

#1

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 08, 2018 7:54:25 PM  
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Page 1: Franklin Township Staff Input

**Q1** Please indicate your relationship to the Franklin Township Public Schools. **Staff member**

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**Q2** What are the most significant strengths and achievements of the Franklin Township Public Schools and the community the District serves.

The Tech department has listened and help us grow in technology knowledge.

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**Q3** What challenges will the new superintendent need to address?

The school day schedule has been mutilated by the past Super (Fredericks), and is in great need of repair for next year. Improving the culture of the school and allowing teachers to once again collaborate so they may work for student success is important.

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**Q4** What critical issues will the school district face in the next 3-5 years?

Bringing up school enrollment and facility repairs are big money issues we need to get under control.

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**Q5** What educational background, training and experience should the new Superintendent have?

The new Super should have the correct NJ law credentials for Superintendent, have a strong classroom experience background, knowledge of special edu. law, and strong leadership skills. It would be helpful if s/he came with Superintendent experience already and positive leadership skills.

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**Q6** What leadership style / personal characteristics are important in a new Superintendent?

Leadership skills are essential, as well as being personable, encouraging toward staff, allow for collaboration, listen to staff ideas but really hear them, and establish a positive but respectful school environment for staff as well as students.

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**Q7** If you could ask the candidates one question during the interview process, what would that question be?

Are you someone who believes you should lead with your ideas, or one that asks for staff input then makes a decision, taking their input into serious consideration?

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## Franklin Township-Staff Input

**Q8** Are there any other ideas or suggestions you would like to share about the superintendent search that have not been addressed in this survey?

Dr. Davis has made this school worlds better since his arrival. I love his direction and management style, but also his strictness with the middle school students demanding respect for the teachers, school community, and frankly for respect the middle schoolers need to have for themselves.

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# #2

**COMPLETE**

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**Started:** Friday, February 09, 2018 10:05:37 AM  
**Last Modified:** Friday, February 09, 2018 10:30:19 AM  
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## Page 1: Franklin Township Staff Input

**Q1** Please indicate your relationship to the Franklin Township Public Schools. **Staff member**

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**Q2** What are the most significant strengths and achievements of the Franklin Township Public Schools and the community the District serves.

The students at FTS are extremely high achievers. They are all very well prepared for High School.

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**Q3** What challenges will the new superintendent need to address?

The students and their parents here at FTS have a feeling of entitlement. They often believe that they deserve things without earning them. There is a blatant lack of respect that starts at home and is carried into the school. The students learn it from home when they see the way their parents treat others with disrespect, and they feel that is an appropriate way to act as well.

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**Q4** What critical issues will the school district face in the next 3-5 years?

The lack of respect that the students have toward each other, toward the staff, and toward the building itself is getting increasingly worse. The way they treat each other and the school-issued equipment (chromebooks, ipads, gym/recess equipment, etc.) is getting out of control.

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**Q5** What educational background, training and experience should the new Superintendent have?

Hopefully the new Superintendent will have experience working in a small district similar to ours. When you are playing the role of BOTH the Superintendent AND Building Principal, you need to be able to switch from the business side of running the school to making the decisions on what is best for the students. I would also hope that the future Superintendent has a background of actually being a teacher prior to their administrative background. I feel it is important to know how the classroom works from actually being a teacher, not just observing teachers.

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**Q6** What leadership style / personal characteristics are important in a new Superintendent?

I believe that the best leader in the school is a person who the staff knows will have their back. They respect everyone's opinion and consider the outcomes of their decisions BEFORE making the decisions. They must be fair and equitable. They can't back down to the parents in the district that are "louder" than the others. Student discipline must be in the administration's priorities. All students must be held to the same standards.

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## Franklin Township-Staff Input

**Q7** If you could ask the candidates one question during the interview process, what would that question be?

I would ask the candidate WHY they want to be a Superintendent/Principal here at FTS. I would want to know if they did any research about the district, the community, etc. Are they aware of any of the issues that we have dealt with here as of late. And if so, WHY do they want to come here? What can they do, that needs to be done at FTS?

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**Q8** Are there any other ideas or suggestions you would like to share about the superintendent search that have not been addressed in this survey?

