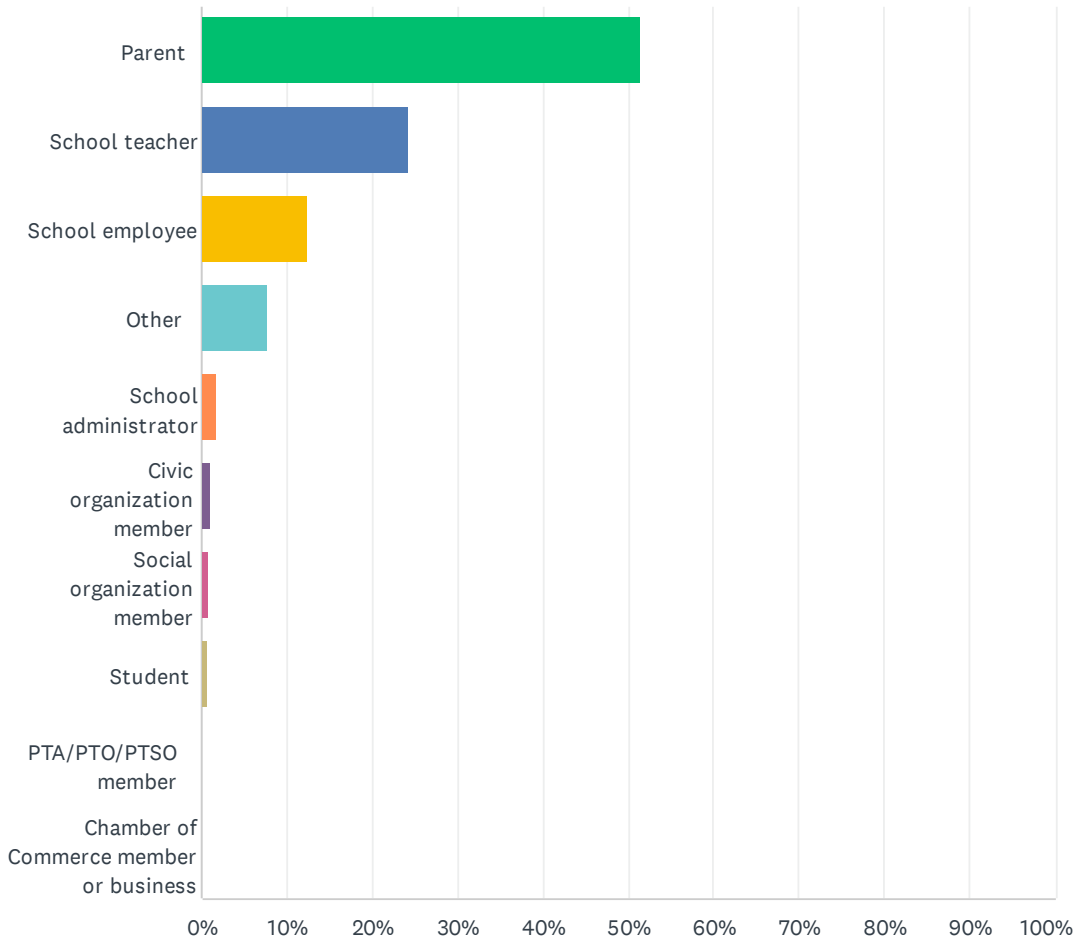


Q1 Which of the following categories best represents you as a respondent? Please check only one.

Answered: 362 Skipped: 0



Appomattox County Public Schools Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Parent	51.38%	186
School teacher	24.31%	88
School employee	12.43%	45
Other	7.73%	28
School administrator	1.66%	6
Civic organization member	1.10%	4
Social organization member	0.83%	3
Student	0.55%	2
PTA/PTO/PTSO member	0.00%	0
Chamber of Commerce member or business	0.00%	0
TOTAL		362

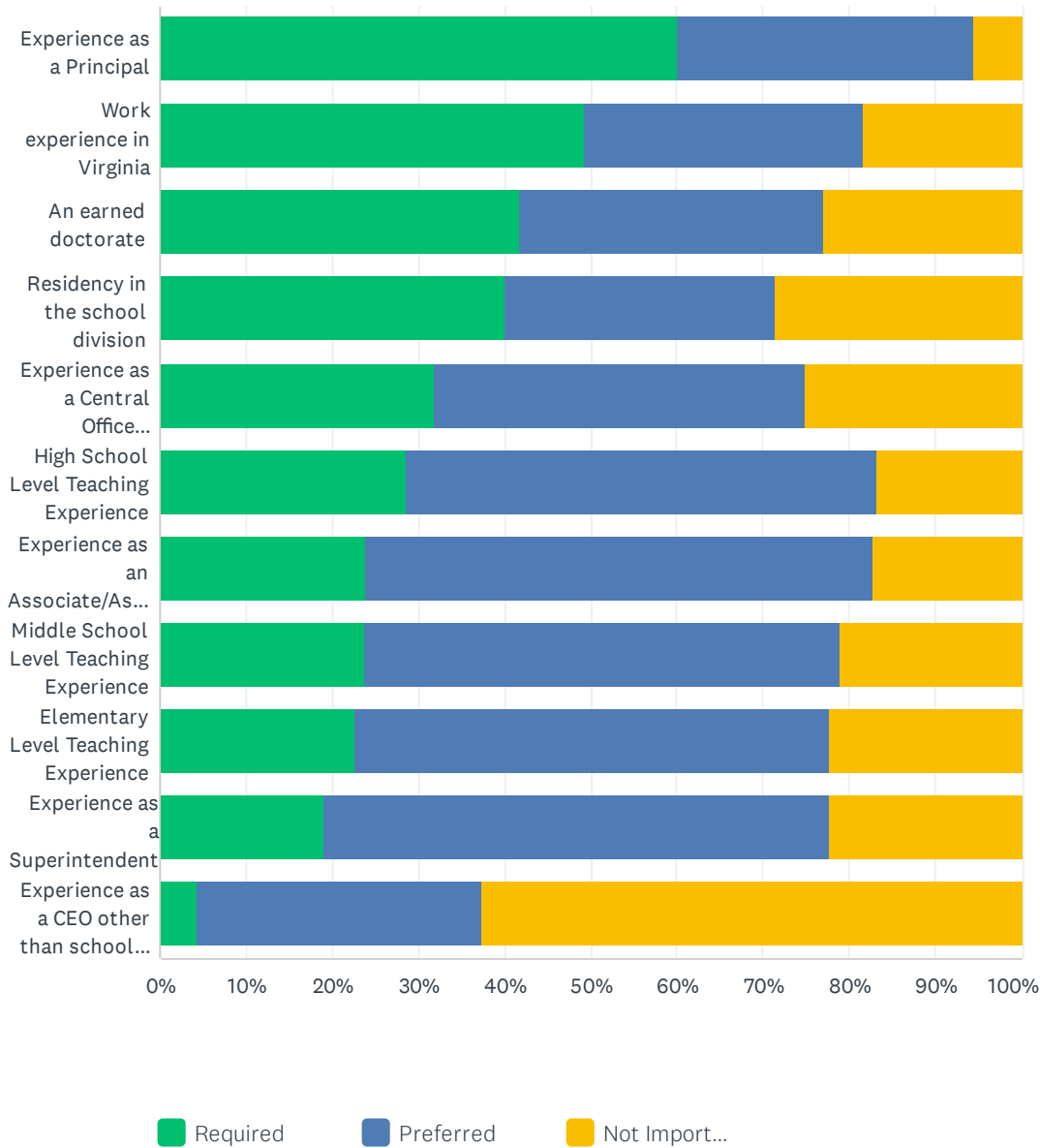
#	OTHER (PLEASE SPECIFY)	DATE
1	SRO	3/3/2025 2:25 PM
2	Grandparent of ACPS students and citizen of Appomattox County	2/28/2025 4:17 PM
3	County resident with adult children	2/23/2025 8:21 AM
4	Taxpayer	2/22/2025 7:11 AM
5	Grandma	2/21/2025 5:52 PM
6	Tax paying citizen	2/21/2025 7:23 AM
7	Retired ACPS teacher	2/20/2025 8:48 AM
8	2021 graduate with siblings in school system	2/20/2025 1:59 AM
9	Grandparent	2/19/2025 10:29 PM
10	Community member	2/19/2025 7:40 PM
11	retired and interested in how wisely the schools spend our tax money	2/19/2025 7:29 PM
12	Grandparent	2/19/2025 6:51 PM
13	Teacher, former employee, parent of two grads	2/19/2025 6:38 PM
14	School Employee and Parent	2/19/2025 5:36 PM
15	Parent and School Employee	2/19/2025 2:48 PM
16	Business owner	2/19/2025 2:13 PM
17	Grandparent	2/19/2025 1:01 PM
18	Grandparents	2/19/2025 12:56 PM
19	Parent and employee	2/19/2025 12:47 PM
20	Aunt/ previous employee	2/19/2025 12:44 PM
21	parapofessional	2/19/2025 12:38 PM
22	County citizen	2/19/2025 9:51 AM
23	Grandparent	2/19/2025 9:33 AM

Appomattox County Public Schools Superintendent Search Survey

24	Applying to be a teacher	2/19/2025 9:13 AM
25	Hopefully a future employee	2/19/2025 8:16 AM
26	Teacher and parent	2/19/2025 8:02 AM

Q2 Education and Training- Check qualifications that you think are necessary for a superintendent

Answered: 362 Skipped: 0

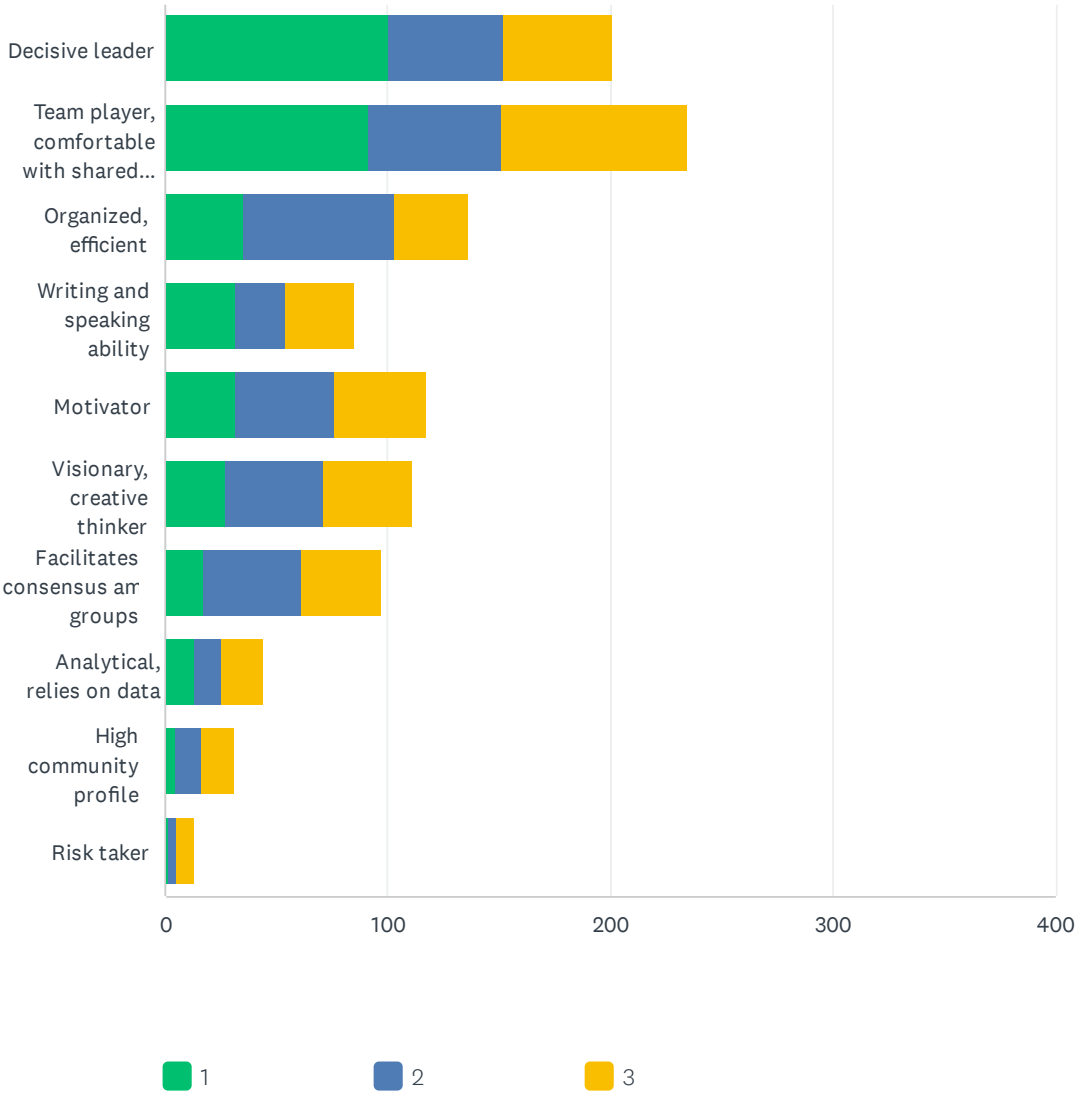


Appomattox County Public Schools Superintendent Search Survey

	REQUIRED	PREFERRED	NOT IMPORTANT	TOTAL
Experience as a Principal	60.22% 218	34.25% 124	5.52% 20	362
Work experience in Virginia	49.30% 177	32.31% 116	18.38% 66	359
An earned doctorate	41.78% 150	35.38% 127	22.84% 82	359
Residency in the school division	40.00% 144	31.39% 113	28.61% 103	360
Experience as a Central Office Administrator	31.84% 114	43.02% 154	25.14% 90	358
High School Level Teaching Experience	28.69% 103	54.60% 196	16.71% 60	359
Experience as an Associate/Assistant Superintendent	23.89% 86	58.89% 212	17.22% 62	360
Middle School Level Teaching Experience	23.81% 85	55.18% 197	21.01% 75	357
Elementary Level Teaching Experience	22.63% 81	55.03% 197	22.35% 80	358
Experience as a Superintendent	18.94% 68	58.77% 211	22.28% 80	359
Experience as a CEO other than school district	4.21% 15	33.15% 118	62.64% 223	356

