% 49	11.97% 14	0.85% 1	0.00% 0	117	4.32
Strong knowledge and experience with school financial matters	41.38% 48	47.41% 55	11.21% 13	0.00% 0	0.00% 0	116	4.30
Demonstrated responsiveness to students with learning differences	44.35% 51	41.74% 48	13.04% 15	0.87% 1	0.00% 0	115	4.30

## Huron School District Superintendent Search

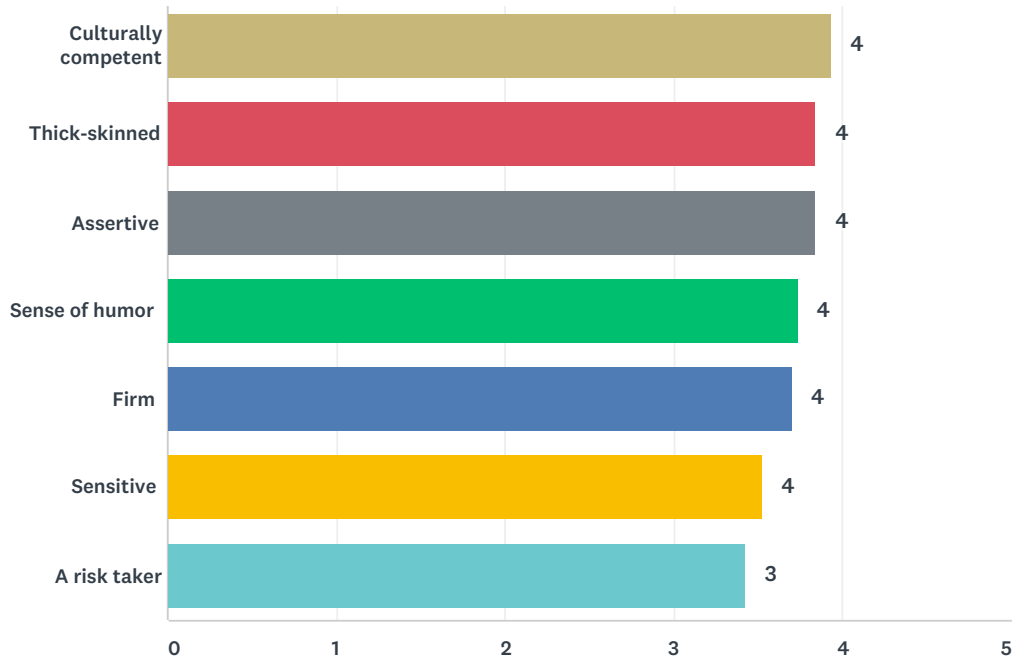
Proven track record of raising student achievement	40.52% 47	48.28% 56	10.34% 12	0.86% 1	0.00% 0	116	4.28
Excellent speaking skills with large and small groups	36.75% 43	47.01% 55	15.38% 18	0.85% 1	0.00% 0	117	4.20
Strong knowledge of curriculum research and deployment	36.21% 42	47.41% 55	16.38% 19	0.00% 0	0.00% 0	116	4.20
Experience with school bond/millage/sinking fund election and implementation efforts	39.66% 46	39.66% 46	19.83% 23	0.86% 1	0.00% 0	116	4.18
Maintain visibility and accessibility to parents	33.62% 39	48.28% 56	16.38% 19	1.72% 2	0.00% 0	116	4.14
Demonstrated ability to work with elected officials beyond the School Board	33.62% 39	41.38% 48	24.14% 28	0.86% 1	0.00% 0	116	4.08
Exceptional written communication skills	31.03% 36	43.97% 51	24.14% 28	0.86% 1	0.00% 0	116	4.05
Maintain visibility and accessibility to students	25.86% 30	48.28% 56	25.00% 29	0.86% 1	0.00% 0	116	3.99
Maintain visibility and accessibility to the broader School District community	25.86% 30	51.72% 60	18.10% 21	4.31% 5	0.00% 0	116	3.99
Adept at media and public relations	17.24% 20	50.86% 59	30.17% 35	1.72% 2	0.00% 0	116	3.84
Successful experience working with diverse communities	20.87% 24	40.00% 46	36.52% 42	2.61% 3	0.00% 0	115	3.79
Already familiar with the District	32.76% 38	26.72% 31	25.86% 30	6.90% 8	7.76% 9	116	3.70

Q11 Listed below are personal characteristics that different superintendent candidates could possess. From your perspective, how much weight should the School Board place on each personality characteristic when assessing each candidate? Rate the importance of each using the scale to the right.

