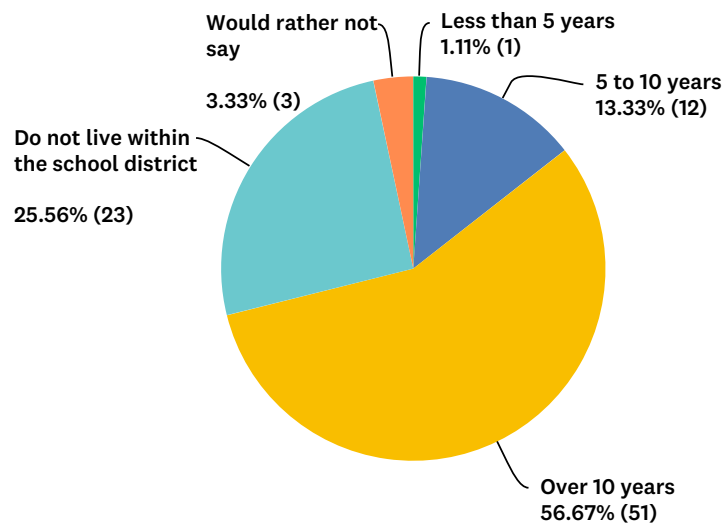


Q1 If you are a resident, how long have you lived in the school district?

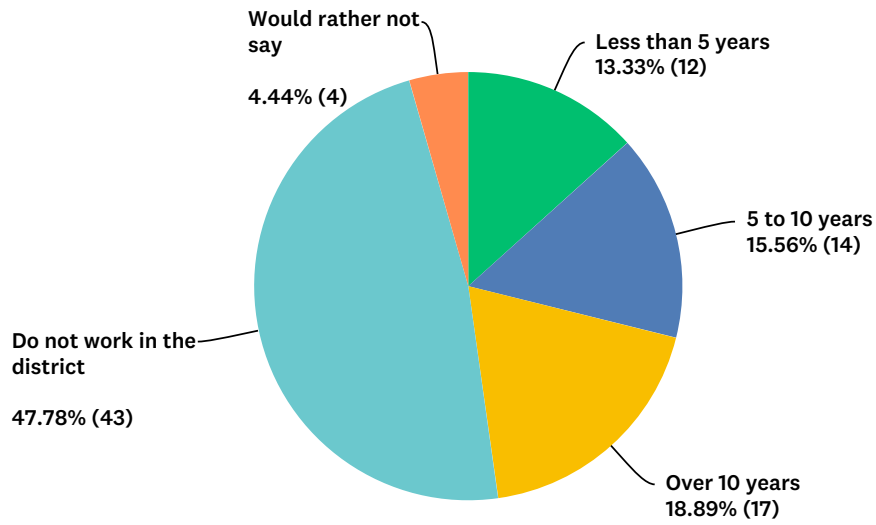
Answered: 90 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 5 years	1.11%	1
5 to 10 years	13.33%	12
Over 10 years	56.67%	51
Do not live within the school district	25.56%	23
Would rather not say	3.33%	3
TOTAL		90

Q2 How long have you worked in the school district?

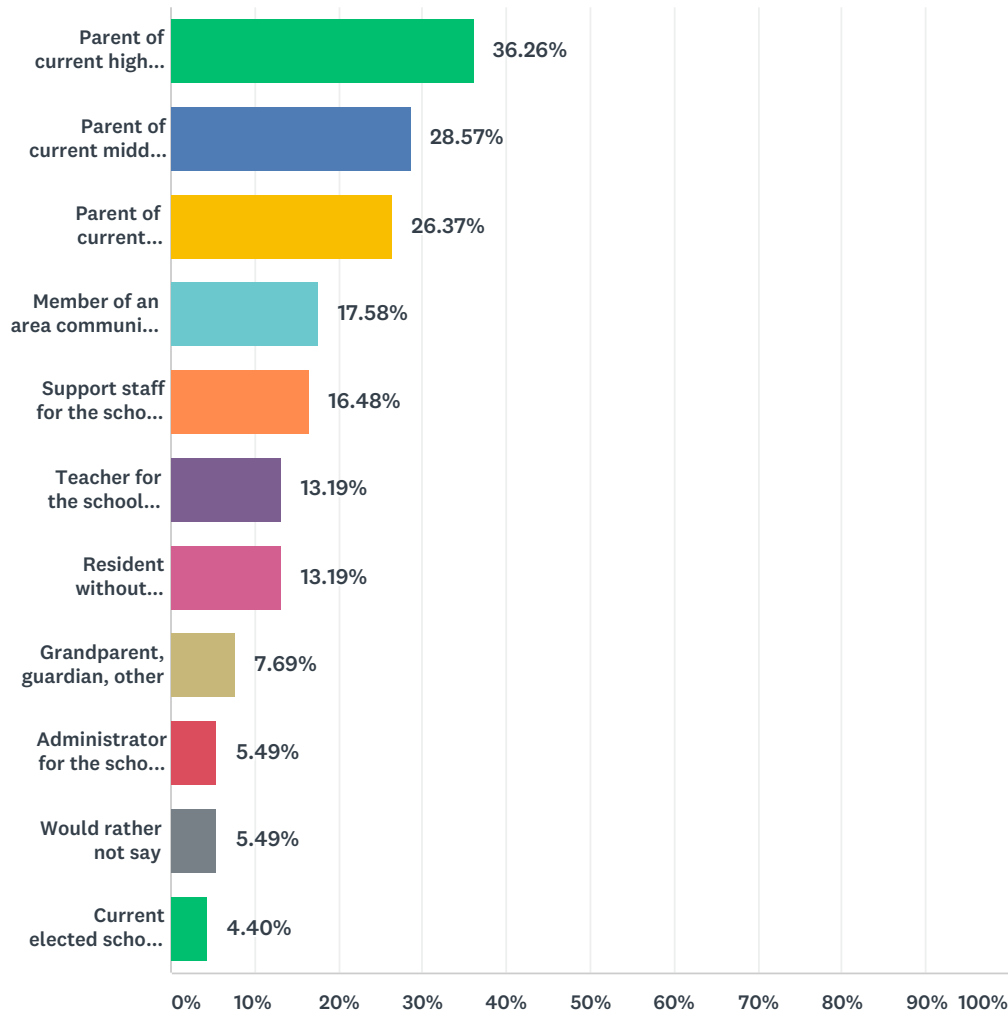
Answered: 90 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 5 years	13.33%	12
5 to 10 years	15.56%	14
Over 10 years	18.89%	17
Do not work in the district	47.78%	43
Would rather not say	4.44%	4
TOTAL		90

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

Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent of current high school student	36.26%	33
Parent of current middle school student	28.57%	26
Parent of current elementary student	26.37%	24
Member of an area community organization (e.g., Rotary Club, Interfaith Council, Chamber of Commerce, etc.)	17.58%	16
Support staff for the school district	16.48%	15
Teacher for the school district	13.19%	12
Resident without children currently in the school district	13.19%	12
Grandparent, guardian, other	7.69%	7
Administrator for the school district	5.49%	5
Would rather not say	5.49%	5

Ravenna Public Schools Superintendent Search

Current elected school board member	4.40%	4
Total Respondents: 91		

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

Answered: 71 Skipped: 20

#	RESPONSES	DATE
1	Our staff and teachers truly seem to have the children's best interest in mind. I think it is a strength that our community is smaller, we all seem to really be invested in what is best for the kids.	3/1/2019 10:39 AM
2	1. Small size and personal 2. Staff willing to do whatever it takes to make it successful. 3. Ravenna staff responds positively to leadership. 4. Good facilities 5. Strong admin staff 6. Community support	2/28/2019 9:04 AM
3	Some really good teachers and people	2/27/2019 6:09 PM
4	We are a small district with a caring community. I feel the staff is strong and capable of taking us to the next level with good leadership. The administration team is fairly new and eager to make improvements. I also feel the Board is very strong.	2/27/2019 1:18 PM
5	High Expectations of excellence for students, teachers and support staff. The small size of the district. Student relationships with staff and the facilities.	2/26/2019 4:30 PM
6	Strong leadership in buildings. Loyal and passionate teachers. A strong supportive community.	2/26/2019 7:17 AM
7	facilities teachers administrators	2/25/2019 1:38 PM
8	Solid, caring staff and a core group of involved parents.	2/24/2019 1:15 PM
9	RPS has great staff members who are willing to go above and beyond their roles to makes sure students in our district get what they need. We have managed to do a lot with very limited resources because of staff members who put the needs of students first.	2/23/2019 11:26 PM
10	Community support Small classes	2/23/2019 8:32 AM
11	Strong sense of community. Involvement	2/22/2019 10:38 AM
12	Staff that wants to perform successfully.	2/22/2019 10:10 AM
13	The Elementary School was a great place with kind teachers. I'm concerned at what has happened to the arts programs there now, but while my child was there, it was good.	2/21/2019 9:07 PM
14	The positive relationships students have with each other. Many of the students are very close, but also are supportive of one another.	2/21/2019 8:58 PM
15	Small rural community that takes care of each other. When I was in Ravenna schools the teachers were fair with students and the administration ran it in a traditional way.	2/21/2019 8:14 PM
16	Close proximity of the schools is a strength as well as community involvement. The district has a family feel with individuals supporting each other.	2/21/2019 5:04 PM
17	Great community support; wonderful facilities, several school staff members that go above and beyond; rich tradition in academic and athletic competition	2/21/2019 3:13 PM
18	Teachers	2/21/2019 2:54 PM
19	The size of the school is great. The teachers and principal in the elementary school are of good quality.	2/21/2019 2:04 PM
20	Small town where everyone knows and looks out for each other.	2/21/2019 12:57 PM
21	Small community which allows for closer relationships for student to student and teacher to student.	2/21/2019 11:21 AM
22	Strong communication skills Process improvement skills-need to find a way to get certain teachers to actually teach, not just PowerPoint/copy down.	2/21/2019 7:15 AM
23	Being smaller, knowing most parents	2/20/2019 10:17 PM
24	Community. We try to take care of each other and support each other. Sometimes this good intent comes out rather uneducated and harmful to others on social media:(.	2/20/2019 3:30 PM