I would hire Dr. Davis to stay here at FTS for as long as possible. He understands the school, the teachers, the students, the parents, the community, and how to administrate. He is the BEST Superintendent that we have had in the past 15 - 20 years. It is unfortunate that he cannot stay longer.

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# #3

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 09, 2018 8:07:54 AM  
**Last Modified:** Friday, February 09, 2018 10:45:49 AM  
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## Page 1: Franklin Township Staff Input

**Q1** Please indicate your relationship to the Franklin Township Public Schools. **Staff member**

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**Q2** What are the most significant strengths and achievements of the Franklin Township Public Schools and the community the District serves.

Safe and trusting environment  
excellent teachers who support and help each other

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**Q3** What challenges will the new superintendent need to address?

Code of Conduct and behavioral expectations  
low student population  
placing teachers in appropriate positions  
TIME teachers need more TIME.

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**Q4** What critical issues will the school district face in the next 3-5 years?

financial  
use of devices in classroom/school  
bullying - environment  
end of chromebook - switch to something else?

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**Q5** What educational background, training and experience should the new Superintendent have?

Administrative experience 4-5 years  
Teaching experience 10 -15 years at least

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**Q6** What leadership style / personal characteristics are important in a new Superintendent?

Warm, caring, trustworthy, educated, straightforward, honest  
Not manipulative

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## Franklin Township-Staff Input

**Q7** If you could ask the candidates one question during the interview process, what would that question be?

What qualities do you look for in an effective teacher?

What is the best way to deal with so called "helicopter" parents?

What is your plan for behavioral issues? How soon can you institute a new code of conduct that makes sense and has a logical and effective system of rewards and punishments?

Do you plan on having a lot of staff meetings that can be resolved in an email? In other words, what is the purpose of a staff meeting?

How do you plan on gaining the trust of the community and staff?

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**Q8** Are there any other ideas or suggestions you would like to share about the superintendent search that have not been addressed in this survey?

**Respondent skipped this question**

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# #4

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 09, 2018 10:30:07 AM  
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## Page 1: Franklin Township Staff Input

**Q1** Please indicate your relationship to the Franklin Township Public Schools. **Staff member**

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**Q2** What are the most significant strengths and achievements of the Franklin Township Public Schools and the community the District serves.

Parents are involved and easy to reach. Staff is friendly and closely-connected with one another, which enhances communication and collaboration. Technology and resources are readily available for students and staff. Current superintendent creates a positive, organized, and safe environment for students and staff. School spirit is high. PTA is enthusiastic, helpful, and hard-working.

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**Q3** What challenges will the new superintendent need to address?

Enforcing a code of conduct that is clear and consistent. Communicating with staff in a coherent and meaningful way. Supporting the staff by listening to the ideas and concerns of the teachers and working toward a resolution that resonates with all members of the school. Implementing small, effective changes that don't completely disrupt the daily structures and routines that teachers worked so hard to establish.

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**Q4** What critical issues will the school district face in the next 3-5 years?

Enrollment reduction, dealing with student misuse of technology and internet content, attention span and focusing issues, reading comprehension and literacy, students coming to school below their respective grade reading levels

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**Q5** What educational background, training and experience should the new Superintendent have?

Having previous superintendent experience is paramount. This will increase the likelihood that the person can effectively handle the daily operation and challenges of this position.

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**Q6** What leadership style / personal characteristics are important in a new Superintendent?

Someone who is not power-hungry or over-controlling. We need someone who can create a positive environment, one that generates close connection and collaboration with all members of the staff and motivates teacher buy-in. The superintendent should be interested in implementing programs and changes that truly help the school, not just for the sake of making the superintendent's resume look better. The superintendent should be selfless and committed to working together with the teachers to improve the school.

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## Franklin Township-Staff Input

**Q7** If you could ask the candidates one question during the interview process, what would that question be?

Would you prefer to work with the system and set of employees you've been given, or make changes to fit your needs and motives?

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**Q8** Are there any other ideas or suggestions you would like to share about the superintendent search that have not been addressed in this survey?