Answered: 117 Skipped: 0



## Huron School District Superintendent Search



	CRITICALLY IMPORTANT	ABOVE AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	BELOW AVERAGE IMPORTANCE	RELATIVELY UNIMPORTANT	TOTAL	WEIGHTED AVERAGE
Honest and ethical	90.52% 105	8.62% 10	0.86% 1	0.00% 0	0.00% 0	116	4.90
Approachable	68.97% 80	27.59% 32	3.45% 4	0.00% 0	0.00% 0	116	4.66
A problem solver	63.79% 74	34.48% 40	1.72% 2	0.00% 0	0.00% 0	116	4.62
A strong listener	62.07% 72	33.62% 39	4.31% 5	0.00% 0	0.00% 0	116	4.58
Collaborative	63.79% 74	29.31% 34	6.90% 8	0.00% 0	0.00% 0	116	4.57
Personable	58.97% 69	35.04% 41	5.98% 7	0.00% 0	0.00% 0	117	4.53
A strong communicator	57.76% 67	36.21% 42	6.03% 7	0.00% 0	0.00% 0	116	4.52
Goal-oriented	43.10% 50	47.41% 55	9.48% 11	0.00% 0	0.00% 0	116	4.34
Empathetic	45.69% 53	41.38% 48	12.93% 15	0.00% 0	0.00% 0	116	4.33
Flexible	47.01% 55	37.61% 44	15.38% 18	0.00% 0	0.00% 0	117	4.32
Resourceful	42.24% 49	43.97% 51	13.79% 16	0.00% 0	0.00% 0	116	4.28
Visionary	40.52% 47	45.69% 53	12.93% 15	0.86% 1	0.00% 0	116	4.26
Kind	44.44% 52	40.17% 47	12.82% 15	2.56% 3	0.00% 0	117	4.26
Transparent	46.09% 53	35.65% 41	16.52% 19	1.74% 2	0.00% 0	115	4.26

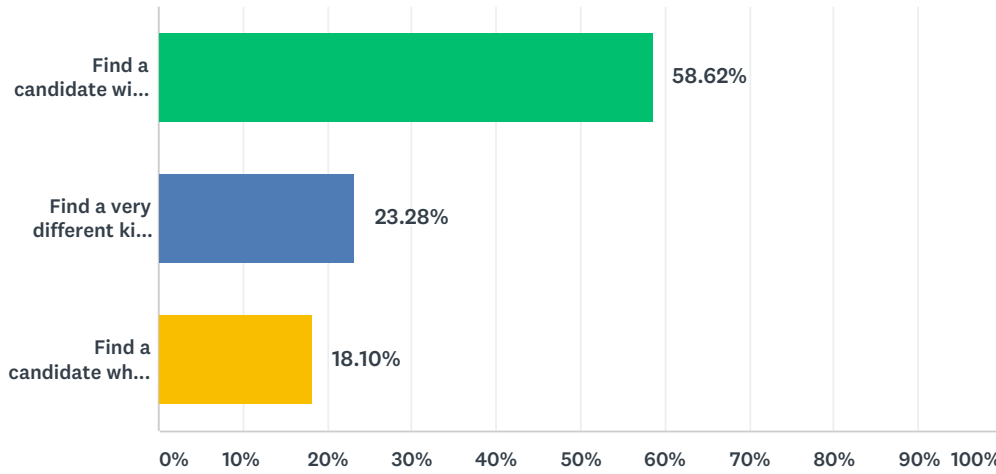
## Huron School District Superintendent Search

