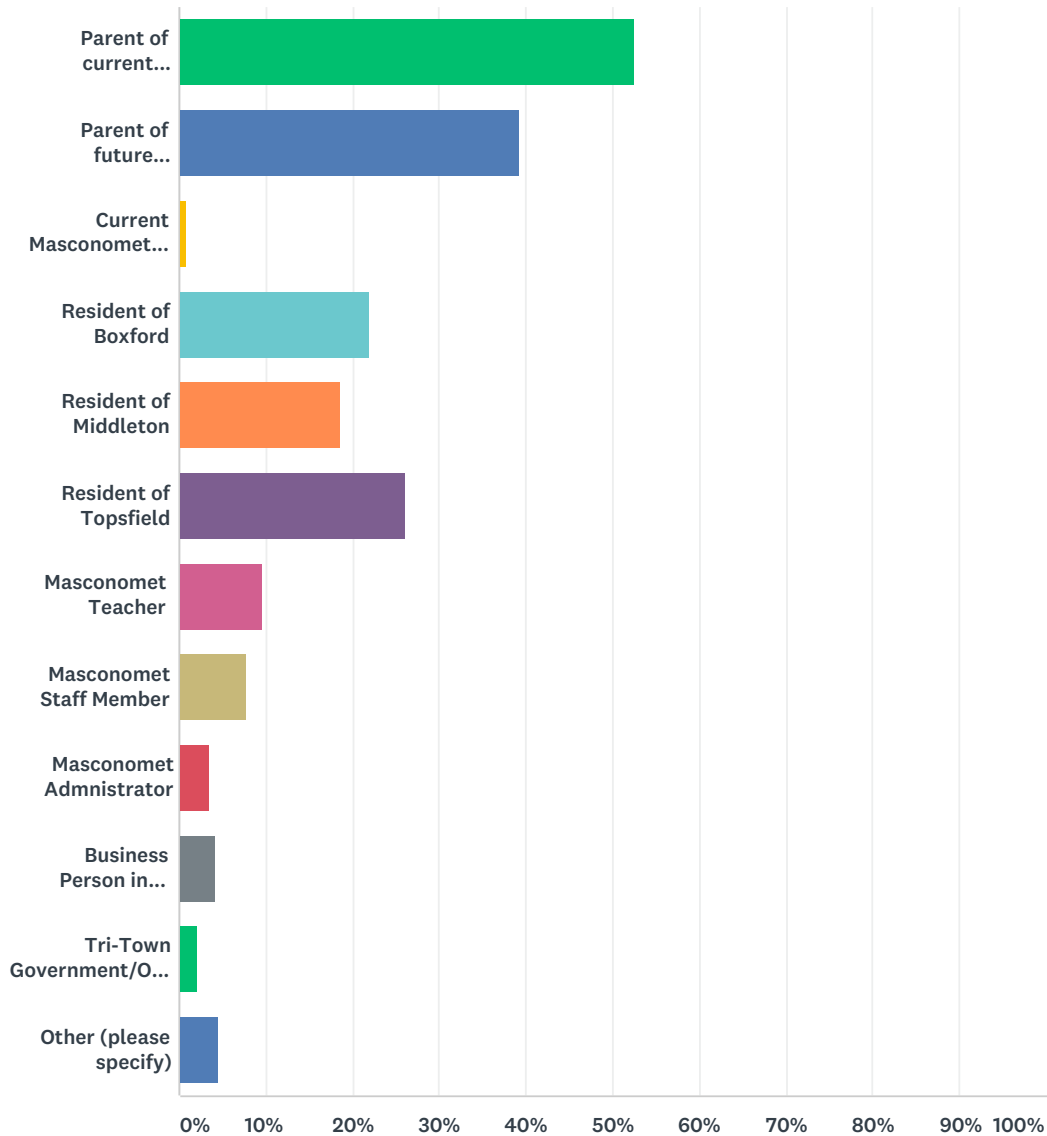


# Q1 Please select the category(s) that best describe you. (Check all that apply.)

Answered: 333 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent of current Masconomet student	52.55%	175
Parent of future Masconomet student	39.34%	131
Current Masconomet student	0.90%	3
Resident of Boxford	21.92%	73
Resident of Middleton	18.62%	62
Resident of Topsfield	26.13%	87
Masconomet Teacher	9.61%	32

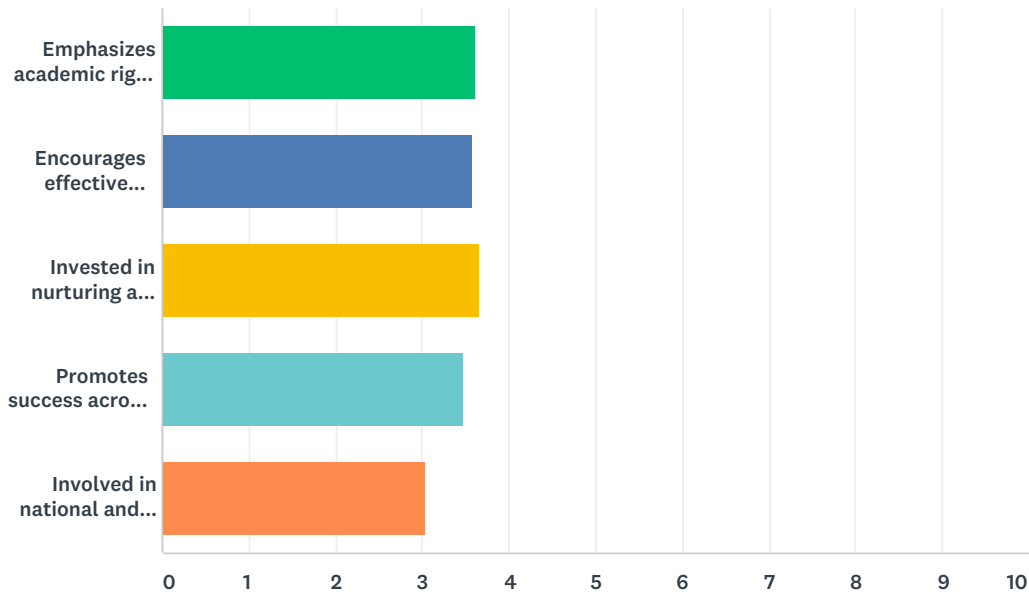
## Masconomet Superintendent Search 2018

Masconomet Staff Member	7.81%	26
Masconomet Administrator	3.60%	12
Business Person in District	4.20%	14
Tri-Town Government/Official	2.10%	7
Other (please specify)	4.50%	15
Total Respondents: 333		

#	OTHER (PLEASE SPECIFY)	DATE
1	Highly involved volunteer in schools/community.	9/27/2018 5:54 PM
2	Parent of 2 Masco graduates; currently active with events at masco	9/26/2018 12:00 PM
3	Topsfield parent of Tri-Town student who will attend Masco in three years.	9/26/2018 11:43 AM
4	teacher in another district	9/25/2018 8:45 PM
5	Parent of a kindergarten age child	9/25/2018 7:56 PM
6	former Masconomet teacher	9/25/2018 5:46 PM
7	Masco Alum Class of 1988	9/25/2018 12:13 PM
8	Active volunteer raising funds for the schools	9/20/2018 7:43 PM
9	Tri-Town Employee	9/20/2018 1:57 PM
10	Tri-Town staff member	9/19/2018 10:06 PM
11	Parent of past Masco student also	9/19/2018 10:01 PM
12	Teacher in another school district	9/18/2018 4:38 PM
13	Alum of Masco	9/18/2018 11:51 AM
14	Volunteer with MEF	9/18/2018 9:15 AM
15	TTC staff	9/17/2018 4:21 PM

**Q2 The following criteria relate to curriculum and instruction. Please rate the level of priority for each when selecting the next superintendent for this district. 1 = not a priority, 2 = low priority, 3 = moderate priority, 4 = high priority.**

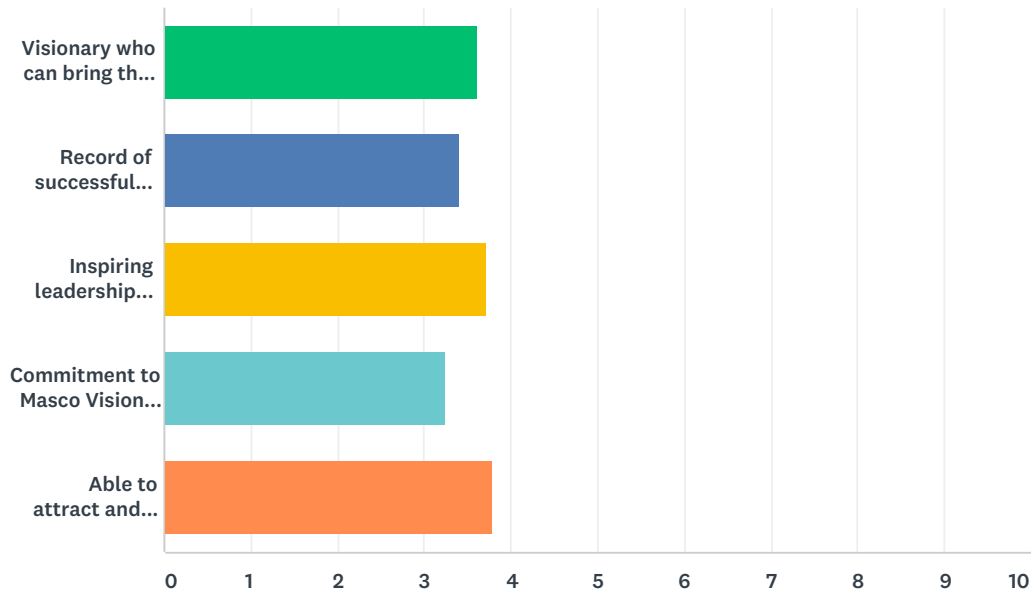
Answered: 332 Skipped: 1



	1 = NOT A PRIORITY	2 = LOW PRIORITY	3 = MODERATE PRIORITY	4 - HIGH PRIORITY	TOTAL	WEIGHTED AVERAGE
Emphasizes academic rigor and student achievement	0.31% 1	4.08% 13	30.41% 97	65.20% 208	319	3.61
Encourages effective professional development, innovation in curriculum instruction, and faculty's willingness to take risks and embrace change.	0.30% 1	4.52% 15	33.43% 111	61.75% 205	332	3.57
Invested in nurturing a school environment that prioritizes the social and emotional development of students.	0.60% 2	3.31% 11	24.10% 80	71.99% 239	332	3.67
Promotes success across all student populations, with solid understanding of integrated special education.	1.51% 5	7.53% 25	33.43% 111	57.53% 191	332	3.47
Involved in national and state conversations about educational trends and initiatives.	5.72% 19	17.17% 57	45.78% 152	31.33% 104	332	3.03

Q3 The following criteria relate to leadership. Please rate the level of priority for each when selecting the next superintendent for this district. 1 = not a priority, 2 = low priority, 3 = moderate priority, 4 = high priority.

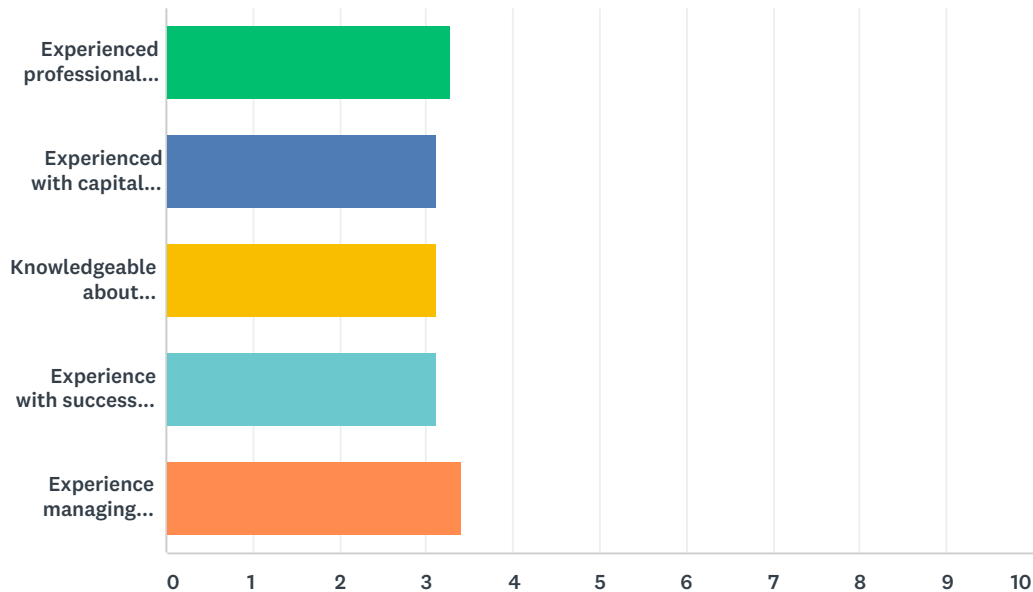
Answered: 333 Skipped: 0



	1 =NOT A PRIORITY	2 = LOW PRIORITY	3 = MODERATE PRIORITY	4 = HIGHEST HIGH PRIORITY.	TOTAL	WEIGHTED AVERAGE
Visionary who can bring the district into the future, projecting scenarios to best prepare students for their future beyond MASCO.	0.30% 1	3.63% 12	30.21% 100	65.86% 218	331	3.62
Record of successful implementation of programs that have improved outcomes.	0.30% 1	6.02% 20	46.69% 155	46.99% 156	332	3.40
Inspiring leadership style that motivates others.	0.00% 0	2.11% 7	23.87% 79	74.02% 245	331	3.72
Commitment to Masco Vision 2025 (which were recently developed with broad community input, and available on Masco Website).	2.42% 8	10.91% 36	46.36% 153	40.30% 133	330	3.25
Able to attract and retain high-performing, skilled educators	0.30% 1	1.20% 4	18.37% 61	80.12% 266	332	3.78

**Q4** The following criteria relate to finance and operations. Please rate the level of priority for each when selecting the next superintendent for this district. 1 = not a priority, 2 = low priority, 3 = moderate priority, 4 =high priority.