Q3 Leadership/Management Skills- Rank your top three priorities for a superintendent

Answered: 360 Skipped: 2

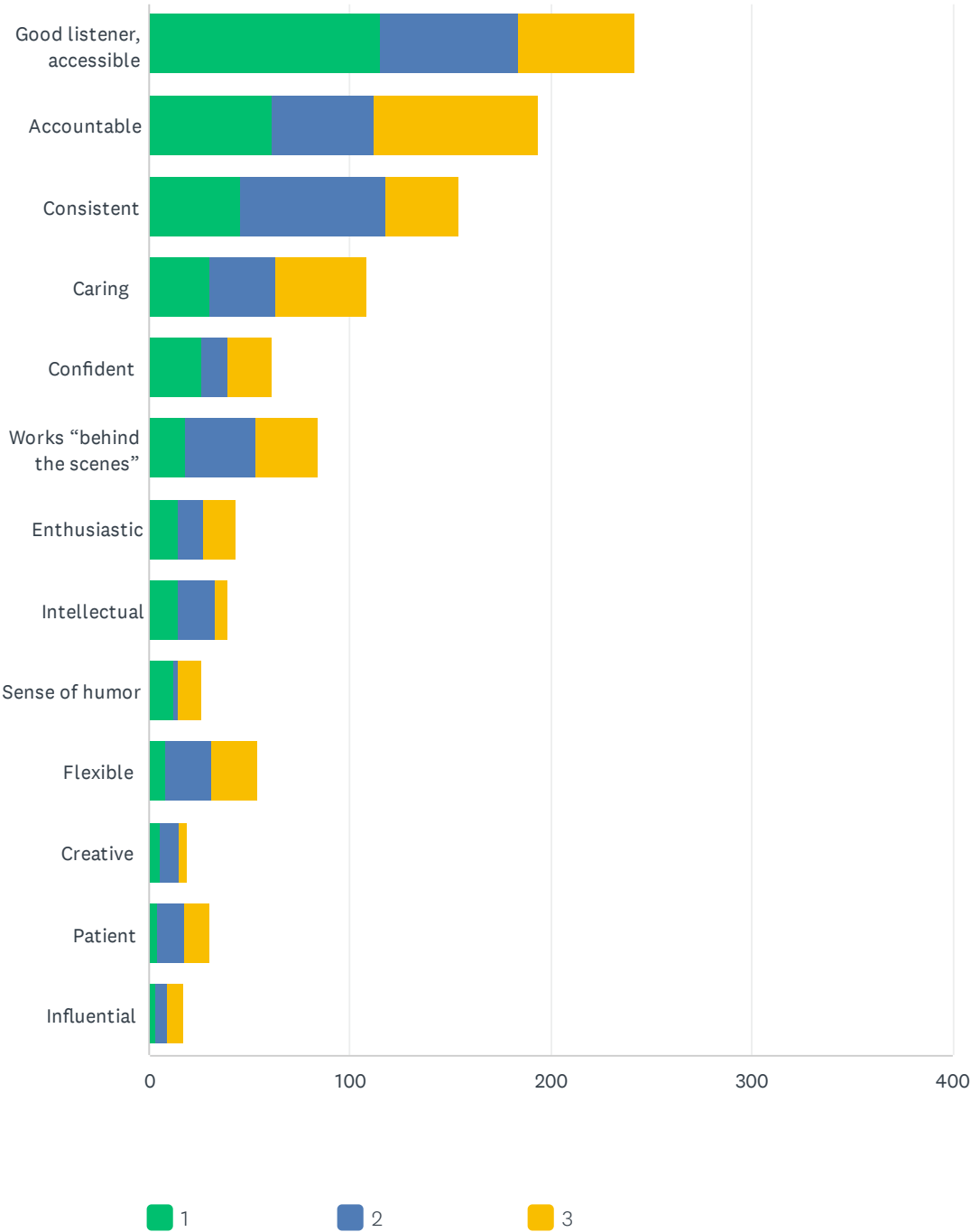


Appomattox County Public Schools Superintendent Search Survey

	1	2	3	TOTAL	WEIGHTED AVERAGE
Decisive leader	50.25% 101	25.37% 51	24.38% 49	201	1.74
Team player, comfortable with shared decision-making	39.15% 92	25.11% 59	35.74% 84	235	1.97
Organized, efficient	25.55% 35	49.64% 68	24.82% 34	137	1.99
Writing and speaking ability	37.65% 32	25.88% 22	36.47% 31	85	1.99
Motivator	27.12% 32	37.29% 44	35.59% 42	118	2.08
Visionary, creative thinker	24.32% 27	39.64% 44	36.04% 40	111	2.12
Facilitates consensus among groups	17.53% 17	45.36% 44	37.11% 36	97	2.20
Analytical, relies on data	29.55% 13	27.27% 12	43.18% 19	44	2.14
High community profile	16.13% 5	35.48% 11	48.39% 15	31	2.32
Risk taker	15.38% 2	23.08% 3	61.54% 8	13	2.46

Q4 Personal Characteristics- Rank your three most desired traits for a new superintendent.

Answered: 359 Skipped: 3

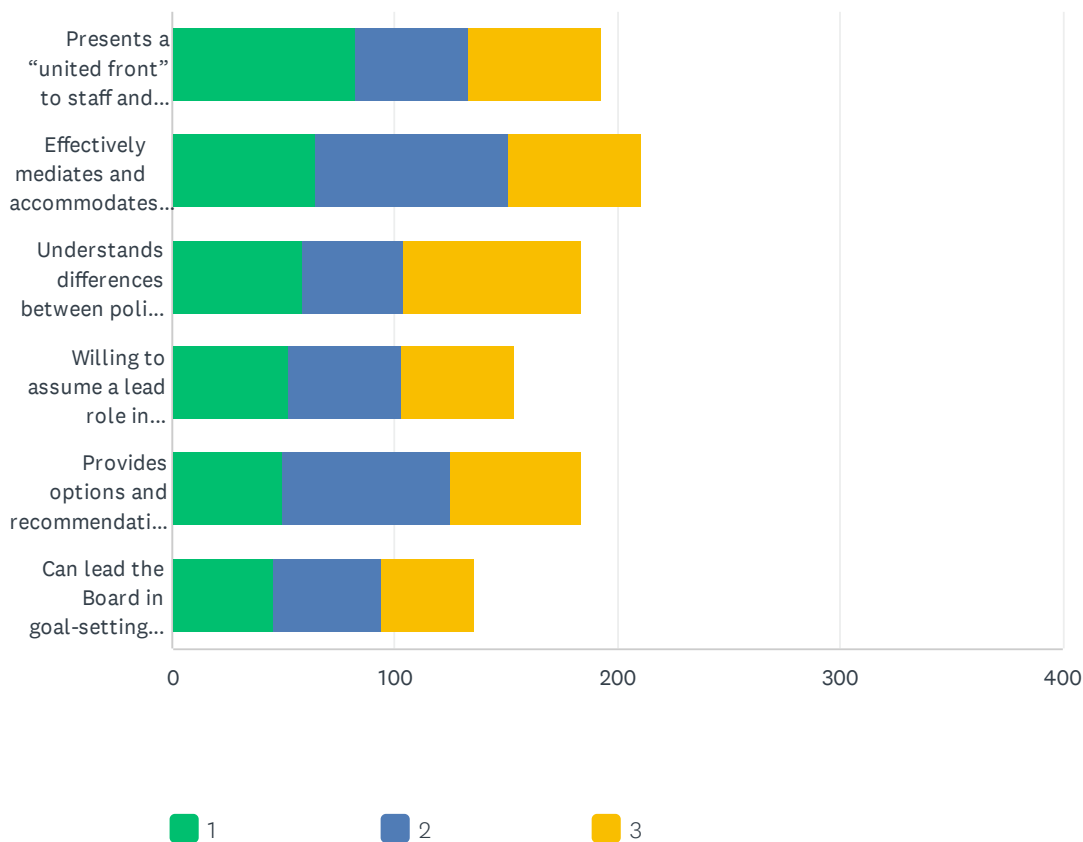


Appomattox County Public Schools Superintendent Search Survey

	1	2	3	TOTAL	WEIGHTED AVERAGE
Good listener, accessible	47.52% 115	28.51% 69	23.97% 58	242	1.76
Accountable	31.44% 61	26.29% 51	42.27% 82	194	2.11
Consistent	29.68% 46	46.45% 72	23.87% 37	155	1.94
Caring	27.52% 30	30.28% 33	42.20% 46	109	2.15
Confident	42.62% 26	21.31% 13	36.07% 22	61	1.93
Works “behind the scenes”	21.43% 18	41.67% 35	36.90% 31	84	2.15
Enthusiastic	34.88% 15	27.91% 12	37.21% 16	43	2.02
Intellectual	38.46% 15	46.15% 18	15.38% 6	39	1.77
Sense of humor	46.15% 12	11.54% 3	42.31% 11	26	1.96
Flexible	14.81% 8	42.59% 23	42.59% 23	54	2.28
Creative	31.58% 6	47.37% 9	21.05% 4	19	1.89
Patient	13.33% 4	46.67% 14	40.00% 12	30	2.27
Influential	17.65% 3	35.29% 6	47.06% 8	17	2.29

Q5 Board-Superintendent Relations- Rank your top three priorities.

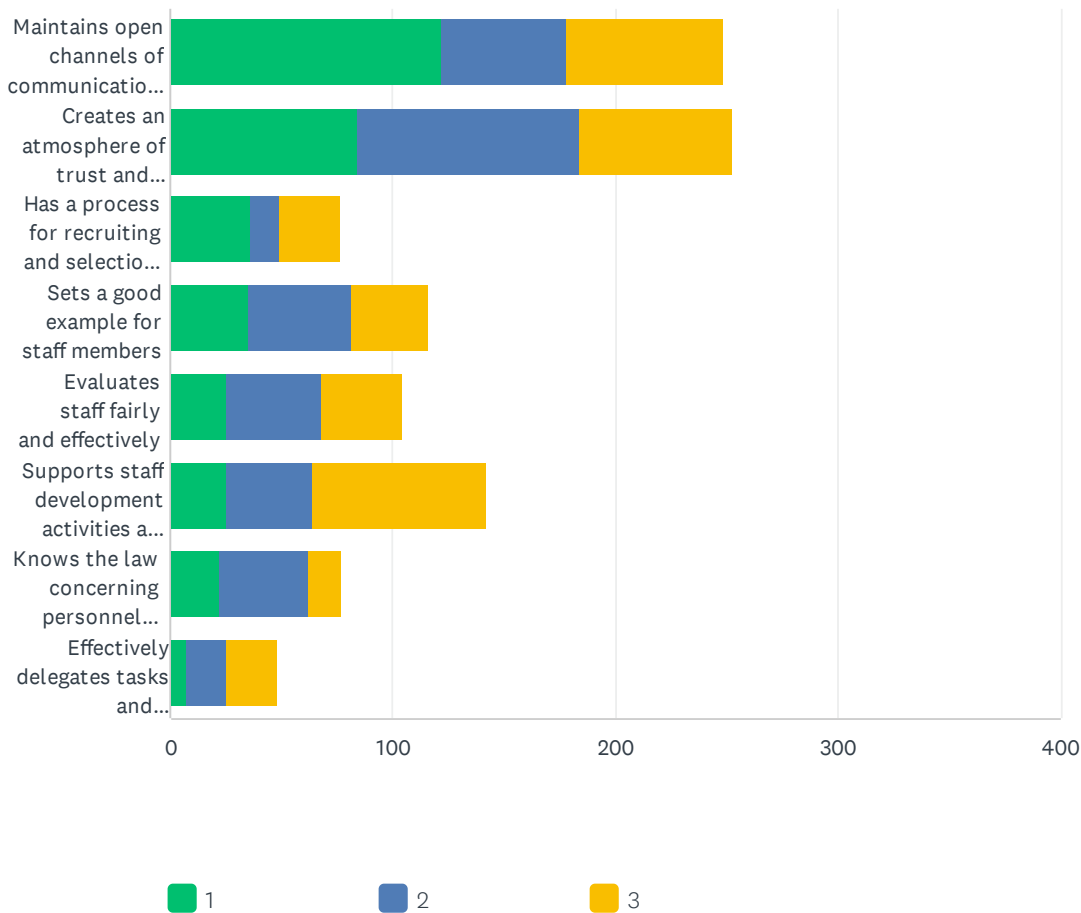
Answered: 357 Skipped: 5



	1	2	3	TOTAL	WEIGHTED AVERAGE
Presents a "united front" to staff and community	43.01% 83	25.91% 50	31.09% 60	193	1.88
Effectively mediates and accommodates different perspectives	30.81% 65	40.76% 86	28.44% 60	211	1.98
Understands differences between policy and administration and acts accordingly	32.07% 59	24.46% 45	43.48% 80	184	2.11
Willing to assume a lead role in decision-making while keeping Board informed	33.77% 52	33.12% 51	33.12% 51	154	1.99
Provides options and recommendations to Board before accepting Board directives	27.17% 50	40.76% 75	32.07% 59	184	2.05
Can lead the Board in goal-setting and planning	33.82% 46	35.29% 48	30.88% 42	136	1.97

Q6 Staff Relations- Rank your top three priorities.