Ravenna Public Schools Superintendent Search

25	Community pride Strong Extra curricular programs Blue collar	2/20/2019 3:27 PM
26	most of the teachers, traditional values, conservative	2/20/2019 3:21 PM
27	The facilities are in good shape. Most of the people in building leadership roles seem to be working well together and it's starting to show.	2/20/2019 2:22 PM
28	Despite the limitations of a small school, Ravenna has some amazing staff at all levels that genuinely care about the success of each and every student, even after graduation.	2/20/2019 1:09 PM
29	I like that the district is a close community. I think 1 strength is our FFA program. Another strength is our football program (and other sports), even though I feel administration could stand behind it a little more.	2/20/2019 9:50 AM
30	We made the decision to send our children to Ravenna through school of choice due to the small class sizes and caring teachers. A smaller school presents more opportunities to be involved in extra-curricular activities (there are not 50 kids trying out for the same basketball team) and build a relationship with the teachers and administrators.	2/20/2019 8:15 AM
31	Strong community since it's smaller.	2/20/2019 8:10 AM
32	Being a small district gives our students a sense of community and family.	2/20/2019 7:11 AM
33	Excellent elementary staff Technology Athletics Extracurricular options Involvement of parents & community	2/20/2019 6:28 AM
34	We are small. Have seen many times the community pull together when needed to help.	2/20/2019 6:12 AM
35	FFA, Athletes, Support Staff, most teachers	2/19/2019 10:59 PM
36	Smaller school district can be a strength. We should use this to our advantage to better educate our students by being able to have the top teachers in the area. Provide more one on one assistance to students who are falling behind. Our students all know each other. Should be able to help and guide each other. Be Mentors to each other.	2/19/2019 10:41 PM
37	Close nit Community	2/19/2019 10:12 PM
38	Closeness, the district can come together and work as a team when they have the appropriate leaders in place	2/19/2019 9:41 PM
39	*Marketing-branding the Bulldog mascot *Communication to families/residents	2/19/2019 9:08 PM
40	The children and the teachers who have high expectations academically and behaviorally.	2/19/2019 8:51 PM
41	Tight knit Caring teachers and community members Small Opportunities to try everything in school	2/19/2019 8:50 PM
42	Small close knit community Everyone knows everyone not just a number in school!! Teacher know all students not just ones in their class!	2/19/2019 8:39 PM
43	Our community members and our local small businesses	2/19/2019 8:24 PM
44	The strengths of the district is the fact that there are many surrounding districts that residents can transfer to for schools of choice.	2/19/2019 7:50 PM
45	For what I see most staff try to but the students needs first	2/19/2019 7:44 PM
46	I have a tough time identifying any strengths.	2/19/2019 7:33 PM
47	Involved parents high teacher conference attendance The extra curricular activities that we do have do well- not including sports	2/19/2019 6:56 PM
48	New young energetic principals.	2/19/2019 6:42 PM
49	The district has an involved community. The support for the school system is tremendous. Individuals within this community have a strong desire to see the school succeed. The small town atmosphere, proximity to GR, Muskegon, Rockford, Grand Haven, etc. make it a great place to live and raise a family. There is tremendous potential here. It is very close to being a model small school in West Michigan.	2/19/2019 6:29 PM
50	We have a very strong FFA program and very dedicated teacher	2/19/2019 6:28 PM
51	New administration	2/19/2019 6:24 PM
52	Close community	2/19/2019 5:57 PM

Ravenna Public Schools Superintendent Search

53	Small Size of District High-Quality Teachers Teachers/Administrators/Counselors Facilities Recently, more supportive and active School Board Members Parent and Community Support for Extracurricular Activities Student Support for IEP Population Quality of Curriculum/Challenging/Rigorous/Adaptive Student Relationships	2/19/2019 5:48 PM
54	Small school district that provides opportunities for our students to excel.	2/19/2019 5:34 PM
55	Duel Enrollment opportunities. Pretty much NOTHING else.	2/19/2019 5:12 PM
56	I can only speak in regards to the elementary school thus far but the strengths would be a very caring staff that goes the extra mile to help kids be successful. I have had no issues with communication with either the Principal or my children's teachers any time its been necessary. We have worked closely with them in regards to our children's learning needs, successes and areas of improvement.	2/19/2019 4:17 PM
57	Some staff	2/19/2019 4:12 PM
58	Close knit	2/19/2019 4:11 PM
59	We have some great long-term teachers with passion and experience to share.	2/19/2019 4:11 PM
60	Ravenna is a close-knit community who care about the welfare of the children.	2/19/2019 3:45 PM
61	The strengths of the community are the we are student driven community. We back the kids 110% be it sports, academics, band or whatever. We need to get the education side and not just extra circular activities.	2/19/2019 3:42 PM
62	The current chaos in the District makes it difficult to find many strengths, sadly, as this COULD be a nice, small district. Smaller class sizes, dedicated staff are two strengths. So are smaller class sizes. The School, being run by a Mortician and former postal worker, have created issues that will take a long time to repair. What applicant, worth their weight in salt, would want to apply for this position, after scrutinizing the current actions of the school board? Few, if any, good, qualified candidates will apply with so many egos currently entrenched on the Board. Also, staff, especially administrators, should live in the district and be more dedicated to our mission: educating our youth. And, I am not a fan of the outgoing Super, either.	2/19/2019 3:42 PM
63	Small classes should be an advantage for getting to know the kids and reaching those who are struggling and being able to push those who are high achievers.	2/19/2019 3:15 PM
64	Very tight knit community that always comes together in time of need.	2/19/2019 3:10 PM
65	Great teachers, active sports and bulldog spirit, great community.	2/19/2019 3:05 PM
66	Caring staff, great central office staff, students, many supportive parents.	2/19/2019 2:43 PM
67	Strong community - strong sense of community/district pride Excellent leadership team Caring teachers	2/19/2019 2:39 PM
68	Many caring teachers, good extracurricular offerings, small school size allows for personal relationships between staff and students	2/19/2019 2:31 PM
69	Small Community strong support Staff dedicated Acreage development	2/19/2019 2:15 PM
70	Availability of technology, small district	2/19/2019 2:09 PM
71	High school principal. The staff that is hanging on to see if changes will be made and are still putting the students' best interests first before personal agendas and aren't here just for the years. I see it every single day. It is hard to come to work and see people doing the bare minimum and my child is trying her hardest to get an education. She is a senior and will be going out into the real world. Will she be ready? Nope! But I am here every single day trying my hardest and doing my best to do the best job I can do for the kids. They are what matter.	2/19/2019 1:54 PM

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 the students? Type your answer in the box below.

Answered: 76 Skipped: 15

#	RESPONSES	DATE
1	the board of education	3/5/2019 8:53 AM
2	We need more electives, most schools are adding more elective classes while Ravenna seems to be losing them.	3/1/2019 10:39 AM
3	1. Curriculum has been virtually non-existent for several years. That has to be priority one. The district needs a written curriculum that is supported and enforced top down. 2. Finances have been shored up by selling district assets (land). Budget needs to be trimmed so selling of assets is not the answer to below 8% (board policy) fund balance. 3. Professional development has been haphazard for the last 10 years. At one time it was meaningful and applied to school improvement. It has become a joke and a waste of time and money. 4. Staff needs to know where we are headed, leadership has been lacking and everyone is doing their own thing. We need direction and a leader. 5. Groups have been let to be in charge (parent club, booster club). Decisions need to be made with the district's students in mind, not what individual outside groups want. 6. Students with bad behavior have set a negative tone in buildings. Handbooks need to be enforced and when the handbook is enforced, the superintendent needs to respect the decision of the principal, regardless of who the student is and how angry the parent gets.	2/28/2019 9:04 AM
4	School is not currently set up for kids to go on to a four year college. No AP classes. No physics. It's turning out to be a joke and that why so many people are leaving.	2/27/2019 6:09 PM
5	We need to make academics a focus in this district. We have made athletics a focus for too long and it is time to put our efforts towards aligning our curriculum. With declining enrollment, it will be a struggle to allocate resources in that direction. It will take all of us working together and thinking out of the box in order for us to accomplish this.	2/27/2019 1:18 PM
6	1. Updating Curriculum. 2. Professional development for teachers and support staff. 3. Student support for IEP's, 504's and diverse population. 4. Getting and keeping high-quality teachers in the fields they are hired to teach.	2/26/2019 4:30 PM
7	Dealing with a over controlling board. The board should let the people that the superintendent hires do their job.	2/26/2019 7:17 AM
8	curriculum budget	2/25/2019 1:38 PM
9	We need to recruit or win back families who have chosen neighboring districts or homeschooling for their children.	2/24/2019 1:15 PM
10	We have had a lack of strong leadership in our district. In the past, building administrators have not been given the support they have needed to do a highly effective job. This lack of leadership and/or support has trickled down to our staff across the board. We need a new superintendent that will support our new building administrators and boost morale in our district.	2/23/2019 11:26 PM
11	Effective teachers	2/23/2019 8:32 AM
12	Continual updating of technology Increasing test scores	2/22/2019 10:38 AM
13	The lack of arts, and the lack of interest in doing anything about it. There seems to be very little room for students who have strengths other than athletics. Bullying (the response thereto) is an incredibly important issue that needs to be addressed at the middle school.	2/21/2019 9:07 PM
14	When I was a sophomore at Ravenna High School the laptops were introduced, from my own experiences i noticed the laptops and reliability on technology became more of a distraction then educational advantage for majority of students.	2/21/2019 8:14 PM
15	Unknown	2/21/2019 5:04 PM