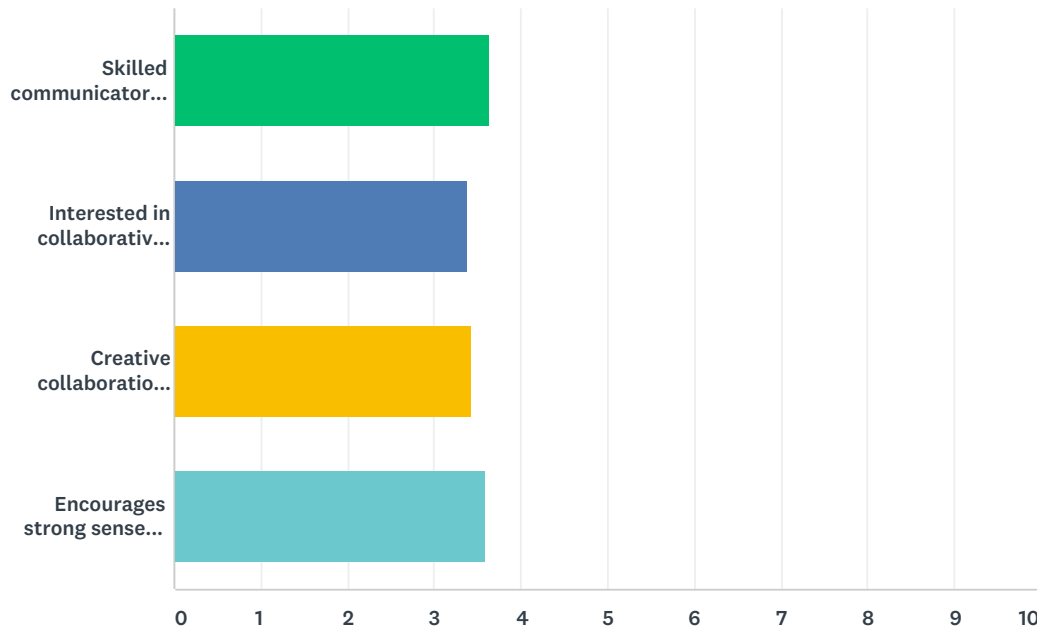
Answered: 332 Skipped: 1



	1 = NOT A PRIORITY	2 = LOW PRIORITY	3 = MODERATE PRIORITY	4 = HIGH PRIORITY	TOTAL	WEIGHTED AVERAGE
Experienced professional with strong budgeting and fiscal management skills who is able to navigate complexity within organizations, finances and budgets	1.20% 4	10.84% 36	45.48% 151	42.47% 141	332	3.29
Experienced with capital planning for school infrastructure.	1.81% 6	15.11% 50	52.57% 174	30.51% 101	331	3.12
Knowledgeable about operations and financing structures unique to Regional School Districts, including collaboration with municipal offices.	1.82% 6	16.06% 53	51.21% 169	30.91% 102	330	3.11
Experience with successful contract negotiations with labor organizations.	0.91% 3	17.88% 59	50.00% 165	31.21% 103	330	3.12
Experience managing district-wide teams including administration, faculty, support and facilities staff, including knowledge of evaluation systems.	1.21% 4	8.79% 29	37.58% 124	52.42% 173	330	3.41

**Q5 The following criteria relate to communication and community relations. Please rate the level of priority for each when selecting the next superintendent for this district. 1 = not a priority, 2 = low priority, 3 = moderate priority, 4 = high priority.**

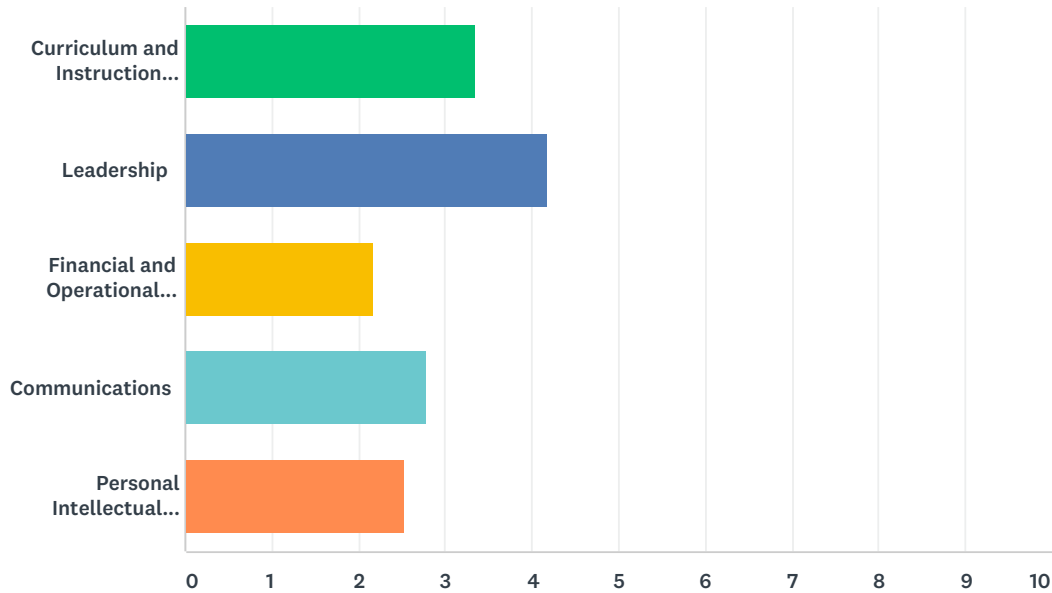
Answered: 332 Skipped: 1



	1 = NOT A PRIORITY	2 = LOW PRIORITY	3 = MODERATE PRIORITY	4 = HIGH PRIORITY	TOTAL	WEIGHTED AVERAGE
Skilled communicator with all constituents using written, verbal, public speaking, and technology.	0.30% 1	2.11% 7	29.91% 99	67.67% 224	331	3.65
Interested in collaborative partnerships with Superintendent of Schools for the Tri-Town School Union.	1.51% 5	6.65% 22	42.90% 142	48.94% 162	331	3.39
Creative collaboration with community partners in ways that benefit the school community (including parents, town officials, local youth organizations, and others).	0.90% 3	6.93% 23	40.36% 134	51.81% 172	332	3.43
Encourages strong sense of community, inclusivity, and acceptance with diverse populations.	1.81% 6	5.12% 17	25.60% 85	67.47% 224	332	3.59

**Q6 Please rank the following 5 skill classifications in order of priority with 1 being the highest priority for the next superintendent.**

Answered: 332 Skipped: 1



	1	2	3	4	5	TOTAL	SCORE
Curriculum and Instruction Expertise	24.23% 79	26.69% 87	19.33% 63	18.40% 60	11.35% 37	326	3.34
Leadership	57.19% 187	17.74% 58	14.68% 48	7.34% 24	3.06% 10	327	4.19
Financial and Operational Management	3.98% 13	15.29% 50	16.21% 53	22.63% 74	41.90% 137	327	2.17
Communications	5.50% 18	25.38% 83	27.83% 91	24.46% 80	16.82% 55	327	2.78
Personal Intellectual Skills and Academic Preparation	9.37% 31	14.50% 48	22.66% 75	27.49% 91	25.98% 86	331	2.54

## Q7 What are the key strengths of Masconomet that you would like to see preserved and expanded? (This is an optional open response question.)

Answered: 157    Skipped: 176

#	RESPONSES	DATE
1	The preservation is a concern when we aren't preserving it now. We have seen a consistent decline in the status and academics at Masco over the past 20 years.	9/30/2018 7:12 PM
2	Masco should continue to be focused on academic preparation for college with a secondary focus on supporting athletics and collaboration within community.	9/29/2018 10:31 PM
3	Vision 2025	9/27/2018 6:30 PM
4	Continue with emergency preparedness and training. Continue with umbrella meetings that connect with tri-town volunteer organizations. Continue with high quality arts training. I am so new to masco, my 7th grader just starting, so I don't know a lot of the strengths yet.	9/27/2018 5:54 PM
5	The overall of quality of the teaching staff and most staff's commitment to the students.	9/27/2018 1:10 PM
6	Educational reputation	9/27/2018 11:19 AM
7	High academic rigor. Community of respect	9/26/2018 8:30 PM
8	Intellectual rigor and preparedness of students for post-high school academics	9/26/2018 4:04 PM
9	Innovative education for a school of this size.	9/26/2018 3:39 PM
10	Reputation as being an exceptional school district and one that addresses educating the whole child so that they are prepared for their next steps after high school.	9/26/2018 2:08 PM
11	variety of electives and AP courses; Spec Ed; after school activities; diversity	9/26/2018 12:00 PM
12	Would like to see a focus on the reaching and teaching of all types of student populations - continue exemplary services for special needs students. Expand focus on creating an empathetic and kind student/teacher environment focused on caring for and serving the larger community both locally and worldwide. Diversity and choice in course offerings - maintain arts and enrichment programs. Instill self confidence and practical life skills in students - not simply focused on grades, tests and lofty academic pursuits.	9/26/2018 11:21 AM
13	Fostering a sense of collegiality.	9/26/2018 11:16 AM
14	Would like someone who understands that a four year college degree is not for every student coming out of the high school. And at the same time, still is not interested in a four year degree should not be seen as students who need to go to a vocational school. More hands-on learning, and project-based learning, to develop some real life skills. Students these days (from surveys I've done with my students) are being taught how to do well on tests, and retain information long enough to do well on those tests, but not actually learning the material.	9/26/2018 11:16 AM
15	culture /climate	9/26/2018 10:54 AM
16	Special education and promoting social inclusion for special needs	9/26/2018 9:57 AM
17	Quality academics	9/26/2018 9:29 AM
18	Continue to be one of the best schools in the North Shore!	9/26/2018 9:27 AM
19	Continue to make available diverse opportunities for all types of students	9/26/2018 9:10 AM
20	Being a thought leader in preparing our students for their futures with an emphasis on social, emotional, mental and physical wellness.	9/26/2018 9:07 AM
21	High academic standards, strong sports and arts	9/26/2018 9:03 AM
22	Strong educational program is a great community asset	9/26/2018 9:00 AM
23	Inclusivity, SEL, staff excellence, academic rigor- pretty much Vision 2025	9/26/2018 8:50 AM



## Masconomet Superintendent Search 2018

24	Masconomet is rich in educational leaders and resources. I've worked in other districts that do not have the level of high quality leaders, educators, and specialists that support all students. Our work and vision in area of Social Emotional Learning I hope will continue and continue to expand.	9/26/2018 8:46 AM
25	Strong, well rounded education	9/26/2018 8:42 AM
26	Focus on the whole child, physical and emotional wellness improves academic success. Exceptional staff	9/26/2018 8:16 AM
27	Masconomet provides a broad range of opportunities for students to engage in school - visual and performing arts, wellness, business and computer science, athletics, co-curricular, foreign language and traditional academic programs with many electives. Also there is a nice mix of new and veteran teaching staff and most take pride in their work.	9/26/2018 8:10 AM
28	Masconomet prepares the students extremely well for college academics. And while Maos is ranked within the top 25 of MA public schools, I would like to see this ranking increase. We are paying a boat load in taxes to have one of the best school systems.	9/26/2018 8:04 AM
29	Strong teachers and extracurricular teachers to give them the opportunity to grow and lead to educate and prepare our students overall stop micromanaging them	9/26/2018 7:48 AM
30	Increase physical education for all students at every grade level and remove outside credit for PE.	9/26/2018 7:46 AM
31	quality education with a personal touch	9/26/2018 7:41 AM
32	Trust in teachers to work at a high level and collaborate.	9/26/2018 7:39 AM
33	Strength of academics, preparation for further education	9/25/2018 10:21 PM
34	I am worried we need to find key strengths.	9/25/2018 10:10 PM
35	Stay in the top tier of school districts	9/25/2018 9:31 PM
36	High level of curriculum	9/25/2018 9:18 PM
37	Teachers are respected and trusted, and not micromanaged	9/25/2018 8:55 PM
38	School ranking within state and national	9/25/2018 8:46 PM
39	support of teachers, striving for excellence in many areas, especially in the arts, drama, sports and of course a passion for learning( academics)	9/25/2018 8:45 PM
40	Start planning curriculum around goals rather than state tests. Forget about state ranking number and concentrate on building a healthy school environment. Increase security.	9/25/2018 8:26 PM
41	I believe it is essential that our future superintendent have 10+ years of experience as a middle or high school classroom teacher. In addition, they should have 10+ years of experience in some form of administration. The future superintendent should be well versed in recent developments regarding the support of students in special education, students with social-emotional needs, and transgender and gender non-conforming students. Additionally, the aspect of Masco's 2025 Vision relating to diversity should be emphasized during the search. Research shows that White students benefit from having Black teachers, but we have struggled to recruit non-White teachers. Professional development and educational goals should focus on the quality of education, not test scores and numbers. Finally, we need a superintendent who makes teaching a top financial priority, who is willing to hire enough staff to maintain small classroom sizes across disciplines, and who values breadth of curricular offerings. The school needs more bodies in the classrooms, not in central office roles.	9/25/2018 8:24 PM
42	-safe campus -strong extra curricular opportunities	9/25/2018 8:23 PM
43	Be sure to preserve the high standards and reputation of Masconomet School District	9/25/2018 8:04 PM
44	Academic excellence. The school system is the only reason why we live here.	9/25/2018 7:54 PM
45	I would like to see the rigorous and high academic expectations continue. I'd like to see the school system get back to being one of the top ten school systems in the state.	9/25/2018 7:53 PM
46	I would like to continue to see initiatives that promote inclusivity of non-traditional students and families. Create safe spaces for all kids to learn at their ability level while offering opportunities to all regardless of where they fall academically.	9/25/2018 7:33 PM
47	High quality level of results in graduating students.	9/25/2018 7:32 PM
48	Must have expertise and knowledge.	9/25/2018 7:25 PM