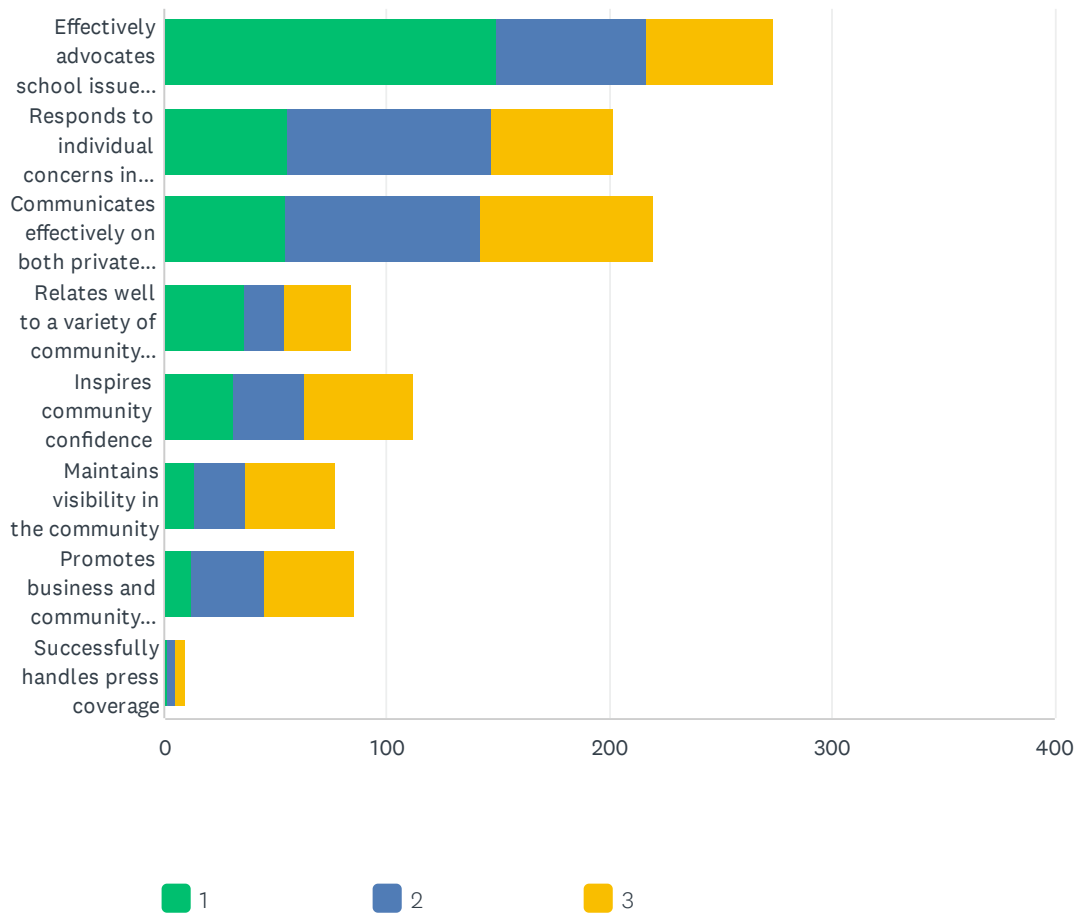
Answered: 357 Skipped: 5



	1	2	3	TOTAL	WEIGHTED AVERAGE
Maintains open channels of communication to and from staff	49.00% 122	22.49% 56	28.51% 71	249	1.80
Creates an atmosphere of trust and mutual respect	33.20% 84	39.53% 100	27.27% 69	253	1.94
Has a process for recruiting and selection of top-quality staff members	46.75% 36	16.88% 13	36.36% 28	77	1.90
Sets a good example for staff members	30.17% 35	40.52% 47	29.31% 34	116	1.99
Evaluates staff fairly and effectively	23.81% 25	40.95% 43	35.24% 37	105	2.11
Supports staff development activities and encourages professional growth	17.61% 25	27.46% 39	54.93% 78	142	2.37
Knows the law concerning personnel policies and procedures	28.57% 22	51.95% 40	19.48% 15	77	1.91
Effectively delegates tasks and responsibilities	14.58% 7	37.50% 18	47.92% 23	48	2.33

Q7 Community Relations- Rank your top three priorities.

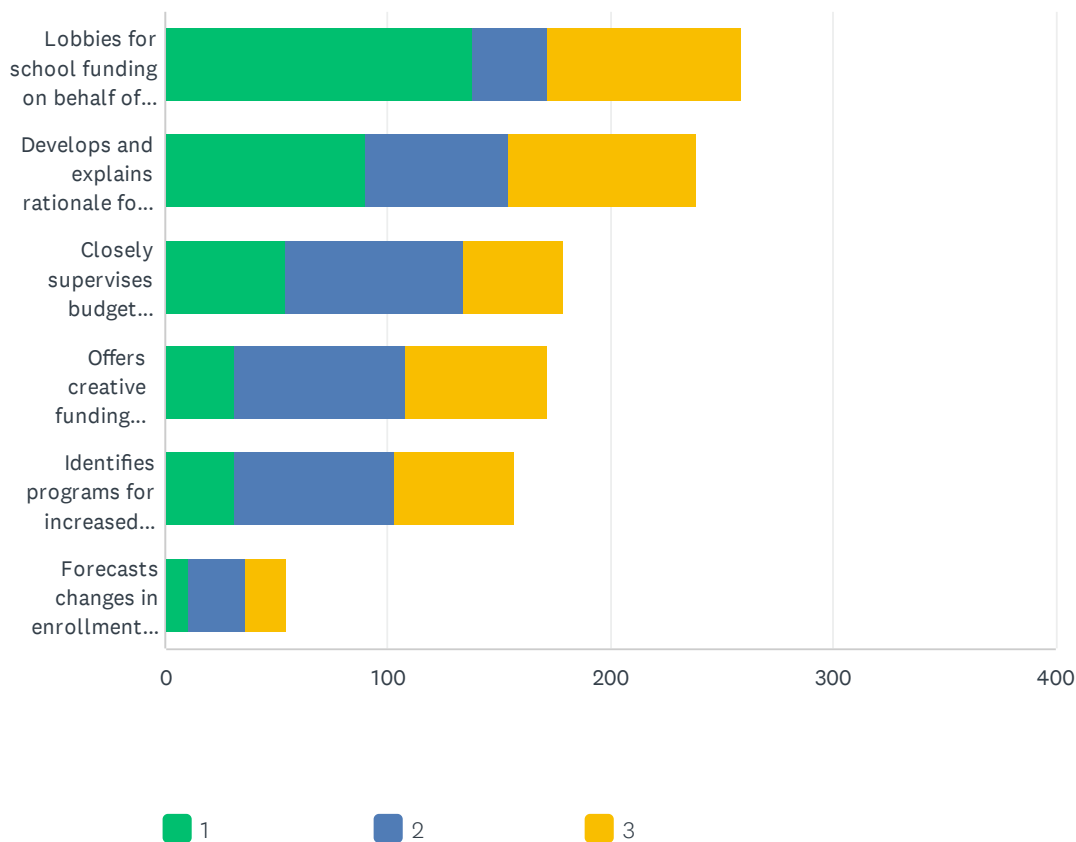
Answered: 356 Skipped: 6



	1	2	3	TOTAL	WEIGHTED AVERAGE
Effectively advocates school issues and needs	54.74% 150	24.45% 67	20.80% 57	274	1.66
Responds to individual concerns in appropriate manner	27.72% 56	45.05% 91	27.23% 55	202	2.00
Communicates effectively on both private and public levels	25.00% 55	39.55% 87	35.45% 78	220	2.10
Relates well to a variety of community groups	42.86% 36	21.43% 18	35.71% 30	84	1.93
Inspires community confidence	27.68% 31	28.57% 32	43.75% 49	112	2.16
Maintains visibility in the community	18.18% 14	29.87% 23	51.95% 40	77	2.34
Promotes business and community involvement in schools	13.95% 12	38.37% 33	47.67% 41	86	2.34
Successfully handles press coverage	20.00% 2	30.00% 3	50.00% 5	10	2.30

Q8 School Finance- Rank your top three priorities.

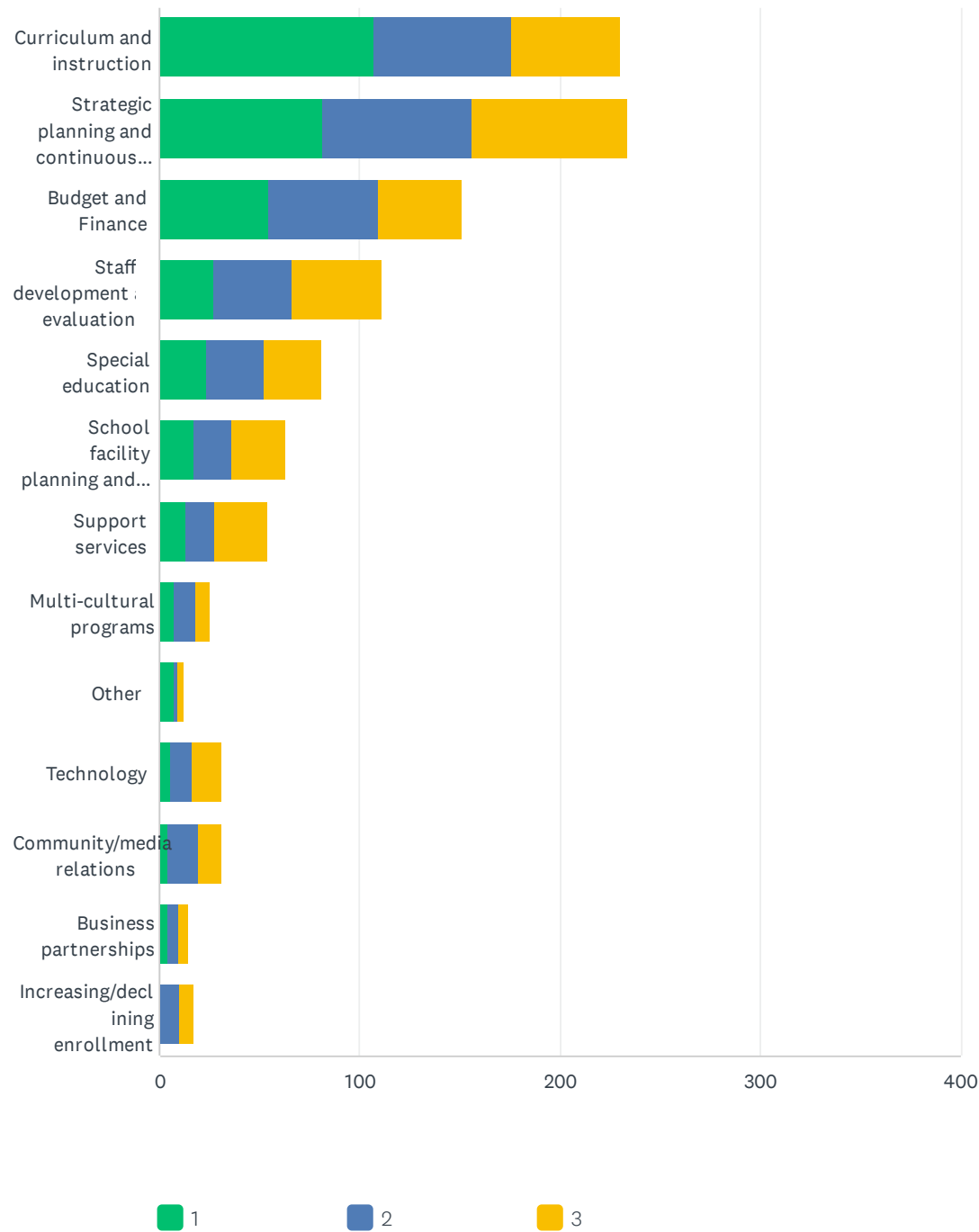
Answered: 355 Skipped: 7



	1	2	3	TOTAL	WEIGHTED AVERAGE
Lobbies for school funding on behalf of the school division	53.28% 138	13.13% 34	33.59% 87	259	1.80
Develops and explains rationale for budget to the Board and local officials	37.66% 90	27.20% 65	35.15% 84	239	1.97
Closely supervises budget development and procedures	30.17% 54	44.69% 80	25.14% 45	179	1.95
Offers creative funding solutions	18.02% 31	44.77% 77	37.21% 64	172	2.19
Identifies programs for increased funding and/or budget cuts	19.75% 31	45.86% 72	34.39% 54	157	2.15
Forecasts changes in enrollment and/or revenue	20.00% 11	45.45% 25	34.55% 19	55	2.15

Q9 Areas of Expertise- Rank the top three areas of expertise that you prefer in a new superintendent.

Answered: 355 Skipped: 7



Appomattox County Public Schools Superintendent Search Survey

	1	2	3	TOTAL	WEIGHTED AVERAGE
Curriculum and instruction	46.32% 107	29.87% 69	23.81% 55	231	1.77
Strategic planning and continuous improvement	35.04% 82	31.62% 74	33.33% 78	234	1.98
Budget and Finance	36.42% 55	36.42% 55	27.15% 41	151	1.91
Staff development and evaluation	24.32% 27	35.14% 39	40.54% 45	111	2.16
Special education	29.63% 24	34.57% 28	35.80% 29	81	2.06
School facility planning and construction	26.98% 17	30.16% 19	42.86% 27	63	2.16
Support services	24.07% 13	27.78% 15	48.15% 26	54	2.24
Multi-cultural programs	28.00% 7	44.00% 11	28.00% 7	25	2.00
Other	58.33% 7	16.67% 2	25.00% 3	12	1.67
Technology	19.35% 6	32.26% 10	48.39% 15	31	2.29
Community/media relations	12.90% 4	51.61% 16	35.48% 11	31	2.23
Business partnerships	26.67% 4	40.00% 6	33.33% 5	15	2.07
Increasing/declining enrollment	5.88% 1	52.94% 9	41.18% 7	17	2.35

#	OTHER (PLEASE SPECIFY)	DATE
1	Faculty support	2/25/2025 6:50 AM
2	I would need more info to answer this	2/23/2025 8:21 AM
3	Accept help from parents, etc. They may have a perspective that that is right for all.	2/22/2025 12:25 PM
4	High moral character personally as well as in policy. NOT WOKE.	2/21/2025 2:53 PM
5	Better snow day planning, to many cancellations	2/21/2025 12:45 PM
6	Conservative values, NOT DEI, WOKE and TRANS and GAY nonsense. The public needs to be informed of the curriculum for each class!	2/21/2025 11:24 AM
7	Knowing the difference in what is right and what is precedence and taking the correct action. Do what's right for your teachers and staff.	2/19/2025 10:29 PM
8	Athletic Director is not performing	2/19/2025 10:04 PM
9	Fiscal conservative	2/19/2025 6:23 PM
10	Should have some knowledge of all areas above and a love for both students and staff.	2/19/2025 1:23 PM
11	Understanding the deficit of income versus cost of living when creating a budget	2/19/2025 11:41 AM
12	should be a conservative, no DEI, WOKE, TRANS	2/19/2025 9:34 AM
13	Mental Health Services	2/19/2025 8:58 AM
14	Team building and being fair to all employees	2/19/2025 8:54 AM

Appomattox County Public Schools Superintendent Search Survey

15	Finding and KEEPING good teachers!	2/19/2025 8:13 AM
16	Discipline	2/19/2025 7:56 AM

Q10 What is the one talent or skill that the new superintendent should have to do this job well?