Ravenna Public Schools Superintendent Search

16	*Finances need to be overhauled with all staff involved *Need strong leadership from the superintendent in academics; would like to see more academic competitions *Athletic conference has schools going in 2 directions as far as enrollment; we need some strong leadership to make the conference address the problem or change conferences	2/21/2019 3:13 PM
17	Leadership and funding. Teachers need to be supported by administrators and public.	2/21/2019 2:54 PM
18	According to community insight, the district's middle school and high school are struggling. The general thought is that the leadership in both has been poor, until the last year or two, thus leading the teachers to be lax in their teaching. I hope that the middle and high schools can improve, but this will be a challenge for both schools in the next five or so years.	2/21/2019 2:04 PM
19	The shift in technology...switching students from textbooks to laptops was a great idea, however, there should be regulations set on them so students are using them for learning purposes only. As a support staff, I have witnessed laptops being used during class time to watch Netflix, Facebook, online shop, etc.	2/21/2019 12:57 PM
20	I have had two exchange students attend this school over the last year and both have "complained" about the lack of challenge they received in this school district. They felt classes were far too easy and that teachers didn't really "teach" in class.	2/21/2019 11:21 AM
21	Unlearning the ways done teachers teach. Money allocation should not just include sports.	2/21/2019 7:15 AM
22	Children with behavior issues & parents not knowing how to help with homework	2/20/2019 10:17 PM
23	Still working on budget. We need to keep our teachers and administrators. Maintaining their support would help us gain educational momentum. We need to prepare our youth for life and college. In elementary school my daughter was pushed I felt a little too hard, middle school felt right and now I'm high school I don't feel she has to work hard enough to prepare her for college.	2/20/2019 3:30 PM
24	Dwindling enrollment Lack of funds	2/20/2019 3:27 PM
25	Lowering the bar on academics, allowing drugs, vaping and whatever other illegal substances to propagate throughout our school system, lower standards on extra curricular activities, caught up in politically correct jargon that does nothing but stunt excellence in our schools	2/20/2019 3:21 PM
26	Putting to much emphasis on athletics. Leaders need to say NO when it's what's best for Ravenna. School funding is always in question with a new governor, shrinking enrollment.	2/20/2019 2:22 PM
27	Lack of funding in almost every aspect.	2/20/2019 1:09 PM
28	Strained financial budgets create many challenges for any school district. This requires a forward-looking planning and decision-making by administration and having to make difficult choices. Also, the lack of parental involvement and increased role of schools in raising children (rather than merely educating them) create additional challenges.	2/20/2019 8:15 AM
29	Funding for programs because it is a small school district.	2/20/2019 8:10 AM
30	We need more programs that challenge our high achieving students and a alternative education program for our most struggling students.	2/20/2019 7:11 AM
31	Financial struggles Drama lingering from past issues	2/20/2019 6:28 AM
32	Technology. Space	2/20/2019 6:12 AM
33	State and Fed requirements Budget School of choice Charter schools Retirement of quality staff	2/19/2019 10:59 PM
34	The students not having the proper teachers who aren't motivated enough to do their job which is help kids from the disruptive child to the child who gets top scores. Sexual assaults need to Ben taken more seriously aswell because i know several students have not been taken seriously when coming forward.	2/19/2019 10:44 PM
35	Bullying and fairness in school and sports. Pushing kids through the system just to preserve the school numbers is not helping kids. I know first hand that veermeer pushes kids through which does nothing to prepare them for real life.	2/19/2019 10:43 PM
36	From what I hear many students are being left behind in their education. More tutors should be available through other students and teachers. I was surprised that our school fell so low on the scale.	2/19/2019 10:41 PM
37	Budget	2/19/2019 10:20 PM
38	The school is small and needs to grow without some extra classes such as robotics or wood shop anything extra people will not come in the school has nothing to offer	2/19/2019 10:12 PM

Ravenna Public Schools Superintendent Search

39	Bullying and the way the school/administrators have handled it. Special education lacks in ravenna. Something needs to be done to assist the program and the kids that need it.	2/19/2019 9:41 PM
40	*Funding *District use of funds	2/19/2019 9:08 PM
41	Decline in students and thus a decline in programs that are offered.	2/19/2019 8:51 PM
42	Student trama Poverty Lack of student accounability and willingness to try Lack of home support Incredibly high demands on teachers More workload, less "man power" in classrooms	2/19/2019 8:50 PM
43	Concern of all computer use and lack of doing student work! Use computers to be distracted, look up answers, studying is not nothing like it used to be! Also lack of options for extra coricular classes!! Lots of focus and push on college when trade jobs are just as important not meaning student not excelling but make up of different interests!! Tech center is great for this but not sure much support from home school!!	2/19/2019 8:39 PM
44	Five years? Right now we are facing challenges of not offering competitive programs and classes. Our test scores are subpar and families are looking elsewhere because of this.	2/19/2019 8:24 PM
45	Challenges of this district are they are un-accepting towards outsiders, whether it's employees, or new students and families moving to the community. If you're not born and raised there, you generally will not fit in and I see many come here, and then leave because of this. Also, there is too much of the "can you help my relative out" attitude when it comes to employment within the district. You have highly paid employees that get their relatives jobs within the district, sometimes as their direct supervisor, and this affects the entire district because not always are these people qualified to do the job in which they've been hired for. This is a direct conflict of interest and it has a trickle down effect when it comes to the education of our students.	2/19/2019 7:50 PM
46	Lack of variety in curriculum. They are no class options for students. If a student has most of credits for graduation, their only choice is college classes (college isn't for everyone) or tech center (which does not have many classes).	2/19/2019 7:44 PM
47	Challenges include the need for a curriculum that reflects what is on standardized tests, finding teachers that are there for the right reasons and money, specifically in regards to special needs accomodations.	2/19/2019 7:33 PM
48	Increase in students School of choice Funding/budget	2/19/2019 6:56 PM
49	Curriculum, Budget	2/19/2019 6:42 PM
50	The budget. Every dollar needs to be closely examined and decisions need to be made regarding the return on investment. A facilities study is necessary to assess infrastructure needs. A sinking fund and/or small bond should be explored at some point during the next five year window. The general fund budget is not expansive enough to support all of the district's needs.	2/19/2019 6:29 PM
51	Funding Bullying	2/19/2019 6:28 PM
52	Low funding	2/19/2019 6:24 PM
53	Even in the district there are many "clicks" which impact the school in many different ways because the students see the clicky parents and act this way at school. Other challenge would be bringing the twst scores up. Feel students are being more disrespectful and defiant causing more stress on teachers. Unfortunately many parents do not support the teachers causing issues. Parents MUST back up the rules and the teachers when their child breaks them or disrespects the teachers.	2/19/2019 5:57 PM
54	1)Community Value of Education (many parents not supporting) 2)Tolerance (too many kids allowed to disrespect with limited consequences) 3)Heritage/Tradition of Success (a culture of laziness has taken over) 4)Development of Problem Solvers (spoon fed learners; students are okay with taking a zero rather than searching for answers) 5)High Percentage of College Bound Students (not until ALTERNATIVE EDUCATION comes back)(certain disrespectful students are in the same classes and holding back the ones that have the ability for college success) 6)Philosophy of Independent Thinkers (spoon fed learners) 7)Lacking of ALTERNATIVE EDUCATION (some students are not successful in the general setting) 8)Lacking of Wood and/or Metal shop (Ravenna kids are hard workers and need these classes to sustain their attention) 9)Teacher Contracts (happy teachers improve the morality of the academic environment. Thus improving the morality of the students...thus improving grades, motivation, doers and thinkers. Thus, creating a new culture.) 10.)High Expectations of Excellence (unfortunately, it has become a norm for students to avoid accomplishing homework and becoming problem solvers. This is a combination of low parent value in education, teachers just trying to get the student through, and not having serious consequences of satisfying the expectation. This has led to lower overall expectations)	2/19/2019 5:48 PM

Ravenna Public Schools Superintendent Search

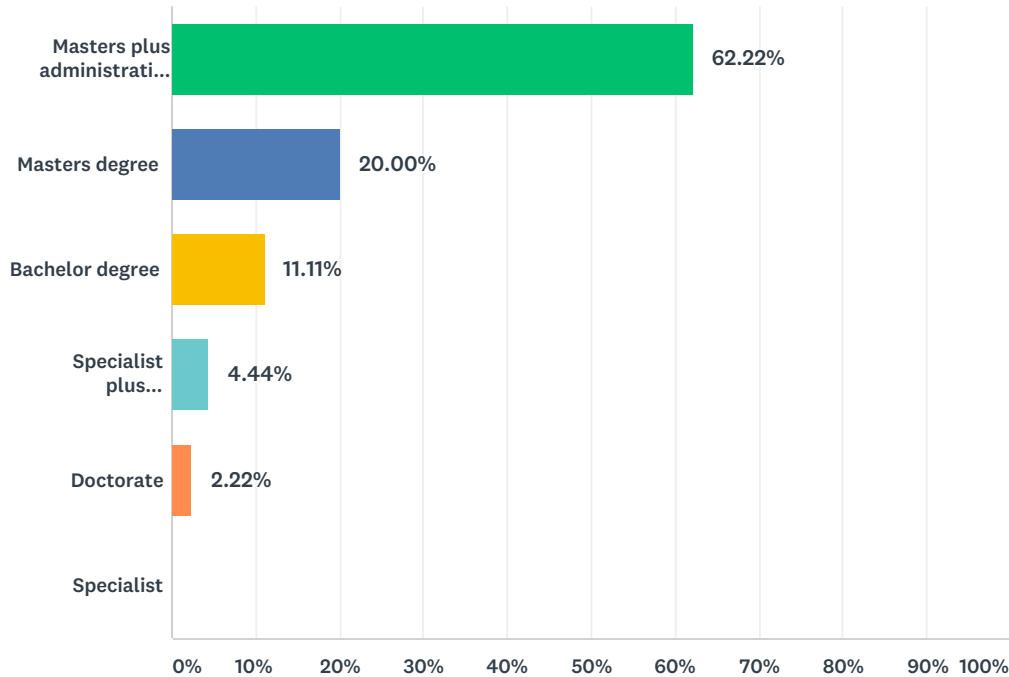
55	Changes to curriculum. Discipline issues from the younger students as the get older . Smaller graduating classes coming through the high school.	2/19/2019 5:34 PM
56	You continue to hire people who have relatives working for the school or have grown up in Ravenna and have little to no perspective outside of the very closed minded community. Your challenge is to really accept new families and students to the community. YOU DO NOT DON'T HAT NOW, regardless of what you think.	2/19/2019 5:12 PM
57	Frankly students aren't standardized. Of course there are Federal and State requirements for education but teachers focus so much on teaching these things to prepare the students for these tests that other important topics slip through the cracks which I feel means that students fall through the cracks. People learn differently and there needs to be a way where everyone can learn successfully and feel like they got a good education that prepares them for the real world not just tests. If the kids can be successful with those things than I think the impact on the rest of the programs will follow like a chain reaction.	2/19/2019 4:17 PM
58	mstep	2/19/2019 4:12 PM
59	New board members	2/19/2019 4:11 PM
60	Challenge will be updating curriculum for the school to be competitive with other schools. We have fallen so far behind, now we will be playing catch up. If enrollment continues to drop, the funding will drop to allow for advancement of better programs.	2/19/2019 4:11 PM
61	Communication and a vision that is understood and shared by all. Our students need higher quality and a more diverse program in order to have a chance at college or becoming more well rounded adults. I understand we are a poor community and rely heavily on grants and funding, but our parents would rather raise money for education than sports.	2/19/2019 4:02 PM
62	The school needs a curriculum in place for all classes K-12. There are outdated textbooks in use that need to be replaced to align with current standards.	2/19/2019 3:45 PM
63	Before [REDACTED] retired she had the Elementary school at excellent level of education. We need to get back to for ALL of the buildings.	2/19/2019 3:42 PM
64	Current issues within the Board; too many "Big Men On Campus" attitudes among Board members. Middle School principal hire was a joke; the interview and "process" was a formality. Its who you know in Ravenna and he is a relative of a board member and staff member. A joke, really.	2/19/2019 3:42 PM
65	I have a child with special needs in the school system and I feel that they seriously lack in what they offer and refuse to offer children with special needs. They avoid and deny children services that they legally have a right to, causing parents to pull their children and bring them to other school districts that meet their childs special needs and will give them the IEP they need.	2/19/2019 3:24 PM
66	Finances Low test scores	2/19/2019 3:18 PM
67	Curriculum will be the biggest challenge. Getting all staff on board to then follow said curriculum. Unfortunately, I think the kids in school right now are not getting the education they need and changes wont help them but we need to make a change. they are not ready for college or even going into a job. We need to make staff changes - some are not even teaching and others are bullies. We need to look at classes and weigh them - we should be embarrassed that we have 10 valedictorians! We need to find a way to offer more challenging courses and more electives. We need to hire teachers who actually know and want to teach. I think we need to be more transparent with parents/guardians, the community, etc. so they know what has happened and that we have steps in place to change things for the better. We need to look at the budget and reevaluate.	2/19/2019 3:15 PM
68	Bullying is a huge problem.	2/19/2019 3:10 PM
69	Adhering to the state guidelines and making sure our students are preparing for the future.	2/19/2019 3:05 PM
70	Maintaining the aging buildings will cause a financial stress.	2/19/2019 2:43 PM
71	Financial struggles - not enough funds to do all that is needed Curricular gaps - most noticeable at RMS and RHS Declining enrollment Aging facilities - need for large capital outlay for things like roofs and parking lots	2/19/2019 2:39 PM
72	Budget is tight - this means hard decisions ahead. Management from superintendent's office is not transparent to the community - we need to work on this. I strongly feel we need a new auditing firm. We should not hold onto the same auditing firm for 20+ years.	2/19/2019 2:31 PM
73	Budget Curriculum Land sale money Enrollment	2/19/2019 2:15 PM
74	Improving academic performance, offering our high schoolers competitive classes to prepare them for the next step in life.	2/19/2019 2:09 PM