Inclusive	36.28% 41	46.90% 53	15.93% 18	0.88% 1	0.00% 0	113	4.19
Tenacious/doesn't give up	29.31% 34	56.03% 65	13.79% 16	0.00% 0	0.86% 1	116	4.13
Self-reliant	23.48% 27	46.96% 54	29.57% 34	0.00% 0	0.00% 0	115	3.94
Culturally competent	23.28% 27	48.28% 56	26.72% 31	1.72% 2	0.00% 0	116	3.93
Thick-skinned	24.14% 28	41.38% 48	28.45% 33	6.03% 7	0.00% 0	116	3.84
Assertive	21.55% 25	43.97% 51	32.76% 38	0.86% 1	0.86% 1	116	3.84
Sense of humor	25.64% 30	28.21% 33	39.32% 46	6.84% 8	0.00% 0	117	3.73
Firm	12.07% 14	46.55% 54	40.52% 47	0.86% 1	0.00% 0	116	3.70
Sensitive	15.52% 18	31.90% 37	44.83% 52	6.03% 7	1.72% 2	116	3.53
A risk taker	1.72% 2	45.69% 53	45.69% 53	6.90% 8	0.00% 0	116	3.42



Q12 In choosing the next superintendent, which path or strategy below do you think the Board of Education should take? (Choose ONE answer.)

Answered: 116 Skipped: 1



ANSWER CHOICES	RESPONSES	
Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes	58.62%	68
Find a very different kind of candidate—one who is ready to take the District in a significantly different direction	23.28%	27
Find a candidate who will stay the course and continue the good work of the current administration	18.10%	21
<b>TOTAL</b>		<b>116</b>

**Q13 Tell us why you chose your answer above. If you think the District should stay the course, what aspects of the District give you that confidence in its leadership? If you think the course of the District should change, what changes would you want the new superintendent to make and why?**

Answered: 75 Skipped: 42

#	RESPONSES	DATE
1	Coming in from another district, it seems Huron is lacking in many areas. When I meet with various administrators, to get further information on why, it seems the common response is..."that is the way it has been for 20 years". It seems there is a significant discrepancy between Miller and Brown. Empty classrooms at one school, huge class sizes at another. And now we will rent portables. That does not make sense to me. There seems to be a lack of after school activities unless you have an athlete. I am not sure what enrichment is available for children unable to play sports. There seems to be a lack of school pride/community. Principals do not appear to have any authority in the schools and the teachers (and many parents) seem to take advantage of it. I am not sure hiring an internal candidate, or someone that will "stay the course" is in the best interest of our children.	9/7/2017 9:31 PM
2	The district isn't necessarily in the best place right now, and i think that someone new could steer the district towards a fun and safe education plan for my kids that also has them do interactive things and spend time outdoors.	9/7/2017 3:40 PM
3	Under the current Sup and staff I have seen the district move forward in ways that I did not think we could years ago. Although a small community of well engaged residents - and we have made great strides raising the bar - we have not forgotten our roots of a small agricultural district. That is not who we are any longer but still small. It is important that we can continue to grow what we have improved upon, have vision for what needs to be "spruced up", let go of, or moved forward with while at the same time be able to do that in a way that does not leave kids or staff, community "in the dust" but brings them along to also buy into the thinking. We are not the district we were 10-15 years ago (let alone longer) and have continued to evolve and change - cant loose that momentum.	9/7/2017 2:53 PM
4	I believe the district has been exceeding expectations in comparisons to nearby districts. It appears that we have been financially responsible during difficult economic times and I trust that current leadership would make logical and necessary improvements to our district. I feel the community is supportive of the people currently in administrative positions and that we as a community would be disappointed to see a major change in the superintendents office.	9/6/2017 8:50 AM
5	I feel Mr. Naughton has done the best with what he has. It takes time for change. Bringing in the new STEM labs is a step in the right direction. We've added more computers (on carts) which is necessary. I'd like to see more computers/technology but you cannot do that without the funds. We do need to make some changes at the Junior High. Other than sports, there is NOTHING for the kids to focus on. No student government, no non-athletic student programs. Even student of the month is not consistent. They choose one student last year for 6th grade and his picture was on the wall the entire year! Get students involved in doing more and make them feel empowered. It's a tough age and they need to be taught to be leaders to get them self-confidence.	9/4/2017 9:31 AM
6	I feel we need a superintendent that had experience of being a superintendent. This is important to the success of the students but also as a community as we continue to grow. An inexperience person could Mel's us take many steps back instead of forward.	9/3/2017 5:44 PM
7	More resources available to teachers. More focus on HS students & resources available to them regarding their education after HS. More focus is elementary students falling behind in other areas of education NOT just reading, math is a huge problem for many students!	9/3/2017 10:07 AM