Answered: 251 Skipped: 111

#	RESPONSES	DATE
1	Strategic leadership - Superintendents must be able to set a clear vision for the district, make data-driven decisions, and effectively allocate resources to improve student outcomes. This includes the ability to lead administrators, teachers, and staff while engaging with the community to build trust and support for district initiatives.	3/3/2025 8:36 PM
2	The ability to let professionals act as professionals and delete the micromanagement.	3/3/2025 7:20 PM
3	Ability to connect and build positive relationships with others.	3/3/2025 4:35 PM
4	Be a good leader as well as working along side folks. Not a type of person that is do as I say, not as I do.	3/3/2025 2:25 PM
5	The to put aside past bygones and approach the role of superintendent from a fresh perspective, changing and adapting from past roles and not approaching it from a ridged approach.	3/3/2025 11:36 AM
6	Strong backbone to take criticism of staff, students, parents, and community and be able to justify decisions that are made.	3/3/2025 10:46 AM
7	The new superintendent must have excellent communication skills.	2/28/2025 4:17 PM
8	To create an environment where staff feels supported, heard, and RESPECTED as professionals. The morale at AES has declined rapidly this year. I would love to see someone who cares for their staff at all schools and can uplift them in times of stress/change. I also feel that someone who lives outside of Appomattox County would be best.	2/28/2025 12:44 PM
9	Be available to parents and staff when needed.	2/26/2025 2:24 PM
10	Works well with coworkers.	2/26/2025 10:38 AM
11	Holding staff to high expectations while supporting and providing a positive environment for teachers to excel.	2/25/2025 6:50 AM
12	Dedication and passion for education	2/24/2025 7:33 PM
13	Accessible and hands-on	2/24/2025 12:15 PM
14	The new Superintendent should be able to connect with many stakeholder groups.	2/24/2025 11:49 AM
15	Honesty and expecting honesty of all school employees!	2/23/2025 4:37 PM
16	Good communication	2/23/2025 4:34 PM
17	Facilitation, consensus building, partnership development - letting teachers feel supported and heard by the administration.	2/23/2025 12:01 PM
18	Integrity	2/23/2025 8:21 AM
19	Willingness to be transparent with employees and community on matters	2/22/2025 2:37 PM
20	Good communication skills	2/22/2025 1:13 PM
21	Listen...to admin, parents and especially the students. Build trust and let everyone know they are part of the team.	2/22/2025 12:25 PM
22	The ability to keep consistent, honest, and trustworthy communication amongst all individual staffing and parents or guardians.	2/22/2025 12:19 PM
23	Be visible IN the school halls for students and staff.	2/22/2025 12:14 PM

Appomattox County Public Schools Superintendent Search Survey

24	The superintendent should encourage and advocate for advanced programs within the schools. Additionally, behavioral issues within the schools should be dealt with appropriately while supporting teachers and staff.	2/22/2025 11:29 AM
25	Being able to understand the day to day operations and expectations of school staff, including principals, teachers, and support staff is a skill that our new superintendent should have to do this job well. So often administration has spent an increased amount of time outside of the classroom that it is very difficult for them to understand the realities of the classroom at its current state. Classroom environment and teacher expectations have drastically changed since most administration have been responsible for leading a classroom. It would be highly appreciated and respected for our new superintendent to spend time managing a classroom to better understand the work of the majority of their employees.	2/22/2025 10:49 AM
26	Financial acumen- I would like to see our tax dollars used in the best, most effective way to promote our children's education.	2/22/2025 10:27 AM
27	To listen to all levels of staff concerns.	2/22/2025 8:20 AM
28	The ability to direct the schools away from leftist indoctrination as it pertains to sex, gender ideology, race based school curricula, politics, and cultural issues	2/22/2025 6:19 AM
29	Listen to all concerns thoroughly and fairly	2/21/2025 10:53 PM
30	Teaching experience	2/21/2025 10:17 PM
31	A new superintendent should have a strong commitment to academic excellence and a firm stance on keeping political agendas out of the classroom. They should be a decisive leader who prioritizes core education—reading, math, science, and history—while respecting the rights of parents in shaping their children's values. Strong communication skills are essential to build trust with parents, teachers, and the community. They must also have the backbone to stand up to outside pressures and ensure that schools remain focused on education, not activism. Fiscal responsibility and the ability to manage budgets efficiently.	2/21/2025 10:14 PM
32	Watching sped case managers closely to make sure they can communicate more than just negative feedback to special needs parents	2/21/2025 7:39 PM
33	Desire to diversify and expand our cultural sensitivities with students and staff.	2/21/2025 7:27 PM
34	They should be able to perform under pressure and have a sense of what each individual school needs to help the children enjoy learning.	2/21/2025 7:14 PM
35	One crucial talent a new school superintendent needs is strong leadership and communication skills. Superintendents must effectively collaborate with school boards, administrators, teachers, parents, and the community to set a clear vision, implement policies, and address challenges. The ability to communicate transparently and build trust is essential for driving positive change and ensuring student success.	2/21/2025 6:42 PM
36	Well articulate decisions with overall goal of inclusivity within a diverse community such as Appomattox.	2/21/2025 6:05 PM
37	Have the best interest for the children! Superintendent should have taught in the Appomattox School System.	2/21/2025 5:36 PM
38	Empathy and the ability to lead without being mocking or demanding	2/21/2025 5:28 PM
39	The ability to explain to any concerned parties why things are done the way they're done and listen to alternative suggestions	2/21/2025 4:51 PM
40	Communication with parents	2/21/2025 4:08 PM
41	Experience with transparency and special education	2/21/2025 4:03 PM
42	While it could be described as a skill, I truthfully think that someone who is talented at being thoughtful and intentional is imperative. It will be important to have someone who approaches challenges with thoughtful consideration and purpose rather than reacting impulsively.	2/21/2025 3:58 PM
43	Well rounded individual, that is able to communicate with all cultures.	2/21/2025 3:49 PM
44	Communication skills	2/21/2025 3:32 PM
45	Communication- A superintendent's role in communication extends beyond just fostering trust	2/21/2025 3:09 PM

Appomattox County Public Schools Superintendent Search Survey

—it also ensures accountability for changes in state policies, special education, human resources, and funding. By maintaining transparency and actively engaging with all stakeholders, a superintendent can effectively navigate these evolving areas, keeping the district aligned with legal requirements and best practices. Open communication helps address concerns, clarify complex policies, and ensure that decisions reflect the needs of students, staff, and the broader community. This commitment to accountability not only strengthens collaboration but also ensures that resources are used effectively to support student success and drive meaningful progress.

46	The new superintendent should absolutely be able to listen and communicate effectively at many different levels.	2/21/2025 3:00 PM
47	Should make principled decisions, not compromise due to hysterics from small numbers of activists. Should be accountable to the parents and community.	2/21/2025 2:53 PM
48	The most important skill for a school superintendent is leadership. A superintendent must be able to set a clear vision for the district, inspire educators and staff, and make strategic decisions that positively impact students and the community.	2/21/2025 2:49 PM
49	A strong and confident presence. They will need to be confident in their dealings with staff, public and board members that I believe will relieve stress and concerns from those seeking their guidance.	2/21/2025 2:45 PM
50	Na	2/21/2025 2:37 PM
51	Strength in the face of adversity.	2/21/2025 2:30 PM
52	Must be a people person and display a high level of positivity every day. Has a can do attitude but not arrogant.	2/21/2025 2:14 PM
53	Probably high level managerial	2/21/2025 2:12 PM
54	Have the ability to recruit and retain the best teachers for our students at all levels.	2/21/2025 2:05 PM
55	Have a business mindset.	2/21/2025 1:25 PM
56	Decision Making Skills	2/21/2025 1:15 PM
57	Communication	2/21/2025 1:10 PM
58	Listening to parents about their concerns or suggestions to help children prepare for their future.	2/21/2025 1:00 PM
59	Planning. Creativity in odd situations instead of school day cancelations. Many unnecessary school days closed, roads were fine!	2/21/2025 12:45 PM
60	Diversity	2/21/2025 12:44 PM
61	Open to feedback from staff and upgrading to modern technology.	2/21/2025 12:40 PM
62	Be confident but also humble.	2/21/2025 12:39 PM
63	Speak with common sense	2/21/2025 12:37 PM
64	Kids and faculty safety first.	2/21/2025 11:43 AM
65	Common sense	2/21/2025 11:36 AM
66	To be able to stay levelheaded at all times and take the necessary actions to make the school division excel and flourish!	2/21/2025 11:35 AM
67	Transparency	2/21/2025 11:34 AM
68	Team Leader!	2/21/2025 11:24 AM
69	To personally care for our children. Not just a paycheck.	2/21/2025 9:34 AM
70	Management.	2/21/2025 7:23 AM
71	A long-term vision for ACPS that includes high expectations for all students and staff, sound financial management skills, the ability to navigate policies and politics, and be an effective communicator.	2/20/2025 8:06 PM

Appomattox County Public Schools Superintendent Search Survey

72	understands what it takes to properly educate students to be successful adults who can get jobs.	2/20/2025 6:29 PM
73	Open minded!	2/20/2025 5:21 PM
74	Be aware of the needs of the community, while keeping spending in check. The main focus should be on education not extra curricular actives and spending money on unnecessary projects. Lower the cost per student. the current cost per student is out of bounds for the community.	2/20/2025 4:34 PM
75	Experience	2/20/2025 3:14 PM
76	A well rounded person, humble, kind and reliable. We should all want a consistent person to want the best for our school kids and all staff.	2/20/2025 2:01 PM
77	Know the community and have classroom experience	2/20/2025 12:57 PM
78	A superintendent should be able to effectively communicate with principals, teachers, students, and the community.	2/20/2025 12:14 PM
79	Needs to be consistent among all schools.	2/20/2025 10:33 AM
80	Open mind! To new ideas, to new staff positions, to simplifying policies, processes, and procedures that still ensure top tier education, safety, and inclusion but make school a place where are children want to go and a place that our parents and community trust and support.	2/20/2025 7:05 AM
81	Team player, strong communication	2/20/2025 6:42 AM
82	Knowledge of Special Education classrooms. Knowledge of IEPs & 504.	2/20/2025 12:06 AM
83	Be yourself and don't fall into the politics of Appomattox. Children come first. Be equal not based on who has the bigger bank account for higher class and then ignore lower class.	2/19/2025 11:39 PM
84	Open communication with parents and staff. It is really time to put behind the old adage that the less is known, the better off. We, as a community, deserve more.	2/19/2025 10:46 PM
85	Common sense. Book smarts and degrees mean nothing when you are an educated idiot. Use common sense and do what's right by your students, staff, parents, and community. Appomattox has a long standing history (think Dr. Krug to current) of "people pleasers" and pandering to certain groups. Teacher's and staff's mean kids hide behind their parents, teacher/admin/staff friend groups themselves banding together to bully other staff/kids (yes kids, your teachers and staff are mean to kids too). Our kids know which teacher is running around with who (elementary, middle and high school in my experience) because teachers are discussing it openly. We pile parents on to "coach" their kids' sports and they quit after they no longer have an "interest" in the program. Administrators have facilitated a culture of segregating and bullying (staff, students and parents) those who do not meet a self-serving need. Hire someone who isn't complacent, has a rural background, but no ties to the community and isn't afraid of breaking tradition or hurting feelings. When your staff FINALLY has someone who will back them, ONLY THEN will you get the results our parents and taxpayer dollars are expecting to see.	2/19/2025 10:29 PM
86	Empathetic, putting needs of children & their education first, and secondly, doesn't dismiss that children or their parents have a right to a voice in decisions also!	2/19/2025 10:29 PM
87	Support their staff	2/19/2025 10:04 PM
88	To be personable.	2/19/2025 9:58 PM
89	Trustworthy when times are toughest to make the right decision for what's best for the students and teachers	2/19/2025 9:38 PM
90	Na	2/19/2025 9:25 PM
91	Be understanding that everyone is human, give the students every extra opportunity available	2/19/2025 8:58 PM
92	--Being able to "read" teachers and staff that are telling you what they want you to see/hear but doing the opposite - makes them on a different page and adds to issues within the schools and students. Making those tough decisions that not all teachers are what they seem and some must be let go so that better can be attracted and give our students a better opportunity of their education (even if it seems tough). Teachers are not the students friends! They should be an adult and act as such. --Teachers should not get prime assignments just because they are	2/19/2025 8:45 PM

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vocal. Some have earned it but are quiet in nature. Be there to see that! --Communication! Let all of your staff know what is going on; good, bad, and ugly!