## Masconomet Superintendent Search 2018

49	Good relationship with students, staff and faculty- accessible and relatable to all	9/25/2018 7:00 PM
50	Masconomet has highly skilled and knowledgeable educators. This needs to be preserved. In addition, the teacher to student ratios seem to work. The smaller the ratio, the better. Please keep the music programs, for they are valuable to the students.	9/25/2018 6:20 PM
51	a great sense of community and a high quality teachers. A shared sense of high aspirations for academic achievement. The teachers are for the most part, very impressive, invested in students and their learning as well as encouraging deeper thinking. This is a real differentiator. I would also like to see the art program continue to be fostered and to thrive. We have a special, talented group of instructors that help make the Masco experience unique.	9/25/2018 6:01 PM
52	I would like to see a commitment to Vision 2025 and a leader who is willing to meet with teachers, ask questions, listen and value our perspective.	9/25/2018 5:54 PM
53	strong expanded course curriculum great college prep	9/25/2018 5:43 PM
54	Teachers and staff are key to effective instruction.	9/25/2018 5:31 PM
55	The broad range of electives and AP courses is a strength. However, eliminating teaching positions while growing the administrative team and the administrative support staff is not helping preserve our strong course of study.	9/25/2018 1:22 PM
56	Develop and enrich the music and arts instead of continuing to phase them out	9/25/2018 12:13 PM
57	Future student parent, however, based on what I've heard...diverse curriculum options and peer oriented projects and curriculum. Expansive programs that plays to range of strengths and interests is attractive to us.	9/24/2018 11:20 AM
58	Strive to be the highest rated school system in the state. Including academics, art, technology and experience	9/22/2018 11:23 PM
59	Emphasis on academic and non-academic subjects/arts. Holistic approach to education	9/20/2018 9:42 PM
60	Academic excellence. Providing the most optimal learning environment for students in order to obtain the best results for all students. Listening to studies and science about creating a structure, framework, environment, staff and administration that create the most successful environment for students to be successful. Recognize excellence and achievement in the student body in academics and other enriching activities (like music & the arts) and not just in sports.	9/20/2018 7:43 PM
61	curriculum	9/20/2018 7:16 PM
62	Community support Positive environment/relationships Department Head/Leadership structure Academic rigor Broad curriculum	9/20/2018 5:13 PM
63	Masconomet ranking would like to see improved.	9/20/2018 4:20 PM
64	Highly regarded academic system	9/20/2018 3:34 PM
65	Masco has excellent teachers who need a leader with experience IN a High School, who can therefore understand their needs, support their ventures and challenge them to be the best version of themselves without dictating it, or having unrealistic goals.	9/20/2018 2:10 PM
66	Quality school system sought after in the north shore, keep up with national standards and programs	9/20/2018 2:03 PM
67	Continue to build educator and administrator capacity by trusting in the professionals that make up the Masconomet community.	9/20/2018 1:27 PM
68	The outstanding faculty support to students. Science & Technology initiatives.	9/20/2018 1:00 PM
69	Committed and academically strong teachers	9/20/2018 11:59 AM
70	Masco has historically been viewed as a crown jewel; I feel that standing is slipping. We need investment in academic success and facilities. We are falling behind our neighbors	9/20/2018 11:58 AM
71	Academic rigor. I am concerned that too many graduates are not proficient in the basics. They need to be able to read and write with great creativity and comprehension. Additionally, they need to be able to understand the world around them with no fear of science and math. Our future is certainly reliant on technology and Masco grads should be able to lead and innovate in STEM disciplines.	9/20/2018 9:23 AM
72	Kindness, inclusiveness, strong academics, and a positive staff	9/20/2018 8:28 AM

## Masconomet Superintendent Search 2018

73	balance of social and academic growth of students	9/20/2018 8:18 AM
74	I'd like to see a desire to support the social and emotional health of all students. Collaboration with groups such as the Tri Town Council is important.	9/20/2018 8:10 AM
75	strong curriculum, variety of classes	9/20/2018 7:39 AM
76	Our multi-layered approach with school climate, social/emotional health and overall safety & security of staff and students.	9/20/2018 7:05 AM
77	Education quality. Continue to raise the bar for that quality education	9/20/2018 6:43 AM
78	Unity of 3 towns Safety of students Model of instruction/teaching	9/19/2018 10:57 PM
79	Incredible extracurriculars and a strong commitment to student achievement.	9/19/2018 10:20 PM
80	quality of staff that make personal connections with students and can instill a sense of passion for all learners.	9/19/2018 10:16 PM
81	Skip	9/19/2018 10:06 PM
82	Diverse options for students, Class level options (i.e. CP, H,AP) Community involvement	9/19/2018 10:01 PM
83	Academic excellence. Not sports!	9/19/2018 9:39 PM
84	Community, Inclusion, health, high achievement, taking risks,	9/19/2018 9:33 PM
85	Diverse class offerings, multiple AP and college prep courses, access to a plethora of robust and well funded extracurricular activities where art, music and sports are given equal status/funding.	9/19/2018 9:25 PM
86	Quality of education, and good teachers paid to remain	9/19/2018 8:58 PM
87	Strong academic program, Best music department in the state! Need to renovate auditorium! Need to bring back more "tech" classes.	9/19/2018 8:56 PM
88	the ability to retain strong teachers and provide an experienced staff to educate all of our students to the highest level possible	9/19/2018 8:10 PM
89	Survey the children and all parents, it seems board and small groups are making decisions for the tri-town, when the majority absolutely do not feel the same.	9/19/2018 7:44 PM
90	I would like Masco to remain one of the top schools academically	9/19/2018 6:18 PM
91	Strong curriculum, STEAM focus, SEL focus, project-based learning.	9/19/2018 2:34 PM
92	Community and strong academics for all students with and without disabilities.	9/19/2018 7:11 AM
93	I hope to see more emphasis placed on Social Emotional learning at Masco and a recognition of how SEL complements academic rigor and student achievement. I hope the new superintendent will build off of the SEL foundation that is being laid and really work to do something interesting at Masco - along the lines of "reimagining" education.	9/18/2018 8:56 PM
94	Someone who is not ready to retire.	9/18/2018 8:10 PM
95	The senior internship program is valuable and should be kept if possible.	9/18/2018 7:53 PM
96	High academic quality	9/18/2018 4:38 PM
97	Strong special education programming and inclusive instruction for all learners	9/18/2018 4:22 PM
98	Good student access to teachers and a strong teaching staff.	9/18/2018 2:39 PM
99	Masco is an outstanding community, both amongst students and teachers. I would like for the next superintendent to work to understand the community at Masco before jumping in and attempting to implement change. I think there are outstanding positive connections between teachers and students and I would like to see that recognized and encouraged. Masco is also a school with an outstanding academic and extracurricular reputation. To maintain this, we need a superintendent who understands the social-emotional needs of our students, but who also understands we have to maintain the rigor in order to hold onto this reputation. (i.e. we cannot eliminate homework and still hope to be a top-performing school in the state).	9/18/2018 2:11 PM
100	Academics	9/18/2018 12:19 PM
101	Social Emotional Learning and developing and nurturing a positive school climate	9/18/2018 12:09 PM
102	Social Emotional Learning and Vision 2025	9/18/2018 12:08 PM

## Masconomet Superintendent Search 2018

103	Global & Forward Thinking; Preparing the next generation to be compassionate	9/18/2018 11:51 AM
104	Academic excellence, professional staff development and retainment, community involvement, leadership among the state in educational excellence	9/18/2018 11:31 AM
105	Academic success of its students;	9/18/2018 11:15 AM
106	A focus on social emotional learning and the development of the WHOLE person	9/18/2018 10:17 AM
107	academic rigor and expectations, opportunities for students	9/18/2018 9:34 AM
108	special education program/IEP	9/18/2018 9:31 AM
109	High quality, interesting teachers. Lots of organizations for kids to get involved with.	9/18/2018 9:20 AM
110	Academic achievements	9/18/2018 9:15 AM
111	In depth learning experience the children receive at Masco	9/18/2018 8:49 AM
112	-Academic excellence and rigor -Emphasis on the whole child/mental health -High expectations for all students with the supports to help all meet those expectations ie: strong special education services, student support services, co-teaching -Strong Visual and performing arts programs -Diverse student activities, clubs, organizations, and athletic opportunities Very strong support from parents and the community -A leadership structure that has curriculum experts in each field to supervise and evaluate teachers	9/18/2018 8:34 AM
113	1. Focus on literacy 2. Knowledge of and appreciation for every employee at every level 3. Sense of community 4. Setting the bar high, but offering all the support necessary to reach that bar 5. Culture of good citizenship 6. Seeing every incident/occurrence as a teachable moment	9/18/2018 8:18 AM
114	Innovation and inclusion of a new special education training program in the community.	9/18/2018 7:29 AM
115	Emphasis on student-centered teaching.	9/18/2018 7:13 AM
116	Set up the kid for success in the future world. Not yesterday's world.	9/18/2018 1:08 AM
117	impressive array of courses/electives, offered at different levels of rigor	9/17/2018 10:24 PM
118	high quality curriculum and instruction.	9/17/2018 9:51 PM
119	A broad range of courses for students to select from. A highly skilled and motivated faculty. A diverse selection of extracurricular activities for students.	9/17/2018 9:15 PM
120	A leader that works collaboratively and is able to inspire others to work towards common goals.	9/17/2018 8:57 PM
121	Masconomet is known as a great school. That reputation comes from kids who flourish their and parents who are vocal about that success. I want to continue to see Masco heralded as a top notch school without the "excellence at any cost" scenarios in other suburban high schools. Masco seems to focus on "many ways of knowing" and "many paths to success." Please preserve this so students don't become stressed out, unhappy, grade-focused robots.	9/17/2018 8:54 PM
122	Outstanding English department	9/17/2018 8:34 PM
123	COMPETITIVE COLLEGE PREPARATION	9/17/2018 8:07 PM
124	Masco should always be in the top 10 high schools nationally	9/17/2018 7:43 PM
125	more rigorous academic expectations and more serious discipline/behavior expectations (meaning the teachers should demand this of the students)	9/17/2018 7:32 PM
126	Anyone who can hold a candle to Supt. Kevin Lyons... He is the best and will be sorely missed!	9/17/2018 7:15 PM
127	Skilled teachers	9/17/2018 6:57 PM
128	Graduation rate Percent of students pursuing advanced education of some kind Foreign exchange opportunities Special education opportunities for both ends of the academic spectrum Partnering with industry to sponsor infrastructure improvement projects in exchange for advertising, such as turf fields, electronic score boards, scientific laboratory equipment, computers, etc.	9/17/2018 6:46 PM
129	Strong academic skills and preparedness for college/job entry.	9/17/2018 6:43 PM
130	The rigorous curriculum and the commitment to the art and music programs	9/17/2018 6:33 PM
131	Over all high academic standards	9/17/2018 6:15 PM

## Masconomet Superintendent Search 2018

132	masco could use work..Um teachers say say that we are they to learn not to go to get into college.I wish that this would be changed since as a student,masconomet is not an easy school to attend.I know that this is asking about the superintendent but i just wanted to give feedback.The teachers do happen to assign a lot of homework and they don't realize that we do extra curricular activities i wish that this would be spoken upon among the school or whoever controls this	9/17/2018 6:03 PM
133	autonomy of teachers	9/17/2018 5:55 PM
134	Dr. Lyons does a great job of keeping parents and staff in the loop on everything going on. I'd like to see that continue	9/17/2018 4:42 PM
135	Excellent teachers for many classes	9/17/2018 4:35 PM
136	highest quality teaching staff high academic standards + emphasize on social and emotional health	9/17/2018 4:35 PM
137	I would like a superintendent that acknowledges the high level of expertise and knowledge that Masconomet's teachers have and to be a mentor that can encourage and support them. I want a superintendent that realizes that teaching is hard and Masco's teachers work extremely hard and we need a leader that inspires us and makes us feel inspired and appreciated.	9/17/2018 4:33 PM
138	Commitment to excellence, high standard of achievement, collaborative learning	9/17/2018 4:32 PM
139	Vision 2025	9/17/2018 4:25 PM
140	The excellent curriculum	9/17/2018 4:22 PM
141	Looking at youth as a whole - beyond the hours of 7-3; tending social emotional development and focus on the skills young people need to build to be ready for the world beyond high school.	9/17/2018 4:21 PM
142	New to district - cannot answer.	9/17/2018 4:11 PM
143	Inclusivity of special education while at the same time pushing academic standards above and beyond. Create a unique environment for all levels of students to be successful. Become the gold standard that other regional districts want to emulate. Be a leader.	9/17/2018 4:07 PM
144	% students can enter the Ivy League school	9/17/2018 3:55 PM
145	I think that Masco has wonderful special ed programs and support and that teachers work well together to bring curriculum together in a way that makes sense to the students. I appreciate the responsiveness that the staff has had with me and my student who has special needs and I love the sports/arts/music opportunities!	9/17/2018 3:54 PM
146	High academic standards, strict attendance, adherence to school rules	9/17/2018 3:50 PM
147	High academics and competitive programs/opportunities with other leading schools. Masco's rating has gone down over the years, I would like to see the school be rated higher in the state.	9/17/2018 3:44 PM
148	Teacher independence and unique electives	9/17/2018 3:43 PM
149	Culture of high expectations in not just academic performance but executive skills for all students. Masco produces good students and good people!	9/17/2018 3:41 PM
150	Teacher independence, funding for elective programs.	9/17/2018 3:40 PM
151	Academic excellence, Art and Foreign Language Programs	9/17/2018 3:39 PM
152	High achieving students.	9/17/2018 3:38 PM
153	Diverse course offerings and excellent curriculum	9/17/2018 3:37 PM
154	Masconomet's academic community focuses first and last on student learning and thus student success. That needs to be preserved	9/17/2018 3:34 PM
155	Supporting our sports and other extracurriculars with financial backing. Admin should be supporting athletics and not trying to cut them and/or gouge them.	9/17/2018 3:32 PM
156	Culture of kindness promoted community-wide	9/17/2018 2:55 PM
157	i think the search committee is outstanding. i think they should work on all projects together	9/17/2018 2:33 PM

## Q8 What are the main challenges facing Masconomet at this time that you would like to see addressed? (This is an optional open response question.)