## Huron School District Superintendent Search

8	I feel it is imparative to go with a candidate that knows the district and has been part of the district. There are many good things that are working in Huron Schools; however, much of this is due to the building level administration and not CO admin. An internal candidate would have the knowledge of the current CO admin, policies, and initiatives, but also know the pitfalls and concerns that are making challenges harder to over come from lack of CO recent experience as a building leader in the past 5 years. The candidate should know what it is like to be a building principal in the past 5 years and understand the challenges teachers and building level admin face and able to stay the course of all the good successful Huron District initiatives but make needed adjustments I. Curriculum alignment, teacher evaluation, and other needed areas.	9/3/2017 9:18 AM
9	I think you should hire Mr. Rowe. I believe he meets the qualities and requirements that I listed in above survey and questions. I feel that he would keep our district going in the same direction.	9/2/2017 8:09 PM
10	Bring back the unity of our district.	9/2/2017 7:40 PM
11	I have a senior. Naughton has been the only one I've known and dealt with. As a parent and support staff employee he has kept the buses. He hasn't privatized. I've had to make contact with him on a few issues over the year and he has always had a resolution to the situations. I've been very pleased with his performance. If someone can improve on what he's doing great.	9/2/2017 6:03 PM
12	The new Superintendent will need to rebuild and repair the morale with support staff and teachers. They have been degraded and bullied. Huron needs a new Curriculum Director also! One who will guide the principals and teachers, not just hand them something and expect results. They need to lead by example! Several key employees have left the district due to the current central office administration.	9/2/2017 3:53 PM
13	The school runs pretty well but there always needs to be changes. Things are not static and we need to go with the new ideas as well as maintaining things that work. A strong knowledge of special ed is also desirable	9/2/2017 11:44 AM
14	The new Superintendent has an important job of taking our district to the next level. Must be able to become a consistent top 10 Wayne County school. The new leader must be a visionary with challenges district will be facing, including growing student body and limited space.	9/2/2017 11:42 AM
15	I believe the district has been moving in a positive direction, academically and financially. We want to maintain that trend. Although I see a need for some changes in the very near future. Such as finding ways to keep our staff here and possibly a new high school.	9/2/2017 9:52 AM
16	I think the district is in a great spot and has made some great strides. However, there are things that seriously need to be addressed immediately that have been pushed off or blantly ignored by current administration. Space and class size needs to be immediately addressed. WITHIN THIS SCHOOL YEAR! we also need to catch up with the times and work smarter, not harder. There are ways to streamline a lot of the tedious paperwork that is required for parents, teachers, and administration. We always catch on to the latest and greatest thing years late.	9/1/2017 9:18 PM
17	I am pleased with the course the district is on. I would like to see birth control taught in health classes as well as abstinence as studies have shown it to be more effective at preventing teenaged pregnancy.	8/31/2017 5:43 AM
18	I would like to see a superintendent that is likable, approachable, and keeps teacher's and student's interests and needs in mind even if it may not please some community members. I believe Donovan Rowe is an amazing candidate that knows this district more than most. He has improved the high school climate, test scores, and overall morale the past 10 years, and I can only see this continuing within the district if he were to be hired.	8/30/2017 9:55 PM
19	It was tough to choose between staying the course and making necessary changes. I chose the second option because if they have the same basic philosophies, then we will stay on a good path, but I don't want to get too comfortable and just 'stay the course.' There are always changes needing to be made in the educational field and I want someone that can see what is necessary and take a positive leadership role to make them happen when they are needed. But I don't like change just for the sake of changing. It's hard enough to keep up with the necessary changes.	8/30/2017 6:39 PM
20	I have witnessed the positive and negative changes within this district over the years, and unfortunately the negative tone, lack of transparency, and overall disregard for the staff is starting to filter down. This paired with the lack of cost of living raises, has really dropped moral to a dangerous level. This was never an issue under the previous superintendent. We are losing good staff members, who are making lateral moves to other districts that value their professional goals & commitment to students.	8/30/2017 5:52 PM