93	The superintendent needs to be approachable most of all, not just by staff, but parents and students. Being able to enter a classroom and monitor a teacher without everyone bristling at their presence.	2/19/2025 8:38 PM
94	Flexibility	2/19/2025 7:40 PM
95	The new superintendent needs to be a problem solver that is able to bring people together.	2/19/2025 7:24 PM
96	Effective communication with all	2/19/2025 7:17 PM
97	We need a talent leader that can analyze the resources we have and manage those resources to increase student skill development. We need a leader that understands the progression of content through the school and into the work place or higher education. We do not need a superintendent that blames higher education for our short comings or waters down programs like early college to make it seem our students are successful. We need a leader that has had ample time in the classroom to understand the delivery of content and talent needed to make the student connention. We have lacked in leadership for some time. It has cost us in poor student performance, poor motivation of staff, and even resulted in law suits because we have little foresight. Shame on us! We can do better and now is the time.	2/19/2025 7:06 PM
98	Be able to effectively communicate both the good and bad. When it's good news, pat your team on the back. When it's not, face the music and tell us how it's going to improve.	2/19/2025 7:03 PM
99	Young interjectic well rounded individual who interacts with students and staff.	2/19/2025 6:51 PM
100	There are many skills needed. A few are a leader , finance knowledge, and trust. Looking out of the division for new ideas and leadership.	2/19/2025 6:50 PM
101	Know the job and do it well. Strong leadership.	2/19/2025 6:38 PM
102	Fiscal conservative	2/19/2025 6:23 PM
103	Communication. Overseeing staff and making sure they are appropriately interacting with Students and parents.	2/19/2025 6:04 PM
104	Good Communication	2/19/2025 6:04 PM
105	A leader who can ensure that our limited resources/revenues are allocated efficiently, while retaining experienced staff.	2/19/2025 5:58 PM
106	Use common sense when applying rules and grading to kids. Don't push them through if they are not up to the level needed to excel	2/19/2025 5:38 PM
107	The new superintendent should be personable, confident, reliable, and accountable. They should approachable and fair, but also strong in their beliefs.	2/19/2025 5:36 PM
108	Be neutral politically both internal and external	2/19/2025 5:34 PM
109	Be Consistent	2/19/2025 5:21 PM
110	Must have worked in many jobs within the division to have knowledge of multiple areas and what it takes to affective manage/supervise all areas within the division	2/19/2025 5:03 PM
111	The ability to listen to others in the community/ staff and offer solutions.	2/19/2025 4:49 PM
112	The superintendent should have a passion for advocating for students and in a like manner, the teachers who educate them.	2/19/2025 4:44 PM
113	Being able to control the bullying, at both a student and Faculty level	2/19/2025 4:35 PM
114	Compassion for staff	2/19/2025 4:16 PM
115	Create community involved programs and initiatives to support families in supporting student development in the home to help address academic and behavioral changes particularly since the Covid-19 Pandemic.	2/19/2025 4:05 PM
116	I think a valuable skill for our superintendent is recognizing and utilizing the strengths of others. Be an encouragement to everyone who shows up and gives their best each day. I believe a successful leader is one who is able to recognize and admit their own shortcomings	2/19/2025 3:52 PM

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and then surround themselves with people who can fill in those gaps, creating an atmosphere of respect and a true professional community.

117	Provide a vision all others will follow	2/19/2025 3:36 PM
118	Effective and transparent communication with teachers and parents.	2/19/2025 3:22 PM
119	Willing to listen to parents when they have an issue and not dismiss them	2/19/2025 3:04 PM
120	Served in different areas of a school system, ie teacher, school administrator, or central office to have an understanding of what is needed in each level.	2/19/2025 3:03 PM
121	Leadership.	2/19/2025 2:54 PM
122	Personable and listens to parents concerns	2/19/2025 2:53 PM
123	True education, good common sense, and compassion.	2/19/2025 2:49 PM
124	Has demonstrated in the past that they can be an effective and well-liked leader.	2/19/2025 2:46 PM
125	They should realize that they're not being hired for their political views	2/19/2025 2:13 PM
126	They should have a great relationship (make them feel valued) with the students and staff.	2/19/2025 2:07 PM
127	An expert in building and motivating a team.	2/19/2025 2:02 PM
128	Communication and transparency, the ability to take feedback and incorporate others' ideas.	2/19/2025 2:02 PM
129	We need a leader that has a the ability to be available and approachable. Someone who will listen and support our faculty and staff, instead of challenging/intimidating them. The morale is the lowest that I have ever seen it, worse then when we were going through the Covid times. We are losing a lot of excellent teachers this year because of the lack of support, communication and the recent changes in our Special Education programs.	2/19/2025 2:00 PM
130	Transparency, accountability and empathy	2/19/2025 1:53 PM
131	I think an important skill for the new superintendent to have would be relating to teachers at each school and being able to maintain professionalism while also developing meaningful relationships.	2/19/2025 1:48 PM
132	Communication	2/19/2025 1:47 PM
133	Strength of character	2/19/2025 1:47 PM
134	Teaching experience	2/19/2025 1:33 PM
135	Transparent	2/19/2025 1:28 PM
136	Nonjudgmental and fair Easy to approach	2/19/2025 1:23 PM
137	The ability to relate, understand, and have empathy for students, staff, and families and use this to lead the school system in an appropriate and effective manner.	2/19/2025 1:21 PM
138	The primary skill that our new superintendent of schools should possess is a strong proficiency in critical thinking.	2/19/2025 1:11 PM
139	Not showing partiality but being fair, applying rules with use of common sense.	2/19/2025 1:01 PM
140	Team player	2/19/2025 12:47 PM
141	Willingness to take time to understand why teachers feel overwhelmed and if they feel certain professional day trainings are beneficial.	2/19/2025 12:44 PM
142	Treat everyone fairly and equally	2/19/2025 12:38 PM
143	Flexibility. Be willing to fill other roles when short staffed.	2/19/2025 12:33 PM
144	Experience and education on all levels. Having someone that can strengthen relationships within the community and school system as a whole, instead of being based off of personal friendships and agendas.	2/19/2025 12:33 PM
145	Experience! I feel they should shadow at each school and ask the staff what THEY want to happen.	2/19/2025 12:33 PM

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146	He/She should understand our community and the unique qualities of our small community.	2/19/2025 12:32 PM
147	They must have a heart, unlike our current superintendent.	2/19/2025 12:32 PM
148	Flexibility	2/19/2025 12:31 PM
149	Common Sense	2/19/2025 12:19 PM
150	A leader who looks out for their students and staff and truly puts them first.	2/19/2025 12:17 PM
151	Support faculty and staff, advocate for the students. Place themselves in buildings and truly understand what teachers do on a daily basis.	2/19/2025 11:58 AM
152	Effective communication	2/19/2025 11:47 AM
153	The ability to welcome new ideas be innovative with new best practices versus just relying on data.	2/19/2025 11:41 AM
154	Communication skills and developing positive, professional, and non-biased relationships with the faculty, staff, and community.	2/19/2025 11:41 AM
155	The talent to gage conservative values of our community over more liberal view points and implement them	2/19/2025 11:36 AM
156	Professionalism	2/19/2025 11:21 AM
157	Diversity and inclusion	2/19/2025 11:15 AM
158	Respect and being an open book.	2/19/2025 11:14 AM
159	I think the new superintendent should be accessible to the staff and community.	2/19/2025 11:13 AM
160	Leadership not scared to get involved.	2/19/2025 11:06 AM
161	Communication with parents	2/19/2025 11:05 AM
162	Clear communication, transparency and building trust.	2/19/2025 11:03 AM
163	Be approachable and listen to others opinions.	2/19/2025 10:53 AM
164	good communication skills	2/19/2025 10:44 AM
165	Student and Staff relationships and trust	2/19/2025 10:41 AM
166	Critical thinking	2/19/2025 10:35 AM
167	Experience	2/19/2025 10:32 AM
168	Good communication with staff	2/19/2025 10:31 AM
169	Good at communicating with students, staff and parents.	2/19/2025 10:29 AM
170	Leadership willing to step in and help when needed and truly understand the role of staff and community partners to ensure ALL aspects of a student is addressed and taken care of	2/19/2025 10:29 AM
171	Transparency	2/19/2025 10:26 AM
172	Na	2/19/2025 10:19 AM
173	The ability to LEAD Appomattox County Schools!	2/19/2025 10:17 AM
174	Superintendent shouldn't be hiring friends that have had previous problems in other districts, divisions, or companies. This has destroyed Appomattox County. When someone is hired after having a terrible employment history.	2/19/2025 10:06 AM
175	Maybe addressing the issue of why staff are leaving. Why do they feel so unsupported? Why are higher ups allowed to treat staff and parents as if they are "less than." Our community does not feel as if the schools work together as one. Parents are often told the bare minimum to say we were informed. It's hard to trust a school district when the trust doesn't go both ways.	2/19/2025 9:58 AM
176	be a leader - take in all options, hear the pros and cons and make a decision	2/19/2025 9:56 AM
177	Integrity in ALL interactions, even behind closed doors. Reigning in the political and personal bias all too present across the division and dealing fairly and honestly with all staff, students,	2/19/2025 9:54 AM

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parents, and community alike.

178	Love God, Love people!	2/19/2025 9:54 AM
179	A backbone to stand up to parents and the VDOE. Until you start inconveniencing parents, student behavior will not improve. As for the VDOE, there is no reason our children should be tested as much as they are.	2/19/2025 9:53 AM
180	The new superintendent should be willing to communicate with the parents and be transparent about school related information.	2/19/2025 9:52 AM
181	School systems are changing quickly, and we have school infrastructure needs looming. We need a superintendent with experience building schools, lobbying for funding, personnel and education laws, and strong working relations with the local government. A superintendent should also be well versed on retention issues because this is a nationwide occurrence within schools. The superintendent should also be able to delegate tasks. Principals should be in their buildings at least 90% of the week and should be trusted to run their schools with minimal oversight from the district (unless there is a problem). The community should be more familiar with their friendly principals than their school superintendent (who should be known in name and reputation). The superintendent should handle community issues related to budget, finance, and news topics and act as a figurehead for the district. I would love to see a superintendent who is super focused on building relationships with the school board, Richmond, and other superintendents around. I want to see a proactive leader who looks forward to the community's future and plans accordingly. I want my superintendent to act in a similar capacity to the Colonel of the State Patrol, the Warden of the Prison, and the elected official. I don't want them to be concerned about the minutia of the inner workings of day-to-day school. I want a superintendent willing to rely upon those at appropriate leadership levels to address day-to-day issues. The superintendent needs to have big-picture problems to work on, such as considering options such as building another school in another area of the county to address transportation and growing population issues.	2/19/2025 9:51 AM
182	Person who interacts with and respects the faculty and staff that will help children in leadership and confidence.	2/19/2025 9:51 AM
183	Not to necessarily move someone within the ranks of Appomattox County "up the ranks", but to look outside of the county for a candidate who will put the students and teacher of Appomattox first and be visible to the people of Appomattox	2/19/2025 9:50 AM
184	The ability to listen and give the teachers 100% support along with the other staff in the schools.	2/19/2025 9:48 AM
185	Being flexible and someone who doesn't have ties to teachers (husband/ wife or children)	2/19/2025 9:47 AM
186	Personable- know faculty and staff by name, show an interest in all areas at every school, connect with students	2/19/2025 9:35 AM
187	ORGANIZATION, ONLY ABC's	2/19/2025 9:34 AM
188	Knowledge of and experience in Appomattox County school system	2/19/2025 9:33 AM
189	Personal skills with staff.	2/19/2025 9:33 AM
190	Be able to educate the board and community on the importance of inclusivity and equity, and push back on political agendas that aim to strip away human rights.	2/19/2025 9:32 AM
191	Multi task	2/19/2025 9:29 AM
192	The superintendent needs to be a person that will be humble and respectful and one that is not afraid to take on jobs that is not a part of the job description.	2/19/2025 9:29 AM
193	Good judgment of staff' strengths and weaknesses, with a desire to encourage and develop strengths	2/19/2025 9:27 AM
194	Personable & open with their teachers	2/19/2025 9:22 AM
195	Communicate effectively	2/19/2025 9:19 AM
196	Clear and open communication	2/19/2025 9:18 AM
197	A talent and/or skill that a new superintendent should have to do this job well rests on the ability to be an effective leader, but relatable to the faculty, staff, students, and general public.	2/19/2025 9:13 AM

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While this person is the highest level in the school division, the person should be willing and able to acknowledge everyone who makes the school system a functional place from the elected Board Members, to the teachers on the front line of educating students, all the way to the custodian who willingly takes the trash out of the building. We are all one team who works to serve and support one another.

198	I think public speaking would be nice so we are able to hear from a superintendent over our school system if emergencies occur.	2/19/2025 9:11 AM
199	Communication	2/19/2025 9:11 AM
200	To not bow to the appomattox "politics" and wealthy families	2/19/2025 9:10 AM
201	A skill that is vitally important to this position as a leader is effective communication and active listening. Bad communication can lead to a host of issues within any group or workplace, and this capability can make or break a community's trust.	2/19/2025 9:09 AM
202	Listen to the opinion of the parents, be open and be for the families in our area before making decisions that affect everyone.	2/19/2025 9:08 AM
203	The superintendent should be able to communicate effectively and listen actively. Some may hear but may not consider and listen.	2/19/2025 9:07 AM
204	Students and teachers first!	2/19/2025 9:06 AM
205	Being inclusive !	2/19/2025 9:03 AM
206	The new superintendent should be in the schools teaching or administration within the past 3years.	2/19/2025 9:01 AM
207	The ability to interact with employees to support improvement and development while also helping them feel valued and appreciated	2/19/2025 9:01 AM
208	Being able to listen to criticism and other ideas without taking it personally.	2/19/2025 8:54 AM
209	One skill that the new superintendent should have to do the job well is strong communication. A superintendent should be able to communicate effectively with all stakeholders in the community.	2/19/2025 8:54 AM
210	Make a decisions that promote the MOST benefit.	2/19/2025 8:52 AM
211	Maintain professional relationships and treat everyone equally. Teachers are currently ignored and overlooked because of special relationships within the system that have been established over years or an unwillingness to promote teachers that have worked hard to be promoted instead of scared of losing a good teacher. The superintendent should be someone with experience from OUTSIDE of the county. The community is aware of these special relationships but nothing changes. The position has already been decided. Now would be a good time to listen. We all know that Cheryl Servis will be chosen and she is not the best person for the job. Just ask those that work under her.	2/19/2025 8:52 AM
212	No nepotism please, no one related to anyone in the county.	2/19/2025 8:52 AM
213	They should be an advocate for public education, for our staff, and our students.	2/19/2025 8:51 AM
214	Ability to build rapport with staff, parents, and community	2/19/2025 8:50 AM
215	Be available for parents or staff to walk in and be heard.	2/19/2025 8:48 AM
216	Understanding	2/19/2025 8:46 AM
217	Listening skill	2/19/2025 8:45 AM
218	Doesn't have to belong to this community but is a community leader. Talks to parents and understands both sides of situations. Supports teachers by communicating standards.	2/19/2025 8:43 AM
219	I feel experience directly related to the job is more important than hiring a person with previous employment as a superintendent.	2/19/2025 8:42 AM
220	The ability to oversee all departments effectively and make changes where needed.	2/19/2025 8:39 AM
221	Broadly ask teachers who have served under them. No other data pool is truly convincing. Everything else can be faked/skewed.	2/19/2025 8:39 AM