Answered: 177 Skipped: 156

#	RESPONSES	DATE
1	The consistent decline of academics at Masco and a continued exodus of higher level students to private schools.	9/30/2018 7:12 PM
2	This school focuses way too much on being politically correct and loose focus on student needs. A good example would be how about the cafeteria they chose to change the boys bathroom to a gender neutral bathroom thus affecting the ability of boys to use the bathroom.	9/29/2018 10:31 PM
3	Balancing students social emotional learning with high academic standards	9/27/2018 8:28 PM
4	Safety, first. And students feeling connected to faculty. The whole-student education involving social emotional needs must be impactful in its delivery.	9/27/2018 5:54 PM
5	Meeting the needs of the diverse students and alleviating anxiety and depression which is very prevalent.	9/27/2018 1:10 PM
6	Funding capital projects	9/27/2018 11:19 AM
7	The curriculum seems to be increasingly less challenging for students who do not have special needs as it moves to compromise its academic standards to address students with those needs. Academics also need to be considered more important than the sports programs. The school also needs to continue to support a later morning start time and not get derailed when we lose our superintendent.	9/26/2018 9:09 PM
8	Diversity and inclusion sensitivity	9/26/2018 8:30 PM
9	Aging infrastructure that must be addressed. Continuous improvement in all that they do to make it the best place to educate our children.	9/26/2018 3:39 PM
10	Controlling rising education costs, which is also a statewide issue.	9/26/2018 2:08 PM
11	Being at the cutting edge with technology implementation— focus on social emotional development t of studs ts	9/26/2018 2:01 PM
12	Disappointed with how the emergency capital request was thrust upon the towns this spring. It should have been handled better, because the need is real, but all 3 towns have to commit.	9/26/2018 12:00 PM
13	Preparing students for an everchanging future	9/26/2018 11:21 AM
14	Proper use of educational technology in making education more efficient; not using technology just for the sake of using technology	9/26/2018 11:16 AM
15	Bullying	9/26/2018 11:14 AM
16	avoiding the idea of a later start time - most faculty do not agree with this initiative	9/26/2018 10:54 AM
17	Bullying and inclusion of the special needs population	9/26/2018 10:46 AM
18	unknown	9/26/2018 9:57 AM
19	Maintaining balance between safety precautions and allowing healthy normal student activity. Also, too restrictive on allowing/developing student activities eg: cutting WBMT hours, not allowing new social activities such as a Homecoming dance-an unwillingness to move forward with change in the social component of school.	9/26/2018 9:29 AM
20	Building community among the tritown families	9/26/2018 9:27 AM
21	1)Homework effectiveness...how much is too much, overload, value of some “down time” to a students day 2) Continue to address regularly safety concerns for all school personnel	9/26/2018 9:10 AM



## Masconomet Superintendent Search 2018

22	Bullying, keeping facilities up to date and ensuring incoming students from all 3 towns are on a level playing ground when they arrive.	9/26/2018 9:07 AM
23	The tax burden on property owners is very high - the superintendent needs to preserve (or even improve upon) the high standards and performance of the district with the same or lower levels of support from the tax base	9/26/2018 9:05 AM
24	Sports fields need updating	9/26/2018 9:03 AM
25	Like many other districts across the nation, I feel the main challenge we face is supporting the social, emotional, and behavioral needs of our students. More and more students are presenting with mental health issues including anxiety, depression, suicidal ideation, and school avoidance. Many of our students have experienced trauma.	9/26/2018 8:46 AM
26	School start time being too early. Stop prioritizing sports over education	9/26/2018 8:42 AM
27	Falling middle school rankings statewide and the potential for that to bleed into the high school rankings. We should be in the top 10-15%.	9/26/2018 8:35 AM
28	Increase student accountability for actions, enforce consequences for behavior consistently increase communication between all levels/types of staff	9/26/2018 8:16 AM
29	Discipline code relying heavily on suspension, detentions, punishment; outdated. It's time to make our school a welcoming environment, relying on collaborative problem solving, rather than threats and punishments. See the book "Lost at School" by Ross Greene.	9/26/2018 8:11 AM
30	Masconomet does not have a strategic plan that grounds change. The vision requires both a strategic plan that connects the various elements of the vision to the work staff is asked to perform, a leader who understands how to lead adaptive change in an organization, and also is experienced with adult learning theory and 21st century instructional practices (not just conceptually). Last, and most important, all work is done through the efforts of other people. Building high performing, cohesive leadership, requires a leader with organizational capacity building experience.	9/26/2018 8:10 AM
31	While Masconomet tries to have open communication with the parents and the SSOs, the administration seems to not take parents input and makes decisions based upon what they want to do anyway. Parents really don't seem to have a say with administrative decisions. AND - can we PLEASE continue to have our sports banquets at outside venues and NOT in the cafeteria!?!?!? Either way it will cost the parents / boosters groups, and the cafeteria idea is just more work to bring in catering, utensils, linens, etc.. Boosters should be required to keep costs at a reasonable rate.	9/26/2018 8:04 AM
32	Overall community involvement and let our children grow with guidance not ridicule and demoralize them with punishment	9/26/2018 7:48 AM
33	There is not enough PE in the HS. A student can be finished with PE by the time they are half way through their freshman year.	9/26/2018 7:46 AM
34	creating a culture of security for staff and students alike	9/26/2018 7:41 AM
35	Lack of communication and clarity from superintendent on initiatives. A lot of "pie in the sky" things that get rolled out which never end up with much follow through.	9/26/2018 7:39 AM
36	Student needs (personal, emotional and academic) vs Operational & Capital Budget	9/26/2018 7:21 AM
37	Social/emotional development and substance abuse	9/26/2018 6:16 AM
38	Needs stronger leadership, needs to work cohesively with school committee, communicating capital/financial needs to tritown	9/25/2018 10:21 PM
39	Lack of academic rigor and emphasis on academics vs. athletics. Masco has a reputation as a jock school and not an academically minded school. Need to put students first and change the start time. Perception of bullying/mean experiences for many students.	9/25/2018 10:10 PM
40	Bullying. to stop denial and to show kids the correct way to talk to one another. Every child and adult are accountable for this without realizing that they are being a bully. Self awareness of how we talk to one another is important.	9/25/2018 9:47 PM
41	Getting the most benefit from its financial resources	9/25/2018 9:31 PM
42	Budget	9/25/2018 9:18 PM
43	SEL	9/25/2018 8:55 PM

## Masconomet Superintendent Search 2018

44	Safety as we continue to move into unknown threats all around us	9/25/2018 8:46 PM
45	responsible use of phones, legalization of marijuana, vaping, and teaching all students the dangers inherent to uses of the above.	9/25/2018 8:45 PM
46	MCAS dictates curriculum and how and what the teachers talk about in their class.	9/25/2018 8:26 PM
47	Striking the balance between a rigorous curriculum and student health remains a challenge, especially in a community that is driven by GPA. Prioritizing quality of education in the hands of highly trained professionals over the insistence to test, test, test remains a challenge.	9/25/2018 8:24 PM
48	Money	9/25/2018 8:04 PM
49	Lack of diversity. Gender equality.	9/25/2018 7:54 PM
50	Egotistical teachers still giving out entirely TOO MUCH HOMEWORK!	9/25/2018 7:32 PM
51	Alot	9/25/2018 7:25 PM
52	Bullying seems to be a huge problem	9/25/2018 7:18 PM
53	Support of teachers, parents seem to be very demanding and feel their right to question teaching practices	9/25/2018 7:00 PM
54	Although this may not be a main challenge, unfortunately some of the teachers inappropriately take out their cell phones to play games during class time. Others, thankfully, have a more strict cell phone use policy they also adhere to.	9/25/2018 6:20 PM
55	Bullying	9/25/2018 6:14 PM
56	I would like to see the amount of homework addressed. For students that are high achievers, the amount of homework is to high, at about 4-5 hours per night. This concern was dismissed when I raised to the superintendent, as a survey had been done and found homework at 2 hours per night, which is not at all my child's experience. I also think the infrastructure may be something to be addressed in the future, such as air conditioning.	9/25/2018 6:01 PM
57	We have become so bogged down with accountability and testing that there is little time for fun in teaching and learning. There is a lack of time for educators to plan the necessary changes we need for 21st century teaching/ learning. Teachers are overwhelmed with so many responsibilities, which affects the quality of our work.	9/25/2018 5:54 PM
58	fiscally the district seems to be in a challenging time. Cuts are being made after tough decisions. We need a leader who can captain that ship through the rough waters and still have some supporters at the end of it all.	9/25/2018 5:43 PM
59	Masco has difficulty with operational procedures. They've sent out communication with errors I have faith in the faculty but not the administration.	9/25/2018 5:39 PM
60	Time change. Meeting needs of students in ever fast moving changing world.	9/25/2018 5:31 PM
61	Lack of being held accountable. Students and teachers. Teachers are allowed to assign homework on homework free weekends. Kids who break the rules get too many chances without consequences. It's frustrating to kids & parents alike	9/25/2018 2:30 PM
62	Our district has a pattern of hiring Superintendents on the final leg of their career. This is an attractive district (high achieving students, professional/dedicated staff, one building with six grades, etc, yet we can seem to find a leader truly excited and willing to lead this district for the long term.	9/25/2018 1:22 PM
63	reeling in the budget	9/25/2018 12:13 PM
64	Not current student parent	9/24/2018 11:20 AM
65	Large numbers of kids leaving for private schools. Hiding the drug problems at the school.	9/23/2018 2:29 PM
66	It seems like there is a problem with bullying. Kids should feel like they are part of an inclusive community.	9/22/2018 11:23 PM
67	Diversity and inclusion	9/22/2018 12:05 AM
68	Lack of diversity.	9/20/2018 8:53 PM
69	Financial. Gaining consensus across the tri-towns regarding what is absolutely necessary to create the most optimal learning environment for students.	9/20/2018 7:43 PM