## Huron School District Superintendent Search

21	Curriculum needs to be aligned (particularly science which currently is not) so that each science teacher K-12 knows the expected methods of teaching for that particular grade level as well as what to teach. Teachers need the time to make these alignments. If NGSS is being implemented, it needs to be done correctly and thoroughly. Teachers need training and materials for science K-12 on this completely different way of teaching if they are expected to teach using NGSS. Purchases for educational items need to be made based on recommendations of those who directly use/need them rather than wasting money with purchases that are not useful. Payroll personnel need to be knowledgeable and perform the job with minimal mistakes.	8/30/2017 3:05 PM
22	Staying the course, specifically with Donovan Rowe as a candidate, will provide a seamless transition and continued growth in areas that our district has worked on over the past several years. He has a proven track record with building level growth and improvement and shows a strong commitment to improving K-12 alignment. Finally, he demonstrates excellent candidate qualities: integrity, professionalism, dedication, diplomacy, vision, and many more.	8/30/2017 1:51 PM
23	We have a phenomenal internal candidate that has proven his ability to lead this district. He should be given the chance to continue to do so in the higher position. Also, our internal candidate knows and cares about the special needs of our district already. We need the leadership consistency that we currently have in place.	8/30/2017 1:43 PM
24	I think the district currently has an ideal candidate in the high school principal, Donovan Rowe. He has all of the requisite skills, qualities, and experiences to guide the district towards continued success. He is a natural leader who will listen to, and value the input of, all district stakeholders....and is completely committed to kids.	8/30/2017 1:41 PM
25	The new superintendent should be kind and supportive. They should not bully people. They need to be able to understand everyone's paradigm.	8/30/2017 1:38 PM
26	This district has come a very long way in the past years. We have an amazing principal and vice principal at the high school. They are an amazing team and they work very well and have earned the respect of the staff. We should use a member from the current crew that has given us a record of success.	8/30/2017 1:35 PM
27	Test scores are generally on the rise and the good relations between staff and admin (regarding past contract disputes in particular) are returning. Education is a tough field these days in Michigan. Huron is a good place to be in such an environment.	8/30/2017 1:31 PM
28	I think the district has been progressing very well the last few years and should continue to progress	8/30/2017 1:28 PM
29	The current admin (central office) is can often be viewed as cluttered and unorganized. Things can be turned in two or three times because it is lost. Our curriculum needs addressing, especially at the elementary level. I understand contract, but our teacher:student ratio is not good. 35+ students in 7th grade and beyond is not teaching, it is managing. Smaller class sizes are paramount to kids learning. Staying the course with STEM is huge. I know it will excite kids to come to school, which is not easy to do. Career education at the HS level should be addressed. Better relationships need to be established with local community colleges. Not all kids will go to a 4 year college, and thats OK! They will need career skills!	8/30/2017 11:31 AM
30	Curricular development and support K-12. The utilization of administrative staff needs to be used to enhance the academic curriculum.	8/30/2017 11:02 AM
31	I believe in the opportunity for change. A candidate who only plans to stay the course does not indicate to me a person that can look to the future and anticipate the needs of the district, the staff, or the students. A candidate that is willing to make necessary changes indicates someone with an open mind that is willing to make changes as needed to take the district forward.	8/30/2017 10:44 AM
32	I have worked and lived in this district, so I have been a parent and an employee here and I would highly recommend Mr. Donovan Rowe for this position. I feel he would be the best candidate and would do the best job	8/30/2017 10:24 AM
33	Previous superintendent has started something special. We need to continue down that road	8/30/2017 9:57 AM
34	A candidate that has a strong administrative leadership background and demonstration of budget management will do well, as the current Superintendent has. Drastic change, even if it is 'good' is never received well, any drastic changes in the middle of the school year will be difficult for the school administration, teachers, parents and students. Someone who can observe the current operations, see where improvements can be made and do so with ease would be an excellent choice. There is always an opportunity for improvement and the candidate, coming into the position mid year, may find it more effective to make small measurable improvements during 17-18 year. I have full confidence in the current administration and fully expect that they will choose a candidate, internally or externally, that will do well for our district.	8/30/2017 7:01 AM