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222	A deep understanding of the schools policies and rules that should be followed and not overlooked for others gain.	2/19/2025 8:38 AM
223	They need to have excellent communication skills, at a personal and professional level. They need to be visually present to staff, students, and the community. They don't need to bend to every whim but need to listen compassionately and with discretion.	2/19/2025 8:36 AM
224	Humility	2/19/2025 8:35 AM
225	The next superintendent obviously needs to be knowledgeable of the laws and budgets but they need to remember what it was like to be a teacher which will help in maintaining a connection with the teachers in the district.	2/19/2025 8:33 AM
226	Be personable; approachable	2/19/2025 8:28 AM
227	Transparency in all areas.	2/19/2025 8:27 AM
228	Communication with staff and employees of the school system is important to make us all feel important and appreciated.	2/19/2025 8:27 AM
229	Diplomacy	2/19/2025 8:21 AM
230	A good superintendent needs to be able to use the people in central office effectively. Check on those people from time to time and hold them accountable. Lots of the qualities above should be done by support staff with your leadership.	2/19/2025 8:18 AM
231	Holding people to high expectations with consistency, but also allowing for employees to be humans with real needs and to be understanding in difficult situations.	2/19/2025 8:17 AM
232	The most important quality a new superintendent should have is genuine leadership that prioritizes being present in schools and values every member of the education team. More than just making decisions from an office, a great superintendent takes the time to visit classrooms, talk with students, teachers, and support staff, and truly understand what's happening in the district. They should recognize that special education and related services—such as speech therapy, occupational therapy, and physical therapy—are just as vital as classroom instruction. By listening to and supporting all educators and service providers, they can create an inclusive, well-rounded learning environment where every student has the resources they need to succeed.	2/19/2025 8:16 AM
233	Balance. This new superintendent needs to maintain balance between all stakeholders needs while advocating for students and staff best interest.	2/19/2025 8:16 AM
234	The new superintendent should be able to make overall goals for the county, develop a consistent plan for those goals, and have the patience to allow that plan to work. Avoid snap decisions or making too many decisions without giving time for the plan to develop. Consistent and steady.	2/19/2025 8:15 AM
235	Our new superintendent will need to skill of being a good listener. There will be lots of people willing to share their opinions about our school system and he/she must be able to truly listen and glean from others opinions.	2/19/2025 8:14 AM
236	A superintendent should want a good relationships with all employees. Should not use scare tactics with employees. And should STOP allowing people into power positions that don't belong.	2/19/2025 8:13 AM
237	The skill of being personable and understanding different perspectives. The talent of not letting the public or media phase them	2/19/2025 8:10 AM
238	Compassion, the superintendent should be compassionate to students, teachers, and parents. Understanding that each situation is different.	2/19/2025 8:09 AM
239	Transparency and accountability	2/19/2025 8:09 AM
240	The ability to communicate effectively	2/19/2025 8:05 AM
241	The superintendent must be an open and effective communicator.	2/19/2025 8:04 AM
242	Open communication with teachers, supports teachers AND ADMIN. In all ways.	2/19/2025 8:02 AM
243	Public relations	2/19/2025 8:01 AM

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244	Objectively looking at situations to guide our district in the right direction. (Not using personal relationships to persuade decisions.)	2/19/2025 8:00 AM
245	An understanding that every school in the district has different needs. We are cut from the same cloth, but have success/fault in different areas.	2/19/2025 8:00 AM
246	Should not be afraid to make decisions that are best for classroom learning environments even when parents might not agree.	2/19/2025 7:56 AM
247	They should be approachable and willing to create personable relationships with staff and community.	2/19/2025 7:54 AM
248	I would prefer a superintendent that is a good listener, who is patient and willing to communicate and hear perspectives before making a decision.	2/19/2025 7:53 AM
249	Needs to be a personality that staff can trust to lead them.	2/19/2025 7:51 AM
250	The new superintendent should already have relationships with the community and ACPS staff/be known to the community and staff	2/19/2025 7:49 AM
251	The ability to listen to concerns and be creative in problem solving.	2/19/2025 7:47 AM

Q11 In your opinion, what should be a key priority for the new superintendent moving forward?

Answered: 249 Skipped: 113

#	RESPONSES	DATE
1	The highest priority for a new superintendent should be improving student outcomes while ensuring equity and access to high-quality education for all students. By focusing on student-centered decision-making, the superintendent can drive meaningful improvements that benefit all learners and prepare them for future success.	3/3/2025 8:36 PM
2	Recognizing that there are initiatives that are pushing highly qualified professionals out of the division and out of the industry. And also recognizing that there are individuals that are acting in a leadership capacity in central admin that are doing the same thing.	3/3/2025 7:20 PM
3	Continuing to make the school district the best it is able to be for students and staff.	3/3/2025 4:35 PM
4	Revamping Special Education. While great as a whole, there are very important areas that need to be worked on.	3/3/2025 2:25 PM
5	While educating students is the goal, faculty and staff are the heart of the operation. Without them, nothing else is possible. Retaining the talent that our district has should be tantamount. Focusing on unnecessary micromanagement, unrelatable professional development, and constant moving targets will only fluster, frustrate, and drive away dedicated teachers and staff.	3/3/2025 11:36 AM
6	School climate.	3/3/2025 10:46 AM
7	The key priority for the new superintendent should be to facilitate a more challenging and rigorous education for all students at all levels.	2/28/2025 4:17 PM
8	Again, someone who respects their staff and listens to their opinions or needs. Someone who sticks up for their staff during conflict and does not tolerate other administrators disrespecting or talking down to their staff.	2/28/2025 12:44 PM
9	Incase pay for staff	2/28/2025 9:49 AM
10	Unity and transparency	2/26/2025 2:24 PM
11	Must be well like. Personality skill and knowledge of the job	2/26/2025 10:38 AM
12	Knowing how to positively motivate, provide support, and retain staff.	2/25/2025 6:50 AM
13	Putting the educational needs of our community's students first	2/24/2025 7:33 PM
14	Updating buildings/grounds to help serve the growing population in the community and outdated buildings that the students and staff are using.	2/24/2025 12:15 PM
15	A key priority for the new superintendent should be growth in community and parental relationships.	2/24/2025 11:49 AM
16	For our schools to listen to the teachers, enforce the rules of each school, and care more about the students education then keeping up appearances. Ensure parents have a voice in their child's education and understand that every child doesn't fit in a perfect little box.	2/23/2025 4:37 PM
17	Curriculum used in everyday life	2/23/2025 4:34 PM
18	Long term planning - adhering to the long term planning goals / no surprises	2/23/2025 12:01 PM
19	To know their job and do it with integrity.	2/23/2025 8:21 AM
20	Staff retention and salary increases	2/22/2025 2:37 PM
21	Be interested and involved in the area that your schools and students are from	2/22/2025 1:13 PM

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22	Get to know everyone involved. Focus groups to help learn who is a part of the team and community.	2/22/2025 12:25 PM
23	Open mindfulness towards maintaining prior administrative routine while incorporating effective, positive changes warranted.	2/22/2025 12:19 PM
24	Have an open door policy for staff. Talk to staff before talking to parents about problems or concerns.	2/22/2025 12:14 PM
25	The advancement of the school system while promoting at positive learning environment for all students.	2/22/2025 11:29 AM
26	Our new superintendent should be tasked with a dual mandate: 1) boost the morale of our individual school buildings as well as connecting our division as one unit while also 2) empowering and respecting teachers and staff. Both of these are addressed in the following as I see them being very intertwined and supportive of one another. I can speak for two of our school buildings that are both lacking majorly in feeling supported, encouraged, and motivated. School morale, administrative trust and respect, and autonomy is at an all time low, leading to an increase in teacher and support staff leaving and staff having a lack of trust in their administration. Teacher's in general are enthusiastic and have passion for their career. Lately, however, it has been increasingly felt that we are merely being used as bodies in a classroom and are unable to bring forth input to our student's needs. Coupling that feeling with the lack of encouragement and support, has felt detrimental to our enthusiasm and outlook. When entering any school within our division, I wish to feel excitement, energy, and an air of support and confidence in educating the students of our county. Because of the small size of our school division, I believe that we are at an incredible advantage to operate as a small business. With four locations, numerous staff, and one goal, I believe that with the right leadership we can transition students through each of our schools smoothly and with high success. The largest gap, known to me, is when moving from Primary to Elementary school. The administrative teams operate more as competitors than as collaborators. This trickles down to the teachers and furthermore affects student transitions. Having the responsibility of being our division superintendent is an honor that I highly respect. As a teacher in our county, I will support and encourage the next set of leadership as I hope they do the same for me and my colleagues.	2/22/2025 10:49 AM
27	Continued open and transparent communication, which is something our school district currently does well.	2/22/2025 10:27 AM
28	Student discipline.	2/22/2025 8:20 AM
29	Managing, and reducing the budget	2/22/2025 6:19 AM
30	Create a sense of Unity in our RAIDER NATION	2/21/2025 10:53 PM
31	Modern and proven curriculum	2/21/2025 10:17 PM
32	Children should be taught how to think, not what to think. Schools exist to provide a solid foundation in reading, writing, math, and history—not to serve as a platform for pushing political or ideological agendas. Parents, not teachers, have the primary right to guide their children's values and beliefs. Classrooms should be places of education, not indoctrination, and educators must focus on facts and critical thinking rather than activism. Let kids be kids, and let parents do the parenting.	2/21/2025 10:14 PM
33	More services for special education students and parents	2/21/2025 7:39 PM
34	To be for the community, not of the community. Do not make decisions upon popular opinion or support of outspoken locals.	2/21/2025 7:27 PM
35	I think clear communication with staff and parents as well as being available for questions or comments.	2/21/2025 7:14 PM
36	A key priority for a new school superintendent should be improving student outcomes while fostering a strong school community. This includes: 1. Academic Excellence – Ensuring high-quality instruction, closing achievement gaps, and supporting teacher development. 2. Student Well-Being – Addressing mental health, school safety, and equitable access to resources. 3. Community Engagement – Building strong relationships with parents, teachers, and local leaders to create a shared vision for success. 4. Financial Stewardship – Managing budgets wisely to allocate resources where they are needed most. 5. Innovation & Adaptability – Implementing technology and modern teaching methods to prepare students for future	2/21/2025 6:42 PM

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success. By focusing on these areas, a superintendent can create a thriving, student-centered learning environment.

37	Protecting diverse student learning	2/21/2025 6:05 PM
38	Having CHRISTIAN values	2/21/2025 5:36 PM
39	To take care of the IT department so there isn't another cyber attack	2/21/2025 5:28 PM
40	Making the education students receive much better, not having more graduates but weaker curriculum	2/21/2025 4:51 PM
41	More involvement with the community	2/21/2025 4:08 PM
42	Transparent communication and solutions.	2/21/2025 4:03 PM
43	If the superintendent is unfamiliar with our school division (hasn't worked in the school division previously), I feel they should prioritize time getting to know and really understand our school communities, the talented staff, and amazing students.	2/21/2025 3:58 PM
44	Student focus.	2/21/2025 3:49 PM
45	Protecting student/special education rights	2/21/2025 3:32 PM
46	A new superintendent's key priority should be improving student achievement, as it is the foundation of a successful school district. Ensuring that all students receive a high-quality education requires a commitment to equity, access to resources, and strong instructional support. By prioritizing student success, a superintendent can implement data-driven strategies to close achievement gaps, support educators with professional development, and create a learning environment where every student can thrive. This focus also fosters trust and engagement with parents, staff, and the community, reinforcing a shared commitment to educational excellence. Ultimately, student achievement must drive decision-making, resource allocation, and policy implementation to prepare students for long-term success in college, careers, and beyond.	2/21/2025 3:09 PM
47	In my opinion, the new superintendent should make it a priority to listen to the parents of the community. Listen to our thoughts, ideas and concerns. Do not brush them off like parents don't matter. Engagement from parents is vital to school success.	2/21/2025 3:00 PM
48	Rebuilding trust in public schooling. Financial responsibility.	2/21/2025 2:53 PM
49	A key priority for a school superintendent should be improving student achievement while ensuring equity and access for all students. This means creating a district-wide culture that supports high-quality teaching, effective curriculum, and resources that address the diverse needs of students.	2/21/2025 2:49 PM
50	Transparency & school transportation - staffing drivers & appropriate conditions for the bus shop members.	2/21/2025 2:45 PM
51	I think growth is improrant when it comes to the new generation.	2/21/2025 2:37 PM
52	Development within your staff and promote encouragement of both staff and students.	2/21/2025 2:14 PM
53	The safety and education of the students	2/21/2025 2:12 PM
54	Boosting staff morale county wide	2/21/2025 2:05 PM
55	Prepare our students for real world responsibilities and have staff and decision makers do the same. Stop the immature decision making we a plagued with.	2/21/2025 1:25 PM
56	Safety	2/21/2025 1:15 PM
57	Making sure children are learning basic skills for their future.	2/21/2025 1:00 PM
58	Development of technical programs for students to learn a trade in high school to be ready to enter the workforce upon graduation.	2/21/2025 12:57 PM
59	Students with IEP s not being met or utilized effectively	2/21/2025 12:44 PM
60	Upgrading technology	2/21/2025 12:40 PM
61	Programs within the school need to have equal representation and equal opportunity.	2/21/2025 12:39 PM