## Masconomet Superintendent Search 2018

70	complacent teachers. not enough engaged teachers in the high school. improve guidance dept in the high school.	9/20/2018 7:16 PM
71	SEL Too much student focus on increasing their GPA by taking too many Honors courses (in large part, because they think it looks better on their college applications) rather than taking some non-honor classes that they may actually be interested in.	9/20/2018 5:13 PM
72	Continuing to raise the bar for itself in terms of the quality of education, social/emotional teaching, and communication. Also need to have strong school leaders who are in touch with their key constituencies (e.g. students, parents, educators, etc.). Consistency of level of quality across the schools seems to vary, even for schools within same town.	9/20/2018 3:34 PM
73	The Middle School and High School are two completely different entities that happen to share a caf and auditorium - getting the two on the same schedule and then working towards autonomy to best support all of our students would be wonderful. In addition, for far too long new initiatives continue to be thrust upon the faculty and then seemingly forgotten as quickly as they are instituted; someone with a realistic, attainable, applicable goals who work with the staff to reach said goals would be equally as wonderful.	9/20/2018 2:10 PM
74	Technology?	9/20/2018 2:03 PM
75	Curriculum and professional development should be a priority. Global and cultural awareness and diversity need to be expanded. More communication and coordination with K-6. A regional K-12 system would be ideal.	9/20/2018 1:27 PM
76	Classroom technology is outdated making it difficult for teachers to use. Collaboration between departments is sometimes neglected and projects are executed in a bubble.	9/20/2018 1:00 PM
77	Student to teacher ratio is trending down, but that does not show in the academic achievement of students. More 'attention' somehow is generating less achievement? Too much focus on the 'experience' of middleschool and high school. Kids need a high quality education first and foremost, not an 'experience'.	9/20/2018 11:59 AM
78	Facilities are lacking - sports facilities, school in need of desperate maintenance. Seems to be a lack of coordination between the school committee and their priorities and the student population/teachers. Some of this may be do to improper use of funds/budgets	9/20/2018 11:58 AM
79	Decreasing enrollment while still maintaining a rich, vibrant educational program. This is under a school committee who wants to lay teachers off, but then not like it when students can't take the classes they want because of reduced or non-existent sections.	9/20/2018 10:46 AM
80	Masco, like many districts, faces the challenge of being asked to do more with less every year. I'd like to see Masco evaluate the importance of all the offerings (curriculum, athletics, clubs, etc) and ensure the resources are being used for things students embrace. As old fashioned as it may sound, my expectation for the priorities of the schools are centered on academic excellence for all levels of learners. Everything else is secondary.	9/20/2018 9:23 AM
81	From a distance it seems like the financial management of the school is weak in-that spending is too high.	9/20/2018 8:18 AM
82	It seems the academic rating of Masco HS relative to other competitive high schools in the state has dropped in the last 10 years. The guidance dept. does not seem to have developed many strong relationships with highly selective colleges. I'd like to see Masco raise the bar for its high performing students to help those high achievers with desire get into highly selective colleges. One challenge that faces Masco is the homework load/sleep/school start time dilemma.	9/20/2018 8:10 AM
83	creating a "fit" for students that might be outside the norm, making sure school spending is being done in the right places	9/20/2018 7:39 AM
84	Student retention and more hands-on programs, real life-based programs, emt class, etc	9/20/2018 7:38 AM
85	The continued drop in state ranking of the school. The athletic facilities lag way behind others in area and league.	9/20/2018 7:29 AM
86	Academic and real world preparedness for students.	9/20/2018 6:52 AM
87	My child is a freshman and so I am not really sure	9/20/2018 6:43 AM
88	Excess of pressure of high academic performance losing track is social emotional well being.	9/20/2018 6:12 AM
89	Safety of students	9/19/2018 10:57 PM

## Masconomet Superintendent Search 2018

90	Student health and wellbeing needs a lot of work. The amount of stress and lack of understanding of how anxious teens are needs help. So does the school schedule. I attended Masco. I woke up at 5:50 for a 6:40 school bus. I was at school until 2:30 on a regular day, home on the bus at 3:30. I did homework until dinner and after dinner and went to bed at midnight. I got up and did it again the next day on under 6 hours of sleep. Every day. That's a huge problem.	9/19/2018 10:20 PM
91	social emotional needs of youth including stress and anxiety	9/19/2018 10:16 PM
92	Skip	9/19/2018 10:06 PM
93	Bullying, inclusivity, budget issues	9/19/2018 10:01 PM
94	Lack of technology and innovative curriculum to prepare students for the real world.	9/19/2018 9:49 PM
95	Balanced use of technology and not an overuse of technology	9/19/2018 9:48 PM
96	School committee is way to controlling...new members needed. The school committee does not listen to the student body	9/19/2018 9:39 PM
97	Rise in mental health issues,	9/19/2018 9:33 PM
98	Bullying & teachers that are not properly teaching or reaching student's needs	9/19/2018 8:58 PM
99	A few teachers that need to move out or retire. Getting all of the teachers on board using the same program for homework assignments. And getting all teachers to post homework before 4:00pm on the day it is assigned -- not Sunday morning when it is due on Monday!!!! Also the booster clubs used to raise money and pay for a LOT of athletic stuff - that needs to be covered in the budget every year! More involvement with community organizations -- historical society, council on aging, libraries -- there are a lot of great resources that Masco could leverage to improve the lives of not only masco kids but of those living in the tritown area. Budget needs to be controlled -- we have added a lot of overhead personal in the last few years and the number of students is going down. Towns WILL NOT vote for overrides. Hard to sell the need when there are more and more non-teacher salaries to pay for.	9/19/2018 8:56 PM
100	Dropping in ranking amongst states best schools ... was top 10 16 years ago now 30 something. Need to address why so many students are leaving the MASCO district for private school - enough with the "we always lose kids" time to figure out the WHY!	9/19/2018 8:40 PM
101	I see a big challenge in managing the budget to repair an aging facility, update technology, and provide smaller classroom focus.	9/19/2018 8:25 PM
102	concerns about student social emotional well being	9/19/2018 8:10 PM
103	Academically Masco has been great for my children, even my child on an IEP. One of my concerns has been the social decision making for these kids. Taking away my seniors prom was not a majority decision, all the kids have to wear red gowns for graduation and no decorating caps, banquets only can be held in the cafeteria- traditions tossed aside for a few complaints from parents. Parents, teachers and committees that are absolutely not thinking about ALL or the MAJORITY of the children!	9/19/2018 7:44 PM
104	Keeping up with technology and being able to adapt to new ideas	9/19/2018 6:18 PM
105	I feel that discipline is lacking. Part of that is on parents, but if the school won't uphold the rules, why have them? Time to crack down on the bullying, drugs, vaping & smoking. SERIOUS crackdown, not a bunch of lip service. The kids following the rules need to know that consequences exist for those not following the rules. We are losing students to private schools because parents have lost faith in Masco, which is a shame. The school needs to do better. (And it needs to hold parents accountable for their children when the children can't follow rules)	9/19/2018 6:14 PM
106	Money, money, money. Update and maintenance of facilities.	9/19/2018 2:34 PM
107	I hear there are quite a few kids on drugs at masco. This needs to be cleaned up. I know it's primarily the parents' responsibility... but, the school needs to be aware and ready to do what's necessary to clean things up.	9/19/2018 11:09 AM
108	I would love to see a superintendent who plans to stay at Masco longer than 3 years. Someone who has a real vision for this community for 5-10-15 years out. Someone who wants to educate students for their future and recognizes that should look very different from educating students 20 years ago.	9/18/2018 8:56 PM
109	Expenses	9/18/2018 8:10 PM

## Masconomet Superintendent Search 2018

110	Better preparation for secondary education. The level of homework and group related projects is not sufficient for a rigorous academic college environment. In addition, all students should be exposed to at least one financial management course.	9/18/2018 7:53 PM
111	The GPA rating system - for example AP courses should be weighted more heavily on GPA than honors	9/18/2018 5:53 PM
112	Many classes are still taught with the teacher as the sage on the stage. More innovation is needed!	9/18/2018 4:38 PM
113	Managing declining enrollment while SPED costs/enrollments are increasing; this puts financial and operational strains on the District.	9/18/2018 4:35 PM
114	social emotional well being/social media bullying and issues	9/18/2018 4:22 PM
115	There is a lot of homework for students, which becomes a prohibitive factor when considering participation in clubs, sports, music and art programs, etc. Alternatively, they participate in activities and then don't get enough sleep, which in turn can adversely affect their academic performance.	9/18/2018 2:39 PM
116	Social Emotional Learning, school culture and coordination with elementary school system	9/18/2018 2:35 PM
117	At times, small groups of parents can exert too much power in the school. Most parents are supportive, encouraging, and appropriate. However, in recent years there have been instances where particularly aggressive parents have disrupted staff morale and have caused administration to bend to their demands. We need a strong leader who will appropriately hold the boundaries between school and home, while still working together with families to best help the student.	9/18/2018 2:11 PM
118	Budgets	9/18/2018 12:19 PM
119	Social emotional learning	9/18/2018 12:09 PM
120	Limited funding resources; lack of respect for leadership, civility, competition amongst the Tri-Towns	9/18/2018 11:51 AM
121	Changing our practices to meet the needs of diverse students, bringing our curriculum and instruction to the future, connecting instruction with preparation for careers and skills beyond high school	9/18/2018 11:31 AM
122	Budget constraints in towns	9/18/2018 11:15 AM
123	Bullying; Forging meaningful personal relationships amidst the popularity of drive-by/drive-through superficial "social interactions"; Effectively capturing and engaging student's mind share, with so many forces competing for the same; Less emphasis on "we're preparing you for the future", and more on how MASCO can encourage and enable students to be more effective now (relationships, activism, personal assessments, innovation, entrepreneurial ventures, passions, etc.).	9/18/2018 11:10 AM
124	Less bullying, more emotional support for students	9/18/2018 10:17 AM
125	Working with a school committee that is more representative of the tri-town communities and the fin-coms than representing Masconomet.	9/18/2018 9:49 AM
126	lack of flexibility of faculty and staff; for many teachers, rigor=more homework; satisfaction with status quo	9/18/2018 9:34 AM
127	- emotional welfare of the students; less pressure; less anxiety - change start times!!!!	9/18/2018 9:15 AM
128	The ability for teachers to identify when the classroom is not understand a subject and reteach the subject in another way for better understanding vs. just moving on to meet a deadline of topics.	9/18/2018 8:49 AM
129	-how to implement Vision 2025 with budget limitations -How to build teacher and staff capacity to implement Vision 2025 -Planning to maintain academic excellence with a large number of pending retirements in the next 5-10 years -Facing the ever increasing mental health and special needs of students -A school structure approaching the end of life of many systems and to update an aging school.	9/18/2018 8:34 AM
130	1. Lack of diversity among both students and staff 2. Need more staff development regarding autism and other learning issues	9/18/2018 8:18 AM
131	Inclusion and a clearer vision for students who might not be going to collage.	9/18/2018 7:29 AM
132	lack of school pride- money put back into fixing building and supplies that staff might need	9/18/2018 7:10 AM
133	more education on issues of diversity, privilege	9/17/2018 10:24 PM

## Masconomet Superintendent Search 2018

134	masco needs more levels so that students get personalized instruction through being in an appropriately paced course to meet each student's needs more appropriately. This is against recent trends at the school	9/17/2018 9:51 PM
135	Large class sizes. Declining physical building (high school). Poor HVAC in high school.	9/17/2018 9:15 PM
136	Budget Budget Budget! Tax increases in recent years are not sustainable.	9/17/2018 9:01 PM
137	School start times- I would hope the successful candidate will have a clear vision forward on moving the schedule to a later start time.	9/17/2018 8:57 PM
138	Masco seems to walk a good one here, but we worry that public education often turns into "what to think" vs. "how to think." Our current political climate of the good guys and the bad guys closes down conversation. Please keep Masco focused on opening minds and not political or moral indoctrination.	9/17/2018 8:54 PM
139	Special needs students. More anti-bullying curriculum	9/17/2018 8:39 PM
140	1. Would like weekly or biweekly newsletter with important dates. 2. Guidance is unable to meet needs of large student population. 3. After seniors buy parking permits, there should be a lottery for juniors for any remaining spots. 4. Support for parents/boosters is abysmal. Parents/boosters are seen as and treated as the enemy. 5. Facilities need to match other schools- turf fields 6. Teacher evaluations should be implemented.	9/17/2018 8:34 PM
141	FINANCIAL AND STAYING COMPETITIVE WITH OTHER SCHOOL DISTRICTS; ACADEMICALLY AS WELL AS SPORTS FACILITY WISE	9/17/2018 8:07 PM
142	Social issues the HS students can act entitled spoiled and down right mean No accountability for kids that are speak ill of others and lack the politeness of mature young adults Drinking and drugs including marijuana of course is a concern of mine as well Ty	9/17/2018 7:43 PM
143	many kids are leaving after 8th grade for private school. This is a serious trend that needs to be addressed by Masco - and quite frankly, the Masco School Committee by voting that school start times is its biggest priority seems completely misguided. Shouldn't there be bigger priorities, like making sure Masco is pushing students of all different abilities, as highly as they can go? And how about higher discipline standards? Things seemed to go way off track with start times and blaming the elementary school committees for not going along. It's time to come together for the betterment of our entire community and figure out why kids are leaving the Masco school system after 8th grade. The perception is that MHS doesn't push kids the way it used to. Even if it's not true, that's the general feedback by many parents.	9/17/2018 7:32 PM
144	Not solely based on honor students but a well rounded student	9/17/2018 7:28 PM
145	I think Masconomet has not done enough in the areas of cultural competency, inclusion, and bullying. There is too much attention focused on athletics and popularity, and not enough on developing kindness and inclusion for all.	9/17/2018 7:23 PM
146	Masconomet is not a racially, socio-economically diverse population. We have all the "programs" in place for diversity, but in reality, there's still a huge problem with students who feel they are better than others...Special needs co teaching does not exist.	9/17/2018 6:58 PM
147	Bullying, and smoking/ drugs/ alcohol abuse. Discreet access to mental health support.	9/17/2018 6:46 PM
148	Social emotional learning and pressure to succeed	9/17/2018 6:43 PM
149	Lack of diversity and acceptance of kids who are not mainstream.	9/17/2018 6:33 PM
150	The lack of support and commitment from School Committee towards the athletic programs in high school.	9/17/2018 6:15 PM
151	Preparing our children for 21st century jobs - to be problem-solvers, creative innovators, quality communicators and critical thinkers.	9/17/2018 6:05 PM
152	At masco as a student you see everything and you know what happens and you experience the school at first hand.The school is a great school I will say but from past students who are in college they have said classes at masco are harder than their college courses are.I personally feel that masco could be a more fair environment work wise.As high school student we are not only busy with our academics but with our out of school sports which can be very stressful	9/17/2018 6:03 PM
153	Follow through with school discipline and rules at the administrator level Administration at the department level not micromanaging Having professional development and time to develop curriculum Avoiding the pressure to jump on to the next educational bandwagon or initiative	9/17/2018 5:55 PM