## Huron School District Superintendent Search

35	He did the very minimum for our school. Let's not give him all the credit here. The board and the students and the teachers and the parents are the ones to give credit to. They put in the long hard hours. We want someone who will be willing to do the same. And not just do it for the money. I attended Huron schools since preschool, graduated from Huron like my parents did. I seen that man a total of 3 times. And if all of the questions above of what our next superintendent should be aren't all of a huge importance to everyone then there's the issue. We want someone who is great in all aspects. That can make stragical decisions for the greater good of the community. Someone who goes out and sees what needs to be fixed makes a plan and gets it done.	8/30/2017 2:00 AM
36	I think there are a lot of great thinks happening at Huron we just need a LEADER who is going to take some initiative and will also keep other leaders accountable.	8/29/2017 11:31 PM
37	One thing I love about the current superintendent is very personal and loves his students and staff. as a parent of students and employee i think he is outstanding and hope this is contiuned.	8/29/2017 9:54 PM
38	Some changes need to be made to make this district competitive with our surrounding districts.	8/29/2017 9:05 PM
39	Huron is a great school district! keep it going!	8/29/2017 8:54 PM
40	The current superintendent claimed to be an early childhood person. He is anything but. The choices he and the curriculum director have made have hurt and continue to hurt our young students. Overcrowding in classrooms (Brown has 27/28 students per class due to a kdg teacher being taken away). Aides for teachers have been taken away. Teachers are never consulted when decisions are made. Hopefully the next Superintendant will be a respectful, team player who values the opinions and experiences of his staff and the community for which he or she serves.	8/29/2017 8:17 PM
41	While there are many good things currently with the Huron administration, transparency has not been high on the list. Our new superintendent needs to be much more transparent and must make amends to repair broken relationships.	8/29/2017 8:03 PM
42	Our teachers need to be more appreciated than they were under the last administration. The last superintendent was nothing more than a bully with a paycheck. He was everything a public school shouldn't be. Change back to a district that cares.	8/29/2017 8:01 PM
43	Huron school district is the best but we need to make sure that we stay the best. In order to do that we may to make changes along the way. We need a leader that is going to work hard and make those changes while making sure that teachers, students, staff, and parents have their voices heard. Donovan Rowe would be an excellent superintendent. He works with teachers, students, staff, and parents to help make the high school a great place to work and learn.	8/29/2017 7:36 PM
44	There are some great initiatives in place in our district that I would like to see stay. I do feel we need someone who will hold administration to a higher standard and employ a curriculum director who will provide teachers with comprehensive curriculum that is aligned k-12.	8/29/2017 7:32 PM
45	I think the district is in great shape and is on the way up. Some organizational and management changes need to take place, but I think the administrators at our high school have a great vision for the future of Huron! It was my first year this past year and I have been extremely impressed with the consistent, high standards our administration has for its students and staff. Good luck!	8/29/2017 6:38 PM
46	I really feel that Mr. Rowe should be selected as the next superintendent of Huron Schools. He has a firm grasp on the school district, and he has formed relationships with staff, parents, students, and community members. He will not need to "learn the district" or catch up on the needs of the district. He is also helping to facilitate the new strategic plan, so he will have a strong insight into the challenges and strengths that the district will face.	8/29/2017 3:23 PM
47	The district needs a change.	8/29/2017 7:25 AM
48	Expand curriculum & facilities	8/29/2017 6:36 AM
49	I would like a superintendent that reaches out to its teachers and listens to our concerns and respects our opinions of what is best for students at all levels. We need leadership that will look to the future and the needs to be a competitive, high quality district that leads the way in curriculum not trying to catch up after being behind the times.	8/29/2017 6:23 AM