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62	The children education should top priority .	2/21/2025 12:37 PM
63	Kids and faculty safety first. Staff support.	2/21/2025 11:43 AM
64	Children always top priority	2/21/2025 11:36 AM
65	Always, to do what's best for the children.	2/21/2025 11:35 AM
66	Building real relationships with the staff/teachers and listening to their needs and working with the teachers instead of against.	2/21/2025 11:34 AM
67	Conservative values, NOT DEI, WOKE and TRANS and GAY nonsense. The public needs to be informed of the curriculum for each class!	2/21/2025 11:24 AM
68	Increasing the progress of our children and keep them safe.	2/21/2025 9:34 AM
69	Preventing and removing divisive and clearly inaccurate LGBTQ, BLM, and other anti-American agendas in the school system, staff, and curriculum.	2/21/2025 7:23 AM
70	Making ACPS a leader in central VA by: *Offering challenging, advanced classes (AP) for college bound students *Offering relevant skills and certifications for work force bound students *Recruitment and retention of teachers by increasing salaries to state average (or at least area average) *Work with local government to get above minimum funding by showing them the importance of a well-educated citizen base *Develop strategic plans to use in times of emergency/crisis *Develop and implement plans for school maintenance and development so it isn't every 40-50 between renovations per school	2/20/2025 8:06 PM
71	focus on the basics: improving core curriculum to help students get into college and/or get jobs	2/20/2025 6:29 PM
72	Curriculum improvements. Sadly students in our Primary school are struggling and the constant change in curriculum is hurting a lot of our kids that are primary age.	2/20/2025 5:21 PM
73	Someone who will reflect the conservative values of the community. Keep spending down	2/20/2025 4:34 PM
74	Inclusion	2/20/2025 3:14 PM
75	Child safety or supporting all staff equally	2/20/2025 2:01 PM
76	Not micromanaging.	2/20/2025 12:14 PM
77	Leading or find an administrator with counseling experience who can bring our school counseling programs where they need to be according to the ASCA National Model.	2/20/2025 10:33 AM
78	That they have ties to this community and to the school system. A superintendent should be tied to our school systems to provide an emphatic response and always have our children and their families in the forefront when make decisions. If it wouldn't be good enough for their children/grandchildren, it isn't good enough for ours.	2/20/2025 7:05 AM
79	Student safety and being present in the schools to remember how the day-to day reality is	2/20/2025 6:42 AM
80	Having more security in schools, so the students and faculty can be safe. Also, being more strict on bullying!	2/20/2025 1:59 AM
81	Focus on the students	2/20/2025 12:06 AM
82	Don't play politics and have your own mind set and not do what people threaten or say what are we paying you for, we pay your salary type. The superintendent needs to have its own mind set and voice and does not come from around the area. To many have come through and was ran over by the political class of higher class. We need someone that treats our kids equally.	2/19/2025 11:39 PM
83	Really taking care of the consistent issues with Mary Sherry. She is literally killing our schools, staff and families. She has no filter and does not mind saying what comes to her mind and then completely spinning it around to fit her narrative. She is sneaky and does NOT want what is best for all students, especially those in the SPED department. The number of vacancies in special education classes continue to tell the truth that is brushed over year. after year. If other employees talked to staff and families the way she did, there would surely be consequences. She is not the best fit for that job. Appomattox used to have one of the top tier SPED departments around our region, that is no longer the case.	2/19/2025 10:46 PM
84	Hire out of the classroom. By the time a superintendent "meets qualifications" they are so far	2/19/2025 10:29 PM

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removed from the classroom and have no empathy for the teachers. Administration passes down "mandates" and programs designed by people who haven't been in a classroom in 20 years. There is NO support from administrators when it comes to dealing with unruly students. These kids know this. Your teachers are quitting mid-year and you have no one willing to take the job. Long term subs are NOT what our kids deserve. Let "administration" take turns teaching and dealing with these kids (and their parents) and I guarantee that our teachers will see a change in their administrative support system. Stand up to Richmond and fight for your staff and your students. That's what our school board should be hiring you to do, NOT interpreting rules/regulations and washing your hands of it because, hey, it's policy and Richmond right? Policies are made by groups of people and changed by groups of people. Stop hiding behind "policy" and be the person willing to raise the flag and call BS for what it is.

85	Creating a "safe, caring, POSITIVE ,& nurturing," environment to learn in, preventing bullying from students & YES- staff- towards students. It's imperative children need to feel they matter! They need to know the school system has their complete best interest at heart & push them to feel appreciated and shown they are cared about while learning & achievements & success can be met with these types of supports! They deserve it!	2/19/2025 10:29 PM
86	The students education and safety are always priority 1	2/19/2025 10:04 PM
87	Adding more electives and AP classes.	2/19/2025 9:58 PM
88	Not a person who makes decisions on what is best for themselves instead what's best for the over Faculty and Students. There are some who have been Principals and are in positions of administration now who only made decisions in their role to promote themselves to be superintendent one day. Please do not be naive to miss those red flags.	2/19/2025 9:38 PM
89	Na	2/19/2025 9:25 PM
90	Be the most outstanding school district especially in central Virginia	2/19/2025 8:58 PM
91	--Being able to see the differences in all school levels and that their needs are unique/different from each other - a one size fits all is not the model needed --Get out and see your teachers/staff. Some are amazing and are not seen. Others "look" amazing but when the cat is away, ... --	2/19/2025 8:45 PM
92	The superintendent needs to ensure students are getting the proper level of education at all grade levels, and not just passing students along and making them the High School's responsibility to teach for reading, math, etc.	2/19/2025 8:38 PM
93	Open communication	2/19/2025 7:40 PM
94	Evaluate current programs to see what needs to be improved, removed or added at all levels.	2/19/2025 7:24 PM
95	Uniting the school district	2/19/2025 7:17 PM
96	We have to look outside of our district. If we hire the persons standing there-- how are we to expect things to change. "Change nothing---nothing changes." We need a fresh face and one without longstanding relationships that end of being baggage in the leadership role. Look for someone who has made change in a previous job...ask about that. Ask how they assess issues and how we used that information to move forward. I am tired of having to assemble outside educational resouces for my children so that I know they will be successful after graduation. I know our students can learn as well as children in any county...even NOVA...but when are we going to get up and do it?	2/19/2025 7:06 PM
97	This should not be a homegrown hire. There are too many biased views of people that cloud decisions and judgement. New blood would be a breath of fresh air. Breaking the norm with new ideas is exactly what the school system needs.	2/19/2025 7:03 PM
98	Sports facility and building improvements a must. Young ambitious with kids. Education and progress minded. Someone who has experience in Administration,Teaching and Coaching. Anything less will set our kids back and country tremendously.	2/19/2025 6:51 PM
99	Retaining quality , experienced teachers. Many teachers have their kids going to other schools. Bring back rules and consequences in all schools-accountability.	2/19/2025 6:50 PM
100	Improving learning on all levels.	2/19/2025 6:38 PM
101	Conservative, no democrats	2/19/2025 6:23 PM

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102	Add extra programs for children back. Focus simultaneously on reading levels as there are High School Students who still struggle with reading and core curriculum. Really dig into that with the Primary and Elementary school Grades.	2/19/2025 6:04 PM
103	Balance needed things, maybe don't just keep adding to athletic things. Lunches are a bit too short and food is a bit too nasty. If there is ever another world changing thing like Covid, there needs to be a MUCH better way to handle things. Some Policies need to be looked at and adjusted.	2/19/2025 6:04 PM
104	Care more about the students books and learning environment	2/19/2025 5:58 PM
105	Rebuild trust within the division, to include faculty, staff, and parents. And remember that test scores and statistics do not tell the whole story of student development.	2/19/2025 5:58 PM
106	The new superintendent should not support common core. I believe it should also be someone outside the school district. I think we need a new direction.	2/19/2025 5:38 PM
107	The key priority for the new superintendent should be to do the absolute best they can for staff and students they are leading. They are the heart of the community.	2/19/2025 5:36 PM
108	no TRANS, DEI, WOKE, ETC. ONLY ABC'S These abnormal ideologies must not be in the school system, they've done too much damage to kids already! Conservative ideologies are needed to bring schools back to normalcy	2/19/2025 5:34 PM
109	To create a school division Instead of a division of schools.	2/19/2025 5:21 PM
110	Must have taught a minimum of 15 years, and then moved to principal and climbed the ladder to superintendent	2/19/2025 5:03 PM
111	Teachers who have no passion to teach, in my opinion, a good superintendent could motivate them and remind them what the purpose of teaching is other than just a paycheck.	2/19/2025 4:49 PM
112	If an applicant was unsuccessful in administration at the school level because of poor relationships with staff and parents, that applicant should not be considered.	2/19/2025 4:44 PM
113	Reducing the bullying that is happening	2/19/2025 4:35 PM
114	Supporting staff more	2/19/2025 4:16 PM
115	Establishing a district wide progressive behavior/discipline policy that balances student needs with providing age and behavior appropriate accountability for infractions.	2/19/2025 4:05 PM
116	Visibility. Be present in your schools. Stay connected to staff. Walk in our shoes. Complete a bus duty and lunch duty at every school, schedule a time to read to a class at APS, join a science lab experiment at AES, make the morning announcements occasionally, sub in a special ed classroom, do anything and everything to stay connected and have boots on the ground with each school's staff.	2/19/2025 3:52 PM
117	Support the teachers and students by implementing effective consequences for disciplinary issues. Stop catering to "the one" and look out for the majority. Whole classrooms should not be routinely disrupted/explosive to accommodate the one child that cannot conform to classroom expectations.	2/19/2025 3:41 PM
118	Finding, return to a classical education.	2/19/2025 3:36 PM
119	The superintendent should not be currently working in the school board office. We desperately need strong leadership and to clean house of the current staff!	2/19/2025 3:22 PM
120	Teacher retention and recruitment and more opportunities/class offerings for our students esp at the high school level. Students need more opportunities to prepare for the ever changing job market.	2/19/2025 3:03 PM
121	That the new superintendent work at each school for a few weeks. This way they can see what each school does and how things are handled.	2/19/2025 2:54 PM
122	Effective communication, addressing parents concerns	2/19/2025 2:53 PM
123	Safety and diversity initiatives.	2/19/2025 2:49 PM
124	Communication and staff morale during a time where the educational landscape is rapidly changing.	2/19/2025 2:46 PM

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125	Performance based salary	2/19/2025 2:13 PM
126	A superintendent that truly shows how much they care for our school and community. Kind, caring, and compassionate.	2/19/2025 2:07 PM
127	Reading comprehension deficiencies in the district; identifying and supporting specific ways to address these deficiencies.	2/19/2025 2:02 PM
128	Opening lines of communication with parents and the community. Since Covid it does not feel like the schools have been receptive to what parents are identifying as reasons that they want to remove their children from the schools. They need to be willing to take feedback and hear what people have to say.	2/19/2025 2:02 PM
129	I feel that the key priority would be to establish relationships with your current faculty and staff and work to create an environment where the superintendent is approachable.	2/19/2025 2:00 PM
130	Support services for students, school safety, student/staff bullying, remove toxicity from the workplace, teacher/staff pay raise.	2/19/2025 1:53 PM
131	I think a key priority moving forward is realizing the importance of highly qualified and licensed teachers and providing stipends when there have been so many teachers coming in that are unlicensed and have minimal experience which creates more of a burden on the other teachers who then have to do additional things to make up for that.	2/19/2025 1:48 PM
132	Effective communication and accountability	2/19/2025 1:47 PM
133	Anticipating and dealing with changes at the federal and state levels of the education department to ensure that high-quality, inclusive education remains the priority for ACPS.	2/19/2025 1:47 PM
134	Increasing relationships with faculty and staff. Getting feedback on principals and making adjustments in leadership roles.	2/19/2025 1:33 PM
135	Transparency	2/19/2025 1:28 PM
136	Visibility and Attention to Details to find solutions to the existing problems within the district. Motivation to fixing them quickly.	2/19/2025 1:23 PM
137	Making students AND staff a high priority even when it isn't the popular choice.	2/19/2025 1:21 PM
138	There are several key priorities that I believe the new superintendent should focus on moving forward. Effective communication with the school community, exemplary leadership among faculty and staff, and proficient financial and budget management are essential components of this role.	2/19/2025 1:11 PM
139	Looking outside current employees	2/19/2025 1:01 PM
140	Strengthen community including teachers, students and parents	2/19/2025 12:47 PM
141	Building a positive relationship with staff and the community. This will encourage staff to feel safe expressing concerns. Also will help parents/guardians see that their concerns or issues are truly being heard.	2/19/2025 12:44 PM
142	Someone who is looking out for the staff and students and not their own agenda	2/19/2025 12:38 PM
143	Communicating with staff as well as students. Be more proactive in appearing in the schools and seeing what goes on in the day to day.	2/19/2025 12:33 PM
144	Full transparency and equality for all staff and the entire school system.	2/19/2025 12:33 PM
145	Open communication. Meetings with the community and staff regularly to see how things are going.	2/19/2025 12:33 PM
146	In an effort to continue the high quality public education that is expected from our school system, he/she should continue to support the staff of the county.	2/19/2025 12:32 PM
147	Communication, honesty	2/19/2025 12:32 PM
148	Understanding and experience in Curriculum and Instruction.	2/19/2025 12:31 PM
149	Communication with everyone in community	2/19/2025 12:19 PM
150	Losing staff members and earning trust from school staff.	2/19/2025 12:17 PM