## Masconomet Superintendent Search 2018

154	The high need for social emotional learning as well as programs and staff that are equipped to deal with the high emotional needs of our students.	9/17/2018 4:42 PM
155	Not enough resources put towards high achieving students. Our students seem to fare worse in admissions at top colleges and universities than schools of a similar stature. Because of this, we often lose some of the strongest students to private schools, which brings down our test scores, and results in a lower ranking for our district	9/17/2018 4:35 PM
156	low town support for the high cost of education (esp. Topsfield)	9/17/2018 4:35 PM
157	Capitulating to state, national and union pressures that weaken the curricula to benefit the few.	9/17/2018 4:33 PM
158	There are too many initiatives put on teachers. Too many new things are given to us to handle in addition to being experts in our field. I also believe that the amount of social anxiety and the number of 504's and IEP's is overwhelming and almost impossible for a teacher to handle in any given classroom. We are expected to teach students individually and it is too much to expect from one person in a room full of 20 students.	9/17/2018 4:33 PM
159	Facilities Issues,building wearing out, system breakdowns.	9/17/2018 4:25 PM
160	I would like for the new superintendent to be younger and be more in touch with what is going around us. I would like him/her to not be from within the district and I would like to see someone advocate for the kids programs such as the boosters and how they are handling the money issues.	9/17/2018 4:22 PM
161	Increasingly diverse needs of students; identifying and supporting students with mental health challenges; creating a genuinely inclusive environment where every young person feels valued and respected	9/17/2018 4:21 PM
162	New to district - cannot answer.	9/17/2018 4:11 PM
163	Leadership	9/17/2018 4:07 PM
164	I think that the challenges that Masco faces are the challenges that most schools face today, risk management, safety and socio/emotional challenges. I think that most schools are concerned about balancing required Massachusetts testing with creative learning as well as creating creative and challenging adults.	9/17/2018 3:54 PM
165	The faculty/staff feels strongly against a later start time. The school committee is really pushing for it. (This is not personal - it would likely not affect me).	9/17/2018 3:50 PM
166	Masco is losing too many children to private schools due to budget cuts with classes/teachers, etc.	9/17/2018 3:44 PM
167	The leadership teams at both the Middle School and High School.	9/17/2018 3:43 PM
168	Communication	9/17/2018 3:43 PM
169	Budgetary constraints and pressure on parents to supplement athletics,etc.	9/17/2018 3:41 PM
170	School climate among staff.	9/17/2018 3:40 PM
171	Preparing students to succeed in an unpredictable and rapidly changing future	9/17/2018 3:39 PM
172	Financial, building and technology updates needed. Athletics costs are high.	9/17/2018 3:38 PM
173	None	9/17/2018 3:37 PM
174	Decreasing enrollment and need to right-size the budget while balancing needs	9/17/2018 3:35 PM
175	Financial flexibility. The fact that we have to put in for items sometimes 1-1.5 years in advance is unreasonable.	9/17/2018 3:32 PM
176	Infrastructure preservation with regional district budgeting constraints	9/17/2018 2:55 PM
177	increased need for social/emotional learning and resources to assist with students who are in crisis	9/17/2018 2:33 PM



## Q9 What are the most important questions you would like to see the Search Committee ask of the superintendent candidates? (This is an optional open response question.)

Answered: 127 Skipped: 206

#	RESPONSES	DATE
1	Will you make changes to the teachers and staff based on performance of the students? Do you feel that athletics is an important part of the curriculum? If a high level academic students are continuing to leave Masco what are your plans to get this trend to reverse?	9/30/2018 7:12 PM
2	How you balance the needs of the students with budgetary constraints and teachers unions	9/29/2018 10:31 PM
3	How is he/she going to build a district with professionals that respect our students and place a high priority on teaching and learning?	9/27/2018 8:28 PM
4	What will define Masco as an institution of education, and how will it provide distinguishing qualities for its graduates?	9/27/2018 5:54 PM
5	n/a	9/27/2018 1:10 PM
6	1.) Is the applicant a good blend of admin. and educator? 2.) What is their level of education? 3.) Are they disapproving of all the time wasting standardized testing and interested in participating in a move away from that type of evaluation?	9/26/2018 9:09 PM
7	Why do you want this job? It is a tough one so candidate needs to be convincing that they truly want it.	9/26/2018 8:30 PM
8	How would you support the individualism that is so important for teacher growth while maintaining collective progress towards district goals?	9/26/2018 7:00 PM
9	What is the first thing you look for upon entering a teacher's classroom?	9/26/2018 5:27 PM
10	Would you please discuss how you would work with the school committee and the municipalities in developing capital improvement plans and annual budgets?	9/26/2018 2:08 PM
11	Does the candidate have experience in a regional district of 3 towns of equal size but different tax bases (residential only, commercial/residential mix, etc)?	9/26/2018 12:00 PM
12	What is a higher priority: high achieving students or well-rounded students? How important is it to you to send a high percentage of Masco students to a four-year college? How can we best serve students who are not high achieving students?	9/26/2018 11:23 AM
13	The committee must ask questions that get at this person's genuine love for learning across disciplines.	9/26/2018 11:16 AM
14	With social emotional needs of the students being at hot topic in most schools these days, what with this candidate due to ensure that the school system is not part of the problem, and part of the solution instead. Things like limiting AP courses and such go along way and taking some of the load off of the students. Having a successful academic building is great, but not at the expense of having a happy and healthy children.	9/26/2018 11:16 AM
15	Ideas on improving climate and culture	9/26/2018 10:54 AM
16	Plans to address the bullying and behavioral issues within the student population. Plans to address the lack of reporting in these cases	9/26/2018 10:46 AM
17	What is the importance of arts education in our current society? How would you help bolster and support arts education at Masco?	9/26/2018 9:45 AM
18	I would like to see the wide variety of options for students in regular education continue, this includes rigorous academic curriculum and high expectations.	9/26/2018 9:20 AM
19	Does your vision align with Dr. Morrison's and can you keep that momentum going at Masco.	9/26/2018 9:07 AM
20	What makes you uniquely qualified to lead our unique district (regional, specific demographics, parent priorities, student needs, etc.)?	9/26/2018 9:05 AM

## Masconomet Superintendent Search 2018

21	Can we get Masco Back to a top 10 school in MA	9/26/2018 9:03 AM
22	Proven record of the 5 priorities. Do you support all programs at Masco? Have you eliminated programs in your previous district, Detail.	9/26/2018 8:50 AM
23	I think it's important to ask the candidates their understanding and knowledge and experience of the special education laws/regulations as well as Civil Rights Laws and best practices/programming to ensure that everyone's rights are being complied with.	9/26/2018 8:46 AM
24	OPinion on school start time	9/26/2018 8:42 AM
25	What is your background in working with youth with social, emotional, and behavioral challenges? What are your beliefs about the dignity and worth of each child? Will you live in and participate in the community? Is this a position you want to hold and own for the rest of your career, or is this a rung on your ladder?	9/26/2018 8:11 AM
26	Question related to how they would approach the challenges in question eight would be important.	9/26/2018 8:10 AM
27	What is the direction you see Masconomet Regional School district moving towards? What are your goals for the MRSD? How are you going to accomplish these goals?	9/26/2018 8:04 AM
28	What is your philosophy on delegating authority? How do you then maintain accountability? What can a school district do about a marginally effective teacher and/or administrator? What will you do about a marginally effective teacher and/or administrator? In your judgment, what are the principle things a good school principal does? Describe how you would work with principals in a district this size. Do you know the financial condition of this district? How would you describe our situation? What's the most important "first steps" a superintendent should usually take in a new district? In personnel evaluation, what is the role of the principal, superintendent, and CFO?	9/26/2018 7:48 AM
29	What role does Physical Education play in the development of the Masconomet student? How will you increase PE participation?	9/26/2018 7:46 AM
30	Are you here for the long haul or just the last 3 years of your career?	9/26/2018 7:39 AM
31	What is your leadership style? How do you envision moving Masco forward for the next phase of leadership?	9/25/2018 10:21 PM
32	what experience they have understand correct communication between peers to peers, students to staff, staff to students. An understanding that with the correct encouraging communication between everyone the ability to achieve is much greater.	9/25/2018 9:47 PM
33	long term commitment to masco	9/25/2018 9:13 PM
34	Give a specific example of developing a positive relationship with teachers and/or the teacher union	9/25/2018 8:55 PM
35	What are his/ her passions, visions for the future? What brought them to Masconomet? How will they support its teachers, and students?	9/25/2018 8:45 PM
36	How will you improve the academics and facilities of Masco?	9/25/2018 8:26 PM
37	What is the most valuable professional development you have engaged in? How can you bring that to Masconomet? How can the school infrastructure and curriculum best support transgender students? How has your current work highlighted the priorities outlined by Masco's Vision 2025?	9/25/2018 8:24 PM
38	Vision for district. Experience	9/25/2018 8:04 PM
39	None	9/25/2018 7:25 PM
40	Describe their Communication style	9/25/2018 7:00 PM
41	After answering questions, the applicant should be able to answer this question: is this (school/ environment/ feature/ etc.) something you would want for your child if he/ she were attending?	9/25/2018 6:20 PM
42	What are the candidate's feelings about global education? Does he/she support international travel programs? Does he/she value foreign languages?	9/25/2018 5:54 PM
43	Describe your classroom experiences. Classroom experience in the 7-12 range is extremely important. To have the Superintendent of the district out of touch with teaching, learning, and adolescent behavior in the district they're leading would be a disservice to the taxpayers, students, and faculty.	9/25/2018 1:22 PM

## Masconomet Superintendent Search 2018

44	How important are the Arts in the development in our youth and what will you do to ensure they get the opportunity?	9/25/2018 12:13 PM
45	1. What is their vision for their role? 2. What specifically will be (look) different when they are done with their tenure? (3 things) 2. Where do they feel most aligned with current vision in place and where do they feel there is need for expansion/growth/a possible revisit? (It's a positive trait to want to advance and expand the vision, and hopefully he/she will have the space to do this in his/her role and not feel like it's stepping on toes. 3. How do they plan to balance curriculum requirements with fostering creativity and out of the box thinking for our students? 4. What traits/experiences make them a unique, innovative, and visionary leader? 5. What is their leadership style and how do they plan to collaborate with team, stakeholders and community to put his/her vision into action?	9/24/2018 11:20 AM
46	How important are the arts (music, theater, visual arts) to you? Financially speaking, where do the arts rank compared to technology and sports?	9/21/2018 5:44 PM
47	Tell me how you plan to work with the principals? How will you assess their effectiveness? How will you hold them accountable for deliverables? Please describe how you would like the relationship with the principals and yourself to work. How do you measure success? What will you measure and how? What do you consider a successful school? What criteria do you use to determine that? What do you hold yourself accountable for? What is important to you when managing a regional school district? How would you describe your management style? How would you describe your collaboration skills? How do you view your relationship with parents?	9/20/2018 7:43 PM
48	What changes have you made or would you make to high school curriculum to provide students more opportunities for electives to assist them in college selection. Currently high school students are unable to take many electives until 11th grade. If able to take more as freshman and sophomores it could assist them while looking for colleges.	9/20/2018 7:16 PM
49	How to build public support? What should graduates know and be able to do?	9/20/2018 5:13 PM
50	Ideas and opinions on inclusiveness for special education students, particularly those with significant social and behavioral issues.	9/20/2018 5:00 PM
51	What do you perceive as the biggest challenge to the Masconomet School System? What would be on your worry list?	9/20/2018 3:34 PM
52	Ability to run a school- trip town component	9/20/2018 2:03 PM
53	What is there educational background, teaching experience, coaching experience and leadership experience as a previous Superintendent	9/20/2018 1:45 PM
54	How will your leadership fulfill Vision 2025 and prepare students for the real world?	9/20/2018 1:27 PM
55	How do we maintain current curriculum standards, while attempting to expand into new teaching methodologies?	9/20/2018 1:00 PM
56	How have you been able to navigate constrained financial resources and still achieve improved outcomes? I.e did you have to work with a diminishing budget without letting that impact the quality of the education and the achievement of students? Have you worked in a scenario where you had to collaborate with elementary schools to make sure their students were prepared for middle- and high school?	9/20/2018 11:59 AM
57	View on budgets and bringing Masco into the future, technology and student preparedness.	9/20/2018 11:58 AM
58	How much do you value your professional relationships with teachers; those that are in the front lines of the education system?	9/20/2018 8:58 AM
59	Are you a pioneer, or manager?	9/20/2018 8:18 AM
60	How do we build a community around the school? What is their approach to balancing the education of the whole child (social, emotional) with looking at skill sets that the future workforce will need to be successful.	9/20/2018 6:52 AM
61	How he/she would keep politics out of the school. For example: last years walk out turned into a political rally, which I found unacceptable.	9/20/2018 6:43 AM
62	"What is your philosophy on curbing student stress and looking out for student well-being?"	9/19/2018 10:20 PM
63	What is her/his vision for providing social emotion support for all students? What is the key to creating passionate learners?	9/19/2018 10:16 PM
64	How would you like to see the district focus on the whole child no matter the age?	9/19/2018 10:10 PM