Ravenna Public Schools Superintendent Search

75	The school board needs to learn their role and the superintendent needs to be the leader. There are too many cooks in the kitchen. No actual decisions are being made. Lots of talk, not a lot of action.	2/19/2019 1:54 PM
76	dysfunctional board Budget curriculum student count	2/19/2019 1:48 PM

**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.)**

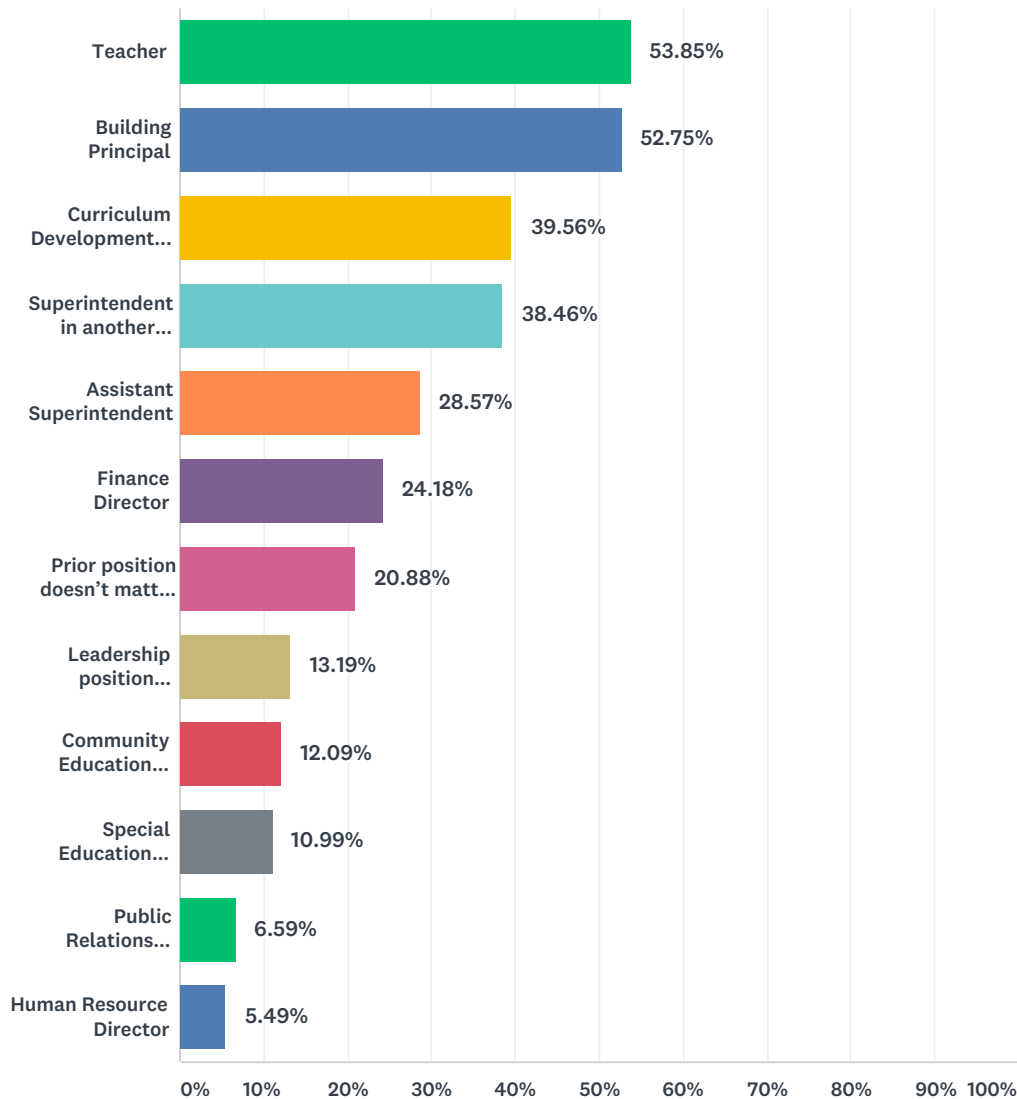
Answered: 90 Skipped: 1



ANSWER CHOICES	RESPONSES	
Masters plus administrative certification/endorsement	62.22%	56
Masters degree	20.00%	18
Bachelor degree	11.11%	10
Specialist plus administrative certification/endorsement	4.44%	4
Doctorate	2.22%	2
Specialist	0.00%	0
TOTAL		90

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

Answered: 91 Skipped: 0



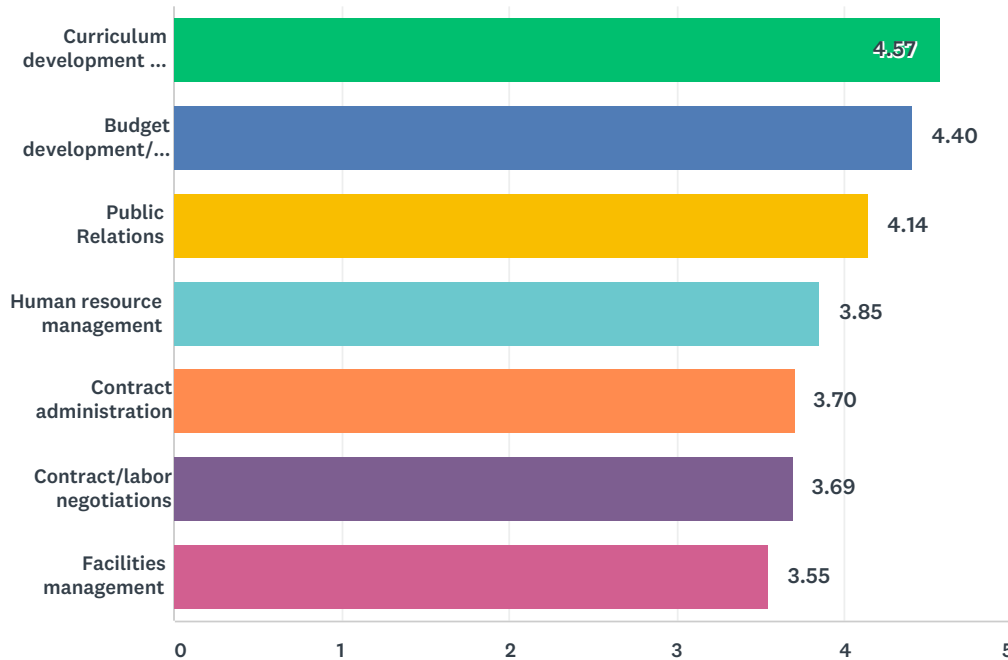
ANSWER CHOICES	RESPONSES	
Teacher	53.85%	49
Building Principal	52.75%	48
Curriculum Development Specialist	39.56%	36
Superintendent in another school district	38.46%	35
Assistant Superintendent	28.57%	26
Finance Director	24.18%	22

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Prior position doesn't matter that much as long as the candidate has the right skill set	20.88%	19
Leadership position outside Education	13.19%	12
Community Education Director	12.09%	11
Special Education Director	10.99%	10
Public Relations Director	6.59%	6
Human Resource Director	5.49%	5
Total Respondents: 91		

Q8 Listed below are specific areas of expertise that different 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 to the right.