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151	Building relationships with faculty and staff. What can be improved or changed to eliminate so much turnover in each school.	2/19/2025 11:58 AM
152	Student centered	2/19/2025 11:47 AM
153	Understanding every facet and role be engaged in learning the complexity of school settings, parental challenges, laws and accountability.	2/19/2025 11:41 AM
154	Encouraging, motivating, and supporting faculty and staff. Establishing relationships with faculty and staff and helping us feel valued and appreciated.	2/19/2025 11:41 AM
155	A key priority for ACPS division should be to bring in someone from the "outside " as many in leadership now are there due to favoritism. The next leader should steer the curriculum away from the Common Core path we are currently on. Additionally, the Superintendent should not have family members who work for the division. Also, administrators should not be allowed to force staff out for not awarding a higher grade when it was not earned and then be allowed to fill the position with a family member. The temptation for the board will be to promote from within or to go with the known verses the unknown . I challenge the board to look beyond the easy path. If the next leader to take the helm was already amongst us then the morale of the staff would not be so low and the success of our students would not be floundering. Thank you for your willingness to serve on the school board and serve our community.	2/19/2025 11:36 AM
156	Teacher accountability and training	2/19/2025 11:21 AM
157	develop more CTE classes and work with business to partner in that growth	2/19/2025 11:18 AM
158	Find a way to retain our good teachers, get them better pay to stay. Get rid of all of the nonsense they have to go thru and just let them teach our kids.	2/19/2025 11:14 AM
159	Preparing students for college (more advanced classes so our students can compete with students from other districts) and getting teacher/bus driver/etc. pay up to statewide standards	2/19/2025 11:13 AM
160	More parent involved and more fun activities for the kids while learning Accountability. These schools need to have better disciplinary actions taken on problems or issues with students. Job incentives. These teachers need help and already do not get paid enough and people do not want to work for free dealing with problem kids that they can't just expel and or be held Accountable for their actions.	2/19/2025 11:06 AM
161	Visting the schools more and communicate with the students	2/19/2025 11:05 AM
162	Building trust in the county school system and taking feedback sincerely - many parents are ready to pull their children because they feel like they are not learning enough or that behaviors are running the classroom. This should be a serious concern for any superintendent.	2/19/2025 11:03 AM
163	Making sure that we have teachers and staff who are providing our students with an education that will make them successful, not just good test takers.	2/19/2025 10:53 AM
164	Someone who is willing to be a part of the Raider community and attend student after school events. Trust staff.	2/19/2025 10:41 AM
165	A presence in the schools and community.	2/19/2025 10:36 AM
166	Key priority for finding the new superintendent is to extend the search to allow a wide variety of applicants to allow new ideas into our system.	2/19/2025 10:35 AM
167	Showing staff appreciation	2/19/2025 10:31 AM
168	Stay visible and connected with schools and teachers who are in the classroom every day.	2/19/2025 10:29 AM
169	Truly ensuring that school is safe for ALL students and staff to ensure academic success for everyone.	2/19/2025 10:29 AM
170	Working to maintain and be consistent with the continued focus on the community and our school system.	2/19/2025 10:26 AM
171	Na	2/19/2025 10:19 AM
172	Ensure Appomattox County students are achieving the maximum amount of education they can receive	2/19/2025 10:17 AM
173	Superinendent should be someone that won't hire hire someone only because their friends, but	2/19/2025 10:06 AM

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look at all options and qualifications. Also, past employment history should be considered not brushed under the rug. The new superintendent should have a vision for the county that helps it grow, supports their teachers and staff, and stops allowing certain people in the central office allow parents to run over teachers. Also, a certain central office employee shouldn't be apart of a county that is driving good teachers away because of her lack of respect for teachers or sped teachers and the jobs they do.

174	A love for our schools and community.	2/19/2025 10:05 AM
175	Hmmm...let's stop allowing people with authority to be held at a different standard. Parents can't even voice concerns or get clear answers without being talked down to.	2/19/2025 9:58 AM
176	teaching experience or some type of work within the school system. not someone who worked as outside of education and now wants to move to education	2/19/2025 9:56 AM
177	Setting the example of advocating for all student programs, and exposing the TRUTH of what is really happening in the schools to school board members requiring corrective action instead of putting on a "best of" show for scheduled visits.	2/19/2025 9:54 AM
178	Promoting effective and consistent discipline with in the school system. Accountability!	2/19/2025 9:54 AM
179	Accountability for students and parents, especially towards behavior and attendance issues. Secondly, providing more advance classes in elementary and middle school. There's no reason to not separate students by educational learning level starting in elementary school.	2/19/2025 9:53 AM
180	Focusing on internal issues with the children. Bullying is bad at the schools and the staff and administrators are doing nothing. Please be more involved and hold administrators accountable	2/19/2025 9:52 AM
181	Due to changes at the state level, our schools have become militant with rigor, and there is a huge drain of enjoyable learning experiences. John Dewey writes, "Traditional (education is) one of imposition from above and outside. It imposes adult standards, subject matter, and methods upon those who only grow slowly towards maturity." He is saying we are teaching kids in the format in which adults learn. This is how I currently see our schools; we are mandated to teach this way by the district administration. For the sake of well-rounded students, the superintendent needs to rely upon their principals to oversee the academic and well-being needs of the school. My hope is that our new superintendent will have the strong capability to delegate academics to the school leaders so that the superintendent can work on the other pressing issues of the district, such as transportation, funding, and building infrastructure. SIDE NOTE: I also hope for a school superintendent who sees value in little kids performing at school functions for the community and their parents and will come watch those events. Some of our schools are missing the boat in terms of this particular growth in children. There is more community engagement and building of student affinity towards their school at the high school level which might be a leadership issue that our new superintendent can monitor. Friendly, approachable, present, and engaged principals are the best thing!	2/19/2025 9:51 AM
182	To hire someone that is not within the organization as there are too many favorites. Also pay them less money, because children's needs are lost as the higher staff are making more money. Pay bonuses according to division achievements in scores.	2/19/2025 9:51 AM
183	To make ACPS the absolute best school district in Virginia	2/19/2025 9:50 AM
184	To reevaluate the current reading curriculum at the primary school.	2/19/2025 9:48 AM
185	Someone new to the division so that we can have a perspective of what is happening in other counties. They may have a different idea that we have not thought about or considered.	2/19/2025 9:47 AM
186	Maintaining education, my child often complains about how there are other children who are disruptive in class and when I was in school those kids were taken out to ISS. I think the discipline at the schools are too easy on the kids.	2/19/2025 9:46 AM
187	Advocating for better benefits for school employees	2/19/2025 9:35 AM
188	publicize curriculum for each class	2/19/2025 9:34 AM
189	Ethical professionalism in all aspects of leadership	2/19/2025 9:33 AM
190	Finding ways to retain teachers in Appomattox County. 66% of our staff has less than 15 years experience and that number appears to be growing. With fewer people entering the field we need to focus on teacher retention.	2/19/2025 9:33 AM

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191	Reducing private day educational placements that costs our local community over a million dollars annually for a minuscule number of students.	2/19/2025 9:32 AM
192	Respectful, fair, willing to work	2/19/2025 9:29 AM
193	A key priority for the new superintendent moving forward should be helping student academic success.	2/19/2025 9:29 AM
194	Teacher recruitment and retention	2/19/2025 9:27 AM
195	Make teachers feel supported	2/19/2025 9:22 AM
196	Open communication	2/19/2025 9:19 AM
197	A key priority for the new superintendent moving forward would be to be present in all of the schools and promote the love of education in all of the schools (primary, elementary, middle, and high school). The new superintendent needs to remember that we are teaching whole people and not just numbers on a data chart. It is important to provide avenues for students to be successful in college, military, technical education, and the workplace.	2/19/2025 9:13 AM
198	The children, for sure. There are so many children struggling, wether at home or at school, I wish there was a superintendent who really advocated for the kids!	2/19/2025 9:11 AM
199	Focus on core education, math, science, reading, etc	2/19/2025 9:10 AM
200	As a leader, the superintendent should have an approachable demeanor that allows both the staff and the community to feel heard and that their best interests are supported. When staff feel supported and listened to, the result is more support for students, which is what the community wants to see. Staff retention and community relations should be a key priority for the new superintendent moving forward.	2/19/2025 9:09 AM
201	I want a superintendent that also supports homeschool families. I want him/her to allow children that can't go to public school the opportunity to take some classes at the high school or even play sports. Include them in activities or fundraising! I think a good superintendent will be available for all children and their families!	2/19/2025 9:08 AM
202	As a leader, the superintendent should be approachable so that both staff and community can feel listened to and that their thoughts are valued. Bad communication/ trust can lead to several issues including lack of trust and a lack of a shared vision.	2/19/2025 9:07 AM
203	Allow/ make homeschooling accessible and homeschool participation in sports/ extra curricular and electives.	2/19/2025 9:07 AM
204	Stop rewarding bad behavior and crack down on disciplining unruly kids. Currently these kids are catered to and create a distracting learning environment. Teachers do not feel supported in the community. Many of them state this is due to funding and an attempt to cut down on referrals, suspensions, etc. This should not happen at the expense of the students who are behaving and trying to learn and most importantly our teachers. Measures should be in place for these unruly children to continue learning but in an alternative situation with Trauma informed and train to best support these kids.	2/19/2025 9:06 AM
205	Bringing everyone together on the same page.	2/19/2025 9:03 AM
206	Teacher recruitment, retention, and support	2/19/2025 9:01 AM
207	Teacher retention, teacher morale, realistic expectations for teachers	2/19/2025 8:54 AM
208	One key priority for the new superintendent moving forward should be school safety and well-being.	2/19/2025 8:54 AM
209	Forward thinking.	2/19/2025 8:52 AM
210	Someone that will hear and respond to concerns from within. Someone who will respect those on the front lines and understand that if they do not feel valued then productivity declines, students and education begin to suffer, and staff turnover increases. Protect the teachers and the school's as a whole will improve. It does not take a doctorate to understand that.	2/19/2025 8:52 AM
211	A desire to be in the classroom with classroom teachers to build them up and receive feedback. Ask how to better support staff and faculty and care about their needs.	2/19/2025 8:52 AM
212	building trust between the schools and school board administration	2/19/2025 8:51 AM

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213	Retaining quality teachers	2/19/2025 8:50 AM
214	Employee success equals student success!!	2/19/2025 8:48 AM
215	Safety of children	2/19/2025 8:46 AM
216	A key priority for the new superintendent should be our children in the school system! They need to listen to the parents when there is a problem and find a solution, not just brush it off to the side and think it will fix itself. The new superintendent should be more involved in the school system, show their face more and make their presence known! We need someone who is going to help our children succeed in this terrible Appomattox public school system.	2/19/2025 8:45 AM
217	There are so many. Discipline for our kids. There should be a line.	2/19/2025 8:43 AM
218	A key priority should be policies and procedures updates. Some of the policies in the handbooks haven't been updated in decades and times have changed.	2/19/2025 8:42 AM
219	Special education. We are losing amazing professionals at an alarming rate and therefore underserving this population.	2/19/2025 8:39 AM
220	Keep visiting buildings like our current Superintendent. They should be able to know their staff deeper than e-mail.	2/19/2025 8:39 AM
221	Following up with students with behavioral issues and making sure they had appropriate consequences and communication about their expectations.	2/19/2025 8:38 AM
222	We need someone who is willing to invest in building relationships to restore morale amongst the teachers. We have some excellent staff who need to be reinvigorated and unified. Building trust will be super important.	2/19/2025 8:36 AM
223	Appomattox County Graduate who resides in Appomattox County and is for the children, teachers and ancillary staff and not afraid to stand up to government that doesn't align with Christian values regardless of grants.	2/19/2025 8:35 AM
224	Since the superintendent represents the entire district, they need to be a genuine people person. They are going to be interacting with our community and neighboring communities. This person should be involved and engage with the people.	2/19/2025 8:33 AM
225	Keeping effective staff and trimming the fat where needed. Bring in those motivated to teach.	2/19/2025 8:28 AM
226	Staff support/morale, which is at its lowest since I've been employed by ACPS.	2/19/2025 8:27 AM
227	Ensuring our students are receiving the best education they can receive and making sure our staff is happy and appreciated and not burnt out from trying to juggle multiple tasks all at once.	2/19/2025 8:27 AM
228	Safety for our children.	2/19/2025 8:24 AM
229	Community and parent relationships with our school system.	2/19/2025 8:21 AM
230	Be "the leader" we all look up to.	2/19/2025 8:18 AM
231	We need to improve our special education model in the county. For students who are unable to access the curriculum, there needs to be a consistent plan across all schools for them. Additionally, we need to examine our practices with IEP goal and objective setting.	2/19/2025 8:17 AM
232	A key priority for the new superintendent should be building a culture of inclusion and support for all students and staff. This means ensuring that special education services, related therapies (speech, OT, PT), and support staff feel just as valued as classroom teachers. Additionally, the superintendent should focus on equitable access to resources, staff retention, and fostering a positive learning environment where both students and educators feel supported, heard, and empowered to succeed.	2/19/2025 8:16 AM
233	Additional funding for staffing and student needs.	2/19/2025 8:16 AM
234	Continued staff development and restructuring of teams to utilize everyone's strengths. Building a team at the SBO that is balanced and filling with people that understand the job of building principals at all levels to support their continued growth. If the hire is internal, a good plan for replacing that person in their current role is important. That search and hiring would be key and should be done to provide balance and varying perspectives to the SBO team.	2/19/2025 8:15 AM
235	The key priority of our new superintendent should be to prepare our students academically for	2/19/2025 8:14 AM

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the future. He/she must find innovative ways to achieve this. He/she must hire highly qualified individuals to implement academic practices that will prepare the next generation. He/she must be able to listen to staff about what changes need to be made to prepare our students.

236	Te person hired should be from the "outside". NOT a current ACPS employee.	2/19/2025 8:13 AM
237	Children first- including knowing how to handle discipline, knowing what the children need for education, and knowing how to be adaptive to those needs. Also, knowing that you don't know everything and you may not always be right, but that being alright.	2/19/2025 8:10 AM
238	Being more involved with students, parents, and teachers. Regularly checking in with each group to ensure teachers are supported, parents are involved, and students are thriving.	2/19/2025 8:09 AM
239	Teacher supports	2/19/2025 8:09 AM
240	Making health insurance more affordable for families	2/19/2025 8:05 AM
241	The superintendent should communicate regularly with all staff.	2/19/2025 8:04 AM
242	Communication	2/19/2025 8:01 AM
243	Come to Appomattox County and take a year to see the amazing, strong community that has been built and figure out how to build it up stronger. Not tear it down and start again. So many come in with all these ideas and start changing things immediately. How about see what is working and what is broken. Let's work together!	2/19/2025 8:00 AM
244	Safety and respect. Putting policies in place to make a better classroom environment for everyone. Where students aren't allowed to come in and cuss out teachers/other students and then be returned to class with no consequences. Where students aren't kept in the classroom if they pose a threat to the teacher or students (l.e. when physical violence has been threatened or actions could result in harm). Currently teachers do not feel safe to do their job, nor do they feel like they are being respected which wears on their state of minds.	2/19/2025 7:56 AM
245	Promoting from within	2/19/2025 7:55 AM
246	They should have experience in differing levels of education (teacher, principal, etc.).	2/19/2025 7:54 AM
247	Supporting experienced building level admin with what they actually need to improve students education and finding areas of overspending on employees downtown. Increasing transparency and clear communication from the Superintendent down to support staff.	2/19/2025 7:53 AM
248	Creative ideas for staff recruitment and retention	2/19/2025 7:49 AM
249	Problem solving skills.	2/19/2025 7:47 AM