## Masconomet Superintendent Search 2018

65	What experience do you have in leading a district that is a collaboration of multiple towns.	9/19/2018 10:06 PM
66	How are you going to lead us into the future, while respecting our budget.	9/19/2018 10:01 PM
67	What will you do to bring Masco up to speed with other high performing schools in Massachusetts? (in terms of curriculum and technology)	9/19/2018 9:49 PM
68	How to keep budgets In check but still promote academic excellence . Feel like we are way behind other local schools. Especially no turf????? Ridiculous school committee is spending 30.000\$ on "study" to see cost effective Ness of tuft..... Ask Lynnfield and almost any other town what it cost to maintain a tuft field.....ridiculous to run a study..... Waste of time a d money.....	9/19/2018 9:39 PM
69	Why Masco?	9/19/2018 9:24 PM
70	What is your safety plan for possible violence at the school? What is your inclusion plan and mental health stance to reach & include troubled kids?	9/19/2018 8:58 PM
71	Where do you want to be in 7-10 years? IF the answer is not still at MASCO then they are not the right fit for us! How creative are you at finding solutions to staffing problems, and please give an example? Tell us about how you improved a change in the curriculum and how was the out come measured? What would be the first change you would make at Masco? Why do you want to be our superintendent?	9/19/2018 8:56 PM
72	how do you support and retain your skilled staff? How do you support student and teacher growth? If the candidate is a current superintendent I would be concerned if they switched curriculums multiple times in their district and how were their DESE rankings over the period that they were superintendent in their districts.	9/19/2018 8:10 PM
73	Will you be FOR the children and make the best decisions for ALL the children.	9/19/2018 7:44 PM
74	What is their outlook on taking risks and trying new ideas in order to keep students engaged	9/19/2018 6:18 PM
75	What is the first action you will take upon starting as Superintendent?	9/19/2018 2:34 PM
76	Questions around fiscal responsibility, a focus on kids learning (math, science, writing, etc)...and letting parents handle the rest. It's not the school's job to raise our kids. It's the school's job to teach math, writing and other subjects.	9/19/2018 11:09 AM
77	What was your view on your former special education department? What gains did you make with inclusion for those students in your previous position?	9/19/2018 7:11 AM
78	How do they plan to attract and motivate great leadership and teachers? What do they envision a classroom to look like/sound like/ feel like in 10 years? What are some models of education he/she looks to/admires/aspires to? How can Masco get there? Thoughts about PreK-12 regionalization?	9/18/2018 8:56 PM
79	Why should we hire you.	9/18/2018 8:10 PM
80	Vision Ways to Inspire teachers Key areas for improvement Success measures	9/18/2018 5:53 PM
81	Upon completion of middle school/high school, what should a student think of their experience for that respective school?	9/18/2018 2:39 PM
82	How do we make good citizens?	9/18/2018 2:35 PM
83	What is your educational experience? How much time did you spend in a classroom? How will you keep in mind what it is like to be in a classroom when you are out of that experience now? What would you do with (though hopefully more rare) overly pushy or demanding parents? How will you ensure parents/families adhere to the chain of command and do not immediately go to the superintendent when an issue should be handled on a more local level? (i.e. classroom teacher, coach, building administrator)	9/18/2018 2:11 PM
84	What decisive steps would you take to include the disenfranchised student; the "average" kid, the loner? What programs in the Arts have you fostered? Would you attend the middle school concerts and High School Talent Shows?	9/18/2018 11:51 AM
85	How do you deal with maintaining and growing the success of the school while dealing with different budget constraints of the participating towns.	9/18/2018 11:15 AM

## Masconomet Superintendent Search 2018

86	What is the ideal outcome if you were to serve as Superintendent? How do you welcome and encourage diversity when the population seems relatively homogenous? (Setting the interview/job aside) what are your passions? Students have immediate access to information, so why should students still be taught based on remembering/recalling? How can you teach/train/encourage students to take time to THINK? If MASCO were to make national/international headlines, what would you like to have been the impetus?	9/18/2018 11:10 AM
87	How will you keep our children physically and emotionally safe and well in an age of violence and bullying and threats via social media?	9/18/2018 10:17 AM
88	What is the role of the Arts in the education of all children? Should the arts be considered "core" or just fun activities for kids to participate in?	9/18/2018 9:49 AM
89	How do you inspire teachers and administrators to continue growing and learning to be even better?	9/18/2018 9:34 AM
90	Enthusiasm for education	9/18/2018 9:31 AM
91	How he/she is going to address/improve the anxiety of the masco students.	9/18/2018 9:15 AM
92	How would you work with our Tri-Town parents to enhance relationships, curriculum alignment, and shared resources as we serve the same group of students and parents in a K-12 continuum?	9/18/2018 8:34 AM
93	1. Address bullying/racism/antisemitism/bigotry 2. Address the role of support staff, especially paraprofessionals, in student success 3. Address retention of employees, especially paraprofessionals 4. Address challenges students have in the home that prevent them from coming to school ready to learn (e.g., family dysfunction, addiction, etc.) and what we can do to better support these kids 5. Address how to bring a better sense of diversity to the district	9/18/2018 8:18 AM
94	their knowledge and expertise with special education.	9/18/2018 7:29 AM
95	commitment	9/18/2018 7:10 AM
96	I would like to ask if the candidate sees any disadvantages to our current non k-12 system, and if he/she would consider researching whether or not a change could be advantageous.	9/17/2018 10:34 PM
97	Do you plan to stay more than three years?	9/17/2018 9:15 PM
98	What role will you play in ensuring SPED students are actively engaged with typical peers, and the larger community?	9/17/2018 9:01 PM
99	You can only focus on one area with students, either moral ethics or academics. Which would you focus on and why?	9/17/2018 8:54 PM
100	Judging by this survey and the number of questions about finances, why do we need a CFO?	9/17/2018 8:34 PM
101	5+ YEAR PLAN: HIRE SOMEONE THAT IS NOT AT THE END OF THEIR CAREER AND USING US A FINAL STAGE TO PAD THEIR RETIREMENT	9/17/2018 8:07 PM
102	Na	9/17/2018 7:43 PM
103	What will you bring to Masconomet to focus on the safety of the children/community? What will you change in the first 90 days on the job? Why? What experience do you have with diverse cultures?	9/17/2018 7:23 PM
104	The best leaders surround themselves with skilled advisors. How do you perceive the current administration at Masco and how will you improve upon it.	9/17/2018 6:46 PM
105	If school committee approves change to School start time this would be the first year with a new plan. What do you see some of the challenges will be and how do you plan to address them	9/17/2018 6:43 PM
106	How are you going to support educators to meet the changing needs of our 21st century learners?	9/17/2018 6:05 PM
107	What will you do to help change masco	9/17/2018 6:03 PM
108	How will you support your teaching staff?	9/17/2018 5:55 PM
109	I'd like to hear candidates opinions and views on social emotional learning.	9/17/2018 4:42 PM
110	What is their experience with classroom teachers? How long were they a classroom teacher? How long ago were they in the classroom?	9/17/2018 4:38 PM
111	Will you make a long-term commitment?	9/17/2018 4:25 PM

## Masconomet Superintendent Search 2018

112	When you think about young people growing up in today's world, what is it about them that gives you hope for the future? What do you think are some of the greatest challenges today's youth face? How would you continue to cultivate a welcome and inclusive learning environment? Why experience have you had building And nurturing collaborative relationships with outside youth serving organizations?	9/17/2018 4:21 PM
113	How can you, at Masco, get constituents, parents and the community involved in the education of all youth - not just in Tri-Town? What partnerships would you form with the individual town elementary schools to ease the transition of incoming students as well as best prepare them.	9/17/2018 4:11 PM
114	A good leader has the ability to make great changes. What is your leadership style and how is it put into action? Expecting greatness from your team sets a standard way of doing business. How would you motivate and encourage your team?	9/17/2018 4:07 PM
115	What changes do you think that the Masco system needs and how would you go about instigating these changes?	9/17/2018 3:54 PM
116	How many years have you actually been a superintendent? We need experience with leadership that has proven track record of improving school system in various ways. What experiences (as Superintendent) have you had in making significant changes that have improved the District and how?	9/17/2018 3:53 PM
117	I want to see someone young with new ideas. I would hate to see someone older who is only going for the position to get a better pension in their retirement. The kids, school and community need to come first.	9/17/2018 3:44 PM
118	How many years have you been an educator, what topics have you taught and grade level?	9/17/2018 3:43 PM
119	What is your vision for 5 years from now that would make a Masco student better equipped to enter society than other schools.	9/17/2018 3:41 PM
120	How many years of classroom teaching do you have at the high school level? How much direct student interaction have you had in the past five years- in what capacity have you dealt with students and how do you prioritize their emotional needs?	9/17/2018 3:40 PM
121	Their ability to be an effective leader, a team player and an innovative thinker who is open to change.	9/17/2018 3:39 PM
122	What youth programs have you successfully implemented that have had a positive impact? Give an example of something you implemented that did not work well and what you learned from it.	9/17/2018 3:37 PM
123	Will you agree to stay more than 3-5 years like the past several superintendents that came here for their high three years for retirement puposes	9/17/2018 3:35 PM
124	How would they achieve my response in #7	9/17/2018 3:34 PM
125	None	9/17/2018 3:32 PM
126	What attracted you to Masconomet? What changes do you envision for Masconomet in the next five years? ten years? What are the key areas that need be supported so that Masco graduates will be best prepared for their lives beyond high school.	9/17/2018 2:55 PM
127	I'm opting out of this	9/17/2018 2:33 PM

## Q10 Is there anything else you would like the committee to consider, or comments you would like to share? (This is an optional open response question.)

Answered: 102   Skipped: 231

#	RESPONSES	DATE
1	They need to consider having someone in place that will listen to all parents. Too often now the school administrators do not listen or want to hear from the parents. There is an arrogance about how the administrators deal with the parents and students. It needs to stop.	9/30/2018 7:12 PM
2	Hopefully we will see a better environment at Masconomet	9/29/2018 10:31 PM
3	We need someone with experience and vision	9/27/2018 8:28 PM
4	I genuinely appreciate the work that will go into this process, and hope you feel good about the significant role you are playing in a profoundly impactful quest. May you all receive a wealth of gratitude and inspiration.	9/27/2018 5:54 PM
5	Support of Project based learning that encourages students to combine disciplines to tackle real life problems	9/26/2018 7:00 PM
6	I think it is important to have someone who can work with all parties and does what is best for all involved, and is not solely concerned with appearances.	9/26/2018 5:27 PM
7	Share candidates views on standardized testing and the level of importance that the curriculum is shaped (or not) to prepare students for the tests.	9/26/2018 4:51 PM
8	I would like to see the committee be open to considering applicants that may not have past superintendent experience, but have an innovative mindset along with sharp financial/budgeting skills and strong leadership qualities.	9/26/2018 2:08 PM
9	Dr Lyons has been outstanding. A 45 year old version would be great so we have him/her for 20 years!	9/26/2018 12:00 PM
10	I feel strongly that a school district like ours that now has one superintendent and two assistant superintendents should have a career teacher and administrator at the top. The next superintendent ideally would have a decade or more as a classroom teacher/counselor and another decade of administrative experience. Career Financial experts, technological experts or legal experts are necessary as the assistant supers but not for the overall leader and face of the district.	9/26/2018 11:16 AM
11	Focus less about grades and scores and more on the whole child and making sure They are prepared to be successful 10 years down the road. Not just appear to be successful when they walk out of the door on graduation day.	9/26/2018 11:16 AM
12	sometimes people are hired into a new district when they may have done some significant damage in their past district - if possible, it is important to get the "inside scoop" from reliable people from the past district before hiring that person to come into our district. I think maybe sometimes we may get a superficial review of a candidate's qualities, over exaggerating their positive attributes so they look good on paper when in reality that could be a bad fit for Masco	9/26/2018 10:54 AM
13	Many reports have shown that homework is not as beneficial in the past and as a parent of a special needs child this is quite a challenge...	9/26/2018 9:57 AM