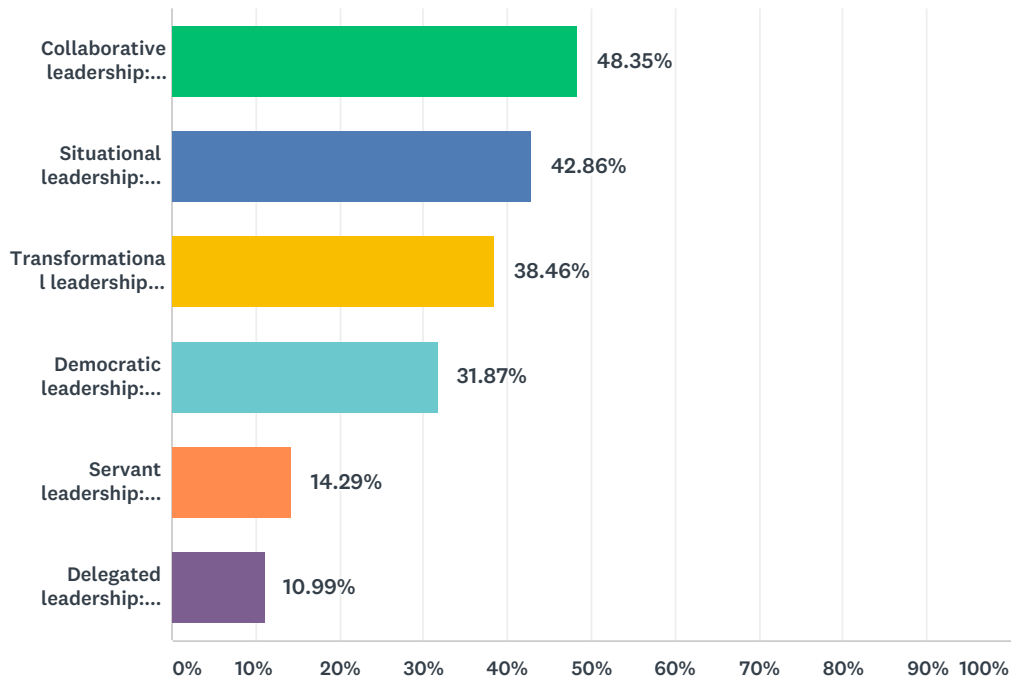
Answered: 91 Skipped: 0



	CRITICALLY IMPORTANT	ABOVE AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	BELOW AVERAGE IMPORTANCE	RELATIVELY UNIMPORTANT	TOTAL	WEIGHTED AVERAGE
Curriculum development and evaluation	65.56% 59	26.67% 24	6.67% 6	1.11% 1	0.00% 0	90	4.57
Budget development/management	51.65% 47	36.26% 33	12.09% 11	0.00% 0	0.00% 0	91	4.40
Public Relations	38.46% 35	40.66% 37	18.68% 17	1.10% 1	1.10% 1	91	4.14
Human resource management	19.78% 18	49.45% 45	27.47% 25	2.20% 2	1.10% 1	91	3.85
Contract administration	16.48% 15	41.76% 38	38.46% 35	2.20% 2	1.10% 1	91	3.70
Contract/labor negotiations	13.19% 12	47.25% 43	36.26% 33	2.20% 2	1.10% 1	91	3.69
Facilities management	8.79% 8	41.76% 38	45.05% 41	4.40% 4	0.00% 0	91	3.55

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 .

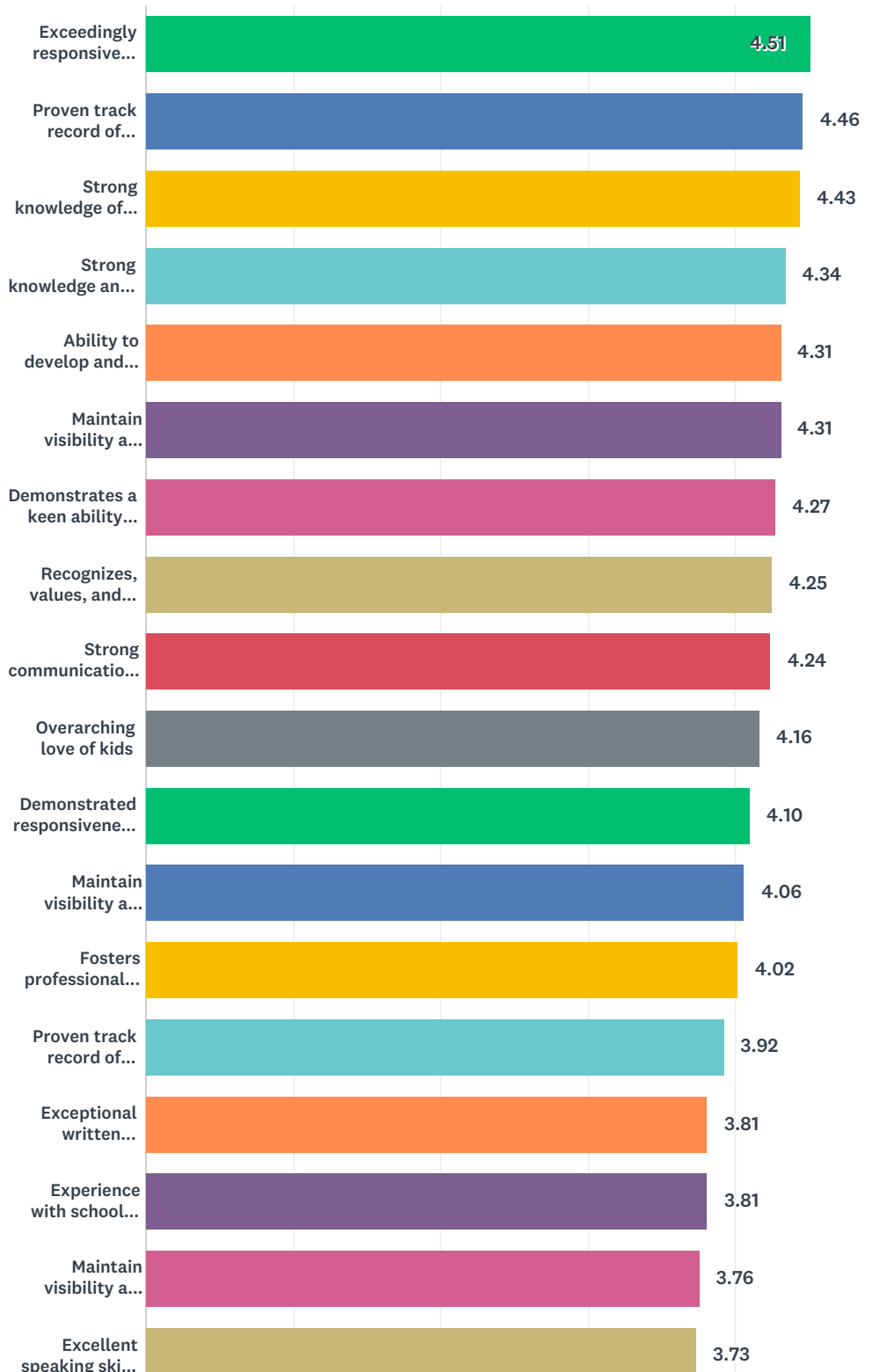
Answered: 91 Skipped: 0



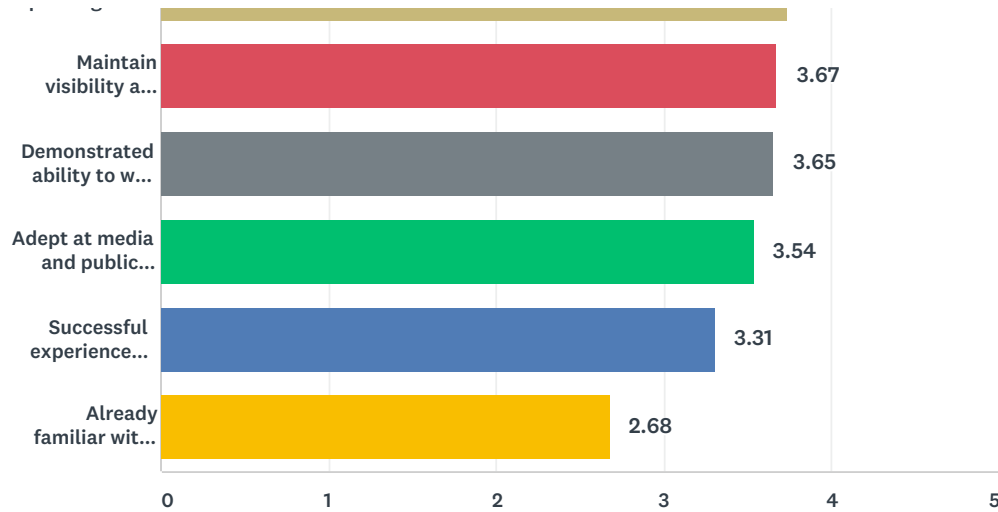
ANSWER CHOICES	RESPONSES	
Collaborative leadership: this leader leads by using consensus building and other group processes to arrive at mutually beneficial decisions.	48.35%	44
Situational leadership: this leader demonstrates different leadership styles depending on the situation.	42.86%	39
Transformational leadership: this leader inspires his or her team with a shared vision of the future.	38.46%	35
Democratic leadership: this leader will make the final decision but invites other members of the team to contribute to the decision making process.	31.87%	29
Servant leadership: this leader leads simply by virtue of meeting the needs of his or her team.	14.29%	13
Delegated leadership: this leader is willing to turn over responsibility for decision making and problem solving to others.	10.99%	10
Total Respondents: 91		

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 Board place on each area? Rate the importance of each area using the scale to the right.

Answered: 91 Skipped: 0



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	CRITICALLY IMPORTANT	ABOVE AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	BELOW AVERAGE IMPORTANCE	RELATIVELY UNIMPORTANT	TOTAL	WEIGHTED AVERAGE
Exceedingly responsive (follows through and follows up)	60.00% 54	31.11% 28	8.89% 8	0.00% 0	0.00% 0	90	4.51
Proven track record of raising student achievement	62.64% 57	25.27% 23	8.79% 8	2.20% 2	1.10% 1	91	4.46
Strong knowledge of curriculum research and deployment	52.75% 48	38.46% 35	7.69% 7	1.10% 1	0.00% 0	91	4.43
Strong knowledge and experience with school financial matters	47.25% 43	40.66% 37	10.99% 10	1.10% 1	0.00% 0	91	4.34
Ability to develop and direct an effective management team	46.15% 42	38.46% 35	15.38% 14	0.00% 0	0.00% 0	91	4.31
Maintain visibility and accessibility to staff	41.11% 37	48.89% 44	10.00% 9	0.00% 0	0.00% 0	90	4.31
Demonstrates a keen ability to think outside the box and develop creative solutions to complicated problems	40.66% 37	46.15% 42	13.19% 12	0.00% 0	0.00% 0	91	4.27
Recognizes, values, and affirms staff members	37.36% 34	50.55% 46	12.09% 11	0.00% 0	0.00% 0	91	4.25
Strong communication skills with School Board members	45.05% 41	36.26% 33	17.58% 16	0.00% 0	1.10% 1	91	4.24
Overarching love of kids	41.76% 38	37.36% 34	16.48% 15	4.40% 4	0.00% 0	91	4.16