I am very happy with Franklin Township's current superintendent, Dr. Broadus Davis. I feel that he addresses issues in a clear and sensible manner. He communicates well with teachers and students. He is visually present throughout the school day, monitoring student behavior and teacher instruction. He treats people with respect, and as a result, earns the trust and respect of those around him. He listens intently to the concerns of the staff, and he makes adjustments that do not disrupt the order and flow of daily routines. People know what is expected of themselves, and expectations and goals are clearly understood by all members of the team. Everyone is on the same page, so to speak.

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# #5

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
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Page 1: Franklin Township Staff Input

**Q1** Please indicate your relationship to the Franklin Township Public Schools. **Staff member**

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**Q2** What are the most significant strengths and achievements of the Franklin Township Public Schools and the community the District serves.

High achievement high expectations

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**Q3** What challenges will the new superintendent need to address?

Parent issues/ enforcing school rules and discipline

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**Q4** What critical issues will the school district face in the next 3-5 years? **Respondent skipped this question**

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**Q5** What educational background, training and experience should the new Superintendent have?

The super should have been an educator in the classroom

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**Q6** What leadership style / personal characteristics are important in a new Superintendent?

Fairness and consistency

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**Q7** If you could ask the candidates one question during the interview process, what would that question be? **Respondent skipped this question**

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**Q8** Are there any other ideas or suggestions you would like to share about the superintendent search that have not been addressed in this survey?

Why fix something that is not broken? Our current superintendent has fixed this school twice.

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# #6

**COMPLETE**

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Page 1: Franklin Township Staff Input

**Q1** Please indicate your relationship to the Franklin Township Public Schools. **Staff member**

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**Q2** What are the most significant strengths and achievements of the Franklin Township Public Schools and the community the District serves.

I find Franklin Township School's strengths to be:

1. Small class sizes
  2. Supportive stakeholders
  3. Staff with strong pedagogical knowledge
  4. Technology integrated into curricula
  5. Strong administrative support
- 

**Q3** What challenges will the new superintendent need to address?

1. Declining enrollment
  2. Lack of state and federal funding
  3. Potentially unfamiliar with school climate and culture
  4. Increasing population of ELL students
  5. Growing population of students who have special services
- 

**Q4** What critical issues will the school district face in the next 3-5 years?

1. Declining enrollment
  2. State and Federal funding
- 

**Q5** What educational background, training and experience should the new Superintendent have?

1. Has worked in a small school district before
  2. Experience overseeing special education programs
  3. Strong familiarity with implementing reading programs
-

## Franklin Township-Staff Input

**Q6** What leadership style / personal characteristics are important in a new Superintendent?

1. Collaborative
  2. Trusting
  3. Sense of humor
- 

**Q7** If you could ask the candidates one question during the interview process, what would that question be?

1. What strategies would you implement to increase enrollment?
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**Q8** Are there any other ideas or suggestions you would like to share about the superintendent search that have not been addressed in this survey?

Do not share the superintendent

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#7

COMPLETE

**Collector:** Web Link 1 (Web Link)  
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Page 1: Franklin Township Staff Input

**Q1** Please indicate your relationship to the Franklin Township Public Schools. **Staff member**

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**Q2** What are the most significant strengths and achievements of the Franklin Township Public Schools and the community the District serves.

- The current superintendent is a strong leader that positively contributes to our school.
  - A family like staff who is there to help and support one another and provide students with a quality education
  - Supportive community
  - One-to-one chromebook/iPad for students K-8.
  - Even though it is a small district, we provide students with numerous after school clubs, sports, and activities.
- 

**Q3** What challenges will the new superintendent need to address?

- Understanding the school climate and culture
  - Supporting the ELL students that are new to the district
  - Budget
- 

**Q4** What critical issues will the school district face in the next 3-5 years?

- Decreasing Enrollment
  - Funding
- 

**Q5** What educational background, training and experience should the new Superintendent have?

- Experience in a small school district
  - Experience with Special Education programs
  - Provides a positive environment for staff, students, and community members
- 

**Q6** What leadership style / personal characteristics are important in a new Superintendent?

- Trustworthy
  - Consistent
  - Personable
  - Collaborative
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## Franklin Township-Staff Input

**Q7** If you could ask the candidates one question during the interview process, what would that question be?

-What would you do to maintain our current staff?

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**Q8** Are there any other ideas or suggestions you would like to share about the superintendent search that have not been addressed in this survey?

-The superintendent should not be shared.

-We need consistency in a leader.

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