## Masconomet Superintendent Search 2018

14	I continue to be thrilled with academic options that my son will have as he moves onto Masconomet as a regular education student. I continue to be completely underwhelmed and disappointed, with the options that my daughter, with special needs, will have as she continues on to Masconomet. I believe that an inclusive vision and high expectations (both for staff and students) comes from the top down in a school community. The vision that a superintendent has for the special education community (inclusion, differentiation, proven and research based programs, not just the current fad); paired with the highest expectations of how a true successful inclusive school community functions (including training of teachers, expectations of teachers, and peer education as well); can only be successful if it starts and is required, not suggested from the top down. Additionally, what the students are learning academically is important, but research is showing that the skills that students have socially and emotionally may actually be more important, this needs to be taught, modeled and reinforced starting in pre-k all the way to the 12th grade. Therefore, it is necessary that the new superintendent, be as invested in social emotional outcomes for students as he is in their academic success. Lastly, a vision or at least an open mind to develop new programs that could expand opportunities for all of our students (special and regular education alike), would be an important consideration for a new superintendent.	9/26/2018 9:20 AM
15	Find a person who is willing, much like our current supt, to listen and learn for the first year, to understand what works and where there could be improvements. Be sure the person has a proven record of support for staff.	9/26/2018 8:50 AM
16	I hope that the next Superintendent continues the work that Kevin has started; prioritizing Vision 2025, SEL, Growth Mindset, emphasizing the importance of the health and well being of every student.	9/26/2018 8:46 AM
17	Masco would greatly benefit from a fresh mind with progressive thoughts on education and leadership.	9/26/2018 8:42 AM
18	To accomplish the vision, adaptive change is required and stakeholder buy-in is critical. The vision is set. The challenge now is 1) developing a common understanding about what the organization will look like when the vision is accomplished, 2) assessing where we are at now in relation to it, and 3) developing a cohesive plan to move Masconomet from where it is at today to a 21st Century model of secondary education that will provide students with learning experiences that will meet the learning outcomes identified in the vision...by design.	9/26/2018 8:10 AM
19	Masconomet needs a Superintendent with leadership skills that will bring the district together and to continue to improve Masco schools and not bog everyone down with micro managing rules (i.e. banquets). Parents want to feel that our input is important. Not that the administration is just paying us lip service and that the decisions are already determined. Families move to the Tri-Town for the school system. We should be giving them what their taxes are paying for. Masco should be one of the top schools in the state, not sliding down the scale.	9/26/2018 8:04 AM
20	It is apparent that PE in the High School is lacking not in quality, but quantity. This is a vital part of the Social Emotional goals yet we avoid addressing the issue that PE can and does need help.	9/26/2018 7:46 AM
21	It would be nice to have a superintendent who is not here to close out their career. In the last 10 years we have had 4 superintendents. In a district with a relatively small school system, this has a major impact on continuity in the school. It would be nice to have someone who is here for an extended period of time.	9/26/2018 7:39 AM
22	I think that we should be trying to find a candidate who is not coming to finish his career for 2 or 3 years. Someone younger and motivated would be a good step for Masco	9/26/2018 6:47 AM
23	with technology on the rise more courses taught by teachers with strong IT background and proving better knowledge to students about what ever is put on the web via any site can come back to help or hurt their opportunities once they head out into the working community.	9/25/2018 9:47 PM
24	How will the superintendent support the students that are not at the top academically, and support them? How can we hold up all of our students and guide them to work to the best of their ability?	9/25/2018 8:45 PM
25	I cannot emphasize enough the importance of having someone at the helm of the school district who understands through experience the role of teachers in middle and high school classrooms.	9/25/2018 8:24 PM
26	-athletic facilities are subpar compared with other area high schools	9/25/2018 8:23 PM
27	Thank you to the committee for taking the time from your busy schedules to do this most important work for our children and our towns.	9/25/2018 7:55 PM
28	I would like to see Masco work on getting airconditioning in the classrooms. It is a health issue and concern when you have students on the third floor of that building in the excessive heat.	9/25/2018 7:53 PM

## Masconomet Superintendent Search 2018

29	I believe the most critical thing in this search is that the new Supt. Is willing and able to get along with Scott Morrison and work very closely with him. Scott should be a part of the interview team or at least one facet of the process.	9/25/2018 7:32 PM
30	No	9/25/2018 7:25 PM
31	Importance of being seen in the schools and classrooms	9/25/2018 7:00 PM
32	—	9/25/2018 6:20 PM
33	I would like to see more collaboration with the tri town and incusion of some of the character building aspects that are taught as a foundation in elementary school. if there is a way to build on these aspects as a transition to the middle school, that would be great.	9/25/2018 6:01 PM
34	It would be great if we could duplicate Dr. Lyons. I am very impressed by him. It will be a tremendous loss for Masconomet.	9/25/2018 5:46 PM
35	We need a Superintendent who has a proven record of working collaboratively with all stakeholders, and is flexible when it comes to listening to input/opinions of others before final decisions are made. I'm afraid the internal candidate for the position does not fit the bill in this regard.	9/25/2018 1:22 PM
36	How do you feel about bringing the original Chieftain logo back?	9/25/2018 12:13 PM
37	obviously experience and knowledge is key for this role. However, I hope this person is an outstanding role model. Someone who is forward thinking, inclusive, non-traditional and open to ideas and risk. This is what innovation and our future is all about. Someone who is a visionary and isn't afraid to put ideas and creativity out there and then use his/her team for focused expertise and support. This is such an amazing opportunity to have a kind, innovative, creative and intelligent leader and role model in the community. Someone kids can learn from and look up to.	9/24/2018 11:20 AM
38	The person selected should be someone outside of the Masco system. The only way to make changes will require fresh eyes. This person should also have experience with tenure teachers and how to motivate them.	9/20/2018 7:16 PM
39	I would like the new superintendant to be very considerate of the quantity and quality of mandates and/or District goals that are required of the teachers. There is a tendency to keep adding more tasks to teachers with out having more time to even thoughtfully address the previous initiative. I believe that the new superintendant should be a good listener, have excellent communication skills, be a good collaborator, and problem solver. He or she needs to be a caring person with good interpersonal skills. Has respect and genuine interest for the staff that works here and what has been accomplished. They should not be interested in making changes merely for the sake of making changes—they should take time to learn what is working well here and help provide insight and direction for where we can improve.	9/20/2018 5:13 PM
40	Their openness to later school start time and reducing student stress.	9/20/2018 5:00 PM
41	We all too often have Superintendents who come here to end their careers; this doesn't allow for the type of longevity that would benefit the exceptional, hard-working staff here.	9/20/2018 2:10 PM
42	Superintendent needs to be skilled at working collaboratively with building administrators.	9/20/2018 1:27 PM
43	I think this is a good time for Masco and the Tri-Town School Union schools consider merging under one Supt, Scott Morrison. The duplication costs are extensive, taking funds from the classroom instruction. Our current model is fiscally irresponsible to the tax payers does not benefit the students.	9/20/2018 1:06 PM
44	The new leader needs to focus on high quality education and preparing students for college, regardless if that is where they eventually will end up. And that preparation should not be for 'any' college - the aim should be that the students can be accepted to top tier schools both in MA and around the country. An A from Masco should not be considered a B when compared to an other high school in MA or anywhere else.	9/20/2018 11:59 AM
45	I would like to hear more about their choice of legal counsel and how they chose to utilize legal advice, particularly in terms of special education matters.	9/20/2018 11:14 AM
46	It will be hard for a true leader to come in and implement Masco 2025 because they had no input in that process and will most likely have own vision.	9/20/2018 7:29 AM
47	No	9/19/2018 10:06 PM
48	Who would you work for, the taxpayer or teachers?	9/19/2018 10:01 PM



## Masconomet Superintendent Search 2018

49	From what I have experienced so far, the Masco system is severely lacking when it comes to communication with parents. There needs to be a better way to disseminate important information to parents.	9/19/2018 9:49 PM
50	Need a suprritendent with guys to stand up to school committee	9/19/2018 9:39 PM
51	No	9/19/2018 8:58 PM
52	The person needs to be able to deal with 3 different towns, and I personally would like them to have a vested interest in not only the success at MASCO, but the success of our community. Too many of the top academic students and athletes end up going to privet school and are not looking at Masco as being a great option... It would be good to change that!	9/19/2018 8:56 PM
53	It's time to look into adding a level between HS CP & HS Honors classes; start all freshman in biology and encourage kids to move up levels. Stop the model of the High & Low achievers get the lions share of attention - put more attention on the middle!	9/19/2018 8:40 PM
54	No	9/19/2018 6:18 PM
55	If you haven't yet planned for a Human Resources position, I would see if you can find someone with that background.	9/19/2018 2:34 PM
56	I would like the next superintendent not to support later school start times.	9/18/2018 8:10 PM
57	Look for someone who thinks outside the box. A motivator and forward thinker that has a proven track record in education.	9/18/2018 7:53 PM
58	When it comes to guidance counselors guiding students through the college process, proven ways guidance can be more effective	9/18/2018 5:53 PM
59	From my perspective, there is not a strong sense of school spirit in both the student body and the masco community. It might be due to the lack of some of the more typical venues of pep rallies, homecoming, spirit week, etc. Or it might be due to a full homework load as mentioned above.	9/18/2018 2:39 PM
60	One superintendent for the tritown as a whole	9/18/2018 2:35 PM
61	The new superintendent should have 20 + years of teaching exp.	9/18/2018 2:20 PM
62	We need someone who is not looking to finish our their years before retirement. Young, innovative thinking that can communicate with parents and kids in a 21st century manner, and is not afraid of pleasing everyone. Academic credentials and teaching experience with middle and high school students.	9/18/2018 11:51 AM
63	Priority placed on a candidate with strength in leadership, experience, and vision to bring us into learning for the 21st century	9/18/2018 11:31 AM
64	I do believe that now is actually the opportune time to fully regionalize and put Dr. Morrison in charge of the entire pre-12 system. We know that we have a highly competent professional who wants to remain in the district for a long time. We should not waste money or resources on a search and rather, put them into an effort to regionalize. This would also make a change in start time easier to accomplish.	9/18/2018 11:27 AM
65	Be innovative...don't settle for the apparently easy, middle-of-the-road candidate or ideas.	9/18/2018 11:10 AM
66	Longevity. Are they looking to make a career here or have they made their career elsewhere and is this a stop over until retirement?	9/18/2018 11:10 AM
67	The candidates must have classroom experience. The candidate must understand that the bottom line is the student.	9/18/2018 9:49 AM
68	Hire someone who is not ready to retire in a few years, someone who is younger (in body or at heart) and ready to take on the challenge to make Masco truly excellent. Consider hiring a woman.	9/18/2018 9:34 AM
69	Are they in support of delaying school start time? With the community largely in support of this, we would want them to be an advocate as well.	9/18/2018 9:20 AM
70	- start times; start masco later!	9/18/2018 9:15 AM
71	Is it possible to consider joining Masco into the Tri-Town Union or having Tri-Town Union join Masco as a K-12 District? Scott Morrison is very talented and great to work with	9/18/2018 8:34 AM
72	I would really like the candidate to have a background in literacy (as opposed to STEM, etc.) because I believe it is foundational to all other subject areas and to student success.	9/18/2018 8:18 AM

## Masconomet Superintendent Search 2018

73	actively pursue a diverse applicant pool	9/17/2018 10:24 PM
74	Please seek a candidate from a high achieving district with a proven record of success.	9/17/2018 9:01 PM
75	Student, parent, and colleague feedback from prior positions.	9/17/2018 8:54 PM
76	I would like someone that's tough and no nonsense Someone that will stand their ground if they believe in what they are doing	9/17/2018 7:43 PM
77	Please focus on the basics of education and trust that the teachers can push the students.	9/17/2018 7:32 PM
78	I'm very concerned about school safety and wonder why doors are left unlocked at all hours, particularly after school. How do we know that people are not sneaking in to school after hours and hiding in classrooms?	9/17/2018 7:23 PM
79	Masco has a very low Budget per student in comparison with many surrounding communities. How will you ensure a quality education in light of this issue.	9/17/2018 6:46 PM
80	Flexibility, ability to manage conflict and controversy. Thank you for spear heading!	9/17/2018 6:43 PM
81	Budgeting experience is important, but not necessarily municipal budgeting. School administrators need to be thinking about moving to a zero-base budget. This is responsible financial management.	9/17/2018 6:05 PM
82	review my other responses	9/17/2018 6:03 PM
83	How long does the candidate plan on staying in the district? Does the candidate have teaching experience?	9/17/2018 5:55 PM
84	The survey is a waste of time and money. The committee knows what we, as a community, need. Just do it and quit looking for validation.	9/17/2018 4:33 PM
85	We need a school culture that not only takes care of the students social and emotional needs but also it's teachers. Teachers are expected to go above and beyond here at Masco and we gladly do it everyday, but who takes care of teachers? We can get equally stressed, overwhelmed, burdened etc. as our students do, but no one worries about the teacher's needs. And because of that you are going to lose highly qualified, excellent teachers because they are going to burn out.	9/17/2018 4:33 PM
86	I appreciate the direction the district is headed with regard to the focused attention on the social emotional health and well being of students in addition to maintaining an appropriately rigorous academic environment.	9/17/2018 4:21 PM
87	No	9/17/2018 4:11 PM
88	What makes this candidate unique? What special skill do they bring to the table and how can that be utilized in this role?	9/17/2018 4:07 PM
89	how to find a way to get to know and extend each student strength better	9/17/2018 3:55 PM
90	Please hire experienced, seasoned professional in the field. Someone who has proven their ability to lead as a former Superintendent and demonstrates their ability to bring people together within the community (to bring about change. Also, this new person should be held in in high regard by the communities they have served (local, school, student communities) and can share with the committee the various ways they were held in high regard.	9/17/2018 3:53 PM
91	I have enjoyed working with Kevin because he is kind, friendly, and works WITH everyone, not ruling over people from afar. I would like the candidate to show qualities like these.	9/17/2018 3:50 PM
92	We need someone to look at the cost of the sports. The fees Masco charges are ridiculous and only get charged because we are an affluent community. It is mind blowing what Masco expects people to pay for HS sports. It needs to be reviewed and changed moving forward.	9/17/2018 3:44 PM
93	A person with strong teaching and counseling background with adolescence.	9/17/2018 3:43 PM
94	Please be creative in your search process and look beyond academic resume's, find someone who can really relate and implement collaborative change.	9/17/2018 3:41 PM
95	Choose someone from outside of Masconomet to assure a fresh look at our school, climate, and direction.	9/17/2018 3:40 PM
96	No	9/17/2018 3:39 PM
97	Interested in a younger superintendent. Not someone coming here to retire.	9/17/2018 3:38 PM



## Masconomet Superintendent Search 2018

98	It would be nice to have a stronger sports program. Physical health is as important as intellectual health.	9/17/2018 3:37 PM
99	Lower the salary to be more aligned with other districts and stop hiring superintendents that are looking for high three for retirement purposes	9/17/2018 3:35 PM
100	None	9/17/2018 3:32 PM
101	It would be a bonus if the next superintendent had previous experience in a school that incorporated environmental sustainability in meaningful, physically apparent ways (i.e. infrastructure, policies, practices, new initiatives, community partnerships, education, etc).	9/17/2018 2:55 PM
102	i think everyone knows my options :)	9/17/2018 2:33 PM