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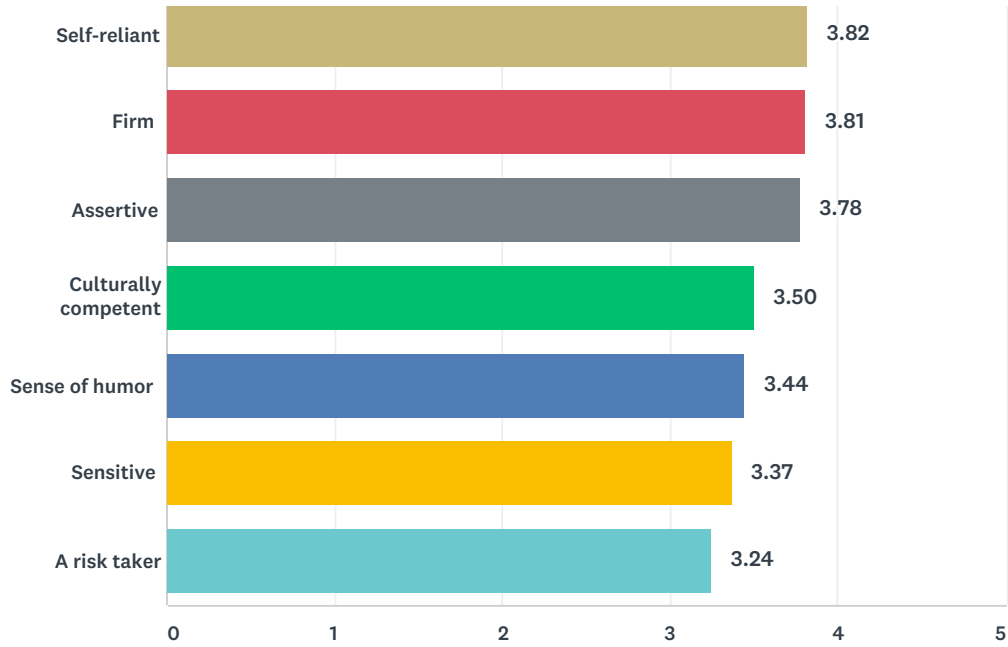
Demonstrated responsiveness to students with learning differences	38.46% 35	38.46% 35	18.68% 17	3.30% 3	1.10% 1	91	4.10
Maintain visibility and accessibility to parents	35.56% 32	38.89% 35	22.22% 20	2.22% 2	1.11% 1	90	4.06
Fosters professional development of staff	26.37% 24	51.65% 47	20.88% 19	0.00% 0	1.10% 1	91	4.02
Proven track record of active advocacy for public education	30.00% 27	40.00% 36	23.33% 21	5.56% 5	1.11% 1	90	3.92
Exceptional written communication skills	22.22% 20	41.11% 37	33.33% 30	2.22% 2	1.11% 1	90	3.81
Experience with school bond/millage/sinking fund election and implementation efforts	23.08% 21	42.86% 39	27.47% 25	5.49% 5	1.10% 1	91	3.81
Maintain visibility and accessibility to the broader school district community	21.11% 19	43.33% 39	27.78% 25	5.56% 5	2.22% 2	90	3.76
Excellent speaking skills with large and small groups	16.48% 15	42.86% 39	37.36% 34	3.30% 3	0.00% 0	91	3.73
Maintain visibility and accessibility to students	18.68% 17	39.56% 36	32.97% 30	7.69% 7	1.10% 1	91	3.67
Demonstrated ability to work with elected officials beyond the School Board	17.58% 16	37.36% 34	38.46% 35	5.49% 5	1.10% 1	91	3.65
Adept at media and public relations	12.22% 11	40.00% 36	38.89% 35	7.78% 7	1.11% 1	90	3.54
Successful experience working with diverse communities	8.79% 8	34.07% 31	41.76% 38	9.89% 9	5.49% 5	91	3.31
Already familiar with the district	4.40% 4	17.58% 16	41.76% 38	14.29% 13	21.98% 20	91	2.68

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

Answered: 90 Skipped: 1



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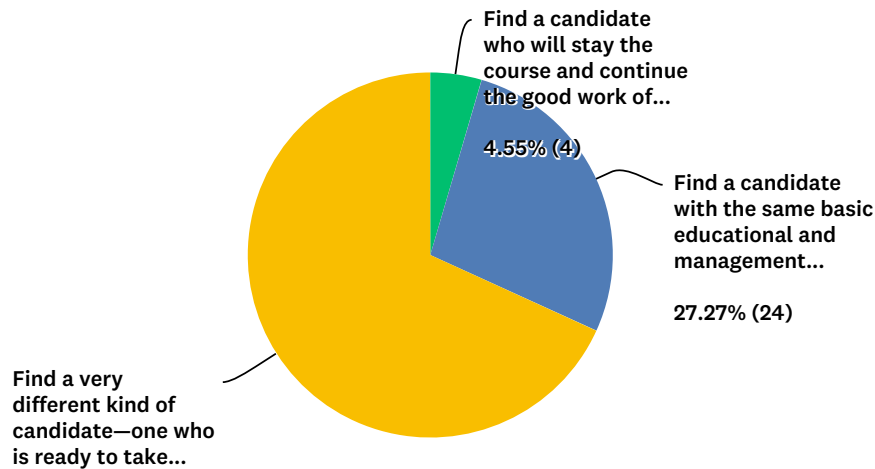
	CRITICALLY IMPORTANT	ABOVE AVERAGE IMPORTANCE	OF AVERAGE IMPORTANCE	BELOW AVERAGE IMPORTANCE	RELATIVELY UNIMPORTANT	TOTAL	WEIGHTED AVERAGE
Honest and ethical	94.44% 85	4.44% 4	1.11% 1	0.00% 0	0.00% 0	90	4.93
A problem solver	53.33% 48	40.00% 36	6.67% 6	0.00% 0	0.00% 0	90	4.47
Approachable	55.56% 50	33.33% 30	11.11% 10	0.00% 0	0.00% 0	90	4.44
Transparent	56.67% 51	30.00% 27	12.22% 11	0.00% 0	1.11% 1	90	4.41
A strong communicator	50.56% 45	39.33% 35	10.11% 9	0.00% 0	0.00% 0	89	4.40
A strong listener	51.11% 46	36.67% 33	12.22% 11	0.00% 0	0.00% 0	90	4.39
Goal-oriented	46.67% 42	44.44% 40	7.78% 7	0.00% 0	1.11% 1	90	4.36
Resourceful	41.57% 37	46.07% 41	11.24% 10	1.12% 1	0.00% 0	89	4.28
Tenacious/doesn't give up	36.67% 33	47.78% 43	14.44% 13	1.11% 1	0.00% 0	90	4.20
Collaborative	34.44% 31	54.44% 49	8.89% 8	1.11% 1	1.11% 1	90	4.20
Visionary	35.56% 32	50.00% 45	11.11% 10	2.22% 2	1.11% 1	90	4.17
Personable	35.56% 32	42.22% 38	18.89% 17	3.33% 3	0.00% 0	90	4.10
Kind	31.11% 28	44.44% 40	22.22% 20	1.11% 1	1.11% 1	90	4.03
Thick-skinned	33.33% 30	34.44% 31	30.00% 27	1.11% 1	1.11% 1	90	3.98
Flexible	26.67% 24	42.22% 38	30.00% 27	1.11% 1	0.00% 0	90	3.94

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Inclusive	20.22% 18	52.81% 47	24.72% 22	0.00% 0	2.25% 2	89	3.89
Empathetic	25.56% 23	40.00% 36	32.22% 29	1.11% 1	1.11% 1	90	3.88
Self-reliant	20.22% 18	42.70% 38	35.96% 32	1.12% 1	0.00% 0	89	3.82
Firm	22.22% 20	40.00% 36	34.44% 31	3.33% 3	0.00% 0	90	3.81
Assertive	20.00% 18	42.22% 38	33.33% 30	4.44% 4	0.00% 0	90	3.78
Culturally competent	16.67% 15	30.00% 27	43.33% 39	6.67% 6	3.33% 3	90	3.50
Sense of humor	13.33% 12	28.89% 26	47.78% 43	8.89% 8	1.11% 1	90	3.44
Sensitive	10.11% 9	32.58% 29	44.94% 40	8.99% 8	3.37% 3	89	3.37
A risk taker	6.67% 6	26.67% 24	51.11% 46	15.56% 14	0.00% 0	90	3.24

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

Answered: 88 Skipped: 3



ANSWER CHOICES	RESPONSES	
Find a candidate who will stay the course and continue the good work of the current administration	4.55%	4
Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes	27.27%	24
Find a very different kind of candidate—one who is ready to take the district in a significantly different direction	68.18%	60
TOTAL		88

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: 66 Skipped: 25

#	RESPONSES	DATE
1	Ravenna is ready to move in a whole new direction with new leadership. We need someone who is as passionate and ready for positive change within our school system. This is a great community and our school superintendent should emulate the strong, positive core values of this community.	3/1/2019 10:39 AM
2	1. Follow handbooks and policies. 2. Support administrators. 3. Know the districts strengths. 4. Know the school improvement plan and hold people responsible to improve scores, etc. 5. Acknowledge our weaknesses and make a plan for improvements. 6. Make tough decisions and stick to them.	2/28/2019 9:04 AM
3	The entire school board needs to be changed with new people brought in that are not part of the local good old boys club that have for 10 years run the district into the ground. When you have problem students disrupting learning and kids going to other districts even ones that are within walking distance there is a problem. The new superintendent needs to back the teachers and make changes no matter what certain family names that think they run the area think.	2/27/2019 6:09 PM
4	I would like the new superintendent to support its employees, especially administrators. When there are decisions to be made, listen to all vested players and make an educated decision based on information from everyone. Be willing to be a leader and make hard decisions when necessary. We need a leader, not a manager.	2/27/2019 1:18 PM
5	Our district to me seems to be like a starting point for a lot of personnel and then they leave. There has to be a reason for that. We need people who want to be in our district., They need to be happy here and are willing to stay in the district. A need type of leader with new ideas, can change our district into a area we can be proud of, with better curriculum, wonder teachers and support staff. Being financially stable is a positive aspect also. Change is scary, but sometimes change is required for the better good.	2/26/2019 4:30 PM
6	I have lived, worked, and so does my family, in this district. Very concerned with the direction the board is taking us.They were elected to set policy and hire a superintendent. Not run or ruin the district.	2/26/2019 7:17 AM
7	We have dealt with far too much negative press and social media. We need a change of direction that will motivate stakeholders to be involved and will attract newcomers.	2/24/2019 1:15 PM
8	I feel that our current administrator has not done a good job running our district. Ravenna is a district with great potential, we just need a strong leader who can use the resources RPS has offer.	2/23/2019 11:26 PM
9	I would like to see students disciplined more fairly, better communication among staff and parents, and higher learning standards for the students	2/23/2019 6:47 PM
10	Bring something new, fresh and exciting to the learning environment.	2/23/2019 8:32 AM
11	Whatever needs to be done for the greater good of our students, is most important. If that means revamping the current curriculum, then so be it. The students deserve the best foundation our schools can give them. For school is for the students above all else.	2/22/2019 10:38 AM