## Huron School District Superintendent Search

50	I think we have been very fortunate to have a superintendent who understands the needs in early childhood where children are developing their critical foundation. He worked with young children in his career. He put a good plan in place with high quality instruction and high expectations. He uses research to make good decisions about the needs of young children. PLEASE KEEP USING RESEARCH TO GUIDE DECISION-MAKING. Examples of that would be the need for low class sizes when possible and solid literacy intervention. We should continue that and build upon it, such as in numeracy and math. I would be highly concerned if a superintendent only understood high school students and was unfamiliar with research about Best Practice. When building upon this, we need to think about space. I think Huron should consider a state of the art early childhood center. We already lead the downriver area in our K-1 instruction. Let's expand it to preschool. With a solid foundation, we can build a great structure.	8/28/2017 11:14 PM
51	My son is just starting kindergarten, so I do not have a ton of experience with the initiatives and programs Huron provides. However, I am a teacher in another district, and have heard from other educators in the past few years that the current superintendent has been quite difficult during teacher contract negotiations. I think it's necessary for a district's continued future success for ALL members to work together toward a positive end goal. Hiring a new superintendent that carries on this mindset of not valuing teachers is not an effective way to boost morale, which in turn affects students negatively, since their teachers do not feel appreciated for their efforts.	8/28/2017 9:15 PM
52	Our district has been proactive with regards to the changes in education in recent years, and we have continued to improve.	8/28/2017 6:32 PM
53	Needs to have a more active role in making decisions across the district. Needs to be Moreno visible amongst all buildings. Needs to hold administrators accountable	8/28/2017 6:29 PM
54	I would like to see a new superintendent lead the district in a direction that increases student achievement at a faster rate. I would like to see our schools more in line with current trends in education that prepare students in the 21st century. Our classrooms and policies are often antiquated and not reflective of what best practices in education say work to increase student achievement.	8/28/2017 6:06 PM
55	I appreciate the efforts and direction of the district in educating students, but I see significant needs that have yet to be addressed, such as educating those children that don't "fit the mold" more effectively and providing opportunities for teacher professional development and programming for high achieving and low achieving students within an inclusive setting.	8/28/2017 3:43 PM
56	While I don't think an entirely new direction is needed, I do think that new ideas and a new perspective would be beneficial. There seem to be some good ideas and initiatives that get started in the district, and we need a leader that will see them through and hold his or her administrators responsible and to a high standard. Forward movement is necessary, and I see a lot of "staying the same" in Huron. I would like to see the district move forward to be more competitive with other districts in providing more opportunities for students at the higher ends of achievement. The district appears to use a large amount of resources to support intervention for struggling learners, but there is nothing to give opportunities to kids at the other end. Most of my experience is as an elementary parent, and as I look at what is available to my children as they move to Renton and HHS I wish that more non-sports extra-curricular and content area/class options were available to them.	8/28/2017 2:56 PM
57	I feel the district is going in the right direction I would like to see it stay. Your always going to have unhappy people but for the most part I feel the district is doing well.	8/18/2017 5:55 PM
58	Explained above, but I do not like the direction the school is in at all and am on the edge of my kids moving schools.	8/16/2017 9:51 PM
59	The district is loosing the great reputation it once had in the downriver community; in the past 3-5 years the focus does not seem to be on students. The district has been moving away from being completely committed to kids - instead it has been focused on giving accolades to the administration. The goal of any school district should be kids; not how can we as individuals look good. We need a superintendent who will bring our focus back to our students.	8/15/2017 10:38 AM
60	A solution to the over growing schools and classroom sizes. Better ways to budget the spending.	8/15/2017 10:26 AM
61	The district currently has strong leadership in the high school and elementary levels. Naughton treats people poorly and the assistant superintendent does not have a clear vision for curriculum and should move on after transitioning to the new superintendent. Donovan Rowe is capable and ready to lead this district. The board would be really mistaken if it decides against Donovan Rowe. Please don't screw this up. Your person for the job is right under your nose. Too many good people have left this district in the last 3 years under this board and Naughton. Please don't lose Donovan or Hudock by messing this up.	8/14/2017 10:40 PM