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12	██████████ has done severe damage to our school district. Teachers and staff members have not been supported, resulting in parent complaints steering the direction of our district. Students have been allowed to run the schools because teachers and principals have not been backed. ██████████ does not understand that sometimes in education, student and parent feelings will be hurt because wrong types of actions are being performed. ██████████ has offered absolutely no vision for making Ravenna better. His management style is reactive and he attempt to make parents and students happy at all costs. This has been extremely detrimental to our district and has directly resulted in the low test scores that are currently being exhibited. ██████████ is an extremely poor leader. Under his leadership, student achievement has fallen, staff morale has fallen, and risk taking and initiative have been discouraged.	2/22/2019 10:10 AM
13	The course is way off course. Generations of my family have graduated from Ravenna and I actually had to pull my daughter from the district, although we still reside here, after 5th grade. She will finish through 8th grade at another school. It would be nice to be able to return to our district for high school. There must be inclusion of parents in the education process. There needs to be many changes in the curriculum, including recognition that arts electives are needed. Not every student flourishes with only recognizing and applauding sports. We need to start recognizing that the students have other strengths in this town. Trying to have a drama program in that high school, on that "stage" is ridiculous. Let's start supporting some arts in this district, along with all of the sports. Another huge problem is the response to bullying, or lack of response to bullying. This needs to be taken seriously and addressed. The last principal of the middle school essentially ran the Parent's Club out of the middle school, and made middle school a nightmare for children to attend- taking all of the fun things about school at the elementary level, and tossing them aside. Other schools don't operate that way, whether your a 5th grader, or an 8th grader. Here, it seems that we want our middle schoolers to be treated like adults already, and they're not. Let's focus on keeping school enjoyable so that our kids do t lose that love of learning when they switch buildings. There is also a real problem with class size in the middle school. The elective classes in 5th grade 2 years ago were at least 35-37 students in each class. That is way too many students for any teacher to handle. There were no assistants. There are many things at these schools that can be changed- for the better- and without a lot of cost.	2/21/2019 9:07 PM
14	I think that it's important to choose a candidate that will not try to flip the district immediately. Change is necessary, however, it's important to make changes gradual to keep staff and the community on board.	2/21/2019 8:58 PM
15	I went to Ravenna Public Schools from pre-school to graduation, I never felt that we were pushed one way or the other with political issues and I appreciate that. I think the next superintendent should be from a small town rural farming community so that he can understand the way Ravenna does things. We don't need some liberal coming into our school and try to turn the way we do things around.	2/21/2019 8:14 PM
16	The district has been wallowing in mediocrity for several years. Personnel evaluations were not performed diligently and thus several positions were ineffective. Weak leadership at the top resulted in inefficiencies and poor teamwork. We have had no strategic planning in the past 10 years. Teachers should be required to do at least one extra curricular activity-work out in contract if necessary. There has been no creative thinking for the future of this district. The potential of this district is almost unlimited.	2/21/2019 3:13 PM
17	We need new leadership to support teachers and help deal with ignorant parents. We need discipline at middle and high levels. We need follow through and the ability of our leader to make the changes necessary for student success.	2/21/2019 2:54 PM
18	Some necessary changes have been made, but a new superintendent may want to consider the course of actions taken and potentially change course if the current changes are not working. It would be helpful to have someone who isn't necessarily interested in how "it's always been done" and ready to consider a new path. For example, it would be great if we could consider year-round school, but a superintendent who is afraid to ruffle feathers may not be wiling to consider something of that magnitude.	2/21/2019 2:04 PM
19	Ravenna is a unique little town in that everyone supports and knows one another, but it is also very critical in the fact that community members want what's best for the children. By bringing someone in from the outside world, we would be opening up a plethora of opportunities for our students. Fresh ideas, new faces, and a completely clean slate would be a huge benefit to Ravenna. Like mentioned earlier, everyone knows everyone here, so if Ravenna were to hire someone from the area, community members might have preconceived opinions on that specific person-whether they are fair or not. Also, please keep in mind that experience does not indicate if a candidate will be a good fit or not. There could be a young candidate who would benefit the district greatly, but is not taken seriously due to lack of experience, likewise there could be a candidate that looks great on paper with 15+ years experience, but their personality might not fit our rural town. Please give each applicant a fair chance, regardless of experience. Thank you.	2/21/2019 12:57 PM

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20	Just from having students there over the past year and reading up on the community and it's education it seems that starting over with a whole new approach may be the way to go to get these kids challenged and having higher academic achievement.	2/21/2019 11:21 AM
21	RAVENNA SCHOOLS NEEDS TO PUT A BIGGER PUSH INTO OUR OVER ALL CURRICULUM AND PROGRESSION FOR ALL OF OUR CHILDREN. WE NEED TO FIND A WAY TO TEACH ALL OF OUR CHILDREN. MANY OF OUR STUDENTS LEARN BETTER IN HANDS ON SITUATIONAL LEARNING.	2/21/2019 9:11 AM
22	I believe there are some issues that need amending on our district. All the kids need to feel important, not just the sports players. Also, the bullying is out of control, there needs to be better monitoring and punishment for students who continue to bully. There also needs to be equal enforcement of policies, on every child, not just unpopular children. No breaks because you are from a certain family. A few teachers in the middle school and high school need to reassess how they teach. My children often need to be retaught at home because all they do is copy down a PowerPoint and leave it. No actual teaching occurs.	2/21/2019 7:15 AM
23	I would like our preschool to be ran by Ravenna again, having a Muskegon school be in charge doesn't look good to parents.	2/20/2019 10:17 PM
24	I believe with the limited funding and resources a school our size has access too, it is imperative to have forward thinking people that are willing to take some risks to set the school apart. I currently feel there are a lot of things that we do, because "it is the way we have done it for 20 years", or it has worked at some point in the past and this has limited our ability to set ourselves apart. It can also be tough to retain good people at a small school, but if there is a strong culture in place, it makes it harder for talent to want to leave for an extra \$5,000-\$10,000/ year. Currently I don't feel like we have a culture that makes the decision to move on, or stay very tough.	2/20/2019 3:27 PM
25	Need to evaluate all positions of a school, starting with principals, then teachers and then facilities staff. If a teacher has negative feedback from students, parents, peers, others, then it should be addressed quickly and firmly. Hold all accountable to what their position entails. Raise the bar at RPS. Let's do better academically, let's do better in music and art, let's do better in athletics. Let's do better with our facilities, let's do better with our community involvement and sense of pride! Let's become a school district that other area districts talk about and students outside of our geographical area are lining up to attend. Let's have a huge waiting list for school of choice kids that are dying to come to Ravenna Public Schools because we are the BEST in everything!	2/20/2019 3:21 PM
26	I think Ravenna has a staff very dedicated to students and achievement. I think there is always room for improvement and would love to see more in terms of MTSS and focus on student mental health and social-emotional health and how to respond and teach students who have experienced trauma (trauma-informed care). I would also like to see gen ed staff more supported and educated on how to support special education students. I would also like to see more focus on inclusivity of all types of students and staff.	2/20/2019 8:30 AM
27	Complacency for the last many years can make it difficult for a manager to implement smaller changes. A new style of leadership would be more likely to get staff and students excited and prepared to take on the upcoming challenges of increasing test scores and re-energizing the primary mission of educating the next generation.	2/20/2019 8:15 AM
28	The school has some good programs in place already. They just need to be expanded upon.	2/20/2019 8:10 AM
29	I think that our district needs to greatly improve student achievement and find ways to support our highest and lowest achieving students.	2/20/2019 7:11 AM
30	We need accountability for poor test scores Need to be selective in school of choice kids entering the district Need to promote FFA, athletes and other positives to bring the right kids from neighboring districts. Ravenna needs to be THE school of choice to be competitive going forward.	2/19/2019 10:59 PM
31	I think we need change when it's comes to someone who can be good with kids and empathize with them but also be able to make changes like policies about sexual assault or moving teachers to positions suited to them and find teachers who are willing to teach the kids not just sit on their computers all day.	2/19/2019 10:44 PM
32	Because it seems that money talks instead of the systems that were in place for many years. The superintendent should be a man of stature and not give into the pressures of the top community members. Just because theu have money does not need to impression our whole system to irradicate what a collabarative community needs.	2/19/2019 10:43 PM
33	The Students of Ravenna Schools are the most important reason to choice of better new leadership. It is sad to see that our schools are rated so low. We must pull ourselves up again and need a leader to not only encourage the students but all teachers, bus drivers, board members and parents of the community. The entire county will once again know Ravenna as Strong school!	2/19/2019 10:41 PM

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34	This needs to be someone that is actually seen and actually leads the teachers a happy staff leads to happy kids and that will make them more successful	2/19/2019 10:12 PM
35	Ravenna lacks in a lot of areas, the students are falling behind other districts. Special education programs need to be looked at. Curriculum that is offered needs to be looked at.	2/19/2019 9:41 PM
36	Explore a more student centered approach to teaching and learning. Check in with administration at each building (frequently) to determine effectiveness and needs at the building level and student level. Provide guidance and leadership with parents, staff, and students. Be visible at buildings and around the community. Execute a viable curriculum. Examine current salary of support staff to determine if feasible cuts can be made to place monies back into the general fund to directly benefit students! Look at specials and how they are utilized in elementary, middle, and high. Are the specialist classes preparing our students for the future...coding, website design etc? Is the school board equipped to make reasonable, educational decisions to move the district in the right direction?	2/19/2019 9:08 PM
37	We need a superintendent who leads the district in the right direction. The superintendent needs to know what is really happening in each building. The superintendent must ensure that decisions being made are proactive, well thought out, and for the common good. The superintendent needs to make sure each the curriculum and programs we offer flow and build K-12. The superintendent needs to listen to the teachers. Teachers are the ones in the trenches, know what is working and not, and have ideas for positive change.	2/19/2019 8:51 PM
38	Going through Ravenna Public Schools and now being a teacher myself in a different district with a great superintendent, I feel the biggest thing is to be personable, truly understand what's happening in classrooms on a day to day basis, and someone who is willing to listen to staff members while keeping the kids best interests at heart. Ravenna is a great school district and need someone who values our small town, but also works directly with teachers to hear their ideas/concerns, as well as the bigger picture jobs of a superintendent.	2/19/2019 8:50 PM
39	We need to hold all parties of school system accountable! All have desire of doing as much as we can to make our students successful in like!! Employees who have been here forever just get a paycheck and go through the routine need to be held accountable!! Students are watching them and actions speak way louder than words!! Enter grades everyday and be example for these kids and mostly so parents have accurate info! We cannot teamwork with teaching staff not keeping up on power point! I always hear grades are not entered in yet! Or that's a future assignment not even gone over yet—well looks like incomplete or missing when not entered! Do not wait til end of chapter to enter all grades—parents give up trying to hold kids accountable without all current info! Prepare these kids for future! High school life lessons are not near as costly as adult failures and no idea how to handle them!! When we were in school it was get it in or fail not this ongoing make it up—that is not going to work in real world! Drug dogs come in and do not announce ahead! Let them learn hard way—prevent future addictions and give them experiences of real life! You get fired in real world, you go to jail, have fines!!! Sadly the world has taken away our ability to discipline esp when younger but all these could be life lessons learned early to make this community great again! The drugs, e-cigs, cigarettes, alcohol is out of control! Let there be consequences so there is accountability for their actions! They are our future and it's not looking super bright right now!!	2/19/2019 8:39 PM
40	Ravenna is falling apart. The good 'ole boys club has to stop. We need a superintendent who listens to our board of education, yet he/she has the balls to stand up for what they believe in and what our district needs.	2/19/2019 8:24 PM
41	We need a superintendent who is strong and won't let themselves be bullied by the school board. We need one who is outspoken and will clean house of employees who are in salaried or administrative positions that have relation working in the same building or being directly supervised by a family member. We need a superintendent who will create a policy that will require salaried or administrative employees to leave their position should a family member become an elected board member in order to avoid a conflict of interest. We need a superintendent that will NOT "mainstream" special education students into regular education classes in order to reap the benefits of the extra money given for any special ed student. We need a superintendent who will exclude our district from the "schools of choice" option as our district has in the past taken anyone who has had issues in other districts. We need a superintendent who will stop the favoritism within all support areas of the district. Lastly, we need a superintendent that will stop outsourcing our districts jobs! No more privatization, bring the kitchen and transportation jobs back to the district!!	2/19/2019 7:50 PM
42	Things need to change at Ravenna, there so many different directions and ideas to help students but Ravenna has become stagnant.	2/19/2019 7:44 PM

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43	It is critical for the district to address curriculum, standardized testing scores and special needs accommodations. The district will continue to slide downhill if changes are not made.	2/19/2019 7:33 PM
44	Enhance diversity training/programming from students to staff Expand educational opportunities for example additional languages, clubs etc Supervision training for principals Increase funding plan and implement facilities plan for all properties	2/19/2019 6:56 PM
45	Need our scores and financial stability to be better. Need buy in from all staff to the new way of business. Get away from the old way of no one knowing nothing until it's too late to fix.	2/19/2019 6:42 PM
46	I think the administrative team that Ravenna has recently hired has strong potential; however, I think they are relatively inexperienced in their current roles and require a dynamic leader to foster growth within them. The data suggests some things need to be done differently.	2/19/2019 6:29 PM
47	Ridiculous how the superintendent was voted out. It should have been a wider vote and not just the board vote. Voices of parents and staff should have been heard first	2/19/2019 6:28 PM
48	With the low test scores something needs to change. The district needs someone willing to put the hardwork and effort to think outside the box and get Ravenna back on track	2/19/2019 5:57 PM
49	At the moment, I believe the Board of Education is making the right decisions and know that a new course is needed. I like how some of the Board Members have taken the time to hear the issues/strengths/weaknesses from the ones that are in the trenches (the educators). Ultimately, the teachers know what is needed. Unfortunately, the knowledge of the ones in the trenches (teachers) have been pushed aside for the last decade. Thus, helping to create a broken system. We need alternative education. Teacher contracts must show they are valued. We need to be stricter with negative students issues. We need to create a culture where the students take school more seriously (homework avoidance issues) We need a Superintendent that has quality experience with teaching and administration experience. This way, the person knows what is truly doable in the school setting and what will not be successful.	2/19/2019 5:48 PM
50	Our district seems to be going in the right direction in relation to financial matters. Curriculum is being addressed, but could use some help in finishing and meeting the State's standards.	2/19/2019 5:34 PM
51	I have laid that out already, but quit hiring "yes men" and your friends or family members.	2/19/2019 5:12 PM
52	We need a Superintendent that will take questions during board meetings and actually answer them. Not just give what sounds like a scripted answer that doesn't answer anything at all and proceeding to cut the person off like what they say doesn't matter. We need transparency as that's been an issue in the past that caused a lot of strife with in the community. We also need some one that will listen to our concerns as parents, or staff, and take them into consideration and make necessary changes or if a situation isn't being resolved at one of the schools that the Superintendent steps in and talks to ALL involved and reaches a solution in the best interest of all.	2/19/2019 4:17 PM
53	I have found that there are certain teachers and staff members that have given up. Not all or very many. Most are great! But I would like a superintendent that see the ones that have "given up" and is not afraid to address those problems. If that means a whole new direction for the district so that my kids don't fail because someone does not have the passion any more or worse yet passes when should not then by all means change the direction!!!	2/19/2019 4:12 PM
54	██████ did a good job. Some changes need to be made, however staying the course with a few tweaks is necessary.	2/19/2019 4:11 PM
55	The school has lost its way and needs to find someone to redirect and find a future for our children to build to. At one time, this school was second to North Muskegon in education. Our kids need to be ready to enter college--not because they were hand selected to be in certain curriculum, but because they are teachable. Producing honors students just to surpass the grade scales but dumber than a door nail is an embarrassment. Where is foreign language arts? How are our kids going to complete their credits if classes are not offered? Students need to be lead to be compassionate toward others to learn how to be a community and have respect for the teachers and other students in the learning environment.	2/19/2019 4:11 PM

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56	I feel as though there aren't enough educational based programs for our students. I recently learned there was not a language arts program in elementary school. I do not see a need for Learning Spanish at that age when a child may struggle in reading and writing in English. It seems there are more and more sports related programs and not enough for non athletes. Examples - STEM, Music, Computers. Look to other districts for better examples. I would prefer to donate money/raise money for these types of programs rather than sports. I also think it's ridiculous that anyone can join the board of education and there was little that could be done about that this last election. It seems as though there is little transparency regarding what the real issues are in this school system. This information needs to be shared with all. The parents do not know there are missing programs/issues because they are not communicated with and also have no idea what potential our school could have. The superintendent needs to have a completely new vision for our schools. More specifically the potential of our students. Parents want better schools, engaged teachers and will help to achieve these goals.	2/19/2019 4:02 PM
57	The teaching staff has been working on developing a curriculum for the past couple of years because the school district let the old one lapse. We should never have been put in this position. If we had kept up on the curriculum work, it would not seem so urgent at this time.	2/19/2019 3:45 PM
58	We have to emphasize our children's educations. Bring back the trades not everyone is a college bond student. Make our children productive members of society whether they are in the trades/skill job or they are white collar gradates.	2/19/2019 3:42 PM
59	This is said only because of lackluster past performance coupled with current issues within the Board. The Board is a mess. They have totally lost touch with the current mission of a public school. Educating our youth! The way in which the new middle school principal was hired is a perfect example of this. His past educational experience was never evaluated or looked into.	2/19/2019 3:42 PM
60	Our curriculum, our school success, our kids have suffered greatly. we need to develop a curriculum, make sure all teachers are following it, be able to look at the classes we offer or dont offer and make sure our kids are successful when they leave the system. Nothing has been done for the curriculum for the last 9 years. Our kids who are graduating at the top of their class cannot even pass a simple entry level college math course - let alone those who have struggled in school. We need someone who will come in with a vision to improve our schools. to make sure that even as a small district we are giving and getting the best for the kids. we need someone who isnt afraid to make staff changes to get rid of those who are bullies and not wanting to teach but just get a paycheck. we need someone who isnt afraid of stepping on toes to come in and make our school what it has been in the past and should be.	2/19/2019 3:15 PM
61	The new superintendent should follow chain of command and support his building leaders. Many times, building leaders make decisions and parents, or staff members go to the current Superintendent and he overturns the decision. This makes it difficult for the building leaders to be successful and respected. The superintendent should always support his leadership team.	2/19/2019 2:43 PM
62	The new superintendent will need to make major changes in "righting the ship". They will need to reign in spending, right-size the district in regards to facilities, and fix the major curricular gaps that exist. This does not mean that this person must be an island, but they will need the skills to extract the best from each and every administrator on the leadership team to help accomplish these lofty and much-needed goals.	2/19/2019 2:39 PM
63	I do not want a superintendent who lacks functional leadership skills and has 2 personalities, the one he shows to the public and the one he shows in actual dealings. I want a leader who is the same person in public as they are in a private conversation. I want a strong leader who is willing to make hard decisions and risk being unpopular, knowing that it will bring the people around when they see results. I want someone who will say no to school of choice students who aren't up to the standards that we want our students to have. I want someone who will have the backbone to support their teachers and principals when they issue discipline to repeat offenders, instead of pardoning them, thereby undermining all discipline we have in the school. I want someone who will find a way instead of an excuse. I want someone who will work as hard as I do to make our students successful, instead of disappearing into the sunset every night. I also think it means a lot to our community that a leader lives in our community.	2/19/2019 2:31 PM
64	Budget Curriculum	2/19/2019 2:15 PM
65	Our current superintendent cares very much about the students and their well being. We want that to continue. But, we need someone to be more aggressive with fixing our academics and valuing the staff. Someone who can bring accelerated positive changes to our district.	2/19/2019 2:09 PM

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66	The school board is in charge right now. They know nothing about running a district. We need a superintendent strong enough to put them in their place and strong enough to tell them NO, strong enough, to put the maintenance department in their place, strong enough to put a few tenured teachers in their place. Be honest and play by the rules. Do what is right. Tell no lies. Don't talk out both sides of their mouth.	2/19/2019 1:54 PM
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