## Huron School District Superintendent Search

62	The next superintendent needs to bridge the gap between teachers and the superintendents office/School Board. I want to see collaboration WITH the teachers, staffs input regularly. This recent administrative had an unapproachable...disconnected relationship with the teachers & staff. The district will face challenges financially for some time with the state's cuts years ago and asking our teachers & staff to bear that burden alone is not an answer. It is no secret last year the teachers were picketing and unhappy...parents were rallying etc We need someone that wants whats best for our students and staff as a whole. Someone who the staff respects but that can work together as a team.	8/14/2017 9:41 PM
63	Overall, we have one of most sought after school distrcts to place your child in... this speaks volumes as to the job done by our current Superintendent. Basically, if it isn't broke - don't fix it!!	8/14/2017 8:21 PM
64	I think the district has declined in its effectiveness to meet student needs. The focus seems to be more on keeping the status quo rather than putting Huron Township on the map as a high achieving district that thrives on pushing students to meet high academic standards and get into higher level colleges and universities.	8/14/2017 7:16 PM
65	The school is behind in tech they need to invest in this area. One that puts the teachers first. If the teachers are first then the students are taken care of. One smart board, but 6 new \$7300 weight racks installed. Really?	8/14/2017 7:11 PM
66	The new superintendent needs to develop a strong sense of respect and team with the staff of the district. So that the success of the students is ithe success of the district. By that I mean if the students are meeting the goals and being successful in school according to state and district standards. It is the result of teamwork with parents,staff , administrators and the students and all should be recognized for the work put into that growth. For to long the staff has had very little input into how to improve student growth in the district. It has been very adversarial and in order to have success and growth it must be a team effort. It does take a village to work with students.	8/14/2017 6:33 PM
67	We need to promote a superintendent from within our buildings. Someone who not only has experience in the classroom but also as an administrator. Keep the job within the district and give it to someone who has experience working in the district.	8/14/2017 6:20 PM
68	I would love to see an actual Bullying policy put in place and followed. I would also love to have smaller class sizes in lower elementary grades. This time of learning is so critical for ones later learning, and young learners need that solid foundation. Our building space and parking at Brown Elementary needs to be addressed as well.	8/14/2017 5:15 PM
69	The district is also responsible for the special education consortium and us failing in its responsibilities to these students. Because of its failings we are forced to live in an apartment so that my child can receive FAPE and be educated in a safe learning environment. There needs to be an increased focus on serving all students that the district is responsible for.	8/14/2017 4:47 PM
70	Staff and parents need more "ownership" instead of a father knows best superintendent. Working together makes sense. Student progress will grow when teacher/staff/parent moral improves.	8/14/2017 4:46 PM
71	Bring back the sense of community and get away from the divide and conquer mentality that has torn us apart. We are one! We are a tribe. No tribe should fear their chief. The superintendent should not sweep problems under the rug, but expose and fix them.	8/14/2017 4:42 PM
72	Huron is significantly behind many districts.	8/14/2017 4:06 PM
73	There is always room to improve. No big changes completely necessary, but a fresh perspective is always helpful!	8/12/2017 9:55 PM
74	The fact that we need to back our teachers for a for contract was not a good indication that our superintendent values our educators as highly as he should. I teach in a neighboring district. Many of my fellow teacher friends with children in Huron Schools were disappointed to see that struggle. A superintendent should value the people who educate our kids and show that. We would love to see that, along with some curriculum changes that compare to districts like Saline or some of the nicer districts on the west side of our state. Obviously our financial situation is not the same, but with creativity and initiative, we could make this happen.	8/12/2017 11:33 AM
75	The current Superintendent has this district on the right track. However, things can never improve without changes. I believe that we are definitely heading in the right direction, we just need someone with the vision to make some small changes, so that this can be the best district in the area!	8/10/2017 9:00 AM